



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

**Subject: MINUTES OF 40<sup>TH</sup> MEETING OF EXECUTIVE BOARD OF THE  
FEDERAL GOVERNMENT EMPLOYEES HOUSING AUTHORITY  
HELD ON 21<sup>ST</sup> APRIL 2025**

40<sup>th</sup> meeting of the Executive Board (EB) of Federal Government Employees Housing Authority (FGEHA) was convened on 21<sup>st</sup> April, 2025 at 11:00 AM in the Committee Room of Ministry of Housing and Works, 1st Floor, B-Block, Pak, Secretariat, Islamabad under the Chairmanship of Honourable Federal Minister for Housing & Works.

2. Proceedings of meeting commenced with recitation from the Holy Quran. At the outset, the Chair welcomed participants. List of participants is enclosed.

3. Agenda items discussed in meeting and decisions taken are presented below:-

**AGENDA NO. 01**

**Subject: CONFIRMATION OF THE MINUTES OF 39<sup>TH</sup> EXECUTIVE BOARD  
MEETING OF FGE HOUSING AUTHORITY HELD ON  
11<sup>TH</sup> MARCH 2025**

4. Director General, FGE Housing Authority briefed members of the Board that minutes of 39<sup>th</sup> Board meeting were circulated on 19<sup>th</sup> March, 2025 and till date, no reservation had been received from any member of the Board.

**DECISION**

5. **The Executive Board confirmed minutes of 39<sup>th</sup> Executive Board meeting.**

## AGENDA NO. 02

**Subject: DISPOSAL OF COMMERCIAL PROPERTIES OF FGEHA UNDER FGEHA (JV & PPP) RULES 2025**

6. The Board was informed that in compliance with directive of Prime Minister of Pakistan, the Honorable Federal Minister for Economic Affairs Division (EAD) had been tasked with facilitating coordination between consultants of Public Private Partnership Authority (P3A) and DG, FGEHA for preparation of long-term investment proposals and planning of a seven-star hotel project in Sector G-13, Mauve Area, Islamabad. Pursuant to this directive, a series of consultative meetings were held between FGEHA and P3A. As a result, it was recommended that two distinct models for proposed five/seven-star hotel project be presented to the Executive Board of FGEHA for consideration, with a request to select one for implementation. However, the Board had already approved open auction mode in its 37<sup>th</sup> meeting held on 5<sup>th</sup> December, 2024. Proposed models are outlined below:-

### **i. PPP Mode**

Public-Private Partnership (PPP) models, such as Build-Operate-Transfer (BOT) and Design-Build-Finance-Operate-Maintain-Transfer (DBFOMT) involve transferring all major project risks including financing, construction and operations, to private party for duration of concession period. Upon this period's expiry, project is returned to Implementing Agency (IA). Under such models, IA may receive a share of project's revenues, subject to cash flow and revenue variability. However, these models carry inherent risks for IA to bear project-related debt liabilities in the event of non-performance or insufficient demand, which may result in private party default or project failure. Moreover, this option would necessitate hiring a new transaction advisor as existing consultant, M/s UHY, had declined to proceed under a revised scope of work unless a fresh consultancy agreement was signed with revised fee terms.

### **ii. Lease and Operate**

Lease and operate model offers a stable and predictable revenue stream through fixed lease rentals with annual escalations. This approach would shield FGEHA from revenue fluctuations and eliminate exposure to debt liabilities in event of non-performance or default by private party.

7. Additionally, FGEHA had identified eleven plots across various project sites for potential development under aforementioned PPP models. This initiative aligned with our broader mandate to promote community development, stimulate economic activity and maximize long-term value generation from public assets. The proposed sites had also been discussed with Prime Minister's Office. Among these, inclusion of Murree property in EOI would remain conditional, subject to clearance from the competent court and formal transfer of

title from Pakistan Public Works Department (PWD) to FGEHA. List of identified plots, including those earmarked for five and seven-star hotel developments, is as follows:-

#	Proposed Land Use	Location	Area (SQY)
1	International Five-Star Hotel	Mauve Area, Sector G-13, Islamabad	14,113
2	International Hospital	Mauve Area, Sector G-13, Islamabad	12,754
3	IT Tower	Mauve Area, Sector G-13, Islamabad	5,818
4	International Offices Hub/Banks	Mauve Area, Sector G-13, Islamabad	5,818
5	Mixed-Use Shopping Mall	SkyLine Project, Islamabad	6,711
6	Apartment Complex	Sky Gardens, Rawalpindi	30,777
7	Mixed Use Commercial Plot	G-13/4, Islamabad	2,602
8	Mixed Use Commercial Plot	Chaklala Scheme, Rawalpindi	6,746
9	Apartment Projects	Chaklala Scheme, Rawalpindi	9,680
10	International School	G14/2, Islamabad	4,522
11	Mixed Use High Rise Tower	Cantt Station, Karachi	7,600
12	Constantia Lodge	Kashmir Road, Murree	22,264

### **RECOMMENDATION**

8. Agenda was submitted for consideration of Board to revoke its earlier decision of 37<sup>th</sup> meeting regarding open auction of five star hotel and deliberate & decide on preferred mode for disposal of aforementioned plots whether through Public-Private Partnership or Lease and Operate model.

### **DISCUSSION**

9. The Board was apprised that, in compliance with Prime Minister's directives and in coordination with P3A, efforts were underway to explore long-term investment options, including development of a 7-star hotel in Sector G-13, Mauve Area, Islamabad, along with 12 other identified commercial properties. It was informed that multiple consultative meetings had been held to evaluate disposal options under Public-Private Partnership (PPP) and lease & operate modes. The Board was also briefed on pros and cons of each disposal mode. It was noted that open auction had already been approved by the Board as disposal method for hotel and hospital plots in its earlier meeting; therefore, approval would be required to revoke that decision and consider these plots under long-term investment frameworks. It was further informed that following this principal approval, final approval of disposal of each property through any selected mode would rest with the Board. Senior Chief (Technical/PP&H) advised against taking up all identified properties under PPP mode simultaneously and recommended a phased approach, initially considering 2-3 plots.

