

Sr. No.	Date of order/ proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
	18.03.2015	<p align="center"><u>KHYBER PAKHTUNKHWA SERVICE TRIBUNAL</u></p> <p align="center">Service Appeal No. 609/2014,</p> <p>Zahid Alam Khan, Ex-Inspector, SHO Police Station Hashtnagri Vs. The Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar etc:</p> <p align="center"><u>ABDUL LATIF, MEMBER..</u>- Appellant with counsel (Mr. Ijaz Anwar Advocate) and Mr. Muhammad Adeel Butt, Addl. A.G with Iqbal Munir, H.C for the respondents present.</p> <p>2. The appellant, Zahid Alam was appointed as ASI on 28.02.2006. He was promoted as Sub Inspector and then Inspector in a very short period owing to his good performance. While posted as SHO Police Station, Hashtnagri, he was proceeded against for the following charges:-</p> <p>“Consequent upon your un-satisfactory written reply to the explanation issued to you Inspector Zahid Alam the then SHO P.S Hashtnagri in respect of numerous complaints received from the local residents about gambling activities in your area of jurisdiction. After conducting a secret probe, it was learnt that not only un-abated gambling is carried out in limits of your P.S but you are also patronizing the gambling dens”.</p> <p>An enquiry was conducted against him through ASP Cantt. Peshawar, who after conducting the enquiry, recommended</p>

imposition of major penalty of dismissal from service or compulsory retirement on the appellant. Consequently he was compulsorily retired from service by the CCPO Peshawar. Against the said penalty, the appellant preferred a departmental representation to the Provincial Police Officer which was not responded, whereafter he instituted the instant appeal under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974.

3. Arguments heard and record perused.

4. The learned counsel for the appellant argued that the appellant was posted as SHO P.S Hashtnagri on 18.7.2013 and remained posted till 12.10.2013 there for less than three months and it was unjust to adjudge his performance for such a short period. He further stated that the appellant duly replied to the charge sheet and refuted the allegations against him as false and baseless. That without properly conducting the enquiry and without associating him with the proceedings a partial enquiry was conducted wherein the Enquiry Officer recommended imposition of major punishment on the appellant. That thereafter the appellant submitted a departmental appeal on 29.1.2014 which was not responded despite the lapse of statutory period of ninety days. He contended that no proper procedure was followed before awarding major

Q-1.

penalty of compulsory retirement from service on the appellant. The appellant had not been associated with the enquiry proceedings, statement of witnesses, if any, were never taken in his presence, nor had he been allowed opportunity of cross examination. Moreover, the allegations leveled against the appellant were general in nature and no specific instance had been shown, thus the charge sheet itself was ambiguous and not warranted under the law. He further contended that charges leveled against the appellant were never proved in the enquiry and the enquiry officer gave his findings on surmises & conjectures. Moreover, the enquiry officer had stated in his report that he secretly collected information from the local people about the character of appellant, however, neither the names of those persons, if any, were brought on record nor the appellant was allowed to cross examine those persons on whose statements the enquiry officer relied and recommended him for major punishment. He stated that the whole proceedings so conducted against the appellant were pre-planned and without ascertaining the true facts or collecting any evidence against the appellant, the enquiry officer submitted his report merely on surmises and conjectures. Similarly, the competent authority also did not consider the defence plea of the appellant and passed the impugned order in a mechanical manner. He prayed that on acceptance of the appeal, the impugned order may be set

Q.F.1.

aside and the appellant may be reinstated in service with all back benefits:

5. The learned Addl. Advocate General while contradicting the arguments of the learned counsel for the appellant argued that proper procedure of enquiry was adopted before imposition of punishment against the appellant under the Police Rules, 1975. Charge sheet and statement of allegations were served on him, enquiry officer was appointed who submitted his report and final show cause notice was issued to the appellant. Before imposition of penalty, the appellant was also heard in person and the appeal having no substance may be dismissed.

6. Both the learned counsel for the appellant and learned Addl. AG were heard at length and documents placed on case file including enquiry report thoroughly perused. The record did not show any documentary proof on account of the allegations nor did the enquiry officer collect any solid evidence in support of the allegations leveled against the appellant. It appears that the appellant was proceeded on the basis of unfounded and baseless complaints and based on hearsay evidence which has got no footing in the service law.

7. In view of the foregoing discussion, the major

penalty of compulsory retirement is set aside, the appellant is reinstated in service and intervening period since his order of compulsory retirement is treated as leave of the kind due. Parties are left to bear their own costs. File be consigned to the record room.

ANNOUNCED

18.03.2015



(PIR BAKHSH SHAH)  
MEMBER



(ABDUL LATIF)  
MEMBER

609/14

06.3.2015

Appellant in person and Mr. Iqbal Munir H.C for the respondents present. The learned Member-II of the Bench has been deputed to KPK Public Service Commission to conduct interview. Therefore, case to come up for order on 13.3.2015.

  
MEMBER

13.3.2015

Appellant in person and Mr. Iqbal Munir H.C for the respondents present. The learned Member-II of the Bench is on leave, therefore, case is adjourned to 18.03.2015 for ~~order~~.

  
MEMBER

12.02.2015

Counsel for the appellant and Mr. Muhammad Adeel Butt,  
AAG with Iqbal Munir, Head Constable for the respondents  
present. Arguments heard. To come up for order on 12/02.2015.



Member



Member

18.2.2015

Appellant with counsel (Mr. Sajid Amin, Advocate)  
and learned Addl. AG for the respondents present. The  
issue as to whether the appellant should have been  
proceeded under Police Rules 1975 or otherwise, needs  
further arguments. Therefore, case is adjourned to  
26.2.2015 for the same.



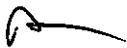
MEMBER



MEMBER

26.2.2015

Appellant with counsel (Mr. Ijaz Anwar, Advocate)  
and Addl. AG with Iqbal Munir, H.C for the respondents  
present. Further arguments heard. To come up for order on  
06.3.2015.



MEMBER



MEMBER

03.10.2014

Appellant with counsel and Mr. Kabeerullah, Asstt. AG with Wisal Khan, H.C for the respondents present. Rejoinder received and placed on file. Copy handed over to the learned AAG. To come up for arguments on 27.11.2015.

  
MEMBER

27.11.2014

Appellant with counsel and Mr. Muhammad Adeel Butt, AAG with Wisal Khan, H.C for respondents present. The Tribunal is incomplete. To come up for the same on 17.12.2014.

  
READER

17.12.2014

Appellant in person and Mr. Muhammad Jan, GP with Wisal H.C for the respondents present. The Tribunal is incomplete. To come up for the same on 15.1.2015.

15.1.2015

Appellant in person and Mr. Muhammad Adeel Butt, AAG with Iqbal Munir, H.C for the respondents present. The appellant submitted that due to general strike of the legal fraternity, he is unable to make his counsel available before this Tribunal. It was also brought by the learned AAG into the notice of the court that there are other cases of similar nature pending before this Bench of other appellants. Office is directed to club all the cases of similar nature. To come up for arguments on 12.2.2015.

  
MEMBER

  
MEMBER



27.06.2014

Appellant with counsel and Mr. Muhammad Jan, GP with Bashir Khan, DSP (Legal) for the respondents present and requested for further time. To come up for written reply on 17.07.2014.

MEMBER

MEMBER

17.07.2014.

Counsel for the appellant and Mr. Muhammad Jan, GP with Wisal Khan, H.C for the respondents present and requested for short adjournment. To come up for written reply on 13.8.2014.

MEMBER

MEMBER

13.08.2014

Counsel for the appellant and Mr. Muhammad Jan, GP with Wisal Khan, H.C for the respondents present and reply filed. Copy handed over to counsel for the appellant. To come up for rejoinder on 12.09.2014.

MEMBER

12.09.2014

Appellant in person and Mr. Muhammad Jan, GP with Wisal Khan, H.C for the respondents present. The learned Member (Judicial) is not working due to a recent order of the Hon'ble Peshawar High Court affecting his status as District & Sessions Judge. To come up as before on 03.10.2014.

READER

Appeal no. 609/2014  
Mr. Zubair Akemi

3.

13.05.2014

Counsel for the appellant present and filed an application

for early hearing. Application allowed. To come up for preliminary hearing on 19.05.2014 instead of 10.06.2014.

Member

19.05.2014

Counsel for the appellant present. Preliminary arguments heard and case file perused. Counsel for the appellant contended that the appellant has not been treated in accordance with law/rules. Against the impugned order dated 22.01.2014, he filed departmental appeal on 29.01.2014, which has not been responded within the statutory period of 90 days, hence the present appeal on 30.04.2014. Points raised at the Bar need consideration. The appeal is admitted to regular hearing subject to all legal objections. The appellant is directed to deposit the security amount and process fee within 10 days. Thereafter, Notices be issued to the respondents. Counsel for the appellant also filed an application for suspension of operation of order dated 22.01.2014. Notice of application should also be issued to the respondents for reply/arguments. To come up for written reply/comments on main appeal on 13.08.2014 as well as reply/arguments on application on 04.06.2014.

Member

19.05.2014

This case be put before the Final Bench 11 for further proceedings.

Chairman

4.6.2014

Appellant with counsel and Mr. Muhammad Jan, GP with Bashir Ahmad, DSP (Legal) for the respondents present and requested for time. To come up for written reply on 27.6.2014.

