

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Appeal No. 592/2019

Date of Institution ... 07.05.2019

Date of Decision ... 15.12.2020

Mst. Zakiya Minhas D/O Torsam Khan R/O Mohallah Sher Ali No. 2 Swati Phattak, Peshawar, Ex-Lady Junior Clerk SSP Operation's Office Peshawar.  
... (Appellant)

VERSUS

The Chief Secretary, Khyber Pakhtunkhwa, Peshawar and four others.  
... (Respondents)

Present.

Mr. Shahid Mahmood Khan,  
Advocate. ... For appellant

Mr. Kabirullah Khan Khattak,  
Addl. Advocate General ... For respondents:

MR. HAMID FAROOQ DURRANI, ... CHAIRMAN  
MR. MIAN MUHAMMAD, ... MEMBER(E)

JUDGMENTHAMID FAROOQ DURRANI, CHAIRMAN:-

1. Through the appeal in hand the appellant has assailed order dated 21.01.2019, whereby, she was dismissed from service. Order dated 25.04.2019 has also been impugned, through which her departmental appeal was rejected.

2. The facts, as laid in the memorandum of appeal, suggest that the appellant was initially appointed as Lady Constable in the Police Department. Subsequently, she was given appointment as Lady Junior Clerk. On 17.01.2019, a show cause notice alongwith statement of allegations was issued to the appellant. A reply to the show cause notice was submitted,

wherein, the appellant denied all the allegations levelled against her. Departmental enquiry was conducted which was followed by impugned order dated 21.01.2019. Her departmental appeal was also rejected, hence the appeal in hand.

3. Learned counsel for the appellant as well as learned Addl. A.G heard and available record gone through.

4. Learned counsel argued that the show cause notice as well as the charge sheet contained wild allegations against the appellant. There was no document in support of the allegations while the enquiry was conducted in a cursory manner. He further argued that no witness was examined during the enquiry nor any complaint in writing, for initiation of departmental proceedings against the appellant, could surface. He referred to Rule 3 of Khyber Pakhtunkhwa Government Servants (E&D) Rules, 2011 and stated that none of the grounds for proceeding against the appellant, on account of misconduct, was available to the respondents. Similarly, there was no complaint against her throughout her service prior to the impugned proceedings.

Learned Addl. AG referred to the order of departmental appellate authority dated 25.04.2019 and contended that the case of appellant was thoroughly considered and the appeal was rejected on valid grounds. Apart from that, the respondents followed the requisite procedure in letter & spirit. He also referred to 2005-SCMR-1802 and stated that the statement of witnesses could be recorded by the enquiry officer in the mode and manner other than provided in Qanun-e-Shahadat, 1984.

5. A careful perusal of record suggests that the allegations attributable to the appellant were vague, not providing necessary details regarding the alleged incidences. In the show cause notice, it was noted that the appellant was found guilty of the charges levelled against her as mentioned in the summary of allegations. Allegedly, she had also admitted before the enquiry officer regarding her visit to Police Post Jamrud to approach police officials for release of contraband items recovered from her mother.

Reading the show cause notice together with the enquiry report clearly shows that no witness was examined in order to substantiate the charges against the appellant, besides, as per enquiry report, the appellant was verbally cross-examined. Further, in the findings part of the report the appellant was mentioned to have admitted her guilt. It is astonishing to note that the confession in the verbal cross-examination, not reduced to writing, was made basis of adverse findings against the appellant. All along the record, the respondents failed to mention about the nature and weightage of evidence of misconduct on the part of appellant. It is also a fact that the appellant was not confronted with documentary evidence, if any.

6. We consider it necessary to reproduce hereunder the charges contained in the impugned order dated 21.01.2019:-

- i). *She has been openly involved in immoral which is brining bad name to the departmental as a whole.*
- ii). *She has been found misusing her official position by visiting various Police Posts and approaching police officials for the release of contraband items confiscated from her mother who is a notorious contraband smuggler and commonly known as*



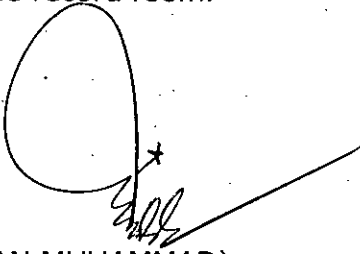
"Patakai". This fact has been admitted by the accused official before the Enquiry Officer.

- iii). She is habitual absentee and often remain absent from official duties without prior approval of the officer concerned.
- iv). She failed to act upon the advice notice conveyed to her in writing vide letter bearing number 2011/PA dated 31.12.2018."

It is not difficult to understand that the charges were of such nature which required proof through convincing evidence. On the contrary, even the dates of commission of alleged misdeeds on the part of appellant ~~was~~<sup>were</sup> not provided. The enquiry officer also remained at loss in bringing forth any evidence in support of the allegations.

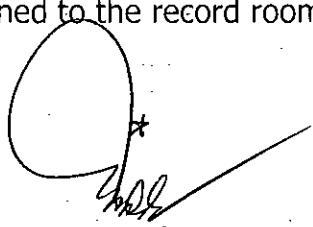

7. For what has been discussed above, the appeal in hand is allowed and the impugned orders are set aside. The appellant is reinstated into service while the respondents are required to conduct a proper/denovo enquiry against her within three months from the date of receipt of copy of instant judgment. The issue of grant of back benefits to the appellant shall be settled in view of denovo enquiry and the ensuing order.

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

  
(MIAN MUHAMMAD)  
MEMBER(E)

  
(HAMID FAROOQ DURRANI)  
CHAIRMAN


ANNOUNCED  
15.12.2020

S.No.	Date of order/ proceedings	Order or other proceedings with signature of Judge or Magistrate and that of parties where necessary.
1	2	3
	15.12.2020	<p><u>Present.</u></p> <p>Mr. Shahid Mahmood Khan, ... For appellant Advocate</p> <p>Mr. Kabirullah Khattak, ... For respondents. Addl. Advocate General</p> <p>Learned counsel for the appellant as well as learned Addl. A.G heard and available record gone through.</p> <p>Vide our detailed judgment, the appeal in hand is allowed and the impugned orders are set aside. The appellant is reinstated into service while the respondents are required to conduct a proper/denovo enquiry against her within three months from the date of receipt of copy of instant judgment. The issue of grant of back benefits to the appellant shall be settled in view of denovo enquiry and the ensuing order.</p> <p>Parties are, however, left to bear their respective costs. File be consigned to the record room.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">   (MIAN MUHAMMAD)  Member(E) </div> <div style="text-align: center;">   CHAIRMAN </div> </div> <p><u>ANNOUNCED</u> 15.12.2020</p>

16.06.2020

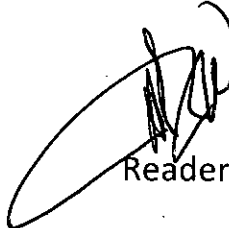
None present on behalf of appellant. Mr. Riaz Khan Paindakheil learned Assistant Advocate General for respondents present. Adjourned. To come up for arguments on 27.08.2020 before D.B. Appellant and her counsel be put to notice for the date fixed.

