BEFORE THE KHYBER PAKHTUNKHWA ŚERVICE

TRIBUNAL, PESHAWAR

Amended Service Appeal No. 294_/2023



Amouded Service Appeal No. 284 /2023

Arshad Iqbal,		
Ex-Constable No.173,	•	Annallant
Police Force, Karak		Appellant

Versus

The Provincial Police Officer, & others......Respondents.

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Through

Ashraf Ali Khattak

Advocate,
Supreme Court of Pakistan

Dated:18/11/2024

BEFORE THE KHYBER PAKHTUNKHWA SERVICE $\overline{\mathscr{D}}$

TRIBUNAL, PESHAWAR

Amended Service Appeal No. 284 /2023

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Amended Service Appeal No.284/2023

Arshad Iqbal,	•
Ex-Constable No.173,	
Police Force, Karak	Appellant

Versus

- The Provincial Police Officer,
 Khyber Pakhtunkhwa, Peshawar.
- The Regional Police Officer, Kohat Region,
 Kohat.
- The District Police Officer,

 Karak.....Respondents.

Service Appeal under section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1074 read with Police Rules, 1975 (amended in 2014) against the impugned final order of Respondent No.1 bearing No.505-511/24 dated 22-03-2024 passed in Revision Petition of the Appellant; preferred against the impugned order of the respondent No.2 dated 06-01-2023, who vide the same rejected the departmental appeal of the appellant preferred against the impugned original order of respondent No.3 dated 29-11-2022.

Prayer:-

On acceptance of the instant appeal; this Hon'ble Tribunal may graciously be pleased to:-

- 1. Declare all the impugned orders of respondent No.1 bearing No.505-511/24 dated 22-03-2024, impugned dated 06-01-2023 of the respondent No.2 and the impugned order dated 29-11-2022 of the respondent No.3 as illegal, unlawful and without lawful authority and set aside the same.
- 2. Direct the respondents to re-instate the appellant with all back benefits.
- 3. ANY other remedy deemed appropriate in the circumstance of the case and not specifically asked for may also be graciously granted.

Respectfully Sheweth,

The concise facts giving rise to the present service appeal are as under:-

- That appellant was appointed as Foot Constable on 05-08-2009. He has
 more than 13 years' service at his credit with unblemished and clean
 sheeted conduct record.
- That appellant was charge sheeted by respondent No.3 vide charge sheet & statement of allegation dated 05-11-2021 with the following words:-
 - "As per letter vide No.308/HQ/PA, dated 28-10-2021 received from SDPO Karak that you constable Arshad Iqbal No.173 have share/leak police performance and also tarnish the image of police in general public. This is quite adverse on your part and shows your malafide intention, wilfull breach and non-professionalism in the discharge of your official obligations. Such act on your part is against the service discipline and amounts to gross misconduct."

Copy of charge sheet and statement of allegation dated 05-11-2021 are attached as Annexure-A.

- That appellant replied and denied the allegation.
 Copy of reply to the charge sheet is attached as Annexure-B.
- That inquiry was conducted through SDPO Takhti-e-Nasrati, who in the absence and at the back of appellant recorded the statement of the incharge Chowki. Amjad Shaheed Shnva Khudi Khel, Circle Incharge

Takhti-e-Nasrati, District Security Branch (DSB) Staff, who recorded the statement of Local Elders and submitted report. It is worth mentioning that DSB Staff vide their report declared and notified that appellant is gentleman and has no link what so over with criminals and anti-state groups. The inquiry officer failed to collect an iota of incriminating evidence against the appellant.

Copy of inquiry report dated 25-02-2022 and report of DSP Staff is attached as Annexure-C.

- 5. That it is very astonished that the inquiry officer without reference to any evidence and cogent and legal ground held the appellant as guilty and recommend him for severe punishment.
- 6. The respondent No.3 constituted another review/enquiry inquiry officer "SP Investigation Wing Karak", who again conducted inquiry without association of appellant. As per inquiry report SP Investigation Wing Karak has recorded the statement of one Mr. Najeeb Ullah HC No.290 in charge Police Post "Shah Saleem as well as FC Umer Sawab No.890. Appellant has neither been provided opportunity of cross examination of the said witnesses nor have the statements been recorded in the presence of the appellant.

Copy of the inquiry report dated 03-08-2022 conducted through SP Investigation Wing along with statement of Mr. Najeeb Ullah HC No.290 incharge Police Post "Shah Saleem as well as FC Umer Sawab No.890 are attached as Annexure-D.

- 7. That from the bare perusal of the statement of both the witness, it is very clear that appellant is not involved in the alleged charge leveled against him although the same has been recorded in the absence and at the back of the appellant without opportunity of cross examination.
- 8. That it is also pertinent to explain that both the inquiry officer/committee have not recorded the statement of the so called complainant SDPO Karak on whose complaint vide letter No.308/HQ/PA, dated 28-10-2021 the

impugned inquiry has been initiated, which is against the statutory rules governing the subject matter.

