

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 857/2019

Date of Institution ... 24.05.2019

Date of Decision ... 02.02.2022

Shabir Ahmad S/o Naseer Ahmad Laboratory Assistant, Government Degree
College Akora Khattak, District Nowshera. ... (Appellant)

VERSUS

Secretary Higher Education Department, Khyber Pakhtunkhwa Peshawar and
others. ... (Respondents)

Yasir Saleem
Advocate ... For Appellant

Muhammad Adeel Butt,
Additional Advocate General ... For respondents

AHMAD SULTAN TAREEN ... **CHAIRMAN**
ATIQ-UR-REHMAN WAZIR ... **MEMBER (EXECUTIVE)**

JUDGMENT

ATIQ-UR-REHMAN WAZIR MEMBER (E):- Brief facts of the case are

that the appellant while serving as Laboratory Assistant in Higher Education Department was communicated adverse remarks in his PER for the period from 01-01-2014 to 31-07-2014, against which the appellant filed departmental appeal followed by Service Appeal No. 421/2016, which was decided vide judgment dated 19-10-2018 and his appeal was treated as departmental appeal and remanded to the respondents to decide his departmental appeal within a period of 90 days. departmental appeal of the appellant was rejected vide order dated 23-04-2019, hence the instant service appeal with prayers that the impugned orders dated 17-12-2015 and 23-04-2019 may be set aside and adverse remarks may be expunged from the PER of the appellant with all consequential benefits.

02. Learned counsel for the appellant has contended that the appellant has not been treated in accordance with law, hence his rights secured under the Constitution has badly been violated; that the vague and ambiguous remarks in PER for the period in question are un-founded and are based on personal grudge of respondent No. 4, who violated the settled instructions relating to writing of PER and thus exercised his authority unlawfully, without any cogent reason and material evidence; that the appellant earned good ACR throughout his long career and the instant adverse entry in his PER is the outcome of personal grudge of respondent No. 4, hence the adverse remarks are liable to be set at naught; that adverse remarks were communicated to the appellant after a year time, which are not to be considered at all, as such remarks communicated with delay are unlawful; that the appellate authority instead of applying his own prudent mind, sent back the departmental appeal to respondent No. 4 and in light of his recommendations, regretted his departmental appeal vide order dated 23-04-2019; that no counseling was made with the appellant before giving adverse remarks in his PER, which is against the rules of writing of PER; that the impugned appellate order is not a speaking order and is liable to be set aside.

03. Learned Additional Advocate General for the respondents has contended that as far as the adverse remarks in PER for the period from 01-01-2014 to 31-07-2014 of the appellant is concerned, the same was given due to the appellant poor performance and his conduct in official duty and as a reporting officer, respondent No. 4 was in a better position to form an opinion about the appellant; that in compliance of the judgment dated 19-10-2019 passed by this tribunal, the PER was sent to the reporting officer for re-examination but the request was regretted by the reporting officer vide letter dated 07-02-2019, which was communicated to the appellant vide order dated 23-04-2019.

04. We have heard learned counsel for the parties and have perused the record.

05. Record reveals that the appellant was communicated adverse remarks for the period from 01-01-2014 to 31-07-2014 vide order dated 21-11-2015, which was not correct as the adverse remarks are required to be communicated within the same year. Record would suggest that no counseling was made with the appellant before giving adverse remarks to the appellant, which is also violation of the rules containing instructions regarding writing of PER. Departmental appeal of the appellant was required to be examined by the appellate authority, instead he referred it to the reporting officer and upon opinion of the reporting officer, his departmental appeal was rejected, which however was not warranted. We have also observed that there was a tussle between the appellant and the reporting officer, which is evident from record, hence the adverse remarks were based on personal grudge of the reporting officer, which smacks malafide on part of the respondents.

06. We are of the considered opinion that the appellant has not been treated in accordance with law, as the adverse remarks were communicated without adhering to the method prescribed in law and his departmental appeal was decided by the reporting officer instead of the appellate authority. In view of the foregoing discussion, the instant appeal is accepted. Impugned orders are set aside and the adverse remarks for the period from 01-01-2014 to 31-07-2014 is hereby expunged. Parties are left to bear their own costs. File be consigned to record room.

ANNOUNCED
02.02.2022



(AHMAD SULTAN TAREEN)
CHAIRMAN



(ATIQ-UR-REHMAN WAZIR)
MEMBER (E)

ORDER

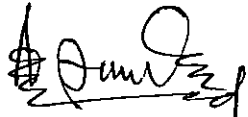
02.02.2022

Learned counsel for the appellant present. Mr. Muhammad Adeel Butt, Additional Advocate General for respondent present. Arguments heard and record perused.

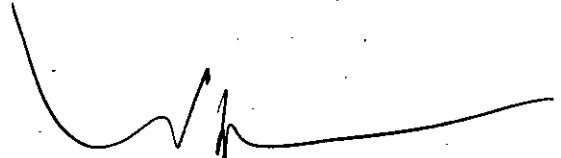
Vide our detailed judgment of today, separately placed on file, the instant appeal is accepted. Impugned orders are set aside and the adverse remarks for the period from 01-01-2014 to 31-07-2014 is hereby expunged. Parties are left to bear their own costs. File be consigned to record room.

ANNOUNCED

02.02.2022



(AHMAD SULTAN TAREEN)
CHAIRMAN



(ATIQ-UR-REHMAN WAZIR)
MEMBER (E)

28.9.21

DB is on Tour case to come
up For the Same on Dated. 2.2.22

B.
Lender

08.12.2020 Junior to counsel for the appellant and Mr. Muhammad Jan, DDA alongwith Jehanzaib, Superintendent for the respondents present.

Rejoinder to the reply of respondents has been submitted, which is placed on record. To come up for arguments before D.B on 24.02.2021.



(Atiq-ur-Rehman Wazir)
Member(E)



Chairman

24.2.2021 Due to COVID-19, the matter is adjourned to 01.6.2021 for the same.



Reader

01.06.2021 Appellant present through counsel.

Muhammad Adeel Butt learned Additional Advocate General alongwith Jehanzeb Superintendent for respondents present.

Bench is incomplete as learned Member Executive (Mian Muhammad) is on leave, therefore, case is adjourned to 28.09.2021 for hearing before D.B.

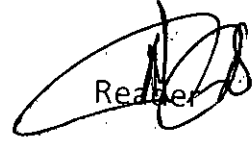


(Rozina Rehman)
Member(J)

19-5.2020

Due to COVID19, the case is adjourned to

10/8/2020 for the same as before.


Reader


10.08.2020

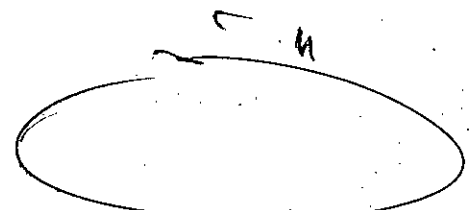
Due to summer vacations case to come up for the same on
13.10.2020 before D.B.


Reader

13.10.2020

Appellant has not forth come at the moment despite having been repeated calls. Mr. Riaz Ahmad Paindakheil, Assistant Advocate General alongwith representative of the department Mr. Shah Jehan, ASI are present. Since the last two adjournments were made on the basis of COVID-19 and Summer vacations, therefore, notice be issued to appellant as well as his respective counsel for 08.12.2020. File to come up for arguments before D.B.


(Atiq-ur-Rehman Wazir)
Member (Executive)


(Muhammad Jamal Khan)
Member (Judicial)

03.02.2020


Counsel for the appellant present. Addl: AG alongwith Mr. Muhammad Israr, Litigation Assistant for respondents present. Written reply on behalf of respondents submitted which is placed on file. Case to come up for arguments on 17.03.2020 before D.B.


Member

17.03.2020

None for the appellant present. Addl: AG for respondents present. Due to general strike on the call of Peshawar Bar Council, the instant case is adjourned. To come up for arguments on 19.05.2020 before D.B.


(MAIN MUHAMMAD)
MEMBER


(M.AMIN KHAN KUNDI)
MEMBER

11.10.2019

Appellant in person and Addl. AG alongwith Abid Khan, Junior Clerk for the respondents.

Representative of respondents requests for further time for submission of reply/comments. Adjourned to 15.11.2019 on which date requisite reply/comments shall positively be submitted.


Chairman

15.11.2019

Junior to counsel for the appellant and Addl. AG alongwith Qazi Ayaz, Litigation Officer for the respondents present.

The Worthy Chairman is on leave, therefore, the matter is adjourned to 19.12.2019 for the same.


Reader

19.12.2019

Appellant present in person. Nemo for the respondents.

Fresh notices be issued to the respondents by way of last chance. To come up for written reply/comments on 03.02.2020 before S.B.



Chairman

29.07.2019


Counsel for the appellant present.

Contends that the service appeal no.421/2016 of the appellant was decided by this Tribunal on 19.10.2018. The respondents were required to decide the departmental appeal of appellant within a period of ninety days through a speaking order. In that context, learned counsel for the appellant referred to the communication of Deputy Director, Directorate of Higher Education, Khyber Pakhtunkhwa Peshawar dated 23.04.2019 wherein it was noted that the reporting officer had regretted to re-examine the adverse remarks in the disputed PER of the appellant. In the said manner, the departmental appellate authority failed to decide the appeal as required by the judgment referred to.

Appellant Deposited
Security & Process Fee


1/8/19

The instant appeal is admitted for regular hearing in light of the arguments of learned counsel for the appellant and available record. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to the respondents. To come up for written reply/comments on 13.09.2019 before S.B.


Chairman

13.09.2019

Counsel for the appellant and Addl. AG alongwith Qazi Ayaz Litigation Officer for the respondents present.

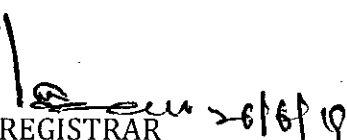

Representative of the respondents requests for time to submit written reply. Adjourned to 11.10.2019 on which date the requisite reply shall positively be submitted.


Chairman

Form- A
FORM OF ORDER SHEET

Court of _____

Case No.- _____ 857/2019 _____


S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	26/06/2019	<p>The appeal of Mr. Shabir Ahmad resubmitted today by Mr. Yasir Saleem 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-	2	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>29/07/19</u></p> <p style="text-align: right;"> CHAIRMAN</p>

The appeal of Mr. Shabir Ahmad son of Naseer Ahmad Laboratory Assistant GDC Akora Khattak District Nowshera received today i.e. on 24.05.2019 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- 1- Index of the appeal may be prepared according to the Khyber Pakhtunkhwa Service Tribunal rules 1974.
- 2- Annexures A, G and H of the appeal are missing. P=^A10-A to 12, P=^G22-33, P=^H34-42
- 3- Copies of letter dated 29.01.2019, 07.02.2019 and 23.04.2019 mentioned in the memo of appeal are not attached with the appeal which may be placed on it. at P-53, 54, 55
- 4- Affidavit may be got attested by the Oath Commissioner. ✓
- 5- Annexures of the appeal may be attested. ✓
- 6- Annexures of the appeal may be flagged. ✓
- 7- Annexures-B & C of the appeal are illegible which may be replaced by legible/better one. at P-14 & 16.
- 8- Six more copies/sets of the appeal along with annexures i.e. complete in all respect may also be submitted with the appeal.

No. 1023 /S.T.

Dt. 24/5 /2019.


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

24/5/19.

Mr. Yasir Saleem Adv. Pesh.

Respected Sir,
due to some domestic
problems, could not be submitted
within due time. Objection has
been removed.
J 26/6/19

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

Service Appeal No. 857 /2019

Shabir AhmadPetitioner

V E R S U S

Secretary Higher Education Department & others
.....Respondents

I N D E X

S.No	Description of Documents	Annex	Pages
1.	Grounds of service appeal		1-8
2.	Affidavit		9
3.	Copy of relevant extracts of service book containing his appointment	A	10-12
4.	Copies of the letter dated 11.03.2014 and reply of the chairman botany department dated 12.03.2014	B & C	13-16
5.	Copy of FIR No. 354 dated 01/07/2014	D	17-18
6.	Copies of acquittal order dated 25/03/2015 with compromise deeds.	E & E/1	19-20
7.	Copy of a letter dated 17/12/2015	F	21
8.	Copy of ACRs	G & H	22-42
9.	Copy of department appeal dated 23/12/2015	I	43-44
10.	Copies of said appeal No. 421/2016 and order and judgment dated 19/010/2018 etc	J	45-52
11.	Copy of letter dated 29/01/2019, 07/02/2019 & 23/04/2019	K, L, & M	53-55

Through

Yasir Saleem
Appellant

Yasir Saleem
Yasir Saleem
Advocate, High court
Peshawar

Date: 24/05/2019

①

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 857 /2019

Khyber Pakhtunkhwa Service Tribunal

Diary No. 803

Dated 24/5/2019

Shabir Ahmad S/o Naseer Ahmad
Laboratory Assistant, Government Degree College Akora Khattak,
District Nowshera.

..... Appellant

VERSUS

1. Secretary Higher Education Department, KPK, Peshawar.
2. Director Higher Education Department, KPK, Peshawar.
3. Deputy Director (Establishment) Directorate of Higher Education Department, Peshawar.
4. Sharif Gul, Principal Government Degree College, Pabbi, District Nowshera.

