



GOVERNMENT OF PAKISTAN  
MINISTRY OF NATIONAL FOOD SECURITY & RESEARCH  
PAKISTAN TOBACCO BOARD

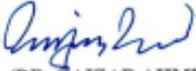
No. A.C.-1/234/PTB

Peshawar, the 29<sup>th</sup> December, 2023

1.	Haji Rustam R/o Mansehra (CNIC 13503-0645301-9)
2.	Mr. Muhammad Ayaz R/o Swabi (CNIC 16201-7728326-1)
3.	Mr. Asif Iqbal Khan R/o Swabi (CNIC 16202-1013785-1)
4.	Mr. Awais Bahadar S/o Bahadar Ali R/o Okara.
5.	Mr. Asad Mehmood S/o Khadim Hussain Chatha R/o Mandi Bahauddin.
6.	Mr. Azhar Sana S/o Sanaullah Warraich R/o Gujrat.
7.	Mr. M. Nadeem Qureshi, Representative of FPCCI.
8.	Director General, Agriculture Extension, Khyber Pakhtunkhwa, Peshawar.
9.	Mr. M. Riaz Anjum, Deputy Director, Agriculture Extension Punjab, Okara.
10.	Mr. Ali Nawaz Channar, Director (Technical), Directorate General Agriculture Extension Sindh, Hyderabad.
11.	Mr. Muhammad Nadeem Irshad, Director Headquarters, Agriculture Extension Wing Balochistan, Quetta.
12.	Deputy Secretary (Admn), Industries and Production Division as Ex-Officio Director.
13.	Director General (Agro.), Ministry of Commerce.
14.	Food Security Commissioner-I, Ministry of National Food Security & Research.
15.	Chief Executive, Pakistan Tobacco Company.
16.	Chief Executive, Philip Morris (Pakistan) Limited.

Subject: - REVISED MINUTES OF THE 166<sup>TH</sup> MEETING OF PAKISTAN TOBACCO BOARD HELD ON 6<sup>TH</sup> DECEMBER, 2023 AT THE PTB HEAD OFFICE, PESHAWAR

The undersigned is directed to refer to the observations of some Board Members on various agenda items of the minutes of 166<sup>th</sup> meeting of Pakistan Tobacco Board held on 6<sup>th</sup> December, 2023 and to convey that minutes of 166<sup>th</sup> meeting of Pakistan Tobacco Board have been revised after thoroughly checking the observations & rules/regulations of PTB/Federal Government. Revised minutes of the 166<sup>th</sup> meeting of Pakistan Tobacco Board are enclosed for your kind information.

  
(DR. QAIZAR AHMED)  
Secretary

Encl: (As above)

CC:

1. All Sectional Heads, PTB.
2. PS to Chairman, PTB, Peshawar.

**PAKISTAN TOBACCO BOARD**  
**166<sup>TH</sup> MEETING**

The 166<sup>th</sup> meeting of the Pakistan Tobacco Board was convened at the PTB Head Office Peshawar on the 06<sup>th</sup> of December, 2023.

The session commenced with recitation from the Holy Quran. The agenda was discussed as below:

**Item No. 1: CONFIRMATION OF MINUTES OF 165<sup>TH</sup> MEETING HELD ON 20<sup>TH</sup> JULY, 2023 AT PAKISTAN TOBACCO BOARD, HEAD OFFICE, PESHAWAR**

Minutes of the 165<sup>th</sup> meeting of the Board held on 20<sup>th</sup> July, 2023 were circulated to all members of the Board vide letter No. A.C.-1/114/PTB dated 31-10-2023. The Board was requested to confirm minutes of its 165<sup>th</sup> meeting held on 20-07-2023.

**Discussion:** Mr. Muhammad Ayaz asked about supplementary Agenda Item No. 2 of the 165<sup>th</sup> Meeting about statement of Mr. Irshad Khan from PMPKL to compensate tobacco growers as per highest prices paid for tobacco in the last season. Mr Irshad Khan responded that PMPKL has announced 20 million kgs tobacco requirement. However, farmers supplied only 8.6 million kgs leading to PMPKLs immense loss in terms of missing export target and failing to satisfy costumers' demands. Furthermore, there are many market players besides PMPKL who have purchased the tobacco as per their declared or even undeclared quota, and therefore any demands for additional payments from farmers should be redirected to all tobacco companies and not just PMPKL for uniform resolution.

After a detail discussion the BoD members agreed.

**Decision:** All the BoD members unanimously confirmed the minutes of its 165<sup>th</sup> meeting held on 20-07-2023.

**Item No. 2: REQUEST FOR CHANGE OF DESIGNATION FROM STATISTICAL OFFICER (RESEARCH) / BPS-17 TO ASSISTANT DEVELOPMENT OFFICER/BPS-17**

2. Mr. Muhammad Abbas, Statistical Officer (Research)/BPS-17, PTB Head Office, Peshawar currently posted as Assistant Development Officer/BPS-17 has forwarded an application dated 28-09-2023 and requested for change of designation from the post of Statistical Officer (Research)/BPS-17 to the post of Assistant Development Officer/BPS-17.

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3. Under S. No. 5 of Schedule-II (Administrative Powers Delegated to the Board and Chairman) of PTB Bye-Laws 1985 (*reproduced as below*), the Board has powers to transfer a line of posts in BPS 16-19.

**S. No. 5 of Schedule-II of PTB Bye-Laws 1985**

S. No.	Name of Power	Powers Delegated to the Board	Powers Delegated to the Chairman	Remarks
5.	Power to transfer a line	Full power in respect of posts in Basic Pay Scale-16 and above	Full power in respect of posts in Basic Pay Scale-15 and below	-

4. The said officer is working as ADO in Punjab since 30-06-2015 and performing his duties efficiently as per job description of ADO.

5. The request of Mr. Abbas, ADO for designation change from SO (R) to ADO was placed before the Board for decisions/directions as deemed appropriate.

**Discussion:** Haji Rustam Khan, Grower Member BoD demanded to show the degree of the applicant & Job Description of the Post of Assistant Development Officer. The same were shown to him.

