



GOVERNMENT OF KHYBER PAKHTUNKHWA
ENERGY & POWER DEPARTMENT

1st Floor, Block A, Wali Khan, Multiplex, Civil Secretariat, Peshawar
Tel: 091-9223625, Fax No: 091-9223624

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No.SO(Power-I)/E&P/4-21/2014/Vol-II 97-3
Dated Peshawar the, 30-12-2020

To ✓
The Chief Executive Officer,
Pakhtunkhwa Energy Development Organization (PEDO),
Peshawar.

Subject: NOTIFICATION/THE PAKHTUNKHWA ENERGY DEVELOPMENT ORGANIZATION (PEDO) ACT, 2020.

Dear Sir,

I am directed to refer to the subject noted above and to enclose herewith a copy of Notification No.PA/Khyber Pakhtunkhwa/Bills-130/2020/14921 dated 16-12-2020 alongwith PEDO. Act, 2020 received from Provincial Assembly, Khyber Pakhtunkhwa for your information and necessary action, please.

Yours faithfully,


(Rangeen Khan)
Section Officer (Power-I)

Encis: (As Above)

Endst: No & Date Even.

Copy forwarded for information to the: -

1. PS to Advisor to Chief Minister for Energy & Power Khyber Pakhtunkhwa alongwith a copy of PEDO Act, 2020.
2. PS to Secretary, Energy & Power Department.

Section Officer (Power-I)

5-9.

30/12/2020

FOR THE EXTRAORDINARY GAZETTE ISSUE OF
THE KHYBER PAKHTUNKHWA

PROVINCIAL ASSEMBLY SECRETARIAT
KHYBER PAKHTUNKHWA

NOTIFICATION

Dated Peshawar, the 16 /12/2020.

No. PA/Khyber Pakhtunkhwa/Bills-130/2020/ 14921 The Pakhtunkhwa Energy Development Organization Bill, 2020 having been passed by the Provincial Assembly of Khyber Pakhtunkhwa on 7th December, 2020 and assented to by the Governor of the Khyber Pakhtunkhwa on 11th December, 2020 is hereby published as an Act of the Provincial Legislature of the Khyber Pakhtunkhwa.

THE PAKHTUNKHWA ENERGY DEVELOPMENT ORGANIZATION ACT, 2020.

(KHYBER PAKHTUNKHWA ACT NO. XLVI OF 2020)

(First published after having received the assent of the Governor of the Khyber Pakhtunkhwa in the Gazette of the Khyber Pakhtunkhwa.

(Extraordinary), dated the 16 /12/2020).

(Here print as in the accompaniment).

[Signature]
SECRETARY,

Provincial Assembly of Khyber Pakhtunkhwa.

No. and date (as per notification above).

A copy of the above notification with the accompaniment is forwarded to the Manager, Government Stationery and Printing Department, Peshawar, with the request to publish the same in the extraordinary issue of the Khyber Pakhtunkhwa Government Gazette of today's date and distribute copies thereof immediately in accordance with the list given overleaf.

Proof should be sent to this Secretariat before publication.

[Signature]
SECRETARY,

Provincial Assembly of Khyber Pakhtunkhwa

E.No. PA/Khyber Pakhtunkhwa /Bills-130/2020/ 14922-28 Dated 16 /12/2020

A copy of the above is forwarded to:-

1. The Principal Secretary to Governor, Khyber Pakhtunkhwa.
2. The Secretary to Government of Khyber Pakhtunkhwa Law Department.
3. The Secretary to Government of Khyber Pakhtunkhwa Energy & Power Department.
4. The Director Information, Khyber Pakhtunkhwa.
5. The Deputy Director I.T Provincial Assembly of Khyber Pakhtunkhwa.

PA/Add: Secy E&P Deptt:-I

Diary No. 790

Date 21-12-2020

[Signature]
SECRETARY,

Provincial Assembly of Khyber Pakhtunkhwa

Suppl: 1/12/20
Pl. put up on
File: 21/12/2020

SO (Power-I), E&P Deptt.
Diary No. 1538
Date: 22/12/2020

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21-12-20

Diary: Energy & Power Deptt:

Diary No. 4587

Date: 21-12-2020

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to provide for the sustainable and green development of power resources of the Province of Khyber Pakhtunkhwa.

WHEREAS it is expedient to provide for the sustainable and green development of power resources and for the generation, transmission, distribution and regulation of electric power within the Province of the Khyber Pakhtunkhwa;

AND WHEREAS facilitation of private sector investment and participation in the energy resources of the Province of the Khyber Pakhtunkhwa is the priority of the Provincial Government;

AND WHEREAS to achieve the objectives, it is expedient to re-organize the Pakhtunkhwa Energy Development Organization and corporatize the existing power sector entities, with focus on delivery and cost management and for matters connected therewith and ancillary thereto:

It is hereby enacted as follows:

CHAPTER-I

GENERAL

1. Short title, extent and commencement.--(1) This Act may be called the Pakhtunkhwa Energy Development Organization Act, 2020.

(2) It extends to the whole of the Province of the Khyber Pakhtunkhwa.

(3) It shall come into force at once.

2. Definitions.--In this Act, unless there is anything repugnant in the subject or context,-

- (a) "Chairman" means the Chairman of the Executive Committee;
- (b) "Chief Executive Officer" means the Chief Executive Officer of the PEDO, appointed under section 9 of this Act;
- (c) "company" for the purpose of this Act, means a company, established by the PEDO, with the approval of Government, under the Companies Act, for carrying out one or more of its functions;
- (d) "Companies Act" means the Companies Act, 2017 (Act No. XIX of 2017);
- (e) "electric power" means electrical energy or the capacity for the production of electric power;
- (f) "electric power services" include the generation, transmission, distribution, supply, sale or trading of electric power and all other services incidental thereto;

the State Bank of Pakistan; and

- (w) "sponsor" means a person, including consortium from the private or public sector, who intends to invest or have already invested in the power sector.

CHAPTER-II

THE PAKHTUNKHWA ENERGY DEVELOPMENT ORGANIZATION

3. **Re-organization of PEDO.**--- (1) Soon after the promulgation of this Act, the Pakhtunkhwa Energy Development Organization, established under section 3 of the repealed Act, shall be re-organized in accordance with the provisions of this Act and shall be known as the Pakhtunkhwa Energy Development Organization, hereinafter referred to as "PEDO", for the development and utilization of the power and energy resources of the Province.

(2) The PEDO shall be a body corporate having perpetual succession and a common seal, with power, subject to the provisions of this Act, to enter into agreements and contracts, acquire, hold and sell property, both movable and immovable, undertake projects, generate, transmit, distribute and regulate electricity, issue licenses and determine tariff within the Province and shall have the power to sue and be sued.

(3) The head office of the PEDO shall be at Peshawar.

4. **Functions and powers of the PEDO.**--- (1) Notwithstanding anything contained in any other law for the time being in force, the PEDO shall have exclusive functions and powers for the development and utilization of the power and energy resources of the Province through public sector, private sector or through public private partnership mode.

(2) In particular and without prejudice to the generality of the foregoing powers, the PEDO shall-

- (a) approve and undertake the projects of any financial value;
- (b) regulate, generate, transmit and distribute the electric power services;
- (c) construct, maintain, own, operate and control the power houses, grids and micro grids, generation stations, transmission and distribution lines through itself, contractors or private parties etc.;
- (d) conduct feasibility studies, surveys, detailed designs, detailed engineering and researches;
- (e) place wires, poles, wall brackets, stays, apparatus and appliances for the transmission or distribution of electricity or for the transmission of telegraphic or telephone communications necessary for the proper execution of a scheme;
- (f) approve use of PEDO Fund, its appropriations and re-appropriations, grant approval for cost revisions,

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- (i) perform any other function or exercise any other power as may be incidental or consequential for the performance of any of its functions or the exercise of any of its powers or as may be entrusted by Government to meet the objects of this Act.

CHAPTER-III

MANAGEMENT AND ADMINISTRATION

5. **Policy Board.**--- (1) There shall be a Policy Board, which shall consist of the followings:

- | | | |
|-----|---|------------------|
| (a) | Chief Minister, Khyber Pakhtunkhwa; | Chairperson |
| (b) | Minister for Energy and Power or Advisor/ Special Assistant to Chief Minister for Energy and Power; | Vice-Chairperson |
| (c) | Additional Chief Secretary, Planning and Development Department; | Member |
| (d) | Secretary to Government, Energy and Power Department; | Member |
| (e) | Secretary to Government, Finance Department; | Member |
| (f) | Chairman, Executive Committee; and | Member |
| (g) | two (2) private members, to be appointed by Policy Board from amongst the person having at least ten (10) years' experience in field of energy and power or industry or finance sector. | Members |

(2) The meetings of the Policy Board shall be presided over by the Chairperson and in his absence, the Vice-Chairperson shall preside over its meetings.

(3) Meetings of the Policy Board shall be held as and when required, but at least once in a quarter, at the time and place as the Chairperson may determine.

(4) Presence of four (04) members of the Policy Board shall constitute the quorum for a meeting.

(5) The decisions of the Policy Board shall be taken by the majority of its members present and, in case of a tie, the Chairperson or the Vice-Chairperson, presiding over the meeting, shall have a casting vote. All orders, determinations and decisions of the Policy Board shall be reduced to writing together with a record of the discussions held in the meeting.

- (c) Member Finance of PEDO; Member
- (d) Member Renewable Energy of PEDO; Member
and
- (e) Member Hydro Power of PEDO. Member

(3) The Executive Committee may co-opt any other person or sector expert as a co-opted member of the Executive Committee, for a specific meeting as and when need so arises.

(4) The Executive Committee may appoint a Secretary of the Executive Committee, who shall possess such qualification and shall be appointed on such terms and conditions of service as may be prescribed.

(5) The Secretary, appointed under sub-section (4), shall assist the Executive Committee in the conduct of its business in the manner as may be prescribed.

(6) The Executive Committee shall facilitate sponsors, Policy Board and Government in development of the projects in accordance with the energy policy and the energy plan.

(7) No act or proceedings of the Executive Committee shall be invalid by reason only of the existence of a vacancy in or defect in constitution of the Executive Committee.

(8) The Executive Committee may establish sub-committees for discharge of its functions and powers.

8. Meeting of the Executive Committee.-- (1) The meetings of the Executive Committee shall be presided over by the Chairman and in his absence a member designated by the Chairman shall preside over its meeting.

(2) At least three (3) members of the Executive Committee, including the Chairman, shall constitute a quorum for meetings of the Executive Committee.

(3) The meetings of the Executive Committee shall be held at such time and place as the Chairman of the Executive Committee may, from time to time, determine.

(4) Decisions of the Executive Committee shall be taken by the majority of its members present and in case of a tie, the Chairman or the member presiding over the meeting, shall, as the case may be, have a casting vote.

(5) The meeting of Executive Committee shall be held at least once every month.

(6) Proceedings of the Executive Committee shall be minuted by the Secretary of the Executive Committee with the approval of the Chairman, which shall be ratified by Executive Committee, in the next successive meeting.

(7) Decisions of the Executive Committee shall be recorded in writing,

special order, delegate to the Chairman, members of the Executive Committee, Chief Executive Officer, a Member or any officer of the PEDO, any of its powers, duties or functions under this Act, subject to such conditions as it may deem appropriate.

12. **Employees.**--- (1) For the purposes of this Act, Executive Committee may, from time to time, appoint employees on regular basis, hire, engage consultants, lawyers, experts, professionals, advisors, agents, accountants, bankers, engineers and such other staff as may be required, who shall be paid such remuneration and allowances and shall hold their employment on such terms and conditions as may be prescribed by regulations:

Provided that the PEDO, in cases of urgency or public interest, may appoint consultants, lawyers and experts for a period, not exceeding six (6) months, which may be renewed for another period of six (6) months for short term assignments.

(2) The PEDO may induct the employees of the Federal Government, Government, other Provincial Governments, autonomous or semi-autonomous bodies as it may consider necessary for the efficient performance of its functions, in such a manner and on such terms and conditions as may be prescribed.

(3) The staff of PEDO shall be liable to disciplinary action in the manner as may be prescribed by regulations.

CHAPTER-IV

RESTRUCTURING

13. **Exclusivity.**--- (1) All the hydro power project sites, within the Province, exclusively vest in Government.

(2) The hydro power project sites shall be developed by Government in the public sector or on public private partnership basis.

(3) The hydro power project sites may be allocated to the private sector for hydro power projects development with the permission of Government except for hydropower projects with capacity of less than 1 MW which may be allowed by the Executive Committee.

14. **Corporate initiatives.**--- The PEDO may-

(a) undertake any joint venture or work in association with Government, Federal Government, Governments of other Provinces, any agency, corporation, company, Board or any person and may subscribe to the equities and acquire such other rights and obligations as may be necessary for such joint venture or association;

(b) promote, form or sponsor any company or companies having objects of installation of thermal, hydel and renewable projects and development and utilization of any resources of energy for generation, transmission and distribution of power and for survey, investigation, exploitation and utilization of resources of energy for generation, transmission and distribution of power;

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CHAPTE-VI

FINANCE

16. **PEDO Fund.**--- (1) There shall be established a Fund to be known as PEDO Fund.

(2) The Organization Fund, established under section 24 of the repealed Act, shall be deemed to be part of PEDO Fund.

(3) The PEDO Fund shall consist of-

- (a) grants, made by Government and Federal Government;
- (b) loans, obtained from Government and Federal Government;
- (c) loans or funds, obtained by the PEDO, from commercial banks or any other source with the prior approval of Government;
- (d) foreign loans, grants or any other financial assistance, obtained with the approval of Government or Federal Government;
- (e) proceeds from encashment of security instruments;
- (f) fees and all other sums, collected by it, as prescribed by rules, from time to time;
- (g) returns and profits on the investments; and
- (h) all other sums, property, revenues and charges received by or vested in the PEDO in respect of its powers and functions under this Act.

