

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR  
AT CAMP COURT D.I.KHAN.

Appeal No. 957/2015

Date of Institution ... 11.08.2015

Date of Decision ... 19.02.2018

Muzamil Hussain s/o Muhammad Jahangir R/o Jabbar Wala, Dera Ismail Khan.  
... (Appellant)

VERSUS

1. The Govt: of Khyber Pakhtunkhwa through Secretary Health Department,  
Khyber Pakhtunkhwa, Peshawar and 5 others. ... (Respondents)

-----  
MR. MUHAMMAD WAQAR ALAM,  
Advocate

--- For appellant.

MR. USMAN GHANI,  
District Attorney

--- For respondents

MR. AHMAD HASSAN,  
MR. MUHAMMAD AMIN KHAN KUNDI

--- MEMBER(Executive)  
--- MEMBER(Judicial)

JUDGMENT

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

FACTS

2. The brief facts are that the appellant was appointed as Junior PHC Technician on 25.04.2013. His services were terminated vide impugned order dated 15.04.2015 without solid justification. He preferred departmental appeal on 08.05.2015 which was not responded within stipulated period, hence, the instant service appeal.

ARGUMENTS

3. Learned counsel for the appellant argued that he was appointed as Junior PHC Technician (BPS-09) vide order dated 25.04.2013. Vide impugned order dated 15.04.2015 his services were terminated without assigning any reason. He preferred departmental

appeal on 08.05.2015 which was not responded, hence, the instant service appeal. He further argued that the appellant was appointed after observance of all codal formalities It has been held by the august Supreme Court of Pakistan with in case where appointments are termed as illegal by the respondents action should be taken against government officials responsible making such appointments instead of affected employees. Opportunity of due process and fair trial were denied to him and as such he was condemned unheard. Reliance was placed on case reported as 2003 SCMR 1110, PLJ 2004 SC 216, 2012 SCJ 780, 2015 PLC (C.S) 1519 and judgment of this Tribunal dated 25.10.2017 passed in service appeal no. 878/2016 titled "*Shafiq-ur-Rahman-vs-Govt. of Khber Pakhtunkhwa, through Secretary Health Department, Khyber Pakhtunkhwa Peshawar and 3 others.*"

4. On the other hand learned District Attorney argued that his services were terminated because codal formalities were not observed by the competent authority during the course of his appointment. Moreover, he remained absent after appointment so action taken against him is fully justified under the rules.

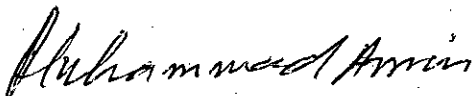
#### CONCLUSION.

5. Careful perusal of record would reveal that the appellant was appointed by the competent authority as is evident from the appointment order dated 25.04.2013. He assumed the charge and started performing duties. Para-1 of the termination is very strange, wherein it is mentioned that you were appointed by Ex-DHO District Tank and without observing codal formalities. It is a sufficient proof that his service by terminated by the successor of Ex-DHO, which smacks of malafide/ personal grudge and extraneous influence on the part of the officer concerned. He was bound to follow law and rules. It has not been disputed by the respondents that the appellant fulfilled the required qualification for the said post and was eligible for appointment. Once a person is appointed a vested right is created and appointment cannot be withdrawn without following the due process of law. In the present circumstances the appellant was condemned unheard.

6. As a nutshell to the above discussion, the appeal is accepted. Impugned order dated 15.04.2015 is set aside and the appellant is reinstated into service with the direction to the respondents to examine his case to ascertain whether he <sup>is</sup> eligible to hold the post or not and shall dispose of the same after providing opportunity of hearing to the appellant. Parties are left to bear their own costs. File be consigned to the record room.



(AHMAD HASSAN)  
MEMBER  
CAMP COURT D.I.KHAN

  
(MUHAMMAD AMIN KHAN KUNDI)  
MEMBER

ANNOUNCED  
19.02.2018

ORDER

19.02.2018

Counsel for the appellant and Mr. Usman Ghani, District Attorney for the respondents present. Arguments heard and record perused.

Vide our detailed judgment of today placed on file, the appeal is accepted. Impugned order dated 15.05.2015 is set aside and the appellant is reinstated into service with the direction to the respondents to examine his case to ascertain whether he eligible to hold the post or not and shall dispose of the same after providing opportunity of hearing to the appellant. Parties are left to bear their own costs. File be consigned to the record room.



(AHMAD HASSAN)  
MEMBER  
CAMP COURT D.I.KHAN



(MUHAMMAD AMIN KHAN KUNDI)  
MEMBER

ANNOUNCED  
19.02.2018

Service Appeal No. 957/2015


26.12.2017


Bench is incomplete. To come up for arguments on  
27.12.2017.

(Muhammad Hamid Mughal)  
Member  
Camp Court D.I.Khan

27.12.2017

Clerk to the counsel for appellant present. Mr. Farhaj  
Sikandar, District Attorney for the respondents present. Clerk to  
the counsel for appellant requested for adjournment. Adjourned.  
To come up for arguments on 19.02.2018 before D.B at Camp  
Court D.I.Khan.

  
(Muhammad Amin Khan Kundi)  
Member  
Camp Court D.I. Khan

  
(Muhammad Hamid Mughal)  
Member  
Camp Court D.I.Khan

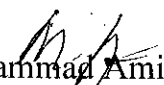
22.02.2017

Appellant in person, Mr. Muhammad Ramzan, Officer Assistant and Mr. Muhammad Shakoor, District Accounts Officer alongwith Mr. Farhaj Sikandar, Government Pleader for respondents present. Written reply by respondents No. 1 to 5 has already submitted. Written reply by respondent No. 6 not submitted. Mr. Abdul Shakoor, District Accounts Officer is directed to submit the written reply on next date positively. To come up for written reply/comments on behalf of respondent No. 6 on 26.07.2017 before S.B at Camp Court D.I.Khan.

  
(ASHFAQUE TAJ)  
MEMBER  
Camp Court D.I.Khan

26.07.2017


Counsel for the appellant present. Mr. Farhaj Sikandar, District Attorney for the respondents also present. None present on behalf of respondent No. 6 therefore, proceeded ex-parte. Written reply on behalf of respondents No. 1 to 5 has already submitted. Learned counsel for the appellant also submitted rejoinder and copy handed over to learned District Attorney for arguments. Adjourned. To come for arguments on 27.11.2017 before D.B at Camp Court D.I.Khan.

  
(Muhammad Amin Khan Kundi)  
Member  
Camp Court D.I. Khan

27.11.2017

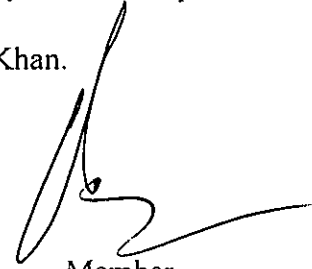
Clerk of the counsel for appellant present. Mr. Farhaj Sikandar, District Attorney for the respondents also present. Due to general strike of the Bar learned counsel for the appellant is not in attendance today. Adjourned. To come up for arguments on 26.12.2017 before D.B at Camp Court D.I.Khan.

  
(Gul Zeb Khan)  
Member

  
(Muhammad Amin Khan Kundi)  
Member  
Camp Court D.I. Khan

24.05.2016

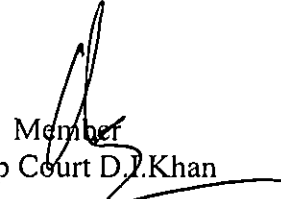
Counsel for the appellant, Dr. Aziz Ullah, DDHO and Mr. Muhammad Ramzan, Assistant alongwith Mr. Farkhaj Sikandar, GP for respondents present. Representative of the respondents requested for time to submit written reply. To come up for written reply on 25.10.2016 at camp court D.I. Khan.



Member  
Camp Court D.I.Khan

25.10.2016

Counsel for the appellant and Mr. Muhammad Ramzan, Office Assistant alongwith Mr. Farhaj Sikandar, Government Pleader for the respondents present. Written reply by respondents not submitted and requested for further time. Request accepted. To come up for written reply /comments on 27.12.2016 before S.B at Camp Court D.I.Khan.



Member

Camp Court D.I.Khan

27.12.2016

Appellant in person, Dr. Azizullah, DHO, Dr. Inayatullah, and Muhammad Ramzan, Office Assistant alongwith Mr. Farhaj Sikandar, Government Pleader for the respondents present. Written reply on behalf of respondents No. 1 to 5 submitted copy whereof handed over to appellant. Representative of respondent No. 6 is not in attendance therefore notice be issued to respondent No. 6 for written reply/comments for 22.02.2017 at Camp Court D.I.Khan.



ASHFAQUE TAJ  
MEMBER  
Camp Court D.I.Khan

Appeal No. 957/15

Mr. Muhammad Hussain

23.11.2015

Counsel for the appellant and submitted that the appellant was appointed on 25.4.2013 who was terminated from service vide impugned order dated 15.4.2015 on malicious and unfounded grounds. That no charge sheet or enquiry was conducted nor opportunity of show cause and personal hearing was provided to the appellant. That departmental appeal of the appellant has not been responded. He submitted that the impugned order is unlawful perverse and illegal and liable to be set aside and the appellant reinstated into service with all back benefits.

Appellant Deposited  
Security & Process Fee

Points raised need consideration. The appeal is admitted for regular hearing. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to the respondents. Case to come up for written reply/comments at camp court, D.I.Khan on 26-1-2016.

MEMBER  
Camp Court, D.I.Khan

26.01.2016

Counsel for the appellant present. Fresh notices be issued to the respondents through registered post and case to come up for filing of written reply on 24.5.16 at camp court, D.I.Khan.

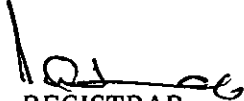


MEMBER  
Camp Court, D.I.Khan



Form- A  
FORM OF ORDER SHEET

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


Case No. 1957 /2015

S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	24.08.2015	<p>The appeal of Mr. Muzamil Hussain resubmitted today by Mr. Muhammad Waqar Alam Advocate may be entered in the Institution register, and put up to the Worthy Chairman for proper order.</p> <p style="text-align: right;"> REGISTRAR</p>
2	27-8-15	<p>This case is entrusted to Touring Bench D.I.Khan for preliminary hearing to be put up thereon <u>27-10-15</u></p> <p style="text-align: right;"> CHAIRMAN</p>
3.	27.10.2015	<p>Counsel for the appellant present and requested for adjournment. Therefore, case to come up for preliminary hearing at camp court, D.I.Khan on <u>23-11-15</u></p> <p style="text-align: right;"> MEMBER Camp court, D.I.Khan</p>

The appeal of Mr. Muzamil Hussain son of Muhammad Jahangir r/o Jabbar Wala Dera Ismail Khan received today i.e. on 11.08.2015 is returned to the counsel for the appellant with the direction to submit three more spare copies/sets of the memorandum of appeal along with annexures i.e. complete in all respect within 10 days.

No. 1196 /S.T,

Dt. 11/8 /2015.

  
REGISTRAR  
SERVICE TRIBUNAL  
KHYBER PAKHTUNKHWA  
PESHAWAR.

Mr. Muhammad Waqar Alam  
Advocate High Court D.I. Khan

Respected Sir,

objection removed and re submitted for further  
legal process.

Yours humble appellant

through counsel,



18-8-15



**VICE TRIBUNAL, CAMP AT  
DIKHAN**

In service Appeal No. 957 /2015

**Muzamil Hussain  
(Petitioner)**

**VERSUS**

**GOVT of KPK etc  
(Respondents)**

**INDEX**

S.No.	Description of documents	Annexures	Pages
1	Appeal alongwith affidavit		1-7-10
2	Copies of appointment order of appellant	A	11
3	Copies of arrival report and medical certificate of appellant	B & C	12-13
4	Copy of posting order No. 1051/ of Appellant	C	14-15
5	Copy of Impugned Termination order	D	16
6	Copy of Departmental appeal	E	17
7	Vakalatnama	Muhammad waqar Alam	18

Dt: 05.08.2015.

*Muhammad Waqar Alam*  
Appellant's counsel

**BEFORE THE KPK SERVICE TRIBUNAL PESHAWAR, CAMP****DIKHAN**Service Appeal No. 957 /2015A.W.F. Province  
Service TribunalDiary No. 955Dated 11-8-2015**Muzamil Hussain** s/o Muhammad Jahangir R/o  
Jabbar Wala, Dera Ismail Khan.**(PETITIONER)****VERSUS**

1. **Government of KPK, through secretary Health Department, KPK Peshawar.**
2. **Secretary to Govt: of KPK, Health Department, Peshawar.**
3. **Director General Health services, KPK Peshawar.**
4. **Director (Administration), Director general health services, KPK Peshawar.**
5. **District Health officer (DHO), District Tank.**
6. **District Accounts Officer, District Tank**

..... **(RESPONDENTS)**

APPEAL UNDER SECTION 4 OF THE KPK SERVICES TRIBUNAL ACT, 1974, AGAINST THE IMPUGNED ORDER No. 1220/ DATED 15.04.2015 ISSUED BY RESPONDENT NO.5/DHO, TANK, WHEREBY APPELLANT WAS TERMINATED FROM SERVICE AND AGAINST THE OMISSION ON THE PART OF RESPONDENT

re-submitted to-day  
and filed.

Registered

24/8/15

**NO.3 FOR INDICISION OF THE DEPARTMENTAL  
APPEAL WHICH IS AGAINST THE LAW AND IN  
VIOLATION OF SERVICES LAWS AND RULES  
AND THE APPELLANT WAS CONDEMNED  
UNHEARD WITH MALAFIDES.**

**PRAYER**

On acceptance of this appeal, impugned order No. 1220 dated 15.04.2015 issued by respondent No.5 may please be reversed and set-aside and respondents be directed to reinstate the appellant in service with all back benefits.

**Note:** Addresses given above shall suffice the object of service. All necessary and proper parties have been arrayed in the panel of respondents.

