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# PAKISTAN BROADCASTING CORPORATION EMPLOYEES

(CONDUCT) REGULATIONS  
1979

CP

Immediate

No. 12(1)/76-G(Vol. III)  
Ministry of Information and Broadcasting

Islamabad November 4, 1979

From: S. M. A. Zaidi,  
Deputy Secretary.

To: The Director-General,  
Pakistan Broadcasting Corporation,  
Islamabad.

Subject: Regulations made under Section 22 of the PBC Act,  
1973 — Approval of Federal Government, of

Dear Sir,

I am directed to refer to the correspondence resting with U.O. No. ROM-3/77(II) dated the 18th July, 1979 from the Pakistan Broadcasting Corporation, on the subject indicated above, and to convey the approval of the Government of Pakistan to the following regulations made by the Board of Directors of the Pakistan Broadcasting Corporation, as required under Section 22 of the Pakistan Broadcasting Corporation Act, 1973 (XXXII of 1973):—

- (1) Pakistan Broadcasting Corporation Employees (Conduct) Regulations, 1979 and
- (2) Pakistan Broadcasting Corporation Employees (Efficiency and Discipline) Regulations, 1979.

2. A copy each of the approved Regulations of which each page has been initialled is enclosed. These shall have effect from the date of establishment of the Corporation, in terms of Section 22 of the Pakistan Broadcasting Corporation Act, 1973 as amended by the Pakistan Broadcasting Corporation (Amendment) Ordinance, 1979.

3. Receipt of this communication and the enclosures may please be acknowledged.

Yours faithfully  
Sd/x x x x

PAKISTAN BROADCASTING CORPORATION  
HEADQUARTERS ISLAMABAD

No. ROM-3/77(VIII)

Dated 14 November, 1979

Copy alongwith one copy each of the above-mentioned Regulations is forwarded to:—

- (1) All Heads of Unit.
- (2) All officers at PBC Headquarters.
- (3) All Personnel Branches.

2. It may please be ensured that in the cases in which proceedings are taken under the Pakistan Broadcasting Corporation Employees (Efficiency and Discipline) Regulations, 1979, the prescribed procedure is strictly followed.

Sd/x x x x  
(Zahur Ahmed Khan)  
Assistant Controller (Personnel-II)  
for Director General

In exercise of the powers conferred by Section 22 of the Pakistan Broadcasting Corporation Act, 1973 (XXXII of 1973), the Board of Directors of the Pakistan Broadcasting Corporation, with the previous sanction of the Federal Government, is pleased to make the following regulations, namely:—

1. Short Title Commencement and Application.— (1) These regulations may be called the Pakistan Broadcasting Corporation Employees (Conduct) Regulations, 1979.

(2) They shall come into force at once and shall be deemed to have taken effect from the date of the establishment of the Corporation.

(3) They shall apply to every employee of the Corporation, whether on duty or on leave, within or without Pakistan.

2. Definitions.— In these regulations, unless there is anything repugnant in the subject or context:—

(1) “employee” means an employee of the Corporation; and

(2) “member of an employee’s family” includes:—

a. his wife, child or step-child, whether residing with the employee or not; and

b. any other relative of the employee or his wife, when residing with and wholly dependent upon the employee, but does not include a wife legally separated from the employee or a child or step-child who is no longer dependent upon him or of whose custody the employee has been deprived by law.

Explanation. Reference to a wife in clause (b) shall be construed as reference to a husband where the employee is a woman.

3. Gifts.— (1) Save as otherwise provided in this regulation, no employee shall, except with the previous sanction of the Director-General, accept, or permit any member of his family to accept, from any person any gift the receipt of which will place him under any form of official obligation to the donor.

(2) If the offer of a gift cannot be refused without giving

undue offence, it may be accepted and delivered to the Director-General for decision as to its disposal.

(3) If any question arises whether receipt of a gift places an employee under any form of official obligation to the donor, the decision of the Director-General thereon shall be final.

