04.1.1.2022

Clerk of learned counsel for the appellant present. Mr. Naseer-ud-Din Shah, Assistant Advocate General for the respondents present

Clerk of learned counsel for the appellant requested for adjournment on the ground that learned counsel for the appellant is not available today due to strike of lawyers. Adjourned. To come up for arguments before the D.B on 19.12.2022.

(Mian Muhammad) Member (E)

(Salah-ud-Din) Member (J)

19.12.2022

Learned counsel for the appellant present. Mr. Ihsanullah, ASI alongwith Mr. Muhammad Riaz Khan, Paindakhel, Assistant Advocate General for the respondents present.

Learned counsel for the appellant seeks time for preparation of arguments. Adjourned. To come up for arguments on 15.03.2022 before the DB

(Mian Muhammad)

Member (E)

(Salah-Ud-Din) Member (J)

02.09.2022

Appellant in person present. Mr. Muhammad Adeel Butt, Additional Advocate General for the respondents present.

Learned Member (Judicial) Ms. Rozina Rehman is on leave, therefore, arguments could not be heard. Adjourned. To come up arguments on 18.10.2022 before the D.B.

(Salah-Ud-Din) Member (Judicial)

18.10.2022 Appellant present through counsel.

Kabir Ullah Khattak, learned Additional Advocate General for respondents present.

Former made a request for adjournment as she has not made preparation of the brief. Adjourned. To come up for arguments on 04.11.2022 before D.B.

(Fareeha Paul) Member(E) (Rozina Rehman) Member (J) 24.02,2022

Due to retirement of the Hon'able Chairman, the case is adjourned to 11.05.2022 for the same before D.B.



11.05.2022

Counsel for the appellant present.

Muhammad Adeel Butt, learned Additional Advocate General alongwith Ihsan Ullah S.I for respondents present.

Representative of respondents submitted written reply/comments. Copy of the same is handed over to the learned counsel for appellant. To come up for rejoinder, if any, and arguments on 21.06.2022 before D.B.

(Rozina Rehman) Member (J)

21.06.2022

Appellant alongwith counsel present. Mr. Kabirullah Khattak, Additional Advocate General for the respondents present.

Learned counsel for the appellant requested for adjournment on the ground that she has not made preparation for arguments. Adjourned. To come up for arguments on 02.09.2022 before the D.B.

(Fareeha Paul) Member (E) (Salah-ud-Din) Member (J) Learned counsel for the appellant present.

28.09.2021

Learned counsel for the appellant requested for adjournment to further prepare the brief. Adjourned. To come up for preliminary hearing before the S.B on 28,10,2021.

(MIAN MUHAMMAD) MEMBER (E)

28.10.2021

Appellant in person present. Memorandum of appeal and the copies of record annexed there with have been perused.

The appellant has challenged the order of the competent authority whereby he was removed from service on account of willful absence. In absence of reply of the respondents, it is not clear from the face of impugned order as to whether the procedure provided for disciplinary action under Rule-9 of the Government Servants (Efficiency and Discipline) Rules 2011 about willful absence has been followed or not. This appeal is admitted for regular hearing subject to all just legal objections including the point of limitation. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to the respondents for submission of written reply/comments in office within 10 days after receipt of notices, positively. If the written reply/comments are not submitted within the stipulated time, or extension of time is not sought through written application with sufficient cause, the office shall submit the file with a report of non-compliance. File

to come up for arguments on 23.02.2022 before the D.B.

Appellant Deposited
Security Tocess Fee

Ćhairman

17.11.2020

Counsel for the appellant present.

Learned counsel requested for adjournment of instant matter to a date after the hearing by Larger Bench in respect of cases, wherein, punishment with retrospective effect has been awarded.

As one of the grounds agitated in this appeal pertains to retrospectivitiy of punishment, the request of learned counsel appears to be reasonable.

Adjourned to 16.02.2021 for hearing before S.B.

Chairman

16.02.2021

The learned Member Judicial Mr. Muhammad Jamal Khan is under transfer, therefore, the case is adjourned. To come up for the same before S.B on 28.06.2021.

Reader

28.06.2021

Appellant present through counsel.

Former states that some appeals involving punishment with retrospective effect are pending adjudication before Larger Bench of this Tribunal. He, therefore, requests for adjournment of the instant matter to a date after the decision by the Larger Bench.

Adjourned to 28.09.2021 for hearing before S.B.

(Rozina Rehman) Member(J)

# FORM OF ORDER SHEET

Court of_			
se No -	11n08	/2020	

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	24/09/2020	The appeal of Mr. Salman resubmitted today by Naila Jan Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.
		REGISTRAR -
2-		This case is entrusted to S. Bench for preliminary hearing to be put up there on $03/1/20$
		CHAIRMAN
	1)	CHAIRMAIN .
3.11.	2020	Appellant is present in person.
		Since the Members of the High Court as well as of t
		District Bar Association, Peshawar, are observing stri
		today, therefore, learned counsel for appellant is n
		available today. Adjourned to 17.11.2020 on which date
		come up for preliminary hearing before S.B.
		(Muhammad Jamal Khan) Member (Judicial)
	,	
	1*	
		·

The appeal of Mr. Salman Ex-F.C No. 2126 FRP Headquarters Peshawar received today i.e. on 09.09.2020 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

Copy of departmental appeal and revision petition mentioned in the memo of appeal are not attached with the appeal which may be placed on it.

Copies of charge sheet, statement of allegations, show cause notice, enquiry report and ceplies thereto are not attached with the appeal which may be placed on it.

All annexures of the appeal are illegible which may be replaced by legible/better one.

Annexures of the appeal are not in sequence which may be annexed serial was mentioned in the memo of appeal.

-5- Memorandum of appeal may be got signed by the appellant.

ு ெ Affidavit may be got attested by the Oath Commissioner.

