

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWARExecution Petition No. 380/2021

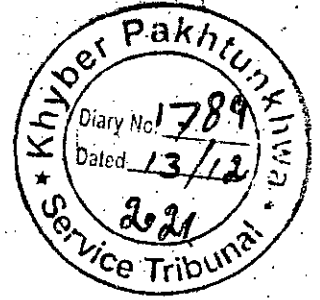
IN

Service Appeal No. 14663/2020

Zulfiqar Ahmad S/O Khani Zaman, SST (G) GHSS No. 1 AbbottabadPetitioner

VERSUS

1. Government Khyber Pakhtunkhwa, through Secretary E&SED, Khyber Pakhtunkhwa Peshawar.
2. Secretary Finance, Khyber Pakhtunkhwa Peshawar.
3. Director E&SE, Khyber Pakhtunkhwa Peshawar.
4. District Education Officer (M) Abbottabad.
5. District Accounts Officer, Abbottabad.



..... Respondents

EXECUTION PETITION

EXECUTION PETITION SEEKING FOR IMPLEMENTATION OF JUDGMENT DATED 12/07/2021 PASSED IN SERVICE APPEAL NO. 14663/2020 IN MAIN SERVICE APPEAL NO. 12889/2020 BY THIS HONOURABLE TRIBUNAL KHYBER PAKHTUNKHWA, PESHAWAR.

Respectfully Sheweth,

1. That petitioner filed service appeal No. ^{16463/}~~14663~~/2020 before the Khyber Pakhtunkhwa Service Tribunal Peshawar and this Honourable Tribunal disposed of the service appeal No. 12889/2020 dated 12-07-2021 and clubbed the appeal of the petitioner mentioned in Appendix-A appended with the judgment

Execution Petition 380/2021

19th July, 2022

1. None for the petitioner present. Syed Naseer Ud Din Shah, Asst: Advocate General alongwith Naseeb Khan, SO for respondents present.

2. After filing of this execution petition, the petitioner did not turned up despite notices issued to him as well as his counsel. Dismissed for want of prosecution. Consign.

3. *Pronounced in open court in Abbottabad and given under my hand and seal of the Tribunal on this 19th day of July, 2022.*



(Kalim Arshad Khan)
Chairman
Camp Court Abbottabd.

Execution Petition 380/2021

19th July, 2022

1. None for the petitioner present. Syed Naseer Ud Din Shah, Asst: Advocate General alongwith Naseeb Khan, SO for respondents present.

2. After filing of this execution petition, the petitioner did not turned up despite notices issued to him as well as his counsel. Dismissed for want of prosecution. Consign.

3. *Pronounced in open court in Abbottabad and given under my hand and seal of the Tribunal on this 19th day of July, 2022.*







(Kalim Arshad Khan)
Chairman
Camp Court Abbottabd.

Form- A
FORM OF ORDER SHEET

Court of _____

Execution Petition No. 380 /2021

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1	14.12.2021	<p>The execution petition of Mr. Zulfiqar Ahmad submitted today in person may be entered in the relevant register and put up to the Court for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p>
2-	30.12.2021	<p>This execution petition be put up before touring S. Bench at Abbottabad on <u>31/12/21</u></p> <p style="text-align: right;"> CHAIRMAN</p> <p>None present for the petitioner</p> <p>Notices be issued to the respondents. Case to come up for implementation report on 15.02.2021 before the S.B at camp court, Abbottabad. Notice be also issued to petitioner and his counsel for prosecution of the case.</p> <p style="text-align: right;"> Chairman Camp Court, A/Abad</p>
	15-2-22	<p>Due to retirement of worthy chairman case is adjourned. To come up for the same as before on 19-2-2022, at camp court, Abbottabad.</p> <p style="text-align: right;"> Registrar</p>

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWARExecution Petition No. 380/2021

IN

Service Appeal No. 16463/2020

Zulfiqar Ahmad S/O Khani Zaman, SST (G) GHSS No. 1 AbbottabadPetitioner

VERSUS

Government Khyber Pakhtunkhwa, through Secretary E&SED, Khyber Pakhtunkhwa
Peshawar & Others.

