

DEMANDS

Demand No. 1 : ALLOTMENT OF RESIDENTIAL PLOTS.

- a) Allotment of 1000 plots be made immediately to CDA employees as already agreed between CDA management and CBA through memorandum of settlement dated 8.3.1990.
- b) 1000 allotment be earmarked for CDA employees in residential Sector for future allotment.
- c) CBA dis-agree for the 2% quota earmarked for CDA employees in a new sectors as CBA gets this right through bargaining.

DECISION

- (a) 867 Residential plots have already been earmarked for allotment to the CDA employees of BPS-1 to 15, the allotment of which to the low paid CDA employees is again confirmed at the prevailing reserve price of the CDA. Allotment should be made as soon as CDA gets the requisite authority from the Government for the allotment of plots. The Allotment shall be made on seniority basis subject to the fulfilment of other terms and conditions for other similar allotments.
- (b) To be considered after allotment of the above plots.
- (c) The proposal of Works Council was agreed to.

- d) For retired officials of CDA, the service limit of 25 years be decreased to 15 years and no limit of services may be imposed on the deceased employees. The retired employees of CDA and widow of CDA deceased employee may be given letter of allotment of plot alongwith their pension book within one month's period without waiting for scheme of CDA employees.

- e) CDA Employees who are also Islamabad affectees and if husband and wife are both CDA Employees may be given double benefit of two plots.

DECISION

- (d) The allotment of plots to the retired employees of CDA and widows of CDA's deceased employees was not agreed to because of its overall adverse effects on the Authority.

- (e) As recommended by the Works Council, it is agreed that another residential plot may also be allotted to those CDA's employees who had already inherited plot as affective of 3 or more heirs for allotment of one plot under rehabilitation policy. Action; Dir E.M-I.

Demand No.2 : PROVISION OF RESIDENTIAL ACCOMMODATION.

- a) 1000 residential quarters of A to D categories may be constructed within the financial year 1993-94.
- b) Residential accommodation consisting of 300 quarters for allotment to CDA Employees working at Sectt. Parliament Building, President House, National Assembly, Foreign Office has not since been constructed as already agreed vide memorandum of settlement dated 8.3.1990. This may be completed during this financial year.
- c) Flower colony may be constructed in each of residential sector comprising of atleast 100 two rooms quarters.

DECISION

(a)&(b) Presently 304 houses as official accommodation for CDA employees are under construction on the basis of allocation of funds already provided for in the CDA' annual budget. Efforts shall be made to provide more funds for the construction of more residential accommodation for CDA employees in the next budgets.

(c) The demand is agreed. Rehabilitation of existing katchi abadis/followers colonies has been taken in hand by the CDA and it will be continued till almost all followers get plots on ownership.

Action; Dir(Works)
D.F.A.

Demand No. 3 : GRANT OF 20% SPECIAL ALLOWANCE (SECRETARIAT ALLOWANCE).

This allowance may also be granted to all C.D.A. employees.

DECISION

The demand shall be agreed as per Government Orders/Court Orders.

Action; Dir Personnel,
D.F.A.

Demand No.4 50% QUOTA FOR RECRUITMENT OF CDA'S
EMPLOYEES'S SONS.

50% quota for recruitment of CDA
employee's sons may be fixed in all
cadres while making recruitment.
Relaxation regarding special training
required at the time of recruitment be
made for CDA employees sons such as
diploma for sanitary and diploma for
Horticulture Supervisor etc. etc., get
trained by CDA management in the
respective field.

DECISION

The CDA Board considered this demand
sympathetically and agreed that CDA employees
children will be given preference at the time of
recruitment in CDA.

Action; Director Personnel.

Demand No.5 : PROMOTION.

All vacant posts be filled up by promo-
tion of CDA working employees. Relaxation
regarding education qualification also be
made for CDA employees for the purpose of
promotion as agreed previously. Necessary
amendment be made in service Regulation
accordingly.

DECISION

The existing rules on the subject shall have
to be followed, and promotions to fill the
vacancies shall be made as immediately as
possible.

Action; Dir Personnel.

Demand No.6 : CYCLE AND MOTOR CYCLE ADVANCES.