MEMBER



MEMBER

Appellant deposited  
Process fee & Security  
Rs. 1800/- Bante Receipt  
attached with file

Form- A  
FORM OF ORDER SHEET

Court of \_\_\_\_\_

Case No. 609 /2014

S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	30/04/2014	<p>The appeal of Mr. Zahid Alam presented today by Mr. Ijaz Anwar Advocate may be entered in the Institution register and put up to the Worthy Chairman for preliminary hearing.</p> <p> REGISTRAR</p>
2	5-5-2014	<p>This case is entrusted to Primary Bench for preliminary hearing to be put up there on <del>10-6-2014</del></p> <p> CHAIRMAN</p>

**BEFORE THE KHYBER PAKHTUNKHWA**  
**SERVICE TRIBUNAL, PESHAWAR**

Appeal No 609 /2014

Zahid Alam Khan Ex Inspector/SHO Police Station Hashtnagri  
Peshawar.....(*Appellant*)

**VERSUS**


The Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar and  
others .....(*Respondents*)

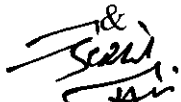
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S. No	Description of Documents	Annexure	Page No
1	Memo of Appeal & Affidavit		1-5
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3	Copies of the explanation and reply	B & C	9-10
4	Copy of charge sheet and statement of allegation	D	11-13
5	Copy of the Inquiry Report	E	14
6	Copies of final show cause notice, reply, and Order dated 22.01.2014	F, G, H	15-17
	Copy of the departmental appeal	I	18-30
8	Vakalatnama.		

Through

  
*Appellant*

  
**IJAZ ANWAR**  
Advocate Peshawar

  
**SAJID AMIN**  
Advocate, Peshawar

**BEFORE THE KHYBER PAKHTUNKHWA  
SERVICE TRIBUNAL, PESHAWAR**

Appeal No. 609/2014

640  
30/4/2014

Zahid Alam Khan Ex Inspector/SHO Police Station Hashtnagri  
Peshawar.....(Appellant)

**VERSUS**

1. The Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar.
2. Deputy Inspector General of Police, Khyber Pakhtunkhwa Peshawar.
3. The Capital City Police Officer, Peshawar.

(Respondents)

**Appeal under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974, against the order dated 22.01.2014, whereby the appellant has been awarded major punishment of Compulsory Retirement From Service, against which the Departmental Appeal dated 29.1.2014 has not been responded despite the lapse of 90 days.**

Prayer in Appeal: -

**On acceptance of this appeal the order dated 22.01.2014, may please be set-aside and the appellant may please be re-instated in service with full back wages and benefits of service.**

Respectfully Submitted:

1. That the father of the appellant was Police Officer who laid his life in the performance of duties. The appellant was appointed as ASI being son of a Shaheed Police Officer on 28.02.2006 in the Police Department. During the Course of his Service, the appellant undergone all the major police courses and was promoted as Sub Inspector and lastly was promoted as Inspector.
2. That ever since his appointment, the appellant had performed his duties as assigned to him with zeal and devotion and there was no complaint whatsoever regarding his performance. It is pertinent to mention here that during his entire service, the performance of the appellant remained commendable, he traced and arrested criminals who were required to the Police in some high profile cases, besides

30/4/14

this during the roar of militancy, he always remained in the front line against the militants and demonstrated exceptional performance, gallantry and devotion beyond the call of duty. His performance was also appreciated by the High Ups and he was awarded number of Commendation Certificates and Cash awards. (Copy of the list of cases are attached as annexure A).

3. That the appellant while serving as SHO P.S Hashtnagri, was conveyed an explanation letter dated 22/10/2013, which was duly replied. The explanation letter was however alleged to have been made on anonymous complaint. (Copies of the explanation and reply are annexed as annexure B & C)
4. That while serving in the said capacity, the appellant was served with charge Sheet and statement of allegations dated 10.12.2013 containing certain unfounded and baseless allegations which are reproduced as under:

*(Consequent upon his un-satisfactory written reply to the explanation issued to Inspector Zahid Alam the then SHO P.S Hashtnagri in respect of numerous complaints received from the local residents about gambling activities in his area of jurisdiction. After conducting a secret probe, it was learnt that not only unabated gambling is carried out in limits of his P.S, but he is also patronizing the gambling dens).*

(Copy of charge sheet and statement of allegation are attached as annexure D).

5. That the appellant duly replied the Charge Sheet and refuted the allegations leveled against him as false and baseless. That without associating the appellant with the inquiry proceedings, a partial inquiry was conducted and the inquiry officer submitted his inquiry report wherein he recommended the appellant for major punishment.

*(Copy of the Inquiry Report is attached as Annexure E)*

6. That thereafter the appellant was served with Final Show Cause Notice, the appellant duly replied the final show cause notice whoever, the authority while agreeing with the findings of the Inquiry Officer, awarded the appellant major punishment of "Compulsory Retirement from Service" vide order dated 22.01.2014 to the appellant. (Copies of final show cause notice, reply, and Order dated 22.01.2014 are attached as Annexure E to H)

7. That the appellant has submitted his departmental appeal dated 29.01.2014, however it has not been responded despite the lapse of Statutory Period of 90 days. ( Copy of the departmental appeal is attached as Annexure I)
8. That the impugned Penalty Order is illegal unlawful against law and facts hence liable to be set aside inter alia on the following grounds :

**GROUND OF APPEAL .**

- A. That the appellant has not been treated in accordance with law hence his rights secured and guaranteed under the law are badly violated.
- B. That no proper procedure has been followed before awarding the major penalty of *Compulsory Retirement from Service*, to the appellant. No proper inquiry has been conducted, the appellant has not been associated with the inquiry proceedings, statements of witnesses if any were never taken in his presence nor he has been allowed opportunity of cross examination, moreover he has not been served with any show cause notice, thus the whole proceedings are defective in the eyes of law.
- C. That the incumbent CCP has wrongly assumed the powers of the Competent Authority, he was holding the post of SSP, therefore, initiating proceedings and awarding penalty was beyond his domain, therefore, the proceedings so conducted were illegal and without lawful authority.
- D. That the allegations leveled against the appellant are general in nature and no specific instance has been shown where he has been found involved in the charges leveled against him, thus the Charge Sheet in itself is ambiguous and not warranted under the law.
- E. That the petitioner being a civil servant was required to have been proceeded under the Khyber Pakhtunkhwa Civil Servants (Efficiency & Disciplinary) Rules 2011, after the promulgation of the Police Order 2002, the Police Act 1861 has been repealed, therefore, the proceedings conducted under the Police Rules, 1975 are illegal and result of misapplication of law, therefore, the proceedings so conducted are liable to be strucked down on this score alone.

- F. That the appellant has not been allowed opportunity of personal hearing, thus he has been condemned unheard.
- G. That in the Charge Sheet/ Statement of allegations it was alleged that the appellant carries bad reputation in terms of inefficiency, corruption and involvement in criminal activities, however not a single instance has been mention wherein he has been found inefficient, corrupt or involved in criminal activities, thus he has not been allowed fair opportunity to defend himself against the charges.
- H. That the charges leveled against the appellant were never proved in the enquiry, the enquiry officer gave his findings on surmises and conjunctures, moreover the inquiry officer had stated in the inquiry report that he secretly collected information from the local people about the character, however neither the names of those person (if any) were brought on record nor the appellant has been allowed to cross examine those person on whom statements the inquiry officer relied and recommended him for major punishment. Thus the inquiry report is defective in nature.
- I. That the appellant has never indulged himself in any such activities beneficial to his person except for the public good. The allegations leveled against the appellant are based on hearsay evidence which has got no footings in the service laws. The Superior Courts have always held that no one should be condemned without solid reasons/ proof.
- J. That appellant has never committed any act or omission which could be termed as misconduct, albeit been awarded the penalty of "*Compulsory Retirement from Service.*"
- K. That the appellant has not been associated with the inquiry proceedings, his statement has not been recorded by the inquiry officer, nor any witness have been examined in his presence or if so examined the appellant has not been allowed to cross examine those who may have deposed against him.
- L. That the appellant has a bright and spotless service career at his credit, the service record of the appellant bear testimony of his spotless service career, the appellant was never communicated any adverse entries nor has any bad entries in his ACRs/ service roll, the penalty imposed upon him is too harsh and liable to be set aside.



- M. That unfortunately the whole proceedings so conducted against appellant were the result of pre-determined mind, the enquiry officer without ascertaining the true facts or collecting any evidence against the appellant, has submitted his report on mere surmises and conjectures, similarly the competent authority has also did not considered the defence plea of the appellant and passed the impugned order in a mechanical manner least caring for the lifelong service of the appellant.
- N. That the appellant is jobless since the illegal compulsory retirement from service.
- O. That the appellant also seeks permission of this Honourable Tribunal to rely on additional grounds at the time of hearing of the instant appeal.

*It is, therefore, humbly prayed that on acceptance of this appeal the order dated 22.01.2014, may please be set-aside and the appellant may please be re-instated in service with full back wages and benefits of service.*




Appellant

Through



IJAZ ANWAR

Advocate Peshawar



SAJID AMIN

Advocate, Peshawar

**AFFIDAVIT**

I, Zahid Alam Khan Ex Inspector/SHO Police Station Hashtnagri Peshawar, do hereby solemnly affirm and declare on oath that the contents of the above noted appeal are true and correct and that nothing has been kept back or concealed from this Honourable Tribunal.




