x # 041-9220233
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FESCO FAISALABAD
(A&S SECTION)

o. 9567 /

Dated: 25/11/22

OFFICE ORDER

bject: **ADOPTION OF ASSISTANT PACKAGE (ACCOMMODATION AND EDUCATION) FOR FAMILIES OF EMPLOYEES WHO DIE DURING SERVICE**

BOD FESCO in its 252nd /2nd meeting held on 11.11.2022 conveyed vide mpany Secretary FESCO No.1054/Secy/M.O.M dated 18.11.2022 has resolved and roved the subject Agenda as under:-

"BOD resolved and approved the following part of Prime Minister Assistant Package (Accommodation and Education) in toto w.e.f. 09.02.2015, on the recommendations of HR, Nomination & Legal Committee:-"

<table>
<tr><th rowspan="2">Item</th><th colspan="2">Already Approved / Notified by FESCO</th><th colspan="2">Now approved as recommended by HR, Nomination & Legal Committee of BOD FESCO</th></tr>
<tr><th>In Service Death</th><th>Security Related Death</th><th>In Service Death</th><th>Security Related Death</th></tr>
<tr><td>Accom-Dation</td><td>Retention of Government house or payment of house rent allowance as admissible on the date of death of employee for five (05) years or till the age of superannuation whichever is earlier but for a minimum period of two years.</td><td>Retention of Government house or payment of house rent allowance as admissible on the date of death of employee for five (05) years or till the age of superannuation whichever is earlier but for a minimum period of two years.</td><td>Retention of official accommodation or payment of house rent allowance as admissible on the date of death till the age of superannuation</td><td>Retention of official accommodation or payment of house rent allowance as admissible on the date of death till the age of superannuation</td></tr>
<tr><td>Education</td><td>Payment of education fee, tuition fee & cost of books as per following rates maximum for only 02 children. The Education Scholarship from WAPDA Welfare Fund shall be inclusive in the following payment:-
<table>
<tr><th>Class of Student</th><th>Amount Admissible per Annum</th></tr>
<tr><td>1-5</td><td>Rs.6000/-</td></tr>
<tr><td>6-10</td><td>Rs.12,000/-</td></tr>
<tr><td>11-14</td><td>Rs.24,000/-</td></tr>
</table>
Repetition of any class due to failure of students will not be entitled for double / extra payment. The facility will be subject to production of verification certificate from the head of the Institute.</td><td colspan="2">Free education to all the children of the deceased employees up to graduation in any public/government educational institution including expenses of tuition fee, books related to material and living allowance etc.</td><td>Free education to all the children of the deceased employees up to graduation in any public/government educational institution including expenses of tuition fee, books related material and living allowance etc.</td></tr>
</table>

BOD also resolved to rename the Prime Minister Assistant Package as Mian Nawaz Sharif Prime Minister Assistant Package.

Director General (Admn)
FESCO Faisalabad
25/11/22

1. All GMs / C.Es / DGs.
2. Chief Financial Officer FESCO Faisalabad.
3. Chief of Audit FESCO Faisalabad.
4. Company Secretary FESCO Faisalabad with reference to his letter No.1054 dated 18.11.2022.
5. MS WAPDA Hospital Faisalabad.
6. All SEs / Directors / Project Directors under FESCO.
7. XEN (Civil), Civil Works Division No.1&2 FESCO Faisalabad.
8. SO to Chief Executive Officer FESCO Faisalabad.
9. Dy. Director Security / PMC /Training / TPT / TRW / Ware House FESCO Faisalabad.
10. Master File.

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FAISALABAD ELECTRIC SUPPLY COMPANY

WEST CANAL ROAD ABDULLAHPUR FAISALABAD

Tel # 041-9220377
Fax # 041-9220233
http://www.fesco.com.pk

ADMINISTRATION DIRECTORATE
FESCO FAISALABAD
(A&S SECTION)

No. 11587 / Dated: 27/12/22

1. All GMs / C.Es / DGs.
2. Chief Financial Officer FESCO Faisalabad.
3. Chief of Audit FESCO Faisalabad.
4. MS WAPDA Hospital Faisalabad.
5. All SEs / Directors / Project Directors under FESCO.
6. XEN (Civil), Civil Works Division No.1&2 FESCO Faisalabad.
7. Dy. Director Security / PMC / Training / TPT / TRW / Ware House FESCO Faisalabad.

