

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
CAMP COURT ABBOTTABAD

Service Appeal No. 982/2015

Date of Institution... 03.09.2015

Date of decision... 18.10.2017

Bahrobar S/O Bashar R/O Chaliyar P/O Khwazakhela Tehsil & District Swat.
... (Appellant)

Versus

1. The District Education Officer (Male), Elementary & Secondary Education
Kohistan and 2 others. (Respondents)

AMJID ALI MOHMAND,
Advocates

... For appellant.

MR. MUHAMMAD BILAL
Deputy District Attorney

... For respondents.

MR. NIAZ MUHAMMAD KHAN,
MR. MUHAMMAD AMIN KHAN KUNDI,

... CHAIRMAN
... MEMBER

JUDGMENT

NIAZ MUHAMMAD KHAN, CHAIRMAN: - Arguments of the learned
counsel for the parties heard and record perused.

FACTS

2. The appellant was appointed on 22.03.1990 and impugned order of his removal from service was passed on 14.04.2015. Against which he filed departmental appeal on 11.05.2015 which was not responded to and thereafter the present service appeal on 03.09.2015. The proceedings were initiated due to absence of the appellant.

ARGUMENTS

3. The learned counsel for the appellant argued that the whole proceedings are illegal as the appellant had served the department for 25 years. That only show-cause

notice was issued in which the main charge was wilful absence from duty and fake attendance in attendance register. That no other inquiry was conducted except the visit of inquiry officer who visited the school and reported that the appellant was absent and his attendance were fake. That proper procedure has not been followed.

4. On the other hand, the learned Deputy District Attorney argued that the show-cause notice was issued and inquiry officer was appointed who visited the concerned school and found the appellant absent and thereafter the order of removal from service was passed.

CONCLUSION.

5. Under the rules in vogue i.e Khyber Pakhtunkhwa Government Servants (E&D) Rules, 2011, there were two courses open for the department in such situation i.e. either the department should have resorted to rule-9 or could have resorted proceeding under rule-5. The department has not resorted to Rule-9 and under rule-5 the procedure of inquiry was not followed nor the inquiry has been dispensed with.

6. Consequently, the present appeal is accepted and the appellant is reinstated in service. The department is at liberty to conduct denovo proceedings in accordance with rules and observations made about. The back benefits of the appellant shall be subject to the final outcome of the denovo proceedings. Parties are left to bear their own costs. File be consigned to the record room.

Muhammad Amin
(Muhammad Amin Khan Kundi)
Member

Niaz Muhammad Khan
(Niaz Muhammad Khan)
Chairman
Camp Court, A/Abad

ANNOUNCED

18.10.2017

DFA
1

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
CAMP COURT ABBOTTABAD

Service Appeal No. 982/2015

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MR. MUHAMMAD AMIN KHAN KUNDI,

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... MEMBER

JUDGMENT

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(Niaz Muhammad Khan)
Chairman
Camp Court, A/Abad

(Muhammad Amin Khan Kundi)
Member

ANNOUNCED

18.10.2017


982/15

20.06.2017

Counsel for the appellant (Amjad Ali Mohmand, Advocate) alongwith Musafar Khan alleged attorney of the appellant and Mr. Muhammad Bilal, Deputy District Attorney alongwith Shah Waliullah, KPO for respondents No. 1 to 3 present.

After hearing arguments at some length it transpired that one of the allegations of the department against the appellant is that he is a fake person. Since the learned Deputy Distt. Attorney has objected that the present appeal has also not been filed by the appellant but filed by a fake person, this Tribunal deem it necessary that the appellant should be summoned personally in order to ascertain that as to whether the present appeal has been filed by the appellant himself or under his authority. To come up for further arguments and personal appearance of the appellant on 18.10.2017 before the D.B at camp court, Abbottabad.

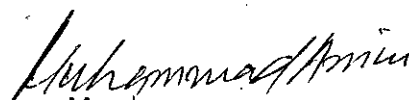

Member



Chairman
Camp court, A/Abad

18.10.2017

Appellant alongwith counsel and Mr. Muhammad Bilal, Deputy District Attorney alongwith Shah Waliullah, KPO for the respondents present. Arguments heard and record perused.

This appeal is accepted as per our detailed judgment of today. Parties are left to bear their own costs. File be consigned to the record room.


Member


Chairman
Camp Court, A/Abad.

ANNOUNCED

18.10.2017

16.03.2016

Counsel for the appellant and Mr. Muhammad Saddique, Sr.G.P for respondents. present. Requested for adjournment. To come up for written reply/comments before S.B on 20.7.2016 at Camp Court A/Abad.


Chairman
Camp Court A/Abad

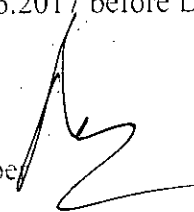
20.07.2016


Counsel for the appellant and Mr. Abdul Samad, ADO alongwith Mr. Muhammad Siddique, Sr.GP for respondents present. Written reply submitted. The appeal is assigned to D.B for rejoinder and final hearing for 16.1.2017 at camp court, Abbottabad.


Chairman
Camp court, A/Abad,

16.01.2017

Counsel for the appellant and Mr. Rasheed Ahmad, ADO alongwith Ms. Shazia Mughal, GP for respondents present. Counsel for the appellant requested for adjournment. To come up for rejoinder and final hearing on 20.06.2017 before D.B at camp court A/Abad.

Member 


Chairman
Camp court A/Abad.

11.09.2015

Counsel for the appellant present. Learned counsel for the appellant argued that the appellant was serving as CT when subjected to inquiry on the allegations of long absence and fake person and removed from service vide impugned order dated 14.4.2015 communicated to the appellant on 19.4.2015 against which he preferred departmental appeal on 11.5.2015 which was not responded and hence the instant service appeal on 3.9.2015.

Appellant Deposited
Security & Process Fee



That the inquiry was not conducted in the prescribed manners as the appellant was not associated with the same and no publication was ever made as required by 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 26.11.2015 before S.B.


Chairman

26.11.2015



Counsel for the appellant, M/S Khurshid Khan, SO and Hameed-ur-Rehman, AD (lit.) alongwith Addl: A.G for respondents present. Since the appeal pertains to the territorial limits of Hazara Division as such the same is to be heard at Abbottabad. To come up for written reply/comments on 16.3.2016 at Camp Court A/Abad. Notice to respondent No. 1 be also issued for the date fixed.


Chairman

FORM-A
FORM OF ORDER SHEET

Court _____

Case No. 982/2015


	Date of order/ proceedings	Order or other proceedings with signature of Judge/ Magistrate
1	2	3
1.	07.09.2015	<p>The appeal of Mr. Bahrobar resubmitted to-day by Mr. Arshad Ali Momand, Advocate, may be entered in the institution register and put up to the Worthy Chairman for preliminary hearing.</p> <p style="text-align: right;"> REGISTRAR</p>
2.	11-9-15	<p>This case be put up before the S.Bench for preliminary hearing on <u>11-9-15</u></p> <p style="text-align: right;"> CHAIRMAN</p>

The appeal of Mr. Bahrobar, received to-day i.e. on 3.09.2015, is incomplete on the following scores, which is returned to him for completion and resubmission within 15 days:-

1. Heading of the appeal may be corrected.
2. The appeal may be got signed from the appellant.

No. 1366 /ST,

Dated 4/9 /2015


REGISTRAR
KPK SERVICE TRIBUNAL,
PESHAWAR.

MR. ARSHAD ALI MOMAND, ADVOCATE.

Sir

Re Submitted after correction, put up the
Court.

422512

counsel

7/9/2015

BEFORE THE SERVICE TRIBUNAL (KPK) PESHAWAR

Appeal No: 982 2015.

Bahrobar S/O Bashar R/O Chaliyar P/O Khwazakhela Tehsil & District Swat (Appellant).

Versus

The District Education Officer (DEO) Male, Elementary and Secondary Education Kohistan, (Etc).....(Respondents).

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5	Copy of transfer order and charge report (from kayal to Gaya dubair Kohistan)	F & G	32-33
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BAHROBAR (APPELLANT)

Through, Amjad Ali Mohmand and
Arshad Ali Mohmand Advocates

High Court at Mardan.

Dated: 02/09/2015

0334-8442420
LINGGIL LAW ASSOCIATES
MARDAN
ARSHAD ALI MOHMANI
Advocate High Court at Mardan

1

BEFORE THE SERVICE TRIBUNAL (KPK) PESHAWAR

Appeal No: 982 2015.

Service Tribunal
Case No. 1024
dated 3-9-15

Bahrobar S/O Bashar R/O Chaliyar P/O Khwazakhela Tehsil & District Swat (Appellant).

VERSUS

1. The District Education Officer (DEO) Male, Elementary and Secondary Education Kohistan.
2. The director Elementary and Secondary Education Department KPK Peshawar.
3. The Secretary Elementary and Secondary Education KPK Peshawar.....(Respondents).

Subject: Appeal **UNDER SECTION 4 OF THE SERVICES TRIBUNAL ACT 1974 AGAINST THE ORDER OF RESPONDENT NO 1(DEO-KOHISTAN) CONTAINED / VIDE LETTER NO 3349 – 54 DATED 14 /04 / 2015, WHEREBY THE APPELLANT IS REMOVED FROM SERVICE WITH RETROSPECTIVE EFFECT FROM 14/04/2015.**

Respectfully Sheweth;

The appellant states as under,

- (1) That the appellant had been appointed by the competent authority as CT teacher vide order Endst No: 3283-89 dated 22/03/1990 against newly created post in district Swat.(Copy of the order is annexed herewith as annexure "A").
- (2) That the appellant served on the same post for more than 25 years in different schools in district Swat.(copy of service book and pay slips are annexed herewith as annexure "B" and "C").
- (3) That the appellant was transferred from GMS Shinkon district Swat to GHS Kayal district Kohistan vide transfer order No: 761-66 dated 06/06/2012 (Copy of transfer order and charge report are annexed herewith as annexure "D" and "E").

*Filed today
3/9/15*

2

- (4) That lastly the appellant was transferred from GHS Kayal Distt Kohistan to GMS Gaya Dubair Distt Kohistan vide transfer order No: 6021-26 dated 1/06/2013. (Copy of transfer order and charge report are annexed as annexure "F" and "G").
- (5) That the appellant performed his duty honestly and regularly with full zeal and enthusiasm and did not remain absent so long as to remove the appellant from his service.
- (6) That the appellant received a letter from the office of the DEO (Male) Kohistan on 19/04/2015 wherein he was removed from his service in ex parte proceedings, vide removal order No: 3349-54 dated 14/04/2015 on the charges/basis of Fake Person/Long Absence.(Copy of removal order is annexed as annexure "H").
- (7) That being aggrieved from the said order, the appellant preferred a departmental representation / appeal to respondent No 2 on 11/05/2015 through registered post.(Copy of representation/appeal and courier receipt are annexed herewith as annexure "I" and "J").
- (8) That respondent No 2 did not redressed/resolved the grievances of the appellant within the statutory period of ninety(90) days, hence being aggrieved from the order of respondent No: 1 which is unjustified, illegal, against the principles of natural justice, ultra vires, self contradictory and the same is liable to be set aside inter alia on the following grounds amongst many others.



GROUND:

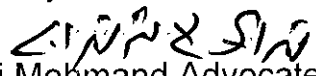
- (A) That the impugned order was issued arbitrarily because no show cause notice or charge sheet prior to the removal order/ letter is given to the appellant.
- (B) That the appellant is condemned unheard in the alleged departmental enquiry because he was neither summoned for the said enquiry nor made a party in the proceedings and not had given the opportunity of self defense but all the decisions were made ex parte, which on one hand violated both fundamental and natural rights of the appellant and on the other hand reflects a clear malafide of the respondents .

