

POLICY FORMULATION FOR SENIORITY PLACEMENT, PROMOTION MECHANISMS AMONGST QUALIFICATION AND NON-QUALIFICATION BASED SENIORITIES FOR LINE STAFF, UTS AND GSO STAFF:

1. AUTHORITY:

The Manager (HR) PESCO Peshawar vide office order No. 42258-74 dated 02.11.2023 has conveyed the approval of CEO PESCO regarding constitution of a committee comprising of the following officers to formulate a policy for placements, promotion mechanism amongst qualification & non-qualification based seniority lists prepared under (i) Upper Technical Subordinate Staff (LS-I, SSO-I, Test Inspector, Foreman, Section supervisor, Sub Engineer), (ii) Line Staff (ALM, LM-II & LM-I) and (iii) GSO Staff (ASSA & SSA); so as to streamline the practices in vogue as a policy matter in the interest of the company's work:

- | | |
|-----------------------------------|-----------|
| 1. Chief Technical Officer PESCO | Convener |
| 2. Chief Operation Officer PESCO | Member |
| 3. SE (Opr) PESCO Peshawar Circle | Member |
| 4. Deputy Manager (HR) PESCO | Secretary |

The terms of reference (ToR) of the committee are as follows:

- (i) Formulate a uniform Policy / SOP for placement of officials in qualification-based seniorities prescribed from time to time for diploma holder line staff (i.e. ALM, LM-II & LM-I), GSO Staff (i.e. ASSA, SSA) and Upper Technical Subordinate Staff-UTSS (i.e. LS-I, SSO-I, Test Inspector, Foreman, Section supervisor, Sub Engineer).
- (ii) Formulate mechanism to streamline practices with respect to opting for change of seniority, seniorities maintained at HQ & in the field offices, departmental NOCs with respect to acquiring vs possessing degrees and increments on degrees / higher qualification etc.

2. PRINCIPLES LAID DOWN FOR COMMITTEE :

The committee has laid down following principles in the meeting that the proposal for policy (given task) will be prepared on the same.

- 1) Company interest is to be prevailed.
- 2) No discrimination.
- 3) Justice/Equality for all cadre/employees.
- 4) Should satisfy 90 to 95 % employees (It is not possible that a policy can satisfy 100% because some complaints/demand /shortcomings are person specific and peculiar/odd in nature only relating to a person) The committee has tried their best to formulate such a policy, having the capacity/scope/extent, to satisfy 90 to 95 % employees.
- 5) Removing the anomalies based on natural justice.
- 6) Removing the complications and confusions/ambiguities, by using the simple and clear words having clear meaning in the rules/policy i.e removal of complicated and confusing words in the rules having various meaning.

3. CASE HISTORY:

- (i) The HR Directorate received some grievances/complaints/appeals from line staff of D.I. Khan Circle and Hazara-I Circle regarding their seniorities being maintained on qualification basis for a higher induction post (i.e. from ALM to LS-II on the basis of higher qualification, DAE etc) by omitting their names from the seniority list maintained in normal course of line of promotion (i.e. from ALM to LM-II irrespective of any academic qualification, etc). The details of the appeals are stated below:

Taj-ud-Din, ALM	Imran Rashid, ALM	Sohail Kamran, ALM
Forwarded by SE (Opr) D.I.Khan Circle. (Annex-I)	Forwarded by SE (Opr) D.I.Khan Circle. (Annex-II)	Direct application of an official of Hazara-I Circle (Annex -III)
Placed at Snrty # 46 of DAE ALM	Placed at Snrty # 62 of DAE ALM	Placed at Snrty # 29 of DAE ALM
<ul style="list-style-type: none"> • That he is appointed as ALM on 08.06.2002 • That he completed his training (D-500) during august 2014 at RTC PESCO and passed DPE • That he has opted for diploma holder seniority list of line staff on stamp paper • That many of his colleagues were granted promotion from ALM to LM-II but he has been deprived of the same as well despite completing T-200 training on a/c of being placed on DAE quota (ALM to LS-II) • Therefore, requesting for promotion as LS-II under the reserved quota 	<ul style="list-style-type: none"> • That he has 23 years' of service in PESCO • That he has completed his DAE diploma in 1998 prior his appointment • That authority allocated qualification-based quota to line staff having 3 years DAE diploma in 2013. • That he completed his training (D-500) during august 2014 at RTC PESCO and passed DPE • That he has opted for diploma holder seniority list of line staff (ALM to LS-II) on stamp paper and was excluded from regular seniority list of line staff (ALM to LM-II) at Circle level. • That those linemen who acquired DAE diplomas during service in the year 2018 to 2020 were granted promotions under regular seniority list and later on included in Diploma holder seniority list as such, they became senior to the complainant, which is injustice. • That the seniority list shall be reckoned from date of completion of DAE diploma instead of appointment / Promotion 	<ul style="list-style-type: none"> • That he is appointed as ALM on 04.12.2000 and had qualified DAE before his appointment • That he opted for DAE line staff seniority in 2013 on stamp paper • That HR office letter No. 16729-40 dated 24.05.2023 is injustice with all diploma holder line staff because those linemen are being promoted who have already availed the promotion from ALM to LM-II & then LM-I (after seeking promotion on usual line of promotion / seniority, later on, upon promotion placed in DAE seniority list) • That he is deprived of promotion under regular quota (ALM to LM-II) as well as his turn has not come under diploma holder seniority (ALM to LS-II) • That those line staff who were not DAE qualified at the time of appointment were issued ex-post facto NOCs & included in the diploma holder seniority of line staff • That due to inclusion of such line staff in DAE seniority they are deprived. • That seniority of diploma holder line staff shall be counted from date of qualification instead of appointment

- (ii) Similar nature queries also came under discussion at PESCO HQ as well as in the departmental promotion boards regarding existing policy that those UTS Staff having higher qualification (BSc Engineering, B.Tech, DAE) and opted to be placed in any one of the seniority lists based on their qualification, then why their name are being omitted from other seniority lists and further change in seniority is also not allowed.

- (iii) So UTS staff were requesting for promotion against the quota available under Matriculate list, which has not been utilized since last 4 years due to non-availability of any eligible Matriculate employee.
- (iv) Moreover, some of the UTS Staff placed under 5% BSc graduate Engineering, 5% B.Tech & 12.5% DAE are frequently requesting for utilization / shifting of the un-utilized quota of 7.5% Matriculate in their respective quotas.
- (v) Subsequently, some were demanding the permission of change from one seniority list to another, based on their qualifications. For example a UTS Staff possessing B.Tech and DAE degree opts at first instance in B.Tech Seniority list may also be allowed subsequent change to DAE or inclusion in both seniority list & so on.

