# FORM OF ORDER SHEET

Court oi	<u></u>	-	."
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	$\langle \cdot \cdot \cdot \rangle$		. '
e No/	) /	/2021	

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1	13/01/2021	The appeal presented today by Mr. Akhunzada Asad Iqba Advocate may be entered in the Institution Register and put to the Learned Member for proper order please.
2-		This case is entrusted to S. Bench for preliminary hearing to be pu
02.	03.2021	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.  (MUHAMMAD JAMAL KHAN)  MEMBER (JUDICIAL)
- Andrews and the second		

# BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

APPEAL NO.	/2020.
	•

**UMI KALSOOM** 

VS

**EDUCATION DEPTT:** 

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**APPELLANT** 

THROUGH:

AKHUNZADA ASAD IQBAL

ADVOCATE

CELL NO. 03459 4987/0

Note: Sir,

Spare copies will be submitted After submission of the case.

## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

APPEAL NO.  $\frac{\sqrt{37}}{\sqrt{2020}}$ 

MST. UMI KALSOOM, SS (BPS-17)
Con 1/55 TIMER COARA DIR LOWER

...APPELLANT

Service Tribunut

Diary No. 266

**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

6-Dist education officer Dir Lower 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 yacations 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 **SS (BPS-17)** 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 BPS-16 to 19 have been treated

- 5. That some of teachers of different pay scale approached to this august Tribunal in different service appeals which 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 through the principals of consistency for allowing such relief which was granted in appeal No. 1452/2019 titled Maqsad Hayat versus Education Department in Judgement 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 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 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 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 under the golden principals of consistency.

APPELLANT UMIKALSOOM

UMI KALSOOM

THROUGH:

AKHUNZADA ASAD IQBAL ADVOCATE



# FINANCE DEPARTMENT (REGULATION WING)

NO. FD/SO(5R-II)/8-52/2012 Dated Peshawar the: 20-12-2012.



From

The Sucretary to Govi, of Khyber Pakhtunkhwa, Finance Department.

<u>Peshawar.</u>

To:

- All Administrative Sockstaries to Govi. of Khyber Pakhtunkhwa.
- The Senior Member, Board of Revenue, Khyber Pakhtunkhya
- 3. The Secretary to Governor Khyber Pakhsunkhwa
- 4 The Secretary to Chief Minister, Khyber Pakhlunkhwa.
- The Sacretary, Provincial Assembly, Khyber Pallicunkhwa 5
- 6 All Hoods of Altached Departments in Knyber (%) horkings
- All District Coordination Officers in Khyber Paklitunkmus.
- е. Ali Political Agents / District & Sessions Judges in Khyber Pakittunkhwa
- The Registrar, Peshawar High Coort, Peshawar. ð.
- The Chairman, Public Service Conversion, Khyber Pakhturkhwa 10.
- 11. The Chairmen, Services Tribunal Khyoo: Pakhtunkhwa.

Subject

REVISION IN THE RATE OF CONVEYANCE ALLOWANCE FOR THE CIVIL EMPLOYEES OF THE KHYBER PAKHTUNKHWA, PROVINCIAL GCYERNMENT BPS 1-19

Door Sir.

 The Government of Khyber Pakhtunkhwa has been pleased to enliance ; revise the rate of Conveyance Allowance admissible to all the Provincial Civil Servants, Govt: of Knyber Pakhtunkhwa (working in BPS-1 to BPS-15) wielf from 1° September, 2012 at the following rates. However, the conveyance allowance for employees in BPS-16 to BPS-19. will remain · unchanged.

SINO	805	EXISTING RATE (PM)	REVISED TE (PM)
1.	1-4	Rs. 1,500/-	Rs.1,700/-
<u>2.</u>	5-10	Rs.1,500/-	Rs.1,840/-
<u>.</u> <u>3</u> .	11-15	Rs.2,000/-	Rs.2,720/-
4.	16-19	Rs.5,000/-	R\$.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 sanctroried official vehicles.

Yours Fakh-uliv.

(Sahibzada Saood Ahmad)

Secretary Finance

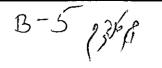
Endan NO. FD/SO(SR-11)78-52/2012

Dated Peshawar the 20th December, 2017

A Copy is forwarded for information to the:-

- 1. Account the General Kingbor PakhterAliwa, Peshawar
- 2 Secretaives to Government of Punjab, Sindh & Solochstan, Finance Department. 3 All Augremous / Semi Autonomous Bodies in Kryber Pakhtunkhwa

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





#### Personal Information of Miss UMI KALSOOM d/w/s of GUL ZAREEN

Personnel Number: 00369539

CNIC: 1530256347158

NTN:

Date of Birth: 01.01.1982

Entry into Govt. Service: 16.04.2007

Length of Service: 12 Years 09 Months 017 Days

**Employment Category: Vocational Temporary** 

Designation: SUBJECT SPECIALIST

80001486-DISTRICT GOVERNMENT KHYBE

DDO Code: DA6096-GGHSS TIMERGARA

Payroll Section: 001

GPF Section: 001

Cash Center:

524,241.00

GPF A/C No: 369539 Vendor Number: -

Pay and Allowances:

Interest Applied: Yes

Pay scale: BPS For - 2017

Pay Scale Type: Civil

**GPF** Balance:

BPS: 17

Pay Stage: 10

Wage type		Wage type Amount		Wage type	Amount
0001	Basic Pay .	53,370.00	1000	House Rent Allowance	4,433.00
1925	UAA-OTHER 20%(17-22)	2,000.00	1947	Medical Allow 15% (16-22)	1,985.00
2148	15% Adhoc Relief All-2013	1,100.00	2199	Adhoc Relief Allow @10%	. 750.00
2211	Adhoc Relief All 2016 10%	3,895.00	2224	Adhoc Relief All 2017 10%	5,337.00
	Adhoc Relief All 2018 10%	5,337.00	2265	Adhoc Relief All 2019 05%	2,668.00

#### **Deductions - General**

Wage type		Wage type Amount		Amount
3017	GPF Subscription	-4,270.00	3501 Benevolent Fund	-800.00
3609	Income Tax	-1,236.00	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:

19,056.33

Recovered till January-2020:

8,113.00

Exempted: 4763.98

Recoverable:

6,179.35

Gross Pay (Rs.):

80,875.00

Deductions: (Rs.):

-7,456.00

Net Pay: (Rs.):

73,419.00

Payee Name: UMI KALSOOM

Account Number: CA 7418-8

Bank Details: NATIONAL BANK OF PAKISTAN, 230841 NBP TIMARGARA DIR NBP TIMARGARA DIR, KOHAT

Leaves:

Opening Balance:

Availed:

Earned:

Balance:

Permanent Address:

City: TIMERGARA

Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City:

Email:

C-6

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



#### Personal Information of Miss UMI KALSOOM d/w/s of GUL ZAREEN

Personnel Number: 00369539

Date of Birth: 01.01.1982

CNIC: 1530256347158

Entry into Govt. Service: 16.04.2007

NTN:

Length of Service: 13 Years 06 Months 017 Days

**Employment Category: Vocational Temporary** 

Designation: SUBJECT SPECIALIST

80001486-DISTRICT GOVERNMENT KHYBE

DDO Code: DA6096-GGHSS TIMERGARA

Payroll Section: 001 GPF A/C No: 369539 GPF Section: 001 Interest Applied: Yes Cash Center:

625,324.00

Vendor Number: -

Pay and Allowances:

Pay scale: BPS For - 2017

Pay Scale Type: Civil

**GPF** Balance:

,

Pay Stage: 10

	. Wage type	Wage type Amount Wage type		Amount	
0001	Basic Pay	53,370.00	1000	House Rent Allowance	4,433.00
1210	Convey Allowance 2005	5,000.00	1925	UAA-OTHER 20%(17-22)	2,000.00
1947	Medical Allow 15% (16-22)	1,985.00	2148	15% Adhoc Relief All-2013	1,100.00
2199	Adhoc Relief Allow @10%	750.00	2211	Adhoc Relief All 2016 10%	3,895.00
2224	Adhoc Relief All 2017 10%	5,337.00	2247	Adhoc Relief All 2018 10%	5,337.00
2265	Adhoc Relief All 2019 05%	2,668.00	,		0.00

#### **Deductions - General**

	Wage type	Amount		Wage type	Amount
3017	GPF Subscription	-4,270.00	350 <u>1</u>	Benevolent Fund	-800.00
3609	Income Tax	-1,346.00	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:

21,275.15

Recovered till October-2020:

5,196.00

Exempted: 5317.87

Recoverable:

10,761.28

Gross Pay (Rs.):

85,875.00

Deductions: (Rs.):

-7,566.00

Net Pay: (Rs.):

78,309.00

Payee Name: UMI KALSOOM Account Number: CA 7418-8

Bank Details: NATIONAL BANK OF PAKISTAN, 230841 NBP TIMARGARA DIR NBP TIMARGARA DIR, KOHAT

Leaves:

Opening Balance:

Availed:

Earned:

Balance:

Permanent Address:

City: TIMERGARA

Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City:

Email:

# Dist. Govt. NWFP-Provincial District Accounts Office Dir at Timargar

Monthly Salary Statement (October-2020)