***Respectfully Sheweth;***

1. That the present appellant was appointed as Jr.PHC Technician (MP) Insect collector (BS.9) vide appointment order No. 1013-15 dated 25.04.2013 in health Department. The appellant submitted his arrival report and medical certificates and joined his services. Copy of appointment order of Appellant is annexed as "**Annexure "A"**". Copy of arrival report is also annexed as "**Annexure B**" and copy of medical certificate is annexed as "**Annexure B/1**".
2. That thereafter, appellant was posted at BHU Cheena vide office order No. 1051 dated 30.04.2014, copy whereof is enclosed as "**Annexure "C"**".
3. That services of the appellant continued till 2015 without ant stain and stigma and he performed his

duties to his best but Respondent No. 5/ DHO firstly stopped salary and subsequently issued termination Order No. 1220/ dated 15.04.2015 with certain reasons mentioned therein. Copy of impugned termination order is enclosed as **Annexure "D"**.

4. That Feeling aggrieved from the termination order, the appellant preferred departmental appeal to respondent No.3/Director General Health services being appellate authority on 08.05.2015. Copy of departmental appeal is annexed as **Annexure "E"**.
5. That uptill now no response has been shown from the respondents and after the laps of statutory limitation of departmental appeal, cause of action has been accrued to the appellant for the instant appeal, Hence the instant service appeal.
6. That jurisdiction of this worthy service tribunal is being invoked in attending circumstances against the impugned termination order No. 1220/ dated 15/04/2015, inter alia on the following grounds amongst others;

### **GROUND S**

- a. That the impugned termination order No. 1220/ dated 15.04.2015 and indcision of appellant's departmental appeal is illegal, against services Law and rules, without jurisdiction, in violation of the precedents of Honourable epic courts of the country and is not justifiable for any reason whatsoever.
- b. That appellant was appointed against vacant post JCT Multipurpose (Insect Collector) in 2013 and after submission of all formalities, District Accounts officer Tank checked salary form, verified the same for activation of salary and personal computer salary Number 00717508 was also allotted. Since then,

Appellant has been serving health department and invested his full skill, energy and honesty in performance of his duties. But, act of respondents is injustice to with appellant and termination order is against Law.

- c. That reasons mentioned in impugned termination order are baseless and termination order was issued without adopting any codal formalities and without any show cause notice to appellant. Hence, the appellant was condemned unheard.
- d. That in this regard at a number of occasions, it has been held by Supreme Court that if department feels certain prior appointments as illegal then instead of penalizing petty employees like Chowkidar, Naib Qasid, Junior Clerks etc, who have to earn livelihood to support their families, action should be taken against the authority who had mis-exercised its powers. Reliance is placed on 2012 SCJ 780 for ready reference.
- e. The act/refusal/omission on the part of respondents is not grounded in reason nor it smacks of sensible or saner approach.
- f. That appellant being citizen of Pakistan deserves to be dealt in accordance with law and the treatment meted out to him is in violation of Article 4 of our Constitution.

It is thus most respectfully prayed that on acceptance of this appeal, this worthy Tribunal may graciously be pleased to set-aside/reverse impugned order No. 1220/ dated 15.04.2015 and declare such order as illegal, void and devoid of merits. Consequently, appellant may please be reinstated in service with all back benefits. This appeal may please be allowed with costs. Any other relief deemed appropriate in circumstances of the case

may also be allowed in favour of appellants as against respondents with costs.

5/8/2015

Your humble appellant

*Muzamil Hussain*  
**Muzamil Hussain**

*Muhammad Waqar Alam*  
 Through counsel

**Muhammad Waqar Alam**

**CERTIFICATE**

Certified that appellant have not filed an appeal regarding the subject controversy, earlier in this august Court.

5.8.2015

Appellant

**NOTE**

Appeal with annexure along-with required sets thereof are being presented in separate file covers.

5.8.2015

*Muhammad Waqar Alam*  
 Appellant's counsel

**Books Referred**

1. PLC 2014 P # 330
2. PLR 2014 P# 1443
3. 2006 SCMR P # 678
4. 2012 PLC (C.S) P# 112
5. PLC 2012 (C.S) P # 1099 +1203+1232



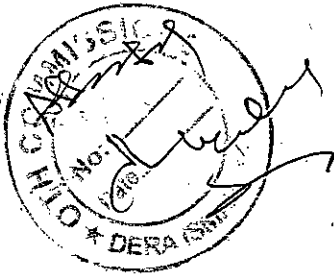
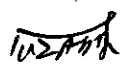
**BEFORE THE HONOURABLE SERVICE TRIBUNAL, DIKHAN****BENCH**

In S.A No. \_\_\_\_\_/2015

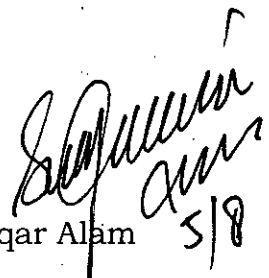
**Muzamil Hussain  
etc  
(Appellant)****Versus****Govt: of KPK,****(Respondents)****AFFIDAVIT**

I, Muzamil Hussain appellant herein, do hereby solemnly affirm on oath:-

1. That the accompanying appeal has been drafted by counsel following our instructions;
2. That all parawise contents of the appeal are true and correct to the best of my knowledge, belief and information;
3. That nothing has been deliberately concealed from this Honourable Court, nor anything contained therein is based on exaggeration or distortion of facts.

5.8.2015
  
Deponent

Identified By:-

  
Muhammad Waqar Alam  
Advocate High Court,

D.I.Khan

**BEFORE THE HONOURABLE SERVICE TRIBUNAL CAMP****DIKHAN.**

C.M No. \_\_\_\_\_/2015

In Service Appeal No. \_\_\_\_\_ 2015

**MUZAMIL HUSSAIN /  
(Applicant/Appellant)**

Versus

**GOVT. Of KPK etc  
(Respondents)****AN APPLICATION FOR INTERIM RELIEF****Respectfully Sheweth;**

1. That contents of the main appeal may please be read as an integral part of this application.
2. That appellant being poor fellow, the instant job is only the source of income of his family. Till final decision of the instant appeal, the respondents may please be directed to allow the appellant to perform his duty and releasing of his salary is just according to justice.
3. Appellant has good prima facie case both on law and facts
4. That the balance of inconvenience tilts in favour of issuance of interim relief.

It is thus prayed that on acceptance of this application, the operation of the impugned termination **letter No.** No. 1220/ dated 15/04/2015 may please be suspende till final adjudication of the main appeal. Consequently, appellant may please be

allowed to perform his duties and his salary may please be release till final decision of the instant appeal.

5.8.2015

*Muzamil Hussain*

Your humble applicant

**Muzamil Hussain**

*Muzamil Hussain*  
Through counsel

Muhammad Waqar Alam

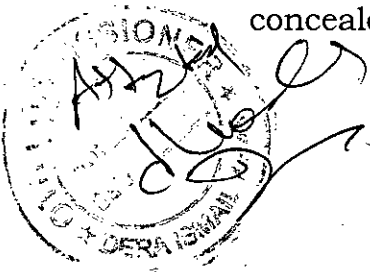
**BEFORE THE HONOURABLE SERVICE TRIBUNAL CAMP****DIKHAN.**

C.M No. \_\_\_\_\_/2015

In Service Appeal No. \_\_\_\_\_ 2015

**Muzamil Hussain  
(Applicant/Appellant)****Versus****Govt. Of KPK etc  
(Respondents)****AFFIDAVIT**

I, Muhammad Waqar Alam, counsel for appellant, as per instructions of my client, do hereby solemnly affirm on oath that all parawise contents of the above application are true and correct to the best of my knowledge, belief and information, as communicated to me; that nothing has been deliberately concealed or kept secret from this august Tribunal.



5.8.2015

 A handwritten signature in black ink, appearing to be "Muhammad Waqar Alam".
 

**Deponent**  
5/8



OFFICE OF THE DISTRICT HEALTH  
OFFICER TANK.

11

No: 1013-15/1

Dated: 25/04/2013.



To

Mr. Muzamil Hussain S/O Mohammad Jehangir  
R/O Village Jabbar Wala District DIKhan.

Subject: OFFER OF APPOINTMENT.

Memo

The Govt: hereby offers you a post of Jr. PHC Technician (MF) insect Collector against the vacant post of under the control of this office in BPS-09 Viz: @ Rs 6200-380-17600/-PM plus usual allowances as admissible under the rules and subject to revision time to time on the following terms and conditions according to the Government Policy.

1. Your appointment in the Health Department is purely on temporary Basis and your services are liable to be terminated at any time without giving notice or assigning irrespective of the facts that you may belong to a post other than one to which you are recruited.
2. You have to join duty at your own expenses in case you wish to resign at any time one month notice will be essential or in lieu thereof one month pay shall be forfeited.
3. You will be governed by such rules and orders relating to leave, TA, Medical charges as may be issued by the Govt: from time to time for the category of Government Servant to which you may belong.
4. If you accept the offer on the above conditions you should report to this for further duty within fifteen (15) days of the receipt of this letter, failing which your services will be terminated.
5. The appointment will be subject to the production of Medical Fitness Certificate.

  
DISTRICT HEALTH OFFICER  
TANK.

Cc: -

1. District Accounts Officer, Tank.
2. Account Clerk of this Office.
3. Estab: Clerk of this office.

DISTRICT HEALTH OFFICER  
TANK.

*Assessed*  
*Muzamil Hussain*



خدمت جناب ۵۴۵ صاحب نامک ضلع ٹانک

(12)

جناب عالی

B

گزارش ہے کہ میں نے ۲۱ ج مورخہ ۱۴-۵-۱ کے آرڈر

نمبر ۱۵۵۱ مورخہ ۳۰-۶-۱۴ کے طالب لی ایچ یو قصہ

پر حاضر کر دی ہے۔

بیزا لیم ہائی فریڈر میری Arrival Report

منظور کی جائے۔

میں بی بی عین نواز میں ہوئی

مورخہ ۱-۵-۲۰۱۴

منزل حسین علیہ السلام سیروانڈر  
لی ایچ یو ٹانک قصہ

Sen

Forwarded to D.H.O. Tank  
for information and n/a please

1/c B.H.U. Cheema.  
11/05/2014

Handwritten signature

Handwritten signature

MEDICAL CERTIFICATE

C

Name of Official Muzammal Hussain

Caste or Race Baloch

Father's Name Muhammad Jabbar

Residence village Jabbar walla Teh & Dist  
D. I. Khan

Date of Birth 23.05.1996 (12101-1407971-9)

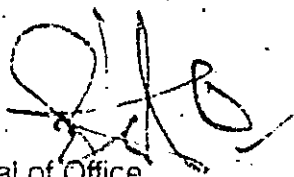
Exact height by measurement 5-6"

Personal marks of identification word Scar lateral to Rt eye

Signature of the Official Muzammal

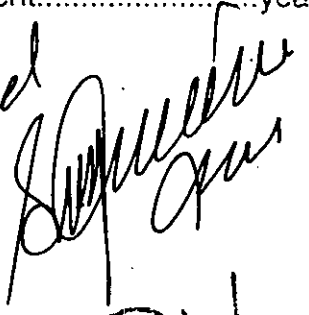
Signature of

head of office

  
Seal of Office

I do hereby certify that I have examined Mr. Muzammal Hussain  
a candidate for employment in the Office of the D.H.O. Tund  
and can not discover that head any disease communicable or other constitutional  
effection or bodily infirinity except

I do not consider this as disqualification for employment in the office of the  
His age according to his own statement year and  
by appearance about years.

Assessed  




Medical Superintendent,  
Civil Hospital

District

LEFT HAND THUMB AND FINGER  
IMPRESSIONS.

14

OFFICE OF DISTRICT HEALTH OFFICER  
TANK

No. 1051 /04/2014

Dated

DIKhan the 30 /04/2014

OFFICE ORDER

Mr. Muzamil Hussain Jr: PHC Tech: (MP) Insect Collector attached to this office is hereby directed to report for duty at BHU Cheena with immediate effect in the interest of public services.

District Health Officer  
Tank

CC

- 1- Incharge BHU Cheena.
- 2- Establishment Clerk of this office.
- 3- Accountant of this office.

District Health Officer  
Tank

*Assessed  
Signature  
gmu*



15

C/I



OFFICE OF THE DISTRICT  
HEALTH OFFICER DISTRICT TANK

Phone 0963 510733

Fax: 0963 510733

NO: 1220

DATED 15/04/2015

Mr. Muzamil Hussain S/o Muhammad Jehangir,  
R/o Village Jabbar Wala District D.I. Khan.

Subject: - TERMINATION ORDER.

Memo,

You were appointed by ex: DHO, District Tank vide this office order bearing no. 1013-15 dated 25-04-2013 and your services are hereby terminated on the following grounds:


1. No Advertisement.
2. No proper selection committee constituted.
3. No criteria are issued for the post of Insect Collector.
4. You have a domicile of District D.I. Khan which is against the Government rules.
5. Your persist absence from the duty of so called appointment.

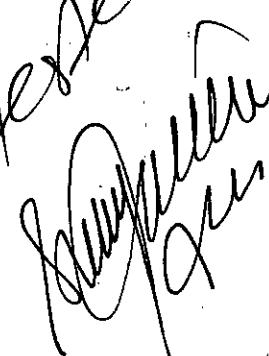
  
DISTRICT HEALTH OFFICER  
DISTRICT TANK

No: \_\_\_\_\_ / Dated 15/4/2015.

Copy to the:

1. Account Clerk.
2. Office File for record.

  
DISTRICT HEALTH OFFICER  
DISTRICT TANK

*Assessed*  


To

The Director General Health Services,  
Khyber Pakhtunkhawa Peshawar.  
(Appellant Authority)

**Subject:-** **APPEAL AGAINST UNLAWFULL TERMINATION.**

**R/Sir,**

With due respect and humble submission, I have the honour to state that I was appointed as JCT Multipurpose (Insect Collector) in BPS-09 vide District Health Officer Tank orders No. 1013-15/ dated 25/04/2013, (Photo copy attached) and since my posting I have regularly performing my duties in filed by the orders of the Ex-DHO Tank.

