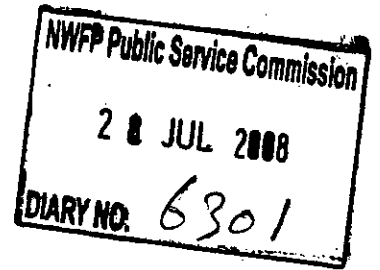


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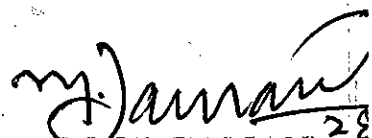
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The Enquiry Officer,



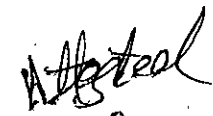

Subject:- CHARGE SHEET.

Sir, Reference letter No.032256 dated 22.7.2008 on the subject noted above and to state that issuance of intimation letter to Mr. Muhammad Haroon Khattak for the post of Taxation Analyst (B-18) was neither signed by the undersigned nor issued in my presence. I came to know about it after the receipt of writ petition in the case. It is brought to your kind notice that the whole record is in the custody of dealing Assistant and he is responsible to inform about all cases to his senior. As such in the instant case dealing Assistant did not put up the qualifying letter to the undersigned. But the Dealing Assistant himself signed and issued letter to the candidate with out bringing it to my knowledge.(Copy attached at F/A for perusal please).

I desired to be heard in person if required.


(MASOOD ZAMAN) 28

SUPERINTENDENT



SUPERINTENDENT
NWFP Public Service Commission
Peshawar



15

SECRETARY

NWFP PUBLIC SERVICE COMMISSION

OFFICE ORDER

Mr. Masood Zaman Supdt. (BPS-16) NWFP Public Service Commission is hereby granted twenty (20) days E/Leave on full pay w.e.f 03.03.2008 to 22.03.2008.

On expiry of leave he will report to his own post and place of duty.

No: 10110-Admn-1/2008 13250-53

SECRETARY
Dated: 29/2/08

Copy to: -

1. The Account General, NWFP PSC.
2. PA to director examination, NWFP PSC.
3. Cashier of this office.
4. Official concerned.
5. Personal file of official.
6. office order file

SECRETARY

8

7/c

Atiqul
Mull

K.P. SUPERINTENDENT
NWFP Public Service Commission
Deshwar.

88

Reg. No. 362

Course No. 20th

STAFF TRAINING INSTITUTE

ESTABLISHMENT DEPARTMENT
GOVERNMENT OF N.W.F.P

Handwritten notes and signatures on the left side of the certificate.



THIS IS TO CERTIFY THAT

Mr./Mrs/Miss Masood Zaman

S/D of Zaman Mir Designation Superintendent

Department/office NWFP Public Service Commission

has attended 9-Weeks Advance Course in "Office Procedures & Management" for Officers in

at Staff Training Institute (STI) Establishment Deptt. Govt. N.W.F.P

to 21-04-2007

date 21-04-2007

[Signature]
**DIRECTOR
STI**

91

Phone : 9212962



NWFP PUBLIC SERVICE COMMISSION
2-FORT ROAD PESHAWAR CANAL.

From

Secretary,
NWFP Public Service Commission,
Peshawar

No.

034907

Date

25/8/05

To,

Mr. Masood Zaman Supdtt (BPS - 16)
NWFP Public Service Commission.

Subject: - WARNING

In pursuance of recommendations of the inquiry officer, you are provided an opportunity to improve your performance and efficiency. You are also directed to have a tight control over subordinate staff as such lapses *shall* not be tolerated on any count in future.

You are therefore, sternly warned to be careful in future failing which strict disciplinary action will be taken against you under NWFP Removal from Service (Special Powers) Ordinance 2000.

Sd

CHAIRMAN
NWFP PSC

Copy to: -

- (1) PS to Chairman
- (2) PA to Director Recruitment
- (3) Personal file of the officer
- (4) Office order file


SECRETARY



No:- 013128

From

Secretary,
K.P.K Public Service Commission,
Peshawar.

Dated: 04/04/2011

To

Mr Masood Zaman Deputy Secretary,
Khyber Pakhtunkhwa PSC.

Subject: - REPRIMANDATION

It has been reported by the Controller Exam Khyber Pakhtunkhwa PSC that in the PMS exam of 2011, while checking the answer sheets in the subject of General Knowledge (Every day Science) one of the answer sheet of candidate bearing Roll No-6778 was not available in the packet of Govt Commerce College No-02 Mardan. After investigation it was found that the answer sheet was in your custody being the representative of Commission in the said college. You have committed a serious mistake by adopting such a careless and irresponsible attitude in the competitive exam duty.

In order to avoid repetition of such a lapse you are reprimanded and sternly warned to be careful in future, otherwise strict disciplinary action will be taken against you under the Removal from Service (Special Powers) Ordinance 2000.

--Sd/--
CHAIRMAN

Copy to:-

1. PS to Chairman, Khyber Pakhtunkhwa PSC for information.
2. PS to Member-III, Khyber Pakhtunkhwa PSC for information.

[Handwritten signature]

[Handwritten signature]
[Handwritten signature]
SUPERINTENDENT
K.P.K Public Service Commission
Peshawar.

[Handwritten signature]
SECRETARY
PSC



COMMISSION

2 Fort Road Peshawar Cantt.

From:
Secretary,
Public Service Commission,
Peshawar.

No. 20 PSC/2011

Date: 13.05.2011

To

1. Mr. Masood Zaman Deputy Secretary, PSC.
2. Mr. Siraj-ud-Din Deputy Secretary, PSC.
3. Mr. Kashif Computer Programmer, PSC.
4. Mr. Munawar Khan Admn Officer, PSC.
5. Mr. Rustam Khan Supdt, PSC.
6. Mr. Sajjad Qureshi Supdt, PSC.
7. Mr. Sajjad Raza Private Secretary, PSC.
8. Mr. Alam Zeb Assistant, PSC.
9. Mr. Iftikhar Bangash Assistant, PSC.
10. Mr. Sadiq Ahmed Assistant, PSC.
11. Mr. Atlas Khan Assistant, PSC.
12. Mr. Shahab Khan Senior Clerk, PSC.
13. Mr. Raza Muhammad S/Clerk, PSC.
14. Mr. Mohsin Ali S/Clerk, PSC.
15. Mr. Hidayatullah J/Clerk, PSC.
16. Mr. Zewar Shah Driver, PSC.
17. Mr. Safdar Driver, PSC.
18. Mr. Tahirullah N/Q, PSC.
19. Mr. Hamayun N/Q, PSC.
20. Mr. Jamil Hussain N/Q, PSC.
21. Mr. Waheed ur Rehman, RO, PSC.

Subject: - EXPLENATION

It has been reported that you are living beyond known source of income and is maintaining private vehicles No noted against your name. Assuming style of living beyond known sources of income is violation of Govt: instructions and the public office holder is required to justify the same. Detail of the vehicles is given below.


S.NO	NAME/DESIGNATION	VEHICLE NO	MODEL
1.	Mr. Masood Zaman Deputy Secretary	B-3055	COROLLA-86
2.	Mr. Siraj-ud-Din Deputy Secretary	ID11-9645	ALTO
3.	Mr. Kashif Computer Programmer, PSC	BA-4320	VXR
4.	Mr. Munawar Khan Admn Officer, PSC	EWK-0103	G-COROLLA
5.	Mr. Rustam Khan Supdt.	H-4488	COROLLA-86
6.	Mr. Sajjad Qureshi,	LXE-1879	ALTO
7.	Mr. Sajjad Raza Private Secreary	LR-494	ALTO
8.	Alem Zeb Assistant	FDO-949	ALTO
9.	Mr. Iftikhar Bangash Assistant.	b-1304	KHYBER
10.	Mr. Sadiq Ahmed Assistant	B-8199	ALTO
11.	Mr. Atlas Khan Assistant	AD1-059	VXR
12.	Mr. Shahab Khan Senior Clerk	A-9444	VXR

Attended
SUPERINTENDENT
PSC Public Service Commission
Peshawar.

21

13.	Mr. Raza Muhammad S/Clerk	LV-457	VXR
14.	Mr. Mohsin Ali S/Clerk	LZH-664	XLI
15.	Mr. Hidayatullah J/Clerk	-----	ALTO
16.	Mr. Zewar Shah Driver	B-3315	COROLLA-86
17.	Mr. Safdar Driver	SB-435	ALTO
18.	Mr. Tahirullah N/Q	IDN-89	FX
19.	Mr. Hamayun N/Q	R-7611	VXR
20.	Mr. Jamil Hussain N/Q	B-2983	SUZUKI
21.	Mr. Waheed ur Rehman RO	1539	SUZUKI

In view of the above, you are directed to justify your sources of income for maintaining a private vehicles, within seven (7) days after the receipt of this letter. In case you failed to justify your position, it will be presumed that you have nothing in defense and the case will be reported to the concerned agency for taking appropriate action against you as per instructions of Govt: contained in section (2) sub Section-(III) Removal from Service (Special Powers) Ordinance 2000.


SECRETARY
PSC

Coty forwarded for information to:-

1. PS to Chairman, Khyber Pakhtunliwa PSC
2. PS to Secretary Establishment, Khyber Pakhtunkhwa Peshawar.


SECRETARY
PSC

Attested
M. J. J.
SUPERINTENDENT
KWP Public Service Commission
Peshawar.

K.P PUBLIC SERVICE COMMISSION
2-FORT ROAD PESHAWAR CANTT.

Telephone :9212962



No. 52639

Date: 8/12/11

From: Secretary,
K.P Public Service Commission,
Peshawar.

To,

- 1. Syed Ilyas Shah,
Deputy Secretary, (BPS-17)
Khyber Pakhtunkhwa Public Service Commission.
- 2. Mr. Masood Zaman,
Deputy Secretary, (BPS-17),
Khyber Pakhtunkhwa Public Service Commission.
- 3. Mr. Muhammad Kashif,
Programmer, (PBS-17),
Khyber Pakhtunkhwa Public Service Commission.
- 4. Mr. Rizwanullah,
Accounts Officer (PBS-17),
Khyber Pakhtunkhwa Public Service Commission

Subject: - ADVICE

It has again been observed for the last so many days that you attend office very late and get off your duty well before the official timings which not only affects official work but also conveys wrong signals to other staff members.

You are therefore, once again advised to improve you attitude towards attendance, pay due attention to your official job, otherwise strict disciplinary action against your will be recommended to authority.

(ATTA UR-REHMAN)
SECRETARY

Copy to.

- 1. The Director Recruitment, Khyber Pakhtunkhwa PSC.
- 2. PS to Chairman Khyber Pakhtunkhwa Public Service Commission.

SECRETARY
PSC

K.P.P SUPERINTENDENT
K.P.P Public Service Commission
Peshawar.

23

CHARGE SHEET



20 JAN 2012
564

1. I, Barrister Masood Kausar Governor Khyber Pakhtunkhwa as Competent Authority, hereby charge you, Mr. Masood Zaman, Deputy Secretary (BPS-17), Khyber Pakhtunkhwa Public Service Commission as follows:-

That you, while posted as Deputy Secretary (BPS-17) in the office of Khyber Pakhtunkhwa Public Service Commission committed the following irregularities:-

- (a) That you have illegally recommended a candidate namely Mrs. Shaista Khan D/O Chaudhry Muhammad Shafi of District Haripur against the post of Assistant District Officer (BPS-16) over and above the quota of seats meant for Zone-V.
- (b) That you had obtained approval of 149 candidates from the commission on the basis of zonal adjustment but recommended 150 candidates to the Govt: for appointment.
- (c) That you have recommended Mr. Mehtab Shah S/O Muzamil Shah hailing from District Peshawar against the post of Assistant District Officer (BPS-16) on fake B.Ed degree, although you were required to ask for furnishing original degree in pursuance of Rule-9 (b) of Khyber Pakhtunkhwa Public Service Commission Regulation, 2003.
- (d) That you did not involve the dealing Supdt (BPS-16) and Assistant (BPS-14) in the process of recommendations and did every thing all alone.
- (e) That your negligence, inefficiency and ulterior motives has led to a wrong recommendation to Govt: for appointment of two candidates against the post of Male/Female Assistant District Officer (BPS-16) thereby putting the Commission in embarrassing position.

2. By reasons of the above, you appear to be guilty of inefficiency and misconduct under rule-3 of the Khyber Pakhtunkhwa Govt: Servants (Efficiency and Discipline) Rules, 2011 and have rendered yourself liable to all or any of the penalties specified in rule-4 of the rules ibid.

3. You are therefore, required to submit your written defense within seven days of the receipt of this Charge Sheet to the following enquiry Officer/Committee, as the case may be.

4. Your written defense, if any should reach the inquiry officer/inquiry committee within the specified period, failing which it shall be presumed that you have no defense to put in and in that case ex-pare action shall be taken against you.

5. Intimate whether you desire to be heard in person.

6. A statement of allegations is enclosed.

Masood Kausar

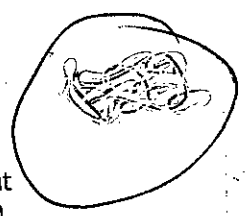
(BARRISTER MASOOD KAUSAR)
GOVERNOR
Khyber Pakhtunkhwa
(Competent Authority)

Place in release
SA
24/1
1/01

Attested
[Signature]
SUPERINTENDENT
Khyber Pakhtunkhwa Public Service Commission
Peshawar.

DISCIPLINARY ACTION

24



1. I, Barrister Masood Kausar Governor, Khyber Pakhtunkhwa as Competent Authority, am of the opinion that Mr. Masood Zaman Deputy Secretary (BPS-17), Khyber Pakhtunkhwa Public Service Commission, has rendered himself liable to be proceeded against as he committed the following acts/omissions in terms of rule-3 of the Khyber Pakhtunkhwa Govt: Servants (Efficiency and Discipline) Rules, 2011.

STATEMENT OF ALLEGATIONS

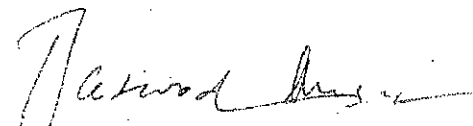
- (a) That he has illegally recommended a candidate namely Mrs. Shaista Khan D/Chaudhry Muhammad shafi of District Haripur against the post of Assistant District Officer (BPS-16) over and above the quota of seats meant of Zone-V.
- (b) That he had obtained approval of 149 candidates from the commission on the basis of zonal adjustment but recommended 150 candidates to the Govt: for appointment.
- (c) That he has recommended Mr. Mehtab Shah S/O Muzamil Shah hailing from District Peshawar against the post of Assistant District Officer (BPS-16) on fake B.Ed degree, although you were required to ask for furnishing original degree in pursuance of Rule-9 (b) of Khyber Pakhtunkhwa Public Service Commission Regulation, 2003.
- (d) That he did not involve the dealing Supdt (BPS-16) and Assistant (BPS-14) in the process of recommendation and did every thing on his own.
- (e) That his negligence, inefficiency and ulterior motives has led to a wrong recommendations to Govt: for appointment of two candidates against the post of Male/Female Assistant District Officer (BPS-16) thereby putting the Commission in embarrassing positing.


