



Pakistan Electric Power Company (Pvt.) Limited

Office of the General Manager (Human Resources)
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Ref.# GM (HR)/HRD/ 3695-3
Date: December 21, 2011

OFFICE MEMORANDUM

Sub: Time Scale Upgradation of Officers

Ref: This office

- i) Memorandum # GM (HR)/HRD/A-693(M)/2032-63 dated 29.09.2011.
- ii) Order # GM (HR)/HRD/A-693/3191-3222 dated Nov 15, 2011.
- iii) Circular Letter # GM (HR)D/A-693/3401-6 dated Nov 29 2011.
- iv) Order # GM (HRD)/A-693/3407-12 dated 30-11-2011.

1. Certain questions/queries have been raised by various offices on the subject in the aftermath of issuance of orders as mentioned in the reference. After careful study of whole prevailing scenario and to remove doubts/bottlenecks in the time scale upgradation to the officers, it has been decided/clarified as under:-

- a) The date of grant of time scale upgradation to officers from BPS-18 to 19 and BPS-19 to 20 will be effective from 15.11.2011 and 15.12.2011 respectively. This condition will be applicable to first board only, irrespective of the dates of holding upgradation Board by the companies so that uniformity may be maintained due to integrated seniority list of BPS-18 & 19 officers. However, ignored/left over/ PEPCO allocated officers, if considered later on and recommended fit for time scale upgradation after first meeting of selection board will also be granted upgradation from the above dates.
- b) All officers working in Companies and pertaining to any cadre / ex-cadre of PEPCO/Companies will be considered by the Selection Boards of Companies where they are presently working / allocated, as the element of seniority is not to be cared for time scale upgradation.
- c) PEPCO officers who have been allocated/to be allocated to any Company with disregard to issuance or non-issuance of appointment letter / posting order / relieving report / joining duty will be considered for time scale upgradation by the Company to which they have been allocated.
- d) PEPCO officers who were standing at integrated seniority lists and working in PEPCO Head Office / WAPDA / Ministry of Water & Power /Federal/Provincial Organizations will be considered for time scale upgradation by the Company to which they have been allocated/ wherefrom they were relieved for above assignments.
- e) PEPCO officers working in the offices of GM (HV&SC Lab) Rawat, NPCC, WPPO, WEA Faisalabad and CPPA pertaining to all cadres / ex-cadre except Thermal Generation Engineers will be considered for time scale upgradation by the Selection Board of NTDC for which second meeting of selection board is to be convened by NTDC shortly and date of grant of Time Scale Upgradation of such cases will be the same as incorporated in Para-1(a) above.

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- f) Officers borne on WAPDA Cadres such as **Hydel Generation, Civil Engineers** etc., will not be considered for time scale upgradation by any selection board of NTDC / DISCOs / GENCOs/PEPCO.
- g) The officers pertaining to integrated seniority list of Dy Director (Computer) / Director (Computer) and working in PITC will be considered by the Selection Board of PITC. The officers of IT Cadre / Computer who were inducted in BPS-17 or promoted in BPS-18 by the Companies other than PEPCO / PITC will be decided by their respective Company. IT Officers of BPS-18 and BPS-19 working in Companies other than PITC Headquarter will be considered by the Companies in which they are presently working if they have offered employment of that company and they have accepted the same. The allocated officers, if any, who have not been offered employment letter by any company will be considered for Time Scale Upgradation where they have been allocated. The Selection Board will be same for PITC as circulated for DISCOs vide this office memorandum No. GM(HR)/HRD/A-693/3191-3222 dated 15.11.2011.
- h) The officers in BPS-18, otherwise eligible for upgradation, may be considered along with other officers for extending the facility of upgradation in BPS-19 pending their appearance in DPE immediately following the issuance of this office memorandum on provisional basis but financial benefits will accrue from 15.11.2011 payable on qualifying forthcoming DPE. In case any officer fails to qualify/pass DPE, the proceedings of Selection Board in that particular case will become infructuous ipso facto, his time scale upgradation order will be considered as withdrawn automatically. He will be re-considered for time scale upgradation on qualifying DPE if otherwise eligible.
- i) The above instructions will not be applicable to the officers working on contract / deputation in PEPCO / DISCOs / NTDC / GENCOs / PITC.
2. This issues with the approval of Managing Director.

Say Zahur Raja
(Saqlain Zahur Raja) 21/12/2011
HR Director PEPCO

Distribution

- CFO PEPCO
- All Chief Executive Officers (DISCOs) / (GENCOs) / (PITC)
- GMs (HR) / (C&M) / (M&S) / Finance (PEPCO)
- CE (Admn) Power, PEPCO
- Directors (CM)-I / (CM)-II, PEPCO
- SO to MD PEPCO
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