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édin	Order or	Order or other proceedings with signature of Judge or Magistrate
/ Carri	proceedings	and that of parties where necessary.
<i>(</i>	proceedings	
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	,	Dunganet
	05.03.2019	Present
	·	Mr. Shazullah Khan Yousafzai,
		Advocate
	•	Por appellant
		Mian Amir Qadar,
	1	District Attorney For respondents
	•	Vide our detailed judgment of today, in Service Appeal No.
		383/2016 (Mst. Shameem Ara Vs. Chief Secretary Khyber
		Pakhtunkhwa and others), we allow the appeal in hand and set
		aside the impugned order of removal from service passed against
		the appellant on 11.12.2015. Resultantly, the appellant is reinstated
		into service. The respondents may, however, undertake
	1 .	departmental proceedings against the appellant but only in
	,	accordance with law and rules. The denovo proceedings, if taken,

Parties are left to bear their respective costs. File be consigned to the record room.

shall be concluded within a period of ninety days from the receipt

of copy of instant judgment. The issue of back benefits in favour

of appellant shall follow the result of denovo proceedings.

MEMBER

CHAIRMAN
Camp court, Swat.

ANNOUNCED 05.03.2019

04.09.2018

Neither appellant nor her counsel or any authorize agent present. Mr. Usman Ghani, District Attorney for respondents present. Case to come up for further proceedings/arguments on 05.11.2018 before D.B at camp court Swat.

Member

Chairman Camp Court Swat

05.11.2018

Due to retirement of the Hob'ble Chairman Service Tribunal is incomplete. Tour to Camp Court Swat has been cancelled. To come up for the same on 04.01.2019 at camp court Swat.

09.01.2019

Junior to counsel for the appellant present. Mr. Sher Azam, Assistant alongwith Mian Amir Qadir, District Attorney for respondents present. Junior to counsel for the appellant seeks adjournment on the ground that senior counsel for the appellant is not available today. Adjourned. Case to come up for arguments on 05.03.2019 before DB at camp court Swat.

(Ahmad Hassan) Member (M.Amin Khan Kundi) Member Camp Court Swat 04.1.2018

None present for the appellant. Addl. AG alongwith Sher Azam, Asstt. for the respondents present. To come up for arguments on 08.03.2018 before the D.B at camp court, Swat.

Member

Chairman Camp Court, Swat.

08.03.2018

Clerk of counsel for the appellant and Addl: AG for the respondents present. Counsel for the appellant is not in attendance. Seeks adjournment. To come up for arguments on 08.05.2018 before the D.B at camp court, Swat. Sher Azam, Asst also Present for the Respondence.

Member

Chairman Camp court, Swat

09.05.2018

The Tribunal is non-functional due to retirement of the Worthy Chairman. To come up for the same on 03.07.2018 before the D.B at camp court, Swat.

03.07.2018

Mr. Sher Ali Khan brother of the appellant present. Mr. Sher Azam Khan Assistant alongwith Mr. Usman Ghani learned District Attorney for the respondents present. Brother of the appellant seeks time on the ground that learned counsel for the appellant is not in attendance. Granted. To come up for arguments on 04.09.2018 before D.B at camp court Swat.

Member Member

Chairman Camp Court, Swat 09,03,2017

Counsel for the appellant and Mr. Abdul Ali Khan, Senior Clerk for respondents No. 1, 2, 4 to 6 alongwith Mian Amir Qadar, GP for the respondents present. Written reply on behalf of respondents 1, 2, 4 to 6 already submitted. Written reply on behalf of respondent No. 3 not submitted despite numerous opportunities including last opportunities which was further extended subject to payment of cost of Rs. 1000/and then further extended subject to payment of further cost of Rs. 2000/-. No further opportunity is extended to respondent No. 3. The appeal is assigned to D.B for rejoinder and final hearing for 08.08.2017 at camp court, Swat.

Charman Camp Court, Swat

08.08.2017

Clerk of counsel for the appellant and Mr. Muhammad Zubair, District Attorney alongwith Mr. Abdul Ali, Senior Clerk for respondents No. 1,2, 4 to 6 present. Clerk of counsel for the appellant seeks adjournment as his counsel is not in attendance due to strike of the bar. Adjourned. To come up for arguments on 8.11.2017 before the DB at camp court, Swat.

Member

Camp court, Swat

08.11.2017

Counsel for the appellant and Addl. AG alongwith Abdul Ali, Senior Clerk for the respondents present. The learned counsel for the appellant stated that similar case has been fixed for arguments on 04.01.2018. The instant appeal is also adjourned to 04.01.2018 before D.B for arguments at camp court, Swat.

Member

Chairman Camp court, Swat 06.10.2016

Agent of counsel for the appellant and Bashir Ahmad, Headmaster alongwith Mian Amir Qadar, GP for the respondents present. Written reply by respondent No. 3 (DEO Female Peshawar) not submitted despite last chance. Last chance is further extended subject to payment of cost of Rs. 1000/which shall be paid by respondent No. 3 from own pocket. To come up for written reply/comments and costs on 05.1.2017 at camp court, Swat.

Chairman Camp Court, Swat

05.01.2017

Counsel for the appellant and Mr. Abdul Ali, Senior Clerk alongwith Mian Amir Qadar, GP for the respondents present. Written reply by respondent No. 3 not submitted despite last opportunities which was further extended subject to payment of Rs. 1000/-. Requested for further adjournment. Last opportunity is further extended subject to payment of further cost of Rs. 2000/- which shall be borne by the respondent No. 3 from his own pockets. To come up for written reply/comments of respondent No. 3 and cost of Rs. 3000/- on 09.03.2017 before S.B. at camp court, Swat.

Chailthan Camp court Swat. 25.4.2016

Counsel for the appellant present. Learned counsel for appellant argued that the appellant was serving as PST when removed from service vide impugned order dated 11.12.2015 on the allegations of willful absence where-against she preferred departmental appeal which was rejected on 29.2.2016 and hence the instant service appeal on 10.3.2016.

That the appellant was neither subjected to any enquiry nor opportunity of hearing afforded to her and that she was punished on the basis of enquiry conducted against private respondent No. 6 and as such the impugned order is against placts and law.

Points urged need consideration. Admit. Subject to deposit of security and process fee within 10 days, notices be issued to the respondents for written reply/comments for 13.07.2016 before S.B at camp court Swat.

Chairman

13.7.2016

Junior counsel for the appellant present and Wakalatnama of Mr. Noor Muhammad Khattak, Advocate submitted. Mr. Bashir Ahmad, Headmaster alongwith Mian Amir Qadar, GP for the respondents. Written reply by respondents No. 1, 2 &4 to 6 submitted. Learned G.P requested for adjournment on behalf of respondent No. 3. Last opportunity granted. To come up for written reply/comments of respondent No. 3 on 06.10.2016 before S.B at camp court, Swat.

Charman Camp Court, Swat

Form- A FORM OF ORDER SHEET

Court oi		·
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Case No.		384/2016

	Case No	384/2016
S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	· 2	3
1	08.04.2016	The appeal of Mst. Bakhtamina resubmitted today by
		Mr. Rehmanullah Advocate may be entered in the Institution
		Register and put up to the Worthy Chairman for proper order
2	12-04-2016	This case is entrusted to S. Bench for preliminary
:		hearing to be put up thereon 25-04-20!6
		CHAIRMÀN
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The appeal of Mst. Bakhatmeena W/o Muhammad Iqbal r/o Village Standaro P/o Koper Tehsil Dargai Distt. Malakand received to-day i.e. on 10.03.2016 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- 1- Memorandum of appeal may be got signed by the appellant.
- 2- Addresses of respondent no. 2 and 5 are incomplete which may be completed according to the Khyber Pakhtunkhwa Service Tribunal rules 1974.
- 3- Annexures of the appeal may be attested.
- 4- Annexures of the appeal may be flagged.
- 5- Annexures of the appeal may be annexed serial wise as mentioned in the memo of appeal.
- 6- Copy of ex-Pakistan leave sanctioned order/leave permission order from 7.07.2015 mentioned in para-4 of the memo of appeal is not attached with the appeal which may be
- 7- Page no. 72 to 74 are illegible which may be replaced by legible/better one.
- 8- Eight more copies/sets of the appeal along with annexures i.e. complete in all respect may also be submitted with the appeal.

416_/S.T. 10/03/2016

> REGISTRAR SERVICE TRIBUNAL KHYBER PAKHTUNKHWA PESHAWAR.

Mr. Rehmanullah Adv. Pesh.

All the objection are removed and resubmited before Honouple Tribural.

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA, PESHAWAR.

Service Appeal No:-384 /2016

Mst: Bakhtmeena

Chief Secretary KPKRespondents

INDEX

S#	Description of the Documents	Annex	Pages
1.	Ground of Service Appeal	* .	1-6
2.	Affidavit	*	7
3.	Addresses of parties	*	8
4	Copy of appointment latter	"A"	9-11
5.	Copies of attendance register	"A1"	12-36
6.	Copy of leave permission latter	"B"	37-46
チ .	Copy of departmental appeal and order	"B1"	47-51
8.	Copy of show cause notice and reply of	"C"	
	show cause notice	,	52-57
9.	Copy of inquiry	"D"	58-674
10.	Copy of order	"E"	6-75
11.	Wakalat Nama		76

Dated: - 02/03/2016

Through:-

Appellant

Rehman Ullah Shehryar Khan

Muhammad Arif Advocates, High Court,

Peshawar.

EFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA, PESHAWAR.

Service Appeal No: 384 /2016

Mst: Bakhtmeena W/o Muhammad Iqbal R/o village standaro P/o koper Tehsil dargai district Malakand.

a.W.P.Provide

KHYBER

PESHAWAR

NO.

Chief Secretary KPK 1.

No twither apportunity Box suply

Secretary Education KPK civil secretary Pesheurs

- District education officer (Female) Peshawar
- 4. District education officer (Female) Malakand
- Deputy commissioner Malakand 5.
- 6. Mst: Rukhsana Rahim Sub-Divisional education officer (Female) Daragai Malakand.Respondents

SERVICE APPEAL U/S 4 OF PAKHTUNKHWA SERVICE TRIBUNAL 1974 AGAINST **IMPUGNED** ORDER SO(S/F)E&SED/4-17/2015 DATED 11/12/2015 VIDE WHICH MAJOR

WAS AWARDED TO I.E REMOVAL PENALTY SERVICE FROM AND DEPARTMENTAL

WAS ALSO APPEAL REJECTED

29/02/2016.

Re-submitted to-day end



Prayer in Appeal:

On acceptance of this service appeal, the respondent may be directed to reinstate the appellant from the dated of termination/ order No. SO(S/F)E&SED/4-17/2015 Peshawar dated 11/12/2015 with all back benefits

Respectfully Sheweth:

Facts giving rise to the present petition are as under: -

- 1. That the appellant was appointed as PST in BPS-12 at Govt Girl Primary School Kachi Koper Malakand in the year of 01/11/1994 and performed her duty to the best of her ability and commitment. (Copy of appointment latter attached as annexure "A").
- 2. That the appellant never absented, from her duty, throughout her career except with permission.(Copy of attendance register is attached as annex "A1")
- 3. That the allegations, which is levelled against the appellant is totally baseless, wrong, illegal and no such enquiry had been conducted against the appellant.

- 4 That During the said period, the applicant obtained ex-Pakistan leave permission, from 26/07/2015 (Copy of permission latter attached is annexure "B").
- 5. That the allegation regarding the Absence of the appellant is not correct, that there is no such report submitted by Head Mistress regarding the absence of the appellant and the appellant is very much performed her duty in G.G.P.S Kapoor and Received her salary.
- 6. That the appellant filed a complaint against one Rukhsana Rahim Sub-Divisional officer, Dargai Malakand and the enquiry was conducted against that complaint, the appellant provide sufficient evidence against Rukhsana Rahim but she was exonerated from the charges and the appellant was removed from her service without any proper enquiry.
- 7. That the appellant filed departmental appeal against order dated 11/12/2015 which was dismissed on 29/02/2016.(Copy of appeal and order attached as annex "B1")

That being aggrieved from the said impugned order and not considering the departmental appeal after the

(4)

laps of statutory period the applicant approach this Hon'ble tribunal on the following amongst other grounds.

Grounds:-

- A. That the impugned removal from service is illegal and unlawful and against the natural justice.
- B. That no such separate inquiry has been conducted and no opportunity has been given thus they condemned unheard which is violation of fundamental right, and against the Article 10-A of the constitution of Pakistan.
- C. That the appellant properly received/obtained leave without pay vide order dated 26/10/2010.
- D. That the appellant was terminated without any enquiry which is against the law and natural justice. (Copy of show cause notice and reply attached is annexure "C")

- E. That the appellant never absented, from her duty, throughout her career except with permission.
 - F. That the allegations, which is levelled against the appellant is totally baseless, wrong, illegal and no such enquiry had been conducted against the appellant.
 - G. That during the said period, the applicant properly obtained ex-Pakistan leave, from 10/09/2011 to 09/03/2012
 - H. That three different enquiries was conducted against respondent No. 5 one was conducted by Saeed Khan principal GCMHS bat Khela (Chairman) Abdul Haq principal GCH Badraga member, on dated 15/04/2014 and the 2nd enquiry was conducted by Afzal Latif Secretary education which is in the possession of Secretary education and third enquiry was conducted by Khalid Mehmood (Retired Captain) on dated 21st September. (Copy of enquiry attached are annex "D")

6

- I. That respondent No. 5 lodge a report/FIR against the Husband and brother of the appellant as which the Hon'ble court inquiry them from the charges. (Copy of order attached are annex "E")
- J. That any other ground will be taken at the time of personal hearing with your kind permission.

It is, therefore, humbly prayed that on acceptance of this appeal impugned orders dated 11/12/2015 removal from service, and order dated 29/02/2016 may kindly be set-aside/ cancel/ withdrawn and reinstate the appellant with all back benefits.

Dated: - 02/03/2016

Through:-

Bakhtmina Appellant

Rehman, Ullah

Shehryar Khan

Muhammad Arif

Munammad Arif

Advocates, High Court,

Peshawar.

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA, PESHAWAR.