  
(Rozina Rehman)  
Member

  
(M. Amin Khan Kundi)  
Member

27.08.2020

Due to summer vacation, the case is adjourned to 03.11.2020 for the same as before.

  
Reader

22.10.2020

Junior to counsel for the appellant and Zara Tajwar, DDA for the respondents present.

The Bar is observing general strike today, therefore, the matter is adjourned to 15.12.2020 for hearing before the D.B.

  
(Mian Muhammad)  
Member

  
Chairman

06.12.2019

Clerk to counsel for the appellant present. Addl: AG alongwith Mr. M. Raziq, H.C for respondents present. Written reply not submitted. Representative of the respondents seeks time to submit the same. Adjourned. To come up for written reply/comments on 16.01.2020 before S.B.

  
(Ahmad Hassan)  
Member

06.12.2019

16.01.2020

Appellant in person. Addl. AG alongwith Aziz Shah, Reader for the respondents present.

Respondents have furnished written reply which is placed on record. The matter is assigned to D.B for arguments on 26.03.2020. The appellant may furnish rejoinder, within one month, if so advised.

  
Chairman

26.03.2020

Due to public holidays on account of Covid-19, the case is adjourned. To come up for the same on 16.06.2020 before D.B.

  
Reader

SA 592/19

19.08.2019

Counsel for the appellant present.

Learned counsel for the appellant submitted an application for extension of time to deposit security and process fee which have not been deposited due to absence of the appellant.

The application is allowed and the appellant is required to make the requisite deposit within next three days. Thereafter notices be issued to the respondents for submission of written reply/comments on ~~14.10~~ 20.10.2019 before the S.B.

Appellant Deposited  
Security & Process Fee

20/8/19

  
Chairman

14.10.2019

Counsel for the appellant and Addl. AG for the respondents present.

Learned AAG requests time for submission of comments. Adjourned to 14.11.2019 on which date the requisite reply/comments shall positively be submitted.

  
Chairman

14.11.2019

Junior to counsel for the appellant and Addl. AG alongwith Muhammad Raziq, Reader for the respondents present.

Representative of respondents seeks time to furnish the reply/comments. Adjourned to 06.12.2019 on which date the requisite reply/comments shall positively be furnished.

  
Chairman



20.06.2019

Counsel for the appellant Mst. Zakiya Minhas Present. Preliminary arguments heard. It was contended by learned counsel for the appellant that the appellant was serving as Lady Junior Clerk in Police Department. It was further contended that the appellant was imposed major penalty of dismissal from service vide order dated 21.01.2019 on the allegation that she was involved in immoral activities and was also making illegal sifarish to police stations/customs authorities for release of contraband items at the time of confiscation from her mother who was well known contraband smuggler, she was not taking keen interest in her official obligations rather concentrate in illegal activities by taking advantage of government job. The appellant filed departmental appeal on 29.01.2019 which was rejected vide order dated 25.04.2019 hence, the present service appeal on 07.05.2019. Learned counsel for the appellant further contended that the appellant has mainly dismissed from service on the allegation that she had made illegal sifarish to police stations/customs authorities for release of contraband items recovered from her mother but no FIR has been registered regarding involvement of the mother of the appellant. It was further contended that neither proper inquiry was conducted nor the appellant was associated in the inquiry proceeding therefore, the impugned order is illegal and liable to be set-aside.

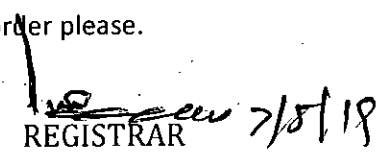
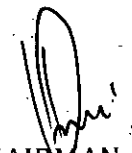
The contentions raised by the learned counsel for the appellant need consideration. The appeal is admitted for regular hearing subject to all legal objections. The appellant is directed to deposit security and process fee within 10 days, thereafter, notice be issued to the respondents for written reply/comments for 19.08.2019 before S.B.

  
(Muhammad Amin Khan Kundi)  
Member

Form- A  
FORM OF ORDER SHEET

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

Case No. 592/2019

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	07/05/2019	<p>The appeal of Mst. Zakiya Minhas presented today by Mr. Shahid Mahmood Khan Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p> REGISTRAR 7/5/19</p>
2-	09/05/19	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>20/06/19</u></p> <p> CHAIRMAN</p>

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

Service Appeal No. 542 /2019

**Mst. Zakiya Minhas .....Appellant**  
**V E R S U S**  
**Chief Secretary, KPK & others .....Respondents**


**I N D E X**

S.No	Description of Documents	Annex	Pages
1.	Service Appeal		1-5
2.	Affidavit		6
3.	Application for suspension		7-8
4.	<b>Copy of Appointment letter</b>	<b>A</b>	<b>9-10</b>
5.	<b>Copy of ACR's / PER's</b>	<b>B</b>	<b>11-13</b>
6.	<b>Copy of show cause notice dated 07.01.2019</b>	<b>C</b>	<b>14-</b>
7.	<b>copy of inquiry report</b>	<b>D</b>	<b>15-16</b>
8.	<b>Copy of order dated 21.01.2019</b>	<b>E</b>	<b>17-18</b>
9.	<b>Copy of departmental appeal and order dated 25.04.2019</b>	<b>F</b>	<b>19-21</b>
10.	<b>Wakalat Nama</b>		<b>22</b>

Appellant

Through:

**Dated: 30.04.2019**

  
**Shahid Mahmood Khan**  
Advocate,  
High Court Peshawar

20 200.

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12-12

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15-15

16-16

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

Service Appeal No. 542 /2019

Khyber Pakhtunkhwa  
Service Tribunal

Diary No. 718

Dated 07/5/2019

Mst. Zakiya Minhas D/o Torsam Khan R/o Mohallah Sher  
Ali No 2 Swati Phatak Peshawar, Ex-Lady Junior Clerk SSP  
Operations Office Peshawar.

