21.3.2014

Counsel for the appellant present, but he requested for withdrawal of his Wakalat Nama as, according to the learned counsel for the appellant, the appellant has not established contact with him since long. The appellant is absent, and security amount and process fee have also not been deposited by the appellant. Anyhow, at this stage, the appeal is dismissed for want of prosecution. File be

ANNOUNCED.

consigned to the record.

21.3.2014

Chairman

Appeal No. 124/2013.

20.11.2013

Appellant with counsel present and heard. Counsel for the

appellant contended that the appellant has not been treated in accordance with law/rules. The impugned appellate order dated 17.07.2013 communicated to the appellant on 29.08.2013 is illegal without law full authority, no reason has been given. Moreover no proper procedure adopted before the issuance original order dated 22.05.2013, no charge sheet, statement of allegation and no proper inquiry has been conducted against the appellant. Points raised at the Bar need consideration. The appeal is admitted to regular hearing subject to all legal objections. The appellant is directed to deposit the security amount and process fee within 10 days. Thereafter, notices be issued to the respondents for submission of written reply on 23.01.2014.

20.11.2013

This case be put before the Final Bench for further proceedings.

Member.

27.1.14

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Derefor cen = after B 913,4

Form- A FORM OF ORDER SHEET

Court of	· :		<u> </u>	<u>. </u>	<u> </u>	_
ase No	·	1241/2013	<u> </u>			

	Court or_	40.44 /0.04.0		
	Case No	1241/2013		
S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate		
1	2	3		
1	21/08/2013	The appeal of Mr. Naveed Iqbal presented today by Mr. Amanullah Marwat Advocate may be entered in the Institution		
		Register and put up to the Worthy Chairman for preliminary		
		hearing. REGISTRAR		
2	30-8-201	This case is entrusted to Primary Bench for preliminary hearing to be put up there on 20 -//-2013.		
		CHAIRMAN		
		-		

Service Appeal No. 1241/2013	
Naveed Iqbal	Appellant
VERSUS	•
Govt of KPK and others	Respondents

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S.No	Description of Documents	Annex	Pages
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4.	Copy of appointment letter dt.22.08.07	A	11
5∙	Copy of show cause notice	В	12
6.	Copy of reply of show cause notice	С	13-15
7.	Copy of dismissal order dt.22.05.2013	D	16
8.	Copy of departmental appeal dt.17.06.13	E	17-18
9.	Copy of order dated 17.07.2013	F	19
10.	Wakalat Nama		

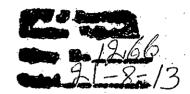
Through

Appellant

Date: <u>21 / 08</u>/2013

Amanullah Marwat Advocate, Peshawar Cell: 0334-9054585

Service Appeal No. 1941 /2013



VERSUS

- Govt of KPK,
 Through Chief Secretary,
 Civil Secretariat, Peshawar
- 2. Secretary Administration, Administration Department, Civil Secretariat, Peshawar
- 3. Secretary Finance, Finance Department, Civil Secretariat, Peshawar
- 4. Accountant General, KPK, Near Governor House, Peshawar



Appeal u/s 4 of the NWFP Service Tribunal Act, 1974 against the impugned order dated 17.07.2013 of respondent No.1 conveyed to the appellant through respondent No.4, whereby departmental appeal filed by appellant against the dismissal order dated

22.05.2013 passed by respondent No.2, has been dismissed.

Prayer in Appeal:

On acceptance of this service appeal, the impugned orders dated 17.07.2013 and 22.05.2013, passed by respondent No.1 and 2 respectively may kindly be set aside and the appellant may please be reinstated in service with all back benefits.