Deponent

(6)

Approved: A

تعداد 8011

مستند برآمدگی

صالح مشاور

ردیف	عنوان سند تاریخ و رقم	برآمدگی	نام ملزمان و مقنن شد
1	عدد 542 مبلغ $21 \frac{7}{13}$ رقم 419-420-471 1390	موز کار 567 Islamabad	ذوالفقار علی ولد عبد اللطیف ساکن بل تریبانی روڈ
2	عدد 597 مبلغ $20 \frac{8}{13}$ رقم 381-A/411	مالک سراج فور سائیکل 7-7737 مشاور	جواد ولد نوشاد ساکن بزرگ خواف
3	عدد 606 مبلغ $23 \frac{8}{13}$ رقم 379/411 PRC	مالک سراج فور سائیکل آمد 4000 بزرگ روڈ	دع عثمان ولد سلیم ساکن سری باغ دع عثمان ولد عین الخواص ساکن دربار کالونی
4	عدد 612 مبلغ $28 \frac{8}{13}$ رقم 324-2215L 1390	انفیر کلا شتکوف موز کار 280 Islamabad	احسان اللہ ولد عادل اسلام خروڑ عبدالسلام ساکن نیاری
5	عدد 628 مبلغ $03 \frac{9}{13}$ رقم 380-457 1418L-411	موز سائیکل لونا سڈ آف ایل	سیار علی ولد نور حسین ساکن علی بڑو خیلون کچی علی

Attest  
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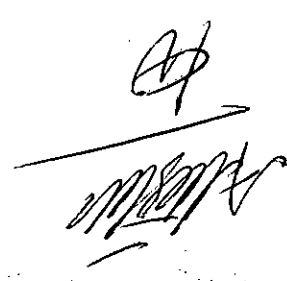
(7)

at the P.O.'s  
C. S. S. S.

7	302/34 P. 13-3 no 206 59H. P. 5	324 302-324 148-149	148-149	365-511 P. 15-2 no 127 148-149	324-527 P. 10-15 no 439 148-149	302/34 P. 13-3 no 206 59H. P. 5	302 P. 13-3 no 206 59H	Handwritten signature
6	302/34 P. 2-13 no 218	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	324-527 P. 10-15 no 439	302/34 P. 13-3 no 206 59H. P. 5	302 P. 13-3 no 206 59H	Handwritten signature
5	302/34 P. 13-3 no 218	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	324-527 P. 10-15 no 439	302/34 P. 13-3 no 206 59H. P. 5	302 P. 13-3 no 206 59H	Handwritten signature
4	302/34 P. 13-3 no 218	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	324-527 P. 10-15 no 439	302/34 P. 13-3 no 206 59H. P. 5	302 P. 13-3 no 206 59H	Handwritten signature
3	302/34 P. 13-3 no 218	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	324-527 P. 10-15 no 439	302/34 P. 13-3 no 206 59H. P. 5	302 P. 13-3 no 206 59H	Handwritten signature
2	302/34 P. 13-3 no 218	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	324-527 P. 10-15 no 439	302/34 P. 13-3 no 206 59H. P. 5	302 P. 13-3 no 206 59H	Handwritten signature
1	302/34 P. 13-3 no 218	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	452-324 P. 27-7 no 445	324-527 P. 10-15 no 439	302/34 P. 13-3 no 206 59H. P. 5	302 P. 13-3 no 206 59H	Handwritten signature

مشرق	کارڈ انسدادی		کرتڈیسی	میں کرنی	CD	کارتس	اسلامی پیش		مشیت					افسار
	107/151 Cr:Pe	55/109 Cr:Pe					سائل	بیل	بازار	کاروبار	ثواب	افان	بیراں	
قلمبرازی (4) نثر	25	247	8	-	390 CD's	30338	30600	70	-	666	-	-	9865	ناجیلم صلی 840
قلمبرازی (5) نثر														
نثر (3)	14FAA													

1. (1) خالد ولد عرفان کمر و مل حسبه  $\frac{206}{13}$  صفحہ  $\frac{3}{13}$  13 جسم  $\frac{302}{324}$  کھانچ S4H  
 2. لویہ ولد رشید کمر کچی کمر  $\frac{445}{13}$  صفحہ  $\frac{7}{13}$  27 جسم  $\frac{452.324}{148.149}$  کھانچ کڈراند  
 3. ارسلان خان ولد سلطان کمر خان کچی  $\frac{127}{13}$  صفحہ  $\frac{2}{13}$  15 جسم  $\frac{365}{148.149}$  کھانچ S4H  
 4. اصمحن ولد حسبه کمر  $\frac{127}{13}$  صفحہ  $\frac{2}{13}$  15 جسم  $\frac{365}{148.149}$  کھانچ S4H  
 5. بیلی اصغر ولد اختر حسین کمر ولد علی نور سلطان  $\frac{127}{13}$  صفحہ  $\frac{9}{13}$  15 جسم  $\frac{329.427}{148.149}$  کھانچ کھنڈ  
 6. شادان شیر ولد شیر کمر ولد میرت بدو  $\frac{127}{13}$  صفحہ  $\frac{9}{13}$  15 جسم  $\frac{329.427}{148.149}$  کھانچ کھنڈ  
 7. معصود عرف پیو ولد منظور حسین کمر کچی کچی کمر  $\frac{202}{84}$  صفحہ  $\frac{3}{84}$  302 کھانچ S4H  
 8. شاہ حسین ولد عبدالرحمن کمر کچی کچی کمر  $\frac{202}{13}$  صفحہ  $\frac{3}{13}$  302 کھانچ S4H

  
 1

9

APPROVED: B

Insp: ZAHID ALAM  
EX SHO PS HASHTANGRI

NO. 113 /PA  
Dt: 23/10/2013

EXPLANATION

Being your supervisory officer, number of complaints were received from the local residents of your area of jurisdiction about gambling activities. After conducting a secret probe, it was learnt that not only unabated gambling is carried out in limits of your PS but you are also patronizing the gambling dens"

This act of your is highly objectionable. This gross misconduct on your part renders you liable for punishment under the disciplinary Rules 1975.

Therefore, you are hereby directed to explain your position in this regard.

Your written response should reach to the undersigned within 3-days of the receipt of this notice positively.

In case of failure an Ex-parte action shall be taken against you.

*Najeeb*

SR: SUPERINTENDENT OF POLICE,  
OPERATIONS, PESHAWAR

No. \_\_\_\_\_/PA, dated Peshawar / /2013.

Copy to the Capital City Police Officer, Peshawar for information, please.

*Attest*  
*[Signature]*

(10)

Approved: BC

Sir,

Kindly refer to the attached the explanation vide No.1113/PA dated 23.10.2013, I hereby submit my explanation as under:-

I was posted as SHO PS Shaheed Gulfat Hussain on 18.07.2013 and remained posted till 12.10.2013 only for less then three months. The allegation that I was patronizing the gambling dens in the limit of PS SGH is totally false and incorrect. During my posting as SHO PS SGH, I have taken stern action against the anti social elements and other criminals. There were complaints that Fazal Mula, Malik Adil and Ahmad are running gambling dens. I continuously watched there activities and raided so many time at there suspected dens. In this regard I attached here with copies of the relevant FIR as well daily dairy reports. I have brought each and every event of there activities into the notice of my senior officers and deputed permanent "beats" at there suspected abodes with the instructions if any body comes for the purpose of gambling they will immediately inform me so that raids could be conducted in time. Due to my strike action especially against the gambler, they lift the area of my Jurisdiction, however still have directed the concerned beat officers to watch there activities.

It is worth to mention that this is the first annominous complaint during my entire service upon which the said explanation was issued to me. I have unblemished record throughout my carrier. My performance has always been appreciated by my seniors. The allegations are totally false and incorrect.

It is therefore, requested that the explanation issued to me, may kindly be filed without any action being innocent.



Inspector Zahid Alam  
Ex-SHO PS SGH Peshawar.

Attest  
FO

CHARGE SHEET

(11)

Approved:- D

1. Whereas I am satisfied that a Formal Enquiry as contemplated by Police Rules 1975 is necessary & expedient in the subject case against Inspector Zahid Alam EX SHO PS Hashtangri Peshawar.

2. And whereas, I am of the view that the allegations if established would call for major/minor penalty, as defined in Rule 3 of the aforesaid Rules.


Now therefore, as required by Rule 6 (1) (a) & (b) of the said Rules, I Ijaz Ahmad, Capital City Police Officer, Peshawar hereby charge you Inspector Zahid Alam EX SHO PS Hashtangri, Peshawar under Rule 5 (4) of the Police Rules 1975 on the basis of following allegations:-

Consequent upon your un-satisfactory written reply to the explanation issued to you Inspector Zahid Alam the then SHO PS Hashtangari in respect of numerous complaints received from the local residents about gambling activities in your area of jurisdiction. After conducting a secret probe, it was learnt that not only un-abated gambling is carried out in limits of your PS but you are also patronizing the gambling dens".

3. As by doing this you have committed gross misconduct.

4. I hereby direct you further under Rule 6 (1) (b) of the said Rules to put forth written defence within 7 days of the receipt of this Charge Sheet to the Enquiry Officer, as to why the action should not be taken against you and also stating at the same time whether you desire to be heard in person.

5. In case your reply is not received within the specific period to the Enquiry Officer, it shall be presumed that you have no defence to offer and ex-parte action will be taken against you.

  
CAPITAL CITY POLICE OFFICER,  
PESHAWAR



12

**DISCIPLINARY ACTION**


Ujjaz Ahmad, Capital City Police Officer, Peshawar as competent authority, am of the opinion that Inspector Zahid Alam EX SHO PS Hashtangri, Peshawar has rendered himself liable to be proceeded against, as he committed the following acts/omission within the meaning of section 03 of the Police Rules 1975.

**STATEMENT OF ALLEGATIONS**


Consequent upon his un-satisfactory written reply to the explanation issued to Inspector Zahid Alam the then SHO PS Hashtangari in respect of numerous complaints received from the local residents about gambling activities in his area of jurisdiction. After conducting a secret probe, it was learnt that not only un-abated gambling is carried out in limits of his P.S, but he is also patronizing the gambling dens".

For the purpose of scrutinizing the conduct of afore said police official in the said episode with reference to the above allegations Mr. ASP Cantt is appointed as Enquiry Officer under Rule 5 (4) of Police Rules 1975.

The Enquiry Officer shall in-accordance with the provision of the Police Rules (1975), provide reasonable opportunity of hearing to the accused Official and make recommendations as to punish or other action to be taken against the accused official.

