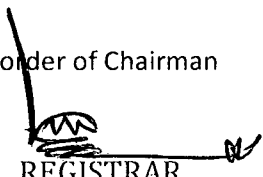


Form- A

## FORM OF ORDER SHEET

Court of \_\_\_\_\_

Case No.- \_\_\_\_\_ 1308/2022 \_\_\_\_\_

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	07/09/2022	<p>The appeal of Mrs. Musarrat Shahn resubmitted today by Mr. Afrasiab Khan Wazir Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on _____. Notices be issued to appellant and his counsel for the date fixed.</p> <p>By the order of Chairman</p> <p> REGISTRAR</p>

SCANNED  
KPST  
Peshawar

**NOTE:**

Objection.No.1.The page in which name of the appellant in Writ Petition is attached at the end of the Appeal.

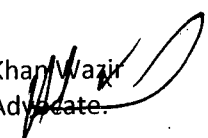
Objection No.2.Appeal is flagged and marked with annexure.

Objection No.3.Annexure A,B,D,E are replaced by better copies.

Objection No.4.The appellant is aggrieved of the discrimination regarding Conveyance Allowance; due to that pay slip is attached of the appellant (impugned).

Hence the entire objections removed in appeal and re-submitted dated 01.09.2022.

Afrasiab Khan Wazir  
Advocate.



The appeal submitted by Mr. Afrasiab Khan Wazir Advocate today i.e. on 22.08.2022 is incomplete on the following score which is returned to him for completion and resubmission within 15 days.

1. Copy of Writ Petition in respect of appellant mentioned in para-4 of the memo of appeal is not attached with the appeal which may be placed on it.
2. Appeal has not been flagged/marked with annexures marks.
3. Annexures A, B, D & E of the appeal are illegible which may be replaced by legible/better one.
4. Copy of impugned order is not attached with the appeal.

No. 2456 /S.T,

Dt. 23/8 /2022

  
REGISTRAR,  
SERVICE TRIBUNAL  
KHYBER PAKHTUNKHWA  
PESHAWAR.

Mr. Afrasiab Khan Wazir Adv. Pesh.

*Note:*

- objection No. 1 removed, list of petitioner is attached at the end of appeal.
  - objection No. 2, 3, 4 are conceded, resubmitted today 1/8/2022.
- H. v. D.*

**BEFORE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR**  
**CHECK LIST**

Case Title: MUSARRAT SHAHEN vs HEALTH DEPTT:

S.#	Contents	Yes	No
1.	This appeal has been presented by: <b>Afrasiab Khan Wazir Advocate</b>	✓	
2.	Whether Counsel / Appellant / Respondent / Deponent have signed the requisite documents?	✓	
3.	Whether Appeal is within time?	✓	
4.	Whether the enactment under which the appeal is filed mentioned?	✓	
5.	Whether the enactment under which the appeal is filed is correct?	✓	
6.	Whether affidavit is appended?	✓	
7.	Whether affidavit is duly attested by competent oath commissioner?	✓	
8.	Whether appeal/annexures are properly pagged?	✓	
9.	Whether certificate regarding filing any earlier appeal on the subject, furnished?	✓	
10.	Whether annexures are legible?	✓	
11.	Whether annexures are attested?	✓	
12.	Whether copies of annexures are readable/clear?	✓	
13.	Whether copy of appeal is delivered to A.G/D.A.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 correct?	✓	
16.	Whether appeal contains cuttings/overwriting?	✓	
17.	Whether list of books has been provided at the end 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 complete?	✓	
22.	Whether index filed?	✓	
23.	Whether index is correct?	✓	
24.	Whether Security and Process Fee deposited? on _____		
25.	Whether in view of Khyber Pakhtunkhwa Service Tribunal Rules 1974 Rule 11, notice along with copy of appeal and annexures has been sent to respondents? on _____		
26.	Whether copies of comments/reply/rejoinder submitted? on _____		
27.	Whether copies of comments/reply/rejoinder provided to opposite party? on _____		

It is certified that formalities/documentation as required in the above table have been fulfilled.

Name: **AFRASIAB KHAN WAZIR**  
**ADVOCATE, HIGH COURT**

Signature: \_\_\_\_\_

Dated: \_\_\_\_\_

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

**APPEAL NO. 1308 /2022**

**MUSARRAT SHAHEN**

**VS**

**HEALTH DEPTT:**

**INDEX**

<b>S.NO.</b>	<b>DOCUMENTS</b>	<b>ANNEXURE</b>	<b>PAGE</b>
1.	Memo of appeal	.....	1-
2.	Notification & Regularization Act-2014	<b>A &amp; B</b>	4-9
3.	Notification	<b>C</b>	10
4.	Pay slips	<b>D &amp; E</b>	11-16
5.	High Court judgment dated 24.03.2022	<b>F</b>	17-24
6.	Departmental appeal	<b>G</b>	25
7.	Vakalat nama	.....	26

**APPELLANT**

THROUGH:

**AFRASIAB KHAN WAZIR**  
**ADVOCATE, HIGH COURT**  
**PESHAWAR**

**OFFICE:**

Room No.6 Ground Floor, Afridi Tower,  
Government College Chowk, Faqir Abad,  
Peshawar City.

Mobile No: 0312-9888752

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

**APPEAL NO. 1308 /2022**

Khyber Pakhtunkhwa  
Service Tribunal

Mrs. Musarrat Shahan, Lady Health Worker (BPS-5),  
BHU Shmamshaki, UC Palosa Sar District Karak.

Jury No. 1039

Dated. 22/8/2022

**APPELLANT**

**VERSUS**

- 1- The Secretary Health, Khyber Pakhtunkhwa, Peshawar
- 2- The Director General Health, Khyber Pakhtunkhwa, Peshawar.
- 3- The Provincial Coordinator LHW Program Khyber Pakhtunkhwa, Peshawar.
- 4- The District Health Officer, District Karak.
- 5- The District Accounts Officer, District karak.

**RESPONDENTS**

**APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST THE IMPUGNED ILLEGAL AND UNLAFUL ACTION OF THE RESPONDENTS BY NOT ALLOWING/GRANTING CONVENANCE ALLOWANCE TO THE APPELLANT AND AGAINST NO ACTION TAKEN ON THE DEPARTMENTAL APPEAL OF THE APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS.**

**PRAYER:**

That on acceptance of this instant service appeal the respondents may kindly be directed to allow/grant conveyance allowance at par with colleagues of same & other district of the Lady Health Workers with all back benefits. Any other remedy which this august Tribunal deems fit that may also be awarded in favor of the appellant.

**R/SHEWETH:**

**ON FACTS:**

- 1- That the appellant is serving in the Health Department as Lady Health Worker (BPS-5), regularized under the Khyber Pakhtunkhwa Regulation Of Lady Health workers Program employee (Regularization And Standardization) Act-2014, and are performing her duties up to the entire satisfaction of their superiors. Copy of the Notification dated 24.09.2014 & Regularization Act-2014 are attached as annexure.....**A & B.**
- 2- That the Conveyance Allowance is admissible to all the Civil Servants and to this effect a Notification No. FD (PRC)1-1/2011 dated 14.07.2011 was issued. That later on vide revised Notification dated 20.12.2012 whereby the conveyance allowance for employees working in BPS 1 to 15 were enhance/revised while employees from

Accepted-day  
Registrar  
22/8/22

Accepted-day  
Registrar  
21/9/22

- 4- BPS- 16 to 19 has been treated under the previous Notification by not enhancing their conveyance allowance. Copy of the Notification dated 20.12.2012 are attached as annexure.....**C.**
- 3- That the appellant's colleagues in same and other districts are receiving the conveyance allowances but the respondents without any valid and justifiable reasons are not allowing/granting the payment of conveyance allowance under the wrong and illegal pretext that the same is not allowed to the appellant. Copies of the Salary Slips are attached as annexure.....**D & E.**
- 4- That the appellant and her colleagues approached to Peshawar High Court, Bannu Bench, Peshawar in writ petition No.346/2019 which was dismissed under Article-212 of the Constitution of Islamic republic of Pakistan, 1973, being component of pay, falls in Service Tribunal Jurisdiction vide order dated 24.03.2022. Copy of the writ petition No.346/2019 order dated 24.03.2022 is attached as annexure.....**F.**
- 5- That appellant feeling aggrieved also filed Departmental appeal before the appellate authority to redress grievances in light of the principle of consistency but no reply has been received from the quarter concerned. That appellant feeling aggrieved and having no other remedy, filed the instant service appeal on the following grounds amongst the others. Copy of the Departmental appeal is attached as annexure.....**G.**