Respectfully Sheweth:

Brief facts giving rise to the appeal are as under:

- 1. That the appellant was appointed by respondent No.2 as House Keeper in BPS-09 in Khyber Pakhtunkhwa House, Islamabad and was performing his duties regularly and to the entire satisfaction of his superiors. (Copy of appointment letter is Annexure "A").
- 2. That appellant was issued a show cause notice by competent authority on 20.04.2013, on the following acts/omissions, which are as under:

"Lacking devotion in performance of duty, keeping the Block under your supervision in deplorable condition resulting in damage to the government properly and remaining habitual absentee"

(Copy of Show Cause Notice is Annexure "B").

- 3. That on 23.04.2013, appellant submitted his reply in response to show cause notice dated 20.04.2013, issued by respondent No.2, as a result of which, he was dismissed from the service vide order dated 22.05.2013. (Copy of reply of show cause notice and dismissal order dated 22.05.2013 is Annexure "C & D").
- 4. That on 17.06.2013, appellant preferred departmental representation/ appeal to respondent No.1, whereby his departmental appeal stood dismissed by respondent No.1 without assigning any reason vide order dated 17.07.2013. (Copy of departmental appeal and order dated 17.07.2013 is Annexure "E & F").
- 5. That feeling aggrieved from above referred orders of respondents No.1 and 2 respectively, the appellant assails these orders before this Honourable Tribunal, inter alia, on the following grounds:

GROUNDS:

- A. That the orders dated 17.07.2013 and 22.05.2013 of respondents No.1 and 2, are against law, facts and record of the case, hence liable to be set aside.
- B. That the allegations levelled against the appellant are general in nature and to proceed him on the basis of vague allegations, is against the principles of administration of justice, the said orders are illegal,

without lawful authority and jurisdiction, hence liable to be struck down.

- C. That the major penalty has been imposed upon the appellant by respondent No.2 and upheld by respondent No.1 without holding regular inquiry, which was pre-requisite for imposing such penalty, so, non-holding of regular inquiry is against law, procedure and canons of principles of administration justice.
- D. That the appellant was never provided an opportunity of hearing of being heard, so, the respondents have violated golden principles of natural justice "no one should be condemned unheard"
- E. That both impugned orders dated 17.07.2013 and 22.05.2013 passed by respondents No.1 and 2 respectively in a slipshod manner and are based on assumptions & presumptions, arbitrary and are not sustainable in the eyes of law.
- F. That both orders passed by respondents No.1 and 2 are not speaking orders, passed without assigning any cogent reasons, so, it cannot be termed by no stretch of imagination to be a speaking order.
- G. That appellant has not been provided an opportunity to explain his position with regarded to the charges

levelled against him during the inquiry proceedings, so, he was condemned unheard.

- H. That impugned orders are arbitrary, capricious and not maintainable and is the result of misreading and non-reading evidence, hence liable to be set aside.
- I. That impugned orders are result of malafide of respondents, which is so evident that respondents are not providing record of inquiry to the appellant, which is also against the natural justice.
- J. That appellant belong to a poor family, low-scale employee, jobless since his termination from service and is sole bread-earner of his entire family. He is not engaged in any profitable activity for earning butter & bread, so, his dismissal in such circumstances, is against the rights of fundamental enshrined in Constitution of Islamic Republic of Pakistan, 1973.
- K. That action against the appellant was taken during Caretaker Government and all actions taken by such government has been declared null & void by Supreme Court of Pakistan in C.P No.30 of 2013 titled "Khwaja Muhammad Asif Vs Federation of Pakistan and others" therefore, the dismissal order of the respondents are not sustainable in the eyes of law.

L. That any other ground may be adduced during the course of arguments, with the kind permission of this Honourable Tribunal.

It is, therefore, most humbly prayed that on acceptance of this appeal, the impugned orders dated 17.07.2013 and 22.05.2013, passed by respondent No.1 and 2 respectively may kindly be set aside and the appellant may please be reinstated in service with all back benefits.

AND

Any other relief which may be deemed proper in circumstances of the case may also be granted in favour of the appellant.

