



PAKISTAN ELECTRIC POWER COMPANY

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Office of the
Managing Director PEPCO
732-WARDA House Lahore

No. 8400-8424 /MDP/GM(HR)/DS/DD(S)/BPS-2017

Dated: 21 /07/2017

OFFICE MEMORANDUM

Sub: **REVISION OF BASIC PAY SCALES & ALLOWANCES FOR PEPCO EMPLOYEES (2017)**

1. The BoD PEPCO in its 66th meeting held on 15-07-2017 has been pleased to adopt the GoP Office Memorandum F.No.1(3)/Imp/2017-500 dated 01-07-2017, mutatis mutandis, regarding revision of Basic Pay Scales & Allowances with effect from 01-07-2017 for its employees as detailed in the following paragraphs:

Part-I (Pay)

2. **Revision of Basic Pay Scales:**

The Basic Pay Scales-2017 shall replace the Basic Pay Scales-2016 as contained in the Annex-I to this Office Memorandum.

3. **Fixation of Pay of the existing employees:**

- i). The basic pay of an employee in service on 30-06-2017 shall be fixed in the Basic Pay Scales-2017 on point to point basis i.e. at the stage corresponding to that occupied by him/her above the minimum of Basic Pay Scales-2016.
- ii) IN case of Personal Pay being drawn by an employee as part of his/her basic pay beyond the maximum of his/her pay scale on 30-06-2017, he/she shall continue to draw such pay in the Basic Pay Scales -2017 at the revised rates.

4. **Fixation of Pay on promotion:**

In cases of promotion from a lower to higher posts/scale before introduction of these scales the pay of the employees concerned in the revised pay scale may be fixed and so enhanced that it would not be less than the pay that would have been admissible to him if his promotion to the higher post/scale had been placed after the introduction of these scales.

5. **Annual Increment:**

Annual increment shall continue to be admissible, subject to existing conditions, on 1st December each year.

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6. Ad-hoc Allowance-2010

The Ad-hoc Allowance-2010 @ 50% granted w.e.f 01-07-2010 shall cease to exist w.e.f 01-07-2017.

7. Ad-hoc Allowance-2016

- i) The Ad-hoc Allowance-2016 @ 10% shall stand frozen at the level of its admissibility on 30-06-2017.
- ii) All the new entrants shall be allowed Ad-hoc Allowance-2016 @ 10% of the minimum relevant Basic Pay Scales-2016 on notional basis with from 01-07-2017, till further orders, and shall stand frozen at the same level.

8. Ad-hoc Relief Allowance-2017

- i) An Ad-hoc Relief Allowance-2017 @ 10% of the running basic pay of BPS-2017 shall be allowed to the PEPCO employees including contingent paid staff and contract employees employed against sanctioned posts in Basic pay Scales on standard terms and conditions of contract appointment with effect from 01-07-2017 till further orders.
- ii) The Ad-hoc Relief Allowances will be subject to Income Tax.
- iii) The Ad-hoc Relief Allowance will be admissible during leave and entire period of L.P. except during extra ordinary leave.
- iv) The Ad-hoc Relief Allowance will not be treated as part of emoluments for the purpose of calculation of Pension/Gratuity and recovery of House Rent.
- v) The Ad-hoc Relief Allowance will not be admissible to the employees during tenure of their posting/deputation abroad.
- vi) The Ad-hoc Relief Allowance will be admissible to the employees on their repatriation from posting/deputation abroad at the rate and amount which would have been admissible to them, had not been posted abroad.
- vii) The Ad-hoc Relief will be admissible during the period of suspension.
- viii) The term "Basic Pay" will also include the amount of Personal Pay granted on account of annual increment(s) beyond the maximum of the existing pay scales.

9. Special Pay and Allowances:

All the Special Pays, Special Allowances or the Allowances admissible as percentage of pay (excluding those which are capped by fixing maximum limit) including House Rent Allowance and the Allowance/Special Allowance shall stand frozen at the level of its admissibility as on 30-06-2017.

10. Orderly Allowance for BPS-20 to BPS-22

The rates of Orderly Allowance shall be revised as follows:

Existing Rates	Revised Rates
Rs.12,000/- per month	Rs.14,000/- per month

(Note: Subject to furnishing a certificate that the office is not using the services of any official employee at his residence)

11. Option:

- (i) The PEPCO employees shall exercise an option in writing within 30-days commencing from the date of issue of this Office Memorandum and communicate to the concerned Accounts Office/DDO, as the case may be, either to continue to draw salary in the Scheme of Basic Pay-2016 or in the Scheme of Basic Pay-2017 as specified in the Office Memorandum, Option once exercised shall be final.
- (ii) The PEPCO employees, who do not exercise and communicate their option as mentioned above within the specified time limit, shall be deemed to have opted for the Scheme of Basic Pay Scale-2017.

12. All the existing rules/orders on the subject shall be considered to have been modified to the extent indicated above. All the existing rules/orders, not so modified, shall continue to be in force under this scheme.

13. Anomalies:

An Anomaly Committee shall be set up under GM (Finance) PEPCO to resolve the anomalies, if any, arising out in the implementation of the Basic Pay Scales-2017.


(SAGHIR AHMED)
General Manager (HR) PEPCO

Distribution:

- All GMs PEPCO
- Company Secretary PEPCO w.r. to his No.1563-67/Secy/PEPCO/BoD/M-66/Item-6(1) dated 19th July, 2017.
- All CEOs/FDs, DISCOs, GENCOs, GHCL & PITC.
- SO (DISCOs) M/o Water & Power, GoP, Islamabad.
- Chief Auditor, PEPCO
- Sr. B&AO, PEPCO
- SO to MD, PEPCO
- Master File

BASIC PAY SCALES OF PEPCO EMPLOYEES							
Basic Pay Scales-2016				Stages	Basic Pay Scales-2017		
BPS	Minimum	Increment	Maximum		Minimum	Inclement	Maximur
1	7,640	240	18,840	30	9,130	290	17,830
2	7,790	275	16,040	30	9,310	330	19,210
3	8,040	325	17,790	30	9,610	390	21,310
4	8,280	370	19,380	30	9,900	440	23,100
5	8,590	420	21,190	30	10,260	500	25,260
6	8,900	470	23,000	30	10,620	560	27,420
7	9,220	510	24,520	30	10,990	610	29,290
8	9,540	560	23,340	30	11,380	670	31,480
9	9,860	610	28,160	30	11,770	730	33,670
10	10,180	670	30,280	30	12,160	800	36,160
11	10,510	740	32,710	30	12,570	880	38,970
12	11,140	800	35,140	30	13,320	960	42,120
13	11,930	880	38,330	30	14,260	1,050	45,780
14	12,720	980	42,120	30	15,180	1,170	50,280
15	13,510	1,120	47,110	30	16,120	1,330	56,020
16	15,880	1,280	54,280	30	18,910	1,520	64,510
17	25,440	1,930	54,040	20	30,370	2,300	70,370
18	31,890	2,400	79,890	20	38,350	2,870	95,750
19	49,370	2,560	100,570	20	59,280	3,050	120,210
20	57,410	3,750	109,910	14	69,090	4,510	132,230
21	63,780	4,150	121,880	14	76,720	5,000	146,720
22	68,540	4,870	136,720	14	82,380	5,870	164,560