Subject: **ADOPTION OF PM ASSISTANT PACKAGE (ACCOMMODATION AND EDUCATION) FOR FAMILIES OF EMPLOYEES WHO DIE DURING SERVICE**

In continuation to this Office Order No. 9567 dated 25.11.2022, the benefits of educational expenses to the deceased employees who have already availed the facility of Scholarship for their children, in the light of Office Order No. 16981 dated 18.03.2021, shall not be eligible for claiming educational expenditures under PM's Assistance Package recently approved by BOD FESCO notified vide aforementioned Office Order dated 25.11.2022 in order to avoid duplication of benefits.

2. All such cases in which the benefits of Scholarship has been granted will not be given double benefits. A certificate to this effect shall be provided to Admn Directorate FESCO while forwarding such cases. The management Committee shall ensure the compliance

3. This is issued with the approval of Chief Executive Officer FESCO Faisalabad.

May see please
CEO FESCO 27/12

Director General (Admn)
FESCO Faisalabad
27/12

Copy to:-

1. Company Secretary FESCO Faisalabad with reference to his letter No.1054 dated 18.11.2022.
2. Management Committee of FESCO
3. SO to Chief Executive Officer FESCO Faisalabad.
4. Master File.

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FAISALABAD ELECTRIC SUPPLY COMPANY

Tel # 041-9220247
Fax # 041-9220233
http://www.fesco.com.pk

HUMAN RESOURCES & ADMN
DIRECTORATE

No. 4312-16.16.P Dated: 29/08/19

OFFICE ORDER

Subject: ASSISTANCE PACKAGE FOR FAMILIES OF EMPLOYEES WHO DIE DUE TO FATAL ACCIDENTS OR BECOME 100% INCAPACITATED DUE TO NON-FATAL ACCIDENTS WHILE PERFORMING DUTY

BOD FESCO in its 188th/17th meeting held on 25.07.2019 has resolved and approved adoption of following Assistance Package for families of FESCO employees who die due to fatal accidents or become 100% incapacitated due to non-fatal accidents while performing duty as conveyed vide PEPCO O.M No. GM(HR) /HRD/A-332/11398 dated .11.2018 in FESCO w.e.f. 23.11.2018:

Item	Description
Lump Sum Grant	Ex-gratia grant of Rs.3.5 million to the families of those employees who die due to fatal accident or are 100% incapacitated / disabled (non-fatal accidents).
Accommodation	Retention of house or payment of rent of hired house for five (5) years or till the date of retirement of deceased whichever is more.
Employment	Employment to one child or widow for posts in BPS-1 to BPS-15 without advertisement according to qualification
Health	To ensure providing best possible medical treatment in country to the employee incapacitated in accident (amputation of hands, legs, etc.), and replacement of amputated limbs with best possible available limbs.
Education	Free education to all children of the deceased / 100% incapacitated employees up to graduation (all fields of graduation) in any public / government educational institution including expenses of tuition fee, books, related material, living allowance, etc subject to production of verification certificate from the Head of Institution.
Monthly Welfare Grant	Grant of Welfare Fund to the family of the deceased employee, as per entitlement
Marriage grant	Marriage Grant amounting to Rs.4,00,000/- (Rupees Four Lac each) on the marriage of two (2) children of the deceased / 100% incapacitated employees.
Free Electricity Units	100% free electricity units, as per their entitlement to the family of deceased / 100% incapacitated employees till superannuation. After superannuation, electricity units will be reduced to 50% similar to the employees retired in ordinary manner.

29/8/19
BAITRI KARAM
Director General(HR&A)
FESCO Faisalabad

CC:-
1. Chief Financial Officer FESCO Faisalabad.
2. Chief Engineer (Development) PMU / Project Director (ERP) FESCO, Faisalabad.
3. All Management Directors FESCO.
4. All Chief Engineers FESCO.
5. All SEs/Directors FESCO.
6. Company Secretary FESCO, Faisalabad with reference to his Memo No.3220/Secy/M.O.M dated 21.08.2019.
7. SO to Chief Executive Officer FESCO, Faisalabad.
8. MS WAPDA Hospital, Faisalabad.
9. Mr. Khurshid Ahmed General Secretary All Pakistan WAPDA Hydro Electric Workers Union CBA Bukhtiar Labour Hall 28-Nisbat Road Lahore
10. Ch Sarfraz Hundal Regional Chairman All Pakistan WAPDA Hydro Electric Workers Union CBA FESCO Region Bukhtiar Labour Hall Abdullahpur Faisalabad
11. Master File.

