

IN THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHWAR

Service Appeal No. 1565/2023

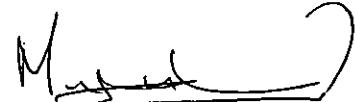
Shehzad Hassan, Ex-FC Elite ForceAppellant

Versus

Provincial Police officer Khyber Pakhtunkhwa etcRespondent

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(MIAN NIAZ MUHAMMAD)
DSP Legal
Elite Force, Peshawar

25.03.2024

S. B
Peshawar.

BEFORE THE HONORABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHWAR

Service Appeal No. 1565/2023

Shehzad Hassan, Ex-FC Elite ForceAppellant

Versus

Provincial Police Officer, Khyber Pakhtunkhwa Peshawar and others.....Respondents

PARAWISE COMMENTS BY RESPONDENTS

RESPECTFULLY SHEWETH:

PRELIMINARY OBJECTIONS:-

- a) That the appeal is not based on facts.
- b) That the appeal is barred by law and limitation.
- c) That the appeal is not maintainable in the present form.
- d) That the appeal is bad for mis-joinder and non-joinder of necessary and proper parties.
- e) That the appellant is stopped to file the instant appeal by his own conduct.
- f) That the instant Service Appeal is badly time barred.
- g) That the appellant has not come to this Honorable Tribunal with clean hands.
- h) That the appellant has got no cause of action and locus standi to file the instant Service Appeal.

Khyber Pakhtunkhwa
Tribunal

11724

12-03-2024

FACTS:-

1. Para No. 1 of appeal to the extent of service entitlement of appellant is correct, however, as per service record of appellant, he is found habitual absentee and on account of absence, dismissed from service. (Copies of bad entries is attached as Annexure A).
2. Incorrect. The appellant did not submit leave application to his immediate supervisory affairs and proceed on self-sanctioned leave without leave of the authority and thus committed gross misconduct. He absented himself from lawful duties from 17.03.2021, on account of which he was proceeded against departmentally. Charge sheet coupled with summary of allegations issued to the appellant (Annexure 'B' & 'C'). DSP/ Elite Force, HQrs: Peshawar was appointed as enquiry officer to scrutinize the conduct of the appellant. The enquiry officer conducted enquiry in accordance with law/ rules and submitted findings (Annexure 'D') wherein the appellant was held responsible for gross misconduct. After receipt of enquiry findings. The appellant was appeared before the competent authority on 10.02.2022 & 17.02.2022 and badly failed to advance any plausible reasons in rebuttal of charges established against him. Therefore, the competent authority after fulfillment of all codal formalities; awarded the appellant major punishment of dismissal from service vide order dated 22.02.2022.

3. Incorrect and misleading. The appellant was caught red-handedly with 2000 grams ice by Excise Department, Government of Khyber Pakhtunkhwa. Resultantly, the appellant was arrested. In this respect, case vide FIR No. 137 dated 02.10.2021 u/s 11C KPCNSA (Annexure 'E') was registered against the appellant.
4. Incorrect and misleading. As already explained vide preceding Para.
5. Incorrect, misleading and misconceived. As already explained above in detail in Para No. 2 that appellant badly failed to advance any plausible grounds in rebuttal of established charges against him. Furthermore, he appeared on 10.02.2022 & 17.02.2022 before the competent authority. This clarifies that the appellant was not behind the bar at the time of dismissal.
6. Pertains to the record of learned Trial Court. However, criminal case proceedings and departmental proceedings are distinct in nature and both can run side by side.
7. Pertains to involvement of appellant in Narcotics case, however the appellant did not intimate his supervisory officers about his involvement in criminal case, hence absented himself from duties. On account of which he proceeded departmentally in accordance with law/ rules and proceedings culminated into his dismissal from service vide order dated 22.02.2022, on his own gross misconduct.
8. Correct to the extent of rejection of his departmental appeal on limitation. The departmental appeal of the appellant against order dated 22.02.2022 was found time barred and hence rejected on limitation. It is pertinent to mention here that when appeal before departmental authority is time barred, service appeal before the Service Tribunal is incompetent. Reliance has already been placed on 2017 SCMR 965, 2006 SCMR 453, 2007 SCMR 513, 2011 SCMR 1429 & 2021 SCMR 144.
9. That appellant has got no cause of action to file the instant appeal as it is well settled principle of law that once the departmental appeal is time barred, the service appeal will also be on limitation as well as following Grounds:

GROUND:-


- A. Incorrect, appellant was dismissed from service on account of willful absence after proper departmental enquiry in accordance with rules. However, it is well settled principle of administrative law that criminal and departmental proceedings are two different things and both have no bearing on each other.
- B. Incorrect, proper enquiry was conducted against the appellant on account of his willful absence and after receipt of recommendation from Inquiry officer he was dismissed from service.
- C. Incorrect, reply already given in the preceding Paras.
- D. Incorrect, after proper departmental enquiry in accordance with rules, appellant was dismissed from service through speaking order.
- E. Incorrect, appellant was treated in accordance with law/ rules.
- F. Incorrect, the answering respondents treated the appellant in accordance with law/ rules and discrimination has been done.


G. Incorrectly already given vide paras above.

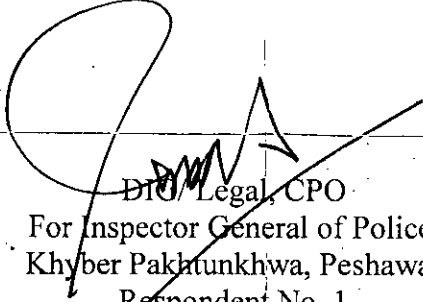
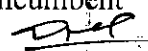
H. Incorrect, the case of appellant is on different footing he was proceeded against departmental as per rules on account of willful absence and not on account of involvement in criminal case as he has concealed this fact from his supervisory officers.

PRAYER:

It is, therefore, humbly prayed that the Appeal of the appellant may kindly be dismissed as time barred.


(MUHAMMAD WISAL FAKHAR SULTAN) PSP
Additional Inspector General / Commandant,
Elite Force, Khyber Pakhtunkhwa,
Peshawar
(Respondent No. 2 & 3)


(ABDUS SAMAD) PSP
Deputy Commandant Elite Force,
Khyber Pakhtunkhwa,
Peshawar
(Respondent No. 4)


DIO/ Legal, CPO
For Inspector General of Police,
Khyber Pakhtunkhwa, Peshawar
Respondent No. 1
(DR. MUHAMMAD AKHTAR ABBAS)
Incumbent


IN THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

In Re:

Service Appeal No. 1565/2023

Shehzad Hassan, Ex-FC Elite Force.....Appellant

Versus

Provincial Police Officer, Khyber Pakhtunkhwa Respondent

AUTHORITY LETTER

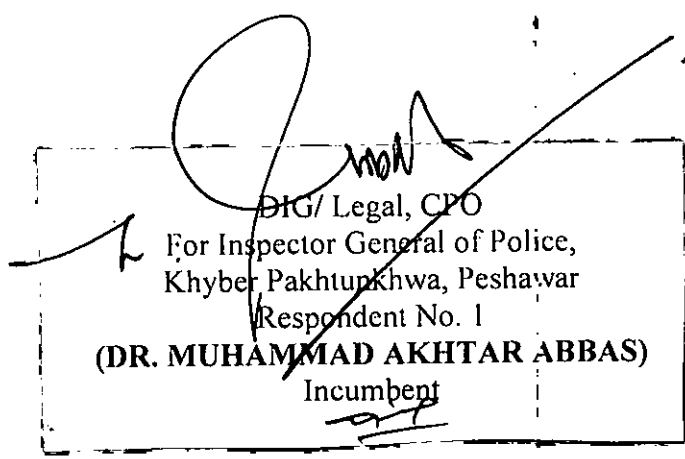
Mian Niaz Muhammad DSP/Legal Elite Force Khyber Pakhtunkhwa is hereby authorized / nominated to submit para-wise comments and to attend Honorable Tribunal in above mentioned Service Appeal on behalf of Respondents No. 1 to 4.



