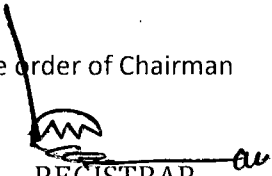


Form- A

FORM OF ORDER SHEET

Court of _____

Case No.- 1324/2022

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. Naheed Akhtar 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 <i>cu</i></p>

NOTE:

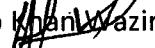
Objection.No.1. In Para No.4 of the appeal due to clerical mistake (word) appellant is used, hence this Para No.4 be considered as Colleagues of the Appellant.

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 are removed in appeal and are re-submitted today 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. 2468 /S.T,

Dt. 23/8 /2022


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

Mr. Afrasiab Khan Wazir Adv. Pesh.

Note :- In para. 4 of the appeal, appellant is mistakenly mentioned due to clerical mistake, hence the para. 4 be considered as colleagues of the appellant.

Objection No. 2, 3, 4 are corrected, resubmitted today

11/9/2022
HWV

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

APPEAL NO. 1324/2022

NAHEED AKHRTAR

VS

HEALTH DEPTT:

INDEX

S.NO.	DOCUMENTS	ANNEXURE	PAGE
1.	Memo of appeal	1-3
2.	Notification & Regularization Act-2014	A & B	4-9
3.	Notification	C	10
4.	Pay slips	D & E	11-16
5.	High Court judgment dated 24.03.2022	F	17-24
6.	Departmental appeal	G	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. _____/2022

Mrs. Naheed Akhtar, Lady Health Worker (BPS-5),
BHU Kholak, District Karak.

.....**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 CONVYENACE 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

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 entitled 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 is fully entitled for the grant of conveyance allowance during vacations.

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

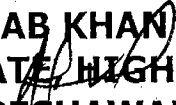
It is therefore, most humbly prayed that the appeal of the appellant may be accepted as prayed for.

Dated: 25.07.2022

APPELLANT

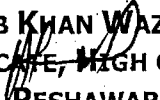

NAHEED AKHTAR

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.

OFFICE OF THE
DISTRICT HEALTH OFFICER
KARAK

Phone and Fax: 0927210837

No. 8787-91

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 1st 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 DHQ Karak

S. No	Name of Community Embedded employee	Father/Husband Name	Date of Birth	FLCF	Name of catchment area	
1.	Nighat Yasmeen	F	Noor Zar Ali Khan	01/10/2010	Dhq Hospital Karak	LHS
2.	Kaloom Sultana	H	Mohammad Altaf	10/11/2005	Dhq Hospital Karak	LHS
3.	Zaibun Nisa	H	Abdul Nawaz	02/07/1995	Dhq Hospital Karak	Tehsil Area
4.	Saira Khatoon	H	Syed Umar	01/01/1997	Dhq Hospital Karak	Tappi Algadi
5.	Rafiq Begum	H	Mohammad Sher	20/01/2000	Dhq Hospital Karak	Near Baraf Khana
6.	Shabum Aziz	H	Nasib Gul	27/03/2001	Dhq Hospital Karak	Gandan
7.	Gul Farima	F	Shabir Gul	27/03/2001	Dhq Hospital Karak	Lakki Banda
8.	Robina Naz	F	Mibarik Shah	27/03/2001	Dhq Hospital Karak	Banghashan
9.	Ambareen Begum	F	Zahir Jan	27/03/2001	Dhq Hospital Karak	Bai Khel
10.	Zarnigara	H	M. Ismail	02/07/2001	Dhq Hospital Karak	Tatar Khel
11.	Naser Khana	F	Gul Nawaz Khan	13/03/2002	Dhq Hospital Karak	Dabli Lawaghar
12.	Farzana Nawaz	H	Mohammad Nasir	13/03/2002	Dhq Hospital Karak	Algadi
13.	Noor Zada Bano	F	Riaz Gul	01/07/2004	Dhq Hospital Karak	Algadi Sharqi
14.	Zeenat Bibi	H	Asghar Khan	01/07/2004	Dhq Hospital Karak	Andi
15.	Khadija Nafees	H	Hameed Ullah	01/07/2004	Dhq Hospital Karak	Tappi Karak
16.	Fiaz Begum	H	Abdul Jalil	19/07/2004	Dhq Hospital Karak	Bhu Mitha Khel
17.	Murad Bibi	F	Hajar Khan	01/04/2005	Dhq Hospital Karak	Tappi Karak
18.	Mehnaz Begum	F	Waris Khan	12/07/2005	Dhq Hospital Karak	Asar Khel
19.	Sumira Naz	F	Mohammad Sher	01/03/2006	Dhq Hospital Karak	Algadi Shirqi
20.	Tasleem Begum	F	Amir Khan	01/03/2006	Dhq Hospital Karak	Tapi Algadi
21.	Zartaj Begum	H	Mohd Gulzar	01/03/2005	Dhq Hospital Karak	Aisaf Khel
22.	Razia Sultana	H	Wo Ali Akbar	02/04/2007	Bhu Mitha Khel	Purana Bazar
23.	Zahida Sultan	F	Habib Ur Rehman	02/04/2007	Bhu Mitha Khel	Tur Dhand
24.	Ulfat Jehan	H	Waheed	15/06/2009	DHQ hospital Karak	Algadi Karak
25.	Bibi Khurma	H	Fiaz	15/06/2009	DHQ Hospital Karak	Devgara
26.	Samina Pirzada	F	Noor Mohammad Khan	15/06/2009	Dhq Hospital Karak	Markaz Korooni
27.	Fozia Nawaz	F	Nawaz Khan	15/06/2009	Dhq Hospital Karak	Khazikhel
28.	Kishwar Bano	F	Muhammad Rehan	15/06/2009	Dhq Hospital Karak	Rehmatabad
29.	Haseena Shah	H	Maizullah Khan	15/06/2009	Dhq Hospital Karak	Sheen Lawaghar
30.	Bibi Fatima	H	Najeeb Ur Rehman	15/06/2009	Dhq Hospital Karak	Faqeerabad
31.	Zeenat Begum	F	Sher Adam Khan	15/06/2009	Dhq Hospital Karak	Faqeerabad

