BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No.323/2023

Aftab Ahmad		Appellant
		•
	Vs	·
District & Sessions J	udge, Swabi & 2 others	Respondents
		·

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Respondent No. 1

Dated: 11.09.2023

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 323/2023

Vs	« '
District & Sessions Judge Swabi & 02 others	Respondents

RESPECTFULLY SHEWETH:

Para-wise comments are submitted as under:

Khyber Pakhtukhwe Service Tribunal

Diary No. 8382

Dated/8-10-23

Preliminary Objections:

- 1. The appellant has got no cause of action.
- 2. The appellant is estopped to file the Service Appeal due to his own conduct. Moreso, appellant was terminated from service during probation period.
- 3. The service appeal is not maintainable for the reason that the services of the appellant has been terminated during probation period of his service, after serving a proper notice upon him.

ON FACTS:

- 1. Para No. 1 is correct hence, needs no comments.
- 2. Regarding Para No.2, it is submitted that though the appellant possess a driving license but he lacks driving skills, therefore, cannot be treated as a qualified driver.

- 3. Para No.3 is correct hence, needs no comments.
- Para No.4, it is submitted that during his service as a driver in this 4. establishment the performance of appellant was not satisfactory. He was time and again directed to improve his performance but instead of improving his performance, he indulged himself in other illegal activities like interacting with the public litigants in the verandas of courts premises and tried to damage the impartiality of District Judiciary. Several persons, facing cases in various courts, complained against him to the undersigned that he is helping out their opponents in courts cases. He was advised to refrain from such activities but instead he continued this practice. On one occasion, he was even caught red handed by the office superintendent of this establishment while interacting with the public litigants in the veranda of Family Court, Swabi. Even his picture was also captured by the office Superintendent. Copy of the same is Annexure-A. Besides this, during his posting as a driver with the respondent No. 1 on two different occasions when he was driving the official car, respondent No. 1 narrowly escaped major accidents on motorway due to rash and negligent driving of the appellant. On one occasion when he was driving the official Motorcar and was boarding respondent No. 1 to Peshawar High Court, Peshawar, he repeatedly ignored traffic signals in Peshawar City, resultantly respondent No. I was badly exposed to major traffic accidents but luckily he

narrowly escaped. It has been learnt that before joining his service in the District Judiciary, he used to sell chickens in the market and after obtaining his driving license he did not drive any vehicle for a single day. He is in habit of telling a lie every time, so as to save his skin. Moreover, it has been observed that he is not a person of good social values. His attitude with the superiors and staff members was reported to be very objectionable. It was also observed during his service in this establishment that he was in habit of false propagating against the Judicial Officers and their family members just for making fun before the staff members and public litigants. He was time and again directed to refrain from such dirty habits but he always turned a deaf ear to the advice of respondent No. 1. Having no other alternative, finally on 06.09.2022, a notice /warning was issued to him, vide office Endst. No. 6276/(F-40)/D&SJ, wherein the appellant was directed that being an official under probation, he should improve his efficiency and attitude and also to concentrate upon his official duty within 30 days, failing which he was warned that he can be expelled from service without any further notice or intimation. Such notice was duly served upon him and he signed a copy of the notice as a token of receipt of original notice. Copy of the notice is Annexure-B. After expiry of one-month period of the notice mentioned above, the Superintendent Sessions Court Swabi vide his report dated 06.10.2022, reported that the official

concerned was found busy with public litigants in the veranda of courts instead of performing his official duty. Copy of the report of the Superintendent Sessions Court Swabi is Annexure-C. During his posting in the District Judiciary Swabi, the appellant was posted as a driver and was deputed with respondent No. 1. He being Competent Authority himself observed overall performance of the appellant and received complaints against him, hence objectively formed an opinion that his performance as a driver was not satisfactory. Hence, he was called for personal hearing by respondent No. 1 and he was heard in person but he failed to establish that he has improved his performance. Accordingly, vide impugned order dated 06.10.2022, his services were terminated with immediate effect under section 11 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 read with all other laws on the subject. Copy of the impugned order is Annexure-D.

