# FORM OF ORDER SHEET

-

Court of\_\_\_\_

# Appeal No. 1377/2024

S.No.	Date of order - , proceedings	Order or other proceedings with signature of judge		
1	2	3		
1-	<sup>1-</sup> <b>20-Aug-24</b> The appeal of Mr. SHAREEF KH			
		today by Mr. KIFAYAT ULLAH SHAHABKHEL Advocate.		
		It is fixed for preliminary hearing before Single Bench at D.I.Khan on 16-Sep-24. Parcha Peshi given to counsel for the appellant.		
	•	By order of the Chairman		
		REGISTRAR		
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BEFORE KLTZBER PKLTUNKHWA SERVICE TRIBUNAL, PESHAWAR CHECK LIST

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Ca	se title: Shaveer Khan vs iGP Et.C.					
S.#	Contents	Yes	No			
1.	This appeal has been presented by:					
2.	Whether Counsel / Appellant / Respondent / Deponent have signed the		<u> </u>			
2.	re disite documents?					
3.	Whether Appeal is within time?	1/				
4	Whether the enactment under which the appeal .s filed mentioned?		·			
5.	Whether the enactment under which the appeal is filed is correct?					
6. 7.	Whether affidavit is appen ied?					
8.	Whether affidavit is duly attested by competer toath commissioner? Whether appeal/annexurus are properly paged.					
9	Whether certificate regarding filing any earlie appeal on the		<b> </b> .			
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11.	Whether annexures are attested?					
12.	Whether copies of annexures are readable/ciea ?					
13.	Whether copy of append is delivered to A G DEA G?					
14.	Whether Power of Attorney of the Counsel engaged is attested and signed by petitioner/appellant/respondents?	• •				
15.	Whether numbers of referred cases given are contect?		·			
16.	Whether appeal contains cuttings/overwriting?	t				
17	Whether list if books has been wovided at the c d of the appeal?					
18.	Whether case relate to this Court?					
· 19.	.Whether requisite number of spare copies attached?		]			
-20.	Whether complete spare copy is filed in separate file cover?					
21	Whether addresses of parties given are comple e?					
22.	Whether index filed?	· ·				
.23	Whether index is correct?					
24.	Whether Security and Process Fee deposited? on		·			
25.	W. Liner in view of Killyber Pakhtunki wa Service Tribunal Rules 1974 Russ II, notice along with copy of appeal and an avaryor has been cont					
	Rule 11, notice along with copy of appeal and a resures has been sent to respondents? on					
26.	Whether copies of comments/reply/rejoinder submitted? on	···	<u>`</u>			
• 27.	Whether copies of comments/reply/rejoinder prov ded to opposite party? on		· · · · · · · · · · · · · · · · · · ·			
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It is certified that formalities/documentation as required in the above table have been fulfilled.

Name:

Sharee Khavi

Signatura:

Dated:

### BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL CAMP COURT DERA ISMAIL KHAN

Service Appeal No1377/2024

Shareef Khan

VERSUS

Inspector General of Police and others

## SERVICE APPEAL

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3.	Copy of order dated 10/10/2023	В	10 -
4.	Copies of departmental appeal and order dated 04/01/2024	C&D	11-13
5,	Copy of revision petition	E	14-17
6.	Wakalatnama		18-19

Date: 12 /08/2024

Anwar Zaib Bhitani Advocate High Court R. You's Humble Appellant

Shareef Khan

Through Counsel,

Kifayat Ullah Kundi Advocate

#### BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL CAMP COURT DERA ISMAIL KHAN

Service Appeal No/377 /2024

**Shareef Khan** son of Hawas Khan r/o Sheikh Mela, Landi Baloch, Tehsil Darazinda District Dera Ismail Khan. Ex-Constable No. 2258/K

#### Versus

1. Provincial Police Officer (IGP), Khyber Pakhtunkhwa, Peshawar.

Regional Police Officer (DIG Police) Dera Ismail Khan Region.

3. District Police Officer Dera Ismail Khan.

.....Respondents

..... Appellant

# SERVICE APPEAL UNDER SECTION 4 OF THE KPK SERVICES TRIBUNAL ACT, 1974

Respectfully Sheweth:

2.

