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**SERVICES AND ASSETS  
MANAGEMENT AGREEMENT  
(SAMIA)**

**BETWEEN**

**WATER & SANITATION SERVICES COMPANY  
KOHAT (WSSC KOHAT)**

**AND**

**TEHSIL MUNICIPAL ADMINISTRATION  
KOHAT**

**KOHAT DEVELOPMENT AUTHORITY**

**2016-17**



**SEVICES AND ASSETS MANAGEMENT & FINANCING  
AGREEMENT  
FOR WATER AND SANITATION SERVICES IN KOHAT**

**THIS AGREEMENT** is made on 24th day of January 2017, amongst the **Tehsil Municipal Administration TMA, Kohat** through Tehsil Nazim, and **Kohat Development Authority** through its Project Director (PD), (hereinafter referred to as the **First Party**), which expression shall, where the content permits, include its successors-in-interest and permitted assigns of the **First Party**;

**Water and Sanitation Services Company, Kohat** through its Chief Executive officer (CEO), having its registered office at **Sector 4, Plot No. 14, Kohat Development Authority (KDA), Kohat** (hereinafter referred to as the **Second Party**), which expression shall, where the content permits, include its successors-in-interest and permitted assignees of the **Second Party**;

AND

**The Government of the Khyber Pakhtunkhwa** through Secretary to Government, Local Government, Elections and Rural Development Department (hereinafter referred to as the **Third Party**), which expression shall, where the content permits, include its successors-in-interest and permitted assigns of the **Third Party**;

**WHEREAS** the First Party has statutorily mandated to manage, regulate, control water supply, sanitation, hygiene, and solid waste management system "i-e manage, regulate, control generation, collection, separation, storage, reuse, recycling, transportation, transfer, reduction, treatment and disposal of solid waste services (hereinafter referred to as "Services") and matters connected with or ancillary thereto;

AND

**WHEREAS** the Third Party is legally competent to issue directives and guidelines for promotion of Economic, Social and Environmental Security of the Province of the Khyber Pakhtunkhwa and to require the local bodies/governments to perform specific tasks; provided that the Government of the Khyber Pakhtunkhwa makes available regular necessary resources for the purpose;

AND

**WHEREAS** the existing organizational capability of the First Party, on overall basis, being inadequate to improve the water and sanitation system services in the district Kohat to achieve intended results to protect public health, safety and welfare through comprehensive and Integrated Management of the municipal Services;

AND

**WHEREAS** for the purpose of establishing an integrated water and sanitation system, the Third Party has formed and incorporated the Second Party as Independent Public Company, to effectively manage, regulate, control water supply, sanitation, hygiene and solid waste management services i-e manage, regulate and control generation, collection, separation storage, reuse, recycling, transportation, transfer, reduction, treatment and disposal of solid waste services in district Kohat (within the defined jurisdiction boundary) and mandated through its Memorandum of Association to enter into agreement with other entities;

AND

**WHEREAS** on transfer of corresponding funds, assets (moveable & immovable), allied resources, equipments & machinery in working condition and staff presently engaged therein with designations whatsoever, the Second Party has agreed to perform all the functions of the First Party in Water Supply, Sanitation, Hygiene, fluid & solid waste management sectors and matters allied, ancillary therewith or appurtenant thereto and take the responsibilities relating to the Services enumerated;



However the first party shall meaningfully consult and act in aid to the second party in the realm of land-use, spatial planning and building control having direct or indirect nexus with the transferred tasks

AND

**WHEREAS** the Second Party has agreed to perform all the functions of the First Party and with this respect take all the responsibilities relating to the Services enumerated in this Agreement;

**NOW, THEREFORE**, In order to give effect to the policy of the Chief Executive of the Province regarding provision of the state of the art Water Supply, Sanitation services and Solid Waste Management Services in Kohat, the Parties mutually agreed as follows:

**1. DEFINITIONS:**

- 1.1 **"Agent"** means an Agent as defined under section 182 of the Contract Act, 1872 (Act No. IX of 1872).
- 1.2 **"construction and demolition waste"** means waste originated from or use of building materials, dredging materials, and rubbles resulting from construction, re-modelling, repair, and demolition of homes, commercial buildings and other structures and pavements.
- 1.3 **"de-silting"** means the process of removing silt settled at the bottom of, road and street side open drains.
- 1.4 **"Integrated solid waste management services"** means a systematic approach to management of solid waste that combines and integrates source reduction, reuse, recycling, composting, energy recovery, landfilling and includes any other processes in order to conserve and recover resources and dispose of solid waste in a manner that protects human health and the environment. This service also includes cleaning of roads and streets.
- 1.5 **"Integrated water supply and sanitation services"** means a systematic approach to the management of water supply and sanitation that combines and integrate water resource management for the purpose of supply of municipal water, collection of waste-water, its treatment and disposal in such a manner that protects human health and the environment, shall also include the management of rain water its collection, reuse and promotion of its harvesting and groundwater recharge.
- 1.6 **"Solid waste"** means waste both hazardous and non-hazardous in nature generated from households, commercial, institutional, hospitals and industrial sources.
- 1.7 **"The Services"** means the Integrated Management of Municipal utilities, infrastructure and delivery of municipal services which include the Water Supply, Sanitation (drainage, sewerage fluid and solid waste management) Services and allied to be provided by the second party in the service area.

**2. TERRITORIAL JURISDICTION FOR THE PROVISION OF WATER SUPPLY AND SANITATION SERVICES:**

The Second Party shall provide the Services in the operational areas falling within the territorial jurisdiction of the District Kohat as determine or re-determined by it by bringing changes in its Memorandum of Association as per procedure laid down in The Company Ordinance 1984 or supporting rules or guideline framed by the Federal or Provincial Governments.

**3. FUNCTIONS AND RESPONSIBILITIES OF THE SECOND PARTY:**

On commencement of this Agreement, the following functions shall stand entrusted to the Second Party and shall exclusively be performed or outsourced to be performed by Second Party. The



First Party and other provincial departments shall not continue to perform or engage others to perform following functions in the functional or territorial jurisdiction of the second party:

- (i) Exclusively responsible entity for planning, designing, construction operation and maintenance of water supply, sanitation (sewerage, drainage, fluid and solid waste Management system and allied municipal services, infrastructure, utilities and facilities including hygiene and other functions assigned by the government in the area of operations determined;
- (ii) Managing, occupying controlling and monitoring existing procedures, processes, actions, activities, facilities, operations, schemes, plans, programmes resources spaces and moveable and non-moveable assets of the First Party directly or indirectly related to the Services;
- (iii) Expansion, increase, enhancement and improvement in existing organizational and financial capability for water supply and sanitation; introduction of new schemes, plans, programmes, operations, activities, rates actions, procedures, processes for tasks so transferred, exclusively, making and executing decisions to downsize, discontinue or redesign schemes, plans, programmes, operations, activities, actions, procedures, processes for the transferred services in line with the provisions of the approved budget;
- (iv) Managing, controlling, using, occupying maintaining machinery, equipments, tools, plants, vehicles, lands, buildings, station spaces structures and other moveable and immovable assets owned, managed or controlled by the First Party for the Services in the area of operations, Furthermore to these powers, the second party shall act as a legal successor-in-interest of the First Party to dispose of the condemned movable assets and adjusted proceeds in own assets to be-used for the transferred responsibilities;
- (v) Managing, controlling and supervising persons presently engaged by the First Party in connection with the current Services and whatsoever their designations may be and whose services are placed, at the disposal of the Second Party later, repatriate such persons to the First Party under report or without report incurring employee-related expenditures out of moneys received for the purpose from the first party and exercising other powers and functions in respect thereof;
- (vi) Receiving correspondence financial resources (Money, funds), from the First Party for performance of functions assigned to the Second Party under this Agreement and appropriating and spending these financial resources (Money, funds) in accordance with its own standing operating procedures;
- (viii) Promoting public awareness on the importance of water conservation, waste reduction, resource recovery and comprehensive and efficient performance of the Services and fostering understanding of its importance for conservation, protection and proper use of environment and research, plan, initiate, execute and support activities by financial means or otherwise, research which, in the opinion of the Second Party, is relevant to any of the functions assigned to it;
- (ix) Proposing and determining cost recovery measures for the Services provided by or on behalf of the Second Party and suggesting actions regarding taxes, fees, user charges, surcharges, cesses, rents, rates in respect of the Services, receiving and appropriating all receipts recovered in respect thereof;
- (x) Proposing and establishing general standards, guidelines and codes of practice relating to the level of the Services and ensuring compliance with such standards, guidelines and codes;
- (xi) Performing all functions assigned to the Second Party and such other functions which are connected with or ancillary to those functions either directly or through which are necessary for performance of those functions either directly or through other entities by making contractual arrangements;



- (xii) Make arrangements for implementing the Services, assigned to it, however cleanliness arrangements at public facilities such as municipal bus terminals shall be carried out on need basis on Payment to the second Party
- (xiii) Adequate resources, in line with allocated budget, shall be provided by the First Party to the Second Party for the efficient performance of the Services and to meet its day to day expenses like payments to their regular employees or their legal heirs, on account of encashment of leave preparatory to retirement, four month's pay and financial assistance due to in-service death and other death-related liabilities to be accrued in future. Group insurance of regular employees which are placed at the disposal of Second Party shall also be paid by the Second Party after making deductions from their salaries;
- (xiv) All audit reports and accounts (duly audited by certified well reputed chartered accountancy firm) of the Second Party shall be appropriated with the first Party submitted to the First Party within one month of finalization thereof;
- (xv) All agreements for procurement of goods and services, if any, duly executed by the First Party and enforceable on the commencing date of this Agreement shall remain applicable to the Second Party unless completely performed, terminated or varied in accordance with law and the Second Party shall have authority to exercise all powers available to the First Party in respect thereof. A list of these accrued Liabilities is appended to this Agreement as **Annexure – 'A'**. A liability not included in the list shall be discharged by the First Party themselves;
- (xvi) Have full authority of connection and disconnection of Services to any area, entity or household after giving due notices and issue tickets etc.;
- (xvii) Appoint Enforcement Officers and Municipal Wardens for the prevention of municipal offences;
- (xviii) keep and maintenance of all the assets (moveable and immoveable) in accordance with the standard operating procedures and operational manuals in a manner described in agreed key indicators clause 13 **Annexure 'F'**.

#### 4. **FUNCTIONS AND RESPONSIBILITIES OF THE FIRST PARTY:**

Notwithstanding anything contained in Clause 3 of this Agreement, the First Party shall continue to perform the following residual functions:

- (i) The First Party may on its own or through Third party assist and support Second Party to carry out the assigned functions and advise for improvement in non-intrusive manner.
- (ii) Matters relating to payment of pension contribution of regular employees, commuted value of pension, monthly pension, family pension, gratuity and reimbursement of medical charges to retired regular employees of the First Party or their legal heirs and in this regard adequate resources shall be allocated and paid by first party.
- (iii) Responsible for payment in time, all present and previous liabilities relating to monthly salaries, deputation allowance, utilities charges, up-gradation payments, TA/DA payments, Hajj grants or other allowances payable, commutation, pension payments, compensation in death cases and leave encashment of its employees; payments of medical charges, hot & cool charges and other allowances / liabilities including overtime allowance if presently payable, by the TMA Kohat / KDA.
- (iv) Prosecution of offenders, committing Municipal offences on the instance of second party, handling and defending pending Court cases regarding the Services developed and defending Court cases regarding past transactions brought to litigation after signing of this Agreement; however, keep inform the Second Party of the ad-interim development and results by supplying the attested judgments copies and related record in time



- (v) In all such Court cases where the First Party and the Second Party are jointly made Parties as defendants, Legal Advisers and Attorneys of any Party may act as joint attorney on behalf of the Parties to this Agreement;
- (vi) Carry out the disciplinary proceedings of all the employees (both regular & work charge employees) by constituting a committee of First Party and second party;
- (vii) Provide full counterpart enforcement support to the Second Party, for implementation of the Services. The Second Party may, in consultation with the First Party propose plans and models to improve enforcement mechanism regarding the Services which shall be readily placed before the competent forum to seek approval; Put up case to Third party for amendment in LGA 2013 at the earliest to make the Second party a competent legal body for discharge of its devolved functions independently, provide full counterpart enforcement support to the Second Party for implementation of the services till such amendments are made. The Second Party may, in consultation with the experts propose draft, plans and models to First Party to improve existing enforcement mechanism regarding the services which shall be readily accepted, put into service or placed before the competent forum to seek approval;
- (viii) Initiate action to get approval from the competent forums of any permission, amendment in existing law or enact new, frame bye-laws, rules, regulations or guidelines to facilitate second party and to achieve the objectives of this Agreement, as and when asked by the Second Party;
- (ix) Responsible for matters arising out of environmental liabilities relating to completed, on-going projects, schemes, plans, activities, operations etc. completed or initiated by or under its office with respect to the Services;
- (x) Carry out regular promotion board meetings for consideration of promotion cases of regular employees placed at the disposal of the Second Party as per performance evaluation (ACRs) provided by the second party;
- (xi) Ask Second Party to perform additional services, relevant to the functions of the Second Party, during the currency of this Agreement. Such additional services shall be performed with the prior concurrence of the Second Party. The Second Party shall submit an estimate of the additional remunerations and cost for such additional service which shall be approved in writing by the First Party before the commencement of additional Services;
- (xii) In case of special circumstances or emergency the First Party may by making requisition to the Second Party require manpower and machinery and the Second Party shall provide the required manpower and machinery to the First Party on actual cost basis;
- (xiii) Request in writing to the Second Party for providing special Services on certain locations or buildings etc., purely on administrative grounds or on emergent need basis which shall not be more than two (2) times during a month. The Second Party shall provide these services without any demand for additional cost. The scope of such services during one day shall not be more than one hundred man hours and commensurate machinery;
- (xiv) Such other matters as may be agreed by both the parties;
- (xv) Outsource to Second party additional task or function assigned by the Government of Khyber Pakhtunkhwa or elected public representatives exclusively to the First Party for which the First party has no adequate capacity, as per mutually agreed upon terms and conditions
- xvi) Accept suggestion made by the technical department of the Second Party where the suggested action or intended response from the First Party is related to the object of the Second Party provided in MOA, AOA, Corporate law, Rules, Guidelines or Action plan