### **DECISION**

10. The Board reconsidered its earlier decision on disposal of 7-Star Hotel and Hospital plots in G-13 Mauve Area and granted in-principle approval to include Public-Private Partnership (PPP) as an additional mode, alongside open auction, for aforementioned

properties. It was directed that disposal of property in Murree be subject to resolution of ongoing dispute.

**AGENDA NO. 03**

**Subject: PROGRESS/UPDATE ON PARK ROAD PROJECT**

**i ENDORCEMENT OF OPINION OF MINISTRY OF LAW AND JUSTICE REGARDING LAND SHARING RATIO (1:3) AND ENGAGEMENT OF LAND PROVIDER FOR FGEHA SHARE, PARK ROAD, ISLAMABAD**

11. The Board was apprised that notification under section 4 of Land Acquisition Act, 1894 for Mauza Tamma and Mohriyan was issued in April 2015, followed by issuance of notifications under sections 17(4) and 6 in October 2016. Subsequently, a total of 8,194 Kanal and 15 Marlas of land, located in Mauza Tamma and Mohriyan, was acquired by Land Acquisition Collector (LAC), ICT, Islamabad for FGEHA/SCBAP's Park Road Scheme through an award dated 17<sup>th</sup> August, 2018.

#	Mauza	Land	Rate/Kanal	FGEHA'S SHARE	SCBAP SHARE
1	Tamma	2024 K-03M	4,000,000/-	2024 K-03 M	00
2	Mohriyan	6170 K-12M	1,725,000/-	2070 K-12 M	4100K-0M

12. It was further informed that the Board in its 19<sup>th</sup> meeting held on 22<sup>nd</sup> December, 2021, approved an enhanced compensation rate of Rs. 4,000,000 per Kanal for Mauza Mohriyan and Rs. 8,300,000 per Kanal for Mauza Tamma. During 22<sup>nd</sup> meeting of the Board on 3<sup>rd</sup> August, 2022, Secretary, Law & Justice, was specially invited to provide an opinion on rate for Mauza Mohriyan, who had recommended adopting rate determined by Land Supervisory Committee headed by Hon'ble Justice Maqbool Baqir. Based on this recommendation, rate for Mauza Mohriyan was revised to Rs. 3,400,000 per Kanal. Subsequently, rate for Mauza Tamma was reaffirmed at Rs. 8,300,000 per Kanal, in alignment with the decision of 31<sup>st</sup> Board on 11<sup>th</sup> January, 2024 for Mauza Mohriyan. Deputy Commissioner/Land Acquisition Collector DC/LAC, FGEHA through Notification/Corrigendum dated 1<sup>st</sup> April, 2024, rectified an earlier omission and formally included certain Khasras of Mauza Chak Farash and Mauza Mohriyan that were inadvertently left out of original notification issued under section 4 of Land Acquisition Act, 1894, dated 29<sup>th</sup> April, 2015. As a result, total extent of acquired land now stands as follows:-

#	Mauza	Land	Rate/Kanal	FGEHA SHARE	SCBAP SHARE
1	Tamma	2024 K - 03 M	8,300,000/-	2024 K - 03 M	Nil
2	Mohriyan	6315 K - 15 M	3,400,000/-	2145 K - 17 M	4169K - 18M
	Chak Farash	92 K - 03 M	3,400,000/-	46 K - 02 M	46 K - 01 M
	<b>Total</b>	<b>8432K - 01M</b>	<b>-</b>	<b>4216K - 02M</b>	<b>4215K - 19M</b>

13. The Board was briefed that land in Mauza Tamma was relatively expensive; and FGEHA was currently facing budgetary constraints and challenges in releasing payments to landowners. In light of aforementioned circumstances, the Board had previously directed that land sharing arrangements be prioritized for Mauza Tamma. Accordingly, a proposal to engage M/s Extol Estate and Builders (Pvt.) Ltd. as FGEHA's land provider for a land sharing arrangement, based on proposed terms and conditions, was presented for consideration in 39<sup>th</sup> meeting of the Board on 11<sup>th</sup> March, 2025. After thorough deliberations and recognizing that this would set first precedence in such matters, the Board issued following directives:-

*"After thorough deliberation, the Board directed that the table agenda be referred to the Law & Justice Division for an opinion and subsequently presented before the Board."*

14. In compliance with the Board's directive, agenda was referred to Ministry for Law & Justice vide M/o Housing & Works OM bearing F.No.3(1)/2023/Works dated 25<sup>th</sup> March, 2025 for opinion.

15. In response, Ministry of Law and Justice, while endorsing the Board's authority, rendered its opinion in favour of proposed Land Sharing Policy (1:3) and engagement of Land Provider, as outlined in OM No. Copy-F.No. 201/2025-Law-I dated 7<sup>th</sup> April, 2025, provided that it serves the best interests of FGEHA.

#### **RECOMMENDATION**

16. Agenda was presented before the Board as per directions of 39<sup>th</sup> meeting along with recommendations/endorsement of M/o Law & Justice for accord of approval to engage M/s Extol Estate and Builders Pvt. Ltd. as Land Provider of FGEHA on proposed terms & conditions for Land Sharing in Mauza Tamma.

