## FORM OF ORDER SHEET

Court of

### Appeal No.

#### 1494/2024

S.No. Order or other proceedings with signature of judge Date of order proceedings 1 3 20/09/2024 .1.-The appeal of Mr. Shamsur Rehman resubmitted today by Syed Dawran Shah Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on 30.09.2024. Parcha Peshi given to counsel for the appellant. By order of the Chairman

The appeal of Mr. Shams un Rehman received today i.e on 02.09.2024 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- Address of appellant is incomplete be completed according to rule-6 of Khyber Pakhtunkhwa Service Tribunal rules 1974.
  - Check list is not attached with the appeal.
- 3<sup>1</sup>/Annexures of the appeal are unattested.
- 4<sup>4</sup> Annexures A, B, D, E and G of the appeal are illegible.
- 5- According to sub-rule-4 of rule-6 of Khyber Pakhtunkhwa Service
  - Tribunal rules 1974 respondent no.1 is un-necessary/improper party, in light of the rules ibid and on the written direction of the. Worthy Chairman the above mentioned respondent number be deleted/struck out from the list of respondent.

No. 746 /Inst./2024/KPST, Dt. 12/9\_/2024.

E TRIBUNAL KHYBER PAKHTUNKHWA PESHAWAR.

Syed Dawran Shah Adv. High Court at Peshawar.

Note:

Sir, Re. Submitted after the removal of Office objections. Xaum -20/09/24

Appeal No. 1494/2024

Shams Ur Rehman

VERSUS

C.C.P.O Peshawar & others

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Syed Dawran Shah Advocate High Court Peshawar

Appeal No.

## Shams Ur Rehr in

## VERSUS

## Provincial Police Offic & otlers

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APPELLANT

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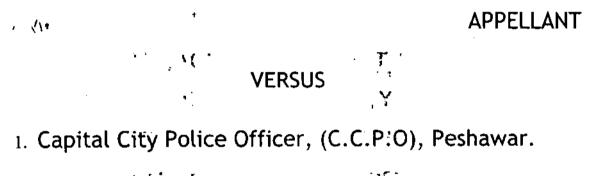
Syed Dawran Shah

Advocate High Court

Peshawar

Appeal No. \_\_\_\_

Shams Ur Rehman S/o Lal Zaman Ex-Constable R/o Mohallah Muhammad Ali Banda, Shagai, Sufaid Sang, Tehsil & District Peshawar *Ex-Constable P.S. Regi Peshawar*.



2. Superintendent Of Police, Warsak Division, Peshawar.

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ج		i	RESPONDENTS

APPEAL UNDER SECTION 4 OF KPK SERVICE TRIBUNAL ACT, 1974 AGAINST IMPUGNED ORDER DATED 10-07-2024, PASSED BY RESPONDENT NO-03 WHEREBY THE APPELLANT HAS BEEN AWARDED THE MAJOR PENALTY OF DISMISSAL FROM SERVICE AND HIS DEPARTMENTAL APPEAL AGAINST THE IMPUNGED ORDER IBID WAS REJECTED BY

Appeal No. \_\_\_\_

Shams Ur Rehman Ex-Constable S/o Lal Zaman R/o Mohallah Muhammad Ali Banda, Shagai, Sufaid Sang, Tehsil & District Peshawar.

APPELLANT

VERSUS

- 1. Provincial Police Officer (I.G.P), Khyber Pakhtunkhwa, Peshawar.
- 2. Capital City Police Officer (C.C.P.O), Peshawar.
- 3. Superintendent Of Police, Warsak Division, Peshawar.

RESPONDENTS

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## RESPONDENT NO-02 VIDE IMPUGNED FINAL ORDER DATED 16/08/2024 in DISREGARD OF THE RULES AND PRINCIPLES OF NATURAL JUSTICE

12

## **Respectfully Sheweth:**

## FACTS OF THE CASE

- 1. That the appellant was appointed as constable in the police department in the year of 2008, and during his 16/17 years of active service he has got no adverse remarks or any other charge and as such having an excellent record and spot less service.
- 2. That during the relevant days, appellant was on duty at DRC Industrial Estate Peshawar and a charge sheet was issued on 10/08/2024 that the Appellant remained absent from duty from PS Regi Daily Diary No: 12 dated 16/04/2024 without permission of his superiors. (Copy of Charge Sheet & DD No:12 are enclosed as Annexure "A & B")
  - 3. That as per record, the appellant was shown transferred from DRC Industrial Estate Peshawar to PS: Regi Peshawar but the appellant was not informed through any source regarding his transfer

and when the appellant got knowledge about his transfer, he appeared at PS: Regi on 25/5/2024 which is evident from the record.

