


Form- A

# FORM OF ORDER SHEET

Court of \_\_\_\_\_

Case No. - 7095 /2021

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	27/07/2021	<p>The appeal resubmitted today by Mr. Khan Zada Khan Advocate may be entered in the Institution Register and put to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p> <p>2-</p> <p>This case is entrusted to S. Bench for preliminary hearing to be put up there on _____.</p> <p style="text-align: right;">CHAIRMAN</p>

**BEFORE THE SERVICES TRIBUNAL, KPK, PESHAWAR**

Service Appeal No. \_\_\_\_\_/2021

*Bashir Ahmad* .....Appellant

**V E R S U S**

D.E.O, Dir Lower at Timargara and others.....Respondents

**I N D E X**

S.No	Description of Documents	Annex	Pages
1.	Service appeal alongwith affidavit		
2.	Copy of Notification dated 20.12.2012	A	7
3.	Copies of salary slips of working/ serving month & vacations (deduction period)	B-C	88
4.	Copy of departmental appeal	D	10
5.	Copies judgment/ order dated 15.10.2020	E	11
6.	Wakalat Nama		

*BA*

Through Appellant

*[Signature]*

Date: *22/09*/2021.

**Khan Zada Khan**  
Advocate High Court  
Cell: 0300-9175182

**BEFORE THE SERVICE TRIBUNAL, KPK, PESHAWAR**

Service Appeal No. 9095 /2021

Khyber Pakhtukhwa  
Service Tribunal

Diary No. 5805

Dated 27/5/2021

Bashir Ahmad,  
(Subject Specialist BS-17),  
G.H.S.S Sarai Bala,  
Tehsil Timargara, District Dir Lower.....Appellant

**V E R S U S**

1. The District Education Officer (Male),  
District Dir Lower at Timargara
2. The District Education Officer (Female),  
District Dir Lower at Timargara
3. The District Accounts Officer (Male),  
District Dir Lower at Timargara.
4. The Director,  
Elementary & Secondary Education, KPK,  
G.T.Road, Peshawar.
5. The Secretary,  
Elementary & Secondary Education, KPK,  
Civil Secretariat, Peshawar.
6. The Secretary Finance,  
Finance Department, Civil Secretariat, Peshawar.
7. The Accountant General, KPK,  
The-Mall, Peshawar Cantt
8. The Government of KPK  
Through Chief Secretary,  
Civil Secretariat, Peshawar.....Respondents

Filed to-day  
Registrar  
27/5/2021

Re-submitted to -day  
and filed.

Registrar  
27/7/21

Service appeal u/s 4 of the Service Tribunal Act, 1974 against the impugned action of the respondents by illegally and unlawfully deducting the conveyance allowance of the appellant during winter and summer vacations and against no action taken on the departmental dated 30.10.2020 appeal of the appellant within the statutory period of ninety days.

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**Prayer in Appeal:**

On acceptance of the instant service appeal, the respondents may kindly be directed not to make deduction of conveyance allowance during vacations period (summer and winter vacations) and make the payment of out 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 favour of the appellant.

**Respectfully Sheweth:**

The appellant humbly submit states:

1. That the appellant is performing his duties in Education Department under the supervision and administrative control of respondent No. 1.

2. That the Conveyance Allowance is admissible to all the Civil Servants and to this effect 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 enhanced/ revised while employees from BPS-16 to 19 have been treated under the previous notification by not enhancing their conveyance allowance. (Copy of Notification dated 20.12.2012 is 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 leave period. (Copies of the salary slips of working/ serving month and vacations (deduction period) are attached as Annexure "B" & "C").
4. That the 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. (Copy of departmental appeal is Annexure "D").
5. That the appellant being aggrieved with the aforesaid impugned action/inactions of respondents, approached this Hon'ble Tribunal, with the following amongst other grounds:

## G R O U N D S:

- A. The appellant has come to this Hon'ble Tribunal with clean hands.
- B. That the appellant has not been treated by the respondents 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 of Pakistan 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 of the Government Servant Revised Leave Rules, 1981 while the vacations are always announced by the Government, therefore, under the law and Rules the appellant is fully entitled for the grant of conveyance allowance during vacations period.
- E. That the Government Servants Revised Leave Rules, 1981 clearly explains that, the civil servants who avail the vacations are allowed only one leave in a month whereas the other civil servants may avail 4 days leave in a calendar months and the same are credited to leave account of the appellant and in this way the appellant 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 12 days in a year and earned leave for 12 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.

