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## FORM OF ORDER SHEET

Court of		· · ·		
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S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	[14]/01/2021	The appeal presented today by Mr. Mujeebullah Advocate mabe entered in the Institution Register and put to the Learned Member for
		proper order please.
		DECICEDAD
,		REGISTRAR  This case is entrusted to S. Bench for preliminary hearing to be processed in the second
2-	08-02-2	up there on 3.3.2 (
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### BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No....../2021

### **MUHAMMAD ZAHID**

VS

### Govt of KP through Secretary E & SE) & others

### INDEX OF DOCUMENTS

DESCRIPTION OF DOCUMENTS	ANNEXURE	PAGE
Memo of appeal		1-2
Copy of Notification dated 20/12/2012	Λ	3
Copies of Pay slips	B&C	4-5
Copy of Departmental appeal/representation	D	6
Copy of Judgment dated 11/11/2019	E	7-8
Wakalatnama		9
	Memo of appeal  Copy of Notification dated 20/12/2012  Copies of Pay slips  Copy of Departmental appeal/representation  Copy of Judgment dated 17/11/2019	Memo of appeal  Copy of Notification dated 20/12/2012  A Copies of Pay slips  B&C  Copy of Departmental appeal/representation  Copy of Judgment dated 11/11/2019  E

Appellant

Through

M. Ashfaq KhanAkhunkhail

Syed Zeshan Khan

&

Mujeobullah

Advocates<sup>\*</sup>

Khalid & Law Associates 46-C, 2<sup>nd</sup> Four, Cantonment Plaza,

Peshawar Saddar

Cell No. 0333-8522332

Ashfaqkhan182@gmail.com

Dated:

## BEFORE THE KHYBER PAKHTUNK7H7WA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 894 ...../2021

Kbyker Pakhtukhwa Service Tribunal

**MUHAMMAD ZAHID** 

Diary No. 1034

Presently serving as PST (BPS 12) in GPS BABA GAM Dir Lower

Dated 14/1/2021

(APPELLANT)

VERSUS

- 1. The Government of Khyber Pakhtunkhwa through Chief Secretary, Khyber Pakhtunkhwa, Peshawar
- 2. The Secretary (E&SE) Department, Khyber Pakhtunkhwa, Peshawar
- 3. The Secretary Finance Khyber Pakhtunkhwa, Peshawar
- 4. The Accountant General, Khyber Pakhtunkhwa, Peshawar
- 5. The Director (E&SE) Department, Khyber Pakhtunkhwa, Peshawar

(RESPONDENTS)

APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT,1974 AGAINST THE IMPUGNED ACTION OF THE RESPONDENTS BY ILLEGALLY AND UNLAWFULLY DEDUCTING THE CONVEYANCE ALLOWANCE OF THE APPELLANT DURING WINTER & SUMMER VACATIONS AND AGAINST NO ACTION TAKEN ON THE DEPARTMENTAL APPEAL OF APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS.

### PRAYER:

That on acceptance of this Appeal the Respondents may kindly be directed not to make deduction of conveyance allowance during vacations 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 august Tribunal deems fit that may also be awarded in favor of the appellant.

### R/SHEWETH:

### FACTS:

1. That the Appellant is serving in the Elementary and Secondary Education department as Primary School Teacher (BPS-12) quiet efficiently and up to the entire satisfaction of the superiors.

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.

3. That later on the finance department enhanced/revise the rate of conveyance Allowance vide Notification dated 20-12-2012 for civil servants (BPS-1-15) but Respondents have treated the Appellants under the previous notification by not enhancing their conveyance allowance.

(Copy of the Notification are attached as annexure  $\Lambda$ )

- 4. That Appellant was receiving the conveyance allowances as admissible under the law and rules but the Respondents without any valid and justifiable reasons stopped/deducted the payment of conveyance allowance under the wrong and illegal pretext that the same is not allowed for the leave period. (Copies of the Salary slips of working/serving month and vacations deduction period are attached as annexure B&C)
- 5. That similar placed employees of Elementary & Secondary Education Department (hereinafter referred as E &S Education Department) approached this August Tribunal and their grievance was redressed vide judgment dated 11-11-2019. (Copy of Judgment dated 11/11/2019 is attached as annexure D)
- 6. That being aggrieved form the illegal action of deduction of conveyance allowance, the Appellant preferred departmental appeal before the competent authority but the same has not been responded by Respondents within the statutory period of ninety days. (Copy of departmental appeal is annexed as annexure E)
- 7. That feeling aggrieved from action and inaction of the Respondents and having no other remedy available, hence, the Appellant approaches this Hon'ble Court inter alia on the following grounds.

