

701/2024

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR

Khyber Pakhtunkhwa
Service Tribunal

In Service Appeal No. 701/2024

Diary No. 14317

Dated 18-07-2024

Dr. Javeria Haroon

.....Appellant

VERSUS

Secretary Higher Education KPK Peshawar and Others

.....Respondents

APPLICATION FOR FILING ADDITIONAL DOCUMENTS.

Respectfully Sheweth:

1. That the titled Service Appeal is pending adjudication before this Honorable Tribunal.
2. That service appeal No. 701/24 has already been fixed on dated 25.07.2024.
3. That the additional documents are submitted with the application.

It is, therefore, respectfully prayed that on acceptance of this application, the documents may kindly be placed on file, and be considered as integral part and parcel of the main file No.701/24, in the best interest of justice.

Dated: 18.07.2024

Appellant

Dr. Javeria Haroon

BEFORE THE HONOURABLE KHYBER PAKHTOONKHWA SERVICE TRIBUNAL

PESHAWAR

Dr. Javeria Haroon (Ph.D.), A/P Chemistry (BPS-18), GGDC, Kot Najibullah, Haripur.

.....Appellant

VERSUS

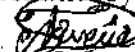
1-Honourable Secretary Higher Education, Khyber Pakhtoonkhwa and Others

.....Respondents

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Appellant (by self)



Dr. Javeria Haroon (Ph.D.),
Assistant Prof. of Chemistry (BPS-18),
Govt. Girls Post Graduate College,



GOVT. POSTGRADUATE COLLEGE FOR WOMEN HARIPUR.
 Phone No. 0995-628781 Gmail gpgew1haripur@gmail.com



No 7.33

Dated 25/10/2023

To

Miss. Javeria Haroon
 Assistant Professor
 Department Chemistry.
 Local College.

Subject: - **EXPLANATION**

Memo:

It has come to the notice of undersigned that you have consistently failed to adhere to the college's disciplinary standards. Your Head of Department (HOD) and the Discipline Incharge have repeatedly warned you to but regrettably, no improvement has been observed.

The following concerns have been observed:

Punctuality: You are frequently late to your first class, often arriving ten to fifteen minutes behind schedule. It is important to mention that the duration of the class is only forty minutes, your recurrent tardiness not only disrupts the learning process for your students but also sets a poor example for them.

Presence of a Child's Cradle in the Chemistry Department:

It has been reported that you have placed a cradle for your children within the Chemistry Department. This practice not only contradicts the college's discipline policies but also raises significant safety concerns of the children.

Unauthorized Extended Presence

There have been reports of you staying on college premises for extended hours for personal engagements without prior permission or intimation.

You are hereby directed to submit your response regarding the above mentioned concerns within three days of the receipt of this letter.

Javeria Haroon
Received
25/10/2023
Time: 1:00 pm

[Signature]
 Principal
 Govt. Postgraduate College for Women
 Haripur. Principal
 Govt. Postgraduate College for Women
 Haripur

Prof. Dr. Javeria Haroon
 Higher Education Department
 Govt. of Punjab
Attested True Copy
[Signature]

To,
The Principal,
Govt. Girls Post Graduate College,
Haripur.

Subject: Reply of Explanation No. 733 dated 25th October, 2023 with remittance request
Respected Madam,

With due respect, it is an honour to submit my response on concerns mentioned in explanation No. 733 dated 25-10-2023 with remittance request on following grounds.

1: I always abide by rules and regulations of Higher Education Department, Khyber Pakhtookhwa as well as local written standards at College. All teaching staff is bound to leave college after 2:00 pm due to an extra curricular class with no study timings 11:00 am to 12:00 am after 10:30 am to 11:00 am break, and ministerial staff is bound to leave after 3:00 pm as well as staff on local examination duty is bound to leave after 5:00 pm. Additionally, staff may leave college after 5:00 pm due to any hurdle such as transport etc. However, there must be equal yard stick for all staff in order to avoid injustice.

2: I am taking first class always for the last nine years. However, at start of this session, I requested to shift my first class in cooperation as back ground hurdles due to my ORIF surgery, CNG shortage and under constructed street and road, which was not entertained. Even, I managed for prior attendance in order to compensate initial 5 to 10 minutes at 8:30 am. All teaching staff is allowed to reach college in between 8:30 am to 9:00 am. However, there must be equal yard stick for all staff in order to avoid in justice.

3: There is no clear standard related to set personal belongings including chair at staff room in any rules of department and college. So, staff set their personal items for official tasks including crockery, kettles, laptops, printers, electronics, cables, writing pens and markers, board markers, board inks, dusters, writing papers, printing papers etc, as except few, whole staff is not allowed for items from contingency and related head in order to fulfill their official duties. However, there must be equal yard stick for all staff in order to avoid in justice.

4: Narrow link road at College remains flooded with huge traffic from 2:00 to 3:00 pm due to buses, cars, suzukies and rickshaws for staff and students. Cleanliness of Science Block as well as whole students washrooms could not be possible in presence of staff and students, so, I managed to supervise my area ministerial staff till 3:00 pm as duty bound after exit of teaching staff and students. Additionally, being single mother of 3 minor school going kids (approx. 8 years, 6 years, 5 years), meanwhile, I managed to serve lunch to my hungry kids in college after buying from nearby restaurant and then leave college.

5: During previous college timings till 1:30 pm, I somehow was able to take my paid online refresher writing class timings 3: 00 pm to 4:30 pm, but, due to latest timings, I was not able

Prof. Dr. F. Jamil Akram
Higher Education Department
Khyber Pakhtoonkhwa
Attested
[Signature]

to manage my class due to travel while returning back to home at that time. So, I managed to stay at college till class and then left. For, this purpose, I was allowed via verbal order in cooperation dated 10th October, 2023 as explained in notice dated 13th October, 2023 which was served collectively after agreed verbal order individually dated 10th October, 2023.

6: All staff is bound to sit in their respective staff room. Due to only 5 seater sofa available for total 8 Chemistry Staff as well as other numerous visiting staff due to nearby admission duties, I requested as Area Incharge, several time for office chairs to sit, but, it is not entertained till date. So, I bought my own large personal latest hammock chair for staff, even, I never used that chair for myself and my 3 kids has gone beyond the age of using any cradle. Additionally, that personal chair had removed already as explained in notice dated 13th October, 2023.

7: I was harassed and bullied in front of staff via threats of individual legal notice dated 21st October, 2023 as per order as explained earlier in Chemistry group. However, that notice was never handed over till date.

8: On completion of my online refresher writing course dated 25th October, 2023 which was already informed, and my management to reach near 8:30 am as depicted by biometric attendance record, it is indeed unfair to set explanation No. 733 dated 25th October, 2023 with no cause of action, so, kindly be remitted, please.

It is kindly requested to provide official items including complete furniture, electronics and stationary for staff at area under my supervision for official duties with honour. Additionally, it is highly requested to set standard rules with equal yardstick for whole staff in order to avoid harassment and bullying as mental torture and dishonour in front of others, which may lead to involvement of higher authorities, if needed, please.

Thanking you in anticipation,

Your's Sincerely,

Dr. Javeria Haroon,

Assistant Prof. of Chemistry,

Govt. Girls Post Graduate College,

Haripur.

Dated: 28th October, 2023 (11:00 am)

*Reply unsatisfactory
only blame game.
Javed
28/10/2023*

*Prof. Dr. Javeria Haroon
Higher Education Department
Khyber Pakhtunkhwa
West of the Logo
Javeria*

(9)

**OFFICE OF THE PRINCIPAL: GOVT. POSTGRADUATE COLLEGE
FOR WOMEN HARIPUR.**

Phone No. 0995-628781 Gmail: ppgcw1haripur@gmail.com



No. 741

Dated. 30/10/2023

To.

Mst. Javeria Haroon, Asstt Prof of Chemistry
PGWC for Women Haripur.

Subject **COUNCELLING/WARNING LETTER.**

Your response to the explanation No. 733 dated 25th October, 2023, is unsatisfactory, as it appears to deflect responsibility by placing blame on the College Administration and other staff members. Throughout your statement, you have consistently tried to portray the College administration as unjust towards you.

The first complaint pertains to your punctuality. According to the written report from the Discipline Incharge, you consistently arrive 10-15 minutes late for your first class. College official hours are from 8:00 am to 2:00 pm, and class schedules can be adjusted within these hours. Typically, staff members assigned to the first class receive a relaxation for the last class and you were availing the same facility. Yard stick is same for all staff members. Before the commencement of the BS 1st semester on October 26, 2023, you were only scheduled to teach from 8:30 am to 10:30 am, while many staff members were engaged until 2:00 pm. Even after the commencement of the 1st semester, you were not assigned to the last period, from 1:10 pm to 2:00 pm, leaving you free at 1:10 pm. The Timetable Incharge made an effort to accommodate you by shifting your first period, but you insisted on a class of your own choice. It's important to understand that it is not always possible to fulfill all individual preferences.

The second issue concerns the placement of a cradle in the Chemistry staff room. It is important to note that the college provides a day care facility, making it unnecessary to have children in the Department staff room. No formal application for additional furniture in the Chemistry Department was submitted, and you did not request any such furniture from the Furniture Incharge prior to this explanation. Decisions in violation of the college's discipline should not be made independently, as this falls under the purview of the College administration. Ms. Fehmida Gul, Professor of Chemistry repeatedly informed you verbally to remove the cradle, but you insisted on a written order from the principal.

The third complaint concerns your extended stay in the college without any officially assigned duty or prior notification to the office of the undersigned. You've provided incorrect examples, and it should be noted that staff members engaged in exam duties are required to stay until the conclusion of their duty, with these duties communicated to the office in advance. Your stay was purely for your personal engagements without any intimation to the office of undersigned. Besides violation of college discipline to stay late in the department alone may result in any mishap as all other staff members if present are busy in their respective areas i.e in Admin Block or in Examination Hall. You have to be careful to avoid any unfortunate incident.

To improve, it is essential to acknowledge and rectify your mistakes. Throughout your response, you failed to provide a substantial justification for your behavior, instead, attempting to shift blame to others, including the college administration. It is strongly advised that you adhere to the rules and regulations of the college and work on improving your conduct. Repeated violations may result in strict disciplinary action under the Government Servants (Efficiency and Discipline) Rules.

Received
Javeria Haroon
30/10/2023
(1:00 pm)

Principal
Govt. Postgraduate College for Women
Haripur.

Prof. Dr. J. Iqbal
Higher Education Department
Government of Punjab
Lahore

Mst. Javeria Haroon
30/10/2023

To,

The Principal,

Govt. Girls Post Graduate College,

Haripur.

