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**PART II**

**Statutory Notifications, (S.R.O.)**

**GOVERNMENT OF PAKISTAN**

**MINISTRY OF PRIVATISATION**

**(Privatisation Commission)**

**NOTIFICATION**

*Islamabad, the 9th September, 2002*

**S.R.O. 620(I)/2002.**—In Exercise of the powers conferred by section 41 read with section 5 (m) of the Privatisation Commission Ordinance, 2000 (Ordinance No. LII of 2000), the Privatisation Commission hereby makes the following regulations to provide for appointment of Advisors/Senior Consultants, Consultants/Transaction Managers and Technical Assistants and the terms and conditions of appointment, namely :—

**1. Short title, commencement and application.**—(1) These Regulations may be called the 'Privatisation Commission Advisors/Senior Consultants, consultants/Transaction Managers and Technical Assistants (Terms and Conditions of Appointment) Regulations, 2002'.

(2) These shall come into force at once.

(2481)

*Price : Rs. 10.50*

[1091(2002) Ex. Gaz.]

2. **Definitions.**—(1) Unless the context requires otherwise the following terms used in these Regulations shall have the meaning assigned below :

“advisor/senior consultant” means an in-house advisor/senior consultant appointed by the Commission to render, where required by the competent authority, expert advice over and above the technical/expert support provided by the consultants/transaction managers ;

“competent authority” means the Chairman and includes Secretary if so authorized by the Chairman;

“consultant/transaction manager” means in-house consultants/transaction managers appointed by the Commission to provide technical/expert support on issues concerning privatization/related subjects and possible solution therefore ;

“Ordinance” means the Privatisation Commission Ordinance, 2000 ; and

“technical assistant” means the support staff appointed by the Commission to assist in the privatization process and includes senior technical assistants, transaction associates and the technical assistants and any other support staff appointed for the same purpose:

(2) All other terms used in these Regulations shall have the meaning assigned in the Ordinance.

3. **Appointment of Advisors/Senior Consultants, Consultants/Transaction Managers and Technical Assistants.**—(1) Advisors/ Senior Consultants, Consultants/Transaction managers and Technical Assistants having adequate qualifications and appropriate experience, as may be determined by the Need Assessment and Qualification Committee mentioned in Regulation 4 may be appointed on the recommendations of the appropriate Selection Committee constituted under Regulation 6 for enabling the Commission to discharge its functions efficiently as laid down in section 5 of the Ordinance.

(2) The appointment of Advisor/Senior Consultants, Consultants/Transaction Managers and Technical Assistants shall be made on a contract initially for two years. All such appointments shall be renewable/terminable on mutually agreed terms(s). All such appointments shall be made with the approval of competent authority as defined.

(3) The appointments of Advisors/Senior Consultants, Consultants/Transaction Managers and Technical Assistants or any other staff shall be governed by the terms and conditions given in the Schedule to these Regulations.

(4) All materials produced or acquired in whatsoever form by an Advisors/Senior Consultants, Consultants/Transaction Manager and Technical Assistant in his/her official capacity shall remain the property of the Commission. The Commission shall retain the exclusive right to publish or disseminate in any language reports arising from such materials. The rights and obligations provided in this clause shall continue notwithstanding the termination of the contract or the execution of its other provisions. However, the Advisors and Consultants/Transaction Managers may be permitted to publish articles with the prior written approval of the Commission.

(5) The information and data which an Advisor/Senior Consultants, Consultants/Transaction Manager and Technical Assistant may acquire from the Commission or by virtue of his assignment, not made public shall for all times and for all purposes be regarded by the Advisor/Senior Consultant, Consultant/Transaction Manager and Technical Assistant as strictly confidential and shall not be directly or indirectly disclosed by him/her to any person whatsoever except with the written permission of the Commission.

(6) While employed with the Commission, Advisors/Senior Consultants, Consultants/Transaction Managers and Technical Assistants shall not seek any kind of employment or working arrangement whether honorary or paid with the companies/units/entities either privatized or being privatized or proposed to be privatized. He/she may seek/make such employment/working arrangement after the expiry of six months of the contract.

4. **Need Assessment and Qualification Committee.**—(1) A Committee comprising the following shall determine the need for the appointment of Advisors/Senior Consultants, Consultants/Transaction Managers and Technical Assistants or any other staff and also lay down the qualifications for their appointment:—

Secretary, PC	Chairman
Director General (Admn)	Member
Director General of the concerned Wing	Member
Director (Admn)	Member/Secretary

(2) The Chairman of the Committee may co-opt one Advisor/Senior Consultant, Consultant/Transaction Manager in the relevant field.

(3) The recommendations of the Committee shall be submitted to the competent authority for approval.

5. **Positions to be advertised.**—All positions of Advisor/Senior Consultants, Consultants/Transaction Managers and Technical Assistants etc. shall be field through advertisement in the national and regional newspapers.

