

**PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY**



PENSION RULES 1977

WAPDA PENSION RULES

In exercise of the Powers conferred on it by Section 18 of the Pakistan Wapda Act 1958 (Pakistan Act No. XXXI of 1958), the Pakistan Wapda is pleased to promulgate the following Pension Rules, namely:

THE PAKISTAN WAPDA PENSION RULES OF 1977

CHAPTER-I

GENERAL

1. Short title, Commencement

- (i) These Rules may be called the Pakistan Wapda Pension Rules of 1977.
- (ii) These Rules shall have effect from 19-2-1977.

2. Extent of Application

These Rules shall apply to:

- (i) The regular employees of the Authority.
- (ii) The temporary Government servants of the Provincial Governments who had been transferred enbloc to Wapda alongwith temporary Organisations and Projects under the provisions of the Wapda Act, 1958 and have become Wapda employees from the date of their transfer by virtue of having exercised option to become Wapda employees under special permission granted by the Authority, and
- (iii) Any other class of employees as may be declared entitled to the grant of pension by the Authority by a general or special order.

3. Option

- (i) The Wapda employees mentioned in Clause (i) to (ii) of Rule 2 above will exercise the option whether they would be governed by these Rules in lieu of the benefits admissible under the existing Pakistan Wapda Grant of Gratuity Rules and Pakistan Wapda E.P. Fund Rules within a period of six months from the date of publication of these Rules. The option will be communicated in writing to the Head of the Division concerned, as well as the appointing authority in cases where the Head of the Division is not the appointing authority and the option once exercised shall be final. Such options shall be pasted in the Service Book/History of Service of the employee concerned.

Wapda employees who fail to exercise option within the stipulated period shall be deemed to have opted for the Pakistan Wapda Pension Rules, 1977 which shall be recorded in the Service Book/History of Service of the employee concerned.

- (ii) The Wapda employees who have retired/invalidated, died on or after 19th February, 1977 shall be deemed to have opted for these rules provided these rules were otherwise applicable to them.

Exceptions

These Rules shall not apply to:

- (i) Wapda employees recruited for a specific period.
- (ii) Wapda employees paid from Contingencies or borne on work-charged Establishment.
- (iii) Any Wapda employee who holds a post which has been declared by the Authority to be non-pensionable.
- (iv) Any person whose whole-time is not retained for the service of the Authority, but is merely paid for work done such as Wapda Counsel and Specialists of any kind engaged for a specific assignment.
- (v) Any person who is not paid from the "Authority's Fund", as defined in Section 22 of the Wapda Act 1958, but is paid from a fund held by the Authority as a Trustee or is remunerated from any other source.
- (vi) Any Wapda employee or class of Wapda employees who may be excluded by the Authority from the application of these Rules.

5. Definitions

Unless expressly specified otherwise in these Rules, the terms defined shall have the meanings hereby respectively assigned to them, that is to say:

- (i) Except when the term "Pension" is used in contradistinction to gratuity, pension includes gratuity.
- (ii) **Ordinary Pension:** Ordinary Pension means pension other than extraordinary pension.
- (iii) Full Pension means the amount of ordinary pension admissible under these Rules.

(iv) **Emoluments:** The term "emoluments" shall mean the emoluments which the Wapda employee was receiving immediately before his retirement and shall include:

- (a) Pay as defined in FR 9(21)(a)(i).
- (b) Senior Post Allowance.
- (c) Special Pay of all types and nature.
- (d) Personal Pay.
- (e) Technical Pay.
- (f) Dearness Allowance and Indexed Pay.
- (g) Increments accrued during Leave Preparatory to Retirement.
- (h) Any other emoluments which may be specially classed as pay.

Note: In the case of those Wapda employees who were posted abroad during the period of 3 years (or a portion thereof) preceding their retirement "Dearness Allowance/Indexed Pay" which they would have drawn in Pakistan but for their posting abroad, will be taken into account and included in the term "emoluments."

(v) **Average emoluments:** Average emoluments shall mean the average of the emoluments that a Wapda employee drew, or would have drawn had he not been on leave with leave salary or on joining time or under suspension which is not adjudged as a penalty during the last three years immediately before his retirement. If during the last three years of his service a Wapda employee has been absent from duty on leave without pay or has been under suspension as a form of penalty, the periods so passed should be disregarded in the calculation of the average emoluments and an equal period before the three years should be included.

Note: "average emoluments" shall be calculated for the purpose of pensionary benefits on the basis of the last 12 months of service w.e.f. ~~1-2-1979~~ and last pay drawn w.e.f. 1-7-1986 provided the post has been held on a regular basis.

(vi) **Family:** Family means:

- (i) Family for the purpose of payment of death-cum-retirement gratuity will include the following relatives of a Wapda employee:
 - (a) wife or wives, in the case of a male Wapda employee.
 - (b) husband in the case of a female Wapda employee.
 - (c) children of the Wapda employee.
 - (d) widow or widows and children of a deceased son of the Wapda employee.

Note: (i) A child means a legitimate child or an "adopted child" if under the personal law of the Wapda employee concerned, adoption is legally recognised as conferring the status of a natural child.

Note: (ii) If it is proved that the wife has been judicially separated from the Wapda employee or has ceased under the law to be entitled to maintenance, she will no longer be deemed to be a member of the family unless the Wapda employee has himself intimated in writing to the Accounts Officer concerned/Head of the office that she will continue to be so regarded.

Note: (iii) In the case of a female Wapda employee, if the wife intimates in writing to the Accounts Officer concerned/Head of the office that her husband should not be included as a member of the family, then he will no longer be considered a member of the family unless she subsequently cancels in writing her intimation excluding him.

- (ii) A Wapda employee shall, as soon as he/she completes five years' qualifying service, make a nomination, conferring on one or more persons the right to receive any gratuity which having become admissible to him/her has not been paid to him/her before death.
- (iii) If a Wapda employee nominates more than one person under sub-rule (ii) above, he/she shall specify in the nomination the amount or share payable to each nominee in such manner as to dispose of the whole amount of gratuity mentioned therein.
- (iv) A Wapda employee may provide in a nomination:
 - (a) in respect of any specified nominee, that in the event of his/her pre-deceasing the Wapda employee, the right conferred upon that nominee in sub-rule (ii) above shall pass to such other member or members of the Wapda employee's family as may be specified in the nomination.
 - (b) that the nomination shall become void in the event of the happening of a contingency specified therein.
- (v) Every nomination shall be in such one of the Forms M&N as may be appropriate in the circumstances of the case.
- (vi) A Wapda employee may at any time cancel a nomination by sending a notice in writing to the appropriate authority as defined in sub-rule (viii), provided that the Wapda employee shall, alongwith such notice, send a fresh nomination made in accordance with this paragraph.

(vii) Immediately on the death of a nominee in respect of whom no special provision has been made in the nomination under sub-rule (iv)(a) above or on the occurrence of any event by reason of which the nomination becomes void vide sub-rule (iv)(b) above, the Wapda employee shall send to the appropriate authority a notice in writing formally cancelling the nomination together with a fresh nomination made in accordance with this paragraph.

(viii) Every nomination made, and every notice of cancellation given, by a Wapda employee under this rule shall be sent by the Wapda employee to the GM/CE/Head of his/her Division or office. Immediately on receipt of a nomination, the Head of the office etc., shall countersign it indicating the date of receipt and keep it in his safe custody.

(ix) Every nomination made, and every notice of cancellation given, by a Wapda employee shall, to the extent that it is valid, take effect from the date on which it is received by the authority mentioned in sub-rule (viii) above.

(x) When the amount of gratuity has become payable to the family it shall be the duty of the Accounts Officer concerned to make payment to the family according to the following procedure:

(1) When the Wapda employee leaves a family:

(a) the amount of gratuity or any part thereof to which the nomination relates shall become payable to his/her nominee or nominees in the proportion specified in the nomination.

(b) If no nomination in favour of a member or members of a family subsists, or if a nomination relates only to a part of the amount of the gratuity, the whole amount of the gratuity, or the part thereof to which the nomination does not relate, shall become payable to the members of his/her family in equal shares:

Provided that if there is any member of the family other than those specified in the following clauses no share shall be payable to:-

(i) sons who have attained the age of 21 years;

(ii) sons of a deceased son who have attained the age of 21 years;

(iii) married daughters whose husbands are alive;

- (iv) married daughters of a deceased son whose husbands are alive:

Provided further that the widow or widows and the child or children of a deceased son shall receive between them in equal parts only the share which that son would have received if he had survived that Wapda employee and had been exempted from the operation of the first provision.

Note: "A question has been raised as to what procedure should be followed for making payment of pension or shares of gratuity admissible to minor children of a deceased Wapda employee or family pension when payable to a minor child. The Authority has been pleased to direct that when the beneficiary is a minor, and has no regularly appointed Manager or Guardian, the sanctioning authority may allow the payment of pension or shares of gratuity of minor children of a deceased Wapda employee to their mother. In case the mother is not alive or was judicially separated from the Wapda employee in his life time, the sanctioning authority may nominate any suitable person to be the guardian of such minor children for the purpose of receiving payment of pension and/or shares of gratuity on their behalf.

In a case when the deceased Wapda employee was a female, the sanctioning authority may, under the circumstances stated above, allow the payment of pension or shares of gratuity of minor children of the deceased, to their father."

(2) When the Wapda employee leaves no family, the amount of gratuity shall be payable to the following surviving relatives, if any, of the Wapda employee in equal shares:

- (a) brothers below the age of 21 years;
- (b) unmarried sisters below the age of 21 years and widowed sisters;
- (c) father; and
- (d) mother.

Note: Judicially separated or divorced mother who has re-married does not fall in this category.

(xi) No gratuity will be payable by Wapda after the death of a Wapda employee if he/she does not leave a family as defined in sub-rule (vi) (i) of this rule or an eligible dependent relative or relatives specified in rule (x) (2) above.

(vii) (i) "Family" for the purpose of payment of pension will be as defined in sub-rule (vi) (i) of this rule. It will also include the Wapda employee's relatives mentioned in sub-rule (vi) (x) (2) above.

(ii) (a) A pension sanctioned under this rule will be allowed to:-

(i) Widow of the deceased for her life, if the deceased is a male Wapda employee or to the husband, if the deceased is female Wapda employee. If the Wapda employee had more than one wife, and the number of his surviving widows and children does not exceed four, the pension shall be divided equally among the surviving widows for life and children. If the number of surviving widows and children together is more than four, the pension shall be divided in the following manner, viz each surviving widow shall get 1/4th of the pension and the balance, if any, shall be divided equally among the surviving children. For the purpose of this clause, the term "children" exclude sons above the age of 21 years, married daughters and daughters above the age of 21 years;

Note: The right of her husband for family pension shall continue in accordance with the old rules as existed prior to 1-7-1983.

(ii) Failing a widow or husband, as the case may be, to the eldest surviving son till he attains the age of 21 years;

(iii) failing (i) and (ii) to the eldest surviving unmarried daughter till she attains the age of 21 years or till her marriage whichever is earlier; if the eldest daughter marries or dies then the next eldest daughter till she attains the age of 21 years or until her marriage whichever is earlier.

(iv) failing (i) to (iii) to the eldest widowed daughter for 10 years or un-expired portion of 10 years;

(v) failing (i) to (iv) to the eldest widow of a deceased son of the Wapda employee for 10 years or un-expired portion of 10 years;

(vi) failing (i) to (v) to the eldest surviving son below 21 years of age of a deceased son of the Wapda employee for 10 years or un-expired portion of 10 years;

(vii) failing (i) to (vi) to the eldest un-married daughter below 21 years of age of a deceased son of the Wapda employee for 10 years or un-expired portion of 10 years;

- (viii) failing these, to the eldest widowed daughter of a deceased son of the Wapda employee for 10 years or un-expired portion of 10 years.

Note: As below sub rule (vi) (x) (1) of this Rule".

- (b) In the event of no family pension being payable under clause (a) the pension may be granted for a period of 10 years or un-expired portion of 10 years;
- (i) to the father;
 - (ii) failing the father, to the mother;
 - (iii) failing the father and the mother, to the eldest surviving brother below the age of 21;
 - (iv) failing (i) to (iii) to the eldest surviving unmarried sister below the age of 21 years; if the eldest sister marries or dies, then to the next eldest below the age of 21 year;
 - (v) failing (i) to (iv), to the eldest surviving widowed sister for 10 years or un-expired portion of 10 years.
- (iii) No pension will be payable under this rule:—
- (a) to a person mentioned in (b) above without production of a reasonable proof that such person was dependent on the deceased Wapda employee for support;
 - (b) to an unmarried female member of the Wapda employee's family in the event of her marriage;
 - (c) to a widowed female member of the Wapda employee's family in the event of her re-marriage;
 - (d) to the brother of the Wapda employee on his attaining the age of 21 years;
 - (e) to a person who is not a member of the Wapda employee's family.
- (iv) A pension awarded under this rule will not be payable to more than one member of the Wapda employee's family at the same time. except as provided for in clause (ii) (a) (i) of sub-rule (vii) above.
- (v) If a pension awarded under this rule ceases to be payable before the expiry of the period upto which it is admissible

on account of death or marriage of the recipient of other causes, it will be re-granted to the person next lower in the order mentioned in clause (ii) (a) of sub-rule (vii) above.

Note: A case had arisen in which the widow of the late Mr..... ..had remarried.....On the re-marriage of the widow, the family pension becomes payable.....to the only son of the deceased through his guardian. The question is from what date family pension should be allowed to minor son of the deceased. It has been decided in consultation with the Comptroller and Auditor General of Pakistan that as the family pension of the widow ceased to be payable from the date of her re-marriage, the next legal beneficiary should be allowed to draw the pension with effect from the date on which it ceased to be paid to the widow. This would be in line with the procedure followed on the defence side.

6. Creation of Pension Fund

A Pension Fund shall be instituted to which the accumulated balances of Authority's contribution towards Employees Provident Fund and gratuity as well as budget provision for 1977-78 on the same account shall be transferred alongwith the interest earned on these sums. Further contributions to the Fund will be made at the rates as may be determined by the Federal Government from time to time.

7. General conditions governing entitlement to pension

- (i) Future good conduct is an implied condition of every kind of pension. Wapda may withhold or withdraw a pension or any part of it, if the pensioner be convicted of a crime involving moral turpitude or be found to have been guilty of grave misconduct either during or after the completion of his service provided that before any order to this effect is issued the procedure as laid down in the Pakistan Wapda Employees (Efficiency and Discipline) Rules, 1978, regarding imposition of the penalty of removal from service shall be followed.
- (ii) Wapda reserves to itself the right of recovery from the pension of a Wapda pensioner on account of losses found in judicial or departmental proceedings to have been caused to the Authority by the negligence or fraud of such Wapda pensioner during his service, provided that such departmental proceedings shall not be instituted after more than a year from the date of retirement of the Wapda pensioner.
- (ii) (a) The Authority may, within one year from the date of issue of Pension Payment Order, recover any of

its dues from the pension granted to a Wapda employee subject to the condition that no recovery shall be made from the pension without the personal order of the appointing authority of the Wapda employee not below the status of a Grade-20 officer.

- (iii) In case the amount of pension granted to a Wapda employee be afterwards found to be in excess of that to which he is entitled under the rules, he shall be called upon to refund such excess.
- (iv) No pension may be granted to a Wapda employee dismissed or removed for misconduct, corruption, subversive activities or inefficiency or removed by order under Section 17(1A) of Wapda Act, but if he deserves special consideration, he may be granted a compassionate allowance not exceeding 2/3rd of the pension which would have been admissible to him if he had retired on invalid pension.

Notes:

1. All enquiries are to be initiated/finalised within one year of the retirement of Wapda employee failing which full pension/gratuity has to be sanctioned in favour of the retired Wapda employee.
2. If an officer, who has been suspended pending inquiry into his conduct, attains the age of superannuation or dies during service before the completion of the inquiry, the disciplinary proceedings against him shall abate and such officer shall retire with full pensionary benefits and the period of suspension shall be treated as period spent on duty.
 - (v) Any of these rules may for reasons to be recorded in writing be relaxed in individual cases by the Authority if it is satisfied that a strict application of the rules will cause hardship to the individual.
 - (vi) Except with the previous sanction of the competent authority, no pensioner shall, within the period of two years from the date of his retirement take part in any elections or engage in political activity of any kind. The contravention of this clause shall be deemed to be grave misconduct.
 - (vii) The competent authority to sanction pension/gratuity and other benefits under these rules, will be the appointing authority of the employees concerned. However, in cases where the appointing authority is the Authority itself, pension/gratuity will be sanctioned by the Member concerned.
 - (viii) In matters not specifically laid down in the Wapda

CHAPTER - II
SERVICE QUALIFYING FOR PENSION

1. Conditions of qualifications

The service of an employee will not qualify for pension unless it conforms to the following conditions:

- (i) The service must be under the Authority.
- (ii) The service must not be non-pensionable.
- (iii) The service must be paid by Wapda from Authority's Fund.

2. Beginning of service

Subject to any special rules/instructions to be issued by the Authority from time to time, the service of a Wapda employee begins to qualify for pension when he takes over charge of a post against which he is first appointed as a regular employee.

3. Temporary, Officiating and Workcharged Service

Temporary, officiating and workcharged service shall count for pension as indicated below:-

- (i) Temporary and officiating service subsequently declared regular shall count for pension or gratuity.
- (ii) One-half of the period of Apprenticeship qualifies for pension.
- (iii) The service of an employee on probation who is subsequently declared regular without interruption qualifies for pension.
- (iv) The continuous service rendered by contingency-paid staff prior to their being brought on to regular establishments may be counted in full for pension in respect of those employees who were in service on 19-2-1977.
- (v) The continuous service of a workcharged employee who is subsequently declared regular qualifies for pension. (Inserted w.e.f. 15-4-1986).

4. Training

The time spent by a Wapda employee in approved training shall count

as service qualifying for pension.

Note:

The period of training before actual appointment to Wapda service shall not count for pension.

5. Leave

All leave (other than extraordinary leave) counts as qualifying service for purposes of pension.

6. Deputation

Time spent by a Wapda employee working against a regular post, on deputation to:

- (i) Any Government or Autonomous or Semi-Autonomous Body in or out of Pakistan,
- (ii) Foreign service, or
- (iii) Service in a temporary or non-pensionable post in Government,

will count for pension including the joining time, as if it were a time spent under the Authority, provided pension contribution for the period involved is duly made by the Foreign employer or the employee, as the case may be.

When an officer is deputed out of Pakistan on duty, the whole period of his absence from Pakistan counts. When an officer on leave out of Pakistan is employed or is detained by the Authority after the termination of his duty, the period of such employment or detention will count for pension.

7. Suspension

If a Wapda employee is suspended from Wapda service pending enquiry into his conduct, the period of suspension will count for pension if the suspension is immediately followed by reinstatement regardless of the fact whether the Wapda employee was or was not allowed full pay and allowances for the period of suspension. In other words, the mere act of reinstatement should be deemed to have rendered the period of suspension as qualifying for pension.

8. Resignations and dismissals

- (i) Resignation of the Wapda service, or dismissal or removal from it for misconduct, insolvency, inefficiency not due to age, or failure to pass a prescribed examination entails forfeiture of past service.

- (ii) Resignation of an appointment to take up another appointment, service in which counts, is not a resignation of the Wapda service.

9. Interruptions

An interruption in the service of a Wapda employee entails forfeiture of his past service, except in the following cases:-

- (i) Authorised leave of absence.
- (ii) Unauthorised absence in continuation of authorised leave of absence so long as the office of the absentee is not filled on regular basis, if his office is filled on regular basis the past service of the absentee is forfeited.
- (iii) Suspension immediately followed by reinstatement, which need not be to the same office (or by compulsory retirement) or where the employee dies or is permitted to retire while under suspension.
- (iv) Abolition of office or loss of appointment owing to reduction of establishment.
- (v) Transfer to non-qualifying service in an establishment under Wapda control. The transfer must be made by competent authority; a Wapda employee who voluntarily resigns qualifying service cannot claim the benefit of this exception.
- (vi) Time occupied in transit from one appointment to another, provided that the Wapda employee is transferred under the orders of competent authority.

Note: The authority, who sanctions the pension, may commute retrospectively periods of absence without leave into leave without allowances.

10. Deficiencies

- (i) A deficiency of six months or less in the qualifying service of a Wapda employee shall be deemed to have been condoned automatically.
- (ii) A deficiency of more than six months but less than a year, may be condoned by the Authority, if both the conditions mentioned below were satisfied:-
 - (a) If the employee has died while in service, or has retired under circumstances beyond his control, such as on invalidation or the abolition of his post, and would have completed another year of service if he had not died or retired, and
 - (b) the service rendered by the Wapda employee was meritorious.
- (iii) A deficiency of one full year or more shall not be condoned.

CHAPTER - III

DIFFERENT KINDS OF ORDINARY PENSIONS AND CONDITIONS FOR THEIR GRANT

1. Classification of Pension

Pensions are divided into four classes:-

- (i) Compensation Pension;
- (ii) Invalid Pension;
- (iii) Superannuation Pension;
- (iv) Retiring Pension.

2. Compensation Pension

(a) If a Wapda employee is selected for discharge owing to the abolition of a regular post, he shall, unless he is appointed to another post the conditions of which are acceptable to him, have the option:-

- (i) of taking any compensation pension and/or gratuity to which he may be entitled for the service he has already rendered; or
- (ii) of accepting another post or transfer to another Division/Organisation of Wapda even on a lower pay, if offered, and continuing to count his previous service for pension.

(b) If a Wapda employee is retired from service under Section 17 (I-A) of Wapda Act, 1958, Compensation Pension/Gratuity may be allowed to him as would have been admissible to him under the rules applicable to his service or post on the date of such retirement if he had been discharged from service on account of the abolition of his regular post without alternative suitable employment being provided to him.

3. Invalid Pension

- (i) An invalid pension is awarded on his retirement from Wapda service, before reaching the age of superannuation, to a Wapda employee who by bodily or mental infirmity is permanently incapacitated for further service on production of a medical certificate prescribed in Sub-Rule (ii) below.
- (ii) A Wapda employee who wishes to retire on invalid pension, should apply to his General Manager/Chief Engineer or Head of Division who should direct him to present himself

before a Medical Board or an Invaliding Committee constituted by the Authority in this behalf for obtaining a medical certificate of incapacity for further service in the following form:

"Certified that We have carefully examined A.B., son of C.D., a.....in the..... His age is by his own statement years. We consider A.B. to be completely and permanently incapacitated for further service of any kind (or in the department to which he belongs) in consequence of (here state disease or cause). "His incapacity does not appear to us to have been caused by irregular or intemperate habits."

Note:

If the incapacity does not appear to be complete and permanent the certificate should be modified accordingly and the following addition should be made:

"We are of opinion that A.B. is fit for further service of a less laborious character than that which he has been doing (or may after resting for months, be fit for further service of a less laborious character than that which he has been doing).

Note 1.

A Wapda employee who has submitted a Medical Certificate of incapacity for further service from a Medical Board or Invaliding Committee should be invalidated from service on receipt of the medical certificate or from the date of expiry of leave if already on leave.

Note 2.

If the incapacity is directly due to irregular or intemperate habits, no pension can be granted. If it has not been directly caused by such habits but has been accelerated or aggravated by them, it will be for the authority by whom pension is granted to decide what reduction should be made on this account.

4. Superannuation Pension

A Superannuation pension is granted to a Wapda employee who retires or is retired from Wapda service, on or after attaining such age as may have been fixed as superannuation age by the Authority from time to time.

5. Retiring Pension

A retiring pension is granted to a Wapda employee who not being eligible for superannuation pension:-

- (i) opts to retire after 25 years qualifying service or
- (ii) is compulsorily retired from service by the Authority competent to remove him from service on grounds of inefficiency, misconduct, corruption or any other reason.

Note 1.

If a Wapda employee withdraws his application for premature retirement or modifies the date of retirement, before its acceptance by the competent authority, the application or the date of retirement, shall be deemed to have been withdrawn or modified, as the case may be.

Note 2.

The right of option given under clause (i) shall not however be available to Wapda employees against whom a departmental inquiry is pending.

6. Rate and Scale of Pension

- (i) Pension shall be calculated at the rate of 70 per cent of average emoluments on completion of 30 years qualifying service. Where qualifying service is less than 30 years but not less than 10 years, proportionate reduction in percentage shall be made. Any amount of pension in excess of Rs.* 1,000 shall be reduced by 50 per cent. Pension Table regulating all the four pensions, namely, Compensation Pension, Superannuation Pension, Invalid Pension and Retiring Pension is given below:-

PENSION TABLE

Completed years of qualifying service	Scale of Pension expressed as fractions of average emoluments
10	70/300
11	77/300
12	84/300
13	91/300
14	98/300
15	105/300
16	112/300
17	119/300
18	126/300
19	133/300
20	140/300
21	147/300
22	154/300
23	161/300
24	168/300
25	175/300
26	182/300
27	189/300
28	196/300
29	203/300
30 and above	210/300

Notes:

(1) Any amount in excess of Rs. 1,000 p.m. calculated in accordance with the scale shown in column (2) of this Table, shall be reduced by 50 percent.

(2) *The figure of Rs. 1,000 appearing in this Rule as well as Note (1) stand substituted by the figure of Rs. 2,000 w.e.f. 1-7-1980 and Rs. 2,500 w.e.f. 1-7-1983.

(3) (a) The reduction by 50 percent of the pension in excess of Rs. 2500 shall not be applied in the case of those Wapda employees, who will retire on or after 1-7-1985.

(b) The pension/family pension of those, who retired/died between the period 19-2-1977 to 30-6-1985 and in whose case the reduction of pension in excess of the cut off points of Rs. 600/ Rs. 1000, Rs. 2000 and Rs. 2500 existing at the time of their retirement/death was applied, shall also be that as calculated previously without applying any reduction subject to the condition that the amount of re-calculated pension governed by sub-rule (v) shall not exceed the maximum limit of pension mentioned in the old pension table appearing therein. In such cases gratuity and commutation will not be revised or re-calculated. The pensioner concerned or his family will only be allowed the benefit of enhanced pension w.e.f. 1-7-1985 without any arrears.

(ii) The term "average emoluments" shall mean the average emoluments as defined in Rule 5 (iv) of Chapter-I.

(iii) (a) The pension of a Wapda employee, who shall retire on or after 1-7-1986 shall be calculated at the existing rate on last pay/emoluments drawn provided the post has been held by him on regular basis. Otherwise pension shall be calculated on average emoluments as admissible before 1-7-1986.

(b) The existing employees shall have the option to have their pension calculated either on the basis of last pay/emoluments drawn or on 12 months average emoluments whichever is more beneficial to them. No option will, however, be available to persons entering service on or after 1-7-1986 and in their case pension shall be calculated at the prescribed rate on last pay/emoluments drawn.

(iv) A Wapda employee, who shall retire on or after 1-7-1986 shall be allowed benefit to the extent of 2% of his gross pension for each extra year of service put in by him beyond 30 years qualifying service subject to a maximum of 10% of his gross pension.

(v) If, for a pensioner with qualifying service of 30 years or more, the amount of a pension calculated under sub-rule (i) falls short of the amount of pension (inclusive of dearness increases, as sanctioned by the Federal Government, vide Annexures 'A' (No. F. 9 (4) Reg. (6)/72 dated 13-6-73), 'B' (No. D. 1057-R4/73-F. 11 (1)-RI/73 dated 15-8-73) 'C' (No. F. 9. (1) Reg. (6)/74 dated 10-6-74) 'D' (No. F. 9(1)-Reg. (6)/75 dated 9-4-75) and 'E' (No. F. 9(2) Reg. (6)/75-Pt. dated 8-4-74) if sanctioned according to the pension table given below, or exceeds it by less than Rs. 45, the amount shall be so increased as to make such difference upto Rs. 45. Where qualifying service is less than 30 years but not less than 10 years, proportionate reduction at the rate of Rs. 1/50 for each year short of 30 years shall be made while working out the amount of minimum increase mentioned above:-

Completed years of qualifying service	Scale of pension expressed as fractions of average emoluments	Maximum limit of pension per month
(1)	(2)	(3)
10	10/50	250
11	11/50	275
12	12/50	300
13	13/50	325
14	14/50	350
15	15/50	375
16	16/50	430
17	17/50	485
18	18/50	540
19	19/50	595
20	20/50	650
21	21/50	695
22	22/50	740
23	23/50	785
24	24/50	830
25	25/50	875
26	26/50	900
27	27/50	925
28	28/50	950
29	29/50	975
30 and above	30/50	1,000

Any amount in excess of Rs. 600 p.m. calculated in accordance with the scale shown in column (2) of the above table shall be reduced by 50 percent and the maximum limits shown in column (3) shall be applied thereafter.

CHAPTER - IV

GRATUITY AND FAMILY PENSION

1. Gratuity for service of less than 10 years
but not less than 5 years

If a regular Wapda employee retires or is selected for discharge for any reason, after completing qualifying service of 5 years but less than 10 years, he may be granted a gratuity not exceeding one month's emoluments for each completed year of qualifying service. If, however, retirement is due to invalidation or if a Wapda employee dies in service, the rate shall be 1½ month's emoluments for each completed year of service. If the emoluments of an employee have been reduced during the last 12 months or 36 months of his service, as the case may be, otherwise than as a penalty, average emoluments, may, at the discretion of the authority, which has the power to sanction gratuity, be substituted for emoluments.

2. Gratuity for Pensioners retiring after 10 years' service

(i) Subject to Sub-paras (ii) and (iii) below, a pensioner shall be allowed to draw full gross pension.

(ii) But if a pensioner so wishes, he may, at any time before the expiry of one month from the date of his retirement, ask for gratuity upto 25 per cent of his gross pension together with the remaining net amount of pension: the gratuity shall be paid at the following rates:

For rupee surrendered

- | | |
|--|---------|
| (a) For qualifying service of 10 years
or more but less than 15 years | Rs. 187 |
| (b) For qualifying service of 15 years
or more but less than 20 years | Rs. 173 |
| (c) For qualifying service of 20 years
or more | Rs. 160 |

The grant of gratuity upto 25 percent of gross pension has been abolished, altogether w.e.f. 1-7-1986.

(iii) But if a pensioner so wishes he may have 50% of the gross pension commuted, together with the remaining net amount of pension, at the revised rate given in the following table; this commutation shall not be subject to medical certificate if it is asked for within one year of the date of retirement:-

COMMUTATION TABLE

Age next birthday	Number of Years purchased	Age next birthday	Number of Years purchased
20	50.6304	50	22.8911
21	49.6676	51	22.0658
22	48.7066	52	21.2563
23	47.7467	53	20.4638
24	46.7884	54	19.6896
25	45.8314	55	18.9348
26	44.8758	56	18.2002
27	43.9215	57	17.4860
28	42.9688	58	16.7925
29	42.0179	59	16.1191
30	41.0089	60	15.4649
31	40.1218	61	14.8290
32	39.1767	62	14.2105
33	38.2336	63	13.6090
34	37.2929	64	13.0239
35	36.3551	65	12.4549
36	35.4203	66	11.9017
37	34.4885	67	11.3643
38	33.5603	68	10.8428
39	32.6361	69	10.3371
40	31.7160	70	9.8472
41	30.8007	71	9.3729
42	29.8907	72	8.9142
43	28.9800	73	8.4708
44	28.0891	74	8.0427
45	27.1990	75	7.6299
46	26.3172	76	7.2322
47	25.4444	77	6.8496
48	24.5816	78	6.4818
49	23.7301	79	6.1287
		80	5.7901

Note I.

The title to receive the commuted value becomes absolute, i.e. the title to receive the commuted portion of pension ceases and the title to receive the commuted value accrues, from the date of application by the retired Wapda employee.

(iv) A Wapda employee retiring on or after 1-7-1986 after attaining the age of 60 years shall be allowed commuted value of pension as applicable at the age of 60 years instead of at the age of 61 years if he applies for commutation while in service.

In all other cases the commuted value of pension shall continue to be admissible under the formula of "age next birthday" as heretofore.

- (v) (a) One-fourth commuted portion of pension shall be restored in the case of those, who retired before 1-7-1985 or shall be retiring in future on completion of the number of years for which commuted value was/is paid.
 - (b) In restoring the commuted portion of pension fraction of a year shown in the Commutation Table, which is less than six months will be ignored and that of six months and more will count as one year.
- (vi) In the case of premature retirement on medical grounds, the requirement of medical examination shall not be waived.

3. Family Pension

- (i) In the case of death of a Wapda employee while in service, gratuity in lieu of one-fourth of the gross pension will be allowed and it will be determined on the basis of "age next birthday" of the deceased employee in accordance with the revised Commutation Table. In addition, family pension shall be admissible at 50 percent of the gross pension.
- (ii) In the case of death after retirement, family pension shall be admissible at 50 percent of the pension (net or gross, as the case may be).

4. Pension/Gratuities for injury or death in course or consequence of duty

The classification of disabilities and the criteria for determining their attributability to service under the Wapda Pension Rules shall be applicable as given below:

CLASSIFICATION OF DISABILITY

Class 'A'

1. Loss of a hand and a foot or loss of use of two or more limbs.
2. Total loss of eye-sight.
3. Total loss of speech.
4. Total deafness both ears.
5. Paraplegia or hemiplegia.
6. Lunacy.
7. Very severe facial disfigurement.
8. Advanced cases of incurable disease.
9. Wounds, injuries or disease resulting in disability due to which a person becomes incapacitated.
10. Emasculation.

Note:

Wounds, injuries or disease of limb resulting damage of nerves, joints, or muscles making the whole of limb useless would mean loss of that limb. Cases in which a partial function is retained will not be included in this class. However, if the partial retention of function does not help in walking in case of leg or does not help in holding an object even with partial efficiency, it should be considered as total loss of function. Those cases will also be included in this class where the earning capacity of the Wapda employee has been totally impaired due to the invaliding disability.

Class 'B'

1. Loss of a thumb or at least three fingers of hand.
2. Partial loss of one or both feet at or beyond tarsetatarsal joint.
3. Loss of vision of one eye.
4. Loss of all toes of one or both feet.

Class 'C'

1. Limited restriction of movement of joint due to injuries.
2. Disease of a limb restricting performance of duties.

General Note:

When the wound, injury or illness causing the disability is not entered in the above schedule, the disability shall be assessed by the medical board at the classification most closely corresponding to those given above.

5. Disability Pension/Gratuity

The rate and scale of disability/death pension and gratuity shall be as follows:

Class of Injury	Pension	Gratuity	Children's Pension	
			Child without own mother	Child with own mother living
1	2	3	4	5
A.	20 percent of pay subject to a maximum of Rs. 600 and minimum of Rs. 100 P.M.	6 months pay	5 percent of pay, subject to a maximum of Rs. 100 and minimum of Rs. 50 per child	2½ percent of pay subject to a maximum of Rs. 50 and a minimum of Rs. 25 per child
(Note: After death it will devolve on the widow)				
B.	15 percent of pay subject to a maximum of Rs. 450 and minimum of Rs. 75 P.M.	NIL	4 percent of pay, subject to a maximum of Rs. 80/ and minimum of Rs. 40 per child	2 percent of pay subject to a maximum of Rs. 20 per child
C.	-do-	NIL	NIL	NIL

DEATH (SPECIAL FAMILY) PENSION/GRATUITY

20 percent of pay subject to a maximum of Rs. 600 and a minimum of Rs. 100 P.M.	6 months pay	5 percent of pay, subject to a maximum of Rs. 100 and minimum of Rs.50 per child	2½ percent of pay subject to a maximum of Rs. 50 and minimum of Rs. 25 per child
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Note:

The pensions/gratuities mentioned in this para will be in addition to the pensions and/or gratuities mentioned in Rule 6 of Chapter III and Rules 1 to 3 of Chapter IV.

PRINCIPLES AND PROCEDURE FOR DETERMINING ATTRIBUTABILITY TO SERVICE OF DISABILITY

6. Casualties due to wound or injury

- (a) It should be established in such cases that the cause of the casualty was the result of duty in service.

- (b) Where the injury resulted from the risk inherent in service, attributability will be completed.
- (c) An individual is on duty for 24 hours of the day except when on leave other than casual leave.
- (d) An individual will be deemed to be in the performance of duty when:
 - (i) he is physically present in his headquarters;
 - (ii) he is travelling on leave at Wapda expenses;
 - (iii) when travelling to or from duty (e.g. from residence to place of duty and back but not whilst he is in his residence);
 - (iv) Whilst travelling on duty i.e. where it is established that but for the duty he would not have been travelling at all.
- (e) Disability resulting from purely personal acts such as shaving or similar private pursuits would not normally be treated as attributable to service.
- (f) Disability resulting from violence provoked by performance of duty will be viewed as attributable to service unless the circumstances of the case warrant a different conclusion.
- (g) If circumstances are such that service played no part in the causation of disability, attributability will not be conceded.

Illustration:-

If a person driving a motor cycle etc., on duty collides with a truck, the injury received may be attributed to service but if he is out for a walk and sustains injury from a passing truck, his case will not qualify for the concession.

7. Casualties due to disease

- (a) The cause of disability resulting from a disease will be regarded as attributable to service only when it is directly due to risk which may be regarded as peculiar to the circumstances of duty in service. In determining attributability, in such cases due regard should be paid to the question whether service in a particular region, or of a particular type, involved exposure to exceptional risk of contraction of, or infection by, a disease as well as to the actual circumstances of the case.

- (b) **Attributability** will not be conceded if, though contracted during the period of actual performance of duty, the disease, is, in the opinion of the medical authorities concerned, due to risks which cannot be regarded as peculiar to such duty in service.
- (c) Where a disease or its aggravation resulted from the risk of duty, **attributability/aggravation** will be conceded.
- (d) All cases of tuberculosis and bronchial asthma will be accepted as attributable to or aggravated by service where the medical opinion is in favour of the acceptance.
- (e) **Attributability/aggravation** in all cases of Cardiac disease will be determined in accordance with the guidelines mentioned in rule 8.
- (f) Where medical or other supporting documents are incomplete, cases will be dealt with on merits with due regard to medical opinion and other evidence.

Guide-lines for determining attributability/aggravation in cases of Cardiac diseases

8. Guide-lines

- (i) There are many pre-disposing factors which may precipitate an attack of coronary occlusion. No single factor can be pin-pointed as being responsible for such an attack. It is, therefore, not easy to lay any hard and fast rule for awarding attributability/aggravation in such cases. For the guidance of medical and administrative authorities some of the factors which may precipitate the attack of heart disease are enumerated below:-
 - (a) **Physical Exertion:** Coronary occlusion is known to have precipitated during or immediately following physical exertion may not necessarily be of an unusual character i.e. lifting of a heavy truck/bundle, pushing a stalled vehicle or an up-hill climbing have in many instances been followed by an attack of Coronary occlusion. The effects of exertion are worse if the individual is unduly fatigued, has lack of sleep or is under emotional stress. **Attributability** will be conceded if a person under-going stress and strain, pressure and counter pressure by virtue of the nature of his duties, develops psychiatric problem.
 - (b) **Emotional Strain:** The occurrence of Coronary disease in persons who had been under an usually severe and

protracted emotional strain points to a probable relationship between the two. Separation from families, uncongenial atmosphere, frequent moves, all add to mental strain and psychological trauma.

- (ii) The question of attributability/aggravation of heart diseases on occurrence in otherwise a normal individual who is subjected to the above mentioned factors will, therefore, have to be considered and decided in the light of known history and merits of each case.
- (iii) While dealing with such cases due precaution will be exercised by all concerned to carefully bring out detailed merits of the case as award of attributability/aggravation depends on their candid opinion.

Note:

The grant of Disability Pension/Gratuity, as admissible under Rules 4 to 8, is to be regulated under Central Civil Services (Extraordinary Pension) Rules, as amended from time to time, with the following modifications:-

(1) **Medical Certification:**

A Medical Board, which would certify and classify the injury/death would be appointed by Director General Medical Services, Wapda.

(2) **Authority competent to sanction**

Member (Finance), Wapda, will accord sanction.

(3) **Audit Report:**

Director Insurance and Pensions, Wapda, will give an Audit Report.

(4) **Channel of submission of claims:**

Through Chief Engineer (Administration) Power, Chief Engineer (Admn) (Water) or Chief Engineer (S&GA), as the case may be, with specific recommendations of the Managing Directors concerned. Manager Finance (Coord) and Chief Auditor will submit claims of their staff with their recommendations direct to Member (Finance) for sanction.

APPLICATIONS FOR GRANT OF PENSIONS

1. All authorities dealing with applications for pensions under these rules should bear in mind that delay in the payment of pensions involves pecuniary hardship. It is essential to ensure, therefore, that Wapda employee begins to receive his pension on the date on which it becomes due.

2. The responsibility for initiation and completion of pension papers is that of the Head of Office/Division/Department as the case may be. The action should be initiated one year before a Wapda employee is due to retire, so that pension may be sanctioned a month before the date of his retirement. For this purpose every Wapda employee should be asked to submit his pension application in prescribed form 1 (PEN) one year in advance of the date of his retirement, provided that:

(i) in cases in which the date of retirement cannot be foreseen one year in advance, the Wapda employee may be asked to submit his pension application immediately after the date of his retirement is known; and

(ii) a Wapda employee proceeding on leave preparatory to retirement in excess of 6 months may be asked to submit his application at the time of proceeding on such leave.

3. The following certificate shall be recorded by the Wapda employee and attached to the pension application:

"I hereby declare that I have neither applied for nor received any pension or gratuity in respect of any portion of the service included in this application and in respect of which pension or gratuity is claimed herein, nor shall I submit an application hereafter without quoting a reference to this application and to the order which may be passed thereon".

4. In the case of employee who dies while in service, the application form 2 (PEN) shall be used.

5. The Head of Office/Division/Department concerned shall certify on page 5 of the pension application form whether the character, conduct, and past service of the Wapda employee concerned are such as to entitle him to the favourable consideration of the Authority. He shall also record there his own opinion whether the service claimed has been established and should be admitted or not.

6. All periods of leave, suspension, etc. which are not reckoned, as service qualifying for pension shall be carefully recorded on the form.

7. If the application is for an invalid pension, the requisite medical certificate shall be attached to the application.

8. After completing the application in the manner prescribed in the preceding rules, it shall be forwarded along with the necessary documents to the Accounts Officer concerned through the authority empowered to sanction the pension.

9. If the applicant for pension/gratuity is no longer in active service, a last pay certificate shall be attached to the application.

10. The authority competent to sanction the pension shall record on the application, after due consideration of the facts of the case, his provisional recommendation stating whether the pension claimed should be admitted or not.

11. The service of a Wapda employee in the second page of the application form shall be verified by the head of office concerned from official records, for example service book or roll, pay bill or acquittance rolls, etc.

12. If it be found impossible to verify the service otherwise, a written statement of the applicant shall be taken on plain paper, and such collateral evidence as may be procurable shall be collected, for instance, certificates given by an officer to a subordinate on his leaving the office, and the testimony of contemporary Wapda employees.

Note:

The power to admit service verified under this clause may be exercised by all authorities empowered to sanction pension.

13. The Head of Office/Division/Department concerned shall then arrange with the application all the documents relied upon for the verification of service claimed in such manner that they can be conveniently consulted, and forward them together with Wapda employee's service book or service roll as the case may be, and the statement in the fifth page of the pension application form duly completed up-to-date (and the last pay certificate, if necessary) through the authority empowered to sanction the pension to the Accounts Officer concerned.

14. On receipt of the pension papers, the Director Insurance and Pension shall apply the requisite checks. If in cases in which the authority competent to sanction the pension has recorded its provisional recommendation the Accounts Officer concerned finds that the claim is in order, he shall prepare the pension payment order forthwith in the prescribed form but shall not issue it more than fortnight in advance of the date on which the Wapda employee is due to retire, intimating the fact of issue to that authority. In other cases he shall certify as to the correctness of the calculations of service and pension, and return the pension papers to the authority competent to sanction the pension with a report on the claim for pension and the rules applicable to the case. He shall retain the last pay certificate.

15. A pension/gratuity which is certified by the Accounts Officer concerned shall be sanctioned by the authority competent to sanction the pension.

16. Orders sanctioning the pension may issue not more than one month in advance of the due date of retirement, and the Accounts Officer concerned may issue the pension payment order not more than a fortnight in advance thereof to the Bank etc. who is to pay the pension/gratuity.

17. Date of commencement of pension—Apart from special orders, an ordinary pension is payable from the date on which the pensioner ceases to be in Wapda service. A gratuity (other than anticipatory gratuity) shall be paid in a single sum.

Place of Payment—A pension/gratuity is payable in rupees at any Bank etc. in Pakistan.

CHAPTER - VI

COMMUTATION OF PENSIONS

1. On the application of any Wapda employee to whom Wapda Pension Rules apply, the sanctioning authority may, subject to the condition that the un-commuted residue of the pension shall not be less than Rs. 240/ per annum, sanction the commutation for a lump payment of a portion, not exceeding one-half, of any pension which has been or is about to be granted to him under Wapda Pension Rules; provided that, in calculating the amount of the un-commuted residue, there may be added to it the un-commuted portion of any other permanent pension or pensions payable to the applicant from Wapda funds.

2. Applications shall be addressed to the pension sanctioning authority.

3. (1) On receipt of an application for commutation after one year of retirement, the sanctioning authority shall instruct the applicant to appear for examination before the Medical Board within three months from the date of its order. This intimation shall constitute administrative sanction to commutation, but shall lapse if the medical examination does not take place within the period prescribed in the sanctioning orders. If the applicant does not appear for examination before the said Medical Board within the prescribed period, the sanctioning authority may, at his discretion, renew administrative sanction for a further period of three months, without obtaining a fresh application for commutation of pension. The applicant may withdraw his application by written notice despatched, at any time, before medical examination is due to take place, but this option shall expire on his appearance before a medical authority.

Provided that if the medical authority directs that his age for the purpose of commutation shall be assumed to be greater than his actual age, the applicant may withdraw his application by written notice despatched within two weeks from the date on which he receives intimation of the revised sum payable on commutation, or, if this sum is already stated in the sanctioning order, within two weeks from the date on which he receives intimation of the finding of the medical authority. If the applicant does not withdraw in writing his application within the period of two weeks prescribed above, he shall be assumed to have accepted the sum offered.

(2) Subject to the provisions contained in clause (3) below and to the withdrawal of an application under the proviso to clause (1) of this rule, the commutation shall become absolute, that is the title to receive the commuted portion of

(3) If the applicant makes any statement found to be false within his knowledge, or wilfully suppresses any material fact, in answer to any question, written or oral, put to him in connection with his medical examination, the sanctioning authority may cancel the sanction, at any time before payment is actually made; and such a statement or suppression may be treated as grave misconduct for the purpose of Rule 7 (i), Chapter-I, of these Rules.

4. The lump sum payable on commutation shall be calculated in accordance with a table or tables of present values prescribed by the Authority. For the purpose of this rule the age in the case of impaired lives shall be assumed to be such age, not being less than the actual age, as the certifying medical authority may direct. In the event of the table of present values applicable to an applicant having been modified between the date of administrative sanction to commutation and the date on which commutation is due to become absolute, payment shall be made in accordance with the modified table, but it shall be open to the applicant, if the modified table is less favourable to him than that previously in force, to withdraw his application by notice in writing, despatched within 14 days of the date on which he receives notice of the modification.

5. If the pensioner died on or after the day following that on which commutation became absolute but before receiving the commutation value, this value shall be paid to his heirs.

**REGULATIONS GOVERNING PROCEDURE FOR
THE COMMUTATION OF PENSIONS**

1. The application of commutation of pension should be made in Part-I of Form-A through the Head of Office/Department in which the applicant is or was employed, or if he is or was himself the Head of the Office, through the Head of the Division.

2. The application should be transmitted forthwith by the Head of the Office or the Division to the Accounts Officer who is reporting on the title to pension.

3. The Accounts Officer should complete Part-II of Form-A without delay and transmit it, together with copies of the medical reports mentioned in the concluding portion of Regulation 5(ii), if they are on record in his office, to the authority competent to sanction the commutation whether that authority is correctly named in Part-I or not.

4. The authority competent to sanction commutation should thereupon accord his administrative sanction in Part-III of Form-A.

Note:

The authority competent to sanction commutation may authorise a responsible subordinate officer to sign for him the administrative sanction in Part-III of Form-A.

5. The sanctioning authority should then:

- (i) transmit to the applicant on Form-B a certified copy of the Accounts Officer's certificate contained in Part-II of Form-A, and one copy of Form-C, Part-I of which is to be filled in by the applicant before his medical examination, and handed to the medical authority; and
- (ii) forward to the Director General Medical Services, Medical Superintendent, as the case may be, in original the completed Form-A together with an extra copy of Part-III of that Form; and, if the applicant has been granted an invalid pension, or has previously commuted any portion of his pension (or declined to accept commutation) on the basis of an addition of years to his actual age, or has been refused commutation on medical grounds, copies of the previous medical reports or statements of his case.

6. The Director General Medical Services, Medical Superintendent should arrange for the medical examination of the applicant by the medical authority prescribed in Regulation 7, at the nearest available station to that named by the applicant in Part-I of Form-A and as early as possible within the period prescribed and inform the applicant direct. The Forms and other documents should be transmitted to the examining medical authority.

7. (i) Before any commutation administratively sanctioned becomes absolute, the applicant must be examined by the proper medical authority hereinafter prescribed.

(ii) The medical authority shall be: (a) in the case of any applicant, who has been or is about to be granted an invalid pension, the Medical Board before which the applicant must appear in person.

(b) in the case of any other applicant, unless the total of the amount of pension to be commuted, together with the amount or amounts previously commuted, if any, is Rs. 25 or less, either:

(1) a medical board before which the applicant must appear in person, if such a board is appointed to meet at a station reasonably near to the applicant's residence within the period prescribed by the sanctioning authority, or

(2) failing such a board, a reviewing board which shall be either the Standing Medical Board of any Wapda Hospital or any other Medical Board constituted by the Director General Medical Services.

This authority shall review the medical report made on the applicant's health and expectation of life by the Medical Superintendent or the Medical Officer concerned at the time he applies for commutation and, after calling for any information that it thinks fit from the examining officers, shall pass final orders.

(c) in the case of an applicant not governed by clause (a), who applies for commutation of a sum such that the total of the amount of pension to be commuted, together with the amount or amounts previously commuted, if any, is Rs. 25 or less, the medical officer concerned.

(iii) The medical authority after obtaining from the applicant a statement in Part-I of Form-C (which must be signed in its presence) shall subject him to a strict examination, enter the results in Part-II of Form-C and record its opinion as to the accuracy with which the pensioner has answered the questions prescribed in Part-I regarding his medical history and habits. Lastly it shall complete the certificate contained in Part-III of Form-C.

(iv) In the case of an applicant who has been or is about to be granted an invalid pension, the grounds of invaliding

or the statement of the medical case shall be duly considered by the certifying medical authority before the certificate (Part-III of Form-C) is signed.

- (v) The ultimate medical authority prescribed in clause (ii) shall, without delay, forward the complete Forms-A and C in original to the Accounts Officer who gave the certificate contained in Part-II of Form-A, a certified copy of the completed Form-C to the sanctioning authority, and a certified copy of Part-III of Form-C to the applicant.

Note-1.

A pensioner, after he has once been refused commutation on medical grounds, or after he has once declined to accept commutation on the basis of an addition of years to his actual age, may apply for a second medical examination, at his own expense, if at least a year has elapsed since his first. Such a re-examination shall invariably be made by a Medical Board.

Note-2:

If in the opinion of the medical authority prescribed in clause (ii) some special examination is necessary which it is not in a position to carry out itself, it may require the applicant to undergo such examination at his own expense. No refund of such expenditure will be given by Wapda, irrespective of the result of the examination.

8. The Accounts Officer on receipt of the completed Forms A&C shall arrange forthwith for the payment of the appropriate commuted value and for the corresponding reduction of pension.

Note:

If the medical certificate prescribes that more than 5 years should be added to the applicant's actual age, the Accounts Officer shall forthwith inform the applicant of the revised sum payable on commutation.

NOMINATION FOR DEATH-CUM-RETIREMENT GRATUITY / PENSION/PAY AND ALLOWANCES

(WHEN THE EMPLOYEE HAS A FAMILY AND WISHES TO NOMINATE ONE MEMBER THEREOF).

I, hereby, nominate the person mentioned below, who is a member of my family, and confer on him the right to receive any gratuity and the pension that may be sanctioned by Wapda and arrears of my pay and allowances due to me, in the event of my death while in service and the right to receive gratuity, pension and pay and allowances on my death which having become admissible to me on retirement may remain unpaid at my death.

Table with 5 columns: Name and address of the nominee, Relationship with the employee, Age, Contingencies on the happening of which the nomination shall become invalid, Name and relationship of the person, if any, to whom the right conferred on the nominee shall pass in the event of the nominee predeceasing the employee.

Dated this.....day of.....19 at.....

Witnesses to signature

Signature of employee

1.....

2.....

To be filled in by the Head of Office in the case of subordinate employees

Nomination by.....Signature of Head Office.....

Designation.....Designation.....

Office.....Date.....

Caution: This nomination can be cancelled at any time by sending a notice in writing to the appropriate authority alongwith a fresh nomination.

FORM "N"

NOMINATION FOR DEATH-CUM-RETIREMENT GRATUITY/
PENSION/PAY AND ALLOWANCES

(WHEN THE EMPLOYEE HAS A FAMILY AND WISHES TO NOMINATE
MORE THAN ONE MEMBER THEREOF)

I, hereby, nominate the persons mentioned below who are members of my family and confer on them the right to receive to the extent specified below any gratuity and the pension that may be sanctioned by Wapda, and arrears of my pay and allowances due to me, in the event of my death while in service and the right to receive gratuity, pension and pay, and allowances on my death which having become admissible to me on retirement may remain unpaid at my death.

Name(s) & address(es) of the nominee(s).	Relationship with the employee.	Age	Amount of share of pension, gratuity and pay and allowances payable to each.	Contingencies on the happening of which the nomination shall become invalid.	Name, address and relationship of the person, if any to whom the right conferred on the nominee shall pass in the event of the nominee predeceasing the employee.
--	---------------------------------	-----	--	--	---

N.B. The employee should draw lines across the blank space below the last entry to prevent the insertion of any name after he has signed.

Dated this.....day of.....19 at.....

Witnesses to signature

1.....

Signature of employee

2.....

Note: *This column should be filled in so as to cover the whole amount of the pension, gratuity and pay and allowances.

(To be filled in by the Head of Office in the case of subordinate employees)

Nomination by..... Signature of Head of Office.....
Designation..... Designation.....
Office..... Date.....

Caution: This nomination can be cancelled at any time by sending a notice in writing to the appropriate authority alongwith a fresh nomination.

PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY

PENSION PAPERS

OF

Mr/Mrs/Miss _____

(See Rule 2 of Chapter-V of Wapda Pension Rules 1977)

FIRST PAGE

PART-I

(To be filled in and signed by the applicant himself)

To
The.....
.....
.....

Sir,

I have the honour to say that I have been permitted to retire/have retired/am due to retire from Wapda Service with effect from I, therefore, request that the Pension admissible under the rules may kindly be sanctioned to me.

2. I declare that I have neither applied for nor received any pension or gratuity for any portion of this service, nor shall I submit any application hereafter without quoting a reference to this application and to the orders which may be passed on it.

3. Should the amount of the pension and/or gratuity granted to me be afterwards found to be in excess of that to which I am entitled under the rules, I hereby undertake to refund any such excess.

4. I wish to draw my pension from.....at.....
..... (Place)

5. I wish to draw gratuity @ 25 percent of my gross pension.

6. I wish to draw commutation value of 25/50 percent of my gross pension.

7. The following documents, duly attested, are enclosed:

- (i) Three specimen signatures of mine.
- (ii) Three passport size photographs of mine.
- (iii) Two sets of my thumb and finger impression.

Your Obedient Servant

(Signature).....

(S/o).....

Post held on the date of retirement

.....

Postal address.....

.....

.....

.....

Dated.....

SECOND PAGE

PART-II

(To be completed by the Office/Department receiving the application for pension).

Section (1)

(To be completed after receiving the pension application)

- 1. Name of applicant
- 2. Father's name
- 3. Nationality
- 4. Postal address
- 5. Post held on the date of retirement
- 6. Date of birth of the applicant
- 7. Height
- 8. Marks of identification

- 9. Date of

}	Commencement of service
}	retirement
}	application for pension

10. Length of service, including interruptions, is..... Out of this, the length of non-qualifying service and interruption is.....

11. Date of commencement and ending of each spell of military service, if any.....

		Y	M	D
From	to	i.e.....		
From	to	i.e.....		
		Total.....		

12. Offices under which service has been rendered in chronological order:

			Y	M	D
Office of.....	From	to	i.e.....		
Office of.....	From	to	i.e.....		
Office of.....	From	to	i.e.....		
			Total.....		

- 13. Class of pension or gratuity applied for
- 14. (Average) emoluments
- 15. Proposed ordinary pension
- 16. Proposed gratuity
- 17. Place of payment
- 18. Date from which pension is to commence

Office
Signature of Head of
Department

THIRD PAGE

Section (2)-Calculation of qualifying service Y M D
 Total length of service, including interruptions
 Non-qualifying service.... From To Period

.....
 Y M D

- (i) Extraordinary leaves.
- (ii) Suspension not treated as duty or as leave.
- (iii) Periods of break in service.
- (iv) Service rendered before break, if break is not con-
 doned.
- (v) Service forfeited by resignation.
- (vi) Un-authorized absence.

.....
 Total

Net qualifying service.....

Add

From To Period

.....
 Y M D

- (i) Periods, if any, of Military Service or War Service
 allowed to count for pension
- (ii) Benefit of condonation of deficiency in service
- (iii) Any other addition to qualifying service.

.....
 Total

Total qualifying service

Section (3) - Calculation of Ordinary Pension statement of emoluments
 during the last 12 months.

Period	Duration in months and days		Monthly rate of emoluments		Amounts drawn	
From To	M	D	Rs.	Ps.	Rs.	Ps.

The total
 emoluments for

Months are

Therefore "average emoluments" work out to - Rs. - 1/12

= Rs.....

As the length of qualifying service is
years, the amount of gross ordinary
 pension will be

= Rs.....

Less 1/4th (if the applicant comes under the Pension-
 cum-Gratuity Scheme).....

=Rs.....

Amount of net ordinary Pension

=Rs.....

Section (4)—Calculation of Gratuity.....

Amount of ordinary pension surrendered
(see Section (3)) =Rs.....

Total amount
surrendered Rs.....

Length of qualifying service: Years.....

Rate of gratuity for every rupee surrendered Rs. 160

Lump sum gratuity admissible =Rs.....

Section (5) - Remarks by Head of Office/Division

(To be completed only after receiving the pension application)

- 1. Character and past conduct of the applicant.
- 2. Remarks regarding any gratuity or pension received by the applicant.
- 3. Specific remarks as to whether the service claimed is established and whether it should be admitted for pension or not.
- 4. Any other remarks.

Signature of the
Head of the Department/Office/
Division

Section (6) Order of the sanctioning authority

- 1. The undersigned is satisfied that the service of.....has been wholly satisfactory. The grant of full pension and/or gratuity which the Manager Finance concerned may find to be admissible under the rules is hereby sanctioned. Please cross out this paragraph with initials, if full pension is not granted.

OR

The undersigned is satisfied that the service of.....has not been wholly satisfactory and it has been decided that the full pension and/or gratuity found by the Manager Finance concerned to be admissible under the rules should be reduced by the specific amounts or percentages given below: Please cross out this paragraph with initials, if full pension is granted.

Amount or percentage of reduction in pension.....

Amount or percentage of reduction in gratuity.....

Sanction is hereby accorded to the grant of pension and/or gratuity as so reduced.

- 2. The payment of pension and/or gratuity may commence from.....
.....Before issuing the pension payment order, the Manager Finance concerned may kindly ascertain whether the Last Pay and No Demand Certificates have been received by him. In case "No Demand Certificate" has not been received, the Wapda employee as soon as he retires or his family in the event of his death before retirement, may be requested to give his/its consent in writing in any amount outstanding against him on the date of retirement/death being recovered from the pension and/or gratuity in lump sum or in monthly instalments as before retirement/death and recoveries made accordingly.

Signature.....
Designation.....

SIXTH PAGE

PART - III

For use in the office of
Manager Finance (Coordination), Wapda,
Manager Finance (W), Wapda,
Manager Finance (P), Wapda.

- (I) The calculations contained in the preceding pages have been checked.
- (II) Length of qualifying service accepted in Accounts Division.
- (III) Reasons for difference, if any, between this and the length of qualifying service worked out by the Department.
- (IV) Amount of Pension Rs.....
- (V) Reasons for discrepancy, if any, between this amount and that calculated by the Department.
- (VI) Length of effective service in the.....
NPS.....years
NPS.....years
NPS.....years
- (VII) Reasons for discrepancy, if any, between this amount and that calculated by the Department
- (VIII) Amount of lump sum gratuity. Rs.....
- (IX) Reasons for discrepancy, if any, between this amount and that calculated by the Department.
- (X) The pension will commence from.....
- (XI) Allocation of the pension and gratuity:

Pension Gratuity

- (i) Office of.....
- (ii) Office of.....
- (iii) Office of.....

.....
Total

- (XII) Anticipatory pension of Rs.....(Rupees.....)per month, granted with effect from.....vide P.P.O. No.....Dated.....to be adjusted in final P.P.O.
 - (XIII) Amount of original pension commuted Rs.....
- Deputy Manager Finance
.....
Senior B & A O

- 1. Checked with the L.P.C. and No Demand Certificate/written consent.
 - 2. P.P.O. issued.....vide No.....Dated.....
- Deputy Manager Finance
.....
Senior B & A O

SEVENTH PAGE

INSTRUCTIONS

1. The Head of the Division or Office responsible for initiating the case should start filling in Section(2) of Part-II of the working copy of the form one year before the expended date of retirement.
2. One year before the date of retirement, the pensioner should be asked to fill in and sign Part-I in a fresh copy of the form and submit it alongwith the required enclosures mentioned in the last paragraph of the application for pension.
3. Part-I of the working copy will then be filled in by copying from Part-I of the signed copy received back from the applicant. Similarly, sections (2) to (4) Part-II of the signed copy will be filled in by copying from Part-III of the working copy. Section (1) of Part-II of both the forms should then be filled in.
4. The signed copy should be forwarded to the sanctioning authority after filling in and signing section (5), while the workig copy will be retained in the initiating office as an office copy. If any extra enclosures, such as list of family members, Death Certificate, Invalid Certificate etc., are required by the special nature of a case, these should be attached with the form sent to the Accounts Office.
5. The sanctioning authority should fill in section (6) of the form and send it to the Accounts Office, alongwith forwarding letter.
6. The Accounts Officer after scrutinizing Parts-I and II and arriving at his own findings about the correct length of qualifying service and amounts of Pension and Gratuity admissible, copy the gist of his findings from his working papers into Part-III. The form will then be filed as a record of the Accounts Office.

FORM OF APPLICATION FOR FAMILY PENSION

Application for an extraordinary pension for the family of A.B. late.....killed, or died of injuries received in the execution of duty.

Submitted by.....

- (1) Name and residence, showing Village, Tehsil and District
- (2) Age
- (3) Height
- (4) Race, caste or tribe
- (5) Marks for identification
- (6) Present occupation and pecuniary circumstances
- (7) Degree of relationship of deceased
- (8) Name
- (9) Occupation and service
- (10) Length of service
- (11) Pay when killed
- (12) Nature of injury causing death
- (13) Amount of pension or gratuity proposed
- (14) Place of payment
- (15) Date from which pension is commenced
- (16) Remarks

Description of Claimants

Description of deceased

Name Date of birth by Christian era

Name and age of surviving kindred of deceased

- Sons
- Widows
- Daughters
- Father
- Mother

Note: If the deceased has left no son, widow, daughter, father or mother surviving him, the word "none" or "dead" should be entered opposite to such relative.

Place.....
Date.....

Signature of Head of Office/Department

Note: Entries 1,4,8, and 14 to be entered in Block Letters.

Form "A"
COMMUTATION OF PAKISTAN WAPDA PENSIONS
FORM OF APPLICATION
PART—I

I.....desire to commute Rs..... Ps.....
..... of my pension of Rs.....Ps.....a month*. I certify that
I have answered correctly each and all of the questions below:

Place..... Signature.....
Date..... Designation.....
Address.....

Questions

answers

1. What is the date of your birth?
2. How much of your pension do you wish to commute?
3. (a) Have you already commuted a portion of your pension? If so, give particulars.
(b) Has any application from you for commutation of pension ever been rejected, or have you ever accepted/declined to accept commutation of pension on basis of an addition of years to your actual age recommended by the medical authority? If so, give particulars.
4. From what Bank do you draw or propose to draw your pension and commutation money?
5. If you are already drawing your pension, quote the number of your Pension Payment Order.
6. Without prejudice to the discretion of the sanctioning authority, from what date approximately do you wish this commutation to have effect? (see Rule 3 of this Chapter).
7. At what station (near the area in which you are ordinarily resident) would you prefer your medical examination to take place?

Place.....
Date..... Signature.....

For use in cases governed by procedure Forwarded for report to.....
instruction 1 (1)

.....(here enter the designation and
.....address of
Account Officer)

Place..... Signature.....
Date.....

*The class of pension (superannuation, retiring, invalid, compensation) should be stated, and if the amount is not known, a suitable modification should be made in the form.

PART - II

Forwarded to.....
 (here enter the designation and address

 of the sanctioning authority).

2. Subject to the medical authority's recommending commutation, the lump sum payable will be as stated below:

Sum payable if the commutation becomes absolute before the applicant's next birthday, which falls on	On the basis of normal age, i.e., years			
		Do	Do	Plus
				Rs.
	1 year, i.e.....years			
	Do Do		Plus	
	2 years, i.e.....years			Rs.
	Do Do		Plus	
	3 years, i.e.....years			Rs.
	Do Do		Plus	
	4 years, i.e.....years			Rs.
	Do Do		Plus	
	5 years, i.e.....years			Rs.

Sum payable, if the commutation becomes absolute after the applicant's next birthday but before his next birthday but one	On the basis of normal age, i.e. years			
		Do	Do	Plus
				Rs.
	1 year, i.e.....years			Rs.
	Do Do		Plus	
	2 years, i.e.....years			Rs.
	Do Do		Plus	
	3 years, i.e.....years			Rs.
	Do Do		Plus	
	4 years, i.e.....years			Rs.
	Do Do		Plus	
	5 years, i.e.....years			Rs.

Station.....

Dated.....

Signature and designation
of Accounts Officer

PART - III

Administrative sanction of.....is accorded to the above commutation. A certified copy of paragraph 2 of Part-II of the form has been forwarded to the applicant in Form-B.

Place:.....
Dated:.....

Signature.....
Designation.....

Forwarded* to.....
(here enter the designation and

.....
address of DMS/M.S./M.O.)

.....in original on.....with the request that he
(date)

will arrange for the medical examination of the applicant by the proper medical authority as early as possible within three months from the.....

.....but not earlier than the.....and
(here enter the date) (here enter the date of retirement)

inform the applicant direct in sufficient time where and when he should appear for the examination.

(Signature and designation of the sanctioning authority)

*With one copy of Form-C and an extra copy of Part-III of that Form.

FORM-B

PART-I

Subject to the medical authority's recommending commutation and the conditions prescribed in Part-II of this Form, the lump sum payable will be as stated below:

Sum payable if the commutation becomes absolute before the applicant's next birthday which falls on.....

	On the basis of normal age, i.e.			
	years			Rs.
	Do	Do	plus	
	1 year, i.e.....	years		Rs.
	Do	Do	plus	
	2 years, i.e.....	years		Rs.
	Do	Do	plus	
	3 years, i.e.....	years		Rs.
	Do	Do	plus	
	4 years, i.e.....	years		Rs.
	Do	Do	plus	
	5 years, i.e.....	years		Rs.

Sum payable if the commutation becomes absolute after the applicant's next birthday but before his next birthday but one

	On the basis of normal age, i.e.,—years			
				Rs.
	Do	Do	plus	
	1 year, i.e.....	years		Rs.
	Do	Do	plus	
	2 years, i.e.....	years		Rs.
	Do	Do	plus	
	3 years, i.e.....	years		Rs.
	Do	Do	plus	
	4 years, i.e.....	years		Rs.
	Do	Do	plus	
	5 years, i.e.....	years		Rs.

Signed.....

Station.....

Signature and Designation of Accounts Officer

Dated.....

PART - II

The commutation for a lump payment of the pension of.....
.....is administratively sanctioned on the basis of the report of the
Accounts Officer contained in Part-I above. The table of present values,
on the basis of which the calculations in the Accounts Officer's report
have been made, is subject to alteration at any time without notice, and
consequently they are liable to revision before payment is made. The sum
payable will be the sum appropriate to the applicant's age on his birthday
next after the date on which the commutation becomes absolute or, if the
medical authority directs that year shall be added to that age, to the
consequent assumed age.

2. The.....
(here enter the designation and address of the DMS or MS)
.....has been requested to arrange for the
medical examination and inform Mr.direct where and
when he should appear for the examination. He should bring with him the
enclosed Form-C with the particulars required in Part-I completed except
for the signature.

Station.....
Dated.....

Signature.....
Designation.....

To.....
(the name and address of the applicant)
.....

MEDICAL EXAMINATION BY THE.....
(here enter the medical authority).
.....

PART - I

Statement by the applicant for commutation of a portion of his pension.

The applicant must complete this statement prior to his examination by the.....and must sign the declaration (here enter the medical authority) appended thereto in the presence of that authority.

A Form to be filled in by applicants governed by Rule 3 of this Chapter.

1. State your name in full (in Block Letters)
2. State place of birth.
3. State your age and date of birth.
4. Furnish the following particulars concerning your family:

Father's age, if living, and state of health	Father's age at death and cause of death	Number of brothers living, their ages and state of health	Number of brothers dead, their ages at and cause of death
--	--	---	---

Mother's age, if living and state of health	Mother's age, at death and cause of death	Number of sisters living, their ages and state of health	Number of sisters dead, their ages at and cause of death
---	---	--	--

5. Have any of your near relations suffered from tuberculosis (consumption, Scrofula) cancer, asthma, fits, epilepsy, insanity or any other nervous disease?
6. Have you ever been abroad? Where and for what period and how long since?

7. Have you ever served in the Navy, Army, Air Force, or in any Government Department?
8. Have you ever been examined -
 - (a) for Life Insurance, or/and
 - (b) by any Government medical officer or Medical Board, Civil or Military and Wapda? If so, state details and with what result?
9. Have you ever -
 - (a) had small-box, intermittent or any other fever, enlargement of suppuration of glands, spitting of blood, asthma, inflammation of lungs, pleurisy, heart disease, fainting attacks, rheumatism, appendicitis, epilepsy, insanity, or other nervous disease discharge from or other disease of the ear, syphilis, gonorrhoea, or
 - (b) had any other disease or injury which required confinement to bed or medical or surgical treatment, or
 - (c) undergone any surgical operation, or
 - (d) suffered from any illness, wound or injury sustained while in active service.
10. Have you repture?
11. Have you varicocele, varicose veins or piles?
12. Is your vision in each eye good?
13. Is your hearing in each ear good?
14. Have you any congenital or acquired malformation, defect or deformity?
15. When were you last vaccinated?
16. Is there any further matter concerning your health not covered by the above questions which should be communicated to the medical authority?

B Form to be filled in by applicants governed by Rule 4 of the Pakistan Wapda Pensions (Commutation) Rules.

1. Name in full (in Block Letters).
2. Date of birth.

3. Have you ever been granted leave on medical certificate? If so state periods of leave and nature of illness?
4. Has any application for insurance on your life ever been declined or accepted at an increased premium?
5. Have you ever been told that you had albumen or sugar in the urine?

Do you rise at night to urinate?

Are you now or have you ever been on special diet for your health?

Has there been any marked increase or decrease in your weight within the past three years? If so, how much?

6. Have you been under the treatment of any doctor within the last three months? If so, for what illness.

Declaration by applicant

(To be signed in presence of the medical authority)

I declare all the above answers to be, to the best of my belief, true and correct.

I will fully reveal to the medical authority all circumstances within my knowledge that concern my health and fitness.

I am fully aware that by wilfully making a false statement or concealing a relevant fact I shall incur the risk of losing the commutation I have applied for and of having my pension withheld or withdrawn under Pakistan Wapda Pension Rules, 1977.

Signed in presence of.....

Applicant's signature

Signature and designation of medical authority

.....

PART II

(To be filled in by the examining medical authority)

1. Apparent age
 2. Height
 3. Weight
 4. Girth of abdomen to level of umbilicus
 5. Pulse rate -
 - (a) Sitting
 - (b) Standing
- What is character of pulse?
6. What is condition of arteries?
 7. Blood pressure.
 - (a) Systolic
 - (b) Diastolic
 8. Is there any evidence of disease of the main organs -
 - (a) Heart
 - (b) Lungs
 - (c) Liver
 - (d) Spleen
 - (e)
 9. Does chemical examination of urine show (i) albumen, (ii) sugar?
State specific gravity.
 10. Has the applicant a rupture? If so, state the kind and if reducible.
 11. Describe any scars or identifying marks.
 12. Any additional information.

I/We have carefully examined A. B. and am/are of opinion that: -

Either he is/is not in good bodily health and has the prospect of an average duration of life is not a fit subject for commutation or (in the case of an impaired life which is yet considered a fit subject for commutation) "as.....is suffering from.....His age for the purpose of commutation, i.e., his age next birthday should be taken to be..... years more than his actual age".

Station.....

Dated.....

Countersigned (in cases where Regulation 7 (ii) (b) (2) applies).

(Signature and designation of examining medical authority)

Reviewing Medical Authority

PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY

Telephone: 69911/234
Telegrams: Wapda Lahore
No. F.O. B&F/37-9/Vol. VI/7980-8180

6th Floor, Room No. 627,
Wapda House, Lahore
Dated: 13-6-1978

OFFICE ORDER

SUBJECT: GRANT OF INVALID PENSION

Rule 3 (2), Chapter-III, of the Wapda Pension Rules, 1977 states that a Wapda employee who wishes to retire on invalid pension should apply to the General Manager/Chief Engineer or Head of Division who should direct him to present himself before a Medical Board or an Invaliding Committee constituted by the Authority in this behalf or a Medical Officer for obtaining a medical certificate of incapacity for further service in Wapda. Note 1 below the said rule lays down that a medical certificate from a Medical Board shall be required in case of Wapda employees in National Pay Scale No. 16 and above. A question has arisen whether in the case of Wapda Hospitals which are headed by Medical Superintendents or Medical Officers of any grade, the respective heads of Hospitals would also be nominated by the Authority for the purpose or in their case the Medical Superintendent/Medical Officer is competent to issue a Medical Certificate in respect of employees in RNPS 1 to 15.

2. It is hereby clarified that a Medical Board is a MUST for boarding out a person from Wapda service so as to become eligible for invalid pension under the Wapda Pension Rules. The Board should consist of three officers, one as President and two as Members. At stations where Wapda Hospitals are functioning, the heads of such Hospitals may constitute such Boards. At other places, proposals for constituting Medical Boards for declaring an employee to be unfit for further service should be made to the Director Medical Services, Wapda Hospital, Sunny View, Lahore, who will make necessary arrangement in this behalf.

(Mohammad Ashraf)
Finance Officer,
for Director Finance (R&I),
Wapda

- cc: (1) All General Managers, Wapda
(2) All Chief Engineers, Wapda
(3) All Heads of Divisions, Wapda
(4) All Project Directors, Wapda
(5) All REs, Wapda
(6) Director, Wapda Audit

PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY

Telephone: 69911/234
Telegrams: Wapda Lahore
No. F.O. B&F/37-9/Vol-VI/13090-13250

6th Floor, Room No. 627,
Wapda House, Lahore.
Dated: 9-7-1978

OFFICE ORDER

SUBJECT: GRANT OF INVALID PENSION

Reference Office Order No. F. O. B&F/37-9/Vol.-VI/7980-8180, dated 13-6-1978, on the above subject.

2. According to paragraph 2 of the Office Order under reference, a Medical Board consisting of three officers is to be constituted for declaring an employee as unfit for further service and eligible for Invalid Pension. At certain Stations where Wapda Hospitals are functioning the number of Medical Officers is less than three. A question has, therefore, arisen as to whether a Dental Surgeon or any other officer from the Executive side could be nominated to act as a member of such a Board.

3. It is hereby clarified that in such case proposal for constituting Medical Board should be made to the Director, Medical Services, Wapda Hospital, Sunny View, Lahore, who will make necessary arrangement in this behalf.

(Mohammad Ashraf)
Finance Officer,
for Director Finance (R&I),
Wapda.

cc:

1. All General Managers, Wapda
2. All Chief Engineers, Wapda
3. All Heads of Division, Wapda
4. Director, Wapda Audit, Lahore

PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY

Telephone: 69911/234
Telegrams: Wapda Lahore
No. F.O B & F/37-9/Vol-VII/8288-8493

6th Floor, Room No. 627,
Wapda House, Lahore
Dated: 16-9-1978

OFFICE ORDER

SUBJECT: SIMPLIFICATION OF PROCEDURES REGARDING PENSION

The Authority has decided that the orders contained in Government of Pakistan, Finance Division (Regulation Wing II), O.M. No. F.5 (1) Reg (6)/77, dated 24-2-1977, and O.M. No. F. 5 (1) Reg (6)/77, dated 22-5-1978 (Copies enclosed) should be applied, mutatis mutandis, to all Wapda employees who are entitled to the grant of Pension under the Wapda Pension Rules, 1977.

2. The existing Wapda Pension Rules, 1977, shall be deemed to have been modified to the extent indicated in the enclosed Office Memoranda.

DA/As above.

(Mohammad Ashraf)
Finance Officer,
for Director Finance (R&I),
Wapda.

cc:

1. All General Managers, Wapda
2. All Chief Engineers, Wapda
3. All Heads of Divisions, Wapda
4. All Project Directors, Wapda
5. All Resident Engineers, Wapda
6. Director, Wapda Audit, Lahore

(COPY)

Government of Pakistan
Finance Division
(Regulation Wing II)

No. F. 5 (1) Reg (6)/77

Islamabad, the 24th February, 1977

OFFICE MEMORANDUM

Subject: **Simplification of Procedures Regarding Pensions**

The undersigned is directed to say that Government attaches great importance to the timely sanction of pension so that the retired Government servant is not put to financial hardship. Instructions have accordingly been issued from time to time streamlining and simplifying procedures with a view to ensuring expeditious finalisation of pension cases. If those instructions are observed strictly by all concerned, there should hardly be any case in which sanction of pension is delayed. None the less, even now cases do occur in which pension is not sanctioned in time. The question of carrying out further improvement in the procedure for sanction of pension has accordingly again been considered and the following decisions have been taken:

- (a) Action regarding sanction of pension should be initiated by the head of the administrative department one year before the date of retirement and the papers complete in all respects should be sent to the Audit Office six months before the date of retirement without fail, as provided in this Division O.M. No. F.2 (3) Reg S/63-I, dated the 4th June, 1964.
- (b) One of the main causes of delay in the timely sanction of pension is the incomplete entries and lack of prescribed periodic checks of the service books. To meet this difficulty, orders were issued in this Division O.M. No. F. 4 (8) RSII/68, dated the 10th May, 1969. In order to ensure observance of the said instructions it has been decided that the administrative ministries should, where the work load so justifies, exclusively designate a whole-time officer for supervising the maintenance of service books. In any case the responsibility in this respect should be clearly defined and assigned. The entries in the service book should be clearly made, verified and attested by the officer so designated as already laid down in the Rules. Officer next above the designated officer or the head of an office where he is the designated officer by virtue of being the only officer in the office should record an annual certificate in the service book in token of the correctness of the entries

made therein. In partial modification of the orders issued vide this Division O.M. No. F. 4 (1) RSII/70, dated 24-3-1971, these service books should be got verified from the Audit Office after the 10th and 24 years of service of the official concerned. On the basis of these certificates the head of office should also record a consolidated certificate in respect of the entire service period in the following form:

Service.....from.....to.....Verified from...
.....There is no known disqualifying spell during the above service except as detailed below:

(The period and nature of spell(s) to be indicated).

1.
2.
3.

This certificate should be recorded before submission of the case to the Audit Office. The latter shall accept it as a final proof of verification of service.

- (c) As laid down in this Division O.M. No. F. 4 (7) RSII/69, dated the 4th June, 1969, the service book should be maintained in duplicate, copy being kept in the custody of the government servant. Entries in the duplicate service book shall as far as possible be made simultaneously with those in the original service book. However, only the original copy of service book would constitute the authority for the sanction of pension; the duplicate service book would serve as a means of contemporary evidence. In the case of transfer of government servant the original service book, duly completed to the date of transfer, should be sent to the new head of the department and a copy of entries relating to the office from which transfer takes place shall be maintained in that office; a certificate to this effect shall invariably be recorded in the covering letter under which the service book is transferred.
- (d) Under the existing orders contained in this Division O.M. No. F. 4 (1) RS/67, dated the 17th April, 1968, and F. 4 (1) RS/67, dated the 13th August, 1971, payment of pension is not to be held up for want of 'No Demand Certificate'. This is for strict compliance by all concerned. It is therefore not necessary to enclose the 'No Demand Certificate' with the pension papers when they are sent to the Audit Office. It has however, come to notice that some time production of 'No Demand Certificate' is insisted upon before sanction of pension. The Head of the Department should, while initiating action

of pension papers, simultaneously notify to the Estate Officer or other organizations which are likely to prefer a demand, to verify the position in respect of any demand outstanding against the official concerned within a period of three months and to keep a close supervision on the current demands. The administrative department should also send the requisite certificate to the Audit Office 15 days before the date of issue of prescribed PPO. The administrative department should, however, obtain an undertaking from the government servant concerned that the outstanding dues, if any, would be paid by him from his pension provided such demands were preferred within one year of date of retirement.

- (e) Every administrative Division/Department should review the position in respect of outstanding pension cases every six months and should furnish a statement of outstanding cases, including the cases of anticipatory pensions, together with the reasons for delay and the remarks of the Accountant General to the Cabinet Division for submission to the Prime Minister.
- (f) The pension payment order should as a rule be issued-
 1. in the case of normal retirement, one month before retirement; and
 2. in the case of premature, voluntary or compulsory retirement or death, within three months from the date of the event.
- (g) The administrative/accounts authorities should also take timely action for ensuring that the government servant has made proper nominations regarding beneficiaries in the event of his death.
- (h) If for any reason it is apprehended that the pension payment order cannot be issued within the prescribed time, a provisional order authorising payment of 80 per cent of the admissible pension should be issued by the competent authority without referring the case to the Audit Office within one month of the expiry of the prescribed time i.e., in the case of normal retirement the provisional orders must be issued within two months from the date of retirement and in the case of compulsory retirement or death within four months from the date of the event.
- (i) As in the existing rules, the period of extraordinary leave shall not be treated as qualifying service for pension but only as a bridge between the two periods of

qualifying service. Interruption in service due to other reasons may be condoned provided such interruption is not due to any fault or wilful act of the government servant, like unauthorised absence, resignation or removal from service. Interruption due to removal on account of reduction and retrenchment of the post shall however be deemed to have been condoned. The periods of such interruptions shall not, however, count as qualifying service for pension. The action in respect of break in service should be completed by the head of the administrative division or department before forwarding the papers to the Audit Office.

(j) All periods of suspension followed by retirement should qualify for pension regardless of the fact whether the government servant was or was not allowed full pay and allowances for the period of suspension. In other words, the mere act of reinstatement should be deemed to have rendered the period of suspension as qualifying for pension.

(k) **Commutation:** It should not be necessary to submit to medical examination if commutation is asked for within one year of the date of retirement. The pensioner should apply to the Accounts Officer who would authorise payment, and a copy of the letter of authority issued to the D.A.O./T.O./Branch of National Bank will be endorsed to the administrative authority concerned.

In the case of issue of provisional pension, the commutation may be provisionally paid on the basis thereof, but when the pension is finally sanctioned the final payment order shall be substituted for the provisional payment order for the purpose of commutation as also for all other purposes. In the case of premature retirement on medical grounds the requirement of medical examination shall not be waived. This decision shall take effect from 1-2-1977 notwithstanding the date given in para 3 below.

(l) **Undrawn pension arrears:** It has been decided that there should be no restriction for the drawal of the pension if it falls in arrears. The arrears may be paid by the disbursing officers without any reference to the Audit Office or the pension sanctioning authorities.

(m) **Gratuity:** The gratuity equal to 25 percent of gross pension is payable if the pensioner applies for the same before the expiry of one month from the date of his retirement. If such a request is not made while submitting the pension papers to the pension sanctioning authority

and, therefore, before the receipt of the pension case in the Accounts Office, the pensioner should apply direct to the Accounts Officer, within the prescribed time limit of one month from the date of his retirement, who would authorise payment without obtaining the orders of the pension sanctioning authority, but would inform him of the payment of gratuity so authorised.

2. All existing rules shall be deemed to have been modified to the extent indicated above.
3. These orders will take effect from 1st July, 1977.

Sd/
(Bashir Ahmed)
Deputy Secretary

To
All Ministries/Divisions, etc.

Government of Pakistan
Finance Division
Regulation Wing II

No. F.5 (1)-Reg. (6)/77

Islamabad, the 22nd May, 1978

OFFICE MEMORANDUM

Subject: SIMPLIFICATION OF PROCEDURE REGARDING PENSION

The undersigned is directed to say that the Government has taken a number of steps to simplify pension procedure and has from time to time issued instructions towards the verification of service for pensionary purpose with a view to ensuring expeditious finalisation of pension cases. It may be noted that the verification is now done thrice:

1. Once when a government servant completes 10 years of service;
2. next, when he completes 24 years of service (i.e. in respect of 14 intervening years since last verification); and
3. finally, in respect of the period after 24 years when he is actually due to retire.

2. In spite of a number of measures evolved by the Government, complaints for inordinate delay in the finalisation of pension cases at various stages either at the level of administrative Ministries/Divisions/Departments or the Audit Offices have been brought to the notice of this division in quite a large number. However, from the large number of complaints received it seems delays occur for paltry reasons or on account of deficiencies. In order to find out whether any difficulty in the implementation of the measures taken for simplification of pension procedure is being experienced a team of officers of the Establishment Division (Public Administration Research Centre) visited Karachi, Sukkur and Khairpur during February/March, 1978 who has reported as follows:

"It was pointed out by the Camp Office of the AGPR that the documents received from the Ministries/Divisions were still found to be incomplete in various respects. The service books generally had omissions on account of leave, increment, etc. Duplicate service books had rarely been maintained. This was stated to be owing to the reason that service books were not available in treasuries. It was also stated that objections raised by the Audit Office were not met with promptly, various

entries were not generally linked and certificates were not completed. Family pension cases were not prepared in time and in some cases the delay extended upto two years. It was observed that in cases containing complete details PPOs were generally issued within a period of one month or even smaller."

3. Ministries/Divisions/Departments are accordingly requested to ensure that service verification is done in accordance with the existing orders so that unnecessary delays do not occur in the finalisation of pension cases. Towards this end, Ministries/Divisions may issue instructions to their Attached Departments and subordinate offices to follow the prescribed procedure in all respects and obtain reports from them so that pension cases are processed expeditiously and hardship avoided to staff after retirement.

Sd/
(Ikram H. Ghauri)
Section Officer

To

All Ministries/Divisions etc.

No. CDN-1 (1)/77
Government of Pakistan
Ministry of Water and Power
Islamabad
Dated: the 24th July, 1978

Copies forwarded for information and necessary action to:

1. Section Officers in the Ministry.
2. Attached Departments, M/W&P.
3. Chairman Wapda, Wapda House, Lahore.
4. Managing Directors, concerned Corporations.

Sd/
(Ahmad Shah)
Section Officer
Tel: 25502

(No. F. 9 (4)-Reg. (6)/72)

**GOVERNMENT OF PAKISTAN
MINISTRY OF FINANCE, PLANNING AND DEVELOPMENT**

(FINANCE DIVISION)

NOTIFICATION

Islamabad, the 13th June, 1973

The Government of Pakistan after consideration of the recommendation made by the Pay and Services Commission (1962) in respect of relief to pensioners and the representations received from the pensioners in this behalf sanctioned with effect from 1-4-1964 adhoc increases in pension upto a maximum Rs. 75 p.m. to the pensioners who retired before the 1st December, 1962 and were in receipt of gross pension upto Rs. 500 p.m. The pension rates were subsequently revised with effect from 1-7-1966 liberalising the then existing rules to the following extent:

- (a) The maximum limit of pension was raised.
- (b) The formula for calculation of pension was revised from 1/60th of average emoluments for each completed year of service to 1/50th.

The pensioners who had retired before 1st July, 1966 including those who were in receipt of adhoc increases sanctioned in 1964 were also allowed to get their pension revised in accordance with the new liberalised rules, provided that if the existing pension plus the increase in pension admissible before that date was more than the pension as calculated under the new rules, the existing pension plus the increase thereon was allowed to continue to be paid.

2. Since then the pay-scales of non-gazetted posts have been revised. In view of this the Government of Pakistan have had under review the measure of relief allowed to the small-scale pensioners with effect from 1st July, 1966 and have come to the conclusion that some further relief is necessary. The President has accordingly been pleased to decide that the adhoc increases at the rates and to the extent indicated below shall be allowed to the existing civil pensioners of the Central Government, including civilians paid from Defence Services Estimates, irrespective of whether they had retired from service before or after the 1st December, 1962:

Amount of Pension	Adhoc increases
(a) Not exceeding Rs. 50	20%, subject to a minimum of Rs. 5
(b) Exceeding Rs. 50 but not exceeding Rs. 100	15%, subject to a minimum of Rs. 10

- (c) Exceeding Rs. 100 but 15%, subject to a maximum of Rs. 30
not exceeding Rs. 500 with marginal adjustments for
pensions upto Rs. 530.

3. The adhoc increases sanctioned above shall take effect from the 1st June, 1973, i.e. on pensions due for the month of June payable on the 1st July, 1973 and shall be subject to the following conditions:

- (i) The increases will be allowed on the gross pension, i.e. pension before commutation and/or surrender of 1/4th thereof sanctioned w.e.f. 1st July, 1966 or thereafter under the new liberalised pension rules.

If, however, any pensioner is in receipt of the increase in pension sanctioned in the Ministry of Finance O.M. No. O. B.2/18/63-Imp, dated 22nd April, 1964 separately, the amount of gross pension shall be taken as inclusive of the increase sanctioned therein;

- (ii) Commutation of any part of the increase will not be permitted;
- (iii) If a person is in receipt of more than one pension, the increase will be allowed on the total of the gross amount of all the pensions.

4. If the pension sanctioned by the Government of Pakistan which qualifies for the grant of adhoc increase sanctioned above is shared with any other Government in accordance with the rules laid down in Part IV of Appendix III to Account Code. Vol. I, amount of adhoc increase sanctioned above will be apportioned between the Government of Pakistan and the other Government(s) concerned on proportionate basis.

5. The adhoc increase sanctioned above will also be admissible on family pensions granted under the Pension-cum-Gratuity Scheme, 1954 and Extra-ordinary Pension Rules as well as on the Compassionate Allowance sanctioned under Article 353, CSR.

Sd/-

(Muhammad Nazir)

Deputy Secretary to the Government of Pakistan

No. 1057-R4/73-F. 11 (1)-RI/73
 Government of Pakistan
 Ministry of Finance, Planning and Development
 Finance Division
 (Regulations Wing)
 Islamabad, the 15th August, 1973

OFFICE MEMORANDUM

Subject: GRANT OF DEARNESS ALLOWANCE TO LOW PAID EMPLOYEES OF THE
 CENTRAL GOVERNMENT TO COMPENSATE FOR THE RISING COST OF LIVING

Having regard to the rise in prices of essential items of consumption, the President has been pleased to sanction, with effect from 1-8-1973, and until further orders, Dearness Allowance @ Rs. 35 p.m. to the civilian Government servants under the rule-making control of the Central Government, whether paid from Civil or the Defence Estimates, drawing pay upto Rs. 700 p.m., with marginal adjustments for those drawing pay between Rs. 700 p.m. and Rs. 735 p.m. subject to the following conditions:

- (i) For the purposes of these orders, 'pay' shall mean pay as defined in FR-9 (21) plus Overtime Allowance plus Fee plus gross Pension (i.e. pension before commutation) plus, where admissible, Interim/Adhoc Relief.
- (ii) Drawal of the Dearness Allowance during leave will be regulated by the orders as in force in this regard before 1-12-1962.

2. The President has further been pleased to decide that the Central Government pensioners whose gross pension (i.e. pension before commutation) was not more than Rs. 700 per month, will get an increase in pension equal to 15 percent of their gross pension subject to a maximum of Rs. 35/- p.m.

Sd/-

(Mohibullah)

Deputy Secretary to the Government of Pakistan

To
 All Ministries/Divisions etc.

No. F. 9. (1) Reg. (6)/74
 Government of Pakistan
 Finance Division
 (Regulations Wing)
 Islamabad, the 10th June, 1974

OFFICE MEMORANDUM

Subject: GRANT OF SPECIAL DEARNESS INCREASE IN PENSION TO THE CIVIL PENSIONERS OF THE FEDERAL GOVERNMENT

The Government of Pakistan has been pleased to sanction, with effect from the 8th June, 1974, and until further orders, a Special Dearness Increase in pension @ 15 percent of gross pension (i.e. pension before commutation and/or surrender of 1/4th thereof) subject to a maximum of Rs. 100 p.m., to all civil pensioners of the Federal Government, including those paid from the Defence Services Estimates. This Special Dearness Increase will be in addition to the Adhoc Increase and the Dearness Increase, where admissible, as sanctioned in this Division's Notification No. F. 9 (4)-Reg. (6)/72, dated the 13th June, 1973 and in para 2 of this Division's O.M. No. D. 1057-B.4/73. F.11 (1). RI/73, dated the 15th August, 1973, respectively. The term 'gross pension' will also include the increase in pension sanctioned in this Division's O.M. No. PB/2/18/63-Imp., dated the 22nd April, 1964 where being drawn. If a person is in receipt of more pensions than one, then the Special Dearness Increase will be calculated on the aggregate of all of his gross pensions.

2. The Special Dearness Increase will also be admissible on family pensions granted under the Pension-cum-Gratuity Scheme 1954 and/or the Extra-ordinary Pension Rules as well as on the Compassionate Allowance sanctioned under CSR 353.

3. If the gross pension sanctioned by the Government of Pakistan is shared with any other Government in accordance with the rules laid down in Part-IV of Appendix III to Account Code, Vol. I, the amount of the Special Dearness Increase will be apportioned between the Government of Pakistan and the other Government(s) concerned on proportionate basis.

4. Commutation of any part of the Special Dearness Increase will not be permissible.

5. In the case of re-employed pensioners, neither the Special Dearness Increase being sanctioned in the present O.M. nor the Adhoc Increase and the Dearness Increase referred to in para 1 above, would be admissible, for the period of their re-employment.

Sd/-
 (Bashir Ahmad)
 Deputy Secretary to the
 Government of Pakistan

To
 All Ministries/Divisions, etc.

Government of Pakistan
Finance Division
Regulation Wing

No. F.9(1)-Reg. (6)/75

Islamabad the 9th April, 1975

OFFICE MEMORANDUM

Subject: **GRANT OF ADDITIONAL DEARNESS INCREASE IN PENSION TO CIVIL PENSIONERS OF THE FEDERAL GOVERNMENT.**

The Government of Pakistan has been pleased to sanction with effect from the 7th April, 1975 and until further orders, Additional Dearness Increase in pension @ 10 percent of gross pension subject to a maximum of Rs. 25 p.m. to all civil pensioners of the Federal Government, including those paid from the Defence Services Estimates. The Additional Dearness Increase will be admissible subject to the same conditions as laid down in this Division's O.M. No. F. 9 (1)-Reg. (6)/74, dated the 10th June, 1974 (as amended from time to time) for the purpose of the admissibility of Special Dearness Increase.

Sd/-

(Bashir Ahmad)

Deputy Secretary to the
Government of Pakistan

To

All Ministries/Divisions. etc.

No. F. 9(2) Reg. (6)/75- Pt.
Government of Pakistan
Ministry of Finance, Planning and Development
(Finance Division)

Islamabad, the 8th April, 1974

OFFICE MEMORANDUM

Subject: **GRANT OF DEARNESS ALLOWANCE TO LOW-PAID EMPLOYEES OF THE CENTRAL GOVERNMENT TO COMPENSATE FOR THE RISING COST OF LIVING**

Reference this Division's O.M. No. D-1057-R4/73-F-11 (1)-RI/73, dated the 15th August, 1973 (as amended), on the above subject.

2. It has been decided that the dearness increase in pension sanctioned under paragraph 2 of the above-mentioned O.M. will be admissible also to those pensioners whose gross pensions range between Rs. 700 p.m. and Rs. 735 p.m., provided the gross pension plus the above dearness increase does not exceed Rs. 735 p.m.

3. These orders will take effect from the 1st April, 1974.

Sd/-
(Amin Ahmad Siddiqui)
Section Officer

To
All Ministries/Divisions etc.

PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY

Telephone: 69911/233
Telegrams: Wapda Lahore
No. F.O. (B&F)/37-9/Vol-IX/3363-3513

640-Wapda House,
Lahore.
Dated: 31-7-1979

OFFICE ORDER

Subject: **PAKISTAN WAPDA PENSION RULES, 1977**

Reference Office Memorandum No. F.O. (BF&C)/37-9/Vol-IV/8849-9049,
dated 4-10-1977.

2. The Authority has clarified that the competent authority to sanction pension/gratuity and other benefits, under the Pakistan Wapda Pension Rules, 1977, will be the appointing authority of the employees concerned. However, in cases where the appointing authority is the Authority itself, pension/gratuity will be sanctioned by the Member concerned.

Sd/-
(Muhammad Ashraf)
Finance Officer
for Director Finance (R&I),
Wapda

cc:

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Superintending Engineers, Wapda.
4. All Resident Engineers, Wapda.
5. All Project Directors, Wapda.
6. All Heads of Divisions, Wapda.
7. Director, Wapda Audit.

PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY

Telephone: 69911/233
Telegrams: Wapda Lahore
No. F.O. (B&F)/37-9/Vol-XII/12909-13059

640-Wapda House,
Lahore.
Dated: 10-8-1980

OFFICE ORDER

Subject: THE PAKISTAN WAPDA PENSION RULES, 1977

Reference Secretary, Wapda's O.M. No. F.O. (BF&C)/37-9/Vol-IV/8849-9049, dated 4-10-1977, on the above subject.

2. The Authority has decided that, w.e.f. 1-7-1980, the amount of pension in excess of Rs. 2,000 (instead of Rs. 1,000), shall be reduced by 50 percent. Therefore, the figure of Rs. 1,000 appearing in Rule 6, Chapter-III of the Pakistan Wapda Pension Rules, 1977, and in the Note below the Pension Table under the aforementioned Rule shall be substituted by the figure of Rs. 2,000.

3. It has also been decided that where the enhancement of the cut off point to Rs. 2,000 as mentioned in para 2 above results in no increase or an increase of less than Rs. 40 in the pension, it shall be so determined that a minimum benefit of Rs. 40 is ensured.

Sd/-
(Muhammad Ashraf)
Finance Officer
for Director Finance (R&I),
Wapda

cc:

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. Director, Wapda Audit.

PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY

(R&I DIVISION)

Telephone: 69911/233
Telegrams: Wapda Lahore
No. F.O. B&F/37-9/Vol. XII/14132-14282

6th Floor, Room No. 627,
Wapda House, Lahore.
Dated: 4-9-1980

OFFICE ORDER

Subject: GRANT OF SPECIAL ADHOC INCREASE IN PENSION TO WAPDA EMPLOYEES

The Authority has decided that the orders contained in Government of Pakistan, Finance Divisions's Office Memorandum No. F./6(3)-Reg. (6)/79, dated 28-6-1980, (Copy enclosed) may be followed, mutatis mutandis, in Wapda.

Sd/-

(Muhammad Ashraf)

Finance Officer

for Director Finance (R&I),
Wapda

cc: . . .

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Resident Engineers, Wapda.
6. Director, Wapda Audit.

No. F.6(3)-Reg. (6)/79
Government of Pakistan
Finance Division

Islamabad, the 28th June, 1980

OFFICE MEMORANDUM

Subject: GRANT OF SPECIAL ADHOC INCREASE IN PENSION TO CIVIL PENSIONERS OF THE FEDERAL GOVERNMENT

The undersigned is directed to state that the question of grant of relief to all existing pensioners was under consideration of the Government for some time past. The President has been pleased to sanction with effect from 1st July, 1980 a special adhoc increase as under to all existing civil pensioners of the Federal Government, including those paid from the Defence Services Estimates:

NPS

Rs. p.m.

1-10	40
11-16	70
17-18	100
19-20	150
21-22	200

2. The above categorisation in respect of those civil servants who retired before the introduction of the National Pay Scheme shall be determined in accordance with Schedules to the Ministry of Finance Office Memoranda No. 1(2)-NG. Imp/71, dated the 8th March, 1972 and No. F.1 (36) Gaz. Imp. 1/73, dated the 18th August, 1973 (copies of Schedules attached).

3. If a person is in receipt of more pensions than one, the special adhoc increase will be admissible on only one pension.

4. The special adhoc increase will also be admissible on family pension granted under the Pension-cum-Gratuity Scheme, 1954/Liberalised Pensions Rules, 1977 and/or the Extra-ordinary Pension Rules, as well as on the Compassionate Allowance sanctioned under CSR 353.

5. If the pension sanctioned by the Government of Pakistan is shared with any other Government in accordance with the rules laid down in Part-IV of Appendix III to Account Code, Vol. I, the amount of the special adhoc increase will be apportioned between the Government of Pakistan and the other Government(s) concerned on proportionate basis.

6. Commutation of any part of special adhoc increase will not be admissible.

7. In the case of re-employed pensioners, the special adhoc increase sanctioned in this Office Memorandum shall not be admissible to them during the period of their re-employment.

Sd/-

(Malik M. Zahoor Anwar)
Deputy Secretary

To

All Ministries/Divisions etc.

No. CDN-1 (1)/77
Government of Pakistan
Ministry of Water and Power

Islamabad
Dated: 10th July, 1980

Copy forwarded for information and necessary action to:

1. All the Heads of Attached Departments, M/W&P.
2. Chairman, Wapda, Wapda House, Lahore.
3. All the Managing Directors, Corporations, M/W&P.
4. All Officers in the Ministry.

Sd/-
(Fazal-i-Qadir)
Section Officer

SCHEDULE TO THE MINISTRY OF FINANCE OFFICE
MEMORANDUM No. 1(2)-NG-Imp/71, dated the 8th March, 1972
NATIONAL SCALES OF APY

National Pay Scale No.	National Scales of Pay Rs.	Posts to which applicable	
1.	100-2-116-EB-3-140		Post the maximum of the Revised Pres- cribed Scale of which does not exceed Rs. 100
2.	110-3-152-EB-4-160	-do-	exceeds Rs. 100 but does not exceed Rs. 120
3.	120-3-150-EB-5-180	-do-	exceeds Rs. 120 but does not exceed Rs. 140
4.	130-4-170-EB-5-200	-do-	exceeds Rs. 140 but does not exceed Rs. 160
5.	150-6-EB-8-220- EB-10-280	-do-	exceeds Rs. 160 but does not exceed Rs. 240
6.	165-8-205-EB-10-255- EB-10-315	-d-	exceeds Rs. 240 but does not exceed Rs. 275
7.	180-10-230-EB-10-280- EB-15-370	-do-	exceeds Rs. 275 but does not exceeds Rs. 330
8.	200-12-260-EB-15-335- EB-15-425	-do-	exceeds Rs. 330 but does not exceed Rs. 375
9.	225-15-300-EB-16-380- EB-20-480	-do-	exceeds Rs. 375 but does not exceeds Rs. 430
10.	250-18-340-EB-20-440- EB-20-540	-do-	exceeds Rs. 430 but does not exceed Rs. 490

11. 275-20-375-EB-20-475- EB-25-600	-do-	exceeds Rs. 490 but does not exceed Rs. 550
12. 300-20-410-EB-25-525 EB-25-600	-do-	exceeds Rs. 550 but does not exceed Rs. 600
13. 325-25-450-EB-25-575- EB-25-700	-do-	exceeds Rs. 600 but does not exceed Rs. 650
14. 350-25-475-EB-25- 600-EB-30-750	-do-	exceeds Rs. 650 but does not exceed Rs. 700
15. 375-25-500-EB-30- 650-EB-35-825	-do-	exceeds Rs. 700

Note (i) - In cases in which, with the Revised Prescribed Scale a special pay stood permanently attached to a post and the incumbent of the post was ordinarily not transferable to another post not carrying such special pay except on promotion or demotion, the maximum referred to in column 3 above will be arrived at by adding that special pay to the maximum of the Revised Prescribed Scale in question.

Note (ii) - In the case of posts carrying in the Revised Prescribed Scale, an Ordinary Grade as well as a Selection Grade, the National Scale of Pay will be determined with reference to the maximum of the Ordinary Grade only. However, if any existing Government Servant was in a Selection Grade on the 29th February, 1972, the National Scale of Pay may be determined with reference to the maximum of that Selection Grade.

Note (iii) - In cases in which the Revised Prescribed Scale of the post is a fixed rate of pay, that fixed rate of pay will be deemed to be the maximum of the Revised Prescribed Scale for purposes of Column 3 above.

SCHEDULE TO THE MINISTRY OF FINANCE

OFFICE MEMORANDUM

No. F. 1 (36)-Gez. Imp. 1/73, Dated the 18th August, 1973

NATIONAL SCALES OF PAY FOR GAZETTED EMPLOYEES

National Scale No.	National Scale of Pay	Posts to which applicable	Prescribed length of Class I Service
		Posts the maximum of the new scale of which	
16.	400-35-750/50-1000	does not exceeds Rs. 925	Nil
17.	500-50-1000/50-1250 (Junior Class-I)	exceeds Rs. 925 but does not exceed Rs. 1150.	Nil
18.	1000-75-1750 (Senior Class-I)	exceeds Rs. 1150 but does not exceed Rs. 1699	Nil
19.	1800-80-2200	exceeds Rs. 1699 but does not exceed Rs. 2150	13 years
20.	2300-100-2600	exceeds Rs. 2150 but does not exceed Rs. 2600	15 years
21.	2750 (fixed)	exceeds Rs. 2600 but does not exceed Rs. 2750	20 years
22.	3000 (fixed)	exceeds Rs. 2750	22 years

Notes:

- (i) In the above Schedule, the term 'New Scale' means the Pay Scales for gazetted officers enforced with effect from the 1st December, 1962, under Ministry of Finance O.M. No. Py. Gaz. 1 (7) Imp/63, dated the 22nd April, 1964 at seq.
- (ii) In cases in which, with the Pre-National Scales, a technical pay stood attached to a post or was allowed to a Service the maximum referred to in Column 3 above will be arrived at by adding that technical pay to the maximum of the New Scale in question.

- (iii) In the case of posts which carried in the New Scales an ordinary grade as well as a Selection Grade, the relevant National Scale of Pay will be determined with reference to the maximum of the ordinary grade. However, if any existing Government Servant was in a Selection Grade on the 11th August 1973, the National Scale of Pay will be determined with reference to the maximum of that Selection Grade.
- (iv) In cases in which the New Scale of the post is a fixed rate of pay, that fixed rate of pay will be deemed to be the maximum of the New Scale for the purpose of Column 3 above.

PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY

Telephone: 69911/233
Telegrams: Wapda Lahore

640-Wapda House,
Lahore.

No. F.O. (B&F)/37-9/Vol-XII/15682-15832

Dated: 28-9-1980

OFFICE ORDER

Subject: GRANT OF SPECIAL ADHOC INCREASE IN PENSION TO WAPDA EMPLOYEES

Reference Office Order No. F.O. (B&F)/37-9/Vol-XII/14132-14282, dated 4-9-1980 on the above subject.

2. The Authority has decided that the orders contained in Government of Pakistan, Finance Division's Office Memorandum No. F.6(3)-Reg. (6)/79 dated 23-7-1980 (copy enclosed), may be followed, mutatis mutandis, in Wapda.

Sd/-
(Muhammad Ashraf)
Finance Officer
for Director Finance (R&I)
Wapda

cc:

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Resident Engineers, Wapda.
6. Director, Wapda Audit.

Islamabad, the 23rd July, 1980

OFFICE MEMORANDUM

Subject: FURTHER LIBERALISATION OF LIBERALISED PENSION RULES FOR CIVIL SERVANTS

The undersigned is directed to refer to this Division O.M. of even number dated the 28th June, 1980, on the above subject and to say that the orders issued by this Division regarding special adhoc increase admissible to civil pensioners existing on or before 30th June, 1980 have created certain anomalies vis-a-vis pensions accruing after 30th June, 1980. In order to remove the anomalies the President has been pleased to decide that if employees in grade 11-16 and 17-18 get an increase of less than Rs. 70 p.m. and Rs. 100 p.m., respectively, by the enhancement of the cut-off point to Rs. 2,000, the increase shall be so determined that a minimum benefit of Rs. 70 p.m. or Rs. 100 p.m., as the case may be, is ensured.

2. If the increase allowed under this Division's O.M. dated the 28th June, 1980, on the above subject read with the present O.M. result in an increase of less than the special adhoc increase, viz,

NPS	Rs. p.m.
1-10	40
11-16	70
17-18	100
19-20	150
21-22	200

in Family Pension, Extra-ordinary Family Pension, Disability Pension and Compassionate Allowance accruing on or after 1-7-1980, they shall be so determined that a minimum benefit equal to the special adhoc increase mentioned above is ensured.

Sd/-
(Malik M. Zahoor Anwar)
Deputy Secretary

To

All Ministries/Divisions etc.

No. CDN-3(5)/77 (VI)
Government of Pakistan
Ministry of Water and Power
Islamabad
Dated: 5th August, 1980

Copy forwarded for information and necessary action to:

1. All the Heads of Attached Departments, M/W&P
2. Chairman, Wapda, Wapda House, Lahore.
3. All the Managing Directors, Corporations.
4. All Officers in the Ministry.

Sd/-
(Fazal-i-Qadir)
Section Officer,
Tele: 29195

R&I DIVISION

Telephone: 69911/578
Telegrams: Wapda Lahore
No. F.O. (B&F)/37-9/Vol. XIII/1758-1908

B-29, Wapda House,
Lahore
Dated 23-2-1981

OFFICE ORDER

Subject: THE PAKISTAN WAPDA PENSION RULES, 1977

Reference Rules 4-8 of Chapter-IV of the Pakistan Wapda Pension Rules, 1977.

2. In order to regulate the grant of Disability Pension/Gratuity, as admissible under the above-mentioned Rules, the Authority has decided that Central Civil Service (Extra-Ordinary Pension) Rules, as amended from time to time, may be adopted, mutatis mutandis, in Wapda with the following modifications:-

1. Medical

Certification:

A Medical Board, which would certify and classify the injury/death, would be appointed by Director Medical Services, Wapda.

2. Authority Competent

to Sanction:

Member (Finance), Wapda, will accord sanction.

3. Audit Report:

Director Insurance and Pension, Wapda, will give an Audit Report.

4. Channel of submission of claims:

Through Chief Engineer (Administration) Power, Chief Engineer (Admn.) (Water) or Chief Engineer (S&GA), as the case may be, with specific recommendations of the Managing Directors concerned. Manager Finance (Coord) and Chief Auditor will submit claims of their staff with their recommendations direct to Member (Finance) for sanction.

(Muhammad Siddiq)
Director Finance (R&I),
Wapda.

cc:

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Resident Engineers, Wapda.
5. All Project Directors, Wapda.
6. Director, Wapda, Audit.

CENTRAL CIVIL SERVICES (EXTRAORDINARY PENSION) RULES

1. These rules may be called the Central Civil Services (Extraordinary Pension) Rules.

2. These rules shall apply to all persons paid from civil estimates, other than those to whom the Workmen's Compensation Act, 1923 (VIII of 1923), applies; whether their appointment is permanent or temporary, on time-scale of pay or fixed pay or piece-work rates who are under the rule-making control of the President of Pakistan, and who entered or enter service under the Central Government on or after the 1st April 1937, or who having entered such service before the 1st April 1937, did not hold a lien or a suspended lien on a permanent post on that date.

3. For the purposes of these rules unless there is anything repugnant in the subject or context.

1. **"accident"** means—

(i) a sudden and unavoidable mishap, or

(ii) a mishap due to an act of devotion to duty in an emergency arising otherwise than by violence out of and in the course of service;

2. **"date of injury"** means—

(i) in the case of accident or violence, the actual date on which the injury is suffered or such date not being later than the date of the report of the medical board, as the President may fix; and

(ii) in the case of disease, the date on which the Medical Board reports or such earlier date as may be fixed by the President with due regard to the opinion of the Medical Board;

3. **"disease"** means—

(i) venereal disease or septicaemia where such disease or septicaemia is contracted by a medical officer as a result of attendance in the course of his official duty on an infected patient or of conducting a **post-mortem** examination in the course of that duty, or

(ii) disease solely and directly attributable to an accident, or

(iii) an epidemic disease contracted by an officer in

consequence of his being ordered on duty to an area in which such disease is prevalent, or in consequence of his attending voluntarily, out of humanitarian motives, upon any patient suffering from any such disease in any area where he happens to be in the performance of his duties.

4. **"injury"** means bodily injury resulting from violence accident or disease assessed by a medical board as being not less than severe.

Note: Examples of injuries of certain categories are given in Schedule I.

5. **"Pay"** means the pay as defined in rule 9(21) of the Fundamental Rules, which a person was drawing on the date of his death or injury; Provided that in the case of a person remunerated by piece-work rates, pay means the average earnings of the last six months ending with the date of his death or injury.
6. **"risk of office"** means any risk, not being a special risk, of accident or disease to which a Government servant is exposed in the course of and as a consequence of his duties, but nothing shall be deemed to be a risk of office which is a risk common to human existence in modern conditions in Pakistan unless such risk is definitely enhanced in kind or degree by the nature, conditions, obligations or incidents of Government service.

Government decision—"If an officer who is suffering from a disease which is certified by the competent medical authority as requiring complete rest, is not granted leave because of the exigencies of service and thereby suffers damage to his health which eventually contributes to or causes his death, it shall, if the medical authority certifies that the damage was suffered in the course and as a consequence of his duties, be regarded as having been established that the risk of office in the case of the deceased officer was definitely enhanced by the nature, conditions, obligations or incidents of Government service".

(M.F.O. M. No. D. 794-R.1/65, dated 29-4-1965)

7. **"Special risk"** means—

(i) a risk of suffering injury by violence;

(ii) a risk of injury by accident to which a Government servant is exposed in the course of, and as a consequence of, the performance of any particular duty which has the effect of materially increasing his liability to such injury beyond the normal risks of his office;

(iii) a risk of contracting disease to which a medical

officer is exposed as a result of attending in the course of his official duty to a venereal or septicaemic patient or conducting a **post-mortem** examination in pursuance of that duty.

8. **"Violence"** means the act of a person who **inflicts** an injury on a Government servant—

(i) by assaulting or resisting him in the discharge of his duties, or in order to deter or prevent him from performing his duties, or

(ii) because of anything done or attempted to be done by such Government servant or by any other public servant in the lawful discharge of his duty as such, or

(iii) because of his official position.

4. No award shall be made under these rules except with the sanction of the President. In making an award the President may take into consideration the degree of default or contributory negligence on the part of the Government servant who sustains an injury or dies as a result of an injury or is killed.

5. Except as otherwise provided in these rules, an award made under these rules shall not effect any other pension or gratuity for which the Government servant concerned or his family may be eligible under any other rules for the time being in force and the pension granted under the provisions of these rules shall not be taken into account in fixing the pay of the pensioner on his continued employment or re-employment in Government service.

6. No award shall be made in respect of—

(i) an injury sustained more than five years before the date of application or

(ii) death which occurred more than seven years (a) after the injury due to violence or accident was sustained or (b) after the Government servant was medically reported as unfit for duty on account of the disease of which he died.

7. All awards under these rules shall be made in Pakistan in rupees unless the payee resides permanently, and desires payment to be made, in a country in which the rupee is not legal tender. In the latter case the amount of the award shall be paid in sterling at the exchange rate of 1s. 6d to the rupee.

8. For the purpose of these rules injuries shall be classified as follows:—

Class A. — Injuries caused as a result of special risk of office which have resulted in the permanent loss of an eye or a limb or are of a more serious nature.

Class B. — Injuries caused as a result of special risk of office and equivalent, in respect of the degree of disablement which they caused to the loss of a limb or are very severe; or injuries caused as a result of risk of office which have resulted in the permanent loss of an eye or a limb, or are of a more serious nature.

Class C. — Injuries caused as a result of special risk of office which are severe, but not very severe, and likely to be permanent; or injuries caused as a result of risk of office which are equivalent, in respect of the degree of disablement which they cause, to the loss of a limb or which are very severe and likely to be permanent.

9. (1) If a Government servant sustains an injury which falls within Class A of rule 8 he shall be awarded:

(a) a gratuity of the applicable amount specified in Schedule II, and

(b) with effect from the date following the expiry of one year from the date of the injury—

(i) if the injury has resulted in the permanent loss of more than one limb or one eye, a permanent pension of the applicable amount specified in Schedule II for a higher scale pension; and

(ii) in other cases, a permanent pension the amount of which shall not exceed the applicable amount specified in Schedule II for a higher scale pension and shall not be less than half that amount.

(2) If a Government servant sustains an injury which falls within Class B of rule 8, he shall be awarded—

(i) if the injury has resulted in the permanent loss of an eye or a limb, or is of more serious nature, a permanent pension, with effect from the date of the injury, of an amount which shall not exceed the applicable amount specified in Schedule II for a lower scale pension and shall not be less than half that amount.

(ii) in other cases—

(a) for a period of one year with effect from the date of the injury a temporary pension the amount of which shall not exceed the applicable amount specified in Schedule II for a lower scale pension and shall not be less than half that amount, and thereafter;

- (b) a pension within the limit specified in sub-clause (a) if the Medical Board from year to year certifies that the injury continues to be very severe.

(3) If a Government servant sustains an injury which falls within Class C of rule 8 he shall be awarded a gratuity of the applicable amount specified in Schedule II, if the medical board certifies that the Government servant is likely to be unfit for service for a year or a proportionate amount subject to a minimum of one quarter of the amount so specified if he is certified to be likely to be unfit for less than a year.

Provided that in cases where the injury is equivalent in respect of the degree of disablement which it causes to the loss of a limb the President may award, if he thinks fit, in lieu of the gratuity a pension not exceeding the amount admissible under clause (ii) of sub-rule (2) of this rule.

(4) A temporary pension awarded under this rule may be converted into a permanent injury pension—

- (i) when the Government servant is invalided out of the service on account of the injury in respect of which the temporary pension was awarded, or
- (ii) when the temporary pension has been drawn for not less than five years, or
- (iii) at any time, if the Medical Board certifies that it sees no reason to believe that there will ever be a perceptible decrease in the degree of disablement.

10. Award shall be made to the widow and children of a Government servant as follows:—

- (i) if a Government servant is killed or dies of injury received as a result of special risk of office—
 - (a) a gratuity of the applicable amount specified in Schedule III, and
 - (b) a pension the amount of which shall not exceed the applicable amount specified in Schedule III.
- (ii) if the Government servant is killed or dies of injuries received as a result of risk of office a pension the amount of which shall not exceed the applicable amount specified in Schedule III.

Provided that if the pay of the deceased Government servant was less than Rs. 200, the monthly pension or the sum of pensions that may be granted under this rule,

shall not, irrespective of the rates (including the minimum limits) specified in Schedule III, exceed the limit of one-half of his pay; and, if in any case the sum of such pensions calculated under Schedule III exceeds the limit of one half of his pay, such a **pro rata** reduction shall be made in the amount of each individual pension as will reduce the sum to such limit.

11. (1) If the deceased Government servant has left neither a widow nor a child, an award may be made to his father and his mother individually or jointly and in the absence of the father and the mother, to minor brothers and sisters, individually or collectively, if they were largely dependent on the Government servant for support and are in pecuniary need:

Provided that the total amount of the awards shall not exceed one-half of the pension that would have been admissible to the widow under rule 10.

Provided further that each minor brother's and sister's share shall not exceed the amount of pension specified in Schedule III for a "child who is not motherless".

(2) Any award made under sub-rule (1) of this rule will, in the event of an improvement in the pecuniary circumstances of the pensioner be subject to review in such manner as the President may by order prescribe.

12. (1) A family pension will take effect from the day following the death of the Government servant or from such other date as the President may decide.

(2) A family pension will ordinarily be tenable:

- (i) in the case of a widow or mother, until death or remarriage whichever occurs earlier;
- (ii) in the case of a minor son, or minor brother, until he attains the age of 18;
- (iii) in the case of an unmarried daughter or minor sister, until marriage or until she attains the age of 21, whichever occurs earlier;
- (iv) in the case of a father, for life.

13. (1) In respect of matters of procedure, all awards under these rules are subject to any procedure rules relating to ordinary pensions for the time being in force to the extent that such procedure rules are applicable and are not inconsistent with these rules.

(2) All awards involving expenditure chargeable to British revenues shall be reported by the Administrative Department without delay to the Government of the United Kingdom.

(3) When an award is made in Pakistan to a Government servant of non-Asiatic domicile the Administrative Ministry shall inform the Government of United Kingdom in order that a grant of a like nature may not be made by an authority in the United Kingdom in respect of the same casualty.

(4) When a claim for any injury pension or gratuity or family pension arises, the head of the office or of the Department in which the injured, or the deceased, Government servant was employed will forward the claim through the usual channel to the Government of Pakistan with the following documents:

- (i) A full statement of circumstances in which the injury was received, the disease was contracted or the death occurred.
- (ii) The application for injury pension or gratuity in Form A, or as the case may be, the application for family pension in Form B of the Forms set forth in Schedule IV.
- (iii) In the case of an injured Government servant or one who has contracted a disease a medical report in Form C of the Forms set forth in Schedule IV. In the case of a deceased Government servant a medical report as to the death or reliable evidence as to the actual occurrence of death if the Government servant lost his life in such circumstances that a medical report cannot be secured.
- (iv) A report of the Audit Officer concerned as to whether an award is admissible under the rules and if so, of what amount.

SCHEDULE I

(Note to clause (4) of rule 3)

Classification of injuries

Equal to loss of limb—

Hemiplegia without aphasia
Permanent use of a tracheotomy tube.
Artificial anus.
Total deafness of both ears.

Very Severe—

Complete unilateral facial paralysis, likely to be permanent
Lesion of kidney, ureter or bladder.
Compound fractures (except phalanges).
Such gross destruction of soft parts as to lead to permanent
disability or loss of function.

Severe and likely to be permanent—

Ankylosis of, or considerable restriction in, the movement
of one of the following joints : —

Knee, elbow, shoulder, hip, ankle, temporo-maxillary or
rigidity of the dorsilumber or cervical sections of the
spine.

Partial loss of vision of one eye.

Destruction or loss of one testicle.

Retention of foreign bodies not causing permanent or serious
symptoms

SCHEDULE II

(Rule 9)

Injury gratuity and pensions

(As laid down in Rule 5, Chapter IV, Wapda Pension Rules)

SCHEDULE III

(Rule 10)

Family gratuity and pension

(As laid down in Rule 5, Chapter IV, Wapda Pensions Rules)

SCHEDULE IV

[See Rule 13(4)]

FORM A

Form of application for injury pension or gratuity

1. Name of applicant.
2. Father's name.
3. Race, sect, and caste.
4. Residence, showing village and pergunnah.
5. Present or last employment, including name of establishment.
6. Date of beginning of service.
7. Length of service, including interruptions.....of which superior.....

Class IV
non-qualifying and interruptions

8. Classification of injury.
9. Pay at the time of injury.
10. Proposed pension or gratuity.
11. Date of injury.
12. Place of payment.
13. Special remarks if any.
14. Date of applicant's birth by Christian era.
15. Height.
16. Remarks.

Thumb and finger impressions

Thumb-fore finger-middle finger-ring finger-little finger.

17. Date on which the applicant applied for pension.

Signature of Head of Office.

FORM B

**Form of application for family pension
(Rule 13)**

Application for an extraordinary pension for the family of A, B, late a killed or died of injuries received, as a result of special risk of office. Submitted by the

1. Name and residence, showing village and Pergunnah.
2. Age.
3. Height.
4. Race, Caste or tribe.

Description of claimant

5. Marks of identification.
6. Present occupation and pecuniary circumstances.
7. Degree of relationship to deceased.

8. Name.
9. Occupation and service.
10. Length of service.

Description of deceased

11. Pay when killed.
12. Nature of injury causing death.
13. Amount of pension or gratuity proposed.
14. Place of payment.
15. Date from which pension is to commence.
16. Remarks.

Name, date of birth by Christian era.

Name and ages of surviving kindred of deceased.

Sons.
Widows.
Daughters.
Father.
Mother.

Note: If the deceased has left no son, widow, daughter, father or mother surviving him the word "none" or "dead" should be entered opposite to such relative.

(Place)

(Date)

Signature of Head of Office.

FORM C

Form to be used by Medical Boards when reporting on injuries

(Rule 13)

Proceedings of Medical Board

CONFIDENTIAL

Proceedings of a Medical Board assembled by order offor the purpose of examining and reporting on the present state of the injury sustained by/disease contracted by

at (place of injury, etc.) on the (date of injury, etc.)

(a) State briefly the circumstances under which the injury/disease was sustained/contracted

(b) What is the Government servant's present condition?

(c) Is the Government servant's present condition wholly due to the injury/disease?

If not, state to what other causes it is attributable.

(d) In the case of disease from which date does it appear that the Government servant has been incapacitated?

The opinion of the Board upon the questions below is as follows:-

PART - A FIRST EXAMINATION

The severity of the injury should be assessed in accordance with the following classification and details given in the remarks column below.

- | 1. | Is the injury- | YES | NO |
|----|--|-----|----|
| | (i) (a) the loss of an eye or a limb. | | |
| | (b) the loss of more than one eye or limb. | | |
| | (ii) more severe than the loss of an eye or a limb. | | |
| | (iii) equivalent to the loss of the eye or a limb. | | |
| | (iv) very severe and likely to be permanent. | | |
| | (v) severe and likely to be permanent. | | |
| | (vi) very severe, but not likely to be permanent. | | |
| | (vii) slight but likely to be permanent. | | |
| 2. | For what period from the date of injury— | | |
| | (a) has the Government servant been unfit for duty? | | |
| | (b) is the Government servant likely to remain unfit for duty? | | |

Remarks:- Here the classification above may be amplified if necessary, or details of additional injuries to the main injury may be given.

PART B—SECOND OR SUBSEQUENT EXAMINATION

If the original degree of disability of the Government servant has changed, in which of the above categories should it now be placed.

Remarks:- In this space additional details may be given if necessary.

Instructions to be observed by the Medical Board preparing the Report.

1. The Medical Board before recording their opinion should invariably consult the proceedings of previous Medical Boards, if any, as also all previous medical documents connected with the Government servant brought before them for examination.

2. If the injuries be more than one, they should be numbered separately; and should it be considered that, for instance, though only "severe" or slight in themselves they represent together equivalent of a single "very severe injury", such an opinion may be expressed in the columns provided.

3. In answering the questions in the prescribed form the Medical Board will confine itself exclusively to the medical aspect of the case and will carefully discriminate between the Government servants, unsupported statements and the medical documentary evidence available.

4. The Board will not express any opinion, either to the Government servant examined, or in their report, as to whether he is entitled to compensation, or as to the amount of it, nor will it inform the Government servant how the injury has been classified.

PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY

Telephone: 69911/376
Telegrams: Wapda Lahore
No. F.O. (B&F)/37-9/Vol-XIII/1419-1569

B-32
Wapda House Lahore.
Dated 16-2-1981

Subject: **THE PAKISTAN WAPDA PENSION RULES 1977**

The Authority has decided that the provisions of Government of Pakistan Ministry of Finance's SRO/80 (copy attached) may be adopted in Wapda.

2. The Authority has decided that the Pakistan Wapda Pension Rules, 1977, shall stand amended to the extent indicated in the above SRO.

(MUHAMMAD ASHRAF)
FINANCE OFFICER
for DIRECTOR FINANCE (R&I) WAPDA

CC:

1. All General Managers.
2. All Chief Engineers.
3. All Heads of Divisions.
4. All Resident Engineers.
5. All Project Directors.
6. Director, Wapda Audit.

NOTIFICATION

S.R.O.— (11)/80: - In exercise of the powers conferred by sub-section (1) of section 25 of the Civil Servants Act, 1973 (LXXI of 1973), the President is pleased to direct that the following further amendment shall be made in the Civil Service Regulations namely:

In the aforesaid Regulations, after Article 417, the following new Article shall be inserted, namely:-

- "417A. - If an officer, who has been suspended pending inquiry into his conduct, attains the age of superannuation before the completion of the inquiry, the disciplinary proceedings against him shall abate and such officer shall retire with full pensionary benefits and the period of suspension shall be treated as period spent on duty".

Sd/-
(IKRAM H. GHAURI)
SECTION OFFICER
PHONE:-28192

To
All Ministries/Divisions.

**PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY**

Telephone: 69911/376
Telegrams: Wapda Lahore.
No: F.O (B&F)/37-9/Vol-XIII/5529-5679

B-32, Wapda House,
Lahore.
Dated: 16-5-1981

OFFICE ORDER

Subject: SIMPLIFICATION OF PROCEDURES REGARDING PENSIONS

The Authority has decided that the orders contained in Government of Pakistan, Finance Division (Regulations II Wing), O.M. No. 6 (4)Reg. (6)/79, dated 22-3-1981 (copy enclosed), should be applied, mutatis mutandis, to all Wapda employees, who are entitled to the grant of pension under the Pakistan Wapda Pension Rules, 1977.

2. The existing Pakistan Wapda Pension Rules, 1977, shall be deemed to have been modified to the extent indicated in the enclosed O.M.

(MUHAMMAD ASHRAF)
Finance Officer
for Director Finance (R&I),
WAPDA.

cc.-

1. All General Managers, Wapda
2. All Chief Engineers, Wapda
3. All Heads of Divisions, Wapda
4. All Resident Engineers, Wapda
5. All Project Directors, Wapda
6. Director, Wapda Audit.

Copy of Government of Pakistan, Finance Division (Regulations II Wing)'s O.M. No. F.6(4)-Reg.(6)/79, dated 22-3-1981.

Subject: SIMPLIFICATION OF PROCEDURES REGARDING PENSIONS

The undersigned is directed to refer to this Division's Office Memorandum No. F. 5(1)Reg.(6)/77, dated the 24th February, 1977, on the above subject, and to say that notwithstanding the various measures taken and the orders/instructions issued from time to time for simplifying pension sanction procedures, it has been observed that the expected improvement has not taken place to the extent desired and settlement of pension cases continues to be delayed. The question of carrying out further improvements in the existing procedure for prompt sanctioning of pension has been considered, in compliance with the directive of the President, and the following decisions have been taken:-

(a) Reckonable emoluments: The following shall be treated as emoluments reckoning for pension under Article 486, Civil Service Regulations;

- (i) Pay as defined in FR 9(21) (a) (i).
- (ii) Senior Post Allowance.
- (iii) Special Pay of all types and nature.
- (iv) Personal Pay.
- (v) Technical Pay.
- (vi) Dearness Allowance.
- (vii) Increments accrued during Leave Preparatory to Retirement.
- (viii) Any other emoluments which may be specially classed as pay.

(b) Rules Regarding Qualifying Service: In partial modification of the existing rules, it has been decided as under:-

- (i) Any interruption in the service of an officer entails forfeiture of his past service. The authorised leave of absence, suspension immediately followed by reinstatement and time occupied in transit from one appointment to another are not treated as interruption for the purpose of qualifying service.
- (ii) The authority who sanctions the pension may commute retrospectively periods of absence without leave into extraordinary leave.

(c) Verification of Service and Computerisation of Accounts

- (1) In order to deal with the existing outstanding pension cases in which the entries relating to previous fixation of pay or verification of service are missing, it shall be incumbent upon the last Audit and Accounts Officer dealing with a pension case to verify the same himself on the basis of the available record without referring the case to any other audit and account office.
- (2) The verification of qualifying service of all government servants should be completed by the administrative and audit authorities concerned within 12 months of the issue of these orders, in accordance with the rules regarding qualifying service.
- (3) The salary accounts of the government servants, if not computerised so far, should be computerised immediately and completed within 12 months of the issue of these orders.
- (4) The computer slip should be modified to indicate up-to-date qualifying service and the status of government servants, i.e. 'temporary', 'permanent' or 'substantive', as well as the name of the nominee for the purpose of gratuity. These entries will be considered as duly audited.
- (5) In case any of the salary accounts remains un-computerised after 12 months of the issue of these orders, the audit and account

authorities should issue an up-to-date qualifying service certificate to each government servant and, thereafter, such a certificate be issued every year till the audited qualifying service is reflected in the computer pay slip. The audit and accounts authorities should also give a certificate that valid nomination papers regarding gratuity are held by them.

(d) Recovery of Leave Salary and Pension Contributions:

In the case of government servants on deputation to foreign service within Pakistan or abroad, the leave salary and pension contributions shall be paid by the foreign employers. In case of non-payment of these contributions by the foreign employers in time, the matter will be taken up by the administrative authorities with the foreign employer concerned, but the finalisation of pension cases shall not be held up nor shall the qualifying service of the government servants concerned be reduced on that account.

In those cases of the Government servants, already on deputation to foreign service, where the leave salary and pension contributions are payable by the Government servants themselves, in accordance with their terms of deputation, and they fail to do so, the period of deputation will be considered as non-qualifying and a break in their service.

- (e) Anticipatory Pension: Administrative as well as audit and account authorities must exercise the power to sanction anticipatory pension, whenever required, to avoid any delay in the payment of pension.
- (f) No Demand Certificate: The finalisation of pension cases should not be held up for want of 'No Demand Certificate' from the Estate Office. However, the Head of Department or office should alert the Estate Office at least six months before the retirement of the government servant to bring the rent accounts up-to-date and to notify the outstanding dues in respect of the last accommodation occupied by the government servant within 15 days of the date of his retirement. If any government dues are found to be outstanding against a pensioner within one year from the date of issue of the PPO, the matter shall be referred to the Head of Department for orders, before any recoveries are actually effected from the pensioner.
- (g) Last Pay Certificate: It shall be mandatory for the drawing and disbursing officers and audit and accounts authorities to issue Last Pay Certificate within 15 days of the date of retirement of a government servant.
- (h) Rule of Proportion: The 'Rule of proportion' and the other associated rules and accounting instructions shall continue to be operative and the apportionment of pensionary liability between the various Departments and Federal/Provincial Governments, as the case may be, shall be made by the Audit and Accounts Officer issuing the Pension Payment

Order. Finalization of pension cases shall not be held up on this account. If there is any dispute with regard to the apportionment of pensionary liability, the matter should be sorted out by the Audit and Accounts Officers involved.

2. The existing rules shall be deemed to have been modified to the extent indicated above.

3. These orders shall take effect from 1st March, 1981.

**PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY**

Telephone: 69911/376
Telegrams: Wapda Lahore.
No: F.O(B&F)/37-9/Vol-XV/2234-2384

B-32, Wapda House,
Lahore.
Dated: 6-3-1982

To

- (1) All General Managers, Wapda.
- (2) All Chief Engineers, Wapda.
- (3) All Heads of Divisions, Wapda.
- (4) All Project Directors, Wapda.
- (5) All Resident Engineers, Wapda.

Subject: RECOVERY OF WAPDA'S DUES FROM EMPLOYEES RETIRED/REMOVED ETC.
FROM SERVICE

According to para 1(d) of Government of Pakistan, Finance Division's O.M. No. F. 5(1)-Reg.(6)/77, dated 24-2-1977, as adopted in Wapda under Office Order No. F.O. (B&F)/37-9/Vol-VII/8288-8493, dated 16-9-1978, payment of pension is not to be held up for want of "No Demand Certificate". However, an undertaking is obtained from the employee concerned to the effect that outstanding dues, if any, would be paid by him from his pension provided such demands were preferred within one year of the date of retirement.

2. In order to ensure timely recovery of Wapda's dues from the employees who retire or are retired/removed etc., from service, it is requested that all demands against such employees should be quickly assessed and action taken to recover the same in cash, or from the dues payable to them by Wapda, well before the date of retirement/removal from service.

(MUHAMMAD SIDDIQ)
Director Finance (R&I),
Wapda

**PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY**

Phone: 69911/376
Grams: WAPDA LAHORE
No. F.O. (B&F)/10-126/A/Vol. XXVII/2733-2883

B-32, Wapda House,
Lahore
Dated 13-3-1982

OFFICE ORDER

Subject: COUNTING OF DEARNESS ALLOWANCE AND PREMATURE INCREMENT SANCTIONED WITH EFFECT FROM 1-7-81 TOWARDS RECKONABLE EMOLUMENTS FOR PENSION IN THE CASE OF THOSE WAPDA EMPLOYEES WHO WERE ON LEAVE PREPARATORY TO RETIREMENT ON THAT DATE

A question has been raised as to whether the premature increment and Dearness Allowance sanctioned, w.e.f. 1-7-1981, under Office Order No. F.O. (B&F)/10-126/A/Vol.XXVI/10231-10381, dated 12-7-1981 and No. F.O. (B&F)/10-126/D.A./Vol-II/10633-10683, dated 12-7-1981, will count as reckonable emoluments for pension in the case of those Wapda employees, who were on leave preparatory to retirement on that date.

2. It is clarified that the said premature increment and Dearness Allowance will count as reckonable emoluments for pension under rule 5 (iv), Chapter-I of Pakistan Wapda Pension Rules, 1977, in the case of those Wapda employees, who were on leave preparatory to retirement on 1-7-1981, irrespective of whether or not these benefits had actually been drawn by them with their leave salary.

(MUHAMMAD ASHRAF)
FINANCE OFFICER
for DIRECTOR FINANCE(R&I)
WAPDA

cc:-

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Resident Engineers, Wapda.
6. Director, Wapda Audit.

**PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY**

Telephone: 69911/376
Telegrams: Wapda Lahore.
No. F.O (B&F)/37-9/Vol-XV/5277-5427

B-32, Wapda House,
Lahore.
Dated: 12-5-1982

OFFICE ORDER

Subject: PAKISTAN WAPDA PENSION RULES, 1977.

Reference Office Order No. F.O.(B&F)/37-9/Vol-IX/6066-6166, dated 14-4-1979, on the above subject.

2. The Authority has decided that provisions of Government of Pakistan, Finance Division (Regulation Wing-II)'s O.M. No.F. 15(2)-Reg. (6)/81, dated 4-1-1982 (copy enclosed), shall also apply, w.e.f. 19-2-1977, to Wapda employees, who are governed by the Pakistan Wapda Pension Rules, 1977.

(MUHAMMAD ASHRAF)
Finance Officer
for Director Finance (R&I),
Wapda

cc:-

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Superintending Engineers, Wapda.
6. All Resident Engineers, Wapda.

Copy of Government of Pakistan, Finance Division (Regulations Wing)'s O.M. No. 15(2)-Reg. (6)/81, dated 4-1-1982, addressed to all Ministries/Divisions etc.

Subject: LIBERALIZED PENSION RULES FOR CIVIL SERVANTS

The undersigned is directed to refer to this Division's O.M. No. F.6(1)-Rev.1/75, dated the 14th January, 1979, on the subject noted above in which it was clarified that in case a pensioner who does not opt to draw gratuity equal to 25% of his gross pension, he can commute upto 50% of the gross pension. The matter has since been further reviewed. It has been decided that the aforesaid orders of 14-1-1979 will be treated to be effective from the 1st February, 1977, the date from which the financial benefits under the Liberalized Pension Rules were allowed. It has further been decided that those retired civil servants who had drawn gratuity for 25% of gross pension on or after 1-2-1977, but before the issue of this Division's O.M. dated 14-1-1979, will be allowed to change their option for 50% commutation, and the difference, if any, may be paid to them.

Sd/-
Ikram H. Ghauri
Section Officer

PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY

Telephone: 69911/376
Telegrams: Wapda Lahore.
No.F.O(B&F)/37-9/Vol-XVI/6266-6416

B-32, Wapda House,
Lahore.
Dated: 26-5-1982

OFFICE ORDER

Subject: THE PAKISTAN WAPDA PENSION RULES, 1977

Reference Office Order No. F.O(B&F)/37-9/Vol-XIII/1419-1569, dated 16-2-1981, on the above subject.

2. The Authority has decided that the provisions of Government of Pakistan, Finance Division (Regulations Wing-II)'s Notification No. F.6(8)-Reg.(6)/79, dated 18-3-1982 (copy enclosed) shall apply mutatis mutandis, to Wapda employees.

(MUHAMMAD ASHRAF)
Finance Officer
for Director Finance(R&I)
Wapda

cc:-

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Superintending Engineers, Wapda.
6. All Resident Engineers, Wapda.
7. Director, Wapda Audit.

Copy of Government of Pakistan, Finance Division (Regulations Wing II)'s Notification No. F.6(8)-Reg.(6)/79, dated 18-3-1982, addressed to all Ministries/Divisions etc.

S.R.O. No. _____ 1/81.- In exercise of the powers conferred by section 25 of the Civil Servants Act, 1973 (LXXI of 1973), the President is pleased to direct that the following further amendment shall be made in the Civil Service Regulations, namely:-

In the aforesaid Regulations, after Article 351-A, the following new Article shall be inserted, namely:-

"351-B.- The Government may, within one year from the date of issue of Pension Payment Order, recover any of its dues from the pension granted to a civil servant, subject to the condition that no recovery shall be made from the pension without the personal order of the Head of the Ministry or Division or Head of the Department, declared as such under S.R. 2(10) and included in Appendix No. 14, Vol. II of the Compilation of the Fundamental Rules and Supplementary Rules, as the case may be."

**PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY**

Telephone: 69911/376
Telegrams: Wapda Lahore.
No. F.O(B&F)/37-9/Vol-XVI/11043-11293

B-32, Wapda House,
Lahore.
Dated: 17-7-1982

OFFICE ORDER

Subject: GRANT OF DEARNESS INCREASE IN PENSION TO WAPDA EMPLOYEES

Reference Office Order No. F.O(B&F)/37-9/Vol-XIV/15092-15242, dated 1-9-1981.

2. The Authority has decided that the orders contained in Government of Pakistan, Finance Division (Regulation Wing)'s O.M. No. F.12(1)-Reg(6)/82, dated 17-6-1982 (copy enclosed) may be followed, mutatis mutandis, in Wapda.

(MUHAMMAD ASHRAF)
Finance Officer
for Director Finance(R&I)
Wapda

cc:-

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Resident Engineers, Wapda.
6. Director, Wapda Audit.

GOVERNMENT OF PAKISTAN
FINANCE DIVISION
REGULATION WING

No. F. 12(1)-Reg(6)/82

Islamabad, the 17th June, 1982.

OFFICE MEMORANDUM

Subject: GRANT OF DEARNESS INCREASE IN PENSION TO CIVIL PENSIONERS OF THE FEDERAL GOVERNMENT

The President has been pleased to sanction, w.e.f. the 1st July, 1982 and until further orders, a further Dearness Increase in pension @ 10% of pension subject to a maximum of Rs. 200/- per month to civil pensioners of the Federal Government, including those paid from the Defence Services Estimates. This increase shall be admissible to Government servants who retired upto 30th June, 1982 as well as those who would retire after that date. For the purpose of admissibility of the Increase sanctioned in this O.M. the term "pension" means gross pension (i.e. pension before commutation and/or surrender of part thereof) plus dearness/ad-hoc increase in pension sanctioned from time to time, where admissible.

2. If a person is in receipt of more pensions than one, the Dearness Increase will be admissible on only one pension.
3. The Dearness Increase will also be admissible on family pension granted under the Pension-cum-Gratuity Scheme, 1954/Liberalised Pension Rules, 1977 and on pensions sanctioned under the Extra-ordinary Pension Rules, as well as on the Compassionate Allowance under CSR 353.
4. If the gross pension sanctioned by the Federal Government is shared with any other government in accordance with the rules laid down in Part IV of Appendix III to the Accounts Code, Volume I, the amount of the Dearness Increase will be apportioned between the Federal Government and the other Governments concerned on proportionate basis.
5. Commutation of any part of Dearness Increase will not be permissible.
6. In the case of re-employed pensioners, the Dearness Increase sanctioned in this Office Memorandum shall not be admissible to them during the period of their re-employment.

Sd/-
M. A. SHAMSI
Deputy Secretary
to the Government of Pakistan

All Ministries/
Divisions, etc.

No. CDN-3(5)/77 VIII
Government of Pakistan
Ministry of Water and Power

Islamabad

Dated: 24th June, 1982.

Copy forwarded for information and necessary action to:

1. All the Heads of Attached Deptts.
2. Chairman, WAPDA, Lahore.
3. All the Managing Directors, Corps.
4. All Officers in the Ministry.
5. Cashier, M/W&P (5 copies).

Sd/-

(Zahoor Ahmad Kiani)

Section Officer,

Tele: 29195

**PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY**

Telephone: 69911/376
Telegrams: Wapda Lahore.
No. F.O(B&F)/37-9/Vol-XVII/19343-19493

B-32, Wapda House,
Lahore.
Dated: 19-12-1982.

To

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Resident Engineers, Wapda.

Subject: GRANT OF DEARNESS INCREASE IN PENSION OF WAPDA EMPLOYEES

Reference Office Orders No. F.O(B&F)/37-9/Vol-XIV/15092-15242, dated 01-9-1981 and No. F.O(B&F)/37-9/Vol-XVI/11043-11293, dated 17-7-1982, on the above subject.

2. A copy of Government of Pakistan, Finance Division (Regulation Wing-II)'s O.M. No. F.9(1)-Reg(6)/82, dated 3-11-1982, is enclosed for information and guidance.

(MUHAMMAD ASHRAF)
Finance Officer
for Director Finance (R&I)
Wapda

cc:-

Director General, Wapda Audit.

Copy of Government of Pakistan, Finance Division (Regulation Wing-II)'s O.M. No. F.9(1)-Reg(6)/82, dated 3-11-1982.

**Subject: ADMISSIBILITY OF DEARNESS INCREASE TO CIVIL PENSIONERS
(INCLUDING WIDOWS) WHO ARE IN RECEIPT OF MORE THAN ONE PENSION**

The undersigned is directed to invite a reference to para 2 of this Divn's O.M. No. F.12(1)-Reg(6)/81, dated 25th July, 1981 and F.12(1)-Reg(6)/82, dated 17th June, 1982, according to which the dearness increases sanctioned therein are admissible on only one pension in the case of a person who is in receipt of more pension than one. The position has been reviewed and it has been decided that if a person is in receipt of more than one pension, the dearness increases sanctioned in the aforesaid O.M. will be calculated on the aggregate of all his gross pensions subject to the prescribed maximum of Rs. 200/- laid down therein. These orders will have retrospective effect from 1-7-1981 and 1-7-1982, i.e. the dates of effect of the O.M. dated 25-7-1981 and 17-6-1982, respectively.

Sd/-
IKRAM H. GHAURI
SECTION OFFICER
TELE: 28192

All Ministries/Divns.

PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY

Telephone: 69911/376
Telegrams: Wapda Lahore.
No. F.O(B&F)/37-9/Vol-XVIII/692-892

B-32, Wapda House,
Lahore.
Dated: 27-1-1983

To

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Superintending Engineers, Wapda.
6. All Resident Engineers, Wapda.

Subject: CONDONATION OF DEFICIENCY IN QUALIFYING SERVICE FOR PENSION/
 GRATUITY

A copy of Government of Pakistan, Finance Division (Regulations Wing-II)'s O.M. No. F. 12(8)-Regulations (6)/81, dated 13-11-1982, is enclosed for information and guidance.

(MUHAMMAD ASHRAF)
Finance Officer
for Director Finance(R&I)
Wapda

cc:-

Director General, Wapda Audit.

GOVERNMENT OF PAKISTAN
FINANCE DIVISION
(REGULATIONS WING-II)

No. F. 12(8)-Regulations (6)/81

Islamabad, 13th November, 1982

OFFICE MEMORANDUM

Subject: CONDONATION OF DEFICIENCY IN QUALIFYING SERVICE FOR PENSION/
GRATUITY

The undersigned is directed to refer to Article 423, Civil Service Regulations (reproduced below for ready reference) containing orders regarding condonation of deficiency in qualifying service:-

- "423. (1) A deficiency of a period not exceeding six months in the qualifying service of an officer shall be deemed to have been condoned automatically.
- (2) The authority competent to sanction pension may condone a deficiency of more than six months but less than year subject to the following conditions, namely:-
- (a) The officer has died while in service, or has retired under circumstances beyond his control, such as on invalidation or the abolition of his post, and would have completed another year of service if he had not died or retired.
- (b) The service rendered by him had been meritorious".

2. Since under Article 371-A, CSR, in the case of Government servants borne on temporary establishments only more than five years continuous temporary service counts for the purpose of pension or gratuity, excluding broken periods of temporary service, if any, rendered previously, a doubt has been expressed in certain quarters whether the provisions of Article 423, CSR, will also apply in the case of those Government servants who have rendered less than five years qualifying service at the time of retirement. It is clarified for general information and guidance that since under clause (1) of Article 423, CSR, the deficiency of six months or less will be deemed to have been condoned automatically in the qualifying service of a Government servant, the benefit will not be admissible in a case where service rendered by Government servant does not by itself qualify for pension or gratuity under the rules. The provisions of the said Article 423 (1) would not, therefore, be applicable in the case of a temporary/officiating Government servant who has rendered less than five years service at the time of retirement.

3. The above clarification equally applies mutatis mutandis in regard to the application of the provisions of clause (2) of Article 432, CSR.

Sd/-

(S. A. QADRI)
Deputy Secretary

All Ministries/Divisions etc.

**PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY**

Telephone: 303678/69911/285
Telegrams: Wapda Lahore
No. F.O. (B&F)/37-9/Vol. XIX/6369-6569

B-32, Wapda House,
Lahore.
Dated: 24-8-1983

OFFICE MEMORANDUM

Subject: GRANT OF DEARNESS INCREASE IN PENSION TO WAPDA EMPLOYEES

The Authority has been pleased to decide that the orders contained in Government of Pakistan, Finance Division (Regulations Wing-II)'s O.M. No. F.12(13)-Reg(6)/82(B), dated 18-8-1983 (copy enclosed), shall be followed, mutatis mutandis, in Wapda.

(TAJAMMUL HUSSAIN)
Manager Finance (Co-ordination)
Wapda

cc:-

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Resident Engineers, Wapda.
5. Director General, Wapda Audit.
6. All Project Directors, Wapda.

No. F. 12(13) Reg-(6)/82(B)
Government of Pakistan
Finance Division
(Regulations Wing -II)

Islamabad, the 18th Aug 1983

OFFICE MEMORANDUM

Subject: GRANT OF DEARNESS INCREASE IN PENSION TO CIVIL PENSIONERS OF THE FEDERAL GOVERNMENT

The President has been pleased to sanction, w.e.f. the 1st July, 1983 and until further orders, a further Dearness Increase in pension @ 10% of pension subject to a maximum of Rs. 200/- per month to civil pensioners of the Federal Government, including those paid from the Defence Services Estimates who retired upto the 30th June, 1983. For the purpose of admissibility of the increase sanctioned in this O.M., the term "pension" means gross pension (i.e. pension before commutation and/or surrender of 1/4th thereof) plus dearness/ad-hoc increases in pension sanctioned from time to time, where admissible.

2. If a person is in receipt of more pensions than one, the Dearness Increase will be calculated on the aggregate of all his gross pensions subject to the prescribed maximum of Rs. 200/-.
3. The Dearness Increase will also be admissible on family pensions granted under the Pension-cum-Gratuity Scheme, 1954/Liberalized Pension Rules, 1977 and on pensions sanctioned under the Central Civil Services (Extraordinary Pension) Rules, as well as on the Compassionate Allowance under CSR 353.
4. If the gross pension sanctioned by the Federal Government is shared with any other Government in accordance with the rules laid down in part IV of Appendix III to the Account Code, Volume I, the amount of the Dearness Increase will be apportioned between the Federal Government and the other Governments concerned on proportionate basis.
5. Commutation of any part of the Dearness Increase will not be permissible.
6. In the case of re-employed pensioners, the Dearness Increase sanctioned in this Office Memorandum shall not be admissible to them during the period of their re-employment.
7. The additional ad-hoc increase in pension sanctioned in this Division's O.M. No. F.12(1)-Reg(6)/81, dated 25-7-1981 was admissible to those Government servants who retired upto 31-12-1982. The dearness increase in pension which was sanctioned vide this Division's O.M. No. F.12(1)-Reg(6)/82, dated 17-6-1982 was admissible to those who retired upto 30-6-1982 as well as to those who would retire after that date. It has since been decided that the dearness increase sanctioned in the said O.M. of 17-6-1982 will be admissible only to those who have retired upto 30-6-1983.

Sd/-
(ALI AHMED)
Deputy Secretary

To

All Ministries/Divisions etc.

**PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY**

Telephone: 69911/376
Telegrams: Wapda Lahore
No. F.O(B&F)/37-9/Vol-XXI/13428-627

B-32, Wapda House,
Lahore.
Dated: 17-9-1984

OFFICE MEMORANDUM

Subject: PAKISTAN WAPDA PENSION RULES, 1977 — FAMILY PENSION

The undersigned is directed to say that according to the instructions as contained in this Division's O.M. No. F.O(B&F)/37-9/XIX/5967-6167, dated 24-8-1983, read with this Division's O.M. No. F.O(B&F)/37-9/Vol-XIX/12171-12371, dated 26-12-1983, the family pension in case of death of the widow is admissible to the sons, if any, until they attain the age of 21 years and the unmarried daughters, if any, until they are married or attain the age of 21 years, whichever is earlier. A doubt has since been expressed whether the family pension granted to a son or unmarried daughter of a deceased Wapda employee or of a pensioner under the previous instructions (i.e. the Pakistan Wapda Pension Rules, 1977), which was in course of payment on 1-7-1983, will continue or not beyond 1-7-1983 for the full term of 10 years or un-expired portion of 10 years, as the case may be, despite the son or unmarried daughter having attained the age of 21 years on or after 1-7-1983.

2. It is clarified that the instructions referred to in para 1 above, are effective from the 1st July, 1983. These instructions do not affect the title to family pension admissible to a son or unmarried daughter of a deceased Wapda employee or of a pensioner under the previous instructions (i.e. Pakistan Wapda Pension Rules, 1977), which was in existence on 1-7-1983. In such cases, the son or unmarried daughter, as the case may be, will continue to get family pension as existed on 1-7-1983, for the full term of 10 years or un-expired portion of 10 years despite he or she having attained the age of 21 years on or after 1-7-1983.

(MUHAMMAD ASHRAF)
Finance Officer
for Director Finance(R&I)
Wapda

cc:-

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. Director General, Wapda Audit.

**PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY**

Telephone: 69911/376
Telegrams: Wapda Lahore.
No. F.O(B&F)/37-9/Vol-XXI/14275-474

B-32, Wapda House,
Lahore.
Dated: 24-10-1984

OFFICE ORDER

Subject: COUNTING OF CONTINGENCY SERVICE FOR THE PURPOSE OF GRANT OF PENSION

Reference Office Order No. F.O(B&F)/37-9/Vol-XV/7300-7450, dated 15-6-1982, on the above subject.

2. It was decided that continuous service rendered by the contingency-paid staff prior to their being brought on to regular establishments may be counted in full for the purpose of grant of pension under the Pakistan Wapda Pension Rules, 1977. A question has been raised as to whether the benefit is also admissible to those employees, who had retired before the date of issue of these orders but after the introduction of the Scheme of Pension in Wapda.

3. It is clarified that the benefit of continuous service rendered by the contingency-paid staff prior to their being brought on to regular establishments is admissible to all those employees, who were in service on the date of enforcement of the Pakistan Wapda Pension Rules, 1977, i.e. 19-2-1977.

(MUHAMMAD ASHRAF)
Finance Officer
for Director Finance(R&I)
Wapda

cc:-

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Resident Engineers, Wapda.
5. All Project Directors, Wapda.
6. Director General, Wapda Audit.

PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY
(FINANCE DIVISION)

Telephone: 320520/69911/270
Telegrams: Wapda Lahore.
No. F.O.(B&F)/37-9/Vol-XXIII/6540-6740

B-32, Wapda House,
Lahore.
Dated: 22nd July, 1985

OFFICE MEMORANDUM

Subject: RESTORATION OF COMMUTED PORTION OF PENSION

According to the existing rules a pensioner on his option can get his pension commuted upto a maximum of 50 percent. In such cases Wapda pays commuted value of such portion of pension for a number of years according to age next birthday after retirement as shown in the Commutation Table. The Authority has been pleased to decide that 1/4th commuted portion of pension shall be restored in the case of those who retired before 1-7-1985 or shall be retiring in future on completion of the number of years for which commuted value was/is paid.

2. In restoring the commuted portion of pension fraction of a year shown in the Commutation Table which is less than six months will be ignored and that of six months and more will count as one year.

3. No arrears on account of restoration of commuted portion of pension will be payable in those cases in which the number of years paid for had been completed before 1-7-1985.

(A. RAOOF)
Director Finance (R&I),
Wapda

cc:-

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Superintending Engineers, Wapda.
6. All Resident Engineers, Wapda.
7. Director General, Wapda Audit.

PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY
(FINANCE DIVISION)

Telephone: 320520/69911/270
Telegrams: Wapda Lahore.
No. F.O. (B&F)/37-9/Vol-XXIII/6747-6947

B-32, Wapda House,
Lahore.
Dated: 22nd July, 1985.

OFFICE MEMORANDUM

Subject: INDEXATION OF PENSION TO WAPDA PENSIONERS

The Authority has been pleased to direct that w.e.f. 1-7-85 the pension of all the existing Wapda pensioners, as well as to those who shall retire hereafter, shall be indexed in relation to the cost of living. Under this arrangement the pension admissible at any time will be the pension due under the normal rules multiplied by the index applicable from time to time.

2. For the fiscal year 1985-86 the index will be as follows:-

(a) Pensioners drawing pension upto Rs. 1500/- p.m. = 1.135

(b) Pensioners drawing pension of more than Rs. 1500/- p.m. = 1.100

Provided that a pensioner falling in category (b) will not be allowed less pension than Rs. 1703/- p.m.

3. For the purpose of indexation the term "Pension" means gross pension i.e. pension before commutation and or surrender of 1/4th thereof including any dearness/adhoc increase in pension sanctioned from time to time in the past and additional amount of pension worked out on account of elimination of the reduction of pension due to cut off points referred to in this Division's O.M. No. F.O. (B&F)/37-9/Vol-XXIII/7149-7349, dated 22-7-1985, which was sanctioned before 1-1-1986.

4. If a person is in receipt of more pensions than one, the pensions will be aggregated for the purpose of these orders.

5. Family pension granted under the Pakistan Wapda Pension Rules, 1977, and Disability Pension as well as Compassionate Allowance sanctioned under these rules, will also be indexed in the same manner as indicated above.

(A. RAOOF)
Director Finance (R&I)
Wapda

cc.

1. All General Manager, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Superintending Engineers, Wapda.
6. All Resident Engineers, Wapda.
7. Director General, Wapda Audit.

OFFICE MEMORANDUM

Subject: CALCULATION OF PENSION WITHOUT APPLYING ANY REDUCTION DUE TO CUT OFF POINTS

According to the existing orders pension is calculated at the rate of 70% of average emoluments on completion of 30 years qualifying service. Where qualifying service is less than 30 years but not less than 10 years the pension is calculated at the percentage applicable according to length of service. Any amount of pension in excess of Rs. 2500/- is reduced by 50%. The Authority has been pleased to decide that with effect from the 1st July, 1985, the reduction by 50% of the pension in excess of Rs. 2500/- shall not be applied in the case of those Wapda employees who will retire on or after 1-7-85. In all such cases the pension shall be calculated at the rate of 70% of average emoluments or other percentage rate applicable according to length of qualifying service without applying any reduction.

2. The Authority has been pleased to decide that the pension/family pension of those, who retired/died between the period 19-2-1977 to 30-6-1985 and in whose case the reduction of pension in excess of the cut off points of Rs. 600/- Rs. 1000/-, Rs. 2000/- and Rs. 2500/- existing at the time of their retirement/death was applied, shall also be that as calculated previously without applying any reduction subject to the condition that the amount of re-calculated pension governed by Office Order No. ADF/B&F/37-9/Vol-IX/2523-2773, dated 22-7-1979 shall not exceed the maximum limit of pension referred to in the pension table given in the said Office Order. In such cases gratuity or commutation will not be revised or re-calculated. The pensioner concerned or his family will only be allowed the benefit of enhanced pension w.e.f. 1-7-1985 without any arrears.

3. The benefit of gratuity or commutation will not be admissible on the revised enhanced pension in cases where the pensioners concerned did not exercise their option to draw any gratuity or commutation at the time of their retirement. In such cases the benefit of gratuity or commutation will continue to be admissible on the original amount of gross pension in accordance with the prescribed rules.

(A. RAOOF)

Director Finance (R&I)
Wapda

cc:-

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Superintending Engineers, Wapda.
6. All Resident Engineers, Wapda.
7. Director General, Wapda Audit.

PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY

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Lahore

Telegrams: WAPDA Lahore

No. F.O. B&F/37-9/Vol.XXVI/13794-13993

Dated 13-8-1986

OFFICE MEMORANDUM

Subject: RATE OF COMMUTATION ON RETIREMENT OF A WAPDA EMPLOYEE ON 60 YEARS OF AGE

The undersigned is directed to state that under the existing rules a Wapda employee can apply for commutation before the age of sixty years but he is allowed the commuted value at the rate prescribed for 61 years of age under the Commutation Table. The Authority has been pleased to decide that a Wapda employee retiring on or after 1-7-1986 after attaining the age of 60 years shall be allowed commuted value of pension as applicable at the age of 60 years instead of at the age of 61 years if he applies for commutation while in service.

2. In all other cases the commuted value of pension shall continue to be admissible under the formula of "age next birthday" as heretofore.

(A. Raoof)
Director Finance (Reg.)
Wapda

cc:

1. All General Managers, Wapda.
2. All Heads of Divisions, Wapda.
3. All Chief Engineers, Wapda.
4. All Project Directors, Wapda.
5. All Resident Engineers, Wapda.
6. Director General, Wapda, Audit.

PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY

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Telegrams: WAPDA Lahore

No. F.O. (B&F)/37-9/Vol. XXVI/13994-14193

B-32, Wapda House.
Lahore

Dated 13-8-1986

OFFICE MEMORANDUM

Subject: REVISION OF RATES OF COMMUTATION

The undersigned is directed to state that under the existing rules a Wapda pensioner is eligible to commute at his option 50% of his gross pension. He has also the option to draw one-fourth amount of gross pension as gratuity and one-fourth amount thereof as commutation. The Authority has been pleased to decide that, w.e.f. 1st July, 1986, gratuity shall be abolished altogether. Commutations upto 50% of gross pension shall, however, continue to be admissible at the option of a pensioner.

2. It has further been decided to replace the existing Commutation Table by the new Commutation Table as annexed to this O.M.

3. Under the existing rule, if a Wapda employee dies while in service, gratuity in lieu of one-fourth of the gross pension is allowed, In such cases, the rate of gratuity as from 1st July, 1986 will be determined on the basis of age next birthday of the deceased Wapda employee in accordance with the Commutation Table referred to above.

4. Wapda Pension Rules, 1977 may be deemed to have been amended to the above extent.

(A. Raoof)
Director Finance (Reg.)
Wapda

cc:

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Resident Engineers, Wapda.
6. Director General, Wapda Audit.

PAKISTAN
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Telegrams : WAPDA Lahore
No. F.O. (B&F)/37-9/Vol.-XXVI/14294-14493

B-32, Wapda House,
Lahore
Dated: 26-8-1986

OFFICE MEMORANDUM

Subject: BENEFIT FOR EXTRA YEARS OF SERVICE AFTER COMPLETION OF 30 YEARS

The undersigned is directed to state that under the existing rules a Wapda employee is entitled to full pension on completion of 30 years qualifying service. In order to provide additional benefit to those Wapda employees, who serve beyond 30 years of service, the Authority has been pleased to decide that a Wapda employee, who shall retire on or after 1-7-1986, shall be allowed the benefit to the extent of 2% of his gross pension for each extra year of service put in by him beyond 30 years qualifying service subject to a maximum of 10% of his gross pension.

(A. Raof)
Director Finance (Reg.)
Wapda

cc:

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
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6. Director General, Wapda Audit.

PAKISTAN
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69911/270
Telegrams: WAPDA Lahore
No. F.O. (B&F)/37-9/Vol-XXVI/14494-14695

B-32, Wapda House,
Lahore

Dated: 26-8-1986

OFFICE MEMORANDUM

Subject: CALCULATION OF PENSION OF LAST PAY/EMOLUMENTS DRAWN

The undersigned is directed to state that under the existing rules, pension is calculated on the average emoluments drawn during the last 36/12 months of service. The Authority has been pleased to decide that w.e.f. 1st July, 1986, the pension of a Wapda employee, who shall retire on or after this date shall be calculated at the existing rate on last pay/emoluments drawn provided the post has been held by him on a regular basis. Otherwise pension shall be calculated on average emoluments as admissible prior to the issue of this O.M.

2. The existing employees shall have the option to have their pension calculated either on the basis of last pay/emoluments drawn or on 12 months average emoluments whichever is more beneficial to them. No option will, however, be available to persons entering service on or after 1st July, 1986 and in their case pension shall be calculated at the prescribed rate on last pay/emoluments drawn.

(A. Raof)
Director Finance (Reg.)
Wapda

cc.

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Project Directors, Wapda.
5. All Resident Engineers, Wapda.
6. Director General, Wapda Audit.

PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY

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No. F.O. (B&F)/37-9/Vol-XXVI/18003-18202

B-32, Wapda House,
Lahore.

Dated: 17-9-1986

OFFICE MEMORANDUM

Subject: INDEXATION OF PENSION TO WAPDA PENSIONERS

The Authority has been pleased to direct that w.e.f. 1st July, 1986, the pension upto Rs. 1500 of all the existing Wapda pensioners who retired upto the 31st December, 1985, would be indexed (inclusive of the rate of indexation of last year) at the rate of 18%. Pensions in excess of Rs. 1500 would be indexed at the rate of 13.5% provided that a pensioner drawing pension more than Rs. 1500 will not be allowed less pension than Rs. 1770. In regard to pensions earned from 1-1-1986 to 30-6-1986 instructions on the subject are being issued separately.

2. For the purpose of indexation, the term "pension" means gross pension i.e. pension, before commutation and/or surrender of $\frac{1}{4}$ th thereof including any dearness/adhoc increases in pension sanctioned from time to time in the past.

3. If a person is in receipt of more pensions than one, the pension will be aggregated for the purpose of these orders.

4. The indexation will also be admissible on the net amount of family pensions granted under the Pakistan Wapda Pension Rules, 1977 and disability pension as well as compassionate allowance sanctioned under these rules plus dearness/adhoc increases sanctioned in the past and where admissible

5. If the gross pension sanctioned by the Authority is shared with any Government in accordance with the rules laid down in Part IV of Appendix-III to the Account Code (Vol-I) the amount of the index will be apportioned between Wapda and Government concerned on proportionate basis.

6. Commutation of any part of indexed amount will not be permissible.

(A. Raoof)
Director Finance (Reg.)
Wapda

cc.

1. All General Manager, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. Director General, Wapda Audit.

PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY

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No. F.O. (B&F)/37-9/Vol-XXVII/20758-20959

B-32, Wapda House,
Lahore
Dated: 25-1-1987

OFFICE ORDER

Subject: GRANT OF DEARNESS INCREASE IN PENSION TO WAPDA EMPLOYEES

Reference O.M. No. F.O. (B&F)/37-9/Vol-XIX/6369-6569, dated 24-8-1983, on the above subject.

2. The Authority has been pleased to decide that the orders contained in Government of Pakistan, Finance Division (Regulations Wing-II)'s O.M. No. F. 1(16)-Reg(6)/83-Vol. IV, dated 11-11-1986 (Copy enclosed), shall be followed, mutatis mutandis, in Wapda.

(Muhammad Ashraf)
Assistant Director Finance
for Director Finance(R), Wapda.

CC:

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. All Resident Engineers, Wapda.
5. All Project Directors, Wapda.
6. Director General, Wapda Audit.

Government of Pakistan
Finance Division
(Regulations Wing-II)

Islamabad, the 11th November, 1986

OFFICE MEMORANDUM

Subject: GRANT OF DEARNESS INCREASE IN PENSION TO CIVIL PENSIONERS OF THE FEDERAL GOVERNMENT

The undersigned is directed to refer to para 7 of this Division O.M. No. F. 12(13)-Reg(6)/82(B), dated 18-8-1983, on the subject noted above, wherein it was indicated that the dearness increase sanctioned vide this Division O.M. No. F. 12-(1)-Reg(6)/82, dated 17-6-1982 and under the said O.M. of 18-8-1983, would be admissible only to those who had retired upto 30-6-1983. Thus the pensioners who retired between the period from 1-7-1983 to 30-6-1984 were not allowed the benefit of any dearness increase in their pension. It has now been decided that the amount of pension of the pensioners who retired during the said period, viz from 1-7-1983 to 30-6-1984 would be so calculated and determined that the amount of their pension including above dearness increases would not be less than those who had retired on or before 30-6-1983. While recalculating their pensions, only those reckonable emoluments which they had drawn on or before 30-6-1983 would be taken into account thereby adjusting the excess amount of pension and gratuity/commutation drawn after 1-7-1983 on higher emoluments.

2. No arrears for the period prior to 1-11-1986 would be admissible to the pensioners referred to above.

(Akram H. Ghauri)
Section Officer
Ph: 828192

PAKISTAN
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No. F.O. (B&F)/37-9/Vol-XXVIII/24899-25149

Dated: 18-7-1987

OFFICE MEMORANDUM

Subject: INDEXATION OF PENSION TO WAPDA PENSIONERS

The Authority has been pleased to direct that with effect from 1st July, 1987 the pension of all the existing Wapda pensioners including those who have retired between 1-7-1986 and 30-6-1987, would be indexed at the rate of 4% of Gross Pension. Those who have retired earlier will continue to draw the indexation already allowed to them in addition to the indexation now being allowed.

2. For the purpose of indexation the term 'pension' means gross pension i.e. pension before commutation and/or surrender of $\frac{1}{4}$ th thereof including any dearness/adhoc increases in pension sanctioned from time to time in the past.

3. If a person is in receipt of more pensions than one, the pension will be aggregated for the purpose of these orders.

4. The indexation will also be admissible on the net amount of family pensions granted under the Pakistan Wapda Pension Rules, 1977 and disability pension as well as compassionate allowance sanctioned under these rules plus dearness/adhoc increases sanctioned in the past and where admissible.

5. If the gross pension sanctioned by the Authority is shared with any Government in accordance with the rules laid down in Part IV of Appendix-III to the Account Code (Vol-I), the amount of the index will be apportioned between Wapda and Governments concerned on proportionate basis.

6. Commutation of any part of the indexed amount will not be permissible.

Engr. ABDUL RAZAQ MOGHUL
Assistant Director Finance (Water)
Wapda, Wapda House, Lahore.

(A. Raoof)
Director Finance (Reg.)
Wapda

cc.

1. All General Managers, Wapda.
2. All Chief Engineers, Wapda.
3. All Heads of Divisions, Wapda.
4. Director General, Wapda Audit.