Subject: Reply and Formal Refutation of letter No. 741 dated 30th October, 2023

Respected Madam,

With reference to letter No. 741 dated 30th October, 2023, my humble submissions regarding the subject matter with remittance request on following grounds are as:

- 1: There is ambiguity regarding the title of letter No. 741 dated 30th October, 2023 whether counselling or warning as both are quite different and need clarity, please.
- 2: Letter No. 741 dated 30th October, 2023 contains clear threats regarding strict disciplinary action against me under the Efficiency and Discipline Rules, which is against the ethical rules related to official letter, counselling letter and warning letter, please.
- 3: In order to keep out unnecessary details and other issues, and to address the only current issue in question clearly, concisely and politely, it is again submitted likewise in earlier reply of explanation No. 733 dated 25th October, 2023 that on completion of my online refresher writing course dated 25th October, 2023 which was already informed and I was allowed for it via verbal order in cooperation dated 10th October, 2023 as explained in writing in notice dated 13th October, 2023 which was served collectively after agreed verbal order individually dated 10th October, 2023, and removal of my personal chair already as explained in notice dated 13th October, 2023 in writing as well as my management to reach near 8:30 am as depicted by biometric attendance record, it is indeed unfair to set explanation No. 733 dated 25th October, 2023 as well as letter No. 741 dated 30th October, 2023 lacking cause of action, so, both kindly be remitted, please. Additionally, administration requisites to be supportive of employees who are attending refresher courses in facilities and cooperative manner, please.
- 4: It is already explained that my 3 kids are beyond the age of lying in cradle in day care or elsewhere in college premises and they are school going on record registration with daily attendance at their respective school timings 8:30 am to 1:30 pm. Continuous mental torture, harassment, bullying and dishonour as a single mother via utilization of name of my 3 minor kids (8 years, 6 years and 3 years) again and again lacking empathy is really heart wrenching and in humane, please.
- 5: Maintenance of furniture at Chemistry staff room is responsibility of HOD Chemistry, and I requested to her several times in full year to provide full furniture for whole staff and visitors, even I demanded office chairs in College group dated 25th October, 2023 and in written application dated 26th October, 2023 to Furniture Incharge on suggestion of HOD Chemistry, which was not entertained till 1st November, 2023 due to lack of chairs. Even incoming BS students are not provided with seating and they remain standing whole day due to lack of chairs

Prof. Dr. J. Ahmad
Higher Education Department
Khyber Pakhtunkhwa

Received the copy
of the letter

and even stools till date on record. Additionally, there are no clear set of rules, order or notification of Higher Education Department, KPK related to bringing personal items as non-authorized, if not provided officially at work place, please.

6: I always remained flexible and cooperative, and never insisted to anybody on any sort of implementation in selfish manner in whole career of 15 years. Despite, I was bound to take classes till 10:30 am till 25th October, 2023, even I was not allowed to mutually shift my first class any time in between 10:30 am to 2:00 pm. Similarly, I was never facilitated of coming after 8:30 am till 9:00 am as well as I was not even aware of any facility to go at 1:10 pm before last class at 2:00 pm till letter No. 741 dated 30th October, 2023. If I had known about any such relaxation, I would had no need to stay during my online refresher writing course till 25th October, 2023 to avoid travelling towards home at same time. There must be equal yard stick for whole staff. Earlier, I requested for in writing on paper in order to avoid bringing 2nd, 3rd and 4th parties and verbal words as ramification of false accusations always have far reaching consequences leading fine career gone up in smoke. False allegations have serious penalties under PPC section 193, please.

7: Besides taking my online refresher writing class, I was helping HOD Chemistry and Lab Assistant of Chemistry in computer based writing and verifying whole chemicals record in stock registers till date on their request which was taking huge time. In literary studies, the term "employee's personal engagement at work place" includes personal interest in showing productive creative skills with focus responsibilities for success of department. It describes the level of enthusiasm and dedication an employee feels towards her work as well as the level of emotional commitment and connection to department including cognitive, affective and activity engagement. A personal engaged employee much cares about work and feels her efforts make a difference towards better performance of department. Today, "employee's personal engagement at work place" has become synonym with terms "employee's experience" and "employee's satisfaction". It refers to work motivation and satisfaction in an employee's positive attitude about the job and HR (Human Resource) quality in contrast to violation of any discipline rules which is stated, please.

8: In literary studies, workplace security refers to the implementing effective control measures including biometric authentication, all over CCTV cameras and security personnel monitoring entry points, put in place to protect employees, students, other people, information and assets from physical and digital threats. It is indeed alarming to hear about expected mishap and unfortunate incident in college premises especially at Chemistry Department lacking security. For overall risk management and appropriate measures, it is mandated that administration must identify the hazards and concentrate on real risks at work place to sensibly control factors that might cause harm to employees rather than creating huge amounts of paper work lacking cause of action, so, kindly be remitted, please.

Thanking you in anticipation,

Dated: 2nd November, 2023.

Your's Sincerely,
Javeria
Dr. Javeria Haroon.

*See file
1/11/2023*

Dr. Javeria Haroon
Higher Education Department
Khyber Pakhtunkhwa
Attested
Javeria

**OFFICE OF THE PRINCIPAL: GOVT. POSTGRADUATE COLLEGE
FOR WOMEN HARIPUR.**



Phone No. 0995-628781 Gmail: pggew1haripur@gmail.com

No. 849 /

Dated. 25 / 11 / 2023

To

The Director, Higher Education
Khyber Pakhtunkhwa, Peshawar.

Subject:

Redressal Appeal for Remittance of Explanation No.733 dated 25th October, 2023 799 dated 14th November, 2023 and letter (Warning/Counselling No.741 dated 30th October, 2023 and upgradation and expunge of my upcoming ACR/PER 2023.

Memo:

Enclosed please find the self-explanatory application of Mrs.Javeria Haroon, Asstt Professor of Chemistry of this college for further necessary action.

Principal
Govt. Postgraduate College for Women
Haripur
Principal
Govt. Postgraduate College for Women
Haripur.

Prof. Dr. Javed Akram
Higher Education Department
Khyber Pakhtunkhwa
25/11/2023

To,

The Principal,

Govt. Girls Post Graduate College,

Haripur.

For,

The Honourable Director,

Higher Education Department Khyber Pakhtoonkhwa,

Peshawar.

Through Proper Channel

Subject: Redressal Appeal for Remittance of Explanation No. 733 dated 25th October, 2023, 799 dated 14th November, 2023 and Letter (Warning/Counselling) No. 741 dated 30th October, 2023 and upgradation and expunge of my upcoming ACR/PER 2023

Respected Madam,

With due respect, it is humbly requested that kindly forward my this redressal appeal for remittance of explanation No. 733 dated 25th October, 2023, letter No. 741 (warning/counselling) dated 30th October, 2023, as well as explanation No. 799 dated 14th November, 2023 along with upgradation and expunge of my upcoming ACR/PER 2023 with my following humble submissions regarding the subject matter as:

- 1: Both explanation No. 733 dated 25th October, 2023, letter No. 741 (warning/counselling) dated 30th October, 2023 are without any cause of action at time of held as clarified in their respective replies, please.
- 2: Explanation No. 799 dated 14th November, 2023 is time barred as clarified in its respective reply, please.
- 3: As, there is great sanguity of adverse and down gradation of current ACR 2023. So, it is highly requested that kindly upgrade and expunge my upcoming ACR/PER 2023 and to avoid single incident of one result, please.
- 4: It is again requested to kindly transfer me at or near my home station Kot Najibullah or under JMC coordinator, Haripur in facilitation as per rule on back ground of daily travelling as single mother of 3 minor kids, my attendance with kids at court cases set by x-in laws at District Court, Haripur and to avoid shifting to not let grasp of my dowry home/land via x-inlaws till final decision of court cases and to avoid facing personal grudge at work place, as per rule, please.

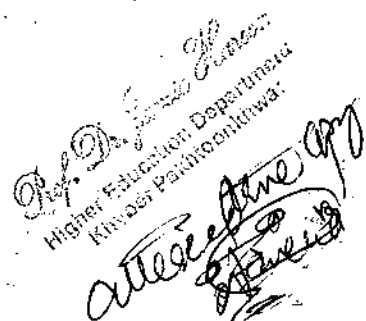
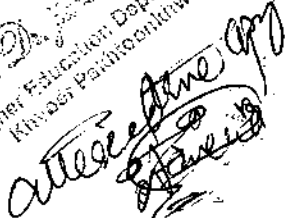
It is highly requested to your good self that kindly facilitate me to attach official copies of all related said signed documents with my replies as signed by your goodself and myself on receiving, and if any document remained unsigned as human error, then kindly allow me to sign it.

Thanking you in anticipation,

Your's Sincerely,


Dr. Javeria Haroon.

Dated: 18th November, 2023.


Higher Education Department
Khyber Pakhtoonkhwa


**OFFICE OF THE PRINCIPAL: GOVT. POSTGRADUATE COLLEGE
FOR WOMEN HARIPUR.**



Phone No. 0995-628781 Gmail: gpcgw1haripur@gmail.com

No. 789 /

Dated. 14 / 11 / 2023

To

Mst. Javeria Haroon,
Asstt Professor of Chemistry
GPGC for Women.

Subject: Explanation Regarding poor (lowest) Result of F.Sc-II Annual Examinations,
2022-23, BISE Abbottabad

Memo

It has come to the attention of the undersigned through a critical analysis of the BISE, Abbottabad Intermediate Examinations, 2022-23, that the result of FSc Part II in the section taught by you has declined from 81 percent (F.Sc Part I, taught by another teacher in 2021-22) to 33 percent in FSc Part II, which is the lowest in the college. Even in last year's results (2021-22), the FSc Part II results taught by you were not satisfactory, standing at 59 percent that was also the lowest in the Chemistry department all others were at 81%, 89% & 94%.

This observation is a serious concern for the college in terms of the failure to impart quality education and raises questions regarding your commitment to students' academic welfare.

It is hereby directed that you explain your position in writing regarding the decline in the quality of results in FSc Part II taught by you, positively within three days of receiving this notice.

Principal

Govt Postgraduate College for Women
Haripur

Principal

Govt. Postgraduate College for Women
Haripur

Received
Javeria Haroon
14/11/2023
4:30 pm

Prof. Dr. Farida Akbar
Higher Education Department
Khyber Pakhtunkhwa

Attested
Principal

To:

The Principal,

Govt. Girls Post Graduate College,

Haripur.

Sub: Reply of Explanation No. 799 dated 14th November, 2023 with remittance request

Respected Madam,

With due respect, I do appreciate the opportunity to address the concerns raised regarding the previous 1st year 2022 and recent 2nd year 2023 Chemistry results and it is an honour to submit my response to provide clarification on concerns mentioned in explanation No. 799 stated as notice dated 14-11-2023 with remittance request on following grounds.