Through

Amahullah Marwat

Appellant

noused ighal

&

Abdul Salam Kundi Advocates, Peshawar

Date: 21 / 48 / 2013

Service Appeal No	/2013	
Naveed Igbal	•••••	Appellant
1	VERSUS	
Govt of KPK and othe	ers	Respondents

AFFIDAVIT

I, Amanullah Marwat Advocate, as per instructions of my client, do hereby solemnly affirm and declare that the contents of the accompanying **Service Appeal** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.



DEPONENT

Service Appeal No/2013	
Naveed Iqbal	Petitioner/ Appellant
VERSUS	Cittoner, rependin
Govt of KPK and others	Respondents

APPLICATION FOR CONDONATION OF DELAY (IF ANY)

Respectfully Sheweth:

- 1. That the above titled service appeal is being filed before this Honourable Tribunal, in which no date of hearing has yet been fixed.
- 2. That the petitioner/ appellant was dismissed from service on 22.05.2013, thereafter, he preferred departmental representation/ appeal within time, which was decided on 17.07.2013 by respondent No.1 and communicated to the petitioner/ appellant on 19.08.2013, so, the appeal in hand is within time.
- 3. That the petitioner/ appellant was not provided opportunity of being heard and he was dismissed from service without holding regular inquiry, which is essential requirement of law, therefore, the order passed by respondents without holding regular inquiry, is illegal, void ab-initio, therefore, no

limitation runs against void order as held by Apex Court of the country in various judgments reported from time to time.

- 4. That delay in filing the titled service appeal, is neither willful nor deliberate but due to reason mentioned above.
- 5. That the law favours adjudication rather on technicalities.

It is, therefore, most humbly prayed that on acceptance of this application, the delay, if any, in filing the above titled service appeal may kindly be condoned in the interest of justice.

Petitioner/ Appellant

Through

Amanullah Marwat

Advocate, Peshawar

Date: 21/08/2013

AFFIDAVIT

I, Amanullah Marwat Advocate, as per instructions of my client, do hereby solemnly affirm and declare that the contents of the **Application** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

MISSIONER PESHA

Service Appeal No	/2013	
Naveed Iqbal		Appellant
	VERSUS	
Govt of KPK and others	••••••	Respondents

ADDRESSES OF PARTIES

APPELLANT

Naveed Iqbal S/o Kuto Ram R/o Sector I-10/2, House No.1844, Islamabad

RESPONDENTS

- 1. Govt of KPK Through Chief Secretary, Civil Secretariat, Peshawar
- 2. Secretary Administration, Administration Department, Civil Secretariat, Peshawar
- 3. Secretary Finance, Finance Department, Civil Secretariat, Peshawar
- 4. Accountant General, KPK, Near Governor House, Peshawar
- 5. Section Officer, Administration Department, Civil Secretariat, Peshawar

Through

Appellant

Amandlah Marwat Advocate, Peshawar

Date: 21 / 0 5/2013



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

Peshawar, the August 22, 2007.

ORDER

NO.E&A(AD)4(75)/2007. Under rule-10 sub rule-2 of the NWFP Civil Servants (Appointment, Promotion & Transfer)Rules, 1989 read with amendment vide notification No.SOR.VI(E&AD)1-3/2003-Vol.V, dated 3.7.2003 and No.SOR.VI(E&AD)1-13/2005, dated 10.8.2005, Mr.Naveed Iqbal s/o Koto Ram r/o Sector I-10/2, H.No.1844, Islamabad is hereby appointed as House Keeper (BPS-9) (Rs.3185-190-8885) against an existing vacancy in Frontier House, Islamabad, in relaxation of ban, with immediate effect on the following terms and conditions:-

i. He will get pay at the minimum of BPS-9 including usual allowances as admissible under the rules. He will be entitled to annual increment as per existing policy.

ii. His services will be liable to termination with or without any reason on two months notice from either side. In case of termination without notice by the employer or two months notice from the employee for resignation, two months pay and allowances shall be paid by the Government or refunded by the employee as the case may be.

iii. He will not be entitled for pension/gratuity benefits.

iv. He will not contribute towards G.P.Fund. However, he will contribute C.P.Fund @ 10% of minimum of pay scale and an equal amount of 10% will be made by the Government as per rules.

