FEDERAL GOVERNMENT EMPLOYEES HOUSING AUTHORITY
10-MAUVE AREA, G-10/4, ISLAMABAD

Subject: **MINUTES OF THE 52ND EXECUTIVE BOARD MEETING HELD ON 17TH SEPTEMBER, 2026**

52nd Meeting of the Executive Board (EB) of Federal Government Employees Housing Authority (FGEHA) was convened on 17th September, 2026, at 10:30 AM in the Committee Room of Ministry of Housing and Works (M/o H&W), 1st Floor, B-Block, Pak. Secretariat, Islamabad, under the Chairmanship of Honourable Federal Minister for Housing & Works.

2. Proceedings of the meeting commenced with recitation from the Holy Quran. At the outset, the Chair welcomed all participants. At the outset, the Director General (DG), FGEHA, briefed the forum on the successful auction proceedings recently conducted by the Authority and highlighted the key factors behind its success. The Chair appreciated the efforts of the FGEHA team and emphasized the need to work with continued diligence to complete all outstanding projects in the best possible manner, ensuring the optimal interest of both the allottees and the organization. List of participants is enclosed at **Annex-A**.

3. List of agenda items discussed in the meeting are as below:

Sr. #	Agenda Item(s)
1.	Confirmation of the Minutes of the 51st Executive Board Meeting
2.	Way forward of Green Enclave-I
3.	Approval of the recommendations of Finance, Budget and Accounts Committee regarding FGEHA Pay & Allowances and Budget for FY 2026-27
4.	Approval regarding recruitment process against the post of Chief Engineer (BPS-20) and revision of Schedule-I (Quota for Appointment) in FGEHA Employees (Service) Regulations, 2020
5.	Consideration of appeals submitted by Mr. Rana Muhammad Munir, Deputy Director (Tech.) And Mr. Arsalan Khan, Sub Engineer against the major penalty of compulsory retirement

4. Discussions and decision taken place are detailed below:

AGENDA NO. 01

Subject: **CONFIRMATION OF THE MINUTES OF 51ST EXECUTIVE BOARD MEETINGS HELD ON 9TH SEPTEMBER, 2026**

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5. Director General, FGE Housing Authority, briefed the Executive Board that minutes of 51st Board meeting are in the process of approval; therefore, these will be submitted for confirmation in the forthcoming meeting along with minutes of 52nd Board.

AGENDA NO. 02

Subject: WAY FORWARD OF GREEN ENCLAVE-I

BACKGROUND

6. The Executive Committee of FGE Housing Foundation in its 105th meeting held on 17th March, 2009, had granted approval of Bara Kahu Housing Scheme with M/s Green Tree (Pvt.) Ltd. The Housing Foundation executed a JV Agreement with M/s Green Tree Pvt. Ltd. on 1st April 2009. Accordingly, M/s NESPAK was hired as consultant for design vetting and supervision of the project in December, 2014. The construction agreement was signed with M/s Green Tree Pvt. Ltd. on 3rd April, 2019 for execution of project with completion period of 02 years. The development works were started at project site on 6th December, 2019.

7. The Project comprises of 3375 Kanal of area and 3282 no of plots of different sizes. Original cost of the project was Rs.5558 Million. According to the consultant, the on-site physical progress stands at 55% which is reaffirmed by the Consultant vide letter dated 04th February 2026.

8. The project has been delayed substantially and the development activities at project site remained at halt multiple times. The summarized detail of period of halt along with its reasons is as under:

i. 10 months from 4th April, 2022 to 31st January, 2023 due to dispute on physical progress

ii. 05 months from 3rd July, 2023 to 26th November, 2023 due to expired Performance Bank Guarantee

iii. 25 months from August 2024 to date due to the contractor **constraints in executing the work** without price escalation and under the current contract mode due to price inflation.

ISSUES/CHALLENGES

9. The issues and challenges being faced by the project may broadly be classified into three principal categories, financial, land-related and development/contractual matters. Each category encompasses a range of interconnected concerns that have impacted the overall progress and implementation of the project. A brief overview of these issues is outlined below for consideration.

i. **Financial:**

minutes for

10. M/s Green Tree and M/s QBA requested vide their letter on 20th January 2023 to change the performance security from Bank Guarantee to Insurance Bond from a AA rating Company with a plea that insurance bond is acceptable as per FIDIC and PEC guidelines and is also acceptable on other projects of FGEHA. The matter was presented before 32nd Executive Board held on 22nd February 2024 and the Board while upholding its earlier decisions decided to retain performance security in the form of Bank Guarantee. It is pertinent to mention that the Performance Bank Guarantee has expired on 31st March 2025. The concerned bank has been requested to validate of the said Bank Guarantee.

ii. Land:

11. Pursuant to Clause 02 of the JV Agreement, the contractor was required to provide 3000 kanal of land in compact block and free from all encumbrances, mortgages, charges, liens or disputes. Subsequently, the land requirement was revised to 3375 kanal due to amendments in CDA bylaws. Out of 3375 kanal of land, 3250 kanal of land is duly mutated in the name of FGEHA, while the remaining 125 kanal are yet to be mutated. The JV partner requested that the prevailing market rates for the remaining land be assessed and paid accordingly.

iii. Development/Technical:

12. The construction agreement is design & built and fixed priced contract which was initially set to expire on 06 December 2021 but extended twice upon the recommendations of the Engineer. The first extension was expired on 25th May 2023 and the second extension expired on 25th January 2024.