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FAISALABAD ELECTRIC SUPPLY COMPANY

Tel # 041-9220247
Fax # 041-9220233
http://www.fesco.com.pk

HUMAN RESOURCES & ADMN DIRECTORATE

No. 8511 / Dated: 10-11-2020

OFFICE ORDER

Subject: REVISION OF ASSISTANCE PACKAGE FOR FAMILIES OF EMPLOYEES WHO DIE DUE TO FATAL ACCIDENTS OR BECOME 100% INCAPACITATED / DISABLED DUE TO NON-FATAL ACCIDENTS WHILE PERFORMING OFFICIAL DUTIES

BOD FESCO in its 205th /34th meeting held on 29.10.2020 vide Agenda-03 notified by Company Secretary FESCO vide No.4241/Secy/M.O.M dated 02.11.2020 has resolved and approved adoption of PEPCO Office Memorandum No.5967-6016 /MDP /GMHR/DSW/16 dated 10.07.2020 and letter No.5698-5721/MDP/GMHR/SWD/14 dated 01.07.2020 regarding revision of Assistance Package notified vide Office Order dated 29.08.2019 for families of employees who die due to fatal accidents or become 100% incapacitated / disabled due to non-fatal accidents while performing official duties, as per detail given below, on the recommendations of H.R Committee:-

Ser No	Description	Existing	Proposed / Revised Amendment
i.	Ex-gratia grant	3.5 Million	4 Million w.e.f. 01.07.2020
ii.	Accommodation	Retention of house or payment of rent of hired house for five (5) years or till the date of retirement of deceased whichever is more.	Retention of house or payment of rent of hired house or House Rent Allowance, where house acquisition facility is not allowed, for five (05) years or till the date of retirement of deceased whichever is more w.e.f. 23.11.2018.

10/11/2020
BAHRI KARAM
Director General (HR&A)
FESCO Faisalabad

Copy for information:-

1. All GMs / C.Es / DGs FESCO.
2. Chief Financial Officer, FESCO.
3. Chief of Audit, FESCO.
4. Company Secretary FESCO.
5. MS WAPDA Hospital Faisalabad.
6. All S.Es / Directors / P.Ds under FESCO.
7. Addl: Director (PR), FESCO.
8. Master File.

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FAISALABAD ELECTRIC SUPPLY COMPANY
West Canal Road, Abdullahpur Faisalabad

Tel # 041-9220247
Fax # 041-9220233
http://www.fesco.com.pk

HUMAN RESOURCES & ADMN
DIRECTORATE

No. 978 /

Dated: 13-07-2020

OFFICE ORDER

Subject: **ADOPTION OF LEFT-OVER PART i.e. LUMP SUM GRANT OF PRIME MINISTER'S ASSISTANCE PACKAGE FOR FAMILIES OF FESCO EMPLOYEES WHO DIE DURING SERVICE**

BOD FESCO in its 200th/29th meeting held on 23.06.2020 conveyed vide Company Secretary FESCO No.3858/Secy/M.O.M dated 09.07.2020 has resolved and approved the subject Agenda as under:-

" BOD resolved and approved the adoption of remaining part of PM's Assistance Package, i.e. Lump Sum Grant for families of FESCO employees who die during service w.e.f. 09th February 2015 (the effective date of the package) as proposed by FESCO Management on the recommendations of HR Committee as under"

<table>
<tr><th>Item</th><th>In Service Death</th><th>Security Related Deaths</th></tr>
<tr><td>Lump Sum Grant</td><td>Following package for in-service death cases:-
<table>
<tr><th>BPS</th><th>Amount (Rs)</th></tr>
<tr><td>1-15</td><td>500,000/-</td></tr>
<tr><td>16-19</td><td>1 Million</td></tr>
<tr><td>20 & above</td><td>1.5 Million</td></tr>
</table>
Note:-
The employees who met with fatal accidents during performing official duty and being entitled for ex-gratia will not be covered under the above lump sum grant to avoid duplication.</td><td>a. Up to Rs.10 million according to following scales:-
<table>
<tr><th>BPS</th><th>Amount</th></tr>
<tr><td>1-16</td><td>3 Million</td></tr>
<tr><td>17</td><td>5 Million</td></tr>
<tr><td>18-19</td><td>9 Million</td></tr>
<tr><td>20& above</td><td>10 Million</td></tr>
</table>
b. Rs.700,000/- to the officers/ officials incapacitated and released from service for having become invalid as a result of injury in encounters/ bomb blasts, riots/watch and ward duty or terrorist activity.</td></tr>
</table>

BOD further directed that this approval should not be contrary to any previous BOD's direction regarding the issue.

