

**BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL  
PESHAWAR**

Appeal No. 1760/23  
Peshawar

Ayesha Qureshi.

.....APPELLANT

**VERSUS**

Government of KPK & Others

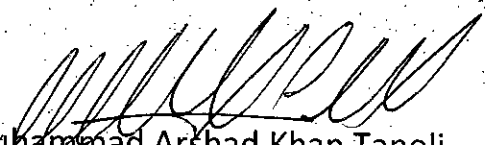
.....RESPONDENT

**APPEAL  
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APPELLANT

Through,

  
Muhammad Arshad Khan Tanoli  
Advocate Supreme Court of Pakistan

**BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL PESHAWAR**

Appeal #: 1760/23

AYESHA QURESHI

VERSUS

GOVERNMENT OF KP THOROUGH SECRETARY & OTHERS

SERVICE APPEAL

Khyber Pakhtunkhwa  
Service Tribunal

Diary No. 11225

Dated 19/02/2024

**APPLICATION FOR PLACEMENT OF ADDITIONAL DOCUMENTS ON FILE**

Respectfully Sheweth

It is submitted as below:-

1. That the above titles appeal is pending before the Honourable Tribunal for final arguments and is fixed for March 1, 2024.
2. That certain important documents are required to be placed on tribunal file:

The following documents are attached herewith:-

- a) Officer order of appointment of an Applicant dated 29/09/2020.
- b) Letter of disciplinary proceeding against the member of DSC dated July 25 2022.
- c) Order of termination dated 27<sup>th</sup> July 2022.
- d) Charge sheet to an applicant dated 07/11/2022
- e) Disciplinary action against Applicant dated 07/11/2022.
- f) Copy of notification for reinstatement of Applicant dated October 21, 2022.
- g) Show Cause Notice to an applicant dated 29/03/2023
- h) Copy of disciplinary proceeding by Khyber Pakhtunhwa Education Foundation dated 18/11/2022
- i) Copy of inquiry report by Khyber Pakhtunhwa Education Foundation dated 13/07/2022.

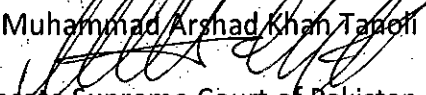
**PRAYER:-**

It is humbly prayed that the above application may be accepted for placement of documents on file

  
Applicant

Dated: \_\_\_/\_\_\_/2024

Through

  
Muhammad Arshad Khan Tanzeel  
Advocate Supreme Court of Pakistan



DIRECTORATE OF ARCHIVES & LIBRARIES,  
KHYBER PAKHTUNKHWA, PESHAWAR.

Phone: - 091- 9210100 Website: - [www.kpdal.gov.pk](http://www.kpdal.gov.pk),  
[www.facebook.com/KParchivesandlibraries](http://www.facebook.com/KParchivesandlibraries)

No. 1508 /3/1/DA Dated 29 /09/2020.

Annex A  
16 C/O  
P-2

**OFFICE ORDER.**

Consequent upon the recommendations of the Departmental Selection Committee made in its meetings held on 24<sup>th</sup>, 25<sup>th</sup> and 28<sup>th</sup> September, 2020, the competent authority, under Rule-04(2,i) of the Appointment, Promotion & Transfer Rules, 1989, is pleased to order as follow with effect from 01-10-2020.

i-	Appointment of Mr. Atif Aman son of Mir Aman (CNIC No. 16202-7220158-1), resident of Hamza Khel, Village & Post Office, Dagai, Tehsil Razaarh, District, Swabi, as Assistant (BPS-16) against the existing vacancy in Public Library, Swat, Directorate of Archives & Libraries, Khyber Pakhtunkhwa.
ii-	Appointment of Miss Ayesha Qureshi daughter of Mr. Muhammad Khaleeq (CNIC No. 13503-7998044-0), C/O Shafeeq Stationery Mart, Kashmir Road, Mansihra, as Assistant (BPS-16) against the existing vacancy in Directorate of Archives & Libraries, Khyber Pakhtunkhwa, Peshawar.

02- The above referred appointments will be subject to the following terms & conditions: -

i)-	They will get pay at the minimum of BPS-16 including usual allowances as admissible under the rules. They will also be entitled to annual increment as per the existing policy.
ii)-	They will be governed by the Khyber Pakhtunkhwa Civil Servants Act, 1973 and all the laws applicable to the Civil Servants and the Rules made there-under.
iii)-	They will be on probation initially for a period of one year extendable for further one year.
iv)-	In case any of them wishes to resign from service at any time, fourteen days notice will be necessary or in lieu thereof fourteen days pay shall be forfeited.
v)-	They will be required to produce medical certificate of fitness from Medical Superintendent, Civil Hospital, Peshawar or the concerned DHQ hospital.
vi)-	Their retention in service will be subject to verification of their testimonials and antecedents etc. from the concerned authorities/Offices.
vii)-	Their appointments will be liable to termination at any time without assigning any reason before expiry of the period of probation/extended period of probation, if their performances during this period are not found satisfactory.
viii)-	They will join duty at their own expenses, as no TA/DA shall be admissible thereof.

02- If the above terms & conditions are acceptable to the aforementioned Atif Aman and Miss Ayesha Qureshi, then they should report for duties within 30-days of the issuance of this order of appointment and produce original certificates relating to qualification, age etc.