1: It is indeed an unrighteousness ethically to receive said personal notice by the keeping of clerk Mr. Haq Nawaz sb. via hands of clerk Mr. Zahid sb. at 01:30 pm same date in clerical room after getting called by the clerk Mr. Shafique sb. via Qasid as per order by clerk Mr. Haq Nawaz sb. under your kind instructions as confirmed by clerk Mr. Haq Nawaz sb. with your kind presence at Principal office along with Ms. Fehmida Gul at the same time, please.

2: The said notice as explanation no. 799 is inapplicable as it is time barred without any considerable grounds for condonation of delay as more than one year has passed for previous result announcement dated 3rd October, 2022, signed after tabulation dated 17th October, 2022 of Chemistry 1st year 2022, and it was not even critically mentioned in meeting regarding result 2022 held on 26th October, 2022. Additionally, more than 47 days has passed after announcement of result for class 2nd year 2023 dated 27th September, 2023 and tabulated result for FSc 2023 had already signed by whole staff till 25th October, 2023 and meeting demanding verbal justification of single result in front of whole staff held after critical analysis dated 8th November, 2023 already lacking any written notice 8 days ago before current explanation. Similarly, my previous explanation no. 733 lacking cause of action was set on same date 25th October, 2023 without any single word regarding results. It is also important to mention that without considering my all other good results of same year and whole 15 years of my career, I got bullied and mentally harassed and asked for continuous justification about only one result by your good self and Ms. Fehmida Gul in front of whole staff in meeting dated 8th November, 2023 lacking written explanation already 8 days earlier prior to serving said notification by hands of clerk Mr. Haq Nawaz sb. as per record, please.

3: It is of serious concern that said notice as explanation no. 799 was served soon after my refusal verbally to Ms. Fehmida Gul on her continuous insist dated 13th November, 2023 as per order after in written in College group dated 11th November, 2023 to pay again and again to administration for clerk Mr. Haq Nawaz sb. on behalf of approval of 60 lakh conveyance allowance in upcoming mini budget in addition to full budget in June of each year as we all had paid for that same purpose last year also while signing respective source 2 form, please.

4: It is of serious concern that series of these official letters are coming after my repeated requests in polite manner as an Area Incharge to Ms. Fehmida Gul keeping in view of healthy and safe environment for staff and students to not let open roaming hens with typical smell and other belongings for days after getting from students as gift and then keeping in Chemistry Laboratory having wooden stools for BS semester lecture classes due to shortage of furniture occupied with glass wares containing dangerous chemicals. It is already in your kind notice as

Prof. Dr. J. J. J. J.
Higher Education Department
Haripur
146001
Haripur

well as HOD Chemistry Ms. Ayesha Majik and overall Cleanliness Incharge Ms. Sobia Bibi as college cleanliness buckets used to transport those hens and other belongings to home from time to time were never returned and all kept silence in this regard, but, I got badly targeted, please.

5: it is of worth considering that prior explanation no. 733 dated 25th October, 2023 and one official letter (warning/counselling) no. 741 dated 30th October, 2023 both are lacking cause of action as well as current notice as explanation no. 799 dated 14th November, 2023 is time barred as result tabulation had displayed and signed already for 1st year 2023 on 17th October, 2023 and 2nd year 2023 on 25th October, 2023 (at same day of my prior explanation no. 733) and all three are not applicable due to these valid reasons, please.

6: My BS results were always 100% and I scored highest ranking among all permanent staff of Chemistry in the same year 2023 under teacher evaluation report from students via Quality Assurance Cell (QAC), HED, KPK. Even FSc students remained well satisfied from my teaching, although they got confirmed via student grievance team as well as academic council from time to time in all years always during my whole tenure. I described via physical performance of each practical and always submitted my full record in time related to students' monthly absentees, long absentees, monthly tests with fine in each month as confirmed by respective Incharge Ms. Abida Gul and followed lectures schedules as well as academics weekly revision plan as suggested by academic council under Ms. Fehmida Gul as confirmed by respective members Ms. Hafiza Ali and Ms. Ruqsana Khalid at that time. If not, they would had nominated and instructed me for fulfillment of short comings till completion of their physical written data for record at that time, please.

7: Under your kind administration of above 4 years, in addition to 100% BS results, my FSc results were 100% in 2019-2020 as well as 2020-2021 sessions also. My FSc results for other classes were 2nd year 80% in 2021-2022 as well as 1st year 84% 2022-2023. My all best performance was totally ignored while depicting heart wrenching remarks "failure to impart quality education and commitment to students academic welfare" in notice as explanation no. 799 and verbally in an unethical bullied manner as "Root cause of all evils" which was endured by me in silence, please.

8: Many of my students are serving as doctors, engineers, lecturers, teachers, researchers, police force, MPhil and PhD scholars in various fields and laboratories and even earned distinctions at district, provincial and national levels. My 15 years career cannot be blown via single incident under unavoidable circumstances. As an example, result of Ms. Shagufta of General Maths for 2nd year 2022 was 32%, however, her one student of same class scored 2nd position at B.I.S.E., ATD in respective discipline in the same year. Additionally, result of General Maths is major contributor in scoring 1st position at B.I.S.E., ATD in Humanities in 2nd year 2003 with quality distribution of work load. Similarly, result of one class of Ms. Huma was 41% in the year 2022, although she scored 100% results in her all other three classes in the same year. So, "failure to impart quality education and commitment to students" in notice cannot be judged for anyone via only one incident, please.

9: Statement declared in current notice as explanation no. 799 regarding 81%, 84% and 89% of result of 2nd year, 2023 of whole Chemistry staff of the same session except me is not complete representation of fully available record, please. In reality, for whole Chemistry Department, result consisting of same students declined considerably compared to previous 1st year 2022: 2nd year, 2023 is as Ms. Fehmida Gul 81% (FSc 1) to 64% (FSc 4), Ms. Ayesha (94% to 79%), Ms. Sumaira Chan 89% to 53%, and my Dr. Javeria Haroon 59% (FSc 4) to 33% (FSc 1). Similarly, result of Physics of same session 2022-2023 declined from even 100% to 53% as they assigned

Handwritten signatures and stamps, including a circular stamp with text and a signature that appears to read "Ayesha Majik".

most FSc classes to only one hired staff Ms Sabahat despite availability of permanent staff. There should be equal yardstick for all in setting explanation, please.

10: Similarly, comparative results of 1st year 2022: 1st year 2023 of whole Chemistry staff is as Ms. Ayesha 94%: 89%, Ms. Sumaira Chan 89%: 98%, and my improved Dr. Javeria Haroon 59%: 84%. Additionally, comparative decline in results of 2nd year 2022: 2nd year 2023 of whole Chemistry staff is as Ms. Ayesha 94%: 79%, Ms. Sumaira Chan 73%: 53%, and my Dr. Javeria Haroon 80% (FSc 4): to 33% (FSc 1). Moreover, comparative results of 1st year 2022: 2nd year 2023 of Ms. Fehmida Gul is 81%: 64%, and comparative results of 2nd year 2022: 1st year 2023 of Ms. Ruqia is 58%: 81%. It is important to mention that currently final record result files of both intermediate and BS results are in Principal office without access for photocopies, so, whole reply representation is based on available documents signed by staff only, please.

11: It is worth mentioning that for the last two years (2021-2022 and 2022-2023), the respective staff Ms. Ayesha Malik who is continuously scoring 94% result is HOD Chemistry as well as overall Incharge Intermediate Committee with job description of admission, registration, change of subject and preparation of all section wise lists in collaboration with Ms. Sumaira Chan who scored 89% and 98% is overall time table Incharge with overall allotment of rooms with seats in all sections at intermediate as well as BS level. Their respective results for the last two years are not miracle but is outcome of prior selection of high merit students for their own respective sections as elite group after official approval on the basis of available DMCs provided by students at time of admission as told by your good self in meeting with Chemistry staff dated 24th October, 2022. Those respective classes scored well in all subjects. However, those selected sections are not getting rotated towards me and I was always assigned for low merit classes leading discrimination. Indeed, those staff need to explain about their major decline in 2nd year 2023 results Ms. Ayesha (94% to 79%) and Ms. Sumaira Chan (89% to 53%) for high merit students, please.

12: This favoritism is illustrated by results of other subjects of same low merit assigned classes to me. The result of 1st year, 2023 in my subject Chemistry was 84%, but, result of Physics of Ms Sabahat was 69% for the same class. The result of 2nd year, 2022 in my subject Chemistry was 80%, but, result of Mathematics of Ms Sadiq Shaheen was 64% for the same class. Similarly, the result of 1st year, 2022 in my subject Chemistry was 59%, but, result of Mathematics of Ms Mehwish Malik was 53% although she got distinction participant provincial award in Batch 4 of virtual training under PBC7 HEC in collaboration with HED, KPK. Also, I was not permitted as well as not recommended by your good self under more than 4 years of kind administration for any such training under QAC, HED, KPK as well as UEP, HEC, HED, KPK.

13: Additionally, research students of BS Physics and non teaching staff Ms. Rabail for Biology was taking additional classes of 2nd year, 2023, the same class in which result of Chemistry was 33% and I was not allowed to take additional classes in recess (10:30 am to 11:00 am) with attached zero period (11:00 am to 12:00 am) under strict order as allocated for social work and co/extra curricular activities. For remaining time, I was fully occupied whole day as responsible for cleanliness, tea, maintenance, electronics, electricity, gas and water supplies, furniture, discipline as incharge of Science block consisting of Departments of Chemistry and Physics including students wash rooms, preparation of numerous excel data files under portfolio duty as PTM Chemistry, QAC, HED, KPK, interview, selection and scrutinizing of deserving students for fee concession as Incharge of respective FA classes, computerized list preparation of gas, electricity, electronics and water supply items after counting and verifying each and every items in admin block consisting of Principal office, all clerical rooms, visiting room, Seena block

Attested true copy
[Signature]

consisting of Chemistry, Physics, Botany department including all wash rooms, computerized list preparation and its verification of all available chemicals as well as teaching consisting of total 40/44 credit hours (19/21 credit hours in Spring 2023, 21/23 credit hours in Fall 2023), difference in credit hours is due to difference in assigned credit hours for each category as 4 for each FSc class and 3 for each portfolio duty at our college, but, 5.5 for each FSc class and 4 for each portfolio duty as per HED, KPK up to my knowledge, please.