(MUHAMMAD WISAL FAKHAR SULTAN) PSP
Addl: Inspector General of Police / Commandant
Elite Force Khyber Pakhtunkhwa, Peshawar
(Respondent No. 2 & 3)



(ABDUS SAMAD) PSP
Deputy Commandant, Elite Force,
Khyber Pakhtunkhwa Peshawar
(Respondent No. 4)



DIG/ Legal, CPO
For Inspector General of Police,
Khyber Pakhtunkhwa, Peshawar
Respondent No. 1
(DR. MUHAMMAD AKHTAR ABBAS)
Incumbent

IN THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

In Re:

Service Appeal No. 1565/2023

Shehzad Hassan, Ex-FC Elite Force.....Appellant


Versus

Provincial Police Officer, Khyber Pakhtunkhwa Respondents

AFFIDAVIT

I Respondent No. 4, Mr. Abdus Samad PSP Deputy Commandant Elite Force and Respondent, do hereby solemnly affirm on oath and declare that the contents of these joint parawise comments on behalf of Respondents No. 1 to 4 are true and correct to the best of my knowledge and belief and nothing has been concealed from this Honorabel Tribnuanal.

It is further stated on oath that in this appeal, the answering respondents have neither been placed ex-parte nor their defense has been struck off/*Cost*


(ABDUS SAMAD) PSP
Deputy Commandant Elite Force,
Khyber Pakhtunkhwa Peshawar.
(Respondent No. 4)



12-03-24



OFFICE OF THE SUPERINTENDENT OF POLICE,
HEADQUARTERS, ELITE FORCE, PESHAWAR.



No. 63 /R,SP/HQr, EF

Date: 29 /03/2021.

To: The Deputy Commandant,
Elite Force, Khyber Pakhtunkhwa Police,
Peshawar.

Subject: **ABSENCE REPORT**


Memo:

It is submitted that the following officials are still absent from date as noted against their names from Elite Force, HQrs, Peshawar without prior permission. (Absence Reports are enclosed)

It is, therefore, requested that the said officials may be recommended for pay-stop and disciplinary action.

S, No.	Name & Belt No.	Posting	From	To
1.	FC Arshid Khan No.2396	Elite HQrs	18.03.2021	To date
2. ✓	FC Shezad Hasan No.639	Elite HQrs	17.03.2021	To date
3.	FC Nazim Uddin No.3245	Elite HQrs	08.03.2021	To date
4.	FC Asif Khan No.4491	Elite HQrs	05.03.2021	To date

Submitted, please.


SHAH JEHAN DURRANI
Superintendent of Police,
Headquarters, Elite Force,
Peshawar.

Ri/Acctt

30/3

M. J. Durrani
DSP-C

30-03-2021

No. 1721

30-3-2021

CHARGE SHEET

I, Attiq Ullah Wazir, Deputy Commandant Elite Force Khyber Pakhtunkhwa Peshawar as competent authority, hereby charge you Constable Shehzad Hassan No. 639/UT, (Elite HQrs) of Elite Force as follows;

As per letter of SP Elite Force HQrs vide No. 63/R,SP/HQr, EF dated 25.11.2020, you remained absent from Elite HQrs: Peshawar w.e.from 17.03.2021 to till date. Being a member of discipline force, your this act amounts to gross misconduct on your part.


2. By reason of the above, you appear to be guilty of misconduct under the Khyber Pakhtunkhwa Police Rules, 1975 (Amendment 2014) and have rendered yourself liable to all or any of the penalties specified in the said rules.