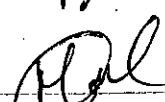
2. For the purpose of inquiry against the said accused with reference to the above allegations, an inquiry committee consisting of the following is constituted under rule-10(1) (a) of the rules, ibid.

- i. Mr Abdul Hameed.
- ii. Mr Akhbar Saeed Turk.

3. The Inquiry Officer/Committee shall, in accordance with the provisions of the ibid rules, provide reasonable opportunity of hearing to the accused, record its findings and make, within thirty (30) days of the receipt of this order, recommendations as to punishment or other appropriate action against the accused.

4. The accused officer and a well conversant representative of the Department shall join the proceeding on the date, time and place fixed by the inquiry officer/committee.


(BARRISTER MASOOD KAUSAR)
GOVERNOR
Khyber Pakhtunkhwa
(Competent Authority)

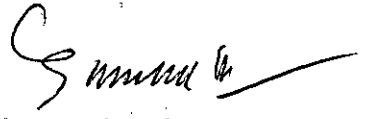


BPK SUPERINTENDENT
Khyber Pakhtunkhwa Public Service Commission
Peshawar.


25
No SO E-V/ESAD/11-1/011

Dated 28-1-2012

A copy of above is forwarded to:-

1. The Enquiry Committee for initiating proceedings against the accused under Khyber Pakhtunkhwa Govt: Servants (Efficiency and Discipline) Rules, 2011
2. Mr. Masood Zaman, Deputy Secretary (BPS-17), Khyber Pakhtunkhwa Public Service Commission with the directions to appear before Enquiry Committee, on the date, time and place fixed by enquiry committee, for the purpose of enquiry proceeding.
3. Mr. Atta-ur-Rehman Secretary, Khyber Pakhtunkhwa Public Service Commission, with the request to assist the enquiry committee during the enquiry proceeding and provide the relevant record.


(Ghazi Khan)
SECTION OFFICER (E-V)

Attested

SUPERINTENDENT
Public Service Commission
Peshawar.



ENQUIRY REPORT

The official, Masood Zaman DS, PSC recommended the name of one Mrs. Shaita Khan over and above the vacancies in BS-16 of Assistant District Officers requisitioned by the Department of Elementary and Secondary. This enquiry was directed vide Office Order PSC-Admn/1-2009/043255 dated 04.08.2011 (flag-"A") to determine whether or not the recommendations were in conformity with the requisitioned posts as well as to determine malafide or otherwise in the matter.

2- The facts that have led to this enquiry report are that Elementary and Secondary Education Department placed a requisition of 194 posts of Female Assistant District officers, Education (BS-16). The advertisement poured in 1363 applications. Scrutiny left 633 eligible candidates. 161 candidates qualified the interview. Leaving 25 posts of Zone-1 and 20 posts of Zone-3 unfilled because of non-availability of qualified candidates from those zones, the Commission approved 149 candidates for all the zones, strictly observing their respective quota. After obtaining approval of the Commission the Deputy Secretary-III (Masood Zaman) conveyed recommendations of the candidates to the Department as per details given below: -

1. Letter dated 29.11.2010	93 candidates.
2. Letter dated 02.12.2010	07 candidates.
3. Letter dated 11.12.2010	06 candidates.
4. Letter dated 29.12.2010	04 candidates.
5. Letter dated 14.01.2011	14 candidates.
6. Letter dated 19.02.2011	07 candidates.
7. Letter dated 26.02.2011	04 candidates.
8. Letter dated 05.03.2011	06 candidates.
9. Letter dated 25.04.2011	01 candidate.
10. Letter dated 06.06.2011	02 candidates.

Total 144 candidates

Attested

Mul

KPD
SUPERINTENDENT
Public Service Commission
Peshawar.



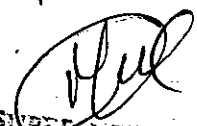
3- Of 149 qualified candidates, the following six candidates were those who have also qualified for posts placed in higher scales and their options have to be taken as to whether they would join the lower posts or the higher ones.

Syn od	Name of Candidates	Father Name	Domicile / Zone	Merit Order	Adjusted Against
1	Arjumand Jamshed	Jamshed Khan	Karak / 4	03	Female District Officer (B-18)
2	Zubaida Haneef	Muhammad Haneef Khan	Karak / 4	13	Female District Officer (B-18)
3	Dure Shawar	Jamshed Khan	Peshawar / 2	10	Dy: Sistrict Officer (B-17)
4	Sadia Aziz	Aziz Ur Rehman	Abbottabad / 5	40	Dy: Disstrict Officer (B-17)
5	Shagufta Anjum	Muhammad Masud	Mansehra / 5	05	Headmistress
6	Saeeda Islam	Islam Ud Din	Nowshera / 2	45	Headmistress (B-17)

4- If the above 06 candidates who have qualified for more than one posts are added to 144 candidates listed in Para-2 above, the total recommendations come to 150 which is one more than 149 approved by the Commission on the basis of adjustments in zonal allocations. It was discovered that one Mrs. Shaista Khan d/o Chaudary Muhammad Shafi of District Haripur, Zone-5 was recommended vide letter No. SR-I/025902 dated 06.06.2011 (flag-"B"). The said Shaista Khan, though qualified the interview, was wrongly recommended over and above the quota of seats meant for Zone-5, she could have been recommended in case the two girls at S. No 4 and 5 from Zone-5 who were also selected against higher posts opted out of competition for the post under discussion. Pending their options, it was a serious fault to recommend a candidate over and above the required quota.

5- The officer, Masood Zaman has submitted a detailed written statement (flag-"C") wherein he has admitted that recommendation was an oversight on his part and that this oversight occurred due to heavy work on his desk. He declined that any ulterior motives are involved in this case. His statement could not be believed for the following reasons:-

- 1 It makes no sense to recommend any one over and above the desired zonal allocation.

Attested

 SUPERINTENDENT
 Public Service Commission
 Peshawar.



- 2 The work-load plea as a cause of this blunder cannot be accepted because it is an affront to official and public morals and tends to bring bad names to the Commission.
- 3 The relevant file is silent on recommending the name of Mrs. Shaista Khan. No note was moved for this purpose. The recommendation in violation of rules was made by Masood Zaman under his own signature vide a letter bearing No. SR-I/025902 dated 06.06.2011. The date inscribed on the letter is 21.05.2011 whereas it was dispatched on 06.06.2011, which can conveniently be branded as a surreptitious conduct. Even if it is believed to be an oversight or omission, it is unpardonable act due to its enormous dimension and implications for the Commission and thus cannot be considered a mitigating factor.
- 4 Besides tangible evidence against the officer as above, there are simmering feelings amongst some staff that the officer is of questionable integrity!

In light of above discussion, the officer is guilty of misconduct and deserves to be awarded one of major penalties as defined under section 3 of the NWFP Removal from Service (Special Powers) Ordinance, 2000 (Flag-D).

(The delay in submission of report occurred on attempting to engage Mrs. Shaista Khan whose statement could have brought about additional revelation about the case but she was not available).

RECOMMENDATION

7- The committee recommends that options may be taken immediately from those candidates who have qualified for more than one posts to the effect of retaining one post and abdicating others in favor of those in the line. This would enable Shaista Khan, illegally recommended by Mr. Masod Zaman, find an employment berth on the basis of next in order of merit.

The enquiry Report comprising of three (03) pages is submitted.

Attested

SUPERINTENDENT
Public Service Commission
Peshawar.

Inquiry Committee

Atta-ur-Rehman
18/8
Member-II, KPK PSC

Fazal Badshah 18.8.2011

Deputy Secy-I, KPK PSC

Dated: ___/08/2011

8- Recommendations side marked + 'B' in the Enquiry Reports above are approved for immediate further action.

191

29



KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

OFFICE ORDER

An inquiry is hereby ordered to probe in to the illegal recommendation of Mrs. Shaista Khan D/O Chaudheri Muhammad Shafi, hailing from District Haripur Zone/5 against the post Female Assistant District Officer (ADO) in School and Literacy Department. The inquiry committee shall comprise of the following officers of Khyber Pakhtunkhwa Public Service Commission.

1. Mr. Atta-ur-Rehman Lodhi Member-II, Khyber Pakhtunkhwa PSC.
2. Mr. Fazal Badshah Deputy Secretary-I, Khyber Pakhtunkhwa PSC.

The inquiry committee shall fix responsibility and submit a report within five (05) days after the receipt of this order. Mr. Masood Zaman concerned Deputy Secretary Khyber Pakhtunkhwa PSC is also directed to remain present in the office during these days with a view to ensure his availability as and when required during the proceeding to the inquiry committee.

SD/-
CHAIRMAN
PSC

No PSC-Admn/1-2009 043254

dated 4/8/2011

Copy to :-

1. PS to Chairman, Khyber Pakhtunkhwa PSC for information.
2. PS to Member-II, Khyber Pakhtunkhwa PSC.
3. The Director Recruitment, Khyber Pakhtunkhwa PSC.
4. The Deputy Secretary, Khyber Pakhtunkhwa PSC.
5. Inquiry file.
6. Office order file.

Attested

K.P.K. SUPERIOR PUBLIC SERVICE COMMISSION
Khyber Pakhtunkhwa Public Service Commission
Peshawar.

SECRETARY
PSC

Subject: - ENQUIRY INTO THE CASE REGARDING FAKE DOCUMENT SUBMITTED BY MR MAHTAB SHAH CANDIATE FOR THE POST OF ADO BPS-16

On a reference received from Elementary and Secondary Education Department (Annex-I) regarding fake document of B.Ed submitted by one Mr Mahtab Shah S/O Muzammil Shah of District Peshawar recommended for the post of Assistant District Officer BPS-16, an enquiry was ordered by the Chairman PSC into the matter through a committee comprising the undersigned (Annex-II). The Committee, after perusal of the record, held its proceedings on 29.09.2011 and 04.10.2011 and recorded statements of the candidate concerned and the officials of the Commission dealing with or involved in the case.

2. PROCEEDINGS:

a. STATEMENT OF MR MAHTAB SHAH S/O MUZAMMIL SHAH OF PESHAWAR.

Mr Mahtab Shah candidate for the post of ADO BPS-16 was summoned by the Committee on 29.09.2011 and was asked to explain his position regarding the tampering and submission of fake B.Ed DMC in which instead of the actual date of declaration of result i.e., 25.01.2007 the same was changed by tampering to 25.01.1999 in order to cover up the deficiency in the experience which was one of the requirements for the post. Mr Mahtab Shah vide his statement (Annex-III) confessed the charges of tampering in the DMC of B.Ed and changing the date of declaration of result therein in order to make himself eligible for the post.

b. NON AVAILABLE OF ORIGINAL B.ED DEGREE ON RECORD AND SUBMISSION OF RECOMMENDATION IN RESPECT OF MR MAHTAB SHAH TO THE GOVT:

As per Regulation 19 (b), on receipt of all applications and finalization of the selection of candidates, the recommendations are only sent to the Department once all the original degrees required in the case are available on record. The case of the finally selected candidates is processed by the Section Assistant through the Superintendent and onwards to the Deputy Secretary who after obtaining approval from the Commission through the Director Recruitment, forwards the same to the Department concerned. In this case, Mr Masood Zaman Deputy Secretary, without having obtained original degree of Mr Mahtab Shah, directly moved a note for approval of the Commission (Annex-IV) and after approval of the Commission, conveyed the same to the Elementary and Secondary Education under his own signature vide letter dated 04.02.2011 (Annex-V). The statements of Mr Rustam Khan Ex-Supdt, Mr Muhammad Shahab Sr Clerk, Mr Amir Ilyas the dealing Assistant are also on record (Annex-VI, VII & VIII). They are denying that they were involved in the checking of applications of the candidates. The statements of Mr Muhammad Arshad Registrar and Mr Muqtadullah PS to Chairman are also on record (Annex-IX & X). They were also

Attested
SUPERINTENDENT
PSC Public Service Commission
Peshawar.

M. X
7/10/11

not involved in the checking of documents as that was basically the responsibility of the section.

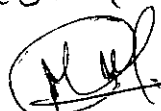
c. DELAY IN THE TAKING ACTION ON THE LETTER OF ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT DATED 10.08.2011

The Elementary and Secondary Education Department, vide letter dated 10.08.2011 (Annex-I) informed the Commission that Mr Mahtab Shah had submitted a fake document / DMC in which the date of result was fraudulently changed from 25.01.2007 to 25.01.1999 thus enabling himself to be considered for the post and desired the Commission to take action in the case. The letter dated 10.08.2011 was received in the Diary Section of PSC on 11.08.2011. On 12.08.2011, the Director Recruitment marked it to the DS-III and the DS-III marked it to the Superintendent (Mr Rustam Khan). The dealing Assistant and the Superintendent put up the letter to the DS-III on 18.08.2011, On 18.08.2011, the DS-III asked the Superintendent to discuss the case with him. The case was not discussed with him but was put up by the Assistant on 23.08.2011. Eid holidays also came during this period besides the case file was called for by the Member-II in connection with another case. The file remained dormant upto 23.09.2011 when the Member-II pointed out the delay. Since the diary and dispatch register has not been maintained in the concerned section, therefore, it was not possible to fix responsibility for the delay on any particular officer/ official.

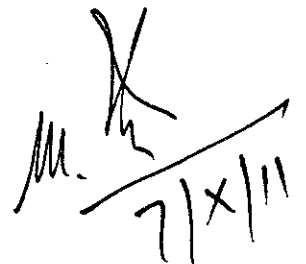
3. Recommendations

- a) Mr Mahtab Shah has been found guilty of deliberately submitting tampered and fake document of his Detailed Marks Certificate showing the result date 25.01.1999 instead of the actual date i.e., 25.01.2007. Copy of the actual document is attached with his confessional statement. It is recommended that the candidate may be debarred / disqualified from any examination of the Commission for ever and at the same time since the candidate is a Govt: servant, the case may be forwarded to the Govt: for taking action against him under the Efficiency and Discipline Rules. The recommendations for appointment made in respect of Mr Mahtab Shah for the post of ADO BPS-16 made vide letter dated 04.02.2011 should immediately be withdrawn.
- b) Mr Masood Zaman Deputy Secretary has been found guilty of forwarding the recommendation in respect of Mr Mahtab Shah to the Govt: without having the copy of original degree of the candidate concerned on record in violation of Regulation 19 (b) of the NWFP Public Service Commission Regulations 2003, besides he initiated, processed and sent recommendations of candidates for the posts of ADO without involving the concerned Superintendent and Assistant. As the Commission is not competent to proceed against the officer under the rules, the case may be forwarded to the Govt: for taking action against him under the Khyber Pakhtunkhwa Govt: Servants (Efficiency and Discipline) Rules 2011 as required.


Attested




SUPERINTENDENT
NWFP Public Service Commission
Peshawar.