Motor Cycle and Cycle advances limit may be raised as under:-

Motor Cycle from Rs.20,000/- to Rs.30,000/-
Cycle from Rs.1,500/- to Rs. 2,000/-

Demand No.7 : HOUSE BUILDING ADVANCE.

House Building advance may be granted equal to 48 month's pay without charging interest on the instalment (BPS-15).

Demand No.8 : Enhancement of allowances.

The following allowances granted to CDA employees may be enhanced as under:-

- a) Dress allowance from Rs.40/- to Rs.80/-
- Washing allowance from Rs.30/- to Rs.65/-
- Dusting allowance from Rs.25/- to Rs.50/-
- Talwar allowance from Rs.15/- to Rs.30/-

DECISION

CDA Board observed that the existing motorcycle advance is already on the higher side as compared with the existing prescribed limits of the Government. However, cycle advance was agreed to be increased/enhanced from Rs.1,500.00 to 2,000.00 as amended.

Action; Dir Personnel

DECISION

The existing Government Rules on the subject shall have to be followed.

Action; Director Personnel.

DECISION

- (a) Since the Government has recently increased the pay scale so as to meet necessities,

Demand No.9 : Danger allowance.

Danger allowance be granted to the following staff:-

Staff working at Tube wells.

Staff working at Electrical & Mechanical Divisions.

Staff working at Heavy Machinery in MPO

Staff working in Bulk Water Supply at Head Works/Water Sumps & Simly Dam.

Staff working in fire staff.

Sewerage & Cleaning staff of maintenance Directorate.

DECISION

The Board observed that grant of danger allowance to the various staff is no solution of the problem and decided to provide suitable safety equipment to the staff working in various Directorates of the CDA, where-ever necessary.

Action: Dir Personnel,
D.D.G(Works).

Demand No. 10 : Property Tax to 288 houses in I-10/1-4.

Property tax to the owners of 288 houses in Sector I-10/1-4 may not be charged till the property rights are transferred.

DECISION

Since the Property Tax is a charge against the immovable property in Islamabad, therefore, it cannot be waived off for 288 houses in I-10/1-4. Moreover it was observed that the allottees are owners for all practical purposes even if the proprietary rights have not been transferred to the allottees. It was also decided to confer proprietary rights to all those who fulfil formalities and complete documentation.

Action; Dir(Admin).

Demand No. 11 : Liveries.

Dress allowance may be granted to the following categories of CDA Staff:-

Enquiry Clerks.

Street Light Examiners.

Technical Staff C.E. Lab.

DECISION

CDA Board was of the opinion that the Authority has no objection to consider this demand in case the staff is prepared/inclined to wear uniform/liveries during office hours. Board further advised that all these CDA employees who are in receipt of Livery allowance should wear liveries.

Action; Dir. (Admin).

Demand No. 12 : Medical Facility.

a) Dispensaries be opened at the following places for CDA employees:-

1. Gulerah Gali. 2. Talhar. 3. Gekina.
4. Kotla.

b) Medical Certificate issued by any MBBS Doctor out side Islamabad and Rawalpindi may be accepted.

DECISION

(a) The demand for opening more dispensaries in rural areas was pended for want of additional information.

(b) The demand of permission to accept M.C. by any Doctor was not agreed to. Existing system should be adhered to.

Action; Dir Health(S)

Demand No. 13 : Conveyance arrangement for CDA employees.

1. bus for CDA staff of Parliament Building and President House.
- 1 Bus for employees coming from Charah Road.
- 1 Bus for employees coming from Talhar Gokina and Kotla.
- 1 more bus for kafan carrier may also be provided.

DECISION

Existing number of buses were considered sufficient for the time being. However, one more bus for coffin carrier is sanctioned to be purchased.

Action; Dir)Admin).

Demand No. 14 : Sport Cell.

Sports Cell be created as already agreed through memorandum of settlement dated 8-3-1990.

DECISION

It was observed that Sports Cell already stands created. Secretary, CDA was directed to streamline the sports work.

Action; Secretary CDA.

Demand No. 15 : Enquiry Clerks.

15 posts of Enquiry Clerks may be created
in Road Directorate for Inquiries.

DECISION

Creation of additional 15 posts of Enquiry Clerks was agreed to, in principle, subject to the lifting of ban by the Government. In the meantime Member (E) may explore the possibility of reshuffling of clerks from the existing staff ~~and posting staff~~ and posting in the Enquiry Offices to cope with the work.