- 4. That Sub Divisional Police Officer Regi Sub Division Peshawar was appointed as Enquiry Officer. The enquiry officer recorded the statement of OIC DRC Industrial Estate Peshawar (where the Appellant was on duty on the relevant days) who gave written statement that the Appellant was on duty at DRC Industrial Estate Peshawar till 23/05/2024. (Copy of Written Statement is attached as Annexure "C")
- 5. That after recording the relevant statements and perusing the materials, the Enquiry Officer accepted the plea of the appellant and recommended the absence period (38 days) treated as duty and remaining two (2) days leave without pay. (Copy of Inquiry Report is enclosed as Annexure "D")
- 6. That without considering the recommendations of Enquiry Officer and record the appellant was awarded the major penalty of dismissal from

service by Respondent No.3 on 10/7/2024. (Copy of the Order dated 10/7/24 is Annexure "E")

7. That feeling againeved the appellant filed departmental appeal on 18/7/2024 which was also rejected on dated 16/08/2024. (Copies are enclosed as Annexure "F & G")

8. That in order to seek the justice qua his unlawful dismissal order passed by the respondent 2 & 3, the appellant now approaches this Hon'ble Court/ Tribunal for setting aside both the impugned orders and reinstatement in service on the following grounds;

## GROUNDS:

- A. That both the orders of the respondent No. 2 & 3 are against the law, facts and violation of the procedure as provided under the law, hence the same is liable to be struck down,
- B. That so-called departmental inquiry proceeding has not been initiated in accordance with proper procedure, and the entire proceeding has been completed in haphazard manner,

hence the same is having no sanctity in the eye of law.

C. That nor proper opportunity of hearing was provided to the appellant, as such the basic principle of natural justice is violated in the case of the appellant.

D. That even no one was examined in presence of the appellant nor was ever the appellant provided opportunity of personal hearing and no evidence was collected in support of the allegations.

E. That preliminary inquiry has no value and regular inquiry is mandatory in case major penalty is awarded to an employee.

F. That the Respondent has not given any reason for not agreeing with the recommendation of Enquiry Officer which is against the law, rules and principles of justice.

G.That being a regular employee the appellant has served the department honestly and whole heartedly for sufficient time, and perform his duties candidly and unequivocally thus the appellant cannot be dismissed from his service with a stroke of pen as done by the respondent No. 2 & 3.

H. That the conduct of the respondent No. 2 & 3 clearly suggests that appellant has highly been discriminated which is not permissible under the constitution of Islamic Republic of Pakistan

1973.

- 1. That it is very much clear from the record that the appellant was not informed about his transfer from his place of duty to the PS: Regi and the appellant was regularly performing his duty at his place of posting to the satisfaction of his superiors, thus the same cannot be treated a ground for termination of the services of the appellant.
- J. That it is clear from the record that the appellant regularly performs his duty and did not remain absent from duty, hence the dismissal order is illegal, against the record and facts of the case.

Appeal No. \_\_\_\_\_

Shams Ur Rehman

VERSUS

Capital Git Police Officer & others

## AFFIDAVIT

I, Shams Ur Rehman Ex-Constable S/o Lal Zaman R/o Mohallah Muhammad Ali Banda, Shagai, Sufaid Sang, Tehsil & District Peshawar, do hereby declare on oath that the contents of this appeal is true and correct to the best of my knowledge and nothing has been concealed there in.

Identified By

Syed Dawran Shah Advocate, High Court, Reshawar.