I was appointed against the vacant post and my salary form was sent to District Accounts Officer Tank for salary against the vacant post of Insect Collector in BPS-09 and the District Accounts Officer Tank properly checked my salary form and verified for activation of my pay and i have been allotted Personal No. 00717508 which can be verified from the Computer record, but subsequently the District Accounts Officer Tank instantly stop my pay without any cogent reason.

And now the District Health Officer Tank terminate my service vide his letter No. 1220/ dated 15/04/2015, (Photo copy attached) without observing codal formalities as in this connection neither any explanation has been called nor any show cause notice were issued to me, which is un-lawful and un justified.

**R/Sir,**

I belong to a very poor family and my aged parents and children's are deeply affected due to my termination from service.

It is therefore, requested to kindly consider my appeal on humanitarian grounds and issued necessary orders regarding my re-instatement into service and release of my salaries along with all back benefits.

I shall be highly obliged for your this act of kindness.

Yours obedient servant

*Muzamil Hussain*  
08-5-15

**Mr. Muzamil Hussain s/O  
Mohammad Jehangir Village  
Jabbar Wala DIKhan.**

*D. No - 13811  
OG*

17

17/1



OFFICE OF DISTRICT HEALTH OFFICER

DERA ISMAIL KHAN

MALARIA SUPERVISOR'S TRAINING COMPLETION CERTIFICATE

This is certified that Mr. Muzamil Hussain S/O Jehangir R/O Village Jabbar Wala District

DIKhan has undergone Voluntarily Training of "Malaria Supervisor" vide this office order No. 276-78/NICP

dated 08-01-2013 for the Period of 03 Months with effect from 10-01-2013 to 10-03-2013 and he is well versant to the

Job of Malaria Supervisor.

His work and conduct remained satisfactory during the period of training.

*Mehd. Jais*  
Signature

District Health Officer

District Health Officer  
D. I. Khan

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

Appeal No. 957 of 2015

Muzamil Hussain S/o Mohammad Jehangir R/o Jabbar Wala, Tehsil & District  
Dera Ismail Khan

**(Appellant)**

Versus:-

Government of Khyber Pakhtunkhwa through Secretary, Health and others

**(Respondents)**

**PARAWISE COMMENTS ON BEHALF OF THE RESPONDENT NO.1 to 5**

**PRELIMINARY OBJECTIONS.**

1. That the appeal is not maintainable and incompetent in the eyes of Law in the present form.
2. That the appellant is estopped due to his own conduct to file this appeal.
3. That the appellant has got no cause of action and locus standee to file instant appeal.
4. That the appellant has not come to the Tribunal with clean hands and has suppressed all relevant facts.
5. That the appeal is bad for misjoinder/non-joinder of necessary parties.
6. That the appeal is badly time barred and the appellant has concealed the material facts from Honourable Tribunal.
7. That the Honourable Service Tribunal has no jurisdiction to entertain the instant appeal in its present form.
8. That the appeal has been mis-oriented, mis-constructed and mistakenly drawn and is incompetent in its present frame and context, and is liable for Rejection.
9. That the appeal is weak having no force, fabricated, fictitious, based on ill will, mollified and having no footings in the eyes of law.
10. That proceeding with the instant appeal would be a futile exercise and just wastage of the precious time of this Honourable Tribunal.
11. That as stated in the objections supra, the appeal is bereft of cause of action and is liable for dismissal.

**RESPECTFULLY SHEWETH**

**ON FACTS.**

- Para. 1. This Para is pertained to record, hence, no comments.
- Para. 2. This Para is also pertained to record, hence, no comments.
- Para. 3. This Para is correct to the extent that the services of the appellant were terminated on the grounds that the neither advertisement was made nor proper selection committee was constituted. Further, the appellant is the resident of Dera Ismail Khan and remained absent after his appointment. Similarly, the Government has not formulated new criteria for the post of Insect Collector. (Notification attached)
- Para. 4. This Para is correct to the extent that the appellant has preferred his representation but the same was filed by the Appellate Authority.
- Para. 5. Since the appointments were made in violations of rules without observing codal formalities, hence, appellant was terminated on the grounds mentioned above and there was no need to inform the appellant regarding rejection of his departmental appeal.
- Para. 10. Incorrect, vehemently denied. The appellant has no legal or vested right to invoke the jurisdiction of Service Tribunal.

**GROUND.**

- Para. A. Incorrect, perversely denied. The acts and deeds of the Respondents in the vast interest of the general public are just, legal and covered with the rules and policies given by the Government and could not be violated any of the rules or policies for the interest of an individual.
- Para. B. Incorrect, vigorously denied. The appellant remained absent from his duties after his appointment. The appellant possess the domicile of District D.I.Khan which shows that he has no interest in the service at Tank.
- Para. C. Incorrect, intensively denied. The appellant was terminated after completing all the codal formalities in letter and spirit according to rules and existing policies.
- Para. D. Incorrect forcibly denied. The referred judgment is not related to the case of the appellant.
- Para. E. Incorrect, fervently denied. The detailed reply has already been given in the paras supra.
- Para. F. Incorrect, vehemently denied. The termination order was issued in accordance with law and rules and the petitioner has not been discriminated at all.

**PRAYER**

It is, therefore, most humbly prayed that on acceptance of this Para-wise comments, the appeal being devoid of legal footings and merit may graciously be dismissed with cost.

Secretary to



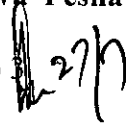
Government of Khyber Pakhtunkhawa  
Health Department Peshawar  
Respondent No 1 & 2

Director General Health Services



Khyber Pakhtunkhawa Peshawar

Respondent No



(District Health Officer)

Tank

Respondent No 5

GOVERNMENT OF N.W.F.P.  
HEALTH DEPARTMENT.

No.SCB.HD.1-1.2006-07.PHSA  
Dated Peshawar the 12<sup>th</sup> May. 2007

To,

1. The Director General Health Services, NWFP, Peshawar.
2. All Executive District Officer, Health, NWFP.
3. All Medical Superintendent, DHQ Hospital in NWFP.
4. The Director Health Services, FATA, NWFP.
5. All Executive District Officer, Finance <sup>and planning</sup> in NWFP.

SUBJECT:- IMPLEMENTATION OF PARAMEDICS SERVICE STRUCTURE.

Dear Sir,

I am directed to refer to the subject noted above and to forward herewith a copy of letter No. 149.PHSA.HRD.PSS.2006-07.9198 dated 7.5.2007 alongwith copies of the code of different categories of staff allotted by Finance Department in implementation of revised Eight Stage Paramedics Services Structure of NWFP.

It is therefore requested that implement the new code allotted by Finance Department during the current financial year 2006-07 for reflection in the Budget Book for the year 2007-08 at District level.

Encl: As above.

Yours faithfully,

  
(KHAN ZALI)  
SECTION OFFICER (BUDC)

Encl: of even number & date:

Copy forwarded to the:

1. Budget Officer-VI, Finance Department, Govt. of NWFP, Peshawar.
2. Director, Provincial Health Services Academy, NWFP, Peshawar with the request to persue the case with all of the above quarter under intimation to Health Department.

  
SECTION OFFICER (BUDGET)

*Handwritten notes:*  
Ake / ER 20  
Sala / ER 20  
m / am / ER 20  
Jawid  
Dad  
5/10/07

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

Appeal No. 957 of 2015

Muzamil Hussain S/o Mohammad Jehangir R/o Jabbar Wala, Tehsil & District  
Dera Ismail Khan

(Appellant)

Versus

Existing Designation	
Code	Designation
District Health Services (Malaria)	
Code	Name of post
A116	Assistant Malaria Superintendent
M051	Microscopist
I008	Insect Collector
M004	Malaria Inspector
M006	Malaria Supervisor
District Health Services Tank	
C233	CDC Supervisor
S012	Sanitary Supervisor
Tehsil Head Quarter Hospital Tank	
B035	Blood Bank Technician
D019	Dental Technician
H020	Head Dispenser
A012	Anaesthesia Assistant
C079	Compounder
D078	Dispenser
O011	Operation Theatre Assistant
R002	Radiographer
L001	Laboratory Assistant
Rural Health Centre Tank	
H048	Health Technician
D019	Dental Technician
H048	Health Technician
L012	Lady Health Visitor
C079	Compounder
L001	Laboratory Assistant

11. That as stated in the objections supra, the appeal is bereft of cause of action and is liable for dismissal.



**RESPECTFULLY SHEWETH**

**ON FACTS.**

- Para. 1. This Para is pertained to record, hence, no comments.
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**PRAYER**

It is, therefore, most humbly prayed that on acceptance of this Para-wise comments, the appeal being devoid of legal footings and merit may graciously be dismissed with cost.

Secretary to

Government of Khyber Pakhtunkhwa  
Health Department Peshawar  
Respondent No. 1 & 2

Director General Health Services

Khyber Pakhtunkhwa Peshawar

Respondent No. 3

(District Health Officer)

Tank

Respondent No 5

GOVERNMENT OF N. W.F.P.  
**HEALTH DEPARTMENT.**

No.SOB.HD.1-1.2006-07.PHSA  
Dated Peshawar the 2<sup>nd</sup> May, 2007

To,

1. The Director General Health Services, NWFP, Peshawar.
2. All Executive District Officer, Health, NWFP.
3. All Medical Superintendent, DHQ Hospital in NWFP.
4. The Director Health Services, FATA, NWFP.
5. All Executive District Officer, Finance <sup>and planning</sup> NWFP.

SUBJECT:- IMPLEMENTATION OF PARAMEDICS SERVICE STRUCTURE.

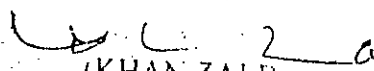
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It is therefore requested that implement the new code allotted by Finance Department during the current financial year 2006-07 for reflection in the Budget Book for the year 2007-08 at District level.

Encl: As above.

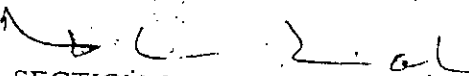
Yours faithfully,

  
(KHAN ZALI)  
SECTION OFFICER (BUDC)

Endst: of even number & date:

Copy forwarded to the:

1. Budget Officer-VI, Finance Department, Govt. of NWFP, Peshawar.
2. Director, Provincial Health Services Academy, NWFP, Peshawar with the request to persue the case with all of the above quarter under intimation to Health Department.

  
SECTION OFFICER (BUDGET)

*Handwritten notes:*  
Ake / ERB  
Sabin / Jh  
m / ahm  
Jawad  
Said  
8/5/07

## Existing Designation

Existing Designation				New Designation			
Code	Designation	BPS	Posts	Code	Designation	BPS	Posts
District Health Services (Malaria) Tank							
Code	Name of post	BPS	2005-06		Name of post	BPS	2005-06
A116	Assistant Malaria Superintendent	8	1	J066	Junior Primary Health Care Technician (Multi Purpose)	9	1
M051	Microscopist	6	2	J067	Junior Clinical Technician (Pathology)	9	2
I008	Insect Collector	5	1	J066	Junior Primary Health Care Technician (Multi Purpose)	9	1
M004	Malaria Inspector	5	2	J066	Junior Primary Health Care Technician (Multi Purpose)	9	2
M006	Malaria Supervisor	5	7	J066	Junior Primary Health Care Technician (Multi Purpose)	9	7
			13				13

## District Health Services Tank

C233	CDC Supervisor	11	1	P249	Primary Health Care Technician (Multi Purpose)	12	1
S012	Sanitary Supervisor	11	1	P249	Primary Health Care Technician (Multi Purpose)	12	1
			2				2

## Tehsil Head Quarter Hospital Tank

B035	Blood Bank Technician	9	1	J067	Junior Clinical Technician (Pathology)	9	1
D019	Dental Technician	9	1	J071	Junior Clinical Technician (Dental)	9	1
H020	Head Dispenser	8	1	C319	Clinical Technologist (Pharmacy)	17	1
A042	Anaesthesia Assistant	6	1	C308	Clinical Technician (Anaesthesia)	12	1
C079	Compounder	6	3	S327	Senior Clinical Technician (Pharmacy)	14	1
				C304	Clinical Technician (Pharmacy)	12	1
D078	Dispenser	6	5	J073	Junior Clinical Technician (Pharmacy)	9	1
				C504	Clinical Technician (Pharmacy)	12	3
O011	Operation Theatre Assistant	6	1	J073	Junior Clinical Technician (Pharmacy)	9	2
R002	Radiographer	6	2	C309	Clinical Technician (Surgical)	12	1
L001	Laboratory Assistant	5	3	J078	Junior Clinical Technician (Radiology)	9	2
				J067	Junior Clinical Technician (Pathology)	9	3
			18				18

## Rural Health Centre Tank

H048	Health Technician	12	1	P246	Primary Health Care Technologist (Multi Purpose)	17	1
D019	Dental Technician	9	2	J071	Junior Clinical Technician (Dental)	9	2
H048	Health Technician	9	10	P246	Primary Health Care Technologist (Multi Purpose)	17	1
				C299	Chief Primary Health Care Technician (Multi Purpose)	16	2
L012	Lady Health Visitor	9	2	P249	Primary Health Care Technician (Multi Purpose)	12	7
				S338	Senior Primary Health Care Technician (MCH)	14	1
C079	Compounder	6	3	P247	Primary Health Care Technician (MCH)	12	1
L001	Laboratory Assistant	5	3	J073	Junior Clinical Technician (Pharmacy)	9	3
				J067	Junior Clinical Technician (Pathology)	9	2
				C306	Clinical Technician (Pathology)	12	1
			21				21

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

Service Appeal No. 957/2015

Muzamil Hussain

**Versus**

Govt. of Khyber Pakhtunkhwa and others

**REJOINDER FROM APPELLANT IN WRITTEN REPLY OF**  
**RESPONDENT NO. 1 to 5**

Respectfully Sheweth:-

**Reply on Preliminary Objections:-**

- i. Incorrect and misconceived. Service appeal of the appellant is maintainable and competent in the eye of law.
- ii. Incorrect. Appellant come to the court with clean hands.
- iii. Incorrect. The appellant has got clear cause of action and locus standi against the respondents.
- iv. Incorrect.
- v. Incorrect.
- vi. Incorrect. Appellant's appeal is well within time.
- vii. Incorrect. Honourable Tribunal has got vast and ample powers to adjudicate upon the matter in issue.
- viii. Incorrect and misconceived.
- ix. Incorrect and misconceived. Appeal of the appellant is prima facie against the respondents' act of illegal termination.
- x. Incorrect and misconceived. Appellant come to the court for the redressal of his genuine grievance under the law.
- xi. Incorrect and misconceived.