Service Appeal No:/2016	
Mst: Bakhtmeena	Appellant
Vers	sus
Chief Secretary KPK	
RespResp	oondents ·

AFFIDAVIT

I, Mst: Bakhtmeena W/o Muhammad Iqbal R/o village standaro P/o koper Tehsil dargai district Malakand, do hereby solemnly affirm and declare on oath that the contents of the accompanying Service appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Court.

ldentified by:

Bakhtmina DEPONENT

CNIC: 15401-0678064-6

Advocate, Suprei

Court of Pakista

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA, PESHAWAR.

Service Appeal No:	
Mst: Bakhtm	neena Appellant
	Versus
Chief Secre	tary KPK Respondents ≻◆◆◆◆◆◆◆
AD	DRESSES OF PARTIES
PETITIONER	
	Mst: Bakhtmeena W/o Muhammad Iqbal R/o village standaro P/o koper Tehsil dargai district Malakand.
RESPONDENTS	
1.	Chief Secretary KPK
2.	Secretary Education KPK
3.	District education officer (Female) Peshawar
4.	District education officer (Female) Malakand
5.	Deputy commissioner
6.	Mst: Rukhsana Rahim Sub-Divisional education officer (Female) Daragai Malakand

Mun

OFFICE OF THE DISTT: DUU: OFFICER (F) FALMAY PHILARMS AT DATA

hereby appointed/adjusted in the BFS NO.7 i.e. 1480-01-2095 plus usual enumerated against each w.e.r. the date of taking over charge with

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43:- Anjuman Begum PTC Gers, Dad-Pheri adjusted at Gers, Kachi Koper -do-

(Next Page no. 5)

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Tuncio AND CONDITIONS

- 1:- The appointment is made purely temporary and is liable to termination at any time with our giving any reasons.
- 2:- She is required to produce health and age certificate from the medical Supdtt: Civil mospital concerned.
- 3:- She should not handever charge in case her age exceed 20 years or less than 10 years.
- 4:- In Case she wish to resign from service she should submit the month period notice to the reportment or frofit one month pay in tereof.
- 5. ner orienal testimonial should be checked before handing over charge
- 6:- Unurge report should be submitted in duplicate to all concerned,
 - 7:- In case she failed to resume duty within a stipulated period the order should be stand automitically cancelled and her name will be placed at the bottom of the merit list available on the record of this orlice.
- 8:- Terms and conditions are not applicable at S.No.24 to S.No.43 in lieu of their transfers.

(מוטיטם אבריט (אוא:כאון) (ב) אינים אסד האטיטער אוארין בינים וער נים אינים אינים אוא באינים אוא באינים אוארים און בינים און אינים אינים און אינים אינים און אינים אינים און אינים אינים און אינים אינים און אינים אינים

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2:- Director Primary Laucation AMEP, Pesnawar at Hayatabad.

3:- SurO(r) malákana at Batkhela.

4:- : Mr. Jehangir Khan MA F. F. 79 at Ashaki.

5:- Pr:Ghani Mohammad khan MPA P.F. 80 Malakand at Batkhela. 6- Ph to Pirector Frimary Education MWFF, Feshawar at mayatbad.

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39-01 Candidates concerned. d2:- Accountant local office.

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م المركام المركام المرابي المرين مريز برائده سرل ربر سن بابت ماه <u>ابریل</u> B.A.P.S.T جحو اعلى آمران الشوط يُوسِحُفُونَ اللهِ اللهِ Tik **₹5**₩ コル 36€ Jok Jek TIK 7-12 オ・ヒ 12.35 7.20 DB. Tic 12-35 7.30 7 B W ه 3 ح B.M B.M 7.30 100 7.30 12.35 110 12.35 7.30. 10.30 ZΒ 7.30 第12月 LK 12.35 ¥13 7,30 1.16 3 14* 7.30 ...15 Tik 2,25 7.30 **到16**像 T.K. 7:30 5-175 T.K 以3月 **数18数** 7.30 Tik 7.30 **%19** エルド : 20 € T.K. S 621E I.K I. C 7,30 22 30 *** 23** J. K 2.35 Z.B **24** J.10 25 JiK 7:30 **\$26** T.K 12 35 7.5~ **~27**次 J'K ₹28€ Tik جۇ: ر 10 12.35Z.B **29** Jik 12.30 7.30 *≨*30₹ #31# القريم المرابع وقال المسترابية حال ميزان Head Teacher

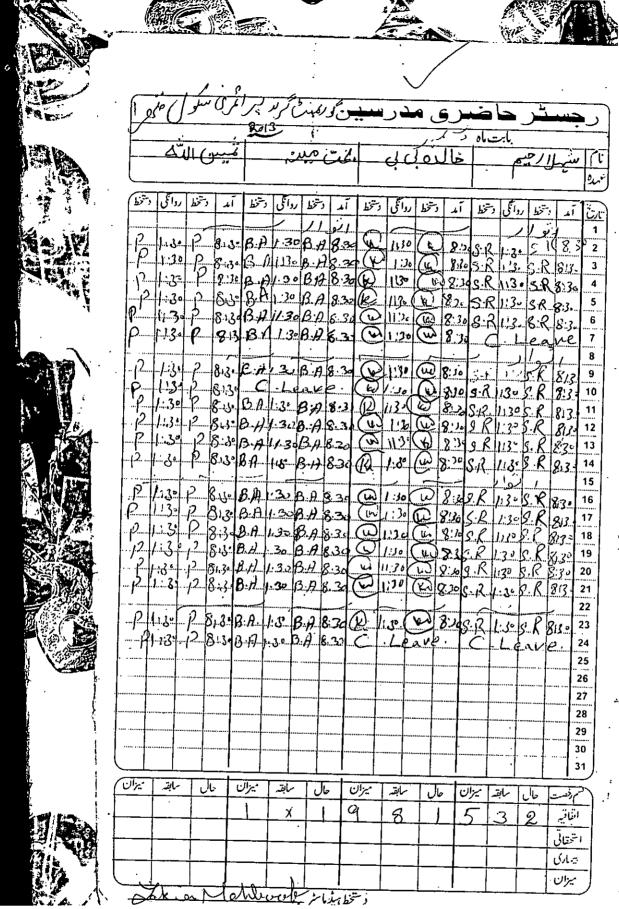
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the checked by Kennak postane الخن<u>ت میں</u> خاليه عهده وستخط وستخط رواسي وستخط وستخط آند رواسجي وستخط وستخط وستخط تاريخ 12 1:30 12 8:31 B.A 1:30 B.A 8:30 لينا 1 1339 830 S.K 1.3-5-1 2:3-12 11:30 12 813 B.H 133 B.A 834 8.7 3.11 W 130 1.348.R 813 12 /130 12 8.30 B. H 130 B. H 8.30 113-15 15 8.70 S R 1:30 <u>w</u> 1) 1/30 p 8/30 (A 1:30 B H 320 (W) 1:30 (W) 150 S R 8:30 F 18:3 8:3 S. R. 113. S. R P 113. P 813. B.A 113. B.A 113. B.A 113. 8:30 (13. S. R. R13. 21.3. P 813 B.A 1120 B.A 8.30 (W) 123 8:28 S.R لين) (u-C- 40000 8:34 10 (20 130 Leave. 8.34 84 S. R 8.3. BA 1.30 B.A 13. S.R 11 8.30 1,50 (New) 8:50 130 P R30 B.A 130 BA 123 5 R VIJ. 8:30 870 51 1 12 1:20 <u>سين</u> ک 830 P 8130 B A 1:30 BA 8:30 (130 1 30 l 351 13 8.3 1 2 -14 8:3º B.A 11:30 B.A 8:26 113/2 8395 R 11:30 Size B. P 1:39 B. P 8:39 13:5. R. 18.35 15 <u>('</u>', ' 1824 C & \odot 1,7" 1.30 16 (F) 17 13.15 R 13.1 8.3 B.A 1.30 B.H 8.34 8:74 5.R رنس) 1.70 P 113 P 1/2 00 870 S.R 1130 S.R. 813. 18 813 B.A 1.30 B.A B.36 <u> P</u> (W) 19 813 B. A 136 B. A 8.30 W 130 81 9 R 113 5 R -12 | 13° | P 8.3 - 8:30 5 R 11.50 S.R 20 121130 P 8130 B. A V.30 B. A 8:34 P. P. BIS B. A V.30 B. A 8:34 P. (ننا) 1:30 11:34 8:30 S.R. 1:30 S'R 21 8:33 (W 1.30 (W) 836 S. R 13.8. R 22 834 BA 830 P 1130 23 P 1:31 P 8:31 B.A 1:39 B.H 8 3 @ 1:12 @ 8:30 S. R 1:3 S. R. 24 8139 1:3:18 R 25 . ISR 1.30 P 8:3 B A 1:30B A 8.30 C - LUNYE P 1:30 P 8:30 B.A 1:30 B.H 8:30 (No. 1/30 CD 830 S R 1.305 R. 8134 13. B.R. 12 1430 P 8+30 B-A 130 B H 830 C 8-30 S R 120 00 8134 28 P12-10 P 813 B. A 1.30 B. A 5.30 (1.7) () 845 113 S. R. 1832 29 30 31 ميزان حال ميزان ميزان ميزان سالفيه مايقد حال سايقيه حال سالفه حال الفاقيه اشتمات يارك بيزان

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ور مجسٹر حاضری مدرسین 2014 نام (3(3.0))10 نبرر و تاريخ ا آمد ر وا تَقَ وستخط آيد رواتكي دستخط آيد وسنخط وستخط وستخط ر دا کی وستخط 1 لعطالح 2 700 5 R 11:39 الملا 11345 K 73 B.A 124 BA 7.30 12:49 (00) (de) 12.46 S.R 1.20.5.R 713 B-A 2145 BA 750 12.45 (60) 7:30 S.R 12,45 S.R 7/30 (w) B.A. 8. VB.A. 7.34 12:45 3 R 7:34 12,46 w 7:36 S.R (W) B. H 12.5 B. A 230 7 12:4 @ 7:30 S.R. 12455.R (w) B.A 1245 B.A 730 (k) 12:5 12:4 J.R. 7:30 S.R BA 12:11 B.A 7.30 9 720 En Lieavre 11:30 (20) B:A 1130 B:A 7.30 W 10 130 S.R. 1218 S.R 1274 _ (w) 713 3. P 12. B. A 7.30 11 7:20 S. R 1214 2. K 12 WY (W) C 1.5 (w) Leave Absent 1214 13 123 R 2:30 5 6 7.3 B.A 1245 B.A 736. 7:3.4 (\mathcal{M}) 2143 120 1245 (W) 14 770 S R 2:30 S.R 7:3 2 730 B. A 12.50 B. A 7.30 12:45 713 S.R 12:45 S. R. 723 7:30 B-A 1214 B.A W. 7/30 16 11:3° S.R 7:3 SR DI3. B.A 11.30B.A 730 Leane. 12 ms @ 7.30 S.R 12:25 S R 7:3. 17 P 7:3 B A 1245 B A 7.30 (W) 18 19 (m. 45) 7.3 B.A 12.40B.A 7.39 W 7.70 S.R 12:45 S.R. 713 1/- ρ_{-} 20 1/2:45 (4) P 7:3 B.A 12 + B.A 7:39 12:15 S.R 7:30 S.R 7.3 ki 1/-21 12145 S.R W 12146 Km 7.2 S.R 7:3 P 730 B.A. 125 B. A 7.39 22 12.45 S.K. 7:3 B A 1245 B.A 7:30 713. 7.30 SR 7/-W Coluiso 23 7:30 11:3 S R 12/- P 7.3 B.A 11.3 B.A 7.3 720 S.R 12/11/10 24 12:415.R 5. R 7/30 12 P 73. - Leave. 25 (w) with 7170 S. R. 121563 . R. 718= 26 P 7:30 B.A 12:5 B.A 7.30 مرلها 27 @ 12:m (Pr) 7:30 BR 245 S. R. 7130 12.47 B.A. 7.30 7.30 B.A 750 SR 124 SR 28 (W/nit ad 7:30 B.A 1245 B.A 7.30 1/-29 1245 B.A. 739 (W 1248) (E) 1:30 C-Leave ρ 73 BA 1/= (W) 1120 (W) 30 P 7:30 B A 11:30 B.A 7:30 1245 S.R. 734 7,70 S.R 31 . (Q 11)0 (D 1712 S. R 11:20 S.R. 17:30 P 7:3 B. A 1130 B. A 7:30 ميزان سابقه حال حال ميزان سالفيه حال ميزان سابقه حال ميزان سابقنه الفاتيه 9 9 5 3 2 انتحقاتيه بيارى Hoteste ميزان

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Joseph John Mola یٹر حاضری مدرسین 0303.00lo "NICinio ا بر صما رُوانگی ويتتخط وستخط روا کی وستخط روانگی آبد وتتخط دستخط آند وستخط آيد تاريخ 9.R 73 S.R (W 730 12/3 12134 7.30 מפינו 2 1/-7:30 S-R (W 12:345 : 8 7.13 7134 3.R SIR 713 11:30 (W) 2:30 7-13 123 S.R 13 S R 7:3 130 7:3: 1/-104 (6.2 8:00 3.6 5.8 8:09 7:3 1-00 60 S.R 13.05 R 12/-ليك 743: JR III S.R 8:00 8.00 1:00 743 3-100 ٤Ù 19 8:00 5.8 3:0 1,00 7:30 14 s.R 11-15-R 0ء 8 1:00 يلا 7-13 15 SR 11-19.R 3:00 (W) 8.00 1:00 7.13 16 11-13.R (w) 3.00 5 R **7**:2 17 8:4 S.R 1113/8/R (19) 11.34 713 SR 11-15R 18 7:3 19 800 5-R 11- S.R 20 W P 1.00 723: 8:00 S.RJ - S.R 100 7:3 8:00 S.R 1- S.R 8/-22 (m 1:00 7:30 8:00 S.R 1-S.R 8/-23 1 00 7:3 18:00 S.R 11:30 S.R 8/-24 11:30 7:30 25 بخا C- Lleave. ea 7:3 26 8:00 S.R 1- 8.R 1/-27 น BA (CL) 1:00 181-BA 8/-7:3. 7:3-18-A11-28 BA 5/-رعا 8005.R 1-15 R 1.00 7:3 BAI/-8/-29 W 8.00 S.R 1- SR 81-BA 30 8:00 S. R 1-S:R 730 ·γ. 31 1820 8 R 11:39 S.R حال ميزان ميزان ميزان سابقه حال ميزان سالقه حال سالقيه سابقيه حال أتفاقيه 5 V Y اسجقار Mesteg يارق ميزان

