

MINUTES OF THE BOARD MEETING HELD  
ON WEDNESDAY THE 21st MARCH 1973.

A meeting of the Board of Capital Development Authority was held in the Conference Room on Wednesday the 21st March, 1973 at 9.30 A.M. A/Chairman, Brig. Niazul Haq presided the meeting and following were present :

1. F.A./Member
2. Director General Works
3. Secretary
4. Director Coordination
5. Director Finance
6. Director Public Relations
7. Director Planning
8. Director Works
9. Director W&S
10. Director Design
11. Director Purchases/Stores
12. Director Horticulture
13. Director Architecture
14. Director Audit & Accounts
15. Addl. Director Lands
16. Law Officer
17. S & P Officer
18. Dy: Director Water
19. Dy: Director B&BC
20. Coordination Officer.

Following decisions were taken in the meeting.

Monthly Review Summary for February, 1973

The review summary regarding the progress of works for the month of February 1973 was presented by the S&PO and considered by the Board and following decisions were taken:-

1. President's House

It was observed that the rate of progress on the project was not commensurate with the annual target of the programme. Out of 25%, 13.5% work has been completed in a period of 8 months, leaving 11.5% work to be completed during the four months. The need for accelerating the rate of progress was, therefore, felt. It was decided that the rate of progress may be stepped up with a view to ensuring the completion of remaining 11.5% work on the project upto June 1973.

2. Renovation works in Hotel Shahrazad

It was felt that the progress upto February 1973 was not satisfactory keeping in view the commitment to complete these works by the end of April 1973. The DGW reported that 75% work would be completed by 31.3.1973 and the remaining work would be completed by the due date i.e. 30th April, 1973. DGW, however, observed that the area occupied by the items of furniture etc. of the ex-lessee and the out houses occupied by the Police Department had not yet been made available to the Engineers for carrying out the requisite work. The matter regarding the attachment orders issued by the Taxation Department and the actions taken

for getting the area vacated were discussed. It was desired that the Secretary would take up the matter with SSP and D.C., Rawalpindi for getting out houses vacated by the Police. The Law Officer was asked to examine the case regarding furniture etc. of the ex-lessee and the attachment orders and put up the report to FA/Member urgently suggesting the most expeditious course of action which can be adopted to ensure removal of these items from the present premises.

3. 'B' type Mosque in Ramna 7/3

The Director Works reported that the work on the construction of the mosque has been held up because the old mosque within the site of the present mosque under construction could not be demolished due to interference of the Imam of the old mosque. The matter was discussed at length and it was decided that the Imam should be advised to offer prayers in the hall of the new mosque which has been completed so that the old mosque could be demolished for completion of the remaining works. The question of appointing a permanent Imam may be considered when the mosque is completed and the management taken over by CDA.

4. Landscaping works in the F-6 Super Market Area

It was desired that the essential landscaping works in the Super Market area should be carried out within the sanctioned amount for the purpose. It was desired that the matter may be sorted out by the Director Horticulture and Works with a view to carry out these works expeditiously and within the sanctioned amount.

5. Development of Blue Area

It was desired that the development work of the Blue Area must be undertaken and we should now concentrate on its completion as early as possible.

6. Projects of the Ministry of Education as National Library, Archives & Museum etc.

It was reported by Director Arch: that the designs and tender documents of the National Museum and Library had been completed and the design of the National Archives was under finalization. It was desired that the details as well as the tender documents already prepared for the projects should be passed on to the S&PO so that the matter for their construction could be taken up with the Ministry of Education.

Any Other Items

1. Demands of the various Unions

The Chairman desired that the DGM and the concerned Directorates should give their candid views about the following specific demands put forth by the various unions recently:-

- i) The allotment of low cost houses in lieu of the houses under occupation of CDA employees who claimed

to be the sub-tenants of various Central Government servants.

- ii) Declaration of workcharge employees as regular.
- iii) Allocation of funds for cycle advance.

i) The Chairman observed that there are two alternatives to the entire issue. The first alternative is that we tell the unions that the letter issued in May, 1972 was although issued from humanitarian point of view, but was a mistake as it was not visualised that it would have larger repercussions and, therefore, cannot be acted upon. In fact the letter was cancelled when Ministry of Reh & Works took up the issue with CDA. The second alternative is to request the Government allowing our employees to stay on in the houses which are under their occupation and the quarters may be treated by the Government on the quota of CDA. Since CDA employees were paying almost the standard rent to the East Pakistani employees, therefore, some settlement can be made to charge higher rent from such employees who are living in these quarters and occupied by them unauthorisedly than the 7½% which is normally charged from other employees.

The Chairman further explained that he had discussed the subject with the Reh & Works Divn. The Government is not at all agreeable to accept the status of Sub-tenants as having any prior right for the allotment. The Chairman further expressed that he would take up the matter with the Secretary Reh & Works once more. As far as he sees, CDA can proceed :-

- a) Instead of allotting the houses out of the low cost housing to the sub-tenants of the Government servants, the Government should be requested to place 77 quarters at the disposal of CDA as fresh allocation to CDA which would be allowed to be under the occupation of the present occupants.
- b) The present occupants who occupied the houses unauthorisedly will be required to pay more rent than 7½% usually charged till such time that they become entitled to the houses in due course in their turn.
- c) The houses to be taken from the low cost housing should be placed at the disposal of the various Directorates for allotment on seniority-cum-requirement basis after meeting the demand of Naval Headquarters.