### **GROUND:**

- A- That the action and inaction of the respondents regarding not allowing/granting conveyance allowance to the appellant at par with other colleagues is illegal, against the law, facts, norms of natural justice.
- B- That the action/inaction of the respondents is against Article 4 and 25 of the Constitution of Islamic Republic of Pakistan 1973.
- C- That the action of the respondents is without any legal authority, discriminatory and in clear violation of fundamental rights duly conferred by the Constitution and is liable to be declared as null and void.
- D- That as the act of the respondents is illegal, unconstitutional, without any legal authority and not only discriminatory but is also the result of malafide on the part of respondents.
- E- That appellant has the vested right of equal treatment before law and the act of the respondents to deprive the petitioners from the conveyance/allowance is unconstitutional and clear violation of fundamental rights.

F- That under the principle of consistency the appellant is fully entitle to the conveyance allowance as are given to the other colleagues of the appellant in various districts.

G- That according to Article 38 (e) of the Constitution of Islamic Republic of Pakistan, 1973 the state is bound to reduce disparity in the income and earning of individuals including persons in the services of the federation, therefore in light of the said Article the appellant fully entitle for the grant of conveyance allowance during vacations.

H- That the petitioners seeks permission of this Honorable Court to raise any other grounds available at the time of arguments.

It is therefore, most humbly prayed that the appeal of the appellant may be accepted as prayed for.

Dated: 25.07.2022

**APPELLANT**

  
**MUSARRAT SHAHEN**

Through:

**AFRASIAB KHAN WAZIR  
ADVOCATE, HIGH COURT,  
PESHAWAR**

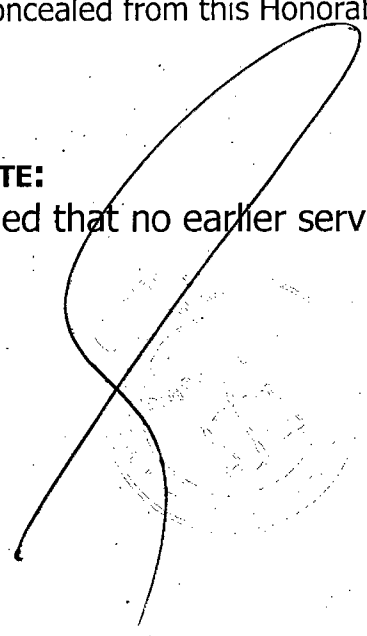
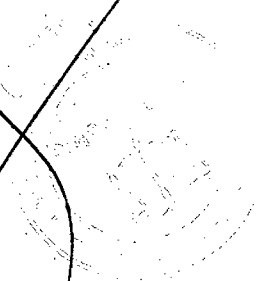
**AFFIDAVIT**

I do hereby solemnly affirm and declare that the contents of this instant service appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this Honorable Tribunal.

**AFRASIAB KHAN WAZIR  
ADVOCATE, HIGH COURT,  
PESHAWAR**

**CERTIFICATE:**

It is certified that no earlier service appeal has been filed between the parties.



Better Copy

A4

OFFICE OF THE  
DISTRICT HEALTH OFFICER  
KARAK

Phone and Fax 0927210837

No. 8886-90

Dated 24/09/2014

NOTIFICATION

In term of section 4 (1) read with Proviso there under, of the Khyber Pakhtunkhwa Regulation of Lady Health Workers Program (Regularization) Act, 2014, services of Lady Health Workers Programme Employees of District Karak Khyber Pakhtunkhwa are hereby regularized with effect from 1<sup>st</sup> July 2012 terms and conditions of service will be governed under the Khyber Pakhtunkhwa regulation of Lady Health Programme and Employees (regularization and Standardization) Act, 2014 and rules to be made there under.

S. No	Name of Community Embedded employee	Father/Husband Name	FLCF	Name of catchment area
-------	-------------------------------------	---------------------	------	------------------------

FLCF BHU Shamshaki

S. No	Name of Community Embedded employee	Father/Husband Name	FLCF	Name of catchment area	
1.	Ifikhar Bano	H Rafiq Ahmad	20/12/1997	RHC Nari Panos	LHC
2.	Robina Yasmeen	H Najeem Dad	20/12/1997	RHC Nari Panos	Joband Khel
3.	Robina Akhtar	H Altaf	20/12/1997	RHC Nari Panos	Nari Panos
4.	Noorshad Begum	H Israfeel	20/12/1997	RHC Nari Panos	Dagar Nari
5.	Gulshan Akhtar	H Muslim Badshah	20/12/1997	RHC Nari Panos	Dagar Nari
6.	Nasrin Akhtar	F Muhammad Zaman	20/12/1997	RHC Nari Panos	Nari Panos
7.	Najman Kausar	H Javeed	20/10/1998	RHC Nari Panos	Manger Khel
8.	Aziz Parveen	H Faiz Khan	20/10/1998	RHC Nari Panos	Anza Payyan
9.	Zakia Begum	H Zabih Ullah	20/10/1998	RHC Nari Panos	Khoni Khel
10.	Shehla Gul	F Waheed Khan	08/04/2002	RHC Nari Panos	Dagar Nari
11.	Samina Akhtar	F Noor Ahmad	01/07/2004	RHC Nari Panos	Joggi Khel
12.	Rehana Kausar	F Inayat Ullah	01/07/2004	RHC Nari Panos	Halim Abad
13.	Robina Bibi	H Inamullah	01/01/2005	RHC Nari Panos	Faqeer Abad
14.	Nigar Sultana	F Maza Noor	01/03/2006	RHC Nari Panos	Wargha Banda
15.	Rehmat Sultana	H Shahid	01/03/2006	RHC Nari Panos	Anza Payyan
16.	Uzma Farooq	F Farooq Khan	02/04/2007	RHC Nari Panos	Nari Panos
17.	Shahida Parveen	F Mohammad Jamil	15/06/2009	RHC Nari Panos	Bari Khel
18.	Naila Jabeen	F Aftab Alam	15/06/2009	RHC Nari Panos	Dagar Nari
19.	Farzana Begum	F Dilnawaz Khan	15/06/2009	RHC Nari Panos	Tarray Khawa
20.	Bibi	F Amir Khan		RHC Nari Panos	Jogai Khel

In exercise of power conferred under subsection (2) of the Section ibid, the above community embedded employees are placed in the following pay scales as mentioned against their designations.

Name of Post	Basic Pay Scale
Lady Health Supervisor	BPS 07
Lady Health Worker	BPS 05
Driver	BPS 04

District Health Officer  
Karak

CC

1. Director General Health Services Khyber Pakhtunkhwa Peshawar.
2. Provincial Coordinator LHW Program Khyber Pakhtunkhwa Peshawar.
3. District Account Officer Karak for information.
4. Incharge FLCF concerned for information
5. Officials concerned.

**NOTIFICATION**

In term of section 4(1) read with 1<sup>st</sup> Proviso there under, of the Khyber Pakhtunkhwa Regulation of Lady Health Workers Program Employees (Regularization and Standardization) Act, 2014, services of Lady Health Workers Program Employees of District Karak Khyber Pakhtunkhwa are here by regularized with effect from 1<sup>st</sup> July 2012. The terms and conditions of service will be governed under the Khyber Pakhtunkhwa regulation of Lady Health program and Employees (Regularization and Standardization) Act, 2014 and rules to be made there under.

