

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**  
**AT CAMP COURT, ABBOTTABAD**

Service Appeal No.1404/2019

Date of Institution ... 24.10.2019  
Date of Decision ... 28.09.2021

Syed Baidar Hussain Shah S/O Syed Afzal Hussain Shah (Ex-P.S.H.T) Government Primary School Balkhu, Circle Hajia Gali, District Abbottabad, resident of Narian Nawashehr, Tehsil & District Abbottabad.

... (Appellant)

**VERSUS**

Government of Khyber Pakhtunkhwa through Secretary Elementary & Secondary Education Department Peshawar and three others.

... (Respondents)

Sultan Jamshaid,  
Advocate

... For appellant.

Muhammad Riaz Khan Paindakheil,  
Assistant Advocate General

... For respondents.

AHMAD SULTAN TAREEN  
ROZINA REHMAN

... CHAIRMAN  
... MEMBER (J)

**JUDGMENT**

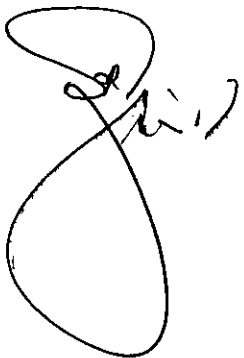
ROZINA REHMAN, MEMBER (J): The relevant facts leading to filing of instant appeal are that appellant was appointed as P.S.T. He was promoted to P.S.H.T and assumed the charge at G.P.S Balkhu Circle Hajia Gali, District Abbottabad. Fund was provided for the construction of rooms and other maintenance work in the said School, therefore, a contractor was engaged with the approval of P.T.C (Parents Teachers Council). In the meanwhile, he was served with



charge sheet and statement of allegations and a notification was issued for the constitution of Inquiry Committee and accordingly, the Inquiry Committee submitted report and major penalty of compulsory retirement from service was imposed upon appellant alongwith recovery of Rs.11,56,928. Feeling aggrieved, he filed departmental appeal which was rejected, hence, the present service appeal.

2. We have heard Mr. Sultan Jashaid Advocate for appellant and Mr. Muhammad Riaz Khan Paindakheil, learned Assistant Advocate General for the respondents and have gone through the record and the proceedings of the case in minute particulars.

3. Mr. Sultan Jamshaid Advocate learned counsel appearing on behalf of appellant, inter-alia, argued that the impugned orders are illegal, against law and facts as no regular inquiry was conducted against the appellant. He submitted that appellant was Secretary of Parents Teacher Council, a co-signatory with the Chairman of the Council and that the responsibility lies in the Chairman of the Council, whereas, the appellant was responsible to the extent of maintenance of record of the activities of the Council. He submitted that the inquiry proceedings were discriminatory to target the appellant only. He further submitted that the appellant was not given full opportunity of cross-examination and of personal hearing during the whole process. He further submitted that he never remained absent and that no evidence was produced in respect of the alleged absence of the appellant and lastly, he submitted that it was the duty of the Inquiry Committee to have checked the construction work at the spot but



without checking, punishment in respect of recovery was imposed upon appellant.

4. As against that, learned A.A.G submitted that the appellant remained willfully absent from duty for eight days without any application/prior approval of the competent authority. He submitted that the Inquiry Committee provided ample opportunity of cross-examination to the appellant which was availed by him and that he was summoned for personal hearing which is evident from the record. Lastly, he submitted that the appellant violated the prevailing P.T.C rules and hired a contractor on his own risk and cost.

5. Record reveals that appellant was appointed as P.S.T vide order dated 04.12.1982 and he served the Department for almost 37 years. During this period, he served the Department and nothing was produced in respect of his absence or his involvement in corrupt practices which means that he has an unblemished record. During his posting as P.S.H.T at G.P.S Balkhu District Abbottabad, an Inquiry Committee was constituted vide notification dated 05.07.2017 to probe into the issues listed below:

1. Provision & utilization of the following:-
  - a. PTC funds to GPS Balkhu during the year 2014-15 and 2015-16.
  - b. Amount for Boundary wall during the year 2014-15 and 2015-16.
  - c. Amount for water supply during the year 2014-15 and 2015-16.
  - d. Amount of Group latrine during the year 2014-15 and 2015-16.
  - e. Amount for additional class room during the year 2014-15 and 2015-16.
  - f. Amount for electricity during the year 2014-15 and 2015-16.
2. The accused remained absent from duty on 17.06.2015 and 05.11.2015 without any information/permission of the competent authority as per report of ASDEO Circle Hajia Gali dated 20.06.2015 and 07.11.2015.

3. Show cause notices were served upon the accused regarding his willful absence from duty vide this office Memo: Nos.5876 dated 25.06.2015 & 9187 dated 21.11.2015.
4. The accused is involved in embezzlement of Rs.1010000/- in PTC funds/conditional grants. Show Cause Notice was served upon him vide this office No.8848 dated 04.11.2015.

6. He was served with charge sheet and statement of allegations and was accordingly proceeded against departmentally. The Inquiry Committee submitted report which is available on file. As per statement of allegations, he was also charged for willful absence from duty on 17.06.2015 and 05.11.2015 i.e. for two days, whereas, the comments submitted by the respondents would reveal that appellant was charged for willful absence from duty on 17.06.2015, 05.11.2015, 06.06.2017 to 10.06.2017 and 22.06.2017 without prior approval of the competent authority. He was charged for absence of two days in the year 2015 and in this regard, charge sheet and statement of allegations were served upon him in the year 2017. No cogent evidence was produced in this regard and the appellant categorically denied his absence. In this regard, no witness was examined by the Inquiry Committee and the appellant was never afforded any opportunity of cross-examination. The second allegation was in respect of embezzlement and for the same, he was punished vide impugned order dated 02.11.2017. As per P.T.C rules, the Principal/Headmaster/Head Teacher of the school shall be the Secretary-cum-Member of the Council and Four elected parents will elect a Chairperson from among them. All the decisions related to general and particularly financial matters shall be taken with majority



vote. The present appellant being Secretary of the Council, was responsible to keep record and safeguard all the documents, to ensure proper invitation to all the members for in time attendance in the meeting, to prepare agenda of the meeting in agreement with Chairperson, to prepare progress report of the P.T.C performance and to prepare details of income and expenditures, share the same with all the members, the present details in the meeting and cause to display the same on the notice board. In the instant case, he was charged for the work and responsibilities which had not been assigned to the Secretary under the P.T.C rules. The inquiry report in shape of questionnaire is available on file, wherein, it is evident from the question put by the Inquiry Committee in respect of the conditional grant, whereby, 50% of the work was admitted to have been completed. Needless to say that it was the proportional responsibility of Chairman, Secretary and other members of P.T.C to check the deficiency in the work for their rectification well in time.

7. As per P.T.C rules in respect of Financial Management A.S.D.E.O Circle has been assigned the duty to collect and submit quarterly report of all primary schools in the Circle to S.D.E.O. during inquiry proceedings, statements of Chairman and Members were recorded . It is on record that the then A.D.E.O visited the School and chaired a meeting, where-after, services of one Mehboob Alam, Contractor were hired but fiasco.

8. Perusal of inquiry proceedings would reveal that they do not disclose the compliance of the procedure under Rule-11 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules,

2011. Neither the statements mentioned in the inquiry report are shown to have been recorded in presence of the appellant nor had he been given the opportunity of cross-examination. So, we in view of the foregoing discussion, have no hesitation to hold with the disciplinary proceedings having worked in imposition of<sup>e</sup> major penalty against the appellant were not conducted in accordance with law on the subject. Moreover, selective treatment meted out to the appellant for imposing the penalty excluding others having proportional liability with him as per respective ratio of their responsibility, is unwarranted in the realm of the Constitution of Islamic Republic of Pakistan, 1973.

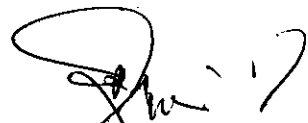
9. For what has gone above, the appeal in hand is partially accepted. The impugned order of imposing penalty of recovery of Rs.11,56,928/- upon appellant in result of said proceedings is set aside. However, appellant being Secretary, failed to maintain record of P.T.C funds, therefore, punishment of compulsory retirement is maintained. Absence of eight days although was not proved yet appellant admitted leave for few days but with prior permission. The absence is treated as leave of the kind due. Parties are left to bear their own costs. File be consigned to the record room.

ANNOUNCED.

28.09.2021



(Ahmad Sultan Tareen)  
Chairman  
Camp Court, A/Abad



(Rozina Rehman)  
Member (J)  
Camp Court, A/Abad

Order

28.09.2021

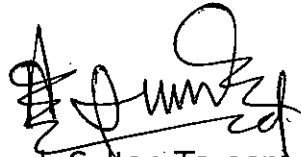
Counsel for appellant present.

Muhammad Riaz Khan Paindakheil, learned Assistant Advocate General for respondents present. Arguments heard and record perused.

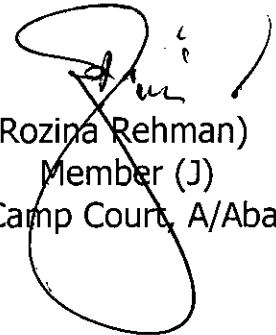
Vide our judgment of today of this Tribunal placed on file, the appeal in hand is partially accepted. The impugned order of imposing penalty of recovery of Rs.11,56,928/- upon appellant in result of said proceedings is set aside. However, appellant being Secretary, failed to maintain record of P.T.C funds, therefore, punishment of compulsory retirement is maintained. Absence of eight days although was not proved yet appellant admitted leave for few days but with prior permission. The absence is treated as leave of the kind due. Parties are left to bear their own costs. File be consigned to the record room.

Announced.

28.09.2021



(Ahmad Sultan Tareen)  
Chairman  
Camp Court, A/Abad



(Rozina Rehman)  
Member (J)  
Camp Court, A/Abad

20.01.2021

Due to COVID-19, the case is adjourned for the same on 18.02.2021 before D.B.

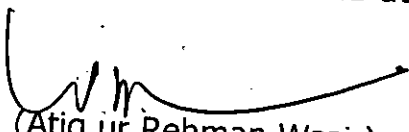
  
READER

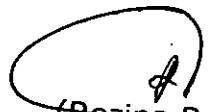
18.02.2021

Appellant in person present.

Noor Zaman Khattak learned District Attorney for respondents present.

Former made a request for adjournment as his counsel is not available. Adjourned. To come up for arguments on 14.06.2021 before D.B at Camp Court, Abbottabad.

  
(Atiq ur Rehman Wazir)  
Member (E)  
Camp Court, A/Abad

  
(Rozina Rehman)  
Member(J)  
Camp Court, A/Abad

14.06.2021

Due to cancellation of tour, Bench is not available.

Therefore, case is adjourned.

To come up on 28.09.2021

for the same as before

  
Reader



17.09.2020

Appellant is present in person. Mr. Usman Ghani, District Attorney alongwith representative of the department Mr. Sohail Ahmed Zeb, Litigation Officer are also present.

Representative of the respondent-department is seeking time for submission of written reply. Time is given by directing them to positively submit written reply up to the next date of hearing. File to come up for written reply/comments on 18.11.2020 before S.B at Camp Court, Abbottabad.

(MUHAMMAD JAMAL KHAN)  
MEMBER  
CAMP COURT ABBOTTABAD

18.11.2020

Appellant is present in person. Mr. Usman Ghani, District Attorney and Mr. Sohail Ahmad Zeb, Litigation Officer, for the respondents are also present.

Representative of the department submitted joint written reply on behalf of respondents No. 1 to 4, which is made part of record. File to come up for rejoinder and arguments on 20.01.2021 before D.B at Camp Court, Abbottabad.

(MUHAMMAD JAMAL KHAN)  
MEMBER  
CAMP COURT ABBOTTABAD

24.01.2020

Appellant in person present. Heard.

The appellant (Ex-PSHT) has filed the present service appeal against the order dated 02.11.2017 whereby major penalty of compulsory retirement was imposed upon him alongwith recovery of pay of absence period Rs.8231/- and embezzled amount Rs.1148697/- total Rupees: 1156928/-. The appellant filed departmental appeal against the punishment order dated 02.11.2017 and it was conveyed vide office letter dated 25.07.2019 that his departmental appeal has been rejected.

Submissions made by the appellant, need further consideration. The present service appeal is admitted for regular hearing subject to all just legal objections. The appellant is directed to deposit security and process fee within 10 days. Thereafter notices be issued to the respondents for reply/comments. To come up for written reply/comments on 19.03.2020 before S.B at Camp Court A/Abad.

Member

Camp Court, A/Abad

Due to covid ,19 case to come up for the same on /- /  
at camp court abbottabad.

Reader

Due to summer vacation case to come up for the same on 1/7  
at camp court abbottabad.

Reader

Appellant Deposited  
Security & Process Fee


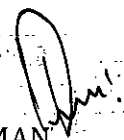
27/1/20

Form- A

### FORM OF ORDER SHEET

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

Case No.- \_\_\_\_\_ 1404/2019 \_\_\_\_\_

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	24/10/2019	<p>The appeal of Syed Baidar Hussain Shah received today by post 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> <p>This case is entrusted to touring S. Bench at A.Abad for preliminary hearing to be put up there on <u>24-1-2020</u></p> <p style="text-align: right;"> CHAIRMAN</p>

**BEFORE THE KHYBER PAKHTUNHWA SERVICE TRIBUNAL**  
**CAMP COURT, ABBOTTABAD**

Service Appeal No 1404 / 2019

Syed Baidar Hussain Shah S/o Syed Afzal Hussain Shah (Ex-PSHT)  
Govt Primary School Balkhu, Circle Hajia Gali, District Abbottabad,  
resident of Narian Nawanshehr, Tehsil & District, Abbottabad.

....APPELLANT

**Versus**

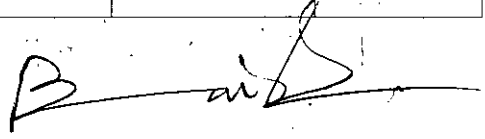
Government of Khyber Pakhtunkhwa through Secretary Elementary &  
Secondary Education Department Peshawar. & 03 Others.

....RESPONDENTS

**SERVICE APPEAL**  
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3	Copy notification dated 05/07/2017 for appointment of inquiry committee by respondent No.3	"B"	11
4	Copy of the charge sheet dated 06/07/2017	"C"	12-14
5	Copy of written reply to the charge sheet	"D"	15
6	Copy of the questionnaire alongwith its written reply	"E"	16-25
7	inquiry report dated 27/07/2017	"F"	26-32
8	Copies of show notice dated 25/08/2017 and written reply dated 29/09/2017	"G"	33-34
9	Copy of impugned order dated 02/11/2017 by respondent No.3	"H"	35
10	Copies of the departmental appeal dated 30/11/2017 and rejection order dated 25/07/ 2019 alongwith information letter dated 26/09/2019.	"I"	36-38

Dated 16/10/2019

  
(Syed Baidar Hussain Shah)  
(Appellant in person)

**BEFORE THE KHYBER PAKHTUNHWA SERVICE  
TRIBUNAL CAMP COURT, ABBOTTABAD**

Service Appeal No: 1404 / 2019

Syed Baidar Hussain Shah S/o Syed Afzal Hussain Shah (Ex-PSHT) Govt Primary School Balkhu, Circle Hajja Gali, District Abbottabad, resident of Narian Nawanshehr, Tehsil & District, Abbottabad,

....**APPELLANT**  
Khyber Pakhtunkhwa  
Service Tribunal

**Versus**

Diary No. 1508

Dated 24/10/2019

1. Government of Khyber Pakhtunkhwa through Secretary Elementary & Secondary Education Department Peshawar.
2. Director of Elementary & Secondary Education Department, Khyber Pakhtunkhwa, Peshawar.
3. District Education Officer (Elementary & Secondary Education) (Male), Abbottabad.
4. Sub Divisional Education Officer (SDEO) Male, Tehsil, Havelian, District, Abbottabad.

....**RESPONDENTS**

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**SERVICE APPEAL UNDER SECTION 4 OF KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT 1974 AGAINST IMPUGNED ORDER NO.12012-17 DATED 02/11/2017 ISSUED WHEREBY THE RESPONDENT NO 3 IMPOSED MAJOR PENALTY OF COMPULSORY RETIREMENT FROM SERVICE UPON APPELLANT ALONGWITH RECOVERY OF RS. 11,56,928/- THE SAID ORDER IS TOTALLY AGAINST THE LAW, AND ISSUED BY MALAFIDY INTENSION WHICH IS LIABLE TO BE SET-ASIDE.**

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Filed to-day

Registrar

24/10/19

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**PRAYER:**

IT IS RESPECTFULLY PRAYED BEFORE THIS HONOURABLE TRIBUNAL THAT THE INSTANT APPEAL MAY GRACIOUSLY BE ACCEPTED AND IMPUGNED ORDER DATED 02/11/2017, MAY GRACIOUSLY BE SET ASIDE AND RESPONDENTS MAY PLEASE BE DIRECTED TO RE-INSTATE THE APPELLANT IN SERVICE WITH ALL BACK BENEFITS FROM THE DATE OF ISSUANCE OF IMPUGNED ORDER DATED 02/11/2017.

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**Respectfully Sheweth,**

**FACTS**

- 1) That, appellant was appointed as a PST at GPS Sareela, District Abbottabad on 04/12/1982 in Elementary & Secondary Education Department, Abbottabad. (Copy of the appointment order dated 04/12/1982 is annexed as annexure "A").
  
- 2) That, appellant was promoted as a P.S.H.T in BPS-15 and took over charge on 06/03/2015 at GPS Balkhu, Circle Hajja Gali, District, Abbottabad.