## 5. FUNCTIONS AND RESPONSIBILITIES OF THE THIRD PARTY:

- 5.1 The Third Party shall ensure that amounts Payable from the first party in accordance with the provisions of this Agreement or in accordance with the contents of the Summary approved by the Chief Executive of the Province appended to this agreement as *Annexure-G* and any other summary or arrangement and on no grounds whatsoever such transfer of funds shall not be interrupted and in case of disruption in transfer of funds to the Second Party by the First Party, the Third Party shall come forward to transfer the funds through effectuating at source deductions from the amounts transferable to them.
- 5.2 The Third Party hereby undertakes to continue to finance all existing and future activities, operations and obligations of the Second Party directly or indirectly relating to the development and maintenance of the municipal services Capital, operational, and establishment cost in Kohat during the currency of this Agreement and also to the extent of liquidation up of validly accrued liabilities and commitments lawfully made by the Second Party and reflected in its approved budget or actions plan or resolution passed by BOD, for the services and matters connected their with ancillary thereto.
- 5.3 The Second Party shall submit estimates of funds, required to be deposited by the Third Party into its bank accounts as per schedule determined by the Third Party, clearly indicating its financial requirements for the financial:year during which such funds are needed for the efficient performance of Services. The Third Party shall in the prescribed manner, transfer the funds into bank accounts of the Second Party in accordance with requirements of the cash flow plan determined by the said Company.
- 5.4 To operates effectively the Second party shall frame bye-laws, rules & regulations, to be approved by BOD with majority votes, to regulate its functions and also reciprocal actions and responses of the coalition partners, to the company's (Second party) vision and plans in the best public interests.
- 5.5 The Third Party shall act as the Guarantor of this Agreement and will be responsible to ensure that the Parties to this Agreement shall perform their respective duties in their true letter and spirit. That the Third Party shall endeavours her all best to make the corporate governance succeed in its entirety allowing her full independence in planning & operations and no force allowed to scuttle its free operations with artificial or personal hindrances.

## 6. ENTRUSTMENT OF FUNCTIONS AND POWERS UNDER WATER SUPPLY AND SANITATION BYE-LAWS:

- 6.1 Persons to be notified by the Second Party shall perform functions and exercise powers of the Enforcement Officers WSSC Kohat, or any other powers and functions as specified in the Bye-laws from time to time to be framed by the Second Party for the purposes of effective performance of its functions. The Second Party may also request the Third Party for posting of a First-Class magistrate/EAC and enforcement force to execute the bye-laws so framed
- 6.2 The Parties shall not appoint any other contractor or limp to perform any of the devolved services and functions.
- 6.3 Neither the Parties nor any of its employees shall have any control over the manner, mode or means by which the Second Party, its agents or employees, perform the Services. The Company shall perform all Services required herein as an independent Contractor of the Parties and shall remain under only such obligations as are consistent with that role. The Second Party shall not at any time or in any manner represent that it, or any of its agents or employees, are agents or employees of the Parties.



## 7. TRANSFER OF ASSETS:

- 7.1 The First Party hereby transfer possession, management, use, maintenance and control of machinery, equipment, tools and plants, vehicles, lands, buildings, structures and all other moveable and immovable assets owned, managed or controlled by it for the performance of the Services, a list whereof has been appended to this Agreement as Annexure - 'B', to the Second Party on a lease money of equal share from First Party (TMA & KDA), which is Rs.100,000/- (one hundred thousand rupees) for the period of currency of this Agreement and this Agreement shall be deemed to be the lease agreement for this purpose. The Second Party is further authorized to consume the consumable items.
- 7.2 For the purposes of disposal of unserviceable or condemned machinery, equipment, tools, plants, vehicles and other movable assets, through transparent process, the Second Party shall proceed for disposal of such movable assets. Decision of the Second Party regarding condemned and un-serviceability of machinery, equipment, tools and plants and vehicles shall not be called in question except on grounds of fraud or misappropriation.
- 7.3 All offices and facilities owned by the First Party shall be used by the employees of the Second Party without any encumbrance of rent or charge within the circle of prevailing rules. The Second Party shall exercise reasonable care for proper use and necessary maintenance of assets transferred to it by the First Party.

## 8. SUB-LEASE OF ASSETS:

The Second Party shall have power to sub-lease lands, buildings, structures and other movable or immovable assets transferred to it and to appropriate proceeds of lease for performance of functions assigned to it under Article 3 of this Agreement. Sub-leasing of any asset of the First Party by Second Party shall only be made, with the consent of the LG & RDD department, for the purposes of the Services and such sub-lease agreement shall not be executed beyond the currency of this Agreement.

## 9. TRANSFER OF EMPLOYEES:

- 9.1 Services of regular employees of the First Party and contract employees engaged on work-charge basis performing the Services along with their sanctioned strength are hereby placed at the disposal of the Second Party except employees mutually agreed to be retained by them for the performance of residual functions as specified in Clause 4. The first party shall provide Separate lists of-
- (i) regular employees of the First Party along with their sanctioned strength; and
  - (ii) employees engaged on work-charged basis along with their sanctioned strength;
- have been appended to this Agreement as **Annexure - 'C'**.
- 9.2 Last Payment Certificates, service books and other service records in speaking form, if any, of employees specified in Clause 9.1 shall be provided to the Second Party by the First Party within one month from the commencement of this Agreement.
- 9.3 (The Second Party may repatriate any person whose services are placed by the First Party at the disposal of Second Party, without assigning any reason thereof. On repatriation order the Second Party shall not bear the remuneration cost or other cost of the employee. If repatriation is ordered on account of charges of inefficiency, disobedience, negligence, misconduct or corruption, the second party may decide immediate repatriation or retain



the person, followed with initiation of proceeding itself, complete disciplinary proceedings as elaborated in clause 04, sub section (vi).

9.4 If an employee is repatriated to the First Party by the Second Party, the Second Party shall issue a last payment certificate in this respect; return his duly completed service book and other service records, if any, to the First Party.

9.5 Party may retain such number of posts and their present incumbents connected with the Services as mutually determined by both the parties. However, the second party shall have final option as per its requirement. A list containing number of posts in each basic pay scale and categories along with names of present incumbents agreed by the Second Party to be retained by second party, should be appended to this Agreement as **Annexure - D'**.

9.6 Except those changes provided in this agreement, conditions of service of employees of the First Party, whose services are placed at the disposal of the Second Party, shall remain the same as would have been applicable to them, had their services not been placed at the disposal of the Second Party.

9.7 Conditions of service of the regular employees of the First Party, whose services are placed at the disposal of the Second Party shall not be varied to their disadvantage during the period their services remain at the disposal of the Second Party and these employees shall render their services in the manner and in accordance with such standard operating procedures as are framed and made applicable to them by the Second Party and they shall receive remuneration not less than what would have been admissible to them had their services not been placed at the disposal of the Second Party and in case an inquiry is deemed necessary on account of inefficiency, misconduct or corruption of these employees, a person or employee nominated by the Chief Executive Officer of the Second Party shall act as inquiry officer or, as the case may be, inquiry committee in respect of those employees and the competent authority shall in the light of inquiry report decide the case within fifteen days of the submission of report.

9.8 Regular employees of the First Party, whose services are placed at the disposal of the Second Party shall communicate with their competent authorities through Second Party in situations where initiation of disciplinary proceedings have started on the demands of the Second Party without repatriating the employees to the First Party.

9.9 Powers of leave sanctioning authority of the regular employees of the First Party, whose services are placed at the disposal of the Second Party shall be exercised by designated employees deputed by the Second Party for the purpose during the period these employees remain at the disposal of the Second Party.

9.10 The Second Party shall intimate the First Party, twice a year, names of the regular employees who would be superannuating within coming six months and shall return duly completed service books, other service records along with the balance amount of the emoluments payable by the second party, if any, and presumptive last payment certificates of those employees for preparation and processing of their pension cases. The same exercise shall be completed within two weeks of intimation of in-service death of a regular employee.

9.11 Services of existing work-charged/ temporary employees of the First Party shall be placed at the disposal of the Second Party, which may execute a separate agreement with each of them on conditions not less favorable than those, admissible to them on the commencing day. Extension in period of employment of existing work-charged employees and termination of their employment shall be made by the Competent Authority in the First Party on the recommendation of the Second Party.

9.12 Notwithstanding anything contained in this Agreement, conditions of service of the existing work-charge employees whose services are placed at the disposal of the Second Party by the First Party shall remain intact and their right of regularization of service, if any, with



the First Part shall not be adversely affected by joining the Second Party. However, the status of work charge employees with respect to being skilled or unskilled shall be reviewed by the Second Party and any change in such status shall not be deemed as a change in condition of service. The First Party may, on the recommendations of the Second Party, decide to regularize services of some or all existing work-charged employees as company employees whose services are placed at the disposal of the Second Party in accordance with the performance reports of the second party, applicable rules, procedure and criteria for the time being in force.

- 9.13 The posts of regular employees of the First Party, whose services are placed at the disposal of Second Party shall be deemed to be notionally retained in the First Party budget for the purpose of their promotions on seniority cum fitness basis and retirement. The Second Party shall make recommendations to the competent forum for promotion considerations.

## 10. FINANCIAL AND BUDGETARY PROVISIONS:

- 10.1 Amounts budgeted in the approved annual budget of the First Party for the financial year 2016-17 for the performance of the Water Supply, Sanitation, SWM, and Hygiene Services shall be transferred to the Second Party for credit into commercial bank account of the Second Party with effect from 24<sup>th</sup> January, 2017, on quarterly basis after subtraction therefrom the amounts agreed to be retained for residual water and sanitation functions to be performed by employees mutually agreed to work under the existing service providing entity as provided in **Annexure – 'E'** of this Agreement.
- 10.2 The amounts to be transferred to the Second Party from the approved annual budget of the First Party for the financial year 2016-17 shall be placed under object "Transfer Payments" by the First Party and released to Second Party within one week of approval of its budget by competent forum and in future, budgeting for functions transferred to the Second Party shall be made on single line transfer basis under object "Transfer Payments".
- 10.3 The Second Party shall receive amounts from the First Party in quarterly instalments during a financial year through submission of simple receipt form, by a designated functionary of the Second Party, to the Accountant General, Khyber Pakhtunkhwa and the First Party undertakes to ensure that the cheque is issued to the Second Party within three working days of submission of the simple receipt form and to issue standing directions to all concerned for the purpose. The Second Party shall submit simple receipt form to the Accountant General, Khyber Pakhtunkhwa within first week of three months and the amounts required to be transferred through such simple receipt form shall be deemed to be amounts needed for immediate disbursement.
- 10.4 If during a financial year, salary of the employees specified in sub-clause (i) of clause 9 of this Agreement is increased and financial impact of that increase has not been included in the approved budget for that financial year, the budget for that financial year shall be revised to enhance allocations to meet with the increased expenditure and additional amounts not less than amounts equal to increase in salary shall be transferred to the Second Party and the Second Party shall not make payments of increased salary unless it has received additional amounts not less than financial impact of the increased salary for a period of four months. For the purpose of this Agreement budget on account of salary and increases in salary shall be calculated on the basis of sanctioned strength of posts of all categories of employees specified in sub-clause (i) of clause 9.
- 10.5 Amounts received by the Second Party from the First Party during a financial year, which remain unspent on the close of that financial year, shall be retained by the Second Party and shall be utilized, in addition to the amounts budgeted for the ensuing financial year, for performance of the functions as reflected in article-3 of this Agreement. Second Party shall provide its annual audited reports to the relevant department for quality assurance.



- 10.6 The increase in non-salary portion of the budget of the First Party for the Services shall be made with the mutual consent of the Parties in line with average increase announced by the provincial government from time to time.
- 10.7 The amounts transferred to the Second Party by of the First Party shall be spent by the Second Party for the performance of the functions assigned to it under this Agreement in accordance with its own standard operating procedures and the First Party shall have no authority to require the Second Party to seek any sanction from any functionary of the First Party before or after incurrence of expenditure or to prohibit the Second Party to incur expenditure in accordance with its standing operating procedures.
- 10.8 The Second Party shall be responsible to prepare and submit to the First Party the budgetary estimates, revised budgetary estimates, statements of excesses and surrenders and reports regarding execution of budget in respect of functions assigned to it regarding Services on such forms and in accordance with such timeframe as the First Party, may, from time to time, require; provided that the budgetary allocations meant to be transferred to the Second Party shall be one-line under object "Transfer Payments" and the First Party shall exercise its authority only for upward revision of the budget through revised budgetary estimates and statements of excesses and surrenders and not downward.
- 10.9 The First Party shall intimate the Second Party not later than 30<sup>th</sup> of May each year, the amounts budgeted for devolved functions and services, transfer to the Second Party during the ensuing financial year without any deductions and shall inform the Second Party about amounts specified in the Authenticated Schedule of Authorized Expenditure for transfer to the Second Party not later than five days after authentication of the said Schedule. This clause of the Agreement shall not be construed to mean that moneys not intimated in the manner aforesaid shall not be transferable to the Second Party.
- 10.10 The Second Party shall not be liable to pay arrears of pay and allowances or arrears due to less drawn pay and allowances of the employees specified in sub-clause (i) of clause 9 of this Agreement for the period prior to the commencing day.
- ✓ 10.11 If after meeting all present and future liabilities of Second Party, any surpluses are available with the Second Party at the end of financial year as reflected in the audit reports submitted by it, the Second Party shall have exclusive right to utilize the surpluses.