  
CAPITAL CITY POLICE OFFICER,  
PESHAWAR.

No. 19 E/PA, dated Peshawar the 10/ 12 /2013.  
Copy to the above is forwarded to the Enquiry Officer for initiating proceeding against the accused under the provision of Police Rules 1975

Attest  




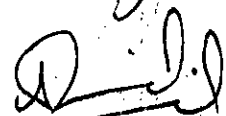
(13<sup>2</sup>)

Reference to charge sheet and summary of allegations, the following is submitted:-

- 1) That I remained as S.H.O P.S Gulfat Hussain for a period less than 3 months.
- 2) That during my tenure I was actively involved in eradication of crime and terrorism in my Area of Responsibility.
- 3) That I had never been involved in neither financial nor moral corruption.
- 4) That no public complaint had ever been reported against me concerning the allegations/charges levelled against
- 5) That if such complaints or secret reports do exist, the same may kindly be perused/enquired properly for a free and fair enquiry.
- 6) That D.S.P Riazul Islam the circle officer has also issued a certificate concerning my performance and professionalism.

Keeping in view <sup>the</sup> above mentioned facts, it is very humbly requested that the enquiry may please be filed

Thanks

  
Zahid Alam  
Inspector Police Lines

20-12-13



14

Amir - E

CAPITAL CITY POLICE PESHAWAR.

CHIEF CAPITAL CITY POLICE OFFICER PESHAWAR.

FROM ASP CANTT

NO 19 / PA

DATE 31 / DECEMBER, 2013

SUBJECT DEPARTMENTAL INQUIRY AGAINST INSPECTOR ZAHID ALAM KAHN.

H.N.

MEMORANDUM.

Please refer to your office Inquiry No.19/PA, CCPO, dated 10/12/2013, on the subject noted above.

Allegations. That consequent upon his un-satisfactory written reply to the explanation issued to Inspector Zahid Alam the then SHO PS Hashitnagri in respect of numerous complainants received from the local residents about gambling activities in his area of jurisdiction. After conducting a secret probe, it was learnt that not only un-abated gambling is carried out in limits of his P.S, but is also patronizing the gambling dens. Subsequently, W/CCPO marked his inquiry to the undersigned to scrutinize the conduct of the said Inspector.

PROCEEDINGS.

1. The under enquiry officer was heard in person and his written reply perused.
2. Secret enquiry conducted into the general repute of the officer with respect to the specific allegations cited above.
3. Comparison of raids/action taken against gamblers by the under enquiry officer and his successor as SHO Hashitnagri.

FINDINGS.

Police Station Hashitnagri is marred by a plethora of social vices with gambling being the most prominent one existence of such social vices cast a negative impression on police impression.

After enquiry and the said proceedings, it has been established beyond an iota of doubt that un abated gambling activities took place during the tenure of the said officer. The fact was further strengthened by a sudden & successful crack down on gambling den none after the removal of Inspector Zahid Alam. This only to affirm the following two assumptions:-

- a. The said officer was inept & lacked interest.
- b. He was in collusion with the gamblers.

RECOMMENDATION.

Based on the above findings, the undersigned is of the opinion that the said officer shall be awarded major punishment of dismissal from service or compulsory retirement.

ASSTT: SUPDT. OF POLICE,  
CANTT CIRCLE PESHAWAR.

Attention  
to

05/12-13

**FINAL SHOW CAUSE NOTICE.**

ANNEX:- F  
(15)

I Ijaz Ahmad CCPO Peshawar as Competent Authority under P.R 1975, do hereby serve you Inspector Zahid Alam, the then SHO PS Hashtnagri as follow:-

1. (i) The consequent upon the completion of inquiry conducted against you by Mr. Sohaib Ashraf, ASP Cantt: for which you were given opportunity of hearing.
- (ii) On going through the findings and recommendations of the inquiry officer, the material on record and other connected papers including your defense before the said officer.

I am satisfied that you have committed the following acts/omission:-

It has been established beyond an iota of doubt that unabated gambling activities took place during the tenure of the said officer. The fact was further strengthened by a sudden & successful crack down on gambling den after the removal of Inspector Zahid Alam. This only re-affair the following two assumptions:-

- a. The said officer was inept & lacked interest.
  - b. He was in collusion with the gamblers.
2. As a result there of I, as Competent Authority decided to impose upon you Major penalty including dismissal from service under the said Ruls.
  3. You are, therefore, require to Show Cause as to why the aforesaid penalty should not be imposed upon you.
  4. If no reply to this notice received within 7 days of its delivery, it shall be presumed that you have no defense to put in and in that case an ex-part action shall be taken against you.
  5. You are at liberty to be heard in person, if so wished.
  6. Copy of the findings of the inquiry officer is enclosed.

  
**CAPITAL CITY POLICE OFFICER,  
PESHAWAR.**

No 63 /PA, dated Peshawar the 10 / 1 /2014



Reference to final Show Cause notice of following is submitted:-

- ① That I remained as SHO's Gulfat Hussain for a period less than 03 months.
  - ② That during my Tenure I was actively involved in eradication of crime and terrorism in my area of responsibility.
  - ③ That I had never been involved in neither financial nor moral corruption.
  - ④ That no public Complaint had ever been reported against me concerning the allegations/charges levelled against.
  - ⑤ That if such Complaint or Secret reports do exist, the same kindly be perused/enquired properly for a free and fair enquiry.
  - ⑥ That DSP Riazul Islam the circle officer has also issued a Certificate concerning my performance and professionalism.
- Keeping in view the above mentioned facts, it is very humbly requested that the Show Cause my please be filed.

Dated 17/01/14

Ally Ali  
E

Zahid Alam  
Inspector Police Circle

**ORDER**

This order will dispose off formal departmental enquiry against **Inspector Zahid Alam** the then SHO PS H/Nagri who was suspended and closed to Police Lines Peshawar vide order No. 1452-59/EC-II dated 14.10.2013 on the basis of the following allegations:-

Consequent upon his un-satisfactory written reply to the explanation issued to him w.r to numerous complaints about gambling activities in his area of jurisdiction. After conducting secret probe, it was learned that not only unabated gambling was carried out in the limit of PS H/Nagri but he was also patronizing the gambling dens.

Mr. Sohaib Ashraf, ASP/Cantt: was appointed as the E.O. who in his finding mentioned that it has been established beyond an iota of doubt that unabated gambling activities took place during the tenure of the said officer. The fact was further strengthened by a sudden & successful crack down on gambling den after the removal of Inspector (Zahid Alam). This only re-affirm the following two assumptions:-

- a. The said officer was inept & lacked interest.
- b. He was in collusion with the gamblers.

On receipt of the findings of the E.O., he was issued Final Show Cause Notice to which he replied. The same was perused and found unsatisfactory

He was also called in O.R. on 22/1/14 and heard him in person but he could not offer plausible explanation in his defence, he is awarded the major punishment of **compulsorily retirement from service** with immediate effect.

  
**CAPITAL CITY POLICE OFFICER,  
PESHAWAR.**

No. 138-49 /PA, dated Peshawar the 22/01/2014.

Copies for information and n/a to the:-

1. SSP (Ops) Peshawar w/r to his office letter No. 1275/PA dated 6.12.2013.
2. SsP/HQ/City & Security, Peshawar.
3. AS/EC-I/EC-II/PO/CC/I.C Computer Cell./FMC ensl: (27)
4. Official concerned.



(18)

Annex: I

2+11

To

The Provincial Police Officer,  
Khyber Pakhtunkhwa,  
CPO Peshawar.

Through: PROPER CHANNEL.

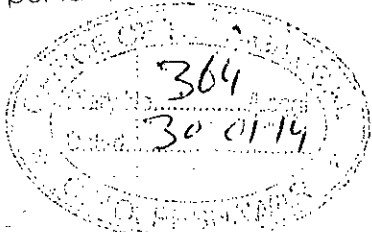
Subject: DEPARTMENTAL APPEAL AGAINST ORDER OF CHIEF CAPITAL CITY POLICE OFFICER PESHAWAR DATED 22-1-2014 WHEREBY THE APPELLANT WAS COMPULSORY RETIRED.

Respected Sir,

1. That the Order dated 22-1-2014, of the CCPO is illegal without jurisdiction, against facts on record and without lawful authorities, hence is liable to be recalled;
2. That I have rendered Seven years approved service with unblemished service record;
3. That the Inquiry proceeding were initiated on an anonymous complaint neither any copy of the same has been provided, to the appellant nor the said person has been examined in the inquiry proceedings. Relevant to mention here that the Establishment Department of the Provincial Government has laid down certain criteria for disposal of such like complaints (copy enclosed). According to these instructions no action is required to be taken on such like complaints.  
  
I have taken stern action against anti-social elements and have lodged a number of FIRs against gamblers copies of the FIRs and Daily Diary reports are enclosed which further support my view point.
5. That the work of the appellant has been appreciated by his supervisory officer as well as by general public and this fact finds strength from report of DSP as well as general public copies of the same has already been enclosed in reply to the Charge Sheet.
6. That the CCPO had committed legal and procedural errors in disciplinary proceedings conducted against appellant in violation of consistent view that proceedings should be as per law, and free from legal lacunas so as to meet the ends of justice.

Original appeal along with enclos. consisting 2+11 pages received today on 29-1-14

Accepted To



(19)

That under the Service law and Rules prior to imposition of major penalty of compulsory retirement, the holding of proper departmental inquiry is required to be carried out. On this count too the impugned order is not maintainable;

3. That, no full fledged inquiry was carried out against the appellant and all the proceeding was carried out in the absence of the appellant. No opportunity of cross examination was provided to the appellant. Consequently serious prejudice has been caused to the appellant.
9. That the impugned order of the CCPO dated 22-1-2014 is also violative of the principles of natural justice which stipulates that no body should be condemn unheard
10. That the proceedings taken against the appellant are based on presumption, conjecture and surmises, infact I was not proved guilty on the basis of available evidence.
11. That any ground not specifically taken in this Departmental Appeal, permission may be accorded for additional ground in personal hearing.