- 3) That, meanwhile, Govt of KPK provided fund through department for the construction of school's rooms and other maintenance and, in this regard appellant engaged a contractor for construction work of school with the approval of PTC of the school in its meeting.
- 4) That, there was a joint account in the names of Appellant and P.T.C chairman and, thus, we have been withdrawing funds from the joint account as per demand of contractor at the done work basis.
- 5) That, as the appellant was just a school teacher and was not well aware of the construction work due to which the educational of the student was badly damaged but inspite of that the appellant fully cooperated with the contractor with regard to construction work.
- 6) That, on 05/07/2017, respondent No.3 issued a notification for the constitution of inquiry committee. **(Copy notification dated 05/07/2017 is annexed as annexure "B")**
- 7) That, on 06/07/2017, respondent No.3 issued statement of allegations / charge sheet against the appellant vide endorsement No. 4543. **(Copy of the charge sheet dated 06/07/2017 is annexed "C")**

- 8) That, appellant submitted written reply to the charge sheet before the inquiry committee with in specific time. **(Copy of written reply to the charge sheet is annexed as annexure "D")**
- 9) That, the inquiry committee serve upon the appellant a questionnaire and appellant submitted reply to questionnaire before the inquiry committee on 26/07/2017. **(Copy of the questionnaire alongwith written its reply is annexed as annexure "E")**
- 10) That, on 27/07/2017, inquiry committee submitted its inquiry report before the respondent No.3. **(Coy of the inquiry report dated 27/07/2017, is annexed as annexure "F")**
- 11) That, on 25/08/2017, respondent No.3, issued a show cause notice against the appellant and appellant submitted the reply of said show cause notice on 29/09/2017 well within time. **(Copies of show notice dated 25/08/2017 and written reply dated 29/09/2017 are annexed as annexure "G")**
- 12) That, on 02/11/2017, vide endorsement No.1202-17, respondent No.3 issued impugned order compulsory retirement from service of the appellant alongwith recovery of



Rs. 11,56,928/- (Copy of impugned order dated 02/11/2017 is annexed as annexure "H")

13) That, feeling aggrieved by the said impugned order of the respondent No.3, appellant preferred departmental appeal before the respondent No.2 on 30/11/2017, which was rejected by the respondent No.2 on 25/07/2019 vide endorsement No. 5770 and directed the respondent No.3 to inform the appellant and, thus, the respondent No.3 &4, informed the appellant regarding rejection of departmental appeal on 26/09/2019. (Copies of the departmental appeal dated 30/11/2017 and rejection order dated 25/07/ 2019 alongwith information letter dated 26/09/2019, are annexed as annexure "I")

14) That, feeling aggrieved, the appellant assail the impugned order inter-alia on the following grounds:-

**GROUND:**

- a) That, the impugned order dated 05/12/2017 was issued at the basis of personal grudges and malafide.
- b) The no regular inquiry has been conducted against the appellant under E&D Rules 2011 and the so-called inquiry

has been conducted upon the sole choices of the respondents.

- c) That, the appellant, regularly performed his duty regularly but respondents forcefully showed the appellant absent from duty from 17/06/2015 to 05/11/2015 which totally un-justice.
- d) That, the appellant was not given the full-fledged opportunity of cross examination and personal hearing during the whole inquiry process and also not made the relevant record, part of the inquiry, which was produced by the appellant.
- e) That, all the record regarding presence of appellant available in the attendance register of the school where appellant's signatures are properly affixed at the attendance register.
- f) That, it was the duty of inquiry committee to check the construction work at the spot but the inquiry committee, without checking the construction work at the spot, imposed the said illegal recovery upon the appellant entirely at the basis of their own assessment.
- g) That, as the appellant is a school teacher and according to the rules, appellant is not bound to do the construction work

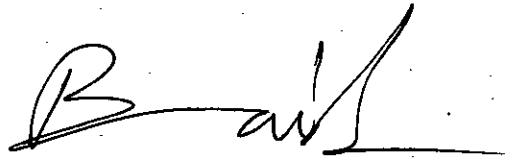
but the appellant is only bound to teach the children/ students of the school.

- h) That, the appellant is about 55 years old and already suffering from different types of diseases. The appellant served in the education department with zeal and zest for 35 years and when the appellant's service is going to an end, the department, with malafide intension, has engaged the appellant in a fake case due to which appellant is being mentally tortured.
- i) That, the respondent No-3 is biased to appellant due to which he did not trial the case of appellant fairly which is against the judgment of Hon'ble Supreme Court of Pakistan.
- j) That, the appellant was not given the opportunity of personal hearing at proper stage under section-15 of the E&D Rules 2011, before issuing the impugned order dated 02/11/2017.
- k) That, the respondents time and again visited to the schools of appellant and did not found the appellant absent anywhere and in this regard, their signatures/initials are affixed at the attendance register.

l) That, the instant Appeal is well within time.

m) That, other grounds /points will be agitated at the time of arguments.

It is therefore, respectfully prayed that on acceptance of instant appeal the impugned order dated 02/11/2017, may graciously be set aside and respondents may please be directed to re-instate the appellant in service with all back benefits from the date of issuance of impugned order dated 02/11/2017. Any other relief which this honourable Tribunal deem fit and proper, may also be granted to the appellant.

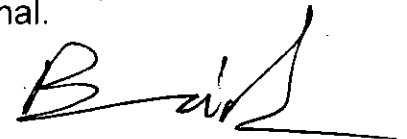


Dated 16/10/2019

(Syed Baidar Hussain Shah)  
(Appellant in person)

**AFFIDAVIT:**

I, Syed Baidar Hussain Shah S/o Syed Afzal Hussain Shah (Ex-PSHT) Govt. Primary School Balkhu, Circle Hajia Gali, District Abbottabad, resident of Narian Nawanshehr, Tehsil & District, Abbottabad, **Appellant**, do hereby affirm on oath that contents of instant appeal are correct and true to the best of my knowledge and belief and that nothing has been suppressed from this Honourable Tribunal and instant appeal is first appeal and same nature of any other appeal is not pending before this Honourable Tribunal.



....DEPONENT

Dated 16/10/2019

ANNEXURE  
A

OFFICE OF THE SUB DIVISIONAL EDUCATION OFFICER(MALE) ABBOTTABAD.  
APPOINTMENTS/ADJUSTMENTS.

OFFICE ORDER NO. 20  
DATED ABBOTTABAD. 4/12/1982

As approved by the District Education Officer(M) A.Abad/  
Chairman, District Council Abbottabad on 4/12/1982 appointments/adjustments  
of the following PT candidates/Teachers against newly sanctioned posts in  
eight Primary Schools/Vacant posts in different Schools are hereby ordered  
in the interest of public service with immediate effect:-

S.No.	Name of Candidate/ Teacher with address	From	To	Remarks
1.	Pervez Khan S/O Mohd Ayub R/O Chamhad.	Candidate	GPS.Beeral	newly created post.
2.	Abdul Hameed S/O Azizur Rehman R/O Kuthwal.	"	GPS.Jutemong	vacant post.
3.	Mohd.Khalid S/OAurangzeb R/O Bandi Phullan.	"	GPS.B/Phullan	do.....
4.	Ishtiq Hussain S/O Abdul Qayum R/O Beerangali	"	GPS.Phalkote	do.....
5.	Mohd Riaz Khan S/O Kala Khan R/O Banda Pir Khan	"	GPS.Dakhan U/C Nambal.	newly created post.
6.	Azar Iqbal S/O Mohd Ayub Khan R/O Salhad A.Abad.	"	GPS.Hill.U/C Beer	do.....
7.	Their Khan S/O Mohd Afzal Khan R/O Malikpura A.Abad.	"	GPS.Seeral U/C Jhangra	do.....
8.	Shah Fasalul Islam S/O Shah Hussain R/O Malla Qabli Havelian.	"	GPS.Sarian. U/C G/Phulgran.	do....
9.	Mohd Sarfaraz S/O Umar Baksh R/O Malikpura Atd.	"	GPS.Noahera	Vacant post.
10.	Shabir Azam S/O Jhaffar Ali Qureshi R/O Malikpura Atd.	"	GPS.Bayan Ahmed Ali Khan	newly created post.
11.	Munir Hussain S/O Zardad Khan R/O Barde Sanib Khan.	"	GPS.Bardan Kokal Barsian	Vice Mr.Ghulam Murtaza adjusted at No.2.GPS. Havelian.
12.	Syed Badar Hussain Shah S/O Syed Afzal Hussain R/O N/Sher Narian.	"	GPS.Seeral	newly created post.
13.	Naved Injam S/O Mahboobur Rehman R/O Malla Musa Zai N/Sher	"	GPS.No.2.Atd	vice S.No.22
14.	Ghulam Mohd S/O Khalilur Rehman R/O Sajikote, Qalandarabad.	"	GPS.Dakhan U/C Nambal.	newly created post.

Contg: Page No.2

S.No.	Name of candidate/ Teacher	From	To	Remarks.
15.	Q. Ianeef Gul S/O Ghulam Rasool. R/O Dodhial /Sher.	Ghulam Rasool. Candidate.	Hill GMS.	newly created post
16.	Moad Maroof S/O Nur Khan R. Gali Barian.	"	GMS. M.R.Khan	vacant post.
17.	Abdur Razzag S/O Ali Khan R. Beerangali	"	Mosque Nakkar	do.....
18.	Moad Tariq S/O PT	GPS. Batnara	GPS. Beesula	newly created post.
19.	Ghulam Murtaza PT	GPS. K/Barsian	GPS. No2. Havelian.	Against vacant PTC post.
20.	Moad Mumtaz PTC	GPS. Lakhala	GPS. Bacha Kalan	do.....
21.	Moad Ashraf PT.	GMS. Gadda	GPS. Lakhala	Vice S.No.20
22.	Moad Suleman PT	GPS. no.2. Atd	GMS. N/Sher	Vice Mr. Taj Moad proceeded on Studies live.
23.	Zahir Hussain PT.	GPS. K/Barsian	GMS. Gadda	Vice S.No.21
24.	M. I. I. Shah S/O Hussain Shah R/O Thathi Sydan.	Candidate	GPS. Thathi Sydan.	newly created post.

Note:

1. Charge reports should be submitted to SDEO(M) Atd in duplicate.
2. NO TA/DA & Transfer grant is allowed to S.No. 1 to 24.
3. Fresh Candidates will have to submit their age and health certificates and other testimonials with in three days after taking over the charge, failing which no salary will be drawn.
4. Fresh candidates who failed to take over the charge upto 15/12/82, their appointments will automatically stand as cancelled.
5. The appointments are purely temporary, subject to termination at any time without notice and assigning any reasons.
5. The appointment is made under all services conditions laid down by the Government.
6. All the fresh candidates will get RS.315/- PM Fixed plus usual allowance.

*M. Yusuf*  
(MOHAMMAD YUSUF) 4/12/82

SUB DIVISIONAL EDUCATION OFFICER(M)  
ABBOTTABAD SUE DIVISION ABBOTTABAD.

ENDS NO. 11561-12114 /Appott:/Adjustment PTC/JV Dated A. Abad, 4/12/1982

Copy of the above is forwarded to:-

- 1.24 All Headmasters/Headteachers Concerned Schools.
- 25-4 All candidates concerned.
49. The District Education Officer(M) Abbottabad for favour of information please.
- 50.5 All ASIOs(M) concerned office.
54. Local Account Branch.
- (WAI DAO) File.

*M. Yusuf*  
(MOHAMMAD YUSUF)  
SUB DIVISIONAL EDUCATION OFFICER(M)  
ABBOTTABAD SUE DIV: ABBOTTABAD.  
4/12/82

*S B*

11

ANNEXURE  
B

OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) ABBOTTABAD

NOTIFICATION

Inquiry committee comprising of the following officers is hereby constituted to conduct inquiry in respect Syed Baidar Hussain Shah, PSHT GPS Balkhu U/C Nara Hajia Gali Circle on account of charges/allegations leveled against him with immediate effect.

1. Mr. Ikram-ul-Haq, Principal GHS Takia Sheikhan.
2. Mr. Tariq Samar, Principal GHS Kokal Barseen

TERMS OF REFERENCES:

To probe into the issues as per report of SDEO(M) Havelian vide his office letter No.267 dated 04.5.2017.

1. Provision & utilization of the following:-
  - a. PTC funds to GPS Balkhu during the year 2014-15 and 2015-16.
  - b. Amount for Boundary wall during the year 2014-15 and 2015-16.
  - c. Amount for water supply during the year 2014-15 and 2015-16
  - d. Amount for Group latrine during the year 2014-15 and 2015-16
  - e. Amount for additional class room during the year 2014-15 and 2015-16
  - f. Amount for electricity during the year 2014-15 and 2015-16
2. The accused remained absent from duty on 17.6.2015 & 05.11.2015 without any information/permission of the competent authority as per report of ASDEO Circle Hajia Gali dated 20.6.2015 and 7.11.2015.
3. Show cause notices were served upon the accused regarding his wilful absence from duty vide this office Memo: Nos. 5876 dated 25.6.2015 & 9187 dated 21.11.2015.
4. The accused is involved in embezzlement of Rs. 1010000/- in PTC funds/conditional grants. Show Cause Notice was served upon him vide this office No.8848 dated 04.11.2015.
5. The accused failed to reply the above noted show cause notices uptill now.

All the above mentioned facts proved misconduct, inefficiency, corruption, wilful absence from duty & he had illegelty/fraudulently/unlawfully drawl of PTC funds/conditional grants on the part of accused.

The inquiry committee shall submit report to the undersigned within fifteen (15) days with solid recommendation as laid down in Rules 11 to 14 of the Khyber Pakhunkhwa Govt: Servants Efficiency & Disciplinary Rules 2011. Opportunity of self defence and cross examination, the witness/evidence be provided to the accused.

Encls: 1. Charge Sheet      2. Statement of allegations

sd/-  
DISTRICT EDUCATION OFFICER (M)  
ABBOTTABAD

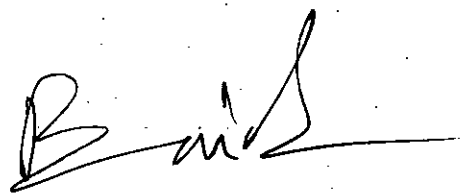
Endst: No. 7525-29 /GPS Balkhu/P&D

Dated 5-7 /2017

Copy forwarded to:-

1. Mr. Ikram-ul Haq, Principal GHS Takia Sheikhan alongwith charge sheet, statement of allegation & other relevant documents.
2. Mr. Tariq Samar, Principal GHS Kokal Barseen.
3. Sub Divisional Education Officer (Male) Havelian with the remarks to cooperate the inquiry committee.
4. PA to Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.
5. Syed Baidar Hussain Shah, PSHT GPS Balkhu U/C Nara Hajia Gali Circle

  
DISTRICT EDUCATION OFFICER (M)  
ABBOTTABAD



OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) ABBOTTABAD

No. 7543 /Balkhu/P&D

Dated 6-7- /2017

ANNEXURE  
C

The Sub Divisional Education Officer  
(Male) Havelian

Subject: STATEMENT OF ALLEGATIONS/CHARGE SHEET  
Memo:

Statement of allegations/ Charge sheet in respect of Mr. Syed Baidar Hussain Shah, PSHT GPS Balkhu Circle Hajia Gali is attached herewith. You are directed to serve the same to the concerned official and return one copy to this office as a token of receipt duly received by him.

DISTRICT EDUCATION OFFICER (M)  
ABBOTTABAD

*Called by ASD ED Circle  
Hajia Gali  
at 10-03 AM  
on 7.7.2017*



## DISCIPLINARY ACTION

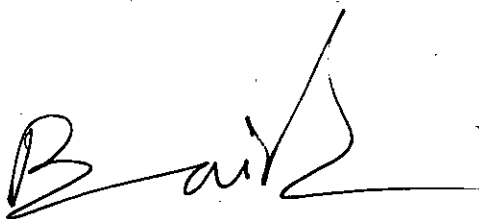
1. Qazi Tajammal Hussain, District Education Officer (Male) Abbottabad as competent authority, am of the opinion that Syed Baidar Hussain Shah, PSHT, GPS Balkhu Circle Hajia Gali Havelian has rendered himself liable to be proceeded against, as he committed the following acts/omissions, within the meaning of Rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rule, 2011.

### STATEMENT OF ALLEGATIONS

- a. You remained wilful absent from duty on 17.6.2015 & 05.11.2015 without any information/permission of the competent authority as per report of ASDEO Circle Hajia Gali dated 20.6.2015 and 7.11.2015.
  - b. Show cause notices were served upon you regarding your wilfull absence from duty vide this office Memo: Nos. 5876 dated 25.6.2015 & 9187 dated 21.11.2015.
  - c. You are involved in embezzlement of Rs. 1010000/- in PTC funds/conditional grants and Show Cause Notice was served upon you vide this office No.8848 dated 04.11.2015 but you have failed to reply the above noted show cause notices uptill now.
2. For the purpose of inquiry of the said accused with reference to the above allegations, Inquiry Committee comprsing of the following officer is hereby constituted under Rule 10 (1) (a) of the ibid rules:
- i) Mr. Ikarm-ul-Haq, Principal GHS Takia Sheikhan.
  - ii) Mr. Tariq Samar, Principal GHS Kokal Barseen
3. The inquiry committee shall, in accordance with the provisions of the ibid rules, provide reasonable opportunity of hearing to the accused, cross examination of witnesses if any, record it findings and make, within ten days of the receipt of this order, recommendations as to punishment or other appropriate action against the accused.
4. The accused and a well conversant representative of the department shall join the proceedings on the date, time and place fixed by the inquiry officer.

  
COMPETENT AUTHORITY

Syed Baidar Hussain Shah, PSHT  
GPS Balkhu Circle Hajia Gali Havelian



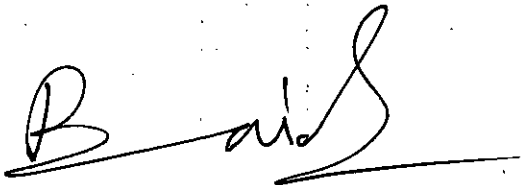
**CHARGE SHEET**

I Qazi Tajammal Hussain, District Education Officer (Male) Abbottabad as Competent Authority, hereby charge you, Syed Baidar Hussain Shah, PSHT GPS Balkhu U/C Nara Hajia Gali Circle Tehsil Havelian as follows:-

1. That you, while posted as PSHT at GPS Balkhu U/C Nara Circle Hajia Gali committed the following irregularities:
  - a. You remained wilful absent from duty on 17.6.2015 & 05.11.2015 without any information/permission of the competent authority as per report of ASDEO Circle Hajia Gali dated 20.6.2015 and 7.11.2015.
  - b. Show cause notices were served upon you regarding your wilfull absence from duty vide this office Memo: Nos. 5876 dated 25.6.2015 & 9187 dated 21.11.2015.
  - c. You are involved in embezzlement of Rs. 1010000/- in PTC funds/conditional grants and Show Cause Notice was served upon you vide this office No.8848 dated 04.11.2015 but you have failed to reply the above noted show cause notices uptill now.
2. By reason of the above, you appear to be guilty of corppuation, misconduct, inefficiency and wilful absence from duty under Rule-3 of the Khyber Pakhtunkhwa Govt: Servants (Efficiency & Discipline) Rules 2011 and have rendered yourself liable to all or any of the penalties specified Rule-4 of the rules ibid.
3. You are, therefore, required to submit your written defence within ten days of the issuance of this Charge Sheet to the Inquiry Committee, as the case may be.
4. Your written defence, if any, should reach the Inquiry Committee within the specified period, failing which it shall be presumed that you have no defence to put in and in that case ex-parte action shall be taken against you.
5. Intimate whether you desire to be head in person.
6. A statement of allegations is enclosed.