#### **DISCUSSION**


17. The Board was apprised that Ministry of Law & Justice had confirmed Board's legal authority to amend its policies. Moreover, legal clearance had been obtained to adopt a 1:3 land-sharing policy, provided it was more beneficial than the current 1:4 policy. It was clarified that a land provider could be engaged under such an agreement, subject to the Board's approval. The Board was further informed that most of land in Mauza Tamma was already cleared and would be compensated to landowners through Land Provider, thereby reducing the burden on FGEHA. This approach would expedite development and mitigate existing delays. The Board directed that process was to comply with all legal requirements, ensuring transparency and fairness. It was further emphasized that allottees who had endured a prolonged delay shall benefit from these measures. The Board also directed that this measure was a one-time dispensation and should not be considered a precedent for future decisions.

## DECISION

18. The Board approved engagement of M/s Extol Estate and Builders Pvt. Ltd. as Land Provider under proposed land-sharing arrangement, strictly in letter and spirit of opinion of Ministry of Law and Justice, as a one-time dispensation in the best interest of FGEHA and its allottees, without creating any precedent.

ii **REVISION IN LAYOUT PLAN OF FGEHA AND SCBA HOUSING SCHEME  
MOUZA TAMMA AND MOHRIYAN, PARK ROAD, ISLAMABAD**

19. The Board was informed that Park Road Housing Scheme is a joint venture project between SCBA and FGEHA, encompassing a total area of 8,402.41 Kanal. Layout Plan of scheme was approved by DG, FGEHA, on 22<sup>nd</sup> August, 2022 which includes 4,781 residential plots of various categories divided between FGEHA and SCBA. The distribution of plots as per existing layout plan along with current status of allotment by FGEHA is as follows:-



#	Share	Category	Plots	Balloted Plots	Balance Plots
1	FGEHA	50' x 90'	1188	687	501
		40' x 80'	900	494	406
2	SCBA	50' x 90'	1916	Not applicable	
		32' x 70'	777		
<b>Total</b>			<b>4781</b>	<b>1181</b>	<b>907</b>

20. It was further briefed that at the time of preparing initial layout plan (LOP), area was not fully accessible due to resistance from local residents. However, FGEHA had recently secured possession of approximately 50% of land, enabling on-ground verification and identification of existing features such as graveyards and a mazar. Consequently, project boundary was adjusted and necessary changes had been incorporated into layout plan. Revised layout plan, reflected updated land-use distribution and revised number of plots. Detail of land-use distribution and revised number of plots is given on the next page:-

### Land-Use Distribution

#	Land use	Area (Kanal)	Percentage	CDA Standards
1	<b>Residential</b>	<b>3909.06</b>	46.52%	max 50 %
	<i>Housing</i>	3388.68	40.33%	max 40%*
	<i>Apartments</i>	461.97	5.50%	max 15%
	<i>Reserved for DHA</i>	58.41	0.70%	-
2	Commercial	412.46	4.91%	max 5%
3	Public Buildings	440.11	5.24%	min 5%
4	Parks & Open Spaces	1281.89	15.26%	min 15%
5	Roads/Streets	2249.07	26.77%	min 23%
6	Graveyard	168.23	2.00%	min 2%
<b>Total</b>		<b>8402.41</b>	<b>100.00%</b>	
* Percentage of Housing in approved LOP was 40.72%				
* No change in allotted/balloted plots				

### Revised Number of Plots

#	User	Dimensions	Old LOP	Revised LOP
1	FGEHA	50 x 90	1188	1191
		40 x 80	900	731
2	SCBA	50 x 90	1916	1912
		32 x 70	777	777
<b>Total</b>			<b>4781</b>	<b>4611</b>

21. It was apprised that according to CDA Regulations for amendment in layout plans, 2019, adopted by FGEHA Board in its 27<sup>th</sup> meeting held on 20<sup>th</sup> July, 2023, any amendment affecting more than 5% of scheme area requires approval from CDA Board, which, in this case, was FGEHA Executive Board.

### RECOMMENDATION

22. Approval was solicited for revised layout plan of FGEHA and SCBA housing scheme Mouza Tamma and Mohriyan, Park Road, Islamabad subject to condition of hearing of public objections on revision as per decision of IHC.

### DISCUSSION

23. The Board was informed that during initial preparation of Layout Plan (LOP), on-ground access was restricted due to local resistance, resulting in a tentative boundary based on approximations without a complete site survey. With nearly 50% land now in possession, site verification led to adjustments in project boundary due to existing graveyards, a mazar and topographical realities. Revised LOP now covered 8,402.41 Kanal with 4,611 plots. In response to a query from JS, Ministry of Finance, it was clarified that only a few plots were affected due to presence of these features, road widening and allocation of some plots as a future reserve area for DHA.

## DECISION

24. The Board approved revised Layout Plan of FGEHA and SCBA housing scheme Mouza Tamma and Mohriyan, Park Road, Islamabad in the best interest of FGEHA and its allottees, subject to the condition of hearing and settlement of public objections.

## AGENDA NO. 04

**Subject: PROGRESS/UPDATE ON EHFPRO PROJECT/DAY TO DAY OPERATIONS**

25. It was apprised that the Board in its 39<sup>th</sup> meeting held on 11<sup>th</sup> March, 2025, endorsed all legal actions taken by FGEHA and directed:-

- i. Expediting audit and winding-up process of EHFPRO.
- ii. Continuing legal efforts to ensure a logical resolution of matter.
- iii. Preparing a proposal for next Board meeting regarding continuation and resumption of project, ensuring timely delivery of apartments to allottees awaiting possession since 2016.
- iv. Director Special Initiative or any other officer not below BS+19 as deemed suitable by Director General will continue overseeing project.

26. The Board was informed that in compliance with directions of IHC on 5<sup>th</sup> March, 2025 and decision of 39<sup>th</sup> Board, a committee was constituted by DG FGEHA on 18<sup>th</sup> March, 2025 to propose an implementation strategy and way forward for project.