## 11. COLLECTION AND REIMBURSEMENT OF RECEIPTS:

- 11.1 Estimates of receipts on account of taxes, fees, user charges, surcharges, cesses, rents, rates, fines and forfeitures liveable in connection with the Services shall be prepared by the Second Party for inclusion in annual or revised budget estimates of the First Party.
- 11.2 The Second Party shall, from time to time, recommend cost recovery measures in respect of the Services and may propose to the First Party imposition of new taxes, fees, user charges, surcharges, cesses, rents, rates, fines and forfeitures or revision of their rates or their abolition with the approval of the competent authority. The First Party shall initiate action on the recommendations of the Second Party and shall inform the Second Party of the final outcome of action taken not later than four months of the proposal. The Second Party may also makes arrangements, by its own human resource or through private entities, for the collection of taxes, fees, user charges, surcharges, cesses, rents, rates, fines and forfeitures liveable in connection with the Services.
- 11.3 Money collected from taxes, fees, user charges, surcharges, cesses, rents, rates, fines and forfeitures, leviable in connection with the Services shall be retained by the Second Party and shall be credited in its own bank account.
- 11.4 Both the parties shall carryout reconciliation of figures of receipts realized during a quarter and the budgeted amounts to be transferred during the ensuing month shall be readjusted on the basis of actual collection as ascertained through such reconciliation.



**12. BENCH MARKING OF EXISTING SERVICES:**

- 12.1 The Second Party shall within six months after the signing of this Agreement and receipts of funds, complete the bench marking of existing Services and also fix targets for the improvements in Services for the next year. The Second Party shall submit a report to the First Party and Third Party containing details of Bench Marking of existing Services and Targets of Second Party for the future.
- 12.2 The Second Party shall ensure judicious use of resources provided by the First Party, bring in efficiency in water supply, sanitation and waste collection, treatment and disposal and enhance the level of Services delivery as mutually agreed between the Parties to this Agreement.

**13. KEY PERFORMANCE INDICATORS:**

The Second Party shall, on the 1<sup>st</sup> day of June of every financial year, submit a list of mutually agreed key performance indicators as specified in Annexure – 'F' along with the claims for claiming finances and budgets for that year.

**14. TERMS OF AGREEMENT:**

- 14.1 The currency of this Agreement is twenty years, reckonable from the date of commencement which may be extended as the Parties mutually agree.
- 14.2 The following shall be the conditions precedents for the effectiveness of this Agreement:
  - (i) the company will formulate and submit a Business Plan to the First Party;
  - (ii) a list of deputed staff has been made available and the deputed staffs have been transferred to the satisfaction of the Second Party;
  - (iii) the entrusted asserts have been made available and transferred to the satisfaction of the Second Party; and
  - (iv) the funds as per other relevant clauses have been transferred to the account of Second Party.
- 14.3 The representative of the Second Party shall, upon fulfilment of the condition precedent here to, give notice to the First Party specifying the date of commencement of this Agreement.

**15. DISPUTE RESOLUTION:**

Any dispute or difference arising out of this Agreement between the First Party and the Second Party shall be referred to the Third Party, who shall act as sole arbitrator in respect of that dispute and shall deliver an award not later than thirty days of receipt of reference from any party to this Agreement or jointly from both the Parties. The award of the arbitrator shall be final and binding for the parties.

**16. FORCE MAJURE:**

Neither Party shall be liable for any failure or delay in performance of his obligations under this Agreement which is caused by circumstances beyond the control of the Parties e.g. emergency, war, civil war, rebellion, revolution, insurrection, military or usurped power or confiscation, nationalization, requisition, change of law and prohibitive Governmental regulations.



17. **INDEMNIFICATION:**

The Second Party shall agree to indemnify the First Party, its officers, agents and employees against, and shall hold and save them and each of them harmless from, any and all actions, suits, claims, damages to persons or property, losses, costs, penalties, obligations, errors, omissions or liabilities that may be asserted or claimed by any entity arising out of or in connection with negligent performance of work, operations or activities of the Second Party, its agents, employees, sub-contractors, or invitees, or arising from negligent acts or omissions of the Second Party, or arising from the Second Party's negligent performance of or failure to perform any term, provision, covenant or condition of this Agreement but excluding such claims or liabilities arising from negligence or willful misconduct of the First Party, its officers, agents or employees and environmental liabilities of completed or on-going water and sanitation activities initiated by the First Party. The Second Party shall defend any action or actions filed in connection with any of the said claims or liabilities and shall pay all costs and expenses, including legal costs and attorneys' fees incurred in connection therewith.

18. **AMENDMENT IN AGREEMENT:**

18.1 This Agreement may be amended at any time by the mutual consent of the Parties by an instrument in writing signed by duly authorized representatives of the Parties.

18.2 Either party to this Agreement shall, at the request and expenses of the other Party, execute and do any acts, deeds or other things reasonably necessary to carry out the purposes and provisions of this Agreement or to make it easier to enforce.

19. **BREACH OF AGREEMENT:**

A breach of this Agreement by the First Party or Second Party shall be a material breach of its obligations under this Agreement. The aggrieved party may, through a notice in writing, require the other party to perform its obligations under this Agreement within such reasonable period as may be specified in the said notice and if the breach still persists, refer the issue to the arbitrator for action in accordance with act of this Agreement. The arbitrator shall, besides deciding the issues referred to him, also determine the quantum of loss caused by the defaulting party through breach of this Agreement to the aggrieved party and shall set aside that loss through imposition of penalty on the defaulting party which shall be payable to the aggrieved party.

20. **REMOVAL OF DIFFICULTIES:**

20.1 If a part of this Agreement is declared invalid or unenforceable by a Court of competent jurisdiction, such invalidity or unenforceability shall not affect any of the remaining portions of this Agreement which are hereby declared as severable and shall be interpreted to carry out the intent of the Parties to this Agreement unless the invalid provision is so material that its invalidity deprives either Party of the basic benefit of their bargain or renders this Agreement meaningless.

20.2 For removal of difficulties, as may arise from time to time in implementation of this Agreement, the Chief Executive Officer of WSSC Kohat, Tehsil Nazim, Naib Nazim or TMO /PD KDA in his absence, shall take measures with all bonafide for solving the confronting issues amicably in larger interest of objects laid down in MOA of WSSC Kohat and this Agreement.

21. **NOTICES:**

Any notice to be given under this Agreement shall be in writing and shall be sent by air mail, or by facsimile, to the address of the other Party or to the relevant facsimile number, or such other address or facsimile number as that Party may from time to time notify to the other Party. Notices sent as above shall be deemed to have been received two working days after the date of posting (in case of air mail), or on the next working day after transmission (in the case of facsimile messages, but only if a transmission report is generated by the sender's facsimile machine recording a message from the recipient's facsimile machine, confirming that the facsimile was



sent to the number indicated therein and confirming that all pages were successfully transmitted). In proving service of a notice, it shall be sufficient to prove that the envelope containing the notice was properly addressed and posted, or that the applicable means of telecommunication was addressed and dispatched and dispatch of the transmission was confirmed or acknowledged as the case may be.

**22. CONFLICT OF INTEREST:**

No officer or employee of the Parties of the First Part shall have any personal or private financial interest, direct and indirect, in this Agreement nor shall any such officer or employee participate in any decision relating to the Agreement which effects his financial interest or the financial interest of any corporations, partnership or association in which he is, directly and indirectly interested, in violation of any law, rule or regulation. The Second Party declares that it has not paid or given and will not pay or give any Third Party any money or other consideration for obtaining this Agreement.

**23. GUARANTEES/ ASSURANCES:**

The First Party and Third Party shall, on demand of the Second Party, provide such guarantees/ assurances as determined by the Second Party to any local or foreign entity with whom the Second Party transacts for the performance of Services but these guarantees/assurances shall not be beyond the agreed financial liabilities of the Parties.

**24. TERMINATION OF AGREEMENT:**

- 24.1 This Agreement may be terminated by either party, with prior written orders of the Chief Executive of the Province, by issuing a show-cause notice to the other party on grounds of breach of duties as agreed in this Agreement, material illegalities, unsatisfactory performance, massive frauds and miss-appropriations, at least 90 days prior to the date specified in the said show-cause notice.
- 24.2 In case of termination of this Agreement or winding up of the Second Party, the Third Party shall determine and pass appropriate orders for the successor-in-interest in respect of all Agreements lawfully executed by the Second Party for the Services and all assets held and liabilities lawfully incurred in consequence of those Agreements.







ANNEXURE-A

LIABILITIES



## LIST OF LIABILITIES / AGREEMENTS OF ON-GOING CONTRACTS

| S.NO | NAME OF LIABILITIES /CONTRACT | TIME OF COMPLETION | AMOUNT        |
|------|-------------------------------|--------------------|---------------|
| 1    | Water Rate Arrears            |                    | 1,45,00,000/- |
|      |                               |                    |               |
|      |                               |                    |               |
|      |                               |                    |               |

Tax C  
TMA KOHAT

Tax Supdtt:  
TMA KOHAT

Tehsil Officer (R)  
TMA KOHAT

(ASMAT ULLAH)  
Tehsil Municipal Officer  
TMA KOHAT



ANNEXURE-B

LIST OF ASSESTS



LIST OF LIABILITIES / AGREEMENTS OF ON-GOING CONTRACTS

| S.NO | NAME OF LIABILITIES / CONTRACT | TIME OF COMPLETION | AMOUNT |
|------|--------------------------------|--------------------|--------|
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
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|      |                                |                    |        |
|      |                                |                    |        |
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|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |
|      |                                |                    |        |

Name & Signature of TMO/ PD KDA:

*Jul 31*





## (SANITATION)

| S# | Name of Asset | Registration No./Remarks                    | Model No. | Condition  |
|----|---------------|---|-----------|--|
| 1  | Shovel No. 1  | No registration and no supporting documents | 1996      | Running, not in good condition, start with push, trolley is damaged. |
| 2  | Tractor No. 1 | No registration and no supporting documents | 2009-10   | Running, not in good condition, start with push, trolley is damaged. |
| 3  | Tractor No. 2 | No registration and no supporting documents | 2009-10   | Running, not in good condition, start with push, trolley is damaged. |
| 3  | Tractor No. 3 | No registration and no supporting documents | 2009-10   | Running, not in good condition, start with push, trolley is damaged. |
| 5  | Tractor No. 4 | No registration and no supporting documents | 2009-10   | running, not in good condition                                       |
| 6  | Tractor No. 5 | No registration and no supporting documents | 2009-10   | Running, not in good condition, start with push, trolley is damaged. |
| 7  | Tractor No. 6 | No registration and no supporting documents | 2013      | Running, not in good condition, start with push, trolley is damaged. |
| 8  | Compactor     | No registration and no supporting documents | 2013      | Working condition  |
| 9  | China Tractor | No registration and no supporting documents | 2008      | Not running, Damaged   |
| 10 | Jeep Photohar | Reg. No. "Kohat 1154"                       |           | Not running, Damaged need full maintenance                           |
| 11 | Jeep Photohar | Reg. No. "Kohat 1155"                       |           | Running  |
| 12 | Suzuki        | No registration and no supporting documents | 2013      | Running  |

## Malaria/Fog Machine

|   |             |       |      |                   |
|---|-------------|-------|------|-------------------|
| 1 | Fog Machine | Large | 2014 | Working Condition |
|---|-------------|-------|------|-------------------|

LIST OF ASSETS (IMMOVEABLE) OF TMA KOHAT  
(SANITATION)

| S.NO | NAME OF IMMOVABLE ASSETS    | Location                 | Remarks            |
|------|-----------------------------|--------------------------|--------------------|
| 1    | RECYCLING PLANT             |                          |                    |
| 2    | Waste Water Treatment Plant | Muhammad Zai BahadurKot. | UNDER CONSTRUCTION |
| 3.   | Dumping Ground              | Dhal Behzadi             |                    |

*Report*

Sub-Engineer  
TMA kohat

Tehsil Officer (I&S)  
TMA Kohat

*[Signature]*

*[Signature]*

(ASMAT ULLAH)

Tehsil Municipal Officer  
TMA Kohat



**LIST OF ASSETS (MOVEABLE) OF KDA KOHAT  
(SANITATION)**

| S. No. | Name of Asset  | Registration No./ Remarks                                | Condition   |
|--------|----------------|--|---|
| 1      | Garbage Truck  | made Mazda no registration or other supporting documents | Running condition but need repair, starts with push |
| 2      | Fogger machine | N/A  | New in good condition                               |
| 3      | Nissan Pickup  | A 1018   | Not in operation (For Spray in KDA)                 |

**LIST OF ASSETS (IMMOVEABLE) OF KDA KOHAT  
(SANITATION)**

| S.NO | NAME OF IMMOVABLE ASSETS                 | LOCATION         | REMARKS   |
|------|--|------------------|---|
| 1    | Fire Bridge vehicles Building and office | NEAR MOSQUE, KDA | Parking area for Garbage Truck and Tractor (3 Halls & Servant Quarters) |
| 2    |  |                  |   |
| 3    |  |                  |   |
| 4    |  |                  |   |
| 5    |  |                  |   |

Name & Signature of PD, KDA: \_\_\_\_\_

*(Handwritten Signature)*  
M 11/24



LIST OF ASSETS (MOVEABLE) OF TMA KOHAT  
(WATER SUPPLY)

| S. No. | Name of Asset  | Registration No./Remarks | Condition |
|--------|----------------|--------------------------|-----------|
| 1      | Water Tanker 1 | Not Registered           | Running   |
| 2      | Water Tanker 2 | Not Registered           | Running   |

*[Signature]*  
Sub-Engineer  
TMA kohat

*[Signature]*  
Tehsil Officer (I&S)  
TMA Kohat

*[Signature]*  
(ASMAATULLAH)  
Tehsil Municipal Officer  
TMA Kohat



**LIST OF ASSETS (IMMOVEABLE) OF TMA KOHAT  
(WATER SUPPLY)**

- Tube Wells/Equipment's/Machinery:
  - No. of Functional Tube Wells: 48
  - No. of Un-Functional Tube Wells: 02
- Total* 50
- *No. of Electric Transformers 50 (KV) installed* 48
- *No. of Motors (Multiple HP) 25HP Installed* 50
- *No. of Regulators Installed:* 24
- *No. of Official:* 156
- *No. of Water Connections:* 5197