  
**COMPETENT AUTHORITY**

Syed Baidar Hussain Shah, PSHT  
GPS Balkhu U/C Nara Hajia Gali Circle



To:

W/District Officer,  
Education, Abbottabad.

15

ANNEXURE  
D

IN RESPONSE TO CHARGE SHEET / STATEMENT OF ALLEGATION

VIDE REFERENCE NO.7543/BALKH/P&D DATED 06-07-2017

R/ Sir,

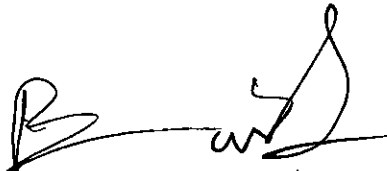
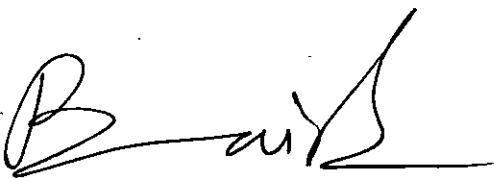
It is submitted that on 29 October 2015, W/ADO Rab Nawaz Khan entrusted the construction work of GPS Balkhu Circle Hajia Gali Havalian to one Mehboob Khan, who was permanent resident of village Balkhu. Consequently at the next stage, Mehboob Khan entrusted the same to one local Contractor Saleem Akhtar who dishonestly failed to complete the same. Eventually I alongwith my brother proceeded in the house of said person to discuss the issue as well to resolved it, who in response created panic with the fake allegation that we visited in his house with Police. On other hand to complete the same, I obtained my GP fund amount to start construction but there was unsuffient amount to complete the project. Sir, the work is still pending due to unsufficient fund, on which I wrote declaration type statement at PTC that 02 lac Rupees are urgently required. Similarly, said place is situated at far-flung area and to provide material, vehicle fair charges are Rupees 5000/- per time. Although I usually remained interested for completion of the same with my honesty.

On other hand, as mentioned in the Charge Sheet that I remained absent w.e.f 17-06-2015 to 05-11-2015, whereas my attendace can be checked I remained present approximately in the totally period. The same is mentioned wrongly and further record can be obtained for satisfaction. Similarly during the above mentioned period whenever I obtained medical leave, record thereof is properly preserved.

In view of above, I am totally innocent in the subject matter and no noticeable offence lies on my part. Your goodself is humbly requested to visit on spot in the matter please.

Moreover, I am about 52/53 years old and I proceeded constantly to perform my duty with fully interest/honesty. Similarly I have little children for which my earning is be obliged for necessity.

It is therefore humbly requested that my charge sheet alongwith summery of allegation may kindly be filed please.



Syed Baidar Hussain Shah  
PSHT, PGS Balkhu Circle Hija Gali,  
Abbottabad



بشور میں PTC مدیر العفاری نے اکتوبر 2015 میں کیش جوہر والے تین لاکھ روپے کے چیک پر مشورے سے دستبردار کیے۔ جبکہ بقیم ڈرا ہونے والی رقم کے بارے میں اسے مشورے سے نہ تو دستبردار کیا گیا۔ نہ اجلاس منعقد کروایا نہ ہی پرائیمری فورم سے دستبردار کیا گیا۔  
 وہاں پر وہ انٹرنیٹ کی سہولت NBP سرکٹوں سے ان کے کیش ٹرم چیکوں کی سہولتوں کا فائدہ لیتے۔ مشورے سے PTC کے ڈی ایس آئی ایس چیک (3 لاکھ روپے) کے درمیان صلوات میں اضافہ

میں کھلیے دار بہت سی لاکھ آدھی ہے۔ وہ سارے کام کر رہے ہیں

کے ساتھ ساتھ سے جو رقم لکھی 2300 لاکھ روپے ان سب میں سے ہیں  
 PTC کے دستخط جو جو ہیں وہ بہت دور کی ہے بار بار خون کرنے سے  
 کئی بار میں نہیں رہتا تھا میرے لیے بھی نہ لگتا بہت دور تھی میرا قصہ کھانا کھانی رقم ہے جو  
 سوال یہ ہے کہ کنڈیشنل گرانٹ کے پانچوں Projects (پاور ہاؤس وال، کرہ طاقت، مانی، بجلی پاور) پر تقریباً 50 ملین روپے کا کام مکمل کیا گیا ہے جبکہ 108000 روپے کے علاوہ بقیم تقریباً 20 لاکھ روپے آج سے کر کے میں کیا یہ آپ کا ایلی میجمنٹ اور mismanagement اور کرائے کے بارے میں توت ہیں

Handwritten signature or mark on the right margin.

سر ADB کے سرکل صاحب نے جبکہ 29/09/2016 کو جبکہ 10 لاکھ روپے کے بارے میں

کی کوڑے سے لہجہ میں میں انہوں نے محبوب عالم کو کام تفصیلاً بتا کر دیا وہ تقریباً 50 ملین روپے کے بارے میں انہیں بتا کر ان کا جواب دیا  
 پھر اس نے اسے ایک لاکھ روپے کے بارے میں بتا کر ان کا جواب دیا۔  
 جس نے اس کے کام میں میں نے ADB کے صاحب سرکل سے کہا تھا  
 کہ وہ صاحب بہت دور سے اس کے بارے میں محبوب عالم کو کام تفصیلاً بتا کر دیا  
 گا۔ میں نے پھر بھی کوئی جواب نہیں دیا۔

S B



کیا شملہ ADO سرکل کے عہدہ 2014 سے اب تک کے سرکل میں جاری projects  
کا جائزہ لیا گیا ہے اور اس کے نتیجے میں اس کے تحت جاری رہنے والے  
پروjects (مگر ان کے عہدہ میں) یا ورنہ رعایتی صورت میں رہیں۔

سر ADO سرکل کے کل پانچ عہدہ یافتہ باقاعدگی سے کر کے  
رہے ہیں، سر لاگ بک میں درج شدہ کیوں کہ S Bank  
میں ان کے پاس سے کوئی سند نہیں مل سکی۔ دوسرے پانچ عہدہ یافتہ کے پاس  
جو ان کے سرکل کے عہدہ میں وقت گزارے ہیں۔

سر پانچ کے کوئی بھی سند نہیں ہے

وہ تو کوئی ورنٹ پر آئے تو سرکل آ جائے ہیں ورنہ  
سال یا سال پورے تک نہیں۔ S Bank

سر 1010 کے 17۔ کو درج ذیل تاریخ سے غیر حاضر پایا۔ بعض اوقات پورا سرکل میں پانچ کے  
( 22-6-2017 ، 17-6-2015 ، 05-11-2015 ، 6-6-2017 تا 10-6-2017 )

S Bank

سر 22-6-2017 کو سرکل کے پانچ کے پاس سے  
کئی گھنٹے پہلے سے اس کے پاس سے سرکل کے پاس سے  
پانچ کے پاس سے۔ سر باقی ناموں کو میں پانچ کے پاس سے  
میں سے بھی جواب دیا ہے۔ سر پانچ کے پاس سے

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(16) -5-

7C 40

سوال نمبر 16 ڈی آر (P&D) ریجولیشن (فن ایپٹ) ہمارا کارپورٹ کے مطابق، مگر وہ طاقت کو اختیار  
لینا میں آئے متعلقہ ضابطوں (Specification) کو خاطر میں نہیں لیا۔ یہی ہذا سوال  
کو ضابطے کے مطابق مکمل کرانا۔

سر عذرت کے ساتھ سر میں کوئی ریجنٹر نہیں تھا یہ گھنٹہ وار

کا کام تھا۔ جس میں حکم نے ہمارا ساتھ نہیں دیا

اس طرح یہ کام صحیح نہیں ہو چکا ہے عذرت  
S B ant

سوال نمبر PTC کارپورٹ کے ڈائریکشن کارپورٹ کے پاس ہے یا نہیں؟

سر عذرت کے ساتھ سر ڈائریکشن کارپورٹ کے پاس

ریکارڈ کو نہیں کیا ہے یہ جو کارپورٹ کے پاس ہے

میں کسی سر عذرتی جاننا ہے یوں -

S B ant

اللہ

S B ant

20/7



-6-

مختار کی شہادت کا تحریرہ صراحتاً کہا جاوے کہ P.T.C کے تمام ممبران، قاضی معززین و قاضیوں اور  
گواہان کے لئے 19.7.2017 کو سکول میں پیرا، رضاعت کرے ؟

سہرہ ایک ٹھکانہ ہے جس نے FIR کھولنے سے پہلے وہ گورنمنٹ سکول  
یا کسی ایسے ایسے کو دوسرا لکھا ہے جس سے نہ کام لگے نہ کروا دیا ہے  
عدالت کے قریب سے لے کر اس نے سکول لکھا ہے جس سے نہ لگے نہ لگے  
سوال: یہ قاضی معززین کے لئے P.T.C میں جان نہیں لیا ہوا ہے وہ قاضیوں کے لئے ہے۔

سہرہ یہ گورنمنٹ سکول کی ہے جس میں دو کتبیں  
Lect 7

دفعہ 7 سے آرڈر کیا تھا جس میں قاضیوں کے لئے ہے  
سوال: یہ قاضیوں اور ججوں پر سزا دینے کے لئے ہے (P.T.C) میں ہے۔ قاضیوں کے لئے ہے  
دستخطوں کے انکار، یہ وجہ ہے۔

سہرہ وہ ڈیڑھ لاکھ کے سکول کا کام لگے نہیں ہوا

جس کے لئے سادہ سا آرڈر ہے جس سے جو رقم جس کے

جس سے سب پر اس کے دستخط جو جو دستخط اب ہو جائے

فونٹ میں لکھ کر سب کے لئے ہے جس سے آرڈر کیا گیا ہے نہ کام لگے  
سہرہ کہو اور ان کے لئے ہے اس لئے اس کا کیا ہے؟ کیا ہے اس کا کیا ہے۔



آئی ایس ایس سی (2016-2017) پر ایک طرف دیا گیا ہے یہ کام 28/2/16 تک مکمل کرنا اور اس کے ساتھ ساتھ اس کا ٹیکس (سیا نہیں ہو سکا وہ پ. نہیں)

سب ٹیکس کو ٹیکس کے ساتھ ساتھ ایک دن میں دینا ہے اس کے ساتھ ساتھ ایک طرف دیا گیا ہے یہ کام 28/2/16 تک مکمل کرنا اور اس کے ساتھ ساتھ اس کا ٹیکس (سیا نہیں ہو سکا وہ پ. نہیں)

7/1/2017

سب ٹیکس کے ساتھ ساتھ ایک دن میں دینا ہے اس کے ساتھ ساتھ ایک طرف دیا گیا ہے یہ کام 28/2/16 تک مکمل کرنا اور اس کے ساتھ ساتھ اس کا ٹیکس (سیا نہیں ہو سکا وہ پ. نہیں)

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S.B. Malik

S.B. Malik  
26/07/2017

Copy of the Bill of PSAT for the year

2017

- 2-2-2017

Bill of PSAT for the year 2017

Bill of PSAT for the year 2017

Bill of PSAT for the year 2017

Bill of PSAT for the year 2017

25

026

ANNEXURE  
F

OFFICE OF THE PRINCIPAL GHSTAKIA SHEIKHAN DISTRICT ABBOTTABAD

No. 896/GPS

Dated: 27-07-2017

To

The District Education Officer (M)  
Abbottabad.

Subject:

INQUIRY REPORT IN RESPECT OF SYED BAI DAR HUSSAIN SHAH, PSHT GPS  
BALKHU UC NARA HAJIA GALI CIRCLE DISTRICT ABBOTTABAD.

Memo:

We have the honour to refer to notification issued vide Endst: No. 7525-29/GPS Balkhu dated 05-07-2017 regarding the subject noted above, the inquiry report is submitted for further necessary action please. **(Annexure – 01)**

ENQUIRY OFFICERS:

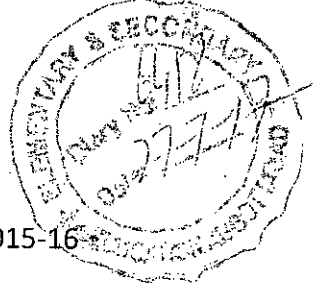
1. Ikramul Haq, Principal GHS Takia Sheikhan Abbottabad.
2. Tariq Samar, Principal GHS Kokal Barseen Abbottabad.

TERMS OF REFERENCE.

To probe into the issues as per report of SDEO(M)Havelian vide his office letter No.267 dated 04.5.2017.

1. Provision & utilization of the following: -
  - a. PTC funds to GPS Balkhu during the year 2014-15 and 2015-16.
  - b. Amount for Boundary wall during the year 2014-15 and 2015-16.
  - c. Amount for water supply during the year 2014-15 and 2015-16
  - d. Amount for Group latrine during the year 2014-15 and 2015-16
  - e. Amount for additional class room during the year 2014-15 and 2015-16
  - f. Amount for electricity during the year 2014-15 and 2015-16
2. The accused remained absent from duty on 17.6.2015 & 05.11.2015 without any information/permission of the competent authority as per report of ASDEO Circle Hajia Gali dated 20.6.2015 and 7.11.2015.
3. Show cause notices were served upon the accused regarding his willful absence from duty vide this office Memo: Nos. 5876 dated 25.6.2015 & 9187 dated 21.11.2015.
4. The accused is involved in embezzlement of Rs. 1010000/- in PTC funds/conditional grants. Show Because Notice was served upon him vide this office No.8848 dated 04.11.2015.
5. The accused failed to reply the above noted show cause notices up till now.

All the above mentioned facts proved misconduct, inefficiency, corruption, willful absence from duty & he had illegally/fraudulently/unlawfully drawl of PTC funds/conditional grants on the part of accused.



*B. S.*

*URGENT*  
*ADDED EST-1*  
*PL. Put up*  
*with sheet*  
*27/7/17*

LACE OF ENQUIRY.

1. GPS Balkhu Circle Hajia Gali Abbottabad.
2. S.D.E.O (M) Havelian Abbottabad.
3. DEO (M) Abbottabad.

DATES OF INQUIRY.

19-07-2017, 22-07-2017, 25-07-2017 and 26-07-2017

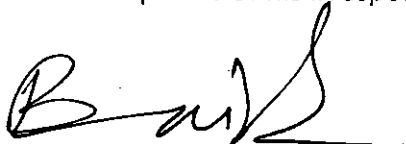
PROCEDURE OF INQUIRY.

In order to probe the matter, the following procedure of inquiry has been adopted by the undersigned Inquiry Officers.

1. The Inquiry committee visited GPS Balkhu on 19-07-2017 after proper intimation to the Head Teacher and PTC of the school. Mr., Shafiq ur Rehman ADEO (P&D) of the DEO (M) A. Abad also accompanied the committee for technical assistance.
2. Mr., Syed Baidar Hussain Shah, PSHT GPS Balkhu/secretary PTC GPS Balkhu has been directed vide letter No. 894 dated 17-07-2017 to inform the Chairman and the Members of the PTC of the school and other local figures to be present on the spot on the date of inquiry but he failed to do so. **(Annexure-02)**
3. On arrival of the inquiry committee the chairman PTC, few members of PTC and some local figures have been called to assist the inquiry committee.
4. The inquiry committee obtained statements of the chairman PTC, the member of the PTC, Shoukat Rehman PST and M Azam Chowkidar of school. **(Annexure-03,04,05,06)**
5. The Committee checked the record of regular PTC funds, conditional grants of PTC, cash book/vouchers/receipts, PTC meeting register, teacher attendance register, AWR etc. The progress of civil work on different projects i-e **Boundary wall, water supply, group latrine, additional classroom and electricity** has been inspected and assessed by the committee and the ADEO (P&D) of the DEO (M) A. Abad.

CROSS EXAMINATION/PERSONAL HEARING:

1. Syed Baidar Hussain Shah, PSHT of the school has been provided the opportunity of cross examination of witnesses with documentary evidences and personally heard in presence of Mr. Arshad Mehmood ADEO (Pry) (Departmental representative) and Mr. Shafiq ur Rehman ADEO (P&D) of the DEO (M) A. Abad on 22-07-2017. He has been asked to respond various questions regarding the issue. His written responses with proper signatures are attached herewith. He failed to defend himself with solid evidences before witnesses. The illogical and irrelevant responses given by the accused are the proofs of his irresponsible conduct and behavior.



pages)

**FINDINGS/FACTS:**

1. Syed Baidar Hussain Shah, PSHT took over charge at this school as Head Teacher on 06-03-2015.
2. Before 30-03-2015, the balance amount of PTC in the NBP Havelian was recorded as Rs. 49227.60/-
3. After June,2015 Rs. 823,600/-, Rs. 800,000/-, bank profit Rs. 20297.37/-, PTC grant Rs. 22000/-, bank profit Rs. 729.97/-, conditional grant Rs. 310,000/-, bank profit Rs. 5047.79/- and conditional grant Rs. 108000/- has been shifted to the PTC account. The remaining total balance of PTC account up to 04-07-2017 is Rs. 1,09,122.73/-

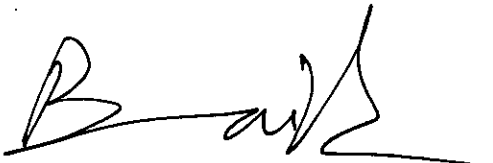
(Annexure-08, bank statement)

4. Mr. Rabnawaz Khan ADEO (Sec) of the DEO (M) A. Abad was performing his duties as ADEO Circle Hajia Gali Havelian. He visited the school on various occasions and directed the accused to complete the projects according to the specifications already notified. During his surprise visit on 29-09-2015 he chaired a meeting of PTC and other residents of the village. On the recommendation of participants of meeting, a local person Mr. Mehboob Alam, Ex-serviceman, was requested to look after the construction work voluntarily.