S No	Name of community embedded employee	Father/ Husband Name	Date of appointment	FLCF	Name of catchment area
FLCF BHU Shamshaki					
1	Easleem Bagem	H: Zafar Rahman	20/10/1998	RHC Sabir Abad	LHS
1	Zubida Akhtar	H: Liaqat Ali	18/05/1995	BHU shmamshaki	Kmanri ✓
2	Khatam Jana	H: Faiz Ullah	07/12/1995	BHU shmamshaki	Malagi Banda
3	Sabar Zaitoon	H: Nasir Iqbal	24/04/1997	BHU shmamshaki	Palosa Sar
4	Niaz Begum	F: Lal Hussain	20/10/1998	BHU shmamshaki	Ali Khel
5	Zaitoon Gul	F: Manshoor Khan	20/10/1998	BHU shmamshaki	Hanifabad
6	Nabi Sardara	H: Mohammad Ayaz	20/10/1998	BHU shmamshaki	Sarobi
7	Asmara Bibi	F: Izzat Khan	20/10/1998	BHU shmamshaki	waleybanda
8	Bibi Sakina	F: Sydan Gul	02/04/2001	BHU shmamshaki	Ghunda shamshaki
9	Musarrat Shahen	H: Jalil Rahman	12/02/2002	BHU shmamshaki	Kmanri ✓
10	Taj Bibi	H: Aziz Ur Rehman	01/07/2004	Bhu Gm Khel	waleybanda
11	Nasreen Nisa	H: Yousaf Iqbal	01/07/2004	BHU shmamshaki	Khoza Banda
12	Shaheen Bibi	H: Asghar	01/01/2005	BHU shmamshaki	Palosa Sar
13	Shahida Perveen	H: Ghazi Marjan	15/06/2009	BHU shmamshaki	Zangi Shareef
14	Zakia Bibi	F: Abdul Qadoos	15/06/2009	BHU shmamshaki	Chani Khel
15	Farhad Begum	H: Akhtar Hameed	15/06/2009	BHU shmamshaki	Doray Algada
16	Bibi Tahira	H: Israfeel	15/06/2009	BHU shmamshaki	Kmanri
1	Rehman Gul	F: Khan Zad Gul	15/09/2005	Sabir Abad	Driver

In exercise of power conferred under subsection (2) of the Section ibid, the above community embedded employees are placed in the following pay scales as mentioned against their respective designations.

Name of Post	Basic Pay Scale
Lady Health Supervisor	BPS 07
Lady Health Worker	BPS 05
Driver	BPS 04

DISTRICT HEALTH OFFICER

KARAK

CC

1. Director General Health services Khyber Pakhtunkhwa Peshawar.
2. Provincial Coordinator LHW Program Khyber Pakhtunkhwa Peshawar.
3. District Account Officer Karak for information
4. In Charge FLCF concerned for information.
5. Officials concerned.

DISTRICT HEALTH OFFICER  
KARAK

*(Handwritten signature)*

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B-5

EXTRAORDINARY  
GOVERNMENT



REGISTERED NO. PIII  
GAZETTE

**KHYBER PAKHTUNKHWA**

Published by Authority

PESHAWAR, WEDNESDAY, 2ND JULY, 2014.

PROVINCIAL ASSEMBLY SECRETARIAT,  
KHYBER PAKHTUNKHWA

NOTIFICATION

Dated Peshawar, the 2nd July, 2014.

No. PA/Khyber Pakhtunkhwa/Bills/2014/35 L.—The Khyber Pakhtunkhwa Regulation of Lady Health Workers Program and Employees (Regularization and Standardization) Bill, 2014 having been passed by the Provincial Assembly of Khyber Pakhtunkhwa on 24<sup>th</sup> June, 2014 and assented to by the Governor of the Khyber Pakhtunkhwa on 29<sup>th</sup> June, 2014 is hereby published as an Act of the Provincial Legislature of the Khyber Pakhtunkhwa.

**THE KHYBER PAKHTUNKHWA REGULATION OF LADY HEALTH WORKERS PROGRAM  
AND EMPLOYEES (REGULARIZATION AND STANDARDIZATION) ACT, 2014**

(KHYBER PAKHTUNKHWA ACT NO. XXVI OF 2014)

*(First published after having received the assent of the Governor of the  
Khyber Pakhtunkhwa in the Gazette of the Khyber Pakhtunkhwa,  
(Extraordinary), dated the 2<sup>nd</sup> July, 2014).*

AN  
ACT

*to regulate the status of Lady Health Workers Program in the Province of the Khyber  
Pakhtunkhwa and to regularize and standardize the services of employees  
of the said program*

WHEREAS in pursuance of the Constitution (Eighteenth Amendment) Act, 2010, the subject of Health has been devolved to the Provinces and as such Lady Health Workers Program run by Federal Government for supporting the family planning and primary health care was devolved to the Provinces accordingly;

AND WHEREAS in the Lady Health Workers Program, the community based workers have a special nature of job, for the execution of which they have to remain continuously embedded with their local catchment population.

*Amended  
Page 2*

①

10

18. KHYBER PAKHTUNKHWA GOVERNMENT, EXTRAORDINARY, 2nd JULY, 2014

AND WHEREAS it is obligatory to maintain the original concept and design of the Lady Health Workers Program, to ensure the presence of community embedded employees for effective service delivery to the people of the area;

AND WHEREAS it is expedient to regulate the status of Lady Health Workers Program in the Province of the Khyber Pakhtunkhwa and to regularize and standardize the services of the employees of the said program.

It is hereby enacted as follows:-

1. Short title, application and commencement.---(1) This Act may be called the Khyber Pakhtunkhwa Regulation of Lady Health Workers Program and Employees (Regularization and Standardization) Act, 2014.

(2) It shall apply to all persons employed or to be employed in Lady Health Workers Program, in the Province of the Khyber Pakhtunkhwa.

(3) It shall come into force at once except section 4, which shall come in to force on 1<sup>st</sup> July, 2012.

2. Definitions.---In this Act, unless there is anything repugnant in the subject or context,-

- (a) "catchment population" means the local population for which a Community Embedded Employee of the Program is appointed or posted and regularly resides therein;
- (b) "Community Embedded Employee" means a Program employee residing and working within his defined catchment population for which he was appointed or posted;
- (c) "District Program Implementation Unit" means the Management Unit of the Program at District level;
- (d) "Government" means the Government of the Khyber Pakhtunkhwa;
- (e) "prescribed" means prescribed by rules;
- (f) "Program" means the Lady Health Workers Program devolved to the Province and which was previously run by the Federal Government under the name of the National Program for Family Planning and Primary Health Care;
- (g) "Program employee" means an employee of the Program, whose service is regularized under this Act and includes persons to be appointed after the commencement of this Act;
- (h) "Province" means the Province of the Khyber Pakhtunkhwa;
- (i) "Provincial Program Implementation Unit" means the Management Unit of the Program at Provincial level; and
- (j) "rules" mean rules made under this Act.

Ahsan  
Raza

3. Status of Program.---(1) On commencement of this Act, the National Program for Family Planning and Primary Health Care, shall be deemed to be a Program of Government to be known as the Lady Health Workers Program.

(2) The purpose of the Program shall be to provide preventive, curative, rehabilitative and promotive health care services to the catchment population in the Province.

(3) The Program shall continue for such a period as Government may determine.

(4) After coming into force of this Act, Government may appoint persons to various posts in the Program on contract basis and there shall be no regular appointment in the Program.

(5) The appointment under sub-section (4) shall be made in accordance with the criteria and manner as may be prescribed.

4. Regularization.---(1) On commencement of this Act, all the Program employees, who were appointed in the Program on contract or fixed monthly stipend basis before 1<sup>st</sup> July 2012, and holding the said post till the commencement of this Act, shall stand regularized with effect from 1<sup>st</sup> July, 2012:

Provided that the services of such Program employees shall be deemed to have been regularized under this Act only on the publication of their names in the official Gazette:

Provided further that the posts of the Program fallen vacant on account of death, retirement, resignation, dismissal, termination or otherwise shall be filled-in on contract basis.

(2) The Program employees regularized under this Act shall be placed in the relevant Pay Scales corresponding to the civil servants or as may be determined by Government.

