

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Appeal No. 919/2019

Date of Institution ... 12.07.2019

Date of Decision ... 08.10.2019

Mst. Uzma Anjum, Drawing Master (BPS-09), GGMS Musa Khan Killi, Tehsil Landi Kotal District Khyber. ... (Appellant)

VERSUS

The Director (E&SE) Khyber Pakhtunkhwa Peshawar and three others. ... (Respondents)

Mr. Mir Zaman Safi,
Advocate. ... For appellant

MR. HAMID FAROOQ DURRANI, ... CHAIRMAN

JUDGMENTHAMID FAROOQ DURRANI, CHAIRMAN:-

1. The appellant is aggrieved of reinstatement order dated 28.11.2016 issued by the Agency Education Officer Khyber Agency at Jamrud (now respondent No. 3 in the memorandum of appeal). The impugned order provided for her reinstatement into service but with the riders that it was without back benefits, the salary drawn by her during the removal period was to be recovered in normal installments through source from her pay, the period during which she had not performed her duty after removal from service was converted into leave without pay (758 days) and against execution of an undertaking on stamp paper by the appellant to the effect that she would never be absent without proper approval and also remain careful in future. A departmental appeal was submitted by the appellant on 21.03.2019, which remained un-responded.

2. Learned counsel for the appellant heard and available record gone through.



Regarding the issue of delay in submission of departmental appeal learned counsel relied on a judgment reported as 2002-PLC(C.S)1388 and contended that a recurring cause of action had accrued in favour of the appellant as the impugned order involved her salary. For that reason, delay of more than two years in submission of departmental appeal was to be overlooked.

3. The appellant was imposed upon major penalty of removal from service on account of her absence through order dated 17.10.2014. She submitted a departmental appeal against that order which was decided through the impugned order. The penalty of removal from service was set aside and she was reinstated into service with effect from the date of her removal. The above noted conditions were, however, attached with the reinstatement. The order was issued on 28.11.2016 but the appellant was not vigilant enough to have filed service appeal till 12.07.2019. She preferred to submit a second departmental appeal on 31.03.2019 which itself was not only barred by more than two years but was also not competent. The appeal in hand is, therefore, also bereft of competence in view of judgments reported as 2006-SCMR-453 and 2012-SCMR-195. In the circumstances, the judgment relied upon by learned counsel is distinguishable.

4. In view of the above, the appeal in hand does not merit admission for regular hearing, therefore, it is dismissed in limine.

File be consigned to the record room.


(HAMID FAROOQ DURRANI)
CHAIRMAN




ANNOUNCED
08.10.2019

Form- A

FORM OF ORDER SHEET

Court of _____

Case No.- 919/2019

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	12/07/2019	<p>The appeal of Mst. Uzma Anjum presented today by Mr. Noor Muhammad Khattak 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-	15/07/19	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>26/08/19</u></p> <p style="text-align: right;"> CHAIRMAN</p>
	26.08.2019	<p>Nemo for appellant.</p> <p>Notice be issued to appellant/counsel for preliminary hearing on 08.10.2019 before S.B.</p> <p style="text-align: right;"> Chairman</p>

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO. 919 /2019

UZMA ANJUM

VS

EDUCATION DEPTT:

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PETITIONER

THROUGH:


NOOR MOHAMMAD KHATTAK
ADVOCATE

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO. 919 /2019

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 949

Dated 12/07/2019

Mst. Uzma Anjum, Drawing Master (BPS-09),
GGMS Musa Khan Killi, Tehsil Landi Kotal, District Khyber**APPELLANT**

VERSUS

- 1- The Director (E&SE), Khyber Pakhtunkhwa, Peshawar.
- 2- The Director Education Merged Area, Warsak Road, Peshawar.
- 3- The District Education Officer (F), District Khyber.
- 4- The District Accounts Officer, District Khyber.

.....**RESPONDENTS**

APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST THE IMPUGNED ORDER DATED 28-11-2016, WHEREBY THE APPELLANT WAS RE-INSTATED IN TO SERVICE W-E-F 17-10-2014 BUT THE INTERVENING PERIOD W.E.F. 17-10-2014 TILL 13-11-2016 (758 DAYS) HAS BEEN TREATED AS LEAVE WITHOUT PAY AND AGAINST NO ACTION TAKEN ON THE DEPARTMENTAL APPEAL OF APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS

PRAYER:

That on acceptance of this appeal the impugned order dated 28.11.2016 may very kindly be modified/rectified to the extent that the intervening period w.e.f 17.10.2014 till 13.11.2016 may be treated as earned leave/leave of the kind due. Any other remedy which this august Tribunal deems fit that may also be awarded in favor of the appellant.