.....**APPELLANT**

**V E R S U S**

1. Chief Secretary, Khyber Pakhtunkhwa,  
Civil Secretariat, Peshawar
2. Provincial Police Officer  
Khyber Pakhtunkhwa, CPO Peshawar
3. Senior Superintendent of Police  
Operations, Peshawar  
Police Lines Peshawar.
4. Mr. Nazam ul Husnain Liaqat,  
ASP Hayatabad Peshawar
5. CCPO Peshawar  
Police Line Peshawar

.....**RESPONDENTS**

**Filed to-day**

*Deew*  
Registrar

7/5/18

**APPEAL UNDER SECTION 4 OF KHYBER  
PAKHTUNKHWA SERVICE TRIBUNAL ACT 1974  
AGAINST THE ORDER OF RESPONDENT NO.1  
PASSED VIDE ORDER DATED 21.01.2019  
WHEREBY THE APPELLANT WAS DISMISSED**

FROM THE SERVICE BY AWARDING HER MAJOR  
PUNISHMENT / PENALTY BY RESPONDENT NO 3  
AS LADY JUNIOR CLERK MOREOVER THE  
DEPARTMENTAL APPEAL AGAINST THE ORDER  
DATED 21.01.2019 WAS ALSO REJECTED  
VIDE ORDER DATED 25.04.2019

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**Respectfully Sheweth:-**

1. That the appellant was initially appointed as Lady Constable and later on the services of the Appellant were converted into Clerical side and she was posted as Lady Junior Clerk in the office of Respondent No 3. **(Copy of Appointment letter is attached)**
2. That the Appellant has a good and unblemished service record at her credit which can be verified from the ACR's / PER's of Appellant. **(Copy of ACR's / PER's are attached)**
3. That all of sudden on dated 17.01.2019 Respondent No 3 issued show cause notice to the Appellant along with statement of allegations and leveled baseless and concocted charges against the Appellant. **(Copy of show cause notice dated 17.01.2019 is attached)**

4. That the Appellant filed her reply to the show cause notice issued by Respondent No 3 and rejected all the allegations leveled against her by Respondent No 3. (Copy of reply to show cause notice is attached)
5. That on dated 17.01.2019 on the strength of show cause notice and statement of allegations, a departmental inquiry was conducted against the Appellant. **(copy of inquiry report is attached)**
6. That lastly on dated 21.01.2019 Respondent No 3 issued a detailed order against the Appellant by awarding her major punishment of dismissal from service without any cogent, lawful reason. **(Copy of order dated 21.01.2019 is attached)**
7. That the Appellant filed her departmental appeal / representation against the order dated 21.01.2019 which was rejected vide order dated 25.04.2019. **(Copy of departmental appeal and order dated 25.04.2019 is attached)**
8. That the appellant having no other efficacious, alternate remedy now approaches this Hon'ble Tribunal on the following grounds amongst the others:-

**GROUND S:-**

- A. That the order dated 21.01.2019 and 25.04.2019 are illegal, unlawful, without authority as well as based on the malafide intentions.

- B. That the Appellant is a helpless Lady and it is interesting to note that all the ACR's/PER's of the Appellant are satisfactory but even then she was awarded a punishment / penalty on the basis of baseless, concocted and malafide allegations.
- C. That the Appellant has not been treated in accordance with law and the E&D rules, hence the order dated 21.01.2019 and 25.04.2019 are totally illegal and unlawful, hence not tenable and are liable to be quashed / set aside.
- D. That the Appellant has been treated by Respondents discriminatory which is against the fundamental rights guaranteed under the constitution of Islamic Republic of Pakistan 1973.
- E. That the Appellant has not been treated fairly, hence the order dated 21.01.2019 and 25.04.2019 are the violation of fundamental rights guaranteed under article 10-A of the constitution.
- F. That the order dated 21.01.2019 is totally malafide because no evidence has been produced in support of the order *ibid*, hence is liable to be set aside.
- G. That any other grounds will be raised at the time arguments with the kind permission of this Hon'ble Tribunal.



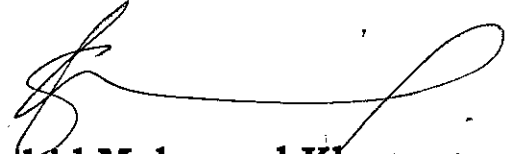
It is, therefore, respectfully prayed that on acceptance of this appeal, that the order dated 21.04.2019 may kindly be set aside and the Appellant may kindly be exonerated from charges leveled against her and she be re-instated in service with all back benefits

Any other relief deemed proper and fit in the circumstances of the case may also very graciously be granted to the appellant.

  
Appellant

Through:

Dated: 30.04.2019

  
Shahid Mahmood Khan  
Advocate,  
High Court Peshawar

**CERTIFICATE:-**

Certified that as per instructions of my client no such Service Appeal on behalf of the petitioner has earlier been filed in this Hon'ble Tribunal on the subject matter.



  
ADVOCATE

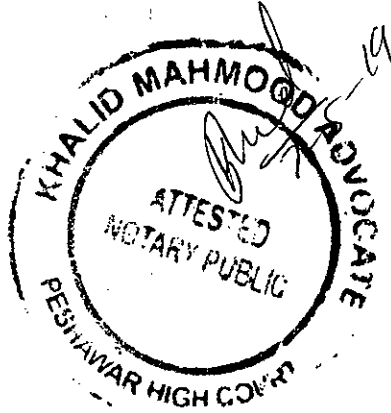
**BEFORE THE KHYBER PAKHTUNKHWA SERVICE  
TRIBUNAL, PESHAWAR**

Service Appeal No. \_\_\_\_\_/2019

**Mst. Zakiya Minhas .....Appellant**  
**V E R S U S**  
**Chief Secretary, KPK & others .....Respondents**

**A F F I D A V I T**

I, Mst. Zakiya Minhas Lady Junior Clerk SSP Operations Office Peshawar, do hereby solemnly affirm and declare on oath that the contents of the accompanying **Service Appeal** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Court.



*[Signature]*  
**D E P O N E N T**

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

Service Appeal No. \_\_\_\_\_/2019

**Mst. Zakiya Minhas .....Appellant  
V E R S U S  
Chief Secretary, KPK & others .....Respondents**

**APPLICATION FOR SUSPENSION OF THE  
IMPUGNED ORDER DATED 21.01.2019  
AND 25.04.2019, TILL THE FINAL  
DECISION OF THE APPEAL**

**Respectfully Sheweth:**

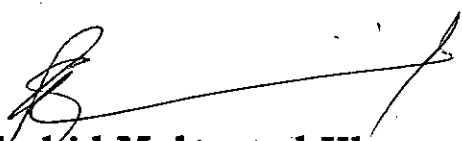
1. That the above noted Appeal is being filed before this hon'ble Tribunal, in which no date of hearing has yet been fixed.
2. That the Appellant has got a good prima facie case in her favour, and is sanguine about its success.
3. That the balance of convenience also lies in favour of the Appellant.
4. That if the orders dated 21.01.2019 and 25.04.2019 are not suspended, then the Appellant would suffer irreparable loss.
5. That the facts and grounds of the Appeal may kindly be read as an integral part of this application.

It is, therefore, respectfully prayed that on acceptance of this application, the impugned order dated 21.01.2019 and 25.04.2019 may kindly be suspended, till the final decision of the case.

Appellant

Through:

**Dated: 30.04.2019**

  
**Shahid Mahmood Khan**  
Advocate,  
High Court Peshawar

**ENLISTMENT ORDER**


Mrs Zakia Minhas W/O Zahid Hussain R/O Mohallah  
Sher Ali No.2 Swati Gate PS Pishtakhera Distt: Peshawar is hereby  
enlisted as recruit lady Constable in Capital City Police Peshawar in BPS-5  
as Selected by the recruitment Committee with immediate effect and allotted  
constabulary No. 3779

Height 5'-1" Education 10th

Date of Birth 15.01.1987

Her service is purely on temporary basis, conditional to  
verification and liable for termination at any time without any notice

*RECEIVED*

  
SUPERINTENDENT OF POLICE,  
HQRS: PESHAWAR.

