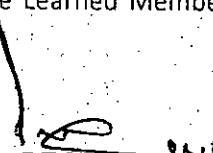




Form- A

FORM OF ORDER SHEET

Court of _____

Case No.- 15630 /2020

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	07/12/2020	<p>The appeal presented today by Mr. Kamran Khan Advocate may be entered in the Institution Register and put to the Learned Member for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p>
2-	08-02-21	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>03-03-21</u></p> <p style="text-align: right;"> MEMBER()</p>
03.03.2021		<p>The learned Member Judicial Mr. Muhammad Jamal Khan is under transfer, therefore, the case is adjourned. To come up for the same before S.B on 28.07.2021.</p> <p style="text-align: right;"> Reader</p>

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

APPEAL NO. _____/2020

SIKANDAR KHAN

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.	Service Tribunal judgment	E	8- 9.
6.	Vakalat nama	10.

APPELLANT

THROUGH:


KAMRAN KHAN
ADVOCATE

OFFICE: Flat No.4, 2nd Floor,
Juma Khan Plaza,
Near FATA Secretariat,
Warsak Road, Peshawar.
0344-9118844

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Khyber Pakhtunkhwa
Service Tribunal

APPEAL NO. 15620/2020

Diary 16/46

Mr. Sikandar Khan, SST (BPS-16),
GHSS Chakdara, Dir Lower.

Date 7/12/2020

.....**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 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:

- 1- That the appellant is serving in the Elementary & Secondary Education Department as SST (BPS-16) quite efficiently and up to the entire satisfaction of their 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

Appellate Day
7/12/20

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 some of colleagues of the appellant approached to this august Tribunal in different service appeals which was allowed by this august Tribunal vide its judgment dated 11.11.2019. Copy of the judgment is attached as annexure.....**D.**
- 5- That appellant also filed Departmental appeal before the appellate for redressal of his grievances in light of the principle of consistency but no reply has been received from the quarter concerned. That appellant feeling aggrieved and having no other remedy filed the instant service appeal on the following grounds amongst the others. Copy of the Departmental appeal is attached as annexure.....**E.**

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.
- 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 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

SIKANDAR KHAN

THROUGH:

**KAMRAN KHAN
ADVOCATES**

UNCLASSIFIED

M

1. Association General Manager, Government of Punjab, Lahore, Pakistan.
2. Secretary to Government of Punjab, Lahore, Pakistan.
3. Secretaries to Government of Punjab, Lahore, Pakistan.
4. Secretaries to Government of Punjab, Lahore, Pakistan.
5. Secretaries to Government of Punjab, Lahore, Pakistan.

A copy is forwarded for information to the:-

Finance No. FJ/SO(SR-III)-572312

Date: 26-12-2012

(Sahibzada Saad Ahmad)
Secretary, Finance

Yours faithfully,

2. Compliance Allowance at the above rates for months shall be admissible to those GPs-17, 18 and 19 officers who have not been sanctioned official vehicles.

S.NO	BPS	EXISTING RATE (PK)	REVISED RATE (PK)
1	14	RS. 1,500/-	RS. 1,700/-
2	15	RS. 1,800/-	RS. 2,000/-
3	16	RS. 2,100/-	RS. 2,300/-
4	17	RS. 2,400/-	RS. 2,700/-
5	18	RS. 2,700/-	RS. 3,000/-
6	19	RS. 3,000/-	RS. 3,300/-

Will remain unchanged

The Government of Punjab, Pakistan has been pleased to enhance the rate of Compliance Allowance admissible to all the Provincial Government Employees (working in BPS-10 to BPS-19) with effect from 1st September, 2012. However, the compliance allowance for employees in BPS-15 to BPS-19 will remain the same. However, the compliance allowance for employees in BPS-15 to BPS-19 will remain the same.

REVISION IN THE RATE OF COMPLIANCE ALLOWANCE FOR THE CIVIL EMPLOYEES OF THE KHIBER PAKHTUNKHWA PROVINCIAL GOVERNMENT BPS-10

The Government of Punjab, Pakistan has been pleased to enhance the rate of Compliance Allowance admissible to all the Provincial Government Employees (working in BPS-10 to BPS-19) with effect from 1st September, 2012. However, the compliance allowance for employees in BPS-15 to BPS-19 will remain the same. However, the compliance allowance for employees in BPS-15 to BPS-19 will remain the same.

Permanently
Finance Department

The Secretary to Govt. of Punjab, Pakistan

NO. FJ/SO(SR-III)-572312
Dated: 26-12-2012

GOVERNMENT OF KHIBER PAKHTUNKHWA
FINANCE DEPARTMENT
(REGULATION WING)



4 - 4

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

485



B.S

Personal Information of Mr SIKANDAR KHAN d/w/s of BAKHT RAWAN

Personnel Number: 00262594 CNIC: 10964013842 NTN:
 Date of Birth: 10.05.1964 Entry into Govt. Service: 23.09.1987 Length of Service: 32 Years 10 Months 010 Days

Employment Category: Active Temporary

Designation: SECONDARY SCHOOL TEACHER 80001459-DISTRICT GOVERNMENT KHYBE
 DDO Code: DA6065-GHSS CHAKDARA
 Payroll Section: 001 GPF Section: 001 Cash Center:
 GPF A/C No: EDUDA005694 Interest Applied: Yes **GPF Balance: 605,138.00**

Vendor Number: -
Pay and Allowances: Pay scale: BPS For - 2017 Pay Scale Type: Civil BPS: 16 Pay Stage: 30

