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Government of Pakistan
Ministry of Labour, Health, S.W.
and Population Planning
(Manpower Division)

No. MP.1(63)/74 dated 31st October, 1975.

To

The Accountant General
Pakistan Revenue
Islamabad.

Subject: Creation of posts in the Pakistan Manpower Institute,
Islamabad.

Sir, (P.M.P. : A.M.)

I am directed to convey sanction of the President to the setting up of the Pakistan Manpower Institute with the Headquarter at Islamabad and also to accord sanction to the creation of the following temporary posts in the grades shown against each for the said Institute (re-designated from the Institute of Manpower Studies) under the Manpower Division with immediate effect upto 31-5-76:-

S/No.	Name of Posts	No. of posts	Grade
1.	Director	1	20
2.	Senior Economist	1	19
3.	Economists	2	18
4.	Research Associates	6	17
5.	Administrative Officer	1	17
6.	Economic Investigators	3	16
7.	Librarian	1	16
8.	Accountant-cum-Cashier	1	12
9.	Stenographers	5	11
10.	Stenotypist	6	8
11.	Store Clerk	1	8
12.	U.D.Cs	2	7
13.	L.D.Cs	4	5
14.	Peon	10	1

Officers and staff will also be entitled to such other allowances as may be admissible under the rules.

...../2

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2. The expenditure involved is debitable to the head
"25-General Administration-B-Institute of Manpower Studies
for the year: 1975-76.

Your Obedient Servant

(M.A. BURNEY)

DEPUTY SECRETARY

TELE: 25129

Copy to:

1. Section Officer (General Administration) Manpower Division,
Islamabad.
2. Section Officer (Establishment) Manpower Division, Islamabad.

(M.A. BURNEY)

DEPUTY SECRETARY

Copy with two spare copies to D.F.A. for
endorsement to the A.G.P.R. Islamabad.

(M.A. BURNEY)

DEPUTY SECRETARY

356
227
REGISTERED No. S. 1633
L. 7646

The Gazette of Pakistan

EXTRAORDINARY
PUBLISHED BY AUTHORITY

ISLAMABAD, THURSDAY, NOVEMBER 13, 1975

PART II

Statutory Notifications (S. R. O.)

GOVERNMENT OF PAKISTAN

CENTRAL DIRECTORATE OF NATIONAL SAVINGS
NOTIFICATIONS

Islamabad, the 8th November, 1975

S. R. O. 1119 (I)/75.—The Federal Government is pleased to direct that the following further amendments shall be made in the Post Office Savings Bank Rules; namely:—

Paragraph (g) of rule 36-C of the aforesaid Rules shall be substituted by the following:—

(g) If a depositor desires to receive profit in lieu of a part of the bonus and declares his intention to this effect at the time of making a deposit, he will be paid profit at the rate given below:—

(i) On accounts opened before 9-6-1975=6% p.a.

(ii) On accounts opened on or after 9-6-1975=8% p.a.

This profit may be drawn by him on completion of each period of 6 months and over but not for a fraction of 6 months period and the rates of bonus payable to him will be as follows:—

On completion of	Rates of Bonus per Rs. 100 of deposit	
	On Accounts opened upto 15-8-1973	On Accounts opened after 15-8-1973
	Rs.	Rs.
4 years	—	20
5 years	21	30
6 years	26	42
7 years	32	56

Provided that the declaration in favour of receiving profit in lieu of a bonus may be cancelled on the request of the depositor if made before drawing of any profit and the account deemed to have been opened under clause (f) of this rule.

Note.—Profit or bonus earned on these deposits is free of income-tax but the deposits are not eligible for investment allowance under section 15 AA of the Income-Tax Act.

[No. F. 2(3)-NS. 3/75.]

