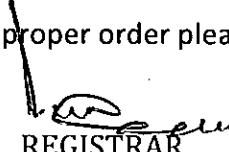




Form- A  
FORM OF ORDER SHEET

Court of \_\_\_\_\_  
Case No. 3943 /2020

S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	19.03.2020	<p>The present appeal submitted today by Mr. Munfat Ali Yousafzai Advocate, may be entered in the institution register and put up to the Learned Member for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p>
2		<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on 08.04.2020.</p> <p style="text-align: right;"> MEMBER</p>
	08.04.2020	<p>Due to COVID-19, the case is adjourned to 27.07.2020 for the same, before S.B.</p> <p style="text-align: right;"> Reader</p>

27.07.2020

Mr. Munfat Ali Yousafzai, Advocate for the appellant is present.

2. My this single order is going to dispose of the instant appeal bearing No. 3943 of 2020 Captioned Bashir Ahmad Versus Government of Khyber Pakhtunkhwa through Chief Secretary, Khyber Pakhtunkhwa, Peshawar and four other respondents.

3. Through the instant appeal submitted under Section-4 of the Services Tribunal Act, 1974, the actions of the respondents by withholding the conveyance allowance and its deduction from appellant during the course of winter and summer vacations have been challenged. It was stated that adverse actions/orders of deduction of conveyance allowance were called in question in departmental appeal within the stipulated period of time but no action was taken. It has been prayed that the respondents may kindly be directed not to deduct the conveyance allowance during vacation period irrespective of the fact whether it were summer or winter vacations and make the payment of all outstanding amount of conveyance allowance which has been deducted previously with all back benefits.

4. Learned counsel for the appellant invited the attention of this Single Bench to the judgment dated 1<sup>st</sup> October 2019 passed by the Hon'ble Peshawar High Court, Peshawar vide Writ Petition Bearing No. 3162-P/2019 Akhtar Hussain and 60 others versus Government of Khyber Pakhtunkhwa, while dilating upon the issue it has been held in categorical terms that pay means the amount drawn monthly by a civil servant as pay, and include special pay, personal pay and any other emoluments declared by the prescribed authority to be paid. It was also held that conveyance allowance is the part and parcel of pay. The petitioners agitating the matter in the august High Court were stated to be civil servants and their claims were held falling within the terms and conditions of service enumerated in

Chapter II of the Khyber Pakhtunkhwa Civil Servants Act, 1973. Learned counsel for the appellant has placed reliance on an unreported judgment of the Hon'ble Sindh Services Tribunal Karachi dated 23.12.2015 whereby deduction of conveyance allowance during the course of summer vacations, has been held in contravention of rule 747 (clause-a), it was held that vacations counts as duty, that the appellant and all the civil servants serving in vacations departments are allowed to receive the conveyance allowance during summer and winter vacations, as vacations are holidays and not a leave of any kind and the conveyance allowance during the vacations was not allowed to be deducted from the pay of the officials.

5. At the very outset it is pertinent to make reference to the judgment of this august Services Tribunal dated 11.11.2019 passed by the Hon'ble Chairman, Khyber Pakhtunkhwa Services Tribunal, in Appeal bearing No. 1452/2019 titled Maqсад Hayat Versus Government of KPK wherein order has been made to the following effect

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

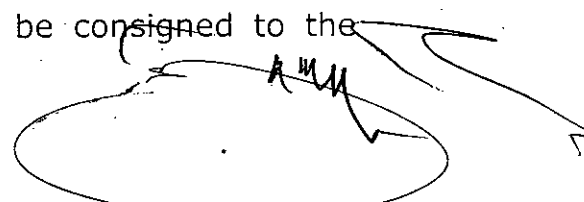
*In view of the above noted facts and circumstances and in order to protect the appellant from fresh round of litigation which may protract over a formidable period, the appeal in hand is disposed of with observation that the judgment of Honourable Peshawar High Court passed in Writ Petitions including W.P No. 3162-P/2019 shall be honoured and implemented by the respondents within shortest possible time. The appellant*

*shall, however, be at liberty to seek remedy in accordance with law in case his grievance is not redressed by the respondents within a reasonable time.*

6. Therefore, in the circumstances we are left with no option but to follow the consistent view of the Hon'ble Peshawar High Court, Peshawar and the Hon'ble Chairman of the august Services Tribunal and other august forums and cannot form an opinion other than as enunciated in the dictum of the august forum.