14/12

- A. That the action and inaction of the Respondents regarding deduction of conveyance allowance for vacations period/months is illegal, against the law, facts, norms of natural justice.
- B. That the Appellant has not been treated by the Respondent Department in accordance with law and rules on the subject noted above and as such the Respondents violated 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 guaranteed by the Constitution and is liable to be declared as null and void.
- D. That there is clear difference between leave and vacation as leave is governed by Government Servant Revised Leave Rules, 1981 while vacations are always announced by the Government, therefore under the law and Rules the Appellant is fully entitle for the grant of conveyance allowance during vacation period.
- E. That the Government Servants Revised Leave Rules, 1981 clearly explain that the civil servants who avail the vacations are allowed only one leave in a month whereas, the other civil servants may avail 04 days leave in a calendar months and the same are credited to his account and in this way he may avail 48 days earned leave with full pay, whereas the Government servants to avail vacation such as appellant is allowed one day leave in a month and twelve(12) days in a year and earned leave for twelve days in a year are credited to his account and there is no question of deduction of conveyance allowance lost sight of this legal aspects and illegally and without any authority started the recovery and deduction of conveyance allowance from appellant.
- F. That as the act of the Respondents is illegal, unconstitutional, without any legal authority and discriminatory hence, not tenable in the eye of law.
- G. That Appellant has vested right of equal treatment before law and the act of the Respondents to deprive the Appellants from the conveyance/allowance is unconstitutional and clear violation of fundamental rights.
- H. That according to Government Servants Revised leave Rules,1981 vacations are holidays and not leave of any kind,therefore,the deduction of conveyance allowance in vacations is against the law and rules.
- I. That according to Article 38(e) of the Constitution of Islamic Republic of Pakistan,1973 the state is bound to reduce disparity in the income and earning of individuals including persons in the services of the federation, therefore in light of the said Article the Appellant is fully entitle for the grant of conveyance allowance during vacations.
- J. That the Appellants seeks permission of this Hon'ble Court to raise any other grounds available at the time of arguments.

In wake of above submission, it is, therefore, must humbly prayed that on acceptance of this Appeal the Respondents may kindly be directed not to make deduction of conveyance allowance during vacations period(Summer & Winter Vacations) and make the payment of all outstanding amount of Conveyance allowance which have been deducted previously with all back benefits Or

Any other remedy which this august Tribunal deems just and proper that may also be awarded in favor of the Appellant.

Through

M. Ashfaq KhanAkhunkhail Syed Zeshan Khan & Mujeebullah ADVOCATES

Khalid & Law Associates 46-C, 2nd Four, Cantonment Plaza, Peshawar Saddar

### **CERTIFICATE**

As per instruction of my client prior to the present one, no such like appeal has been filed by the Appellant before this Hon'ble Court.

ADVOCATE

OVERNIENT OF KHIELE TO THE NEW YORKHWA ENANCE DEPLETMENT

REGULATIONS

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# 34

# GOVERNMENT OF KHYBER PAKHTUNKHWA FINANCE DEPARTMENT (REGULATION WING)

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

### From

The Secretary to Govt of Khyber Pakhtunkhwa Finance Department, Peshawar

To,

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

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

Dear Sir,

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

AA III I CII	ICHII CHE CHICH	50a:	
S. No	BPS	Existing Rate (PM)	Revised Rate (PM)
1.	1-4	Rs. 1500/-	Rs. 1700/-
2.	5-10	Rs. 1500/-	Rs. 1840/-
3.	11-15	Rs. 2000/-	Rs. 2720/-
4.	16-19 19-55	Rs. 5000/-	Rs. 5000/-

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 Saeen Affinad)
Secretary Finance

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

# Dist. Govt. KP-Provincial District Accounts Office Dir at Timargar Monthly Salary Statement (November-2020)





### Personal Information of- Mr MUHAMMAD ZAHID d/w/s of BAKHTE RAWAN

Personnel Number: 00807397

CNIC: 1530517801259

NTN:

Date of Birth: 01.02.1987

Entry into Goyt. Service: 24.03.2016

Length of Service: 04 Years 08 Months 008 Days

**Employment Category: Active Temporary** 

Designation: PRIMARY SCHOOL TEACHER

80674790-DISTRICT GOVERNMENT KHYBE

DDO Code: DA6318-District Dir Lower

Payroll Section: 001

GPF Section: 001

Cash Center:

GPF A/C No:

Interest Applied: Yes

GPF Balance:

68,695,00

Vendor Number: -

Pay and Allowances:

Pay scale: BPS For - 2017

Pay Scale Type: Civil

BPS: 12

Pay Stage: 3

	Wage type	Amount		Wage type	Amount
0001	Basic Pay	16,200.00	1000	House Rent Allowance	1,961.00
1210	Convey Allowance 2005	2,856.00	1300	Medical Allowance	1,500.00
1923	UAA-OTHER 20%(1-15)	1,000.00	2148	15% Adhoc Relief All-2013	350.00
<del>-</del> 2199	Adhoc Relief Allow @10%		2211	Adhoc Relief All 2016 10%	1,194.00
2224	Adhoc Relief All 2017 10%	1,620.00	2247	Adhoc Relief All 2018 10%	1,620.00
2264	Adhoc Relief All 2019 10%	1,620.00			0.00

#### **Deductions - General**

	Wage type	Amount		Wage type		Amount
3012	GPF Subscription	-2,220.00	3501	Benevolent Fund		-600.00
3990	Emp.Edu. Fund KPK	-125. <del>0</del> 0 .=-	4004	R. Benefits & Death Comp:	~	-600.00

### **Deductions - Loans and Advances**

Loan	Descr	iption	Principal amou	int Deduction	I	Balance
Deductions Payable:	- Income Tax 0.00 Recover	red till NOV-2020:	0.00 Exem	pted: 0.00 Red	coverable:	0.00
- Gross Pay (	(Rs.): 30,147.00	Deductions: (Rs.):	-3,545.00	Net Pay: (Rs.):	26,602.00	<u> </u>
Account Nu	e: MUHAMMAD ZAHII ımber: 7900318903 ls: HABIB BANK LIMIT	D FED, 221104 KUMBER I	DIR KUMBER, KUI	MBER DIR		
Leaves:	Opening Balance:	Availed:	Earned:	Balance	:	
				- 	• • <u>:</u>	
Permanent A	Address:				펀	<u> </u>
City: BABA Temp. Addi		Domicile:	e de es <del>constante</del>	Housing	Status: No Of	icial
* .						

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\* Errors & omissions excepted

### Dist. Govt. KP-Provincial District Accounts Office Dir at Timargar Monthly Salary Statement (July-2020)

### Personal Information of Mr MUHAMMAD ZAHID d/w/s of BAKHTE RAWAN

Personnel Number: 00807397

CNIC: 1530517801259

Date of Birth: 01.02.1987

Entry into Govt. Service: 24.03.2016

Length of Service: 04 Years 04 Months 009 Days

**Employment Category: Active Temporary** 

Designation: PRIMARY SCHOOL TEACHER

80674790-DISTRICT GOVERNMENT KHYBE

DDO Code: DA6318-District Dir Lower

Payroll Section: 001

GPF Section: 001

Cash Center:

GPF A/C No:

Interest Applied: Yes

**GPF Balance:** 

54,952.00

Vendor Number: -

Pay and Allowances:

Pay scale: BPS For - 2017

Pay Scale Type: Civil BPS: 12

Pay Stage: 3

	_ Wage type	Amount		- Wage type	e .	Amount
0001	Basic Pay	16,200.00	1000	House Rent Allowance		1,961.00
1300	Medical Allowance	1,500.00	1923.	UAA-OTHER 20%(1-15)	٠	1,000.00
2148	15% Adhoc Relief All-2013	350.00	2199	Adhoc Relief Allow @10%		226.00
2211	Adhoc Relief All 2016 10%	1,194.00	2224	Adhoc Relief All 2017 10%		1,620.00
2247	Adhoc Relief All 2018 10%	1,620.00	2264	Adhoc Relief All 2019 10%		1,620.00 .

### **Deductions - General**

-	Wage type	Amount -		Wage type	Amount
3012	GPF Subscription	-2,220.00	3501	Benevolent Fund	-600.00
3990	Emp.Edu. Fund KPK	-125.00	4004	R. Benefits & Death Comp:	-600.00

#### **Deductions - Loans and Advances**

Loan		Descr	iption	Principal amoun	t Deduction	В	alance
Deductions	- Income	Гах	·		· : · ·	, -	_
Payable:	0.00	Recover	ed till JUL-2020:	0.00 Exempt	ed: 0.00 Rec	overable:	0.00
Gross Pay	(Rs.):	27,291.00	Deductions: (Rs.):	-3,545.00	Net Pay: (Rs.):	23,746.00	,
Payee Nam Account N		MMAD ZAHII	)				
			ED, 221104 KUMBER D	OIR KUMBER, KUM	BER DIR		•
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All amounts are in Pak Rupees \* Errors & omissions excepted

To

**19** 

The Director, (E&SE) Department,

Khyber Pakhtunkhwa, Peshawar.

