FORM OF ORDER SHEET

Case No.- 758 /2023

Court of____

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٠	S.No.	Date of order proceedings	Order or other proceedings with signature of judge
	1	2	3
	1-	04/04/2023	The appeal of Mr. Muhammad Tufail presented
			today by Mr. Yasir Saleem Advocate. It is fixed for
			preliminary hearing before Single Bench at Peshawar
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			By the order of Chairman
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BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,

APPEAL NO. 758/2023

Muhammad Tofail

VS 1

HEALTH DEPARTMENT

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APPÉLLANT

THROUGH:

Yasir Saleem

& // Afrasiab Khan Wazir Advocate high Court

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

-	Service Appeal No. 758 /2023
	Mr. muhammad Tofail , Beshti, in the office of District Health Officer District North Waziristan APPELLANT.
	Versus
	Director General Health Services Khyber Pakhtunkhwa Peshawar.
	District Health Officer, District North Waziristan. District Account Officer, District North Waziristan.
	The secretary Health department, Khyber Pakhtunkhwa, Peshawar.
	RESPONDENTS
	SERVICE TRIBUNAL ACT 1974 AGAINST INACTION OF THE RESPONDENT BY NOT RELEASING SALARIES W.E.F 01.01.2021 OF THE APPELLANT AND AGAINST INACTION ON DEPARTMENTAL APPEAL OF THE APPELLANT WITHIN THE STIPULATED PERIOD.
	Inat on acceptance of this instant service appeal of the appellant the inaction of the respondents by not releasing salaries of the appellant w.e.f 01.01.2021 till dated may very kindly be declared illegal and without lawful authority of law, and the respondents may further please be directed to release salaries of the appellant w.e.f 01.01.2021 till dated, with all back benefits. Any other remedy which august tribunal deems fit that may also be decided in favor of the appellant. R/SHEWETH: ON FACTS:
	Brief facts of the appeal are as under;

- 2. That the appellant has outstanding salaries against the respondent for which he filed an appeal before the high ups wherein through letter dated 17.01.2019 & 30.04.2019 the secretary health order process it. Copy of letter is attached as annexure.

(2)

- 4. That on 11.12.2020 the respondent No.3 made an observation over the impugned bills which was removed by the respondent No.2 and resubmitted to respondent No.3 13.12.2020 which is still pending. Copy of letter is attached as annexure
- 5. That the Respondent No.2 sent letters vides dated 22.11.2021 regarding the outstanding salaries but the respondent No.3 is still mum over it. Copy of letter 22.11.2021 is attached as annexure.
- 6. That it is pertinent to mention here that an identical nature case has been decided by the August Tribunal with the direction to the respondents to prepare their outstanding salaries bills to the entitlement of their arrears. Copy of the order sheets are attached as annexure.
- 7. That against the inaction of the respondents with regard to the outstanding salaries of the appellant, he also filed departmental appeal to the appellate authority which is still pending. Copy of the departmental appeal is attached as annexure.
- 8. That appellant further feeling aggrieved and having no other remedy but to file this appeal on the following grounds inter alia.

ON GROUNDS:

- A. That the inaction of the respondents by not releasing salaries of the appellant w.e.f 01.01.2021 is against law, rules and norms of natural justice.
- B. That the appellant have not be treated in accordance with law and rules and as such respondents violated Article 4 and 24 of the constitution of Islamic republic of Pakistan 1973.
- C. That the action of the respondent No.3 amounts to sheer arbitrary and autocrátic in nature hence against the norms of natural justice.
- D. That the conduct of respondent No.3 is not only ignoring the



means hence also violating the mandatory provision of the constitution that all Govt. departments are duty bound to strictly act in accordance with law.

- E. That its apex court decisions that salary is not bounty that can be stopped at the wishes of high ups.
- F. That the inaction of the respondents by not releasing salaries of the appellant is against Article 38(e) of the Constitution of Islamic republic of Pakistan, 1973.
- G.That the respondents are using colorful exercise of power regarding not releasing the salaries outstanding against the respondents hence this action of the respondents is unwarranted under the law.
- H. That the appellant seeking indulgence of this honorable Tribunal for intervening in the matter to release immediately the outstanding salaries and clear the bill pending before the respondent No.3 without any cogent reason and the respondent No.3 has no locus standi to stop the bills being clear cut orders of the high ups and competent authority.
- I. That the remaining points if any arise during the course of hearing may also be allowed.

