FORM OF ORDER SHEET

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Court of Appeal No.

S.N	0.	Date of order proceedings	Order or other proceedings with signature of judge
1	· · · · ·	2	3
· 1	-	27/09/2023	The appeal of Mr. Amir Khan presented toda
<i>.</i>		· · ·	by Mr. Sohail Sultan Advocate. It is fixed for preliminar
			hearing before touring Single Bench at Swat on
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Appeal No**1960** of 2023

Amir Khan..... (Appellant)

VERSUS

INDEX

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S	Description	Annexure	Pages #
#			1 4800 1
1.	Appeal with certificate		
2.	Addresses of the parties & Affidavit		154
3.	Copies of appointment letter & relevant	A	8-9
	record		10-15
4.	Copy of attendance	A-1	16-18
5.	Copies of letter dated 25-05-2023 &	B & C	10 10
	receipts	· ·	19-25
5.	Copy of department appeal	D	0/
·б.	Wakalatnama		26
	1		27

Appellant

Amir Khan Through Counsel

SOHAIL SULTAN Advocate, High Court

Office: Sultan Tower, Makanbagh, Mingora, Swat Cell No. 0347-9398758

Appeal No 1960 of 2023

Amir Khan son of Aleem Khan resident of Mohalla Usmankhel, Amankot, District Swat......Appellant

VERSUS

- 1. Executive Engineer C&W (MAGA PROJECTS) Saidu Sharif, District Swat.
- 2. Superintendent Engineer C&W Saidu Sharif, District Swat:
- 3. Govt. of Khyber Pakhtunkhwa through Secretary C&W at Peshawar.
- 4. Chief Engineer (North) C&W Khyber Pakhtunkhwa at Peshawar.
- 5. Deputy Commissioner Swat.
- 6. XEN, C&W Swat at Saidu Sharif, Swat.
- 7. SDO C&W Swat at Saidu Sharif, Swat.

.....Respondents

SERVICE APPEAL UNDER SECTION 4, OF THE KPK SERVICE TRIBUNAL ACT, 1974, AGAINST THE ORDER DATED 25-05-2023, WHEREBY THE APPELLANT WAS TERMINCATE FROM SERVICE.

PRAYER IN APPEAL

On acceptance of this appeal the orders passed by the respondent department be declared as illegal, discriminatory, against law, void ab-initio and may graciously be set aside the same and the appellant may be reinstated on service with all back benefits.

Any other reliefs which are proper in the instant circumstances of the may also be granted though not specifically asked for.

Respectfully Sheweth,

- That the appellant was appointed as Class-IV in the respondents department. (Copies of appointment letter and relevant record are attached as annexure "A")
- 2) That the appellant has performed his duties with great zeal, zest, devotion & dedication at their best level to the entire satisfaction of his senior officials. There is no complaint against the appellant. (Copy of attendance is attached)
- 3) That the appellant has been illegally terminated vide order no 3254/-2-E, dated 25/05/2023 by serving three explanation on one and the same date. (Copies of letter dated 25/05/2023 and receipts are attached as annexure "B" & "C" respectively).
- 4) That the appellant filed Department appeal before respondent No.1 on 06-06-2023. (Copy of departmental appeal is attached as annexure "D")

5)

That the respondent did not decide the departmental appeal within a stipulated period, hence the appellant is approaching this Honorable Tribunal for the redressal of his grievances against the action and inaction of the respondents on the following ground inter alia.

GROUNDS:-

- a. That the order of dismissal of the respondents department are illegal, against the rules & regulation and exercised their power not vested to them.
- b. That no show cause notice, charge sheet, personal hearing and no explanation been conducted / served against appellant, which is against the laid down rules and regulations and thus this act of the respondents is amounts to abuse of law.
- c. That the appellant is sports man and submitted an application on dated 15/05/2023 for leave to attend National Games held on 19/05/2023, the relevant clerk namely Tariq Hussain who has satisfied me that your application has been accepted, you can join sports event.(Copy of leave application is attached).

d. That the department issued three letters at my home address which is received on same dated on 09-05-2023, which were about show cause notice for calling explanation about absence.

e. That except sports events leave I have no absentees which is evident from the attendance register but despite this viz my attendances, I have been terminated from the job which is against law.

