FORM OF ORDER SHEET

Court of	
Appeal No.	91/2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
3	2 '	3
1	05/01/2024	The appeal of Mr. Muhammad Alam received
,		today by registered post through Sheikh Istikhar ul Haq
	•	Advocate, it is fixed for preliminary hearing before touring
		Single Bench at D.I.Khan on
	•	By the order of Chairman
	î	REGISTRAR

BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL CAMP COURT DERA ISMAIL KHAN

Service Appeal No.91

Muhammad Alam

VERSUS

Inspector General of Police and others

SERVICE APPEAL

INDEX

S.No	Particulars of the Documents	Annexure	Page
1.	Grounds of Service Appeal and affidavits		1-5
2.	Copy of the service card	Α	4-9
3.	Copies of medical treatment records	В	10-30
4.	Copies of the impugned order dated 31/08/2023 along with documents of alleged inquiry	С	31-3
5.	Copies of the departmental appeals along with receipt letter and order dated 23/11/2023	,	34
6.	Wakalatnama	No mo	39

Date: 3_/01/2024

Yours Humble Appellant

Muhammad Alam Through Counsel

Sheikh Iftikhar ul Haq

Advocate Supreme Court Cell#0345-9785920

BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL CAMP COURT DERA ISMAIL KHAN

Service Appeal No. 4/ /2024

Muhammad Alam son of Shah Alam r/o Basti Dirkhanwali District Dera Ismail Khan, Ex-Junior Pharmacy Technician Basti Darkhanawali Dera Ismail Khan

Cell#0333-486155

Appellant

Versus

- 1. Additional Chief Secretary Home and Tribal Affair
 Department Khyber Pakhtunkhwa Peshawar.
- 2. Inspector General of Prison Khyber Pakhtunkhwa Peshawar.
- 3. Superintendent Central Prison Dera Ismail Khan.
- 4. District Accounts Officer, Dera Ismail Khan.

.....Respondents

SERVICE APPEAL UNDER SECTION 4 OF THE KPK SERVICES AGAINST THE IMPUGNED ACT: 1974 TRIBUNAL ORDER#9/2J-2011 31709 DATED 31/08/2023 ISSUED BY RESPONDENT#2 VIDE WHICH THE APPELLANT WAS REMOVED FROM SERVICE WITHOUT ANY LAWFUL AS AGAINST THE JUSTIFICATION WELL AS ORDER#SO(PRISON-I)HD/8-3/KC/2023 DATED 23/11/2023 OF APPELLATE AUTHORITY/RESPONDENT#1 VIDE THE DEPARTMENTAL APPEAL OF THE APPELLANT PARTIALLY ACCEPTED AND REMOVAL FROM SERVICE WAS CONVERTED INTO COMPULSORY RETIREMENT.

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PRAYER:

ę 5,

On acceptance of the instant Service Appeal the impugned order dated 31/08/2023 issued by the respondent#2 as well as the order dated 23/11/2023 issued by the respondent#1 may please be set aside/modified and the appellant may kindly be reinstated into service with all back benefits including salaries from 27/03/2023 till reinstatement and onward.

Respectfully Sheweth:-

The Appellant most respectfully submits as under:-

BRIEF FACTS:

- 1. That the appellant was appointed as Junior Pharmacy Technician in the incumbency of respondents/authority on 14/10/2011 in the Central Prison Dera Ismail Khan after observing all the legal and codel fulfillments. Copy of the service record is annexed as **Annexure-A**.
- 2. That during the performance of duties with full satisfaction of superiors the appellant fall seriously ill and was diagnosed a patient of Diabetes, hypertension, high blood pressure, due to this reason the appellant submitted medical prescriptions and submitted for leave from 27/03/2023 to 30/08/2023 for medical treatment. Copies of medical treatment records are annexed as **Annexure-B**.
- 3. That the respondents/authority did not consider the genuine, legitimate and lawful reasons, issued the impugned Order#9/2J-2011 31709 dated 31/08/2023 vide which the service of appellant was removed from 27/03/2023 on the ground of alleged absence. Copies of the impugned order dated 31/08/2023 along with documents of alleged inquiry are annexed as **Annexure-C**.
- 4. That the appellant submitted a departmental appeal to respondent#1 wherein, the appellate authority was pleased to covert the order of removal from service into compulsory retirement from service vide order#SO(PRISON-I)HD/8-

3/KC/2023 DATED 23/11/2023, which was received to the appellant on 06/12/2023. Copies of the departmental appeal along with receipt letter and order dated 23/11/2023 are annexed as **Annexure-D**, **D/1 & D/2**.

