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. 2167 / Dated: 25/07/2023

All DDOs (Salary & Pension)
FESCO Faisalabad.

Subject: PROPER SCRUTINY OF MARRIAGE GRANTS / SCHOLARSHIPS CASES

It is has been noticed by the Competent Authority that marriage grant / scholarship cases, particularly in respect of pensioners and widows are received in HQ's FESCO for sanction/approval from lower formations without conducting proper scrutiny by the concerned DDO and Divisional Accounts Officer / Superintendent / dealing Assistant (Admn). Due to this lapse certain cases have been processed in which widows / pensioners have availed marriage grant / scholarship claims in respect of those children who have been appointed in FESCO and are performing duty as serving employees.

2. Respective controlling Officers are directed to forward all such cases after conducting proper scrutiny with the provision of Certificate / Undertaking on Judicial Stamp Paper obtained from widows of deceased employees / pensioners, duly countersigned by head of Division to the effect that the children (Groom / Bride) are not appointed/working in FESCO or any other DISCOs / Govt. department so as to avoid duplication of benefits and in case the declaration proves to be false, the department shall take action against the pensioner as well as appointed son/daughter.

3. Strict adherence is required to implement above instructions in true letter & spirit. In case of non-compliance, stern disciplinary action against dealing Officers / Officials shall be taken under the rules.

Director General (Admn)
FESCO Faisalabad

Copy to:

1. Chief Financial Officer FESCO Faisalabad.
2. Director (CM) FESCO Faisalabad (Convener of Management Committee).
3. Director (L&L) FESCO Faisalabad.
4. Director (Project Financing) O/O CE (Dev) PMU FESCO Faisalabad (Member).
5. S.O to Chief Executive Officer FESCO.
6. S.O to Chairman BOD FESCO.
7. Assistant Director (HR) FESCO Faisalabad (Member)
8.

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FAISALABAD ELECTRIC SUPPLY COMPANY
WEST CANAL ROAD, ABDULLAHPUR, FAISALABAD

Tel # 041-9220377
Fax # 041-9220233
http://www.fesco.com.pk
E-mail: dd_hr@fesco.com.pk

ADMINISTRATION DIRECTORATE
FESCO FAISALABAD
(A&S Section)

No. 18035 Dated: 15/03/2023

OFFICE ORDER

Subject: **ENHANCEMENT OF MARRIAGE GRANT IN THE LIGHT OF PEPCO (NOW PPMC) OFFICE MEMORANDUM DATED 28.08.2018**

BOD FESCO in its 260th/10th meeting held on 10.03.2023 notified by Company Secretary FESCO vide No.1376/Secy/M.O.M dated 14.03.2023 has approved the subject Agenda as under:-

"On the recommendations of HR, Nomination & Legal Committee, BOD resolved and approved as under:-

a. *Adoption of PEPCO (now PPMC) Office Memorandum No.GM(HR)/HRD/A-548/1579-1604 dated 28.08.2018 and Office Order No.5081-94 dated 22.05.2019 in toto regarding enhancement of marriage grant for employees of BPS-1 to 16 up to One Lac (Rs.100,000/-) on each event once for all serving employees (serving/two children) and Rs. Two Lac (Rs.200,000/-) each for two children of retired / invalided employees and widows of the deceased employees, with immediate effect.*

b. *Financial Impact of Rs.48.00 Million (approximately) per annum."*

Director General (Admn)
FESCO Faisalabad 15/3/2023

Distribution:

1. Chief Financial Officer FESCO.
2. All G.Ms/C.Es/DGs under FESCO.
3. Chief of Audit FESCO.
4. Company Secretary FESCO w.r.t. above mentioned minutes of meeting of BOD FESCO.
5. All S.Es/Directors/P.Ds under FESCO.
6. Director (CP&C) FESCO Faisalabad.
7. S.O to Chief Executive Officer FESCO.
8. Master File.

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FESCO

Faisalabad Electric Supply Company Limited

West Canal Road Abdullahpur Faisalabad

PHONE # 041-9220377 FAX # 041-9220233	HUMAN RESOURCE & ADMN DIRECTORATE
NO. 18949 /MG/A&S	Dated 30 -03 -2022

OFFICE ORDER

F/A

1. In continuation to this office order No. 17404 dated 09.03.2022, vide which BOD FESCO Resolution has been notified regarding enhancement of Marriage Grant in the light of PEPCO Office Memorandum No. GM(HR)/HRD/A-548/1579-1604 dated 28.08.2018, the following will be observed by concerned DDOs. F/B.

   i. Payment of remaining/balance amount Rs. 10,000/- on account of self/daughter marriage in respect of serving employees held on or after 28.08.2018 and accordingly revised entry in the Service Books of the Official with red ink be recorded properly before payment in already approved cases.

   ii. Payment of remaining/balance amount Rs 80,000 in already approved cases on account of marriage of daughters of widow / invalid employees, held on or after 28.08.2018 (maximum two (02) daughters) & entry in the Service Books of the Official / Pension Books of widows of deceased employees with red ink be recorded properly before payment.

   iii. To forward the marriage grant claims, complete in all respect, of two children of serving employees in BPS-16 and retired/invalided in which marriage was held on or after 28.08.2018, for scrutiny by Management Committee of FESCO and further approval of competent authority.