Copy of the letter No.308/HQ/PA, dated 28-10-2021 of complainant SDPO, Karak, wherein appellant was blamed for having links with criminal is attached as Annexure-E.

9. That appellant was served with "Final Show Cause". Appellant submitted reply to the show cause and again denied the allegations.

Copy of the Final Show Cause Notice dated 02-11-2022 and reply to the show cause are attached as **Annexure-F**.

10. That Respondent No.3 vide order dated 29-11-2022 imposed upon the appellant major penalty of dismissal from service under Police Rules, 1975 (amended in 2014) without consulting the record.

Copy of impugned order of respondent No.3 dated 29-11-2022 is attached as Annexure-G.

11. That appellant being aggrieved from the impugned order dated 29-11-2022 of the respondent No.3; preferred departmental appeal before the respondent No.2, who vide impugned final order dated 06-01-2023 rejected the same.

Copy of departmental appeal and the impugned order of respondent No.2 dated 06-01-2023 is attached as Annexure-H.

That appellant filed Revision Petition under Police Rules, 1975, which was dismissed vide impugned order bearing No.505-511/24 dated 22-03-2024 by respondent No.1 after laps of more than one year, but the same was not communicated to the appellant, but has been affixed by the respondents in response to the order sheet dated 18-07-2024. The impugned final order itself reveals that it has never been communicated to the appellant.

Copy of the impugned final order dated 22-03-2024 is attached as Annexure-1.

Hence appellant being aggrieved and finding no adequate and efficacious remedy is constrained to file this service appeal on the following amongst other grounds:

- A. That the respondents has not treated the appellant in accordance with law, rules and policy on the subject and acted in violation of Article 4 of the Constitution of Pakistan, 1973. The basic charge of sharing and leaking secret information has not been scrutinized through legal evidence. There was/is nothing on record which could connect the appellant with alleged allegations. Neither the person to whom appellant has shared/leaked the secret information nor the day, time, place has been mentioned in the charge sheet and statement of allegation. The Charge Sheet and Statement of allegation also does not provide as to what was/were secret information leaked out or shared by the appellant. In this view of the matter the charge sheet and statement of allegation being not specific therefore, flimsy in nature and defective in spirits.
- B. That slip shod two consecutive inquiries were conducted in the absence and at the back of the appellant. Appellant was not associated with inquiry proceedings. Statement of certain person were collected without being scrutinized with the scrutiny of cross examination, but even then, the enquiry officer failed to procure an iota of evidence against the appellant. The conduct of both the inquiry officers were against the spirits of prescribed procedure provided in the statute and statutory rules therefore, the inquiry proceedings and its findings are nullity in the eyes of law and justice and liable to be reversed and set aside.
- C. That no worth credit evidence has been collected by the inquiry officers in support of alleged accusations. The impugned orders are based on conjunctures and surmises. The recommendations of the inquiry officers are based on the information allegedly collected through secret sources. Appellant has never been confronted with such type of evidence therefore, cannot be held to be legal evidence and conviction cannot be based upon such type of evidence in the light of law laid down by the Hon'ble Supreme Court of Pakistan.



D. That appellant is entitled to be treated in accordance with law and also entitled to be treated fairly, justly and be provided with opportunity of hearing under the provision and spirit of Article 10A of the Constitution of Islamic Republic of Pakistan, 1973.

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- E. That section 16 of the Civil Servant Act, 1973 provide that a civil servant is liable for prescribed disciplinary actions and penalties only through prescribed procedure. In instant case prescribed procedure has not been followed.
- F. That the charge sheet and statement of allegation are ambiguous in nature and does not provide comprehensive accusation and against the true meaning of charge, which has caused serious injustice in matter of fair defense.
- G. That so called slipshod inquiry has been conducted in the absence and at the back of the appellant. Appellant active participation during inquiry proceeding has been willfully and deliberately ignored. Inquiry proceedings are of judicial in nature in which participation of accused civil servant as per law condition sine qua non. On this ground the impugned orders are coarm non judice and liable to be set back.
- H. That the well-known principle of law "Audi altram Partem" has been violated. This principle of law was always deemed to have embedded in every statute even though there was no express specific or express provision in this regard.

....An adverse order passed against a person without affording him an opportunity of personal hearing was to be treated as void order. Reliance is placed on 2006 PLC(CS) 1140. As no proper personal hearing has been afforded to the appellant before the issuing of the impugned order, therefore, on this ground as well the impugned order is liable to be set aside.

1. That the non-provision of the inquiry report amounts to deprive a civil servant from confronting and defending himself from evidence that may go against him, which is against the provision of Article 10A of the Constitution of Pakistan, 1973. In the instant case copy inquiry report has been denied to the appellant, which fact is evident from the perusal of the final show cause notice.

