

# Form- A FORM OF ORDER SHEET

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

Case No. 1542

2021

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	19/01/2021	The appeal presented today by Mr. Adnan Aman Advocate may.
		be entered in the Institution Register and put to the Learned Member for
		proper order please.
· <b>7</b> · · ·		This case is entrusted to S. Bench for preliminary hearing to be put
	08-02-21	up there on $01 - 03 - 21$

4 MEMBER(J)

01.03.2021 The learned Member Judicial Mr. Muhammad Jamal Khan is on leave, therefore, the case is adjourned. To come up for the same before S.B on 26.07.2021.



## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

APPEAL NO. \_\_\_\_/2021

ASIA BIBI VS

**EDUCATION DEPTT:** 

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APPELLANT

THROUGH:

ADNAN AMAN ADVOCATE HIGH COURT (S) CELL NO 0321-9853530

Spare copies will be submitted After submission of the case.

Note: Sir,

## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,

## PESHAWAR

## APPEAL NO. 1547 /2021

Khyber Pakhtukhwa Service Tribunal

Diary No. 1443

Mrs. **ASIA BIBI**, PST (BPS-12) GGPS, SURKH DHERI SAMARBAGH, **LOWER DIR** 

Personnel Number: 00283652

.....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.

APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL ACT, 1974 AGAINST THE IMPUGNED ACTION OF THE RESPONDENTS WHO VIDE THE SAME ARE ILLEGALLY AND UNLAWFULLY DEDUCTING THE CONVEYANCE ALLOWANCE OF THE APPELLANT DURING WINTER & SUMMER VACATIONS AND AGAINST IN ACTION OF THE DEPARTMENTAL APPEALLATE AUTHORITY WHO VIDE THE SAME DID NOT PASS ANY APPROPRIATE ORDER OVER THE DEPARTMENTAL APPEAL OF THE APPEALLANT WITHIN THE STATUTORY PERIOD OF 90 DAYS.

### **PRAYER:**

That on acceptance of this appeal the respondents may kindly be ordered/directed not to make deduction of conveyance allowance **Filedto-dag**uring vacations period (Summer & Winter Vacations) and make the payment of all outstanding amount of Conveyance allowance which **Registran** 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 **PRIMARY SCHOOL TEACHER** (PST) **BPS-12** 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 working in BPS 1 to 15 were enhance/revised while employees from

ellant being aggrieved of the impugned action of the

5. That other colleges of appellant of different cadre approached this august tribunal in different service appeals which was allowed by this august tribunal vide its judgment no 1452/2019 titled maqsad Hayat versus Education Department Dated 11-11-2019......**E**.

6- That the appellant also prayed to be treated alike through the principles of consistency for allowing such relief which was granted in appeal No 1452/2019 titled Maqsad Hayat versus Education Department in Judgment Dated 11.11.2019.

7- That where after the appellant waited for the statutory period of ninety days but no reply has been received from the respondents. That appellant feeling aggrieved and having no other remedy filed the instant service appeal on the following grounds amongst the others.

### **GROUNDS:**

- 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 has not been treated by the respondent Department in accordance with law and Rules on the subject noted above and as such the respondents have violated Article 4 and 25 of the constitution of Islamic Republic of Pakistan 1973.
- C<sup>4</sup> That the impugned action of the respondents is without any legal & lawful 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 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 lawful 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 appellant 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 appellant seeks permission of this Honorable Tribunal 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 under the golden principals of consistency.  $\Lambda$ 

APPELLANT **ASIA BIBI THROUGH:** ADNAN AMAN ADVOCATE HIGH COURT(S)