**Decision:** The BoD unanimously agreed to change cadre/designation of the applicant.

**Item No. 3: INITIATION OF DISCIPLINARY PROCEEDINGS AGAINST MR. MOHSIN HUSSAIN, DEPUTY DIRECTOR (DEVELOPMENT) (BPS-18), ZONAL OFFICE LAHORE**

6. Mr. Mohsin Hussain, Deputy Director (Development), PTB Head Office, Peshawar addressed an office note dated 10-05-2022 to the Director Zonal Office, Lahore whereby the officer requested for permission to carry his sword as a weapon of self-defense due to threat to his life by the officers/officials of PTB. The officer handed over list of PTB employees to the Director Zonal Office Lahore who, as per his assumption, were conspiring to harm him physically and mentally. The officer vide his office note dated 28-05-2022 again stated that Mr. Muhammad Salman Khaliq, Assistant Director (Marketing) and Mr. Rashid Hussain, UDC threatened to kill him in his office if he does not refrain from writing against them.

*M. A. Anwar*

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7. It is further stated that Mr. Mohsin Hussain, Deputy Director (Development) has also sent an office note dated 28-05-2022 addressed to Director Zonal Office with CC to Secretary National Food Security & Research, Chairman PTB and other officers of PTB. Vide the office note, he alleged that Mr. Tanveer Ahmad, Accountant, Mr. Muhammad Salman Khaliq, Assistant Director (Marketing), Mr. Muhammad Shakeel, Office Assistant, Mr. Muhammad Kamran, Cashier and Mr. Rashid Hussain, UDC attacked him in his office in the presence of Mr. Sikandar Ali, Assistant Director (Development). He further stated that he has informed all the senior officers of PTB Head Office of the attack telephonically and also the Ministry of National Food Security and Research on the official telephone numbers i.e. 051-9203307 and 051-9204650. The officer has further stated that the Ministry asked him to send written application in the subject matter, therefore, he has endorsed copy of the office note to the Ministry. The officer has also stated that in case of any harm to him or his family, the persons mentioned above will be responsible.

8. On the other hand, employees of PTB Zonal Office vide their individual and joint have submitted that environment of the office has been vitiated by the rude and blackmailing attitude of Mr. Mohsin Hussain, Deputy Director (Development). They have stated that the officer has been issuing office notes on fake or flimsy grounds to mentally torture employees of the Zonal Office. They have further submitted that the officer uses abusive language against everyone. Employees of the Zonal Office have requested to relieve them from the daily stress and nuisance created by Mr. Mohsin Hussain, Deputy Director (Development).

9. In view of the aforementioned circumstances, Chairman PTB vide Office Order No. A.E.-17/161/PTB dated 02-06-2022 sent Mr. Mohsin Hussain, Deputy Director (Development) on 90 days earned leave to relieve the office from the stressful environment.

10. Mr. Muhammad Salman Khaliq, Assistant Director (Marketing), Zonal Office Lahore vide letter No. PTB-ZO/848/467/Admn dated 03-06-2022 conveyed that on June 03, 2022 Mr. Mohsin Hussain, Deputy Director (Development) received office order No. A.E.-17/161/PTB dated 02-06-2022 in office at 09:15 a.m. The Assistant Director (Marketing) further stated that Mr. Mohsin Hussain, Deputy Director (Development) instead of obeying the office order, directed Mr. Sikandar Ali, Assistant Director (Development) to mark files to him as he is not accepting the office order dated 02-06-2022. The Assistant Director (Marketing) further conveyed that Mr. Mohsin Hussain, Deputy Director

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(Development) plugged out the switch of internet modem several times and kept roaming in all offices of the Zonal Office on 03-06-2022.

11. Mr. Mohsin Hussain, Deputy Director (Development), PTB Head Office, Peshawar forwarded office note dated 03-06-2022 in response of Office Order No. A.E.-17/161/PTB dated 02-06-2022 whereby the officer has communicated that he disagrees with aforementioned office order and will attend office regularly. Mr. Mohsin Hussain, Deputy Director (Development) has further conveyed that he is ready to face inquiries and any inquiry without his involvement will not be acceptable to him. The officer has further conveyed that in case of any attack inside or outside office premises by the persons already mentioned by him in his previous office notes, he will respond in self defence.

12. In view of the complaints filed by Mr. Mohsin Hussain, Deputy Director (Development) and the complaints filed by employees of PTB against Mr. Mohsin Hussain Deputy Director, PTB has requested the Ministry of National Food Security & Research vide letter No. No. A.P.F.-181/221/PTB dated 04-06-2022 to constitute an independent inquiry to probe the matter.

13. The aforementioned circumstances establish insubordination, willful disobedience, disorderly behavior and breach of rules/orders on part of Mr. Mohsin Hussain, Deputy Director (Development), Head Office, Peshawar. Therefore, the management of PTB decided to initiate disciplinary proceedings against the officer as his actions constitute misconduct and breach of discipline under the following grounds prescribed under Rule-32(1) of PTB Service Rules, 1985:

- (b) impertinence, insubordination, disorderly behaviour or intemperance;
- (c) willful omission or commission against the interests of, or resulting in loss to the Board;
- (d) breach and evasion of rules, regulations, order or instructions;
- (o) Making representation or submission, whether personal or official, either written or verbal, to higher authorities except through proper channel; and
- (s) Any other act of omission or commission which the Board or the competent authority may hold it to be misconduct.

14. It is further stated that vide Office Order No. Admn.Estb.-17/411/PTB dated 08-07-1985, the Board delegated the power of "authority" and "authorized officer" in disciplinary cases against officials of BPS-16 and above in the following manner;

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*"a) Disciplinary action against officers of BPS-16 and above*  
*The Board decided to retain the power of 'Authority' in respect of employees of the category of BPS-16 and above. The Chairman, Pakistan Tobacco Board has been authorized to exercise the function of 'Authorized Officer' in respect of employees of the above category."*

15. The same agenda item was placed before the Board of Directors of PTB in its 162<sup>nd</sup> meeting held on 07-07-2022 to accord approval for initiation of disciplinary proceedings against Mr. Mohsin Hussain, Deputy Director (Development), Head Office, Peshawar under PTB Service Rules, 1985. The Board decided to defer the agenda item till receipt of report of the independent inquiry constituted by the Ministry of National Food Security & Research. However, the Ministry vide letter No. 8-3/2022(Admn-IV)PTB dated 17-11-2023 conveyed that PTB may decide the matter within organization under the PTB Service Rules. The Ministry further stated that the concerned matter may be placed before Board of Directors meeting being competent forum to decide the matter.

