

BEFORE THE KHYBER PAKTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 2493/2023

Muhammad Ishaq Mohallah Mir Khela Banar Mingora Swat (Ex-S.T.T G.H.S

Mingora No.1), District Swat.

.....Appellant

Versus

Government of Khyber Pakhtunkhwa through Secretary Elementary and Secondary

Education Peshawar.

..... Respondents

INDEX

S.No	Description of Documents	Annexures	Pages
1	Para-wise-comments	-	1-4
2	Affidavit	-	4 A
3	Authority Letter	-	5
4	Notices	"A"	6-8(a)
5	Show Cause Notices	"B"	9-11
6	Affidavits	"C"	12-13P
7	Enquiry dated 23.09.2022	"D"	14-29
8	Application	"E"	30
9	Enquiry Dated 10.11.2022	"F"	31-38
10	Proposal of Principals (02.12.2022)	"G"	39-47
11	Leave application	"H"	48-49
12	Leave rejection letter	"I"	50-50
13	Report of Principal (9.3.2023)	"J"	51-52
14	Call Notices	"K"	53-55
15	Publications	"L"	56-57
16	Notification	"M"	58

04-03-2024
Swat. S.B.


DISTRICT EDUCATION OFFICER (M)
SWAT AT GULKADA

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Muhammad Ishaq Mohallah Mir Khela Banar Mingora Swat (Ex-S.T.T G.H.S
Mingora No.1), District Swat.Appellant

Versus

Government of Khyber Pakhtunkhwa through Secretary Elementary and Secondary
Education Peshawar. Respondents

Parawise Joint Comments on Behalf of the Respondents

Respectfully Shewith

Preliminary Objections

**Khyber Pakhtunkhwa
Service Tribunal**

Diary No. 11465

Dated 29-02-2024

1. That the Appellant is not an aggrieved person within the meaning of section 4 of the Service Tribunal Act, 1974.
2. That the Appellant has no cause of action / locus standi.
3. That the Appellant has not come to this Honorable Tribunal with clean hands.
4. That the Appellant has filed this instant Service Appeal just to pressurize the respondents.
5. The present Service Appeal is liable to be dismissed for non-joinder/mis joinder of necessary parties.
6. That the instant Service Appeal is against the prevailing law and rules.
7. That the Appellant has filed this instant Service Appeal on malafide motives.
8. That the instant Appeal of the Appellant is time barred.
9. That the instant Service Appeal is not maintainable in the present form, and above in the present circumstances of the issue.
- 10. That the Appellant has estopped by his own conduct by not performing his duty regularly and punctually. He remained habitually/willfully absent from his duty time and again in spite of the fact that he had submitted affidavits wherein he solemnly affirmed and declared that he will perform his duty regularly in future and will abide by the government rules and policy.**
11. That the Appellant has concealed the material facts from this honorable Tribunal.

FACTS

1. That this Para pertains to personal record, hence, no comments.
2. That this Para pertains to record, hence, no comments.
3. That this Para is miss-leading one. The Appellant remained habitual absent from his duty time and again. The Principal of GHS No. 1 Mingora Swat as well as respondent No. 3 served the Appellant with show cause notice for his habitual absentee but the Appellant produced so called medical certificate in his defense instead of being punctual in his duties but he did not perform his duty regularly. Resultantly, the respondent No. 3 constituted enquiry committee to probe into the matter. The enquiry committee submitted detail

report dated 23.09.2022 with facts and conclusion against the Appellant proving the Appellant remained habitual absent from his duty time and again and recommended that the Appellant may be referred to the standing medical board. Even the Appellant produced affidavit to be regular in his duties in future but he did not perform his duty regularly. **(Notices, Show cause Notice, affidavits and enquiry dated 23.09.2022 annexed as annexure A, B, C & D)**

4. That detail reply has already given above.
5. Correct to the extent of sanction order dated 12.12.2022, the rest of the Para is denied. After the enquiry dated 23.09.2022, the Appellant requested to allow him to re-appear before enquiry committee. His request was accepted by the respondent No. 3 and directed the enquiry committee to re-consider the Appellant for his proper defense. After re-considering the Appellant, the committee submitted enquiry report dated 10.11.2022, wherein the enquiry committee recommended that absent period of the Appellant may be converted into leave of any kind and the Appellant will produce affidavit clearly stating that he will be careful in the discharge of his duties in future. Also, the Principal GHS No. 1 Mingora Swat proposed the implementation of the recommendations of the enquiry committee dated 02.12.2022. Hence, being agreed with the recommendations of the enquiry committee and the proposal of the Principal concerned, the respondent No. 3 converted the absent period of the Appellant to leave without pay and adjusted him at GHS No. 1 Mingora Swat vide office order dated 12.12.2022. **(Application, Enquiry Report dated 10.11.2022, proposal of the Principal dated 02.12.2022 annexed as annexure E, F & G)**
6. Incorrect and denied. The Appellant submitted an application dated 01.03.2023 for leave of one month w.e.f 01.03.2023 to 01.04.2023 for preparation of competitive examinations which was rejected by respondent No. 3 on 08.03.2023 with the request to the concerned Principal to submit daily attendance/report of the Appellant for further proceedings against him. But the Appellant did not resume his duty. **(Leave Application and Leave rejection letter annexed as annexure H & I)**
7. Incorrect and denied. This para is quiet astonishing one. The Appellant is concealing the material fact from this Honorable Tribunal. As stated in the para No. 6 above, on one hand the Appellant submitted application for leave for preparation of competitive examination which was rejected in March 2023 by the respondent department, but on the other hand the Appellant annexed the so called application as annexure E with the instant Service Appeal for medical leave without date which means that actually the Appellant has not submitted any application by himself or through any other person. It is further stated that the said application has not even forwarded by the school Principal. From the above discussion it is clear that the Appellant is seeking sympathy of this Tribunal by stating that respondent department denied from receiving medical leave application. Furthermore, the respondents cannot violate the law, rules and right of the civil servants to submit any kind of application/appeal to the respondent department for their due rights.

8. Incorrect and denied. The respondent No. 3 did not receive any such application/registry of the Appellant and is not found in official record. Furthermore, it is quiet astonishing that the Appellant remained absent from duty w.e.f 02.03.2023 as per report of Principal GHS No. 1 Mingora Swat vide his office letter No. 106929 dated 09.03.2023. on the other hand the Appellant sates that his brother sent application through register post through registry number RGL 105889989 dated 02.05.2023. it means that the Appellant himself admits that he remained absent w.e.f 02.03.2023 to 02.05.2023 without any information/application. Though the said application has not been received in the office of respondent No. 3 and during this period disciplinary proceedings were initiated against him and resultantly, on 03.05.2023 removal from service order were issued after fulfilling of all codal formalities. When the Appellant came to know that major penalty is going to be imposed upon him, the Appellant planned drama of sending application through registry just one day before removal order. **(Report of Principal dated 09.03.2023 annexed as annexure J)**
9. Correct to the extent of removal order. The rest of the para is denied. As stated in the foregoing paras that the leave application for comparative examination of the Appellant was rejected by the respondent department. And when the Appellant did not resume his duty, call notices were issued to him on his home address vide Principal GHS No. 1 Mingora Swat office letter No. 106925-27 dated 06.03.2023, Principal GHS No. 1 Mingora Swat office letter No. 106932-34 dated 16.03.2023 and respondent No 3 office letter No. 10837 dated 20.03.2023, but the Appellant failed to resume his duty. Two notices in leading publications mandatory under section 9 of E&D rules, 2011 were also published in **“The Daily Ajj and The Daily Azadi”** dated 14.04.2023 wherein the Appellant was directed to resume his duty and to explain the reasons of his absence from duty but he failed to do so. Therefore, major penalty of **“Removal from service”** under ibid rules was imposed upon the Appellant w.e.f 02.03.2023/the date of his absence from duty. **(Call Notices dated 06.03.2023, 16.03.2023, 20.03.2023 and Publications dated 14.04.2023 annexed as annexure K & L)**
10. Incorrect and denied. The department appeal of the Appellant was rejected by the appellate authority/respondent No. 2 and upheld the major penalty of **“removal from service”** imposed by the competent authority/respondent No. 3 on the Appellant vide Notification No. 8674-77 dated 21.11.2023 with effect from the date of willful absence from service of the Appellant. **(Notification annexed as annexure M)**

The instant Service Appeal of the Appellant is bereft of any merit, hence, liable to be dismissed inter-alia following grounds.

GROUND

1. Incorrect and denied. The respondent department has acted in accordance with law, rules and policy and cannot even think of violating any law or fundamental rights.

- 2. Incorrect and denied. The charges leveled against him were proved and the Appellant remained willfully absent from duty. Proper notices and publications have been issued. As for as the enquiry is concerned, under rule 5 sub rule (a) of the E & D rules 2011, when the competent authority is of the opinion that there are sufficient grounds for initiation of proceedings against the Government Servant, it shall either proceed itself against the accused by issuing a show cause notice under rule 7 and, for reasons to be recorded in writing, dispense with enquiry.
- 3. Incorrect and denied. The respondent department has acted in accordance with law, rules and policy and removed the Appellant w.e.f the date of absentee.
- 4. Incorrect and denied. No proper medical leave has been sanctioned/ granted to the Appellant by the concerned quarters.
- 5. That the respondents also seek permission to advance further grounds at the time of arguments.

It is therefore very humbly prayed that the instant Service Appeal of the Appellant being void and without any merit, may be dismissed with cost in favor of the respondents.



(Muhammad Riaz)

DISTRICT EDUCATION OFFICER (M)
SWAT AT GULKADA
(Respondent No. 3)



(Samina Altaf)

DIRECTOR,
ELEMENTARY AND SECONDARY
EDUCATION KHYBER PAKHTUNKHWA
(Respondent No. 2)



4A

BEFORE THE KHYBER PAKTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 2493/2023

Muhammad Ishaq Mohallah Mir Khela Banar Mingora Swat (Ex-S.T.T G.H.S
Mingora No.1), District Swat.Appellant


Versus

Government of Khyber Pakhtunkhwa through Secretary Elementary and Secondary
Education Peshawar. Respondents

AFFIDAVIT

I, Muhammad Riaz, District Education Officer (M) Swat, do hereby solemnly affirm and declare on oath on the directions and on the behalf of the Respondents that the contents of the comments are true and correct to the best of my knowledge and belief and nothing has been kept secret from this Honorable Tribunal. It is further stated on oath that in this appeal the answering respondents have neither been placed ex-parte nor their defense has been struck off/*Cost*.


**DISTRICT EDUCATION OFFICER (M)
SWAT AT GULKADA**


Muhammad Ilyas
ADVOCATE
OATH COMMISSIONER
District Courts Swat.
No. 140 Date- 28.02.24

05



OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE)
DISTRICT SWAT

Email: emisswat@gmail.com

Phone No. 09469240228

AUTHORITY LETTER

It is certified that Hussain Ali, Legal Representative Office of District Education Officer (Male) Swat, Elementary & Secondary Education Department is hereby authorized to submit para-wise comments and attend the Service Tribunal Peshawar on behalf of Respondents in Service Appeal No. 2493/2023 Title Muhammad Ishaq Vs Government of Khyber Pakhtunkhwa & Others on the eve of each hearing till the disposal of the instant case.

DISTRICT EDUCATION OFFICER (M)
SWAT AT GULKADA

M. Riaz



Ist Call notice/Registered

OFFICE OF THE
DISTRICT EDUCATION OFFICER
(MALE) SWAT
NO 1138 P.F/M Ishaq/TT/Swat

Dated 21/6/2022

Annexure 'A'



6

To

Mr: Muhammad Ishaq S/O Azeem Khan
Residence of Mohalla Merkhel Banr
Mingora Swat.

Subject:- ABSENCE FROM DUTY/CALL NOTICE.

Memo:-

As per report of the Principal GHS No.1 Mingora Swat vide his letter No.10598/M.Ishaq/STT dated 08.06.2022, You are absent from your duty since long without any permission/leave from the competent authority.

You are directed to resume your duty as well as attend this office for personal hearing within 07 days of the issue of this letter failing which Ex-party action under E&D rules 2011 will be taken against you.

Endst: NO 11381

DISTRICT EDUCATION OFFICER
MALE SWAT

Copy forwarded to the Principal GHS No.1 Mingora Swat w/r to his letter No. cited above and with the direction to direct the teacher concerned on log book to attend this office on the date and time mentioned above.

DISTRICT EDUCATION OFFICER
MALE SWAT

ATTESTED

District Education Officer (M)
Swat.

NO 10622 DATED 14/07/2022

Office Of The Principal

GHS Mingora NO.1

District Swat.

To

The District Education Officer,

Elementary And secondary Education.

At Gulkada Saidu Sharif Swat.

Subject: Acknowledgement about the absence of Muhammad.Ishaq STT

Respectable Sir,


Memo;

It is submitted that Mr.Muhammad.Ishaq STT who remained absent from duty since long without permission from the competent authority was informed Vide your Office Endost.

No. 11391 Dated 21-06-2022 to resume his duty and to attend the DEO office for personal hearing Via Peon Book NO. 10611 Dated 22/06/22. The bearer of the Peon Book was Mr Suliman Class4 employee of this school.

But unfortunately he not reported for duty at school so far.

Therefore, an acknowledgment regarding his absence from duty is hereby submitted for further necessary action please.