03- Under Rule-17(a) of the APT Rules, 1989, Seniority position of the above referred appointees will be as under: -

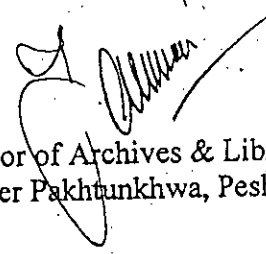
S.#	Name of the appointee	Total Merit Marks.	Seniority Position.
i-	Mr. Atif Aman, Assistant (BPS-16).	174	1 <sup>st</sup>
ii-	Miss Ayesha Qureshi, Assistant (BPS-16)	151	2 <sup>nd</sup>

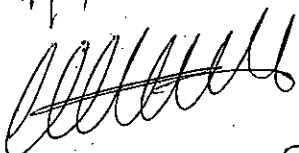
*(Handwritten signatures)*

(Zahir Ullah Khan)  
Director of Archives & Libraries,  
Khyber Pakhtunkhwa, Peshawar.

Copy forwarded to: -

- P-3
- i) Accountant General, Khyber Pakhtunkhwa, Peshawar.
  - ii) District Accounts Officer, Swat and Abbottabad.
  - iii) Chief Librarian, Directorate of Archives & Libraries, Khyber Pakhtunkhwa.
  - iv) Section Officer (C-IV), Higher Education, Archives & Libraries Department.
  - v) Incharge, Maulana Muhammad Ishaq Public Library, Abbottabad.
  - vi) Mr. Atif Aman S/O .Mir Aman, resident of Hamza Khel, Village & Post Office, Dagai, Tehsil Razaarh, District, Swabi
  - vii) Miss Ayesha Qureshi D/O Mr. Muhammad Khaleeq, C/O Shafeeq Stationery Mart, Kashmir Road, Mansihra.
  - viii) Office Orders File

  
Director of Archives & Libraries,  
Khyber Pakhtunkhwa, Peshawar

A Hesther  
  
Ms. Ayesha Talib



GOVERNMENT OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES AND  
LIBRARIES DEPARTMENT

ANNEXURE-1  
P. NO-18

NO. SO (C-IV) HEDA/G Archives Misc/Complain/MS. Makhdoom Rahim/2022/1396. P-11  
Dated Peshawar the July 25, 2022.

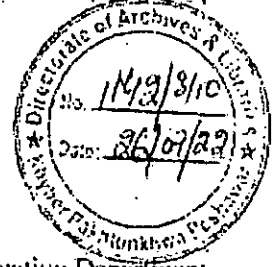
The Director,  
Archives and Libraries, Khyber Pakhtunkhwa

SUBJECT: DISCIPLINARY PROCEEDING AGAINST THE MEMBER(S) OF  
DEPARTMENTAL SELECTION COMMITTEE AT DIRECTORATE OF  
ARCHIVES AND LIBRARIES FOR VIOLATION OF MERIT

I am directed to refer to the subject noted above and to say that a fact finding inquiry in the instant case was conducted by Additional Secretary (Development), Higher Education Department to probe into the matter. As per findings of the inquiry report, the appointment of Ms. Ayesha Qureshi to the post of Assistant (BPS-16) in Directorate of Archives and Libraries, Khyber Pakhtunkhwa was made illegally in violation of merit. The Inquiry Officer has therefore recommended that:

"The services of Ms. Ayesha Qureshi may be terminated along with recovery of salaries on account of providing irrelevant services and criminal proceedings may also be initiated."

I am therefore directed that the above recommendation of the inquiry report may be implemented under intimation to this Department, please.



SECTION OFFICER (C-IV)

Encl: No. & Dates as above.

- Copy to the:
- 1. PS to Secretary, Higher Education Department.
  - 2. Master File.

SECTION OFFICER (C-IV)  
25/7/22

*Handwritten notes:*  
W/Ed/ESH  
for ...

Attested

*Signature*  
M. A. Shah. Tareq  
AS



DIRECTORATE OF ARCHIVES & LIBRARIES,  
KHYBER PAKHTUNKHWA, PESHAWAR.

Phone: - 091- 9210100 Website: - [www.kpdal.gov.pk](http://www.kpdal.gov.pk),  
[www.facebook.com/KParchivesandlibraries](http://www.facebook.com/KParchivesandlibraries)

No. 1428 /3/1/DA Dated 27<sup>th</sup> July, 2022. P-5

**ORDER**

In pursuance of Section Officer (C-IV), Higher Education, Archives & Libraries Department letter No. SO(C-IV) HED/1-6/Archives Misc/Complaint/Ms. Makhtoon Rahman/2022/1396 dated 25-07-2022, the services of Mrs. Ayesha Qureshi, Assistant, Public Library, Mansehra is hereby terminated with immediate effect.


02- She is hereby directed to deposit all the salaries/payments in the Government Treasury drawn since her appointment as Assistant (BPS-16) vide order No. 1508/3/1/DA dated 29-09-2020.

(Raheela Hafeez)  
Director of Archives & Libraries,  
Khyber Pakhtunkhwa, Peshawar

**Endst: No. & Date even.**

Copy forwarded to: -

- 1 PS to Secretary, Higher Education Department, Khyber Pakhtunkhwa.
- 2 The District Accounts Officer, Mansehra with request of stoppage of salary of the official with immediate effect.
- 3 The Section Officer (C-IV), Higher Education, Archives & Libraries Department with the request to kindly approach Law Department, Khyber Pakhtunkhwa for consultation in connection with initiation of Criminal Proceedings against the afore-mentioned official in light of findings of the inquiry report communicated vide his afore-mentioned letter.
- 4 The Librarian, Public Library, Mansehra for information and necessary action.
- 5 ✓ The Official Concerned.
- 6 Office Orders File.

  
Director of Archives & Libraries,  
Khyber Pakhtunkhwa, Peshawar.

