27.07.2022

Counsel for the appellant present. Mr. Muhammad Adeel Butt, Additional Advocate General alongwith Mr. Faheem Khan, Assistant for official respondents present.

File to come up alongwith connected Service Appeal No. 259/2022 titled "Atta Ullah Khan Vs Government of Khyber Pakhtunkhwa" on 28.09.2022 before S.B.



28.09.2022

Junior of learned counsel for the appellant present. Mr. Kabirullah Khattak, Additional Advocate General alongwith Mr. Laiq Shah, Focal Person for the respondents present and requested for time to submit reply/comments. Last opportunity is granted. Adjourned. To come up for reply/comments as well as preliminary hearing on 02.12.2022 before S.B.

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(Mian Muhammad) Member (E) 27.07.2022

Form-A Counsel for the appellant present. Mr. Muhammad Adeel Butt, FORM OF ORDER SHEET Additional Advocate General alongwith Mr. Faheem Khan, Assistant for official respondents present.

Case No.-File to come up alongwith con 256/2023 ervice Appeal No.

Date of order/2022 of the dr other proceedings with sighsture or gungeent of Khyber S.No. proceedings htunkhwa" on 28.09.2022 before S.B. 1 3 2 The appeal of Miss. Bobrasia Bibi resubmitted today by Mr. Noor 01/03/2022 1-Muhammad Khattak Advocate may be entered in the Institution Register Member (E) and put up to the Worthy Chairman for proper order please. 1. 1 var REGISTRAR This case is entrusted to S. Bench at Peshawar for preliminary 2hearing to be put there on $\underline{B} - \underline{U} - \underline{2} - \underline{2}$ **CHAIRMAN** Counsel for the appellant present and requested 8/4/2022 for adjournment. Request accepted. Last chance is given. To come up for preliminary hearing on 6/6/2022 before Sb. CHAIRMAN 06.06.2022 Junior to counsel for the appellant present. File to come up alongwith connected Service Appeal No.259/2022 titled Attaullah Khan Vs. Government of Khyber Pakhtunkhwa on 27.07.2022 before S.B. (Rozina Rehman) Member (J)

Fabyel Rashid

The appeal submitted by Mr. Noor Muhammad Khattak Advocate today i.e. on 09.02.2022 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- 1- Copy of impugned order dated 14.07.2021 against which appellant made departmental appeal is not attached with the appeal which may be placed on it.
- 2- Copy of departmental is not attached with the spare copies which may be placed on it.

No. 406 /S.T,

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Dt. 11 /02 /2022

SERVICE TRIBUNAL **KHYBER PAKHTUNKHWA** PESHAWAR.

Mr. Noor Muhammad Khattak Adv. Pesh.

The impugned order dated 14-07-2021 was not provided to the appellant rather the monthly salary of the appellant has been stopped against which the appellant filed Department Appeal, which has already been placed on file.

Impugned Order dt 14-7-2020 wes attachnel as anoo E Page 11/A.

Re-Submitted after doing needful.

Re-submitted abter Complition.

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BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR SERVICE APPEAL NO. 349 / 2022

FARYAL RASHID

t.

V/S

HEALTH DEPTT:

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Dated: _____.2022

APPELLANT

Through: NOOR MOHAMMAD KHATTAK ADVØCATE 0345-9383141

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

APPEAL NO.____/2022

Miss: Faryal Rashid, Lady Health Worker, MCH Mir Alam Shah Kot Hamzoni, District Miranshah

APPELLANT

VERSUS

- 1- The Director General Health Services, Khyber Pakhtunkhwa, Peshawar.
- 2- The District Health Officer, Tribal District Miranshah.
- RESPONDENTS

SERVICE APPEAL UNDER SECTION-4 OF THE SERVICE TRIBUNAL ACT, 1974 AGAINST THE IMPUGNED INACTION OF THE RESPONDENTS BY NOT RELEASING THE MONTHLY SALARIES OF THE APPELLANT WITH EFFECT FROM 01-07-2012 I.E FROM THE DATE OF REGULARIZATION OF SERVICE TILL DATE AND AGAINST NOT DECIDING THE DEPARTMENTAL APPEAL OF THE APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS.