1. That the appellant is a permarent resident of District Dera Ismail Khan and was inducted into the Police Department, Dera Ismail Khan as a constable and served the department diligently and honestly for a period of 20 years.

2. That in February 2022, the appellant fell seriously ill and was unable to report for duty. Due to the severity of his illness, he was unable to formally apply for leave but informed his superiors telephonically about his condition. Copies of medical record is annexed as **Annexure-A**.

3. That despite the appellant's illness, the District Police Officer, Dera Ismail Khan, without a fording any opportunity of hearing, issued the impugned order No. OB-2450 dated 10/10/2023 imposing the major penalty of removal from service. Copy of order dated 10/10/2023 is annexed as <u>Annexure-B</u>.

- 4. That the appellant challenged the said order through a departmental appeal to the Regional Police Officer, Dera Ismail Khan, which was also dismissed vide order No. 100/ES dated 04/01/2024. Copies of departmental appeal and order dated 04/01/2024 are annexed as <u>Annexure-C&D</u>.
- 5. That aggrieved by the aforementioned orders, the appellant filed a revision petition before the worthy Inspector General of Police, Khyber Pakhtunkhwa, on 30/04/2024, seeking reinstatement with back benefits. Copy of revision petition is annexed as <u>Annexure-E</u>.
- 6. That despite the lapse stipulated period i.e. 90 days, the revision petition is still pending adjudication.
- 7. That the actions of the respondents in terminating the appellant's services without following due process of law and without any justifiable reason constitute a gross violation of his constitutional rights and service rules.
- 8. That the appellant has been deprived of his livelihood and suffered immense mental and financial distress due to the illegal and arbitrary actions of the respondents, hence, the instant service appeal is being filed, inter alia, the following grounds.

#### **Grounds for Appeal:**

- a. The issuance of the impugned order of removal from service without providing an opportunity for a fair hearing, or serving a charge sheet, show cause notice, or final show cause notice, constitutes a gross violation of the principles of natural justice and procedural fairness.
- b. The orders in question failed to acknowledge the legitimate grounds of my absence, supported by medical evidence,

which should have been a mitigating factor in determining any disciplinary action.

- c. The major penalty of removal from service is excessively harsh and disproportionate to the circumstances of my abalance, particularly given my impeccable service record over the past 20 years.
- d. The undue delay in deciding my revision petition reflects a lack of responsiveness on the part of the authorities and further exacerbates my financial and emotional hardships.
- e. The appellant was not afforded a fair opportunity to defend himself against the allegations, if any, as no charge sheet, show cause notice, or final show cause notice was issued. This is a clear violation of the principles of natural justice, which require that a person be given a fair hearing before any udverse action is taken against them.
- f. The appellant's abrupt removal from service without any justifiable reason has resulted in the denial of his right to livelihood. This constitutes a severe violation of his fundamental rights as enshrined in the Constitution of Pakiscan.
- g. The impugned orders were issued arbitrarily and without any regard to the appellant's long and meritorious service. The respondents have acted in a mala fide manner and abused their powers by imposing an unduly harsh penalty.
- h. The respondents have failed to comply with the prescribed service rules and regulations in terminating the appellant's services. The summary dismissal of the appellant without following the due process of law is contrary to the established norms of service jurisprudence.
- i. There is no evidence whatsoever to substantiate the allegations against the appellant, if any. The respondents have failed to produce any proof to justify the imposition of the major penalty of removal from service.

j. Even if the appellant had committed any misconduct, the penalty of removal from service is disproportionate and excessive in the circumstances of the case. The appellant has served the department faithfully for 20 years, and there is no justification for such a harsh punishment.

- k. The appellant has suffered immense mental agony and financial hardship due to the illegal and unjustified termination of his services. The respondents' actions have caused irreparable damage to the appellant's career and reputation.
- That the counsel for appellant may kindly be allowed to raise additional grounds at the time of arguments.

Prayers!