R/SHEWETH:

ON FACTS:

Brief facts giving rise to the present appeal are as follows:-

- 1- That appellant was appointed as Drawing Master BPS (09) at Govt. Girls Medal School Mus Khan Killi, Tehsil Landi Kotal, Disrict Khyber vide order dated 31.08.2007 in the respondents Department and is serving as such quite efficiently and up to the entire satisfaction of his superiors. (Copy of the appointment order is attached as annexure.....**A).**
- 2- That during service the appellant was removed from service vide order dated 17.10.2014 on account of willful absence w-e-f 01-09-2013. Copy of the order dated 17.10.2014 is attached as annexure.....**B).**

Filed to day

Registrar

12/7/19

- 3- That feeling aggrieved from the removal order, the appellant preferred departmental appeal before the appellate authority through proper channel which was properly forwarded through covering/forwarding letter dated 28-7-2015. Copy of the covering letter is attached as annexure.....**C).**
- 4- That on the said Departmental appeal an inquiry was conducted vide order dated 21-12-2015 to dig out the facts and reality of the appellant's removal from service. Copy of the order is attached as annexure.....**D).**
- 5- That the enquiry committee in its inquiry report gives the following findings with regard to the appellant **"Miss Uzma Anjum had taken medical leave and she had gone to Umrah and in that period she has been marked absent which is not correct"** whereas the committee gives the following recommendation **"Keeping in view the above findings, We the members of the enquiry committee recommend that the dismissal/removal of Mst. Uzma with others should be abolished"**. Copy of the inquiry report is attached as annexure.....**E).**
- 6- That through the enquiry committee the mystery of absence was brought to the surface and the appellant was exonerated from the absence charges leveled against her. That she was re-instated in to services w-e-f the date of her removal/dismissal from service i.e 17.10.2014 without back benefits vide order dated 28-11-2016. (Copy of the impugned order dated 28-11-2016 is attached as annexure.....**F).**
- 7- That feeling aggrieved from the impugned order dated 28-11-2016 the appellant preferred departmental appeal but the same was not responded within the stipulated period of ninety days, thus the present service appeal on the following grounds. Copy of the Departmental appeal is attached as annexure.....**G.**

GROUND:

- A- That the impugned orders dated 28-11-2016 is against the law, facts, norms of natural justice and materials on the record hence not tenable and liable to be modified/rectified to the extent of back benefits.
- B- That appellant has not been treated by the respondent Department in accordance with law and rules on the subject noted above and as such the respondents violated Article-4 and 25 of the Constitution of Islamic Republic of Pakistan 1973.
- C- That the respondent Department acted in arbitrary and malafide manner by treating the intervening period as leave without pay as the appellant had submitted an affidavit before the respondent

performed her duties w-e-f 02-12-2013 till 31-01-2014, whereas, w-e-f 01-02-2014 till 14-02-2014 she was on medical leave and from 14-02-2014 till 12-03-2014 she went for Umra.(Copies of affidavit and passport/visa are attached as annexure..... **H & I**).

- D- That the respondents department had not treated the appellant as per the law because the respondent No.3 had categorically mentioned in the re-instatement order that the appellant had been re-instated with effect from the date of her removal i.e 17-10-2014, so how it is possible that if the appellant had been re-instated retrospectively but without her back benefits, so it is an illegality on the part of respondents.
- E- That the action and inaction of the respondents are not in accordance with law and rules, therefore the impugned order dated 28.11.2016 is liable to be modify/rectify to the extent of back benefits.
- F- That the impugned order dated 28.11.2016 is against the leave rules because medical as well as leave for Umra/ Hajj is permissible to the civil servants according to the Revised Leave Rules, 1981.
- G- That the appellant had not been treated as per law and rules because the attendance of the appellant had not been consider as it is evident from her attendance record/register that she was present on duty since September 2013 till November 2016, the period in which the appellant is marked as absent. (Copy of the attendance record is attached as annexure.....**J**).
- H- That appellant seeks permission to advance other grounds and proofs at the time of hearing.

It is therefore, most humbly prayed that the appeal of the appellant may be accepted as prayed for.

APPELLANT


Mst. Uzma Anjum

THROUGH:
NOOR MOHAMMAD KHATTAK


KAMRAN KHAN
& 
MIRZAMAN SAFI

ADVOCATES

A - (4)

AGENCY EDUCATION OFFICE KHYBER AGENCY AT JAMRUD
APPOINTMENT ORDER

Consequent upon the approval of the Departmental Selection Committee Miss: Uzma Anjum D/O Faqir Muhammad (Non-Local) candidate is hereby appointed against vacant D.M post at GGMS Musa Khan Killi Tehsil Landi Kotal Khyber Agency in BPS No.09/PM plus usual allowances as admissible under the rules w.e.f the date of her taking over charge in the interest of public service.

