

**BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL PESHAWAR**  
**AT CAMP COURT SWAT**

Service Appeal No. 870/2019

Date of Institution ... 02.07.2019

Date of Decision ... 07.04.2022

Bakht Rawan, Principal Government Degree College Chakesar,  
District Shangla.

... (Appellant)

VERSUS

Government of Khyber Pakhtunkhwa through Chief Secretary at  
Peshawar and two others.

... (Respondents)

-----  
DR. ADNAN KHAN

Advocate

---

For appellant.

MR. NOOR ZAMAN KHATTAK,

District Attorney

---

For respondents.

MR. SALAH-UD-DIN

---

MEMBER (JUDICIAL)

MS. ROZINA REHMAN

---

MEMBER (JUDICIAL)

JUDGMENT:

SALAH-UD-DIN, MEMBER:-

Precise facts are that the

appellant, while posted Incharge Principal/DDO and later on

as Principal Government Degree College Chakesar Shangla,

had allowed Namdar Alam Lecturer to proceed to Qatar

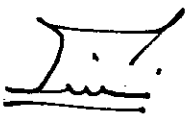
several times without obtaining proper leave as well as NOC

and had also released salaries for the period during which

Namdar Alam had remained absent from duty. On conclusion

of the inquiry, major penalty of reduction to lower post for a

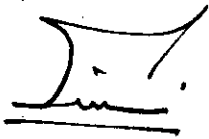
period of three years was imposed upon the appellant vide



order dated 22.02.2019, which was challenged by the appellant through filing of departmental appeal/review but the same was not responded within the statutory period, hence the instant service appeal.

2. Notices were issued to the respondents, who submitted their comments, wherein they denied the assertions made by the appellant in his appeal.

3. Learned counsel for the appellant has contended that no proper regular inquiry as required under Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 was conducted against the appellant and he was awarded illegal penalty on the basis of an inquiry, which was preliminary in nature; that the mandatory provisions of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 were violated and the appellant was not even provided any opportunity of recording his statement or providing evidence in his defence; that no witnesses were examined in presence of the appellant and he was thus provided opportunity of cross-examination; that the appellant was found innocent during personal hearing and a report in this respect was also sent to the competent Authority but the same was not taken into consideration and even copy of the same was not provided to the appellant despite several requests being made to the concerned Authority; that the earned leave of lecturer namely Namdar Alam was processed and sanctioned by the then Principal namely Sardar Alam, however he was spared and the appellant was wrongly and



illegally victimized for no fault on his part; that the appellant was proceeded against for wrongdoings of the lecturer Namdar Alam, who was initially removed from service vide order dated 11.09.2018 but the said order was clandestinely withdrawn vide order dated 19.09.2018 and later on, he was not only reinstated but was also promoted as Assistant Professor vide order dated 08.10.2019.

4. On the other hand, learned District Attorney for the respondents has argued that the appellant being Principal of the concerned college was required to have reported absence of the concerned lecturer to the high-ups but he kept mum and assisted the concerned lecturer in withdrawing of his salaries for the period during which he remained absent from duty; that a regular inquiry was conducted against the appellant and he was provided opportunity of personal hearing as well as self defense; that in view of material collected against the appellant during the inquiry, he was found guilty of charges of inefficiency and misconduct, therefore, he has rightly been awarded major penalty of reduction to lower post for a period of three years.

5. We have heard the arguments of learned counsel for the appellant as well as learned District Attorney for the respondents and have perused the record.

6. A perusal of the record would show that one Mr. Namdar Alam Lecturer in Pashto in Government Degree College Chakesar Shangla, was proceeded against on the allegations that several visits to Qatar were made by him without

obtaining ex-Pakistan leave as well as No Objection Certificate. The appellant being the Principal of the concerned college was also proceeded against departmentally on the allegations that he had allowed lecturer Namdar Alam to proceed abroad without obtaining ex-Pakistan leave as well as NOC and had also released salaries for the period during which Namdar Alam remained absent from duty. It is evident from the record that the issue of visiting of lecturer Namdar Alam to Qatar surfaced, when one Niaz Ahmed S/o Nazir Khan resident of Chekesar District Shangla lodged a complaint, alleging therein that Namdar Alam had been working in Qatar with effect from 2015 to 2017 in split tenures and was also in probation of Qatar residence permit. Disciplinary action was initiated against lecturer Namdar Alam and on conclusion of the inquiry, major penalty of removal from service as well as recovery of salaries for the unauthorized period was awarded to lecturer Namdar Alam vide Notification bearing No. SO(C-II)/HED/12-16/309-12/2018 dated 11.09.2018. The aforementioned notification dated 11.09.2018 was, however withdrawn vide No. SO(C-II)/HED/12-16/2017/Namdar Alam/Pashto/839-42 dated 19.09.2018, without mentioning any reason for its withdrawal. Later on vide Notification No. SO(C-II)/HED/12-16/1109-13/2018 dated 22.02.2019, which is almost a verbatim copy of the earlier Notification dated 11.09.2018, the same major penalty of removal from service as well as recovery of salaries for the unauthorized period was again awarded to lecturer Namdar Alam. Similarly, the appellant was also awarded major penalty of reduction to



lower post for a period of three years vide impugned Notification dated 22.02.2019.

7. Vide Notification No. SO (C-II)/HED/12-16/2018 dated 30.05.2019, the penalty awarded to lecturer Namdar Alam was modified and minor penalty of deduction of two increments for two years and recovery of salaries for the unauthorized absence period was awarded to him. Not only the penalty awarded to him was modified, he was also promoted to the post of Assistant Professor (BPS-18) and posted in the same college vide order dated 18.10.2019. On the other hand, the penalty awarded to the appellant was also challenged by him through filing of review petition to the concerned Authority but the same was not at all responded. Disciplinary action against the appellant was the outcome of the alleged wrong doing of Lecturer Namdar Alam, however he has been awarded minor penalty and has also been promoted, while the appellant has been saddled with major penalty, which clearly show double standards on part of the competent Authority.


8. The appellant was notified as Incharge Principal/DDO of the concerned college on 01.03.2016, however lecturer Namdar Alam had already been granted earned leave on half pay with effect from 01.03.2016 to 30.06.2016 by the previous Principal Sardar Alam. The visiting of lecturer Namdar Alam to Qatar without NOC and sanctioned ex-Pakistan leave, was wrong on the part of lecturer Namdar Alam. Nothing is available on the record, which could show that he was allowed

by the appellant to proceed abroad without obtaining ex-Pakistan leave as well as NOC. Moreover, the available record does not show that incriminating material was put to the appellant in the shape of evidence and he was provided opportunity of cross-examination. The appellant has specifically alleged in ground-D of his appeal that the inquiry officer had not even recorded his statement. In response, the respondents have not annexed any documentary proof alongwith their comments, which could show that the statement of the appellant was recorded during the inquiry.

9. In view of the above discussion, the appeal in hand is allowed by setting-aside the impugned order. We have been informed during the course of arguments that the appellant has retired from service, therefore, it is directed that the pensionary benefits of the appellant shall be calculated by considering him as retired from the post of Principal (BPS-19) with all back benefits. Parties are left to bear their own costs. File be consigned to the record room.

ANNOUNCED  
07.04.2022

  
(ROZINA REHMAN)  
MEMBER (JUDICIAL)  
CAMP COURT SWAT

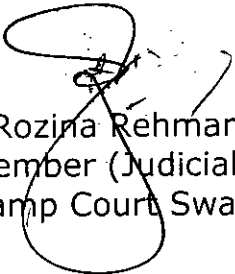
  
(SALAH-UD-DIN)  
MEMBER (JUDICIAL)  
CAMP COURT SWAT


ORDER  
07.04.2022

Learned counsel for the appellant present. Mr. Noor Zaman Khattak, District Attorney for the respondents present. Arguments heard and record perused.

Vide our detailed judgment of today, separately placed on file, the appeal in hand is allowed by setting-aside the impugned order. We have been informed during the course of arguments that the appellant has retired from service, therefore, it is directed that the pensionary benefits of the appellant shall be calculated by considering him as retired from the post of Principal (BPS-19) with all back benefits. Parties are left to bear their own costs. File be consigned to the record room.

ANNOUNCED  
07.04.2022

  
(Rozina Rehman)  
Member (Judicial)  
Camp Court Swat

  
(Salah-Ud-Din)  
Member (Judicial)  
Camp Court Swat

10.02.2022

Tour is hereby canceled .Therefore, the case is adjourned  
to 07.04.2022 for the same as before at Camp Court Swat.



Reader



06/04/2021

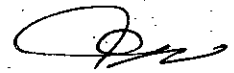
Due to COVID-19, the case is adjourned to

08/04/2021 for the same.

  
READER

8-4-21

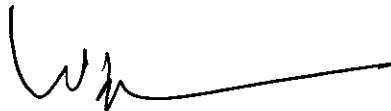
*Due to COVID-19, the case is adjourned to 1.11.2021 for same.*



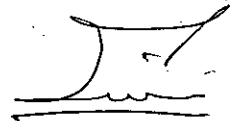
01.11.2021

Appellant alongwith Mr. Sheraz (junior of learned counsel for the appellant) present. Mr. Asif Masood Ali Shah, Deputy District Attorney for the respondents present.

Junior of learned counsel for the appellant requested for adjournment on the ground that learned counsel for the appellant is not available today due to some domestic engagement. Adjourned. To come up for arguments before the D.B on 10.12.2021 at Camp Court Swat.



(Atiq-Ur-Rehman Wazir)  
Member (E)  
Camp Court Swat



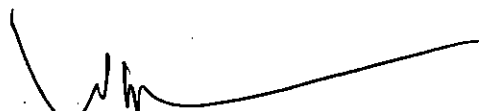
(Salah-Ud-Din)  
Member (J)  
Camp Court Swat

09.12.2021

Junior to counsel for appellant present.

Muhammad Riaz Khan Paindakheil, learned Assistant Advocate General for respondents present.

Former made a request for adjournment as senior counsel is before Hon'ble Peshawar High Court. Opportunity is granted. To come up for arguments on 10.02.2022 before D.B at Camp Court, Swat.



(Atiq ur Rehman Wazir)  
Member (E)  
Camp Court, Swat.



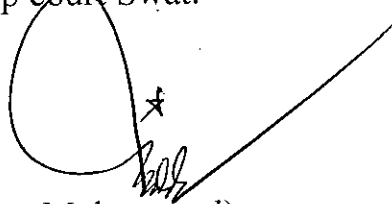
(Rozina Rehman)  
Member (J)  
Camp Court, Swat

06.10.2020

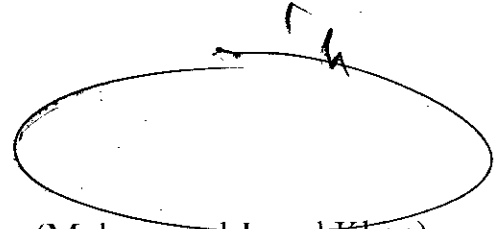
Neither the appellant nor her counsel is present. Mr. Usman Ghani, District Attorney for respondents present.

Arguments could not be heard due to strike of the District Bar Association, Swat.

Adjourned to 08.12.2020 for arguments before D.B at camp court Swat.



