



ISLAMABAD ELECTRIC SUPPLY COMPANY LIMITED

Tele: Pabx: 051-9252937-39 Ext: 323
Direct: 051-9252916
Fax: 051-9252927

Directorate General (Admn)
IESCO Head Office,
St. 40, G-7/4, Islamabad

No. 34539-639/IESCO/ADG(A)/A-4

Dated: 23rd May, 2017.

NOTIFICATION

APPROVAL FOR ADOPTION OF PRIME MINISTER'S REVISED ASSISTANCE PACKAGE FOR FAMILIES OF IESCO EMPLOYEES WHO DIE IN SERVICE.

1. The Board of Directors of IESCO, in its 147th Meeting held on 25th April, 2017, unanimously resolved to approve to adopt the revised Prime Minister's Assistance Package for the families of employees who die in service, notified vide Establishment Division's Office Memorandum No.8/10/2013-E-2(Pt) dated 4th December, 2015, No.1/39/2013-E-2(pt) dated 3rd August, 2013 and PEPCO's O.M. No.GM(HR)/HRD/A-332/4050-75 dated 4th November, 2016, with effect from 9th February, 2015. Detail of the Package is as under:-

Item	In Service Death	Security related death																								
Lump sum grant	Upto Rs.3.0 million according to following scales:- <table border="1"><thead><tr><th>BPS</th><th>Amount</th></tr></thead><tbody><tr><td>1-4</td><td>Rs. 600,000</td></tr><tr><td>5-10</td><td>Rs. 900,000</td></tr><tr><td>11-15</td><td>Rs. 1,200,000</td></tr><tr><td>16-17</td><td>Rs. 1,500,000</td></tr><tr><td>18-19</td><td>Rs. 2,400,000</td></tr><tr><td>20 & above</td><td>Rs. 3,000,000</td></tr></tbody></table>	BPS	Amount	1-4	Rs. 600,000	5-10	Rs. 900,000	11-15	Rs. 1,200,000	16-17	Rs. 1,500,000	18-19	Rs. 2,400,000	20 & above	Rs. 3,000,000	a. Upto Rs. 10 million according to following scales:- <table border="1"><thead><tr><th>BPS</th><th>Amount</th></tr></thead><tbody><tr><td>1-16</td><td>3 million</td></tr><tr><td>17</td><td>5 million</td></tr><tr><td>18-19</td><td>9 million</td></tr><tr><td>20 & above</td><td>10 million</td></tr></tbody></table> b. Rs. 700,000/- to the officers/officials incapacitated and released from service for having become invalid as a result of injury in encounters/bomb blasts, riots/watch and ward duty or terrorist activity.	BPS	Amount	1-16	3 million	17	5 million	18-19	9 million	20 & above	10 million
	BPS	Amount																								
1-4	Rs. 600,000																									
5-10	Rs. 900,000																									
11-15	Rs. 1,200,000																									
16-17	Rs. 1,500,000																									
18-19	Rs. 2,400,000																									
20 & above	Rs. 3,000,000																									
BPS	Amount																									
1-16	3 million																									
17	5 million																									
18-19	9 million																									
20 & above	10 million																									
Pension	100% pension to the families of deceased employees as per their length of service and last pay drawn. In case of less than 10 years' service of the deceased employees, rate of minimum 10 years' service will be applicable.	100% pension to the families of deceased employees as per their length of service and last pay drawn. In case of less than 10 years' service of the deceased employees, rate of minimum 10 years' service will be applicable.																								
Accommodation	Retention of official accommodation or payment of rent of hired house till the age of superannuation.	Retention of official accommodation or payment of rent of hired house till the age of superannuation.																								
Education	Free education to all the children of the deceased employees upto graduation in any public/govt. educational institution including expenses of tuition fee, books related material and living allowance etc.	Free education to all the children of the deceased employees upto graduation in any public/govt. educational institution including expenses of tuition fee, books related material and living allowance etc.																								