Annexures of the appeal may be flagged.

Five more copies/sets of the appeal along with annexures i.e. complete in all respect may also be submitted with the appeal.

No. 2653 /S.T. Dt 10/09 /2020

> SERVICE TRIBUNAL KHYBER PAKHTUNKHWA PESHAWAR,

Naila Jan Adv. Peshawar.

resubminted

Objections No. 1, 2 and 3 are still stand the oppeal in hand is returned again to the Counsel for the appellant for completion and resubmission within 15 days

NO. 2736 /5T Dt. 18/09 12020

of All objections are as: De mention in para 4 of facts of The appeal that DIA is not aveilable veithme may be regnisition from Ne par objection do a b Concern y have mention not been 15 available ment kindly be vegined in the Same 15 available not kindly be vegined in the Same 15 available. Better also submitted. from mi: department. m /all on 19/2020

# BEFORE THE HONBLE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL PESHAWAR

In Re S.A 1008/2020

Salman

## **VERSUS**

The Inspector General of Police Khyber Pakhtunkhwa Peshawar and others

### **INDEX**

S#	Description of Documents	Annex	Pages
1.	Grounds of Appeal	<u> </u>	1.5
2	Condonation of Delay Application		$\frac{13}{6.7}$
<u>3</u>	Affidavit		8
<u>4</u>	Addresses of Parties.		$\frac{9}{9}$
<u>5.                                    </u>	Copy of Medical prescription	"A"	10-19
6.	Copy of the Order dated 05/07/2019	"B"	20
7.	Copy of Order dated 05/09/2019	"C"	21
8	Copy of Order dated 10/08/2020	"D"	$\frac{21}{22}$
9	Wakalatnama		$\frac{22}{23}$

Dated: 09/09/2020

Appellant

Through

Advocate High Court

Peshawar.

# BEFORE THE HONBLE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL PESHAWAR

In	Re	S.A	/2020
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Dated 09/9/2020

Salman ex-FC NO: 2126, FRP Headquarters Peshawar.

·····(Appellant)

#### **VERSUS**

1. The Inspector General of Police Khyber Pakhtunkhwa Peshawar.

2. Commandant Frontier Reserved Police Khyber Pakhtunkhwa, Peshawar.

3. The Deputy Commandant Frontier Reserved Police, Khyber Pakhtunkhwa, Peshawar.

·····(Respondents).

APPEAL U/S 4 OF KHYBER **PAKHTUNKHWA** SERVICE TRIBUNAL ACT 1974 AGAINST THE IMPUGNED DATED 05/07/2019 WHEREBY THE <u>APPELLANT</u> <u>W</u>AS AWARDED **MAJOR** <u>PUNISHMENT</u>  $\mathbf{OF}$ <u>REMOVAL</u> FROM <u>SERVICE</u> WITH RETROSPECTIVE <u>EF</u>FECT. ORDER <u>D</u>ATED 05/09/2019 WHEREBY DEPARTMENTAL APPEAL OF THE APPELLANT WAS REJECTED AND <u>ORD</u>ER DATED <u>10/08/20</u>20 <u>WH</u>EREBY REVISION UNDER POLICE RULES 11 (A) WAS REJECTED <u>FOR</u> NO GOOD GROUNDS.

Registrar. 9/9/2020

nt



## PRAYER:

ON ACCEPTANCE OF THE INSTANT
APPEAL, THE IMPUGNED ORDERS
DATED 05/07/2019, 05/09/2019 AND
10/08/2020, MAY KINDLY BE SET ASIDE
AND THE APPELLANT MAY KINDLY BE
REINSTATED INTO SERVICE WITH ALL
BACK BENEFITS.

# Respectfully Sheweth

Appellant submits as under:-

- 1. That the appellant was enlisted in the year 2011 and since his appointment, the appellant performed his duty with great zeal, zeast and to the entire satisfaction of the department.
- 2. That while performing his duty, the appellant was informed that the son of the appellant is seriously ill and on the verbal permission of his Superior, the appellant went home to take his son to the hospital and was busy in looking after his son who was also subjected to major surgery and there was no one to look after him except the appellant. (Medical prescription is annexure "A")



3. That after recovery of his son, the appellant went to join his duty where the appellant was handed over the impugned order dated 05/07/2019 whereby the appellant was removed from his service with retrospective effect without serving a charge sheet or conducting regular inquiry. (Copy of the Order dated 05/07/2019 is annexure "B")

7

- 4. That feeling aggrieved from the impugned order dated 05/07/2019 the appellant filed a departmental appeal, however, the same was rejected on dated 05/09/2019 without providing meaningful opportunity of personal hearing. However, copy of the departmental appeal is not available to the appellant, my kindly be requisition from the department. (Copy of the Order dated 05/09/2019 is annexure "C")
- 5. That thereafter, appellant filed Revision Petition under 11-A Police Rules 1975. However, the same was also rejected without providing meaningful opportunity of personal hearing vide order dated 10/08/2020. (Copy of the Order dated 10/08/2020 is annexure "C")
- 6. That feeing aggrieved from the above impugned orders, the appellant filing this service appeal on the following grounds inter-alia:-

## GROUNDS:

- A. That the impugned orders are against the law facts and principle of natural justice hence liable to be set aside.
- B. That absence of the appellant was not willful but due to the illness of his son, therefore, the same is not willful and as per dictum laid down by Superior Courts, that if the absence is not willful, it does not amount to misconduct and no major penalty may be awarded in such like cases.
- C. That the appellant authority was provided all medical prescriptions and for the end of justice, He was required to inquire the same from the concern doctor or hospital through in inquiry, however the appellant authority without paying any attention rejected the appeal and revision in a cursory manner through a non speaking order.
- D. That the punishment is harsh, and does not commensurate with the act of the appellant.
- E. That the appellant has been condemned unheard.