- 5. In respect of Para No. 5, it is submitted that though the appellant received salaries during the period of his service in this establishment, yet he did not perform duty to the satisfaction of his superiors.
- 6. Regarding Para No. 6, it is submitted that the services of appellant has been terminated on cogent and well-convincing legal grounds.
- 7. Para No. 7, is legal, hence needs no comments.

8. Regarding Para No.8 of the appeal, it is submitted that the impugned order has been passed in accordance with law.

GROUNDS:

- A. Regarding Para-A, it is submitted that the services of the appellant has been terminated during his probation period and the law on the subject is very much clear. For ready reference the relevant provision of Section-11(1)(i) of the Khyber Pakhtunkhwa Civil Servants Act, 1973, is reproduced hereby below: -
 - "11. Termination of Service: (1) The service of a civil servant may be terminated without notice-
 - (i) during the initial or extended period of his probation:

- B. Para-B of the appeal is legal, hence needs no comments.
- C. Para-C of the appeal, it is submitted that proper procedure under the law has been adopted and thereafter services of the appellant have been terminated in accordance with law.



- D. Para-D of the appeal is incorrect, hence denied.
- E. Para-E of the appeal is incorrect, hence denied.
- F. Regarding Para-F of the appeal, it is submitted that the services of the appellant were not found satisfactory during period of his probation, therefore, his services have been rightly terminated in accordance with law.
- G. Regarding Para-G of the appeal, it is submitted that respondent No.

 1, being Competent Authority, himself observed the performance of appellant and his driving skills during period of his service and came to the conclusion that he lacks proper driving skills. Even otherwise, detailed reply has already been given in Para-4 of the written comments.
- H. Regarding Para-H of the appeal, it is submitted that detailed reply has already been given in Para-4 of the written reply.
- I. Regarding Para-I of the appeal, it is submitted that notice has already been served upon the appellant which is quite evident from Annexure-B. Moreover, sufficient opportunity of hearing has been provided to the appellant before passing the impugned order.
- J. Regarding Para-J of the appeal, detailed reply has already been given as mentioned above. Moreover, all codal formalities have been complied with before passing the impugned order.
- K. Para-K of the appeal is incorrect. Detailed reply has already been given in Para-4 of the written comments.

- L. Para-L of the appeal is totally misconceived. Issuance of driving license to the appellant does not mean that he is a skillful driver.
 The second limb of ground No. 1 as mentioned in the impugned order is clearer then crystal.
- M. Regarding Para-M of the appeal, it is submitted that detailed reply has already been given in Para-4 of the written comments.
- N. Para-N of the appeal is totally incorrect, hence denied.
- O. Para-O of the appeal is incorrect. Detailed reply has already been given in Para-4 of the written comments.
- P. Para-P of the appeal is incorrect and amounts to scandalizing the District Judiciary.
- Q. Para-Q of the appeal is incorrect. The appellant is not entitled to any relief.

In view of the above it is humbly prayed that service appeal of the appellant may kindly be dismissed with cost.

District & Sessions Judge,

Swabi

(Respondent No. 1)

Registrar.

Peshawar High Court, Peshawar

(Respondent No. 2)

Dated: 11.09.2023



BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA, PESHAWAR

Service Appeal No. 323/2023				
Aftab AhmadAppellant				
Versus				
District & Sessions Judge, Swabi & othersRespondents				

