

BEFORE THE HONORABLE SERVICE TRIBUNAL,
KHYBER PAKHTUNKHWA

SERVICE APPEAL NO.1371/2023

Mst. Attia Bibi

..... (Petitioner)

VERSUS

**GOVERNMENT OF KHYBER PAKHTUNKHWA
THROUGH SECRETARY & DIRECTOR HIGHER,
EDUCATION, PESHAWAR**

..... (Respondents)

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25.11.24
A. Abad


SECTION OFFICER (LITIGATION-II)
HIGHER EDUCATION DEPARTMENT

**BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
CAMP COURT, ABBOTTABAD.**

S.A # 1371/2023

Mst. Attia Bibi.....Appellant

Versus

Govt. of Khyber Pakhtunkhwa

Through Secretary

and Director, Higher Education Peshawar..... Respondents

SUBJECT: PARAWISE COMMENTS ON BEHALF OF RESPONDENTS NO. 1 & 2.

**Khyber Pakhtunkhwa
Service Tribunal**

Respectfully Sheweth: -

Diary No. 14484

Preliminary Objections:-

Dated 24-07-2024

1. That the appellant has got neither cause of action nor locus standi to file the instant Service appeal.
2. That the appellant has not come to this Honourable Tribunal with clean hands.
3. That the appellant is trying to conceal material facts.
4. That the appellant is estopped by his own conduct to file the instant service appeal.
5. That vide order dated 13/09/2023, the appellant has been re-instated into service, hence the instant Service Appeal become infructuous.

Facts: -

- 1) Correct.
- 2) Incorrect. That appellant was appointed as Lab Attendant vide office order dated 31/05/2022 at GGDC No. 2 Haripur (**Annex-I**). During her probation period, complaints of her habitual absentees, negligence in performing duties and misbehaviour were received (**Annex-II**). In this regard, several explanations were called from the appellant (**Annex-III**) and warning was also issued (**Annex-IV**) but she did not mend her behaviour and finally the concerned Principal constituted inquiry committee which submitted its report on 11/11/2022 (**Annex-V**) and recommended disciplinary action against her. Warning letter was issued to the appellant on 28.11.2022 (**Annex-VI**). The matter was also reported to JMC Coordinator vide letter dated 03/12/2022 (**Annex-VII**). Committee of six members were constituted by the Principal (**Annex-VIII**). Charge Sheet was served upon the appellant on her home address (**Annex-IX**). Absence notices were published on 13/01/2023 in Daily Nawa-e-Hazara, Daily Mahsib, Daily Akhbar Peshawar, and City news and on 14.01.2023 in daily Muhsaib (**Annex-X**). Show Cause notice dated 21.01.2023 was issued on her home address but she did not turn up. Finally vide order dated 31.01.2023, she was dismissed from service (**Annex-XI**).
- 3) Incorrect. As already explained at Para-2. Moreover, her biometric attendance is attached as (**Annex-XII**) where it can be verified that she was absent from duty without the approval of competent authority for 10 days in month of October, 2022, 16 days in November, 19 days in December and whole of the month of January, 2023.
- 4) Correct to the extent that vide order dated 31/01/2023, the appellant was dismissed from service. Rest of the para pertains to record.
- 5) Correct to the extent that the appellant filed departmental appeal and Respondent No. 02 nominated Prof. Azhar Mehmood to conduct fact finding inquiry (**Annex-XIII**) and accordingly he submitted his report on 18.03.2023 (**Annex-XIV**). After that, de-novo inquiry was conducted by Mr. Azhar latif Awan (**Annex-XV**) and he submitted report on 02/08/2023 (**Annex-XVI**). The appellate authority after examining the record reinstated the appellant vide office order dated 13/09/2023 (**Annex-XVII**). The intervening period w.e.f 01.02.2023 to 04.09.2023 was converted into leave without pay as the appellant

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

SA # 1371/2023

Atia Bibi..... Petitioner

Versus

Govt. of Khyber Pakhtunkhwa
Through Chief Secretary
and others,

Respondents

AFFIDAVIT

I, Fareedullah Shah, Director, Higher Education, Khyber Pakhtunkhwa, do hereby declare and affirm on oath that the contents of parawise comments are correct to the best of my knowledge and belief and that nothing has been concealed from this Honourable Court. It is further stated on oath that in this appeal, the answering respondents have neither been placed ex-parte nor their defence has been struck off/*cost*.

Identified by:

[Signature]
Deponent
CNIC No. 1101-456092-7
Mobile No. 03339151399

Respondent no-2

ATTESTED



24-07-2024

66

**DIRECTORATE OF HIGHER EDUCATION
KHYBER PAKHTUNKHWA
KHYBER ROAD, PESHAWAR**

Tel # 091-2650024 / Fax # 091-2260181

E-mail:- dhekpkesh@gmail.com [Facebook.com/dhekpkesh](https://www.facebook.com/dhekpkesh) [Twitter.com/dhekpkesh](https://twitter.com/dhekpkesh)

AUTHORITY LETTER

Mr. Sohrab Khan, Assistant Professor of Law, Government Degree College Matrha, Peshawar is hereby authorised to submit parawise comments in Service Appeal No. 1371/2023 titled "Atia Bibi VS Govt. Khyber Pakhtunkhwa" on behalf of respondents.


Director,
Higher Education, Peshawar

71
2

did not serve during that period so she is not entitled for salary of the said period on the principal of "No Work, No Pay."

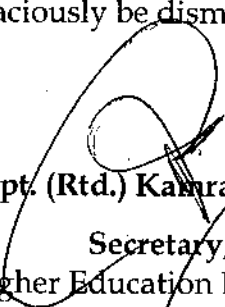
- 6) Incorrect. The instant service appeal has already become infructuous as vide order dated 13/09/2023, she has been reinstated into service.


Grounds: -

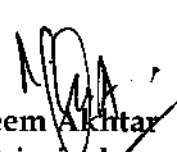
- a) As already explained at para 05 of the facts.
- b) Incorrect. As explained at para 02 of the facts.
- c) As already explained in preceding paras.
- d) As already explained in preceding paras.
- e) As already explained in preceding paras.
- f) As already explained at paras 02, 03 and 05 of the facts.
- g) Incorrect.
- h) As already explained at preceding paras 02 and 05 of facts.
- i) Need no comments.

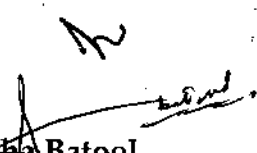
Prayers: -

It is, therefore, humbly prayed that the instant case is devoid of merit, hence may graciously be dismissed with appropriate costs.


Capt. (Rtd.) Kamran Ahmad Afridi
Secretary,
Higher Education Department
Respondent No. 1


Fazeedullah Shah
Director,
Higher Education Department
Respondent No. 2


Naeem Akhtar
Principal,
GPGC, Haripur
Respondent No. 3


Ayesha Batool
Principal,
GGDC No. 02 Haripur
Respondent No. 4



OFFICE OF THE PRINCIPAL GOVERNMENT
DEGREE COLLEGE NO. 2 HARIPUR.

Ann-I

6
3

E-mail: ggdc.haripur2@gmail.com

Phone: 0995

No. 1195 / Appointment/C-IV

Dated Haripur the 31/5/2022


OFFICE ORDER

Consequent upon the approval of Departmental selection Committee, the following candidates are hereby appointed as Class-IV in BPS-3(9610-390-21310) plus usual allowances as admissible under the rules against vacant post as mentioned against their names with effect from their taking over charge.

Sr. No.	Name of Officials	Fathers/Husband Name	Appointed as	Remarks
1	Attiya Bibi	Mehboob Elahi (Late)	Lab Attendant	Against Vacant Post

Terms & Conditions

1. The appointment is purely on temporary basis and liable to be terminated at any time without assigning any notice. In case of they wish to resign from the post they will have to give one month's notice of forfeit their one month salary in lieu thereof.
2. They should produce the following Documents:-
 - a. Age & Health Certificate from Medical Superintendent District Headquarter Hospital Haripur
 - b. Computerized National Identity Card Copy
3. The age must not exceed 40 years and less than 18 years. The appointment have been made under all term & conditions laid down by the Government for the post.
4. All the Candidates are hereby directed to assume their charge within 15 days after issuance of the appointment order, failing which their appointments shall stand automatically cancelled.
5. They will be probation period of One Year.
6. Charge report should be submitted to all concerned.



Principal
Govt. Girls Degree College No.2
Haripur

Dated Haripur the 31/5/2022

Endst: No. 1196-1200 / Appt. order/C-IV

Copy of the above is forwarded to:-

1. The Director Higher Education Khyber Pakhtunkhwa Peshawar.
2. The District Account Officer Haripur
3. The District Coordinator (JMC) Principal GPGC Haripur
4. The Official Concerned
5. The Personal files record


Principal
Govt. Girls Degree College No.2
Haripur

8.11.2022
مہاراجہ

[Signature]

[Signature]
Class 12
Incharge
Date: 8.11.22

مہاراجہ

مہاراجہ صاحب، 8 نومبر 2022ء کو
مہاراجہ صاحب، 8 نومبر 2022ء کو
مہاراجہ صاحب، 8 نومبر 2022ء کو
مہاراجہ صاحب، 8 نومبر 2022ء کو
مہاراجہ صاحب، 8 نومبر 2022ء کو
مہاراجہ صاحب، 8 نومبر 2022ء کو
مہاراجہ صاحب، 8 نومبر 2022ء کو
مہاراجہ صاحب، 8 نومبر 2022ء کو
مہاراجہ صاحب، 8 نومبر 2022ء کو
مہاراجہ صاحب، 8 نومبر 2022ء کو

(4)

(25)

مہاراجہ

[Signature]

8.11.2022

Cleanliness Member
B.S. Salim Ramez
[Signature]

Date : 5-11-2022

Being a member of cleanliness committee I have asked Atiya to perform her duties of cleanliness, she refused on the ground that she has been appointed as a lab attendant not a sweeper.

Respected Madam
Groot Girls Degree College No.2
Hampur

[Circular Stamp]

(2) (5)

4/1/22

05-11-2022

[Handwritten signature]

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[Small handwritten text]

[Bottom handwritten text]

To

The Principal
Govt. Girls Degree College No.2
Haripur

Subject: Application about Poor Compliance of cleanliness.
Duty by class-4.

Madam,

with due respect its stated that Atiya Bibi Lab, attendant is not doing her task of cleanliness. In Response of verbal explanation by Incharge she misbehaved. Her attitude is totally non professional. She misbehaved with cleanliness committee members also before students.

Kindly take necessary disciplinary action against her

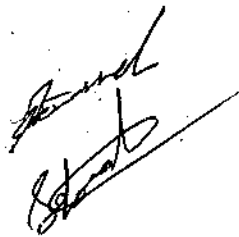
Thank you

Incharge cleanliness

Ambreen Dilawar

Wec in Chemistry

Date: 7-11-2022.



(25)

①

⑦

The Principal,
GGDC no 2
Haripur

Subject: Complaint against unprofessional behaviour

Respected Madam,

It is very humbly brought to your kind notice that a ceremony of the Proctorial board was held. Attia bibi, one of our supporting staff members of the Entertainment Committee was absent, despite knowing that she was assigned a duty. Her absence caused a lot of burden on other members. Therefore, you are requested to take action about this non-serious behaviour.

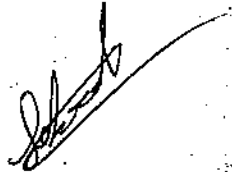
I hope you will consider my request.