6. **Selection Committees.**—(1) The Selection Committees for making recommendations for appointment of Advisors/Senior Consultants, Consultants/Transaction Managers and Technical Assistants etc. from amongst the applications received in response to posts so advertised, shall comprise of:—

**Selection Committee-I for Advisors/Senior Consultants and Consultants/Transaction Managers (Grade-I)**

Secretary	<i>Chairman</i>
Director General (Concerned Wing)	<i>Member</i>
Director General (Admn)	<i>Member/Secretary</i>

**Selection Committee-II for Consultants/Transaction Managers (Grade-II and III), Senior Technical Assistants and Technical Assistants**

Director-General (Admn)	<i>Chairman</i>
Director General (Concerned Wing)	<i>Member</i>
Director (Admn)	<i>Member/Secretary</i>

(2) The Chairman of the Committee may co-opt one advisor/Senior Consultant, Consultant/Transaction Manager in the relevant field.

(3) the recommendations of the Selection Committees-I & II shall be submitted to the competent authority for approval.

7. **Appointment/retention of the existing Advisors/Senior Consultants, Consultants/Transaction Managers and Technical Assistants etc.**—(1) Notwithstanding anything contained in any rule or regulation or in the terms and conditions of their service, the Advisors/Senior Consultants, Consultants/Transaction Managers and Technical Assistants etc. in the Privatisation Commission immediately before commencement of these Regulations shall be deemed to have been appointed under these Regulations on the existing terms and conditions till the date their services are no more required by the Commission.

(2) The terms and conditions of the staff referred to in sub regulation (1) above may be modified/charged with mutual agreement consistent with these Regulations, on the recommendations of the Need Assessment and Qualification Committee and the Selection Committees-I or II, as the case may be, with the approval of the competent authority.

## SCHEDULE

[SEE REGULATION 3 (3) OF PRIVATISATION COMMISSION ADVISORS/  
SENIOR CONSULTANTS, CONSULTANTS/TRANSACTION MANAGERS  
AND TECHNICAL ASSISTANTS (TERMS AND CONDITIONS OF  
APPOINTMENT) REGULATIONS, 2002]

(Salary Scales and other Terms and Conditions of Appointment)

1. Salary Scales (Consolidated all inclusive)

a. Advisor/Senior Consultant	Rs. 180,000-10,000-280,000
b. Consultant/Transaction Manager (Grade-I)	Rs. 80,000-7,500-192,500
c. Consultant/Transaction Manager (Grade-II)	Rs. 50,000-5,000-125,000
d. Consultant/Transaction Manager (Grade-III)	Rs. 30,000-3,000-75,000
e. Senior Technical Assistant/Transaction Associate	Rs. 12,500-1,250-31,250
f. Technical Assistant/Other support staff	Rs. 7,500-750-18,750

2. Other Terms and Conditions of Appointment :

- (a) Maximum of 20 days casual leave on full pay shall be admissible in a calendar year. Leave beyond 20 days shall be treated as leave without pay.
- (b) Maximum of 10 days sick leave on full pay in addition to casual leave shall be admissible in a calendar year. Medical certificate would be required from a registered medical practitioner for leave exceeding 02 consecutive days.
- (c) The Commission shall bear the cost of travel authorized by the Commission in connection with any special assignment requiring travel within Pakistan or abroad. While away from Islamabad on assignment, the Advisor/Senior Consultant, Consultant/Transaction Manager and Technical Assistant concerned may be reimbursed expenses as laid down in Appendix-1. Only reasonable expenses in accordance with the entitlement laid down in the Appendix shall be reimbursed. In case of any doubt, the decision as to the expenses which may be considered reasonable shall be taken by the Secretary and it shall be treated as final ;

- (d) Ordinarily, an Advisor/Senior Consultant, Consultant/ Transaction Manager and Technical Assistant etc. shall not be nominated by the Commission for any training programme abroad. In exceptional circumstances, for reasons to be recorded, on recommendations of the Selection Committee constituted under Regulation 6 and with the prior approval of the competent authority, an Advisor/Senior Consultant, Consultant/ Transaction Manager and Technical Assistant etc. may be nominated for a short training abroad (not exceeding one month excluding travel time) which is specifically related to the field of privatisation. Such nominations would be subject to the condition that the expenditure on such short training is not the liability of the Government of Pakistan or the Commission.
- (e) On the recommendations of the selection Committee constituted under Regulation 6 and with the approval of the competent authority, an Advisor/Senior Consultant or Consultant/ Transaction Manager may be nominated for a seminar, workshop, conference or other similar programme abroad (not exceeding one week excluding travel time) which is specifically related to the field of privatization. In case of such nominations, the expenditure on such seminar, workshop, conference or other similar programme abroad may be borne by the Commission with the approval of the competent authority, subject to fulfilling the Government instructions/procedures on the subject.
- (f) If an Advisor/Senior Consultant or Consultant/ Transaction Manager or Technical Assistant etc. attends any training programme abroad on behalf of the Commission, such Advisor/Senior Consultant or Consultant/ Transaction Manager, Technical Assistant etc. shall not terminate his employment with the Commission for a minimum period of one year from the date of completion of such training. In case such Advisor/Senior Consultant or Consultant/Transaction Manager, Technical Assistant etc. leaves or proposes to leave the Commission before expiry of one year from the date of the completion of such training, he shall refund the entire amount spent on such training programme. In case of mitigating circumstances, for reasons to be recorded, the competent authority, in his discretion, may consider and decide his request for refund of proportionate amount spent on such training.
- (g) The Advisor/Senior Consultant and/or Consultant/Transaction Manager shall also submit a report/comments on any training, seminar, conference and other similar programme within one week of its completion.