*Ayesha*  
*M. A. 85 h d 5th Adv*

*P-6*

**CHARGE SHEET**

Pursuant to Higher Education Department Notification No. SO(C-IV)/HED/2-6/Ayesha Qureshi/ Re-instatement /2022 dated 21-10-2022I, Raheela Hafeez, Director, Archives & Libraries, Khyber Pakhtunkhwa, as Competent Authority, hereby charge you, Miss Ayesha Qureshi: Assistant (BPS-16), Public Library, Mansehra, as follow: -

02- That you, while posted as Librarian-II BPS-09 at Public Library, Mansehra, Directorate of Archives & Libraries, Peshawar have committed the following irregularities: -

**STATEMENT OF ALLEGATIONS**

- i- That as per fact finding inquiry report of Higher Education Department dated 13-07-2022, you produced a fake 03-years voluntary experience certificate as Library Assistant issued from defunct FATA Secretariat at the time of interview on 24-09-2020, whereby, you were granted 10 marks of experience which elevated you to top position on the final merit list for appointment as Assistant BPS-16 under the female quota on 29-09-2020.
  - ii- That as per fact finding inquiry report of Higher Education Department dated 13-07-2022, your experience certificate was found fake being in conflict with definition of the term "Experience" laid down in Khyber Pakhtunkhwa Public Service Commission Regulation, 2017 and letter No. SOR-I(S&GAD)4-1/75 dated 22-07-1998.
- 03- By reasons of the above you have been found guilty of misconduct under rule-03 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 and have rendered yourself liable to all or any of the penalties as specified in rule- 04 of the rules ibid.
- 04- Your written defense, if any, should reach the inquiry officer/inquiry committee within the specified period, failing which, it shall be presumed that you have no defense to put in and in that case ex-parte action shall follow against you.
- 05- Intimate whether you desire to be heard in person.
- 06- A Statement of allegations is enclosed.

(Raheela Hafeez)  
Director, Archives & Libraries,  
Khyber Pakhtunkhwa, Peshawar.

*RAHEELA HAFEZ*

*M. Ayesha Qureshi*

33  
DIRECTORATE OF ARCHIVES & LIBRARIES,  
KHYBER PAKHTUNKHWA, PESHAWAR.

No. 8270/3/10/DA Dated 07/11/2022

F/08

P-7

**DISCIPLINARY ACTION**

Pursuant to Higher Education Department Notification No. SO(C-IV)/HED/2-6/Ayesha Qureshi /Re-instatement /2022 dated 21-10-2022, I, Raheela Hafeez, as Competent Authority, am of the opinion that Miss Ayesha Qureshi, Assistant BPS-16, Public Library, Mansehra, has rendered herself liable to be proceeded against as she has committed the following acts/omissions within the meaning of rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011:-

**STATEMENT OF ALLEGATIONS**

- i- That as per fact finding inquiry report of Higher Education Department dated 13-07-2022, she produced a fake 03-years voluntary experience certificate as Library Assistant issued from defunct FATA Secretariat at the time of interview on 24-09-2020, whereby, she was granted 10 marks of experience which elevated her to top position on the final merit list for appointment as Assistant BPS-16 under the female quota on 29-09-2020.
- ii- That as per fact finding inquiry report of Higher Education Department dated 13-07-2022, her experience certificate was found fake being in conflict with definition of the term "Experience" laid down in Khyber Pakhtunkhwa Public Service Commission Regulation, 2017 and letter No. SOR-I(S&GAD)4-1/75 dated 22-07-1998.

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

- i- Mr. Imtiaz Ali, Librarian, Directorate of Archives & Libraries, Peshawar.
- ii- Mr. Faridoon Khan, Junior Microfilming Officer, Directorate of Archives & Libraries, Peshawar.

03- The inquiry committee shall, in accordance with the provisions of the ibid rules provide reasonable opportunity of hearing to the accused, record its findings and make, within thirty (30) days of the receipt of this order, recommendations as to punish or other appropriate action against the accused.

04- The accused and well conversant representative of the department shall join the proceedings on the date, time and place fixed by the inquiry committee.

(Raheela Hafeez)  
Director, Archives & Libraries,  
Khyber Pakhtunkhwa, Peshawar

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

A copy of the above is forwarded to:-

- 1- Section Officer (C-IV), Higher Education Department w/r to the above notification.
- 2- Mr. Imtiaz Ahmad, Librarian, Directorate of Archives & Libraries, Peshawar for initiating proceedings against the accused under the provisions of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011
- 3- Mr. Faridoon Khan, Junior Microfilming Officer with similar directions.
- 4- Miss Ayesha Qureshi, Assistant with direction to appear before the Inquiry Committee on date, time and venue as fixed for the purpose of Inquiry.

Director of Archives & Libraries,  
Khyber Pakhtunkhwa, Peshawar.



**STATEMENT OF ALLEGATION**

That pursuant to Higher Education Department Notification No. SO(C-IV)/HED/2-6/Ayesha Qureshi/ Re-instatement /2022 dated 21-10-2022, you, Miss Ayesha Qureshi, Assistant, Public Library, Manshra, while posted as Senior Clerk at Directorate of Archives & Libraries, Khyber Pakhtunkhwa, Peshawar has committed the following irregularities and thus rendered yourself liable for disciplinary action.

- i- That as per fact finding inquiry report of Higher Education Department dated 13-07-2022, you produced a fake 03-years voluntary experience certificate as Library Assistant issued from defunct FATA Secretariat at the time of interview on 24-09-2020, whereby, you were granted 10 marks of experience which elevated you to top position on the final merit list for appointment as Assistant BPS-16 under the female quota on 29-09-2020.
- ii- That as per fact finding inquiry report of Higher Education Department dated 13-07-2022, your experience certificate was found fake being in conflict with definition of the term "Experience" laid down in Khyber Pakhtunkhwa Public Service Commission Regulation, 2017 and letter No. SOR-I(S&GAD)4-1/75 dated 22-07-1998.

