



Pakistan Electric Power Company (Pvt.) Limited

Office of the General Manager (Human Resources)

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Ref.# GM(HR)/HRD/A-693(M)/2032-63

Date: September 29, 2011

Office Memorandum

Subject **Revision of Up-Gradation Policy For Officers Serving Under PEPCO / Corporatized Entities**

Reference: This office Memorandum No. 421 dated 27.05.2010 read with No. GM(HR)/HRD/A-693/1250-81 dated 17.08.2010.

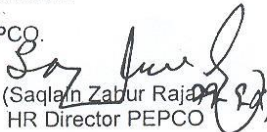
1. PEPCO Management has been pleased to revise the criteria for grant of up-gradation, as laid down in above referred letters, to the following extent:-

- a) A total service of 10 years in BPS-17 for upgradation from **BPS-17 to BPS-18**.
- b) Either 10 years' service in BPS-18, or an aggregate of 20 years' service in BPS-17 and BPS-18, whichever is applicable, for upgradation from **BPS-18 to BPS-19**.
- c) Either 5 years' service in BPS-19, or an aggregate of 25 years' service in BPS-17, BPS-18 and BPS-19, whichever is applicable, for upgradation from **BPS-19 to BPS-20**.

Note

- i. The revised criterion is applicable prospectively with immediate effect.
- ii. Two successive upgradations are not admissible unless there occurs an intervening regular promotion between them.
- iii. At least one year's service in the substantive scale is mandatory for consideration of an officer for upgradation in next scale.
- iv. Mandatory Management Training, relaxation earlier given upto 30.06.2011 for consideration of upgradation of officers, is extended upto 30.06.2012.

2. This issues with the approval of Managing Director PEPCO.


(Saqlain Zahir Raja)
HR Director PEPCO

c.c.to:-

- MD NTDC PEPCO
- CFO PEPCO
- Sr. GM (T&P) / all GMs PEPCO
- ED(L&CA)/Company Secretary PEPCO w/r to his office letter No.807-12/Secy/PEPCO/BOD/M-49/1-7 dated 28.09.2011 along with copy of noting containing approval of MD PEPCO on item-iv of note.
- All CEOs, DISCOs/ GENCOS & PITC
- Chief Auditor PEPCO
- CE(Admn) Power PEPCO
- Director (CMs) PEPCO
- CSO PEPCO
- Director (M&PR) PEPCO
- SO to MD PEPCO
- Sr.B&AO PEPCO
- Master File.