OB NO. 3346

*Amesh "A"*

9

**ORDER**

No 5081 /E-V,

Dated

Peshawar the 8/7/2016

In pursuance of this office Notification No 4198-4250/E-III Dated 12.07.2015, Lady Constable Mst: Zakia Minhas applied for the post of Lady Junior Constable in ETA test in the year 2014 and qualified the test. Her previous Service as Lady Constable is hereby counted towards her new Service as Junior Clerk for Pension purpose in Police Department as per rules.

(NAJEB UR REHMAN BUGVI) PSP  
AIG, Estt:  
For Inspector General of Police  
Khyber Pakhtunkhwa  
Peshawar

Copy of above is forwarded for information and necessary action to

- 1. Addl: Inspector General of Police HQs: Khyber Pakhtunkhwa, Peshawar.
- 2. Deputy Inspector General of Police F.O.: Khyber Pakhtunkhwa, Peshawar.
- 3. Capital City Police Officer, Peshawar. (The Service Roll and Service Book of Lady Junior Clerk Mst: Zakia Minhas, are returned herewith for your office record which may please be acknowledged).
- 4. Registrar CPO, Peshawar.
- 5. Office Supdt: Secret CPO, Peshawar.
- 6. In-Charge Central Registry Cell CPO, Peshawar.

the :-

No 5081-87 /E-V,

8/7

12016.

Annex "B", (11)

APPENDIX 'C'

APPENDIX - VI

CONFIDENTIAL

Form 'G' (Revised)  
Assistants and Clerks

GOVERNMENT OF KHYBER PAKHTUNKHAWA

POLICE DEPARTMENT

CONFIDENTIAL REPORT

For the period from 14.02.14 to 31-12-2014

PART - I

1. Name Zakia Minhas D/o Torsam Khan
2. Designation Lady Junior Clerk
3. Date of Birth 15-01-1987
4. Education B.A, Office Automation
5. Date of Entry into Government Service 14-02-2014
6. Branches in which employed during the year, with period

(i)	14.2.14 to 23.7.2014	CKC Branch Peshawar.
(ii)	23.07.14 to 11.11.14	Traffic Staff Peshawar.
(iii)	12.11.14 to 31.12.14	CKC Branch Peshawar.

PART - II

A. PERFORMANCE	A1	A	B	C	D
(1) Referencing, paging of notes and correspondence		↓			
(2) Movement of files and record of suspense cases,		↓			
(3) Keeping files and papers in tidy condition.		↓			
(4) Promptness and accuracy in disposing of work		↓			
<b>B. PERSONAL TRAITS</b>					
(5) Intelligence		↓			
(6) Knowledge of procedure and regulations.		↓			
(7) Punctuality		↓			
(8) Co-operation and tact.		↓			
(9) Amenability to discipline.		↓			
(10) Skill in drafting		↓			

ATTACHED

CONFIDENTIAL

11. Integrity: -----

Assessment

(i) Incorruptible .....

(ii) Reported to corrupt.....

(iii) Believed to be corrupt, because of:  
(a) Monetary condition.....

(b) Other considerations.....

YES

NO

(12) Knowledge of Typing.

(13) Trust worthiness in confidential and secret matters.

(14) Any disciplinary action taken during the period under report.

PART - III

By Reporting Officer      By Countersigning Officer

(a) Recommended for accelerated promotion.

(b) Fit for promotion.

(c) Recently promoted/appointed—consideration for promotion pre-mature

(d) Not yet fit for promotion.

(e) Unfit for further promotion

PART - IV

General Assessment	By Reporting Officer	By Countersigning Officer
(i) Very Good		
(ii) Good	<input checked="" type="checkbox"/>	
(iii) Average		
(iv) Below Average		
(v) Poor		

ATTESTED



13

PEN PICTURE

Lady working in CAC knows the job well.

14.02.14 to 23.07.14

(MASOOD AHMAD KHAN)  
SENIOR SUPERINTENDENT OF POLICE,  
INVESTIGATION, PESHAWAR

23.07.14 to 04.09.14

(FAISAL SHEHZAD)  
SENIOR SUPERINTENDENT OF POLICE  
TRAFFIC, PESHAWAR

04.09.14 to 12.11.14

(WAHID MEHMOOD)  
SENIOR SUPERINTENDENT OF POLICE,  
TRAFFIC, PESHAWAR

12.11.14 to 31.12.14

(NAJEEB UR REHMAN)  
SENIOR SUPERINTENDENT OF POLICE  
OPERATION, PESHAWAR

(From 14.02.2014 to 31.12.2014)

(IJAZ AHMAD)  
CAPITAL CITY POLICE OFFICER,  
PESHAWAR

ATTENDED

ATTESTED

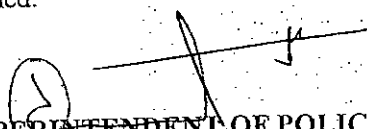


Ames "C" 14

OFFICE OF THE  
SENIOR: SUPERINTENDENT OF POLICE,  
(OPERATIONS),  
PESHAWAR  
Phone. 091-9213054

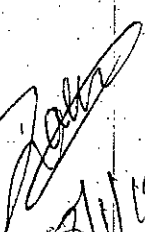
**FINAL SHOW CAUSE NOTICE**  
**(Under Government Servants E&D Rules 2011)**

1. I, Senior Superintendent of Police, Operations, Peshawar as competent authority, under the Government Servants E&D Rules 2011, do hereby serve you **Junior Clerk Zakia Minhas posted at SSP-Ops Office, Peshawar** as follows:-
2. (i) That consequent upon the completion of departmental enquiry conducted against you by Mr. Nazam-ul-Husnain Liaquat, ASP Hayatabad, Peshawar, who found you guilty of the charges for which you were given the opportunity of personal hearing.  
(ii) Ongoing through the findings and recommendations of the inquiry officer, the material on record and other connected papers including your defense before the said officers:  
I am satisfied that you have committed the follow misconducts:
  - You have been found guilty of the charges leveled against you as mentioned in para-I of the summary of allegations.
  - You also confessed that you have been visiting PP Jamrud to approach Police Officials for release of contraband items for your mother.
3. As a result thereof I, as Competent Authority decided to impose upon you major/minor penalty including dismissal from service under the said Rules.
4. You are, therefore, require to Show Cause as to why the aforesaid penalty should not be imposed upon you.
5. If no reply to this notice is received within 7-days of its delivery, it shall be presumed that you have no defense to put in and in that case an ex-parte action shall be taken against you.
6. You are at liberty to be heard in person, if so wished.

  
SR: SUPERINTENDENT OF POLICE,  
OPERATIONS, PESHAWAR

No. 53 /PA dated Peshawar the 17-01-, 2019

  
**ATTACHED**

  
18/1/19



OFFICE OF THE

Annex P" 15

ASSIST: SUPERINTENDENT OF POLICE,

HAYATABAD SUB-DIVISION, PESHAWAR.