7/11/11

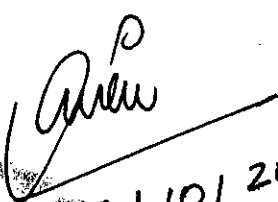
- c) The delay in taking action on the letter of the Elementary and Secondary Education Department dated 10.08.2011 was looked into in detail as per available record. Mr Sirajud Din Deputy Secretary, Mr Rustam Khan Ex-Superintendent, Mr Faizullah Assistant were questioned in the matter. It was observed by the Committee that diary / dispatch register had not been properly maintained in this particular case therefore, it was not possible to fix the responsibility for the delay on any of the officer/ official in the matter. It is therefore, proposed that Mr Sirajud Din Deputy Secretary and Mr Faizullah Assistant may be issued a written warning to properly record all movement of files and respond / process cases marked to them without delay in future.
- d) Presently all the original record in respect of selected candidates is passed on to the Departments alongwith the recommendation letter and nothing remains on record of the Commission. This is a serious flaw in the system. The original record belongs to the Commission and if at any stage a reference is required, the record is not available and the commission has to ask for it as has been in this case when the Elementary and Secondary Education Department was asked for record in order to enable the Commission to proceed with the enquiry.
It is proposed that a photo copy of the record / personal file of all the candidates recommended to the Govt: by the Commission be retained in the Commission in future.
- e) The Diary and dispatch instructions contained in the PSC Regulations 2003 and the subsequent orders issued in this regard should be strictly complied with by all concerned.
- f) It has been observed that personal contacts between the candidates and the Commission staff leads to male practices, therefore, it is proposed that the same should be avoided and Administration Section should keep a watch on all the Sections in the Commission and report any undesirable contacts between the candidates and the officials to the Commission.


 (Atta ur Rehman)
 Secretary PSC
 Member of I.C.


 (Mohamad Ikram Khan)
 Member-III PSC
 Chairman of I.C.

4- Recommendations contained
 in para 3 (a) through (f),
 are approved.


 KPA
 SUPERINTENDENT
 Public Service Commission
 Peshawar


 08/10/2011

U-14 / Secy

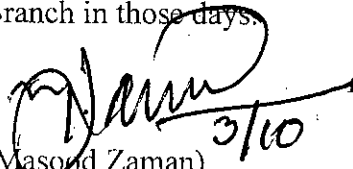
STATEMENT OF MR MASOOD ZAMAN DEPUTY SECRETARY PSC


It is submitted that after conclusion of the interviews for the posts of ADO BPS-16, the result was handed over to the undersigned by the Members. The result was entered in the computer and a draft result was prepared. It was standing order that result shall be prepared by the Director and the DS concerned. Therefore, the result was submitted to the Commission under signature of the undersigned through the Director Recruitment.

When the result was approved by the Commission, a committee was constituted by the Hon: Chairman consisting of Mr Muhamamd Arshad Registrar Exam and Mr Muqtadullah PS for rechecking of the result and individual applications. All the files, applications and result were handed over to them. After checking of the same by the Committee, the result and application were returned and recommendation letter was drafted by the undersigned. The undersigned asked Mr Rustam Khan the then Supdt: and Mr Muhammad Shahab KPO working with me to check all the applications with the result and handed over the same to me for issuance of recommendation letter.

Due to heavy load of work and the fact that deficiencies are cleared / made up on the date of interview and that the result and the applications were also checked by a committee, the undersigned could not thoroughly check the individual applications and sent the recommendations to the concerned Department. The fact that degree of B.Ed of candidate Mr Mahtab Shah was not provided and only DMC was on his file, neither came into my notice nor anybody else pointed out the same to me and the recommendation was sent without asking him the Original Degree of B.Ed.

I earnestly request that the mistake of not asking the candidate original degree of B.Ed before sending recommendation letter may please be forgiven as the same was inadvertently took place due to heavy load of work in my Branch in those days.


(Masood Zaman)
Deputy Secretary PSC


SUPERINTENDENT
PSC Public Service Commission
Peshawar.

34



GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT

Public Service Commission

15 AUG 2012

Dated Peshawar, the August 10, 2012

ORDER

DIARY 7187

NO.SOE-V(E&AD)/11-1/ 2011 Whereas Mr. Masood Zaman, Deputy Secretary (BPS-17) Khyber Pakhtunkhwa Public Service Commission was proceeded against under the Govt. Servant (E&D) Rules 2011 for the charges mentioned in the Charge Sheet/statement of allegations.

2. **AND WHEREAS** an Inquiry Committee, consisting of Mr. Abdul Hamid Khan, Additional Secretary, Excise & Taxation Department and Mr. Akhtar Saeed Turk, Deputy Secretary, Home & TAs Department, was constituted.

3. **AND WHEREAS** the Inquiry Committee after having examined the charges, evidence on record and explanation of the accused officer, submitted its report.

4. **AND WHEREAS** the inquiry committee has proved the charges contained in the charge sheet and statement of allegations against the accused and recommended the imposition of major penalty of removal from service.

5. **AND WHEREAS** the accused officer was provided the opportunity of Show Cause Notice and personal hearing.

6. **NOW THEREFORE** the competent authority/Governor Khyber Pakhtunkhwa, by taking lenient view, has considered the accused officer as guilty of inefficiency and has been pleased to impose upon him the minor penalty of **stoppage of 03 annual increments** without cumulative effect due to mitigating circumstances.

**CHIEF SECRETARY
KHYBER PAKHTUNKHWA**

Endst. No. & Date Even:

Copy forwarded to the:-

1. Secretary to Governor Khyber Pakhtunkhwa.
2. Principal Secretary to Chief Minister.
3. Secretary Khyber Pakhtunkhwa Public Service Commission.
4. Accountant General Khyber Pakhtunkhwa.
5. PS to Chief Secretary.
6. PS to Secretary Establishment.
7. Manager Govt. Printing Press Peshawar.
8. Officer concerned.
9. Master filed.

Ps To chairman Psc

(GHAZI KHAN)
Section Officer (E-V)

Attested

SUPERINTENDENT
Public Service Commission
Peshawar

Handwritten notes and signatures on the left margin, including 'AO' and '15/8'.

Handwritten notes '15/8' at the bottom center.



From:
Secretary,
Public Service Commission,
Peshawar.

No. KP/PSC/Admn/GF-405 145410-15

Date: 12/12/14

To

1. Mr. Masood Zaman, Assistant Director-II, PSC.
2. Mr. Ifikhar Bangash Superintendent (SR-VII) PSC.
3. Mr. Fawad Hussain Assistant, PSC.

Subject: **EXPLANATION**

The Khyber Pakhtunkhwa Public Service Commission had conducted Ability test for Female Lecturer English (BPS-17). Consequently after announcement of result, 53 marks target was fixed for Zone-V but you called two candidates of Zone-V for interview who secured 52 marks which were not in the orbit of fixed target. Your this mistake tantamount to negligence and irresponsible approach in the disposal of official business, thereby renders the Govt. Employees to be proceeded against under Khyber Pakhtunkhwa Government Servant (Efficiency and Discipline) Rules, 2011.

2. You are therefore, called upon to explain the reason of calling two low scoring candidates for interview as to why you should not be proceeded against under the rules ibid.
3. Your written reply must reach to the undersigned within three days of the receipt of this letter failing which disciplinary proceedings will be initiated against you and your case will be decided on merit.

SECRETARY
PSC

Copy to:

1. Director Recruitment, Khyber Pakhtunkhwa PSC.
2. PS to Chairman, Khyber Pakhtunkhwa PSC.
3. Personal files of officers/Official.
- ✓ 4. Explanation file.

Attest

Mud

SUPERINTENDENT
Khyber Public Service Commission
Peshawar.

SECRETARY
PSC

ثاقب اللہ خان ولد رفیع اللہ خان، قوم سواتی، ساکنہ محلہ تیتوال بالا، بھہ ٹاؤن، ڈاکخانہ بھہ، تحصیل وٹل ماہرہ
موبائل نمبر: 0300-5633356, 0345-9544498

بنام

سید محمود الحسن ولد سید سرور شاہ، ساکنہ ایٹ آباد، زون 5



عنوان: ADO کی میرٹ لسٹ میں مسئول علیہ کے نام کی میرٹ آرڈر نمبر 211 اور میرٹ
آرڈر نمبر 276 پر یعنی دو دفعہ موجودگی۔

جناب عالی! درخواست عرض ذیل ہے۔

(1) یہ کہ سائل ثاقب اللہ نے مورخہ 30-06-2010 کو اسٹنٹ ڈسٹرکٹ آفیسر (ADO) گریڈ-16، محکمہ
تعلیم کے لئے انٹرویو وغیرہ میں پاس ہو کر کل نمبرات 58 (انٹرویو 38+ دیگر 20) یعنی 58/38 نمبر حاصل کئے۔

مگر مسئول علیہ کی میرٹ لسٹ میں دو دفعہ موجودگی سے سائل کی تعیناتی نہ ہو سکی۔

(2) اشتہار 05/2009 میں A.D.O کی کل 1241 اسامیوں کی تفصیل درج ذیل ہے۔

Merit=61, Zone 1=40, Zone 2=40, Zone 3=40, Zone 4=30, Zone 5=30

(درخواست ہذا کے ساتھ لف صفحہ نمبر 1 اور صفحہ نمبر 2 ملاحظہ کریں)

(3) زون 5 کا آخری منتخب شدہ امیدوار رب نواز ولد گل داد خان، سیریل نمبر 279، حاصل کردہ نمبر 58/38،

تاریخ پیدائش 15-04-1973 ہے۔
27-10-2014

Attest

Md

SUPERINTENDENT
Public Service Commission
Peshawar.

(4) مسائل زون 5 کی میرٹ لسٹ میں باقی ماندہ امیدواران میں "Top of the List" ہے۔ یعنی مسائل
سیریل نمبر 281، حاصل کردہ نمبر 58/38 تاریخ پیدائش 14-04-1974 ہے۔

37

(5) یہ کہ A.D.O کی میرٹ لسٹ میں سید محمود الحسن ولد سید سرور شاہ، ساکنہ ایبٹ آباد، زون 5 کا نام
میرٹ آرڈر نمبر 211 پر بھی موجود ہے اور میرٹ آرڈر نمبر 276 پر بھی موجود ہے۔

(6) چونکہ مسائل زون 5 کی میرٹ لسٹ میں باقی ماندہ امیدواران میں "Top of the List" اس لئے
سید محمود الحسن ولد سید سرور شاہ کا نام میرٹ آرڈر میں دو دفعہ کے بجائے ایک دفعہ لکھنے سے مسائل کی تعیناتی ADO
کی پوسٹ پر یقینی طور پر ہو جائے گی۔

لہذا استدعا ہے کہ سید محمود الحسن ولد سید سرور شاہ کا نام میرٹ لسٹ میں دو دفعہ کے بجائے ایک دفعہ لکھ کر مسائل
ثاقب اللہ کی تعیناتی ADO کی پوسٹ پر کی جائے۔

الرقوم: 27-10-2014

Abul Fatah

ثاقب اللہ خان ولد رفیع اللہ خان، قوم سواتی، ساکنہ محلہ تیتوال بالا، بھہ ٹاؤن، ڈاکخانہ بھہ، تحصیل ضلع مانسہرہ

شناختی کارڈ نمبر: 9-0383006-13503

موبائل نمبر: 0300-5633356, 0345-9544498



Attest

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SUPERINTENDENT
Public Service Commission
Peshawar.

ثاقب اللہ خان ولد رفیع اللہ خان، قوم سواتی، ساکنہ محلہ تیتوال بالا، بھناؤن، ڈاکخانہ بھہ، تحصیل ضلع مانسہرہ
موبائل نمبر 0300-5633356, 0345-9544498

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

- (1) شفیق الرحمن ولد عبدالرحمن، ساکنہ گاؤں موہاڑ خورد، ڈاکخانہ لساں نواب ابرقاول ضلع مانسہرہ
شناختی کارڈ نمبر: 3-13503-0623012
- (2) محمد اجمل ولد جمال الدین، ساکنہ گاؤں نیل، ڈاکخانہ شیر گڑھ، ابرقاول تحصیل ادگی، ضلع مانسہرہ
شناختی کارڈ نمبر: 7-13504-9212536
- (3) سرفراز خان ولد شہاب الدین، ساکنہ ابرقاول ضلع مانسہرہ۔
بمعرفت عثمان جنرل سٹور، نزد شیل فلنگ سٹیشن، محلہ ڈب، مانسہرہ

عنوان :- زون 3 کے رہائشی مذکورہ بالا تینوں مستوں علیہم کا ADO کی پوسٹوں پر پبلک سروس کمیشن کی ملی بھگت سے
زون 5 کے کوٹے میں غیر قانونی تعیناتی

جناب عالی! درخواست عرض ذیل ہے۔

(1) یہ کہ سائل ثاقب اللہ نے مورخہ 30-06-2010 کو اسٹنٹ ڈسٹرکٹ آفیسر (ADO)، گریڈ-16، محکمہ تعلیم کیلئے
انٹرویو نمبرہ میں پاس ہو کر کل نمبرات 58 (انٹرویو 38 + دیگر 20) یعنی 58/38 نمبر حاصل کئے۔
(درخواست لھذا کے ساتھ لف صفحہ نمبر 24، سیریل نمبر 281 ملاحظہ کریں)
مگر تینوں مستوں علیہم کی پبلک سروس کمیشن کے ساتھ باہمی ملی بھگت اور ساز باز کے نتیجے میں سائل کی تعیناتی زون 5 کے
کوٹے میں نہ ہو سکی۔

(2) اشتہار 05/2009 میں A.D.O کی کل 1241-اسامیوں کی تفصیل درج ذیل ہے:-

Merit=61, Zone 1=40, Zone 2=40, Zone 3=40, Zone 4=30, Zone 5=30

(درخواست لھذا کے ساتھ لف صفحہ نمبر 29 اور صفحہ نمبر 30 ملاحظہ کریں)

(3) حیران کن طور پر زون 5 کے رہائشی صرف اور صرف اٹھائیس (28) امیدواران تعینات کئے گئے۔
14-10-2014

Attested

[Signature]

SUPERINTENDENT
Public Service Commission
Deshwar

(4) سب سے پہلے سب سے پہلے "بھرتی فارم" کے ساتھ بناؤ اور مسائل جو کہ ریگڈرز کے لحاظ سے زون 3 کا بنا ہے، پیش کیا تھا۔ لیکن زون 3 کی خاطر غلطیاں کرتے ہوئے "بھرتی فارم" میں اپنے آپ کو زون 5 کے رہائشی ظاہر کیا۔

(5) ایک سرورس کیشن نے سب سے پہلے سب سے پہلے "بھرتی فارم" کے باوجود "بھرتی فارم" میں لکھے گئے زون 5 پر کوئی اعتراض نہ کیا تاکہ تینوں سب سے پہلے سب سے پہلے کی تعیناتی زون 5 کے کوڈ میں ہو سکے۔

(6) تینوں سب سے پہلے سب سے پہلے اور ایک سرورس کیشن کا یہ فعل مسائل سمیت دیگر بائینان زون 5 کی شدید حق تلفی کا باعث بنا ہے۔

(7) سب سے پہلے سب سے پہلے 3 سرورس کیشن کے کل حاصل کردہ نمبر 59 (ایئرڈیو 35 + ریگڈرز 24) یعنی 59/35 ہیں۔

اگر سب سے پہلے سب سے پہلے 3 سرورس کیشن کو زون 5 کے کوڈ سے نکال دیا جائے تو کم نمبروں کی وجہ سے زون 3 کے کوڈ میں اس کی تعیناتی نہیں ہو سکتی اور وہ فارغ ہو جائے گا۔