..... Respondents

INDEX

Sr.No.	Description	Page Nos	Annexures
1	Execution Petition along with Affidavit	01 to 03	
2	Copy of Judgment dated 12-07-2021		"A"
3	Copy of application dated 25-08-2021		"B"



Petitioner
(In Person)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWARExecution Petition No. 380/2021

IN

Service Appeal No. 14663/2020

Zulfiqar Ahmad S/O Khani Zaman, SST (G) GHSS No. 1 AbbottabadPetitioner

VERSUS

1. Government Khyber Pakhtunkhwa, through Secretary E&SED, Khyber Pakhtunkhwa Peshawar.
2. Secretary Finance, Khyber Pakhtunkhwa Peshawar.
3. Director E&SE, Khyber Pakhtunkhwa Peshawar.
4. District Education Officer (M) Abbottabad.
5. District Accounts Officer, Abbottabad.



..... Respondents

EXECUTION PETITION

EXECUTION PETITION SEEKING FOR IMPLEMENTATION OF JUDGMENT DATED 12/07/2021 PASSED IN SERVICE APPEAL NO. 14663/2020 IN MAIN SERVICE APPEAL NO. 12889/2020 BY THIS HONOURABLE TRIBUNAL KHYBER PAKHTUNKHWA, PESHAWAR.

Respectfully Sheweth,

1. That petitioner filed service appeal No. ~~14663~~¹⁶⁴⁶³/2020 before the Khyber Pakhtunkhwa Service Tribunal Peshawar and this Honourable Tribunal disposed of the service appeal No. 12889/2020 dated 12-07-2021 and clubbed the appeal of the petitioner mentioned in Appendix-A appended with the judgment

being the similar questions of law and facts. (Copy of Judgment dated 12-07-2021 is annexed herewith as annexure "A").

2. That the petitioner submitted an application on 25-08-2021 before respondents regarding implementation of the judgment but no vain. (Copy of the application is annexed herewith as Annexure "B").
3. That the respondents are legally bound to implement the judgment of this Honourable Tribunal with letter & spirit but respondents are reluctant to implement the same.

It is therefore, very humbly prayed that on acceptance of instant execution petition judgment dated 12-07-2021 passed by this Honourable Tribunal may graciously be implemented in its true letter & spirit.


(Zulfiqar Ahmad)
In Person

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Execution Petition No. ____/2021

IN

Service Appeal No. 14663/2020

Zulfiqar Ahmad S/O Khani Zaman, SST (G) GHSS No. 1 AbbottabadPetitioner

VERSUS

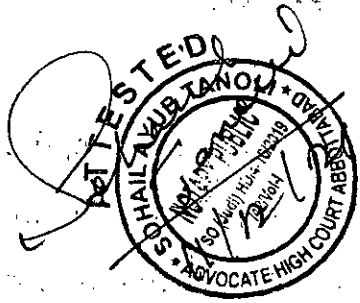
Government Khyber Pakhtunkhwa, through Secretary E&SED, Khyber Pakhtunkhwa
Peshawar & Others.

..... Respondents

BEFORE THE HONOURABLE JUDGE

AFFIDAVIT

I, Mr. Zulfiqar Ahmad S/O Khani Zaman, presently working as SST (G) GHSS No. 1, Abbottabad do hereby affirm and declare that the contents of forgoing Execution Petition are true and correct to the best of my knowledge and belief and nothing has been concealed therein from this Honourable Tribunal.



DEPONENT

1

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



Service Appeal No. 16403 /2020

Diary No. 16420

Dated 31/12/2020

Zulfiqar Ahmed (SST) Govt Higher Secondary School No.1, Abbottabad.