- (h) The Advisor/Senior Consultant and Consultant/ Transaction Manager shall produce at least one research paper of not less than 5000 words every year on any subject relating to privatisation as may be assigned by the Commission.
- (i) In the case of Advisor/Senior Consultant and consultant/ Transaction Manager, their services shall be liable to be terminated at any time without assigning any reason by giving a notice in writing from either side for a period of not less than one month or payment in lieu of the notice of a sum equal to his salary for one month or for the period by which the notice falls short of one month. In the case of Technical Assistants etc. their services shall be liable to be terminated at any time without assigning any reason by giving a notice in writing from either side for a period of not less than fourteen days or payment in lieu of the notice of a sum equal to his salary for fourteen days or for the period by which the notice falls short of fourteen days.

### Appendix-I

[See regulations 3(3) (iii)]

## REIMBURSEMENT OF TRAVELLING EXPENSES OF ADVISORS, CONSULTANTS AND TECHNICAL ASSISTANTS

A. Advisors/ Consultants	Entitlement	Procedure
1. Air Travel	Economy class <i>plus</i> taxi charges from residence to airport/airport to residence and from airport to temporary residence/temporary residence to airport	1. Ticket to be purchased and claim supported by counter foil of the ticket. For taxi charges exact time, mileage and points of travel shall be provided/verified by the claimant.
2. Railways	Air conditioned plus taxi charges from residence to station/station to residence and from station to temporary residence/temporary residence to station	2. For taxi charges procedure as mentioned at para 1 above shall be followed.
3. (i) Road (own car)	Rs. 5/- per km or Economy Class Airfare to the destination which ever is less. No allowance for local running which must be met out of the daily allowance in case of travel by road in own car.	3. (i) Travel by own car shall be allowed only in special cases by the authority authorizing the travel. The distance covered shall be from middle of one town to another. Taxes and tolls paid shall be reimbursed against actual receipts.
(ii) Road (Public Transport)	On the basis of actual.	(ii) Actual receipts of bus, wagon/coach to be provided.
4. Hotel	Actual bills of a specified hotel in Karachi, Lahore, Quetta, Faisalabad and Peshawar and of any hotel in other places.	4: (a) Reimbursement of hotel charges shall be made against actual bills for single room rent and taxes only in hotels to be specified by the Commission.

A. Advisors/ Consultants	Entitlement	Procedure
5. Daily allowance (per diem)	Stay own accommodation  (i) Rs.1,000/- per day (if night stay is involved).  Hotel Stay  (ii) Rs.500/- (if night stay is involved).  Same Day Return	(b). In case of stay in hotels and claim of room rent (charges on production of actual receipt) exceeds Rs. 4,000/- per night, 50% of additional amount will be paid by the Commission.  5. Daily allowance will be admissible only for the actual night(s) at the out stations for which daily allowance claimed. Where night stop is not involved and if absence from Headquarters exceeds six hours, half daily allowance will be allowed.
6. Official Calls, Fax & photo-copy etc.	(iii) Rs.500/-  Actual (subject to production of receipts)	6. Actual receipts giving telephone numbers called and copies of fax messages should be attached with claim.
7. Local Travelling	(i) Taxi charges @ Rs.5.00 p/ k.m. when not travelling by own car.  Taxi charges from Airport/ hotel and back, will not be paid in case of stay in hotel specified by PC if pick and drop is provided by Hotel.	7. (i) The claimant shall have to provide/ verify the exact timing, mileage covered from one destination to another and justification for local travel.  (ii) To avail pick & drop facility of the nominated hotels, prior intimation for booking of accommodation and pick & drop facility shall be ensured by the Consultant
B. Technical Assistant		
1. Travel *		
(i) Rail	First Class Sleeper or Lower AC return fare.	
(ii) Road (Public Transport)		Actual receipt of bus/wagon
2. Hotel	Actual bill of the hotel with maximum ceiling of the Rs. 750/- plus government taxes, if any.	
3. Daily allowance (per diem)	Stay own accommodation  (i) Rs.500/- (if night stay is involved).  Hotel stay:  (ii) Rs.250/- (if night stay is involved).	