13/7/2020.

BAHRI KARAM
Director General (HR&A)
FESCO Faisalabad

CC:-

1. All GMs / C.Es / DGs
2. Chief Financial Officer FESCO Faisalabad.
3. Chief of Audit FESCO Faisalabad.
4. Company Secretary FESCO Faisalabad with reference to his letter No.3859 dated 09.07.2020.
5. MS WAPDA Hospital Faisalabad.
6. All SEs / Directors / Project Directors under FESCO.
7. XEN (Civil), Civil Works Division No.1&2 FESCO Faisalabad.
8. SO to Chief Executive Officer FESCO Faisalabad.
9. Dy. Director Security / PMC /Training / TPT / TRW / Ware House FESCO Faisalabad.
10. Master File.

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Pakistan Electric Power Company (Pvt.) Limited
Office of the General Manager (Human Resources)
192-WAPDA House, Shahrah-i-Quaid-i-Azam, Lahore.
Tel: (042) 99202632 & 99202211/2192 Fax: (042) 36369324

Ref.# GM(HR)/HRD/A-332/4050-75
Date: 4.11.2016

OFFICE MEMORANDUM

Subject: **Assistance Package for Families of Employees Who Die In Service.**

Reference: Decision of BoD PEPCO in Agenda Item No.5 in its 61st Meeting held on 23.09.2016.

BoD PEPCO has been pleased to adopt Establishment Division's Office Memoranda No.8/10/2013-E-(Pt) dated 04.12.2015 and No.1/39/2013-E-2 (pt) dated 03.08.2016 with regard to revision of Assistance Package. The said package is applicable, mutatis mutandis, for families of employees, who die in service, as under:

Item	In Service Death	Security Related Deaths
Lump Sum Grant	Upto Rs.3.0 million according to following scales:- BPS: 1-4 — Rs.600,000; 5-10 — Rs.900,000; 11-15 — Rs.1,200,000; 16-17 — Rs.1,500,000; 18-19 — Rs.2,400,000; 20 & above — Rs.3,000,000	a. Upto Rs. 10 million according to following scales:- BPS: 1-16 — 3 Million; 17 — 5 Million; 18-19 — 9 Million; 20 & above — 10 Million b. Rs.700,000/- to the officers/ officials incapacitated and released from service for having become invalid as a result of injury in encounters/ bomb blasts, riots/ watch and ward duty or terrorist activity
Pension	100% pension to the families of deceased employees as per their length of service and last pay drawn. In case of less than 10 years service of the deceased employees, rate of minimum 10 years service will be applicable.	100% pension to the families of deceased employees as per their length of service and last pay drawn. In case of less than 10 years service of the deceased employees, rate of minimum 10 years service will be applicable.
Accommo-dation	Retention of official accommodation or payment of rent of hired house till the age of superannuation.	Retention of official accommodation or payment of rent of hired house till the age of superannuation.
Education	Free education to all the children of the deceased employees upto graduation in any public/ government educational institution including expenses of tuition fee, books related material and living allowance etc.	Free education to all the children of the deceased employees upto graduation in any public/government educational institution including expenses of tuition fee, books related material and living allowance etc.
Allotment of Plot	Payment of lump sum grant in lieu of plot subject to the condition that no plot had been allotted in the past, as per scale given below:- BPS: 1-8 — 2 Million; 9-16 — 5 Million; 17 & above — 7 Million	Payment of lump sum grant in lieu of plot subject to the condition that no plot had been allotted in the past, as per scale given below:- BPS: 1-8 — 2 Million; 9-16 — 5 Million; 17 & above — 7 Million

Contd on P-2

15/11/16 M(A)

<table>
<tr><td>Employment</td><td>Employment for posts in BS-01 to BS-15 on two years contract without advertisement.

Provided further that in-case the deceased employee is survived by two or more widows and/or children from these widows, right of contract appointment shall be decided in the following manner and order:

a. the first widow or a child (18 years or above in age) from the first widow as soon as he/she attains age of 18 years but he/she has to exercise the option within the time period (one year from date of death) failing that:

a. the right to contract appointment shall stand transferred to the 2nd widow or to a child (18 years or above in age) from the 2nd widow or to a child (18 years or above in age) from the 2nd widow or a minor child from the 2nd widow as soon as he/she attains age of 18 years but he/she has to exercise the option within two years of death.