5. That the appellant feeling aggrieved by both the impugned orders, hence, the instant appeal is being filed, inter alia, on the following ground.

GROUNDS:

- a. That the impugned orders are against law, facts, natural justice, void ab initio, hence, liable to be set aside and the order of the respondent#1 on the departmental appeal may also be set aside/modified.
- b. That the appellant has never enjoyed any kind of leave throughout the entire length of service, which can be verified from service record of appellant, and the appellant produced the valid medical description, hence, the appellant now fit and recovered, hence, on this sole ground the appeal may kindly be accepted.
- c. That appellant was not given an opportunity of personal hearing and no proper inquiry whatsoever was conducted against the appellant, hence, the impugned orders are corum non judice and liable to be set aside.
- d. That the whole proceedings (although not admitted) whatsoever has been done by the respondents/authority in slipshod manner expeditiously.
- e. That the appellant is a poor fellow having family with children and there is no earning hand except the service of

appellant, hence, the service of appellant is liable to be reinstated along with all back benefits.

- f. That the impugned orders are against the principle of law, service rules and not in commenced of article 10-A of the Constitution of the Islamic Republic of Pakistan, 1973.
- g. That counsel for appellant may kindly be allowed to raise additional grounds at the time of arguments.

It is therefore, humbly prayed that on acceptance of the instant Service Appeal the impugned order dated 31/08/2023 issued by the respondent#2 as well as the order dated 23/11/2023 issued by the respondent#1 may please be set aside/modified and the appellant may kindly be reinstated into service with all back benefits including salaries from 27/03/2023 till reinstatement and onward.

Date: <u>3</u>/01/2024

Yours Humble Appellant

Muhammad Alam Through Counsel

Sheikh Iftikhar ul Haq Advocate Supreme Court Cell#0345-9785920

BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL CAMP COURT DERA ISMAIL KHAN

Service	Appeal	No		/2024
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Muhammad Alam

VERSUS

Additional Chief Secretary and others

SERVICE APPEAL

AFFIDAVIT

I, **Muhammad Alam** son of Shah Alam r/o Basti Dirkhanwali District Dera Ismail Khan, do hereby solemnly affirm and declare on oath that contents of above Service Appeal are true & correct to the best of my knowledge and the allegations of admission in the impugned order of appellate authority in respect of Hiring of Iwazi and involving in private business is false, facticious and thus nothing has been concealed from this Honourable Court.

Dated: 03/01/2024 ·

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Mr. Muhammad Alam, Junior Technician Pharmacy. Attached to: Central Prison DIKhan.

Subject:

EXPLANATION.

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It is to inform you that you submitted an application along with medical certificate (copies attached) for 10 days obtained from DHQ Hospital D.I.Khan w.e.f 17.03.2023 to 26.03.2023 and you were due to resume your duty on 27.03.2023 but you did not resume duties till date.

You are therefore, directed to explain your position with in 03 days that why disciplinary proceedings should not be initiated against you. Incase of non/unsatisfactory reply disciplinary action will be initiated against you.

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INSPECTORATE GENERAL OF PRISONS KHYBER PAKHTUNKHWA PESHAYVAR

No. 12 2011- 31709 1-Dated 31 - P& 20231-

ORDER

WHEREAS, Mr. Muhammad Alam Khan, Junior Technician Pharmacy (BPS-12) attached to Central Prison D.I.Khan absented himself from duty with effect from 27-03-2023 till date without prior permission of the competent authority as reported by Superintendent Central Prison D.I.Khan vide letter No. 2310 dated 17-04-2023. A notice was also served on him at his home address vide this office letter No. 9/2-J-204-17819 dated 10-05-2023 with the direction to resume his duties immediately failing which disciplinary action could be initiated against him under Rule-9 of the Khyber Pakhtunkhwa Government Servants (E&D) Rules, 2011.

AND WHEREAS, after expiry of more than 15 days period, the accused official failed to resume his duty, therefore, as required under Rule-9 of ibid rules, a notice was published in two daily newspapers i.e. Roznama Wahdat dated 29-06-2023 & Roznama Aaj dated 04-07-2023 by directing him to resume duty within 15 days of publication of the notice. But after lapse of stipulated period given in the notice, he didn't resume his duty and in defense of his absence from 27-03-2023 to 05-08-2023, he submitted medical rest certificates issued by Medical Officer DHQ Teaching Hospital D.I.Khari, which are unauthorized according to Health Department circular letter No. SOH(V)/10-4/93 dated 02-11-1993 as a Medical Officer cannot advise bed rest for more than 03 days as this practice encourages the Govt: servants to avoid duty and indulge in indiscipline, hence, Medical Rest Certificates under discussion are totally unauthorized.