...APPELLANT

V E R S U S

1. Government of KPK through Secretary Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.
2. Secretary Finance, Khyber Pakhtunkhwa, Peshawar.
3. District Accounts Officer, Abbottabad.

...RESPONDENTS

=====

SERVICE APPEAL UNDER SECTION-4 OF N.W.F.P (NOW KHYBER PAKHTUNKHWA), 1974, AGAINST THE IMPUGNED ACTION OF THE RESPONDENTS BY ILLEGALLY AND UNLAWFULLY DEDUCTING THE CONVEYANCE ALLOWANCE OF APPELLANT DURING THE WINTER AND SUMMER VACATIONS AND AGAINST NO ACTION TAKEN ON THE DEPARTMENTAL APPEAL OF THE APPELLANT WITH THE STATUTORY PERIOD OF NINETY DAYS.

=====

PRAYER:-

Filed on day
31/12/20
Registry

ON ACCEPTANCE OF THE INSTANT APPEAL, RESPONDENTS MAY KINDLY BE DIRECTED NO TO MAKE DEDUCTION OF CONVEYANCE ALLOWANCE DURING VACATION PERIOD (SUMMER & WINTER VACATIONS) AND MAKE THE PAYMENT OF ALL OUTSTANDING AMOUNT OF CONVEYANCE ALLOWANCE WHICH HAVE BEEN DEDUCTED PREVIOUSLY WITH ALL BACK BENEFITS. ANY OTHER REMEDY WHICH THIS HON'BLE TRIBUNAL DEEMS FIT AND PROPER, MAY ALSO BE AWARDED IN FAVOUR OF APPELLANT.

=====

Respectfully Sheweth,


FACTS:-

1. That, Appellant is serving in the Elementary & Secondary Education Department as SST (BPS-16) quite efficiently and up to the entire satisfaction of the superiors.

ATTENDED
[Signature]
EXAMINER
Khyber Pakhtunkhwa
Service Tribunal
Peshawar

2. That, the conveyance allowance is admissible to all the Civil Servants from July 2011 and, to this effect Notification dated 14/07/2011 has also been issued by the respondent No.2. later on vide revised Notification dated 20/12/2012, the conveyance for the employees working in BPS-1 was enhanced / revised while employees from BPS-16 to 19 was treated under the previous Notification by not enhancing their conveyance allowance. *(Copy of Notification dated 20/12/2012 is annexed as Annexure "A")*
3. That, the Appellant was also receiving the conveyance allowance as admissible under the law but respondents, without any valid reason, has not only stopped the payment of conveyance allowance of the appellant under the pretext, that the same is not allowed for the leave period but also start to make the recovery of the amount already paid to the appellant for the leave period. *(Copy of Pay Slip is annexed as Annexure "B")*
4. That, feeling aggrieved against the said action of respondents, regarding deduction of conveyance allowance in vacation period / months appellants filed a Writ Petition before the Peshawar High Court, Abbottabad Bench and the Honourable Bench issued Status-quo order with the direction to respondent that till the final decision of instant writ petition, no deduction of the conveyance allowance of petitioner / appellant, be made and finally on 20/06/2019, Worthy High Court Peshawar, Abbottabad Bench, directed the appellant that it is a matter of conveyance allowance which terms and conditions are relating to Service matter hence, the appellant should approach to the proper Forum i.e. Service Tribunal. *(Copy of Judgment dated 20/06/2019 of Peshawar High Court, Abbottabad Bench is annexed as Annexure "C")*
5. That, during the filing of said writ petition, the appellant also submitted a departmental appeal on 20/07/2020, before the respondent No.1 against the illegal action of respondent No.3 but no heed was paid to the departmental appeal of the appellant by the respondent No.3. *(Copy of Departmental appeal / representation is annexed as Annexure "D")*

ATTESTED



EXAMINER
 Khyber Pakhtunkhwa
 Service Tribunal
 Peshawar

6. That, where after the appellant waited for the statutory period of 90 days but no reply has been received from the respondent at which feeling highly aggrieved and having no other remedy, appellant is being filed instant service appeal inter-alia on the following amongst other grounds:-