I. A. SHERWANI,
Chief Director.

MINISTRY OF INTERIOR, STATES AND FRONTIER REGIONS

(Interior Division)

Islamabad, the 13th November, 1975

S. R. O. 1120 (I)/75.—In pursuance of the Explanation to section 25 of the Negotiable Instruments Act 1881 (XXVI of 1881), the Federal Government is pleased to direct that the following amendment shall be made in the Interior Division Notification No. 3/4/75-Public, dated 9-10-75, published in the Gazette of Pakistan, Extraordinary relating to Public Holidays for the calendar year 1976 :—

- (i) After entry No. 10, a new entry "11—Birthday of Allama Iqbal—Tuesday, 9th November" shall be added.
- (ii) The subsequent entries 11, 12 and 13 shall be renumbered as 12, 13 and 14, respectively.

[No. 3/4/75-Public.]

MOHAMMAD AKBAR,
Deputy Secretary.

MINISTRY OF LABOUR, HEALTH, SOCIAL WELFARE AND POPULATION —PLANNING

(Manpower Division)

Islamabad, the 8th November, 1975

S. R. O. 1121 (I)/75.—In pursuance of sub-rule (2) of rule 3 of the Civil Servants (Appointment, Promotion and Transfer) Rules, 1973, the following method, qualifications and other conditions are laid down for appointment to the posts in the Pakistan Manpower Institute (Manpower Division).

2. Method of Appointment

2. (a) *Director.*—This post will be filled by transfer or by promotion, failing which by direct appointment.

(b) Others posts will be filled as mentioned below against each post.

Name of post	By promo- tion	By transfer	By direct appoint- ment
(i) Senior Economist (Grade-19) ..	—	—	100%
(ii) Economist (Grade-18) ..	33-1/3%	33-1/3%	33-1/3%
(iii) Research Associate (Grade-17) ..	33-1/3%	—	62-2/3%
(iv) Administrative Officer (Grade-17):	100%	—	—
(v) Economic Investigator (Grade-16):	—	—	100%
(vi) Librarian (Grade—16) ..	—	—	100%
(vii) Accountant-cum-Cashier (Grade-12)	—	—	100%

Note.—In case there are two or more posts in the cadre of Senior Economist, the posts will be filled 50% by promotion and 50% by direct appointment.

Provided that if no suitable person is available for promotion, the vacancy may be filled by transfer. Similarly if no suitable person is available for transfer, the vacancy or vacancies may be filled by direct appointment through the Federal Public Service Commission. Provided further that initial appointment to all the posts under (b) above will be made through direct recruitment.

Conditions for Promotion

3. Promotion to posts in column 1 below shall be made by selection from amongst the persons who hold the posts specified in column 2 and possess the qualifications and experience prescribed in column 3.

Name of the post	Persons eligible	Conditions of eligibility
Director	Senior Economist	15 years service in Grade 17 and above, relaxable to 10 years service in Grade 18 and above or 3 years service in Grade 19 in the case of direct recruit.
Senior Economist	Economist.	12 years service in Grade 17 and above, relaxable to 7 years service in Grade 18 in the case of direct recruit.
Economist	Research Associate	5 years service in Grade 17.
Research Associate	Economic Investi- gator.	3 years service as Economic Investigator.
Administrative Officer	Superintendents	in 3 years service as superintendent the Manpower in Grade 16 or 8 years service Division and the as superintendent in any other Pakistan Manpower grade. Institute.

Qualifications/Conditions for Transfer

4. Appointments by transfer shall be made from amongst the persons holding the appointment on a regular basis in the same grade in which the post to be filled exists, provided the person concerned possesses the qualifications and experience prescribed for direct recruitment.

Qualifications, Experience and age limits for direct Recruitment

5. A candidate must possess the educational qualifications and experience and must be within the age limits as mentioned against the post concerned in the schedule to this notification:

Provided that maximum age limit will be relaxed by 3 years in the case of candidates belonging to Schedule Caste, Buddhist Community, recognized Tribes of the Tribal Areas, Azad Kashmir and Northern Areas (Districts of Gilgit, Skardu, Ghizer, Ghanche and Diamir; in accordance with the instructions issued by the Establishment Division:

Provided further that the maximum age limit will be relaxed in the case of Government servants who have rendered at least 5 years service.

Probation

6. Persons appointed by promotion or direct appointment shall be on probation for a period of one year. This period may be recorded or if considered necessary, it may be extended for a period not exceeding one year as may be prescribed at the time of appointment. Appointment on probation shall be subject to the provisions of Article 6 of the Civil Servants Act, 1973.