14: Firstly, course content of 1st year consisting of mostly Physical Chemistry is quite different than 2nd year which is mostly consisting of Organic Chemistry, so, both levels of same individuals are not comparable and variation in natural seeking power of two different levels of same individuals is not true criteria for judgement and comparison of students previous year subject teacher Ms. Fehmida Gul with me Dr. Javeria Haroon. Secondly, the comparison involves two different professors and human beings, each with unique talents, experiences and abilities which is ethically not applicable, please. Additionally, my result of 1st year 2022 to 1st year 2023 has considerably improved from 59% to 84% without presence of unavoidable circumstances, please.

15: Un avoidable circumstances are as: As an academic council Incharge, for the year 2022-2023, Ms. Fehmida Gul preferred to teach those 2nd year students who were taught by me in previous year 2022 according to her own free will at start of session 2022-2023. However, after declaration of tabulated result she started to insist me for exchange of class at end of October, 2022 after three months passed for maximum course lectures and her class was far behind than mine, so, I refused politely. Further, as an academic council Incharge and students grievance committee member, Ms. Fehmida Gul started to have keen interest in improvement of major subjects of 1st year of same class that she took few minutes during my lecture daily to motivate and insist students for exchange of teacher, marks retotalling and then improvement to get admission in professional colleges to become doctor and for paid private coaching class for that purpose from 2pm to 4pm after routine classes at college. Only one student was agreed at end of October, 2023, however, students got indulge with full concentration in preparation for improvement of previous year rather than focusing on their current subject at that time. Additionally, no student was agreed for exchange of teacher due to fully satisfied with my teachings, if they were not agreed, she had taken action under students grievance committee for immediate exchange as her section previously assigned to me was having low merit in matric and was having low merit in 1st year also, please.

16: Further, as an academic council Incharge, Ms. Fehmida Gul assigned as per order only three days classes per week in order to facilitate improvement till end of preparation for that purpose and improvement examination ended in December, 2022 and paid coaching class ended in February, 2023. Additionally, 40 minutes class along with no permission to me for teaching during one and half hour of recess plus co/extra curricular zero period was not sufficient for daily revision of same lecture as summary. Further, weekly tests according to revision plan as approved by academic council under Ms. Fehmida were conducted till March and record submitted consumed whole time, please. It is important to mention that as compared to previous year, there was zero focus on improvement in current year 2023 except sharing of final result after retotalling of board result and same students missed that opportunity as majority of students needed only 1-4 marks to get passed, please. Academic council indeed neglected the implementation of Intermediate Academic Calender for Summer Zone for the session 2022-2023 HED, KPK dated 14th July, 2022 in which there were recommended only four monthly tests in whole session in study weeks no. 4, 12, 17, and 20, one quiz in study week no. 22, and one pre board examination week no. 26, one cleanliness week no. 11 as social work, study week no. 23 for SLO training, lacking any guidelines for continuous monthly tests, continuous social work,

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continuous extra curricular work, and any paid private academic or co/extra curricular training coaching class, please.

17: There are numerous unavoidable circumstances that affected and added decline in result of 2nd year 2003 Chemistry as more than 40 credit hours total in two Spring and Fall semesters of one year, one assigned week each month for continuous monthly tests taking, checking, preparing results and collecting and submitting 50 rupees fine from each absent student, only 3 days classes per week, 40 minutes class, one and half year recess plus zero period with no study, improper facilities especially furniture and chairs for students and staff, discrimination by separating high merit and low merit students and covering it by placing approx. 12 high merit students in low merit class, favouritism of staff in assigning high merit classes, extra stress on improvement of previous exam, stress on heavy paid private academic and co/extra curricular coaching and training classes in college premises and late night online courses which are going to be obsolete from whole world due to rise of latest AI technology in digital marketing world in 2023 and so those courses has no future now except to sell them by teaching innocent people in private paid academies, please.

18: In conclusion, there is need of reformation of policies at academic council and administration level according to all prior given legal guidelines including academic calender by HED, KPK and by abiding all rules and by placing equal yard stick for whole staff rather than targeting single person, please. Additionally, external factors such as changes in the Chemiistry board paper pattern based on SLO, examination format, any disruptions during conduction of exam and in academic year due to potential personal issues among students or unforeseen challenges may have impacted the results, I am committed to analyzing the areas of weakness and implementing corrective measures to improve future outcomes. I am open to collaboration with my Chemistry department colleagues for incorporating instructional strategies and assessment methods by following prior guidelines of HED, KPK to enhance the learning experience for our students moving forward, please.

Thank you for your understanding, and I am open to further discussion to address any specific concerns as together, we can work towards achieving better results in the future. Kindly, remit explanation no. 799 dated 14th November, 2023 as it is time barred, please.

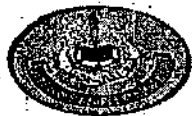
Yours Sincerely,

J. Haroon
Dr. Javeria Haroon.

Date: 17th November, 2023

*See file
17/11/2023
warning/counseling issued
to the officer concerned*

Prof. Dr. Javeria Haroon
Head of Department
Chemistry Department
Khyber Pakhtunkhwa
Attested true copy
J. Haroon



GOVT. POSTGRADUATE COLLEGE FOR WOMEN HARIPUR
Phone No. 0995-628781 Gmail gpgew1haripur@gmail.com



No. 846

Dated 23/11/2023

To

Miss. Javeria Haroon
Assistant Professor
Department Chemistry,
Local College.

Subject: - **WARNING/COUNCELING REGARDING RESPONSE TO EXPLANATION**
No.799, DATED 14th NOVEMBER 2023

Memo:

In reference to the 'Response to Explanation No. 799 dated 14th November, 2023 with remittance request' the undersigned found the explanation unnecessarily long, mundane, filled with irrelevant details and allegations based on wrong facts. The verbal explanation sought during the college meeting on 8th November, 2023 was not answered satisfactorily leading to letter No.799, is clearly a matter of accountability, aiming to ensure better performance of the teaching faculty. The arguments of harassment, victimization; BS result (though an overall internal examination mode), occupation with duties (actually, uniformly distributed among staff) and low merit class (contrary to the fact that the same students got 81% result in HSSC-I, Annual Examinations, 2022) cannot be a satisfactory explanation for such a poor result.

It is hereby emphasized that a highly serious approach on your part is desired in the broader interest of the students so that no such result be repeated in future.

[Handwritten Signature]
Principal
Govt. Postgraduate College for Women
Haripur.

[Handwritten Signature]
Principal
Govt. Postgraduate College for Women
Haripur

ok
Received
Javeria
12:30 pm
23/11/2023

Dr. Javeria Haroon
Higher Education Department
Khyber Pakhtunkhwa
Attested
[Handwritten Signature]

To,
The Principal,
Govt. Postgraduate College for Women,
Haripur.

Sub: Rebuttal Response to Letter (warning/counselling) No. 846 dated 23rd November, 2023

Respected Principal,

With due respect, I have carefully reviewed your letter (warning/counselling) No. 846 dated 23rd November, 2023 regarding my response to Explanation No. 799 dated 14th November, 2023. While I acknowledge your concerns outlined about the performance of the teaching faculty and I appreciate your attention to the matter, I find it necessary to clarify certain points, please.

1: The detailed explanation provided was an earnest attempt to address the issues raised during the academic year 2022-23. I assure you that the information based on facts shared was pertinent to the context and aimed at providing a comprehensive understanding of the situation and was a highly serious approach to prevent any recurrence of such academic outcomes, please.

2: It is regrettable if the explanation was perceived as unnecessarily long or filled with irrelevant details. However, I maintain that the issues of alleged harassment, favouritism, victimization, and other factors especially not following the guidelines provided in academic calendar and related rules by HED, KPK significantly impact the teaching faculty's performance. I am open to further discussions and collaboration to improve the teaching and learning environment. However, I respectfully refuse the notion that the provided explanation was unsatisfactory. I remain dedicated to addressing the concerns raised and working towards a positive outcome for both the faculty and the students, please.

3: I understand the gravity of the situation and I am committed to addressing the issues raised and have provided earlier response to ensure a more concise and relevant explanation. In addressing the concerns outlined in your recent explanation letter, I found it necessary to highlight an aspect of personal targeting that warrants consideration, please.

4: While I acknowledge the importance of accountability, it appears that I am being singled out for justification and warning despite other faculty members also experiencing challenges with academic results. It is essential to note that a collective approach would be more equitable in addressing such concerns. It has come to my attention that other faculty members who have faced similar issues with results were not subjected to the same level of scrutiny or asked for justifications and given warnings in whole more than four years of your kind administration. This inconsistency raises questions about the fairness and impartiality of the process. I am committed to collaborative efforts to enhance academic performance, but I believe that fairness and equality in addressing such matters are crucial. I kindly request that a uniform standard be applied to all faculty members facing challenges in achieving desired outcomes, please.

5: I firmly believe that the issues highlighted in the response are crucial to addressing the challenges faced by the teaching staff. Despite good results of FSc and BS both in the same year and in whole 15 years of my service, the critical claims of a single poor result are multifaceted and cannot be attributed solely to the faculty's performance. The circumstances surrounding the weekly and monthly examination each month, 3 days weekly class, 40 minutes class duration, 90 minutes for extracurricular/social work activities from 10:30 am to 12:00 pm including break, student engagement in improvement of past year and paid on campus private coaching 2:00 pm to 4:00 pm, enhanced workload and other factors lacking focus which I discussed in my earlier response should be considered comprehensively, please.

6: Additionally, course content of 1st year consisting of mostly Physical Chemistry is quite different than 2nd year which is mostly consisting of Organic Chemistry, so, both levels of same individuals are

Prof. Dr. Farida Hassan
Higher Education Department
Khyber Pakhtunkhwa
Haripur
Attested
[Signature]

not comparable and variation in natural seeking power of two different levels of same individuals is not true criteria for judgement and is ethically not applicable in addition to unavoidable circumstances discussed earlier. Additionally, my result of Ist year 2022 to Ist year 2023 has considerably improved from 59% to 84% without presence of unavoidable circumstances prior explained. I remain committed to the welfare and academic success of our students and will continue to work towards ensuring a conducive learning environment, please.

7: I appreciate your attention to the matter and would like to draw your consideration to an additional aspect that transpired during the college meeting on 8th November, 2023. Regrettably, the verbal explanation sought during the meeting was met with an environment that can be characterized as verbal bullying. The atmosphere was tense, and certain comments made were intimidating, creating a challenging space for a constructive exchange of ideas. This hindered the opportunity to provide a satisfactory verbal response to the concerns raised while critically single out targeting in front of whole teaching staff. In light of this, I believe it is imperative to address not only the content of the explanation but also the context in which it was attempted. A respectful and open dialogue is crucial to addressing these matters effectively. I believe that issues of this nature merit a more confidential and respectful handling, especially when it involves the professional standing and reputation of a faculty member, please.