**Objections on Facts:-**

- 1) Admitted by respondents, appellant was appointed as Junior PHC Technician MP (BPS-09) vide order dated 25/04/2013 by the competent authority and after that submitted arrival report and

medical certificate and joined the service according to the wishes of competent authority.

- 2) Admitted by respondents. The appellant was legally posted at BHU Cheena by the competent authority it shows his genuine service and frequent orders by the competent authority.
- 3) Admitted hence, no reply. The appellant services continued till 2015 and firstly stopped the salaries of the appellant and after that without any justification terminated the appellant by the respondents. Appellant performed his duties and made his attendance regularly. Copies of attendance register are enclosed herewith. Moreover, objection regarding advertisement and selection committee is baseless because appellant is not responsible for the same irregularities conducted by the competent authority. In this Superior Epics court of the country are very much evident that instead of removing such petty employees from service, action should be taken against the authority who has mis-exercised its powers. Notification annexed with reply is in favour of appellant.
- 4) Admitted. Hence no reply.
- 5) Incorrect and misconceived. Appellant is appointed against the clear vacant post and regularly made his attendance against the post, in this respect attendance register is very much clear. By saying that there is no need to inform the appellant regarding rejection of his departmental appeal shows the high handedness and violation of rules by the respondents.
- 6) Incorrect and misconceived. Appellant has legal and vested right to approach the learned Tribunal.

**OBJECTION ON GROUNDS:**

- a) Incorrect and misconceived. The respondents are duty bound to issue show cause notice, charge report before taking any perverse action against the appellant which is fundamental basic right of the every employee of the department but non-giving a chance of defense is illegal.
- b) Incorrect, hence not admitted. Appellant has never been remained absent from duty in this respect attendance register is the strong proof which is already enclosed.
- c) Incorrect and misconceived. Appellant has not provided chance of personal hearing, show cause notice, charge report before taking perverse action which is against law.
- d) Incorrect and misconceived.
- e) No reply.

*The*

- f) Incorrect and misconceived. Termination order is against law, rules, regulations of service, hence, liable to be set aside by this honourable Tribunal.

**In wake of submissions made above, it is therefore, humbly requested that written reply of the respondent No. 1 to 5 declared baseless and appeal of the appellant may please be accepted as prayed for. Any other relief deems appropriate may please be given to the appellant.**

Dated: 22/02/2017

Yours Humble Petitioner

**Muzamil Hussain**

Through Counsel

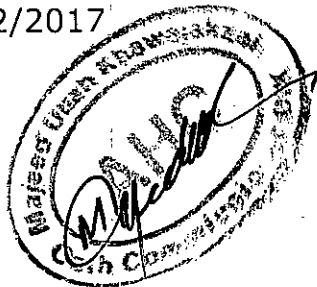
**Muhammad Waqar Alam**  
Advocate High Court

*Muhammad Waqar Alam*  
22/2

**AFFIDAVIT**

I, **Muhammad Waqar Alam** Advocate High Court counsel of the petitioners, under the instructions of my client, do hereby solemnly affirm and declare on Oath that contents of the Rejoinder are true and correct to the best of my knowledge and belief; and nothing has been deliberately concealed from this Hon'ble Court.

Dated: 22/02/2017



*Muhammad Waqar Alam*  
Deponent 22/2

Attendance Register of the

Sr. No	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12
1)	Rasheed Iqbal	J.C.T												
2)	Asiya Shaheen	L.H.V												
3)	Noor Jahan	F.H.T												
4)	Zameer Ahmad	M.S												
	Atta-Ul-Lah Jan	E.Pi Tech												
6)	Schail Nawaz	E.Pi Tech												
7)	Muhammad Ashraf	E.Pi Tech												
8)	Muhammad Sadam	w/o												
9)	Muhammad Yaseen	w/o												
10)	Saif-ur-Rehman	Cho												
11)	Khan Zaman	B.S												
12)	Shadi Khan	Sweeper												
13)	Shoukat Ali	Sweeper												
14)	Maskeen Bibi	Dic												
15)	Muzzaamal Hussain	Insect collector												
16)	Noor Alam	w.o												

Secondary

Secondary

Secondary





# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
1	Rashid Sabal	J.C.T		R	R	R	R	R	R	R	office work	R	R	R	R
2	Asiya Shaheen	L.H.V		L	*	*	*	*	*	*	*	*	L	*	
3	Noor Jahan	F.H.T		L	NR	NR	NR	NR	NR	NR	L	NR	NR	NR	NR
4	Zahoor Ahmad	M.S		ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR
5	Atta-ullah Jan	E.Pi.Tech		Mod	Paq	D	Sweep	AJ			AJ	AJ	AJ	AJ	AJ
6	Sohail Nawaz	E.Pi.Tech									L				
7	Muhammad Ashraf	E.Pi.Tech						*			*	*	L	*	*
8	Muzzamal Hussain	Insect coll													
9	Muhammad Saddam	w/o		P	P	P	P	P	P		P	P	P	P	P
10	Saif-ul-Rahman	cho		P	P	P	P	P	P		P	P	L	P	P
11	Muhammad Yaseen	w/o		P	L	P	P	P	L		P	P	P	P	P
12	Khan Zaman	B.S		P	P	P	P	P	P		P	P	P	P	P
13	Shadi Khan	Sweeper		P	P	P	P	P	P		P	P	P	P	P
14	Shoukat Ali	Sweeper		P	L	P	P	P	P		P	P	P	P	C
15	Nasreen Bibi	Dai		P	P	L	P	P	P		P	P	C	P	P
16	Noor Alam	w.o													

for the Month of

June

2014

	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks	
★	Police Duty	R	R	R	R	R	R	R	R	R	R	R	R	Police Duty							
	★	★	★	L	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★
L	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH	ZH
AJ	Police Duty	AT	AT	AT	AT	AT	AT	AT	AT	AT	AT	AT	AT	Police Duty							
SK	Police Duty	SL	SL	SL	SL	SL	SL	SL	SL	SL	SL	SL	SL	Police Duty							
★	Police Duty	★	★	★	★	★	★	★	★	★	★	★	★	Police Duty							
Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul	Annul
P	Police Duty	P	P	P	P	P	P	P	P	P	P	P	P	Police Duty							
P	Police Duty	P	P	P	P	P	P	P	P	P	P	P	P	Police Duty							
P	Police Duty	P	P	P	P	P	P	P	P	P	P	P	P	Police Duty							
L	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
P	Police Duty	P	P	P	P	P	P	P	P	P	P	P	P	Police Duty							
P	Police Duty	L	L	P	P	P	P	P	P	P	P	P	P	Police Duty							
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P

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3)	Noor Jahan	F.H.T	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
4)	Fahoor Ahmed	M.S	TR	TR	TR	TR	TR	TR	TR	TR	L	TR	TR	TR	TR
5)	Atta-ullah Jan	E.Pi.Tech	AT	AT	AT	AT	AT	AT	AT	AT	AT	AT	AT	AT	AT
6)	Sohaib Nawaz	E.Pi.Tech	SH	SH	SH	SH	SH	SH	SH	SH	L	SH	SH	SH	SH
7)	Mahammad Ashraf	E.Pi.Tech	*	*	*	*	*	*	*	*	*	*	*	*	*
8)	Muzammil Hussain	posed called									L				
9)	Mahammad Sadain	w/o	P	P	P	P	P	P	P	P	P	P	P	P	P
10)	Saif-ul-Rehman	Cho	P	P	P	P	P	P	P	P	P	P	P	P	P
11)	Mahammad Yaseen	w/o	P	P	P	P	P	P	P	P	P	P	P	P	P
12)	Khan Zaman	B/S	P	P	P	P	P	P	P	C	P	P	P	P	P
13)	Shadi Khan	Sweepers	P	P	P	P	P	P	P	P	P	P	P	P	P
14)	Shoukat Ali	Sweepers	P	P	P	P	P	P	P	P	L	P	P	P	P
15)	Nasreen Bibi	Dai	P	P	P	P	P	P	P	C	P	P	P	P	P
16)	Noor Alam	w.o													

for the Month of ~~August~~ July 2014

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
R	R	R	R	L	R		R	R	R		R	R		R					
✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓		✓					
<del>NB</del>	<del>NB</del>	<del>NB</del>	<del>NB</del>	<del>NB</del>	<del>NB</del>		<del>NB</del>	<del>NB</del>	<del>NB</del>		<del>NB</del>	<del>NB</del>		<del>NB</del>					
sh	sh	sh	sh	sh	L		sh	sh	sh		sh	sh		sh					
AT	AT	AT	AT	L	AT		AT	AT	AT		AT	AT		AT					
sh	sh	sh	sh	sh	L		sh	sh	sh		sh	sh		sh					
✓	✓	✓	✓	✓	L		✓	✓	✓		✓	✓		✓					
M	M	M	M	L	M		M	M	M		M	M		M					
P	P	P	P	L	P		P	P	P		P	P		P					
C	P	P	P	P	P		L	P	P		P	P		P					
P	P	P	P	P	P		L	P	P		P	P		P					
P	P	P	P	P	P		P	L	P		P	P		P					
P	P	P	P	P	P		P	P	P		P	P		P					
L	P	P	P	P	P		P	P	P		P	P		P					
L	P	L	P	P	P		P	P	P		P	P		L					
م	م	م	م	م	م		م	م	م		م	م		م					

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
1)	Rashid qabal	J.C.T				L	L	R	R	R	R		R	R	R
2)	Asiya SH Aheen	C.H.V				*	*	*	L	*	*		*	*	*
3)	Noor Jahan	F.H.T				NR	NR	L	NR	NR	NR		NR	NR	NR
4)	Zahoor Ahmad	M.S				Th	Th	L	Th	Th	Th		Th	Th	Th
5)	Alta ullah Jan	Epi Tech				AT	AT	AT	AT	L	AT		AT	AT	AT
6)	Sohail Nawaz	Epi Tech				SH	SH	SH	SH	L	SH		SH	SH	SH
7)	Muhammad Ashraf	Epi Tech				L	*	*	*	*	*		*	*	*
8)	Muzamal Hussain	Inst Att				M	M	L	M	M	M		M	M	M
9)	Muhammad Sadan	w/o				P	P	P	P	P	P		P	P	L
10)	Saif-ul-Rahman	Cho				P	P	P	P	P	P		P	L	P
11)	Muhammad Yaseen	w/o				P	P	P	P	P	P		P	P	L
12)	Khan Zamrah	B/S				P	P	P	P	P	C		P	L	P
13)	Shadi Khan	swafy				P	P	P	P	P	P		P	P	P
14)	Shokat Ali	swafy				P	P	P	P	L	P		P	P	P
15)	Nasreen Bibi	Dai				L	P	P	P	P	P		P	P	L
16)	Noor Alam	w.o													



# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
(1)	Rashid Sabal	C.T.C. (Ph)	R	R	R	R	R	R	/	R	L	R	R	R	R
(2)	Asifa Shaheen	L.H.V	A	A	A	A	A	L	/	A	A	A	A	A	A
(3)	Noor Jahan	F.H.T	NR	NR	A	NR	NR	L	/	NR	NR	NR	NR	NR	NR
(4)	Zahoor Ahmad	M.S	FR	FR	L	FR	FR	FR	/	FR	L	A	FR	FR	FR
(5)	Sohail Nawaz	Epi Tech.	FR	FR	L	FR	FR	FR	/	FR	L	FR	FR	FR	FR
(6)	Muhammad Ashraf	Epi Tech.	A	A	A	A	A	A	/	A	L	A	A	A	A
(7)	Majamal Hussain	Instaff	A	A	A	A	A	A	/	A	L	A	A	A	A
(8)	Saif-ul-Rahman	C/D	P	P	L	P	P	P	/	P	P	A	P	P	P
(9)	Khan Zaman	B/S	P	P	L	P	A	P	/	P	L	P	P	P	L
(10)	Shadi Khan	Sweepy	P	P	P	P	P	P	/	P	L	P	P	P	L
(11)	Muhammad Sadam	w/o	P	P	P	A	L	P	/	P	P	L	P	P	P
(12)	Muhammad Yaseen	w/o	P	P	L	P	P	L	/	P	A	P	P	L	P
(13)	Shoukat Ali	Sweepy	L	P	P	L	P	P	/	L	P	P	P	P	P
(14)	Nasreen Bibi	Dai	P	L	A	P	P	L	/	P	P	P	L	P	L
(15)	Noor Alam	w/o	NR	NR	NR	NR	NR	NR	/	NR	NR	NR	NR	NR	NR



for the Month of

Sep

2014

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
R	R	R	R	R	R	R	Sunday	R	R	R	R	R	R	R	R	R	R		
A	A	A	A	A	A	A	Sunday	A	A	A	A	A	A	A	A	A	A		
NP	NP	NP	NP	NP	NP	NP	Sunday	NP	NP	NP	NP	NP	NP	NP	NP	NP	NP		
Th	Th	Th	Th	Th	Th	Th	Sunday	Th	Th	Th	Th	Th	Th	Th	Th	Th	Th		
Police	Duty	PL	PL	PL	PL	PL	Sunday	Police	Duty	PL	PL	PL	PL	PL	PL	PL	PL		
Police	Duty	PL	PL	PL	PL	PL	Sunday	Police	Duty	PL	PL	PL	PL	PL	PL	PL	PL		
Police	Duty	PL	PL	PL	PL	PL	Sunday	Police	Duty	PL	PL	PL	PL	PL	PL	PL	PL		
Police	Duty	PL	PL	PL	PL	PL	Sunday	Police	Duty	PL	PL	PL	PL	PL	PL	PL	PL		
Police	Duty	PL	PL	PL	PL	PL	Sunday	Police	Duty	PL	PL	PL	PL	PL	PL	PL	PL		
Police	Duty	PL	PL	PL	PL	PL	Sunday	Police	Duty	PL	PL	PL	PL	PL	PL	PL	PL		
PL	PL	PL	PL	PL	PL	PL	Sunday	PL	PL	PL	PL	PL	PL	PL	PL	PL	PL		