(4) If any gift is offered by the head or representative of a foreign State, the employee concerned should attempt to avoid acceptance of such a gift, if he can do so without giving offence. If, however, he cannot do so, he shall accept the gift and shall report its receipt to the Director-General for orders as to its disposal.

(5) A Director or an officer of equivalent status may accept gifts offered abroad or within Pakistan by institutions or official dignitaries of foreign Governments of comparable or higher level, provided that the value of the gift in each case does not exceed one thousand rupees.

(6) An employee desirous of retaining a gift worth more than this limit can retain it on payment of difference, after evaluation of the gift by a committee headed by the Chairman. The gift would, however, first be offered for sale to the person who received it from a foreign dignitary.

4. Acceptance of Foreign Awards.— No employee shall, except with the approval of the President of Pakistan, accept a foreign award, title or decoration.

*Explanation.* For the purposes of this regulation, the expression “approval of the President” means prior approval in ordinary cases and ex-post-facto approval in special cases where sufficient time is not available for obtaining prior approval.

5. Public Demonstrations.— (1) No employee shall encourage meetings to be held in his honour or presentation of addresses of which the main purpose is to praise him.

(2) Notwithstanding anything contained in sub-regulation (1),

(a) an employee may, with the previous permission of the Director-General, take part in the raising of funds to be expended for any public or charitable purpose;

(b) an employee may take part, with the previous sanction of the Director-General, in raising of funds to be expended for any public or charitable object connected with the name of any other employee or a person who has recently quitted the service of the Corporation; and

(c) an employee while posted abroad may attend a public meeting or entertainment held in his honour.

(3) When an employee takes part in the raising of funds in accordance with the provisions of clause (a) or clause (b) of sub-regulation (2), he shall be required to keep regular accounts and submit them to the Director-General for scrutiny.

6. Subscription.— Subject to regulation 5, no employee shall, except with the previous sanction of the Director-General, ask for or accept or in any way participate in the raising of any subscription or other pecuniary assistance in pursuance of any object whatsoever.

7. Lending and Borrowing.— (1) No employee shall lend money to, or borrow money from, or place himself under any pecuniary obligation to, any person within the local limits of his authority or any person with whom he has any official dealing.

(2) When an employee is appointed or transferred to a post of such a nature that a person from whom he has borrowed money or to whom he has otherwise placed himself under pecuniary obligation will be subject to his official authority, or will reside, possess immovable property, or carry on business within the local limits of such authority, he shall forthwith declare the circumstances to the Director-General.

(3) All employees working in pay scales Nos. 1 to 5 shall make the declaration referred to in sub-regulation (2) to the head of their office.

8. Buying and Selling of Moveable and Immoveable Property.—

(1) An employee who intends to transact any purchase, sale or disposal by other means of moveable or immovable property exceeding twenty five thousand rupees\* in value with any person shall apply for permission to the Director-General, and where the

\*Substituted vide Ministry of I & B's letter No. 12(1)/76-G(Vol. VI) dated 18.7.1981 (Annexure-I)

employee concerned is himself the Director-General, to the Chairman.

(2) Any application under sub-regulation (1) shall state fully the circumstances, the price offered or demanded and in the case of disposal otherwise than by sale, the method of disposal, and such employee shall thereafter act in accordance with such orders as may be passed by the Director-General or, as the case may be, the Chairman.

Provided that all transactions with a person who is an official subordinated of the employee should be reported to the next higher authority.

*Explanation.* In this regulation, the term "property" includes agricultural or urban property, bonds, shares and securities but does not include a plot purchased for building a house from a co-operative housing society or a Government housing scheme.

9. Construction of Building, etc.— No employee shall construct a building, whether intended to be used for residential or commercial purposes, except with the previous sanction of the Director-General obtained upon an application made in this behalf disclosing the source from which the cost of such construction shall be met.