- f. That the appellant names first letter in English A name Amir, in Attendance letter we were directed by relevant clerk that in attendance register first letter of employees name should be written which would be considered presence, and for absent employees "Ab" is written against absent employees names which is evident in attendance register. (Copy of attendance register page is attached).
- g. That I was on valid leave on dated 18/05/2023 but in attendance register against my name attendance presence initial (A) is over writing, the issuing of show cause notice for absence from duty was for misconception because I was present on duty from my appointments date except valid leave 18/05/2023 to 25/05/2023, but in show cause notice letter absentees dated 27/03/2023 to 02/05/2023 and till date written, reply for which I have submitted but in vain, hence termination order.

h. That in case of imposing major penalty principle of natural justice requires that a regular inquiry was to be conducted in the matter and opportunity of defense of personal hearing was to be provided to the civil servant proceeded against him otherwise the procedure against him without following the rules would be amount to condemned unheard. So, on this ground to the impugned order regarding dismissal / removal is liable to be struck down on this score alone.

That the penalty of dismissal / removal from service imposed upon appellant for absence from service is illegal being violative of section 7 (a).

i.'

j. That the appellant were illegally treated & dismissal/ removal from service is too harsh so, the impugned order is not maintainable in the eye of law.

 k. That in service law concept of penalty was to make an attempt to reform the individual wrong doer but such penalty deprived the appellant from the right of earning, which defeat the reformatory concept of punishment in administration of justice so, the order of dismissal is not sustainable on this ground too.

(6)

1. That the inaction of respondent department is against the law, rules, because the appellant was ill and unable to perform his duty, but the respondent department is against the law & rules not reinstate the appellant.

m. That the apprehended forceful premature termination of appellant is unjustified illegal.
The said act of the respondents is be clear & sheer violation of the Fundamental Rights of the appellant which are envisaged and guaranteed by the Constitution of the Islamic Republic of Pakistan, 1973.

n. That the appellant has performing his duties with great zeal, zest, devotion & dedication at his best level to the entire satisfaction of his senior officials, but this aspect of the case was also over looked by the respondent department.

o. That further grounds, with leave of this Honorable Court, would be raised at the time of arguments before this Honorable Court.

Prayer:-

Therefore in view of the above submissions, it is most humbly prayed that on acceptance of this service appeal the order dated 25-05-2023 passed by the respondent department be declared as illegal, discriminatory, against law, void ab-initio and may graciously be set aside the same and the appellant may be reinstated on service with all back benefits. Any other relief which is proper in the instant circumstances of the may also be granted though not specifically asked for.

7)

Appellant

Ámir Khan Through Counsel

> **SOHAIL SULTAN** Advocate, High Court

> > ADVOCATE

CERTIFICATE:

(As per directions of my client) No such like Appeal earlier has been filed by the appellant on the subject matter before this Honorable Court.

Amir Khan..... (Appellant) VERSUS

Executive Engineer C&W and others......(Respondents)

ADDRESSES OF THE PARTIES

APPELLANT

Amir Khan son of Aleem Khan resident of Mohalla Usmankhel, Amankot, District Swat.

CNIC No:15602-6536603-1 Cell No: 0348-9813398

RESPONDENTS

- 1. Executive Engineer C&W (MAGA PROJECTS) Saidu Sharif, District Swat.
- 2. Superintendent Engineer C&W Saidu Sharif, District Swat.
- 3. Govt. of Khyber Pakhtunkhwa through Secretary C&W at Peshawar.
- 4. Chief Engineer (North) C&W Khyber Pakhtunkhwa at Peshawar.
- 5. Deputy Commissioner Swat.
- 6. XEN, C&W Swat at Saidu Sharif, Swat.
- 7. SDO C&W Swat at Saidu Sharif, Swat.

Appellant -Amir Khan Through Counsel

Sohail Sultan Advocate, High Court

• 9;

Appeal No_____ of 2023

Amir Khan.....