2. This issues with the approval of Chief Executive Officer FESCO.

30/3/22

DG (HR&Admn)
FESCO Faisalabad

Distribution:-
1. Chief Financial Officer FESCO Faisalabad.
2. All GMs FESCO Faisalabad.
3. All Chief Engineer FESCO Faisalabad.
4. All Management Director FESCO.
5. All Directors/SEs/PDs FESCO.
6. All Dy. Directors/XENs FESCO.
7. All ROs FESCO.
8. Cashier HQs FESCO Faisalabad.
9. Master File.

CamScanner

Faisalabad Electric Supply Company Limited

FESCO

PHONE # 041-9220231
FAX # 041-9220564
http://www.fesco.com.pk

HUMAN RESOURCES & ADMIN
DIRECTORATE

NO 17404 / AG-16 (A&S) Dated 09-03-2022

OFFICE ORDER

Subject: TO CONSIDER AND APPROVE THE ENHANCEMENT OF MARRIAGE GRANT

BOD FESCO in its 233rd / 27th meeting held on 25.02.2022 (Agenda-3) has approved the subject agenda notified vide Company Secretary FESCO Memo No. 179/Secy/P dated 03.03.2022.

"BOD resolved and accorded approval to enhance the marriage grant from Rs. 20,000/- to Rs. 30,000/- on each event once, for all serving employees in BPS-01 to BPS-16 (self / two children) and from Rs.20,000/- to One Lac (Rs.100,000/-) each for two children of retired / invalided employee and widows of the employees in the light of PEPCO Office Memorandum No. GM(HR)/HRD/A-543/1579-1604 dated 28.08.2018".

"BOD further directed FESCO Management to constitute a Committee to work out and propose the enhancement in monthly contribution to Welfare Fund from the salaries of FESCO employees and present to HR, Nomination & Legal Committee for recommendations".

D.G (HR&ADMN)
FESCO Faisalabad

CC

1. All Management Directors FESCO.
2. All GMs / Chief Engineers FESCO.
3. Company Secretary FESCO Faisalabad with reference to his above mentioned minutes of meeting of BOD FESCO.
4. All S.Es / Directors / PDs FESCO.
5. All Dy. Directors / XENs / ROs FESCO.
6. SO to Chief Executive Officer FESCO.
7. Cashier HQs FESCO Faisalabad.

Master file

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TORs of the Committee

The above Administrative Committee of BOD (BPS Equivalent 19 & above) will decide following cases related to all BPS Equivalent 19 & above FESCO Officers:-

i. *Recruitment and appointments.*
ii. *Promotions and time scale adjustments.*
iii. *Internal Transfers & Postings.*
iv. *Stop gap arrangements / assigning additional charge, acting charge, current charge etc.*
v. *Repatriation to parent companies and departments etc.*
vi. *Deputation.*
vii. *Salary / perks and other benefits etc.*
viii. *All kinds of disciplinary actions.*

BOD further resolved that above Administrative Committee (BPS Equivalent 19 & above) will be considered as 8th formal Committee of BOD in addition to 07 already constituted Committees.

Agenda-3 TO CONSIDER AND APPROVE THE ENHANCEMENT OF MARRIAGE GRANT (DEFERRED IN 232ND/26TH MEETING OF BOD)

DG (HR&Admn) FESCO presented the agenda. He further explained that on the direction of BOD in previous meeting, status has been checked from MEPCO where the case has been deferred by BOD MEPCO. On a query CFO FESCO replied that presently Rs. 20000/- is being paid as marriage grant to the serving employees and that in case of enhancement of marriage grant, the extra amount will be paid from FESCO budget. He further explained that presently a very nominal amount is being deducted from the monthly salary of FESCO Officers & officials which should also be increased proportionately. Barrister Dr. Irfan Ahmad expressed that we must take care of widows of the deceased employees who are waiting since long for implementation of decision of BOD PEPCO.

Mr. Muhammad Anwer Sheikh, Director opined that to give relief to the employees and especially to the widows, the amount of marriage grant may be enhancement upto 50%.

Resolution-233rd– BOD-R3:

BOD resolved and accorded approval to enhance the marriage grant from Rs. 20000/- to Rs. 30000/- on each event once, for all serving employees in BPS-01 to BPS-16 (self / two children) and from Rs. 20000/- to One Lac (Rs. 100,000/-) each for two children of retired/ invalided employee and widows of the employees in the light of PEPCO Office Memorandum No. GM(HR)/HRD/A-548/1579-1604 dated 28.08.2018.

BOD further directed FESCO management to constitute a Committee to work out and propose the enhancement in monthly contribution to Welfare Fund from the salaries of FESCO employees and present to HR, Nomination & Legal Committee for recommendations.