6-118.0.0. Ducmy سٹر حاضری مدرسین 20/4 0. C. O) is رواتكي وستخط آبد دستخط وستخط وستخط روا گی ويتخط رواتلي آيد وستخط آياد روانجي تاريح 1/2 8/3 B.A. 3 w 5 2 W_ 1 1.021.3.11 8.00 (1) 8,00 2 3 [1/-] (19) 1:00 B.A. 800 CV 1800 S.R.1/-S.R 5 7/2 8.17 1/= 8:00 17/-BA 100 B. A 800 () 11-15.8 8 W S.R 1/-8,00 8:00 3. R m3 S.R. 8:00 P/ 7/- B.F 11.30 B.A 8.00 \W/ 7/B.A 100 B. A B.00 (6) 1/- (6 S-R1/-SR -8:00 9 71-13.A 100 BA JEL) 5-R11-15-R 2004 10 8.02 1/80 8:00 7/B.A 1,00 B.A 8.00 (CV 12.19 S. R 1/L S. R 8100 11 1100 (60) 18:00 S.R 1/- S.R 8:00 B.A 1.00 B. A 800 (W. 1/00/20 12 7/-F IN BA duty. 13 1/-1 P-71-BA 8:09 6.00 on 机鸠 8:48.R 11-15.R 1.00 B.A (rg) 14 P 7/- B.A 8.69 (Vin 7/- B.A 1.00 B.A 800 15 1/30 kg 2 00 S R 16 71- B.A I-NB A 800 (E) 8:49. RTS R 100 17 8:04 1/00 P 71- B. A 1000 B. A 8.00 (4) 8:00 S. R. 11-C1 1/00 (EU 8:00 5 K 11-5 R 8100 71-BA (00 B. A 8.00 (W 19 W_ 8,00 S.R 1/- S.R 7-BA 100 B. A. 8.02 (W) 13:0 20 1/00 P7-BA130BA 800 @ 11/3 (K) B:00 S. R 1138 R 8:00 21 7/-BA 13. B.A 800 C. Leave. L. K. 1/-S.R 22 8:00 23 ABSEN لينا 800 SR 1/- 3 R 24 eave X.Z B.A 1.30 B. 2 8:00 a 1/00 12.00 S. RIV-S.R. 25 W ρ_{-} 71-BA 100 (W) 8:00 S.R 1/-S.R 26 1.00B.A 8.00 8500 1.00 B.A 800 1100 27 7/- B.A 12.00 ST.R 11-15 R 思か 3:00 S.R 1/-71-BA 130BA 800 W 11/30 S.R. 28 18100 (W) B.A 1/- BA &.00 29 (00) 00 3 R 1/- S. R BIF کشل) 8:00 30 31 ميزان سابقيه حال ميزان سابقه حال ميزان ميزان سابقه حال سالقه 9 10 اعاقيه Х 6 اسمقاقه DHO510P يتارق ميزان

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عست حاضری مدرسین 12015 5/000 مُرِس اللَّهِ الخاش علمزم خالره بی بی ر آخط د تخط نا مَنْ مندل إ نارة مودا وستخط روانتكي وسنخط وستحفط ويتغفط روانگی وستخط آيد وتنتخط آيد تارخ -1 Ÿ P 0 P PVBEFF 333 25 E 35 E 4/00 4/00 8/30 S.R B.A 4.02 B.A 8.30 M 4/- S.R 9 8/_ 4/00 P B.A. 4.01 B.A. 10 8/20 S.R 8.30 14/- B.R 8/-8/30 S.R P 1/00 B.A. Hew B.A. (10) 11 8:30 K 4/-8/-P رين) 8/30 S. R. 13 S. R B.A BrBA 12 8:30 18:1 8/30 P 8/34 S R 130 S.R. 13 B.A. 130 B.A 8:30 8/30 1/32 11701 16 14 B.17 1130 B.A. w 8/20 C.R 1/30 S R 8.30 B.A 133 B.H 83 1/3 8/AC. R 31/5 S R 5 15 W. 830 S. R 16 BH 1130 BH 830 11/30 8 30 1/36 17 18 (6) 32 9 R 1:30 S R 19 1120 B. A. 1.39 B. H. 83 July - 3. 20 B A 1 30 B H 8.30 (83 21 8.30 14 8/20 S.R 133 NA CWHANGS RINGS RE 22 8/26 S. R. 11:3. S. R. 813 BA 1.30 BA 83 1/30 23 ω W SR B.A 1.30 B.A 8/30 p لمينا 1/30 1:30 24 8.30 S R 230 25 _)2 p 1/301 8/20 S.R 1:30 S.R B.A 130 B.A 830 26 P 12 8/30 S. R 27 12 <u>w</u> 1/30 B.17_ 130 B.A 8.34 1/30 28 B.D. 1.30 B.A. 830 8178 S. R 1130 S. R W 8:3 W p (k) 29 21:18 R ρ B.A 130 B.H 8.3 1130 5 1/30 ιŔ 83 (b) 11 32 (b) \$1.39 R (b) 170 (b) \$2.8 R 1:3.9 R B.A 1-30 B.A 8.30 11 30 30 813 B.A 1170 B.A 8.30 31 ميزان سابقه ميزان حال سايقيه حال ميزان حال ميزان سالقه حال Atestea اتفاقيه التحقاقيه MEAD MISTRESS G.G.P.S Ma بياري ميزان

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بابت ماه فروری 2015 وسٹر حاضری مدرسین الحت مسزيه *ڪازره يي پي* نا د<u>ئر</u> 2.11 آ بد وستخط روانگی وستخط آيد وتتخط روا گلی روا گلی آيد استجرا آيد تارتځ 11 3/1/1 = 3/1 3 16 G/// (S) 133 W SP 2 <u>C</u>. (m 1130 S R 8139 B.A 8 10 B. A 8:31 (W S.R 83 (YiL 3 1/30 15) 8/30 S. R 1130 1.35 BA 834 P 1/3 4 5, P B.A 6 11139 B.A. 8.3 ..(14) (The 8128 S.R 11:35 R לכנו 813 1-30 B. A 130 2/10 5.R 6.30 S.R W (pr) 8:30 £14 1/10 E 11/4 1/4 EIIM H = (W 9 1.30 B.A 8:30 (Le 3/70 2.1 1:30 S.R 8:3 1/30 1/201 8/30 130 R.A 8.30 انار SR 10 1136 (W) (V) 73 BA -R 1/3. 1.30 B.H 8.30 (4) 11 3/3 S B A 1:3 B.A 8.30 ([0] SiR 1130 1/3. 813 12 1 4/2 935 11:3 B.A 8130 (12) (m) 8/20 S R 11.35 R 13 11:30 8:30 /30 8/30 S.R 14 130 B.A. (K) S R 1/30 8.34 (K) SR 5/10 - 5/11 E 71 至油 15 (W) S.R (ke) 8/20 B.A 1.30 B.A 8.30 130 1/30 S. R 8:3= 16 8/30 130 BA 83 (<u>v</u>) 130 S.R 17 16 1/39 S. R 0 8.3 SR 18 B.A 1:30 B.A 8.30 (W) 1130 8/20 W 1.30 S.R 8130 (V) (Vi) S.R B.A.BOB.A 170 SR 19 2/10 8.30 8130 1:30 8:3. (yi B.A 1.30 B. A 8.30 S.R 11:318 R 20 1 36 () 880 -W 8/2 (.v SR 1.30 B. A 8.3 21 3/10 100 22 B.A 130B.A 83 1 30 830 (m) ليور S.R 1:305.R 23 813 (W) B A 1.30 B. A 8.30 3BE S. R 1130 S. R 813 (W) 1/34 24 1130 S-R 83 BiA 133 B.A Kerne 25 830 S-R 130 B.A (V) 130 26 8.30 100 8/30 D. 1/30 (W) 1.30 B A Ø3a 870 S.R 1130 S.R 27 (W 1 30 9 1.3. B.H 8.30 28 (w) 81. S.R 180 S. R. 813. 29 30 31 ميزان ميزان سابقيه حال حال سابقيه ميزان حال ميزان سابقيه سابقه حال 1 الفاقيه 1 A Hastas استقاله HEAD MISTRESS G G P S Mann يَارِي eshalva ميزان

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ابت ماه طارح کا محان رجستر حاضری مدرسین Wy (jile C/C/W/5 ير ما رقع ولا روانگی وستخط آيد وستخط وستخط وستخط آند روانگی وستخط تاریخ روائلی آر روا گن روا گن وستخط آيد 5 ---居 岩 15. 3 烹 8= 5 B-7 1.34 B.A 8/30 (M) 8/20 SR 2 83 1/20 (W) SR 1.3 1.30 B. A (ion 120 W. 830 1136 8/3 1:3: 1-30 13.14 1/30 S.R 1:3. 813 \$76 180 S. R 1.30 B.A 162 8.30 1130 5 813. 11.20 (\mathcal{C}) S.R 11-30 B.A 8.30 8-30 (405) 813 131 1131 C, CRE ۵) S 813 雪 \equiv 됼 3 11.70 8/2 8.30 (15-1.30 B.A SIR 8130 ! 3. s.R Q 130 By ٥ز ١٤ 5.5 83 10 1:34 S. R 134 ρ 8/30 B.A 130 B.A SR (E) V۸ 11 8.30 1/30 8:3 S R 1:3-S R 130 B.H 8/3 830 12 P (D) 8:30 113 11:3 8 R 8/30 1.30 BA 830 13 83 SR 8.30 1/3, 180BA (V 2/20 1:30 813 14 3 3 ٠٠٠ ----15 -1/00 \$3: S. R 13. S.R BA (K) 16 1.00 B.A 8.30 83 ٧, 1100 Q 30 \v-17 8,30 S. R 8:80 ρ 1/00 113. S.R \$00 1.00 B.A Ϋ́ (E) 18 8,00 W 1-10 B.P 100 50/P .R 1/00 S.R K 19 8100 80.12 (14) 200 3 NO BA WU -R41:00 S.R 8100 20 Lub 8. (8) STATE OF THE PARTY $\langle v \rangle$ 21 oη W. Marca 22 200 a 23 dut Cule (w) SIR $\frac{\rho}{\rho}$ 00 (OL 1/200 24 800 8/-W \$00 2 R 18.30 km 25 1.00 B. F S.R (D) En 800 1.00 B.A 1100 26 802 þ أيد B.A 1-10 B.A 11 60 S.R S.R 27 (ra goz 11/--P S.R (V) (B) S.R. 28 200 1)0 4 29 P 1109 800 S. R (ω) 18.18 30 1/100 1810 S.R 13.A 0 31 ميزان سابقيه ميزان حال سابقه حال ميزان سالقه حال ميزان سابقه حال 1 2, 1 الفاقيه 1 P Hester التحقاقية EAD MISTRESS G.G.P.S Mathra ياري eshawar. ميزان

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سرٹر حاضری مدرسین می بات ماہ ایریل کامی 3.00 Ub نا ون ورتي نا رئ نعال وستخط وستخط وسنتخط آيد دينخط تاريخ 2 3 5 6 蓝 臺 滥 7<u>--</u> B.A 12:30 B.A 100 S.R 12:70 (Vu S 123. 713 d 1230 B.A B.A (لايغ S.R 7:30 No 7.30 S.K 713 123. BA 17.54B.A 7.39 12/30 10 7:50 SIR 1213 S.R 7:3 7.70 S.R 11 12/29 (يتا 12:348 713 123 2 إيلاا = = 12 DI-13.A 12/4 SIR 13 7/30 12:30/3/19 (ka 12:315 R 7.30 713 12-24 734 (2) w 14 1230B A 7/30 SIR 1230 5 7:3 71-1BA 15 12:30 B:A 12/20 7/20 S.R 7.39 1215 S. B 7:3 BA 7/-(W 14) 1230 B.A 7.30 5 R 16 121 J.R 713 7/90 470 W 71- B.A (نعا) 11.00B.A 1/30 S.R 11:50 ە3.7 17 7/3 هک 12/30B A (VJ 12/35 S. R 123 S.R 18 7/30 7130 19 لط 7|730 S.R 123 S.R C-Leave 12/2 20 7:3 12/39 1230 B.A 7/30 S.R 12:31 BA (v~ W 21 73 S.R 7:54 2/30 1230 B.A 7/30 9.R 730 12:30 22 BA S.R 7130 1/30 B.A 1.30 B.A 230 (J) 23 $\overline{\mathbb{Q}}$ (y)1238 R 7.20 11.3 B.A B.H 730 7(30 24 9-K 1113 713. S R 12.3 1/30 25 h:3-26 1426 125 B. H E. A 7.3 27 7/29 5.R 123 8 R 17/3 2/30 7/52 B.A 1230B.A CI 28 S.R 12/3 8.R. 713 1/30 S.R 12.80 B.A 7:39 7/- 18.7 (10) ω_{λ_0} 29 12-30 S.R 23 BA 1.8 C B.A COAVE 30 31 ميزان حال سالقه ميزان حال حال سايقيه ميزان سابته ميزان سابقه حال 2 2 الفاقيه Attested اشتقاق des Mathra يارق ميزان