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12
1	(1) Rashid Iqbal	J.C.T	R	R	R	R					R	L	R	
2	(2) Asiya Shaheen	L.H.V	*	*	*	*					*	*	*	
3	(3) Noor Jahan	F.H.T	L	NR	NR	NR					NR	NR	NR	
4	(4) Zahoor Ahmad	M.S	JK	JK	JK	JK					JK	JK	L	
5	(5) Sohail Nawaz	EPITech	P.	D	JK	JK					JK	L	JK	
6	(6) Muhammad Ashraf	E.Pi.Tech	P.	D	A	A					A	A	A	
7	(7) Muzamil Hassan	Insect collector			S/L									
8	(8) Saif-ur-Rehman	C/D	P.	D	P	P					P	P	P	
9	(9) Khan Zaman	B.S	P	P	P	P					P	P	P	
10	(10) Shadi Khan	Sweeper	P.	D	P	P					P	P	P	
11	(11) Muhammad Saddam	w/o	P.D. duty	P	P	P					P	P	P	
12	(12) Muhammad Yaseen	w/o	P.D. duty	P	L	P					P	P	P	
13	(13) Shaukat Ali	Sweeper	P.	D	P	P					P	P	P	
14	(14) Nazreen Bibi	Dac	P	P	L	P					P	P	P	
15	(15) Noor Alam	w/o	JK	JK	JK	JK					JK	JK	JK	
16														

for the Month of

OCT

2014

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks		
R	R	R	R	R	Sun Day		R	R	R	R	R	Sun Day		R	R	R	R				
A	A	A	A	A	Sun Day		A	A	A	A	A	Sun Day		A	A	A	A				
NR	NR	NR	C	NR	Sun Day		NR	NR	NR	NR	NR	Sun Day		NR	NR	NR	NR				
Th	Th	Th	Th	Th	Sun Day		L	Th	Th	Th	Th	Sun Day		Th	Th	Th	Th				
Sh	Sh	Sh	Sh	Sh	Sun Day		Sh	Sh	Sh	Sh	Sh	Sun Day		Sh	L	Sh	Sh				
A	A	A	A	A	Sun Day		A	A	A	A	A	Sun Day		A	A	A	A				
P	P	P	P	P	Sun Day		P	P	P	P	P	Sun Day		P	P	P	P				
P	P	P	P	P	Sun Day		P	P	L	P	P	Sun Day		P	P	P	P				
P	P	P	P	P	Sun Day		P	P	P	P	P	Sun Day		P	P	P	P				
P	P	P	P	P	Sun Day		P	L	P	P	P	Sun Day		P	P	P	P				
L	P	P	P	P	Sun Day		P	P	P	P	L	Sun Day		P	R	P	P				
P	P	P	P	P	Sun Day		L	P	P	P	P	Sun Day		P	A	P	P	P			
L	P	P	P	P	Sun Day		P	P	P	P	L	P	Sun Day		P	A	P	P	P		
for	for	for	for	for	Sun Day		for	for	for	for	for	Sun Day		for	for	for	for				

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
1	① Rashid Gubal	J.C.T	R				R	R	R	R		R	R	R	R
2	② ASifa Shaheen	L.H.V	A				A	A	A	A		A	A	A	A
3	③ Noor Jahan	F.H.T	NB	day			NB	NB	NB	NB		NB	NB	NB	NB
4	④ Zahoor Ahmad	M.S	ZH				ZH	ZH	ZH	ZH		ZH	ZH	ZH	L
5	⑤ SOHAIL Nawaz	Epi Tech	Sh				Sh	Sh	Sh	Sh		Sh	Sh	Sh	L
6	⑥ Muhammad Ashraf	Epi Lab	A	sun			A	A	A	A		A	A	A	A
7	⑦ MUZZamil Hussain	Insect collector	turn				turn	turn	turn	turn		turn	turn	turn	turn
8	⑧ Saif-ur-Rehman	CID	P				P	P	P	P		P	P	P	P
9	⑨ KHAN Zaman	B.S	P				P	P	P	P		P	P	P	P
10	⑩ Shadi Khan	Sweeper	P	day			P	P	P	P		P	P	P	P
11	⑪ Muhammad Sadam	w/o	P				P	P	P	P		P	P	P	P
12	⑫ Muhammad Yassen	w/o	P				P	P	P	P		P	P	P	P
13	⑬ Shukat Ali	Sweeper	P	sun			P	P	P	P		P	P	P	P
14	⑭ Nasreen bibi	Dai	L				P	P	P	P		P	P	L	L
15	⑮ Noor Alam	w/o	day				day	day	day	day		day	day	day	day
16															

for the Month of

Nov

2014

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
R	R	R	R	R	R	R	R	L	R	R	R	R	R	R	R				
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*				
NB	NR	L	NANB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB		
TR	TR	TRT abm J TO							D.I. Khan										
any	OR	sh sh L							Police duty										
L	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*				
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P				
P	P	P	L	P	L	L	P	P	P	P	P	P	P	P	P				
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P				
P	P	P	P	P	L	L	P	P	P	P	P	P	P	P	P				
P	L	P	P	P	L	L	P	P	P	P	P	P	P	P	P				
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P				
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P				

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
(1)	Rashid Sabal	J.C.T Ph.	L	R	R	R	R	R	X	R	R	R	R	R	R
(2)	Asiya Shaheen	L.H.V	(A)	(A)	(A)	(A)	(A)	(A)	X	Police Duty	(A)	(A)	(A)	(A)	(A)
(3)	Noor Jahan	F.H.T	(A)	(A)	(A)	(A)	(A)	(A)	X	Police Duty	(A)	(A)	(A)	(A)	(A)
(4)	Sohail Nawaz	E.Pi.Tech.	(A)	(A)	(A)	(A)	(A)	(A)	X	Police Duty	(A)	(A)	(A)	(A)	(A)
(5)	Muhammad Ashraf	E.Pi.Tab.	(A)	(A)	(A)	(A)	(A)	(A)	X	Police Duty	(A)	(A)	(A)	(A)	(A)
(6)	Zahoor Ahmad	M.S	(A)	(A)	(A)	(A)	(A)	(A)	X	Police Duty	(A)	(A)	(A)	(A)	(A)
(7)	Muazzamil Hussain	J.C.T Ph.	(A)	(A)	(A)	(A)	(A)	(A)	X	(A)	(A)	(A)	(A)	(A)	(A)
(8)	Saif-ul Rahman	C/P	P	P	L	P	P	P	X	Police Duty	(A)	(A)	(A)	(A)	(A)
(9)	Khan Zaman	BS	P	P	P	P	P	P	X	P	P	P	P	P	P
(10)	Shadi Khan	Sweeper	P	P	P	P	P	P	X	P	P	P	P	P	P
(11)	Muhammad Jadan	w/o	P	P	P	P	P	P	X	P	P	P	P	P	P
(12)	Muhammad Yaseen	w/o	P	P	P	P	P	P	X	Police Duty	(A)	(A)	(A)	(A)	(A)
(13)	Shaukat Ali	Sweeper	P	L	P	P	P	P	X	Police Duty	(A)	(A)	(A)	(A)	(A)
(14)	Nasreen Bibi	Dai	P	P	P	P	P	P	X	P	P	P	P	P	L
(15)	Noor Alam	w/o	(A)	(A)	(A)	(A)	(A)	(A)	X	(A)	(A)	(A)	(A)	(A)	(A)

for the Month of

Dec

2014

	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
Day	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R		
Day	A	A	A	A	A	A	A	Polio Day	A	A	A	A	A	A	A	A	A	A		
Day	NB	NB	NB	NB	NB	NB	NB	Polio Day	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB		
Day	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Polio Day	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh		
Day	P	P	P	P	P	P	P	Polio Day	P	P	P	P	P	P	P	P	P	P		
Day	P	P	P	P	P	P	P	Polio Day	P	P	P	P	P	P	P	P	P	P		
Day	P	P	P	P	P	P	P	Polio Day	P	P	P	P	P	P	P	P	P	P		
Day	P	P	L	P	P	P	P	Polio Day	P	P	P	P	P	P	P	P	P	L		
Day	P	P	L	P	P	P	P	Polio Day	P	P	P	P	P	P	P	P	P	L		

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
(1)	Rashid Sabal	J.C.T Ph.	R	R	R		R	R	R	R	L	R			
(2)	Asiya Shaheen	L.H.V	*	*	*		*	*	L	*	*	*		*	*
(3)	Noor Jahan	F.H.T	Team for												
(4)	Sohail Nawaz	ELI Tech.	L	L											
(5)	Muhammad Asif	ELI Tech.	A	A	A		A	A	A	A	A	A		A	
(6)	Zahoor Ahmad	M.S	Zh	Zh			Zh	Zh	Zh	Zh	Zh	Zh		Zh	
(7)	Muhammad Hashim	2087 Collector													
(8)	Sauful Rahman	G/D	P	P	P		P	P	P	P	P	P		P	
(9)	Khan Zaman	B.S	P	P	P		L	P	P	P	P	P		P	P
(10)	Shadi Khan	Sweepst	P	P	P		P	P	P	P	P	P		P	P
(11)	Muhammad Saddam	w/o	P	P	P		P	P	P	P	P	P		P	P
(12)	Muhammad Yaseen	w/o	P	P	P		P	P	P	P	P	P		P	P
(13)	Shaukat Ali	Sweepst	P	P	P		L	P	P	P	P	P		P	P
(14)	Nasreen Bibi	Dai	P	P	L		P	P	P	P	L	P		P	L
(15)	Noor Alam	w-o													





# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
(1)	Rashid Qureshi	JGT Ph		B	B	B	B	B	L		B	B	B	B	B
(2)	Asiya Shaheen	L.H.V		Polio duty					L		A	A	A	A	A
(3)	Schah Nawaz	E.PiTech		Polio duty					L		Messale				
(4)	Muhammad Akbar	E.PiTech		Polio duty					L		Messale				
(5)	Zahoor Ahmad	M.S		Polio duty					L		L				
(6)	Muhammad Hussain	mat lab		L	L	KD									
(7)	Saif-ul-Rahman	C/D		Polio duty					P	P		P	P	P	P
(8)	Khan Zaman	B.S		P	P	P	KD		P	P		P	P	P	P
(9)	Shadi Khan	Sweep		P	P	P	KD		P	P		P	P	P	P
(10)	Muhammad Saad	w/o		Polio duty					P	P		P	P	L	P
(11)	Muhammad Yaseen	w/o		P	P	P	KD		P	P		P	P	L	P
(12)	Shaukat Ali	Sweep		Polio duty					P	P		Messale			L
(13)	Nasreen Bibi	Dom		P	P	P	KD		L	L		L	P	P	P
14	Noor Alam	W. Office													
			Sum												
			Chary												
			Sum												

for the Month of Feb

2015

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks	
R	R	R	R	L	R	R		R	L	R	R	R	R							
*	Radio Duty						*	*	*	*	*	*	*	*						
Meets	Radio Duty																			
*	Radio Duty						*	*	*	*	*	*	*	*						
	Radio Duty						ZH	ZH	ZH	ZH	MGM	ZH	ZH							
M	Radio Duty						M	M	M	M	M	M	M	M						
P	Radio Duty						P	P	P	P	P	P	P	P						
L	P	P	P	P	P	P		P	P	P	P	P	P							
P	Radio Duty						P	P	P	P	P	P	P							
L	Radio Duty						P	P	L	P	P	P	P							
P	P	P	P	P	P	P		P	L	P	P	P	P							
P	Radio Duty						P	P	L	P	P	P	P							
P	P	P	P	P	P	L		P	P	P	P	P	P							
2013	2013	2013	2013	2013	2013	2013		2013	2013	2013	2013	2013	2013							

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
1	Rashid Sabal	J.C.T.P.	R	R	R	R	R	R	R	/	R	R	L	R	R
2	Asiya Shaheen	L.H.V.	*	*	*	*	*	*	*	/	MILKSHY DIP	*	*	*	*
3	Sohail Nawaz	E.Pi.Teh.	Polio Duty					Polio							
4	Muhammad Ashraf	E.Pi.Teh.	Polio Duty					*	*	/	A	*	L	A	
5	Zahoor Ahmad	M.S.	Polio Duty					L	L	/	Zh	Zh	L	Zh	
6	Muhammad Mussian	gmat colt											A		
7	Saif-ul-Rahman	C/D.	Polio Duty					P	P	/	P	P	L	P	
8	Khan. Zaman	B.S.	P	P	P	P	P	P	P	/	L	P	P	P	P
9	Shadi Khan	Sweepy	Polio Duty					P	P	/	P	P	P	P	
10	Muhammad. Sadan	w/o.	Polio Duty					L	P	/	P	P	P	P	
11	Muhammad. Yaseen	w/o	Polio Duty					P	P	/	P	P	P	P	
12	Shaukat Ali	Sweepy	Polio Duty					P	P	/	P	R	L	P	
13	Nasreen Bibi	Dai	P	P	P	P	P	P	P	/	L	P	P	P	P
14	Noor Alam	w-uf...													