(Annexure-09)

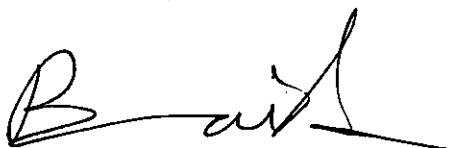
5. Reportedly, the accused was a close friend of Mehboob Alam. He paid him Rs. 2,10,000/- at his own risk and responsibility to start the construction work on above mentioned five projects who employed his own relatives just to earn money with no useful service for the school.
6. Later on the accused signed an agreement on stamp paper with his another friend named Mr. Sardar Saleem Akhtar who is a non-local political figure. Reportedly, the accused handed over the contract of civil work of 03 projects (Additional Classroom, Boundary wall and Group Latrine) to this person due to his political and feudal influence/status at his own risk and responsibility and hence violated the prevailing PTC rules by abusing his powers as Secretary of the PTC of the school. The new contractor pledged to complete the three projects with an amount of Rs. 16,30,000/- but he did not fulfill his commitments of agreement. The work of these three and other two projects (Water supply and Electrification) is still incomplete. The work done is below standard and the specifications notified by the Education Department have not been observed altogether.

(Annexure-10)





7. The ADEO (P&D) reported the deficiencies of work vide his visit report Endst: No. 8097-8100 dated 19-07-2017, wherein he estimated a loss of Rs. 8,50,000/- on different five projects which would be required to complete the remaining civil work. **(Annexure-11)**
8. The inquiry committee is of the view that it would be useless to complete the remaining construction work of Additional classroom as it would be a mere wastage of money because the existing structure has become extremely dangerous. The rain water is not provided space to flow down the ground and has become stagnant at roof. The existing structure would be unable to bear the jerks of even minor earthquakes. Therefore, the structure needs to be demolished to erect the pillars, beams and lintel. The committee recommends Rs. 600,000/- to complete the construction work of the additional classroom afresh. So the estimated loss to the Govt: Funds has become would be Rs. 10,50,000/- on construction side.
9. The written statements of the PTC Chairman and Members also manifest the poor condition of work done and violation of PTC rules. **(Annexure-03,04,05).**
10. The record of regular PTC fund has not been maintained by the Head Teacher which he has also confessed during cross examination and personal hearing. The regular PTC fund received by the accused during his period is Rs. 70186/- along with bank profit Rs. 28517/-
11. As per statements of the PTC members, local figures and his colleagues, the accused remains mostly absent from duty. He was absent from duty on 17-06-2015, 05-11-2015 as per previous report and again from dated 06-06-2017 to 10-06-2017 without any information as per report of ASDEO (M) Hajia gali Circle Havelian and on 22-06-2017 as reported by IMU. Show cause notices have been served to him. Disciplinary action has been initiated by the competent authority by issuing statement of allegation and charge sheet vide letter No. 7543/P&D dated 06-07-2017. The reply of the accused is not convincing and satisfactory. **(Annexure-12,13)**
12. The Chairman and the members of PTC have not been kept involved to look after matters and to draw heavy amounts from the PTC account at NBP Havelian branch despite of directives issued by the office not to draw more than Rs. 40,000/- at a time. **(Annexure-14)**
13. The signatures of the Chairman PTC on various cheques has been found fake and doubtful.
14. Handing over the construction works of the projects under conditional grants to a contractor is a gross violation of prevailing PTC rules.
15. The total embezzlement of Rs. 10,50,000 + Rs. 70186/- (regular PTC fund) and Rs. 28511/- (bank profit) = Rs. 11,48,697/- has been made by the accused by the under hand deal with the so called contractors.

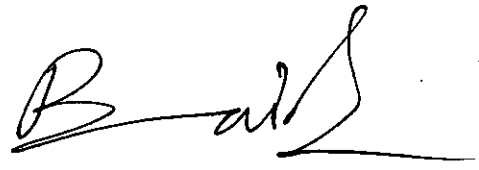


16. The accused had committed on stamp paper submitted to the DEO (M) A. Abad that he would complete the construction work on different projects before 28-02-2016 but he failed to do so. **(Annexure-15)**

17. The accused being Secretary PTC have claimed vouchers of heavy amounts on simple receipts which seems doubtful and fake without provision of any **Quotations** and hence violated the PTC rules. Moreover, the Chairman PTC has denied that he had signed these vouchers. For example, the number of concrete blocks used in the boundary wall has been counted on the spot which is 2100. While the voucher claim is 6000 Nos. Similarly, doors and windows bill has been claimed as Rs. 10,9000/-. These things are not physically existing. Similarly, Royal electric fans and other electrical articles bill is claimed Rs. 31,290/- but these things are also not physically existing. Labor charges for electrification has been charged Rs.27000/-, Rs. 13000/- and transportation of electric material is charges Rs. 4000/- but infact no electrification has been done in school. A hand written bill regarding the water bore is claimed Rs. 130,000 @ Rs. 275/ft. the depth of water bore becomes 120 feet at this rate. While when it is physically measured the depth became 73 feet. A water tank has been purchased worth Rs. 10,000/- which is substandard its actual price is Rs. 5000/-.

**(Annexure – 16 A-Z)**

- 18. The **Cash Book** of the PTC matters is also not maintained as per procedure.
- 19. The accused never involved the village council Chairman in PTC matters who is an integral part of school PTC according to the prevailing PTC rules. Hence he violated the Govt: instructions.
- 20. The Chairman of PTC stated that he has signed only a single cheque of Rs. 300,000/- during his tenure. All other cheques of heavy amount have been drawn with his forged signatures.
- 21. The accused has been found inefficient, corrupt and willful absent from his duty. He had illegally, fraudulently and unlawfully drawn the PTC regular funds and conditional grants from the PTC account of the school and mismanaged the matters.
- 22. The PTC meetings have neither been held regularly nor any resolution has been passed regarding the allocation and utilization of PTC funds and conditional grants for the various school projects and activities. Claimed vouchers have not been signed, approved and verified by the Chairman of the PTC and the members of the purchase committee of the PTC. Infact no purchase committee of the PTC have been constituted altogether. Only one meeting of the PTC have been held on 29-09-2015 as per record of the PTC meeting register.
- 23. The example of carelessness, irregularity, negligence, corruption and incompetency of this nature on the part of accused is rarely found in the history of entire District Educational Institutions.



In the light of above findings and facts, the inquiry committee is agreed to submit the following recommendations.

**RECOMMENDATIONS:**

1. The embezzled amount of Rs. 11,48,697/- (Eleven Lac Forty-Eight Thousand Six hundred and Ninety-Seven) may be recovered from Mr., Syed Baidar Hussain Shah, PSHT of GPS Balkhu and a legal notice be issued to the accused in this regard.
2. The charge of Head teacher be handed over to Mr., Shoukat ur Rehman, PST of GPS Balkhu with the direction to regulate the matters in consultation with the PTC of the school.
3. The Manager NBP Havelian branch may be asked to stop payment from the PTC funds to the management of the school till further order.
4. No more grant should be allocated and utilized, atleast, to complete the remaining civil work of Additional Classroom as the existing structure of the classroom has become extremely dangerous.
5. The accused may be directed to resolve the contract/agreement issues with the so called contractors at his own risk and responsibility as the accused is the sole signatory of the unlawful agreement.
6. For avoiding such complications in future it is suggested that ADEO (P&D), SDEO, ADEO Circle and other officials may be directed to visit the progress of work and submit their reports regularly to the District Management of schools.
7. The absent period/days may be converted into Leave Without Pay. The pay received during the absent period/days may be deposited in the Govt: Exchequer and copy of challan may be submitted to the office.
8. Disciplinary action under rule 4 (b)-II of E&D Rules 2011 may be initiated against the accused i-e Compulsory Retirement from Service.

Note: All the statements of the witnesses/accused, annexures, documentary evidences, vouchers/receipts in original are submitted herewith inquiry report. (Pages 66).

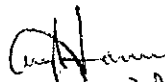
**SIGNATURES OF INQUIRY COMMITTEE:**

Dated: 27-07-2017



27-7-2017

Ikramul Haq, Principal GHS Takia Sheikhan Abbottabad.  
(Inquiry Officer I)



27/7/17


Tariq Samar, Principal GHS Kokal Barseen Abbottabad.

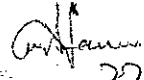


(Inquiry Officer II)

Endst: No. 897-98 dated 27-07-2017.

Copy of the above is forwarded for information to PA to Director E&SE, KP, Peshawar.

  
\_\_\_\_\_  
Signatures I  
27.7.2017

  
\_\_\_\_\_  
27/7/17  
Signatures II



ANNEXURE  
5

SHOW CAUSE NOTICE

I Qazi Tajamal Hussain, District Education Officer (Male) Abbottabad as Competent Authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency and Disciplinary) Rules, 2011 do hereby serve you, Syed Baidar Hussain Shah, PSHT GPS Balkhu (Hajia Gali) Havelian, as follows:-

1. (i) That consequent upon the completion of inquiry conducted against you by the Inquiry Committee, for which you were provided opportunity of hearing, chance of self defence by the Inquiry Committee.
- (ii) On going through the findings and recommendations of the Inquiry Committee, the material on record and other connected papers.

I am satisfied that you have committed the following offences/acts/omissions specified in Rule-3 of the Khyber Pakhtunkhwa, Government Servants (Efficiency & Discipline) Rules, 2011.

- a) You remained wilful absent from duty on 17.6.2015, 5.11.2015, 6.6.2017 to 10.6.2017 and 22.6.2017 without any application/information/approval of the competent authority.
- b) You have committed gross misconduct, corruption and embezzled Rs.1148697/- (Rupees Eleven lac forty Eight Thousand six hundred & ninety seven) in PTC funds/conditional grants.

2. As a result thereof, I as Competent Authority have tentatively decided to impose upon you the major penalty of *COMPLUSORY RETIREMENT FROM SERVICE WITH RECOVERY* of Rs.1148697/- (Rupees Eleven lac forty Eight Thousand six hundred & ninety seven) under Rule-4 of rules ibid.

3. You are, therefore, required to Show Cause regarding your corruption, misconduct, inefficiency and willfull absence from duty, as to why the aforesaid penalties should not be imposed upon you with the direction to deposit the above noted amount into Govt: Treasury and also intimate whether you desire to be heard in person.

4. 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 defence to put in and in that case an ex-parte action shall be taken against you.

COMPETENT AUTHORITY  
su t

Syed Baidar Hussain Shah, PSHT  
GPS Balkhu (Hajia Gali) Havelian

Baidar



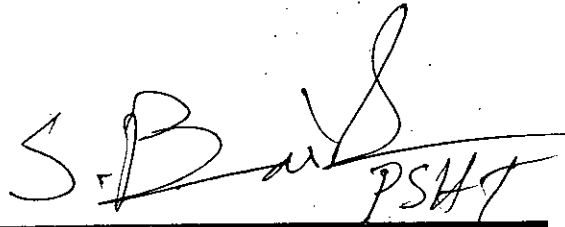
## بخدمت جناب ڈسٹرکٹ ایجوکیشن آفیسر (مردانہ) ایبٹ آباد

جناب عالی!

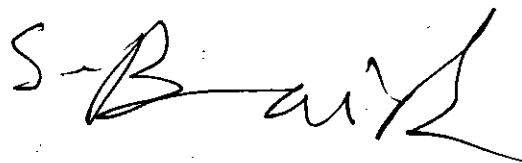
گزارش ہے کہ آپ کے آفس سے مورخہ 25/09/2017 کو شوکا ز نوٹس ملا جس کا جواب حاضر خدمت ہے سر  
17/06/2015 to 05/11/2015 کو بالکل اپنی ڈیوٹی باقاعدگی سے دیتا رہا ہوں سراسر اتذہ کے ساتھ سر میرے  
پاس ریکارڈ موجود ہے آپ حکم کریں میں حاضر خدمت کر دوں گا سر 06/06/2017 to 10/06/2017 کو میں  
بیمار تھا 22/06/2017 کو بھی سر میں بیمار تھا سر میں بلڈ پریشر کا مریض ہوں اور میرا سکول بھی بہت دور ہے سر میں نواں شہر  
سے بل کھوہ جاتا ہوں اور سر میں صبح تقریباً 5 بجے گھر سے نکلتا ہوں تب جا کر سکول میں ٹائم پر پہنچتا ہوں سر تقریباً 80,70  
کلومیٹر سفر بنتا ہے سر سکول کے کام کے بارے میں عرض خدمت ہے کہ سکول کا کام ٹھیکیدار کے پاس تھا کیونکہ میں دور سے  
جاتا تھا ٹھیکیدار کام ادھورہ چھوڑ کر بھاگ گیا لیکن میں نے اپنے طور پر کوششیں کر کے سکول کا کام کروایا سر میرے چھوٹے  
چھوٹے بچے ہیں امید ہے کہ آپ میرے بچوں کا خیال رکھیں گے۔  
آپ کا شکر گزار اور دعا گو رہوں گا۔

مورخہ:- 29/09/2017

العارض



ہیڈ ٹیچر سید بیدار حسین گورنمنٹ پرائمری سکول بل کھوہ۔



OFFICE OF THE DISTRICT EDUCATION OFFICER (M) ABBOTTABADORDER

1. WHEREAS, you Syed Baidar Hussain Shah Primary School Head Teacher GPS Balkhu (Hajia Gali) Havelian was proceeded for having committed the following gross irregularities which constitute inefficiency, misconduct, corruption & habitually absent from duty without prior approval of leave under Rule-3 of the Khyber Pakhtunkhwa, Government Servants (Efficiency & Discipline) Rules, 2011.
2. AND WHEREAS Inquiry Committee was constituted vide this Office Notification issued under Endst No. 7525-29 dated 05.7.2017-2017, whereby charge sheet and statement of allegations were served upon you through SDEO(M) Havelian vide this office Memo No. 7543 dated 06.7.2017.
3. AND WHEREAS, Inquiry Committee submitted its report vide No. 896/GPS dated 27.7.2017, whereby opportunity of hearing and chance of self defence as well as cross examination was provided to you. As per findings and recommendations of inquiry report, you have committed the following charges.
4. AND WHEREAS, you remained willful absent from duty on 17.6.2015, 05.11.2015, 06.6.2017 to 10.6.2017 and 22.6.2017 (08 days) without any application/information/prior approval of the Competent Authority.
5. AND WHEREAS. You have embezzled Rs.1148697/- (Rupees Eleven lac forty Eight Thousand six hundred & ninety seven) in PTC funds/conditional grants.
6. AND WHEREAS. Show Cause Notice regarding your corruption, misconduct, inefficiency and willful absence from duty was served upon you through Sub Divisional Education Officer (Male) Havelian vide this office Memo: No.9344 dated 25.8.2017, wherein major penalty of compulsory retirement from service with recovery of Rs.1148697/- was tentatively imposed upon you.
7. AND WHEREAS on receipt of reply of show cause notice dated 29.9.2017, you were summoned for personal hearing on 18.10.2017 vide this office Memo: No.11171 dated 12.10.2017.
8. AND WHEREAS, you appeared for personal hearing on 18.10.2017 and failed to defend the charges levelled against you.
9. And by reason of the above, charges leveled against you have been proved and you are found guilty of *corruption, misconduct, inefficiency & willful absence* yourself from duty without prior approval of leave under Rule-3 of the Khyber Pakhtunkhwa, Government Servants (Efficiency & Discipline) Rule, 2011.
10. NOW THEREFORE, the Competent Authority in exercise of the power conferred upon him under Rule-4 of Khyber Pakhtunkhwa, Government Servants (Efficiency & Discipline) Rule, 2011 is pleased to impose major penalty of "**COMPLUSORY RETIREMENT FROM SERVICE**" upon Syed Baidar Hussain Shah Primary School Head Teacher GPS Balkhu (Hajia Gali) Havelian with recovery of absent period i.e Rs. 8231/- and embezzled amount of Rs.1148697/- Total Rs.1156928/- (Rupees Eleven lac fifty six Thousand nine hundred & twenty eight) in PTC funds/conditional grants.

Endst No. 12612-17 /PF S.Badair Shah/P&DDISTRICT EDUCATION OFFICER (M)  
ABBOTTABADDated 2/11 /2017

Copy for information &amp; necessary action to the:-

Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshavar  
District Comptroller of Accounts Abbottabad.  
District Monitoring Officer(IMU) Abbottabad.

Sub Divisional Education Officer (M) Havelian with the direction that necessary entry may be recorded in his service book, recovery of absent period be made through pensionary benefits & embezzled amount through cross cheque in the PTC Account.

5. Assistant Programmer EMIS Branch Local Office

6. Syed Baidar Hussain Shah Primary School Head Teacher GPS Balkhu(Hajia Gali) Havelian with the direction to deposit Rs.1148697/- (Rupees Eleven lac forty Eight Thousand six hundred & ninety seven) within in fifteen days after the issuance of this letter in the PTC Account, failing which your case will be forwarded to Anti Corruption Department for registration of FIR regarding recovery of the said amount under the relevant Sections of law.

25  
2/11  
Assistant Sub Divisional  
Education Officer  
Havelian

DISTRICT EDUCATION OFFICER (M)  
ABBOTTABAD



To

The Hon'ble Director,  
Elementary & Secondary Education,  
Khyber Pakhtunkhwa,  
Peshawar.

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ANNEX I

SUBJECT: DEPARTMENTAL APPEAL AGAINST THE IMPUGNED ORDER ENDST NO.12012-17 DATED 02.11.2017 PASSED BY LEARNED DEO(M) ABBOTTABAD:

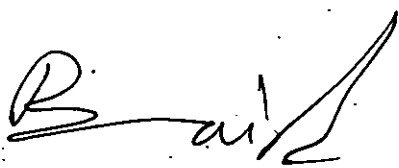
Respected Sir,

*I humbly submit as under:-*

1. That appellant (*DEFUNCT EMPLOYEE*) had served the Department since long with utmost devotion, dedication and punctuality till now and appellant possess unblemished service track record.
2. That appellant is innocent who did not commit any such like alleged offence and an investigation / inquiry on the issue of embezzlement and against original culprits is not conducted rather appellant is burdened with the whole matter in one single partial inquiry which is unwarranted at law and the competent authority merged the matter of alleged leave with the alleged corruption in one single impugned order which is illegal and unlawful.
3. That the documents which appellant produced during inquiry have not been considered / inquired about and the matter was decided solely against the appellant which is merely an illegality. Moreover with regard to the matter of alleged embezzlement appellant himself approached the DEO(M) and DRC of Police Station Havelian for due redress as per law. (*Documentary evidence containing medical record etc alongwith snap shots shall be produced before this good office*)
4. That with regard to the alleged corruption, the matter was neither referred / forwarded to relevant department / Anti-Corruption or Education department inquiry which depicts malafide of the department.
5. That appellant has not been provided the opportunity of personal hearing, self defense and cross examination in accordance with relevant Law / Rules and the entire activity is conducted in utter violation of the settled rules.
6. That appellant has categorically stated and proved his stance through documentary evidence but the same were not considered as such moreover appellant being Head Teacher was assigned dual duty which was not provided under the law / rules additionally appellant desires to be heard in person before this good office as well.