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

APELLANT

Muhammad tofail

THROUGH:

Yasir Saleem

Afrasiab Khan Wazir Advocates high Court

Certificate:

That no earlier appeal is preferred before this august tribunal.

Affidavit:

I Muhammad Tofail, resident of district north waziristan, solemnly affirm and declare that the contents of this Appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this August Tribuanl.

DEPONENT

Arma A 4

OFFICE OF THE DISTRICT HEALTH OFFICER NORTH WAZIRISTAN DISTRICT

Appott:/Accounts

Dated Miranshah the

/ 2021

OFFICE ORDER

	As	recomm	ended l	by the se	lection comr	nittee M	r. Muhd	. Tufail S	lo Akh	iter Mehmo
Resident	of	North	Wazi	iristan	Agency	Mira	nshah	is here	by app	ointed as
Beshte	7		PS 04	against	the vacant	Post at	Agency	Surgeon	Office	Miranshah,
nlus usual allo	owano	e as adm	nissible	under the	rules					

His appointment will be on the following terms and condition.

- 1- He is declared medically fit for his job.
- 2- His appointment will be for a period of 03 years on contract/temporary basis from the date of his joining in service and shall be extended on his satisfactory performance & will remain on probation for one year.
- 3- He will be bound to serve or at least 03 years in North Waziristan Agency.
- 4- He will not be indulging in any trade business and any other activity what so ever which has been declared prohibited for the Government Servants in Civil Servant Act 1973.
- 5- If he wished to resign the services a prior notice of 30 days will be submitted, otherwise one month pay shall be deposited in Government treasury through challan.
- 6- He will have to serve anywhere in North Waziristan Agency.
- 7- Salaries should be released after the verification of all the documents by the concerned board/faculty etc:
- 8- He will not be entitled for any TA/DA for joining the service.
- 9- If he accepts the above terms and condition he have to report for duty to the Malaria Center at Agency Surgeon Office Miranshah, North Waziristan Agency within 15 days of the receipt of this officer, otherwise the order will be considered as cancelled.

Sd/----

DISTRICT HEALTH OFFICER NORTH WAZIRISTAN MIRANSHAH 24 13 1 2021

No. 89095-98.

_/App

Dated

Copy to the:-

1- Political Agent North Waziristan Miranshah.

2- Agency Accounts Officer North Waziristan Agency Miranshah.

3- Head Clerk (Accounts Clerk) of this office.

4- Official Concerned.

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AGENÇY SURCEON,) NORTH WAZIRISTAN MIRANSHAH

A Transfer		MERGED AREAS WARSAK ROAD PESHAWAR	
ionek: 091-9210106	!	/DHS/FATA/Aithon	D:

091-9210212

To

The District Surgeom, Tribal District, NW

-Tubject:

APPEAL FOR RELEASE OF SALARIUS

It is in reference to a letter of Government of Pulcistan, National commission for Human Rights vide No.08/18/COMP/FATA/NHCR dated 26-12-2018 pertaining to release of outstanding salaries of the appellant Mr.Zalid Noor and others, , wherein the commission has vividly referred the order of Supreme Court of Pakistan in captioned case No.16986-G OF 2018 IN THE MATTER OF REG, NON PAYMENT OF SALARIES TO THE STATE EMPLOYEES, the commission further stated that salaries of other 43 persons have already been released by your office vide No.8506-09 dated 10-

It is further added that vide your letter No.938 dated 29-04-2016, No.19-10-2016,No.1715/C-2 dated 20-07-2016,6007/C-2 dated 19-12-2017 and No.6822-23/C-2 vacant position dated 02-01-2018, wherein you have entegorically stated that the appellants have not been terminated from services, which has further endorsed by the Agency Accounts officer NW Agency vide his letter No.AAO/MRN/NWA/2018-193085 dated 17-09-2018 and intimated that no record of termination orders of the appellants is available at account office NW Agency.

