

**THE GWADAR INDUSTRIAL ESTATES DEVELOPMENT
AUTHORITY'S (EMPLOYEES PENSION)
RULES, 2015**

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RULES

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NOTIFICATION

[23rd June, 2015]

No. SO-IV (IND) 4-1/2015/503-11/. In exercise of the powers conferred under section 26, of the Gwadar Industrial Estates Development Authority Act, 2009² (Act No. II of 2009), the Government of Balochistan is pleased to make the following rules regulating the Employees Pension of Gwadar Industrial Estates Development Authority, namely:-

1. **Short title, application and commencement.** — (1) These Rules may be called “the Gwadar Industrial Estates Development Authority's (Employees Pension) Rules 2015”.

(2) They shall come into force at once.

(3) They shall apply to all the employees of Gwadar Industrial Estates Development Authority except:-

- (a) the Staff paid from contingencies;
- (b) the daily paid establishment;
- (c) the part time GIEDA employees;
- (d) the employees on contract basis;
- (e) employees who have attained the age of 60 years, and in the service of the GIEDA (if any) under special contract;
- (f) any class of GIEDA employees excluded from the purview of these rules, and
- (g) employees on Deputation.

2. **Definitions.** — In these Rules, unless there is anything repugnant to the subject or context: —

- (a) “**Act**” means the Gwadar Industrial Estates Development Authority Act, 2009² (Act No. II of 2009);
- (b) “**Authority**” means the Gwadar Industrial Estates Development Authority as established under section 3 of the Act;
- (c) “**Board**” means the Board of Directors of the Authority constituted under section 5 of the Act;

¹ These rules have been issued by the Industries and Commerce Department, Government of Balochistan, vide its notification No. SO-IV (IND) 4-1/2015/503-11/, dated 23rd June, 2014; and published in the Balochistan Gazette (Extraordinary) No. 133, dated 23rd June, 2015.

² Balochistan Act II of 2009; passed by the Balochistan Assembly on 30th March, 2009; assented to by the Governor of Balochistan on 7th April, 2009; and published in the Balochistan Gazette (Extraordinary) No. 43, dated 13th April, 2009.

- (d) "**Employee**" means the employee of the Authority as defined in rule 2 of the Gwadar Industrial Estates Development Authority (Employees Service) Rules, 2014³;
- (e) "**Government**" means the Government of Balochistan;
- (f) "**Managing Director**" means the person appointed as Managing Director of the Authority under section 6 (1) of the Act and includes any person for the time being discharging the functions of the Managing Director;
- (g) "**Pay**" means an amount drawn monthly by an employee as pay, and includes technical pay, special pay and personal pay and any other emoluments which may be specifically classed as pay by the Authority;
- (h) "**Pay scale**" means a national scale of pay as sanctioned by Government from time to time, in which a post or group of posts will be placed and;
- (i) "**Rules**" means Gwadar Industrial Estates Development Authority Employees Pension Rules, 2015;

3. **Applicability of Pension Rules on employees of the Authority.** Except where express provision is made in these rules, the Pension Rules as applicable to Civil Servants of the Province of Balochistan and made amended from time to time with the approval by the Board of Directors shall apply to the employees of the Gwadar Industrial Estates Development Authority.

4. **Payment of Pension.** — All pensions shall be paid out of the pension fund maintained under rule 8.

5. **Different Kinds of Ordinary Pension and conditions for their Grant.** —

Classification of Pensions. — Pensions are divided into five classes:-

- (a) invalid Pension;
 - (b) superannuation Pension;
 - (c) retiring Pension;
 - (d) qualifying Service; *and*
 - (e) family Pensions as per Rules.
- (a) **Invalid Pension.** —
- (i) An invalid pension is awarded on retirement from GIEDA service, before reaching the age of superannuation to a GIEDA employee who by bodily or mental infirmity is permanently incapacitated for further service on production of a medical certificate prescribed in sub-rules 11.
 - (ii) A GIEDA employee who wishes to retire on invalid pension should apply to his Head of Office or Department / Attached Department who should direct him present himself before a Medical Board for obtaining a medical certificate of incapacity for further service prescribed by the Government of Balochistan Health Department.