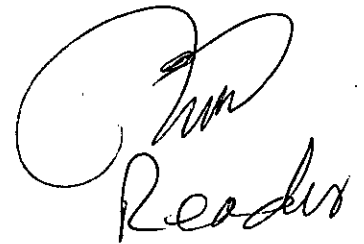
(Mian Muhammad)  
Member(E)



(Muhammad Jamal Khan)  
Member  
Camp Court Swat

08-12-20

Due to COVID-19 case is adjourned  
to 02-02-2021

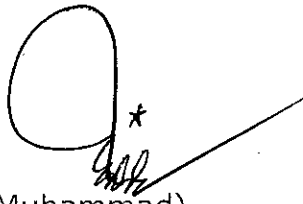


02.02.2021

Nemo for appellant.

Riaz Khan Paindakheil learned Assistant Advocate General alongwith Fazal Haleem Associate Professor for respondents present.

Notice be issued to appellant/counsel for 06.04.2021 for arguments before D.B at Camp Court, Swat



(Mian Muhammad)  
Member (E)  
Camp Court, Swat



(Rozina Rehman)  
Member (J)  
Camp Court, Swat

04.03.2020

Learned counsel for the appellant present. Mr. Usman Ghani learned District Attorney alongwith Kazi Ayaz Litigation Officer present.

Learned ~~counsel~~ stated that inquiry record of the accused Namdar Alam Lecturer is very much necessary for proper disposal of the present service appeal. Similarly, learned counsel for the appellant requested for requisitioning of the report of Secretary Public Health Engineering namely Bahramand who has given personal hearing to the appellant on behalf of Chief Minister. Representative of respondent No.2 is directed to furnish the above mentioned record and document on the next date. Adjourn. To come up for record/arguments on 08.04.2020 before D.B at Camp Court, Swat.



Member



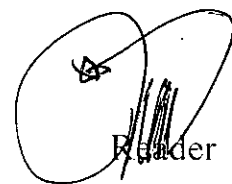
Member

Camp Court, Swat.

Due to corona viruse to av  
to camp court swat has been  
cancelled. To come up for the  
same on - 03-06-2020

03.06.2020

Due to Covid-19, the case is adjourned. To come up for the same on 06.08.2020, at camp court Swat.



Member

03.12.2019

Learned counsel for the appellant present. Mr. Riaz Paindakheil learned Assistant Advocate General alongwith Khushi Muhammad S.O present. Representative of the respondent department submitted written reply/comments. To come up for rejoinder if any and arguments on 04.02.2020 before D.B at Camp Court, Swat

  
Member  
Camp Court, Swat

04.02.2020

Appellant absent. Learned counsel for the appellant absent. Mr. Muhammad Jan learned Deputy District Attorney alongwith Mr. Fazle Hadi Associate Professor for the respondents present. Lawyers are not attending the courts today on the call of Khyber Pakhtunkhwa Bar Council. Adjourn. To come up for further proceedings/arguments on 04.03.2020 before D.B at Camp Court Swat. Appellant be put to notice for the date fixed.

  
Member

  
Member  
at Camp Court Swat

04.09.2019

Learned counsel for the appellant present. Preliminary arguments heard.

The appellant (Principal Government Degree College Chakaesar District Shangla) has filed the present service appeal against the order dated 22.02.2019 whereby he was awarded major penalty of reduction to lower post for a period of three (03) years.

Points urged need consideration. The appeal is admitted for regular hearing subject to all just legal objections. The appellant is directed to deposit security and process fee within 10 days. Thereafter notices be issued to the respondents for reply/comments. To come up for written reply/comments on 04.11.2019 before S.B at Camp Court, Swat.


Appellant Deposited  
Security & Process Fee

16/9/19

  
Member  
Camp Court, Swat

04.11.2019

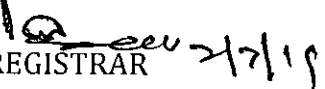

Junior counsel for the appellant and Mr. Riaz Ahmad Paindakheil, Assistant AG alongwith Qazi Aslam, Litigation Officer for the respondents present. Written reply on behalf of respondents not submitted. Representative of the respondents requested for adjournment. Adjourned to 03.12.2019 for written reply/comments before S.B at Camp Court Swat.

  
(Muhammad Amin Khan Kundi)  
Member  
Camp Court Swat

Form- A  
FORM OF ORDER SHEET

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

Case No.- 870/2019

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	02/07/2019	<p>The appeal of Mr. Bakhat Rawan Presented today by Dr. Adnan Khan Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p>
2-	9-7-19	<p>This case is entrusted to touring S. Bench at Swat for preliminary hearing to be put up there on <u>04-09-19</u></p> <p style="text-align: right;"> CHAIRMAN</p>

**BEFORE THE HON'BLE SERVICE TRIBUNAL,**  
**KHYBER PAKHTUNKHWA, PESHAWAR**

Service Appeal No. 870 of 2019

Bakht Rawan.....Appellant

**VERSUS**

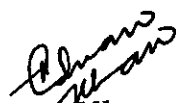
Government of Khyber Pakhtunkhwa and others

.....Respondents

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7.	Copy of notification	D	16-17
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Appellant though Counsel

  
Dr. Adnan Khan, Barrister-at-Law  
Advocate Supreme Court of Pakistan  
Office: Adnan Law Associates,  
Opp. Grassy ground Mingora, Swat.  
Cell: 0346-9415233

**BEFORE THE HON'BLE SERVICE TRIBUNAL,**  
**KHYBER PAKHTUNKHWA, PESHAWAR**

Khyber Pakhtunkhwa  
Service Tribunal

Service Appeal No. 870 of 2019

Diary No. 912

Dated 02-7-2019

Bakht Rawan, Principal Government Degree College Chakesar,  
District Shangla.

.....Appellant

**VERSUS**

- 1) Government of Khyber Pakhtunkhwa through Chief Secretary at Peshawar.
- 2) Secretary Higher Education Department, Government of KPK at Peshawar.
- 3) Director Higher Education Department, Peshawar.

.....Respondents

**APPEAL UNDER SECTION 4 OF THE**  
**KHYBER PAKHTUNKHWA SERVICE**  
**TRIBUNAL ACT, 1974.**

Filed to-day

Registrar

Respectfully Sheweth:

1. That the appellant is a regular employee of Higher Education Department, presently posted as Principal Government Degree College Chakesar, District Shangla.
2. That one Mr. Namdar Alam, Lecturer Government Degree College, Chakesar was proceeded under the E&D Rules for his alleged illegal absence from duty by the competent authority.



3. That a preliminary inquiry was sanctioned by respondent No.2 against the above mentioned Lecturer Namdar Alam. Worth to mention that as per the necessary correspondence, the appellant's name was not included in the inquiry to be conducted.
4. That ironically, the inquiry committee comprising of DG Provincial Ombudsman and Professor Muhammad Nawaz Principal Govt: Degree College Khanpur, District Haripur also included the appellant in the inquiry.
5. That the aforementioned committee conducted its preliminary inquiry, wherein the appellant was declared guilty for allowing withdrawal of salary by Namdar Khan for period of his absence (Copy of inquiry report is attached as Annexure "A").
6. That later on, opportunity of personal hearing was provided to the appellant. Secretary Public Health Engineering was appointed as Hearing Officer, who after hearing the appellant presented his report to the Worthy Chief Minister KPK. Per report, the appellant was exonerated from the allegations leveled against him. Worth to mention that despite various requests, the said report was not provided to the appellant.
7. That subsequently, a Show Cause Notice was issued to the appellant by the competent authority (Copy of Show Cause notice is attached as Annexure "B").

8. That in response to the Show Cause notice, the appellant filed his detailed reply on 07-10-2018 (Copy of reply is attached as Annexure "C").
9. That respondent No.2, vide notification dated 22-02-2019, imposed a major penalty of reduction to lower post for a period of three years upon the appellant (Copy of notification is attached as Annexure "D").
10. That the appellant being aggrieved as above, filed appeal/review before the relevant forum, which has not been responded to as yet despite the lapse of the statutory period (Copy of appeal/review petition is attached as Annexure "E").
11. That being aggrieved of the above mentioned order, the appellant files this appeal, *inter alia* on the following grounds;

GROUND:

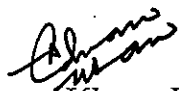
- A) That the impugned proceedings right from their inception till the impugned order are illegal, *corum non judice* and violation of due process of law, hence the same are liable to be set aside.
- B) That no inquiry within the meaning of E&D Rules has been conducted either. Furthermore, the alleged inquiry which is in fact a preliminary inquiry does not recommend any penalty to be imposed on the appellant. The law is very much clear on the point that in absence of recommendation of any penalty by the inquiring forum, no penalty can be imposed upon the accused Civil Servant.

- C) That the report of the Hearing Officer has been kept concealed. This fact in fact is sufficient to establish malafide of the respondents.
- D) That on factual side as well the impugned proceedings are not sustainable. During the so called inquiry, the appellant was not questioned in the matter, the gist of evidence was never provided to him, no questionnaire was given to the appellant and no written or oral statement was obtained from the appellant. All these factors are tantamount to establish that the appellant was not made part of the inquiry.
- E) That keeping the legal intricacies aside, the core allegations that the appellant is responsible for someone's absence from duty, the appellant never sanctioned or recommended the leave in respect of Mr. Namdar Alam.
- F) That the penalty so imposed upon the appellant does not commensurate to the allegations leveled against him; particularly when the appellant is at the verge of retirement and has served the department for a long period with a spotless career.
- G) That further grounds, with leave of this Tribunal, would be raised at the time of oral submissions.

It is, therefore, humbly prayed that on acceptance of this appeal, the impugned order dated 22-02-2019, whereby the major penalty of reduction to lower post for a period of three years has been imposed upon the appellant be


declared as illegal and the same be set aside. Any other remedy though may not specifically prayed for, but which circumstances of the case would demand in the interests of justice, may also be granted.


  
Appellant  
Through Counsel

  
Dr. Adnan Khan, Barrister-in-Law  
Advocate Supreme Court of Pakistan

**CERTIFICATE:**

Certified that no such like appeal has earlier been filed before this Hon'ble Tribunal on the subject matter.

  
Appellant  
Through Counsel

  
Dr. Adnan Khan, Barrister-in-Law  
Advocate Supreme Court of Pakistan.

6

**BEFORE THE HON'BLE SERVICE TRIBUNAL,**  
**KHYBER PAKHTUNKHWA, PESHAWAR**

*Service Appeal No.* \_\_\_\_\_ *of 2019*

Bakht Rawan.....*Appellant*

**VERSUS**

Government of Khyber Pakhtunkhwa and others

.....*Respondents*

**AFFIDAVIT**

I, **Bakht Rawan** (Appellant), do hereby solemnly affirm and declare that the **contents** of the above titled Appeal are true and correct **To The** best of my knowledge and belief. Furthermore, no such like appeal has earlier been filed before this **Hon'able** Tribunal or elsewhere on this subject matter.

DEPONENT

**ATTESTED**  
**M. Aziz Advocate**  
**OATH COMMISSIONER**  
**District Courts Swat.**  
Licence No. 2/15  
No. \_\_\_\_\_ Date \_\_\_\_\_



**Bakht Rawan**

7

**BEFORE THE HON'BLE SERVICE TRIBUNAL,**  
**KHYBER PAKHTUNKHWA, PESHAWAR**

Service Appeal No. \_\_\_\_\_ of 2019

Bakht Rawan .....Appellant

**VERSUS**

Government of Khyber Pakhtunkhwa and others

.....Respondents

**ADDRESSES OF THE PARTIES**

**APPELLANT:**

Bakht Rawan, Principal Government Degree College Chakesar,  
District Shangla.