7. This issues with the concurrence of the Establishment Division.

M. A. BURNEY,
Deputy Secretary.

SCHEDULE

(See Paragraph 5)

QUALIFICATIONS, EXPERIENCE AND AGE LIMITS FOR POSTS OF THE PAKISTAN MANPOWER INSTITUTE (MANPOWER DIVISION)

No.	Designation and Grade of the Post	Qualifications and Experience	Age Limit (Years)	
			Maximum	Minimum
1	2	3	4	5
1.	Director (Grade-20)	(i) Second Class Master's Degree in Economics. Preference will be given to those with papers/qualifications in Manpower Planning, Labour Economics and Economic Planning, AND (ii) 15 years experience of work, teaching and/or research relating to Manpower or in Planning or Development preferably in the field of Manpower. Experience will be relaxable by three years for candidates possessing a Ph. D. degree in the relevant subject.	50	28
2.	Senior Economist (Grade-19)	(i) Second Class Master's Degree in Economics. Preference will be given to those with papers/qualifications in Manpower Planning, Labour Economics and Economic Planning, AND (ii) 12 years experience of work, teaching and/or research relating to Manpower or in Planning or Development preferably in the field of Manpower. Experience will be relaxable by three years for candidates possessing a Ph. D. degree in the relevant subject.	50	26
3.	Economist (Grade-18)	(i) Second Class Master's Degree in Economics. Preference will be given to those with papers/qualifications in Manpower Planning, Labour Economics and Economic Planning, AND (ii) 7 years experience of work, teaching and/or research relating to Manpower or in Planning or Development preferably in the field of Manpower. Experience will be relaxable by three years for candidates possessing a Ph. D. degree in the relevant subject.	45	23
4.	Research Associate (Grade-17)	(i) Second Class Master's Degree in Economics. Preference will be given to those with papers/qualifications in Manpower Planning, Labour Economics and Economic Planning, AND	35	21

5. Economic Investigator (Grade-16)	(ii) 3 years experience of work in teaching and/or research relating to Manpower or in Planning or development planning in the field of Manpower. Experience will not be necessary for candidates possessing a Ph.D. degree in the relevant subject.	30	21
6. Administrative Officer (Grade-17)	Second Class Master's Degree in Economics. Preference will be given to those with papers/qualifications in Micro-Economic Planning, Labour Economics and Economic Planning.	35	21
7. Librarian (Grade-16)	(i) Bachelor's Degree, AND (ii) 5 years experience of administrative and establishment matters in any Government Department or autonomous/semi-autonomous organisation under the control of the Government in a supervisory capacity.	25	18
8. Assistant Cashier (Grade-12) AND	(i) Master's Degree in Library Science OR Bachelor's Degree with a Diploma in Library Science, AND (ii) 3 years experience of work as a Librarian. Experience will not be necessary for candidates possessing Master's Degree in Library Science.	25	18
9. Assistant Cashier (Grade-12) AND	(i) B. Com. or B.A. AND (ii) 3 years experience of accounts work, relating to in the case of candidates possessing B. Com. Degree. Preference will be given to candidates who have worked in a Government Department or autonomous/semi-autonomous organisations under the control of the Government.	25	18

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No.MP.I(63)/74
GOVERNMENT OF PAKISTAN
MINISTRY OF LABOUR, MANPOWER, HEALTH &
POPULATION PLANNING
(MANPOWER DIVISION)

RESOLUTION @@

Islamabad the 20th February, 1976

Reasons.- WHEREAS the Government of Pakistan decided on 31-10-1975 to set up a Manpower Institute at Islamabad, with a view to impart training in the field of Manpower Planning and to conduct related research.

AND WHEREAS it is expedient to establish Board of Governors for the Institute.

Formation.- The Institute named as Pakistan Manpower Institute, Islamabad has been set up with the status of a Semi-autonomous body with effect from 1st November, 1975. The Government have decided to constitute a Semi-autonomous Board of Governors to be responsible for the administration of the Institute.