13. BOQ of the project is based on NHA and MES schedule-2014 with 20% and 15% premium respectively. Accordingly, the JV partner requested on 12th January, 2024 to change the contract mode from fixed price to measurement based. Meanwhile, PEC vide its notification no. PEC/M&E/SBDs/PA/2024 dated 4th March, 2024 has allowed escalation on fixed-price contracts for the portion of the work executed from 1st January, 2021 onwards.

14. The request was subsequently presented in 35th Executive Board meeting held on 16th August 2024. The Board constituted a committee to propose a plausible way forward for the project. The committee, in 36th Executive Board Meeting held on 08 November, 2024, apprised the meeting of the progress status of the report and proposed constitution of a sub-committee comprising PWD engineers to assess the on-site work. The PWD engineers submitted their report to the Ministry of Housing and Works on 27thJune, 2025 with following recommendations:

a) Strategic Decision on Contract Continuity:

FGEHA should promptly conduct a cost benefit analysis to determine whether to:

i. Retain the existing contractor under the current contract

ii. Engage a new Contractor through a transparent, competitive process

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b) Contract Continuity Strategy and Institutional Safeguards

i. Legal Alignment: Seek Legal advise to incorporate the revised price adjustment mechanism as approve by PEC/ECNEC ensuring contractual compliance

ii. Scope Finalization: Execute the remaining scope of work strictly within the original contract price

iii. Accountability for delays: Assign responsibility for delays and breaches to the relevant parties based on documented evidence.

iv. Contract Enforcement: Apply all applicable performance and penalty clauses rigorously to avoid further financial exposure

c) Institution Strengthening

i. Monitor and evaluate Contractor and Consultant Performance

ii. Maintain robust documentation and records

iii. Institutionalize mechanisms for transparency, risk mitigation and accountability in current and future projects

RECENT EFFORTS FOR RESUMPTION OF WORK

15. The matter of Green Enclave-I was discussed in the 44th Executive Board meeting held on 24th December 2025. The Board directed that negotiations with the JV Partner be conducted in line with the committee's recommendations to resume development through an amicable way forward within 30 days with progress to be reported to the Board. In this regard, a meeting was convened in the Ministry of Housing & Works, wherein it was decided to consult the CEO of PIDCL and authorize him to lead negotiations with the JV Partner. Certain meetings were held with the JV Partner under the chairmanship of the CEO, PIDCL. The negotiations with JV Partner were conducted in two rounds and the final terms were presented in 49th Executive Board Meeting held on 06th August 2026. The board directed to formally communicate its final terms and conditions to the JV Partner and require the resumption of work at site within four weeks. The board also directed that a case be prepared for representation before Federal ombudsman with all three stakeholders (FGEHA, the JV Partner and allottees) to seek an appropriate decision/direction for resolution of the matter. The detailed report regarding the matter was submitted to Federal ombudsman. Federal Ombudsman responded that they have no mandate to deal with such cases as subject matter does not fall within the purview in terms of Federal Ombudsmen Institutional Reforms Act No. XIV of 2013.

16. In pursuance of the directions of the 49th Executive Board to finalize the terms and conditions with the JV Partner, a number of meetings were held under the chairmanship of CEO, PIDCL with the participation of the JV Partner and M/s NESPAK. Subsequently, M/s Green Tree, the JV Partner, vide letter dated 11 September 2026 submitted revised terms and conditions and requested that the terms and conditions previously submitted by it be treated as withdrawn and null

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and void. It is pertinent to mention that in addition to the cost specified in the conditions, FGEHA also requires a **contingency provision equivalent to 2% of the total amount for operational heads.** The JV Partner has proposed the following terms and conditions for resumption of the project:

A. Technical/Contractual Matters

i. The existing Contractor shall be entitled to receive payment for escalation, variations and additional items subject to verification and certification by the Engineer/Consultant. The escalation component pertaining to the work will determine by the Consultant. The escalation on work already executed along with the pending IPC-14 or any other pending liabilities of previous contractor as vetted, recommended or certified by the Consultant shall be released by FGEHA within fifteen (15) days from the date of signing of the Addendum.

ii. The cost of the remaining works, based on the revised rates, has been tentatively assessed at Rs. 11.2 billion by M/s Green Tree. However, the actual scope and cost of the remaining works to be determined and executed at site by the Engineer shall be mutually acceptable to both the JV Partner/Contractor and the Employer. The applicable BOQ rates for the remaining works shall be revised to MES and NHA Schedule of Rates, 2025 without any premium. The said amount shall however be subject to adjustment/variation/additional item based on the actual quantities of work executed at site and duly measured, verified, recommended and certified by the Engineer/Consultant only. The revised BOQ along with the items of estimate is attached for reference.

iii. The JV Partner, M/s Green Tree itself (*or through its new assignee contractor. The JV Partner shall submit the profile of the proposed assignee contractor to the Consultant for vetting. Upon recommendation of the Consultant, the assignee contractor shall be engaged for execution of the works*), shall complete the remaining works within eighteen (18) months from the date of commencement. The remaining work required for project completion within the stipulated time, along with all associated amounts, shall be paid upon the approval and certification of the Consultant only. In case of non-completion of work the contractor will be entitled for EOT as per the recommendation of the Engineer/Consultant and Liquidity damages as per the provision of original contract as recommended by the Consultant.

iv. The payment for work done and work to be done along with escalation, variation and additional items shall be determined by the Contractor and vetted, certified and approved by the Consultant shall be paid.