Agenda-4 REVAMPTION OF LEGAL DIRECTORATE–CREATION OF FIVE (05) POSTS OF ASSISTANT DIRECTOR (LEGAL) BPS-17 AT EACH OPERATION CIRCLE LEVEL (DEFERRED IN 232ND/26TH MEETING OF BOD)

DG (HR&Admn) FESCO presented the agenda. Mr. Muhammad Anwer sheikh suggested that after recruitment against the newly created posts of Assistant Director (Legal) at Circle level, aging of court cases should be done on top priority. Similarly Barrister Dr. Irfan Ahmad Chattah suggested that Reconciliation Committee should also be constituted at each Circle level for out of court settlement of the cases. On a query, DG (HR&Admn) explained the job description and other prerequisite for the post of Assistant Director (Legal).

Company Secretary FESCO 3/3/22

Annex-B

(12)

(26)

(G)

PAKISTAN ELECTRIC POWER COMPANY (PVT.) LIMITED

Fax No. 042-99202176
Tel: 042-99202211/2200

OFFICE OF THE
MANAGING DIRECTOR(PEPCO)
WAPDA HOUSE, LAHORE

No. [illegible] /MDP/[illegible] /05/2019

OFFICE ORDER

Ref: Decision of BoD PEPCO taken in 72nd meeting held on 16.03.2019 conveyed by Company Secretary PEPCO vide letter No. 1106-11/Secy/ PEPCO/ BoD/M-72/Item-7 dated 09.04.2019.

BoD PEPCO in its meeting 72nd meeting held on 16.03.2019 while considering demands of Labour Union (CBA), has approved the following:

"Revise the earlier decision conveyed vide office order No. GM (HR)/HRD/A-548/1579-1604 dated 26.08.2018, by restricting admissibility of Marriage Grant to employees in BPS-01 to BPS-16 only."

(Saghir Ahmad)
GM (HR) PEPCO

Distribution:

1. Chief Executive Officers all DISCOs/PITC.
2. Company Secretaries PEPCO/All DISCOs/PITC.
3. SO to MD PEPCO.
4. General Secretary, All Pakistan WAPDA Hydro Electric Workers Union (CBA) Lahore.
5. Office order/M.F.

Pakistan Electric Power Company (Pvt.) Limited
Office of the General Manager (Human Resources),
732-WAPDA House, Shahrah-i-Quaid-i-Azam, Lahore
Tel: (042) 99202682 & 99202211/2732 Fax: (042) 99202176

No. GM(HR)/HRD/A-548/ 1579-1604
Date: August 28, 2018

DIARY NO. 5408
DATED 17-09-18
HEADQUARTERS FESCO
Faisalabad

OFFICE MEMORANDUM

SUB: ENHANCEMENT OF MARRIAGE GRANT

Ref: Decision of BOD PEPCO in Agenda Item No. 3 in its 69th Meeting held on 12.05.2018.

Board of Directors PEPCO has been pleased to extend and enhance marriage grant for employees to the tune of rupees one lac (Rs.100,000/-) on each event once for all serving employees (self / two children) and Rs. Two lac (Rs.2,00,000/=) each for two children of retired/invalided employees and widows of the employees.

(Saghir Ahmed)
General Manager (HR)
PEPCO

c.c:

1. CEOs DISCOs/PITC.
2. GMs/CEs/DGs/Directors PEPCO
3. Company Secretary PEPCO w.r.t. his office letter No. 381-87/Secy/ PEPCO/ BoD/ M-69/Item-03 dated 7th June, 2018.
4. SO to MD PEPCO.
5. Sr. B&AO PEPCO
6. General Secretary, All Pakistan WAPDA Hydro Electric Workers Union (CBA) w.r.t. Charter of Demands received through letter No. 9647 dated 22.10.2017
7. Master File

(Admn)	✓
tor (HR)	
tor (CM)	
tor (Legal)	
Dir (Security)	
Dir (PR)	

DG (HR&A)	
GMO/COO	
CE/CTO	
CE/COO	
CE(OPP)	
CE (T&G)	
CE (DEV)	
CE (F&C)	
CE (TS)	
CFO	
Chief Auditor	
DG (FT)	
DIR (L&L)	
Secretary	
DD (Vig)	

WATER AND POWER DEVELOPMENT AUTHORITY

1376
11-07-9

Tel. No. 9202482
9202211/2223

WWF/ASF-51/Vol-VI/ 245-344

SECRETARY FUND
B-35-Wapda House, Lahore

Dated 27-06-2009

Subject:- MARRIAGE GRANT OUT OF WW FUND ON SELF MARRIAGE OF CONTRACT EMPLOYEES SUBSEQUENTLY DECLARED REGULAR.

Ref:- This Office letter No. WWF/ASF-51/Vol-VI/649-700 dated 9-6-2008 and in continuation of this letter No. WWF/ASF-51/Vol-VI/2008/750-810 dated 9-8-2008.