(3) The seniority of the Program employees regularized under this Act shall be determined in a manner as may be prescribed.

(4) A Program employee, whose services are regularized under this Act, shall retire from service, on the option of the Program employee and on such date as requested by the Program employee, after completion of twenty five years of qualifying service or on the completion of sixtieth year of age.

(5) A Program employee, whose service is regularized under this Act, shall be entitled to such pensionary and retirement benefits as may be determined by Government.

5. Mechanism of recruitment for Community Embedded Employees.---(1) For filling a post of Community Embedded Employee, the appointing authority shall cause to verify and ensure in the prescribed manner that person, who is to be appointed against such post, shall be a regular resident of his catchment population.

(2) The Provincial Program Implementation Unit shall oversee and monitor the process and finding of the verification, carried out by the appointing authority under sub-section (1), before a person is appointed against post of Community Embedded Employee.

*Attested  
From*

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(8)

20 KHYBER PAKHTUNKHWA GOVERNMENT, EXTRAORDINARY, 2nd JULY, 2014

(3) The Community Embedded Employee shall perform his duties within the catchment population of his residence; provided that Government may adjust a Community Embedded Employee in another area in certain circumstances to be prescribed.

(4) Notwithstanding anything contained in other provisions of this Act, the services of the Community Embedded Employees, whose services are regularized under this Act, or other Community Embedded Employees to be appointed after the commencement of this Act; shall be liable to termination, if the employee-

- (a) has unlawfully ceased to be a regular resident within or has become a non-resident for his catchment population; or
- (b) is involved in any other engagement or a practice which is not in accordance with the laid down and approved policy of the Program; or
- (c) has ceased to be efficient in the performance of official duties; or
- (d) has proved guilty of gross misconduct.

(5) A Community Embedded Employee, whose service is terminated under sub-clause (a) or (b) of sub-section (4) of this Act may be reinstated into service in a manner as may be prescribed:

Provided that this opportunity of reinstatement shall not be given more than once throughout the tenure of a Community Embedded Employee's service:

Provided further that-

- (a) no salary or allowances shall be paid to the re-instated employee for the period spent under termination; and
- (b) payment made, if any, to the terminated employee being re-instated, which was not allowed during or for the period spent under termination, is recovered from the employee.

6. Posting, transfer and adjustment of Program employees.---Notwithstanding anything contained in other provisions of this Act, the Program employees, except the Community Embedded Employees, may be transferred to perform duty anywhere in the Province.

7. Disciplinary action.---Disciplinary cases against the Program employees shall be dealt with in a manner as may be prescribed.

8. Application of Government rules.---The Program employees shall be dealt in accordance with the provisions of this Act and rules; provided that if no specific rules are available on any matter, the Government rules shall be applicable to such Program employees.

9. Public servants.---All Program employees shall be deemed to be public servants within the meaning of section 21 of the Pakistan Penal Code, 1860 (Act No. XLV of 1860).

10. Power to make rules.---Government may, by notification in the official Gazette, make rules for carrying out the purposes of this Act.

Attested  
[Signature]

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KHYBER PAKHTUNKHWA GOVERNMENT, EXTRAORDINARY, 2nd JULY, 2014. 21

11. Saving.--- Any rules, orders or instructions in respect of any terms and conditions of services of Program employees duly made or issued by an authority competent to make them and in force immediately before the commencement of this Act shall, in so far as such rules, orders or instructions are not inconsistent with the provisions of this Act, be deemed to be rules made under this Act.
12. Removal of difficulties.---If any difficulty arises in giving effect to any of the provisions of this Act, Government may make such order, not inconsistent with the provisions of this Act, as may appear to be necessary for the purpose of removing the difficulty:
- Provided that no such power shall be exercised after the expiry of one year from the commencement of this Act.
13. Repeal.--- The Khyber Pakhtunkhwa Regulation of Lady Health Workers Program and Employees (Regularization and Standardization) Ordinance, 2014 (Khyber Pakhtunkhwa Ord. No. VI of 2014) is hereby repealed.

BY ORDER OF MR. SPEAKER  
PROVINCIAL ASSEMBLY OF KHYBER PAKHTUNKHWA

(AMANULLAH)  
Secretary  
Provincial Assembly of Khyber Pakhtunkhwa

Printed and published by the Manager,  
Staty. & Ptg. Deptt., Khyber Pakhtunkhwa, Peshawar.

Attested  
[Signature]

10

9



GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT  
(REGULATION WING)

NO. FD/SC/SR/1178-52/2012  
Dated: Peshawar, the 26-12-2012

From: The Secretary to Govt. of Khyber Pakhtunkhwa,  
Finance Department,  
Peshawar.

To: All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa  
The Senior Member, Board of Revenue, Peshawar  
The Secretary to Government, Peshawar  
The Secretary to Chief Minister, Khyber Pakhtunkhwa  
The Secretary, Finance Wing, Peshawar  
All Heads of Attached Departments, Khyber Pakhtunkhwa  
All District Coordination Officers, Peshawar  
All Political Agents, District Officers, Peshawar  
The Registrar, Peshawar High Court, Peshawar  
The Chairman, Public Service Commission, Khyber Pakhtunkhwa  
The Chairman, Khyber Tribunal, Peshawar

Subject: REVISION IN THE RATE OF CONVEYANCE ALLOWANCE OF THE  
CIVIL EMPLOYEES OF THE KHYBER PAKHTUNKHWA GOVERNMENT  
GOVERNMENT BPS-17

Dear Sir,  
The Government of Khyber Pakhtunkhwa has been pleased to approve  
revised rate of Conveyance Allowance admissible to all the employees of Civil  
of Khyber Pakhtunkhwa (working on BPS-17) with effect from 1-1-2013 at  
the following rates. However, the conveyance allowance for employees in BPS-17  
shall remain unchanged.

S.NO	BPS	EXISTING RATE (PKR)	REVISED RATE (PKR)
1	1-4	Rs. 1,500/-	Rs. 1,700/-
2	5-10	Rs. 1,500/-	Rs. 1,840/-
3	11-15	Rs. 2,600/-	Rs. 2,720/-
4	16-19	Rs. 5,000/-	Rs. 5,000/-

Conveyance Allowance of the above rates per month shall be admissible to  
those BPS-17, 18 and 19 officers who have not been sanctioned official vehicles.

Yours Faithfully,

(Signature)  
Secretary, Finance

Encl: NO. FD/SC/SR/1178-52/2012

A Copy is forwarded for information to the:

- 1. Assistant General, Khyber Pakhtunkhwa Revenue
- 2. Secretaries to Government of Peshawar, Peshawar
- 3. All District Coordination Officers, Peshawar

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GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT  
(REGULATION WING)

NO.FD/SO(SR-II)/52/2012  
Dated Peshawar the 20.12.2012

From

The Secretary to Govt. of Khyber Pakhtunkhwa  
Finance Department, Peshawar.

To:

1. All administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
2. The Senior Member, Board of Revenue, Khyber Pakhtunkhwa.
3. The Secretary to Governor, Khyber Pakhtunkhwa.
4. The Secretary to Chief Minister, Khyber Pakhtunkhwa.
5. The Secretary, Provincial Assembly, Khyber Pakhtunkhwa.
6. All Heads of attached Departments in Khyber Pakhtunkhwa.
7. All District Coordination Officers of Khyber Pakhtunkhwa.
8. All Political Agents/District & Session Judge in Khyber Pakhtunkhwa.
9. The Registrar Peshawar High Court, Peshawar.
10. The Chairman Public Service Commission, Khyber Pakhtunkhwa.
11. The Chairman, Service Tribunal, Khyber Pakhtunkhwa.

Subject: REVISION IN THE RATE OF CONVEYANCE ALLOWANCE FOR THE CIVIL EMPLOYEES OF THE KHYBER PAKHTUNKHWA PROVINCIAL GOVERNMENT BPS-1-19

Dear Sir,

The Government of Khyber Pakhtunkhwa has been pleased to enhance/revise the rate of Conveyance Allowance admissible to all the Provincial Civil Servants Govt. of Khyber Pakhtunkhwa (working in BPS-1 to BPS-15) w.e.f from 1<sup>st</sup> September, 2012 at the following rates. However, the conveyance allowance for employees in BPS-16 to BPS-19 will remain unchanged.