PRAYER:

12

That on acceptance of this appeal the respondents may kindly be directed to release the monthly salaries of the appellant w.e.f 01-07-2012 till date with all consequential benefits. Any other remedy which this August Tribunal deems fit that may also be awarded in favour of the appellant.

R. SHEWETH: ON FACTS:

- That the appellant was initially appointed as Lady Health Worker on contractual basis in the respondent Department w.e.f 22-12-2006. Copy of appointment order is attached as annexure
- **3-** That the appellant started performing her services with zeal and zest and up to the entire satisfaction of her superiors.

That the appellant was regularized vide order dated 23-06-2021 in pursuance of the Judgment of the Hon'ble Supreme Court and Peshawar High Court. And in light of office order dated 23-06-2021 the appellant was regularized w.e.f from 01-07-2012. Copy of office order dated 23-06-2021 is annexed as annexure.

- That unfortunately the salaries of the appellant have been 5of w.e.f 01-07-2012 from the date i.e., stopped regularization till date without any legal justification against which the appellant has submitted applications time and again. That it is very pertinent to mention the pay bills have been passed after regularization of the appellant but till date the said bills have not been released to the appellant. Copies attached bills are as pay of theE. annexure.....

GROUNDS:

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- A- That the impugned inaction of the respondents by not releasing the salaries of the appellant since regularization is against the law, facts, norms of natural justice and materials on the record hence not tenable and liable to be set aside.
- B- That the appellant has not been treated by the concerned authority in accordance with law and rules and as such the authority violated Article 4 and 25 of the Constitution of Islamic Republic of Pakistan 1973.
- C- That the appellant is still performing her duties and the inaction of the respondents by not releasing her salaries is amounting to forced labour which is the blatant violation of the Article 11 of the Constitution of Pakistan, 1973.
- D- That the respondents discriminated the appellant by not releasing the monthly salaries of the appellant.
- E- That the inaction of the respondents by not releasing the monthly salaries of the appellant is against the norms of natural justice.
- F- That the inaction of the respondents by not releasing the roonthly salaries of the appellant is arbitrary and malafide.

- G- That the inaction of the respondents by not releasing monthly salaries of the appellant w.e.f. regularization till date is against section 17 of the Civil Servant Act, 1973.
- H- That appellant seeks permission and advance other grounds and proofs at the time of hearing.

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

Dated: ____. 2022

APPELLAN FA

THROUGH:

IATTAK NOOR MOHA

ADVOCATES, PESHAWAR

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

SERVICE APPEAL NO.____/2022

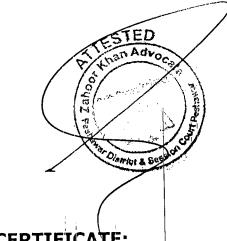
FARYAL RASHID

VS

HEALTH DEPTT:

<u>AFFIDAVIT</u>

Stated on oath that the contents of the accompanying service appeal are correct to best of my knowledge and belief and nothing has been concealed from this Honorable Service Tribunal.



DEPONENT

CERTIFICATE: Certify that no earlier service appeal has been filed

by the appellant in the instant matter before this Honorable Service Tribunal.

CERTIFICATION

SUBJECT: APPIONTMENT ORDER FOR LADY HEALTH WORKER UNDER NATIONAL PROGRAMME FOR FAMILY PLANNING AND PRIMARY HEALTH CARE

ANNEX .. A

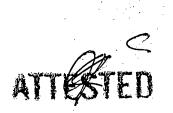
On the recommendation of selection committee Miss <u>Faryal Rashid</u> W/O/D/O <u>Toti Gul</u> of Village Alikhel Hamzoni Tehsill & P/O Miranshah is hereby appointed as Lady Health Worker (LHW) at <u>MCH Mir Alam Shah Kot Hamzoni</u> w.e.f. 22/12/2006 the following terms and condition.