Note: -

1. Charge report should be submitted to all concerned.
2. The appointment of the candidate is made purely on temporary basis and is liable to terminate at any time without any notice.
3. If the candidate wishes to resign her post she will be give one-month prior notice or her pay for one month will be forfeited in lieu thereof.
4. Her documents, Date of Birth and NIC should be checked before handed over charge of the post and attested copies thereof may be kept on record of the school/office.
5. She should produce her Health and Age certificate from the Agency Surgeon concerned.
6. She may not be handed over charge if she is below 18-years or above 45-years.
7. If she fails to report her arrival within 15-days of the issue of this appointment order then it will be treated as cancelled.
8. No salary may be drawn before the verifications of all the testimonials from the quarter concerned.
9. The appointment will not be entitled for pension/commutation and G.P.Fund emoluments as per Govt: contract policy.

Attest
[Signature]

(MR.ASMAT KHAN)
AGENCY EDUCATION OFFICER
KHYBER AGENCY AT JAMRUD

Endst:No. 2585-89

Dated Jamrud the 31 / 8 /2007

Copy of the above is forwarded to the: -

1. Director Education (FATA) at Peshawar.
2. Agency Accounts Officer Khyber at Jamrud.
3. Agency Surgeon Khyber Agency at Landi Kotal
4. AAEO (Female)/Pay Clerk concerned.
5. Official concerned.

[Signature]
AGENCY EDUCATION OFFICER
KHYBER AGENCY AT JAMRUD

B-5

NOTIFICATION-

WHEREAS the Assistant Agency Education Officer, reported that Miss. Uzma Anjum DM GGMS Musa Khan Killi LKL Khyber Agency was absent from duty with effect from 01/09/2013.

AND WHEREAS a committee was appointed consisting of Mr Saleem Khan Wazir Head Master GHS Hasham Abad, as Chairman and all AAEOs as members to dig out the cases of those who were wilfully absent. Detailed report and documentary proof to proceed further into the matter in accordance with the rules vide notification No.6153 dated 18/07/14.

AND WHEREAS the committee after having examined the record has submitted its report after conducting a deep and detailed scrutiny of papers from all the relevant aspects and reported that Miss. Uzma Anjum DM GGMS Musa Khan Killi LKL Khyber Agency was absent from duty wef 01/09/2013

AND WHEREAS Miss. Uzma Anjum DM GGMS Musa Khan Killi LKL Khyber Agency was proceeded against under Khyber Pakhtunkhwa Govt: Servant (Efficiency & Discipline) Rules 2011, for the charge of "wilful absence from duty, with effect from 01/09/2013 as mentioned in the show cause notice served upon her under registered post at her home address vide AEO No.3615-21 dated 28/04/2014

2. AND WHEREAS the accused official did not submit her reply to the show cause notice.

3. AND WHEREAS absentee notices were served upon Miss. Uzma Anjum DM GGMS Musa Khan Killi LKL Khyber Agency through print media in daily newspapers "MASHRIQ" and "Aaj" on 30/06/2014 to attend the office and explain her absence period but she remained absent and did not report for duty in response to the above mentioned notices.

4. AND WHEREAS the competent authority, the Agency Education officer Khyber, after having considered the charges, evidence on record, enquiry report, and facts of the case, is of the view that the charge of willful and unauthorized absence against the accused official has been proved.

5. NOW THEREFORE, In exercise of the Powers conferred under Rules-4 (b) iii of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules 2011, the competent Authority, Agency Education officer Khyber, is pleased to impose major penalty of "Removal from service" upon Miss. Uzma Anjum DM GGMS Musa Khan Killi LKL Khyber Agency with immediate effect on account of her wilful absence with effect from 01/09/2013 up to date. Her absence wef 01/09/2014 is notified as on EOL with out pay.

(Atiq-ur-Rahman,)
Agency Education Officer,
Khyber Agency at Jamrud

Endst: No. 7904-12 Dated Peshawar the 17/10/2014

Copy forwarded to the:-

1. Additional Chief Secretary FATA Secretariat Peshawar
2. Secretary (AI&C) FATA Secretariat.
3. Deputy Secretary (Services) FATA secretariat Peshawar.
4. Director Education FATA
5. Agency Account officer Khyber Agency at Jamrud.
6. AAEO concerned.
7. Superintendent/ Accountant
8. Official Concerned.
9. Pay clerk office for stoppage of her pay forth with.