VERSUS

..... (Appellant)

Executive Engineer C&W and others......(Respondents)

AFFIDAVIT

I, Amir Khan (appellant), do hereby solemnly affirm and declare on oath that the contents of the above titled Appeal is true and correct to the best of my knowledge and belief.

DEPONENT

MuhammadIlvas ADVOCATE OATH COMM SIONER 9-2023 No-----





OFFICE OF THE EXECUTIVE ENGINEER C&W MEGA PROJECT DIVISION SWAT

NO.<u>2767</u>12.E

DATED 10/11/2022.

APPOINTMENT ORDER.

On the recommendation of District Departmental Selection Committee meeting held on 12-10-2022 Mr. Amir Khan S/O Aleem Khan R/O Mohallah Usman Khel Amankot Tehsil Babozai District Swat" is hereby appointed as "Naib Qasid (8PS-03)" in O/O the Executive Engineer C&W Mega Project Division Swat on the following terms & Conditions

- He shall get pay at the information of 0P5-03 (14,260-580-31,060) including usual allowances 3. admissible under the rules. He will also be entitled to annual increment as per existing policy.
- He shall be governed by the Khyber Pakhtunkhwa Civil Servant Act-1973 and all the laws 2. applicable to the Civil Servants and Rules made there under.
- З.
- He shall be initially on probation for a period of <u>ONE YEAR</u> extendable for further <u>ONE YEAR.</u> His services will be liable to termination at any time without assigning any reason before the 4. expiry of the period of probation/extended period of probation, if his performance during this period found un-satisfactory. In such an event, he will be given one month prior notice of termination from service or one month pay in lieu thereof. In case he wish to resign at any time,
- one month prior notice shall be necessary or in lieu thereof, one month's pay shall be forfeited. He shall have to produce a Medical Certificate of fitness from the Medical Superintendent DHQ 5. Hospital Saidu Sharif Swat, before reporting for duty as required under the rules. He shall have to join duty at his own expenses.

7.

6.

- 8.
- If any false/bogus information found at any stage in the documents of the appointee, the appointment order will be stand cancelled. If he accepts the post on the above terms and conditions, he should report to the office of undersigned within 14-days of the receipt of this offer and produce original documents for

scrutiny and authentication, failing which this offer will be stand cancelled.

(Engr. Shahab Khan) Executive Engineer Mega Project Division Swat

Copy forwarded to:-

- 1. The Chief Engineer (Center) C&W Department Peshawar for information.
- 2. The Chief Engineer (Mega Projects) C&W Department Peshawar for information. 3.
- The District Comptroller of Accounts Swat.
- The Section Officer (Establishment) C&W Department Peshawar. 4.
- 5. The Cashier (Local).
- The Official concerned Mr. Ameer Khan S/O Aleem Khan R/O Mohallah Usman Khel Amankot 6. Tehsil Babozai District Swat"
- 7. Office Order File.

Attested

Advocate

Executive Engineer

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HEC Tackwondo Men Team 34th National Games 2023