for the Month of March

2015

	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
R	R	R	R	R	R	R	R													
☆	☆	☆	☆	☆	☆	☆	L													
Polio Vaccin	Polio	Polio	Polio	Polio	Polio	Polio	Polio	Polio	Polio	Polio	Polio	Polio	Polio	Polio	Polio	Polio	Polio	Polio		
☆	☆	☆	☆	☆	☆	☆	☆													
Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
(1)	Rashid Sabal	JCT Ph.	R	R	R	R		P	P	ش	R	L	R		R
(2)	Asiya Shaheen	L.H.V.	A	A	A	A		A	A	ش	A	A	A		A
(3)	Sohail Nawaz	EPitch	Polio	Polio	PD	PD				L	ش	ش			Polio
(4)	Muhammad Akif	EPitch	Polio	Polio	Polio	Polio		A	A	ش	A	A	A		Polio
(5)	Zahoor Ahmad	M.S	Polio	Ph	Ph	Ph		L	Ph	Ph	Ph	Ph	Ph		Polio
(6)	Muhammad Hussain	asst. colt.													
(7)	Sufi-ul-Rahman	C/D	Polio	Polio	P	P		P	P	ش	P	P	P		Polio
(8)	Khan Faman	B.S	P	P	P	P		P	P	P	P	P	P		P
(9)	Shadi Khan	Sweeps	Polio	Polio	P	P		P	P	P	P	P	P		Polio
(10)	Muhammad Sadam	w/o	Polio	Polio	P	P		P	L	ش	P	P	P		Polio
(11)	Muhammad Yaseen	w/o	Polio	Polio	L	P		P	P	ش	P	P			Polio
(12)	Shaukat Ali	Sweeps	Polio	Polio	L	P		P	P	ش	P	P	P		Polio
(13)	Musreen Bibi	Dai	P	P	L	P		P	P	ش	P	P			P
(14)	Noor Alam														

11/1  
 Deptt. Asst. Dir.  
 Muzamil Khan  
 Supt.

for the Month of

April

2015

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks		
R	R	R	R	R		R	R	R	R	L	R										
A	A	A	A	L		A	A	L	A	A	A										
Polio duty	Polio duty	Polio duty	Polio duty	Polio duty		Polio duty	Polio duty	Polio duty	Polio duty	Polio duty	Polio duty										
Duty	Polio duty	Polio duty	Polio duty	Polio duty		A	A	A	A	A	A										
Duty	Polio duty	Polio duty	Polio duty	Polio duty		Th	Th	Th	Th	Th	Th										
(A	(A	(A	L	L		Terminal from serv															
Polio duty	P	P				P	P	P	P	P	P										
P	P	P	P	P		P	P	P	P	P	P										
o duty	P	P				P	P	P	P	P	P										
o duty	L	P				P	P	P	P	P	P										
o duty	P	P				P	L	P	P	P	P										
o duty	L	P				P	P	P	P	L	P										
P	P	P	P	L		P	L	P	P	P	P										
100%	100%	100%	100%	100%		100%	100%	100%	100%	100%	100%										

SH 1 Tank  
P Sec: 001 Month: June 2014  
TK7012 - District Health Officer (D)

# 2 Tank  
P Sec: 001 Month: June 2014  
TK7012 - District Health Officer Health

P Sec: 001 Month: June 2014  
TK7012 - District Health Officer Health

Pers # 00717500 Buckle:  
Name: MUZAMIL HUSSAIN  
TECHNICIAN  
CNIC No. 1210114079719  
GPF Interest Free  
09 Active Temporary

NTN  
GPF #:   
Old #:

NTN:  
GPF #:  
Old #:

PAYS AND ALLOWANCES:		TK7012
0001-Basic Pay	6,200.00	
1000-House Rent Allowance	1,146.00	
1210-Convey Allowance 2005	1,840.00	
1300-Medical Allowance	1,000.00	
1971-Adhoc Allowance 2011@ 15%	573.00	
1973-Adhoc Allowance 2010@ 50%	1,910.00	
2118-Adhoc Relief Allow (2012)	1,240.00	
2148-15% Adhoc Relief All-2013	930.00	
5002-Adjustment House Rent	1,146.00	
Gross Pay and Allowances	29,678.00	

DEDUCTIONS:		Subrc:
GPF Balance	595.00	595.00
3501-Benevolent Fund	180.00	180.00
3511-Addl. Group Insurance	7.00	7.00
3604-Group Insurance	67.00	67.00

Total Deductions 849.00  
28,829.00

D.O.B 23.05.1996 LFP Quota: 4  
00 Years 02 Months 007 Days Payment through DDD

PAYS AND ALLOWANCES:		TK7012
5011-Adj Conveyance Allowance	1,840.00	
5012-Adjustment Medical All	1,000.00	
5009-Adj 15% Adhoc Allowance	930.00	
5070-Adj Adhoc Allowance 50%	1,910.00	
5911-Adj Adhoc Relief 2011	573.00	
5938-Adj Adhoc Relief All 2012	1,240.00	
5801-Adj Basic Pay	6,200.00	
Gross Pay and Allowances	29,678.00	

Gross Pay and Allowances 29,678.00  
DEDUCTIONS:

DEDUCTIONS:		Subrc:
GPF Balance	595.00	595.00

Total Deductions 849.00  
28,829.00

D.O.B 23.05.1996 LFP Quota:  
00 Years 02 Months 007 Days Payment through DDD

محمد حسین بن محمد و علی

S.T

22.7.17



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

Service Appeal No. 957/2015

Muzamil Hussain

**Versus**

Govt. of Khyber Pakhtunkhwa and others

**REJOINDER FROM APPELLANT IN WRITTEN REPLY OF**  
**RESPONDENT NO. 1 to 5**

Respectfully Sheweth:-

**Reply on Preliminary Objections:-**

- i. Incorrect and misconceived. Service appeal of the appellant is maintainable and competent in the eye of law.
- ii. Incorrect. Appellant come to the court with clean hands.
- iii. Incorrect. The appellant has got clear cause of action and locus standi against the respondents.
- iv. Incorrect.
- v. Incorrect.
- vi. Incorrect. Appellant's appeal is well within time.
- vii. Incorrect. Honourable Tribunal has got vast and ample powers to adjudicate upon the matter in issue.
- viii. Incorrect and misconceived.
- ix. Incorrect and misconceived. Appeal of the appellant is prima facie against the respondents' act of illegal termination.
- x. Incorrect and misconceived. Appellant come to the court for the redressal of his genuine grievance under the law.
- xi. Incorrect and misconceived.

**Objections on Facts:-**

- 1) Admitted by respondents, appellant was appointed as Junior PHC Technician MP (BPS-09) vide order dated 25/04/2013 by the competent authority and after that submitted arrival report and

medical certificate and joined the service according to the wishes of competent authority.

- 2) Admitted by respondents. The appellant was legally posted at BHU, Cheena by the competent authority it shows his genuine service and frequent orders by the competent authority.
- 3) Admitted hence, no reply. The appellant services continued till 2015 and firstly stopped the salaries of the appellant and after that without any justification terminated the appellant by the respondents. Appellant performed his duties and made his attendance regularly. Copies of attendance register are enclosed herewith. Moreover, objection regarding advertisement and selection committee is baseless because appellant is not responsible for the same irregularities conducted by the competent authority. In this Superior Epics court of the country are very much evident that instead of removing such petty employees from service, action should be taken against the authority who has mis-exercised its powers. Notification annexed with reply is in favour of appellant.
- 4) Admitted. Hence no reply.
- 5) Incorrect and misconceived. Appellant is appointed against the clear vacant post and regularly made his attendance against the post, in this respect attendance register is very much clear. By saying that there is no need to inform the appellant regarding rejection of his departmental appeal shows the high handedness and violation of rules by the respondents.
- 6) Incorrect and misconceived. Appellant has legal and vested right to approach the learned Tribunal.

**OBJECTION ON GROUNDS:**

- a) Incorrect and misconceived. The respondents are duty bound to issue show cause notice, charge report before taking any perverse action against the appellant which is fundamental basic right of the every employee of the department but non-giving a chance of defense is illegal.
- b) Incorrect, hence not admitted. Appellant has never been remained absent from duty in this respect attendance register is the strong proof which is already enclosed.
- c) Incorrect and misconceived. Appellant has not provided chance of personal hearing, show cause notice, charge report before taking perverse action which is against law.
- d) Incorrect and misconceived.
- e) No reply.

*Tha*

- f) Incorrect and misconceived. Termination order is against law, rules, regulations of service, hence, liable to be set aside by this honourable Tribunal.

In wake of submissions made above, it is therefore, humbly requested that written reply of the respondent No. 1 to 5 declared baseless and appeal of the appellant may please be accepted as prayed for. Any other relief deems appropriate may please be given to the appellant.

Dated: 22/02/2017

Yours Humble Petitioner

**Muzamil Hussain**

Through Counsel

*Muhammad Waqar Alam*  
22/2

**Muhammad Waqar Alam**  
Advocate High Court

**AFFIDAVIT**

I, **Muhammad Waqar Alam** Advocate High Court counsel of the petitioners, under the instructions of my client, do hereby solemnly affirm and declare on Oath that contents of the Rejoinder are true and correct to the best of my knowledge and belief; and nothing has been deliberately concealed from this Hon'ble Court.

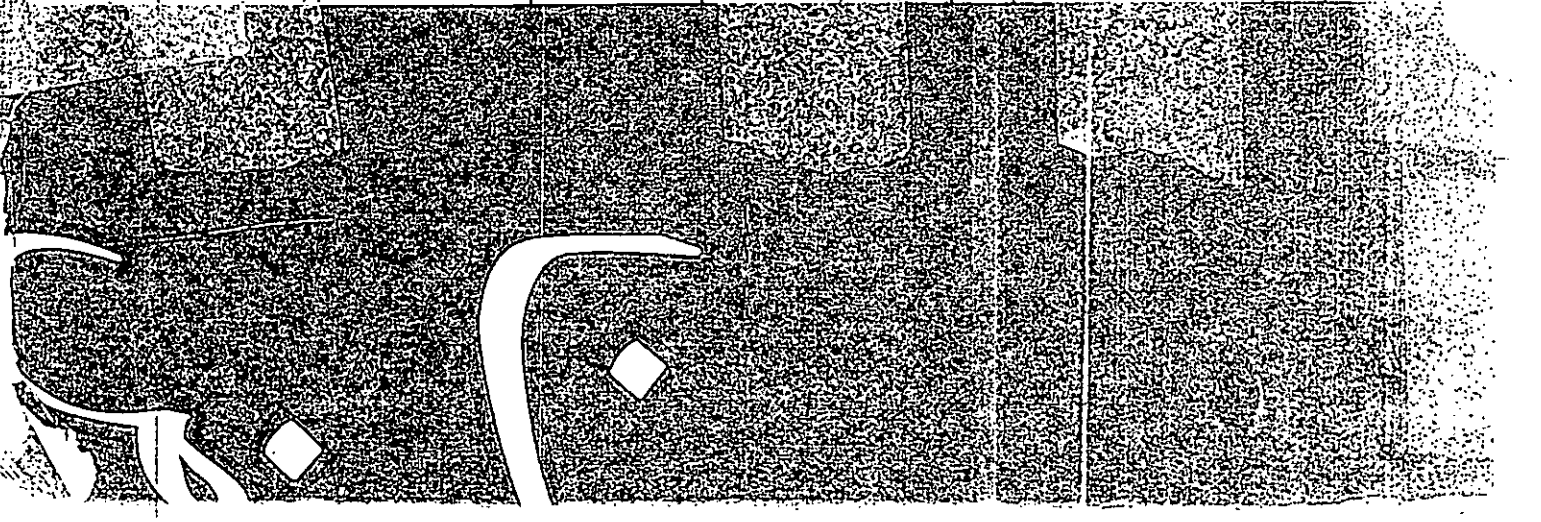
Dated: 22/02/2017

*Muhammad Waqar Alam*  
22/2

**Deponent** 22/2

ATTENDANCE REGISTER OF THE

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12
1)	Rasheed Agbal	J.C.T		B	B			Polio duty	C-AR	R			R	R
2)	Asiya Shabeen	L.H.V		*	*			*	*	*	*	*	*	*
3)	Nora Jehan	F.H.T	(9)	NB	NB			NB	NB	NB	NB	NB	NB	NB
4)	Fareeha Anwar	M.S		Z	Z			Polio Duty	C-AR	Z	Z		R	Z
5)	Akta- ul-lah Jan	E.Pi Tech		A	A			Polio Duty	C-AR	A	A		A	A
6)	Sabaal Nawaz	E.Pi Tech		K	S			Polio Duty	C-AR	K	S		K	S
7)	Muhammad Ashraf	E.Pi Tech		*	A			Polio duty	C-AR	*	A		*	A
8)	Muhammad Sadam	w/o		P	P			Polio duty	C-AR	P	P		P	P
9)	Muhammad Yaseen	w/o		P	P			Polio duty	C-AR	P	P		P	P
10)	Saif-ur-Rehman	Cho	(9)	L	P			Polio duty	C-AR	L	P		L	P
11)	Khan Zaman	B.S		P	P			P	P	P	P		P	P
12)	Shadi Khan	Sweeper		P	C			Polio duty	C-AR	P	C		P	C
13)	Shaukat Ali	Sweeper		P	P			Polio duty	C-AR	P	P		P	P
14)	Nasreen Bibi	Dre		P	P			L	P	P	P		P	P
15)	Muzzaamal Hussain	Insect collector		M	M			M	M	M	M		M	M
16)	Noori Alam	w.o		P	P			P	P	P	P		P	P





# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12
1	Rashid Sabal	J.C.T	B	B	B	B	B	B	B	Office Meeting	B	B	B	B
2	Asiya Shaheen	L.H.V	L	*	*	*	*	*	*	*	*	*	L	*
3	Noor Jahan	F.H.T	L	NR	NR	NR	NR	NR	NR	L	NR	NR	NR	NR
4	Zahoor Ahmad	M.S	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR
5	Atta-ullah Jan.	E.Pi.Tech	Med	Paq	D	Sweeper	AJ	AJ	AJ	AJ	AJ	AJ	AJ	AJ
6	Sohail Nawaz	E.Pi.Tech	//	//	//	//	SA	SA	L	SA	SA	SA	SA	SA
7	Muhammad Ashraf	E.Pi.Tech	//	//	//	//	*	*	*	*	*	*	*	*
8	Muzzaamal Hussain	Insect Collector	work	work	work	work	L	L	L	L	L	L	L	L
9	Muhammad Sadam	w/o	P	P	P	P	P	P	P	P	P	P	P	P
10	Saif-ul-Rehman	Chp	P	P	P	P	P	P	P	P	P	L	P	P
11	Muhammad Yaseen	w/o	P	L	P	P	P	L	L	P	P	P	P	P
12	Khan Zaman	B.S	P	P	P	P	P	P	P	P	P	P	P	P
13	Shadi Khan	Sweeper	P	P	P	P	P	P	P	P	P	P	P	P
14	Shoukat Ali	Sweeper	P	L	P	P	P	P	P	P	P	P	P	C
15	Nasreen Bibi	Dai	P	P	L	P	P	P	P	P	P	C	P	P
16	Noor Alam	W.O	P	P	P	P	P	P	P	P	P	P	P	P

for the Month of

June

2014

	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
☆	Police Duty	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R		
☆	☆	☆	L	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆		
L	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR		
Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh		
AJ	Police Duty	AJ	AJ	AJ	AJ	AJ	AJ	AJ	AJ	AJ	AJ	AJ	AJ	AJ	AJ	AJ	AJ	AJ		
SK	Police Duty	SK	SK	SK	SK	SK	SK	SK	SK	SK	SK	SK	SK	SK	SK	SK	SK	SK		
☆	Police Duty	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆		
Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil	Manil		
P	Police Duty	P	L	D	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	Police Duty	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	Police Duty	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
L	P	P	P	L	P	L	P	P	P	P	P	P	P	P	P	P	P	P		
P	Police Duty	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	Police Duty	L	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	L	P	P	P	P	L	P	P	P	P	P	P	P	P		

# Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
1)	Rashid Iqbal	J.C.T	R	R	R	R	R	R	R	R	R	R	R	R	R
2)	Asiya Shaheen	L.H.V	*	*	*	*	*	*	*	*	*	*	*	*	*
3)	Noor Jahan	F.H.T	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
4)	Fahoor Ahmed	M.S	TR	TR	TR	TR	TR	TR	TR	TR	TR	TR	TR	TR	TR
5)	Atta-ullah Jan	E.Pi.Tech	AT	AT	AT	AT	AT	AT	AT	AT	AT	AT	AT	AT	AT
6)	Sokail Nawaz	E.Pi.Tech	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH
7)	Muhammad Asghar	E.Pi.Tech	*	*	*	*	*	*	*	*	*	*	*	*	*
8)	Muhammad Hussien	based called	TR	TR	TR	TR	TR	TR	TR	TR	TR	TR	TR	TR	TR
9)	Muhammad Sadain	w/o	P	P	P	P	P	P	P	P	P	P	P	P	P
10)	Saif-ul-Rehman	Chc	P	P	P	P	P	P	P	P	P	P	P	P	P
11)	Muhammad Yaseen	w/o	P	P	P	P	P	P	P	P	P	P	P	P	P
12)	Khan Zaman	B/S	P	P	P	P	P	P	P	P	P	P	P	P	P
13)	Shadi Khan	Sweepes	P	P	P	P	P	P	P	P	P	P	P	P	P
14)	Shoukat Ali	Sweepes	P	P	P	P	P	P	P	P	P	P	P	P	P
15)	Nasreen Bibi	Dai	P	P	P	P	P	P	P	P	P	P	P	P	P
16)	Noor Alam	w.o													



for the Month of ~~February~~ July

2014

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
R	R	R	R	L	R		R	R	R		R	R		R					
A	C	A	A	A	A		A	A	A		A	A		A					
<del>NR</del>	<del>NR</del>	<del>NR</del>	<del>NR</del>	<del>NR</del>	<del>NR</del>		<del>NR</del>	<del>NR</del>	<del>NR</del>		<del>NR</del>	<del>NR</del>		<del>NR</del>					
ZB	ZB	ZB	ZB	ZB	ZB		ZB	ZB	ZB		ZB	ZB		ZB					
AT	AT	AT	AT	L	AT		AT	AT	AT		AT	AT		AT					
SK	SK	SK	SK	ZB	SK		SK	SK	SK		SK	SK		SK					
A	A	A	A	ZB	A		A	A	A		A	A		A					
M	M	M	L	M	M		M	M	M		M	M		M					
P	P	P	P	L	P		P	P	P		P	L		P					
C	P	P	P	P	P		L	P	P		P	P		P					
P	P	P	P	P	P		L	P	P		P	P		P					
P	P	P	P	P	P		P	L	P		P	P		P					
P	P	P	P	P	P		P	P	P		P	P		P					
L	P	P	P	P	P		P	P	P		P	P		P					
L	L	L	P	P	P		P	P	P		P	P		L					
روزنامه	روزنامه	روزنامه	روزنامه	روزنامه	روزنامه		روزنامه	روزنامه	روزنامه		روزنامه	روزنامه		روزنامه					

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
1)	Rashid qabul	J.C.T				L	L	R	R	R	R	R	R	R	R
2)	Asiya SH Aheen	C.H.V				*	*	*	L	*	*	*	*	*	*
3)	Noor Jahan	F.H.T				N	N	N	L	N	N	N	N	N	N
4)	Zahoor Ahmad	M.S				Th	Th	L	Th	Th	Th	Th	Th	Th	Th
5)	Atta ullah Jan	Epi Tech				A	A	A	A	L	A	A	A	A	A
6)	Sohail Nawaz	Epi Tech				Sh	Sh	Sh	Sh	L	Sh	Sh	Sh	Sh	Sh
7)	Mahammad Ashraf	Epi Tech				L	*	*	*	*	*	*	*	*	*
8)	Muzamal Hussain	Inst att/w				M	M	L	M	M	M	M	M	M	M
9)	Muhammad Sadam	w/o				P	P	P	P	P	P	P	P	P	P
10)	Saif-ul-Rahman	Cho				P	P	P	P	P	P	P	P	P	P
11)	Muhammad Yaseen	w/o				P	P	P	P	P	P	P	P	P	P
12)	Khan Zameer	B/S				P	P	P	P	P	P	P	P	P	P
13)	Shadi Khan	swafy				P	P	P	P	P	P	P	P	P	P
14)	Shoakat Ali	swafy				P	P	P	P	L	P	P	P	P	P
15)	Nasreen Bibi	Dai				L	P	P	P	P	P	P	P	P	P
16)	Noor Alam	w.o													

for the Month of Aug

2014

	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
Date																				
Time																				
Remarks																				
Day																				
Notes																				

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
(1)	Rashid Sabal	J.C. Tech	R	R	R	R	R	R	R	R	L	R	R	R	R
(2)	Asifa Shaheen	L.H.V	A	A	A	A	A	L	A	A	A	A	A	A	A
(3)	Noor Jahan	F.H.T	NR	NR	A	NR	NR	L	NR	NR	NR	NR	NR	NR	NR
(4)	Zahoor Ahmad	M.S	FR	FR	L	FR	FR	FR	FR	L	A	FR	FR	FR	FR
(5)	Sohail Nawaz	EPi Tech	FR	FR	L	FR	FR	FR	FR	L	FR	FR	FR	FR	FR
(6)	Muhammad Ashraf	EPi Tech	A	A	A	A	A	A	A	A	A	A	A	A	A
(7)	Majamal Hussain	Installa	A	A	A	A	A	A	A	A	A	A	A	A	A
(8)	Saif-ul-Rahman	C/D	P	P	L	P	P	P	P	P	P	P	P	P	P
(9)	Khan Zaman	B/S	P	P	L	P	A	P	P	P	P	P	P	P	P
(10)	Shadi Khan	Sweepy	P	P	P	P	P	P	P	P	L	P	P	P	P
(11)	Muhammad Saddam	w/o	P	P	P	A	L	P	P	P	P	L	P	P	P
(12)	Muhammad Yaseen	w/o	P	P	L	P	P	L	P	P	P	A	P	P	L
(13)	Shoukat Ali	Sweepy	L	P	P	L	P	P	P	P	L	P	P	P	P
(14)	Nasreen Bibi	Dai	P	L	A	P	P	L	P	P	P	P	P	P	P
(15)	Noor Alam	w/o	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR

for the Month of

Sep

2014

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
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R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R			
*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*			
NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR			
Th	Th	Th	Th	Th	Th	Th	Th	Th	Th	Th	Th	Th	Th	Th	Th	Th			
Polio	D	L	PL	PL	PL	PL	PL	PL	PL	PL	PL	PL	PL	PL	PL	PL			
Polio	Duty	A	L	L	L	L	L	L	L	L	L	L	L	L	L	L			
Mon	Mon	Mon	Mon	Mon	Mon	Mon	Mon	Mon	Mon	Mon	Mon	Mon	Mon	Mon	Mon	Mon			
Polio	Att	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P			
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P			
Polio	Duty	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P			
Polio	Duty	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P			
Polio	Duty	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P			
PL	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P			
for	for	for	for	for	for	for	for	for	for	for	for	for	for	for	for	for			

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12
1	(1) Rashid Iqbal	J.C.T	R	R	R	R					R	L	R	
2	(2) Asiya Shabeen	L.H.V	*	*	*	*					*	*	*	
3	(3) Noor Jahan	F.H.T	1	NR	NR	NR					NR	NR	NR	
4	(4) Zahoor Ahmad	M.S	Th	Th	Th	Th					Th	Th	L	
5	(5) Sohail Nawaz	EPITech	P.	D	A	A					A	L	A	
6	(6) Muhammad Ashraf	E.P.i.Tech	P.	D	A	A					A	A	A	
7	(7) Muzamil Hussain	Insect collector			S/L									
8	(8) Saif-ur-Rehman	C/D	P.	D	P	P					P	P	P	
9	(9) Khan Zaman	B.S	P	P	P	P					P	P	P	
10	(10) Shadi Khan	Sweepers	P.	D	P	P					P	P	P	
11	(11) Muhammad Sadiq	w/o	P. Duty	P	P	P					P	P	P	
12	(12) Muhammad Yaseen	w/o	P. Duty	P	L	P					P	P	P	
13	(13) Shaikat Ali	Sweepers	P.	D	P	P					P	P	P	
14	(14) Nazreen Bibi	Dac	P	P	L	P					P	P	P	
15	(15) Noor Alam	w/o												

for the Month of

OCT

2014

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R		
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A		
NR	NR	NR	C	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR		
ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR	ZR		
SH	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH	SH		
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12
1	(1) Rashid Iqbal	J.C.T	B				B	B	B	B		B	B	B
2	(2) Asifa Shaheen	L.H.V	A				A	A	A	A		A	A	A
3	(3) Noor Jahan	F.H.T	NB	day			NB	NB	NB	NB		NB	NB	NB
4	(4) Zahoor Ahmad	M.S	FR				FR	FR	FR	FR		FR	FR	FR
5	(5) SOHAIL NAWAZ	EPI Tech	SH				SH	SH	SH	SH		SH	SH	SH
6	(6) Muhammad Ashraf	EPI Lab	A	off			A	A	A	A		A	A	A
7	(7) MUZZAMIL Hussain	Insect collector	turn				turn	turn	turn	turn		turn	turn	turn
8	(8) Saif-ur-Rehman	CID	P				P	P	P	P		P	P	P
9	(9) KHAN Zaman	B.S	P				P	P	P	P		P	P	P
10	(10) Shadi Khan	Sweeper	P	day			P	P	P	P		P	P	P
11	(11) Muhammad Sadam	w/o	P				P	P	P	P		P	P	P
12	(12) Muhammad Yassen	w/o	P				P	P	P	P		P	P	P
13	(13) Shukat Ali	Sweeper	P	Sun			P	P	P	P		P	P	P
14	(14) Nasreen bibi	Dai	L				P	P	P	P		P	P	L
15	(15) Noor Alam	w/o	day				P	P	P	P		P	P	P
16														



for the Month of

Nov

2014

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks	
R	R	R	R	R	R	R	R	L	R	R	R	R	R	R	R					
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A					
NR	NR	L	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR					
DR	DR	DR Tabling To							D.I. Khan											
OR	OR	OR							OR											
L	L	A	A	A	A	A	A	A	A	A	A	A	A	A	A					
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P					
P	P	P	L	P	L	L	P	P	P	P	P	P	P	P	P					
P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P					
P	P	P	P	P	L	L	P	P	P	P	P	P	P	P	P					
P	P	P	P	P	L	L	P	P	P	P	P	P	P	P	P					
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P					
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P					

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
(1)	Rashid Sabal	J.C.T. Ph.	L	R	R	R	R	R	X	R	R	R	R	R	R
(2)	Asiya Shaheen	L.H.V	(A)	(A)	(A)	(A)	(A)	(A)	X	Police Duty					
(3)	Noor Jahan	F.H.T	(A)	(A)	(A)	(A)	(A)	(A)	X	Police Duty					
(4)	Sohail Nawaz	E.Pi.Tech		SA	SA	L	SA		X	Police Duty					
(5)	Muhammad Ashraf	E.Pi.Tab	A	A	A	A	A	A	X	Police Duty					
(6)	Zahed Ahmad	M.S							X	Police Duty					
(7)	Muizzamil Hussain	Post Collection							X						
(8)	Saif-ul-Rahman	C/P	P	P	L	P	P	P	X	Police Duty					
(9)	Khan Zaman	BS	P	P	P	P	P	P	X	P	P	P	P	P	P
(10)	Shadi Khan	Sweep	P	P	P	P	P	P	X	P	P	P	P	P	P
(11)	Muhammad Jadan	w/o	P	P	P	P	P	P	X	P	P	P	P	P	P
(12)	Muhammad Yaseen	w/o	P	P	P	P	P	P	X	Police Duty					
(13)	Shaukat Ali	Sweep	P	L	P	P	P	P	X	Police Duty					
(14)	Nasreen Bibi	Dai	P	P	P	P	P	P	X	P	P	P	P	P	P
(15)	Noor Alam	w/o	P	P	P	P	P	P	X	P	P	P	P	P	P

for the Month of

Dec

2014

	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
Sex	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R		
Day	A	A	A	A	A	A	A	Public Duty	A	A	Public Duty	A	A	A	A	A	A			
Day	NP	NP	NP	NP	NP	NP	NP	Public Duty	NP	NP	Public Duty	NP	NP	NP	NP	NP	NP			
Day	ش	ش	ش	ش	ش	ش	ش	Public day	ش	ش	Public day	ش	ش	ش	ش	ش	ش			
Day	A	A	A	A	A	A	A	Public duty	A	A	Public duty	A	A	A	A	A	A			
Day	Zh	Zh	Zh	Zh	Zh	Zh	Zh	Public do.	Zh	Zh	Public do.	Zh	Zh	Zh	Zh	Zh	Zh			
Day	P	P	P	P	P	P	P	Public duty	P	P	Public duty	P	P	P	P	P	P			
Day	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P			
Day	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P			
Day	P	P	P	P	P	P	P	Public duty	P	P	Public duty	P	P	P	P	P	P			
Day	P	P	L	P	P	A	P	P	P	P	P	P	P	P	P	P	L			
Day	2013	2013	2013	2013	2013	2013	2013	2013	2013	2013	2013	2013	2013	2013	2013	2013	2013			