A question has been raised as to whether in the subject cases the condition of submission of cases within six (6) months of the date of marriage, has been relaxed generally or there is still sometime limit for that purpose.

It is clarified that stipulation for submission of self marriage grant cases within six month of marriage had been relaxed specially in cases of those contract employees whose marriage took place during contract period and later on they were declared regular from the date of initial appointment prior to the issuance of Office Order No. WWF/ASF-51/Vol-VI/649-700 dated 9-6-2008.

2- If the contract employees are declared regular from the date of initial appointment after 09-06-2008 and their marriage were held during contract period they must submit their applications for marriage grant to quarter concerned within six (6) months from the date of issuance of notification declaring them regular.

(Muhammad Farooq Memon)
Secretary Fund

Distribution

1. All General Managers Wapda.
2. All Chief Executive Officers, DISCOs, GENCOs and NTDC
3. All Chief Engineers.
4. All Directors General.
5. Chief Auditor.

...ESCO	
...TDIR	
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...NCE DIR	
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...RATION; DIR	
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Please discuss
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FESCO

7c

WATER AND POWER DEVELOPMENT AUTHORITY

DIARY NO. 36317

Tel. No. 9202482
9202211/222

DATED 17-6-08

SECRETARY FUNDS
225-Wapda House, Lahore

No. WWF/ASF-51/Vol-VI/6495-700/ HEADQUARTERS FESCO FAISALABAD

Dated. 09-06-2008.

Subject:- **MARRIAGE GRANT OUT OF WW FUND ON SELF-MARRIAGE OF CONTRACT EMPLOYEES SUBSEQUENTLY DECLARED REGULAR.**

Under the existing Wapda Welfare Fund Rules, only regular employees and work charged/contingent employees who have rendered one year service are entitled to various grants sanctioned thereunder. The category of contract employees does not come under the purview of WW Fund Rules. As per policy, the contract employees are brought on to regular cadre, after three years satisfactory service, from the date of initial appointment. Few employees in BPS 1-15 who got married after appointment on contract basis were denied Marriage Grant on first self-marriage, being not covered under the rules. Subsequently after being declared regular from the date of initial appointment, they represented that they have been declared regular from the date of initial induction and since they got married after appointment in Wapda, they may be allowed Marriage Grant from WW Fund as admissible to regular employees.

The case was considered by the Managing Committee, WW Funds. It observed that as Marriage Grant on account of first self-marriage is only one time benefit in entire service, denial of the same to contract employees, who are subsequently declared regular from the date of initial appointment, will deprive them to avail this benefit for ever. Considering the above hardship, the Managing Committee has approved that Marriage Grant may also be allowed to such contract employees who have been declared regular from the date of initial appointment after rendering three years contract service and got married after their appointment in Wapda on contract basis. They will however, have to deposit the amount of WW Fund contribution at prescribed rate for the service rendered during contract period which has subsequently been regularized. The condition of submission of marriage grant case within six month of marriage is relaxed in such cases.

CEO FESCO	
TECH DIR	
HR & A DIR	
FINANCE DIR	
CS DIR	
OPERATION DIR	
[illegible]	
SECRETARY	
DM (PR)	

(Muhammad Farooq Memon)
17/6
Secretary Funds

Distributions:

1. All General Managers, Wapda.
2. All Chief Executive Officers, DISCOs, GENCOs and NTDC.
3. All Chief Engineers.
4. All Directors General
5. Chief Auditor.

Put up. Also get it verified. 17/6

Signed
D Putup
Letter for
Execution
27/6
27/6

Faisalabad Electric Supply Company Limited

WATER AND POWER DEVELOPMENT AUTHORITY

FESCO

Tel # 041-9220370
Fax # 041-9220445

OFFICE OF THE
CHIEF EXECUTIVE OFFICER FESCO
(WAPDA) FAISALABAD

NO. 4201 /DDA/E-II/ M-19 DATED 23-8-2007

1. Technical Director FESCO, Faisalabad.
2. Operation Director FESCO, Faisalabad.
3. CS Director FESCO, Faisalabad.
4. Finance Director FESCO, Faisalabad.
5. Manager (Operation) 1st Circle FESCO, Faisalabad.
6. Manager (Operation) 2nd Circle FESCO, Faisalabad.
7. Manager (Operation) Jhang Circle FESCO, Jhang.
8. Manager (Operation) Sargodha Circle FESCO, Sargodha.
9. Manager (GSO) FESCO, Faisalabad.
10. Manager (Project Construction) FESCO, Faisalabad.
11. Manager (GSC) FESCO, Faisalabad.
12. Manager Technical Services FESCO, Faisalabad.
13. Manager Material Management FESCO, Faisalabad.
14. Manager (Internal Audit) FESCO, Faisalabad.
15. Manager (Training) RTC FESCO, Faisalabad.
16. Manager (MIS) Computer Centre FESCO, Faisalabad.
17. Medical Superintendent WAPDA Hospital Faisalabad.
18. Manager (O&M) Distribution FESCO, Faisalabad.
19. Manager (O&M) T&G FESCO, Faisalabad.
20. Manager (Surveillance & Investigation) FESCO, Faisalabad.
21. Manager (P&D) FESCO, Faisalabad.
22. Manager (CS) FESCO, Faisalabad.
23. Manager (Admn) FESCO, Faisalabad.
24. Manager (L&L) FESCO, Faisalabad.
25. Deputy Manager (Civil) Civil Works Division No 1 FESCO, Faisalabad.
26. Deputy Manager (Civil) Civil Works Division No 2 FESCO, Faisalabad.
27. Deputy Manager (Transport) FESCO, Faisalabad.
28. Deputy Manager (Security) FESCO, Faisalabad.
29. Deputy Manager (PMC) FESCO, Faisalabad.
30. Deputy Manager (PR) FESCO, Faisalabad.