Item	In Service Death	Security related death																
Allotment of Plot	Payment of lump sum grant in lieu of plot subject to the condition that no plot had been allotted in the past, as per scale given below:- <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>BPS</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>1-8</td> <td>2 Million</td> </tr> <tr> <td>9-16</td> <td>5 Million</td> </tr> <tr> <td>17 & above</td> <td>7 Million</td> </tr> </tbody> </table>	BPS	Amount	1-8	2 Million	9-16	5 Million	17 & above	7 Million	Payment of lump sum grant in lieu of plot subject to the condition that no plot had been allotted in the past, as per scale given below:- <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>BPS</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>1-8</td> <td>2 Million</td> </tr> <tr> <td>9-16</td> <td>5 Million</td> </tr> <tr> <td>17 & above</td> <td>7 Million</td> </tr> </tbody> </table>	BPS	Amount	1-8	2 Million	9-16	5 Million	17 & above	7 Million
BPS	Amount																	
1-8	2 Million																	
9-16	5 Million																	
17 & above	7 Million																	
BPS	Amount																	
1-8	2 Million																	
9-16	5 Million																	
17 & above	7 Million																	
Employment	Employment for posts in BPS 1-15 on two years contract without advertisement. Provided further that in-case the deceased employee is survived by two or more widows and/or children from these widows, right of contract appointment shall be decided in the following manner and order: The first widow or a child (18 years or above in age) from the first widow as soon as he/she attains age of 18 years but he/she has to exercise the option within the time period (one year from date of death) failing that: The right to contract appointment shall stand transferred to the 2 nd widow or to a child (18 years or above in age) from the 2 nd widow or to a child (18 years or above in age) from the 2 nd widow or a minor child from the 2 nd widow as soon as he/she attains age of 18 years but he/she has to exercise the option within two years of death. Note: Office Memorandum No. GM (HR)/HRD/1-549/2376-2400 dated 23.09.2010 & No.GM(HR)/HRD/A-693/2261-99 dated 03.07.2015 shall continue to be applicable in the same spirit.	Employment for posts in BPS 1-15 on two years contract without advertisement. Provided further that in-case the deceased employee is survived by two or more widows and/or children from these widows, right of contract appointment shall be decided in the following manner and order: The first widow or a child (18 years or above in age) from the first widow as soon as he/she attains age of 18 years but he/she has to exercise the option within the time period (one year from date of death) failing that: The right to contract appointment shall stand transferred to the 2 nd widow or to a child (18 years or above in age) from the 2 nd widow or to a child (18 years or above in age) from the 2 nd widow or a minor child from the 2 nd widow as soon as he/she attains age of 18 years but he/she has to exercise the option within two years of death. Note: Office Memorandum No. GM (HR)/HRD/1-549/2376-2400 dated 23.09.2010 & No.GM(HR)/HRD/A-693/2261-99 dated 03.07.2015 shall continue to be applicable in the same spirit.																
Marriage Grant	Marriage grant amounting to Rs. 8 Lac on wedding of one daughter may be granted to family of deceased employees.	Marriage grant amounting to Rs. 8 Lac on wedding of one daughter may be granted to family of deceased employees.																
Health	Free health facilities as per their entitlement during service.	Free health facilities as per their entitlement during service.																
House Building advance	In case of advance against salaries sanctioned by the competent authority, the unpaid balance to be waived off as per prevailing procedure.	In case of advance against salaries sanctioned by the competent authority, the unpaid balance to be waived off as per prevailing procedure.																