In view of the foregoing, I respectfully pray for the following reliefs:

- a. The impugned order (OB No. 2450 dated 10/10/2023)
  and the dismissal order (Order No. 100/ES dated 04/01/2024) be set aside as unjust and contrary to the principles of natural justice.
- b. Reinstatement of my service with all back benefits, including salary, allowances, and seniority, as a Constable in the Police Department, Dera Ismail Khan, with immediate effect.
- c. Any other relief deemed just and appropriate in the circumstances of the case, in the interest of justice.

Date: 12/08/2024

Anwar Zaib Bhitani Advocate High Court Yours Humble Appellant Shareer Khan Through Counsel,

Kifayat Ullah Kundi Advocate

### BETORE THE HC NOURABLE KEYBER PAKHTUNKHWA S. VICE TRIBL NAL CAMP COURT DERA ISMAIL KHAN

Service Appeal No.\_\_\_\_/2024

Shareef Khan

VERSUS

Inspector General of Police and others

### SERVICE APPEAL

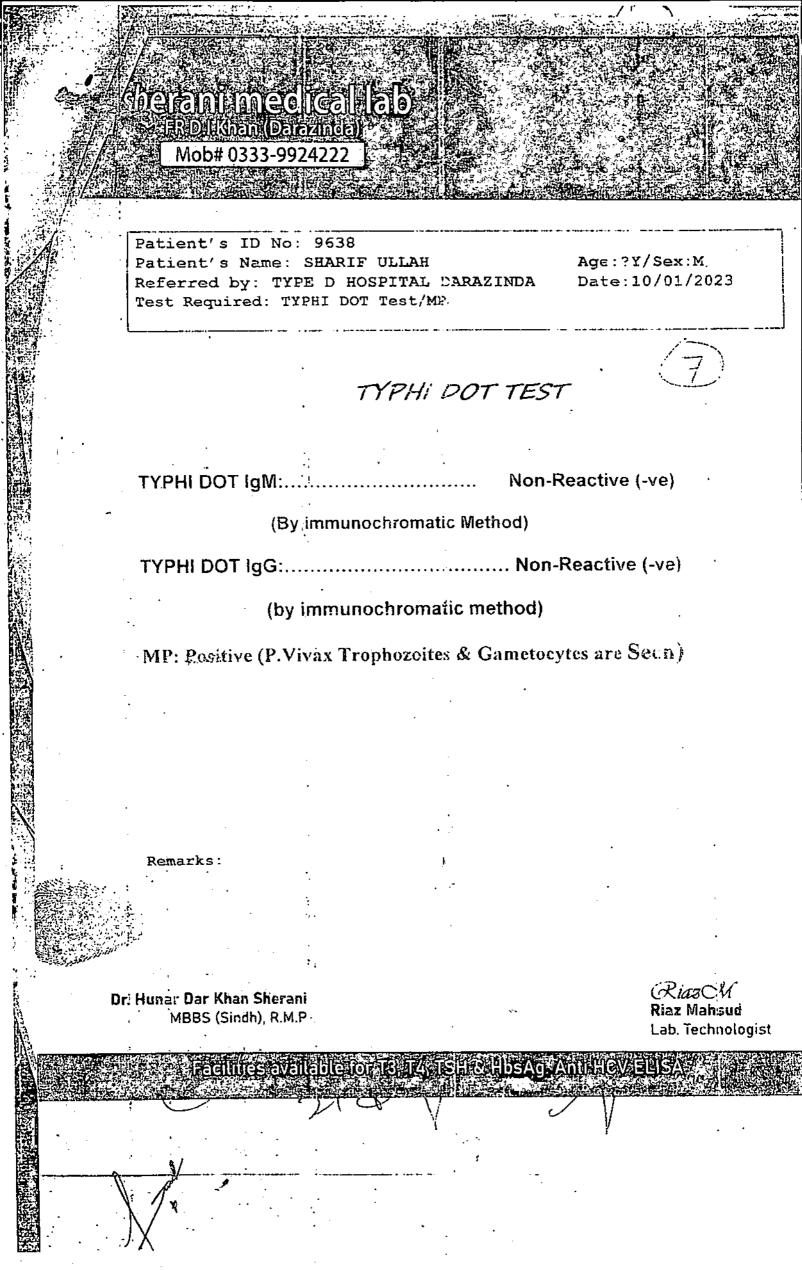
#### AFTIDAVIT

I, **Shareef Khan** son of Hawas Khan r/o Sheikh Mela, Landi Baloch, Tehsil Darazinda District Dera Ismail Khan, do hereby solemnly affirm and declare on oath that contents of above Service Appeai are true & correct to the best of my knowledge and that nothing has been concealed from this Honourable Court.