17. **Expenditure to be charged on PEDO Fund.**---(1) The PEDO Fund shall be expended for the purposes of-

- (a) paying any expenditure lawfully incurred by the PEDO, including the remuneration and allowances of the Chairman, members, staff, employees, accountants, advisers, agents, consultants, lawyers, valuers and other experts, appointed and employed by the PEDO, including provident fund contributions, superannuating allowances or gratuities and legal fees and costs and other fees and costs, if any;
- (b) projects development and operation cost;
- (c) paying for expenditure incurred on-
 - (i) marketing and publicity;
 - (ii) capacity building, seminars and conferences; and

CHAPTER-VII

MISCELLANEOUS

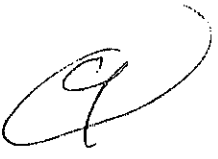
22. **Power to make rules.**--- Government may, by notification in the official Gazette, make rules for carrying out the purposes of this Act.
23. **Power to make regulations.**--- The Executive Committee may, with the approval of Policy Board, by notification in the official Gazette, make regulations, not inconsistent with the rules, for carrying out the purposes of this Act.
24. **Annual report.**--- The Executive Committee shall submit to the Policy Board, within ninety days of the end of every financial year, a report on the conduct of the affairs of the PEDO for the year.
25. **Information.**--- The PEDO may call for any information required by it for carrying out the purposes of this Act or as is required under contracts entered into by the PEDO from any person involved, directly or indirectly, in the power sector or any matter incidental or consequential thereto and any such person shall provide the required information called by the PEDO.
26. **Directions by Government.**--- Notwithstanding anything contained in this Act, Government may issue directions and guidelines to PEDO, from time to time, to protect the interests of Government, sponsors and public.
27. **Members and staff to be public servants.**--- The Chairman, members of the Executive Committee, the Chief Executive Officer and Members of the PEDO, officers, servants and other employees of the PEDO shall, when acting or purporting to act in pursuance of any of the provisions of this Act, be deemed to be public servants within the meaning of section 21 of the Pakistan Penal Code, 1860 (Act No XLV of 1860).
28. **Indemnity.**--- No suit, prosecution or other legal proceeding shall lie against the Executive Committee, members, its officers, advisors, consultants and other employees, in respect of anything done or intended to be done in good faith under this Act.
29. **Act to override other laws.**--- The provisions of this Act shall have effect, notwithstanding anything inconsistent contained, in any other law for the time being in force.
30. **Common seal.**--- The PEDO shall have a common seal and such seal shall be kept in the custody of the Secretary of the Executive Committee or such other person as may be authorized by regulations. Documents, required or permitted to be executed under the seal, shall be specified in and authenticated in such manner as shall be authorized by regulations.
31. **Support of Government and Federal Government.**--- Government and Federal Government and all its agencies, particularly the concerned enterprises, owned and controlled, wholly or partially, directly or indirectly by Government and Federal Government, shall render such support to the PEDO as may be necessary to fulfill its objective and functions under this Act.
32. **Removal of difficulties.**--- If any difficulty arises in giving effect to any provision of this Act, Government may make such order, not inconsistent with the provisions of this Act, as may appear to it to be necessary for the purposes of removing the difficulty.

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33. **Repeal and savings.**---(1) The Pakhtunkhwa Energy Development Organization Act, 1993 (Khyber Pakhtunkhwa Act No. I of 1993), is hereby repealed.

(2) Notwithstanding the repeal of the aforesaid Act,-

- (a) anything done, action taken, notifications or orders issued, appointments made, so far not inconsistent with the provisions of this Act, shall be deemed to have been done, taken, issued and made under this Act;
- (b) all assets, liabilities, rights, powers, and privileges and all property, cash and bank balances, reserve funds, investment and all other interests and rights in or arising out of such property and all debts, liabilities and obligations, of whatever kind, shall stand transferred to and vest in PEDO, re-organized under this Act;
- (c) all debts and obligations incurred, or contracts entered into, rights acquired, and all matters and things engaged to be done, shall be deemed to have been incurred entered into, acquired or engaged by the PEDO, re-organized under this Act;
- (d) all suits and other legal proceedings by or against the Pakhtunkhwa Energy Development Organization under the repealed Act, instituted, shall be deemed to be suits and proceedings by or against the PEDO and shall be proceeded or otherwise dealt with accordingly;
- (e) any reference to the Pakhtunkhwa Energy Development Organization under the repealed Act, in any statutory instrument or document shall, unless the context otherwise requires, be read and construed as reference to be PEDO re-organized under this Act; and
- (f) all officers, consultants, advisers, auditors and other employees and staff of the Pakhtunkhwa Energy Development Organization under the repealed Act, shall stand transferred to and be officers, consultants, advisers, auditors and employees and staff of PEDO:

 Provided that the civil servants, appointed to or working in the Pakhtunkhwa Energy Development Organization under the repealed Act, shall continue to be governed under the Khyber Pakhtunkhwa Civil Servants Act, 1973 and the rules made thereunder.

34. **Repeal.**---(1) The Pakhtunkhwa Energy Development Organization Ordinance, 2020 (KHYBER PAKHTUNKHWA ORD. No. XIV OF 2020), is hereby repealed.

BY ORDER OF MR. SPEAKER
PROVINCIAL ASSEMBLY OF KHYBER
PAKHTUNKHWA

(NASRULLAH KHAN KHATTAK)
Secretary
Provincial Assembly of Khyber Pakhtunkhwa

- (iii) restructuring.
- (d) purchasing or hiring equipment, machinery and any other materials, acquiring land and constructing buildings and carrying out any other work and undertakings by the PEDO in the performance of its functions or the exercise of its powers under this Act;
- (c) re-paying any financial accommodation received or moneys borrowed under or pursuant to or by virtue of this Act and the profit mark-up or return due thereon; and
- (f) paying any other expenses, costs or expenditure, properly incurred or accepted by the PEDO, in the performance of its functions or the exercise of its powers under this Act.

18. **Investment.**--- The Executive Committee may, in so far as its moneys are not required to be expended under this Act, invest amounts in such manner as prescribed by regulations.

19. **Bank accounts.**--- The Executive Committee may open and maintain its accounts in local and foreign currencies in such scheduled banks and other financial institutions as it may determine, from time to time, in accordance with the instructions of Government and Policy Board in this regard.

20. **Accounts.**--- (1) The Executive Committee shall maintain proper accounts and other records, relating to its financial affairs, and shall, as soon as practicable after the end of each financial year, cause to be prepared for that financial year statements of accounts of the PEDO, which shall include a balance sheet and an account of income and expenditure.

(2) The financial year of PEDO shall be the period of twelve (12) months ending on the 30th June in each year.

21. **Audit.**--- The accounts of PEDO shall be audited annually by the Auditor-General of Pakistan:

Provided that Executive Committee may require to conduct special audit of the organization through reputable firm of chartered accountants, approved by the Executive Committee, as and when considered necessary.

- (c) subscribe for, take or otherwise acquire, hold and dispose of shares, bonds, debentures, commercial papers or other securities of any company promoted, formed or sponsored under clause (b) and receive dividends or other payments therefrom and transfer to it any of its land or any other property, movable or immovable, tangible or intangible, against cash, shares, bonds, debentures, commercial papers or other securities as is desirable or necessary to enable it to privatize or otherwise restructure any operation of the PEDO;
- (d) enter into any of the following arrangements which may be consistent with its objects, namely:
 - (i) provision of services and personnel;
 - (ii) provision of goods, appliances, plants, machinery and other material; and
 - (iii) purchasing of electrical capacity and energy from any company specified in clause (b).
- (e) enter into any contract or agreement with any company or companies specified in clause (b); and
- (f) notwithstanding any terms of any contract entered into by it for the supply of electricity to any person, transfer such contract to any company or other entity promoted, formed or sponsored by PEDO.

CHAPTER-V

LOCAL COMMUNITIES AND OFF GRID PROMOTION

15. **Community based organizations.**--- (1) The PEDO shall encourage, promote and execute community based and local bodies-centered off-grid power projects based on locally available renewable sources.

(2) The PEDO shall develop standard protocols, processes and procedures including, but not limited to, entering into contracts, terms of partnership, cost sharing, access to land, right of way, prescription of fees, issue of licenses and determine tariffs and their mode of collection, accounting and usage, handing-over, vesting and post handing over, transfer of operation and management of such off-grid power projects based on locally available renewable sources to the local bodies or rural communities.

(3) The PEDO shall establish an effective post-completion support and monitoring system to ensure that the completed schemes are efficiently operated and maintained and get timely technical backstopping in case of emergency.

(4) All such schemes aimed at a local body or a community-based organization shall cover all aspects of development, generation, transmission, distribution, operation and maintenance, regulation and tariffs and the PEDO may enter into agreements for such purposes.

reasoned and delivered expeditiously and judiciously.

9. **Appointment of Chief Executive Officer and Members.**--- (1) The Chief Executive Officer, Member Finance, Member Renewable Energy and Member Hydro Power of the PEDO, shall be appointed by Government, on the recommendation of the Policy Board, for a period of three years or at the pleasure of Government, as the case may be.

(2) Notwithstanding anything contained in sub-section (1), the Chief Executive Officer, appointed before the promulgation of this Act, under the repealed Act, shall be deemed to have been appointed under this Act and shall hold office for a period of four (4) years which shall be counted from the date of his appointment under the repealed Act:

Provided that till the constitution of the Executive Committee under this Act, the Policy Board shall exercise all the powers of the Executive Committee under this Act.

(3) The qualification of the Chief Executive Officer and Members of the PEDO, mentioned in sub-section (1), shall have at least fifteen years' experience in the field of energy, engineering, law, administration or finance.

(4) The other terms and conditions of the Chief Executive Officer and Members of PEDO, mentioned in sub-section (1), shall be such as may be prescribed by rules.

10. **Removal of the Chief Executive Officer and Members of the PEDO.**---Government may, remove the Chief Executive Officer or any Member of the PEDO under section 9, if he-

- (a) refuses, neglects, defaults or fails to discharge, or becomes in the sole opinion or discretion of Government, incapable of discharging his responsibilities, duties or functions under this Act; or
- (b) has been declared insolvent; or
- (c) has been declared to be disqualified for employment in PEDO, or has been convicted of an offence involving moral turpitude; or
- (d) has knowingly acquired or continued to hold, without permission, in writing of Government, directly or indirectly through a partner, any share or interest in any contract or employment with or by on behalf of the Executive Committee, or in any land or property which, in his knowledge, is likely to benefit or has benefited as a result of the decision of the Executive Committee; or
- (e) fails to attain the required standard as set out in the prescribed key performance indicators:

Provided that prior to removing the Chief Executive Officer or any Member, personal hearing shall be provided to him by the Policy Board.

11. **Delegation of powers.**--- The Executive Committee may, by general or

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(6) No act or proceedings of the Policy Board shall be invalid merely by reason of vacancy in, or defect in the constitution of the Policy Board.

(7) Subject to the pleasure of Government, the term of office of the members, mentioned at clause (g) of sub-section (1), shall be three (3) years, who may be re-appointed for another term by Government on the recommendation of the Policy Board.

(8) The members, mentioned in clause (g) of sub-section (1), may, at any time, by writing under his hand, addressed to the Policy Board, resign his office which shall take effect upon acceptance by Government.

(9) The Policy Board may appoint co-opt members belonging to the relevant expertise in relation to any matter under consideration of the Policy Board, who may take part in discussion, but shall not be entitled to vote for or against the matter under discussion.

(10) The Policy Board may appoint a Secretary of the Policy Board, who shall possess such qualification and shall be appointed on such terms and conditions of service as may be prescribed.

(11) The Secretary, appointed under sub-section (10), shall assist the Policy Board in the conduct of its business in the manner as may be prescribed.

6. **Functions and powers of the Policy Board.**---(1) For the purpose of this Act, the Policy Board may issue guidelines to the PEDO, from time to time.

(2) Without limiting the generality of the foregoing, the Policy Board shall have the power to-

- (a) recommend energy policy to Government, submitted to it by the Executive Committee, for approval, periodical review progress and implementation thereon;
- (b) approve energy plan and periodically review progress and implementation thereon;
- (c) recommend appointment and removal of Chairman and members of Executive Committee to Government;
- (d) approve the annual budget of PEDO; and
- (e) review performance of Executive Committee from time to time.

7. **Executive Committee.**---(1) The PEDO shall have an Executive Committee to exercise powers and functions of the PEDO, subject to the provisions of this Act.