Name.- The Board shall be known as the Board of Governors of the Pakistan Manpower Institute, Islamabad. The Board may register itself under the Societies Registration Act, 1860 in order to obtain the benefits of being registered thereunder.

Composition.- The Board shall be composed of the following members who shall hold ex-officio position and one of the members shall be appointed Chairman:-

- | | |
|--|-------------|
| 1. Secretary/Additional Secretary Incharge Manpower Division, Ministry of Labour, Manpower & Overseas Pakistanis, Islamabad. | Chairman |
| 2. Director, Pakistan Institute of Development Economics, Islamabad. | Member |
| 3. A nominee of Planning & Development Division, Islamabad. | " |
| 4. A nominee of the Federal Ministry of Education, Islamabad. | " |
| 5. Financial Adviser, Ministry of Labour, Manpower & Overseas Pakistanis, Islamabad. | " |
| 6. President, Federation of Pakistan Chambers of Commerce and Industries, Karachi. | " |
| 7. Director, Pakistan Manpower Institute, Islamabad. | "/Secretary |

* **Tenure.**— The Government of Pakistan in the Manpower Division shall have the power to appoint the Chairman of the Board of Governors, Director, Pakistan Manpower Institute and Members of the Board and substitute them as and when necessary.

Functions and Powers of the Board.— The Board, provided that it shall first secure the concurrence of the appropriate Ministry of the Government of Pakistan to the obtaining of aid from a foreign organization, shall have full authority to determine and execute its policies and undertakings and shall:—

- i) exercise general supervision over the affairs of the Institute.
- ii) approve the course of studies in its broad outlines.
- iii) determine or approve the training, research, extension, financial and other policies of the Institute.
- iv) request and receive grants-in-aid from the Government of Pakistan and other aid giving agencies.
- v) approve the budget and receive the half-yearly statement of accounts and progress reports.
- vi) ** decide regarding up-gradation of posts, change of pay scales, allowances and fringe benefits of the Institute other than those on deputation and regulate service matters of the employees.
- vii) arrange for the audit of accounts by the Comptroller and Auditor General of Pakistan; and may,
- viii) purchase or acquire moveable or immovable property;
- ix) construct or alter any building for the Institute;
- x)@ delegate to the Chairman, Director, or any other officer or committee, authority and responsibility for executing its policies.

Winding Up.— In the event of the winding up of the Institute, at any stage of its operation, all properties and assets vesting in the Board of Governors, shall revert to the Government of Pakistan.

ORDERED that copies of the Resolution be forwarded to the Provincial Governments and various Ministries/Division, etc., of the Federal Government.

ORDERED also that the Resolution be published in the Gazette of Pakistan.

Sd/-
(JAMEEL-UZ-ZAMAN)
Joint Secretary

* Amended vide Manpower Division Resolution No. 4-7(5)/76-Estt. dt. 9-4-1977
 ** Amended vide Manpower Division Resolution No. 4-7(5)/76-Estt. dt. 9-4-1977
 @ Amended vide Manpower Division Resolution No. 4-7(5)/76-Estt. dt. 9-4-1977
 The budget will be subject to the final approval of the

CONSTITUTION

OF

PAKISTAN MANPOWER INSTITUTE

Registered under the Societies Registration Act No. XXI, 1960)

MEMORANDUM OF ASSOCIATION

NAME The name of the Society shall be "The Board of Governors of the Pakistan Manpower Institute, Islamabad", hereinafter referred to as the Board.

REGISTERED OFFICE:

The registered office of the Board shall be at the Pakistan Manpower Institute, Shahrah-e-Suhrawardy, Near Zero point, Islamabad.