Committee comprises following members:-

- |      |                      |           |
|------|----------------------|-----------|
| i.   | Director Finance     | Chairman  |
| ii.  | Director Estate      | Member    |
| iii. | Director Revenue     | Member    |
| iv.  | Director Law         | Member    |
| v.   | Director Planning    | Member    |
| vi.  | Dy. Director Finance | Secretary |

27. It was further informed that committee had so far held two meetings, during which it reviewed legal, financial and operational aspects of the project; initiated coordination with consultants; proposed establishment of a Project Management Unit (PMU); validated applicability of existing SOPs for apartment transfers; and recommended formation of a dedicated estate wing for handling day-to-day operations of Life Style Residency Project, G-13. Implementation status of decisions of 38<sup>th</sup> & 39<sup>th</sup> Board is given on the next page:-

#	Decisions	Implementation Status
1.	JV Agreement shall be terminated with immediate effect.	Civil litigations pertaining to the EHFPRO project is on-going in various courts and an injunction order against cancellation of JV agreement has been granted by the civil court Islamabad. FGEHA has challenged this order by filing a Civil Revision in the Islamabad High Court and after detailed hearings the Honorable Court reserved its decision on 16 <sup>th</sup> April, 2025. Upon receipt of the said decision, FGEHA will letter of termination to the JV partner.
2.	Formal audit of project shall be conducted to ascertain losses and damages inflicted on FGEHA and its members by JV partner.	Audit firm has already been engaged to ascertain losses and damages and conduct audit of the project within a period of one month.
3.	Possession of project along with record shall be secured by FGEHA.	Implemented.
4.	Winding up proceedings for JVC, M/s EHFPRO shall be initiated in accordance with legal and regulatory requirements.	Audit firm has already been engaged to ascertain losses and damages and conduct audit of the project within a period of one month. The same firm will also then engage with the SECP for winding of the JV company.
5.	All losses attributable to JV partner shall be recovered from them.	Contingent upon the report of audit firm which has been engaged.
6.	FGEHA is directed to come up with an alternate proposal for timely and successful completion of project to the Executive Board at the earliest.	Following committee has been constituted to propose and suggest a way forward for the successful completion of the project: <ul style="list-style-type: none"> <li>i. Director Finance Chairman</li> <li>ii. Director Estate Member</li> <li>iii. Director Revenue Member</li> <li>iv. Director Law Member</li> <li>v. Director Planning Member</li> <li>vi. Dy. Director Finance Secretary</li> </ul>
7.	Proposal for Resumption	Underway. Committee is finalizing operational roadmap, PMU formation and SOP validation
8.	Project Oversight by BS-19+ Officer	Implemented

## DISCUSSION


28. The Board was informed that, in compliance with Islamabad High Court directives and decision of 39<sup>th</sup> Board, a committee was constituted to develop a strategic roadmap for project's implementation. Committee held two meetings; reviewed legal, financial and operational aspects; initiated consultant engagement and proposed establishment of Project Management Unit (PMU). It also endorsed existing SOPs for apartment transfers and recommended creation of dedicated Estate Wing to manage daily operations and ensure effective service delivery. The Board emphasized on timely execution of all decisions in best interest of FGEHA and allottees, with a focus on facilitating prompt completion of development works.

## AGENDA NO. 05

**Subject: PROGRESS/UPDATE ON F-14/F-15 PROJECT (SETTLEMENT WITH FWO)**

29. It was apprised that the Board, in its 37<sup>th</sup> meeting held on 5<sup>th</sup> December, 2024 endorsed a committee, mutually constituted by the DG FGEHA and DG FWO, to deliberate and propose a way forward for development of F-14/15 project

30. It was further informed that committee finalized its report (signed by FGEHA members) which was presented before 38<sup>th</sup> Board on 3<sup>rd</sup> February, 2025. The Board approved Committee's recommendations and directed that:-

- 
- i. Post-signing execution and amicable settlement be carried out in a manner that is beneficial to the organization and in public interest.
  - ii. The Board further directed inclusion of Director Law, FGEHA in the Committee and instructed that the agenda be presented before the Board for review.

### **Settlement Agreement:-**

- A draft settlement agreement was submitted by M/s FWO in November 2024, for amicable closure of project which included cost/claims against different works as shown below:-

#	Description	Amount (Rs.)
1	Road Works	108,464,470
2	Miscellaneous/Other Works & Security (Camp Establishment)	120,000,000
3	Design/Drawing	400,000,000
4	Supervision Charges	48,255,645
5	Mobilization and Demobilization Cost	100,000,000
	<b>Total</b>	<b>776,720,115</b>

- Draft settlement was reviewed & vetted by Law Wing of FGEHA with minor changes. However, costs/claims under various head, were under process and under negotiation with M/s FWO, as described in subsequent paras.

**i. Executed Works:-**

- Committee was assigned task to Employer and EPC Contractor Site representative along with its consultants for a joint survey and measurement of executed works.
- Joint Survey and measurement were completed in last week of March 2025.
- A meeting was held with M/s FWO on 4<sup>th</sup> April, 2025 to discuss factors regarding determination of cost for executed works.
- A comparative statement was shared with M/s FWO to determine costing for options listed below. However, M/s FWO conveyed that these options were not feasible for them. Despite this, Chief Engineer emphasized adherence to proposed options and the Board's directive. Consequently, it was agreed that M/s FWO would proceed with working on proposed options and submit its review based on:-
  - i.** Bid Rate along with approved escalation
  - ii.** MRS applicable to executed work period

**ii. Design/Drawing:-**

- As per submitted bid, M/s FWO quoted 6% as design and supervision charges of EPC construction cost.
- During meeting, it was proposed by FGEHA that bifurcation of design and supervision costs be carried out in accordance with PEC guidelines, prevailing market practices or M/s NESPAK's existing contracts with FGEHA. Director Plans (M/s FWO) clarified that cost reflected in table pertains to design services, as expenditures already incurred by FWO.
- It was agreed that a joint meeting between both consultants would be convened to finalize cost determination, percentage bifurcation and completion of all deliverables related to design and contractual requirements.

