## SERVICE APPEAL No. 539/2023

Muhammad Arif

VS

**Government of KPK** 

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Respondent No. 03 V Musarat Hussain Baloch District Education Officer (Male) Dera Ismail Khan

19-02-2024

#### SERVICE APPEAL No. 539/2023

**Muhammad Arif** 

**VS** 

Government of KPK

#### PARAWISE COMMENTS ON BEHALF OF RESPONDENT NO. 1 to 6.

#### PRELIMINARY OBJECTIONS

Khyher Fakhtukhwa Service Tribunal

Diary No. 11145

- 1. That the appellant has got no cause of action / locus standi. To file instant appeal?
- 2. That the appellant has not come to the honorable tribunal with clean hands.
- 3. That the appellant has filed the service appeal on malafide objectives.
- 4. That the instant appeal is against the prevailing laws and rules.
- 5. That the appeal is barred by law/limitations.
- 6. That the instant appeal is illegal and against the facts.
- 7. That the service appeal is not maintainable in its present form.
- 8. That the appellant has concealed the material facts from the honorable tribunal.

## Respectfully Sheweth, Reply on behalf of Respondents

#### Respected Sir, The respondents humbly submits as under

- 1. Para is correct to the extent that Appellant was given major penalty of compulsory retirement from due to his long and will full absence from duty on 23-06-2021. There were serious reports against the appellant by the education monitoring authority d I khan. As the appellant was working as a Naib Qasid in GMS Wanda Bolchan D I Khan. The appellant filled the appeal for instatement to the res no.2 the director E&SE KP Peshawar. The appellate authority dismissed the appeal of appellant.
- 2. As the appellant was appointed as Naib Qasid GMS Wanda Balochan on 14-03-2011. There were Serious allegations against the appellant not to perform his duty. A proper inquiry was initiated against appellant show cause notice was served to appellant, the appellant was given full chance of personal hearing but the appellant failed to prove chares of long absence from duty (Anx-A)
- 3. Incorrect / not admitted, the appellant has not perform his duty so he was given major penalty of compulsory retirement from service due to his non serious attitude of not performing his duty.
- 4. In correct / not admitted. The allegations leveled by the respondent No, 6 officer on duty E.M.A D I Khan were correct not based on any political grudges. As the appellant was absent from duty.
- 5. Incorrect / not admitted. Para is strongly denied, the appellant was not condemned unheard.
- 6. Incorrect / not admitted. Para is strongly refuted, the respondent No, relied on true reports against appellant. As he was absent from duty and Respondent No, 3 imposed the major penalty of compulsory retirement.
- 7. Para pertains to the departmental appeal of appellant. Hence no comments.
- 8. Incorrect / not admitted. Para is strongly rebutted.
- 9. Incorrect / no admitted. Para is strongly negated.

#### **GROUNDS**

- Incorrect / not admitted. The appellant was treated with law a nature principal of justice.
  There were serious allegation of not performing his duty by the education monitoring
  authority.
- II. Incorrect / not admitted. para is strongly rebutted.
- III. Incorrect / not admitted. The appellant has not performed his duty.
- IV. Incorrect / not admitted. A proper inquiry was initiated against the appellant.
- V. Incorrect / not admitted. Para is totally false and frivolous.
- VI. Incorrect / not admitted. The appellant was given major penalty of compulsory retirement due to his long absence from duty.
- VII. Incorrect / not admitted. As replied above.
- VIII. Incorrect / not admitted. As discussed above.
  - IX. Incorrect / not admitted. The appeal is badly time barred.
  - X. Incorrect / not admitted. Para is totally baseless.

So it is humbly prayed that service appeal of appellant may kindly be dismissed with cost.

Respondent No. 1

Abdul Akram

Secretary E&SE KP Peshawar.