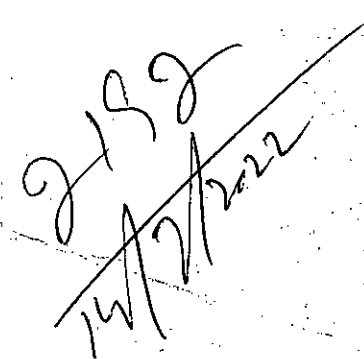

Obediently

Principal

GHS Mingora NO.1

District Swat.

ATTESTED


District Education Officer (M)
Swat.



پرنسپل گورنمنٹ ہائی سکول نمبر 1 مینگورہ ضلع سوات

**OFFICE OF THE PRINCIPAL
GOVERNMENT HIGH SCHOOL NO. 1 MINGORA SWAT.
PH. 0946-710855**

منشی
17/8
08



Reference No. 10631/M.Ishaq/STT

Dated: 17/08 /2022

To

The District Education Officer,
(Male) Swat

Subject: ABSENCE FROM DUTY / CALL NOTICE.

Memo:

Reference to your Office memo: 390 /P. File / Muhammad Ishaq STT Dated 15-08-2022 on the subject cited above.

It is submitted that Mr Muhammad Ishaq STT has not reported for duty at school till now In spite of repeated directions and warnings.

Obediently,

PRINCIPAL
GOVT: HIGH SCHOOL
NO. 1 MINGORA, SWAT

2490
17/8/2022

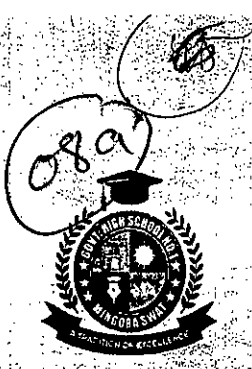
ATTESTED

District Education Officer (M)
Swat



پرنسپل گورنمنٹ ہائی سکول نمبر 1 مینگورہ ضلع سوات

OFFICE OF THE PRINCIPAL
GOVERNMENT HIGH SCHOOL NO. 1 MINGORA SWAT.
PH. 0946-710855



Reference No.10598/M.Ishaq/STT

Dated 08 / 06 / 2022

To

The District Education Officer,
(Male) Swat

Subject:

GUIDANCE REGARDING THE ABSENCE OF MUHAMMAD/SADIQ STT.

Dear Sir,

with due veneration it is submitted that I received the charge of the office of Principal GHS No.1 on 01-06_2022.

It has been viewed with grave concern that Mr. Muhammad Ishaq STT has been absent since my taking over charge here in this school. His mobile number is off .we tried to contact him through various sources but in vain .if this situation continues he would be recorded unauthorized absent by the DCMA whose visit is expected any time bringing infamy to the Department.

Therefore, it is humbly requested to guide and help me in this regard.

Obediently

Principal, GHS No.1 Mingora Swat

1/25
11/6/22

District Education Officer (M)
Swat.

Annexure 'B' (09)

OFFICE OF THE DISTRICT EDUCATION OFFICER
MALE SWAT AT GULKADA.
OFFICE PHONE & FIX NO. 0946-9240228

No. _____

Dated. 8 / 6 / 2021.

SHOW CAUSE NOTICE

I Mr. Muhammad Riaz District Education Officer (M) Swat, as competent authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Revised Rules, 2020 do hereby serve upon you. Mr. Muhammad Ishaq TT GHS No. 01 Mingora Swat as follows:

- You have been absent from School without information/ approval of Principal GHS Mingora No.01
- The regular students of different classes of the same institute also registered complaints against you as per letter from the Office of Principal GHS No.01 Mingora with Endst: No.10184 dated 22/04/2021.
- There is no need of holding a formal enquiry in this case.
- In exercise of the power conferred by the Khyber Pakhtunkhwa, Govt: Servant (Efficiency and Discipline) Revised Rules 2020, the Competent Authority is hereby dispense with the conduct of a formal enquiry and serve you with instant show cause regarding your guilty of absenteeism with direction to submit your defense in writing within 07 (seven) days of the issuance of this notice as to why penalty of Rule 4 (a&b) of the said rules should not be imposed upon you and also intimate whether you desire to be heard in person.
- In case you failed to submit your reply within the stipulated period, it will be presumed that you have no defense to offer and ex-parte decision will be taken against you.

Mr. Muhammad Ishaq TT
GHS GHS No.01 Mingora District Swat.

COMPETENT AUTHORITY

Endst: No. 5661-65 /PI/File

Dated: _____ / _____ / 2021.

Copy of above is forwarded to:

- The Director (E&SE) Edu: Khyber Pakhtunkhwa, Peshawar.
- The Deputy Commissioner Swat.
- The District Monitoring Officer, IMU Swat.
- The Principal GHS No.01 Mingora Swat with the direction to serve the notice to the official.
- The official concerned.

ATTESTED

DISTRICT EDUCATION OFFICER
(MALE) SWAT

District Education Officer (M)
Swat.

4/12/22, 3:39 PM



Government of Khyber Pakhtunkhwa
Office of the District Education Officer, Male
SWAT

File No:

6486

Dated: 12/04/2022

Show-cause Notice for Salary Deduction

I, DEO SWAT MALE as Competent Authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 do hereby serve upon you (Muhammad Ishaq, TT, GHS NO.1 MINGORA (EmisCode:35406)) this show cause as follows.

1. That as per IMU monitoring report you were found absent from duty on 12/04/2022 without prior permission of the competent authority.
2. And that as per the material and other connected papers on record under Rule-5 (i) (a) and to dispense with the inquiry in accordance with Rule-7 of the aforementioned rules, I, the competent authority, am satisfied that you have committed acts/omissions specified in Rule-3 (d) i.e. "guilty of habitually absenting himself from duty without prior approval of leave".
3. Now, therefore, I as the Competent Authority have tentatively decided to deduct one-day salary in accordance with Rule-4 (a) (iii) and the Finance Department Notification No. So (FR)/FD/5-14/2014 dated 16-12-2014.
4. You are, therefore, required to show cause as to why the aforementioned penalty should not be imposed upon you and also intimate whether you desire to be heard in person.
5. If no reply to this show cause is received within 7 days of its delivery, it shall be presumed that you have no defense to put in and in that case an Ex-Parte decision shall be taken against you.

DEO SWAT MALE

Endst: Even No. & Date

Copy of the above is forwarded to the: -

- i. Director, Elementary & Secondary Education Department, G T Road, Peshawar
- ii. Deputy Commissioner concerned
- iii. District Monitoring Officer concerned
- iv. Principal/Headmaster/Headmistress/DDEO/SDEO concerned for necessary action under intimation to this office within 7 days.
- v. Muhammad Ishaq, TT, GHS NO.1 MINGORA (EmisCode:35406), BANR, BABOZAI, SWAT
- vi. Master File

DEO SWAT MALE

By do.swat - Show-cause Notice

ATTESTED

District Education Officer (M)
Swat.

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پرنسپل گورنمنٹ ہائی سکول نمبر 1 مینگورہ ضلع سوات



OFFICE OF THE PRINCIPAL
GOVERNMENT HIGH SCHOOL NO. 1 MINGORA SWAT.
PH. 0946-710855

Reference No. _____

Dated. _____

شو کاز نوٹس

آپ مسمیٰ محمد اسحاق (ایس ٹی ٹی) کے خلاف آج بمورخہ 27 اپریل 2022ء جماعت ہفتم کے طلبہ نے تحریری شکایت کی ہے کہ آپ اپنے فرائض احسن طریقے سے انجام نہیں دے رہے۔ آپ کلاس میں آتے ہیں لیکن بچوں کو نہیں پڑھاتے۔ نیز آپ نے کل جماعت ہفتم کے ایک طالب علم بلال کو بری طرح مارا پیٹا جس سے وہ بے ہوش ہوا اور سکول کے ایمرجنسی سکوڈ نے ان ابتدائی امداد فراہم کی لیکن تا حال مذکورہ طالب علم کی حالت خراب ہے۔

اس شو کاز نوٹس سے پہلے بھی آپ سے متعدد بار جواب طلبی کی گئی لیکن آپ نے خاطر خواہ جواب نہیں دیا۔ آپ کو مورخہ 10 مارچ 2022ء کو بموجب چھٹی نمبر 10523 بغیر رخصت غیر حاضری کی بنا پر سکول سے ریلیو بھی کیا گیا اور آپ کی خدمات ڈسٹرکٹ ایجوکیشن آفسر ضلع سوات کی صوابدید پر رکھی گئی۔ بعد ازاں آپ نے ایک بیان حلفی جمع کیا کہ آپ آئندہ محتاط رہیں گے۔ بیان حلفی اور ڈسٹرکٹ ایجوکیشن آفسر (مردانہ) کی ہدایات کی روشنی میں آپ کو مورخہ 18 اپریل 2022ء کو دوبارہ سکول میں ایڈجسٹ کرایا گیا۔ لیکن ابھی تک آپ سکول انتظامیہ اور طلبہ کے لئے درد سر بنے ہوئے ہیں۔

آپ دو دن کے اندر اندر تحریری جواب زیر دستخطی کے پاس جمع کرانیں کہ آپ نے کیوں ایک طالب علم کو بے دردی سے مارا۔ چونکہ سزا پر حکومت نے مکمل طور پر پابندی لگائی ہے۔ تو پھر کیوں نہ آپ کے خلاف ای۔ اینڈ۔ ای۔ رولز کے مطابق کارروائی کی جائے۔

پرنسپل

گورنمنٹ ہائی سکول نمبر 1 مینگورہ سوات

End. No. 10551

Dated. 27/04/2022

Copy forwarded to

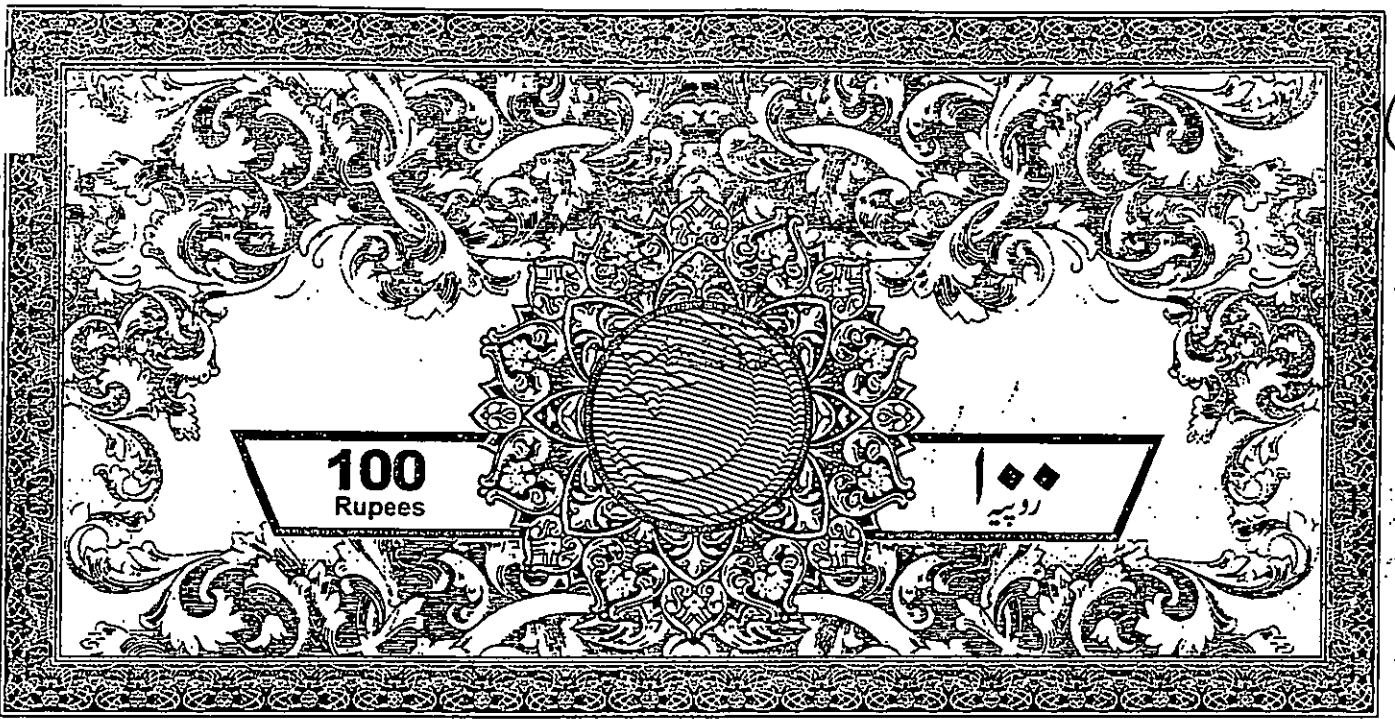
1. DEO (M) Swat for information

ATTESTED

Principal
GHS No-1 Mingora Swat.

District Education Officer (M)
Swat.