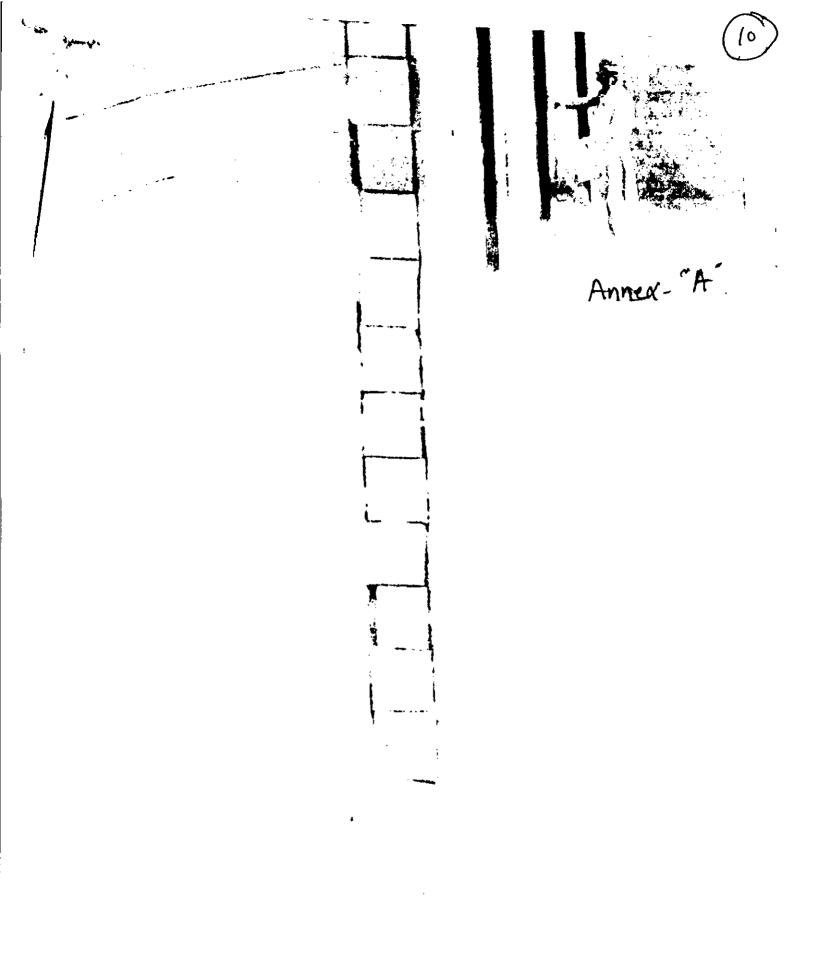
AFFIDAVIT:

It is solemnly affirmed that the contents of the comments are true and correct to the best of my knowledge and belief as per the office record and nothing has been concealed. It is further stated on oath that in this appeal, the answering respondents have neither been placed ex-pate nor defense have been struck off.

Respondents through:

Riaz Muhammad Superintendent

Sessions Division, Swabi Departmental Representative







The District Judiciary Swabi

Phone # 0938-280372 Eax # 0938-280117

dsiswabi Laboo.com dsiswabi Lugniail.com

No. 6276

/(F-40) D&SJ

Dated: 06,09,2022

Annex-

To:

Aftab Ahmad

Driver

Subject:

Notice/Warning

Memo,

It has come into the notice of undersigned that you official named above are not' interested in your official duty and your behavior is also unsatisfactory toward discharge of official work. Moreover, your driving skill is not upto the mark. As per record you are still under probation, however, taking leniency you are provided an opportunity to improve your efficiency and attitude and concentrate on your official duty within 30 days, failing which you will be expelled from service without any further notice or intimation.

Muhammad Rau Khan
District & Sessions Judge,
Swabi

Annex-C

Respected Sir.

Vide this office letter No. 6276/(F-04)[D&S] doed 06.09/2022 Notice/Warrang was issued to one. Aftab Ahmad Driver Session. Division Swabi to improve his efficiency, attitude and concentrate on his official work within 30 days otherwise it was directed that his services will be dispensed with, as he is on Probation.