Yours sincerely,

In charge of Entertainment Committee

Miss Sadia Bibi

Sadia Bibi



12:00 PM 2022

[Handwritten signature]

ایڈوائسنگ چیف ایگزیکٹو آفیسر
سٹیٹس/سٹیٹس
سیکرٹری جنرل، ای.ای.سی

[Handwritten signature]

السلامتہ

سٹیٹس/سٹیٹس ایگزیکٹو آفیسر

To
M. Shamsul
Fazla

میں نے سٹیٹس ایگزیکٹو آفیسر سے رابطہ کیا ہے۔
انہوں نے کہا کہ وہ سٹیٹس ایگزیکٹو آفیسر سے رابطہ کیا ہے۔
انہوں نے کہا کہ وہ سٹیٹس ایگزیکٹو آفیسر سے رابطہ کیا ہے۔
انہوں نے کہا کہ وہ سٹیٹس ایگزیکٹو آفیسر سے رابطہ کیا ہے۔
انہوں نے کہا کہ وہ سٹیٹس ایگزیکٹو آفیسر سے رابطہ کیا ہے۔
انہوں نے کہا کہ وہ سٹیٹس ایگزیکٹو آفیسر سے رابطہ کیا ہے۔
انہوں نے کہا کہ وہ سٹیٹس ایگزیکٹو آفیسر سے رابطہ کیا ہے۔
انہوں نے کہا کہ وہ سٹیٹس ایگزیکٹو آفیسر سے رابطہ کیا ہے۔
انہوں نے کہا کہ وہ سٹیٹس ایگزیکٹو آفیسر سے رابطہ کیا ہے۔
انہوں نے کہا کہ وہ سٹیٹس ایگزیکٹو آفیسر سے رابطہ کیا ہے۔

(b)

[Handwritten signature]
سٹیٹس ایگزیکٹو آفیسر

[Handwritten signature]

Date: 22 Nov 2022

Exchange
class II

[Handwritten signature]

جس کا نام ہے وہ ہے ...
جس کا نام ہے وہ ہے ...
جس کا نام ہے وہ ہے ...

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جس کا نام ہے وہ ہے ...

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(38)

10

جس کا نام ہے وہ ہے ...

To

The Principal

Govt. Girls Degree College No. 2

Havbua

Subject: Complaint Regarding misbehaviour of class-4

Madam,

Its humbly stated that being cleanliness

incharge I am facing many problems due to

non serious attitude of Atia Bibi. when

I inquired her about non completion of task

given to her she misbehaved with me her

voice was very loud as well. she refused

to do further duties also. Kindly inquire

the matter.

Thank you

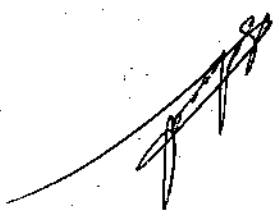
Yours Truly

Amreen Dikar

Cleanliness Incharge

Date:

Date: 22.11.2022
Amreen Dikawa
Yours Truly



Thank you

take action against her.
and maintenance condition is very bad. kindly
her duty since last few days. Kab's cleanliness
her duties are very poor. She is absent from
Kab Attendant attia bibi her compliance towards
being cleanliness change I am not satisfied by
with due respect its stated that
Madam,

Subject: Complaint letter about class-4

Havipur

Govt. Girls Degree College No. 2

The Principal



(37)

(18)

Dated: 16th Nov 2022

[Signature]

- 1- Ms. Shompa Barua - Incharge class IV
- 2- Ms. Fouza - Member class IV

- "স্বপ্ন" এর উপর
 একটি গল্প লিখুন
 যাতে স্বপ্নের
 মাধ্যমে
 মানুষের
 জীবন
 পরিবর্তিত
 হয়।

শান্তি

১৯/১১/২২
 ১৯/১১/২২
 ১৯/১১/২২

[Handwritten signature]

Date: 10 Nov 2022

Class IV

[Handwritten signature]

[Handwritten signature]

[Faded handwritten text, possibly bleed-through from the reverse side of the page]

133

(14)

(20)

(1)

Ant-111

Seen by me
11-11-2022

Dated: 11 Nov 2022

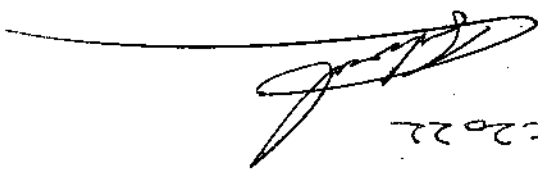
Blomberg
Incharge
Class IV

now the
is

Handwritten text in Urdu script, appearing to be a list or notes. The text is written in a cursive style and is somewhat difficult to decipher due to the handwriting and some fading. It seems to contain several lines of text, possibly related to a report or a list of items.

ANK-114





Dated: 27 Dec 2022

Abulhasan

Handwritten notes in Urdu

Main body of handwritten text in Urdu, containing several lines of script.

Handwritten signature and text at the bottom left.

Office order no. 98 Dated 27/12/22

(16)

(75)

Not accepted
7-11-2022

Shamsher
Incharge
class IV

Pandipal
GSDC No 2
Hampur.

Handwritten notes in Urdu script, appearing to be a list or set of instructions. The text is written in a cursive style and includes words like 'فولور' (Follower) and 'دائیں' (Right).

Handwritten Urdu text at the bottom of the notes section.

(17)

22/11/22

(2)

Handwritten Urdu text at the very bottom of the page, possibly a signature or reference.

Dated: 10/11/22

[Handwritten signature]

- 3-
- 2- Member class IV : Ms. Farza Khan
- 1- Incharge class IV : Ms. Shamsul Bariq. Ushty Bakh

3- 1- 2- 3- 4- 5- 6- 7- 8- 9- 10- 11- 12- 13- 14- 15- 16- 17- 18- 19- 20- 21- 22- 23- 24- 25- 26- 27- 28- 29- 30- 31- 32- 33- 34- 35- 36- 37- 38- 39- 40- 41- 42- 43- 44- 45- 46- 47- 48- 49- 50- 51- 52- 53- 54- 55- 56- 57- 58- 59- 60- 61- 62- 63- 64- 65- 66- 67- 68- 69- 70- 71- 72- 73- 74- 75- 76- 77- 78- 79- 80- 81- 82- 83- 84- 85- 86- 87- 88- 89- 90- 91- 92- 93- 94- 95- 96- 97- 98- 99- 100- 101- 102- 103- 104- 105- 106- 107- 108- 109- 110- 111- 112- 113- 114- 115- 116- 117- 118- 119- 120- 121- 122- 123- 124- 125- 126- 127- 128- 129- 130- 131- 132- 133- 134- 135- 136- 137- 138- 139- 140- 141- 142- 143- 144- 145- 146- 147- 148- 149- 150- 151- 152- 153- 154- 155- 156- 157- 158- 159- 160- 161- 162- 163- 164- 165- 166- 167- 168- 169- 170- 171- 172- 173- 174- 175- 176- 177- 178- 179- 180- 181- 182- 183- 184- 185- 186- 187- 188- 189- 190- 191- 192- 193- 194- 195- 196- 197- 198- 199- 200- 201- 202- 203- 204- 205- 206- 207- 208- 209- 210- 211- 212- 213- 214- 215- 216- 217- 218- 219- 220- 221- 222- 223- 224- 225- 226- 227- 228- 229- 230- 231- 232- 233- 234- 235- 236- 237- 238- 239- 240- 241- 242- 243- 244- 245- 246- 247- 248- 249- 250- 251- 252- 253- 254- 255- 256- 257- 258- 259- 260- 261- 262- 263- 264- 265- 266- 267- 268- 269- 270- 271- 272- 273- 274- 275- 276- 277- 278- 279- 280- 281- 282- 283- 284- 285- 286- 287- 288- 289- 290- 291- 292- 293- 294- 295- 296- 297- 298- 299- 300- 301- 302- 303- 304- 305- 306- 307- 308- 309- 310- 311- 312- 313- 314- 315- 316- 317- 318- 319- 320- 321- 322- 323- 324- 325- 326- 327- 328- 329- 330- 331- 332- 333- 334- 335- 336- 337- 338- 339- 340- 341- 342- 343- 344- 345- 346- 347- 348- 349- 350- 351- 352- 353- 354- 355- 356- 357- 358- 359- 360- 361- 362- 363- 364- 365- 366- 367- 368- 369- 370- 371- 372- 373- 374- 375- 376- 377- 378- 379- 380- 381- 382- 383- 384- 385- 386- 387- 388- 389- 390- 391- 392- 393- 394- 395- 396- 397- 398- 399- 400- 401- 402- 403- 404- 405- 406- 407- 408- 409- 410- 411- 412- 413- 414- 415- 416- 417- 418- 419- 420- 421- 422- 423- 424- 425- 426- 427- 428- 429- 430- 431- 432- 433- 434- 435- 436- 437- 438- 439- 440- 441- 442- 443- 444- 445- 446- 447- 448- 449- 450- 451- 452- 453- 454- 455- 456- 457- 458- 459- 460- 461- 462- 463- 464- 465- 466- 467- 468- 469- 470- 471- 472- 473- 474- 475- 476- 477- 478- 479- 480- 481- 482- 483- 484- 485- 486- 487- 488- 489- 490- 491- 492- 493- 494- 495- 496- 497- 498- 499- 500- 501- 502- 503- 504- 505- 506- 507- 508- 509- 510- 511- 512- 513- 514- 515- 516- 517- 518- 519- 520- 521- 522- 523- 524- 525- 526- 527- 528- 529- 530- 531- 532- 533- 534- 535- 536- 537- 538- 539- 540- 541- 542- 543- 544- 545- 546- 547- 548- 549- 550- 551- 552- 553- 554- 555- 556- 557- 558- 559- 560- 561- 562- 563- 564- 565- 566- 567- 568- 569- 570- 571- 572- 573- 574- 575- 576- 577- 578- 579- 580- 581- 582- 583- 584- 585- 586- 587- 588- 589- 590- 591- 592- 593- 594- 595- 596- 597- 598- 599- 600- 601- 602- 603- 604- 605- 606- 607- 608- 609- 610- 611- 612- 613- 614- 615- 616- 617- 618- 619- 620- 621- 622- 623- 624- 625- 626- 627- 628- 629- 630- 631- 632- 633- 634- 635- 636- 637- 638- 639- 640- 641- 642- 643- 644- 645- 646- 647- 648- 649- 650- 651- 652- 653- 654- 655- 656- 657- 658- 659- 660- 661- 662- 663- 664- 665- 666- 667- 668- 669- 670- 671- 672- 673- 674- 675- 676- 677- 678- 679- 680- 681- 682- 683- 684- 685- 686- 687- 688- 689- 690- 691- 692- 693- 694- 695- 696- 697- 698- 699- 700- 701- 702- 703- 704- 705- 706- 707- 708- 709- 710- 711- 712- 713- 714- 715- 716- 717- 718- 719- 720- 721- 722- 723- 724- 725- 726- 727- 728- 729- 730- 731- 732- 733- 734- 735- 736- 737- 738- 739- 740- 741- 742- 743- 744- 745- 746- 747- 748- 749- 750- 751- 752- 753- 754- 755- 756- 757- 758- 759- 760- 761- 762- 763- 764- 765- 766- 767- 768- 769- 770- 771- 772- 773- 774- 775- 776- 777- 778- 779- 780- 781- 782- 783- 784- 785- 786- 787- 788- 789- 790- 791- 792- 793- 794- 795- 796- 797- 798- 799- 800- 801- 802- 803- 804- 805- 806- 807- 808- 809- 810- 811- 812- 813- 814- 815- 816- 817- 818- 819- 820- 821- 822- 823- 824- 825- 826- 827- 828- 829- 830- 831- 832- 833- 834- 835- 836- 837- 838- 839- 840- 841- 842- 843- 844- 845- 846- 847- 848- 849- 850- 851- 852- 853- 854- 855- 856- 857- 858- 859- 860- 861- 862- 863- 864- 865- 866- 867- 868- 869- 870- 871- 872- 873- 874- 875- 876- 877- 878- 879- 880- 881- 882- 883- 884- 885- 886- 887- 888- 889- 890- 891- 892- 893- 894- 895- 896- 897- 898- 899- 900- 901- 902- 903- 904- 905- 906- 907- 908- 909- 910- 911- 912- 913- 914- 915- 916- 917- 918- 919- 920- 921- 922- 923- 924- 925- 926- 927- 928- 929- 930- 931- 932- 933- 934- 935- 936- 937- 938- 939- 940- 941- 942- 943- 944- 945- 946- 947- 948- 949- 950- 951- 952- 953- 954- 955- 956- 957- 958- 959- 960- 961- 962- 963- 964- 965- 966- 967- 968- 969- 970- 971- 972- 973- 974- 975- 976- 977- 978- 979- 980- 981- 982- 983- 984- 985- 986- 987- 988- 989- 990- 991- 992- 993- 994- 995- 996- 997- 998- 999- 1000



[Handwritten signature]

Dated: 24 Oct 2022

class 11
Incharge
Abhinav Bhatnagar

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Handwritten text

Handwritten text in Hindi, appearing to be a letter or report. The text is written in a cursive style and is somewhat difficult to read due to the handwriting. It seems to contain several lines of text, possibly describing an event or a situation.