NOW THEREFORE, in exercise of powers conferred under Rule-9 of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules 2011, the undersigned being competent authority, hereby awards major penalty of "Removal from Service" to Mr. Muhammad Alam Khan, Junior Technician Pharmacy (BPS-12) attached to Central Prison D.I.Khan from the date of his willful absence i.e. 27-03-2023

Endst, No. 3/7/6- 13 1.

Mines

INSPECTOR GENERAL OF PRISONS, KHYBER PAKHTUNKHWA PESHAWAR

Copy of the above is forwarded to:

- 1. The Superintendent, Central Prison D.I.Khan for information and necessary action with reference to his letter No. 4666/WE dated 17-07-2023. Necessary entryithis effect may please be made in Service Book under proper adtestation.
- 2. The District Accounts Officers concerned for information.

-8. Mr. Muhammad Alam Khan Junior Technician Pharmacy (BP⊕12) Central Jail Colony District D.I.Khan for information.

. Confidential Clerk for placing a copy of the said order in his character rgil.

Muhammed, Mani

DEPUTY SIRECTOR(E)
INSPECTORATE GENERAL OF PRISONS
KHYBER PAKHTUNKHWA PESHAWAR

DADRAFTS (2023) DISC LINARY ACT. INPUNISHMENT ORDE .. DOC

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NSPECTORATE GENERAL OF PRISONS KHYBER PAKHTUNKHWA PESHAWAR

No. 0

No. 1 03-1 06 - 2028 6

To.

The Director Information, Khyber Pakhtunkhwa Peshawar

Subject:

NOTICE FOR WILLFUL ABSENCE FROM DUTY

Sir,

I am directed to refer to the subject and forward herewith seven copies of the notice in Urdu version for publication in two daily leading Newspapers. Funds to meet the expenditure are available during the current financial year 2022-23.

ASSISTANT DIRECTOR(E)
INSPECTORATE GENERAL OF PRISONS
KHYBER PAKHTUNKHWA PESHAWAR

Endst: No. 2-3520 - 21 1-WE

Copy of the above alongwith a copy of Urdu version notice is forwarded to:

- 1. The Superintendent Central Prison D.I.Khan for information with reference to his letter No.3286/WE dated 01-06-2023.
- 2. Muhammad Alam Junior Technician Pharmacy. P/O, Central Jail Colony D.I.Khan for Information with reference to this office registered notice No. 9/2-J-2011-17819 dated 10-05-2023.

ASSISTANT DIRECTOR(E)
INSPECTORATE GENERAL OF PRISONS.
KHYBER PAKHTUNKHWA PESHAWAR

PB -

For Mailio

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وفترے تا حال غیر معاضر ہو۔ آپ کو دفتر انسکٹر جرل جیل خانہ خات تعیر پختو نتوان کی طرف سے آپ کے گھر کے پند پر رجسٹر ڈاوٹس تمبر 17819 مور حد دفتر سے تا حال غیر معاضر ہو۔ آپ کو دفتر انسکٹر جرل جیل خانہ خات تعیر پختو نتوان کی طرف سے آپ کے گھر کے پند پر رجسٹر ڈاوٹس تمبر 17819 مور حد 10-05 میں آپ کو بدائے کہ آپ کا کہ آپ جلد از جلد سنٹرل جیل ڈیرہ اساعیل خان میں ڈیوٹی پر حاضر ، د جائیں۔ اور ایک دری ماضر میں آپ کو بدائے کہ آپ کا بداز جلد سنٹرل جیل ڈیرہ اساعیل خان میں ڈیوٹی پر حاضر ، د جائیں۔ اور ایک منتول د جدیل کی منتول د جدیل کی دری ماضر ، د جائیں۔ اور ایک ایک منتول د جدیل کی منتول د جدیل کی دری ماضر میں آپ کو دور آپ ڈاہوٹی پر ماضر نہیں ہوئے اور ڈوٹوکا بیاں میڈیکل ریٹ سامیڈی کے باوزور آپ ڈاہوٹی پر ماضر نہیں ہوئے اور ڈوٹوکا بیاں میڈیکل ریٹ سامیڈی کے باوزور آپ ڈاہوٹی پر ماضر نہیں ہوئے اور ڈوٹوکا بیاں میڈیکل ریٹ سامیڈی کے باوزور آپ ڈاہوٹی پر ماضر نہیں ہوئے اور ڈوٹوکا بیاں میڈیکل ریٹ سامیڈیک کے باوزور آپ ڈاہوٹی پر ماضر نہیں ہوئے اور ڈوٹوکا بیاں میڈیکل ریٹ سامیڈیک