7. Since it has been held outrightly that conveyance allowance allowed to the civil servants of vacations departments is integral part of their pay and it cannot be severed from other emoluments to which they are held entitled therefore, deduction and consequently withholding of conveyance allowance during the course of summer and winter vacations is an action/act in violation of the law and rules on the subject which is not permissible therefore, in order to save the appellant from such dilemma and predicament respondents are directed not to deduct conveyance allowance from the pay of the appellant during the period of summer and winter vacations and also give it effect in the light of the judgment of Hon'ble Peshawar high Court in Writ Petitions including W.P No. 3162-P/2019 at the earliest and simultaneously the appellant can nevertheless, seek remedy in case his grievance is not redressed by respondents within a reasonable period of time. File be consigned to the record room.

ANNOUNCED  
27.07.2020



(MUHAMMAD JAMAL KHAN)  
MEMBER (JUDICIAL)

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

APPEAL NO. \_\_\_\_\_/2020


MR BASHIR AHMAD VS EDUCATION DEPTT:

**INDEX**

S.NO.	DOCUMENTS	ANNEXURE	PAGE
1.	Memo of appeal	.....	1-3.
2.	Notification	A	4.
3.	Pay slips	B & C	5-6.
4.	Departmental appeal	D	7.
5.	Judgment	E	8-14.
6.	Service Tribunal judgment	F	15-16.
7.	Vakalatnama	.....	17.

**APPELLANT**

THROUGH:

  
**MUNFAT ALI YOUSAFZAI**  
**ADVOCATE**  
CELL NO 0344-9213367

Note:

Sir,

Spare copies will be submitted  
After submission of the case.



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

**APPEAL NO. 3943/2020**

Khyber Pakhtunkhwa  
Service Tribunal

Mr. **BASHIR AHMAD** SCT(BPS-16),  
GHS SUDHER DISTT SWABI.

Diary No. 2362

.....**APPELLANT** dated 19/3/2020

**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 Department, Khyber Pakhtunkhwa, Peshawar.
- 4 • The Accountant General, Khyber Pakhtunkhwa, Peshawar.
- 5 • The Director of (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 THE 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:**

**ON FACTS:**

**led to-day**  
**Registrar**  
19/3/2020  
That the appellant is serving in the Elementary & Secondary Education Department a SCT(BPS-16) quite efficiently and up to the entire satisfaction of their superiors.

- 1 • 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 have been treated under the previous Notification by not enhancing their conveyance allowance. Copy of the Notification dated 20.12.2012 are attached as annexure..... **A.**

- 3 • 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.**

- 4 • That appellant feeling aggrieved from the action of the respondents regarding deduction of conveyance allowance in vacations period/months filed Departmental appeal but no reply has been received so far. That feeling aggrieved the appellant along with his other colleagues filed Writ Petition No. 3162-P/2019 before the Peshawar High Court, Peshawar which was disposed of vide judgment dated 01.10.2019 with the directions to approach the proper forum i.e. Service Tribunal. Copies of the Departmental appeal & judgment is attached as annexure.....**D & E.**
- 5 • That some of colleagues of the appellant approached to this august Tribunal in different service appeal which was allowed by this august Tribunal vide its judgment dated 11.11.2019. Copy of the judgment is attached as annexure.....**F.**
- 4 • That where after the appellant waited for the statutory period of ninety days but no reply has been received from the respondents. That appellant feeling aggrieved and having no other remedy filed the instant service appeal on the following grounds amongst the others.