1. The appointment will be purely on contract basis.

OFFICE

- 2. The appointment will be initially for one year. However it is extendable subject to satisfactory performance.
- 3. After selection, she well be trained for duration of 15 months, in the first 03 months, she will attend training at the health center for 05 days a week, while during the next 12 months, and will attend the training session at the health center in the 4th week of every month.
- 4. She will be paid Rs. 50/- per day during initial three of training and subsequently she will be given a stipend of Rs. 1600/Pm.
- 5. She will have to work in this Programme for at least one year after completion of training for which she well have to give surely bond at the time of joining training on stamp paper of Rs. 50/-. If she wishes to resign within this period, she will have to deposit the whole amount of salary which she has received during training and service until acceptance of resignation.
- 6. On expiry of surety bond period, if she wishes to resign, she will serve one months notice or will deposit one month's in lieu of notice.
- 7. The post is non transferable and the services will be terminated if the LHW move out of her area of appointment.
- 8. She will be required to establish a health house in her residence and maintain it according to the requirement of the Programme. She will work closely with the local community and establish a local health committee and a women group with the assistance of the field Supervisor and Health Center staff.
- 9. She will ensure her presence during the field visits of supervisors and will arrange home visit for them.
- 10 She will be required to open the bank account in the branch of bank nearest to the training Center. The branch will be identified by the district PIU. Her salary will be disbursed through this bank.
- 11. She will keep a proper record of supply and receipt from the health Centre and will also maintain a proper record of consumption of the supplies and will provide this to the health Centre every month at the time of receiving new supplies.

12. She will maintain a proper record of the money being earned through the sale of contraceptives (condoms and pills). she will be required to submit the details of money every month to the Health Center. If she is found guilty of wrong reporting or selling the contraceptives to the un authorized persons or shops, her service will be terminated along with other disciplinary action including the recovery of the amount involved.



- 13. She will submit a monthly report of her activities on the prescribed from the Health Center regularly.
- 14. She will be entitled for 20 days casual leave in a year. However there will be no leave during training, and if she abstain herself un authorisedly, her services will be terminated. She will be required to take the sanction of leave from the health Centre.
- 15. She will be entitled for 20 days maternity leave at one time which will Commence 10 days before the delivery date until 10 days after the delivery. After this, she will resume her duties from her health house and then start field visits not later than one month from the date of delivery.
- 16.TA/DA will not be admissible on account of attending training or undertaking any field visit.
- 17. If at any time, it is established that she has given wrong information on her qualification, age, place of residence and other criteria, her services will be terminated with out any notice and the amount spend on her training and salary will be recovered.
- 18. Her services will not be governed under the Civil Servants Act: 1973, but under the terms and condition of this contract and any other terms that may be communicated to her from time to time. She will be bound to follow these terms which will not be challengeable at any forum including courts.
- 19. Her services can be terminated at any time without assigning any reasons or notice.
- 20. If she accepts the offer on the above terms and conditions, she is Directed to report for training at <u>MCH Mir Alam Shah Kot Hamzoni</u> on 05/01/2007. Failing which the offer will stand cancelled.

Sd/ xxxxxxxxxxx Agency Surgeon , North Waziristan Miranshah.

No 1184-23 / NP-NWA/ Appoit:

Dated : Miranshah the 23/12/2006

Copy to:

- 1. National Coordinator, National Programme for Family Planning and Primary Health Care, 14.D, Feroaze Centre, West Blue Area. Islamabad.
- 2. Provincial Programme Coordinator, National Programme for Family Planning and Primary Health Care, Street No. 6 Abshar Colony off the Warsak' Road Peshawar.
- 3. District Coordinator, National Programme for FP & PHC.
- 4. The Accountant
- 5. Official Concerned.

7/2 Agency Surgeon,

North Waziristan Miranshah.