2. Respondent No. 2
(Samina Altaf)

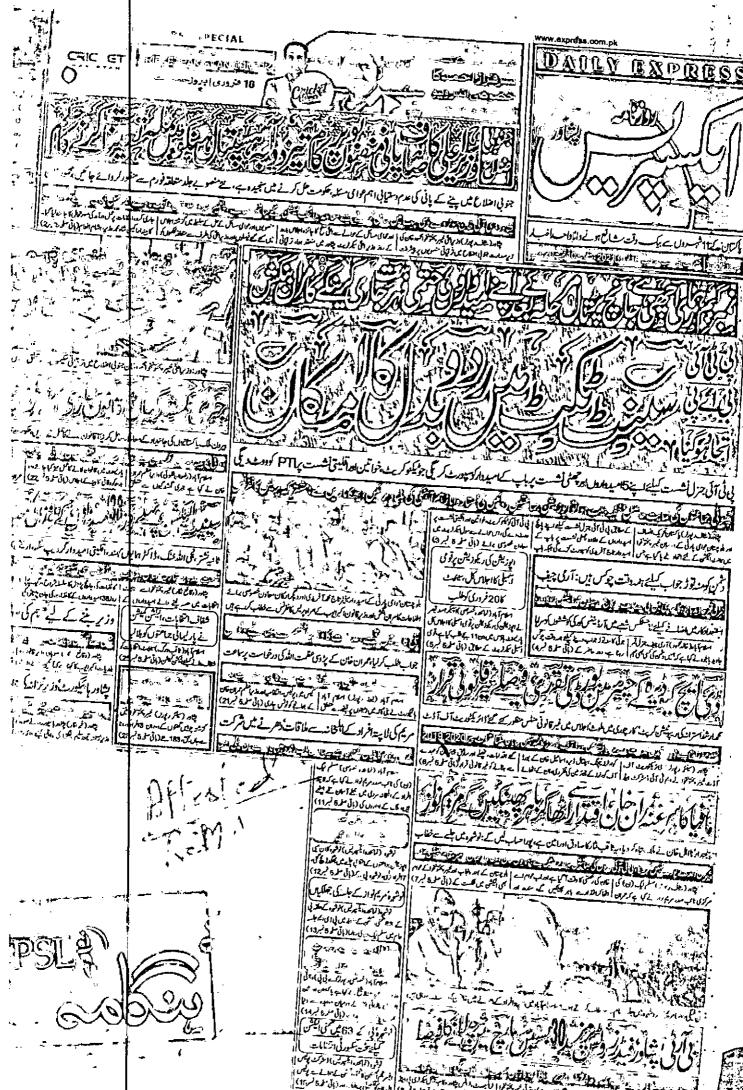
Director E&SE KP Peshawar.