However, during the surprise visit of the trac isigned dated 21.09.2022, it was observed that the said official was busy with public hitgards in the verianda of courts and was not performing his duties. His picture is Annex "A"

Submitted for further necessary orders, please,

Superintendent Sessions Division Swabi

District & Session Judge, Swabi

Put up his service read

6/x/22

Mh Afterb Ahmad driver has been appointed in this establishment vide applies order dated 31.3.22. In lara NO 5 of the Said order it has been specifically mentioned that he will be on probation as per hales and his services are hisble to termination if his services are hisble to termination if his services are not found satisfictory during the ferrial of probation or extended period of Probation Afeer his appointment he was posted as driver will the undersegned and remained as such for almost five months. Her ferrimmence remained not satisfictory on the following I rounds.

1 His driving Skiels are very Poor: During his Parting with the undersigned on two

P.T. 0-

car we narrowly escaped major accidents on materiagy. Even he does not know trapple signels. Moreover due to some heasons known to him he does not concentrate on driving and dispite reported warnings he is unable to drive vehicles!

- (2) He is not a man of food social Values and always Esperales his.
 - He used to Ironn in the Premises of Courts in affice hours and used to interact with the litigents Public altending the Courts. This Practice on his Part is very objectionable because in Such a way impartibility of Courts is badly damaged.
 - (3) He used to Proposporte against sine Judges in sie Proset of litigents Public.
 - By He was i serned a natice on 6.9.22 to mend his ways and improve performance but he turned a deaf ear to the line instruction i served to him. He nee and a under Rule 11 of the K.P civil under Rule 11 of the K.P civil Servento Act 1973 and all other laws on the Subject his Services I aws on the Subject his Services, Stand terminated well immediate effect. Office order be issued according





DISTRICT & SESSIONS JUDGE, SWABI

A CALL

Tel: 0938-280372 Fax: 0938-280117 Email: dsjswabi1@gmail.com

dsjswabi@yahoo.com

Dated Swabi the: 06/10/2022

No. 6971-94 / (F- 53)/DS

OFFICE ORDER

06.10.2022

WHEREAS, Mr. Aftab Ahmed Driver (BPS-06) has been appointed in this establishment vide Office Order bearing Endst: No.2633-40/(F-55)/D&SJ dated 31.3.2022. In Para No.5 of his appointment order, it has been specifically mentioned that he will be on Probation initially for a period of one year extendable upto two years as per the rules and his services are liable to termination, if his services are not found satisfactory during the initial period of probation or during the extended period of probation at any time without assigning any reasons. After his appointment he was posted as driver with the undersigned and remained as such for almost five months.

TWHEREAS, his performance remained unsatisfactory on the following grounds:

- 1. His driving skills are very poor. During his posting as driver with the undersigned on two occasions when he was driving the official car, we narrowly escaped major accidents on motorway. Even he does not know traffic signals. Moreover due to some reasons he does not concentrate on driving and despite repeated warnings, he is unable to drive vehicles.
- 2. He is not a man of good social values and always speaks lie.
- 3. He used to roam in the premises of courts during office hours and contact litigants public by gossiping with them in the front of courts. This practise on his part is very objectionable because in such a way impartiality of courts is badly damaged.
- 4. He used to propagate against the Judicial Officers in front of public litigants.

He was issued notice vide Office Order No. 6276/(F-40)/D&SJ dated 06.09.2022 to improve his performance but he turned on deep ear to the instructions issued to him. Hence under rule 11 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 and all other laws on the subject, his services stands terminated with immediate effect:

(Muhammad Rauf Khau)
District & Sessions Judge,
Swabi

Copy forwarded for information to:

- 1. All Judicial Officers District Swabi,
- 2. District Accounts Officer, Swabi,
- 3. Office Copy

official Concerned

District & Sessions Judge, 122



The PESHAWAR HIGH COURT Peshawar

All communications should be addressed to the Registrar Peshawar High Court, Peshawar and not to any official by name.

Exch:
Off:
Fax:

9210149-58 9210135 9210170

www.peshawarhighcourt.gov.pk info@peshawarhighcourt.gov.pk phcpsh@gmail.com

Most Immediate (Court matter)

No. 81.07 /Admn.