Deponent (Anno M CNIC :- 17301-3378480-3 CELL NO: 0305-5050234



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Appeal No. \_\_\_\_\_

Shams Ur Rehman VERSUS

C.C.P.O Peshawar & others

## ADDRESSES OF PARTIES

ADDRESS OF APPELLANT:

Shams Ur Rehman Ex-Constable S/o Lal Zaman R/o Mohallah Muhammad Ali Banda, Shagai, Sufaid Sang, Tehsil & District Peshawar.

ADDRESSES OF RESPONDENTS

- 1. Capital City Police Officer, (C.C.P.O), Peshawar.
- 2. Superintendent Of Police, Warsak Division, Peshawar

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Syed Dawran Shah Advocate High Court

Peshawar

Appeal No. \_\_\_\_\_

## Shams Ur Rehman VERSUS

Provincial Police Officer & others

## ADDRESSES OF PARTIES

ADDRESS OF APPELLANT:

Shams Ur Rehman Ex-Constable S/o Lal Zaman R/o Mohallah Muhammad Ali Banda, Shagai, Sufaid Sang, Tehsil & District Peshawar.

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- 12. Capital City Police Officer (C.P.O), Peshawar.
  - 3. Superintendent Of Police, Warsak Division, Peshawar

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FILANT

Syed Dawran Shah Advocate High Court Peshawar

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Annexure

#### OFFICE OF THE SENIOR SUPERINTENDENT OF POLICE, WARSAK, CCP, PESHAWAR Email: spwarsakilivision organil.com

#### , RANDE SUFFIL

(a) which have Ishar (PSP). Superimendent of Police, Warsak Division, Pediawar, as the endormy hereby charge you FC Shanas Rehman. No.4717, of PS Regillas follows that while you justed at Police Station Regilly you absented himself vide DD 86.12, dated 46.04,2024, to to till date from lawinf duty without permission of his seniors. All these shows his take of interest in his legitimate duties.

DAUS/0/05 2023

2. So meshas to gross misconduct, negligence and multifier on your part for which you shallow hur nuclashinear as defined in Police Disciplinary Rules, 1975.

(a) second of the above, you appeared to be guilty of misconduct under Police (a) contact, Roles, 1975 and have rendered yourself liable to all or any of the penantics specified in the send Roles.

The formation of the submit your written defense within seven days of the accuracy threehangs sheet to the highly Officer Committee.

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SuperIntendent of Police, Wafsal, Division CCP, Pesbawar,

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#### **OFFICE OF THE**

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#### **DEPUTY SUPERINTENDENT OF POLICE.**

#### **REGI SUB-DIVISION PESHWAR.**

#### No.59/E . Dated 26/06/2024.

То

The Superintendent of Police,

#### Warsak Disivion Peshawar.

Subject: DISCIPLINARY ACTION AGAINST CONSTABLE SHAMS-UR-REHMAN NO.4217 OF PS

#### MEMO:

Please refer to your office Endorsement No. 68/E/PA SP warsak Dated 10-05-2024 on the subject cited above.

1.1

• . • .

The instant enquiry was initiated against Constable Shams-ur-Rehman No. 4217 on the directions of SP Warsak vide his letter No. 68/E/PA dated 10-05-2024 on the charge that while he was posted at PS Regi, that he was absented himself with effect from 16-04-2024 to 25-05-2024 total (40 days) vide DD No. 06. dated 25-05-2024 to without leave or permission. The undersigned was appointed as Enquiry Officer to srutinize the conduct of the under Enquiry official.

The under Enquiry official was summoned and he appeared before the undersigned. He gave a written statement in his support that he was transferred from DRC Industrial Estate to PS Regi vide QB No. 680, dated 11.03.2024 but he was on duty at DRC industrial Estate. The said Constable stated that he didn't know about it when the on receiving the information about his transferred he appeared at PS Regi on 25-05-2024. The OIC DRC industrial Estate has also given written statement that the said Constable was on duty with him till 23-05-2024. (statement attached).

#### Conclusion:

After the view of above and the statements of the under Enquiry official DRC industrial Estate that he was on duty with OIC DRC industrial Estate. The under Enquiry official in which he stated that his absence duration was the result not attendance in PS Regi. It is therefore, the undersigned recommended that the absence period (38 days) of Constable Shams-Ur-Rehman No. 4217 mentioned above may be stated as duty and remaining 2 days leave. Without pay, please.