10. Declaration of Property.— (1) Every employee shall, at the time of entering the service of the Corporation, make a declaration to the Director-General, through the usual channel, of all immovable and moveable properties including shares, certificates insurance policies and jewellery having a total value of ten thousand rupees or more belonging to or held by him or a member of his family and such declaration shall:—

- a. state the district within which the property is situated;
- b. show separately individual items of jewellery exceeding ten thousand rupees in value; and
- c. give such further information as the Director-General may, by general or special order, require.

(2) Every employee shall submit to the Director-General, through usual channel, an annual return of assets by the 30th

September showing any increase or decrease of property as shown in the declaration under sub-regulation (1) or, as the case may be, the last annual return.

11. Disclosure of Assets, Immoveable, Moveable and Liquid.—

An employee shall, as and when he is so required by the Corporation, disclose all his assets, immoveable, moveable and liquid.

12. Speculation and Investment.— (1) No employee shall speculate in investments.

*Explanation.* For the purpose of this sub-regulation, the habitual purchase and sale of securities of notoriously fluctuating value shall be deemed to be speculation in investments.

(2) No employee shall make, or permit any member of his family to make, any investment likely to embarrass or influence him in the discharge of his official duties.

(3) No employee shall make any investment the value of which is likely to be affected by some event of which information is available to him as an employee and is not equally available to the general public.

(4) If any question arises whether a security or an investment is of the nature referred to in any of the foregoing subregulations, the decision of the Director-General thereon shall be final.

13. Promotion and Management of Companies, etc.— No employee shall, except with the previous sanction of the Director-General, take part in the promotion, registration or management of any bank or company.

Provided that an employee may, subject to the provisions of any general or special order of the Corporation, take part in the promotion, registration or management of a co-operative society registered under any law relating to co-operative societies.

14. Private Trade, Employment or Work.— (1) No employee shall, except with the previous sanction of the Corporation, engage in any trade or undertake any employment or work, other than his official duties;



provided that the employees working in pay scales Nos. 1 to 5 may, without such sanction, undertake a small enterprise which absorbs family labour and where he does so, shall file details of the enterprise alongwith the declaration of assets.

Provided further that he may, without such sanction, undertake honorary work of a religious, social or charitable nature or occasional work of a literary or artistic character, subject to the conditions that his official duties do not thereby suffer and that the occupation or undertaking does not conflict or is not inconsistent with his position or obligations as employee but he shall not undertake or shall discontinue such work if so directed by the Director-General. An employee who has any doubt about the propriety of undertaking any particular work should refer the matter for the orders of the Director-General.

(2) Notwithstanding anything contained in sub-regulation (1), no employee shall associate himself with any private trust, foundation or similar other institution which is not sponsored by the Corporation.

(3) This regulation does not apply to sports activities and membership of recreation clubs.

15. Subletting of Residential Accommodation allotted by Government, etc.— No employee shall, except with the prior permission of the Government, or as the case may be, of the Corporation, sublet residential accommodation let to him by the Government or the Corporation.

16. Employee Not to live beyond his means, etc.— No employee shall live beyond his means or indulge in ostentation on occasions of marriage or other ceremonies.

17. Insolvency and habitual indebtedness.— (1) An employee shall avoid habitual indebtedness.

(2) If an employee is adjudged or declared insolvent or if the whole or that portion of his salary which is liable to attachment is frequently attached for debt, has been continuously so attached for a period of two years, or is attached for a sum which, in ordinary circumstances, he cannot repay within a period of two years, he shall be presumed to have contravened this regulation unless he proves that the insolvency or indebtedness is the result of circumstances which, with the exercise of ordinary diligence, he

could not have foreseen or over which he had no control and has not proceeded from extravagant or dissipated habits.

(3) An employee who applies to be or is adjudged or declared insolvent shall forthwith report his insolvency to the head of the office in which he is employed.

18. Intimation of involvement and conviction in a criminal case.— If an employee is involved as an accused in a criminal case, he shall bring the fact of such involvement or conviction, as the case may be, to the notice of the head of the office immediately or, if he is arrested and released on bail, soon after such release.