In the light of above submission it is most humbly prayed that this Departmental appeal may kindly be accepted & I may be reinstated in service with all back benefits.

Your obediently



**Zahid Alam**  
Ex-Inspector.

Dated: - 29-1-2014

Copy in advance to:-

- The Provincial Police Officer, Khyber Pakhtunkhwa.



**Zahid Alam**  
Ex-Inspector

Address:- Village Attacki, Shabqdar,  
District Charsadda.  
Mobile#:- 0345-9140014



20

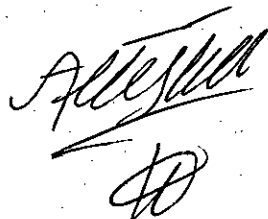
**Anonymous Complaints/Letters****Disposal of Enquiry cases based on anonymous/  
Pseudonymous complaints:**

The following instructions may be followed during disposal of anonymous communications:-

1. Anonymous communications must invariably be filed on their receipt. No action of any kind is to be taken on them and no notice of any kind is to be taken on their contents. If the communication is found to be pseudonymous it (and any previous notes etc. connected with it) must similarly be filed.
2. It is however recognized that there may be exceptional cases, when anonymous/ pseudonymous communication contain allegations of a specific nature having a ring of truth, then these may be inquired into only after obtaining the orders of Administrative Secretaries/Head of Attached Department/ Commissioners/ Deputy Commissioners, as the case may be.
3. Local heads of Police officers in the Districts can also exercise discretion to order enquiries into anonymous and pseudonymous petition on the analogy of Deputy Commissioners in their respective jurisdictions. Since the Deputy Commissioner is the General Administrative head of the District, his orders should be obtained by the concerned head of office under his administrative control if he wants to take action on any anonymous petition.
4. Anonymous petitions or letters should normally be filed except when definite allegations are made and concrete instances given.
5. In complaint against a civil servant, the petitioner should be asked to furnish an affidavit to the effect that all facts stated in his complaint are true and if his affidavit is proved false, he would be prepared to face legal action which could be taken against him.
6. Complaints received through anonymous/pseudonymous source should be ignored.
7. Antecedents and credentials of a complaint should be verified before an inquiry is instituted against the officials concerned.
8. News papers publishing allegations, which are proved to be baseless, should be dealt with according to the law.

It is requested that strict observance of the above instructions may be ensured at all levels.

(Authority:-S&GAD's letter No.SORII(S&GAD)5(29)/97-II, dated 22.7.1998)





21

**Disposal of anonymous/pseudonymous complaints.**

I am directed to invite attention to this Department circular letter of even number 227/98, wherein detailed instructions with regard to the disposal of anonymous/pseudonymous complaints had been issued. It has been observed that the aforesaid instructions are either not being followed or have been lost sight of as anonymous/pseudonymous complaints are still being received which on investigation, are found baseless resulting in wastage of time and energy of the Government functionaries and stationery of the Government which could usefully be utilised in pursuits of public interest.

2. I am, therefore, directed to request once again that anonymous/pseudonymous letters/complaints should not be entertained in any Government Department/office in future.

3. The above instructions may kindly be brought to the notice of all concerned and noted for strict compliance.

(Authority S&GAD letter NO.SORH(S&GAD)5(29)97 Vol-II, dated 15.11.1999)

**Conducting of Inquiries into complaints.**

I am directed to refer to the subject noted above and to state that in a case of inquiry pertaining to Agency Headquarters Hospital, Landikotal, the Chief Secretary NWFP was pleased to observe that in very rare cases anybody responsible would admit a mistake or a fault. It has therefore been desired that while dealing with such complaints the officer conducting a particular enquiry should be a little more discerning, otherwise the entire exercise would become meaningless. The Departments should not treat every complaint as a noose around their neck. The idea of conducting inquiries into the alleged malpractices is simply to see inwardly and reform/correct the situation wherever anything goes wrong. In all cases so far referred to the Departments, the charges leveled against individual officers are denied and no case has been reported in which corrective action was taken.

In view of the position explained above, the instructions of the Competent Authority as mentioned above may please be noted for strict compliance. These instructions may also be circulated amongst the attached departments and sub-ordinate offices for similar action.

(Authority S&GAD letter No.SO(Coord)/PMC/S&GAD/1-1/99/853-95 dated 2.3.2000)

*Attenhill*  
*W*







مصدق

تقریر 7 روزہ 15/12

تعمیر اللغات

7 روزہ تقریریں و اصلاحی مباحثہ 15/12/21  
 جو اس وقت درج ذیل ہے۔  
 1۔ اس وقت کے حالات و صورہ  
 2۔ اس وقت کے مسائل و مشکلات  
 3۔ اس وقت کے اصلاحی کاموں کی ضرورت  
 4۔ اس وقت کے تعلیمی مسائل  
 5۔ اس وقت کے ادبی مسائل  
 6۔ اس وقت کے سماجی مسائل  
 7۔ اس وقت کے سیاسی مسائل  
 8۔ اس وقت کے اقتصادی مسائل  
 9۔ اس وقت کے قانونی مسائل  
 10۔ اس وقت کے اخلاقی مسائل  
 11۔ اس وقت کے علمی مسائل  
 12۔ اس وقت کے فنون و ہنر کے مسائل  
 13۔ اس وقت کے کھیلوں کے مسائل  
 14۔ اس وقت کے طبی مسائل  
 15۔ اس وقت کے دیگر مسائل

حاجی محمد شفیع صاحب

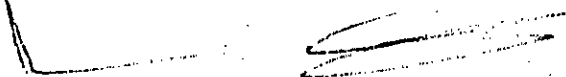
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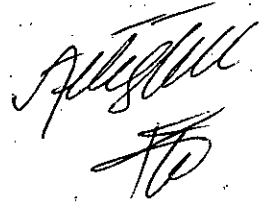
Atiqul

26

CERTIFICATE.

It is certified that Inspector Zahid Alam Khan while posted as SIO/PS-Shaheed Gulfat Hussain has remained under the command of the undersigned with effect from 18.07.2013 to 9.9.2013. During this period no complaint has been received against him and also showed good performance.

  
( RIAZ-UL-ISLAM )  
DEPUTY SUPERINTENDENT OF POLICE  
SUBURB, PESHAWAR



M

(21)

MUTAHIDA  
TRADE UNION  
Chowk, Nishtar Abad Peshawar

Ref No.

Date: \_\_\_\_\_

Chair Man:  
Haji Javed

President:  
Sarfraz Khan

Vice President:  
Abdul Razzaq

Senior Vice President:  
Rahim Khan

G Secretary:  
Awal Khan

Press Sec:  
Naseem Khan

Finance Sec:  
Sahar Gul

میرا جناب صدر سرفراز خان کا سالانہ رپورٹ لوگوں میں پشاور  
صدر ہوں۔ میرے پیرنڈ میں جسے سیشن ہالوں میں اختیار کلفت  
میں سیشن میں آگے ان سب سے قابل نہیں آتے  
Committed اور حوصلہ مند اور

ہالیم خان ہے۔ اور حوصلہ مند اور  
ان سے پیرنڈ میں حرم کی شرح میں کافی حد تک کمی آئی ہے  
یہ بھی قابلیت کی نشانی ہے۔ کیونکہ میں عوامی نمائندہ  
ہوں اور ہر وقت علاقے واقف ہوں ان کے پیرنڈ  
کے دوران کئی کئی کرپشن نا انصافی اور غیر قانونی  
کاموں کی شمولیت میں کئی شکایات موصول ہوئی ہیں  
جسے مفاد پرست عناصر ان کے خلاف الزام تراشی کرتے

ان کے خلاف اور خود راہ کو نقصان پہنچانا چاہیے  
پہاڑی افسر بالسر سے درخواست ہے کہ ایک قابل  
کو عوام کی خدمت سے محروم نہ کرے جس سے سٹیڈ اسٹریٹ  
P.T.O

Handwritten signature

# Juman-e-Tajiran

Sikandar Pura Peshawar



# انجمن تاجران سکندر پورہ پشاور

جنرل سیکرٹری: حاجی عبدالصمد

Mob: 0323-9364250  
Ph: 091-5515777

صدر: ڈاکٹر افتخار حسین

Mob: 0300-2389308  
Ph: 091-2562119

تاریخ 13/12/19

نمبر 193

میں محبت ہے ہمدردی ہے ان سبھی پر ہر لمحے سوچتا ہوں  
 جسوں کو دنیا چھوڑ کر زائد عالم خان کی کہ عورتوں کی  
 سب سے بڑی سہولت ہے۔ اور ان کے لئے سب سے  
 انہوں نے سب سے اچھے کام کر دیے ہیں انہوں نے  
 ان کا مشاکی رو بہ ہوا۔ زائد عالم خان کے بارے میں  
 آج سے انہوں نے بہت سے علاقے بازار کے مسائل اور خود  
 جاری ہے۔ یہ گزارش ہے کہ زائد عالم خان کے لئے  
 تعینات کیا جائے

DR. IFTIKHAR

Attestation  
 [Signature]



(29)

### ابتدائی اطلاعی رپورٹ

فائل

ابتدائی اطلاع نسبت جرم قابل دست اندازی پولیس رپورٹ شدہ زیر دفعہ ۱۵۲ مجموعہ ضابطہ فوجداری