II. AIMS & OBJECTS:

The aims and objects of the Society are:-

- (i) To maintain the Pakistan Manpower Institute established at Islamabad by the Government of Pakistan for research and training of public servants and employees of other organisations as the Federal Government may determine;
- (ii) To advance knowledge concerning ways and means better development and utilization of human resources in Pakistan;
- (iii) To provide manpower research services to Government departments, public corporations and private establishments;
- (iv) To stimulate interest in manpower problems generally, and to cooperate with and assist other manpower research agencies, institutions or professional associations;
- (v) To cooperate with international agencies engaged in manpower research and arrange for inter-changes of personnel, materials and data;
- (vi) To undertake applied research and case studies in the field of manpower and employment;
- (vii) To hold national conferences, seminars, symposia on different subjects in the field of manpower and employment;
- (viii) To promote a broad perspective of requirement of trained manpower for economic development in different fields;
- (ix) To develop improved methods and techniques for dealing with:-
 - (a) training and manpower development of the existing work force;
 - (b) educational and training preparation for employment;
 - (c) vocational guidance and employment counselling;
 - (d) forecasting demand and supply of manpower and connected matters.

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- 2 -
- (x) To undertake and provide for publication of journals, research papers and books, and to establish and maintain a well-equipped library in the furtherance of the aforesaid objects;
 - (xi) To equip those participating, engaging or interested in manpower and employment planning with requisite knowledge, through training and orientation courses, for their effective role in a dynamic and developing society; and
 - (xii) To provide advanced training in professional techniques for manpower planning and administration.

IV. COMPOSITION

The Board shall be composed of the following members who shall hold ex-officio position and one of the members shall be appointed Chairman:-

1. Secretary/Additional Secretary Incharge, Chairman Manpower Division, Ministry of Labour, Manpower & Overseas Pakistanis, Islamabad.
2. Director, Pakistan Institute of Development Economics, Islamabad. Member
3. A nominee of the Federal Ministry of Education, Islamabad. "
4. A nominee of Planning & Development Division, Islamabad. "
5. Financial Adviser, Ministry of Labour, Manpower & Overseas Pakistanis, Islamabad. "
6. President, Federation of Pakistan Chambers of Commerce and Industries, Karachi. "
7. Director, Pakistan Manpower Institute, Islamabad. Member/Secretary

V. TENURE: The government of Pakistan in the Manpower Division shall have the power to appoint the Chairman of the Board of Governors, Director, Pakistan Manpower Institute and Members of the Board and substitute them as and when necessary.

* Amended vide Manpower Division Notification No. 1/8/79-MP dated 3.12.1980.

** Amended vide Manpower Division Resolution No. 4-7(5)/76-Estt. dated 9.4.1977.

VI. FUNCTIONS AND POWERS OF THE BOARD:

The Board, provided that it shall first secure the concurrence of the appropriate Ministry of the Government of Pakistan to the obtaining of aid from a foreign organization, shall have full authority to determine and execute its policies and under-takings and shall:

- i) exercise general supervision over the affairs of the Institute;
- ii) approve the course of studies in its broad outlines;
- iii) determine or approve the training, research, extension, financial and other policies of the Institute;
- iv) request and receive grants-in-aid from the Government of Pakistan and other aid giving agencies;
- v) approve the budget and receive the half-yearly statement of accounts and progress reports.

NOTE: The budget will be subject to the final approval of the Government of Pakistan.

- vi)* decide regarding up-gradation of posts, change of pay scales, allowances and fringe benefits of the Institute other than those on deputation and regulate service matters of the employees;
- vii) arrange for the audit of accounts by the Comptroller and Auditor General of Pakistan; and may,
- viii) purchase or acquire moveable or immovable property;
- ix) construct or alter any building for the Institute;
- x)** delegate to the Chairman, Director, or any other officer or committee, authority and responsibility for executing its policies.

* Amended vide Manpower Division Resolution No.4-7(5)/76-
Estt. dated 9.4.1977.

** Amended vide Manpower Division Resolution No.4-7(5)/76-
Estt. dated 9.4.1977.

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- 4 -

VII. ASSETS/WINDING UP:

In the event of the winding up of the Institute, at stage of its operation, all properties and assets vested in Board of Governors, shall revert to the Government of Pakistan. A Register of all moveable and immovable property shall be kept by the Director.