FATA SECRETARIAT
DIRECTORATE OF EDUCATION
WARSAK ROAD PESHAWAR, PAKISTAN
PHONE. 091-9210166 FAX 091-9210216

NO. 7693 / DATED 28/7 / 2015
E-7 KHYBER VOL-5

To

The Agency Education Officer
Khyber Agency.

Subject: APPEAL/RESTORATION.

Memo:

I am directed to refer to your letter No.12822 dated 24.4.2015 on the above noted subject and to state to submit actual exact absence period as the photocopy of attendance register produced by the Mst.Uzma Anjum Drawing Mistress show two days absentee i.e. 5, 6 December 2014 for clarification.

Furthermore you are directed to submit Para-wise comments/reply immediately.

[Signature]
o/c Deputy Directress (Estab)

Endst.No. 7694-95, Dated 28/7 2015.

Copy to;

1. PS to Secretary SSD FATA.
2. P.A to Director Education FATA.

[Signature]
o/c Deputy Directress (Estab)

Attested
[Signature]

C-6

DIRECTORATE OF EDUCATION (FATA) SECRETARIAT PESHAWAR
ENQUIRY OFFICERS/ORDER.

The following Officers are appointed as enquiry Officers authorized to dig out the facts/reality on the appeal of the following appellant whose services have been removed/dismissed by the Agency Education Officer Khyber Agency.

1. Mst. Naema Gul PST and Mst. Shumaila PST GGPS Bagh Killi Kam Shalman.
2. Mst. Uzina Anjum DM GGMS Musa Killi Loi Shalman.
3. Shakeela Syed PET GGMS Azam Din Killi Redeployed to GGHS Hanif Jan Kili.

Enquiry Officers.

1. Mr. Abdur Rauf Shah Agency Education Officer Khyber Agency. ✓
2. Mr. Shahinshah Associate Professor GDC Jamrud.
3. Mst. Neelam Azam Principal GECT (W).

The committee should submit their report within seven (7) days positively with documentary proof and recommendation/finding.

(Hamid Ullah Jan)
Director Education FATA

Endst.No. 608-11,
Copy to;

Dated 21-12 2015

- ✓ 1. Agency Education Officer Khyber Agency.
2. Principal GDC Jamrud with the request to allow Mr. Shahinshah AP of your college for conducting the said enquiry.
3. Principal GECT (W) Jamrud Khyber Agency for compliance.
4. PA to Director Education, FATA.

Deputy Directress (Estab)

Attended



Agency Education Office
Khyber Agency at Jamrud
PHONE: 091-5820584 FAX: 091-5820584

No: _____
Date: _____/2016

E- (8)

INQUIRY REPORT

Introduction.

The following officers are appointed as enquiry officers hereby authorized to dig out the facts/realities on the appeals of the following appellants, whose services have been dismissed/removed by the Agency Education Officer Khyber Agency.

1. Mst.NaeemaGul (PST) and MstShumaila (PST) Govt Girls Primary School BaghKillikamshalman
2. MstUzman.Anjum (DM) Govt Girls Middle School Musa KilliLoiShalman
3. Shakeela Syed (PET) Govt ,Girls High School Azam Din Killi redeployed to Govt,Girls High School HanifjanKilli Bara.

We the members of the enquiry committee summoned the accused teachers namely NaeemaGul(PST), GGPS BaghKiliKamShalman, ShumailaUmbreen (PST) GGPS BaghKilliKamShalman, Mst UZMA GUL (DM) GGMS Musa Khan KilliLandiKotal Khyber Agency and ShakilaSayed (PET) GGMS Azam Din Killi , redeployed at GGHS Hanif Jan Killi to GCET (F) Jamrud where their documents were thoroughly checked and their written statements were taken. The inquiry Committee has deduced the following findings.

FINDINGS

- ✓ 1. Miss UzmaGul (DM) had taken medical leave and she had gone to Umrah (Documents Attached F/A) and in that period she has been marked absent which is not correct.
2. Mst.NaeernGul (PST) and ShumailaAmbreen (PST) of GGPS BaghKilliKamShalman Khyber Agency ,attendance register was not in their custody which is still in the control of the School Malik, that is why they have been marked absent.
3. The principal of Govt,Girls Higher Secondary School LandiKotal has given a written certificate to MstNaeemaGul and Shumaila.Ambareen that they are performing their duties very

Attested
by

efficiently and that both of them are very dutiful. (Copy attached F/B)

4. The most important point is that the Ex-Agency Education Officer (AEO at that time) has given a written statement to the teachers that their dismissal ought to be abolished . (Copy attached F/C)

✓ 5. The Agency Education Officer had reported that the transfer order and service documents of Shakeela Sayed (PET) are fake . The inquiry committee checked her transfer order and service documents (attached F/D) and were found quite correct.