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	GOVERNMENT OF KHYBER PAKHTUNKHWA	
	FINANCE DEPARTMENT	
1)	(REGULATION WING)	-
<sup>مر</sup> به مرد به مسل می مدر		
	NO. FD/SO(SR-11)/8-52/2012 Dated Peshawar the: 20-12-2012	
From		
	The Secretary to Gov!, of Khyber Pazhtuskawa, Finance Department,	
	Perhawar.	
To:	Wil Administrative Secretaries to Gov. al Porter Pakinturithma.	
	The Senior Member, Board of Revenue, Klipber Pakhtusidaka The Secretary to Governmen Klipber Pakhtusidaka	•
ې 4	The Excretion to Chief Minster, Kinister Pakhelinkawa.	
57. 1 4	The Secretary, Franchical Arcene y, Knyber Pakhlerkhiva All Heads of Altaches Departments in Knyber Pakhlerkhiva	
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	The Charman Public Service Convresion Knyber Pokhlunitana. The Charman Service Tribunal Knyber Pakhlunitana. The Charman Service Tribunal Knyber Pakhlunitana.	
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್ಯಾಟ್ರ⊭ ಅಗಿ 	CIVIL EMPLOYEES OF THE KHYBER PARHIUMANY PROVIDENCE	2.
Donal Sir	GOVERNMENT BPS 1-19	
Dea/ Sir,	The Government of Khyber Pakhturahwa has been pleased to enhance /	
initia tae	rate of Conveyance Allowance admissible to all the Provincial Civil Servants, Sove	
er Stronger	Perntunkhwa (Working in EPS-1 to EPS-15) w.e.f from 1 September, 2012 a	
the follow	ing rates. However, the convevance allowance for employees in SFSAIS to BPS-19	•
प्रभी गर्नाच्य		
	AND BOS FYISTING RATE (PM) REVISED RATE (PM)	
<u>.</u>	1. 1-1 <u>Rs.1.300/-</u> 1. 1-1 <u>Rs.1.300/-</u>	
·	Pe 7 720/-	
۲ ۱۹۰۰ - ۲۰۰۰ ۲۰۰۰ - ۲۰۰۰ - ۲۰۰۰	3. 11-15 RS.2,000/- RS.5,000/-	•
	Conveyance Allowance at the oppromates per month shall be admissible to	
ಷ್ಟು ಕಟ್ಟಿಸುವ ದೇಶ	PELAT, 18 and 19 effects who have not been sanctioned afficial vehicles.	
111.1.200	Yours Fakhfully,	
	(Sahibzada Saood Alumád)	
	. Secretary Finance	
i anger i	ND. FDESONSR. 1178-5292012 Dated Permawar the 20" December, 2017	
Fuciers	A Conv is forwarded for information to the	
	Accountant General Kinder Pokiliterking, Pesilianan Fregisch Depailingel	>
	centrates to Government of Foliour Sector Pakturikings	•
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	Additional Secretary (Ram)	

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BETTER COPY PAGE-5.

GOVERNMENT OF KHYBER PAKHTUNKHWA FINANCE DEPARTMENT (REGUALTION 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 Sccretary, 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.
- The Registrar Peshawar High Court, Peshawar.
   The Chairman Public Service Commission, Khyber Pakhtunkhwa.
- 11. The Chairman, Service Tribunal, Khyber Pakhtunkhwa:
- 11. The Chairman, Service Thoulan, Ruyder Fakukukuw

### Subject: <u>REVISION IN THE RATE OF CONVEYANCE ALLOWANCE FOR THE</u> <u>CIVIL EMPLOYEES OF THE KHYBER PAKHTUNKHWA; PROVINCIAL</u> <u>GOVERNMENT BPS-1-19</u>

Dear Sir,

The Government of Khyber Pakhtunkhwa has been pleased to enhance/jewse the rate of Conveyance Allowance admissible to all the Provincial Civil Servants Govt: of Rhyber 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 (FMI)
1	1-4	Rs. 1,500/-	Rs. 1,700/-
2	5-10	.Rs. 1,500/-	Rs. 1,840/-
2.	111-15	Rs. 2,000/-	Rs. 2,720/-
4	16-19	Rs. 5,000/-	Rs. 5,000/-

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 Ahr Secretary Finance	nad)

Endst No. FD/SO(SR-II)8-52/2012

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

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





## Personal Information of Miss ASIA BIBI d/w/s of JAN BAHADAR CNIC: 1530319158780

Personnel Number: 00283652 Date of Birth: 01.01.1984 Entry into Govt. Service: 01.04.2004