CS CamScanner



~~Annexure~~

Annexure

بیان حلفی

منکہ محلف مسی محمد اسحاق ولد اعظم خان ساکن محلہ میر خیل بنڑیگورہ تحصیل بابوزئی ضلع سوات کا ہوں اندر میں وقت بحالت قانگی ہوش و حواس خمسہ حلفیہ بیان کر کے لکھ دیتا ہوں کہ من محلف محکمہ تعلیم میں بحسبیت ایس ٹی ٹی ملازم ہوں اور گورنمنٹ ہائی سکول نمبر ۱ بنڑیگورہ میں تعینات ہوں۔ گذشتہ دنوں بیماری کے باعث میں رخصت لیے بغیر حاضر رہا ہوں۔ میں آئندہ محتاط رہوں گا اور باقاعدہ رخصت لیے بغیر کوئی چھٹی نہیں کروں اور قواعد و ضوابط کا پابند رہوں گا۔ بصورت دیگر متعلقہ حکام میرے خلاف جو بھی کارروائی کریں گے وہ مجھے قبول و منظور ہوگی۔ بیان بالا تا حد علم و یقین من محلف بالکل درست اور صحیح ہے اور ایس کوئی امر مخفی یا پوشیدہ نہیں رکھا گیا ہے۔ اگر بعد میں کوئی غلط بیانی برآمد ہوگی تو میں حکومت کا قانونی جرم دار ہوں گا۔ لہذا اس ضمن میں حلفیہ بیان سندا تحریر ہے۔

04/04/2022 المرقوم

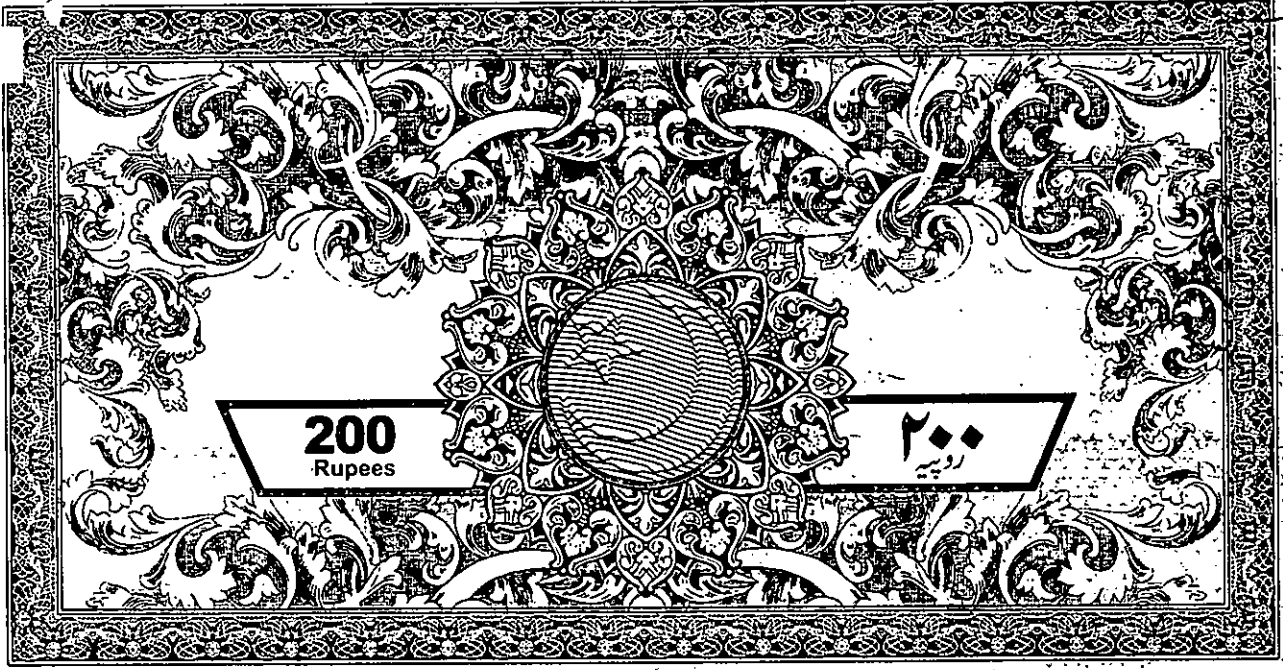
ATTESTED

العبد

محمد اسحاق محلف، مذکورہ 3-1075364-15602

ATTESTED
 MUHAMMAD ALI SHAH ADVOCATE
 Swat
 412

District In-charge Officer (M)
 Swat



~~(Amoxil)~~

بیان حلفی

منکہ محلف محمد اسحاق ولد اعظم خان ساکن محلہ میر خیل، منڑینگورہ تحصیل بابوزئی ضلع سوات کا ہوں۔ اندر میں وقت بحالت قانچی ہوش و حواس منہ حلفیہ بیان کر کے لکھدیتا ہوں کہ میں نے محلہ تعلیم میں بحیثیت ایس ٹی ٹی ملازم ہوں اور گورنمنٹ ہائی سکول منبراہنگورہ میں تعینات ہوں۔ گذشتہ دنوں بیماری کے باعث میں ڈیوٹی سے غیر حاضر رہا ہوں، میری غیر حاضری قصداً عمد نہیں بلکہ با امر مجبوری تھی اور میرے علاج معالجہ کے تمام دستاویزی ثبوت موجود ہیں۔ میں آئندہ محتاط رہوں گا اور باقاعدہ رخصت کے بغیر چھٹی نہیں کروں گا بصورت دیگر محکمہ ہذا میرے خلاف جو بھی کارروائی کرے گا وہ مجھے قبول و منظور ہوگی۔ بیان بالا تا حد علم و یقین من محلف بالکل درست اور صحیح ہے اور اس میں کوئی آمرخی یا پوشیدہ نہیں رکھا گیا ہے۔ لہذا اس ضمن میں حلفیہ بیان سنداً تحریر ہے۔ المرقوم 23/11/2022

ATTESTED

د العبد

محمد اسحاق محلف مذکور

رابطہ نمبر 0348-1908336

District Education Officer (M)
Swat

محمد اسحاق محلف مذکور
3-25-2022-1562
منبراہنگورہ
0348-9282096

قیدر شہر ولد بابوزئی
5-272091-1562
منبراہنگورہ
سوات

ATTESTED
ARIF KHAN ADVOCATE
District Courts Swat
No. 109 Date 23/11/22
OATH COMMISSIONER

Annexure

11
D

(14)

OFFICE OF THE PRINCIPAL GOVT HIGHER SECONDARY SCHOOL BATAI KHWAZA KHELA DISTT SWAT

NO 788

DATED 23/09/2022

To

After for
21/9/22
23/9/22

The Distt Education Officer (M)
Swat.

SUBJECT: SUBMISSION OF ENQUIRY REPORT IN R/O MUHAMMAD ISHAQ S.TT

Memo,

Reference your office Endst: No 1433-36 Dated 6/9/2022 regarding the subject captioned above, an enquiry was conducted whose detailed report is outlined as under.

A-METHODOLOGY FOR ENQUIRY: The following methods for enquiry were adopted

- 1-Field visit to, GHS No1 Mingora Swat.
- 2-Obtaining informations through interview.
- 3-Checking of record.

B-FINDINGS/CONCLUSIONS: After passing through a thorough investigations, the following findings/Conclusions are drawn out:

- 1-Mr.Muhammad Ishaq S.TT GHS No1 Mingora has been suffering from a disease namely Bipolar Affective Disorder since 15-09-2020(Annex-1).
- 2-Mr.Muhammad Ishaq filed an application to the Principal GHS No1Mingora on 15/09/2020 for grant of Medical Leave for one month(Annex2a),the Principal forwarded his application along with other documents to DEO(M)Swat vide No 1017/M.leave Dated 19/09/2020 for further necessary action(2b),Sanction was granted for 47 days medical leave by DEO(M)Swat vide No 13021-22.Dated 14/12/2020(Annex 2c)and the said leave was also recorded in his service book.
- 3- He is also involved in corporal punishment. (Annex-3a, 3b).
- 4-He was issued a notice by the principal vide No 10183, Dated 21/04/2021, regarding his absence from duties w.e.f 19/04/2021. (Annex-4)
- 5-The Principal submitted a detailed report to DEO(M)Swat vide letter No1084-Dated 22/4/2021 about his performance in duties(Annex5a),Distt Education Officer(M) Swat issued a show

ATTESTED

District Education Officer (M)
Swat.

2800
23/9/2022

15

cause notice vide No 5661-65, Dated 8/6/2021, explaining his position about guilty of his absenteeism (Annex-5b).

6-The Principal relieved Mr. Muhammad Ishaq S.TT of his duties on 10-03-2022, vide No 10524, Dated 10/03/2022, and placed his services at the disposal of DEO(M) Swat for further adjustment (Annex-6)

7-The DEO (M) Swat issued a show cause notice Vide No 6163/P.F/Ishaq STT, Dated 29/03/2022, due to his long absence from duties (Annex-7)

8-Mr. Muhammad Ishaq produced an Affidavit to the principal GHS No1 Mingora Swat promising that he will be careful in the discharge of his duties in future (Annex-8)

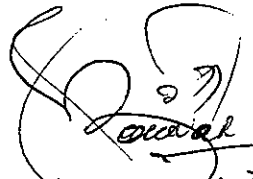
9-IMU, also reported his absenteeism and a show cause notice in this context was issued to him by DEO (M) Swat vide No 6496 Dated 12/04/2022 (Annex-9)


10-He has been issued notices regarding his negligence in duties and absenteeism by various Principals of GHS No1 Mingora during their tenures, but he turned deaf ears, and violated the rules and regulations, devised and formulated by Govt for a civil servant because of psychological disorder.

11-The students were interrogated who openly told me that the teacher under enquiry used to give harsh punishment and a number of times different students have gone to unconscious state due to corporal punishment executed by Mr. Muhammad Ishaq S.TT.

D-RECOMMENDATIONS/SUGGESTIONS: In the light of the above mentioned scenario and to avoid any untoward situation in future for the department it is recommended to your honored office


That Mr. Muhammad Ishaq S.TT may be referred to Standing Medical Board in the best interest of public service."


(SHAFI ULLAH) 23/09/2022
Enquiry Officer
Principal
GHSS Batai K/Khela Swat.


(ISRARUDDIN)
Enquiry Officer
Headmaster
GHS NO 4 Mingora Swat.

ATTESTED

(2)


District Educational Officer (M)
Swat.

Shafique Psychiatric Clinic

Jamrud Road, Tehkal Bala
Peshawar 25140,
Pakistan

Medical Leave Certificate

(091) 5840423
Email: spc@doctor.com

This is certify that Muhammad Ishaq s/d/w of A Zeem Khan of Dept./
Organization Teacher is under treatment for Bipolar Affective disord
He/She is recommended a MEDICAL LEAVE for one month with effect from 15-9-20

This certificate is being issued with a clear understanding that to the best of our knowledge this patient is not involved in any criminal, civil or departmental case, Should that turn out to be the case, this certificate stands null and void,

DR. SADIA SHAFIQUE
MCPS (Psych) MRCP (UK)
Consultant Shafique Psychiatric
Clinic Peshawar

Signature and Seal Physician

14 SEP 2020
Dated: / / 20

ATTESTED

District Education Officer (M)
Swat.

محترم پرنسپل صاحب GHS-1 منڈوڑہ

کتاب علی!

مددیان گزارش کی کتابی ہے کہ

میں بیمار ہیں اور سکول آنے سے

قاصر ہیں ڈاکٹر صاحبان نے ایک

ماہ قلم آرام کا نسخہ دیا ہے

میں لعل سرٹیفکیٹ دروازے

سارے لگایا ہے شکر ہے

Muskaqul An
MIR

اسحاق - GHS No-1 - 11

15-09-20

ATTESTED

District Education Officer (M)
Swat.



OFFICE OF THE
GOVERNMENT HIGH SCHOOL NO.1
MINGORA, SWAT.

No. 1017 / M. Leave Dated. 19/09 /2020

To
The District Education Officer,
(Male) Swat

Subject:- MEDICAL LEAVE IN RESPECT OF MR. MUHAMMAD ISHAQ T.T.

Memo:

I have the honor to submit the Medical Leave application along with necessary documents in respect of Mr Muhammad Ishaq T.T. Government High School No.1 Mingora, Swat for your kind perusal and further necessary action please.

[Handwritten Signature]
RINZAL
GOVT. HIGH SCHOL
NO. 1 MINGORA, SWAT.

ATTESTED

[Handwritten Signature]
District Education Officer (M)
Swat.

Annex-2c

22

Annex-1

19



OFFICE OF THE DISTRICT EDUCATION OFFICER
MALE SWAT AT GULKADA.
PHONE and FIX NO. 0946-9240228



SANCTION OF MEDICAL LEAVE.

With reference your office application No. 1070 dated: 26-11-2020, Sanction is hereby accorded to grant of Medical Leave the period with effect from 15-09-2020 to 31-10-2020, (47) days in respect of **Mr. Muhammad Ishaq TT BPS-15** GHS No. 1 Mingora Swat.

Note: -

- I. Necessary entries to this effect should be made in his Service Book.
- II. Conveyance allowance for the mentioned period may be deducted and deposited in to Govt: treasury under intimation to this office.

Muhammad Riaz
DISTRICT EDUCATION OFFICER (M)
SWAT

Endst: No. 13021-22

Dated 14/12/2020.

Copy forwarded to:

- 1- Principal GHSS No.1 Mingora Distirct Swat.
- 2- P.A to the District Education Officer Swat local office.
- 3- The official concerned.

DISTRICT EDUCATION OFFICER (M)
SWAT

ATTESTED

District Education Officer (M)
Swat.

درخواست لرائے ٹیچر کی تنقایت

بخدمت جناب پرنسپل صاحب گورنمنٹ
ہائی سکول غریز منگورہ سوات ننڈ

جناب عالی!