RECOMMENDATIONS

Keeping in view the above findings, we the members of the enquiry Committee recommend that the dismissal of Mst Uzma Gul (DM), Naeema Gul (PST) , Shumaila Ambreen (PST) and Shakila Sayed (PET) should be abolished .

Enquiry Officers

- 1. Mr. Muhammad Iqbal Principal GDC Jamrud ✓
- 2. Neelam Azam Principal GCET (F) Jamrud ✓
- 3. Mr. Shahin Shah A/P GDC Jamrud ✓
- 4. Mr. Abdur Rauf Shah AEO Khyber Agency ✓

Handwritten signatures and initials:
 - A large signature: *Atta Ullah*
 - A signature: *EP*
 - A signature: *N. Azam*
 - A signature: *Shahin*



F-10

**AGENCY EDUCATION OFFICE
KHYBER AGENCY AT JAMRUD**

REINSTATEMENT ORDER..

Consequent upon the approval of Director Education FATA, in his capacity as the appellate authority, vide Endst. No. 14860-61 Dated 14/11/2016 Mst. Uzma Anjum DM Govt Gils Middle School Musa Khan Loi Shelman Landikotal Khyber Agency is hereby re-instated with effect from the date of her dismissal from service i.e 17/10/2014, without back benefits on the following conditions:-

1. The salaries drawn by her during the removal period is to be recovered in normal installments through source from her Pay.
2. The period during which she had not performed her duty after dismissal from service will be converted into leave without pay w.e.f 17/10/2014 to 13/11/2016 (758 days) & will not be entitled to any back benefits. ✓
3. This order is effective w.e.f 14/11/2016.
4. An under-taking on stamp paper will be obtained from her to the effect that she will never be absent without proper approval and will warned to be careful in future. In case if she found absent she will be removed from the service under E&D Rules 2011.

Note: Necessary entry to this effect should be made in her Service Book.

(Muhammad Jadoon Khan)
**AGENCY EDUCATION OFFICER
KHYBER AGENCY AT JAMRUD**

Endst. NO 9471-76 Reinstatement File Dated 28/11/2016.

Copy of the forwarded to the:

- 6 Director Education FATA at Peshawar w/r to their Endst No. 14860-61 Dated 14/11/2016
3. Agency Accounts officer Khyber Agency at Jamrud.
5. AAEO Concerned.
- 7 Superintendent Local Office
- 8 Female Accountant Branch for further pay process.
- 9 Data Entry operator EMIS local office
- 10 Official Concerned.

Attested
[Signature]

AGENCY EDUCATION OFFICER

To

The Director Educators,
Merged Area, Warsak Road,
Peshawar.

G-11

Subject: Departmental Appeal

It is stated that, I was appointed as Drawing Master (D.M) (BPS-09) vide order dated 31/8/2007. That during service I was removed from the service on the grounds of willful absence. The said absence order was passed mala fide by the competent authority so I challenged that before the appellate authority and the same was set aside vide order dated 28/11/2016 and I was re-instated in ~~to service~~ with effect from 17/10/2014 but without back benefits. The absence was not willful as I was on leave (medical) and went for Umra.