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- J. That under the provision of Rule 14 of E & D Rule, 2011, the competent authority was under legal obligations to peruse the inquiry report and determine as to whether the inquiry has been conducted in accordance with prescribed procedure and whether the charge are proved or otherwise. The competent authority has made no such efforts and dismissed the appellant with a single stroke of pen, which is nullity in the eyes of law and liable to be interfered with by this Honorable Tribunal.
- K. That all the impugned orders are not speaking orders. It is settle principal of law that every order shall contain (i) Concise facts (ii) issue for determination (iii) decision thereon and (iv) reason for decision. No such elements are available in all the impugned orders.
- L. Accused is stated to be a favorite child of law and he is presumed to be innocent unless proved otherwise and the benefit of doubt always goes to the accused and not to the prosecution as it is for the prosecution to stand on its own legs by proving all allegations to the hilt against the accused. Mere conjectures and presumption, however strong, could not be made a ground for penalizing a civil servant [1999 PLC (CS) 1332 (FST)]..... Unless and until prosecution proves accused guilty beyond any shadow of doubt, he would be considered innocent [1983 PLC (CS) 152 (FST)].
- M. That Re-instated employee would be entitled to back benefits as a matter of course unless employer is able to establish by cogent evidence that concerned employee had been gainfully employed

(8)

elsewhere. In this respect, initial burden would lie upon the employer and not upon the employee to prove that such employee was gainfully employed during period of termination from his service. 2010 TD (Labour) 41.

- N. That Civil servant who was dismissed from service through arbitrary and whimsical action of the government functionaries and re instated through judicial order of Service Tribunal would have every right to recover arrears of salaries by way of back benefits due to them during the period of their dismissal and re instatement. It would be very unjust and harsh to deprive them of back benefits for the period for which they remained out of job without any fault on their part and were not gainfully employed during that period......Supreme Court allowing their appeal and directing payment of back benefits to the appellant. 2006 T D (SERVICE) 551 (a).
- O. That the penal order is not a speaking order for the reason that no solid and legal grounds have been given by the penal authority in support of his penal order. On this score the impugned order is liable to be set aside.
- P. That appellant would like to seek the permission of Your Kind Honoure for award of personal hearing. Appellant may kindly be granted the opportunity of personal hearing.

It is therefore, humbly prayed that the instant service appeal may kindly be allowed as prayed for above.

(i) Any other relief as deemed appropriate in the circumstances of case not specifically asked for may also be granted to petitioners.

Appellant 9mm

Through

たら!_______ ている Ashraf Ali Khattak

Advocate,

Supreme Court of Pakistan

Dated: 18/11/2023

CERTIFICATE

Certified on instruction that appellant has not previously moved this Hon'ble Tribunal under section 4 of the Service Tribunal Act, 1074 regarding present matter.

A.SL-TID

Ashraf Ali Khattak Advocate, Peshawar.

List of Books

- 1. The Constitution of the Islamic Republic of Pakistan, 1973.
- 2. Services Law.

NOTE

- 1. Six spare copies of the Service Appeal are enclosed in a separate file cover.
- 2. Memo of addresses is also attached.

Ashraf Ali Khattak

Advocate, Peshawar

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Ap	pear No/2023
Arshad Iqbal,	
Ex-Constable No.173,	
Police Force, Karak	Appellant.
Versus	
The Provincial Police Officer, & oth	ersRespondents.

AFFIDAVIT

I, Arshad Iqbal, Ex-Constable No.173, Police Force, Karak do hereby solemnly affirm and declare on oath that the contents of this Service Appeal are true and correct to the best of my knowledge, and nothing has been concealed from this Hon'ble Tribunal.

Deponent

CNIC: 14203-0698402-7 Cell: C346-5675561

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BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No.____/2023

Arsha Ex-Co Polico	nd 1qbal, onstable No.173, · Force, Karak	Appellant.
	Versus	
The l	Provincial Police Officer, & others	Respondents.
	ADDRESSES OF	PARTIES
	ad Iqbal, Constable No.173, ce Force, Karak	Appellant.
	Versus	
4.	The Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar.	
5.	The Regional Police Officer, Kohat Region, Kohat.	•
6.	The District Police Officer, Karak	Respondents. Petitioner
	Through	Ashraf Ali Khattak Advocate, Supreme Court of Pakistan

Dated: 18/11/2023

Ank A" (3)

No <u>933</u>

Jeng

Dated <u>051//</u> 12021

CHARGE SHEET

I, SHAFI ULLAH, District Police Officer, Karak as a competent authority, hereby charge you Constable Arshad Iqbal No. 173 posted at PS Shah Satim as follows:-

"As per letter vide No. 308/HQ/PA, dated 28.10.2021 received from SDPO Karak that you Constable Arshad lqbal No. 173 have share/leak Police secrete information to private individuals/criminals which affect the Police performance and also tarnish the image of Police in general public. This is quite adverse on your part and shows your malafide intention, willful breach and non-professionalism in the discharge of your official obligations. Such act on your part is against the service discipline and amounts to gross inisconduct."

- 1. By the reason of your commission/omission, constitute miss-conduct under Police disciplinary Rule-1975 (amendment Notification No. 3859/Legal, dated 27.08 2014) Govt: of Khyber Pakstunkhwa, Police Department, you have rendered your-self liable to all or any of the penalties specified in Police Rule-1975 ibid.
- 2. You are, therefore, required to submit your writter: defense within 07-days of the receipt of this charge sheet to the enquiry Officer Mr. Abid Khan Afridi, SDPO, T. Nasrati is hereby appointed for the purpose of conducting enquiry.