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ئر حاضری مدرسین 00.00 b جُوكر فبده وكشخط وستخط وستخط وستخط وستحفظ روائكي آند آيد روا گئی وستخط روائكي آيد تاريخ 1230 B B 734 7/70 3 R 1213 S.R (m) 2 7:39 直引 3.1 12. B VI 12/2 (VV) IW_ 7/20 S. R 12:3. S.R 730 7.3 (K) 12.30 G.A 5 BA W 7:30 7/20 J.R 2 R 123. 2130 12/70 CW 12.30 B.A 7.30 S. R 12:30 6 3.R73 \bar{c} 1/20 luku 7.34 12.3 B.A 213 S. R. 713 B.A (w) 12/30 1/30 S.R 11/30 B.A (2) (w) S. R 11/3 8 7/20 739 11 30 S. R 7:3 123 BA (B) 1/23 (<u>~</u> 9 <u>S.R</u> 7:30 7/30 123 S · R 7:3. 33 急 10 SR 1231 BA lve 12130 S.R سفل 7/30 11 7.30 1:13 P 7.3 جيا) المال SK 1234 B.A 7:3 12 P 11:4 1213. 7.30 B.H رلس 1779 12.3. B.A 7 | 70 S.R. 1213 S.R. 13 (W) P. 750 (w 12139 B.A. 1236 B.A 1/36 S. R-12-3-14 1.50 P. 11/30 W 13.9 7.30 113. S.R. 15 2 3330 B.A 7/30 S.R V 73. 7/30 S.R 三臺 (W) 12-398.2 12.2013 1 (ii) 16 0 (2)24 7.30 17 (Jew 7120 SI R 12:38 R 12.34 B.A W 12/30 234 18 P 7:3 للكر 1224 B . A ناذكنا (1 m) 19 BA 7.3 7/20 SR 1213 S. R 7:3 0 0 20 1230 B.A 7.30 12/30 70 S. R 123 S R 7:30 8 21 لالكدبي ند نالآ *કુ*જોરે BA VISBA low 11/30 1 30 22 7.30 (16) 1730 S. R. 713 ρ (2) 12:30 B.A Ev (W) 23 12/39 7/30 -<u>C</u>&N 皇皇 24 S.R. 1213-8-R 7,3 12-30B.A 12/3 4 25 BA we 7/70 7.34 P 12:30 BA 26 1270 S.R. 17:3 P s.R P 12/21 S.R 27 12/39 12:30 B. A 7.30 7/30 P 20 /2 S 2.3° BA S.R 128 S.R 28 7.30 430 29 30 31 ميزان سابقه حال ميزان سايقيه حال ميزان حال ميزان سابقه سالقه حال 3 3 الفاقية 0 attes teo التحقاقيه بتاری ميزان

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ٹر حاضری مد نام 0.0.016 نا مئ مىلى " ن روح والم نببتره 'مایش فعلم وستخط وستخط وستخط وستخط وستخط وستخط وستخط رواتكي روا نگی آبد روا گل آيد روانگی آيد تاریخً P B.A S.R نفا 123 B A 2:3 7/39 12:31 S.R 7:30 700 SI.R 12:30 S.R 12:20 3 . 9 (م) (ما W 7.30 7/3 12/39 S. R1211 S.R 7:30 7.59 123 B.H 12/30 بدمنا 7/30 S.R (kr 11.3 B A 739 11/30 11:34 SiR 7:3 12/35 7.34 7/39 100 BA 12:3 7:3 <u>"</u> B.A 1230 B.A 7.130 12:3 S. R 143 23 7:3 S.R 7/00 S.R 12:3" S.R 12/30 123 B.A 7:3 700 BA 1230BA 12/10 7/345 R 1230.S.R 7:34 .17:34 W 7.36 7/30 S. R. 12130 B. R 123 B.A 112/30 16 7.34 Ø 11 B.A 11.30 B.A 7.30 7130 S. R. 1113 S.R 11/3 = 713. (w 7/10 8 R 123,8 R 12 12/30 7:30 13 B.A-14 1/30 S.R B.A. 123 B.A 7130 17 1213 S.R 7:3 $|\gamma\rangle_{c}$ 15 一个学 1230 B.H S.R 121 9.R 739 7130 7:3 1/2/ 16 7/20 B.A 1230 B.A S. R 1213 - S. R 73 2.30 12/29 7130 S. R 12134 S.R 17 B.A 1230B.A 2:39 (ver) (in) 1/30 1130 S. R 113 S. R 18 B.A 11.3 B.A **₩** 73 b 7120 S. R. 120-19 (v^ 12/29 12.30 723 a 20 7/20 S.R 123 S.R 21 W W 7.39 22 12/28 R BA123BA73. (W) 7/39 S.R \mathbf{v} 12/19 S. R 13 23 W 7/29S-R 123 PBA 1234BA 12/3-739 24 (W) 1/20 25 رارتاعة 26 27 7/20 S. R 12k S. R 73 28 (W/12/2d B.H. 120 B.A (5)7.30 12/3. S. R713 12/30 7/20 S.R 29 P BA 1230B A 730 CD W 30 PBA72BA 7:39.00 S. R 7:3 730 S. R. 1212. ppo 31 ميزان حال ميزان ميزان حال ميزان سابقيه حال سابقه سابقه حال سالقه 3 الفاقيه \times メ \$ Hesteg التحقاقيه HEAT MISTRESS تياري Pesnawar. ميزان

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رجسٹر حاضری مدرسین بابت ماه اكتوبركام 34 خانره ليلي 1500 acc ئا نىڭ وستخط روا گي وستخط وستخط روائي وستخط آيد وستخط آيد وستخط وستخط تاريخ آيد 8.30 W B.D. 1.00 B.A 3/20 P 100 (1) B-A 113 B.H 8.34 11/39 8/00 B.A. Jan B.A 780 B. H 1.00 B. 14 8.00 1/00 800 B. A 1.00 B. A 800 (W) dec 1100 Nou BAINBA 8/04 8.00 $\dot{\varrho}$ B.A. VINB A (60) \$.co 1700 800 B.A. 113 B.A (KV) (Ku טט ج 8/00 11/30 P (100 B.H 2.00 W) 10 8km BA LOBA BER (EL P 1-00 12 100 13 p B.A Ino BA D 8/00 8.00 BA MABA Cost 800 14 15 B.77 11.30 B.A 8.00 8/00 16 6 P 11/24 لِيَّا BAIND B. A Q.S. 17 \$ 50 ρ 18 8/00 BA 1.00 B.A 8.00 19 136 20 BA 100 BA dov ρ Pali 1/30 BA WEBA 1/3 21 g.ov 8 60 P. 22 B.A 1.00 B.A 8.00 130 2 23 24 25 BA FOR BA 8.0 ٥٤١١ 26 ρ 27 P BA VOBA 8/00 Sal 1/36 BA 100 B H 8.00 S 130 28 8/00 ρ 100 29 200 į. 1.00 B.A W 1/20 30 2 2.00 1. N B. A 8. CM ميزان ميزان ميزان سابقه حال سابقه حال ميزان سالقه حال ساابقيه حال اتفاقيه X _X. استنافيه attested بياري ميزان

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حاضری مدرسی <u>ت ماه کومر کاه ۵</u> نام ·2. . P. آر آند تاريخ روا گی دستخط روا گی وستخط وستخط ĘĘ. 8/00 2 B. of W 0/00 100 8.02 800 ρ (462 1100 800 4 K) ρ 5 1/00 8/00 PPP 1/30 1134B.A 8kg 8/00 -170 Limber Line 9 1 10 (4/ 8/ac 1.00 (W) P 11 8/00 ىل, 12 860 8.00 la 13 8/00 8.218 8/00 14 8.0 1/00 15 8/00 (6) 16 800 J/c_e 1.320 18/00 17 130 B.A EN ρ gin 100 100 18 130 BB \$ (C) 200 130 B.H 19 WW. 2/00 1. 1/00 20 2/00 11/36 ρ 8.02 (16) 1130 21 8/00 22 23 1:30 B.H (B) P (L-8/00 8.00 1 30 (K) (K) 24 8/00 1:39 P 25 8.00 130 B.A 3/00 1/30 1/30 8/00 30 B.A 26 "/33 27 8/00 Lenie #30 B.A 28 8/20 29 == 30 8-CO(R) 1/3. 8/40 P 31 حال ميزان ميزان سابقه شابقه سابقه حال ميزان ميزان حال حال سائقه الفاتي التحقاقيه A the stee يهاري ميزان

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OFFICE OF THE,
DISTRICT COORDINATION OFFICER,
MALAKAND.
Dated 4 /04/2009.

ORDER.

No.______/. In exercise of the power conferred vide Clause-a (2) and "J" of Para 6 of the District Govt: Rules of Business, 2001 sanction for 90 days Ex-Pakistan Leave with full pay w.e.f 16/01/2009 to 15/04/2009, (both days inclusive) in r/o Mst: Bakht Mina, PST, GGPS Koper, is hereby granted.

--Sd--District Coordination Officer, Malakand.

No. 2065-66

Copy forwarded to

1. The EDO (E&SE), Malakand with reference to his memo: No. 4402/Leave/PST(F) Estb: dated 28/03/2009. The service book in r/o the above named teacher is returned herewith in original.

2. The Agency Accounts Officer, Malakand for information.

Assistant Coordination Officer,

Malakand.

Hested

SANCTION.

In exercise of the powers conferred vide Rules-6 Sub Rules(1)(b) of the District Government rules of business 2001, as smended vide Government of Khyber Pakhtun khwa local Government Elections and Rural Development department Nobification No. 8.0. (LG-1) 3-196/EM/ 2005 deted 67. 10. 2005.

Senction is hereby accorded to the grant of extra Ordinary leave without pay for the period from 01. 01. 2010 to 31.12. 2011, (730 days) in respect of Mat. Bakht Mins P.S.T.Gevt: Girls Primary School Koper, Malakand Agency as due and admissible to her under the revised leave rules 1981.

Note:- Necessary entry to this offect should be xx made in he service book and leave account accordingly.

The official concerned is likely to resume her duties the same station and post from which she proceeded on l

(MUSHTAQ AMAD)
EXECUTIVE DIST: OFFICER (E2SE)
MALAKAND AT BATKHELA.

Endst:Ne		168	0-8	3/ /FW 0	3.	Leave/PST(I	r) .De	ated	26	15	7 /2010 c
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1. The Reputy Pistt: Officer (Fenale) Dargai w/r to her office memo No.635 dated 26. 07.2010. The service book in original is enclosed herewith for your office record.

2. The Agency Accounts officer Malakana

EXECUTIVE DISTT: OFFICER (ESSE)
MALAKAND AT BATKHELA.

MADAKAND AT BATKHELA.

FORM IIL

FORM OF LEAVE ACCOUNT UNDER THE REVISED LEAVE RULES, 1881

Leave Account of the Mise Para Bakahahahahahahahanan.

Data of Commencement of sorther Amilian 1.52.4.

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Τo,

The Chief Secretary, Khyber Pakhtunkhwa, Civil Secretariat Peshawar.

Subject:

DEPARTMENTAL APPEAL / REPRESENTATION AGAINST IMPUGNED ORDER NO.SO(S/F)E&SED/4-17/2015 PESHAWAR DATED 11/12/2015. AN AWARDED MAJOR PENALTY TO THE APPELLANT, REMOVAL FROM SERVICE.

Respected Sir,

- That the appellant was appointed as PST in BPS-12 at Govt Girl Primary School Kachi Koper Malakand in the year of 01/11/1994 and performed her duty to the best of her ability and commitment.
- 2. That the appellant/applicant never absented, from her duty, throughout her career except with permission.
- 3. That the allegations, which is levelled against the appellant/applicant is totally baseless, wrong, illegal and no such enquiry had been conducted against the appellant.
- 4. That on the said period, the applicant obtained ex-pakistan leave permission, from 31/12/2010 to 31/12/2011, which is annexure "Λ".
- 5. That the allegation regarding the absence of the appellant is not correct, that there is no such report submitted by Head



Mistress regarding the absence of the appellant and the appellant is very much performed her duty in G.G.P.S. Koper and received her salary.

- 6. That the appellant filed a complaint against one Rukhsana Rahim Sub-Divisional Officer, Dargai Malakand and the enquiry was conducted against that complaint, the appellant provide sufficient evidence against Rukhsana Rahim but she was exonerated from the charges and the appellant was removed from her service without any proper enquiry.
- 7. That being aggrieved from the said impugned order filed this departmental appeal/representation. Inter alia with the following grounds:

GROUNDS:

- Λ. That the impugned removal from service is illegal and unlawful and against the natural justice.
- B. That no such separate inquiry has been conducted and no opportunity has been given thus they condemned unheard which is violation of fundamental right, and against the Article 10-Λ of the constitution of Pakistan.
- C. That the appellant properly received/obtained leave without pay vide order dated 01/01/2010. Both Amina
- D. That the appellant/applicant never absented, from her duty, throughout her career except with permission.

Mested

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- E. That the allegations, which is levelled against the appellant/applicant is totally baseless, wrong, illegal and no such enquiry had been conducted against the appellant.
- F. That on the said period, the applicant obtained ex-pakistan Bakhtmine Bak
- G. That the allegation regarding the absence of the appellant is not correct, that there is no such report submitted by Head Mistress regarding the absence of the appellant and the appellant is very much performed her duty in G.G.P.S Koper and received her salary.
- H. That any other ground will be taken at the time of personal hearing with your kind permission.

It is, therefore, most humbly requested that on acceptance of this departmental representation the impugned removal from service Order may kindly be set-aside/cancel/withdrawn and reinstate the appellant with all back benefits.

APPELLANT

BUKhtmina

MST. BAKHTMEENA,

(PST/BS-12),

Government Girls Primary

School Mattra, Peshawar

Date: __/__/2015

Legistered.





COVERNMENT OF WEDEER PAKHTUNKHWA ELEMEN LATEY & SECONDARY EDUCATION DEPARTMENT

No. SO (S/F) E&SE/4-17/14/Mst. Bakht Mina. Dated Peshawar the, February 29, 2016,

To

Mst. Bakht Mina,

PST. (BS-12) District Peshawar,

GGPS Mathra Peshawar.

SUBJECT: - DEPARTMENTAL APPEAL/REPRESENTATION AGAINST IMPUGNED ORDER NO. SO (S/F) E&SED/4-17/2015 PESHAWAR DATED 11.12.2015 AN AWARDED MAJOR PENALTY 60 THE APPELLANT, REMOVAL FROM SERVICE.

I am directed to refer to the subject noted above and to inform that your appeal for reinstatement in service has been rejected by the competent authority/Chief Minister Khyber Pakhtunkhwa

> (LAL SAEED KHATTAK) SECTION OFFICER (S/F)

Endst.of even No & Date

Copy to the: -

- 1. Accountant General, Khyber each to the Akhwa Peshawar.
- 2. Director, E&SE, Peshawar.
- 3. District Education Officer (F) Peshawar.
- 4. PS to Chief Minister, Khybe: Pakhtan hwa.
- 5. PS to Chief Secretary, Kingle Full Land Dava.
- 6. PS to Secretary E&SE Deda to the

SECTION OFFICER (S/F)



GOVERNMENT OF KHYBER PAKHTUNKHWA ELEMENTARY & SECONDARY EDUCATION DEPARTMENT

Dated Peshawar the, December 11, 2015

NOTIFICATION

NO.SO(S/F)E&SED/4-17/2015/Bakht Mina PST: WHEREAS Ms. Bakht Mina PST (BS-12) GGPS Mathra, Peshawar was proceeded against under the Khyber Pakhtunkhwa Govt. Servants (Efficiency & Discipline) Rules, 2011 for the charges mentioned in the Show Cause Notice.