No. 26 /E/Steno, dated Pesh: the 17 / 01 /2019.

To The Senior Superintendent of Police,  
Operations, Peshawar.

Subject: DEPARTMENTAL ENQUIRY

Please refer to your office Endt: No.89/E/PA, dated 07.01.2019 pertaining to departmental enquiry against junior clerk Zakia Minhas.

STATEMENT OF ALLEGATION

- i. As per classified information that she is involved in immoral activities. Furthermore, she is also making illegal "Sifarish" to police stations/customs authorities for release of contraband at time of confiscation from her mother who is well known contraband smuggler.
- ii. That she is not taking keen interest in her official obligations and rather concentrate in illegal activities by taking advantage of her job.
- iii. This amount to gross misconduct on her part.

PROCEEDING

Enquiry officer provided reasonable opportunity to lady junior clerk Zakia Minhas. Statement of hearing of allegation was served to her and her written reply was recorded. He was verbally cross examination too.

STATEMENT OF JUNIOR CLERK ZAKIA MINHAS

Junior clerk Zakia Minhas deposed in her statement that she has been serving in KP Police since 2008. She was appointed as junior Clerk at SSP (Operations) Peshawar Office in 2014 due to his sheer hard work and dedication towards her profession. She belongs to a poor family and two of her brothers are drug addicts and therefore, her mother has to work for daily wages. She stated that she has to deal public all day and her character is being exploited in the garb of adopting obliged behavior with public. She further stated that she is a loyal wife and have denied all allegations against her (statement enclosed) regarding immoral activities and approaching Police / custom authorities for release of contraband items (belonging to her mother) and requested for filling of her Enquiry.

Attested

نہ سائنہ فی والدہ کو مستند معلوم ہے اور یہ سب والدہ کی طرف سے  
کوئی FIR ماروٹ درج ہے لہذا الترام ہے اسے ہی مکمل انکار ہے

**FINDINGS**

Lady Junior Clerk Zakia Minhas has developed immoral relations in the garb of public dealing. Sources and reports have also confirmed involvement of Lady Junior Clerk Zakia Minhas in immoral activities. During cross questioning, she also confessed that she has been visiting PP Jamrud to approach Police officials for release of contraband items for her mother.

Therefore, the statement of allegations against Junior Clerk Zakia Minhas is proved.

*Handwritten signature/initials*

**CAPT @ NAJAM UL HASMAIN KIAQUAT (PSP)**  
Assist: Superintendent of Police,  
Hayatabad: Sub-Division,  
Peshawar

*Dismissed from Service on account of*

*Senior Superintendent of Police Operations Peshawar*

**ATTESTED**

من سائے کی والدہ جو منشیات سمگلر ہیں اس کے والد کے پاس  
جوئی FIR رپورٹ درج ہے لہذا الزام ہے اسے بھی مکمل اعتراف ہے



Annex "E"

OFFICE OF THE  
SENIOR SUPERINTENDENT OF POLICE,  
(OPERATIONS),  
PESHAWAR

Ph: 091-9210508 Fax: 091-9213054

17

ORDER

This office order will dispose off the departmental proceedings initiated against Lady Junior Clerk Zakia Minhas of CCP Peshawar vide this office No. 89/E/PA dated 07.01.2019. Allegations leveled against her were that:

- i. As per classified information, she was involved in immoral activities. Furthermore she was also making illegal "sifarish" to police stations/customs authorities for release of contraband items at the time of confiscation from her mother who is well known contraband smuggler.
- ii. That she was not taking keen interest in her official obligations rather concentrate in illegal activities by taking advantage of her government job:

Charge sheet along with summary of allegations was issued to her and Mr. Najam-ul-Husnain Liaquat, ASP Hayatabad, Peshawar was appointed as Enquiry Officer, who after conducting a detailed enquiry, held her guilty of all the aforementioned charges.

On receipt of the findings, Final Show Cause Notice was served upon her vide this office No. 53/PA dated 17.01.2019. Her written reply received well in time. The same was perused and found unsatisfactory. She was called in Orderly Room on 21.01.2019 and heard in person while giving her ample opportunity for self-defense. She failed to advance any plausible explanation in rebuttal of the charges.

The undersigned perused all the relevant record and source reports beside heard the accused Lady Junior Clerk. The undersigned found her guilty of the charges on following accounts:-

- i) She has been openly involved in immoral which is brining bad name to the departmental as a whole.
- ii) She has been found misusing her official position by visiting various Police Posts and approaching police officials for the release of contraband items confiscated from her mother who is a notorious contraband smuggler and commonly known as "Patakai". This fact has been admitted by the accused official before the Enquiry Officer.
- iii) She is habitual absentee and often remain absent from official duties without prior approval of the officer concerned.

*Shen*

**ATTACHED**

- iv) She failed to act upon the advice notice conveyed to her in writing vide letter bearing number 2011/PA dated 31.12.2018.

18

From the aforementioned facts, it is crystal clear that the accused official is guilty of the charges leveled against her. Therefore, Lady Junior Clerk Zakia Minhas is hereby awarded the **major punishment of dismissal from service** under the Government Servants (Efficiency & Disciplinary) Rules 2011 with immediate effect.

  
SENIOR SUPERINTENDENT OF POLICE,  
OPERATIONS, PESHAWAR

No. 67-73 /PA dated Peshawar, the 21.01 /2019.

Copy for information and necessary action to the:-

1. Capital City Police Officer, Peshawar.
2. SP HQrs Peshawar.
3. Head Clerk.
4. Pay Officer.
5. EC-II/FMC.
6. Official concerned

Encl-12

**ATTESTED**

Annex "F"

BEFORE THE CAPITAL CITY POLICE OFFICER PESHAWAR

19

Departmental appeal against the order issued under endorsement No. 67-73/PA, dated 21.01.2019 (copy annexed as "A") whereby the appellant has been penalized and has been awarded the major punishment of Dismissal from service under the Govt: Servant (efficiency and disciplinary) rules, 2011 with immediate effect.

Prayer in Department appeal

No 24-LB  
29-1-2019 2nc B

On acceptance of departmental appeal the impugned order may please be set-aside and the appellant may please be exonerated of the charges leveled against the appellant and the appellant may please be re-instated in service with all back benefits.

Respected Sir

The appellant submits as under:

- i. That the appellant has join the service in the police department in the capacity of constable and was later on the post of appellant was converted to clerical side and was posted as junior clerk in the office of SSP Operations.
- ii. That the appellant since her appointment in the department has performed her duties to the entire satisfaction of her superiors/immediate officers and to this effect the ACRs/PERs bear the testimony.
- iii. That the appellant was served with show cause notice & statement of allegations communicated by the enquiry officer ASP Hayatabad sub Division Peshawar to which the appellant submitted her reply with rational grounds. (Annexed as "B").
- iv. That the appellant request for setting aside the impugned dismissal order of the appellant and requests for exoneration of the charges leveled against the appellant & request for reinstatement in service with all back benefits on the following grounds, inter alia.

