

CONFIDENTIAL

CAPITAL DEVELOPMENT AUTHORITY
(SECRETARIAT)

No.CDA-1137/BM-Coord/2008/

Islamabad, July 2008.

Subject:- MINUTES OF THE 33RD MEETING
(SPECIAL BOARD MEETING) OF CDA BOARD
FOR THE YEAR 2008.

The 33rd meeting of CDA Board for the year 2008 was held on Wednesday, the 23rd July, 2008 at 9.00 a.m in the Conference Room of Executive Block, CDA Headquarters, Islamabad.

2. Following attended:-

- 1) Mr. Kamran Lashari, In Chair
Chairman, CDA.
- 2) Mr. Kamran Ali Qureshi,
F.A /Member.
- 3) Mian Moeen-ud-Din Kakakhel,
Member (Engineering).
- 4) Brig. (Retd) Asad Munir,
Member (Estate).
- 5) Mr. Mazhar Hussain,
Member (Environment)
- 6) Mr. Tariq Mehmood Khan,
Member Administration.
- 7) Mr. Shamsul Haq,
Secretary CDA Board.

3. The following officers of the CDA were in attendance and participated when items pertaining to their Directorates were discussed:-

- (1) Mr. Shahid Murtaza Bukhari,
D.G (Administration).

- (2) Rawal Khan Maitla,
Sr. Director Public Relations.
- (3) Mr. Gul Hussain Khan,
Director Administration.
- (4) Mr. Muhammad Iqbal Noori,
Dy. D.G (Planning).
- (4) Mr. Mumtaz Ali Bhatti,
Dy. Financial Advisor-I.
- (5) Mrs. Najma Azhar,
Director Human Resource Development.
- (7) Mr. I.K. Rizwan,
Dy. Director Labour Relations.
- (8) Mr. Tahir Hamid,
Assistant Financial Advisor.

4. Mr. Saad S. Khan, Director (Development & Finance), Chief Commissioner Office, Islamabad attended the meeting on behalf of Chief Commissioner (ICT), Islamabad and DCO, Rawalpindi could not attend the meeting.

5. Meeting commenced with the recitation from the Holy Quran by Mr. Kamran Lashari, Chairman, CDA.

6. Then the Board took the following decisions on the demand of CBA Union:-

6.1 RECOMMENDATIONS OF JOINT WORKS COUNCIL UP ON THE CHARTER OF DEMAND SUBMITTED BY THE CBA UNION UNDER SECTION 25 OF IRO-2002.

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CHARTER OF DEMANDS OF CDA MAZDOOR UNION (CBA)

Demand No.	Demand	Draft Recommendation	Board Decision
Demand No. 1 <u>General</u>	i) The facilities and benefits available and already agreed to the workers of CDA BPS-1 to 16 (non-gazetted) prior to the signing of this agreement will continue to be available to them.	i) Recommended	Agreed. Provided, there is no duplication of benefits / facilities.
	a) During the course of negotiation and before entering an agreement and affixing signatures by the parties on the agreement, the union reserves the right to vary, add, amend, withdraw any of the demand.	a) Recommended	Agreed with the consultation of both the parties.
	ii) Benefits/rights already given to all the CDA/Employees under any orders/ agreements during the period from 1995 to 2008 would not be affected. As per decisions of Honourable Supreme Court and High Court where rights have been accrued to the employees, there no such rules orders, instructions having retrospective effects, would be made, and notices if issued shall be withdrawn being void.	ii) Recommended	Agreed