- 2. AND WHEREAS Elementary & Secondary Education Department Khyber Pakhtunkhwa, with the approval of Competent Authority, issued show cause notice to her on 22-05-2015.
- 3. AND WHEREAS the Competent Authority (Chief Secretary, Khyber Pakhtunkhwa) after having considered the charges and evidence on record, reply of the accused officer in response to the show cause notice and personal hearing granted to him by Chief Secretary Khyber Pakhtunkhwa on 27-11-2015, is of the view that the charges against the accused officer have been proved.
- 4. NOW, THEREFORE, in exercise of the powers conferred under section 14 of Khyber Pakhtunkhwa, Government Servants (Efficiency & Discipline) Rules, 2011, the Competent Authority (Chief Secretary, Khyber Pakhtunkhwa) is pleased to impose, a major penalty of "removal from service" upon Ms. Bakht Mina PST (BS-12) GGPS Mathra, Peshawar with immediate effect.

SECRETARY

Endst.of even No & date

Copy to:

- 1. Accountant General Khyber Pakhtunkhwa.
- 2. Director E&SE, Peshawar.
- 3. District Education Officer (F) Malakand.
- 4. District Education Officer (F) Peshawar.
- 5. PS to Chief Secretary Khyber Pakhtunkhwa.
- 6. PS to Secretary E&SED Khyber Pakhtunkhwa.
- 7. Ms. Bakht Mina PST (BS-12) GGPS Mathra, Peshawar.

(LAL SAEED KHATTKA) SECTION OFFICER (S/F)

AHRSTRA

REGISTERED



GOVERNMENT OF KHYBER PAKHTUNKHWA ELEMENTARY & SECONDARY EDUCATION DEPARTMENT

No.SO(S/F)E&SE/4-17/2015/Bakht Mina PST Dated Peshawar May 22, 2015.

Τo

Mst. Bukht Mina PST, GGPS Mathra, Peshawar.

SUBJECT:- SHOW CAUSE NOTICE

I am directed to refer to the subject noted above and to enclose herewith a copy of the show cause notice wherein the competent authority i.e Chief Secretary Khyber Pakhtunkhwa has tentatively decided to impose upon you the Major Penalty of "Removal from Service" under Rule-4 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 in connection with the charges leveled against you.

- 2. You are therefore, directed to furnish your reply to the show cause notice as to why the aforesaid penalty should not be imposed upon you and also intimate whether you desire to be heard in person.
- 3. Your reply should reach to this department within seven (07) days of the delivery of this letter otherwise ex-parte action shall be taken against you.

4. Copy of the inquiry report is enclosed herewith.

(FOZIA NAZ) SECTION OFFICER (S/F)

Endst.of even No & date

Copy to:

- 1. Director E&SE, Peshawar.
- 2. District Education Officer (F) Peshawar.
- 3. PS to Chief Secretary Khyber, Pakhtunkhwa.
- 4. PS to Secretary E&SED Khyber Pakhtunkhwa.

SECTION OFFICER (S/F)

SHOW CAUSE NOTICE

(B) 0

I, Amjad Ali Khan Chief Secretary Khyber Pakhtunkhwa, as competent authority, Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, discrete you Mst. Bakht Mina PST (BS-12) Govt. Girls Primary School Kopar, M (now GGPS Mathra, Peshawar), as follows:

- i. That consequent upon the completion of inquiry conducts

 Mst. Rukhsana Rahim SDEO (F) Dargai, Malakand by the officer for which you were given opportunity of hearing;
- officer, the material on record and other connected pa were visiting abroad without NOC/prior permission. You the school attendance register, torn away its pages and with other fake pages.
- iii. You were absent w.e.f 01-01-2012 to 31-05-2012. You name of Mst. Sultani Raz (caller), wrote your name in and marked yourself present and after that shown your maternity leave without documentary proof.

I am satisfied that you have committed the following acts/omiss: specified in rule-3 of the said rules.

- c. Inefficiency.
- d. Guilty of misconduct.
- e. Habitual absence.
- 3. As a result thereof, I, as competent authority, have tentatively decided upon you the penalty of <u>remusal from service</u> under rule 4 rules.
- 4. You are, thereof, required to show cause as to why the aforesaid permote be imposed upon you and also intimate whether you desired to be heard in person.
- 5. If no reply to this notice is received within seven days or not more adays of its delivery, it shall be presumed that you have no defense to put in and in the ex-parte action shall be taken against you.
- A copy of the findings of the inquiry officer / inquiry committee is enci

Mst. Bakht Mina PST (BS-12), GGPS Mathra, Peshawar. (Amjad Ali Khangad Ali Khangad

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Mst. Fozia Naz
Section Officer (S/F)
Government of Khyber Pakhtunkhwa,
Elemnetary & Secondary Education Department.

Subject: Show Cause Notice.

Respectfully Sheweth,

With due reverence ,refer to your letter No.SO(S/F) E&SE /4-17/2015/Bakht Mina PST dated: 22-05-2015.

I am serving as Primary School Teacher at mathra District Peshawar, previously I was posted as Primary School Teacher at GGPS Kopar at Malakand and i would humbly like to bring to your kind notice the following facts which led to the prevailing circumstances as:

R/Para-i. in response of reply of Para No.i of the show cause notice, it is respectfully submitted that upon complaint filed by me and other PST namely Mst.Shamim Ara against Mst. Rukhsana Raheem SDEO (F) Dargai, Malakand, an inquiry was conducted and resultantly she was exonerated from the charges we leveled against her despite that we have

produced sufficient evidence to the Enquiry Officer but the evidences same (Audio Recording Annex-A) intentionally not considered neither sent to the Forensic Laboratory for its report. Hence the Enquiry report is totally and solely based on malafide and favoritism. I have produced the relevant record in respect of the traveling history to abroad with NOCs/EX-Pakistan Leave Permissions as well but the same has not been taken into consideration by the Enquiry Officer and even has failed to mention the said documents/proofs in his enquiry report. (Annex-B) which clearly shows the malafide on the part of the inquiry officer. It is further requested that I have categorically stated before the inquiry officer that I have been victimized by the said SDEO(F) just for not meeting with her illegal demands and I have her voice recording and the same can be verified from expert/ Forensic Lab but my request was turned downed with a single stroke of pen and has not been considered but still am ready to produce the same before your good-self if required or as per direction of your good-self.

R/Para-ii. That in response of Para-ii, it is respectfully submitted that the Enquiry Officer has not recommended any adverse action against me and the Enquiry report is totally silent in this respect. It is further submitted that I have visited my husband residing abroad but for this purpose I have obtained Ex-Pakistan leave and extra ordinary leave from competent authority and the same was granted accordingly which has duly been mentioned in my leave account profoma (Annex-C). similarly the photo copies of services



book and the permission granted by the concerned authorities for the said purpose/leave are attached as (annex-D) further it is respectfully submitted that I have not torned or tempered or replaced the pages in attendance register and the allegation in this respect are baseless having no footing and same is based on malafide and is in retaliation of our complaint against Mst. Rukhsana Rahim SDEO. It is not appealable to a prudent mind that how and why the said Mst. Rukhsana Rahim remained silent for such a long period on the willful absence of the undersigned that clearly showing the malafide on the part of Mst Rukhsana Rahim and others. The undersigned is a responsible Govt servant and even cannot think about the so-called allegations leveled against the undersigned.

R/Para-iii Specifically Denied. As mentioned in Para-ii , I never remained absent from my duty and I have performed my duty regularly with honesty. The Proof/order of my maternity Leave is attached as (annex-D)

I do hereby declare on OATH that I never remained INEFFICIENT, GUILTY OF MISSCONDUCT and I am not a HABITUAL ABSENTEE.

In the light of above mentioned facts, I do not deserve to be removed from service because I am innocent and the allegations leveled against me are baseless and having no footing in law and even against the facts and circumstances

of the case and I may kindly be provided an opportunity of personal hearing.

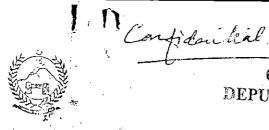
It is therefore, most humbly prayed to your kind honor that all the charges leveled against me are based on malafide, having no footing in the eyes of law and as a retaliation on behalf of Mst. Rukhsana Rahim and others. Further it is request to your kind honor that I may very kindly be exonerated from these baseless and malafide charges.

Mst.Bakht Mina

PSTat Mathra, Peshawar.

Copy to:

- 1. Chief Secretary, KPK Peshawar.
- 2. Director E&SE, Peshawar.
- 3. Secretary E&SED Khyber Pakhtunkhwa



OFFICE OF THE DEPUTY COMMISSIONER ABBOTTABAD

No. PS - Misc/8434-35 Dated 2005/04/2015

Το

The Section Officer(S/F),

Elementary & Secondary Education Department,

Khyber Pakhtunkhwa,

Peshawar.

Subject:

INQUIRY REPORT AGAINST MS. RUKHSANA RAHIM SDEO(F)

Reference:

Your letter No. SO(S/F) / E&SE / 4-17 / 2014 / Inquiry Report (Ms. Rukhsana Rahim), dated 22nd Sept, 2014.

The inquiry report has been revisited / re-examined and the report is re-submitted as desired for further necessary action.

Delay caused in submission of inquiry report is only because my heetic and busy schedule as Deputy Commissioner and the same is very much regretted.

> CAPT(R) KHALID MEHMOOD Deputy Commissioner,

Abbottabad

Endst. Of Even No. & Date.

Secretary, Establishment Department, Government of Khyber Pakhtunkhwa,

Aftested

INQUIRY REPORT

A. Background

An quiry was ordered to probe into the allegations raised by Ms. Shamim PST GUPS, Kachi Kopar, Malakand and Ms. Bakht Mina PST GGPS, Mathra District Peshawar against Ms. Rukhsana Rahim, Sub-Divisional Education Officer (F) Dargai, Malakand.

- 2. The Competent Authority appointed the undersigned as Inquiry Officer to conduct inquiry in the subject case (Annex-A)
- 3. Charge Sheet (Annex-B) and statement of allegations (Annex-C) duly signed by the Competent Authority were served upon / sent to the accused Ms. Rukhsana Rahim, Sub-Divisional Education Officer (F) Dargai, Malakand on her mailing address.
- 4. The following charges were framed in the statement of allegations and charge sheet against the accused officer:-
 - Ms. Rukhsana Rahim, Sub-Divisional Education Officer (Female) Dargai, Malakand demanded Rs. 50,000/- from Ms. Shamim Ara PST GGPS Kachi Kopar Malakand for sanction of Hajj leave and upon refusal from the said teacher, she was transferred and salary for Hajj leave is still withheld.
 - ii. Ms. Rukhsana Rahim, Sub-Divisional Education Officer (F) Dargai, Malakand Demanded Rs. 30,000/- from Ms. Shamim Ara PST GGPS Kachi Kopar Malakand for her promotion and upon refusal she was superseded.
 - iii. Ms. Rukhsana Rahim, Sub-Divisional Education Officer (F) Dargai Malakand recorded maternity leave instead of Hajj leave in service book of Ms. Shamim Ara PST GGPS, Kachi Kopar Malakand by producing fake maternity certificate.
 - iv. Ms. Rukhsana Rahim Sub-Divisional Education Officer (F) Dargai Malakand demanded Rs. 22000/- from Ms. Bakht Mina PST GGPS, Mathra Peshawar for cancellation of her transfer from GGPS, Kopar Malakand to GGPS, Rahbar Shah Malakand which was materialized after receiving the said amount as bribe.
 - v. Ms. Rukhsana Rahim Sub-Divisional Education Officer (F) Dargai Malakand cut down more than 27 big trees at GGPS, Jarri and GGPS, Kopar, Malakand thus caused huge loss to Government.
 - 5. In order to dig out facts so as to reach the conclusion, it was felt necessary to record statements of the complainants and the accused party. Similarly statements of the Head Mistress GGPS, Kopar, Ms. Rashida Begum were also recorded. Brief description of written statement and cross examination of the allegations are as under:-

ettester



B. Statement of Ms. Rashida Begum the then Head Mistress GGPS, Kopar Malakand

Ms. Rashida Begum (the then Head mistress GGPS, Kopar) in her written statement (Annex-D), submitted that Ms. Shamim PST GGPS, Kachi Kopar, Malakand and Ms. Bakht Mina PST GGPS, Kopar (now GGPS, Mathra Peshawar) are sisters- in-law. Both the PSTs were posted in GGPS, Kopar Malakand. As their husbands were in Dulki and Suadi Arabia, therefore, both of them used to go abroad to live with their husbands in frequent intervals. They on return, used to tear away the pages of Attendance Register to conceal their absence. She also claimed that she had reported the matter to high ups time and again but she was forced by Mr. Tufail, the then Deputy Secretary (E&SE) to facilitate both the complainants. She also said that their record is available in files.

C. Cross Examination Ms. Rashida Begum the then Head Mistress GGPS, Kopar Malakand.

Question: Could you produce record of the report you sent to high ups regarding

absence from duty in respect of the two teachers?

Answer: I have not brought the relevant record with me.

Question: Did you report the matter to the District Education Officer?

Answer: No. The matter was reported to the SDEO (F) being controlling officer.

Question: Can you produce the record in original?

Answer: The original record is in the office of SDEO(F).

D. Statement of Ms. Shamim Ara, PST GGPS, Kachi Kopar Malakand

In her written statement (Annex-E), Ms. Shamim PST GGPS, Kachi Kopar Malakand submitted that she was due to proceed on Hajj on 23.09.2013 for which she submitted leave application on 21.09.2013 which was forwarded by the Head Mistress of the school and received in the office of SDEO (F) Dargai Malakand. She telephonically informed the Headmistress to mark her absent w.e.f 17.09.2013 and reported the matter to her. She alleged that all this was done on refusal to pay Rs. 50,000/- to the accused i.e. Rukhsana Rahim Sub-Divisional Education Officer (F) Dargai Malakand for granting her leave. A copy of leave application for Hajj leave was provided which is at (Annex-F). She further submitted that while she was on Hajj leave her transfer was made on mutual basis, which was later on cancelled. She alleged that her salary has been stopped from October, 2013. She also stated that her name in the seniority was at S. No. 133 while other teachers have been promoted upto S. No. 476, and she has been left. She alleged that the accused Ms. Rukhsana Rahim Sub-Divisional Education Officer (F) Dargai Malakand had demanded Rs. 30,000/- as bribe. She also alleged that she had also been abused in front of students. She also alleged that the accused Ms. Rukhana Rahim Sub-Divisional Education Officer (F)

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Dergair Malakand has made a fake maternity leave certificate in her name so as to prove ter guilty.