8: I would like to address an additional concern related to the delivery of the said warning/counselling letter. Regrettably, the written warning letter was handed over to me by the hands of clerical staff Ms. Noureen as third party in her office after her call to me while lecture during your kind presence with Ms. Fehmida Gul and Ms. Nasira Azam that seemed to lack the discretion and privacy expected in professional communication. This not only compromised the confidentiality of the matter but also led to an unnecessary sense of disgrace as a professor. I kindly request that future communications be delivered through appropriate channels to ensure the privacy and dignity of all parties involved, please.

9: I would like to bring to your attention my concerns regarding the verbal order made to hand over a separate application to your good self for signature and approval during our recent communication before warning letter for my transfer to another local college (Kot Najibullah) as well as the desired format of the response to same explanation. While I understand the importance of addressing the issues raised, I find it challenging to reconcile with the suggestion of transferring to another college by your good self as I already forwarded my request to honourable HED, KPK. Additionally, I appreciate your guidance on the desired format for the explanation. I assure you that I am committed to providing a thorough and concise response, aligning with your expectations. However, I request clarity on specific aspects or preferences you have in mind to ensure my response meets your requirements accurately. I believe that open communication and mutual understanding are key to resolving these matters effectively, please.

10: I believe that a more constructive approach would involve collaborative efforts to fostering a supportive environment for discussions on improving our teaching practices and ensuring the best academic outcomes for our students. I remain dedicated to addressing the concerns raised and working towards a positive outcome for both the faculty and the students, please.

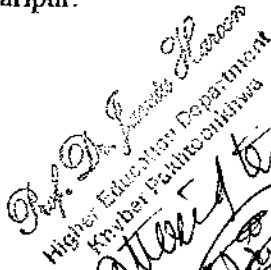
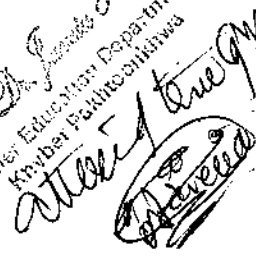
Thank you in anticipation for your understanding and cooperation,

Yours Sincerely,


Dr. Javeria Haroon,

A/P of Chemistry,
GGPGC, Haripur.

Date: 25th November, 2023


Higher Education Department
Khyber Pakhtunkhwa


**OFFICE OF THE PRINCIPAL: GOVT. POSTGRADUATE COLLEGE
FOR WOMEN HARIPUR.**

Phone No. 0995-628781 G-mail: ppgcw1haripur@gmail.com



No. 914 / 1

Dated. 11/11/2023

To

The Director, Higher Education
Khyber Pakhtunkhwa, Peshawar.

Subject:

Redressal Appeal for Remittance of Letter (Warning/Counselling) No.846
Dated 23rd November, 2023.

Memo:

Enclosed please find the self-explanatory application of Mrs. Javeria Haroon, Asstt Professor of Chemistry of this college is hereby submitted for further necessary action.

Principal

Govt. Postgraduate College for Women
Haripur

o/k

Handwritten signature and stamp:
Principal
Govt. Postgraduate College for Women
Haripur
11/11/23

To,

The Principal,

Govt. Girls Post Graduate College,

Haripur.

For,

The Honourable Director,

Higher Education Department Khyber Pakhtoonkhwa,

Peshawar.

Through Proper Channel

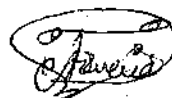
Subject: Redressal Appeal for Remittance of Letter (Warning/Counselling) No. 846 dated 23rd November, 2023

Respected Madam,

With due respect, it is humbly requested that kindly forward my this redressal appeal for remittance of letter (warning/counselling) No. 846 dated 23rd November, 2023 based on the submission that the detailed explanation as response provided earlier was an earnest attempt to address the issues raised during the academic year 2022-23. I assure you that the information based on facts shared was pertinent to the context and aimed at providing a comprehensive understanding of the situation and was a highly serious approach to prevent any recurrence of such academic outcomes, please.

Thanking you in anticipation,

Yours' Sincerely,




Dr. Javeria Haroon,

A/P of Chemistry,

GGPGC, Haripur.

Date: 27th November, 2023

Dr. Javeria Haroon
Higher Education Department
Khyber Pakhtoonkhwa
Attested by




DIRECTORATE OF HIGHER EDUCATION
KHYBER PAKHTUNKHWA
 NEAR NORTHERN BY PASS, RANO GARHI PESHAWAR
 Tell: Phone. 091-9214402



E-mail:- dhekpkesht@gmail.com ACR Section E-mail:- dheacrsection@gmail.com

No. AD (ACR) Javeria Haroon 2023

Dated: 1/02/2024

REGISTERED

To

Ms. Javeria Haroon
 Assistant Professor of Chemistry
 CPGC(W), Haripur.

Subject: ADVERSE REMARKS RECORDED IN PER FOR THE PERIOD 01.01.2023 TO 31.12.2023.

You are directed to convey adverse remarks recorded in your PER for the period mentioned above by the Reporting officer (Ms. Nighat Shaheen) which is endorsed by the Countersigning officer (Mr. Irshad Ahmed, Regional Director).

Her comments about your Performance on the job as given in Part IV(1) "Agree with the data (in Part-II) as far as paper work is concerned. She has mentioned a long list of duties but in reality she has never been a team player & all faculty members avoid to be a member of her team. In BS classes assessment is 100% internal & result is 100% but at inter-college level has produced the lowest result in the college i.e. 33%.

In internal assessment she writes "Not sure. She disowns her own statements".

In pen picture she writes "Intelligent & talented officer but unfortunately utilizing all her energies to resolve her personal issues & most of time busy in court cases which is badly effecting her performance in the institution. Never accepts her mistakes, always taking counseling in a negative way & deflecting responsibility by placing blame on others.

"She never lets things go and tends to make an issue out of situations" in personal aptitude. Along with that you are graded "Average" with the remarks "Not Yet Fit for Promotion"

Supporting documents are enclosed as well.

Hopefully you will try your level best to get rid of these imperfections. One spare copy of this D.O. letter is enclosed. This may be signed and returned to this office for placement in your Character Roll. Please note that nothing is to be written on it except your signature and dates in token of having received this letter. In case the acknowledgement is not returned in this office within a week, it will be presumed that you have accepted the comments and no appeal will be entertained after the specified time.

[Handwritten signature]
Dr. Nasar Jalil
 Assistant Director/ACR

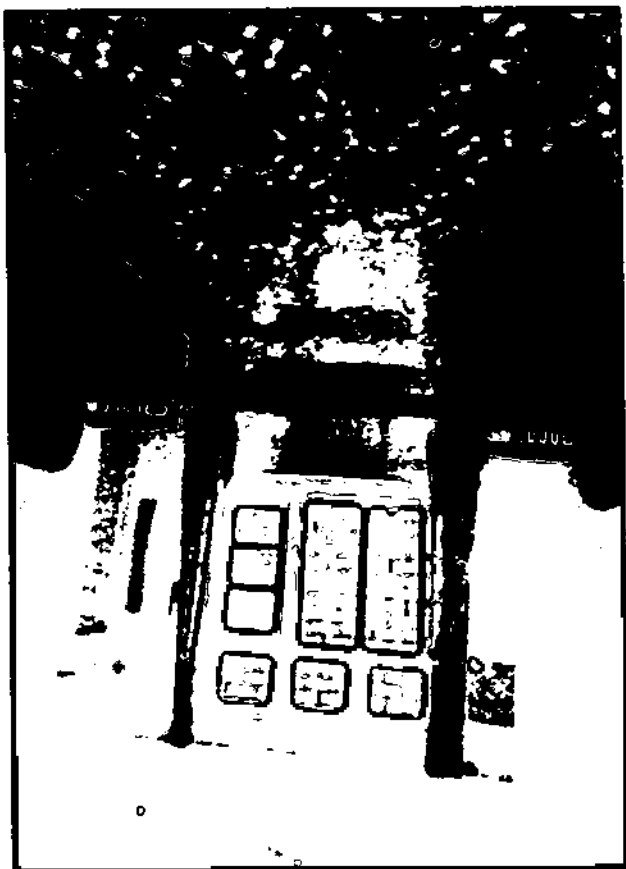
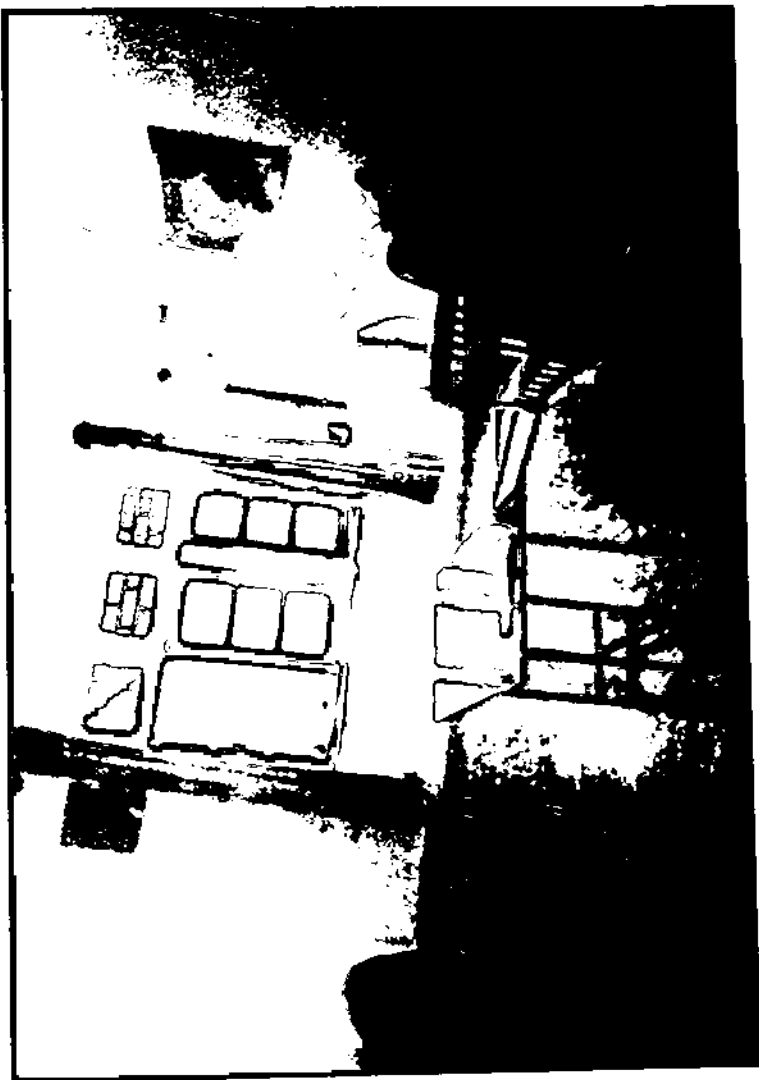
Enclst; No. _____

Copy of the above is forwarded for information and necessary action to;

1. The Director, Regional Directorate HED, Hazara at Abbottabad.

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PART III

INSTITUTIONAL BUREAU OF STANDARDS, 477 RIVINGTON STREET, NEW YORK 17, N.Y.