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v. The payment for the work to be executed hereafter including any variations and additional items shall be determined on the basis of the actual work executed and quantities measured at site. All such payments shall be subject to scrutiny, vetting, verification, certification and approval by the Consultant only without any interference of any other stakeholder.

vi. The retention money shall be released subject to formal approval by the competent forum/Board within fifteen (15) days of signing of the Addendum and upon submission of an undertaking by the JV Partner/Contractor acknowledging and accepting full responsibility for the quality, integrity and performance of the works executed to date and undertaking to rectify, at its own cost, any defects, deficiencies, deterioration or failures arising during the Defects Liability Period (DLP). An amount equivalent to the retention money so released shall thereafter be recovered from the JV Partner through deductions from the progressive Interim Payment Certificates (IPCs), at the same percentage rate as stipulated in the original Contract Agreement until the full amount of retention money is re-established.

vii. The Performance Security in the form of a Bank Guarantee furnished by the previous Consortium shall be released upon approval of this proposal. The JV Partner/Contractor shall, in lieu thereof, provide security equivalent to the amount of the Performance Security being released in accordance with the following arrangement:

- **50% in shape of 102 Kanals of land already mutated in the name of FGEHA and not paid for as Performance collateral.**
- The remaining amount of the Performance Security, i.e. the amount of the 50%, shall be provided by the Contractor in form of insurance bond.
- The security to be furnished by the Contractor shall, in aggregate, be equivalent to the amount of the Performance Security being released thereby ensuring that the required level of security remains fully secured at all times.

viii. The physical progress, as determined and certified by the Consultant previously and in the future including variation and additional items shall be deemed final and binding. Both parties hereby acknowledge and agree that the Consultant's determination of physical progress shall be conclusive throughout the project. To avoid future disputes, all recommendations, certifications, and approvals shall be made solely by the Consultant without any involvement of both stakeholders i.e. JV Partner/Contractor & Client and the Consultant's recommendations shall be binding upon both parties.

ix. M/s QBA shall stand discharged from all of its project related obligations / responsibilities.

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x. All other provisions of the original Construction Agreement shall remain unchanged and continue in full force and effect.

xi. The above mentioned terms will be formally incorporated as an addendum to the Construction Agreement.

xii. Any matter or issue arising in connection with the works/contract/addendum that is not specifically addressed or covered under these terms shall be referred to the Engineer/Consultant for consideration and determination. The decision of the Engineer/Consultant shall be final and binding upon both parties.

xiii. The land which is already mutated in the name of FGEHA over and above the original contract and not paid for land amounting to 102 kanal be kept as Collateral Performance Security along with additional performance in shape of Insurance Bond to make equivalent to Performance Guarantee being released to previous assigning Contractor.

RECOMMENDATIONS:

17. The matter was submitted before the Executive Board for consideration and decision on Acceptance of the terms and conditions submitted by JV Partner as mentioned vide para-14 and incorporating the same in contract/JV agreement by signing an addendum.

RESOLUTION:

18. The Executive Board deferred the agenda for time being and directed to bring it in the next Board meeting.

AGENDA ITEM NO.03

Subject: **APPROVAL OF THE RECOMMENDATIONS OF FINANCE, BUDGET AND ACCOUNTS COMMITTEE REGARDING FGEHA PAY & ALLOWANCES AND BUDGET FOR FY 2026-27**

Background:

19. Joint Secretary (Exp.) Fin. Division, being the Chairman of Finance, Budget & Accounts Committee apprised the Board that in compliance with the directions of the 50th & 51st Meeting of the Executive Board held on 19th August and 09th September, 2026, respectively; the Finance, Budget & Accounts Committee (FBAC), under his chairmanship reconvened its meetings on **31-08-2026** and **14-09-2026** to thoroughly review the FGEHA Pay & Allowances and Budget for the Financial Year 2026-27.

Operational Receipts:

20. The Committee thoroughly reviewed the monthly trend of Operational Receipts/Expenditure. During the months of July & August, 2026, Operational Receipts were Rs.161.485 million and Rs.174.547 million totaling of Rs.336.033 million (excluding opening

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balance of Rs.343.510 million) against Employee Related Expenditure (ERE) and Non-ERE expenditure of amount Rs.324.231 million. Nevertheless, the initial trend indicates that annual receipt would remain below the budgeted target. However, the Director Finance explained that July is normally a low-receipt month due to higher collections at the close of the preceding financial year. After thorough deliberation, the Committee recommended to retain the Operational Receipt target of Rs.3.00 billion for FY 2026-27.