It is pertinent to mention here that the Minister for Health Knyber Pakluardinga has also been directed the undersigned to release the pay of the appellants i.e Mr. Zaliic-Moor and others, and /zaheenullan and others if stopped without assigning any cogent

Consequent upon above you are hereby directed to give them the termination ders if they are terminated from services; and if not terminated then release their salaries from the date of stoppage without no further delay under intimation to this office in frame of General Financial Rules, as stoppage of pay without assigning cogent reason

> Tribul Districts, Pestarent[®] /DHS/FATA/Admin Dated: 17 1/2017

CC for information and accessary action to the:

Registrar Services Tribunal, Peshawa;

2- Coordinator, National Commission for Human Rights wife to his letter quoted above.

PS, to Minister Health, Khyber Pakhtunkhwa, Peshawac w/r orders dated 21-12-2018 on the application of appellants.

DCO Tribal District, MW

Medical Superintendent DEIQ Hospital Miranshah request for name action please.

Districtor Mealth Services Tribal Districts, Peshawar 7

ATTESTER



GOVERNMENT OF KHYBER PAKHTUNKHWA HEALTH DEPARTMENT

No.SDH-III/1-32/2019/Paramedics Dated Pesh: the 30th April, 2019

District Health Officer, North Waziristan District, Khyber Pakhtunkhwa,

Subject:-

APPEAL FOR RESTORATION OF SALARY ORDER DATED 31-01

I am directed to refer to the subject cited above and to enclose herewith a copy of application submitted by Mr. Zahid Noor & Zaheenullah & others (Paramedic staff of North Waziristan District) with the request for favour of further necessary action as per remarks of the Secretary Health, Khyber Pakhtunkhwa recorded on the application, please.

Engls: As abovo

Section Officer (E-III)

Endst No. & date even

Cc:

Director Health Services (Newly Merged Area) Warsak Road Peshawar with the request for further necessary action as per remarks of Secretary Health.

2. PS to Secretary Health Department Peshawar.

Section Officer (E-III)

ATERSTED

Allested



UFFICE OF THE DISTRICT ACCOUNTS OFFICER NORTH WAZIRISTAN (TRIBAL DISTRICT) MIRAN SHAH NO DAGADINAN WEDDING 18 - 2009

ANNEX 18

The Accountant General, Khyber Pakhtunkhwa, Peshawar.

SUBJECT:

SEEKING OF GUIDANCE REGARDING PAY RELEASE OF PARAMEDICS EMPLOYEE: OF VARIOUS CATEGORIES OF DHO NWTD MIRAN SHAH.

Mamo

Kindly refer to the subject cited above.

payment of pay and allowances of Sixiy sever employees of Health Department.

Following is the brief history of the case referred above

- 1. The above Sixty seven (67) employees were appointed by the ex-Agency Surgeon in 2011-12.
- 2. The employees were paid up to 31/08/2012.
- 3. After that their pay and allowances were stopped with out any legal action and retroced from manual pay bill.
- 4. The effected employees lodged an appeal before secretary Health KPK and subsequently the Sectory Health directed Director Health services for complete report (Anex "A").
- 5. The director Heath Services sort report from the Agency Surgeon and the Agency Surgeon Submit a Complete report to Director Heath Services FATA (Anex "B").
- Director Health Services FATA issued order vide No 713-18 dated 17-01-2019 for release of pay to DHO-NWTD (Anex "D")
- 7. In the meanwhile Director Health Services with drawn his pervious order No 1170-74 dated 31/01/2019 (Anex "E")
- 8. The effected employees filed writ petition before the Peshawar High Court Peshawar for justice and release their pay and Peshawar High Court issued order in favour of the petitioner for disposing of the case in fortnight (Anex "F")
- 9. The Petitioner approached to sectary Health for compliance and the sectary Health, issued directions to DHO NWTD vide letter \$3811

- Lings

District Health Officer

ATETO TEST STORY STORY

111/1-32/2019/Paramidics dated 30/04/2019 for favourable action

(7)

10. The DHO NWTD made Compliance and released pay vide order No. 1433-37 dated23/04/2019 and submitted bill to this office



Now this office have creation problems and processing of their claim.