**GROUND:**

- 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 have 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 conferred 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 applied by the Civil Servant in light Government Servant Revised Leave Rules, 1981 while the vacations are always announced by the Government, therefore under the law and Rules the appellant fully entitled for the grant of conveyance allowance during vacations 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 for vacation period, the respondents while making the 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.

- 1
- F • 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.
  - ← • 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.
  - 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 fully entitle for the grant of conveyance allowance during vacations.
  - J • 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.

**APPELLANT**



**BASHIR AHMAD**

**THROUGH:**

  
**MUNFAT ALI YOUSAFZAI**  
**ADVOCATE**



A-4



GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT  
(REGULATION WING)

NO. FD/SC(SR-II)/8-52/2012  
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 in Khyber Pakhtunkhwa.
8. All Political Agents / District & Sessions Judges in Khyber Pakhtunkhwa.
9. The Registrar, Peshawar High Court, Peshawar.
10. The Chairman, Public Service Commission, Khyber Pakhtunkhwa.
11. The Chairman, Services 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-19) 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 vehicles.

Yours Faithfully,

(Sahibzada Saad Ahmad)  
Secretary Finance

Encl: NO. FD/SC(SR-II)/8-52/2012

Dated Peshawar the 20<sup>th</sup> December, 2012

A Copy is forwarded for information to the:-

1. Accountant General, Khyber Pakhtunkhwa, Peshawar
2. Secretaries to Government of Punjab, Sindh & Balochistan Finance Department
3. All Autonomous / Semi Autonomous Bodies in Khyber Pakhtunkhwa

(IMTIAZ AYUB)

Additional Secretary (Reg)

A-4

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

**Dist. Govt. NWFP-Provincial**  
**District Accounts Office Swabi**  
**Monthly Salary Statement (July-2019)**



**Personal Information of Mr BASHIR AHMAD d/w/s of ABDUL JAMIL**

Personnel Number: 00235116      CNIC: 13088513168      NTN: 0  
 Date of Birth: 27.11.1968      Entry into Govt. Service: 13.12.1990      Length of Service: 28 Years 07 Months 020 Days

**Employment Category: Active Temporary**

Designation: SENIOR CERTIFIED TEACHER      80004577-DISTRICT GOVERNMENT KHYBE  
 DDO Code: SU6069-Head Master GHS Sudher Swabi  
 Payroll Section: 003      GPF Section: 001      Cash Center:  
 GPF A/C No:      Interest Applied: Yes      **GPF Balance:**      530,000.00  
 Vendor Number: -  
**Pay and Allowances:**      Pay scale: BPS For - 2017      Pay Scale Type: Civil      BPS: 16      Pay Stage: 22

Wage type		Amount	Wage type		Amount
0001	Basic Pay	52,350.00	1000	House Rent Allowance	2,727.00
1947	Medical Allow 15% (16-22)	2,239.00	2148	15% Adhoc Relief All-2013	1,220.00
2199	Adhoc Relief Allow @10%	814.00	2211	Adhoc Relief All 2016 10%	4,148.00
2224	Adhoc Relief All 2017 10%	5,235.00	2247	Adhoc Relief All 2018 10%	5,235.00
2264	Adhoc Relief All 2019 10%	5,235.00			0.00

**Deductions - General**

Wage type		Amount	Wage type		Amount
3016	GPF Subscription - Rs3340	-3,340.00	3501	Benevolent Fund	-800.00
3609	Income Tax	-877.00	3990	Emp.Edu. Fund KPK	-150.00
4004	R. Benefits & Death Comp:	-1,089.00			0.00

**Deductions - Loans and Advances**

Loan	Description	Principal amount	Deduction	Balance

**Deductions - Income Tax**

Payable: 17,521.61      Recovered till July-2019: 877.00      Exempted: 7007.73      Recoverable: 9,636.88

**Gross Pay (Rs.): 79,203.00      Deductions: (Rs.): -6,256.00      Net Pay: (Rs.): 72,947.00**

Payee Name: BASHIR AHMAD  
 Account Number: 130502-03  
 Bank Details: HABIB BANK LIMITED, 221440 YAR HUSSAIN (LAHORE) SWABI. YAR HUSSAIN (LAHORE) SWABI., SWABI