16. In view of the above, the Board, in its capacity as "Authority", was requested to grant approval for initiation of disciplinary proceedings against Mr. Mohsin Hussain, Deputy Director (Development), Head Office, Peshawar under PTB Service Rules, 1985.

**Decision:** The BoD unanimously grant approval for initiation of disciplinary proceedings against the accused and delegated powers of "authorized officer" to Chairman, PTB.

**Item No. 4: MEDICAL CLAIMS OF OFFICERS/OFFICIALS OF PTB**

17. Under Chapter-V (Rule 42-46) of PTB Service Rules 1985, all employees of PTB and their families are entitled to free medical treatment and in case of hospitalization in a Government hospital or any other hospital, as approved by the Board, the actual medical expenses are reimbursed.

18. Furthermore, as per PTB Medical Policy 2017, all employees of PTB are entitled to avail indoor and outdoor medical facilities at Fauji Foundation Hospital or any Government hospital including hospitals run by the Armed Forces of Pakistan.

19. Currently three employees/ex-employees of PTB have submitted medical bills of private hospitals attaching Emergency Certificates issued from the concerned private hospitals. The detail of bills is as follows:

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S. No.	Name of Employee	Amount	Hospital	Remarks
1.	Mr. Muhammad Iqbal, LDC, PTB Head Office, Peshawar	Rs.92,800/-	M/s Khattak Medical Center, Peshawar.	Father of employee died during treatment.
2.	Mr. Aslam Khan, Naib Qasid/Beldar, Tobacco Research Station, Mardan	Rs.626,500/-	M/s Kulsam International Hospital, Islamabad.	Eyes treatment of daughter.
3.	Mr. Abdul Wadood, Ex-Botanist, TRS Mardan.	Rs.56002/-	M/s Shaukat Anwer Orthopaedic Hospital, Okara	Treatment of wife

20. BoD in its 161<sup>st</sup> meeting decided to send the cases to Ministry of National Food Security for seeking guidance in the subject matter. The Ministry vide letter dated 10-01-2023 conveyed that the subject cases have been examined at an appropriate level in light of instructions issued from time to time by Ministry of National Health Services, Regulation & Coordination and PTB's Medical Policy-2017. MNFS&R referred back the cases to PTB with a direction that Chairman, PTB may decide the cases and if the same does not fall under his authority then the matter may be placed before an appropriate forum i.e., Board of Directors of PTB.

21. BoD being the principal policy making body of PTB was requested to accord approval for reimbursement of medical claims of the officials.

**Decision:** The BoD was informed that treatment undertaken from private hospitals by the applicants is not covered under PTB Medical Policy 2017, however the claims are genuine and if BoD allows the reimbursement up to extent of the expenditures incurred, in a Government hospital or hospitals run by Armed Forces, on humanitarian grounds may be paid.

**Decision:** After thorough discussion the BoD approved the reimbursement of medical claims concerned up to extent of the expenditures incurred in a Government hospital or hospitals run by Armed Forces. BoD also directed that in future no such claims which are found in contravention of the policy in vogue be presented for consideration of the Board.

**Item No. 5: RECOMMENDATIONS OF DEPARTMENTAL PROMOTION COMMITTEE'S MEETING HELD ON 13<sup>TH</sup> NOVEMBER, 2023**

22. The post of Deputy Secretary (Admn)/ BPS-18 is vacant and reserved for promotion under PTB Service Rules, 1985. The said post is of important nature and required to be filled for smooth functioning of official business in the interest of the Board.

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23. For the purpose a meeting of Departmental Promotion Committee was held on 13<sup>th</sup> November 2023, to recommend suitable officer for promotion against the post of Deputy Secretary (Admn)/BPS-18. The Committee recommended the following:

*"The candidate Mr. Shahid, Administrative Officer fulfilled all the legal requirements for promotion to Deputy Secretary (Admn), however, aforementioned legal provisions of Election Act, 2017 posed a constrain, it was therefore unanimously decided that:*

- a) *Seek advice from Law & Justice Division / Establishment Division if the aforementioned provision of Elect Act, 2017 is a genuine reason not to promote Mr. Shahid from the post of Administrative Officer/BPS-17 to Deputy Secretary (Admn)/BPS-18.*
- b) *To promote Mr. Shahid from the post of Administrative Officer/BPS-17 to the recent slot of Deputy Secretary (Admn)/BPS-18, if advise mentioned at para-9(a) does not stop his promotion."*

24. In view of the above, PTB vide letter No. A.A.-2/X/PTB dated 23-11-2023 requested the Ministry of National Food Security & Security & Research for guidance from the Law & Justice Division/Establishment Division. In response, the Ministry vide letter No. 2-3/2019/PTB(Admn-IV) dated 04-12-2023 clarified that *"PTB is purely a research organization working for the promotion of the cultivation of tobacco which has not influence/involvement in the entire election process. Furthermore, it is stated that PTB has not performed any duties in the elections. Therefore, above said promotions may be proceeded"*.

25. BoD was requested to approve promotion of Mr. Shahid, Administrative Officer/ BPS-17 to the post of Deputy Secretary (Admn)/BPS-18 as per minutes/recommendation of the Departmental Promotion Committee Dated 13<sup>th</sup> November 2023 and clarifications received from the Ministry. The record as mentioned above was presented before BoD, then all members agreed on the said promotion.

**Decision:** BoD unanimously approved the recommendation of Departmental Promotion Committee for promotion of Mr. Shahid, Administrative Officer / BPS-17 to the post of Deputy Secretary (Admn) / BPS-18.

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**Item No. 6: APPROVAL OF ANNUAL ACCOUNTS (FY 2022-23) OF PTB.**

26. In pursuance of Section-11 of Pakistan Tobacco Board Ordinance, 1968, the duly audited Annual Accounts of PTB for FY 2022-23 prepared by M/s Baker Tilly MIQ Chartered Accountants were submitted to BoD for perusal and approval. The management of PTB has finalized the annual accounts for FY 2022-23 and the same have been audited and confirmed by the external auditors of PTB (M/s Baker Tilly MIQ Chartered Accountants). Through a PPT presentation the detail of Accounts were presented and discussed in the BoD meeting.