19. Unauthorised communication of official documents or information.— No employee shall, except in accordance with any special or general order of the Corporation, communicate directly or indirectly, any official document or information to an employee unauthorised to receive it, or to any other person, or to the press.

20. Approach to Members of the Assemblies, etc.— No employee shall, directly or indirectly, approach any Member of the Senate, National Assembly or a Provincial Assembly or any other person to intervene on his behalf in any matter.

21. Management, etc. of Newspapers or Periodicals.— No employee shall, except with the previous sanction of the Director-General, own wholly or in part or conduct or participate in the editing or management of, any newspaper or other periodicals except the publications of the Corporation.

22. Radio broadcasts or television programmes and communications to the press.— No employee shall, except with the previous sanction of the Director-General or any other authority empowered by him in this behalf, or in the bona fide discharge of his duties, participate in a radio broadcast or television programme or contribute any article or write any letter, either anonymously or in his own name or in the name of any other person to any newspaper or periodical.

Provided that such sanction should generally be granted if such broadcast or television programme or such contribution or letter is not, or may not be considered, likely to jeopardize the

integrity of the employee, the security of Pakistan or friendly relations with foreign States, or to offend public order, decency or morality, or to amount the contempt of court, defamation or incitement to an offence.

Provided further that no such sanction shall be required if such broadcast or television programme or such contribution or letter is of a purely literary, artistic or scientific character.

23. Publication of information and public speeches capable of embarrassing the Corporation.— No employee shall, in any document published or in any communication made to the press, over his own name, or in any public utterance, make any statement of fact or opinion which is capable of embarrassing the Corporation.

Provided that the technical staff may publish research papers on technical subjects, if such papers do not express, views on political issues or on policy of the Corporation and do not include any information of a classified nature.

\*“23-A. Where a PBC employee submits the draft of a literary, artistic or scientific article or book for obtaining previous sanction for its publication, he shall be informed within three months of his doing so whether he has or has not such sanction; and, if no communication is issued to him within that period, he shall be entitled to presume that the sanction asked for has been granted”.

24. Evidence before committees.— (1) No employee shall give evidence before a public committee except with the previous sanction of the Director-General.

(2) No employee giving such evidence shall criticise the policies or decisions of the Federal Government or a Provincial Government or the Corporation.

(3) This regulation shall not apply to evidence given before statutory committees which have power to compel attendance and the giving of answers, nor to evidence given in judicial inquiries.

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\*Amendment inserted as approved by the Federal Government vide Ministry of I & B's letter No. 12(1)/76-G(Vol. IV) dated 18.7.1981 (Annexure-1)

25. Taking part in politics and elections. - (1) No employee shall take part in, subscribe in aid of or assist in any way, any political movement in Pakistan or relating to the affairs of Pakistan.

(2) No employee shall permit any person dependent on him for maintenance or under his care or control to take part in, or in any way assist, any movement or activity which is, or tends directly or indirectly to be, subversive of the Corporation or the Government as by law established in Pakistan.

(3) No employee shall canvass or otherwise interfere or use his influence in connection with or take part in any election to a legislative body, whether in Pakistan or elsewhere.

Provided that an employee who is qualified to vote at such election may exercise his right to vote, but if he does so, he shall give no indication of the manner in which he proposes to vote or has voted.

(4) No employee shall allow any member of his family dependent on him to indulge in any political activity, including forming a political association and being its member, or to act in a manner in which he himself is not permitted by sub-regulation (3) to act.

(5) An employee who issues an address to electors or in any other manner publicly announces himself or allows himself to be publicly announced as a candidate or prospective candidate for election to a legislative body shall be deemed for the purpose of sub-regulation (3) to take part in an election to such body.

(6) The provisions of sub-regulation (3) and (5) shall, so far as may be, apply to elections to local authorities or bodies, save in respect of the employees required or permitted by or under any law, or order of the Corporation, for the time being in force, to be candidates at such elections.

(7) If any question arises whether any movement or activity falls within the scope of this regulation, the decision of the Corporation thereon shall be final.