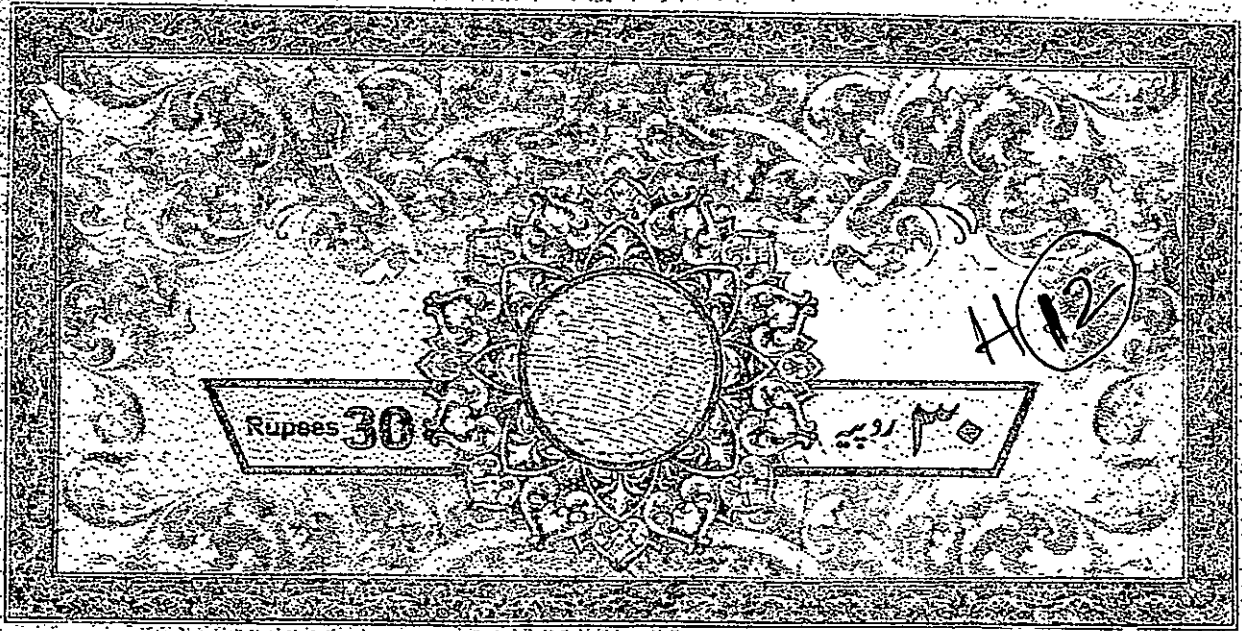
It is therefore requested that the intervening period with effect from 17-10-2014 till 13/11/2016 may be treated as earned leave and all the benefits of that period may please be granted to me.

Dated: 21/3/2019

Attested
[Signature]

Sincerely,
[Signature]

Uzma Anjum



بیان حلق

سماة عظمیٰ انجم دختر فقیر محمد سان دڈ بیگم کو درج
 تر نژادی کتبیں و نعل چارلسٹون کی ہوتے۔ حلقہ بیان
 کر کے لکھتے ہوں کہ میں D.M پوسٹ پر موسیٰ خان سے
 نوے شکایات کتبیں لندنی کوتل خیبر ایجنسی میں تصنیف ہوا
 اور میں دو ستمبر 2013ء سے 31 جنوری 2014ء
 تک سکول مذکورہ میں ڈیوٹی دی ہے اور یکم فروری
 سے 14 فروری تک میڈیکل لی ہے اور اس کے بعد
 14 فروری سے 12 مارچ 2014ء تک میں عمرہ

کیجی گئی تھی جس کے متعلق دستاویزات ہم جہاز
 تک موجود ہے۔ اس بیان میں کوئی امر حقیقی پوشیدہ نہیں لکھی
 گئی ہے اور نہ ہی میں نے کوئی بیان دروغ لکھا ہے۔ لکھتے ہیں کہ
 حلقہ بوفض شخصوارہ جاری کردارے کا حکم صادر فرماریے یعنی نوے روز تک
 فقط نوے

17/06/2014

اسما
 سماة عظمیٰ انجم دختر فقیر محمد مرحوم

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پتہ: پتہ

تاریخ	آمد	دستخط	روایتی	دستخط	آمد	دستخط	روایتی	دستخط	آمد	دستخط	روایتی	دستخط	آمد	دستخط	روایتی	دستخط
1	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00
2	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00
3	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00
4	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00
5	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00
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7																
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9	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00
10	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00
11	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00	Alia 7:30	Alia 12:00
12																
13	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
14	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
15	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
16	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
17	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
18	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
19																
20	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
21	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
22	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
23	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
24	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
25	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
26																
27	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
28	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
29	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
30	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00
31	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00	Alia 8:00	Alia 1:00

حاضر	سابقہ	میزان	حاضر	سابقہ	میزان	حاضر	سابقہ	میزان	حاضر	سابقہ	میزان

21
MS Mrs Hale Low Shalman

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JAN	FEB	MAR	APR	MAY	JUN
JUL	AUG	SEP	OCT	NOV	DEC

رجسٹر حاضری مدرسین

21

2015

بابت ماہ اگست

نام	سی پی ہزار	عالمیہ سیک	عظمیٰ الحق
عہدہ			

تاریخ	آمد	دستخط	رواگی	آمد	دستخط	رواگی	آمد	دستخط	رواگی	آمد	دستخط	رواگی
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8	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
9	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
10	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
11	Ua	12:30	Ua	7:00	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
12	Sunday											
13	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
14	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
15	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
16	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
17	Ua	11:00	Ua	7:30	Alia	12:30	Alia	7:30	Asia	11:00	Asia	7:30
18	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
19	Sunday											
20	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
21	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
22	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
23	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
24	Ua	11:00	Ua	7:30	Alia	12:30	Alia	7:30	Asia	11:00	Asia	7:30
25	Ua	12:30	Ua	7:30	Alia	12:30	Alia	7:30	Asia	12:30	Asia	7:30
26	Sunday											
27	Ua	12:30	Ua	7:30	EXAME LEAVE				Asia	12:30	Asia	7:30
28	Ua	12:30	Ua	7:30	Promote APPT				Asia	12:30	Asia	7:30
29	Ua	12:30	Ua	7:30	to 16 May				Asia	12:30	Asia	7:30
30	Ua	12:30	Ua	7:30					Asia	12:30	Asia	7:30
31												