مؤدبان گزارش ہے کہ ہمارا اسلامیات

کا ٹیچر اسحاق صاحب ہے۔ وہ جب کلاس میں

آتا ہے تو وہ کرسی پر بیٹھ کر ^{ہیں} بولتا

ہے کہ سب اپنا اپنا کام لکھو۔ وہ ہمیں

اپنے مطالعے کا کام لیں لکھنا۔ ہماری کلاس

میں ہمارے دو دوست ہیں ایک کو یہ بالتر

تیبج دیتا ہے۔ اور دوسرے کو کل اس نے

مارا ہے جس کی وجہ سے وہ پشیموش ہو گیا

اور وہ آج بات بھی نہیں کر سکتا۔

العارض

ہمارے دوست :- ابو بکر / محمد بلال

کلاس پنجم (2)

مؤرخہ :- 27-4-22

گواہان :- افسان / عثمان / محمد نواز

Hilal

Bilal

Muhammad

Abdul

ATTESTED

District Education Officer (M)
Swat.

پرنسپل صاحب اسلام آباد

خدمت جناب پرنسپل صاحب گورنمنٹ ہائی سکول نمبر ۱
منٹھ مینگورہ سوات

جناب عالی

مؤیدانہ گزارش یہ ہے کہ ہمارے شیخ اسحاق صاحب
کا تیسرا بیسٹ ہے اسلحاہیات کا اس نے پورے سال میں
ہمارے کو آدھا کاپی بھی کمیلیٹ نہیں کیا۔ پہلے تو وہ کلاس میں
آتا ہے اور کام نہیں کرتا۔ ہمارے کلاس میں دو لڑکے سے اس
کو پریشان کرتا ہے۔ ایک ڈوگر اور دوسرا بلال سے کل
اسحاق صاحب جب کلاس آیا تو بلال کاپی چیک کرنے گیا تھا۔
بشیر احمد کے پاس ظاہر شاہ سے اس نے اجازت لی تھی۔
جب بلال کلاس میں آیا تو اسحاق استاد صاحب سے اجازت لیا۔
کہ میں اندر آجاؤ تو اسحاق استاد صاحب نے اس کو بلال کے آجاؤ
تھوڑی دیر بعد اسحاق استاد نے اس کو بلال کہ تم کیوں باہر گئے
تھے۔ بلال نے سارے بات بتادی کہ میں کاپی چیک کرنے
گیا تھا۔ تو اسحاق استاد نے بلال کہ تم نے مجھ سے اجازت کیوں
نہیں لی۔ پہلے تو اسحاق استاد صاحب نے تقریباً ۱۰/۹ تھوڑے

ATTESTED

District Education Officer (M)
Swat.

ہمارا ایک ممبر نے کہا کہ تو بھلا لالہ عرش ہو گیا اور وہ

اب بات بھی نہیں کر سکتا۔ اتنا ہمارا کہ اس کی زبان منہ پر اور

جسک گئی تھی اور آدھا بدن بھی کام نہیں کرتا۔ تقریباً 3، 2

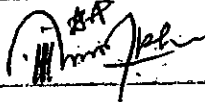

گھنٹے عرش تھا۔ تو ہمارے سب ملازمین کا کہنا ہے کہ اسے

زکال دیا جائے۔ تو ریشی مہربانی ہوگی۔ اور آج بھی ہلال

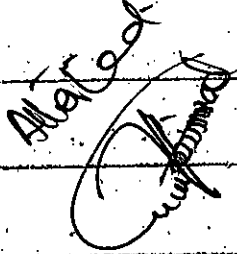
بات نہیں کر سکتا۔ اگر آپ صاحبان نے یہ حل نکال دینا۔

تو ریشی مہربانی ہوگی۔ شکریہ

ملازمین (ایس)

Hilal  دستخط -  جسد

یہ تاریخ - 27-4-2022



Annex-5

Annex-5

22



پرنسپل گورنمنٹ ہائی سکول نمبر 1 مینگورہ ضلع سوات



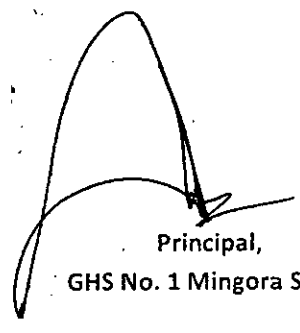
OFFICE OF THE PRINCIPAL
GOVERNMENT HIGH SCHOOL NO. 1 MINGORA SWAT.
PH. 0946-710855

Reference No. 10183

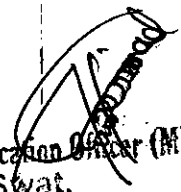
Dated. 21/04/2021

نوٹس

آپ مسمیٰ محمد اسحاق (ٹی ٹی) سکول بڈا مورخہ 19 اپریل 2021 سے بغیر کسی اطلاع کے غیر حاضر ہے۔ یہ عمل پہلی بار نہیں ہو رہا۔ بار بار آپ کو زبانی طور پر تاکید کی گئی کہ آپ اپنے ڈیوٹی پر توجہ دیں مگر آپ اپنے فرائض میں کوتاہی کے مرتکب ہو رہے ہیں۔ آپ کی غیر حاضری کا نوٹس ایجوکیشن مانیٹرنگ آتھارٹی کے اہلکاروں نے بھی لیا ہے۔ آپ کو بذریعہ نوٹس بڈا اطلاع دی جاتی ہے کہ آپ فوری طور پر ڈیوٹی پر حاضر ہو جائے اور تحریری طور پر اپنی غیر حاضری کی وضاحت کریں۔


Principal,
GHS No. 1 Mingora Swat.

ATTESTED


District Education Officer (M)
Swat.



پرنسپل گورنمنٹ ہائی سکول نمبر 1 مینگورہ ضلع سوات

OFFICE OF THE PRINCIPAL
GOVERNMENT HIGH SCHOOL NO. 1 MINGORA SWAT.
PH. 0946-710855



Reference No. 10184

Dated. 22/04/2021

To

The District Education Officer (M),

District Swat.


Subject: Report regarding Muhammad Ishaq TT GHS No.1 Mingora Swat

Memo:

With great veneration I am going to bring into your kind notice that Mr. Muhammad Ishaq TT (BPS-15) has been serving in this school since 01/01//2019 against the TT BPS-16 post. This office is not satisfied of his performance due to the following reasons.

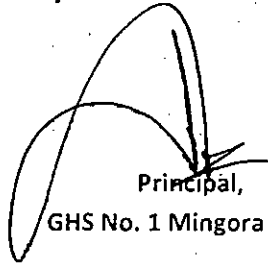
1. His present post is TT BPS-15 but he is serving on wrong post i.e STT B-16.
2. He is Psyche patient and mentally disturb and can't perform duty as a teacher. Due to his mental problems he had taken medical leave w.e.f 15/09/2020 to 31/10/2020 (47 days) vide your office End. No.13021-22 dated.14/12/2020 (see annexure-1).
3. On 1st November 2020 he rejoined his duty by presenting fitness certificate issued by Dr.Sadia Shafiq (Psychiatrist) (see annexure-2), but after his arrival his psyche problem remains the same and frequently making problems for the school manager.
4. The students of different classes also registered complaints against him by time to time verbally as well as in black in white. (see annex-3)
5. The Ex. Principal Mr. Dilawar Khan had also issued him show cause notice in this regard. (See annex-4).
6. He remained absent of the school without any solid reason frequently.

ATTESTED


District Education Officer (M)
Swat.

- 7. He pressurize the undersigned as well as other staff members as he has some serious psyche problems.
- 8. At present he is absent since 19th April 2021 without intimating to this office. This office issued him show cause notice on 21/04/2021 (see annex-5) and in the response of show cause notice he replied that in the current scenario he has not bound to take classes as the middle level classes are off. (see annex-6)

Keeping in view the above facts and realities the undersigned is not satisfied of his duties and request to your kind self that the official concerned may please be transferred to any other school on his original post i.e TT-15.


Principal,
GHS No. 1 Mingora Swat.

ATTESTED


District Education Officer (M)
Swat.



پرنسپل گورنمنٹ ہائی سکول نمبر 1 مینگورہ ضلع سوات

OFFICE OF THE PRINCIPAL
GOVERNMENT HIGH SCHOOL NO. 1 MINGORA SWAT.
PH. 0946-710855



25

Reference No. 10528

Dated. 10/03/2022

To

Muhammad Ishaq STT,

GHS No.1 Mingora.

Subject: Relieving letter

This to inform you that you have been remained absent from your duties since 1st March 2022 without assign any valid reason. This is not for the first time. As per your previous record you are habitual absentee and you don't take interest in your duties of this school.

Here is a brief summary of your track record.

1. You have been serving in this school since 01/01/2019 and since from the first day you are not interested in your duty.
2. As per the record of the school you are Psyche patient and mentally disturb and can't perform duty as a teacher. Due to your mental disorder you had taken medical leave w.e.f 15/09/2020 to 31/10/2020 (47 days), vide DEO (M) office End. No.13021-22 dated.14/12/2020.
3. On 1st November 2020 You rejoined your duty by presenting fitness certificate issued by Dr.Sadia Shafiq (Psychiatrist), but after your arrival your psyche/mental disorder problem remained the same and frequently made problems for the school Manager as well as for other teachers and students.
4. The students of different classes have also registered written complaints against you by time to time verbally as well as in black in white.

ATTESTED

District Education Officer (M)
Swat.

Amr-5.6

26

**OFFICE OF THE DISTRICT EDUCATION OFFICER
MALE SWAT AT GULKADA.
OFFICE PHONE & FIX NO. 0946-9240228**

No. _____

Dated. 8 / 6 / 2021.

SHOW CAUSE NOTICE

I Mr. Muhammad Riaz District Education Officer (M) Swat, as competent authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Revised Rules, 2020 do hereby serve upon you, Mr. Muhammad Ishaq TT GHS No. 01 Mingora Swat as follows:

- a) You have been absent from School without information/ approval of Principal GHS Mingora No.01
- b) The regular students of different classes of the same institute also registered complaints against you as per letter from the Office of Principal GHS No.01 Mingora with Endst: No.10184 dated 22/04/2021.
- c) There is no need of holding a formal enquiry in this case.
- d) In exercise of the power conferred by the Khyber Pakhtunkhwa, Govt: Servant (Efficiency and Discipline) Revised Rules 2020, the Competent Authority is hereby dispense with the conduct of a formal enquiry and serve you with instant show cause regarding your guilty of absenteeism with direction to submit your defense in writing within 07 (seven) days of the issuance of this notice as to why penalty of Rule 4 (a&b) of the said rules should not be imposed upon you and also intimate whether you desire to be heard in person.
- e) In case you failed to submit your reply within the stipulated period, it will be presumed that you have no defense to offer and ex-parte decision will be taken against you.

Mr. Muhammad Ishaq TT
GHS GHS No.01 Mingora District Swat.

COMPETENT AUTHORITY

Endst: No. 5661-65 /PI/ File

Dated: _____ / _____ / 2021.

Copy of above is forwarded to:

- 1. The Director (E&SE) Edu: Khyber Pakhtunkhwa, Peshawar.
- 2. The Deputy Commissioner Swat.
- 3. The District Monitoring Officer, IMU Swat.
- 4. The Principal GHS No.01 Mingora Swat with the direction to serve the notice to the official.
- 5. The official concerned.

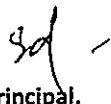
ATTESTED

DISTRICT EDUCATION OFFICER
(MALE) SWAT

District Education Officer (M)
Swat.

- (27)
5. The Ex. Principal Mr. Dilawar Khan had also issued you show cause notice in this regard.
 6. You remained absent of the school without any solid reason frequently. The teachers' attendance register is the witness.
 7. You always try to put pressure on the undersigned as well as other staff members and students and have become hazard for the whole school.
 8. You remained absent with effect from 19th April 2021 without intimating this office for so many days. The undersigned issued you Show cause notice vide reference No. 10183, Dated. 21/04/2021 and in the response of show cause notice you were unable to satisfy this office.
 9. The District Education officer (M) Swat had issued you show cause notice vide End. No. 5661-65, Dated.08/06/2021 but you didn't satisfy the said office by your reply.

Keeping in view the above facts and realities the undersigned is going to relieve you of your duties of this School today on 10/03/2022, as your services are no more required to this office. Your services have been placed on the disposal of District Education officer (M) Swat for further posting.


Principal,
GHS No. 1 Mingora Swat.

End: No. 10524


Dated. 10/03/2022

Copy of the above forwarded to:

1. DEO (M) Swat for further posting and necessary action.


Principal,
GHS No. 1 Mingora Swat.

ATTESTED


District Education Officer (M)
Swat.

Annex-7

28



OFFICE OF THE DISTRICT EDUCATION
OFFICER (MALE) AT GULKADA
DISTRICT SWAT

Phone/Fax No. 09469240228



No 6163 /P.F./Ishaq STT.

Dated 29/3 /2022

To

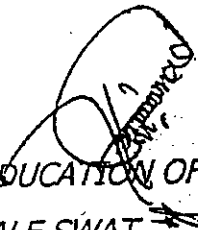
Muhammad Ishaq STT GHS NO.1 Mingora
Swat.

Subject:- RELIEVING LETTER.

Memo:-


As per report of the Principal GHS No.1 Mingora vide his letter No.10523 dated 10.03.2022, you have been relieved from the school duty of GHS No.1 Mingora due to long absence from duty without any information/leave.

You are therefore, directed to submit your application for further adjustment at any vacant post immediately.