Pay & Allowances:

21. The Committee examined the financial implications of the revised Basic Pay Scales and Allowances, 2026.

Under Scenario-I, adoption of Revised Basic Pay Scales-2026, 7% ARA-2026 and 50% increase in Conveyance Allowance resulting in an additional monthly impact of Rs.10.011 million and annual impact of Rs.120.143 million (7.50% over RE 2025-26).

Under Scenario-II, including 100% increase in Housing Foundation Allowance and 25% Utility Allowance on running basic pay regularized / covered under Section-8B of FGEHA Act, 2020 to which validation granted under Section-29 of the said Act, the monthly impact is Rs.18.69 million and annual impact Rs.224.243 million (13.8% over RE 2025-26). The Committee also noted the protection/continuation of employee privileges under the FGEHA Act, 2020, as placed before it along with comparison of Pay with other departments.

Maintenance & Development Budget:

22. The Committee directed to justify the Maintenance and Development receipts/expenditure and also incorporate the actual receipt and expenditure for the month of July 2026 to present fair and comprehensible picture before the highest tier i.e. Executive Board, which was complied with in letter and spirit. In addition, the Finance, Budget and Accounts Committee also directed that a certificate regarding correctness of supporting documents, its verification and reconciliation of financial data may also be separately produced dully signed by the Director Finance, which was accordingly provided.

RECOMMENDATIONS:

23. The Finance Budget and Accounts Committee recommended as under: -

(a)

i. Adoption of Revised Pay Scales-2026 and 7% ARA-2026 w.e.f. 01-07-2026;

ii. 50% increase in Conveyance Allowance w.e.f. 01-07-2026;

iii. Adoption of 100% HA Allowance and 25% Utility Allowance on running basic of Revised Pay Scales as on 01-07-2026, as per prevailing practice/approval of Executive Board, protected under section-8 of the FGEHA Act, 2020 and its validation granted under Section-29 of this Act.

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i. Alternatively, freezing these allowances at the level of admissibility on 30-06-2026, which would reduce annual expenditure by approximately Rs.105 million;

ii. Reduction of Allowances other than Non-ERE from Rs.461 million to Rs.450 million and Non-ERE from Rs.477.3 million to Rs.470 million, reducing establishment/operational budget by Rs.18.3 million.

(b) Achievement of Rs.3.00 billion operational receipts;

(c) Restriction of Maintenance Budget to Rs.1.00 billion against Rs.1.684 billion earlier recommended; and

(d) Reduction of Development Budget to Rs.15 billion, including Rs.2.80 billion brought forward from FY 2025-26.

(Rs. in Billion)

Classification	Budget Estimates (BE) 2025-26	Budget Revised Estimates (RE) 2025-26	Recommended Budget Estimates (BE) 2026-27
Establishment / Operational Budget			
Revenue	2.511	2.586	3.000
Expenditure	2.228	2.243	2.778
Maintenance Budget			
Revenue	0	0.308	1.690
Expenditure	0	1.114	1.000
Development Budget			
Revenue	75.418	9.506	20.00
Expenditure	74.681	6.698	15.00

24. The Executive Board was requested to consider and approve the recommendations of the Finance, Budget & Accounts Committee stated and tabulated as above please.

DISCUSSION:

25. The budgetary position was thoroughly discussed. The JS (Expenditure), being the Chairman of Finance, Budget and Accounts Committee (FBAC), briefed the members of the Executive Board regarding the observations raised during the 50th Executive Board meeting, particularly regarding the inadequate reflection of sources of income and revenue streams to meet the budgeted expenditure. The Chairman, FBAC, apprised the forum that, for the first time, in the FY 2026-27 Budget of FGEHA incorporated the detailed objects of Pay & Allowances under Employee Related Expenditure (ERE), which had not been reflected in previous budgets. The Secretary, Ministry of Housing & Works, raised queries regarding the viability and realization of the proposed revenue receipts for FY 2026-27, whereagainst the FGEHA representative apprised the forum that the targets would be fully achieved through operational components, including service charges, transfer fees, PLS profits, and TDR investments. The forum was informed that property transfers

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have significantly increased following the launch of the F-14/15 project, and the upcoming schedule issuance for the Park Road project will yield additional operational receipts. The representative highlighted that Rs. 10.3 billion generated from the successful auctions held on September 15–16, 2026, will be credited to the Authority's accounts, comfortably meeting the estimated expenditures for FY 2026-27, while profitability was further enhanced by shifting the F-14/15 account from Askari Bank (AA rated, 9% profit) to UBL (AAA rated, 11.20% profit) through competitive bidding. The Secretary further expressed concerns regarding the widening deficit in the maintenance head, noting that generated maintenance revenue falls far short of actual expenditures, to which the FGEHA representative responded that over half of the maintenance budget is currently consumed by water supply provisions for sectors G-13 and G-14, an expense that will be minimized substantially once the ongoing water pipeline installation is completed. Consequently, it was decided that the Finance, Budget, and Accounts Committee (FBAC) will henceforth convene quarterly meetings to review the Authority's budgeted receipts and expenditures and submit regular reports to the Executive Board.