Datec: 12\_/08/2024

DEPONENT

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Berani medical lab FR D.I.Khan (Darazinda) Mob#-0333-9924222

Patient's ID No: 1021 Patient's Name: SHARIF ULLAH Referred by: TYPE D HOSPITAL LARAZINDA Test Required: TYPHI DOT Test/MP

Age:?Y/Sex:M Date:01/02/2023

TYPHI DOT TEST

TYPHI DOT IgM:..... Reactive (+ve)

(By immunochromatic Method)

TYPHI DOT igG:..... Reactive (+ve)

(by immunochromatic method)

MP: NO MP seen in the thick & thin smear examined

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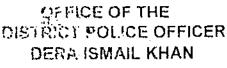
Remarks:

Dr. Hunar Dar Khan Sherani MBBS (Sindh), R.M.P

Facilities available for

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HbsAa, Anti-HOV ELISA



Usied. 00/10/2023

ORDER

Inis order is aimed to dispose off the departmental proceedings conducted against. Constable Sharif Ullah No.2258/K of this district Police, Under the Khyber Pakhtunkhwa, Police Rules, 1975 (amendment 2034) vide this office C/S No 163 & 1967 J23 on the following allegations.

#### Charge Sheet No.163/2023

The while posted in Police Lines 198 any MHC bas reported that he remained absent from lawful duties wile, from 25:09:2024 in titl date without any leave/permission above commission/emission falls in the purview of gross misconduct and renders him liable to be punished under Khyber Pakhturithw - Police Rules 3975 amended 2014.

Superintendent of Police Investigation Unit DiKhan was appointed as Enquiry Officer with the directions to conduct proper Departmental Enquiry against him and submit linding report in which he stated that the said Constable was informed many times to appear before the enquiry officer in contraction with departmental proceeding but he rlid not appeared intentionally. Enquiry Officer recommended for further proceedings against him

#### Charge Sheet No.196/2023

He while posted in Police Lines DiKhan, DSP HOrs, Jokhan has been reported vidé this offluer letter No. (22/HQ dated 27.0 - 2013, dat governessinged absent from lawful autom wile from 12.01.2020 to 22.02. 02.1 and 4 eldige testement invited/originalisation Above commission/omission falls in the purview of grass mission duct and renders you dater type published under Khyber Pakhtuatowa Police, tides (29.4) an invited (2014).

Superintendent of Police Rivestigation Unit Dikipan was appointed as Enquiry Officer with the directions to conduct proper Departmental Enquiry against nam and submit finding report in which he stated that the suid Constatue was absent wie from 17.01.2023 to 22.07.2023 ite 41-days & wie from 25.02.2025 Fe till date, this shows that he is not willing to continue his job longuity Officer incommended for suitable punishment.

Keeping in view of finding replaced the biology Officers and conduct of the definquent Constable, the undersigned came to the conclusion that the charges leveled against him have been proved beyond any shadow of double.

( ) Therefore, 1 in exercise of 30.wm (1) while utilized upon understand, 1, Abdul Rauf Babar District Police Of car Dishan, neroby awarded him Major Purushment of "Dismissal from Service" and his absence period will from 12.01.2023 to 22.2023 i.e. 41 days and from 25.02.2023 to till the date of passing order is treated as leave without pay with immediate effect.

Oldes Announced Ols No.24507 Dated: 10 110/2023

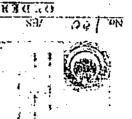
ABOUL RAUF BABAR' PSP District Policy Officer Deru Isman Khan

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The Inspector General Of Police, Khyber Pakhtunkhwa, Peshawar.