F. That any other ground not raised here may graciously be allowed to raise at the time of arguments.

It is, therefore, requested that the appeal may kindly be accepted as prayed for.

Dated: 9/09/2020

Appellant

Through

Naila Jah

Advocate High Court

Peshawar.

## NOTE:-

No such like appeal for the same appellant, upon the same subject matter has earlier been filed by me, prior to the instant one, before this Hon'ble Tribunal.

Advocate.

# BEFORE THE HONBLE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL PESHAWAR

In Re S.A \_\_\_\_\_/2020

Salman

### **VERSUS**

The Inspector General of Police Khyber Pakhtunkhwa Peshawar and others

#### **AFFIDAVIT**

I, Salman ex-FC NO: 2126, FRP Headquarters Peshawar, do hereby solemnly affirm and declare that all the contents of the accompanied appeal are true and correct to the best of my knowledge and belief and nothing has been concealed or withheld from this Hon'ble Tribunal.

DEPONENT.

Identified By:

Naila Jan

Advocate High Court

Peshawar.

# BEFORE THE HONBLE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL PESHAWAR

In Re S.A \_\_\_\_ /2020

Salman

#### **VERSUS**

The Inspector General of Police Khyber Pakhtunkhwa Peshawar and others

# **ADDRESSES OF PARTIES**

#### APPELLANT.

Salman ex FC NO: 2126, FRP Headquarters Peshawar

## **RESPONDENTS:**

- 1. The Inspector General of Police Khyber Pakhtunkhwa Peshawar.
- 2. Commandant Frontier Reserved Police Khyber Pakhtunkhwa, Peshawar.
- 3. The Deputy Commandant Frontier Reserved Police, Khyber Pakhtunkhwa, Peshawar

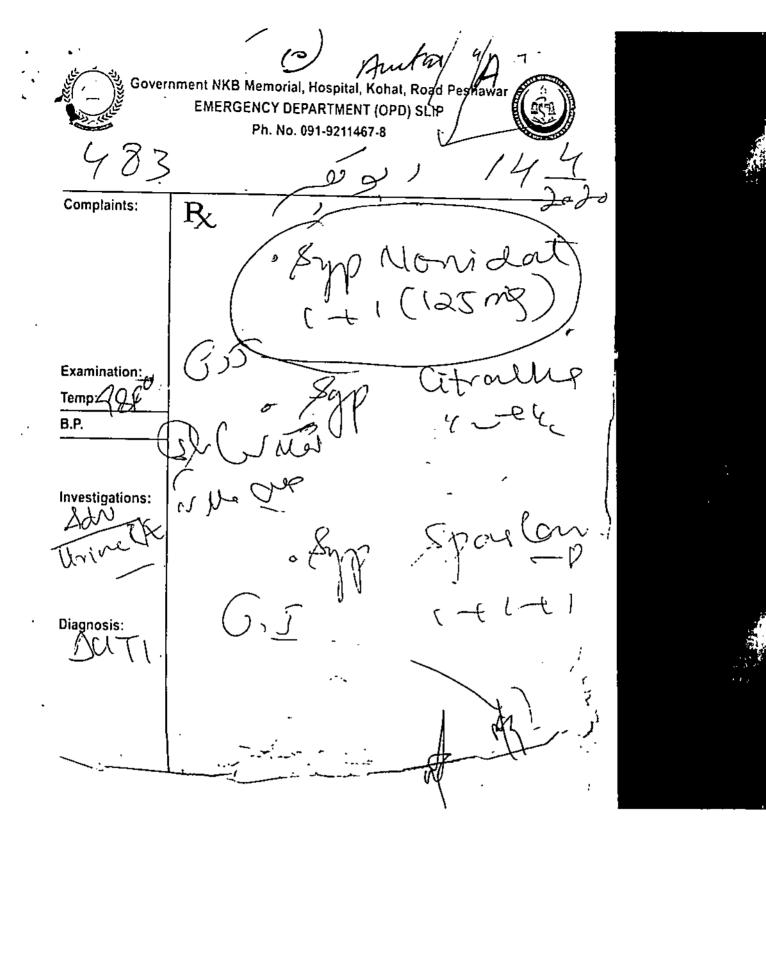
Dated: 9/09/2020

Appellant

Through

Advocate High Court

Peshawar.





ACCIDENT & EMERGENCY DEPARTMENT LADY READING HOSPITAL

MEDICAL TEACHING INSTITUTION

PESHAWAR, KP

Amount Paid: 20

invoice #:

K02200879691

Invoice Date: 25-APR-20

16:05:30

Name: ABU BAKKAR

Age: 1 Year(s)

District : Peshawar

ant Name: SALMAN KHAN

Complaints:

oute Emergenc Department : EMERGENCY

Counter: EMERGENCY

Findings:

Investigations:

INVOICE ISSUED

By Ward Clerk

Diagnosis:

Next Visit: .

Consultant Name:



# ACCIDENT & EMERGENCY DEPARTMENT LADY READING HOSPITAL

MEDICAL TEACHING INSTITUTION PESHAWAR, KP

Amount Paid: 20

Invoice #:

K02191861577

Invoice Date: 26-JUN-19 14:24:27

MRNo:	K0200003431	1685
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Name: ABUBAKAR KHAN

Gender: Male

Age: 6 Month(

District : Peshawar

	Age: 6 M
Father / Husband Name: SA Visto Graphai REGULAR	LMAN RUXN
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Department: EMERGENCY

Operator: ATTA UR RAHMAI

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Counter: EMERGENCY

Findings:

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Diagnosis:

Next Visit: -

Consultant Name: - Signature:

Phone: 9211430

website: www.lrh.gov.pk



# ACCIDENT & EMERGENCY DEPARTMENT

# LADY READING HOSPITAL MEDICAL TEACHING INSTITUTION

PESHAWAR, KP

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Investigations:

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Next Visit: -

Consultant Name:-

Associate Professor

# Dr. Muhammad Ayub Khan

FCPS (Faeds Surgery)

Department of Paediatric Surgery P.G.M.I Lady Reading Hospital, Peshawar,

Clinic: Saeed Anwar Medical Center Dabgari Garden Peshawar Ph: No. 891-2214005

Ash Ballan SMach

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# سيد انور كلينيكل ليبارىر

Clinical Biochemist

سيدانورميذ يكل سنشر ذبكري كاردن بشاور كينك

Ph: 2215381, 2572702, 2214005 Fax: 2215379

NAME: ABO BAKAR

SEX: MALE

AGE:?