NTN:

Length of Service: 16 Years 08 Months 001 Days

### Employment Category: Vocational Temporary Decimation DDIMA

DDO Code: DA6144-G	Y SCHOOL TEACHER OVT. PRIMARY SCHOOLS (F) SAM	80001411-DISTRICT GOV	ERNMENT KHYBE
Payroll Section: 001 GPF A/C No: 283652	GPF Section: 001 Interest Applied: Yes	Cash Center: 02 GPF Balance:	
Vendor Number: - Pay and Allowances:	• Pay scale: BPS For - 2017	· · · · · ·	268,691.00 PS: 12 Pay Stage: 7

Amount		
20.040.00	Wage type	Amount
		1,961.00
		1,500.00
		400.00
		1,434.00
	2247 Autoc Kenel All 2018 10%	2,004.00
	20,040.00 2,856.00 1,000.00 275.00 2,004.00 2,004.00	2,856.00         1300         Medical Allowance           1,000.00         2148         15% Adhoc Relief All-2013           275.00         2211         Adhoc Relief All 2016 10%           2,004.00         2247         Adhoc Relief All 2018 10%

### **Deductions - General**

•	Wage type	Amount		Wage type	 Amount
	3012 GPF Subscription	-2,220.00	3501	Benevolent Fund	 -600.00
.	3990 Emp.Edu, Fund KPK	-125.00	4004	R. Benefits & Death Comp:	 -600.00

### Deductions - Loans and Advances

- 1			-	
	Loan `		T	
	LUAN	Description	f man a s	

### Principal amount Deduction Balance **Deductions - Income Tax**

Payable: 0.00 Recovered till NOV-2020: 0.00 Exempted: 0.00 Recoverable: 0.00

### Gross Pay (Rs.): 35,478,00 Deductions: (Rs.): -3,545.00 Net Pay: (Rs.): 31,933.00

### Payee Name: ASIA BIBI

Account Number: 5870 Bank Details: THE BANK OF KHYBER, 080029 TIMARGARA LOWER DIR TIMARGARA LOWER DIR, Lower Dir

Leaves: **Opening Balance:** Availed: Earned: Balance:

## Permanent Address:

City: DIR LOWER Domicile: -Housing Status: No Official Temp. Address: City: Email: missasia606@gmail.com

System generated document in accordance with APPM 4.6.12.9(SERVICES/30.11.2020/14:40:01/v2.0) \* All amounts are in Pak Rupees \* Errors & omissions excepted

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



# Personal Information of Miss ASIA BIBI d/w/s of JAN BAHADAR

Personnel Number: 00283652 Date of Birth: 01.01.1984

CNIC: 1530319158780 Entry into Govt. Service: 01.04.2004

### NTN:

Length of Service: 16 Years 04 Months 001 Days

## Employment Category: Vocational Temporary

Designation: PRIMARY SCHOOL TEACHER80001411-DISTRICT GOVERNMENT KHYBEDDO Code: DA6144-GOVT. PRIMARY SCHOOLS (F) SAMARBAGHPayroll Section: 001GPF Section: 001Cash Center: 02GPF A/C No: 283652Interest Applied: YesVendor Number: -Pay and Allowances:Pay scale: BPS For - 2017Pay Scale Type: CivilBPS: 12Pay Stage: 7

Wage type	Amount	Wage type	Amount
0001 Basic Pay	20,040.00	1000 House Rent Allowance	1,961.00
1300 Medical Allowance	1,500.00	1923 UAA-OTHER 20%(1-15)	1,000.00
2148 15% Adboc Relief All-2013	400.00	2199 Adhoc Relief Allow @10%	275.00
2211 Adhoc Relief All 2016 10%	1,434.00	2224 Adhoc Relief All 2017 10%	2,004.00
2247 Adhoc Relief All 2018 10%	2,004.00	2264 Adhoc Relief All 2019 10%	2,004.00

