PART II
Statutory Notifications (S.R.O.)

GOVERNMENT OF PAKISTAN
PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY (WAPDA)

NOTIFICATION
Islamabad, the 26th January, 2021

S. R. O. 106 (I) 2021.—In exercise of power conferred by section 29 of the Pakistan Water and Power Development Authority Act, 1958 (XXXI of 1958), the Pakistan Water and Power Development Authority with the approval of the Government, is pleased to notify the following Regulations, namely:

Pakistan Water and Power Development Authority (Appointment and Terms of Service of Chairman and Members) Regulations, 2020

PART-I

1. Short title, extent and commencement.—(1) These Regulations shall be called the Pakistan Water and Power Development Authority (Appointment and Terms of Service of Chairman and Members) Regulations, 2020.

(2) They shall come into force at once.

167(1—8)

Price: Rs. 10.00

[115(2021)/Ex. Gaz.]
2. **Definitions.**—(1) In these Regulations, unless there is anything repugnant in the subject or the context,

(a) “Act” means the Pakistan Water and Power Development Authority Act, 1958 (XXXI of 1958);

(b) “Authority” means Pakistan Water and Power Development Authority established under section 3 of the Act;

(c) “basic pay scales” means the basic pay scale (BPS) of pay prescribed by the Government;

(d) “Chairman” means the Chairman of the Authority;

(e) “Government” means the Federal Government;

(f) “Management Position Scale” means the management position (MP) scales prescribed by the Government under the Management Position Scales Policy, 2020, as amended from time to time.

(g) “Member” means a Member of the Authority;

(h) “regulations” means the Pakistan Water and Power Development Authority (Appointment and Terms of Service of Chairman and Members) Regulations, 2020;

(i) “pay” means the amount drawn monthly by the Chairman or a Member of the Authority as pay and includes technical pay, special pay, personal pay and any other emoluments declared by the prescribed authority to be pay;

(j) “Selection Board” means a Selection Board constituted under regulation 12 of these regulations.

(2) Words and expressions used but not defined in these regulations shall have the same meaning assigned to them in the Act.

**PART-II**

3. **Appointment of Chairman and Members.**—(1) The Chairman and each Member shall be appointed by the Government in accordance with section 4 of the Act.

(2) The Chairman and Members shall be eminent professionals of known integrity, competence and expertise in their respective fields.
4. **Disqualifications for Appointment as Chairman or Member.**—
   (1) A person shall be disqualified for being appointed as Chairman or a Member of the Authority, if he,

   (a) is not a citizen of Pakistan or holds a dual nationality; or

   (b) has been convicted of an offence which involves moral turpitude or financial irregularity; or

   (c) is an undischarged insolvent; or

   (d) is of unsound mind and stands so declared by a competent court; or

   (e) has been removed or dismissed from the service of Pakistan or a company or body owned or controlled by the Government; or

   (f) has, in the opinion of the Government, such financial or other interest as is likely to affect prejudicially the discharge by him of his functions as Chairman or Member of the Authority as the case may be.

5. **Pay, Allowances and Facilities of Chairman and Members.**—(1) The Chairman of the Authority shall be entitled to the following pay and allowances:

   (i) If a civil servant or an officer of the Authority is appointed as Chairman, he shall draw pay in BPS-22 including such allowances as may be admissible from time to time in MP-I Scale:

   Provided that where a civil servant who has been appointed as Chairman has not been promoted to BPS-22, he shall draw the pay of his substantive pay scale along with such allowances as may be admissible from time to time in MP-I Scale.

   (ii) If an officer of the armed forces is appointed as Chairman, he shall draw the pay and allowances that he was drawing immediately prior to such appointment.

   (iii) If any other person is appointed as Chairman, he shall draw the pay and allowances as may be admissible from time to time in MP-I scale.
(2) The Members of the Authority shall be entitled to the following pay and allowances:

(i) If a civil servant or an officer of the Authority is appointed as a Member, he shall draw pay in BPS-21 including such allowances as may be admissible from time to time in MP-II Scale:

Provided that where a civil servant who has been appointed as a Member has not been promoted to BPS-21, he shall draw the pay of his substantive pay scale along with such allowances as may be admissible from time to time in MP-II Scale.

(ii) If an officer of the armed forces is appointed as a Member, he shall draw the pay and allowances that he was drawing immediately prior to such appointment.

(iii) If any other person is appointed as a Member, he shall draw the pay and allowances as may be admissible from time to time in MP-II scale.

(3) The Chairman and Members of the Authority shall be entitled to entertainment allowance, accommodation, transport, personal staff, daily allowance, fare concession and other privileges as prescribed by the Government for MP-I and MP-II scales respectively. In addition, they shall be entitled to free electricity by the Authority to the maximum limit allowed to an officer of the Authority under the Authority’s relevant rules.

(4) The Chairman and Members of the Authority, if civil servants or officers of the Authority or officers of the armed forces shall be governed by the medical attendance rules applicable to them in their parent department or the Authority whichever may be more advantageous to them. In all other cases, the Chairman and the Members of the Authority shall be entitled to medical facilities as prescribed by the Government for MP-I and MP-II scales respectively.

6. Leave.—(1) The Chairman and Members of the Authority, if civil servants or officers of the Authority or officers of the armed forces shall continue to be governed by the leave rules applicable to them in their respective service prior to appointment in the Authority. In all other cases, the Chairman and the Members of the Authority shall be entitled to leave as prescribed by the Government for MP-I and MP-II scales respectively.