صفحہ 567H شمارہ 557 تاریخ 28/7/13 وقت 23:00 بجے

تھانہ 2 نمبر 557

1- تاریخ و وقت رپورٹ	28/7/13 وقت 23:15 بجے تا 23:30 بجے
2- نام و سکونت اطلاع دہندہ مستغیث	ظفر خان ای
3- مختصر کیفیت جرم (معدومہ) حال اگر کچھ لیا گیا ہو۔	294A/4-567H
4- جائے وقوعہ فاصلہ تھانہ سے اور سمت	کلیں ضلع
5- نام و سکونت ملزم	10 دلہیسین (2) و اولاد (3) الشفاق (4) سجاد
6- کارروائی جو تفتیش کے متعلق کی گئی اگر اطلاع درج کرنے میں توقف ہوا ہو تو وجہ بیان کرو	آخرہ تقریری صورت میں ملزموں کے بارے میں جانکاری
7- تھانہ سے روانگی کی تاریخ و وقت	نہ سبیل عاظم

ابتدائی اطلاع نیچے درج کرو۔ کہوں میں ایک تقریری صورت میں ملزم ظفر خان ای میں جوہول و لٹریچر کے متعلق ذیل کے طریقے سے جانکاری حاصل کی گئی ہے۔

1- سید عبدالرحمان 5783، امراد 2808، ام قسب میں سے کسٹمر ان سٹار فیکٹری H.C. میں 70 سے 75 سالہ ایک شخص نے اطلاع دی کہ وہ کال اڈان الشفاق واقع انڈرونی لاہور کی گیسٹ ہوسٹل میں مقیم ہیں اور وہی وہی ہے ذیل کے تقریری صورت میں جانکاری حاصل کی گئی ہے۔

اس اطلاع کے پیش نظر جانچ و تفریق کے دوران اڈان الشفاق آکر واقعہ دوکان کے اندر جانکاری حاصل کی گئی ہے۔

2- سید عبدالرحمان 5783، امراد 2808، ام قسب میں سے کسٹمر ان سٹار فیکٹری H.C. میں 70 سے 75 سالہ ایک شخص نے اطلاع دی کہ وہ کال اڈان الشفاق واقع انڈرونی لاہور کی گیسٹ ہوسٹل میں مقیم ہیں اور وہی وہی ہے ذیل کے تقریری صورت میں جانکاری حاصل کی گئی ہے۔

3- سید عبدالرحمان 5783، امراد 2808، ام قسب میں سے کسٹمر ان سٹار فیکٹری H.C. میں 70 سے 75 سالہ ایک شخص نے اطلاع دی کہ وہ کال اڈان الشفاق واقع انڈرونی لاہور کی گیسٹ ہوسٹل میں مقیم ہیں اور وہی وہی ہے ذیل کے تقریری صورت میں جانکاری حاصل کی گئی ہے۔

4- سید عبدالرحمان 5783، امراد 2808، ام قسب میں سے کسٹمر ان سٹار فیکٹری H.C. میں 70 سے 75 سالہ ایک شخص نے اطلاع دی کہ وہ کال اڈان الشفاق واقع انڈرونی لاہور کی گیسٹ ہوسٹل میں مقیم ہیں اور وہی وہی ہے ذیل کے تقریری صورت میں جانکاری حاصل کی گئی ہے۔

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6- سید عبدالرحمان 5783، امراد 2808، ام قسب میں سے کسٹمر ان سٹار فیکٹری H.C. میں 70 سے 75 سالہ ایک شخص نے اطلاع دی کہ وہ کال اڈان الشفاق واقع انڈرونی لاہور کی گیسٹ ہوسٹل میں مقیم ہیں اور وہی وہی ہے ذیل کے تقریری صورت میں جانکاری حاصل کی گئی ہے۔

7- سید عبدالرحمان 5783، امراد 2808، ام قسب میں سے کسٹمر ان سٹار فیکٹری H.C. میں 70 سے 75 سالہ ایک شخص نے اطلاع دی کہ وہ کال اڈان الشفاق واقع انڈرونی لاہور کی گیسٹ ہوسٹل میں مقیم ہیں اور وہی وہی ہے ذیل کے تقریری صورت میں جانکاری حاصل کی گئی ہے۔

سید عبدالرحمان ای  
S.P.S. 567H  
28/7/13

Attest  
[Signature]

*Alam*  
20

Name & No.	Edu:	D/O birth	D/O enlistment	Good entries	Punishment			Posting of period: Last 03 years	Remarks
					Major	Minor	Bad		
Insp: Zahid Alam	FSc	15.07.1987	28.02.2006				SHO Gulberg 01.04.10 to 27.11.10 Security 28.11.10 to 02.01.11 PS Town 03.01.11 to 06.04.11 Upper Course 07.04.11 Transfer to Elite 06.07.11 Received from Elite 10.05.12 SHO West Cantt: 11.05.12 to 13.09.12 OII Paharipura 14.09.12 to 02.11.12 OII West Cantt: 03.11.12 to 15.03.13 Security Unit 16.03.13 to 18.07.13 SHO H.Nagri 19.07.13 to 14.10.13 Police lines (Suspended) 14.10.13		

30

Handwritten notes on the left margin, including a circled '30' and some illegible scribbles.

POWER OF ATTORNEY

In the Court of KPK Sedition Tribunal Peshawar  
Zahid Alam Khan

} For  
} Plaintiff  
} Appellant  
} Petitioner  
} Complainant

VERSUS

P.P.O and others

} Defendant  
} Respondent  
} Accused

Appeal/Revision/Suit/Application/Petition/Case No. \_\_\_\_\_ of \_\_\_\_\_  
Fixed for \_\_\_\_\_

I/We, the undersigned, do hereby nominate and appoint

**IJAZ ANWAR ADVOCATE, SUPREME COURT OF PAKISTAN**

and Saad Amir my true and lawful attorney, for me in my same and on my behalf to appear at Peshawar to appear, plead, act and answer in the above Court or any Court to which the business is transferred in the above matter and is agreed to sign and file petitions. An appeal, statements, accounts, exhibits. Compromises or other documents whatsoever, in connection with the said matter or any matter arising there from and also to apply for and receive all documents or copies of documents, depositions etc, and to apply for and issue summons and other writs or subpoena and to apply for and get issued and arrest, attachment or other executions, warrants or order and to conduct any proceeding that may arise there out; and to apply for and receive payment of any or all sums or submit for the above matter to arbitration, and to employ any other Legal Practitioner authorizing him to exercise the power and authorizes hereby conferred on the Advocate wherever he may think fit to do so, any other lawyer may be appointed by my said counsel to conduct the case who shall have the same powers.

AND to all acts legally necessary to manage and conduct the said case in all respects, whether herein specified or not, as may be proper and expedient.

AND I/we hereby agree to ratify and confirm all lawful acts done on my/our behalf under or by virtue of this power or of the usual practice in such matter.

PROVIDED always, that I/we undertake at time of calling of the case by the Court/my authorized agent shall inform the Advocate and make him appear in Court, if the case may be dismissed in default, if it be proceeded ex-parte the said counsel shall not be held responsible for the same. All costs awarded in favour shall be the right of the counsel or his nominee, and if awarded against shall be payable by me/us

IN WITNESS whereof I/we have hereto signed at \_\_\_\_\_  
the \_\_\_\_\_ day to \_\_\_\_\_ the year \_\_\_\_\_  
Executant/Executants \_\_\_\_\_  
Accepted subject to the terms regarding fee \_\_\_\_\_

*Witnessed by  
B. Catpat  
Sami  
An*

*[Signature]*  
**Ijaz Anwar**

Advocate High Courts & Supreme Court of Pakistan

ADVOCATES, LEGAL ADVISORS, SERVICE & LABOUR LAW CONSULTANT  
FR-3 & 4, Fourth Floor, Bilour Plaza, Saddar Road, Peshawar Cantt  
Ph.091-5272154 Mobile-0333-9107225

4. That balance of convenience lies in favour of the applicant and an irreparable loss would accrue to him if the instant application was not accepted.

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

Appeal No. 609/2014

Zahid Alam ..... Applicant  
Versus  
Provincial Police Officer and others ..... Respondents

**APPLICATION FOR THE SUSPENSION OF  
OPERATION OF ORDER DATED 22/01/2014  
TILL THE FINAL DISPOSAL OF THE TITLED  
APPEAL.**

**RESPECTFULLY SHEWETH,**

1. That applicant has filed the titled appeal before this Honourable Tribunal in which today i.e. 19/5/2014 is the date fixed for the preliminary hearing.
2. That the facts and grounds mentioned in the titled appeal may be read as integral part of the instant application.
3. That applicant has got very good prima facie case and is sanguine of his success in the same.
4. That balance of convenience lies in favour of the applicant and an irreparable loss would accrue to him if the instant application was not accepted.

5. That any grounds will be raised at the time of arguments with prior permission of this Honourable Tribunal.

It is therefore, most humbly prayed that on acceptance of this application operation of the order dated 22/01/2014 may please be suspended till the final decision of the titled appeal.



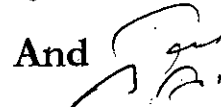
Applicant

Through



IJAZ ANWAR

And



SAJID AMEEN

Advocates, Peshawar.

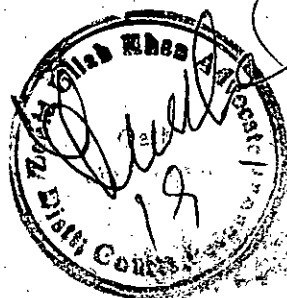
**AFFIDAVIT:-**

I, do hereby solemnly affirm and declare on oath that all the contents of instant application are true and correct and nothing has been concealed from this Honourable Tribunal.



DEPONENT

**ATTESTED**



**BEFORE THE KHYBER PAKHTUNKHWA**  
**SERVICE TRIBUNAL PESHAWAR**

In the matter of  
Appeal No. 609 / 2014

*Zahid Alam* Ex- Inspector/ SHO PS Hashtnagri Peshawar.

