

PAKISTAN  
WATER AND POWER  
DEVELOPMENT AUTHORITY



THE PAKISTAN WAPDA EMPLOYEES  
MEDICAL ATTENDANCE RULES, 1979

(AS AMENDED UPTO JANUARY 2014)

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722-Wapda House,  
Lahore  
Dated 10th November, 1979

In exercise of the powers conferred by Section 18 of The Pakistan Water and Power Development Authority Act, 1958 (West Pakistan Act No, XXXI of 1958), The Pakistan Water and Power Development Authority is pleased to make the following Rules namely;

**THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES, 1979**

1. (a) These Rules may be called The Pakistan Wapda Employees Medical Attendance Rules, 1979.
- <sup>\*1</sup>(b) "These Rules shall apply to all WAPDA employees both serving and <sup>\*2</sup>retired including Government servants of Old Electricity Department (enbloc transferees), serving deputationists from Civil Government as well as Armed Forces whether they are on duty or leave or under suspension. Cash medical allowance shall be admissible only to serving WAPDA employees in Grade 1-15."
- (c) Medical facilities will be provided to the employees of the Authority at Lahore and other stations in Pakistan, where Wapda's Hospitals/ Dispensaries exist in accordance with the provisions contained in the following Rules. Government servants, i.e. from the Civil Government or the Armed Forces who are on deputation with the Authority will also be governed by the provisions of these Rules. They will be entitled to consult Government Doctors only when advised by the authorized Medical Attendant/Director General Medical Services.
- (d) (1) Employees on extraordinary leave (without pay) when it extends over six (6) months, will not be entitled to avail of these benefits unless the Authority agrees to extend the facilities in cases where illness is directly attributable to the employee's official duties.  
(2) Wapda employees in Grade 1-15 will be allowed to draw Cash Medical Allowance during leave, if otherwise admissible, except during E.O.L. when pay and allowances are not admissible.
- (e) The Director General Medical Services will be assisted in the discharge of his duties by such Specialists and Medical Officers/Lady Medical Officers as may be appointed by the Authority from time to time.

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<sup>\*1</sup>Substituted vide O.M. No. DG/DD(R)/07456/34/X/71701-50 dated 2-12-1993 (Annex-XX)

<sup>\*2</sup>Clarifications in respect of retired Wapda employees for medical facility and reimbursement of medical charges issued vide office Memorandum No. GM (Admn)/AD (E-IA)07012/26/31940-32590 dt 09-07-98 (Annex-XXVII) and No. D(Rules)07456/34/XII/ 40617-41916 dt 02-11-2001 (Annex-XXIX)

- (i) All retired Wapda employees will get themselves registered with the nearest Wapda Hospital/Dispensary under the same procedure as applicable to Wapda employees. The reimbursement of medical charges to retired Wapda employees, duly verified by the Wapda authorized Medical Attendant will be made by the office from where the retired Wapda employees receives pension. Employees who get pension from Banks/Treasury will be attached to a Wapda Division/Office nearest to the place of residence of the retired employee. Funds will be provided to respective offices for reimbursement of costs."
- \*<sup>2</sup>f (ii) Payment of advance for cardiac treatment in addition to specialized treatment of kidney/renal transplantation will also be made to retired Wapda employees. This payment will be made to recognized medical institutions on the approved panel of Wapda with the prior approval of the concerned competent authorities.

## 2. DEFINITIONS

In these Rules, unless there is anything repugnant in the subject or context:-

- (a) "Authorized Medical Attendant" means Specialist/Medical Officer/Lady Medical Officer; Part Time Medical Officer/Lady Medical Officer appointed by the Authority.
- \*<sup>3</sup>(b) "Family" means employee's \*<sup>4</sup>wife/husband, unemployed legitimate and step \*<sup>5</sup>children upto the age of 25 years and unmarried and unemployed daughters and parents residing with and dependent upon the employee. \*<sup>6</sup>Parents of Wapda employees shall be allowed full medical facilities at par with serving employees. Only one wife is entitled to avail of these facilities.
- \*<sup>7</sup>(c) "Hospital" means all Wapda In-door/Out-door Hospitals and Dispensaries.
- (d) "Medical Attendance" means an attendance in Out-patients or Indoor Hospital including such pathological, bacteriological, radiological or other examinations that are considered essential by the authorized medical attendant and such consultations with a Specialist on the advice of Authorized Medical Attendant/D.G.M.S.
- (e) "Patient" means a Wapda employee/Government servant from the Civil Government or the Armed Forces who is on deputation to the Authority, including any member of his/her family as defined in these Rules, and to whom these Rules apply and has fallen ill.
- \*<sup>8</sup>(f) "Treatment" means the use of all medical and surgical facilities available at Wapda Hospital and Dispensaries and includes:
- (1) Such pathological, bacteriological, radiological or other methods as are considered necessary by the authorized medical attendant,

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\*<sup>1</sup>Added vide O.M. No. DG/DD(R)/07456/34/X/71701-50 dated 2-12-1993 (Annex-XX)

\*<sup>2</sup>Added vide OM No. D(R)/07456/34/XII/8355-9654 dt. 06.02.2003 (Annex-XXXIII)

\*<sup>3</sup>Amended Vide O.M. No. GM(A)/AD(E-IA)07012/26/20038-20088 dated 01-06-1998 (Annex-XXXI)

\*<sup>4</sup>Clarification regarding the spouse working in any other org. issued vide O.M. dt.19.10.94 (Annex-XXIV)

\*<sup>5</sup>Procedure regarding enlisting of children issued vide O.M. dt. 31.10.89 (Annex-XV) Legitimate child further elaborated vide No. D/DD(Rules)/07456/34/XII/939-41 dt 16-09-2013 (Annex-XLII)

\*<sup>6</sup>Amended Vide O.M. No. D/DD(Rules)/07456/34/XIV-IV/500-649 dt 3<sup>rd</sup> Jan. 2014 (Annex-XLIII)

\*<sup>7</sup>Modified vide O.M. No. DG(S&GA)DD(Rules)/07456/34/28666-29211 dated 4-8-1991(Annex- XVI)

\*<sup>8</sup>Acupuncture is not recognized as treatment in allopathic clarified vide O.M. dt. 24.5.81 (Annex-II)

- (2) The supply of such medicines, vaccines, sera or other therapeutic substances as are ordinarily available in the Hospital/Dispensary,
  - (3) The supply of such medicines, vaccines, sera or other therapeutic substances not ordinarily available as the authorized medical attendant may consider essential for the recovery or for the prevention of serious deterioration in the condition of the employee,
  - (4) Such accommodation as is ordinarily provided in the Hospital.
  - (5) Such nursing as is ordinarily provided to indoor patients by the Hospital and,
  - (6) The specialist consultation if considered essential by Authorized Medical Attendant/D.G.M.S.
  - (7)<sup>\*1</sup> Dental treatment which includes treatment of alveolar (gum and jaw bone) disease, extraction of teeth, treatment for dental caries, gingivities, pyorrhoea and filling (temporary or permanent) of dental cavities including root canal treatment and scaling but does not include crowning of teeth and provision of dentures."
3. (a) Employees of the Authority including those in NPS 1-4 (posted at Lahore and other stations where Wapda's own Hospital/Dispensaries exist), except casual workers and those engaged on daily rate basis, will be entitled to make use of these facilities. Wapda employees in NPS 1-15 who are drawing Cash Medical Allowance as sanctioned by the Authority from time to time will also be allowed the facility of consultation and Hospitalization in case of acute illness/accident (Emergencies ).
- (b) Government servants/deputationists in Grade 1-15 may opt for <sup>\*2</sup>Cash Medical Allowance as sanctioned by the Authority from time to time plus certain restricted medical facilities or for medical facilities (without Cash Medical Allowance) as admissible under the Rules of the Authority.
- (c) Notwithstanding the drawal of Cash Medical Allowance by Wapda employees in Grade 1-15, they and their families, as defined in Rule 2 (b). will be entitled to:-
- (1) (a) Indoor treatment in Wapda Hospitals/Government Civil Hospitals free of charge in case of acute illness/accident (Emergencies). A Wapda employee in grade 1-15, who is in receipt of Cash Medical Allowance, will also be entitled to medical treatment as an outdoor patient if, in the performance of his duties, he sustains such bodily injuries as do not necessitate indoor treatment in Wapda Hospital.
  - (b) In case a Wapda Medical Officer refers an employee in Grade 1-15 to a Specialist the amount paid by the employee to the Specialist on account of his fee/charges shall be reimbursable, on production of a Cash Receipt duly verified/ countersigned by

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<sup>\*1</sup>Added Vide O.M. No. GA (A)/DD (R) 07450/35/V/149259-150378, Dated, 5-11-1988 (Annexure-XIV)

<sup>\*2</sup>Clarification regarding cash Medical Allowance in Case both husband and wife are Wapda Employee Issued vide o/o dt 08.04.80 (Annex-I)

the Referring Medical Officer. Any amount incurred by the employee on the purchase of medicines as advised by the Specialist, shall, however, be borne by the employee drawing Cash Medical Allowance.

(2) The recipients of Cash Medical Allowance and their families as defined under the Rules would be entitled to consult any Medical Officer appointed by the Authority, free of charge. X-Ray, pathological tests and dental treatment, wherever available in Wapda Hospitals/Dispensaries or other medical arrangements made by Wapda would also be free. However, the cost of medicines to be purchased by the Wapda employees on prescription of Wapda Medical Officers for outdoor treatment would be borne by the employees drawing Cash Medical Allowance.

\*<sup>1</sup>(3) Revision of option from Cash Medical Allowance to Medical Facilities will be allowed for those cases who at a later stage desire to do so (without involvement of medical board) will be required to approach their Drawing and Disbursing Officer for notification of change of option to free Medical Facilities and issuance of a certificate to the effect that the Cash Medical Allowance has been stopped. On production of such a certificate and notification the nearest Wapda Hospital/Dispensary will register the employee and his/her entitled dependents for provision of free Medical Facilities. Such option, once exercised, will be final and permanent. No vice versa (i.e. change from free Medical Facilities to Cash Medical Allowance) will be admissible/allowed.

\*<sup>1</sup>(4) If any employee is transferred from one station where the Medical Facility is available to another station where the Medical Facility is not available then he will be allowed to change his option from Medical Facility to Cash Medical Allowance within one month from the date of joining. If transferred to a station where Medical Facility is available he will allowed to change his option as per Rule 3 (c) (3) of the Pakistan Wapda Employees Medical Attendance Rules, 1979.

(5) Maternity cases will continue to be paid for by Wapda irrespective of the number of children.

\*<sup>1</sup>**Note I:- Deleted**

4. All Wapda employees will initially be examined by their nominated Authorized Medical Attendants. Specialists cover will also be available to the employee subject to referred by Authorized Medical Attendant/DGMS. Specialist cover will be available for emergencies round the clock.

5. The Medical Officers will maintain such registers and other records in respect of the patients treated by them as the Authority or the DGMS may direct them from time to time.

6. Employees of the Authority will be required to carry Identity Cards with them bearing their photographs and appropriate Code Numbers. Failure to produce Identity Cards may result in Medical Facilities being refused. Family members of the employees will carry with them their "Shanakhti Cards" employees and their family members Shanakhti Card Numbers will be entered in the Treatment Book of each employee.

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\*<sup>1</sup>Substituted/Deleted Vide OM No. DD(Rules)/07456/34/XIV-IV/11333-63 dated 13-07-2012 (Annex-XL)

\*<sup>1</sup>7. Ordinarily, employees and their dependents will get treatment as indoor patients in Wapda Hospitals/Dispensaries. If the patient cannot be treated in Wapda Indoor Hospital due to non-availability of bed or non-existence of treatment of a particular disease/ailment, the DGMS/MS/Medical Officer/Part Time Medical Officer as the case may be, may refer the case to Government Civil Hospital for admission and treatment. Employees drawing pay in NPS-16 and above will be entitled to receive treatment in private wards of Government Hospitals at the expense of the Authority. Employees drawing pay in NPS 1-15 will be entitled to treatment in 'General Wards'. The DGMS/MS/Medical Officer/Part Time Medical Officer as the case may be, may refer cases other than Government Civil Hospital in exceptional circumstances, i.e. in cases of accidents where this is unavoidable or where admission in a non-Government Hospital is necessary as a life saving measure. In such cases all the obligatory charges incurred by the patients in that Hospital will be reimbursed by the Authority, except charges for diet, extra bed and other optional amenities. Patients desirous of going to CMH or any other non-Government Hospital will do so, if permitted by the DGMS (or authorized) medical attendant in case of outstations and in such cases, \*<sup>2</sup>reimbursement will be allowed at Government Civil Hospital rates according to entitlement. If any patient seeks admission in a Hospital other than Government Civil Hospital, at his own option, i.e. without the concurrence of the DGMS/MS/Medical Officer/Part Time Medical Officer as the case may be, he will not be allowed any reimbursement of the expenditure incurred by him on his treatment.

\*<sup>3</sup>**Note 1.-** Free food will be provided in Wapda Hospital only to Wapda employees and Government servants serving on deputation and their dependents as defined above, drawing pay in \*<sup>4</sup>BPS-I to BPS-11.