(NIC #15503-2103580-7)

(Cell # 0343-9110023)

**RESPONDENTS:**

- 1) Government of Khyber Pakhtunkhwa through Chief Secretary at Peshawar.
- 2) Secretary Higher Education Department, Government of KPK at Peshawar.
- 3) Director Higher Education Department, Peshawar.

Appellant



**Bakht Rawan**



PROVINCIAL OMBUDSMAN (صوبائی محتسب) SECRETARIAT,  
KHYBER PAKHTUNKHWA

8

Ann "A"

DG/INQ-2018-19

Dated 06-04-2018

To

The Secretary,  
Govt: of Khyber Pakhtunkhwa  
Higher Education, Archives, & Lib: Department.


Subject: DISCIPLINARY PROCEEDINGS AGAINST BOTH MR. NAMDAR ALAM LECTURER IN PASHTO, GDC CHAKESSAR SHANGLA FOR ABSENCE AND FREQUENT VISITS TO QATAR WITH OUT EX-PAKISTAN LEAVE AND NOC AND MR. BAKHT RAWAN THE PRESENT PRINCIPAL GDC CHAKESSAR SHANGLA FOR CONCEALING NAMDAR ALAM FREQUENT VISITS TO QATAR WITHOUT EX-PAKISTAN LEAVE AND NOC.


R/Sir

I am directed to refer to your letter No. SO(C-II)/HED/12-16/2018/Namdar Alam/Pashto/3271-74 dated 12/02/2018 regarding the subject noted above and to state that the Inquiry Committee comprising of Mr. Salahudin Director General Provincial Ombudsman Secretariat and Professor Muhammad Nawaz Principal GDC Khanpur Haripur conducted the Inquiry against both Mr. Namdar Alam Lecturer in Pashto in GDC Chakasar Shangla for visiting Qatar frequently without NOC and Ex-Pakistan leave and Professor Bakht Rawan Principal GDC Chakasar Shangla for concealing Namdar Alam's absence and visits to Qatar frequently. The Inquiry Committee has compiled the Inquiry report.

The Inquiry report duly signed by Inquiry Committee Members is placed below alongwith Annexures for further necessary action please.

Yours faithfully

  
PS TO DIRECTOR GENERAL  
Provincial Ombudsman Secretariat,  
Khyber Pakhtunkhwa.

C.T.C  


(9)

Subject: DISCIPLINARY PROCEEDINGS AGAINST MR. BAKHT RAWAN PRINCIPAL GDC CHAKESAR, SHANGLA ON GROUNDS OF ALLOWING NAMDAR ALAM TO PROCEED TO QATAR WITHOUT EX-PAKISTAN LEAVE AND NOC AND RELEASING SALARIES OF NAMDAR ALAM FOR ABSENCE PERIOD.

**THE MANDATE:-**

The Higher Education Department through its letter No.SO(C-II)/HED/12-16/2018/Namdar Alam/Pashto/3271-74 dated 12/02/2018 intimated that Hon'able Chief Secretary Khyber Pakhtunkhwa had directed to conduct formal inquiry against Mr. Namdar Alam Lecturer in Pashto in Government Degree College Chakesar Shangla for visiting Qatar several times without proper leave and NOC and Mr. Bakht Rawan the present Principal GDC Chakesar Shangla for allowing Namdar Alam to proceed abroad without proper leave and NOC and releasing Mr. Namdar Alam's salaries for absence period (**Annex-I**).

**BACKGROUND:-**

Mr. Bakht Rawan had been serving in GDC Chakesar for the last 25 years. He was notified as DDO/Incharge Principal on 01<sup>st</sup> Mar 2016 and continued with both positions till 13<sup>th</sup> Dec. 2017. On 13<sup>th</sup> Dec, 2017 he was promoted and notified as regular Principal of GDC Chakesar Shangla. (**Annex-II**). Mr. Namdar Alam, lecturer in Pashto had been visiting Qatar even during the tenure of Mr. Sardar Alam, the Ex-Principal which had not been pointed out. Similarly, Mr. Bakht Rawan also did not point out the absence of Mr. Namdar Alam during his period as Incharge. Mr. Bakht Rawan has spent Twenty Five (25) years in his native College but instead of making it a Model Institution, he played havoc with the growth of the institution. Mr. Bakht Rawan in his tenure as Principal/DDO (01/03/2016 to date) remained blissfully unaware of his responsibilities due to compulsions of his Supervisory Authorities, because justification given by Higher Education Directorate was that the college is located in a far flung area. None of the higher education authorities bothered to visit and Monitor the performance of the college staff and the Principal.

**INQUIRY PROCEEDINGS:-**

To ascertain the charges against Mr. Bakht Rawan, the present Principal of Government Degree College Chakesar Shangla he was directed to appear before the Inquiry Committee on 28/2/2018 along with his written defence vide this office No. PS/DG/INQ-2018-19 dated 22/02/2018 (**Annex-III**).

Mr. Bakht Rawan never considered the attendance Register as a sacred thing in terms of Halal payment to the staff. Mr. Namdar Alam confessed that he used to sign the Attendance Register whenever he used to return from Qatar. The Principal was not ashamed at all to give free hand to Namdar Alam to proceed abroad and to sign the Attendance Register for the absence period after return from Qatar (**Annex-IV**).

C.T-C  
No



Mr. Bakht Rawan has been Principal / DDO since 01/03/2016. But before him Mr. Sardar Alam served as Principal w.e.f Apr 2014 to Feb 2016. Earned leave on half pay for 122 days (01<sup>st</sup> Mar 2016 to 30<sup>th</sup> June 2016) (Annex-V) of Mr. Namdar Alam was processed by Ex-Principal Mr. Sardar Alam.

Mr. Namdar Alam was nominated for 40 days mandatory training at HEART by the Higher Education Department (Annex-VI) and according to Mr. Bakht Rawan he informed Mr. Namdar Alam through his brother for the attendance of training programme held with effect from 25/07/2016 to 02/09/2016, but did not confirm whether he had attended the training programme or otherwise. It should have been followed up. Furthermore, whenever Mr. Namdar Alam visited Qatar, the Principal Mr. Bakht Rawan did not report his absence even for a single time. Mr. Namdar Alam did not attend training and also remained absent from college till 13<sup>th</sup> Sep 2016 (Annex-VII). It is worth mentioning here, it was not taken seriously by the Higher Education Department as well as by the DDO/Principal of the college. No disciplinary action was taken against Mr. Namdar Alam by the department. Mr. Bakht Rawan did not know about the codal formalities or was deliberately sweeping things under the carpet.

His written defence placed below is also not tenable (Annex VIII).

In his written defence of the charges against him, Mr. Bakht Rawan has given lame excuse to cover up his inefficiency and carelessness. He asked Namdar Alam to explain his absence on 26/09/2017 (Annex-IX) when directions were issued by the Directorate of Higher Education. Mr. Bakht Rawan just makes a fun of the whole supervisory/monitoring system of Higher Education Department. If a person remains unaware of the absence of an employee for more than a year then he cannot be considered capable for appointment as Principal.

In response, to the charge No.1: Mr. Bakht Rawan pleads that he had been unaware of the absence of Namdar Alam while in para 2 of written Defence, he admits that Namdar Alam was abroad twice in his tenure as per (Annex-VIII).

C.T.C  
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In response to second allegation, his plea was that Ex-principal Mr. Sardar Alam had paid the salaries for the absence period to Mr. Namdar Alam. He forgot that he had thrice (in Oct 2016 and then in Oct and Dec 2017) signed source form for payment of salaries to Namdar Alam for the absence period during his tenure as per record provided by District Accounts Officer Shangla (Annex-X). He always justified presence of Namdar Alam by pretending to be unaware about absence.

Third allegation is defended by him on the plea that he was completely unaware till November 2017, which is again a joke. One cannot imagine that a head of an Institution could remain unaware about the absence of his staff.

91

Mr. Bakht Rawan the present Principal proceeded for Hajj, and then Mr. Rahim Zada was given charge to look after the College affairs as Principal who actually took action on absence of Mr. Namdar Alam after sending notices to him to attend the College. Mr. Rahim Zada then reported to Higher Education Directorate the absence of Namdar Alam (**Annex-XI**).

On 14/10/2016 Mr. Bakht Rawan wrote a letter to DAO Shangla for re-activation of the salary of Mr. Namdar Alam on resumption of duty from 01/07/2016 while Namdar Alam was in Qatar and he reported to the College after 74 Days (**Annex- XII**).

His further written reply is also not tenable because again documentary evidences disprove him. The pay of the officer was stopped when the inquiry Committee came to know that Namdar Alam's salary and arrears are being processed in the District Accounts Office Shangla on the recommendations of Mr. Bakht Rawan. Then telephonically DAO Shangla was called to immediately stop payment. Already DAO Shangla had raised certain queries as per (Annex-X). Last but not the least Mr. Bakht Rawan the present principal on 23-02-2018 certified that Mr. Namdar Alam bears a good moral character (**Annex-XIII**).

Neither his replies are relevant nor based on facts and nor supported by documentary evidences.

**FINDINGS:**

1. It is established and proved that Mr. Bakht Rawan the present Principal remained Quiet despite knowing that Namdar Alam had violated rules and had gone abroad by not seeking and taking NOC. Mr. Bakht Rawan had not served as a DDO for the last 25 years.
2. The documentary evidences prove that Mr. Bakht Rawan had allowed/drawal of the salaries by Namdar Alam for the absence period with effect from 01<sup>st</sup> Mar 2016 to 05<sup>th</sup> Sep 2017. He had advocated the case of release of salary for the absence period in the District Accounts Office by thrice (in Oct 2016 and then in Oct and Dec 2017) signing the source form and further tried to show the Namdar Alam's presence. The salaries for the period 01<sup>st</sup> Mar 2017 to 31<sup>st</sup> Jan 2018 have been processed but not released due to intervention of Inquiry Committee and objections by DAO Shangla, the charge is fully proved.
3. It is correct that being Principal he should have reported absence of Namdar Alam to Higher Education Directorate and the Department. Which he did not do. The charge is completely proved.

C.T.C  
/s/

(12)

4. The documentary evidences placed below prove that Namdar Alam had been allowed on his return from Qatar by the Principal Mr. Bakht Rawan to mark himself present for the absence period in the attendance register. The fourth charge is also proved.

**Inquiry Committee**

1. Mr. Salah uddin (PCS SG BS-20)  
Director General Provincial Ombudsman.

Salah uddin

2. Professor Muhammad Nawaz Principal  
Govt: Degree College Khanpur, Haripur.

Muhammad Nawaz

C.T.C  
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(13)

Ann  
"B"**SHOW CAUSE NOTICE**


I, Mahmood Khan, Chief Minister Khyber Pakhtunkhwa, as competent authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, do hereby serve you, Mr. Bakht Rawan, Principal (BS-19), Govt. Degree College, Chakessar, Shangla, as follows:

- i. That consequent upon the completion of inquiry conducted against you by Inquiry Committee comprising of Mr. Salah Uddin, DG, Provincial Ombudsman and Prof: Muhammad Nawaz, Govt. Degree College Khanpur, for which you were given opportunity of hearing.
- ii. On going through the findings and recommendations of the Inquiry Committee, the material on record and other connected papers including your defence before the Inquiry Committee:-

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

- (a) guilty of inefficiency
- (b) guilty of misconduct

6. As a result thereof, I, as competent authority, have tentatively decided to impose upon you the penalty of Reduction to under rule 4 of the said rules. low post for a period of 03-years.
7. You are, therefore, required to show cause as to why the aforesaid penalty should not be imposed upon you and also intimate whether you desire to be heard in person.
8. If no reply to this notice is received within 15 days of its delivery, it shall be presumed that you have no defence to put in and in that case an ex-parte action shall be taken against you.
9. A copy of the findings of the inquiry officer is enclosed.