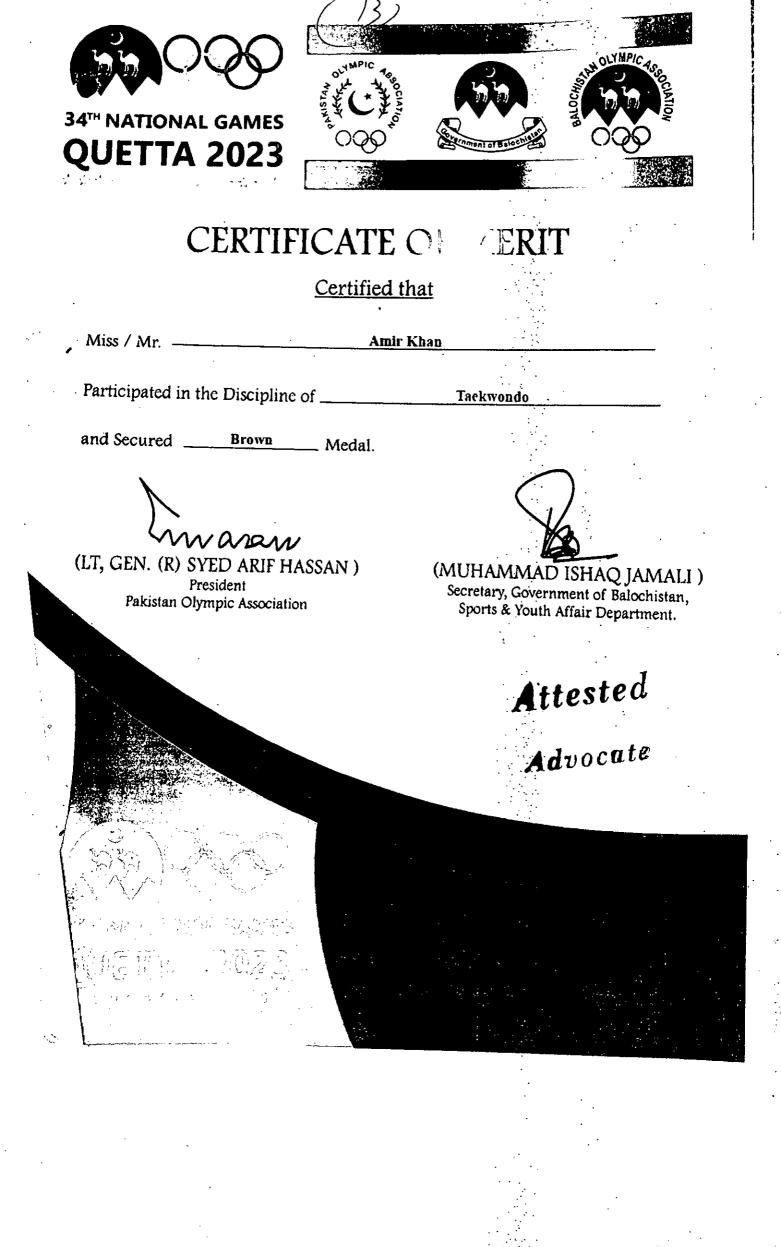
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Aoun Abbas Hashmi

Attested Advocate







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OFFICE OF THE EXECUTIVE ENGINEER C & W (MEGA PROJECTS) DIVISION SWAT.

h# 0946-9240454 Fax# 0946-9240435 Email:- xen.mpswat@gmail.com

Dated 251 5-12023. No: 3254 12-E.

Mr. Amir Khan S/O Aleem Khan R/O Mohallah Usman Khel Amankot Teh: Babozi Distt: Swat.

Subject: -. Reference:-

ABSENCE FROM GOVT: DUTY.

(i) This office letter No.3147/2-E dated 27-03-2023. (ii) This office letter No.3168/2-E dated 11-04-2023. (iii) This office letter No.3197/2-E dated 03-05-2023,

You were directed vide this office letters mentioned in reference that you are regularly absent from Govt: duty without any intimation / permission from this office. You were time and again verbally directed as well as in written to explain your willful absence from Govt: duty, but you failed to submit reply. Moreover you have remained absent from Govt: duties since 27-03-2023 till date. This office also stopped your monthly salary, but you did not attend the office and was regularly seen in political gathering / protests against the state. Your this negative attitude towards Govt: duty is clearly showing miss conduct and stated action required to be taken against you under E&D rules 1973. Hence the undersigned has no alternate but to terminate your services under the terms and condition at SI No.3 & 4 in your appointment order showing "that your services shall be initially on probation period of One Year extendable for further One year".

In light of the above conditions at SI No.3 & 4 your services are hereby terminated with immediate effect.

EXEC

TIVE ENGINEER

Copy forwarded to:-The Chief Engineer C&W Mega Projects Govt: of Khyber Pakhtunkhwa 1. Peshawar. The Superintending Engineer C&W Circle (Mega Projects) Mardan. The District Complotter of Accounts Swat. The P.S to Secretary C&W Department Peshawar.