SPECIMEN: BLOOD

TIME: 05:32:17 REPORT #: 4444

DATE: 23/07/2019

REFERED BY: DR, MOHAMMAD AYUB KHAN SB

TEST REQUIRED: HB, BLOOD GROUP, Hepatitis - B Surface, Hepatitis C Virus

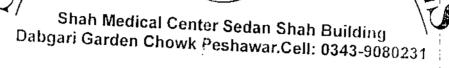
## RESULT

		- — ·		•
TEST		RESULT	UNITS	NORMAL RANGE
НВ		13.0	G/dl	M 14 - 18 , F 12 - 16
BLOOD G	ROUP			
	BLOOD GROUP	O ( - ive)		
	RH. FACTOR	Negative.		I
Hepatitis -	- B Surface			
	Antigen (HBS)	Negative ( - ive )		•
Hepatitis (	C Virus 🗼			
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Health Care Commission Reg No: 0956





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Sex	MALE	Date	23.07-2019
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The report can not be use for medico legal purposes, blood can not be return



# ACCIDENT & EMERGENCY DEPARTMENT LADY READING HOSPITAL

MEDICAL TEACHING INSTITUTION PESHAWAR, KP

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Invoice Date: 17-JUL-19

10:08:35

MRNo: K02ACE19588480

Gender: Male

Name : ABU BAKER .. Age: 8 Month(

Distal bop grain

District : Peshawar

Father / Husband Name : SULEAMN KHAN VIODTABISITE Emergent Department EMERGENCY

Operator: NAQEEB ULLAH F

Counter: EMERGENCY

Findings:

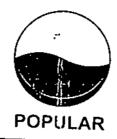
Investigations:

Diagnosis:

Next Visit:

Consultant Name:

Signature:





Name Abubakar Date 17 July 2019

# DISTAL LOOPOGRAM

Distal loopogram reveals normal passage from the colostomy upto the rectum. No evidence of leak.

Normal evacuation.

Impression: Normal study.

M.

DR. IHSAN UL KHALIQ MBBS, DMRD-I, M-PHIL (Radiology), Ex-Senior Radiologist Ultrasound & CT Specialist Consultant PGMI, LRIT& HMC.



# **OUTPATIENT DEPARTMENT (OPD)**

#### LADY READING HOSPITAL MEDICAL TEACHING INSTITUTION PESHAWAR, KP

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Room Heet Sec.

Findings:

Investigations:

Justille Just

Diagnosis:

Next Visit: -

Consultant Name:

Signature:



# ACCIDENT & EMERGENCY DEPARTMENT LADY READING HOSPITAL

MEDICAL TEACHING INSTITUTION PESHAWAR, KP

Amount Paid: 20

invoice#:

K02200945543

Invoice Date: 25-MAY-20 20:24:30

· !(02ACF20321759 Name: ABU BAKAR  $P^{\mu}$ ale Age: 2 Year(s) District : POONCH Gusband Name: SALMAN KHAN plaints: Department: EMERGENCY Complaints: A PARCOUNTAR : EMERGENCY Findings: Crypag Cino pulling her Perso Thing Michania, Investigations: - No lycal here regard Mar Min RIE Noos unne Gs ans Circumiussion ?? Diagnosis:

Phone: 9211430

Consultant Name:

Next Visit:

website: www.lrh.gov.pk

. Signature:

#### O.R.D.E.R.



This order will dispose of the Departmental Enquiry against Constable Salman 26 of FRP/HQrs: Peshawar.

Brief facts of the case are that Constable Salman No.2126 of FRP HOrs; Peshawar absented himself from duty with effect from 27.01.2019 till to date without any leave/permission of the competent authority. In this regard formal departmental proceedings were initiated against him as he was issued Charge sheet /stalement of allegations and DSP/FRP HQrs: Peshawar was appointed as Enquiry Officer. After completion of enquiry, the Inquiry Officer submitted his findings wherein he stated that Charge Sheet/statement of allegation were properly served upon the delinquent constable but he failed to submit his reply within stipulated period and at the end the Enquiry Officer has recommended the said constable for Ex-parte action. Upon the finding of Enquiry Officer, he was issued Final Show Cause Notice but the delinquent official badly failed to reply in response to the Final Show Cause Notice. He was called time and again in Orderly Room for personal hearing, but failed to do so.

Keeping in view the recommendations of the Enquiry Officer and other material available on record it has been come crystal clear that the defaulter constable deliberately absented himself from duty for a long period and still at large. From perusal of his service record, it has been found that he was enlisted as constable in the year 2011 and during his past service he remained absent for a period of 204 days to which he was awarded punishments of stoppage of Annual Increment and without pay . He is a habitual absentee and does not take interest to serve in Police Department and there is no likelihood of becoming his good Police Officer in future.

Keeping in view the above, I Malik Muhammad Tariq, PSP, Deputy Commandant FRP Khyber Pakhtunkhwa being a competent authority is hereby awarded Major punishment of Removal from service to Constable Salman No. 2126 of FRP HQrs: Peshawar under Police Rules 1975 amended 2014 from the date of his absence i.e. 27.01.2019. However the period of his absence is treated as absence from duty without Pay.