\*Prior approval of the Secretary, PC will have to be obtained in case travel by Air is necessitated in very special cases.



c. **General Conditions :**

- A copy each of Travel Authorisation Form (T-1) duly approved by the Director-General concerned should be passed on to the Administration and Finance Section prior to travel on office visit ;
- Travel Expense Reimbursement Form (T-2) must be submitted within one week on return from the visit;
- A separate Form T-2 must be filled in for each visit;
- Approved Form T-1 and original receipts must be attached with each form T-2;
- Duly completed Form T-2 may be sent to Finance Section which shall obtain approval for reimbursement of travel expenses from the competent authority;
- Hotel booking may be arranged through Finance Section before proceeding on tour.

Sd/-  
MUHAMMAD YAMIN,  
*Director (Admn).*

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[No. f. 7/7/Admn/Pc/2002].

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**ISLAMABAD, FRIDAY, OCTOBER 11, 2013**

**PART II**

**Statutory Notifications (S. R. O.)**

GOVERNMENT OF PAKISTAN

**PRIVATISATION COMMISSION**

**NOTIFICATION**

*Islamabad, the 10th October, 2013*

**S. R. O. 933 (I)/2013.**—In exercise of the powers conferred by the Section 41 of the Privatisation Commission Ordinance 2000, the Privatisation Commission is pleased to notify the following amendments in the “Privatisation Commission Advisors/ Senior Consultants/Consultants/ Transaction Managers and Technical Assistants (Terms and Conditions of Appointment) Regulations, 2002”.

2. The Salary Scales mentioned in the Schedule of the said regulations shall be read as under (*w.e.f.* 10-09-2013):—

**1. Salary Scales**

Sr. #	Post/Grade	Pay Scale (Rs.)			Stages
		Minimum	Increment	Maximum	
a.	Advisor/Senior Consultants (Grade I)	200,000	10,000	300,000	10
b.	Consultant/Transaction Managers (Grade-II)	125,000	5,000	200,000	15

(3055)

Sr. #	Post/Grade	Minimum	Pay Scale (Rs.)		Stages
			Increment	Maximum	
d.	Junior Consultant/Transaction Associate (Grade III)	75,000	2,500	125,000	20
e.	Technical Assistant (Grade IV)	20,000	2,000	70,000	25

Following allowances will be admissible:—

- i. House Rent Allowance @ 60% of the initial basic pay.
- ii. Medical Allowance @ 10% of the initial basic pay.
- iii. Conveyance Allowance @ 10% of the initial basic pay.
- iv. Utility Allowance @ 10% of the initial basic pay.

3. The daily Allowance and Travelling Allowance mentioned at Appendix-I of the above mentioned regulations shall be read as under, whereas other details of the appendix shall remain same (*w.e.f.* 15-11-2012):—

Category	Hotel Accommodation/Own Stay	Existing	Revised
Category-I Advisors/Senior Consultants (Grade-I)	● Actual Hotel Accommodation Charges within the prescribed limit shall be admissible only on production of receipts.	Rs. 1,500/-	Rs. 4,000/-
Category-II Consultants/Transaction Managers etc. (Grade-II & III)	● Rate of Accommodation charges will be admissible @ 2 times of the Daily allowance where no hotel accommodation receipt is produced.	Rs. 1,500/-	Rs. 2,500/-
Category-II Technical Assistant (Grade-IV)		Rs. 750/-	Rs. 1,500/-

[No. 7.(7) Admn/PC/2002.]

ENGR. KHURRAM BHATTI,  
Director (Admn.).

Government of Pakistan  
Ministry of Finance, Revenue, Economic  
Affairs, Statistics & Privatisation  
(Privatisation Commission)

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Islamabad, the 31<sup>st</sup> January, 2017


**NOTIFICATION**

No. F.9 (8) Admn/PC/2010-11. In exercise of the powers conferred by the Section 41 of the Privatisation Commission Ordinance 2000, the Privatisation Commission is pleased to notify the following amendments in the "Privatisation Commission Advisors / Senior Consultants / Consultants / Transaction Managers and Technical Assistants (Terms and Conditions of Appointment), Regulation, 2002".

2. The Salary Scales mentioned in the Schedule of the said regulations shall be read as under, with immediate effect:-

a. The upper limit of the salary of the Consultant in G-I is increased from Rs.300,000/- to Rs.500,000/-

b. The Chairman, PC is authorised to approve an appropriate annual increment within the above band, to Consultants in G-I, based on satisfactory performance, for the previous year.

  
(Syed Zain Gillani)  
Director (Admin)

The Manager,  
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