Item	In Service Death	Security related death																																																																																																																																																																																																																												
Nomination of officer as Council	An officer of BPS 17 or 18 may be nominated by respective office as Council who will be responsible for finalization/ provision of all the facilities under the package, to the families of employees who die in service within one month of the incident.	An officer of BPS 17 or 18 may be nominated by respective office as council who will be responsible for finalization/ provision of all the facilities under the package, to the families of employees who die in service within one month of the incident.																																																																																																																																																																																																																												
Special Lump sum Grant from Welfare Fund	Nil	As special lump sum grant from Welfare Fund ranging from Rs.200,000-Rs. 500,000																																																																																																																																																																																																																												
		<table border="1"> <thead> <tr> <th>Sr #</th> <th>Pay Scale (BPS)</th> <th>Lump Sum Grant</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>1-10</td> <td>200,000</td> </tr> <tr> <td>2</td> <td>11-16</td> <td>300,000</td> </tr> <tr> <td>3</td> <td>17-19</td> <td>400,000</td> </tr> <tr> <td>4</td> <td>20 & above</td> <td>500,000</td> </tr> </tbody> </table>	Sr #	Pay Scale (BPS)	Lump Sum Grant	1	1-10	200,000	2	11-16	300,000	3	17-19	400,000	4	20 & above	500,000																																																																																																																																																																																																													
Sr #	Pay Scale (BPS)	Lump Sum Grant																																																																																																																																																																																																																												
1	1-10	200,000																																																																																																																																																																																																																												
2	11-16	300,000																																																																																																																																																																																																																												
3	17-19	400,000																																																																																																																																																																																																																												
4	20 & above	500,000																																																																																																																																																																																																																												
Monthly Welfare Grant	<table border="1"> <thead> <tr> <th rowspan="2">Sr. No.</th> <th colspan="2">Pay Slabs</th> <th rowspan="2">Grant</th> </tr> <tr> <th>Min</th> <th>Max</th> </tr> </thead> <tbody> <tr><td>1</td><td>Upto</td><td>5000</td><td>4000</td></tr> <tr><td>2</td><td>5001</td><td>5500</td><td>4150</td></tr> <tr><td>3</td><td>5501</td><td>6000</td><td>4300</td></tr> <tr><td>4</td><td>6001</td><td>6500</td><td>4450</td></tr> <tr><td>5</td><td>6501</td><td>7000</td><td>4600</td></tr> <tr><td>6</td><td>7001</td><td>7500</td><td>4750</td></tr> <tr><td>7</td><td>7501</td><td>8000</td><td>4900</td></tr> <tr><td>8</td><td>8001</td><td>8500</td><td>5050</td></tr> <tr><td>9</td><td>8501</td><td>9000</td><td>5200</td></tr> <tr><td>10</td><td>9001</td><td>9500</td><td>5360</td></tr> <tr><td>11</td><td>9501</td><td>11000</td><td>5600</td></tr> <tr><td>12</td><td>11001</td><td>13000</td><td>5900</td></tr> <tr><td>13</td><td>13001</td><td>15000</td><td>6200</td></tr> <tr><td>14</td><td>15001</td><td>17000</td><td>6500</td></tr> <tr><td>15</td><td>17001</td><td>19000</td><td>6800</td></tr> <tr><td>16</td><td>19001</td><td>21000</td><td>7100</td></tr> <tr><td>17</td><td>21001</td><td>23000</td><td>7400</td></tr> <tr><td>18</td><td>23001</td><td>25000</td><td>7700</td></tr> <tr><td>19</td><td>25001</td><td>27000</td><td>8000</td></tr> <tr><td>20</td><td>27001</td><td>29000</td><td>8300</td></tr> <tr><td>21</td><td>29001</td><td>31000</td><td>8600</td></tr> <tr><td>22</td><td>31001</td><td>33000</td><td>8900</td></tr> <tr><td>23</td><td>33001</td><td>35000</td><td>9200</td></tr> <tr><td>24</td><td>35001</td><td>37000</td><td>9500</td></tr> <tr><td>25</td><td>37001</td><td>39000</td><td>9800</td></tr> <tr><td>26</td><td>39001 & above</td><td></td><td>10100</td></tr> </tbody> </table>	Sr. No.	Pay Slabs		Grant	Min	Max	1	Upto	5000	4000	2	5001	5500	4150	3	5501	6000	4300	4	6001	6500	4450	5	6501	7000	4600	6	7001	7500	4750	7	7501	8000	4900	8	8001	8500	5050	9	8501	9000	5200	10	9001	9500	5360	11	9501	11000	5600	12	11001	13000	5900	13	13001	15000	6200	14	15001	17000	6500	15	17001	19000	6800	16	19001	21000	7100	17	21001	23000	7400	18	23001	25000	7700	19	25001	27000	8000	20	27001	29000	8300	21	29001	31000	8600	22	31001	33000	8900	23	33001	35000	9200	24	35001	37000	9500	25	37001	39000	9800	26	39001 & above		10100	<table border="1"> <thead> <tr> <th rowspan="2">Sr. No.</th> <th colspan="2">Pay Slabs</th> <th rowspan="2">Grant</th> </tr> <tr> <th>Min</th> <th>Max</th> </tr> </thead> <tbody> <tr><td>1</td><td>Upto</td><td>5000</td><td>8000</td></tr> <tr><td>2</td><td>5001</td><td>5500</td><td>8300</td></tr> <tr><td>3</td><td>5501</td><td>6000</td><td>8600</td></tr> <tr><td>4</td><td>6001</td><td>6500</td><td>8900</td></tr> <tr><td>5</td><td>6501</td><td>7000</td><td>9200</td></tr> <tr><td>6</td><td>7001</td><td>7500</td><td>9500</td></tr> <tr><td>7</td><td>7501</td><td>8000</td><td>9800</td></tr> <tr><td>8</td><td>8001</td><td>8500</td><td>10100</td></tr> <tr><td>9</td><td>8501</td><td>9000</td><td>10400</td></tr> <tr><td>10</td><td>9001</td><td>9500</td><td>10700</td></tr> <tr><td>11</td><td>9501</td><td>11000</td><td>11200</td></tr> <tr><td>12</td><td>11001</td><td>13000</td><td>11800</td></tr> <tr><td>13</td><td>13001</td><td>15000</td><td>12400</td></tr> <tr><td>14</td><td>15001</td><td>17000</td><td>13000</td></tr> <tr><td>15</td><td>17001</td><td>19000</td><td>13600</td></tr> <tr><td>16</td><td>19001</td><td>21000</td><td>14200</td></tr> <tr><td>17</td><td>21001</td><td>23000</td><td>14800</td></tr> <tr><td>18</td><td>23001</td><td>25000</td><td>15400</td></tr> <tr><td>19</td><td>25001</td><td>27000</td><td>16000</td></tr> <tr><td>20</td><td>27001</td><td>29000</td><td>16600</td></tr> <tr><td>21</td><td>29001</td><td>31000</td><td>17200</td></tr> <tr><td>22</td><td>31001</td><td>33000</td><td>17800</td></tr> <tr><td>23</td><td>33001</td><td>35000</td><td>18400</td></tr> <tr><td>24</td><td>35001</td><td>37000</td><td>19000</td></tr> <tr><td>25</td><td>37001</td><td>39000</td><td>19600</td></tr> <tr><td>26</td><td>39001 & above</td><td></td><td>20200</td></tr> </tbody> </table>	Sr. No.	Pay Slabs		Grant	Min	Max	1	Upto	5000	8000	2	5001	5500	8300	3	5501	6000	8600	4	6001	6500	8900	5	6501	7000	9200	6	7001	7500	9500	7	7501	8000	9800	8	8001	8500	10100	9	8501	9000	10400	10	9001	9500	10700	11	9501	11000	11200	12	11001	13000	11800	13	13001	15000	12400	14	15001	17000	13000	15	17001	19000	13600	16	19001	21000	14200	17	21001	23000	14800	18	23001	25000	15400	19	25001	27000	16000	20	27001	29000	16600	21	29001	31000	17200	22	31001	33000	17800	23	33001	35000	18400	24	35001	37000	19000	25	37001	39000	19600	26	39001 & above		20200
Sr. No.	Pay Slabs		Grant																																																																																																																																																																																																																											
	Min	Max																																																																																																																																																																																																																												
1	Upto	5000	4000																																																																																																																																																																																																																											
2	5001	5500	4150																																																																																																																																																																																																																											
3	5501	6000	4300																																																																																																																																																																																																																											
4	6001	6500	4450																																																																																																																																																																																																																											
5	6501	7000	4600																																																																																																																																																																																																																											
6	7001	7500	4750																																																																																																																																																																																																																											
7	7501	8000	4900																																																																																																																																																																																																																											
8	8001	8500	5050																																																																																																																																																																																																																											
9	8501	9000	5200																																																																																																																																																																																																																											