**Operated/Functional Tube Wells**

| S# | Name of Tube Well           | Installed equipment's/ machinery |            |                  |                   | Remarks        |
|----|-----------------------------|----------------------------------|------------|------------------|-------------------|----------------|
|    |                             | Transformer KV                   | Motor (HP) | Nos of Regulator | Nos of Connection |                |
| 1  | EidGah No.1 OTS Road        | 50                               | 30         | 01               | 5197              | Nil            |
| 2  | EidGah No.5 OTS Road        | -do-                             | -do-       | Nil              |                   | Nil            |
| 3  | Mangle Baba                 | -do-                             | -do-       | 01               |                   | Nil            |
| 4  | TajBadshah                  | -do-                             | -do-       | Do               |                   | Nil            |
| 5  | Mehmood Shah                | -do-                             | -do-       | Do               |                   | Nil            |
| 6  | Sawa Lakh                   | -do-                             | 25         | Do               |                   | Nil            |
| 7  | GarhiKalasadi               | -do-                             | -do-       | Nil              |                   | Nil            |
| 8  | GarhiBerham khan            | -do-                             | -do-       | Nil              |                   | Non-Functional |
| 9  | Garden Colony By Pass Road  | -do-                             | -do-       | 01               |                   | Nil            |
| 10 | GarhiRauf khan              | -do-                             | -do-       | Do               |                   | Nil            |
| 11 | By Pass # 03 school         | -do-                             | 30         | Do               |                   | Nil            |
| 12 | Dehri Banda                 | -do-                             | 25         | Do               |                   | Nil            |
| 13 | MianGan Colony No.1         | -do-                             | 30         | Nil              |                   | Nil            |
| 14 | MianGan Colony No.2         |                                  | 25         | Nil              |                   | Nil            |
| 15 | New Bus Stand               | -do-                             | 30 Turbine | 01               |                   | Nil            |
| 16 | Khattak Colony              | -do-                             | 30         | Do               |                   | Nil            |
| 17 | Noor Elahi Colony           | -do-                             | 25         | Do               |                   | Nil            |
| 18 | Rehman Baba Town            | -do-                             | 25         | Do               |                   | Nil            |
| 19 | Meeri Banda                 | -do-                             | 30         | Do               |                   | Nil            |
| 20 | GarhiRisaidar               | -do-                             | 25         | Do               |                   | Nil            |
| 21 | ChikerKot Railway Road No.1 | -do-                             | 25         | Do               |                   | Nil            |



| S# | Name of Tube Well           | Transformer KV | Motor (HP) | Nos of Regulator | Nos of Connection | Remarks |
|----|-----------------------------|----------------|------------|------------------|-------------------|---------|
| 22 | ChikerKot Railway Road No.2 | -do-           | 30         | Do               |                   | Nil     |
| 23 | ChikerKot Allah Dadi        | -do-           | 25         | Do               |                   | Nil     |
| 24 | Bahawal Nagar               | -do-           | 30         | Nil              |                   | Nil     |
| 25 | Mohammad Nagar              | -do-           | 30         | 01               |                   | Nil     |
| 26 | College Town#2              | -do-           | 25         | Nil              |                   | Nil     |
| 27 | Hayat Shaheed Colony        | -do-           | 30         | Do               |                   | Nil     |
| 28 | Comprehensive School        | -do-           | 25         | Nil              |                   | Nil     |
| 29 | Mangle Bibi                 | -do-           | 25         | Do               |                   | Nil     |
| 30 | Liaqat Hospital             | -do-           | 15         | Do               |                   | Nil     |
| 31 | Sangairh Talab              | -do-           | 25         | 01               |                   | Nil     |
| 32 | Mir Ahmed Khel              | -do-           | 25         | Nil              |                   | Nil     |
| 33 | Abdullah Colony             | -do-           | 25         | 01               |                   | Nil     |
| 34 | Sheeri Vella #1             | -do-           | 30         | Nil              |                   | Nil     |
| 35 | Sheeri Vella #2             | -do-           | 25         | Do               |                   | Nil     |
| 36 | Sadullah Shah Jungle Khel   | -do-           | 25         | Do               |                   | Nil     |
| 37 | Charbagh Jungle Khel        | -do-           | 30         | Do               |                   | Nil     |
| 38 | Malang Abad                 | -do-           | 25         | Do               |                   | Nil     |
| 39 | Crush Machine               | -do-           | 25         | Do               |                   | Nil     |
| 40 | SDP Ghamkol Road            | -do-           | 25         | Do               |                   | Nil     |
| 41 | Slaughter House             | -do-           | 25         | Do               |                   | Nil     |
| 42 | New Garden Colony           | -do-           | 30         | 01               |                   | Nil     |
| 43 | Bahader Colony              | -do-           | 25         | 01               |                   | Nil     |
| 44 | Company Bagh Machine        | -do-           | 10         | Nil              |                   | Nil     |
| 45 | Mir Ahmed Khel              | Do             | Do         | Do               |                   |         |
| 46 | Jarwanda Shah Abad          | Do             | Do         | Do               |                   |         |
| 47 | Cheker, KotGulKhel          | Do             | Do         | Do               |                   |         |
| 48 | Sawa Lakh                   | Nil            | 30         | Nil              |                   |         |

| Un-Operated/Non-Functional Tube Wells |                      |           |          |           |  |
|---------------------------------------|----------------------|-----------|----------|-----------|--|
|                                       | MianGan Colony       | Do        | Do       | Do        | All opera table, requiring only to be equipped with electric transformers being recently constructed/installed |
| 1                                     |                      |           |          |           |  |
| 2                                     | ChickerKot New Abadi | Do        | Do       | Do        |  |
|                                       | Operated: 48 No.     |           |          |           |  |
|                                       | In-operated: 02 No.  |           |          |           |  |
|                                       | Total: 50 No.        | Total :42 | Total:50 | Total :43 | Total :5197  |

HR 201

• Over Head Tanks

| S.# | Over Tank Name & Location                  | Current Status |
|-----|--|----------------|
| 1.  | Katta Kanri, Peshawar Road                 | In-Order       |
| 2.  | Sheeri Vella Jungle Khel Kohat             | -do-           |
| 3.  | Bahawal Nagar, Pindi Road                  | -Do-           |
| 4.  | ChickerKot                                 | -Do-           |
| 5.  | Machakoo Talab, Peshawar Road              | -Do-           |
| 6.  | MianGan Colony                             | -Do-           |
| 7.  | Zarghondi Bona Sharif ( ChashmaJaat )      | -Do-           |
| 8.  | Shenki Bona Sharif ( ChashmaJaat )         | -Do-           |
| 9.  | Sanghair Talab Large Reservoir (195712 GL) | -Do-           |
| 10. | Sanghair Talab Small Reservoir (94536 GL)  | -Do-           |

Sub-Engineer  
TMA kohat

WSI  
TMA kohat

Tehsil Officer (I&S)  
TMA Kohat

(ASMAAT UALLAH)  
Tehsil Municipal Officer  
TMA Kohat



**LIST OF ASSETS (MOVEABLE) OF KDA KOHAT  
(WATER SUPPLY)**

| S. No. | Name of Asset  | Registration No./Remarks | Condition    |
|--------|--|--------------------------|--------------|
| 1      | Tractor (Messi) with Water Tanker Complete with blade & plough | CNC 5364                 | Satisfactory |
| 2      | Water Tanker   | 1373                     | Satisfactory |
|        |  |                          |              |
|        |  |                          |              |
|        |  |                          |              |
|        |  |                          |              |
|        |  |                          |              |
|        |  |                          |              |
|        |  |                          |              |
|        |  |                          |              |
|        |  |                          |              |

**LIST OF ASSETS (IMMOVEABLE) OF KDA KOHAT  
(WATER SUPPLY)**

| S.NO | NAME                              | LOCATION        | Motor (HP)   | No & HP of Stand by Motor | Column /Lowering Pipe (No) | Regulator (No) | Transformer (KVA)           | Turbine |
|------|-----------------------------------|-----------------|--------------|---------------------------|----------------------------|----------------|-----------------------------|---------|
| 1    | Tube well - Peshawar Pul /Bridge  | Sector 10, KDA  | 30 HP        | 1, 30 HP                  | 6                          | 1              | 100 KVA                     | 15 HP   |
| 2    | Tube well - Sector 10             | Sector 10, KDA  | 30 HP        | 1, 30 HP                  | 10                         | 1              | Combined with Peshawar pull | 15 HP   |
| 3    | Tube well - Gate No. 1            | Sector , KDA    | 30 HP        | 1,25 HP                   | 9                          | 1              | 30KVA                       | 30 HP   |
| 4    | Tube well - Gate No. 2            | Sector , KDA    | 20 HP        | 1, 20 HP                  | 11                         | 1              | 50 KVA                      | 15 HP   |
| 5    | Tube well - 2 Star pump           | Sector , KDA    | 30 HP        | 1,30 HP                   | 19                         | 0              | 30 KVA                      | 0       |
| 6    | Tube well - E - 2                 | Sector E-2, KDA | 30 HP        | 40                        | 19                         | 0              | 30KVA                       | 0       |
| 7    | Tube well - Pump House Gate No. 2 | Sector , KDA    | 75 HP, 50 HP | 2, 75 HP, 50 HP           | 0                          | 2              | 200KVA Combined             | 0       |
| 8    | Tube well - C 2                   | Sector C2, KDA  | 30 HP        | 0                         | 10                         | 1              | 50KVA                       | 30 HP   |
| 9    | Tube well - B 2                   | Sector B-2, KDA | 30 HP        | 0                         | 10                         | 0              | 50KVA                       | 0       |
| 10   | Tube well - E - 2                 | Sector E-2, KDA | 10 HP        | 1, 20 HP                  | 10                         | 0              | 30KVA                       | 0       |
| 11   | Tube well - People works          | Sector , KDA    | 30 HP        | 0                         | 11                         | 0              | 0                           | 0       |

| S.No | Name of Assets                    | Location                       | Remarks   |
|------|-----------------------------------|--------------------------------|---|
| 12   | Tube well - D 1                   | Sector D-1, KDA                | Under Construction  |
| 13   | Tube well - A 2                   | Sector A-2, KDA                | Damaged   |
| 14   | Tube Well in Main Park            | Phase 1                        | 7.5 HP Centrifugal Pump   |
| 15   | Tube well - B                     | Sector B-5, KDA                | Under Construction  |
| 16   | Tube well - Park Phase 2          | Sector , KDA                   | Under Construction  |
| 17   | Surface Tank 200000 Gallons       | Phase 1                        | Operational   |
| 18   | Surface Tank 200000 Gallons       | Phase 1                        | Operational   |
| 19   | Surface Tank 200000 Gallons       | Phase 1                        | Operational   |
| 20   | Surface Tank 30000 Gallons        | Phase 1                        | Operational   |
| 21   | Surface Tank 50000 Gallons        | Phase 1, Pump House in Gate 2  | Operational   |
| 22   | Overhead Tank 50000 Gallons       | Phase 2, Near Grid Station     | Operational   |
| 23   | Overhead Tank 50000 Gallons       | Phase 2, In park near hospital | Under Construction  |
| 24   | Surface Tank 100000 Gallons       | Phase 2, Grid Station          | Operational   |
| 25   | Pump House office /Complaint Cell | NEAR Gate No.2, KDA            | Rooms with parking area. The WSSC Kohat can use this area as per their requirement etc. |

Name & Signature of PD, KDA: \_\_\_\_\_

*(Handwritten Signature)*



ANNEXURE-C

DETAIL OF HUMAN RESOURCE TO BE  
TRANSFERRED TO WSSC KOHAT

(ANNEXURE-C)  
LIST OF REGULAR EMPLOYEE/WORK-CHARGE EMPLOYEE OF TMA KOHAT TO  
 BE TRANSFERRED TO WSSC, KOHAT (SANITATION)


| S# | NAME OF EMPLOYEE  | FATHER NAME    | DISG:         | BPS | W.A.A SALARY | REMARKS |
|----|-------------------|----------------|---------------|-----|--------------|---------|
| 1  | Mohammad Sohail   | AnamGul        | S-Insptr      | 8   | 26,202       |         |
| 2  | NaseemGul         |                | Driver        | 5   | 26,146       |         |
| 3  | Mehmood Gil       | RamazanMasih   | Driver        | 5   | 27,018       |         |
| 4  | Abdul Rasheed     | Raufkhan       | Supervisor    | 2   | 23,108       |         |
| 5  | Ibraheem          | Soata          | M-Beldar      | 1   | 16,697       |         |
| 6  | Abdul Satar       | Ghulam Mohamad | M-Beldar      | 1   | 16,376       |         |
| 7  | SatarGul          | Sajawal Khan   | Bildar        | 2   | 16,207       |         |
| 8  | Shehnaz           | W/O YunasMasih | Swepress      | 2   | 24,032       | *       |
| 9  | YasmeenBano       | W/O Havedlal   | Sweeprss      | 2   | 26,040       |         |
| 10 | Muhammad Ajaib    |                | do            | 2   | 23,058       |         |
| 11 | Syed Abass        | Sobba Khan     | Supervisor    | 2   | 27,874       |         |
| 12 | Ghulam Hasan S/O  | Gul Khan       | Muslim Beldar | 2   | 23,108       |         |
| 13 | Abdul Rasheed S/O | Abdul Rehman   | Muslim Beldar | 2   | 23,058       |         |
| 14 | Mohammad Akram    |                |               |     |              |         |
| 15 | Mumraiz S/O       | Mehboob        | do            | 2   | 23,058       |         |
| 16 | Ghulam Akbar      |                | do            | 2   | 23,058       |         |
| 17 | Mukhtiar          |                | do            | 2   | 23,058       |         |
| 18 | GhulamHussain S/O |                | Sweeper       | 2   | 23,057       |         |
| 19 | Mushtaq S/O       | GhulamHasan    | Sweeper       | 2   | 22,325       |         |
| 20 | Shakeel Ahmed     | Jalal          | Bildar        | 2   | 23,058       |         |
| 21 | ShehzadBhati      |                | M-Beldar      | 2   | 22,325       |         |
| 22 | Rani              |                | Sweeper       | 2   | 22,325       |         |
| 23 | Shehzad           | W/o Victor     | Sweeprss      | 2   | 22,325       |         |
| 24 | Sehnaz            | Abdul Satar    | M-Beldar      | 1   | 16,376       |         |
| 25 | Victor Masih      | W/o Sudairkala | Sweeprss      | 2   | 22,325       |         |
| 26 | Saba Mehboob      | Jalal Masih    | Sweeper       | 2   | 22,325       |         |
| 27 | Noor Hussain      |                | Sweeprss      | 2   | 21,960       |         |
| 28 | Shehnaz           | Gul Khan       | Sweeper       | 2   | 22,325       |         |
| 29 | Shabana           | W/O Nasir      | Sweeprss      | 2   | 21,960       | *       |
| 30 | M-Mushtaq         | W/o Lazir      | Sweeprss      | 2   | 21,960       |         |
| 31 | Sota              | Ghulam         | Sweeprss      | 2   | 20,960       |         |
| 32 | MushtaqMasih      | Khan Mir       | M-Beldar      | Fix | 10,000       |         |
| 33 | Ghafoor Ahmed     | Sundar         | M-Beldar      | 2   | 21,959       |         |
| 34 | Syed Mohammad     | Bashir Ahmed   | M-Beldar      | 2   | 21,960       |         |
| 35 | GhulamFareed      | Ghulam M       | M-Beldar      | 2   | 21,960       |         |
| 36 | Fozia             | Ameer          | M-Beldar      | 2   | 21,960       |         |
| 37 | Razia             | IqbalMasih     | M-Beldar      | 2   | 21,960       |         |
| 38 | Khalid Shah       | W/O Saleem     | Sweeprss      | 2   | 21,960       |         |
| 39 | Zubair            |                | Swceprss      | 2   | 21,960       |         |
| 40 | Mohammad Jan      | Atta Mohammad  | Mashki        | 2   | 22,267       | *       |
| 41 | Tariq             |                | M-Beldar      | Fix | 10,000       |         |
| 42 | MehmoodBangash    |                | M-Beldar      | 2   | 22,193       |         |
| 43 | Mohammad Sadeeq   | Khalid Mehmood | C.S.I         | 10  | 24,747       |         |
| 44 | Saleem Khan       |                | M-Beldar      | 2   | 20,909       |         |
| 45 | UurangZeb         | Khista         | M-Beldar      | 2   | 18,078       |         |
| 46 | AmjidIqabl        | Manan          | M-Beldar      | 1   | 16,376       |         |
| 46 | IrshadMehmood     |                | M-Beldar      | 1   | 16,376       |         |