27. BoD was requested to accord approval to the Annual Accounts of PTB for FY 2022-23.

**Decision:** BoD unanimously accorded approval of the annual accounts of PTB for the FY 2022-23.

**Item No. 7: BUDGET AUGMENTATION/ENHANCEMENT FOR HIRING OF LAW FIRM**

28. PTB has allocated a budget of Rs. 2.380 million during fiscal year 2023-24 for legal and professional services with the intention of covering expenses pertaining to legal services. Presently PTB is managing the pending court cases across various courts nationwide with support of six advocates/lawyers approved by Law & Justice Division.

29. Recognizing the need for improved efficiency, PTB wants to make court cases to be managed more efficiently. To achieve this, it is proposed to hire a reputed Legal Firm. A budget of Rs. 2.00 million is required until June 2024. The enhancement/augmentation is essential to improve our legal cases and ensure better and timely resolution of cases in courts.

30. BoD was requested to approve this budget enhancement/augmentation to enable PTB hire a Law Firm.

**Decision:** BoD unanimously approved this budget enhancement/augmentation to enable PTB hire a Law Firm.

**Item No. 8: FIXATION OF MINIMUM INDICATIVE PRICES (MIPs) OF VARIOUS TYPES OF TOBACCO FOR 2024**

31. The Prices and Grade Revision Committee in its meeting held on November 16, 2023 under the Chairmanship of Food Security Commissioner-1, Ministry of National Food Security &

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Research (MNFS&R), recommended the following Minimum Indicative Prices (MIP) for different types of tobacco for crop 2024:

S. No.	Type of Tobacco	Minimum Indicative Price for 2024 Crop (Rs. Per Kg)
1.	Flue Cured Virginia (FCV)	
	i. Plain Area	505
	ii. Sub-mountainous Area	573
2.	Dark Air-Cured tobacco (DAC)	378
3.	White Patta (WP)	245
4.	Burley	295
5.	Naswar/Snuff/ Hookah and other Rustica tobacco and its Products	245
6.	Sun Cured Virginia (SCV)	331

(Minutes of the meeting of Price & Grade Revision Committee were enclosed with the agenda)

32. The BoD was requested for approval of the MIPs for tobacco crop 2024 as mentioned at para-31.

**Decision:** BoD unanimously granted approval of the MIPs for tobacco crop 2024.

**Item No. 9: ALLOTMENT OF TOBACCO PURCHASE QUOTA FOR CROP 2023**

33. In pursuance of Rule 3 of Tobacco Marketing Control Rules 2016 (reproduced below), tobacco companies/dealers were asked, in October 2023, to indicate their respective tobacco leaf requirements for 2024 crop.

*"Every Tobacco Company, dealer, or exporter intending to purchase tobacco during a crop year shall indicate to the Board its total requirements of the tobacco form the ensuing crop, by the 31<sup>st</sup> day of October in each year. The Board will publicize the indicated requirement for various types of tobacco, in appropriate manner, before the commencement of planting season."*

34. Details of requirements received to this Board for the tobacco crop 2024 are given below:

پاکستان ٹوٹاک بورڈ

اطلاع

فیور ہیکٹو کروا، ہیکٹو، سٹو، اور ٹوچسٹان کے تباکو کے کاشتکاروں کی معلومات اور برآمدی کیلئے طلب تباکو کمپنیوں پر آگے گئے جان، ایلٹرز اور ڈیٹرز کی سال 2024 کی فصل سے حقیقی ضرورت یا تارلیں میں بیان کر دی گئی ہیں۔

Quantity in Million Kgs

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S.No.	Tobacco Company	Flue Cured Virginia				Dark Air Cured	White Patta	Barley	Sun Cured	Grand Total
		Khyber Pakhtunkhwa		Punjab	Sub Total					
		Plains	Sub-Mountainous							
1	2	3	4 (1+2+3)	5	6	7	8	9 (4+5+6+7+8)		
1	Pakistan Tobacco Company	18.00	6.00	1.00	25.00	0.7	0.01	0.4		26.110
2	Philip Morris (Pak) Limited	20.000			20.00				0.500	20.500
3	Khyber Tobacco Company	15.200			15.20	0.300	0.100	0.100		15.700
4	Pak Hills Threshing and Redrying (Pvt) Ltd.	1.900	0.050		1.950	0.025		0.025		2.000
5	Samsons Re-Drying and Processing Company	1.000			1.000					1.000
6	Pak Ital Company Exporter/Traders	1.000			1.000					1.000
7	A.O. Enterprises	1.000			1.000					1.000
8	Watton Tobacco Company (Private) Limited	0.600			0.600		0.010			0.610
9	Asia Tobacco Company	0.600			0.600					0.600
10	Walton Tobacco Company (Pvt) limited	0.500			0.500					0.500
11	Souvenir Tobacco Company	0.500			0.500					0.500
12	Watton Associates (Private) Limited	0.500			0.500					0.500
13	Pak World International Exporter/Traders	0.500			0.500					0.500
14	National Tobacco Industries (Private) limited	0.500			0.500					0.500
15	Sajjad & Co	0.500			0.500					0.500
16	Ali Tobacco Experts	0.500			0.500					0.500
17	H-I-S Industries	0.500			0.500					0.500
18	Ayan Ahmad Trading	0.300			0.300	0.010		0.010		0.320

