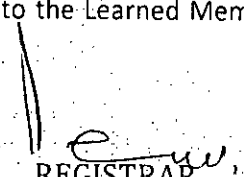
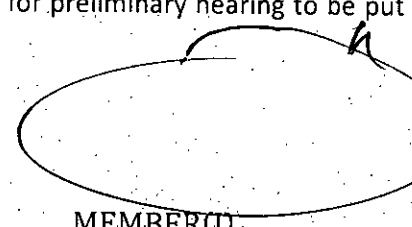
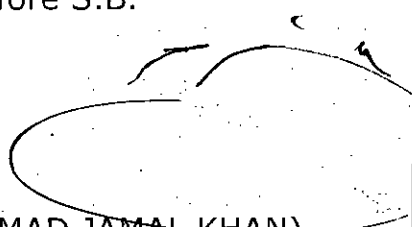


Form- A

FORM OF ORDER SHEET

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

Case No. - 14790 /2020 20

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	23/11/2020	<p>The appeal presented today by Mr. Shahid Hussain 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-	02.03.2021	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>2.3.2021</u></p> <p style="text-align: right;"> MEMBER(J)</p> <p>Due to general strike on the call of Khyber Pakhtunkhwa Bar Counsel, learned counsel for appellant is not available today, therefore, the appeal is adjourned to 27.07.2021 on which date file to come up for preliminary arguments before S.B.</p> <p style="text-align: right;"> (MUHAMMAD JAMAL KHAN) MEMBER (JUDICIAL)</p>

**Before the Khyber Pakhtunkhwa Service Tribunal Peshawar**

Service Appeal No \_\_\_\_\_ /2020

**SALMA BIBI VS EDUCATION DEPTT:**

**INDEX**

S.N	Descriptions of Documents	Annexure	Page
1.	Memo of appeal		1-3
2.	Copy of Notification dated	A	4
3.	Copy of the salary slips of working/Serving month and vacation (deduction period)	B&C	5-6
4.	Copy of Departmental Appeal	D	7
5.	Service Tribunal Judgment	E	8-9
6.	Wakalat Nama		10

**APPELLANT**

THROUGH:

  
**SHAHID HUSSAIN**

**ADVOCATE HIGH COURT**

**CELL NO 03003959446**

Note:

Sir,

*Spare Copies will be submitted*

*After submission of the case.*

Before the Khyber Pakhtunkhwa Service Tribunal Peshawar

Service Appeal No 14790 /2020

Mr. SALMA BIBI PST (BPS-12)

PERSONAL NUMBER: 00753806

DISTRICT CHARSADEA,  
GGPS, MANDANI  
3/10

Khyber Pakhtunkhwa  
Service Tribunal

Diary No. 15309

Dated 13/11/2020

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

.....RESPONDENTS

**APPEAL UNDER SECTION -4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT.1974 AGAINST THE INACTION OF THE RESPONDENTS BY ILLEGAL AND UNLAWFUL DEDUCTING THE CONVEYANCE ALLOWANCE OF THE APPELLANT DURING WINTER & SUMMER VACATION AND AGAINST NO ACTION TAKEN ON THE DEPARTMENT APPEAL OF APPELLANT WITHIN THE STATUORY 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 the winter & summer 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.

RESPECTFULLY SHEWETH:

1. That the appellant is serving in the Elementary and Secondary Education department as **PST (BPS-12)** 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 20-12-2012 whereby the conveyance Allowance for employees working in BPS 1 to 15 were

Filed to-day

Registrar

23/11/20

enhance / 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 are attached as annexure.....A**