G R O U N D S :-

- a) That, the deduction of conveyance allowance for vacation period and recovery of conveyance allowance already paid, is illegal, against the law, without any legal authority, discriminatory and is clear violation of fundamental rights of appellant hence, liable to be declared null and void by this Honourable Tribunal.
- b) That, the appellant have not been treated by the respondents in accordance with law and rules on the subject noted above and, as such, the respondents violated the Article-4 & 25 of the constitution of Islamic Republic of Pakistan 1973.
- c) That, there is clear difference between leaves and vacations, as leave is applied by the Civil Servant himself while the vacations are always announced by the Government.
- d) That, the Rules, governing the leave matters, clearly explains that the civil servants, who avail the vacations, is allowed two casual leaves in a month whereas the other civil servants may avail 4 days leave in a calendar months and the same is credited to his account and, in this way, he may avail 48 days earned leave with full pay, whereas, the Government servants who avail vacations, such as Appellant, is allowed twenty five (25) days hence, there is no question of deduction of conveyance allowance for vacation period. Thus the deduction of conveyance allowance of appellant is illegal and without any lawful justification.
- e) That, in a Civil Review Petition (CRP) No.592/2019 in CPLA No.450 of 2018, August Supreme Court passed order that during the Summer &

ATTESTED


 MEMBER
 Nhyber P. J. Khwa
 Service Tribunal
 Islamabad

Winter vacations all Employees / Teachers are eligible to receive conveyance allowance.

- f) That, all the teachers cannot leave their own station without the prior permission of competent authority in the summer / winter vacations period, thus, it is clear that teachers are always on duty even in the vacations.
- g) That, all the Federal Govt Teachers are being availed conveyance allowance for Summer vacations vide the decision of Federal Service Tribunal Islamabad in Appeal No.1888(R) CS/2016, thus, the appellant is also eligible for conveyance allowance under Article 25 of the Constitution of Islamic Republic of Pakistan 1973.
- h) That, the other points shall be raised at the time of arguments.

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

INTERIM RELIEF:

As an interim Relief, Respondents may kindly be directed not to make any deduction in the conveyance allowance of the appellant till the final decision of instant Service Appeal.

Dated: 21/10/2020

...APPELLANT
(In Person)

AFFIDAVIT:

I, the appellant solemnly affirm that the contents of instant appeal are true and correct to the best of my knowledge and belief and nothing material has been suppressed therein.

CNIC No.

1	3	1	0	1	-	7	5	9	4	3	6	9	-	9
---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Certified to be true copy

DEPONENT

FEDERAL SERVICE TRIBUNAL
Khyber Pakhtunkhwa
Service Tribunal
Peshawar

Date of Presentation of Application 13/12/21
Number of Words 1600
Copying Fee 18/-
Urgent 4/-
Total 22/-
Name of Copyist _____
Date of Completion of Copy 13/12/21
Date of Delivery of Copy 13/12/21

Anx (B)
MC

BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL,
PESHAWAR.

Service Appeal No. 12889/2020

Date of Institution ... 27.10.2020

Date of Decision ... 12.07.2021



Jalalud Din, SCT (BPS-16),
GHSS Asbanr, Dir Lower

... (Appellant)

VERSUS

Government of Khyber Pakhtunkhwa through Chief Secretary,
Khyber Pakhtunkhwa, Peshawar and four others. (Respondents)

Mr. NOOR MUHAMMAD KHATTAK,
Advocate

For appellant.

MR. JAVED ULLAH,
Assistant Advocate General

For respondents.

MR. SALAH-UD-DIN
MR. ATIQ-UR-REHMAN WAZIR

MEMBER (JUDICIAL)
MEMBER (EXECUTIVE)

JUDGMENT:

SALAH-UD-DIN, MEMBER:- Through this single judgment, we intend to dispose of the instant Service Appeal as well as the clubbed appeals mentioned in appendix-A consisting of 141 sheets, appended with this judgment as its part, as all the appeals involve similar questions of law and facts.

