

**THE PASNI FISHERIES HARBOUR AUTHORITY'S
EMPLOYEES BENEVOLENT FUND
RULES, 2003**

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RULES

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**'THE PASNI FISHERIES HARBOUR AUTHORITY'S
EMPLOYEES (BENEVOLENT FUND)
RULES, 2003**

NOTIFICATION

[8th July, 2003]

No. SO-II(CD&F)12-12/2003/533/. In exercise of the powers conferred by Section 30 of the Pasni Fisheries Harbour Authority Ordinance, 1983² (VIII of 1983) the Authority with the prior approval of the Government of Balochistan is pleased to make regulations to regulate the Benevolent Fund of Pasni Fish Harbour Authority, namely:—

1. **Short title, extent and commencement.** — These Regulations may be called the Pasni Fisheries Harbour Authority's Employees (Benevolent Fund) Rules, 2003.
2. They shall apply to all of its employees of Pasni Fisheries Harbour Authority except:-
 - (a) The work charged establishment (daily paid).
 - (b) The part time PFHA employees.
 - (c) The employees on contract basis for short period.
 - (d) Employees above the age of 60 years.
 - (e) Any category of PFHA employees specially excluded from the preview of these Regulations by the Board of Directors of PFHA.
3. They shall come into force at once.
4. **Definition.** —
 - (a) **“Cashier”** means the official or officer entrusted with cash work by the Pasni Fisheries Harbour Authority.
 - (b) **“Departmental Committee”** means a Committee constituted under these Regulation.
 - (c) **“Benevolent Fund”** means the Pasni Fisheries Harbour Authority Benevolent Fund.
 - (d) **“Service”** means service of PFHA on a regular monthly salary in a scale of pay prescribed or adopted by PFHA.
 - (f) All other expressions stated therein shall have the same meanings.

¹ ¹ These rules have been issued by the Coastal Development and Fisheries Department, Government of Balochistan, vide its Notification No. SO-II (CD&F)12-12/2003/533, dated 8th July, 2003; and published in the Balochistan Gazette (Extraordinary) No. 38, dated 8th July, 2003.

² Balochistan Ordinance VIII of 1983; promulgated by the Government of Balochistan on 25th June, 1983; published in the Balochistan Gazette (Extraordinary) No. 164, dated 25th June, 1983; protected and declared continue in force by article 270A of the Constitution of Islamic Republic of Pakistan (1973).

5. **Source of the Benevolent Fund.** — All the receipts of following origin shall raise and constitute the Benevolent Fund.

- (a) Monthly subscription towards B, Fund shall be deducted from pay bills of the employees.
- (b) All benevolent grants, donations, gifts, endowments etc made by the Government, Autonomous Bodies, organizations, institutions or other for the purpose.
- (c) All income profits or markups occurring from the assets belonging to the Benevolent Fund or from the investments made out of the B. Fund.
- (d) Contributions made by PFHA or a portion thereof credited towards the contributory fund account of an employee which on closing of his account remains un-refundable under the PFHA employees (Contributory Fund) Regulations, 1994.
- (e) The unclaimed amount of markup on contributory fund of an employee.
- (f) Any amount which remains unclaimed for a period of five years after the contributory fund account of any employee has been claimed.

6. **Deposits of Benevolent Fund.** — The money credited to the Benevolent Fund shall be kept in a scheduled Bank approved by the Board of Directors.

7. **Subscriptions of Benevolent Fund.** — Subject to rule 2 all regular employees shall subscribe to the Benevolent Fund at the rate of one percent of their pay subject to maximum of Rs. 90/- p.m. Their subscriptions shall be realized through their monthly pay bills.

8. **Outstanding Benevolent Fund Subscriptions.** — In the eventuality, the amount of subscriptions for one or the other reasons cannot be charged, from the salary of the employee through the pay bill, the employee shall pay or remit to the Cashier the amount of the subscription due from him. The Cashier on receipt of the amount shall entire the same on the credit side of the account concerned. In case of default, all the dues shall be recovered from the defaulter, in the manner as the Board of Director, may so prescribe.

9. **Right of the Employee or his family to grant from Benevolent Fund.** — Default in payment of the subscription either for the reasons that the pay of the employee was not drawn due to some inadvertence, negligence for fault or any other reasons whatsoever shall not bar the right of the employee or his/her family to receive the benevolent grant provided for under the rule 9 provided the amount of unpaid subscription shall be deducted from the benevolent fund grants.