DISTRICT EDUCATION OFFICER
MALE SWAT

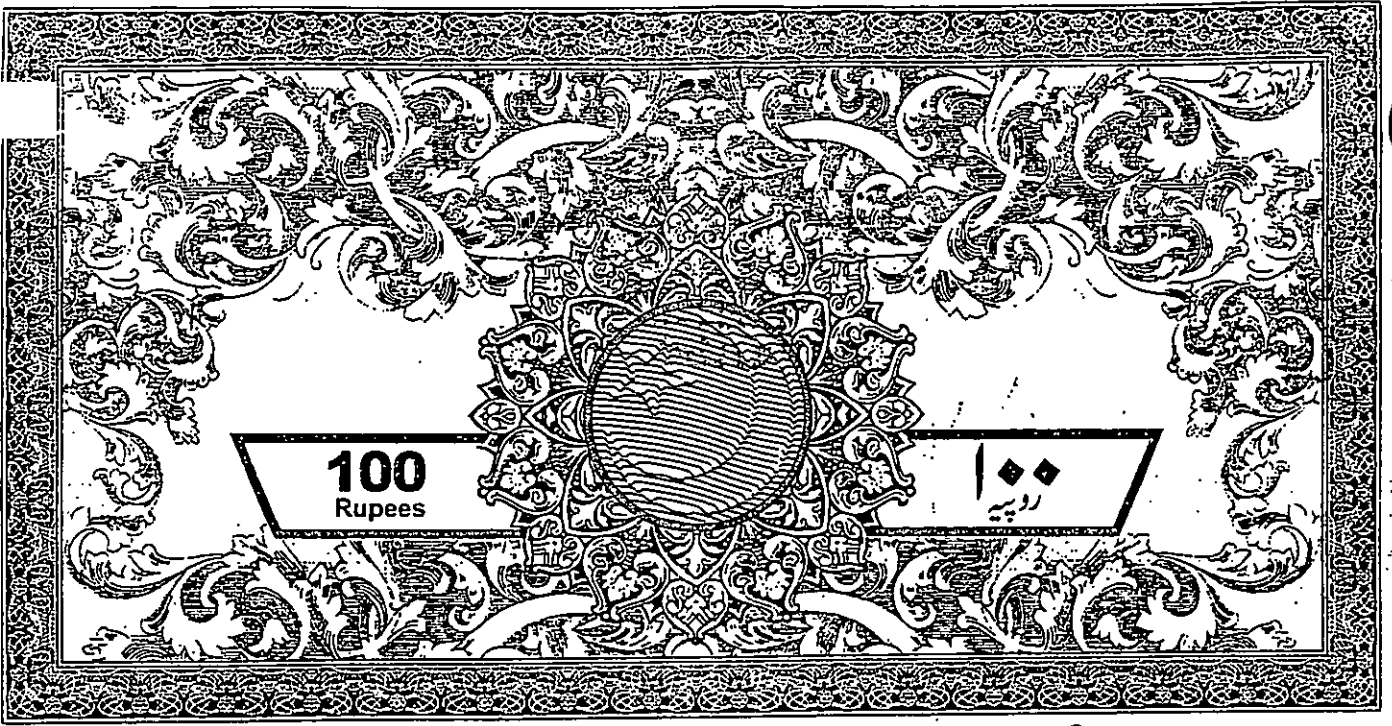
Endst:No _____/

Copy of the is forwarded to the Principal GHS No.1 Mingora w/r to his letter No.cited above.


DISTRICT EDUCATION OFFICER
MALE SWAT

ATTESTED


District Education Officer (M)
Swat.



Annex-8

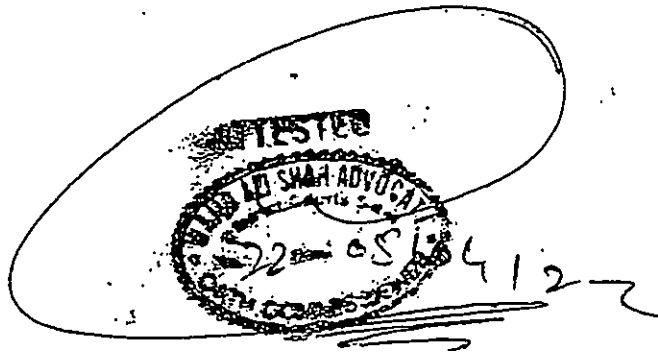
بیان حلفی

منکہ محلف مسی محمد اسحاق ولد اعظم خان ساکن محلہ میر خیل بنزوینگورہ تحصیل بابوزئی ضلع سوات کا ہوں اندر میں وقت بحالت قائمی ہوش و حواس خمسہ حلفیہ بیان کر کے لکھ دیتا ہوں کہ من محلف محکمہ تعلیم میں بحسبیت ایس ٹی ٹی ملازم ہوں اور گورنمنٹ ہائی سکول نمبر 1 بنزوینگورہ میں تعینات ہوں۔ گذشتہ دنوں بیماری کے باعث میں رخصت لیے بغیر حاضر رہا ہوں۔ میں آئندہ محتاط رہوں گا اور باقاعدہ رخصت لیے بغیر کوئی چھٹی نہیں کروں اور قواعد و ضوابط کا پابند رہوں گا۔ بصورت دیگر متعلقہ حکام میرے خلاف جو بھی کارروائی کریں گے وہ مجھے قبول منظور ہوگی۔ بیان بالاجہاد علم و یقین من محلف بالکل درست اور صحیح ہے اور اس میں کوئی امر مخفی یا پوشیدہ نہیں رکھا گیا ہے۔ اگر بعد میں کوئی غلط بیانی برآمد ہوگی تو میں حکومت کا قانونی جرم دار ہوں گا۔ لہذا اس ضمن میں حلفیہ بیان سنداً تحریر ہے۔ المرقوم 04/04/2022

ATTESTED

محمد اسحاق محلف، مذکورہ 3-1075364-15602

District Education Officer (M)
Swat.



30

Annexure 'E'

To,

The DEO (Male)
Swat

Subject: ENQUIRY COMMITTEE

Affid.
19/10/2022.


Respected Sir,

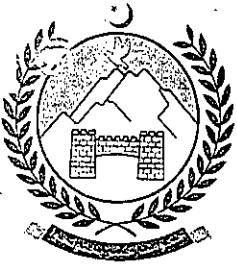
Most respectfully it is stated that Enquiry Committee has referred me to the Medical Board without hearing me. Therefore it is requested to kindly allow me to appear before Enquiry Committee.

Muhammad Ishaq
mic
Yours Truly

MUHAMMAD ISHAQ
STT GHS No. 1 Mingora
Date :19-10-2022

ATTESTED


District Education Officer (M)
Swat.



Annexure 'F'
MC Natab 150
11/11/22
31

OFFICE OF THE PRINCIPAL
GOVT. HIGHER SECONDARY SCHOOL
BATAI KHWAZA KHELA SWAT

E-mail Address: ghsbataikk@gmail.com

Office Phone# 0946-744501

NO 799

Dated 10/11/2022

TO

The Distt Education Officer(M)
Swat.

SUBJECT ENQUIRY REPORT IN R/O MUHAMMAD ISHAQ SR.TT

Memo,

Reference your office Endst: No 545-46/P.F/Ishaq STT Dated 24/10/2022 regarding the subject captioned above, an enquiry was conducted on 8/11/2022 whose detailed report is outlined as under.

A-METHODOLOGY FOR ENQUIRY: The following methods for enquiry were adopted

1-Field visit to, GHS No1 Mingora Swat.

2-Obtaining information's through interview and Questionnaire.

3-Checking of record.

B-FINDINGS/CONCLUSIONS: After passing through a thorough investigations, the following findings/Conclusions are drawn out:

1-Mr.Muhammad Ishaq S.TT GHS No1 Mingora has been suffering from a disease namely Bipolar Affective Disorder since 15-09-2020, and he has been admitted to Swat Rehabilitation Center Mingora Swat for treatment of psychological problems since 31-7-2022 (Annex-1).

2-Mr.Muhammad Ishaq STT remained wilfully absent from his duties and reported to DEO(M)Swat by the then Principals, his pay has been stopped since 10/06/2022 till now (Annex-2).

3- Mr.Muhammad Ishaq STT was personally heard and was also served through a Questionnaire but the replies to the questions are not satisfactory. (Annex-3).

4-Mr.Muhammad Ishaq STT produced before the enquiry committee an OPD letter issued by Saidu Group of Teaching Hospitals Saidu Sharif Swat Dated 04/10/2022 wherein the Doctor advised that Mr.Muhammad Ishaq can join his duty right from tomorrow. (Annex-4)

5-Mr.Muhammad Ishaq STT also produced before the enquiry committee a written statement that he will have no objection if he is transferred to any other School(Annex-5).

ATTESTED

District Education Officer (M)
Swat.

D-RECOMMENDATIONS/SUGGESTIONS: In the light of the above mentioned scenario and to avoid any untoward situation in future for the department it is recommended to your honored office

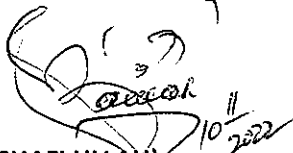
(i) to direct Principal GHS No1 Mingora Swat to confidentially verify from Ehsas Rehabilitation Centre Mingora Swat whether Mr. Muhammad Ishaq STT remained under treatment at this centre or otherwise.

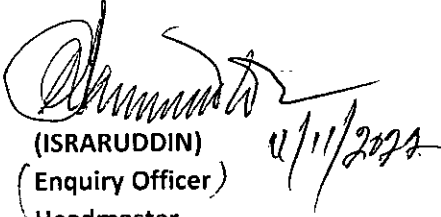
(ii) Mr. Muhammad Ishaq STT will produce a written Affidavit to the Principal GHS No1 Mingora Swat wherein it may be clearly stated that he will be careful in the discharge of his duties in future and will never violate the rules and regulations framed by Govt for a civil Servant, this affidavit must have been signed by two reputed witness and countersigned by the Oath Commissioner.

(iii) Absence period of Mr. Muhammad Ishaq STT may be converted to leave of any kind as per leave rules of the Govt formulated for a civil Servant.

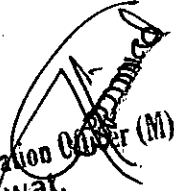
(iv) After fulfilling and Completing the process from paras i to iii of the recommendations the Distt Education Officer(M) Swat will issue an adjustment order to Mr. Muhammad Ishaq STT.

(v) In case Mr. Muhammad Ishaq STT was found guilty of violation in his duties in future there is no need of further enquiry but he may kindly be recommended to Standing Medical Board.


(SHAFI ULLAH)
(Enquiry Officer)
Principal
GHSS Batai K/Khela Swat.


(ISRARUDDIN)
(Enquiry Officer)
Headmaster
GHS NO 4 Mingora Swat.

ATTESTED


District Education Officer (M)
Swat.



EHSAS REHABILITATION CENTER

Cell: 03404638238- 0349-09307549

Ref No: ERC # 823A

To whom it may concern

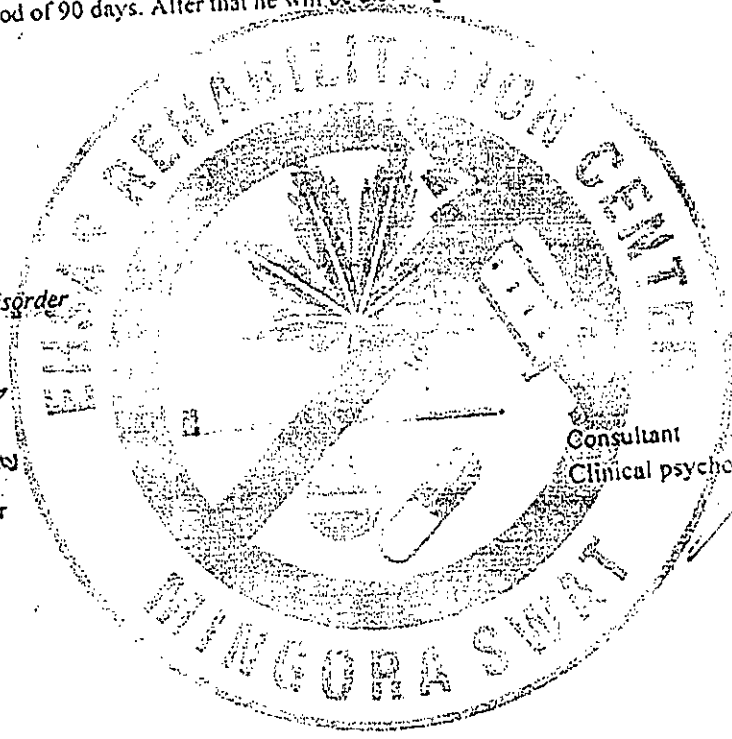
Date: 10/08/2022

This is certified that Mr Muhammad Ishaq s/o Azeem khan was admitted at Ehsas rehab center on dated 31-07-2022 .he was diagnosed for the treatment of psychological problems. The patient will be admitted for the period of 90 days. After that he will be discharged .

Diagnosis

Bipolar affective disorder

[Signature]
DIRECTOR
Ehsas Well Being Society
Ehsas rehab center



Consultant
Clinical psychology:

[Signature]

Swat inn Shadi Hal Swat inn hotel

نشانیات سے انکار انامیت سے ہزار

ATTESTED

[Signature]
District Education Officer (M)
Swat



PAYROLL SYSTEM
AMENDMENT FORM
MULTIPLE EMPLOYEE ENTRY

POSITION CODE NO: 80295690

OFFICE OF THE PRINCIPAL GOVERNMENT HIGH SCHOOL NO. 1 MINGORA, SWAT.
FOR THE MONTH OF DECEMBER /2021

DDO Code
(Cost Center)

S W 6 0 7 1

Description

PRINCIPAL GOVERNMENT HIGH SCHOOL NO. 1 MINGORA, SWAT.

Personnel
Number

0 0 5 2 9 9 2

Employee
Name

MUHAMMAD ISHAQ

National ID
Card Number

15602-1075364-0

Grade (Pay
Scale Group)

1 6 S.T.T.

