## FORM OF ORDER SHEET

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	10/11/2023	The appeal of Mst. Shakeela Naz presented today
		by Mr. Kamran Khan Advocate. It is fixed for preliminary
,		hearing before Single Bench at peshawar on
		Parcha Peshai is given to the counsel for the appellant.
,		Tarona y obrar is given to the occansor for the appenant.
:		By the order of Chairman
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## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

APPEAL No 2321/2023

SHAKEELA NAZ

VS

HEALTH DETP:

INDEX

44147442						
s. No.	DOCUMENTS	ANNEXURE	PAGE			
1.	Memo of Appeal with Affidavit	**********	1-3			
2.	Order dated 17.10.2019	A	4			
3.	Judgment	В	5-9			
4.	Order dated 06.12.2022	С	10			
5.	Order sheet dated 03.07.2023	D	11			
6.	applications	E	12 - 13			
7.	letter dated 04.10.2023	F	14			
8.	Order dated 27.07.2023	G	151 18			
9.	VAKALATNAMA		1/-			

APPELLANT

THROUGH:

KAMRAN KHAN

ADVOCATE

### BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

SERVICE APPEAL NO.\_\_\_\_/2023

Mrs. Shakeela Naz, LHW, Bela Korona Qazi Khel Jadeed, District Charsadda.

#### **VERSUS**

1-The Director General Health Services, Khyber Pakhtunkhwa, Peshawar.

2- The District Health Officer, District Charsadda.

......RESPONDENTS

APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST THE IMPUGNED ORDER DATED 06.12.2022 WHEREBY BACK BENEFITS WAS REFUSED TO THE APPELLANT AND AGAINST THE APPELLATE ORDER DATED 27.07.2023 COMMUNICATED TO THE APPELLANT ON 11.10.2023 WHEREBY THE DEPARTMENTAL APPEAL OF THE APPELLANT WAS REGRETTED.

### PRAYER:

That on acceptance of this service appeal the impugned appellate order dated 27.07.2023 and order dated 06.12.2022 may kindly be modified/ rectified by granting/allowing back benefits to the appellant. Any other remedy which this august Tribunal deems fit that may also be granted in favor of the appellant.

### R/SHEWETH: ON FACTTS:

- 1-That the appellant is an employee of the respondents department and was performing her duty as LHW quite efficiently and whole heartedly and up to the entire satisfaction of his superiors.
- 3-That feeling aggrieved the appellant assailed the dismissal order through departmental appeal followed by service appeal No. 8826/2020 before this August service tribunal which was accepted vide judgment dated 13.10.2022 with the direction to

reinstate the appellant and conduct de-novo inquiry, the matter of back benefits was subjected to the outcome of inquiry. Copy of the judgment is attached as annexure

- 5-That appellant submitted an application on 11.07.2023 along with the order sheet mentioned above to decide the fate of back benefits and provision of the inquiry record if any but in vain. Copies of the applications are attached as annexure
- 7- That the appellant feeling aggrieved from the appellate order and having no other remedy but to file the instant service appeal on the following grounds amongst the others.

### GROUNDS:

- A-That the impugned order dated 06.12.2022 and appellate order appellate order dated 27.07.2023 whereby back benefits was refused to the appellant without any reasons and justification are against the law, facts, norms of natural justice and materials on the record, hence not tenable and liable to be set aside.
- B-That appellant has not been treated by the respondent department in accordance with law and rules on the subjected noted above and as such respondents violated the Article 4 and 25 of the Constitution of Islamic Republic of Pakistan.
- C-That no proper de-novo inquiry has been conducted in to the matter and the appellant had never been associated in it.

- D-That no chance of personal hearing and personal defense has been provided to the appellant before the issuance of the order dated 06.12.2022 whereby back benefits were refused to the appellant.
- E-That the appellant was not associated in the inquiry which is mandatory as per the direction of the judgment.
- F-That the impugned order to the extent of refusal of the back benefits is without any justification and the same part is also not a speaking order, thus violative of section 24-A of the General Clauses Act, 1897.
- G-That according to Article 38(e) of the constitution of the Islamic Republic of Pakistan, 1973 respondents are bound to reduce disparity in the income of individuals, including persons in various classes of service of Pakistan.
- H-That the appellant seeks permission to advance any other ground and proofs at the time of hearing.

It is therefore, most humbly prayed that the appeal of the appellant may be accepted as prayed for.