<p><u>Demand</u> <u>No. 2</u> <u>Plots</u></p>	<p>i) Immediate allotment of 596 plots (179 for Cat. IV and 417 for Cat. V) available as per Planning Wing letter dated 3rd of March, 2007 be made and employees who have been upgraded to BPS-14 (Cat. III) be also allotted.</p> <p>ii) Four thousand (4,000) plots to be developed for allotment to CDA employees from BPS-1 to 16 (non-gazetted) having at least (8) years service to their credit including developed sectors.</p> <p>iii) Plots to be allotted to employees including all Daily Wages whose service was not regularized and are having ten years service before 11.5.1986.</p>	<p>i) Recommended</p> <p>ii) Demand agreed with the consultation of Planning and Estate Management Directorates. Both Dtes to finalize the matter urgently for allotment of plots to CDA employees.</p> <p>iii) Already agreed vide letter No. CDA/LRB -3(1)/2007/19 dated 07-01-08 Estate Management Dte shall finalize the case within 03 months.</p>	<p>i) In new Sectors allotment of Plots for CDA Employees as per LDR-2005 was agreed</p> <p>ii) In new Sectors allotment of Plots for CDA Employees as per LDR-2005 was agreed</p> <p>iii) In new Sectors allotment of Plots for CDA Employees as per LDR-2005 was agreed</p>
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	<p>iv) Plots be allotted to retired CDA employees since 1992 to date.</p> <p>v) Widows of CDA employees/widowers (who died during service between 1992 to up to date) be allotted plots</p> <p>vi) Possession of plots to CDA employees Sector I-11. Plots allotted in sector I-11, to CDA Employees more than fifteen years have passed but the allottees are still waiting for possession, this may be find within two months time.</p>	<p>iv) Recommended</p> <p>v) Recommended.</p> <p>vi) Recommended that necessary/essential efforts may be taken for possession of the land by 31.12.2008 at the latest for further handing over to the allottees.</p>	<p>i) In new Sectors allotment of Plots for CDA Employees as per LDR-2005 was agreed</p> <p>ii) In new Sectors allotment of Plots for CDA Employees as per LDR-2005 was agreed</p> <p>Agreed.</p>
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<p><u>Demand No. 3</u></p> <p><u>Facilities For employees</u></p>	<p>i) <u>Mosque</u></p> <p>a) A mosque may be constructed at the CDA Headquarters for employees.</p> <p>b) A mosque may also be constructed in Services Wing Building G/6 for its employees.</p> <p>ii) <u>Cafeteria</u></p> <p>Cafeteria be constructed in CDA main office and a CBA Union Office be also constructed including one main hall and other facilities.</p> <p>iii) <u>Extension of CDA Hospital</u></p> <p>a) The CDA hospital blocks were constructed long ago. The existing blocks are not sufficient to cope with the increased demand for beds. Patients are facing difficulty in getting beds during admission. Therefore, two new blocks in CDA hospital need to be constructed immediately and to be completed within time limit period.</p> <p>b) Procurement of standard quality medicine for staff/employees be ensured without any discrimination.</p>	<p>i) <u>Mosque</u></p> <p>a) recommended.</p> <p>b) recommended</p> <p>ii) <u>Cafeteria</u></p> <p>Recommended</p> <p>iii) <u>Extension of CDA Hospital</u></p> <p>a) Recommended</p> <p>b) Recommended</p>	<p>Agreed to the extent that minimum expenditure be incurred for renovation of the mosque already available. However, a mosque with a proper design will be constructed in new proposed CDA Headquarters / Secretariat.</p> <p>A proper cafeteria building will be constructed in new CDA Headquarters.</p> <p>Agreed subject to availability of space.</p> <p>Agreed</p>
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	<p>iv) <u>Dispensaries.</u></p> <p>Most of the CDA employees and their families are living in rural areas of Islamabad and are facing great difficulty in getting medical facilities at odd hours. It is therefore, demanded that six round the clock dispensaries with all facilities may be opened at the following locations of rural areas of Islamabad:</p> <p>i) Bhara Kau ii) Rawat iii) Alipur Frash iv) Golra Sharif v) Noorpur Shahan v) Gulera Gali (Murree) vi) Koral vii) Tench Bhata viii) such dispensaries be also established in each sector in Islamabad</p>	<p>iv) <u>Dispensaries</u></p> <p>Recommended</p>	<p>Dispensaries be opened on appropriate places. However, opening of Dispensaries at Bhara Kau, Noor Pur Shahan and Alipur Farash was agreed.</p>
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<p>v) <u>Extension in Fire Brigade Building</u></p> <p>Keeping in view the space available in the present Fire Brigade Building, it is very difficult for the staff to be properly accommodated in this building. It is, therefore, urgently required to provide new accommodation and additional office space for staff of Fire Brigade including building of new shift rooms within time limit.</p> <p>vi) <u>Construction of College/Schools</u></p> <p>In the modern age of education and knowledge, the facility of quality education is not available to the sons/daughters of CDA employees. It is necessary that standard educational institutions are set up for the benefit of children of CDA employees. It is, therefore, proposed that:</p> <p>a) Technical Schools/Colleges be established in different sectors of Islamabad.</p> <p>b) CDA Model School I-9 Islamabad be upgraded to degree college level.</p> <p>c) On the pattern of CDA Model School I-9 Islamabad, five more schools be set up in other sectors within time limit. constructed and allotted at the earliest time frame period.</p>	<p>v) <u>Extension of Fire Brigade Building</u></p> <p>Recommended</p> <p>vi) <u>Construction of College/Schools</u></p> <p>a) Recommended</p> <p>b) Recommended</p> <p>c) Recommended</p>	<p>Agreed</p> <p>Allotment of plot for CDA Model College / School in Sector H-9, Islamabad was agreed.</p> <p>Planning Directorate was directed to locate the sites.</p>
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<p>vii) <u>Community Centers</u></p> <p>Community Centers may be constructed for the purpose of social activities like marriages and other religious gatherings on special occasions like Eid Milad-un-Nabi (p.b.u.h) and muharram ulk Haram etc in each Sector of Islamabad. These Community Centers should also have the facility of library for children.</p> <p>viii) <u>Construction of Site Offices</u></p> <p>Environment, road, Water Supply and especially in Sanitation workers have no place in the morning where they can mark their attendance and keep their equipment. Therefore, Site Offices for workers may be constructed in each sector of Islamabad with all facilities.</p> <p>ix) <u>Residential Houses</u></p> <p>a) CDA has only two thousand (2,000) quarters / flats for its fourteen thousand (14,000) employees. Therefore four thousand (4,000) flats for Muslim and one thousand (1,000) for Christian employees may be constructed and allotted at the earliest time frame period.</p>	<p>vii) <u>Community Centers</u></p> <p>Recommended</p> <p>viii) <u>Construction of Site Offices</u></p> <p>Recommended</p> <p>ix) <u>Residential Houses</u></p> <p>a) Recommended</p>	<p>Agreed, Planning Dte may select the sites</p> <p>Agreed, as per requirement. Site Offices should be modern and presentable having maximum place for stores</p> <p>Agreed in principle. However, as far as the flats on ownership basis are concerned is not agreed as the CDA has already allotted plots to its employees. No discrimination.</p>
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	<p>b) Flats may also be constructed by the CDA for allotment on ownership basis in main sectors of Islamabad as being done by the federal Government through Pakistan Housing Authority.</p> <p>x) <u>Construction of CDA Complex</u></p> <p>A main building of CDA Complex should be constructed having all Directorates at one place.</p> <p>xi) <u>Extension/Facilities in Christian Graveyard.</u></p> <p>a) Due to increased population of Islamabad, the Christian community is facing difficulty in burying their dead bodies due to shortage of space. Therefore, the present Christian Graveyard may be expanded.</p> <p>b) All facilities be provided in Christian Graveyard that are available in Muslim Graveyard.</p>	<p>b) Recommended</p> <p>x) <u>Construction of CDA Complex.</u></p> <p>Recommended</p> <p>xi) <u>Extension/Facilities in Christian Graveyard.</u></p> <p>a) recommended</p> <p>b) recommended</p>	<p>Agreed to the extent that flats will be constructed for allotment as official accommodation and not on ownership basis</p> <p>Agreed</p> <p>Agreed</p> <p>Agreed</p>
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<p>xii) <u>Fair Price Shop</u></p> <p>As CDA is a very large organization and has lot of reserve funds. It is, therefore, demanded that Fair Price Shops may be opened in each sector of Islamabad for its employees, where goods may be made available on no profit no loss basis.</p> <p>(xiii) <u>Safety on Tube wells</u></p> <p>Tube wells Operator are performing their duties in far flung and isolated areas of Islamabad with no protection for their life. May incidents like murder, theft etc. have occurred in the past. Therefore, complete protection be provided to CDA employees as proposed below:-</p> <ol style="list-style-type: none"> Each Tube Wells should be provided with gates, boundary walls with grills, washroom and kitchen. Tube well operator should be given insurance cover against death and disability. One Security Guard be deputed at site round the clock on all Tube wells. 	<p>xii) <u>Fair Price shop</u></p> <p>Recommended that agreement with Utility Stores and CSD Shops may be made for provision of the goods/commodities to the CDA employees at the subsidy rates.</p> <p>xiii) <u>Safety on Tubewells</u></p> <ol style="list-style-type: none"> Agreed and recommended to be completed within to be six months. Agreed and recommended to be completed within six months. Agreed and recommended to be completed within six months. 	<p>CDA Foundation to examine the proposal on establishment of Fair Price Shop.</p> <p>Agreed for provision of gates, boundary wall and wash room but not kitchen.</p> <p>CDA is already working for the insurance coverage of its employees.</p> <p>Deferred.</p>
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	<p>xiv) <u>Room for Ladies.</u></p> <p>A separate room should be provided at CDA HQ. Building for women employees where they can offer prayers and take lunch.</p> <p>(xv) <u>Construction of Central Engineering Lab.</u></p> <p>The building of Central Laboratory is in dilapidated condition and is old one. It is demanded that a new Central lab. Be constructed and testing material and furniture be also provided in it.</p> <p>(xvi) <u>Construction of Bachelor hostel for CDA employees.</u></p> <p>There are thousand of CDA employees who are Bachelor and for want of proper accommodation provided by CDA, they are facing difficulty, CDA should construct Bachelor hostel for such employees on reasonable deduction of rent from their pay.</p>	<p>xiv) <u>Room for ladies</u></p> <p>Agreed and recommended to be provided within one month.</p> <p>xv) <u>Construction of Central Engineering Lab.</u></p> <p>Agreed and recommended. To be constructed within a year.</p> <p>xvi) <u>Construction of Bachelor hostel for CDA Employees</u></p> <p>Agreed and recommended. to be constructed within two years.</p>	<p>Agreed.</p> <p>Agreed</p> <p>Agreed.</p>
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	<p>(xvii) <u>CDA Bus route</u></p> <p>A new bus route be created from Islamabad to Bun/ Karor for CDA employees and up to Peer Sohawa including Talhar Gokina.</p> <p>(xviii) <u>Reservation of 20% quota for CDA employees' sons / daughters in all private Educational Institution to which plots have been allotted by the CDA for construction of Educational Institutions.</u></p> <p>CDA is allotting plots to Education Institutions through Urban Planning Directorate for construction of Educational Institutions. It is demanded that 20% quota may be fixed for the children of CDA employees with 50% fee concession in all classes, as is being done by all Army/Air Force/ Naval Educational Institutions for personnel of three forces, where their children have special quota and fee waivers.</p>	<p>xvii) <u>CDA Bus Route</u></p> <p>Agreed and recommended compliance within three months.</p> <p>xviii)</p> <p>Recommended.</p>	<p>Agreed in principle. Admin Wing to work out the possibility of running hired buses from the private sector.</p> <p>(Three) 3% Agreed (two) quota be fixed.</p>
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<p>(xix) <u>Establishment of CDA Foundation.</u></p> <p>CDA foundation be established for the welfare of its working and retired employees. Association/representation of CBA in this regard may be ensured and all decisions may be made with the consent of the Association of CBA.</p> <p>xx) <u>Nomination of Secretary ship in Welfare Committee is the right of worker.</u> <u>Therefore, General Secretary of CBA may be nominated as General Secretary of Staff Welfare Committee.</u></p>	<p>xix) <u>Establishment of CDA Foundation</u></p> <p>Agreed and recommended all steps should be taken in association with CBA.</p> <p>xx) Recommended</p>	<p>CDA Board has already decided establishment of CDA Foundation. The progress in this regard be shown to CDA Board within 20 days.</p> <p>Deferred.</p>
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<u>DEMAND NO.4</u> <u>REVISION OF</u> <u>BASIC PAY</u> <u>SCALES</u>	As the CDA is an independent entity and the CDA Board is competent to make any decision for the welfare of its employees, therefore, Basic Pay Scale of the staff may be revised as per scales in NESCOM, PAEC, KRL, PARCO, OPF, PTV, PTCL and OGDCL and a Committee may be Constituted including CBA Members for finalization of scales.	Agreed and recommended that a committee may be constituted to be headed by the Deputy Financial Advisor-II, CDA to consider the demand of the CBA. The CBA representative may also be included in the committee. Within six months for finalization of the matter.	Consultants have already been hired and their report is awaited.
<u>DEMAND NO. 5</u> <u>QUOTA FOR</u> <u>APPOINTMENT</u> <u>OF CDA</u> <u>EMPLOYEES</u> <u>SONS/</u> <u>DAUHTERS</u>	CDA employees are located in Islamabad. Their sons/daughters have fewer opportunities for employment elsewhere. As such 50% quota from BPS 1 to BPS 16 employees be reserved in the Authority for appointment of CDA employees sons/daughters. This practice is in vogue in other departments.	Recommended.	Preference will be given to eligible sons and daughters of CDA employees, and 20% quota in Scale 1 to 15 is agreed.