### Through Proper Channel:

REVISION PETITION AGAINST THE IMPUGNED OFFICER ORDEROB NO. 2450 DATED 10/10/2023 VIDE WHICH THE PETITIONER WAS AWARDED WITH MAJOR PUNISHMENT OF DISMISSAL FROM SERVICE AND FINALLY AGAINST THE OFFICE ORDER NO 100/ES DATED 04/01/2024 VIDE WHICH THE DEPARTMENTAL APPEAL OF THE PETITIONER HAS BEEN REJECTED

#### <u>PRAYER</u>

On acceptance of this revision petition, the impugned office order OB No. 2450 dated 10/10/2023 of District Police Officer, DIKhanmay kindly be set-aside and the Petitioner may graciously be re-instated into services/department.

#### Respected Sir;

1.

Petitionerhumbly submitted as under:-

That appellant is a permanent resident of District Dera Ismail Khan. Copies of CNIC of appellant is annexed.

2. That the Petitioner was appointed as constable in the police department, the appellant had served the department more than 20 years. Appellant has invested the youngest age of his life and has not left any stone unturned in obeying his legitimate duties.

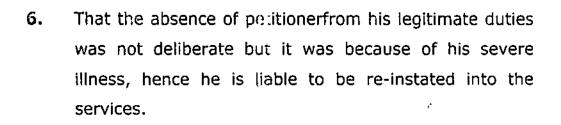
To

That in the month of February 2022 the petitioner got seriously ill and was unable to attend his legitimate duties. In this regard the petitioner verbally and telephonically informed his high ups regarding his severe condition. Similarly the petitioner was unable to come and submit his application regarding the same, as at that time the appellant was performing his duties in Police Lines DIKhan. Copy of medical receipt and record is annexed.

з.

That unfortunately the petitioner was removed from the service vide officer OB No. 2450 dated 10/10/2023 of District Police Officer, DIKhan, without informing the petitioner. The petitioner did not receive any charge sheet and no opportunity of personal hearing has been given to the petitioner, as the absence from the duty of the petitioner was not intentional. Copy of impugned order is annexed.

• That the Petitioner feeling aggrieved from the said order, preferred a departmental appeal to the Worthy RPO DIKhan annexing all the medical record with his departmental appeal but the same was rejected by the RPO DIKhan without probing into the matter and without providing any opportunity of hearing to the petitioner. Copy of the departmental appeal and order No. 100/ES dated 04/01/2024 is annexed.



3

- 7. That it is pertinent to mention here that the petitioner is an aged person, aging 56 years and in such kind of conditions it was hard for him to travel and attend the duties.
- 8. That the petitioner was totally unaware of the fact that the petitioner has been dismissed from his services, it came into the knowledge of the petitioner about his dismissal when after recovering from his illness he joined his duties and due to the blockage of his salary.

That the Petitioner is a very poor person who during the is suffering a lot, due to un-employment and had no other source of income.

In wake of the submissions made above, it is respectfully prayed that the impugned office order OB No. 2450 dated 10/10/2023 of District Police Officer, DIKhan may kindly be set-aside and the Petitioner may graciously be re-instated into services/department Dated :30/04/2022 Your humble Petitioner,

i,

Shareef Khan Son of HawasKhn r/o p/o ShiekhMelaLandiBaloch Khan tehsildrazinda district DIKhan Ex Constable No. 2258/K DIKhan Mob# 0342-9041851 CNIC No. 22301- 6993160-5