(2) The Executive Committee shall consist of the followings:

- (a) Chief Executive Officer, PEDO; Chairman
- (b) a representative of the Energy and Power Department, not below the rank of an Additional Secretary; Member

escalations or variations of a project;

- (g) undertake any work, incur any expenditure, procure plant, machinery and materials required for its use;
- (h) determine and prescribe procedures and standards, through rules and regulations, for determination, modification or revision of licenses, rates, charges and terms and conditions for generation of electric power, transmission, inter-connection, distribution services and power sales to consumers by licensees.
- (i) acquire by purchase, lease, exchange or otherwise and dispose of by sale, lease, exchange or otherwise, any immovable or movable property or any interest in such property;
- (j) establish one or more companies, with the approval of Government, under the Companies Act;
- (k) restrict or prohibit, by general or special order, the clearing and breaking up of land in the catchment area of any river, canal, tributary or stream;
- (l) establish thermal, solar, wind, hydro, waste to energy or other alternate renewable energy based power houses, erect test masts, collect wind and solar data for power generation, lay or cause to be laid, pipelines for supply of fuel, establish fuel supply means, engage in transmission, trading, distribution and sale of energy to industries and domestic consumers, manage demand, issue licenses, cause setting of tariff, recover and collect charges and fees;
- (m) acquire land or any interest in land which shall be deemed to be an acquisition for a public purpose within the meaning of the Land Acquisition Act, 1894 (Act No. 1 of 1894);
- (n) draft, negotiate and enter into security package documents or agreements and guarantee the contractual obligations of entities under the energy policies;
- (o) execute, administer and monitor contracts executed by it;
- (p) determine, with the approval of Government, the fees, its receipt, deposition, disbursement and utilization and charges for processing applications, if required;
- (q) obtain from sponsors or contractors, as the case may be, security instruments and en-cash or return them, as deemed appropriate;
- (r) open and operate bank accounts in local and foreign currencies as permissible under the laws of Pakistan;
- (s) commence, conduct, continue arbitration or alternate dispute resolution mechanisms and terminate litigation, at whatever levels may be necessary; and

- (g) "energy plan" means the activities approved by Government, from time to time, for the development of energy resources of the Province in accordance with the energy policy;
- (h) "energy policy" means the policy, directions and guidance, approved by Government from time to time, for the development of energy resources of the Province;
- (i) "Executive Committee" means the Executive Committee, constituted under section 7 of this Act;
- (j) "Government" means the Government of Khyber Pakhtunkhwa;
- (k) "PEDO" means the Pakhtunkhwa Energy Development Organization, re-organized under section 3 of this Act;
- (l) "PEDO Fund" means the PEDO Fund established under section 16 of this Act;
- (m) "Policy Board" means the Policy Board, established under section 5 of this Act;
- (n) "power" means and includes power or electrical energy, generated by any means including steam, gas, coal, re-gasified liquefied natural gas, wind, solar, bagasse, waste to energy or any other form of power generation notified as such by Government;
- (o) "prescribed" means prescribed by rules or regulations;
- (p) "projects" mean to build, finance, own, operate and maintain the power generation, transmission and distribution projects, in the public sector, private sector or in joint venture of public private partnership mode, within the Province;
- (q) "property" means and includes any right, title or interests in property, moveable or immovable, tangible or intangible and in whole or in part;
- (r) "Province" means the Province of Khyber Pakhtunkhwa;
- (s) "repealed Act" means the Pakhtunkhwa Energy Development Organization Act, 1993 (Khyber Pakhtunkhwa Act No. I of 1993), repealed under section 33 of this Act;
- (t) "regulations" mean regulations made under this Act;
- (u) "rules" mean rules made under this Act;
- (v) "scheduled bank" means a scheduled bank, licensed by

LIST OF COPIES TO BE DISTRIBUTED

S. No.	Designation of Officer	No of Copies to be Supplied
1.	The Secretary, Provincial Assembly of Khyber Pakhtunkhwa.	75
2.	The Secretary to Government of Khyber Pakhtunkhwa Law, Parliamentary Affairs and Human Rights Department.	05
3.	The Secretary to Government of Khyber Pakhtunkhwa Energy & Power Department.	05



**GOVERNMENT OF KHYBER PAKHTUNKHWA
ENERGY & POWER DEPARTMENT**

1st Floor, Block A, Wali Khan, Multiplex, Civil Secretariat, Peshawar
Tel: 091-9223625, Fax No: 091-9223624

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No.SO(Power-I)/E&P/4-21/2014/Vol-II
Dated Peshawar the, 27-10-2020

To

The Chief Executive Officer,
Pakhtunkhwa Energy Development Organization,
Peshawar.

Subject: - **THE PAKHTUNKHWA ENERGY DEVELOPMENT ORGANIZATION
ORDINANCE, 2020.**

Dear Sir,

I am directed to refer to the subject noted above and to enclose herewith a copy of letter No.ALD-111/LEGIS:1(3)89/Vol-IV/10358-61 dated 19-10-2020 along with a copy of notification regarding PEDO Ordinance 2020 (Khyber Pakhtunkhwa Ordinance No.XIV of 2020) received from Law, Parliamentary Affairs and Human Rights Department for information and necessary action under intimation to this Department, please.

Yours faithfully,

(Rangeeg Khan)
Section Officer (Power-I)

Encls: (As Above)

Enlist: No & Date Even.

Copy forwarded for information to the: -

1. The Assistant Legal Drafter-III, Law, Parliamentary Affairs and Human Rights Department w/r to his letter quoted above.
2. PS to Advisor to Chief Minister for Energy & Power Khyber Pakhtunkhwa.
3. PS to Secretary, Energy & Power Department.

Section Officer (Power-I)

S-4-

3187 28/10/2020

Handwritten signatures and dates: 28/10/2020, 27/10/2020, 28/10/2020, 27/10/2020



**GOVERNMENT OF THE KHYBER PAKHTUNKHWA LAW,
PARLIAMENTARY AFFAIRS AND
HUMAN RIGHTS DEPARTMENT.**

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No. ALD-III/LEGIS: 1(3)89/Vol-IV/10358-61
Dated: 19.10.2020.

To

The Secretary,
Government of the Khyber Pakhtunkhwa,
Energy and Power Department.

**SUBJECT: THE PAKHTUNKHWA ENERGY DEVELOPMENT
ORGANIZATION ORDINANCE, 2020.**

Dear Sir,

I am directed to refer to the subject noted above and to enclose herewith the Pakhtunkhwa Energy Development Organization Ordinance, 2020 (Khyber Pakhtunkhwa Ordinance No. XIV of 2020), for information and further necessary action.

2. I am further directed to enclose herewith Notices of Motion (duplicate), with regard to the said Ordinance, for obtaining the signature of Minister-In-Charge thereon and their early return to Law Department for onward submission to the Provincial Assembly for further necessary action.

Yours faithfully,

(Signature)
(FASEEH ULLAH)
ASSISTANT LEGAL DRAFTER-III

ENDT. No. & Date (As Above).

Copy is forwarded for information to:

1. PS to Minister for Law, Parliamentary Affairs and Human Rights, Khyber Pakhtunkhwa.
2. PS to Secretary to Government of the Khyber Pakhtunkhwa Law Department.
3. PA to Legal Drafter, Law Department

ASSISTANT LEGAL DRAFTER-III

*Supdt:
Pl. put up.*

20/10/2020

*For necessary
action pl.*

M AS P

DSCP

*AS (P)
20/10/20*

Date: 20-10-20

SO (Power)	194
Diary No.	194
Date:	20-10-20

S/Secy: Energy & Power Deptt:
Diary No. 3509
Date: 20-10-20

EXTRAORDINARY
GOVERNMENT



REGISTERED NO. P.III
GAZETTE

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, THURSDAY, 15TH OCTOBER, 2020.

GOVERNMENT OF THE KHYBER PAKHTUNKHWA LAW, PARLIAMENTARY AFFAIRS AND HUMAN RIGHTS DEPARTMENT.

NOTIFICATION

Dated Peshawar, the 15th October, 2020.

No. LEGIS: 1(3)89/Vol-IV. The following Ordinance by the Governor of the Khyber Pakhtunkhwa is hereby published for general information:

THE PAKHTUNKHWA ENERGY DEVELOPMENT ORGANIZATION ORDINANCE, 2020.

(KHYBER PAKHTUNKHWA ORD. NO. XIV OF 2020)

AN ORDINANCE

*to provide for the sustainable and green development of power
resources of the Province of Khyber Pakhtunkhwa.*

WHEREAS it is expedient to provide for the sustainable and green development of power resources and for the generation, transmission, distribution and regulation of electric power within the Province of the Khyber Pakhtunkhwa;

AND WHEREAS facilitation of private sector investment and participation in the energy resources of the Province of the Khyber Pakhtunkhwa is the priority of the Provincial Government;

AND WHEREAS to achieve the objectives, it is expedient to re-organize the Pakhtunkhwa Energy Development Organization and corporatize the existing power sector entities, with focus on delivery and cost management and for matters connected therewith and ancillary thereto;

- (h) **"energy policy"** means the policy, directions and guidance, approved by Government from time to time, for the development of energy resources of the Province;
- (i) **"Executive Committee"** means the Executive Committee, constituted under section 7 of this Ordinance;
- (j) **"Government"** means the Government of Khyber Pakhtunkhwa;
- (k) **"PEDO"** means the Pakhtunkhwa Energy Development Organization, re-organized under section 3 of this Ordinance;
- (l) **"PEDO Fund"** means the PEDO Fund established under section 16 of this Ordinance;
- (m) **"Policy Board"** means the Policy Board, established under section 5 of this Ordinance;
- (n) **"power"** means and includes power or electrical energy, generated by any means including steam, gas, coal, re-gasified liquefied natural gas, wind, solar, bagasse, waste to energy or any other form of power generation notified as such by Government;
- (o) **"prescribed"** means prescribed by rules or regulations;
- (p) **"projects"** mean to build, finance, own, operate and maintain the power generation, transmission and distribution projects, in the public sector, private sector or in joint venture of public private partnership mode, within the Province;
- (q) **"property"** means and includes any right, title or interests in property, moveable or immovable, tangible or intangible and in whole or in part;
- (r) **"Province"** means the Province of Khyber Pakhtunkhwa;
- (s) **"repealed Act"** means the Pakhtunkhwa Energy Development Organization Act, 1993 (Khyber Pakhtunkhwa Act No. I of 1993), repealed under section 33 of this Ordinance;
- (t) **"regulations"** mean regulations made under this Ordinance;

- (c) construct, maintain, own, operate and control the power houses, grids and micro grids, generation stations, transmission and distribution lines through itself, contractors or private parties etc.;
- (d) conduct feasibility studies, surveys, detailed designs, detailed engineering and researches;
- (e) place wires, poles, wall brackets, stays, apparatus and appliances for the transmission or distribution of electricity or for the transmission of telegraphic or telephone communications necessary for the proper execution of a scheme;
- (f) approve use of PEDO Fund, its appropriations and re-appropriations, grant approval for cost revisions, escalations or variations of a project;
- (g) undertake any work, incur any expenditure, procure plant, machinery and materials required for its use;
- (h) determine and prescribe procedures and standards, through rules and regulations, for determination, modification or revision of licenses, rates, charges and terms and conditions for generation of electric power, transmission, inter-connection, distribution services and power sales to consumers by licensees;
- (i) acquire by purchase, lease, exchange or otherwise and dispose of by sale, lease, exchange or otherwise, any immovable or movable property or any interest in such property;
- (j) establish one or more companies, with the approval of Government, under the Companies Act;
- (k) restrict or prohibit, by general or special order, the clearing and breaking up of land in the catchment area of any river, canal, tributary or stream;
- (l) establish thermal, solar, wind, hydro, waste to energy or other alternate renewable energy based power houses, erect test masts, collect wind and solar data for power generation, lay or cause to be laid, pipelines for supply of fuel, establish fuel supply means, engage in transmission, trading, distribution and sale of energy to industries and domestic consumers, manage demand, issue licenses, cause setting of tariff, recover and collect charges and fees;

- | | | |
|-----|---|---------|
| (c) | Additional Chief Secretary, Planning and Development Department; | Member |
| (d) | Secretary to Government, Energy and Power Department; | Member |
| (e) | Secretary to Government, Finance Department; | Member |
| (f) | Chairman, Executive Committee; and | Member |
| (g) | two (2) private members, to be appointed by Policy Board from amongst the person having at least ten (10) years' experience in field of energy and power or industry or finance sector. | Members |

(2) The meetings of the Policy Board shall be presided over by the Chairperson and in his absence, the Vice-Chairperson shall preside over its meetings.

(3) Meetings of the Policy Board shall be held as and when required, but at least once in a quarter, at the time and place as the Chairperson may determine.

(4) Presence of four (04) members of the Policy Board shall constitute the quorum for a meeting.

(5) The decisions of the Policy Board shall be taken by the majority of its members present and, in case of a tie, the Chairperson or the Vice-Chairperson, presiding over the meeting, shall have a casting vote. All orders, determinations and decisions of the Policy Board shall be reduced to writing together with a record of the discussions held in the meeting.

(6) No act or proceedings of the Policy Board shall be invalid merely by reason of vacancy in, or defect in the constitution of the Policy Board.

(7) Subject to the pleasure of Government, the term of office of the members, mentioned at clause (g) of sub-section (1), shall be three (3) years, who may be re-appointed for another term by Government on the recommendation of the Policy Board.

(8) The members, mentioned in clause (g) of sub-section (1), may, at any time, by writing under his hand, addressed to the Policy Board, resign his office which shall take effect upon acceptance by Government.

- | | | |
|-----|---|--------|
| (c) | Member Finance of PEDO; | Member |
| (d) | Member Renewable Energy of PEDO;
and | Member |
| (e) | Member Hydro Power of PEDO. | Member |

(3) The Executive Committee may co-opt any other person or sector expert as a co-opted member of the Executive Committee, for a specific meeting as and when need so arises.

(4) The Executive Committee may appoint a Secretary of the Executive Committee, who shall possess such qualification and shall be appointed on such terms and conditions of service as may be prescribed.

(5) The Secretary, appointed under sub-section (4), shall assist the Executive Committee in the conduct of its business in the manner as may be prescribed.

(6) The Executive Committee shall facilitate sponsors, Policy Board and Government in development of the projects in accordance with the energy policy and the energy plan.

(7) No act or proceedings of the Executive Committee shall be invalid by reason only of the existence of a vacancy in or defect in constitution of the Executive Committee.

(8) The Executive Committee may establish sub-committees for discharge of its functions and powers.

8. Meeting of the Executive Committee.--- (1) The meetings of the Executive Committee shall be presided over by the Chairman and in his absence a member designated by the Chairman shall preside over its meeting.

(2) At least three (3) members of the Executive Committee, including the Chairman, shall constitute a quorum for meetings of the Executive Committee.

(3) The meetings of the Executive Committee shall be held at such time and place as the Chairman of the Executive Committee may, from time to time, determine.

(4) Decisions of the Executive Committee shall be taken by the majority of its members present and in case of a tie, the Chairman or the member presiding over the meeting, shall, as the case may be, have a casting vote.