  
(MAHMOOD KHAN)  
CHIEF MINISTER,  
KHYBER PAKHTUNKHWA

C.T-C  
An

To

(14)

Ann  
"C"

The Secretary,  
Govt: of Khyber Pakhtunkhwa  
Higher Education, Archives & Lib: Department.

Subject: REPLY TO SHOW CAUSE.

Reverend Sir,

In response to "SHOW CAUSE NOTICE" sent to me through the Directorate Higher Education, KPK Vide No: 25902/ CA-I/Estt: Branch/A-12/Bakht Rawan/Urdu, dated: 4/x/2018, which was delivered to me by the local Post Office on 15/10/2018 (Image of the Envelope attached as Annex-I). I submit the following points in my defence:

1. I took over as the DDO Of the College on 01/03/2016 (Order attached as Annex-II) till the notified regular Principal of the G.D.C; Chakesar, Distt: Shangla, on 13/12/2017(Copy attached as Annex. III).
2. My predecessor Mr. Sardar Alam remained DDO Of the College w.e.f; 20/01/2014(Copy attached as Annex-IV)
3. Mr. Namdar Alam, lecturer in Pashto got sanctioned a leave for 122 days from the Ex-DDO/Incharge Principal and that was very prolonged period which was ignored.
4. I was totally unaware whether the leave was Earned or Ex-Pakistan leave. The Ex-DDO, Mr. Sardar Alam had processed that.
5. I have always been sincere to my duties and I haven't taken any action to harm the Institution. In the matter of Namdar Alam who remained abroad was kept secret by himself as he could not let anyone know, as he was doing wrong.
6. Salaries of Mr. Namdar Alam w.e.f; 01/03/2017, are still unpaid to him. Had I been favouring him, he would have received long ago. That was the action, I could take against him.
7. The Story of Mr. Namdar Alam's being abroad came to light when some opponent of him raised the matter on Citizen's Portal in August, 2017. Till that, only his relatives knew of his being abroad.
8. It is totally wrong that the D.A.O; Shangla defended amount of the Govt: rather, he honoured a source, prepared & signed by the lecturer, Mr. Namdar Alam who was by no means, authorized to do so. I, telephonically, informed him of the consequences. (Copy of the source is attached as Annex-V)
9. I am 59 and soon to get retired. At this stage, penalty, as proposed, seems injustice.

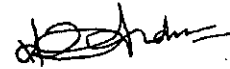
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10. The main accused, Mr. Namdar Alam, lecturer in Pashto was removed from service Vide Notification No: SO(C-II)/HED/12-16/309-12/2018, dated: 11/09/2018 with further orders to pay back the unauthorized salaries. (Copy attached as Annex-VI).
11. Astonishingly, the said Notification was withdrawn Vide No: SO(C-II)HED/12 16/2017/Namdar Alam/Pashto/839-42, dated: 19/09/2018.(Copy attached as Annex-VII).
12. In such a scenario, a person found guilty and removed/fined was let off, I am only suspected to have assisted the offender, which I never did, thus liable to be pitied upon.

In the light of above points, evidences, I request not to retrogress me to a lower scale. I will further be careful.

Yours Obediently,



Dated: 17/10/2018.

BAKHT RAWAN,  
PRINCIPAL,  
Govt: College Chakesar,  
Distt: Shangla.

C.T.C  
M



By Registered Post (16)

**GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT**

Dated Peshawar thr 22.02.2019.

**NOTIFICATION**

**NO. 50 (COLLEGES-II)/HED/12-16/2018** WHEREAS Mr. Bakht Rawan, Principal (BS-19), Govt; Degree College Chakesar, Shangla was proceeded against under the Khyber Pakhtunkhwa Efficiency & Discipline Rules, 2011 for the charges mentioned in the charge sheet and Statement of Allegations.

2. **AND WHEREAS** the Competent Authority appointed Mr. Salahud Din (PCS SG BS-20) Director General Provincial Ombudsman, and Professor Muhammad Nawaz Principal, Govt. Degree College Khanpur Haripur as Inquiry Officers to conduct inquiry against the accused officer for the charges leveled against him in accordance with the Law/Rules.

3. **AND WHEREAS** the Inquiry Officers after having examined the charges, evidence on record and explanation of the accused officer, submitted report whereby the charges leveled against the accused officer stand proved.

4. **NOW THEREFORE**, the Competent Authority after having considered the charges, evidence on record, finding of the inquiry report, the explanation of the accused officer and in exercise of powers of the Khyber Pakhtunkhwa Govt. Servants (Efficiency & Discipline) Rules, 2011 has been pleased to impose the major penalty of "**Reduction to lower post for a period of 03 years**" upon Mr. Bakht Rawan, Principal (BS-19), Govt; Degree College Chakesar, Shangla.

SECRETARY TO GOVT. OF  
KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

**Endst. No. & Date Even.**

Copy forwarded to the:-

1. Director Higher Education Khyber Pakhtunkhwa, Peshawar for further necessary action please.
2. Deputy Director, HEMIS Cell, Higher Education, Khyber Pakhtunkhwa.
3. PS to Secretary, Higher Education Department.
4. Officer concerned. GDC SHANGLA

(M. FAJAZ KHAN)  
SECTION OFFICER (COLLEGES-II)

C.T.C  
h

3/7/2019

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GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT

Dated Peshawar the 22.02.2019.

**NOTIFICATION**

*1104-ef*  
**NO. 50 (COLLEGES-TV)/HED/12-16/2018** WHEREAS Mr. Bakht Rawan, Principal (BS-19), Govt. Degree College Chakesar, Shangla was proceeded against under the Khyber Pakhtunkhwa Efficiency & Discipline Rules, 2011 for the charges mentioned in the charge sheet and Statement of Allegations.

2. AND WHEREAS the Competent Authority appointed Mr. Salahud Din (PCS SG BS-20) Director General Provincial Ombudsman, and Professor Muhammad Nawaz Principal, Govt. Degree College Khanpur Haripur as Inquiry Officers to conduct Inquiry against the accused officer for the charges leveled against him in accordance with the Law/Rules.

3. AND WHEREAS the Inquiry Officers after having examined the charges, evidence on record and explanation of the accused officer, submitted report whereby the charges leveled against the accused officer stand proved.

4. NOW THEREFORE, the Competent Authority after having considered the charges, evidence on record, finding of the Inquiry report, the explanation of the accused officer and in exercise of powers of the Khyber Pakhtunkhwa Govt. Servants (Efficiency & Discipline) Rules, 2011 has been pleased to impose the major penalty of "Reduction to lower post for a period of 03 years" upon Mr. Bakht Rawan, Principal (BS-19), Govt. Degree College Chakesar, Shangla.

SECRETARY TO GOVT. OF  
KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

Encls. No. & Date Even.

Copy forwarded to the:-

1. Director Higher Education Khyber Pakhtunkhwa, Peshawar for further necessary action please.
2. Deputy Director, HEMIS Cell, Higher Education, Khyber Pakhtunkhwa.
3. PS to Secretary, Higher Education Department.
4. Officer concerned.

(M. FAYAZ KHAN)  
SECTION OFFICER (COLLEGES-II)

C.T.C  
No



To

The Chief Minister,  
Khyber Pakhtunkhwa,  
Peshawar.

18

Alam  
"E"

Subject: **APPEAL AGAINST PENALTY AWARDED WITHOUT SUFFICIENT  
REQUIREMENTS / REVIEW PETITION.**

Respected Sir,

Most reverently, it is stated that I have been awarded major penalty of "Reduction to lower post for a period of 03 years" vide Notification No: SO(COLLEGES-II)HED/12-16/2018/110-4-06, dated 22.02.2019 which was sent through the Director, Higher Education, Khyber Pakhtunkhwa on 14/03/2019 and reached to me on 21/03/2019. For more than one reason, it is on the contrary to justice and I request to revise the decision on the following grounds:

1. During the preliminary enquiry, the Enquiry Officer told me that that was being conducted against Mr. Namdar Alam, lecturer In Pashto and I had only to attest statements of the concerned. Further, (a) I was not questioned in the matter. (b) No questionnaire was served on me. (c) No written or oral statement was obtained from me. All these factors reveal that I was not part of enquiry.
2. I requested in writing to the D.G; Ombudsman (during formal enquiry) to call the Enquiry Officer (Preliminary enquiry) for cross questioning but my request was unheard.
3. 122 days leave was recommended by the ex- Principal, Mr. Sardar Alam as against I was charged for that. The D.G; Ombudsman had also quoted this point in his enquiry report which has been overlooked. }
4. 59 days leave was recommended by me but coming to the conclusion that the conduct of the Officer was suspicious, held his salaries w.e.f; 01/3/2017 to 05/9/2017 which are still pending. }
5. To serve Charge Sheet prior to the preliminary enquiry against me, is also on the contrary to rules.
6. The quantum of penalty is not concordant to some minute error on my part. It should have been awarded in case of serious violation of rules and regulations. The guilt committed by the ex-Principal has been attributed to me. It is as to 'rob Peter to pay Paul'.
7. During the Personal Hearing, the Enquiry Officer was contented with my explanation and he found that I was not guilty as I did take appropriate action. The major negative role was of the ex-Principal, Mr. Sardar Alam who was not reported.

In light of the above facts, I request your grand authority kindly to review the decision and let me have the justice be done to me.

Hoping you will sympathetically consider my application for which, I shall be obliged.



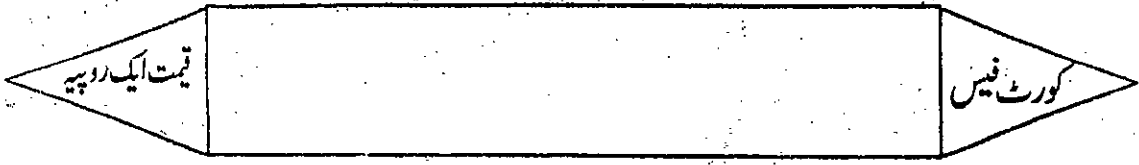
**BAKHT RAWAN,**  
PRINCIPAL,  
GDC; CHAKESAR,  
DISTT: SHANGLA.