Action; Dir Personnel.

Demand No. 16 : Session Allowance.

Session allowance be granted to CDA employees working at National Assembly and Senate as being granted to the Federal Govt. Staff working at National Assembly and Senate.

DECISION

The demand was considered at length but could not agreed to.

Action; Dir Personnel.

Demand No.17 : G.P. Fund.

Statement of G.P. Fund of CDA employees are not correctly prepared and handed over to the CDA employees. Uptodate and correct G.P. Fund statements be issued to CDA Employees in the month of July and August every year without fail.

DECISION

The demand was agreed to and Director Audit and Accounts was directed to ensure that annual G.P. Fund slips are issued as early as possible but not later than 31st December every year. F.A./ Member will ensure compliance.

Action; Dir (A&A).

Demand No.18 : Welfare Fund.

Rs.2000/- non-refundable be granted in all cases of death of dependents of CDA employees, at the spot. In case of marriage of son or daughter Rs.2000/- be granted non-refundable and Rs.10,000/- refundable in easy instalment without interest, be granted to CDA employees.

DECISION

The grant of Rs. 2,000.00 non-refundable, out of welfare fund, in all cases of death of dependents of CDA employees was agreed to.

A maximum loan/advance of Rs.10,000.00 out of welfare fund was also approved for marriage of sons/daughters purposes which will be refundable in 25 equal monthly instalments without interest.

Action; Dir Personnel
D.D.(L&R).

Demand No.19 : Haj Quota.

Haj Quota for CDA employees may be raised from 15 officials to 25 officials.

Age limit be decreased from 50 years to 40 years with 20 years CDA service.

DECISION

The Board considered the demand and decided to follow the existing practice of sending 15 officials on Hajj every year. CBA's demand to reduce the minimum qualifying age limit from 50 years to 40 years with 20 years CDA service, was agreed to.

Action; D.D.(LR).

a) Site Offices in all the Sectors of Islamabad
be constructed for the Staff of DMA, Environ-
ment Directorate & Roads Directorate, in the
current financial year.

b) Tanker Inquiry Office at Govt. Hostel.

(b) The demand was agreed to.

c) One room be constructed for Chowkidar
in Environment Directorate for watch
and ward of vehicles yard.

(c) It was observed that the demand has already
been implemented.

Action: D.G(Services).
D.D.G(Works).

(a) As recommended by the Works Council the
demand for construction of Site Offices was
agreed to.

Demand No.21 : Construction of Mosque, Canteen and Dispensary.

One mosque, one canteen and one dispensary may be constructed in the premises of Chairman Complex in the current financial year. One labour Hall be also constructed.

DECISION

The demand for the construction of a mosque, one canteen and one dispensary in the premises of the Chairman's Office/Headquarter was agreed to.

Action; D.D.G.(Planning).
D.D.G.(Works).

Demand No.22 : Hiring of Houses.

Hiring of houses be allowed in the Villages
Barakau, Phullgra, Tarlai, Shakrail, Golra
& Talhar, Gekina.

DECISION

The demand was considered and after detailed
discussion the same could not be agreed to for
the time being.

Action; Dir (Admin).

Demand No.23 : Scholarship to the CDA employees.

Enhancement in beneficiary be raised. 90% of funds be granted to the deserving sons and daughters of CDA employees.

DECISION

The grant of scholarship of Rs.500.00 per month to the sons/daughters of the CDA employees, who are students of B.Sc., MBBS and MBA/B.Com. etc. out of welfare fund was approved.

Action; Dir Personnel.

Demand No. 24 : Issuance of completion certificate in respect of houses in Sector I-10/2, G-8 and G-7.

A normal token penalty in compound cases be imposed and completion certificates be issued to CDA employees as agreed in memorandum of settlement dated 8.3.1990.

DECISION

The demand for charging a normal token penalty for compounding irregularities committed in the construction of houses by CDA employees in Islamabad, was considered but not agreed to. It was further decided that existing building bye-laws may be followed strictly while issuing completion certificates irrespective of CDA employees.

Action; D.D.(BCS).

Demand No.25 : 33% selection grade.