- (C) That the long standing service record of appellant has been clean and unblemished.
- (D) That keeping in view the length of service of the appellant prevailing over 25years, the impugned order is too harsh in nature and he is entitled at least for Pensionary benefits.
- (E) That as per attendance records of the schools(annexed "H") the appellant cannot be charged/blamed for long absence and in return the punishment so provided (removal from service) on the same charge is in no way justifiable, hence the same is liable to be set aside and the appellant may be restored on the same position with back benefits.
- (F) That the appellant was appointed on merit in education department after fulfillment of all the required criteria and there after allowed to perform his duty in various schools of Distt Swat and lastly transferred to Distt Kohistan by the order of competent authority, therefore, he could not be termed/charged as Fake Person.(for authenticity copy of CNIC, Domicile certificate and Academic certificates are annexed as annexure "K" ,"L" and "M").
- (G) That the appellant will seek leave of this honorable court to claim further grounds also.

PRAYER:

It is therefore, humbly prayed for that on acceptance of this appeal, the impugned order may be set aside and the appellant may be reinstated into service with all back benefits and if this honorable court directs for pensioner benefit/ compulsory retirement as alternative remedy, the appellant will accept the order of this hounarable court.

Bahrobar (Appellant)  

Through, Amjad Ali Mohmand & 
Arshad Ali Mohmand Advocates
High Court at Mardan ASSOCIATES
MARDAN
ARSHAD ALI MOHMAND
Advocate High Court at Mardan

Dated: 02/09.2015

5

BEFORE THE SERVICE TRIBUNAL (KPK) PESHAWAR

Appeal No: _____ 2015.

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Versus

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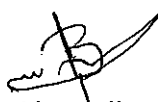
MEMO OF ADDRESSES

APPELLANT

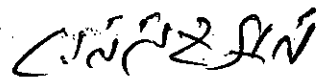
Bahrobar s/o Bashar R/O Chaliyar, Khwazakhela District and tehsil Swat Through Special Attorney Musafar Khan S/O Gul Muhammad R/O muhalla Bar Kalay Khwazakhel District Swat. Cell No: 0346-9460584

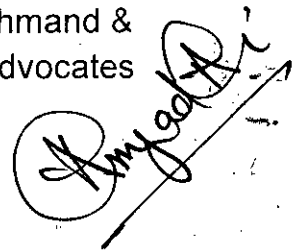
RESPONDENTS

1. District Education Officer (Male) Elementary and Secondary Education (E&SE) Kohistan.
2. Director (E & SE) KPK Peshawar.
3. Secretary (E & SE) KPK Peshawar.


 Bahrobar (Appellant)
 Through, Amjad Ali Mohmand &
 Arshad Ali Mohmand Advocates
 High Court at Mardan.

Dated: 02/09/2015





LINCOLN LAW ASSOCIATES
MARDAN
ARSHAD ALI MOHMAND
Advocate High Court at Mardan

① A ⑤

OFFICE OF THE DIRECTOR OF EDUCATION(S) MALAKAND DIVISION GUL KARAI SWAT

APPOINTMENTS.

The following candidates are hereby temporarily appointed against TGT/PET posts in the schools noted against each in BPS: No. 9 G. S. 830/- fixed, plus usual allowances as due and admissible to them under rules from the date of their taking over charge in the interest of public service subject to the following terms and conditions :-

No. Name, Qualification & Address.	School where appointed.	Remarks.
1. Mr. Shrobar PA S/O Darnat, N/O Vill: Chalyar, Swat.	GMS: Tarogay, Swat	Against newly created OT post.
2. Mr. Ashbur Rahman, P.A. S/O Jara Jan S/O Vill: Chalyar, Swat	GMS: Tarogay, Swat	Against newly created S.V. post.
3. Haidoulah PA S/O Ghulam Akbar N/O Khwazakhela, Swat.	GMS: Tarogay, Swat	Against newly created PET post.

TERMS AND CONDITIONS.

- No. 1/1 is allowed.
- George reports should be submitted to all concerned.
- The appointments are made on purely temporary basis and liable to termination at any time without notice and assigning any reason. In case of resignation they will have to submit one month's prior notice to the authority for effect one month's pay in lieu thereof to the Govt.
- The candidates shall produce their health and age certificates from the Civil Surgeon concerned.
- The heads of the Institution are required to check the original academic/professional certificates of the candidates before handing over charge to them.
- In case the candidate fails to take over charge within 15 days of the issuance of this order, their appointments shall stand automatically cancelled.
- The candidates shall not be handed over charge if their age exceed 28 years or below 18 years.

Handwritten notes:
301 SP - 10 (Governing)
GMS: Tarogay, Swat

(GHULAM MOHAMMAD),
DIRECTOR OF EDUCATION,
MALAKAND DIVISION,
AT GUL KARAI (SWAT).

Dated 22-3-1990.

Copy forwarded to :-
The District Education Officer (M) Swat at Bul Kadu.
The District Education Officer (M) Saidu at Gul Karai Swat.
The Headmaster, GMS: Tarogay, Swat.
The candidates concerned.
The Director (A) L/Directorate.

Handwritten signature and date:
22/3

For/ DIRECTOR OF EDUCATION,
MALAKAND DIVISION,
AT GUL KARAI (SWAT).

Handwritten date:
21/3/90.

7

Better Copy Of Appointment Order

Office Of The Director Of Education (S) Malakand Divn: At Gul Kada Swat.
Appointments.

The following candidates are hereby temporarily appointed against SST/CT/PET posts in the schools noted against each in BPS No (@ Rs. 830/- fixed, plus usual allowances as due and admissible to them under rules with effect from the date of their taking over charge in the interest of public services subject to the following terms and conditions:-

No.	Name, Qualification & Addresses	Schools where Appointed	Remarks
1.	Mr Bahrobar FA S/O Bashar R/O Chalyar, Swat	GMS: Tarogay, Swat	Against Newly Created Post
2.	Mr. Habibur Rahman, FA S/O Pam Jan R/O Vill: Chalyar, Swat	GMS: Tarogay, Swat	Against Newly Created Post
3.	Habibullah, FA S/O Ghulam Akbar R/O Khwazakhela, Swat.	GMS: Tarogay, Swat	Against Newly Created PET Post

Terms and Conditions

1. No TA/DA is allowed.
2. Charge report should be submitted to all concerned.
3. The appointments are made on purely temporary basis and liable to termination at any time without notice and assigning any reason. In case of resignation they will have to submit one month's prior notice to the deptt: or forfeit one month's pay in lieu thereof to the Govt.
4. The candidates shall produce their health and age certificates from the civil surgeon concerned.
5. The heads of the institutions are required to check the original academic/ professional certificates of the candidates before handing over charge to them.
6. In case the candidates fails to take over charge within 15 days of the issue of this order, their appointments shall stand automatically be cancelled.
7. The candidates shall not be handed over charge if their age exceed 28 years or below 18 years.

(GHULAM MOHAMMAD)
Director Of Education
Malakand Division
At Gul Kada (Swat).
Dated 22/03/1990

Endst: 3283-89

Copy Forwarded to-

1. The District Education Officer (M) Swat at Gul Kada.
2. The S.D.E.O (M) Saidu at Gul Kada Swat.
3. The Headmaster, GMS: Tarogay, Swat.
4. The Condidates concerned.
5. The Supdt (E) L/Directorate.

For/ Sd:Director Of Education,
Malakand Divisoion,
At Gul Kada (Swat).

1. Name *Bahrobar*

2. Race *Afghan*

3. Residence *Chalyar P. O. Khanzakhela, Distt. Swat*

4. Father's name and residence *Bashar*

As above

5. Date of birth by Christian era as nearly as can be ascertained *Sixth March N.H.R. Sixty one*
6-3-1960

6. Exact height by measurement *5-7*
5-3

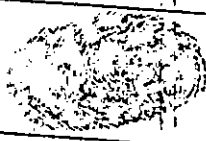
7. Personal marks for identification *A mole on fore head*

8. Left hand thumb and Finger impression of (non-gazetted) officer

Little Finger.



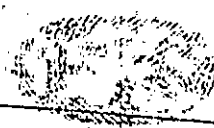
Ring Finger



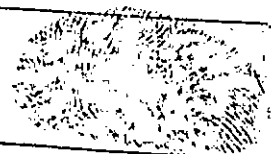
Middle Finger.



Fore Finger



Thumb.



Signature of Government servant

[Signature]

[Signature]

Signature and designation of the Head of the Office, or other Attesting Officer:

[Signature]

Sub Divisional Edn. Officer,
Saidu Sharif, Sub-Division,

9

1	2	3	4	5	6	7	8
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. 10.	Pay in substantive post	Additional Pay for officiating	Other emolument falling under the term 'Pay'	Date of appointment	Signature of Government servant
GMS. Tarogay	sub per	BPS No 29 (850-38-1390)	Rs. 830/ fixed			24 3/90	
Do	Do	RPS NO: 9 (1185-72-2065)	Rs. 1329/	1155/ fixed		1-6-91	
Note	The following	made may be	6-11-91	30/11/91	Office of the Accountant General N.W.F.P. Peshawar.	Pay fixed in the Revised Pay Scales 1991 of Rs. X FIXED (B-)	© Rs. 1155/- M.W.F.P. 1-6-1991 With Next Increment on 1-12-1991
As official					Accounts Officer Pay Fixation Party M.W.F.P. Peshawar.		
cc -	do		1185/ fixed	BPS No. 14 (1530-114-3315)		11/7/93	
do	do		1530/-			25/12/93	
①	Copies verified with	30/6/1993 from	District Office	Deputy Education Officer 1251 Konistan			

15

Signature and designation of the head of the office or other attesting officer to attest in the columns 1 to 3	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc.)	Signature of the head of the office or other attesting officer	Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government	Signature of the head of the office or other attesting officer	Reference to recorded punishment or censure, reward or praise of the Government servant.
S: D: E: O: Saidu Sharif	Appointed		S: D: E: O: Saidu Sharif				
S: D: E: O: Saidu Sharif	31/91	scale revised	S: D: E: O: Saidu Sharif				
S: D: E: O: Saidu Sharif	30/93	Scale	S: D: E: O: Saidu Sharif				

Appointed as C.T. teacher at Taragar, vide DE MKD at Cankada Grant, Edast NO

3283-89 Date = 22-3-

UNDERTAKING.
I, Mr. Bahadur, Post as GMS Taragar do hereby give an undertaking to the office that if any over payment is made to me as a result of in correct fixation of my pay, it will be made good by recovery from my Pay/Pension/Gratuity.

Sanction to the grant of 18 age by 2 years and 18 days relaxed vide DE MKD. Edast NO = 5194-97.

By: Saidu Sharif
Distt. Education Officer (M)
Secondary, SWAT

Sub Divisional Edn. Officer,
Saidu Sharif, Sub Division, SW

Fixation on point to point basis pay in BPS NO: 9 RS. 830/-
pay in the modified scale RS 840/-
pay fixed in RPS RS: 13296

24/12/93 scale revised
By: Saidu Sharif
Distt. Education Officer (M)
Secondary, SWAT

Sub Divisional Edn. Officer,
Saidu Sharif, Sub Division, SW

(2) Service Verified w.o.f. 11/7/93 to 21/12/93 from acq. Roll & other Record of this Office.