### Deductions - General

		-	
Wage type	Amount	Wage type	Amount
3012 GPF Subscription	-2,220.00	3501 Benevolent Fund	-600.00
3990 Emp.Edu. Fund KPK	-125.00	4004 R. Benefits & Death Comp:	-600.00

### **Deductions - Loans and Advances**

Loan	Desci	ription	Princ	ipal amount	De	duction	Balance
Deductions - Incom Payable: 0.0		red till JUL-2020:	- 0.00	Exempted	l: <u>0.00</u>	Recoverab	le: 0.00
Gross Pay (Rs.):	32,622.00	Deductions: (Rs.):	-3,545	.00	Net Pay: (	Rs.): 29.0'	77.00

Account Number: 5870 Bank Details: THE BANK OF KHYBER, 080029 TIMARGARA LOWER DIR TIMARGARA LOWER DIR, Lower Dir

Leaves:	<b>Opening Balance:</b>	Availed:	Earned:

 Permanent Address:

 City: DIR LOWER

 Domicile: 

 Housing Status: No Official

 City:

 Email: missasia606@gmail.com

ATTESTED

Balance:

System generated document in accordance with APPM 4.6.12.9(SERVICES/29.07.2020/15:48:54/v2.0) \* All amounts are in Pak Rupees \* Errors & omissions excepted The Secretary (E&SE) Department, Khyber Pakhtunkhwa, Peshawar.

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

Respected Sir,

With due respect it is stated that I am the employee of your good self. Department and is serving as PST (BPS-12) guite 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 ion 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-15 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 the august K.P.K service tribunal also allowed the restoration of the convence allowance in its judgment dated 11.11.2019 in appeal No 1452/2019 titled Magsad Hayat versus Education Derpartment.Copy attached.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: 24.09.2020

**Your Obediently** 

ASIA BIBI



15:2 K. BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR APPEAL NO. 1452 /2019 500 1885-0 24/10/201 Pared Mr. Maqsad Hayat, SCT (BPS-16), APPELLANT GHS Masho Gagar, Peshawar. VERSUS 1- The Government of Khyber, Pakhtunkhwa through Chief Secretary, 2- The Secretary (E&SE) Department, Khyber Pakhtunkhwa, Peshawar. 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 UDNER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST THE IMPUGNED THE RESPONDENTS BY UNLAWFULLY DEDUCTING THE CONVEYANCE ALLOWANCE SUMMER THE APPELLANT DURING WINTER VACATIONS AND AGAINST NO ACTION TAKEN ON THE OF DEPARTMENTAL APPEAL OF APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS. That on acceptance of this appeal the respondents may kindly be directed not to make deduction of conveyance PRAYER: allowance during vacations period (Summer & Winter Vacations) and make the payment of all outstanding amount Conveyance allowance which have been deducted Gedte-day previously with all back benefits. Any other remedy which this august Tribunal deems fit that may also be awarded in Registrar favor of the appellant. 2-4/10/19 EXAMINER R/SHEWETH: Khybe 1- That the appellant is serving in the elementary and secondary ON FACTS: education department as Certified Teacher (BPS-15) quite efficiency 1255 Po Anti E and up to the entire satisfaction of the superiors. 24 1927 1927 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 ion vide revised Notification dated r) G

20.12.2012 whereby the conveyance allowance for employees

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Appeal No. 1452/2019 Markad Hayat VS Govt

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 wintervacations 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.

Chairmán

File be consigned to the record AT

E

ANNOUNCED 11.11.2019

Certifier

Rostawar

## VAKALATNAMA

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TIBUNAL, PESHAWAR

\_OF 2021

ASIA BIBI

(APPELLANT)

\_(PLAINTIFF)

(PETITIONER)

**VERSUS** 

### Education Department

(RESPONDENT) (DEFENDANT)

### I/We ASIA BIBI

do hereby appoint and constitute **ADNAN AMAN, Advocate, High Court, 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.\_\_\_/\_\_/2021

CLIENT

ADNAN AMAN ADVOCATE

ACCEPTED