APPELLANT SHAKEELA NAZ

THROUGH:

KAWRAN KHAN

&

WALEED ADNAN ADVOCATES

### **AFFIDAVIT**

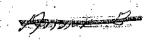
I do hereby solemnly affirm that the contents of this **Service Appeal** are true and correct to the best of my knowledge and belief and nothing have been concealed from this Honorable tribunal.

DEPONENT





### OFFICE OF THE DISTRICT HEALTH OFFICER



### OFFICE ORDER

You Ms. Shakeela LHW, MCH Charsadda were terminated from service on account of poor performance vide this office letter No. 3284-92/DHO Charsadda Dated 17/04/2019. You appealed for reinstatement and submitted an affidavit that you will be regular and punctual in duty.

You were reinstated vide this office order No. 5036-40/DHO Charsadda Dated 1/07/2019 in the high of PC LHW Program KP Peshawar vide letter No. 2707-10/DHS/IHP/2018-19 Dated 31/05/2019, where you were warned to be careful in future and in violation of your commitment on affidavit, you will be terminated/dismissed from service.

Now LHS Ms. Shazma Faridoon and Mr. Abuzar Rasan EPI Tech have reported that you are still absent from duty since your reinstatement i.e. 1/07/2019 without information/permission from the competent authority and you didn't submit your arrival-

Therefore in regarding your written statement on affidavit, you are hereby dismissed from service on account of poor performance

> 52 District Health Offices Charsadda

- Provincial Coordinator, LHW Program Khyber Pakhtunkhwa, Peshawar
- Director General Health Services Khyber Pakhrunkhwa
- Coordinator LHW Program , DHO office Charsadda
- DAO Charsadda
- Incharge MCH Charsadda
- 6. LHS MCH Charsadda...
- 7. Accounts section this office to stop his pay forthwith
- 8. Ms. Shakeela Naz LHW MCH Charsadda For information and compliance.

District Health Officer Charsadda

(3) -S

## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUTE PESHAWAR

Service Appeal No. 8826/2020

BEFORE:

SALAH UD DIN

MEMBER(J)

MIAN MUHAMMAD .

MEMBER(E)

### **VERSUS**

1. District Health Officer Charsadda.

### Present:

RIAZ AHMAD,

Advocate

For Appellant.

KABIRULLAH KHATTAK, Additional Advocate General

-- For respondents.

 Date of Institution.
 23.07.2020

 Date of Hearing.
 12.10.2022

 Date of Decision.
 13.10.2022

ATTESTED

### JUDGEMENT.

MIAN MUHAMMAD, MEMBER(E):- The instant service appeal has been instituted under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 with the prayer that "on acceptance of the instant service appeal the Honourable Tribunal would be pleased to set aside both the impugned orders and reinstate the appellant in her services with all back benefits."

O2. Brief facts, as per memorandum of appeal, are that the appellant was appointed as Lady Health Worker (LHW) in 2002 and later on her services were regularized alongwith others vide Notification dated 24.09.2014. The appellant was imposed the major penalty of dismissed from service vide impugned order dated 17.10.2019. Feeling aggrieved, the appellant preferred department appeal on 05.03.2020 which was rejected on 13.07.2020. Thereafter, the appellant filed the instant service appeal on 23.07.2020.

On admission of the service appeal in preliminary hearing on 18.09.2020, the respondents were put on notice to submit written defence through reply/para-wise comments. Reply/Parawise comments were submitted on 05.01.2021. We have heard learned counsel for the appellant as well as learned Additional Advocate General for the respondents and gone through the record with their assistance.

Dearned counsel for the appellant contended that the appellant was penalized vide impugned order dated 17.10.2019 on the allegation of absence from duty but all of a sudden it was converted in the allegation of poor performance. The charge of absence against the appellant had never been proved and no specific period of absence mentioned by the respondents. It was further argued that being a regular civil servant, the appellant has not been associated with the inquiry proceedings, if any, and she has been condemned unheard. The penalty was imposed on the

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7-

back of appellant because no proper inquiry was ever conducted with issuance of a charge sheet/statement of allegations to be served on the appellant. No Show Cause Notice had been served on the appellant before imposition of the penalty and no opportunity of personal hearing was afforded to the appellant. The major penalty of dismissal from service was imposed against the spirit and principles laid down in plethora of judgments rendered by the august Supreme Court of Pakistan. The golden principles of fair trial and due process have not been followed. He requested that the impugned orders may therefore, be set aside and the appellant may kindly be reinstated in service with all back benefits.

