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PART II

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

GOVERNMENT OF PAKISTAN  
**MINISTRY OF COMMUNICATIONS**

NOTIFICATION

*Islamabad, the 19th November, 2019*

**S. R. O. 1404(I)/2019.**—In exercise of the powers conferred by section 31 of the National Highway Authority Act, 1991 (XI of 1991), the Federal Government is pleased to direct that in the National Highway Authority's (Appointments and Promotion) Rules, 1995, the following further amendments shall be made, namely:—

In the aforesaid Rules:—

- (1) in rule 6, for proviso, the following shall be substituted, namely:—
- (a) “Provided that a Member in BS-21 may also be appointed by promotion from amongst regularly promoted or appointed officers in BPS-20 of the Authority, on the recommendations of the Selection Committee for Promotions; and

(2565)

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- (b) "Provided further that appointment for the post of Member (BS-20) or (BS-21) by transfer or deputation shall be made with the approval of President, National Highway Council in line with the provisions of Civil Servant Act, 1973 (LXXI of 1973)".

(2) after rule 11, the following new rule shall be inserted, namely:—

"11 A (1) All NHA regular employees serving in BS-01 to 20, shall be eligible for grant of time scale promotion to next rank or grade with pay and allowances attached with that rank or grade on completion of length of service as mentioned in Schedule-III, subject to the terms and conditions mentioned below:—

- (a) on occurrence of vacancy against substantive post, within the promotion share, the employee already granted the time scale promotion shall be considered for promotion against the said post on the recommendations of DPC as per Schedule-II. In case of deferment or supersession, the time scale promotion of the employee shall remain intact;
- (b) two successive time scale promotion shall not be admissible unless the employee has not been promoted against regular post;
- (c) subject to clause (b), at least one year service in substantive post after regular promotion and successful completion of probation period of an employee shall be mandatory for consideration of next time scale promotion;
- (d) an employee working against isolated post or a post where no further higher post is available for promotion shall be eligible for grant of time scale promotion after completion of ten years qualifying service in the same grade. However, he shall, notwithstanding anything contained in clause (b), be entitled only for two consecutive time scale promotions on completion of ten years service in each scale in his entire service;
- (e) in case of retirement or death of the incumbent during service, he shall be eligible for grant of pensionary benefits of the holding time scale promotion;

- (f) while considering grant of time scale promotion, requirements for determining the eligibility of employee for regular promotions shall be ensured; and
- (g) the financial impact of the time scale promotion policy shall be charged from NHA's own resources.

(2) An anomaly committee is hereby constituted to resolve issues pertaining to grant of time scale promotion, the composition of the committee shall be as under:-

1.	Joint Secretary concerned of the Division to which business of NHA stands allocated	Chairman
2.	GM (Admn), NHA	Member
3.	GM (Finance), NHA	Member
4.	Director (Personnel)	NHA Secretary

(3) for Schedule-III, the following shall be substituted, namely:—

**Schedule-III**  
(see rules 8 to 11)

(1) **MINIMUM LENGTH OF SERVICE FOR REGULAR PROMOTION TO HIGHER POST**

S. No.	Promotion to post in Basic Pay Scale	Length of Service
(1)	(2)	(3)
1.	21	22 years in BS-17 and above; or 17 years in BS-18 and above in case of initial appointment in BS-18; 10 years in BS-19 and above in case of initial appointment in BS-19; 05 years in BS-20 in case of initial appointment in BS-20.
2.	20	17 years in BS-17 and above; or 12 years in BS-18 in case of initial appointment in BS-18; 5 years in BS-19 in case of initial appointment in BS-19.

(1)	(2)	(3)
3.	19	12 years in BS-17 and above; or 07 years in BS-18 in case of initial appointment in BS-18.
4.	18	5 years in BS-17
5.	17	10 years in BS-16 but one year in BS-16 for B.Sc Engineering.
6.	16	8 years in BS-15 and below
7.	11	7 years in BS-10 and below
8.	7	6 years in BS-5 and below
9.	2	10 years in BS-1

(2) **MINIMUM LENGTH OF SERVICE FOR TIME SCALE  
PROMOTION TO HIGHER POST**

S. No.	Promotion to post in Basic Pay Scale	Length of Service
(1)	(2)	(3)
1.	21	
2.	20	21 years and 4 months in BS-17 and above in case of initial appointment in BS-18 it will be 15 years and in case of initial appointment in BPS-19 it will be 6 years and 4 months.
3.	19	15 years in BS-17 and in case of direct recruitment in BS-18 it will be 8 years and 9 months.
4.	18	6 years and 4 months.
5.	17	12 years and 4 months 1 year and 4 months for B.Sc Engineering
6.	16	10 years
7.	11	8 years and 9 months
8.	7	7 years and 6 months
9.	2	12 years and 6 months; and

(4) in Schedule-IV, in the Table,—

- (a) in the first column, against S. No. 1, entry a, and corresponding entries relating thereto in columns 1, 2, 3 and 4, the following shall be substituted, namely:—

“a	Engineers	Ph.D (Civil)	*17 years in BS-17 and above or	50
		M.Sc (Civil)	20 years in Private Sector	50
		B.Sc (Civil)	In supervisory position in the relevant filed.	50
			or	
			*12 years in BS-18 and above in relevant filed	
			or	
			5 years in BS-19 and above in relevant filed.”; and	

(b) in the first column, against S. No. 1, entry a, and corresponding entries relating thereto in columns 1, 2, 3 and 4, the following shall be substituted, namely:—

“a	Engineers	Ph.D (Civil)	*12 years in BS-17 and above	45
		M.Sc (Civil)	or 15 years as Engineer in	45
		B.Sc (Civil)	private Sector in supervisory position in the relevant filed.	45
			or	
			7 years in BS-18 and above in relevant filed.”	

[F. No. 4(1)/1993-Roads (Vol-II).]

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*Section Officer (Roads-I).*