(8) تینوں سب سے پہلے سب سے پہلے اور ایک سرورس کیشن کے خلاف ایک مقدمہ W.P.No.357/11 عنوان "جہانزیب خان بنام پبلک سرورس کیشن" پشاور ہائی کورٹ ایٹ آبادیج میں زیر سماعت ہے جس کی آئندہ سماعت مورخہ 11-11-2014 مقرر ہے۔ (درخواست خذا کے ساتھ لف صفحہ نمبر 13 تا صفحہ نمبر 19 اور صفحہ نمبر 28 ملاحظہ کریں)

(9) مسائل نائب القدی C.M.No.42-A /12 بوساطت محمد شعیب خان ایڈوکیٹ مورخہ 25-04-2013 سے مندرجہ بالا مقدمہ میں منظور شدہ ہے۔ (درخواست خذا کے ساتھ لف صفحہ نمبر 05 تا صفحہ نمبر 08 ملاحظہ کریں)

(10) مسائل کی C.M.No. 42-A /12 ہائی کورٹ کی مورخہ 25-04-2013 کی آرڈر شیٹ کے ذریعے مذکورہ بالا مقدمے کا حصہ ہے۔ (درخواست خذا کے ساتھ لف صفحہ نمبر 08 ملاحظہ کریں)

(11) مسائل مورخہ 25-04-2013 سے مذکورہ مقدمہ W.P.No.357/11 میں مدعا عالیہ نمبر 12 پر موجود ہے۔ (درخواست خذا کے ساتھ لف صفحہ نمبر 13، سیریل نمبر 12 ملاحظہ کریں)

(12) سب سے پہلے سب سے پہلے 01 شفیق الرحمن اور سب سے پہلے سب سے پہلے 02 محمد اجمل نے مذکورہ مقدمہ W.P.No.357/11 میں بیان حلفیاں دی ہیں کہ وہ اپر تاول زون 3 کے رہائشی ہیں۔ بیان حلفیاں اس درخواست کے ساتھ لف ہیں۔ (درخواست خذا کے ساتھ لف صفحہ نمبر 01، صفحہ نمبر 02 اور صفحہ نمبر 03، صفحہ نمبر 04 ملاحظہ کریں)

(13) مندرجہ بالا مقدمہ کے مورخہ 25-09-2014 کے آرڈر شیٹ میں اسٹنٹ ایڈوکیٹ جنرل نعیم عباسی کو ہائی کورٹ کی

Attested

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Key SUPERINTENDENT
W.P. Public Service Commission
Peshawar.

14-10-2014

14) ردون 5 کا آخری منتخب شدہ امیدوار رب نواز ولد گل داد خان، سیریل نمبر 279، حاصل کردہ نمبر 58/38، تاریخ پیدائش 15-04-1973 ہے۔

(درخواست ہذا کے ساتھ لف صفحہ نمبر 20، سیریل نمبر 09 اور صفحہ نمبر 24، سیریل نمبر 279 ملاحظہ کریں)

15) سائل زون 5 کی میرٹ لسٹ میں باقی ماندہ امیدواران میں "Top of the List" ہے، یعنی سائل، سیریل نمبر 281، حاصل کردہ نمبر 58/38، تاریخ پیدائش 14-04-1974 ہے۔
(درخواست ہذا کے ساتھ لف صفحہ نمبر 24، سیریل نمبر 281 ملاحظہ کریں)

16) چونکہ سائل زون 5 کی میرٹ لسٹ میں باقی ماندہ امیدواران میں "Top of the List" ہے، اسلئے اگر ان تینوں مسؤل علیہم کو زون 5 کے کوٹہ سے نکال دیا جائے تو سائل کی تعیناتی ADO کی پوسٹ پر ہو جائے گی۔

17) اگر درخواست ہذا پر بندرہ (15) دنوں تک کوئی عمل نہ کیا گیا تو سائل تینوں مسؤل علیہم کے علاوہ پبلک سروس کمیشن کے خلاف بھی ایٹنی کرپشن اور صوبائی محتسب کو درخواستیں دینے پر مجبور ہو جائے گا۔

لہذا استدعا ہے کہ مندرجہ بالا حقائق کو مد نظر رکھتے ہوئے پبلک سروس کمیشن، ڈائریکٹوریٹ آف ایڈمنسٹری اینڈ سیکنڈری ایجوکیشن خیبر پختونخوا ایشیا اور کوئٹون مسؤل علیہم کی بھیجی گئی "Recommendation" واپس لے لے۔ اور تینوں مسؤل علیہم کی جگہ میرٹ لسٹ سے سائل سمیت زون 5 کے رہائشیان کی تعیناتی کی جائے اور ظلم کے مرتکب ذمہ داروں کو قتر اردائی سزا دی جائے۔

المترجم 14-10-2014

Abdul Fullah

القائم اللہ خان ولد رفیع اللہ خان، قوم سواتی، ساکن محلہ تیتوال بالا، بھٹاؤن، ڈاکخانہ بھٹہ، تحصیل ضلع مانسہرہ

شناختی کارڈ نمبر: 9-0383006-13503

موبائل نمبر 0345-9544498، 0300-5633356



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Public Service Commission
Peshawar.

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ENQUIRY REPORT

Annex C
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Subject - PRELIMINARY ENQUIRY TO IRREGULARITIES COMMITTED DISTRICT OFFICERS (BPS-16)

The Chairman KP PSC constituted a Committee following vide Office Order No. KP/ PSC/ Adm. (10) 03/2015 (Annex-I): -

1. Prof. Dr Sarah Safdar Member-I, PSC.
2. Prof. Dr Muhammad Farooq Swati Member-VII.
3. Mr. Ghulam Dastagir Ahmed Director Recruitment, PSC.

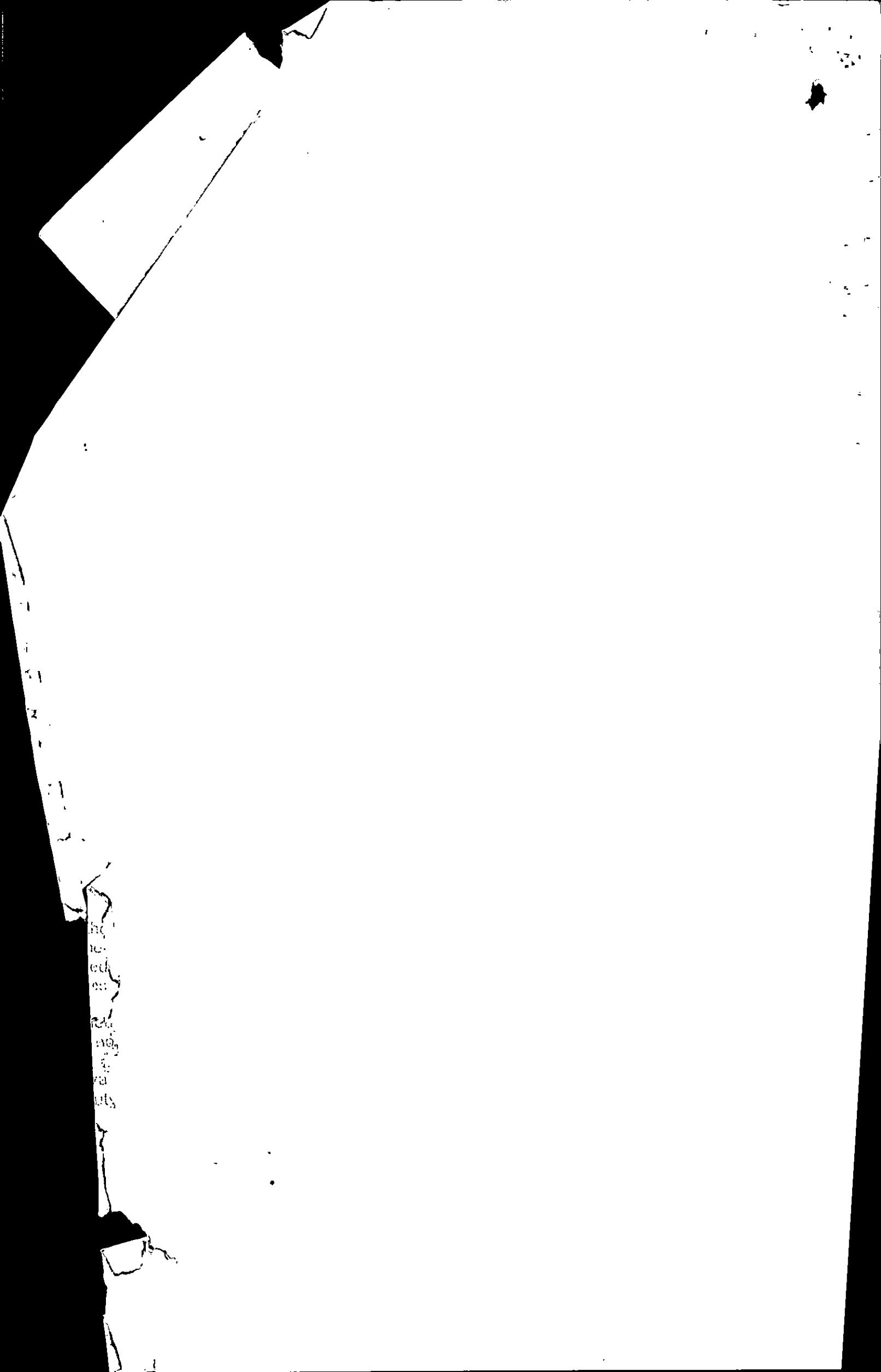
The Committee is required to examine the complaint of Mr. Saqibullah (Complainant) regarding alleged wrong recommendations of three candidates from Zone-5 against the post of Male Assistant District Officer (BPS-16) to summon and hear all the three recommendees, to probe into the alleged involvement of the three candidates with Commissions staff and fix responsibility and to examine as to whether after a lapse of about four years, the Commission can entertain such applications/complaints and make reallocation and fresh recommendations or otherwise.

3. First meeting of the Committee was held on 11.03.2015. Syed Ilyas Shah Deputy Director II was asked to produce applications forms of the three candidates alongwith application of the complainant Mr Saqibullah and complete record of recruitment of ADO BPS-16 advertised in Advertisement No. 5/2009.

4. In the 2nd meeting of the Committee held on 16.03.2015, the applications of the three candidates namely Mr Muhammad Ajmal S/O Jamil ud Din, Mr Sarfaraz S/O Shahabud Din and Mr Shafiq ur Rehman S/O Abdur Rehman and other record were thoroughly checked and the Committee found the following: -

- i. In the applications forms / departmental permissions, all three candidates have clearly mentioned their zone as "Zone-5" but in the descriptive sheets prepared by the concerned officer/ officials for interview, the zone of the three candidates has been reflected as Zone-5 (Annex-II, III, IV).
- ii. The applications of Mr Ajmal and Mr Sarfaraz were signed only by Mr Rustam Khan the then Superintendent and orders of eligibility of the Member were obtained.
- iii. Application of Mr Shafiq ur Rehman is signed by Mr Amir II the then Assistant and Mr Masood Zaman the then Dep.

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5. Next meeting of the Committee was held on 24.03.2015. Statement Mr Masood Zaman DS, Mr, Rustam Khan the then Supdt, Mr Amir Ilyas the then dealing Assistant, Mr Muhammad Shahab the then Sr Clerk/ KPO, Mr Muhammad Sajjad Qureshi the the Supdt were recorded. Statement of the three recommendees were also recorded whereas Mr Saqib Ullah did not attend the enquiry proceedings.

STATEMENT OF MR MASOOD ZAMAN THE THEN DEPUTY SECRETARY

6. In his statement at Annex-VI, Mr Masood Zaman has stated that his job description is file work, scrutiny of applications, preparation of result and supervision of his Branches. Eligibility of candidates is done by the Assistant then by the Supdts and is sent to the DS for onwards submission to Director/ Member. Descriptive sheet is prepared by the Dealing Assistant. He submits the same to the Supdt. The Supdt submit the same for countersignature to the DS. No file move up without my signature except when I am on leave. On conclusion of interview, the Director or the DS takes the result from Member, makes the calculations, prepare the merit list and allocation is made as per vacancies. The result is signed from dealing Assistant to the Director.

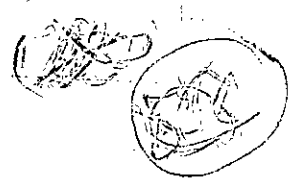
7. During the interviews it was decided that experience may be counted from B.Ed and not BA. There were five panels of interview. The Members had directed that after conclusion of the running interviews, scrutiny may be carried out and the experience be counted after B.Ed. They prepared fresh descriptive sheets as per orders and were handed over to the Members concerned. Due to load of work, he could not sign every descriptive. Before conveying the result, the Chairman had constituted a checking committee. The committee had taken the result and all the original applications of selected candidates. After checking the same, the result and applications were returned.

8. The three candidates in question belonged to District Manselhra (UDA). They were inadvertently considered in Manselhra Zone-5 instead of Manselhra (UDA) Zone-3. The descriptive was not changed but only zone 5 was mistakenly recorded instead of Zone-3. As per orders of the Chairman that the DS concerned will prepare the result, therefore, I with the help of Mr Shahab computer operator prepared the result.

9. He stated that he knows Mr Saqib for the last 3-4 years. He met with Mr Saqib for the last time in the office of Director some 2-3 months ago. When I was DS and the result was prepared, he had given me a cheque of Rs.750,000/- with the request to select him for the post. Photocopy of the said cheque is still with him for proving myself innocent. Mr Saqib had also offered him a Hotel at Abbottabad but he refused him. Mr Saqib had met with him through Mr Muhammad Sajjad Qureshi during the currency of interviews. He has not cashed the cheque till date because he does not takes bribe. The copy has been kept only for record.

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STATEMENT OF MR RUSTAM KHAN THE THEN SUPDT: (NOW RETIRED):-

10. In his statement at Annex-VII, Mr Rustam Khan has stated that scrutiny of application forms is done by Assistant and is submitted to the Supdt and the process completes after approval of Member whereas descriptive sheet for interview is prepared by Assistant, checked by Supdt and rechecked and countersigned by the Deputy Secretary. We checked everything from application form and then signed the note. Descriptive Sheets of Mr Saifuraz and Mr Ajmal bear my signature whereas descriptive sheet of Mr Shafiqur Rehman has been signed by Mr Amir Ilyas and Mr Masood Zaman. Experience was first taken from Bachelor Degree. When it was decided to take the experience from B.Ed, the descriptive sheets were prepared by Mr Shahab in the Office of Mr Masood Zaman DS. Mr Masood called him and told that Members are asking for revised descriptive. Please signed the descriptive. Therefore, Mr Shahab printed the descriptive and he signed the same. Some descriptive sheets were signed by Mr Masood alone, some descriptive sheets were given to me for signature, some to Mr Amir Ilyas and some descriptive sheets were unsigned. Result was prepared only by Mr Masood Zaman and Mr Shahab but was signed by Mr Masood and no one else were involved. The recommendations were also sent by Mr Masood. He stated on oath that he neither know the four candidates nor has even seen them.

