


FORM OF ORDER SHEET

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

Case No. - 7104 /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>This case is entrusted to S. Bench for preliminary hearing to be put up there on _____.</p> <p style="text-align: right;">CHAIRMAN</p>

The appeal of Mst. Najma Hayat Lecturer GGDC Timergra received today i.e. on 28.06.2021 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- 1- Appellant is the employee of Higher Education Department but departmental appeal was preferred/made to Secretary Elementary & Secondary Education Department meaning thereby that there is no departmental appeal.
- 2- Affidavit may be got attested by the Oath Commissioner.
- 3- Annexures of the appeal may be attested.

No. 1012 /S.T,

Dt. 29/06 /2021

REGISTRAR,  
SERVICE TRIBUNAL  
KHYBER PAKHTUNKHWA  
PESHAWAR.

Mr. Khan Zada Khan Adv. Pesh.

R/Sni,

obj. removed

Adv. 7  
27/21

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

Khyber Pakhtunkhwa  
Service Tribunal

Diary No. 6670

Dated 28/6/2021

Service Appeal No. 7104 /2021

Najma Hayat, Lecturer (BPS-17)  
Govt. Girls Degree College, Timergara. . . . . **APPELLANT**

**VERSUS**

1. The Director,  
Higher Education,  
Civil Secretariat, Peshawar.
2. The Director,  
Elementary & Secondary Education,  
Khyber Pakhtunkhwa, G.T Road, Peshawar.
3. The District Accounts Officer (Male),  
District Dir Lower at Timergara.
4. The Secretary,  
Elementary & Secondary Education,  
Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
5. The Secretary,  
Higher Education,  
Civil Secretariat, Peshawar.
6. The Secretary Finance,  
Finance Department,  
Civil Secretariat, Peshawar.
7. The Accountant General,  
Khyber Pakhtunkhwa, The Mall,  
Peshawar Cantt.
8. The Government of Khyber Pakhtunkhwa  
Through Chief Secretary,  
Civil Secretariat, Peshawar. . . . . **RESPONDENTS**

**Filed to-day**

**Registrar**

29/6/21

**Re-submitted to -day  
and filed.**

**Registrar**

27/7/21

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

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

Najma Hayat. . . . . **APPELLANT**

**VERSUS**

The Director Higher Education & others. . . . **RESPONDENTS**

**I N D E X**

<b>S.#</b>	<b>Description of Documents</b>	<b>Annex</b>	<b>Pages</b>
1.	Service Appeal with Affidavit		1-7
2.	Copy of the Notification dated 20.12.2012	A	8
3.	Copies of the Salary Slips of working/serving month and vacations (deduction period)	B & C	9-10
4.	Copy of the Department Appeal	D	11
5.	Copies of the Judgment/ Order dated <del>8-10-2019</del> 11/11/19	E-F	12-20
6.	Wakalatnama	✓	

  
Appellant

Through



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

Dated: 01.06.2021

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 APPEAL DATED 01.03.2021 APPEAL OF THE APPELLANT WITHIN THE STATUTORY PERIOD OF 90 DAYS.

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 outstanding amount of conveyance allowance which has 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 submits as under:-

1. That the appellant is performing her duties in Education Department under the supervision and administrative control of respondents.
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. Lateron, vide revised notification dated 20.12.2012, whereby the conveyance allowance for employees working in BPS-1 to BPS-15 were enhanced/ revised while employees from BPS-16 to BPS-19 have been treated under the previous notification by no 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 respondent 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 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 the Department Appeal is annexure "D").
5. That the appellant being aggrieved with the aforesaid impugned action/inactions of the respondents, approached this Hon'ble Tribunal, on the following amongst other grounds;

**GROUND S:**

- A. The appellant has come to this Hon'ble Tribunal with clean hands.
- B. 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. 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. 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. 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 four 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 vacations period, the respondents while making the deduction of conveyance allowance lost sight of this legal aspect 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. 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 or Province, therefore, in light of the said Article the appellant is fully entitled for the grant of conveyance allowance during vacations.

I. This Hon'ble Tribunal recently in so many other similar nature appeals has granted the same relief as prayed for by the appellant. (Copies of the Judgment/ Order dated ~~11/01/19~~ <sup>11/01/19 & 11/11/19</sup> is annexure "E") & F

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

It is, therefore, most humbly prayed 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 this august Tribunal deems fit that may also be awarded in favour of the appellant.