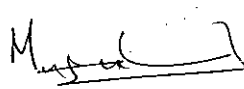
3. You are therefore, directed to submit your defense within Seven days of the receipt of this Charge Sheet to the Enquiry Officer.

4. Your written defense, if any, should reach the Enquiry Officer within the specified period, failing which, it shall be presumed that you have no defense to put in and in that case ex-parte action shall be taken against you.

5. You are directed to intimate whether you desire to be heard in person.

6. A statement of allegation is enclosed.


(ATTIQ ULLAH WAZIR) PSP
Deputy Commandant
Elite Force Khyber Pakhtunkhwa,
Peshawar


DSP.C

SUMMARY OF ALLEGATIONS

I, Attiq Ullah Wazir, Deputy Commandant, Elite Force, Khyber Pakhtunkhwa, Peshawar as competent authority, am of the opinion that Constable Shehzad Hassan No. 639/UT, (Elite HQrs), of Elite Force has rendered himself liable to be proceeded against as he has committed the following misconduct within the meaning of Khyber Pakhtunkhwa Police Rules, 1975 (Amendment 2014).

SUMMARY OF ALLEGATIONS

As per letter of SP Elite Force HQrs vide No. 63/R,SP/HQr, EF dated 25.11.2020, he remained absent from Elite HQrs: Peshawar w.e:from 17.03.2021 to till date. Being a member of discipline force, his this act amounts to gross misconduct on his part.

2. For the purpose of scrutinizing an enquiry is conducted of the said accused with reference to the above allegations, Miss. Rozia Altaf DSP Elite Force HQrs: Peshawar is appointed as Enquiry Officer.
3. The Enquiry Officer shall provide reasonable opportunity of hearing to the accused, record statements etc and findings within (25 days) after the receipt of this order.
4. The accused shall join the proceedings on the date, time, and place fixed by the Enquiry Officer.

(Signature)
(ATTIQ ULLAH WAZIR)PSP
Deputy Commandant
Elite Force Khyber Pakhtunkhwa,
Peshawar

No. 2966-70 /EF, dated Peshawar the 02/04/2021.

Copy of the above is forwarded to the:-

1. Deputy Superintendent of Police, Elite Force HQrs: Peshawar.
2. Supdt: Accounts Elite Force Khyber Pakhtunkhwa Peshawar to stopped pay.
3. RI, Elite Force Khyber Pakhtunkhwa Peshawar.
4. SRC/FMC, Elite Force Khyber Pakhtunkhwa Peshawar.
5. FC Shehzad Hassan No. 639/UT, of Elite through reader DSP EF HQrs.

(Signature)
DSP-C

(Signature)
(ATTIQ ULLAH WAZIR)PSP
Deputy Commandant
Elite Force Khyber Pakhtunkhwa,
Peshawar

ذات ۱۱
سید ایاز علی صاحب
الذین فرست طرہ سے
3-7713216
33-4430521
26-5-2021

1730160577479
03065961962



OFFICE OF THE DEPUTY SUPERINTENDENT OF POLICE,
HEADQUARTERS, ELITE FORCE, PESHAWAR.



No 15 /R, DSP/EF, HQrs

Date: 01 /06/2021.

To: The Deputy Commandant,
Elite Force, Khyber Pakhtunkhwa.

Subject: **DEPARTMENTAL ENQUIRY AGAINST CONSTABLE SHEZAD HASAN
NO.639/UT**

Memo: Kindly refer to your office Endst: No.2966-70/EF, dated Peshawar the 02.04.2021
Respected Sir,

In pursuance of your kind directives, the undersigned completed enquiry in the above cited case. Its stepwise detail is given below:

ALLEGATIONS:

It is submitted that the delinquent Constable Shezad Hasna No.639/UT was absent from 17.03.2021 to 11.05.2021 and 18.05.2021 to 19.05.2021 (total 55 days) without prior permission.

PROCEEDINGS:

In this regard, the Deputy Commandant Elite Force Khyber Pakhtunkhwa Peshawar issued him Charge Sheet and Summary of Allegations and Deputy Superintendent of Police Elite Force Headquarters was appointed as enquiry officer.