SUBJECT **WAPDA WELFARE FUND – MARRIAGE GRANT**

1. It has been observed that while forwarding marriage grant cases, instructions are not being followed. As a result in-complete cases are received in this office, which causes unnecessary correspondence, wastage of time and delay in finalization of the cases.

Contd.....

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In future all marriage grants cases duly completed will be forwarded alongwith the requisite documents given at para-3.

3 A list of requisite documents in connection with marriage grant sanction is as under: -

Self marriage (In service BPS 1-15)	Marriage of daughter (In service BPS 1-15)	Marriage of daughter of deceased employees (BPS 1-15)	Marriage of daughter of Invalid (Retired on medical ground) employees (BPS 1-15)
Form "C" (Application Form) NIC of official First time claim certificate. Photocopy of Nikah Nama. Certificate of first marriage. GP Fund number. Original Nikah Nama bearing the stamp of Nikah Registrar showing concerned Union/ Tehsil/District Council number. The date of submission of application by the applicant at the first instance.	a. Form "C" (Application Form) b. NIC of official. c. NIC of bride/ Form "B"(if age is less than 18 years). d. First time claim certificate. e. List of family members. f. Photocopy of Nikah Nama. g. GP Fund number. h. Original Nikah Nama bearing the stamp of Nikah Registrar showing concerned Union/ Tehsil/District Council number. i. The date of submission of application by the applicant at the first instance.	a. Form "C" (Application Form) b. NIC of Widow. c. NIC of bride/ Form "B"(if age is less than 18 years). d. Photocopy of Pension Book e. Death certificate of deceased. f. List of family members. g. No re-marriage certificate of Widow. h. Photocopy of Nikah Nama. j. GP Fund number. i. Original Nikah Nama bearing the stamp of Nikah Registrar showing concerned Union/ Tehsil/District Council number. j. The date of submission of application by the applicant at the first instance.	a. Form "C" (Application Form). b. NIC of retired person. c. NIC of bride/Form "B" (if age is less than 18 years). d. List of family member. e. First time claim certificate. f. Retirement report of on medical ground. g. Photocopy of Nikah Nama. h. Photocopy of Pension Book. k. GP Fund number. i. Original Nikah Nama bearing the stamp of Nikah Registrar showing concerned Union/ Tehsil/District Council number. j. The date of submission of application by the applicant at the first instance.
All documents should be attested/verified by concerned FESCO Officer.			

23/8/17

(MUHAMMAD GULZAR SHEIKH)
MANAGER (ADMN)

CC: -
Master File.

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PAKISTAN
WATER AND POWE DEVELOPMENT AUTHORITY

Phone 9202211/3112

B-35 Wapda House,
Lahore.

No.WWF/ASF-II/MG/Clarification/ 366

Dated: 24-8-07

The Manager(Admn)
To Chief Executive Officer,
FESCO Canal Road, Abdullahpur,
Faisalabad.

DIARY NO: 6380
DATED 30-08-07

HEADQUARTERS FESCO
FAISALABAD

SUBJECT:- MARIAGE GRANT OUT OF W.W.FUND.
REF: Your letter No.3800/Admn-II/M-19 dated 18-08-2007.

It is clarified that widow of the deceased employee is entitled two marriage grants of her daughter, marriage if her husband has not availed the facility of marriage grant during his service. If he has availed the facility of marriage grant during his service then his widow is allowed one marriage grant of her daughter and guardian is also avail the same.

24/8/07

(MUHAMMAD SHAFI)
ASSTT: SECRETARY(FUNDS)
FOR SECRETARY(FUNDS)

CEO FESCO	
CE/DIR [illegible]	✓
DIR [illegible]	
FINA[illegible]	
DIR [illegible]	
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SEC[illegible]	
DM (LE)	
DATE	

30/8

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PAKISTAN
WATER AND POWE DEVELOPMENT AUTHORITY

Phone 9202211/3112

B-35 Wapda House,
Lahore.