F. Crass Examination of Ms. Shamim Ara PST GGPS, Kopar Malakand

Contracting the Contract of th

Could you produce any evidence with regard to the demand for sanction of Question: Hajj leave?

Brief discussion was held between me and the accused Ms.Rukhsana Rahim Sub-Divisional Education Officer (F) Dargai Malakand. A copy of Answer:

application dated 22.09.2013 (tempered as 21) was produced (Anriex-F).

I-tave you paid the bribe of Rs. 50,000/-? Quristion:

Answert

Can you produce evidence regarding Air ticket, Hajj visa and Doording card? Question:

A copy of Hajj Visa in my name i.e. Ms. Shamim PST CGPS, Kopar Answer:

Malakand (written in Arabic) is available. The same was produced which is at

(Annex-G).

Could you produce a copy of application regarding grant of Hall leave? Question:

Copy of application dated 21.09.2013 was produced (Ann::::-::). Answer:

Do you have any proof regarding absence from duty w.e.f. 17.09.2013? Question:

A copy of application forwarded by Head Mistress Rahmania was handed Answer:

over which is at (Annex-F).

F. Statement of Ms. Bakht Mina PST GGPS, Kopar Malakend (now GGPS, Mathra District Peshawar)

In her written statement at (Annex-H). Ms. Bakht Mina PST GPS, Kopar, Malakand (now posted in GGPS, Mathra District Peshawar) said that she was transferred from GGPS, Kopar to GGPS, Rahbar Shah (Annex-J). She alleged that the accured Ms. Rukhsana Rahim, Sub-Divisional Education Officer (F) Dargai Malakand telephonically demanded Rs. 22,000/- for cancellation of her transfer order. She produced an audio recording. She claimed that on the receipt of Rs. 22,000/- as bribe from her, the accused SDEO (F) cancelled the transfer order (Annex-K). She further alleged that on repeated demands she managed to transfer herself from Malakand to Peshawar.

Bakht Mina PST GGF2. G. Cross Examination Ms. (Now posted in GGPS, Mathra District Peshawar)

Have you paid the bribe money Rs. 22,000/- for callulation of transfer in Question:

presence of any witness?

Yes. I have paid the money but witness is not available. The money was paid Answer:

by myself, however, audio recording of the demand of bribe from accused

patterted

SDEO (F) is available. The audio was played, however, voices could not be properly recognized / verified without forensic examination.

Question:

Do you know that both offering and accepting of bribe is an act of misconduct under the Conduct Rules for which disciplinary action can also

taken against you?

Answer!

Yes, but I was in deep trouble and was compolled by the accused SDEO (F)

to do so.

Question:

Do you have any eye-witness in support of your allegation?

Answer:

No. Only the audio recording.

H. Statemen of Ms. Rukhsana Rahim, SDEO (F) Dargai, Malakand

Written statement of Ms. Rukhsana Rahim Sub-Divisional Education Officer (F) Dargai, Malaks id obtained on 19.08.2014 (Annex-L). She canied all the allegations leveled against her in the charge sheet statement of allegations. She said that husbands of both the complainant teachers are abroad in Dubai and Saudi Arabia for employment. Both the teachers used to visit abroad and live with their husbands abroad without prior permission / applications. When their absence and lack of interest was reported they started complaining & blaming the ceniors.

She said that she never demanded a single rupee from Ms. Shamim, PST GPS Kopar. About 40 – 50 teachers & Class-IV employees proceed on Hajj leave, no one would verify the stance of Ms. Shamim. She has been doing all those tricks since 2005. She has availed all her leave. She used to visit abroad on different pretext to live with her husband. Record of flights is available at (Annex-M). On return, she tore away the relevant pages of Attendance for gister and replaced / tempered the same. Any officers, who tried to report this to the high ups were punished in shape of transfer.

Ms. Stamim applied for Hajj leave on fake Hajj mail / documents, then fake maternity / medical certificate (Annex- N & O) which were foiled by me, this resulted into complaint against me.

As per rules, when a government servant is on long leave, he / she is not considered for promotion. Head Mistress of GPS Kopar was asked to provide 5 years results / ACRs of Ms. Shamim PST, she reported that she was constantly absent and not attending classes, how could she provide the result (Annex-13).

Mst. Beicht Mina PST also used to visit abroad to live with her husband. I often found her absent from duty and report to EDO (Annex-Q). I had no power to order / cancel transfer, hence question of taking / demanding bribe never arises.

Head teacher of GPS Jarri informed that some old trees are dangerous and can fall anytime. Two of the trees fell, damaging 20 feet of boundary of the school. These trees

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were auctioned after obtaining permission from District Officer. Some of the amount was spent on repair of boundary wall while the rest deposited in Government Treasury. Details at (Annex-R).

The state of the s

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J. Cross Examination (Ms. Rukhsana Rahim SDEO(F) Dargai Malakand.

Question: Did you demand Rs. 50,000/- from Ms. Shamim for cancellation of her

transfer?

Answer: No. I am not competent for making posting/ transfer, the question of demand

of bribe does not arise.

Question: Did you propose any legal action against Ms. Shamim and Ms. Bakht Mina?

Answer: Yes. Report of Head Mistress, GGPS, Kopar was forwarded to EDO

Malakand at Batkhela through Deputy District Education Officer (F) Dargal,

Malakand (Annex-Q & S).

Question: Did you receive application from Ms. Shamim PST?

Answer: Yes, Initially Ms. Shamim submitted application for maternity leave which on

verification from concerned hospital was found fake. Knowing this Ms. Shamim submitted another application for Hajj leave on 22.09.2013 alongwith a copy of hajj mail which shows that the name and date have been

tempered (Annex-N & O).

Question: Have you suggested any action against Ms. Shamim?

Answer: Yes. I stopped her pay from October, 2013 on the direction of DEO (F)

Malakand. I had forwarded the case to the DEO (F) Malakand for action and initially her pay was stopped under direction of DEO (F) Malakand I do not

know why further action was not taken, perhaps due to the presence of

influentials.

Question: Have you with held the salary of Ms. Shamim?

Answer: Yes because she remained willfully absent, Pay of Ms. Shamim Ara was

stopped on the directions of the competent authority.

Question: Have you recorded maternity leave instead of Hajj leave through fake

maternity certificate?

Answer: No. Leave has neither been recorded as maternity leave nor Hajj leave

because the documents, provided with the applications, were fake and no

entry can be made on fake documents/certificates.

Question: Have you received bribe of Rs. 22,000/- from Ms. Bakht Mina?

Answer: No. It is absolutely false allegation. I am not competent for posting / transfer.

Question: Have you transferred Ms. Bakht Mina and cancelled the same after receiving

bribe of Rs. 22,000/- from her?

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Answer:

I have already made it clear that postings / transfers are beyond my

competency.

Question:

Have you cut down more than 27 big trees from GGPS, Jarri and GGPS, Kopar Malakand?

Answer:

No. the actual story is that a few trees in these schools were very old and the came were reported by the Head Mistress GGPS Jhari to the DDEO(F) Dargai. I reported the matter to DEO(F) Malakand who constituted Auction Committee (Annex-XVII). Auction was made in transparent way. Rupees 20,000 were collected from auction. Rupees 5,000 were spent on repair of boundary wall while remaining Rs. 15,000 were deposited in Treasury through Bank challan (Annex-R).

The auction was made some what in September, 2013 while money was deposited in bank in June 2014 after laps of 08 months why?

Answer:

Question:

It was planned to spend all the money collected from the auction on repair of the boundary wail and electrification of school but after raising false allegations of misappropriation, Rs. 15,000/- were deposited in Treasury through Bank challan.

Question:

Rupees 20000/- were collected in auction while only Rs. 15000/- have been deposited, where is the remaining amount of Rs. 5000/-?

Answer:

Rupees 5000/- have been spent on repair of boundary wall of GGPS, Jarri,

already explained.

Question:

Can you provide any proof regarding expenditure on repair boundary wall?

Answer:

Yes. Necessary receipts are on record besides site verification.

Findings

After going through the statements of the complainants, witness and the accused, the following facts came to light;

- During checking of Attendance Register of GGPS, Kachi Kopar, Malakand, it transpired that the pages of Attendance Register have been tempered, torn away and replaced with other fake / tempered pages. Copies at Annex-T.
- Service book of the Ms. Shamim Ara was checked and the entries of leave found as under:-;

			TO	
٠٢	S#	Nature of Leave	From	
1	٠٣		04-10-2000	17-11-2000 :
Γ	1	Maternity Leave		02-01-2001
-	<u> </u>		18-11-2000	02-01-2001
1	2	Medical Leave		02-03-2008
}		FOL	03-03-2005	02-0,0-2000
1	3	EOL		

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S#	Nature of Leave	From	\ To
4	EOL	03-03-2008	03-02-3010
5	EOL	10-09-2011	09-03-2012
6	Absence Period	15-05-2012	31-05-2012

(Copies of entries in Service Book at Annex-U)

- During the time of promotion, Ms. Shamim Ara PST was on leave and further remained absent, so she did not provide her documents to the SDEO (F) Dargai for onward submission. Copies at Annex-F.
- iv. Ms. Rukhsana Rahim SDEO(F) Dargai directed Ms. Rahmania, Head Mistress, GGPS Kachi Kopar to leave blank her Attendance Register until the sanction of her leave, as Ms. Shamim Ara had produced fake documents for leave. Besides, she had been visiting abroad without prior NOC / permission. Record of flights is available at Annex-M.
- v. The transfer of Ms. Shamim Ara was not a mutual transfer rather she was transferred by the DEO (F) Malakand to Batkhela on administrative grounds. The mutual transfer recorded in transfer order was clerical mistake. Moreover Ms. Shamim Ara PST GGPS, Kachi Kopar, availed maternity leave twice in a year, recorded in the school's Attendance Register which is clear malpractice on her part. Ms. Bakht Mina PST coplanner of Ms. Shamim Ara PST remained absent w.e.f 01.01 2012 to 31.05.2014, and she cut the name of Sultani Raz (Caller) and wrote her name and marked herself present, and then shown herself on maternity leave w.e.f 01.02.2012 to 31.05.2012 (4 months) without any documentary proof. The complainant teachers seem to be habitual leave hunters on one pretext or the other.
- The old trees were auctioned through a proper procedure. Comparative statement was prepared and a sum of Rs. 20,000/- was collected from the auction. As the boundary wall of GGPS Jhari was in dilapidated condition and required immediate repair to avoid any possible unpleasant incident, an amount of Rs. 5,000 was spent on its repair. Which may be termed as unauthorized expenditure but the same was quite necessary. The remaining Rs. 15,000 were kept for electrification in the School but could not utilized and deposited into Govt. Treasury on 03-06-2014 and the electrification work was carried out through local collection. There seems no misappropriation / embezziement rather an unintentional irregularity that too is in good faith.
- vii. It was already clarified that posting / transfers were not in the competency of SDEO(F) how could Ms. Bakht Mina pay her

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Rs. 22,000 as bribe. Though audio recording is available but no substantial / court worthy evidence is available.

Conclusion

The complaint of the teachers where upon the inquiry has been initiated seen \bar{z} a reaction of the departmental action against them taken by the accused i.e. SDEO(F) Do gai Malakand. So no prima facie worthy of taking further action against the accused Rukhsana Rahim SDEO (F) Dargai Malakand could be established.

> Capt (R) Khalid Mehmood PAS BS-18 / Deputy Commissione: Inquiry Officer

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شیرعلی خان ولدعبدالحن (مرحوم) ساکن ستانه دار کلے رقبہ کو پر پخصیل درگئی ضلع ملا کنڈ

(سائل)

مهاة رخساندريم وخررجيم خان (سابقه SDO) زنانددرگي ضلع ملاكند ساكن لوندحور ضلع مردان

(مستول اليها)

درخواست بمراد قانونی چاره جوئی کرنے برخلاف مسئول الیہا بوجہ غیر قانونی طور پرحراسان کرنے ، اُھنی کوفت، جسمانی تکلیف، مالی نقصان رسانی ، قیمتی وفت کی ضیاع ، ساجی سا کھ کونقصان پہنچانے اور سر کاری فرائض کی انجام دیمی میں روکاوٹ ڈالنے غیر قانونی طور پر فوجداری مقدمہ میں جھوٹی طور پر ملوث کرنے ، مسئول الیہا کے خلاف قانونی کاروائی کی جائے۔

جناب عالى!