S.No.	BPS	Existing Rate (PM)	Revised Rate (PM)
1.	1-4	Rs. 1,500/-	Rs. 1,700/-
2.	5-10	Rs. 1,500/-	Rs. 1,840/-
3.	11-15	Rs. 2,000/-	Rs. 2,720/-
4.	16-19	Rs. 5,000/-	Rs. 5,000/-

2. Conveyance Allowance at the above rates per month shall be admissible to those BPS-17, 18 and 19 officers who have not been sanctioned official vehicle.

Your Faithfully

(Sahibzada Saeed Ahmad)  
Secretary Finance

Endst No. FD/SO(SR-II)8-52/2012 Dated Peshawar the 20<sup>th</sup> December, 2012

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D-11

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Lakki

S#: 4

P Sec:001 Month:June 2017  
LK6066 -District Health Officer La  
DISTRICT HEALTH OFFICER L

Pers #: 00787733 Buckle:  
Name: RUQIA BIBI  
LADY HEALTH WORKER  
CNIC No.1120156461732  
GPF Interest Free  
05 Active Permanent

NTN:  
GPF #:  
Old #:

PAYS AND ALLOWANCES:

	LK6066	-
0001-Basic Pay		10,270.00
1000-House Rent Allowance		1,002.00
1210-Convey Allowance 2005 ✓		1,932.00
1300-Medical Allowance		1,500.00
1973-Adhoc Allowance 2010@ 50%		1,670.00
2148-15% Adhoc Relief All-2013		296.00
2174-Adhoc Relief Allow-2014		148.00
2211-Adhoc Relief All 2016 10%		1,027.00
Gross Pay and Allowances		17,845.00

DEDUCTIONS:

GPF Balance	7,450.00	Subrc:	745.00
3501-Benevolent Fund			600.00
4004-R. Benefits & Death Comp:			450.00

Total Deductions 1,795.00

16,050.00

D.O.B  
20.05.1985  
05 Years 00 Months 001 Days

LFP Quota:  
THE BANK OF KHYBER IBB, LAKKI MARWA  
00217-00-2

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	A MOUNT BALANCE	DEDUCTIONS	A MOUNT
14760.00	3005 GPF Subscription	890.00-	
2,388.00	1501 Benevolent Fund	1,700.00-	72,788.00
1,932.00	4024 B. Benefits & Death C	450.00-	
1,800.00			
2148 15% Adhoc Relief All	296.00		
2198 Adhoc Relief Allow	200.00		
2211 Adhoc Relief All 201	1,027.00		

(12)

Accounts Office Charsadda  
 PATROLL REGISTER  
 For the month of January, 2022

Page : 360  
 Date : 01.02.2022

DOO : CA6112 EXECUTIVE DISTRICT HEALTH OFFICER

Payroll Section : 001 Payroll 1

2224 Adhoc Relief All 201	1,476.00
2247 Adhoc Relief All 201	1,476.00
2266 Adhoc Relief All 201	1,476.00
2309 Adhoc Relief All 202	1,476.00
2311 Dress Allowance - 20	1,000.00
2312 Washing Allowance 20	1,000.00
2313 Integrated Allowance	600.00
2332 Lady Health Worker A	2,200.00

PAYMENTS 32,674.00 DEDUCTIONS 2,540.00-

NET PAY 30,134.00 01.01.2022 31.01.2022

TENSIL BAZAR, CHARSADDA, KARNATAKA  
 KARNATAKA BANK LIMITED, CHARSADDA, KARNATAKA

0002170019050801

*Dist. Charsadda*  
*[Signature]*  
*[Signature]*

*Handwritten notes in Kannada script:*  
 1. ದೂರ ಕಾರ್ಯದ  
 2. ಸಂಪನ್ಮೂಲ  
 3. ವಿದ್ಯಾರ್ಥಿ  
 4. 15  
 5. 44  
 6. Jains

(13)

Better Copy

CNIC No. \_\_\_\_\_

Desig: Lady Health Worker (80573100) Grade 5

KTH

LGAN/FUND

	Amount	Deductions	Amount
Basic Pay	14,760,00	3005 GHF Subscription Amount	890.00- Deductions
0001 Basic Pay	14,760,00	2003 GP subscription	890.00
1004 House Rent Allow	3,610,00	3501 Benevolent Fund	1,200,00
1210 Conveyance Allowance 20	1,932,00	4004 R. Benefits & Death C	450.00
1300 Medical Allowance	1,500.00		
2148 Adhoc Relief All	296.00		
2188 Adhoc Relief Allow 2010	200		
2211 Adhoc Relief All 201	1,027,00		

Accounts Officer Charsadda

PAYROLL REGISTER

For the month of January, 2022

Page 360

Dated 01.02.2022

DDO CA6112 EXECUTIVE DISTRICT HEALTH OFFICER Payroll Section 001 Payroll 1

2224 Adhoc Relief All 201	1,476.00
2247 Adhoc Relief All 201	1,476.00
2248 Adhoc Relief All 201	1,476.00
2309 Adhoc Relief All 202	1,476.00
2311 Dress Allowance	
20	1,000.00
2312 Disabled Allowance 20	1,000.00
2313 Integrate Allowance	600
2332 Lady health Worker	2,200.00

PAYMENT 32,674

DEDUCTIONS 2,510.00

Net Pay 30,136.00

01.01.2022

31.01.2022

Branch No. 220217 TEHSIL BAZAR CHAR SADD A HABIB BANK LIMITED TEHSIL BAZAR  
 CHAR SADD A  
 CHAR SADD A  
 0002170019050801

13

LHW  
Account office Peshawar

00816751 TIKHAT NAE  
PESHAWAR

CHIC: 1730161877174  
AMOUNT

Desig: LADY HEALTH WORKER (80573100)  
DEDUCTIONS AMOUNT

Grade: 05 NTN:  
LOAN/FUND

0001 Basic Pay  
1004 House Rent Allow 450  
1210 Medical Allowance 20  
1300 Medical Allowance  
2143 1st Assoc Relief All  
2197 Assoc Relief Allow 2  
2211 Assoc Relief All 201  
2224 Assoc Relief All 201  
2247 Assoc Relief All 201  
2264 Assoc Relief All 201  
2309 Assoc Relief All 202  
2311 Dress Allowance 20  
2312 Washing Allowance 20  
2313 Integrated Allowance

14,760.00  
3,610.00  
1,932.00  
1,500.00  
296.00  
200.00  
1,027.00  
1,476.00  
1,476.00  
1,476.00  
1,476.00  
1,000.00  
1,000.00  
600.00

3005 ANF Subscription  
3501 Benevolent Fund  
4004 R. Benefits & Death C.

890.00-  
1,200.00-  
450.00-

PAYMENT  
Branch Code 20417

31,829.00  
BANK SQUARE, PESHAWAR.

DEDUCTIONS  
HABIB BANK LIMITED

2,540.00-  
BANK SQUARE, PESHAWAR.

