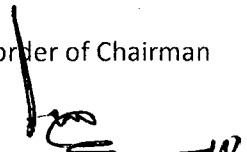


Form- A

## FORM OF ORDER SHEET

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

Case No.- \_\_\_\_\_ 1309/2022 \_\_\_\_\_

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. Kausar Bibi 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>

NOTE:

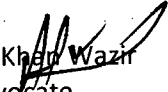
Objection.No.1. In Para No.4 of the appeal due to clerical mistake (word) appellant is used, hence this Para No.4 be considered as Colleagues of the Appellant.

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. 2460/S.T,

Dt. 23/8 /2022



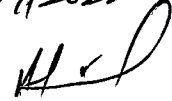
REGISTRAR  
SERVICE TRIBUNAL  
KHYBER PAKHTUNKHWA  
PESHAWAR.

Mr. Afrasiab Khan Wazir Adv. Pesh.

*Note:- 1- Due to clerical mistake appellant is mentioned in para. 4 of appeal, colleagues of the appellant filed writ petition, Hence considered as colleagues only.*

*→ objection No. 2, 3, 4 are removed,*

*Hence re-submitted today 1/9/2022*



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

APPEAL NO. 1309 /2022

**KOUSAR BIBI**

**VS**

**HEALTH DEPTT:**

**INDEX**

S.NO.	DOCUMENTS	ANNEXURE	PAGE
1.	Memo of appeal	.....	1- 3
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4.	Pay slips	D & E	12- 17
5.	High Court judgment dated 24.03.2022	F	18 - 25
6.	Departmental appeal	G	26
7.	Vakalat nama	.....	27

**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. 1309 /2022**

Mrs. Kousar Bibi, Lady Health Worker (BPS-5),  
BHU Jangeri, 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 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:

**APPELLANT**

*Kousar Bibi*  
**KOUSAR BIBI**

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**

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 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
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## FLCF BHU DHQ Karak

S. No	Name of Community Embedded employee	F	Father/Husband Name	Date	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 Lawagher
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	Asgar 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 Miitha Khel
17.	Murad Bibi	F	Hajat Khan	01/04/2005	Dhq Hospital Karak	Tappi Karak
18.	Mehnaz Begum	F	Waris Khan	12/07/2005	Dhq Hospital Karak	Asat 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 Miitha Khel	Purana Bazar
23.	Zahida Sultan	F	Habib Ur Rehman	02/04/2007	Bhu Miitha 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 Koroon
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 Lawagher
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. 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 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
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## FLCF BHU DHQ Karak