33% selection grade to all these categories who are not covered in the Finance Division O.M. No.F.1/17/Imp.II/87, dated 1-7-1987 & No.F.1/56/Imp.II/87, dated 15-12-1987, may be granted.

Service limit of 10 years for granting next higher scale be decreased to 7 years. Procedure for granting this selection grade may be discussed to avoid delay in such cases.

DECISION

The demand was not agreed to as the same is not covered under the existing rules of the Finance Division.

Action; Dir Personnel.

Demand No. 25 : Bonus to MPO and CDA Store Staff.

1 Bonus may be granted to the staff working in MPO and CDA Stores as they are earning departments.

DECISION

The demand was well considered but could not be accepted.

Action. Dir Personnel.
Dir MPO, CDA.

Demand No.27 : Electric connection to Katchi Abadies of
CDA Employees.

Temporary electricity connections may be allowed
to the Katchi Abadies where CDA employees are
living.

DECISION

The demand having adverse effect on the City
planning and its upkeep, could not be accepted.

Action; Dir E&M(Main).

Demand No. 28 : Allotment of Khokhas.

50% quota may be fixed for CDA employees,
while making allotment of Khokhas.

DECISION

In view of the policy decision already taken
by the CDA Board to maintain city in good and
planned position, the demand was not agreed to.

Action; D.M.A.

Demand No. 29 : Pension.

The implementation of demand regarding pension accepted through memorandum of settlement dated 8.3.1990, be made accordingly.

DECISION

The demand regarding allowing re-option was agreed to after lengthy discussion

Action; Dir Personnel.

Demand No. 30 : Daily wages staff:

All employees working on daily wages be regularised.

DECISION

The demand was considered by the CDA Board and it was decided that while recruiting the existing vacant posts daily wages employees who fulfil the requisite qualification/experience will be given preference.

Action; Dir Personnel.

Demand No.31 : Water Coolers

Water Coolers may be provided to all CDA's Site Offices, Inquiry Offices, Dispensaries and Fire Brigade Building.

DECISION

The demand for installation of electric water coolers in Enquiry Offices, Dispensaries and Fire Brigade Building only, was agreed to.

Action; D.G.(Services).

Demand No. 32 : Conveyance facility of Field Staff.

Motor Cycle may be provided to the following
Supervisory Staff alongwith maintenance and
fuel charges:-

Environment Supervisor, Forester, Field Asstt.
Head Malies, Hort. Asstt: Security Supervisor,
Foreman and other Supervisors of field staff of
CDA as in DMA.

DECISION

The demand could not be agreed to.

Action; Dir (Admin).

Demand No.33 : Change of Designation.

Muslim cleaners working in DMA may be re-designated as Security Guard and also all chowkidars be re-designated as Security Guard.

DECISION

The demand for change of designation for muslim cleaners working in DMA was accepted and re-named/redesignated as "Khadim".

Action; Dir Personnel

Demand No. 34 : Ex-Gratia on Eid Holidays.

DMA Staff working on Eid holidays be paid Ex-gratia double to the previous.

DECISION

DMA staff working on Eid Holidays is already getting ex-gratia payment which should be enough. Demand for double ex-gratia payment was not found reasonable.

Action; Dir Personnel,
D.F.A.

Demand No. 35 : Delegation of Powers.

DMA supervisory staff may be given powers of Municipal bye laws to work efficiently as being done in other Municipal Corporation.

DECISION

The demand was considered by the Board but was regretted.

Action; D.M.A.

Demand No. 36 : Medical Check-up.

A complete Medical Check-up be arranged to STP Staff quarterly, and necessary equipment be provided for their health & Safety.

DECISION

The demand was agreed to in toto.

Action; E.D Capital Hospital

Demand No.37 : Regularization of Services.

The services of K.D.B employees who are absorbed in CDA may be regularized toward, the benefit of pension, plots allotment of residential accommodation and all other benefits.

Services of CDA employees working on the posts of Drivers, Horticulture Asstt: R.O's Asstt: Range Officer, Cleaner, Welder, Mason, Black Smith, Supervisor, Mates may be regularised on the same posts.

DECISION

The services of KDB employees favoured to be absorbed in CDA have already been regularized but previous service cannot be counted for towards benefit of pension, Allotment of plots etc.