(18)
(6)

Handwritten signature

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Handwritten signature

Received: 27-10-2022

Almij

Dated: 27 Oct-2022

Class IV
Exchange

Alhambra Bank

- Co. No.

میں نے اس کے لئے رقم جمع کروائی ہے اور اس کے ساتھ ساتھ اس کے لئے رقم بھی جمع کروائی ہے۔

اس کے ساتھ ساتھ اس کے لئے رقم بھی جمع کروائی ہے۔

اس کے لئے رقم جمع کروائی ہے اور اس کے ساتھ ساتھ اس کے لئے رقم بھی جمع کروائی ہے۔

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22



**OFFICE OF THE PRINCIPAL GOVERNMENT
GIRLS DEGREE COLLEGE NO 2, HARIPUR**

E-Mail: gdc.haripur2@govibj.com

Phone: 0995-62780



No. 1603

Dated: 11-11-2022

To

**The Principal
GGDC-2
Haripur**

Subject: Inquiry Report of Ms. Attiya Bibi

Respected Principal,

Reference to the above cited Inquiry, we are pleased to present our findings and recommendations for your kind information and further action.

Complainants:

- Principal
- Ms.

Charges:

- Non-compliance of assigned duties
- Absence without any intimation
- Mis-conduct with senior staff

Description and Findings:

- When Ms. Attiya was asked about why she is not performing her assigned duties, she replied that it was not her job to do every kind of work. Moreover, she has very rudely conveyed that she will work according to her own will and is not bound to accept all kinds of orders made by higher authorities
- When asked why she was absent from her duties on installation ceremony, and why she did not attend the phone call of principal? she could not make any satisfactory reply and pretended that she was sick. In support of her excuse, she presented an incomplete OPD slip having no signatures of MS, no recommendations for bed rest or leave etc.
- When asked that there are several complaints related to her misconduct and non-compliant behavior which have been repeatedly observed by many senior officers in the college, she could not provide any satisfactory answer and said that it is not her duty

Observations and Conclusion:

- The Inquiry team observed that she is reluctant to accept her mistakes and not ready to reform her behavior
- She is cleverly trying to confuse her assigned duties with cleanliness, whereas it has been observed that she is not performing all of the assigned duties
- She has refused to accept and sign the explanation letter which shows that she has serious contemptible behavioral issues which are not only problematic for the senior staff but also incorrigible
- Based upon the team findings, it is recommended that there is need to take disciplinary action against her as further leniency may further harm the overall discipline of the college

Inquiry Panel:

Received
11-11-2022

Name of panelist	Designation	Signature
Ms. Shamshla Basha	Associate Prof	<i>[Signature]</i>
Ms Lubna Adnan	Associate Prof	<i>[Signature]</i>
Ms Rani Saadaf	Assistant Prof	<i>[Signature]</i>

[Signature]



OFFICE OF THE PRINCIPAL GOVERNMENT
GIRLS DEGREE COLLEGE NO 2. HARIPUR

E-Mail: ggdc.haripur2@gmail.com

Phone: 0995-627807



No 1650

Dated: 28-11-2022

To

Ms. Attiya Bibi,
Lab Attendant
GGDC, No.2 Haripur.

Postal address: Village Chattri, Post office Rehiana, Tehsil & District Haripur.

Subject: Warning Letter

It has been observed that you are constantly absent from your duties with effect from 17-11-2022 without any application/prior permission of the concerned authorities, resulting in willful insubordination and gross negligence of duties, in your capacity as Lab Attendant. Absenting yourself from duties without prior intimation is a misconduct for which you are making yourself liable for necessary action. You are directed to submit a written explanation on your unauthorized leave within 15 days of the receipt of this letter or as soon as you resume your duties.

In case, no reply is received within the stipulated time, it will be presumed that you have nothing to say in your defense and an ex-parte decision will be taken against you.

Kindly treat this as very urgent.

Principal
Government Girls Degree College-2
Haripur

17-11-2022



OFFICE OF THE PRINCIPAL GOVERNMENT
GIRLS DEGREE COLLEGE NO 2. HARIPUR

E-Mail: ggdc.haripur2@gmail.com

Phone: 0995-627807



93

No 1676

Dated: 03-12-2022

To

The Coordinator (JMC),
GPGC, Haripur.

Subject: Contemptible behavior and non-compliance of assigned duties

Dear Sir,

Reference to the above cited subject, this is to bring into your kind notice that Ms. Attiya Bibi, working as lab attendant, has not been able to perform her assigned duties in accordance with office discipline and code of conduct. Moreover, her negligent behavior and non-compliance of office orders have become the recurring practice thus causing troubles and risks for the overall discipline of the college with following key findings and observations:

- She is not performing her assigned duties as per duty list and whenever assigned by the senior staff
- She is very rude and misbehaves with her colleagues and senior staff
- She often remains absent without any notice/leave etc.
- She often disobeys the orders of senior staff with no clear justification
- She is not punctual and often comes late
- Her stubborn attitude and behavior shows that she is not interested in her job

Based upon above mentioned issues, it has been observed that she is totally un-interested and does not take her job serious. It is, therefore, requested to your kind office that appropriate action may please be taken against her on immediate basis.

A. Saad
Principal

Government Girls Degree College-2
o/c Haripur

Endst: No-1676-11

CC: Director Higher Education Department KP, Peshawar.

A. Saad
Principal

Govt. Girls Degree College No.2
o/c Haripur



Annex (24) A UA-VIII VIII (78) 24

OFFICE OF THE PRINCIPAL GOVERNMENT GIRLS DEGREE COLLEGE NO.2 HARIPUR

E-Mail: ggdc.haripur2@gmail.com Phone: 0995-627807

No. 1780

Dated- 10-01-2023

A Committee has been constituted to deal the matter of Attiya Bibi and find facts again to proceed further:

Committee Members:

Sr.No	Name	Designation	Signature
1	Ms. Shumyla Barlas	Associate Professor	<i>[Signature]</i>
2	Ms. Lubna	Associate Professor	<i>[Signature]</i>
3	Ms. Rani Sadaf	Assistant Professor	<i>[Signature]</i>
4	Ms. Tahira Erum	Assistant Professor	<i>[Signature]</i>
5	Ms. Ambreen Dilawar	Lecturer	<i>[Signature]</i>
6	Ms. Ms. Saleha ul Haq	Lecturer	<i>[Signature]</i>

[Signature]

[Signature]
Principal
Government Girls College-2
Haripur

Signature (9/2)

VIII (79)

(25)

**OFFICE OF THE PRINCIPAL GOVERNMENT
GIRLS DEGREE COLLEGE NO.2 HARIPUR.**

E-Mail: ggdc.haripur2@gmail.com

Phone: 0995-627807

No.1781

Dated: 11-01-2023

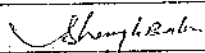
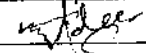

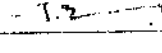


Report of fact finding Committee:


Finding:

1. ABSENTEE:

With reference notice no. 1780 on 10th Jan. 2023 a committee was constituted to deal the matter of Attia Bibi Lab Attendant. The committee findings were that she couldn't maintain her presence as she remained absent again from college without prior permission.

2. Notices have been served to her but she didn't respond at all.
3. Address and number she has given to us not responding
4. She has been counseled by the member by the members again and again but in vain.
5. It is suggested by the committee members that necessary steps should be taken against her.

Sr.No	Name	Designation	Signature
1	Ms. Shumyla Barlas	Associate Professor	
2	Ms. Lubna	Associate Professor	
3	Ms. Rani Sadaf	Assistant Professor	
4	Ms. Tahira Erum	Assistant Professor	
5	Ms. Ambreen Dilawar	Lecturer	
6	Ms. Saleha Siraj	Lecturer	


Principal

Government Girls Degree College.2
Haripur.



Government Postgraduate College Haripur

Tel & Fax No. 0995-920531

gpgcharipur3@gmail.com

Facebook: Govt Postgraduate College Endorsed



26

No. 6244

Dated: 10/12/2022

To

The Principal,
Govt. Girls Degree College No. 02,
Haripur.

Subject: CONTEMPTIBLE BEHAVIOR AND NON-COMPLIANCE OF
ASSIGNED DUTIES

Memo:

Reference to your letter No. 1676 dated: 03-12-2022 on the subject cited above. JMC coordinator is not authorized to take any kind of action against the employee of any other college. The principal of the concerned college has full power to conduct inquiry against the employee. For this purpose an inquiry committee of senior professors can be constituted, and inquiry report can be sent to the Director of Higher Education Colleges for further necessary action please.

PRINCIPAL
GPGC HARIPUR

Amberveen (15) 12/11 (6) 12/11
Office Notice

From

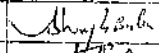
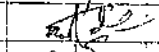
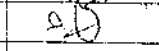
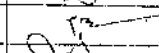
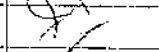
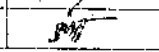
Principal
GGDC-2 Haripur.

To

Members' Fact Finding committee

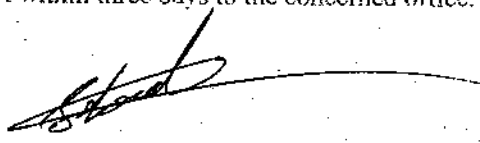
Subject: FACT FINDING REGARDING THE CASE OF ATTIYA BIBI (LAB ATTENDANT).

Reference to the above cited subject, I hereby notify the formulation of fact finding committee comprising of following members:

Sr. No.	Name of Officer's	Designation	Signature
1	Ms. Shamyla Barlas	Associate Professor of Urdu	
2	Ms. Lubna Adeem	Associate Professor of Pak Studies	
3	Ms. Rani Sadaf	Assistant Professor of Maths	
4	Ms. Fahira Erum	Assistant Professor of Law	
5	Mrs. Ambreen Dilawar	Lecturer in Chemistry	
6	Mrs. Saleh Siraj-ul-Haq	Lecturer of Law	

Note:-

Submit the report within three days to the concerned office.


Principal 13/12/2022
Government Girls College No. 2
Haripur



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**OFFICE OF THE PRINCIPAL GOVERNMENT
GIRLS DEGREE COLLEGE NO 2, HARIPUR.**

E-Mail: ggdc.haripur2@gmail.com

Phone: 0995-627807



No. 1711B

Dated 15-11-2022

FINDINGS

1. **CASUAL LEAVE** (Total) =
Total Time Period of months = 4 months regular with verbal/minor complains.
2. **ABSENTEE**
Start from session September, 2022 to December, 2022
i. e.
September, 2022 = No
October, 2022 = 12
November, 2022 = 15
December, 2022 = 08
3. **COMPLAINTS**
 1. From cleanliness incharge for non performance of duties that were assigned and also misbehaved with incharge.
 2. From entertainment committee for not performing her duties & misbehaved.
 - 3.
4. **NOTICES ISSUED.**
 1. 24th Oct, 2022 (with reply)
 2. 27th Oct, 2022 (Received with no reply)
 3. 07th Nov, 2022 (with reply (i.e. "Not accepted") also misbehaved.
 4. 10th & 11th Nov, 2022 (with no reply) she refused to receive accept.
5. **INQUIRY.**
11th Nov, 2022 was reluctant to sign the inquiry report.
6. **WARNING LETTER**
28th Nov, 2022 received but no reply.
7. **COMPLAINTS REGARDING HER BEHAVIOUR.**
 1. Disobedience with high ups.
 2. Misbehavior with staff members.
 3. Non-compliance with official orders.
 4. Always reluctant to sign the notices & warning letters.
 5. Stubborn and rigid behavior from last three months.

Fact Finding Committee Members.

Sr. No.	Name of Officer's	Signature.
1	Shamyla Barlas	
2	Lubna Adeem	
3	Sadaf Rani	
4	Tahira Erum	
5	Saleh Siraj-ul-Haq	
6	Ambreen Dilawar.	



OFFICE OF THE PRINCIPAL GOVERNMENT
GIRLS DEGREE COLLEGE NO.2 HARIPUR.