17 - 2023-05 - 25 تک پیش کے اور اس نے بعد تاحال اپنی ڈیو ٹی سے بغیر کوئی اطلاع غیر حاضر ہو۔

البدر اس ریزر اید نوٹس اہذا آپ کو متغیبہ کیا جاتا ہے کہ آپ اس نوٹس کی اشاعت کے 15 دنوں کے اندر اندر سنٹرل جیل ڈیرہ اساعیل خالن البدر اسٹر اسٹرل جیل ڈیرہ اساعیل خالن البدر اندر سنٹرل جیل ڈیرہ اساعیل خالن میں مشار نوٹس کی اشاعت کے خلاف تادیبی کاروائی کی جائے۔ عدم تعمیل کی صورت میں مسئر شائد نسٹ جیل کی ساتھ میں میں میں میں اس کی خلاف تاحدہ نمیر 10 انظماطی وضو ابطی مجرب 102ء کے تھے کی طرفہ کاروائی گی۔ جو آپ کی ملاز مت سے برخاستی پر منتج ہو سکتی ہے۔

آب کے خلاف قاعدہ نمیر 10 انظماطی وضو ابطی مجرب 102ء کے تھے کی طرفہ کاروائی عمل میں لائی جائی گی۔ جو آپ کی ملاز مت سے برخاستی پر منتج ہو سکتی ہے۔

انسپایم جزل جیل خانه جات میمید هیبر پختونخواه بشاور

Meted toba

The Worthy Additional Chief Secretary, Home & Tribal Affairs Department, Khyber Pakhtunkhwa Peshawar.

Subject:- APPEAL FOR RESTORATION INTO GOVERNMENT SERVICE.

Respected Sir;

Kindly refer to Inspector General of Prisons Khyber Pakhtunkhwa Peshawar order No. 31729 dated 31:08.2023 received on 05.09.2023.

With due respect, I would like to submit that I was enrolled in the Prisons Department as a Junior Pharmacy Technician on October 14, 2011. Since my induction into the Department, I have performed duties in various locations within the province, including District Jail Lakki Marwat, Sub Jail Tank, Wana, and Central Prison DI Khan, with great zeal and zest. I maintain a crystal-clear record, as evidenced by my service record (a copy of which is attached as **Annex-A**).

The appallent submit the following points in my defence:-

01.

That since my induction into government service, I have never been absent from my assigned duties without prior permission from my superiors, as evidenced by my service record.

02.

That the appellant has never enjoyed any kind of leave throughout the entire length of service, which can be verified from my service record as well.

03.

That I performed my duties with dedication, honesty, and efficiency. I did not exhibit any sluggishness in discharging my duties, and neither did any officers, officials, nor any prisoners raise any complaints before the Superintendent or at any other forum in any of the jails to which I was assigned for duty. The appellant's claim can be verified by the Superintendent of those jails.

04.

That I am a law-abiding citizen of Pakistan and well-versed in the rules and regulations of Khyber Pakhtunkhwa Prisons Rule 2018. I have never indulged in unlawful activities.

The appellant was diagnosed as a patient with diabetes, hypertension, and high blood pressure, which prevented the appellant from performing duties regularly and efficiently. The appellant's health condition was deteriorating day by day.

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That on the advice of the doctor to achieve mental tranquility and calmness, I opted for medical leave. The medical leave prescriptions from DHQ

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DIKhan, effective from March 27, 2023, to August 30, 2023, are enclosed for your kind consideration and perusal (Annex B). The appellant is still under treatment.

That the competent authority, i.e., the Inspector General of Prisons Khyber Pakhtunkhwa Peshawar, did not call the appellant for a personal hearing and instead removed the appellant from service without considering the medical rest prescriptions as genuine, legitimate, and lawful. This action further demoralized the appellant. (A copy of the removal order is enclosed as **Annex-C**).

That the bed rest/medical leave of the appellant for the period from March 27, 2023, to August 30, 2023, may be considered as leave with full average pay, as the appellant has a sufficient number of days of leave to his credit.

Therefore, it is humbly requested that, considering the above explanations, the appellant may be graciously reinstated into service to enabling me to continue my job as well as my treatment, please.