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(14)

Better Copy

CNIC No: 1730161877174      Desig: Lady Health Worker (80573100) Grade 5

KTH

LOAN/FUND

	Amount	Deductions	Amount
Basic Pay	14,760,00	3005 GHF Subscription Amount	890.00-
			Deductions
0001 Basic Pay	14,760,00	2003 GP subscription	890,00
1004 House Rent Allow	3,610,00	3501 Benevolent Fund	1,200,00
1210 Conveyance Allowance20	1,932,00	4004 R. Benefits & Death C	450,00
1300 Medical Allowance	1,500,00		
2148 Adhoc Relief All	296,00		
2188 Adhoc Relief Allow 201	200		
2211 Adhoc Relief All 201	1,027,00		
2224 Adhoc Relief All 201	1,476,00		
2247 Adhoc Relief All 201	1,476,00		
2248 Adhoc Relief All 201	1,476,00		
2309 Adhoc Relief All 202	1,476,00		
2311 Dress Allowance 20	1,000,00		
2312 Disabled Allowance 20	1,000,00		
2313 Integrate Allowance	600		

PAYMENT 31,829,00

DEDUCTIONS 2,540,00

Branch No. \_\_\_\_\_ BANK SQUARE, PESHAWAR HABIB BANK LIMITED BANK SQUARE PESHAWAR

*Handwritten signature/initials*

Accounts: 6  
PAYROLL  
For the month of

114335 District Health Officer Kohat  
SHEERA JALEER  
A MOUNT DEDUCTIONS

Designation: 002  
LADY HEALTH WORKER  
A MOUNT

Particulars	AMOUNT	DEDUCTIONS	AMOUNT
01 Basic Pay	17,740.00		
02 House Rent Allowance	1,503.00	3005 EPF Subscription - Rs	69
03 Convey Allowance 20	1,272.00	3501 Benevolent Fund	60
04 Medical Allowance	1,500.00	4004 R. Benefits & Death C	69
11 School Relief All 201	1,027.00		
22 School Relief All 201	1,272.00		
47 School Relief All 201	1,272.00		
<b>PAYMENTS</b>	<b>21,374.00</b>	<b>DEDUCTIONS</b>	<b>213</b>
Bank Code: 220341	SHAKARDARA, KOHAT.	HABIB BANK LIMITED	

214351 SHEERA SULTANA  
A MOUNT DEDUCTIONS

Designation: 002  
LADY HEALTH WORKER  
A MOUNT

Particulars	AMOUNT	DEDUCTIONS	AMOUNT
01 Basic Pay	12,740.00		
02 House Rent Allowance	1,503.00	3005 EPF Subscription - Rs	6
03 Convey Allowance 20	1,272.00	3501 Benevolent Fund	6
04 Medical Allowance	1,500.00	4004 R. Benefits & Death C	6
11 School Relief All 201	1,027.00		
22 School Relief All 201	1,272.00		
47 School Relief All 201	1,272.00		
<b>PAYMENTS</b>	<b>21,374.00</b>	<b>DEDUCTIONS</b>	<b>213</b>
Bank Code: 220210	HANGU ROAD, KOHAT.	HABIB BANK LIMITED	

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(15)

Letter Copy

Account  
Payroll  
For the month of \_\_\_\_\_

District Health Officer Kohat

CNIC NO. 1430119526958

PAYMENTS	AMOUNTS	DEDUCTIONS	AMOUNT
Basic Pay	12,260	3005 GP-subscription	69
House Rent Allow	3,610	3501 Benevolent Fund	60
Allowance 20	1,932,00	4004 R. Benefits & Death C	69
Medical Allowance	1,500.00		
Adhoc Relief All 201	1,027,00		
Adhoc Relief Allow 201	1,276,00		
Adhoc Relief Allow 201	1,276,00		
PAYMENT	21,274		
DEDUCTIONS			

Branch code. 220341  
BANK LIMITED

SHAKARDARA KOHAT

HABIB

SULTANA  
WORKER  
PAYMENTS  
AMOUNTS

CNIC 1430195390826

DESIG LADY HEALTH

AMOUNT

DEDUCTION

Basic Pay	12,760,00	3005 Subscription Rs	
8			
House Rent Allowance	1,503,00	3501 Benevolent Fund	6
Allowance 20	1,932,00	4004 R. Benefits & Death C	6
Medical Allowance	1,500,00		
Adhoc Relief All 201	1,027,00		
Adhoc Relief Allow 201	1,276,00		
Adhoc Relief Allow 201	1,276,00		
	21,674 65		

Branch Code \_\_\_\_\_  
DEDUCTIONS

HANGU ROAD KOHAT

HABIB BANK LIMITED



19

Name: FAREED, NISA  
BY: HEALTH WORKER  
NIC No: 420254270769  
PI: 05/Active  
NTN: #  
GPF #:  
Old #:  
KKS103  
13:260000  
1:504000  
1:598000  
1:594000  
297000  
200000  
027000  
1:324000  
2:137000  
890000  
600000  
690000

1000-Health Allowance  
1200-Health Allowance  
1300-Medical Allowance  
1400-Medical Allowance  
1500-Medical Allowance  
1600-Medical Allowance  
1700-Medical Allowance  
1800-Medical Allowance  
1900-Medical Allowance  
2000-Medical Allowance  
2100-Medical Allowance  
2200-Medical Allowance  
2300-Medical Allowance  
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2800-Medical Allowance  
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3000-Medical Allowance  
3100-Medical Allowance  
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8700-Medical Allowance  
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8900-Medical Allowance  
9000-Medical Allowance  
9100-Medical Allowance  
9200-Medical Allowance  
9300-Medical Allowance  
9400-Medical Allowance  
9500-Medical Allowance  
9600-Medical Allowance  
9700-Medical Allowance  
9800-Medical Allowance  
9900-Medical Allowance  
10000-Medical Allowance

NTN: #  
GPF #:  
Old #:

KKS103

13:260000  
1:504000  
1:598000  
1:594000  
297000  
200000  
027000  
1:324000  
2:137000  
890000  
600000  
690000

2019  
KARAK  
DISTRICT HEALTH OFFICER

DEPARTMENT OF HEALTH  
KARAK DISTRICT  
HEALTH OFFICER

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USHL-GOD

(16)

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Sec 001 Month February 2019  
6103 EDO Health (Admn) Karak  
District Health Officer

00786593 Buckle  
Name Fareed Nisa  
Lady Health Worker  
CNIC No. 1420254270766  
OPF Interest Applied Permanent  
Pays an Allowance

Basic Pay.	13,260,00
House Rent Allowance	1,503,00
Allowance 20	1,932,00
Medical Allowance	1,500,00
Adhoc Relief All 201	1,296,00
Adhoc Relief Allow 201	1,326,00
Adhoc Relief Allow 201	1,326,00
	22,37000

Pay and Allowance  
Dedicate Code

Balance	26,414	899
Benevolent Fund	Subtract	6000
		6900

Total Deduction 2,180  
20,190

456 DOB  
08.02.1985 HABIB BANK LIMITED KARAK

[Redacted Box]

[Redacted Box]

Accounts Office Karak  
 PAYROLL REGISTER  
 For The Month Of December 2021

00790078 MUSARAT SHAHEEN  
 PAYMENTS

CNIC: 1420202430772  
 AMOUNT DEDUCTIONS

Desig: LADY HEALTH WORKER (80563199) Grade: 05 NTN:  
 AMOUNT LOAN/FUND

Buckle No.: Gazetted/Non-Gazetted: N  
 PRINCIPAL REPAYD BALANCE

0001 Basic Pay  
 1001 House Rent Allowance  
 1300 Medical Allowance  
 2148 15% Adhoc Relief All  
 2199 Adhoc Relief Allow @  
 2211 Adhoc Relief All 201  
 2224 Adhoc Relief All 201  
 2247 Adhoc Relief All 201  
 2264 Adhoc Relief All 201  
 2309 Adhoc Relief All 202  
 2311 Dress Allowance - 20  
 2312 Washing Allowance 20  
 2313 Integrated Allowance

14,760.00 3005 GPF Subscription  
 2,255.00 3501 Benevolent Fund  
 1,500.00 4004 R. Benefits & Death C  
 296.00  
 200.00  
 1,027.00  
 1,476.00  
 1,476.00  
 1,476.00  
 1,476.00  
 1,000.00  
 1,000.00  
 600.00

890.00-  
 1,200.00-  
 450.00-

GPF#:

67,353.00

PAYMENTS  
 Branch Code:220985

28,542.00  
 Habib Bank Ltd Palosa Sar Karak

DEDUCTIONS  
 HABIB BANK LIMITED

2,540.00-

NET PAY  
 Habib Bank Ltd Palosa Sar KarakKARAK

26,002.00 01.12.2021 31.12.2021  
 Acct.No: 1120-8

16  
 E-3

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F-17

**BEFORE THE PESHAWAR HIGH COURT,**  
**BANNU BENCH**

Writ Petition No. 346 /2019

Farzana Begum etc. .... Petitioners

Versus

Government of Khyber Pakhtunkhwa through Secretary Health,  
Peshawar etc ..... Respondents