E-Mail: ggdc.haripur2@gmail.com Phone: 0995-627807

Office order No. 94

Dated: 01-01-2023

Charge Sheet

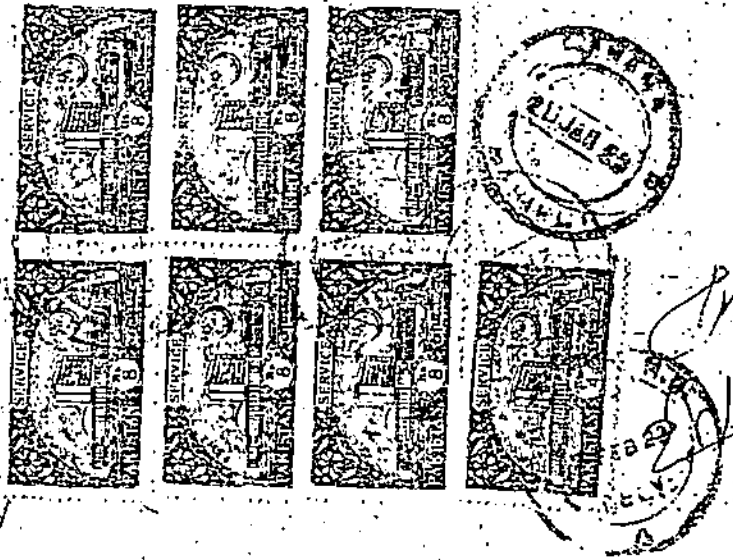
Principal GGDC No.2 haripur, as Competent Authority, hereby charge you, Attiya Bibi Lab Attendant as follow

That you while posted as

Lab attendant on probation at GGDC No 2 Haripur committed the following irregularities.

1. That you remained absent from your college duties without prior permission of the concerned authority.
2. That you misbehave with the staff members who assigned tasks to you to perform.
3. That you have been warned time and again to mind your behavior but you did not pay any heed to them and continue to be negligent in the discharge of your duties.
4. That a fact-finding inquiry was conducted by Mrs. Shumyla Barlas, Mrs. Lubna Addem, Ms. Tahira Erum, Mrs. Rani Sadaf, Ms. Saleha and said allegations stand established against you.
 - i. By reason of the above you appear to be guilty of misconduct under rule of kpk Govt servant efficiency and discipline rules, 2011 and have rendered yourself liable to all or any penalties specified in rule of rule
 - ii. You are therefore required to submit your written defense within seven days of receipt of this charge sheet to the inquiry officer.
 - iii. Your written defense, if any shall reach the inquiry officer within specific period, failing which it shall be presumed that you have no defense to put in and you shall be proceeded expertly.
 - iv. Intimate whether you desire to be heard in person.
 - v. A statement of allegation is enclosed.

Principal
Government.Girls.Degree.College.2
Haripur
Govt.Girls Degree College
HARIPUR



ایک کھلا ہوا خط
اپنے عزیز کو لکھو
۱۹۷۲

کھلا ہوا خط لکھ کر
اپنے عزیز کو بھیجیں
۱۹۷۲

Ameytoe (11)



ACKNOWLEDGEMENT DUE CARD (Registered)

نام _____ علیہ زین
پتہ _____ چھتری بڈا الخا نہ درازہ لعل و ضلع کی پور

ڈاکخانہ _____ تحصیل _____ ضلع _____

پوسٹ کوڈ _____

13/1/2022
Handwritten date and possibly a name or reference.

Handwritten signature or name.

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Main body of handwritten text, organized into several columns and sections, likely containing a detailed report or account.

وزیر اعلیٰ محترم اور چیف ایگزیکٹو آفیسر ایف ڈی ایف اے کے سربراہان نے وزیر اعلیٰ کے سربراہان کا جائزہ لیا اور...

نمائندہ اور مریم یارٹی کی صوبائی قیادت پر شدید برہم گورنر پنجاب نے وزیر اعلیٰ پر وزیر اعلیٰ کے اعتماد کا ووٹ تسلیم کر لیا...



ایف ڈی ایف اے کے چیف ایگزیکٹو آفیسر ایف ڈی ایف اے کے سربراہان نے وزیر اعلیٰ کے سربراہان کا جائزہ لیا اور...

عمران نیازی نے ملکی معیشت کو توشیحہ بخانہ سمجھ کر لوٹا فائزرہ ملک؟

ایف ڈی ایف اے کے چیف ایگزیکٹو آفیسر ایف ڈی ایف اے کے سربراہان نے وزیر اعلیٰ کے سربراہان کا جائزہ لیا اور...

ایف ڈی ایف اے کے چیف ایگزیکٹو آفیسر ایف ڈی ایف اے کے سربراہان نے وزیر اعلیٰ کے سربراہان کا جائزہ لیا اور...



بچی تعلیمی اداروں کو حراں کرنے کا سلسلہ بندی کیا جائے محمد سلیم خان

ایف ڈی ایف اے کے چیف ایگزیکٹو آفیسر ایف ڈی ایف اے کے سربراہان نے وزیر اعلیٰ کے سربراہان کا جائزہ لیا اور...

وزیر داخلہ (ن) ایک کا تاہوت لیکر

ایف ڈی ایف اے کے چیف ایگزیکٹو آفیسر ایف ڈی ایف اے کے سربراہان نے وزیر اعلیٰ کے سربراہان کا جائزہ لیا اور...



ایف ڈی ایف اے کے چیف ایگزیکٹو آفیسر ایف ڈی ایف اے کے سربراہان نے وزیر اعلیٰ کے سربراہان کا جائزہ لیا اور...

غازی اسپینٹ کمشنر کی کمزور گرفت و تہمتیں مہنگائی کا طوفان بٹایا گیا

ایف ڈی ایف اے کے چیف ایگزیکٹو آفیسر ایف ڈی ایف اے کے سربراہان نے وزیر اعلیٰ کے سربراہان کا جائزہ لیا اور...

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ایف ڈی ایف اے کے چیف ایگزیکٹو آفیسر ایف ڈی ایف اے کے سربراہان نے وزیر اعلیٰ کے سربراہان کا جائزہ لیا اور...

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ذرائع اور سہولتوں کی فراہمی کے لیے اسٹیٹ بینک اور دیگر مالی اداروں سے رابطہ قائم رکھنا اور اس کے لیے تمام ضروری اقدامات اٹھانا۔

2023-24 کے بجٹ میں 1200 کروڑ روپے کی رقم مختص کر کے اس کے لیے کام شروع کیا گیا ہے۔

اس کے علاوہ، حکومت نے اس کے لیے تمام ضروری اقدامات اٹھائے ہیں اور اس کے لیے تمام ضروری اقدامات اٹھائے ہیں۔

اس کے علاوہ، حکومت نے اس کے لیے تمام ضروری اقدامات اٹھائے ہیں اور اس کے لیے تمام ضروری اقدامات اٹھائے ہیں۔

اس کے علاوہ، حکومت نے اس کے لیے تمام ضروری اقدامات اٹھائے ہیں اور اس کے لیے تمام ضروری اقدامات اٹھائے ہیں۔

اس کے علاوہ، حکومت نے اس کے لیے تمام ضروری اقدامات اٹھائے ہیں اور اس کے لیے تمام ضروری اقدامات اٹھائے ہیں۔

اس کے علاوہ، حکومت نے اس کے لیے تمام ضروری اقدامات اٹھائے ہیں اور اس کے لیے تمام ضروری اقدامات اٹھائے ہیں۔

اس کے علاوہ، حکومت نے اس کے لیے تمام ضروری اقدامات اٹھائے ہیں اور اس کے لیے تمام ضروری اقدامات اٹھائے ہیں۔

OFFICE OF THE EXECUTIVE ENGINEER PUBLIC HEALTH ENGINEERING DIVISION SWAT-I.
Tele/Fax # 0946-9240163

NOTICE INVITING E/TENDERING/BIDDING
(SINGLE STAGE TWO ENVELOPE PROCEDURE BIDDING SYSTEM)

The Public Health Engineering Division Swat-I, Government of Khyber Pakhtunkhwa Invites Electronic Bids from Eligible Firms/Contractors having specialization code CE-09 in accordance with KPRA procurement rules 2014 on single stage Two Envelope procedure for the following works:-

S	Name of Work	Estimated Cost (Rs. Million)	Earnest Money With Stamp Duty (Rs)
DISTRICT DEVELOPMENT PLAN FOR SWAT ADP NO. 1109/276880 (2022-23)			
1	Installation of Hand Pump / Pressure Pump at UC Saidu Sharif, UC Rang Mohallah, UC Malook Abad & UC Banu Ingharo Dabral.	129.371	606200/-
2	Installation of Hand Pump / Pressure Pump at UC Amankot / Faiz Abad, UC Ranin Abad, UC LandAas Malakanan, UC Guhrads & UC Newalkaby Shandara.	30.872	635200/-
3	Construction of Street Pavement / PCC Road & Allied work in Mingora City, Saidu Sharif & Near By Vicinity (Package-1 & Package-2)	41.906	916900/-
4	Construction of Street Pavement / PCC Road & Allied work in Mingora City, Saidu Sharif & Near By Vicinity (Package-3)	22.468	4681000/-
5	Construction of Street Pavement / PCC Road & Allied work in Mingora City, Saidu Sharif & Near By Vicinity (Package-4)	22.468	468000/-
6	Construction of Street Pavement / PCC Road & Allied work in Mingora City, Saidu Sharif & Near By Vicinity (Package-5)	22.451	467800/-

TERMS AND CONDITIONS. (1) Bidding documents including instructions to Bidder can be downloaded from Public Health Engineering Department website address www.phedkp.gov.pk. (2) According to KPRA Rules the Contractors must be registered with KP Revenue Authority with active status. (3) Bidding documents including instructions to bidders can be obtained from office of undersigned before submission date & time @ Rs. 2000/- per set. (Non-refundable) on written request. (4) Non-refundable bidding envelope fee @ Rs.0.03% of estimated cost in shape of call deposit shall be submitted along with the bid (5) Last date & time of submission of the bid is 27-01-2023 at 11.00 AM (Technical bids will be opened on the same date at 12.00 PM in the office of undersigned in the presence of contractor or their authorized representative who opt to be present, whereas financial bids of technically qualified bidders will be opened on approval of technical bids from competent authority. (6) The bid security and additional security shall be submitted as per KPRA Notification No.S.R.O (14) /Vol 1-24/2021-22/6058-71 dated 10-05-2022. (7) Other terms & conditions are available on Public Health Engineering Department Website or same can be obtained from office of the undersigned during the office hours.

INFIPI 127/2023 EXECUTIVE ENGINEER

اساتو علیہ لی نایاب اینڈینت، گورنمنٹ گل زڈ گری کاغذ نمبر 127/2023 کے تحت اس کے ذریعہ پبلک ہیلتھ انجینئرنگ ڈویژن سوات-1 میں کئی کاموں کے لیے بیڈنگ کا دعوت نامہ جاری کیا گیا ہے۔

بیڈنگ کے لیے درخواست دہندگان کو اس کے ذریعہ پبلک ہیلتھ انجینئرنگ ڈویژن سوات-1 کے آفس میں اپنی کاپیوں کے ساتھ اپنا بیڈنگ ڈالنا ہے۔

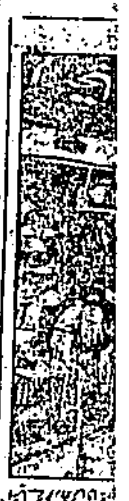
بیڈنگ کے لیے درخواست دہندگان کو اس کے ذریعہ پبلک ہیلتھ انجینئرنگ ڈویژن سوات-1 کے آفس میں اپنی کاپیوں کے ساتھ اپنا بیڈنگ ڈالنا ہے۔

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13/1/2028



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27

خود کو لگے رکھا۔ حقیقت یہ تھی کہ شہر کو مسلمانوں نے لے لیا تھا۔ اس کی وجہ سے شہر کا مظاہرہ اور تحفظ ان سے اپنے ہاتھ لے کر رہا ہے۔ شہر کا مظاہرہ ہے کہ مسلمانوں نے لے لیا تھا۔ ان کے ہاتھ لے کر رہا ہے کہ وہ دنیا کو ان واحد میں لیا گیا کہ کتنے ہیں اس بنا پر وہ مسلمانوں کو اپنی طاقت سے خرد کر رہا ہے۔ ان کے خیال میں مسلمانوں کی ذہنی اس قدر پست ہے کہ وہ انہیں ہم جیسے ہلکے پھلکے انہیں ان کا مظاہرہ ہی ہے۔ انہیں اس سے چاہ کر لیا۔ پاکستان کی خوش قسمتی تھی کہ وہ سرحد تک نہیں آ سکی۔ امریکہ کا اتحادی تھا۔ امریکہ اور پاکستان میں جو اتحاد ہے اس سے اس کے خلاف شہر کو محفوظ رکھنا پڑا۔ پاکستان نے اس سے اس کے خلاف شہر کو محفوظ رکھنا پڑا۔ پاکستان نے اس سے اس کے خلاف شہر کو محفوظ رکھنا پڑا۔ پاکستان نے اس سے اس کے خلاف شہر کو محفوظ رکھنا پڑا۔