**Leaves:**      Opening Balance:      Aailed:      Earned:      Balance:

Permanent Address: VILL SERAI PO SUDHER TEH.LAHOR SWABI  
 City: SWABI      Domicile: NW - Khyber Pakhtunkhwa      Housing Status: No Official  
 Temp. Address:  
 City:      Email:

*(Handwritten Signature)*

**Dist. Govt. NWFP-Provincial**  
**District Accounts Office Swabi**  
**Monthly Salary Statement (February-2020)**



**Personal Information of Mr BASHIR AHMAD d/w/s of ABDUL JAMIL**

Personnel Number: 00235116      CNIC: 13088513168      NTN: 0  
 Date of Birth: 27.11.1968      Entry into Govt. Service: 13.12.1990      Length of Service: 29 Years 02 Months 018 Days

**Employment Category: Active Temporary**

Designation: SENIOR CERTIFIED TEACHER      80004577-DISTRICT GOVERNMENT KHYBE  
 DDO Code: SU6069-Head Master GHS Sudher Swabi  
 Payroll Section: 003      GPF Section: 001      Cash Center:  
 GPF A/C No:      Interest Applied: Yes      **GPF Balance:**      276,915.00  
 Vendor Number: -  
**Pay and Allowances:**      Pay scale: BPS For - 2017      Pay Scale Type: Civil      BPS: 16      Pay Stage: 23

Wage type		Amount	Wage type		Amount
0001	Basic Pay	53,870.00	1000	House Rent Allowance	2,727.00
1210	Convey Allowance 2005	5,000.00	1947	Medical Allow 15% (16-22)	2,239.00
2148	15% Adhoc Relief All-2013	1,220.00	2199	Adhoc Relief Allow @10%	814.00
2211	Adhoc Relief All 2016 10%	4,148.00	2224	Adhoc Relief All 2017 10%	5,387.00
2247	Adhoc Relief All 2018 10%	5,387.00	2264	Adhoc Relief All 2019 10%	5,387.00

**Deductions - General**

Wage type		Amount	Wage type		Amount
3016	GPF Subscription	-3,340.00	3501	Benevolent Fund	-800.00
3609	Income Tax	-1,434.00	3990	Emp.Edu. Fund KPK	-150.00
4004	R. Benefits & Death Comp:	-650.00			0.00

**Deductions - Loans and Advances**

Loan	Description	Principal amount	Deduction	Balance
6505	GPF Loan Principal Instal	580,000.00	-20,000.00	480,000.00

**Deductions - Income Tax**

Payable: 20,713.30      Recovered till February-2020: 9,801.00      Exempted: 5177.94      Recoverable: 5,734.36

**Gross Pay (Rs.): 86,179.00      Deductions: (Rs.): -26,374.00      Net Pay: (Rs.): 59,805.00**

Payee Name: BASHIR AHMAD  
 Account Number: 130502-03  
 Bank Details: HABIB BANK LIMITED, 221440 YAR HUSSAIN (LAHORE) SWABI. YAR HUSSAIN (LAHORE) SWABI, SWABI

**Leaves:**      Opening Balance:      Aailed:      Earned:      Balance:

Permanent Address: VILL SERAI PO SUDHER TEH.LAHOR SWABI  
 City: SWABI      Domicile: NW - Khyber Pakhtunkhwa      Housing Status: No Official  
 Temp. Address:  
 City:      Email:

**ATTESTED**

To

The Director, (E&SE) Department,  
Khyber Pakhtunkhwa, Peshawar.