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- (1) First course in ...
- (2) Fall 2023: Computerized lab preparation ...
- (3) Area Institute ...
- (4) Spring 2023 ...



June 10, 2023

Forwarded

AoA respected HoDs! As terminal exams have been ended and it's time to submit results it will be better if you inform your faculty whether permanent, hired or of allied subjects to submit their course files along with their results.

Regards
Focal Person
QAC

1:09 PM

Forwarded



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1 page · 71 kB · DOCX

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Forwarded

AoA dear PTMs kindly ensure that all faculty in your department must submit course files for spring 2023 according to the content shared above.

Regards

1:09 PM



Director for Govt Girls Degree College,
Haripur.

Universities are autonomous bodies, however, Colleges follow Civil Service Act. Promotion and facilitation of private academies for business purpose in College premises has legal concerns, please.

5:52 AM

Miss Musarat

HoDs share the details in students WhatsApp groups

Kindly, restrain from compelling us via our HODs for promotion of some private academies. If unavoidable, then, display of prior permission letter from Honourable Directorate of Higher Education, KPK in relation to collaboration among said Modern Ways Academy, HED, KPK and University of Haripur, please.

5:57 AM

Highly appreciated, please to ease legal concerns, please

5:58 AM

Additionally, students will divert from their academic studies including quizzes, mid term, final term performance, please as before

5:14 AM

November 14, 2023



June 10, 2023

Forwarded

223 Amama saher
224 Zainab jahangir 9:05 AM

8th semester requested verification for consolidated sheet for correction, if any

9:07 AM



Miss Ayasha Maalik

Ok 3:00 PM

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Papa reached heaven, janaza 10pm community center Havelian, Abbottabad

6:33 PM



November 30, 2023

2nd position in Youth if Hazara Chemistry 7th semester 5:57 AM



Messages and calls are end-to-end encrypted. No one outside of this chat, not even WhatsApp, can read or listen to them. Tap to learn more.

May 16, 2023

Forwarded



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May 31, 2023

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Report of John Environmental Agency
Division, Guinea, Population, Sanitation, Urban Sanitation

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Step for chemistry of Environmental Chemistry
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of lecture presentations
of practical verbal questions and quizzes & discussion
of practical verbal questions and quizzes & discussion
of practical verbal questions and quizzes & discussion

September 11, 2023

August 9, 2023

Miss Misbah

Dear colleagues AoA attached are summary reports spring 2023 on feedbacks from students regarding teacher as well as course evaluation. These reports are directly being shared here so that all of the faculty members could view and check reviews about themselves and about their respective subjects they taught in previous session. Though all members of QAC team worked hard in collection, compilation and summarization of this data but still if you found any query or anything entered incorrectly you may contact Miss Mahwish Malik from Mathematics department as data was compiled under her supervision.

Regards
Misbah karamat
Focal Person
QAC

4:20 PM

Miss Misbah

Forwarded

Course Evaluation.

Message



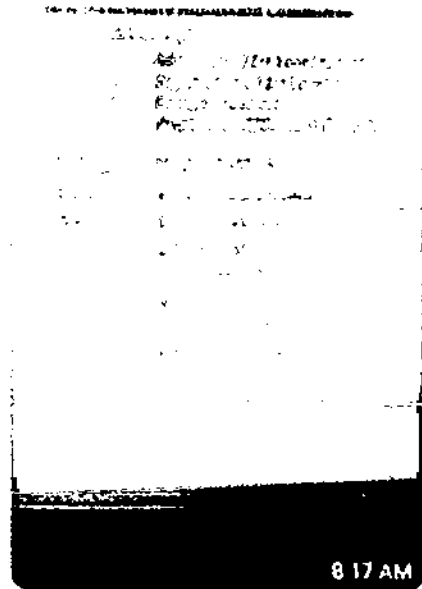
Miss Misbah

Aoa. Admission team is infmrd to attnd the meeting regarding admisen at 11 am in library 8:13 AM

Miss shaista too 8:17 AM

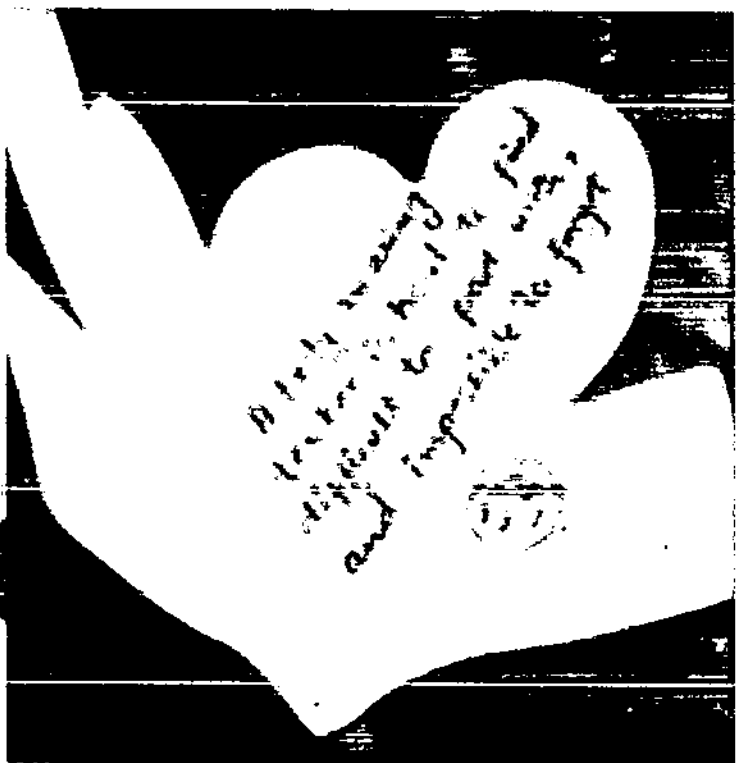
Miss Misbah

Forwarded



Feb 29, 2024

PM 05:55



Miss Misbah
attested true copy
Miss Misbah

Handwritten notes at the top left of the page.

Principal Signature
Dr. Rajat Sharma

Principal Signature
[Signature]

Signature Not Affix Here
Students Print Names Here

SUBJECTS	TEACHER'S NAME	SECTION		TOTAL APPEARANCE	PAID	MARKS
		1	2			
COMPUTER SCIENCE	1. Ms. Divya Sharma	1	2	28	1	88
ECONOMICS	1. Ms. Divya Sharma	1	2	28	1	88
GENERAL MATHS	1. Ms. Divya Sharma 2. Ms. Divya Sharma	1	2	28	1	88
STATISTICS	1. Ms. Divya Sharma 2. Ms. Divya Sharma	1	2	28	1	88

Annual Result of Section 2021-22 Part-II
Comp/General Section
Teachers-Section-2021-22 Part-II
Govt. P.G. School, ...
Contact: 9855-021781

Sl. No.	Name	Section	1	2	Total	Grade
1	Ms. Divya Sharma	Computer Science	85	85	170	A
2	Ms. Divya Sharma	Computer Science	78	78	156	B
3	Ms. Divya Sharma	Computer Science	70	70	140	C
4	Ms. Divya Sharma	Computer Science	75	75	150	B
5	Ms. Divya Sharma	Computer Science	72	72	144	C
6	Ms. Divya Sharma	Computer Science	76	76	152	B
7	Ms. Divya Sharma	Computer Science	74	74	148	C
8	Ms. Divya Sharma	Computer Science	78	78	156	B
9	Ms. Divya Sharma	Computer Science	75	75	150	B
10	Ms. Divya Sharma	Computer Science	72	72	144	C

GOVT. P.G. SCHOOL, ...
ANNUAL RESULT OF SECTION 2021-22 PART II
TEACHERS SECTION
Date: 2022

8

GOVT POSTGRADUATE COLLEGE FOR WOMEN, HAMPUR
 Annual Result of Session 2021-2022 for Part-II
 TEACHERS-SECTIONS-WISE PASS PERCENTAGE RESULT
 YEAR: 2022

S. NO.	SUBJECTS	TEACHER'S NAME	SECTIONS	TOTAL STUDENTS	APPEARED (No. Exam)	ABSENTS	PASSED	PASS %AGE	YEAR: 2022			
									1	2	3	
1	BIOLOGY	1- Ms Shakira Bujhari 2- Ms Shakira Bujhari 3- Ms Anisa	FSC-1	79	79	None	79	100%	PASSED	100%	None	None
			FSC-2	74	74	None	74	100%				
			FSC-3	75	75	None	75	100%				
11	CHEMISTRY	1- Ms Aysha Malik 2- Ms Sumaira Chon 3- Ms Rujda Bibi	FSC-1	84	84	None	84	94%	PASSED	94%	None	None
			FSC-2	78	78	None	78	73%				
			FSC-3	80	80	None	80	59%				
		4- Ms Javeria Haroon	FSC-4	77	75	02	15	80%	PASSED	80%	None	None
			FSC-1	84	84	None	84	94%				
			FSC-2	78	78	None	78	73%				

GOVT POSTGRADUATE COLLEGE FOR WOMEN, HAMPUR
 Annual Result of Session 2022-2023 for Part-II
 TEACHERS-SECTIONS-WISE PASS PERCENTAGE RESULT
 YEAR: 2023

S. NO.	SUBJECTS	TEACHER'S NAME	SECTIONS	TOTAL STUDENTS	APPEARED (No. Exam)	ABSENTS	PASSED	PASS %AGE	YEAR: 2023			
									1	2	3	
1	BIOLOGY	1- Ms Hafiza Ali 2- Ms Hafiza Ali 3- Ms Hafiza Ali	FSC-1	79	79	None	79	100%	PASSED	100%	None	None
			FSC-2	76	76	None	76	100%				
			FSC-3	73	73	None	73	99%				
2	CHEMISTRY	1- Ms Javeria Haroon 2- Ms Sumaira Chon 3- Ms Aysha Malik	FSC-1	76	76	None	76	33%	PASSED	33%	None	None
			FSC-2	74	74	None	74	54%				
			FSC-3	80	80	None	80	75%				
		4- Ms Fahmida Gul	FSC-4	70	69	01	25	64%	PASSED	64%	None	None
			FSC-1	76	76	None	76	33%				
			FSC-2	74	74	None	74	54%				