I shall be thankful to your gracious consideration and act of kindness.

Dated:

22/09/2023

Yours Sincerely,

Muhammad Alam Junior Pharmacy Technician Basti Darkhana Wali DIKhan.

Ph#: 0333-486155

Attend to the



Roed

INSPECTORATE GENEROPRISONS KHYBER PAKHTUNKPESHAWAR © 091-9210334, 9210406

No. 9/2 (7-2-11 - 44357 - 1-WE

Dated 29 - // - 2013 /-

The Superintendent, Central Prison D.I.Khan

Subject:

APPEAL FOR RESTORATION INTO GOVERNMENT SERVICE / ORDER

Memo;

I am directed to refer to this office endorsement No. 37913-14 dated 16-10-2023 on the subject and to forward herewith a copy of Home Department order No. SO(Prison-I)/HD/8-3/KC/2023 dated 23-11-2023 on the captioned subject (self-explanatory) for information and necessary action.

Please inform the Ex-Official concerned accordingly.

DEPUTY DIRECTOR(E)
INSPECTORATE GENERAL OF PRISONS,
KHYBER PAKHTUNKHWA PESHAWAR

Endst:No.

Copy of the above is forwarded to the Additional Chief Secretary to the Government of Khyber Pakhtunkhwa Home & TA's Department for information with reference to Home Department of No. referred to above please.

DEPUTY DIRECTOR(E)
INSPECTORATE GENERAL OF PRISONS,
KHYBER PAKHTUNKHWA PESHAWAR

P.B. D Fr Mactur

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D/Drafts/2023/Drafts for all cases- Bilal



Government of Knyper Pakhtunkhwa Home & Tribal Affairs Department

Dated. 23rd November, 2023

ORDER:

WHEREAS, Mr. Muhammad Alam, Junior Technician Pharmacy attached to Central Prison D.I Khan was awarded the major penalty of "Removal from service" by Inspector General of Prison Khyber Pakhtunkhwa Peshawar vide order No. 9/2-J-2011-31709 dated 31-08-2023 due to his willful absence w.e.f. 27.03.2023 till the date of his Removal from service.

AND WHEREAS, the said Junior Technician Pharmacy preferred his departmental appeal for setting aside the penalty awarded to him and also requested for reinstatement into the service.

NOW THEREFORE, the appellate authority, after examination of his previous record of punctuality and performance, his health condition and all available record, has been pleased to convert the penalty regarding his removal from service into compulsory Retirement from service.

> ADDITIONAL CHIEF SECRETARY GOVERNMENT KHYBER PAKHTUNKHWA HOME & TRIBAL AFFAIRS DEPARTMENT.

Endst No. SO(Prison-I)HD/8-3/KC/2023

dated 23.11.2023

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

- 1. Accountant General Khyber Pakhtunkhwa Peshawar.
- 2. Inspector General of Prisons Khyber Pakhtunkhwa Peshawar for information and necessary action.
- 3. PS to Additional Chief Secretary, Home & Tribal Affairs Department Khyber Pakhtunkhwa Peshawar for information.
- 4. Mr. Muhammad Alam, Junior Technician Pharmacy Central Prison D.I Khan.



Government of Khyber Pakhtunkhwa Home & Tribal Affairs Department

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Dated. 23rd November, 2023

ORDER:

WHEREAS, Mr. Muhammad Alam, Junior Technician Pharmacy attached to Central Prison D.I Khan was awarded the major penalty of "Removal from service" by Inspector General of Prison Khyber Pakhtunkhwa Peshawar vide order No. 9/2-J-2011-31709 dated 31-08-2023 due to his willful absence w.e.f. 27.03.2023 till the date of his Removal from service.

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ADDITIONAL CHIEF SECRETARY
GOVERNMENT KHYBER PAKHTUNKHWA,
HOME & TRIBAL AFFAIRS DEPARTMENT.

Endst No. SO(Prison-I)HD/8-3/KC/2023

dated 23.11.2023

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

- 1. Accountant General Khyber Pakhtunkhwa Peshawar:
- 2. Inspector General of Prisons Khyber Pakhtunkhwa Peshawar for information and necessary action.
- 3. PS to Additional Chief Secretary, Home & Tribal Affairs Department Khyber Pakhtunkhwa Peshawar for information.

4. Mr. Muhammad Alam, Junior Technician Pharmacy Central Prison D.I Khan.

SECTION OFFICER (PRISON-

23/11/2

Maria Den