> Commandant, Frontier Reserve Police Khyber Pakhtunkhwa Peshawar

No. 852-55/PA dated Peshawar, the

US1

/2019.

Copy to the:-

Worthy Commandant FRP Khyber Pakhtunkhwa for information please.

Accountant /FRP/HQrs: Peshawar.

SRC/OASI/FRP HQrs: Peshawar/FMC/ FRP/HQrs: Peshawar with original Enquiry file.

<u>UNDLK</u>

This order will dispose of the departmental appeal preferred by ex-constable man No. 2126 of FRP HQrs; against the order of Deputy Commandant FRP, Khyber Palattunkhwa. Peshawar issued vide OB No. 874, dated 05.07 2019, wherein he was invarded major punishment of removal from service. The applicant was proceeded against on the allegations that he absented himself from lawful duty-with effect from 27.01.2019 till the date of removal from service i.e 05.07.2019 for total period of 05 months 09 days without any leave or prior permission of the competent authority.

In this regard proper departmental proceedings were initiated against him as he was issued Charge Sheet and Statement of Allegations and DSP FRP HQrs; Peshawar was nominated as Enquiry Officer to unearth the actual facts. After completion of all codal lormalities the Enquiry Officer submitted his findings, wherein he stated that Charge Sheet and Statement of Allegations were properly served upon the delinquent constable, but he tailed to submit his reply within stipulated period and at the end the Enquiry Officer recommended him for ex-party action. —

Upon the findings of Enquiry Officer, he was issued Final Show Cause Notice, but he failed to submit his reply. He was called time and again in orderly room for personal hearing but he failed to do so.

From perusal of his service record, it has been found that during his past service he remained absent previously for a long period of 204 days, to which he was awarded punishment of stoppage of annual increment and period of absence was treated as leave without pay

In the light of the above narrated facts and other material available on record, he was awarded major punishment of removal from service vide office OB No. 874, dated 05 07 2019

Feeling aggrieved against the impugned order of Deputy Commandant FRP Khyber Pakhtunkhwa, Peshawar, the applicant preferred the instant appeal. The applicant was summoned and heard in person in Orderly Room held on 04,09,2019.

During the course of personal hearing, the applicant failed to present any justification regarding to his prolong absence. It is settled proposition of law that the law helps the diligent and not indolent. Thus the applicant has been found to be an irresponsible person in utter disregard the discipline of the force, as he is a habitual absentee, already absented himself for a long period of 204 days previously and subsequently also absented for 05 months and 09 days, there is no prospects of his being reformed. His reinstatement may impinge upon the over all moral and affect adversely the discipline of the force. Thus there doesn't seem any infirmity in the order passed by the competent authority, therefore no ground exist to interfere in same.

Based on the findings narrated above, I. Sajid Ali PSP Commandant FRP Khyber Pakhtunkhwa. Peshawar, being the competent authority, has found no substance in the appeal therefore, the same is rejected/dismissed being merilless.

Order Announced.

\*

Commandant

Frentier Reserve Police

Khyber Pakhtunkhwa, Peshawar

No スクス /S /EC, dated Peshawar the <u>95</u> /2019

Copy of above is forwarded for information and necessary action to the Deputy Commandant FRP, KP, Peshawar. His service record alongwith Diffe seminerewith

Ex-constable Salman No. 2126 S/O Junais Khan, Police Station Faqir Abad, Village It I Waid (6000, 4) Street 100 82-Hower No 3-Diffic Peghower



DEFICE OF THE

# OFFICE OF THE INSPECTOR GENERAL OF POLICE

KHYBER PAKHTUNKHWA

Central Police Office, Peshawar.

No. S/ 3297

/20, dated Peshawar, the 10 / 68 /2020.

To:

The

Capital City Police Officer,

Peshawar.

Subject:

APPLICATION FOR REINSTATEMENT IN SERVICE.

Memo:

The Competent Authority has examined and filed the application submitted by Ex-F.C Salman No. 2126 of FRP Hqr: Peshawar for re-instatement in service against the punishment of removal from service awarded vide Commandant FRP Khyber Pakhtunkhwa, Peshawar vide order Endst: No. 7617 - 18 / RC, dated 05.07.2019 being badly time barred.

The applicant may please be informed accordingly.

(SYED ANIS-UL-HASSAN)

Registrar,

For Inspector General of Police, Khyber Pakhtunkhwa, Peshawar.

سروس نم سيوكي

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#### **BETTER COPY**

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#### ORDER:

This order will dispose of the departmental appeal preferred by ex-constable Salman No: 2126 of FRP HQrs; against the order of Deputy Commandant FRP, Khyber Pakhtunkhwa Peshawar issued vide OB No: 874, dated 05.07.2019, wherein he was awarded major punishment of removal from service. The applicant was proceeded against on the allegations that he absented himself from lawful duty with effect from 27.01.2019 till the date of removal from service i.e. 05.07.2019 for total period of 05 months 09 days without any leave or prior permission of the competent authority.

In this regard proper departmental proceedings were initiated against him as he was issued Charge Sheet and Statement of Allegations and DSP FRP HQrs Peshawar was nominated as Enquiry Officer to unearth the actual facts. After completion of all codal formalities the Enquiry Officer submitted his findings, wherein he stated that Charge Sheet and Statement of Allegations were properly served upon the delinquent constable, but he failed to submit his reply within stipulated period and at the end the Enquiry Officer recommended him for ex-parte action.

Upon the findings of Enquiry Officer, he was issued Final Show Cause Notice, but he failed to submit his reply. He was called time and again in orderly room for personal hearing but he failed to do so.

From perusal of his service record, it has been found that during his past service, he remained absent previously for a long period of 204 days, to which he was awarded punishment of stoppage of annual increment and period of absence was treated as leave without pay.