Respondent No.31 W/WW
Musarat Hussain Baloch
District Education Officer

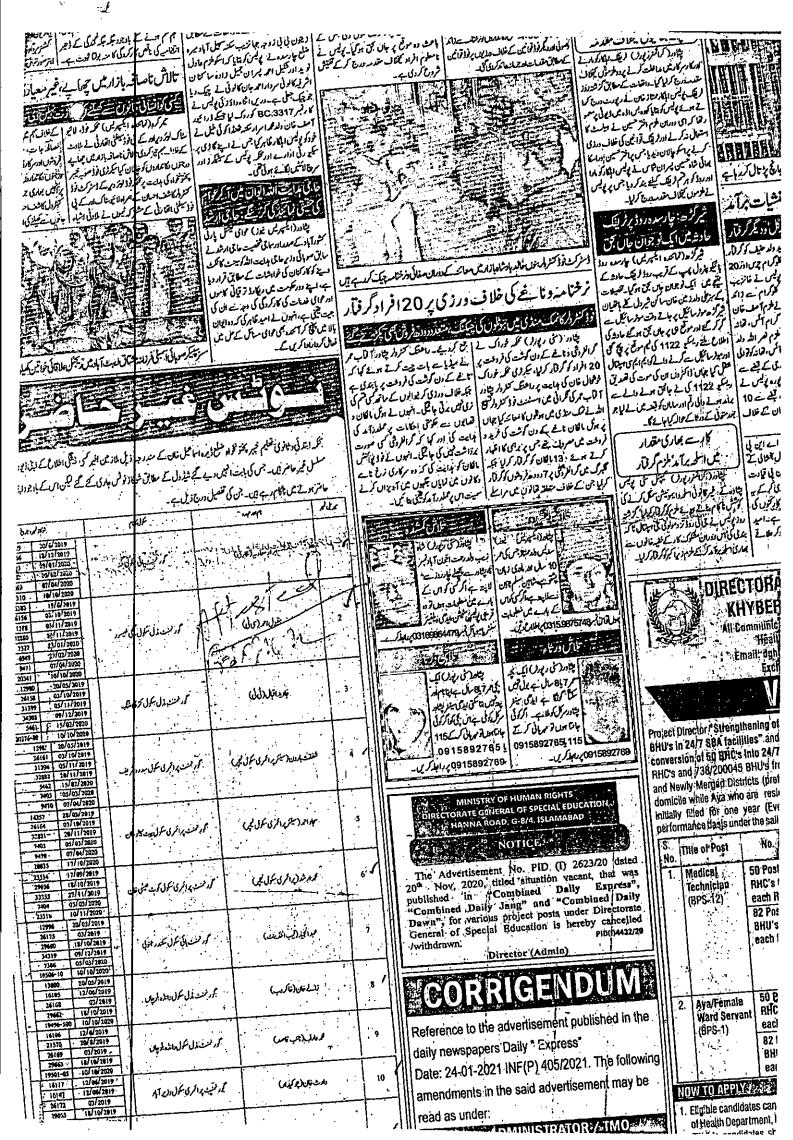
(M) D. I. Khan

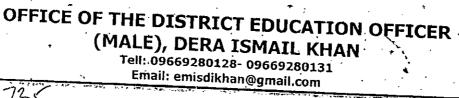
S.nc	Name	Name of School	Designation	Absent Date
1				21/05/2019 9:14
2				09/10/2019 13:11
3	Muhammad Arif	GMS Wanda Balochan	Naib Qasid	23/09/2019 9:44
4	Widilallinad Alli			23/09/2020 11:23
5				28/05/2021 10:09
6				01/06/2021 10:51

District Education Officer (Male) Dera Ismail Khan









Dated DIKhan the \_ C & /

The Director

Elementary & Secondary Education Department

Khyber Pakhtunkhwa, Peshawar.

Subject:

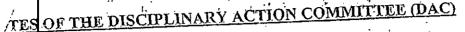
COMMENTS / DETAIL OF CLASS-IV.

Memo:

It is submitted for your kind information that the undersigned has imposed major penalties of the following habitual absent of non-teaching staff under the Efficiency & Deficiency rules 2011. In this connection all the relevant record is being submitted for information please.

	7	oction att tile le	levant record is b	eing submitted for information at
D	esignation	Place of Posting	Action Taken	eing submitted for information please  Remarks
Chow	/aris Khan, kidar	GPS Wazir Abad	Removal from Service	<ol> <li>Detail of absent report from IMU.</li> <li>Show cause notices.</li> <li>Minutes of meeting (DSC).</li> <li>Order notification removal from service.</li> <li>Copy of detail comments by SDEO</li> </ol>
2 Mr. Z. Sweep	llay Khan, er	GMS Wanda Balochan	Compulsory retirement	<ul> <li>(M) DIKhan.</li> <li>1. Detail of absent report from IMU.</li> <li>2. Show cause notices.</li> <li>3. Minutes of meeting (DSC).</li> <li>4. Order notification compulsory retirement.</li> <li>5. Copy of detail comments by Headmaster GMS Wanda Balochan</li> </ul>
3 Mr. M. Naib C	Arif, asid	- GMS Wanda Balochan	Compulsory retirement	DIKhan.  1. Detail of absent report from IMU.  2. Show cause notices.  3. Minutes of meeting (DSC).  4. Order notification compulsory retirement.  5. Copy of detail comments by Headmaster GMS Wanda Balochan DIKhan.

DISTRICT EDUCATION OFFICER (MALE) DERA ISMAIL KHAN



Office Of The District Education Officer (M) DIKhan (Office Phone# 0966-9280131

Dated DIKhan 07/04/2021

AGENDA:

To impose penalties on habitual absent staff reported by Education Monitoring Authority (EMA)

Date & Time:

07th April 2021at 11:00am

## PARTICIPANTS

The Names of the Disciplinary Action Committee as notified vide this office order no. 4645-50 dated 05/04/2020 are as follows:

- Mr. Musa rat Hussain Khan (DEO Male DIKhan) Chairman DAG.
- Mr. Mehmud Iqbal (Dy DEO Male DIKban)
- Mr. Asim Saced (Principal GHS Himmat)
- Mr. Muhammad Bilal (ADEO Secondary)
  Mr. Muhammad Nawaz (Superintendent Primary)
- Mr. Muhammad Khalid (Superintendent Secondary)
- All the dealing assistants.