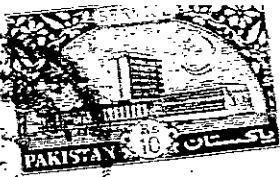
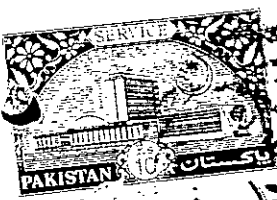
On acceptance of this departmental appeal, it is humbly prayed that impugned order Endst No.12012-17 dated 02.11.2017 passed by learned DEO(M) Abbottabad may graciously be set aside and appellant may kindly be exonerated of the charges leveled against him. Any other relief which appellant has not specifically asked but is entitled for in may kindly be granted in the best interest of justice.

Dated:- 30/11/2017



Thanking you in anticipation.  
Syed Baidar Hussain Shah  
Head Teacher Defunct  
S/o Syed Afzal Hussain Bukhari  
CNIC#13101-6473186-9  
Resident of Mohallah Upper Narian,  
Nawansher Town Committee, Tehsil and  
District Abbottabad.  
Mobile No.0323-9808261





TEACHER  
Director (E&SE)  
Peshawar.

37

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**DIRECTORATE OF ELEMENTARY & SECONDARY  
EDUCATION KHYBER PAKHTUNKHWA,  
PESHAWAR**

No. 5770 / F.No. : A-10/Vol-I/ Appeal PST(M) General.  
Dated: 25/7 /2019.

To

The District Education Officer  
(Male) Abbottabad.

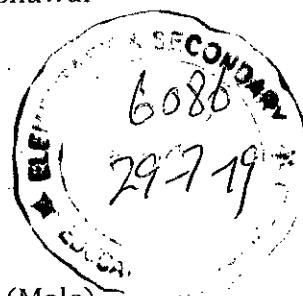
Subject: - REUUEST FOR DECISION ON DEPARTMENTAL APPEAL BY COMPLAINANT  
SYED BAI DAR HUSSAIN SHAH R/O ABBOTTABAD SS-1287.

I am directed to refer to your letter No. 4193 dated 08/04/2019 on the subject cited above and to ask you that the case/appeal in respect of Mr. Syed Baidar Hussain Shah r/o Abbottabad, has been examined/analyzed by this office. Hence inform the appellant concerned that his appeal has been rejected by the Appellate Authority.

*[Signature]*  
24/07/2019  
Assistant Director Estab (Male)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa Peshawar  
\* 24/7/2019

Endst No. \_\_\_\_\_  
Copy of the above is forwarded to:-

1. Mr. Syed Baidar Hussain Shah r/o Abbottabad.
2. PA to Director E&SE local Office.
3. Master File.



Assistant Director Estab (Male)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa Peshawar

*[Signature]*  
Pl. Keep  
in Record

27-7-19

PTO


*[Signature]*

OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) ABBOTTABAD

Epst: No. 8480 / Inq Baidar Shah

Dated 5/9 /2019

Copy forwarded for information to the Sub Divisional Education Officer (Male) Havelian with the direction to intimate the teacher concerned.

  
DY: DISTRICT EDUCATION OFFICER (M)  
ABBOTTABAD

119

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**OFFICE OF THE SUB DIVISIONAL EDUCATION OFFICER**  
**MALE HAVELIAN**

No. 1741

Dated 26/09 /2019

To

Mr. Syed Baidar Hussain Shah  
Ex PSHT GPS Balkhoo Circle Hajia Gali  
Abbottabad

Subject: **REQUEST FOR DECISION OF DEPARTMENTAL APPEAL BY COMPLAINANT SYED BAIDAR HUSSAIN SHAH R/O ABBOTTABAD SS-1287**

Memo:

Reference letter bearing Endst No. 5980/Inq Baidar Shah dated 05.09.2019 issued by DEO (M) Abbottabad.


It is therefore inform you that your appeal has been rejected by the appellate authority.

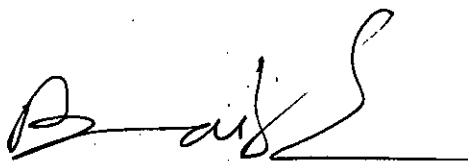
  
Sub Divisional Education Officer  
Male Havelian

Endst No. \_\_\_\_\_ Dated \_\_\_\_\_

Copy to the: -

1. District Education Officer (M) Abbottabad for information with reference to his above referred letter.

  
Sub Divisional Education Officer  
Male Havelian



**BEFORE THE HONORABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL**  
**PESHAWAR CAMP COURT ABBOTTABAD**

Appeal No. 1404/2019

Syed Baidar Hussain Shah .....Appellant

**VERSUS**

Government of Khyber Pakhtunkhwa & Others..... Respondents

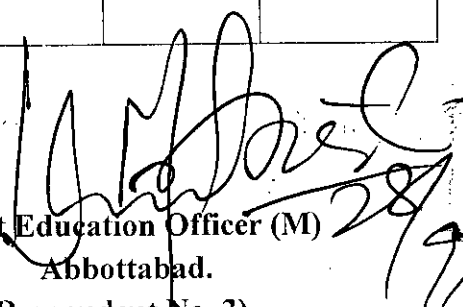
**SERVICE APPEAL**

**JOINT PARA WISE COMMENTS ON BEHALF OF RESPONDENTS**

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Dated: 01/10/2020

  
District Education Officer (M)  
Abbottabad.  
(Respondent No. 3)

**BEFORE THE HONORABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL**  
**PESHAWAR CAMP COURT ABBOTTABAD**

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**VERSUS**

Government of Khyber Pakhtunkhwa & Others..... Respondents

**SERVICE APPEAL**

**JOINT PARA WISE COMMENTS ON BEHALF OF RESPONDENTS**

**Respectfully Sheweth:-**

Comments on behalf of respondents are submitted as under:-

**PRELIMINARY OBJECTION:-**

1. That the appellant has no cause of action to file the instant appeal.
2. That the appellant has no locus standi to file the present appeal.
3. That the appellant did not come to this Honorable Tribunal with clean hands.
4. That the present appeal has been filed to pressurize and blackmail the respondents.
5. That instant appeal is hopelessly time barred hence, liable to be dismissed.
6. That the instant appeal is not maintainable in its present form hence, liable to be dismissed.
7. That the appellant has suppressed the material facts from this Honorable Tribunal, hence, not entitled for any relief and appeal is liable to be dismissed without any further proceeding.
8. That impugned order dated 02-11-2017 was issued after observing all the codal formalities hence, instant appeal is liable to be dismissed without any further proceedings.

**Factual Objections:-**

1. That the Para No. 1, of the instant service appeal relates to the service record of the appellant hence, need no comment.
2. That the Para No. 2, of the instant service appeal relates to record hence, need no comment.
3. That the Para No. 3, of instant service appeal is correct to the extent of conditional grant funds while rest of the para as composed is incorrect hence, denied as handover the construction work under conditional grants to a

contractor is a Gross violation of prevailing PTC Rules. (Copy of the PTC Rules is annexed herewith as annexure "A").

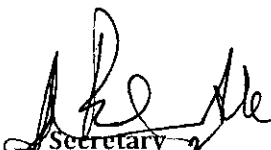
4. That the Para No. 4, of the instant service appeal as composed is incorrect hence, denied, The chairman and other members of PTC have not been involved during the constructional works and signatures of the chairman PTC on various cheques are found fake. (Copy of the statement of the chairman PTC is annexed herewith as annexure "B").
5. That the Para No. 5, of the instant service appeal as composed is incorrect hence, denied, appellant violated the prevailing PTC Rules and never involved the chairman PTC and withdrew the heavy amount with his forged signatures.
6. That the Para No. 6, of the instant service appeal is correct.
7. That the Para No. 7, of the instant service appeal is correct.
8. That the Para No. 8, of the instant service appeal relates to record.
9. That the Para No. 9, of the instant service appeal is relates to record.
10. That the Para No. 10, of the instant service appeal is correct.
11. That the Para No. 11, of the instant service is correct.
12. In reply to Para No. 12, of the instant service it is submitted that after observing all the codal formalities impugned order dated 02-11-2017 was issued.
13. That the Para No. 13, of the instant service appeal relates to record.
14. That the respondents defend the impugned order inter-alia on the following grounds.


**GROUND:-**

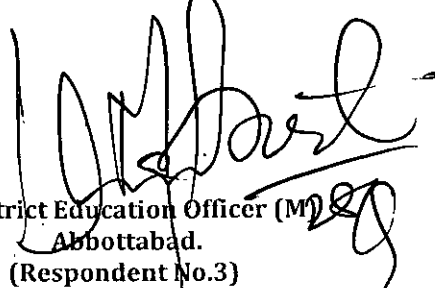
- a. That ground a, as composed is incorrect hence, denied.
- b. That ground b, as composed is incorrect hence, denied as regular inquiry has been conducted under the E&D Rules 2011.
- c. That ground c, as composed is incorrect hence, denied. As per teacher attendance register appellant remain willful absent from duty on 17-06-2015, 05-11-2015, 06-06-2017 to 10-06-2017 & 22-06-2017 (8) days without any application/information/prior approval of the competent authority. (Copy of the attendance register is annexed herewith as annexure "C").
- d. That ground d, as composed is incorrect hence, denied. Inquiry committee provided an opportunity of cross examination to the appellant and same was availed by the appellant. Furthermore, appellant was summoned for personal hearing on 18-10-2017 vide memo No. 11171 dated 12-10-2017 and appellant appeared on 18-10-2017 and failed to defend the charges levelled against him. (Copy of cross examination record and personal hearing dated 17-10-2017 is annexed herewith as annexure "D" & "E").

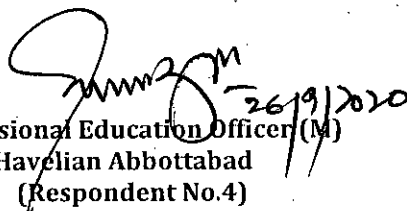
- e. That ground e, as composed is incorrect hence, denied as comprehensive reply has already been given in ground c.
- f. That ground f, of the instant service appeal as composed is incorrect hence, denied.
- g. That ground g, as composed is incorrect hence, denied as appellant violated the prevailing PTC Rules and hired a contractor on his own risk and cost.
- h. That ground h, as composed is incorrect hence, denied.
- i. That ground i, as composed is incorrect hence, denied.
- j. That ground j, as composed is incorrect hence, denied as opportunity of personal hearing was afforded to the appellant vide letter No. 11171 dated 12-10-2017 and same was availed by the appellant and he submitted his statement on 18-10-2017 regarding the proceedings of personal hearing. (Copy of statement of the appellant regarding personal hearing is annexed herewith as annexure "F").
- k. That ground k, as composed is incorrect hence, denied.
- l. That ground l, as composed is incorrect hence, denied.
- m. No comment.
- n. That the respondents seek leave of this Honorable Tribunal to raise additional points at the time of arguments.

It is, therefore, very humbly prayed that in the light of forgoing comments the service appeal in hand may graciously be dismissed with cost throughout.

  
Secretary  
E&SE Khyber Pakhtunkhwa  
Peshawar.  
(Respondent No.1)

  
Director  
E&SE Khyber Pakhtunkhwa  
Peshawar  
Elementary Education  
Khyber Pakhtunkhwa  
(Respondent No.2)

  
District Education Officer (M)  
Abbottabad.  
(Respondent No.3)

  
Sub Divisional Education Officer (M)  
Havelian Abbottabad  
(Respondent No.4)  
26/9/2020



**BEFORE THE HONORABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL**  
**PESHAWAR CAMP COURT ABBOTTABAD**

Appeal No. 1404/2019

Syed Baidar Hussain Shah .....Appellant

**VERSUS**

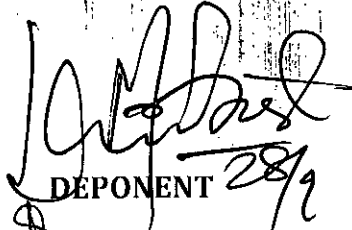
Government of Khyber Pakhtunkhwa & Others..... Respondents

**SERVICE APPEAL**

**JOINT PARA WISE COMMENTS ON BEHALF OF RESPONDENTS**

**AFFIDAVIT**

I, Mr. Muhammad Shukat, District Education Officer (M) Abbottabad, do hereby affirm and declare that the contents of forgoing comments are correct and true according to the best of my knowledge and belief and nothing has been suppressed from this Honorable Tribunal.

  
DEPONENT 28/9

## Introduction to PTC

Teacher Councils (PTCs) men and women have been established for improving;

1. The access and quality of education through active participation and support by parents and community at large to educational management at school level,
2. Get repairs and maintenance work done,
3. Timely execution of other developmental activities in the school.

Substantial financial & administrative powers have been devolved at the school level with PTCs given the authority to utilize the school funds, in a transparent and honest manner for the purposes laid above and by identifying and assigning priority to relevant 'school needs'.

## Functions of the PTCs

1. Efforts for increase in enrollment by working towards bringing the out of school children to the fold of education, in close association with the communities and parents

## پی ٹی سی کا تعارف

والدین اور اساتذہ کی تنظیم برائے مردانہ و زنانہ سکول کے قیام کا بنیادی مقصد درجہ ذیل کی بہتری کا حصول ہے۔

(الف) مہیاری تعلیم کے حصول کے لئے سکول کی سطح پر انتظامیہ سے والدین کا تعاون اور تعلیم کے فروغ کے لیے معاشرہ کا مثبت کردار اجاگر کرنا۔

(ب) سکول کی تعمیر و مرمت میں کردار ادا کرنا۔

(ج) سکول کے ترقیاتی کاموں کے بروقت تکمیل میں مدد دینا ہے۔

والدین کی تنظیموں کی سکول کی سطح پر مالی اور انتظامی اختیارات دیئے گئے ہیں تاکہ وہ شفاف اور دیانتداری سے ان اختیارات کو بروئے کار لاتے ہوئے سکول کی ضروریات کو مد نظر رکھتے ہوئے ذرچہ بالا مقاصد کا حصول ممکن بنایا جاسکے۔

## پی ٹی سی کے فرائض:

1. وہ بچے جن کی عمر سکول جانے کی ہے اور وہ سکول نہیں جا رہے ہیں ان بچوں کو سکول لانے کے لیے والدین و اساتذہ کی انجمن سماجی سطح پر کوشش کریں۔

## Vision

A prosperous society in which PTCs contribute directly to the process of public education and by introducing social accountability, gender responsiveness and overall, for achieving educational outcomes.

## Mission

Fostering education development at grass root level through central and integral role of PTCs as drivers for change, with clear focus on oversight and support to school management, promoting social accountability and gender responsiveness for improving gender responsive education delivery and overall work for better educational outcomes.

## Brief introduction

The establishment of Parents Teacher Council, PTC (known as PTA in past) is a revolutionary step towards community participation and devolutions of financial & administrative powers at the school level. The schools' Council has been empowered to utilize the school funds on need basis on its discretion. Under this policy, the responsibility of improvement in the condition of the school directly lies on the parents, teachers and especially school Councils.

Anx "A" (OS)

تصور:

تعلیمی مقاصد کے حصول کے لیے کسی مہذب معاشرہ میں والدین کی انجمن، سرکاری سکولوں میں سماجی احتساب اور بچوں/بچیوں کی تعلیم میں اہم کردار ادا کر سکتی ہیں۔

مقصد:

بنیادی سطح پر تعلیمی استعداد کی بہتری کے لیے پی ٹی سی کا بھرپور اور مرکزی کردار ہی تبدیلی کی ضمانت ہے۔ سکول انتظامیہ کی سہولت سماجی احتساب اور طلباء و طالبات کو تعلیم کی یکساں سہولیات کی فراہمی کے ساتھ مجموعی تعلیمی مقاصد حاصل ہوں۔

مختصر تعارف:

پی ٹی سی (جسے پہلے پی ٹی اے کہا جاتا تھا) کا قیام سکول کی سطح پر مالی اور انتظامی اختیارات کی منتقلی اور کمیونٹی کی شرکت کا ایک انقلابی قدم ہے۔ ہر سکول کو نسل کو اختیار دیا گیا ہے کہ وہ سکول فنڈز کو اپنی صوابدید اور ترجیحات کے مطابق خرچ کرے۔ اس پالیسی سے سکولوں کی حالت سدھارنے کی ذمہ داری براہ راست والدین اور اساتذہ بالخصوص سکول کو نسل پر عائد کی گئی ہے۔

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6. Provide financial assistance to the most deserving children.

6. مستحق طلباء کی مالی مدد کرنا۔

7. Support in improving the overall learning environment and for teachers to be more friendly and gender sensitive.

7. تدریسی ماحول کی بہتری کے لیے مدد کرنا اور اساتذہ کے بچے اور بچیوں کے ساتھ دوستانہ رویہ کے فروغ کے لیے کوشش کرنا۔

8. Make efforts for inculcating patriotism, balance and social responsibility in children. Experiment of child friendly spaces where children can play character building of the students.

8. بچوں میں حب الوطنی، توازن اور سماجی ذمہ داریوں کو پروان چڑھانا۔ بچوں کو ایسے مواقع فراہم کرنا جس کی بنیاد پر ان میں اخلاقی اقدار کی پہچان فروغ پائیں۔

9. Make focused efforts to provide the 'right to play' for all school girls and boys especially girls studying in boys schools.

9. بچوں اور بچیوں کے کھیلنے کو دینے کے حقوق کو پروان چڑھانا خصوصاً ان بچیوں کو جو لڑکوں کے سکول میں تعلیم حاصل کر رہی ہیں۔

10. Help the school staff in organizing curricular & co-curricular activities.

10. سکول عملہ کے ساتھ نصابی و غیر نصابی سرگرمیوں کو سرانجام دینے کے لئے تعاون کرنا۔

11. Ensure regular attendance of the teacher and in case of their continuous absence (more than 3 days) and poor performance, report to the concerned authorities.