The state of

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hand, raised preliminary objection on maintainability of the service appeal on the ground that departmental appeal was filed by the appellant after one year of the impugned order and when departmental appeal is time barred then the subsequent service appeal shall also be considered as time barred. Moreso, no application has been submitted with the service appeal for condonation of the delay. He further contended that the appellant was not performing her duty being non-resident of the catchment area in utter violation of the guidelines contained in the programme policy. This fact has been established when her colleague submitted a report on 03.09.2019 intimating that the appellant was not performing the duty during Polio Vaccination

Campaign. It was further argued that the appellant had also been involved in dual job with Chip Training & Consulting (CTC) Pvt Ltd. Despite all these, the appellant had previously been reinstated in service on submission of an affidavit to the effect that she would be punctual in performing her duty in future. The appellant has also been issued explanations on various occasions as per record submitted by the respondent department but she did not even bother to submit reply to the explanations. The appeal being devoid of merits may be dismissed, he concluded.

Perusal of the record reveals that the services of appellant have been regularized as LHW (District Charsadda) with effect from 15.03.2002 under the Khyber Pakhtunkhwa Regulation of Lady Health Workers Programme and Employees (Regularization and Standardization) Act 2014, vide order dated 24.09.2014. It is evident as an allegation from the impugned order of respondent No. 1 dated 17.10.2019 that two colleagues of the appellant reported that she was absent from duty since her reinstatement i.e. 01.07.2019 without information/permission from the competent authority. But she was dismissed from service on account of "poor performance". It is also a matter of the record that explanations of the appellant on account of absence from duty, had been called on 13.08.2018, 30.01.2019 and 28.03.2019 whereafter the department was obligated to have initiated disciplinary proceedings against the appellant. We also enquired about the charge sheet to have been served on the

TESTED

appellant and proceedings of the enquiry as well as enquiry report to have been conducted against the appellant but no such documentary evidence was available with the respondent department to be produced in support of the impugned order.

- 07. As a sequel to the above, we have arrived at the conclusion that the appellant has not been treated in accordance with law, rules and norms of natural justice. She has been condemned unheard without providing opportunity of self defence. The Tribunal is constrained to interfere with the impugned orders. The appellant is reinstated in service and the case is remitted to the respondent department with the direction to conduct proper inquiry strictly in accordance with the relevant rules within 60 days of receipt of the copy of judgement. The matter of back benefits shall be subject to the outcome of enquiry. Parties are left to bear their own costs. File be consigned to record room.
- 08. Pronounced in open court at Peshawar and given under our hands and seal of the Tribunal this  $13^{th}$  day of October, 2022.

(MIAN MUHAMMAD) MEMBER (E)

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save of Presentation of Application 17-10-22 (SALAH UD DIN) Number of Words 2000 Copying Fee 23/

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# DISTRICT HEALTH OFFICER

### OFFICE ORDER

In pursuance of Khyber Pakhtunkhwa Service Tribunal decision in service appeal No. \$826/2020 Dated 13/10/2022, Mst. Shakeela Naz LHW is hereby reinstated with immediate

Furthermore, in the light of enquiry report she is not entitled to get back benefits:

District Health Officer. Charsadda

Copy to:

Dated Charsadda the 6/12/2022

1. Registrar Khyber Pakhtunkhwa Service Tribunal Peshawar

2. Secretary Health Govt of Khyber Pakhtunkhwa Peshawar

Director General Health Services Khyber Pakhumkhwa Peshawar Coordinator LHW Program Charsadda

DAO Charsadda

6. Accounts section this office

7. Shakeela Naz LHW For information and compliance.

> District Health Officer Charsadda

175/2023, Stakeela Nag is Grant 4D4

03,07,2023

Husband of the petitioner alongwith learned counsel for the petitioner present. Mr. Asif Masood Ali Shah, Deputy District Attorney for the respondents present.