No.WWF/ASF-II/MG/Clarification/ 316

Dated: 24-8-07

The Manager(Admn)
o/o Chief Executive Officer,
FESCO Canal Road, Abdullahpur,
Faisalabad.

DIARY NO. 1386
DATED 24-08-07

HEADQUARTERS FESCO
FAISALABAD

SUBJECT:- MARIAGE GRANT OUT OF W.W.FUND.
REF: Your letter No.3800/Admn-II/M-19 dated 18-08-2007.

It is clarified that widow of the deceased employee is entitled two marriage grants of her daughter, marriage if her husband has not availed the facility of marriage grant during his service. If he has availed the facility of marriage grant during his service then his widow is allowed one marriage grant of her daughter and guardian is also avail the same.

24/8/07

(MUHAMMAD SHAFI)
ASSTT: SECRETARY(FUNDS)
FOR SECRETARY(FUNDS)

CEO FESCO	
CE/[illegible]	✓
DIR [illegible]	
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PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY

Phone 9202211/3112

B-35 Wapda House,
Lahore.

No.WWF/ASF-II/MG/Clarification/ 366

Dated: 24-8-07

The Manager(Admn)
c/o Chief Executive Officer,
FESCO Canal Road, Abdullahpur,
Faisalabad.

DIARY NO. 6386
DATED 30-08-07

HEADQUARTERS FESCO
FAISALABAD

SUBJECT:- MARIAGE GRANT OUT OF W.W.FUND.
REF: Your letter No.3800/Admn-II/M-19 dated 18-08-2007.

It is clarified that widow of the deceased employee is entitled two marriage grants of her daughter, marriage if her husband has not availed the facility of marriage grant during his service. If he has availed the facility of marriage grant during his service then his widow is allowed one marriage grant of her daughter and guardian is also avail the same.

24/8/07

(MUHAMMAD SHAFI)
ASSTT: SECRETARY(FUNDS)
FOR SECRETARY(FUNDS)

CEO FESCO	
CE/DIR [illegible]	
DIR [illegible]	
FINAN[illegible]	
DIR [illegible]	
DIR [illegible]	
SEC[illegible]	
DM [illegible]	
DATE	

30/8

31/8

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DIARY NO. 1527
DATED 18-7-08

HEADQUARTERS FESCO
FAISALABAD

PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY

Phone: 9202211/3112

B-35, Wapda House,
Lahore.

No.WWF/ASF-II/MG/Clarlification/2008/1707 Dated: 10-07-08

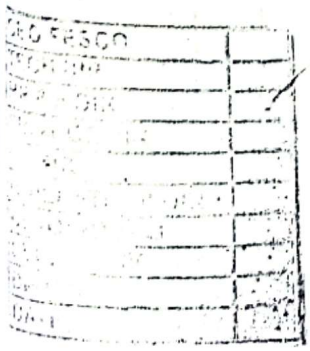
The Manager(Admn),
o/o Chief Executive Officer,
Fesco (Wapda) Faisalabad.

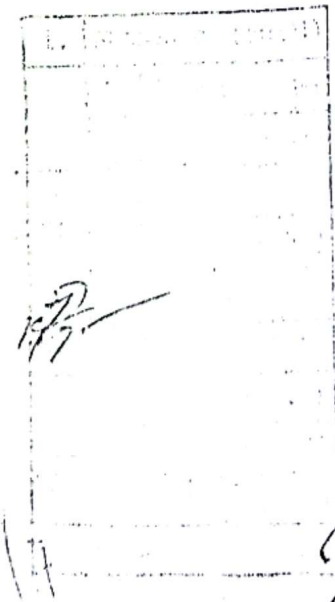
SUBJECT:- MARRIAGE GRANT FROM WAPDA WELFARE FUND.

REF'NCE:-Your letter No.34877/Admn/2/M-19 dated 11.6.2008.

It is intimated that under the rules marriage grant is admissible to invalided retired employees, widows and guardian of minor children on account of marriage of daughter. In the case referred vide letter under reference the marriage grant is not admissible for self marriage of the if lonely daughter of deceased employee. Because from the date of here marriage, all types of grants out of Wapda Welfare Fund cease to the admissible.

(MUHAMMAD SHAFI)
ASSTT: SECRETARY(FUNDS)
FOR SECRETARY(FUNDS)





CamScanner

DIARY NO. 1521
DATED 18-07-8

HEADQUARTERS FESCO
FAISALABAD

PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY

Phone: 9202211/3112

B-35, Wapda House,
Lahore.

No.WWF/ASF-II/MG/Clarlification/2008/1707

Dated: 10-07-08

The Manager(Admn),
o/o Chief Executive Officer,
Fesco (Wapda) Faisalabad.