<p>DEMAND NO. 6</p> <p>ENHANCEMENT OF HAJJ QUOTA</p>	<p>(a) At present 20 CDA employees are being allowed to perform Hajj on CDA expenses. Keeping in view the strength of employees of CDA, this number may be raised to 40 employees to perform Hajj on CDA expenses every year and ladies should also be included in balloting with Mahram separately.</p> <p>(b) Similarly, ten (10) Christian employees may be allowed to attend their annual event in the Vatican City every year on the expense of CDA.</p> <p>(c) 50 of the employees to be selected for Umrah /and visit Vatican City 25 from Muslim for Umrah 25 from Christians for Vatican City.</p>	<p>a) Agreed and recommended for all CDA Muslim regular employees in respect of their grade.</p> <p>b) Agreed and recommended to the extent that five Christian employees to be financially supported by the CDA for annual event in the Vatican City on seniority basis.</p> <p>c) Not agreed/ Recommended.</p>	<p>Agreed. 25 employees will be allowed to perform Hajj on CDA's expenses.</p> <p>Agreed. 05 Christian employees will be allowed to perform their religious affairs in Vatican City, they will arrange VISA themselves.</p> <p>Deferred.</p>
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DEMAND NO. 7 GRANTS/ ADVANCE	(i) <u>Welfare fund.</u> (a) The Special Relief Fund advance be increased from Rs. 25000/- to Rs. 100,000/-. This amount should be treated as grant and should be non-recoverable. (b) The employees monthly deduction for this fund be raised as follows: <table><tr><td></td><td><u>From</u></td><td><u>To</u></td></tr><tr><td>BPS 1 to 5</td><td>Rs.3/-+5/-P.M.</td><td>Rs.25/-P.M</td></tr><tr><td>BPS 6 to 10</td><td>Rs.3/-+5/-P.M.</td><td>Rs.30/-P.M</td></tr><tr><td>BPS 11 to 16 (non-gazetted)</td><td></td><td>Rs.40/-P.M</td></tr></table>		<u>From</u>	<u>To</u>	BPS 1 to 5	Rs.3/-+5/-P.M.	Rs.25/-P.M	BPS 6 to 10	Rs.3/-+5/-P.M.	Rs.30/-P.M	BPS 11 to 16 (non-gazetted)		Rs.40/-P.M	(i) <u>Welfare Fund</u> a) Agreed and recommended to the extent of Rs. 50,000/- (Rupees fifty thousand only). b) Agreed and Recommended.	Agreed to the extent of Rs. 50,000/- but the advance will be refundable. Agreed.
		<u>From</u>	<u>To</u>												
BPS 1 to 5	Rs.3/-+5/-P.M.	Rs.25/-P.M													
BPS 6 to 10	Rs.3/-+5/-P.M.	Rs.30/-P.M													
BPS 11 to 16 (non-gazetted)		Rs.40/-P.M													
	(ii) <u>Burial charges</u> (a) Rs. 50,000/- as burial charges may be granted on the death of a CDA employees. (b) Burial charges for dependants of CDA employees be raised from Rs.5.000/- to Rs. 25,000/-	ii) <u>Burial Charges</u> a) Agreed and recommended Rs. 25,000/-(Rupees twenty five thousand only) b) Agreed and recommended Rs. 25000/-(Rupees twenty five thousand only)	Agreed to the extent of Rs. 20,000/-. Agreed to the extent of Rs. 20,000/-.												

