

**Directorate of Rules (HR&A) WAPDA  
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**PAKISTAN  
WATER AND POWER  
DEVELOPMENT AUTHORITY**



**THE PAKISTAN WAPDA EMPLOYEES  
(TREATMENT OF CHRONICALLY  
SICK PERSONS) RULES, 1967**

**(AS AMENDED UPTO JANUARY 2014)**

**PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY**

No. SECY/6 (43) R&R/5914

June 24, 1968

In exercise of the powers conferred by Section 18 of the Pakistan Water and Power Development Authority Act, 1958 (West Pakistan Act No. XXXI of 1958) the Pakistan Water and Power Development Authority is pleased to make the following Rules:-

1. These Rules may be called the Pakistan Wapda Employees (Treatment of Chronically Sick Persons) Rules, 1967.
2. These Rules shall apply to all Wapda employees including Government Servants of the former Electricity Department transferred to Wapda.
3. They will cover all cases of infirmity of mind or body, including cases of tuberculosis.
4. They shall come into force at once.
5. In these Rules, unless there is anything repugnant, in the subject or context:
  1. "Authority" means the Pakistan Water and Power Development Authority;
  2. "Competent Authority" means the Authority or the appointing officer, or an officer designated by the Authority as competent authority;
  3. "Government Hospital" means a Hospital maintained by the Provincial Health Department with which the Authority has made arrangements for the treatment of its employees;
  4. "The Board" means the Medical Board set up by the Authority;
  5. "Treatment" means the use of all necessary medical and surgical facilities available at the Government Hospital in which an employee is treated and includes:
    - (i) the employment of such pathological, bacteriological, radiological or other methods as are considered necessary;
    - (ii) the supply of such medicines, vaccines, sera or other therapeutic substances not available in the hospital as may be certified in writing to be essential for the recovery of, or for preventing serious deterioration in the condition of the employee;
    - (iii) such accommodation suitable to his status as is ordinarily provided in the hospital to which an employee is admitted.
6. (i) The competent authority shall require an employee suspected to be suffering

from a mental or bodily illness which is likely to render him permanently incapable of discharging his official duties, to have himself examined by the Board. Failure to appear before the Board will make the employee liable to action under the disciplinary rules applicable to him.

(ii) The Board shall comprise for Lahore and places near Lahore, by the DGMS, Wapda and a Medical Officer, and for other places, as determined and notified by the Authority from time to time. An outside specialist may be called in if so considered necessary by the Authority.

7. In the case of an employee suffering from a chronic and debilitating disease such as tuberculosis, the following rules will be observed:

(i) No employee who is an active case of tuberculosis shall be permitted to discharge the duties of his office;

(ii) In case where the disease is considered quiescent or arrested, the Government/ Wapda servant may be permitted to carry on light or whole time duty as and when permitted by the Board subject to either or both of the following conditions:

(a) he remains under suitable medical supervision and treatment as arranged by the Director-General Medical Services;

(b) he undergoes periodical examination by the Physician asked by the Director-General Medical Services to look into the case. The Director General Medical Services shall maintain a special register entitled "Wapda Medical Board Cases Register" to record the progress of such cases.

(iii) If after examination the case is reported to be an open one, the Director General Medical Services may make suitable arrangements for the treatment of the case in a Hospital, a Tuberculosis Institute or a Sanatorium of the Provincial Health Department. A report shall be sent to the Competent Authority stating the amount of leave which the Board considers to be necessary for the treatment. The Competent Authority may, then, grant leave for the period recommended subject to the condition that such leave shall not exceed the total amount of leave admissible to the employee. If and when the case is reported to be "closed" and "quiescent", the employee may, subject to the conditions laid down in Rule (ii) above, be permitted to resume duty.

(iv) If during the period of treatment, an employee has exhausted the leave due to him on full or half pay, he may be granted a further period of leave on a subsistence allowance equal to 25 percent of the pay and allowances admissible under the rules applicable to him, subject to the proviso that the leave due to the employee and the leave granted under this sub-rule shall not exceed two years in the aggregate. The employee shall be medically examined every three months and if during or on the expiry of the aforesaid period of two years the employee is found by the Board to be unfit for further service his services shall be terminated in the manner prescribed by the rules applicable to him.

- (v) The employee shall, during the period of treatment in a Government Hospital, bear the dieting charges himself.
- (vi) When an employee is required by the Board to proceed to another station, he shall be granted a single fare of the class by which he is entitled to travel while on duty.

8. Where the Board recommends that an employee requires Institutional treatment, but the employee is not willing to undertake such treatment as is arranged by the Director-General Medical Services, Wapda, the competent authority may grant him leave for such period as the Director-General Medical Services considers to be necessary to enable him to arrange for his own treatment, provided that:

- (a) The maximum amount of leave that may be granted shall not exceed the amount of leave admissible to him under Rule 7 (iv) above;
- (b) He will not be permitted to return to duty unless the Board has certified that he is fit to do so, and if fails to appear before the Board when called upon, he will be liable to action under the disciplinary rules applicable to him.

9. If the Board is of the opinion that there is no likelihood of the employee's being fit to return to duty, he shall be liable to action under the disciplinary rules applicable to him. The competent authority shall, however, grant such leave as is admissible under the ordinary rules.

10. When an employee has been declared by the Board to be unfit for further service under the Authority, the finding of the Board to that effect shall be filed and kept in perpetuity.

BY ORDER OF THE AUTHORITY

**(SAEED AHMAD),  
C.S.P.  
Secretary, WAPDA**