Your written defense if any should reach to the Enquiry Officer within a stipulated period, failing which shall be presumed that you have no defense to put in and in that case ex-parte action shall be taken against you.

Intimate whether you desire to be heard in person.

A statement of allegation is enclosed.

District Police Officer Karak

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DISCIPLINARY ACTION

I. SHAFI ULLAH KHAN. District Police Officer. Karak as a competent authority, is of the opinion Constable Arshad Iqbal No. 173 posted at PS' Shah Salim has rendered himself liable to be proceeded against on committing the following act/commission within the meaning of Police Disciplinary Rule-1975 (amendment Notification No. 3859/Legal, dated 27.08.2014) Govt: of Khyber Pakhtunkhwa, Police Department.

STATEMENT OF ALLEGATIONS

"As per letter vide No. 308/HQ/PA, dated 28.10.2021 received from SDPO Karak that Constable Archad Iqbal No. 173 has share/leak Police secrete information to private individuals/criminals which affect the Police performance and also tarnish the image of Police in general public. This is quite adverse on his part and shows his malafide intention, willful breach and non-professionalism in the discharge of his official obligations. Such act on his part is against the service discipline and amounts to gross misconduct."

1. The enquiry Officers Mr. Abid Khan Afridi; SDPO, T. Nasrati in accordance with provision of the Police Rule-1975 (amendment Notification No. 3859/Legal, dated 27.08.2014) Govt: of Khyber Pakhtunkhwa, Police Department may provide reasonable opportunity of hearing to the accused official, record his finding and make within 10-days of the receipt of this order, recommendation as to punishment or other appropriate action against the accused.

2. The accused official shall join the proceeding on the date, time and place fixed by the enquiry officer.

District Pallet Officer Karak

No. 234 /Enq, dated 0.5 / // /2021

Copy to:
1. The enquiry Officers for initiating proceeding against the accused under the Provision of the Police Disciplinary Rule-1975 (amendment Notification No. 3859/Legal, dated 27.08.2014) Govt: of Khyber Pakhtunkhwa, Police Department.

2. Constable Arshad Iqbal No. 173 posted at PS Shah Salim

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de is 5-11-2021 per 333 26 20 16 1/33. فعول " من مار الرس من المعدي ول لرن 3/10/11/00 - will and other in Just ور المان المفاور الو المان الر في مارين 2500 (B) 13/8/10 E/10 Cin (V) Willed Store With the The Lines I'm Chilip is Environmis 2, > 03339\$39\$61 1,1 03465675561 5126 Jentes 2, 20,2 Prost-OEN ORD COR ZOIDE CONTING. OF ed victor ver ver Sin Sin Sin just 3/1/2/3 U/JU/2/2/4C JUL 3. pisto. 1000 10 20 HC FILLS CI 13/ Cyclid- Un lin) Cilubrate Cil- Con سرسري ريد شري مي ما برازامان ما ولايت ي السالزامان س كنزلان كر زمراس مي المراق ميرامرول رايكارد مما فرادر ستفايق با ١١٠ كاركارد مما فرار 1. () in la 6 (112) 6 : 163 (25 (25 (25)). CEPTULE LUDUP SDP - is "K Cilledillowo Chi Triber

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(نان بارول)

۔ اوال ہے من شیٹ امکام نیر No.233/Eng موری 2021-11-05، کیار پر جناب ہ سر کمٹ نے بس افیسر کرک، پر طاف کنٹٹیل ارشدا قبال نیسر 173 شان شاہ سند معال پر ہس اس کرک دار پر چھلی کو ارک ہوکر زیرہ شکل نے اکوائزی کرنے جوکد ہل ہے۔

^{نز}ا. ت ـ

بحوار جاری شیت برامتذکرد بالایم کنشمیل ارشد اقبال نمبر173 تھانہ شاہ سلیم معال بولیس لائن کرک پرید الزام ہے،اور بحوال بھٹ اگریزی ادبام نمبری No.308/PA. HO مورید 21-10-28 مجاریہ جنابSDPO/HQ صاحب بھیمیل مرکل کرک کہ سکنشیل متذکرہ بوکک بولیس کرک سکااہم اور خفیہ مسلومات جرائم پیشد منتظم میں متذکرہ بالا کے اس مال منتظم میں منتظم میں کا میں کے قادر وال منتظم میں کا میں بنتا ہے۔

<u>بر کا ت ۔</u>

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A Justen

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OFFICE OF THE SUPERINTENDENT OF POLICE, INVESTIGATION WING KARAK

/Inv:

/2022 Date 03

To:

The District Police Officer, Karak

Subject:

REVIEW COMMENTS AGAINST CONSTABLE ARSHAD IQBAL NO. 173

Kindly with reference to your good office remarks passed on the Memo: subject matter wherein the undersigned was directed to produce review comments / enquiry.