(Appellant)

VERSUS

Provincial Police Officer Khyber Pakhtunkhwa, Peshawar and  
others.

(Respondents)

**REPLICATION ON BEHALF OF THE APPELLANT**

Preliminary Objections:

1. Contents incorrect and misleading, the appeal is filed well within the prescribed period of limitation.
2. Contents incorrect and false, all parties necessary for the disposal of the instant appeal are arrayed in the instant appeal.
3. Contents incorrect and misleading, the appellant has come to the tribunal with clean hands.
4. Contents incorrect and misleading, the appellant has illegally been awarded the penalty of compulsory retirement from service, thus being an aggrieved civil servant he has got the necessary cause of action and Locus Standi to file the instant appeal.
5. Contents incorrect and false, no rule of estoppel is applicable in the instant case.
6. Contents incorrect and misleading, all necessary facts are brought before the Honourable Tribunal and nothing has been kept back or concealed.

23/6/14

**Facts of the Case:**

1. Contents need no reply, however contents of Para 1 of the appeal are correct.
2. Contents of Para 2 of the appeal are correct the reply submitted to the Para is incorrect, false and misleading.
3. Contents need no reply, however contents of Para 3 of the appeal are correct.
4. Contents of Para 4 of the appeal are correct the reply submitted to the Para is incorrect, false and misleading.
5. Contents of Para 5 of the appeal are correct the reply submitted to the Para is incorrect, false and misleading.
6. Contents need no reply, however contents of Para 6 of the appeal are correct.
7. Contents need no reply, however contents of Para 7 of the appeal are correct.
8. Contents of Para 8 of the appeal are correct the reply submitted to the Para is incorrect, false and misleading.

**Grounds of Appeal:**

The Grounds (A to O) of appeal taken in the memo of appeal are legal will be substantiated at the hearing of this appeal.

*It is, therefore, prayed that on acceptance of this replication the service appeal of the appellant be accepted as prayed for.*

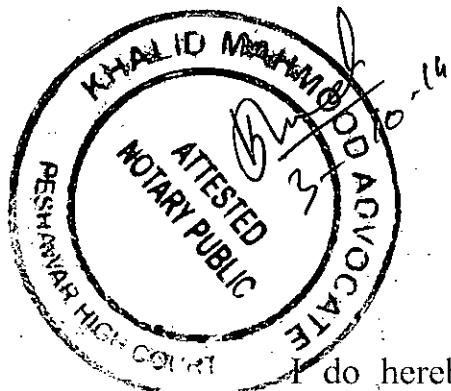
*[Signature]*  
Appellant

Through

*[Signature]*  
IJAZ ANWAR  
Advocate Peshawar

&

*[Signature]*  
SAJID AMIN  
Advocate, Peshawar.

**AFFIDAVIT**

I do hereby solemnly affirm and declare on oath that the contents of the above replication as well as appeal are true and correct to the best of my knowledge and belief and that nothing has been kept back or concealed from this Honourable Tribunal.

*[Signature]*  
Deponent

**BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA  
PESHAWAR**

Service Appeal No.609/2014.

Zahid Alam Khan Ex-Inspector/SHO PS Hashtnagri  
Peshawar.....Appellant.

**VERSUS.**

- 1- Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar.
- 2- Deputy Inspector General of Police, Khyber Pakhtunkhwa, Peshawar.
- 3- Capital City Police Officer, Peshawar.....Respondents.

**Reply for behalf of Respondents 1, 2 and 3.**

**PRELIMINARY OBJECTIONS.**

1. That the appeal is badly time barred.
2. That the appeal is bad for mis-joinder and non-joinder of necessary parties.
3. That the appellant has not come to this Honorable Tribunal with clean hands.
4. That the appellant has no cause of action and locus standi.
5. That the appellant is estopped by his own conduct to file the instant appeal.
6. That the appellant concealed the material facts from Honorable Tribunal.

**FACTS:-**

- 1- Para No. 1 subject to proof.
- 2- Para No. 2 is incorrect. During his posting as SHO Ps Hashtnagri, various complaints were received from the local residents about gambling activities within his jurisdiction. After conducting a secret probe, it was learnt that not only unabated gambling is carried out in limits of his domain but appellant was also found patronizing the gambling dens. This shows lack of interest on appellant's behalf, which bring bad name to the Police Department.
- 3- Para correct to the extent that, explanation was called from the appellant on the ground that a lot of complaints were received from the local residents within the jurisdiction of PS Hashtnagri about gambling activities. The explanation letter was duly replied by the appellant but was found unsatisfactory.



- 4- Para is incorrect. Proper procedure was adopted by the competent authority. Charge sheet and statement of allegations were issued to appellant after receiving a number of complaints from the local residents, regarding gambling activities which was duly replied. (copy annexed "A" and "B")
- 5- Para incorrect. In fact a proper departmental enquiry was conducted against the appellant. It was established that unabated gambling activities took place during the tenure of posting of appellant. The E.O concluded that gambling being a heinous crime cost a negative impression on Police department. The appellant was found guilty of patronizing gambling, hence he was rightly awarded major punishment of compulsory retirement from service as per laid down rules of Police Rule 1975. (Enquiry report annexed as "C").
- 6- Para No 6 is correct, hence needs no comments.
- 7- Para correct to the extent that the appellant submitted departmental appeal.
- 8- Para is incorrect. The punishment order was passed by the competent authority after thorough probe and conclusion of a proper departmental enquiry. The punishment order is legal and liable to be upheld.


**GROUND:-**


- A- Incorrect. Proper procedure was adopted by the competent authority. The appellant was proved guilty, hence the competent authority passed major punishment order of compulsory retirement from service vide order No 138-49 dated 22.01.2014. No injustice or violation of law has been committed.
- B- Incorrect. The allegations leveled against the replying respondents are false and baseless. In fact the appellant was issued charge sheet and statements of allegations vide No.19 E/PA, dated 10.02.2013. The appellant was also heard in person by the competent authority but his reply was found unsatisfactory, hence was awarded major punishment of compulsory retirement from service as per law and rules.
- C- Incorrect. The Capital City Police Officer (CCPO) being authorized by the Police Rule is a competent authority to initiate and finalize enquiry against any official of police department within his jurisdiction. The punishment order passed by the competent authority is in-accordance with rules.


- D- Incorrect. Para already explained above.
- E- Incorrect. Proper procedure was adopted as per law laid down in the police rules 1975.
- F- Incorrect. The appellant was heard personally but he failed to satisfy the competent authority.
- G- Incorrect. Numerous complaints were received from the local residents within the jurisdiction of PS Hashtnagri, about gambling activities. After conducting a secret probe, the appellant was found being patronizing the gambling dens, hence he was awarded major punishment of compulsory retirement from service.
- H- Incorrect. A proper enquiry was conducted by the competent authority. The charges leveled against appellant were stand proved. Hence he was awarded major punishment (compulsory retirement). Enquiry report is annexed as "D".
- I- Incorrect. Para already replied above.
- J- Para is for the appellant to prove.
- K- Incorrect. Charge sheet and statement of allegations were issued to appellant. He was also heard personally but appellant failed to satisfy the E.O.
- L- Incorrect. The punishment order (compulsory retirement) is in accordance with law/ rules.
- M- Incorrect. Para already replied in preceding Para's.
- N- The first part of Para pertains to appellant, hence needs no comments while rest of the Para is denied on the ground that punishment order is legal and in accordance with law.
- O- That the respondents seek permission of this Honorable Tribunal to raise additional grounds at the time of arguments.

**PRAYER.**

Keeping in view the above facts, it is therefore prayed that the subject appeal may kindly be dismissed.

  
**Provincial Police Officer,  
Khyber Pakhtunkhwa,  
Peshawar.**

  
**Deputy Inspector General  
Of Police, Khyber Pakhtunkhwa,  
Peshawar.**

  
**Capital City Police Officer,  
Peshawar.**

**BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA  
PESHAWAR**

Service Appeal No.609/2014.

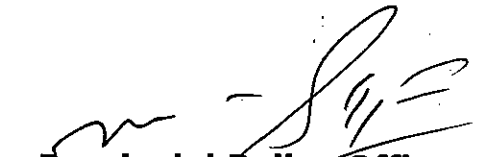
Zahid Alam Khan Ex-Inspector/SHO PS Hashtnagri  
Peshawar.....Appellant.

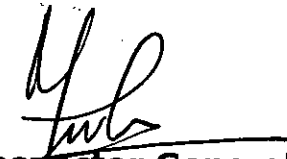
**VERSUS.**


- 1- Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar.
- 2- Deputy Inspector General of Police, Khyber Pakhtunkhwa, Peshawar.
- 3- Capital City Police Officer, Peshawar.....Respondents.

**AFFIDAVIT.**

We respondents 1 To 3 do hereby solemnly affirm and declare that the contents of the written reply are true and correct to the best of our knowledge and belief and nothing has concealed/kept secret from this Honorable Tribunal.

  
**Provincial Police Officer,  
Khyber Pakhtunkhwa,  
Peshawar.**

  
**Deputy Inspector General  
Of Police, Khyber Pakhtunkhwa,  
Peshawar.**

  
**Capital City Police Officer,  
Peshawar.**

(10)

**CHARGE SHEET**

1. Whereas I am satisfied that a Formal Enquiry as contemplated by Police Rules 1975 is necessary & expedient in the subject case against Inspector Zahid Alam EX SHO PS Hashtangri Peshawar.

2. And whereas, I am of the view that the allegations if established would call for major/minor penalty, as defined in Rule 3 of the aforesaid Rules.