2. The appellant has filed the instant Service Appeal under Section-4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974, against the impugned action of the respondents, making deduction of conveyance allowance from the salaries of the appellant during the summer/winter vacations and not responding

Handwritten signature/initials

ATTESTED
Handwritten signature
Khyber Pakhtunkhwa
Service Tribunal
Peshawar

to the departmental appeal of the appellant within the statutory period of ninety days.

3. In order to have a clear picture of the matter in issue, the admitting note dated 18.06.2021 of the instant appeal is reproduced as below:-

"Counsel for the appellant present.

Due to influx of abnormally large number of service appeals by individual appellants against the same set of respondents, and including one and the same subject matter with common questions of fact and law; the Registrar of this Tribunal, vide order dated 27.05.2021 on a miscellaneous application, was required to prepare a chronological list of all the appeals obviously for the sake of their management in a way to make their disposal doable by a single judgment instead of hearing each and every appeal separately for disposal by separate orders. For merger of the order dated 27.05.2021, contents thereof are reproduced below:-

Application for early hearing has been put up by the Reader with file. Counsel for the appellant present and heard.

Learned counsel for the appellant seeks early hearing of Appeals No. 13797/2020 and 38 others. It has been brought into the notice of this Bench that this appeal pertains to grievance of the appellant relating to grant of Conveyance Allowance and thousands of similar appeals are pending before this Tribunal at preliminary

ATTESTED

REGISTRAR
 Kalyan Deshmukh
 Section Officer
 Postoffice

hearing stage. It would result in abuse of the process of Tribunal, if the similar appeals are separately heard despite being the similarity of claim in all the appeals. Therefore, it would be in the fitness of things to club all appeals with one the oldest in order of chronology in light of the time of institution. The Worthy Registrar of this Tribunal has been called and assigned the duty that list of all the appeals be prepared in chronological order and all the appeals be clubbed with the oldest one, and be submitted for preliminary hearing before this Bench on 18.06.2021, irrespective of the previous dates given on the diary. This application is disposed of accordingly.

The order dated 27.05.2021 as reproduced above has been placed on this file vide order dated 17.06.2021, as the appeal in this file is the oldest in chronological order from the date of institution. Rest of appeals enumerated/ described in the chronological list making part of this file, due to commonalty of the subject matter and questions of law and facts, are clubbed with the appeal at hand for disposal conjointly to prevent multiplicity of processes, when judgment passed in a single appeal will enable to settle the particular issue of conveyance allowance similarly in respect of the other appellants who have filed appeals individually because of procedural constraints.

Preliminary arguments have been heard. A brief history of Conveyance Allowance as

TESTED
 EXAMINER
 Subodh Chakravorty
 Section Officer

submitted by learned counsel for the appellant has been placed on this file. The copy of judgment dated 11.11.2019 in Service Appeal No. 1452/2019 titled "Maqsad Hayat Versus the Government" has also been annexed with the said brief. According to which a Single Bench of this Tribunal disposed of the said appeal while relying on the judgment of the Hon'ble Peshawar High Court Peshawar in Writ Petition No. 3162-P/2019 with the direction for implementation of the said judgment by the respondents within shortest possible time. The course was also kept open for the appellant to seek remedy in accordance with law, in case his grievance is not redressed by the respondents within reasonable time. There is no cavil to the resolution of matter by judgment dated 11.11.2019 but the likelihood of multiplicity of proceedings cannot be ruled out unless a self-speaking judgment is passed by the Tribunal under due course of law to settle the matter once for all.

The proceedings for hearing will take-place in appeal in hand and shall be deemed to have been applied to clubbed appeals without repetition/replication.

During pendency of this appeal, if any fresh appeal is instituted involving similar questions of law and facts relating to the Conveyance Allowance against the same departmental authorities, office shall also club the same with this appeal.