Handwritten notes:
 9/10
 100%
 100%
 100%
 100%
 100%
 100%

GOVT POSTGRADUATE COLLEGE FOR WOMEN, HARIPUR
Annual Result of Session 2021-2022 Part-I
TEACHERS-SECTIONS-WISE PASS PERCENTAGE RESULT
Year: 2022

Sl. No.	Teacher's Name	Section	Pass	Fail	Total	Pass %	Fail %
1	1-Ms. Sobia Khalid	FSC-1	72	72	144	50%	50%
2	2-Ms. Zahara Azam	FSC-2	89	89	178	50%	50%
3	3-Ms. Zahara Azam	FSC-3	74	74	148	50%	50%
4	1-Ms. Farhat (old)	FSC-1	76	76	152	50%	50%
5	2-Ms. Nematullah	FSC-2	78	78	156	50%	50%
6	3-Ms. Aysha Malik	FSC-3	78	69	147	53%	47%
7	1-Ms. Farhat (new)	FSC-1	79	79	158	50%	50%

Sl. No.	Teacher's Name	Section	Pass	Fail	Total	Pass %	Fail %
1	1-Ms. Methwish Malik	FSC-4	60	60	120	50%	50%
2	2-Ms. Methwish Malik	FSC-5	50	50	100	50%	50%
3	2-Ms. Nabeta Anwar	FSC-5	50	50	100	50%	50%

Prepared By: Saba Mughal Khan
 Lecturer in : Arabic

Principal Signature:
 Or: Nighat Shaheen

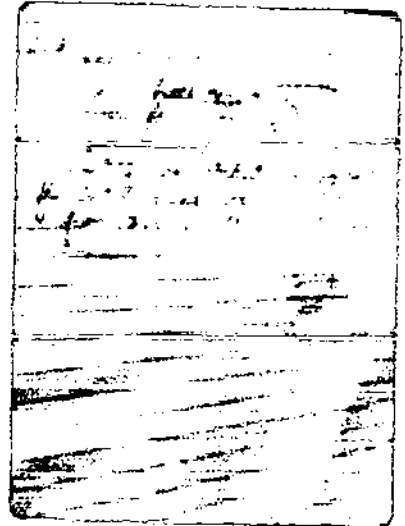
(Handwritten notes and signatures)



Javeria Haroon-F.Sc-I (1st year), F.Sc-I (2nd year), Environmental Chemistry (Chem-III), Applied Chemistry (Chem-VII).
8:44 PM ✓

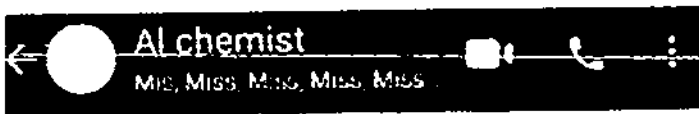


October 31, 2022



@ Miss Fehmida 12:25 PM ✓

November 4, 2022



August 4, 2022

MA Mis Ayesha
Forwarded

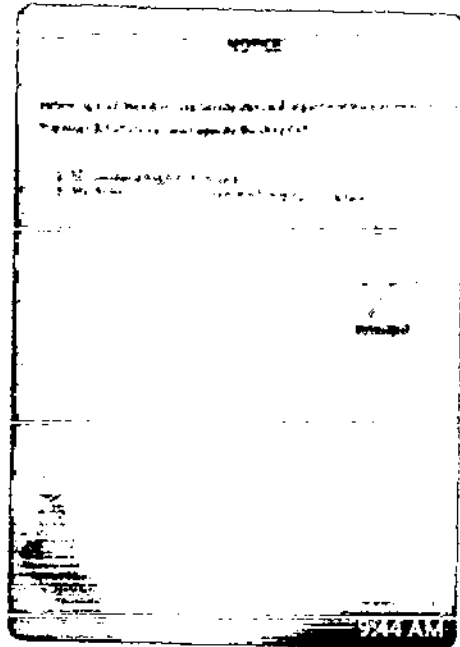
Chemistry Fall 2022-23.docx
23 KB · DOCX

11:00 AM

M Miss Fehmida 1
Analytical 5 . inorganic 1
semester zoology.lab advance
and 1 of 7 semester and fsc 4 2nd
year.
8:11 AM



Miss Fehmida 1



~ Mussarat Jabeen +92 334 8321867
Submit the data of training
aspirants with aforementioned
staff allocated

9:50 AM



Mussarat Jabeen +92 334 8321867
How come? I suppose we were
supposed to motivate the
students. All the HODs did it this
way.

Mussarat Jabeen +92 334 8321867
I did this mess but they are not
interested due to heavy charges.

mostly were interested but they
refuse due to charges.

Mussarat Jabeen +92 334 8321867
No heavy charges 2500 per
month is not too much.

Plus after two months they try to
pay through their earning.

Mussarat Jabeen +92 334 8321867
yup i know y well it's
commendable that some
students study math for both
altruistic reasons, teaching to
support their families, and for
so some growth, dedicating their
time to studies.

Handwritten signature and notes:
Mussarat Jabeen
Submitted the data of training aspirants with aforementioned staff allocated

October 31, 2022

SRNO	SUBJECTS	TEACHER'S NAME	EX. TESTS	TOTAL APPEARED STUDENTS	FAILED	PASSED	PASS %AGE
1	COMPUTER SCIENCE	MRS. ABIDA SULTAN	5	5	0	5	100
2	ECONOMICS	MRS. ABIDA SULTAN	5	5	0	5	100
3	GENERAL MATHS	MRS. ABIDA SULTAN	5	5	0	5	100
4	STATISTICS	MRS. ABIDA SULTAN	5	5	0	5	100

In-Charge Mrs. Abida Sul
Associate Prof. Economics

Prepared By: Shaima Wajid
Assistant Prof. Maths

Dr. Nigam Shafiq

Handwritten signature and notes:
Gathered the copy
Shafiq

GPGC(W)Hr Permanen...
 November 1, 2023

Approx. 75-80 chairs are required in room 46 for BS 1st semesters of Islamiyat+OS Urdu in combo for next full two years 12:27 PM ✓

Half students are taking lectures while standing whole day due to lack of chairs there 12:30 PM ✓

Should need empathy in this regard! 12:32 PM ✓

I have to take their lecture please 12:33 PM ✓

Ms Ruqsana English
 In PG block, at least 200 chairs are in demand. More can also be provided, if available. 12:37 PM ✓

Miss Abida Kashif
 4 Voice message (0:32)
 20 stools needed in zoology lab 12:37 PM ✓

GPGC(W)Hr Permanen...
 Miss Ayesha Maqsood
 Chem dept need 2 rostrum in room 20 and 21
 Also two rostrums for both Chemistry Laboratories I and II 1:03 PM ✓

Miss Kinza Harroon
 Miss Abida Kashif
 Dear staff new Rostrums are available...those who need one in their class provide an application till.
 Room no 45 needs one new rostrum 1:53 PM ✓

Miss Erum
 For AKB room 4 one rostrum needed 2:04 PM ✓

Miss Abida Kashif
 Dear staff.. new Rostrums are available... those who need one in their class provide an application till tomorrow
 Javeria Haroon-6 Rostrum(Physics lab classes I and II, Chemistry lab classes I and II, Chemistry Class Room I and II) plus 4 office chairs for Chemistry Staff room.
 Best regards,
 Incharge Science Block 4:00 PM ✓

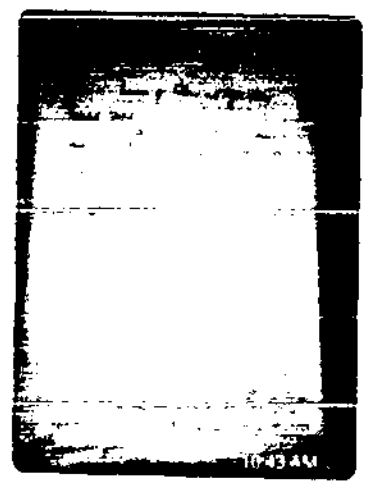
GPGC(W)Hr Permanen...
 November 2, 2023

Ms Ruqsana English
 Dear concerned, we are facing an acute shortage of chairs in pg block. Even for taking papers, chairs are not available. 8:56 AM ✓

Ptz take pics of your exam-taking students for FB page. Share with miss Gula Rana 9:03 AM ✓

Room no. 8, 6 chairs need to be mendable in order to avoid torn clothes 9:23 AM ✓

Miss Abida Kashif
 October 26, 2023



Sent via Bahar sahiba 10:44 AM ✓

Miss Abida Kashif
 4 Voice message (1:11)
 These 4 chairs were returned for two days, and then they were sent back 9:23 AM ✓

Miss Abida Kashif
 3 Voice message (0:37)
 20 chairs needed 9:23 AM ✓

In which room miss?? 9:24 AM ✓

Science Block Needed Chairs
 Physics Lab-1=3
 Physics Lab-2=4
 Chemistry Lab-1=1
 Chemistry Lab-2=2
 Physics Class Room-20=9
 Chemistry Class Room 21=1 9:24 AM ✓

Miss Abida Kashif
 4 Voice message (1:20)
 Stools are also needed 9:24 AM ✓

NOV 02 2023

November 13, 2023

Miss Abida Kashif
 1 Voice message (0:22)
 4 chairs needed in Chemistry Staff room 9:24 AM ✓

Handwritten notes and signatures:
 Miss Ayesha Maqsood
 Miss Kinza Harroon
 Miss Erum
 Miss Abida Kashif
 Javeria Haroon
 Incharge Science Block
 Signature: Javeria Haroon



Government



October 3, 2023

Postgraduate College For

Women, Haripur

**Duty List For Session 2023-2024
Of Assistant Professor**

Ms. Dr. Javeria Haroon, Chemistry

- ▲ Area Incharge
- ▲ Fee Concession 2nd Year Science
- ▲ Program Team Members (Q E C)

Miss Fehmida Gul

Dear staff members monthly test will be conducted in respective class of the subject. No one will be allowed to take class in zero period even test. some departments of bs observed class in zero period which is in serious observation of the authority. In case of any violation disciplinary action will be taken .hope all you will follow the instructions delivered by mam principal.

7.02 PM



September 20, 2023

- Nutrat Nazir +92 334 5111769

This message was deleted by admin Miss Fehmida Gul

12:37 PM

Miss Fehmida Gul
Staff members have been directed to follow the college timings strictly. Can't leave before 1.30 .

1:13 PM



September 30, 2023

Sob: 8 9:30

Forwarded

It is inform to all the concerned that from 2.10.2023 college timings will be 8.30 to 2.00pm

12:10 PM



Miss Faiza Khan

Fine of the following teachers of 2nd year FSc has been received only.