Dated.0.5./.0.9../2023

To,

The District & Sessions Judge,

Swabi.

Subject:

Service Appeals No. 323/2023.

Amad.... Vs... PHC & others.

Sir,

I am directed to refer to the subject noted above and to enclose herewith copy of the notice received from learned Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar and to ask you to submit draft para-wise comments to this office for vetting and drafting joint para-wise comments by learned Advocate General, Khyber Pakhtunkhwa.

 Draft comments should be Para wise addressing issue in each of the Para separately (Facts & Grounds), duly indexed and supported by relevant documents.

You are further requested to nominate a competent officer not below the rank of BPS-17, well conversant with the facts of the case to pursue and to appear on each date of hearing before the Hon'ble Tribunal in the case. The representative so nominated shall also represent all Respondents i.e. 01, 02 in the subject service appeal and to keep this office abreast of the proceedings. The name and cell number of the representatives so nominated be conveyed to this office.

Being Court matter, needful be done at earliest, please.

Yours Sincerely,

(Asghar Shah Khilji)

ADDITIONAL REGISTRAR (ADMN)

FOR REGISTRAR.

Endst: No. 8108 /Admn:

Dated Peshawar 65/69 /2023.

Copy for information to learned Registrar, Khyber Pakhtunkhwa Service

Tribunal, Peshawar.

(Asghar Shah Khilji)
ADDITIONAL REGISTRAR (ADMN)
FOR REGISTRAR.

4

resitawar High Court, Peshawar Receipt No GS&PD-2/664-RST-30,000 Forms-1-11-2022/PHC Jobs/Form A&B Ser. Tribunal/P2 08 AUG 2023 Date For Action Signature **EXP**TUNKHWA SERVICE TRIBUNAL, PESHAWAR. JUDICIAL COMPLEX (OLD), KHYBER ROAD, ESHAWAR. No. Appeal No..... Aftab Ahmad Appellant/Petitioner Versus

D. S. Judge Sweb Respondent

Respondent No. 2 Notice to: _ Rasjistrat perhawat High Court perhawat. WHEREAS an appeal/petition under the provision of the Khyber Pakhtunkhwa Province Service Tribunal Act, 1974, has been presented/registered for consideration, in the above case by the petitioner in this Court and notice has been ordered to issue. You are hereby informed that the said appeal/petition is fixed for hearing before the Tribunal *on......at 8.00 A.M. If you wish to urge anything against the appellant/petitioner you are at liberty to do so on the date fixed, or any other day to which the case may be postponed either in person or by authorised representative or by any Advocate, duly supported by your power of Attorney. You are, therefore, required to file in this Court at least seven days before the date of hearing 4 copies of written statement alongwith any other documents upon which you rely. Please also take notice that in default of your appearance on the date fixed and in the manner aforementioned, the appeal/petition will be heard and decided in your absence. Notice of any alteration in the date fixed for hearing of this appeal/petition will be given to you by registered post. You should inform the Registrar of any change in your address. If you fail to furnish such address your address contained in this notice which the address given in the appeal/petition will be deemed to be your correct address, and further notice posted to this address by registered post will be deemed sufficient for the purpose of this appeal/petition. Copy of appeal is attached. Copy of appeal has already been sent to you vide this office Notice No......dated......dated Given under my hand and the seal of this Court, at Peshawar this. FOX Reply Registrar,

. The hours of attendance in the court are the same that of the High Court except Sunday and Gazetted Holidays.

Khyber Pakhtunkhwa Service Tribunal, Peshawar.

Always quote Case No. White making any correspondence.