The Divisional Accounts Officer (Local).

Attested

Advocate

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OFFICE OF THE EXECUTIVE ENGINEER C & W (MEGA PROJECTS) DIVISION SWAT. 0946-9240454 Fax# 0946-9240435 Email:- xen.mpswat@gmail.com

Dated 3/ 103 /2023.

To

Subject: -

Mr.Amir Khan Naib Qasid

EXPLANATION

It has come to the notice by the undersigned that you were absent from duty from 27/03/2023 31/03/2023 without any prior permission / approval by this office.

In this connection you are hereby directed to explain your position within 3-days positively, otherwise action will taken against you under the E&D rules.

Attested

THVE ENGINEER

Advocate

OFFICE OF THE EXECUTIVE ENGINEER C & W (MEGA PROJECTS) DIVISION SWAT.

h# 0946-9240454 Fax# 0946-9240435 Email:- xen.mpswat@gmail.com

No. 3168 12-E Dated 11 1 4 12023.

Mr.Amir Khan Naib Qasid

Subject: - EXPLANATION

Ref:-

То

This office letter No.3147/2-E dated 31/03/2023.

You were directed to explain your position regarding absentee from office duty vide referred letter above but no reply has been received and also you were found absent further from duty with effect from 27/03/2023 11/04/2023 without any prior permission / intimation / approval by this office.

In view of the above you are hereby directed to explain your position within 3days positively, in case of failure strict action will be taken against you under the E&D rules.

Copy forwarded to:-

1.

The Superintending Engineer C&W Circle (Mega Projects) Mardan for information please

XEC(JII) *IE* **ENGINEER**

EXECUTIVE ENGINEER

Attested

Advocate



OFFICE OF THE EXECUTIVE ENGINEER C & W (MEGA PROJECTS) DIVISION SWAT.

0946-9240454 Fax# 0946-9240435 Email:- xen.mpswat@gmail.com

No. 3/97 12-E Dated 315 12023.

To

Mr.Amir Khan Naib Qasid

Subject: - EXPLANATION

Ref:-

(i) This office letter No.3147/2-E dated 31/03/2023. (ii) This office letter No.3168/2-E dated 11-04-2023.

You were directed vide referred letter No. & Date above to explain your position, regarding absentee from office duty but no reply has been received and also you were found absent further from duty with effect from 27/03/2023 to 02/05/2023 without any prior permission / intimation / approval by this office.

In view of the above you are hereby once again directed to attend office for duty and also explain your position within 2-days positively, in case of failure strict action will be taken against you under the E&D rules.

Copy forwarded to:-

1. 2. The Superintending Engineer C&W Circle (Mega Projects) Mardan for information please.

The Manager Faisal Bank Ltd IBB Branch Mingora Swat and requested to not pay any kind of amount from his salary account bearing No.PK73FAYS3009301000006279 Amir Khan (Photo copy of cheque book leaf / pay-slip are enclosed) for perusal please

Attested

Advocate

ECUTIVE ENGINEER

EXECUTIVE ENGINEER

The Executive Engineer

SUBJECT: -

C&W Mega Project Division Swat.

ASIDE AGAINST THE FOR SET ILLEGAL ORDER 100 OF APPEAL TERMINATION NO. 3254/2-E, DATED 25/05/2023 PASSED AGAINST THE APPELLANT BY THE OFFICE OF THE EXECUTIVE ENGINEER C & W (MAGA PROJECTS) DIVISION SWAT.

