



Pakistan Water and Power Development Authority

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

E-Mail dfarwapda@gmail.com.

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

No.F.O.(B&F)/10-126/BPS-2017/3493-3592

Date.14/07/2017.

OFFICE MEMORANDUM

Subject:- **REVISION OF BASIC PAY SCALES AND ALLOWANCES OF WAPDA EMPLOYEES (2017).**

The Authority has been pleased to sanction revision of existing Pay Scales & Allowances w.e.f 1st July, 2017 for Wapda employees as per detail in succeeding paragraphs:-

Part-I (Pay)

2. Revision of Basic Pay Scales.

The Basic Pay Scales-2017 shall replace the Basic Pay Scales-2016 with effect from 01.07.2017 as contained in the Annexure-I to this Office Memorandum.

3. Fixation of Pay of the existing employees:

- i. The basic pay of an employee in service on 30.06.2017 shall be fixed in the Basic Pay Scales-2017 on point to point basis i.e. at the stage corresponding to that occupied by him/her above the minimum of Basic Pay Scales-2016.
- ii. In case of Personal Pay being drawn by an employee as part of his/her basic pay beyond the maximum of his/her pay scale on 30.06.2017, he/she shall continue to draw such pay in the Basic Pay Scales-2017 at the revised rates.

4. Fixation of pay on promotion:

In cases of promotion from a lower to higher posts/scale before introduction of these scales, the pay of the employees concerned in the revised pay scale may be fixed and so enhanced that it would not be less than the pay that would have been admissible to him if his promotion to the higher post/scale had taken place after the introduction of these scales.

5. Annual increment:

Annual increment shall continue to be admissible, subject to the existing conditions, on 1st December each year.

Contd/....P.2.

Part-II (Allowances)

6. **Ad-hoc Allowance-2010.**

The Ad-hoc Allowance-2010 @ 50% granted w.e.f. 01.07.2010 vide O.M. No. F.O(B&F)/10-126/Ind/Vol-17/52-102 dated 15.07.2010 shall cease to exist w.e.f 01.07.2017.

7. **Ad-hoc Relief Allowance-2016.**

- (i) The Ad-hoc Allowance-2016 @ 10% shall stand frozen at the level of its admissibility as on 30.06.2017.
- (ii) All the new entrants shall be allowed Ad-hoc Allowance-2016 @ 10% of the minimum of relevant Basic Pay Scales-2016 on notional basis with effect from 01.07.2017, till further orders, and shall stand frozen at the same level.

8. **Ad-hoc Relief Allowance-2017.**

- i). An Ad-hoc Relief Allowance-2017 @ 10% of the running basic pay of BPS-2017 shall be allowed to the Wapda employees including contingent paid staff and contract employees employed against sanctioned posts in Basic Pay Scales on standard terms and constitutions of contract appointment with effect from 01.07.2017 till further orders.
- ii). The Ad-hoc Relief Allowance will be subject to Income tax.
- iii). The Ad-hoc Relief Allowance will be admissible during leave and entire period of LPR except during extra ordinary leave.
- iv). The Ad-hoc Relief Allowance will not be treated as part of emoluments for the purpose of calculation of Pension/Gratuity and recovery of House Rent.
- v). The Ad-hoc Relief Allowance will not be admissible to the employees during the tenure of their posting/deputation abroad.
- vi). The Ad-hoc Relief Allowance will be admissible to the employees on their repatriation from posting/deputation abroad at the rate and amount which would have been admissible to them, had they not been posted abroad.
- vii). The Ad-hoc Relief Allowance will be admissible during the period of suspension.
- viii). The term "Basic Pay" will also include the amount of Personal Pay granted on account of annual increment(s) beyond the maximum of the existing pay scales.

9. **Special Pay and Allowances.**

All the Special Pays, Special Allowances or the Allowances admissible as percentage of pay (excluding those which are capped by fixing maximum limit) including House Rent Allowance and the Allowance/Special Allowance shall stand frozen at the level of its admissibility as on 30.06.2017. However, Special Hard Area Allowance for Gomal

Contd/...P.3.



Zam(Hydel) Power Station and Project Allowance will continue admissible as usual i.e. without upper ceiling.

10. **Orderly Allowance for BPS-20 to BPS-22.**

The rates of Orderly Allowance shall be revised as follows:-

Existing Rate	Revised Rate
Rs.12,000/-per month	Rs.14,000/-per month

(Note: Subject to furnishing a certificate that the officer is not using the services of any official employee at his residence.)

11. **Option:**

(i) The Wapda employees shall exercise an option in writing within 30 days commencing from the date of issue of this Office Memorandum and communicate it to the concerned Accounts Office/DDO, as the case may be, either to continue to draw salary in the Scheme of Basic Pay Scales-2016 or in the Scheme of Basic Pay Scales-2017 as specified in this Office Memorandum. Option once exercised shall be final.

(ii) The Wapda employees, who do not exercise and communicate their option as mentioned above within the specified time limit, shall be deemed to have opted for the Scheme of Basic Pay Scales-2017.

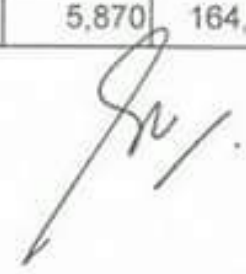
13. All the existing rules/orders on the subject shall be considered to have been modified to the extent indicated above. All the existing rules/orders, not so modified, shall continue to be in force under this scheme.


(Syed Sabir Hussain Gilani)
Addl.D.G Finance(Admn & Reg.)
14/07/2017

Distribution:-

1. Managing Director(Admn) Wapda.
2. All General Managers, Wapda.
3. Secretary Wapda w.r. to his Note bearing Dairy No. 229 dated 14.07.2017.
4. All Chief Engineers, Wapda.
5. All Project Directors, Wapda.
6. Addl. DG(Computer) Wapda, for uploading at Wapda Website.
7. Director(Pension) Wapda.
8. APS to Chairman, Members(Finance)/(Power)/(Water).

BASIC PAY SCALES OF WAPDA EMPLOYEES							
Basic Pay Scales-2016				STAGES	Basic Pay Scale-2017		
BPS	MIN	INCR	MAX		MIN	INCR	MAX
1	7,640	240	14,840	30	9,130	290	17,830
2	7,790	275	16,040	30	9,310	330	19,210
3	8,040	325	17,790	30	9,610	390	21,310
4	8,280	370	19,380	30	9,900	440	23,100
5	8,590	420	21,190	30	10,260	500	25,260
6	8,900	470	23,000	30	10,620	560	27,420
7	9,220	510	24,520	30	10,990	610	29,290
8	9,540	560	26,340	30	11,380	670	31,480
9	9,860	610	28,160	30	11,770	730	33,670
10	10,180	670	30,280	30	12,160	800	36,160
11	10,510	740	32,710	30	12,570	880	38,970
12	11,140	800	35,140	30	13,320	960	42,120
13	11,930	880	38,330	30	14,260	1,050	45,760
14	12,720	980	42,120	30	15,180	1,170	50,280
15	13,510	1,120	47,110	30	16,120	1,330	56,020
16	15,880	1,280	54,280	30	18,910	1,520	64,510
17	25,440	1,930	64,040	20	30,370	2,300	76,370
18	31,890	2,400	79,890	20	38,350	2,870	95,750
19	49,370	2,560	100,570	20	59,210	3,050	120,210
20	57,410	3,750	109,910	14	69,090	4,510	132,230
21	63,780	4,150	121,880	14	76,720	5,000	146,720
22	68,540	4,870	136,720	14	82,380	5,870	164,560





Pakistan Water and Power Development Authority

Tel & Fax. 042-99202482
042-99202211/
Ext. 2287
Email dfarwapda@gmail.com,

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

No. FO(B&F)/15-3/Part/Vol-09/3693-3792

Date:14/07/2017.

OFFICE MEMORANDUM

Subject:- REVISION OF RATES OF DAILY ALLOWANCE ON OFFICAL DUTY WITHIN COUNTRY.

Ref:- This Division's O.M. No.F.O(B&F)/15-3/Part/Vol-09/8838-8937 dated 11.09.2012.

The Authority has been pleased to accord approval to the revision in the rates of Daily Allowance w.e.f. 01.07.2017 as per detail given below:-

BPS	Existing (in Rs. Per Month)		Revised (in Rs. Per Month)	
	Ordinary Rates	Special Rates	Ordinary Rates	Special Rates
1-4	310	500	496	800
5-11	390	550	624	880
12-16	700	900	1120	1440
17-18	1250	1600	2000	2560
19-20	1550	2050	2480	3280
21	1750	2500	2800	4000
22	1750	3000	2800	4800

- Daily allowance will be admissible only for the actual night(s) at the outstation for which daily allowance is claimed. Where night stop is not involved and if absence from Headquarters exceeds four hours, half daily allowance will be allowed. The proposed rates shall not apply where 20 fixed DAs for operational duties are being paid with salary which will be admissible on existing rates.
- Wapda employees upto BPS-1 to BPS-19 may stay in Wapda Rest Houses, Government Guest Houses, Public Sector Corporations, Rest Houses and Motels/Hotels (minus Five Star Hotels). They can claim actual room rent charges on production of receipts subject to maximum of three DAs in specified stations and one and half DA at non-specified stations. Where no hotel accommodation receipt is produced, the rate of accommodation charges will be admissible equivalent to two DAs in specified stations and one DA at non-specified stations.
- Wapda officers in BPS-20 and above may stay in hotels and claim room rent charges on production of receipts, subject to a maximum of three DAs for specified stations and 1 ½ DAs on non-specified stations. Where no-hotel accommodation receipt is produced, the rate of accommodation charges will be admissible equivalent to two DAs in specified stations and one DA at non-specified stations. If however, the room rent charges are in excess of the maximum ceiling aforementioned, the Wapda will pay fifty percent(50%) of the additional amount.
- The earlier instructions issued by the WAPDA, if any, shall stand superseded and replaced by this OM to the above extent.

(Pervez Ahmad)
Dy. Director Finance(reg.)
For Addl. D.G. Finance(Admn. & Reg.)

Distribution:-

- Managing Director(Admn.), Wapda.
- All General Managers, Wapda.
- Secretary Wapda w.r. to his Note, Bearing D/No, 229 dated 14.07.2017.
- All Chief Engineers, Wapda.
- Director General Wapda Audit.
- Addl. DG(Computer) Wapda, for uploading at Wapda Website.
- APS to Chairman, Members(Finance)/(Power)/(Water).