Note:

BEFORE THE KHYBER PARETIMENTA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 323 /2023

Aftab AhmadAppellant

VEREIN

District & Sessions Judge, Swabi and others.....Respondents

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Actio

Appellant

Through

Amjad Ali

Advocate

Supreme Court of Pakistan

Cell: 0321-9882434

BEFORE THE KHYBER PARHTUNKEWA SERVICE TRIBUNKL PESHAWAR

Service	Appeal	No	/2	023

VERSUS

- 1. District & Sessions Judge, Swabi.
- 2. Registrar, Peshawar High Court, Peshawar.
- 3. Appellate Authority, Senior Puisne Judge Peshawar High Court, Peshawar through Registrar.

....Respondents

SERVICE APPEAL U/S 4 OF KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST ORDER NO.6971-94 (F-53) DSJ DATED 06.10.2022 PASSED BY RESPONDENT NO.2. WHEREBY APPELLANT HAS BEEN TERMINATED SERVICE. AND THEREBY DEPARTMENTAL APPEAL DATED 19.10.2022 REMAINED UN-RESPONDED AFTER LAPSE OF 90 DAYS, WHICH IS ILLEGAL, AGAINST LAW AND FACTS.

Sir:-

Appellant humbly submits as under:-

- That appellant is a permanent resident of District Swabi as evident from his CNIC and domicile. (Copy of the CNIC & Domicile is attached as Annexure "A")
- That appellant is duly qualified and also possesses drivers' license issued by the Khyber Pakhtunkhwa Transport & Transit Department, which is valid till 01.04.2027. (Copy of the drivers' license is attached as Annexure "B")
- That appellant was appointed as Driver (BPS-6) in District Judiciary Swabi in open merit vide appointment order dated 31.03.2022. (Copy of the appointment order dated 31.03.2022 and service card is attached as Annexure "C")
- 4) That appellant performed duty to the entire satisfaction of his superiors and there is no complaint whatsoever against the appellant.
- 5) That appellant performed duty to the satisfaction of his superiors and received salaries. (Copy of the salary statement is attached as Annexure "D")
- That appellant has been terminated from service with immediate effect vide Office Order No.6971-94/(F-53)/DSJ dated 06.10.2022 passed by the learned District & Sessions Judge, Swabi which is illegal against law and facts. (Copy of the impugned order dated 06.10.2022 is attached as Annexuse "E")

8) That the impugned order is illegal, against law and facts on the following grounds:-

GROUNDS.

- A. Because as per recent judgment of the Hon'ble High Court dated 10.11.2022 in case of "Irfan Ullah...Vs... Federation of Pakistan", It has been held that even a probation is entitled for regular inquiry. (Copy of the judgment of the Hon'ble High Court dated 19.11.2022 is attached Annexure "G")
- B. That because as per 1997 SCMR 1552, the Hon'ble apex Court held as under:-

"Terminating the services of a probationer on the ground of unsatisfactory work will not amount to dismissal or removal from service, however, if such employee is to be terminated on account of certain allegations then even if such employment is contractual yet holding proper departmental proceedings would be mandatory"

C. Because as per judgments of the Hon'ble Peshawar
High Court Peshawar, Services Tribunals & Supreme
Court of Pakistan, even a probationer is entitled to the

proper procedure under KP Efficiency & Discipline Rules, 1973 in the shape of charge sheet, statement of allegation, regular inquiry, show cause notice and personal hearing, if he is charged for misconduct or any offence under the said rules, reliance is placed on PLD 1974 SC 393.

- D. Because the impugned Office Order No.6971-94/(F-53)/DSJ dated 06.10.2022 passed by the learned District & Sessions Judge, Swabi is illegal, against law and facts.
- E. Because appellant is innocent and falsely charged.
- F. Because neither any inquiry has been conducted nor the appellant has been associated with any inquiry.
- G. Because neither any charge sheet has been issued nor statement of allegations has been given to the appellant nor any inquiry has been conducted nor any show cause notice has been served upon the appellant.
- H. Because no regular inquiry has been conducted.
- I. Because appellant has been condemned unheard and the principle of Audi Alteram Partem is violated which as per consistent judgments of the Hon'ble Supreme Court of Pakistan reported in PLD 1964 Sc & PLD 2019 SC 119 in famous case of his lordship Justice Qazi Faiz Isa by a full Court decided with a majority held that principle of natural justice like Audi Alteram Partem is enshrined in every statute whether specifically provided or not, so non-giving of show cause notice for 04 allegations mentioned in the impugned order dated 06.10.2022 is against the spirit of the said judgments.