Departmental pay fixation in Revised pay scale No. 10 @ Rs. 2265/-
w.o.f. 1.6.1994 vide Finance Deptt. Notification No. 224/93, dated 30.5.94
Basic pay @ 1-5-94: 1530
Increase @ Rs. 85/- per Basic Pay: 533.50
Total: 2063.50
Equal/Next Stage Id. Revised Pay Scale: 2002
Pay fixation vide 26.5.94 with next increment on 1.12.94

By: Saidu Sharif
Distt. Education Officer (M)
Secondary, SWAT

(11)

1 Name of post	2 Whether substantive or officiating and whether permanent or temporary	3 If officiating since (i) substantive appointment, or (ii) whether service counts for pension under Art. 37(1) C.S. R.	4 Pay in substantive post	5 Additional pay for officiating	6 Other entitlement falling under the term 'Pay'	7 Date of appointment	8 Signature
RRPS-14(99), 2065-161-9980							
6025-Tabangay	Substantive		Rs. 2226/- p.m.			1.6.94	[Signature]
do	do		Rs. 2387/- p.m.			12/94	[Signature]
do	do		Rs. 2548/- p.m.			12/95	[Signature]
do	do		Rs. 2548/- p.m.			12/96	[Signature]
G.H.S. Khawalachela Jucet	do		Rs. 2548 = p.m.			3/97	[Signature]
do	do		Rs. 2709/ p.m.			12/97	[Signature]
do	do		Rs. 2870/- p.m.			1-12-98	[Signature]
<p>Office of The Accountant General, N.W.F.P., Peshawar. Pay fixed in the 17th pay scales 1934 of Rs 2065-161-9980 G. No. 2065/2 with effect from 1-12-98</p> <p>Accountants Office, Pay Fixation Party, N.W.F.P., Peshawar</p> <p>Account of R. S. G. is not receivable</p> <p>Retention of over and pay permitted on pay fixation part eve of fixation made in monthly bill of 1/11/2001 to Rs. 100/- p.m. & Rs. 61/- up to 28/2/01</p>							
do	do		Rs. 3031/- p.m.			1-12-99	[Signature]
do	do		Rs. 3192/- p.m.			1-12-2000	[Signature]

Name of post	Whether substan- tive or officiating and whether permanent or temporary	if officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	Pay in substantive post	Additional Pay for officiating	Other allowment falling under the term 'pay'	Date of appointment	Signature of Government servant
Behruban C.T. A-5/Chikhalga	Sub- per.	Scale BERS 40-45-300-240-12302	Rs 5020/- M				
-DO-	-DO-		Rs. 5080/-			11/12/2001	
C.T. at GHSS Khawza Khela	-DO-		Rs. 5080/-			1/6/2002	
-DO-	-DO-		Rs. 5260/-			1/12/2002	
-DO-	-DO-		Rs. 5500/-			1/12/2003	

Sanction to the grant of Extra ordinary leave for the periods w.e.f 1-10-2004 to 30-9-2006 (730 days) without pay has been accorded by the D.C.O Swat vide his office Enst. No. 2352-54/03/ DCO/EDO dated 14/9/2004 and EDO (Swat) Swat office Enst. No. 446-48/ A-12/Beroband C.T dated 18/9/2004

PRINCIPAL,
Govt. Higher Secondary School,
Khawza Khela, Swat.

93

9	10	11	12	13	14
Signature and designation of the head of the office or officer attesting in columns 1 to 8	Date of termination or appointment	Reason of termination (such as promotion, transfer, dismissal, etc.)	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay up to four months for which leave salary is payable to another Government	Signature of the head of the office or other attesting officer
<p>Signature of G.H.S.S. Khwaza Khela</p>	<p>3/1/2006</p>	<p>Retirement</p>	<p>Signature of G.H.S.S. Khwaza Khela</p>	<p>Allocation of period of leave on average pay up to four months for which leave salary is payable to another Government</p>	<p>Signature of the head of the office or other attesting officer</p>
<p>Signature of District Officer</p>	<p>5/1/2006</p>	<p>Retirement</p>	<p>Signature of G.H.S.S. Khwaza Khela</p>	<p>Allocation of period of leave on average pay up to four months for which leave salary is payable to another Government</p>	<p>Signature of the head of the office or other attesting officer</p>
<p>Signature of District Officer</p>	<p>11/6/2006</p>	<p>Retirement</p>	<p>Signature of G.H.S.S. Khwaza Khela</p>	<p>Allocation of period of leave on average pay up to four months for which leave salary is payable to another Government</p>	<p>Signature of the head of the office or other attesting officer</p>
<p>Signature of District Officer</p>	<p>28/3/2006</p>	<p>Retirement</p>	<p>Signature of G.H.S.S. Khwaza Khela</p>	<p>Allocation of period of leave on average pay up to four months for which leave salary is payable to another Government</p>	<p>Signature of the head of the office or other attesting officer</p>
<p>Signature of District Officer</p>	<p>28/3/2006</p>	<p>Retirement</p>	<p>Signature of G.H.S.S. Khwaza Khela</p>	<p>Allocation of period of leave on average pay up to four months for which leave salary is payable to another Government</p>	<p>Signature of the head of the office or other attesting officer</p>
<p>Signature of District Officer</p>	<p>28/3/2006</p>	<p>Retirement</p>	<p>Signature of G.H.S.S. Khwaza Khela</p>	<p>Allocation of period of leave on average pay up to four months for which leave salary is payable to another Government</p>	<p>Signature of the head of the office or other attesting officer</p>
<p>Signature of District Officer</p>	<p>28/3/2006</p>	<p>Retirement</p>	<p>Signature of G.H.S.S. Khwaza Khela</p>	<p>Allocation of period of leave on average pay up to four months for which leave salary is payable to another Government</p>	<p>Signature of the head of the office or other attesting officer</p>

Service Verified with 1-6-2006 to 31-12-2002 from acq. Rolls & other records in this Office.

Services Verified with 1-1-2007 to 31-12-2003 from acq. Rolls & other records of this Office.

Principal, Govt. Higher Secondary School, Khwaza Khela, Swaziland.

Admitted to G.H.S.S. Khwaza Khela Swazi v. de E.D. (S.L.S.W. 07/06/02) Enrolment No. 5343-46/9-12/02. Baledobob e T. hotele 2/13/2006. W.e.f. 28/3/2006.

Principal, Govt. Higher Secondary School, Khwaza Khela, Swaziland.

3565-275-11810

5740
14. 659
6590

Principal, Govt. Higher Secondary School, Khwaza Khela, Swaziland.

	Name of post	Temporary	service counts for pension under Art. 371 C. S. R.	post	Officialting	Pay	
Dep sati Dist nan	CTAD GHS						
S#	Khuzga Mela Subb/peb					Rs. 5140/-	11/2/08 ✓
1							
2	GHS Khwazakhe - d					Rs. 6590/-	2.8 ³ / ₀₆ ✓
3						(BPS No 14 CRs - 4100 - 315 - 1355 =)	
4	GMS Pajna do					Rs. 7565/- P.M.	5 ¹ / ₂₀₀₈ ✓
5							
ndst:	<div data-bbox="282 756 799 1184" data-label="Text"> <p>(2005) Office of the Accountant General N.W.F.P. Peshawar Pay Fixed in the revised pay scale of Rs. 3565 - 275 - 11815 on 01-07-2005 6590/- Pay Fixation</p> </div>						
	<p>After awaiting of 73 days leave without pay from 15.06.08 to 30.08.08, adjusted at GMS Pajna. Swat valley DCO Swat order No 1511 dated 14.5.08 & EPD Swat order No. 9167-68, dated 14.5.08</p>						
	<p>District Officer (M) Schools & Literacy Swat</p>						
	<p>(12) CP T No 8868 dt 13/4/06</p>						
	<p>Service verified on 28/3/06 from acc. roll relative record of this office</p>						
	<p>Headmaster, Govt. High School, Khwazakhe, Dist. Swat</p>						
	<p>all amounts up to 28/3/06 & 31/3/06 adjusted = 4/06</p>						
	<p>MR. S. G. M. AR Swat</p>						

Deputy
District Education Officer
Kohistan

1	2	3	4	5	6	7	8
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state (a) substantive appointment, or (b) whether he is in receipt of pension under Art. 371 C. S. R.	Pay in substantive post	Additional Pay for officiating	Other emolument falling under the term 'pay'	Date of appointment	Signature Government
C.T. ul GATS		(BPS No. 15 (C) Rs. 5270-420-17820)					
Shinkho Subst	Subst/psb		Rs. 9420/-			20/11/2010	
do	do		Rs. 9420/-			01/12/2011	
		(BPS No. 15 (C) Rs. 8500-700-29500)					
do	do		Rs. 15500/- PM			1/2/2011	
do	do		Rs. 16200/- PM			1/12/2011	
<p>Service verified w.e.f. 1-1-2011 to 31-7-2012, from Acq. Roll and other records of this office.</p>							
<p style="text-align: center;"> District Officer (M) Elementary & Secondary Education, Swat.</p>							
do	do		Rs. 16200/- PM			1/12/2011	

Deputy Education Officer
District Education Officer
(Male) Khyber Pakhtunkhwa

District Officer (M)
Elementary & Secondary
Education, Swat.

Records verified with 1-1-2011
to 31-7-2012, from Hqs. Roll
and other records of this office.

12/1/2011

Rs 16200/- PM

do -

12/2/2011

Rs 15500/- PM

do -

01/11/2010

Rs 9200/-

do -

11/20/2010

Rs 9420/-

Subs/pos

CT 22 ERS
Shimko 227

(RPS No. 130, 220-420-17820)

Date of appointment

Other emoluments

Additional pay for officiating

Pay in substance

if officiating

Whether substantive or officiating

Name of post

Del set Dist nan # 1 2 3 4 5

11/20/2010

18

1 Name of post	2 Whether substantive or officiating and whether permanent or temporary	3 If officiating, state (i) substantive appointment, or (ii) whether service counts for permanent under Art 371 C.S. R.	4 Pay in substantive post	5 Additional Pay for officiating	6 Other emolument falling under the term 'Pay'	7 Date of appointment	8 Signature of Government servant
CT GMS Shinkoo	Sub / Perm		Rs 2568 1/2			25/9/95	
			Rs 2709 1/2			12/95	
			Rs 2870 1/2			12/96	
			Rs 3031 1/2			12/97	
			Rs 3192 1/2			12/98	
			Rs 3353 1/2			12/99	
			Rs 3514 1/2			12/2000	
			Rs 3675 1/2			12/2001	
			Rs 240			10/300	
			Rs 3100			12/2001	
			Rs 5500 1/2			12/2001	
			Rs 5740 1/2			12/2002	
			Rs 5980 1/2			12/2003	
			Rs 6220 1/2			12/2004	

Deputy
Chief Education Officer

17

9	10	11	12	Leave		Signature of the head of the office or other attesting officer	Reference to records of appointment or transfer or dismissal or award of pension of the Government Service
Signature and designation of the head of the office or other attesting officer in attention of columns 1 to 8	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc.)	Signature of the head of the office or other attesting officer	Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is payable to another Government	Signature of the head of the office or other attesting officer	Reference to records of appointment or transfer or dismissal or award of pension of the Government Service
					Period	Government to which available	
	30/11/95	A/P					
Distt: Officer Elem: & Secy: Edu: Swat.	21/9/95	Entry	Distt: Officer Elem: & Secy: Edu: Swat.		Sanctioned to the grant of leave salary leave has been given for the period 19-11-2010 to 19-11-2010 (292 days) vide EDO (ERSE) Swat office no. 1122-25/15757/2010 dated 27-12-2010 and adjusted in the side of CMS SRINAGAR in the side.		
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/96	A/P	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/97	A/P	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/98	A/P	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/99	A/P	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/2000	A/P	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/2001	A/P	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/2002	Scale Revised	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/2003	A/P	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/2004	A/P	Distt: Officer Elem: & Secy: Edu: Swat.				