Action Dir Personnel.

Demand No. 38: Appointment of regular dispenser in
MPO and Khateeb at Simly Dam.

Due to many accidents in MPO while working on
Machines, one regular dispenser be attached in
MPO permanently and one Khateeb at Simly Dam
Mosque may be provided.

DECISION

The demand was accepted to the extent that
in case of emergency, the services of a
Doctor can be summoned on telephone.
The demand for posting a Khateeb at Simly
Dam mosque was not agreed to.

Action; E.D Capital(R)
Dir Personnel.

Demand No. 39 : TA/DA for MPO Staff.

MPO Staff working on machinery out station
may be granted TA/DA.

DECISION

The demand was considered but not agree to.

Action; Dir Personnel.

Demand No. 40 : Heat allowance.

Heat allowance may be granted to the staff
of carpetting of MPO and Boiler Rooms of
Mechanical Division.

DECISION

The demand could not be accepted.

Action; Dir Personnel.

Demand No. 41 : Provision of Boundary Wall and repair of
the Govt. Hostel Quarters.

Boundary wall and repair work of Govt. Hostel
may be arranged during this current financial
year.

DECISION

The recommendation of the Works Council was
considered and the demand was agreed to.

Action; Dir(Maint).

Demand No.42 : Dust Allowance.

Dust allowance may be allowed to Store-man
and room attendant.

DECISION

The demand was not agreed to.

Action; Dir Personnel.

Demand No. 43 : Facilities for truck loading staff.

One latrine, one sitting hall and water cooler be arranged for truck loading staff in Fire Bridge Building.

DECISION

The recommendation of the Works Council were considered by the CDA Board and recommendation for provision of sitting room and water coolers for truck loading staff of DMA was agreed to.

Action; D.M.A.

Demand No. 44 : Liveries for Fire Staff.

Fire Staff is getting liveries comprising
of Pattern and Shirts which may now be
changed with Shalwar Kamiz.

to.

The demand being hazardous, was not agreed

DECISION

Action: D.M.A.

Demand No.45 : Shift allowance.

Staff working on shifts, performing their duties more than actual duty hours, such shifts staff may be allowed Rs.100/- per month.

DECISION

The demand was not agreed to.

Action; Dir Personnel.

Demand No. 46 : Sanction strength of Valve-man
in Bulk Water Supply Division.

Due to mistake by the management the
sanction strength of the valvemen of
Bulk Water Supply Division was omitted
which may now be revised.

DECISION

The proposed amendment to remove the mistake
in the CDA Employees (Service) Regulations,
1992, was agreed to.

Action; Dir Personnel.

Demand No. 47; Technical Training.

One Khakroob may be provided at each water sump and head works.

DECISION

The demand was considered and it was decided the DMA may provide necessary staff required for the cleaning at Water Sumps/Head Works once in a week.

Action; D.M.A.

Demand No. 48 : Technical Training.

Arrangement may be made to train the
CDA working staff technically.

DECISION

The demand being a basic necessity was
not agreed to.

Action; Dir Personnel.

Demand No. 49 : Enhance of Fixed TA.

100% enhancement may be made in fixed TA
for all entitled categories of CDA
employees.

DECISION

The proposed enhancement in Fixed T.A. was
not agreed to.

Action; Dir Personnel.

Demand No.50 : Move-Over.

3rd move-over may be continued.

DECISION

The demand for 3rd move-over, having many adverse repercussions, was not accepted.

Action; D.M.A.

Demand No. 51 : Facility of Coffin Carrier.

Coffin carrier may be provided in death cases of dependents of all CDA employees free of charges.

DECISION

The facility to provide Coffin Carrier free of charge in death cases of dependents of all CDA employees was agreed to.

Action; D.M.A.

Demand No.52 : Over Time.

Over time be allowed to drivers at the rate
of 1½ of the pay in all Directorate/Division.

DECISION

The demand was not accepted being against
Government Rules.

Action; D.G.(Services).
D.D.G.(Works).
Dir (Admin).

Demand No. 53 : Creation of Posts.

The following posts may be created for the smooth running the work of the Authority:-

Hert Officer	10	Nes.
Deputy Range Officer	10	Nes.
Range Officer.	5	Nes.
Asstt: Rangers.	10	Nes.
Senior Auditor	30	Nes.
Junior Auditor	10	Nes.
Divisional Accountant.	10	Nes.