11. اساتذہ کی حاضری کو یقینی بنانا اور مہینے میں تین دن سے زیادہ غیر حاضری یا غیر تسلی بخش کارکردگی کا مظاہرہ کرنے والے اساتذہ کے متعلق ذمہ دار حکام کو اطلاع دینا۔

in particular, to make sure that all school age children are attending the school.

2. Create awareness about importance of education & motivate parents to send their children particularly girls to schools.

2. تعلیم کی اہمیت کو اجاگر کرنا اور ان والدین کو متحرک کرنا جن کے بچے خصوصاً بچیاں سکول نہیں جاتیں تاکہ وہ تعلیم کی جانب راغب ہو سکیں۔

3. Work actively to reduce drop outs (ultimate goal is to eliminate drop outs), motivate parents' regarding education of their children, provide gender responsive conducive teaching environment and extend full cooperation in this regard.

3. سکول چھوڑنے کے رجحان کے خلاف تدریسی سے کام کرنا، والدین کو بچوں کی تعلیم کی طرف راغب کرنا اور بچہ و بچی کی تیز رفتاری بغیر سب بچوں کے حصول تعلیم کے لیے محنت کرنا۔

4. Prepare gender responsive School Improvement Plan (sample format attached as annexure 12) with active involvement of parents & community.

4. والدین اور معاشرہ کے اشتراک سے تمام بچوں اور بچیوں کو تعلیم کی طرف راغب کرنا اور بچہ و بچی کی تیز رفتاری بغیر سب بچوں کے حصول تعلیم کے لیے محنت کرنا۔ (نمونہ نمبر 12)

5. Organize walks, debates and other activities on the National festivals, so as to encourage the students and propagate the importance of education.

5. تعلیم کی اہمیت کو اجاگر کرنے اور بچوں کی حوصلہ افزائی کے لیے قومی تہواروں کے موقع پر واک، مباحثے اور دوسری مختلف تقاریب کا اہتمام کرنا۔

ASSTD  
[Handwritten signature]

17. Address problems of students and teachers particularly female students and teachers so that educational activities are not disrupted.

18. Help in maintaining good working relations between the community and governmental and non-governmental organizations for the betterment of the school.

19. Utilize the resources provided by the government & Community (funds, equipment and human power) for the betterment of the school.

20. Provide funds for the requirements identified by the students or teachers.

21. Monitor performance of teaching in view of the lesson plans and guidelines.

22. Award scholarships and prizes to the students on the basis of prescribed criteria.

23. Take any other steps related to educational activities in the school.

17. اساتذہ طلباء اور خصوصاً طالبات اور خواتین اساتذہ کے مسائل حل کرنا تاکہ تدریسی عمل پر منفی اثر نہ پڑے۔

18. تعلیمی ادارے کی بہتری کے لیے مقامی آبادی، حکومت اور سماجی تنظیموں کے ساتھ اچھے روابط رکھنا۔

19. سرکار یا عوام سے ملنے والے فنڈز کو مقامی افرادی قوت کو بروئے کار لاتے ہوئے سکول کی بہتری کیلئے استعمال کرنا۔

20. طلباء اور اساتذہ کی نشاندہی پر ضرورت کے مطابق رقم خرچ کرنا۔

21. اساتذہ کی کارکردگی بمطابق اسباق منصوبہ سازی اور ہنما خطوط کی نگرانی کرنا۔

22. پہلے سے وضع کردہ قواعد کے مطابق وظیفہ و انعامات کی فراہمی۔

23. اپنے طور پر ایسے اقدامات کرنا کہ تعلیمی امور بہتر طریقے سے انجام پائیں۔

12. To issue warnings to the teachers for their continuous absence from duty.

13. Make arrangements including supervision, for the repair and maintenance of the school.

14. Prioritize needs, plan and procure/purchase of furniture, science and other equipment necessary for educational activities in the school from appropriate vendors (Technical inputs of the department be sought where required).

15. Prioritize needs, plan and procure (or undertake themselves) including supervision for provision of basic facilities and monitoring of construction of additional rooms/missing facilities including separate washroom for girls studying in boys schools.

16. Make arrangements or undertake themselves, the repair of furniture in the school.

12. مسلسل غیر حاضر اساتذہ کو تنبیہ کرنا۔

13. سکول کی مرمت اور نگرانی کے لیے انتظامات کرنا۔

14. سکول کی ضروریات، بہتری کے منصوبے اور سکول کے تعلیمی سرگرمیوں کے لیے سائنس اور دیگر سامان کی خریداری کے لیے ترجیحات کا تعین کرنا اور جہاں ضرورت ہو محکمہ کی خدمات بھی حاصل کی جاسکتی ہے۔

15. سکول کی ضروریات کی ترجیحی بنیاد پر منصوبہ سازی، مقاصد کے حصول کے لئے اپنے آپ کو مستعد کر کے بنیادی آسائش کی فراہمی، اسکی نگرانی اور اضافی کمروں کی تعمیر اور لڑکوں کے سکول میں زیر تعلیم لڑکیوں کے لیے علیحدہ لٹرین/واش روم کی سہولت کا انتظام کرنا۔

16. فرنیچر کی فراہمی اور اسکی مرمت کے انتظامات کرنا۔

## Composition of PTC – Membership and Elections

The following should be the composition of a Parents Teachers Council with total of 8 members:

1. Four elected parents, who will elect a Chairperson from among them.
2. The Principal / Head Master / Head Mistress / Head Teacher of the school shall be the Secretary-cum-Member of the Council.
3. An influential person from the same locality, who will be chosen by the parents.
4. A retired government servant from the same locality/settlement.
5. A Councilor of the respective gender from the same locality where the school is situated.

## PTC کی ترتیب

PTC کی ہیئت ترتیب درجہ ذیل ہوگی جبکہ کل ممبران کی تعداد آٹھ ہوگی۔

1. پہلے مرحلہ میں سکول کے بچوں اور بچیوں کے والدین میں سے چار والدین کا انتخاب کریں گے۔ وہ چار آپس میں کسی ایک بندہ کو منتخب کریں گے۔ جو کہ چیئر پرسن ہوگا۔
2. سکول کا ہیڈ ٹیچر، ہیڈ ماسٹر/ ہیڈ مسٹریس یا پرنسپل PTC کے سیکرٹری اور ممبر ہوں گے۔
3. مقامی آبادی سے بااثر شخصیت کو والدین منتخب کریں گے۔
4. مقامی آبادی سے کسی سابقہ سرکاری ملازم کو ممبر نامزد کیا جائے گا۔
5. ایک کونسلر متعلقہ صنف سے مقامی آبادی جہاں پر سکول واقع ہو لیا جائے گا۔

24. PTC can appoint teachers against vacant post on temporary basis. Payment to temporary teachers shall be made in the form of subsistence allowance.

24. پی ٹی سی کو اختیار ہوگا کہ سکول میں خالی آسامی پر موزوں ٹیچر تعینات کروائیں گزارہ الاؤنس پی ٹی سی فنڈ سے ادا کیا جائے گا۔

25. Disseminate information on, Government related schemes for improving the state of Education especially those to promote girls' education, to all parents.

25. عوام کے ساتھ معلومات کا تبادلہ۔ تمام حکومتی اقدامات خصوصاً بچیوں کی بہتری کے منصوبوں سے متعلق معلومات پر مقامی لوگوں سے تبادلہ خیال کرنا اور ان تک معلومات پہنچانا۔

26. Participate in the annual school census undertaken by Education Management Information System or for any other purpose.

26. محکمہ تعلیم سے متعلق سالانہ شماریاتی (EMIS) مہم میں حصہ لینا اور موجود رہنا۔

27. Sensitize teachers on ban on corporal punishment and that a hotline (0800 33857) has now been setup for the purpose, by the Provincial E&SE Department.

27. اساتذہ کو جسمانی سزا کے نقصانات سے آگاہ کرنا اور انھیں ہاٹ لائن (0800 33857) سے آگاہ کرنا جو اسی مقصد کے لیے محکمہ تعلیم نے قائم کیا ہے۔

28. Sensitize children and parents that for complaints redressal in particular to corporal punishment, a mechanism in the form of a toll free hotline has been put in place.

28. بچوں اور والدین کو جسمانی سزا پر پابندی سے متعلق آگاہ کرنا اور انھیں ہاٹ لائن سے آگاہ کرنا جو اسی مقصد کے لیے قائم کیا گیا ہے۔

29. Awareness raising among the community on enrolling disable children.

29. ذہنی اور جسمانی طور پر معذور بچوں کی تعلیم سے متعلق معاشرہ میں آگاہی پیدا کرنا۔

PTC کے ممبر کے انتخاب کے لیے شرائط

1. صرف وہ والدین بطور ممبر منتخب ہوں گے جنکے بچے اسی سکول میں پڑھتے ہوں۔
2. اگر بااثر شخصیت اور ریٹائرڈ سرکاری ملازم (شمارہ ۵-۴) دستیاب نہ ہوں تو بچوں اور بچیوں کے والدین میں سے دو مزید ممبروں کا انتخاب کیا جاسکتا ہے۔
3. سہولت کی خاطر PTC کسی دو ایسے رضاکار کو بھی اپنے ساتھ اضافی ممبر رکھ سکتے ہیں جو ان کو بہتر تھماؤ دے سکیں۔
4. PTC کے ضلعی عمومی مجلس عامہ میں نمائندگی کے لیے یو سی کی سطح پر ایک ممبر کو نامزد کیا جائے گا۔

PTC کے اراکین کے انتخاب کا طریقہ

1. والدین اراکین کے انتخاب کم از کم 25 فیصد مجلس عامہ (سکول میں پڑھنے والے بچوں کے والدین) کے اراکین کریں گے۔
2. چیئر پرسن متعلقہ چار منتخب والدین اراکین میں سے ہوگا۔

Election for Membership: requirement

1. Only those Parents should be elected as members whose children are currently studying in the same school.
2. If the members at Serial No. 4 & 5 above (PTC Composition) are not available, than two more members should be selected among parents of children enrolled in the very school.
3. Volunteers (2-3 members) will be included as co-opted members for suggestions and facilitation.
4. UC-wise focal person will be nominated for the District General Body of the PTC.

Election Procedure for PTC Members

1. The parent members shall be elected by at least 25% of the General Body of the parents.
2. The Parents members shall elect a Chairperson from among them.

3. PTC کے اراکین کا انتخاب تین سال کے لیے ہوگا۔

4. کسی ممبر کا بچہ سکول چھوڑ دے تو اسکی رکنیت خود بخود ختم ہو جائے گی۔

5. PTC کا کوئی ممبر بغیر کس معقول وجہ کے مسلسل تین بار اجلاس سے غیر حاضر رہے تو اسکی رکنیت ختم ہو جائے گی۔

6. زنانہ سکول میں پی ٹی سی اراکین زنانہ ہوں گی جبکہ لڑکوں کے سکول میں مرد اور خواتین دونوں PTC کے ممبران ہوں گے۔

7. 50 فیصد والدین کی حاضری کو انچارج انتخابات یقینی بنائے گا۔

8. ممبر کی خالی آسامی کو مردوجہ طریقہ کار سے فوراً پُر کیا جائے گا۔

3. Members of the PTC shall be elected / chosen for a period of three academic years. There after a fresh Council shall be elected.
4. If the child of a Member parent leaves the school, the parent member shall cease the membership of the Council. The general body of the parents shall elect another parent member in place of him/her within a month.
5. Failure to attend more than three consecutive PTC meetings without valid reason would lead to dissolution of membership.
6. PTC for female schools shall consist of female members only. However, PTC for male school shall consist of both male & female members.
7. 50% availability of parents will be ensured by the Cluster-in-charge during the election.
8. The seat vacated due to any reason shall be filled immediately in the prescribed manner.

## Business

1. The PTC meeting will give endorsement of the decisions of the previous meeting.
2. The agenda of the meeting should include business related to the functions laid down here, covering aspects of planning, implementing, monitoring and outputs / outcomes of these functions.
3. Review of the progress on the decisions taken in the previous meeting.
4. Identification of new issues and discussion thereon.
5. Preparation of future plan of action.
6. Conduct business on any or all matters related to the functions of PTCs as laid down in these guidelines.
7. Minutes of each meeting will be recorded, approved by the members and kept in the council's record.

1. پہلے مرحلے میں گذشتہ اجلاس کے کارروائی کی منظوری دی جائے گی۔

2. اجلاس کی کارروائی کے لیے ایجنڈا واضح ہوگا جو سکول کی ترقی کے لیے منصوبہ بندی، معائنہ اقدامات اور اس کے نتائج کو مد نظر رکھتے ہوئے تیار ہوگا۔

3. پچھلے اجلاسوں میں اٹھائے گئے اقدامات کا جائزہ لیا جائے گا۔

4. نئے مسائل کی نشاندہی اور اس کے لیے اقدامات تجویز کئے جائیں گے۔

5. مستقبل کے امور کے بارے میں منصوبہ بندی کی جائے گی۔

6. اس گائیڈ لائن کی روشنی میں دیگر کسی بھی دفعہ سے متعلق بحث کی جائے گی۔

7. اجلاس کی کارروائی لکھی جائے گی اور ممبران کی منظوری کے بعد کونسل (PTC) کے ریکارڈ کا حصہ ہوگی۔

## کارروائی

9. DEO will notify the elected PTCs in High/Higher Secondary Schools and Cluster-In-Charge will notify the elected PTCs of concerned middle and Primary Schools, within 5 days of elections.

## Conducting Business by PTC.

1. At least four members (50%) shall constitute the quorum for the Council's meeting.
2. The General Body of Parents will have to review the performance of PTC in a General Body meeting to be convened by the Chairperson after each 6 months.
3. All the decisions related to general and particular financial matters shall be taken with majority vote.
4. Meeting of the PTC shall be convened at least on monthly basis as well as whenever there is a need to do so.
5. Emergency meeting of the Council can be convened on the written request of three members.

*(Handwritten signature)*

9. PTC کے انتخاب کے پانچ دن کے اندر ڈی ای او (DEO) ہائی اور ہائیئر سیکنڈری کے لیے اور کلسٹر انچارج متعلقہ پرائمری اور میڈل سکول کے لیے پی ٹی سی کا نوٹیفیکیشن کرے گا۔

## PTC کی کارروائی

1. پی ٹی سی کے لئے کورم 50% ہوگا یعنی کم از کم چار ممبران کی موجودگی میں اپنا اجلاس جاری رکھ سکیں گے۔
2. والدین کے مجلس عاملہ پی ٹی سی کی کارکردگی مانیٹر کرے گی اور اس سلسلے میں جنرل باڈی کی میٹنگ بلائی جائے گی جس کو چئیر پرسن ہر چھ ماہ بعد منعقد کریں گے۔
3. سکول سے متعلق تمام حل طلب فیصلے بالعموم مالی امور بالخصوص اکثریت رائے سے فیصلہ ہوں گے۔
4. پی ٹی سی کا اجلاس ماہانہ بنیادوں پر ہوگا اور یہ وقت ضرورت کسی وقت بھی اجلاس طلب کیا جاسکتا ہے۔
5. کم از کم تین ممبران کی درخواست پر ہنگامی اجلاس طلب کیا جاسکتا ہے۔

7. Operate bank account along with the Secretary of the council.

7. بینک اکاؤنٹ کو نسل کے سیکرٹری کے ساتھ مشترکہ طور پر چلائے گا۔

### Responsibility of the Secretary:

1. Record keeping and safeguard of all documents including school results, minutes, registers, cheque book, bills & vouchers.
2. Ensure that all the members have been invited & informed on time for attending the meeting
3. Prepare agenda of the meeting in agreement with the Chairperson.
4. Prepare progress report of the PTC performance
5. Prepare details of income and expenditure, share the same with all the PTC members at least on quarterly basis, present the details in the PTC meeting and cause to display the same on the notice board.

### سیکرٹری کی ذمہ داریاں

1. پی ٹی سی سے متعلق جملہ دستاویزات، رجسٹرز، چیک بک اور رسیدات کو محفوظ رکھنا سیکرٹری کی ذمہ داری ہوگی۔
2. وقت پر تمام ممبران کو اجلاس کے دعوت نامے تقسیم کرنا اور ان کی شمولیت کو یقینی بنانا۔
3. چیئر پرسن کی مشاورت سے اجلاس کا ایجنڈا تیار کرنا۔
4. پی ٹی سی کے اقدامات اور کئے گئے فیصلوں پر مفصل رپورٹ تیار کرنا۔
5. سہ ماہی بنیادوں پر آمدن اور خرچ کے گوشوارے تیار کر کے پی ٹی سی کے اجلاس میں پیش کرنا اور دیوار یا سکول کے نوٹس بورڈ پر آویزاں کرنا۔

### Responsibilities of the Chairperson, Secretary, Cluster-in-charge and E&SED Officials;

چیئر پرسن، سیکرٹری، کلستر انچارج اور محکمہ ابتدائی و ثانوی تعلیم کے افسران کی ذمہ داریاں

### Responsibility of the Chairperson

1. Preside over all the meetings.
2. Ensure frequent meetings are held.
3. Bring ownership of the community in the process and seek their views / suggestions where possible.
4. Ensure transparent and efficient financial and procurement management in accordance with the guidelines and delegated powers herein.
5. Make all necessary efforts to foster education process in the schools and lead the PTC in performing its functions.
6. Keep liaison with the concerned officials of the Elementary & Secondary Education, Civil Society and the community for improved results.

### چیئر پرسن کی ذمہ داریاں:

1. تمام اجلاسوں کی صدارت کرے گا۔
2. اجلاسوں کا انعقاد یقینی بنائے گا۔
3. مقامی آبادی اور والدین کو اس طرح ان امور کی طرف مائل کرے کہ وہ اس تمام کاروائی میں اپنے ذاتی کام کے طور پر دلچسپی لیں۔
4. اختیارات کے استعمال کو شفاف اور موثر مالی انتظام اور خریداری کے مراحل کو گائیڈ بک میں دیئے گئے اصولوں کے مطابق یقینی بنائے۔
5. تعلیمی استعداد کی ترقی کے لیے پی ٹی سی کی کارکردگی بہتر بنائے۔
6. مقامی آبادی، والدین اور محکمہ کے افسران کے ساتھ بہتر تعلقات رکھیں تاکہ سکول کی کارکردگی بہتر بنائی جاسکے۔



**Responsibilities of the Elementary & Secondary Education Department Officers:**

1. Resolve problems identified /reported by the PTC.
2. The ASDEO Circl In-Charge or other concerned officers of the District Government may participate in the PTC meetings whenever possible.
3. Help in the opening of bank account for the Council.
4. On the request of the PTC or School, bring the situation or issues which cannot be amicably settled between at PTC/School level, in the notice of higher authorities for remedy. Resolve issue if there is any between PTC and school staff.
5. Ensure disciplinary action against the teacher/staff within 10 days if the complaint proves correct.
6. Review and approve the recommendations regarding grant of scholarships and appreciation certificates.