PRINCIPAL
Govt. High School
Chail, Distt: Swat

FIXATION

Pay on 19-11-2010 was
RPS No. 14 Rs. 7515/-

Pay fixed in RBPS
No. 14 on 20-11-2010 Rs. 9100/-

Pay fixed in RBPS
No. 15 on 20/11/2010 Rs. 9420/-

PRINCIPAL
Govt. High School
Chail, Distt: Swat

Pay bill
Amount for the period 20/11/03 to 31/11/03

Pay & Allowance passed vide
Swat No. 1000 as per Gross 3167
Deductions 1753
Net = 2914

8

9	10	11	12	13		14	15
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is payable to another Government		
Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 3	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer	Period	Government to which debitable	Signature of the head of the office or other attesting officer	Reference to recorded punishment or censure, or reward or praise of the Government Servant.
Distt: Officer Elem: & Secy: Edu: Swat.	30/6/2005	Scale Revised	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/2005	AB	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/12/2005	AB	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/6/2007	Scale Revised	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/2007	AB	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	31/10/2007	Amended B-15	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/2007	AB	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/6/2008	Scale Revised	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/2008	AB	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/2008	AB	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/11/2008	AB	Distt: Officer Elem: & Secy: Edu: Swat.				
Distt: Officer Elem: & Secy: Edu: Swat.	30/1/2010	AB	Distt: Officer Elem: & Secy: Edu: Swat.				

Remove from service
 via DFO (M) Endstt No 3340
 Dated 14/4/2015

Name of post	Whether substantive or permanent or temporary	If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Act 171 S. R.	Pay in substantive post	Additional pay for officiating	Other emolument falling under the term "pay"	Date of appointment	Signature of Government servant
CT 7MS Shri Koo	Sub Per	B-14 (3565-275-11815)	R 714%			7 1/2005	
			R 714%			12 1/2005	
			R 714%			12 1/2006	
		B-14 (4100-315-13550)	R 819 1/2%			7 1/2007	
			R 819 1/2%			12 1/2007	
		B-15 - B (4350-350-14850)	R 8200 1/2			10 1/2007	
			R 8200 1/2			12 1/2007	
		B-15 (5220-420-17825)	R 9840%			7 1/2008	
			R 9840%			12 1/2008	
			R 9840%			12 1/2009	
			R 9840%			12 1/2010	

Deputy

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1	2	3	4	5	6	7	8
Whether substantive or officiating, (i) substantive appointment, or (ii) whether service credit for pension under Art. 311 C.S.D.	Whether substantive and whether permanent or temporary		Pay in such grade post	Additional pay for officiating	Other emoluments falling under the term 'pay'	Date of appointment	Signature of Government Servant

B-15 (18500-700-28500)
 GMS Shree Ram
 B 16200/-
 B 16000/-
 12000/-
 7000/-

(B-14 CB 3065-141-4650)

B. 25487/-
 B. 23031/-
 B. 21901/-
 B. 23501/-
 B. 35141/-
 B. 36731/-
 B. 35001/-

B. 31901/-
 B. 3031/-
 B. 31901/-
 B. 23501/-
 B. 35141/-
 B. 36731/-

(B-14 CB 3100-240-10300)

B. 55001/-
 B. 57401/-

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9	10	11	12	13		14	15
				Leave			
Signature and name of the officer or other attesting officer	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer	Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		Reference to any recorded punishment or censure or reward or praise of the Government Servant.
					Period	Government to which debitable	
	30/11/95	6 Scale 2011 Revised					
Officer Secy: Edu Swat.	30/11/95	14/11/95	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				MA, Advance. Prudhamant Section Sanction is hereby accorded for the grant of two allpara increment on parsony MA vide EDO (E&S) Edu Swat, Enclt. No. 2914-16 dated 28/5/2012. to be of 25/9/1995 at 5-10-7.
Officer Secy: Edu Swat.	30/11/96	07/11/96	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
Officer Secy: Edu Swat.	30/11/97	11/11/97	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
Officer Secy: Edu Swat.	30/11/98	11/11/98	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				<i>[Signature]</i> District Officer (M) Elementary & Secondary Education, Swat
Officer Secy: Edu Swat.	30/11/99	11/11/99	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
Officer Secy: Edu Swat.	30/11/00	11/11/00	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				UNDERTAKING I Mr. Bahadur, et. Mrs. Shankar given under taking to the effect that my over payment is made to me as a result of incorrect fixation of my pay fixation will be recovered from my pay provision & gratuity.
Officer Secy: Edu Swat.	30/11/01	11/11/01	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
Officer Secy: Edu Swat.	30/11/01	11/11/01	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
Officer Secy: Edu Swat.	30/11/02	11/11/02	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				<i>[Signature]</i> District Officer (M) Elementary & Secondary Education, Swat
Officer Secy: Edu Swat.	30/11/03	11/11/03	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				

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Signature and designation of the head of the office or other attesting officer in all stations of columns 1 to 3	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc.)	Signature of the head of the office or other attesting officer	Nature and duration of leave taken	Leave period of leave on average pay upto four months for which Government is liable to another Government	Signature of the head of the office or other attesting officer	Remarks (such as award or pt. of the Government Servant)
<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.	30 ¹¹ / ₁₀₄	A/A not allowed	<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.	30 ⁶ / ₂₀₅	pay & scale desired	<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.	30 ¹¹ / ₀₅	A/A not allowed	<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.	30 ¹¹ / ₀₆	A/A not allowed	<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.	30 ⁶ / ₀₇	pay & scale desired	<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.	30 ¹¹ / ₀₇	A/A not allowed	<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.	30 ⁹ / ₀₇	Allowed B-13	<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.	30 ¹¹ / ₀₇	A/A not allowed	<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.	30 ⁶ / ₀₈	pay & scale desired	<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.	30 ¹¹ / ₀₈	A/A not allowed	<i>[Signature]</i> Distt. Officer Elem. & Secy. Edu. Swat.				

NC
Department
District
Name

N
C
E
F
D
I
K

1	2	3	4	5	6	7
Name of post	Whether substantive or officiating and whether permanent or temporary	if officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371, C.S. R.	Pay in substantive post	Additional Pay for officiating	Other emolument falling under the term "pay"	Date of appointment
C.T.	Substantive					
G.M. S. Shan-Koo		P.	5980/- Pm.			12/03
-do-		P.	6220/- Pm.			12/04
(B-14 P.R. 3565-275-1185)						
-do-		P.	7140/- Pm.			9/2005
-do-		P.	7140/- Pm.			12/05
-do-		P.	7140/- Pm.			12/06
(B-14 P.R. 4100-315-13850)						
-do-		P.	8155/- Pm.			7/2007
-do-		P.	8195/- Pm.			12/07
(B-15 P.R. 4250-350-14850)						
-do-		P.	8200/- Pm.			10/2007
-do-		P.	8200/- Pm.			12/07
(B-15 P.R. 5220-420-17820)						
-do-	Deputy	P.	9840/- Pm.			7/2008

ndstt

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1 Name of post	2 Whether substantive or officiating and whether permanent or temporary	3 If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Act 371 C. S. R.	4 Pay in substantive post	5 Additional Pay for officiating	6 Other emolument falling under the term "Pay"	7 Date of appointment	8 Signature Government Service
C.T. P.M.S. Chowkoo	Subj Pura		Rs. 9840/- P.M.			12 1/08	
do			Rs. 9840/- P.M.			12 1/09	
do			Rs. 9840/- P.M.			12 1/10	
(R-15 @ Rs. 5500 - 7000 - 29500)							
do			Rs. 16200/- P.M.			7 1/2011	
do			Rs. 16900/- P.M.			12 1/2011	

Deputy
District Education Officer
Malegaon

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9	10	11	12	13		14	15
Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 8	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc.)	Signature of the head of the office or other attesting officer	Leave		Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		
						Period	Government to which debitable
<i>[Signature]</i> Distt. Officer Elem. & Secy, Edu. Swat.	30/11/09	A/B not allowed	<i>[Signature]</i> Distt. Officer Elem. & Secy, Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy, Edu. Swat.	31/10/10	A/B not allowed	<i>[Signature]</i> Distt. Officer Elem. & Secy, Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy, Edu. Swat.	30/11/11	Ony of Scale separated	<i>[Signature]</i> Distt. Officer Elem. & Secy, Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy, Edu. Swat.	30/11/11	A/B	<i>[Signature]</i> Distt. Officer Elem. & Secy, Edu. Swat.				
<i>[Signature]</i> Distt. Officer Elem. & Secy, Edu. Swat.	31/1/12	Transferred					

Remove from service
 vide DEO (male) KH
 Exstt. No 3349-54
 Dated = 14-4-2015

DISTRICT SMAT
PAY ROLL SYSTEM

PAYMENT ADVICE
P Ser:001 Month:January 2012
214024 -AO /ADMIN DEPT. EDUC EDU S

Emp No: 00073574 Buckle: 0
Name: BANRODAN
Occ: E.T TEACHER
NIC No: 1146005722A

2

Min: Higher Education
MTH:
GPF #: EDUS4012589
Dls #:

BFS 15 Active (Temporary) DEPT CODE 8442

29

PARTS AND ALLOWANCES:		
0001-Basic Pay		15,200.00
1000-House Rent Allowance		1,250.00
1500-Medical Allowance		1,000.00
1911-Compas Allow (1-15)		1,000.00
1949-Adhoc Allowance 20102 50%		1,710.00
1970-Adhoc Salary Allow 2011		1,410.00
(Gross Pay and Allowances)		21,570.00
DEDUCTIONS:		
0001-Basic Pay		15,200.00
3505-GPF dues Principal Local	Rate: 5,500.00	1,000.00
3501-Pensionable Pay		100.00
3511-Local Group Insurance		10.00
3604-Gross Insurance		145.00
3607-Dep. Ins. Fund		80.00
Total Deductions		1,335.00
NET AMOUNT PAYABLE		20,235.00

Handwritten: M. Kamran Siddiqi, Khyber Pakhtunkhwa
SCT BPS-10 (Generalist)
GMS Khuzdar Khair Sindh

QUALIFYING SERVICE
YRS MCN
21 Years 10 Months 27 Days

D.O.B
21.03.1960

LFP Code:
MCR KHUZAIANHELASMT MCB KHUZAIANHELASMT
PI 000000004774



GOVERNMENT OF PAKISTAN
ACCOUNTANT GENERAL N.W.F.P
DISTRICT
PAY ROLL SYSTEM

25

PAGE NO: 2754
PAYMENT ADVICE

PAYROLL 1 JULY 2003

116-60-057226 DOB: 06031960
BAHRQB AR
C T

N. I. CARD:
PRINCIPAL GHSS KHWAZAKHEL
SECONDARY EDUCATION

BPS

14 N MALE MUSLIM

DEPTT CODE

04223 000

PAYMENTS			
001	PAY		5260.00
134	H R A		459.00
179	U A A		75.00
175	MED:ALL		210.00
133	SPL:D.A		516.00
138	SPL:REL:ALL		789.00
		TOTAL ***	7309.00
DEDUCTIONS/RECOVERIES			
361	G INS		1.57
337	E W FUND		5.00
381	B/FUND		20.00
385	G P FUND		540.00
368	G P F ADV-I	EDUSW011589	21500.00
		TOTAL ***	1066.57
		BALANCE	

D.O.ENT:24031990

DOA-24031990

NET AMOUNT PAYABLE

6242.43

QUALIFYING SERVICE

YRS MON
13 05

24 M.C.B
0300 MCB KHWAZAKHELA
PLS 4774-

27

* A.G NWFP G.P.FUND BALANCE SHEET 2002-2003 PAGE 1760
* NAME:- BAHROBAR P.NO 116-60-057226
* DESG:- C T DDO COD 04223-000
F.NAME BASHAR A/C NO: EDUSW011589
PRINCIPAL GHSS KHWAZAKHELA