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
(1)	Rashid Jabbal	T.C.T Ph.	R	R	R		R	R	R	R	L	R			
(2)	Asiya Shaheen	L.H.V	*	*	*		*	*	L	*	*	*			
(3)	Noor Jahan	F.H.T	Transfered												
(4)	Sohail Nawaz	EPi Tech.	L	L											
(5)	Muhammad Abrar	EPi Tech.	A	A	A		A	A	A	A	A	A			
(6)	Zahed Ahmad	M.S	Zh	Zh			Zh	Zh	Zh	Zh	Zh	Zh			
(7)	Muhammad Hashim	Post Collector													
(8)	Sarfraz Rahman	G/D	P	P	P		P	P	P	P	P	P			
(9)	Khan Zaman	B.S	P	P	P		L	P	P	P	P	P			
(10)	Shadi Khan	Sweeper	P	P	P		P	P	P	P	P	P			
(11)	Muhammad Sachan	w/o	P	P	P		P	P	P	P	P	P			
(12)	Muhammad Yaseen	w/o	P	P	P		P	P	P	P	P	P			
(13)	Shaukat Ali	Sweeper	P	P	P		L	P	P	P	P	P			
(14)	Nawseen Bibi	Dai	P	P	L		P	P	P	L	P				
(15)	Noor Alan	w-o													

for the Month of January

20154

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
R	R	R	R		R	R	R	R	L	R		R	R	R	R	R	R		
*	*	*	*		P	holiday	P	*	*			*	*	*	*	*	*		
Sh	Sh	Sh	Sh		holiday	P									Ac	Sh	Sh		
A	A	A	A		holiday	P							*	*	*	*	*		
Zh	Zh	Zh	Zh		P	holiday	P	Zh				Zh	Zh	Zh	Zh	Zh	Zh		
P	P	P	P		P	holiday	P	P				P	P	P	P	P	P		
P	P	P	P		P	P	P	P				P	P	P	P	P	P		
P	P	P	P		P	P	P	P				P	P	P	P	P	P		
P	P	P	P		P	P	L	P				P	P	P	P	P	P		
P	P	P	P		P	P	P	L				P	P	P	P	P	P		
P	P	P	P		P	P	P	P				P	L	P	P	P	P		
P	P	P	P		P	L	P	P				P	L	P	P	P	P		

SUNDAY

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13
(1)	Rashid 99120	JCTP	B	R	R	R	R	L			R	R	R	R	R
(2)	Asiya Shaheen	L.H.V	Polio Duty					L			A	A	A	A	A
(3)	Schail Nawaf	E.PiTech	Polio Duty					L							
(4)	Muhammad Akbar	E.PiTech	Polio Duty					L							
(5)	Zahoor Ahmad	M.S	Polio Duty					IR	IR			L	IR	IR	IR
(6)	Muhammad Hussain	Inst. Call		L	L	K	D								
(7)	Saif-ul-Rahman	C/D	Polio Duty					P	P	B		P	P	P	P
(8)	Khan Zaman	B.S	P	P	P	K	D	P	P			P	P	P	P
(9)	Shadi Khan	Sweep	P	P	P	K	D	P	P			P	P	P	P
(10)	Muhammad Saad	w/o	Polio Duty					P	P			P	P		L
(11)	Muhammad Yaseen	w/o	P	P	P	K	D	P	P			P	P	L	P
(12)	Shaukat Ali	Sweep	Polio Duty					P	P						
(13)	Nabeen Bibi	Dri	P	P	P	K	D	L	L			L		P	
(14)	Noor Alam	W. 0707													

for the Month of Feb

2015

	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
R			R	R	L	R	R		R	L	R	R	R	R						
★			Polio Duty			★	★		★	★	★	★	★	★						
Mechs Praty			Polio Duty						مستور	مستور	مستور	مستور	مستور	مستور						
★			Polio Duty			★			★	★	★	★	★	★						
			Polio Duty			Zh	Zh		Zh	Zh	MGM	MGM	Zh	Zh						
un			Polio Duty						M	M	M	M	A	M						
P			Polio Duty			P	P		P	P	P	P	P	P						
L			P	P	P	P	P		P	P	P	P	P	P						
P			Polio Duty			P	P		P	P	P	P	P	P						
L			Polio Duty			P	P		P	L	P	P	P	P						
P			P	P	P	P	P		P	L	P	P	P	P						
P			Polio Duty			P	P		P	L	P	P	P	P						
P			P	P	P	P	L		P	P	P	P	P	P						
2013			2013	2013	2013	2013	2013		2013	2013	2013	2013	2013	2013						

# Office Attendance Register of the

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Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12
(1)	Rashid Sabal	J.C.T. PH	R	R	R	R	R	R	R	R	R	R	L	R
(2)	Asiya Shaheer	L.H.V.	*	*	*	*	*	*	*	*	MILK	*	*	*
(3)	Sohail Nawaz	F.P.I. Tech.	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty
(4)	Muhammad Ashraf	F.P.I. Tech.	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty
(5)	Zahoor Ahmad	M.S.	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty
(6)	Muhammad Mussian	Dist. Col.	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty
(7)	Saif-ul-Rahman	C/D.	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty
(8)	Khan Zaman	B.S.	P	P	P	P	P	P	P	P	L	P	P	P
(9)	Shadi Khan	Sweeps	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty
(10)	Muhammad Sadan	w/o	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty
(11)	Muhammad Yaseen	w/o	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty
(12)	Shaukat Ali	Sweeps	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty
(13)	Nasreen Bibi	Dai	P	P	P	P	P	P	P	P	L	P	P	P
(14)	Noor Alam	w-upt	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty	Polio Duty



for the Month of March

2015

	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
R	R	R	R	R	R	R	R			R	R	R	R	R						
★	★	★	★	★	★	★	★			★	★	★	★	★						
Polio Vaccine	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day			Polio Day	Polio Day	Polio Day	Polio Day	Polio Day						
★	★	★	★	★	★	★	★			★	★	★	★	★						
Zh	Zh	Zh	Zh	Zh	Zh	Zh	Zh			Zh	Zh	Zh	Zh	Zh						
Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day			Polio Day	Polio Day	Polio Day	Polio Day	Polio Day						
P	P	P	P	P	P	P	P			P	P	P	P	P						
Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day			Polio Day	Polio Day	Polio Day	Polio Day	Polio Day						
P	P	P	P	P	P	P	P			P	P	P	P	P						
Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day			Polio Day	Polio Day	Polio Day	Polio Day	Polio Day						
P	P	P	P	P	P	P	P			P	P	P	P	P						
Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day			Polio Day	Polio Day	Polio Day	Polio Day	Polio Day						
P	P	P	P	P	P	P	P			P	P	P	P	P						
Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day			Polio Day	Polio Day	Polio Day	Polio Day	Polio Day						
P	P	P	P	P	P	P	P			P	P	P	P	P						
Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day			Polio Day	Polio Day	Polio Day	Polio Day	Polio Day						
P	P	P	P	P	P	P	P			P	P	P	P	P						
Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day	Polio Day			Polio Day	Polio Day	Polio Day	Polio Day	Polio Day						

# Office Attendance Register of the

Sr. No.	Name	Designation	1	2	3	4	5	6	7	8	9	10	11	12
(1)	Rashid Sabul	JCT Ph.	R	R	R	R		P	R	R	R	L		
(2)	Asiya Shaheen	L.H.V.	A	A	A	A		A	A	A	A	A	A	A
(3)	Sohail Nawaz	ERitch	P	P	P	P		P	P	L	P	Sh	Sh	
(4)	Muhammad Akif	ERitch	P	P	P	P		P	P	P	P	P	P	P
(5)	Zaboor Ahmad	M.S	P	P	P	P		L	P	P	P	P	P	P
(6)	Muhammad Hussain	asst colt												
(7)	Saif-ul-Rahman	C/D	P	P	P	P		P	P	P	P	P	P	P
(8)	Khan Faman	B.S	P	P	P	P		P	P	P	P	P	P	P
(9)	Shadi Khan	Sweep	P	P	P	P		P	P	P	P	P	P	P
(10)	Muhammad Sadam	w/o	P	P	P	P		P	L	P	P	P	P	P
(11)	Muhammad Yaseen	w/o	P	P	P	P		P	P	P	P	P	P	P
(12)	Shaukat Ali	Sweep	P	P	P	P		P	P	P	P	P	P	P
(13)	Nasreen Bibi	Dai	P	P	L	P		P	P	P	P	P	P	P
(14)	Noon Alam													

11/1  
 Deptt ulmud km  
 Muzamil  
 Sanyal  
 2/2

for the Month of

April

2015

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total No. of Days	Remarks
B	R	R	R	R		R	R	R	R	L	R								
*	*	*	*	L		*	*	L	*	*	*								
Duty	Polio	Duty	Duty	Duty		Duty	Duty	Duty	Duty	Duty	Duty								
Duty	Polio	Duty	Duty	Duty		Duty	Duty	Duty	Duty	Duty	Duty								
Duty	Polio	Duty	Duty	Duty		Duty	Duty	Duty	Duty	Duty	Duty								
(A)	(A)	(A)	(A)	(L)		Terminal	from	Service											
Polio	Duty	P	P			P	P	P	P	P	P								
P	P	P	P	P		P	P	P	P	P	P								
O	Duty	P	P			P	P	P	P	P	P								
O	Duty	L	P			P	P	P	P	P	P								
O	Duty	P	P			P	L	P	P	P	P								
O	Duty	L	P			P	P	P	P	P	P								
P	P	P	P	L		P	L	P	P	P	P								

SH:1 Tank  
 Pers #: 00717508 Buckle:  
 Name: MUZANIL HUSSAIN  
 TECHNICIAN  
 CNIC No. 1210114079719  
 GPF Interest Free  
 07 Active Temporary  
**PAYS AND ALLOWANCES:**  
 0001-Basic Pay  
 1000-House Rent Allowance  
 1210-Convey Allowance 2005  
 1300-Medical Allowance  
 1971-Adhoc Allowance 2011@ 15%  
 1973-Adhoc Allowance 2010@ 50%  
 2118-Adhoc Relief Allow (2012)  
 2148-15% Adhoc Relief All-2013  
 5002-Adjustment House Rent  
 Gross Pay and Allowances  
**DEDUCTIONS:**  
 GPF Balance 595.00  
 3501-Benevolent Fund  
 3511-Addl Group Insurance  
 3604-Group Insurance

Total Deductions

D.O.B  
 23.05.1996  
 00-Years 02-Months 007-Days

P Sec:001 Month:June 2014  
 TK7012 -District Health Officer (M  
 Health  
 NTN:  
 GPF #:  
 Old #:

TK7012  
 6,200.00  
 1,146.00  
 1,840.00  
 1,000.00  
 573.00  
 1,910.00  
 1,240.00  
 930.00  
 1,146.00  
 29,678.00  
 Subrc: 595.00  
 180.00  
 7.00  
 67.00

849.00  
 28,829.00

LFP Quota: 4  
 Payment through ODD.

SH:2 Tank  
 Pers #: 00717508 Buckle:  
 Name: MUZANIL HUSSAIN  
 TECHNICIAN  
 CNIC No. 1210114079719  
 GPF Interest Free  
 07 Active Temporary  
**PAYS AND ALLOWANCES:**  
 5011-Adj Conveyance Allowance  
 5012-Adjustment Medical All  
 5309-Adj. 15% Adhoc Allowance  
 5898-Adj. Adhoc Allowance 50%  
 5911-Adj. Adhoc Relief 2011  
 5938-Adj. Adhoc Relief All 2012  
 5801-Adj Basic Pay

Gross Pay and Allowances  
**DEDUCTIONS:**  
 GPF Balance 595.00

Total Deductions

D.O.B  
 23.05.1996  
 00 Years 02 Months 007 Days

LFP Quota:  
 Payment through ODD.

P Sec:001 Month:June 2014  
 TK7012 -District Health Officer  
 Health

NTN:  
 GPF #:  
 Old #:

TK7012  
 1,840.00  
 1,000.00  
 930.00  
 1,910.00  
 573.00  
 1,240.00  
 6,200.00  
 29,678.00  
 Subrc:

849.00  
 28,829.00

*مذہب حسین بن علی صلی اللہ علیہ وسلم*

S.T

22.7.17

**KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

No 432/ST

Dated 21/03/2018


To

The District Health Officer (DHO),  
Government of Khyber Pakhtunkhwa,  
Tank.

Subject: ORDER/JUDGEMENT IN APPEAL NO. 957/2015, MR. MUZAMIL  
HUSSAIN.

I am directed to forward herewith a certified copy of Judgment/Order  
dated 19/02/2018 passed by this Tribunal on the above subject for strict compliance.

Encl: As above

  
REGISTRAR  
KHYBER PAKHTUNKHWA  
SERVICE TRIBUNAL  
PESHAWAR.

*o/c*