- (c) has been declared to be disqualified for employment in PEDO, or has been convicted of an offence involving moral turpitude; or
- (d) has knowingly acquired or continued to hold, without permission, in writing of Government, directly or indirectly through a partner, any share or interest in any contract or employment with or by on behalf of the Executive Committee, or in any land or property which, in his knowledge, is likely to benefit or has benefited as a result of the decision of the Executive Committee; or
- (e) fails to attain the required standard as set out in the prescribed key performance indicators:

Provided that prior to removing the Chief Executive Officer or any Member, personal hearing shall be provided to him by the Policy Board.

11. Delegation of powers.--- The Executive Committee may, by general or special order, delegate to the Chairman, members of the Executive Committee, Chief Executive Officer, a Member or any officer of the PEDO, any of its powers, duties or functions under this Ordinance, subject to such conditions as it may deem appropriate.

12. Employees.--- (1) For the purposes of this Ordinance, Executive Committee may, from time to time, appoint employees on regular basis, hire, engage consultants, lawyers, experts, professionals, advisors, agents, accountants, bankers, engineers and such other staff as may be required, who shall be paid such remuneration and allowances and shall hold their employment on such terms and conditions as may be prescribed by regulations:

Provided that the PEDO, in cases of urgency or public interest, may appoint consultants, lawyers and experts for a period, not exceeding six (6) months, which may be renewed for another period of six (6) months for short term assignments.

(2) The PEDO may induct the employees of the Federal Government, Government, other Provincial Governments, autonomous or semi-autonomous bodies as it may consider necessary for the efficient performance of its functions, in such a manner and on such terms and conditions as may be prescribed.

(3) The staff of PEDO shall be liable to disciplinary action in the manner as may be prescribed by regulations.

- (ii) provision of goods, appliances, plants, machinery and other material; and
- (iii) purchasing of electrical capacity and energy from any company specified in clause (b).
- (e) enter into any contract or agreement with any company or companies specified in clause (b); and
- (f) notwithstanding any terms of any contract entered into by it for the supply of electricity to any person, transfer such contract to any company or other entity promoted, formed or sponsored by PEDO.

CHAPTER-V

LOCAL COMMUNITIES AND OFF GRID PROMOTION

15. Community based organizations.--- (1) The PEDO shall encourage, promote and execute community based and local bodies-centered off-grid power projects based on locally available renewable sources.

(2) The PEDO shall develop standard protocols, processes and procedures including, but not limited to, entering into contracts, terms of partnership, cost sharing, access to land, right of way, prescription of fees, issue of licenses and determine tariffs and their mode of collection, accounting and usage, handing-over, vesting and post handing over, transfer of operation and management of such off-grid power projects based on locally available renewable sources to the local bodies or rural communities.

(3) The PEDO shall establish an effective post-completion support and monitoring system to ensure that the completed schemes are efficiently operated and maintained and get timely technical backstopping in case of emergency.

(4) All such schemes aimed at a local body or a community-based organization shall cover all aspects of development, generation, transmission, distribution, operation and maintenance, regulation and tariffs and the PEDO may enter into agreements for such purposes.

- (b) projects development and operation cost;
- (c) paying for expenditure incurred on-
 - (i) marketing and publicity;
 - (ii) capacity building, seminars and conferences; and
 - (iii) restructuring.
- (d) purchasing or hiring equipment, machinery and any other materials, acquiring land and constructing buildings and carrying out any other work and undertakings by the PEDO in the performance of its functions or the exercise of its powers under this Ordinance;
- (e) re-paying any financial accommodation received or moneys borrowed under or pursuant to or by virtue of this Ordinance and the profit, mark-up or return due thereon; and
- (f) paying any other expenses, costs or expenditure, properly incurred or accepted by the PEDO, in the performance of its functions or the exercise of its powers under this Ordinance.

18. **Investment.**--- The Executive Committee may, in so far as its moneys are not required to be expended under this Ordinance, invest amounts in such manner as prescribed by regulations.

19. **Bank accounts.**--- The Executive Committee may open and maintain its accounts in local and foreign currencies in such scheduled banks and other financial institutions as it may determine, from time to time, in accordance with the instructions of Government and Policy Board in this regard.

20. **Accounts.**--- (1) The Executive Committee shall maintain proper accounts and other records, relating to its financial affairs, and shall, as soon as practicable after the end of each financial year, cause to be prepared for that financial year statements of accounts of the PEDO, which shall include a balance sheet and an account of income and expenditure.

29. Ordinance to override other laws.--- The provisions of this Ordinance shall have effect, notwithstanding anything inconsistent contained, in any other law for the time being in force.

30. Common seal.--- The PEDO shall have a common seal and such seal shall be kept in the custody of the Secretary of the Executive Committee or such other person as may be authorized by regulations. Documents, required or permitted to be executed under the seal, shall be specified in and authenticated in such manner as shall be authorized by regulations.

31. Support of Government and Federal Government.--- Government and Federal Government and all its agencies, particularly the concerned enterprises, owned and controlled, wholly or partially, directly or indirectly by Government and Federal Government, shall render such support to the PEDO as may be necessary to fulfill its objective and functions under this Ordinance.

32. Removal of difficulties.--- If any difficulty arises in giving effect to any provision of this Ordinance, Government may make such order, not inconsistent with the provisions of this Ordinance, as may appear to it to be necessary for the purposes of removing the difficulty.

33. Repeal and savings.---(1) The Pakhtunkhwa Energy Development Organization Act, 1993 (Khyber Pakhtunkhwa Act No. I of 1993), is hereby repealed.

(2) Notwithstanding the repeal of the aforesaid Act,-

- (a) anything done, action taken, notifications or orders issued, appointments made, so far not inconsistent with the provisions of this Ordinance, shall be deemed to have been done, taken, issued and made under this Ordinance;
- (b) all assets, liabilities, rights, powers, and privileges and all property, cash and bank balances, reserve funds, investment and all other interests and rights in or arising out of such property and all debts, liabilities and obligations, of whatever kind, shall stand transferred to and vest in PEDO, re-organized under this Ordinance;
- (c) all debts and obligations incurred, or contracts entered into, rights acquired, and all matters and things engaged to be done, shall be deemed to have been incurred entered into, acquired or engaged by the PEDO, re-organized under this Ordinance;

- P E D O
- (d) all suits and other legal proceedings by or against the Pakhtunkhwa Energy Development Organization under the repealed Act, instituted, shall be deemed to be suits and proceedings by or against the PEDO and shall be proceeded or otherwise dealt with accordingly;
 - (e) any reference to the Pakhtunkhwa Energy Development Organization under the repealed Act, in any statutory instrument or document shall, unless the context otherwise requires, be read and construed as reference to be PEDO re-organized under this Ordinance; and
 - (f) all officers, consultants, advisers, auditors and other employees and staff of the Pakhtunkhwa Energy Development Organization under the repealed Act, shall stand transferred to and be officers, consultants, advisers, auditors and employees and staff of PEDO.

Provided that the civil servants, appointed to or working in the Pakhtunkhwa Energy Development Organization under the repealed Act, shall continue to be governed under the Khyber Pakhtunkhwa Civil Servants Act, 1973 and the rules made thereunder.

Peshawar,
dated the
14th October, 2020.

(SHAH FARMAN)
Governor of the Khyber Pakhtunkhwa.

MASOOD AHMAD
Secretary to Government of Khyber Pakhtunkhwa
Law, Parliamentary Affairs and
Human Rights Department.

Printed and published by the Manager,
Staty. Ptg. Deptt., Khyber Pakhtunkhwa, Peshawar.

Provided that Executive Committee may require to conduct special audit of the organization through reputable firm of chartered accountants, approved by the Executive Committee, as and when considered necessary.

CHAPTER-VII
MISCELLANEOUS

22. **Power to make rules.**--- Government may, by notification in the official Gazette, make rules for carrying out the purposes of this Ordinance.
23. **Power to make regulations.**--- The Executive Committee may, with the approval of Policy Board, by notification in the official Gazette, make regulations, not inconsistent with the rules, for carrying out the purposes of this Ordinance.
24. **Annual report.**--- The Executive Committee shall submit to the Policy Board, within ninety days of the end of every financial year, a report on the conduct of the affairs of the PEDO for the year.
25. **Information.**--- The PEDO may call for any information required by it for carrying out the purposes of this Ordinance or as is required under contracts entered into by the PEDO from any person involved, directly or indirectly, in the power sector or any matter incidental or consequential thereto and any such person shall provide the required information called by the PEDO.
26. **Directions by Government.**--- Notwithstanding anything contained in this Ordinance, Government may issue directions and guidelines to PEDO, from time to time, to protect the interests of Government, sponsors and public.
27. **Members and staff to be public servants.**--- The Chairman, members of the Executive Committee, the Chief Executive Officer and Members of the PEDO, officers, servants and other employees of the PEDO shall, when acting or purporting to act in pursuance of any of the provisions of this Ordinance, be deemed to be public servants within the meaning of section 21 of the Pakistan Penal Code, 1860 (Act No XLV of 1860).
28. **Indemnity.**--- No suit, prosecution or other legal proceeding shall lie against the Executive Committee, members, its officers, advisors, consultants and other employees, in respect of anything done or intended to be done in good faith under this Ordinance.

CHAPTE-VI

FINANCE

16. **PEDO Fund.**--- (1) There shall be established a Fund to be known as PEDO Fund.

(2) The Organization Fund, established under section 24 of the repealed Act, shall be deemed to be part of PEDO Fund.

(3) The PEDO Fund shall consist of-

- (a) grants, made by Government and Federal Government;
- (b) loans, obtained from Government and Federal Government;
- (c) loans or funds, obtained by the PEDO, from commercial banks or any other source with the prior approval of Government;
- (d) foreign loans, grants or any other financial assistance, obtained with the approval of Government or Federal Government;
- (e) proceeds from encashment of security instruments;
- (f) fees and all other sums, collected by it, as prescribed by rules, from time to time;
- (g) returns and profits on the investments; and
- (h) all other sums, property, revenues and charges received by or vested in the PEDO in respect of its powers and functions under this Ordinance.

17. **Expenditure to be charged on PEDO Fund.**---(1) The PEDO Fund shall be expended for the purposes of-

- (a) paying any expenditure lawfully incurred by the PEDO, including the remuneration and allowances of the Chairman, members, staff, employees, accountants, advisers, agents, consultants, lawyers, valuers and other experts, appointed and employed by the PEDO, including provident fund contributions, superannuating allowances or gratuities and legal fees and costs and other fees and costs, if any;

CHAPTER-IV

RESTRUCTURING

13. **Exclusivity.**--- (1) All the hydro power project sites, within the Province, exclusively vest in Government.

(2) The hydro power project sites shall be developed by Government in the public sector or on public private partnership basis.

(3) The hydro power project sites may be allocated to the private sector for hydro power projects development with the permission of Government except for hydropower projects with capacity of less than 1 MW which may be allowed by the Executive Committee.

14. **Corporate initiatives.**--- The PEDO may-

- (a) undertake any joint venture or work in association with Government, Federal Government, Governments of other Provinces, any agency, corporation, company, Board or any person and may subscribe to the equities and acquire such other rights and obligations as may be necessary for such joint venture or association;
- (b) promote, form or sponsor any company or companies having objects of installation of thermal, hydel and renewable projects and development and utilization of any resources of energy for generation, transmission and distribution of power and for survey, investigation, exploitation and utilization of resources of energy for generation, transmission and distribution of power;
- (c) subscribe for, take or otherwise acquire, hold and dispose of shares, bonds, debentures, commercial papers or other securities of any company promoted, formed or sponsored under clause (b) and receive dividends or other payments therefrom and transfer to it any of its land or any other property, movable or immovable, tangible or intangible, against cash, shares, bonds, debentures, commercial papers or other securities as is desirable or necessary to enable it to privatize or otherwise restructure any operation of the PEDO;
- (d) enter into any of the following arrangements which may be consistent with its objects, namely:
 - (i) provision of services and personnel;

(5) The meeting of Executive Committee shall be held at least once every month.

(6) Proceedings of the Executive Committee shall be minuted by the Secretary of the Executive Committee with the approval of the Chairman, which shall be ratified by Executive Committee, in the next successive meeting.

(7) Decisions of the Executive Committee shall be recorded in writing, reasoned and delivered expeditiously and judiciously.

9. Appointment of Chief Executive Officer and Members.--- (1) The Chief Executive Officer, Member Finance, Member Renewable Energy and Member Hydro Power of the PEDO, shall be appointed by Government, on the recommendation of the Policy Board, for a period of three years or at the pleasure of Government, as the case may be.

(2) Notwithstanding anything contained in sub-section (1), the Chief Executive Officer, appointed before the promulgation of this Ordinance, under the repealed Act, shall be deemed to have been appointed under this Ordinance and shall hold office for a period of four (4) years which shall be counted from the date of his appointment under the repealed Act:

Provided that till the constitution of the Executive Committee under this Ordinance, the Policy Board shall exercise all the powers of the Executive Committee under this Ordinance.

(3) The qualification of the Chief Executive Officer and Members of the PEDO, mentioned in sub-section (1), shall have at least fifteen years' experience in the field of energy, engineering, law, administration or finance.

(4) The other terms and conditions of the Chief Executive Officer and Members of PEDO, mentioned in sub-section (1), shall be such as may be prescribed by rules.

10. Removal of the Chief Executive Officer and Members of the PEDO.--- Government may, remove the Chief Executive Officer or any Member of the PEDO under section 9, if he-

- (a) refuses, neglects, defaults or fails to discharge, or becomes in the sole opinion or discretion of Government, incapable of discharging his responsibilities, duties or functions under this Ordinance; or
- (b) has been declared insolvent; or

(9) The Policy Board may appoint co-opt members belonging to the relevant expertise in relation to any matter under consideration of the Policy Board, who may take part in discussion, but shall not be entitled to vote for or against the matter under discussion.

(10) The Policy Board may appoint a Secretary of the Policy Board, who shall possess such qualification and shall be appointed on such terms and conditions of service as may be prescribed.