Dated: 31/03/2019

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بعدالت خیر بختوخواہ سرکس ٹریبونل پشاور



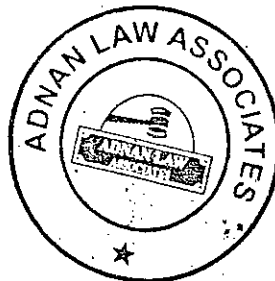
مورخہ 30 جون 19۱۹ منجانب اسپلانٹ  
مقدمہ بخت روان  
دعویٰ سرکس اپیل  
جرم  
باعث تحریر آنکہ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی وکل کارروائی متعلقہ آن مقام پشاور کیمپ کورٹ سوات سے کیلئے بیس مسٹر ڈاکٹر عمران خان ASC مقرر کر کے اقرار کیا جاتا ہے کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا کامل اختیار ہوگا۔ نیز وکیل صاحب کو راضی نامہ و تقرر ثالث و فیصلہ پر حلف دینے کے جواب دی اور اقبال دعویٰ اور درخواست ہر قسم کی تصدیق زر اور اس پر دستخط کرنے کا اختیار ہوگا۔ نیز بصورت عدم پیروی یا ڈگری ایک طرف یا اپیل کی برآمد ہوگی اور منسوخ مذکور کے نسل یا جزوی کارروائی کے واسطے اور وکیل یا مختار قانونی کو اپنی ہمراہ یا اپنی بجائے تقرر کا اختیار ہوگا۔ اور صاحب مقررہ شدہ کو بھی جملہ مذکورہ بالا اختیارات حاصل ہونگے اور اس کا ساختہ برواختہ منظور و قبول ہوگا۔ اور دوران مقدمہ میں جو خرچہ دہر جانہ التوائے مقدمہ کے سبب سے ہوگا اسکے مستحق وکیل صاحب ہونگے۔ نیز بقایا و خرچہ کی وصولی کرتے وقت کا بھی اختیار ہوگا اگر کوئی تاریخ پیشی مقام دورہ ہر ہو یا حد سے باہر ہو تو وکیل صاحب پابند نہ ہونگے کی پیروی مقدمہ مذکور لہذا وکالت نامہ لکھ دیا کہ سند ہے

المرقوم 30 ماہ جون 19۱۹

العبد گواہ شہدہ العبد  
Attested & Accepted

کے لئے منظور ہے



بمقام پشاور / سوات

Barrister  
Dr. Adnan Khan  
Advocate Supreme Court of Pakistan

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,**  
**AT CAMP COURT, SWAT**

Service Appeal No. 870/2019

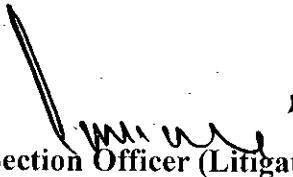
Bakht Rawan.....Appellant

VS

Govt. of Khyber Pakhtunkhwa & others.....Respondents

**INDEX**

S No.	Description of Documents	Annexure	Pages
1.	Parawise Comments		1-2
2.	Affidavit		3
3.	Copy of the Inquiry Report	<b>Annex-A</b>	4-8
4.	Copy of the Notification for imposition of major penalty dated 22.02.2019	<b>Annex-B</b>	9

  
**Section Officer (Litigation)**  
Higher Education Department Khyber  
Pakhtunkhwa Peshawar.

(7)

**BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,  
CAMP COURT, SWAT**

S.A # 870/2019

Bakht Rawan.....Appellant.

**Versus**

Govt. of Khyber Pakhtunkhwa  
Through Chief Secretary Khyber Pakhtunkhwa  
and others.....Respondents.

**SUBJECT: PARAWISE COMMENTS ON BEHALF OF RESPONDENTS NO. 1, 2 AND 3.**

**Respectfully Sheweth: -**

**Preliminary Objections: -**

1. That the appellant has got neither cause of action nor locus standi to file the instant Service appeal.
2. That the appellant has not come to this Honourable Tribunal with clean hands.
3. That the appellant is trying to conceal material facts.
4. That the Hon'able Tribunal lacks jurisdiction to entertain the instant appeal.
5. That the appeal in hand is hit by doctrine of laches.
6. That the appellant is estopped by his own conduct to file the instant service appeal.

**Facts: -**

1. Correct to the extent that the appellant is working in Higher Education Department.
2. Correct to the extent that Namdar Alam, Lecturer, Govt: Degree College, Chakesar, working under the supervision of the appellant, was proceeded under E&D Rules for his wilful absence by the competent authority.
3. Incorrect. That his name was explicitly mentioned in the preliminary inquiry and being the head of the institution, the appellant was required to report his wilful absence to the high ups but he did not do so.
4. Correct to the extent that when a regular inquiry was initiated/conducted against Mr. Namdar Alam, Lecturer, by Director General, Provincial Ombudsman and Professor M. Nawaz, the appellant being head of the college was also proceeded because he was equally responsible for concealing the wilful absence of Mr. Namdar Alam.
5. Correct that the inquiry committee also held guilty the appellant for allowing salaries to Mr. Namdar Alam for his absence period w.e.f March 1, 2016 to Sep 5, 2017. Moreover, being Principal, he should have reported absence of Mr. Namdar Alam to Higher Education Department but he did not do so (copy of inquiry report is attached as **Annex-A**).
6. Incorrect. That inquiry report was provided to the appellant. But as far as, personal hearing is concerned, the appellant was provided full opportunity of hearing as required under E&D rules, 2011. The inquiry officers after having examined the charges, evidence on record and explanation of the accused,

(2)

submitted report, whereby, the charges levelled against accused officer stand proved and the competent authority imposed major penalty of reduction to lower post for a period of three (03) years (**Annex-B**).

7. Correct.
8. Correct.
9. Correct.
10. Pertains to the record.
11. Needs no comments.

**Grounds: -**

- a) Incorrect. That impugned proceedings were initiated against the appellant under E&D Rules, 2011 and all codal formalities have been fulfilled.
- b) Incorrect. After preliminary inquiry a formal inquiry was conducted under E&D Rules, 2011 and in the light of the recommendations of the inquiry committee, the competent authority imposed major penalty of reduction to lower post for a period of three (03) years upon the appellant.
- c) Incorrect as already explained in the preceding paras.
- d) Incorrect as already explained in the preceding paras.
- e) Incorrect as already explained in the preceding paras.
- f) Incorrect as already explained in the preceding paras.
- g) That the respondents may also be allowed to raise additional grounds at the time of arguments.

**Prayers: -**

It is, therefore, humbly prayed that the instant service appeal is based on misconception/ misstatement, hence may graciously be dismissed with costs.



**Chief Secretary,**  
Govt. of Khyber Pakhtunkhwa  
Respondent No. 01



**Secretary,**  
Higher Education Department  
Respondent No. 02



**Director,**  
Directorate of Higher Education  
Respondent No. 03

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,**  
**AT CAMP COURT, SWAT**

Service Appeal No. 870/2019

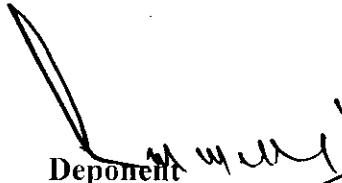
Bakht Rawan.....Appellant

VS

Govt. of Khyber Pakhtunkhwa & others.....Respondents

**AFFIDAVIT**

I, Qazi Muhammad Ayaz, Assistant Director (Litigation), Higher Education Department, Government of Khyber Pakhtunkhwa, do hereby declare and affirm on oath, that the contents of the Parawise Comments are correct to the best of my knowledge and belief and that nothing has been concealed from this Hon'ble Tribunal.

  
Deponent  
CNIC No. 17301-7027499-5

PROVINCIAL OMBUDSMAN (صوبائی محتسب) SECRETARIAT,  
KHYBER PAKHTUNKHWA

DG/INQ-2018-19

Dated 06-04-2018

To

The Secretary,  
Govt: of Khyber Pakhtunkhwa  
Higher Education, Archives, & Lib: Department.

Subject: DISCIPLINARY PROCEEDINGS AGAINST BOTH MR. NAMDAR ALAM LECTURER IN PASHTO, GDC CHAKESSAR SHANGLA FOR ABSENCE AND FREQUENT VISITS TO QATAR WITH OUT EX-PAKISTAN LEAVE AND NOC AND MR. BAKHT RAWAN THE PRESENT PRINCIPAL GDC CHAKESSAR SHANGLA FOR CONCEALING NAMDAR ALAM FREQUENT VISITS TO QATAR WITHOUT EX-PAKISTAN LEAVE AND NOC.

R/Sir

I am directed to refer to your letter No. SO(C-II)/HED/12-16/2018/Namdar Alam/Pashto/3271-74 dated 12/02/2018 regarding the subject noted above and to state that the Inquiry Committee comprising of Mr. Salahudin Director General Provincial Ombudsman Secretariat and Professor Muhammad Nawaz Principal GDC Khanpur Haripur conducted the Inquiry against both Mr. Namdar Alam Lecturer in Pashto in GDC Chakasar Shangla for visiting Qatar frequently without NOC and Ex-Pakistan leave and Professor Bakht Rawan Principal GDC Chakasar Shangla for concealing Namdar Alam's absence and visits to Qatar frequently. The Inquiry Committee has compiled the Inquiry report.

The Inquiry report duly signed by Inquiry Committee Members is placed below alongwith Annexures for further necessary action please.

Yours faithfully



PS TO DIRECTOR GENERAL  
Provincial Ombudsman Secretariat,  
Khyber Pakhtunkhwa.

(4) (8) 84

**Subject: DISCIPLINARY PROCEEDINGS AGAINST MR. BAKHT RAWAN PRINCIPAL GDC CHAKESAR, SHANGLA ON GROUNDS OF ALLOWING NAMDAR ALAM TO PROCEED TO QATAR WITHOUT EX-PAKISTAN LEAVE AND NOC AND RELEASING SALARIES OF NAMDAR ALAM FOR ABSENCE PERIOD.** / 22

**THE MANDATE:-**

The Higher Education Department through its letter No.SO(C-II)/HED/12-16/2018/Namdar Alam/Pashto/3271-74 dated 12/02/2018 intimated that Hon'able Chief Secretary Khyber Pakhtunkhwa had directed to conduct formal inquiry against Mr. Namdar Alam Lecturer in Pashto in Government Degree College Chakesar Shangla for visiting Qatar several times without proper leave and NOC and Mr. Bakht Rawan the present Principal GDC Chakesar Shangla for allowing Namdar Alam to proceed abroad without proper leave and NOC and releasing Mr. Namdar Alam's salaries for absence period (**Annex-I**).

**BACKGROUND:-**

Mr. Bakht Rawan had been serving in GDC Chakesar for the last 25 years. He was notified as DDO/Incharge Principal on 01<sup>st</sup> Mar 2016 and continued with both positions till 13<sup>th</sup> Dec, 2017. On 13<sup>th</sup> Dec, 2017 he was promoted and notified as regular Principal of GDC Chakesar Shangla (**Annex-II**). Mr. Namdar Alam, lecturer in Pashto had been visiting Qatar even during the tenure of Mr. Sardar Alam, the Ex-Principal which had not been pointed out. Similarly, Mr. Bakht Rawan also did not point out the absence of Mr. Namdar Alam during his period as Incharge. Mr. Bakht Rawan has spent Twenty Five (25) years in his native College but instead of making it a Model Institution, he played havoc with the growth of the institution. Mr. Bakht Rawan in his tenure as Principal/DDO (01/03/2016 to date) remained blissfully unaware of his responsibilities due to compulsions of his Supervisory Authorities, because justification given by Higher Education Directorate was that the college is located in a far flung area. None of the higher education authorities bothered to visit and Monitor the performance of the college staff and the Principal.

**INQUIRY PROCEEDINGS:-**

To ascertain the charges against Mr. Bakht Rawan, the present Principal of Government Degree College Chakesar Shangla he was directed to appear before the Inquiry Committee on 28/2/2018 along with his written defence vide this office No. PS/DG/INQ-2018-19 dated 22/02/2018 (**Annex-III**).

Mr. Bakht Rawan never considered the attendance Register as a sacred thing in terms of Halal payment to the staff. Mr. Namdar Alam confessed that he used to sign the Attendance Register whenever he used to return from Qatar. The Principal was not ashamed at all to give free hand to Namdar Alam to proceed abroad and to sign the Attendance Register for the absence period after return from Qatar (**Annex-IV**).