**iii. Supervision Charges:-**

- It was proposed that supervision charges be determined based on bifurcated percentage and vetted site work. However, M/s FWO disagreed, stating that it had a man-month agreement with its consultant and had already submitted expenditure incurred on site.

iv. Miscellaneous/Other Works & Security (Camp Establishment):-

- M/s FWO was requested for provisions of Backup/expense sheet, which was awaited.
- FGEHA was pursuing the matter vigorously.

v. Mobilization and Demobilization Cost:-

- M/s FWO was requested for provisions of Backup/expense sheet, which is awaited.
- FGEHA was pursuing the matter vigorously.

**Timelines:**

i.	Finalization of Cost of Executed Works	15 <sup>th</sup> April, 2025
ii.	Completion of Design & Deliverables	30 <sup>th</sup> April, 2025
iii.	Vetting of Design and Deliverables by FGEHA's Consultant	10 <sup>th</sup> May, 2025
iv.	Signing of Contract & Settlement Agreement	15 <sup>th</sup> May, 2025
v.	Settlement of Accounts	20 <sup>th</sup> May, 2025
vi.	Closure of Settlement Agreement	25 <sup>th</sup> May, 2025

**RECOMMENDATION**

31. The matter was placed before the Executive Board for information, please.

**DISCUSSION**

32. The Board was apprised of ongoing negotiations with M/s FWO on draft settlement agreement submitted in November 2024, involving cost claims of Rs. 776 million under review. The Board emphasized timely fulfilment of all deliverables to enable amicable settlement and closure of contract at the earliest, keeping in view the best interest of FGEHA & allottees and to facilitate prompt re-tendering of development works.

**AGENDA NO. 06**

**Subject: RE-IMBURSEMENT OF DELAY COMPLETION CHARGES SUBMITTED BY THE ALLOTTEES OF SUB-SECTOR G14**

33. The Board was informed that under clause 3.12.2 of "Islamabad Capital Territory Building Control Regulations 2020," validity of an approved building plan is five years from date of its approval. Furthermore, clause 2.8.1 of same regulations stipulates that a fine of Rs. 5,000 per month for residential buildings and Rs. 10,000 per month for all other buildings will be imposed for first five years and doubled thereafter on those who occupy a building without obtaining a completion certificate from Authority. In this regard, the Board, in its 19<sup>th</sup> meeting held on 21<sup>st</sup> December, 2023, decided to waive off delay completion charges for Sector G-14, stating that "the delay completion charges may be waived off for Sector G-14 where development works were incomplete/in progress up till 31<sup>st</sup> January, 2022".

34. It was briefed that said decision did not clarify whether delay completion charges already paid by residents levied in accordance with clause 2.8.1 were to be reimbursed or not. As per official records, 73 applicants had submitted delay completion charges for period up to 31<sup>st</sup> January, 2022, amounting to a total of Rs. 5,725,000. These applicants had repeatedly approached FGEHA seeking a refund of charges already paid, referring to the Board's aforementioned decision. Additionally, Federal Ombudsman also directed that this matter be placed before the Board for reconsideration, in response to complaint no. WMS-HQR/0000457/24 filed in this regard.

### **RECOMMENDATION**

35. The matter was placed before the Board for discussion and directions on the request of residents of sector G-14.

### **DISCUSSION**

36. The Board was informed that allottees of residential properties were granted exemption from delay completion charges until 31<sup>st</sup> January, 2022, due to completion of development works in sector. However, some residents had already paid these charges and obtained completion certificates for exempted period, as per Executive Board's decision on 21<sup>st</sup> December, 2023. These residents approached office of Federal Ombudsman, requesting reimbursement of charges that had directed to present matter before the Board for consideration.

### **DECISION**

37. The Board decided to reimburse delayed completion charges to eligible allottees of Sector G-14/4 for the period previously exempted under its earlier decision.

### **AGENDA NO. 07**

Subject: **ENDORSEMENT OF MINUTES OF THE MEETINGS OF THE HR COMMITTEE OF FGE HOUSING AUTHORITY (FGEHA)**

38. The Board was apprised that meetings of HR Committee of FGEHA were held on 12<sup>th</sup> September, 2024, 14<sup>th</sup> February, 2025 & 11<sup>th</sup> March, 2025 respectively in the office of Additional Secretary, M/o Housing & Works/ Chairman HR Committee, FGEHA to consider agenda items regarding incorporation/amendments in FGEHA (Employees) Service Regulations, 2020, up-gradation & abolition of posts. HR committee after thorough deliberations, recommended amendments in FGEHA's employees (Service) regulations, 2020. Recommendations of committee are reproduced as under:-

**Agenda No. 1:**

39. After thorough deliberation, HR committee recommended that IT cadre was purely a technical post that fell under specialist cadre, similar to doctors, engineers, teachers, professors, research scientists and incumbents of purely technical posts. Therefore, it was exempted from mandatory training for promotion. Additionally, amendments were made to the FGEHA Employees (Service) Regulations, 2020;

a) Sr. 19 of Schedule-I may be amended as follows:-

**Schedule-I**  
**Quota for Appointment**

#	Name and Basic Pay Scale of the Post	Existing		Recommendation by HR Committee	
		By Promotion	By Initial Appointment	By Promotion	By Initial Appointment
19	Director (I.T) (BS-19)	50%	50%	100%	-

b) A sub-clause 3(a) may be incorporated after Sr. No. 3 of Schedule-III for appointment of Director IT as under:-