Note: Office Memorandum No.GM(HR)/ HRD/1-549/2376-2400 dated 23.09.2010 & No.GM(HR)/HRD/A-693/2261-99 dated 03.07.2015 shall continue to be applicable in the same spirit.</td><td>Employment for posts in BS-01 to BS-15 on two years contract without advertisement.

Provided further that in-case the deceased employee is survived by two or more widows and/or children from these widows, right of contract appointment shall be decided in the following manner and order:

b. the first widow or a child (18 years or above in age) from the first widow as soon as he/she attains age of 18 years but he/she has to exercise the option within the time period (one year from date of death) failing that:

c. the right to contract appointment shall stand transferred to the 2nd widow or to a child (18 years or above in age) from the 2nd widow or to a child (18 years or above in age) from the 2nd widow or a minor child from the 2nd widow as soon as he/she attains age of 18 years but he/she has to exercise the option within two years of death.

Note: Office Memorandum No.GM(HR)/ HRD/1-549/2376-2400 dated 23.09.2010 & No.GM(HR)/HRD/A-693/2261-99 dated 03.07.2015 shall continue to be applicable in the same spirit.</td></tr>
<tr><td>Marriage Grant</td><td>Marriage grant amounting to Rs.8 lac on wedding of one daughter, may be granted to family of deceased employees.</td><td>Marriage grant amounting to Rs.8 lac on wedding of one daughter, may be granted to family of deceased employees.</td></tr>
<tr><td>Health</td><td>Free health facilities as per their entitlement during service.</td><td>Free health facilities as per their entitlement during service.</td></tr>
<tr><td>House Building Advance</td><td>In case of advance against salaries sanctioned by the competent authority, the unpaid balance to be waived off as per prevailing procedure.</td><td>In case of advance against salaries sanctioned by the competent authority, the unpaid balance to be waived off as per prevailing procedure.</td></tr>
<tr><td>Nomination of an Officer as Council</td><td>An officer of BS-17 or BS-18 may be nominated by respective office as Council who will be responsible for finalization/provision of all the facilities under the package, to the families of employees who die in service within one month of the incident.</td><td>An officer of BS-17 or BS-18 may be nominated by respective office as Council who will be responsible for finalization/provision of all the facilities under the package, to the families of employees who die in service within one month of the incident.</td></tr>
<tr><td>Special Lump Sum Grant from Welfare Fund</td><td>Nil</td><td>A special lump sum grant from Welfare Fund ranging from Rs.200,000 to Rs.500,000/-

<table><tr><th>Sr#</th><th>Pay Scale (BPS)</th><th>Lump sum Grant</th></tr><tr><td>1</td><td>1-10</td><td>200000</td></tr><tr><td>2</td><td>11-15</td><td>300000</td></tr><tr><td>3.</td><td>17-19</td><td>400000</td></tr><tr><td>4</td><td>20 & above</td><td>500000</td></tr></table></td></tr>
</table>

Contd on P-3

Sr.#	Pay Slabs		Grant
	Minimum	Maximum	
1	Upto	6000	4000
2	6001	6500	4150
3	6501	7000	4300
4	7001	7500	4450
5	7501	8000	4600
6	8001	8500	4750
7	8501	9000	4900
8	9001	9500	5050
9	9501	10000	5200
10	10001	10500	5350
11	10501	11000	5500
12	11001	13000	5900
13	13001	15000	6200
14	15001	17000	6500
15	17001	19000	6800
16	19001	21000	7100
17	21001	23000	7400
18	23001	25000	7700
19	25001	27000	8000
20	27001	29000	8300
21	29001	31000	8600
22	31001	33000	8900
23	33001	35000	9200
24	35001	37000	9500
25	37001	39000	9800
26	39001 & above		10100

Sr.#	Pay Slabs		Grant
	Minimum	Maximum	
1	Upto	5000	8000
2	5001	5500	8300
3	5501	6000	8600
4	6001	6500	8900
5	6501	7000	9200
6	7001	7500	9500
7	7501	8000	9800
8	8001	8500	10100
9	8501	9000	10400
10	9001	9500	10700
11	9501	11000	11200
12	11001	13000	11800
13	13001	15000	12400
14	15001	17000	13000
15	17001	19000	13600
16	19001	21000	14200
17	21001	23000	14800
18	23001	25000	15400
19	25001	27000	16000
20	27001	29000	16600
21	29001	31000	17200
22	31001	33000	17800
23	33001	35000	18400
24	35001	37000	19000
25	37001	39000	19600
26	39001 & above		20200