Salary
Status

START

X

ATTESTED

Info Type	Field ID	New Contents	CHANGE IN PAYMENTS / DEDUCTIONS				Effective Date	Remarks
			Wedge Type	Amount				
				Rupees	Paisa	Adj		
	117	In-avtive					01-06-2022	Un-authorized absent since 01-05-2022. Already reported to DEO(M) Swat vide this Office endst: No. 10552 Dated-07-05-2022

District Education Officer (M)
Swat

DDO
PRINCIPAL
Govt. High School No. 1
Mingora, Distt: Swat

[Signature]
District Education Officer (M)
Swat

Audited / Checked By

Entered / Verified By

[Signature]
34
34
34

QUESTIONNAIRE

1-NAME Muhammad Ishaq 2-DESIGNATION STT 3-QUALIFICATION MA-Med

4-SCHOOL:GHS No1 Mingora Swat 5-D/O/T/O/CHARGE ON THE PRESENT POST _____

6-D/O/1st Appointment/Designation 27-10-14 (TT)

7-Total Length of Service _____ Date 08-11-2022

NOTE: Answer the Questions in English or Urdu or Pashtu

Q.NO 1- Which type of mental disease are you facing?

Ans: I have a bipolar affective disorder disease but now I have been recovered totally.

Q.NO 2-What major symptoms are you feeling due to this disease?

Ans: میرے ذہن پر بوجھ محسوس اکثر کرتا تھا لیکن اب الحمد للہ بالکل ٹھیک ہوں

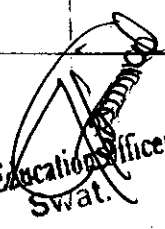
Q.NO 3-You remained wilfully absent from your duties, and numerous Principals during their tenure called explanations, reported you to DEO(M)Swat to explain your position in violation of civil servant rules, let me explain why have you violated civil servant rules framed by Govt for a civil Servant?

Ans: میں جب گھٹی لینا اور پرنسپل صاحب کو ٹیلی فون کرتا تو وہ سرکاری ڈاکٹر کا اجازت دانا کہا کرتا جس میں کہ ٹائم نکلتا اس لئے وہ لوٹس جاری کرتا تاکہ سکول میں کوئی مسئلہ گھڑا نہ دے۔ میں نے الحمد للہ ایک دن ہی اپنی ڈیوٹی سے غافل نہیں ہوا ہوں

Q.NO 4-It has also been reported that you are involved in corporal punishment to the students which is totally banned by the Govt, let me state why are you denying Govt directives about corporal punishment?

Ans: میں نے ایک ہی کیپر سٹک سے تشدد نہیں کیا ہے جس سے اسے پوٹ آئے یا زخمی ہوں میں نے ایسا صرف فلائس میں شور سے اچھے اور مناسب طریقے سے روکا ہے

ATTESTED


District Education Officer (M)
Swat.

Q.No-8: Can you outline those circumstances which led to stoppage of your pay?

36

میں نے Leave میں تنخواہ بند نہیں کی تھی اور میں نے سرکاری ڈاکٹر اور قانون کے مطابق چھٹی لی ہے۔ لیکن جب انسان تنخواہ لیتا ہے اور اس کے لئے دلیلیں پر ہوتا ہے لہذا اس میں لپٹ ہوئی ہے۔

Israrud Din H/M
GHS No 4 Mingora

Muhammad Ishaq
S.T.T
GHS No 1 Mingora Swat

Principal
8/11/2022
(SHAFIULLAH)
PRINCIPAL
Govt. Higher Secondary School,
Batal Khwaza Khela Distt: Swat

Principal
Govt. High School No-1
Mingora, Distt: Swat.
8-11-2022

ATTESTED

District Education Officer (M)
Swat.



SAIDU GROUP OF TEACHING HOSPITALS

SAIDU SHARIF SWAT

Ph. 0946-9240126-27 Email: mssthswat@yahoo.com

OUTPATIENT DEPARTMENT (OPD)

(Annex 4)

37

Name: 65/3 S/D/W: _____

Gender: _____ Age: _____ Address: _____

Yearly No: 59707 Department: _____ Date: 04 OCT 2017

Complaints:

Schizophrenia
disorder

Rx

1) Tab. Olanzapine 10 mg
(طاب) 3 - 3 - 3

2) Tab. Amisulpride 150 mg
(طاب) 0 + 1 + 1

Physical Examination:

Stable

Investigations:

Advise to commence
going to school, from
tomorrow. 4/10/17

Dr. M. Rehman
MBBS, DPM, MRCPsych
CONSULTANT PSYCHIATRIST

Provisional Diagnosis:

ATTESTED


District Education Officer (M)
Swat.


38
اگر معزز پرنسپل صاحبان مجھے اس سکول سے
دوسرے سکول میں ٹرانسفر کرنے لے کر مجھے اس
پر کوئی اعتراض نہیں لیتے ہیں استدعا
کرتا ہوں کہ پیری تنخواہ آزاد کی جائے۔

Mashooq Ali
مخداسحاق


STT GHS No. 1 Mingora.

Date: 08-11-2022


18/11/2022
PRINCIPAL
Govt. High School No-1
Mingora, Distt: Swat.

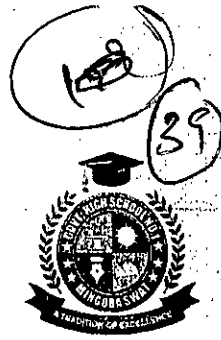

PRINCIPAL
Govt. Higher Secondary School,
Batal Khyaza Khela Distt: Swat

ATTESTED


District Education Officer (M)
Swat



Annexure "G"



OFFICE OF THE PRINCIPAL
GOVERNMENT HIGH SCHOOL NO. 1 MINGORA SWAT.
PH. 0946-710855

NO. 106900

DATED: 2/12/2022

To,

P-(1)

The DEO (M) Swat.

At Gulkada saidu-sharif swat.

Subject: Implementation of the Recommendations of the Inquiry committee regarding the case of M.Ishaq STT GHS No.1 Mingora Swat.

Memo:

Reference to your esteemed office order **No193/P.F/Ishaq STT Dated: 22-11-2022**. I have the honor to implement the recommendations of the 'Inquiry committee' (Annex-I) as per details in the following points.

- (1) Following Recommendation No.1 of the inquiry committee a confidential letter was sent to the **chairman Ehsas Rehabilitation Centre Mingora Swat** vide this office **Endost No.106892-93 Dated: 24-11-2022**
(Annex-II) The reply of the chairman Ehsas Rehabilitation Centre is attached.
(Annex-III)
- (2) Following the second recommendation of the inquiry committee a written affidavit was taken/received from Mr. Muhammad Ishaq STT to be careful in future in the performance of his duties. (Annex-IV)
- (3) As long as the absence period of Mr. Muhammad Ishaq STT is concerned, the brief history of his absence from duty is given in the following lines.
 - (A) Mr Muhammad Ishaq STT availed 'Medical Leave' w.e.f **15-09-2020** to **31-10-2020 (47 days)** vide your office No. **13021-22 Dated: 14-12-2020**.
 - (B) He remained unauthorized absent from his duty w.e.f **11-03-2022** to **17-04-2022 (48days)** source for salary deduction had been sent to **DAO Swat**
(Annex-V)
 - (C) Then Mr. Muhammad Ishaq STT has been remaining absent from his duty without any permission from this office w.e.f **01-06-2022** to **30-11-2022 (06months)** and his salary has been stopped w.e.f. **01-06-2022** till now.
(Annex-VI).

ATTESTED

(P.T. 0)

4071
5-12-2022

District Education Officer (M)
Swat.

P-(2)

102
40

His period of unauthorized absence may please be converted to any kind of leave according to 'Leave-Rule' formulated for Govt servant.

- (4) As per recommendation of the inquiry committee your worthy office will issue an 'Adjustment order to M.Ishaq STT for pay release.
- (5) Mr. Muhammad Ishaq STT has been given charge of his duties by the inquiry committee on the condition of para-5

In case he failed to comply the condition mentioned in para-5 he may be kindly recommended to standing medical board as per decision of the inquiry committee.


Obediently,



PRINCIPAL

GOVT HIGH SCHOOL
NO.1 MINGORA SWAT.
PRINCIPAL
Govt: High School No-1
Mingora, Distt: Swat.

ATTESTED



District Education Officer (M)
Swat.



OFFICE OF THE DISTRICT EDUCATION
OFFICER (MALE) AT GULKADA
DISTRICT SWAT

Phone/Fax No. 09469240228



41

No 1793 /P.F/Ishaq STT.

Dated 22/11/2022

To

The Principal GHS No.1 Mingora Swat.

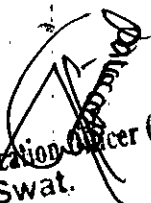
Subject:- ENQUIRY REPORT IN R/O MUHAMMAD ISHAQ STT GHS NO.1 MINGORA.

Memo:-

Reference to the recommendations of the enquiry committee conducted by Shafiullah Principal GHSS Batai K.Khela & Mr:Israruddin Head Master GHS No.4 Mingora (copy attached) with the request to implement the recommendations under intimation to this office.


DISTRICT EDUCATION OFFICER
MALE SWAT

ATTESTED


District Education Officer (M)
Swat.

(Annex I)

42

D-RECOMMENDATIONS/SUGGESTIONS: In the light of the above mentioned scenario and to avoid any untoward situation in future for the department it is recommended to your honored office

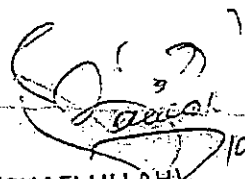
(i) to direct Principal GHS No1 Mingora Swat to confidentially verify from Ehsas Rehabilitation Centre Mingora Swat whether Mr. Muhammad Ishaq STT remained under treatment at this centre or otherwise.


(ii) Mr. Muhammad Ishaq STT will produce a written Affidavit to the Principal GHS No1 Mingora Swat wherein it may be clearly stated that he will be careful in the discharge of his duties in future and will never violate the rules and regulations framed by Govt for a civil Servant, this affidavit must have been signed by two reputed witness and countersigned by the Oath Commissioner.

(iii) Absence period of Mr. Muhammad Ishaq STT may be converted to leave of any kind as per leave rules of the Govt formulated for a civil Servant.

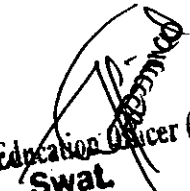
(iv) After fulfilling and Completing the process from paras i to iii of the recommendations the Distt Education Officer(M)Swat will issue an adjustment order to Mr. Muhammad Ishaq STT.

(v) In case Mr. Muhammad Ishaq STT was found guilty of violation in his duties in future there is no need of further enquiry but he may kindly be recommended to Standing Medical Board.


(SHAFI ULLAH)
(Enquiry Officer)
Principal
GHSS Batai K/Khela Swat.


(ISRARUDDIN)
(Enquiry Officer)
Headmaster
GHS NO 4 Mingora Swat.

ATTESTED


District Education Officer (M)
Swat.



پرنسپل گورنمنٹ ہائی سکول نمبر 1 مینگورہ ضلع سوات

**OFFICE OF THE PRINCIPAL
GOVERNMENT HIGH SCHOOL NO. 1 MINGORA SWAT.
PH. 0946-710855**



No. 106892-23 /M.Ishaq/STT

Dated. 24/11/2022

To

The Chief Executive,
Ehsas Rehabilitation Centre.
Mingora Swat.

(Annex - II)


Subject: Confidential Report Regarding the Treatment of M.Ishaq (STT) under Your Kind Control/Supervision

Dear Sir,

I am directed by the District Education officer Swat No. 1793/P.F/M.ISHAQ (STT) to verify confidentially from your center whether M.ISHAQ (STT) remained under treatment at your center or otherwise.

Therefore, you are requested to furnish details regarding this matter specially focusing on his duration of stay with you, status of his disease and kind of treatment etc to this office in black and white.

(1) Copy Forwarded for information to: DEO (M) Swat.


Faithfully yours
PRINCIPAL
GOVT: HIGH SCHOOL
NO. 1 MINGORA, SWAT
PRINCIPAL
Govt: High School No-1
Mingora, Dist: Swat.

ATTESTED


District Education Officer (M)
Swat.



SAVE YOUR LIFE

EHSAS Rehabilitation Center

MINGORA SWAT

Contact: 03490307549 - 03479531835

64

To whom it may concern

(Annex-III)

This is certified that Mr Muhammad Ishaq s/o Azeem Khan was admitted at Ehsas rehab center on dated 31-07-2022. he was admitted for the treatment of psychological problems. The patient was admitted for the period of 65 days.

The patient was discharged with good physical and mental condition.

And now he can join their work.