Appellant

Through

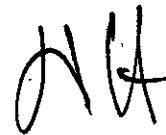


**Khan Zada Khan**  
Advocate High Court

Dated: 01.06.2021

**A F F I D A V I T**

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



DEPONENT

~~ATTACHED~~

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**



**GOVERNMENT OF KHYBER PAKHTUNKHWA**  
**FINANCE DEPARTMENT**  
**(REGULATION WING)**

A - 8

NO. FD/SC(SR-II)/78-52/2012  
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 Government 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, 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.

Subj:

REVISION IN THE RATE OF CONVEYANCE ALLOWANCE FOR THE  
CIVIL EMPLOYEES OF THE KHYBER PAKHTUNKHWA, PROVINCIAL  
GOVERNMENT BPS 1-12

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 vehicles.

Yours Faithfully,

(Sahibzada Saad Ahmad)  
Secretary Finance

Encl: NO. FD/SC(SR-II)/78-52/2012

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 Department
3. All Autonomous / Semi Autonomous Bodies in Khyber Pakhtunkhwa

(IMTAZ AYUB)

Additional Secretary (Reg)

**ATTACHED**  
*[Handwritten signature]*

**Government of Khyber Pakhtunkhwa**  
**District Accounts Office Dir at Timargar**  
**Monthly Salary Statement (February-2021)**



4

B

**Personal Information of Miss NAJMA HAYAT d/w/s of KHIZAR HAYAT**

Personnel Number: 00724503 CNIC: 1530226191246 NTN:  
 Date of Birth: 01.03.1986 Entry into Govt. Service: 03.05.2014 Length of Service: 06 Years 09 Months 027 Days

**Employment Category: Vocational Temporary**

Designation: LECTURER 80001342-GOVERNMENT OF KHYBER PAKH

DDO Code: DA4037-GOVT GIRLS COLLEGE TIMARGARA

Payroll Section: 001 GPF Section: 001 Cash Center:

GPF A/C No: Interest Applied: Yes **GPF Balance:** 139,471.00

Vendor Number: 30425895 - Najma Hayat Lec

**Pay and Allowances:** Pay scale: BPS For - 2017 Pay Scale Type: Civil BPS: 17 Pay Stage: 3

Wage type		Amount	Wage type		Amount
0001	Basic Pay	37,270.00	1000	House Rent Allowance	4,433.00
1925	UAA-OTHER 20%(17-22)	2,000.00	1974	Medical Allowance 2011	1,846.00
2211	Adhoc Relief All 2016 10%	2,544.00	2224	Adhoc Relief All 2017 10%	3,727.00
2247	Adhoc Relief All 2018 10%	3,727.00	2265	Adhoc Relief All 2019 05%	1,863.00

**Deductions - General**

Wage type		Amount	Wage type		Amount
3017	GPF Subscription	-4,270.00	3501	Benevolent Fund	-800.00
3609	Income Tax	-278.00	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: 4,977.30 Recovered till February-2021: 2,625.00 Exempted: 1243.42 Recoverable: 1,108.88

**Gross Pay (Rs.): 57,410.00 Deductions: (Rs.): -6,498.00 Net Pay: (Rs.): 50,912.00**

Payee Name: NAJMA HAYAT

Account Number: CA 3619-9

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

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address:

City: KHUNGI

Domicile: -

Housing Status: No Official

Temp. Address:

City:

Email:

**ATTESTED**

Government of Khyber Pakhtunkhwa  
District Accounts Office Dir at Timargar  
Monthly Salary Statement (November-2020)

10



Personal Information of Miss NAJMA HAYAT d/w/s of KHIZAR HAYAT

Phone Number: 00724503

CNIC: 1530226191246

Date of Birth: 01.03.1986

Entry into Govt. Service: 03.05.2014

NTN:

Length of Service: 06 Years 06 Months 029 Days

Employment Category: Vocational Temporary

Designation: LECTURER

80001342-GOVERNMENT OF KHYBER PAKH

DDO Code: DA4037-GOVT GIRLS COLLEGE TIMARGARA

Payroll Section: 001

GPF Section: 001

Cash Center:

GPF A/C No:

Interest Applied: Yes

GPF Balance:

126,661.00

Vendor Number: 30425895 - Najma Hayat Lec

Pay and Allowances:

Pay scale: BPS For - 2017

Pay Scale Type: Civil BPS: 17

Pay Stage: 2

Wage type		Amount	Wage type		Amount
0001	Basic Pay	34,970.00	1000	House Rent Allowance	4,433.00
1210	Convey Allowance 2005	5,000.00	1925	UAA-OTHER 20%(17-22)	2,000.00
1974	Medical Allowance 2011	1,846.00	2211	Adhoc Relief All 2016 10%	2,544.00
2224	Adhoc Relief All 2017 10%	3,497.00	2247	Adhoc Relief All 2018 10%	3,497.00
2265	Adhoc Relief All 2019 05%	1,748.00			0.00

Deductions - General

Wage type		Amount	Wage type		Amount
3017	GPF Subscription	-4,270.00	3501	Benevolent Fund	-800.00
3609	Income Tax	-358.00	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: 5,471.13 Recovered till November-2020: 1,603.00 Exempted: 1367.03 Recoverable: 2,501.10

Gross Pay (Rs.): 59,535.00

Deductions: (Rs.): -6,578.00

Net Pay: (Rs.): 52,957.00

Payee Name: NAJMA HAYAT

Account Number: CA 3619-9

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

Leaves: Opening Balance:

Availed:

Earned:

Balance:

Permanent Address:

City: KHUNGI

Domicile: -

Temp. Address:

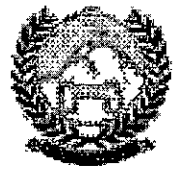
Housing Status: No Official

City:

Email:

**ATTESTED**

**Government of Khyber Pakhtunkhwa**  
**District Accounts Office Dir at Timargar**  
**Monthly Salary Statement (November-2020)**



**Personal Information of Mr MUHAMMAD NAEEM d/w/s of GUL AZIM**

Personnel Number: 00266363 CNIC: 10988108879 NTN:  
 Date of Birth: 05.05.1970 Entry into Govt. Service: 01.12.1988 Length of Service: 32 Years 00 Months 001 Days

**Employment Category: Active Temporary**

Designation: ASSISTANT 80001342-GOVERNMENT.OF KHYBER PAKH  
 DDO Code: DA4037-GOVT GIRLS COLLEGE TIMARGARA  
 Payroll Section: 001 GPF Section: 001 Cash Center:  
 GPF A/C No: EDUDA006702 Interest Applied: Yes **GPF Balance: 675,009.00**

Vendor Number: 30300694 - MUHAMMAD NAEEM ASSTT-B16

**Pay and Allowances:** Pay scale: BPS For - 2017 Pay Scale Type: Civil BPS: 16 Pay Stage: 16

Wage type		Amount	Wage type		Amount
0001	Basic Pay	43,230.00	1000	House Rent Allowance	2,727.00
1210	Convey Allowance 2005	5,000.00	1924	UAA-OTHER 20%(16 G/NG)	1,500.00
1947	Medical Allow 15% (16-22)	1,794.00	2148	15% Adhoc Relief All-2013	940.00
2199	Adhoc Relief Allow @10%	633.00	2211	Adhoc Relief All 2016 10%	3,252.00
2224	Adhoc Relief All 2017 10%	4,323.00	2247	Adhoc Relief All 2018 10%	4,323.00
2264	Adhoc Relief All 2019 10%	4,323.00			0.00

**Deductions - General**

Wage type		Amount	Wage type		Amount
3016	GPF Subscription	-3,340.00	3501	Benevolent Fund	-800.00
3609	Income Tax	-1,102.00	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

**Deductions - Income Tax**

Payable: 13,226.95 Recovered till November-2020: 5,513.00 Exempted: 0.05- Recoverable: 7,714.00

**Gross Pay (Rs.): 72,045.00 Deductions: (Rs.): -6,042.00 Net Pay: (Rs.): 66,003.00**

Payee Name: MUHAMMAD NAEEM

Account Number: PLS 3400-0

Bank Details: THE BANK OF KHYBER, 080029 TIMARGARA LOWER DIR TIMARGARA LOWER DIR, Lower Dir

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address: VILL KHUNGI

City: DIR LOWER

Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City:

Email:

To

*Higher Edu. Dept.*  
The Secretary  
Khyber Pakhtunkhwa, Peshawar,

D - 110

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

Respected sir,

With due respect it is stated that I am the employee of your good self department and work with full zeal and zest 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 14-7-2011 was issued. Latter on vide revised notification dated 20-12-2012 whereby the conveyance allowance for employees working in BPS 1 to 15 were enhance 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 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 3.12.18 and also allowed by the Peshawar High court Peshawar in writ petition. 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 the same conveyance allowance which is granting to others employees. **Copy attached**. I am feeling aggrieved from the action of concerned authority regarding deduction of conveyance allowance in vacations period preferred this department 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 : 28/2/21

*Nazma*  
Your Obediently

**ATTESTED**



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.