Report is submitted please.

#### Imtiaz Alam Khan

Sub divisional Police Officer

Regi Sub Division. Peshawar.

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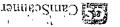
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#### OFFICE OF THE

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#### **DEPUTY SUPERINTENDENT OF POLICE,**

#### **REGI SUB-DIVISION PESHWAR.**

#### No.59/E . Dated 26/06/2024.

То

The Superintendent of Police,

#### Warsak Disivion Peshawar.

Subject: DISCIPLINARY ACTION AGAINST CONSTABLE SHAMS-UR-REHMAN NO.4217 OF PS REGI.

#### MEMO:

Please refer to your office Endorsement No. 68/E/PA SP warsak Dated 10-05-2024 on the subject cited above.

The instant enquiry was initiated against Constable Shams-ur-Rehman No. 4217 on the directions of SP Warsak vide his letter No. 68/E/PA dated 10-05-2024 on the charge that while he was posted at PS Regi, that he was absented himself with effect from 16-04-2024 to 25-05-2024 total (40 days) vide DD No. 06. dated 25-05-2024 to without leave or permission. The undersigned was appointed as Enquiry Officer to srutinize the conduct of the under Enquiry official.

The under Enquiry official was summoned and he appeared before the undersigned. He gave a written statement in his support that he was transferred from DRC Industrial Estate to PS Regi vide QB No. 680, dated 11.03.2024 but he was on duty at DRC industrial Estate. The said Constable stated that he didn't know about it when the on receiving the information about his transferred he appeared at PS Regi on 25-05-2024. The OIC DRC Industrial Estate has also given written statement that the said Constable was on duty with him till 23-05-2024. (statement attached).

#### Conclusion:

After the view of above and the statements of the under Enquiry official DRC Industrial Estate that he was on duty with OIC DRC Industrial Estate. The under Enquiry official in which he stated that his absence duration was the result not attendance in PS Regi. It is therefore, the undersigned recommended that the absence period (38 days) of Constable Shams-Ur-Rehman No. 4217 mentioned above may be stated as duty and remaining 2 days leave. Without pay, please.

#### Report is submitted please.

Imtiaz Alam Khan

**Sub divisional Police Officer** 

**Regi Sub Division. Peshawar.** 



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OFFICE OF

SUPERINTENDENT OF POLICE WARSAK, CCP, PESHAWAR

P/A

\*Email: Spwarsak Subdivision@gmail.com.

NO. 1780.

DATE: 09/07/2024

#### ORDER:

This order will dispose off the Department Inquiry against Constable Shams-ur-Rehman No. 4217, while posted at PS Regi, which was initiated vide this office PA; dated 10.05.2024 on the grounds, that he absented himself for the period of (40 days) from lawful duty vide DD No.12, dated 16.04.2024 without permission of his seniors.

Under Police Rules 1975 (amended 2014) Charge Sheet along with Statement of allegation were issued against him and SDPO Regi Peshawar was appointed as Enquiry Officer completion of Inquiry. EO submitted his findings, which reveals that the has been transferred from DRC industrial Estate to PS Regi, vide OB NO. 680. Dated 11.03.2024, but he did not inform regarding his transfer in meantime, hence, he performed his duties at DRC industrial Estate, Later on. 25.05.2024. the alleged official received information regarding his transfer, wherein he made compliance accordingly. To this effect report from OIC DRC Industrial Estate has also been obtained who support the stance of alleged official and stated that the official concerned was on duty with him till 23.05.2024. Hence, recommended that the absence period i.e. (38 days) of alleged official may be counted on his duty period, while remaining (2) days leave may be treated as leave without pay.

Subsequently, on 28.06.2024, the alleged official appeared before the <u>during appearance he did not offer</u> plausible reason to defend his stance.

4. I being competent authority did not agree with the recommendation of Enquiry Officer, hence, keeping in view the absence and letithargic attitude of <u>Constable</u> Shams-ur-Rehman No.4217, need to be Reprimand/punishment. Therefore, in exercise of powers vested in me under the Khyber Pakhtunkhwa (Efficiency & Disciplinary) Rules 1975, I Muhammad Jawad Ishaq, (PSP), SP Warsak, has decided to impose Major penalty of "<u>Dismissal from Service</u>" on on the Accused official with immediate effect Order announced.