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KHYBER <mark>BAKHTUN</mark>KHWA BAR COUNCIL INWAR ZAIB Advocate 69 bc-21-3733 Date of issue; June 2022 June 2025 Valld upto: 👘 Before the honar ab Service KPh بمدالت جناب Camp cour Tesbunel ical etc Shakept Whan rk. دعویٰ یاجرم \_ edvice تقصيل دعويٰ يا جرم\_\_\_ باعث تحريرا نكبه مقدمدمندرجه بالاعتوان مس اينى طرف واسطى بدروى دجوايدى برائ يبشى ياتصفيه مقدمه بمقيام er Sin Anulas, Zaib A. كوحسب ذيل شرائلا يروكك مقرركيا ب، كديش مرتيش مرخود بذر يديمنيار خاص دوير وعدالت حاضر بوتا وبول كا-ادر مردقت يكارب جاسة مقدمه دكمل صاحب موصوف كواطلاح ديكر حاضم عدالت كرول كام اكريشى يرمظهرها ضرند سار اودمقد مديمرى خيرما خرى كى دورست كى اود مرمير مديد خلاف الوكيا - توصا حسب موصوف استک کی طرح ذخہ دارنہ ہوں کے ویزوکس صاحب موصوف صدر مقام کچر کا سے علاوہ کی بکھ یا پہلی کا دقات سے پہلے یا پہلے یا پہلے یا پہلے یا پہلے یا پہلے یا پہلے ا د مددارندہول کے۔ نیز دکس صاحب موصوف مدر مقام کچہرک کے علاوہ می جکد یا کچہرک کے اوقات سے سیلے یا بیچے یا پروتھیل اور دکا کرتے کے ذمددارند موں کے۔اور مقدمہ مدر پہری کے علاوہ اور جکہ ساعت ہونے بازروز تعلیل یا کم مرک کے اوقات سرات کے بیچے بیش ہونے مرحظ برکوکوئی فقدمان بینچاتو اس کے ذمہ داریا اس کے داسلے کی معادضہ سے ادا کرنے یا مخاند واہی کرنے کے بھی موصوف وسد دارند ہوں ہے ۔ جملوکل ماغند مرد اخلہ صاحب موصوف مثل کردہ ذات خود منظور دلیول موکا - اور صاحب موصوف کوم من دلول ما جواب دلول یا درخواست اجرائے و کری دنظر تانی اجل گلرانی و مرحم دوخواست برد جنط دفتند بن کر نے کا می افتیار ہوتا ۔ اور کمی علم یا ڈکری کرانے اور برحم کا روپ دسول کرنے اور دسید دینے اور داخل کرنے اور برحم سے بیان دینے اور اس پر ثالثی یا رامنی نامد د فیصلہ بر ماند کرت ، اقبال دموی کا می التیار بود ادر بعدورت مقرر بون تاری تیش مقدمه فرکوره برون از مجری صدر متدوی مقدمه فکره فکر مان داخل و محمان و برآندگ مقدمه بإمنسوني ذكرى يكلمرف بإدرخواست يحكم اقراحي باقرتي باكرتماري فحل از فيصله اجزائ فركري مجمى صاحب موصوف كوبشرط ادالمكي عليمده مخاند ويردى كا اختبار بهوكا ادرتمام ساخته برداخته صاحب موصوف شكركرده ذات خود منظور وتبول بوكا رادر بصورت خرددت صاحب موصوف كحربيه بمحك اختيار بوكاكه مغدمه لمكوده بالستعكمي يتزد کا کاردانی با بصورت در نواست نظر ثان اتل با تمران با دیکر معاطه مقدمه فرکوره کمی دوسرے دیک با بیر شرکوایے عبائے بااسینہ جمراہ مقرد کریں ۔ اورایسے مشیر قانون کو مجى برامر من وأن اور وي المتيادات مامل بول مر ، يس ماحب موموف كو حاصل إن، اور دو ران مقدمه ش جو بحر بر ما تدالتوا م مرايكا ، و، صاحب موموف کا حق ہوگا ۔ کمر صاحب موصوف کو بو دکی نیس تاریخ بیش سند پہلے ادا ندکروں کا ۔ تو صاحب موسوف کو بورا اختیار ہوگا کہ وہ مقد مدکی مشاد کا درک میں اددالیک صورت ش ميراكولى مطالب كى تم كاما حب موصوف سى يرخلاف بير بوكا-لهذاوكالست نامدتهمو بإب-تاكم سندوب Il in Kun مضمون وكالت نامة بن لياب \_ ادراجي طرح سمجه لياب ادر منظور ب Charee Khain