Pre-requisite for facilitation of family of deceased Employees	In case of in service death of an employee, the following pre-requisites must immediately be fulfilled by the concerned office so that the family of the deceased employee may be facilitated without any delay:- a. Immediate submission of family pension case. b. Application for Anticipatory Pension (80% of the total pension). Besides, as a pro-active approach respective offices must observe the following practices regarding their employees:- a. Up to date list of family members of each employee for pension purpose be maintained beforehand. b. Nomination for Employees Provident Fund must be ensured for each employee in his/her life.	In case of in service death (security related) of an employee, the following pre-requisites must immediately be fulfilled by the concerned office so that the family of the deceased employee may be facilitated without any delay:- a. Immediate submission of family pension case. b. Application for Anticipatory Pension (80% of the total pension). Besides, as a pro-active approach respective offices must observe the following practices regarding their employees:- a. Up to date list of family members of each employee for pension purpose be maintained beforehand. b. Nomination for Employees Provident Fund must be ensured for each employee in his/her life.

Contd on P-4

	Only payable amount of EP Fund shall be paid to the family of deceased employee.	Only payable amount of EP Fund shall be paid to the family of deceased employee.

A death will be deemed to be a "Security Related death" if it occurs due to a terrorist while combating or confronting the terrorist(s).

Relevant rules and policies stand amended to the above effect.

(Saghir Ahmad)
DG(HR) PEPCO

All GMs PEPCO
MD NTDC PEPCO
All CEOs, DISCOs/ GHCL/GENCOs & PITC
Chief Auditor PEPCO
Company Secretary PEPCO w/r to his office letter No.1070-74/Secy/PEPCO/BOD/M-61/Item-5 dated 03.10.2016
SO to MD PEPCO
Master file

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION
****

No. 8/10/2013-E-2 (Pt)

Islamabad, the 4th December 2015

OFFICE MEMORANDUM

Subject: REVISION OF ASSISTANCE PACKAGE FOR FAMILIES OF GOVERNMENT EMPLOYEES WHO DIE IN SERVICE.

The undersigned is directed to refer to this Division's O.M No. 7/40/2005-E-2, dated 13th June, 2006, O.M No. 8/10/2013-E-2, dated 20th October, 2014, O.M. No. 8/10/2013-E-2 dated 9th February, 2015 and O.M. No. 8/10/2013 (E-II) (PT) dated 25th May, 2015 including amendments thereof issued from time to time on the subject noted above and to state that the Prime Minister has been pleased to approve the following revised Assistance Package for Government employees, who die in service, w.e.f 9th February, 2015: -

<table>
<tr><th>ITEM</th><th>IN SERVICE DEATHS</th><th>SECURITY RELATED DEATHS</th></tr>
<tr><td>Lump Sum Grant</td><td>300% increase over the package-2006 for in service death of civilian employees. This increase will be given on the 2006 package as per following scales:-
<table><tr><th>BS</th><th>Amount</th></tr><tr><td>1 - 4</td><td>Rs. 600,000</td></tr><tr><td>5- 10</td><td>Rs. 900,000</td></tr><tr><td>11- 15</td><td>Rs. 1,200,000</td></tr><tr><td>16- 17</td><td>Rs. 1,500,000</td></tr><tr><td>18- 19</td><td>Rs. 2,400,000</td></tr><tr><td>20 & above</td><td>Rs. 3,000,000</td></tr></table></td><td>a. Upto Rs.10 million according to following scales:-
<table><tr><th>BS</th><th>Amount</th></tr><tr><td>1-16</td><td>3 Million</td></tr><tr><td>17</td><td>5 Million</td></tr><tr><td>18-19</td><td>9 Million</td></tr><tr><td>20 & above</td><td>10 Million</td></tr></table>b. Rs. 700,000/-to the officers/officials incapacitated and released from service for having become invalid as a result of injury in encounters /bomb blasts, riots/ watch and ward duty or terrorist activity.
c. Rs. 500,000/- to the officers / officials incapacitated as a result of the injury in accidents as stated in para "b" above but who are still serving in the department.</td></tr>
<tr><td>Pension</td><td>100% pension to the families of a deceased Government servants as per their length of service and last pay drawn. In case of less than 10 years service of the deceased employee, rate of minimum 10 years service will be applicable.</td><td>100% pension to the families of a deceased Government servants as per their length of service and last pay drawn. In case of less than 10 years service of the deceased employees, rate of minimum 10 years service will be applicable.</td></tr>
</table>