4. EXISTING RULES, QUOTA, SENIORITY, FITNESS PARAMETERS:

1	Promotion/ Induction quota of UTS Staff (Annex-IV & V)	Rules	WADPA OM No. D(Rules)/07452/1/IV/12325-13625 dated 06.03.2002 (Annex-IV). - WAPDA OM No. D/DD(Rules)/07453/3/V/34001-35300 dated 16.09.2005 (Annex-V).														
		Quota	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Direct Induction from open market</td> <td style="text-align: right;">70%</td> </tr> <tr> <td>Promotion/Induction</td> <td style="text-align: right;">30%</td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td>i. From induction of UTS staff (Graduate Engineers)</td> <td style="text-align: right;">5 %</td> </tr> <tr> <td>ii. From promotion of UTS staff (B.Tech Honrs:)</td> <td style="text-align: right;">5%</td> </tr> <tr> <td>iii. From promotion of UTS staff (Diploma Holders)</td> <td style="text-align: right;">12.5 %</td> </tr> <tr> <td>iv. From promotion of UTS staff (Matriculate)</td> <td style="text-align: right;">7.5%</td> </tr> </table>	Direct Induction from open market	70%	Promotion/Induction	30%			i. From induction of UTS staff (Graduate Engineers)	5 %	ii. From promotion of UTS staff (B.Tech Honrs:)	5%	iii. From promotion of UTS staff (Diploma Holders)	12.5 %	iv. From promotion of UTS staff (Matriculate)	7.5%
		Direct Induction from open market	70%														
Promotion/Induction	30%																
i. From induction of UTS staff (Graduate Engineers)	5 %																
ii. From promotion of UTS staff (B.Tech Honrs:)	5%																
iii. From promotion of UTS staff (Diploma Holders)	12.5 %																
iv. From promotion of UTS staff (Matriculate)	7.5%																
Practice of Seniority	<ul style="list-style-type: none"> • For the purpose of filling the posts of Junior Engineer through promotion/induction quota of existing UTS staff (LS-I, SSO-I, Test Inspector, Foreman, Section supervisor, Sub Engineer) separate seniority lists are being maintained for each category based on qualifications i.e. Graduate Engineers, B.Tech (Honrs:), Diploma Holders & Matriculate. • Since 2013, the seniority under these qualifications is fixed on the basis of date of induction/promotion of these employees as per a standard practice of the company in each cadre. • An employee has to opt through an undertaking for being placed in the qualification based seniority. • The undertaking will be final option and further change of seniority is not allowed. • The employee must possess departmental NOC for the said degree, if acquired during service. • The official is allowed to opt once through his undertaking for placement in one of the said seniorities and further change amongst these seniorities is not allowed. • Each UTS is presently considered in only one seniority list. <p>• <u>From Induction of UTS staff (Graduate Engineers) under 5% Quota</u></p> <ul style="list-style-type: none"> - The posts of Junior Engineers reserved under 5% BSc Graduate Engineers (Electrical/Electronics) is meant for induction, which has to be advertised along with open merit positions for conducting their written induction examination from an external agency or as prescribed in recruitment rules (Keeping in the view the court cases and grievances of BSc Graduate Engineer UTS, as a special case/approval the in-house induction examination was allowed for induction board held in Nov-22 against 12 posts and presently quota has been exhausted). - The requisite formalities for considering promotion under this quota are: Concerned degree with its NoC, qualified Induction examination score, Satisfactory Work & Conduct, No Pending Inquiry, No Penalty Imposition, No Audit Para Certificate. 																

	Mechanism of Induction/Promotion boards	<ul style="list-style-type: none"> • From promotion of UTS staff (B.Tech Honrs:) under 5% Quota <ul style="list-style-type: none"> - The posts of Junlor Engineers reserved under 5% B.Tech (Hons) is filled on seniority cum fitness basis through departmental promotion board. - The requisite formalities for considering promotion under this quota are: Degree with Its NoC, 5 years ACR, Satisfactory Work and Conduct, No pending enquiries, penalties, & audit paras. • From promotion of UTS staff (DAE) under 12.5% Quota <ul style="list-style-type: none"> - The posts of Junlor Engineers reserved under 12.5% DAE (Electrical/Electronics) quota is filled on seniority cum fitness basis through departmental promotion board. - The requisite formalities for considering promotion under this quota are: Degree with Its NoC, 5 years ACR, Satisfactory Work and Conduct, No pending enquiries, penalties, & audit paras. • From promotion of UTS staff (Matriculate) under 7.5% Quota <ul style="list-style-type: none"> - The posts of Junlor Engineers reserved under 7.5% Matriculate quota is filled on seniority cum fitness basis through departmental promotion board. - The requisite formalities for considering promotion under this quota are: 5 years ACR, Satisfactory Work and Conduct, No pending enquiries, penalties, & audit paras.
--	--	---