ALLEGATIONS:-

"As per charge sheet vide No. 233/Enq; dated 05.11.2021 allegation against the said constable was leveled that he share / leak police secret information to private individual / criminals which effect the Police performance and also tarnish the image of police in general public".

PROCEEDING:-

Since during the course of review comments: the accused official namely constable Arshad Iqbal No. 173 was summoned heard in person, recorded his statement and cross examined. Similarly statements of Najeeb Ullah HC No. 290 Incharge Police Post Shah Salim as well as FC Umer Sawah No. 807 was recorded and placed on file. Secret information regarding the allegation against the said constable was also obtained.

CONCLUSION:-

During the proceeding it has become very crystal clear that transportation of the accused from Police Post Shah Salim to Police Station Shah Salim has been made through delinquent official Arshad Iqbal No. 173 accompanied by his Incharge HC Najeeb Ullah No. 290 and FC Umer Sawab No. 807 upon directions of their immediate high-ups. So far the allegation pertaining to share I° leakage police secret information to private individual / criminals by the alleged accused constable Arshad Iqbal No. 173 is concerned: the available record / circumstantial evidence and secret probe reveals that he is definitely connected to extend every possible help to the accused remained in their custody. The accused in custody also managed phone to his relative in the presence of said constable due to which the said delinquent FC was proceeded departmentally.

FINAL OPINION:-

I am of the view the allegation leveled against constable Arshad lobal No. 173 has been proved.

Superintendent of Police, Investigation Wing Karak



Respected Sir,

Reference attached F/A

It is submitted that findings report of the Enquiry Officer Mr. Abid Khan Afridi, the then SDPO Takhte Nasrati on the departmental enquiry against Constable Arshad Iqbal No. 173 PS Shah Salim at F/B.

Submitted for perusal and further order, please.

sal and full comments.

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report

Supportunident of Police Linesilgation wing Karek

(18AE) ری اس طرور کی روسی افزار کرمایدی کی میں چوکی صرافی ا 173 didnil 1 / 5 10 0 1 307 / 1/3/6 کسیات سے م جو گھڑا ہی کوئی حوالات توجود کی The was distributed Story of the SHO (6) of chilip (1) (1) (1) (1) (1) 10 00 00 2 9-16 WW CO CHIE END WY 500 chi chi d' 2/10 100 3 4 500 Color 5016-100 dig de l'oj de de ja ja de ja ja ja الم وليون و كون الرام الم كان أرام كان أرام كان المان

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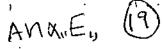
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OFFICE OF THE DEPUTY SUPERINTENDENT OF POLICE, HORS KARAK

No 3-8 /HQ/PA Dated 28/16 (2021

To:

The District Police Officer,

Karak

Subject:

REPORT AGAINST CONSTABLE

Memo:

Kindly refer to the subject cited above.

It is submitted that as per personal information of the undersigned the Constable Arshad Iqbal No. 173 of Police Station Shah Salim have share/leak Pelice secrete information to private individuals/criminals, which affect police performance and also tarnish the image of Police in general public.

Therefore, the above act of Police Constable is against service rules for which he has been quarter guard for 03 days and recommended him for departmental proceeding, please.

DY: SUPERINTENDENT OF POLICE, HQRS KARAK

Disiri.

1/4

ANK F., 20

No. // 7 /Enq

Dated 2/ // /2022

FINAL SHOW CAUSE NOTICE.

1. KHAN ZEB, District Police Officer, Karak as competent authority under the Police Rule-1975 is hereby serve you Constable Arshad Iqbal No. 173 while posted at PP Amjad Shaheed (now PS SNGPL) as follow:-

That consequent upon the completion of re-enquiry conducted against you by Enquiry Officers Mr. Bashir Dad, SP Investigation Wing Karak.

2. On going through the finding and recommendation of the Enquiry Officer and materials on the record and other connected papers including your defense before the said Enquiry Officer, the charge against you were proved and you have committed the following acts / omission specified in Police Rule-1975:-

"As per letter vide No. 308/HQ/PA, dated 28.10.2021 received from SDPO Karak that you Constable Arshad Iqbal No. 173 have share/leak Police secrete information to private individuals/criminals which affect the Police performance and also tarnish the image of Police in general public. This is quite adverse on your part and shows your malafide intention, willful breach and non-professionalism in the discharge of your official obligations. Such act on your part is against the service discipline and amounts to gross misconduct."

- As a result thereof I, as competent authority, have tentatively decided to impose upon you the penalty of major punishment under Police Rule-1975.
- 4. You are therefore, required to Show Cause as to why the aforesaid penalty should not be imposed upon you, also intimate whether you desire to be heard in person.
- 5. If no reply to this Notice is received within Seven (07) days of its delivery in the normal course of circumstances, it will be considered/presumed that you have no defense to put in and in that case an ex-parte action shall be taken against you.

Copy of findings of the Enquiry-Officer is enclosed.