Director of Archives & Libraries,  
Khyber Pakhtunkhwa, Peshawar.



GOVERNMENT OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES AND  
LIBRARIES DEPARTMENT

Dated Peshawar the, October 21, 2022.



**NOTIFICATION.**

No. SO (C-IV)/HED/2-6/Avesha Quershi/Reinstatement/20212- WHEREAS, Mst. Ayesha Quershi, Assistant (BPS-16), Public Library, Mansehra was proceeded against under of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 and a major penalty of "Termination from service" was imposed upon her on 25.07.2022. P-8

2. AND WHEREAS, an inquiry was conducted by Additional Secretary (Development), Higher Education Department against her on the allegations of illegal appointment by the Director Archives and Libraries, Khyber Pakhtunkhwa in which it was proved that she was appointed illegally. In light of the Inquiry report, the official concerned was removed from service by terminating her on 25.07.2022 without following due process i.e Show Cause notice was not issued to her and other formalities were not followed.

3. AND WHEREAS, the accused submitted an appeal to the worthy Secretary, Higher Education Department on 05.08.2022 for reinstatement into service.

4. NOW THEREOF, the Competent Authority after having considered the facts of the case under relevant section of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rule-2011, is pleased to accept the appeal submitted by Mst. Ayesha Quershi, Assistant (BPS-16), Public Library, Mansehra and is pleased to Reinstatement her with all back benefits with further directions, that in light of fact finding inquiry, fresh disciplinary proceedings may be initiated against her strictly in accordance with the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

SECRETARY  
HIGHER EDUCATION DEPARTMENT

**ENDST: NO. & DATE EVEN.**

Copy forwarded for information and further necessary action to:-

1. Director, Archives and Libraries, Khyber Pakhtunkhwa Peshawar.
2. PS to Secretary, Higher Education Department.
3. Mst. Ayesha Quershi, Assistant (BPS-16), Public Library, Mansehra.
4. Master File.

SECTION OFFICER (C-IV)

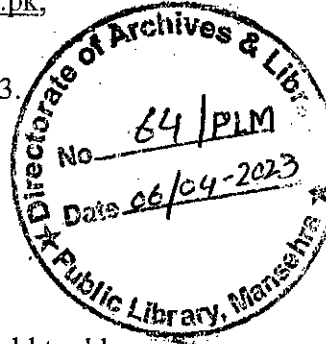
*L.A./D.A.  
Pls discuss*

*[Handwritten signatures]*



DIRECTORATE OF ARCHIVES & LIBRARIES,  
KHYBER PAKHTUNKHWA, PESHAWAR.  
Phone: - 091- 9210100 Website: - [www.kpdal.gov.pk](http://www.kpdal.gov.pk),  
[www.facebook.com/KParchivesandlibraries](http://www.facebook.com/KParchivesandlibraries).

No. 339 /3/10/DA Dated 29 / 03/2023.



To,  
Miss Ayesha Qureshi, Assistant,  
Public Library, Mansehra.

Subject: **SHOW CAUSE NOTICE.**

I, Raheela Hafeez, as competent authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, do hereby serve you, Miss Ayesha Qureshi, Assistant, Public Library, Mansehra as follows:

02. (i)- That consequent upon completion of the inquiry against you by the Inquiry Committee during which you were given opportunity for clarification of your position with regard to the charge sheet bearing No. 2447/3/10/DA dated 29-11-2022.

(ii)- On going through the findings of the inquiry committee, material on record including your reply/statements dated 05-12-2022, I am satisfied that you have committed the following acts/omissions :-

- a)- You topped final merit position owing to addition of ten marks of experience allotted to you on 03-years voluntary experience certificate as Library Assistant issued by Incharge, Archival Library, defunct FATA Secretariat which resulted into your appointment against one post of Assistant BPS-16 under female quota. However, with subtraction of the said marks, you would be relegated to 3<sup>rd</sup> position on the final merit list and thus would not be eligible for the appointment ibid.
- b) Your aforementioned experience certificate (being unpaid/voluntary and irrelevant for the post of Assistant) was invalid for awarding of experience marks as per provisions of Khyber Pakhtunkhwa Public Service Commission Regulation, 2017, letter No. SOR-I(S&GAD)4-1/75 dated 22-07-1988 mentioned in the ESTACODE and guidance of Establishment Department vide No. SOR-I(E&AD)1-2/2018/Ayesha Qureshi Asstt dated 16-02-2023, besides, the certificate was also not verified by Head of the concerned department, thus your appointment based on the said marks of experience, is null and void ab-initio.

03- As a result thereof, I, as competent authority, have tentatively decided to impose major penalty of "removal from service" upon you under Rule-04 of the rules ibid with recovery of all salaries drawn since appointment as Assistant on 29-09-2020.

04- You are thereof, required to show cause as to why the aforesaid penalty with recoveries of all salaries, should not be imposed upon you. Also intimate whether you desire to be heard in person.

05- If no reply to this notice is received within seven days or not more than fifteen days of its delivery, it shall be presumed that you have no defense to put in and in that case exparte action shall be taken against you.

06- Copy of the Inquiry Report along with enclosures, is attached.

(Raheela Hafeez)

Director, Archives & Libraries,  
Khyber Pakhtunkhwa, Peshawar.

Government of Khyber Pakhtunkhwa  
Higher Education Department

INQUIRY REPORT.