1.	Nighat Yasmeen	F	Noor Zar Ali Khan	01/10/2010	Dhq Hospital Karak	LHS
2.	Kalsoom 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
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11.	Naser Khana	F	Gul Nawaz Khan	13/03/2002	Dhq Hospital Karak	Dabli Lawagher
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	Hajat Khan	01/04/2005	Dhq Hospital Karak	Tappi Karak
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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
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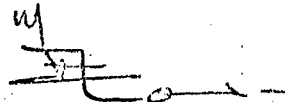
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S.No	Name of community embedded employee	Father/ Husband Name	Date of appointment	FLCF	Name of catchment area
FLCF BIHU Jehangari					
1	Asia Noor	F: Noor Mali	02/04/2004	BIHU Jehangiri	LHS
1	Jahan Ara	H: Mashal Khan	13/04/1998	BIHU Khojaki	Zairiwala
2	Nusrat Irshad	H: Khlid Usman	13/04/1998	BIHU Khojaki	Basri Banda
3	Fahmeeda Akhter	H: Mohammad Ali	21/05/1995	BIHU Jehangari	Odeen Shah
4	Gul Nasreen	H: Sadiq Rehman	21/05/1995	BIHU Jehangari	Jamal Khel
5	Hajran Bibi	H: Saifullah	21/05/1995	Bhu Jehangiri	Lakki banda
6	Zubaid Akhtar	H: Nasir Khan	21/05/1995	BIHU Jehangari	Odeen Shah
7	Mehro Nisa	H: Zahid Ullah	01/05/1996	BIHU Jehangari	Lawara banda
8	Tajwar Mahana	H: Muhammad Rahman	03/07/1995	Bhu Jehangiri	Ibrahim Khel
9	Abbas Bibi	H: Nawab Ali	01/05/1996	BIHU Jehangari	mainki
10	Negar Ara	H: Abdul Wahheed	13/04/1998	BIHU Khajaki	Jattan Banda
11	Retat Shaheen	H: Zahoor Ali	19/10/1998	Takht-e-nasrati	Topi Kala
12	Arifa Jaj	F: Awal Shah	02/04/2001	BIHU Jehagari	Topi Kala
13	Nargis Yasmeen	F: Muhammad Idress	02/04/2001	BIHU Jehangari	Mirdil Banda
14	Koumar Bibi	F: Faiz Ullah	02/04/2001	Jehangari	Mohabbati Kala
15	Sajda Sayab	F: Muhammad Nauman	01/05/2002	Bhu Jehangiri	Basri Banda
16	Miss Riaz	H: Javeed Khan	14/02/2002	Takht-e-nasrati	Yaqoobi Kala
17	Dil Khobana	H: Rehman Gul	14/02/2002	Takht-e-nasrati	Serak
18	Zakia Bibi	F: Muhammad Zarkhan	01/05/2002	Bhu Jehangiri	Bangi Khel
19	Nusrat Parveen	H: Mula Dad	01/07/2004	Bhu Jehangiri	Hassan banda
20	Mussarat Hifal	F: Gul Shah Baraz Khan	01/07/2004	Bhu Jehangiri	Mir Adam Kala
21	Farzana Koutab	H: Amir Khan	01/07/2004	Bhu Jehangiri	Mainzani Banda
22	Shabnam Parveen	H: Amjad	01/07/2004	Bhu Jehangiri	Mir Khawas Banda
23	Zahran Bibi	H: Umar Khitab	01/07/2004	Bhu Jehangiri	Talab korona
24	Shahida Ambareen		01/01/2005	Ch Takht Nasrati	Qureshi Nagar
25	Ghazala Perveen	H: Muhammad Imran	12/07/2005	Bhu Jehangiri	Marato Banda
26	Yaseen Akhtar	H: Rasheed Ur Rehman	12/07/2005	Bhu Jehangiri	banki Kala
27	Yasmin Akhtar	H: Mahboob Ali	12/07/2005	Bhu Jehangiri	Mosakan
28	Fatima Jimah	H: Muhammad Ali	12/07/2005	Bhu Jehangiri	Naizi Khel
29	Awal Noor Bibi	F: Wahab Khan	01/01/2006	Bhu Jehangiri	
30	Zaibun Nisa	H: Rashid	01/03/2006	Bhu Jehangiri	Mosakan
31	Minkhas Parveen	H: Minkhas	01/03/2006	Bhu Jehangiri	Shaheedan
32	Najma Shaheen	H: Minkhas	01/03/2006	Bhu Jehangiri	Alam gul Khel
33	Khan Mehbooba	H: Minkhas	01/03/2006	Bhu Jehangiri	Mansoori Kala
34	Mumtaz Begum	F: Minkhas	01/03/2006	Bhu Jehangiri	Zairi Banda
35	Shah Begum	H: Minkhas	02/04/2007	Ch Takht-e-Nasrati	Jaisi Banda
36	Bibi Zahida	F: Minkhas	15/06/2009	Bhu Jehangiri	Shah Faisal korona
37	Basmeena Akhtar	F: Minkhas	15/06/2009	Bhu Jehangiri	Sharbi Kala
38	Diklad Begum	F: Minkhas	15/06/2009	Bhu Jehangiri	Laghari banda
39	Anjum Bibi	H: Minkhas	15/06/2009	Bhu Jehangiri	Anzar Banda
40	Nargis Shaheen	H: Manzoor Ul Islam	15/06/2009	Bhu Jehangiri	Kaski
41	Rukhsana	H: Mohammad Younus	16/15/2009	Jehangari	Mosakan
42	Fuail Abad	F: Noor Mali Khan	01/08/2009	Bhu Jehangiri	Driver

exercise of power conferred under subsection (2) of the Section ibid, the above community embedded employees 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