District Police Officer, Karak

عناسالی از من میراز من میرازی از میرازی میرازی این میرازی این میرازی میرازی میرازی میرازی میرازی میرازی میرازی منی ادی می جولی تنوه از کابل کنان شاه می ویوا کنیدا .. اللى الزى جول كى دهردارى معاور فروازان كالم بلاملی کی هفامات ہے۔ اسمی بلاملی ایریا سے باہر کوئی ڈکرئی مرا کام ہیں۔ عبدایرامئریک مفرات یا کر کمینیل کسیا کو کھات ا كالمراكي بيداني بونا. من ولزم أفيمبرك مام وتبه المحال من ما مراي كي من ولزي آويم كيس الم عربرالران ديوني سراي ديمايون. Will en 10:50 - 2 HC Will Com 10:50 10:00 معلوفات مي ماسكنان مرروشوگاد لولان سي الد النرامات مام تومين كريس السال الرامان ميل كرفرار كودر سي المراس وراروس المواددي 1300 CS (John) de Volo on 191. i ciour SDP.o - up aus Cintrolm 60/19/6 علطوری سے من دارم آئیسر کے خلاف الرامات کے ہے۔ ا

ANX (Cr. (23)

<u>ORDER</u>

This Order will dispose off the departmental enquiry against Constable Arshad Iqbal No. 173 of this district Police.

As per letter vide No. 308/HQ/PA, dated 28.10.2021 received from SDPO Karak that Constable Arshad Iqbal No. 173 has share/leak Police secrete information to private individuals/criminals which affect the Police performance and also tarnish the image of Police in general public. This is quite adverse on his part and shows his malafide intention, willful breach and non-professionalism in the discharge of his official obligations. Such act on his part is against the service discipline and amounts to gross misconduct.

He was issued Charge Sheet and Statement of Allegations. Mr. Abid Khan Afridi, the then SDPO Takhte Nasrati was appointed as Enquiry Officer to conduct proper departmental enquiry against him and he was directed to submit findings in the stipulated time. (١٢ من توه الها) ليفيردا د

The Enquiry Officer reported that besides the statement of accused Constable Arshad Iqbal No. 173, the matter was also enquired through DSB Staff Circle Takhte Nasrati wherein it was reported that he has good character at local and residential levels but from the perusal of his mobile CDR data, service roll, and general characteristics carefully which was not satisfactory. He was a complainer against respected officers several times during his service. Furthermore, the most important thing is to provide information about important dealings in such a most important case to an unrelated person or to criminals and elements connected with it, whereas the Gazetted officer writes a complaint against him and submit request for departmental proceedings which proves that he has links with criminals and shared/leaked them secret information. Therefore, the E.O recommended him for harsh punishment.

For further probe and for transparent enquiry, the said enquiry was reentrusted to Mr. Bashir Dad, SP Investigation Wing Karak for review comments. The Enquiry Officer reported that it has become very crystal clear that the transportation of accused from Police Post Amjad Shaneed to PS Shah Salim was made through delinquent official Arshad Iqbal No. 173 accompanied with his Incharge HC Najeeb Ullah No. 290 and FC Umar Sawab No. 807, upon the directions of his immediate seniors. As far as, the allegations pertaining to share/leakage of Police secret information to private · individuals/criminals are concerned. record/circumstantial evidence and secret probe reveal that he definitely extends every possible help to accused remained in Police custody. The accused in custody also managed cell phone to his relative in presence of the aforementioned officials due to which said delinquent FC proceeded departmentally. Therefore, the allegations leveled against him are proved.

The Evidence is it is in Denot to

He was issued Final Show Cause Notice. In response to the Final Show Cause Notice, accused official submitted his reply, which was found unsatisfactory.

Keeping in view above available record and facts on file, perusal of enquiry papers, and recommendations of the Enquiry Officers, he is found guilty of the charges. He is a stigma on the Police Force. Being a member of the discipline Force, his involvement with criminals and leaking secret information, and providing every possible help to them, stigmatizes the Police department. His further retention in Police Force is no more required. Therefore, in the exercise of the power conferred upon me, I, KHAN ZEB, District Police Officer, Karak, as competent authority under Police Rules 1975 (amended in 2014), hereby impose major punishment of dismissal from service upon defaulter Constable Arshad Iqbal No. 173 with immediate effect.

OB No. 630 Dated 29 1 // 12022

District Police Officer, Karak

N.T. STED

BEFORE THE INSPECTOR GENERAL OF POLICE KOHAT

Subject <u>REPRESENTATION</u>

Respected Sir,

With due respect and humble submission the appellant submits the subject representation against the impugned order of District Police Officer Karak vide OB No. 630 dated 29.11.2022 culminated into the dismissal of Appellant from service, hence departmental Appeal on the following ground and facts.