## PROCEEDINGS: 1

The meeting was rescheduled to 1:00 pm due to the arrival of public representative in the office of the DEO Male DIK han. The meeting was started by DEO (M) DIKhan by giving his opening remarks. All the cases of habitual absent staff that were published in Daily Mashriq dated 1/02/2021 were discussed by the participants. The following decisions were made by the committee as mentioned against each case.

parti	cipants) Th	e following decisions	were made by	IIIC COMMISSION	Decision ·
S#	T		chool Name	Show Cause Notice	
<i>i</i> 1	<del> </del>		GHS Jatta	16429 20/06/2019 35066 18/12/2019 2993 29/01/2020 6668 26/02/2020 9469 07/04/2020 20310 10/10/2020	with DMO (EMA) DIKhan
A	MU	qbool Ahmad (CT)	GMS Kachi Khesore GMS Kir Malang	5464 15/02/20	Removal from service.  Removal from service.  Control of the contr
	4	Shafqat Haroon (SPST)	GPS Sid Sharif	5462 15/02/2 7405 05/03/2 9470 07/04/2	019 019 019 019 Compulsory retirement. 2020 2020 2020
	5	Sajjad Ahmad (SPST)	GPS Ba Qalo Kl	ail 26164 (3/10/	2019 Compulsory retirement.
	, <del></del>		0		•

		ne of official	School Name	Show C	ause Notice	7
		/		<del></del>		Decision
	., .,	. •		7405 9470-	05/03/2020	
	the world		·	20635	07/04/2020 17/10/2020	
				. 20033	(7/10/2020	1
	Mul	ammad Aishad	CDO TZ	ļ-,		· ·
•	į rojus		GPS Kot	<del></del>		n.
	<i>f</i>	(PST)	Essa Khan	74	- 2	Removal from service.
1	]					
/ .				12996	20/05/2019	
		•	_	26175	Mar-19	
	Abo	lul Majid (Lab	GHS	29660	18/10/2019	
7		Attendant)	Sikandar	34319	09/12/2019	Commute
		Attendant)	Janoobi	7386	05/03/2020	Compulsory retirement.
	.		34110001	19506-		
	<u></u>	-	ı	. 10	10/10/2020	· · · · · · · · · · · · · · · · · · ·
				13000	20/05/2019	
		y	GMS	16105	12/06/2019	
8	- 4	Zaaly Khan		26168	Mar-19	
-		(Sweeper)	Wanda	29662	18/10/2019	Compulsory retirement.
٠		, , ,	Balochan'	19496-		1 say 1 to a cincia,
<del></del> -		·	•	500	10/10/2020	· • .
		•		16106	12/06/2019	
		•	GMS ;	21570	20/08/2019	
ġ		hammad Arif		26169	Mar-19	<u>;</u>
-1	· (	Naib Qasid)	Wanda	29663		Compulsory retirement.
	`		Balochan	19501-	18/10/2019	Tarrey Total Officials
			<b>v</b> .	<sup>1</sup> 05	10/10/2020	· .
	. ]		-	16117	12/06/2019	
Í0		Waris Khan	GPS Wazir	16147	12/06/2019	,
10	. (	Chowkidar)	Abad	26172	Mar-19	Removal from service.
	`		- A.bad		18/10/2019	Total Solvice.
	į.	,	· .	16120	120/05/2019	
				26171	12/06/2019	
1	- Eγ	al yr Rehman	· GPS	31384	Mar-19	
11/			Wanda	33561	05/11/2019 09/12/2019	
Д,	V	Thowkidar)		1619	17/01/2020	Compulsory retirement.
7	MA	$\mathcal{V}_{\mathcal{A}}$	Dhawa	6946 -		,
<u> </u>	<b> </b>	chowkidar)		7391	27/02/2020 05/03/2020	
Z			<u>.</u>	23310	10/11/2020	
منو				16134	12/06/2019	
	•	• •	, ,	22507	04/09/2019	
	3.46.3	1 71 11	•	31387.	05/11/2019	Pending till confirmation
1.2	wruh	ammad Naeem.	GPS Pacca	34320	09/12/2019	and core will 1
_	(	Chowkidar)	mallana	2332	23/01/2020	and case will be discussed
	Ì			5470	15/02/2020	with DMO (EMA)
			·	9488	07/04/2020	DIKhan.
				20348	07/04/2020	
					12/10/2020	
		A wol Mossi	0700 = :	23523	17/09/2019	* .
15	7	Awal Noor	GPS Qalo	31385	05/11/2019	
	9	Chowkidar) 1	Kalandar	, 3838.	03/02/2020-	Compulsory retirement.
: 			_	6684	26/02/2020	
			<del></del>	.23302	10/11/2020	. • •

Principal GHS Himmat

t Education Office (Male) DIKhan

Endst: Of Even No and Date.