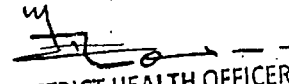
1. Director General Health services Khyber Pakhtunkhwa Peshawar.
2. Provincial Coordinator LHW Program Khyber Pakhtunkhwa Peshawar.
3. District Account Officer Karak for information
4. In Charge FLCF concerned for information.
5. Officials concerned

  
DISTRICT HEALTH OFFICER  
KARAK

8


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.
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5. Officials concerned.

  
DISTRICT HEALTH OFFICER  
KARAK

EXTRAORDINARY  
GOVERNMENT



REGISTERED NO. P.II

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/2014/351.—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,

Attested  
A/S

Attested  
F/S

7

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.

Attended  
A. V. P.

Attested  
F. M. S.

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  
A.P.D.

Attested  
F.M.

(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  
AA VP

Accused  
MSP



(10) 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

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

*Attested  
Semy*

*Attested  
H. Y. P.*

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... Copy is forwarded for information...

... (Date) ...

... (Address) ...

... (Title) ...

... Government employees of the above rates ...

S.No	BPS	EXISTING RATE (PKR)	REVISED RATE (PKR)
1	14	RS. 1,700/-	RS. 1,840/-
2	15	RS. 2,000/-	RS. 2,170/-
3	16	RS. 2,400/-	RS. 2,570/-
4	17	RS. 2,800/-	RS. 2,970/-
5	18	RS. 3,200/-	RS. 3,370/-

... However, the above allowance for employees in grades ...

**RESTRICTION IN THE RATE OF COMPENSANCE ALLOWANCE FOR THE GOVERNMENT EMPLOYEES OF THE KHYBER PAKHTUNKHWA GOVERNMENT**

The Government of Khyber Pakhtunkhwa has been pleased to ...

The Secretary to Government of Khyber Pakhtunkhwa  
Finance Department  
Peshawar

NO. F/30/SR/HR/223/17  
Date: Peshawar, 10-12-2017

GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT  
(REGULATION/HR/223/17)



4 - 1

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Bates - C - 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 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

Attested  
A.A.D.

Kam

10

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D-12

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 LFP Quota:  
20.05.1985 THE BANK OF KHYBER IBB, LAKKI MARWAT  
05 Years 00 Months 001 Days 00217-00-2

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Attest  
A. A. P.

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CNIC No. \_\_\_\_\_ 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 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 CHARSADEA HABIB BANK LIMITED TEHSIL BAZAR CHARSADEA  
CHARSADEA  
0002170019050801

14,740.00	3005 GPF Subscription	890.00
3,388.00	3301 Benevolent Fund	1,700.00
1,933.00	4004 R. Benefits & Death C	450.00
1,800.00		
296.00		
200.00		
1,027.00		

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

Page : 360  
 Date : 01.02.2022

DDO : CAG112 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
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
2332 Lady Health Worker A	2,200.00

32,674.00  
 30,154.00  
 2,540.00

01.01.2022 31.01.2022  
 HABIL BANK LIMITED

TENSIL KARAN, CHARSADDA, CHARSADDA

Branch Code: 220217  
 TENSIL KARAN, CHARSADDA  
 0002170019050901

District Charsadda

H.M.M.  
 H.M.M.

LEAVE  
 میرا لیاڑا  
 (فائل) درج ذیل  
 سرٹیفکیٹ سے  
 رد کر کے  
 فوراً  
 ایس. سیر  
 ایچ. م. سی  
 جیس

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(14)

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

KTH

LOAN/FUND

Amount Deductions                      Amount

---

Amount	Deductions	Amount	Deductions
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

LHW  
Account office Peshawar

DESIGNATION: ...  
...