D = 7

**Subject: DEPARTMENTAL APPEAL AGAINST THE IMPUGNED ACTION OF THE CONCERNED AUTHORITY BY ILLEGALLY AND UNLAWFULLY DEDUCTING THE CONVEYANCE ALLOWANCE DURING WINTER & SUMMER VACATIONS**

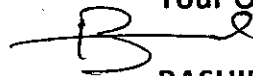
Respected Sir,

With due respect it is stated that I am the employee of your good self Department and is serving as SCT(BPS-16) quite efficiency 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 employees working in BPS 1 to 15 were enhance/revised while employees from 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 granting 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: 23/11/2019

Your Obediently



**BASHIR AHMAD  
GHS SUDHER SWABI.**

**ATTESTED**  
to be true copy  
Advocate

E-8

Judgment Sheet

IN THE PESHAWAR HIGH COURT, PESHAWAR,  
JUDICIAL DEPARTMENT.

Writ Petition No. 3162-P/2019 Akhtar Hussain and  
others..vs..Govt of Khyber Pakhtunkhwa

JUDGMENT

Date of hearing:.....01.10.2019.....

Petitioner(s) by Mr. Noor Mohammad Khattak, Advocate.

Mr. Mujahid Ali Khan, AAG, for respondents.

\*\*\*\*\*

ROOH-UL-AMIN KHAN, J:- Through this common judgment we, proposed to decided the instant as well as the connected writ petitions as all having involved common question of law and facts, the particulars of which are given below.

- i. WP No. 3162-P/2019 titled Akhtar Hussain etc..vs..Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 4 others.
- ii. WP No. 3064-P/2019 titled Habeeb Ullah etc...Vs.. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 7 others.
- iii. WP No. 3084-P/2019 titled Sikandar Khan etc...Vs.. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 4 others.
- iv. WP No. 3178-P/2019 titled Abdur Rehman etc...Vs.. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 4 others.

*Footnote*

ATTESTED  
Advocate

ATTESTED  
EXAMINER  
Peshawar High Court

ATTESTED



- v. WP No. 3233-P/2019 titled Amjid Ali etc. Vs. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 4 others.
- vi. WP No. 3283-P/2019 titled Gul Saeed etc. Vs. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 4 others.
- vii. WP No. 3287-P/2019 titled Syed Israr Shah etc. Vs. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 7 others.
- viii. WP No. 3288-P/2019 titled Firdous Khan etc. Vs. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 4 others.
- ix. WP No. 3353-P/2019 titled Hafiz Inam Ur Rehman etc. Vs. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 6 others.
- x. WP No. 3366-P/2019 titled Jehanzeb Khan etc. Vs. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 4 others.
- xi. WP No. 3390-P/2019 titled Haji Rehman etc. Vs. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 2 others.
- xii. WP No. 3520-P/2019 titled Mohammad Khalid etc. Vs. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 4 others.

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- xiii. WP No. 3567-P/2019 titled Husnur Rehman etc... Vs..  
Government of Khyber Pakhtunkhwa through Chief  
Secretary, Peshawar and 3 others.
- xiv. WP No. 3667-P/2019 titled Maqsd Hayat etc... Vs..  
Government of Khyber Pakhtunkhwa through Chief  
Secretary, Peshawar and 4 others.
- xv. WP No. 3939-P/2019 titled Syed Khurshid Shah  
etc... Vs.. Government of Khyber Pakhtunkhwa  
through Chief Secretary, Peshawar and 5 others.
- xvi. WP No. 4072-P/2019 titled Subhan Ullah etc... Vs..  
Government of Khyber Pakhtunkhwa through Chief  
Secretary, Peshawar and 6 others.
- xvii. WP No. 4758-P/2019 titled Sobrab Hayat etc... Vs..  
Government of Khyber Pakhtunkhwa through Chief  
Secretary, Peshawar and 4 others.

2. As per averments of the writ petition, the petitioners are serving in the Elementary & Secondary Education Department on their respective posts. On 14.7.2011 the Government of Khyber Pakhtunkhwa enhanced the conveyance allowance, to all the Civil Servants i.e. from BPS-1 to 15, including the petitioners, which was subsequently revised vide another notification dated 20.12.2012 and was further enhanced. But the respondents without any valid and justifiable reasons stopped / deducted the payment of conveyance

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allowance under the wrong and illegal pretext that the same is not allowed for the leave period.