**محکمہ ابتدائی و ثانوی تعلیم کے افسران کی ذمہ داریاں**

1. پی ٹی سی کی نشاندہی پر مسائل کو حل کرنا۔
2. سرکل آفیسر، کلستر انچارج یا ضلع کا کوئی بھی دوسرا افسر اگر چاہے تو اجلاس میں شرکت کر سکے گا۔
3. بینک اکاؤنٹ کھولنے میں پی ٹی سی کی مدد کریں گے۔
4. سکول حکام اور پی ٹی سی کے درمیان کوئی تنازعہ پیش آئے تو ضلعی دفتر سے حل کرے گا۔
5. استاد/استانی یا سکول کے سٹاف ممبر سے متعلق پی ٹی سی کی جانب سے کی گئی درست شکایات پر دس دن کے اندر کارروائی ہوگی۔
6. پی ٹی سی کی جانب سے وظیفہ یا تعارفی اسناد کی سفارشات پر کارروائی کی جائے گی۔

6. Be the co-signatory of all cheques issued along with another teacher of the same school (nominated for the purpose) and maintain Cash Book and Procurement file. Ensure approval has been sought for the purpose (and of the amount) from the council, for which amounts are been withdrawn from the bank.

6. چیک پر چیئر پرسن، سیکرٹری یعنی ہیڈ ٹیچر، ہیڈ ماسٹر/ہیڈ مسٹریس، پرنسپل اور سکول کے ایک استاد/استانی کے دستخط ہونگے۔  
بنک سے نکالی گئی رقم کو اخراجات کی فائل کے مطابق کیش بک میں لکھا جائے گا اور ساتھ PTC کے فیصلے کی نقل بھی لگائی جائے گی۔

**Responsibilities of the Cluster-in-Charge**

1. Cluster-in-charge will be responsible for conducting free and fair PTC Election.
2. Cluster-in-charge is also responsible to conduct re-election in the assigned schools where required.
3. Cluster-in-charge will be responsible for proper handing & taking over the record.

**کلستر انچارج کی ذمہ داریاں**

1. کلستر انچارج پی ٹی سی کے آزاد اور شفاف انتخاب کا ذمہ دار ہوگا۔
2. کسی سکول کے پی ٹی سی کے وسط یا ضمنی انتخاب کے انعقاد کا ذمہ دار بھی کلستر انچارج ہوگا۔
3. کلستر انچارج پی ٹی سی کے ریکارڈ کی حوالگی کی نگرانی بھی کرے گا۔



**Financial Management:  
Principle:**

The PTC shall ensure transparent, effective and efficient financial management and that the funds are been used for the purpose they are meant for.

**Powers, Monitoring and  
Exemption**

1. The expenditure incurred through PTC has been exempted from Audit; however, in order to ensure transparency in the expenditure process, Third Party Validation & Monitoring system has been introduced
2. The expenditure incurred through PTC has been exempted from Audit; however, in order to ensure transparency in the expenditure process, Third Party Validation & Monitoring system has been introduced.

- i. Provision of Basic Facilities – Rehabilitation / construction of school building including rooms, rooftops, wall repairs, latrine, library, shltter etc.

**مالیاتی امور کا انتظام  
اصول:**

پی ٹی سی فنڈ کے شفاف اور موثر انتظام کو یقینی بنایا جائے گا اور جس مقصد کے لیے رقم مختص ہے صرف اسی مقصد کے لیے خرچ کی جائے گی۔

**اختیار، نگرانی اور مستثنیٰ**

1. پی ٹی سی کے ذریعے کئے گئے اخراجات آڈٹ سے مکمل طور پر مستثنیٰ ہوں گے۔ تاہم اخراجات شفاف طریقے سے ہوں اور اخراجات کی نگرانی کے لیے ایک موثر نظام بنایا گیا ہے۔ یہ نگرانی ایک غیر جانبدار ادارہ کے ذریعے کی جائے گی اس ادارہ کی خدمات حکومت خود حاصل کرے گی۔
2. پی ٹی سی کو ضروریات کی بنیاد پر بلا روک ٹوک مخصوص مقصد کے لیے رقم خرچ کرنے کا اختیار دیا گیا ہے جس کی نشاندہی درج ذیل ہے۔

- i. بنیادی سہولیات کی فراہمی اور سکول میں تعمیراتی کام بشمول کمرہ جات، چھت، دیوار، بیت الخلاء، واش روم، لائبریری اور شلٹر وغیرہ

7. Ensure implementation of the related policies/directions of the government.

7. تعلیم کی بہتری کے لئے حکومت کی جانب سے وقتاً فوقتاً جاری شدہ اصلاحات پر عمل درآمد کو یقینی بنانا۔

8. ASDEO Circle will collect and submit quarterly report of all primary schools in the circle to SDEO while DDEO concerned will collect monthly report from middle, high and higher secondary schools and submit to DEO after consolidation which shall submit the same to Directorate. Directorate will prepare a summary of the reports and will submit to secretary.

8. ASDEO سرکل پی ٹی سی سے متعلق سہ ماہی جملہ رپورٹ جمع کر کے SDEO کو پیش کریں گے جبکہ DDEO مڈل اور ہائی سکولز سے متعلقہ ماہانہ رپورٹ جمع کر کے DEOs کو پیش کریں گے۔ DEO ان رپورٹس کو Directorate کو پیش کریں گے۔ Directorate ڈائریکٹران رپورٹس کا خلاصہ سیکرٹری کو ارسال کرتے گا۔

9. E&SED Should provide an ID Card to PTC chairperson & members.

9. محکمہ ابتدائی و ثانوی تعلیم پی ٹی سی کے چیئرمین اور ممبران کو آئی ڈی کارڈ فراہم کریں۔

ATSTB  
4

NOT ALLOWED: Any expenditure that demonstrates personal benefit of PTC member is strictly prohibited. Such action will invoke disciplinary action by the concerned authorities.

ix. The Financial Procedure issued by the Finance Department vide letter No. BOV/FD/3-10/2006-07 dated 9th June, 2007 is part of these Guidelines.

x. The Government may issue directions /SOPs regarding PTCs from time to time

xi. PTC has been authorized to spend up to Rs. 1,000,000/- on addition of class rooms, provision of Boundary walls, Group Latrine and electrification in schools. Cash book will be maintained regularly.

### Bank Operations:

1. A bank account in the name of PTC shall be opened, which will be operated jointly by the Chairperson & Secretary of the council.

نوٹ: ممنوع اخراجات: پی ٹی سی ممبر کے ذاتی فائدہ کے لیے اخراجات قطعاً ممنوع ہوں گے اور مجاز حکام کی طرف سے تادیبی کارروائی کی جائے گی۔

ix. مالی طریقہ کار جو کہ محکمہ خزانہ کی طرف سے جاری کردہ نوٹیفیکیشن بتاریخ 9 جون 2007 کو بحوالہ نمبر BO-V/FD/3-10/2006-07 جاری کیا وہ اس گائیڈ بک کا حصہ ہوگا۔

x. حکومت جب چاہے وہ وقتاً فوقتاً طریقے کار میں تبدیلی کے لیے ہدایات جاری کر سکتا ہے۔

xi. پی ٹی سی اضافی کمروں کی تعمیر، چار دیواری، گروپ لیٹرین اور بجلی کا کام پر دس لاکھ روپے تک خرچہ کا اختیار مندرجہ بالا اور کنکیشن بک باقاعدگی سے مرتب کیا جائے گا۔

### بنک سے متعلق معلومات

1. بنک اکاؤنٹ پی ٹی سی کے نام سے کھولا جائے گا۔ جو کہ مشترکہ طور پر پی ٹی سی کی چیئر پرسن، سیکرٹری اور سکول کا ایک اسٹاد/اسٹانی چلائے گا۔

ii. Provision of utilities such as electricity, water, payment of utility bills.

iii. Payment of utility bills. Later on if the money paid for utility bills is received from some other sources, the money will be returned to PTC.

iv. Purchase of furniture, stationery and other consumables for the school and any other material or equipment, demonstrating direct benefit to the school and male and female students.

v. Scientific Equipment;

vi. Sport Goods;

vii. Repair and maintenance of school infrastructure/ furniture;

viii. Expenditure on election day for arrangements & PTC meeting: An amount up to Rs. 3,000/- for primary & middle and Rs. 5,000 for High / Higher Secondary Schools maybe incurred by the PTC from the PTC funds. Up to Rs. 150 can be spent for PTC meeting per month.

پانی اور بجلی کی سہولیات کی فراہمی

پانی، بجلی گیس، فون وغیرہ کے بلوں کی ادائیگی اور بعد ازاں اگر رقم دوسرے ذرائع سے مل جائے تو پی ٹی سی کو واپس ادا کیگی۔

فرنیچر، شیٹری اور دیگر مصرف آلات کی خریداری یا ایسی اشیاء کی خریداری جو درس و تدریس سے اساتذہ اور طلباء و طالبات مستفید ہو سکتے ہوں۔

سائنسی آلات کی خریداری

کھیل کود کا سامان

سکول کی عمارت اور فرنیچر کی مرمت وغیرہ۔

نئے پی ٹی سی کے انتخاب کے دن قواعد کی زد سے پی ٹی سی فنڈ سے بحساب ذیل خرچہ کیا جاسکتا ہے۔ مڈل اور ہائی سکول پانچ ہزار اور پرائمری سکول کے لیے تین ہزار تک۔ اس کے علاوہ پی ٹی سی کے روزمرہ اجلاس پر بحساب 150 روپے فی دن خرچہ کی اجازت ہوگی۔

- All payment vouchers duly signed by the receiving vendor (along with a payment receipt on the letterhead with contact details of the vendor) while mentioning the amount received (cash or through cheque from PTC).

- Inventory register which should log all the existing assets of the school as well as the new items being purchased and additions made, on a regular basis.

#### Procurement Management

- A purchase / procurement committee comprising of 5 members of the PTC be formed to undertake purchases including petty purchases and procurement of goods and works for the schools. Chairperson of the PTC shall be the Chairperson of the Purchase / Procurement Committee as well while the Secretary of the PTC shall serve as the Vice Chairperson of the Committee and the Secretary as well. The committee may co-opt a technical person (engineer/overseer) available in the area for assisting in procurement of works (additional classroom, water supply, latrines & boundary walls) in particular

- تمام رسیدات پر وصول کنندہ کے دستخط ہوں گے اور رسید اور بل یا قاعدہ فرم یا دکاندار کے پیڑ پر ہوں گے۔

- سٹاک رجسٹر میں خریدی گئی اشیاء کا باقاعدہ اندراج ہوگا اور خریدی گئی اشیاء کی رسیدات یا رسید ہونگے۔

#### خریداری کے لئے قواعد و ضوابط

- مختلف اشیاء کی خریداری یا تعمیراتی کام کے لیے ایک کمیٹی تشکیل دی جائے گی جس کا چیئر پرسن پی ٹی سی کا چیئر پرسن ہی ہوگا اور کونسل کا سیکرٹری اس کمیٹی کا وائس چیئر پرسن ہوگا۔ یہ کمیٹی اضافی کلاس روم کی تعمیر، پانی کی فراہمی، واش روم اور چار دیواری وغیرہ کی تعمیر کے لیے کسی مقامی انجینئر یا سب انجینئر کی خدمت کو رضاکارانہ طور پر تکنیکی معاونت کے لیے حاصل کر سکتا ہے۔

- All funds provided by the government and all donations received by PTCs shall be deposited in the said account.
- The PTC funds shall not be lapsable and could be utilized during the succeeding financial year. However, efforts should be made to utilize within the same fiscal year.

#### Record to be Maintained:

- PTC shall maintain complete record of income (receipts) and expenditure (payments) and shall also submit copies thereof to the DEO concerned at the closure of the financial year.
- A cash book should be maintained which should have all cash entries including credit (incoming) and debit (outgoing) along with cash balance being brought forward.
- The bank account statement obtained on a quarterly basis.
- Record of all invoice/bills of supplier/bills of supplier/contractor/vendor and the purpose for which payment is been made.

- حکومت کی طرف سے فراہم کردہ رقوم اور عطیات کی مد میں وصول شدہ رقم پی ٹی سی کے اکاؤنٹ میں رکھی جائیں گی۔

- پی ٹی سی فنڈز Lapse نہیں ہوں گے اور اگر ایک مالی سال میں خرچ نہ ہو سکے تو بعد میں بھی خرچ کئے جاسکیں گے مگر کوشش یہ ہونی چاہیے کہ اسی مالی سال میں خرچ کئے جائیں۔

#### پی ٹی سی کاریکارڈ محفوظ کرنے کا طریقہ کار

- پی ٹی سی اپنے آمدن اور اخراجات کا مکمل ریکارڈ رکھے گا اور مالی سال کے اختتام پر پوری رپورٹ ضلعی تعلیمی افسر کو ارسال کرے گا۔
- یکشن بکٹ کو باقاعدگی سے مرتب کیا جائے گا۔ اور آمدن اور خرچ یعنی پی ٹی سی اکاؤنٹ میں آنے والی اور جانے والی رقم اور بقیہ کو باقاعدہ اندراج کرے گا۔
- اخراجات کا گھوشوارہ سہ ماہی بنیاد پر بنک سے حاصل کیا جائے گا۔
- رجسٹر میں تمام ادائیگی کی رسیدات، رسید، بل اور کونٹریکشن وغیرہ کا اندراج ہوگا اور رسیدات محفوظ رکھی جائیں گی۔

ASD  
M

2. No officer of Elementary & Secondary Education department will be involved in procurement and this shall be carried out solely by the PTC itself.

2. سکول کے لیے پی ٹی سی کی مد میں خریداری کے حوالے سے محکمہ ابتدائی و ثانوی تعلیم کا کوئی بھی عہدیدار شامل نہیں ہوگا۔

3. For making purchases PTC procurement committee is required to obtain more than one quote from different shops/vendors. The procurement committee will analyze the quote. All members of the committee will endorse the quotation analysis document with mutual consultation.

3. پی ٹی سی کے لیے ضروری ہے کہ وہ خریداری کے لیے بازار سے ایک سے زیادہ ڈیلرز/کانوں سے ریٹ ا قیمت معلوم کریں۔ پی ٹی سی کی مقرر کردہ کمیٹی مختلف ریٹ انر/ قیمت کا جائزہ لے گی اور موازنہ کے بعد مشترکہ فیصلہ کریں اور اس فیصلے پر کمیٹی کے سارے ممبران کے دستخط ہونگے

## Annexures

ATSP  
S  
K

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

جواب :- عبدالغفار ولد میر زمان 9-131010901254 - عبدالغفار

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

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سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

سوال نمبر ۱۰۰ سے ۱۰۵ تک کے جوابات دینا۔

پہلے اپنے والدین کے حوالے سے کچھ لکھیں۔ پھر اپنے دوستوں کے بارے میں لکھیں۔

اب یہ کام ختم ہونے کے بعد ہم نے حارون کی ٹریننگ کا بھی تجربہ کیا۔

اپنے افسیارات کا یہ ملکہ لیکن اب تک ہم نے خود کبھی نہیں کیا۔

Project 1 - 2 - 3 - 4/lat - 5 - 6 - 7 - 8 - 9 - 10

عبدالغفار

پہلے اپنے والدین کے بارے میں لکھیں۔ پھر اپنے دوستوں کے بارے میں لکھیں۔

اب یہ کام ختم ہونے کے بعد ہم نے حارون کی ٹریننگ کا بھی تجربہ کیا۔

اپنے افسیارات کا یہ ملکہ لیکن اب تک ہم نے خود کبھی نہیں کیا۔

عبدالغفار

سوال نمبر 13 - پتھر میں PTC کے پتھر کے بارے میں لکھیں۔

جواب - PTC کا کلکٹنگ ٹیم ہے NBP اور دیگر پتھر۔

عبدالغفار

سوال نمبر 13 - پتھر میں PTC کے پتھر کے بارے میں لکھیں۔

جواب - پتھر میں PTC کے پتھر کے بارے میں لکھیں۔

عبدالغفار





# TEACHER'S ATTENDANCE REGISTER

Anx "E"  
20

For the month of June Year 2017

No. 1 No. 2 No. 3 No. 4 No. 5

Name: <u>Bud Baidar</u>				Name: <u>Shaukat Rehman</u>				Name: <u>Tahir-Mehmond</u>				Name: <u>Azam Khan</u>					
Designation: <u>P.B.H.T</u>				Designation: <u>P.B.T</u>				Designation: <u>P.S.T</u>				Designation: <u>check dard</u>					
Date	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Date	Ar
1	7:30				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			1	
2	7:30				7:30		11:00		7:30	Tah	11:00	Tah	M.AZ			2	
3	C. Leave				7:30		12:30						M.AZ			3	
4	Sundays				Sundays				Sundays				M.AZ			4	
5	7:30				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			5	
6	ABSENI				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			6	
7	ABSENI				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			7	
8	ABSENI				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			8	
9	ABSENI				7:30		11:00		7:30	Tah	11:00	Tah	M.AZ			9	
10	ABSENI				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			10	
11	ABSENI				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			11	
12	7:30				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			12	
13	7:30				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			13	
14	7:30				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			14	
15	7:30				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			15	
16	7:30				7:30		11:00		7:30	Tah	11:00	Tah	M.AZ			16	
17	7:30				7:30		12:30		7:30	Tah	11:00	Tah	M.AZ			17	
18	Sundays				Sundays				Sundays				M.AZ			18	
19	7:30				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			19	
20	7:30				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			20	
21	7:30				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			21	
22	7:30				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			22	
23	7:30				7:30		11:00		7:30	Tah	11:00	Tah	M.AZ			23	
24	7:30				7:30		12:30		7:30	Tah	10:45	Tah	M.AZ			24	
25	Sundays				Sundays				Sundays				M.AZ			25	
26	Sundays				Sundays				Sundays				M.AZ			26	
27	C. Leave				C. Leave				C. Leave				M.AZ			27	
28	C. Leave				C. Leave				C. Leave				M.AZ			28	
29	7:30				7:30		12:30		7:30	Tah	12:30	Tah	M.AZ			29	
30	7:30				7:30		11:00		7:30	Tah	11:00	Tah	M.AZ			30	
31	Sundays				Sundays				Sundays				M.AZ			31	