- a. Clear cut the vacancies are not available to adjust all the
 Petitioners and they desired to adjust the same for pay
 purpose against other vacant posts to charge nurse etc by DHS
 FATA Arrear involves (Ainex")
- b. The DHO NWTD made Advertisement for fresh recruitment in daily Ajj dated 03/10/2019 (Anex"J")
- c. The Petitioners lodge: fresh suit in the court of senior Civil Judge for interim relief and got statuesque against fresh advertisement (Anex")

Keeping in view the above facts this office may be guided to weather release the pay and allowances against the above mentioned posts to avoid COC of the Honourable Court and more prosecution/litigious please.

District Accounts Officer, NW (Tribal District) Mirah Shah

Allesled

District Health Officer

Wiraushoh Tribel Distt:

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Office of the Accountant General

Khyber Pakhtunkhwa

No. FI-24 (89)/Miran Shah/Vol-II/902

Dated: 18/11//2019

The District Accounts Officer, North Waziristan (Tribal District) Miranshah.

Subject: -

SEEKING OF GUIDANCE REGARDING PARAMIDICS EMPLOYEES OF VARIOUS

undersigned ir: directed MO.DAO/MRS/NWTD/2019-20/3056 Dated 22,10,2019 on the subject cited above and to state where that the case is examined in detail and the following points need to be addressed before making payment of arrear of pay & allowance.

- a. The Provincial Government with the collaboration of this office and Director General (MIS) Islamabad implemented the OM (Organizational Management) Module for Provincial side, where in for each sanctioned post, a Position code is allotted by the Finance Department which is used for all type of HR Payments. It may be checked in the system through t-code YOMA005.
- b. A nunpayment certificate from the Department concerned may be obtained and also approach. Finance Department Govt.of KP for allocation of funds for payments.
- Along with your referred case a letter signed by the Section officer (FATA-II) is received where a cost center PR0049 is mentioned which pertains to AGPR (SO) Peshawar and used for Erstwhile FATA: Against this old cost center PR\$129 (Allotted by Finance Department KP), through which 38 employees are drawing their भारतिक 31.10.2019, the same may also be elucidated accordingly please.

Allesled

Accounts officer (HAD)

District Health Officer Miranshah Tribal Dist



OFFICE OF THE DISTRICT ACCOUNTS OFFICER

NORTH WAZIRISTAN ITRIBAL DISTRICTIMIRANSHAH I

The District Health Officer District North Wazirlstan.

Appeal for Release of Pay in to Siral ud Din & Others & Punching their Sourceal

Kindly refer to the subject noted above and to state that:

- 1) Whether they have been regular and bonafide employees of your department. 2) Whether they are performing their duties regularly.
- 3) Whether they were appointed on regular sites or otherwise. Whether they are involved in any inquiry.
- 5) Whether their selacies were stopped due to non-opening of their bank accounts or

Therefore, it is further requested a clear-cut decision may kindly be intimated to this office for further process the case and also after fulfilling the above observations, kindly submit all bills/source il forms to process in the matter being low-paid Govt employees.

> District Account Officer · North Waziristan Tribal District

> > ATES CONTRACTOR



OFFICE OF THE DISTRICT HEALTH OFFICER NORTH WAZIRISTAN TRIBL DISTRICT

᠘᠐HO/NWD/MRN/

Dated 🛂 /1:2/2020

The District Account Officer

North Waziristan District

Subject APPEAL For RELEASE OF PAY IN R/o Sirajud din and others and Punching their source II

forms

Kindly refer to your letter dated 11-3-2021 on the subject noted above and to state that

- 1- They are regular and bonafide employees of this department
- 2- They are performing their duties regularly to the entire satisfaction of their superiors.
- 3- They have appointed on regular sides.
- 4- They are not involved in any type of inquiry i.e Anti Corruption and NAB etc
- 5- Their salaries have been stopped due to non opening of bank accounts as intimated by your good office vide letter dated 22-1-2021 and 18-2-2021 (Copy attached)

It is therefore requested the observations has been removed by the under sign and verified the source forms and re submitted to your good office for further necessary actions being low paid Government servants and to perform their duty with zeal more than this.