* PAYROLL MONTH	* MONTHLY SUBS	* REFUND OF GPF ADV	* TRANSFER AMOUNT	* TOTAL WITHDRAWLS	* PROGRESSIVE BALANCE
* JULY	540	500			28,402
* AUGUST	540	500			29,442
* SEPTEMBER	540	500			30,482
* OCTOBER	540	500			31,522
* NOVEMBER	540	500			32,562
* DECEMBER	540	500			33,602
* JANUARY	540	500			34,642
* FEBRUARY	540	500			35,682
* MARCH	540	500			36,722
* APRIL	540	500			37,762
* MAY	540	500			38,802
* JUNE	540	500			39,842
* T O T A L	6,480	6,000			409,464

OPENING BALANCE		27,362
TOTAL DEPOSITS		12,480
PROFIT	14.50%	4,948
BONUS	60.00%	0
TOTAL		44,790
LESS WITHDRAWLS		0
CLOSING BALANCE		44,790



GOVERNMENT OF PAKISTAN
ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA
DISTRICT
PAY ROLL SYSTEM

28

PAYMENT ADVICE

SR:505
 Pers #: 00073596 -- Buckler: 0
 Name: BAHROBAR
 Des: G.T. TEACHER

F Sec: 001 Month: November 2011
 SW6036 -00 (ADMN& DEV) SECY EDU
 Min: Higher Education
 NTN:
 DFT #: F015W012559
DEPT CODE

BPS No. : 116600E7224

GPF Interest Applied
 15 Active Temporary

PAYS AND ALLOWANCES:

0001-Basic Pay
 1000-House Rent Allowance
 1210-Convey Allowance 2005
 1300-Medical Allowance
 1911-Compen Allow 20% (1-15)
 1948-Adhoc Allowance 2010@ 50%
 1979-Adhoc Relief-Allow 2011

SW6036 -
 15,500.00
 1,568.00
 1,700.00
 1,000.00
 1,000.00
 4,710.00
 1,413.00

Gross Pay and Allowances

26,889.00

DEDUCTIONS:

GPF Balance 115,207.00
 6505-GPF Loan Principal Instal Bal: 6,500.00
 3501-Benevolent Fund
 3511-Addl Group Insurance
 3604-Group Insurance
 3640-Emp. Edu. Fund

Subtr: 1,520.00
 500.00
 180.00
 13.00
 115.00
 20.00

Total Deductions

NET AMOUNT PAYABLE

2,348.00

QUALIFYING SERVICE
YRS MON

24,541.00

D. O. B
 06 03 1940

IEP Quota:
 MCR WUB276VUEI AQIAT MCR WUB276VUEI A 6



GOVERNMENT OF PAKISTAN
ACCOUNTANT GENERAL N.W.F.P.
DISTRICT
PAY ROLL SYSTEM

29

PAGE NO: 1287
PAYMENT ADVICE

PAYROLL 1 SEPTEMBER, 2002

116-60-057226
BAHROBAR
C T

PRINCIPAL GHSS KHWAZAKHELA
SECONDARY EDUCATION

BPS 14

DEPTT CODE 04223 000

PAYMENTS			
001	PAY		5020.00
134	H R A		459.00
179	U A A		75.00
175	MED: ALL		210.00
133	SPL: D.A		516.00
		TOTAL ***	6280.00
DEDUCTIONS/RECOVERIES		BALANCE	
361	G INS		1.57
337	E W FUND		5.00
381	B/FUND		20.00
385	G P FUND	EDUSW011589	540.00
368	G P F ADV-I		500.00
		31522.00	
		26500.00	
		TOTAL ***	1066.57
NET AMOUNT PAYABLE			5213.43

QUALIFYING SERVICE
YRS MON
12 07

PL'S 4774

30

Consequent upon the approval given by the competent authority, the mutual transfer of the following CT teachers are hereby ordered in their own pay and BPS in the interest of public service with the date of their taking over charge:

S.No.	Names & designation	From	To	Remark
1	Mr. Bahrobar CT	GMS, Shinkoo District Swat	GHS, Kayal District Kohistan	Vice S.No. 2
2	Mr. Riaz Hussain CT	GHS, Kayal District Kohistan	GMS, Shinkoo District Swat	Vice S.No. 1

Note:-

1. Charge reports should be submitted to all concerned.
2. No TADA etc is allowed.
3. The EDOs (E&SE) concerned are directed to check their original service documents before, making payment of salary.
4. Their seniority will be determined at the bottom of S/list under the rules.

DIRECTOR
Elementary & Secondary Education
Khyber Pakhtunkhwa, Peshawar.

Encl. No. 7/1-66

IF.No.520/A-15/AT/Swat/ Dated Peshawar the 6/6/2012.
P. Transfers.

Copy of the above is forwarded for information & w/a to the:-

1. Executive District Officers (E&SE) Kohistan & Swat.
2. District Accounts Officers Kohistan & Swat.
3. Headmasters concerned.
4. Teachers Concerned.
5. P.A to the Director E&SE Khyber Pakhtunkhwa, Peshawar.
6. M/ File.

Mr. Muhammad Saifur Rahman
S-18 (General)
SS Khwaza Khela Swat.

Deputy Director (Establishment)
Elementary & Secondary Education,
Khyber Pakhtunkhwa, Peshawar.

Deputy
District Education Officer
(Male) Kohistan

(E) (3)

چارچ رپورٹ

حساب الحکم انگلینڈ کو ڈسٹریکٹ ایجوکیشن آفیسر کوہستان داکو۔

آرڈر EDO No. 1105/76-86-761 مورخہ 06-06-2012

کی تبدیل میں ارج مورخہ 2012-06-07 کو قبل از دوپہر گورنمنٹ

پرائمری اسکول کمال میں اپنی تنصب نسبت

چارچ رپورٹ لکھی جانے والی ہے۔

باقاعدہ آغاز کر دیا ہے۔

لکھنؤ چارج رپورٹ حاضر خدمت ہے۔

چارچ رپورٹ

Head Master,
Govt: High School
Koyal Distt: Kohistan

No. 01

Last transfer order

F

(1) (E) (32)

OFFICE OF THE DISTRICT EDUCATION OFFICER, (MALE) KOHISTAN.

Ph: & Fax No. 0998407128

OFFICE ORDER.

In continuation of this office order bearing endst: No. 11/ Estab: 6036-41 /DEO (M) dated 11/06/2013, the following CT teachers BPS-15, affected during adjustments of Senior CT teachers BPS-16, are hereby adjusted at the schools mentioned against each with immediate effect in public interest.

S#	Name of Teacher /Designation	Name of school Where posted.	Remarks
01.	Bahrobar CT GHS Kaval	GMS Gaya Dubair.	Against Vacant CT Post B-15
02.	Mohammad Idrees CT GHS Jabba Madakhel	GMS XXXX D. A. Ramolce	-do-
03.	Mohammad Umar CT GHS Kharoo Gaddar	GMS Seer Palas.	-do-

NOTE.

1. Charge report should be submitted to all concerned.
2. No TA /DA is allowed for joining duty.

E/No.5/Estab: 6021-26 /DEO (M) KH: dated, 1/6/2013.

[Signature]
District Education Officer,
Male Kohistan.

Copy of the above is forwarded for information to:

1. The PS to Secretary, Govt; of Khyber Pakhtunkhwa, Education department at Peshawar.
2. The PA to Director E&SE Khyber Pakhtunkhwa, Peshawar.
3. The District Accounts Officer, Kohistan
4. The Deputy District Education Officer, (M) Kohistan.
5. All Head Masters GHS Concerned District Kohistan.
6. The teachers Concerned.

[Signature]
District Education Officer,
Male Kohistan.

(E)

(33)

چارچ لوپٹ

حساب الحکم جناب ڈسٹرکٹ ایجوکیشن آفیسر (مردانہ) کوئٹہ

تقریبی آخری نمبر 26-6021 مورخہ 11/6/013

کی تعمیل میں آج مورخہ 12/6/013 کو قبل از دوپہر گورنمنٹ

سکول سکول گیا جس میں اپنی منصب بست

چارچ لوپٹ کی سبب سے ع.ت

بانتا ہے اس کا ذکر دیا ہے

تعمیل چارج رپورٹ نامہ جس سے دست ہے۔

[Signature]

خال ہمارے

حساب

[Signature]
چارچ لوپٹ



(4) (H) (39)

OFFICE OF THE DISTRICT EDUCATION OFFICER

(MALE) KOHISTAN

Phone # 0998-407123

NOTIFICATION

Consequent upon the information received/collected and on the completion of Departmental enquiry, I Riasat Khan District Education Officer (M) Kohistan, being competent authority is fully satisfied to **remove** the following teachers/chwokidar of Elementary and Secondary Education Department District Kohistan from service with retrospective effect on the basis of charges noted against their names.

S#	Name of teacher/Chwokidar with designation	charge	Remarks
1	Bahro Bar CT GMS Gaya Dubair	Fake person/ long absence	Removal from service
2	Aziz Ahmad CT GMS Dhoop Jijal	Fake person/ long absence	Removal from service
3	Ihteshamul Haq PSHT GPS Suwarseteei No.1	Fake person/ long absence	Removal from service
4	Fazalur Rahman Chwokidar GPS Shar Dubair	Fake person/ long absence	Removal from service
5	Ikramul Haq Chwokidar GPS Jhamra Dubair	Fake person/ long absence	Removal from service

District Education Officer
(Male) Kohistan

Endstt. No. 3349-54 /Estt./ Dated 14 104 /2015

Copy forwarded for the:

1. PS to Secretary Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar.
2. Director Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar.
3. District Accounts Officer Kohistan.
4. Deputy District Education Officer, (M) Kohistan.
5. Sub Divisional Education Officer (M) Kohistan.
6. Official concerned.

District Education Officer
(Male) Kohistan

خدمتِ جناب ڈائریکٹر سیکرٹری ایڈمنسٹریٹو و مالی تعلیم سیکرٹری
محنتوں خواہ تمام ایشیا اور -

ایس جی برائے بحالی مصروفیت
جناب عالی

مزا دہن قبیلہ میں ساڑھے تین سو مالوں سے
بیش آئے ہیں۔ یہ سب ایشیا اور
کے ساتھ ہی کے ساتھ ہی ہے۔ یہ
میں سے یہ سب ایشیا اور
جناب کی خدمت میں پیش کرنا چاہتا ہے۔ اس
قبیلہ کے ایشیا اور
کی اس کے اسکاٹ لینڈ کے
جاویں

1) یہ ہے جناب ڈی جی۔ مردانہ کو یہاں سے فوراً 20/4/41 کو
انہیں کے قانون کاروان کے ساتھ لے کر آئے۔ یہ
2) یہ ہے جناب ڈی جی۔ مردانہ سے سیر محنتوں خواہ D
کا رولز 1122 کے تحت اسے غلط اور سیر کے خلاف القاب
3) یہ ہے اس کے خلاف کوئی مشورہ کاروان نہیں
ہوئے اور یہ اس کے لئے ہے۔

کے لئے نوٹ کر دئے شروعات کے لئے طلبہ اور
میں اور یہ کہ ان کو دینے کے لئے طلبہ کے
کے لئے مسائل کو تفسیر کے طور پر کاروائی
کرتے ہیں تو کرا - نکالا گیا ہے جو کہ اس
ممالک کے ہے

6 - یہے مسائل کو فاسم کاروائی سے بھر دیا گیا ہے
تو کرا - نکالا گیا ہے جو کہ اس کے لئے
ہے

مذکورہ بالا صورتوں کے لئے جس میں
اس کے عائد منظور کیا گیا ہے
مذکورہ سے اس کے احکامات کے لئے
میں کے لئے اس کے احکامات کے لئے

11/05/2015

ڈیپارٹمنٹ کے لئے فوراً چند
کروٹوں

مذکورہ آئیے کے لئے

38

(J)

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تول ہونے والے اشیاء کی ترسیل کے لیے یہ فرم استعمال کی جائے گی۔
اس فرم کی ترسیل کے لیے یہ فرم استعمال کی جائے گی۔

(L)

(40)

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

DOMICILE CERTIFICATE

I declare that I am born of parents who are Permanent, domiciled in North West Frontier Province having been bornsettled in this province.