Diagnosis

Obsessive compulsive disorder

Prescription:

tab olinza 10 mg

0+0+1

Tab epival 250 mg

0+1+1

Chairman
EHSAS
Rehabilitation
Chairman
Ehsas rehab center

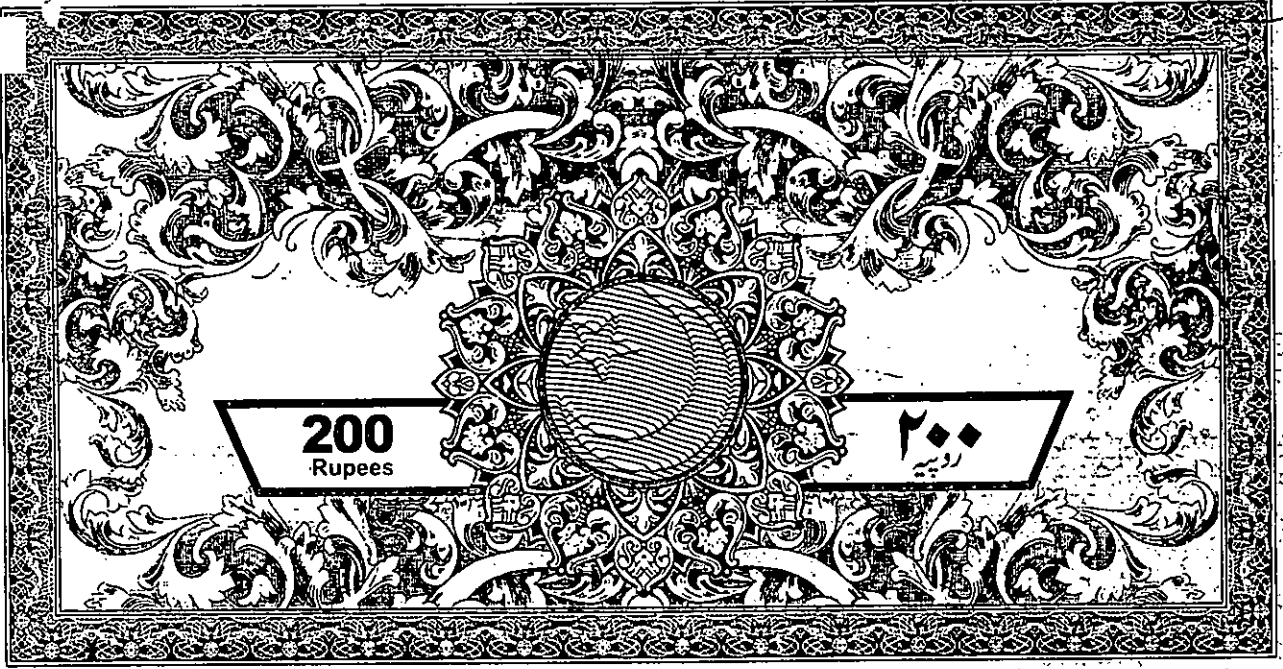
Consultant
Clinical psychologist

منشیات سے انکار انسانیت سے پیار

Ingarodirya Bypass Chwak Near Swat Inn Shadi Hal And Hotel

ATTESTED

District Education Officer (M)
Swat.



45

بیان حلفی

(Annex-IV)

مکہ محلف محمد اسحاق ولد اعظم خان ساکن محلہ میر خیل، بنزیرنگورہ تحصیل بابوزئی ضلع سوات کا ہوں۔ اندر میں وقت بحالت قانچی ہوش و حواس ختمہ حلفیہ بیان کر کے لکھتا ہوں کہ میں نے محکمہ تعلیم میں بحیثیت ایس ٹی ٹی ملازم ہوں اور گورنمنٹ ہائی سکول بنزیرنگورہ میں تعینات ہوں۔ گذشتہ دنوں بیماری کے باعث میں ڈیوٹی سے غیر حاضر رہا ہوں، میری غیر حاضری قصداً عمدائیں بلکہ بااثر مجبوری تھی اور میرے علاج معالجہ کے تمام دستاویزی ثبوت موجود ہیں۔ میں آئندہ محتاط رہوں گا اور باقاعدہ رخصت کے بغیر چھٹی نہیں کروں گا بصورت دیگر محکمہ ہذا میرے خلاف جو بھی کارروائی کرے گا وہ مجھے قبول و منظور ہوگی۔ بیان بالا تاحد علم و یقین من محلف بالکل درست اور صحیح ہے اور اس میں کوئی آمرغنی یا پوشیدہ نہیں رکھا گیا ہے۔ لہذا اس ضمن میں حلفیہ بیان سنداً تحریر ہے۔ الم تو م 23/11/2022

ATTESTED

محمد اسحاق

العبد

محمد اسحاق محلف مذکور

رابطہ نمبر 0348-1908336

District Education Officer (M)
Swat.

محمد اسحاق ولد اعظم خان

قید رہائش و محلہ بابوزئی

3-525-552-1562

5-6272091-1562

0343 9282096

بنزیرنگورہ ضلع سوات



46

Annex-V

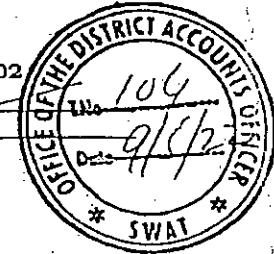
PR-I/11
page no 56



PAYROLL SYSTEM
AMENDMENT FORM
MULTIPLE EMPLOYEE ENTRY
OFFICE OF THE PRINCIPAL GOVERNMENT HIGH SCHOOL NO. 1 MINGORA, SWAT.
FOR THE MONTH OF MAY /2022

POSITION CODE NO:

FORM: PAY02
Date:
Page No.



DDO Code
(Cost Center)

S W 6 0 7 1

Description
PRINCIPAL GOVERNMENT HIGH SCHOOL NO. 1 MINGORA, SWAT.

Personnel
Number

0 0 5 2 9 9 9 2

Employee
Name
MUHAMMAD ISHAQ

National ID
Card Number: 15602-1075364-3

Grade (Pay
Scale Group)

1 6 S.T.T.

Salary
Status
START

X

Info Type	Field ID	New Contents	CHANGE IN PAYMENTS / DEDUCTIONS			Effective Date	Remarks
			Wedge Type	Amount			
			Rupees	Paisa			
		Deduction of One Month Pay w.e.f. 01.03.2022 to 17.04.2022 Total 48 days Rs.61481/-PM	Total Deduction	96320	00	01.05.2022	Deduction of pay w.e.f. 01.03.2022 to 17.04.2022 = 48 days Salary Slip for the month of April /2022 attached.
		Four (04) Equal Instalment @ Rs 30000/-PM		30000	00		
			Total Deduction = 96320/-				
			ROP start w.e.f. 01-05-2022 Rs = 30,000/-pm				
		Medical Allowance			00		

DDO

[Signature]
PRINCIPAL
Govt: High School No-1
Mingora, Distt: Swat.

Audited / Checked By
09/05/2022

Entered / Verified By

ATTESTED

[Signature]
District Education Officer
Swat



**PAYROLL SYSTEM
AMENDMENT FORM
MULTIPLE EMPLOYEE ENTRY
OFFICE OF THE PRINCIPAL GOVERNMENT HIGH SCHOOL NO. 1 MINGORA, SWAT.
FOR THE MONTH OF DECEMBER /2021**

POSITION CODE NO: 80295690

FORM: PAY02

Date.

Page No.

DDO Code
(Cost Center)

S W 6 0 7 1

Description

PRINCIPAL GOVERNMENT HIGH SCHOOL NO. 1 MINGORA, SWAT.

Personnel
Number

0 0 5 2 9 9 9 2

Employee
Name

MUHAMMAD ISHAQ

National ID
Card Number

15602-1075364-

Grade (Pay
Scale Group)

1 6 S.T.T.

Salary
Status

START

X

(Annex-VI)

Info Type	Field ID	GENERAL DATA CHANGE		CHANGE IN PAYMENTS / DEDUCTIONS			Effective Date	Remarks
		New Contents	Wedge	Amount				
			Type	Rupees	Paisa	Adj		
	117	In-avtive					01-06-2022	Un-authorized absent since 05-2022. Already reported to DEO(M) Swat vide this Office endst: No. 10552 Dated 07-05 2022

Principal
Govt. High School No. 1
Mingora, Distt: Swat.

District Education Officer (M)
Swat.

Audited / Checked By

Entered / Verified By

ATTESTED

District Education Officer (M)
Swat.

(16)

DEO(M) میناب گل لہہ نیک سوات
چٹاب علی

معدیات گزارش کی پٹی کے لئے
مقابلہ کے اعمان کے لئے تیاری کر رہا ہوں
اس لئے مجھے ایک مہینے کی چھٹی
(Leave Without Pay) پاس سے 01-03-22 سے

01-04-22 تک - شکر پور

محمد اسحاق ولد عظیم خان


STT, GHS, NO 1 MINGORA

Dated: 01-03-22

Forwarded to the DEO (M) Swat for necessary action

with the remarks that he remained absent from duty
w.e.f 01-03-2022 to 12-12-2022 and then he
got pay release order from your good office w.e.f
13-12-2022.

Rejected


1-3-2022


ATTESTED


District Education Officer (M)
Swat.

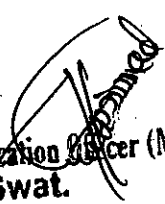
CERTIFICATE.

Certified that Mr. Muhammad Ishaq STT applied to the DEO(M) Swat for one Month)Leave without Pay just after the Winter vacation on 01-03-2023.

Hence the date of his application for leave mentioned above and forwarding to the DEO office may please be read as 01-03-2023 instead of 01-0-2022.




01-03-2023
PRINCIPAL
GHS NO 1 MINGORA SWAT
PRINCIPAL
Govt High School No-1
Mingora, Distt: Swat.

ATTESTED


District Education Officer (M)
Swat.

Annexure "I"

45
50

	OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) AT GULKADA DISTRICT SWAT Phone/Fax No. 09469240228	
---	--	---

No 1/6342 /P.F/Ishaq STT.

Dated 02/3/2023


To

The Principal GHS No.1 Mingora Swat.


Subject:- APPLICATION FOR LEAVE IN R/O MUHAMMAD ISHAQ STT
GHS NO.1 MINGORA.

Memo:-

The application of Mr:Muhammad Ishaq STT GHS NO.1 Mingora for leave for the period w.e.f 01.03.2023 to 01.04.2023 duly forwarded by you is rejected and you are requested to submit his daily attendance/report to this office for further proceedings against him.


DISTRICT EDUCATION OFFICER
MALE SWAT

ATTESTED


District Education Officer (M)
Swat.



**OFFICE OF THE PRINCIPAL
GOVERNMENT HIGH SCHOOL NO. 1 MINGORA SWAT.
PH. 0946-710855**



Annexure "J"

(51)

No. 106929-1

Dated: 09/03/2023

To,

The DEO (M) Swat.

At Gulkada saidu-sharif swat.

Subject: Application for leave in R/o Muhammad Ishaq STT GHS No.1 Mingora

Memo.

Reference to our Endst No. 1032_P.F/ M. Ishaq STT Dated:08/03/2023 it is submitted that Mr. Muhammad Ishaq STT has been remaining absent from duty since 02/03/2023 without providing sanction of any kind of leave.

The undersigned has directed him to explain his position of his continuous absence from duty without permission vide this office letter NO.106925-27 Dated: 06/03/2023 but he failed to do so.

His absence from duty is evident from the daily attendance register (Attested copy is Attached).

Therefore, the case is forwarded for further necessary action,

With this remarks that he may be transferred from this school in the larger interest of the students who are suffering due to his irregularity and absence from duty.

Obediently,

PRINCIPAL
GOVT HIGH SCHOOL
NO.1 MINGORA SWAT
PRINCIPAL
Govt: High School No-1
Mingora, Distt: Swat.

ATTESTED


4866
18/08/2023

District Education Officer (M)
Swat.

STAFF / TEACHER ATTENDANCE REGISTER

HS No. 1 Mingora Swat For the Month of MARCH 2023

Sl. No.	Name: 33) MATI ULLAH				34) FAZAL WADOOD				35) ABDUR RAHMAN				36) MUHAMMAD ISHAK				
	Designation: STT				STT				STT				STT				
	Date	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.
1	8/15					8/20	F.W	2/20	F.W	8/15				8/15			
2	8/15					8/20	F.W	2/20	F.W	8/15				Absent			
3	8/15					8/15	F.W	2/20	F.W	8/15				Do			
4	8/15					8/15	F.W	2/20	F.W	8/15				Do			
5																	
6	8/15					8/15	F.W	2/20	F.W	8/15				Do			
7	8/15					8/15	F.W	2/20	F.W	8/15				Do			
8	8/15					8/15	F.W	2/20	F.W	8/15				Do			
9	8/15					8/15	F.W			8/15				Do			
10																	
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12																	
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PRINCIPAL
 Govt. High School No. 1
 Mingora, Distt. Swat.


STATEMENT OF LEAVES TAKEN

	Sick	Casual	Previous	Total	Sick	Casual	Previous	Total	Sick	Casual	Previous	Total	Sick	Casual	Previous	Total
This Month																
Previous																
Total:																

Dated: _____

Signature of Head _____

ATTESTED


 District Education Officer (M)
 Swat.

Annexure 'K'

53

Office of The Principal,

Government High School No.1 Mingora Swat

No. 106925-27 -Dated. 06/03/2023

TO

MUHAMMAD ISHAQ SST

Subject; Explanation.

Memo,

It has been viewed with grave concern that (1) You are not taking your duty seriously.

(2) You are often irregular and irresponsible regarding the performance of Your duty.

(3) You remained absent from duty for 289 days i.e from 30/07 /2022 up to 12-12-2022 without permission.

(4) You also remained absent from your duty many times before 2022 without any permission given by the Principal concerned.


(5) you are also creating problems for the students while you are teaching in the school and the school administration has received complaints from students as well as teachers regarding your bad and aggressive attitude.

(6) You have been remaining absent from your duty from 02-3-2023 without any intimation and permission from the undersigned thus wasting the costly time of the students.

The students suffer too much due to your absence from your duty.

Therefore , You are directed to attend the school and explain your position

regarding your continuous absence from duty within two days otherwise You will be reported to the higher authorities for disciplinary action under E &D rules 2011.