Charge Sheet and Summary of Allegations were served upon the delinquent Constable through reader to DSP HQrs.

To probe into matter the delinquent Constable Shezad Hasna No.639/UT was directed to appear before the enquiry officer to record his statement as quoted below:

STATEMENT OF SHEZAD HASSAN NO.639:

Responding to charge sheet and summary of allegations stating that the delinquent Constable Shezad Hasna No.639/UT suddenly felt headache while performing security duty at CPO and had to absent himself from duty, in this context he visited neurosurgeon for treatment, so, alongside treatment he was recommended complete bed rest by doctor. Further he requested that absence period may be treated as medical leave. (Medical documents & Statement attached)

M. Hassan

FINDINGS:

Keeping in view all the circumstances it has been pointed out during the course of enquiry that the delinquent constable was absent from 17.03.2021 to 11.05.2021 and 18.05.2021 to 19.05.2021 (total 55 days) on account of ailment, therefore he had to absent himself from lawful duty without prior permission which amount gross misconduct under police rules.

CONCLUSION:


Having gone through the all materials placed on record as under:

- Charge sheet and summary of allegations.
- Absence report.
- Daily Diary report Elite Force HQrs Peshawar.
- Statement of Delinquent Constable.
- Medical documents

The undersigned has reached to conclusion that the delinquent constable had to absent himself for treatment of illness by an authentic doctor but no application was submitted for leave.

RECOMMENDATIONS:

Keeping the above facts and figures in view, it is recommended that the absence period 17.03.2021 to 11.05.2021 and 18.05.2021 to 19.05.2021 (total 55 days) of the delinquent Constable Shezad Hassan No.639 may be treated as "Without-pay" and warned to be careful in future.


(ROZIA ALTAF)
Deputy Superintendent of Police,
Headquarters Elite Force, Peshawar.


DATE 02.06.2021

R1
AK/ML

2803

2.6.2021

MEMBER IRR. JORO


M. J. L.


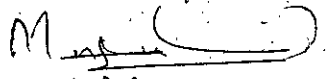
ابتدائی اطلاعی رپورٹ

(2)

تھانہ: انیسائٹز ضلع: پشاور
 علت نمبر: 137 تاریخ: وقت و قوتہ 26/10/21 بجائے وقت 16:00 بجے

1-	تاریخ و وقت رپورٹ	26/10/21 وقت 17:00 بجے بجائے وقت 17:30 بجے
2-	نام و سکونت اطلاع دہندہ مستغیث	انسپیکٹر سپریمز
3-	مختصر کیفیت جرم (معدومہ) حال اگر کچھ لیا گیا ہو	KPCNSA 110 برہرائی 2000 گرام آئس
4-	جائے وقوع سے فاصلہ تھانہ اور سمت	ریٹنگ روڈ یارک موڑ وے سٹاپ پشاور
5-	نام و سکونت ملزم	شیراز حسن ولد میر حسین ساکن ماشوہیل ٹیچہ خیلم پڑھ پور
6-	کارروائی جو تفتیش کے متعلق کی گئی اگر اطلاع درج کرنے میں توقف ہو تو وجہ بیان کرو	مراسلہ موصول پشاور مقدمہ رجسٹرڈ لیا گیا۔
7-	تھانہ سے روانگی کی تاریخ	بد سبیل ڈاک

