



Ref.# GM(HR)/HRD/A-332(15)/ 538-72
Date: 18/2/2015

OFFICE MEMORANDUM

Subject: GRANT OF PREMATURE INCREMENT ON PROMOTION WITHIN SAME SCALE

MD PEPCO has approved the adoption of Finance Division (Regulation Wing) Government of Pakistan's O.M No.F-1(30)R-2/2010 dated 05.11.2012 regarding grant of one premature increment on fixation of pay to those PEPCO employees who are/were already drawing pay in a pay scale by virtue of selection grade or otherwise holding a lower post in the pay scale are promoted to a higher post falling in the same scale.

2. The subject matter shall be presented in the incoming PEPCO's BOD meeting for ratification.

[Handwritten signatures]

(Saghir Ahmad)
HR Director PEPCO



ISLAMABAD ELECTRIC SUPPLY COMPANY

Endst No. 8012-36 /IESCO/DG(HR)-

Date: ²⁵ -02-2015

Copy of above is forwarded for information & further necessary action, please.

1. GM (Technical), GM (Operation), GM (O&M) T&G, GM (O&M) DIST IESCO Islamabad
2. C.E/CSD, C.E (Dev), C.E (P&E), C.E (MM), IESCO Islamabad.
3. DG (A&S) IESCO HQ Islamabad.
4. Finance Director IESCO Islamabad
5. Addl DG (IS) IESCO Islamabad
6. Addl Chief Auditor IESCO Islamabad
7. Manager (C&C) IESCO Islamabad
8. Manager (Opr) IESCO Circle Rawalpindi, Islamabad, Attock, Jhelum & Chakwal.
9. Manager (TS) M&T IESCO Islamabad
10. Manager (Surv & Investigation) IESCO Islamabad
11. PD (Constr) & PD (GSC) IESCO Islamabad
12. SE (GSO) IESCO Islamabad
13. DM (PR) IESCO Islamabad
14. DM (Security) IESCO Islamabad
15. AM (HRIS) IESCO Islamabad
16. Master File.

Islamabad. *[Handwritten initials]*

Dairy No. 36 26-2-15
[Handwritten initials]

Office of the *[Handwritten signature]* Chief Auditor
IESCO Islamabad

[Handwritten signature]

DEPUTY MANAGER (HR)

Government of Pakistan
Finance Division
(Regulations Wing)

No. F. 11(30)R-2/2010 - 1/87

Islamabad, 5th November, 2012.

OFFICE MEMORANDUM

Subject:- GRANT OF PREMATURE INCREMENT ON PROMOTION WITHIN THE SAME SCALE.

The undersigned is directed to say that vide Finance Division's O.M. No. F.2(8)R-1(1)/80 dated 17-11-1991, it was, inter-alia, decided to allow next stage equal to one increment on fixation of pay in the cases where a Government Servant already drawing pay in a pay scale by virtue of selection grade, or, otherwise holding a lower post in the pay scale is promoted to a higher post falling in the same scale.

2. The pay fixation procedure contained in paras (iii) and (vii) of the Annexure to the Auditor General of Pakistan (Regulations) Islamabad u.o. No. AT.50/93/Reg.1/14/C/87-KW dated 26-05-1993 provides as under:-

iii) "The National pay scales however, provide a uniform and simple formula for fixation of pay i.e. on promotion from a lower post to a higher post, where the fixation under normal rules gives an increase of pay equal to or less than one full increment of pay scale of the higher post, pay will be fixed by allowing the benefits of one premature increment in the pay scale of the higher post."

X	X	X	X	X	X	X	X	X	X	X
X	X	X	X	X	X	X	X	X	X	X

vii) "As such, in the situations under discussion for the purpose of fixation of pay, the civil servants concerned would be treated as having been promoted to the post carrying the same pay scale and their pay fixed according to the formula discussed in (iii) above."

3. The above said benefit of premature increment within the same scale was withdrawn abinitio vide Auditor General of Pakistan letter No. 164/R-1/14C/87KW/267 dated 26-08-1996, which was challenged by the affectees in the Court of Law. The Supreme Court of Pakistan Islamabad passed a judgment dated 22-01-2001 in Civil appeals No. 1371 to 1392 of 1997 filed by Mr. Saeed Ahmad and others against a common judgment dated 15-05-1997 passed by the FST Lahore in Appeals No. 28(L) to 49(L) of 1997, as under:-

"we allow the appeals by setting aside the impugned judgment dated 15-05-1997 holding that the case of the appellants is not affected by circular dated 26-08-1996."

(2)

4. The above orders of the honorable Supreme Court of Pakistan have already been implemented to the extent of the appellants.

5. In pursuance of the judgment of the Supreme Court of Pakistan in Mr. Hameed Akhtar Niazi's case (1996 SCMR 1185), it has been decided that the benefit of judgment of the Supreme Court of Pakistan mentioned above may be extended in all other similar cases to the non-litigating employees. Accordingly, in partial modification of Finance Division's O.M. referred to at para-1 above, it has been decided to allow one premature increment in the pay scale of the higher post in fixation of pay on promotion within the same scales.


(IRSHAD AHMED)
Section Officer (R-2)

All Ministries/Division/Departments.