In the light of above narrated facts and other material available on record, he was awarded major punishment from service vide office OB No 874, dated 05.07.2019.

Feeling aggrieved against the impugned order of Deputy Commandant FRP Khyber Pakhtunkhwa, Peshawar, the applicant preferred the instant appeal. The applicant was summoned and heard in person in Orderly Room held on 04.09.2019.

During the course of personal hearing, the applicant failed to present any justification regarding to his prolong absence. It is settled proposition of law that the law helps the diligent and not indolent. Thus the applicant has been found to be an irresponsible person in utter disregard the discipline of the force, as he is habitual absentee already absented himself for a long period of 204 days previously and subsequently also absented for 05 months and 09 days, there is no prospects of his being reformed. His reinstatement may impinge upon the overall moral and affect adversely the discipline of the force. Thus there doesn't seem any infirmity in the order passed by the competent authority, therefore, no ground exist to interfere in same.

Based on the findings narrated above. I Sajid Ali PSP Commandant FRP Khyber Pakhtunkhwa Peshawar, being the competent authority, has found no substance in the appeal, therefore the same is rejected / dismissed being meritless.

Order Announced.

Commandant

Frontier Reserve Police Khyber Pakhtunkhwa Peshawar.

No:7\_\_\_/EC, dated Peshawar the 05/10/2019

Copy of above is forwarded for information and necessary action to the Deputy Commandant FRP, KP, Peshawar. His service record alongwith D file sent herewith.

Ex constable Salman No. 2126 S/o Junais Khan, Police Station Faqir Abad, Village Ittihad Colony, Street No. 08, House No. 3, District Peshawar.

د (د.2. منجاب کر ارسوارط سسمال بنام در کس

باعث تحريرا نكه

مقدمه مندرجه عنوان بالاميساني طرف ہے داسطے پیروی وجواب دہی وکل کاروائی متعلقہ أن مقام لينا ور كيك ما مر ورك ا وركوسط ے مقرر کر کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کومقد مہ کی کل کاروائی کا کامل اختیار ہوگا۔ نیز وکیل صاحب کوراضی نامه کرنے وتقرر ثالث و فیصله پرحلف دیجے جواب دہی اورا قبال وعوی اور بصورت ڈگری کرنے اجراءاور وصولی چیک وروپیدار عرضی دعویٰ اور درخواست ہرشم کی تصدیق زرایں پردستخط کرانے کا اختیار ہوگا۔ نیزصورت عدم پیروی یاڈ گری میکطرفیہ یا اپیل کی برامدگ اورمنسوخی نیز دائر کرنے اپل گرانی ونظر ثانی و پیروی کرنے کا مختار ہوگا۔از بصورت ضرورت مقدمہ مذکور کے کل یا جزوی کاروائی کے واسطے اور وکیل یا مختار قانو ٹی کوایے ہمراہ یا اپنے بجائے تقرر کا ختیار ہوگا۔اورصاحب مقرر شدہ کو بھی وہی جملہ ندکورہ بااختیارات حاصل ہوں گے اوراس کا ساختہ پر داختہ منظور وقبول ہوگا دوران مقدمہ میں جوخر چہ ہرجانہ التوائے مقدمہ کے

سب سے وہوگا کوئی تاریخ پیشی مقام دورہ پر ہو یا حدے باہر ہوتو وکیل صاحب پابند ہول

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گے۔ کہ پیروی نہ کورکریں لہذاو کو لت نامہ کھندیا کہ سندر ہے۔

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#### BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 1008/2020

Salman Ex-FC No. 2126, FRP Head Quarter Peshawar ......Appellant.

#### **VERSUS**

Inspector	General	of	Police,	Khyber	Pakhtunkhwa,	Peshawar	&
others						Respondent	S.

S. NO	DESCRIPTION OF DOCUMENTS	ANNEXURE	PAGES
1.	Para-wise Comments		03
2.	Copy of Service record bad entry	Annexure "A"	03
3.	Charge Sheet	Annexure "B"	01
4.	Final Show Cause Notice	Annexure "C"	01
5.	Rejection Order	Annexure "D"	01
6.	Affidavit		01
7.	Index		-01
	Total		11

RESPONDENTS

## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 11008/2020.

Salman Ex-FC No. 2126, FRP Head Quarter Peshawar ......Appellant

#### **VERSUS**

Inspector	General	of ·	Police,	Khyber	. Pakhtunkhwa,	Peshawar	8
others	· · · · · · · · · · · · · · · ·	,				Responde	nts.

#### PARAWISE REPLY BY RESPONDENTS.

#### RESPECTFULLY SHEWETH.

#### **PRELIMINARY OBJECTIONS:-**

- 1. That the appeal is badly barred by law & limitation.
- 2. That the appeal is bad for mis-joinder and non-joinder of necessary and proper parties.
- 3. That the appellant has no cause of action and locus stands to file the instant appeal.
- 4. That the appellant has not come to this Honorable Tribunal with clean hands.
- 5. That the appellant is estopped due to his own conduct to file the instant Service Appeal.
- 6. That the appellant is trying to conceal the material facts from this Honorable Tribunal.