- 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.
- G. 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.
- H. 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 entitled for the grant of conveyance allowance during vacations.
- I. That this Hon'ble Tribunal recently in so many other similar nature appeals has granted the same relief as

prayed for by the appellant. (Copies judgment/ order dated 15.10.2020 is Annexure "E").

J. Any other ground will be raised at the time of arguments, with kind permission of this Honourable Tribunal.

It is, therefore, most humbly prayed that keeping in view the facts and circumstances of the instant appeal, relief as prayed for may kindly be granted in favour of the appellant.

Any other remedy which deems fit by this Honourable Tribunal may also be granted in favour of appellant.

BIA

Appellant

Through



Khan Zada Khan

Advocate High Court

Date: 22/04/2021

**AFFIDAVIT**

It is stated on oath that the contents of **Service Appeal** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

BIA

DEPONENT



BETTER COPY PAGE - A

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

ATTACHED  
MC

GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT  
(REGULATION WINGS)

NO. FDSO(SR-117)-52/2012  
Dated Peshawar the: 20-12-2012

The Secretary to Govt. of Khyber Pakhtunkhwa  
Finance Department  
Peshawar.

To:  
From:

- 1. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa
- 2. The Senior Member, Board of Revenue, Khyber Pakhtunkhwa
- 3. The Secretary to Govt. of Khyber Pakhtunkhwa
- 4. The Secretary to Chief Minister, Khyber Pakhtunkhwa
- 5. The Secretary, Provincial Assembly, Khyber Pakhtunkhwa
- 6. All Heads of Agencies/Departments in Khyber Pakhtunkhwa
- 7. All District Coordination Officers, 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, General Tribunal, Khyber Pakhtunkhwa

REVISION IN THE RATE OF CONVEYANCE ALLOWANCE FOR THE  
CIVIL EMPLOYEES OF THE KHYBER PAKHTUNKHWA, PROVINCIAL  
GOVERNMENT BPS-13

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 on 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-15 to BPS-19  
will remain unchanged.

S.NO	BPS	EXISTING RATE (PK)	REVISED RATE (PK)
1	1-14	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.5,500/-	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

Handwritten NO. FDSO(SR-117)-52/2012  
Dated Peshawar the 20<sup>th</sup> December, 2012

A Copy is forwarded for information to the:-

1. Assistant General, Khyber Pakhtunkhwa, Peshawar
2. Secretaries to Government of Punjab, Sindh & Balochistan Finance Deptt.
3. All Agencies / Govt. Administrative Bodies in Khyber Pakhtunkhwa

(MUTAZ AYUB)  
MUTAZ AYUB

ATTACHED

Handwritten initials/signature



Dist. Govt. NWFP-Provincial  
District Accounts Office Dir at Timargar  
Monthly Salary Statement (March-2020)

Bashir Ahmad SS(IT)  
GHSS Sarai Bala



B-8

**Personal Information of Mr BASHIR AHMAD d/w/s of NOOR ZAMAN**

Personnel Number: 00265016 CNIC: 10981317658 NTN:  
Date of Birth: 01.11.1981 Entry into Govt. Service: 16.04.2005 Length of Service: 14 Years 11 Months 017 Days

**Employment Category: Vocational Temporary**

Designation: SUBJECT SPECIALIST I.T 80001453-DISTRICT GOVERNMENT KHYBE  
DDO Code: DA6059-GHSS SARAI BALA  
Payroll Section: 001 GPF Section: 001 Cash Center:  
GPF A/C No: Interest Applied: Yes **GPF Balance:** 300,032.00  
Vendor Number: -  
**Pay and Allowances:** Pay scale: BPS For - 2017 Pay Scale Type: Civil BPS: 17 Pay Stage: 7