| S# | NAME OF EMPLOYEE | FATHER NAME    | DISG:     | BPS | W.A.A SALARY | REMARKS |
|----|------------------|----------------|-----------|-----|--------------|---------|
| 47 | Mohammad Haroon  |                | Mashki    | 2   | 18,710       |         |
| 48 | DaniaMasih       |                | Sweper    | 1   | 16,973       |         |
| 49 | TahirAbas        | Syed Abass     | M-Beldar  | 1   | 16,697       |         |
| 50 | Mohammad Shakir  |                | M-Beldar  | 1   | 16,697       |         |
| 51 | Wahid Mohammad   | Atta           | M-Beldar  | 1   | 16,697       |         |
| 52 | Abdul Majeed     |                | M-Beldar  | 1   | 16,697       |         |
| 53 | Firdos Gil       |                | Sweeprss  | 1   | 16,697       |         |
| 54 | YounusMasih      | Sadiq          | Sweeper   | 1   | 16,697       |         |
| 55 | Mushtaq Ahmad    | GhulamRasol    | M-Beldar  | 1   | 16,697       |         |
| 56 | Iftkhar Ahmad    | Jahngir        | M-Beldar  | 1   | 16,697       |         |
| 57 | Karnilas Gil     |                | Sweeper   | 1   | 16,697       |         |
| 58 | Muhammad Asif    | Taimor         | M-Beldar  | 1   | 16,697       |         |
| 59 | WaheedUllah      |                | M-Beldar  | 1   | 16,697       |         |
| 60 | Iftkhar          | Abdul Satar    | M-Beldar  | 1   | 16,697       |         |
| 61 | Faisal Rehman    |                | M-Beldar  | 1   | 16,697       |         |
| 62 | M. Naveed        | Ameer          | M-Beldar  | 1   | 16,697       |         |
| 63 | RukhsanaBibi     | W/OIqbal       | Sweeprs   | 1   | 16,697       |         |
| 64 | JavedIqbal       | GhulamRasool   | M-Beldar  | 1   | 16,697       |         |
| 65 | Saleemiqbal      | GhulamRasool   | M-Beldar  | 1   | 16,697       |         |
| 66 | Jameel Khan      | Juman Khan     | M-Beldar  | 1   | 16,697       |         |
| 67 | Rustom Khan      | Soba Khan      | M-Beldar  | 1   | 16,697       |         |
| 68 | Ata Ullah        | Ghulam         | M-Beldar  | 1   | 16,376       |         |
| 69 | FarhadBibi       |                | M-Sweeprs | 1   | 16,697       | X       |
| 70 | Khan Zaman       |                | M-Beldar  | 1   | 16,697       |         |
| 71 | AsimManzoor      |                | M-Beldar  | 1   | 16,697       |         |
| 72 | Raees Khan       | sarwar         | M-Beldar  | 1   | 16,697       |         |
| 73 | Aurangzaib       | Chaman         | Sweper    | 1   | 16,376       |         |
| 74 | Jamshid          | Hans Raj       | Sweeper   | 1   | 16,376       |         |
| 75 | Mukish Kumar     | Yusuf          | Sweeper   | 1   | 16,376       | /       |
| 76 | Wajidlqbal       |                | M-Beldar  | 1   | 16,376       | /       |
| 77 | Syed Qaisar Ali  |                | M-Beldar  | 1   | 16,376       |         |
| 78 | Maqsood Khan     | Shoukat Ali    | M-Beldar  | 1   | 16,376       |         |
| 79 | GhulamHussian    | Ghulam Hussain | M-Beldar  | 1   | 16,376       |         |
| 80 | GulZar Bibi      |                | Swepress  | 1   | 16,376       |         |
| 81 | Mohammad Aslam   | Khadim         | M-Beldar  | 1   | 16,376       |         |
| 82 | Mohammad Irfan   |                | M-Beldar  | 1   | 16,376       | X       |
| 83 | Pervez Masih     | SalimMasih     | Sweper    | 1   | 16,376       |         |
| 84 | NadeemMasih      | SalimMasih     | Sweper    | 1   | 16,376       |         |
| 85 | Rehmat Ali       | Allah Dad      | M-Beldar  | 1   | 16,376       |         |
| 86 | Vicky Masih      | Yusuf Masih    | Sweeper   | 1   | 16,112       |         |
| 87 | Safi Ullah       | Abdul Jabar    | M-Beldar  | 1   | 16,376       |         |
| 88 | AkashRatan       |                | Sweeper   | 1   | 16,376       |         |
| 89 | Jamshid          | Khalid         | M-Beldar  | 1   | 16,376       |         |



| S#        | NAME OF EMPLOYEE | FATHER NAME   | DISG:       | BPS | W.A.A SALARY | REMARKS |
|-----------|------------------|---------------|-------------|-----|--------------|---------|
| 90        | Mansoor Ali      | Atta          | M-Beldar    | 1   | 16,376       |         |
| 91        | Naseer Ahmed     | Ghulam Rasool | M-Beldar    | 1   | 16,376       |         |
| 92        | Javed Masih      | Josif         | Sweeper     | 1   | 16,099       |         |
| 93        | Adnan Khan       |               | T-Plant. O  | 2   | 16,654       |         |
| 94        | Shoukat Ali      | Waris         | M-Beldar    | 1   | 16,376       |         |
| 95        | Sijjad Khan      |               | Dog Shooter | 1   | 14,460       |         |
| 96        | Imran Ali        |               | M-Beldar    | 1   | 14,460       |         |
| 97        | Muhammad Bakhsh  |               | M-Beldar    | Fix | 10,000       |         |
| 98        | Ghulam Kamar     |               | M-Beldar    | Fix | 10,000       |         |
| 99        | Mano Masih       |               | Swpr: Fix   | Fix | 10,000       |         |
| 100       | Dasi             |               | Swpr: Fix   | Fix | 10,000       |         |
| 101       | Parveen          | W/o Irfan     | Swpr: Fix   | Fix | 10,000       |         |
| 102       | Ishtaiq Hussain  |               | Swpr: Fix   | Fix | 10,000       |         |
| 103       | Muryam           | W/o Asif Suny | M-Beldar    | Fix | 10,000       |         |
| 104       | Akash Omni Chand |               | Swpr: Fix   | Fix | 10,000       |         |
| 105       | Tariq Mehmood    |               | Swpr: Fix   | Fix | 10,000       |         |
| 106       | Amir Khoker      |               | M-Beldar    | Fix | 10,000       |         |
| 107       | Saleem Masih     | Kala          | Swpr: Fix   | Fix | 10,000       |         |
| 108       | Shakil Masih     | Salem         | Sweeper     | Fix | 10,000       |         |
| 109       | Abdul Salam      |               | Sweeper     | Fix | 10,000       |         |
| 110       | Ismaeel Masih    | Sardar        | Sweeper     | Fix | 10,000       |         |
| 111       | Hebat Khan       |               | Sweeper     | Fix | 10,000       |         |
| 112       | Namdar Ali       |               | M-Beldar    | Fix | 10,000       |         |
| 113       | Imdad Hussain    |               | M-Beldar    | Fix | 10,000       |         |
| 114       | Mumtaz           | Ghulam Akbar  | M-Beldar    | Fix | 10,000       |         |
| 115       | Kashif Ali       | Gulam . M     | M-Beldar    | Fix | 10,000       |         |
| 116       | Gulam Farid      | Bashir        | M-Beldar    | Fix | 10,000       |         |
| 117       | Khaliq Parvez    |               | M-Beldar    | Fix | 10,000       |         |
| 118       | Tuqeer Masih     |               | Sweeper     | Fix | 10,000       |         |
| 119       | Soba Khan        | Khaki Jan     | M-Beldar    | Fix | 10,000       |         |
| 120       | Qasim            | Parvez        | M-Beldar    | Fix | 10,000       |         |
| 121       | Mohammad Ali     | Soba          | M-Beldar    | Fix | 10,000       |         |
| 122       | Hangu Khan       |               | M-Beldar    | Fix | 10,000       |         |
| 123       | Ahsan Mehmood    | Shahewal      | M-Beldar    | Fix | 10,000       |         |
| 124       | Islam Mehmood    | Abdul Ghafar  | Driver      | Fix | 10,000       |         |
| 125       | Hashim Khan      |               | Driver      | Fix | 10,000       |         |
| 126       | Mohamad Ilyas    | Aslam         | M-Beldar    | Fix | 10,000       |         |
| 127       | Ramazan          | Ameer         | M-Beldar    | Fix | 10,000       |         |
| 128       | Hari Krishan     |               | Sweeper     | Fix | 10,000       |         |
| 129       | Raiz Bhathi      |               | Sweeper     | Fix | 10,000       |         |
| 130       | Jesvant          | Sadow         | Sweeper     | Fix | 10,000       |         |
| 131       | Nasoon Masih     | Iqbal         | Sweeper     | Fix | 10,000       |         |
| 132       | Mohammad Ishfaq  | Mumraiz       | M-Beldar    | Fix | 10,000       |         |
| 133       | Imran            | Abdur Rehman  | M-Beldar    | Fix | 10,000       |         |
| 134       | Mohammad Akhter  |               | M-Beldar    | Fix | 10,000       |         |
| 135       | Zar Wali         | Mir Wali Khan | Mali        | 1   | 15,800       |         |
| 136       | Khalid Mehmood   | Janan         | M-Beldar    | Fix | 10,000       |         |
| 137       | Perviz           | Mehboob       | M-Beldar    | Fix | 10,000       |         |
| 138       | Faqeer Muhammad  |               | Driver      | 4   | 23,749       |         |
| Total Rs. |                  |               |             |     | 2,237,674    |         |

  
 (ASMAT ULLAH)  
 Tehsil Municipal Officer  
 TMA Kohat



ANNEXURE-C

**LIST OF REGULAR EMPLOYEE /WORK- CHARGE EMPLOYEE OF KDA KOHAT TO BE TRANSFERRED TO WSSC KOHAT**

(SANITATION)

| S.NO                                       | NAME OF EMPLOYEE | DESIGNATION                      | BASIC PAY SCALE (BPS) | SALARY (Rs.)   | REMARKS |
|--|------------------|----------------------------------|-----------------------|----------------|---------|
| 1  | Nobat Khan       | Lab Attendant/Sweeper Supervisor | 4                     | 28840          |         |
| 2  | Zahid Shah       | Driver                           | 7                     | 31753          |         |
| 3  | Nadeem Dilbar    | Sweeper                          | 3                     | 19060          |         |
| 4  | Nadeem Masih     | Sweeper                          | 3                     | 19060          |         |
| 5  | Joni Raj         | Sweeper                          | 3                     | 19060          |         |
| 6  | ShoaibMasih      | Sweeper                          | 3                     | 19060          |         |
| 7  | ✓ JamshedMasih   | Sweeper                          | 3                     | 19060          |         |
| 8  | AmjadMasih       | Sweeper                          | 3                     | 19060          |         |
| 9  | Tariq Masih      | Sweeper                          | 3                     | 19060          |         |
| 10   | Nasir Masih      | Sweeper                          | Fix                   | 14000          |         |
| 11   | YaqoobMasih      | Sweeper                          | Fix                   | 14000          |         |
| 12   | Pervaiz Akhter   | Sweeper                          | Fix                   | 14000          |         |
| 13   | Peter Babar      | Sweeper                          | Fix                   | 14000          |         |
| 14   | Azim Masih       | Sweeper                          | Fix                   | 14000          |         |
| 15   | ✓ Cornelies      | Sweeper                          | Fix                   | 14000          |         |
| 16   | Imran            | Sweeper                          | Fix                   | 14000          |         |
| 17   | YounasGulzar     | Sweeper                          | Fix                   | 14000          |         |
| 18   | JohniMasih       | Sweeper                          | Fix                   | 14000          |         |
| 19   | Patras John      | Sweeper                          | Fix                   | 14000          |         |
| 20   | ShahidMasih      | Sweeper                          | Fix                   | 14000          |         |
| 21   | Sunil Sohni      | Sweeper                          | Fix                   | 14000          |         |
| 22   | ✓ JamshedMasih   | Sweeper                          | Fix                   | 14000          |         |
| 23   | JadoonMasih      | Sweeper                          | Fix                   | 14000          |         |
| 24   | ShakeelMasih     | Sweeper                          | Fix                   | 14000          |         |
| 25   | Faizyab          | Sweeper                          | Fix                   | 14000          |         |
| 26   | Jamshed          | Sweeper                          | Fix                   | 14000          |         |
| 27   | SaleemMasih      | Sweeper                          | Fix                   | 14000          |         |
| 28   | JavedMasih       | Sweeper                          | Fix                   | 14000          |         |
| 29   | Sulaiman Ahmed   | Driver                           | Fix                   | 14000          |         |
| <b>SALARIES OF SANITATION STAFF OF KDA</b> |                  |                                  |                       | <b>468,953</b> |         |