..... Respondents

SERVICE APPEAL U/S 4 OF THE KPK SERVICE TRIBUNAL ACT, 1974 AGAINST LETTER NO. 34049 DATED 17.12.2015 OF RESPONDENT NO. 3,

WHEREBY ADVERSE REMARKS WERE RECORDED IN PERFORMANCE EVALUATION REPORT PER) OF THE APPELLANT FOR THE PERIOD 01.01.2014 TO 31.07.2014 AGAINST WHICH HIS DEPARTMENTAL APPEAL DATED 23.12.2015 OF THE APPELLANT IN POST REMAND PROCEEDING, HAS BEEN REGRETTEED VIDE OFFICE ORDER DATED 23.04.2019, COMMUNICATED TO THE APPELLANT ON 26.04.2019

Filed to-day Registrar 24/5/19.

Re-submitted to-day and filed.

Registrar 26/6/19

PRAYER:

On acceptance of instant appeal, both the orders dated 17.12.2015 and 26.04.2019 may be set aside and at adverse remarks being based on biasness and malafide, may be expunged from the PER's of the ~~petition~~ *appellant* with all consequential and back benefits to him.

Respectfully Sheweth:

1. That the appellant has been working as Laboratory Assistant in Higher Education Department, KPK Peshawar since 19.01.1991, who was initially posted at Government College, Nowshera and is presently working as such at Government Degree College, Akora Khattak, District Nowshera (Relevant extracts of service book containing his appointment is attached as Annexure "A").
2. That on 11.01.1993, the appellant was transferred from Government College, Nowshera to Government Degree College, Pabbi and remained posted continuously at this station for about 20 years and throughout this long period he performed his duties honestly, diligently and committed neither any misbehavior nor any disobedience with any of his superior bosses of the college, but did his duties with zeal and dedication to the entire satisfaction of his superior officer.
3. That during the period 01.01.2014 to 31.07.2014, while the appellant was working as Lab Assistant at Government College Pabbi under the supervision of

respondent No. 4, Professor Sharif Gul, developed some personal grudges against the appellant on some lame excuses and because of this the relations of the appellant with Prof. Sharif Gul were strained and, therefore, respondent No. 4 in capacity of the reporting officer, initiated adverse action against the appellant in order to humiliate and disgrace his honor before the students as well as the staff of the college. In the first instance, through a letter dated 11.03.2014, an explanation was served upon the appellant, leveling against him charge of normal routine i.e. habitual late comer and leave etc. and its copy was also sent to the Chairman Biology Department Government College, Pabbi, asking him to submit performance report in respect of the appellant. In reply, the Chairman submitted a report stating thereon that the appellant is punctual, dutiful and cooperative with all the staff members and the students of the College. (Copies of the letter dated 11.03.2014 and reply of the Chairman Botany Department dated 12.03.2014 are attached as Annexure "B" & "C").

4. That thereafter, the annoyance and displeasure of respondent No. 4 (Principal) reached to this extent that an FIR, based on false, fabricated and concocted facts, was registered against the appellant at the Police Station Pabbi, Nowshera and thus the appellant was implicated in a false case by the respondent No. 4. (Copy of FIR No. 354 dated 01.07.2014 is attached as Annexure "D").

5. That on 25.03.2015, this issue was amicably settled between the appellant and the Principal and by means of a compromise affected between the parties, the appellant was pardoned and as a result the appellant was acquitted from all the charges leveled against him by respondent No. 4. (Copy of acquittal order dated 25.03.2015 with compromise deeds are attached as Annexure "E" & "E/1").
6. That thereafter on the report of respondent No. 4 the appellant was initially transferred to Government College Khan Kohi thereafter, to GC No. 2 Mardan but the malady committed with the appellant by respondent No. 4 at his back was that his ACR for the period 01.01.2014 to 31.07.2014 (Seven months) was not only filled by respondent No. 4 in person at belated stage, but was sent by him to respondent No. 2 with adverse remarks/entries recorded thereon, due to which the appellant could not be promoted on his turn.
7. That it is further added to bring on record that respondent no. 4 having malafide intension against the appellant had written these adverse remarks in PER for 01.01.2014 to 31.07.2014 as late as 21.11.2015 which was communicated to the appellant by respondent No. 2 through a confidential letter No. 34049 dated 17.12.2015 and all these measures clearly indicate intentions of respondent no. 4 which further show that respondent No. 4 has intentionally violated the settled instructions for writing PERs as laid down by the Establishment

Department in this behalf. (Copy of a letter dated 17.12.2015 is attached as Annexure "F").

8. That it is worth mentioning to point out that the appellant while working as Lab Assistant at Government College No. 2 Mardan concerned good ACRs throughout the period he remained there in that College on account of his regularity, punctuality and honesty and good performance of his duties. (Copies of ACRs are attached as Annexure "G" & "H").
9. That as narrated above, the adverse entries/remarks are based on no evidence nor any warning/counseling whatsoever was given to the appellant by respondent No. 4 before recording adverse remarks in PERS for the period in question and as such this disputed report given to the appellant on 17.12.2015 at this belated stage are the outcome of personal grudges of respondent No. 4 i.e. Prof. Sharif Gul, Principal Government Degree College Pabbi Nowshera.
10. That against these adverse remarks in PERS, the appellant submitted a representation / departmental appeal dated 23.12.2015 before respondent No. 2 for expunction of adverse entries/remarks in question. However, his departmental appeal was not responded to by the Appellant Authority after lapse of statutory period of 90 days. (Copy of departmental appeal dated 23.12.2015 is attached as Annexure "I").

11. That the appellant also filed same appeal No. 421/2016 before this Hon'ble Tribunal and this Hon'ble Tribunal remanded the case back to the respondent No. 2 to decide his departmental appeal vide order and judgment dated 19.10.2018. (Copies of said appeal No. 421/2016 and order and judgment dated 19.10.2018 are attached as Annexure "J").

12. That astonishingly, the appellate authority without applying its own prudent mind to the departmental appeal, simply send^t it back to the respondent No. 4 to re-examine the case of the appellant vide letter dated 29.01.2019. The respondent No. 4 vide letter dated 07.02.2019 regretted the departmental appeal and in the light of letter dated 07.02.2019 quite illegally the departmental appeal of the appellant ~~was~~^{was #} regretted vide order dated 23.04.2019 which has been counted to the appellant on 26.04.2019. (Copies of letter dtd. 29.1.2019, 07.2.2019 & 23.4.2019 are attached as Annexure K, L, M) 4

13. That both the impugned orders dated 17.12.2015 and 23.04.2019 are illegal, against the facts and liable to be set aside on the following grounds:

GROUND:

A. That the appellant has not been treated in accordance with law, hence his rights guaranteed and secured in law are badly violated.

B. That the vague and ambiguous remarks in ACRs for the period in question are unfounded and are based on

personal grudges of respondent No. 4 who violated the settled instructions relating to writing of PERs and thus exercised his authority unlawfully, without any cogent reasons and material evidence.

- C. That the appellant earned good ACRs throughout this long service merely on his efficiency, dutifulness and integrity but present entries recorded in PERs by respondent No. 4 for the period in question are simply the outcome of personal grudges of respondent No. 4 as mentioned above and hence, all these adverse remarks are liable to be expunged.
- D. That the adverse entries in the impugned PERs in question of the appellant are the result of Bias and prejudice and hence, all these bad entries have not legal validity and are liable to be expunged from the record of the appellant as per dictum laid down by Apex Court of Pakistan reported as 1995 SCMR 768.
- E. That the adverse entries/remarks in PERs are time barred and such time barred adverse remarks are not to be considered at all as all these are unlawful and are liable to be expunged.
- F. That in support of so called adverse remarks no examples/instances have been quoted and such remarks were manufactured only to spoil the service career of the appellant.

G. That the appellate authority instead of applying his own prudent mind, sent back the departmental appeal to respondent No. 4 and in the light of recommendation of him, regretted the departmental appeal vide order dated 23.04.2019 and hereby committed illegality which is liable to be set aside.

H. That the impugned appellate order is not speaking order and liable to be set aside.

I. That the entire adverse remarks are unjustified uncalled for and only speaks of a prejudiced and biased mind of respondent No. 4 as mentioned in the above paras.

J. That the appellant seeks leave of this Hon'ble Tribunal to take additional grounds at the time of arguments.

PRAYER:

It is, therefore, most humbly prayed that on acceptance of instant appeal, both the orders dated 17.12.2015 and 26.04.2019 may be set aside and at adverse remarks being based on biasness and malafide, may be expunged from the PER's of the ^{appellant} ~~petition~~ with all consequential and back benefits to him.

[Signature]

Appellant

Through

[Signature]

Yasir Salim
Advocate, Peshawar

Dated: 22.05.2019

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. _____/2019

Shabir Ahmad Appellant

VERSUS

Secretary Higher Education Department and others

..... Respondents

AFFIDAVIT

I, Shabir Ahmad S/o Naseer Ahmad Laboratory Assistant, Government Degree College Akora Khattak, District Nowshera, do hereby solemnly affirm and declare that the contents of the **Service Appeal** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

Shabir Ahmad

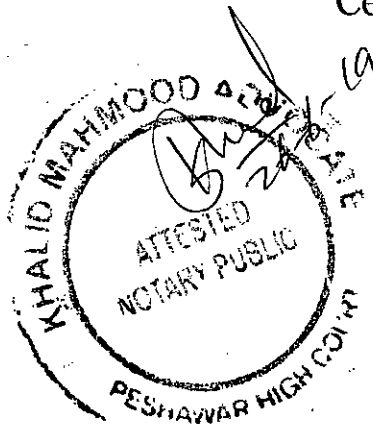
DEPONENT

CNIC: 17201-2216229-1

Cell # 0333-9022316

Identified by:

Yasir Salim
Yasir Salim
Advocate, Peshawar



(Handwritten signature)

Annex - (4) 102A

(For use in Police Department only).

Pass S.S.C Examination from BISE Peshawar under Roll No. 7357 in first division obtained marks 523/20

Heirs,

PRINCIPAL

Govt. Degree College, (Boys) Nowshera

1. ✓
2. Pass FSc examination from BISE Peshawar under Roll No. 58151 in 4th division obtained marks 59/100
- 3.

Verification Roll No. dated received back.

PRINCIPAL
Govt. Degree College,
(Boys) Nowshera.

Left thumb-impression.

Qualification	Date	Qualifications	Date
English		First Arts	
Pashtu		B. L. or B. A.	
Urdu		Pleadership examination	
Plan-drawing		Training School Final examination	
Finger print		Other qualifications—	
Drill instructing			
Court duties			
Reserve duties			

Date of appointment - 19-1-91

Amir (10) B

02

Note:—The entries in this page should be renewed or re-attested at least every five years and the signature in lines 9 and 10 should be dated.

28/11/00
523/85

AL
College,
Nowshera.
Principal
Degree College,
Nowshera.

1. Name **SHABIR-AHMAD**

2. Race **Islam**

3. Residence **Village Badrasli Mohallah Esa Khail Nowshera**

4. Father's name and residence **NASEER-AHMAD.**

Village Badrasli Moh. Esa Khail Nowshera

5. Date of birth by Christian era as nearly as can be ascertained **(01-5-1970)**

(First May Nineteen hundred + Seventy)

6. Exact height by measurement **5-6**

7. Personal marks for identification **NIL**

8. Left hand thumb and Finger impression of (non-gazetted) officer

Little Finger.

Ring Finger

Middle Finger.

Fore Finger

Thumb.

9. Signature of Government servant.

Shabir Ahmad

10. Signature and designation of the Head of the Office, or other Attesting Officer.

Attested

PRINCIPAL

**Govt. Degree College,
(Boys) Nowshera.**

Date

tion

11

03

1	2	3	4	5	6	7	8	9
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	Pay in substantive post	Additional Pay for officiating	Other emolument falling under the term "Pay"	Date of appointment	Signature of Government servant	Signature and designation of the officer in attestation of columns 1 to 8
Lab./Asstt. G.D.C. NSR	Per/Per	(BPS-7/B. 750-31-1370)	750/- AM			19/9/91	Mhabib Ali	PRINCIPAL Govt. Degree Coll (Boys) Nowshera
-do-	-do-	B-7 Rs:-1095-60-1995	1215/-			1/9/91	Mhabib Ali	Principal Govt. College Nowshera
-do-	-do-	(Two advance increments for Passing F.Sc.)	1335/-			1/9/91	Mhabib Ali	Principal Govt. College Nowshera
-do-	-do-		1395/-			1/12/91	Mhabib Ali	Principal Govt. College Nowshera
-do-	-do-	Revised B-7 Rs:-1095-60-1995 on 1/6/91	1455/- PM			1/12/92	Mhabib Ali	Principal G. C. Nowshera
-do-	-do-		1275/-			1/9/91	Mhabib Ali	Principal Govt. Degree Coll (Boys) Nowshera
-do-	-do-	(Allowed two advance increments for Passing F.Sc.)	1395/-			1/9/91	Mhabib Ali	Principal Govt. Degree Coll (Boys) Nowshera
-do-	-do-		1455/-			1/12/91	Mhabib Ali	Principal Govt. Degree Coll (Boys) Nowshera
-do-	-do-		1515/-			1/12/92	Mhabib Ali	Principal Govt. Degree Coll (Boys) Nowshera
Lab: AssH: S.C. Pabbi	Temp		1515/-	1455/-		11/9/91	Mhabib Ali	Principal G. C. Pabbi

Attested

P.T.O

10
20
28

4

Annex. B

13

PRINCIPAL, GOVT. DEGREE COLLEGE PABBI (NSR)

Phone No. 992-923529288. Email: cenahbi@gmail.com

No. 707

Dated. 11/03/2014

To: Mr. Shauq Ahmad,
Lab. Assistant,
G.C. Pabbi.

Subject: EXPLANATION
Memo.