ATTENDED

11/11/2019
Peshawar High Court
Peshawar

Points raised need consideration. The appeal, alongwith all clubbed appeals, is admitted to regular hearing. The appellant in this appeal is directed to deposit security and process fee within 10 days. Thereafter, notices of this appeal alongwith list of clubbed appeals be given to the respondents but their comments/written reply as filed in connection with appeal in hand shall be deemed to have been filed in all the clubbed appeals. There is no need of filing reply/comments individually in each and every clubbed appeal. Similarly, the appellants in all the clubbed appeals are exempted from the deposit of security and process fee. The respondents shall submit written reply/comments, as discussed above, in office within 10 days of the receipt of notices positively. If the written reply/comments are not submitted within the stipulated time, the office is directed to submit the file with a report of non-compliance. File to come up for arguments on 12.07.2021 before the D.B"

4. Precise facts of the instant Service Appeal as well as the clubbed Service Appeals are that the appellants are employees of Education Department, who were receiving conveyance allowance as admissible under the law and rules but the respondents without any valid and justifiable reasons stopped/deducted the payment of conveyance allowance for the period of summer as well as winter vacations on the ground that as the said vacations is leave period, therefore, the employees are not entitled to be paid conveyance allowance during the summer/winter vacations. After availing the remedy of departmental appeal, the appellants have approached

ATTESTED
 12/07/2021
 EX. OFFICER
 CHARGE OFFICE
 EDUCATION DEPARTMENT
 BANGALORE

his Tribunal through filing of the appeals for redressal of their grievance.

5. Comments on behalf of respondents submitted, which are placed on file.

6. Learned counsel for the appellant has contended that conveyance allowance is being paid by both provincial as well as central government to the civil servants, in order to accommodate them in their travel expenses incurred by them in travelling to and from the workplace; that the summer and winter vacations are not granted upon the request of the employees, rather they remain available for any call of duty, therefore, the respondents are wrong in considering the summer and winter vacations as kind of leave for deduction of conveyance allowance for the said period; that the civil servants of vacation departments are allowed only 01 leave in a month and thus earned leave for 12 days per year is credited to their account, while civil servants of other departments can avail 04 leave in a month, making 48 days earned leave as credited to their account, therefore, the respondents are required to consider the said aspect, while dealing with conveyance allowance of the appellants; that action of the respondents is in utter violation of Article-4 and Article-25 of the Constitution of Islamic Republic of Pakistan 1973; that conveyance allowance is part and parcel of salary/pay and the appellant is entitled to its payment, even during the period of summer/winter vacations. Reliance was placed on an unreported judgment of august Peshawar High Court, Peshawar in Writ Petition No. 3162-P/2019 titled "Akhtar Hussain and 607 others Versus Government of Khyber Pakhtunkhwa", order/judgment dated 11.11.2019. of Khyber Pakhtunkhwa Service Tribunal rendered in Service Appeal No. 1452/2019 titled "Maqсад Hayat Versus Government of Khyber Pakhtunkhwa", judgment of Federal Service Tribunal in



ATTESTED

Secretary
Khyber Pakhtunkhwa
Service Tribunal
Peshawar

Appeal No. 1888(R) CS/2016, 2020 PLC (C.S) 741 [Supreme Court (AJ&K)] and 2020 PLC (C.S) 747.

7. Respective learned counsel for the appellants in the clubbed Service Appeals have adopted the arguments advanced by the learned counsel for the appellant in the instant appeal.

8. Conversely, learned Assistant Advocate General for the respondents has contended that the teaching staff remains on leave during the period of winter and summer vacations and do not perform any duty during the said period, therefore, they are not entitled to any conveyance allowance during the summer/winter vacations; that being employees of vocational department, the appellants cannot claim any conveyance allowance during the vacation period and in respect of conveyance allowance, they cannot be treated at par with civil servants of non vocational departments. Reliance was placed on 2020 SCMR 1689 and 2020 SCMR 98.