ANNEXURE B

GS&PD-NWFP-27IS-2000 P of 100-29-7-98--- (16) Med No.4 N.W.F.P MEDICAL CERTIFICATE Rashid yal Mrs. Name of Officia NUSSIN Caste or race_ Rashid Muhamma Father's Name Ka Residence. anshah 1982 YON 04 Date of Birth. Exact height by measurement. Personal Mark of Identification يال Signature of the Official. Signature of head of Office. Report for duty today on.__ Seal of Office ual k I do hereby certify that I have examined Mr. /Miss. Healti Candidate for employment in the Office of the. And can not discover that he/She had any disease communicable or other constitutional effect join or bodily infirmity except. I do no consider this as disqualification for employment in this office of the ent. Departm Health. his/her age according to his own statement. years. est Years and by appearance about EFT HAND THUM AND FINGER **IMPRESSION** Incharge Type -C Hospital Mirali NWTD MIESTED

ANNEXURE بجدمت جناب اليجنسي سرجن صاحب نارته وزيرستان اليجنسي ميران شاه مضمون: حاضري ريوري جناب عالى ! بخواله جناب اب ك دفتر - جارى كرده عمرتى نمبر - 1184 - 88/ NP- NWA/ Apport - 1184 - 88/ NP- NWA/ Apport <u>کا حصرت / 23/12 م</u>ے جناب والا میں اپ کے دفتر میں ایل، ایچ، ڈبلیو، برائے نیشنل پر وگرام جرتی ہوئی بمورخه ہوں۔اب جناب کہ خصور میں ڈیوٹی دہینے کے لئے حاضر می ریورٹ دینا جا ہتی ہوں۔

05-01-2007 August

11 .

العارض

لہذااپ صاحبان کے دربار میں درخواست کرتی ہوں کہ میرا حاضری ریورٹ کوقبول فر ما نمیں یہ

Miss Faryal Rashid اپ کې تابعدار ایل،ایچ، ڈبلیو، پیشنل پروگرام برائے جاندنی منصوبہ بندی نارتھ دز پرستان ایجنسی

Agency Surgeon North Waziristan Miranshah

OFFICE OF THE DISTRICT HEALTH OFFICER TRIBAL DISTRICT AT MIRANSHAH

Email:agencysurgeonnwa2019@gmail.com Tel: (0928) 300788 FAX: (0928) 311662 <u>%%%%%%%%%%%</u> %%%

ORDER: OFFICE

In light of Honorable Supreme Court of Pakistan under write Petition No.15 of 2012 & CRL, MISC, Application No.506 of 2012 in H.R.C No.16360 of 2009 and Const.Petitions No.36 of 2012 and CRL. ORIG. Petition No.73 of 2012 in H.R.C No.16360 of No.2009 dated 07/03/2013 and Directorate Health Services FATA letter No.25464-72/DHS/ADMIN/NP dated 05/11/2018. The following LHWs/LHSs and drivers working in National Programme for FP,NP & PHC of North Waziristan District, are hereby regularized w.e.f 1/7/2012 and adjusted against the vacant posts of Dai BPS-05. Their salaries are released against the vacant post of Dai BPS-05 till the creation of their position codes from finance department, KP. As and when the position code are created from finance department KPK for the following LHWs / LHSs and drivers to the office of undersigned their outstanding salaries w. e. f 1/07/2012 and onward will be release accordingly on their own position code in the larger interest of public