	<p>(iii) <u>Marriage Advance.</u></p> <p>For making arrangement for marriage of the employees himself / herself, his/her son, daughter and dependent family members of CDA employees, refundable Marriage Advance be made as under:</p> <ul style="list-style-type: none">(a) Self (Rs. 100,000)(b) Daughter (Rs. 100,000)(c) Son (Rs. 50,000)(d) Dependent –brother/sister (Rs.50,000) <p>This amount may be allowed a second time on complete payment of first advance.</p> <p>(iv) <u>Computer Advance.</u></p> <p>Loan facility of Rs. 100,000/- may be allowed to employees in BPS 1 to 16 (non-gazetted) for purchase of computer for use by employees and his family members.</p>	<p>iii) <u>Marriage Advance</u></p> <p>Agreed and recommended upto Rs. 100000/- (Rupees one lac) for only daughters/sons.</p> <p>iv) <u>Computer Advance.</u></p> <p>Agreed and recommended upto Rs. 50,000(Rupees fifty thousand only) for all employees.</p>	<p>Deferred, to be examined by Financial Wing, CDA</p> <p>Deferred.</p>
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	<p>(v) <u>Long service Award.</u></p> <p>In order to retain experienced staff it is suggested that employees may be allowed the following rate of payment on completion of following length of service as is in vogue in OGDCL and other Organizations.</p> <p>(i) On completion of 10 years Service Rs. 10,000/</p> <p>(ii) On completion of 15 years Service Rs. 15000/-</p> <p>(iii) On completion of 20 years service Rs. 20,000/</p> <p>(iv) On completion of 25 years service Rs.25,000/-</p> <p>(v) On completion of 30 years service Rs.30,000/-</p> <p>In addition on completion of 10 years of service four increments may be allowed to each employees.</p>	<p>v) <u>Long Service Award</u></p> <p>Agreed and recommended an employee who has completed fifteen years service with clean record he may be given Rs. 10000/-(Rupees ten thousand only) with appreciation letter.</p>	<p>Deferred.</p>
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<p><u>(vi) Award in lieu of pending leave.</u></p> <p>Employees who have rendered meritorious service in CDA and have not availed their earned leave (LEP) may be given the award on the following ratio:</p> <p>(i) ON 500 days leave. Rs.10,000/- (ii) On 1000 days leave. Rs.20,000/- (ii) On 1500 days leave. Rs.30,000/- (iv) On 2000 days leave. Rs.40,000/-</p> <p><u>vii) Grant of House Building Advance</u></p> <p>CDA employees may be granted interest-free loan for construction of house for its all employees from its Reserve funds.</p> <p>Cat. III (BPS 14 to 16) 5 Millions. Cat. IV (BPS-11 to 13) 4 Millions. Cat. V (BPS-7 to 10) 3 Millions. Cat. VI (BPS-1 to 6) 2 Millions.</p>	<p><u>vi) Award in lieu of pending leave</u></p> <p>Agreed and recommended that a employee who is retired from the CDA service and five hundred leaves (LFP) in his credit he is entitled to a cash award of Rs. 10,000/- (Rupees ten thousand only).</p> <p><u>vii) Grant of House Building Advance</u></p> <p>Agreed and recommended</p>	<p>Agreed as per Government Policy.</p> <p>CDA Board has already approved House Building Loan Policy.</p>
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DEMAND NO.8 <u>Medical facilities</u>	<p>(i) <u>Age limit</u> Age-limits treatment of CDA employees' sons may be increased from 18 to 25 years and for daughters till their marriage.</p> <p>(ii) <u>Referral cases</u></p> <p>(a) In case of referral of patient to any outside hospital CDA should ensure full and timely payment, so that the patient does not suffer on this account and he is not made liable to make any advance payment whatsoever.</p> <p>(b) In this connection, it is suggested that CDA should enter into an agreement with major hospital of Islamabad/Rawalpindi to ensure timely medical care to CDA employees.</p>	<p>i) <u>Age limit</u> Agreed and recommended.</p> <p>ii) <u>Referral Cases</u></p> <p>a) Agreed and recommended.</p> <p>b) Agreed and recommended</p>	<p>Agreed till marriage and employment</p> <p>Agreed.</p> <p>Agreed</p>
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<p align="center"><u>DEMAND</u> <u>NO.9</u> <u>ALLOWANCES</u></p>	<p>(i) <u>Allowance:</u></p> <p>(a) Conveyance allowances @ Rs. 1500/- be paid to employees in BPS 1 to 15.</p> <p>(b) Medical Allowance @ Rs.1500/- be paid to all employees in BPS 1 to 15.</p> <p>(c) Capital Allowance @ Rs.1000/- be paid to all CDA employees falling in BPS 1 to 15.</p> <p>(ii) <u>House Rent Allowance:</u></p> <p>(a) Amount of ceiling fixed for house rent allowance for hire of houses be given alongwith monthly salary in cash to all BPS 11 to 16 (non-gazetted) employees not in possession of houses allotted by CDA, as allowed to BPS 1 to BPS 10 be allowed to employees in BPS 11 to BPS 16 also.</p> <p>(b) Present Rental ceiling be raised by 75% of current/running pay.</p>	<p>i)<u>Allowance:</u></p> <p>a)Agreed and recommended.</p> <p>b) Agreed and recommended Rs. 1000/- (Rupees one thousand only) per month for all employees of the CDA.</p> <p>c) Agreed and recommended Rs. 500/- (Rupees five hundred only) per month.</p> <p>ii) <u>House rent Allowance:</u></p> <p>a)Agreed and recommended for all CDA employees.</p> <p>Agreed and recommended 10% increase in every year.</p>	<p>Deferred.</p> <p>Deferred.</p> <p>Deferred.</p> <p>Deferred. Finance Wing to examine the case.</p> <p>Deferred.</p>
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	<p>(iii) <u>Traveling/Daily Allowance:</u></p> <p>TA/DA be allowed to all staff members after travel to a distance of 10 km while performing official duty.</p> <p>(iv) <u>Shift Allowance:</u></p> <p>Shift allowance be paid to the all categories of employees working in shift as admissible in PSB and other organizations e.g. Head Works, Tube wells, Fire staff, parliament House, President House, Parliament Lodges and Hostel at the following rates:</p> <p>(a) Employees in BPS 1 to 10 - Such as (Choukidar/Sec.guard/Electrical Staff / Pump Operators and Keyholders) - Rs.600/-</p> <p>(b) Employees in BPS 11 to 16 Rs.900/-pm.</p>	<p>iii) <u>Traveling/Daily Allowance</u></p> <p>Agreed and recommended subject to certificate by the concerned Director.</p> <p>iv) <u>Shift Allowance</u></p> <p>Agreed and recommended only for night duty staff.</p>	<p>Deferred.</p> <p>Deferred.</p>
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	<p>(v) <u>Grant of Eid Allowance / Christmas Allowance etc.</u></p> <p>(a) One running basic pay be granted to Muslim employees on the following occasions:-</p> <p>(i) Eid-ul-Fitr (ii) Eid-ul-Azha (iii) Eid Milad-un-Nabi (P.B.U.H)</p> <p>(b) Similarly, one running basic pay be granted to Christian employees on the following occasions:</p> <p>c) All contract and daily wages employees (both Muslims and Christians) including those on Muster roll may be granted one month's pay on the above mentioned occasions.</p>	<p><u>Grant of Eid Allowance.</u></p> <p>Already agreed for Eid-ul-Fitr and Eid-ul-Azha to Muslim employees. Christmas and Easter for Christian employees and also for Hindus and Sikhs for Diwali and Baisakhi respectively. A sum of Rs.1000/- is also recommended to Muslim CDA employees in connection with Eid-e-Milad-un-Nabi (PBUH)</p>	<p>Allowance agreed to the amount of one basic pay to all employees in a calendar year on Eid-ul-Fitr and Eid-ul-Azha, Christmas, Easter, Diwali and Baisakhi. (Not more than two festivals for each community).</p>
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<p>vi) <u>Grant of Allowance-Presidency Staff</u></p> <p>As all other staff working in President House are getting Presidency Allowance except staff of CDA, the same be also paid to CDA staff as under:</p> <p>a) Scale 1 to 6 Rs. 600/- P.M b) Scale 7 to 10 Rs. 800/- P.M. c) Scale 11 to 16 Rs. 1000/- P.M (Non-gazetted)</p> <p>This allowance is being availed by the staff of PTCL, Islamabad Police and WAPDA. The discrimination may be removed.</p> <p>vii) <u>Danger Allowance and Insurance</u> Employees working in different Directorates and keeping in view their nature of job, following allowances per month may be granted:</p> <p>a) For Fire Brigade Staff Rs. 500/- b) For Zoo staff Rs. 500/- c) For Sewerman Rs. 500/- d) For STP staff Rs. 500/- e) Electricians/Electrical Helpers for all Directorates Rs. 500/-</p> <p>All the above mentioned employees may be insured from NIC on CDA cost.</p>	<p>vi) <u>Grant of Allowance-Presidency Staff</u></p> <p>Agreed and recommended Presidency Allowance may be given to the CDA staff working in the Aiwan-e-Sadre.</p> <p>vii) <u>Danger Allowance and insurance</u> Agreed and recommended</p>	<p>Deferred with the direction to Finance Wing check and get clarification from the staff of other organizations working under Presidency.</p> <p>Agreed. To be given to Sewermen and Zoo staff employed for handling dangerous animals.</p> <p>General Group Insurance is already under consideration for all CDA employees.</p>
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	<p>viii) <u>Bonus and Heat Allowance for Carpeting staff.</u></p> <p>a) Two yearly bonuses on running basic pay may be given to those staff who are working in MPO on Plant and Road carpeting.</p> <p>b) Heat allowance @ Rs. 500/- P.M be given for all field staff of Roads Directorate working on carpeting and Road Dte. staff.</p> <p>ix) <u>Special Allowance for Hafiz-e-Quran and other employees.</u></p> <p>a) Rs. 500/- per month be granted to employees of CDA who are Hafiz-e-Quran.</p> <p>b) Rs. 500/- per month be granted to employees of CDA who hold higher qualification than the qualification prescribed for the post they are working.</p>	<p>viii)</p> <p>a) Recommended one basic pay as a honorarium per year.</p> <p>Agreed and recommended.</p> <p>ix) <u>Special Allowance for Hafiz-e-Quran and other employees.</u></p> <p>a). Agreed and recommended.</p> <p>b). Agreed and recommended two increments.</p>	<p>Deferred. MPO carpeting staff is already getting the allowance.</p> <p>Deferred.</p> <p>Deferred.</p> <p>Deferred.</p>
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<p>x) <u>Late sitting Allowance/Overtime allowance.</u></p> <p>a) Overtime Allowance @ one and half pay be paid to all CDA employees working in field of all Directorates whether they are regular on Regular-P.</p> <p>b) Keeping in view the nature of duties of all the staff who often sit late at night and have no other incentive may be allowed Special Allowance as below.</p> <p style="text-align: center;"><u>All Staff</u></p> <table><tr><td>BPS 1 to 4</td><td>Rs. 300/-</td></tr><tr><td>BPS 5 to 6</td><td>Rs. 500/-</td></tr><tr><td>BPS 7 to 11</td><td>Rs. 800/-</td></tr><tr><td>BPS 12 and above</td><td>Rs. 1000/-</td></tr><tr><td>Audit Allow: S/Auditor</td><td>Rs. 1000/-</td></tr><tr><td>J/Auditor</td><td>Rs. 800/-</td></tr></table> <p>xi) <u>Special allowance for Grave Digger</u></p> <p>Special Allowance @ Rs. 500/- per month may be given to Grave Diggers.</p>	BPS 1 to 4	Rs. 300/-	BPS 5 to 6	Rs. 500/-	BPS 7 to 11	Rs. 800/-	BPS 12 and above	Rs. 1000/-	Audit Allow: S/Auditor	Rs. 1000/-	J/Auditor	Rs. 800/-	<p>x) <u>Late Sitting and Overtime Allowances</u></p> <p>a). Agreed and recommended</p> <p>b). Agreed and recommended.</p> <p>xi) <u>Special Allowance for Grave Digger</u></p> <p>Agreed and recommended.</p>	<p>Deferred and to be examined by Finance Wing.</p> <p>Deferred and to be examine by Finance Wing</p> <p>Agreed.</p>
BPS 1 to 4	Rs. 300/-													
BPS 5 to 6	Rs. 500/-													
BPS 7 to 11	Rs. 800/-													
BPS 12 and above	Rs. 1000/-													
Audit Allow: S/Auditor	Rs. 1000/-													
J/Auditor	Rs. 800/-													

<p>xv) <u>The following Allowances may be increased as under:</u></p> <p>a) Washing Allowance Rs. 70/- Rs. 140/-P.M b) Dress Allowance Rs. 90/- Rs. 200/-P.M c) Broom Allowance Rs. 50/- Rs. 100/-P.M d) Basta Allowance Rs. 40/- Rs. 80/- P.M e) Talwar Allowance Rs. 40/- Rs. 80/- P.M f) Key Allowance Rs. 40/- Rs. 80/- P.M g) Integrated allowance for N/Qasid Rs. 220/- Rs. 400/-P.M h) Computer Allowance for LDC's, UDC's, Asstt: Rs. ---- Rs. 1000/-P.M i) Computer Allowance for Stenotypists, Stenographers Rs. 150/- Rs. 1000/-P.M</p>	<p>xv) <u>Increase in Allowances</u></p> <p>The following Allowances are recommended as under:</p> <table><tr><td><u>Allowances</u></td><td><u>Rates PM</u></td></tr><tr><td>a) Washing</td><td>Rs. 140/-</td></tr><tr><td>b) Dress</td><td>Rs. 200/-</td></tr><tr><td>c) Broom</td><td>Rs. 100/-</td></tr><tr><td>d) Basta</td><td>Rs. 80/-</td></tr><tr><td>e) Talwar</td><td>Rs. 80/-</td></tr><tr><td>f) Key</td><td>Rs. 80/-</td></tr><tr><td>g) Integrated Allowance for Naib Qasid</td><td>Rs. 400/-</td></tr><tr><td>h) Computer Allowance for LDC's, UDC's, Asstts.</td><td>Rs. 500/-</td></tr><tr><td>i) Computer Allowance for Steno typists, Stenographers</td><td>Rs. 500/-</td></tr></table>	<u>Allowances</u>	<u>Rates PM</u>	a) Washing	Rs. 140/-	b) Dress	Rs. 200/-	c) Broom	Rs. 100/-	d) Basta	Rs. 80/-	e) Talwar	Rs. 80/-	f) Key	Rs. 80/-	g) Integrated Allowance for Naib Qasid	Rs. 400/-	h) Computer Allowance for LDC's, UDC's, Asstts.	Rs. 500/-	i) Computer Allowance for Steno typists, Stenographers	Rs. 500/-	<p>(a) to (g) agreed for increase of 10% Name of Talwar be changed "Grass Cutter".</p> <p>Deferred.</p> <p>Deferred.</p>
<u>Allowances</u>	<u>Rates PM</u>																					
a) Washing	Rs. 140/-																					
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i) Computer Allowance for Steno typists, Stenographers	Rs. 500/-																					