The Chairman further observed that presently, perhaps it would not be possible to have many houses available for CDA employees because the Ministry of Defence had decided to acquire all the houses through the Reh & Works Division for Naval HQrs and the normal acquisition orders were not passed because the Chairman had at that time insisted that such acquisition will hard hit the poor



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employees of CDA, who had constructed the houses through loans and who had not received any rent as the houses are lying vacant for the last one year. He, therefore, desired that the houses should not be requisitioned but should be taken on rent through negotiations and the rent in any case should not be less than what had been decided by the CDA to be given to them. Any backing out at this stage would perhaps force the Government to invoke the provisions of West Pakistan Requisitioning of Immoveable Property (Temporary) Powers) Act 1956 and would thus adversely affect the interest of the CDA employees who are the owners of these houses.

DGW and other Directors agreed with the above approach. It was, therefore, decided that further reference will be made to the Government on this issue.

- ii) Regarding the regularisation of the workcharge employees, it was explained that the CDA has ~~actually~~ <sup>actually</sup> granted more privileges than are available <sup>workcharge</sup> ~~to the Government employees~~. In Pak PWD, those who have put in 10 years service or more only acquire the temporary regular status. This limit has been reduced in CDA to 5 years. The Provincial Governments have not yet decided to declare the workcharge establishment as regular excepting a statement given by the Minister in the Press. Enquiries have also revealed that no department has declared all its workcharge employees as regular. Obviously, therefore, the demand is not tenable. Besides Director Maintenance explained that in case any further concession is given by CDA the revenue expenditure on staff will go up from 43% to 53 % which would mean that CDA would be exceeding the limits prescribed by the Government by 28% because under the existing instructions, expenditure on maintenance staff should not exceed 25%. Chairman however, expressed his dis-satisfaction over non implementation of orders already issued on regularisation of workcharged employees and directed that immediate action should be taken by those concerned.
- iii) Regarding the allocation of funds for cycle advances, the Establishment Officer explained that only Rs. 12,000/- are available under the head of Cycle advance. The same is being distributed amongst Class IV employees. If it is distributed amongst the workcharge staff also, it will satisfy no one. Obviously, therefore, the Finance Wing should find more funds to disburse as Cycle advance, preferably by appropriating Car advances.

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After some discussion, it was agreed that additional funds should be made available for distribution amongst the various Directorates for cycle advance.

For the examination of other demands, the Chairman set up a Committee consisting of Secretary, Director Finance, Director Coordination and the Directors concerned who should submit the report by 31st March, 1973.

## 2. Terms & Conditions of Unions

The Chairman observed that large number of unions have now sprang up. In the Directorates where the union has been set it was his impression that the union would be the bargaining agent. The work relating to the labour demands was withdrawn previously from the Directorates and DGW because there was one union for the entire CDA and the terms & conditions in one Directorate were going to affect the workcharge establishment in other Directorate. Besides, sufficient guidelines were not available in the early stages, and therefore, unanimity of pay scales etc. was not followed. Since, now sufficient guidelines and Board decisions have been made available, it is high time that terms & conditions of the workcharge establishment should be settled on the level of Directors and DGW as each Directorate has been held to be an independent unit of establishment for the purposes of Industrial Relations Ordinance 1969 on the basis of referendum claimed and held in the Maintenance Directorate. The Board should only be concerned with the policy issue if referred to by the concerned Director or the DGW.

DGW pointed out that in Pak PWD, the Chief Engineer is the final authority in determining the terms and conditions of the workcharge employees working under him. The Board, therefore, decided as under:-

- a) Subject to the overall policy, determined by the Board and the decisions given from time to time on various demands, in the past, henceforth all Directors will be responsible to settle the terms & conditions of the workcharge establishment working under them.
- b) The DGW shall coordinate the work of all the Directorates under his control.
- c) No demand involving financial commitment shall be made by DGW without consultation of the Finance Wing. In regard to the Directors not working under the DGW, the Directors will be competent to settle the terms & conditions of the workcharged establishment themselves, subject to the coordination by Director Coordination and approval of Finance Wing on all issues involving finances.

- d) Where the demand of the workcharged establishment is considered by the Directors or the DG/ as having repercussions over the entire organization, a reference will be made to the Board through Establishment Section for a policy directive.

3. Strikes by CDA employees

The Chairman observed that lately there is a tendency of CDA employees and the workcharged staff to go on strikes under the pretext of protest march. One reason of such indiscipline is that the Directors are not effective. The Board will be constrained to take action against all those supervisory officers who fail to take disciplinary action against such illegal strikes. The law has provided sufficient safeguard and such protest march has brought a very bad name to the Authority and its image has grossly been affected.

4. Demolition of Check Dam in the premises of Islamabad Model School

The Secretary pointed out that Headmistress of the School had requested for the demolition of the check dam because it has become a death trap for the children of the school. Recently, a small child nearly sank in it and the CDA thereafter erected barbed wiring, but still the children crawl through this barbed wiring. After some discussion it was decided that leaving a certain height, a hole should be provided in the check dam through which water should pass. The height should be such that it does not endanger the lives of the children of the School.

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