ainha	ld pending issues to avoid more	e issue ple	ease.
SNO	Name of LHWs/LHS/Drivers	49	101153 10150 10001
1	Miss Mahila	50	Miss Gulalai
2	Miss Seema Dil	.51	Miss Rogheen
3	Miss Shehnaza	52	Miss Azma Tahir
4	Miss Shezada Bibi	53	Miss Rahmeena
5	Miss Tahir Naz	.54	Miss Shahkila Bibi
6	Miss Mehtab	55	Miss Ayesha
7	Miss Nadia Khan	56	Miss Bibi Amna
8	Miss Rogia Sultan	57	Miss Nadia Bibi
9	Miss Banoo	58	Miss Khowza Bibi
10	Miss Ayesha Zahoor	59	Miss Jahanara
10	Miss Sangin Marmara	60	Miss Fatma Bibi
12	Miss Razmeena	61	Miss Bibi Gula
	Miss Palow Khana	62	Miss Khalima Bibi
13	Miss khana Mira	63	Miss Bibi Rahmana
14	Miss Miranshta	64	Miss Noor Zeba
16	Miss Gul Faraza	65	Miss Uzma Zia
17	Miss Rakhati Bibi	66	Miss Sakina Sami
18	Miss Pezwanda Bibi	67	Miss Fatima Bibi
	Miss Razia Bibi	68	Miss Maraqeen
19	Miss Gul Ghita	69	Miss Samrina Bibi
20	Miss Madai	70	Miss Farida Bibi
21	Miss Rafata Bibi	71	Miss Basnia Bibi
22	Miss Madina Bibi	72	Miss Rawasia
23	Miss Fatma	73	Miss Nabila
	Miss Gul Khubana	74	Miss Bushra
25		75	Miss Ansa Yasir
26		76	Miss Halifa Bibi
27		77	Miss Saifa
28		78	Miss Rabia
29		79	Miss Irana
30			



Page 1 of 2

Miss Maryam	80	Miss Somira Saqib			
Miss Sardara	81	Miss Rooh Afzada			
Miss Abida	82	Miss Hassina			
Miss Farhana	83	Miss Saima			
	84	Miss Safara Bibi			
	85	Miss Nasreen Bibi			
	86	Miss Baghza Mina			
Miss Jehana	87	Miss Salma Bibi			
Miss Javeria Waheed	88	Miss Rafia Bibi			
	89	Miss Ayesha			
	90	Miss Shakila			
	91	Miss Nasima Bibi			
	92	Miss Sadia Bibi			
and the second	93	Ahmar Ali Khan Driver			
	94	Fasihud Din Driver			
· · · · · · · · · · · · · · · · ·	95	Rabia			
	96	Mehrun Nisa			
Wali Darad	97	Zaib Un Nisa			
	Miss Sardara Miss Ablda Miss Farhana Miss Farhana Miss Sabit Gula Miss Sabit Gula Miss Faryal Rashid Miss Jehana Miss Jehana Miss Javeria Waheed Miss Javeria Waheed Miss Sibu Nisa Miss Marya Bibi Miss Zalikha Bibi Joharullah Driver Ilyaz Ud Din Driver Madia Khadya	Miss Sardara81Miss Sardara82Miss Ablda82Miss Farhana83Miss Farhana83Miss Nazish farooq84Miss Sabit Gula85Miss Sabit Gula85Miss Faryal Rashid86Miss Jehana87Miss Javeria Waheed88Miss Rishma89Miss Zibu Nisa90Miss Zalikha Bibi91Miss Zalikha Bibi92Joharullah Driver93Ilyaz Ud Din Driver94Madia95Khadya96			

Sd/XXX District Health Officer North Waziristan Tribal District

No. 12 m 8-11 /Release/LHWs/LHSs/DHO/NWTD dated Miranshah 23 196 /2021. Copy forwarded to:-

1. The PS to Secretary Health KPK for information please.

2. The PS to Secretary Finance department Khyber Pakhtunkhwa Peshawar with the request to create position code on regular side under DDO code MW 6006.

3. The PS to Director General Health Services KPK Peshawar for information please

- 4. The District Account Officer NWTD for information with the request to release their current salaries against the vacant posts of Dai BPS-05 till the creation of their posts / position codes from finance department KP, of the above concerned LHWs/LHSs and drivers please.
- 5. Officials concerned.

District Health Officer North Waziristan Tribal District

Page 2 of 2



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HEALTH OFFICER

DISTRICT HEALTH OFFICER NWTD MIRANSHAH District Health J.M.C. NWTD Miranshah

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BETTER COPY PAGE #

DIRECTOR GENERAL HEALTH SERVICES KHYBER PAKHTUNKHWA PESHAWAR

OFFICE OF THE DISTRICT HEALTH OFFICER NORTH WAZIRISTAN TRIBAL. DISTRICT MIRANSHAH Accounts

No

Miranshah

Dated

the 14.07.2021

Τo,

The District Accounts Officer North Waziristan TD Miranshah

SUBJECT.