**I N D E X**

S.#	Description of Documents	Annex	Page
1.	Writ Petition		1-6
2.	Affidavit		7
3.	Addresses of the Parties		8
4.	Copy of the notification/Act Dated 2 <sup>nd</sup> July, 2014	"A"	9-13
5.	Copy of the notification No.1340 Dated 22.9.2014, with better copy	"B"	14-15
6.	Copies of the notifications No.8782-86, 8787-91 and 8793-97 Dated 24.9.2014	"C", "D" & "E"	16-21
7.	Copies of pay slips of some of the petitioners and those employees who are receiving the conveyance allowance	"F" & "G"	22-40
8.	Copy of the Notices and receipts		41-46
9.	Court Fee		47
10.	Wakalatnama		48-49

Filed today  
26 MAR 2019  
Additional Registrar

Re-Filed Today  
05 MAR 2019  
Additional Registrar

Petitioners

Through

Maq Samiullah Khan  
Advocate, Karak  
0333-9717844

SCANNED  
03 APR 2019

Dated: 25.3.2019

9

18

2

Mamana Lady Health Workers posted at various BHUs  
(Lady Health Workers Program Employees at District  
Karak, Khyber Pakhtunkhwa.

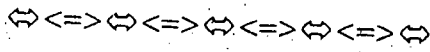
.....Petitioners

Versus

1. Government of Khyber Pakhtunkhwa through  
Secretary Health, Peshawar.
2. Director General, Health Services Khyber  
Pakhtunkhwa Peshawar.
3. Provincial Coordinator LHW Program Khyber  
Pakhtunkhwa, Peshawar.
4. District Health Officer, District Karak.
5. District Accounts Officer, District Karak.

..... Respondents

WRIT PETITION UNDER ARTICLE 199 OF THE  
CONSTITUTION OF ISLAMIC REPUBLIC OF  
PAKISTAN, 1973.



Respectfully Sheweth:

- This Writ Petition rising up from the following facts:

*Handwritten signature/initials*

1. That all the petitioners are bonafide residents of District Karak.
2. That the petitioners are serving as Lady Health Workers  
(LHWs) at various BHUs (Lady Health Workers Program  
Employees) at District Karak.

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3. That vide notification No.PA/Khyber Pakhtunkhwa/Bills/2014/351 Dated 2<sup>nd</sup> July, 2014, the respondent No.1 by order of the Speaker, Provincial Assembly Khyber Pakhtunkhwa issued an Act "The Khyber Pakhtunkhwa Regulation of Lady Health Workers Program and Employees (Regularization) and Standardization), Act 2014" and regularized the services of the petitioners. Copy of the notification/Act is attached as Annexure "A".

4. That vide notification No.1340 Dated 22.9.2014 of the respondent No.3 vide which the District Health Officers were directed to issue individual notification to the employees of LHW Program. Copy of notification is attached as Annexure "B".

5. That in the light of above referred directions/notification, vide notifications No.8782-86, 8787-91 and 8793-97 Dated 24.9.2014, the District Health Officer, Karak regularized the services of the petitioners etc with effect from 1<sup>st</sup> July 2012. Copies of notifications are attached as Annexure "C", "D" & "E" respectively.

6. That the petitioners are entitled to receive conveyance allowance according to law since their regularization w.e.f. 01.7.2012 but the respondents No.4 & 5 are discriminately denying to pay the conveyance allowance to the petitioners.

Filed Today  
 10 MAR 2013  
 Additional Registrar

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*Handwritten signature*

rather they (respondent No.4 & 5) are paying the same allowance to their blue eyed employees of the same category (LHWs) at District Karak. Copies of some of the pay slips of the petitioners are attached as Annexure "F" and of those employees who received the conveyance allowance are attached as "G".

7. That being aggrieved, the petitioners approaches this Honourable Court, inter alia, on the following grounds;

GROUND S:

- A. That according to service Rules, the petitioners as a matter of routine duties, visit 1-10 families/houses daily for their medical assistance, also participate in anti-polio campaigns for 05 days in the month approximately and also taking the infants of community to EPI Center/BHUs/RHCs etc.
- B. That the petitioners perform their duties in hilly and rural areas which are impossible without having a conveyance and in such a circumstances denial of conveyance allowance to the petitioners is against the law and rules.
- C. That the impugned action of the respondents No.4 & 5 is void-ab-initio, illegal and is discriminatory in contravention of the provisions of the constitution of Pakistan.

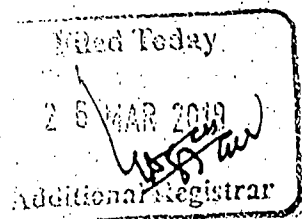
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- D. That the impugned action of the respondents No.4 & 5 be declared against the norms of justice in the light of directives/notifications of respondents No.1 to 3.
- E. That the impugned action is based on colourful exercise of powers, vested in the functionaries of the Government through Constitution of Pakistan, which is against the basic principles of the equality of citizens before the state.
- F. That the impugned action is illegal, void-ab-initio and not sustainable in the eye of law being not giving the fruit of conveyance allowance to the petitioners which is not admissible to prudent mind and against the principle of natural justice.
- G. That the impugned action of the respondents No.4 & 5 is devoid of any logic and against the guarantee and security provided to the Civil Servants.

It is, therefore, humbly prayed that on acceptance of this Writ Petition, the impugned action of the respondents may please be declared to be illegal, void-ab-initio and unsustainable and the respondent No.4 & 5 may please be directed to give the benefit of conveyance allowance to the petitioners w.e.f 1<sup>st</sup> July 2012 in accordance with law.



Petitioner

Through

Malik Samiullah Khan  
Advocate, Karak

Dated: 25.3.2019



CERTIFICATE:

As per instructions of my clients, certified that no such like Writ Petition has earlier been filed by the petitioners before this Honourable Court.

*[Handwritten signature]*

LIST OF BOOKS:

1. Constitution of Islamic Republic of Pakistan, 1973.
2. Case Law According to Need.

*[Handwritten signature]*

Advocate

*[Large handwritten flourish]*

*[Small handwritten mark]*

20 MAR 2017  
*[Handwritten signature]*  
 District Court

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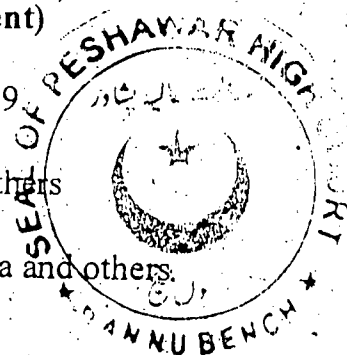
**JUDGMENT SHEET  
IN THE PESHAWAR HIGH COURT,  
BANNU BENCH.  
(Judicial Department)**

W.P No.346-B/2019

Farzana Gul and 65 others

Vs

Govt. of Khyber Pakhtunkhwa and others.



**JUDGMENT**

Date of hearing: 24.03.2022  
For petitioners: Mr. Shakirullah Khan, Advocates.  
For respondents: Sardar Muhammad Asif, Asstt: AG.

**MUHAMMAD FAHEEM WALI, J.---** Farzana Begum and 65 others who are working as Lady Health Workers at various BHUs have invoked the constitutional jurisdiction of this Court, praying that:-

“It is, therefore, humbly prayed that on acceptance of this writ petition, the impugned action of the respondents may please be declared to be illegal, void-ab-initio and unsustainable and the respondents No.4 and 5 may please be directed to give the benefit of conveyance allowance to the petitioner w.e.f 1<sup>st</sup> July 2012 in accordance with law.”