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<table>
<tr><td>Accommodation</td><td>Retention of Government house or payment of rent of hired house till the age of superannuation.</td><td>Retention of Government house or payment of rent of hired house till the age of superannuation.</td></tr>
<tr><td>Education</td><td>Free education to all the children of the deceased government employees up to graduation in any public/ government educational institution including expenses of tuition fee, books related material and living allowances etc.</td><td>Free education to all the children of the deceased government employees up to graduation in any public/ government educational institution including expenses of tuition fee, books related material and living allowances etc.</td></tr>
<tr><td>Allotment of Plot</td><td>Discontinuation of the entitlement of 2% quota for allotment of plot. Payment of lump sum grant in lieu of plot subject to the condition that no plot had been allotted in the past, as per scale given below:-
<table><tr><td>BS</td><td>Amount</td></tr><tr><td>1-8</td><td>2 Million</td></tr><tr><td>9-16</td><td>5 Million</td></tr><tr><td>17 and above</td><td>7 Million</td></tr></table></td><td>Discontinuation of the entitlement of 2% quota for allotment of plot. Payment of lump sum grant in lieu of plot subject to the condition that no plot had been allotted in the past, as per scale given below:-
<table><tr><td>BS</td><td>Amount</td></tr><tr><td>1-8</td><td>2 Million</td></tr><tr><td>9-16</td><td>5 Million</td></tr><tr><td>17 and above</td><td>7 Million</td></tr></table></td></tr>
<tr><td>Employment</td><td>Employment for posts in BS-01 to BS-15 on two years contract without advertisement.</td><td>Employment for posts in BS-01 to BS-15 on two years contract without advertisement.</td></tr>
<tr><td>Marriage Grant</td><td>Marriage grant amounting to Rs.8 lac on wedding of one daughter, may be granted to family of deceased Government employees.</td><td>Marriage grant amounting to Rs.8 lac, on wedding of one daughter, may be granted to family of deceased Government employees.</td></tr>
<tr><td>Health</td><td>Free health facilities as per their entitlement during service.</td><td>Free health facilities as per their entitlement during service.</td></tr>
<tr><td>House Building Advance</td><td>In case of advance against salaries sanctioned by the AGPR or the provincial AG Office, the unpaid balance to be waived.</td><td>In case of advance against salaries sanctioned by the AGPR or the provincial AG Office, the unpaid balance to be waived</td></tr>
<tr><td>Nomination of an officer as council</td><td>An officer of BS-17 or BS-18 may be nominated by each Ministry/Division/Department as council who will be responsible for finalization/provision of all the facilities under the package, to the families of Govt. employees who die in service within one month of the incident.</td><td>An officer of BS-17 or BS-18 may be nominated by each Ministry/Division/Department as council who will be responsible for finalization/provision of all the facilities under the package, to the families of Govt. employees who die in service within one month of the incident.</td></tr>
<tr><td>Special Lump Sum Grant from Benevolent Fund</td><td></td><td>A special lump sum grant from Benevolent Fund ranging from Rs. 200,000 to Rs. 500,000
<table><tr><td>#</td><td>Pay Scales (BS)</td><td>Lump Sum Grant (RS)</td></tr><tr><td>1.</td><td>1-10</td><td>200,000</td></tr><tr><td>2.</td><td>11-16</td><td>300,000</td></tr><tr><td>3.</td><td>17-19</td><td>400,000</td></tr><tr><td>4.</td><td>20 and above</td><td>500,000</td></tr></table></td></tr>
</table>