میزان	سابقہ	حال	میزان	سابقہ	حال	میزان	سابقہ	حال	میزان	سابقہ	حال	میزان
<p>اسم رخصت</p> <p>اتفاقیہ</p> <p>استحقاقی</p> <p>بیماری</p> <p>میزان</p>												

دستخط ہیڈ ماسٹر

اتفاق ٹریڈرز کبیر سٹریٹ، اردو بازار، لاہور۔

رجسٹر حاضری مدرسین

JAN	FEB	MAR	APR	MAY	JUN
JUL	AUG	SEP	OCT	NOV	DEC

2015

بابت ماہ

نام مدرس	عالمی اسکول	عظیمی اسکول
عہدہ	پہلی - بی - سی	پہلی - بی - سی

تاریخ	آمد	دستخط	رواگی	دستخط	آمد	دستخط	رواگی	دستخط	آمد	دستخط	رواگی	دستخط
1												
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موضوع	حال	سابقہ	میزان	حال	سابقہ	میزان	حال	سابقہ	میزان	حال	سابقہ	میزان
اتفاق												
استحقاق												
بیماری												
میزان												

دستخط ہیڈ ماسٹر

اتفاق ٹریڈرز کبیر سٹریٹ، اردو بازار، لاہور۔

رجسٹر حاضری ملازمین شعبہ سہولت کارانہ لیسٹریکچر ماسٹر

نام	تاریخ	آمد	رفتہ	آمد	رفتہ	آمد	رفتہ	آمد	رفتہ	آمد	رفتہ	آمد	رفتہ
1	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
2	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
3	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
4	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
5	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
6	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
7	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
8	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
9	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
10	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
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13	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
14	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
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17	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
18	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
19	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
20	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
21	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
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23	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
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30	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30
31	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30	Asia	1:00	Asia	8:30

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مقام	میزان	مال	سابقہ	میزان	مال	سابقہ	میزان	مال	سابقہ	میزان	مال	سابقہ
قرصت												
اتفاقية												
استعان												
بیماری												
بیماری												

HEAD METRESS
Glees P. M. Khan
Lal Shaban Khyber Agency

Handwritten signatures and dates at the bottom right, including '20/10/2016'.

رجسٹر حاضری نڈر سین

نام			آئی سی ایم			پیت			C.T			S.S.G			کونسل ایچ		
تاریخ	آمد	دستخط	تاریخ	آمد	دستخط	تاریخ	آمد	دستخط	تاریخ	آمد	دستخط	تاریخ	آمد	دستخط	تاریخ	آمد	دستخط
1	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
2	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
3	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
4	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
5	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
6		Sunday			Sunday												
7	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
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12	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
13		Sunday			Sunday												
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15	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
16	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
17	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
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19	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
20		Sunday			Sunday												
21	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
22	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
23	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
24	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
25	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
26		Sunday			Sunday												
27	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
28	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
29	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
30	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia
31	8:00	Asia	1:00	Asia	8:00	8:00	Asia	1:00	Asia	8:00	8:00	Nahced	1:00	Nahced	8:00	8:00	Asia

From 7:30 AM to 8:00 AM

میزان	سابقہ	حال	میزان	سابقہ	حال	میزان	سابقہ	حال	میزان	سابقہ	حال	میزان	سابقہ	حال

HEAD MISTRESS
G.G.M.S Haji Musa Khan
Lal Shalman Khyber Agency

دستخط ہیڈ ماسٹر

(Handwritten signature)

رجسٹر حاضری نڈز سین

31

عقدگی (الم)		کلاس		اسپیڈ ناز		ایئر پورٹ		بیسٹ ماہ		9 مہینہ / فوری		نمبر
دستخط	روایتی	دستخط	آمد	دستخط	روایتی	دستخط	آمد	دستخط	روایتی	دستخط	آمد	نمبر
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												31

قسم	حالیہ	سابقہ	بیزان	حالیہ	سابقہ	بیزان	حالیہ	سابقہ	بیزان	حالیہ	سابقہ	بیزان
انٹیم												
استحقاق												
بیماری												
بیزان کل												

حاضری نمزبین

حاضری نمزبین											
نام استادن				شعبہ				بابت ماہ			
P.T.C				T				S-S-T			
آمد	روٹنگ	دستخط	آمد	روٹنگ	دستخط	آمد	روٹنگ	دستخط	آمد	روٹنگ	دستخط
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Handwritten notes on the left side of the table, including some illegible scribbles and text.