<p>xii) <u>Tool Allowance</u></p> <p>All fitters, Drivers, Mason, Carpenters, Plumbers, Blacksmiths, Welders, Mechanics and Electricians may be granted Tool Allowance @ Rs. 300/- per month.</p> <p>xiii) <u>Technical/Cashier Allowance</u></p> <p>a). Technical Allowance may be granted @ Rs. 500/- to SRA, JRA, Lab. Assistant and Lab. Attendant.</p> <p>b). Cashier Allowance @ Rs.500/- may be granted to all UDC's/Asstt: performing Cashier duties.</p> <p>xiv) <u>Dam Allowance</u></p> <p>Dam Allowance may be granted to staff working in Simly/Khanpur Dams @ Rs. 500/- per month.</p>	<p>xii) <u>Tool Allowances</u></p> <p>Agreed and recommended.</p> <p>xiii) <u>Technical/Cashier Allowance</u></p> <p>a) Agreed and recommended.</p> <p>b) Agreed and recommended.</p> <p>xiv) <u>Dam Allowance</u></p> <p>Agreed and recommended.</p>	<p>Deferred.</p> <p>Deferred.</p> <p>Deferred.</p> <p>Deferred.</p>
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	<p>j) File handling allowance for LDC/UDC/Asstt:/ Naib Qasid Rs. 500/- P.M</p> <p>k) Sr. Research Asstt: Rs. 800/- P.M l) Jr. Research Asstt: Rs. 500/- P.M m) Lab. Field Asstt: Rs. 300/- P.M n) Lab. Field Attendant Rs. 200/- P.M</p> <p>o) Meter Reading Allowance Rs. 40/- Rs.80/-</p> <p>p) Room Attendant Allowance (Staff working in Parliament Lodges and Govt. hostel) - Rs. 200/- P.M</p> <p>r) Nuisance Allowance for truck loaders, Drivers of Sanitation, Sewerman and Gutterman in other Directorates. Rs. 200/- P.M</p> <p>s) All Technicians of capital Hospital be given Technical Allowance. Rs. 500/- P.M</p>	<p>j) File handling Rs. 500/- Allowance for LDC/UDC/ Asstt ./Naib Qasid</p> <p>k) Agreed and and recommended for k, l, m, n Rs. 200/-</p> <p>o) Agreed & recommended Rs. 80/-</p> <p>p) Agreed and recommended Rs. 200/-</p> <p>r) Agreed and recommended</p> <p>s) Agreed and recommended</p>	<p>(j) to (s) Deferred.</p>
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	<p>xvi) <u>Utility allowance</u> for employees in BPS-1 to 15 @ 30% of their running pay may be allowed as is available to employees of NESPAK, UBL, PPL.</p> <p>xvii) <u>Staff Car Driver Allowance</u></p> <p>Allowance of car driver of Chairman and Board Members be raised from Rs. 200/- to Rs. 1000/- P.M</p> <p>xviii) <u>Late sitting Allowance for Parliament House CDA employees</u></p> <p>All the staff working in National Assembly is paid Rs. 160/- per day for late sitting. Therefore CDA employees be also paid such allowance.</p> <p>xix) <u>Radiation danger allowance in Capital Hospital.</u></p> <p>Radiation danger allowance be paid @ 35/- of basic pay for all employees in Radiology, Nuclear Cardiology and dental Departments of the Hospital.</p>	<p>xvi) Not agreed.</p> <p>xvii) <u>Staff Car Driver Allowance</u> Agreed and recommended Rs. 500/- PM.</p> <p>xviii) Agreed and recommended.</p> <p>xix) Agreed and recommended Rs. 1000/- fixed PM.</p>	<p>Deferred.</p> <p>Deferred.</p> <p>Agreed subject to verification from other departments whose employees are working under parliament House and subject to approval from the Committee of Parliament.</p> <p>Deferred.</p>
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	<p>xx) <u>Emergency Allowance Capital Hospital</u></p> <p>Emergency Allowance may also be given to X- Ray Unit is allowed for ECG Operation Theatre and Emergency staff @ 50% of Basic pay and anomaly may be removed.</p> <p>xxi) A Legal allowance @ Rs. 1000/- be paid to all staff working in Law Directorate, instead of fix TA.</p> <p>xxii) <u>Distribution of share</u> of fee realized from Private (non-entitled) Patients @ 50% be paid to CDA staff of Hospital for X-Ray and Laboratory which was being distributed since 1982, but discontinued since October,2007 may be continued immediately and arrears be paid to employees.</p> <p>xxiii) Hill Allowance Rs. 400/- may be granted to all staff working on Simly Dam, Gulara Gali and Ban.</p>	<p>xx) Agreed and recommended.</p> <p>xxi) Agreed and recommended</p> <p>xxii) Agreed and recommended</p> <p>xxiii) Agreed and recommended</p>	<p>Deferred.</p> <p>Deferred.</p> <p>Deferred. Views/comments of Executive Director and Director Health Services be obtained.</p> <p>Deferred.</p>
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SPECIAL ADHOC ALLOWANCE

xxiv) About sixty seven (67) Security Guards working in Security/Enforcement Directorates are not availing Special Adhoc Allowance, which being a discrimination may be rectified.

xxiv) Agreed and recommended

Deferred to be examined by Finance Wing, CDA.

DEMAND NO.10 <u>SCHOLARSHIP EDUCATION FOR CDA EMPLOYEE'S CHILDREN</u>	i) <u>SCHOLARSHIP</u> Annual scholarships of Rs. 3000/- per annum be allowed for two children of each CDA employees who obtain "A" or B Grade" in their respective level of education as was previously allowed.	i) <u>SCHOLARSHIP</u> Agreed and Recommended that Rs. 1000/- per annum as a grant may be given to the children of the CDA employees who obtain A grade in the annual education.	Agreed in principle and detail to be worked out by the Finance Wing, CDA.
	ii) <u>Award</u> a). All school going children of CDA employees be paid Rs. 500/- p. m and college going children be paid Rs. 700/- p.m while university going children be paid Rs. 1000/- P.M. (b) CDA employees children passing the following examinations or their equivalent from recognized Board/University, may be allowed the following Award. Matric Rs. 5000/- Intermediate Rs. 10,000/- Degree Rs. 20,000/-	ii) <u>Award</u> a) Not recommended. b). Not recommended.	

	<p>iii) <u>Handicapped sons/daughters</u></p> <p>Education for handicapped sons/daughters of all CDA employees be arranged and appointments be made in CDA accordingly.</p> <p>iv) <u>Professional Education</u></p> <p>During this age of science and technology, it is very difficult for low paid CDA staff to meet the educational expenses of their children. It is, therefore, demanded that at least 100 students of (CDA staff's sons/daughters) be selected each year for higher professional education in Pakistan and abroad.</p> <p>v) <u>Occupational Training Center</u></p> <p>Occupational Training Centers be established for employees and children of CDA and the Training Academy should be activated.</p>	<p>iii) <u>Handicapped sons and daughters.</u></p> <p>Agreed and recommended.</p> <p>iv) <u>Professional Education</u></p> <p>Agreed and recommended to the extent that CDA will bear the expenditures within the Pakistan of ten children of the CDA employees who secure top ten positions in the Board examination.</p> <p>v) <u>Occupational Training Center</u></p> <p>Agreed and recommended completion to be assured within six months.</p>	<p>Agreed</p> <p>Agreed in principle. Details to be worked out.</p> <p>CDA Board has already approved for establishment of a training institute and plot already allotted to Fire & Rescue Academy.</p>
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<p><u>DEMAND NO. 11</u></p> <p><u>FACILITIES FOR CDA</u></p>	<p>i) <u>COMMUNITIES</u></p> <p>(a) A joint committee comprising equal representatives of management and CBA be constituted to inspect the canteen food stuff and its hygienic condition.</p> <p>(b) Joint Works Council as provided in Section 24 of IRO, 2002 be constituted to improve the efficiency, promote welfare of workers including contract workers, settlement of differences through bilateral negotiations, safety and health for the workers. The council may have three representatives of management and two of the CBA.</p> <p>ii) <u>Nominee of CBA</u></p> <p>Nominee of the CBA should be included in all committees on matters pertaining to BPS-1 to 16 (non-gazetted) employees including allotment of quarters.</p>	<p>(i) <u>COMMUNITIES</u></p> <p>a) Agreed and recommended.</p> <p>b) Agreed and recommended</p> <p>ii) <u>Nominee of CBA.</u></p> <p>Agreed and recommended.</p>	<p>Agreed</p> <p>Joint Works Council is already constituted.</p> <p>Deferred.</p>
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	<p><u>Representation of CDA Board.</u></p> <p>CDA Mazdoor Union (CBA) not only represents the workers of CDA but it is also linked with the general public of ICT. In order to resolve different problems, a nominee of the CBA Union may be inducted as a member of the CDA Board including allotment of quarters.</p>	<p><u>iii) Representation in CDA Board</u></p> <p>Recommended to the extent that CBA will be called on issues pertaining to workers as and when required/ requested.</p>	
	<p><u>iv) Mobile and phone facilities.</u></p> <p>General Secretary of the CBA Union be provided Official free mobile Phone and free STD telephone at his residence.</p>	<p><u>iv) Mobile and phone facilities</u></p> <p>Agreed and recommended free telephone facilities up to Rs. 8000/- (including office and mobile) to the general secretary CBA union.</p>	<p>Deferred.</p> <p>Agreed to the extent of providing mobile phone ceiling to the extent of Rs. 3000/- per month and the mobile phone set will be purchased by General Secretary, CBA Union himself.</p>