10	9001	9500	5360																																																																																																																																																																																																																											
11	9501	11000	5600																																																																																																																																																																																																																											
12	11001	13000	5900																																																																																																																																																																																																																											
13	13001	15000	6200																																																																																																																																																																																																																											
14	15001	17000	6500																																																																																																																																																																																																																											
15	17001	19000	6800																																																																																																																																																																																																																											
16	19001	21000	7100																																																																																																																																																																																																																											
17	21001	23000	7400																																																																																																																																																																																																																											
18	23001	25000	7700																																																																																																																																																																																																																											
19	25001	27000	8000																																																																																																																																																																																																																											
20	27001	29000	8300																																																																																																																																																																																																																											
21	29001	31000	8600																																																																																																																																																																																																																											
22	31001	33000	8900																																																																																																																																																																																																																											
23	33001	35000	9200																																																																																																																																																																																																																											
24	35001	37000	9500																																																																																																																																																																																																																											
25	37001	39000	9800																																																																																																																																																																																																																											
26	39001 & above		10100																																																																																																																																																																																																																											
Sr. No.	Pay Slabs		Grant																																																																																																																																																																																																																											
	Min	Max																																																																																																																																																																																																																												
1	Upto	5000	8000																																																																																																																																																																																																																											
2	5001	5500	8300																																																																																																																																																																																																																											
3	5501	6000	8600																																																																																																																																																																																																																											
4	6001	6500	8900																																																																																																																																																																																																																											
5	6501	7000	9200																																																																																																																																																																																																																											
6	7001	7500	9500																																																																																																																																																																																																																											
7	7501	8000	9800																																																																																																																																																																																																																											
8	8001	8500	10100																																																																																																																																																																																																																											
9	8501	9000	10400																																																																																																																																																																																																																											
10	9001	9500	10700																																																																																																																																																																																																																											
11	9501	11000	11200																																																																																																																																																																																																																											
12	11001	13000	11800																																																																																																																																																																																																																											
13	13001	15000	12400																																																																																																																																																																																																																											
14	15001	17000	13000																																																																																																																																																																																																																											
15	17001	19000	13600																																																																																																																																																																																																																											
16	19001	21000	14200																																																																																																																																																																																																																											
17	21001	23000	14800																																																																																																																																																																																																																											
18	23001	25000	15400																																																																																																																																																																																																																											
19	25001	27000	16000																																																																																																																																																																																																																											
20	27001	29000	16600																																																																																																																																																																																																																											
21	29001	31000	17200																																																																																																																																																																																																																											
22	31001	33000	17800																																																																																																																																																																																																																											
23	33001	35000	18400																																																																																																																																																																																																																											
24	35001	37000	19000																																																																																																																																																																																																																											
25	37001	39000	19600																																																																																																																																																																																																																											
26	39001 & above		20200																																																																																																																																																																																																																											