2	Promotion/ Induction quota of Line Staff (Annex-VI to IX)	Rules	<ul style="list-style-type: none"> - PEPSCO OM No. GM(HR)/HRD/A-448/16/546-72 dated 18.02.2016 (Annex-VI) - PESCO Office order No. 12703-33 HR/PESCO/11/23 dated 28.04.2016 (Annex-VII) - Company Secretary Letter No. 2325-26/194th BoD dated 05.12.2023 (Annex-VIII)* - PESCO OM No. 46043-95/HR/PESCO dated 15.12.2023 (Annex- IX)* 							
		Quota	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Direct induction from open market as LS-II</td> <td style="width: 10%; text-align: center;">45%</td> <td style="width: 10%; text-align: center;">(now 35%)*</td> <td rowspan="2" style="width: 20%;"></td> </tr> <tr> <td>Promotion/induction quota</td> <td style="text-align: center;">55%</td> <td style="text-align: center;">(now 65%)*</td> </tr> </table> <ul style="list-style-type: none"> i. From LM-I (Matriculate) on seniority cum fitness basis 32% (still 32%) ii. From LM-I (Non-matriculate) on seniority cum fitness basis 13% (now 10%)* iii. Induction from line staff possessing 03-years DAE <ul style="list-style-type: none"> a. LM-I Diploma Holders 2% (now 10%)* b. LM-II Diploma Holders 3% (now 07%)* c. ALM Diploma Holders 5% (now 06%)* 	Direct induction from open market as LS-II	45%	(now 35%)*		Promotion/induction quota	55%	(now 65%)*
		Direct induction from open market as LS-II	45%	(now 35%)*						
		Promotion/induction quota	55%	(now 65%)*						
Practice of Seniority	<ul style="list-style-type: none"> • The seniority of ALM and LM-II of those officials who are non DAE or do not opt for DAE seniority are maintained at respective circle level. • The seniority of those ALM, LM-II & LM-I who opt for Induction on the basis of acquired/possessed 3 years DAE (Electrical /Electronics) are maintained at HQ level. • Once approved, the circles are conveyed to remove such DAE LM-II and DAE ALM from their normal seniorities maintained at respective circles. The HQ removes such DAE LM-I from the LM-I (Matriculate) seniority as well. • The seniorities of LM-I (Matriculate) and LM-I (Non-Matriculate) based on official's degree status/option is centrally maintained at HQ level. 									
Mechanism of Induction/Promotion boards	<p>LM-I (Matriculate):</p> <ul style="list-style-type: none"> - On seniority cum fitness basis (HQ) - The requisite formalities for considering promotion under this quota are: Matric certificate, T-400 DPT, 5 years ACR, satisfactory work and conduct, no pending enquiries, penalties, & audit paras. <p>LM-I (Non- Matriculate):</p> <ul style="list-style-type: none"> - On seniority cum fitness basis (HQ) - The requisite formalities for considering promotion under this quota are: T-400 DPT, 5 years ACR, satisfactory work and conduct, no pending enquiries, penalties, & audit paras. <p>Induction of DAE – ALM, LM-II & LM-I</p> <ul style="list-style-type: none"> - Induction on seniority cum fitness basis through departmental board (HQ) - The requisite formalities for considering promotion under this quota are: Matric certificate, D-500 DPT, 5 years ACR, satisfactory work and conduct, no pending enquiries, penalties, & audit paras. 									

	<p>Non DAE based ALM to LM-II & LM-II to LM-I: (Circle Level)</p> <ul style="list-style-type: none"> - Seniority Promotions are executed by the Circles on seniority cum fitness basis through their departmental board (Circle) - The T-200 DPT is required for promotion from ALM to LM-II. - The T-300 DPT is required for promotion from LM-II to LM-I.
--	---