It is noted that you are habitual late comer and leave the college early. Your four days record is as under:

S.No	Dates	Time of Arrival
1	7.03.2014	9:25 AM
2	8.03.2014	9:15 AM
3	9.03.2014	9:15 AM
4	10.03.2014	9:52 AM

Sunday

Today on 11.03.2014 you are absent without any prior information.

Explain that why-not disciplinary action be taken against you.


PRINCIPAL,
GOVT. DEGREE COLLEGE
PABBI

Encls. No

Dated / / 2014.

Copy forwarded to:

1. The Director Higher Education, Khyber Pakhtunkhwa, Peshawar for information.
2. Chairman Biology Department for his performance report.

ATTESTED


Sd/-
PRINCIPAL,
GOVT. DEGREE COLLEGE
PABBI

Attested


14

PRINCIPAL, GOVT. DEGREE COLLEGE PABBI (NSR)

No. 707

Dated 11/03/2014

To

Mr. Shabir Ahmad
Lab Assistant
G.C Pabbi

Subject: **EXPLANATION.****Memo:**

It is noted that you are habitual late comer and leave the college early, your four days record is as under:

S.No	Dates	Times of arrival
1.	7.03.2014	9:25 AM
2.	8.03.2014	9: 15 AM
3.	09.03.2014	9:15 AM
4.	10.03.2014	9:52 AM

Today on 11.03.2014 you are absent without any prior information.
Explain that why not disciplinary action be taken against you.

PRINCIPAL
GOVT. DEGREE COLLEGE
PABBI

Endst No.

Dated ___ / ___ /2014

Copy forwarded to:

1. The Director higher Education Khyber Pakhtunkhwa, Peshawar for information
2. Chairman Biology Department for his performance report.

gls
Attested

PRINCIPAL
GOVT. DEGREE COLLEGE
PABBI

Reply of The
Chairman Bot. Dept.

To

The Principal,
G.D.C. Pabbi

Subject: Performance Report of Mr. Shabir Ahmad

Sir,
Reference your letter No. 708-9
dated 11/3/11 is submitted with
copy of my BSc 11th year Botany class
and 9-10 AM of 11/3/11 in Shabir's presence
in the lab. At the time of departure
the keys to the college along with you and
I dropped them at Pabbi station.

Stop
As concerned his duties in the lab
he is principally qualified to operate
with the staff of students - hands

Date

12/3/11

~~Prof. J. S. D. Khan~~
~~Chairman~~
~~Botany Dept.~~
~~G.D.C. Pabbi~~

ATTESTED
[Signature]

[Signature]
Attested

16

Reply of the Chairman Botany
Department GDC Pabbi.

To

The Principal
G.D.C Pabbi

Subject:- PERFORMANCE REPORT OF THE SHABIR AHMAD.

Respected Sir,

Reference your letter No. 705-9 dated 11/03/2014, it is submitted that when I come out from my BSc 4th year Botany class at 9:40 Am. I found Mr. Shabir present in the Lab. Office. At the time of departure he left the college alongwith me and I dropped him at Pabbi station stop.

As concerned his duties in the lab he is punctual, dutiful, co-operative with the staff and students.

Thanks

Prof Fazal Rahim
Botany Department
GC Pabbi

Dated 12/03/2014

Fazal
Attested

۱۶۷

فائل

ابتدائی اطلاعی رپورٹ

ابتدائی اطلاع نسبت جرم قابل دست اندازی پولیس رپورٹ شدہ زبردنوہ ۱۵۴ مجموعہ ضابطہ فرجاری

فارم نمبر ۲۲-۱۵

۱۶-۳۷
۱۵۷
۱۵۷

فائل نمبر: ۳۵۴
تاریخ: ۳۱
۳۳

۱- تاریخ و وقت رپورٹ	۰۱/۰۷/۲۰۱۴
۲- نام و کونٹ اطلاعات دہندہ مستفیث	0333 913 9880
۳- مختصر کیفیت جرم (مدرقعہ) حال اگر کوئی لیا گیا ہو۔	427- (2) 506 / 25 سٹڈنٹس انک
۴- جاتے وقوعہ فاصلہ تقاضے سے اور سمت	پہلی کیم ایریا
۵- نام و کونٹ ملزم	17201-2216229-1 0333 9022 316
۶- کارروائی جو تفتیش کے متعلق کی گئی اگر اطلاع درج کرنے میں توقف ہوا تو وجہ بیان کرو	پہلی کیم ایریا
۷- تقاضے سے روائی کی تاریخ و وقت	

ابتدائی اطلاع پچھلے دنوں گورنمنٹ میڈیکل کالج لاہور میں
 The 5th Floor ...
 Registration of FIR Against Mr. Shabir Ahmed
 In continuation to this office
 Request for lodging of FIR and to ... for formal FIR
 and necessary action consequent upon the event of the
 Threatening SMS. The college council meeting was held
 today on 01-07-2014 in the Principal's G.C. Pabbi office staff
 secretary invited attention of the staff towards the issue
 of threatening SMS, to the Principal. G.C. Pabbi. The Principal
 referred to the issue and explained in detailed he informed
 that SMS were received from unknown cell number of
 different subjects on different occasion. He referred to
 the SMS where mentioned different officials and faculty
 members with derogatory words including interfering in the
 official matters of examination, admission etc. The Principal further
 informed that after preliminary investigation of 0345 524 8545 by
 the Police Mr. Shabir Ahmed has Asst. Balam section was
 identified as perpetrator behind the offense. likewise...

to Mr. Usman Shah Chief Warden (18) of the camp. Mr. Ahmad Khan Lab Asstt Computer section and ex-Principal Prof. ... The Principal office damaged AC was also ... come under discussion and all such series and office damages were correlated to Mr. Shabir Ahmad. Staff members ... ed upon different aspects of the issue and unanimously decided to proceed against Mr. Shabir Ahmad under the duty to teach him a lesson of his future life and to avoid such happening in the college in review of the above, you are once again requested for formal FIR against Mr. Shabir Ahmad, Lab-Assistant of this college and detailed investigation into the matter and take it to its logical end in the interests of public. SO-Principal GOVT DEGREE COLLEGE PABBI dated 01.07.14

... 897 ... To the station Head officer (SHO) Police station Pabbi ... of FIR means the college Principal office ... is repeatedly damaged by unknown person and finally the copper pipe meant for gas supply has been cut off and now the outdoor unit has been secured by the staff you are asked for FIR and proper investigation to avoid any such happening in future please SO-Principal GOVT. Degree college Pabbi

375
21
4 7
014
و لوراء ما لل و مر قان سورج
ع - و ستر مین صقر صان 506

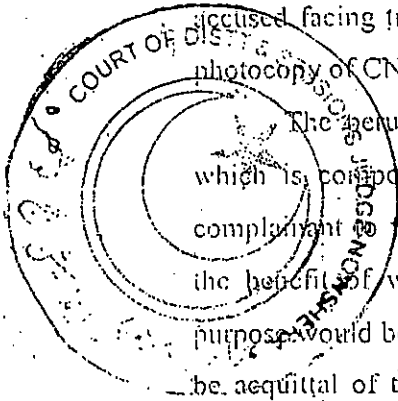
Handwritten signature and date: 01/07/2014

اطلاع کے لیے اطلاع دہندہ کا دستخط ہو گا یا اس کی ہیرا نشان لگایا جائے گا ... ایک مضمون یا شہر علی الترحیب واسطے باشندگان علاقہ غیر یا وسط ایشیا یا افغانستان جہاں روزوں ہوں لکھا جائے۔
4-7-07

Order---7
25/03/2015

APP for the State present. Accused present on bail. Report of the local commission alongwith statement of complainant received.

The local commissioner visited the place of duty of the complainant namely Usman Shah and recorded his statement wherein he has stated that he has patched up the matter with the accused facing trial and pardoned the accused facing trial in the name of Almighty Allah and would have got no objection on the acquittal of the accused facing trial. The statement of complainant recorded and signature alongwith photocopy of CNIC obtained.



The perusal of file reveals that accused facing trial is charged for offence which is compoundable in nature under the schedule and the non-interest of the complainant to further prosecute the accused, is a clear cut mitigating circumstance, the benefit of which situation duly goes to the accused side. Besides, no useful purpose would be served if trial is conducted rather the ultimate fate of the case would be acquittal of the accused facing trial hence, the compromise is accepted and the accused facing trial Shabeer Ahmad stands acquitted in the present case. He is on bail. His sureties are discharged from the liability of bail bonds.

File be consigned to record room after necessary completion and compilation.

Announced:
Dated: 25/03/2015

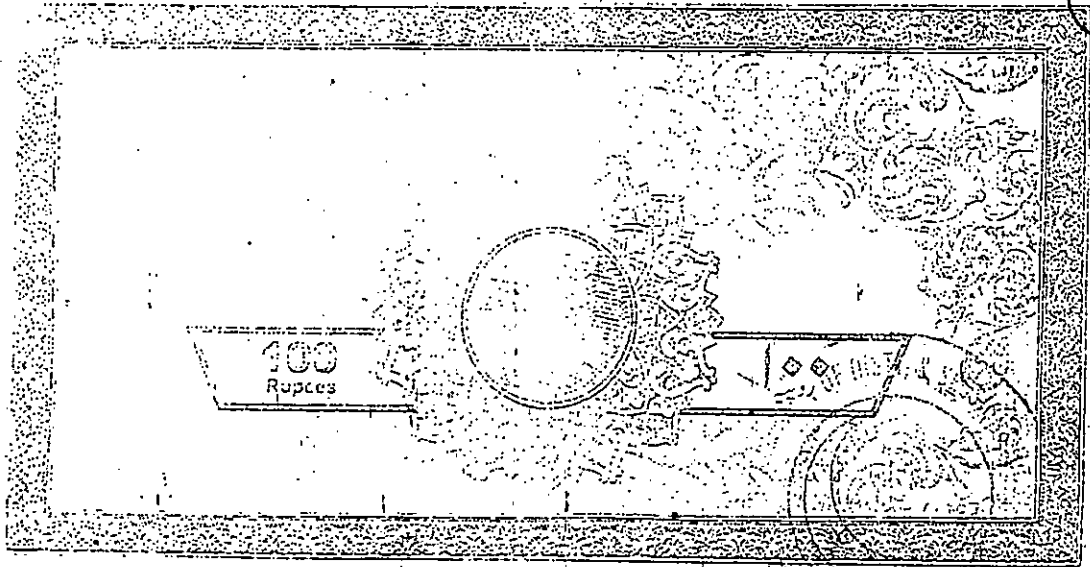
Sheraz Tariq,
Judicial Magistrate-I
Nowshera

ATTESTED

Examiner Copying Agency
Branch, D.S., Nowshera
26 MAY 2015

3

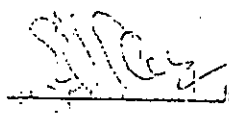
yer
Attested



راضی نامہ

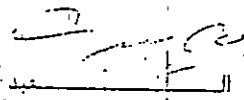
سن سبیاں (1) پرنسپل پروڈیوسر شریف گل، (2) چیف پرائیمر ڈاکٹر عثمان شاہ، (3) ایک اسٹینڈ اپ ایجنٹ جلال کورنشٹ
 جی کالج، ضلع نوشہرہ بیان کرتے ہیں کہ سن سبیاں نے شیپ احمد ولد نصیر احمد، ساکن، بہوش، ایب اسٹنٹ ڈورمنٹ ڈگری کالج
 جی ضلع نوشہرہ کو اپنے جرم جو کہ FIR میں درج ہیں، تسلیم کرتے اور اس پر غیر شرط معافی مانگنے پر شیپ احمد سے ساتھ رہائی
 مانگنے کو تیار ہیں۔ شیپ احمد ولد نصیر احمد مذکورہ اپنے کے ہم نام و شرمندہ بے سن سبیاں اسے دل سے معاف کرتے ہیں۔

عہدہ پرائیمر ڈاکٹر عثمان شاہ، ڈائری ضلع نوشہرہ سے
 07/07/2014



پرنسپل پروڈیوسر شریف گل

شخصی کارڈ نمبر 7-3095431-17201



چیف پرائیمر ڈاکٹر عثمان شاہ

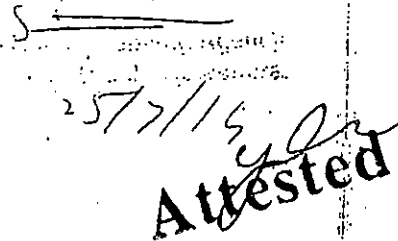
شخصی کارڈ نمبر 9-1281724-16101



ایک اسٹینڈ اپ ایجنٹ جلال کورنشٹ

شخصی کارڈ نمبر 7-1424235-17301




 25/7/14
 Attested



DIRECTORATE OF HIGHER EDUCATION
KHYBER PAKHTUNKHWA,
KHYBER ROAD PESHAWAR

Annex F

Phone # 091-9210242, 9211025/Fax # 9210215

As per Shabir
Dated Peshawar the 17/12/2015

21

MR. SHABIR AHMAD.

I am directed to convey to you the following adverse remarks recorded in your Performance Evaluation Report for the period 01.01.2014 to 31.07.2014.

11. INTEGRITY:

- (ii) Reported to be corrupt. Yes
- 13. Trust worthiness in confidential and secret matters. Not at all.
- 14. Any disciplinary action taken during the period under report Yes
FIR lodged against him (FIR copy attached).

PART III

- (e) Unfit for promotion Yes

PART IV

- (v) Poor Yes

PEN PICTURE:

He used to send threatening messages to Principal and other staff members which were detected through police tracking system. FIRs lodged by the Principal Dr. Usman Shah & Ajmal Khan Lab. Assistant against him. He himself admitted in the court. He is involved in conspiracies against the institution, Principal and staff members.