SUBJECT: DEPARMENTAL APPEAL AGAINST THE IMPUGNED ACTION OF THE CONCERNED AUTHORITY BY ILLEGALLY AND UNLAWFULLY DEDUCTING THE CONVEYANCE ALLOWANCE <u>DURING WINTER & SUMMER VACATIONS.</u>

### Respected Sir,

With due respect it is stated that I am the employee of your good self-Department and is serving as PST (BPS-12) quite efficiently and up to the entire satisfaction of the superiors. It is stated for kind information that conveyance allowance is admissible to all the Civil Servants and to this effect a Notification No. FD (PRC) 1-1/2011 dated 14.07.2011 was issued. Later on vide revised Notification dated 20.12.2012 whereby the conveyance allowance for working in BPS-16 to 19 have been treated under the previous Notification by not enhancing their conveyance allowance. Respected sir, I was receiving the conveyance allowance as admissible under the law and rules but the concerned authority without any valid and justifiable reasons stopped/deducted the payment of conveyance allowance under the wrong and illegal pretext that the same is not allowed for the leave period. One of the employee of education department in Islamabad filed service appeal No.1888 (R) CS/2016 before the federal service tribunal, Islamabad regarding conveyance allowance which was accepted by the honorable service tribunal vide its judgment dated 03.12.2018. That I also the similar employee of education department and under the principle of consistency I am also entitled for the same treatment meted out in the above mentioned service appeal but the concerned authority is not willing to issue/grant the same conveyance allowance which is granted to other employees. Copy attached. I am feeling aggrieved from the action of the concerned authority regarding deduction of conveyance allowance in vacations period/months preferred this Departmental appeal before your good self.

It is, therefore, most humbly prayed that on acceptance of this Departmental appeal the concerned authority may very kindly be directed the conveyance allowance may not be deducted from my monthly salary during the winter & summer vacations.

Dated: 16.08.2020

MUHAMMAD ZAHID

Yours Sincerely

PST (BPS 12) in GPS BABA GAM Dir Lower

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUN PESHAWAR. APPEAL NO. 1452 /2019 Mr. Magsad Hayat, SCT (BPS-16), GHS Masho Gagar, Peshawar..... VERSUS 1- The Government of Khyber Pakhtunkhwa through Chief Secretary, Khyber Pakhtunkhwa Peshawar 2- The Secretary (E8SE) Department Khyber Pakhtunkhwa Peshawar. 3- The Secretary Finance Department, Knyber Pakhtunkhwa, Peshawar. 4- The Accountant General, Khyber Pakhtunkhwa, Peshawar. 5- The Director (E&SE) Department Khyber Pakhtunkhwa, Peshawar.

APPEAL UDNER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT 1974 AGAINST THE IMPUGNED ACTION OF THE RESPONDENTS BY ILLEGALLY AND UNLAWFULLY DEDUCTING THE CONVEYANCE ALLOWANCE THE APPELLANT DURING WINTER & SUMMER VACATIONS AND AGAINST NO ACTION TAKEN ON THE DEPARTMENTAL APPEAL OF APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS.

RESPONDENTS

### PRAYER:

That on acceptance of this appeal the respondents may kindly be directed not to make deduction of conveyance allowance during vacations period (Summer & Winter Vacations) and make the payment of all outstanding amount Conveyance allowance which have been deducted wedte-day previously with all back benefits. Any other remedy which this august Tribunal deems fit that may also be awarded in registrar favor of the appellant.

## R/SHEWETH.

TESTON FACTS:

That the appellant is serving in the elementer and secondary education department as Certified Feacher (BPS-15) quite efficiency Pakinghikhwe and up to the entire satisfaction of the superiors. AMENTER ce Tribunal.