ان سے لے کر اس کے ہاتھ لے کر رہا ہے۔ ان کے ہاتھ لے کر رہا ہے کہ وہ دنیا کو ان واحد میں لیا گیا کہ کتنے ہیں اس بنا پر وہ مسلمانوں کو اپنی طاقت سے خرد کر رہا ہے۔ ان کے خیال میں مسلمانوں کی ذہنی اس قدر پست ہے کہ وہ انہیں ہم جیسے ہلکے پھلکے انہیں ان کا مظاہرہ ہی ہے۔ انہیں اس سے چاہ کر لیا۔ پاکستان کی خوش قسمتی تھی کہ وہ سرحد تک نہیں آ سکی۔ امریکہ کا اتحادی تھا۔ امریکہ اور پاکستان میں جو اتحاد ہے اس سے اس کے خلاف شہر کو محفوظ رکھنا پڑا۔ پاکستان نے اس سے اس کے خلاف شہر کو محفوظ رکھنا پڑا۔ پاکستان نے اس سے اس کے خلاف شہر کو محفوظ رکھنا پڑا۔

احمد کا ووٹ! بی بی آئی نے غیر حاضر 2 اراکین کو شوکاڑ لوٹس بھیج دیا
14 دسمبر کو اراکین نے ووٹ ڈال کر بی بی آئی کو ووٹ دیا۔ اس وقت کے وزیر اعلیٰ نے اس کو ووٹ دیا۔ اس وقت کے وزیر اعلیٰ نے اس کو ووٹ دیا۔ اس وقت کے وزیر اعلیٰ نے اس کو ووٹ دیا۔

کراچی (ای۔ این۔ ای)۔ بی بی آئی کی جانب سے 15 دسمبر کو اراکین کو ووٹ دیا۔ اس وقت کے وزیر اعلیٰ نے اس کو ووٹ دیا۔ اس وقت کے وزیر اعلیٰ نے اس کو ووٹ دیا۔

کراچی (ای۔ این۔ ای)۔ بی بی آئی کی جانب سے 15 دسمبر کو اراکین کو ووٹ دیا۔ اس وقت کے وزیر اعلیٰ نے اس کو ووٹ دیا۔ اس وقت کے وزیر اعلیٰ نے اس کو ووٹ دیا۔

OFFICE OF THE EXECUTIVE ENGINEER
HAZARA IRRIGATION DIVISION ABBOTTABAD
Phone & Fax No. (0992-9310246)

CORRIGENDUM NOTICE

The following corrigendum is issued in the notice Inviting E-bidding Published in the Press vide INF(P) 7124/22, dated 25/12/2022 in Daily Aaj Peshawar. The Bids would be submitted in the Office of Executive Engineer Haripur Irrigation Division Haripur and would be opened in the Executive Engineer Haripur Irrigation Division Haripur. However the contractors must prepare the CDRs i.e. 2% E/Money and Additional security (if any) in the name of Executive Engineer Hazara Irrigation Division Abbottabad.

Executive Engineer, Hazara Irrigation Division, Abbottabad. INF(AD)5

مرزا خان حملہ کیس، ملزم کے بھائی اور بھانجے کو عدالت میں پیش کرنے کا حکم
مرزا خان حملہ کیس، ملزم کے بھائی اور بھانجے کو عدالت میں پیش کرنے کا حکم
مرزا خان حملہ کیس، ملزم کے بھائی اور بھانجے کو عدالت میں پیش کرنے کا حکم

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13/11/2023
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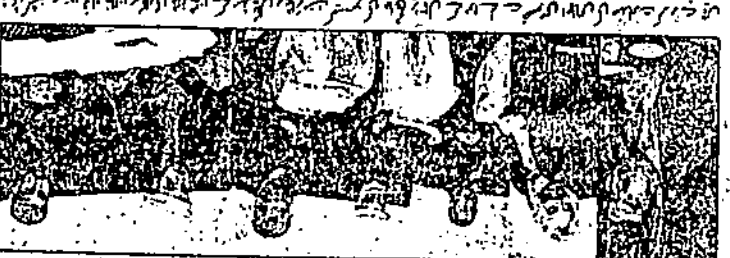
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AWR-XI

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OFFICE OF THE PRINCIPAL GOVERNMENT GIRLS
DEGREE COLLEGE NO.2 HARIPUR.



E-Mail: ggdc.haripur2@gmail.com

Phone: 0995-627807

Office order No. 1787

Dated 21 -01-2023

Final Showcase Notice

Subject: After publication on 13th Jan 2023 again long absentee with no response
It is stated that Mst. Attiya Bibi (Lab Attendant) you are absent from
college without any prior notice again as previously it has been said to
you remain regular but it's been habitual that you remain absent from
college and did not response any Phone call Message and even
publication on 13th Jan 2023. So, now with this final showcase notice
intimate concerned authority otherwise strict action will be taken
against you according to (efficiency and discipline) rules 2011 kpk.

For *Shumaila Bibi*
Principle
Govt. Girls. Degree. College. No.2
Principal
Govt. Girls Degree College No.2
HARIPUR

No. 884

For Insurance Notices see reverse.
Stamps affixed except in case of
uninsured letters of not more than
the in RGL94768184
Post Office Guide of which no
acknowledgement is due

Rs. Ps.

Received a registered*
addressed to

RAD00572702

Date Stamp

Initials of Receiving Office ...
* Write here "letter", "post card", "packet" or "parcel"
with the word "insured" before it when necessary.

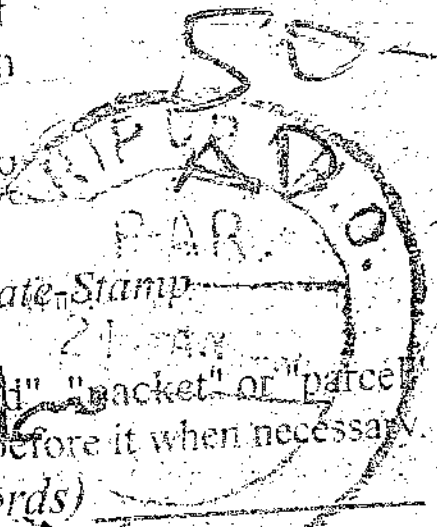
Insured for Rs. (in figures) _____ (in words) _____

Insurance fee Rs. _____ Ps. _____ (in words) _____
Weight _____ Kilo _____ Grams _____

Name and
address
of sender

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If insured.





OFFICE OF THE PRINCIPAL GOVERNMENT GIRLS
DEGREE COLLEGE NO.2 HARIPUR.



No. 02e

E-Mail: grdc.haripur2@gmail.com

Phone: 0995-627807

Dated 31-01-2023

OFFICE ORDER

In furtherance of proceedings initiated upon the written complaints of staff members of this college, fact finding committee was constituted vide office order 13th December 2022, who submitted inquiry report on 15 December 2022 with the report of continuous absence of Mst. Attiya Bibi (Lab Assistant) in the performance of her official duties.

Thereafter, explanation was called whose reply was submitted on 16th December 2022 which was found not satisfactory. Consequently, Mst. Attiya Bibi (Lab Assistant) was charge sheeted on 01st January 2023 but she did not bother to put appearance before the undersigned. Having no other option left, publication in three local newspaper was given on 13 January 2023 but even than Mst. Attiya Bibi (Lab Assistant) failed to appear. Consequently, Final Show Cause Notice was issued upon her residential address, on 21st January, 2023 but she failed to appear before the undersigned.

From the perusal of available record, including the findings of committee and continuous warnings issued to Mst. Attiya Bibi (Lab Assistant); it is evident that the accused-official is not taking any interest in discharge of her official duties and not fit for the post for which she was appointed.

Consequently, major penalty of "Dismissal from service" is imposed upon accused-official namely Mst. Attiya Bibi (Lab Assistant) as envisaged in Rule - 4 (b) (iv) of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 with immediate effect.

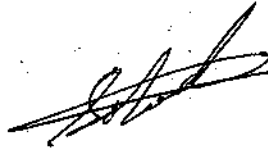
Principle
Government Girls Degree College No.2
Haripur

Endorsement No. 1B/1-14


Dated Haripur the 31/01/2023

Copy forwarded to:

1. The Director Higher Education Khyber Pakhtunkhwa Peshawar
2. The District Account Officer, Account Office, Haripur.
3. Official concerned by name.
4. Office Copy.


Principle
Govt. Girls Degree College No.2
Principal
Govt. Girls Degree College No.2
HARIPUR

Received 01-02-2023



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Higher Education, Archives and Libraries Department
Government of Khyber Pakhtunkhwa

Print Report

Employee Attendance Report (Individual) (Monday, March 13)

Summary :

1. Name: Attiya Bibi
2. CNIC : 13302-8571829-8
3. Gender :
4. FP.ID : 49963
5. Designation: Lab. Attendant
6. Scale : BPS-3
7. Department: Govt Girls Degree College No. 2, Haripur
8. Shift : Morning 1 ,In Time: 08:00:00 ,Out Time: 14:00:00 ,Grace Time: 08:30:59

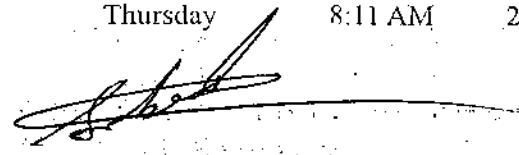
S.No	Attendance Date	Day	In Time	Out Time	Status
1	09/01/2022	Thursday	8:11 AM	1:04 PM	Present
2	09/02/2022	Friday	--	--	On-Leave
3	09/03/2022	Saturday	7:51 AM	1:11 PM	Present
4	09/04/2022	Sunday	--	--	Week-Holiday
5	09/05/2022	Monday	8:32 AM	3:05 PM	Present
6	09/06/2022	Tuesday	1:52 PM	MTO	Present
7	09/07/2022	Wednesday	8:09 AM	1:48 PM	Present
8	09/08/2022	Thursday	8:00 AM	1:31 PM	Present
9	09/09/2022	Friday	8:15 AM	1:33 PM	Present
10	09/10/2022	Saturday	1:23 PM	MTO	Present
11	09/11/2022	Sunday	--	--	Week-Holiday
12	09/12/2022	Monday	8:14 AM	MTO	Present
13	09/13/2022	Tuesday	8:00 AM	MTO	Present
14	09/14/2022	Wednesday	7:50 AM	3:42 PM	Present
15	09/15/2022	Thursday	8:24 AM	1:43 PM	Present
16	09/16/2022	Friday	8:08 AM	2:49 PM	Present
17	09/17/2022	Saturday	8:25 AM	1:12 PM	Present
18	09/18/2022	Sunday	--	--	Week-Holiday
19	09/19/2022	Monday	8:10 AM	2:29 PM	Present
20	09/20/2022	Tuesday	7:57 AM	2:41 PM	Present
21	09/21/2022	Wednesday	8:02 AM	2:50 PM	Present
22	09/22/2022	Thursday	8:03 AM	1:45 PM	Present
23	09/23/2022	Friday	8:10 AM	2:50 PM	Present
24	09/24/2022	Saturday	8:12 AM	1:48 PM	Present
25	09/25/2022	Sunday	--	--	Week-Holiday
26	09/26/2022	Monday	8:14 AM	2:50 PM	Present
27	09/27/2022	Tuesday	8:06 AM	2:35 PM	Present