26. Joint Secretary, (Expenditure), briefed the Board regarding pay & allowances of the employees of FGEHA for the last three months i.e., June, July & August, 2026. Director General explained overall impact of salaries on fiscal year which comes around 9.5 to 10%. He further justified the salary comparison of sister organizations especially the comparison of BS-17 post of Ministry (H&W) with FGEHA and it was justified that FGEHA employee still draws less salary than the equivalent employee of Ministry. Therefore, adoption of allowances on running basic pay of Revised Pay Scales as on 1st July, 2026, as per prevailing practice would remain in vogue. Further, it was categorically directed that Director General FGEHA will hold a monthly review meeting from 07th to 10th of each month regularly, the minutes of which will be shared .The proceedings of meeting shall subsequently be presented before the Board in its ensuing meeting, tentatively scheduled for 15th October, 2026, for authentication of expenditure incurred within the limit of approved budgetary provision.

27. The Director General, FGEHA, conceded the proposal of monthly review meeting of 7th to 10th of each following month and quarterly review meetings of FBAC for further presenting the same to Executive Board.

28. The Secretary, Housing & Works, observed that following completion of the water pipeline from Shah Allah Ditta to Sectors G-13/G-14, expenditure on water tankers would be substantially reduced and, accordingly, the proposed Maintenance & Rehabilitation Budget of Rs. 1.5 billion may be rationalized to Rs. 1 billion.

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29. The Director General, FGEHA, confirmed that water-related expenditure would decrease once piped water supply to Sectors G-13/G-14 becomes operational. The justification for the proposed Development Budget was also presented before the Executive Board.

RESOLUTION

30. After detailed deliberation on the recommendations of the Finance, Budget & Accounts Committee, the Executive Board unanimously approved the following:

i. Budget Estimates for FY 2026-27 and Additional Budget for FY 2025-26 as per the following approved details:

S. No.	Description	Receipts/Revenue Amount (Million)	Expenditure Amount (Million)
i.	Non-Development Budget 2026-27	Rs. 3,000/-	Rs. 2,778/-
ii.	Maintenance Budget 2026-27	Rs. 1,690/-	Rs. 1,000/-
iii.	Development Budget 2026-27	Rs. 20,000/-	Rs. 15,000/-
iv.	Additional Non-Development Budget 2025-26	Rs. 0	Rs. 73/-
v.	Additional Development Budget 2025-26	Rs. 0	Rs. 60/-

ii. A monthly review meeting will be held from 7th to 10th of each month, the minutes of which will submit to the Secretary Housing & Works, being the Principal Accounting Officer (PAO). In addition, the first quarterly review meeting of the Finance Budget & Account Committee will be held on 10th Oct, 2026, and the proceedings of meeting shall subsequently be presented before the Board in its ensuing meeting, tentatively scheduled for 15th October, 2026.

AGENDA ITEM NO. 04

Subject: **APPROVAL REGARDING RECRUITMENT PROCESS AGAINST THE POST OF CHIEF ENGINEER (BPS-20) AND REVISION OF SCHEDULE-I (QUOTA FOR APPOINTMENT) IN FGEHA EMPLOYEES (SERVICE) REGULATIONS, 2020**

31. Director Staff, FGEHA briefed the Board regarding initiation of recruitment process against the post of the Chief Engineer (BPS-20) and revision of the existing quota under Schedule-I of the FGEHA Employees (Service) Regulations, 2020, was placed before the 49th Executive Board Meeting held on 6th August, 2026, wherein the Board had directed that the pertinent record, including the seniority list of the regular officers eligible for promotion, be placed before the HR

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Committee for its consideration and recommendations. However, as the meeting of the HR Committee has been delayed till the joining of the Chairman, HR Committee, the matter was again discussed in the 51st Executive Board Meeting held on 9th September, 2026, wherein it was decided that the agenda be placed in the next meeting of the Executive Board. It is apprised to the Executive Board that one (01) post of Chief Engineer (BPS-20), was created in the 03rd Executive Board Meeting held on 4th September, 2019. The initial appointment against the post was made on the recommendations of the Departmental Selection Committee (DSC) and with the approval of the Executive Board / Appointing Authority in its 10th Meeting held on 18th February, 2021. The quota for the post of Chief Engineer (BS-20), Schedule-I (Quota for Appointment), of FGEHA Employees Service Regulations, 2020, is as below;

Quota for Appointment:

S. No.	Name and Grade of Post	By Promotion	By Initial Appointment
2.	Chief Engineer (BS-20) or equivalent	50%	50%

32. The post of Chief Engineer (BS-20), is one of the key management positions in the Federal Government Employees Housing Authority (FGEHA), responsible for overall planning, execution, supervision and monitoring of the engineering functions and development projects of the Authority. The incumbent Chief Engineer (BPS-20) is being retired from 28th September, 2026. Upon his retirement, the post will become vacant. Since the position is of critical importance for the smooth functioning of the Technical Wing and implementation of development projects, it is essential to fill the post well in advance to ensure continuity of execution of FGEHA projects.