STATEMENT OF MR AMIR ILYAS SUPDT: -

11. In his statement (Annex-VIII), Mr Muhammad Amir Ilyas the then Assistant has stated that he used to make scrutiny of applications and prepare the descriptive sheets and then submit the same to the Supdt who after checking submit the same to the DS. Submission of applications to panels was done by Mr Masood Zaman. He signed the descriptive sheets which he himself prepared. He has carefully mentioned the correct zones of candidates in descriptive. Though he has signed the revised descriptive sheet, but the applications were lying in the Office of Mr Masood Zaman therefore, he could not check the same with application. Eligibility is done by the Member through a channel. It is possible that approval of the authority in some cases has inadvertently not be obtained. He knows Mr Ajmal, Saifuraz and Shafiq and does not know Mr Saqibullah. Result is prepared under supervision of Director and he himself sign it. Result has neither been prepared by him nor signed. They may be called so that the case becomes clear. During interviews, he was not pressurized by any Member/ Officer.

STATEMENT OF MR MUHAMMAD SAJJAD QUREHI SUPDT:-

12. In his statement at Annex- IX, Mr Muhammad Sajjad Supdt has stated that He knows Mr Saqibullah who was referred to him by Mr Majid Khan, a Headmaster at Mansehra. He had to enquire about interviews for the post of ADO, therefore, he was sent by someone else and he did not remember that he took him or sent him to the Office of Mr Masood Zaman DS. He does not know any dealing between Saqibullah and Mr Masood Zaman because neither he met him again nor Mr Masood

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say something about him. He came to know about this thing about 02 months ago when the matter became known to most of the persons in the office that some dealing of cheque has taken place between Mr Masood and Mr Saqibullah. As far as I remember, he did not receive call for interview. Mr Masood should not take the cheque but he took the same and kept it with him.

STATEMENT OF MR MUHAMMAD SHAHAB ASSISTANT

13. Mr Muhammad Shahab Assistant Recruitment Wing has admitted in his statement at Annex-X that at that time he was Senior Clerk attached with Mr Masood Zaman and was typing descriptive of candidates for 05 panels of interview. The branch Assistant used to provide him application forms of the candidates and he prepared the same from application forms. He used to sit in the Office of Mr Masood Zaman DS and do the work. He had done all the entries after checking and used to give the same printing without alteration. He used to make entries and gave the same to the Assistant / Supdt. who after checking return the same to him for correction or otherwise. He does not know that the wrong entry of the zone of Mr Shafiq, Sarfaraz and Ajmal was committed by him or the Supdt. / Assistant. Result was prepared by him from descriptive in the Office of Mr Masood Zaman which was correct. He does not know how a candidate was twice interviewed. Visitors used to come to the Office of DS including candidates but he does not know Mr Saqib. He also does not know about the cheque given by Mr Saqib to Mr Masood.

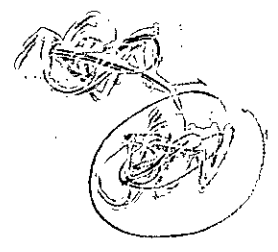
MR SAQIB ULLAH, CANDIDATE

14. Mr Saqib Ullah the complainant was issued a letter dated 03.04.2015 to attached the enquiry proceedings (Annex-Xi) and was telephonically contacted by Syed Ilyas Shah Deputy Director but he refused to come the Commission's Office. Another letter dated 24.04.2015 was issued to Mr Saqib to attend the enquiry proceedings on 17.04.2015 (Annex-Xii) but he again refused to attend the proceedings. After that on several occasions it was tried to contact him telephonically but his phone was powered off.

STATEMENTS OF MR SARFARAZ KHAN, MR SHAFIQR REHMAN AND MR MUHAMMAD AJMAL

15. Mr Sarfaraz Khan, Mr Shafiq ure Rehman and Mr Muhammad Ajmal were also called for personal hearing on 22.04.2015. Their statement were recorded (Annex-XIII XIV & XV). According to their statement no fault lied on their part as they had clearly mentioned their zones (Zone-3) in their applications. They did not conceal anything from

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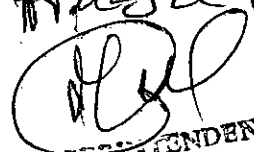
FINDINGS:-

16 From the foregoing the enquiry committee came to the following conclusion: -

- i) A number of gross irregularities have been committed by the staff upto the DS in the process of selection of candidates for the posts of ADOs BPS-16 in Elementary and Secondary Education Department, All of them know the legal procedures as reflected in their statements but the procedures were not followed in this case for ulterior motives.
- ii) No care was taken into account in the eligibility of candidates. Candidates were made eligible for interview simply with the signature of the Dealing Assistant or Supdt or DS and approval of the competent authority i.e., Member was not obtained. Moreover, proper checking of zones of the three candidates namely Mr. Sarfaraz, Mr Ajmal and Mr Shafiqur Rehman was not made for which Mr Masood Zaman DS, Mr Rustam Khan the then Supdt., Mr Amir Ilyas the then Assistant and Mr Muhammad Shahab the then KPO are equally responsible for the gross irregularities.
- iii) Due to the extremely careless attitude of the concerned staff, one candidate was twice interviewed and was twice recommended.
- iv) The acceptance of cheque amounting to Rs.750,000/- in bribe by Mr Masood Zaman Deputy Secretary from Mr Saqib in return of selecting him for the post of ADO has been proved beyond doubt.
- v) Though Mr Muhammad Sajjad Qureshi accepts that he took Mr Saqib to the Office Mr Masood Zaman for enquiry but it is not possible for a candidate to offer bribe directed to an unknown officer. There is an active role of Mr Muhammad Sajjad Qureshi in the offer of bribe by Mr Saqib to Mr Masood.
- vi) All the officers/ officials involved in this case also enjoy bad reputation in the Office.

RECOMMENDATIONS:-

17. The Committee, recommends that: -
- i) Mr Masood Zaman Deputy Secretary may be dismissed from service.
 - ii) Mr Amir Ilyas Superintendent, Mr Muhammad Sajjad Qureshi Supdt and Mr Muhammad Shahab Assistant may be removed from service. Show cause notices may be issued to the officials under Rule 5 (a) of the E&D Rules 2011.

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- ii) As Mr Rustom Khan the then Supdt; has now retired from service. In his case, opinion of the Establishment Department may be obtained as to what punitive actions can be taken against him after his retirement.
- iv) Mr Saqib Ullah may be disqualified from applying to the Commission for ever and his case be referred to the Elementary and Secondary Education Department for taking punitive action against him under the rules.
- v) In pursuance of the Supreme Court Decision dated 19.4.14 (Annex-XV) that if a candidate is mistakenly recommended by the Commission without any fault on his part then he will not be disturbed while proceedings will be initiated against the officials concerned. Since there is no fault on the part of the recommended candidates namely Mr Shafiq ur Rehman, Mr Sarfaraz and Mr Ajmal Khan therefore, their recommendations may not be disturbed and the case of readjustment/ reallocation may not be processed after a lapse of almost five years of the recommendations.

(Signature)
 (Ghulam Dastagir Ahmed)
 Director Recruitment
 Member of the I.C.

(Signature)
 (Prof: Dr Muhammad Farooq Swati)
 Member PSC
 Member of the I.C.

(Signature)
 (Prof: Dr Sarrah Safdar)
 Member PSC
 Chairperson of I.C.

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262	59/35	01.03.72	Moheb ur Rehman S/O Muhammad Luthman	Nowshera/2
263	59/35	01.07.72	Sajid Ahmad S/O Abdur Rauf	Peshawar/2
264	59/35	12.04.73	Muhammad Anir S/O Saad Ullah Jan	Nowshera/2
265	59/35	01.01.74	Barkatullah S/O Shah Gulab	Dir/3
266	59/35	08.03.74	Sanaullah S/O Muhammad Sher Khah	FR.Bannu/1
267	59/35	01.02.75	Sami ur Rahman S/O Siraj ur Rahman	Mardan/2
268	59/35	03.04.75	Muhammad Zahir Shah S/O Ghulam Qadir	Dir/3
269	59/35	03.03.78	Riaz Ahmed S/O Sher Ahmed	Chitral/3
270	59/35	01.02.79	Hafiz Maqbool Khan S/O Khair Ullah Khan	Bannu/4
271	59/33	01.04.68	Dilawar Khan S/O Sahib Jamal	Karak/4
272	59/33	01.08.72	Shanroz Khan S/O Nairoz Khan	Swat/3
273	58/45	01.01.74	Nadeem S/O Abdul Qayyum	Mansehra/5
274	58/40	05.03.77	Miraj Ahmad Khan S/O Ibadat Khan	Chitral/3
275	58/38	29.10.65	Ghulam Jilani S/O Darwaish	Mansehra/5
276	58/38	20.03.70	Syed Mehmood ul Hassan S/O Syed Sarwar Shah	Abbottabad/5
277	58/38	04.03.71	Aziz Khan S/O Abdur Gafoor	Mardan/2
278	58/38	01.01.73	Abdul Wali Khan S/O Mehboob Wali Khan	Chitral/3
279	58/38	15.04.73	Raf Nawaz S/O Gul Dad Khan	Abbottabad/5
280	58/38	15.07.73	Bashir Ahmad S/O Mir Muhammad	Mardan/2
281	58/38	14.04.74	Saqib Ullah S/O Rafi Ullah	Mansehra/5
282	58/38	16.04.74	Jehan Zeb Ali S/O Fariq Khan	Moh Agy/1
283	58/38	03.05.76	Anzar Ali S/O Zahir Shah	Hanpur/5
284	58/38	11.11.76	Sunil Faris S/O Malook	Moh Agy/1
285	58/38	14.02.77	Muhammad Tufail S/O Qazi Gul Muhammad	Peshawar/2
286	58/38	10.05.77	Anwar Adil S/O Saif ur Rahman	Mardan/2
287	58/38	10.09.77	Muhammad Ejaz S/O Mir Sahib Khan	S.W Agy/1
288	58/38	02.01.78	Muhammad Shah Zeb Gul S/O Bad Shah Gul	
289	58/38	03.01.78	Muhammad Usman S/O Muhammad Yahya	Swab/2
290	58/38	03.02.79	Sajid ur Rehman S/O Sher Bakadar	Karak/4
291	58/38	03.01.80	Aqal Wazir S/O Gul Nazir	FR.Lakki/1
292	58/35	10.11.65	Zia ur Rahman S/O Inayat ur Rahman	Chitral/3
293	58/35	01.09.66	Muhammad Asif Iqbal Khan S/O Muhammad Iqbal Khan	Nowshera/2
294	58/35	10.02.68	Bachchan S/O Gul Rehman	Chitral/3

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196.	60/38	20.11.77	Taj Alam S/O Sher Alam	FR. Banna/1
197.	60/38	16.06.81	Abdul Karim S/O Jemaagir Khan	Peshawar/2
198.	60/35	17.10.61	Milaludeen S/O Akbar Khan	Chitral/3
199.	60/35	05.03.68	Haq Nawaz S/O Ahmad Khan	Battagram/3
200.	60/35	15.06.68	Abid Hussain S/O Hussain Ghulam	Kuching/1
201.	60/35	15.02.70	Muhammad Ishtiaq S/O Muhammad Ayyub	Manshri/5
202.	60/35	03.04.70	Ashfaq Rasool Safi S/O Ghulam Rasool Safi	Moh. Agy/1
203.	60/35	14.04.71	Muhammad Arif S/O Muhammad Junaid Khan	Swayi/2
204.	60/35	12.04.73	Zamir Ahmad Khan S/O Ahmad Nawaz Khani	D.I. Khan/4
205.	60/35	16.05.73	Shakeel Ahmad S/O Muhammad Ahmad	D.I. Khan/4
206.	60/35	06.01.74	Muhammad Saleem S/O Muhammad Azeem Khan	Peshawar/2
207.	60/35	25.12.74	Zafar Khan S/O Munawar Khan	Abbottabad/5
208.	60/35	15.04.75	Jehangeer Khan S/O Shah Jehan	Peshawar/2
209.	60/35	19.11.75	Nisar Muhammad S/O Bahadar Khan	L. Murwa/4
210.	60/35	10.12.75	Zafar Iqbal S/O Amir Badshah	Peshawar/2
211.	60/35	18.06.77	Syed Mehmood ul Hassan S/O Syed Sarwar Shah	Abbottabad/5
212.	60/35	18.06.77	Khams-ul-Haq S/O Miran Habib Jan	Peshawar/2
213.	60/33	20.06.67	Wassem Fazal S/O Fazal ur Rehman	Abbottabad/3
214.	60/33	01.01.68	Muhammad Tanveer S/O Faqeer Muhammad	Abbottabad/5
215.	60/33	01.09.68	Tahir Shah S/O Qadar Shah	Mardan/2
216.	60/33	05.05.72	Races Khan S/O Saier Zaman Khan	MKD/3
217.	60/30	13.03.67	Shamsur Rehman S/O Hafiz Abdul Hadi	Lianga/4
218.	59/40	11.03.71	Syed Fazle Amin S/O Mir Hatem Shah	Charsadda/2
219.	59/40	11.05.72	Sahib Kamal S/O Haji Fazal Zaman	Nowshera/2
220.	59/40	04.10.72	Saeed Ahmad S/O Haji Dilber Khan	Sham. In/3
221.	59/40	10.06.73	Tariq Ahmad S/O Fazli Rashid	Dir/3
222.	59/40	26.07.73	Muhammad Arshad Sharif S/O Sharif Khan	Koala/4
223.	59/40	01.04.74	Ullat Ali S/O Dagar Shah	SW. Agy/1
224.	59/40	01.01.76	Qasim Ali Khan S/O Muntaz Ali Khan	Peshawar/2
225.	59/40	03.01.79	Muhammad Kamran S/O Latif Shaour	Karak/4
226.	59/40	06.03.79	Abdus Sattar Ali Shah S/O Gul Afzal Ali Shah	Banna/4
227.	59/38	05.01.65	Muhammad Ibrahim Siddiq ul Haq S/O Abdul Hamid	Charsadda/2
228.	59/38	10.03.70	Fazli Malik S/O Abdul Hadi	Mardan/2

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- (1) when did you join the commission?
- (2) which post did you join?
- (3) How were you promoted subsequently?
- (4) After the of stenographer which post you promoted to later on?
- (5) when you were promoted as D/S?
- (6) what is your designation currently?
- (7) what responsibilities did you hold as D/S then?
- (8) which branch did you look after then?
- (9) what is the procedure of determining the eligibility?

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- (1) How did it happen that Zone-3 of the candidates (Mr. Ajmal, Mr. Sarfraz, Mr. Shafiq Rehman) changed to Zone-5 in the D/sheet Explain.
- (2) Why did you prepare the result in close office (without taking callis know the Assistant & Superintendent) all alone in selection.
- (3) Do you the petitioner, Mr. Saqib?
- (4) When the D/sheet mention Zone-5 how the petitioner come to know that the actual Zone of the respondents is Zone-3 as indicate in their application form?

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- (1) Did you see Mr. Saqib recently?
- (2) What you discussed with him in the D/IR office?
- (3) Mr. Saqib has submitted that he has given you a cheque?
- (4) When he gave you the cheque how much was its value (amount)?
- (5) What he offered you while handing over the cheque to you?
- (6) How he approached you & bribe you?
- (7) Why did not you returned the cheque or ~~the~~ cashed it or reported the matter to the High ups?

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SUPERINTENDENT
Public Service Commission
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1) what is the procedure of making the D/sheet and what is the claim of signatures? (2)

2) was any file proceed without your signature?

3) what is the standard procedure of compiling the result?