KHYBER PAKHTUNKHWA BAR COUNCIL KIFAYAT ULLAH KHAN Advocate bc-22-4776 Date of issue: December 2022 Valid upto: December 2025 Secretary KP Bar Council Service Inwo Xa 190m Biv. (out thave Chan 6tc دعوى ياجرم نفصيل دعوي ياجرم باعث جرآنكه Er Dik مقصمه مندرج بالاعنوان مرن ابن طرف واسط بيروز وجوابد اي برائ يبش مارتصف وقدرمه بمقا UVIGIN Kunoli Advocate کو سب ذیل شرائط پر وکمل مقرر کیا ہے ، کہ ش ہر تبقی پرخود بذر بیز انڈاد خاص رو پر وعدالت حاضر ہوتا رہوں کا کم اور ہر دفت یکا رے جانے مقدمہ وکمل صاحب موموف کواطلام و یکر حاضر عدالت کروں کا اکر شیشی پرمظهر جا شرند ہوا .. اور مقدمہ یمری فیر حاضری کی ادبرے کی طور پر میرے پرخلاف او کیا ۔ آو مساحب موصوف السکے کی طرح لالد دارند ہوں کے، نیز دیکل مناحب موصوف صدر مند ، پجہری کے علاوہ کی جکہ یا پجہر کے ادامات سے مسلے یا پیچے یا پردو جس شروی کرنے کے ذمددار ندہوں کے ۔ نیز وکس ماحب موصوف مدر مقام پجہری کے طادہ کمی جکد یا پجہری کے ادقات سے پہلے یا پیچے یا پروز تعظیم ویردی کرنے سے ذمددار ند ہوں کے۔اور مقدمہ صدر پجہری کے علادہ اور جکہ ساحت ہونے یا برو تعلیل یا کجہری کے ادقات کا تے بیچے پیش ہونے پر مظہر کو کوئی نقصان بیچ تو اس کے ذمہ دار یا اس کے داسلے کی معادضہ کے ادا کرنے یا محالنہ والی کر ... کے کمی موصوف ذمہ دارنہ ہول کے .. بچر کوکل ماختہ م دانطہ صاحب موسوف مش کردہ ذات خود منظور وتحول بوكا - اورصاحب موصوف كومرضى دموني وباجواب الوكن با درخواست اجرابية ذكرى وتطرثاني الجل ككراني وجرهم درخواست البرد يتخط وتعهد ليت كرين لحاظ میں اعتبار ہوگا ۔ اور کمی تھم یا ڈکری کرانے اور برتھم کا روپید دصول کر نے اور دسید اور داخل کرنے اور برتھم کے بیان دسیتے اور آس پر ثالق یا رامنی تا مدونیسلد بر مان کر نے دا آبال دمویٰ کا مجمی اعتیار ہوکا ۔ ادر بعدورت مقرد ہونے ، دی چش مقدمہ ذکر ، جرون از مجمری مددر بیروی مقدمہ ذکر ، فنگر ثانی واقتل دعمرانی و برا علی متدمد بامنسوني ذكرى يعطرف باددخواست بحم اقتاع با ترتى باكرفاري فك از فيعلد اجزائ ذكري مح معاحب موصوف كوبشرط ادانتي عليمده مخاند تتدوك كالفتيار تدفد ادرتهام مباخته برداخته مباحب موصوف كرده ذاحت خودمنظور وتول : وكا –ادد بصودت ضردرت مباحب موصوف كوبيهجي اعتيار بوكاكه مقدمه تمكوده بالستيحكي بزد ک کاردال یا بعورت درخواست نظر ثانی ابتل یا محرانی یا دیگر معامله مقدور به کمور محک دوسرب دیک یا بید شرکواپ بیجائے یا ایپ جمراه مقرر کریں ۔ اور ایپ مشیر قالون کو بمى برامريس وى اور وي المتيادات حاصل بول مرم مبيس ماحب موصوف كو حاصل جن، ادر دو دان متدمد ش جر مجمح جريا شدالتوام يزيكا ، وو صاحب موصوف کاحق موکا \_ عمرمسا حب موصوف کو بودی فیس تاریخ تیش ست، مسل ادا ندکرول کا \_ تو مساحب موصوف کو بودا اعتیار موکا کدده مقدمسکا متاروک ندکریں اورالسک سورت میں میراکوئی مطالبہ کمی کم کا صاحب موصوف کے برخلاف جیس سرگا۔ لمذادكانت تامدكهمدياب يتاكد سندرب JI. 12 مضمون دکالت مامدین لیاہے۔اوراچھی طرح سمجھ لیاہے اور منظورہے۔ العد Shavee Rhan Accepted