Monthly Benevolent Grant	Sr. #	Pay Slabs		Grant	Sr. #	Pay Slabs		Grant
		Minimum	Maximum			Minimum	Maximum	
	1	Upto	5,000	4,000	1	Upto	5,000	8,000
	2	5,001	5,500	4,150	2	5,001	5,500	8,300
	3	5,501	6,000	4,300	3	5,501	6,000	8,600
	4	6,001	6,500	4,450	4	6,001	6,500	8,900
	5	6,501	7,000	4,600	5	6,501	7,000	9,200
	6	7,001	7,500	4,750	6	7,001	7,500	9,500
	7	7,501	8,000	4,900	7	7,501	8,000	9,800
	8	8,001	8,500	5,050	8	8,001	8,500	10,100
	9	8,501	9,000	5,200	9	8,501	9,000	10,400
	10	9,001	9,500	5,350	10	9,001	9,500	10,700
	11	9,501	11,000	5,600	11	9,501	11,000	11,200
	12	11,001	13,000	5,900	12	11,001	13,000	11,800
	13	13,001	15,000	6,200	13	13,001	15,000	12,400
	14	15,001	17,000	6,500	14	15,001	17,000	13,000
	15	17,001	19,000	6,800	15	17,001	19,000	13,600
	16	19,001	21,000	7,100	16	19,001	21,000	14,200
	17	21,001	23,000	7,400	17	21,001	23,000	14,800
	18	23,001	25,000	7,700	18	23,001	25,000	15,400
	19	25,001	27,000	8,000	19	25,001	27,000	16,000
	20	27,001	29,000	8,300	20	27,001	29,000	16,600
	21	29,001	31,000	8,600	21	29,001	31,000	17,200
	22	31,001	33,000	8,900	22	31,001	33,000	17,800
	23	33,001	35,000	9,200	23	33,001	35,000	18,400
	24	35,001	37,000	9,500	24	35,001	37,000	19,000
	25	37,001	39,000	9,800	25	37,001	39,000	19,600
	26	39,001 & above		10,100	26	39,001 & above		20,200

Prerequisite for facilitation of family of deceased Govt. Employees	In case of in service death of a government employee, the following pre-requisites must immediately be fulfilled by the concerned Ministry/Division/Department so that the family of the deceased government employee may be facilitated with out any delay:- a. Immediate submission of family pension case. b. Option form for Direct Credit Scheme (online payment of pension) c. Application for Anticipatory Pension (80%of the total pension). Besides as a pro-active approach each Ministry/Division/Department must observe the following practices regarding their employees:- d. Up to date list of family members of each employee for pension purpose be maintained before hand. e. Nomination for General Provident Fund must be ensured for each employee in his/her life.	In case of in service death (security related) of a government employee, the following pre-requisites must immediately be fulfilled by the concerned Ministry/Division/Department so that the family of the deceased government employee may be facilitated with out any delay:- a. Immediate submission of family pension case. b. Option form for Direct Credit Scheme (online payment of pension) c. Application for Anticipatory Pension (80%of the total pension). Besides as a pro-active approach each Ministry/Division/Department must observe the following practices regarding their employees:- d. Up to date list of family members of each employee for pension purpose be maintained before hand. e. Nomination for General Provident Fund must be ensured for each employee in his/her life.
GP Fund	Only payable amount of GP Fund shall be paid to the deceased family.	Only payable amount of GP Fund shall be paid to the deceased family.

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Payment of Pension through Direct Credit Scheme (DCS)	The following steps may be taken by the concerned Ministries/ Divisions / Departments for payment of pension through Direct Credit Scheme (DCS) (optional):- a. The Direct Credit Scheme must be made compulsory for all new pensioners/family pensioners w.e.f 01-01-2015 b. The manual both halves would be discontinued w.e.f 01-01-2015 for all new pensioners/family pensioners. c. The historical pensioners must be brought into the stream of DCS phase-wise.	The following steps may be taken by the concerned Ministries/ Divisions / Departments for payment of pension through Direct Credit Scheme (DCS) (optional):- a. The Direct Credit Sheme must be made compulsory for all new pensioners/family pensioners w.e.f 01-01-015 b. The manual both halves would be discontinued w.e.f 01-01-2015 for all new pensioners/family pensioners. c. The historical pensioners must be brought into the stream of DCS phasewise.

2. The Prime Minister has also approved that:-

(i). Relevant recruitment rules may be appropriately amended to provide for appointments of family members under the instant package; and

(ii). A death will be deemed to be a "Security Related death" if it occurs due to a terrorist act or while combating or confronting the terrorist(s), irrespective of the fact that the victim was member of Law Enforcement Agency (LEA) or a Civilian employee. Death of a member of LEA due to a cause, other than terrorist act, will be classified as an "In-service death.

3. All Ministries / Divisions are requested to take further necessary action accordingly.

(Munzoor Ahmed)
Section Officer (C-I)
Tele# 9103654

All Ministries / Divisions / Islamabad / Rawalpindi.
Accountant General of Pakistan Revenue, Islamabad.
Federal Employees Benevolent and Group Insurance, Islamabad.

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