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F/01

INTRODUCTION

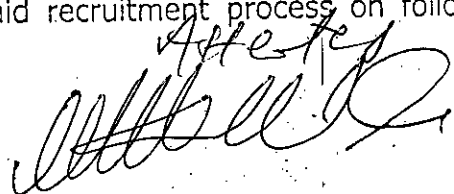
In response to the Higher Education Department letter No.SO(C-IV)HED/1-6/Archives Misc:/complaint/Ms. Makhtoom Rahman/2022 dated 18-05-2022 wherein the undersigned has been nominated as Inquiry Officer to conduct fact finding inquiry on the recommendations of the Provincial Ombudsman Khyber Pakhtunkhwa made on 21-04-2022, that "Secretary Higher Education Department shall conduct an impartial inquiry to fix responsibility for violating the merit and appointing on fake documents and proceed accordingly as per rules/law within 60 days".

2- The Director Archives & Libraries had advertised different posts through ETEA on 12-03-2019 bearing No.INF(P)1068/19 (F/A). Ms. Makhtoom Rahman applied for the post of Office Assistant (BPS-16) mentioned at Sr.No.01 of the advertisement against one post in the quota reserved for female. The ETEA conducted written test for the post on 29-07-2020 and called for interview on 24-09-2020 held under the chairmanship of Director Archives & Libraries Peshawar. According to the merit list maintained by the ETEA and DSC in its meeting held on 24, 25 and 28 September 2020 (F/B) candidates were placed as per following merit:

Sr. No.	Name of Candidate	Marks obtained in EATA	Interview Marks granted by DSC	Experience marks granted by DSC	Total
1	Maryum Sahibzada	144	03	Nil	147
2	Makhtoom Rahman (the complainant)	143	03	Nil	146
3	Shehzadi Khusboo	136	02	Nil	138
4	Ayesha Qureshi	134	07	10	151

3- The Departmental Selection Committee (F/C) in its meeting held on 24,25 and 28 September 2020 recommended Ms. Ayesha Qureshi placed at Sr.No.04 of the merit list for appointment against the 01 post of Office Assistant (BPS-16) reserved for female quota and placed Ms. Maryum Sahibzada and Ms. Makhtoom Rahman at Sr.No.01 & 02 respectively on waiting list.

4- That Ms. Makhtoom Rahman D/O Faizan Rahman R/O House No.06 Sector K6 Street No.01 Yousaf Zai Market Phase-III Hayatabad Peshawar placed at Sr.No.02 of merit list lodged a complaint No.PO/Complaint/1142/11/2021 dated 08-12-2021 (F/D) before Provincial Ombudsman Khyber Pakhtunkhwa that Departmental Selection Committee had violated the merit during the said recruitment process on following grounds:

Attested  


That the Director Archives and Libraries ignored the merit and appointed Ms. Ayesha Qureshi placed at Sr.No.04 of the merit by awarding 10 marks on fake experience certificate. 27 F/08

That the Director Archives and Libraries violated the quota as only one post reserved for female and secretly appointed Maryum Sahibzada placed at Sr.No.01 of the merit to cover up their forgery as she challenged the fake experience certificate of Ayesha Qureshi on the citizen portal.

5- The complaint of Makhtoom Rahman was honored by the Provincial Ombudsman and proceeded accordingly wherein the above allegation had been established in the findings of Provincial Ombudsman after several hearings made. The Provincial Ombudsman in this regard forwarded their finding (F/D ibid) to the Secretary Higher Education Department with the recommendations to conduct an impartial inquiry to fix responsibility for violating the merit and appointing on fake documents and proceed accordingly as per rules/law within 60 days under intimation to this Department.

### PROCEEDINGS

6- The complainant was called for personal hearing to appear before the inquiry officer on 07-06-2022 and to record her written statement (F/E). Mr. Faizan Rahman F/O Makhtoom Rahman (the complainant) appeared before the inquiry officer and produced the written statement of the complainant (F/F) along with her authorization letter (F/G).

7. Statement of Mrs. Raheela Hafeez Director Archives and Libraries Khyber Pakhtunkhwa (the then Chief Librarian and Member of the DSC) also received (F/H) wherein she has stated in Para-2 that *after declaration of the test result, the said Ayesha Qureshi submitted an application dated 21-02-2021 to ETEA for allotment of experience marks. Accordingly he (the former Director) telephonically verified the 03-Years voluntary experience certificate as Assistant in the Library issued to Ayesha Qureshi from FATA Secretariat on 24-09-2020 and on confirmation therefore, he allotted 10-marks to Ayesha Qureshi and topped the final merit list with overall 151 marks and appointed as assistant vide No.1508 dated 13-10-2020. Later on, as per condition No.10 of the advertisement regarding possible increase or decrease in number of vacancies and recommendations of the separate DSC dated 09-10-2020, Miss Maryam Sahibzada placed on 2<sup>nd</sup> position on final merit list with 146 marks was also appointed as Assistant On 13-10-2020 to rectify the deficiency of one post in all posts in BPS-16 under the female quota.*

*Hafes*  
*Abdullah*

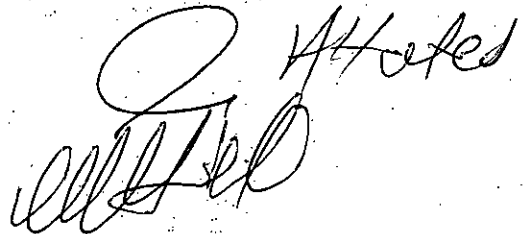
*[Signature]*

8- Subsequently the experience certificate<sup>28</sup> of Ms. Ayesha Qureshi appointed as Office Assistant (BPS-16) in Directorate of Archives & Libraries was sent to the Deputy Secretary (Admin) of Planning & Development Department Khyber Pakhtunkhwa vide this Department letter dated 07-06-2022 (F/I) for verification of the authenticity of experience certificate and proof of her attendance issued from the Library presently working under the administrative control of P&D department after merger of FATA, but response at their end has not been received till finalization of this report. In this regard reminders have also been issued dated 20-06-2022 and 24-06-2022 (F/J) with the remarks that in case of no response, it would be presumed that experience certificate was fake. F/03 P-12