³ Rules issued by the Industries and Commerce Department, Government of Balochistan, vide its Notification No. SO-IV (IND) 4-1/2013-14/583-98, dated 27th August, 2014; and published in the Balochistan Gazette (Extraordinary) No. 116, dated 27th August, 2014.

(b) **Superannuation Pension.** —

A superannuation pension is granted to a GIEDA employee on or after attaining the age of sixty (60) years or as time to time age fixed by the Government of Balochistan

(c) **Retiring Pension.** —

A retiring pension is granted to a GIEDA employee, who, not being eligible for superannuation pensions:-

- (i) opts to retire after 25 years plus 1 year service qualifying service or such less time as prescribed by the Government of Balochistan,
- (ii) Is compulsorily retired from service by the authority competent to remove him from service on grounds of inefficiency, misconduct or corruption after completion of codal formalities. —

(d) **Qualifying Service.** —

In case an employee who has rendered 5 years service or more but less than 10 years qualifying service, a gratuity equal to one month pay for each completed years shall be admissible. If, however, retirement due to invalidation or if an employee dies in service, the rate shall be 1-1/2 month's pay for each completed year of services.

6. **Right of Appeal.** — If an employee of the Authority is aggrieved by an order passed under Rules 7, he may appeal to the Chairman, Board of Directors of GIEDA and in that case the provision of the rules of appeals shall apply mutates mutandis to appeals under these regulations.

7. **Sanctioning Authority.** — The Managing Director shall be competent to sanction the pension in respect of the all employees of GIEDA subject to intimation to the Board in its incoming meeting.

8. **Establishment of Pension Fund.** — The Managing Director, Gwadar Industrial Estates Development Authority establish the pension fund for proper management and discharge of its pension liabilities, the fund shall be operated under joint signature of Managing Director and General Manager G.I.E.D.A.

9. **Investment of Surplus Fund.** — If the amount in the pension fund is at any time surplus, the requirement for the purpose of pension, the surplus fund may be invested with the prior sanction of the Investment Committee as follow:-

Managing Director	Chairman
Representative of Finance Department Government of Balochistan	
Director/ General Manager (GIEDA)	
General Manager Finance (GIEDA)	Member/ Secretary

(2) The main function of the Investment Committee shall be to invest the Fund not immediately required for the purpose in a Schedule Bank having "AA" credit rating in long term, approved by the committee itself or make other investments as the committee may deem fit and shall attend to such other functions as may be assigned to it by the Board.

(3) The committee shall meet at such place and on such date as the chairman may direct.

(4) The Board shall evolve its own procedure for the conduct of its business under these rules.

(5) The Chairman and two members of the Committee shall form the quorum of a meeting.

(6) All the decisions in a meeting of the Committee shall be taken by majority of votes. In case of equality of votes the Chairman shall have a casting vote.

(7) No remuneration shall be admissible to any member or Secretary or Chairman of the Committee.

(8) At the time of maturity of investment period principal amount +profit and + over and above amount of Operational Account shall be again invested in schedule banks by the Committee.

10. **Immediate Action for Payment of Pension.** — All formalities for grant of pension to an employee shall be completed before six months of his retirement, submit in writing to opt one of following options for payment of pension:-

- (i) 100% pension plus gratuity at the time of retirement.
- (ii) 35% gratuity and 65% monthly pension and time to time its amendments as prescribed for Civil Servant by the Government of Balochistan.

11. **Preparation of Pension Books.** — In case of opting by an option an employee as per sub-rules 10 (ii), pension book of the employee on prescribed format to be prepared and issued in favor of the employee the Authority.

12. **Audit.** — The audit of Pension Funds will be conducted under Section 21 of the Gwadar Industrial Estates Development Authority Act, 2009¹ (Act No. II of 2009).

BY ORDER OF
GOVERNOR BALOCHISTAN

SECRETARY
INDUSTRIES AND COMMERCE
DEPARTMENT

¹ Balochistan Act II of 2009; passed by the Balochistan Assembly on 30th March, 2009; assented to by the Governor of Balochistan on 7th April, 2009; and published in the Balochistan Gazette (Extraordinary) No. 43, dated 13th April, 2009.