2- That the Conveyance Allowance is admissible to all the civil servants and to this effect a Notification No. FD (PRC) 121/2011 dated 14.07.2011 was issued That later ion vide revised Notification dated 20.12.2012 whereby the conveyance allowance for employees

1. 1/2/ Fr 1 13

Appeal No 1452/2019)
Maxead Hayat is Got

i ia 2019 -

Counsel for the acpellant present

Learned counsel-referred to the judgment passed by learned Eederals. Learned counsel-referred to the judgment passed by learned Eederals. Service Tribunal in Appeal No. 1888 (R) (S/2016) which was handed down on 03.12.2018. Through the said Judgment the issue of payment of on 03.12.2018 Through the said Judgment the issue of payment of conveyance Allowance to a civil servant during summer and winter. Conveyance Allowance to a civil servant during summer and winter variations was held to be within his entitlement and the deduction already variations was held to be within his entitlement and the deduction already and from him was to be reimbursed Similar freference was made to the judgment by Honourable Peshawar High Court passed on 01.10-2019 in the case of appellant.

Learned counsel, when confronted with the proposition that the issue, in essence, was dilated upon by the Federal Service Tribunal and more particularly, by the Honourable Peshawar High Court in the case of appellant, stated that in case the respondents are required to execute the appellant, stated that in case the respondents are required to execute the appellant, or Peshawar High Court, the appellant will have no cavil about disposal of instant appeal.

The record suggests that while handing down judgment in the Writ Potition preferred by the appellant, the Honourable High Court not joinly expounded the definition of "Bay" as well as "Salary", but also entitlement of a civil servant for the Conveyance. Allowance during the period of vacations. It is important to hote that the respondents were represented before the High Court during the proceedings.

In view of the above noted facts and circumstances and in order to protect the appellant from a fresh round of litigation which may protract over a formidable period, the tappeal in hand is disposed of with observation that the judgment of Honourable Peshawar High Court passed of with in Write Petitions including W.P. No. 3162-P/2019 shall be honoured and in Write Petitions including W.P. No. 3162-P/2019 shall be honoured and in Write Petitions including W.P. No. 3162-P/2019 shall be honoured and in plemented by the respondents within shortest possible time. The implemented by the respondents within appellant shall; however, be at liperty to seek remedy in accordance with law in case his grievance is not redressed by the respondents within a law in case his grievance is not redressed by the respondents within a reasonable time.

File be consigned to the record

ANNOUNCED

11.11.2019

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من يد مندر وعنوان يال بين ابني طرف سي واسط بروي وجواب دبي وكل كاردا في متعلف كل مقام لها ور كيليا فخرارها قان الوقع ، فجر العمايد كيك الأكورك كورك مقر رك إظار كي ما استير كرها عب تموشوت توبقدمه كي كارواني كاكابل اينة يارتبوكا يسروك لي صاحب كوكرنه راحني الروآ فرزنالته واليميار براف مین تجاب بهمی اورا قبال دعوی اورایمون وگری کرنے ایراء اور وسولی چیک وروپ اور برطن باغوی اور درخوا سبت مرقهم كالقلدين أولاس مركة تخط كراييه كالفائيار توكارنيز ليعوزة عدم ببروي يا ذاكري بكيطرفه بالايل كالراركي إدر منسوني البزرط برمهينه ويثل تكران وتزاؤان وتبريزي مهينه كالافتيام بهيئنا اور بصوارته هرورت مثديه يكارم كُلُّ الْبَرْيِينَ الْهِ إِلَى سَمِ وَلِسَطِيرًا وَرَوْمِلَ الْمُزَالُ وَلِيهِ بِمَرْهِ مِا إِنْ يَمَا أَعْدَارَ مِنْ اللَّهِ اللَّهِ وَلَا يَعْ مِنْ أَلَّا الْمَدَّارِ مِنْ كُلًّا الْمَدَّارِ مِنْ كُلًّا ا بررصان بایم فررش بالمحرمین و به جوار مار کرره بالا اختیاران هام ل بون شیر ا رَراس کا ب<sup>ا</sup>ما خیته برورا خین منظور تبريل ميختلا و دوران مقديم ان جو خرج و ترجانه النوار مهاييه يمية ميست تبكيًّا السيم مستمن وكالي ها حب مَرْفَعُوفُ الْمُجِدِلُ مِنْ لِمَا لِمُ وَصَوِي مِنْ فَاللَّهِ الْمُعَالِمُ الْمُعَالِمُ اللَّهِ اللَّهِ اللّ يريمو باست ابريمو الدوكل صاحب بابند نهريون كے كه بيروي مذكور كري-للزا دكالت نامه كه وماكه خدريري

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المروار في ا