28	09/28/2022	Wednesday	8:13 AM	2:54 PM	Present
29	09/29/2022	Thursday	8:06 AM	2:23 PM	Present
	09/30/2022	Friday	8:09 AM	12:58 PM	Present
31	10/01/2022	Saturday	8:01 AM	1:37 PM	Present
32	10/02/2022	Sunday	--	--	Week-Holiday
33	10/03/2022	Monday	8:30 AM	2:55 PM	Present
34	10/04/2022	Tuesday	2:44 PM	MTO	Present
35	10/05/2022	Wednesday	--	--	Absent
36	10/06/2022	Thursday	--	--	Absent
37	10/07/2022	Friday	--	--	Absent
38	10/08/2022	Saturday	--	--	On-Leave
39	10/09/2022	Sunday	--	--	Week-Holiday
40	10/10/2022	Monday	8:55 AM	2:43 PM	Present
41	10/11/2022	Tuesday	7:43 AM	2:43 PM	Present
42	10/12/2022	Wednesday	7:41 AM	3:18 PM	Present
43	10/13/2022	Thursday	7:56 AM	5:32 PM	Present
44	10/14/2022	Friday	8:08 AM	12:00 PM	Present
45	10/15/2022	Saturday	8:19 AM	2:57 PM	Present
46	10/16/2022	Sunday	--	--	Week-Holiday
47	10/17/2022	Monday	--	--	Absent
48	10/18/2022	Tuesday	--	--	Absent
49	10/19/2022	Wednesday	--	--	Absent
50	10/20/2022	Thursday	--	--	On-Leave
51	10/21/2022	Friday	--	--	Absent
52	10/22/2022	Saturday	--	--	Absent
53	10/23/2022	Sunday	--	--	Week-Holiday
54	10/24/2022	Monday	8:05 AM	1:18 PM	Present
55	10/25/2022	Tuesday	8:09 AM	2:14 PM	Present
56	10/26/2022	Wednesday	8:15 AM	2:16 PM	Present
57	10/27/2022	Thursday	8:11 AM	1:59 PM	Present
58	10/28/2022	Friday	8:10 AM	12:59 PM	Present
59	10/29/2022	Saturday	8:00 AM	1:35 PM	Present
60	10/30/2022	Sunday	--	--	Week-Holiday
61	10/31/2022	Monday	--	--	Absent
62	11/01/2022	Tuesday	--	--	Absent
63	11/02/2022	Wednesday	8:23 AM	1:33 PM	Present
64	11/03/2022	Thursday	--	--	Absent
65	11/04/2022	Friday	--	--	Absent
66	11/05/2022	Saturday	8:37 AM	1:39 PM	Present
67	11/06/2022	Sunday	--	--	Week-Holiday
68	11/07/2022	Monday	8:24 AM	2:21 PM	Present
69	11/08/2022	Tuesday	8:26 AM	1:53 PM	Present
70	11/09/2022	Wednesday	--	--	Local Day off
71	11/10/2022	Thursday	8:11 AM	2:53 PM	Present

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10/15/22

10/24/22



72	11/11/2022	Friday	8:09 AM	12:27 PM	Present
73	11/12/2022	Saturday	8:22 AM	1:36 PM	Present
74	11/13/2022	Sunday	--	--	Week-Holiday
75	11/14/2022	Monday	--	--	Absent
76	11/15/2022	Tuesday	--	--	Absent
77	11/16/2022	Wednesday	8:15 AM	1:54 PM	Present
78	11/17/2022	Thursday	--	--	Absent
79	11/18/2022	Friday	8:11 AM	12:06 PM	Present
80	11/19/2022	Saturday	--	--	Absent
81	11/20/2022	Sunday	--	--	Week-Holiday
82	11/21/2022	Monday	--	--	Absent
83	11/22/2022	Tuesday	--	--	Absent
84	11/23/2022	Wednesday	--	--	Absent
85	11/24/2022	Thursday	--	--	Absent
86	11/25/2022	Friday	--	--	Absent
87	11/26/2022	Saturday	--	--	Absent
88	11/27/2022	Sunday	--	--	Week-Holiday
89	11/28/2022	Monday	--	--	Absent
90	11/29/2022	Tuesday	--	--	Absent
91	11/30/2022	Wednesday	--	--	Absent
92	12/01/2022	Thursday	--	--	Absent
93	12/02/2022	Friday	--	--	Absent
94	12/03/2022	Saturday	--	--	Absent
95	12/04/2022	Sunday	--	--	Week-Holiday
96	12/05/2022	Monday	8:03 AM	1:08 PM	Present
97	12/06/2022	Tuesday	--	--	Absent
98	12/07/2022	Wednesday	--	--	Absent
99	12/08/2022	Thursday	8:19 AM	2:20 PM	Present
100	12/09/2022	Friday	8:29 AM	12:08 PM	Present
101	12/10/2022	Saturday	--	--	On-Leave
102	12/11/2022	Sunday	--	--	Week-Holiday
103	12/12/2022	Monday	--	--	Absent
104	12/13/2022	Tuesday	--	--	Absent
105	12/14/2022	Wednesday	--	--	Absent
106	12/15/2022	Thursday	--	--	Absent
107	12/16/2022	Friday	8:32 AM	12:48 PM	Present
108	12/17/2022	Saturday	8:43 AM	1:32 PM	Present
109	12/18/2022	Sunday	--	--	Week-Holiday
110	12/19/2022	Monday	--	--	Absent
111	12/20/2022	Tuesday	8:51 AM	1:35 PM	Present
112	12/21/2022	Wednesday	--	--	Absent
113	12/22/2022	Thursday	--	--	Absent
114	12/23/2022	Friday	--	--	Absent
115	12/24/2022	Saturday	--	--	Absent

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116	12/25/2022	Sunday	--	--	Week-Holiday
117	12/26/2022	Monday	--	--	Absent
118	12/27/2022	Tuesday	--	--	Absent
119	12/28/2022	Wednesday	--	--	Absent
120	12/29/2022	Thursday	--	--	Absent
121	12/30/2022	Friday	--	--	Absent
122	12/31/2022	Saturday	--	--	Absent

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19 days

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Higher Education, Archives and Libraries Department Government of Khyber Pakhtunkhwa

Employee Attendance Report (Individual) (Monday, March 13)

Summary :

1. Name: Atliya Bibi
2. CNIC: 13302-8571829-8
3. Gender :
4. FP.ID : 49963
5. Designation: Lab. Attendant
6. Scale : BPS-3
7. Department: Govt Girls Degree College No. 2, Haripur
8. Shift : Morning 1 ,In Time: 08:00:00 ,Out Time:
14:00:00 ,Grace Time: 08:30:59

Print Report

S.No	Attendance Date	Day	In Time	Out Time	Status
1	01/01/2023	Sunday	--	--	Week-Holiday
2	01/02/2023	Monday	--	--	Absent
3	01/03/2023	Tuesday	--	--	Absent
4	01/04/2023	Wednesday	--	--	Absent
5	01/05/2023	Thursday	--	--	Absent
6	01/06/2023	Friday	--	--	Absent
7	01/07/2023	Saturday	--	--	Absent
8	01/08/2023	Sunday	--	--	Week-Holiday
9	01/09/2023	Monday	--	--	Absent
10	01/10/2023	Tuesday	--	--	Absent
11	01/11/2023	Wednesday	--	--	Absent
12	01/12/2023	Thursday	--	--	Absent
13	01/13/2023	Friday	--	--	Absent
14	01/14/2023	Saturday	--	--	Absent
15	01/15/2023	Sunday	--	--	Week-Holiday
16	01/16/2023	Monday	--	--	Absent
17	01/17/2023	Tuesday	--	--	Absent
18	01/18/2023	Wednesday	--	--	Absent
19	01/19/2023	Thursday	--	--	Absent
20	01/20/2023	Friday	--	--	Absent
21	01/21/2023	Saturday	--	--	Absent
22	01/22/2023	Sunday	--	--	Week-Holiday
23	01/23/2023	Monday	--	--	Absent
24	01/24/2023	Tuesday	--	--	Absent
25	01/25/2023	Wednesday	--	--	Absent
26	01/26/2023	Thursday	--	--	Absent
27	01/27/2023	Friday	--	--	Absent

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Atliya Bibi
Lab. Attendant
Govt Girls Degree College No. 2, Haripur

28	01/28/2023	Saturday	--	--	Absent
29	01/29/2023	Sunday	--	--	Week-Holiday
30	01/30/2023	Monday	--	--	Absent
31	01/31/2023	Tuesday	--	--	Absent
32	02/01/2023	Wednesday	8:38 AM	1:40 PM	Present
33	02/02/2023	Thursday	--	--	Absent
34	02/03/2023	Friday	--	--	Absent
35	02/04/2023	Saturday	--	--	Absent
36	02/05/2023	Sunday	--	--	Week-Holiday
37	02/06/2023	Monday	--	--	Absent
38	02/07/2023	Tuesday	--	--	Absent
39	02/08/2023	Wednesday	--	--	Absent
40	02/09/2023	Thursday	--	--	Absent
41	02/10/2023	Friday	--	--	Absent
42	02/11/2023	Saturday	--	--	Absent
43	02/12/2023	Sunday	--	--	Week-Holiday
44	02/13/2023	Monday	--	--	Absent
45	02/14/2023	Tuesday	--	--	Absent
46	02/15/2023	Wednesday	--	--	Absent
47	02/16/2023	Thursday	--	--	Absent
48	02/17/2023	Friday	--	--	Absent
49	02/18/2023	Saturday	--	--	Absent
50	02/19/2023	Sunday	--	--	Week-Holiday
51	02/20/2023	Monday	--	--	Absent
52	02/21/2023	Tuesday	--	--	Absent
53	02/22/2023	Wednesday	--	--	Absent
54	02/23/2023	Thursday	--	--	Absent
55	02/24/2023	Friday	--	--	Absent
56	02/25/2023	Saturday	--	--	Absent
57	02/26/2023	Sunday	--	--	Week-Holiday
58	02/27/2023	Monday	--	--	Absent
59	02/28/2023	Tuesday	--	--	Absent

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OFFICE OF THE PRINCIPAL
GOVT. POSTGRADUATE COLLEGE MANDIAN
ABBOTTABAD



www.gpgcm.edu.pk
gpgc.mandian@yahoo.com

www.facebook.com/gpgcm.edu.pk
Phone No. 0992-380154

Twitter.com/GPGCMandian
Fax No. 0992-380154

No. 3188 ///Inquiry

Dated. 18.03.2023

To

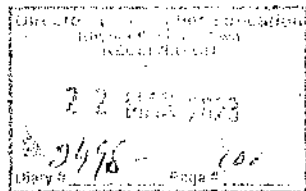
The Director
Higher Education Khyber Pakhtunkhwa
Peshawar

Subject: - REPORT REGARDING DEPARTMENTAL APPEAL OF Ms. ATTIA BIBI, LAB. ATTENDANT (BPS-03) GOVERNMENT GIRLS DEGREE COLLEGE NO.02, HARI PUR

R/Si

Reference the Directorate of Higher Education Khyber Pakhtunkhwa Peshawar, letter No. 3668/ CA-VII/Est.Branch/A-167/GGDC No.2 Haripur 63 (Vol-01) dated 23/02/2023, and the undersigned to enclose here with inquiry report for further necessary action please.

CA-7



Principal,
Govt Post Graduate College,
Mandain Abbottabad.

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**DIRECTORATE OF HIGHER EDUCATION
RANO GHARI NEAR CHAMKANI MOR
KHYBER PAKHTUNKHWA PESHAWAR**

E-mail:- dhekpesh@gmail.com Facebook.com/dhekpeshawar Twitter.com/dhokpeshawar1

No. 3668 /CA-VIII/Est: BrncIVA-167/GGDC No.2 Haripur 53 (Vc-01) Dated Peshawar the 23 / 2 /2023

To

Prof. Dr. Azhar Mehmood,
Principal, Govt; Postgraduate College,
Mandian Abbottabad.

Subject: **DEPARTMENTAL APPEAL**

Respected Sir,

I am directed to refer to the subject noted above and to enclose herewith a copy of application received from Ms. Attia Bibi, Lab Attendant (BPS-03) Govt; Girls Degree College No. 02, Haripur along with enclosures and to state that Director, Higher Education Khyber Pakhtunkhwa is pleased to appoint you as Inquiry Officer to conduct fact finding inquiry to probe into the matter and submit a report along with clear cut recommendation to proceed further into the matter, please.