26. Ban on strikes, etc.— No employee shall take part, commence, continue, instigate or incite others to take part in, or expend or supply money or otherwise act in furtherance or support of, an illegal strike or a go-slow.

Explanation. In this regulation, go-slow means any organized, deliberate and purposeful slowing down of normal output or the deterioration of the normal quality of work by a body of employees acting in a concerted manner.

27. Propagation of sectarian creeds, etc.— No employee shall propagate such sectarian creeds or take part in such sectarian controversies or indulge in such sectarian partiality and favouritism as are likely to affect his integrity in the discharge of his duties or to embarrass the administration or create feelings of discontent or displeasure amongst the employees in particular and amongst the people in general.

\*27-A. PBC employee not to express views against ideology of Pakistan.— No PBC employees shall express views detrimental to the Ideology or integrity of Pakistan.

28. Nepotism, favouritism and victimization, etc.— No employee shall indulge in provincialism, parochialism, favouritism, victimization and wilful abuse of office.

29. Vindication by the employees of their public acts or character.— (1) An employee may not, without the previous sanction of the Corporation, have recourse to any court, or to the press for the vindication of his public acts or character from defamatory attacks. In granting sanction, the Corporation will ordinarily bear the cost of the proceedings and in other cases leave the employee to institute them at his own expense. In the later case, if he obtains a decision in his favour, the Corporation may re-imburse him to the extent of the whole or any part of the cost.

(2) Nothing in this regulation limits or otherwise affects the right of an employee to vindicate the private acts or character.

30. Membership of service associations.— No employee shall be a member, representative or officer of any association representing or purporting to represent, the employees or any class of the employees, unless such association satisfies the following conditions, namely:—

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\*Amendment inserted as approved by the Federal Government vide Ministry of I & B's letter No. 12(1)/76-G (Vol.III) dated 27.12.1980 (Annexure II).

- (a) membership of the association and its office bearers shall be confined to a distinct class of the employees and shall be open to all employees of that class;
- (b) the association shall not be in any way connected with, or affiliated to any association which does not, or any federation of associations which do not, satisfy conditions (a);
- (c) the association shall not be in any way connected with any political party or organisation, or engage in any political activity;
- (d) the association shall not —
  - (i) issue or maintain any periodical publication except in accordance with any general or special order of the Corporation;
  - (ii) except with the previous sanction of the Corporation, publish any representation on behalf of its members, whether in the press or otherwise;
- (e) the association shall not, in respect of any election to a legislative body, or to a local authority or body, whether in Pakistan or elsewhere;
  - (i) pay, or contribute towards, any expenses incurred in connection with his candidature by a candidate for such election;
  - (ii) by any means support the candidature or any person for such election; or
  - (iii) undertake or assist in the registration of electors, or the selection of a candidate for such election;
- (f) the association shall not —
  - (i) maintain, or contribute towards the maintenance of, any member of a legislative body, or any member of a local authority or body, whether in Pakistan or elsewhere; and
  - (ii) pay, or contribute towards, the expenses of any trade union which has constituted a fund under section 16 of the Trade Unions Act, 1926 (XVI of 1926).

**31. Membership of non-political associations.**— No employee shall accept membership of any non-political association or organisation whose aims and objects, nature of activities and membership are not publicly known.

32. Use of political or other influence.— No employee shall bring or attempt to bring political or other outside influence, directly or indirectly, to bear on the Corporation or any employee in support of any claim arising in connection with his employment as such.
33. Approaching foreign missions and aid-giving agencies.— No employee shall approach, directly or indirectly, a foreign Mission in Pakistan or any foreign aid-giving agency to secure for himself invitations to visit a foreign country or to elicit offers of training facilities abroad.
34. Delegation of Power.— The Corporation may, by general or special order, delegate to any officer or authority subordinate to it all or any of its powers under these regulations and may, by such order, prescribe the channel through which reports shall be made to the Corporation and the officers receipt by whom of such reports shall be regarded as receipt of the reports by the Corporation within the meaning of these regulations.
35. Loss of security pass issued by the Government.— An employee in possession of security pass issued to him by any Ministry or Department of the Government will ensure its safe custody and, in case of loss thereof, will immediately report the matter to the Police Station and to the Director-General.
36. Regulations not to be in derogation of any law etc.— Nothing in these regulations shall derogate from the provisions of any law, or, of any order of any competent authority, for the time being in force, relating to the conduct of the employees.