#### Personal Information of Mrs KALSOOM BIBI d/w/s of MUHAMMAD AJMAL KHAN

Personnel Number: 00646097

CNIC: 4240117160018

Date of Birth: 29.10.1979

Entry into Govt. Service: 24.11.2010

Length of Service: 09 Years 11 Months 009 Days

**Employment Category: Active Permanent** 

Designation: Subject Specialist

80001486-DISTRICT GOVERNMENT KHYBE

DDO Code: DA6096-GGHSS TIMERGARA

Payroll Section: 001

GPF Section: 001

Cash Center:

GPF A/C No: 646097

Interest Applied: Yes

GPF Balance:

509,010.00

Vendor Number: -

Pay and Allowances:

. Pay scale: BPS For - 2017

Pay Scale Type: Civil

Pay Stage: 6

	Wage type Amount W		Wage type	Amount	
0001	Basic Pay	55,570.00	1000	House Rent Allowance	5,810.00
1210	Convey Allowance 2005	5,000.00	1925	UAA-OTHER 20%(17-22)	2,000.00
1947	Medical Allow 15% (16-22)	1,846.00	2148	15% Adhoc Relief All-2013	1,040.00
2199	Adhoc Relief Allow @10%	711.00	2211	Adhoc Relief All 2016 10%	3,702.00
2224	Adhoc Relief All 2017 10%	5,557.00	2247	Adhoc Relief All 2018 10%	5,557.00
2265	Adhoc Relief All 2019 05%	2,778.00			0.00

#### **Deductions - General**

Wage type		Amount		Wage type	Amount
3018	GPF Subscription	-5,360.00	3501	Benevolent Fund	-800.00
3609	Income Tax	-1,484.00	3990	Emp.Edu. Fund KPK	-250.00
4004	R. Benefits & Death Comp:	-1,350.00			0.00

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

		T		,
1 - 1	The state of the s	TS * * 1	D.: J	D-1 1
Loan	Description	l Principal amount	l Deduction	i Balance I
Loan				201101100

**Deductions - Income Tax** 

Payable:

23,492.75

Recovered till October-2020:

5,749.00

Exempted: 5873.03

Recoverable:

11,870.72

Gross Pay (Rs.):

89,571.00

Deductions: (Rs.):

-9,244.00

Net Pay: (Rs.):

80,327.00

Payee Name: KALSOOM BIBI

Account Number: 5979-2

Bank Details: UNITED BANK LIMITED, 210388 TIMARGARA DIR TIMARGARA DIR,

Leaves:

Opening Balance:

Availed:

Earned:

Balance:

Permanent Address:

City: PAITO DARA

Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City:

Email:

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

**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 SS (BPS-17) 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-I 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 conveyance allowance in its judgment dated 11.11.2019 in appeal No 1452/2019 titled Maqsad Hayat versus Education Department. 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. ATTESTED.

3 /D/2020 Dated:

> Your Obediently MIKALSOOM

UMI KALSOOM

BEFORE THE KHYBER PAKHTUNKHWA SERVICE PESHAWAR APPEAL NO. 1452 /2019 Mr. Magsad Hayat, SCT (BPS-16), GHS Masho Gagar, Peshawar... **VERSUS** 1- The Government of Knyber 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 UDNER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST THE IMPUGNED THE RESPONDENTS BY ILLEGALLY UNLAWFULLY DEDUCTING THE CONVEYANCE ALLOWANCE THE APPELLANT DURING WINTER VACATIONS AND AGAINST NO ACTION TAKEN ON THE DEPARTMENTAL APPEAL OF APPELLANT WITHIN 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 Conveyance allowance which have been deducted dedto-day previously with all back benefits. Any other remedy which this august Tribunal deems fit that may also be awarded in REGISTIAF favor of the appellant.

# R/SHEWETH: ON FACTS:

7-14/181/16

- 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 ion vide revised Notification dated 20.12.2012 whereby the conveyance allowance for employees

Appeal No-1452/2019 Markad Hayat vs Got 122 (

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 Pétitions 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.

Carefor

Pashawar.

File be consigned to the rezord

ANNOUNCED

11.11.2019

**61**0

and the second s

31,

Chairman

		•	
			OF 2020
			(APPELLANT)
		·	
MI KALSOOM	<u> </u>	· ·	(PLAINTIFF)
	4		(PETITIONER)
·	•	-	
		<u>VERSUS</u>	
		·	(RESPONDENT)
lucation Dep	artment	· .	(DEFENDANT)
ereby appoin ppear, plead, ny/our Couns efault and wi ny/our cost. I,	act, compromise el/Advocate in the ith the authority the authorize the all sums and amou	e, withdraw or refe e above noted matt to engage/appoint a said Advocate to de	IQBAL, Advocate, Peshawar er to arbitration for me/us atter, without any liability for hany other Advocate Counsel caposit, withdraw and receive cosited on my/our account in the
ated	_///202		
			UM KALSOOM
			CLIENT

ACCEPTED

AKHUNZADA ASAD IQBAL

ADVOCATE

03459499710