I was born at Village Chalayan Mohalla _____
Tehsil Kamezalka District Swat

Date 13-8-87 Signature of Applicant Bah

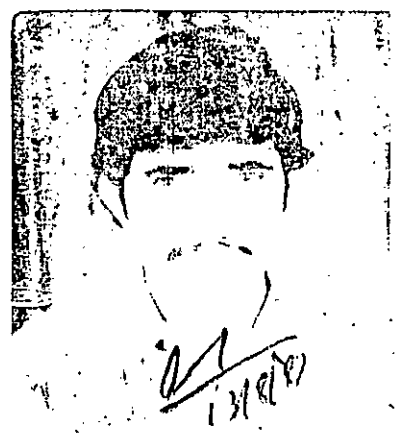
Pursuance to the declaration dated 13/8/87
filed by Mr. Bah Yoban s/o Bashar
domiciled in North West Frontier Province it is hereby certified that the
said Mr. Bah Yoban is born of parents who are permanent residents of
North West Frontier Province having been bornsettled with in it

I have satisfied myself from my personal knowledge/verification that the
above declaration is true and certify accordingly.

No 699 This day of 15th AS 1987

Countersigned. Attestadas per our leaf
Verification
RAZALWAHAB
KHEZA KHATA
DISTRICT SWAT.

(MUNIR AHMAD)
MAGISTRATE 1st CLASS



[Signature]
District Magistrate

Mr. F. Ahmad Jalram Khatt
S-1 BPS-16 (Gazetted)
CHSS Khwaza Kheta Swat

[Circular Stamp]
Solih
15/8/87

S. No. PBR- 057136



Roll No. 53648

BOARD OF INTERMEDIATE AND SECONDARY EDUCATION



Peshawar N.W.F.P. Pakistan
Secondary School Certificate Examination
SESSION 1987 (Annual)
(HUMANITIES GROUP)

THIS IS TO CERTIFY THAT Bahrobar

Son/Daughter of Bashar

and a student of Swat District

has passed the Secondary School Certificate Examination

of the Board of Intermediate and Secondary Education, Peshawar held in April, 1987

as a ^{Private} ~~Regular~~ candidate. He/She obtained 446 Marks out of 850

and has been placed in Grade C Representing Good

The Candidate passed in the following subjects.

- | | | | |
|------------|---------------------|---------------------|-----------|
| 1. English | 3. Islamiyat | 5. Gen: Science | 7. Pashto |
| 2. Urdu | 4. Pakistan Studies | 6. Gen: Mathematics | 8. Art |

He/She has been awarded Grade - on the basis of internal assessment by the Institution concerned.

Date of birth according to admission form is Sixth March,
one thousand nine hundred and Sixty Only (06-3-1960)

Assst Secretary

This certificate is issued without alteration or erasure.

Secretary

Handwritten: Mr. Muhammad Saifullah Khan
DCI SPS-16 (Gen.)
5 Khwaza Khela Swat.

42

University of Peshawar (Pakistan)

SESSION ANNUAL 1994

BAHROBAR

SON

of

BASHAR

and a student

of SWAT DISTRICT

having passed the prescribed examination

held in APRIL 1995

, is this day admitted by the University of Peshawar

to the Degree of

Master of Arts

in the SECOND Division.

The Subject of Examination being ISLAMIYAT

The Examination was taken as a whole/ in parts

Muhammad Saifullah Khan
SCT BPS-16 (Gat. 1994)
GHSS Khwaza Khawar Swat.

Serial No. 029188

Registration No. 91-PC-5347

Roll No. 22018

Result declared on 25TH SEPTEMBER 1995



A. A. Khan
Registrar

Countersigned
J. L. Khan
Vice-Chancellor

S. No. PBR- 057136



Roll No. 53648

43

BOARD OF INTERMEDIATE AND SECONDARY EDUCATION



Peshawar N.W.F.P. Pakistan
Secondary School Certificate Examination
SESSION 1987 (Annual)
(HUMANITIES GROUP)

THIS IS TO CERTIFY THAT Bahrobar

Son/Daughter of Bashar

and a student of Swat District

has passed the Secondary School Certificate Examination
of the Board of Intermediate and Secondary Education, Peshawar held in April, 1987
as a ~~Regular~~ ^{Private} candidate. He/She obtained 446 Marks out of 850
and has been placed in Grade C Representing Good

The Candidate passed in the following subjects.

- | | | | |
|------------|---------------------|---------------------|-----------|
| 1. English | 3. Islamiyat | 5. Gen: Science | 7. Pashto |
| 2. Urdu | 4. Pakistan Studies | 6. Gen: Mathematics | 8. Art |

He/She has been awarded Grade - on the basis of internal
assessment by the Institution concerned.

Date of birth according to admission form is Sixth March,
one thousand nine hundred and Sixty Only (06-3-1960)

M. Imad Saifur Khair
SCS BPS-16 (Gazetted)
CHSS Khwaza Khela Swat

Assst. Secretary

Secretary

This certificate is issued without alteration or erasure.

519

University of Peshawar (Pakistan)

SESSION ANNUAL 1994

BAHROBAR

SON

of

BASHAR

and a student

of

SWAT DISTRICT

having passed the prescribed examination

held in

APRIL 1995

, is this day admitted by the University of Peshawar

to the Degree of

Master of Arts

in the SECOND Division.

The Subject of Examination being ISLAMIYAT

The Examination was taken as ~~a whole~~ / in parts

Mir Muhammad Safiqul Khan
SCT BPS-16 (Guaranteed)
GHSS Khwara Khela Swat

Serial No. 029188

Registration No. 91-PC-5347

Roll No. 22018

Result declared on 25TH SEPTEMBER 1995



A. I. Khan

Registrar

Countersigned

J. L. Khan

Vice-Chancellor

Roll No. E-6750782

57837

Allama Iqbal Open University



علامہ اقبال اوپن یونیورسٹی

BAHROBAR

Regn. No.

96-NST-0005

رجسٹریشن نمبر

بھروبر

son/daughter of BASHAR

بشر

بن / بنت

having completed the prescribed requirements
in AUTUMN 19 2000 is awarded the degree of

کو خزاں 2000ء میں مطلوبہ شرائط مکمل کرنے پر

Bachelor of Education

بی۔ ایڈ

He/She secured 60 % marks and was placed
in B grade.

کئی ڈگری عطا کی گئی۔ اس نے 60 فیصد نمبر لے کر بی گریڈ حاصل کیا۔

55

Vice Chancellor

وائس چانسلر

Islamabad Result Declared On
Dated : AUGUST 15, 2001

اسلام آباد نتیجہ شائع ہونے کی تاریخ
تاریخ 15 اگست 2001ء

Controller of Examinations

کنٹرولر امتحانات

Date of Issue, OCT 30, 2003

This degree is to be read in conjunction
with the Transcript, issued separately.

55

Mr. Muhammad Saleem Khan
SCT BPS-16 (Gazetted)
GHSS Khwaza Khela Swat.

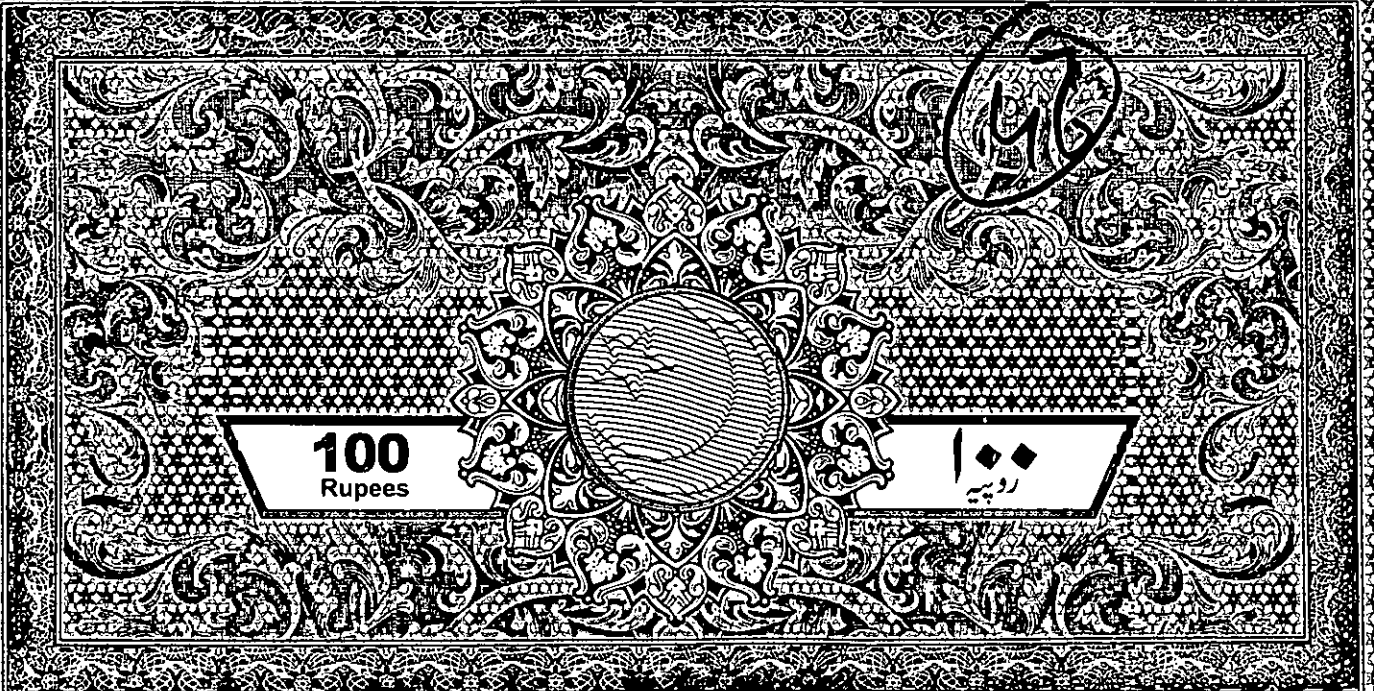
Handwritten text in Urdu script, likely a signature or address, written vertically on the left side of the page.

Muhammad Yousof Shah
Stamp Vendor Matta Swat
Stamp No. 38
S.No. 19-6-018
Date

Handwritten signature or initials.