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	Corporation (Pvt) Limited							
19	Tobacco Village (Pvt) Ltd	0.300		0.300				0.300
20	International Tobacco Redrying Company	0.300		0.300				0.300
21	Sher Tobacco Dealer	0.250		0.250				0.250
22	Paramount Tobacco Company (Pvt) Ltd.	0.200		0.200				0.200
23	J&B Traders	0.200		0.200				0.200
24	Rehman Brother Commission Agents	0.170		0.170				0.170
25	Dagai Trading Company Private Limited	0.100		0.100		0.050		0.150
26	Frontier Trader	0.130		0.130		0.015		0.145
27	International Cigarette Industries (Pvt) Ltd.	0.100		0.100	0.020		0.010	0.130
28	Zameen Tobacco Dealer	0.130		0.130				0.130
29	Elum Tobacco (Pvt) Ltd.	0.100		0.100	0.020			0.120
30	Atta- Ur-Rehman & Brothers	0.080	0.020	0.100		0.010		0.110
31	Universal Tobacco Company	0.100		0.100				0.100
32	AK Traders	0.100		0.100				0.100
33	Pak International Tobacco Company	0.100		0.100				0.100
34	Bilal Tobacco (Private) Limited	0.100		0.100				0.100
35	Khaksar Trading Company (Pvt) Ltd.	0.100		0.100				0.100
36	Sikandar Rasheed Tobacco	0.050		0.050		0.050		0.100
37	A.S.F. Impex	0.100		0.100				0.100
38	M/S A.A Kiran Chewing Tobacco Products			0.000		0.080		0.080

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39	Syed Tanveer Safer Dry Chewing Tobacco Product			0.000	0.070		0.070
40	M/S Golden Chewing Tobacco Products			0.000	0.070		0.070
41	Royal Tobacco Company	0.060		0.060			0.060
42	M/S Mehran Tobacco Products			0.000	0.060		0.060
43	M/S Baba Malik Chewing Tobacco & Other Product			0.000	0.050		0.050
44	M/S New Farooque Tobacco Products			0.000	0.050		0.050
45	MA Tobacco Dealer	0.025		0.025	0.025		0.050
46	Tobacco Dealer Vijay	0.025		0.025	0.025		0.050
47	M/S Rustam Chewing Tobacco Products			0.000	0.050		0.050
48	Lancer Tobacco Company	0.050		0.050			0.050
49	Regent Tobacco Industry Pvt Ltd	0.050		0.050			0.050
50	Alamgir Tobacco Dealer Sudeher Swabi	0.050		0.050			0.050
51	Frontier Leaf Tobacco	0.050		0.050			0.050
52	Azad Tobacco Company (Private) Limited	0.050		0.050			0.050
53	Umar Sher & Sons Tobacco Dealers (Pvt) Ltd	0.050		0.050			0.050
54	Zohaib Enterprises	0.050		0.050			0.050
55	Umar Tobacco Dealer	0.050		0.050			0.050
56	Usama & Brother	0.020		0.020	0.010		0.030
57	Bilal Shah & Co	0.020		0.020	0.010		0.030
58	Zaman Tobacco Dealer	0.030		0.030			0.030

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59	Akram Said Tobacco Dealer	0.030		0.030			0.030
60	Sabir Tobacco Dealer	0.030		0.030			0.030
61	Ibad & Co	0.030		0.030			0.030
62	Khan Tobacco	0.025		0.025			0.025
63	Murtaza Tobacco Dealer	0.020		0.020			0.020
64	Khalid Tobacco Dealer	0.020		0.020			0.020
65	Atif Tobacco Dealer	0.020		0.020			0.020
66	Ijaz Tobacco Tobacco	0.020		0.020			0.020
67	Star Tobacco Dealer	0.020		0.020			0.020
68	Zaman Tobacco	0.020		0.020			0.020
69	Four Star Tobacco Commission Agents	0.020		0.020			0.020
70	Kaka Khel Tobacco (Private) Limited	0.020		0.020			0.020
71	Pakhtoonkhwa Tobacco Dealer	0.020		0.020			0.020
72	Qazi Yardeer	0.015		0.015	0.005		0.020
73	Kashif Tobacco Dealer	0.020		0.020			0.020
74	3 Star Tobacco Dealer	0.020		0.020			0.020
75	Sikandar Tobacco Dealer	0.020		0.020			0.020
76	Imran Tobacco Dealer	0.020		0.020			0.020
77	Khan & Co. Tobacco Commission Agent	0.020		0.020			0.020
78	Al-Qamar Tobacco Commission Agent	0.010		0.010	0.005		0.015
79	Jawad Ali & Co	0.015		0.015			0.015
80	Amjad Hussain Tobacco Dealer	0.015		0.015			0.015
81	S-Faisal Tobacco Traders	0.010		0.010			0.010
82	Ghazanfar Ali & Co	0.010		0.010			0.010
83	Shah Hussain & Co	0.010		0.010			0.010

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**Item No. 10: DECISION REGARDING THE DEDUCTION OF HOUSE RENT**

36. The officers/officials of TRS, Mardan have requested to curtail the house rent deductions of Banglows/Quarters as per Federal Government rates as presently the deductions are on higher side due to special conveyance allowance of PTB.

**I. DEDUCTION DETAIL OF OFFICERS OF TRS, MARDAN**

S. No	Name of Officer	Pay Deduction	As per Govt. Rate	Difference
1	Ms. Nabila Bano, Rustica Botanist	Rs. 43,487/-	Rs. 15,145/-	Rs. 28,342/-
2	Ms. Mahwish Kanwal, Assistant Botanist	Rs. 38,061/-	Rs. 16,061/-	Rs. 22,000/-
3	Ms. Seema Shah, Assistant Chemist	Rs. 38,061/-	Rs. 16,061/-	Rs. 22,000/-
<b>A: Total</b>		<b>Rs. 119,609/-</b>	<b>Rs. 47,267/-</b>	<b>Rs. 72,342/-</b>

**II. DEDUCTION DETAIL OF OFFICIALS OF TRS, MARDAN**

S. No	Name of Officer	Pay Deduction	As per Govt. Rate	Difference
1	Mr. Rajwali, Naib Qasid/Beldar	Rs. 7,587/-	Rs. 3,113/-	Rs. 4,474/-
2	Mr. Shahrukh Khan, Chowkidar	Rs. 7,587/-	Rs. 3,113/-	Rs. 4,474/-
3	Mr. Zahidullah, Lab Attendant	Rs. 7,587/-	Rs. 3,113/-	Rs. 4,474/-
4	Mr. Ali Zaman, Chowkidar	Rs. 7,587/-	Rs. 3,113/-	Rs. 4,474/-
5	Mr. Abdul Salam, Chowkidar	Rs. 10,589/-	Rs. 3,289/-	Rs. 7,300/-
<b>B: Total</b>		<b>Rs. 40,937/-</b>	<b>Rs. 15,741/-</b>	<b>Rs. 25,196/-</b>