Handwritten notes on the right side of the table, including the word 'Math' and other illegible text.

قسم	حال	سابقہ	میزان	حال	سابقہ	میزان	حال	سابقہ	میزان	حال	سابقہ	میزان
انٹرفیو												
استغاثی												
بیماری												
میزان کل												

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رجسٹر حاضری نڈز سین سوسائٹی خان پور کوٹ شہان

نام، پتہ، کلاس، اور دیگر تفصیلات

روز	وقت	حاضر	غائب	بیمار	موت	بیمار	موت	بیمار	موت
1	7:30	114	12:30	114	12:30	114	12:30	114	12:30
2	7:30	114	12:30	114	12:30	114	12:30	114	12:30
3	7:30	114	12:30	114	12:30	114	12:30	114	12:30
4	7:30	114	12:30	114	12:30	114	12:30	114	12:30
5	7:30	114	12:30	114	12:30	114	12:30	114	12:30
6	7:30	114	12:30	114	12:30	114	12:30	114	12:30
7	7:30	114	12:30	114	12:30	114	12:30	114	12:30
8	7:30	114	12:30	114	12:30	114	12:30	114	12:30
9	7:30	114	12:30	114	12:30	114	12:30	114	12:30
10	7:30	114	12:30	114	12:30	114	12:30	114	12:30
11	7:30	114	12:30	114	12:30	114	12:30	114	12:30
12	7:30	114	12:30	114	12:30	114	12:30	114	12:30
13	7:30	114	12:30	114	12:30	114	12:30	114	12:30
14	7:30	114	12:30	114	12:30	114	12:30	114	12:30
15	7:30	114	12:30	114	12:30	114	12:30	114	12:30
16	7:30	114	12:30	114	12:30	114	12:30	114	12:30
17	7:30	114	12:30	114	12:30	114	12:30	114	12:30
18	7:30	114	12:30	114	12:30	114	12:30	114	12:30
19	7:30	114	12:30	114	12:30	114	12:30	114	12:30
20	7:30	114	12:30	114	12:30	114	12:30	114	12:30
21	7:30	114	12:30	114	12:30	114	12:30	114	12:30
22	7:30	114	12:30	114	12:30	114	12:30	114	12:30
23	7:30	114	12:30	114	12:30	114	12:30	114	12:30
24	7:30	114	12:30	114	12:30	114	12:30	114	12:30
25	7:30	114	12:30	114	12:30	114	12:30	114	12:30
26	7:30	114	12:30	114	12:30	114	12:30	114	12:30
27	7:30	114	12:30	114	12:30	114	12:30	114	12:30
28	7:30	114	12:30	114	12:30	114	12:30	114	12:30
29	7:30	114	12:30	114	12:30	114	12:30	114	12:30
30	7:30	114	12:30	114	12:30	114	12:30	114	12:30
31	7:30	114	12:30	114	12:30	114	12:30	114	12:30

قسم	حاضر	سابقہ	بیمار	موت	بیمار	موت	بیمار	موت
انٹرمیڈیٹ								
اساتذہ								
بیماری								
بیماری								

HEAD MISTRESS
G.C.M.S. ...
Lal Shahan Khan Agency

VAKALATNAMA

Before the KP Service Tribunal, Peshawar

No. _____/2019

Uzma Anjum

(APPELLANT)
(PLAINTIFF)
(PETITIONER)

VERSUS

Education Deptt.

(RESPONDENT)
(DEFENDANT)

I/We Uzma Anjum

Do hereby appoint and constitute **NOOR MOHAMMAD KHATTAK, Advocate, Peshawar** to appear, plead, act, compromise, withdraw or refer to arbitration for me/us as my/our Counsel/Advocate in the above noted matter, without any liability for his default and with the authority to engage/appoint any other Advocate Counsel on my/our cost. I/we authorize the said Advocate to deposit, withdraw and receive on my/our behalf all sums and amounts payable or deposited on my/our account in the above noted matter.

Dated. ____/____/2019

Uzma Anjum

CLIENT

Accepted

NOOR MOHAMMAD KHATTAK

Kamran Khan
KAMRAN KHAN

&

Mir Zaman Safi
MIR ZAMAN SAFI
ADVOCATES

OFFICE:

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Islamia Club Building, Khyber Bazar,
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Phone: 091-2211391
Mobile No.0345-9383141