



## Pakistan Water and Power Development Authority

Tel & Fax. 042-99202482  
042-99202211/

Ext. 2223

Email: [dfarwapda@gmail.com](mailto:dfarwapda@gmail.com)

Finance Division  
(Admn & Regulations)  
223-Wapda House, Lahore.

No.FO(B&F)/ 10-126/A-I/Vol-48/3738-3837

Date.26/11/2015

### OFFICE MEMORANDUM

**SUB: GRANT OF ONE ADVANCE INCREMENT ON POSSESSING HIGHER QUALIFICATION - CLARIFICATION.**

Ref: This Office Memorandum No. FO(B&F)/ 10-126/A-I/Vol-44/837-936 dated 09.01.2014.

The Authority has allowed one advance increment to the employees in BPS-16 and below who have possessed/acquired higher qualification over and above the prescribed qualification for the post mentioned in the relevant service rules but only once in career vide above referred office order.

It is hereby clarified in consultation with the office of M.D(Admn) that above increment is admissible to all categories of employees (BPS-16 and below) on possessing higher qualification than prescribed in their relevant service rules irrespective of such qualification being in the relevant field. Following queries raised by various formations of Wapda with regard to subject matter are also clarified as under:

Sr. No.	Query	Clarification
1.	From which date the employees who possess higher qualification prior to issuance of above referred Office Order dated 09.01.2014 are entitled for increment.	The advance increment on higher qualification under Office Order dated 09.01.2014 is admissible w.e.f. 09.01.2014 or from the date of announcement of result of higher qualification whichever is later.
2.	Whether the Sr. Superintendents are entitled for advance increment on possessing Master Degree?	Since the Sr. Superintendents are promoted from the post of Assistant under 100% promotion quota, their prescribed qualification under relevant service rules is same as that of Assistants i.e Graduation. Accordingly they are entitled for advance increment on possessing Master Degree.
3.	What is equivalency of DAE? Whether a Jr. Clerk whose prescribed qualification in service rules is Matric is entitled to advance increment on the basis of DAE or not.	The DAE is equivalent to Intermediate. Accordingly, all employees who possess the qualification of DAE and their prescribed qualification in relevant service rules is Matric/Below Matric, are entitled to the increment.

This is issued with the approval of Director General Finance(B&C).

(Pervez Ahmed)

Dy. Director Finance (Reg.)  
for Addl. DG Finance (Admn & Reg)

#### Distribution:-

- Managing Director (Admn) WAPDA.
- Secretary WAPDA.
- All General Managers WAPDA.
- All Chief Engineers, WAPDA
- All Heads of Divisions.
- Master File.