**Schedule-III**  
**Promotion Criteria**

#	Name & Basic Pay Scale of Post	Person Eligible	Proposed Criteria / Conditions of Eligibility
3	Director (I.T) (BS-19)	Deputy Director (I.T) (BPS-18)	i. 12 years regular service in BS-17 & BS-18 or 07 years regular service in BS-18 in case of direct recruitment. ii. 03 years mandatory service in IT Wing, FGEHA

**Agenda No. 2 (i & ii):**

**2(i). Abolition of Redundant Posts in FGE Housing Authority**

40. HR committee after thorough deliberations on agenda item 2. (i & ii) recommended abolition of following Contractual (PMU) / Regular posts:-

	Name of the Post	No. of post to be abolished	Regular Posts	Name of the Post	No. of post to be abolished
	PMU (Contractual Post)	Project Director (PPS-09 / BPS-19)		04	
Project Engineer (Civil / E&M) (PPS-07 / BPS-17)		08	Gardawar (BPS-11)	01	
(PPS-06 / BPS-16) i.e. Supervisor (Civil) / Project Accountant / Quantity Surveyor / Office Assistant / Computer Operator		17	Patwari (BPS-09)	01	
Driver (PPS-02 / BPS-05)		05	Chowkidar (BS-02)	01	
Naib Qasid (PPS-01 / BPS-02)		12	<b>Total</b>	<b>04</b>	
<b>Total</b>		<b>46</b>	<b>Total</b>	<b>04</b>	
<b>Grand Total</b>		<b>50</b>			

2(ii). Up gradation of the Post of Deputy Director (Urban Planning) BS-18 as Director (Regulations & Appeals) (BS-19), Law Cadre FGEHA

41. HR Committee recommended up-gradation of post Deputy Director (Urban Planning) BS-18 as Director (Regulations & Appeals) (BS-19), Law Cadre. In this context, following amendments/ incorporations were recommended in Schedule-I, II&III of Federal Government Employees Housing Authority (Employees) Service Regulations, 2020.

**Schedule-I**  
**Quota for Appointment**

#	Name & Grade of the Post	By Promotion	By Initial Appointment
98	Director (Regulations & Appeals) (BS-19), Law Cadre.	75%	25%

**Schedule-II**

**Age Academic Qualification and Experience For Direct Recruitment in BS-01 and above in the Federal Government Employees Housing Authority**

#	Designation and BS of the Post	Qualification & Experience	Maximum Age Limit
102.	Director (Regulations & Appeals) (BS-19), Law Cadre.	Second class LLB degree or equivalent qualification preferably in Law. 12-15 years' experience in relevant field in a responsible position equivalent to basic pay scale 17 and above in Government / Semi Government organization.	45 Years

**Schedule-III**

**Promotion Criteria**

#	Name and Basic Pay Scale of the Post	Person Eligible	Proposed Criteria / Conditions of Eligibility
-	Director (Regulations & Appeals) (BS-19), Law Cadre.	Deputy Director (BPS-18).	(i). 07 years regular service in BS-18 or 12 years service in BS-17 and BS-18. (ii). 05 years experience in Law Wing (iii). LLB degree mandatory for promotion.

**Agenda No. 3:**

42. HR committee after thorough deliberation recommended following incorporations in Schedule-III of FGEHA Employee (Service) Regulations, 2020:-

**Incorporation of Eligibility Criteria for Promotion to Posts BS-17, BS-18 & BS-19 in Schedule-III, FGEHA Employees (Service) Regulations 2020**

**Schedule-III**

**Promotion Criteria**

i. **Criteria for Promotion to Posts BS-17, BS-18 & BS-19 of Finance/ Internal Audit Cadre in Schedule-III of FGEHA Employees (Service) Regulations, 2020**

#.	Name of Post	BPS	Person Eligible	Conditions of Eligibility
1.	Director (Finance)/ Director (Internal Audit)	19	Deputy Director (Finance/ Internal Audit) (BS-18)	(i). 07 years regular service in BS-18 or 12 years service in BS-17 and BS-18. (ii). 03 years experience mandatory in Finance/ Internal Audit Wing.
2.	Deputy Director (Finance)/ Internal Audit)	18	Assistant Director (Finance/ Internal Audit) (BS-17)	(i). 05 years regular service in BS-17. (ii). 03 years mandatory experience in Finance/ Internal Audit Wing.

3.	Assistant Director (Finance/Internal Audit)	17	Accountant/Auditor	(i). 05 years regular service in BS-16. (ii). 03 years mandatory experience in Finance/ Internal Audit Wing. (iii). Accountant/ Auditor on date of Departmental Promotion Committee (DPC) would be considered for promotion on seniority cum fitness basis subject to observance of ratio 1:3 (33% & 67%) between qualified & PIPFA (public Sector) qualified Accountant / Auditor respectively.
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**ii. Criteria for Promotion to Posts BS-17, BS-18 & BS-19 of Law Cadre in Schedule-III of FGEHA Employees (Service) Regulations, 2020**

#	Name of Post	BP S	Person Eligible	Conditions of Eligibility
1.	Director (Law)	19	Deputy Director (BS-18)	(i). 07 years regular service in BS-18 or 12 years service in BS-17 and BS-18. (ii). 05 years experience in Law Wing (iii). LLB degree mandatory for promotion.
2.	Deputy Director (Law)	18	Assistant Director (BS-17)	(i). 05 years regular service in BS-17 (ii). 03 years experience in Law Wing (iii). LLB degree mandatory for promotion.
3.	Assistant Director (Law)	17	Dy. Assistant Director (BS-16)	(i). 05 years regular service in BS-16 (ii). 03 years experience in Law Wing (iii). LLB degree mandatory for promotion.