درخواست منجانب سائل حسب ذیل عرض ہے۔

- ۱) میرکد من سائل دیهستانددار کلے رقبہ کو پر تحصیل در گئی ضلع ملاکنڈ کا جدی رہائتی و باشندہ ہے،اور محکم تعلیم میں محسشیت S.C.T (ایس سی ، ٹی) اپنی فرائض سرانجام د ویے رہا ہے۔
- ۳) یہ کہ متعلقہ انگوائزی کمپٹی نے من سائل کومور نہ 29/03/2014 برائے تلمبندی بیان طلب کیا ، اور من سائل نے اپناتحریری بیان بابت انگوائزی ، روبروئے انگوائزی کمپٹی تلمبند کیا۔ منی معمامل کا نام منتحب میو 7 معیر مل عبو 19 میر درج سے .
 - ۳) ید کرسائل کابیان بابت انگوائری قلمبند ہونے کے بعد سماۃ رحمانہ رحیم (سابقہ S.D.O صاحب) نے من سائل کے ظاف ایک عد جعلی، فرضی، سازش اور خلاف واقعات ۴.۱.R نمبر 55 محررہ 04/04/2014 برجم زیر دفعات 04/04/2014 1294/190/186PPC قانه خاکو ک درج کیا۔ (منطقہ ۴.۱.R کی کا بی لف ہے)۔
 - ۵) بیکہ الف۔ آئی۔ آر (F.I.R) درج کرنے کے بعد مسماۃ رصاندرجیم (سابقہ S.D.O صاحبہ) مسئول الیہانے منسائل سے فون پر بات کی۔ کہ اب اپنی ہمشیرہ مساۃ شیم آراء کو کھو کہ وہ اپنا درخواست ہابت انکوائری واپس لے تعورت دیگر میں اپنے بعنی من سائل کے خلاف اپنا F.I.R درج شدہ واپس لے گی۔ بصورت دیگر میں اپنے خلاف ہرتم کی غیر قانونی کاردائی کرونگی۔

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۱) یہ کدمها ة رحباند جیم (مسئول الیہا) سائل کو ہرتم کی دھمکی دیتی رہی اوراپنے بیان سے خرف ہونے کیلئے ہرتسکی غیرقانونی کربیاستعال کرنے ہے بازندآئی۔ • بیر لکین من سائل نے اپنامیان انگوائزی سمیٹی کے سامنے ریکارڈ کرایا۔

2) بیکدانگوائری ممیٹی نے اپنی قانونی تقاضے پورے کرنے کے بعد محردہ 14/04/2015 کواپنامفصل ممیٹی رپورٹ D.E.O صاحب ملاکنڈ میں جمع کیا،اوراکوائری میٹی کے رپورٹ میں (Recomendaition) پارٹ میں جز فہر (6) میں مساۃ رصافہ دیم مسئول الیہا کوذیدار شہرایا۔ (الحسن الیورٹ کو سرائیک روائیک تورٹ)

۵) یه کرسائل نے عدالت مجاز میں مسئول الیہا کا درج شدہ کیس متذکرہ بالاٹرائیل کرایا اور مورخہ 04/04/2014 کیس کے رجشر ڈ ہونے سے لیکر تاقیقہ مورخہ 07/07/2015 تک عدالت مجاز میں پیش ہوتار ہا۔ای دوران مساۃ رحساندر جیم مسکول الیہاعدالت مجاز پیشی پر پیش نہیں ہوتی۔ ادر نہ ہی عدالت عجاز میں کسی تتم کی کوئی محصادت پیش کی ہے۔ س پرعدالت مجاز نے من سائل کو محررہ 07/07/2015 معزت بری فرنانے صادر فرمایا۔

(حکم عدالت محررہ 07/07/2015 لف ہے)۔

۹) یه که من سائل کے خلاف ندکور بالا F.I.R صرف اور صرف اس مقصد کیلئے درج کیا تھا، که من سائل اپنے بیان سے ، انکوائزی ہے منحرف ہو۔

۰۱) یه که ندکور بالاجعلی ، فرضی ، سازشی اورخلاف واقعات F.1.R کی وجہ سے سائل کی ساجی ، معاشر تیا ورسائل کی بہت زیادہ جنگ عرات ہوئی جسکی وجہ سے سائل کو ذھنی طور پر ن زلیل وحوار، جسمانی اذبیت، مالی نقصان رسانی، وقت کی ضیاع، تمعاشرتی سا که کونقصان پہنچایا۔

۱۱) به كه درج بالا وجوبات پرمساة رحسانه رحيم مسئول اليهاست اپنج تبك عزت، مالي نقصان رساني ، ذهني كوفت، جسماني اذبيت ادر المعاشرتي نقصان رساني كيليئة مسئول اليها (سماة رحماندرجيم) نے بياس لا كاروچے جرمانے كى طلب كارہے بصورت ديگرسائل مزيد قانونى كاروائى كرے كاءاور درخواست سائل برخلاف مسئول اليهااندر معیاد ہے، اور انجناب کومسکول الیہائے خلاف قانونی ایشن لینے کا احتیار بھی حاصل ہے۔

ن استدعا ہے، که بمنظوری درخواست حدا درخواست سائل کومنظور فرما کرسائل کو برخلاف مسکول قانونی چارہ جوئی کرنے بوجه غیر قانونی طور حراسان کرنے دھنی کوفت، جسمانی تکلیف، مالی نقصان رسانی ، فیتی وقت کی ضیاع ، ساجی سا کھکونقصان پہنچانے اور سرکاری فرائض کی انجام دہی میں روکاوٹ ڈالنے غیر قانونی طور پرفو جداری مقدمہ میں جھوٹی طور پرملوث کرنے پرمسئول الیہا کے خلاف قالونی چارہ جوئی کیا جائے۔ نیز دیگر دا دری جو قرین انصاف وشریعت ہوبھی مرحمت فرمائی جائے۔ .

> سائل شیرعانی و ادعبدالحن (مرحوم) ساکن ستانددار کلے رقبہ ﷺ کو پر مخصیل درگی ضلع ملاکنڈ بذر بعيدوكيل وقاراحمه الدوكيث بإنى كورك

22 مودند:11/2015/*أود*

۱) وزریاعلی خیبر بختو نحواه CM سکرٹریٹ پشاور

۲) چیف سکرٹری خیبر پختونخواه پیثاور

۳) وزیراعلی کمپلینٹ سیل نیٹنا ور سکرٹریٹ بیٹا ور

سم) ڈائر یکٹرا بجو کیشن پٹاور

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OFFICE OF THE DISTRICT EDUCATION OFFICER (FEMALE) MALAKAND AT BATKHELA

tet 10932-110283, Fax No. 10932-110010, t-aign demissle of malakand a valioo, com

Dated Batkhela the: 25

CONSTITUTION OF ENQUIRY COMMITTEE

The undersigned has been pleased to constitute the following enquiry committee in the case of Miss. Shamim Begum, PST, GGPS-Koper.

- 1- Mr. Saeed Khan, Principal, GCMS-Batkhela, Chairman of Enquiry Committee.
- 2- Mr. Abdul Haq. Principal, GHS-Badragga.

The enquiry committee is hereby directed to probe into the matter and submit their findings/ Recommendations within 07, days after the issue of this leder.

> DISTRICT EDUCATION OFFICER (F) MALAKAND AT BATKHELA

i ntist No: & Date Even

Copy to:

- Secretary, E&SE, Khyber Pukhtoonkhwa Peshawar,
- Director, E&SE, Khyber Pukhtoonkhwa Peshawar, v
- 3- SDEO (F) Sama Ranizai at Dargai with the remarks to extend her full cooperation with the

DISTRICT EDUCATION OFFICE.

(F) MALAKAND AT BATKHELA

FROM: =

THE PRINCIPAL GOVERNMENTAL MODEL HIGH SCHOOL BATKHELL MED: AGENCY.

TO:=

THE DISTT: EDUCATION OFFICER (M) MALAHAND AT BATKHEDAY

SUBJECT:

INQUIRY REPORT ON THE COMPLAINT OF SHAMIM ARA AGAINST RUKHSANA RAHIM SDEO (F) SAMRANIZAI DARGAI MALAKAND.

MEHO:=

Reference your office memo; no.509-13 dated batchela the 25-3-2014 on the subject cited above.

The Inquiry report against Rukhsana Rahim SDEC (F) Dargai Malakand is hereby submitted along with relevent documents for further n/action please.

> PRINCIPAL GOYT: CENTENNIAL MODEL HIGH

> SCHOOL BATKHELA MKD: AGENCY

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INQUIRY REPORT ON THE COMPLAINT OF SHAMIMARA AGAINST **RUKHSANA** RAHIM SDEO (E) SAMR**A**NIZAI DARGALMALAKAND.

FROURY COMMITTEE

In Saked Khan Principal GCMHS Batkhela (Chairman)

2. Abdul Haq Princpal GHS Badruga Malakand (Member)

VENUE; - GGPS Koper Malakand Agency. .

Office of the SDEO (F)Samranizai Dargai.

Visit dates: - 29, 31 March and 3,7,11 April 2014.

IXTRODUCTION

An inquiry has been ordered through the above inquiry committee by Distt Education officer (M&F) Malakand at Batkhela vide Endst No 509-13 dated 25-03-2014 to investigate into the matter with reference to Huj application leav and stoppage of pay and depriving of promotion from BPS-7 to B.12 and 15 of Miss Shamim Ara PST GGPS Koper By SDEO (F) Dargai.

PROCEEDING

The Inquiry committee visited GGPS Koper on 29-003-2014. During the vist Miss Shamim Ara Bakht Mina and the brother of Shmim Ara Mr Sher Ali Khan were interviewed. Photo copies of relevant record were collected written statement of of the stake holders were also taken. Then the committee also attended the office of SDEO (F) Miss Rulhsana Rahim. She was interviewed and served a written questionnaire to her. She promised that the reply will be handed over in two days. The reply and photo copies of relevant record were received in time. Some informations were concealed from the committee and some visits were made latter on for the completion of report. In light of all above relevant record and information following findings and conclusion were drawn.

FINDINGS

1:- Miss Shamim Ara PST submitted her Huj leave application in time on 16-09-2013. But the SDEO (F) Miss Rukhsana Rahim did not forward the application to the competent authority.

2:- The salary of Miss Shamim Ara has been stopped w.c.f. October 2013 without any justification.

3:- Miss Shamim Ara was deprived of promotion from BPS 7 to BPS 12 and 15 although her seniority No is 133 and other teachers were promoted junior to her.

4: Miss Nejat Bagum SDEO did not submit her ACR and other documents for promotion / up gradation in time.

5:- Miss Rukhsana provided photo state documents to prove her Huj travailing fake and bogus, but Miss Shamim Ara provided her original passport which showed her Huj traveling as per scheduled.

6:- The documents provided by Miss Rukhsana were in photo state form and she failed to provide original documents to the committee as over writing was noted in photo state she also failed to provide Shamim Ara personal file Dispatch Register original maternity leave chit and salary record of leave without pay period w.e.f. 3-3-2005 to 03-02-2010

7:- There was understanding between Miss Shamim Ara and Miss Rukhsana in past, due to which Miss Shamim Ara remained absent from duty.

8:- The record of teacher attendance is not available anywhere which shows that they both trying to conceal the absent period of shimim Ara because she remained aboared at Dohai with her husbad as stated by some members of the community.

9: Accounding to the written statement of Mr Sher Ali-brother of Shamim Ara, he paid one lac rupees as a bribe to Miss Rukhsana through Miss Nejat Baum ASDEO for which she reductant to give written statement.

10:- According to an audio mobile recording (provided to the committee by Bakht Mina) Miss Rukhsana clearly demanded bribe from Miss Bakht Mina PST GGPS Koper.

- The dispatched No,s 893 dated 28-1-2011;963 dated 17-03-2011; 1022 dated 11-04-2011, 1181 dated 10-09-2011, 05 dated 19-01 2013, 232 dated 18-09-2013 and 296 ted 22-11-2013 provided Miss Rukhsana showing actions against Miss Shamim Ara are take and talse statement. During the verification from DEO office it was found that no letter of such nature are sent to the DEO office. Only Dispatch No 1022 dated 11-04-2011 is sent forteh purpose of charcoal and tirewood.
- 12:- The detail reply of Miss Rukhsana to the inquiry committee is not satisfactory as a whole,
- 13:- Miss Rukhsana was non cooperative during inquiry process and refrectant to provide required record.
- 14: She kept the dispatch register permanently in her custody which must be with the responsible clerk.

CONCLUSION

In the light of available record, proofs and evidences it is concluded that rules, regulations and ethics of the Goyt service have been violated. Miss Shamim Ara and the SDEO (F) Dargai manifested an irresponsible behaviour for being.

- 1.- Not forwarding the Huj leave application of Miss Shamim Ara to the competent authority.
- 2:- Stoping the Salary of Miss Shamim Ara without any reason.
- 3:- Depriving her from promotion which is her due right.
- 4. Blackmailing her staff by creating take documents against them.
- 5:- Not cooperating with the inquiry committee by refusing to provide original documents required for inquiry.
- 6: Demanding bribes from her subordinate by mobile calls on record.
- 7:- Misplacing the teacher attendance record of the school to hide her irregularities.
- 8:- Making record of disciplinary actions just to pressurize the teachers and not sending it to the higher authorities.

RECOMMENDATIONS

- :- Keeping in view of the findings and conclusions it is recommended that;
- 2. Hiss Shamim Ara PST may be warned to be regular and punctual in future.
- 3. Miss Nejar may be held responsible for not submitting the ACR and other relevant documents of Shamim Ara in time.
- The Hyp leave of Shamim Ara may be sanctioned and her salary may be released.
- The file of promotion of Shamim Ara may be processed and she may be given
- promotion as per merit of seniority list.

 6. Miss Rukhsana Rahim SDEO (F) may be strictly warned to abstain from such illegal activities OR may be transferred to a school as a Head Mistress.

The following documents are hereby attached with the inquiry report.

- application for ex Pakistan leave.
- Pay roll of Miss Shamim Ara.
- 3. Complaint letter
- Huj leave application.
- 5:, Transfer order.
- equicellation of transfer order. ÓΞ-
- 7:-Adjustment order.
- Passport Copy. 8:-
- 9:-Arrival report from Huj.
- Application for release of pay 10:-
- Application for adjustment. 11:-
- 12:-Transfer order.
- 13 to 16:-Leave sanctions.
- Letter to SDEO (F) from Head Teacher. 17:-
- 18:--Appointment order.
- Written statement of Sher Ali. 13):-
- written statement of Head Teacher. 20:_
- 21:-Application for maternity leave.
- 22:-OPD chit of maternity leave:
- 23:-Absent r4eport. 🐇 🗼
- Written statement of Head Teacher. 24--
- Absent report. 25.
- Report of Head Teacher. 26:-
- Application for maternity leave. 27:-
- 28:-OPD chit.
- 29:-Statement of head Teacher.
- 30:-Absent report. 👉 🤭
- 3. ΦPD chit.
- Thuj perwana provided by SDEO (F). 32:-
- 33 to 35% absent report.
- 36:-Report of Head Teacher.
- 37:-Letter to ASDEO.
- Photo copy of service book 38
- 39:-Reply of questionnaire.
- 400-Written statement of Miss Nejat ASDLO.
- Letter of inquiry committee for provision of record. 411
- Verification of OPD nos and chit 42.

Saeed Khan Priperpal GCMHS Barkhela

(Member)

Abdul Hay Principal GHS Badraga

يعدالت لياقت على خان مروت، اضافي ضلع قاضي، ملاكر بمقام درگئي.