**III. DEDUCTION DETAIL OF OFFICIALS TRSS, MANSEHRA**

S. No	Name of Officer	Pay Deduction	As per Govt. Rate	Difference
1	Mr. Muhammad Azeem, Naib Qasid	Rs. 7,587/-	Rs. 3,113/-	Rs. 4,474/-
2	Mr. Nawab Zada, Assistant Curer	Rs. 10,589/-	Rs. 3,289/-	Rs. 7,300/-
3	Mr. Aqib Zareen, Naib Qasid/Beldar	Rs. 7,587/-	Rs. 3,113/-	Rs. 4,474/-
4	Mr. Junaid Sohail, Chowkidar	Rs. 7,587/-	Rs. 3,113/-	Rs. 4,474/-
<b>C: Total</b>		<b>Rs. 33,350/-</b>	<b>Rs. 12,628/-</b>	<b>Rs. 20,722/-</b>
<b>GRAND TOTAL (A+B+C)</b>		<b>Rs. 193,896/-</b>	<b>Rs. 75,636/-</b>	<b>Rs. 118,260/-</b>

Total Bungalows at TRS Mardan 12	Total Bungalows at TRSS Mansehra 02
Occupied 03	Occupied Nil
Total Quarters 18	Total Quarters 04
Occupied 04	Occupied 04

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37. The BoD was requested to entertain their request as per following proposal:

"The deduction may be done as per prevailing Federal Government House Rent allowance and conveyance allowance rates".

**Decision:** The BoD decided to defer the proposal regarding the deduction of House Rent.

**Item No. 11: POINTS SPONSORED BY M/S PAKISTAN TOBACCO COMPANY LIMITED**

38. Tobacco industry viz a viz Pakistan Tobacco Company imports seed of hybrid FCV tobacco. Before its supply to farmers it is needful to test/evaluate it in controlled place/environment to prevent disease infestation etc. Some requirements are important to be provided as per new law of the country for testing the imported seed of tobacco.

39. The Board is requested to consider the same for decisions/directions as deemed appropriate.

**Discussion:** Representative of PTC informed the BoD that the company imports seed of hybrid FCV tobacco each year for benefits of the farmers community and industry. On the global level it is desirable to cultivate hybrid varieties having better chemistry of FCV tobacco to export & use in these locally manufactured cigarettes. As per country's new law implemented through Department of Plant Protection (DPP), the testing requires glass house, Laboratory & Expert staff to handle. PTB has a well Established Research Station at Khan Garhi Mardan. DPP has visited the Research Station where after it is concluded that glass house, buffer zone and soil testing facility should be made available at the research station. Representative of PTC told that the company could not import seed last year. As it is beneficial for growers in terms of higher yield, it was requested that for testing of the hybrid varieties the Pakistan Tobacco Board should provide these requirements for betterment of farmers community in terms of higher yield, disease resistance and better chemistry as to be ensured after testing of new seed. With the permission of Chair Mr. Muhammad Bilal Anwar, Director (R&D) replied that PTB has already done some work in this regard and it is notable here that facility of Laboratory and Export staff is available at the research station but construction of glass house is needful for testing the new seed in closed environment. Secretary, PTB with the permission of the Chair proposed that a feasibility report should be prepared to facilitate industry in seed testing of new imported hybrids. After completion of feasibility report it will be submitted for approval to the authority.

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**Decision:** BoD directed management of PTB to prepare the feasibility report and submit for approval of the competent authority.

**Item No. 12: POINTS SPONSORED BY HAJI RUSTAM KHAN, MEMBER PTB**

40. Haji Rustam Khan Welcomed Mr. Muhammad Ali Shahzada, the Honorable Chairman for being posted as Chairman, PTB.

For his first three agenda points, he stated that these have been discussed earlier and no need to discuss again. Then he presented his agenda point about regularization of daily wage employees.

Background: the federal government specifies a committee to redress the cases of sacked/affected employees under the chair of MNA Dr Qadir Khan Mandokhel. PTB was also called in the meeting of the committee for redressing the cases of contract/daily wage employees. PTB presented the cases at that forum.

**Discussion:** Haji Rustam Khan asked the BoD to read and explain in detail the Rule-15 of the Civil Servants (Appointment, Promotion and Transfer) Rule, 1973 as it is a hurdle in regularization of the Daily Wage employees. The Rule-15 was read to him by several members and translated or explained but he did not agree and insisted to regularize the employees. PTB management shows Judgment of High Court to BoD about the dismissal of proposals/directions of the Special Committee on Affected Employees under the Chairmanship of Mr. Qadir Khan Mandokhel, MNA. Haji Rustam Khan again did not agree to the arguments of PTB and requested the Chair for recommendation/regularization of daily wage employees.

41. The Board is requested to consider the same for decisions/directions as deemed appropriate.

**Decision:** The Chair directed the management of PTB that if rules permit, regularize the daily wage employees.

**Item No. 13: POINTS SPONSORED BY MR. MUHAMMAD AYAZ, MEMBER PTB**

42. Mr. Muhammad Ayaz, Member PTB presented his agenda point that the weighted average price paid by a company might be reconcile with bank statement of the company for transaction made to the tobacco growers.

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43. The Board is requested to consider the same for decisions/directions as deemed appropriate.

**Discussion:** Mr. Muhammad Ayaz discussed his agenda and requested that PTB should collect the bank statement of the top five tobacco companies and should be reconciliated to probe that whether the weighted average price shown by the companies is true or not.

**Decision:** After a deliberate discussion with the tobacco companies the Chair directed the management of PTB to write letter in this regard to the top five companies for providing bank statements and acquire companies' reply (if in contrast).

**S U P P L E M E N T A R Y   A G E N D A**

**Item No. 1: REPRESENTATION FOR TRANSFER FROM THE POST OF PRINCIPAL STAFF OFFICER/BPS-19 TO THE POST OF SECRETARY, PTB/BPS-19 IN LIGHT OF AMENDED PTB (SERVICE) RULES-2020.**

1. Mr. Fakhruddin, Principal Staff Officer, PTB, Head Office, Peshawar has submitted representation to the BoD for his transfer to the post of Secretary PTB.