**iii. Criteria for Promotion to Posts BS-18 & BS-19 of Technical Cadre in Schedule-III of FGEHA Employees (Service) Regulations, 2020**

#	Name of Post	BP S	Person Eligible	Conditions of Eligibility
1.	Director (Technical)	19	Deputy Director (Technical) (BS-18)	(i). 07 years service in BS-18 or 12 years service in BS-17 and BS-18. (ii). 05 years experience in Technical Wing.
2.	Deputy Director (Technical)	18	Assistant Director (Technical) (BS-17)	(i). 05 years regular service in BS-17. (ii). 03 years experience in Technical Wing.

**Agenda No. 4:**

43. HR committee after thorough deliberation recommended following amendments in Schedule-I of FGEHA Employee Service Regulations, 2020:-

**Amendment in the Promotion Quota of Posts of BS-18 & BS-19 in Schedule-I (Quota for Appointment) In FGEHA's Employees (Service) Regulation, 2020**

**Schedule-I**

**Quota for Appointment**

**i. Incorporation / Amendments in Schedule-I (Quota for the Appointment) for the post of Director (BS-19)**

#	Name & Grade of the Post	Existing		Recommendations by HR Committee	
		By Promotion	By Initial Appointment	By Promotion	By Initial Appointment
4-12 & 14-18	Director (Revenue/ Admn/ Maintenance/ JVPs/ Coord/ Estate/ Security/ Staff/ Internal Audit/ Technical/ Finance etc.) (BS-19)	50%	50%	75%	25%

**ii. Incorporation / Amendments in Schedule-I (Quota for the Appointment) for the BS-18 posts of Finance/ Internal Audit & Technical Cadre)**

#	Name & Grade of the Post	Existing		Recommendations by HR Committee	
		By Promotion	By Initial Appointment	By Promotion	By Initial Appointment
28	Deputy Director (Finance / Internal Audit) (BS-18)	50%	50%	75%	25%
30	Deputy Director Technical (Civil/ E&M) (BS-18)				

**iii. Incorporation / Amendments in Schedule-I (Quota for the Appointment) for the post of Deputy Director (BS-18) General Cadre**

#	Name & Grade of the Post	Existing		Recommendations by HR Committee	
		By Promotion	By Initial Appointment	By Promotion	By Initial Appointment
24	Deputy Director General Cadre i.e. (Revenue/ Admn/ Maintenance/ JVPs/ Coord/ Estate/ Security) (BS-18)	80%	20%	90%	10%

**Agenda No. 5:**

**Up gradation of the Post(s) of Security Guard, Sweeper & Mali from BS-01 to BS-02 and Amendments in FGEHA's Employees (Service) Regulations, 2020**

44. Committee unanimously recommended up-gradation of post of Security Guard, Mali and Sweeper in BPS-02 in FGE Housing Authority.

**RECOMMENDATION**

45. It was therefore, requested that above recommendations of HR Committee meetings of FGEHA dated 12<sup>th</sup> September, 2024, 14<sup>th</sup> February, 2025 & 11<sup>th</sup> March, 2025 may be approved/endorsed please.

## DISCUSSION

46. Director (Admn), FGEHA, briefed the Board that 50 posts (contractual, PMU, and regular) had been recommended for abolition by HR Committee in line with Federal Government's austerity and organizational reforms measures. It was noted that PMU posts, though not part of PC-I, were approved by the Board in its 6<sup>th</sup> meeting held on 25<sup>th</sup> August, 2020. Existing regular technical staff was reassigned project duties as a substitute. The Board was further informed that Schedule-III of FGEHA (Employees) Service Regulations, 2020 lacked defined promotion criteria for BS-17 to BS-19 posts in Finance/Internal Audit, Law and Technical cadres. While eligible employees fulfilled service length requirement, promotion conditions remained unspecified. Amendments were proposed to incorporate clear criteria to ensure fair career progression. It was also highlighted that promotion prospects for directly recruited BS-16 and BS-17 officers remained limited due to frequent direct inductions at BS-18 and BS-19 levels. A proposal was submitted to enhance promotion quotas and to allow post of Deputy Director (post BS-18), General Cadre, to be filled by promotion due to its field-specific nature requiring institutional memory.

47. Joint Secretary (Establishment), Ministry of Housing, proposed that completion of Mid-Career Management Course (MCMC) be made mandatory for promotion from BS-18 to BS-19, in line with federal training standards. The Chair directed strict adherence to Prime Minister's instructions on organizational rationalization and emphasized that sanctioned strength of organization must align with these directives. The Board instructed to submit a detailed staffing report, ensuring compliance with the approved framework.

## DECISION

48. The Board approved Agenda Item 2 (i) pertaining to abolishment of redundant posts in FGEHA. However, it deferred remaining items and directed HR Committee, FGEHA, to undertake a comprehensive review and resubmit proposals with detailed justifications, strictly in accordance with Prime Minister's directives on organizational rationalization.

## AGENDA NO. 08

Subject: REVISION IN POSSESSION CHARGES IN FGEHA SPECIFIED AREAS

49. The Board was apprised that as per Section 3(5) of the FGEHA Act, 2020 (Act No. IV of 2020), FGEHA is mandated to ensure adherence to local municipal regulations and master plan of concerned district while making, arranging, planning, designing and executing any scheme in a specified area. In compliance, the Authority followed Islamabad Capital Territory Residential Sector Zoning (Building Control) Regulations, 2020 for approval of layout and building plans. Fees under various heads were levied by schedule prescribed in

these regulations. However, the Authority was currently charging a flat possession fee of Rs.3,000 for all categories of plots, which was significantly lower than prevailing rates charged by CDA.