Government of Pakistan  
Ministry of Information and Broadcasting

No. 12(1)/76-G.(Vol.IV)

18th July 1981.

The Director General,  
Pakistan Broadcasting Corporation,  
Islamabad.

Subject: Second amendment in the PBC Employees (Conduct) Regulations, 1979.

Dear Sir,

I am directed to refer to letter No. ROM-3/77 (V.III), dated 19.2.1981 from the PBC on the subject indicated above and to convey approval of the Federal Government to the amendment in the PBC Employees (Conduct) Regulations, 1979, already approved, in the manner indicated below, in order to give effect to the Government policy:—

- (i) In Regulation 8 of the PBC Employees (Conduct) Regulations, 1979, for the words "Five thousand rupees", the words "twenty-five thousand rupees" shall be substituted.
- (ii) In the aforesaid Regulations, after Regulation 23, the following new Regulation shall be inserted, namely:—  
 "23-A. Where a PBC employee submits the draft of a literary, artistic or scientific article or book for obtaining previous sanction for its publication, he shall be informed within three months of his doing so whether he has or has not such sanction; and, if no communication is issued to him within that period, he shall be entitled to presume that the sanction asked for has been granted".

2. Receipt of this communication may please be acknowledged.

Yours faithfully  
Sd/- (S.M.A. Zaidi)  
Deputy Secretary (E)



PAKISTAN BROADCASTING CORPORATION  
(HEADQUARTERS) ISLAMABAD

No. ROM-3/77(VIII)

dated 28.2.1982

Copy forwarded in continuation of this Headquarters endorsement No. ROM-3/77(VIII) dated 3.1.1981 to:—

- (1) All Directors.
- (2) All Heads of Unit.
- (3) All Officers and Branches at Headquarters.

Sd/- (ZAHUR AHMAD KHAN)  
Deputy Controller (Personnel-II)  
for Director-General

Annexure-II

No. 12(1)/76-G-Vol.III  
GOVERNMENT OF PAKISTAN  
MINISTRY OF INFORMATION AND BROADCASTING

Islamabad Decemeber 27, 1980

The Director General,  
Pakistan Broadcasting Corporation,  
Islamabad.

Subject: Regulations made under section 22 of the PBC Act, 1973 — Approval of Government to the amendment of PBC Employees (Conduct) Regulations, 1979.

Dear Sir,

I am directed to refer to letter No. ROM-3/77(VIII) dated 22nd November, 1980 from the Pakistan Broadcasting Corporation on the subject indicated above and to convey the approval of the Government of Pakistan to the addition of a new regulation "27-A" in the PBC Employees (Conduct) Regulations, 1979, as indicated below, in order to give effect to the Government instructions contained in the Establishment Division O.M. No. 7/2/80-DIV dated 12.10.1980.

“27-A. PBC employees not to express views against ideology of Pakistan — No PBC employees shall express views detrimental to the Ideology or integrity of Pakistan”.

2. Receipt of this letter may please be acknowledged.

Yours faithfully  
Sd/- (S.M.A.Zaidi)  
Deputy Secretary

PBC Headquarters, Islamabad

No. ROM-3/77(VIII)

dated 3.1.1981

Copy forwarded in continuation of this Headquarters' endorsement No. ROM-3/77(VIII), dated 14.11.1979 to:—

- (1) All Directors.
- (2) All Heads of Unit.
- (3) All Officers and Branches at Headquarters.

Sd/- (ZAHUR AHMAD KHAN)  
Assistant Controller (Personnel-II)  
for Director-General