2. The Board is requested to consider the same for decisions/directions as deemed appropriate.

**Discussion:** The Secretary, PTB after seeking permission from the Chair presented the observations & conclusions drawn by the Chairman, PTB in response to the application of Mr. Fakhruddin for transfer to the post of Secretary, PTB:

**Observations:**

<i>Sr.#</i>	<i>Happening</i>	<i>Date</i>	<i>Key findings</i>	<i>Observation</i>
1	Appointed as Steno typist (Presumably in BPS-12)	January 1 <sup>st</sup> , 1989	<ul style="list-style-type: none"> <li>➤ Appointed by Chairman PTB upon receipt of application by Mr. Fakhruddin</li> <li>➤ Record of the PTB Selection Board was not found</li> <li>➤ Appointment letter does not make mention of BPS in which applicant was appointed. It mentions pay scale only which by making comparison, has lead us to</li> </ul>	<p>Rule 24 as mentioned in schedule II (Sub rule-4) of PTB Service Rules 1985 which makes recommendation of the Selection Board mandatory for appointment concerned, has been violated.</p> <p>Chairman had no authority to pass such orders at his own except in accordance with recommendation of the</p>

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			believe that he was appointed in BPS 12.	Committee mentioned in service rules.
2	Promotion from Steno typist to Stenographer in BPS-15.	July 1 <sup>st</sup> , 1990	<ul style="list-style-type: none"> <li>➤ It was a "Temporary Promotion", a term which does not find a mention in Service Rules of 1985.</li> <li>➤ No record of Departmental Promotion/selection Committee</li> <li>➤ Approval was granted by the Chairman only.</li> </ul>	Same observation as stated above.
3	Confirmation of Promotion as Stenographer in BPS-15.	November 29, 1993.	<ul style="list-style-type: none"> <li>➤ No record of Departmental Promotion/selection Committee</li> <li>➤ Approved by the Chairman PTB after seeking clearance from the administrative federal ministry.</li> </ul>	As mentioned above.
4	Promotion as Private Secretary to the Chairman in BPS-16.	October 15, 1997.	<ul style="list-style-type: none"> <li>➤ It was given as "conditional promotion", which finds no mention in service rules concerned.</li> <li>➤ It was granted for a period in which another official Mr. Wajid Ali had proceeded on long leave of almost 5 years.</li> <li>➤ Logically, Mr. Fakhruddin should have reverted to his previous position upon resumption of duty by Mr. Wajid Ali, but it did not happen so even despite protest by Mr. Wajid Ali upon his return.</li> <li>➤ Conditional promotion was ordered by the Chairman.</li> <li>➤ The incumbent was on the 3<sup>rd</sup> place in the seniority list and thus the promotion was granted by superseding others.</li> <li>➤ File appears to have been discussed with the Chairman when Secretary wrote that since the matter has been decided, the case may be filed.</li> </ul>	As aforementioned.
5	Confirmation as Private Secretary in BPS-16.	November 28, 1998.	<ul style="list-style-type: none"> <li>➤ The Chairman ordered his "promotion/Appointment".</li> <li>➤ File is silent if any meeting of Selection Board as defined in service rules was held.</li> </ul>	As aforementioned.

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6	Up gradation of post of Private Secretary to Chairman from BPS -16 to BPS-17	January 28, 2002.	<ul style="list-style-type: none"> <li>➤ Approval was granted by the Board of Directors of PTB in its meeting held on January 15, 2002.</li> <li>➤ It was granted on a representation filed by Mr. Fakhruddin.</li> </ul>	The Board did not take into consideration the fact that Mr. Fakhruddin was granted promotion only "conditionally" and that it was not his substantive grade which required upgradation as such. The Board also does not appear to have been informed that Mr. Fakhruddin was third on seniority list of concerned officials.
7	Up gradation from BPS -17 to BPS-18	November 18, 2009.	<ul style="list-style-type: none"> <li>➤ Upgradation from BPS-17 to BPS-18 was granted in light of OM No.4/1/98-R-6 of the Establishment Division.</li> <li>➤ It was not a "regular" promotion as such but was granted only for pay purpose as clarified in OM No 4/1/98 - R - 6 of January 20, 2012.</li> <li>➤ It was ordered by Chairman PTB.</li> </ul>	Mistake already existing with his placement in BPS 17 as aforementioned was not corrected. It was indeed endorsed.
8	Up gradation from BPS -18 to BPS-19	April 2012.	<ul style="list-style-type: none"> <li>➤ BPS-19 was "granted" instead of regular promotion.</li> <li>➤ It was granted in furtherance to recommendation of the Departmental Promotion Committee as required in rules.</li> </ul>	Promotion was granted upon an inherently defective candidature as aforementioned.
9	Principle Staff officer in BPS-19	September 17, 2013.	<ul style="list-style-type: none"> <li>➤ The Post was created by BOD as per rule 4 of Service Rules 1985.</li> </ul>	<ul style="list-style-type: none"> <li>➤ The inherently defective candidature as existed since his appointment and subsequent promotions / upgradations was not corrected. Indeed it was perpetuated for unknown reasons.</li> <li>➤ Board does not appear to have done due diligence primarily for the reason that the working paper of the concerned meeting of the Board held on August 6, 2013, did not reveal facts as such.</li> </ul>

**Conclusions:**

- a) There is hardly any evidence available on record that since his commencement of service and through his tenure, rules were ever followed to grant him concerned advantages.
- b) Most of happenings as detailed above appear subjective decisions and application of mind generally appears missing.

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- c) So called promotions granted to the gentleman, have been granted in sheer violation of rules concerned, and hence are defective ab-initio.
- d) In terms of clarification provided by the Establishment Division vide number F.No.4/9/2019/E/2 dated May 24, 2019; the substantive pay scale of Mr. Fakhruddin remains that BPS 17 only notwithstanding other legal defects in his appointment as such.
- e) Further to the above, PTB was indeed questioned as to how Mr. Fakhruddin was granted upgradation in BPS 18 & 19. Unfortunately, PTB does not appear to have rectified the mistakes committed in this particular case and preferred to maintain status quo.
- f) Last but not the least, even auditors from office of the Auditor General of Pakistan while conducting audit of accounts of PTB for the year 2019 – 2020 raised a para about his irregular upgradation / promotions. The Para is still being contested.
- g) A similar application was submitted earlier to the Board on June 12, 2018 for its consideration which was rejected after due consideration.