33. As per existing rules, Schedule-I (Quota for Appointment), of FGEHA Employees Service Regulations, 2020, the vacant post of Chief Engineer (BPS-20) is to be filled by promotion. In order to maintain continuity in the functioning of the Authority and to provide flexibility in filling the post by selecting the most suitable candidate, it is considered appropriate to revise the existing recruitment criteria. The proposed revision will continue to provide adequate promotional opportunities to eligible departmental officers while also enabling the Authority to recruit an experienced professional through direct appointment, if required. The proposal does not involve any additional financial implications, as the recruitment shall be made against an existing sanctioned post.

RECOMMENDATION

34. Initiation of the recruitment process for filling the post of Chief Engineer (BPS-20), in anticipation of the retirement of the incumbent Chief Engineer in September, 2026 with concurrence/NOC of the Austerity Committee of Federal Government. The recruitment will be made for the period of (03) years on contract basis extendable up to (05) years.

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Appointment of Chief Engineer on regular basis.

35. Accordingly, Schedule-I (Quota for Appointment), of FGEHA Employees Service Regulations, 2020, may be amended as below;

Schedule-I

Quota for Appointment:

S. No.	Name and Grade of Post	By Promotion	By Initial Appointment
2.	Chief Engineer (BS-20) or equivalent	25%	75%

36. Submitted for the consideration by the Executive Board (FGEHA).

DISCUSSION:

37. During discussion, the Board was apprised that, keeping in view the current operational and technical requirements of the Authority and the nature of the post, the present recruitment of Chief Engineer (BS-20) may be undertaken on a contractual basis in accordance with the FGEHA Employees Service Regulations.

38. The Board inquired about the availability of departmental officers eligible for promotion to the post of Chief Engineer (BS-20). FGEHA informed the Board that upon consideration of the requirements and responsibilities of the post, the departmental promotion option was not considered suitable at this stage. Accordingly, contractual recruitment was proposed to enable selection of a candidate with the requisite professional and practical experience commensurate with the present requirements of the Authority.

39. The Director General and Director (Staff) further informed the Board that selection would be made strictly in accordance with the prescribed qualification, experience, age and other eligibility criteria. It was also proposed that preference may be given to candidates possessing relevant professional and practical experience in the Government Sector. The Draftsman, Ministry of Law & Justice, suggested that the relevant experience requirement be clearly defined and made quantifiable to facilitate objective assessment of candidates.

40. After detailed deliberation, the Executive Board decided that the regular status of the sanctioned post of Chief Engineer (BS-20), as provided under the FGEHA Employees Service Regulations, shall remain unchanged. However, keeping in view the present operational and technical requirements of the Authority, the recruitment against the post on this occasion shall be made on a contractual basis under Clause 15 of the Service Regulations.

RESOLUTION

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41. The Executive Board approved recruitment of Chief Engineer (BS-20), on this occasion, on a contractual basis, in accordance with the FGEHA Employees Service Regulations and the following prescribed criteria:

i. **B.Sc. Civil Engineering** with 20 years' relevant experience after PEC registration; **or**

ii. **M.Sc. Civil Engineering / Construction Management**, with a Bachelor's degree in Civil Engineering, with 15 years' relevant experience after PEC registration;

iii. Maximum age limit of **55 years**; and

iv. Preference shall be given to candidates possessing relevant professional experience in the Government Sector, subject to fulfilment of the prescribed qualification, experience and other eligibility criteria.

42. For transparent and objective evaluation, the relevant professional experience required for the post shall be clearly defined and quantified in the recruitment criteria/advertisement, consistent with the Employees Service Regulations.

43. The appointment shall initially be made on contract for a period of three (03) years, subject to annual renewal based on satisfactory performance, requirements of the Authority and approval of the Executive Board. Upon completion of the initial term, the contract may be extended for a further period not exceeding two (02) years, subject to the applicable provisions of the Service Regulations and approval of the Executive Board.

44. The Executive Board further directed that the recruitment process, including advertisement, scrutiny, shortlisting and selection, shall be undertaken strictly in accordance with the FGEHA Employees Service Regulations and the applicable rules and approved procedure.

AGENDA ITEM NO. 05

Subject: **CONSIDERATION OF APPEALS SUBMITTED BY MR. RANA MUHAMMAD MUNIR, DEPUTY DIRECTOR (TECH.) AND MR. ARSALAN KHAN, SUB ENGINEER AGAINST THE MAJOR PENALTY OF COMPULSORY RETIREMENT**

Purpose

44. Director General, FGEHA, briefed the Board that the purpose of placing this working paper before the Executive Board, being the Appellate Authority under the Federal Government Employees Housing Authority (Service) Regulations, 2020, the appeals submitted by Mr. Rana Muhammad Munir, Deputy Director (Tech.) and Mr. Arsalan Khan, Sub Engineer, against the orders of Compulsory Retirement imposed by the Director General, FGEHA, for consideration and decision under Rule 36 of the FGEHA (Service) Regulations, 2020.

Background

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45. The disciplinary proceedings against the above-mentioned employees were initiated under the provisions of the Federal Government Employees Housing Authority (Service) Regulations, 2020 read with the Government Servants (Efficiency & Discipline) Rules, 2020.