Principal,
PRINCIPAL,
Govt. High School No-1
Mingora, District Swat.

Copy Forwarded for information:

- (1) D EO Male Swat.
- (2) Director E& SE Peshawar

ATTESTED


District Educational Officer (M)
Swat.



OFFICE OF THE PRINCIPAL

GOVERNMENT HIGH SCHOOL NO.1 MINGORA SWAT.
PH. 0946-710855



No. 106932-34

Dated 16/03/2023

To,

Mr. Muhammad Ishaq STT

Subject: Show Cause Notice Regarding Absence from Duty.

Memo,

It has been viewed with grave concern that

1. You have been remaining absent from duty without permission from the competent authority w. e. f 02/03/2023.
2. Your leave- application for one month has been rejected by DEO (M) swat vide Endost No. 10342/PF/Ishaq STT Dated: 08-03-2023 and you have been timely informed regarding this matter.
3. You failed to explain your position regarding your continuous absence from duty for the last 15 days.
4. You have been directed via order book No. 28/2023 Dated: 16/03/2023 to report for duty within 48hours.
5. Your absence from duty is also creating administrative problems for the school administration.
6. Moreover, your periods and checking of papers are creating extra burden on other teachers and they are always complaining about it.

Keeping in view, your violations of service cited above you are once again directed to report for duty at school within two days otherwise strict disciplinary action will be initiated against you under E&D rules 2011 including your stoppage of pay.

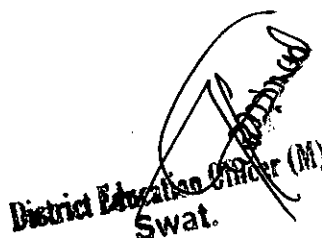
Copy forwarded for information to:

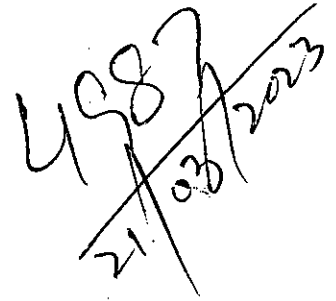
- 1) DEO (M) E&SE Swat.
- 2) Director E&SE Swat.


PRINCIPAL

GOVT HIGH SCHOOL
NO.1 MINGORA SWAT.

ATTESTED


District Education Officer (M)
Swat.


4987
21/03/2023

54

ایشاق
21/3/23



OFFICE OF THE
DISTRICT EDUCATION OFFICER
(MALE) SWAT
NO 1083/P.F / Ishaq STT/ Swat.

Dated 20/3/2023

To

Mr. Muhammad Ishaq S/O. Azeem Khan
Residence of Mohalla MerKhel Banr
Mingora Swat.

Subject:- ABSENCE FROM DUTY /CALL NOTICE

Memo:-

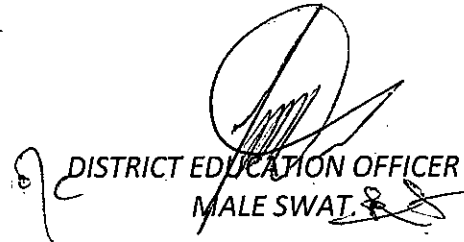
As per report of the Principal GHS No-01 Mingora Swat vide his letter No.106929/M.Ishaq/STT Dated: 09-03-2023, You are absent from your duty since 02-03-2023 without any permission /leave from the competent authority.

You are directed to resume your duty as well as attend this office for personal hearing within 07days of the issue of this letter failing which Ex-Party action under E&D rules 2011 will be taken against you.

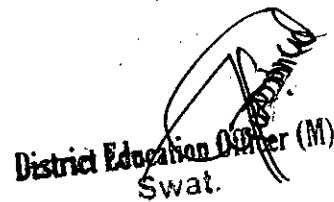
(MUHAMMAD RIAZ)
DISTRICT EDUCATION OFFICER
MALE SWAT.

Endst: No. 10838

Copy forwarded to the principal GHS No-01 Mingora Swat w/r to his letter No. cited above and with the direction to direct the teacher concerned on log book to attend this office on the date and time mentioned above.


DISTRICT EDUCATION OFFICER
MALE SWAT.

ATTESTED


District Education Officer (M)
Swat.

نوٹس غیر حاضری

57

برگاہ آپ مندرجہ ذیل اساتذہ کرام اور درجہ چہارم ملازمین محکمہ ایجوکیشن ضلع سوات نیچے دئے کی تواریخ سے مسلسل سرکاری ڈیوٹی سے بغیر کسی اطلاع کے غیر حاضر ہیں۔ آپ کو گھر کے پتے پر وقتاً فوقتاً انفرادی نوٹس غیر حاضری حسب ذیل تفصیل پر بھیجے گئے ہیں۔ جس میں آپ کو جلد از جلد ڈیوٹی کیلئے حاضر ہونی اور غیر حاضری کی وجہ بیان کرنے کا کہا گیا تھا لیکن تا حال آپ اپنے متعلقہ سکول سے غیر حاضر ہیں اور آپ کی طرف سے کوئی جواب موصول نہیں ہوا۔ لہذا آپ بذریعہ اشتہار ہذا آپ کو آخری بار مطلع کیا جاتا ہے کہ اس نوٹس کی اشاعت کے پندرہ دن کے اندر اندر اپنی ڈیوٹی پر حاضر ہو جائیں اور زبردستی کے رو برو پیش ہو کر اپنی غیر حاضری کی وجوہات کی وضاحت کریں۔ بصورت دیگر آپ کی خلاف صوبہ خیبر پختونخوا ملازمت برخواستگی (ای اینڈ ڈی روٹز 2011) سیکشن (4) (بی) (3) کے تحت یکطرفہ کارروائی عمل میں لائی جائیگی۔ جس کے نتیجے میں آپ کو سرکاری ملازمت سے برخواست کیا جاسکتا ہے۔ اور بعد میں کوئی عذر بھی قبول نہیں کیا جائیگا۔

نمبر شمار اور نام	غیر حاضری کال نوٹس	ڈیوٹی سے غیر حاضری	تفصیل
(1)۔ انور الحق بی ایس ٹی گورنمنٹ پرائمری سکول حکم آباد رانگی	نوٹس نمبر 1360 مورخہ 8/11/2022	مورخہ 1/10/2022	آپ مورخہ 1/10/2022 سے غیر حاضر ہے اور 15 اکتوبر 2022 کو ملک سے باہر انگلینڈ چلے گئے ہیں۔
(2)۔ اقبال حسین بی ایس ٹی گورنمنٹ پرائمری سکول گوارہ	نوٹس نمبر 11608 مورخہ 30/03/2023	مورخہ 1/12/2022	آپ یکم دسمبر 2022 سے مسلسل بغیر کسی اطلاع کے غیر حاضر ہے۔
(3)۔ عمران علی بی ایس ٹی گورنمنٹ پرائمری سکول توتانوبانڈی	نوٹس نمبر 10771 مورخہ 18/3/2023	مورخہ 1/3/2023	آپ یکم مارچ 2023 سے مسلسل بغیر کسی اطلاع کے غیر حاضر ہے۔
(4)۔ ملک شامیر بی ایس ٹی گورنمنٹ پرائمری سکول ہزارہ	نوٹس نمبر 10785 مورخہ 18/3/2023	مورخہ 1/3/2023	آپ یکم مارچ 2023 سے مسلسل بغیر کسی اطلاع کے غیر حاضر ہے۔
(5)۔ اکرام قیوم بی ایس ٹی گورنمنٹ پرائمری سکول چندا خوارہ کبل	نوٹس نمبر 11292 مورخہ 28/3/2023	مورخہ 1/3/2023	آپ یکم مارچ 2023 سے مسلسل بغیر کسی اطلاع کے غیر حاضر ہے۔
(6)۔ محمد اسحاق ایس ٹی ٹی گورنمنٹ ہانی سکول منگورہ نمبر 1	نوٹس نمبر 10837 مورخہ 20/3/2023	مورخہ 2/3/2023	آپ 2 مارچ 2023 سے مسلسل بغیر کسی اطلاع کے غیر حاضر ہے۔
(7)۔ افتخار علی سی ٹی ٹی گورنمنٹ ہائیر سیکنڈری سکول کبل سوات	نوٹس نمبر 11457 مورخہ 18/3/2023 دوسرا نوٹس 14485 مورخہ 28/3/2023	مورخہ 1/3/2023	آپ یکم مارچ 2023 سے مسلسل بغیر کسی اطلاع کے غیر حاضر ہے۔
(8)۔ عزیز الاکرام ایس ایس ٹی گورنمنٹ ہائیر سیکنڈری سکول مانکیال	نوٹس نمبر 22/3/2023	مورخہ 1/3/2023	آپ یکم مارچ 2023 سے مسلسل بغیر کسی اطلاع کے غیر حاضر ہے۔
(9)۔ عبداللہ چوکیدار گورنمنٹ پرائمری سکول کوٹ	نوٹس نمبر 1419 مورخہ 10/11/2022	مورخہ 1/10/2022	آپ یکم اکتوبر 2022 سے مسلسل بغیر اطلاع کے غیر حاضر ہے۔
(10)۔ ادریس احمد چوکیدار گورنمنٹ پرائمری سکول کلام	نوٹس نمبر 10057 مورخہ 1/3/2023	مورخہ 5/12/2022	آپ 5 دسمبر 2022 سے مسلسل بغیر کسی اطلاع کے غیر حاضر ہے۔

INF(Sw)25

محمد ریاض ڈسٹرکٹ ایجوکیشن آفیسر (مردانہ) ضلع سوات

ATTESTED

District Education Officer (M)
Swat.

Daily **AKADI** Swat

سوات

روزنامہ اکادی

روزنامہ

سوات، اسلام آباد اور پشاور سے بیک وقت شائع ہونے والا واحد روزنامہ

چیف ایڈیٹر
ممتاز احمد صادق

جمعہ 14 اپریل 2023ء 23 رمضان المبارک 1444ھ 2 پیسہ 2079 ب صفحہ 8 قیمت 15 روپے شمارہ نمبر 104

جلد نمبر 29

Printed & Published by
Swat

STP



Annexure 'M'

Handwritten signature and initials

**Directorate of Elementary and Secondary Education
Khyber Pakhtunkhwa Peshawar**

Handwritten date 4-12-23 and number 58 in a circle

NOTIFICATION

1. **WHEREAS**, Muhammad Ishaq Ex-STT (BPS-16) GHS No.1 Mingora District Swat was proceeded under Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, on the grounds of willful absence from his official duty w.e.f 02-03-2023 by District Education Officer (Male) Swat, after observing the mandatory codal formalities, he was removed from service vide his office order Endst: No. 1708-15 dated 03-05-2023.
2. **AND WHEREAS**, being aggrieved, Muhammad Ishaq Ex-STT (BPS-16) GHS No.1 Mingora Swat submitted appeal dated 22-08-2023 to the Director Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar being Competent Authority.
3. **AND WHEREAS**, this office asked detail report from DEO (M) Swat vide No. 4207 Dated: 08-09-2023.
4. **AND WHEREAS**, DEO (M) Swat has submitted reply/detail report vide No. 9233 Dated: 04-10-2023.
5. **AND WHEREAS**, this Directorate called Muhammad Ishaq Ex-STT (BPS-16) GHS No.1 Mingora Swat for personal hearing vide No. 4132 Dated: 01-11-2023, scheduled at this office was attended by him on the due date.
6. **AND WHEREAS**, the Competent Authority (Director E&SE Khyber Pakhtunkhwa, Peshawar), after having considered the charges and evidence available on record, and no response to the absence notices is of the view that the charges against the accused Teacher have been proved.

NOW, THEREFORE, in exercise of the powers conferred under Section-14 of Khyber Pakhtunkhwa Govt: Servants (Efficiency & Discipline) Rules 2011, I, Dr. Iqbal Khan, Director Elementary & Secondary Education Khyber Pakhtunkhwa, as the Competent Authority is pleased to reject the appeal of Muhammad Ishaq Ex-STT GHS No.1 District Swat in terms of Rule-05 of Civil Servant Khyber Pakhtunkhwa (Appeal) Rules, 1986 read with Rule-17(2)(a) of the Government Servant (Efficiency & Discipline Rules, 2011) and to uphold the order penalty issued by DEO(M) Swat vide No. 1708-15 dated 03-05-2023 of "**Removal from Service**" upon Muhammad Ishaq Ex-STT (BPS-16) GHS No.1 Mingora Swat under Rule-4, sub-rule (b)(iii) of Khyber Pakhtunkhwa Govt: Servants (Efficiency & Discipline) Rules 2011, with effect from the date of his willful absence.

(Dr. Iqbal Khan)

DIRECTOR

Elementary & Secondary Education
Khyber Pakhtunkhwa, Peshawar.

Endst: No. 8674-77 / F.No.24/Re-instatement in Service/Estab (M-1)
Dated: 21/11 /2023.

Copy forwarded for information to the: -

1. District Education Officer (Male) Swat.
2. District Accounts Officer Swat.
3. Principal GHS No.1 Mingora Swat.
4. Muhammad Ishaq Ex-STT GHS No.1 District Swat.
5. P.A, to Director Elementary & Secondary Education, Local Directorate, Peshawar.

ATTESTED

Handwritten signature of District Education Officer (M) Swat

District Education Officer (M)
Swat.

Handwritten date 12/11/23

12/11/23

Handwritten signature of Assistant Director (Estab: M-1)

Assistant Director (Estab: M-1)
Elementary & Secondary Education
Khyber Pakhtunkhwa, Peshawar.

Handwritten initials