DECISION

As recommended by the Works Council and to ensure smooth functioning of work in Directorate of A&A, the creation of additional 15 posts of Junior Auditors was agreed to. in principle, subject to lifting of ban by the Government.

Action; Dir Personnel,
Dir (A&A).

Demand No. 54 : Enhancement of pay scales.

The pay scales of the following categories be enhanced as under:-

	<u>Pay Scale.</u>
Sanitary Inspector	12
Supervisor	10
Deputy Ranger	14
Boiler Attendant	11
Street Light Examiner	11
Forester/Driller/Asstt. Driller of C.E. Lab.	9
Turner/Junior Mech. S/Mech: Mason Welder/Electrician/ Weldkinezer, Driller/Work Mistry, Work Munshi/Glazier/ Carpenter/LDC.	8
Artificer.	10
Dispenser.	10
Store-man/Ferre Printer.	7
Plumber/Junior Modler	8
Asstt: Store Keeper/UDC	9
Fitter	8
Store Keeper/Foreman/Asstt.	14
All Operators.	8
Head Mali	8
Amunia Machine Operator	9
Driver LTV	7

DECISION

Since the pay scales have recently been revised by the Government, therefore, the demand was not agreed to.

Action; Dir Personnel.

Demand No. 55 : Service Regulations 1992.

A thorough examination of the CDA Service Regulations 1992 be made and amendments where necessary be accepted.

DECISION

The demand of permission for second and third appeal in Disciplinary Cases was not agreed to. However, Capital Development Authority Employees (Service) Regulations 1992 may be reviewed/examined for suggesting necessary amendment where-ever necessary.

Action; Dir Personnel.

Demand No.56. ; Deputationists.

DECISION

All deputationists may be repatriated
as per agreement between CDA & CBA.

The demand pertaining to the repatriation
of all deputationists in CDA was accepted
subject to the administration's convenience.

Action; Dir Personnel.

Demand No. 57 : Privatization in CDA.

CDA has privatize one Sector G-7 last year and perhaps two more Sectors are also being privatized. These Sector be stopped from privatization. In Future no more sector be privatized.

DECISION

The demand was considered by the CDA Board and was not agreed to as privatization policy is economical.

Action; D.M.A.

Demand No. 58 :

- a) Graduate Junior Auditors be given BPS-11 from BPS-5.
- b) Five years service be counted for Senior Auditor for promotion from Junior Auditor.
- c) Relaxation be given from 5 years to two years for examination:-
 - i) Divisional Accountant.
 - ii) S.A.S. Accountant.
- d) 50% departmental promotion for exemptees from BPS 15 to 16.
33% from BPS 16 to 17.

DECISION

The demand was accepted subject on the verification from the Auditor General of Pakistan that similar facilities are being given by him to the staff.

Action; Dir Personnel.

Demand No. 59 : Promotion of Stenotypists.

Promotion of Stenographers be made amongst working Stenotypists (BPS 12 - 14) of CDA on Seniority-cum-fitness basis after ten years or as and when becomes a vacancy of Stenographer available in CDA.

DECISION.

The demand was accepted subject of passing the requisite test.

Action; Dir Personnel.

Demand No. 60 : Draftsman Staff may also be granted advance increments on higher qualification.

DECISION

The demand being vague was pended for further consideration.

Action; Dir Personnel.

Demand No. 61 : Service limit of 8 years for promotion
of Putwari/Kaneonge, may be decreased
to 5 years.

DECISION

The demand was not agreed to.

Action; Dir(Roads).
Dir(W&S).
DirE&M(Maint).
Dir (Environment).

Demand No. 62 : Low cost Housing Scheme Sector I-11.

- a) Development of the Sector I-11 be started immediately.
- b) Construction period may be counted from the date of possession of the plots and interest may not be charged on delayed payment untill the possession is given, especially from the allottees who will not sell the plots and want to build their own houses.

DECISION

(a & b) The recommendations as given by Works Council were agreed to in toto.

Action; Dir (Roads),
Dir (W&S Development)
Dir (E&M Maintenance)
Dir (Environment).