Order announced.

#### MUHAMMAD JAWAD ISHAQ (PSP)

Superintendent of Police Warsak,

Division Peshawar.

#### OB No. 1715 dated 10/07/2024

Copy of above is forwarded for information and necessary action to:

1. The Capital City Police Officer, Peshawar.

- 2. The Senior Superintendent of Police Department CCP Peshawar.
- 3. CCP Peshawar.
- 4. SDPO Warsak,
- 5. Pay Officer CCP, Peshawar
- 6. CRC & QASI CCP, Peshawar.
- 7. Along with Inquiry file for record.
- 8. All concerned.



Annexure, 15 it all soft all is مراسط تحالى ارد عاى، تونى حرب ال موضا تما ما مر اس أساد في معال لدين في عرف 22 تر موضا تما ما مر اس أساد في معال لدين في عمار في المراجع ومن انهار محمل خون مثل في ارائي في ترابي خاصا دل علام دس EWU 25 مریکی میں رہی کا مزرج کمریک محال رہی میں رہی کا مزرج کمریک 13/212 Lest Charge plus con تیکی میں کافنی کی دور ان کی جم ا تى ئەرقىي خ July Carpan Carles من بر جاره رين فريس (لف في) الشقوار ف بقت وفي الدياكي 3238 بنبر محس Jup J. D. سي تر لوقي ى شىخەرە كالىشىخە بالمتحار وترتي في الم a GO De a ے جاری تعنی الم میں جو الرکر میں بی ل سام ساری کمد درا ا 1993 - 1307-7104415 ( دیانی آنگیزان سراه کنی Sunaw Miller and PPTOTOTOTOTO 25 J. S. 194



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#### ORDER,

University order will dispose on the depair ontarts of preferred (E) ouvtable ApShape-ur-Rehman No. 4247, who we awarded major , anshment of "drim (E) from service" onder KP PR-1975 (amended 2913) by SP-Wassal. (hawar vide OB No. 1) dated (0.072/0.04).

Butter facts leading to the instant appeal are that a defaulter Coma, while posted at PS Regul Peshawar was proceeded against departme. By the charges of differ absence from lawful duty wield 16.04.2024 to 25.05.2024 (40 type) tout prior per on of feave of the competent authority.

punishment of distanceal from service

4- He was heard in person in Orderly Room. During personal hearing, he was given an opportunity to prove his innocence. However, he fulled to submit any plausible explanation in his defense. Therefore, his appeal for setting uside the punishment awarded to him by Si<sup>6</sup>Warad, deshavar vide OB No. 1715, dated-10.07,2024 is hereby rejected/filed.

"Order is announced"

CE/OFFICER, PESHAWAR

- No 4969-69 PACCE

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11:1 08/2024 dated Pesluwar the

Copies for information and necessary action to thes-

PO, CRC, OASI & 1 MC alongwith complete 1 an island, Efficial concerned.



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#### **OFFICE OF THE**

#### CAPITAL CITY POLICE OFFICER, PESHAWAR.

Phone No. 091-9210989 Fax. No. 091-9212597.

ORDER.

- 1- This order will dispose of the departmental appeal preferred by Ex Constable Shams-Ur-Rehman No. 4217, who was awarded the major punishment of dismissal from service under KP PR-1975 (amended 2014) by SP Warsak, Peshawar vide OB No. 1715, dated 10-07-2024.
- 2- Brief facts leading to the instant appeal are that the defaulter Constable while posted at PS Regi, Peshawar was proceeded against departmentally on the charges of his willful absence from lawful duty w.e.f. 16.04.2024 to 25.05.2024. (40 days) without prior permission of leave of the competent authority.
- 3- He was issued Charge Sheet and Summary of Allegations by SP/Warsak, Peshawar. He SDPO Regi, Peshawar was appointed as Enquiry Officer to scrutinize the conduct of the accured official. The Enquiry Officer after conducting departmental enquiry submitted his findings in which it was recommended that his absence of 38 days may be treated as duty while the remaining 02 days as leave without pay. However, the competent authorities i.e. SP Warsak, Peshawar did not agree with the recommendations of Enquiry Officer and awarded him major punishment of dismissed from service.
- 4- He was heard in person in Orderly Room During personal hearing, he was given an opportunity to prove his innocence. However, he failed to submit any plausible explanations in his defense. Therefore, his appeal for setting aside the punishment awarded to him by SP/Warsak. Peshawar vide OB No. 1715, dated 10.07.2024 is hereby rejected/filed.
  <u>"Order is announced"</u>