> District Health-Officer Tribal District Miranshah

Miles Colones

Anux D

OFFICE OF THE

16365

/DHO/Court Case

AZIRISTAN AT MIRANSHA

Dated Miranshah the:

2 /11/7/10

" To

The District Accounts Officer District North Waziristan.

Subject

Appeal for Release of Pay in r/o Siraj ud Din & Others & Punching their Source-IX

Reference your letter No. 864 Dated 18/11/021 on the subject noted above and to state that the salaries of Health employees of various cadres are performing their duties regularly under the control of the undersigned. They are the bonafide employees of this Office and there is no complaint/Inquiry against them. Their salaries have been stopped due to non-opening of bank accounts as intimated by your good office vide letter dated 18/02/2021. The then DHO has already intimated the same through various letters from time to time (copies attached) but the issue still persists.

Further to resolve the subject case once for all, various letters by the DHS erstwhile Falls. Secretary Health and AG KPK are attached for ready references.

In continuation to the above this office has also intimated the same vide letter No. 1433-37 Dated 24/04/2016 and letter No. 4283 Dated 17/09/2020 (copies attached) to resolve the issue of pay

In addition to the above all correspondence, the subject case had already been inquired and scrutinized for further authentication through an Inquiry committee by the then DHO DNW, the report of which had already been communicated with your good office (copy attached).

In view of the above facts, it is requested that the out standing salaries of the employees may kindly be released against the newly created position codes so that the employees may feel at ease and perform their duties regularly with zeal more than this.

Albertid

District Health Officer North Waziristan at Miranshah

District Health Officer Wiransirah Tribal Distri

LINE

STORY OF THE STORY

·--

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Petition No. 12022

Execution No. 12022

Dated 23/1

Hajia Akbar Service Appeal No. 1244/2018

...Applicant

VERSUS

- 1. Director Health Services Tribal Peshawar
- 2. District Health Officer North Waziristan
- 3. Secretary Finance Peshawar.
- 4. District Account Officer Tribal District North Waziristan

......Respondent

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Knyll John Knyll

APPLICATION FOR THE IMPLEMENTATION OF ORDER AND JUDGMENT DATED 19.07.2022 IN ALL ABOVE CONNECTED SERVICE APPEALS.

Respectfully Sheweth:

- That above titled service appeals were pending adjudication before this Hon'ble Tribunal and was fixed for hearing on 19.07.2022.
- That on the date fixed representative of the respondents appeared and produce copy of office order date 01.02.2020 vide which directions were issued with regard to the payment of outstanding salaries of the applicants. (Copy of office order dated 01.02.2020 is attached as annexure A).
- 3. That in the light of new development all the appeals were disposed of accordingly vide order dated 19.07.2022. (Copies of order dated 19.07.2022 of all the applicants is attached as annexure B).
- That thereafter the applicants approached the respondents and requested for release of their outstanding salaries. In response to the request the department released only the salaries of Zahid Noor Service Appeal No. 1240 & Zabi Ullah Service Appeal No. 1255 and their outstanding salaries have not yet been issued. However the rest of

ATTESTED STOTED

Alfred Lock

Oct, 2022 counsel for the petitioner present in Muhammad Adeel Butt, Addl: AG for respondents oresent.

> Implementation report not submitted. Respondents are directed to submit implementation report on the next date positively. Last chance is given. To come up for implementation report on 30.11.2022 before S.B.

> > (Kalim Arshad Khan) Chairman

Nov. 2022

Learned counsel for the petitioner present. Mr. Muhammad Adcel Burt, Addl: AG alongwith Mr. Muhammad Atif, District Accounts Officer, Miranshah for respondents present.