**FINDINGS:**

9- In order to implement the decision of the Provincial Ombudsman the inquiry has been concluded and following facts has been established:

- i- One the basis of no response of P&D department regarding verification of experience certificate & attendance record, the experience certificate is considered as fake.
- ii- In violation of merit the Departmental Selection Committee of Directorate Archives and Libraries appointed Ms. Ayesha Qureshi 4<sup>th</sup> in the merit against the one post of Office Assistant (BPS-16) reserved for female quota by awarding her 10 marks on fake experience certificate and 07 highest marks in the interview.
- iii- In further violation of merit, the Departmental Selection Committee of Directorate of Archives & Libraries appointed Maryum Sahibzada 1<sup>st</sup> in the merit list in over and above against the filled post of Office Assistant (BPS-16) reserved for female quota a evident from DSC minutes (F/K) to cover up the forgery as Maryum Sahibzada challenged the fake experience certificate of Ms. Ayesha Qureshi on citizen portal.
- iv- The experience certificate (F/L) states that Ms. Ayesha Qureshi worked as Library Assistant in the Reference and Archival Library FATA Secretariat w.e.f 1<sup>st</sup> July 2015 to 30<sup>th</sup> June 2018 **voluntarily**, while para(A) part-VIII entitled "experience" in Khyber Pakhtunkhwa Public Service Commission Regulation 2017 states that the *prescribed experience means the experience gained in line with a regular full time paid job acquired after qualification* and according to letter No.SOR-I(S&GAD)4-1/75 dated 22-07-1998 *if not specifically provided otherwise relevant service rules "experience" will mean in the line and only that experience is considered which has been acquired after the acquisition of minimum qualification prescribed for the post.* The above experience of Ms. Ayesha Qureshi as Library Assistant is not granted after paid job and also not in line of the post of Office Assistant (BPS-16).

 Hated

Miss. Raheela Hafeez, Director Archives & Libraries tried to mislead the inquiry officer by her statement (F/H ibid) that Maryam Sahibzada was appointed to rectify the deficiency of female quota under different cadre while the DSC in its meeting on 24-09-2020 appointed Maryam Sahibzada from waiting list with the condition that instant excess of one post under female quota will be rectified from the future vacancy of assistant falling in the initial recruitment.

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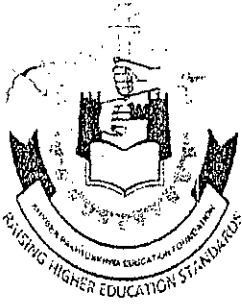
RECOMMENDATION

- 1- In violation of merit, miss use of Authority and failure to efficiently perform assigned task, the members of Departmental Selection Committee of Directorate of Archives & Libraries Khyber Pakhtunkhwa may be proceeded under Rule 3 (a) & (b) inefficiency and guilty of misconduct come in the definition of Para 2 (i) and (l) sub Para (vi) of the Khyber Pakhtunkhwa E&D Rules 2011.
- 2- Providing fake and irrelevant experience document to the Departmental Selection Committee at the time and getting undue benefit of experience marks which took her position to the top of the merit list for appointment as Office Assistant (BPS-16) in Directorate of Archives & Libraries, the services of Ms. Ayesha Qureshi may be terminated along with recovery of salaries on account of providing irrelevant services and criminal proceedings may also be initiated.
- 3- Miss. Raheela Hafeez, Director Archives & Libraries Khyber Pakhtunkhwa, holding a responsible post, provided false statement and misled the inquiry officer. Hence, she may be proceeded under rules-3 (b) guilty of misconduct of Rules ibid.

*A. N. Khan*

**Abdul Nasir Khan** 13/7/22  
Additional Secretary (Development)  
Higher Education Department

*Affected*  
*[Signature]*



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**KHYBER PAKHTUNKHWA  
EDUCATION FOUNDATION**

M/01

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No. KPEF/Archives & Libraries Enquiry File/2022/306476  
Dated: 18/11/2022

To

**The Section Officer (C-IV)**  
Higher Education, Archives & Libraries Department  
Peshawar

Subject: Disciplinary Proceedings against Members of Departmental Selection Committee, Directorate of Archives & Libraries Khyber Pakhtunkhwa.

Dear Sir,

I am directed to refer to your letter no SO(C-IV). HED/1-6/Arch Misc/Complaint/Makhtoom Rahman/2022 date 16/11/2022, on the subject noted above and to enclose herewith an inquiry report duly signed by the Inquiry Officer/ Managing Director, Khyber Pakhtunkhwa Education Foundation for further necessary action please.

Your Tully,

(Ijaz Rashid)

Ps to Managing Director

Copy forwarded to for information:

1. Ps to Secretary, Higher Education Department.
2. Office File.

Ps to Managing Director

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32/B Chinar Road, University Town, Peshawar  
Phone # 091-9216290, E-mail ID: [info@kpef.edu.pk](mailto:info@kpef.edu.pk), URL: [www.kpef.edu.pk](http://www.kpef.edu.pk)

*Atkhab*  
*ellldu*



INQUIRY REPORT IN RESPECT OF DSC MEMBERSMRS. RAHEELA HAFEEZ AND MR. RAFI ULLAH.