**ATTESTED**

Grounds

- a) That the impugned order is against the low facts & circumstances therefore is liable to be set-aside.
- b) That the allegation leveled against appellant are false, frivolous, concocted & without footing therefore the impugned order based on these false and frivolous allegation is nullity in the eyes of law.
- c) That the impugned order is one sided & no independent witness has been examined in support of the false allegations & there is no iota of evidence in support of the alleged allegations as well.
- d) That the stance of the appellant in her statement, has not been taken into consideration and thus the impugned order is the result of misreading of the record & is liable to be reversed.

20

- e) That no procedure as per rules has been adopted by the enquiry officer and on this score alone the impugned order is liable to be set-aside.
- f) That the appellant has more than 10 years spotless service at her credit but even this aspect has not been taken into consideration by the authority & the impugned order has been passed in utter violation of the law, rules and regulation.
- g) That the impugned order is harsh and needs reconsideration by your good self.
- h) That the appellant request for personal hearing so that the appellant may further explain her case with documentary evidence.

Any additional grounds will be taken at the time of personal hearing in the departmental appeal.

It is therefore humbly requested that on acceptance of this departmental appeal impugned order may please be set-aside & the appellant may please be exonerated from the charges leveled against her. The appellant may please reinstated in service with all back benefits, etc.

*Zakia Minhas*  
Appellant  
Zakia Minhas

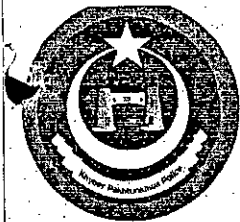
Cell-No:

0311-9978401

**ATTESTED**

- iii) She is habitual absentee and often remain absent without approval of the officer concerned.





OFFICE OF THE  
CAPITAL CITY POLICE OFFICER,  
PESHAWAR

Phone No: 091-9210989  
Fax No. 091-9212597

21

ORDER.

This order will dispose of the departmental appeal preferred by Ex-L/JC Zakia Minhas who was awarded the major punishment of "Dismissal from service" by SSP/Operations Peshawar vide OB No.67-73, dated 21-01-2019.

2- The allegations leveled against her were that she while posted in the office of SSP/Operations Peshawar and as per classified information she was found involved in immoral activities. Furthermore she also makes illegal "sifarish" to police stations/customs authorities for release of contrabanded items at the time of confiscation from her mother who is well known contrabanded smuggler. She was not taking keen interest in her official obligations rather concentrate in illegal activities by taking advantage of her government job.

3- She was issued proper Charge Sheet and Summary of Allegations by SSP/Operations Peshawar and Mr. Najam-Ul-Hasnain Liaqat ASP/Hayatabad Peshawar was appointed as enquiry officer. The enquiry officer after conducting proper departmental enquiry submitted his findings and recommended that the appellant <sup>is</sup> found guilty of the charges leveled against her in the charge sheet. The competent authority i.e SSP/Operations Peshawar after perusal of enquiry report issued her Final Show Cause Notice to which her reply was also found unsatisfactory by the competent authority, hence awarded her the above major punishment.

4- She was heard in person in O.R. The relevant record perused along with her explanation but she failed to submit any satisfactory reply in her defence. The competent authority has completed all codal formalities before awarding her the punishment of dismissal. There is no need to interfere in the punishment order passed by SSP/Operations Peshawar vide OB No. 67-73 dated 21.01.2019. Hence her appeal for reinstatement in service is hereby **rejected/filed**.

(QAZI JAMIL UR REHMAN)PSP  
CAPITAL CITY POLICE OFFICER,  
PESHAWAR

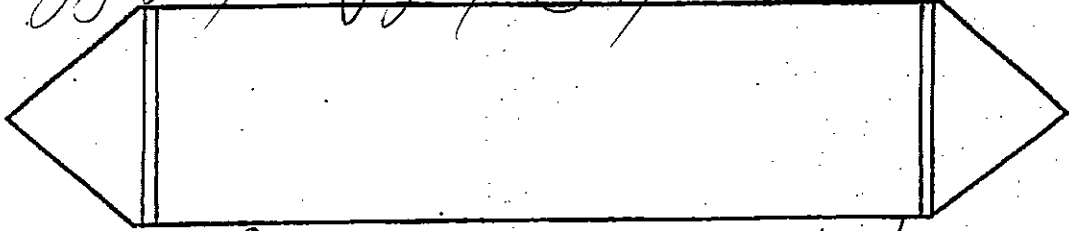
No. 672-78 /PA dated Peshawar the 25-04- 2019

Copies for information and n/a to the:-

1. SSP/Operations Peshawar.
2. SP-HQr: Peshawar.
3. BO/EC-I/ EC-II for making necessary entry in his S.Roll.
- ✓ 4. FMC along with FM
5. Official concerned.

ATTENDED

بعدالت کرونی / سبوتی / خیر بخیر عنوان



2019ء منجانب

02/04/19

موزخہ

مقدمہ

دعویٰ

جرم

مسماہ ذکیہ منہاس بنام گورنمنٹ آف ایچ ایچ کے نام

### باعث تحریر آنکھ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی وکل کاروائی متعلقہ آن مقام لکھنؤ کیلئے مسماہ ذکیہ منہاس بنام گورنمنٹ آف ایچ ایچ مقرر کر کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا کامل اختیار ہوگا۔ نیز وکیل صاحب کو راضی نامہ کرنے و تقرر ثالثتہ فیصلہ برحلف دینے جواب دہی اور اقبال دعویٰ اور بصورت ڈگری کرنے اجراء اور صولی چیک و روپیہ ارضی دعویٰ اور درخواست ہر قسم کی تصدیق زرائیں پر دستخط کرانے کا اختیار ہوگا۔ نیز صورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخی نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا اختیار ہوگا۔ از بصورت ضرورت مقدمہ مذکور کے کل یا جزوی کاروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار ہوگا۔ اور صاحب مقرر شدہ کو ہمیشی وہی جملہ مذکورہ باختیارات حاصل ہوں گے اور اس کا ساختہ پرواختہ منظور قبول ہوگا۔ دوران مقدمہ میں جو خرچہ دہر جائد التوائے مقدمہ کے سبب سے وہ ہوگا۔ کوئی تاریخ پیشی مقام دورہ پر ہو یا حد سے باہر ہو تو وکیل صاحب پابند ہوں گے۔ کہ پیروی مذکور کریں۔ لہذا وکالت نامہ لکھنؤ یا کہ سند ہے۔

المقوم \_\_\_\_\_ ماہ \_\_\_\_\_ 20

واہ العب

کے لئے منظور ہے۔

Accepted & Accepted  
ATTORNEY

Advocate

BC-10-3539

03339306491

بمقام

Before the Honorable Service Tribunal KPK Peshawar

Mst: Zakya

VERSUS

Police Department.

Application for permission to deposit service charges/Postal charges for Summoning Respondants/Department.

Respectfully Sheweth:

① That the title service appeal is pending before this tribunal and is fixed for today i.e. 19-08-2019.