10. **Benevolent grant.** — If any employee:—

- (a) is declared by the medical authority to have completely been incapacitated physically or mentally to discharge the duties of his assignment for life and is for that reason removed from service or;
- (b) dies during the service before his retirement the maintenance allowance per mensem, at the rate given below for ten year to employee of Grade-1 to 15 if any

one is invalidated during the service of PFHA before retirement or to the widow/member of the family of the said employee, shall be payable for ten year or;

- (c) dies within seven years after his retirement the maintenance allowance per mensem at the prescribed Government rates for seven years to the widow/members of the family of the said employee of Grade-16 to 18 and above shall be payable for seven years.

11. The following benevolent grant from the Pasni Fisheries Harbour Authority employees (Benevolent Fund) Rules, 2003 shall, subject to the provision of these Rules, be admissible to the employees having five years minimum length of service and who are subscribers to the fund of their families as the case may be, namely:—

- (a) For the marriage of an employee or his son or daughter.

<u>GRADE</u>	<u>AMOUNT</u>
1 to 10	Rs.1000/-
11 to 15	Rs.1500/-

- (b) For the burial expenses of all categories of employees or of a member of their families rupees 1500/- (fifteen hundred) shall be payable.

- (c) Educational Scholarship for pursuing studies to the children of serving employees as well as deceased or invalidated employees, subject to availability of funds.

Two children of PFHA employees, three children of deceased/ invalidated shall be awarded scholarships and grant in aid for purchase of books subject to condition (i) achieves 60% marks in the last public examination (ii) non-receipt of scholarship/ aid from any other source.

- d) To know the exact number of dependents of an employee, all categories of employees shall submit on 15th of every financial year a yearly declaration showing the name/ particulars etc of the dependant in the form to be designed and appended to these Regulations.

11. **Payment of Benevolent Fund as per nominations.** — On the death of an employee, the amount of Benevolent Grant under clause 9, shall be authorized by the Departmental committee to be paid to such member or members of the employees family as he / she had nominated in the prescribed manner in full or in the shares as specified by him/her at the time of making nominations, in form appended to these Regulations.

12. **Method of payment without valid nomination.** — When no valid nomination made by the employee subsists at the time of his/her death the amount of benevolent grant shall be paid to such members of his/her family subject to such conditions imposed with a view to ensure that the amount is justified and equitably utilized for the maintenance or betterment of all the family members as may be prescribed or may in accordance with the Regulation be determined by the Departmental Committee or an officer authorized by the Departmental Committee in this behalf.

13. **Benevolent Accounts.** — The account of the Benevolent Fund shall be maintained in such manner or form as prescribed under these Regulations relating to maintenance or account of

the Pasni Fisheries Harbour Authority as in force from time to time and shall be subject to subsequent Audit.

14. **Audit Report of Benevolent Fund.** — The audit report of the Benevolent Fund will be published after every two years by PFHA for general information.

15. **Pasni Fisheries Harbour Authority to act as Corporate Body.** — The Fund shall vest in the Pasni Fisheries Harbour Authority as a body corporate and managed by a Departmental Committee.

16. **Composition of Departmental Committee.** — The Departmental Committee shall consist of:—

1.	Managing Director, Pasni Fisheries Harbour Authority.	Chairman
2.	Director Finance, PFHA.	Member
3.	Asstt: Director, Marketing PFHA.	Member
4.	Asstt: Port Officer, PFHA.	Member
5.	Accountant, PFHA.	Member

The quorum for the meetings shall be three members.

17. **Duties and Powers of the Departmental Committee.**— Shall be under:—

- (a) to sanction grant from the Benevolent Fund to the employees or their families in accordance with the provisions of these regulations.
- (b) to settle claims for benevolent grants under these regulations and all matter connected with such claims.
- (c) to do or cause to be done all acts and things necessary for the proper administration or management of the money or properties in the Benevolent Fund.
- (d) to sanction expenditure connected with the administration and management of the Benevolent Fund.
- (e) to invest money out of the Benevolent Fund in the Government securities Units of investment of Pakistan National Investment Trust, Defence Saving Certificates or other such schemes or in other profitable venture approved by the Board of Directors.
- (f) to do or cause to be done all things ancillary and accidental to any of the aforesaid powers or to purposes of the Benevolent Fund.

18. **Right of Appeal.** — An appeal shall lie to the board of Directors against the decision of the Departmental Committee within 15 days of its decision and the decision of the Board shall be final and binding on members participating the scheme.

19. **Exemptions.** — The Provincial Government may be approached to exempt the Benevolent Fund from any tax, rate or duty leviable by the Government or by a local authority.

20. **Discharge, Termination or Dismissal from Service.** —If employee for any whatsoever, leaves the service or is discharged or dismissed from service or is terminated, he shall not be entitled to any benefit from the Benevolent Fund nor the refund of the contribution made by him towards the fund during service.