Now therefore, as required by Rule 6 (1) (a) & (b) of the said Rules, I Ijaz Ahmad, Capital City Police Officer, Peshawar hereby charge you Inspector Zahid Alam EX SHO PS Hashtangri, Peshawar under Rule 5 (4) of the Police Rules 1975 on the basis of following allegations:-

Consequent upon your un-satisfactory written reply to the explanation issued to you Inspector Zahid Alam the then SHO PS Hashtangari in respect of numerous complaints received from the local residents about gambling activities in your area of jurisdiction. After conducting a secret probe, it was learnt that not only un-abated gambling is carried out in limits of your PS but you are also patronizing the gambling dens".

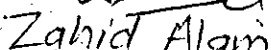
3. As by doing this you have committed gross misconduct.

4. I hereby direct you further under Rule 6 (1) (b) of the said Rules to put forth written defence within 7 days of the receipt of this Charge Sheet to the Enquiry Officer, as to why the action should not be taken against you and also stating at the same time whether you desire to be heard in person.

5. In case your reply is not received within the specific period to the Enquiry Officer, it shall be presumed that you have no defence to offer and ex-parte action will be taken against you.

  
CAPITAL CITY POLICE OFFICER,  
PESHAWAR

20-12-13

  
Zahid Alam  
Inspector Police Li

(11)

**DISCIPLINARY ACTION**

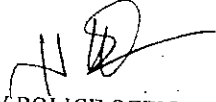
I Ijaz Ahmad , Capital City Police Officer, Peshawar as competent authority, am of the opinion that Inspector Zahid Alam EX SHO PS Hashtangri, Peshawar has rendered himself liable to be proceeded against, as he committed the following acts/omission within the meaning of section 03 of the Police Rules 1975.

**STATEMENT OF ALLEGATIONS**

Consequent upon his un-satisfactory written reply to the explanation issued to Inspector Zahid Alam the then SHO PS Hashtangari in respect of numerous complaints received from the local residents about gambling activities in his area of jurisdiction. After conducting a secret probe, it was learnt that not only un-abated gambling is carried out in limits of his P.S, but he is also patronizing the gambling dens".

For the purpose of scrutinizing the conduct of afore said police official in the said episode with reference to the above allegations Mr. ASP Cantt is appointed as Enquiry Officer under Rule 5 (4) of Police Rules 1975.

The Enquiry Officer shall in-accordance with the provision of the Police Rules (1975), provide reasonable opportunity of hearing to the accused Official and make recommendations as to punish or other action to be taken against the accused official.

  
CAPITAL CITY POLICE OFFICER,  
PESHAWAR.

No. 19 E/PA, dated Peshawar the 10/12 /2013.


Copy to the above is forwarded to the Enquiry Officer for initiating proceeding against the accused under the provision of Police Rules 1975

Reference to charge sheet and summary of allegations, the following is submitted:-

- 1) That I remained as S.H.O P.S Gujrat Hussain for a period less than 3 months.
- 2) That during my tenure I was actively involved in eradication of crime and terrorism in my Area of Responsibility.
- 3) That I had never been involved in neither financial nor moral corruption.
- 4) That no public complaint had ever been reported against me concerning the allegations/charges levelled against me.
- 5) That if such complaints or secret reports do exist, the same may kindly be perused/enquired properly for a free and fair enquiry.
- 6) That D.S.P Riazul Islam the circle officer has also issued a certificate concerning my performance and professionalism.

Keeping in view <sup>the</sup> above mentioned facts, it is very humbly requested that the enquiry may please be filed.

Thanks

  
Zahid Alam  
Inspector Police Li

CAPITAL CITY POLICE PESHAWAR.

TO CHIEF CAPITAL CITY POLICE OFFICER PESHAWAR.  
FROM ASP CANTT  
NO. 4607 /PA  
Dt. 31 /DECEMBER, 2013.  
SUBJECT DEPARTMENTAL INQUIRY AGAINST INSPECTOR ZAHID ALAM KAHN.

H.N.

MEMORANDUM.

Please refer to your office Inquiry No.19/PA, CCPO, dated 10/12/2013, on the subject noted above.

**Allegations.** That consequent upon his un-satisfactory written reply to the explanation issued to Inspector Zahid Alam the then SHO PS Hashtnagri in respect of numerous complainants received from the local residents about gambling activities in his area of jurisdiction. After conducting a secret probe, it was learnt that not only un-abated gambling is carried out in limits of his P.S, but is also patronizing the gambling dens'. Subsequently, W/CCPO marked his inquiry to the undersigned to scrutinize the conduct of the said Inspector.

**PROCEEDINGS.**

1. The under enquiry officer was heard in person and his written reply perused.
2. Secret enquiry conducted into the general repute of the officer with respect to the specific allegations cited above.
3. Comparison of raids/action taken against gamblers by the under enquiry officer and his successor as SHO Hashtnagri.

**FINDINGS:-**

Police Station Hashtnagri is marred by a plethora of social vices with gambling being the most prominent one existence of such social vices cast a negative impression on police impression.

After enquiry and the said proceedings, it has been established beyond an iota of doubt that un abated gambling activities took place during the tenure of the said officer. The fact was further strengthened by a sudden & successful crack down on gambling den none after the removal of Inspector Zahid Alam. This only re-affair the following two assumptions:-

- a. The said officer was inept & lacked interest.
- b. He was in collusion with the gamblers.

**RECOMMENDATION:-**

Based on the above findings, the undersigned is of the opinion that the said officer shall be awarded major punishment of dismissal from service or compulsory retirement.

ASSTT: SUPDY. OF POLICE,  
CANTT CIRCLE PESHAWAR.

0-12-13

Inspector Police Lt.



(3)

**FINAL SHOW CAUSE NOTICE.**

I Ijaz Ahmad CCPO Peshawar as Competent Authority under P.R 1975, do hereby serve you Inspector Zahid Alam, the then SHO PS Hashtnagri as follow:-

1. (i) The consequent upon the completion of inquiry conducted against you by Mr. Sohaib Ashraf, ASP Cantt: for which you were given opportunity of hearing.
- (ii) On going through the findings and recommendations of the inquiry officer, the material on record and other connected papers including your defense before the said officer.

I am satisfied that you have committed the following acts/omission:-

It has been established beyond an iota of doubt that unabated gambling activities took place during the tenure of the said officer. The fact was further strengthened by a sudden & successful crack down on gambling den after the removal of Inspector Zahid Alam. This only re-affair the following two assumptions:-

- a. The said officer was inept & lacked interest.
  - b. He was in collusion with the gamblers.
2. As a result there of I, as Competent Authority decided to impose upon you Major penalty including dismissal from service under the said Ruls.
  3. You are, therefore, require to Show Cause as to why the aforesaid penalty should not be imposed upon you.
  4. If no reply to this notice received within 7 days of its delivery, it shall be presumed that you have no defense to put in and in that case an ex-part action shall be taken against you.
  5. You are at liberty to be heard in person, if so wished.
  6. Copy of the findings of the inquiry officer is enclosed.

*y*  
**CAPITAL CITY POLICE OFFICER,  
PESHAWAR.**

No 63 /PA, dated Peshawar the 10/ 1 /2014

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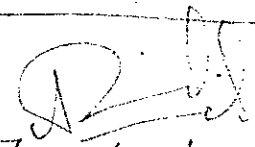
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*Inspector Po*

Reference to final Show Cause notice of (6) vision  
following is submitted:-

- ① That I remained as SHO's Gulbat Hussain for a period less than 03 months.
- ② That during my tenure I was actively involved in eradication of crime and terrorism in my area of responsibility.
- ③ That I had never been involved in neither financial nor moral corruption.
- ④ That no public Complaint had ever been reported against me concerning the allegations/charges levelled against.
- ⑤ That if such Complaint or Secret reports do exist, the same kindly be perused/enquired properly for a free and fair enquiry.
- ⑥ That Insp Riazul Islam the Circle Officer has also issued a Certificate concerning my performance and professionalism.

Keeping in view the above mentioned facts, it is very humbly requested that the Show Cause my please be filed.

Dated 17/01/14

  
Zahid Alam  
Inspector Police Circle

Inspector Alam

ORDER

This order will dispose off formal departmental enquiry against **Inspector Zahid Alam** the then SHO PS H/Nagri who was suspended and closed to Police Lines Peshawar vide order No. 1452-59/EC-II dated 14.10.2013 on the basis of the following allegations:-


Consequent upon his un-satisfactory written reply to the explanation issued to him w.r to numerous complaints about gambling activities in his area of jurisdiction. After conducting secret probe, it was learned that not only unabated gambling was carried out in the limit of PS H/Nagri but he was also patronizing the gambling dens.

Mr. Sohaib Ashraf, ASP/Cantt: was appointed as the E.O. who in his finding mentioned that it has been established beyond an iota of doubt that unabated gambling activities took place during the tenure of the said officer. The fact was further strengthened by a sudden & successful crack down on gambling den after the removal of Inspector (Zahid Alam). This only re-affirms the following two assumptions:-

- a. The said officer was inept & lacked interest.
- b. He was in collusion with the gamblers.

On receipt of the findings of the E.O., he was issued Final Show Cause Notice to which he replied. The same was perused and found unsatisfactory

He was also called in O.R. on 22/1/14 and heard him in person but he could not offer plausible explanation in his defence, he is awarded the major punishment of **compulsorily retirement from service** with immediate effect.

  
**CAPITAL CITY POLICE OFFICER,  
PESHAWAR.**

No. 138-49 /PA, dated Peshawar the 22/01/2014.

Copies for information and n/a to the:-

1. SSP (Ops) Peshawar w/r to his office letter No. 1275/PA dated 6.12.2013.
2. SSP/HQ/City & Security, Peshawar.
3. AS/EC-I/EC-II/PO/CC/I.C Computer Cell./FMC ensi: (27)
4. Official concerned.