② That the Hon'ble tribunal has pleased to order to the Petitioner/appellant to deposit service charges/Postal charges for summoning respondent department but the Petitioner/appellant was unable to attend the court on previous date, so, the requisite fee could not be deposited.

It is therefore requested that the petitioner/appellant may please be allowed to deposit service charges/Postal charges for summoning the respondent/department.

Through

Petitioner/Appellant

Date: 19-08-2019.

Sherraz Ali  
SHERAZ ALI  
Advocate.

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

**Service Appeal No.592/2019.**

Mst. Zakiya Minhas Ex- Lady Junior Clerk of CCP Peshawar.....Appellant.

**VERSUS.**

1. Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar.
2. Capital City Police Officer, Peshawar.
3. Senior Superintendent of Police Operations, Peshawar.
4. ASP/Hayatabad circle.....Respondents.

**Reply on behalf of Respondents No. 1, 2, 3 & 4.**

**Respectfully Sheweth:-**

**PRELIMINARY OBJECTIONS.**

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

**Facts:-**

1. Para No.01 relates to record, hence no comments.
2. Para No.02 is for the petitioner to prove. However, the Para clearly reflects that a fair process in the respondent department is done that in case of showing honesty and dedication toward the duty the individual is encouraged by making good entry in service record and in case of commission of misconduct, the defaulter is penalized under the relevant law as per gravity of misconduct. The instant case is an example of fairness and impartiality.
3. Para No.03 is incorrect charges framed against the appellant in the Show Cause Notice were based on the reliable sources.
4. Para No.04 is incorrect the appellant failed to forward any reasonable ground in reply to the Show Cause Notice and her reply was found un-satisfactory.
5. Para No.05 is correct to the extent that proper Departmental Enquiry against the appellant was initiated wherein she was found guilty of the charges.
6. Para No.06 is incorrect. Infact the appellant while posted in the office of SSP/Operations Peshawar and as per classified information she was found involved in immoral activities. Furthermore she also made illegal "sifarish" to police stations/customs authorities for release of contraband items at the time of

seizure from her mother who is well known contraband smuggler. She was not taking keen interest in her official obligations rather concentrate in illegal activities by taking advantage of her government job. In this regard she was issued charge sheet and statement of allegations and ASP Hayatabad was appointed as enquiry officer. The enquiry officer conducted proper departmental enquiry and submitted his findings and recommended that the appellant was found guilty of the charges leveled against her. On receipt of the enquiry report she was issued final show cause notice to which her reply was found unsatisfactory. After fulfilling all the codal formalities she was awarded major punishment.(copy of charge sheet, statement of allegation, enquiry report and FSCN are annexure as A,B,C,D)


7. Para No.07 is correct to the extent that departmental appeal of the appellant was rejected after due consideration and consulting with relevant record.
8. That appeal of the appellant being devoid of merits may kindly be dismissed on the following grounds.

**GROUND:-**

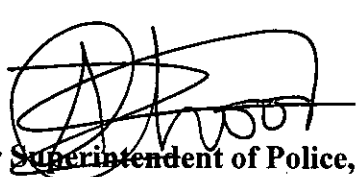
- A. Para is incorrect. Punishment order passed by the competent authority is lawful and legal.
- B. Para is totally incorrect. As explained above punishment order to the appellant was passed on the basis of allegations serious in nature after conducting proper departmental enquiry.
- C. Para is incorrect punishment order passed by the competent authority is accordance with law and rules.
- D. Para is incorrect No discriminatory treatment has even been carried out with the appellant.
- E. Incorrect. The appellant has been treated as per law/rules and no Article of constitution of Pakistan has been violated by the replying respondent.
- F. Incorrect. Proper charge sheet, statement of allegations was issued to appellant and proper departmental enquiry was conducted, wherein she was found guilty of the charges, hence she was awarded major punishment of dismissal from service. The punishment order was passed by the competent authority in accordance with law/rules, hence liable to be upheld.
- G. Respondent may also be allowed to raise additional grounds at the time of argument please.

**PRAYERS:-**

It is therefore most humbly prayed that in light of above facts, submissions the appeal of the appellant being devoid of merits, legal footing may be dismissed.

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

  
**Capital City Police Officer,  
Peshawar**

  
**Senior Superintendent of Police,  
Operations, Peshawar.**

  
**Assistant Superintendent of Police,  
Hayatabad, Peshawar.**

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

**Service Appeal No.592/2019.**


Mst. Zakiya Minhas Ex- Lady Junior Clerk of CCP Peshawar.....Appellant.

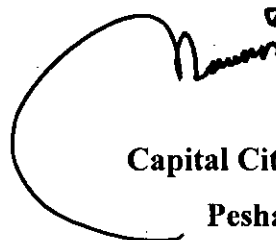
**VERSUS.**


1. Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar.
2. Capital City Police Officer, Peshawar.
3. Senior Superintendent of Police Operations, Peshawar.
4. ASP/Hayatabad circle.....Respondents.


**AFFIDAVIT**

We respondents No. 1 ,2,3 & 4 do hereby solemnly affirm and declare that the contents of the written reply are true and correct to the best of our knowledge and belief and nothing has concealed/kept secret from this Honorable Tribunal.

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

  
**Capital City Police Officer,  
Peshawar**

  
**Senior Superintendent of Police,  
Operations, Peshawar.**

  
**Assistant Superintendent of Police,  
Hayatabad, Peshawar.**

CHARGE SHEET

I, Senior Superintendent of Police, Operations, Peshawar as competent Authority hereby charge you, Junior Clerk Zakia Minhas of Capital city Police Peshawar as follows:-


- i. As per classified information that you are involved in immoral activities. Furthermore you are also making illegal "sifarish" to police stations/customs authorities for release of contraband at the time of confiscation from your mother who is well known contraband smuggler.
- i. That you are not taking keen interest in your official obligations and rather concentrate in illegal activities by taking advantage of your job.
- ii. This amounts to gross misconduct on your part.

By reason of the above, you appear to guilty of misconduct under section 3 of KPK Government Servants (E&D) Rules, 2011 and have rendered yourself liable to all or any of the penalties specified in Section-4 of the said Rules.

You are therefore, required to submit your written defense within seven days of the receipt of this charge sheet to the enquiry officer/enquiry committee failing which it shall be presumed that you have no defense to put in and an ex-parte action shall be taken against you.

Intimate whether you desire to be heard in person or otherwise.

A statement of allegation is enclosed

  
SENIOR SUPERINTENDENT OF POLICE,  
(OPERATIONS) PESHAWAR

Police  
SW/ST

rec.  
bead

Recd.  
W/SSP-Oper.

1  
MP  
HC 1  
24-12-2011

(2)



DISCIPLINARY ACTION

I, Senior Superintendent of Police Operations, Peshawar as competent authority, am of the opinion that Junior Clerk Zakia Minhas has rendered herself liable to be proceeded against, as she committed the following acts/omission within the meaning of section 03 of the Khyber Pakhtunkhwa Government Servants (E&D) Rules, 2011.