Name & Signature of PD, KDA Kohat:

*(Signature)*  
 Project Director  
 Kohat Development Authority  
 Kohat



**LIST OF REGULAR EMPLOYEE/WORK-CHARGE EMPLOYEE OF TMA KOF..T TO BE TRANSFERRED TO  
WSSC, KOHAT (WATER SUPPLY) (ANNEXURE-C)**

| S# | NAME OF EMPLOYEE          | DISG:           | BPS | WITH ALL ALLOANCE SALARY | REMARKS |
|----|---------------------------|-----------------|-----|--------------------------|---------|
| 1  | Azmat Ali Khan            | W.S. Inspector: | 5   | 26,709                   |         |
| 2  | Sabir Hussain Shah        | Driver          | 5   | 27,273                   |         |
| 3  | Mohammad Ayub Khan        | P.Fiter         | 4   | 29,773                   |         |
| 4  | AmeenUllah Jan            | T.W.O           | 4   | 29,733                   |         |
| 5  | Tariq Khan                | T.W.O           | 4   | 27,243                   |         |
| 6  | Hakeem Khan               | T.W.O           | 4   | 27,243                   |         |
| 7  | Mohammad Tanveer          | T.W.O           | 4   | 27,243                   |         |
| 8  | Sagheer Badshah           | W.S.Cooli       | 2   | 24,941                   |         |
| 9  | Tahir Mansoor             | T.W.O           | 4   | 27,243                   |         |
| 10 | Khalid Khan               | T.W.O           | 4   | 24,224                   |         |
| 11 | Haroon Khan               | T.W.O           | 4   | 24,224                   |         |
| 12 | Mohammad Riaz             | T.W.O           | 4   | 23,817                   |         |
| 13 | Aman Khan                 | T.W.O           | 4   | 24,224                   |         |
| 14 | Mohammad Nushad           | T.W.O           | 4   | 27,243                   |         |
| 15 | Malang Shah               | T.W.O           | 4   | 24,224                   |         |
| 16 | Sydan Shah                | T.W.O           | 4   | 27,243                   |         |
| 17 | Sohrab Shah               | T.W.O           | 4   | 28,215                   |         |
| 18 | Ajmal Khan                | T.W.O           | 4   | 24,753                   |         |
| 19 | Muhammad Rehan            | T.W.O           | 04  | 16644                    |         |
| 20 | Mujeer Rehman             | T.W.O           | 3   | 22,423                   |         |
| 21 | Mohammad Shah             | T.W.O           | 4   | 23,295                   |         |
| 22 | Pir Ayazud Din            | Chowkidar       | 2   | 25,242                   |         |
| 23 | Mohammad Islam            | Chowkidar       | 2   | 25,242                   |         |
| 24 | Amjid Shah                | T.W.O           | 4   | 25,214                   |         |
| 25 | Waseem Shah               | Chowkidar       | 2   | 23,841                   |         |
| 26 | Mohammad Saeed            | T.W.O           | 4   | 24,224                   |         |
| 27 | Mohammad Younas           | T.W.O           | 4   | 24,224                   |         |
| 28 | Munsif Shah               | T.W.O           | 4   | 23,748                   |         |
| 29 | Javid Iqbal               | T.W.O           | 4   | 24,224                   |         |
| 30 | Shah Jahan                | T.W.O           | 4   | 23,748                   |         |
| 31 | Mohammad Javid Khan       | Helper          | 2   | 22,375                   |         |
| 32 | Naveed Shah               | T.W.O           | 4   | 22,296                   |         |
| 33 | Farhan Khan               | Chowkidar       | 2   | 19,942                   |         |
| 34 | Syed Luqman Shah S/o Taj  | T.W.C           | 2   | 19,378                   |         |
| 35 | Samiullah S/o Saadullah   | Chowkidar       | 2   | 17,510                   |         |
| 36 | Momin Shah                | T.W.O           | 4   | 18,365                   |         |
| 37 | Mohammad Ijaz S/o Naseer  | Chowkidar       | 1   | 17,318                   |         |
| 38 | Ubaidullah                | T.W.O           | 4   | 18,320                   |         |
| 39 | Yasir Mehmood             | T.W.O           | 4   | 18,320                   |         |
| 40 | Irfanud Din               | Valve Man       | 1   | 17,018                   |         |
| 41 | Faheem Shah               | T.W.O           | 4   | 18,320                   |         |
| 42 | Abdul Haseeb Shah         | T.W.O           | 4   | 21,302                   |         |
| 43 | Mohammad Insar            | T.W.O           | 4   | 18,320                   |         |
| 44 | Kaleem Ullah              | Pipe Fiter      | 2   | 17,611                   |         |
| 45 | Sohaib Khan S/o Waheed    | T.W.O           | 4   | 18,358                   |         |
| 46 | Zulfiqar Khan S/o Waheed  | Chowkidar       | 2   | 17,612                   |         |
| 47 | Tehseen Zia S/o muneer    | T.W.O           | 4   | 17,849                   |         |
| 48 | Junaid Khan S/o javeed    | T.W.O           | 4   | 17,849                   |         |
| 49 | M. Farhan S/o M. Imran    | Valve Man       | 1   | 16,697                   |         |
| 50 | Adeel Shah S/O Nazeer     | T.W.O           | 4   | 17,849                   |         |
| 51 | Amir Shah                 | T.W.O           | 4   | 17,849                   |         |
| 52 | Zahir Khan S/o Mehdi      | T.W.O           | 4   | 16,849                   |         |
| 53 | Iftikhar Ahmed            | T.W.O           | 4   | 17,849                   |         |
| 54 | Dost Muhammad S/o Hameed  | T.W.C           | 1   | 16,697                   |         |
| 55 | Ghofran Khan              | T.W.O           | 4   | 17,804                   |         |
| 56 | Adeel shah S/O Amjid Shah | T.W.O           | 4   | 17,804                   |         |
| 57 | Imran Shah                | T.W.O           | 4   | 17,804                   |         |
| 58 | Mohammad Abid             | T.W.O           | 4   | 17,804                   |         |



| S#  | NAME OF EMPLOYEE            | DISG:         | BPS | WITH ALL ALLOANCE SALARY | REMARKS |
|-----|-----------------------------|---------------|-----|--------------------------|---------|
| 60  | Qasim Jan                   | T.W.O         | 4   | 17,804                   |         |
| 61  | Muhammad Ikhtlaq            | T.W.O         | 4   | 17,804                   |         |
| 62  | Dost Mohammad S/O Noor      | Chowkidar     | 1   | 16,399                   |         |
| 63  | Shahid Mehmood              | TWO           | 4   | 17,804                   |         |
| 64  | Muhammad Zaman              | Chowkidar     | 1   | 16,676                   |         |
| 65  | Ijaz Khan S/o Abdul Rasheed | T.W.O         | 4   | 17,804                   |         |
| 66  | Abas Shah                   | T.W.O         | 4   | 17,378                   |         |
| 67  | Syed Rehmat Shah            | T.W.O         | 4   | 17,378                   |         |
| 68  | Abdul Khaliq S/O Aziz       | T.W.O         | 4   | 17,804                   |         |
| 69  | Wajid Khan.                 | Chowkidar     | 1   | 16,399                   |         |
| 70  | Syed Qasim Shah             | T.W.O         | 4   | 16,804                   |         |
| 71  | Mohammad Hamza              | Chowkidar     | 1   | 16,399                   |         |
| 72  | Mohammad .Khalid            | Chowkidar     | 1   | 16,399                   |         |
| 73  | Sijaad Shah                 | T.W.O         | 4   | 17,804                   |         |
| 74  | Mohammad Saqib S/o Mushtri  | W.S.C         | 1   | 16,099                   |         |
| 75  | Yasir Jamal                 | W.S.C         | 1   | 16,099                   |         |
| 76  | Shahid Waheed               | T.W.O         | 4   | 17,378                   |         |
| 77  | Shad Mohammad               | T.W.O         | 4   | 21,638                   |         |
| 78  | Sami Ullah S/o Ijaz         | T.W.O         | 2   | 16,623                   |         |
| 79  | Shafiur Rehman              | T.W.O         | 4   | 17,836                   |         |
| 80  | Safer Ahmad                 | T.W.O         | 1   | 16,099                   |         |
| 81  | Adnan Amir                  | T.W.O         | 4   | 17,723                   |         |
| 82  | Jamshid Khan                | W.S.C         | 2   | 16,561                   |         |
| 83  | Saif Ullah Khan             | T.W.O         | 1   | 16,099                   |         |
| 84  | Gulzar Khan                 | W.S.C         | 1   | 16,099                   |         |
| 85  | Kifayat Ullah S/o inyat     | Class-IV      | 1   | 16,099                   |         |
| 86  | Awais Iqbal                 | T.W.O         | 1   | 16,099                   |         |
| 87  | Kashif Nazeer               | T.W.O         | 1   | 15,823                   |         |
| 89  | Mohsin Shah                 | T.W.O         | 1   | 15,823                   |         |
| 90  | Tahir Shah                  | W.S.C         | 1   | 15,823                   |         |
| 91  | Aurangzeb Khan              | W.S.C         | 1   | 15,823                   | X       |
| 92  | Yar Mohammad                | T.W.O         | 1   | 15,823                   |         |
| 93  | Jahanzeb khan               | T.W.O         | 1   | 15,823                   | X       |
| 94  | Luqman S/o Zaman            | W.S.C         | 1   | 15,823                   |         |
| 95  | Haseeb Shah                 | T.W.O         | 1   | 15,823                   |         |
| 96  | Israr Mohamamd              | T.W.O         | 1   | 15,823                   |         |
| 97  | Mohammad Hameed             | T.W.O         | 1   | 15,823                   |         |
| 98  | Itbar Khan                  | T.W.O         | 1   | 15,823                   |         |
| 99  | Kamran Khan S/O Zahoor      | T.W.O         | 1   | 15,823                   |         |
| 100 | Ishfaq Hussain              | T.W.O         | 1   | 15,823                   |         |
| 101 | Jamal Abdul Nasir           | W.S.C (C-IV)  | 1   | 15,823                   |         |
| 102 | Kamran Khan S/O Hayat       | T.W.C         | 1   | 15,823                   |         |
| 103 | Mohammad Khan               | T.W.O         | 1   | 15,823                   |         |
| 104 | Shah Saud                   | T.W.O         | 1   | 15,823                   |         |
| 105 | Muhammad Asghar             | T.W.O         | 1   | 15,823                   |         |
| 106 | Naseer Khan                 | T.W.C         | 1   | 15,823                   |         |
| 107 | Baseer Khan                 | T.W.O         | 1   | 15,823                   |         |
| 108 | Amir Shah s/o Lal shah      | T.W.O         | 1   | 15,823                   |         |
| 109 | KafayatUllah S/o Wajid Ali  | Class-IV      | 1   | 15,823                   |         |
| 110 | Tariq Mehmood               | Class-IV) WSC | 1   | 15,823                   |         |
| 111 | Syed Salman Ali Shah        | T.W.O         | 1   | 15,546                   |         |
| 112 | Nadeem Shah                 | W.S.C         | 1   | 15,546                   |         |
| 113 | Gulab Hussain               | W.S.C         | 1   | 16050                    |         |
| 114 | Mohsin Iqbal                | T.W.O         | 1   | 14,993                   |         |

| S#  | NAME OF EMPLOYEE      | DISG:     | BPS | WITH ALL ALLOANCE SALARY | REMARKS |
|-----|-----------------------|-----------|-----|--------------------------|---------|
| 115 | Mohammad Tuseef       | T.W.C     | 1   | 14,993                   |         |
| 116 | Anwar Kamal           | W.S.C     | 1   | 14,993                   |         |
| 117 | Ijaz Mohammad         | W.S.C     | 1   | 14,993                   |         |
| 118 | Kaleem Ullah          | W.S.C     | 1   | 14,724                   |         |
| 119 | Abdul Basit           | T.W.O     | 1   | 14724                    |         |
| 120 | Syed Arif Shah        | do        | 1   | 14724                    |         |
| 121 | Syed Usman Shah       | Valve Man | 1   | 14725                    |         |
| 122 | Sher Muhammad         | T.W.O     | Fix | 10000                    |         |
| 123 | Raz Mohammad          | T.W.O     | do  | 10000                    |         |
| 124 | Masood Ahmed          | T.W.O     | do  | 10000                    |         |
| 125 | Mohammad Jawad        | T.W.O     | do  | 10000                    |         |
| 126 | Anees ur Rehman       | T.W.O     | do  | 10000                    |         |
| 127 | Fawad Shah S/o Farooq | T.W.O     | do  | 10000                    |         |
| 128 | Noor Ahmed Khan       | T.W.O     | do  | 10000                    |         |
| 129 | Fawad Shah            | W.S.C     | do  | 10000                    |         |
| 130 | Mohammad Shazad       | W.S.C     | do  | 10000                    |         |
| 131 | Shahzad Mansoor       | T.W.O     | do  | 10000                    |         |
|     | <b>Total Rs.</b>      |           |     | <b>2379705</b>           |         |