Wage type		Amount	Wage type		Amount
0001	Basic Pay	64,510.00	1000	House Rent Allowance	2,727.00
1924	UAA-OTHER 20%(16 G/NG)	1,500.00	1947	Medical Allow 15% (16-22)	2,711.00
2148	15% Adhoc Relief All-2013	1,500.00	2199	Adhoc Relief Allow @10%	1,000.00
2211	Adhoc Relief All 2016 10%	4,916.00	2224	Adhoc Relief All 2017 10%	6,451.00
2247	Adhoc Relief All 2018 10%	6,451.00	2264	Adhoc Relief All 2019 10%	6,451.00

Deductions - General

Wage type		Amount	Wage type		Amount
3016	GPF Subscription	-3,340.00	3501	Benevolent Fund	-800.00
3609	Income Tax	-1,809.00	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	160,000.00	-5,555.00	43,345.00

Deductions - Income Tax

Payable: 28,930.15 Recovered till JUL-2020: 1,809.00 Exempted: 7231.61 Recoverable: 19,889.54

Gross Pay (Rs.): 98,217.00 Deductions: (Rs.): -12,304.00 Net Pay: (Rs.): 85,913.00

Payee Name: SIKANDAR KHAN
 Account Number: 219138945
 Bank Details: UNITED BANK LIMITED, 210729 CHAKDARA, LOWER DIR. CHAKDARA, LOWER DIR., LOWER DIR

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address: VILL.BADWAN PAYEEN
 City: DIR LOWER Domicile: NW - Khyber Pakhtunkhwa Housing Status: No Official
 Temp. Address:
 City: Email: sikandarkhan.sct@gmail.com

District Accounts Office Dir. Lower Dir. Khyber Pakhtunkhwa
Monthly Salary Statement (June-2020)



Personal Information of Mr SIKANDAR KHAN d/w/s of BAKHT RAWAN

Panel Number: 00262594 CNIC: 10964013842
Date of Birth: 10.05.1964 Entry into Govt. Service: 23.09.1987

NTN: 6
Length of Service: 32 Years 09 Months 009 Days

Employment Category: Active Temporary

Designation: SECONDARY SCHOOL TEACHER 80001459-DISTRICT GOVERNMENT KHYBE

DDO Code: DA6065-GHSS CHAKDARA

Payroll Section: 001 GPF Section: 001 Cash Center:

GPF A/C No: EDUDA005694 Interest Applied: Yes **GPF Balance:** 596,243.00

Vendor Number: -

Pay and Allowances: Pay scale: BPS For - 2017 Pay Scale Type: Civil BPS: 16 Pay Stage: 30

Wage type		Amount	Wage type		Amount
0001	Basic Pay	64,510.00	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)	2,711.00	2148	15% Adhoc Relief All-2013	1,500.00
2199	Adhoc Relief Allow @10%	1,000.00	2211	Adhoc Relief All 2016 10%	4,916.00
2224	Adhoc Relief All 2017 10%	6,451.00	2247	Adhoc Relief All 2018 10%	6,451.00
2264	Adhoc Relief All 2019 10%	6,451.00			0.00

Deductions - General

Wage type		Amount	Wage type		Amount
3016	GPF Subscription	-3,340.00	3501	Benevolent Fund	-800.00
3609	Income Tax	-2,313.00	3990	Emp.Edu. Fund KPK	-150.00
4004	R. Benefits & Death Comp:	-650.00	4200	Professional Tax	-1,200.00

Deductions - Loans and Advances

Loan	Description	Principal amount	Deduction	Balance
6505	GPF Loan Principal Instal	160,000.00	-5,555.00	48,900.00

Deductions - Income Tax

Payable: 31,789.80 Recovered till JUN-2020: 23,843.00 Exempted: 7946.80 Recoverable: 0.00

Gross Pay (Rs.): 103,217.00 Deductions: (Rs.): -14,008.00 Net Pay: (Rs.): 89,209.00

Payee Name: SIKANDAR KHAN

Account Number: 219138945

Bank Details: UNITED BANK LIMITED, 210729 CHAKDARA, LOWER DIR. CHAKDARA, LOWER DIR., LOWER DIR

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address: VILL.BADWAN PAYEEN

City: DIR LOWER

Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City:

Email: sikandarkhan.sct@gmail.com

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:

ATTENTION 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

EXAMINER
Khyber Pakhtunkhwa
Service Tribunal
Peshawar
14/11/19

Appeal No. 1452/2019
Marbad Hayat vs Govt

8

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.

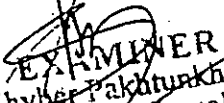
File be consigned to the record.



Chairman

ANNOUNCED

11.11.2019

Certified to be true copy


EXAMINER
Khyber Pakhtunkhwa
Service Tribunal
Peshawar

M 

To,

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

E-8

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,

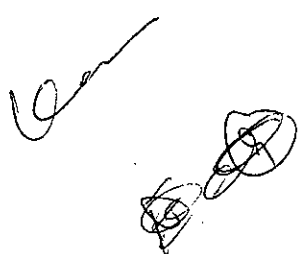
With due respect it is stated that I am the employee of your good self Department and is serving as SST (BPS-16) quite efficiency and up to the entire satisfaction of the superiors. It is stated for kind information that Conveyance Allowance is admissible to all the civil servants and to this effect 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: 12.08.2020

Your Obediently

SIKANDAR KHAN, SST
GHSS Chakdara, Dir Lower



VAKALATNAMA

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

_____ OF 2020

Sikandar Khan

(APPELLANT)
(PLAINTIFF)
(PETITIONER)

VERSUS

Education Department

(RESPONDENT)
(DEFENDANT)

I/We Sikandar Khan

Do hereby appoint and constitute **KAMRAN KHAN, 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
KAMRAN KHAN
ADVOCATES

OFFICE:
Flat No.4, 2nd Floor,
Juma Khan Plaza, Near FATA Secretariat,
Warsak Road, Peshawar.
Mobile No.0344-9118844