Better Copy

OFFICE OF THE
DISTRICT HEALTH OFFICER
KARAK
Phone and Fax 0927210837
No. 8838-42
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 1st 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

1.	Naheed Akhtar	H	Khurshid Khan	13/13/2002	BHU Charsadda
----	---------------	---	---------------	------------	---------------

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.

District Health Officer
Karak

NOTIFICATION

In the section 4(1) read with 1" proviso there under, of the Khyber Pakhtunkhwa Regulation of Lady Health Program Employees (Regulation and Standardization) Act, 2014, services of Lady Health Program employees of District Karak Khyber Pakhtunkhwa are here by regularized with effect from 1" July 2012. The terms and conditions of service will be governed under the Khyber Pakhtunkhwa Regulation of Lady Health Program and proviso 2 (Regulation and Standardization) Act, 2014 and rules to be made there under.

Name of community provided employee
Father/ Husband Name
Date of appointment
Name of settlement

No.	Name of community provided employee	Father/ Husband Name	Date of appointment	Name of settlement
1	Plawar Jan	Plawar Jan	20/10/2005	Waliabad
2	Rashid Jan	Rashid Jan	27/03/2001	Waliabad
3	Shahzad Ali Khan	Shahzad Ali Khan	13/03/2002	Waliabad
4	Begam Ali	Begam Ali	13/03/2002	Waliabad
5	Khanzadi Akbar	Khanzadi Akbar	13/03/2002	Waliabad
6	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
7	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
8	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
9	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
10	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
11	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
12	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
13	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
14	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
15	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
16	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
17	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
18	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
19	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
20	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
21	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
22	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
23	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
24	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
25	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
26	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
27	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
28	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
29	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
30	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
31	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
32	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
33	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
34	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
35	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
36	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
37	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
38	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
39	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad
40	Shahzad Khan	Shahzad Khan	13/03/2002	Waliabad

In exercise of power conferred under subsection (2) of the section 14, the above community provided employees are placed in the following pay scales as mentioned against their respective designations.

Name of post
Lady Health Supervisor
Lady Health Worker
Driver

Basic Pay Scale:
BPS 07
BPS 05
BPS 04

DISTRICT HEALTH OFFICER
KARAK

DISTRICT HEALTH OFFICER
KARAK

(Handwritten signature)

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 PLCT concerned for information.
5. Officially concerned.

#-4

1469

B-5

A

EXTRAORDINARY
GOVERNMENT



REGISTERED NO. P.H.
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 24th June, 2014 and assented to by the Governor of the Khyber Pakhtunkhwa on 29th 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 2nd 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
2014*

6

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 1st 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.

Attested
[Signature]

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 1st July 2012, and holding the said post till the commencement of this Act, shall stand regularized with effect from 1st 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*

8

12

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.