3. In essence, the grievance the petitioners is that they were receiving the conveyance allowance under the notifications mentioned above, which was stopped without any justifiable reason.

4. Since the matter pertains to grant of conveyance allowance which is part and parcel of pay. Similar controversy came before this Court in Writ Petition No. 3509-P/2014 titled (Hafiz Mohammad Ilyas etc..vs..Government of Khyber Pakhtunkhwa), wherein the pay and salary were defined in the following manner.

7. To resolve the controversy as to whether payment of allowances to a civil servant falls in chapter-2 of Khyber Pakhtunkhwa Civil Servants Act, 1973 i.e. terms and conditions of service, it is necessary to reproduce the definition of "pay" provided in section 2(e) of the Khyber Pakhtunkhwa Civil Servants Act, 1973 which reads as under:

" 2. (e)—"Pay" means the amount drawn monthly by a civil servant as pay, and includes special pay, personal pay and any other emoluments declared by the prescribed authority to be paid." (emphasis provided).

The word "emolument" used in the above quoted definition clause of the Civil Servants Act, 1973, according to its dictionary meaning, denotes wages and benefits received as compensation for

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holding an office or having employment. The word emolument is basically derived from the Latin word emolumentum. It originally meant "the sum paid to a miller for grinding a customer wheat". Today, the term exists mostly as a bit of archaic legalese, but it might be within the route of expression i.e. "grinding out a living". From the above it is manifest that emoluments are essentially the benefits that one gets from the working of being employed. Emolument is the profit from employment and is compensation in return of services, hence the emoluments are part and parcel of pay. Section 17 being part of chapter-2 i.e. terms and conditions of service of a civil servant provides that, a civil servant appointed to a post shall be entitled, in accordance with rules, to the pay sanctioned for the post. Likewise, Rule 9(21) of (FR/SR) provide, the definition of pay which means the amount drawn monthly by a government servant as ;

- (i) the pay, other than special pay or pay granted in view of his personal qualification; which has been sanctioned for the post held by him substantively or in an officiating capacity, or to which he is entitled by reason of his position in a cadre, and
- (ii) overseas pay, technical pay, special pay and personal pay and
- (iii) any other emoluments which may be specially classed as pay by the governor general.

The legislature in its wisdom has wisely used the word "pay" instead of salary in definition clause and section 17 of Khyber Pakhtunkhwa Civil Servants Act, 1973. The word 'pay' connotes

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payment of wages including emolument in broader spectrum while the salary is used for amount that one receives in return for work and or service provided, which is paid periodically i.e. over a specified interval of time such as weekly or most commonly monthly. The term "salary" has been dealt with at page-553 of Corpus Juris Secundum Vol. 77 as under:-

"Salary". The word "Salary" is defined has meaning fixed compensation regularly paid by the year, quarter, month or week; fixed compensation for regular work, or for continuous services over a period of time; periodical compensation for services; compensation for services rendered; per annum compensation mean in official and in some other situation, or station; legal compensation.

Salary is also defined as meaning stipulated periodical recompense; or consideration paid, or stipulated to be paid to a person on regular interval for services usually a fixed sum to be paid by the year or half year, quarter, reward or consideration paid or agreed to be paid to a person on a regular intervals by the year, month or week for services; reward of fixed or recompense for services rendered or performed; reward or compensation of services rendered or performed.

From the above mentioned definition it is manifest that the "salary" of a civil servant is a fixed amount regularly paid as compensation to the employee, whereas the pay means an amount received by a civil servant including other emoluments i.e. allowances."

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5. Besides, certain other petitions filed by the Teachers /employees of the same department serving from other corners of the province which were decided by Abbottabad Bench of this Court, wherein it was held that the conveyance allowance being part of pay fall in terms and conditions of civil servant and it can adequately be claimed through an appeal by adopting the prescribed procedure under the Khyber Pakhtunkhwa Civil Servants Act, 1974.