*Rooh-ul-Amin*

**ATTESTED**

**ATTESTED**  
**EXAMINER**  
Peshawar High Court

E-12





- 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.

*Attested*  
M

ATTESTED

ATTESTED

EXAMINER  
Peshawar High Court



- 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 Sohrab 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

*Handwritten signature*  
**ATTESTED**

*Handwritten signature*  
**ATTESTED**  
EXAMINER  
Peshawar High Court

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 pertain 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

ATTESTED

M

ATTESTED

EXAMINER  
Peshawar High Court



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.

*Conclusion*

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

**ATTESTED**  
M

**ATTESTED**  
**EXAMINER**  
Peshawar High Court

17  
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."

*Kashif*  
**ATTESTED**  
M

**ATTESTED**

*[Signature]*  
**EXAMINER**  
Peshawar High Court



18

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\*

*[Signature]*  
 JUDGE  
*[Signature]*  
 JUDGE

*[Signature]* (DB) Mr. Justice Rooh Ul Amin Khan & Mr. Justice Mohammad Naeem Anwar

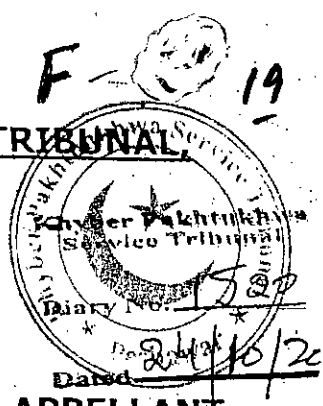
*[Signature]*

CERTIFIED TO BE TRUE COPY  
 EXAMINER  
 Peshawar High Court, Peshawar  
 Authorized Under Article 87 of  
 the Constitution of Pakistan Order 1988  
 21 OCT 2019



**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL  
PESHAWAR**

APPEAL NO. 1452 /2019



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

**Filed to-day**  
**Registrar**  
24/10/19

**R/SHEWETH:**

**ATTESTATION FACTS:**

**EXAMINER**  
Khyber Pakhtunkhwa Service Tribunal  
Peshawar  
Filed to-day  
24/10/19

- 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

Appeal No. 1452/2019  
Marbad Hayat vs Govt



20

11.11.2019

Counsel for the 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 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 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 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 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 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.

Certified to be true copy

EXAMINER  
Khyber Pakhtunkhwa  
Service Tribunal  
Peshawar

ATTACHED

M

File be consigned to the record.

Chairman

ANNOUNCED

11.11.2019

بعدالت

جسٹریٹس خواجہ سردار شریف مسعود  
پشاور

نمبر 22  
مختصر 2021  
بنام  
مبجھ کنیشن

مورخہ  
22/6  
2021  
مقدمہ  
دعویٰ مسروسیں  
جرم

باعث تحریر آنکہ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے دائر پیر  
آن مقام پشاور کیلئے خانزادہ خان شریف  
مقرر کر کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا کامل اختیار ہوگا۔ نیز  
دیکل صاحب کو راضی نامہ کرنے و تقرر ثالث و فیصلہ پر حلف دیئے جواب دہی اور اقبال دعویٰ اور  
بصورت ڈگری کرنے اجراء اور وصولی چیک و روپیہ ارضی دعویٰ اور درخواست ہر قسم کی تصدیق  
زر میں پر دستخط کرانے کا اختیار ہوگا۔ نیز صورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی  
اور منسوخی نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا مختار ہوگا۔ از بصورت ضرورت  
مقدمہ مذکور کے کل یا جزوی کاروائی 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 پرداختہ منظور و قبول ہوگا دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ کے  
سبب سے وہ ہوگا۔ کوئی تاریخ پیشی مقام دورہ پر ہو یا حد سے باہر ہو تو وکیل صاحب پابند ہوں  
گے۔ کہ پیروی مذکور کریں۔ لہذا وکالت نامہ لکھد یا کہ سندر ہے۔

2021ء

ماہ جون

22

المرقوم

کے لئے منظور ہے۔

Alshoby

مقام پشاور