RESPECTFULLY SHEWETH:-

That the appellant submits as under:-

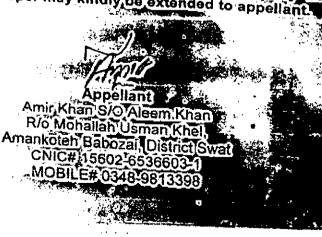
- 1. That the appellant is employee of above mentioned department as Naib Qasid.
- 2. That the appellant has illegally been illegally terminated vide order no 3254/-2-E, dated 25/05/2023. (Copy of letter is attached).
- 3. That the appellant is sports man and submitted on application on dated 15/05/2023 for leave to attend National Games held on 19/05/2023, the relevant clerk namely Tariq Hussain who has satisfied me that your application has been accepted, you can join sports event. (Copy of leave application is attached).
- 4. That the department issued three letters at my home address which is received on same dated on 09/05/2023, which were about show cause notice for calling explanation about absence
- 5. That except sports events leave I have no absentees, which is evident from the attendance register but despite this viz my attendances. I have been terminated from the job which is against law.
- 6. That the appellant names first letter in English A, name Amir, in Attendance letter we were directed by relevant clerk that in attendance register first letter of employees name should be written which would be considered presence, and for absent employees Ab is written against absent employees names which is evident in attendance register. (Copy of attendance register page is attached).
- 7. That I was on valid leave on dated 18/05/2023 but in attendance register against my name attendance presence initial (A) is over writing, the issuing of show cause notice for absence from duty was for misconception because I was present on duty from my appointments date except valid leave 18/05/2023 to 25/05/2023, but show cause notice letter absentees dated 27/03/2023 to 02/05/2023 and till date written, reply for which I have submitted but in vain, hence termination order.
- 8. That the appellant is peaceful / law-abiding citizen and belong to respectable family, and has no concern with politics, the alleged charge of joining political activities is no more

It is therefore humbly prayed that on acceptance of this appeal the order passed against the appellant may kindly be set aside and the appellant may kindly be reinstated any other relief which is deem fit and proper may kindly be extended to appellant

Dated: 01/06/2023

-roos leftures copies 2-E ttested /2.3

Advocate



To.

27 Rs: 20/-BC-11-2310 19912 باركۇس نمېر:_ DBA إباراليبوسي اليثن نمير 03479393758 رابطة مبر:____ مے بارا بیوی ایش سوا**ت** ط يدط اىمىل ايژركىس SERVICE Tribunal Peshawar.H.C. . منحانب: Deal . دعویٰ/درخواست: عامبهمان علت تمبر:. مورخه: State 7. تھانہ: مقدمہ مندرجہ عنوان بالا میں اپن طرف سے برائے بیروکی مقدمہ آن مقام بینناور_ کیلئے بیس سطان الدولس ____ کومقرر کرے اقرار کیا جاتا ہے، کہ صاحب موصوف کو مقدمہ کی کل کاردائی کو کامل اختیار ہوگا، نیز دکیل صاحب کو راضی نامہ کرنے وتفر ر ثالث کرنے ، دعویٰ ،جواب دعویٰ ، اقبال دعویٰ اور درخواست برائے سر سبزگ مقدمہ ،منسوخی ڈگری إميرخان ولد عليم خال کیطرف،اجراء و پیروی کرنے کا مختار ہوگا۔ نیز دائر کرنے ایپل نگرانی ،نظر ثانی و پیروی کرنے کا مختار ہوگا۔اورمقدمہ ندکورہ کیلیے کل قتی یا جزوی کاروائی کیلیے کسی دیگر وکیل یا مختار قانون کواپنے ہمرارہ یا اپنے بجائے تقرر کا اختیار ہوگا ېورصاحب مقررشده کوچمې جمله مذکوره اختیارات حاصل ہوں گے،اوراس کا ساختہ و پرداختہ منظور قبول ہوگا، بدوران مقدمہ جوخر چہ وہر جانبہ کی بھی سبب نے حاصل ہوگا ، وہ وکیل موصوف وصول کرنے کا حقدار ہوگا ،کوئی تاریخ پیشی مقام فدکورہ بالا سے باہر ہو، تو وکیل صاحب بیروی مقد مہ کرنے کے پابند نہ ہوں گے،مقد مہ سی عدالت میں بعدم پیردی خارج ہونے پاڈ گری یکطرفہ ہونے کے صورت میں دکیل صاحب ذمہ دارہیں ہوں گے، لهذاوكالت نامهلكحديا كيسندرب Peshawar. لئر منظق Attested الأوكيث ادستخط 25 923