4) These files of various categories, which we have shown do not follow the procedure you described above, why did not you check this as D/s?

Why the standard procedure of determining the eligibility was not followed and candidates were made eligible by unauthorised person?

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Public Service Commission
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- (1) How it is possible that candidate Mr. Ma'ammal Hasan was interviewed twice for the same job with single application in form under the same adv. while his recommendation was — once.
- (2) How could the petitioner know that the same candidate was interviewed twice unless an employee / someone from inside the Commission have told him?
- (3) Was the candidate interviewed twice in your opinion mistake or bad intention?
- (4) Do you know who did and why did it?

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Public Service Commission
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- (1) ...
- (2) ...
- (3) ...
- (4) ...
- (5) ...
- (6) ...
- (7) ...
- (8) ...

Eligibility process - اس کے ساتھ Application & Scrutiny کے بارے میں
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 Public Service Commission
 Peshawar.

BETA COPY

(1) کتنوں Candidates کے ڈوسٹریبل فالٹیو سے ایڈمیشن دیا گیا ہے اور ان میں سے کتنوں نے یہ غلطی ہوئی ہے کہ حکم صرف فالٹیو دیکھا ہے اور DA نظر میں ہے اور اصل ٹویٹ والا ڈسٹریبل ڈسٹریبل نہیں ہو گیا صرف Zone 5 میں ہے۔ Zone-5 کے بارے میں worked load کے بارے میں غلطی ہوئی ہے۔

(2) اس وقت پشاور میں order پر منتقلہ D-5 اینڈ پشاور کے ایجنٹوں میں اور صرف ساتھ ساتھ پشاور فورم Computer operator کے اینڈ پشاور

(3) مسٹر ناقد کوہستان میں پشاور سال سے جاتا ہوں۔

(4) مسٹر جہانزیب کوہستان میں پشاور کے لئے select نہیں ہوا اس میں بعض کوہستان میں کیا گیا اور وہ litigation میں تھا اس کے لیے پشاور تھا کہ وہ وہاں سے آیا ہے کہ وہ Zone 5 کے لیے پشاور سے select ہوئے ہیں۔

M. H. H. H.
M. H. H. H.
SUPERINTENDENT
Public Service Commission
Peshawar.



Beta copy

(1) کتنوں Candidates کے دو سوال مانگے سے ایسے سوچے ہیں اس میں سے
 حکم سے یہ عملی ہوئی ہے نہ حکم صرف مانگے دیکھا ہے اور DA
 نظریں سے اوپر ٹوٹا والا نہ District تبدیل نہیں ہوئے صرف Zone-3
 کی ہی Zone-5 دیکھا ہے worked load کے بارے میں عملی
 ہوئے۔

(2) اس وقت پتہ نہیں ہے order پر منتقلہ D-5 اینڈ نیٹنگ
 اسے میں نے اور صرف ساتھ ساتھ Computer operator کے
 کے اینڈ بناوا

(3) مسٹر ناگیا کو میں نے تین چار سال سے جانتا ہوں۔

(4) مسٹر جہانزیبا کو ADو پوسٹ کے ہی Select نہیں ہوا تھا اس نے
 حق کوورس میں کہا تھا اور میں litigation میں تھا اس نے بھی بتایا
 تھا کہ میں نے حق کہا ہے کہ Zone-3 کے ہی Zone-5 پر
 Select ہوئے ہیں۔

Attested

Mul

SUPERINTENDENT
 Public Service Commission
 Eschavar.

Best copy

(1) Descriptive sheet اپنی بنا کر Script کے ساتھ ساتھ اور اس کے لئے Dy secretary کے signature کے ساتھ ساتھ

(2) کوئی جو قابل signature کے لئے نہیں ہے اس وقت میں اس سے صحیح نہیں ہو اس پر on leave لیا گیا ہے۔

(3) امپرووڈ آفیسر کے لئے Dy secretary اور Director کے Result اور اس کے بارے میں Calculation کے ساتھ ساتھ کسی نہ کسی اور اس کے لئے کسی نہ کسی اور اس کے لئے Allocation کے ساتھ ساتھ Result پر اسٹامپ سے Director کے لئے signed ہے

Result کے ساتھ ساتھ تو convey Result کے لئے ہے اور اس کے لئے order کے Cheating committee اور اس کے لئے selection of original Application کے ساتھ ساتھ Result کے لئے اور اس کے لئے Release of Recommendation کے لئے اور اس کے لئے Release of Recommendation کے لئے

Attested

(Signature)

ADP SUPERINTENDENT Public Service Commission Eschawa


Batch copy

معلقہ Result کے لیے میری رقم التعمیر Litigation تہہ راج میں ہوگی اور
 تقریباً دو سال کے لیے جو ایس میں آئے ہیں وہاں سے لے کر آج تک کے
 کام کے دو دفعہ میری لٹ میں آ رہے ہیں۔ Recommendation - ایس میں آئے ہیں
 اور 5-June کی ایس میں آ رہے ہیں۔ لیکن میری رقم التعمیر Litigation
 ہو رہی ہے اور مجھے دوبارہ Record رکھنے کا موقع نہیں ملا ہے میں اسے دوبارہ
 کوئی نام نہیں دیتا۔

میں ایس میں آ رہا ہوں اور معلقہ میری لٹ میں آ رہی ہے اور میری
 لٹ میں آ رہی ہے میری لٹ میں آ رہی ہے۔

دو دفعہ انٹرنیٹ پر سے ہوا ہے اگر دو دفعہ انٹرنیٹ پر سے ہوا
 کا ہوا ہے تو یہ ایس میں آ رہا ہے اور آج میری لٹ میں آ رہا ہے
 concerned subject میری لٹ میں آ رہا ہے۔

Attested
 Mill
 SUPERINTENDENT
 Public Service Commission
 Bhopal

Annex F
59
Annexure 1


KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION
NOTIFICATION

Notification No. KP/PSC/Admn/GE-521/ Mr. Masood Zaman, Assistant Director (EPS-17) (hereinafter referred to as accused) Khyber Pakhtunkhwa Public Service Commission was proceeded against under the Khyber Pakhtunkhwa Government Servant (E&D) Rules, 2011 on account of irregularities committed in the selection process of Assistant District Officer (Male) (EPS-16) in Elementary and Secondary Education Department advertised vide Public Service Commission Advertisement No.05/2009; and

WHEREAS, an inquiry Committee, consisting of Member-I, Member-VI and Director Recruitment Khyber Pakhtunkhwa Public Service Commission was constituted; and

WHEREAS, the inquiry committee after having examined the charges, evidence on record and explanation of the accused officer, submitted its report wherein imposition of major penalty of dismissal from service was recommended; and

WHEREAS, show cause notice was served upon the accused officer in pursuance of Rule-5 (1) (a) of Khyber Pakhtunkhwa Government Servant Efficiency and Discipline Rules, 2011 conveying their tentative decision of Dismissal from service; and

WHEREAS, the accused officer was provided an opportunity of personal hearing by the Competent Authority on 07.01.2016 to defend himself. The accused officer during the personal hearing reiterated his previous stance and failed to defend himself and did not add any new fact; and

THEREFORE, the Governor Khyber Pakhtunkhwa being Competent Authority, in exercise of powers conferred upon him under Rule 4 (b) of Khyber Pakhtunkhwa Government Servant Efficiency & Discipline Rules, 2011 has decided to confirm tentative major penalty of Dismissal from Service of Khyber Pakhtunkhwa Public Service Commission

Pursuant to the above, Mr. Masood Zaman Assistant Director (EPS-17) Khyber Pakhtunkhwa Public Service Commission stands dismissed from the service of Khyber Pakhtunkhwa Public Service Commission with immediate effect.



Sd/-
CHAIRMAN PSC

Dated: 15/1/16

KP/PSC/Admn/GE-521/1985-92

Forwarded to:-

1. The Secretary to Government Khyber Pakhtunkhwa.
2. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
3. The Accountant General, Khyber Pakhtunkhwa Peshawar.
4. PSO to Chief Secretary, Khyber Pakhtunkhwa.
5. PS to Secretary Establishment, Khyber Pakhtunkhwa.
6. The Manager Government Printing Press Peshawar
7. Mr. Masood Zaman Assistant Director, Address: Mohallah Isai Khel, Mardan.
8. Personal file of officer concerned.
9. Office Order file.


SECRETARY
PSC
Attested

SUPERINTENDENT
Khyber Public Service Commission
Peshawar.

(1)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR.

514
Service Appeal No//2016

Masood Zaman, Ex-Deputy Secretary KPK Public Service Commission, Peshawar.

..... APPELLANT

VERSUS

Governor, through Chief Secretary Khyber Pakhtunkhwa Peshawar and others.

..... RESPONDENTS

REJOINDER TO PARA WISE COMMENTS OF RESPONDENTS NO. 1, 2, 3
4 & 5.

Respectfully Shewth :

Reply to preliminary objection raised by respondents.

- That preliminary objection raised by the respondents that is from No. 1 to 10 are incorrect and against law and facts hence not tenable in the eye of law.

FACTS

1. Replying respondents offered no comments. Hence, presumed as correct.
- 2-3. Incorrect. The allegation of enjoying bad reputation in the office against appellant is baseless, malicious and vague term added by the Preliminary Enquiry Committee in its findings beyond its domain (TORs) just for giving weight to the former charges which is unfounded, unheard, uncalled for and mere an allegation without any concrete documentary proof and evidence in support of said allegation. There is no complaint against the appellant during more than 30 years service. The appellant has been assigned duties of Inspection Supervisor on different examinations and expertise (**Annex-I**), work and conduct of the appellant always appreciated and earned excellent ACRs from the superiors that is why got promotions from Steno-typist to the present post of Deputy Secretary. All my junior, colleagues and officers have acknowledge the character of the appellant during service (copy attached as (**Annex-II**)).
4. Replying respondents admitted as correct. Hence, no comments.

5. Incorrect. The respondents have added **a fresh / new allegation** of providing official record of ADOs to the candidate after four years of interview result declaration and conveying recommendation in their comments based on assumption / suspicion / guess / fiction of mind of answering respondents which is baseless, afterthought, unfounded, unheard, uncalled for and without any documentary evidence. Moreover, this issue was neither included in the TORs of the Preliminary Enquiry Committee nor the said committee commented on this issue nor the said charge was mentioned in the show cause notice. However, it is submitted with due respect that the appellant was not working in the respective recruitment branch dealing with ADOs cases during 2014 for which concerned officers / official should be inquired who were working in the concerned section at that relevant time.
6. Incorrect. The Public Service Commission advertised 241 posts of ADOs vide advertisement No.05/2009. Interviews were conducted from 03.12.2009 to 25.08.2010. In June, 2010 when interviews of ADOs were continue one Mr. Saqibullah hailing from District Mansehra came to the appellant's office through Mr. Muhammad Sajjad Qureshi Superintendent to inquire about his interview date. **In fact said Saqibullah was absent on previous interview date i.e 09.03.2010** due to which his interview date was rescheduled on 30.06.2011. Thereafter, the said candidate often came to the appellant office for knowing about result declaration. The interview result of ADOs announced on 03.02.2011 and Mr. Saqibullah was not selected due to his low merit position. After 06 months of interview result declaration Mr. Saqibullah came to the office of the appellant and offered cheque but the appellant refused. In the meantime member called the appellant for some official work and when the appellant came back to the office Mr. Saqibullah was not present in the office but found a cheque amounting Rs: 750,000/- lying on office table. The appellant tried to find out the said candidate in the office premises but in vain. Therefore, the appellant torn the original cheque and kept a copy of the same for a proof of innocence. **The appellant himself brought this fact without any complaint in the knowledge of high ups prior to conducting the enquiry and also apprised the Preliminary Enquiry Committee.**
- 7-8. Incorrect. Detailed reply to the comments has been given in preceding paras. The allegation of providing official record to the candidate is a fresh / new allegation based on guess of answering respondents which is baseless.

unfounded, uncalled for and without any documentary evidence and conclusively proving same. The appellant was not working in the respective recruitment branch dealing with ADOs cases during 2014. Moreover, the Preliminary Enquiry Committee called the appellant for answering their questions. The appellant gave detailed reply to their questions according to actual facts. The said Preliminary Enquiry Committee **beyond its domain (TORs)** leveled the following allegations against the appellant and recommended penalty of dismissal from service:-

- (a) Gross irregularities have been committed by you in the process of selection of candidates for the posts of ADOs (Male) BPS-16 in Elementary & Secondary Education Department.
- (b) Legal procedures were not followed in the selection process of ADOs for ulterior motives.
- (c) No care was taken into account in the eligibility of the candidates. Candidates were declared eligible for interview with the approval of the dealing Assistant or Superintendent or Deputy Secretary and order of the competent authority was not obtained.
- (d) Documents / Zones of three candidates namely Mr. Muhammad Ajmal S/O Jamal ud Din, Mr. Sarfaraz Khan S/O Shahab ud Din and Mr. Shafiq ur Rehman S/O Abdur Rehman Were not properly checked and they were recommended against the seats the seats reserved for Zone-V, although they had clearly mentioned / attached domiciles of Zone-III with their application forms. By doing so, three candidates hailing from Zone-V were deprived from their legitimate right of selection.
- (e) Due to careless and lethargic attitude, one candidate was interviewed twice and his name was twicely reflected in the merit list.
- (f) You accepted a cheque amounting to Rs.750,000/- in bribe from Mr. Saqibullah in return of selecting him for the post of ADO (BPS-16) in Elementary & Secondary Education Department.
- (g) You also enjoy bad reputation in the office.

No departmental regular / full fledged enquiry was conducted, serving charge sheet, statement of allegation, providing fair chance of self defense, proper personal hearing, none of the statement recorded in presence of the appellant nor provided opportunity of cross examination. **The competent authority issued direct show cause notice without passing orders of dispensing with the enquiry which was mandatory under Rule-7 of the E&D Rules, 2011.**The

appellant has given detailed reply to all the allegations in defense reply to show cause notice and review petition (Copies attached as Annex- II & III) and ultimately the competent authority dismissed the appellant from service on 15.01.2016 with the solitary charge of committing irregularities in the selection process of ADOs. However, for convenience of the learned Tribunal to reach a just and fair conclusion the appellant reiterates the following grounds for perusal which reveal innocence of the appellant in said charge:-

- a. *The Preliminary Enquiry Committee called the appellant and placed written questionnaire for giving replies while sitting before them without giving time and opportunity for production of documentary evidence in defense*
- b. *The Preliminary Enquiry Committee leveled this allegation **beyond its domain (TORs)** on the basis of speculation / fiction of mind / imaginary considerations / doubt / assumption without any evidence in support of allegation and conclusively proving same.*
- c. *Interview result of ADOs was announced on **03.02.2011** in which Mr. Saqibullah was not selected while the alleged cheque was of date i.e **01.08.2011** which shows the conspiracy against the petitioner (after six months from result declaration of ADO).*
- d. *As per statement of concerned Manager NBP Baffa Branch, District Mansehra Account No.1204 was maintained in the name of Hafiz Munibullah S/O RafiUllah and the said account has been closed in the year 2003 whereas the account holder (Hafiz MunibUllah) had been died on 29.11.2006. (Copies of cheque, Bank Manager certificate and photo of grave of MunibUllah holder of Account are attached as **Annex-III, IV & V**)*
- e. *None of all the sitting members of the Commission including Preliminary Enquiry Members were part of selection of ADOs in 2010, 2011 when interviews of ADOs conducted and interview result and recommendations finalized with approval of the then full Commission. How, a past and closed transaction finalized with the approval of the then Commission can be termed as gross irregularities by the Members of the Preliminary Enquiry Committee without recording their statement and consent.*

9-10. Not conserved with the appellant. Hence the petition / appeal bound on fact and law has not been rebutted which vouch for their baseless story of correspondents.