Then Mr. Fakhruddin was offered opportunity to defend/justify himself. He narrated his history of recruitment, promotions and different experiences in Provincial Government on deputation on various posts and said that as he has been remained on administrative posts hence is eligible to be transferred to the post of Secretary, PTB. Secretary, PTB told the Chair that Mr. Fakhruddin was asked by Chairman, PTB to present his reply in written on three points- (i) his cause of plea (ii) why he could not be transferred before (iii) his grievances and how to address them. But Mr. Fakhruddin has not submitted his reply yet.

Secretary PTB read out the decision of BoD in an earlier meeting on his application on same subject and told the quorum that the same was rejected by BoD during its 153<sup>rd</sup> meeting held on 12<sup>th</sup> June, 2018.

As per conclusions drawn by the Chairman and earlier decision of BoD, Mr. Fakhruddin cannot be transferred to the post of Secretary, PTB hence the BoD is requested to reject his application.

**Decision:** BoD directed the management to proceed in the matter according to relevant rules/regulations and law.

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**Item No. 2: POINTS SPONSORED BY MR. ASAD MEHMOOD, MEMBER PTB**

3. Mr. Asad Mehmood, Member PTB presented his two agenda points- (i) illegal purchase by tobacco dealers from Bhimber (AJK) and (ii) establishment of purchase depot at Mandi Bahauddin.

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4. The Board was requested to consider the same for decisions/directions as deemed appropriate.

**Decision:** BoD directed PTB management to initiate action for imposition of Section 144 by coordination with local district management. BoD requested representative of PTC to consider the issue of farmers of Mandi Bahauddin.

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**Item No. 3: POINTS SPONSORED BY MR. MUHAMMAD AYAZ, MEMBER PTB**

5. Mr. Muhammad Ayaz, Member PTB requested BoD to consider the application of Field Staff of PTB regarding the freeze allowances in their salaries.

6. The Board was requested to consider the same for decisions/directions as deemed appropriate.

**Decision:** BoD directed the management of PTB that the matter should be treated as per rules.

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**Item No. 4: APPROVAL FOR AMENDMENTS IN RULES 2, 6, 12, 15 AND SCHEDULE-01 OF PTB SERVICE RULES, 1985 AMENDED IN 2020 BY BOARD OF DIRECTORS (BoD)**

10. In pursuance of the directions of MNFS&R vide letter No. 2-8/2016(Admn-IV)PTB dated September 27, 2023, enclosed agenda item for amendments in Rules 2, 6, 12, 15 and Schedule-01 of PTB Service Rules, 1985.

11. The Board was requested to approve the amendments in PTB Service Rules, 1985.

**Discussion:** Few BoD members told that they have been approached by employees of PTB via *whatsapp* messages that promotion opportunity should be given to all employees. It was discussed also that growers or companies' representatives do not understand the government recruitment or promotion/transfer matters. Secretary PTB explained that the committee constituted for the recommendations/ amendments in draft rules has thoroughly discussed and examined the draft rules and it is also not permissible to promote every employee at his will. Quota or share of promotion and initial

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recruitment are defined according to federal government rules. Some members proposed that the experts should examine it before submission to Ministry.

**Decision:** BoD directed the management to get the same be vetted by a committee of experts before its submission to the ministry for consideration.

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**Item No. 5: POINTS SPONSORED BY EMPLOYEES OF PTB FOR GRANT OF HONORARIUM**

12. Points sponsored by Employees of PTB for grant of Honorarium.

13. The Board was requested to consider the same for decisions/directions as deemed appropriate.

**Discussion:** BoD members were briefed by Secretary PTB about provision of funds and told that once in a fiscal year or generally on the occasion of Eid ul Fitr honorarium is granted to employees on their performance basis.

**Decision:** BoD decided that Chairman PTB can grant the honorarium, as proposed, to the employees as per their performance, once in the fiscal year.

**S U P P L E M E N T A R Y   A G E N D A**

**Item No. 6: POINTS SPONSORED BY HAJI RUSTAM KHAN**

He said that at Tobacco Research Station, the post of Rustica Botanist should be renamed as Plant Physiologist.

**Discussion:** The Chair asked that if there is no technical issue, we can discuss it. Secretary PTB informed the quorum that on the post of Rustica Botanist in promotion line Assistant Plant Physiologist is promoted to the post. We have already a post of Botanist who can deal in all tobacco breeding i.e., FCV, Rustica, etc. There is no mention of Rustica in other technical posts like Chemist, Agronomist etc. Hence Rustica Botanist may be abolished and Plant Physiologist may be created (BoD has the powers to it) or in other words we may rename the post of Rustica Botanist as Plant Physiologist.

Then Mr. Kamal Khan, Internal Audit Officer seeking permission of the Chair requested the quorum that there is need to create a post of Deputy Director (Audit)/BPS-18.

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**Discussion:** It was discussed that transactions/account of particular period relating to PTB are reviewed by the Internal Audit of PTB, however, in order to devise a mechanism for postmortem of serious irregularities and for an early warning system to forestall them from all pressures the post of Deputy Director (Audit)/BPS-18 needs to be created. It was also informed that promotion opportunity of Internal Auditors of PTB is very slow. Further in order to ensure that adequate promotion avenue to PTB employees, the BoD is requested to grant approval for creation of the post of Deputy Director (Audit)/BPS-18 in the best interest of the organization.

The PTB realized that certain categories of the officers have no promotion lines and have to wait for more than even ten (10) years for promotion. For this PTB proposed that all such cases of promotion line etc. may be reviewed and a comprehensive report might be presented in next BoD meeting elaborating the financial impact and resources of income.

**Decision:** BoD directed the management of PTB to review all such cases of promotion line and submit a comprehensive report elaborating the financial impact and resources of income in next BoD meeting.

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