(11) The Secretary, appointed under sub-section (10), shall assist the Policy Board in the conduct of its business in the manner as may be prescribed.

6. **Functions and powers of the Policy Board.**---(1) For the purpose of this Ordinance, the Policy Board may issue guidelines to the PEDO, from time to time.

(2) Without limiting the generality of the foregoing, the Policy Board shall have the power to-

- (a) recommend energy policy to Government, submitted to it by the Executive Committee, for approval, periodical review progress and implementation thereon;
- (b) approve energy plan and periodically review progress and implementation thereon;
- (c) recommend appointment and removal of Chairman and members of Executive Committee to Government;
- (d) approve the annual budget of PEDO; and
- (e) review performance of Executive Committee from time to time.

7. **Executive Committee.**---(1) The PEDO shall have an Executive Committee to exercise powers and functions of the PEDO, subject to the provisions of this Ordinance.

(2) The Executive Committee shall consist of the followings:

- (a) Chief Executive Officer, PEDO; Chairman
- (b) a representative of the Energy and Power Department, not below the rank of an Additional Secretary; Member

- (m) acquire land or any interest in land which shall be deemed to be an acquisition for a public purpose within the meaning of the Land Acquisition Act, 1894 (Act No. I of 1894);
- (n) draft, negotiate and enter into security package documents or agreements and guarantee the contractual obligations of entities under the energy policies;
- (o) execute, administer and monitor contracts executed by it;
- (p) determine, with the approval of Government, the fees, its receipt, deposition, disbursement and utilization and charges for processing applications, if required;
- (q) obtain from sponsors or contractors, as the case may be, security instruments and en-cash or return them, as deemed appropriate;
- (r) open and operate bank accounts in local and foreign currencies as permissible under the laws of Pakistan;
- (s) commence, conduct, continue arbitration or alternate dispute resolution mechanisms and terminate litigation, at whatever levels may be necessary; and
- (t) perform any other function or exercise any other power as may be incidental or consequential for the performance of any of its functions or the exercise of any of its powers or as may be entrusted by Government to meet the objects of this Ordinance.

CHAPTER-III

MANAGEMENT AND ADMINISTRATION

5. **Policy Board.**--- (1) There shall be a Policy Board, which shall consist of the followings:

- (a) Chief Minister, Khyber Pakhtunkhwa; Chairperson
- (b) Minister for Energy and Power or Advisor/ Special Assistant to Chief Minister for Energy and Power; Vice-Chairperson

- (u) "rules" mean rules made under this Ordinance;
- (v) "scheduled bank" means a scheduled bank, licensed by the State Bank of Pakistan; and
- (w) "sponsor" means a person, including consortium from the private or public sector, who intends to invest or have already invested in the power sector.

CHAPTER-II

THE PAKHTUNKHWA ENERGY DEVELOPMENT ORGANIZATION

3. **Re-organization of PEDO.**--- (1) Soon after the promulgation of this Ordinance, the Pakhtunkhwa Energy Development Organization, established under section 3 of the repealed Act, shall be re-organized in accordance with the provisions of this Ordinance and shall be known as the Pakhtunkhwa Energy Development Organization, hereinafter referred to as "PEDO", for the development and utilization of the power and energy resources of the Province.

(2) The PEDO shall be a body corporate having perpetual succession and a common seal, with power, subject to the provisions of this Ordinance, to enter into agreements and contracts, acquire, hold and sell property, both movable and immovable, undertake projects, generate, transmit, distribute and regulate electricity, issue licenses and determine tariff within the Province and shall have the power to sue and be sued.

(3) The head office of the PEDO shall be at Peshawar.

4. **Functions and powers of the PEDO.**--- (1) Notwithstanding anything contained in any other law for the time being in force, the PEDO shall have exclusive functions and powers for the development and utilization of the power and energy resources of the Province through public sector, private sector or through public private partnership mode.

(2) In particular and without prejudice to the generality of the foregoing powers, the PEDO shall-

- (a) approve and undertake the projects of any financial value;
- (b) regulate, generate, transmit and distribute the electric power services;

AND WHEREAS the Provincial Assembly is not in session and the Governor of the Khyber Pakhtunkhwa is satisfied that circumstances exist which render it necessary to take immediate action;

NOW THEREFORE, in exercise of the powers conferred by Clause (1) of Article 128 of the Constitution of the Islamic Republic of Pakistan, the Governor of the Khyber Pakhtunkhwa is pleased to make and promulgate the following Ordinance:

CHAPTER-I
GENERAL

1. **Short title, extent and commencement.**---(1) This Ordinance may be called the Pakhtunkhwa Energy Development Organization Ordinance, 2020.

(2) It extends to the whole of the Province of the Khyber Pakhtunkhwa.

(3) It shall come into force at once.

2. **Definitions.**---In this Ordinance, unless there is anything repugnant in the subject or context,-

- (a) "Chairman" means the Chairman of the Executive Committee;
- (b) "Chief Executive Officer" means the Chief Executive Officer of the PEDO, appointed under section 9 of this Ordinance;
- (c) "company" for the purpose of this Ordinance, means a company, established by the PEDO, with the approval of Government, under the Companies Act, for carrying out one or more of its functions;
- (d) "Companies Act" means the Companies Act, 2017 (Act No. XIX of 2017);
- (e) "electric power" means electrical energy or the capacity for the production of electric power;
- (f) "electric power services" include the generation, transmission, distribution, supply, sale or trading of electric power and all other services incidental thereto;
- (g) "energy plan" means the activities approved by Government, from time to time, for the development of energy resources of the Province in accordance with the energy policy;



KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, FRIDAY, 02nd OCTOBER, 2020.

PAKHTUNKHWA ENERGY DEVELOPMENT ORGANIZATION (PEDO)

NOTIFICATION

Dated Peshawar, the 29th September, 2020.

No.2507-14/PEDO/CEO/5-GIn exercise of the powers conferred by section 31 of the Khyber Pakhtunkhwa Energy Development Organization (Amendment) Act, 2014, read with section 19 thereof, the Board of Directors of the Pakhtunkhwa Energy Development Organization, hereinafter called as "the Organization", is pleased to make the following Rules, namely:

PAKHTUNKHWA ENERGY DEVELOPMENT ORGANIZATION EMPLOYEES (APPOINTMENT, PROMOTION AND TRANSFER) RULES, 2020.

(PEDO APT RULES OF 2020)

CHAPTER-1

(PRELIMINARY)

1. **Short title, application & commencement:-**(1) These rules may be called the Pakhtunkhwa Energy Development Organization Employees (Appointment, Promotion and Transfer) Rules, 2020.
 - (2) They shall apply to all employees of the Organization.
 - (3) They shall come into force at once.
2. **Definitions:-**(1)In these Rules, unless there is anything repugnant to the subject or context, the following terms and expressions shall have the meanings assigned to them as under:
 - i. "Act" means the Khyber Pakhtunkhwa Energy Development Organization (Amendment) Act, 2014;
 - ii. "Appointing Authority" means authority to appoint employees of the Organization, as provided by the Act;
 - iii. "Appointment" means appointment by initial recruitment, promotion or transfer including transfer on the basis of deputation or absorption;

CHAPTER-II

TERMS AND CONDITIONS OF SERVICE

3. Qualification and other conditions:-(1)Appointment in the Organization shall be made by initial recruitment, promotion or transfer, as prescribed in these Rules.

(2) The minimum qualification, experience, age limit and method of appointment, as specified in columns 3 to 5 of Schedule-I shall be applicable to the posts borne on the strength of the Organization, as specified in column 2 of the said Schedule.

4. Method of Appointment:- (1)Appointment by initial recruitment and promotion to posts in BPS-17 and above, shall be made by the PEDO Board in the manner specified against each such post in column 5 of Schedule-I, on the recommendations of the Selection and Promotion Board consisting of:

(i) Chief Executive Officer	Chairman
(ii) General Manager Finance	Member
(iii) General Manager Hydel	Member
(iv) General Manager Private Power / Renewable Energy Projects/Policy	Member
(v) Additional Secretary, Energy & Power Department, Government of Khyber Pakhtunkhwa	Member
(vi) Head of the concerned wing	Member
(vii) Director Admin & HR of the Organization	Member Cum Secretary

Provided that where the promotion of a Member is under consideration, he shall not act as a Member of the Board.

(2) Appointment by initial recruitment and promotion to posts in Basic Pay Scales-16 and below shall be made by the Chief Executive Officer in the manner specified against each such post in column 5 of Schedule-I on the recommendations of the Selection and Promotion Committee, consisting of:

i. Director Admin & HR of the Organization	Chairman
ii. Director Finance of the Organization	Member
iii. Director Planning of the Organization	Member
iv. Director Information Technology of the Organization	Member
v. An officer of the concerned wing not below the rank of Director	Member
vi. Deputy Director Human Resource of the Organization	Secretary

(3) Criteria for appointment to the posts in the Organization shall be as specified in Schedule-II.

10. Orientation and Training.(1) Every fresh appointee shall undergo the required training, if specified in his appointment order.

11. Probation and confirmation.(1) The person appointed to a post in the Organization by initial recruitment or promotion shall be on probation for a period of one year. In case of the posts of GM and Chief Engineers, the probation period shall however, be two years instead of one year.

(2) In the case of appointment to posts in BPS-17 and above:

- (i) the Appointing Authority, if considers necessary, may extend the probation period for one year; and
- (ii) On the successful completion of the probation period and required training, if any, the Appointing Authority shall, by specific order, terminate the probation;

Provided that if no specific order is issued on the expiry of the first year of probation period, the period of probation shall be deemed to have been extended under clause (i) of sub rule (2);

Provided further that if no specific order is issued on the expiry of the extended period of probation, the period of probation shall be deemed to have been successfully completed.

Provided further that in the case of initial appointment to a post, an employee shall not be deemed to have completed his period of probation satisfactory until his character and antecedents have been verified as satisfactory in the opinion of the appointing authority.

(3) If in the opinion of the Appointing Authority, the work or conduct of an appointee during the period of probation has not been satisfactory, it may, notwithstanding that the period of probation has not expired, dispense with his services;

Provided that if such appointee was holding a post before his appointment, he shall be reverted to his former post or if there be no such post then the junior most employee in the hierarchy of that lower post may be reverted to make room for adjustment of such appointee.

(4) After satisfactory completion of the probationary period and successful completion of the required training, if any, the Appointing Authority shall confirm the appointment by issuing notification in the official gazette.

12. Seniority:-(1) For proper administration of a cadre or post, the Appointing Authority/ Organization shall cause a seniority list of the members for the time being of such cadre or post to be prepared in the prescribed manner.

13. Provided that nothing herein contained shall be construed to confer any vested right to a particular seniority in such cadre or post, as the case may be.

b. on completion of sixty (60) years of age.

(2) An employee may, however, apply for voluntary retirement on completion of 25 years' qualifying service.

16. Cadres in the Organization:-The Organization shall consist of the cadres specified in Schedule-III.

17. Transferring Authorities and transfers:-(1) All employees of the Organization shall be liable to serve anywhere in the Province.

(2) Except as a matter of stop-gap arrangement, transfer shall not be made from one cadre to another cadre.

(3) The following authorities shall be competent to issue transfer orders of employees within the Organization. namely:

Sr. No.	Officers/employees to be transferred	Authority competent to transfer
1.	Civil servants in the Organization	Secretary to Government, on the recommendation of Chief Executive Officer
2.	All other officers in BPS-17 and above	Chief Executive Officer
3.	Employees in BPS-1 to BPS-16	Director Admin& HR

18. Maintenance of service record:-Proper service record of all the employees in the shape of personal file / service book and **History of Service** shall be maintained.

19. Performance Evaluation Report:-Performance Evaluation Report in respect of all employees in BPS 6 to BPS 20 shall be prepared annually in the form prescribed by Government.

20. General Provisions: -(1) In matters not provided for in these rules, the rules or instructions issued by Government from time to time in respect of civil servants shall apply to the employees of the Organization.

21. Status of civil servants:-(1)The services of civil servants in the Organization whose service have been protected under section 12 of the PEDO Act, 2014, shall be governed by the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.

(2) The existing joint seniority list shall remain intact.

22. Wherever these rules are silent on any matter, the same shall be placed before the Board on case to case basis for decision.

23. Repeal: -The Sarhad Hydel Development Organization Rules 1995 and SarhadHydel Development Organization Appointment of Employees Rules 1995, amended from time to time so far as they pertain to the matters covered by these Rules, are hereby repealed.