	<p>v) <u>Entertainment Allowance.</u></p> <p>Central CBA Union Office be allowed entertainment allowance of Rs. 7000/- PM.</p> <p>vi) <u>Copies of Office orders</u></p> <p>Central CBA Union Office may be endorsed copies of all office orders/Memorandum/ Appointment / Transfers / Promotion / Termination of service and allotment of quarters etc. letters in respect of employees in BPS-1 to BPS-16 (non-gazetted).</p> <p>vii) <u>Seniority List</u></p> <p>Seniority List of all categories of employees in BPS-1 to 16 (non-gazetted) be provided to CBA Union each year by March.</p>	<p>v) <u>Entertainment Allowance</u></p> <p>Recommended subject to these facility is being provided in other departments. CBA will provide the precedent</p> <p>vi) <u>Copies of Office order</u></p> <p>Agreed and recommended.</p> <p>vii) <u>Seniority List</u></p> <p>Agreed and recommended</p>	<p>Deferred.</p> <p>Deferred.</p> <p>Agreed.</p>
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	<p>viii) <u>UPS</u></p> <p>In view of increased incidents of load shedding, UPS be provided for the computer in the Union Office.</p> <p>ix) <u>CBA Union Office</u></p> <p>CBA Union Office be constructed with one main hall and other requisite facilities.</p> <p>x) <u>Bus facility for School going children of Simly Dam employees.</u></p> <p>The transport available for the children (school going) of employees of Simly Dam is insufficient. Therefore Bus be detailed for the purpose to cope with the increasing demand.</p>	<p>viii) <u>UPS</u></p> <p>Agreed and recommended</p> <p>ix) <u>CBA Union Office</u></p> <p>Recommended that the labour hall and Union Office be constructed in one year.</p> <p>x) <u>Bus facility for school going children of Simly Dam employees</u></p> <p>Recommended that the necessary arrangements be made for the transport facility to the children of the CDA employees residing at Simly Dam.</p>	<p>Deferred.</p> <p>To be constructed in new proposed CDA Headquarters building.</p> <p>Agreed.</p>
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<p>DEMAND NO. 12</p> <p>RETIREMENT BENEFITS</p>	<p>i) <u>Increments Extra Increment</u> a) One extra-increment may be given to all such persons who retire from the service.</p> <p>(b) <u>Additional Increment</u> Employees rendering six months or more of service in the year of their retirement may be given the benefit of one increment for calculation of their pensionable salary.</p> <p>ii) <u>Group Insurance</u> Group insurance facility be provided to employees particularly for employees performing security duties.</p> <p>iii) <u>Earned Leave.</u> Earned leave (LAP) should be allowed to accumulate with entire balance. Sick leave on full pay should be allowed for 20 days in a year and if not availed, should be allowed to accumulate upto 100 days.</p> <p>iv) <u>Encashment of leave.</u> Encashment for all un-availed leave may be allowed with all allowances at the time of retirement of a CDA staff.</p>	<p>i) <u>Increments Extra increment</u> a) Agreed and recommended</p> <p>(b) Agreed and recommended</p> <p>ii) <u>Group Insurance</u> Agreed and recommended that group insurance facilities to all employees in the terms of 50/50 ratio (Department/employee)</p> <p>Agreed and recommended.</p> <p>Agreed and recommended.</p>	<p>Deferred.</p> <p>Deferred.</p> <p>Group insurance policy for all the CDA employees is already under consideration. Case be taken up with State Life Insurance for presentation.</p> <p>Deferred.</p> <p>Deferred.</p>
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<p>DEMAND NO. 13</p> <p>UPGRADATION / PROMOTIONS</p>	<p>i) <u>Pay scale up-gradation.</u> Recent announcement of Government regarding increase in Pay scales such as BPS 1 to 4: LDC from BPS 5 to 7, UDC 7 to 9 and Assistant 11 to 14 and also upgradation of all categories of Field Staff (which posts are not available in Government) from 1 to 15 may also be granted scale on the same analogy. The categories are:</p> <p>ii) <u>Name of the post</u> <u>From BPS</u> <u>To BPS</u></p> <p>a) Work Mistry (Designation may 5 7 changed to Assistant Supervisor)</p> <p>b) Glazier, Lab. Assistant/Technician 3 7</p> <p>c) Painters, Blacksmiths, Polishers, 5 7 Lift Operator, Tubewell Operator, Pump Operator, Fabricator, Lineman, Storeman, Welders/Steel Welder, Vulcanizer, Monitoring Desk Attendant, Fireman, Keymaker/Key Mechanic, Stitcher, V/Operator, Cook, Head room Attendant, Stitcher tailor, Head Mali, Budder, Tracer, Jr. Upholster, Jr. Vulcanizer, Jr. Welder, Sr. Denter, Armature Welder, Cane Mechanic, Carpet Stitcher, Auto Mechanic, Jr. Turner, Motor Attendant, Chlorinator Attendant, Tailors, Sr. Dainter.</p>	<p>i) <u>Pay scale up gradation</u></p> <p>Agreed and recommended</p>	<p>Deferred, to be examined by the Finance Wing of CDA.</p> <p>ii). (a) & (b) Agreed.</p> <p>Deferred, to be examined by the Finance Wing of CDA.</p>
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<u>Name of the post</u>	<u>From BPS</u>	<u>To BPS</u>		Deferred, to be examined by the Finance Wing.
d) All Supervisors	8	11		
e) All Foreman	10	14		
f) ASK, Car Calling, Operator, Boiler Operator, Telephone Operator, Fitter-I, Mechanic, Artificer, Jr. Mechanic, CS Attendant, Generator Operator, Assistant Foreman, Sub-Station Operator.	7	9		
g) All Storekeepers	12	14		
h) All Inspectors (including building inspectors)	8/10/11	16		
i) Chief Sanitary Inspectors with additional Allowance Rs. 2000/- PM.	13	16		
j) All Fitters, Electricians	6	8		
k) Searcher, Junior Dainter	3	5		

	<p>iv) <u>Earned Leave</u></p> <p>Earned Leave (LAP) should be allowed to accumulate with entire Balance. Sick leave on full pay should be allowed for 20 days in a year and if not availed, should be allowed to accumulate upto 100 days.</p> <p>v) <u>Encashment of leave</u></p> <p>Encashment for all un-availed leave may be allowed with all allowances at the time of retirement of a CDA staff.</p>	<p>iv) <u>Earned Leave</u></p> <p>Agreed and Recommended.</p> <p>v) <u>Encashment of leave</u></p> <p>Agreed and recommended</p>	<p>Deferred.</p> <p>Deferred.</p>
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<u>Name of the post</u>	<u>From BPS</u>	<u>To BPS</u>		Deferred, to be examined by the Finance Wing
s) Pond Keeper	1 and 2	Promoted as Forest Guard (BPS-5)		
t) Sub-Engineer, Head Radiographer	11	14		
u) LTV Driver, Dak Runner, Khadim, Mozzin, Wireless Operator, Mahawat, Despatch Rider.	04	07		
v) Horticulture Assistant	11	15		
w) Tracer, Receptionist	05	07		
x) Asst: Draftsman	08	11		
y) Divisional Head D/man	11	14		
z) Forest Guard	05	07		
za) All employees (BPS.01) with five years serving as an attendant	01	03		