AUTHORITY/ PROCESSING OF ACCOUNT MATTERS /BILLS

Dear Sir.

Please refer to the subject noted above and to state that, the undersigned has assumed charge as DHO North Waziristan TD Miranshah on 10. 07. 2021. however unauthorized persons are active and wondering in the District Accounts Office NW TD for processing of bills / direct induction signed by un-authorized persons which is an unlawful act.

Further-more all Source-I/Source-II / signed by the then DHOs may not be entertained and Ought to be returned for verification and countersignature of the undersigned.

There-fore only Mr Saeed ullah Accounts/ Head Clerk of this office is hereby authorized to deal all kind of Account matters/ correspondence of this office on behalf of the Undersigned with your good office. and subsequently no other persons are allowed to touch any account matters and that this office will not be responsible w.e.f 10. 07. 2021 and onwards

You are further requested that all correspondence! Accounts matters of the undersigned may be kept secret from all un-related/ unauthorized persons in the best public interest.

Your co-operation in this regard will be highly appreciated.

DISTRICT HEALTH OFFICER NORTH WAZIRISTAN TD MIRANSHAH

Endst No. 12572-73 Copy forwarded to the

Dated: 14.07.2021

1- Director General Health Services KPK Peshawar.

2- Deputy Commissioner NW TO Miranshah.

DISTRICT HEALTN OFFICER NORTH WAZIRISTAN TD MIRANSHAH



The Director General Health Services, Khyber Pakhtunkhwa Peshawar.

Subject: DEPARTMENTAL APPEAL UNDER SECTION 22 OF THE CIVIL SERVANT ACT AGAINST THE ORDER ISSUED BY DR HAFIZULLAH DHO NWTD VIDE LETTER NO.12571/Accounts & 12572-73 DATED 14/07/2021 WHICH THE SALARIES OF US HAS BEEN STOPPED / WITHHELD ILLEGALLY SINCE THE REGULARIZATION PERIOD W.E.F 1/07/2012 UP TO DATE. Dear Sir.

With due respect it is stated that I am performing my duty as a Lady Health Worker BPS-05 in NP,FP & PHC programme since 22.12.2006 up to date continuously / regularly under the control of the District Health Officer North Waziristan Tribal District Miranshah with great zeal and zest. My pay & allowances are stopped by the ex- Agency Surgeon now a days called DHO due to non-computerization and bank account. After that I had submitted application to the DHO NWTD with the request to release my salaries from the date of stoppage. He has accepted my request and adjusted me against the vacant post of dai BPS-05 for the purpose of pay and allowances till the creation of position codes. (copy of office order / adjustment order is attached as Annex-A). My salaries are released by the EX-DHO NWTD in the month of March 2021, against the vacant post of KDai BPS-05, till the creation of position codes is again stopped by one Dr.Hafizullah DHO NWTD illegally without any reasons. He has draft letter to District Account officer with the request to returned all the salary bills i.e source-I & II signed by the then DHO to PHO office for proper counter signature and verification. (Copy of impugned letter is attached Annex-C). Now the DHO is not in position to attest the bill nor noted ahy observation on my bills.

It is therefore, requested, in your kind honor to please release my salaries from the date of regularization / stoppage i.e 1/7/2012 up to date please.

I will be very thankful to your this kind act.

Dated: 14/10/2021.

Thanks

Your obediently,

Miss: FARYA RASHID LHW BPS-05 Office of the NP, FP&PHC NWTD.

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VAKALATNAMA

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			PESH/			

APPEAL NO: _____ OF 2022

FARYAL RASHID

(APPELLANT) _____ (PLAINTIFF) (PETITIONER)

(RESPONDENT)

(DEFENDANT)

VERSUS

HEALTH_

I/We Faryal Rashid

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

Dated.____/2022

NOOR MUHAMMAD KHATTAK UMER FAROOO MOHMAND **KAMRAN KHA** SAID K Houde HAIDER ALI KHANZAD GUŁ ADVERATES