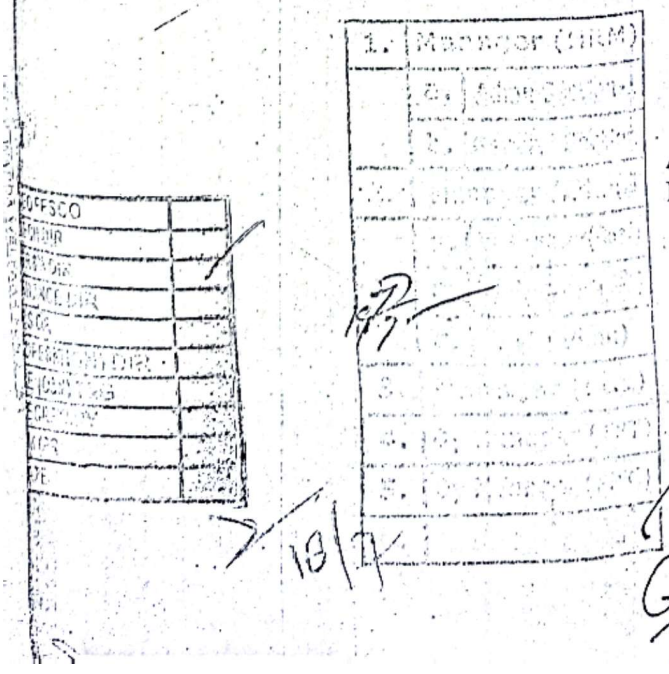
SUBJECT:- MARRIAGE GRANT FROM WAPDA WELFARE FUND.

REF'NCE:-Your letter No.34877/Admn/2/M-19 dated 11.6.2008.

It is intimated that under the rules marriage grant is admissible to invalided retired employees, widows and guardian of minor children on account of marriage of daughter. In the case referred vide letter under reference the marriage grant is not admissible for self marriage of the if lonely daughter of deceased employee. Because from the date of here marriage, all types of grants out of Wapda Welfare Fund cease to the admissible.

5/7/08

(MUHAMMAD SHAFI)
ASSTT: SECRETARY(FUNDS)
FOR SECRETARY(FUNDS)



Note & put up with case file

19/7

18/7

DIARY NO. 1521
DATED 18.07.08

HEADQUARTERS FESCO
FAISALABAD

PAKISTAN
WATER AND POWER DEVELOPMENT AUTHORITY

Phone: 9202211/3112

B-35, Wapda House,
Lahore.

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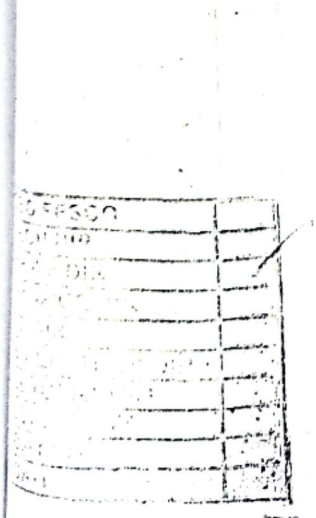
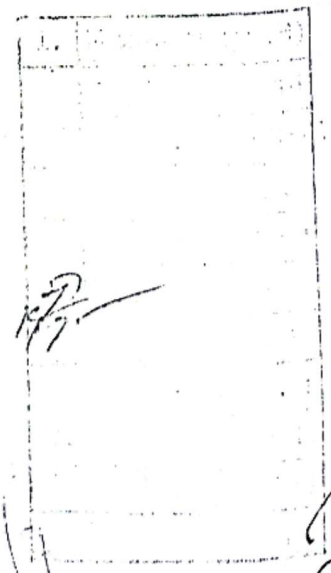
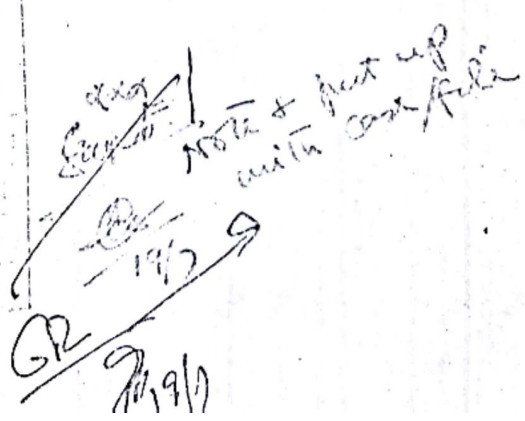
(MUHAMMAD SHAFI)
ASSTT: SECRETARY(FUNDS)
FOR SECRETARY(FUNDS)







WATER AND POWER DEVELOPMENT AUTHORITY

DATED..13-3-2007

HEADQUARTERS FESCO

Tel. No. 9202482
9202211/2223

FAISALABAD

SECRETARY FUNDS
225-Wapda House, Lahore

No. WWF/ASF-II/MG/Clarification/120 Dated. 15-03-2007.

The Manager (Admn),
Office of Chief Executive Officer,
FESCO, Faisalabad.

SUBJECT:- TIME BARRED MARRIAGE GRANT CASES.

Ref:- Your letter No.25177/Admn-2/M-19 dated 24-2-2007.

As per existing welfare fund rules, Marriage grant case will be submitted within six month from the date of marriage. The period is however extended to one year in special case (Widows) and not in general.