VIII. MEETING OF THE BOARD OF GOVERNORS.

1. Meetings of the Board shall be convened as often as may be necessary and shall take place at least once in every six months. Notice of a meeting shall issue under the signature of the Secretary to the Board and shall specify the date, the time and the place of the meeting and agenda, and shall be accompanied by any working paper required.
2. The notice shall be issued to the members not less than ten days before the date of meeting.
3. No business shall be transacted at a meeting unless at least one third members besides the Chairman are present.
4. In case of difference of opinion, the opinion of the majority of the members present shall prevail.
5. Each member shall have one vote and in case of equality of votes, the Chairman shall have a second or casting vote.

IX. THE CHAIRMAN:

1. The Chairman, shall preside over the meetings of the Board. In the absence of the Chairman, the remaining members present, will elect an officiating Chairman from amongst themselves to preside over that particular session.
2. The Chairman, (subject to the approval of the Board) shall be the appointing authority for all members of the staff of the Institute in respect of whom the power of appointment does not vest in the Director.
3. The Chairman shall decide regarding abolition and creation of the posts for which he is the appointing authority.

X. THE SECRETARY:

1. The Secretary shall be responsible for convening meetings of the Board on the order of the Chairman. The Secretary shall keep a record of the proceedings of the meetings.
2. The Secretary shall prepare the budget estimates and submit the same to the Chairman/Board for approval.
3. Where an urgent decision has to be taken and there is not time to call a meeting of the Board, the Secretary shall obtain the orders of the Chairman, who may, if he thinks fit, pass orders forthwith on behalf of the Board, but in every such case the Chairman's orders shall be placed before the next meeting of the Board for confirmation.

XI. THE DIRECTOR:

- (a) shall be the executive Head of the Institute, subject to supervision/control of the Chairman, Secretary (CA)
- (b) shall have full authority subject to policy directives issued by the Government of Pakistan in the Manpower Division to determine the details of the course of study and the timetable within the broad outlines approved by the Board of Governors.
- (c) shall assign duties to the staff of the Institute.
- (d) shall exercise in respect of the Institute such administrative and financial powers as may be delegated to him by the Board, Government
- (e) shall be the appointing authority for posts in grade 1-17.
- (f) shall submit the annual budget of the Institute to the Board of Governors. 1-01
- (g) shall operate the accounts of the Institute.
- (h) shall prepare the annual report of the Institute for the Board of Governors and the Federal Government.
- (i) shall have power to incur miscellaneous contingent expenditure within the budgetary provision.
- (j) shall exercise power of a controlling officer in respect of his own bills and the travelling allowance bills of employees of the Board. 1-01
- (k) shall exercise such other powers as the Board may entrust to him.

- (1) shall decide regarding abolition, up-gradation and creation of posts for which he is the appointing authority.
- (n) shall have the powers of reappropriation within the sanctioned budget grant under the primary units except pay heads.
- (n) shall have the powers of writing off a loss of an amount not exceeding Rs. 500/- for each item.

XII. BUDGET:

- (1) The Director shall prepare detailed estimates of the receipts and expenditures and the anticipated opening and closing balances for the ensuing financial year. The estimates shall be prepared not later than the 15th day of October each year.
- (2) The aforesaid estimates shall be approved by the Board of Governors in time for submission to the Federal Government by such date as may be fixed by the Government. Power to incur expenditure outside the budget shall vest in the Chairman, but every exercise of such powers shall be reported to the Board in its next meeting.
- (3) The Director shall be the Chief Accounts Officer of the Institute.

XIII. CONTRACTS:

All contracts shall be approved and executed on behalf of a.i.l in accordance with any direction of the Board, by the Director or his nominee.

XIV. DRAWING OF FUNDS:

Grants-in-aid made to the Pakistan Manpower Institute, by the Federal Government and all fees and contributions received by the Board, shall vest in the Board and shall be credited to a fund to be called the Pakistan Manpower Institute Fund, the account of which shall be kept at a scheduled bank at Islamabad and operated by the Director.

XV. ACCOUNTS:

- (1) All accounts relating to the Pakistan Manpower Institute Fund shall be maintained in the manner hereinafter prescribed by the Administrative Officer acting on behalf of the Chief Accounts Officer.