**Note 2.-** If blood transfusion is considered essential by the Physician/Surgeon Incharge, the cost of blood purchased including the cost of bag/bottle, will be reimbursed at the prevalent market rate provided the receipt is countersigned by the DGMS/ Wapda Authorized Medical Attendant and he also certifies that the rate being charged is in conformity with the prevalent market rate. The fee for blood grouping and matching will be reimbursed at the Government Hospital rates. The reimbursement of fee for blood grouping will be admissible only once in a hospitalization case.

**Note 3.-** Air-conditioning charges in respect of Wapda patients admitted in private rooms of Government Hospitals including CMH will be reimbursed to the officer/ employees.

**Note 4.-** If a hospital has two types of room with different rents, the employee in National Pay Scale No. 17 and above (and their dependents) will be eligible to occupy the room with the higher rent and all other employees and their dependents will be eligible to occupy the room with lower rent.

\*<sup>5</sup>**Note 5-** "Patients desirous of going abroad under their own arrangements for medical treatment may do so if recommended by the Central Medical Board Wapda Lahore and in such cases, reimbursement in local currency will be limited to the extent as the treatment would have been availed in Government Hospitals of Pakistan."

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\*<sup>1</sup>Instructions regarding streaming WAPDA health care and provision of M.F. including those Wapda Employees who are in receipt of C.M.A. issued vide O.M No, GM(A)/AD(EIA)107012/26/20038-20688 dt 01-06-98(Annex-XXVI) and Clarified vide o/o GM (A)/AD(EIA)/0712/26/31940 32590 dt 09-07-98 (Annex-XXVII)

\*<sup>2</sup>Clarification for reimbursement issued vide O.M dt. 13-3-1986 (Annex-XI)

\*<sup>3</sup>Substituted Vide OM No. DG /DD(Rules)/07456/34/Vol-VIII/83367-84186 dated 31-10.1985 (Annex-IX)

\*<sup>4</sup> Added vide OM NO. DG/DD(R)/07456/34/IX/22239-23489 dated 31.03.93 (Annex-XIX)

\*<sup>5</sup>Substituted vide O.M. No. DG (S&GA)/DD(R)/07456/34/IX/2055-3155 dt 07-1-1992 (Annex-XVII)

8. In the case of patients entitled to treatment in private wards of hospitals, when a composite lumpsum is levied by an institution, as an inclusive charge to cover medical, surgical and nursing charges (including diet and accommodation charges etc.) which cannot be specified separately, 20 percent of such a sum will be taken as representing diet charges to be borne by the patient and the balance of 80 percent as representing the medical/ surgical charges etc. to be borne by the Authority.

9. The Authority has made arrangements for pathological laboratory test and X-rays in Wapda Hospitals. The employees referred by DGMS/Authorized Medical Attendant for a pathological laboratory test and X-rays etc. performed in other laboratories will get their receipts verified from DGMS/Authorized Medical Attendant and the expenditure incurred will be reimbursed by the competent authority as laid down in Section-XVI (G) of the Book of Financial Powers, 2003.

\*<sup>1</sup>10. Cost of maternity cases will be allowed upto the following maxima, if the delivery is conducted at residence of employees:

a.	Employees in BPS-1-4	Rs.600
b.	Employees in BPS-5-15	Rs.800
c.	Employees in BPS-16 and above	Rs.1000

**Note 1.-** Twin/Multiple deliveries shall constitute and be considered as single delivery for the purpose of reimbursement irrespective of the fee received by the attending Lady Doctor/Midwife.

\*<sup>2</sup>**Note 2.-** Deleted.

**Note 3. -** Reimbursement of the cost of maternity cases will not be admissible in respect of spontaneous or legal abortions, miscarriages and still births, except when delivery is conducted in Wapda Indoor Hospital/Government Hospitals on proper reference from the authorized Wapda Medical Officer.

**Note 4.-** Reimbursement of charges of normal/caesarean delivery cases conducted in a Government Hospital will be admissible according to entitlement. If a Wapda employee gets the normal/caesarean delivery case conducted in a hospital other than Government Civil Hospital, reimbursement will be admissible at Govt. Civil Hospital rates according to entitlement. Reimbursement will be limited to cost of medicines and will not include items of normal labour room/theatre items like needles, sutures etc.

\*<sup>2</sup>**Note 5.-** In cases where delivery is conducted at home and the employee is entitled to reimbursement of charges as defined in Rule 10 above (subject to production of necessary documents including a birth certificate issued by a Municipal Corporation/Municipal Committee/Notified Area Committee/ Town Committee/Union Council concerned) no medicines will be issued at Wapda's cost during seven days after delivery, as reimbursement of delivery charges cover the cost of medicines used during this period.

\*<sup>1</sup>**Note 6** Reimbursement of normal deliveries in Hospital will be limited to a maximum amount of Rs. 4000 including fee and medicines etc. For caesarean and other complicated cases, the maximum amount will be Rs.7000.

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\*<sup>1</sup>Substituted vide O.M. No. DG (S&GA)/DD (R)/07456/34/XIII/13009-14309 dated 14-3-1995 (Annex-XXV)

\*<sup>2</sup>Deleted Vide OM. No. S/DD(Rules)/07456/34/10167-946 dated 22.1.84 (Annex-VI)

**Note 7.** Reimbursement for ante-natal/post-natal visit fees will be allowed for only one ante-natal and one post-natal visit.

11. (a) (i) When a patient is referred for a specialist's consultation to another station by DGMS/MS/MO as the case may be, he/she shall be entitled to Travelling Allowance on tour rates only and no Daily Allowance will be allowed for the period in transit or halt. If the patient is a member of his/her family, he/she will be entitled to the same Travelling Allowance on tour rates as admissible to the Wapda employee whose dependent he/she is, and no Daily Allowance will be allowed for the period in transit or halt.
- (ii) Employee or any person may accompany a patient as Attendant in serious cases only if advised by the Director-General Medical Services/Medical Superintendent/Medical Officer. In that event the Attendant will be entitled to Travelling Allowance at tour rates as admissible to the Wapda Employees and no Daily Allowance will be admissible to the attendant for the period in transit or halt.
- (b) In case a patient is to be removed to a hospital in ambulance in lying condition and the ambulance is not provided by the Authority, cost of transportation by ambulance may be reimbursed as admissible under Wapda T.A. Rules for engagement of a full taxi subject to a certificate to be recorded by the Authorized Medical Attendant that no Wapda ambulance was available at that time.

12. Medicines prescribed by the medical officers but not supplied from the Wapda Dispensary will be obtained from the approved Wapda Chemists.

**Note.-** If a medicine which expression includes protective and curative vaccine/sera, is not available with the Wapda Chemists, Wapda employee and Government deputationists will be permitted to purchase it from a chemist on proper cash receipt and the expenditure thus incurred will be reimbursed, subject to non-availability certificate from at least one of the Wapda Chemist and countersignature of the Cash Receipt by the Director-General Medical Services/Medical Superintendent/ Medical Officer/Authorized Medical Officer.

13. (a) Medical facilities as indicated above will also be available to employees of the Authority posted in the mofussil if they fall ill while on a short visit to or while on leave at Lahore.
- \*<sup>1</sup>(b) No employee shall be allowed to avail medical facility at place other than \*<sup>2</sup>place of his posting. On transfer from one station to an other station, medical facility will not be provided until and unless cancellation of such facility from the station of transfer is provided and placed on relevant record. For this purpose, the Green Book maintained by Hospital/Dispensary for each employee shall be transferred to his new hospital/dispensary accordingly.
- \*<sup>1</sup>(c) In case of transfer of an employee, who does not take his family along, the budget for Green Book of such employee shall be given to the Hospital/Dispensary wherefrom his family gets treatment.

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\*<sup>1</sup>Amended vide O.M. No. GM (A)/AD(E-IA)07012/26/20038-20688 dt 1-06-98 (Annex-XXVI)

\*<sup>2</sup>Procedure to give M.F to employees and their families in some cases at all station issued vide o/o dt 10-07-1982 (Annex-III) and clarification issued vide O.M. dt 20-10-1983 (Annex-IV)



(d) Cases for consultation by the Specialists and or hospitalization in Lahore will be referred to the DGMS by the appropriate Medical Officer (at Projects, or the Government Medical Officers at other places) only if Lahore happens to be the nearest station. In such cases, the patients will bring with them a reference chit from the appropriate Authorized Medical Officer together with a note giving the history of the case and the treatment previously given.

\*1(e) In case no Wapda Hospital/Dispensary exists employee can be allowed to avail medical treatment from CMH/DHQ/FAUJI Foundation Hospital.

14. In case of special hardship the Authority may relax any of the foregoing provisions.

\*2 15. Deleted vide O.M No. DG/DD (R)/07456/34/X/71701-50 dated 02-12-1993,

\*3 16. Widows and dependent children upto the age of 21 years and unmarried/ unemployed daughters of all deceased employees will be provided medical facilities only in Wapda Hospital and Dispensaries where they exist. Treatment at residence, re-imbursement of expenditure on purchase of medicines/specialist consultation is not covered.

\*3 Clarification. It is hereby clarified that the effective date of the application of Rule 16 above shall be 7-5-1985.

\*4 Full Medical Facility extended w.e.f 11.02.2008 to:

- a. Spouse of deceased employee.
- b. In case of death of spouse, the children of deceased Wapda employee as per provisions of Wapda Medical Attendance Rules.

\*5 17. Permanently and totally incapacitated/crippled children of serving, retired and deceased Wapda employees, who are not able to earn their living, will be allowed medical treatment irrespective of their age. The treatment will be limited to whatever is available in Wapda Hospitals/Dispensaries where the patient is registered. However, the patient may be referred to nearest Wapda Hospital for hospitalization, if needed. The disability will be certified by Wapda Central Medical Board."

18. If a question arises as to the correct interpretation of any of the provisions of these Rules, the orders of the Authority will be obtained through the Secretary and M.D (Admn) Wapda.

**Note.-** The Director-General Medical Services will be consulted where certain changes/ amendments are to be incorporated. Authority's ruling through Secretary and MD (Admn) will be final.

19. Rules Regulating the Medical Attendance and Treatment of Wapda Employees in Lahore and Karachi, promulgated vide No. S/OSD (R&CM) SO (R) 6 (14)/104698-798, dated December 6, 1977 are hereby repealed Medical Attendance Rules for the employees of the Authority working on Projects, issued vide Office Order No. KGA-10 (6) Med/578, dated 26-1-1963, and amended from time to time, are also hereby repealed.

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\*1 Clarified vide O.L No. Dir/AD(E.IA)0712/26/38617 dt. 10-08-2002 (Annex-XXXI)

\*2 Deleted vide O.M. No. DG/DD (R)/07456/34/X/71701-50 dated 2-12-1993 (Annex-XX)

\*3 Clarified Vide OM No. DG/DD(R)/07456/34/Vol.VIII/99539-100359 dt. 18.12.85 (Annex-X)

\*4 Added vide DG(S&GA)/D(R)/07461/2/II/10757-12056 dt. 27.03.2008 (Annex-XXXV)

\*5 Amended vide O.M. No. DG/DD(R)/07456/34/4036-5306 dt 25-1-1994 (Annex-XXI)

20. PROCEDURES REGARDING MEDICAL BOARDS / CATEGORIZATION / INVALIDMENT

1. **General**

Convening of Medical Boards

- (a) The competent authority shall require an employee suspected to be suffering from a mental or bodily illness which is likely to render him permanently incapable of discharging his official duties, to have himself examined by the Medical Board at Lahore or the respective Medical Board. Failure to appear before the Board will make the employee liable to action under the E&D Rules applicable to him.
- (b) The Medical Boards will normally be assembled under orders of the \*<sup>1</sup>Director General Medical Services, Medical Superintendents of Wapda Hospitals or Medical Superintendents of Government Hospitals as per written directions of Director-General Medical Services.

- 2. The Medical Superintendent of a hospital will be the President of the Medical Board unless directed otherwise.
- 3. The President of the Board will ensure that all formalities are completed before the documents are submitted to the Director-General Medical Services.
- 4. As far as possible, the Specialists concerned and the Medical Officer Incharge of the case will not be the Members of the Board and in no case will either of them act as President of the Board.

\*<sup>2</sup>5. **Approval of Medical Board Proceedings**

The proceedings of all Medical Boards will be approved by the Director-General Medical Services, except the following cases where Medical Superintendent of the Regional Group will also be the approving authority

- i) Categorization, re-categorization in category A,B, & C, leave on medical grounds (Category DEE) upto 60 days.
- ii) Coronary Angiography
- iii) Radiotherapy at Govt. Autonomous Hospitals/or at the rates of Govt. Autonomous Hospitals

6. **A Medical Board will normally be assembled for the following purposes:-**

- \*<sup>3</sup>a. For initial recruitment;
- b. For-medical categorization/re-categorization;
- c. For invalidment out of service; and
- d. For re-assessing percentage of disability of those invalided out, if so directed by the Authority.

\*<sup>1</sup>Clarification for procedure regarding open heart surgery of Wapda patients issued vide o/o 23-09-1985 (Annex-VIII)

\*<sup>2</sup>Added vide OM No. DD(R)/07456/34/XIV-IV/11333-63 dt. 13.07.2012 (Annex-XL)

\*<sup>3</sup>Instruction issued vide No. DG/AD (E.IA)7038/90/20273-20423 dt 08-09-2010 (Annex-XXXVIII)

The Medical Board which will examine all cases for treatment abroad shall consist of the following members

(1)	Director General Medical Services	Convener
(2)	Medical Specialist	Member
(3)	Surgical Specialist	Member

\*2 7. New entrants including workcharged will be recruited in medical category 'A' unless otherwise specified by the Authority. The existing workcharged employees who have rendered more than 10 years of service or have attained the age of 50 years can be retained in service even in lower medical categories in case their disability/disease, if any, is not advanced or of serious nature. Retention in lower medical category will be on recommendation of Medical Board duly approved by Director General Medical Services.

8. A Medical Board/Medical Officer will examine the candidates in accordance with the standards laid down and communicate the result direct to the Director-General Medical Services. The deformities/disabilities responsible for the temporary/permanent unfitness will be communicated to the Officer/Official by the Director-General Medical Services or the Authorized Medical Attendant/or the Appointing Authority.

9. A candidate declared temporarily unfit will be directed to report for re-examination after the expiry of the period for which he/she is declared temporarily unfit.

10. Medical Board/Medical Officer after examining a fresh entrant may:  
a. Declare him/her as physically fit; or  
b. Declare him/her as physically unfit; or  
c. Declare him/her as temporarily unfit for a specified period.

**Note.-** Such candidates as are declared temporarily unfit will be re-examined by the Medical Board after treatment/operation, as the case may be, on a specified date. If he/she desires that medical examination may be carried out earlier, then he/she will have to produce a certificate from a Specialist that he/she has been treated/ operated upon successfully.

**11. Leave on Medical Certificate**

- (a) Medical Board will recommend leave on Medical Certificate under the following conditions:-  
(1) After recovery from major illness or injury.  
(2) In excess of the period required for full recovery.
- (b) In case where leave on Medical Certificate exceeding one month is considered necessary, the Medical Board (as constituted by Director-General Medical Services) will record the proceedings in triplicate.

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\*1 Added vide O.M. No. G.M. (A)/DD(R)/07456/34/92857-93930 Dated 30-09-1987 (Annex-XIII)

\*2 Substituted Vide O.M. No. S/DD (Rules)/07456/34/Vol VIII/105057-105836 dated 25-11-1984 (Annex-VII)

(c) Leave on Medical Certificate will not be recommended unless:-

- (1) Such leave is absolutely necessary and there is reasonable chance of the Officer/Official becoming fit and resuming duty at the end of his leave in medical category A, B or C.
  - (2) The individual's health and morale would benefit by period of leave at his home rather than by a corresponding period in service on light duty.
  - (3) The employee requires further medical supervision or treatment.
- (d) In case an employee is admitted in a hospital at a station other than the station of his/her posting, if recommended sick leave, he/she will be directed to proceed on leave from hospital after obtaining approval of his/her department concerned by quickest means. Leave sanctioning authority will be the employees parent executive head and not Medical Superintendent/Medical Board.
- (e) After the expiry of leave on Medical Certificate, the individual will report back to his/her respective department but will not be allowed to resume duty till certified to be fit for duty by the Wapda Authorized Medical Attendant.
- (f) The grant of leave to the employee in such cases will be regulated according to the Leave Rules applicable to him.

## 12. **Subsequent Board**

At the expiry of period of down categorization another Medical Board (as specified in Section 17 below) will be held as soon as possible and the employee re-categorized in accordance with the standards laid down. Board proceedings will be recorded in triplicate as under:

- a. For down grading medical category.
- b. For upgrading medical category.

The Board proceedings will be submitted for approval to the Director-General Medical Services, and after his approval the result will be communicated to the employee concerned.

## 13. **Categorization**

Various medical categories are laid down in the attached schedule.

14. (a) When due to disease or injury the Medical Officer (concerned specialist) is of the opinion that the medical category requires to be changed, necessary action will be taken by the Head of the Department of the employee (on reference from Director-General Medical Services/Medical Superintendent) to bring him before the Medical Board expeditiously for examination and the officer/official will be placed in a permanent/ temporary category according to the standards laid down.
- (b) If an employee is placed in temporary category then the period will be specified for his/her re-examination.
- (c) If recommended sick leave the employee will be re-categorised at the termination of such leave.

15. **Temporary Category**

This will be applicable only when there is reasonable chance of the individual becoming fit to resume duty in the next higher category. In the first instance the individual will not be placed in this category for more than six months. Further extension by three months may be given at a time. Extension beyond a total period of one year in temporary category will be given in exceptional cases only and such cases will invariably be referred to Director - General Medical Services for perusal/advice.

16. **Permanent Category**

- (a) Permanent category will be decided by the Medical Board only when there is no reasonable chance of the individual becoming fit to resume duty in the next higher category. In order to ensure follow up of cases placed in a lower permanent category they will be examined by the specialist concerned once a year at the time of initiation of ACR. If a change in the permanent category is indicated, a Medical Board will be held and the proceedings will be submitted for approval to the Director-General Medical Services.
- (b) On discharge from hospital to duty the employee normally resumes the medical category in which he/she was placed before his/her admission into the Hospital. If unfit to resume duty in the same medical category, he/she will be examined by a medical board before he/she is discharged.

17. **Procedure for Categorization / Invalidment**

- (a) Medical Board will be assembled under the orders of the Director-General Medical Services and Composition of the Medical Board will be as under:
  - (1) Medical Superintendent President
  - and
  - (2) Two Medical Officers Members

The proceedings of the Invaliding Medical Board will be submitted to the Director General Medical Services for final approval. If he does not agree to the findings of the Medical Board he may direct that:

- (1) A fresh Medical Board be held; or
- (2) The case be retained in hospital for further treatment/observation; or
- (3) The case be disposed off otherwise as may be considered suitable under the circumstances.

**Note.-** In the case of Wapda employees in Grade 19 and 20, President of the Medical Board will be a Doctor/Specialist in Grade 19 and Members will be Doctors in Grade 18.

(b) **Procedure.-**

- (1) Medical Board proceedings will be recorded in triplicate as under:
  - (i) Initial Medical Board:
  - (ii) Subsequent Medical Board, if necessary
  - (iii) Medical Board proceedings submitted for confirmation by the Director General Medical Services when received back, will be disposed off as defined in para 20.

- (2) After the receipt of proceedings of the Medical Board duly approved by the Director-General Medical Services, the department concerned will inform the employee regarding his/her present medical category.
- (3) After an officer/official has returned to his/her duty in temporary medical category B or C.

The department concerned where the employee may be serving, will request the Director General Medical Services Wapda to arrange medical board, 2 weeks prior to the termination of the period for which the employee has been down categorized.

- (c) **Disposal of Documents.-** Medical Board forms will be prepared in triplicate by the Board and sent to the Director-General Medical Services for approval/confirmation. If the Director-General Medical Services concurs with the opinion of the Board, he will endorse the form accordingly and return the documents to the Medical Superintendent Wapda Hospital/Medical Officer concerned, who will then forward two copies of the forms to the department to which the employee belongs for necessary action.
- (d) **Medical Board -- Invaliding.-** When it is considered by the Specialist concerned that the officer/official will not be fit in any medical category even after proper/ necessary treatment, action will immediately be initiated to invalid him/her out of service: A statement of the case alongwith opinion of the specialist concerned and relevant medical documents will be prepared and submitted to Director General Medical Services by Medical Superintendents of the Wapda Hospital / Medical Officer. Invaliding Medical Board will then be convened if so ordered by the Director-General Medical Services Wapda. The invaliding medical category will be Category 'E'.

**SCHEDULE OF MEDICAL CATEGORIES AND EYE/ENT STANDARDS**

(See Rule 19 of Wapda Employees Medical Attendance Rules)

**Medical Condition**

<b>Medical Category</b>	<b>Physical Categories</b>	<b>Fitness for Duty</b>
A.	(i) Capable of enduring severe physical exertion commensurate with the age	Fit for general service
	(ii) Disability, if present, is of minor nature as can be completely cured or adequately compensated by artificial means, i.e. normal standard of health and strength has been achieved	
	(iii) Visual standard 1, 2, 3, or 4	
	(iv) Hearing standard 1 or 2	
B.	(i) Capable of undergoing physical exertion not involving severe strain	Unfit for Field service but fit for all ordinary duties in offices.
	(ii) Disability, if present, is of minor nature as can be fully cured or adequately compensated by artificial means	
	(iii) Visual standard 5 or 6	
	(iv) Hearing standard 3	
C.	(i) Capable of undergoing mild physical exertion only	Unfit for .categories 'A' and 'B' but fit for administrative or sedentary duties or other selected employment
	(ii) Marked physical disability or evidence of past disease	
	(iii) Visual standard 5 or 6	
	(iv) Hearing Standard 3	
D.	-	Employees who are under medical care e.g. when sick in hospital, sick in quarters or on leave on M.C., pending their final categorization and disposal i.e. when they are temporarily unfit for service in categories A, B or C.
E.	-	Permanently unfit for any form of service.

- Note: During initial medical examination particular note will be made of the following:
- (a) Blood pressure, Heart and Lungs.
  - (b) Hernia, Hydrocele or piles.
  - (c) Full movement of all the joints.
  - (d) No evidence of previous acute or chronic illness pointing to an impaired constitution.

**VISUAL AND HEARING STANDARDS FOR OFFICERS/ OFFICIALS OF WAPDA**

The examination for determining the acuteness of vision includes two tests, one for distant, the other for near vision. Test types/snellen's test types or the accepted standard letter presented by various methods as made available from time to time either by a machine, slide projector or by Roller self rotating etc. will be used to test and record distant vision without glasses at a distance of six meters or twenty feet whereas the test for near vision will be done by standard near vision charts such as Jaeger in English or its equivalent in Urdu etc. placed at a distance ranging between 10 to 15 inches from reader's eyes. When recording visual acuity for distant or near vision the following important points must be enforced:-

- a. Accurate distance between the reader and the test type prescribed above.
- b. Accurate lighting or illumination must be ensured, both for distant test types as well as for near test types. The test types must be uniformly illuminated with light equivalent to not less than 10 candles and not more than 15 candles. The light should be so arranged that the candidate is not subjected to the dazzling effect of direct light or glare.
- c. Each eye should be examined separately and the other must be covered completely.
- d. Squinting, squeezing of the eye and movements of the up and down or side to side must not be allowed and eye examined must be widely open.
- e. Test types should be rotated and presentation changed frequently so as to ensure that advantage of memorization of particular chart are nullified.
- f. Candidates who wear glasses must first be examined without glasses and then with glasses and the vision recorded accordingly both for distant as well as for near vision. The standards of visual acuity 1 to 7 are enumerated in detail below which will form a standard guide placing an individual in appropriate category.

**VISUAL STANDARD - I**

**REMARKS**

Distant Vision	6/6 in one eye and 6/9 in the other without glasses	a. Manifest hypermetropia in each eye without any mydriatic should not exceed 2.50 Dioptres
Near Vision	Minimum of J1 in one eye and J2 in the other without glasses	b. In the case of compound hypermetropic Astigmatism from a total of 2.50 Dioptres (the maximum allowed) not more than one dioptr should be due to Astigmatism



- c. Myopia or Myopic Astigmatism should not exceed 0.75 Dioptres in the worst eye
- d. Field of vision must be full

**VISUAL STANDARD-II**

Distant Vision Without glasses 6/9 in one eye and 6/12 in the other or 6/12 and 6/36 correctible to 6/6 and 6/24 with glasses

Near Vision Minimum of J1 in one eye and J7 in other with or without glasses

**REMARKS**

- a. Hypermetropia or Hypermetropic Astigmatism in the worst eye under homatropine should not exceed 5.0 dioptres, the astigmatic error should not exceed 2.0 dioptres.
- b. Myopia/Myopic Astigmatism in the worst eye should not exceed 2.0 Dioptres.
- c. No squint is obviously visible in the worst eye.
- d. Field of vision must be full

**VISUAL STANDARD-III**

Distant Vision Without glasses not below 6/60 in each eye correctible to at least 6/9, 6/12 or 6/6 and 6/24 with glasses

Near Vision Minimum of J2 in one eye and J7 in the other with or without glasses.

**REMARKS**

- a. Hypermetropia/Hypermetropic Astigmatism under Homatropine should not exceed (6.0) six dioptres.
- b. Myopia/Myopic Astigmatism must not exceed 2.5 Dioptres.
- c. No squint should be visible when glasses are worn.
- d. Fields of vision must be full

**VISUAL STANDARD-IV**

Distant Vision Not below 6/12 in one eye and 6/36 in the other with corrected glasses.

**REMARKS**

- a. Hypermetropia/Hypermetropic Astigmatism should not exceed five dioptres in the better eye.
- b. Myopia/Myopic Astigmatism must not exceed six Dioptres.

Near Vision Minimum of J2 in one eye and J7 in the other with glasses.

- c. No squint should be visible when glasses are worn.
- d. Field of vision must be full

**VISUAL STANDARD-V**

**REMARKS**

Distant Vision Not below 6/12 in one eye and not less than 6/60 in the other with corrected glasses.

- a. Hypermetropia/Hypermetropic Astigmatism should not exceed 5.0 dioptries in the better eye.

Near Vision Minimum of J3 in one eye and less than J10 in the other with glasses.

- b. Myopia present in each eye should not exceed seven dioptries.
- c. Field of vision must be full

**VISUAL STANDARD - VI**

**REMARKS**

Distant Vision 6/18 in one eye and less than 6/60 in the other with glasses.

- a. Hypermetropia/Hypermetropic Astigmatism present in the better eye should not exceed 7.0 dioptries

Near Vision Minimum of J3 in one eye and less than J10 in the other with glasses.

- b. Myopia/Myopic Astigmatism should not exceed 7.0 dioptries in the better eye.
- c. Field of vision in the better eye should be at least 75 percent of normal in the better eye by appropriate tests on instruments.

**VISUAL STANDARD - VII**

Vision below standard I to VI

**Note.-** The meaning of word glasses wherever used above is to be interpreted as not covering "Contact lenses/Glasses"

The following additional points will also be observed:

- a. Cases of operated cataract in both eyes who can attain a satisfactory degree of visual acuity and visual judgement for distance as well as for near should be placed in categories B or C according to the vision obtainable with corrected glasses as laid down in the various, visual standards. (Hypermetropia caused due to Aphakia will be disregarded). Cases of operated cataract and those who have less than fifty percent of their field of vision can be placed in a lower category only if their job does not endanger their own physical or visual security or does not prove an unnecessary risk to others around. Cases of unioocular Aphakia without any complications and when the other eye has normal unaided vision (6/6 to 6/9) without cataract are to be placed in category BEE or CEE but

in exceptional circumstances may be considered for higher category on the recommendation of an ophthalmologist.

- b. Those individuals who have unequal vision in the two eyes (Anisometropia) whatever the cause may be, may use contact glass or lens to improve their vision. Their visual assessment should, however, entirely depend on the visual efficiency so achieved and their categorization will be done in each individual case on its own merits.
- c. Those individuals who are highly qualified and are required to be taken into Wapda service in well skilled and technical jobs may be considered for employment according to the categorization and standards applicable to serving officers/officials.
- d. **Assessment of Corneal Opacities.** A small corneal opacity which is not obviously visible, is not centrally located, is non-progressive and does not interfere significantly with vision may be ignored and such individuals can be recruited or retained in Category AYE. However, opacities larger in size and visible to the naked eye lying in and around the central pupil-lary exist thus interfering with vision, are a bar for acceptance in the service while those who sustain such opacities while in service may be down categorized according to their job and the relationship of visual deterioration.
- e. **Squint and Heterophoria.** Obvious squint is a bar to acceptance in service while latent squint of a moderate degree due to heterophoria is acceptable as category AYE. Serving individuals who develop squint or are detected to individual may be down graded.
- f. **Colour Vision.** The examination of colour vision should be carried out in each case by Ishihars Isochromatic plates or the standard colour perception Lanterns. Defective colour vision is not a cause for rejection except for Drivers. The result of colour perception must, however, be noted on the examination form.
- g. **Diseases of the Eyes.** Any morbid condition of the eye lids, addenxa, media or Fundi which is such that it is likely to interfere in the efficiency of the individual and also become aggravated by service conditions is a cause for rejection for intake into the service. For serving employees such morbid pathology would be dealt with by referring them to a Specialist in Ophthalmology for evaluation, treatment and categorization as and when necessary.

#### HEARING STANDARDS

Standard	-1	A man can hear a soft whispered voice at a distance of 20 feet with each ear.
Standard	-2	A man standing with his back to the examiner and using both ears hears whispered or forced whispered voice from 10 feet.
Standard	-3	A man can hear conversational voice at a distance of 10 feet when standing with his back to the examiner and using both ears.
Standard	-4	A man cannot hear conversational voice with his back to the examiner and using both ears from within 10 feet (Category 'E').

**Brig. (Retd.)  
(Muhammad Asghar)  
Secretary & General Manager  
(Admn.) WAPDA**

NO. DS (R&CM), S.O. (R)/14/10024-10623

Dated 8th April, 1980

**OFFICE ORDER**

**Subject:- THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES, 1979.**

A question has arisen that in case husband and wife are Wapda employees:

- (a) Both of them are entitled to the drawal of Cash Medical Allowance;
- (b) One of them can opt for Cash Medical Allowance and the other for Medical Facilities.

2. The Authority has decided that the spouses will either draw Cash Medical Allowance or avail Medical Facilities, if otherwise admissible. In case the spouses decided to draw Cash Medical Allowance, then the allowance will be admissible to only one of them.

**(Farman Ali Shah)**  
**Deputy Secretary (R&CM) WAPDA**

No. S.O. (M) 1 (90) Med/22987-23186

Dated 24th May, 1981

**OFFICE MEMORANDUM**

It is notified for information of all doctors working in Wapda Hospitals and Dispensaries that 'Acupuncture' is not recognized as treatment in Allopathic Medicine by the Government or PMA. Patients cannot be referred for Acupuncture treatment. The reimbursement of fee for Acupuncture treatment is therefore not authorized.

**Colonel  
(Nafis-ul-Haque Khan)  
Director Medical Services for  
General Manager (Admn.)  
WAPDA**

No. A.D. (M) 7680/27/Med/2784-3784

Dated 10th July, 1982

**OFFICE ORDER**

In terms of Rule 13 (b) of Pakistan Wapda employees Medical Attendance Rules, 1979, the Authority is pleased to approve the Medical Facilities to Wapda employees and their entitled families at all stations where Wapda Hospitals and Dispensaries exist instead of the station of their posting only. Financial adjustment will be made in accordance with the following procedure:

1. When an employee or members of his family entitled to receive medical facility proceed on leave, tour, training course, private visit, etc. to another station, the Head of Division/office should issue him an Authority letter (specimen on reverse) specifying period of stay of employee or his family members at the concerned station for provision of Medical Facilities indicating the name of formation to which the debit for such facility is to be raised.
2. The formation concerned will arrange to provide treatment facilities for the period specified in the above stated authorization and raise the debit against the office to which the employee belongs. Both the formation will accept debit/ credit advices for treatment expenses.

**Col. (Retd.)  
(Nafis-ul-Haque Khan)  
Director General Medical Services Wapda  
Lahore**

PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY

Office of .....  
.....

No.

Dated: .....

**Subject:- AUTHORITY LETTER FOR MEDICAL FACILITY**

This is to certify that Mr. .... is employed as .....  
..... (NPS No. .... ) in the office of  
(Name of Wapda formation).

2. He is proceeding on leave/tour/training/private visit etc. from. ....  
..... to..... alongwith his family  
members as listed below:

S.No.	Name	Age	Relationship
1.			
2.			
3.			

3. The officer/official and his dependents may be provided Medical Facilities at  
..... if required by him/them and necessary debit  
may (name of Wapda Medical Unit) be raised against (Name of Wapda formation, full address  
and budget code number)

4. Specimen signatures of the employee are attested below:

**Signature / Designation of  
Head of Office / Division**

Signatures

"Attested"

Signature / Designation

No. D/DD (Rules)/07456/35/84748-867

Dated 20th October, 1983

**OFFICE MEMORANDUM**

**Subject: THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES, 1979 - ENTITLEMENT OF DEPUTATIONISTS AND THEIR FAMILIES TO MEDICAL FACILITIES - CLARIFICATION**

According to Rule 13(b) of the Pakistan Wapda Employees Medical Attendance Rules, 1979, a Wapda Employee and his members of family, as defined in these Rules is entitled to Medical Facilities at all stations where Wapda Hospitals and Dispensaries exist in addition to his station of posting.

2. A question has been raised whether family of a Wapda employee, who is on deputation within or outside the country, is entitled to avail Medical Facilities at the expense of Authority. In pursuance of the instructions contained in clause f(2) of para 1 of Authority's Office Memorandum No. GM (Admn)/SO (E-IA)/07028/46231-46830 dated 29-11-80 titled, 'Deputation Policy' it is clarified that during the period of 'foreign service' (within or outside the country) a Wapda employee or his family members will not be entitled to any Medical Facility at the expense of the Authority.

**(S. M. Kamal)**  
**Director (Rules)**



No. D/DD (Rules)/07456/34/Vol-VII/86611-87390

24th October, 1983,

**OFFICE MEMORANDUM**

**Subject: THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES, 1979  
CLARIFICATION**

Note below Rule 2(b) of the Pakistan Wapda Employees Medical Attendance Rules, 1979, permits the inclusion of parents of an employee residing with and dependent on him or the availing of Medical Facility from WAPDA.

2. It is clarified that all Wapda employees, while applying for registration of their parents as their dependents in a Wapda Hospital etc. for availing of Medical Facilities, shall be required to furnish photo copies of the National Identity Cards of their parents, who are dependent and are residing with them, duly attested, along with a declaration (as per Appendix-'A' to this Office Memorandum) attested by the Head of the Office.

3. This issues with the approval of the Authority.

**(S. M. Kamal)**  
**Director (Rules) WAPDA**

Dated 24-10-1983

**DECLARATION**

I, Mr.....S/o Mr. .... do hereby solemnly declare that my parents (as per particulars given below) are residing with and dependent on me:

(a)Name of Father Age .....  
\*<sup>1</sup> National Identity Card No. :.....

(b)Name of Mother Age .....  
\*<sup>1</sup> National Identity Card No. ....

(\*<sup>1</sup> Attach attested photo copy of National Identity Card)

\*<sup>1</sup> 2. I further declare that neither my father nor my mother is a pensioner and he/she is not availing free medical facilities from any other institution.

3. I fully understand that in case the above declaration is found to be false later on, I shall be liable to disciplinary action under the relevant E&D Rules, and withdrawal of Medical facilities to my parents forthwith.

Countersigned

**Signature.....**  
**Name .....**  
**Designation.....**  
**Date.....**

Head of Office

---

\*<sup>1</sup>Substituted Vide O. M. No. DG/DD (Rules)/07456/34/Vol-VIII/112463-3262, dated 26-12-1984.

PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY

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740-Wapda House,  
Lahore

No. S/DD(Rules)/07456/34/10167-946

22 January, 1984.

**OFFICE MEMORANDUM**

**Subject: THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES, 1979-AMENDMENTS**

The Authority has been pleased to make the following amendments in The Pakistan Wapda Employees Medical Attendance Rules, 1979 with immediate effect:-

1. Existing Rule 3(c) (4) (b) may be replaced with the following:-

3 (c) (4) (b) If any employee is transferred from one station where the Medical Facility is not available to another station where medical facility is available then he will be allowed to change his option from Cash Medical allowance to medical facility within one month from the date of joining. Similarly, if any employee is transferred from one station where the Medical Facility is available to another station where the medical facility is not available then he will be allowed to change his option from Medical Facility to Cash Medical Allowance within one month from the date of joining.

2. Note-2 below Rule 10 may be deleted.

3. Existing Note-5 below Rule 10 may be substituted with the following:-

Note-5. In cases where delivery is conducted at home and the employee is entitled to reimbursement of charges as defined in Rule 10 above (Subject to production of necessary documents including a birth certificate issued by a Municipal Corporation/Municipal Committee/Notified Committee/Town Committee/Union Council concerned) no medicines will be issued at Wapda's cost during seven days after delivery, as re-imbusement of delivery charges cover the cost of medicines used during this period.

**Colonel  
(Idress Mohsin)  
Director Rules**

Distribution  
As per List 'D'.

PAKISTAN  
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No. S/DD(Rules)/07456/34/Vol.VIII/105057-105836

25 November, 1984

**OFFICE MEMORANDUM**

**Subject: THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES, 1979-AMENDMENTS**

The Authority has been pleased to decide that the existing Para 7 of Rule 19 of The Pakistan Wapda Employees Medical Attendance Rules 1979 may be replaced with the following with immediate effect:-

**Rule 19. Procedures Regarding Medical Boards/Categorization/Invalidment.**

Para 7. New entrants including workcharged will be recruited in medical category 'A' unless otherwise specified by the Authority. The existing workcharged employees who have rendered more than 10 years of service or have attained the age of 50 years can be retained in service even in lower medical categories in case their disability/disease, if any, is not advanced or of serious nature. Retention in lower medical category will be on recommendation of Medical Board duly approved by Director General Medical Services.

Distribution  
As per List 'D'.

**Colonel  
(Idrees Mohsin)  
Secretary WAPDA.**

No. GM (Admn)/DG (MS)/30048/2824-2948

Dated 23rd September, 1985

**OFFICE ORDER**

Some WAPDA formations have referred the cases to Medical Directorate for obtaining sanction regarding medical treatment of patients suffering from cardiac ailments at NICVD, Karachi, while some WAPDA Doctors posted outside Lahore have referred cases to NICVD Karachi for medical treatment at their own.

2. Expenditure on medical treatment for open heart surgery comes to more than Rs. 50,000 per patient. The Director General, Medical Services, is not in a position to give his recommendations/opinion since no medical history/investigations/documents are forwarded to him. Facilities for open heart surgery are also available at Cardiac Institute, Military Hospital Rawalpindi.

3. It has, therefore, been decided by the Authority that following procedure will be adopted for WAPDA patients requiring open heart surgery:-

- a. The patients will initially be examined by a Medical Specialist.
- b. The recommendations of the Medical Specialist alongwith medical report/documents will be forwarded to Director General, Medical Services WAPDA, Sunny View, Lahore.
- c. The Director General, Medical Services, will order a Medical Board to be held at WAPDA Hospital Sunny View, Lahore with a view to assessing suitability of referring the case to NICVD Karachi, or Cardiac Institute Military Hospital, Rawalpindi, as the case may be. The Medical Board's recommendations duly approved by the DG (MS) will be forwarded to all concerned.
- d. On receipt of the medical board's recommendations funds for treatment/operation will be arranged by the concerned WAPDA formation after obtaining sanction of the Competent Authority through executive channel.
- e. Patient then will be referred to NICVD Karachi/Cardiac Institute Rawalpindi for treatment/open heart surgery.

**Brig. (Retd)  
General Manager (Admn)  
(Asad Ullah Khan)**

PAKISTAN  
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No. DG/DD(Rules)/07456/34/Vol-VIII/83367-84186

31<sup>st</sup> October, 1985.

**OFFICE MEMORANDUM**

**Subject:- THE PAKISTAN EMPLOYEES MEDICAL ATTENDANCE RULES, 1979-AMENDMENT**

The Authority has decided that for the existing Note-1 of Rule 7 of "The Pakistan Wapda Employees Medical Attendance Rules, 1979", the following Note shall stand substituted:-

"Note-1 Free food will be provided in Wapda Hospital only to Wapda employees and Government servants serving on deputation and their dependents as defined above, drawing pay in BPS-1 to BPS-9."

**(FARMAN ALI SHAH)**  
**Acting Director General (Rules)**  
**Wapda**

**Distribution**  
As per List 'D'

PAKISTAN  
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No. DG/DD(Rules)/07456/34/Vol.VIII/99539-100359

18 December, 1985

OFFICE MEMORANDUM

**Subject: THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES, 1979-CLARIFICATION.**

The Authority vide Office Memorandum No. S/DD(R)/07456/34/Vol-VII/81459-82283 dated 29-10-1985 substituted Rule 16 of the Pakistan Wapda Employees Medical Attendance Rules, 1979, then existing with the following:-

“16. Widows and dependent children upto the age of 21 years and unmarried/unemployed daughters of all deceased employees will be provided Medical Facilities only in Wapda Hospital and Dispensaries where they exist. Treatment at residence, re-imbusement of expenditure on purchase of medicines/specialist consultation is not covered.”

2. A question has been raised as to from which date the above amendment shall take effect ? It is hereby clarified that the effective date for the application of Rule 16 as now substituted shall be 7.5.1985.

Distribution  
As per List 'D'.

(Muhammad Maqbool)  
Director General (Rules) WAPDA

No. DGMS/AD(M)/30094/786-1035

Dated: 13-3-1986

**OFFICE MEMORANDUM**

**Subject:- REIMBURSEMENT OF MEDICAL CHARGES INCURRED BY WAPDA EMPLOYEES.**

It has been observed that medical bills furnished by employees are accompanied by prescription on small chits indicating only name and quantity of the medicines instead of full detailed prescription on Hospital Pads making them difficult to be scrutinized even by the doctors.

In many cases the medical bills are referred to this Directorate for scrutiny but it become difficult to give opinion/scrutinized.

All concerned are advised that supporting prescriptions on Hospital Pads bearing O.P.D number, name, age, sex and disease of the patient and admission to discharge slip (in case of indoor treatment) must be submitted when requesting for reimbursement.

**Brig. (Retd).  
(Agha Tariq Ahmed Khan)  
Director General Medical Services,  
WAPDA**



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No. S/DD(Rules)/07456/34/Vol.VIII/59707-60666

07, July, 1986

OFFICE MEMORANDUM

**Subject: THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES, 1979-AMENDMENT**

The Authority has decided that the following new sub Rule 'c' shall be added below sub Rule (b) of Rule 15 of Pakistan Wapda Employees Medical Attendance Rules, 1979:-

'c. Medicines/Drugs prescribed by authorized Wapda Medical Officer to a retired Wapda employee or members of his family, as indicated in sub Rule (b), will be provided from the Hospital/Dispensary. Where a Medicine/Drug prescribed by the authorized Wapda Medical Officer is not available, the same should be procured through local purchase from the approved Wapda Chemist, taken on charge by the Hospital/Dispensary and issued to the patient."

**Colonel  
(Idrees Mohsin)  
Secretary WAPDA**

Distribution  
As per List 'D'.

- cc: to : 1) Deputy Managing Director (Distribution) WAPDA.  
2) Director General Medical Services WAPDA.  
3) Director General Public Relations WAPDA.

PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY

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716-Wapda House,  
Lahore

No. GM(A)/DD(R)/07456/34/92857-93930

30th September, 1987

OFFICE MEMORANDUM

**Subject: THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES, 1979-AMENDMENT**

The Chairman Wapda has desired that a high powered Medical Board should examine all cases for treatment abroad. The Board should have Medical and Surgical Specialists as members.

2. In view of the above, the Authority has decided that the following amendments shall be made in the Pakistan Wapda Employees Medical Attendance Rules 1979 namely:-

1) In sub-Rule 6 of Rule 19, the following new sub-Rule shall be added as sub-Rule (e):-

“(e) Medical Board for Treatment Abroad

The Medical Board which will examine all cases for treatment abroad shall consist of the following members:-

1)	Director General Medical Services	...	Convener
2)	Medical Specialist	...	Member
3)	Surgical Specialist	...	Member”

**Brig. (Retd)  
(Asad Ullah Khan)  
General Manager (Admn)**

Distribution

1. As per List 'D'.
2. Private Secretary to Chairman Wapda.

PAKISTAN  
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Lahore

No. GM(A)/DD(R)/07456/35/V/149259-150378

5th November 1988

OFFICE MEMORANDUM

**Subject: THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES, 1979-AMENDMENT**

The Authority has decided to add the following new serial no. (7) at the end of sub-Rule (f) of Rule 2 of "The Pakistan Wapda Employees Medical Attendance Rules, 1979":-

(7). Dental treatment which includes treatment of alveolar (gum and jaw bond) disease, extraction of teeth, treatment for dental caries, gingivitis, pyorrhoea and filling (temporary or permanent) of dental cavities including root canal treatment and scaling but does not include crowning of teeth and provision of dentures."

2. The Authority has also decided to cancel Office Order No. DGMS/AD(M)7680/35/Med/4124-4724 dated 29.11.1982 (printed at Annexure-IV to these Rules).

**Brig. (Retd)  
General Manager (Admn)  
(Asad Ullah Khan)**

Distribution

1. As per List 'D'.
2. Director General Medical Services for information with reference to his note dated 6.10.1988.
3. Assistant Director (E-IA) S&GA (by name).
4. File No. DD (R)/07459/28.

**OFFICE MEMORANDUM**

**Subject: MEDICAL FACILITIES**

There is no fool proof system regarding enlisting of children of officers/officials for getting medical treatment in Wapda Hospitals and Dispensaries. In order to stream-line procedure, Authority has approved the following procedure with immediate effect:

- (i) Every officer/official will submit declaration in the form Appendix 'A' and Appendix 'B' in the first fortnight of July each year like system in vogue for free electricity concession. However, first declaration will be submitted in the month of October this year.

For the first time, the employee shall submit attested photostat copies of the National Identity Card and photo copies of Form " "in the case of children below 18 years of age alongwith declaration Appendix 'A'. A copy of above declaration will be kept in the Personal File of the employee and other copy will be forwarded by formation to the Medical Superintendent/Medical Officer Incharge of WAPDA Hospital/Dispensary.

- (i) In the event of death of any legitimate child or member of his family, the employee will communicate this within one week to the Wapda Hospital/Dispensary through his formation for deletion of name in the Medical Treatment Book.

In the event of birth of a child, the employee will inform his formation together with birth certificate from the Municipal Corporation or any other recognized agency if employee is residing outside the Municipal area. Formation, apart from communicating to the Wapda Hospital/Dispensary concerned, will complete personal record of the employee which will ultimately be computerized.

- (ii) In the case of transfer, each Wapda formation will send a copy of the transfer order to the Medical Superintendent/Medical Officer Incharge of Wapda Hospital/Dispensary for cancellation of Medical Treatment Book. If any employee desires to keep his family at old station for some time, the Medical Superintendent/Medical Officer Incharge, as the case may be, will record this event at the appropriate place of Medical Treatment Book on the recommendation of competent authority of concerned formation. In the event of transfer, LPC will not be issued to the transferee unless 'Clearance' is produced from the Hospital Incharge on cancellation of Medical Treatment Book.

- (iii) In the event of employment of son/daughter, who ceases to be dependent on the employee, formal information will be conveyed to Wapda Hospital through the concerned formation.

**Brig. (Retd.)  
General Manager (Admn.)  
(Asad Ullah Khan)**

DECLARATION

I Mr..... (Designation) ..... in the office of .....solemnly declare that the following are my children who are wholly dependent upon me and residing with me

Table with 5 columns: Sr. No., Name, Relation with employee, Age, Identity Card No. (if children is 18 years or above) photo copy of Form " " in respect of children of less than 18 years

2. I fully understand that in case the above declaration is found to be false later on, I shall be liable to disciplinary action under the relevant Efficiency and Discipline Rules.

Signature.....
Name of Employee.....
Formation.....
WAPDA Hospital Book No.....

APPENDIX-'B'

DECLARATION

I Mr. .... S/o ..... do hereby solemnly declare that my parents (as per particulars given below are residing with and dependent on me

- (a) Name of Father ..... Age .....
(b) National Identity Card No.....
(c) Name of Mother .....Age .....
(d) National Identity Card No. ....
(Attached attested photo copy of National Identity Card).

2. I further declare that neither my father nor my mother is a Pensioner and he/she is not availing free medical facilities from any other institution.

3. I fully understand that in case the above declaration is found to be false later on, I shall be liable to disciplinary action under the relevant Efficiency and Discipline Rules and withdrawal of Medical Facilities to my parents forthwith.

Signature .....
Name .....
Designation .....

Countersigned
HEAD OF THE DIVISION

PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY

Phones: 361245-366911/340  
Grams: WAPDA LAHORE

Service & General Admn:  
332-WAPDA House,  
Lahore

No. DG (S&GA)/ DD(R)/07456/34/28666-29211

4th August 1991

**OFFICE MEMORANDUM**

**Subject:- THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES 1979**

Authority has decided to modify the definition of Hospital given in Rule-2 (c) of the Pakistan WAPDA Employees Medical Attendance Rules 1979 as under:

**Rule-2 (c)**

“Hospital” means all WAPDA In-door/Out-door Hospitals and Dispensaries.

**Eric Massey  
Director General**

**Distribution:**

1. As per List ‘C’
2. Assistant Director (E-IA) S&GA.
3. Director General, Medical Services, WAPDA Central Hospital, Lahaore.

PAKISTAN  
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Lahore

No. DG (S&GA)/ DD(R)/07456/34/IX/2055-3155

7th January 1992

**OFFICE MEMORANDUM**

**Subject:- THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES 1979-AMENDMENT**

Authority has decided to add the following as Note-5 under Rule-7 of The Pakistan WAPDA Employees Medical Attendance Rules 1979 with immediate effect:-

“Patients desirous of going abroad under their own arrangements for medical treatment may do so if recommended by the Central Medical Board WAPDA Lahore and in such cases, reimbursement in local currency will be limited to the extent as the treatment would have been availed in Government Hospitals of Pakistan”.

**Eric Massey  
Director General**

Distribution

1. As per List 'D'.
2. Assistant Director (E-IA) S&GA.

**OFFICE MEMORANDUM**

**MEDICAL FACILITIES FOR WAPDA EMPLOYEES**

For providing medical facilities to its employees, the Authority has established the following Hospitals/Dispensaries at various stations all over the country.

	Hospitals		Dispensaries
100 Beds and above	2	Functional	28
50 Beds	7	Non Functional	21
20 Bed	1		
10 Beds	5		
Total:	<hr/> 15		

2. While considering the proposal for opening of dispensaries at stations where there are 300 or more Wapda employees instead of 500 or more, the Authority, in its meeting held on 7-10-1989 directed that the present policy of opening Dispensaries at stations where there are 500 or more Wapda employees should continue and the non functional dispensaries be put to operation as the first priority. The employment of part time doctors was also considered in the context of huge expenditure being incurred and various malpractices involved compared with little benefit to Wapda employees. The subject of administrative, budgetary and technical control of Hospitals and Dispensaries was also considered.

3. For purposes of better control and streamlining various procedures, the Authority has decided that:

- (i) Dispensaries at stations where there are 500 or more Wapda employees should be opened in the first instance and made functional on priority basis.
- (ii) All Executive Heads will ensure that the expenditure on drugs and dressings does not exceed the monetary limits prescribed by the Authority from time to time.
- (iii) The employees in BPS- 1-15 posted at stations where there is no Wapda Hospital/Dispensary are allowed to draw Cash Medical Allowance with restricted Medical Facilities as per Rules.
- (iv) Wapda Officers working at stations where there is no Wapda Hospital/Dispensary may get themselves registered with the nearby Wapda Hospital/Dispensary for Medical Facilities. However, in cases of emergency /acute illness/accidents, an employee may continue getting indoor medical treatment from a Civil Government Hospital and the expenditure thus incurred will be reimbursed after verification by the authorized Wapda Medical Attendant (Officer).
- (v) Wapda Hospital/Dispensary when established at a station should be widely publicized and employees in the relevant locality will be given a period of six months to opt for Medical Facilities.



- (vi) Wapda employees in BPS 1-15 posted at stations where there are Wapda Hospital/Dispensaries will be provided an opportunity to change option from Cash Medical Allowance to Medical Facilities within three months of the issue of this Memorandum.
  - (vii) Services of part time Doctors be dispensed with as soon as Wapda Dispensaries at stations where the required number of employees is available are established. At stations where number of employees is less than 500, services of part time Doctors also be dispensed with. In future, no part time doctors will be engaged.
  - (viii) The overall administrative control of the Hospital/Dispensaries will continue to remain with respective local Executive Heads under whose control these medical units are functioning. Financial, budgetary and accounting functions of these Hospitals/Dispensaries will be monitored by respective local heads who would ensure that the expenditure does not exceed the approved budgetary ceilings. The annual budget of these Hospitals/Dispensaries will, however, be forwarded to Director General (Medical Services) for scrutiny and arranging budget allocation as per present procedure. The technical control of the Wapda Hospitals/Dispensaries will continue to be exercised by Director General (Medical Services).
4. The Authority desires that the above decisions should be strictly implemented/followed.

**(Eric Massey)**  
**Director General**

PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY

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Lahore

No. DG (S&GA)/ DD(R)/07456/34/IX/22239-23489

31<sup>st</sup> March 1993

**OFFICE MEMORANDUM**

**Subject:- THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES 1979-AMENDMENT**

Authority has decided to substitute the Note-1 below Rule-7 of the Pakistan WAPDA Employees Medical Attendance Rules 1979 by the following:-

**“Note-1** Free food will be provided in Wapda Hospitals only to WAPDA employees and Government servants serving on deputation and their dependents as defined above, drawing pay in BPS-1 to BPS-11.”

**Eric Massey  
Director General**

**Distribution**

1. As per List 'D'.
2. Assistant Director (E-IA) S&GA WAPDA, Lahore.

Services & General Administration  
Phones: 306836-6366911/2717

PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY

Director General

717-Wapda House,  
Shahrah-i-Quaid-i-Azam,  
Lahore.

No. DG/DD(Rules)/07456/34/X/71701-50

2nd December 1993

OFFICE MEMORANDUM

**Subject : THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES 1979  
(AMENDMENT)**

For purposes of providing better Medical Facilities to its retired employees, Authority has been pleased to amend, with immediate effect, the Pakistan WAPDA Employees Medical Attendance Rules 1979 as under:

Clause 1(b) is replaced with the following:

“These Rules shall apply to all WAPDA employees both serving and retired including Government servants of the Old Electricity Department (enbloc transferees), serving deputationists from Civil Government as well as Armed Forces whether they are on duty or leave or under suspension. Cash Medical Allowance shall be admissible only to serving WAPDA employees in grade 1-15.”

2. Following sub-clause (f) is added at the end of clause-1:

(I) “All retired WAPDA employees will get themselves registered with the nearest WAPDA Hospital/Dispensary under the same procedure as applicable to WAPDA employees. The reimbursement of Medical charges to retired WAPDA employees, duly verified by the WAPDA authorized Medical Attendant will be made by the office from where the retired WAPDA employee receives pension. Employees who get pension from Banks/Treasury will be attached to a WAPDA Division/Office nearest to the place of residence of the retired employee. Funds will be provided to respective offices for reimbursement of costs.”

3. In consequence of above amendments clause 15 is deleted.

**Eric Massey  
Director General**

Distribution:

1. As per list 'A'.
2. General Manager Finance (Coord) Lahore for further action.
3. General Manager (Public Relations) WAPDA, Lahore.

Services & General Administration  
Phones: 6366911/2717

PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY

Director General

717-Wapda House,  
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Lahore.

No. DG (S&GA)/DD(Rules)/07456/34/4036-5306

24<sup>th</sup> January 1994  
25<sup>th</sup>

**OFFICE MEMORANDUM**

**Subject:- THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES 1979-AMENDMENT**

Authority has decided to incorporate the following as clause 17 in the Pakistan WAPDA Employees Medical Attendance Rules 1979:

“17. Permanently and totally incapacitated/crippled children of serving, retired and deceased Wapda employees, who are not able to earn their living, will be allowed medical treatment irrespective of their age. The treatment will be limited to whatever is available in Wapda Hospitals/Dispensaries where the patient is registered. However, the patient may be referred to nearest Wapda Hospital for hospitalization, if needed. The disability will be certified by Wapda Central Medical Board.”

2. The existing clauses 17, 18 and 19 of the above cited Rules are renumbered as 18, 19 and 20 respectively.

**Eric Massey  
Director General**

Distribution:

As per list D.

No. MD(Admn)/DD(R)/07456/34/X/9896-941

16th February, 1994

**OFFICE MEMORANDUM**

**Subject:- THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES 1979**

Reference Office Memorandum No. DG/DD(Rules)/07456/34/X/71701-50 dated 2<sup>nd</sup> December, 1993 on the above subject.

It is clarified that the retired Wapda employees will be eligible for dental treatment only in Wapda Hospitals and Dispensaries where dental chair is available. No case of dental treatment shall be referred outside Wapda Hospitals/Dispensaries by any Wapda Authorized Medical Attendant.

**(Muhammad Latif)**  
**Maj. General**  
**Managing Director (Admn.)**

No. DG(S&GA)/DD(R)/07456/34/X/43469-520

29th August, 1994

**OFFICE MEMORANDUM**

**Subject:- THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES 1979**

A question has arisen whether or not a retired Wapda employee, re-employed in some Government or public organization, is eligible to avail Medical Facilities from Wapda Hospitals / Dispensaries in terms of Office Memorandum No. DG/DD(Rules)/07456/ 34/X/71701-50 dated 2-12-1993. The matter has been examined. It is clarified that a retired Wapda employee under this category can avail Medical Facilities from Wapda Hospitals / Dispensaries provided he produces a certificate from his employer that he is not availing Medical Facilities from the organization where he has been re-employed after retirement.

**(Ch. Abdul Ghafoor)  
Director General (S&GA)**

No. GM(A)/DD(R) /07456/35/X/52615-53945

19th October, 1994.

**OFFICE MEMORANDUM**

**Subject:- THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES 1979  
ELIGIBILITY OF EMPLOYED SPOUSES OF WAPDA EMPLOYEES FOR  
MEDICAL FACILITIES**

The Pakistan Wapda employees Medical Attendance Rules 1979 provide for medical cover to the dependent spouse of a Wapda employee. A question has arisen whether employed spouse of a Wapda employee is eligible to avail medical facilities from his/her own department as well as from Wapda Hospitals / Dispensaries.

2. It is clarified that the spouse of a Wapda Employee employed in some Government or public organization can only avail medical facilities from Wapda Hospitals / Dispensaries if he/she gives a certificate from his/her employer that he/she is not availing Medical Facilities from the organization where he/she is employed.

**(Eric Massey)**  
**General Manager**

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No. DG (S&GA)/DD(R)/07456/34/XIII/13009-14309

14th March, 1995

**OFFICE MEMORANDUM**

**Subject:- THE PAKISTAN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES 1979**  
**(AMENDMENT)**

The Authority has decided to substitute existing entries against Rules 10 a, b and c, and against Note 6 of the aforesaid Rule in "The Pakistan WAPDA Employees Medical Attendance Rules, 1979" with the following:-

- "10. Cost of maternity cases will be allowed upto the following maxima if the delivery is conducted at residence of employee:-
- |    |                                |            |
|----|--------------------------------|------------|
| a. | Employees in BPS 1-4           | Rs. 600/-  |
| b. | Employees in BPS-5-15          | Rs. 800/-  |
| c. | Employees in BPS-16 and above. | Rs. 1000/- |

**Note 6**

Reimbursement of normal deliveries in Hospitals will be limited to a maximum amount of Rs. 4000 including fee and medicines etc. For Caeserean and other complicated cases, the maximum amount will be Rs. 7000."

2. The above amendments are being made with immediate effect.

**(Ch Abdul Ghafoor)**  
**Director General (S&GA)**

**Distributions:**

1. As per list 'D'.
2. Director (WMC) Wapda House, Lahore.  
With reference to his letter No. D (WMC)/04021/  
WMC/WW-101/93/6156-59 dt. 13.6.1994.



No. GM (Admn)/AD (E-IA) 07012/26/20038-20688

Dated 01-06-1998

**OFFICE MEMORANDUM**

**Subject; STREAMLINING THE WAPDA HEALTH CARE AND PROVISION OF MEDICAL FACILITIES INCLUDING THOSE WAPDA EMPLOYEES WHO ARE IN RECEIPT OF CASH MEDICAL ALLOWANCE ETC.**

Wapda is effectively looking after the health care of its employees. An extensive network of Hospitals/Dispensaries has been established through out Pakistan with both indoor as well as outdoor facilities. However, over a period of time it has been observed with concern by the Authority that in some cases certain loop holes within the system of healthcare are being misused. Therefore in supersession of all previous instructions on the subject, the Authority has decided to take following preventive measures with immediate effect:-

**(A) REIMBURSEMENT OF MEDICAL EXPENDITURE INCURRED ON PURCHASE OF MEDICINES**

- (i) Medicines shall invariably be provided to the patients by Hospital Authorities either from Drug Stores maintained by Hospital/Dispensaries or through approved chemists.
- \*<sup>1</sup>(ii) Where no Wapda Hospital/Dispensary exists reimbursement of cost of medicines for the employees in BPS-1 to BPS-11 only shall be restricted to one and half (1½ ) month's <sup>2</sup>pay a financial year (for other employees it shall be one month's salary in a financial year) upon prescription from a Medical Officer of CMH / Fauji Foundation Hospital/Civil/Government Hospital or Basic Health Unit.
- (iii) Where Wapda Hospital/Dispensary exists, reimbursement of cost of medicines shall be restricted to HALF month's salary in a financial year only upon the prescription from a Wapda Medical Officer and verified by the competent authority.
- (iv) The chronic and life saving emergency cases declared as such by Wapda Medical Board shall however, be exempted from the application of the above conditions.

**(B) TREATMENT OF EMPLOYEES DRAWING CASH MEDICAL ALLOWANCE**

Employees (BPS-1 to 15) drawing Cash Medical Allowance shall not be allowed any indoor/outdoor treatment/investigation/consultation on Wapda expenses except in case of acute emergency e.g. accident/acute heart attack etc.

**(C) PROPER FUNCTIONING OF WAPDA DISPENSARIES**

The existing dispensaries established on approved yardstick basis of 500 or more Wapda employees, shall be made fully functional. Efforts will be made to post Medical Officers/Para Medical Staff where needed on contract/daily wages basis until ban on recruitment is lifted. The services of part-time Medical Officers appointed by any formation, if any, shall stand dispensed with immediate effect.

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\*<sup>1</sup>Amended vide O.M. No, GM (A)/AD (E.IA) 07012/26/26425-27074, dated 17-07-1999.(Annex-XXVIII)

\*<sup>2</sup> Substituted vide O/OD/DD(R)/07456/34/702-831 dt. 20-01-2012 (Annex-XXXIX)

**(D) MEDICAL TREATMENT AT MORE THAN ONE PLACE**

- (a) No employee shall be allowed to avail medical facility at place other than place of his posting. On transfer from one station, to another station, medical facility will not be provided until and unless cancellation of such facility from the station of transfer is provided and placed on relevant record. For this purpose, the Green Book maintained by Hospital/Dispensary for each employee shall be transferred to his new Hospital/Dispensary accordingly.
- (b) In case of transfer of an employee, who does not take his family along, the budget for Green Book of such employee shall be given to the Hospital/Dispensary wherefrom his family gets treatment.

**(E) MEDICAL TREATMENT TO THE PARENTS**

Parents of Wapda employees shall be allowed treatment available only in Wapda Hospital/Dispensary and not otherwise.

In view of the above policy decisions the relevant provisions of "The Pakistan Wapda Medical Attendance Rules, 1979" shall stand modified to the above extent. Formal amendments are, however, being issued separately.

This order will become a Standing Operational Procedure for all Wapda Officers and formations. Its violation will render the person concerned including the Head of the Division who is required to ensure its strict compliance, to disciplinary action under relevant E&D Rules.

Please acknowledge receipt.

**Brig  
General Manager (Admn)  
(Saeed Ahmed Rafi)**

No. GM (A)/AD (E.IA)/07012/26/31940-32590

Dated 9th July 1998

**OFFICE MEMORANDUM**

**Subject:- STREAMLINING WAPDA HEALTH-CARE AND PROVISION OF MEDICAL FACILITY INCLUDING THOSE WAPDA EMPLOYEES WHO ARE IN RECEIPT OF CASH MEDICAL ALLOWANCE**

Reference: O.M. No. GM (Admn)/ AD (E.IA) 07012/26/20038-20688, dated 1-6-1998.

Following clarifications are issued:

1. \*<sup>1</sup>Patients, suffering from chronic disease will be exempted from reimbursement restrictions only for those medicines which cannot be supplied from WAPDA's own health unit or approved chemist on the recommendations of Medical Board duly approved by DG(MS). All chronic cases declared as such by Wapda Medical Board shall be exempted from reimbursement restrictions imposed vide the above quoted O.M. These chronic cases include Renal failure, Hepatitis, Cirrhosis, Congestive heart failure, Lung and autoimmune diseases, Tuberculosis, Malignancies Cancers, Debilitating blood and Neurological diseases etc. Such cases will continue to get medical treatment as heretofore.
2. All those Wapda employees who are drawing Cash Medical Allowance will continue getting consultation from Wapda Hospital/Dispensary. They will also be allowed free investigation/test, only from Wapda medical laboratories.
3. Wapda employees who meet with an accident in the performance of their official duties will avail all indoor/outdoors treatment/investigation/consultation on Wapda expenses as was the practice in the past.
4. Till such time Wapda Medical Officers (s) is/are posted at the place where part-time Medical Officer(s) is/are appointed, present arrangement of part-time Medical Officer will continue.
5. All Wapda employees posted at stations where no medical dispensary is functioning, will continue to get treatment from the specified dispensaries as heretofore.
6. These instructions will also apply to retired Wapda employees. In their cases restriction of one month pay or half month pay will be related to their last pay drawn.
7. Parents of Wapda employees will get treatment as is allowed to a Wapda employee. However, their treatment will be restricted to Wapda Hospitals/Dispensaries only.
8. The consultation and investigation claims will continue to be reimbursed to Wapda employees who are getting free Medical Facility as heretofore.
9. Reimbursement of medicines shall be restricted to one/half month's \*<sup>1</sup>Pay in financial year means "only for outdoor cases". It is not applicable to the patients who are admitted in any Hospital.

The instructions issued vide O.M. under reference will be effective from 1st July 1998.

**Brig.  
General Manager (Admn.)  
(Saeed Ahmed Rafi)**

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\*<sup>1</sup>Substituted vide o/o No. D/DD(Rules)07456/34/702-831 dated 20-01-2012 (Annex-XXXIX)

Grams WAPDA Lahore

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PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY

ADMINISTRATION

General Manager

717-Wapda House,  
shahrah-i-Quaid-i-Azam,  
Lahore

No.GM (A)/AD(E-IA)07012/26/26425-27074

Dated 17 July 1999

OFFICE MEMORANDUM

**Subject: STREAMLINING THE WAPDA HEALTHCARE AND PROVISION OF MEDICAL FACILITIES INCLUDING THOSE WAPDA EMPLOYEES WHO ARE NOT IN RECEIPT OF CASH MEDICAL ALLOWANCE ETC.**

Authority has decided to amend with effect from 1.7.1999 Para-A (ii) of this Office Memorandum No. GM (Admn)/AD (E.IA)07012/26/20038-20688 dated 1.6.1998 as under:-

**(A) REIMBURSEMENT OF MEDICAL EXPENDITURE INCURRED ON PURCHASE OF MEDICINES.**

- (ii) Where no WAPDA Hospital/Dispensary exists reimbursement of cost of medicines for the employees in BPS-1 to BPS-11 only shall be resitricted to one and half (1½ ) month's salary in a financial year (for other employees it shall be one month's salary in a financial year) upon prescription from a Medical Officer of CMH/Fauji Foundation Hospital/Civil/Government Hospital or Basic Health Unit.

Brig.  
General Manager (Admn)  
(Saeed Ahmed Rafi)

Distribution:  
As per List 'C'

No. D (Rules)/07456/34/XII/40617-41916

Dated: 02-11-2001.

**OFFICE MEMORANDUM**

**Subject:- REIMBURSEMENT OF MEDICAL EXPENSES IN RESPECT OF RETIRED WAPDA EMPLOYEES.**

In order to facilitate and to overcome the problems faced by the retired Wapda employees in the reimbursement of their medical expenses, the competent authority has been pleased to approve the following procedure for reimbursement of medical expenses in respect of retired Wapda employees:

- a. All the payments of reimbursement of medical charges to retired Wapda employees will be made by the offices from where the retired Wapda employees are receiving pension in accordance with Authority's O.M. No. DG/DD(Rules)/07456/34/X/7171-50 dated 02-12-1993.
- b. All the Offices/Divisions from where the retired Wapda employees are receiving pension will be responsible for obtaining approval of member concerned where the amount of medical claim exceeds the competency of Chief Engineer/General Manager in the following manner:
  1. The Power Wing Offices will seek the approval of Member (Power) irrespective of the cadre/Wing of the employee;
  2. The Water Wing Offices will seek the approval of Member (Water) irrespective of the cadre/Wing of the employee;
  3. The Common Services Offices will seek the approval of G.M. (Admn.) in the capacity of M.D. irrespective of the cadre/Wing of the employee.

**(NASIR MAHMOOD)  
Director (Rules)**

No. D (Rules)/07456/34/XII/16725-18025

Dated: 02-04-2002.

**OFFICE MEMORANDUM**

**SUBJECT:- REIMBURSEMENT OF MEDICAL EXPENSES IN RESPECT OF RETIRED WAPDA EMPLOYEES OF OLD ELECTRICITY DEPARTMENT**

Ref: This office OM No. D(Rules)/07356/34/XII/40617-41916 dt. 02.11.2001.

A question has been raised that who will process the cases for reimbursement of medical expenses of those Wapda employees of Old Electricity Deptt (Enbloc transferee to Wapda) whose retirement cases were processed through A. G. Punjab, and receiving their pension from authorized Banks.

2. It is hereby clarified that as per prevailing practices reimbursement cases of medical expenses in respect of all such employees will be processed in their respective offices from where they were retired.

**(Nasir Mahmood)  
Director (Rules)**

No. Dir/AD(E.IA)07012/26/38617

Dated 10.08.2002

Chief Engineer (H/Q),  
Ghazi Barotha Hydropower Project,  
Power Channel Colony, P.O.Box 27  
G.T Road, Hattian,  
District Attock.

**Subject:- AUTHORITY LETTER FOR MEDICAL FACILITY CLARIFICATION**

Ref: Your letter No. GM&PD/GBHP/Admn/PF/2955 dt. 22.04.2002.

Following clarification on the subject are hereby conveyed as desired vide your letter under reference:-

1. An employee proceeding on leave or his family staying at place other than the place of duty temporarily is entitled to avail medical facility at that particular station for a period of three months.
2. An employee whose family permanently resides at place other than place of posting is entitled to avail Medical Facility from WAPDA Hospital / Dispensary nearest to the residence.
3. In case no WAPDA Hospital/Dispensary exists employee can be allowed to avail medical treatment from CMH/DHQ/Fauji Foundation Hospital.

**Sd/-  
( Muhammad Junaid Afzal )  
Director (Establishment)**

No. D (Rules)/07456/34/XII/787-2087

Dated: 04-01-2003.

**OFFICE MEMORANDUM**

**Subject:- REIMBURSEMENT OF MEDICAL EXPENSES IN RESPECT OF RETIRED EMPLOYEES OF OLD ELECTRICITY DEPARTMENT.**

Ref: This OM No. Dir(Rules)/07456/34/XII/16725-18025 dt. 02.04.2002.

A question has been raised whether the procedure for reimbursement of medical expenses in respect of retired Wapda employees issued vide this OM No. D(R)/07456/34/XII/40617-41916 dt. 02.11.2001 is also applicable to the retired employees of Old Electricity Deptt or otherwise.

2. It is hereby clarified that the procedure for reimbursement of medical expenses in respect of retired Wapda employees mentioned in this office OM referred to above is applicable to all Wapda employees including retired employees of Old Electricity Department.

**(Nasir Mahmood)  
Director (Rules)**



Grams: WAPDA Lahore

Phones: 9202508-9202211/2309

PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY

RULES DIRECTORATE S&GA

309 WAPDA House,  
Lahore.

No. D (Rules)/07456/34/XII/8355-9654

Dated: 06 Feb. 2003.

OFFICE MEMORANDUM

Subject:- MEDICAL FACILITIES TO RETIRED WAPDA EMPLOYEES-ADVANCE PAYMENT FOR OPEN HEART SURGERY ON THE RECOMMENDATIONS OF CENTRAL WAPDA MEDICAL BOARD.

The Authority has decided to add the following as sub Rules 1 (f) (ii) under Rule 1 (f) of the Pakistan Wapda Employees Medical Attendance Rules 1979 and the existing Ruls 1 (f) of the said Rules will be re-numbered as Rule-1 (f) (i):-

Rule-1 (f) (ii)

Payment of advance for cardiac treatment in addition to specialized treatment of kidney/renal transplantation will also be made to retired WAPDA employees. This payment will be made to recognized medical institutions on the approved panel of WAPDA with the prior approval of the concerned competent authorities.

(Nasir Mahmood)  
Director (Rules)

Distribution

1. As per list 'D'.
2. Secretary WAPDA, with reference to his letter No. S/AD (Coord)/03003/MTG/5261-5335 dated 20.12.2002.
3. Director (Water) O&M Cell, WAPDA, Wapda House, Lahore, with reference to his letter No. Dir (Water)/O&M Cell/4042-44 dated 25.01.2003.

No. DG(S&GA)/D(Rules)/07456/34/16706-18006

Dated 17.03.2004

**OFFICE MEMORANDUM**

**Subject:- THE PAKISTAN WAPDA MEDICAL ATTENDANCE RULES, 1979 – AMENDMENT**

A question has been raised whether the family members / dependents of an employee can avail the Medical Facility other than the place of posting of an employee or otherwise?

2. It is hereby clarified that under Rule 13 (b), an employee can avail Medical Facility at place of posting only. However his family/dependents can avail this facility at a station other than the place of posting of the employee from the Wapda Hospitals/Dispensaries. Financial adjustment will be in accordance with procedure laid down in office order No. AD(M)7680/27/MED/2784-3784 dated 10.07.1982.

**Sd/-  
(Muhammad Akhtar Choudhary)  
Director General**

No. DG(S&GA)/D(Rules)/07461/2/II/10757-12056

Dated 27.03.2008

**OFFICE MEMORANDUM**

**Subject:- MEDICAL FACILITY FOR PARENTS OF EMPLOYEES AND CHILDREN OF WIDOWS**

Authority in a Bipartite Meeting with CBA held on 28.01.2008 has decided to provide Full Medical Facility with effect from 11.02.2008 to:

- a. Spouse of deceased employee.
- b. In case of death of spouse, the children of deceased WAPDA employee as per provisions of WAPDA Medical Attendance Rules.

**Sd/-  
Director (Rules)  
(Muhammad Yousuf Aziz)**

No. DGMS/DMS/30308/4415-16

Dated 02.09.2009

Director Finance (Admn & Regulations),  
WAPDA, Wapda House,  
Lahore.

**Subject:- REIMBURSEMENT OF MEDICAL CLAIM – MST. MUSSARAT PARVEEN D/O LATE YAQOOB BHATTI, SDO (RETD)**

Ref. Your letter No. Admn./DF(A&R)/G-7/Vol-IV/699-700 dt. 10.08.09.

As per Rule-2 (b) of Wapda Medical Attendance Rules, the unmarried daughters of the employees are eligible for availing Medical Facility. In addition as per OM No. DG(S&GA)/D(R)/07461/2/II/10757-12056 dt. 27.03.08, in case of death of widow of employee, the children of deceased Wapda employee are also eligible for full Medical Facility. Mst. Mussarat Parveen D/O Late Yaqoob Bhatti, SDO (Retd) being unmarried daughter of deceased Wapda employee / widow is entitled for full medical facility; hence she is also eligible for reimbursement of medical claim.

Complete case is returned herewith.

**Sd/-  
Director Medical Services  
For DG (MS) WAPDA**

No. Admn/DF(A&R)/Medical Charges/466-67

Dated 22.07.2010.

The Additional Dir Gen (Admn),  
WAPDA Hospital Complex,  
210-Ferozpure Road, Lahore.

**Subject:- Clarification**

Ref: Your letter No. DG/Dir(A)30062/3577 dated 14.05.2010.

The points mentioned under Para 1 of letter No. GMP(NA)/Admn/E-9/1471 dated 22.03.2010 issued by the office of GM Project (Northern Area) has been examined in the light of relevant rules and regulations.

The clarifications of points are as under:-

- (a) In case an employee has already availed the re-imburement of the cost of medicines equal to one month pay in a financial year and transferred to Hattian where Wapda Medical set up exists, will not be allowed to avail additionally the reimbursement of the cost of medicines equal to half month pay in the same financial year.
- (b) Attention is drawn to para (A) of OM dated 01.06.1998 (copy enclosed).

**Sd/-**  
**(Pervez Ahmad )**  
**Dy. Director Finance (Reg.)**

OM No. DG (S&GA)/D(Rules)/07456/34/16706-18006 dt. 17.03.2004.  
OM No. DG (S&GA)/D(Rules)/07461/2/II/10757-12056 dt. 27.03.2008”

No. DG/AD(E.IA)7038/90/20273-20423

Dated: 08.09.2010

1. All General Managers WAPDA.
2. All CEs/DGs & Officers of equivalent status of WAPDA.

**Subject:- INCORPORATION OF HOSPITAL NAME IN THE APPOINTMENT LETTERS FOR MEDICAL CHECK UP**

1. Instances have come to the notice that new appointees on selection in WAPDA get their medical check up from various WAPDA Hospitals other than the Hospital available at the station where they have been selected and required to report for joining. Complete pathological lab tests required for new appointees are available only in big hospitals.
2. In order to ensure that new appointees are declared medically fit only after passing through required clinical tests, the competent authority has decided that in future the name of hospital should be specified in the appointee letter from where newly selected candidate is required to be examined for obtaining Medical Fitness Certificate.

**Sd/-  
Director General (HR & Admn)  
(Parvaiz Ahmad )**

PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY

Tel: 9202508 & 99202211/2309  
Fax: 99203532

Office of DG (HR&Admn),  
Rules Directorate,  
309-Wapda House, Lahore.

No. D/DD (Rules)/07456/34/702-831

Dated 20.01.2012

**OFFICE ORDER**

**Subject: CLARIFICATION ON REIMBURSEMENT OF MEDICINES COST FOR CHRONIC PATIENTS**

Authority in its meeting held on 26.12.2011 has accorded approval to rephrase/revise following Rules issued vide Office Memorandum No. GM (A)/AD (E.IA)/07012/26/31940-32590 dated 09.07.1998 for reimbursement of medicines:

Sr. #	Existing	Revised
a.	All chronic cases declared as such by WAPDA Medical Board shall be exempted from reimbursement restrictions.	Patients, suffering from Chronic disease will be exempted from reimbursement restrictions only for those medicines which cannot be supplied from WAPDA's own health unit or approved chemist on the recommendations of Medical Board duly approved by DG (MS).
b.	The word "Salary" appearing in the above Rules.	Replaced with the word 'Pay' in the above Rules.

**Director (Rules)  
(Khalid Hussain)**

cc to:

1. As per list 'B'.
2. Secretary WAPDA, w.r. to his letter No. S/AD(Coord)03003/MTG/9395/dated 16.01.2012.
3. SO to Chairman/Members WAPDA.
4. PA to DG (HR&A).
5. PA to MD (Admn).
6. DG (MS) WAPDA Hospital, 210-Ferozpur Road, Lahore.
7. Librarian, WAPDA Central Library.

**PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY**

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Fax: 99203532

Office of DG (HR&Admn),  
Rules Directorate,  
309-Wapda House, Lahore.

No. DD (Rules)/07456/34/XIV-IV/11333-63

Dated 13.07.2012.

**OFFICE MEMORANDUM**

**Subject:- AMENDMENT IN WAPDA EMPLOYEES MEDICAL ATTENDANCE RULES, 1979**

Ref: Minutes of Authority Meeting held on 01.06.2012 issued vide Secretary, WAPDA's letter No. S/AD (Coord)03003/MTG/1327-29 dated 26.06.2012.

1. Authority in its meeting held on 01.06.2012 has accorded approval to amend the following Rules on the recommendations of DG (MS) as under:-

<b>Existing</b>	<b>Revised/Amended</b>
<p><b><u>Rule 3(c) (3):</u></b></p> <p>Exemption for revision of option from Cash Medical Allowance to Medical Facilities will be allowed for those cases who, at a later stage, develop any disease which required prolonged treatment. Such patients will be subjected to scrutiny by the Medical Board to justify grant of exemption.</p>	<p><b><u>Rule 3(c) (3):</u></b></p> <p>Revision of option from Cash Medical Allowance to Medical Facilities will be allowed for those cases who at a later stage desire to do so (without involvement of medical board) will be required to approach their Drawing and Disbursing Officer for notification of change of option to free Medical Facilities and issuance of a certificate to the effect that the Cash Medical Allowance has been stopped. On production of such a certificate and notification the nearest WAPDA Hospital/Dispensary will register the employee and his/her entitled dependents for provision of free Medical Facilities. Such option, once exercised, will be final and permanent. No vice versa (i.e. change from free medical facilities to Cash Medical Allowance) will be admissible/allowed.</p>
<p><b><u>Rule 3(c) (4):</u></b></p> <p>a. In far-flung areas/Power Houses, where Dispensaries are stocked with medicines, treatment and medicines will be provided and employee will be permitted to opt for not to draw Cash Medical Allowance.</p> <p>b. If any employee is transferred from one station where the Medical facility is not available to another station where Medical</p>	<p><b><u>Rule 3(c) (4):</u></b></p> <p>If any employee is transferred from one station where the Medical Facility is available to another station where the medical facility is not available then he will be allowed to change his option from Medical Facility to Cash Medical Allowance within one month from the date of joining. If transferred to a station where Medical Facility is available he will be allowed to change his option as per Rule 3 (c) (3) of the</p>



<p>Facility is available then he will be allowed to change his option from Cash Medical Allowance to Medical Facility within one month from the date of joining. Similarly, if any employee is transferred from one station where the Medical Facility is available to another station where the Medical Facility is not available then he will be allowed to change his option from Medical Facility to Cash Medical Allowance within one month from the date of joining.</p>	<p>Pakistan Wapda Employees Medical Attendance Rules, 1979.</p> <p><u>Note 1 of Rule 3 (c) (4) is deleted</u></p>
<p><b><u>Rule 20 (5):</u></b></p> <p><u>Approval of Medical Board Proceedings</u></p> <p><u>The proceedings of all Medical Boards will be approved by the Director General Medical Services.</u></p>	<p><b><u>Rule 20 (5):</u></b></p> <p><u>Approval of Medical Board Proceeding:-</u></p> <p><u>The proceedings of all Medical Boards will be approved by the Director General Medical Services except the following cases where Medical Superintendent of the Regional Group will also be the approving authority.</u></p> <p>i) Categorization, re-categorization in category A, B. &amp; C, leave on medical grounds (Category DEE) upto 60 days.</p> <p>ii) Coronary Angiography.</p> <p>iii) Radiotherapy at Govt. Autonomous Hospitals/or at the rates of Govt. Autonomous Hospitals.</p>

2. Accordingly WAPDA Employees Medical Attendance Rules, 1979 stand amended to the above extent with immediate effect.

**Director (Rules)  
(Khalid Hussain)**

Distributions:

1. As per List 'A'.
2. Secretary, WAPDA w.r.t his letter referred to above.
3. DG (MS) WAPDA Hospital Lahore w.r.t his letter No. DG/DA/30294/2800-1 dated 08.05.2012
4. Secretary, WAPDA Welfare Fund, WAPDA alongwith a copy of Minutes of above Authority Meeting issued by Secretary WAPDA vide his letter quoted above to amend Rule (6) (a-iii) of Part-I and Rule 6 (b-iii) of Part-II of WAPDA Welfare Fund Rules and issue order as per Authority's decision.
5. PAs to Chairman, Members & MD (Admn).
6. Central Library, WAPDA House, Lahore.

PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY

Tel & Fax : 042-99202482  
042-99202211  
Ext. 2287

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

No. FO(B&F)/3-42/Vol-8/1681-1780

Date 04/07/2013

**OFFICE MEMORANDUM**

**Subject: GRANT OF CASH MEDICAL ALLOWANCE TO THE RETIRED EMPLOYEES LIVING IN FAR-FLUNG AREAS AFTER RETIREMENT.**

The Authority has been pleased to accord approval to allow Cash Medical Allowance at the following rates to those retired employees who are living in far flung areas and Districts after retirement where no Wapda Hospital, Fortified Dispensary or Basic Dispensary/health care facility exists:-

- (i) Pensioners who retired/will retire in BPS 1-15 @ 25% of net pension drawn.
- (ii) Pensioners who retired/will retire in BPS 16-21 @ 20% of net pension drawn.

The medical allowance in respect of the above mentioned pensioners will be admissible with immediate effect at the level of its admissibility as on 30-06-2012.

The payment of Cash Medical Allowance to such retired employees will be regulated on the basis of the offices, located in far flung areas, from where their pension is disbursed.

It will be subject to the exercising of option by the retired employees to draw Cash Medical Allowance in lieu of Medical Facility. Such option will be submitted to the incharge of pension payment office who will enter the amount of medical allowance on the PPO Book of the employee concerned.

The recipient retired employees will however, be eligible to avail Medical Facilities at Wapda Hospital/dispensaries as are admissible to serving employees drawing Cash Medical Allowance.

The above allowance will not be admissible to other retired employees.

**(Muhammad Farooq Memon)**  
**Addl DG Finance (Admn. & Reg.)**

CC:-

1. Managing Director (Admn) Wapda.
2. All General Managers, Wapda
3. All Chief Executive Officers DISCOs, GENCOs, & NTDC.
4. Secretary Wapda with reference to minutes of Authority meeting held on 07-06-2013 circulated vide his No. S/AD(Coord)/03003/MTG/1815-18 DATED 27.06.2013.
5. HR & A Director PEPCO
6. All Chief Engineers, Wapda
7. Director General, Wapda Audit
8. All Head of Division, Wapda
9. All Project Directors, Wapda
10. Director (Pension) Wapda for issuance necessary guidance to Pension Payment Officers

PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY

Tel : 99202508 & 99202211/2309  
Fax : 99203532

Office of DG (HR & Admn)  
Rules Directorate  
309 Wapda House,  
Lahore

No. D/DD/(Rules)/07456/34/XII/939-41

Dated 16-09-2013

Director General (MS)  
Wapda Hospital Complex  
210 Ferozpur Road,,  
Lahore.

**Subject:- MEDICAL FACILITY**

Ref : Your letter No. Hosp/SMB/30593/6/P/2389 dated 26-08-2013 and this office letter No. D/DD/(Rules)/07456/34/XII/751 dated 12-07-2013

Under Medical Attendance Rule 2 '(b)' Definition of Children is legitimate and step children. The word 'legitimate means children of a legitimate father. However, the word legitimate in its general sense also means the one who has got legal cover/sanctity which is also favourable to adopted child but the word adopted child is not expressly given in the said Rule.

2. In view of above position, it has been held after discussion with Finance Division that if an employee does not have any child and he judicially adopts a child the medical facility may be extended to the child. The above is recommended for Medical Facility only.

**Addl. DG (Rules)  
(Khalid Hussain)**

c.c.

1. Medical Officer/Incharge, Wapda Dispensary Steam Power Station Faisalabad w.r.t his letter S.P.S/Disp/116 dated 10-06-2013
2. Ehsanullah Mali, C/O Xen Civil Steam Power Station Faisalabad

**PAKISTAN  
WATER AND POWER DEVELOPMENT AUTHORITY**

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FAX : 99203532

Office of DG (HR & Admn)  
Rules Directorate,  
309-WAPDA HOUSE, Lahore

No. D/DD(Rules)/07456/34/XIV-IV/500-649

Dated 3<sup>rd</sup> Jan. 2014

**OFFICE MEMORANDUM**

**Subject: FULL MEDICAL FACILITIES FOR THE PARENTS OF EMPLOYEES**

*Ref: Minutes of Bipartite Meeting held on 17-12-2013 with CBA issued vide Director (L&W)'s letter No. LDW-09749/2441-43 dated 31-12-2013/.*

The Authority in its bipartite meeting with CBA held on 17-12-2013 has accorded approval to allow full medical facilities to the parents of employees.

2. Accordingly Rule 2 (b) of the Pakistan WAPDA Employees Medical Attendance Rules, 1979 shall stand amended as under with immediate effect:-

Existing	Amendment
<p>“Family” means employee’s wife/husband, unemployed legitimate and step children upto the age of 25 years and unmarried and unemployed daughters and parents residing with and dependent upon the employee. <b>Parents of WAPDA employees shall be allowed treatment <u>available only in WAPDA Hospital/Dispensary and not otherwise.</u></b> Only one wife is entitled to avail of these facilities.</p>	<p>“Family” means employee’s wife/husband, unemployed legitimate and step children upto the age 25 years and unmarried and unemployed daughters and parents residing with and dependent upon the employee. <b>Parents of WAPDA employees shall be allowed <u>full medical facilities at par with serving employees.</u></b> Only one wife is entitled to avail of these facilities.</p>

Note: Wherever the words treatment available only in WAPDA Hospital/Dispensary used, these will be substituted to the extent narrated above.

**Director (Rules)  
(Safdar Mehdi Rizvi)**

Distribution:

1. As per list ‘B’.
2. MD (PEPCO).
3. DG (MS), Wapda Teaching Hospital Complex, Lahore.
4. Director (L&W) w.r. to his minutes referred to above.