



Managing Director

No.1/481/2024/LEGAL/PPRA
PUBLIC PROCUREMENT REGULATORY AUTHORITY
CABINET DIVISION
GOVERNMENT OF PAKISTAN

Islamabad, the 20th December, 2024.

Subject: **INSTRUCTIONS REGARDING MINIMUM WAGES FOR PRIVATE SECURITY GUARDS AND OTHERS**

Dear Secretaries,

سلام علیکم

It has been observed by the Authority that various Procuring Agencies are not adhering to the principles laid down under Rule 38 of Public Procurement Rules, 2004 which states that the procuring agencies are under obligation to carry out the procurement in line with the policy of the Federal Government issued from time to time. The case in point is non-compliance of Federal Government policy by various procuring agencies on payment of the minimum wages to security guards & others fixed by the Federal Government for the procurement of services of different categories.

2. Further, Rule 38 of Public Procurement Rules, 2004 necessitates that **“all the procuring agencies are under obligation to evaluate the bid in accordance with Procurement Legal Framework having no conflict with any other laws, rules, regulations or policy of the Federal Government”**. With context to the minimum wages, the Federal Government generally fixes the minimum rates during the budgetary secession of each financial year which is binding on all the procuring agencies in terms of Rule 38 of Public Procurement Rules, 2004. Moreover, the National Commission for Human Rights (NCHR) in the matter titled as “minimum salary for sanitary workers and private security guards” vide order dated 19.02.2024 has also directed this Authority to issue clear instructions to all the procuring agencies for compliance of the minimum wages fixed by the Federal Government in public procurement of services of all categories.

3. In view of the above, all Secretaries and Heads of the Autonomous Bodies are requested to issue instructions to all the departments attached or under the administrative control of their Ministry/Division to adhere to Rule 38 of Public Procurement Rules, 2004 and to ensure compliance of the directions passed by the National Commission for Human Rights (NCHR), Islamabad.

With profound regards.

Yours sincerely,

(Hasnat Ahmed Qureshi)

All the Federal Secretaries / Head of Organizations