ورخواست صانت قبل ازگرفتاری نمبر 86/4 سال 2014

کی (۱) جافید سین ولد فضل مُسین (۲) شیرعلی ولدعبدالحن شا کنان ستاندارون کلے کو پرتنصیل درگی ضلع ملا کنڈ سب

بنا م

(۱) سركار (۲) مساة رخساندر تيم وختر رجيم خان SDEO محكمدا يجويش ساكن لوندخور ضلع مردان (مسؤل اليهم)

مقدمه علنت تبر 55، مورند، 2014-04-04، ليوی پيسٹ خاکوٹ، بُرم 8/341/342/509/500/186/190/294/34 پ-

:6 18-04-2014

سائلان/ملز مان بالا برعبوری ضانت مع فاضل وکیل اش حاضر - فاضل وکیل سر کار حاضر - ریکار دقیل ازین موصول غند به بحث ساعت بهوکرمسل ملاحظه شد -

استفاشی کی کہانی کے مطابق مورجہ 2014-04-04 کو بوقت 14:35 ہے ستفیشہ ساقہ رخساندرجم SDEO جستفیشہ ساقہ رخساندرجم اللہ محکمہ ایج کیشن سخصیل درگئی نے تھانہ خاکوٹ میں حاضر ہوکر رپورٹ کی کہ اُس روز وہ موٹر کارنمبری 775-10N جس کی مطابق محکمہ ایج کیشن سخصیل درگئی نے تھانہ میں موضع لوند خوڑ ہے اپنے وفتر جارہی تھی اور جو نہی بوقت 69:45 ہے بہقام جہاز ونو ڈاگ پہنچی تو ملز مان جاوید (شو ہرلیڈی نیچر مساق شیم آراء) اور ملزم شیرعلی علی (ہراد زلیڈی نیچر مساق شیم آراء) مسلح ہکا شیونوں کھڑے ہے ، نے اُس کی سوٹر کار دوگ کر ملز مان نے اُس پر اسلحہ تان کی قبل کی دھمکیاں دے کرمساقہ شیم آراء کی غیر قانونی دستے ظاف جاری تکلمانہ کارروائی ختم کرنے اور اُس کی تخواہ واگز ارکرانے کی غیر قانونی دستے ظافیا چاہتے تھے ۔ اُس کی اور کر روزوں نے نازیبا گالیاں گلون آ کے خاوہ در پورٹ کی صورت میں قبل کی دھمکیاں دیں اور فرار نگلے ۔ ستفیشہ کہ اس رپورٹ پر مقدمہ بالا درج رجٹر کیا گیا۔ اب ساخل ن اُس کر مان جاویہ کسین اور شیرعلی نے صانت قبل از گرفتاری کے لیے رپورٹ پر مقدمہ بالا درج رجٹر کیا گیا۔ اب ساخل ن اُس کی مان جاویہ کسین اور شیرعلی نے صانت قبل از گرفتاری کے لیے رپورٹ پر مقدمہ بالا درج رجٹر کیا گیا۔ اب ساخل ن اُس کی ان جاویہ کسین اور شیرعلی نے صانت قبل از گرفتاری کے لیے در بیورٹ پر مقدمہ بالا درج رجٹر کیا گیا۔ اب ساخل ن اُس کیا نے جسین اور شیرعلی نے صانت قبل از گرفتاری کے لیے

ورخواست طذاگراری-

TO SE TRUE CONT.

الم (١٣

سر کیا اور ستغیشہ نے رپورٹ ہوت کے مسید طور پر وقو عدمور تد 2014-04-04 کو ہوت 20:45 بھر بہت رہ باہ و با بیان کیا اور ستغیشہ نے رپورٹ ہوت 14:35 بھر استخاشہ نے درج کی ہے البندا تھا نداور جائے وقوعہ کے بائیں اورون اسا کہ درج کی ہوتی اور با بھر اور نامیل کر اسان کا کہ میں کے لیے استخاشہ نے کوئی مقول وجہ بیان نیس کی ہے۔ مرج بر ہمال دفعات ما کہ کردہ میں ہے دفعہ 506 سے کی اطال کا گفتن اور الزقام بندی شہادت استخاشہ کیا جائے گا اور ایول الزام استخاشہ بمنشائے ذیل دفعہ 2 دفعہ 497 ضابط فو جداری مرج شیق و انتقاضی ہے۔ مقاوہ ازیں وقوعہ کوئی چتم دید غیر جانبدار شہادت بھی موجود شدہ نا معاوہ ازیں کمل شاہ درجیم دان مقتیش کا مقتاضی ہے۔ مقاوہ ازیں وقوعہ کوئی چتم دید غیر جانبدار شہادت بھی موجود شدہ نامیل بان بروز وقوعہ کوئی جتم دیات بادی النظر میں حداد انظر آئے ہیں لیدا آئیس بھائی کی فاتح خوالی میں موجود شے۔ چاک سانتان کر الزمان برائے با قاعدہ خوانت بادی النظر میں حداد انظر آئے ہیں لیدا آئیس جو استخاب کا تامہ مخانت بادی النظر میں حداد انظر آئے ہیں لیدا آئیس حان از گرفاری دیئے میں لیدا آئیس علاد کی تاب اور آئیس تمل اذکر فاری بوزی خواست سائل بار طرف کا معافہ کو والیس ہو۔ میل بعداز ترتب و تیکن داخیں مقری خواست سائل بارط دان جاد پر خسین اور شیر علی منظور کی جائی ہے اور آئیس تمل اذیں دی گئی موری خواست سائل بارط دی کا معافہ کو والیس ہو۔ میل بعداز ترتب و تیکن داخیں وفتر ہو۔

ارفاری کی تو شق کی جاتی ہے۔ در یکارڈ دکام معافہ کو والیس ہو۔ میل بعداز ترتب و تیکن داخیں وفتر ہو۔

(لبیاقت عملی خان مروت) ایدشنن میش (قران نام نام تاضی، الایشناک میشان الم در آنی ر حکم سُنایا گیا 2014-04-18

ATTESTED)

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08-04-2016 باعث تحريرا نكه مقدمه مندرجه عنوان بالامين الني طرف سے داسطے بيردي وجواب دى دكل كاروائي متعلقير آن مقام منتها ورا من رف على المراح بيرون وراي وراي وراي منافقه المنافقة المرادي والمتعلقة المرادي والمرووسية مقرركر كے اقراركيا جاتا ہے۔ كەصاحب موصوف كومقدمه كىكل كاردائى كا كامل اختيار ، وگا۔ نيز ویل صاحب کوراضی نامه کرنے وتقرر ثالت ه نیمله برحلف دیئے جواب دہی اورا قبال دعوی اور بسورت وحرى كرني اجراءا درصولي چيك وروبيدار عرضي دعوى اور درخواست برسم كي تقيدين زرایں پردسخط کرانے کا ختیار ہوگا۔ نیز صورت عدم پیردی یا ڈگری میکطرفہ یا اپیل کی برا مدگی اورمنسوخی نیز دائر کرنے اپیل مگرانی ونظر ثانی و پیروی کرنے کا اختیار ہوگا۔ از بصورت ضرورت مقدمہ ندکور کے کل یاجز وی کاروائی کے واسطے اور وکیل ما محتار قانونی کواسین ہمراہ مااسینے بجائے تقرر کا ختیار موگا۔اور مساحب مقرر شدہ کو بھی وہی جملہ ندکورہ بااختیارات حاصل موں مےاوراس کا ساختہ مرواختة منظور قبول ہوگا۔ دوران مقدمہ میں جوخر چدد ہر جاندالتوائے مقدمہ کے سبب سے وہوگا۔ کوئی تاریخ پیشی مقام دوره پر مویا عدہے باہر موتو وکیل صاحب پابند موں مے۔ کہ بیروی ند کورکریں۔لہذاو کالت نام لکھدیا کے سندر ہے۔ مقام سشا ور کے لئے منظور ہے۔

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTOONKHWA PESHAWAR

Mst: Bakhtmeena Ex-PST W/O Mohammad Iqbal R/O Village Stanadaro P/O K Dragai District Malakand .						
***************************************	•••••	(Appellant)				

VERSUS

- 1. Chief Secretary of Khyber Pakhtunkhwa, Peshawar.
- 2. The The Government of Khyber Pakhtunkhwa through secretary of (E&SE) Department, Khyber Pakhtunkhwa, Peshawar
- 3. The District Education Officer (F) District Peshawar.
- 4. The District Education Officer (F) District Malakand
- 5. The Deputy Commissioner District Malakand
- 6. The Sub-Divisional Education Officer (F)Dargai Malakand.

(Respondents)

Para wise comments on behalf of respondents No 1,2,4,5,6.

Respectfully Sheweth Preliminary Objections.

- 1. That the appeal is badly barred by time and under the rules is not maintainable.
- 2. That the appellant had concealed material facts from the Honorable Service Tribunal.
- 3. That the appellant had got no cause of action to file the instant appeal.
- 4. That the appellant has got no locus standi to ask for claim.
- 5. That the appellant is estopped by his own conduct to file the present appeal.
- 6. That the appeal is not maintainable in its present form and is not competent.
- 7. That the Honorable Tribunal has no jurisdiction to entertain the appeal.
- 8. That the instant appeal is bad for mis-joinder/ non joinder of necessary parties.

FACTS.

1. Pertains, to record. needs no comments.

- Incorrect, The concern Head Teacher stated in her written statement that Mst: Shamim Ara PST GGPS Kachi Koper and the appellant are sisters in-law As their husbands were in Dubai and Saudi Arabia therefore both of them used to go abroad to live with their husband in frequent intervals. They on return used to tear away the pages of Attendance Register to conceal their absence. (As Annexed with the appeal on page 60)
- Incorrect, all the allegations against the appellant is correct and proper enquiry has been conducted against the appellant through Deputy Commissioner Abbot Abad Cap(R) Khalid Mehmood.(Detail enquiry report annexed with the appeal on Page 22-28)
- Incorrect, As the appellant was transferred from District Malakand to District Peshawar dated 30/10/2013. So her leave record of 2015 is not available in District Malakand. However she availed the leaves in district Malakand with the following details

S.No	Nature of leave	From	To
1	Maternity Leave	23.01.2000	23.04.2000
2	Maternity Leave	16.01.2009	15.04.2009
3	Extra-Ordinary Leave	01.01.2010	31.12.2011

- 5. Incorrect, all the allegations of absence against the appellant is correct. The Head teacher DDO(F) and ASDEO(F) Dargai submitted her report for her absentee.

 (As Annexed with the appeal on page 60
 - 6. Incorrect, enquiry was conducted against SDEO (F) Dargai but the enquiry officer made investigation and found the appellant guilty As she produced fake documents and used to tear away the pages of Attendance Register to conceal their absence. So the appellant has been removed from her service after fulfilled all the codal formalities.
- 7. Not admitted, the impugned order dated 11/12/2015 issued was in accordance to law, facts and norms of natural justice.

GROUND.

- A. Incorrect, the impugned orders dated 11/12/2015 issued by the espondents is according to law, facts and norms of natural justice and, available materials on the record showed that no violation has been made.
- B Incorrect, the appellant has been treated in accordancewith law by the Respondent Department, provided the opportunity of personal hearing and no violation has been committed against the constitution of Islamic Republic of Pakistan 1973 Article 10-A.
- C Not admitted, such kind of sanction is not available on the record. However entries has been made in her service book for the Extra ordinary leave w.e. from 01.01.2010 to 31.12.2011. (As annexed with appeal page 45)
- D Incorrect, Proper inquiry has been conducted by the higher authorities and fulfilled all the codel formalities after the inquiry. So, the termination of the appellant is not against the law and natural justice.
- E.Incorrect, the available material on the ground shows that the appellant has not performed her duty with the entire satisfaction and devotion.
- F Incorrect, the allegations against the appellant is totally correct and proper enquiry has been conducted against the appellant through Deputy Commissioner Abbot Abad Cap(R) Khalid Mehmood. (Detail enquiry report annexed with the appeal on Page 22-28)
- G Incorrect, The said period was not the Ex-Pakistan leave but it was Extra ordinary leave from 01.01.2010 to 31.12.2011. (As annexed with appeal page 45)
- H. Correct, on the complaint of the teachers, Department conducted inquiries against the accused SDEO(F)Dargai but no prima facie worthy of taking action against the accused Respondent No 5 could be established.
- I Incorrect Respondent No 5 has not lodged any appeal against the appellant's husband as her husband name is Mohammad Iqbal and Respondent No 5 lodged FIR against Javed Hussain.
- J. The Respondents also seeks permission to raise additional grounds at the time of arguments.

In light of the above facts it is submitted to kindly dismiss the appeal in hand with cost.

C. SPUR ENTAGID

KHYBER AT INKHVAPESHAVA

RESPONDENT NO 3 1 & 2

SECRETARY(E&SE)PEPARTMENT

KHYBER PARHTUNKHWA PESHAWAR.

RESPONDENT NO.4

DISTRICT EDUCATION OFFICER (F) MALAKAND AT BATKHELA.

RESPONDENTINO.

DEPUTY COMMISSIONER MALAKAND AT MALAKAND

RESPONDENT NO.6

SUB-DIVISIONAL EDUCATION OFFICER(F) DARGAI MALAKAND.

AFFIDAVIT

I, do hereby solemnly affirm and declare on oath that all the contents of the accompanying parawise comments are true and correct to the best of my knowledge and belief and all the coddle formalities were fulfilled.

District Education Officer (F) Malakand at Batkhela.

DISTRICT EDUCATION OFFICER (FEMALE) MALAKAND AT BATKHELA.

__/FNo/Court Case PSTs (Female)

Dated 23 - 1- /2017.

Τo

The Director,

Elementary and Secondary Education Department,

Khyber Pakhtunkhwa, Peshawar.

Subject:-

SERVICE APPEAL No.384/2016 TITLED MST.BAKHT MEENA RESIDENT OF DISTRICT

MALAKAND VS GOVT: OF KHYBER PAKHTUNKHWA AND OTHER.

Memo:

It is stated that the reply/comments in the subject case has already been submitted by the undersigned on behalf of respondent No.1,2,4,5 & 6, but the reply/comments is awaited from the respondent No.3 District Education Officer (Female) Peshawar as the mistress has been removed from Service in District Peshawar by the Secretary Elementary and Secondary Education Department, Khyber Pakhtunkhwa, Peshawar and honourable Service Tribunal K.P.K Peshawar at Camp Court Swat has imposed fine.

Hence it is requested that the DEO(F) Peshawar may kindly be directed to submit para wise comments on behalf of respondent No.3 before 09.3.2017 and next date of hearing is 09.3.2017.

AKAND AT BATKHĖLA

421-22

Copy forwarded to :-

1.The Registrar, Service Tribunal Khyber Pakhtunkhwa, Peshawar at Camp Court Swat for information please.

2.The District Education Officer (Female) Peshawar.

DISTRICT EDUCATION OFFICER (FEMALE)

MALAKAND AT BATKHELA