O/c

23/02/2023

DEPUTY DIRECTOR (Estt)

AWT - XIV

68/1/9/ (49)

INQUIRY REPORT REGARDING DEPARTMENTAL APPEAL OF Ms. ATTIA BIBI, LAB. ATTENDANT (BPS-03)

GOVERNMENT GIRLS DEGREE COLLEGE NO.02, HARI PUR

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INQUIRY OFFICER:

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18/2/2023

PROF. Dr. AZHAR MEHMOOD
PRINCIPAL
GOVT. POSTGRADUATE COLLEGE MANDIAN,
ABBOTTABAD

Principal
Govt. Postgraduate College
Mandian Abbottabad

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To

The Director,
Higher Education Khyber,
Pakhtunkhwa, Peshawar.

SUBJECT: REPORT REGARDING DEPARTMENTAL APPEAL OF Ms. ATTIA BIBI, LAB. ATTENDANT (BPS-03) GOVERNMENT GIRLS DEGREE COLLEGE NO.02, HARI PUR

Respected Sir,

Reference the Directorate of Higher Education Khyber Pakhtunkhwa Peshawar, letter No. 3668/ CA-VII/Est:Branch/A-167/GGDC No.2 Haripur 63 (Vol:01) dated 23/02/2023. The letter relates to the application received from Ms. Attia Bibi Lab. Attendant (BPS 03) GGDC No.2 Haripur regarding departmental appeal against her dismissal from service vide Principal GGDC No.2 Hari pur office order No. 02 dated 31-01-2023. The undersigned was appointed as inquiry officer to probe into the matter and submit report thereof for perusal of competent authority and further necessary action please.

Procedure:

The undersigned contacted the Principal GGDC No. 02 Haripur about the assignment given by the Directorate higher Education and requested him to provide relevant record and arrange the meeting of all concerned i.e, witnesses and accused person on 13/03/2023. Letters No.3156 and No.3157 (**Annexed as I, 2 pages**) were sent to the Principal and accused official.

In this regard, the Principal GGDC No. 02 Haripur arranged a meeting in the office of Principal on 13/03/2023. Ms. Attia Bibi and all concerned including witnesses were called upon accordingly. Similarly Prof. Naeem Akhtar, JMC Coordinator and Principal GPGC Haripur was also present in the meeting. Written statements were obtained and the undersigned properly conducted the personal hearing.

Facts:

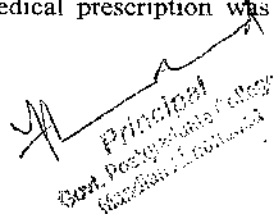
The accused official Ms. Attia Bibi was appointed as Lab. Attendant (BPS 03) vide office order No.1195/Appointment /C-IV dated 31/05/2022 (**Annexed as 2**). As per terms and conditions the accused official was on probation period for one year. During probation period the accused official was imposed upon major penalty of "Dismissal from service" as per Khyber Pakhtunkhwa Government Servant E & D rule 2011 on 31-01-2023. The undersigned considered all materials, facts, circumstances and relevant record during fact finding inquiry.

As reported by the principal of the concerned college and her seven month's service record shows that a number of complaints against the accused official were received about habitual absenteeism and misbehavior with staff members. Therefore, her explanation was called time and again. But she did not modify her temperament and behavior to official duties. Resultantly a formal disciplinary proceeding was initiated against her.

In letter No. Nil dated 24 October 2022 and dated 27 October 2022 (**Annexed as 3, 2 pages**) concerned Principal reported that the accused official remained absent from her duties w.e.f 17-22 October 2022 and without approval of leave and medical prescription was attached with the reply



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Principal
Govt. Peshawar University
Peshawar

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submitted (Annexed as 4, 3 pages) that she was suffering from fever, diarrhoea and typhoid due to which could not perform her duties and in future she would apply for leave in proper way but she did not keep her words. A number of complaints were received from incharge Class IV servant and other staff members regarding inefficiency, misbehavior and absence from duty of accused class IV servant (Annexed as 5, 11 pages). Resultantly these explanation letters (Annexed as 6 and 7) were given to accused official which she refused to receive as stated by concerned Principal and Class IV incharge (annexed as 8).

The principal GGDC No. 2 Haripur constituted an inquiry committee which submitted report (Annexed as 9) on 11/11/2022 to principal. In this report charges of habitual absenteeism, misbehavior and refused to comply official duties were confirmed and the committee further stated that the official concerned always refused to sign and receive explanation letters, and never attended the phone call from college office and principal. She always tried to confuse her official duties with cleanliness. The inquiry committee recommended disciplinary action against the accused official.

Warning letter (Annexed as 10) was issued to accused person on 28-11-2022 on willful absence (w.e.f 17/11/2023 to 28/11/2023), insubordination and gross negligence of duties. The letter was sent through registered post (Annexed as 11& 12).

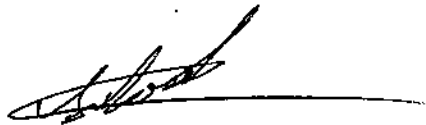
The matter was also reported to JMC Coordinator and Principal GPGC Haripur vide letter No. 1676 Dated 03/12/2022 (Annexed as 13) requesting for appropriate action on misbehavior, negligence of duties and habitual absenteeism against the accused servant. The reply of this letter is attached as (Annexed 14).

Fact finding committee comprising of six members was constituted by the principal of concerned college on 13/12/2022 to prob into matter of Attiya Bibi (Annexed as 15). The committee submitted its report (Annexed as 16) on 15/12/2022. In this report it is stated that official concerned was found absence from duties during the month of October, November and December for 12, 15 and 08 days respectively without prior approval. She also misbehaved with staff members and refused to perform duties assigned to her. It is also reported that accused official refused to receive warning and explanation letters and did not reply these letters. In one of the reply (Annexed as 17, 6 pages) submitted by the accused official, it is submitted that she was ill and could not apply for leave. She also admitted that in future she will remain careful. The prescription of doctor was attached which was rejected by the concerned principal and she was directed to provide proper medical certificate which was not provided.

Another warning letter (Annexed as 18) was issued to accused official on 27/12/2022 in which Ms Attiya Bibi was warned that she has submitted statement that she will remain regular and perform her duties in the college. She was directed to submit reply within three days. No reply was received in response to this letter from the accused person.

The Principal being a competent authority issued charge sheet on 01/01/2023, vide office order No.94 under E & D rule 2011 (Annexed as 19), in which charges of absenteeism, misbehavior and misconduct, were levelled against the accused official. She was directed to submit reply within seven days. The charge sheet was sent through registered mail on her home address (Annexed as 20) . No response was received.

Subsequently another fact-finding committee (Annexed as 21) was constituted on 10/01/2023 to deal the matter of accused Attiya Bibi. The said committee submitted report on 11/01/2023 (Annexed as 22). It was reported that accused official did not respond to notice, she did not attend call on



Principal
GPGC Haripur
G.D. Pathak

her cell number and did not receive letter. The committee recommended disciplinary proceeding against the accused person.

Consequently notice was published in newspapers (Annexed as 23, 7 pages): in daily Nawa e Hazara dated 13/01/2023, Daily Mahasib dated 13/01/2023, in daily Akhbar Peshawar dated 13/01/2023, City News dated 13/01/2023 and Daily Muhasib dated 14/01/2023 in which accused absentee was directed to resume duty within seven days of publication of notice. No response was received from absentee. On expiry of stipulated time given in the notice ex-parte decision was taken against the accused official and final showcase notice (Annexed as 24) was issued and sent through registered mail (Annexed as 25) on home address of accused person on 21/01/2023, in which she was once again directed to resume the duty and explain her position regarding negligence. When no response was received from the concerned official, major penalty of 'Dismissal from service' was imposed on Mst. Attiya Bibi Lab Attendant (BPS 03) vide letter No. 02 on 31/01/2023 (Annexed as 26).

Ms. Attiya Bibi Lab Attendant was inquired orally as well as in writings. (Her statement is annexed 27). She has no solid reason to justify his absence from duties, misbehaviour and negligence in performing assignments. In departmental appeal it was stated that accused official remain absent for few days in early December and same was intimated to the college authority and medical certificate was also submitted. During personal hearing, she admitted that she could not inform his absence and proper medical certificate was not provided. She replied that she got treatment from private hospital due to which she could not get proper medical certificate.

The undersigned examined the Biometric and manual attendance record for the month of September 2022 to February 2023 (Annexed as 28, 9 pages) and she was found absent for 10 days in the month of October, 16 days in November, 19 days in December and was found throughout absent for the month of January 2023. Given record reflects that Ms Attiya Bibi was found absent from her duties without any information and application. She showed negligence in performing official duty and other assignments. Therefore, disciplinary proceeding was initiated against her. In departmental appeal it was also mentioned that she was prevented to mark attendance in the college, but during personal hearing she replied that after dismissal from service on 1/2/2023 she was not allowed to mark attendance. When she was inquired about receiving of letter it was informed that her home address was changed. The college administration including the ministerial staff was not informed about the change in address. When accused official was asked about no reply on mobile phone and WhatsApp, she could not answer.

Principal GGDC No. 2 Haripur, Class IV incharge, Lab. Incharge and other staff members also submitted their statements (Annexed as 29, 7pages). The Principal of concerned college briefed the case and stated that Ms. Attiya Bibi remain habitually absent from duties, showed misbehaviour with staff members and refused to perform duties assigned to her. She was called number of explanations and principal concerned tried to change her behaviour through counseling but he did not mend her behavior towards official duties. In written statement during personal hearing, she stated that she was appointed as Lab attendant and was performing duties of sweeper. The principal in her statement and verbal reply stated that she did not assigned the duty of sweeper to accused official but like other class IV servant she was assign the task of general cleanliness. When she was posted in laboratory even then failed to perform her duties. The principal in her written statement also stated that the accused official never received phone call, letter or message. The disciplinary proceeding was initiated due to misbehaviour, in-efficiency and insubordination of the accused Lab. attendant. She further stated that she was not satisfied with her performance. In written statements class IV incharge, Lab incharge and other staff members also reported that the accused Lab. attendant always refused to receive explanation letter,

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Principal
Govt Post Graduate College
Manjhan, Attock District

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did not reply the call and message in WhatsApp group. They also reported misbehaviour, habitual absenteeism and inefficiency.

During personal hearing accused official did not show any regretting or apologetic behaviour on her act of mis conduct and absenteeism and neither she assured to remain careful in future.

Findings:

After detailed investigation of given record/ material, personal hearing and cross examination/ questions from different persons including Principal of concerned college, witnesses and accused person, undersigned identified following facts:

- 1) The accused official has showed negligence in performing duties assigned to her, showed insubordination and misbehaviour with other staff members. The concerned Principal called a number of explanations and warnings but neither replied nor rectified.
- 2) The charge of habitual absenteeism against the accused person is proved. She remained absent for 10 days in the month of October, 16 days in November, 19 days in December 2022 and was found throughout absent for whole month of January 2023 without any information and prior approval of leave. Show cause notice was issued and chance of personal hearing was proved before imposition of major penalty, but she did not appear for personal hearing even in response to notice issued in Newspapers.
- 3) The written statement of concerned principal, class IV incharge and other staff members, official record other evidence reflects that accused Lab attendant was on probation period which she could not complete successfully due to inefficiency, misbehaviour and insubordination.
- 4) In terms of Section 11 of the Civil Servants Act, 1973, the competent authority can terminate the services of a Civil Servant during the period of probation even without conducting regular inquiry.

Recommendations:

On the basis of findings, the following recommendations are made:

Habitual absenteeism, insubordination and misbehaviour of the official concerned justify the disciplinary action against the accused official and it is further apparent from the record that all this material is sufficient to support a recommendation for imposition of major penalty of 'Dismissal from service,,.

Dated: 18/03/2023

18/3/2023
Principal
Government Postgraduate College
Mandian Abbottabad
PRINCIPAL
Government Postgraduate College Mandian
Abbottabad

**DIRECTORATE OF HIGHER EDUCATION
KHYBER PAKHTUNKHWA
RANO GHARI NEAR CHAMKANI MOR, PESHAWAR**

AMK-KY
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Email: dhekpesh@gmail.com Facebook.com/dhekpeshawar Twitter.com/dhekpeshawar
No. /CA-VII/Est: Branch/A-167/GGDC No. 2 Haripur 63 (Vol-01) Dated Peshawar the 21/6/2023

10002

To

Mr. Azhar Latif Awan,
Principal, Govt. Degree College,
Eoi Abbottabad.