46. The cases were processed in accordance with the prescribed disciplinary procedure. Inquiry Officers were appointed to conduct regular inquiries, wherein documentary evidence and relevant records were examined and the charged employees were afforded adequate opportunities to defend themselves. Upon completion of the inquiry proceedings, the Inquiry Officers submitted their reports, which were subsequently examined by the Hearing Officer. The findings, recommendations and complete disciplinary record were thereafter placed before the Competent Authority for consideration.

47. After careful examination of the inquiry reports, recommendations of the Hearing Officer, documentary evidence available on record and the defence submitted by the charged employees, the Director General, FGEHA, being the Competent Authority, in exercise of the powers conferred under Rule 31(b)(ii) of the Federal Government Employees Housing Authority (Service) Regulations, 2020, read with Rule 4(3)(c) of the Government Servants (Efficiency & Discipline) Rules, 2020, imposed the major penalty of Compulsory Retirement from Service upon the following employees;

i. Rana Muhammad Munir, Deputy Director (Tech)
ii. Mr. Arsalan Khan, Sub-Engineer

Appeals Submitted

48. Subsequently, both employees have submitted appeals against the penalties imposed upon them, challenging the orders of compulsory retirement and requesting reconsideration by the Appellate Authority.

49. The appeals have been received within the prescribed time and are, therefore, maintainable under the relevant provisions of the FGEHA (Service) Regulations, 2020.

Legal Position

50. Rule 36(1) provides that every employee shall be entitled to appeal against an order imposing any penalty.

51. Rule 36(4) stipulates that every appeal shall lie to the officer next above the authority or authorized officer who passed the appealable order.

52. Furthermore, Rule 36(6) specifically provides that where an order is passed by the Director General, the appeal shall lie to the Executive Board.

53. Rule 36(8) further provides that an appeal filed under these Regulations shall be decided by the Appellate Authority within thirty (30) days from the date of receipt of the appeal, and the order passed in appeal shall be final.

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54. Accordingly, since the impugned orders have been passed by the Director General, FGEHA, the Executive Board is the competent Appellate Authority to hear and decide these appeals.

Documents Placed Before the Executive Board

55. The following documents were placed before the Executive Board for consideration:

- Appeals submitted by Mr. Rana Muhammad Munir and Mr. Arsalan Khan.
- Charge sheets/Show Cause Notices.
- Written explanations submitted by the appellants.
- Inquiry proceedings and Inquiry Reports.
- Findings and recommendations of the Hearing Officer.
- Orders of the Competent Authority imposing the major penalty.
- Implementation orders.
- Relevant provisions of the FGEHA (Service) Regulations, 2020 and the Government Servants (Efficiency & Discipline) Rules, 2020.

Observations

56. The Executive Board, while acting as the Appellate Authority under Rule 36 of the FGEHA (Service) Regulations, 2020, is required to independently examine:

- Whether the prescribed disciplinary procedure was duly followed.
- Whether the principles of natural justice were observed.
- Whether adequate opportunity of defence was afforded to the appellants.
- Whether the findings recorded by the Inquiry Officer and Hearing Officer are supported by the evidence available on record.
- Whether the penalty imposed is commensurate with the gravity of the misconduct.
- Whether any procedural irregularity or legal infirmity exists warranting interference with the orders passed by the Competent Authority.

RECOMMENDATION

57. The Executive Board, being the Appellate Authority under Rule 36(6) of the Federal Government Employees Housing Authority (Service) Regulations, 2020, was requested to consider the appeals submitted by Mr. Rana Muhammad Munir, Deputy Director (Tech.) and Mr. Arsalan Khan, Sub Engineer, together with the complete disciplinary record, and pass appropriate orders in accordance with Rule 36(8) of the Federal Government Employees Housing Authority (Service) Regulations, 2020.

58. The decision of the Executive Board on the appeals shall be final under the provisions of the Regulations.

DISCUSSION:

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59. The Executive Board considered the agenda regarding the appeals submitted by Mr. Rana Muhammad Munir and Mr. Arsalan Khan against the major penalty of removal from service imposed upon them by the Competent Authority of FGEHA.

60. The Board was briefed about the background of the cases, the penalties imposed by the Competent Authority, and the appeals preferred by the officers against the said penalties. The Executive Board discussed the matter and observed that the appeals require detailed examination in accordance with the applicable rules/regulations and principles governing departmental appeals.

61. After deliberation, the Board considered it appropriate that the appeals may be examined by the Appeal Committee constituted by the Executive Board, which may consider the relevant record, grounds of appeal and applicable rules and submit its recommendations to the Executive Board/Competent Authority, as applicable.

RESOLUTION:

62. The Executive Board referred the appeals of Mr. Rana Muhammad Munir and Mr. Arsalan Khan against the major penalty of removal from service to the Appeal Committee constituted by the Executive Board for detailed examination and recommendations in accordance with the applicable rules and regulations.

63. The Appeal Committee shall examine the relevant record and grounds of appeal and submit its recommendations to the Executive Board for further consideration.