ابتدائی اطلاعی رپورٹ: اس وقت ایک تحریری مراسلہ محائب انسپیکٹر سپریمز و برہت و صیبا آئی شیڈ C موصول ہوئے ہیں جن میں درج ہے کہ صاحب پشاور باہ نوک زر الخ سے انہران بالا کو اطلاع ہے کہ شیراز نامی پولیس کانسٹیبل ہزار لویہ موٹر کار نمبر LEC-5907 میں کافی مقدار میں منشیات پنجاب سمگلرز کے اطلاع ہے یہیں نظر میری نگہ رانی میں ہیتم بنا کر جائے وقوعہ پر ناہ بندی کیے ہوئے کہ جانب پشاور موٹر کار نمبر اندر چلیک فی خاطر روانہ کیا کہ دریافت پر 13 اپریل 2021ء کو شیراز حسن ولد میر حسین ساکن ماشوہیل ٹیچہ خیلم پڑھ پور بتلایا گاڑی تلاش کیے پر گاڑی ڈرائیور سید کے نیچے برنگ بلو سٹاپر برآمد ہوئے 2 عدد زرد کاشن ٹیپ میں لپیٹے ہوئے پلیٹ آئس برآمد ہوئے ہزار لویہ ڈیجیٹل سکیل وزن کرنے پر فی پلیٹ 1000/1000 یعنی کل 2000 گرام نکلے پرائیڈ پلیٹ سے 5/5 گرام بفرضی تجزیہ FDS یارسل نمبر 1 اور 2 میں بند لقا یا 1990 گرام آئس صفہ سٹاپر یارسل نمبر 3 میں بند سر میر نے یارسل یا 2 کے اندر 1/1 ٹیپوں میں رکھ کر ڈاک عدد 333 عدہ مواجہہ اسمعی آا دکھ کر بروئے فرد قبضہ پشاور پولیس میں کی گئی ملزم شیراز حسن عمر قلب جرم بالا یا کر عرب صاحب بطور قمارچہ مراسلہ یارسل یا 2 ملزم و کار بدست و صیبا آئی شیڈ C بتایا LC ارسال تھانہ کے انویسٹی گیشن بفر کو موصول تفتیش فی جیلوں و سٹیشن انٹرمیڈیٹ سٹیٹ ہاؤس E186 حورہ 21/10/21 میں آئس 2000 گرام مراسلہ صرف بہ ضرورت بالا موصول مراسلہ و لغول FIR حوالہ 10 نمبر کیا جائے پیرچہ لہ ارشیں ہے

MSI محمد طاہر خان
 26/10/21


 MSA

Office of the Addl: IGP,
Elite Force Khyber Pakhtunkhwa Peshawar

(30)

/EF

AMM 2 E

Dated: 21/06/2023

ORDER

This order will dispose of the departmental appeal of Ex-Constable Shiehzad Hassan (3947) who was awarded the major punishment of dismissal from service by Deputy Commandant Elite Force Khyber Pakhtunkhwa vide No. 1819-86/EF, dated 22.02.2022 on the grounds of his willful absence of 06 months & 18 days on different occasions.

The appellant was proceeded against departmentally by Deputy Commandant Elite Force Khyber Pakhtunkhwa by issuing him proper Charge Sheet and Summary of Allegations. Mr. Saah Jehan Durani SP Elite Force HQs conducted a proper enquiry while recommending the appellant for major punishment. Similarly, a Final Show Cause Notice was issued to him, but he failed to reply in stipulated period. He was also called in orderly room on 10.02.2022 & 17.02.2022 but he failed to appear before the competent authority. Hence the competent authority in light of the recommendations of enquiry officer awarded him the major punishment of Dismissal from Service.

Now, he has preferred the instant appeal for re-instatement in service before the Addl: IGP, Elite Force, Khyber Pakhtunkhwa on 05.06.2023.

The appellant was heard in person in orderly room on 15.06.2023 and his explanation was perused. He failed to submit any plausible justification in his defense. Hence his appeal for re-instatement in service is hereby filed being also badly time barred.

Order Announced!

-Sd-

(MUHAMMAD WISAL FAHAR SULTAN) PSP
Addl: Inspector General of Police,
Elite Force Khyber Pakhtunkhwa, Peshawar

2581-85/EF

Copy of above is forwarded to the:-

1. Superintendent of Police, Elite Force, HQs: Peshawar.
 2. EC / SRC Elite Force, Khyber Pakhtunkhwa, Peshawar.
 3. IMC, Elite Force, along with complete enquiry file, (52 pages).
- Official concerned, Contact No. 0313-7713816.