CNIC: 1730161877174  
A M O U N T

Desig: LADY HEALTH WORKER (80573100)  
A M O U N T

Grade: 05 MTR:  
LOAN/FUND

0001 ...  
1001 House Rent Allow 450  
1210 ... Allowance 20  
1300 ... Allowance  
2148 ... Relief All  
2198 ... Relief Allow B  
2211 ... Relief All 201  
2224 ... Relief All 201  
2247 ... Relief All 201  
2264 ... Relief All 201  
2309 ... Relief All 202  
2311 ... Allowance 20  
2312 ... Allowance 2A  
2313 ... 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 GPF Subscription  
3501 Benevolent Fund  
4004 R. Benefits & Death C

890.00-  
1,200.00-  
450.00-

37

31,829.00  
BANK SQUARE, PESHAWAR.

DEDUCTIONS  
HABIB BANK LIMITED

2,540.00-  
BANK SQUARE, PESHAWAR.

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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		
<b>PAYMENT</b>	<b>21,274</b>		
<b>DEDUCTIONS</b>			

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

18

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Accounts Dept  
PAYROLL  
For the month of

116335 District Health Officer Kohat  
MRS. SULTANA JAFER  
A.M.N.T.S

CNIC: 1430119526958  
A.M.N.T.S  
Design: LADY HEALTH WORKER  
A.M.N.H

Sl. No.	Description	Amount	Sl. No.	Description	Amount
01	Basic Pay	15,154.00	3005	EPF Subscription - Rs	690
02	House Rent Allowance	1,503.00	3501	Benevolent Fund	600
03	Dearness Allowance 20	1,272.00	4004	R. Benefits & Death C	690
04	Medical Allowance	1,500.00			
05	Dehse Relief All 201	1,027.00			
06	Dehse Relief All 201	1,276.00			
07	Dehse Relief All 201	1,276.00			
	<b>PAYMENTS</b>	<b>21,274.00</b>		<b>DEDUCTIONS</b>	<b>2,190</b>
	Bank Code: 220341	SHAKARDARA, KOHAT.		HABIB BANK LIMITED	

304351 MANSERA SULTANA  
A.M.N.T.S

CNIC: 1430195390824  
A.M.N.T.S  
Design: LADY HEALTH WORKER  
A.M.N.H

Sl. No.	Description	Amount	Sl. No.	Description	Amount
01	Basic Pay	12,760.00	3005	EPF Subscription - Rs	690
02	House Rent Allowance	1,503.00	3501	Benevolent Fund	600
03	Dearness Allowance 20	1,272.00	4004	R. Benefits & Death C	690
04	Medical Allowance	1,500.00			
05	Dehse Relief All 201	1,027.00			
06	Dehse Relief All 201	1,276.00			
07	Dehse Relief All 201	1,276.00			
	<b>PAYMENTS</b>	<b>21,274.00</b>		<b>DEDUCTIONS</b>	<b>2,190</b>
	Bank Code: 220210	HARGU ROAD, KOHAT.		HABIB BANK LIMITED	

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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
	22,370.00

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

Name: KARAK  
 ID: 00786593  
 Position: BUCKLE  
 Name: FAREED NISA  
 Position: LABY HEALTH WORKER  
 CNIC No: 120254270766

Fiscal Year: 2019  
 Month: February  
 Office: KARAK  
 District: DISTRICT HEALTH OFFICER K  
 NTM:  
 GPF:  
 Old #:

GPF Interest Applied:  
 05 (Active Permanent)

**PAYSTANDARD ALLOWANCES:**

1001-Basic Pay	13,260.00
1003-House Rent Allowance	1,500.00
1210-Convey Allowance	1,932.00
1300-Medical Allowance	1,500.00
2145-15% Adhoc Relief All-2013	296.00
2799-Adhoc Relief All-2014	200.00
2811-Adhoc Relief All-2016-10%	1,027.00
2824-Adhoc Relief All-2017-10%	1,326.00
2847-Adhoc Relief All-2018-10%	1,326.00
Gross Pay and Allowances	22,370.00