Sd/-

PEDO BOARD OF DIRECTORS

No:- 8507-14/PEDO/CEO/5-G

Dated:- 29th September, 2020

KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 02nd OCTOBER, 2020. 629

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
3.	General Manager Finance (BPS-20)	CA, ACMA, CFA, ACCA or MBA, or M. Com with Major in Finance 1 st Division from a recognized University with 17 Years' experience in BPS-17 and above or equivalent in the field of Finance in Government, Semi Government, autonomous body or private sector of international or national repute.	Up to 55 years	<p>i) By promotion on the basis of seniority-cum-fitness from among the Director Finance/Audit having 17 year experience in BPS-17 and above.</p> <p>ii) In case no suitable candidate is available, then:</p> <p>a) by transfer on deputation basis from government department / autonomous / semi-autonomous bodies with the same qualification and experience subject to concurrence of the Finance Department Government of Khyber Pakhtunkhwa or</p> <p>b) By initial recruitment</p>
4.	<p>Chief Engineer (BPS-20)</p> <p>i. Development/Planning</p> <p>ii. Operation & Maintenance</p> <p>iii. Public/Private Partnership/Renewable Energy Project</p> <p>iv. Policy</p> <p>v. Monitoring & Evaluation</p> <p>vi. Procurement & Contract</p>	<p>i. First Class Bachelor's Degree in Civil or Electrical/Electronic or Mechanical Engineering from recognized University with at least 17 years' relevant experience in BPS-17 and above or equivalent in Government, autonomous, semi-autonomous bodies or private sector of national or international repute.</p> <p>OR</p> <p>ii. M.Sc in Civil or Electrical/Electronic or</p>	Up to 50 Years	<p>1(a) 50% by promotion, on the basis of seniority-cum-fitness, from amongst the BPS-19 officers of the engineering cadre having 17 years' service in BPS-17 and above.</p> <p>(b) In case no eligible candidate is available by promotion, then by transfer on deputation basis from Government</p>

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
6	<p>Director (BPS-19) Commercial & Tariff</p>	<p>i. Chartered Accountant or Bachelor's Degree in Civil Engineering from a recognized University with MBA Finance (Regular) having 12 years' experience in BPS-17 and above in the field of Electricity Tariff in Government, autonomous/ semi-autonomous bodies or private sector of national and international repute.</p>	<p>Up to 40 years</p>	<p>1.(a) By promotion, on the basis of seniority-cum-fitness, amongst the BPS-18 officers having 12 years' experience in BPS-17 and above in Commercial and Tariff cadre and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>2. In case no suitable candidate is available, by promotion, then;</p> <p>(a) by transfer on deputation basis from Government Department or autonomous or semi-autonomous bodies with the same qualification and experience, or</p> <p>(b) By initial recruitment.</p>

1. Sl. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
8	Director (BPS -19) Environment / Social	First Class Master degree in Environmental Sciences/Sociology/Social Work or Equivalent Qualification from HEC recognized University with at least 12 years' experience in BPS-17 & above in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national and international repute;	Up to 45 years	1. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-18 officers from Environmental cadre having 12 years' experience in BPS-17 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. 2. In case no suitable candidate is available, by promotion, then: (a) by transfer on deputation basis from Government Departments or Autonomous or semi-autonomous bodies with the same qualification and experience or (b) By initial recruitment.
9.	Director (BPS-19) (i) Finance (ii) Audit	CA, ACMA, CFA, ACCA or MBA Finance/M. Com 1 st Division from a recognized University (duly qualified)	Up to 45 years	1. By promotion, on the basis of seniority-cum-fitness from amongst the BPS-18 officers from the

1. Sl. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
		<p>with twelve (12) years' experience in BPS-17 and above or equivalent in the field of Programming, System Analysis and Operational Management in Government, autonomous / semi-autonomous bodies or private sector of national and international repute.</p>		<p>and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>2. In case no suitable candidate is available by promotion, then: (a) By transfer on deputation basis from Government Department or autonomous or semi-autonomous bodies with the same qualification and experience. (b) By initial recruitment</p>
01.	<p>Director Administration and Human Resources (BPS-19)</p>	<p>BBA (Hons) in Human Resource or MBA in Human Resource or MPA (16 years Education) in Human Management or Equivalent Qualification from IUC recognized University with at least twelve (12) years' experience in BPS-17 and above or equivalent in the relevant field in Government, autonomous, semi-</p>	<p>Up to 45 years</p>	<p>1. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-18 officers of Admin and HR Cadre having 12 years' experience in BPS-17 and above and qualified departmental training mandatory.</p>

1. Sl. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
		<p>in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national and international repute.</p>		<p>take effect after one year from the date of commencement of these rules.</p>
13.	<p>Deputy Director (BPS-18) Commercial Tariff</p>	<p>Chartered Accountant or Bachelor's Degree in Civil Engineering with MBA (finance-regular) from a HEC recognized University with five(05) Years' in BPS-17 and above or equivalent experience in the field of Electricity Tariff in Government, autonomous/ semi-autonomous bodies or private sector of national and international repute.</p>	<p>Up to 45 years</p>	<p>2. 25% by initial recruitment.</p> <p>1.By promotion, on the basis of seniority-cum-fitness, amongst the BPS-17 officers of commercial and Tariff cadre having five (5) years' experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p>

KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 02nd OCTOBER, 2020. 639

1. Sl. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
15.	Deputy Director/ Senior Economist (BPS-18)	Ph.D in Economics has 05 year experience from a recognized university, or Master Degree in Economics / Commerce or Business Administration from a recognized university having 07 years' experience in development economics, public finance, international economics or any field of planning or development.	Up to 40 years	basis from Government Department or autonomous or semi-autonomous bodies with the same qualification and experience or (b). by Initial Recruitment
				150% By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-17 officers of the Economist Cadre having 5 years' experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. 2. 50% by initial recruitment

KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 02nd OCTOBER, 2020. 641

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
17.	Deputy Director (BPS-18) (i) Finance (ii) Audit	CA (Inter), ACMA, CFA, ACCA Or MBA Finance/M. Com 1 st Division from a HEC recognized University (duly qualified PIPFA exam) with 05 Years' experience in BPS-17 and above or equivalent in the field of Finance/Accounts/Audit in Government, Semi Government, Autonomous bodies or private sector of national and international repute.	Up to 40 years	1.(a) 75% by promotion, on the basis of seniority-cum-fitness, from amongst the BPS-17 officers of the Accounts/ Finance & Audit cadre with 05 year experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. (b) In case no suitable candidate is available, by promotion, then by transfer on deputation basis from AGP / CGA / Finance Department having the same qualification and experience.
18.	Deputy Director(BPS-18) I. System Analyst/ Database Admin II. IT Infrastructure	Second Class Master degree or equivalent qualification in Computer Science from a recognized university with a least 05 years of experience in BPS-17 and above in the	Up to 40 years	2. 25% by initial recruitment. 1.By promotion on basis of Seniority Cum fitness from BPS-17 officer of IT Cadre having at least 05 years'

KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 02nd OCTOBER, 2020. 643

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
		national and international repute.		training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.
20.	Deputy Director Legal (BPS-18)	LLB degree in Law from recognized University with 10 years' practice at the bar or 05 years' service in BPS-17 and above or equivalent in legal field in Government, autonomous/ semi-autonomous bodies or private sector of national and international repute.	Up to 40 years	<p>2. In case no suitable candidate is available by promotion, then;</p> <p>(a) By transfer on deputation basis from Government Departments or Autonomous or semi-autonomous bodies having the same qualification & experience.</p> <p>or</p> <p>(b) By initial recruitments.</p> <p>1. By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Assistant Directors Legal having at least 05 year experience in BPS-17 and qualified departmental training mandatory for</p>

KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 02nd OCTOBER, 2020. 645

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				<p>condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>ii. 10% on the basis of seniority-cum-fitness from the person having B.Tech Degree (Civil) from Sub Engineer of Technical Support Cadre, with at least 5 years' service in BPS-12 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>iii. 10% by promotion, on the basis of seniority-cum-fitness from Technical Support Staff</p>

KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 02nd OCTOBER, 2020. 647

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				<p>Technical Support Staff Cadre and departmental training for qualified mandatory promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>ii. 10% on the basis of seniority-cum-fitness from the person having B.Tech Degree (Mechanical) from Sub Engineer of Technical Support Cadre, with at least 5 years' service in BPS-12 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>iii. 10% by promotion, on the basis of seniority-cum-fitness from Technical Support Cadre</p>

KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 02ND OCTOBER, 2020. 649

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				<p>Support Cadre and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p>
			<p>iii. 10% on the basis of seniority-cum-fitness from the person having B.Tech Degree (Electrical/ Electronics) from Sub Engineer/ Line Supt: Grade-I of Technical Support Cadre, with at least 5 years' service in BPS-12 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p>	<p>iii. 10% by promotion, on the basis of seniority-cum-fitness from Technical</p>

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
25.	Assistant Director Geology (BPS-17)	First class BS Geology Degree (16 years education) or equivalent qualification from recognized University.	Up to 35 years	By initial recruitment
26.	Assistant Director/ Junior Economist(BPS-17)	Master's Degree in Economics/ Commerce, Business Administration from a HEC recognized university	Up to 35 years	By initial recruitment
27.	Assistant Director Environment/ Social (BPS-17)	BS degree in Environmental Sciences/Sociology/Social Work or equivalent qualification from HEC recognized University.	Up to 35 years	By initial Recruitment
28.	Assistant Director (BPS-17) (i) Finance (ii) Audit (iii) Accounts; (iv) Revenue; and (v) Budget.	CA (Inter), ACMA, CFA, ACCA or Master Degree in Economics/ Commerce or Business Administration 1st Division or equivalent qualification from HEC recognized University	Up to 35 years	1(a).50% by promotion on the basis of seniority- cum- fitness, amongst the Accountants/ Auditors from Finance and Audit cadre, with at least five (05) years' service in BPS-16 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.

KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 02nd OCTOBER, 2020. 653

1. Sl. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				<p>BPS-16 after completion of mandatory departmental training. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p>
30.	<p>Assistant Director (BPS-17)</p> <ul style="list-style-type: none"> i. Administration ii. Human Resources iii. Training iv. Transport 	<p>BBA (Hons) in Human Resource Management or MBA in Human Resource Management or MPA (16 years Education).</p>	<p>Up to 35 years</p>	<p>iii) 40% by Initial Recruitment.</p> <p>i) 50% by selection, on the basis of seniority-cum-fitness, amongst the Superintendent / Private Secretary having relevant experience and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>ii) 50% by Initial Recruitment</p>

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
34.	Office Superintendent (BPS-17)	BS degree at least 2 nd Division or equivalent qualification from a HEC recognized university.	Up to 35 years	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Office Assistant of Ministerial Cadre having five (5) years' service as such and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.
35.	Accountant/Auditor (BPS-16)	Bachelor Degree in Commerce/BBA Finance or equivalent in the relevant field from a HEC recognized University.	Up to 32 years	(i) 50% by deputation from AGP /CGA (ii) 50% by Initial Recruitment
36.	Store Officer (General) (BPS-16)	Bachelor degree having at least one of the subjects i.e. Statistics or Mathematics or Economics, with computer certificate of one year at least five years relevant experience.	Up to 32 years	i) 50% by initial recruitment. ii) 50% by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Senior Store of Ministerial-II Cadre keeper having 05 years' service as such.
37.	Store Officer (Technical) BPS-16	DAE in Electrical and Mechanical from a recognized Technical Board		i. 50% by initial recruitment ii. 50% by promotion from DAE of Technical Support Cadre

KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 02nd OCTOBER, 2020. 657

1. Sl. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
42.	Senior clerk (BPS-14)	Second Class Bachelor Degree or equivalent qualification with Statistics/Economics/Mathematics/ Physics as one of the subject with one year Diploma in Information Technology from Technical Board.		
43.	Junior Scale Stenographer (BPS-14)	i) BS Degree at least 2 nd Division Intermediate or equivalent qualification from HEC recognized University with a speed of 80 words per minute in English Shorthand and 40 words per minute in English typing & ii) One year Diploma in information Technology from Technical Board	Up to 30 years	by promotion on the basis of seniority-cum-fitness, from amongst holders of the post of Junior Clerk having 02 years' service as such; By initial recruitment
44.	Security Supervisor (BPS-15)	Higher Secondary School Certificate from recognized Board retired as Subedar from Pakistan Army, Frontier Constabulary or Frontier Corps.	Up to 45 years	By initial recruitment.
45.	Electrical Supervisor (BS-12)	Higher Secondary School Certificate along with 2 years Electrician certificate having 3 years relevant experience	Up to 30 Years	By promotion on the basis of seniority-cum-fitness from amongst the holders of the post of Lab Assistant having 5 years' service as such.

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1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				ii. or equivalent examination from a recognized Board with 02 years' service as such; iii. 60% by initial recruitment.
51.	Line Superintendent Grade-II (BPS-11)			By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Lineman (Grade-I) and having 05 years' service as such.
52.	Machine / Turbine Operator (BPS-12)	Diploma of Associate Engineering in Mechanical or Electrical Technology from a recognized Technical Board	Up to 28 years	By initial recruitment
53.	Senior Store Keeper (General) (BPS-12)	Bachelor's Degree or equivalent qualification from a recognized university.	Up to 28 years	By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Store Keeper (BPS-7) of Ministerial-II Cadre with 05 years' service as such. If no suitable candidate is available by promotion, then by initial recruitment.
54.	Senior Store Keeper (Technical) (BPS-12)	Diploma of Associate Engineering in Mechanical or Electrical Technology from a recognized Technical Board with two (02) years' experience.	Up to 28 years	By initial recruitment.

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62.	Telephone Operator (BPS-7)	Higher Secondary School Certificate with 02 years' experience in relevant field.	Up to 28 years	By initial recruitment
63.	Lift Technician (BPS-7)	Secondary School Certificate 2 nd Division with one-year certificate (Grade-III) in Mechanical or Electrical Technology from Trade Testing Board, with 02 years' experience of Lift Operation.	Up to 40 years	By initial recruitment
64.	Receptionist (BPS-7)	Higher Secondary School Certificate in 2 nd Division or equivalent qualification from a recognized Board	Up to 35 years	By initial recruitment
65.	Electrician (BPS-5)	Secondary School Certificate in 2 nd Division and 02 years certificate course in Electrical trade from a recognized Board.	Up to 28 years	i. 20% by promotion on basis of seniority-cum-fitness, from amongst holders of the post of Helper of Ministerial-IV Cadre having passed SSC Examination with two years certificate course in electric trade from recognized Board 05 years' service as such; and ii. 80% by initial recruitment.
66.	Lineman (Grade-II) (BPS-5)	Secondary School Certificate in 2 nd Division or equivalent qualification from a recognized Board; and 02 years certificate in Electrical trade from a recognized institute.	Up to 28 years	By initial recruitment

SCHEDULE-II

i. **SELECTION/RECRUITMENT CRITERIA FOR BPS 7 TO BPS 16:**

Basic Qualification:		30 Marks (Total)
Qualification		Marks
1 st division or equivalent CGPA		30
2 nd division or equivalent CGPA		20
3 rd division or equivalent CGPA		10

Relevant Higher Qualification:		10 Marks (Total)
Qualification		Marks
One step higher qualification		7
Two steps & above higher qualification		10

Post Qualification Relevant Experience:		10 Marks (Total)
Qualification		Marks
One Year		5
Two Years		7
Three Years		10

Relevant Higher Qualification:		10 Marks (Total)
Qualification		Marks
One step higher qualification		7
Two steps & above higher qualification		10
Post Qualification Relevant Experience:		20 Marks (Total)
Qualification		Marks
3-5 years		10
6-9 years		15
10 years or above		20
Presentation to the Selection Board:		15 Marks (Total)
Interview:		25 Marks (Total)

iv.