Learned AAG referred to an office order No. 6692-95/DHO dated 11.01.2021 annexed with the reply submitted by the respondents, wherein District Health Officer, Tribal District Miran Shah had ordered pay releasing/adjustment of the petitioners from the date of stoppage against the clear vacant post for the pay purposes till the availability of their original posts accordingly. In view of the said order, learned counsel for the petitioner does not press this petition for the time being and requests that in case his grievances are not resolved he may be allowed to re-agilate the matter. Disposed of accordingly. Consign.

Pronounced in open court in Peshawar and given under my hand and seal of the Tribunal on this 30^{th} day of November, 2022.

> Calim Arshad Khan) Chairman



BEFORE THE KHYBER PAKHTUNKHWA SERVICE

TRIBUNAL PESHAWAR

Execution No 15/2020

• 1. Farliatullah Service Appeal No. 1257.

2. Hashim Faraz Service Appeal No. 1264

3. Shahid Ullah Service Appeal No. 1252

4. Kaleemullah Service Appeal No. 1246

5 Zabi Ullah Service Appeal No. 1255

6. Zahid Noor Scrvice Appeal No. 1240

. Applicants

VERSUS

- 1. Director Health Services Tribal Peshawar
- 2. District Health Officer North Waziristan
- 3. Secretary Finance Peshawar.
- 4. District Account Officer Tribal District North Waziristan

.Respondents

APPLICATION FOR THE IMPLEMENTATION OF ORDER AND JUDGMENT DATED 26.11.2020 IN ALL ABOVE CONNECTED SERVICE APPEALS.

ATETSTED

ATTED

Cariffica to be supposed to the supposed to th

າດ^ແ May 2022

Counsel for the petitioner present. Mr. Kabirullah Mr. Khattak, Additional Advocate General alongwith Mr. Umer.

Hayat Khattak, District Accounts Officer, North Wazinistah

Miran-Shah for respondents present.

- 2. Representative of the respondents submits that although by administrative order, the salaries of the petitioners were shown to have been released and on the basis of such an order, the appeals were disposed of yet the department has not filed source form of some of the petitioners. Therefore, respondent No.2 shall submit the source form of the petitioners according to their entitlement to respondent No.4 for preparation and release of the outstanding salaries and arrears if any within thirty days of this order.
 - 3. Disposed of in the above terms. Consign.
- 4. Pronounced in open court in Peshawar and given under my hand and seal of the Tribunal this 30th day of May

(Kalim Arshad Khan) Chairman

economics of Application 30 (3)

Certified to be fore copy

Kluber Villaminidava Servico Tribunal.

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10 Col GI sty Co-stin - in mo عنوال: - وافراست برائه رمايز اف سارير Wir i A.3 chi 2 PO () DO 150 1 20 196 BUS by the state of instances con المان الوند الموادري المراس و والمان على المراس و والمان المعامر if with 1/9/0/50 2 on 8 - les Juis a 60 مَنْ اللَّهُ اللَّ ide of the short is in the continued in the state of the Accounts to AG of Works of OIO in it is bl سَن ارتفار رام مرام کاری کرم کی . سَنی م کاری کرم کی . سَنی کاری کاری کرم کی . سَنی کاری کرم کی ایک کرم کی کی ک \$AO: 1100 / 2 ching de 1/10 1677 be culo/ (is in, 0/5) olly 3/10/2022/1/ puller Jusis? ATETSTED AFTESTE AHestal A7 svab

VAKALATNAMA

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

	- COMPANY	
	OF 2023	
Muhamad	Tulml	(APPELLANT) (PLAINTIFF) (PETITIONER)
	<u>VERSUS</u>	
Gut of leg	dolling.	(RESPONDENT)(DEFENDANT)
I/We Mahanne	a Tugall constitute, Yasir Saleer	
compromise, withdraw Counsel/Advocate in the Advocate Counsel on me to deposit, withdraw a	ourt, Peshawar to a or refer to arbitration for above noted matter, withe authority to engage by/our cost. I/we authority and receive on my/our accourts on the authority of the	appear, plead, act, or me/us as my/our thout any liability for e/appoint any other ze the said Advocate behalf all sums and
Dated. / / 4 /202	23	
	CL	IENT(S)
		CEPTED IR SALEEM
	ADVOCA	& SIAB KHAN ^M IES HIGH COURT HAWAR