3	Promotion/ Induction quota of GSO Staff (Annex-X)	Rules	<ul style="list-style-type: none"> - PEPCO Office Order No. 12664-85/MDP/G.M(HR)/ADG(E)/CBA/20 dated 04.12.2019 and endorsed by PESCO Vide No. 10283-10300 dated 09.04.2020 (Annex - X)
		Quota	<p>Direct induction from open market as SSO-II 45%</p> <p>Promotion/Induction quota 55%</p> <p>i. From SSA through Promotion on seniority cum fitness basis 45%</p> <p>ii. From SSA (DAE), in-house induction on seniority cum fitness basis 05%</p> <p>iii. From ASSA (DAE), in-house induction on seniority cum fitness basis 05%</p>
		Practice of Seniority	<p>Promotion from SSA to SSO-II (45%)</p> <ul style="list-style-type: none"> • For the purpose of filling the posts of SSO-II, the seniority list of SSA (irrespective of qualification) is maintained at HQ level as per normal course of promotion. • The seniority under these qualifications are fixed on the basis of date of induction/promotion of these employee as per a standard practice of the company in each cadre. <p>Promotion from SSA (DAE) to SSO-II (5%)</p> <ul style="list-style-type: none"> • The SSA may opt to be included in the seniority list of SSA (DAE). Those SSA are eligible to apply for the said quota who acquire 3 years diploma in Associate Engineering in Electrical / Electronic Technology during service from any recognized Government Poly Technical Institute. • These officials must possess the NOC for acquiring degree during service. • The seniority is fixed on the date of last promotion and irrespective of doing DAE or date of application for being included in DAE seniority. • Those officials who possess DAE prior to become SSA are not allowed to be included in the SSA (DAE) seniority list. <p>Promotion from ASSA (DAE) to SSO-II (5%)</p> <ul style="list-style-type: none"> • Those ASSA from circle level seniority list are eligible to opt for DAE ASSA seniority who acquire (not already possess) 3 years diploma in Associate Engineering in Electrical / Electronic Technology from any recognized Government Poly Technical Institute. • These ASSA will be removed from circle level seniority.
Mechanism of Induction/Promotion boards	<p>Promotion from SSA to SSO-II (45%)</p> <ul style="list-style-type: none"> • On seniority cum fitness basis (HQ) • The requisite formalities for considering promotion under this quota are: GS-250 DPT, 5 years ACR, satisfactory work and conduct, no pending enquiries, penalties, & audit paras. <p>Promotion from SSA (DAE) to SSO-II (5%)</p> <ul style="list-style-type: none"> • Induction on seniority cum fitness basis through departmental board (HQ) • The requisite formalities for considering promotion under this quota are: DAE degree, NOC, 2 years' service after acquiring DPE, GS-250 DPT, 5 years ACR, satisfactory work and conduct, no pending enquiries, penalties, & audit paras. <p>Promotion from ASSA (DAE) to SSO-II (5%)</p> <ul style="list-style-type: none"> • Induction on seniority cum fitness basis through departmental board (HQ) • The requisite formalities for considering promotion under this quota are: DAE degree, NOC, 3 years' service after acquiring DAE, G-500 DPT, 5 years ACR, satisfactory work and conduct, no pending enquiries, penalties, & audit paras. <p>Promotion from ASSA (non-qualification) to SSA (Circle level)</p> <ul style="list-style-type: none"> • The seniority is maintained at circle level • The mandatory G-200 DPT is required • Those who have opted for DAE ASSA promotion shall be removed from normal seniority 		

5. Existing practice of other DISCOs:

The practice of other DISCOs enquired verbally via telephonic call is place at (Annex-XI)

6. CORE OBSERVATIONS OF COMMITTEE:

The committee observed that various rules of existing polices has various flaws and is not according to justice, equality as well as against the logic. Over and above, it is also not in the interest of PESCO because some of the quota are left unutilized thus affecting the working and operational activity of PESCO as well as service to the consumers.

It is an established practice in all over the world, that in universities, departments. CS; appointments process etc, whether admission or recruitments process, there is always an **OPEN** merit and some **reserved** quota e.g Sport quota, women quota, minority quota. even in our country Hafiz-ul-Quran quota is also existing/in vogue etc, and the purpose and logic behind is only to promote other such person/community/ folk of life, whom are lagging behind the others. In short the purpose and principle of quota is not to suppress. But unfortunately, it is opposite in the existing policy. Thus in the proposed policy it is addressed.

Extremely thoughtless and senseless policy has been adopted, up-till now, about ALM/LM-II/ LM-I having higher qualification of DAE/B-Tech. Since they have opted for promotion to LS-II on the base of qualification, thus, they have made deprived from their normal promotion on their seniority basis and such employee amongst them are promoted whom were junior to them and due to promotion, now they are made senior. Thus the higher qualification has been made curse/offence and forfeiture for them as well, because it was made another reason for their loss of seniority and promotion. On the other hand, loss has been given to PESCO as well, due to the above mentioned restriction of the policy. There is acute shortage of LMs and about 170 to 180 seats of LM are vacant due to above mentioned restriction.