. His appointment will be purely temporary and will not confer on him

any right for regular appointment.

vi. He will be allowed conveyance, medical, house rent allowance, leave and T.A/D.A as per Government rules.

vii. He will be consider appointment against higher post, if found eligible and due for promotion.

viii. He will be entitled to facility of Benevolent Fund as per new recruitment

policy.

ix. He shall produce a medical certificate of fitness from Medical Superintendent, Civil Hospital, Peshawar before reporting for duty as required under the rules.

SECRETARY TO GOVT. OF NWFP ADMINISTRATION DEPARTMENT

Endst.No.& date even.

Copy forwarded to:-

- 1. Accountant General, NWFP, Peshawar.
- 2. Comptroller, Frontier House, Islamabad.
- 3. Bill Assistant, Administration department.
- 4. Mr.Naveed Iqbai s/o Koto Ram r/o H.No.1844, Sector I-10/2, Islamabad.

T?

Mahtehm





GOVERNMENT OF KHYBER PAKHTUNKHWA ADMINISTRATION DEPARTMENT

SHOW CAUSE NOTICE

I, Hifz-ur-Rahman, Secretary to Government of Khyber Pakhtunkhwa, Administration Department, as Competent Authority, under Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, do hereby serve you – Mr. Naveed Iqbal, House Keeper (BPS-09), Pakhtunkhwa House, Islamabad – that keeping in view the available information I am satisfied in terms of Rule-7 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 that you have committed misconduct, as specified in Rule-3(b) of the Rules ibid, by the following acts/omissions:

"Lacking devotion in performance of duty, keeping the Block under your supervision in deplorable condition resulting in damage to the government property and remaining habitual absentee"

- 2. As a result thereof, I, as Competent Authority, have tentatively decided to impose upon you the penalty of "Dismissal from service" under Rule-4 of the Rules ibid.
- 3. You are, therefore, required to show cause as to why the aforesaid penalty should not be imposed upon you and also intimate whether you desire to be heard in person.
- 4. If no reply to this notice is received within seven days of its delivery, it shall be presumed that you have no defense to put in and in that case an ex-parte action shall be taken against you.

Mr. Naveed Iqbal, House Keeper (BPS-09), Pakhtunkhwa House, Islamabad

U.O.NO.E&A(AD)2(568)2007

COMPETENT AUTHORITY
SECRETARY

Administration Department Govt: of Knyber Pakhtunkhwa

DATED 20.04.2013

CIT

M.

المردت مياب سيكرى الرفسريس ويمياريمان سول سيور بيدار Show cause natice no= U.O.No. E &A (AD) 2 (568) 2007.