Attended
Heim

(9)

13

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

Attended
2/7/14

W. J. M. J.

M. J. M. J.

A copy is forwarded for information of the

SECRETARY TO GOVERNMENT OF KHIBER PAKHTUNKHWA

Secretary to Government

Yours faithfully,

Commissioner of Income Tax, Peshawar

S.No.	Rate	Rate	Rate
1.	10%	10%	10%
2.	15%	15%	15%
3.	20%	20%	20%
4.	25%	25%	25%

The Government of Khber Pakhtunkhwa has been pleased to approve the following rates of income tax for the year 1967-68.

RESTRICTION IN THE RATE OF COMPENSATION ALLOWANCE FOR THE CIVIL EMPLOYEES OF THE KHIBER PAKHTUNKHWA GOVERNMENT

The Government of Khber Pakhtunkhwa has been pleased to approve the following rates of income tax for the year 1967-68.

The Secretary to Government of Khber Pakhtunkhwa

NO. FCS/CR. 113-67/312

GOVERNMENT OF KHIBER PAKHTUNKHWA
FINANCE DEPARTMENT
(REGULATION/MIN)

4 - A

10 - C

LETTER COPY PAGE 4

Bellu

1-10

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 1st 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 20th December, 2012

Handwritten initials

Handwritten signature

Handwritten initials

D-11

علاج طبي

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 #:

LK6066 -

PAYS AND ALLOWANCES:

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 IBH, LAKKI MARWA
00217-00-2

Handwritten signature

(12)

AMOUNT BALANCE	DEDUCTIONS	AMOUNT
14,760.00	3003 GPF Subscription	890.00-
3,288.00	3301 Benevolent Fund	1,200.00-
1,932.00	4004 R. Benefits & Death C	450.00-
1,500.00		
2168 158 Adhoc Relief All		296.00
2188 Adhoc Relief Allow B		200.00
2311 Adhoc Relief All 201		1,027.00
PAYMENTS	DEDUCTIONS	
32,674.00	2,540.00-	
NET PAY	30,134.00	01.01.2022 31.01.2022
TEKSTIL BAZAR, CHARRADDA.	MAJIB BANK LIMITED	TEKSTIL BAZAR, CHARRADDA. CHARRADDA.
0002170019050801		

Page : 360
Date : 01.02.2022

Accounts Office Charsadda
PAYROLL REGISTER
For the month of January, 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
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

District Charsadda

[Handwritten signature]

[Handwritten signature]

Order
For

15
HU

[Handwritten signature]

(13)

Better Copy

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

KTM

LOAN/FUND

	Amount	Deductions	Amount
Basic Pay	14,760.00	3005 GHF Subscription Amount	890.00-
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

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 CHARSADEDA HABIB BANK LIMITED TEHSIL BAZAR CHARSADEDA CHARSADEDA 0002170019050801

13

LHW
Account Office Peshawar

00816751 TALENT SAE
P A Y S L I P
CNIC: 1730161877174 Desig: LADY HEALTH WORKER (80573100) Grade: 05 WTH:
A M O U N T D E D U C T I O N S A M O U N T L O A N / F U N D

0001 Basic Pay	14,760.00	3005 GNF Subscription	890.00-
1004 House Rent Allow 45%	3,610.00	3501 Benevolent Fund	1,200.00-
1210 Travel Allowance 20	1,932.00	4004 R. Benefits & Death C	450.00-
1500 Medical Allowance	1,500.00		
2148 15% Adhoc Relief All	296.00		
2193 Adhoc Relief Allow 2	200.00		
2211 Adhoc Relief All 201	1,027.00		
2224 Adhoc Relief All 101	1,476.00		
2247 Adhoc Relief All 201	1,476.00		
2264 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		

PAYMENT
Branch No. 20417 31,829.00
BANK SQUARE, PESHAWAR.

DEDUCTIONS
HABIB BANK LIMITED 2,540.00-

BANK SQUARE, PESHAWAR.