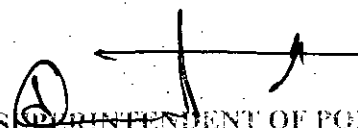
STATEMENT OF ALLEGATIONS

- ii. As per classified information that she is involved in immoral activities. Furthermore she is also making illegal "sifarish" to police stations/customs authorities for release of contraband at the time of confiscation from her mother who is well known contraband smuggler.
- iii. That she is not taking keen interest in her official obligations and rather concentrate in illegal activities by taking advantage of her job.
- iv. This amounts to gross misconduct on her part.

For the purpose of scrutinizing the conduct of said accused officials with reference to the above allegations, an enquiry officer/enquiry committee comprising of the following is/are hereby constituted nominated:-

- i. ASP Hayatabad
- ii. —


The Enquiry Officer/enquiry committee shall, in accordance with the provision of the said, provide reasonable opportunity of the hearing to the accused official and submit its finding within specified period and make recommendations as to punishment or take other appropriate action against the accused officials.

  
SENIOR SUPERINTENDENT OF POLICE,  
(OPERATIONS), PESHAWAR

No. 89 E/PA, dated Peshawar the 07/01/2019

Copy of the above is forwarded to the Enquiry Officer/Enquiry Committee for initiating proceeding against the accused official under the KPK Government Servants (E&D) Rules 2011.

PA  
Call her in OR.

  
SDPO Hayatabad Circle  
Peshawar

Recd.  
W/SSP-oper.

Hc  
1  
24-17-2019

(2)

Police  
2019



OFFICE OF THE

ASSIST: SUPERINTENDENT OF POLICE,

HAYATABAD SUB-DIVISION, PESHAWAR.

No. 26 /E/Steno, dated Pesh: the 17 / 01 /2019.

To The Senior Superintendent of Police,  
Operations, Peshawar.

Subject: **DEPARTMENTAL ENQUIRY**

Please refer to your office Endt: No.89/E/PA, dated 07.01.2019 pertaining to departmental enquiry against junior clerk Zakia Minhas.

**STATEMENT OF ALLEGATION**

- i. As per classified information that she is involved in immoral activities. Furthermore, she is also making illegal "Sifarish" to police stations/customs authorities for release of contraband at time of confiscation from her mother who is well known contraband smuggler.
- ii. That she is not taking keen interest in her official obligations and rather concentrate in illegal activities by taking advantage of her job.
- iii. This amount to gross misconduct on her part.

**PROCEEDING**

Enquiry officer provided reasonable opportunity to lady junior clerk Zakia Minhas. Statement of hearing of allegation was served to her and her written reply was recorded. He was verbally cross examination too.

**STATEMENT OF JUNIOR CLERK ZAKIA MINHAS**

Junior clerk Zakia Minhas deposed in her statement that she has been serving in KP Police since 2008. She was appointed as junior Clerk at SSP (Operations) Peshawar Office in 2014 due to his sheer hard work and dedication towards her profession. She belongs to a poor family and two of her brothers are drug addicts and therefore, her mother has to work for daily wages. She stated that she has to deal public all day and her character is being exploited in the garb of adopting obliged behavior with public. She further stated that she is a loyal wife and have denied all allegations against her (statement enclosed) regarding immoral activities and approaching Police / custom authorities for release of contraband items (belonging to her mother) and requested for filling of her Enquiry.

نو سانہ کی والدہ کو مشتات سمجھنے کے لیے آمد نہ کیا والدہ کی  
کوئی FIR رپورٹ درج ہے لیکن الترام ہے اسے بھی مکمل اسکاٹ

**FINDINGS**

Lady Junior Clerk Zakia Minhas has developed immoral relations in the garb of public dealing. Sources and reports have also confirmed involvement of Lady Junior Clerk Zakia Minhas in immoral activities. During cross questioning, she also confessed that she has been visiting PP Jamrud to approach Police officials for release of contraband items for her mother.

Therefore, the statement of allegations against Junior Clerk Zakia Minhas is proved.

T/O  
am

**CAPT ® NAJAM UL HASNAIN LIAQUAT (PSP)**  
Assist: Superintendent of Police,  
Hayatabad: Sub-Division,  
Peshawar

Dismissed from Service on  
account of

Senior Superintendent of Police  
Operations, Peshawar

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FIR ماروورٹ درج ۛ لمة التزامه آس ۛ ۛ كل اسار ۛ



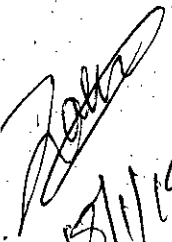
OFFICE OF THE  
SENIOR: SUPERINTENDENT OF POLICE,  
(OPERATIONS),  
PESHAWAR  
Phone. 091-9213054

**FINAL SHOW CAUSE NOTICE**  
**(Under Government Servants E&D Rules 2011)**

1. I, Senior Superintendent of Police, Operations, Peshawar as competent authority, under the Government Servants E&D Rules 2011, do hereby serve you **Junior Clerk Zakia Minhas posted at SSP-Ops Office, Peshawar** as follows:-
2. (i) That consequent upon the completion of departmental enquiry conducted against you by Mr. Nazam-ul-Husnain Liaquat, ASP Hayatabad, Peshawar, who found you guilty of the charges for which you were given the opportunity of personal hearing.  
(ii) Ongoing through the findings and recommendations of the inquiry officer, the material on record and other connected papers including your defense before the said officers:  
I am satisfied that you have committed the follow misconducts:  
**- You have been found guilty of the charges leveled against you as mentioned in para-I of the summary of allegations.**  
**- You also confessed that you have been visiting PP Jamrud to approach Police Officials for release of contraband items for your mother.**
3. As a result thereof I, as Competent Authority decided to impose upon you major/minor penalty including dismissal from service under the said Rules.
4. You are, therefore, require to Show Cause as to why the aforesaid penalty should not be imposed upon you.
5. If no reply to this notice is received within **7-days** of its delivery, it shall be presumed that you have no defense to put in and in that case an ex-parte action shall be taken against you.
6. You are at liberty to be heard in person, if so wished.

  
SR: SUPERINTENDENT OF POLICE,  
OPERATIONS, PESHAWAR

No. 53 /PA dated Peshawar the 17-01- 2019

  
18/1/19

KHYBER PAKHTUNKWA SERVICE TRIBUNAL, PESHAWAR

No. 4137 /ST

Dated 28 / 12 / 2020

To


The Senior Superintendent of Police Operations,  
Government of Khyber Pakhtunkhwa,  
Peshawar.

Subject: -

JUDGMENT IN APPEAL NO. 592/2019, MST. ZAKIYA MINHAS.

I am directed to forward herewith a certified copy of Judgement dated 15.12.2020 passed by this Tribunal on the above subject for strict compliance.

Encl: As above

  
REGISTRAR  
KHYBER PAKHTUNKHWA  
SERVICE TRIBUNAL  
PESHAWAR.