- Petitioner through instant execution petition requested for implementation of this Tribunal judgment dated 13.10.2022 to the extent of grant of back benefits. Perusal of judgment dated 13.10.2022 reveals that petitioner was reinstated in service and case was remitted to the respondent department with direction to conduct proper inquity strictly in accordance with law within 60 days of receipt of the copy of judgment. The matter of back benefits shall be subject to the outcome of inquiry. Although petitioner had mentioned to instant petition that said inquiry is not conducted within 60 days in accordance with direction of this Tribunal but perusal of page 10 of instant petition reveals that it is office order bearing No. 10952-58/DHO dated 06.12.2022 vide which the petitioner was reinstated into service but back benefits was not granted to her in light of inquiry report. Perusal of page 13 of instant petition also reveals that it is an application for departmental appeal/application forsympathetic consideration for grant of back benefits to the respondent department by the petitioner who had given reference of order bearing No. 10952-58/DHO dated 06.12 2022 by mentioning therein that through this order she was deprived from back benefits. This departmental appeal was received by the respondent on 18.01.2023, which is not yet decided. This office order was issued as result of conclusion of inquiry conducted by the department.
- 3. In my humble view inquiry was conducted as result of which order dated 06.12.2022 was issued, so judgment of this Tribunal is complied with, and there is no need to proceed further with the instant execution petition, if petitioner is dissatisfied/aggrieved from finding of inquiry committee to the extent of not granting back benefits to her, she will have to avail other remedies provided under the law/rules, if so advised. Before parting with instant execution petition respondents are directed to decided departmental appeal/application for sympathetic consideration for grant of back benefits within 30 positively after receipt of this order just for the interest of justice.

 In view of the above, instant petition is disposed off. File be consigned to record room.

Announced 03.07.2023

Pestange

(Rashida Bano) Member (J)

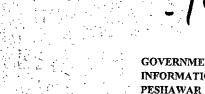
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GOVERNMENT OF KHYBER PAKHTUNKHWA INFORMATION COMMISSION DIVISIONAL OFFICE

Near BRT Abdara Station, Arbab Colony, Opposite Jabar Flats, University Road, Peshawar.

Email: Complaints.kprti@kp.gov.pk Phone Facilitation: 091-9216557

No: KPIC/ARP/1-10732/2023

Dated:

To

The District Health Officer/PiO Charsadda.

Subject: Memo:

### COMPLAINT AGAINST NON-SUPPLY OF INFORMATION (COMPLAINT NO: 10732)

I am directed to state that a citizen Miss. Shakeela Naz has filed an information request with your department for seeking some information, however the same was not provided to her within presribed time limit, therefore, she has filed a complaint before the KP Information Commission. (Copy enclosed).

It is to direct to provide the requisite Information to the complainant within Five working days of the receipt of this letter under intimation to KP Information Commission.

> Assistant Registrar, KP Information Commission, Divisional Office Peshawar.

Copy to:-

PS to Chief Information Commissioner, KP Information Commission, Peshawar.

Miss. Shakeela Naz (Complainant).

Assistant Registrar, KP Information Commission, Divisional Office Peshawar.



# OFFICE OF THE DISTRICT HEALTH OFFICER CHARSADDA

-15-"9"

No.740 -55 OHO

Dated Charsadda the 27, 7, 2023

Mrs. Shakeela Niz W o Saced Ullah LIW, Bela Korona Qazi Khel Jadzed

### Subject: APPLICATION FOR BACK BENEFITS

Reference to your application Dated 1/07/2023 and 17/07/2025 on the above cited subject, as per this office record and enquiry in the light of service appeal No. 8826/2020 Dated 13/10/2022.

- i You were appointed on 15.03/2002 as LHW on contract basis and later on regularized on 24/09/2014.
- ii. You were terminated on 17/04/2019 on account of poor performance and absent from notice daty.
- iii. You were reinstated on 1/07/2019 as per directives of Provincial Coordinates Khyber Pakhtunkhwa Peshawar
- iv. You were again dismissed terminated from service on 17/10-2019 on report of your LHS concered as you were absert from duty for 3 months.
- v. You again approached Provincial Coordinator Khyler Pakintonkhwa for reinstatement which was rejected by Provicial Coordinator.
- via As per act a civil servant can be reinstead ones but you availed this second the elas per electives of honorable Service Tribunal.
- vii. As per recommendation year were relastated in service without be A honefit, because of the
- viii. Whereas Enquiry report has been shared with the honorable Service Tribund.

DISTRICT HEALTH OFFICER
CHARSADDA

Date J Chaisadda the \_\_\_\_\_

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- . Registrar Khyber Pakhtunkawa Scrvice Tribunal Peshawar
- Secretary Health Govt of Khyber PakatunFhwa Peshawar
- 3. Director Ceneral Health Services Khyber Pakhtunkhwa Postawan For information.

DISTRICT HEALTH OFFICER CHARSADDA

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