Handwritten signature

(14)

Better Copy

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

KTH

SPAN/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

CEJ

Accounts: B
PAYROLL
For the month of
District Health Officer Kohat
CNIC: 1430119526958
Designation: 002 Lady Health Nurse
A K G O

BENEFITS		DEDUCTIONS	
01 Basic Pay	12,740.00	3005 GPF Subscription - Rs	69
02 House Rent Allowance	1,503.00	3501 Benevolent Fund	60
10 Dearness Allowance 20	1,232.00	4004 R. Benefits & Death C	69
00 Medical Allowance	1,500.00		
11 Sickness Relief All 201	1,027.00		
22 Sickness Relief All 201	1,276.00		
01 Sickness Relief All 201	1,276.00		
PAYMENTS	21,274.00	DEDUCTIONS	2.11
Bank Code: 220342	SHAKARDARA, PSHAT.	HABIB BANK LIMITED	

BENEFITS		DEDUCTIONS	
01 Basic Pay	12,740.00	3005 GPF Subscription - Rs	0
02 House Rent Allowance	1,503.00	3501 Benevolent Fund	6
10 Dearness Allowance 20	1,232.00	4004 R. Benefits & Death C	6
00 Medical Allowance	1,500.00		
11 Sickness Relief All 201	1,027.00		
22 Sickness Relief All 201	1,276.00		
01 Sickness Relief All 201	1,276.00		
PAYMENTS	21,274.00	DEDUCTIONS	2.11
Bank Code: 220210	HANJU ROAD, PSHAT.	HABIB BANK LIMITED	

H. J.
Hamed

(15)

Better 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

CNIC 1430195390826

DESIG LADY HEALTH

PAYMENTS
AMOUNTS

AMOUNT

DEDUCTION

Basic Pay 8	12,760,00	3005 Subscription Rs	
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

Name: FAREED NISA
 BUCKLE
 LADY HEALTH WORKER
 CNIC No: 420254270766
 EPF Interest Applied
 05 Active Remarried

P. Sec: 001 Month: February 2019
 KK6103 - EDD Health (Admn) KARAK
 DISTRICT HEALTH OFFICER KARAK
 NTN:
 GPF #:
 Old #:

15

DEBIT CODE	DEBIT CODE	DEBIT CODE	DEBIT CODE
1000 House Rent Allowance	13	260	00
1210 Convey Allowance 2005	1	505	00
1300 Medical Allowance	1	935	00
2143 15% Adhoc Relief All 2013	1	500	00
2144 Adhoc Relief Allow 2013	1	294	00
2141 Adhoc Relief All 2016 10%	1	200	00
2142 Adhoc Relief All 2016 10%	1	027	00
2143 Adhoc Relief All 2017 10%	1	324	00
2144 Adhoc Relief All 2017 10%	1	324	00
2145 Adhoc Relief All 2018 10%	1	324	00
Cases Pay and Allowances	22	37	00

DEBIT CODE	DEBIT CODE	DEBIT CODE	DEBIT CODE
600 Balance Amt 25/11/14	Sub ac	890	00
3301 Benevolent Fund		600	00
4002 Health Care Death Comp		690	00

Total Deductions	21	180	00
GRAND TOTAL		20	190 00

D.D.B. LFP Quota
 08/02/1985 HABIB BANK LIMITED KARAK
 04 Years 08 Months 001 Days 18914-3

Handwritten signature

DEBIT CODE	DEBIT CODE	DEBIT CODE	DEBIT CODE

(16)

Better Copy

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
	22,370.00

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]

[Redacted]

E-16

Dist. Govt. KP-Provincial
District Accounts Office Karak
Monthly Salary Statement (February-2022)



Personal Information of Mr NAHEED AKHTER d/w/o of ZARNAH GTUL

Personnel Number: 00790725

CNIC: 1120212852198

NTN

Date of Birth: 05.09.1971

Entry into Govt. Service: 01.07.2012

Length of Service: 09 Years 08 Months 001 Days

Employment Category: Active Permanent

Designation: LADY HEALTH WORKER

80002651 DISTRICT GOVERNMENT KITYBF

DDO Code: KK6103-EDD Health (Admin) KARAK

Payroll Section: 001

GPF Section: 001

Cash Center

GPF A/C No

GPF interest applied

GPF Balance:

69,133.00 (provisional)

Vendor Number

Pay and Allowances:

Pay scale: BPS Fur - 2017

Pay Scale Type: Civil BPS: 05

Pay Stage: 9

Wage type		Amount	Wage type		Amount
0001	Basic Pay	14,760.00	1001	House Rent Allowance 45%	2,255.00
1300	Medical Allowance	1,500.00	2148	15% Adhoc Relief All-2013	296.00
2199	Adhoc Relief Allow 10%	200.00	2211	Adhoc Relief All 2016 10%	1,027.00
2224	Adhoc Relief All 2017 10%	1,476.00	2247	Adhoc Relief All 2018 10%	1,476.00
2264	Adhoc Relief All 2019 10%	1,476.00	2309	Adhoc Relief All 2021 10%	1,476.00
2311	Dress Allowance - 2021	1,000.00	2312	Washing Allowance 2021	1,000.00
2313	Integrated Allowance 2021	600.00			0.00