Mr. Bakht Rawan has been Principal / DDO since 01/03/2016. But before him Mr. Sardar Alam served as Principal w.e.f Apr 2014 to Feb 2016. Earned leave on half pay for 122 days (01<sup>st</sup> Mar 2016 to 30<sup>th</sup> June 2016) (**Annex-V**) of Mr. Namdar Alam was processed by Ex-Principal Mr. Sardar Alam.

Mr. Namdar Alam was nominated for 40 days mandatory training at HEART by the Higher Education Department (**Annex-VI**) and according to Mr. Bakht Rawan he informed Mr. Namdar Alam through his brother for the attendance of training programme held with effect from 25/07/2016 to 02/09/2016, but did not confirm whether he had attended the training programme or otherwise. It should have been followed up. Furthermore, whenever Mr. Namdar Alam visited Qatar, the Principal Mr. Bakht Rawan did not report his absence even for a single time. Mr. Namdar Alam did not attend training and also remained absent from college till 13<sup>th</sup> Sep 2016 (**Annex-VII**). It is worth mentioning here, it was not taken seriously by the Higher Education Department as well as by the DDO/Principal of the college. No disciplinary action was taken against Mr. Namdar Alam by the department. Mr. Bakht Rawan did not know about the codal formalities or was deliberately sweeping things under the carpet.

His written defence placed below is also not tenable (**Annex VIII**).

In his written defence of the charges against him, Mr. Bakht Rawan has given lame excuse to cover up his inefficiency and carelessness. He asked Namdar Alam to explain his absence on 26/09/2017 (**Annex-IX**) when directions were issued by the Directorate of Higher Education. Mr. Bakht Rawan just makes a fun of the whole supervisory/monitoring system of Higher Education Department. If a person remains unaware of the absence of an employee for more than a year then he cannot be considered capable for appointment as Principal.

In response, to the charge No.I; Mr. Bakht Rawan pleads that he had been unaware of the absence of Namdar Alam while in para 2 of written Defence; he admits that Namdar Alam was abroad twice in his tenure as per (**Annex-VIII**).

In response to second allegation, his plea was that Ex-principal Mr. Sardar Alam had paid the salaries for the absence period to Mr. Namdar Alam. He forgot that he had thrice (in Oct 2016 and then in Oct and Dec 2017) signed source form for payment of salaries to Namdar Alam for the absence period during his tenure as per record provided by District Accounts Officer Shangla (**Annex-X**). He always justified presence of Namdar Alam by pretending to be unaware about absence.

Third allegation is defended by him on the plea that he was completely unaware till November 2017, which is again a joke. One cannot imagine that a head of an Institution could remain unaware about the absence of his staff.

(8) (9) 86  
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Mr. Bakht Rawan the present Principal proceeded for Hajj, and then Mr. Rahim Zada was given charge to look after the College affairs as Principal who actually took action on absence of Mr. Namdar Alam after sending notices to him to attend the College. Mr. Rahim Zada then reported to Higher Education Directorate the absence of Namdar Alam (**Annex-XI**).

On 14/10/2016 Mr. Bakht Rawan wrote a letter to DAO Shangla for re-activation of the salary of Mr. Namdar Alam on resumption of duty from 01/07/2016 while Namdar Alam was in Qattar and he reported to the College after 74 Days (**Annex- XII**).

His further written reply is also not tenable because again documentary evidences disprove him. The pay of the officer was stopped when the inquiry Committee came to know that Namdar Alam's salary and arrears are being processed in the District Accounts Office Shangla on the recommendations of Mr. Bakht Rawan. Then telephonically DAO Shangla was called to immediately stop payment. Already DAO Shangla had raised certain queries as per (Annex-X). Last but not the least Mr. Bakht Rawan the present principal on 23-02-2018 certified that Mr. Namdar Alam bears a good moral character (**Annex-XIII**).

Neither his replies are relevant nor based on facts and nor supported by documentary evidences.

**FINDINGS:**

1. It is established and proved that Mr. Bakht Rawan the present Principal remained Quiet despite knowing that Namdar Alam had violated rules and had gone abroad by not seeking and taking NOC. Mr. Bakht Rawan had not served as a DDO for the last 25 years.
2. The documentary evidences prove that Mr. Bakht Rawan had allowed/drawal of the salaries by Namdar Alam for the absence period with effect from 01<sup>st</sup> Mar 2016 to 05<sup>th</sup> Sep 2017. He had advocated the case of release of salary for the absence period in the District Accounts Office by thrice (in Oct 2016 and then in Oct and Dec 2017) signing the source form and further tried to show the Namdar Alam's presence. The salaries for the period 01<sup>st</sup> Mar 2017 to 31<sup>st</sup> Jan 2018 have been processed but not released due to intervention of Inquiry Committee and objections by DAO Shangla, the charge is fully proved.
3. It is correct that being Principal he should have reported absence of Namdar Alam to Higher Education Directorate and the Department. Which he did not do. The charge is completely proved.

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4. The documentary evidences placed below prove that Namdar Alam had been allowed on his return from Qatar by the Principal Mr. Bakht Rawan to mark himself present for the absence period in the attendance register. The fourth charge is also proved.

**Inquiry Committee**

1. Mr. Salah uddin (PCS SG BS-20)  
Director General Provincial Ombudsman.

Salah uddin

2. Professor Muhammad Nawaz Principal  
Govt: Degree College Khanpur, Haripur.

Muhammad Nawaz

Annex - B

(8) (9)



**GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT**

Dated Peshawar the 22.02.2019.

**NOTIFICATION**

**NO. SO (COLLEGES-II)/HED/12-16/2018** WHEREAS Mr. Bakht Rawan, Principal (BS-19), Govt; Degree College Chakesar, Shangla was proceeded against under the Khyber Pakhtunkhwa Efficiency & Discipline Rules, 2011 for the charges mentioned in the charge sheet and Statement of Allegations.

2. **AND WHEREAS** the Competent Authority appointed Mr. Salahud Din (PCS SG BS-20) Director General Provincial Ombudsman, and Professor Muhammad Nawaz Principal, Govt. Degree College Khanpur Haripur as Inquiry Officers to conduct inquiry against the accused officer for the charges leveled against him in accordance with the Law/Rules.

3. **AND WHEREAS** the Inquiry Officers after having examined the charges, evidence on record and explanation of the accused officer, submitted report whereby the charges leveled against the accused officer stand proved.

4. **NOW THEREFORE**, the Competent Authority after having considered the charges, evidence on record, finding of the inquiry report, the explanation of the accused officer and in exercise of powers of the Khyber Pakhtunkhwa Govt. Servants (Efficiency & Discipline) Rules, 2011 has been pleased to impose the major penalty of "**Reduction to lower post for a period of 03 years**" upon Mr. Bakht Rawan, Principal (BS-19), Govt; Degree College Chakesar, Shangla.

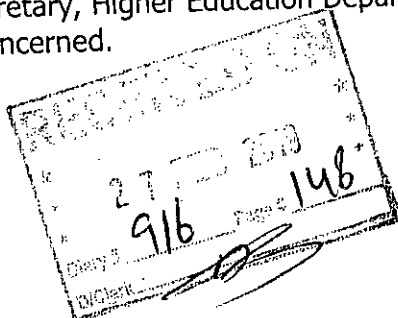
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SECRETARY TO GOVT. OF  
KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

**Endst: No. & Date Even.**

Copy forwarded to the:-

1. Director Higher Education Khyber Pakhtunkhwa, Peshawar for further necessary action please.
2. Deputy Director, HEMIS Cell, Higher Education, Khyber Pakhtunkhwa.
3. PS to Secretary, Higher Education Department.
4. Officer concerned.



(M. F. YAZ KHAN)  
SECTION OFFICER (COLLEGES-II)



GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT

Dated Peshawar the 11.09.2018.

**NOTIFICATION**

*1309-17*  
No. SO (C-II)/HED/12-16/2018, WHEREAS Mr. Namdar Alam, Lecturer in Pashto, Govt. Postgraduate College Chakessar Shangla was lodged a complaint against him by Mr. Niaz Ahmad S/o Nazir Khan, CNIC No. 42401-1680413-5 dweller of Chakessar District Shangla, wherein the aforesaid citizen has revealed to the effect that the above named lecturer had been found working at Marmara Project in Qatar for the last 2 years w.e.f 2015 to 2017 in split of time and was in the possession of State of Qatar residency permit.

AND WHEREAS the Competent Authority appointed Mr. Salahud Din (PCS SG BS-20) Director General Provincial Ombudsman, and Professor Muhammad Nawaz Principal, Govt. Degree College Khanpur Haripur as Inquiry Officers to conduct inquiry against the accused officer for the charges leveled against him in accordance with the Law/Rules.

3. AND WHEREAS the Inquiry Officer after having examined the charges, evidence on record and explanation of the accused officer, submitted report whereby the charges leveled against the accused officer stand proved.

4. AND WHEREAS, the Competent Authority has served the accused officer with Show Cause Notice for "Removal from Service & recovery of salaries for the unauthorized absence period"

5. NOW THEREFORE, the Competent Authority, after having considered the charges, evidence on record, finding of the inquiry report; the explanation of the accused officer after affording him personal hearing and in exercise of powers under Rule 14(5) of the Khyber Pakhtunkhwa Govt. Servants (Efficiency & Discipline) Rules, 2011 has been pleased to impose the major penalty of Removal from Service & Recovery of Salaries for the unauthorized absence period/- upon Mr. Namdar Alam, Lecturer in Pashto, Govt. Postgraduate College Chakessar Shangla.

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24/11

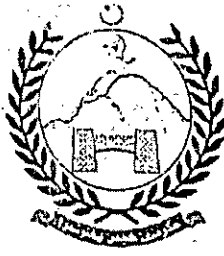
SECRETARY TO GOVT. OF  
KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

Endst: No. & Date Even.

Copy forwarded to the:-

1. Director Higher Education Khyber Pakhtunkhwa, Peshawar for further necessary according to the Notification.
2. Principal, Govt. Postgraduate College Chakessar Shangla.
3. Officer concerned; Mr. Namdar Alam, Lecturer in Pashto, Govt. Postgraduate College Chakessar Shangla.
4. Deputy Director, HEMIS Cell, Higher Education, Khyber Pakhtunkhwa.
5. PS to Secretary, Higher Education Department.

(MUHAMMAD FAYAZ KHAN)  
SECTION OFFICER (COLLEGES-II)



**GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT**

No. SO (C-II)HED/12-16/2017/Namdar Alam/Pashto  
Dated Peshawar the 19.09.2018.

339-42

To

The Director,  
Higher Education, Khyber Pakhtunkhwa,  
Peshawar.

SUBJECT: - **NOTIFICATION**

I am directed to refer to the subject noted above and to invite your attention to this Department's Notification No. SO (C-II)/HED/12-16/2018, dated 11.09.2018, which may please be considered as withdrawn.

(MUHAMMAD FAYAZ KHAN)  
SECTION OFFICER (COLLEGES-II)

**Endst: No. & Date Even.**

Copy forwarded to the:-

- ✓ 1. Principal, Govt. Postgraduate College Chakessar Shangla.
2. Officer concerned; Mr. Namdar Alam, Lecturer in Pashto, Govt. Postgraduate College Chakessar Shangla.
3. Deputy Director, HEMIS Cell, Higher Education, Khyber Pakhtunkhwa.
4. PS to Secretary, Higher Education Department.