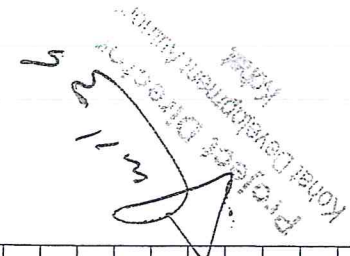
  
**(ASMAT ULLAH)**  
 Tehsil Municipal Officer  
 TMA Kohat



**LIST OF REGULAR EMPLOYEE /WORK- CHARGE EMPLOYEE OF KDA KOHAT TO BE TRANSFERRED TO WSSC KOHAT**


**(WATER SUPPLY)**

| S.NO | NAME OF EMPLOYEE      | DESIGNATION             | BASIC PAY SCALE (BPS) | SALARY (Rs.) | REMARKS |
|------|-----------------------|-------------------------|-----------------------|--------------|---------|
| 1    | Tayyab (BPS-17)       | DAO                     | 17                    | 73287        |         |
| 2    | Abu Ali Shah (BPS-14) | Senior Clerk            | 14                    | 49127        |         |
| 3    | Ibrar Ali             | Water Supply Supervisor | 9                     | 39667        |         |
| 4    | Ramzan Khan           | Driver                  | 7                     | 23532        |         |
| 5    | Ramzan Ali Shah       | Driver                  | 7                     | 35863        |         |
| 6    | Khalid Sarwar         | T.W.O                   | 7                     | 36516        |         |
| 7    | Mokamil Shah          | TWO                     | 7                     | 34544        |         |
| 8    | Dil Nawaz             | TWO                     | 7                     | 35105        |         |
| 9    | Fahad Khan            | TWO                     | 7                     | 25252        |         |
| 10   | WaqarAnjum            | Pipe Fitter             | 6                     | 19744        |         |
| 11   | Ihtisham-ul-Haq       | Valveman                | 3                     | 17938        |         |
| 12   | MohammadHanif         | Chowkidar               | 4                     | 28568        | x       |
| 13   | IhsanUd Din           | Chowkidar               | 4                     | 28568        |         |
| 14   | Sakhi Mohammad        | Chowkidar               | 3                     | 18388        |         |
| 15   | SijjadUd Din          | Chowkidar               | 4                     | 21515        |         |
| 16   | WaseemUllah           | Chowkidar               | 4                     | 20929        |         |
| 17   | Sher Zaman            | Chowkidar               | 4                     | 19037        |         |
| 18   | Shad Mohammad         | Chowkidar               | 3                     | 17046        |         |
| 19   | Mohammad Younus       | Chowkidar               | 3                     | 19060        |         |
| 20   | Umair Shah            | Chowkidar               | 3                     | 17554        |         |
| 21   | Naseer Khan S/O       | Chowkidar               | 3                     | 17554        |         |
| 22   | Sikandar Khan         | Chowkidar               | 3                     | 17554        |         |
| 23   | Zain Ali Shah         | Gang Quli               | 3                     | 16692        |         |
| 24   | Arshad Shah           | Quli                    | 4                     | 21065        |         |
| 25   | Ahmed Bukhsh          | Quli                    | 4                     | 21065        |         |
| 26   | Abbas Khan            | Quli                    | 4                     | 20658        |         |
| 27   | Khan Gul              | Quli                    | 4                     | 20658        |         |
| 28   | Amjad Islam           | Quli                    | 4                     | 21065        |         |
| 29   | Roshmal Khan          | Quli                    | 4                     | 28118        |         |
| 30   | Waleed Gul            | Work Charge             | Daily Wages           | 14000        |         |
| 31   | Minatullah S/O        | Helper                  | Daily Wages           | 14000        |         |
| 32   | Bakhtullah            | Helper                  | Daily Wages           | 14000        |         |
| 33   | Mohammad Shayaz       | Work charge             | Daily Wages           | 14000        |         |
| 34   | Subhan                | Helper                  | Daily Wages           | 14000        |         |
| 35   | Mohammad Nasir        | Chowkidar               | Daily Wages           | 14000        |         |
| 36   | Faisal Amin           | W/Charge                | Daily Wages           | 14000        |         |
| 37   | WaqarTaimor           | Chowkidar               | Daily Wages           | 14000        |         |
| 38   | Naveed Khan           | W/Charge                | Daily Wages           | 14000        |         |
| 39   | Shah Mansoor          | W/Charge                | Daily Wages           | 14000        |         |
| 40   | Saeed Khan            | Helper                  | Daily Wages           | 14000        |         |
| 41   | Mujahid Shah          | Chowkidar               | Daily Wages           | 14000        |         |
| 42   | Abdul Basit Bukhari   | Complaint Operator      | Daily Wages           | 14000        |         |
| 43   | Jamal Din             | Water Supply Helper     | Daily Wages           | 14000        |         |
| 44   | Abdul Saeed           | Helper                  | Daily Wages           | 14000        |         |
| 45   | Shabbir Khan          | Helper                  | Daily Wages           | 14000        |         |
| 46   | Safdar Khan           | Security Guard          | Daily Wages           | 14000        |         |
| 47   | MohammdShifa          | W/Charge                | Daily Wages           | 14000        |         |
| 48   | Gul Raees             | TWO                     | Daily Wages           | 14000        |         |
| 49   | Sulaiman Shah         | Work Taker              | Daily Wages           | 14000        |         |
| 50   | KhurramShahzad        | Security Guard          | Daily Wages           | 14000        |         |
| 51   | Haider Shah           | W/Charge                | Daily Wages           | 14000        |         |

  
 M. I. Khan  
 Project Director  
 Kohat Development Authority

|                                       |                  |             |             |            |
|---------------------------------------|------------------|-------------|-------------|------------|
| 50                                    | Masood UI Hasan  | Quli        | Daily Wages | 14000      |
| 51                                    | Noor Saleem      | W/Charge    | Daily Wages | 14000      |
| 52 ✓                                  | Mohammad Khan    | Quli        | Daily Wages | 14000      |
| 53                                    | Mujahid Khan     | Quli        | Daily Wages | 14000      |
| 54                                    | SaoodUIRehman    | Helper      | Daily Wages | 14000      |
| 55                                    | Wasim Shah       | Helper      | Daily Wages | 14000      |
| 56 ✓                                  | SaadUllah Khan   | W/Charge    | Daily Wages | 14000      |
| 57                                    | Sher Mohammad    | Chowkidar   | Daily Wages | 14000      |
| 58                                    | Mohammad Tanveer | Chowkidar   | Daily Wages | 14000      |
| 59                                    | Zain Arif        | W/Charge    | Daily Wages | 14000      |
| 60 ✓                                  | Rehmat Khan      | Chowkidar   | Daily Wages | 14000      |
| 61                                    | Farhan Shah      | W/Charge    | Daily Wages | 14000      |
| 62                                    | Atifullah        | TW Operator | Work Charge | 14000      |
| 63                                    | Ashraf           | Work Charge | Work Charge | 14000      |
| 64                                    | Maqbool Rasheed  | Work Charge | Work Charge | 14000      |
| 65                                    | Samiullah        | Work Charge | Work Charge | 14000      |
| 66                                    | Qadir Munir      | Work Charge | Work Charge | 14000      |
| 67                                    | Pir Wahid Shah   | Work Charge | Work Charge | 14000      |
| SALARIES OF WATER SUPPLY STAFF OF KDA |                  |             |             | 1294115    |
| TOTAL SALARIES OF KDA STAFF           |                  |             |             | 1,763,068/ |


Name & Signature of PD, KDA Kohat:

  
 Amir Shah  
 Project Director  
 Kohat Development Authority  
 Kohat



WATER RATE STAFF TRANSFER TO BE WSSC, KOHAT

| S#               | Name of Servant    | Designation     | B.P.S   | Salary (Rs)   |
|------------------|--------------------|-----------------|---------|---------------|
| 1                | Abdullah           | T.Collector     | 11      | 22843         |
| 2                | Syed Hidayat Ullah | Muhrarir        | 11      | 40293         |
| 3                | Badshah Khan       | Muhrarir        | 11      | 36549         |
| 4                | Ayub Shah          | Tax Collector   | 11      | 36660         |
| 5                | Shujat Nasir       | Class-IV        | 1       | 16123         |
| 6                | Imran Khan         | Class-IV        | 1       | 16099         |
| 7                | Waqar Mehmood      | Class-IV        | 1       | 16099         |
| 8                | Mohammad Ismail    | Class-IV        | 1       | 16099         |
| 9                | Syed Tahir Shah    | Class-IV        | 1       | 16099         |
| 10               | Ishaq Afridi       | Naib Qasid      | 1       | 16123         |
| 11               | Sohail Khan        | Recovery: Staff | Fix Pay | 10000         |
| 12               | Sadiq              | Tanker Driver   | Fix Pay | 10000         |
| 13               | Saqib Sahar        | Tanker Driver   | Fix Pay | 10000         |
| 14               | Ashtaiq Ahmed      | W.S.C           | 1       | 14460         |
| 15               | Muhammad Yousaf    | W.S.C           | 1       | 16099         |
| 16               | Tahir Mehmood      | T.W.O           | 1       | 14724         |
| 17               | Muhammad Tuseef    | T.W.O           | 1       | 14993         |
| <b>TOTAL RS.</b> |                    |                 |         | <b>323263</b> |

  
(ASMAT ULLAH)  
Teshil Municipal Officer  
TMA Kohat

## TMA Kohat

### REVENUE AS PER BUDGET 2016-17

#### STATEMENT SHOWING THE DETAILS OF RECEIPTS OF WATER RATE

| Receipt/Income       | Actual For Year 2014-15 | Proposed for Year 2016-17 |
|----------------------|-------------------------|---------------------------|
| Water Rate TMA Kohat | 7,826,371               | 9,300,000                 |
| Water Rate Arrears   | 0                       | 14,500,000                |

#### STATEMENT SHOWING THE DETAILS OF RECEIPT OF SANITATION FOR 2016-17

| Receipts/ Income      | Actual For the Year 2014-15 | Proposed Budget For the Year 2016-17 |
|-----------------------|-----------------------------|--------------------------------------|
| (Conservancy Charges) | 202,750                     | 290,000                              |
| Total Income          | 8,029,121                   | 24,090,000                           |

30% ADP Share 2016-17

= 58526000/-

Total In-come

=82616000/-

### EXPENDITURE AS PER BUDGET 2016-17

#### STATEMENT SHOWING THE DETAIL OF MAINTENANCE EXPENDITURE OF WATER SUPPLY FOR 2016-17

| S# | Head of account  | Actual For The year 2014-15 | Proposed Budget For the Year 2016-17 |
|----|--|-----------------------------|--------------------------------------|
| 1  | Water Supply Staff Salary                                      |                             | 36,824,848                           |
| 2  | Sanitation Staff Salary  |                             | 44,231,102                           |
| 3  | Medical Charges  | 401,983                     | 100000                               |
| 4  | Leave Salary   | 1,413,972                   | 250,000                              |
| 5  | POL/CNG  | 7,916,089                   | 500000                               |
| 6  | R/M of Vehicle   | 1,067,385                   | 550,000                              |
| 7  | Purchase of Insecticide  | 266,869                     | 200,000                              |
| 8  | Electric Bills (Current)                                       | 0                           | 40,000,000                           |
| 9  | R/M and Purchase Transform                                     | 546,207                     | 550,000                              |
| 10 | Purchase of Sanitation Item                                    | 64,363                      | 100,000                              |
|    | Repaired of existing Tube Wells/Repair of regulator (Contract) | 2,312,575                   | 2,525,000                            |
|    | <b>TOTAL</b>   | <b>TOTAL</b>                | <b>130,330,950</b>                   |
|    | Total Deficit  |                             | c-) 47714950                         |

Tehsil Officer (Finance)  
TMA Kohat

Tehsil Municipal Officer  
TMA Kohat



# KOHAT DEVELOPMENT AUTHORITY

## REVENUE AS PER BUDGET 2016-17

STATEMENT SHOWING THE DETAIL OF WATER RATE RECEIPTS FOR 2016-17

|                  | Proposed for 2016-17 | Actual for 2015-16 |
|------------------|----------------------|--------------------|
| Receipts/ Income | 4,000,000            | 3,838,495          |

STATEMENT SHOWING THE DETAIL OF RECEIPT OF SANITATION FOR 2016-17

|  |                  |                  |
|--|------------------|------------------|
| Receipts/ Income (Conservancy Charges) | 1,000,000        | 725,857          |
| Water and sewerage connection charges  | 700,000          | 520,240          |
| <b>TOTAL REVENUE OF KDA</b>            | <b>5,700,000</b> | <b>5,084,592</b> |

## EXPENDITURE AS PER BUDGET 2016-17

STATEMENT SHOWING THE DETAIL OF MAINTENANCE EXPENDITURE OF WATER SUPPLY FOR 2016-17

### WATER SUPPLY

|                           | 2016-17           | 2015-16           |
|---------------------------|-------------------|-------------------|
| Electricity Charges       | 17,000,000        | 15,270,314        |
| POL Charges               | 350,000           | 230,510           |
| Work Charge Pay (35 No)   | 5,880,000         | 281,515           |
| Maintenance               | 8,000,000         | 6,556,210         |
| Regular Staff             | 6,800,000         | 5,921,949         |
| <b>Total Water Supply</b> | <b>38,030,000</b> | <b>28,260,498</b> |

### CONSERVANCY CHARGES

|                          |                   |                  |
|--------------------------|-------------------|------------------|
| Work Charge pay (22 No)  | 3,696,000         | 4,058,564        |
| POL                      | 400,000           | 270,714          |
| Maintenance              | 12,000,000        | 1,569,207        |
| Regular Staff            | 2,061,000         | 1,770,479        |
| <b>Total Conservancy</b> | <b>18,157,000</b> | <b>7,668,964</b> |

### SEWERAGE & DRAINAGE

|                           |                   |                   |
|---------------------------|-------------------|-------------------|
| Work Charges Pay (10 No)  | 1,400,000         | 1,268,658         |
| Maintenance               | 5,000,000         | 316,885           |
| Total Sewerage & Drainage | 6,400,000         | 1,585,543         |
| <b>TOTAL EXPENDITURE</b>  | <b>62,587,000</b> | <b>37,515,005</b> |
| <b>TOTAL DEFICIT</b>      | <b>56,887,000</b> | <b>32,430,408</b> |