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مِنْ سَالَ مِنْ عَرْفِ شِرَة بِهِنْ صِي رَبِي وَلِوْتِي الْيُ الْمَا مُرَارِي مِنْ مُولِي وَالْمَا مُرَارِي مِنْ وَلِوْتِي الْيُ الْمَا مُرَارِي مِنْ وَلِوْتِي الْمُا مُرَارِي مِنْ وَلُوْتِي الْمُا مُرارِي مِنْ وَلُوْتِي الْمُا مُرَادِي مِنْ الْمُا مُرَادِي مِنْ وَلُوْتِي الْمُا مُرارِي مِنْ وَلُوْتِي الْمُا مُرارِي مِنْ وَلُوفِي الْمُا مُرَادِي مِنْ الْمُعْ مُرْفِقًا لَمُ مُنْ الْمُعْ مُرْفِقًا لَمُنْ مُرَادِي مِنْ وَلُوفِي الْمُعْ مُرْفِقًا لَمْ مُنْ الْمُعْ مُرْفِقًا لَمْ مُنْ أَلِي الْمُعْ مُرْفِقًا لَمْ مُنْ أَلْمُ مُنْ أَنْ مُنْ أَلِي الْمُعْ مُرْفِقًا لَمْ مُنْ أَلِي الْمُعْ مُرْفِقًا لِمُنْ أَلْمُ الْمُعْ مُرْفِقًا لِمُنْ أَلْمُ الْمُعْ مُرْفِقًا لِمُنْ أَلْمُ الْمُعْ مُرْفِقًا لَمْ مُنْ أَلِي الْمُؤْلِقُ الْمُؤْلِقُ الْمُؤْلِقُ الْمُنْ مُنْ الْمُعْ مُرْفِقًا لِمُنْ أَلْمُ الْمُؤْلِقِ الْمُنْ مُنْ أَلِي الْمُنْ الْمُؤْلِقِي الْمُنْ الْمُؤْلِقِ الْمُنْ الْمُؤْلِقِ الْمُنْ الْمُؤْلِقِ الْمُنْ أَلِقُ الْمُنْ الْمُؤْلِقِ الْمُنْ الْمُؤْلِقِ الْمُنْ ا العرب يون وحلل رزق كما ما يون- السي وج سي عام تعسران بالا 1000 (in 10) in 1 2 - in a sie co co de flui con in 5/1/2) 2 42 Ent of the de - On may Es eludino - Sel من اتنا کی بای اتھا رہی ہیں ہوں کہ باوس کے بلزی لدا جری ہے مای دول می دوم داری می بای ری ارق کنارلی کارزهای لدر اس کار داری می بای ری ارق کنارلی کنارلی

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GOVERNMENT OF KHYBER PAKHTUNKHWA ADMINISTRATION DEPARTMENT

Dated:22-05-2013

ORDER

No.E&A(AD)2(568)/2007. WHEREAS, Mr.Naveed Iqbal, Housekeeper (BPS-09) Administration Department was proceeded against under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 for the charges as per Show Cause Notice bearing even number dated 20-04-2013.

NOW, THEREFORE, I, as Competent Authority, after having considered the charges, evidence on record, the explanation of the accused official (including personal hearing), and exercising powers under Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, have decided to impose upon Mr.Naveed Iqbal, Housekeeper (BPS-09) the major penalty of "Dismissal from Service" with immediate effect.

SECRETARY ADMINISTRATION

ENST OF EVEN NO & DATE.

Copy forwarded to the: -

- 1) Accountant General, Khyber Pakhtunkhwa.
- 2) Comptroller Pakhtunkhwa House, Islamabad
- 3) PS to Secretary Administration Department.
- 4) PA to Deputy Secretary Administration Deptt;
- 5) Bill Assistant, E&A Department.
- 6) Establishment Asst;-II E&A Deptt;
- 7) Official Concerned.
- 8) Personal File

(MAQBOOL HUSSAIN) SECTION OFFICER (ADMN)

Section Officer (Admn) Establishment & Admn. Depth Govt. of Khyber Patchlunkhwa

21-8-2018

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GOVERNMENT OF KHYBER PAKHTUNKHWA ADMINISTRATION DEPARTMENT

No.E&A(AD)/02(568)/2007 Dated Peshawar the 17-07-2013

To

Mr.Naveed Iqbal (ex-Housekeeper) S/O Ko!o Ram R/O Sector I-10/2, House No. 1844, Islamabad

SUBJECT: APPEAL: RE-INSTATEMENT INTO SERVICE.

I am directed to refer to your application/representation dated 17-06-2013 on the subject noted above and to convey that your appeal /representation has been set aside by the Appellate Authority.

(MAQBOOL HUSSAIN)

SECTION OFFICER (ADMN)

Section Officer (Admn) Establishment & Admn. Deptt: Govt. of/Khyber Pakhtunkhwa

on 19/8/2012

Devoted .