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64. Upon conclusion of the agenda items, the Secretary, Housing & Works, placed before the Executive Board a letter received from the Prime Minister's Office vide No. 4(1)/DS(Cabinet)2026(88)-P-001-0002 dated 15th September, 2026, regarding the "Meeting held in the Office of the Special Secretary to the Prime Minister on 6th July, 2026 to Review the Complaints received by PMI from Allottees of Sectors F-14 and F-15." The Board was also apprised that the Record Note of the said meeting was enclosed with the letter.

65. The Secretary directed FGEHA to respond to the Prime Minister's Office at the earliest and take appropriate measures for resolution of the concerns raised by the allottees. The Director General, FGEHA, assured that necessary action would be taken in light of the letter and the accompanying Record Note.

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The Secretary further directed that the relevant directions contained at points (ii) and (iv) of the Record Note, pertaining to the Executive Board, be acted upon. Accordingly, representatives of the allottees pursuing litigation concerning the reasonability of prices may be invited to a meeting of the Executive Board to facilitate direct interaction and better understanding of their concerns.

FGEHA management was also directed to arrange open-house sessions for the allottees to apprise them of the progress of development works, ongoing initiatives and future development plans for Sectors F-14 and F-15.

The meeting concluded with a vote of thanks to and from the Chair.

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ANNEX-A

LIST OF PARTICIPANTS / ATTENDEES OF 52ND EXECUTIVE BOARD MEETING OF FGEHA HELD ON 17TH SEPTEMBER, 2026

S No.	Name & Designation
1.	**Mian Riaz Hussain Pirzada** Federal Minister for Housing & Works, Islamabad
2.	**Capt. (R) Muhammad Mahmood Rai** Secretary, Ministry of Housing & Works, Islamabad
3.	**Mr. Muhammad Khashih-ur-Rehman** Senior Draftsman / Additional Secretary, Law & Justice Division, Islamabad
4.	Managing Director, PHA Foundation, Islamabad
5.	**Lt. (R) Sohail Ashraf** Chief Commissioner, ICT / Chairman, CDA, Islamabad
6.	**Capt. (R) Muhammad Zafar Iqbal** Director General, FGE Housing Authority, Islamabad
7.	**Mr. Iqbal Ahmed** Chief (Technical / PP&H), Planning Commission, Islamabad
8.	**Mr. Muhammad Shahzad** Director General, Pak PWD, Islamabad
9.	**Syed Muhammad Hassan** Chief Engineer, FGE Housing Authority, Islamabad
10.	**Ms. Naila Bakir** (Co-opted Member) Joint Secretary (Admin), Ministry of Housing & Works, Islamabad
11.	**Mr. Fayaz-ul-Haq** (Co-opted Member) Joint Secretary (Estate), Ministry of Housing & Works, Islamabad

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FEDERAL GOVERNMENT EMPLOYEES HOUSING AUTHORITY
10-MAUVE AREA SECTOR G-10/4 ISLAMABAD
DIRECTOR STAFF OFFICE
****

F. No.15 (7)/2019-HA (DS)/52 Dated: Thursday, 08th Oct, 2026

Subject: **MINUTES OF 52ND EXECUTIVE BOARD MEETING OF THE FEDERAL GOVERNMENT EMPLOYEES HOUSING AUTHORITY HELD ON 17TH SEPTEMBER, 2026**

52nd Meeting of the Executive Board (EB) of the Federal Government Employees Housing Authority (FGEHA) was convened under the Chairmanship of Federal Minister for Housing & Works on ***Thursday, 17th September, 2026, at 10:30 AM***, in the Committee Room of Ministry of Housing and Works, B-Block, Pak. Secretariat, Islamabad.

2. The Minutes of the said meeting are enclosed for information, please.

(FAIZ UMER SIAL)
Director (Staff)

DISTRIBUTION:

1. Mian Riaz Hussain Pirzada, Minister Housing & Works / Chairman Executive Board
2. Capt. (R) Muhammad Mahmood Rai, Secretary, M/o Housing & Works, Islamabad
3. Mr. Muhammad Khashih-Ur-Rehman, Draftsman / Additional Secretary, Law & Justice Division, Islamabad
4. Managing Director, PHA Foundation, Islamabad
5. Mr. Muhammad Shahzad, Director General, Pak PWD, Islamabad
6. Capt. (R.) Muhammad Zafar Iqbal, Secretary EB/Director General, FGEHA, Islamabad
7. Lt. (R) Sohail Ashraf, Chief Commissioner, ICT, Islamabad
8. Lt. (R) Sohail Ashraf, Chairman CDA, Islamabad
9. Mr. Athar Sajid Khan, Joint Secretary (Expenditures), Finance Division, Islamabad
10. Mr. Iqbal Ahmed, Chief (Technical / PP&H), Planning Commission, Islamabad
11. Syed Muhammad Hassan, Chief Engineer, FGEHA, Islamabad
12. Ms.Naila Bakir, (Co-Opted Member) Joint Secretary (Admin), M/o H&W, Islamabad
13. Mr. Fayaz-ul-Haq, (Co-Opted Member) Joint Secretary (Estate) M/o H&W, Islamabad

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