3. That appellant was receiving the conveyance allowance as admissible under the law and rules but the respondents without any valid and justifiable reason stopped/deducted the payment of conveyance allowance under the wrong and illegal pretext that the same is not allowed for the leave period. **(Copy of the salary slips of working/ serving month and Vacation Period are Annex B&C)**
4. That the appellant was feeling aggrieved from the action of the respondents regarding the deduction of conveyance allowance in vacations period/months filed departmental appeal but no reply has been received so far. That feeling aggrieved some others colleagues filed writ petition No. 3162-p/2019 before the Peshawar High Court Peshawar, which was disposed of vide judgments dated 01/10/2019 with the direction to approach the proper forum i.e service tribunal. **(Copy of Departmental appeal as Annexure ..... D)**
5. That some of the colleagues of the appellant approached to this August Tribunal in different service appeal which was allowed by this Tribunal vide S.A No. 1452/2019 judgments dated 11/11/2019 and many others cases. **(copy judgments dated 11/11/2019 attached as annexure ....E**
6. That where after the appellant waited for the statutory period of ninety days but no reply has been received from the respondents so far. That feeling aggrieved and having no other remedy file the instant service appeal on the following grounds:-  
**GROUND:-**
  - a. That the action of the respondents regarding deduction of the conveyance allowance for vacations period/ months is illegal against the law, facts and 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 respondent is without any legal authority discriminatory and clear violation of fundamental rights duly conferred by the Constitution and is liable to declared is null and void.

- d. That there is cleared difference between leave and vacation as leave is applied by the civil servant in the light Government servant revised leave rules 1989 while the vacation are always announced by the government, therefore under the law and rules the appellant fully entitled for the grant of conveyance during vacation period.
- e. That the Government Servant revised leave rules 1989 clearly explained that the civil servant who avail the vacation are allowed only one leave in a month where is the other civil servant may avail 4 days leave in colander months and the same are credit to his account in this way he may to earned leave with fully pay, where is government servants to avail vacations such is appellant is allowed one day leave in a month and 12 days in a year and earned leave for 12 days in a year for credit to his account and there is no question of deduction of conveyance allowance . The respondent illegally and without any authority started the recovery and deduction of conveyance allowance from the appellant.
- f. That is the act of the respondent is illegal, unconstitutional, without any legal authority and not only discriminatory but the result of Malafiede on the part of respondents.
- g. That appellant has vested right of equal treatment before law and the act of the respondents to deprived the appellant from the conveyance allowance is unconstitutional and clear violation of fundamental right.
- h. That according to government servant revised leave rules 1989 vacations or holly days are not leave of any kind, therefore the deduction of conveyance allowance in vacation is against the law and rules.
- i. That according 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 individual including person in the service of federation therefore in the light the said article the appellant is fully entitled for the grant of fully conveyance allowance during vacations.
- j. That the appellant seeks permission of this honorable to raise any other grounds at the time arguments.

It is therefore, most humbly prayed the appeal of the appellant may be accepted as prayed for.

**APPELLANT**

*Salma*

**SALMA BIBI**

**THROUGH:**

*[Signature]*  
**SHAHID HUSSAIN**

**ADVOCATE**

A-09



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

NO. FD/SC(SR-II)P8-52/2012  
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 in 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

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 vehicles.

Yours Faithfully

(Sahibzada Saad Ahmad)  
Secretary, Finance

Encls: NO. FD/SC(SR-II)P8-52/2012

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

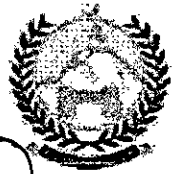
A Copy is forwarded for information to the:-

1. Accountant General Khyber Pakhtunkhwa, Peshawar
2. Secretaries to Government of Punjab, Sindh & Balochistan Finance Department
3. All Autonomous / Semi Autonomous Bodies in Khyber Pakhtunkhwa

(MTAZ AYUB)  
Additional Secretary (Reg.)