### STATEMENT OF LEAVES TAKEN

	Sick				Casual				Pri.				Total			
	Sick	Casual	Pri.	Total	Sick	Casual	Pri.	Total	Sick	Casual	Pri.	Total	Sick	Casual	Pri.	Total
This Month																
Previous																
Total																

Dated: \_\_\_\_\_
Head of Department

رجسٹر حاضر و مدرسین

نام	ابتداء	وقت	مدرس

روز	آمد	دخلاء	رواگی	آمد	دخلاء	رواگی	آمد	دخلاء	رواگی	آمد	دخلاء	رواگی
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ADOC (with signature)

Head Teacher  
GPS Bal Khow Abbottabad

حاضریت	حاضر	سابقہ	میران	حاضر	سابقہ	میران	حاضر	سابقہ	میران
انتظامی									
تعمیری									
میران									

دستخط ہیڈ ماسٹر

رجسٹر حاضر و مدرسین گورنمنٹ پرائمری سکول بلکہ

نام	ابتداء	وقت	مدرس

روز	آمد	دخلاء	رواگی	آمد	دخلاء	رواگی	آمد	دخلاء	رواگی	آمد	دخلاء	رواگی
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حاضریت	حاضر	سابقہ	میران	حاضر	سابقہ	میران	حاضر	سابقہ	میران
انتظامی									
تعمیری									
میران									

دستخط ہیڈ ماسٹر

رہنما حاضر و غائب مدرسین گورنمنٹ پرائمری سکول بلاکھہ

ابتداء جون 2015

روز	آد	دستخط	رواگی	دستخط	آد	دستخط	رواگی	دستخط	آد	دستخط	رواگی	دستخط
1			M.A.P				M.A.P					
2			M.A.P				M.A.P					
3			M.A.P				M.A.P					
4			M.A.P				M.A.P					
5			M.A.P				M.A.P					
6			M.A.P				M.A.P					
7			M.A.P				M.A.P				Sunday	
8			M.A.P				M.A.P					
9			M.A.P				M.A.P					
10			M.A.P				M.A.P					
11			M.A.P				M.A.P					
12			M.A.P				M.A.P					
13			M.A.P				M.A.P					
14			M.A.P				M.A.P				Sunday	
15			M.A.P				M.A.P					
16			M.A.P				M.A.P					
17			M.A.P				M.A.P					
18			M.A.P				M.A.P					
19			M.A.P				M.A.P					
20			M.A.P				M.A.P					
21			M.A.P				M.A.P				Sunday	
22			M.A.P				M.A.P					
23			M.A.P				M.A.P					
24			M.A.P				M.A.P					
25			M.A.P				M.A.P					
26			M.A.P				M.A.P					
27			M.A.P				M.A.P					
28			M.A.P				M.A.P				Sunday leave	
29			M.A.P				M.A.P					
30			M.A.P				M.A.P					
31			M.A.P				M.A.P					

حرفست	مال	سبت	میران	مال	سبت	میران	مال	سبت	میران	مال	سبت	میران
اقایہ	2	1	1									
استحقاق												
تعدادی												
میران												

*ADOLITS*

رہنما حاضر و غائب مدرسین گورنمنٹ پرائمری سکول بلاکھہ

Head Teacher  
GPS Bal Khou Abbottabad  
*PSK*

رہنما حاضر و غائب مدرسین گورنمنٹ پرائمری سکول بلاکھہ

ابتداء جون 2015

روز	آد	دستخط	رواگی	دستخط	آد	دستخط	رواگی	دستخط	آد	دستخط	رواگی	دستخط
1			M.A.P				M.A.P					
2			M.A.P				M.A.P					
3			M.A.P				M.A.P					
4			M.A.P				M.A.P					
5			M.A.P				M.A.P					
6			M.A.P				M.A.P					
7			M.A.P				M.A.P				Sunday leave	
8			M.A.P				M.A.P					
9			M.A.P				M.A.P					
10			M.A.P				M.A.P					
11			M.A.P				M.A.P					
12			M.A.P				M.A.P					
13			M.A.P				M.A.P					
14			M.A.P				M.A.P				Sunday leave	
15			M.A.P				M.A.P					
16			M.A.P				M.A.P					
17			M.A.P				M.A.P					
18			M.A.P				M.A.P					
19			M.A.P				M.A.P					
20			M.A.P				M.A.P					
21			M.A.P				M.A.P				Sunday leave	
22			M.A.P				M.A.P					
23			M.A.P				M.A.P					
24			M.A.P				M.A.P					
25			M.A.P				M.A.P					
26			M.A.P				M.A.P					
27			M.A.P				M.A.P					
28			M.A.P				M.A.P				Sunday leave	
29			M.A.P				M.A.P					
30			M.A.P				M.A.P					
31			M.A.P				M.A.P					

حرفست	مال	سبت	میران	مال	سبت	میران	مال	سبت	میران	مال	سبت	میران
اقایہ	4	3	1	1	Nil	1	5	4	1			
استحقاق												
تعدادی												
میران												

رہنما حاضر و غائب مدرسین گورنمنٹ پرائمری سکول بلاکھہ

30-6-2015

Press Examination / Persanal Hearing of Mr. S. Bedar Humayun Chah

1547. 405 Balkhu UC / Nara Circle Hajin Kali Haveli

سوال: آئیے کہیں صحت سے متعلقہ کوئی ایسا کارڈ ایسا ہے؟  
22/07/2017 S. Bedar

سر 6/03/2015 کو میں نے اس کو پڑھا میں نے اس کو پڑھا

سوال: خود PTC کا ایکشن کیا ہے؟ میں نے اس کو پڑھا ہے؟  
29/09/2015 S. Bedar

سر 29/09/2015 کو میں نے PTC کا ADEO صاحب کی موجودگی میں

سوال: جنوری 2014 سے (پتہ) PTC کے لئے ایسا صنف قرار دیا گیا ہے؟  
سر تقریباً 42 ایسا صنف کروا کر ہے۔

سوال: PTC کے ایسا صنف کس قدر رقم سے نکلا ہے اور فرج کے کتنے

سر PTC کے ایسا صنف اس کا 29/09 کو نہیں ہے لیکن اس وقت

سر اس کی فنڈنگ کی رقم تقریباً 40 ہزار سے زیادہ ہے

سر اس وقت سے اس سے زیادہ رقم نکالی گئی ہے

سوال: قانون کے مطابق آیا بینک سے یہ رقم 50 ہزار سے زیادہ ڈرا کرانے کے بارے

سر میں نے 3، 5، 2 اور ڈیڑھ ڈیڑھ کو تاکہ ایک ڈرا کرانے

سر گھنٹہ وار کے لئے ہے ADEO صاحب اس کو پڑھا ہے

سر مہیا نے اس نے اس کا کیا پتہ لیا ہے بار بار اس کا

سر اس وقت سے اس سے زیادہ نکال کر دیا ہے

سر یہ کتنے سے کتنے ہیں؟

Amx "D" 111

پتھریل پٹرین PTC صدر العفاری نے اکتوبر 2015 میں کیتھ پیسہ والے تین لاکھ روپے کے پیکر پٹرین سے دستبردار کیے۔ جبکہ پتھریل ڈرائیونگ والی رقم کے بارے میں پٹرین PTC سے نہ تو دستبردار ہوئے۔ نہ اعلیٰ درجے کے مفاد کو ایا نہ ہی پٹرین فورم سے دستبردار کیے۔ (جسٹ آف انوائٹنگ کیٹیگوری NBP سرگودھا سے آئے کیتھ پٹرین چیکوں دستبردار کیے گئے۔ پٹرین PTC کے دستبردار کیے گئے (3 لاکھ روپے) کے درست حلوم میں پتھریل

پتھریل ڈرائیونگ  
پتھریل ڈرائیونگ  
پتھریل ڈرائیونگ

سرگودھا دار بہت جا لائن آ رہی ہے۔ وہ سارے کام کر رہے ہیں۔  
گنا تو پتا ہے جو رقم تھی 2300 لاکھ روپے ان سب میں پٹرین PTC نے دستخط جو جو ہیں حکم بہت دور کی ہے پارہا خون کرنے سے یعنی پٹرین نہیں رہتا تھا میرے لیے بھی نہ ہو پتھریل ڈرائیونگ سے جو - سوال پر اسٹیک ہولڈرز کے گرانٹ کے پانچوں Projects (پاؤنڈری وال، کراہ کھیت، پان، جلی پلاننگ) پر تقریباً 55 لاکھ روپے کا فنڈ لیا گیا ہے جبکہ 108000 روپے کے علاوہ پتھریل ڈرائیونگ کے لاکھ روپے آئے ہیں جن میں پتھریل ڈرائیونگ، غیر منظم دارال - mismanagement کرانے کے لیے کافی ٹوٹ پھوٹ ہیں۔

پتھریل ڈرائیونگ

سرگودھا ADB سیکرٹری صاحب نے جبکہ 29/09/2015 کو جب انڈیا میں سرگودھا کی کوآرڈینیشن ریفورس میں انہوں نے محبوب عالم کو کام ڈیفیلٹر اٹاکارڈ کیا وہ پتھریل ڈرائیونگ کے ریفورس میں انہیں سرگودھا کو آئی جی کے پاس لے آئے ایک لاکھ ڈیفیلٹر اٹاکارڈ کو سول سٹریٹ کا کام ڈیفیلٹر اٹاکارڈ جس نے سیکول کا کام میں نہیں کیا۔ ADB صاحب سیکرٹری نے کہا تھا کہ وہ صاحب بہت دور سے سیکول کر رہے ہیں۔ جو جو کام پتھریل ڈرائیونگ کے پاس ہیں وہ سارے کر رہے ہیں۔



یہ مشق ADO سکول نے جنوری 2014 سے اب تک ایک کورس میں شامل ہے۔  
نفاذ شدہ ہیں یہ اس کے ساتھ ساتھ 17- کو مقرر ہیں کہ اس کے ساتھ  
شروع (17-6-2015) یا ورنہ اس کے ساتھ ساتھ 17-6-2015

سہ ماہی ADEO سکول سکول میں اس کا افتتاح کیا گیا ہے کہ  
اس کے ساتھ ساتھ اس کے ساتھ ساتھ اس کے ساتھ ساتھ اس کے ساتھ ساتھ  
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( 22-6-2017 ) ( 17-6-2015 ) ( 05-11-2015 ) ( 6-6-2017 ) ( 10-6-2017 )

سہ ماہی 22-6-2017 کو اس کے ساتھ ساتھ اس کے ساتھ ساتھ اس کے ساتھ ساتھ  
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سہولت کار (P4D) اور کوئٹہ ایئر فورس کے ساتھ کارپوریشن کے مطابق کر کے فراہم کیا گیا ہے۔  
 اس کے ساتھ ساتھ فراہم کیا گیا ہے۔ (Specification) کو فراہم کر کے فراہم کیا گیا ہے۔  
 کو فراہم کیا گیا ہے۔

سہولت کار کے ساتھ ساتھ فراہم کیا گیا ہے۔  
 فراہم کیا گیا ہے۔

سہولت کار کے ساتھ ساتھ فراہم کیا گیا ہے۔  
 فراہم کیا گیا ہے۔

سہولت کار کے ساتھ ساتھ فراہم کیا گیا ہے۔  
 فراہم کیا گیا ہے۔

سہولت کار کے ساتھ ساتھ فراہم کیا گیا ہے۔  
 فراہم کیا گیا ہے۔

سہولت کار کے ساتھ ساتھ فراہم کیا گیا ہے۔  
 فراہم کیا گیا ہے۔

S.D.M.  
 [Signature]

7/2/77

سہولت کار کے ساتھ ساتھ فراہم کیا گیا ہے۔  
 فراہم کیا گیا ہے۔



15.7.20

کاٹھنوں کے ساتھ شروع ہونے پر باغیچہ

دیبا ریاض کے لگا کر میں ڈر کی زمین سے لیا گیا

اس وقت سے نزدیک یہی زمین ہے

میں اس کو فون کرنا بھی زیادہ سہولت

میں کو سہولت ہے اس کے لئے کی ضرورت ہے

اور اس کے لئے جو طے ہو گیا ہے اس کے لئے

کیا لگا کر زمین کے کام لیا گیا ہے۔

القاب

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22/07/2017



آپ کے ساتھ سیر (2016-2017) پر ایک طرف دیا گیا ہے یہ کام 28/2/16 تک  
مکمل کر کے کوآرڈینیشن کے ساتھ لیکن اس میں ترمیم کا وہ نہیں ہے۔

میں ٹھیکہ کو ٹھیکہ دار کے پاس تھا ایک دن میں رہنے کا  
کے ساتھ اس وقت سلطان پور کے اسکول کا کام مکمل کر کے کوآرڈینیشن  
نے وہاں پہلے ساتھ سیر پر ٹھیکہ دار کے ساتھ اس نے اس کے ساتھ سیر  
نے پہلے اس وقت کو اس کے ساتھ ہے۔ اس کے ساتھ کام لے کر اس کے ساتھ  
سوال ہے اس کے ساتھ PTC الاؤٹھنٹیشن ہے تقریباً 2 لاکھ 39 ہزار 697 روپے جنوری 2014  
سے اب تک موجود ہائے گئے۔ صرف ایک لاکھ 9 ہزار 122 روپے کا بیلنس موجود ہے  
آپ کے اس رقم سے بھاری بل کیلیم کیے ہیں۔ کوآرڈینیشن بھی نہیں ہے۔ آپ اپنے اختیارات  
سے تجاوز کیا۔ وہ ٹرمینرز میں (PTC Reg. Fund = 70186, Cond: Grant 20, 41000, B/Profit)  
Rs. 28511

سیر میں نے تاریخ 6/03/2015 سے 30/09/2017 سے کوآرڈینیشن  
کا شروع کیا ہے ADEO صاحب مکمل نے جو کام جو تاریخ بنا یا  
240000 روپے اس نے اسکول کے ساتھ کوآرڈینیشن کے ساتھ کرنا ہے  
اس کے ساتھ بل ٹھیکہ دار کے ساتھ اسکول کے ساتھ اس کے ساتھ  
140000 روپے کے ساتھ اسکول کے ساتھ اسکول کے ساتھ اسکول کے ساتھ  
اس کا بند کر دیا ہے اس نے اسکول کے ساتھ اسکول کے ساتھ اسکول کے ساتھ  
کے ساتھ اسکول کے ساتھ اسکول کے ساتھ اسکول کے ساتھ اسکول کے ساتھ  
اس کے ساتھ اسکول کے ساتھ اسکول کے ساتھ اسکول کے ساتھ اسکول کے ساتھ



(21)

(32)

وفاقاً فرم ہے  
Loan

سوال نمبر آرٹیکل 108 سے  
اسی تفصیل میں ہے

میں نے اس بارے میں

فرم میں 700000 Salary Loan

200000 اس کے بارے میں

26/07/2017

خبریں صحابہ کرامؓ کے بارے میں لکھی گئی ہیں جو کہ ان کے بارے میں سب سے زیادہ

Annex 7F  
ضربہ حال

گذشتہ سیدھے فون 17-6-2015 و 05-11-2015 (تینا کے ساتھ سیدھے فون)

کے ساتھ میں سیدھے فون میں تھا جسے بھی میں سیدھے

دیا ہے سیدھے فون دیکھ کر میں گھبرا گیا تھا جسے میں

یا کفر کوئی نہیں میں کیا گھبرا گیا تھا جسے میں

کیا ایسا دفعہ میں لے کر چھوٹا کھالی جو کہ

آگ تھا میں تعینات کے سے تھوڑوں کھالی

گھبرا گیا اور سیدھے فون لے کر گھبرا گیا اور

میں تھا اس کا ٹھوٹا کھالی تھا جسے میں

گھبرا گیا اور گھبرا گیا اور میں اس کا H.T

میں گھبرا گیا اور میں گھبرا گیا اور میں گھبرا گیا

اور کفر میں کا کھالی گھبرا گیا اور میں گھبرا گیا

کامپلٹو بنیاد متروک ہو گیا

دیباچہ کے لئے صبر، شکر و جہد سے

اس وجہ سے تیز رفتاری سے

سزا سزاؤں کو کھانا بن گیا

اس لئے کہ سزا سزاؤں کو کھانا بن گیا

اور اس لئے کہ سزا سزاؤں کو کھانا بن گیا

اس لئے کہ سزا سزاؤں کو کھانا بن گیا

الفاظ

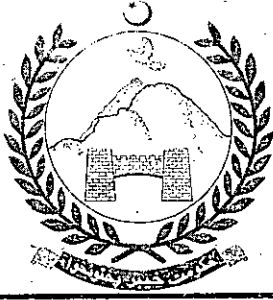
PSHT, PSHT, PSHT

S-B

22/07/2017

Anx "E" 35

**OFFICE OF THE DISTRICT EDUCATION OFFICER (M) ABBOTTABAD**



No. 1171 /556/P&D

Dated: 09/2017

0992-9310102, 0992-330131

EDO.Education.Atd@gmail.com

The Head Teacher  
GPS Balkhu Circle  
Hajia Gali

Subject: **PERSONAL HEARING**

Memo:

It is to inform you that a show cause was issued to you vide this office letter No. 9344/Baidar Shah/P&D dated 25.08.2017 in which you were directed to submit your reply on the allegations leveled against you but you failed to reply on stipulated time period.

You are once again directed to appear before the undersigned for personal hearing on 18 October 2017 positively otherwise ex party decision will be initiated against you.

**District Education Officer (M)  
Abbottabad**



مجلس خیرات ضراب ڈیپارٹمنٹ کے سربراہان

ضراب عالی

گزارش پانچ روزہ فونڈ (18/10/2017) کو پیش کرنے

میں 11.9 لاکھ روپے ہیں جن میں سے 7 لاکھ روپے

10/10

میں سے 4 لاکھ روپے کی رقم

میں سے 4 لاکھ روپے

S-B

18/10/2017