#### FACTS:-

- 1. Correct to the extent that the appellant was initially appointed as constable, but subsequently, he was found a habitual absentee as per his service record. The appellant previously remained absent from his lawful duty for a long period of 204 days, without any leave or prior permission from the competent authority and there are 02 bed entries with no good entry in his credit. (Copy of service record regarding absence and bad entries are attached herewith as annexure "A").
- 2. Incorrect. The appellant absented himself from lawful duty with effect from 27.01.2019 till the date of removal from service i.e 05.07.2019 for total period of 05 months 09 days without any leave or prior permission of the competent authority. The plea of illness of his son taken by the appellant is a propounded story and he had supposed to have taken this plea before the enquiry officer or before the competent authority during the course of enquiry already conducted against him.
- Incorrect. The appellant while posted at CCP Police Line Peshawar remained absent from his lawful duty without any leave or prior permission of the competent authority. In this regard proper departmental proceedings were initiated against him as he was issued Charge Sheet with Statement of Allegations and DSP FRP HQrs; Peshawar was nominated as Enquiry Officer to unearth the actual facts. The Charge Sheet was served upon him through

- special messenger on his home address and his signature was obtained as a token of receipt, but he failed to submit his reply to the Charge Sheet or appear before the enquiry officer. (Copy of Charge Sheet attached herewith as annexure "B") Upon the findings report of Enquiry Officer, he was issued Final Show Cause Notice, but he failed to submit his reply. (Copy of Final Show Cause Notice attached herewith as annexure "C"). He was called time and again in orderly room for personal hearing by the competent authority, but he did not turn up. After fulfillment of all codal formalities he was awarded major punishment of removal from service on 05.07.2019 as per law rules.
- 4. Incorrect. Departmental appeal submitted by the appellant was thoroughly examined and rejected on sound grounds. A sufficient opportunity for defense was already provided to the appellant as he was summoned and heard in person in Orderly Room held on 04.09.2019 in the office of respondent No. 2, but he failed to present any justification regarding his prolongs absence. Besides, the copy of rejection order has already been provided to the appellant vide office Endst: No. 7617-18/EC, dated 05.09.2019. (Copy of rejection order is attached herewith as annexure "D")
- 5. Incorrect. The revision petition was submitted by the appellant in very belated stage, therefore rejected on the ground of badly time barred.
- 6. The appellant has no cause of action to file the instant appeal and he wrongly arrayed the respondents in unsound appeal.

#### **GROUNDS:-**

- A. Incorrect. The orders passed by the respondents in the case of appellant are legally justified and in accordance with law / rules as the same were passed after fulfillment of all codal formalities required as per law / rules.
- B. Incorrect. The appellant was properly proceeded departmentally and the allegations of willful absence was fully established against him by the enquiry officer during the course of enquiry. Thus the penalty awarded to the appellant by the competent authority is legally justified and in accordance with law/rules.
- C. Incorrect. Departmental appeal submitted by the appellant was thoroughly examined and rejected on sound grounds, through a speaking order. Moreover, the appellant was supposed to submit the medical prescriptions before the enquiry officer or before the competent authority during the course of enquiry. The revision petition of the appellant was examined and rejected on the ground of badly time barred.
- D. Incorrect. The appellant was dealt with proper enquiry and after fulfillment of all codal formalities, he was awarded major punishment of removal from service, as per law/rules, which commensurate with the gravity of his gross misconduct.

- Incorrect. The appellant was absolutely treated in accordance with law/rules by giving him sufficient and proper opportunities at every level for defense.
  - F. The respondents may also be permitted to raise additional grounds at the time of arguments.

#### **PRAYERS:-**

Keeping in view the above facts and circumstances, it is most humbly prayed that the instant service appeal being not maintainable may kindly be dismissed with costs please.

Deputy Commandant FRP, Khyber Pakhtunkhwa, Peshawar (Respondent No. 05) Commandant FRP, Khyber Pakhtunkhwa, Peshawar (Respondent No. 04)

Inspector General of Police, Khyber Pak tunkhwa, Peshawar (Respondent No. 01 & 02)

TEH II

**CHARACTER ROLL OF** Serial No. 15. CENSURES AND PUNISHMENTS - Contd. ORDER Removed from Service Under Police Rules 1975 amended 2014 from the delie of absence 27-04-2019. How blee the Lesse l'absence is treated as le bay vide This office order smooth No. 852-55/pa dates 05-07-2019-COMMANDANT Frontier Reserve Police Khyber Pakhtovakhwa Politavale Mose Reject by Commandant FRP wide order No 7617-18/Ec dated ORDOX Topy attricted)

Frontier Securive Police Khyber frishtounkhwa Permit 6

11/09/19

#### ORDER.

Constable Salman No. 2126 of FRP HQrs: Peshawar absented himself from duty with effect from 05.10.2018 to 07.11.2018 and again from 20.12.2018 25.01.2019 without any leave/permission of the competent authority. He was issued Charge sheet/statement of allegation and DSP Admn: FRP was appointed as Inquiry Officer. After inquiry the IO, submitted his finding, wherein he recommended the said constable for punishment. He was issued Final Show Cause Notice to which he replied, stating therein that his wife was admitted in Hospital, wherein she birth a child. Later-on his child was also admitted in Hospital. He was called in OR and during his personal hearing he narrated the above storey regarding his wife as well as son illness and requested that he has supported his ailing son and have poor family back grounds. Keeping in view the above the undersigned has taken a lenient view and his absence period is treated as Lamed Leave purely on compassionate grounds.

His pay release.

Deputy Commandant Frontier Reserve Police

Khyber Pakhtunkhwa Peshawar

01/02/

No. 385-87 /PA dated Peshawar the

2

Copy of above is sent for information & necessary action to the:-

Accountant FRP HQrs: Peshawar.

SRC/OASI FRP HQrs: Peshawar

#### CHARGE SHEET U/S 6(1) (A) POLICE RULES 1975

You Constable Salman No. 2126 of of FRP HQrs: Peshawar is hereby charged for committing the following omission/commissions.

While posted at FRP HQrs: Peshawar absented himself from duty w.e from \$701:2019 till date without taking any leave/permission of the competent authority.

You are hereby called upon to submit your written defense against the above charges before the enquiry officer.

Your reply should reach the Enquiry Officer within seven (7) days from date of receipt of this Charge Sheet, failing which ex-parte action shall be taken against you.