9. We have heard the arguments of learned counsel for the appellants as well as learned Assistant Advocate General for the respondents and have perused the record.

10. The controversy, which needs to be resolved, is with regard to the issue as to whether the appellants, who are employees of vacation department, are entitled to payment of conveyance allowance during the period of summer/winter vacation or not. In order to appreciate the matter in a proper legal way, it would be advantageous to reproduce Clause-(b) of FR-82 as below:-

"(b) Vacation counts as duty but the period of total leave in rules-77, 81 (a) and 81 (b) should ordinarily be reduced by one month for each year of duty in which the government servant availed himself of the vacation. If a part only of the vacation has been taken in any year, the period to be

APPROVED
EXAMINER
Khyber Pakhtunkhwa
Service Tribunal

deducted will be a fraction of a month equal to the proportion which the part of the vacation taken bears to the full period of the vacation".

In light of Clause (b) of FR-82, it is crystal clear that vacation counts as duty. Even during vacation, the employees of Education Department remain on call for any duty assigned to them. Moreover, the summer vacations are not granted on demand or option of the employees of the Education Department, rather the period of their earned leave is curtailed by one month for each year. The respondents are wrong in considering the summer/winter vacations as kind of leave. The conveyance allowance is admissible to the government servants who are on duty and in view of clause (b) of FR-82, the summer/winter vacation period also count as duty, therefore, the respondents are not justified in depriving the employees of the Education Department from the receipt of conveyance allowance during summer/winter vacations. The deduction of conveyance allowance from the salaries of the appellants and other teaching staff during summer/winter vacations is in violation of their rights available to them under the Constitution of Islamic Republic of Pakistan 1973. Reliance is placed on 2020 PLC (C.S) 741. The judgment dated 17.10.2017 passed by Federal Service Tribunal in identical nature appeals bearing No. 289 to 298 (R) C.S/2015 has been upheld by august Supreme Court of Pakistan vide order dated 13.07.2018 passed in CPs No. 4957 to 4966 of 2017. Furthermore, this Tribunal has also granted such relief to other employees of Education Department in identical nature appeals.

11. In light of the above discussion, the appeal in hand as well as clubbed appeals mentioned in the appendix-A stands allowed and the respondents are directed not to deduct the conveyance allowance from the salaries of the appellants during summer/winter vacations. The conveyance allowance if any,

ATTESTED
 EXAMINER
 Federal Service Tribunal

already deducted should be reimbursed to the appellants forthwith. The instant judgment shall be considered as judgment *in rem*, therefore, the respondents should pay the said allowance to all similarly placed employees of the Education Department so as to avoid the discrimination under Article-4 & 25 of the Constitution of Islamic Republic of Pakistan as well as unnecessary litigation. Attested copy of this judgment be placed on files of all the clubbed appeals mentioned in appendix-A. Parties are left to bear their own costs. This file as well as files of clubbed Service Appeals mentioned in appendix-A be consigned to the record room.

ANNOUNCED
12.07.2021

SD/-

(ATIQU-UR-REHMAN WAZIR)
MEMBER (EXECUTIVE)

SD/-

(SALAH-UD-DIN)
MEMBER (JUDICIAL)

Certified to be true copy

EXAMINER
Khyber Pakhtunkhwa
Service Tribunal
Peshawar

14-9-21

Date of Presentation of Application _____

Number of Words 3600 _____

Copying Fee 38.00 _____

Wages 4.00 _____

Food 42.00 _____

Date of Receipt _____

Date of Completion of Copy 14-9-21 _____

Date of Deposit of Copy 14-9-21 _____

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for consistent data collection procedures and the use of advanced analytical techniques to derive meaningful insights from the data.

3. The third part of the document focuses on the implementation of data-driven decision-making processes. It discusses how to integrate data analysis into the organization's strategic planning and operational decision-making, ensuring that decisions are based on solid evidence and data.