6. For the reasons given hereinabove, the petitioners are civil servants and their claim falls in terms and conditions of service enumerated in Chapter-2 of the Khyber Pakhtunkhwa Civil Servants Act, 1973, wherein the jurisdiction of this Court is expressly barred by Article 212 of the Constitution of Islamic Republic of Pakistan, 1973. Resultantly, this and the connected writ petition mentioned above stand dismissed being not maintainable. However, the petitioners are liberty to approach the proper forum, if so desire.

*Announced on;*  
*1<sup>st</sup> of October, 2019*  
*"Zarshad"*

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 JUDGE

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 ATTORNEY

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(DB) Mr. Justice Rooh Ul Amin Khan & Mr. Justice Mohammad Naeem Anwar

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EXAMINER  
 Peshawar High Court, Peshawar  
 Authorized Under Article 177 of  
 The Constitution of Pakistan Order 1998

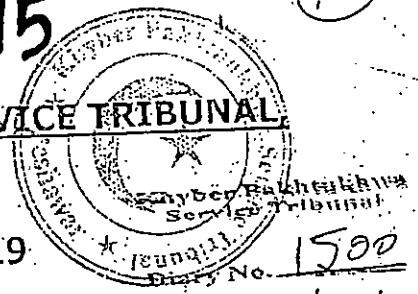
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**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL  
PESHAWAR**



APPEAL NO. 1452 /2019

Date No. 1500

Mr. Maqсад Hayat, SCT (BPS-16),  
GHS Masho Gagar, Peshawar.....

Dated 24/10/2019  
**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 Department, 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.

**ATTESTED**

EXAMINER  
Khyber Pakhtunkhwa  
Service Tribunal

**R/SHEWETH:  
ON FACTS:**

- 1- That the appellant is serving in the elementary and secondary education department as Certified Teacher (BPS-15) quite efficiency 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. That later on vide revised Notification dated 20.12.2012 whereby the conveyance allowance for employees

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and 22/10/19

Appeal No. 1452/2019  
Marfaad Hayat vs Govt

22 (FF)

11.11.2019

Counsel for the appellatnt present.

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Learned counsel referred to the judgment passed by learned Federal Service Tribunal in Appeal No. 1888(R)CS/2016 which was handed down on 03.12.2018. Through the said judgment the issue of payment of Conveyance Allowance to a civil servant during summer and winter vacations was held to be within his entitlement and the deduction already made from him was to be reimbursed. Similar reference was made to the judgment by Honourable Peshawar High Court passed on 01.10.2019 in the case of appellatnt.

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 appellatnt, stated that in case the respondents are required to execute the judgment of Peshawar High Court, the appellatnt will have no cavil about disposal of instant appeal.

The record suggests that while handing down judgment in the Writ Petition preferred by the appellatnt, the Honourable High Court not only expounded the definition of "Pay" as well as "Salary" but also entitlement of a civil servant for the Conveyance Allowance during the period of vacations. It is important to note 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 appellatnt from a fresh round of litigation which may protract over a formidable period, the appeal in hand is disposed of with observation that the judgment of Honourable Peshawar High Court passed in Writ Petitions including W.P No. 3162-P/2019 shall be honoured and implemented by the respondents within shortest possible time. The appellatnt shall, however, be at liberty to seek remedy in accordance with law in case his grievance is not redressed by the respondents within a reasonable time.

File be consigned to the record.

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**VAKALATNAMA**

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

\_\_\_\_\_ OF 2020

(APPELLANT)

**BASHIR AHMAD**

(PLAINTIFF)

(PETITIONER)

**VERSUS**

(RESPONDENT)

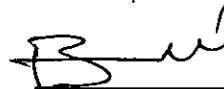
Education Department

(DEFENDANT)

I/We **BASHIR AHMAD** \_\_\_\_\_

Do hereby appoint and constitute **MUNFAT ALI YOUSAFZAI, 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. \_\_\_\_/\_\_\_\_/2020



CLIENT



ACCEPTED

\_\_\_\_\_  
**MUNFAT ALI YOUSAFZAI**  
ADVOCATE