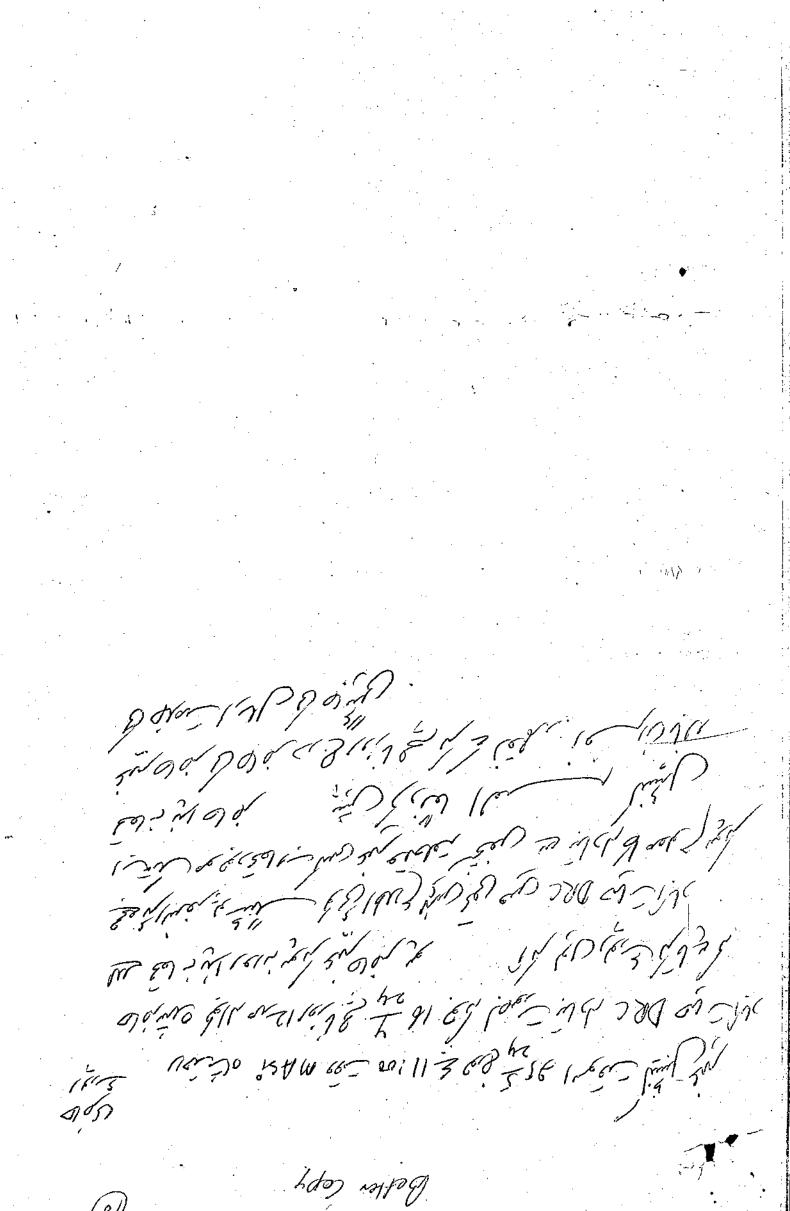
#### CAPITAL CITY POLICE OFFICER PESHAWAR.

No. 4968-69 /PA/CCP. dated Peshawr the 16/08/2024.

Copies for information and necessary action to the:-

- 1. SP/HQrs, Peshawar.
- 2. AD/IT CCP Peshawar.
- 3. PO, CRC, OASI & FMC alongwith competent Fuji Misal.
- 4. Official concerned.