(MUHAMMAD FAYAZ KHAN)  
SECTION OFFICER (COLLEGES-II)



**GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT**

Dated Peshawar the 30.05.2019.

**NOTIFICATION**

**No. 50 (C-II)/HED/12-16/2018.** WHEREAS Mr. Namdar Alam, Lecturer in Pashto, Govt Postgraduate College Chakesar Shangla, was proceeded against under the Khyber Pakhtunkhwa Efficiency & Discipline Rules, 2011 for the charges mentioned in the charge sheet and Statement of Allegations.

**AND WHEREAS** the Competent Authority appointed Mr. Salahud Din (PCS SG BS-20) Director General Provincial Ombudsman, and Professor Muhammad Nawaz Principal, Govt. Degree College Khanpur Haripur as Inquiry Officers to conduct inquiry against the accused officer for the charges leveled against him in accordance with the Law/Rules.

3. **AND WHEREAS** the Inquiry Officer after having examined the charges, evidence on record and explanation of the accused officer, submitted report whereby the charges leveled against the accused officer stand proved.

4. **AND WHEREAS**, the Competent Authority has served the accused officer with Show Cause Notice for "Removal from Service & recovery of salaries for the unauthorized absence period".

5. **AND WHEREAS**, the Competent Authority, after having considered the charges, evidence on record, finding of the inquiry report, the explanation of the accused officer after affording him personal hearing, confirmed the major penalty of Removal from Service & Recovery of Salaries for the unauthorized absence period.

6. **NOW THEREFORE**, the Competent Authority, in exercise of the powers under Rule 17 (2) (c) of the Khyber Pakhtunkhwa Govt. Servants (Efficiency & Discipline) Rules, 2011 is pleased to modify the major penalty of Removal from Service and convert into "deduction of two increments for 2 years and Recovery of Salaries for the unauthorized absence period".

SECRETARY TO GOVT. OF  
KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

**Ends: No. & Date Even.**

Copy forwarded to the:-

1. Director Higher Education Khyber Pakhtunkhwa, Peshawar.
2. Principal, Govt. Postgraduate College Chakesar Shangla.
3. Deputy Director, HEMIS Cell, Higher Education, Khyber Pakhtunkhwa.
4. District Accounts Officer, Shangla.
5. PS to Secretary, Higher Education Department.
6. Officer concerned; Mr. Namdar Alam, Lecturer in Pashto, Govt. Postgraduate College Chakesar Shangla.

(M. AYAZ KHAN)  
SECTION OFFICER (COLLEGES-II)



**GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT**

Dated Peshawar the 22/02.2019.

**NOTIFICATION**

**No. SO (C-II)/HED/12-16/2018.** WHEREAS A complaint was lodged against Mr. Namdar Alam, Lecturer in Pashto, Govt. Postgraduate College Chakesar Shangla, wherein the complainant revealed to the effect that the above named lecturer had been working in Qatar for the last 2 years w.e.f 2015 to 2017 in split of time and is in possession of Qatar residency permit.

**AND WHEREAS** the Competent Authority appointed Mr. Salahud Din (PCS SG BS-20) Director General Provincial Ombudsman, and Professor Muhammad Nawaz Principal, Govt. Degree College Khanpur Haripur as Inquiry Officers to conduct inquiry against the accused officer for the charges leveled against him in accordance with the Law/Rules.

3. **AND WHEREAS** the Inquiry Officer after having examined the charges, evidence on record and explanation of the accused officer, submitted report whereby the charges leveled against the accused officer stand proved.

4. **AND WHEREAS**, the Competent Authority has served the accused officer with Show Cause Notice for "**Removal from Service & recovery of salaries for the unauthorized absence period**".

5. **NOW THEREFORE**, the Competent Authority, after having considered the charges, evidence on record, finding of the inquiry report, the explanation of the accused officer after affording him personal hearing and in exercise of powers under Rule 14(5) of the Khyber Pakhtunkhwa Govt. Servants (Efficiency & Discipline) Rules, 2011 has been pleased to impose the major penalty of **Removal from Service & Recovery of Salaries for the unauthorized absence period/-** upon Mr. Namdar Alam, Lecturer in Pashto, Govt. Postgraduate College Chakessar Shangla.

SECRETARY TO GOVT. OF  
KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

**Endst: No. & Date Even.**

Copy forwarded to the:-

1. Director Higher Education Khyber Pakhtunkhwa, Peshawar.
2. Principal, Govt. Postgraduate College Chakessar Shangla.
3. Deputy Director, HEMIS Cell, Higher Education, Khyber Pakhtunkhwa.
4. District Accounts Officer, Shangla.
5. PS to Secretary, Higher Education Department.
6. Officer concerned; Mr. Namdar Alam, Lecturer in Pashto, Govt. Postgraduate College Chakessar Shangla.





GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT

Dated Peshawar the 30.05.2019.

**NOTIFICATION**

**No. SO (C-II)/HED/12-16/2018.** WHEREAS Mr. Namdar Alam, Lecturer in Pashto, Govt. Postgraduate College Chakesar Shangla, was proceeded against under the Khyber Pakhtunkhwa Efficiency & Discipline Rules, 2011 for the charges mentioned in the charge sheet and Statement of Allegations.

**AND WHEREAS** the Competent Authority appointed Mr. Salahud Din (PCS SG BS-20) Director General Provincial Ombudsman, and Professor Muhammad Nawaz Principal, Govt. Degree College Khanpur Haripur as Inquiry Officers to conduct inquiry against the accused officer for the charges leveled against him in accordance with the Law/Rules.

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SECRETARY TO GOVT. OF  
KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

**Endst: No. & Date Even.**

Copy forwarded to the:-

1. Director Higher Education Khyber Pakhtunkhwa, Peshawar.
2. Principal, Govt. Postgraduate College Chakessar Shangla.
3. Deputy Director, HEMIS Cell, Higher Education, Khyber Pakhtunkhwa.
4. District Accounts Officer, Shangla.
5. PS to Secretary, Higher Education Department.
6. Officer concerned; Mr. Namdar Alam, Lecturer in Pashto, Govt. Postgraduate College Chakessar Shangla.

(M. AYAZ KHAN)  
SECTION OFFICER (COLLEGES-II)



GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT

Dated Peshawar the October 18<sup>th</sup>, 2019

**NOTIFICATION**

**No. SO(Colleges)11-28/2011.** In continuation of this Department's Notifications of even No. dated 08.10.2019, the Competent Authority is pleased to order the posting/transfers of Lecturers (BS-17) recently promoted to the post of Assistant Professors (BS-18) as per following details mentioned against each with immediate effect:-

S. #	Name Of Officer with Present Posting	Posted as Assistant Professor at	Remarks
1.	Mr. Ejaz Ud Din, Lecturer in Computer Science GC, Peshawar	GC, Peshawar	A.V.P
2.	Mr. Namdar Alam, Lecturer in Pashto GDC, Chakesar, Shangla	GDC, Chakesar, Shangla	A.V.P
3.	Mr. Hidayat Ullah Lecturer in English GDC, Latambar Karak	GPGC Kohat	A.V.P
4.	Mr. Imtiaz Ali Lecturer in Maths GPGC, Charsadda	GDC Akora Khattak, Nowshera	A.V.P
5.	Mr. Noor Muhammad Khan Lecturer in Biology GDC, Landi Jalander Bannu	GDC, Landi Jalander Bannu	A.V.P
6.	Mr. Laiq-Ur-Rehman Lecturer in Urdu GPGC, Karak	GDC Banda Daud Shah Karak	A.V.P
7.	Mr. Sardar Ali Lecturer in Physics GDC, Chamla Buner	GDC, Chamla Buner	A.V.P
8.	Mr. Muhammad Tariq Lecturer in English GDC, Ladha South Waziristan	GDC No.2 Bannu	A.V.P
9.	Mr. Naveed Ahmad Lecturer in Chemistry GPGC, Manshera	GDC Darband Manshera	A.V.P
10.	Mr. Muhammad Jan Lecturer in Economics GDC, Ara Khel Kohat	GPGC Kohat	A.V.P
11.	Mr. Muhammad Ashgar Khan Lecturer in Urdu GDC, Ghalljo District Orakzai	GDC Kalaya, Orakzai Tribal District	A.V.P
12.	Mr. Zar Moeen Lecturer in Maths GDC, Takht E-Nasrati, Karak	GDC Takht E-Nasrati, Karak	A.V.P
13.	Mr. Abdul Sattar Rehan Lecturer in Islamiyat GDC, No.3 D.I.Khan	GDC Kulachi, D.I Khan	A.V.P
14.	Mr. Zakir Shah Lecturer in Physics GDC, Katlang Mardan	GDC, Katlang Mardan	A.V.P
15.	Mr. Farooq Ahmad Lecturer in Statistics GPGC, Mardan	GDC No.2 Mardan	A.V.P
16.	Mr. Muhammad Imtiaz Khan Lecturer in Maths GPGC, Karak	GPGC Karak	A.V.P
17.	Syed Badshah Lecturer in Chemistry GDC, Paharipur D.I.Khan	GDC, Paharipur D.I.Khan	A.V.P
18.	Mr. Waqar Ahmad Lecturer in Statistics GDC, Mathra Peshawar	GDC Chaghar Matti, Peshawar	A.V.P
19.	Mr. Inamullah Lecturer in Botany GDC, Landi Jalander Bannu	GDC Sarai Nurang, Lakki Marwat	A.V.P
20.	Mr. Nasir-Ud-Din Lecturer in Maths GDC, Ghazni Khel, Lakki Marwat	GDC Tajori, Lakki Marwat	A.V.P