11. Incorrect. The Honorable Governor Khyber Pakhtunkhwa is the competent authority of the appellant and the Preliminary Enquiry Committee was constituted by the Chairman PSC in order to probe the facts and fix responsibility but the said committee leveled allegations and made recommendation of imposing Major Penalty of Dismissal from Service against the appellant beyond its jurisdiction

(TORs) without any documentary evidence even not established beyond shadow of doubt.

- 12. Incorrect. Detailed reply has been given in above para.
- 13. Incorrect. The competent authority issued direct show cause notice to the appellant without passing order of dispensing with the enquiry which is mandatory under Rule-7 of E&D Rules, 2011. Thus, the whole proceedings become null and void in the eyes of law.
- 14. Incorrect. No opportunity of personal hearing was provided by the Preliminary Enquiry Committee rather called the appellant for giving replies to their questions while sitting before them without giving opportunity or time for production of any documentary evidence in support of defense.. The said committee did not have the mandate to level allegations and made recommendation for imposing Major Penalty on the appellant despite that the Competent Authority i.e Governor Khyber Pakhtunkhwa issued direct show cause notice on the allegations and recommendations of the said committee without passing orders for dispensing with the enquiry which was mandatory under the law and dismissed the appellant from service. The appellant preferred Review Petition against the said orders which was turned down without any speaking order.
- 15. Incorrect. The appellant did not confess receipt of cheque from the candidate but submitted that the candidate thrown cheque on his table in the absence and went away. The appellant tried to find out him for returning the cheque but he left the office. The appellant torn the original cheque and retain a copy of the same for proof of innocence and also intimated the high ups about the incidence well before conducting enquiry by the Preliminary Enquiry Committee.
- 16. Incorrect. Detailed reply has been given in preceding paras..
- 17. The Preliminary Enquiry Committee did not obtain statement of any of subordinate or superior to judge reputation of appellant in the office with them the appellant worked during the last more than 30 years in order to establish the charge beyond shadow of doubt. Moreover, the said committee added this allegation in its findings beyond its domain without any documentary proof and evidence without

hearing the appellant for the charge and providing opportunity to say anything in self defense.

- 18. Incorrect. The appellant has been dismissed by the competent authority on the allegations and recommendations of the Preliminary Enquiry Committee which was not competent in accordance with its TORs to level allegations and made recommendations of imposing Major Penalty of dismissal from service of the appellant. Moreover, no regular departmental enquiry conducted and the competent authority issued direct show cause notice without passing order of dispensing with the enquiry prior to issuing show cause notice. Mere conducting of Preliminary Enquiry and collection of information through questionnaire does not meet the ends of justice and no way can be substitute to regular departmental enquiry.
- 19. Incorrect. The Chairman PSC was not competent to issue dismissal from service order of the appellant under his own signature as competent authority. Thus, the dismissal order of the appellant are not sustainable in the eyes of law.
- 20. Incorrect. The Review Petition of the appellant was rejected without cogent reasons and not a speaking order.

GROUND

- A. Incorrect. The whole procedure adopted by the respondents till dismissal from service of the appellant was not in consonance with the provisions of E&D Rules, 2011. Hence, the dismissal from service order of the appellant are illegal, unlawful and not based on facts as narrated in the paras of factual above.
- B. Incorrect. The Chairman PSC constituted Preliminary Enquiry Committee so as to probe facts and fix responsibility within the parameters of its TORs but the said committee beyond its domain (TORs) leveled allegations and recommended penalty of dismissal from

service of appellant with any evidence and establishing the allegation beyond shadow of doubt. No regular departmental enquiry was conducted serving charge sheet, statement of allegation, providing opportunity of self defense and proper personal hearing, none of the statement recorded in presence of the appellant nor provided opportunity of cross examination. Copy of enquiry report was not provided to the appellant with the show cause notice even despite request of the appellant. The competent authority issued direct show cause notice on the recommendations of the Preliminary Enquiry Committee for the charges even not established beyond shadow of doubt and without passing order of dispensing with the enquiry which was mandatory under the E&D Rules, 2011 and dismissed the appellant from service. The Review Petition of the appellant was rejected with no good grounds and not a speaking order. Thus, the dismissal order of respondents are not sustainable in the eyes of law and due process of law not fulfilled in the dismissal process of appellant.

- C. Incorrect. Detailed reply to the allegations has been given in preceding paras.
- D. Incorrect. The Preliminary Enquiry Committee was bound to probe and fix responsibility for the lapses if occurred but it did not have the mandate to establish allegations which has not been done in the instant case and recommend imposition of penalty on the appellant. Under the E&D Rules, 2011 enquiry can be dispensed with by the

competent authority in cases where guilt is proved with documentary proof and beyond shadow of doubt but in my case neither charges have not been established by the Preliminary Enquiry Committee beyond shadow of doubt nor the competent authority dispensed with enquiry passing orders and reasons recorded in black and white before issuing show cause notice.

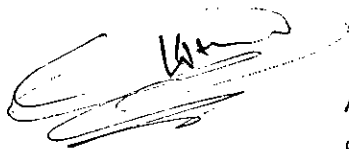
E. Incorrect. The issuance of warning and imposition of penalty i.e stoppage of three increments in the past occurred by the appellant on account of load of work can not be made as ground for dismissal of the appellant by the respondents because no one can be punished under the law twice for one and the same ground.

In view of the above, it is humbly prayed that the dismissal from service order dated 15.01.2016 and rejection of review petition order dated 18.04.2016 of the answering respondents may kindly be set asidewith cost along-with all back and consequential benefits allowing compensation for damaging career and putting in mental torture to the appellant despite innocence.



DEPONENT

Through



Akbar Yousaf Khalil,
& Amir Zaib Advocate High
Court Peshawar.

Dated: 17/01/2017



(9)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR.

Masood Zaman, Ex-Deputy Secretary KPK Public Service Commission, Peshawar.

VERSUS

Governor, through Chief Secretary Khyber Pakhtunkhwa Peshawar and others.

AFFIDAVIT:

It is hereby solemnly affirm and declared on oath that all the contents of the re-joinder are true and correct to the best of my knowledge and belief, and nothing has been canceled from this Honourable Court.

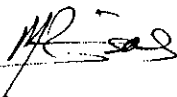
ATTESTED
Oath Commissioner
Zahoor Khan Advocate
Distt: Court Peshawar


DEPONENT

Identified by

1.8 JAN 2017

Amir Zaib Advocate





REVISED OFFICE ORDER

The following Officers/Officials are hereby appointed as Supervisor, Deputy Supervisor, Invigilator, Representative of the Commission and Educational Institutions in connection with the Ability Tests for the post of Assistant Sub-Inspectors (B-09) in Police Deptt. of Advt. No. 04/2014 scheduled to be held on 29th August 2015 as per detail given below:-

20-Hall: GOVT. SHAHEED ADNAN ARSHAD HIGHER SECONDARY SCHOOL, NO. 1 MARDAN

S.NO	Nomenclature of post(s)	Number of Candidates	Date of Test & Time
1	Assistant Sub-Inspector (BPS-09) (Advt. 04/2014, S. No. 02) (Female Quota) & Assistant Sub-Inspector (BPS-09) (Advt. 04/2014, S. No. 04) (In-Service Quota)	209	29 th August 2015 10:00AM

S. No	Name of Officer/Official	Appointed as	Date/Time of Duty
1	Mr. Ihsan ullah	Supervisor	29 th August 2015,
2	Mr. Masood Zaman (Assistant Director PSC)	Dy. Supervisor	-do-
3	Mr. Suliman (Jr. Clerk PSC)	Representative	-do-
4	Mr. Faiz ul Asar (N/Q PSC)	Representative/Water Carrier	-do-
5	Mr. Aftab Ahmed (N/Q PSC)	Representative/Seating arranger	-do-
6	Mr. Iqbal (SST)	Invigilator	-do-
7	Mr. Tahir Khan (SCT)	Invigilator	-do-
8	Mr. Tila Muhammad (SCT)	Invigilator	-do-
9	Mr. Muhammad Amin (SST)	Invigilator	-do-
10	Mr. Habib Ullah Baig (SCT)	Invigilator	-do-
11	Mr. Syed Anwar Ullah (SPET)	Invigilator	-do-
12	Mr. Muhammad Iqbal (SPET)	Invigilator	-do-
13	Mr. Muhammad Arif (SCT)	Invigilator	-do-
14	Mr. Farman Ullah (SST)	Invigilator	-do-
15	Mr. Hameed Gul	Chowkidar	-do-
16	Mr. Amjad Ali	Seating Arranger	-do-
17	Sweeper of School	Sweeper	-do-

INSTRUCTIONS

1. Out station representative will move to their respective station on 27/08/2015
2. Seating Arrangement of the above candidates is to be completed on 28.08.2015. The seating plan shall be placed on the notice board outside the hall.
3. Invigilating staff are directed to reach the examination hall Two hour earlier than the scheduled time.
4. Stationery etc, required in this regard is to be collected from the Examination store on 26.08.2015 for out stations and on 27.08.2015 for Peshawar Station.
5. Supervisor should invariably affix signature on each answer sheet.
6. Locally deputed Inspection Supervisor/ Representative of the Commission should bring the sealed answer sheets in the canvas bag personally and deliver to the Controller Examinations Secrecy PSC on the same day.
7. Attendance of the candidates shall be ensured by the supervisory staff after proper identification by checking the Candidate/ original computerized NIC and getting affixed thumb impression of each and every candidate on the attendance sheet.
8. Where a candidate does not possess the original CNIC in the examination center due to valid reasons, the concerned staff of the examination center may verify the identity of the candidates through other sources i.e. Service Card (if he/she is Govt. Servant), A- and License, Driving License or Domicile Certificate with one latest attested photograph in the police interest falling within the candidates may not be allowed for the test.
9. The Supervisory representatives are requested to ensure that all nominated staff perform the duty and no irrelevant individual is allowed to enter the examination hall or perform duty in place of appointed staff.
10. It shall be ensured that all the answer books of the present candidates have been collected and sealed properly in a canvas bag.
11. No request for cancellation or change of duty will be entertained.
12. Attendance sheet of the present /Absent candidates as a whole must be sealed for onward submission to the Controller Examination Secrecy at the end of Examination.
13. Attendance Proficiency of the Supervisory staff should be signed by the Supervisor /Dy. Supervisor & the same should be submitted to the Superintendent /Assistant Examination of the Conduct branch within 03 days positively so as to ensure all the operation accordingly.

Note:- The Supervisor, Dy. Supervisor of the Commission should invariably fill up the attendance distribution proficiencies accordance with the above schedule among the invigilators and submit the same to Superintendent Examination after completion of the test.

(Signature)
 26



OFFICE ORDER

The following Officers/Officials are hereby appointed as Supervisor, Deputy Supervisor, invigilator and Representative of the Commission and the Educational Institutions in connection with the Competitive Examination for the posts of Provincial Management Service/ETO (BPS-17) scheduled to be held on 16-09-2013 to 30-09-2013 as per detail given below:-

60- Govt: High School Bicket Gunj No.1 Mardan (No. of Candidates = 300)

S.No.	Name of Officer / Officials	Appointed as
1.	Dr. Syed Wajid Ali Shah(Principal)	Supervisor
2.	Mr. Masood Zaman Deputy Secretary PSC	Dy. Supervisor
3.	Mr. Kashif C/O PSC	Representative
4.	Mr. Ghulam Rabbani (SST Science)	Invigilator
5.	Mr. Kifayat Ullah (SST Science)	Invigilator
6.	Mr. Muntazir Shah(SST Science)	Invigilator
7.	Mr. Fazal Amin SCT	Invigilator
8.	Mr. Ijaz Ali (C.T)	Invigilator
9.	Mr. Abdul Muhammad (SDM)	Invigilator
10.	Mr. Firdos Khan (SCT)	Invigilator
11.	Mr. Muhammad Farooq	Invigilator
12.	Mr. Zabita Khan	Water Carrier
13.	Mr. Rahmanullah	Chowkidar
14.	Sweeper of School	Sweeper

INSTRUCTIONS

1. Seating Arrangement of the above candidates is to be completed on 13.09.2013. The seating plan shall be placed on the notice board outside the hall.
2. Invigilating staff are directed to reach the examination hall Two hour earlier than the scheduled time.
3. Stationery etc, required in this regard is to be collected from the Examination store on 12.09.2013 for out stations and on 13.09.2013 for Peshawar Station.
4. Supervisor should invariably affix signature on each answer sheet.
5. Locally deputed Inspection Supervisor/ Representative of the Commission should bring the sealed answer sheets in the canvas bag personally and deliver to the Controller Examinations Secrecy PSC on the same day.
6. Attendance of the candidates shall be ensured by the supervisory staff after proper identification by checking the Call letter/ original computerized NIC and getting affixed thumb impression of each and every candidate on the attendance sheet.
7. The Supervisors/Representatives are requested to ensure that all nominated staff performs the duty and no irrelevant individual is allowed to enter the examination hall or perform duty in place of appointed staff.
8. It shall be ensured that all the answers books of the present candidates have been collected and sealed properly in a canvas bag.
9. No request for cancellation or change of duty will be entertained.
10. Attendance Sheet of the present /Absent candidates as a whole must be sealed for onward submission to the Controller Examination Secrecy at the end of Examination.
11. Attendance Proforma of the Supervisory staff should be signed by the Supervisor /Dy. Supervisor & the same should be submitted to the Superintendent /Assistant Examination of the Conduct branch within 03 days positively so as to make Bill/Remuneration accordingly.