The following reason may be considered as a special (within one year):-

1. Widow cases.
2. Widow or serving employee or retired employee on production of written proof that he had submitted the case in the concerned office within six month from the date of marriage.

No marriage grant is to be allowed after one year from the date of marriage.

CEO FESCO
CE/DIR TECH
DIR (HR&A)
FINANCE DIR
DIR (CS)
DIR (OPERATION)
SECRETARY
DM (PR)
DATE

(Muhammad Farooq Memon)
Secretary (Funds)

14/3

② Issue instructions for all, put up letter 14/3

18765

WATER AND POWER DEVELOPMENT AUTHORITY

DATED 7-2-07

HEADQUARTERS FESCO
FAISALABAD

Tel. No. 9202482
9202211/2223

SECRETARY FUNDS
225-Wapda House, Lahore

No. WWF/ASF-51/Vol-VI/100-200 Dated. 31-01-2007.

1. All G.Ms, Wapda.
2. All Chief Executives (Discos, Gencos, NTDC).
3. All Chief Engineers, Wapda.
4. All Heads of Divisions.

May kindly see.

Implement Pl. CEO 7/2 (HR&A)

Subject:- **ENHANCEMENT IN THE RATE OF MARRIAGE GRANT AND CONTRIBUTION TOWARDS WAPDA WELFARE FUND.**

The Authority has accorded approval to the enhancement in the rate of Marriage Grant as well as contribution towards WW Fund w.e.f. 1.1.2007. As a result of above enhanced rates the amendments in the WW Fund Rules have been made as under :-

Rule 6(b)(vi), Part-II W.W. Fund Rules

Marriage grants at a uniform rate of Rs. 20,000/- is admissible to employees working BPS 1-15 on marriages held on or after 1-1-2007. For serving employee (BPS 1-15) it is admissible on marriage of only one daughter. For widows/invalided (BPS 1-15) it is admissible two times for marriage of two daughters. It will also be admissible on first self-marriage of a Wapda employee in BPS 1-15.

Rule 10 (b) Part-I, W.W. Fund Rules

Every officer shall contribute monthly to the Fund at the following rates :-

1. For Officers (BPS-16 & above)

Pay Slab in Rs.	Rate of deduction Rs. Per month
3501-5000	115
5001-6500	120
6501-8000	125
8001-9500	130
9501-11000	135
11001-12500	140
12501 above	145

CEO FESCO	
CE/DIR TECH	
DIR (HR&A)	
FINANCE DIR	
DIR (CS)	
DIR (OPERATION)	
SECRETARY	
DM (PR)	
DATE	6/2/07

Rule 12(b) of Part-II W.W. Fund Rules

Every employee shall contribute monthly to the Fund at the following rates :-

II. For Staff (BPS 1-15)

Pay Slab in Rs.	Rate of deduction Rs. Per monthy
1570-2500	47
2501-3500	51
3501-5000	55
5001-6500	60
6501-8000	65
8001 and above	73

All disbursing officers may ensure to submit their remittance to the Director Accounts (Funds) Wapda Wapda House, Lahore before 10th of each month.

(Muhammad Farooq Memon)
Secretary (Funds)

CC to:

1. General Manager (C&M) Water
2. Chief Engineer (Admn) Power.
3. Director General Finance (B&C) Wapda
4. Director General (S&GA) Wapda.
5. Director Accounts (Funds)
6. Director (L&W) w.r.t. his Endst No. DLW-09749/A-III/337-62 dated 26-01-2007.
7. General Secretary, Pakistan Wapda Hydro Electric Central Labour Union (CBA) w.r.t. minutes of bipartite meeting held on 19-12-2006.

PAKISTAN WATER AND POWER DEVELOPMENT AUTHORITY

DIARY NO. 8210

Telephone 9202211/3112 DATED 8-10-05 B-35, Wapda House,

Telegrams Wapda Lahore Lahore.

HEADQUARTERS FESCO FAISALABAD

No. WWF/ASF/MG/Clarification/5355 Date 17-9-2005

The Chief Executive Officer,
FESCO Faisalabad.

SUBJECT: MARRIAGE GRANT OUT OF W.W.FUND.

Ref: Your letter No.5844/DDA/E-II/M-19 dt:24-08-2005.

It is clarified that as per existing policy of W.W.Fund Rules as under. If the deceased Wapda Employee has no spouse or his spouse has died the Guarddan is entitiled to receive marriage grant for 15 years or till the deceased employee attain the age of 70 years, which ever is earlier.

CEO FESCO
CE/DIR TECH
DIR (HRA)
FINANCE DIR
MGR (CS)
MGR (O&M) Distt.
MGR (O&M) T&G
MGR (P&D)
MGR (M&T)
MGR (PC)
SECRETARY
DA (PR)
DATE

ASSTT: SECRETARY (FUNDS)
FOR SECRETARY (FUNDS)

F/A. Complete Case is also enclosed please