The Higher Education, Archives & Libraries Department vide letter No. SO (C-IV) HED/1-6/Arch Misc/Complaint/ Makhtoom Rahman/2022 dated August 30, 2022, marked an inquiry initiated against, Mrs. Raheela Hafeez, presently Director, Archives & Mr. Rafi Ullah the then Section Officer Higher Education Department. The accusation is related to violation of merit in recruitment against the post of Assistant (BPS-16) in the Directorate of Archives & Libraries. This started over a complaint filed with the Provincial Ombudsman by an applicant namely Mst. Makhtoom Rahman about the provisional result/merit list of ETEA provided on 29/07/2020. In it, the ETEA added Ten (10) experience marks only to Mst. Bibi Hajira. The rest of candidates failed to provide any experience certificate then.

2. The Departmental Selection Committee (DSC) thus interviewed the successful candidates on 24<sup>th</sup> September 2020. According to the merit list, Mst. Maryam Sahibzada topped in written with 144 marks. Mst. Makhtoom Rahman remained second with 143 marks while Mst. Ayesha Qureshi had obtained 134 marks (Annexure -A). According to the advertisement, the post of Assistant (BPS-16) was only reserved for the female candidates. Later, Mst. Ayesha Qureshi produced experience certificate and was awarded 10 marks of experience by the committee. Accordingly, on 29-09-2020, Mst. Ayesha Qureshi was appointed as Assistant with overall 151 marks. On 01-10-2020, Mst. Maryam Sahibzada who was at serial No.1 in the provisional merit also filed complaint on PMDU against the appointment of Mst. Ayesha Qureshi. Thus, Chairman DSC, Director Archives & Libraries conducted another meeting of selection committee on 09-10-2020, and recommended Mst. Maryam Sahibzada under female quota from the waiting list. However, the earlier complaint of Mst. Makhtoom Rahman mentioned above was disposed off by the worthy Ombudsman with the remarks that DSC has violated the merit and termed the experience certificate of Mst. Ayesha Qureshi as fake and recommended that *"the Secretary Higher Education shall conduct an impartial inquiry to fix the responsibility for violating the merit and appointing on fake documents and proceed accordingly as per rules / law. Copy of findings of worthy Ombudsman is placed vide Annexure -B.*

3. Mr. Abdul Nasir Khan, Additional Secretary (Development) HED had conducted a fact finding inquiry on the recommendations of Provincial Ombudsman. The inquiry officer in the fact-finding inquiry after perusal of all relevant record including statements of the

*Attest*  
*Ullah*

complainant (through her father Mr. Faizan Ur Rehman), Mrs. Raheela Hafeez, Director Archives (the then Chief Librarian), fixed the responsibility on members of DSC and also against Mst. Ayesha Qureshi for violation of merit through submission of fake experience certificate. The inquiry officer conducting the fact-finding inquiry thus recommended disciplinary action against Mrs. Raheela Hafeez for providing him false and misleading information and violating merit/recruitment process including other members of the DSC under the E&D Rules 2011. He also recommended that Mst. Ayesha Qureshi may also be terminated and recovery be made on account of salaries over irrelevant service experience and criminal proceedings may also be initiated. Copy of the fact-finding inquiry is attached vide Annexure – C.

4. In the present inquiry, both the accused were called upon vide letter No. KPEF/Archives & Libraries inquiry file / 2022, dated 28/09/2022, to record their statements and submit their written defense with regard to allegations leveled against them. The accused Mrs. Raheela Hafeez, ex-member of DSC and present Director Archives & Libraries submitted her written statement in favor of her defense. Similarly, Mr. Rafi Ullah ex-Section Officer HED and member DSC also submitted his written defense. Mr. Zahir Ullah, ex-Director Archives & Libraries (now completed his superannuation) also volunteered and submitted his written statement regarding the issue of appointment of Mst. Ayesha Qureshi (Annexure D, E & F respectively).

Written Statement of Mr. Muhammad Ali Bhatti, consultant / librarian of ex-Governor Secretariat was also obtained regarding authenticity of the voluntary service experience issued by him to Mst. Ayesha Qureshi (Annexure – G).

5. STATEMENT OF MRS. RAHEELA HAFEEZ.

Mrs. Raheela Hafeez, present Director Archives & Libraries in her written defense submitted that Mst. Ayesha Qureshi a candidate for the post of Assistant (BPS-16) had produced three years voluntary service experience as Library Assistant issued by the defunct FATA Secretariat and handed over the same to Mr. Zahir Ullah Khan, former Director/appointing authority and Chairman of the selection committee during interview. She stated that the then appointing authority/Chairman had apprised the committee that the said Ayesha Qureshi submitted an application to ETEA for award of experience marks which was referred to him with the instruction of telephonic verification from the issuing authority and

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settlement of the issue. Besides, as per foot note recorded on the ETEA's merit list, the Director/being appointing authority was competent to rectify omissions/errors in overall merit positions. So, on confirmation from the issuing authority, the Chairman of the committee awarded 10 marks to Mst. Ayesha Qureshi and conveyed his decision to DSC members. She explained further that as member of the DSC, her role was restricted only to assessing the suitability of the candidates for the post and making recommendations for their appointment. Thus, it was the responsibility of the appointing authority to accept or reject her recommendations, verify documents of the candidates and further authenticate her experience certificate from the relevant forum. Therefore, she could not be held responsible for the above referred issue that arose after the issuance of the appointment of Ms. Ayesha Qureshi. She stated that it was also the decision of the then Director to appoint another person from the waiting list i.e., Mst. Maryam Sahibzada against the additional post of Assistant vacated due to premature retirement of an employee from service on 01-10-2020, so as to rectify the overall deficiency in various cadres/posts in the female quota. She also stated that after the promotion to the post of Director, she verified the experience certificate from the issuing authority and confirmed the stance of the ex-Director Archives. However, she was not given an opportunity of defense / clarification during the fact-finding inquiry in HED.