21.	Mr. Muhammad Tanveer Lecturer in Islamiyat GDC, No.1 D.I.Khan	GDC No.1, D.I Khan	A.V.P
22.	Mr. Inamullah Khan Lecturer in Law GPGC, Bannu	GPGC, Bannu (retained)	A.V.P
23.	Mr. Dil Faraz Lecturer in Urdu GPGC, Miranshah	GPGC, Miranshah	A.V.P
24.	Mr. Jehanzeb Lecturer in Urdu GPGC, Parachinar	GDC, Badraga	A.V.P
25.	Mr. Muhammad Zahoor, Lecturer in Biology, GDC, Darazinda, Tribal Sub District D.I Khan	GDC, Darazinda Tribal Sub District D.I Khan	A.V.P
26.	Mr. Rahat Ullah, Lecturer in Physics, GDC, Mir Ali North Waziristan	GDC, Mir Ali North Waziristan	A.V.P
27.	Mr. Ikram Ullah, Lecturer in English, GDC, Bakhshali Mardan	Retained in GDC Bakhshali Mardan	A.V.P
28.	Mr. Tilawat Shah, Lecturer in Economics GPGC, Mardan	GPGC, Mardan	A.V.P
29.	Mr. Ikramullah Khan, Lecturer in Political Science GPGC, Lakki Marwat	GPGC Lakki Marwat	A.V.P
30.	Mr. Muhammad Aamir, Lecturer in Computer Science GDC, Badaber Peshawar	GDC Badaber, Peshawar	A.V.P
31.	Mr. Arif Khan, Lecturer in Economics GDC, Lund Khwar Mardan	GDC, Lund Khwar Mardan	A.V.P
32.	Mr. Dawood Shah, Lecturer in Maths, GDC, Abdul Ali Khan Umanzai Charsadda	GDC Ghari Kapura Mardan	A.V.P
33.	Mr. Kifayat Ullah Khan, Lecturer in Computer Science GPGC, Lakki Marwat	GPGC, Lakki Marwat	A.V.P
34.	Mr. Bahre Karam, Lecturer in Urdu GDC, Gul Abad Dir Lower	GDC, Gul Abad Dir Lower	A.V.P
35.	Mr. Murad Ali, Lecturer in Chemistry GPGC, Timergara, Dir Lower	GPGC, Timergara, Dir Lower	A.V.P
36.	Mr. Abdus Saboor Shah, Lecturer in Chemistry GPGC, Bannu	GPGC, Bannu	A.V.P
37.	Mr. Waheed Iqbal, Lecturer in Maths GDC, No.1 D.I.Khan	GDC, No.1 D.I.Khan	A.V.P
38.	Mr. Zia-ul-Hassan, Lecturer in Chemistry GPGC, Mansehra	GPGC, Mansehra	A.V.P
39.	Mr. Allah Nawaz, Lecturer in Biology GPGC, Kohat	GPGC, Kohat	A.V.P
40.	Mr. Abdul Jalceel, Lecturer in Maths, GPGC, Manshra	GDC Havelian Abbottabad	A.V.P
41.	Mr. Mehboob Ali, Lecturer in Chemistry GDC, Takht Bhai Mardan	GDC, Takht Bhai Mardan	A.V.P
42.	Muhammad Farman Ali, Lecturer in Chemistry GPGC, Bannu	GPGC, Bannu	A.V.P
43.	Muhammad Habib, Lecturer in Computer Science GPGJC, Swat	GPGJC Swat	A.V.P
44.	Muhammad Ishaq, Lecturer in Botany GDC, No.2 Mardan	GDC, No.2 Mardan	A.V.P
45.	Mr. Ijaz Ahmad, Lecturer in Economics GDC, No.2 D.I.Khan	GDC, No.1 D.I Khan	A.V.P

46.	Muhammad Hameed Iqbal, Lecturer in Botany GPGJC, Swat	GPGJC, Swat	A.V.P
47.	Mr. Nadeem Haider, Lecturer in Maths GDC, Badaber Peshawar	GDC, Badaber Peshawar	A.V.P
48.	Mr. Shaukat Ali, Lecturer in Chemistry GPGC, Manshera	GDC Oghi Manshera	A.V.P
49.	Mr. Naeem Gul, Lecturer in Maths GDC, Havelian Abbottabad	GPGC No.1, Abbottabad	A.V.P
50.	Mr. Yasir Arshad, Lecturer in Chemistry GPGC, No.1 Abbottabad	GPGC, No.1 Abbottabad	A.V.P
51.	Mr. Aminullah, Lecturer in History GDC, No.2 D.I.Khan	GDC NO. 2 D.I.Khan	A.V.P
52.	Mr. Israr Ahmad, Lecturer in Maths GPGJC, Swat	GPGJC, Swat	A.V.P
53.	Mr. Javid Ali, Lecturer in English GDC, S.K.Bala Bannu	GDC, S.K.Bala Bannu	A.V.P
54.	Mr. Muhammad Anwar, Lecturer in Computer Science GDC, Nathiagali Abbottabad	GDC Lissan Nawab, Manshera	A.V.P
55.	Mr. Jawad Ali Shah, Lecturer in Pakistan Study GPGC, Bannu	GDC Domel Bannu	A.V.P
56.	Muhammad Shah, Lecturer in Maths GDC, Pura Shanglela	GDC, Pura Shanglela	A.V.P
57.	Mr. Barkat Ali, Lecturer in Maths GDC, Ghazni Khel Lakki Marwat	GPGC, Lakki Marwat	A.V.P
58.	Mr. Zia Ullah Khan, Lecturer in English GDC, Zaida Swabi	GDC Zaida, Swabi	A.V.P
59.	Muhammad Tariq, Lecturer in Economics GDC, Tank	GDC Tank	A.V.P
60.	Mr. Dil Jan Khan, Lecturer in Maths GPGC, Lakki Marwat	GDC No.3 D.I Khan	A.V.P
61.	Mr. Zakiuddin, Lecturer in Maths GDC, Toru Mardan	GDC Toru Mardan	A.V.P
62.	Mr. Hamid Ullah, Lecturer in Urdu GPGC, Bannu	GDC Kakki, Bannu	A.V.P
63.	Mr. Miraj-Ud-Din, Lecturer in English GDC, Jandola Tribal Sub Division Tank	GDC Jandola Tribal Sub Division Tank	A.V.P
64.	Mr. Pervez Khan, Lecturer in Maths GDC, Takht Bhai Mardan	GDC Takht Bhai	A.V.P
65.	Mr. Munir Khan, Lecturer in Urdu GPGC, Mardan	GPGC Mardan	A.V.P
66.	Mr. Tajbar Khan, Lecturer in Islamiyat GDC, Barkhalozai, Bajaur	GDC Barkhalozai, Bajaur	A.V.P
67.	Mr. Fida Muhammad, Lecturer in Urdu GPGC, Lakki Marwat	GPGC, Lakki Marwat	A.V.P
68.	Mr. Abdullah Khan, Lecturer in Islamiyat GDC, Chagramatti Peshawar	GDC, Chagramatti Peshawar	A.V.P
69.	Mr. Naseeb Gul, Lecturer in Physics GPGC, Miranshah	GDC, Kakki (Bannu)	A.V.P
70.	Mr. Taifullah, Lecturer in Islamiyat GC, Peshawar	GC, Peshawar (Retain)	A.V.P
71.	Mr. Muhammad Ghias-Ud Din, Lecturer in Computer Science, GDC, Kabal Swat	GDC, Kabal Swat	A.V.P
72.	Mr. Safwan, Lecturer in Pakistan Study, GPGC, Parachinar	GPGC, Parachinar	A.V.P

Adjustments:-

S.#	Name Of Officer with Present Posting	Posted to	Remarks
1	Mr. Altaf Munawar, Lecturer in Chemistry, GDC Kulachi D.I.Khan	GDC Tank	A.V.P
2	Mr. Imran Khan, Lecturer in Mathematics, GDC Hangu	GPGC Kohat	A.V.P
3	Syed Anwar Marwat, Lecturer in Chemistry, GDC Shah Esa Billot Sharif D.I.Khan	GDC, Koh e Daman, Peshawar	A.V.P
4	Mr. Ayaz Ahmad, Lecturer in Zoology, GPGC Swabi	GDC Achini Payan Peshawar	A.V.P
5	Mr. Abid Ali, Lecturer in Computer Science, GPGC Mandian	GDC KTS Haripur	A.V.P
6	Mr. Ayaz Ahmad Lecturer in Zoology, GPGC Swabi	GDC Achini Payan Peshawar	A.V.P
7	Mr. Zahid Khan Lecturer in Urdu, GDC Ara Khel Darra Kohat	GDC No. 2 Bannu	A.V.P
8	Mr. Pir Muhammad Lecturer in Electronics, GDC No. 1 DIKhan	GPGC Lakki Marwat	A.V.P
9	Mr. Istikhar Lecturer in Physics, GDC Khwazakhel	GDC Dargai, Malakand	A.V.P
10	Mr. Irfan Lecturer in Statistics, GDC Bakhela	GDC Khanpur Dir (Lower)	A.V.P
11	Mr. Ruhul Amin, Lecture in Chemistry, GDC Charsadda	GC Peshawar	A.V.P
12	Mr. Rahat ullah, Lecturer in Physics, GDC Mirali North Waziristan	GPGC Bannu	A.V.P
13	Mr. Hazrat Ali, Lecturer in Economics, GDC Kulachi D.I.Khan	GDC Paharpur,	A.V.P
14	Mr. Ashfaq Ahmad, Lecturer in Physics, GPGC Khar Bajaur	GDC Takht Bhai, Mardan.	A.V. P
15	Mr. Naeem Khan Jadoon, Lecturer in English, GPGC No. 1 Abbottabad	GDC Darband, Mansehra	A.V. P

Secretary  
Govt. of Khyber Pakhtunkhwa  
Higher Education Department

Endst: No. & Date Even.

Copy forwarded to the:-

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. Director, Higher Education, Khyber Pakhtunkhwa Peshawar.
3. Principals/JMCs, of the concerned Districts to circulate amongst the concerned Govt: Colleges.
4. District Accounts Officers concerned.
5. Deputy Director (IT) HEMIS, Peshawar.
6. Manager, Govt: Printing Press, Khyber Pakhtunkhwa, Peshawar.
7. P.S to Secretary, Higher Education Department.
8. PA to Deputy Secretary (Colleges), Higher Education Department.
9. Officers concerned.

Section officer (Colleges-II)  
18.12.2019

**FORM PAY 02**

**PAYROLL SYSTEM  
AMENDMENT FORM  
SINGLE EMPLOYEES ENTRY**

Date \_\_\_\_\_  
Page No \_\_\_\_\_

OFFICE OF THE PRINCIPAL GOVT. DEGREE COLLEGE CHAKESAR  
FOR THE MONTH OF February/2018

DDO Code (Cost Center) **SH 4 0 3 3** Description PRINCIPAL

Personal Number **0 0 2 0 5 9 1 7** Employees Name NAMDAR ALAM National ID Card Number \_\_\_\_\_

Start Grade (Pay Scale Group) **17** LECTURER Salary  Stop  Start

Info 14 Type	GENERAL DATA CHANGE 13		CHANGE IN PAYMENTS / DEDUCTIONS 17						Effective Date 21	Remarks 22		
	Field ID 15	New Contents 16	Wage Type 18	Rupees 19	Paise	Amount Adjustment						
		Leave Salary				A01278	81760/-					
		Basic Pay	0001	51070/-		8801	421921					
		HRA	1000	2955/-		5002	32012					
		Conveyance Allowance	1210	5000/-		5011	44167					
		Comp. Allow.	1913	2000/-		5102	17667					
		Medical Allowance	1947	2124/-		5012	23010					
		Adhoc Relief 2010 50%	--	--		5019	22660					
		Adhoc Relief 2013	2148	1160/-		5244	12567					
		Adhoc Relief 2015	2199	780/-		5964	8450					
		Adhoc Relief 2016	2211	4088/-		5975	44237					
		A.R 2017	2224	5107/-			14016					
		Total		74254/-		Total Adjustment	742467/-					

*Lecturer: Namdar*  
Govt. College, Chakesar,  
Proposed by: Shangla.

Deduction..... 5531/-      69751/-  
Net Amount..... 68753/-      672716/-

*Lecturer: Namdar*  
Govt. College, Chakesar,  
Distt- Shangla.



**KHYBER PAKHTUNKHWA**  
**SERVICE TRIBUNAL, PESHAWAR**

All communications should be addressed to the Registrar KPK Service Tribunal and not any official by name.

No: 1327/ST Dated: 8/6/2022

Ph:- 091-9212281  
Fax:- 091-9213262

To,

The Secretary Education Govt. of Khyber Pakhtunkhwa,  
At Peshawar.

Subject: JUDGMENT IN APPEAL NO. 870/2019 OF Mr. BAKHT RAWAN VS HIGHER EDUCATION.

I am directed to forward herewith a certified copy of Judgement dated 07.04.2022 passed by this Tribunal on the above subject for strict compliance .

Encl: As Above.

  
(WASEEMAKHTAR)

REGISTRAR  
KHYBER PAKHTUNKHWA  
SERVICE TRIBUNAL  
PESHAWAR