**ATTESTED**

Dist. Govt. KP-Provincial  
District Accounts Office Charsadda  
Monthly Salary Statement (August-2020)



Personal Information of Mr SALMA BIBI d/w/s of TEHSEEN ULLAH

Personnel Number: 00753806 CNIC: 1730125743370  
Date of Birth: 17.02.1988 Entry into Govt. Service: 25.03.2015

NTN:

Length of Service: 05 Years 05 Months 008 Days

Employment Category: Vocational Permanent

Designation: PRIMARY SCHOOL TEACHER 80001045-DISTRICT GOVERNMENT KHYBE  
DDO Code: CA6021-DEPUTY DISTRICT OFFICER (FEMALE) PRIMARY EDUCATION TANGI CHARASADDA (REGULAR)

Payroll Section: 001 GPF Section: 001 Cash Center:  
GPF A/C No: 753806 Interest Applied: Yes GPF Balance: 148,182.00

Vendor Number: -  
Pay and Allowances: Pay scale: BPS For - 2017 Pay Scale Type: Civil BPS: 12 Pay Stage: 5

Wage type		Amount	Wage type		Amount
0001	Basic Pay	18,120.00	1000	House Rent Allowance	1,961.00
1210	Convey Allowance 2005	2,856.00	1300	Medical Allowance	1,500.00
2148	15% Adhoc Relief All-2013	350.00	2199	Adhoc Relief Allow @10%	226.00
2211	Adhoc Relief All 2016 10%	1,274.00	2224	Adhoc Relief All 2017 10%	1,812.00
2247	Adhoc Relief All 2018 10%	1,812.00	2264	Adhoc Relief All 2019 10%	1,812.00

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	Description	Principal amount	Deduction	Balance
------	-------------	------------------	-----------	---------

Deductions - Income Tax

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

Gross Pay (Rs.): 31,723.00 Deductions: (Rs.): -3,545.00 Net Pay: (Rs.): 28,178.00

Payee Name: SALMA BIBI  
Account Number: 0010036054800016  
Bank Details: ALLIED BANK LIMITED, 250302 B.I.S.E. Jamrud Rd.Peshawar B.I.S.E. Jamrud Rd.Peshawar, Peshawar

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address:

City: SD Domicile: - Housing Status: No Official

Temp. Address:

City: Email: tehseenk324@gmail.com

ATTESTED

**Dist. Govt. NWFP-Provincial  
District Accounts Office Charsadda  
Monthly Salary Statement (July-2018)**



**Personal Information of Mr SALMA BIBI d/w/s of TEHSEEN ULLAH**

Personnel Number: 00753806 CNIC: 1730125743370  
Date of Birth: 17.02.1988 Entry into Govt. Service: 25.03.2015

NTN:

Length of Service: 03 Years 04 Months 008 Days

**Employment Category: Active Temporary**

Designation: PHYSICAL EDUCATION TEACHE 80001045-DISTRICT GOVERNMENT KHYBE  
DDO Code: CA6021-DEPUTY DISTRICT OFFICER (FEMALE) PRIMARY EDUCATION TANGI CHARASADDA (REGULAR)

Payroll Section: 001 GPF Section: 001 Cash Center:  
GPF A/C No: 753806 Interest Applied: Yes **GPF Balance: 72,698.00**

Vendor Number: -

**Pay and Allowances:** Pay scale: BPS For - 2017 Pay Scale Type: Civil BPS: 12 Pay Stage: 3

Wage type		Amount	Wage type		Amount
0001	Basic Pay	16,200.00	1000	House Rent Allowance	1,961.00
1300	Medical Allowance	1,500.00	2148	15% Adhoc Relief All-2013	350.00
2199	Adhoc Relief Allow @10%	226.00	2211	Adhoc Relief All 2016 10%	1,274.00
2224	Adhoc Relief All 2017 10%	1,620.00	2247	Adhoc Relief All 2018 10%	1,620.00
5801	Adj Basic Pay	43,690.00	5975	Adj Adhoc Relief All 2016	2,480.00
5990	Adj Adhoc Relief All 2017	2,304.00			0.00