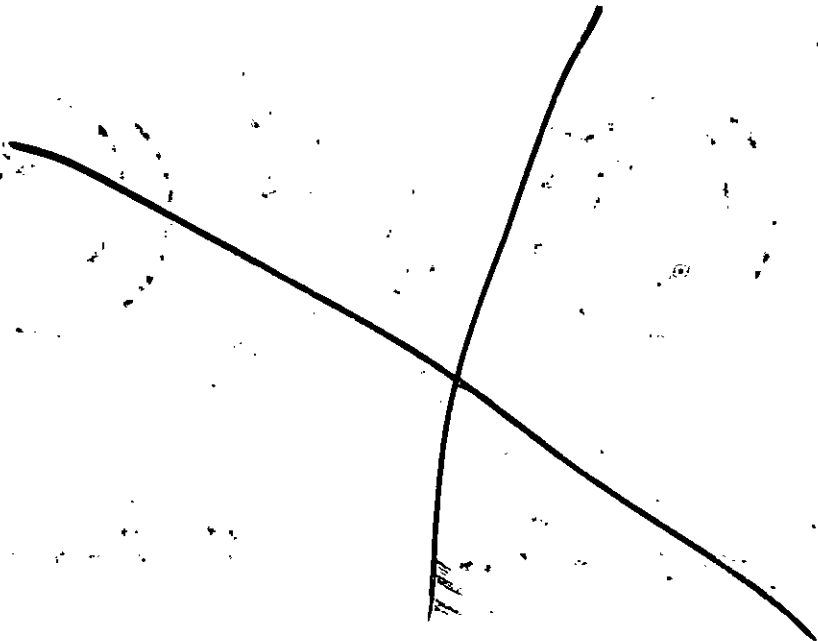
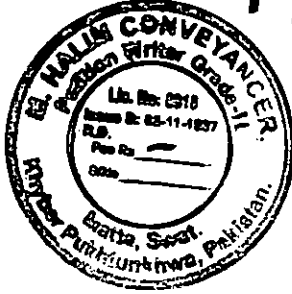


A034539



M. H. L.

19.6.15



Muhammad Yousaf Shah
Stamp Vendor Matta Swat

S.No. 39 Date 19-6-18

M. Yousaf Shah

38 *[Signature]*



BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR.

APPEAL NO 982 OF 2015

Bahrobar -----

Petitioner

VERSUS

1. Govt of Khyber PakhtunKhwa through Secretary (E&S) Education Peshawar
2. Director Elementary & Secondary Education Khyber PakhtunKhwa Peshawar
3. District Education Officer Male Kohistan **Respondents**

PARAWISE COMMENTS FOR & ON BEHALF OF RESPONDENTS NO1,2 & 3.

INDEX

S#	Particulars of documents	Annexure	Pages
1	Comments along with affidavit		1-4
2	Copies of pages of service book	A	5-9
3	Copy of showcause notice	B	10
4	Copy of inquiry report	C	11

Dated 22.12.2015


Respondent No.3

79

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR.

APPEAL NO 982 OF 2015

Bahrobar

Petitioner

VERSUS

1. Govt of Khyber Pakhtun Khwa through Secretary (E&S) Education Peshawar
2. Director Elementary & Secondary Education Khyber Pakhtun Khwa Peshawar
3. District Education Officer Male Kohistan **Respondents**

COMMENTS FOR & ON BEHALF OF RESPONDENTS NO 1,2& 3

Respectfully Sheweth:

PRILIMINARY OBJECTIONS:-

- I. That the appellant has not come to this Honourable Court with clean hands.
- II. That the appellant has got no cause of action/locus standi to file the instant appeal.
- III. That the appeal has been filed to pressurize the respondents.
- IV. That the appellant is estopped to sue through his own conduct.
- V. That the present appeal is not maintainable due to mis-joinder and non-joinder of necessary parties.
- VI. That the appellant has concealed the material facts from this Honourable Court.
- VII. That the affidavit with the appeal has not been signed by the appellant, but signed by Musafar Khan (the Attorney of Appellant).
- VIII. That the power of Attorney was given to the Attorney on 19.06.2015, wherein it has been specifically mentioned that the appellant is unable to appear before the Service Tribunal in the instant appeal, whereas the instant appeal was filed on 02.9.2015, that is why, how the appellant had given the power of Attorney to Musafar Khan on 19.6.2015 as on that date no appeal was pending before this Honourable Tribunal.

Factual Objections:

1. Para No 1 pertains to the personal data of the appellant, hence no comments.
2. Para No 2 correct to the extent that the appellant was appointed on the post on 22/3/1990 in District Swat and during the service the appellant enjoyed the EOL(Extra Ordinary leave without pay) detailed as given below
 - a. 01.10.2004 to 30.9.2006 (730days)
 - b. 01.5.2006 to 30.4.2008 (730 days)
 - c. 01.8.2008 to 31.01.2010 (549 days)
 - d. 01.2.2009 to 19.11.2010 (292 days)

Copy of pages of service book are attached as Annexure A

- 3 Para No 3 correct to the extent that the appellant with the support of some one Kohistani willfully transferred himself from District Swat to District Kohistan on 06.06.2012 to hide himself from the system and working on the targeted objective the appellant submitted charge report on 07.06.2012 of GHS Kial through Muhammad Nazir CT of the school and did not perform duties there and under the same targeted objective the appellant got transferred from GHS Kial to GMS Gia Dobair on 01.6.2013 and submitted charge through chowkidar of the school and also did not perform duties there.

It is pertinent to state that on the surprise visit of DEO to GMS Gia Dobair, it was found that the name of appellant was neither entered in the teacher attendance register nor on other official record nor the appellant was known by any one of the staff members, students or community persons. On the basis of visit report, the salary of the appellant was stopped and show cause notice was issued to appellant and on no response from the appellant side, final show cause notice was issued but no reply was received from appellant. Therefore, Mr Abdus Salam ADEO was appointed as inquiry officer for the identification of the appellant and he in the inquiry report, submitted that the appellant did not attend the school on post nor any staff member, students or local person of community is familiar with the appellant and the appellant is a suspected/fake teacher, that is why the appellant has not signed the affidavit of appeal, but signed by Musafar Khan (the Attorney of Appellant)and the power of Attorney was given to the Attorney on 19.06.2015,wherein it has been specifically mentioned that the appellant is unable to appear before the Service Tribunal in the instant appeal, whereas the instant appeal was filed on 02.9.2015,that is why, how the appellant had given the power of Attorney to Musafar Khan on 19.6.2015 as on that date no appeal was pending before this Honorable Tribunal. The inquiry officer recommended termination of appellant from the service. **Copy of inquiry report is attached as Annexure B**

4. Para No 4 correct to the extent that the appellant got himself transferred from District Swat to District Kohistan for the objective to hide himself from the system and not to perform the duties.
5. Para No 5 is incorrect, strongly denied, that the appellant did not perform his duties with zeal and enthusiasm but according to the visit of DEO and

inquiry report, the appellant has neither been found in record nor in physical, that is why the appellant has not signed the affidavit of appeal and not proceeding the case in person, but given the power of Attorney to Musafar Khan (the Attorney of Appellant).

6. Para No 6 is incorrect statement, strongly denied, the appellant was removed from service after full filling of all the codal formalities and with the findings that the appellant is a suspected /fake teacher.

7. Para No 7 is incorrect.

8. Para No 8 is incorrect.

FOUNDATIONS

A. Incorrect, the appellant was removed from the service after fullfilling of all the codal formalities.

B. Incorrect, as stated in para No 3 and 4 above that on the basis of visit report of DEO, the salary of the appellant was stopped and show cause notice was issued to appellant and on no response from the appellant, final show cause notice was issued but no reply was received from the appellant. There fore Mr Abdus Salam ADEO was appointed as inquiry officer for the identification of the appellant and he in the inquiry report, stated that the appellant did not attend the school on the post nor any staff member or local person of community is familiar with the appellant and the appellant is a suspected/fake teacher. the inquiry officer recommended termination of appellant from the service.

C. Incorrect, that as stated in para 2 and 3 above the service record of the appellant is not clean and unblemished.

D. Incorrect, as replied above.

E. Incorrect, as replied above.

F. Incorrect, as replied above.

G. The respondents seek permission to raise additional grounds at the time of arguments.

It is therefore, in the light of above stated facts and circumstances, Very humbly prayed that the appeal in hand may graciously be dismissed with cost.

[Signature]
Respondent No. 3
Riasat Khan
District Education Officer (M)
Kohistan
District Education Officer,
(Male) Kohistan

[Signature]
DIRECTOR
2/3/2016

Elementary and secondary Education
Khyber pakhtun Khawa peshawar

[Signature]
SECRETARY
10/3/2016

Elementary and secondary Education
Khyber pakhtun Khawa peshawar

66

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR.

APPEAL NO 982 OF 2015

Bahrobar -----

Petitioner

VERSUS

1. Govt of Khyber Pakhtun Khwa through Secretary (E&S) education Peshawar
2. Director Elementary & Secondary education KPK Peshawar
3. District Education Officer Male Kohistan **Respondents**

AFFIDAVIT.

I, Riasat Khan DEO (Male) Kohistan do hereby solemnly affirm and declare that the contents of Parawise comments in the above titled case are true and correct to the best of my knowledge and belief, and that nothing, material has been suppressed from this Honourable court.

Identified by,



DEPONENT.

730 days

9

Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under art. 371 C. S. R.	Pay in substantive post	Additional pay for officiating	Other emolument falling under the term "pay"	Date of appointment	Signature of Government servant
Behoban C.T. Khwazh Khela	Sub per	Scale Reviser B.S. No. 11-3 (a)-240-123/02	Rs 5020/- M				
-Do-	-Do-		Rs. 5080/-			11/12/2003	
C.T. at GHSS Khwazh Khela	-Do-		Rs. 5080/-			1/6/2004	
-Do-	-Do-		Rs. 5260/-			1/12/2003	
-Do-	-Do-		Rs. 5500/-			1/12/2003	

Sanction to the grant of Extraordinary leave for the period of 1-10-2004 to 30-9-2006 (730 days) without pay has been accorded by the D.C.O Swat vide his office order No. 2352-54/03/ DCO/EDO dated 14/9/2004 and EDO Swat office order No. 446-48/ A-12/Behoban C.T. dated 18/9/2004

PRINCIPAL,
Govt. Higher Secondary School,
Khwazh Khela, Swat.

Deputy District Education Officer
Mardan Kohistan

6 7 May

15

6

W

Signature and designation of the head of the office or other attesting officer in attestation of column 1 to 8	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer	Leave		Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		
						Period	Government to which debitable
Principal Govt High School Chatt. Dist. Swat	31-12-2010	Promoted to EDO	Principal Govt High School Chatt. Dist. Swat	Sanction to the grant of Extra ordinary leave for the period 1-5-2006 to 30-4-2008 (730 days) without pay has been recorded by the D.O. Swat vide P.O. order Endstr. No-56 dated 13/10/2005 and EDO (SOL) Swat office Endstr. No-12295-97/P/O. 87 dated 23/5/2006.		District Officer Elem. & Secy. Edu. Swat	
District Officer Elem. & Secy. Edu. Swat	3-11-2011	Promoted to H/O	District Officer Elem. & Secy. Edu. Swat			District Officer Elem. & Secy. Edu. Swat	
District Officer Elem. & Secy. Edu. Swat	2-11-2011	Promoted to H/O	District Officer Elem. & Secy. Edu. Swat			District Officer Elem. & Secy. Edu. Swat	
District Officer Elem. & Secy. Edu. Swat	2-11-2011	Promoted to H/O	District Officer Elem. & Secy. Edu. Swat			District Officer Elem. & Secy. Edu. Swat	
District Officer Elem. & Secy. Edu. Swat	2-11-2011	Promoted to H/O	District Officer Elem. & Secy. Edu. Swat			District Officer Elem. & Secy. Edu. Swat	
District Officer Elem. & Secy. Edu. Swat	31-12-2010	Promoted to H/O	District Officer Elem. & Secy. Edu. Swat			District Officer Elem. & Secy. Edu. Swat	
District Officer Elem. & Secy. Edu. Swat	31-12-2010	Promoted to H/O	District Officer Elem. & Secy. Edu. Swat			District Officer Elem. & Secy. Edu. Swat	
District Officer Elem. & Secy. Edu. Swat	31-12-2010	Promoted to H/O	District Officer Elem. & Secy. Edu. Swat			District Officer Elem. & Secy. Edu. Swat	

Departmental Pay Fixation in Revised
 Pay Scale No - 14
 315-1350
 V.E.F. 1-7-2007 vide PD (PRC) 1-1-2007
 dated 28/12/2007 the July 20, 2007.
 Pay in Existing Scale No - 14 on 30.6.07 Rs 6590/-
 Equal Next Stage in Revised Pay Scale No - 14
 Rs 7565/-
 on 1-7-2007. Rs 7565/-
 vide P.O. dated 1-12-2007.