50. It was further informed that CDA, in line with charges levied by DHA, had revised possession charges for various categories of plots as per Agenda Item No. 8.3 dated 7<sup>th</sup> July, 2024. Revised possession charges were set at PKR 320 per square yard for all residential plots, while commercial plots would be charged at double rate, i.e., PKR 640 per square yard. Revised schedule of charges for handing over possession is detailed below:-

Revised Schedule of charges			
#	Plot Size	Area in Sq. Yds.	Possession Charges (Rs.)
1	25'x40'	139	44,480
2	30'x60'	200	64,000
3	35'x70'	272	87,040
4	40'x80'	356	113,920
5	50'x90'	500	160,000
6	Commercial Plots		640/Sq. Yds.

51. Revision of possession rates would ensure a steady revenue stream for organization and contribute to improved service delivery.

### RECOMMENDATION

52. Approval of the Board was solicited for revision of possession charges for various categories of plots, as detailed in **Para 50** above.

### DISCUSSION

53. The Board was informed that FGEHA was currently charging a flat possession fee of Rs.3,000 per allottee, regardless of plot size, which was significantly lower than rates of other organizations. In July 2024, CDA revised its possession fee to Rs.320 per sq. yd. for residential plots and Rs.640 per sq. yd. for commercial plots, aligning with practices of DHA where such charges were a key revenue source. In view of this and in accordance with local municipal regulations & FGEHA Act, it was proposed to revise FGEHA's possession charges in line with these updated rates.

### DECISION

54. The Board approved revision of possession charges following rates currently applied by Capital Development Authority, i.e., Rs.320 per sq. yd. for residential plots and Rs.640 per sq. yd. for commercial and similar category buildings.

## AGENDA NO. 09

**Subject: CONDOMINIUM LAW / RULES FOR APARTMENT BUILDINGS**

55. It was apprised that a committee was constituted by Prime Minister on 18<sup>th</sup> February, 2025 under chairmanship of Minister for Economic Affairs. Committee was tasked with consolidating recommendations on incentives for low-cost housing and developing a public-private partnership model.

56. It was further informed that said committee assigned this task to DG, FGEHA for preparing Federal Condominium Law, who would submit it to Ministry of Law & Justice through Ministry of Housing & Works.

57. The matter was placed before the Board in its 39<sup>th</sup> meeting held on 11<sup>th</sup> March, 2025 and the Board constituted an 11 member committee to prepare draft Condominium Rules. Accordingly, 04 meetings were held and committee prepared draft Condominium Act, which was placed before the Board.

58. In the meeting, Director General (Planning), CDA pointed out that CDA had already made similar regulations titled, "Islamabad Multi-Unit Buildings (Sub-Division) Regulations, 1999". He further recommended that law may be referred to CDA/Interior Ministry for comments. Additional Commissioner, ICT also endorsed the opinion which was agreed by the Chair, who concluded that the matter would be placed before the Board.

### **RECOMMENDATION**

59. Draft Condominium Act was placed before the Board for approval and guidance, please.

### **DISCUSSION**

60. Director General, FGEHA, presented draft Condominium Law, comprising five chapters and 21 articles, aimed at regulating ownership of individual units in multi-story buildings, managing common areas and promoting harmonious living. The Board was informed that CDA requested routing the draft law through Ministry of Interior, whereas member Law & Justice advised prior approval of draft by Federal Cabinet before forwarding it to Ministry of Law and Justice.

### **DECISION**

61. The Board, while endorsing draft condominium law as prepared by Committee, directed to forward it to Federal Cabinet through Ministry of Interior.

**LIST OF PARTICIPANTS OF  
40<sup>TH</sup> EXECUTIVE BOARD MEETING OF FGEHA  
HELD ON 21<sup>ST</sup> APRIL 2025**

S No.	Name & Designation
1.	<b>MIAN RIAZ HUSSAIN PIRZADA</b> Federal Minister, Housing & Works, Islamabad
2.	<b>DR. SHAHZAD KHAN BANGASH</b> Secretary, M/o Housing & Works, Islamabad
3.	<b>MR. MUHAMMAD ASHFAQ GHUMMAN</b> Additional Secretary, M/o Housing & Works, Islamabad.
4.	<b>MR. MUHAMMAD ISRAR</b> Senior Draftsman, Law & Justice Division, Islamabad
5.	<b>CH. MUHAMMAD ANWAR HUSSAIN</b> Senior Chief (Technical/PP&H), Planning Commission, Islamabad
6.	<b>MR. JAVED IQBAL,</b> Sr. Joint Secretary (Expenditures), Finance Division, Islamabad
7.	<b>MR. MUHAMMAD ALI RANDHAWA,</b> Chief Commissioner, ICT. Islamabad
8.	<b>MR. MUHAMMAD SHAHID HUSSAIN,</b> Managing Director, PHA Foundation, Islamabad
9.	<b>MR. MUHAMMAD RASHID,</b> Director General, Pak PWD, Islamabad
10.	<b>MR. MUHAMMAD ALI RANDHAWA,</b> Chairman CDA, Islamabad
11.	<b>CAPT. (R) MUHAMMAD ZAFAR IQBAL,</b> Director General, FGE Housing Authority Islamabad
12.	<b>COL. (R) IMTIAZ-UL-HAQ KHATTAK,</b> Chief Engineer, FGEHA, Islamabad
13.	<b>MR. MUHAMMAD ADNAN DAYAR</b> (Co-opted Member) Joint Secretary (Estate) M/o Housing & Works, Islamabad