SELECTION CRITERIA FOR PROJECT POSTS:

The above mentioned selection and recruitment rules shall also be adopted for recruitment and selection in Project Posts in PEDO.

(IV) ENVIRONMENTAL CADRE:

- a. Director;
- b. Deputy Director; and
- c. Assistant Director.

(V) ECONOMIST CADRE:

- a. Deputy Director/Senior Economist
- b. Assistant Director/ Junior Economist

(VI) COMMERCIAL & TARIFF CADRE

- a. Director Commercial & Tariff;
- b. Deputy Director Commercial & Tariff; and
- c. Assistant Director Commercial & Tariff

(VII) FINANCE AND AUDIT CADRE:

This Cadre shall comprise officers and officials in BPS- 11 to BPS- 19 of the following disciplines:

- a. Audit;
- b. Finance;
- c. Accounts;
- d. Revenue;
- e. Budget; and

Provided that a scale-wise joint seniority list of all such officers and officials shall be maintained for the purpose of promotion under these rules.

(VIII) ADMINISTRATION & HUMAN RESOURCE (ADMN & HR) CADRE:

This Cadre shall include officers and officials in BPS-11 to BPS- 19 of employees of the following disciplines:

- a. Administration;
- b. Human Resource;
- c. Training;
- d. Transport;

- c. Steno Typist;
- d. Stenographer;
- e. Telephone Operator; and
- f. CCTV Operator
- g. Receptionist;

(XII) MINISTERIAL-II CADRE:

This Cadre shall comprise the following employees:

- a. Store Officer;
- b. Senior Store Keeper
- c. Store Keeper;

(XIII) MINISTERIAL-III CADRE

- a. Pesh Imam
- b. Khadim Mosque

(XIV) MINISTERIAL-IV CADRE:

This Cadre shall comprise the following employees:

- a. Driver;
- b. Naib Qasid;
- c. Helper;
- d. Chowkidar;
- e. Security Guards; and
- f. Sanitary Worker.
- g. Bildar

Explanation I; In the event where officials/officers from two or more cadres are eligible for promotion to a particular post, the senior most official/officer among all such cadres shall be promoted.

Explanation II; For the purpose of promotion to BPS-17 on the Ministerial side, a joint seniority list of officials in BPS-16 of Ministerial-I and Ministerial-II cadres shall be maintained.

- e. Superintendent;
- f. Senior Clerk;
- g. Junior Clerk;
- h. Typist;
- i. Assistant Care Taker;

Provided that a scale-wise joint seniority list of all such officers and officials shall be maintained for the purpose of promotion under these rules.

(IX) INFORMATION TECHNOLOGY (IT) CADRE:

This Cadre shall include officials and officers in BPS-16 to BPS-19 of the following disciplines:

- a. Director IT
- b. Deputy Directors
 - i. Deputy Director (System Analyst/ Data Base Admin)
 - ii. Deputy Director (IT Infrastructure)
- c. Assistant Directors
 - i. Assistant Director (Web Administrator)
 - ii. Assistant Director (Business Application Developer)
 - iii. Assistant Director (Network infrastructure/ Lan Administrator)
- d. Computer Operator

(X) DRAWING CADRE:

This Cadre shall comprise the following disciplines:

- a. Head Draftsman;
- b. Draftsman;
- c. Tracer;

(XI) MINISTERIAL-I CADRE:

This Cadre shall comprise the following disciplines;

- a. Personal Secretary
- b. Personal Assistant

SCHEDULE-III

CADRES IN THE ORGANIZATION

There shall be the following cadres in the Organization, namely:

(I) ENGINEERING CADRE:

This cadre shall comprise officers in BPS-17 & above of the following Engineering Disciplines.

- i. Civil Engineering;
- ii. Electrical / Electronic Engineering;
- iii. Mechanical Engineering.

Provided that a scale-wise joint seniority list of all such officers shall be maintained for the purpose of promotion under these rules.

(II) TECHNICAL SUPPORT STAFF CADRE:

This cadre shall comprise Technical Staff in BPS-11 to BPS-16 of the employees holding Diploma in Associate Engineering. / B.Tech in the following disciplines:

- i. Civil Technology
- ii. Electrical / Electronic Technology;
- iii. Mechanical Technology; and

Provided that a discipline wise seniority list of all such officers shall be maintained for the purpose of promotion under these rules.

(III) GEOLOGY CADRE:

This cadre shall comprise officers in BPS-17 & above of the following Disciplines:

- i. Geology; and
- ii. Geotechnical Engineers

Provided that a scale-wise joint seniority list of all such officers shall be maintained for the purpose of promotion under these rules.

Written Test:	25% Marks (Total)
Minimum Qualifying Marks shall be 50%	

Interview Total 25 Marks
For one vacancy maximum numbers of 10 candidates shall be called for Interview

ii. SELECTION CRITERIA FOR BPS- 17:

Selection criteria for recruitment and selection of posts in BPS-17 shall remain the same as mentioned above however separate test shall be conducted for posts in BPS-17.

iii. SELECTION CRITERIA FOR BPS- 18 AND ABOVE:

For selection & recruitment of posts in BPS-18 and above the following criteria shall be adopted:

Basic Qualification:		30 Marks (Total)
Qualification		Marks
1 st division or equivalent CGPA		30
2 nd division or equivalent CGPA		20
3 rd division or equivalent CGPA		10

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1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
67.	Meter Reader (BPS-5)	Secondary School Certificate in 2 nd Division from a recognized Board	Up to 28 years	By initial recruitment
68.	Tracer (BPS-5)	Secondary School Certificate in 2 nd Division from a recognized Board	Up to 28 years	By initial recruitment
69.	Dispatch Rider (BPS-4)	Secondary School Certificate in 2 nd Division or equivalent qualification from a recognized Board; and possessing valid Driving License of Motor Cycle	Up to 40 years	By initial recruitment
70.	Khadim Masjid (BPS-4)	Sanad from Wifaqul Madris Or Hifz Certificate from Wifaqul Madris	Up to 40 years	By initial recruitment
71.	Naib Qasid (BPS-2)	Secondary School Certificate in 2 nd Division from a recognized Board	Up to 40 years	By initial recruitment
72.	Chowkidar (BPS-2)	Preferably literate.	Up to 40 years	By initial recruitment
73.	Mali (BPS-2)	Preferably literate.	Up to 40 years	By initial recruitment
74.	Sweeper (BPS-2)	Preferably literate.	Up to 40 years	By initial recruitment
75.	Cook (BPS-2)	Preferably literate.	Up to 40 years	By initial recruitment

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1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
55.	Care Taker (BPS-12)	Diploma of Associate Engineers or B. Tech (Hons) in Civil or Electrical or Mechanical from a recognized Institute.	Up to 28 years	By initial requirement
56.	Pesh Imam (BPS-9)	Sanad from Wafaq-ul-Madaress. Preference will be given to Hafiz-e- Quran	Up to 40 years	By Initial recruitment
57.	Lab Assistant (BPS-8)	Secondary School Certificate along with 2years Electrician certificate having 2 years relevant experience	Up to 25 years	By promotion on the basis of seniority-cum-fitness from the holders of the post of Helper/Naib Qasid who possess the qualification of initial recruitment and having 5 years' service in calss-4 cadre
58.	Store Keeper (General) (BPS-7)	Higher Secondary School Certificate or equivalent in 2 nd division from a recognized Board.	Up to 28 years	By Initial recruitment
59.	Lineman (Grade-I) (BPS-7)	Higher Secondary School Certificate or equivalent qualification from a recognized Board.	Up to 28 years	By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Lineman (Grade-II) with 05 years' service as such.
60.	Driver (BPS-6)	Secondary School Certificate in 2 nd Division or equivalent qualification from a recognized Board, with LTV or HTV Driving License.	Up to 40 years	By initial recruitment
61.	Security Guard (BPS-6)	Secondary School Certificate in 2 nd Division retired from Army, police, FC etc.	Up to 40 years	By initial recruitment

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1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
46.	Sub Engineer(Civil/Electric/Mechanical) (BPS-12)	Diploma of Associate Engineers in relevant field of Engineering from a recognized Board.	Up to 28 years	By initial recruitment
47.	Line Superintendent (Grade-I) (BPS-12)	(i) Diploma of Associate Engineers in Electrical Engineering from a recognized Board. or (ii) Higher Secondary School Certificate or equivalent qualification from a recognized Board; and 02 years certificate in Electrical trade from a recognized Technical Board	Up to 28 years	By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Line Superintendent (Grade-II), having 05 years' service as such. In case no suitable candidate is available then by initial recruitment.
48.	Head Draftsman (BPS-12)	Higher Secondary School Certificate from a recognized Board; and Certificate or Diploma in Architecture or Drafting from a recognized Technical Board.		By promotion, on basis of seniority-cum-fitness, from amongst holders of the post of Draftsman of Drawing Cadre.
49.	Draftsman (BPS-11)	Secondary School Certificate from a recognized Board; and Certificate or Diploma in Architecture or Drafting from a recognized institute.	Up to 28 years	i. 20% by promotion, on basis of seniority-cum-fitness, from amongst holders of the post of Tracer of Drawing Cadre with 05 years' service as such; ii. 80% by initial recruitment
50.	Junior Clerk (BPS-11)	Bachelor Degree or equivalent qualification from recognized University. Computer Certificate from a recognized institute.	Up to 28 years	i. 40% by promotion, on the basis of seniority-cum-fitness, from amongst. Naib Qasid, Helper and Dispatch Rider and equivalent posts having passed Intermediate

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3. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
38.	Foreman (BPS-16)	Diploma of Associate Engineers in Electrical/ Mechanical Technology from a recognized Technical Board with five (05) years' experience in Government department or autonomous / semi-autonomous organization	Up to 32 years	(i) 75% By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Machine Operator possessing Diploma of Associate Engineering in Electrical or Mechanical from a recognized Board, with 05 years' service as such. (ii) 25% by initial recruitment
39.	Senior Scale Stenographer (BPS-16)	i. BS Degree at least 2 nd division or equivalent qualification from a HEC recognized university. a. 100 word per minute in shorthand b. 40 word per minute in typing test in English c. one year diploma in computer science or DJT	Up to 32 years	(i) 75% by promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Junior Scale Stenographer with at least 05 years' service as such. (ii) 25% by initial recruitment
40.	Office Assistant (BPS-16)	BS Degree at least 2 nd division or equivalent qualification from a HEC recognized university.	Up to 32 years	(i) 75% by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Senior Clerks and having 05 years' service as such. (ii) 25% by initial recruitment
41.	Computer Operator (BPS-16)	2 nd Class Bachelor Degree in Computer Science/ Information Technology (BCS/ BIT four years) or equivalent qualification from HEC recognized university. Or	Up to 32 years	By Initial recruitment

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1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
31.	Assistant Director Legal (BPS-17)	L.L.B with at least 5 years' practice in law including 2 years practice in High Court.	Up to 40 years	By initial recruitment
32.	Public Relation Officer (BPS-17)	BS Mass Communication & Media / Journalism or equivalent qualification from recognized University.	Up to 35 years	a. By initial recruitment or b. transfer on deputation basis from the Government Information Department
33.	Private Secretary (BPS-17)	i. BS Degree or equivalent qualification from a HEC recognized university with 05 Years' experience as Personal Assistant in Government, autonomous, semi-autonomous bodies and a. one year diploma in computer science or DIT b. 100 word per minute in shorthand c. 40 word per minute in typing test in English.	Up to 35 years	i) 50% by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Senior Scale Stenographer or Personal Assistant of Ministerial-I Cadre with at least 02 years' service as such and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. ii) 50% by initial recruitment.