Facts:

- 1. That appellant joined police as constable in the year 2009 and qualified recruit course and rendering service to the entire satisfaction of senior officers.
- That appellant was issued charged on the false and baseless allegations for sharing / leakage of Police Information to the criminals which led to the dismissal of appellant from service vide OB mentioned above.
- 3. That appellant has sufficient service of 12 years and acquainted with the obligation and duties of police force and can't divate from it. The impugned order of the district police officer, karak as against the law and rules, hence on the following grounds:

Grounds

- a) That the enquiry conducted by the enquiry officer did not bring even a single evidence against the appellant on enquiry file and completed the enquiry without any solid proof have no legal effects in the eyes of law.
- b) That during course of enquiry the background of the appellant was check through district security branch, Karak and the appellant was declared as good character but the enquiry officer did mull over this facts of DSB report.
- c) That the enquiry proceeding conducted by the enquiry officer not taken into consideration of the plea taken by the appellant and completed the entire enquiry proceedings on the flimsy grounds which is against the basic norms of rules and regulations as envisaged police disciplinary Rules 1975.

ATTESTICE.



That the appellant was not given no opportunity of parsonol beauty neither by the enquiry officer nor the competent nulliority which is against the natural justice and articles 4, 10 8 25 of the constitution 1973. No one should be condemned unhaned

That the impugned order passed by the District Police Officer, Karak is not based on prudence, natural justice and violation of basic rights of the appollant as enunciated in milicle 199 of the constitution 1973, hence unconstitutional, illegal and liable to be set aside.

That the appellant belongs to a poor family and briving small offspring to support is unable to boar the losses of his dismissal from service on flimsy and false allegations. The service of the appellant is a social security to appellant as well as to his family members.

PRAYERS

It is, therefore, humbly requested that the impugned order mentioned above may be set aside with all back benefits and appellant may kindly be reinstated in service, please.

Enclosure:

Impugned order.

Yours truly,

Ex-CONSTABLE No 173 Tehsil Takht e Nasrati &District Kornk, Village Johangiri Banda

DPO KNOK

For Comments ologaithe
Provision of his S/Rectard

and wing File.

Scanned with CamScanner

POLICE DEPTT:

138 10/23/1023

Anx-GKOHAT REGION

ORDER.

This order will dispose of a departmental appeal, moved by the Ex-Constable Arshad Iqbal No. 173 of district Karak against the punishment order, passed by DPO Karak vide OB No. 630, dated 29.11.2022 whereby he was awarded major punishment of dismissal from service on the allegations of having links with criminals and leaking secret information to private individuals / criminals for his personal gains.

He preferred appeal to the undersigned, upon which comments were obtained from DPO Karak and his service record was perused. He was also heard in person in Orderly Room held in this office on 03.01.2023. During hearing the appellant did not advance any plausible explanation in his defense to prove his innocence.

I have gone through the available record which indicates that the allegations leveled against the appellant have been proved and the same have also been established by the E.O in his findings. Being a member of disciplined force, he was not supposed to indulge himself in such like anti-social activities which tarnished the image of Police. Therefore, in exercise of the powers conferred upon the undersigned, his appeal being devoid of merits is hereby rejected.

Order Announced 03.01.2023

> (TAHIR AYUB KHAN) PSP Region Police Officer,

Kohat Region.

No. 3 2 /EC, dated Kohat the 72-0/12023.

Copy to District Police Officer, Karak for information and necessary action w/r to his office Letter No. 5648/EC, dated 16.12.2022. His Service Record is returned herewith.

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Matrici Bolice Gillees Karak (TAHIR AYUB EHAN) PSP Region Police Officer,

🌠 Kohat Region.



103/09/10 INSPECTOR GENERAL OF POLICE KHYBER PAKHTUNKHWA PESHAWAR.

ORDER

This order is hereby passed to dispose of Revision Petition under Rule 11-A of Khyber Pakhtunkhwa Police Rule-1975 (amended 2014) submitted by Ex-FC Arshid Iqbal No. 173. The Applicant was dismissed from service by DPO Karak vide OB No. 630 date 29.11.2022 on the allegations of having link with Criminals and leaking secret information to private individuals/Criminals for his presonal gains

The Appellate Authority i.e. RPO Kohat rejected his appeal vide Order Endst. No. 321/EC, dated 06.01.2023.

Meeting of Appellate Board was held on 01.03.2024 wherein petitioner was heard in person. The petitioner denied the allegations leveled against him.

Perusal of enquiry papers revealed that the allegations leveled against the petitioner has been proved. The petitioner fuiled to submit any cogent reason in his self-defense. The Board sees no ground and reasons for acceptance of his petition, therefore, his petition is hereby rejected, 🐪 ---

> Sd/-AWAL KHAN, PSP Additional Inspector General of Police, HQrs: Khyber Pakhtunkhwa, Peshaway.

No. St. 505-511 124, dated Peshawar, the 22-03-2024.

Copy of the above is forwarded to the:

- 1. Regional Police Officer Kohat.
- 2. District Police Officer, Karak.
 - 3. AIG/Legal, Khyher Pakhtunkhwa, Peshawar.
 - 4. PA to Addl: IGP/HQrs: Khyber Pakhtunkhwa, Peshuwar.
 - PA to DIG/HQrs: Khyber Pakhtunkhwa, Peshawar.
 - Office Supdt: E-IV CPO Peshawar.