<u>Name of the post</u>	<u>From BPS</u>	<u>To BPS</u>		Deferred, to be examined by the Finance Wing
l) Artificer, Engine room Attendant	7	10		
m) All Mechanics i.e Lift, AC, Gas, Pump, Audio Operator, Kitchen, Field Assistant, CE Road, Carpenter, Masson, Plumber, Meter Mechanic, Auto Mechanic, Jr. Radiographer, Fero Printer/Operator, receptionist etc.	5,6,7	9		
n) Security Guard/Watchman, Gatekeeper Gunman, EX-Ray Attendant/Operator	1	5		
o) Stenotypist	12	14		
p) Stenographer	15	16		
r) All Malies Operating Bush cutting Machine, Spray Machine, Snappers, Auto/Hand Lawn Mover, Chainman, Grave Digger, Telephone Attendant, Room Attendants, Zoo Attendant, Mates, Halpers, Hammerman, Guage Reader, Sewerman, Gutterman, Khalasi. Skilled Coolie, Greecer, Naib Qasid, Frash, Beldars, Cleaners, Daftri, D.R. Attendant	1.2.3.4	5		

<u>Name of the post</u>	<u>From BPS</u>	<u>To BPS</u>	Deferred, to be examined by the Finance Wing
zb) Daftri mate, Motor mate, Valveman	2	4	
zc) AC Fitter, Sr. Molder, Turner, Sr. Upholster, Sr. Vulcanizer, Sr. Welder, Steel Metal Worker, St. Light Examiner, Fitter-II, Chiller Operator, Gas Fitter, Leading Fireman, Machine Operator.	6	8	
zd) Forester	7	10	
ze) Spray Painter, Dainter	3	7	
zf) Tele: Operator in Govt. Hostel, Caretaker, Surveyor	11	14	
zg) Asstt: Telephone Supervisor	13	15	

<u>Name of the post</u>	<u>From BPS</u>	<u>To BPS</u>		Deferred, to be examined by the Finance Wing
d) Field Asstt:	6	8		
e) Jr. Lab. Asstt:	6	8		
f) Drilling Asstt:	5	7		
 g) Deleted				
<u>CE (Water quality control unit)</u>				
a) Sr. Research Asstt:	14	16		
(however anomaly is removed in both the Directorates/Divisions for Sr. Research Asstt. in BPS-14 may be regularized in BPS-16)				
b) Chemist	11	14		
c) Asstt: Chemist	7	11		
d) Jr. Lab Asstt:	5	8		
e) Chemical Attendant	5	7		
Anomaly to be removed in the existing Pay scales in the two laboratories				

<u>Name of the post</u>	<u>From BPS</u>	<u>To BPS</u>		Deferred, to be examined by the Finance Wing
zh) Lunch room Attendant, Waiter, Laundryman, Mashki.	1	4		
zi) Lab./Field Attendant	3	6		
zj) Plant/Lift/Workshop Superintendent	11	14		
zk) Record Sorter	4	6		
zl) Chief Light Inspector	13	15		
zm) Fire Instructor	10	12		
<u>CE (Material quality Control Unit/ Geological)</u>				
a) Sr. Research Asstt:	14	16		
		(Already upgrade)		
b) Jr. Research Asstt.	10/12	14		
c) Chargeman, Drilling, Radiographer	9	11		

	<p>iii) <u>Promotion</u></p> <p>(a) 25% promotion quota for Mate maybe reserved to promote the ladies working as Cleaner in Sanitation Directorate.</p> <p>(b) 10% Promotion quota of Stenographers for promotion as Admin. Officers (BPS-16) may be fixed as is being done in similar organizations like OGDC, WAPDA and ZTBL etc.</p> <p>(c) 80% Stenotypists working in CDA may be promoted to the post of Stenographers on seniority-cum-fitness basis.</p> <p>(d) All Field Staff whether Regular and Regular-P including Beldar, Mali, Farash, Niab Qasid, Cleaner etc after completion of five years may be granted next higher scale.</p> <p>(e) Reserved promotion quota in BPS-7 (as LDC) for Naib Qasid, Security Guard, Beldar, Helper, Malis, Farash, Cleaner etc may be enhanced from 10% to 30%.</p>	<p>iii) <u>Promotion</u></p> <p>a) Agreed and recommended</p> <p>b) Agreed and recommended</p> <p>c) Agreed and recommended 50%.</p> <p>d) Agreed and recommended</p> <p>e) Agreed and recommended</p>	<p>Agreed, 10%</p> <p>Agreed, already done</p> <p>Deferred.</p> <p>To be further examined by the Finance Wing, CDA</p> <p>Deferred.</p>
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<p>iii) <u>Promotion</u></p> <p>(f) All LTV drivers holding HTV license be promoted to scale No. 9.</p> <p>(g) 15% quota may be reserved for direct appointment for CDA staff from BPS 10 to 15 and having 5 years service with Bachelor degree and three years experience with Master Degree for the post of Admin. Officer (BPS-16) through Departmental Examination as per practice in all Government Ministries/Departments.</p> <p>(h) LDC in CDA shall be promoted as UDC on 100% promotion quota only and 20% quota be reserved for direct recruitment from outside (excluding (g)(i)</p> <p>i) UDC in CDA shall be promoted as Assistant on 80% promotion quota only and 20% quota.</p> <p>(j) Assistant be promoted as Admin Officer on 100% quota basis and direct recruitment be banned excluding (g) and (i)</p>	<p>iii) <u>Promotion</u></p> <p>f) Agreed and recommended</p> <p>g) Agreed and recommended</p> <p>h,i, j) Agreed and recommended 10% increase from previous practice.</p>	<p>Deferred, to be examined by HRD Directorate</p> <p>f to j, Deferred.</p>
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	<p>iii) <u>Promotion</u></p> <p>(k) Next scale be given to all CDA's Clerical staff who complete 5 years service.</p> <p>(l) 100% Horticulture Assistant and Forester to be promoted to Assistant Horticulture Officer and Range Officer (respectively) only on seniority-cum-fitness basis, no outside recruitment be made on the posts of Horticulture Assistant, Horticulture Officer and range Officer.</p> <p>(m) 100% promotion for Head Malis be made departmentally as below: (i) 50% seniority-cum-fitness (ii) 50% for Matriculate employees.</p> <p>(n) Anomalies in Basic Scales may be removed in each cadre for employees working in different Directorates.</p>	<p>iii) <u>Promotion</u></p> <p>k) Agreed and recommended</p> <p>l) Agreed and recommended</p> <p>m) Agreed and recommended</p> <p>n) Agreed and recommended</p>	<p>K, l, m, n Deferred, to be examined by HRD Directorate</p>
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DEMAND NO. 14 INCOME GENERATION ACTIVITIES	i) <u>Construction of CNG Station</u> CNG stations may be opened/ constructed in each sector of Islamabad through CDA Reserve funds and the income thus generated may be deposited in CDA Welfare Fund.	i) <u>Construction of CNG stations.</u> Recommended that commercial plots may be reserved at the prime locations in Islamabad and CDA may itself construct multi-storey plazas on these plots for rental purpose so that future regular income of the CDA could be generated.	The installation of CNG Station through CDA funds is already under consideration.
	(ii) <u>Commercial Plaza</u> For generating regular income for CDA multi-storey commercial/other building be constructed.	ii) <u>Commercial Plaza</u> Recommended as above	Already under consideration.

DEMAND No.15 MISCELLAN- EOUS	i) <u>Provision of Bicycle</u> All Sanitary works including Baildars / Malies / Naib Qasid/Frash may be provided cycles.	i) <u>Provision of bicycles</u> Agreed and recommended	Agreed.
	ii) <u>Higher Scale for Additional Charge</u> Every official who is entrusted higher responsibility in higher scale shall be paid 20% of his original scale. According to formula prescribed for BPS.16 and above.	ii) <u>Higher scale for additional charge</u> Agreed and recommended	Agreed as per Government Policy
	iii) <u>Regularization in service</u> (a) Employees on Muster roll, Contract and Daily Wages who complete 90 days regular service should be made regular employees. (b) All employees of CDA working on upper grade post especially the field staff may be regularized against the post they are working. (c) All Baildars working as Tube well operators for the last ten years be regularized as Tube well Operators.	iii. <u>Regularization in service</u> a) Agreed and recommended that contract and daily wages employees may be regularizes after completion of two year regular service. b) Agreed and recommended. c) Agreed and recommended.	As per prevailing policy. Deferred. Agreed.