Subject: **REQUEST FOR REINSTATEMENT.**

Respected Sir,

I am directed to refer to the subject noted above and to enclose herewith a copy of departmental appeal received from Ms. Attia Bibi, Lab: Attendant (BPS-03), Govt. Girls Degree College No. 2 Haripur along with a comments received from principal Govt. Girls Degree College No. 2 Haripur and to state that the Director Higher Education Department, Khyber Pakhtunkhwa is pleased to appoint you as inquiry officer to conduct de-novo inquiry to probe into the matter and submit a report along with clear cut recommendation in order to decide the fate of the case, please.

ASSISTANT DIRECTOR (ESTT:)

Ole
[Signature]

Doc: 14-06-2023

1] [unclear] Officer [unclear] PC:02

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GOVERNMENT DEGREE COLLEGE BOI, ABBOTTABAD



No: 1264

Dated: 02/08/2023

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To,

The Director,
Higher Education Department,
Khyber Pakhtunkhwa Peshawar.

SUBJECT: ENQUIRY REPORT REGARDING REQUEST FOR REINSTATEMENT FROM MS. ATTIYA BIBI LAB ATTENDANT (BPS-03) GOVT. GIRLS DEGREE COLLEGE NO # 2 HARIPUR.

Memo:

Please find enclosed herewith a de-novo enquiry report of Ms. Attiya Bibi Lab Attendant (BPS-03), Govt. Girls Degree College No. 2 Haripur for further necessary action.

Principal
Govt. Degree College Boi
Abbottabad
02/08/2023

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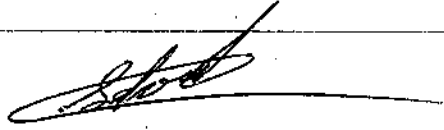
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Enquiry Report Regarding request for reinstatement from Ms. Attiya Bibi
Lab Attendant (BPS-03) Govt. Girls Degree College No# 2 Haripur.

Introduction	Enquiry entrusted by: The Director of Higher Education Khyber Pakhtunkhwa, Peshawar.
	Enquiry Officer: Prof. Azhar Latif Awan, Principal Govt Degree College Boi, Abbottabad.
	Background of the Enquiry: The Director of Higher Education, Khyber Pakhtunkhwa, Vide letter No# 10002/ CA-VII/ Est: Branch/ A-167/ GGDC No, 2 Haripur 63 (Vol-01) Dated 21/06/2023. Entrusted the undersigned as enquiry officer to conduct de-novo enquiry on the appeal of Ms. Attiya Bibi Lab Attendant (BPS-03) Govt. Girls Degree College No. 2 Haripur.

Allegations	Charges asserted against Ms. Attiya Bibi by college administration <ul style="list-style-type: none">• Verbal complaints from staff members of misbehaviour and incompatible performance of duties.• Abandonment of assigned tasks and duties.• Absence from college without prior notice or application to in charge.• Inconsistent, irregular, unprofessional behaviour.
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Process of Investigation	The investigation process: <ol style="list-style-type: none">1. The undersigned received the letter for inquiry on 17th July 2023.2. The next day the undersigned contacted the principal via telephone.3. The date of investigation (22nd July 2023) was selected according to the availability of the concerned principal, but she was not available on the day of inquiry.4. The fact finding committee was available at the college.5. In-charged principal represented the principal and provided all the required information/records.6. Ms. Attiya Bibi was informed by the undersigned via telephone and she was present on the day of inquiry.7. The personal file and service book of Ms. Attiya Bibi was thoroughly checked.8. Fresh statement of Ms. Attiya Bibi was collected and through personal hearing her issues were sorted out in the presence of college fact finding committee.9. The college fact finding committee discussed each allegations and also provided their statement in black and white.10. Moreover, the written statement of Ms. Attiya Bibi was also collected.11. The violation of E&D rules at the end of college administration were noted.
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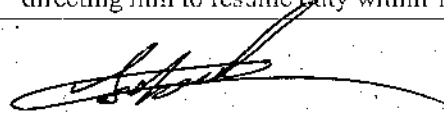
Facts established:

The investigation has established the following facts:

1. As per record, Ms. Attiya Bibi was found absent both on biometric and manual attendance register. (Annexure-A)

Month	Biometric Absence	Manual Absence
September 2022	01	01
October 2022	12	12
November 2022	15	15
December 2022	20	20

2. Report of the fact finding committee charged Ms. Attiya Bibi with inconsistent, irregular and unprofessional attitude. The committee further suggested that necessary legal action should be taken against her. (Annexure-B)
3. Ms. Attiya Bibi was appointed as a Lab Attendant in June 2022. According to her, she was assigned the duty of a sweeper which became the cause of her resentment. (Annexure-C)
4. The accused has been assigned the duty of cleanliness of all rooms, corridors and open area of Block-D which is basically the duty of the sweeper. (Annexure-D)
5. In December 2022, Ms. Attiya Bibi suffered from Typhoid and was unable to perform her duties at the college. She has also provided some prescriptions out of which only one (DHQ HOSPITAL HARIPUR) can be considered for legal use while other prescriptions are from private clinics. (Annexure-E)
6. The terms and conditions mentioned in her appointment order that: "The appointment is purely on temporary basis and liable to be terminated at any time without assigning any notice". Which is against the Appointment, Promotion and Transfer Rules 1987. (Annexure-F)
7. The process of her dismissal from the service has been done haphazardly and abruptly.
8. Keeping in view the notification, No. SO(FR)/FD/5-14/2014, Dated 16/12/2014, DEDUCTION OF SALARY FROM GOVERNMENT IN CASE OF ABSENTEEISM, why the salary of Ms. Attiya Bibi was not deducted in October 2022 for 12 days, in November 2022 for 15 days, and in December 2022 for 20 days accordingly. (Annexure-G)
9. Furthermore, the salary of Ms. Attiya Bibi for the month of December 2022 was deducted completely, whereas it should have been deducted for only 20 days. (Annexure-H)
10. From the service book record of Ms. Attiya Bibi, it has been found that her current address is different from her permanent address. It has also been found that the show cause notice was sent on her permanent address, which proves that she did not receive the show cause notice. (Annexure-I)
11. In the dismissal order of Ms. Attiya Bibi, it is mentioned that on 13th January 2023 the show cause notice was published in three local newspapers. Moreover on 21st January 2023, the Show Cause Notice was dispatched on her permanent address instead of her current residing address due to which she did not receive any Show Cause Notice.
12. Under E&D rules, section 9, states that "... in case of wilful absence from duty by a Government servant for seven or more day, a notice shall be issued by the competent authority through registered acknowledgement on his home address directing him to resume duty within 15 days of issuance of the notice. If the same

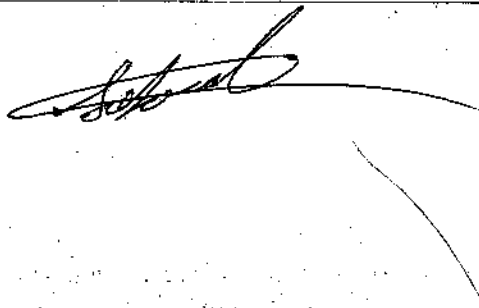


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	<p>is received back as undelivered or no response is received from the absentee within stipulated time, a notice shall be published in at least 2 leading newspapers directing him to resume duty within 15 days of the publication of that notice, failing which an ex-parte decision shall be taken against the absentee on the expiry of the stipulated period given in the notice, major penalty of removal of service maybe imposed upon such Government servant.</p> <p>13. The college administration published the Show Cause Notice on 13th January 2023, and the Show Cause Notice was sent through registered post on 21st January 2023 on her permanent address while she was residing at a different address which is already mentioned in her service book.</p> <p>14. Ms. Attiya Bibi was dismissed from her service on 31st January 2023. (Annexure-3)</p> <p>15. Section 9 of the E&D 2011 was violated by the college administration as the legal time period of 15 days to join the duty was not completed before her dismissal.</p> <p>16. Penalty for the wilful absence as mentioned in E&D rules 2011 is removal of the Government servant, while the college administration issued the dismissal order from service.</p>
Conclusion	<ol style="list-style-type: none"> 1. Violation of E&D rules 2011 by the college administration are clearly proved. 2. Stipulated time period for removal is not observed. 3. Process of issuance of the Show Cause Notice in newspaper and via registered post is not carried out according to the E&D rules. 4. Penalty of removal is unjustly converted into dismissal from the service. 5. The complainant has not been given a chance for personal hearing and Show Cause. 6. The decision has been made in ex-parte, violating the stipulated time period.
Recommendations	<ol style="list-style-type: none"> 1. The complainant is a single parent having two children. 2. Ms. Attiya Bibi may please be reinstated, as the violation of E&D rules by the college administration has been noted and proved. 3. Ms. Attiya Bibi may please be transferred to some other nearby college. 4. Her salary for the month of December 2022 should be deducted for 20 Days and the remaining amount of 10 days may please be paid.
List of document attached herewith.	<ol style="list-style-type: none"> 1. Attendance Record (Biometric & Manual) 2. Statement of the Enquiry Committee 3. Statement of Attiya Bibi (Lab-Attendant) 4. Duty Roaster of Class-IV staff 5. Medical Report of Attiya Bibi 6. First Appointment order of Ms. Attiya Bibi 7. Notification (DEDUCTION OF SALARY FROM GOVERNMENT IN CASE OF ABSENTEEISM) 8. Source for the stoppage of Salary for the month of December 2022. 9. Copy of Service Book of Ms. Attiya Bibi 10. Order from Dismissal of Services. 11. Statement of Incharge Principal

Dated: 02-August-2023



Enquiry Officer

Azhar Latif Awan
02/08/2023
Azhar Latif Awan
Principal GDC Bai,
Abbottabad

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DIRECTORATE OF HIGHER EDUCATION

KHYBER PAKHTUNKHWA

NEAR NORTHERN BY PASS, RANO GARHI PESHAWAR

dhekpesh@gmail.com Facebook.com/dhekpeshawar Twitter.com/dhekpeshawar

Dated Peshawar,

13/09/2023

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NOTIFICATION

WHEREAS Mrs. Attiya Bibi, Lab. Attendant (Bps-03), Govt; Girls Degree College No 2 Haripur was proceeded against and a major penalty of "**Dismissal From Service**" was imposed upon her by the Principal Govt; Girls Degree College No 2 Haripur. The accused, upon imposition of the penalty, preferred an appeal to the worthy Director, Higher Education, Khyber Pakhtunkhwa.

AND WHEREAS, she was charged with willful absence, inconsistent and unprofessional attitude. Upon which an inquiry was conducted against her and in light of the inquiry report, the said penalty was imposed upon her.

AND WHEREAS, the Director Higher Education offering her an opportunity of personal hearing through Prof. Azhar Latif Awan (Bps-20), Principal Govt; Degree College Bei, Abbottabad.

AND WHEREAS, The Departmental appeal preferred by the accused was examined and processed in this office after following the due procedure in light of the relevant rules/laws of Provincial Government.

NOW THEREOF, the Competent Authority examined the appeal of the accused under Rule-03 of Khyber Pakhtunkhwa Civil Servant (Appeal) Rules 1986 and, under Govt; Servants (Efficiency & Disciplinary) Rules 2011 and the Power conferred upon me under Rule 17(2)(b), set aside the major penalty "**Dismissal From Services**" and to reinstate her into Govt; service with immediate effects and her intervening period from 01-Feb-2023 to 04-Sep-2023 may be treated as leave without pay.

Prof. Dr. Farzed Ullah Shah
DIRECTOR HIGHER EDUCATION

Endst. No 14780-87 /CA-VII/Estt:Branch/GGDC No.2 Haripur.

Copy of the above is forwarded to the:

1. Director Regional Directorate of Higher Education Hazara at Abbottabad, Address Govt; Postgraduate College No.1 Abbotabad.
2. Principal, Govt; Girls Degree College No.2 Haripur with the remarks that necessary entry into her service book may be made accordingly.
3. District Account Officer Haripur.
4. Deputy Director (IT), Local Directorate with the remarks to forward to all concerned please.
5. Master File (CA-VII Section, Local Directorate).
6. Official Concerned.

(Signature)
(AFRASEYAR)
ASSISTANT DIRECTOR (Estt.)