Summary of allegations is enclosed herewith.

Deputy Commandant Frontier Reserve Police

Khyber Pakhtunkhwa Peshawar

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0310-9493976

17301-8357688-3

#### FINAL SHOW CAUSE NOTICE UNDER POLICE RULES 1975.

I, Deputy Commandant, FRP, KPK as competent authority do hereby serve you Constable Salman No. 2126 of FRP/HQrs, Peshawar.

- That consequent upon the completion of enquiries conducted against you (1) iby DSP/FRP HQrs Peshawar for which you were given full opportunity of hearing.
- ii-On going through the findings/recommendations of the Enquiry Officers, the material available on record and other connected papers I, am satisfied that you have committed the following acts/omissions per Police Rules 1975.

You Constable Salman No. 2126of FRP HQrs: Peshawar absented himself from duty with effect from 27.01.2019 till date without any leave/permission of the competent authority. In this connection an enquiry was entrusted to DSP/FRP HQrs Peshawar who after enquiry recommend you for ex-parte action.

- (2)Therefore, I, Deputy Commandant, FRP, KPK as competent authority has tentatively decided to impose upon you Major/Minor penalty including dismissal from service under the said Rules.
- (3)You are, therefore, required to Show Cause as to why not the aforesaid penalty should not be imposed upon you.
- (4)If no reply to this Final Show Cause Notice is received within the 15 days of it delivery in the normal course of circumstances, it shall be presumed that you have no defence to put in and consequently ex-parte action shall be taken against you.

Deputy∛Gommandant. Frontier Reserve Police,

Khyber Pakhtunkhwa, Peshawar

Dated 68/05/ /2019.

Jul 3 July 3 57 6883. 17301-8357 6883.

#### ORDER

This order will dispose of the departmental appeal preferred by ex-constable Salman No. 2126 of FRP HQrs; against the order of Deputy Commandant FRP, Khybei Pakhtunkhwa, Peshawar issued vide OB No. 874, dated 05.07.2019, wherein he was awarded major punishment of removal from service. The applicant was proceeded against on the allegations that he absented himself from lawful duty with effect from 27.01.2019 til the date of removal from service i.e 05.07.2019 for total period of 05 months 09 days without any leave or prior permission of the competent authority.

In this regard proper departmental proceedings were initiated against him as he was issued Charge Sheet and Statement of Allegations and DSP FRP HQrs; Peshawar was nominated as Enquiry Officer to unearth the actual facts. After completion of all codal formalities the Enquiry Officer submitted his findings, wherein he stated that Charge Sheet and Statement of Allegations were properly served upon the delinquent constable, but he failed to submit his reply within stipulated period and at the end the Enquiry Officer recommended him for ex-party action.

Upon the findings of Enquiry Officer, he was issued Final Show Cause Notice, but he failed to submit his reply. He was called time and again in orderly room for personal hearing, but he failed to do so.

From perusal of his service record, it has been found that during his past service he remained absent previously for a long period of 204 days, to which he was awarded punishment of stoppage of annual increment and period of absence was treated as leave without pay.

In the light of the above narrated facts and other material available on record, he was awarded major punishment of removal from service vide office OB No. 874, dated 05.07.2019.

Feeling aggrieved against the impugned order of Deputy Commandant ERP Khyber Pakhtunkhwa, Peshawar, the applicant preferred the instant appeal. The applicant was summoned and heard in person in Orderly Room held on 04.09.2019.

During the course of personal hearing, the applicant failed to present any justification regarding to his prolong absence. It is settled proposition of law that the law helps the diligent and not indolent. Thus the applicant has been found to be an irresponsible person in utter disregard the discipline of the force, as he is a habitual absentee, already absented himself for a long period of 204 days previously and subsequently also absented for 05 months and 09 days, there is no prespects of his being reformed. His reinstatement may impinge upon the over all moral and affect adversely the discipline of the force. Thus there doesn't seem any infirmity in the order passed by the competent authority, therefore no ground exist to interfere in same.

Based on the findings narrated above, I, Sajid Ali PSP Commandant FRP Khyber Pakhtunkhwa, Peshawar, being the competent authority, has found no substance in the appeal, therefore, the same is rejected/dismissed being meritless.

Order Announced.

Endy - In reorl.

Commandant

Frontier Reserve Police Khyber Pakhtunkhwa, Peshawar.

No 7617-18 /EC, dated Peshawar the 05 / 5

Copy of above is forwarded for information and necessary action to the -

- Deputy Commandant FRP, KP, Peshawar. His service record alongwith D file sent herewith.
- Ex-constable Salman No. 2126 S/O Junais Khan, Police Station Faqir Abad, Village Itihad Colony, Street No. 8, House No. 03, District Peshawar

## SEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 1008/2020

Salman Ex-FC No. 2126, FRP Head Quarter Peshawar ......Appellant

#### **VERSUS**

#### **AFFIDAVIT**

I, Ghasan Ullah ASI FRP HQrs; do hereby solemnly affirm and declare on oath that the contents of the accompanying Para-wise Comments on behalf of Respondents No. 1, 2 & 3 is correct to the best of my knowledge and belief that nothing has been concealed from this Honorable Court.

Deponent Ghassan Ullah 17101-9891560-3

### BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 11008/2020

#### **VERSUS**

#### <u>AFFIDAVIT</u>

We respondents No. 1 to 3 do hereby solemnly affirm and declare on oath that the contents of the accompanying Para-wise Comments is correct to the best of our knowledge and belief that nothing has been concealed from this Honorable Court.

Khyber Pakhtunkhwa, Peshawar (Respondent No. 05) TePvt Commandant FRP, Khyber Pakhtunkhwa, Peshawar (Respondent No. 04)

Inspector General of Police, Khyber Pakhturkhwa, Peshawar (Respondent No.01, 02)

ATTESTE