21/06/23

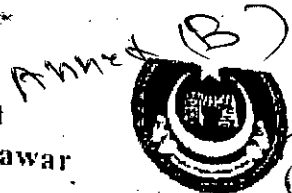
(IRFAN TALIQ) PSP
Deputy Commandant
Elite Force Khyber Pakhtunkhwa Peshawar

APPROVED

M. Talib
D.S.P.C.



Office of the Deputy Commandant
Elite Force Khyber Pakhtunkhwa Peshawar



No. 1877-86 /EF

Date: 03/02/2022

ORDER

This order will dispose off the departmental proceedings against Constable Shehzad Hassan No. 639/UT, of Capital City Police Peshawar now on deputation to Elite Force Khyber Pakhtunkhwa.

He remained absent from lawful duty without any leave or prior permission from the Competent authority w.e. from 04.08.2021 to 03.09.2021 (30 days) and 04.09.2021 till 16.09.2021.

In this regard he was suspended and Charge Sheet alongwith Summary of Allegations were issued to him vide No. 10606-11/EF, dated 24.09.2021 and the then SP Elite Force HQrs: Peshawar was appointed as enquiry officer but due to his transfer Mr. Noor Jamal Khan Acting SP Elite Force HQrs: Peshawar was nominated to conducted departmental proceedings against him vide letter No. 15032/EF, dated 17.12.2021.

The Enquiry Officer conducted the enquiry proceedings and submitted his findings report that the said Constable neither produced any medical prescriptions nor appeared before the enquiry officer and still absent from duty. He was also contacted on his Cell phone but the Cell Phone was switched off. Furthermore, his service record was also perused which was found porous as he has already remained absent for 286 days and had been dismissed from service. The delinquent official is habitual absentee and does not take interest in official duty. Therefore, the Enquiry Officer has recommended that he may be awarded major punishment.

Similarly, a Final Show Cause Notice was issued to him vide No. 15219/EF, dated 23.12.2021 which was delivered at his home address through reader Acting SP Elite Force HQrs: Peshawar and received by himself on 28.01.2022, but he failed to reply in the stipulated period. Moreover, he was also called in orderly room on 10.02.2022 & 17.02.2022 to appear before the undersigned and explain his position but he failed to appear.

Therefore, I, Asif Iqbal Mohmand, Deputy Commandant, Elite Force Khyber Pakhtunkhwa Peshawar as competent authority, keeping in view the above facts, circumstances and recommendations of enquiry officer, impose major penalty of "**DISMISSAL**" from service upon him from the date of absence i.e. 04.09.2021 under Police Rules 1975 (amended 2014).

Moreover, his remaining absence period i.e 30 days (w.e. from 04.08.2021 to 03.09.2021) is treated as leave without pay,

(Order announced)

EHQA,
ut -
ccp.

(ASIF IQBAL MOHMAND) PSP
Deputy Commandant
Elite Force Khyber Pakhtunkhwa
Peshawar.

Copy of the above is forwarded to the:-

1. Capital City Police Officer, Peshawar for information.
2. Acting Superintendent of Police, Elite Force HQrs: Peshawar w/r to his office memo No. 377/R, SP/EF, HQrs, dated 22.12.2021.
3. Accountant, Elite Force Khyber Pakhtunkhwa Peshawar.
4. I/C Kot/ Reader to Dy: Comndt, Elite Force Khyber Pakhtunkhwa Peshawar.
5. OASI/ SRC, Elite Force Khyber Pakhtunkhwa Peshawar.
6. FMC, Elite Force Khyber Pakhtunkhwa alongwith complete departmental enquiry files Enls: (29) pages. (Dairies No. 6801/EF, dated 22.12.2021 & 3077/EF, dated 09.09.2021).