**Deductions - General**

Wage type		Amount	Wage type		Amount
3012	GPF Subscription - Rs2220	-2,220.00	3501	Benevolent Fund	-600.00
3990	Emp.Edu. Fund KPK	-125.00	4004	R. Benefits & Death Comp:	-1,052.00

**Deductions - Loans and Advances**

Loan	Description	Principal amount	Deduction	Balance

**Deductions - Income Tax**

Payable: 0.00 Recovered till July-2018: 0.00 Exempted: 0.00 Recoverable: 0.00

**Gross Pay (Rs.): 73,225.00 Deductions: (Rs.): -3,997.00 Net Pay: (Rs.): 69,228.00**

Payee Name: SALMA BIBI

Account Number: 0010036054800016

Bank Details: ALLIED BANK LIMITED, 250302 B.I.S.E. Jamrud Rd.Peshawar B.I.S.E. Jamrud Rd.Peshawar, Peshawar

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

Permanent Address:

City: SD

Domicile: -

Housing Status: No Official

Temp. Address:

City:

Email: tehseenk324@gmail.com

**ATTESTED**



To:

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

Subject:

DEPARTMENTAL APPEAL AGAINST THE IMPUGNED  
ACTION OF THE CONCERNED AUTHORITY BY THE  
ILLEGALLY AND UNLAWFULLY DEDUCTION, 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 **PST (BPS-12)** 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 effects a notification No. FD (PRC) 1-1-/2011 dated 14/7/2011 was issued. Later on vide revised Notification dated 20/12/2012 whereby the conveyance allowance for the employee working in BPS 1 to 15 were enhance/revised while employee from BPS-16 to 19 have been treated under the previous Notification by not enhancing their conveyance allowance as admissible under the law and rules but the concerned authority without any valid and justified reasons stopped/deducted the payment of conveyance allowance under the wrong and illegal pretext that the same is not allowed for leave period. One of the employees 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 judgment dated 03/12/2018 that I am also the similar employee of education Department and under the principle of consistency I am also entitled for the similar treatment meted out in the above mentioned service appeal but the concerned authority is not walling to issued/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 concerned authority may very kindly be directed the conveyance allowance may not be deducted from my monthly salary during winter & summer vacations.

Dated 1:04.06.2020

Yours Obediently,

*Salma Bib*  
SALMA BIB PST,

DISTT:CHARSADDA

*9/6/PS*  
G. P. S. MANDANI  
*3/10*

E-08

**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 appellants.

Filed to-day  
Registrar  
24/10/19

**R/SHEWETH:**

**ATTENTION FACTS:**

1- That the appellants are serving in the elementary and secondary education department as Certified Teacher (BPS-15) quite efficient 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 date 14.07.2011 was issued. That later on vide revised Notification date 20.12.2012 whereby the conveyance allowance for employees

EXAMINER  
Khyber Pakhtunkhwa  
Service Tribunal  
Peshawar

**ATTESTED**

11/11/19

Appeal No. 1452/2019  
Masood Hayat vs Govt

(18) (9)

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 civil 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

ATTESTED

File be consigned to the record.

ANNOUNCED

11.11.2019

Chairman

(10)

(12)

**VAKALATNAMA**

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

\_\_\_\_\_ OF 2020

**SALMA BIBI**

**(APPELLANT)**  
**(PLAINTIFF)**  
**(PETITIONER)**

**VERSUS**

**EDUCATION DEPARTMENT**

**(RESPONDENT)**  
**(DEFENDANT)**


I/We **SALMA BIBI**

Do hereby appoint and constitute **SHAHID HUSSAIN, 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 behalf all sums and amounts payable or deposited on my/our account in the above noted matter.

**Dated.  / /2020**



**CLIENT**

  
**ACCEPTED**  
**SHAHID HUSSAIN**  
**ADVOCATE HIGH COURT**

**Cell Number:**  
**0300-3959446**