Name & Signature of PD, KDA Kohat: \_\_\_\_\_

*Agreed*  
*11/11/17*

ANNEXURE-D

LIST OF HR RETAINED BY 1<sup>st</sup> PARTY



**LIST OF REGULAR EMPLOYEE/WORK-CHARGE EMPLOYEE OF TMA KOHAT  
TO BE RETAINED BY TMA, KOHAT (SANITATION)**

| S#                  | NAME OF EMPLOYEE                    | DISG:          | BPS | WITH ALL ALLOANCE SALARY | REMARKS |
|---------------------|-------------------------------------|----------------|-----|--------------------------|---------|
| 1                   | Pervez S/O Lateef                   | Bildar         | 2   | 28,181                   |         |
| 2                   | Sharif Masih                        | Sweeper        | 2   | 25,307                   |         |
| 3                   | Mohammad Rehman S/O<br>Ramazan Khan | Water<br>Carir | 2   | 26,040                   |         |
| 4                   | Shahid Mehmood                      | Driver         | 2   | 21,960                   | ✓       |
| 5                   | Ghulam Sagheer                      | M-Beldar       | 2   | 21,959                   |         |
| 6                   | Taj Mohammad                        | M-Beldar       | 2   | 22,743                   |         |
| 7 ✓                 | Shah Wali                           | Mashki         | 2   | 23,058                   |         |
| 8                   | Masood Alam                         | M-Beldar       | 2   | 18,710                   |         |
| 9 ✓                 | Khan Bad Shah                       | M-Beldar       | 1   | 16,697                   |         |
| 10                  | Shehzad Mehmood S/o Jalil           | M-Beldar       | 1   | 16,697                   |         |
| 11                  | Tariq Khan S/O Zikriya Khan         | Mashki         | 2   | 28,181                   | ✓       |
| 12                  | Haidar Shah                         | M-Beldar       | 1   | 16,697                   |         |
| 13                  | Gul Shan Bibi                       | M-Sweepers     | 1   | 16,697                   | ✓       |
| 14 ✓                | Abdur Rehman                        | M-Beldar       | 1   | 16,376                   |         |
| 15                  | Jahanzaib Khan S/O Nawab<br>Khan    | Mashki         | 2   | 22,325                   |         |
| 16                  | Ghulam Rasool S/O Allah<br>Deta     | M-Beldar       | 1   | 16,376                   | ✓       |
| 17                  | Mohammad Ramazan S/O<br>Suleman     | M-Beldar       | 1   | 16,376                   |         |
| 18                  | Mohammad Waqas                      | M-Beldar       | 1   | 16,376                   | ✓       |
| 19                  | Mohammad Salim                      | M-Beldar       | 1   | 16,697                   |         |
| 20                  | Syed Ameer                          | M-Beldar       | 1   | 16,376                   | ✓       |
| 21                  | Sana Ullah S/O Allah Dita           | M-Beldar       | 1   | 16,376                   | ✓       |
| 22                  | Ghulam Hur S/O Allah Dita           | M-Beldar       | 1   | 16,376                   | ✓       |
| 23                  | Multan Habib                        | Driver         | 1   | 15,823                   | ✓       |
| 24                  | Aqeel Ahmed                         | Sup:           | 03  | 25728                    |         |
| 25 ✓                | Bad Shah Mir                        | M-Beldar       | Fix | 10,000                   |         |
| 26                  | Ishfaq Masih                        | Sweeper        | Fix | 10,000                   |         |
| 27                  | Sajid Ali s/o Rajab                 | M-Beldar       | Fix | 10,000                   |         |
| 28                  | Muhammad Hanan                      | Mashki         | 2   | 21,960                   | ✓       |
| 29                  | Umar Iqbal S/o Atta                 | M-Beldar       | Fix | 10,000                   |         |
| 30                  | Tahir Iqbal S/o Atta                | M-Beldar       | Fix | 10,000                   | ✓       |
| 31                  | Mushtaq Masih                       | Sweeper        | Fix | 10,000                   | ✓       |
| 32                  | Faiq Shah                           | Mashki         | 2   | 22,941                   |         |
| 33                  | Tariq S/O Kohati                    | M-Beldar       | Fix | 10,000                   | ✓       |
| 34                  | Aurangzeb Khan s/o Nawab            | M-Beldar       | Fix | 10,000                   |         |
| 35                  | Jahangeer Khan                      | Mashki         | 2   | 22,325                   |         |
| 36                  | Asia D/o Victor                     | Sweeper        | 1   | 16,376                   |         |
| <b>36 Total Rs.</b> |                                     |                |     | <b>641413</b>            |         |

  
**ASMAT ULLAH**

Tehsil Municipal Officer  
TMA Kohat





ANNEXURE-E

RESIDUAL WATER SUPPLY AND  
SANITATION FUNCTION TO BE  
PERFORMED BY 1<sup>st</sup> PARTY

ANNEXURE-E

| <u>S#</u> | <u>ACTIVITY</u>   |
|-----------|---|
| 1.        | The Staff of Sanitation retained 1 <sup>st</sup> Party (TMA Kohat), will be given cleanliness duties in New Bus Stand, Old Bus Stand, Fruit & Vegetable Market, Slaughter House and other areas of Rural Union Council as per required. |

  
(ASMAT ULLAH)  
Tehsil Municipal Officer  
TMA Kohat





ANNEXURE-F

KEY PERFORMANCE INDICATORS



## KEY PERFORMANCE INDICATOR (KPI)

AR  
Cof

1. Development of three (3) year business plan & annual operating plan within 12 months of signing of SAMA.
2. Establishment and operate a Management Information System (MIS), satisfactory to the parties, including but not limited to accounting and financial reporting system. Customers data base and billing system, asset register, and system for logging progress of requests for new connections/disconnections and complaints within 18 months of signing of SAMA.
3. Gather baseline data and develop a baseline for the services, which shall serve as performance indicator to evaluating the service obligation within 6 months of signing the SAMA.
4. Monitor Raw water quality on quarterly basis within 12 month of signing SAMA.
5. Monitor Treated water quality on Bi annually basis at customers Tap within 12 months of signing SAMA.
6. Quarterly data reporting for observed and/or reported sewerage blockages. Sewerage overflows & SWM and water supply complaints within 12 months of signing SAMA.
7. Primary collection rate of SWM to be 20% above the baseline within 12 months of signing SAMA.
8. Secondary collection rate of SWM to be 20% above the baseline within 12 months of signing SAMA.

ANNEXURE-G

SUMMARY APPROVED BY CHIEF  
EXECUTIVE OF THE PROVINCE





GOVT. OF KHYBER PAKHTUNKHWA  
LOCAL GOVT; ELECTIONS & RURAL  
DEVELOPMENT DEPARTMENT

SUMMARY FOR CHIEF MINISTER

CREATION OF WATER & SANITATION COMPANIES (WSSCs) URBAN CENTRES  
OF DIVISIONAL HEADQUARTERS IN KHYBER PAKHTUNKHWA

The Provincial Government has decided to create Water and Sanitation Companies in Divisional Headquarters' Municipalities in the province on the pattern of Water and Sanitation Company Peshawar (WSSP). The creation will involve the following major steps to be taken:

Registration and Incorporation of the WSSCs under Companies Ordinance, 1984;  
Appointment of Interim Board of Directors for each company;  
Designating a Chief Executive Officer (preferably the Divisional Commissioners); and  
Provision of funds for:

- Consultancy for Registration and Incorporation
- Establishment of offices and procurement of necessary equipments and furniture etc and
- Provision of a reasonable financial grant as 'Paid-Up Capital' for the company.

In view of the above tentative PC-I amounting to Rs. 5,000 billion has been prepared (5) Broader breakup of the cost is as under:-

| OVERALL TENTATIVE COST OF WSS COMPANY |                        |               |            |            |               |
|---------------------------------------|------------------------|---------------|------------|------------|---------------|
| S#                                    | ITEMS                  | Y-1           | Y-2        | Y-3        | Total         |
| 1                                     | Paid Up Capital        | 4,198,642,400 | 0          | 0          | 4,198,642,400 |
| 2                                     | Salaries               | 22,800,000    | 25,080,000 | 27,588,000 | 75,468,000    |
| 3                                     | Vehicles               | 15,900,000    |            |            | 15,900,000    |
| 4                                     | Machinery & Equipments | 6,300,000     |            |            | 6,300,000     |
| 5                                     | Operating Expenses     | 17,260,000    | 9,106,000  | 9,525,600  | 35,891,600    |
|                                       | Total Rs.              | 62,260,000    | 34,186,000 | 37,113,600 | 133,559,600   |
| Cost for 6- Companies Rs.             |                        |               |            |            | 801,357,600   |
| Total Financial Requirements          |                        |               |            |            | 5,000,000,000 |

Mr. Saad  
Planning Officer  
R.D. Department

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After approval of the PC-1, as Non-ADP scheme by the Chief Minister, consultants will be hired for preparation and approval of the 'Memorandum and Article of Association' of the companies and registration and incorporation' of the Companies with Securities and Exchange Commission of Pakistan (SECP). Necessary funds would be released to the Divisional Commissioners of the company as 'Chief Executive Officer' of these companies. The Chief Executive Officers, with the assistance of the consultants/legal advisors would design the organizational structure of the company and undertake necessary steps for putting into operation the Divisional Water Supply & Sanitation schemes in proposed manner.

The Chief Minister, Khyber Pakhtunkhwa is requested to kindly approve the proposal contained

in para 2 ante.

(JAMIL AHMAD)  
Secretary, LG&RDD

Minister, LG&RDD *Amjad Sult* - 12.2.2014  
 INAYATULLAH  
 Senior Minister for  
 Election &  
 Rural Development Deptt.  
 (Khyber Pakhtunkhwa)

Additional Chief Secretary, P&DD

Chief Secretary, Khyber Pakhtunkhwa

*Amjad Sult*  
 Senior Planning Officer  
 LG&RDD Department

*Next Page*



Annexure H

Agreement with Unions

Ref. No. 06  
Date 18-8-2016

**معاهدہ ماہین WSSCK اور ایسیکلایز یونین TMA کوھاٹ**

باعت تحریر آئندہ آج مورخہ 17 اگست 2016 ایسیکلایز یونین کوھاٹ فریق اول بنام (یونین) WSSCK (فریق دوم) کے درمیان ڈیپوشن قوانین کے تحت فرانسفر ہونے والے ملازمین کے مستقبل کےابت ایک معاہدہ طے پایا گیا جس کے شرائط درج ذیل ہیں:

- ۱۔ WSSCK کمپنی ایک معاہدے کے تحت ڈیپوشن پر کام کرنے والے تمام ملازمین بدستور TMA کے مستقل اور سرکاری ملازم رہیں گے۔ جو کہ ایک معاہدے کے تحت خدمات سرانجام دیں گے۔ ابتدائی طور پر اس معاہدے کی میعاد تین سال ہوگی۔ ڈیپوشن ملازمین مہرچہ روز کے تحت جماعت سہولیات بشمول تنخواہ الاؤنسز، پنشن، کمیونٹی ڈیپنڈنٹ گرانٹ، قرضہ جات لینے اور مستفید ہونے کے حقدار ہوں گے۔
- ۲۔ WSSCK کمپنی کے ڈیپوشن کا کام کرنے والے ملازمین کو ان کی ریٹائرمنٹ سے تین ماہ قبل واپس کمپنی سے ٹی ایم اے ہمسہ روزہ ریکارڈ بھیج دیا جائے گا۔ تاکہ وہ ریٹائرمنٹ سے متعلق اپنے کاغذات مکمل کر سکے۔
- ۳۔ مرکزی وصولی حکومت کی طرف سے بڑھائے جانے اور وقتاً فوقتاً ٹیکس کی جانے والی مشورہ تنخواہ مراعات و چھٹیوں کا قانون سابق کمپنی میں کام کرنے والے ڈیپوشن میونسپل ملازمین پر لاگو ہوں گے۔ اور ان سے دیگر سرکاری و نیم سرکاری اور خود مختار اداروں ملازمین کی طرح مستفید ہوں گے۔

(جاری صفحہ نمبر --2--)



President  
Pir Taimor Shah  
0300-9151424

Senior Vice President  
M. Bashir Ahmad  
0333-9638174

Vice President  
Qazi Najam ul Din  
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General Secretary  
M. Waqas  
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Deputy Secretary  
Naeem Akhtar  
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Finance Secretary  
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Press Secretary  
Jameel Abdul Nasir  
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Ref. No. ۵7

Date 18-8-2016

- ۱۔ ہفتہ وار رخصت کے دوران میڈیٹل ملازمین سے ڈیوٹی کی صورت میں ان کو اور ٹائم کمپنی ایکٹ کے تحت ادا کیا جائے گا۔ ملازمین کو Earned Leave اور تقاضی رخصت حسب سابق میڈیٹل کمیٹی کے راج کرین بک رولز کے مطابق دینا ہوگی۔
- ۲۔ جو رکر جس پوسٹ پر مقرر ہوا ہے۔ وہ واپس اپنی مقررہ پوسٹ پر کام کرنے کا پابند ہوگا۔ اگر ڈرائیور بیلڈاری کی پوسٹ پر ہے۔ تو وہ واپس بیلڈار پر آئے گا۔
- ۳۔ ملازمین کو WSSCK کے حوالے کرنے سے قبل ان کے تمام واجبات بقایا جات TMA کو ادا کرنے ہوں گے۔
- ۴۔ ہر سال مسلم ملازمین سکیل 1 تا 11 کے ایک ملازم کو چھٹی کارکردگی کی بنیاد پر بورڈ کی منظوری سے کمپنی خرچہ پر جج کے لیے بھیجیگی۔ (نذر ہونے پر مشروط ہے)

فریق اول:  
محمد وقاص  
جنرل سیکریٹری

چیف ایگزیکٹو  
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محمد تبیل  
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