

CAPITAL DEVELOPMENT AUTHORITY
(Labour Relations Branch)
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Subject : MINUTES OF THE MEETING.

Meeting of the Committee, which was constituted in compliance with the directions of Mr. Khalid Ahmed Khaharal, O.S.D. to the Prime Minister for Cabinet Affairs was held under the chairmanship of Member (Administration) on 27th August, 1989 in the Conference Room, Facade Block-II, CDA. Following members of the Committee from Management as well as from C.B.A. were present:-

Management's Representatives

1. Director Personnel, CDA.
2. Director Audit & Accounts.
3. Director Estate Management.
4. Asstt. Financial Adviser (G).
5. Dy. Director Personnel.
6. Dy. Director (Labour Relations).

C.B.A. Representatives.

1. Ch. Muhammad Ashraf, President, CDA Employees Federation.
2. Sardar Muhammad Iqbal Dogar, General Secretary.
3. Mr. Aurangzeb Khan, V.P.
4. Ch. Muhammad Yasin, Dy. General Secretary.

2. Discussion held on the issues contained in the agenda and recommendations made by the Committee are as under:-

a. Appointment of children of CDA employees.

The Reps. of CBA mentioned that a considerable period of their tenure has elapsed. Their efforts for implementation of demand in respect of appointment of children of CDA employees which provided that "preference would be given to the children of CDA employees in the matter of appointment" have not yielded any satisfactory results, although ban on the recruitment has been lifted. CDA had advertised the vacant posts, but no action to interview has been taken. The Committee recommended that:-

- i. Personnel Directorate may scrutinise the applications of candidates and send them to concerned authorised officers to issue call letters to the applicants, directing them to appear for interview before the

respective Departmental Recruitment Committee.

- ii. simultaneously, CDA ^{should finalize with the Govt} ~~may seek advice from the Cabinet~~ ^{Division} in the matter of recruitment i.e. observance of Provincial/Regional quotas, etc. in the case of BPS 3-15 officials.

- b. Grant of 20% Allowance as has been given to the employees of Secretariat Buildings.

Under the provisions of Finance Division O.M. No.

1(32)-Imp-ii/88 dated 1-7-1988 the Government has extended the facility of Secretariat Allowance to the extent of 20% of Basic Pay to the employees of Federal Government as well as employees of other Departments who were attached and providing conservancy and security facilities in the Secretariat Buildings, such as T&T, Post Office, Police, while approximately 2000 employees of CDA who are performing similar duties have been deprived of this facility and only Lift Operators are being given the said Allowance. Apart from this, employees of PTV, PBC and CBR have also been allowed to avail the said allowance. It was recommended by the Committee that employees of CDA working in and outside the Sectt. Buildings, Aiwan-e-Sadr, Foreign Affairs and Parliament Building etc. may be extended this facility as no distinction can be made in the nature of duties between CDA employees and the employees to whom the said allowance had been granted in the light of provisions of said Office Memorandum of Finance Division. Moreover, the factors such as economic conditions, high inflation rates are equally applicable and affect all the citizens of Islamabad belonging to various walks of life and working in various Offices of Islamabad. Finance Wing would work out the financial implications of this proposal.

- c. Grant of 33% Selection Grade to the employees from BPS-1 to 15.

The CDA normally follows the Federal Government in the matter of Pay Scales and Allowances and on the analogy of Government

orders 33% Selection Grade was allowed to certain categories of Ministerial Staff. To eliminate frustration and disparity amongst the field staff, it was recommended by the Committee that CDA, keeping in view the precedent/practice in WAPDA where grant of Selection Grade to certain categories other than Ministerial Staff had been permitted, ~~the CDA on the following lines~~ may consider the case of field staff ~~on the following lines~~:

- i. Where channel and avenues of promotion do not exist and employees have to retire on the same scale in which they were employed, such as Carpenter, Blacksmith, etc. The list of said categories shall be provided by the Reps. of C.B.A. and the next Scale, on completion of 10 years satisfactory service, may be granted.
- ii. The field posts held by such categories where avenue of promotion exist but due to limited number of posts, chances and prospects of promotion are rare and one can not be promoted unless a senior is retired from service on attaining the age of superannuation. The Committee felt that such individuals should also be given the next grade on satisfactory completion of 10 years service.
- iii. Possibility of grant of next grade, on completion of 10 years continuous service ~~in~~ one grade ~~to~~ be considered to provide incentive to those who are not allowed Selection Grade. Financial implications to be worked out in consultation with the Finance Branch. The Committee, in principle, supported the proposal.
- d. Allotment of residential plots to the CDA employees.
The residential plots earmarked for CDA employees have not so far been allotted. The Committee recommended that the Board of Authority, at a personal level, may get the case decided from the Cabinet Division to whom a number of references including D.O. letters, explaining the urgency have already been made.

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e. Grant of Pension to those employees who opted for gratuity.

The Federal Government has not accepted the proposal of CDA, despite repeated references made, in regard to affording of a second chance ~~or~~ option for grant of Pension. About 60 employees who opted for gratuity wish to change their option. The Committee recommended that the issue be once again taken up with the Federal Government demi-officially at a appropriate level. The financial implication was not large and the precedent of the Railways where such option had been re-permitted was cited. The Committee supported the proposal.