DIRECTOR EXAMINATIONS



REVISED OFFICE ORDER

The following Officers/Officials are hereby appointed as Inspection Supervisor, Supervisor, Deputy Supervisor, Representatives and other Invigilatory staff of the Commission/Police Department in respect of Physical test for the post of Assistant Sub-Inspector (BPS-09) in Police Department as per details given below:-

01- CENTER: SPORTS COMPLEX MARDAN SHEIKH MALTOON

S. No	Name of Officer/Official	Appointed as	Date/Time of Duty
1.	Mr. Masood Zaman (Assistant Director PSC)	Inspection Supervisor PSC Deptt:	11 th May to 27 th May 2015 09:00 AM
2.	SP Investigation Mardan	Supervisor (Police Deptt:)	-do-
3.	Mr. Haroon (Statistical Investigator PSC)	Dy: Supervisor PSC	-do-
4.	Mr. Farhan Shahzad (KPO PSC)	Representative PSC Deptt:	-do-
5.	Mr. Sadat Khan (KPO PSC)	Representative PSC Deptt:	-do-
6.	Mr. Kaleem Ullah (Asstt: Web Manger PSC)	Representative PSC Deptt:	-do-
7.	Mr. Fazal Rahman (Assistant Manger PSC)	Representative PSC Deptt:	-do-
8.	Mr. Waqar Ahmad (KPO IT Staff PSC)	Representative PSC Deptt:	-do-
9.	Mr. Zafar Khan (KPO IT Staff PSC)	Representative PSC Deptt:	-do-
10.	Mr. Rafi Ullah (N/Q PSC)	Representative/Water Carrier PSC Deptt:	-do-
11.	Police staff	Invigilator Police Deptt:	-do-
12.	-do-	Invigilator Police Deptt:	-do-
13.	-do-	Invigilator Police Deptt:	-do-
14.	-do-	Invigilator Police Deptt:	-do-
15.	-do-	Invigilator Police Deptt:	-do-
16.	-do-	Invigilator Police Deptt:	-do-
17.	-do-	Invigilator Police Deptt:	-do-
18.	-do-	Invigilator Police Deptt:	-do-
19.	-do-	Invigilator Police Deptt:	-do-
20.	-do-	Invigilator Police Deptt:	-do-

INSTRUCTIONS

1. Work plan for each day should be prepared and completed one day prior to actual test.
2. Invigilatory staff is directed to reach the test center one hour earlier than the scheduled time.
3. Stationery and attendance sheets/ Assesment sheets of the candidates etc, required in this regard is to be collected from the Examination branch two-days before the test.
4. Supervisor should invariably affix signature on Assesment sheet against the result of each individual.
5. Inspection Supervisor/ Supervisor/ Dy: Supervisor should sign each page of the the Assesment Sheet on concluding the day.
6. Supervisor should ensure transparency during the test.
7. Attendance of the candidates shall be ensured by the supervisory staff after proper identification by checking the Call letter/ original computerized NIC and getting affixed thumb impression of each and every candidate.
8. Where a candidate does not possess the original CNIC in the examination center due to valid reasons, the concerned staff of the examination center may verify the identity of the candidates through other sources i.e Service Card (if he/she is Govt: Servent), Armed License, Driving License or Domicile Certificate with one latest attested photograph in the public interest failing which the candidates may not be allowed for the test.
9. The Supervisors/Representatives are directed to ensure that all nominated staff performs the duty and no irrelevant individual is allowed to enter the test area or to perform duty in place of appointed staff.
10. Result of each individual should be announced on the same day.
11. Supervisor shall handover Assesment Sheet, complete in all respect, to the Inspection Supervisor after concluding the results.
12. Attendance Proforma of the Supervisory staff should be signed by the Supervisor /Dy. Supervisor and the same should be submitted to the Superintendent/ Assistant of the Examination branch of PSC within 03 days of conclusion of test positively so as to make bill/ remuneration accordingly.



KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION PESHAWAR

OFFICE ORDER

The following officers/officials are hereby deputed for reservation of Examination Halls of the Schools / Colleges/Educational Institutions at the Stations noted against each name for Ability Tests schedule to be held w.e.f 25th to 27th December 2014 for the Post of *Tehsildar in Revenue & Estate Department, Head Mistress in Elementary & Secondary Education Department, Lecturer Islamiyat in Higher Education Department and Assistants in Higher Education Deptt: & Establishment Deptt:* as per detail given below:-

S.No	Name of Officers / Officials	
1.	Mr. Rizwan Ullah (Deputy Director)	(Swat Station)
2.	Mr. Masood Zaman (Assistant Director)	(Mardan Station) ✓
3.	Mr. Fazal Qayyum (Supdt:) PSC	(Bannu Station)
4.	Mr. Abdul Latif (Supdt:) PSC	(D.I.Khan Station)
5.	Mr. Muhammad Sajjad Qureshi (Superintendent)	(Abbottabad Station)
6.	Mr. Amir Nawaz (Assistant) PSC	(Kohat Station)
7.	Concerned Assistant/Superintendent of Exam Branch (Peshawar Station)	

Peshawar Station					
S. No	Subject	Test Dates	Male Candidates	Female Candidates	Total No. of Candidates
1.	Tehsildar Screening Test (Advt. No. 03/2014)	25/12/2014 (Morning)	---	---	5350
2.	Head Mistress (BPS-17) (Advt. 06/2013, S. No. 06)	26/12/2014 (Morning)	---	1500	1500
3.	Male & Female Lecture Islamiyat (Advt.06/2013,S.No.15) (Sub Sr.No 8) &(Advt.06/2013,S.No.16) (Sub Sr. No 7)	26/12/2014 (Evening)	626	560	1186
4.	Office Assistant in E&AD (BPS-14) (Both sexes) (Advt.06/2013,S.No. 07)	27/12/2014 (Morning)	---	---	3000

5.	Office Assistant directorate of higher education. (Advt. 02/2013, S. No. 28)& (Advt. 02/2014, S. No. 26)	27/12/2014 (Evening)	----	----	3000
MARDAN STATION					
S. No	Subject	Test Dates	Male Candidates	Female Candidates	Total No. of Candidates
1	Tehsildar Screening Test (Advt. No. 03/2014)	25/12/2014 (Morning)	---	---	2620
2	Head Mistress (BPS-17) (Advt. 06/2013, S. No. 06)	26/12/2014 (Morning)	----	1700	1700
3	Male & Female Lecture Islamiyat (Advt. 06/2013, S. No. 15) (Sub Sr. No 8) & (Advt. 06/2013, S. No. 16) (Sub Sr. No 7)	26/12/2014 (Evening)	600	665	1265
4	Office Assistant in E&AD (BPS-14) (Both sexes) (Advt. 06/2013, S. No. 07)	27/12/2014 (Morning)	---	---	1450
5	Office Assistant directorate of higher education. (Advt. 02/2013, S. No. 28)& (Advt. 02/2014, S. No. 26)	27/12/2014 (Evening)	----	----	1200
ABBOTTABAD STATION					
S. No	Subject	Test Dates	Male Candidates	Female Candidates	Total No. of Candidates
1	Tehsildar Screening Test (Advt. No. 03/2014)	25/12/2014 (Morning)	---	---	1320
2	Head Mistress (BPS-17) (Advt. 06/2013, S. No. 06)	26/12/2014 (Morning)	----	1700	1700
3	Male & Female Lecture Islamiyat (Advt. 06/2013, S. No. 15) (Sub Sr. No 8) & (Advt. 06/2013, S. No. 16) (Sub Sr. No 7)	26/12/2014 (Evening)	400	470	870
4	Office Assistant in E&AD (BPS-14) (Both sexes) (Advt. 06/2013, S. No. 07)	27/12/2014 (Morning)	---	---	800
5	Office Assistant directorate of higher education. (Advt. 02/2013, S. No. 28)& (Advt. 02/2014, S. No. 26)	27/12/2014 (Evening)	----	----	700
SWAT STATION					
S. No	Subject	Test Dates	Male Candidates	Female Candidates	Total No. of Candidates
1	Tehsildar Screening Test (Advt. No. 03/2014)	25/12/2014 (Morning)	---	---	4410
2	Head Mistress (BPS-17) (Advt. 06/2013, S. No. 06)	26/12/2014 (Morning)	----	1900	1900
3	Male & Female Lecture Islamiyat (Advt. 06/2013, S. No. 15) (Sub Sr. No 8) & (Advt. 06/2013, S. No. 16) (Sub Sr. No 7)	26/12/2014 (Evening)	1200	660	1860

4	Office Assistant in E&AD (BPS-14) (Both sexes) (Advt.06/2013,S.No. 07)	27/12/2014 (Morning)	---	---	2000
5	Office Assistant directorate of higher education. (Advt. 02/2013, S. No. 28)& (Advt. 02/2014, S. No. 26)	27/12/2014 (Evening)	---	---	1800

BANNU STATION

S. No	Subject	Test Dates	Male Candidates	Female Candidates	Total No. of Candidates
1	Tehsildar Screening Test (Advt. No. 03/2014)	25/12/2014 (Morning)	---	---	2510
2	Head Mistress (BPS-17) (Advt. 06/2013,S. No. 06)	26/12/2014 (Morning)	---	900	900
3	Male & Female Lecture Islamiyat (Advt.06/2013,S.No.15) (Sub Sr.No 8) &(Advt.06/2013,S.No.16) (Sub Sr. No 7)	26/12/2014 (Evening)	620	330	950
4	Office Assistant in E&AD (BPS-14) (Both sexes) (Advt.06/2013,S.No. 07)	27/12/2014 (Morning)	---	---	1500
5	Office Assistant directorate of higher education. (Advt. 02/2013, S. No. 28)& (Advt. 02/2014, S. No. 26)	27/12/2014 (Evening)	---	---	1500

D.I KHAN STATION

S. No	Subject	Test Dates	Male Candidates	Female Candidates	Total No. of Candidates
1	Tehsildar Screening Test (Advt. No. 03/2014)	25/12/2014 (Morning)	---	---	1110
2	Head Mistress (BPS-17) (Advt. 06/2013,S. No. 06)	26/12/2014 (Morning)	---	600	600
3	Male & Female Lecture Islamiyat (Advt.06/2013,S.No.15) (Sub Sr.No 8) &(Advt.06/2013,S.No.16) (Sub Sr. No 7)	26/12/2014 (Evening)	220	160	380
4	Office Assistant in E&AD (BPS-14) (Both sexes) (Advt.06/2013,S.No. 07)	27/12/2014 (Morning)	---	---	400
5	Office Assistant directorate of higher education. (Advt. 02/2013, S. No. 28)& (Advt. 02/2014, S. No. 26)	27/12/2014 (Evening)	---	---	400

KOHAT STATION

S. No	Subject	Test Dates	Male Candidates	Female Candidates	Total No. of Candidates
1	Tehsildar Screening Test (Advt. No. 03/2014)	25/12/2014 (Morning)	---	---	1520
2	Head Mistress (BPS-17) (Advt. 06/2013,S. No. 06)	26/12/2014 (Morning)	---	1000	1000

3	Male & Female Lecture Islamiat (Advt.06/2013,S.No.15) (Sub Sr.No 8) &(Advt.06/2013,S.No.16) (Sub Sr. No 7)	26/12/2014 (Evening)	320	240	560
4	Office Assistant in E&AD (BPS-14) (Both sexes) (Advt.06/2013,S.No. 07)	27/12/2014 (Morning)	---	---	800
5	Office Assistant directorate of higher education. (Advt. 02/2013, S. No. 28)& (Advt. 02/2014, S. No. 26)	27/12/2014 (Evening)	----	----	600

The above officers/officials are required to complete the process of reservation of Examination Halls within a weak time under Intimation to this Examination Wing. The officer of the respective stations personally check the capacity of the Hall/ Side Rooms and give complete detail to the Controller Examination (Conduct) so as to appoint the Supervisory staff according to the number of Hall/Side Rooms of the concerned School/Colleges etc.

-sd-

DIRECTOR EXAMINATION

No. PSC-EXAM-2014/ 93258-65

Dated: 31/10/2014.

Copy to:-

1. Mr. Rizwan Ullah (Deputy Director) (Swat Station)
2. Mr. Masood Zaman (Assistant Director) (Mardan Station)
3. Mr. Muhammad Sajjad Qureshi (Superintendent) (Abbottabad Station)
4. Mr. Fazal Qayyum (Supdt:) PSC (Bannu Station)
5. Mr. Amir Nawaz (Assistant) PSC (Kohat Station)
6. Mr. Abdul Latif (Supdt:) PSC (D.I.Khan Station)
7. Concerned Assistant/Superintendent of Exam Branch (Peshawar Station)
8. Office Order file


CONTROLLER OF EXAMINATION
(CONDUCT)

(6)

Affidavit

It is certified that Mr. Masood Zaman has worked in the office of Khyber Pakhtunkhwa Public Service Commission from 10-11-1984 to 18-01-2016 and no complaint has been received till date against him. He is very cooperate and kind with his juniors as well as with his high ups.

He is very sincere with the official work and left no incomplete task in the office malafidely. He remained very punctual, trustworthy and also taken keen interest in the official works.

During my service I found him always cooperative, officer/colleague and bears a model & moral character.

Shaukat Ali (C.O)
Alim Zaid Supdt II.
18/1/2016

Mu. Jaffer
Supdt Recd.

Mehrabans Fighr
Asstt. Bc

Junaid
18/1/16

Muhammad
Asstt. Bc
Special Bengali
Supdt.
Rizwanullah
Supdt

Adam Mir
Supdt
18/1/2016
Rab Nawaz

Junaid
Junaid
Junaid
Junaid
Junaid
Junaid
Junaid

Mohd. Anwar
Asstt. Bc
Sulaiman
Robulain
Fazli Anis
Fazli Anis
Shaukat
Shaukat

18/1/2016
Feroz Hussain
18-01-2016
Feroz Hussain

Rauf
Rauf

Name	Designation	Signature
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Iqbal Shah	Dy - Director	
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Fazal Qayyum	Assistant Director	
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Zahir Khan	N/O asst	18/1/16
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Rehman Saif	-dep-	
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Shahabuddin	-dep-	
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Ghulam Khair	PS	
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Muhammad Shah H/o: Abdul Aleem	PS S/C	
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Nigar Gul Mushtaq Shah	w/c Suptt	
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Naveed Rifayatullah	S/C S/C	
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Usman Jawed	Asstt	
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Naeem ul Haq	c/o	
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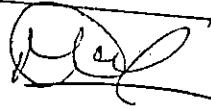
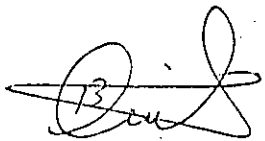

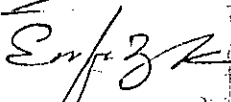
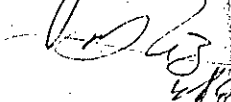
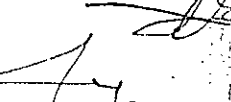


Sharif Khan Tanveer Mushtaq	J/C S/C	
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Raza Muhammad Ghulam Abbas	Asstt N/O	
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Muhammad Khan (c/o)	
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Sajjad Raza Nasir Ahmad	PS 18/1/16
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(3)

<u>Name</u>	<u>Designation</u>	<u>Signature</u>
Masrooq Yul	Surfct	
Bilal Khan	Junior Clerk	
Shahadat Khan	Junior Clerk	
SARFRAZ KHAN	Private Secretary	
M. Reza		
Musam Ullah	Naib Qasid	
Izud Syon	Driver	
Ihsan Khan	Assistant	

(60)

Annexure "E"

(Signature)

BAFFA BRANCH MANSEHRA (1423)
Ph. No. 0997-510440/510620
Fax. No. 0997-510440

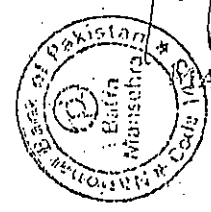
Annexure

TO WHOM IT MAY CONCERN

It is certified that Account 1204-3 was maintained by us in the name of Hafiz Munibullah S/O Rafiqullah since February 1998 resident of Village and PO Baffa Tehsil and District Manshra. Moreover the caption account has been closed in year 2003.

June 18, 2015

(Signature)



MANAGER

(62)

50

CURRENT A/C NO. WY CHEQUE NO.

633201

National Bank of Pakistan



01-08-2011

مبلغ 750000/-

750000/-

Seven lac and fifty

Thousand only

(M)

DO NOT WRITE BELOW THIS LINE

(63)



Annexure-V