AICH Establishment,

For Inspector General of Police. teshawar.

Khyber Pakhtunkhw

GISTRICE POLICE RELICER

Karan

District Police Officer, Karak. The

> Additional Advocate General, Tha Khyber Pakhtunkhwa, Service Tribunal, Peshawar

No 39/2 /LB, dated Karak the 10 1 0 9 /2024

Subject.

O

ORDER SHEET IN SERVICE APPEAL NO 284/2023.

Морто

Kindly refer to the honourable Service Tribunal Peshawar under date: to 07 2024 on the subject noted above.

It is submitted that a detail reports of SRC Branch is enclosed for your land

periodi please.

VOLICE OFFICER, KARA

Khan Ishel Respondent NO-3

284/2023 Asshid Iq. Gal 15 Gal 169

28.06.2024

1. Learned counsel for the appellant present. Mr. Muhammad Jan,
District Attorney for the respondents present.

SCANNED KPST Peshawad 2. Learned counsel for the appellant requested for adjournment in order to prepare the brief. Adjourned. To come up for arguments on 18.07.2024 before P.B. P.P given to the parties.

(Muhammad Akbar Khan) Member (E) (Rashida Bano Member (J)

18.07.2024 01. Counsel for the appellant present. Mr. Asif !viasood

Ali Shah, Deputy District Attorney alongwith Malak Jan,

Inspector for the respondents present.

D.B. PP given to the parties.

(Fareuna Paul) Member(E) (Aural kzeb Khattak) Member(J)

Fazle Subhan, P.S

P./Sir.



It is submitted that reply to Order Sheet dated 18.07.2024 Para No 02 of the Honorable Service Tribunal Khyber Pakhtunkhwa, Peshawar is as under:-

"That the Enquiry Officer Mr. Abid Khan Afridi SDPO Takht-e-Nasrati reported that besides the statement of accused Constable Arshad Iqbal No. 173, the matter was also enquired through DSB Staff Circle Takht-e-Nasrati wherein it was reported that he has good character at local and residential levels, but from the perusal of his mobile CDR data, service roll, and general characteristics carefully which was not satisfactory. He was a complainer against respected officers several times during his service. Furthermore, the most important thing is to provide information about important dealings in such a most important case to an unrelated person or to criminals and elements connected with it, whereas the Gazetted officer writes a complaint against him and submit request for departmental proceedings which proves that he has links with criminals and shared/leaked them secret information. Therefore, the E.O recommended him for harsh punishment.

For further probe and for transparent enquiry, the said enquiry was reentrusted to Mr. Bashir Dad, SP Investigation Wing Karak for review comments. The Enquiry Officer reported that it has become very crystal clear that the transportation of accused from Police Post Amjad Shaheed to PS Shah Salim was made through delinquent official Arshad Iqbal No. 173 accompanied with his Incharge HC Najeeb Ultah No. 290 and FC Umar Sawab No. 807, upon the directions of his immediate seniors. As far as, the allegations pertaining to share/leakage of Police secret information to private individuals/criminals are concerned, the available record/circumstantial evidence and secret probe reveal that he definitely extends every possible help to accused remained in Police custody. The accused in custody also managed cell phone to his relative in presence of the aforementioned officials due to which said delinquent FC proceeded departmentally. Therefore, the allegations leveled against him are proved.

ىن EC/Karak

دينارونياليام علوه ادينارونياليام علوه باعث تحرريا نكه مقدمه مندرج وان بالامين اين طرف سے واسطے بيروي د جواب د ہي وکل کاروا کي متعلقه آن قار مل على ملك المن على ملك أ مقرد کرے اقرار کیا جاتا ہے۔ کدمیا حب موصوف کومقد سے کل کاروائی کا کابل اختیار ، وگا۔ نیز وكل اساحب كورات ناسة نريف وتقرر ثالت و نيصله برحلف دسيع ج اب داى اورا تبال دعوى اور أبه درمت ذر كرى كرف اجرا واورصولي چيك دروبيدارع صى درين او رغواست برسم كي تقيدي زراین بردستخط کراندنے کا اختیار ہوگا۔ نیزصورت عدم بیردی یا ڈگری کیطرفہ یا ایل کی برا مرگ ادرمنسوخی نیز دائر کرنے ایک ترانی دنظر ان دبیردی کرنے کا اختیار ہوگا۔ از بصورت ضرورت مقدمہ ذکور ككف ياجز دى كاردان كواسط اوردكيل يا خنارقا نونى كواية بمراه يااية بجائے تقرر كا اختيار ہوگا۔ادرمها حب مقررشده کومجی وای جمله ندکوره باا ختیارات حاصل ہوں مےاوراس کا ساحنہ يرواخت مظور تبول موكا ـ دوران مقدمه يس جوخر جدد برجاندالتواع مقدمه كمسبب عدد ووة ـ كوكى تاريخ بيتى مقام دوره يربويا حدے باہر موتودكل صاحب بابند مون كے كرييروى نے کورکر میں لیرداد کا نت نا سکھدیا کے سندر ہے۔ Accepted by