-: 7 :-

(2) The Administrative Officer shall maintain the following registers:-

- (a) Cash Book;
- (b) Subsidiary receipt and expenditure registers for each head of account;
- (c) Contingent Register;
- (d) Register of Permanent advance;
- (e) Travelling Allowance Register;
- (f) Stock Register;
- (g) Receipt Book;

(3) The Chief Accounts Officer or his nominee shall keep the cheque books relating to the Institute Fund in his own custody.

(4) No payment shall be made out of the Fund or out of money withdrawn from the Fund except under the orders of the Chief Accounts Officer or in exercise of the powers delegated by him.

(5) All payment exceeding Rs.200/- shall be made by cheque.

(6) All receipts shall be credited to the bank not later than the next working day.

(7) At the end of each month receipts and expenditures entered in the Cash Book shall be compared by the Director, item by item, with the Bank Pass Book and the balance agreed, and if there is any difference it shall be explained in a footnote in the Cash Book.

(8) The Chief Accounts Officer may authorise an officer of the Pakistan Manpower Institute to maintain a permanent advance of Rs.1000/-.

(9) The audit will be conducted annually by the Auditor General of Pakistan, or any officer authorised by him in this behalf.

(10) Non official members of the Board of Governors shall be given TA/DA and Honorarium for attending the meetings of Board of Governors. The rates for non official members shall be those applicable to Joint Secretaries to the Federal Government.

XVI. CONDITIONS OF SERVICE OF ESTABLISHMENTS

The Board shall prescribe recruitment, service and financial rules for its employees other than those on deputation. The rules which may cover such items as scales of pay, medical attention, conveyance and house rent allowances, pension or gratuity and other fringe benefits etc. should provide reasonable and appropriate incentives to attract and retain talents in the Pakistan Manpower Institute keeping in view the importance of this institution, the special conditions in Islamabad and facilities provided by other autonomous/semi-autonomous bodies at the Federal Capital.

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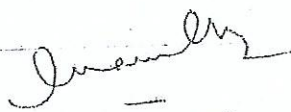
Government of Pakistan
Labour, Manpower & Overseas Pakistanis Division

Islamabad, the 6th December, 1999.

NOTIFICATION

No.7-5/90-Estt(TT).- In supersession of this Division's Notification of even number dated 31st July, 1999, and in pursuance of the judgement of the Supreme Court of Pakistan, delivered on 18-11-1998 in appeal No.214 of 1995, the employees of Pakistan Manpower Institute, Islamabad, set up as Government Organization under Labour, Manpower and Overseas Pakistanis Division vide letter No. 1(63)/74, dated 31-10-1975 and subsequently given the status of Semi Autonomous Body vide Resolution No. MP.1(63)/74, dated 20-02-1976, are hereby notified as Civil Servants with retrospective effect i.e. from the date of joining the Institute.

2. The Terms and conditions of Service of the employees of Pakistan Manpower Institute shall be governed by the Civil Servants Act, 1973.


(INAM-UL HAQ)
Section Officer

The Manager,
Printing Corporation of
Pakistan Press,
University Road,
Karachi.

373 339
TO BE PUBLISHED IN PART IV OF THE GAZETTE OF PAKISTAN

Government of Pakistan
Labour, Manpower and Overseas
Pakistanis Division

No. 7-5/90-Estt(TT)

Islamabad, 31st July, 1999

NOTIFICATION

In pursuance of the judgement of the Supreme Court of Pakistan, delivered on 18.11.1998 in appeal No.214 of 1995, the employees of Pakistan Manpower Institute, Islamabad, set up as Government Organization under Labour, Manpower and Overseas Pakistanis Division vide letter No.1(63)/74, dated 31.10.1975 and subsequently given the status of Semi Autonomous Body vide Resolution No.MP.1(63)/74, dated 20.02.1976, are hereby notified as Civil Servants with immediate effect.

2.

The Terms and Conditions of Service of the employees of PMI shall be governed henceforth by the Civil Servant Act, 1973.

(RIAZ AHMED SHAIKH)
DEPUTY SECRETARY TO THE
GOVERNMENT OF PAKISTAN

The Manager,
Printing Corporation of
Pakistan Press, Islamabad