Wage type		Amount	Wage type		Amount
0001	Basic Pay	46,470.00	1000	House Rent Allowance	4,433.00
1210	Convey Allowance 2005	5,000.00	1925	UAA-OTHER 20%(17-22)	2,000.00
1947	Medical Allow 15% (16-22)	1,665.00	2148	15% Adhoc Relief All-2013	900.00
2199	Adhoc Relief Allow @10%	607.00	2211	Adhoc Relief All 2016 10%	3,124.00
2224	Adhoc Relief All 2017 10%	4,647.00	2247	Adhoc Relief All 2018 10%	4,647.00
2265	Adhoc Relief All 2019 05%	2,323.00			0.00

**Deductions - General**

Wage type		Amount	Wage type		Amount
3017	GPF Subscription	-4,270.00	3501	Benevolent Fund	-800.00
3609	Income Tax	-871.00	3990	Emp.Edu. Fund KPK	-250.00
4004	R. Benefits & Death Comp:	-900.00			0.00

**Deductions - Loans and Advances**

Loan	Description	Principal amount	Deduction	Balance

**Deductions - Income Tax**

Payable: 14,020.88 Recovered till MAR-2020: 7,904.00 Exempted: 3504.84 Recoverable: 2,612.04

**Gross Pay (Rs.): 75,816.00 Deductions: (Rs.): -7,091.00 Net Pay: (Rs.): 68,725.00**

Payee Name: BASHIR AHMAD

Account Number: PLS 1532-7

Bank Details: NATIONAL BANK OF PAKISTAN, 231869 NBP DIR AMLOOK DARA TALASH DIR, DIR

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

Permanent Address: VILL.NAGRAI BALA

City: DIR LOWER

Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City:

Email: bashiritt@gmail.com

*Bashir Ahmad*  
Subject Specialist  
G.H. S. S. Sari Bala  
Dist: Dir Lower

System generated document in accordance with APPM 4.6.12.9(SERVICES/31.03.2020/15:20:04/v2.0)

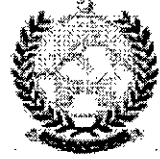
\* All amounts are in Pak Rupees

\* Errors & omissions excepted

ATTACHED

C-9

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



**Personal Information of Mr BASHIR AHMAD d/w/s of NOOR ZAMAN**

Personnel Number: 00265016 CNIC: 10981317658 NTN:  
Date of Birth: 01.11.1981 Entry into Govt. Service: 16.04.2005 Length of Service: 14 Years 10 Months 015 Days

**Employment Category: Vocational Temporary**

Designation: SUBJECT SPECIALIST I.T 80001453-DISTRICT GOVERNMENT KHYBE

DDO Code: DA6059-GHSS SARAI BALA

Payroll Section: 001

GPF Section: 001

Cash Center:

GPF A/C No:

Interest Applied: Yes

**GPF Balance:**

295,762.00

Vendor Number: -

**Pay and Allowances:**

Pay scale: BPS For - 2017

Pay Scale Type: Civil

BPS: 17

Pay Stage: 7

Wage type		Amount	Wage type		Amount
0001	Basic Pay	46,470.00	1000	House Rent Allowance	4,433.00
1925	UAA-OTHER 20%(17-22)	2,000.00	1947	Medical Allow 15% (16-22)	1,665.00
2148	15% Adhoc Relief All-2013	900.00	2199	Adhoc Relief Allow @10%	607.00
2211	Adhoc Relief All 2016 10%	3,124.00	2224	Adhoc Relief All 2017 10%	4,647.00
2247	Adhoc Relief All 2018 10%	4,647.00	2265	Adhoc Relief All 2019 05%	2,323.00

**Deductions - General**

Wage type		Amount	Wage type		Amount
3017	GPF Subscription	-4,270.00	3501	Benevolent Fund	-800.00
3609	Income Tax	-871.00	3990	Emp.Edu. Fund KPK	-250.00
4004	R. Benefits & Death Comp:	-900.00			0.00

**Deductions - Loans and Advances**

Loan	Description	Principal amount	Deduction	Balance

**Deductions - Income Tax**

Payable: 14,020.90 Recovered till FEB-2020: 7,033.00 Exempted: 3504.94 Recoverable: 3,482.96

**Gross Pay (Rs.): 70,816.00 Deductions: (Rs.): -7,091.00 Net Pay: (Rs.): 63,725.00**

Payee Name: BASHIR AHMAD

Account Number: PLS 1532-7

Bank Details: NATIONAL BANK OF PAKISTAN, 231869 NBP DIR AMLOOK DARA TALASH DIR, DIR

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address: VILL.NAGRAI BALA

City: DIR LOWER

Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City:

Email: bashiritt@gmail.com

**ATTESTED**

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\* All amounts are in Pak Rupees

\* Errors & omissions excepted

To

10  
D  
The Director,  
Elementary & Secondary Education (E&SE),  
Khyber Pakhtunkhwa,  
Peshawar.

Subject: APPEAL FOR RESTORATION OF CONVEYANCE ALLOWANCE

Respected Sir,

1. That the appellant is an employee of Education Department (Teaching Cadre) and is performing his/her duty under the control and supervision of District Education Officer, Dir Lower at Timargara.
2. That vide Notification dated 20.12.2020, conveyance allowance already granted, admissible and received by the appellant, has now been deducted from the monthly salary of the appellant during summer/winter vacations.
3. That in light of the judgments passed by the Honourable Federal Service Tribunal, Islamabad in Appeal No.1888 dated 03.12.2018, Peshawar High Court, Peshawar in writ petition No.1362-P of 2019 alongwith 16 other connected writ petitions and judgment passed by the Hon'ble KPK Service Tribunal dated 14.10.2020 alongwith a number of other services appeals, the appellant is also entitled to the same treatment i.e. restoration of conveyance allowance alongwith arrears.

IT IS, THEREFORE, most humbly requested that the conveyance allowance of the appellant may kindly be restored, not be deducted from his monthly salary in future and arrears of already deducted conveyance allowance with effect from the issuance of the impugned notification dated 20.12.2020 be granted to the appellant as well.



Appellant

Date: 30/12/2020

10:2020

Counsel for appellant present.

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 Hon'ble 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 Hon'ble Peshawar High Court in the case of appellant, stated that in case the respondents are required to execute the judgment of 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 Petition preferred by the appellant, the Hon' ble 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 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 Hon'ble Peshawar High Court passed in Writ Petitions including W.P No. 3162-P/2019 shall be honored and implemented by the respondent 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.

File be consigned to the record room.

Atiq-Ur-Rehman Wazir  
Member (E)

ANNOUNCED  
15.10.2020

ATTESTED

بعدالت حیدر فخریہ

سروس ٹریبیونل اینڈ اور

ایپلینٹ

2021 منجانب

بشمیرہ اعظم بنام

حکومت اہل اود

دریہ کوئٹہ

مورخہ

مقدمہ

دعویٰ سروس ٹریبیونل

جرم

### باعث تحریر آنکہ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے بیرونی کارروائی کا کارروائی کا نام متعلقہ

آن مقام پیشہ جرم کیلئے خانہ کردہ شاخ آئیڈیو کیسٹ

مقرر کر کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا کامل اختیار ہوگا۔ نیز وکیل صاحب کو راضی نامہ کرنے و تقرر ثالث و فیصلہ پر حلف دینے جواب دہی اور اقبال دعویٰ اور بصورت ڈگری کرنے اجراء اور وصولی چیک و روپیہ ارضی دعویٰ اور درخواست ہر قسم کی تصدیق زرائیں پر دستخط کرانے کا اختیار ہوگا۔ نیز بصورت عدم بیروی یا ڈگری یکطرفہ یا ایپیل کی برآمدگی اور منسوخی نیز دائر کرنے اپیل نگرانی و نظر ثانی و بیروی کرنے کا مختار ہوگا۔ از بصورت ضرورت مقدمہ مذکور کے کل یا جزوی کارروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار ہوگا۔ اور صاحب مقرر شدہ کو بھی وہی جملہ مذکورہ باختیارات حاصل ہوں گے اور اس کا ساختہ پر داختم منظور قبول ہوگا دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ کے سبب سے وہوگا۔ کوئی تاریخ پیشی مقام دورہ پر ہو یا حد سے باہر ہو تو وکیل صاحب پابند ہوں گے۔ کہ بیروی مذکور کریں۔ لہذا وکالت نامہ لکھ دیا کہ سند ہے۔

2021

ماہ مارچ

المرقوم 15

العبد گواہ العبد

کے لئے منظور ہے۔  
Attested by: [Signature]

مقام پیشہ جرم