**DEDUCTIONS:**

GPF Balance	26,414.00	Subtra:	390.00
2201-Benevolent Fund			600.00
4004-Gratuity & Death Comp			690.00

Total Deductions: 2,180.00  
 Net Pay: 20,190.00

D.O.B: 08.02.1985  
 LFP Quota:  
 04 Years 08 Months 001 Days  
 HABIB BANK LIMITED KARAK  
 18914-3

16

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Accounts Office Karrak  
PAYROLL REGISTER  
For The Month Of January 2022

Page : 1

00790678 KOUSAR BIBI		CNIC: 1420372348478		Desig: LADY HEALTH WORKER (80563334)		Grade: 05 NTN:		Buckle No.:		Gazetted/Non-Gazetted: N	
P A Y M E N T S		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		P R I N C I P A L		R E P A I D	
										B A L A N C E	
0001 Basic Pay	14,760.00	3005 GPF Subscription	890.00-							68,243.00	
1001 House Rent Allowance	2,255.00	3501 Benevolent Fund	1,200.00-								
1300 Medical Allowance	1,500.00	4004 R. Benefits & Death C	450.00-								
2148 15% Adhoc Relief All	296.00										
2199 Adhoc Relief Allow @	200.00										
2211 Adhoc Relief All 201	1,027.00										
2224 Adhoc Relief All 201	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										

Accounts Office Karrak  
PAYROLL REGISTER  
For the month of January, 2022

Page : 2,881  
Date : 01.02.2022

DDO : KK6103 EDO Health (Admn) KARAK  
P A Y M E N T S 28,542.00  
Branch Code:221468 Takht Nusrati Bala, Karak.

Payroll Section : 001 Payroll 1  
D E D U C T I O N S 2,540.00-  
HABIB BANK LIMITED Takht Nusrati Bala, Karak.

NET PAY 26,002.00 01.01.2022 31.01.2022  
KARAK Accnt.No: 2653-5

*[Handwritten Signature]*

①-17

F-18

**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		48-69

Filed Today  
26 MAR 2019  
Additional Registrar

Re-Filed Today  
05 APR 2019  
Additional Registrar

Petitioners  
Through

Malik Samiullah Khan  
Advocate, Karak  
0333-9717844

Dated: 25.3.2019

SCANNED  
08 APR 2019

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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:

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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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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;

**GROUNDS:**

- 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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Attested  
A.H.D

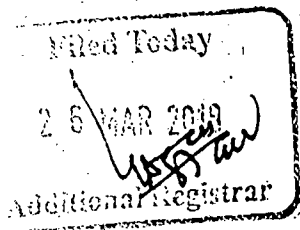
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- D. That the impugned action of the respondents No.4 & 5 be declared against the norms of justice in the light of directives/notifications of respondents No.1 to 3.
- E. That the impugned action is based on colourful exercise of powers, vested in 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

Malik Samiullah Khan  
Advocate

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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.

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LIST OF BOOKS:

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

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Advocate

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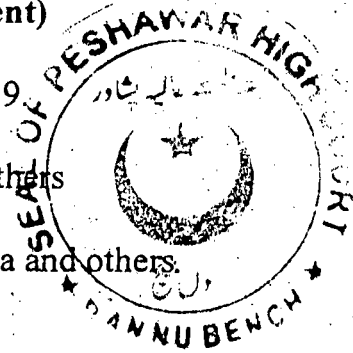
**JUDGMENT SHEET  
IN THE PESHAWAR HIGH COURT,  
BANNU BENCH.  
(Judicial Department)**

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**

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CLERK,  
Peshawar High Court  
Bannu Bench

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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 TO BE TRUE COPY

3/3/22  
The Oath-taking Ordinance 1934

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

26 MAR 2022

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C-26

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 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

*Mushtaq*

*[Signature]*

APPELLANT *Kousar Bibi*  
KOUSAR BIBI

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