Deductions - General

Wage type		Amount	Wage type		Amount
3005	GPF Subscription	-890.00	3501	Benevolent Fund	-1,200.00
4004	R. Benefits & Death Comp:	-450.00			0.00

Deductions - Loans and Advances

Loan	Description	Principal amount	Deduction	Balance

Deductions - Income Tax

Payable: 0.00 Recovered till FEB-2022: 0.00 Exempted: 0.00 Recoverable: 0.00

Gross Pay (Rs.): 28,542.00 Deductions: (Rs.): -2,540.00 Net Pay: (Rs.): 26,002.00

Payee Name: NAHEED AKHTER

Account Number: 12978101

Bank Details: HABIB BANK LIMITED, 221435 KARAK KARAK, KARAK

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address

City: k: Domicile: Housing Status: No Official

Temp Address:

City: Email: nabeedakhtarfbw2019@gmail.com

Handwritten signature

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 nd 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
03 MAR 2019
Additional Registrar

Petitioners
Through

Malik Samiullah Khan
Advocate, Karak.
0333-9717844

SCANNED
03 MAR 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:

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.

Handwritten signature/initials

Handwritten signature

Handwritten signature

(19)

3

3. That vide notification No.PA/Khyber Pakhtunkhwa/Bills/2014/351 Dated 2nd 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 1st 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
12 MAR 2013
Additional Registrar

[Handwritten signature]

[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;

GR OUNDS:

- 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.

6 APR 2019
10:54 AM
[Signature]

[Signature]

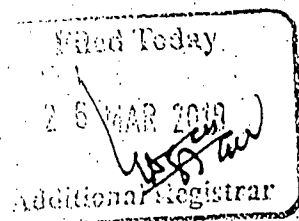
[Signature]

(21)

5

- 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 1st July 2012 in accordance with law.



Petitioner

Through

Malik Samiullah Khan
Advocate, Karak

Dated: 25.3.2019

29

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.

[Signature]

LIST OF BOOKS:

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

[Signature]

Advocate

kx
75

[Large Signature]

MAJ 2010
[Signature]

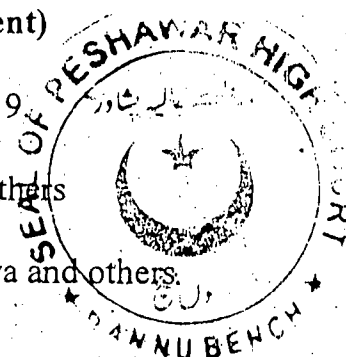
29

**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 WALLI, 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 1st 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
JUDGE
Peshawar High Court
Bannu Bench

24

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

CERTIFIED TRUE COPY
[Signature] 30/3/22
The Qanun-e-Administrative Ordinance 1984

D.B.
Hon'ble Mr. Justice Syed Arshad Ali &
Hon'ble Mr. Justice Muhammad Fahem Wali.

[Signature]
26 MAR 2022
[Signature]

To

The Director General, Health Services,
Khyber Pakhtunkhwa, Peshawar.

G-25

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 regard it is stated that the appellant is the employee of your good self-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 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 while enhancing their conveyance and for all civil servants/government servants conveyance is allowed. 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 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 limits of street, village or even with the LHW local jurisdiction which is illogical and against law and discriminatory. Conveyances granted to other department are whether it is vacation and non-vacation department even if they work in local areas and near home but they are allowed. Vacation department employee is 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 vide its judgment dated 03.12.2018 and the same 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 entitle to receive conveyance allowance is unprecedented approach of the department. As matter of routine, on daily basis they visit families for medical assistance and indulging in anti-polio campaigns for five days in a month so much so they take infants of the community to EPI center/BHUs/RHC through 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 the conveyance allowance as are allowed/granted to the lady health workers of the same and other districts but the concerned authority is not willing to allow/grant the same allowance granted to the same employee throughout the province. Appellant is feeling aggrieved from the inaction of the concerned authority by not allowing conveyance allowance to the lady health workers, appellant prefer this departmental appeal before your good self to redress their legit grievances.

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

Dated: 06.04.2022

APPELLANT

NAHEED AKHTAR

Lady Health Worker (BPS-05),
BHU KHOLAK, District Karak.

Handwritten signature