	<p>iv) <u>Disabled Persons Quota.</u> As per government policy, 5% of job quota for disabled persons should be ensured in letter and spirit.</p> <p>v) <u>Protection to CDA Drivers.</u></p> <p>In case of accident of CDA vehicle, Legal department may pursue legal proceeding and all expenses may be paid officially to protect CDA drivers from financial burden.</p>	<p>iv) <u>Disabled quota</u> Agreed and recommended</p> <p>v) <u>Protection to CDA Drivers</u></p> <p>Agreed and recommended that a legal Counsel will be appointed by the CDA to contest/pursue the case vigorously and in all accidents cases CDA Counsel will pursue the case and will bear the expanses.</p>	<p>Deferred.</p> <p>Agreed to the extent that the proper inquiry to be conducted in case Driver is found innocent, all the legal charges will be borne by the CDA</p>
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	<p>vi) <u>Examination</u></p> <p>Interested LDCs, UDCs, Assistants, Stenotypists and Stenographers may be allowed to appear in the DA/SA examinations and quota may be fixed.</p> <p>vii) <u>Safety Equipment</u></p> <p>All field staff should be allowed safety equipment as per his trade to ensure his life safety.</p> <p>viii) <u>Amendments in Service Regulations 1992.</u></p> <p>CDA Service Regulation was framed without consultation with CBA Union. As such, according to IRO. 2002, it is necessary to amend these Regulations, particularly the provisions concerning promotions etc and CDA management should ensure to finalize such case within three months' time and no change is acceptable in Service Rules without negotiations with CBA Union.</p>	<p>vi) <u>Examination</u></p> <p>Agreed and recommended 20% quota.</p> <p>vii) <u>Safety equipment</u></p> <p>Agreed and recommended.</p> <p>viii) <u>Amendments in Service Regulations 1992.</u></p> <p>Agreed and recommended and to be completed within two months time at the latest with association of CBA.</p>	<p>Agreed subject to fulfillment of required criteria prescribed for DA/SA examinations.</p> <p>Agreed.</p> <p>Already in process.</p>
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	<p>ix) <u>Non-Recovery/Deduction on Hired Houses.</u></p> <p>(a) It is demanded that ceiling for hiring may be made part of the salaries of all CDA employees.</p> <p>b) 5% of basic pay may not be deducted from those employees who are residing in hired houses.</p> <p>c) Property tax and other charges such as water, conservancy, birth certificate, etc be waived off for CDA employees.</p> <p>x) <u>Award on challan</u></p> <p>(a) 40% of the money realized against challan, may be given to Sanitation/DMA staff as per practice in Environment Directorate.</p> <p>(b) 30% ward be given to all staff working on water tanker inquiries on payment received from private owners to increase efficiency of CDA employees during crisis of water supply.</p> <p>(c) Bazar staff should also be allowed 40% award on collection.</p>	<p>ix) <u>Non-Recovery/Deduction on the hired houses.</u></p> <p>a) Agreed and recommended</p> <p>b) Agreed and recommended</p> <p>c) Agreed and recommended</p> <p>x) <u>Award on challan.</u></p> <p>a) Agreed and recommended.</p> <p>b) Agreed and recommended</p> <p>c) Agreed and recommended</p>	<p>Deferred,</p> <p>Already being done.</p> <p>Deferred.</p> <p>Deferred.</p> <p>Deferred.</p> <p>Deferred.</p>
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	<p>xi) <u>Provision of Motor Cycle/petrol.</u></p> <p>a) To increase the efficiency of field staff, Chairman CDA has already started giving Motor Cycle to the staff performing field duty but most of the employees of different Directorates are still without this facility. For example, Water Supply Directorate, Tube well Division, Maintenance Dte, Road Directorate and Laboratory etc. Therefore, it is demanded that Motor Cycle may be provided to all the Supervisory and other field staff of CDA.</p> <p>b) <u>Petrol limit be increased as under:</u></p> <p>(i) 20 to 40 liters for supervisory staff.</p> <p>(ii) 45 to 70 liters for staff above BPS-8 (including Inspectors)</p>	<p>xi) <u>Provision of Motor Cycle petrol.</u></p> <p>a) Agreed and Recommended</p> <p>b) Agreed and recommended</p> <p>i) 30 litres per month</p> <p>ii) 50 litres per month</p>	<p>Agreed to the extent that the provision of petrol be considered on case to case basis as per recommendation of concerned Director.</p> <p>Agreed.</p>
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	<p>xii) <u>Enhancement in payment of Bills in Revenue Directorate.</u></p> <p>In posting bills/notices through post Office, the Revenue Directorate was incurring expenses of more than Rs.7/- to 20/- Enhancement in rates of distribution of bills/notices is demanded at the following rates:</p> <p>a) For bills from Rs.3/- to Rs.7/-</p> <p>b) For notices Rs.4/- to Rs.10/-</p> <p>c) 2% of money from recovery of outstanding dues.</p>	<p>xii) <u>Enhancement in payment of Bills in Revenue Dte</u></p> <p>Agreed and recommended Rs. 14/- per bill/notice.</p> <p>c) Agreed and recommended for 1%.</p>	<p>Agreed</p> <p>Deferred.</p>
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	<p>xiii) <u>Anomaly in payment.</u></p> <p>All financial benefits being availed by staff in Parliament House may be extended to the staff working in Parliament Lodges and Government Hostels, particularly the National Assembly/Senate Sessions Allowance of one week before start of the sessions and one week after close of the session.</p> <p>xiv) <u>Allotment of Quarters in Followers Colonies.</u></p> <p>Allotment in above named colonies may only be made to Christian employees and allotment to other community should not be made.</p> <p>xv) <u>Increase in Sanctioned Strength .</u></p> <p>In 1980 the strength from BPS 1 to 16 was 14000. May new Sectors have since been opened. Therefore, sanctioned strength may be revised proportionately.</p>	<p>xiii) <u>Anomaly in payment.</u></p> <p>Agreed and recommended</p> <p>xiv) <u>Allotment of Quarters in followers colonies.</u></p> <p>Agreed and recommended</p> <p>xv) <u>Increase in sanctioned strength.</u></p> <p>Agreed and recommended and CBA union may also be associated in this regard. Finalization within three months.</p>	<p>Agreed to the extent that the case be referred to Deputy Speaker National Assembly for extending these benefits to CDA staff as being availed by staff of other departments working under Parliament House. The expenditure be debited to maintenance grant.</p> <p>Agreed.</p> <p>Consultant IBM is already working on this project and the increase in the sanctioned strength will be considered in the light of their report.</p>
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	<p>xvi) <u>Annual GPF Statements of employees.</u></p> <p>Annual G.P. Fund complete slips be provided to each individual employees in August, each year. Director Audit & Accounts may ensure completion of missing subscriptions.</p> <p>xvii) <u>Allotment of shops/stalls.</u></p> <p>CDA employees and their widows be allotted 50% quota of shops/stalls constructed by CDA in Weekly Bazars, and parks, in Islamabad.</p> <p><u>xviii)</u></p> <p>a) Circular dated 22-01-2003 regarding vacation of official accommodation to whom plots have been allotted by CDA may please be written as under the principles of law and justice, no rule/regulation is applicable with retrospective effect.</p> <p>b) After retirement, employees of CDA to whom residential accommodation is allotted may be allowed to retain the same for a period of one year instead of six months on payment on normal rent.</p>	<p>xvi) <u>Annual GPF statements of employees</u></p> <p>Agreed and recommended.</p> <p>xvii) <u>Allotment of shops/stalls.</u></p> <p>Agreed and recommended for employees BPS-1 to 15 and their widows</p> <p><u>xviii)</u></p> <p>a) Agreed and recommended</p> <p>b) Agreed and recommended</p>	<p>Agreed.</p> <p>CDA employees and widow of the CDA Employee will be given preference in the allotment of stalls.</p> <p>Agreed.</p> <p>Deferred.</p>
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	<p>xix) <u>Death of CDA Employee</u></p> <p>On death of a CDA Employee, following deduction from pay may please be made for payment to his widow/her husband/dependant: -</p> <table><tr><td>BPS 1 to 5</td><td>Rs. 100/-</td></tr><tr><td>BPS 6 to 10</td><td>Rs. 150/-</td></tr><tr><td>BPS 11 to 14</td><td>Rs. 200/-</td></tr><tr><td>BPS 15 to 16 (non-gazetted)</td><td>Rs. 300/-</td></tr></table> <p>} One time deduction</p> <p>The collection will be made through cheque by concerned Directorate.</p>	BPS 1 to 5	Rs. 100/-	BPS 6 to 10	Rs. 150/-	BPS 11 to 14	Rs. 200/-	BPS 15 to 16 (non-gazetted)	Rs. 300/-	<p>xix) <u>Death of CDA Employee</u></p> <p>Recommended.</p> <p>As per IRO, CBA has been given a right for collection of welfare amount. This amount after deduction has to be maintained / deposited in the separate welfare Head of the Account for payment on the demand of the CBA to the widow/heirs of the deceased CDA employees.</p>	<p>Agreed.</p> <p>The meeting concluded with a word of thanks to and from the Chair.</p>
BPS 1 to 5	Rs. 100/-										
BPS 6 to 10	Rs. 150/-										
BPS 11 to 14	Rs. 200/-										
BPS 15 to 16 (non-gazetted)	Rs. 300/-										