6. STATEMENT OF MR. RAFI ULLAH EX-SECTION OFFICER, HED.

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Mr. Rafi Ullah, ex-Section Officer HED and member of the DSC stated that he had attended the said meeting of DSC. During the interview, Mst. Ayesha Qureshi produced three years voluntary service experience certificate as Library Assistant issued from the defunct FATA Secretariat and handed over the same to Mr. Zahir Ullah Khan ex-Director (the appointing authority and chairman of the DSC). He stated that Mr. Zahir Ullah Khan told the DSC that Ayesha Qureshi requested the ETEA for the grant of 10 marks for her 3 years voluntary service experience (issued by the FATA Secretariat). The same was referred to him by ETEA with the instruction of telephonic verification from the issuing authority. Mr. Zahir Ullah telephonically confirmed the certificate from the issuing authority and thereafter granted 10 marks. Therefore, Mst. Ayesha Qureshi was recommended for appointment. While explaining his role as a member of the DSC, he stated that it was his duty to assess the suitability of the candidates and making subsequent recommendations for selection on merit and therefore he fulfilled his duty. He further stated that it was for the chairman of the DSC either to accept or reject the recommendations of the DSC or verify the documents,

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experience certificate from the relevant forums. As member of the DSC he cannot be held responsible after the issuance of the appointment order of the recommended candidates.

He defended the appointment of Mst. Maryam Sahibzada against another / additional post under 10% reserved quota for female in accordance with terms of advertisement to increase or decrease the number of the positions. He defended that he was not given an opportunity of defense or clarification during the fact-finding inquiry conducted by the Higher Education Department.

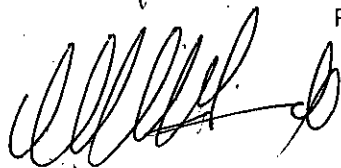
7. STATEMENT OF MR. ZAHIR ULLAH EX-DIRECTOR ARCHIVES.

Mr. Zahir Ullah ex-Director Archives/chairman of the DSC and appointing authority for the post of Assistant, who has not been charged in the present inquiry, stated that Mst. Ayesha Qureshi then serving as Librarian-II BPS-09 since 25/10/2018 applied for the post of Assistant reserved for 10% female quota. The said post was advertised by the Directorate on 12/03/2019. After declaring provisional result, Mst. Ayesha Qureshi submitted an application dated 21/02/2020 to ETEA for counting of her three years voluntary service experience as Library Assistant in the defunct FATA Secretariat. The ETEA had forwarded the said application to him for confirmation from the issuing authority i.e. FATA Secretariat. After telephonic confirmation of the same from the concerned quarter, the DSC members unanimously recommended for award of ten (10) marks of experience to said Mst. Ayesha Qureshi. He also defended the appointment of another / additional post under the 10% reserved quota for female and appointed Mst. Maryam Sahibzada in order to reduce overall deficiency in female quota keeping in view the recruitment of a large number of male class-IV in the Directorate. He stated that it was his right and prerogative to appoint another person under the female quota on the grounds of increasing or decreasing any post as per terms of advertisement for the post.

8. STATEMENT OF MR. MUHAMMAD ALI BHATTI CONSULTANT / LIBRARIAN OF EX-GOVERNOR SECRETARIAT.

Mr. Muhammad Ali Bhatti Consultant/Librarian of ex-Governor Secretariat stated that experience certificate issued by him in respect of Mst. Ayesha Qureshi is genuine (Annexure-G).

Attested



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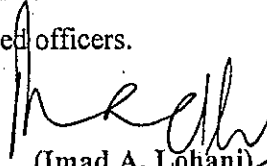
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9. FINDINGS:

After recording statements of the relevant officers and perusal of relevant record, it is clear that Mr. Zahir Ullah Khan, the then Director and Chairman of the Committee recruited the female Assistant wrongly and misconstrued the criteria as laid down in ESTA Code vide Notification No. SOR-I (S&GAD)4-1/75(Vol.III) dated 26-05-2000 and letter No SOR-I(S&GAD)4-1/75 dated 22-07-1998 (Annexure -H). However, the selected candidate has acquired Bachelor and Master Degree in the field of Library and Information Science (MLIS) from Allama Iqbal Open University (AIOU), Islamabad and other candidates have specialties in other fields. So, in case of any such preference this should have been mentioned in the advertisement or the service rules should contain such a restriction for the assistants of Directorate of Archives and Libraries.

The record shows that after taking charge of the post of Director, Ms. Raheela Hafeez tried to take the matter to the concerned quarters for verification of the experience certificate (Annexure - I). She also suggested an inquiry to the administrative department to resolve the issue permanently (Annexure - J).

From the given statements, it is obvious that confirmation of the experience certificate and subsequent allotment of 10 marks was the sole decision of then Director being an appointing authority/chairman of the Departmental Selection Committee. But it would be more appropriate that the then Director, instead of telephonic confirmation, which is not covered under the rules, should have preferably issued a letter to the concerned authority and granted provisional marks against experience. The haste and urgency by the said committee in recruitment should have been avoided. Moreover, the voluntary service is not given to someone for the purpose of reaping its benefits without fulfilling the criteria of selection on merit. The allowing of experience marks against voluntary service/jobs, if allowed, may become a precedent and difficult to cope with in future. So, confining within the boundaries of this inquiry, there is no doubt in concluding that the Chairman behavior was a bit careless and other members should also have added, at least their dissenting note. Thus, in the absence of any dissenting note by any member over this inclusion of the so-called experience certificate, the charges are partially proved against the accused officers.

  
(Imad A. Lohani) Nov 18, 2022  
Managing Director

Khyber Pakhtunkhwa Education Foundation

Attended  