- Because the date of appointment of the appellant is 31.03.2022 and date of termination is 06.10.2022, whereas the appellant was appointed for an initial probationary period of 01 year extendable upto 02 years and worthy District & Sessions Judge, Swabi was required to assess the performance of the appellant upto 30.03.2023m, but the worthy District & Sessions Judge, Swabi was in so hurry that in short span of 07 months, the impugned order has been passed which is glaring illegality and the impugned order need to be set-aside on this score alone.
- K. Because the allegation No.1 regarding poor driving skills and escaping major accident on motorway on two occasions is also fabricated and self-creation and not supported by any oral and documentary evidence. Moreover, the appellant underwent driving test conducted by the KP Transport & Transit Department, wherein the appellant is issued a proper drivers' license on 31.03.2012 which shows that appellant is a trained and experienced driver for the last 10 years.
- L. Because the second limb of allegation No.1 regarding no knowledge of Traffic signals is squarely against the driving license issued and still valid upto 2027.
- M. Because the non-concentration on driving despite repeated warnings is also incorrect as no warning has been issued to the appellant nor mentioned any date or diary number or receipt and the non-concentration on driving is incorrect as neither supported by any oral or documentary evidence.
- N. Because the worthy District & Sessions Judge, Swabi was taking the duty of cook from the appellant at his official residence at Judicial Colony, Swabi which appellant was performing to the entire satisfaction of his high ups.

appellant was performing to the entire satisfaction of his high ups.

- Because the notice mentioned in the impugned order has not been served upon the appellant.
- Because impugned order is malice driven and based on P. malafide and it appears that the post of the appellant is vacated through such illegal orders so as to adjust the blue-eyed of the officials.
- Because appellant is jobless and entitled for back Q. benefits.

PAYER

It is therefore, humbly prayed that on acceptance of this appeal, the impugned Office Order No.6971-94/(F-53)/DSI dated 06.10.2022 passed by the learned District & Sessions Judge, Swabi may please be setaside and the petitioner may please be reinstated in service with all service and monetary benefits.

Any other relief which this hon'ble court deems appropriate in the circumstances of the case though not specifically asked for may kindly also be granted.

Dated:

Appellant Imjad Alle ADVOCATE IGH PRINTERS COURT

Amiad Ali (Madan)

Advocate

Supreme Court of Pakistan

AFFIDAVIT

I, do hereby affirm and declare on oath that the contents of the appeal are true and correct to the best of my knowledge and belief and nothing material has been concealed from this hon'ble Tribuna

219 0001

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No	o/2023	
Aftab Ahmad	***********************	Appellant
•	<u>VERSUS</u>	
District & Session	s Judge, Swabi and oth	ersRespondents

ADDRESSES OF PARTIES

APPELLANT

Aftab Ahmad S/o Gul Jamal R/o Ismail Abad, Post Office, Jamal Abad, District Swabi.

RESPONDENTS

- 1. District & Sessions Judge, Swabi.
- 2. Registrar, Peshawar High Court, Peshawar.
- 3. Appellate Authority, Senior Puisne Judge Peshawar High Court, Peshawar through Registrar.

Through

Amjad Ali (Mardan)

Advocate

Supreme Court of Pakistan

AUTHORITY LETTER

Mr. Riaz Muhammad Superintendent Sessions Division Swabi is hereby authorized to attend the Khyber Pakhtunkhwa Service Tribunal in connection with service appeals No.323/2023 titled "Aftab Ahmad ...vs... District & Sessions Judge and 02 others" fixed for 18-10-2023.

District & Sessions Judge,
Swabi & A +

District & Sessions Judge
Swabi