Submitted the fine of fsc 5, along with test absentee list

7:56 AM

Miss Abida Kashif

Forwarded

Fsc 1, 2 and 3 of 2nd year: Faiza Khan

Fsc 4, Sec A, and Sec B: Ms Sehrish

10:40 AM

Miss Abida Kashif



1:17

10:42 AM

Miss Abida Kashif

Fsc 1, 2 and 3 of 2nd year: Faiza K
Fsc 4, Sec A, and Sec B: Ms Sehrish

Submitted

10:47 AM

Prof. Dr. Javeria Haroon
Higher Education Department
Haripur

Fehmida Gul

Missed the copy
of the certificate sent
after the completion of my
studies

~~Miss~~

Miss Amman Ibrahim

Miss Fozia Bunki

Miss Shama Nazeem

Miss Janekia Haroon

Miss Sumaira Chan

Miss Ayesha Malik

Miss Ferdida Qazi

Miss Rujia

Department of Chemistry
dated-13th October, 2003

HCD

The following students have been
admitted to the Department of
Chemistry for the session of 2003-04.
The Department is pleased to
inform you that the college time is
over and it is not permitted and
arrival of departmental things must
be as per scheduled by the
Institute.

NOTICE

November 6, 2023

Mussarat Jabeen +92 334 8321867
Forwarded

forms.gle
<https://forms.gle/LQREpcJLSc7C7mbk6>
forms.gle

**Modern Ways Academy - UoH
Special Offer for Gov't Girls
Degree College, Haripur.**
With changing economic conditions, it has become a necessity for students to become "Financially Independent" and also "support their parents in running home economy".
As Director of this initiative, it is my dream to make at least 10 thousand students from Haripur to be Financially Independent. For this purpose, you will have to learn a skill for Freelancing. Freelancing is also becoming a global trend. It makes you able to generate income from home. Seeing your diverse requirements we have included following diverse Freelancing Courses.
1. Amazon
2. Content Writing

Program Fee Structure:
To ensure accessibility for all students, we have divided a the stipend free structure. The total course fee is 20,000 PKR however, to give maximum number of students with the opportunity to become financially independent we are giving students an option to pay 2000 PKR per month during the course of 10 months. After they have successfully generated income through the course we have taught, they will pay the balance of 18,000 PKR in two months. This arrangement enables students to afford the program while providing them with the financial independence necessary to meet their educational purposes.
Payment Collection and Admission Process:
We kindly request the Government Girls Degree College, Haripur to oversee the collection of monthly course fees. The admission information and guidance for students will be provided to the department's administrative office. They will assist students in the admission process and receive the monthly fees as per the agreed structure.

October 30, 2023

Mussarat Jabeen +92 334 8321867

ModrenWays Academy.pdf
2 pages · 598 KB · PDF

@HoDs! Kindly share this self explanatory offer with ur staff n students and submit data of interested students n faculty members for both on-line classes and on campus training within two days to the following staff members
1. Ms. Aneesa (Lec.in Statistics)
2. Ms. Amina(Lec.in English)

1:18 PM

on the following link:
<https://wa.me/message/72568R0D44XRT11>
Course timings:
On campus after classes and online 09 to 10 pm.
Teachers, students, staff and your siblings can take benefit of this offer.
Looking forward to see you in the class.

Naveed Hussain Shah
Director
Modern Ways Academy
The University of Haripur
0311 5369715 (WhatsApp only)

@ HoDs share the details in students WhatsApp groups

Dear inter teaching faculty...
Please ensure the timely submission of monthly absentee lists for your classes. These lists should be submitted during the first week of each following

Mussarat Jabeen +92 334 8321867

Mussarat Jabeen +92 334 8321867
@HoDs! Kindly share this self explanatory offer with ur staff n students and submit data of interest.

@HoDs! Hvnt received any data from any department yet.....if not received today in all respects will definitely be counted n reported as uncooperative attitude....looking forward for a positive response
Focal Person,
Trainings & Collaborations
Capacity Building Cell

10:01 AM

On campus training classes possibility will be from 2 pm to 3 pm

10:20 AM

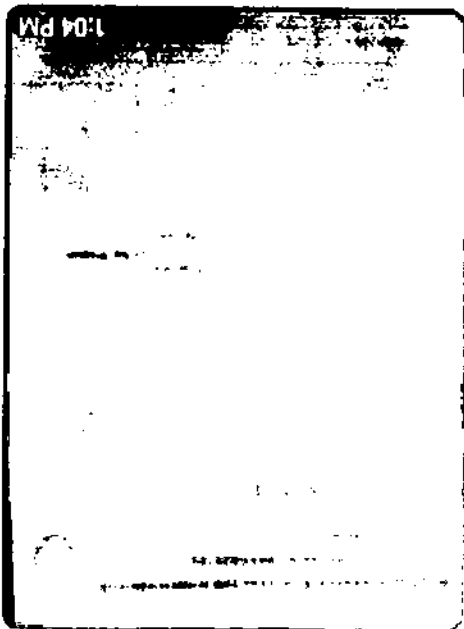
Handwritten signatures and notes:
Higher Ed. Khushai P...
Hussain
Aneesa
Amina

Handwritten notes:
Miss G...
Miss G...
Miss G...
Miss G...

Meeting in principal office on
Wednesday 26 Oct 2022



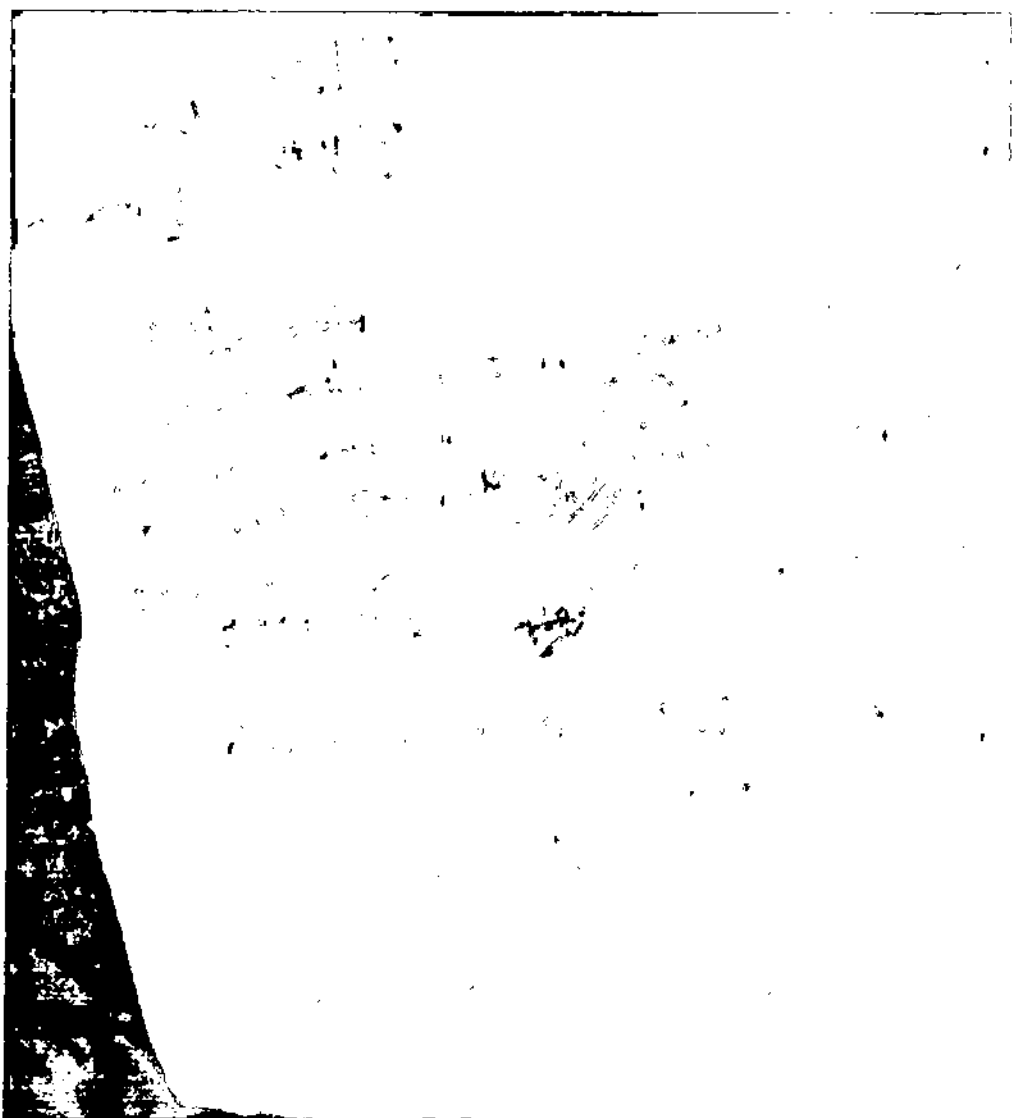
Share photo



Share photo

October 24, 2022

GPCC(W) Hr Permanen...
Miss, Miss, Miss, Miss, Miss G...



GOVT. POST GRADUATE COLLEGE FOR WOMEN HARIPUR


To Whom It May Concern

No. 5017


Date. 15-10-2020

It is to substantiate that Dr. Javeria Haroon (Assistant Prof.) d/o Muhammad Haroon has been regularly availing Day Care Room facility of this institution for her three kids namely Fatima (5 years), Hassan (3 years), Zainab (2 years) since 2015 till today.

Incharge Day-care -
Mst Neelum Naz ^{Neelum}
Asst. Prof Mathematics


Prof. Dr. Nighat Shabeen,
Principal,
GPGCW, Haripur.

Principal
G.P.G.C For Women
Haripur

Dr. Javeria Haroon
Higher Education Department
Khyber Pakhtunkhwa
West of Haripur


TO WHOM IT MAY CONCERN

It is to state that Ms. Javeria Haroon remained emotionally stable and was always non-problematic and cooperative during her teamwork as Coordinator of BS Chemistry Examination (2017-2021).



BS Controller of Examination (2017-2022),
Govt. Post Graduate College for Women,

Haripur.

Ms. Javeria Haroon
Department
Handwritten signature
Handwritten signature

Handwritten notes and stamps:
M. J. ...
6/16/21
MAY 15 2021
DEPARTMENT OF CHEMISTRY
UNIVERSITY OF CALIFORNIA

1) Ms. Regina Davis (HAB Chemistry (Sep 2018 to Sep 2021))
2) Ms. Abida Lyul (General Furniture Ordered)
(Worked as our area incharge 15 Aug to Oct 2021)

Thanking you in anticipation,

Ms. Tanveer Hasan, Assistant Professor of Chemistry
emerged emotionally stable during her assign duties
in association with us and never must have a team
work.

Thank you!
It May Concern!

20