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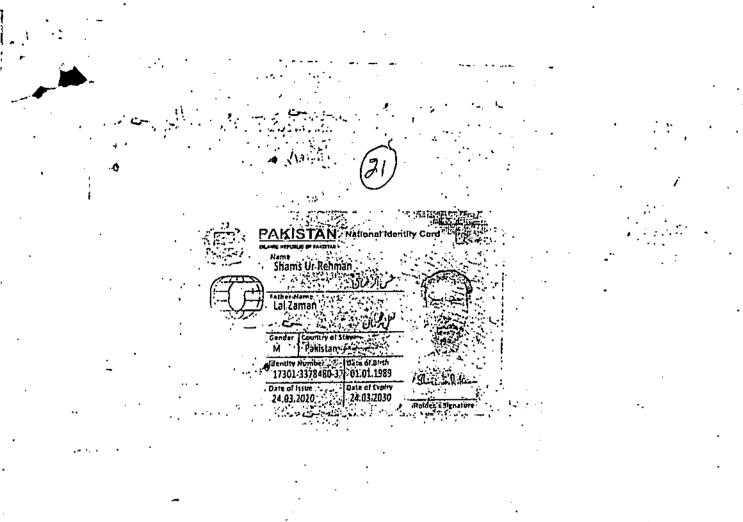


منطع لوليس سيش آثور يورث ممبر /رجستر سلسار وار نمبر تام اطلاع بتاري ودتت يشاور حيات آباد 13 / 2 لوحيت والين

## اس دقت کسٹیل مش الر حمان 17 DRC انڈسٹریل اسٹیٹ سے برعد سامان مرکاری و بڑی اصورت تبادلہ تعلندر کی ردانہ کر کے بدایات سناسب دی تق-

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(20 پښادر مارايسوي ايسشن، خسيبه پخسستونخوا<u>ه</u> 0/2011/1970 PESHAWAR انڈوکیٹ: باد کونس اایسوی ایش نمبر ۲۶۶۶ - BC 03005985384 دابط ممبر: منجانب: د توڭ: علت تمبر :77 A. 7 8. 1 مقدمه مندرجہ عنوان بالا میں این طرف سے داسطے ہیر دبی دجواب دہی کاروائی متعلقہ آلن مقام ليتمام مستر محالي سترا و المسولين كريل مقرر کر کے اقرار کیا جاتا ہے کہ صاحب موصوف کو مقدمہ کی کل کاردائی کا کال اختیار ہوگا ، نیز وکیل صاحب کو راضی نامه کرنے وتقر رثالث و فیصله بر حلف دینے جواب دعویٰ اقبال دعویٰ اور درخواست از ہرتم کی تصدیق زری بر دستخط کرنے کا اختیار ہوگا، نیز ایمورت عدم بیردی یا ڈگری یکطرفہ یا ایل کی برآ مدگی اور منسوخی ، نیز  $\overline{\Diamond}$ دائر کرنے اپیل ظرانی ونظر ثانی و پیردی کرنے کا مختار ہو گا اور بصورت ضرورت مقدمہ مذکورہ کے عل یا جزوئ کاردائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقر رکا اختیار ہو گا اور صاحب مقرر شده کو وہی جملہ مذکورہ بالا اختیارات حاصل ہو ں کے اور اس کا ساختہ پر داختہ منظور و قبول ہو گا دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ کے سب سے ہوگا ۔کوئی تاریخ پیشی مقام دور: یا حد ہے باہر ہو تو وکیل صاحب پابند نہ ہوں کے کہ پیروی ندکورہ کریں ،البذا وکالت نامہ لکھ دیا تا کہ سند رہے المرقوم : <u>20 /</u> مقام \_ لي منظق



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المعادية المراجعة المعادية الله على على بالحدود (اكن خاد بتائي محماد سليد المعادية المحرفة الله المعادية المحلم بالحدود (اكن خاد بتائي محماد سليد المعادية المحرفة المحلم بالمعادية المحلم بالمعادية المحلم محلوم المعادية المحلم محلم المحلم محلم المحلم المحل

کمشده کار ذیلنے پر تریبی لیٹر بکس میں ڈال دیں

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