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1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
29.	<p>Assistant Director (BPS-17)</p> <ul style="list-style-type: none"> i. Web Administrator ii. Business Application Developer iii. Network Infrastructure/Lan-Administrator 	<p>Second Class Master Degree or equivalent qualification in Computer Science from a HEC recognized University.</p>	<p>Up to 35 years</p>	<p>(b). In case no suitable candidate is available by promotion, then by transfer on deputation basis from the department of Auditor General of Pakistan having the same qualification & experience.</p> <p>2. 50% by Initial Recruitment.</p>
				<p>i.) 40% promotion, on the basis of seniority-cum-fitness, amongst the Computer Operators from IT Cadre, with at least 5 years' service in BPS-16 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>ii) 20% on the basis of promotion from amongst the Computer Operators with Masters' degree in Computer Science or equivalent in the relevant field and 5 years' experience in</p>

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1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				<p>Support Cadre possessing D.A.E (Electrical)/ Electronics Sub Engineer/ Line Supdt: Grade-I with at least 5 years' service in BPS-12 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p>
24.	Assistant Director(BPS-17) Commercial & Tariff	CA (Inter), ACMA, CFA, ACCA or MBA Finance with duly qualified PIPFA or Bachelor's Degree in Civil Engineering with MBA- Finance (regular) from HEC a recognized University.	Up to 35 years	<p>B. 70% by Initial Recruitment</p> <p>Provided that in case no suitable candidates are available by promotion against any of the above quotas, the seats of such quotas shall be distributed equally among the remaining quotas.</p> <p>By initial recruitment.</p>

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1. Sl. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				<p>Possessing D.A.E (Mechanical) Sub Engineer with at least 5 years' service in BPS-12 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p>
23.	<p>Assistant Directors / Junior Engineers/ ARE (Electrical/ Electronics)/(BPS-17)</p>	<p>First Class Bachelor's Degree in Electrical/Electronic from a HEC recognized University.</p>	<p>Up to 35 years</p>	<p>B. 70% by Initial Recruitment</p> <p>Provided that in case no suitable candidates are available by promotion against any of the above quotas, the seats of such quotas shall be distributed equally among the remaining quotas.</p> <p>A. By Promotion</p> <p>i. 10% on the basis of seniority-cum-fitness from amongst the Degree Holder (Electrical/ Electronics) Sub Engineer/ Line Supt: Grade-I with five years' service in BPS-12 and above of the Technical</p>

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1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				<p>Cadre possessing D.A.E (Civil) Sub Engineer with at least 5 years' service in BPS-12 and above and qualified departmental mandatory training for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p>
22.	Assistant Directors / Junior Engineers (Mechanical) (BPS-17)	First Class Bachelor's Degree in Mechanical Engineering from a HEC recognized University.	Up to 35 years	<p>B. 70% by Initial Recruitment</p> <p>Provided that in case no suitable candidates are available by promotion against any of the above quotas, the seats of such quotas shall be distributed equally among the remaining quotas.</p> <p>A. By Promotion</p> <p>i. 10% on the basis of seniority-cum-fitness from amongst the Degree Holder (Mechanical) Sub Engineer with five years' service in BPS-12 and above of the</p>

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1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
21.	Assistant Directors/Junior Engineers (Civil) (BPS-17)	First Class Bachelor's Degree in Civil from a HEC recognized University.	Up to 35 years	<p>promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>2. In case no eligible candidate is available by promotion, then; (a) By transfer on deputation basis from Government. Departments or autonomous or semi-autonomous bodies having the same qualification & experience OR (b) By initial recruitments.</p> <p>A. By Promotion i. 10% on the basis of seniority-cum-fitness from amongst the Degree Holder (Civil) Sub Engineer with five years' service in BPS-12 and above of the Technical Support Cadre and qualified departmental training mandatory for promotion. However, the</p>

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1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
		<p>relevant field in Government, autonomous, semi-autonomous bodies or private sector of national and international repute.</p>		<p>experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p>
19.	<p>Deputy Director (BPS-18)</p> <p>I. Administration & Coordination</p> <p>II. Human Resource Management</p>	<p>BBA (Hons) in Human Resource or MBA in Human Resource or MPA (16 years Education) with 05 years' experience in BPS-17 and above or equivalent in the relevant field of HR/ Administration in Government, autonomous/ semi-autonomous bodies or private sector of</p>	<p>Up to 40 years</p>	<p>2. In case no suitable candidate is available by promotion, then;</p> <p>(a) By transfer on deputation basis from Government Department or autonomous or semi-autonomous bodies with the same qualification and experience.</p> <p>Or</p> <p>(b) By initial recruitment</p> <p>I. By promotion, on the basis of seniority-cum-fitness, from amongst BPS-17 officer of Admin/HR cadre having at least 05 year experience in BPS-17 and qualified departmental</p>

1. Sl. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
16.	Deputy Director Environment/Social (BPS-18)	BS degree in Environmental Sciences/Sociology/Social Work or equivalent qualification from HEC recognized University with at least 05 years' experience in BPS-17 and above or equivalent in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national and international repute.	Up to 40 years	<p>1. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-17 officers of the Environment Cadre having 5 years' experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>2. In case no suitable candidate is available by promotion, then;</p> <p>(a) By transfer on deputation basis from Government/Department or autonomous or semi-autonomous bodies with the same qualification and experience of 07 years. OR</p> <p>(b) By Initial Recruitment</p>

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1. Sl. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
14.	Deputy Director Geology (BPS-18)	First class BS Geology Degree (16 years education) or equivalent qualification from recognized University with at least 05 years' relevant experience in BPS-17 and above or equivalent in Government, autonomous, semi-autonomous bodies or private sector of national and international repute. OR MSC / MS Geology Degree or equivalent qualification from recognized University with at least 05 years' relevant experience in BPS-17 and above or equivalent in Government, Autonomous, Semi-Autonomous bodies or private sector of national and international repute.	Up to 40 Years	<p>2. In case no suitable candidate is available, by promotion, then</p> <p>(a) By transfer on deputation basis from Government Department or autonomous or semi-autonomous bodies with the same qualification and experience, or</p> <p>(b) By initial recruitment.</p> <p>1. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-17 officers of the Geology Cadre having 5 years' experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>2. In case no suitable candidate is available by promotion, then;</p> <p>(a) By transfer on deputation</p>

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
		<p>autonomous bodies or private sector of national and international repute.</p>		<p>for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>2. In case no suitable candidate is available by promotion.</p> <p>(a) By transfer on deputation basis from Government Department or autonomous or semi-autonomous bodies with the same qualification and experience. Or</p> <p>(b) By Initial recruitment</p>
12.	<p>Deputy Director(BPS-18)</p> <p>(i) Planning (ii) Development (iii) Operation & Maintenance/ RE (iv) Electro & Mechanical (v) Private Power/Renewable Energy (vi) Policy (vii) Monitoring & Evaluation (viii) Procurement & Contract (ix) Hydrology</p>	<p>First Class Bachelor's Degree in Civil or Electrical/Electronic or Mechanical Engineering from recognized University with at least five (05) years' relevant experience in BPS-17 and above or equivalent in Government, autonomous, semi-autonomous bodies or private sector of national and international repute.</p> <p>M. Sc in Civil or Electrical/Electronic or Mechanical Engineering from a recognized University with at least 03 years' experience</p>	Up to 40 years	<p>1.(a) 75% by promotion on the basis of seniority-cum-fitness, from amongst the BPS-17 officers in engineering cadres (Engineering degree holder), having at least 05 year experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall</p>

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1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
		<p>PIPFA exam) with 12 Years' experience in BPS-17 and above or equivalent in the field of Finance/Accounts/Audit in Government, autonomous/ semi-autonomous bodies or private sector of national and international repute.</p>		<p>Finance & Audit Cadre having 12 years' experience in BPS-17 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p>
10.	<p>Director Information Technology (BPS-19)</p>	<p>Ph.D in Computer Science with (07) seven years' experience of Programming, System Analysis and Operational Management. OR Second Class Master Degree in Computer Science from a HEC recognized university</p>	<p>Up to 45 years</p>	<p>2. In case no suitable candidate is available by promotion, then: (a) By transfer on deputation basis from ACP/CGA/ Finance Department having the same qualification and experience, or (b) By initial recruitment.</p>
				<p>1. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-18 officers of IT Cadre having at least 12 years of service in BPS-17</p>

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3. Sl. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
7.	Director (BPS -19) Geology	First class Master degree in Geology or equivalent qualification from recognized University with at least 12 years' relevant experience in BPS-17 and above or equivalent in Government, autonomous, semi-autonomous bodies or private sector of national and international repute.	Up to 45 years	<p>i. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-18 Officer from Geology cadre having 12 years' experience in BPS-17 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.</p> <p>2. In case no eligible candidate is available by promotion, then;</p> <p>(a) By transfer on deputation basis from Government. Department or autonomous or semi-autonomous bodies with the same qualification and experience or</p> <p>(b) By initial recruitment.</p>

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
		<p>Mechanical Engineering from recognized University with at least 15 years' experience in BPS-17 and above or equivalent in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national or international repute.</p>		<p>Department or autonomous or semi-autonomous bodies with the same qualification and experience. 2. 50 % by initial recruitment</p>
5.	<p>Director (BPS-19) (i) Planning (ii) Development (iii) Operation & Maintenance (iv) Electro & Mechanical (v) Private Power/Renewable Energy (vi) Policy (vii) Monitoring & Evaluation (viii) Procurement & Contract (ix) Hydrology</p>	<p>i. First Class Bachelor's Degree in Civil or Electrical/Electronic or Mechanical Engineering from recognized University with at least 12 years' relevant experience in BPS-17 and above or equivalent in Government, autonomous, semi-autonomous bodies or private sector of national or international repute. OR ii. M. Sc in Civil or Electrical/Electronic or Mechanical Engineering from a recognized University with at least 10 years' experience in BPS-17 and above or equivalent in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national or international repute.</p>	<p>Up to 45 years</p>	<p>1(a) 60% by promotion, on the basis of seniority-cum-fitness, from amongst (BS-18) officers of Engineering Cadre having at least 12 years' experience in BPS-17 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. (b) If no suitable candidate is available by promotion, then by transfer on deputation basis from Government departments or autonomous or semi-autonomous bodies. 2. 40% by initial recruitment.</p>

SCHEDULE-I

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
1.	General Manager Hydel (BPS-20)	First Class Bachelor's Degree in Civil, Electrical / Electronic and Mechanical Engineering from a recognized University, having a minimum of 17 years' experience in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national or international repute.	---	By selection, on merit from the engineering cadre holding the post of Chief Engineer, on the basis of Seniority-cum-fitness, having at least 17 years' service in BPS-17 and above. In case no suitable candidate is available as above, then by transfer on deputation basis from government Department /autonomous /semi-autonomous bodies with the same qualification and experience.
2.	General Manager Private Power/Renewable Energy Project /Policy (BPS-20)	First Class Bachelor's Degree in Civil, Electrical / Electronic or Mechanical Engineering from a recognized University, having a minimum of 17 years' experience in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national or international repute.	Up to 55 years	By selection, on merit from the engineering cadre holding the post of Chief Engineer, on the basis of Seniority-cum-fitness, having at least 17 years' service in BPS-17 and above. In case no suitable candidate is available, then a) by transfer on deputation basis from government Department /autonomous /semi-autonomous bodies with the same qualification and experience, or b) by Initial recruitment on contract basis;

Subject to the provision of sub-rule (1), the seniority of an employee shall be reckoned in relation to other employees belonging to the same cadre.

(2) The seniority *inter-se* of an employee appointed to a cadre or post shall be determined:

- a) in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Selection Board or Selection Committee, as the case may be, provided that persons selected for appointment to a post in an earlier selection shall rank senior to the persons selected in a later selection; and
- b) in the case of an employee appointed by promotion, with reference to the dates of their continuous regular appointment in the post, provided that employees appointed to a higher post in the same batch shall, on their promotion to the higher post, retain their *inter-se* seniority as in the lower post.

Explanation-I: If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher post, it would not adversely affect the interest of his erstwhile seniors in fixation of his seniority in the higher post.

Explanation-II: If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted, the person promoted first shall rank senior to the person promoted subsequently;

Provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incompleteness of record or for any other reason not attributable to him.

(3) The *inter-se* seniority of the employees in a certain cadre to which promotion is made from different lower posts, carrying the same pay scale shall be determined from the date of regular appointment or promotion.

14. Lien:-(1) An employee on substantive appointment to any permanent post acquires a maximum lien of two years on that post and ceases to hold any lien earlier acquired on any other post.

(2) Subject to sub-rule (1), an employee holding substantively a permanent post retains a lien on that post:

- a. while on duty on that post;
- b. while holding a temporary post or officiating in another post;
- c. while on joining time or transfer to another post;
- d. while on leave; and
- e. while under suspension.

15. Retirement from service:-(1) The employee shall retire from service:

- a. on such date after he has completed twenty-five (25) years of service qualifying for retirement benefits admissible under the rules as the Appointing Authority may, in the public interest direct; or

- 5. Advertisement:-**(1) All vacancies to be filled in by initial recruitment on regular basis, shall be advertised in at least two (02) leading newspapers, one English and one Urdu and shall also be placed on the Organization's website.
- 6. Medical Fitness:-**(1) No person shall be appointed to a post by initial recruitment unless he is certified to be medically fit:
- by a Standing Medical Board, constituted by the Government, in relation to a post in Basic Pay Scale-17 and above; or
 - by the Medical Superintendent of a District Headquarter hospital in relation to a post in Basic Pay Scale 16 and below.
- 7. Criteria for appointment by promotion:-**(1) In case of appointment by promotion, besides the qualification and experience/length of service, the performance of the employees shall be evaluated in accordance with the promotion policy and instructions for guidance, circulated by the Government from time to time.
- (2) Appointment by promotion shall be made within the cadre on the basis of inter se seniority of the employees in the relevant cadre.
- 8. Appointment by transfer:-** (1) subject to approval by the Board, appointment to a post in the Organization may, subject to Schedule-I, be made by transfer in the manner as may be determined by the Board and agreed to between the Organization and the lending departments,
- Provided that appointment by transfer shall be made from amongst the persons holding appointment on regular basis in the same basic pay scale and similar cadre, in which the post to be filled in exists.
- (2) Appointment by transfer under sub-paragraph (1) includes temporary transfer on deputation basis for a specified period, of an employee of the Federal Government, the Government or an autonomous body in the public sector under the administrative control of the Federal Government or the Government, as the case maybe, on such terms and conditions as may be determined by the lending authorities and the Organization.
- (3) In case of appointment by transfer on deputation basis, the qualification mentioned in column 3 of Schedule-I in respect of such post shall apply. However, such appointment shall not require recommendations of the Selection and Promotion Board or the Selection and Promotion Committee, as the case may be.
- 9. Domicile:-**No person shall be appointed to a post by initial recruitment, unless he is a bona fide resident of the Province.

- iv. "Basic Pay Scale" means pay scale prescribed by Government and adopted by the Organization;
- v. "Cadre" means the strength of a service or a post of a service sanctioned as a separate unit;
- vi. "Confirmation" means the substantive appointment to a regular or permanent post;
- vii. "Employee" means an officer or servants in the employment or service of the Organization on regular basis;
- viii. "Initial recruitment" means appointment other than by promotion or transfer;
- ix. "Lien" means the right of an employee to hold substantively, a permanent post to which he has been appointed and confirmed;
- x. "Permanent post" means a post sanctioned without limit of time and carrying a definite scale;
- xi. "Schedule" means any schedule appended to these Rules.

(2) The terms and expressions used but not defined in these Rules shall have the same meanings as assigned to them under the Act.