(2) Casual leave, in the case of the Chairman shall be sanctioned by the Secretary, Water Resources Division and in the case of Members, by the Chairman. All leave other than casual leave for the Chairman and Members shall be sanctioned by the Secretary, Water Resources Division.
7. **Provident Fund, Pension and Gratuity, etc.**—(1) The Chairman and Members of the Authority, if civil servants or officers of the Authority or officers of the armed forces shall continue to be governed by the rules regarding provident fund, pension, and gratuity as applicable to them in their respective service prior to appointment in the Authority. In all other cases, the Chairman and the Members of the Authority shall be entitled to gratuity and other terminal benefits as prescribed by the Government for MP-I and MP-II scales respectively.

**PART-III**

8. **Eligibility and Qualifications for Chairman.**—(1) The Chairman of the Authority must.

   (a) possess a graduate degree in engineering from a university or institution recognized by the Higher Education Commission; or

   (b) a master’s degree in business administration or management, or public administration or finance or an equivalent degree to these from a university or institution recognized by the Higher Education Commission; or

   (c) be a member of a recognised body of professional accountants; or

   (d) be a civil servant in BPS-21 or above, or an officer of an equivalent pay scale in the armed forces of Pakistan.

   (2) The Chairman of the Authority must possess at the time of his appointment professional experience of not less than twenty-five years with at least eight years of experience at a senior or top managerial or administrative level post.

9. **Eligibility and Qualifications for Member (Power).**—(1) The Member (Power) of the Authority must possess a graduate degree in electrical or electronic or mechanical engineering or an equivalent degree to these from a university or institution recognized by the Higher Education Commission.

   (2) Member (Power) of the Authority must possess at the time of his appointment professional experience of not less than twenty years with at least five years of experience at a senior technical or managerial level position.

10. **Eligibility and Qualifications for Member (Water).**—(1) The Member (Water) of the Authority must possess a graduate degree in civil engineering or water resource engineering or water resource management or hydropower engineering or construction management or an equivalent degree to
these from a university or institution recognized by the Higher Education Commission.

(2) Member (Water) of the Authority must possess at the time of his appointment professional experience of not less than twenty years with at least five years of experience at a senior technical or managerial level position.

11. **Eligibility and Qualifications for Member (Finance).**—(1) The Member (Finance) of the Authority must possess a master’s degree in finance or commerce or MBA (Finance) or an equivalent degree to these from a university or institution recognized by the Higher Education Commission or be a member of a recognized body of professional accountants.

(2) Member (Finance) of the Authority must possess at the time of his appointment professional experience of not less than twenty years with at least five years of experience at a senior financial managerial level position.

12. **Selection Board.**—(1) The Chairman shall be appointed by the Government on the recommendations of the following Selection Board.

<table>
<thead>
<tr>
<th>(a)</th>
<th>Minister-in-Charge, Water Resources Division</th>
<th>Chairperson</th>
</tr>
</thead>
<tbody>
<tr>
<td>(b)</td>
<td>Secretary, Water Resources Division</td>
<td>Member/Secretary</td>
</tr>
<tr>
<td>(c)</td>
<td>Secretary, Establishment Division or his nominee</td>
<td>Member</td>
</tr>
<tr>
<td>(d)</td>
<td>Independent Expert</td>
<td>Member</td>
</tr>
</tbody>
</table>

(2) A Member of the Authority shall be appointed by the Government on the recommendations of the following Selection Board.

<table>
<thead>
<tr>
<th>(a)</th>
<th>Minister-in-Charge, Water Resources Division</th>
<th>Chairperson</th>
</tr>
</thead>
<tbody>
<tr>
<td>(b)</td>
<td>Secretary, Water Resources Division</td>
<td>Member</td>
</tr>
<tr>
<td>(c)</td>
<td>Chairman of the Authority</td>
<td>Member/Secretary</td>
</tr>
<tr>
<td>(d)</td>
<td>Independent Expert</td>
<td>Member</td>
</tr>
</tbody>
</table>

(3) The Selection Board shall devise detailed objective assessment criteria for evaluation of each candidate.
13. **Selection Process.**—(1) For selection of candidates for the appointment of the Chairman and Members of the Authority, the following process shall be followed:

(a) An advertisement shall be published in at least two leading national dailies inviting applications for the vacant post of the Chairman or a Member of the Authority as the case may be. The advertisement shall clearly state the job description of the post as well as the prescribed eligibility and qualifications. The advertisement shall also be published on the Authority’s website.

(b) All candidates will be required to submit the requisite information in respect of their eligibility, qualifications and experience on the Authority’s prescribed application form.

(c) The Selection Board may adopt a process of shortlisting of candidates prior to assessment of eligible candidates.

(d) After scrutiny of applications, the eligible candidates shall be interviewed by the concerned Selection Board.

(e) The candidates shall be assessed on the basis of the objective assessment criteria developed by the Selection Board.

(f) The Selection Board shall recommend a panel of at least three candidates against each vacancy to the Government for appointment of one of them to the vacant post or otherwise.

(g) The Water Resources Division shall notify the successful as well as the unsuccessful candidates of the outcome of the selection process.

14. **Matters not covered in these regulations.**—(1) In all matters not provided for in these regulations shall be considered / processed as defined in Section- 29 of WAPDA Act.

[No.2(11)2017-Admn.]  

ASIF HUSSAIN SHAH,  
Deputy Secretary (Admn).