4. The fourth part of the document addresses the challenges and risks associated with data management and analysis. It identifies common pitfalls such as data quality issues, privacy concerns, and the potential for misinterpretation of data, and provides strategies to mitigate these risks.

5. The fifth part of the document discusses the role of technology in data management and analysis. It explores the use of cloud computing, big data analytics, and artificial intelligence to enhance data processing capabilities and improve the accuracy and efficiency of data analysis.

6. The sixth part of the document focuses on the importance of data security and privacy. It outlines best practices for protecting sensitive data from unauthorized access, theft, and loss, and discusses the legal and ethical implications of data handling.

7. The seventh part of the document discusses the role of data in organizational performance and growth. It highlights how data can be used to identify trends, optimize processes, and make informed decisions that drive the organization's success and competitive advantage.

8. The eighth part of the document concludes by summarizing the key findings and recommendations. It emphasizes the need for a data-driven culture and the continuous improvement of data management and analysis practices to ensure the organization's long-term success.

9. The ninth part of the document discusses the importance of data literacy and training. It highlights the need for employees at all levels to have a basic understanding of data and how to use it effectively in their work.

10. The tenth part of the document discusses the role of data in customer relationship management. It highlights how data can be used to understand customer needs, preferences, and behaviors, and to tailor marketing and sales strategies accordingly.

11. The eleventh part of the document discusses the role of data in supply chain management. It highlights how data can be used to optimize inventory levels, improve logistics, and reduce costs throughout the supply chain.

12. The twelfth part of the document discusses the role of data in human resources management. It highlights how data can be used to attract and retain top talent, improve employee performance, and create a positive work environment.

13. The thirteenth part of the document discusses the role of data in financial management. It highlights how data can be used to monitor financial performance, identify areas for cost reduction, and make informed investment decisions.

14. The fourteenth part of the document discusses the role of data in risk management. It highlights how data can be used to identify potential risks, assess their impact, and develop strategies to mitigate them.

15. The fifteenth part of the document discusses the role of data in sustainability. It highlights how data can be used to track and report on environmental, social, and governance (ESG) metrics, and to identify opportunities for sustainable growth.

16. The sixteenth part of the document discusses the role of data in innovation. It highlights how data can be used to identify new market opportunities, develop new products and services, and improve existing ones.

خدمت میں - ڈسٹرکٹ آگوائنٹ آفٹیسر - ایف ایف ایف

عنوان :- "حرفا است برائے ادا شدہ کٹوتے کے لئے درخواست"۔

صہ - عالی :-

مزارش سید سائل نے سر میں ٹریبونل لینڈ میں

کٹوتے کے لئے درخواست کی غیر قانونی کٹوتے کے خلاف سر میں لینڈ 2020/2021/11463

دائرہ کی حق جو سر میں ٹریبونل نے تمام ایبلز بائٹ کٹوتے کے لئے

کو یکجا کرتے ہوئے سر میں ایبل نمبر 2020/2021/12889/عنوان عبداللہ

تمام حکومت وغیرہ ایبل منظور کی اور محکمہ لوہڈایت کی حکم سے

کی تعطیلت میں سائل کی تنخواہ سے کٹوتے کے لئے کٹوتے کی

جائے اور جو کٹوتے کی جا چکی ہے وہ سائل کو واپس کی جاوے۔

(نقل تصدیق سر میں ٹریبونل آف ہے)

اسد علی سید سائل کی تنخواہ میں سے کٹوتے کے لئے

کی جو غیر قانونی کٹوتے کی گئی وہ واپس کی جائے اور اشد حکم سے

کی تعطیلت میں سائل کا کٹوتے کے لئے نہ مانا جائے

مہمان

القاضی
ذوالفقار احمد
SST (G)
گورنمنٹ ہائیر سیکنڈری سکول نمبر 1
ایف ایف ایف

التاریخ :- 25-08-2021