## GOVERNMENT OF KHYBER RAKHTUNKHWA OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) <u>DÈRA ISMAIL KHAN</u>

Dated:

## Show-cause Notice for Salary Deduction

I, MUSARRAT HUSSAIN, the District Education Officer (Male) Dera Ismail Khan, as Competent Authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 do herby serve upon you Muhammad Arif Naib Qasid GMS Wanda Balochan DIKhan.

This show cause as follows.

- 1. That as per IMU monitoring report you were found absent from duty on 21/05/2019 without prior permission of the competent authority.
- 2. And that as per the material and other connected papers on record under Rule-5 (i) (a) and to dispense with the inquiry in accordance with Rule-7 of the aforementioned rules, I, the competent authority, am satisfied that you have committed acts/omissions specified in Rule 3 (d) i.e. "guilty of habitually absenting himself from duty without prior approval of leave
- Now, therefore, I as the Competent Authority have tentatively decided to deductione-day salary in accordance with Rule-4 (a) (iii) and the Finance Department Notification No. So
- You are, therefore, required to show cause as to why the aforementioned penalty should not be imposed upon you and also intimate whether you desire to be heard in person.

Note.

If no reply to this show cause is received within 7 days, it shall be presumed that you have up defense to put in and in that case an Ex-Parte decision shall be taken against you.

DISTRICT EDUCATION OFFICE ~(MALE) DERA.ISMAIL KHAN

Endst: Even No. & Date

Copy of the above is forwarded to the:

Director, Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar. District Monitoring Officer (IMU) DIKhan.

- Principa /Headmaster/Head Teacher / DDEO/SDEO concerned for necessary action under Official concerned.
- Master File

DISTRICT EDUCATION OFFICE (MALE) DERA ISMAIL KHAN

# OFFICE OF THE DISTRICT EDUCATION OFFICER (M) DERA ISMAIL KHAN

### CATION

AS the following officials were proceeded for having committed the acts as noted against him names constitute inefficiency and misconduct under rule 3 sub rules (a), (b) and (d) of the Khyber Pakhtunkhwa Servants (Efficiency & Discipline) rules 2011.

AND WHERE S they have been found absent from duty as per report of Independent Monitoring Unit (IMU) and Showcause not ces generated under Online Action Management System (OAMIS) of Elementary & Secondary Education, Khyper Pakhtunkhwa Peshawar and these Showcause notice was served to concerned officials through Principal's / Head Masters / SDEO's Concerned as:

Sandat Habib Naib Oasid GHSS Choudwon	Polistein Date	
The state of the s	03/06/2019	*
2 Essa Khan Sweeper GHS Gara Rashid		
1 h Muhamada A A C	11/06/2019	
Naib Qasid GMS Wanda Balochan	12/06/2019	

Discipline) rules, 2011, the Competent Authority is hereby pleased to impose minor penalty of "CENSURE and ONE DAY SALARY DEDUCTION" upon the above accused official in accordance with Rule-4 (a) (iii) of the ibid rules and absent period is converted into leave without pay with immediate effect.

ndst: No. 22 6-70 DISTRICT EDUCATION OFFICER
(M) DERA ISMAIL ICHAN
Dated 22/2 /2

Copy forwarded to the:-

Deputy District Education Officer (Male) DIKhan.

2: Principals / Head Masters / SDEO's are concerned with the direction that entry should be made in their service books and also submit his report on monthly basis.

3. DMO (IMU) DIKhan.

1. District Comptroller of Accounts DIKhan

5. - Officials concerned.

DISTRICT EDUCATION OFFICER
(M) DERA ISMAIL KHAN

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# GOVERNMENT OF KHYBER PAKHTUNKHWA OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) DERA ISMAIL KHAN.

No: 21570

Dated: 20/2 /2019

### Show-Cause Notice for Censure and Salary Deduction

I, MUSARRAT HUSSAIN, the District Education Officer (Male) Dera Ismail Khan, as Competent Authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 do herby serve upon you Muhammad Arif GMS Wanda Balochan D.I.Khan.

This show cause as follows.

- That as per IMU monitoring report you were found absent for the second time from duty on 12/06/2019 without prior permission of the competent authority.
- 2. That you had also been reported absent previously on 21/05/2019 for which you had already been penalized.
- 3. That as per the material and other connected papers on record under Rule-5 (i) (a) and to-dispense with the inquiry in accordance with Rule-7 of the aforementioned rules, I, the competent authority, am satisfied that you have committed acts/omissions specified in Rule-3 (d) i.e. "guilty of habitually absenting himself from duty without prior approval of leave".
- 4. Now, therefore, I as the Competent Authority have tentatively decided to impose upon you the Minor penalty of Censure mentioned in Rule-4 (a) (i) of the ibid rules and deduction of one day salary in accordance with Rule-4 (a) (iii) and the Finance Department Notification No. So (FR)/FD/5-14/2014 dated 16-12-2014.
- 5. You are, therefore, required to show cause as to why the aforementioned penalty should not be imposed upon you and also intimate whether you desire to be heard in person.

