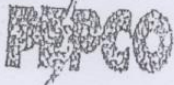


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Pakistan Electric Power Company (Pvt.) Limited
Office of the General Manager (Human Resources)
189-WAFDA House, Shahrah-i-Qauld-I-Azam, Lahore.
Tel: (042) 99201989 & 99202211/2189
Fax: (042) 99202402, Email: segainraja@hotmail.com

Ref.# GM(HR)/HRD/A-332/1591/1431
Date: April 22, 2013

Said

OFFICE MEMORANDUM

Subject TIME SCALE UP-GRADATION TO EMPLOYEES IN BPS-1 TO 4

Reference: PEPCO's Office memorandum No.GM(HR)/HRD/A-332/2525-55 dated 17.10.2011

1. Approval is hereby conveyed for the grant of one more scale in term of Time Scale Up-gradation to the employees in BPS-01 to 04 @ 30% of sanctioned posts but not exceeding two steps above the original scale of their post with immediate effect. (for illustration if a Naib Qasid is in BPS-1 he shall be eligible for BPS-3 whereas if a Naib Qasid has been upgraded from BPS-1 to 2 by virtue of para-1(b) of OM No.FO(B&F)/10-126/Vol-23/783-882 dated 09.08.2007 adopted by PEPCO vide office order No.3002-05/CEO/DDVA-332 dated 20.08.2007 he shall be entitled for one more scale in terms of Time Scale Upgradation). This will bring them at par with other employees (BPS-5-15) for equal and uniform application of two steps Time scale Upgradation extended vide OM cited as reference.

2. Accordingly para-3 of PEPCO's office order dated 17.10.2011 with reference, shall be deemed to have been amended to the above extent.

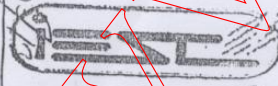
3. This issues with the approval of BOD PEPCO and presented in BoD PEPCO for ratification.

Stamp: Director HRD
Date: 26/04/13

DDAO
FIC
HDM
CA
PA

Saqain Zahur Raja
HR Director PEPCO

Encl no: 16883-88
Copy of this is forwarded to all Xaxis/ceos
553
29/04/13



ISLAMABAD ELECTRIC SUPPLY COMPANY
HR Directorate IESCO Headquarters St # 40, G-7/4, Islamabad

No. 26079-88 /IESCO/M(HRM)/

Date: 27/05/2013

Copy of above is forwarded to the following for information and necessary action at your end please.

1. Addl: D.G (IS) IESCO Computer Center Islamabad
2. All Managers (Opr) under IESCO
3. SE (GSO) IESCO Circle Islamabad
4. Project Director (Const/Opr) IESCO Islamabad
5. Project Director (GSC) IESCO Islamabad
6. Regional Manager (M&T) IESCO Islamabad

Encl no 4203-10 DLO/6002
copy of above for memo to all SOs with all HRM all
DAO also no 2
3/Book deals
26-6-13

Handwritten signature/initials