I hope you will try to best to remove defects. One spare copy of this DO letter is enclosed. This may be signed and returned to this office for placement in your character role. Please note that nothing is to be written on it except merely putting your signature and dates in token of having received this letter. In case the acknowledgment is not received in this office within a week, it will be presumed that you have accepted the remarks and no appeal will be entertained after the specified time.

B. Babar
DY: DIRECTOR (ESTABLISHMENT)

Mr. Shabir Ahmad
Lab. Assistant, GDC No.2 Mardan.

Endst.No _____

- Copy of the above is forwarded for information and for necessary action to the.
1. Principal GDC Pabbi (Nowshera) w/r to his letter No.647 dated 21.11.2015.
 2. Principal GDC No.2 Mardan.

*Per Seena
Comment*

*Biased &
Time based
Adverse Remark
Submitted on
21/11/15*

Attested

DY: DIRECTOR (ESTABLISHMENT)

(ANNEX) CONFIDENTIAL

9

Anees

22

APPENDIX-VI

GOVERNMENT OF PUNJAB, PAKISTAN

Govt. Degree College Pabbi (Nasheera) H/Edu Deptt.

CONFIDENTIAL REPORT

Period covered from 01-01-2010 TO 31-12-2010

PART-I

- 1 Name: Shabir Ahmed
- 2 Designation: Lab. Assnt.
- 3 Date of Birth: 01-05-1970
- 4 Date of Entry into Government Service: 19-01-1991
- 5 Branches in which employed during the year with period: Physics Lab.

PART-II

	A1	A	B	C	D
A. PERFORMANCE					
1. Retention, paging of notes and correspondence		SX			
2. Movement of files and record of suspense cases	SX				
3. Keeping files and papers in tidy condition	SX				
4. Promptness and accuracy in disposing of work			SX		
B. PERSONAL TRAITS					
5. Intelligence		SX			
6. Knowledge of procedure and regular work	SX				
7. Punctuality	SX				
8. Co-operation and tact			SX		
9. Amiability to discipline	SX				
10. Skill in drafting	SX				

Yr Attested

- 11) Integrity
- Assessment
- i) Incorruptible
 - ii) Reputed to be corrupt
 - iii) Believed to be corrupt because of
 - iv) Monetary condition
 - v) Other considerations
- 12) Knowledge of Typing Yes No
- 13) Trust worthiness in confidential and secret matters Yes No
- 14) Any disciplinary action taken during the period under report

PART-III

	By Reporting Officer	By Countersigning Officer
a) Recommended for accelerated promotion	<input checked="" type="checkbox"/>	<input type="checkbox"/>
b) Fit for promotion	<input type="checkbox"/>	<input type="checkbox"/>
c) Recently promoted/appointed consideration for promotion pre-mature.	<input type="checkbox"/>	<input type="checkbox"/>
d) Recently promoted/appointed consideration for promotion pre-mature	<input type="checkbox"/>	<input type="checkbox"/>
e) Did not fit for promotion	<input type="checkbox"/>	<input type="checkbox"/>
f) Did not fit for further promotion.	<input type="checkbox"/>	<input type="checkbox"/>

PART-IV

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

gpr
Attested

25

GOVERNMENT OF KHYBER PAKHTUNKHWA

Govt Degree College Pabbi (Nawshera) H/Edu Dept

CONFIDENTIAL REPORT

For the period from 01-01-2011 TO 31-12-2011.

PART-I

- 1. Name Shabir Ahmed
- 2. Designation Lab. Asst
- 3. Date of Birth 01-05-1970
- 4. Date of Entry into Government Service 19-01-1991
- 5. Branches in which employed during the year with period Physics Lab

PART-II

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

Yhr
Attested

26

11. Integrity
- (a) Incompetent
 - (b) Reported to be corrupt
 - (c) Believed to be corrupt because of
 - (i) Monetary condition
 - (ii) Other considerations
- 12) Knowledge of Typing
- 13) Trustworthiness in confidential and secret matters
- 14) Any disciplinary action taken during the period under report.

Assessment of

<input checked="" type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

Yes.
 No.

PART-III

	By Reporting Officer	By Countersigning Officer
(a) Recommended for an elevated promotion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(b) Fit for promotion	<input type="checkbox"/>	<input type="checkbox"/>
(c) Recently promoted/appointed-consideration for promotion pre-mature	<input type="checkbox"/>	<input type="checkbox"/>
(d) Recently promoted/appointed-consideration for promotion pre-mature.	<input type="checkbox"/>	<input type="checkbox"/>
(e) Not set fit for promotion.	<input type="checkbox"/>	<input type="checkbox"/>
(f) Unfit for further promotion.	<input type="checkbox"/>	<input type="checkbox"/>

PART-IV

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

Attested

Arrested

[Handwritten signature]

Date

Designation

Name (in Block letters)

Reporting Officer Signature

General Remarks by Higher Officer

Date

Designation

Name (in Block letters)

Reporting Officer Signature

This period

He remained arrested & was on duty

PRINT NAME

27

28

CONFIDENTIAL

GOVERNMENT OF KHYBER PAKHTUNKHWA
Govt. Degree College Pabbi (Nowshera) H/Edu Dept

CONFIDENTIAL REPORT

For the period from 01-01-2012 To 31-12-2012

PART-I

- 1 Name Shabir Ahmed
- 2 Designation Lab. Asstt
- 3 Date of Birth 01-05-1970
- 4 Date of Entry into Government Service 19-01-1991
- 5 Branches in which employed during the year with period Physics Lab.

PART-II

	AI	A	B	C	D
A PERFORMANCE					
1 Referencing, paging of notes and correspondence	SF				
2 Movement of files and record of suspense cases.	SF				
3 Keeping files and papers in tidy condition.		SF			
4 Promptness and accuracy in disposing of work.		SF			
B PERSONAL TRAITS					
5 Intelligence		SF			
6 Knowledge of procedure and regulations.		SF			
7 Fair dealing	SF				
8 Co-operation and tact	SF				
9 Amiability to discipline.	SF				
10 Skill in drafting		SF			

Yhr
Attested

29

11. Integrity
- (i) Integrity
- (ii) Reputed to be corrupt.
- (iii) Believed to be corrupt, because of
- (a) Monetary condition.
- (b) Other considerations
- 12) Knowledge of Typing
- 13) Trust worthiness in confidential and secret matter
- 14) Any disciplinary action taken during the period under report.

Assessment

✓
✓

Yes. No.

✓

✓

✓

PART-III

	By Reporting Officer	By Countersigning Officer
(a) Recommended for accelerated promotion	✓	
(b) Fit for promotion		
(c) Recently promoted/appointed, consideration for promotion premature.		
(d) Recently promoted/appointed, consideration for promotion premature.		
(e) Not yet fit for promotion.		
(f) Data for further promotion.		

PART-IV

General Assessment	By Reporting Officer	By Countersigning Officer
(i) Very Good	✓	
(ii) Good		
(iii) Average		
(iv) Below average		
(v) Poor		

Attested

30

OWN PICTURE

Very dutiful & regular & punctual.

Reporting Officer Signature

[Handwritten Signature]

Name (in Block letters)

JEELCHAR AHMA

Designation

PRINCIPAL,
Govt. College
Pabbi.

Dated

General Remarks by Higher Officer

Reporting Officer Signature

Name (in Block letters)

Designation

Dated

[Handwritten Signature]
Attested

Form "C" (Revised)
Assistant and Clerk

GOVERNMENT OF KHYBER PAKHTUNKHWA

Govt. Degree College Pabbi Higher Edu. Deptt.

CONFIDENTIAL REPORT

For the period from 01-01-2013 To 31-12-2013.

PART-I

1. Name Shabiv Ahmed
2. Designation Lab/Assistant
3. Date of Birth 01-5-1970
4. Date of Entry into Government Service 19-01-1991
5. Branches in which employed during the year, with period Lab

PART-II

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

yer
Attested

32

Integrity

Assessment

- a) Inevitably.....
- b) Reported to be corrupt.....
- c) Believed to be corrupt, because of.....
- a) Monetary condition.....
- b) Other considerations.....

<i>Be</i>

12) Knowledge of Typing.

Yes

No

Be

13) Trust worthiness in confidential and secret matters

Be

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

PART-III

	By Reporting Officer	By Countersigning Officer
a) Recommended for accelerated promotion.		
b) Fit for promotion	<i>Be</i>	
c) Recently promoted/appointed-consideration for promotion pre-mature.		
d) Recently promoted/appointed-consideration for promotion pre-mature.		
e) Not yet fit for promotion.		
f) Unfit for further promotion.		

PART-IV

General Assessment	By Reporting Officer	By Countersigning Officer
a) Very Good	<i>Be</i>	
b) Good		
c) Average		
d) Below average		
e) Poor		

yl
Attested

33

PEN PICTURE

Handwriting, Regular, dutiful and Co-operative

Reporting Officer Signature *[Signature]*
Name (in Block letters) *SUBSTANTIVE*
Designation: *Subst.*

Dated *3/12/13*

General Remarks by Higher Officer

Reporting Officer Signature _____
Name (in Block letters) _____
Designation _____

Dated _____

[Signature]
Attested

34

11
H
4

APPENDIX (A)

APPENDIX-VI

CONFIDENTIAL

Form 707 (Revised)
Assistant and Clerk

GOVERNMENT OF KHYBER PAKHTUNKHWA

Govt. Degree College Khan Kohi (Nizampur) H/Edu Dept.

CONFIDENTIAL REPORT

For the period from 01-08-2014 TO 31-12-2014.

PART-I

- 1. Name Shabir Ahmed
- 2. Designation Lab. Asst
- 3. Date of Birth 01-05-1970
- 4. Date of Entry into Government Service 19-01-1991
- 5. Branches in which employed during the year, with period Physics Lab.

PART-II

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

[Signature]
Attested

34

11 H 4

Form 'C' (Revised)
Assistant Clerk

GOVERNMENT OF KHYBER PAKHTUNKHWA

Golt. Degree College Khan Koshi (Nizampur) H/Edn. Dept.

CONFIDENTIAL REPORT

For the period from 01-08-2014 TO 31-12-2014.

PART-I

1. Name Shabir Ahmed

2. Designation Lab. Asst

3. Date of Birth 01-05-1970

4. Date of Entry into Government Service 19-01-1991

5. Branches in which employed during the year, with period Physics Lab.

PART-II

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

yl
Attested

35

11 Integrity

Assessment

- i) Incorruptible
- ii) Reported to be corrupt
- iii) Believed to be corrupt, because of
- a) Monetary condition
- b) Other considerations

<input checked="" type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

12) Knowledge of Typing

Yes

No

13) Trust worthiness in confidential and secret matters

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

PART-III

	By Reporting Officer	By Countersigning Officer
a) Recommended for accelerated promotion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
b) Fit for promotion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
c) Recently promoted/appointed-consideration for promotion pre-mature.	<input type="checkbox"/>	<input type="checkbox"/>
d) Recently promoted/appointed-consideration for promotion pre-mature.	<input type="checkbox"/>	<input type="checkbox"/>
e) Not yet fit for promotion.	<input type="checkbox"/>	<input type="checkbox"/>
f) Unfit for further promotion.	<input type="checkbox"/>	<input type="checkbox"/>

PART-IV

General Assessment

By Reporting Officer

By Countersigning Officer

i) Very Good	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ii) Good	<input type="checkbox"/>	<input type="checkbox"/>
iii) Average	<input type="checkbox"/>	<input type="checkbox"/>
iv) Below average	<input type="checkbox"/>	<input type="checkbox"/>
v) Poor	<input type="checkbox"/>	<input type="checkbox"/>

Attested

Attested
YLR

Date: _____

Designation: _____

Name (in Block letters): _____

Reporting Officer Signature: _____

Counter Sign

General Remarks by Higher Officer

Date: _____

Designation: _____

Name (in Block letters): PRINCIPAL

Reporting Officer Signature: _____

Mani Kani (In-charge)

Co-operate

An applicant in violation of Rules & Regulations

PER SIGNATURE

36

GOVERNMENT OF KHYBER PAKHTUNKHWA
Higher Education Colleges DEPARTMENT KPK

CONFIDENTIAL REPORT

For the period from 01-01-2015 To 31-12-2015

PART-I

1. Name SHABIR AHMED

2. Designation Lab. Assistant

3. Date of Birth 01-05-1970

4. Date of entry into Government Service 19-01-1991

5. Branches in which employed during the year, with period Lab.

PART-II

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

yl
Attested

38

(11) Integrity: —

- (i) Incorruptible
- (ii) Reported to be corrupt
- (iii) Believed to be corrupt, because of :
 - (a) Monetary condition
 - (b) Other considerations

Assessment

YES NO

(12) Knowledge of typing

yes ✓
yes ✓

(13) Trust worthiness in confidential and secret matters.

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

✓ No

PART-III

(a) Recommended for accelerated promotion.

By Reporting Officer	By Corresponding Officer
yes	

(b) Fit for promotion.

yes	
-----	--

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

No	
----	--

(d) Not yet fit for promotion.

No	
----	--

(e) Unfit for further promotion.

No	
----	--

PART-IV

General Assessment	By Reporting Officer	By Countersigning Officer
(i) Very Good	<i>[Signature]</i>	
(ii) Good		
(iii) Average		
(iv) Below Average		
(v) Poor		

yl
Attested

39

PEN PICTURE

no official is Patience, accomodative and
social in his behaviour, he is regular &
hard working in his duties.

Follow discipline and rules

Reporting Officer's Signature [Signature]

Name (in Block Letters) _____

Designation Govt Degree College

Dated: _____

General Remarks by higher officers:

Countersigning Officer's Signature _____

Name (in Block Letters) _____

Designation _____

Dated: _____

[Signature]
Attested

40

Form 707 (Revised)
Assistant and Clerk

GOVERNMENT OF KHYBER PAKHTUNKHWA

Gait K.K. Degree College Akora Khatkhat (NSR) H/Edn. Dept.

CONFIDENTIAL REPORT

For the period from 01-01-2018 To 30-9-18

PART-I

- 1. Name Shabir Ahmad
- 2. Designation Lab. Assistant
- 3. Date of Birth 01-05-1970
- 4. Date of Entry into Government Service 19-01-1991
- 5. Branches in which employed during the year, with period Physics Lab

PART-II

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

Attested

44

11) Integrity

Assessment

- i) Incorruptible
- ii) Reported to be corrupt
- iii) Believed to be corrupt, because of
 - a) Monetary condition
 - b) Other considerations

<i>[Signature]</i>

12) Knowledge of Typing

Yes *[Signature]* No

13) Trust worthiness in confidential and secret matters

[Signature]

14) Any disciplinary action taken during the period under report

[Signature]

PART-III

- a) Recommended for accelerated promotion
- b) Fit for promotion
- c) Recently promoted/appointed-consideration for promotion pre-mature
- d) Recently promoted/appointed-consideration for promotion pre-mature
- e) Not yet fit for promotion
- f) Unfit for further promotion

By Reporting Officer	By Countersigning Officer
<i>[Signature]</i>	
<i>[Signature]</i>	

PART-IV

General Assessment	By Reporting Officer	By Countersigning Officer
i) Very Good	<i>[Signature]</i>	
ii) Good		
iii) Average		
iv) Below average		
v) Poor		

[Signature]
Attested

42

PERFORMANCE

He is regular, diligent, hardworking, trustworthy
and successful
Cooperator with staff and students

Reporting Officer Signature
Name (in Block letters)
Designation.

[Handwritten Signature]

Dated _____

General Remarks by Higher Officer

Reporting Officer Signature
Name (in Block letters)
Designation.

Countersigning

Dated _____

ylh
Attested

کسی بھی ملازم کی پروموشن کے لیے اسکی سابقہ 5 سالہ ACR کا ریکارڈ اور SCORE دیکھا جاتا ہے
جیکے ڈیپارٹمنٹ نے فزوی کے معاملے میں لرف 07 ماہ کی غیر قانونی Biased، ٹائم ہارڈ، ACR
پر فزوی کی پروموشن 2016-2-01 سے روک رکھی ہے۔ جیکے فزوی کا بقایا 4 سال 5 ماہ کی ACR
کا سکور (SCORE) شامل نہ کیا۔

- (xii) اس ثابت ہوتا ہے کہ DPC کے ممبران اپنے ہم پیشہ بھائی کے غیر قانونی - ذاتی عناد جیسے اقدام کو چھپانے میں اسکی غیر قانونی طریقہ بھرا پورا مدد کر رہے ہیں۔ جو کہ سراسر نا انصافی اور بد نشینی پر۔ فزوی نے 23-12-2015 کو ڈیپارٹمنٹل اپیل بھی کی مگر بحال اسکا جواب فزوی کو نہ ملا۔
- (xiii) فزوی نے جیوٹا سرویس ٹریبونل میں اپنا کیس داخل کیا جس پر عدالت نے اپنے 28/11 کے تحریری فیصلہ میں ڈائریکٹر ہائپر ایجوکیشن کو فزوی کی 23/12 کی اپیل کو 03 ماہ میں فیصلہ کرنے کی ہدایت کی۔ مگر ڈیپارٹمنٹ کی DPC کے ممبران نے بے حسی دکھائے ہوئے 3 ماہ گزرنے کے باوجود کوئی فیصلہ نہ کیا۔

عدالتی کاپی لف ہے Annex - G.

- (xiv) فزوی DPC کے تمام اراکان (ڈائریکٹر، ایڈیشنل ڈائریکٹر، ڈپٹی ڈائریکٹر اور سیکریٹری) ، دیگر کے خلاف ان کے ذاتی ماحول پر توہین عدالت کرنے کا اپنا قانونی حق محفوظ رکھتا ہے۔ اور اپنی آواز کو ہر فورم پر اٹکانے کا حق بھی رکھتا ہے۔
- (xv) یہ ٹائم ہارڈ - Biased اور غیر قانونی ACR سپریم کورٹ کے فیصلہ 1995 SCMR 768 کی بھی خلاف ورزی ہے۔ کالی گورنمنٹ - Annex-H۔ یہ فیصلہ ACR میں اپنے ذاتی معاملات کا ذکر کیا اور فزوی کے سرکاری معاملات پر اثر انداز ہونے کی کوشش کی۔
- (xvi) ایذا فزوی کی آگے سے تکرار میں ہے کہ فزوی کی اس Biased اور غیر قانونی ACR کو ریکارڈ سے Expunged کر اور فزوی کی سہارا کو بحال رکھنا ہے۔ فزوی کو تمام سابقہ معاملات کے ساتھ 2016-2-01 سے پروٹکٹ کرنا تاکہ وہ

الصارف
شعبہ امداد

گورنمنٹ ڈپارٹمنٹ کالج انورٹہ سٹرک ضلع نوشہرہ
Mobile: 0333-9022316.

کالی گورنمنٹ

- (i) CM مانیٹرنگ سیل
- (ii) چیف سیکریٹری کیسٹنڈنسی (پیشین پورٹل)
- (iii) ڈائریکٹر ہائپر ایجوکیشن KPK
- (iv) الائی حقوق کیسٹنڈنسی

DPC Stands For
Departmental Promotion
Committee.

11/12/2016

3
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BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL, PESHAWAR



Service Appeal No. 421 /2016

A.W.F. Peshawar
Service Tribunal
Story No. 391
Dated 19-4-2016

Shabir Ahmad S/o Naseer Ahmad
Laboratory Assistant, Government Degree College
Akora Khattak, District Nowshera.

..... Appellant

Versus

- 1) Sharif Gul, Principal Government Degree College, Pabbi, District Nowshera.
- 2) Deputy Director (Establishment) Directorate of Higher Education Department, Peshawar.
- 3) Director Higher Education Department, KPK, Peshawar.
- 4) Secretary Higher Education Department, KPK, Peshawar.

..... Respondents

SERVICE APPEAL U/S 4 OF KPK SERVICE TRIBUNAL ACT, 1974 AGAINST LETTER NO.34049 DATED 17.12.2015 OF RESPONDENT NO.2, WHEREBY ADVERSE REMARKS RECORDED IN PERFORMANCE EVALUATION REPORT (PER) OF THE APPELLANT FOR THE PERIOD 01.01.2014 TO 31.07.2014 RECORDED BY RESPONDENT NO.1 WERE COMMUNICATED AND HIS DEPARTMENTAL APPEAL DATED 23.12.2015, PREFERRED TO RESPONDENT NO.3, FOR EXPUNCTION OF ADVERSE REMARKS /ENTRIES FOR THE SAID

ATTESTED

EXAMINER
Khyber Pakhtunkhwa
Service Tribunal,
Peshawar

attested

Attested

4 46

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR.

Service Appeal No. 421/2016

Date of Institution... 19.04.2016

Date of decision... 19.10.2018



Shabir Ahmad S/o Naseer Ahmad,
Laboratory Assistant, Government Degree College,
Akora Khattak, District Nowshera.

... (Appellant)

Versus

1. Sharif Gul, Principal Government Degree College, Pabbi, District Nowshera
and three others. (Respondents)

Mr. Abdul Hameed,
Advocate

... For appellant.

Mr. Muhammad Riaz Paindakhel,
Assistant Advocate General

... For respondents.

MR. AHMAD HASSAN,
MR. HUSSAIN SHAI,

... MEMBER(E)
... MEMBER(E)

JUDGMENT

AHMAD HASSAN, MEMBER:- Arguments of the learned counsel for
the parties heard and record perused.

FACTS

2. Brief facts of the case are that the appellant is serving as Laboratory
Assistant since 1991 in Higher Education Department. That vide impugned order
dated 17.12.2012 the Principal Degree college, Pabbi recorded adverse remarks in
his performance Evaluation Report for the period commencing from 01.01.2014 to
31.07.2014. He filed departmental appeal on 23.12.2015 which was not responded
within the stipulated period, hence, the instant service appeal on 19.04.2016.

[Handwritten signature]

[Handwritten signature]

ATTESTED
MEMBER
Khyber Pakhtunkhwa
Service Tribunal
Peshawar

[Handwritten signature]
Attested

47

ARGUMENTS

3. The learned counsel for the appellant argued that the then Principal Government College Pabbi had some personal grudges against the appellant and their working relationship was not cordial. An explanation was called from the appellant on 11.03.2014 being a habitual late comer. An FIR no. 354 dated 01.07.2014 was also lodged against him in Police Station Pabbi. That later on matter was amicably resolved through a compromise. However, the Principal while writing the ACR of the appellant for the period of 01.01.2014 to 31.07.2014 recorded adverse remarks which are communicated to him on 17.12.2015. Adverse remarks were recorded in his ACR without prior counseling and were communicated to him at a belated stage. Reliance was placed on 1995 SCMR 768, 1999 SCMR 1587, 199 SCMR 256 and Appeal no. 1266/2012 decided by this Tribunal on 12.06.2018.

4. On the other hand, the learned Assistant Advocate General argued that the Principal and other staff member received threatening messages from the appellant. Thereafter, an FIR was lodged against him. The appellant confessed his guilt before the Police and requested for pardon. That the issue was resolved through a compromise. Adverse remarks were recorded by the Principal in his ACR on the basis of his conduct and performance. Adverse remarks were recorded after fulfillment of all codal formalities.

CONCLUSION.

5. We have gone through the record and observed that charge of personal grudges leveled by the appellant against the Principal could not be established. On the other hand conduct of the appellant was vividly proved not only through the FIR but contents of the compromise deed wherein he confessed his guilt and

attested

ATTESTED

MEMBER
 ber Pabbi
 vice Tribunal
 Peshawar

gl
Attested

(2)
(48)

sought pardon. On the basis of previous record explanation, it was established that the appellant used to remain absent from duty without prior permission/approval of the competent authority. A government servant, whose behavior, conduct and performance were against the norms of office discipline/decorum should not be spared by taking shelter under technicalities like prior counseling etc. It would not only set a bad precedent for others but will also affect the overall working environment of the institution. In these peculiar circumstances hardly any other option was available to the Principal except to bring on record his tainted performance during the period under report.

6. However, during the course of arguments it was observed that his departmental appeal dated 23.12.2015 was not decided by the respondents within the statutory period. As such the case is remanded back to the respondents to decide his departmental appeal within a period of ninety days through a speaking order. The appeal is disposed of on the above terms. Parties are left to bear their own cost. File be consigned to the record room.

Announced
19.10.2018

Self- Ahmad Hassan
Mannan

Self- Hissam Shah,
Mannan

Certified to be true copy
Khyber Pakhtunkhwa
Service Tribunal,
Peshawar

Date of Presentation of Application 12-11-18
Number of Words 1600
Copying Fee 10.00
Urgent _____
Total 10.00
Name of Copyist _____
Date of Completion of Copy 28-11-18
Date of Delivery of Copy 28-11-18

attested
[Signature]

YLS
ACCEPTED



**DIRECTORATE OF HIGHER EDUCATION
KHYBER PAKHTUNKHWA
KHYBER ROAD, PESHAWAR**

E-mail:- dhekpesh@gmail.com

Tel # 091-9210242 / 9211025

Fax # 091-9211803

Facebook.com/dhekpeshawar

Twitter.com/dhekpeshawar

No. 3688 / CA-VIII/Estt: Branch/A-167/GC: Peshawar

Dated Peshawar the 21/11 /2019

To

The Principal,
Govt. College, Peshawar

Subject: ADVERSE REMARKS/COMMENTS.

Respected Sir, السلام عليكم

I am directed to refer to the subject cited above and to request you to re-examine the PER for the period from 01.01.2014 to 31.07.2014 in r/o Mr. Shabir Ahmad, Lab Assistant, GDC, Akora Khattak (Nowshera) and convey your decision within seven days positively, please.


(Muhammad Ishaq)
DEPUTY DIRECTOR

dc



Amir (L)
(50)



OFFICE OF THE PRINCIPAL GOVERNMENT COLLEGE PESHAWAR

No. 9521

Dated. 07/02/2019

To,
The Director,
Higher Education,
Khyber Pakhtunkhwa Peshawar.

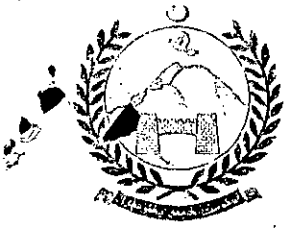
Subject: ADVERSE REMARKS IN PERS
Memo,

Reference your office letter No.2688/CA-VII/Estt: Branch/A-167 dated 29/01/2019 on the subject noted above and to state that the request of Mr. Shabir Ahmad, Lab: Assistant GDC Akora Khattak (Nowshera) regarding re-examine of adverse remarks in his PERs is hereby regretted.

[Signature]
Principal
Govt College Peshawar

DDCA cred
RECEIVED ON
07 FEB 2019
Diary # 2114
D/2019

[Signature]
Attested



DIRECTORATE OF HIGHER EDUCATION

KHYBER PAKHTUNKHWA
KHYBER ROAD, PESHAWAR

Tel # 091-9210242 / 9211025 Fax # 091-9210215

E-mail:- dhekpkesh@gmail.com Facebook.com/dhekpkeshawar Twitter.com/dhekpkeshawar1

No. 8041 / CA-VII/Estt: Branch/A-167/GDC Pabbi

Dated Peshawar the 23-4 (2019)

SM
51

To

✓ Mr. Shabir Ahmad,
Lab Assistant,
Govt. Degree College, Akora Khattak,
Nowshera.

Subject: - SA NO. 421/2016 SHABIR AHMAD VS SECRETARY HIGHER EDUCATION DEPARTMENT KPK & OTHERS

Memo:

I am directed to refer to the subject cited above and to enclose herewith a copy of letter No. 9521 dated 07.02.2019, received from Principal, Govt: College, Peshawar and to state that being Reporting Officer of the petitioner at that time, he made adverse remarks in the PER.

In compliance with the judgment dated 19-10-2018 by the Hon'ble Service Tribunal Peshawar, the PER was sent to the Reporting Officer for re-examination of adverse remarks which he regretted (copy enclosed).

It is, therefore, stated that your departmental appeal has been regretted by the competent authority.

F file
(Muhammad Iftikhar)
DEPUTY DIRECTOR
23/4/19

Endst.No _____ / GDC Pabbi file

Attested

Copy of the above is forwarded to the:

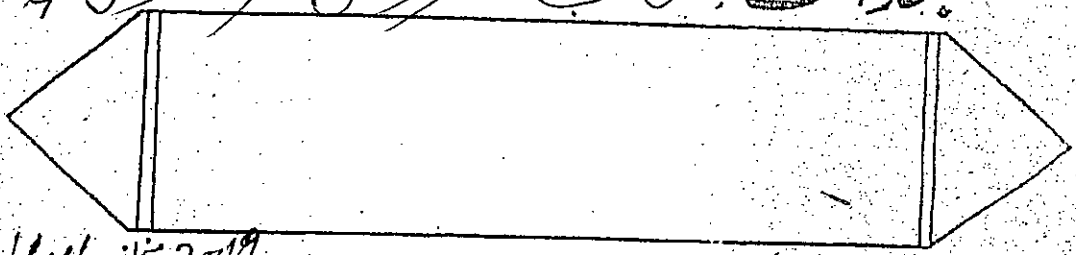
1. The Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar.
2. Additional Advocate General, Khyber Pakhtunkhwa, Service Tribunal Peshawar.
3. Principal, Govt; Degree College Akora Khattak (Nowshera).
4. Assistant Director (litigation) Local Directorate.

Received
on 26/4/19
at 10.00 AM
2-4-19
AM

Executed
25/4/19
- 17

(Muhammad Iftikhar)

بعدالت جناب سروس رٹریبیونل سٹاؤر



2019ء جناب ایڈوانٹ
شیر احمد بنام آئی ٹی سٹریٹ

موزتہ
مقدمہ
دعویٰ
جرم

باعث تحریر آنکھ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی رکھ کر روائی متعلقہ
آن مقام سٹاؤر کیلئے سیر سلیم کے
مقررہ کر کے اتر کر کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا کامل اختیار ہونا۔ نیز
دیکھا صاحب کو راضی نامہ کرنے و تقرر ثالثہ فیصلہ برحلف دیئے جواب دہی اور اقبال دعویٰ اور
اہمیت ڈگری کرنے اجراء اور وصولی چیک درو پیار عرضی دعویٰ اور درخواست ہر قسم کی تصدیق
زرائیں پر دستخط کرانے کا اختیار ہوگا۔ نیز صورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخی
نیز و زکرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا اختیار ہوگا۔ از بصورت ضرورت مقدمہ مذکور
کے کل یا جزوی کارروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار
ہوگا۔ اور صاحب مقرر شدہ کو بھی وہی جملہ مذکورہ باختیارات حاصل ہوں گے اور اس کا ساخت
پر داخستہ مندرجہ قبول ہوگا۔ دوران مقدمہ میں جو خرچہ ہر جانب التوائے مقدمہ کے سبب سے ہوگا۔
کوئی تازہ پیشی مقام دورہ پر ہو یا حدیبے باہر ہو تو وکیل صاحب پابند ہوں گے۔ کہ پیروی
مذکورہ کریں۔ ابتدا و کالت نامہ لکھ دیا کہ مندر ہے۔

المرقوم 24 ماہ 2019

واہ العبد

کے لئے منظور ہے۔

amptee

BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

SA # 857/2019

Shabir Ahmad..... Petitioners

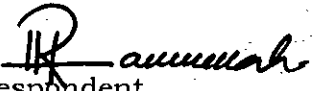
Versus

Govt. of Khyber Pakhtunkhwa

Through Chief Secretary & others..... Respondents

INDEX

S.No	Description of documents	Annexure	Page No.
1.	Parawise Comments		1-2
2.	Affidavit		3
3.	Copy of letter dated 11/03/2014	A	4
4.	Copy of letter to DSP	B	5
5.	Copy of FIR	C	6-7
6.	Copy of Razi Nama	D	8
7.	Copy of letter dated 29/01/2019	E	9
8.	Copy of letter dated 07/02/2019	F	10
9.	Copy of letter dated 23/04/2019	G	11


Respondent

(1)

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

S.A # 857/2019

Shabir Ahmad.....Appellant.

Versus

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

**SUBJECT: PARAWISE COMMENTS ON BEHALF OF RESPONDENTS NO. 1, 2, 3
AND 4.**

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.
2. Pertains to the record.
3. Incorrect. The appellant is trying to conceal material facts from the Hon'able Tribunal. There are no personal grudges of Principal with the appellant. The appellant was served upon many explanations in the past during his service by the Principal. The appellant was asked to explain himself as to why he came late and left early vide letter dated: 11/03/2014 (**Annex-A**). As far as the comments of the Chairman, Biology Department are concerned, it was his personal view regarding the appellant which is not supported by any documentary proof.
4. Incorrect. In the month of June 2014, the Principal and some college staff continuously received SMS intimidating the college staff with bad words. The matter was discussed with police officials (**Annex-B**) and through mobile tracking system the appellant was identified as the main culprit. Thereafter, the Principal and college staff lodged separate FIRs against the appellant (**Annex-C**).
5. Incorrect. The appellant confessed his guilt before the police officials and the Principal. The appellant being poor, therefore, made apology and requested for pardon, as a result the case was solved amicably and the appellant was granted pardon through compromise in personal capacity by the Principal and other staff (**Annex-D**).
6. Pertains to the record. Furthermore, as far as the adverse ACR for the period 01/01/2014 to 31/07/2014 of appellant is concerned, the same was given due to the appellant's performance and his conduct in official duties and the reporting officer was in better position to form an opinion about the appellant.

7. Incorrect. The appellant is trying to mislead the fact. The adverse remarks were recorded because of his wilful misconduct in duties and also involvement in criminal activities and the same was not recorded on personal grudges with the appellant.
8. Pertains to the record.
9. Incorrect. As far as adverse remarks in ACR are concerned, the adverse remarks were maintained by the reporting officer due to the appellant's own misconduct in official duties and not on the basis of personal grudges. The adverse remarks were recorded after fulfilling all the codal formalities.
10. Pertains to the record.
11. Correct.
12. Incorrect. That in the compliance of the judgment dated 19/10/2019 passed by this Hon'able Service Tribunal, Peshawar, the PER was sent to the reporting officer for re-examination of adverse remarks vide letter No. 2688 dated 29/01/2019 (**Annex-E**) but the request was regretted by the reporting officer vide letter No. 9521 dated 07/02/2019 (copy attached as **Annex-F**). Moreover, the decision of the department has been communicated to the petitioner vide letter No. 8042-45 dated 23/04/2019 (copy of the letter is attached as **Annex-G**).
13. Needs no comments.

Grounds: -

- a) Incorrect. That appellant has been treated in accordance with Law/rules.
- b) Incorrect as already explained in the preceding paras of facts.
- c) Pertains to record.
- d) Incorrect as already explained in the preceding paras of facts.
- e) Incorrect. The adverse remarks were recorded within time.
- f) Incorrect as already explained in the preceding paras of facts.
- g) Incorrect as already explained in the preceding paras.
- h) Incorrect. The impugned order is speaking order.
- i) Incorrect as already explained in the preceding paras of facts.
- j) That the respondents may be allowed to raise additional grounds at the time of arguments.

Prayers: -

It is, therefore, most humbly prayed that the instant service appeal is devoid of merits, hence may graciously be dismissed with appropriate costs.

Secretary,
Higher Education, Archives &
Library Department
Respondent No. 01

Director,
Directorate of Higher Education
Respondent No. 02

R 14/10/19

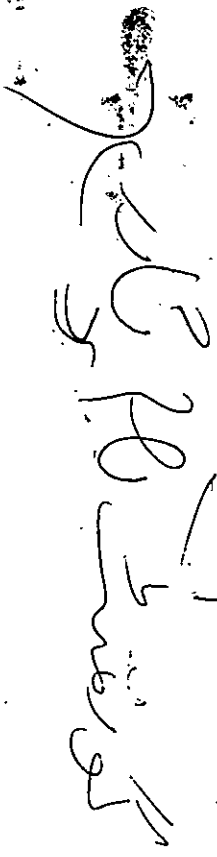
Deputy Director (Establishment),
Directorate of Higher Education
Respondent No. 03

Principal,
Govt: College, Peshawar
Respondent No. 04

PRINCIPAL
Govt: College Peshawar

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GFR Reslover



BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

SA # 857/2019
Shabir Ahmad..... Petitioners

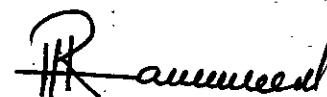
Versus

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

AFFIDAVIT

I, Irfan Ullah, Assistant Director (Litigation), Higher Education Department do hereby declare and affirm on oath that the contents of Para Wise Comments are correct to the best of my knowledge and belief and that nothing has been concealed from this Honourable Court.

Identified by:


Deponent
11101-6409112-3

Annex A

BETTER COPY

4

62.

PRINCIPAL, GOVT, DEGREE COLLEGE PABBI (NSR)

No. 707

Dated 11/03/2014

To

Mr. Shabir Ahmad
Lab Assistant
G.C Pabbi

Subject: EXPLANATION.

Memo:

It is noted that you are habitual late comer and leave the college early, your four days record is as under:

S.No	Dates	Times of arrival
1.	7.03.2014	9:25 AM
2.	8.03.2014	9: 15 AM
3.	09.03.2014	9:15 AM
4.	10.03.2014	9:52 AM

Today on 11.03.2014 you are absent without any prior information.
Explain that why not disciplinary action be taken against you.

PRINCIPAL
GOVT. DEGREE COLLEGE
PABBI

Endst No.

Dated ___/___/2014

Copy forwarded to:

1. The Director higher Education Khyber Pakhtunkhwa, Peshawar for information
2. Chairman Biology Department for his performance report.

PRINCIPAL
GOVT. DEGREE COLLEGE
PABBI

Sub

معروضی یوں کہ میں گورنمنٹ ڈگری کالج دہلی تعلقہ نوشہرہ میں بطور چیف ڈائریکٹر تعینات ہوں۔ کالج کا تمام تر معاملات اور مسائل میں نمائندگی کرتا ہوں۔ مزید فریاً مورخہ 31-08-13 کو میرے موبائل نمبر 03005939891 اور موبائل نمبر 03439429571 سے دھکی آ میر اور غلیظ اسٹاف پر مشتمل SMS رسائلات موصول ہو کر میں نظر انداز کرنا چاہتا تھا۔ لیکن مقررہ موبائل نمبر کے استعمال سے حد زدگی۔ گامی مگوج اور خاندان کے پیچھے گامی مگوج اور غلیظ اسٹاف کا استعمال کر کے میرے جذبات کو مجروح کیا۔ مجھے کالج کے اسٹاف میں سب سے سب سے شہیر احمد اور شہیر احمد ساکن بیدر شہی محلہ جیسی قبیل پر مشتمل تھا میں نے تعلقہ کے ڈی ایس ڈی کو اس بابت میں مطلع کر کے پولیس سے سہ تہری انکوائری شروع کر کے بعد موبائل نمبر مقررہ خاصوں سے جوڑیں سے بھی زیادہ حصہ لیا اس کی طرف نہیں دیا۔ اب پرنسپل صاحب کے نمبر پر بھی اس قسم کے SMS اور دھکی آ آئیے بیفطرت موصول ہو کر موبائل فورنٹرک جناب DSP صاحب دہلی کے ذریعے (مقررہ) ہو کر جو کہ میرا شدید الجھن نکال کر شہیر احمد مقررہ ہی اصل ملنے ہے میں نے کالج کے ڈی ایس ڈی کے ساتھ کو ذہنی اذیت میں مبتلا کر کے گامی مگوج کے علاوہ اساتذہ کے بچوں کو انواد کرنے کی بھی دھکی ملی ہے۔ میں برکلاز شہیر احمد مقررہ کا مجھے دھکی آ میر SMS اور غلیظ گفتگو اور میرے جذبات کو مجروح کرنے کا دعوہ دار ہوں۔

میں نے اسے

ڈائریکٹر عثمان شاہ جینڈر ڈگری کالج دہلی تعلقہ نوشہرہ
 0300/5939891 -9-1281724-16101

میں نے اسے
 07.09.09
 51/Ambari

طہر

تاریخ ۲۳-۱۵-۱۱

۱۵۱-۳
۱۵۱-۱۶
۱۵۱-۹

ابتدائی اطلاعی رپورٹ

177

ابتدائی اطلاع دست جرم قابل دست اندازی پولیس رپورٹ شدہ زبردستی ۱۵۳ مجموعہ ضابطہ نو جداری

تاریخ	۳۵۴
تاریخ	۰۷/۰۱/۲۰۱۵
پولیس اسٹیشن	۰۳۳۳ ۹۱۳ ۹۸۸۰
مقام	۱۵۰۶ (۲) ۱۵۲ ۲۵
مقام	۱۷۲۰۱-۲۲۱۵۲۲۹-۱
مقام	۰۳۳۳ ۹۰۲۲ ۳۱۶

سابقہ رپورٹ کے مطابق مدرسہ اسلامیہ جیل خانہ مبارک آباد
 جس کا پتہ ہے مدرسہ اسلامیہ جیل خانہ مبارک آباد

ابتدائی اطلاع کے درج کردہ پورے حوالے سے مندرجہ ذیل کا خلاصہ ہے
 To the Station Police Station, Public Subject Registration of FIR Against Mr. Shabir Akh
 Request for laying of FIR and to request for frontal FIR and necessary action consequent upon the event of the threatening SMS. The college council meeting was held today on 07.01.2014 in the Principal's GC Pabb office staff secretary invited attention of the staff towards the issue of threatening SMS to the Principal GC Pabb. The Principal referred to the issue and explained in detail he informed that SMS were received from unknown cell number of different subjects on different occasion as referred to the SMS where mentioned different officials and Faculty members with derogatory words including interfering in the official matters of examination, admission etc. The Principal further informed that after preliminary investigation of 0375 5248545 by the Police Mr. Shabir Akh had his Assa Botany section was identified as perpetrator behind the offence likewise it

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Mr. Usman Shah chief H.O. (18) of the comp. and Asst. Lab. Asst. Computer section and ex. Principal Prof. ... The Principal office damaged ac. was all ... discussion and all such cases and office damages were correlated to Mr. Shabir Ahmad staff member ... different aspects of the issue and ... decided to proceed against Mr. Shabir Ahmad under the law to teach him a lesson of his future life and to avoid such happening in the college in review of the above, you are once again requested for formal FIR against Mr. Shabir Ahmad Lab. Assistant of this college and details investigation into the matter and take it to its logical end in the interests of public so Principal Govt Degree College Pabbi dated 01.07.14

... 397 ... To the station Head officer (S.H.O.) Police station Pabbi ... of FIR ... college Principal office ... is repeatedly damaged by unknown person and finally the copper wire meant for supply has been cut off and now the outdoor unit has been secured by the staff you are asked for FIR and proper investigation to avoid any such happening in future please so Principal Govt Degree College Pabbi

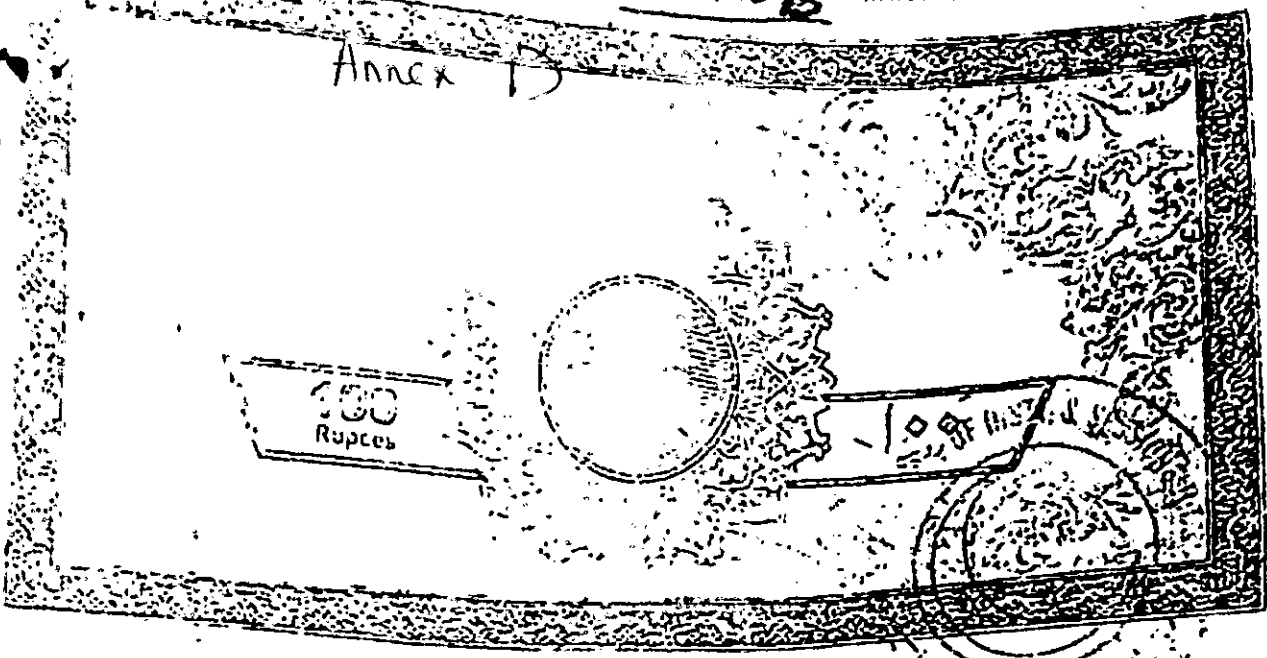
... 01/07/2014

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7/014
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Handwritten signature and date: 01/07/2014

... 4-2-09

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اقرارنامہ

من سیمان (۱) پرنسپل پروفیسر شریف گل، (۲) چیف پرائیمر ڈاکٹر عجب شاد، (۳) ایب اسٹنٹ ڈیپٹی ڈائریکٹر
 جی کالج، ضلع نوشہرہ بیان کرتے ہیں کہ من سیمان نے شبیر احمد ولد نصیر احمد، ساکن بدشہر، ایب اسٹنٹ ڈیپٹی ڈائریکٹر
 جی کالج، ضلع نوشہرہ کو اپنے جرم جو کہ FIR میں درج ہیں، تسلیم کرتے اور اس پر فیئر شرطا معافی دینے پر شبیر احمد کے ساتھ رہائی
 نامہ کرنے کو تیار ہیں۔ شبیر احمد ولد نصیر احمد مذکور اپنے کیے پر نادم و شرمندہ ہے من سیمان اسے دل سے معاف کرتے ہیں۔

07/7/2014

[Signature]

ایب اسٹنٹ ڈیپٹی ڈائریکٹر

شخصی کارڈ نمبر 7-17201-2035431

[Signature]

چیف پرائیمر ڈاکٹر عجب شاد

شخصی کارڈ نمبر 9-16101-1281724

[Signature]

پرنسپل پروفیسر شریف گل

شخصی کارڈ نمبر 7-17301-1424235

[Signature]

25/5/14

Annex E

9

B

ATIO

57



**DIRECTORATE OF HIGHER EDUCATION
KHYBER PAKHTUNKHWA
KHYBER ROAD, PESHAWAR**

E-mail:- dhekpesh@gmail.com

Tel # 091-9210242 / 9211025

Fax # 091-92-1803

Facebook.com/dhekpeshawar, Twitter.com/dhekpeshawar

No. 2628 /CA-VII/Estt: Branch/A-167/GC, Peshawar

Dated Peshawar the 9 /2019

To

The Principal,
Govt. College, Peshawar.

Subject: - ADVERSE REMARKS/COMMENTS.

Respected Sir, السلام عليكم

I am directed to refer to the subject cited above and to request you to re-examine the PER for the period from 01/01/2014 to 31/07/2014 in view of Mr. Shabir Ahmad, Lab. Assistant, GDC Akora Khattak (Nowher) and convey your decision within seven days positively, please.

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Official stamp and signature of the Deputy Director. The stamp includes the text 'DEPU' and 'IRECTOR'. The signature is written in Urdu/Arabic script.

Handwritten initials 'olc'.



Amir F

(G) 10

27/02/2019



OFFICE OF THE PRINCIPAL GOVERNMENT COLLEGE PESHAWAR


No. 9521

Dated 17/02/2019

To,
The Director,
Higher Education,
Khyber Pakhtunkhwa Peshawar.

Subject: **ADVERSE REMARKS IN PERS**
Memo,

Reference your office letter No. 2688/CA-VII/Estt. Branch 67 dated 20/01/2019 on the subject noted above and to state that the request of Shabir Ahmad, Lab: Assistant GDC Akora Khattak (Nowshera) regarding re-evaluation of adverse remarks in his PERs is hereby regretted.


Principal
Govt College Peshawar



DDLA cred
RECEIVED
18 FEB 2019
Disty # 2114: 356
Dist. Clerk



DIRECTORATE OF HIGHER EDUCATION

**KHYBER PAKHTUNKHWA
KHYBER ROAD, PESHAWAR**

Tel # 091-9210242 / 9211025 Fax # 091-9210215

E-mail:- dhekpkesh@gmail.com Facebook.com/dhekpkeshwar Twitter.com/dhekpkeshaw

No. _____ / CA-VII/Estt: Branch/A-167/GDC Pabbi

Dated Peshawar the 23 / 4 / 2019

To

Mr. Shabir Ahmad,
Lab Assistant,
Govt. Degree College, Akora Khattak,
Nowshera.

**Subject: - SA NO. 421/2016 SHABIR AHMAD VS SECRETARY HIGHER
EDUCATION DEPARTMENT KPK & OTHERS**

Memo:

I am directed to refer to the subject cited above and to enclose herewith a copy of letter No. 9521 dated 07.02.2019, received from Principal, Govt. College Peshawar and to state that being Reporting Officer of the petitioner at that time, I made adverse remarks in the PER.

In compliance with the judgment dated 19-10-2018 by the Hon'ble Service Tribunal Peshawar, the PER was sent to the Reporting Officer for re-examination of adverse remarks which he regretted (copy enclosed).

It is, therefore, stated that your departmental appeal has been regretted by the competent authority.

(Muhammad Iftikhar)
DEPUTY DIRECTOR

Endst.No 8042-45 / GDC Pabbi file

Copy of the above is forwarded to the:

1. The Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar.
2. Additional Advocate General, Khyber Pakhtunkhwa, Service Tribunal Peshawar.
3. Principal, Govt; Degree College Akora Khattak (Nowshera).
- ✓ 4. Assistant Director (litigation) Local Directorate.

Sub

Fida
23/4/19
(Muhammad Iftikhar)
DEPUTY DIRECTOR

①

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

Rejoinder
In
Service Appeal No. 857/2019

Shabir AhmadPetitioner

V E R S U S

Govt of KPK & othersRespondents

**REJOINDER TO THE COMMENTS FILED BY
RESPONDENTS.**

Respectfully Sheweth:

The petitioner submits as under: -

1. That all the preliminary objections raised by the respondents are incorrect, false, irrelevant without lawful authority. The appellant being an aggrieved person has cause of action and locus standi to file the instant appeal. He has come to this Hon'ble court with clean hands and nothing has been concealed from this Hon'ble Tribunal and this Hon'ble Tribunal has the jurisdiction to entertain the plea. The appeal is well within time, moreover no rule of estoppel is applicable in the instant case.

On Facts:

1. No comments.
2. No comments.

3. Content of para-03 is incorrect. That the appellant served in the said college for about 07 months while the respondent No. 04 was the principle. The appellant remained efficient and punctual towards his duties and the said 07 months which is very much evident of the attendance sheet of the relevant time. The so called explanation letter dated 11.03.2014 relates to the time of arrival of the appellant only for three days. Moreover the copy of the said letter was also sent to the HOD of the appellant, which was responded by the HOD vide his letter dated 12.03.2014 (already attached with the appeal) which clearly shows the attitude and performance of the appellant towards his duties and his colleagues because the HOD being his immediate boss was in better position to explain the conduct of the appellant. Since the respondent No 04 had personal grudges with the appellant he served the appellant with the said explanation letter. *(Copy of letter dated 09.02.2018 alongwith attendance sheets are attached as annexure A).*
4. Contents of para-4 of the appeal are true and correct, reply to the para is incorrect, misleading hence denied.
5. Contents of para-5 is correct to the extent that the respondent No. 04 settled the issue with the appellant and he thereafter he entered into compromise with the appellant as a result of which the appellant was acquitted by the court of law. It is pertinent to mention here that it was duly mentioned in the said compromise deed that the matter has been patched up by the principal in his personal capacity which shows that even the lodging of FIR was not lodged in the official capacity by the respondent No. 04.
6. Contents of para-6 of the appeal are true and correct reply given to the said para is false and incorrect. Firstly there is no solid proof about the alleged misconduct or poor performance except letter

dated 11.03.2014. Secondly the respondent No 04 was not in a position to evaluate the performance and behavior of the appellant with regard to his duties. His HOD (Chairman Department of Biology) being his immediate supervisor was in better position to evaluate his performance and his opinion was very much clear vide his letter dated 12.03.2014 which shows that the appellant was always professional, punctual and devoted towards his duties.

7. Contents of para-7 of the appeal are true and correct reply given to the said para is false and incorrect. The ACR was in violation of government instructions circulated vide letter dated 10.11.2017 vide which it was directed to all concern to avoid reporting adverse remarks without prior warning / counseling. Secondly the adverse remarks were communicated to the appellant after 16 months which by itself is badly time barred. *(Copy of letter dated 10.11.2017 is attached as annexure B).*
8. No comments.
9. Contents of para-9 of the appeal is correct. Reply given to the said para is false and incorrect. Detail reply has already been given above.
10. No comments.
11. No comments.
12. Contents of para-12 of the appeal are correct, reply given to the said para is false and incorrect. The appellate authority should have decided and examined the appeal of the appellant in the light of all the documentary proof however the appellate authority quite

4

illegally referred the case back to the respondent No. 04 who has already formed his opinion by way of adverse remarks and had personal grudges with the appellant.

13. No comments.


G R O U N D S:

A. Para A to para J being legal shall be substantiated during the course of arguments.

It is, therefore, most humbly prayed that in the light of foregoing facts, the appeal may kindly be accepted as prayed for.


Appellant

Through


Yasir Saleem
Advocate, High Court
Peshawar.

Date:10-Aug-20

AFFIDAVIT

It is hereby solemnly affirm and declare that the contents of the **Rejoinder** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal


DEPONENT

Annex-'A'

5



PRINCIPAL, GOVT. DEGREE COLLEGE PABBI (NSR)

Phone No. +92-923529288 Email: gcpabbi@gmail.com

No. 870 Date 09 / 02 / 2018

To,

The Shabir Ahmad
Lab: Assistant
C/O Qadeer Optical
Near Taqwa Mosque Saddar Bazar
Nowshera.

Subject: - ATTENDANCE RECORD
Memo: -

Reference your letter no. Nil dated 31.01.2018.

The requisite attendance record Jan 2014 to June 2014 (Photo Copy) is sent herewith.

Amir
PRINCIPAL
GOVT. Degree College
Amir 9/2/18
PRINCIPAL
GOVT: DEGREE COLLEGE
PABBI

Endst. No. _____

Dated 09 / 02 / 2018.

Copy for information to the,

1. Director Higher Education, Khyber Pakhtunkhwa Peshawar.
2. Chief Commissioner (RTIC) Peshawar.
3. Registrar Service Tribunal Peshawar.

Sd
PRINCIPAL
GOVT: DEGREE COLLEGE
PABBI

PRINCIPAL GOVT DEGREE COLLEGE PESHAWARPhone No. +92-923529288 Email: gcpabbi@gmail.com

No. 870

Date: 09/02/2018

To

The Shabir Ahmad
Lab: Assistant
C/O Qadeer Optical
Near Taqwa Masque Saddar Bazar
Nowshera

Subject: **ATTENDANCE RECORD.**

Reference your letter No. Nil dated 31.01.2018.

The requisite attendance record Jan 2014 to June 2014 (Photo Copy) is sent herewith.

Sd/-
Principal
Govt: Degree College
Pabbi

Endst No. _____
Copy for information to the:

Dated: 09/02/2018

1. Director Higher Education, Khyber Pakhtunkhwa Peshawar.
2. Chief Commissioner (RTIC) Peshawar.
3. Registrar Service Tribunal Peshawar.

6

Am. Singh
Am. Singh

Staff Attendance Register

For the Month of January 2019 PRINCIPAL Degree College

Nam
Desi
Date

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Name: <u>Aurangzeb S. wakeel Shah</u>		Name: <u>Azmat Khan</u>		Name: <u>SADAB</u>											
Designation: <u>L.A</u>		Designation: <u>L.A</u>		Designation: <u>L.A</u>											
Date	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	C
1															
2	7:00	0	1:30	0	9:00	0	1:00	0	8:45	0	1:00	0	9:00	0	
3	7:00	0	1:30	0	9:00	0	1:00	0	8:45	0	1:00	0	9:00	0	
4	7:00	0	1:30	0	9:00	0	1:00	0	8:45	0	1:00	0	9:00	0	
5	8:50	0	1:00	0	9:00	0	1:00	0					9:00	0	
6															
7	9:00	0	1:30	0	9:00	0	1:00	0	8:45	0	1:00	0	9:00	0	
8	8:50	0	1:30	0	9:00	0	1:00	0	8:45	0	1:00	0	8:50	0	
9	9:00	0	1:45	0	9:00	0	1:00	0	8:45	0	1:00	0	9:00	0	
10	9:00	0	1:45	0	9:00	0	1:00	0	8:45	0	1:00	0	9:00	0	
11	9:00	0	1:00	0	9:00	0	12:00	0	8:45	0	1:00	0	9:00	0	
12	9:00	0	1:30	0	9:00	0	1:00	0	8:45	0	1:00	0	9:00	0	
13															
14	9:00	0	1:45	0	9:00	0	1:30	0	8:45	0	1:00	0	9:00	0	
15															
17	9:00	0	1:30	0	9:00	0	1:30	0	8:45	0	1:00	0	9:00	0	
18	9:00	0	2:00	0	9:00	0	1:30	0	8:45	0	1:00	0	8:45	0	
19	9:00	0	12:00	0	9:00	0	1:30	0	8:45	0	1:00	0	9:00	0	
20															
21															
22															
23	8:45	0	1:45	0	9:00	0	1:30	0	8:45	0	1:00	0	9:00	0	
24	9:00	0	1:00	0	9:00	0	1:30	0	8:45	0	1:00	0	8:50	0	
25	9:00	0	12:00	0	9:00	0	1:30	0	8:45	0	1:00	0	9:00	0	
26	9:00	0	1:30	0	9:00	0	1:30	0	8:45	0	1:00	0	9:00	0	
27															
28	9:00	0	1:30	0	8:45	0	1:30	0	8:45	0	1:00	0	9:00	0	
29	9:00	0	1:00	0	9:00	0	1:30	0	8:45	0	1:00	0	9:00	0	
30	8:50	0	1:30	0	9:00	0	1:30	0	8:45	0	1:00	0	9:00	0	
31	8:50	0	1:30	0	9:00	0	1:30	0	8:45	0	1:00	0	8:50	0	

STATEMENT OF LEAVE TAKEN

9

[Handwritten signature]
PRINCIPAL

Staff Attendance Register

Name: *[Handwritten Name]* For the Month of *[Handwritten Month]* Degree College *[Handwritten Name]*

Designation: *[Handwritten Designation]*

Date	LAB-ASST				LAB-ASST				LAB-ASST				LAB-ASST		
	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.
1															
2	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
3	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
4	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
5	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
6	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
7	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
8	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
9	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
10	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
11	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
12	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
13	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
14	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
15	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
16	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
17	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
18	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
19	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
20	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
21	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
22	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
23	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
24	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
25	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
26	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
27	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
28	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
29	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
30	8:30	✓	1:30	✓	9:00	✓	1:30	✓	8:55	✓	12:45	✓	9:00	✓	1:00
31															

STATEMENT OF LEAVE TAKEN

Staff Attendance Register

For the Month of August 2019

Principal
Degree College

Name: Dr. J. S. Patil Designation: L/ASSPT

Date	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.
1																
2			11:45	11												
3	8:15	11	1:30	12												
4																
5	8:30	11	1:30	12												
6	8:15	11	1:45	11												
7	8:15	11	1:30	11												
8	8:15	11	1:45	12												
9	8:15	11	1:30	12												
10	8:15	11	1:30	12												
11																
12	8:30	11	1:30	11												
13	8:25	11	1:45	12	8:30	11	1:30	12								
14	8:15	11	1:20	11	8:00	11	1:30	12								
15	8:15	11	1:30	12	8:00	11	1:30	12								
16	8:15	11	1:30	12	8:00	11	1:30	12								
17	8:15	11	1:45	11	8:00	11	1:30	12								
18																
19	8:15	11	1:30	11	8:00	11	1:30	12								
20	8:15	11	1:30	11	8:00	11	1:30	12								
21	8:15	11	1:30	11	8:00	11	1:30	12								
22	8:15	11	1:45	11	8:00	11	1:30	12								
23	8:30	11	1:30	12	8:00	11	1:30	12								
24	8:15	11	1:30	12	8:00	11	1:30	12								
25																
26	8:15	11	1:20	11	8:00	11	1:30	12								
27	8:15	11	1:15	11	8:00	11	1:30	12								
28	8:15	11	1:45	11	8:00	11	1:30	12								
29	8:15	11	1:30	11	8:00	11	1:30	12								
30	8:15	11	1:45	11	8:00	11	1:30	12								
31	8:15	11	1:30	11	8:00	11	1:30	12								

STATEMENT OF LEAVE TAKEN

Sick	Casual	Privilege	Total	Sick	Casual	Privilege	Total	Sick	Casual	Privilege	Total	Sick	Casual	Privilege	Total

11

JUNE 2014

Staff Attendance Register

PRINCIPAL
Degree College

For the Month of

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- 31

Name	Khalidurrahman				N. B. J.				G					
Designation	Paich. mana.													
Date	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	S
1														
2	8:00	✓		✓	9:00	✓	1:30	✓	8:00	✓	1:30	✓	8:00	✓
3	8:00	✓	1:20	✓	9:30	✓	1:30	✓	8:00	✓	1:30	✓	8:00	✓
4	8:00	✓	1:20	✓	9:00	✓	1:30	✓	8:00	✓	1:30	✓	8:00	✓
5	8:00	✓		✓	9:00	✓	1:30	✓	8:00	✓	1:00	✓	8:00	✓
6	8:00	✓	1:20	✓	9:00	✓	1:30	✓	8:00	✓	1:00	✓	8:00	✓
7	8:00	✓	1:00	✓	8:45	✓	1:30	✓	8:00	✓	1:30	✓	8:00	✓
8														
9	8:00	✓	1:00	✓	8:45	✓	1:30	✓	8:00	✓	1:30	✓	8:00	✓
10	8:00	✓	1:10	✓	8:45	✓	1:30	✓	8:00	✓	1:30	✓	8:00	✓
11	8:00	✓	1:20	✓	9:00	✓	1:30	✓	8:00	✓	1:30	✓	8:00	✓
12	8:00	✓	1:00	✓	9:00	✓	1:30	✓	8:00	✓	1:30	✓	8:00	✓
13	8:00	✓	1:20	✓	8:30	✓	2:00	✓	8:00	✓	1:30	✓	8:00	✓
14	8:00	✓	1:00	✓	9:00	✓	1:30	✓	8:00	✓	1:30	✓	8:00	✓
15														
16														
17														
18	8:00	✓	1:00	✓	9:00	✓	2:00	✓	8:00	✓	1:00	✓	8:00	✓
19	8:00	✓	1:00	✓	9:00	✓	2:00	✓	8:00	✓	1:00	✓	8:00	✓
20	8:00	✓	1:20	✓	9:00	✓	2:00	✓	8:00	✓	1:00	✓	8:00	✓
21	8:00	✓	1:20	✓	9:15	✓	2:00	✓	8:00	✓	1:00	✓	8:00	✓
22														
23	8:00	✓	1:00	✓	9:00	✓	2:00	✓	8:00	✓	1:00	✓	8:00	✓
24	8:00	✓	1:00	✓	9:15	✓	2:00	✓	8:00	✓	1:00	✓	8:00	✓
25	8:00	✓	1:00	✓	9:00	✓	2:00	✓	8:00	✓	1:00	✓	8:00	✓
26	8:00	✓	1:00	✓	9:00	✓	2:00	✓	8:00	✓	1:00	✓	8:00	✓
27	8:00	✓	1:00	✓	9:00	✓	2:00	✓	8:00	✓	1:00	✓	8:00	✓
28	8:00	✓	1:00	✓	9:00	✓	1:50	✓	8:00	✓	1:00	✓	8:00	✓
29														
30	8:00	✓	1:20	✓					8:00	✓	1:00	✓	8:00	✓
31														

STATEMENT OF LEAVE TAKEN

Sick	Casual	Privilege	Total	Sick	Casual	Privilege	Total

This

Annex 'B'

12

GOVERNMENT OF KHYBER PAKHTUNKHWA
HIGHER EDUCATION, ARCHIVES &
LIBRARIES DEPARTMENT

No. SO(C-III)HE/17/09/Sonia Aslam/
Dated Peshawar, 16th November, 2017.

1237-35

*Instruction of the Govt.
to the Director Higher Edu.
for Adverse Remarks.*

1. The Director Higher Education,
Khyber Pakhtunkhwa, Peshawar.

2. The Director General,
Commerce Education and Management Sciences,
Khyber Pakhtunkhwa, Peshawar.

3. The Director Archives & Libraries,
Khyber Pakhtunkhwa, Peshawar.

Subject: ADVERSE REMARKS.

I am directed to refer to the subject and to state that the Competent Authority has
shown serious concern for writing PERs. In majority cases the Reporting Officer reported
adverse remarks without warning / counselling.

Therefore, it is further directed that issue instructions to all concerned officers
concerning the imposition of adverse remarks to adopt proper procedure of writing PERs under the rules.

(SHAZIA KHAN)
Section Officer (Colleges-III)

Copy for information to:

1. Section Officers (C-I, C-II, C-IV & Commerce) Higher Education Department.
2. PS to Special Secretary Higher Education Department.

Section Officer (Colleges-III)

SA (ACR)

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22/11/17

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12-A

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Page No. 12-A
Annexure B

**GOVERNMENT OF KHYBER PAKHTUNKHWA
HIGHER EDUCATION, ARCHIVES &
LIBRARIES DEPARTMENT**

No. SO/(C-III)11E/1-2/09/Sonia Aslam)
Dated Peshawr, (November, 2017)

1. The Director Higher Education
Khyber Pakhtunkhwa Peshawar
2. The Director General
Commerce Education and Management Science,
Khyber Pakhtunkhwa, Peshawar
3. The Director Archives & Libraries
Khyber Pakhtunkhwa Peshawar.

Subject: **ADVERSE REMARKS**

Am directed to refer to the subject and to state that the Competent Authority has shown serious concern for writing PER. In majority cases the Reporting Officer reported adverse remarks without warning / counseling

Therefore, it is further directed that issue instructions to all concerned officers information of adverse remarks to adopt proper procedure of writing PERs under the rules.

Sd/-
(Shazia Khan)
Section Officer (colleges-III)

Copy for information to;

1. Section Officers (C-1, C-II, C-IV & Commerce) Higher Education Department
2. PS to Special Secretary Higher Education Department.

Sd/-
Section Officer (Colleges-III)