31-12-2010
 District Officer (M)
 Elementary & Secondary
 Education, Swat.

District Officer (M)
 Elementary & Secondary
 Education, Swat.

District Officer (M)
 Schools & Literacy Swat

Sanction Extra ordinary leave for
 31-12-2010. Waf 1-8-2008 to 31/01/2010, vide
 DC's Swat No 6983-25 dt 27/6/2008

1	2	3	4	5	6	7	8
Name of post	Whether substantive or what? permanent or temporary	If officiating, state (a) substantive appointment, or (b) whether services rendered under Act 171, C. S. R.	Pay in substantive post	Additional pay for officiating	Other emolument falling under the term 'pay'	Date of appointment	Signature Government Officer
(BPS No. 150/2, 5220-420-17820)							
CT ul GHS							
Shinkoo Sub	Subs/pos		Rs. 9420/-			20/11/2010	
do	do		Rs. 9420/-			01/2/11	
(BPS No. 150/2, 9500-700-29500)							
do			Rs. 15500/- PM			1/2/11	
do			Rs. 16200/- PM			1/2/11	
Service verified w.e.f. 1-1-2011 to 31-7-2012, from Acq. Roll and other record of this office.							
 District Officer (M) Elementary & Secondary Education, Swat.							
do			Rs. 16200/- PM			1/12/2011	
Deputy District Education Officer (Swate) Kohistan 							

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9	10	11	12	13	14
				Leave	
Signature and designation of the head of the office or other attesting officer in attention of column 1 to 8	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc.)	Signature of the head of the office or other attesting officer	Number and duration of leave taken	Signature of the head of the office or other attesting officer
				Allocation of period of leave on which pay upto four months for which leave salary is payable to another Government	Reference to records of the Government
				Period to which Government to which referred	
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/95	A/P	Distt. Officer Elem. & Secy. Edu. Swat.	Secretaries to the govt of Swat Secondary leave has been for the period 1-2-2009 to 19-11-2010 (292 days) & all EDC (ERSE) Swat office is EMERGENCY 25/12/2008 27-12-2010 and adjusted in BPS 10/14/15 in the Swat	
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/91	A/P	Distt. Officer Elem. & Secy. Edu. Swat.		
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/96	A/P	Distt. Officer Elem. & Secy. Edu. Swat.		
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/97	A/P	Distt. Officer Elem. & Secy. Edu. Swat.	PRINCIPAL Govt. High School Chail, Distt. Swat	
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/98	A/P	Distt. Officer Elem. & Secy. Edu. Swat.	FIXATION	
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/99	A/P	Distt. Officer Elem. & Secy. Edu. Swat.	Pay on 19-11-2010 in BPS 10-14 Rs. 7500/-	
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/2000	A/P	Distt. Officer Elem. & Secy. Edu. Swat.	Pay fixed in RBPS 10-14 on 20-11-2010 Rs. 9400/-	
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/2001	A/P	Distt. Officer Elem. & Secy. Edu. Swat.	Pay fixed in RBPS 10-15 on 20/11/2010 Rs. 9400/-	
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/2004	A/P	Distt. Officer Elem. & Secy. Edu. Swat.	PRINCIPAL Govt. High School Chail, Distt. Swat	
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/2002	A/P	Distt. Officer Elem. & Secy. Edu. Swat.	Pay by Amendment for 12 passed by 20/11/02	
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/2003	A/P	Distt. Officer Elem. & Secy. Edu. Swat.	Pay & leave passed Swat No 100 as per Govt 31/07 2/11/11 District 1753	
Distt. Officer Elem. & Secy. Edu. Swat.	30/11/2004	A/P	Distt. Officer Elem. & Secy. Edu. Swat.	Pay & leave passed Swat No 100 as per Govt 31/07 2/11/11 District 1753	

PRINCIPAL
Govt. High School
Chail, Distt. Swat

FIXATION

PRINCIPAL
Govt. High School
Chail, Distt. Swat

Pay by
Amendment for 12 passed by 20/11/02

Pay & leave passed
Swat No 100 as per Govt 31/07
2/11/11 District 1753

Pay & leave passed
Swat No 100 as per Govt 31/07
2/11/11 District 1753

1753

10	11	12	13		14	15
			Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		
Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer	Period	Government to which debitable	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
30/11/95	Scale 2011	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.			<i>[Signature]</i> Distt: Officer (M) Elementary & Secondary Education, Swat.	MA, Ahmadullah Milliment Secretari Sanction is hereby accorded for the grant of two advance increment on par with MA vide EDO (FSS) Edu Swat, Fno. No. 2914-16 dated 26/5/2012. 10-2/25/9/1995 at S-10-2.
30/11/96	Scale 2011	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
30/11/97	Scale 2011	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
30/11/98	Scale 2011	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
30/11/99	Scale 2011	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
30/11/00	Scale 2011	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
30/11/01	Scale 2011	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
30/11/01	Scale 2011	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
30/11/01	Scale 2011	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
30/11/02	Scale 2011	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				
30/11/03	Scale 2011	<i>[Signature]</i> Distt: Officer Elem: & Secy: Edu Swat.				

UNDERTAKING
 I, Mr. Bahadar, et al. S.M.S. Shankar
 given under taking to the effect
 that my over payment is made
 to me as a result of incorrect
 fixation of my pay fixation
 will be recovered from my
 pay pension & gratuity.

[Signature]
 District Officer (M)
 Elementary & Secondary
 Education, Swat

1	2	3	4	5	6	7	8
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	Pay in substantive post	Additional pay for officiating	Other emolument falling under the term 'Pay'	Date of appointment	Signature of Government servant
GMS Tarogay	Per	BPS NO: 9 (830-38-1590)	Rs. 830/- fixed			24/3/90	<i>[Signature]</i>
Do	Do	RPS NO: 9 (1185-72-2065)	Rs. 1329/-	1185/-		1-6-91	<i>[Signature]</i>
<p><i>NOTE</i> <i>The following payment made may be reviewed</i> <i>44/11/91 to 31/1/91</i></p>		<p><i>Rs. 361/-</i> <i>1175</i></p>	<p>Office of the Accountant General N.W.F.P. Peshawar. Pay fixed in the Revised Pay Scales 1991 of Rs. <i>X</i> FIXED (B) @ Rs. <i>1185</i> M.W.E.F-16-199 With Next Increase on 1-12-1991</p> <p><i>[Signature]</i> Accounts Officer Pay Fixation Party N.W.F.P. Peshawar</p>				
do	do	BPS NO: 14 (1530-119-3315)	1530/-	119/-		1/7/93	<i>[Signature]</i>
do	do	1530/-				25/12/90	<i>[Signature]</i>
<p><i>Services Verified w.o.f. 24/2/90</i> <i>22/6/1993 from acc. 2022</i> <i>in the Record of this Office.</i></p>		<p><i>[Signature]</i> District Officer (A)</p>	<p><i>[Signature]</i> Deputy District Education Officer (M.A.) Kohistan</p> <p><i>PTO</i></p>				

SHOW CAUSE NOTICE

I Mr, RIASAT KHAN District Education Officer (Male) ,Kohistan as competent authority under the

Khyber pakhtunkhwa Govt: civil servants(E&D) Rules2001,do hereby you
Mr Bahauddin C.T GMS Caya Dubai this show cause
Notice as follow.

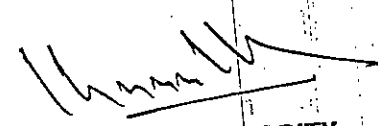
During the visit of District Education Officer (Male) ,Kohistan You was found absent
w.e.f since long I am satisfied that you have committed the
following acts/omission specified in rule 3 of the said rules.

- Willful absent from duty during the said month and drawn the pay if the period with
without performing any duty.
- Fake attendance in attendance register.

As a result therefore, I , is competent authority have tentatively decided to impose
upon you the penalty of RECOVERY OF SALARY FOR THE ABSENT PERIOD
MENTIONED ABOVE & REMOVAL FROM SERVICE under rule 4 of the side:rule.

You are, therefore required to show the case as to why the aforesaid penalty should not be
imposed upon you and also intimate whether you desired to heard in person.

If no replay to this notice is received within seven days or not more than fifteen days of its
delivery, it is shall be presumed that you have no defense to put in and in that case an ex- party
Decision shall be taken against you.


COMPETENT AUTHORITY

Mr. Bahauddin C.T GMS Caya Dubai

No 99 Dated 24/11 2014

Received
By
Fakir
A

The District Education officer
(Male) District Kohistan,

Subject: Enquiry report of Aziz Ahmad CT GMS Dhope Jijal and Bahrober CT Gms Gayadubair

Memo:

In pursue the order by the district education officer (M) Kohistan for proper enquiry of the above mentioned teachers. The teachers are enquired in detail as under.

1. Aziz Ahmad CT GMS Dhope Jijal; I visited his duty station Government Middle School Dhope Jijal and there is no sign of his presence in the school and no evidence has been found which prove his duty. For this offence the DEO office has issued show cause notices categorically and he did not respond any one of these, further the DEO office has called him for personal hearing but he has neither appear before competent authorities nor before enquiry officer.

On the visit of his school it found that he did not attend the school in the post and no local person of the community is familiar with him. It is concluded that the teacher is suspected/fake hence he may removal from service.

2. Bahrobar CT GMS Gaya Dubair; I visited his duty station Government Middle School Gaya Dubair and there is no sign of his presence in the school and no evidence has been found which prove his duty. For this offence the DEO office has issued show cause notices categorically and he did not respond any one of these, further the DEO office has called him for personal hearing but he has neither appear before competent authorities nor before enquiry officer.

On the visit of his school it found that he did not attend the school in the post and no local person of the community is familiar with him. It is concluded that the teacher is suspected/fake hence he may removal from service.

Proposal: Both the teachers may be terminated from their services in the interest of public service.

Report is forwarded for necessary action please.

Enquiry Officer  Dated 05/01/15

Name; Abdul Salam

Design; ADEO (ESTB Sec)

KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

No. 1641 /ST

Dated 3 / 7 /2017


To

The Bahrobar S/O Bashar, R/O Chaliyar,
P/O KhwazaKhela, Teh & Distract Swabi.

Subject: - SUMMON ORDER.

I am directed to forward herewith a certified copy of order dated 20.6.2017 passed by this Tribunal on the above subject for strict compliance.

Encl: As above


REGISTRAR
KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR.

KHYBER PAKHTUNKWA SERVICE TRIBUNAL, PESHAWAR

No. 2299 /ST Dated 25 / 10 / 2017

To


The District Education Officer M,
Government of Khyber Pakhtunkhwa,
Kohistan.

Subject: -

JUDGMENT IN APPEAL NO. 982/2015, MR. BAHROBAR.

I am directed to forward herewith a certified copy of Judgement dated 18.10.2017 passed by this Tribunal on the above subject for strict compliance.

Encl: As above


REGISTRAR
KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR.