

NATIONAL TRANSMISSION & DESPATCH COMPANY LTD.

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Office of the
Company Secretary NTDC,
Room # 407-WAPDA House, Lahore

No.C.S/NTDC/ 5493-98

Dated: 13/7/2015

NOTIFICATION

Approval for Adoption Of Following Office Memorandums Issued By Federal Government For NTDC Employees

- i. Revision of Basic Pay Scales & Allowances (2015)(F.No.1(3)Imp/2015-630 dated 7th July 2015).
- ii. Grant of increase in Pension to Pensioners(F.4(1)-Reg.6/2015-697 dated 7th July, 2015).
- iii. Restoration of Commuted Portion of Pension(F.No.15(2)-Reg.6/2015-699 dated 7th July 2015)
- iv. Further Liberalization of Liberalized Pension Rules.(F.2(2)-Reg.6/96-IX-700 dated 7th July, 2015)
- v. Grant of Medical Allowance to Civil Pensioners. (No.F.16(1)-Reg-6/2015-698 dated 7th July 2015)
- vi. Overtime Allowance to the Staff Car Drivers and Dispatch Riders.(F.4(1)R-5/2010 dated 6th July 2015)

The Board of Directors of National Transmission & Despatch Company Limited in its 99th meeting held on 11-07-2015 against Ex-Agenda item No. 01 has approved the adoption of subject Office Memorandums issued by Federal Government for NTDC Employees w.e.f 01.07.2015.

I) Revision of Basic Pay Scales & Allowances

The Basic pay scales-2015 shall replace the Basic Pay Scales-2011 with effect from 01.07.2015.

Ad-hoc Allowance-2010 (if admissible), 2013 and 2014

- i- The Ad-hoc Allowance 2010 @ 50% of the basic pay of Basic Pay Scales-2008 (where admissible to the Civil employees) shall continue to stand frozen at the level of its admissibility/drawn as on 30.06.2015;
- ii- All the new entrants shall be allowed Ad-hoc Allowance-2010 @ 50% of the minimum of relevant Basic Pay Scales-2008 (if admissible in that organization) on notional basis with effect from 01.07.2015, till further orders, and shall stand frozen at the same level;
- iii- The Ad-hoc Relief Allowances-2013 and 2014 @ 10% each shall stand frozen at the level of its admissibility as on 30.06.2015;
- iv- All the new entrants shall be allowed Ad-hoc Relief Allowances-2013 and 2014 @ 10% each of the minimum of relevant Basic Pay Scales-2011 on notional basis with effect from 01.07.2015, till further orders, and shall stand frozen at the same level.

Ad-hoc Relief Allowance-2015

- i- An Ad-hoc Relief Allowance-2015 @ 7.5% of the running basic pay of BPS-2015 to NTDC Employees including contingent paid staff and contract employees employed against in Basic Pay Scales on standard terms and conditions of contract appointment shall be allowed with effect from 01.07.2015 till further order;
- ii- The Ad-hoc Relief Allowance will be subject to Income Tax;

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- iii- The Ad-hoc Relief Allowance will be admissible during leave and entire period of LPR except during extra ordinary leave;
- iv- The Ad-hoc Relief Allowance will not be treated as part of emoluments for the purpose of calculation of pension/Gratuity and recovery of House Rent;
- v- The Ad-hoc Relief Allowance will not be admissible to the employees during the tenure of their posting/deputation abroad;
- vi- The Ad-hoc Relief Allowance will be admissible to the employees on their repatriation from posting/deputation abroad at the rate and amount which would have been admissible to them, had they not been posted abroad;
- vii- The Ad-hoc Relief Allowance will be admissible during the period of suspension;
- viii- The term "Basic Pay" will also include the amount of personal Pay granted on account of annual increment(s) beyond the maximum of the existing pay scales.

Medical Allowance

Increase in Medical Allowance sanctioned @ 25% increase in the amount of Medical Allowance to NTDCCL Employees as under:

BPS	Existing Rate	Revised Rate
1 to 15	Rs. 1,200/-	Rs. 1,500/-
*16-22	Increase in the amount of Medical Allowance @ 25% of the existing amount, being admissible/drawn on 30-06-2015	

- i) **ALL the new entrants in PBS-16 to BPS-22 shall be allowed Medical Allowance @ 15% of the minimum of relevant Basic Pay Scales-2008 on notional basis plus 25% of the amount of Medical Allowance, so calculated, w.e.f. 01-07-2015, till further orders, and shall stand frozen at the same level;
- ii) The Medical Allowance, in no case, should be less then Rs. 1500/- per month.

***Note: As per policy in vogue, the NTDCCL working Officers shall not be entitled to get the Cash Medical Allowance as they are getting medical facility.

Orderly Allowance for BPS-20 to BPS-22

The rates of Orderly Allowance shall be revised as follows:

Existing Rate	Revised Rate
Rs. 7,000/- per month	Rs. 12,000/- per month

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

II) Grant of Increase In Pension:

Sanctioned an increase @ 7.5% of net pension with effect from 1st July, 2015 until further order to NTDCCL pensioners.

The 20% increase in pension as allowed vide Para 1 of the Finance Division's O.M. No. F.4 (1)-Reg.6/2012-1144 dated 02.07.2012 shall be discontinued for those who would retire on or after 01.07.2015.

However, 15% increase in pension allowed vide Para-1 (ii) of the Finance Division's OM. No. F.4(1) -Reg.6/2010-721 dated 05.07.2010, 15% increase in pension as allowed vide para-12 (i) of Finance Division's O.M. No. F. 1(5)-Imp/2011-419 dated 04.07.2011, 10% increase in pension as allowed vide para-1 of the Finance Division's O.M. No. 4(1)-Reg.06/2013-1375 dated 16.07.2013 and 10% increase as allowed vide para-1 of Finance Division's O.M. No.

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4(1)-Reg.6/2014 dated 07.07.2014 shall be admissible to the new pensioners who would retire on or after 01.07.2015.

The 7.5% increase in pension as mentioned at Para 1 above will also be admissible to the future retirees who would retire on or after 01.07.2015.

For the purpose of admissibility of increase in pension sanctioned in this O.M. the term "Net Pension" means "Pension being drawn" minus "Medical Allowance".

The increase will also be admissible on family pension granted under the Pension-cum-Gratuity Scheme, 1954, Liberalized Pension Rules, 1977, on pension sanctioned under the Central Civil Services (Extra Ordinary Pension) Rules as well as on the Compassionate Allowance.

The increase in pension sanctioned in this O.M. will not be admissible on Special Additional Pension allowed in lieu of pre-retirement orderly allowance and monetized value of a driver or an orderly.

III) Restoration of Commuted Portion of Pension

The undersigned is directed to state that according to para 16(e) of the Finance Division's O.M. No. F. 1(5)-Imp/2001 dated 4th September, 2001, the benefit of restoration of surrendered portion of pension in lieu of commutation/gratuity was withdrawn.

Late on, Finance Division vide its O.M. No. F. 5(2)-Reg.6/2002 dated 2nd July, 2002 decided that benefit of restoration of commuted portion of pension shall continue to be available for those who have opted to remain in the Basic Pay Scales 1994.

NTDCL Employees who retired/would retire on or after 01.12.2001 shall be entitled to the benefit of restoration of commuted portion of pension in lieu of commutation /gratuity in accordance with the applicable rules.

The NTDCL pensioners, who retired between 01.07.2001 to 30.11.2001 and opted for Pay Scales 2001 on presumptive basis in term of Para 18 of Finance Division 's O.M. No. F. 1(5)-Imp/2001 dated 4th September, 2001 shall also be entitled to the benefit of restoration of commuted portion of pension in lieu of commutation /gratuity in accordance with the applicable rules.

IV) Further Liberalization of Liberalized Pension Rules for Civil Servants –Family Pension.

As per Finance Division's O.M. No. F. 1(13)-Reg.6/83 dated 23rd October, 1983 on the above subject to extend the benefit of family pension to the widowed daughter/divorced daughter of deceased pensioner by making flowing amendments, applicable w.e.f. 01.07.2015, in Para 8 (2) (a) of the above referred O.M.

(iv) "failing (i) to (iii) to the widowed daughter for life or till her re-marriage."

(v)"failing (i) to (iv) to the divorced daughter for life or till her re- marriage."

Note:- Remaining serial numbers of Para 8(2) (a) may be corrected accordingly.

V) Grant of Medical Allowance to NTDCL Pensioners

The Finance Division's O.M. No. F. 16(1)-Reg.6/2010-778 dated 5th July, 2010 regarding introducing Medical Allowance with effect from 1st July, 2010 adopted by to NTDCL for NTDCL pensioners.

In terms of para-22 of Finance Division's O.M. No. F. 1(5)-Imp/2011-419 dated 04.07.2011 it was decided that:-

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- (i) Medical Allowance admissible to the existing retired NTDC Employees opted for medical allowance in lieu of medical facility in BPS-1 to BPS-15 and BPS-16 to BPS-22 @ 25% and @ 20% of the net pension respectively shall continue to be admissible at the frozen level of its admissibility as on 30.06.2011 till further order.
- (ii) All NTDC Employees in BPS-1 to BPS-15 and BPS-16 to BPS-22, who shall retire on or after 01.07.2011 onwards and opted for Cash Medical facility in lieu of medical facility, shall be allowed Medical Allowance @ 25% and @ 20% of the net pension respectively and shall stand frozen at the same level.

Sanctioned, w.e.f 01.07.2015 until further orders 25% increase in the amount of medical allowance being drawn by the NTDC pensioners and to the further retirees on the medical allowance admissible to them at the time of retirement and shall stand frozen at same level.

VI) Overtime Allowance to the Staff Car Drivers and Dispatch Riders

To enhance the overtime allowance admissible to staff car drivers/dispatch riders as per Finance Division's O.M No. 4(1)R-5/2010 dated 9th August, 2012 on the above subject from Rs. 25/- per hour to Rs. 40/- per hour subject to maximum limit of Rs. 240/- per day, w.e.f 01.07.2015. the existing condition that the overtime allowance to staff car drivers/dispatch riders will only be paid if it has been verified by the office concerned, will continue to apply.


Muhammad Dilbar Ghouri
Company Secretary NTDC

Copy to:

1. Managing Director NTDC
2. HR & A Director NTDC
3. All General Managers NTDC
4. All Chief Engineers NTDC
5. Finance Director NTDC
6. Manager Internal Audit