2. It is alleged in the petition that initially the present petitioners were appointed on contract basis, however, later on through the Khyber Pakhtunkhwa Regulation of Lady Health

**ATTESTED**

CLERK  
Peshawar High Court  
Bannu Bench

Workers Program and Employees (Regularization) and Standardization), Act, 2014, the services of the present petitioners were regularized. On regularization they have attained the status of civil servants, therefore, they are also entitled to conveyance allowance, similar to the other civil servants. On the other hand it is the contention of the respondents that the said conveyance allowance is not admissible to the petitioners in a limit of street village or within the LHVs local jurisdiction, they are performing their duties in the close vicinity of their places of residence.

3. Be that as it may, once the present petitioners have acquired the status of civil servants, their claim for allowance cannot be entertained by this Court in view of jurisdictional contour as envisaged by Article 212 of Constitution of Islamic Republic of Paksitan, 1973 being one of the terms and conditions of service of a civil servant. Needless to mention that allowance constitute an essential component of pay. In view of the clear bar stated above, this petition is not maintainable which is accordingly dismissed.

**Announced.**

24.03.2022

Ihsan

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38/3/22  
The Quaternary Ordinance 1934

D.B

Hon'ble Mr. Justice Syed Arshad Ali &  
Hon'ble Mr. Justice Muhammad Faheem Wali.

6 MAR 2022

G-25

To,

The Director General, Health Services  
Khyber Pakhtunkhwa, Peshawar.

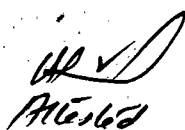
**Subject: DEPARTMENTAL APPEAL AGAINST THE IMPUGNED ILLEGAL AND UNLAWFUL ACTION OF THE CONCERNED AUTHORITY BY NOT ALLOWING/GRANTING CONVEYANCE ALLOWANCE TO THE LADY HEALTH WORKERS.**

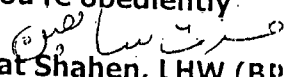
Respected Sir,

With due respect it is stated that the appellant is the employee of your Department and is serving as Lady Health Worker (BPS-05) and performing duties quite efficiently and up to the entire satisfaction of the superiors. It is stated for kind information that Conveyance Allowance is admissible to all the civil servants and to this effect a Notification No. FD (PRC) 1-1/2011 dated 14.07.2011 was issued. Later on vide revised Notification dated 20.12.2012 the conveyance allowance for employees working in BPS 1 to 15 were enhanced/revised while employees from BPS-16 to 19 have been treated under the previous notification by not enhancing their conveyance allowance and for all civil servants/government servants conveyance allowance is allowed (except those allowed monetized value of transport or avail transport facility) irrespective of place or station of duty. Respected Sir, appellant's other colleagues of the same department in same as well other districts are receiving conveyance allowance as admissible under the law and rules but the concerned authority without any valid and justifiable reasons are not granting/allowing the payment of conveyance allowance under the wrong and illegal pretext that the same is not allowed for the reason that they are working in the limit of street, village or even with the LHW local jurisdiction which is illogical and against law and discriminatory. Conveyance is granted to other departments whether it is vocational or non vocational even if they work in local areas and near home but they are allowed. Vocational Department employee in Islamabad regarding the same issue filed service appeal No.1888 (R) CS/2016 before the Federal Service Tribunal, Islamabad for conveyance allowance which was accepted by the Honorable Service Tribunal vide its judgment dated 03.12.2018 and same is allowance is extended through Khyber Pakhtunkhwa Service Tribunal vides multiple judgments, which manifests that conveyance allowance is part and parcel of the salary and is allowed/admissible to all the civil or government servants throughout the Khyber Pakhtunkhwa province who are not provided transport facilities meaning thereby objectifying issue with the reason that the lady health workers are working in their local areas that's why they are not entitled to receive conveyance allowance is unprecedented approach of the department. As a matter of routine, on daily basis they visit families for their medical assistance and participate in anti-polio campaigns for five days in a month so much so they take infants of the community to EPI Centre/BHUs/RHC though their own arrangements or by foot and do many other tasks despite non provision of the vehicle or transport facilities etc. That appellant is also entitled to conveyance allowance as are allowed/granted to the lady health workers of same and other districts but the concerned authority is not willing to allow/grant the same conveyance allowance which is granted to other employees in the province as well. Appellant is feeling aggrieved from the inaction of the concerned authority by not allowing/granting conveyance allowance to the lady health workers, the appellant prefer this Departmental appeal before your good self to redress their legit grievances.

It is therefore, humbly prayed that on acceptance of this departmental appeal the concerned authority may very kindly be directed that the conveyance allowance may very kindly be allowed/granted and the appellant be treated at par with colleagues of same and other districts employees as conveyance allowance is admissible to all the government/civil servants in other quarter concerned.

Dated: 06.04.2022

  
Musarrat

You're obediently  
  
Musarrat Shahen, LHW (BPS-5)  
BHU Shmamshaki, UC Palosa sar  
District Karak

**BEFORE THE PESHAWAR HIGH COURT**  
**BANNU BENCH**

Writ Petition No. \_\_\_\_\_/2019

1. Farzana Begum
2. Neelofar
3. Farhad Bano,
4. Yasmin Sultana
5. Noor Tajmeen
6. Bibi Yasma,
7. Abbas Begum,
8. Nasrin Begum,
9. Eas Nazeer Bibi,
10. Sameena Bibi,
11. Nasrin Bibi,
12. Mehnaz Begum,
13. Bibi Naureen,
14. Bibi Tahira,
15. Sabir Bano,
16. Qudrat Bibi,
17. Nusrat Bibi,
18. Akhtar Shamim,
19. Zulfan Bano,
20. Amna Bibi,
21. Malala Begum,
22. Abbas Bano,
23. Hassan Bano,
24. Nasar Bano,
25. Zubaida Akhtar,
26. Mussarat Shaheen,
27. Dil Bahar Begum
28. Gudar Begum,
29. Manawar Sultana,
30. Nusrat Begum (1),
31. Sher Bano,
32. Hazrat Begum,
33. Kishwar Sultana,
34. Salim Razia,
35. Feroz Nisa,
36. Zubaida Sultan,
37. Nusrat Begum (2),
38. Asma Naureen,
39. Shabaam Firdoos,
40. Bibi Hawa,
41. Fozia Zarna,
42. Kausar Perveen,
43. Farida Akhtar,
44. Malal Khana,
45. Dil Sana Begum,
46. Manawar Jehan,
47. Abbas Rubana,
48. Shaheen Akhtar,
49. Neelam,
50. Baswar Gula,
51. Bibi Shahida (1),
52. Saima Sultan,
53. Bibi Shahida (2),
54. Yasmin Akhtar,
55. Saira Khatoon,
56. Rafia Begum,
57. Gul Farida,
58. Nasar Khana,
59. Farzana Nawaz,
60. Mehnaz Begum,
61. Tasleem Begum,
62. Zartaj Begum,
63. Ulfat Jehan,
64. Huseena Shah,
65. Zeenat Begum and
66. Gul

**VAKALATNAMA**

26

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

\_\_\_\_\_ OF 2022

MUSARRAT SHAHEN

(APPELLANT)  
(PLAINTIFF)  
(PETITIONER)

**VERSUS**

HEALTH DEPTT:

(RESPONDENT)  
(DEFENDANT)


I/We MUSARRAT SHAHEN

Do hereby appoint and constitute **Afrasiab Khan Wazir, Advocate, High Court, Peshawar** to appear, plead, act, compromise, withdraw or refer to arbitration for me/us as my/our Counsel/Advocate in the above noted matter, without any liability for his default and with the authority to engage/appoint any other Advocate Counsel on my/our cost. I/we authorize the said Advocate to deposit, withdraw and receive on my/our behalf all sums and amounts payable or deposited on my/our account in the above noted matter.

Dated. \_\_\_\_/\_\_\_\_/2022



**CLIENT(S)**

**ACCEPTED**  
  
**AFRASIAB KHAN WAZIR**  
&  
**NAZUREHMAN MEHSOOD**  
ADVOCATES

**OFFICE:**

**Room No.6 Ground Floor, Afridi Tower,  
Government College Chowk, Faqir Abad,  
Peshawar City.**

**Mobile No: 0312-9888752**