Note.

If no reply to this show cause is received within 7 days, it shall be presumed that you have no defense to put in and in that case an Ex-Parte decision shall be taken against you.

Endst: Even No. & Date

DISTRICT EDUCATION OFFICER (MALE) DERA ISMAIL KHAN

Copy of the above is forwarded to the:

1. Director, Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.

. 2. District Monitoring Officer (IMU) DIKhan.

3. Principal/Headmaster/DDEO/SDEO concerned for necessary action under intimation to this office within 7 days.

4. Official Concerned.

5. Master File.

DISTRICT EDUCATION OFFICER (MALE) DERA ISMAIL KHAN



## OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) DERA ISMAIL KHAN

	Tell: 09669280131 Email: <u>deom.di@kpese.gov.pk</u>
No_12	Dated DIKhan the 23/6/202
inefficiency and Servants (Effici	ou Mr. MUHAMWAD ARIF while serving as Naib Qasid at GMS Wanda than were proceeded for having committed the following acts which constitutes misconduct under rules 3 sub rules (a),(b) & (d) of the Khyber Pakhtunkhwa Govt: ency & Discipline) rules 2011.
h. T	hat you were appointed against the post of sweeper vide this office Endst No ated whereas you submitted arrival on hat you remained absent from duties as reported by EMA (Education Monitoring uthority) as mentioned in various show cause notices served upon you.
12,00,2017,110.	AS show cause notices were served upon you vide this office No. 16106 dated 21570 dated 20/08/2019, No. 26169 dated <u>03</u> /06/2019, No. 29663 dated 18/10/2019 05 dated 10/10/2020 by the competent authority i.e. District Education Officer (Male)
AND WHERE	S your reply to any of show cause notices was not received.
AND WHERE were failed to ap	AS you were called to be heard in person vide 22529-36 dated 02/11/2020 but you pear on personal hearing.
AND WHERE A 18/02/2021 with	S you were intimated to join the duties through public notice in Daily Mashriq dated in 15 days but you failed to do so.
2011, I Mr. Mus is pleased to MUHAMMAD	DRE the Competent Authority in exercise of the power conferred under Sub Rules 4-b ovt: of Khyber Pakhtoonkhawa, Establishment & Administration Department Rules arrat Hussain Khan District Education Officer (Male) DIKhan as competent authority impose the Major Penalty of "COMPULSORY RETIREMENT" upon Mr. ARIF Naib Qaid at GMS Wanda Balochan DIKhan from the date of his first to i.e. 12.06/2019. Moreover, the absence period will be considered as Expa Ordinary hout pay.  DISTRICT EDUCATION OFFICER (MALE) DIKHAN
Endst: No. 12	$982^{-7}$ PF Dated $23/6/2021$
16. Director I 17. Deputy C 18. District C	For information & necessary action to the:- Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar. ommissioner Dera Ismail Khan. omptroller of Accounts DIKhan. Head Master/SDEO concerned. e

DISTRICT EDUCATION OFFICER
(MALE) DIKHAN

## SERVICE APPEAL No. 539/2023

Muhammad Arif

VS

Government of KPK

## Authority

I District Education Officer (M) D.I.Khan do hereby authorized Muhammad Kamran to attend the honorable Service Tribunal KPK Peshawar on behalf of respondent in connection with submission para wise comments till the decision of service appeal.

Respondent No.3

Musarat Hussain Baloch District Education Officer

(M) D.I.Khan

## SERVICE APPEAL No. 539/2023

Muhammad Arif

VS

Government of KPK

## **Affidavit**

We respondents do solemnly affirm and declare on oath that contents of written reply are correct to the best of my knowledge and nothing has been concealed from this honorable Court. It is further stated that on oath in this appeal the answering respondents have been neither placed ex-parte nor their defense has been struck off./cott

**Deponents** 

B 12/02/24

Topportablication Abdul Alcian Secretary BASE KF Pichawar

Respondent No.3

Musarat Hussain Baloch
District Education Officer

(M) D.I.Khan