In fact, due to existing policy, the higher qualification has been made **curse or evil thing** for the holder/possessors although he is more qualified. Secondly, the higher qualification holder having also the lower qualification as well but ironically, he is not being considered in the lower qualification as well.

The NOC/permission of department for acquiring higher qualification is discriminately used in the existing policy. The influential employees, acquiring higher qualification without NOC/permission, were afterward allowed unjustly by higher-up by giving ex-post facto sanction, while others are refused, so it is also addressed in the proposed policy.

Likewise, length of service required for promotion after acquiring higher qualification were different amongst the grids staff as well as with that of operation so the discrimination is removed by equalizing the period for all.

The share/size of promotion quotas are made equal for employees of both wing i.e for operation staff of field formation and Grid employees. The purpose behind the re-distribution of share of promotion on seniority cum fitness basis and making it larger is to promote the most experienced employees whom have served PESCO for larger period and have given their golden period of life thus, as a natural justice, definitely deserve the promotion. It is also in the benefit of PESCO for its efficient operation. The same can be changed after some year as the majority experienced employees will be promoted and the

higher qualification employee will then get the promotion, and during this period they will also become experience as well and will take the vacant positions.

Similarly there is discrimination and inconsistency in the existing promotion policy. For example, For UTS (Field formation) there is no bar or prohibition for **ACQUIRING** or **POSSESSING** the higher **qualification** while, for Grid staff only the word **ACQUIRING the qualification** has been used, which is inconsistency and discrimination and was creating confusion, hurdle and also being or could be misused in the promotion process, so therefore it is removed in the proposed policy by proposing both words.

NOTE:

[when it comes to the notice, that in field formation both, possessing and acquiring of higher qualification have been allowed while in GSO only acquiring has been mentioned in the policy, therefore for equality, both words are inserted for promotion, for all formation i.e. either possessing the higher qualification or has been acquired during service, both higher qualification has been allowed for promotion in this proposed policy

However, it creates contradiction with maximum qualification of initial recruitment for the post of ALM/ASSA. Therefore the very important matter has been left to the board for debate and final decision regarding possessing of higher qualification of ALM/ASSA which contradicts the Maximum qualification (Matric) required for initial recruitment of ALM/ASSA etc, which means that higher qualified person than matric cannot be recruited.

Since, it is a debatable matter and having two point of views. One version is that higher qualified person should be recruited on ALM posts. While the second more **suitable version is opposite**. In a civilized society, more and sufficient chances/opportunities for development/help are provided by the Govt/institutions, to suppressed, helpless and poor community. It is a fact that mostly such individual failed to get higher qualification, which are poor or helpless and due to non-availability of resources or due to family restrains or any incapability, they could not able to get more education, therefore the ALM/ASSA posts must be kept reserve for ONLY those such peoples/individual mentioned above. Secondly the higher qualified individual (MBA, DAE, MSc, BBA etc) can get other jobs and have more chances for the same as compare to matriculate having only chance of getting low grade employment. The other reason is that, the higher qualified person left the job after some time, even after getting the training as and when they got the good job, thus at the end department face the loss as well as the train employee.

Therefore, the faith of allowing higher qualification whether possess or acquire, depends on the decision of BOD.]

A. PROPOSAL/RECOMMENDATIONS OF COMMITTEE FOR UTS:

Looking to the above-mentioned facts, as well as, since the Matriculate quota always remains unutilized/vacant, therefore, it is proposed that the 30% quota of promotion may be readjusted as proposed below;

- 1) It is proposed that Matriculate quota will be renamed, as **OPEN** quota and all UTS will be considered in the same **ONLY** on seniority cum fitness basis irrespective of their qualification and quota will be enhanced from 7.5 % to 15 %. The promotion under this quota will be exhausted/utilized/exercised **FIRST** than other quotas.

- 2) The existing 5 % quota for UTS having Graduate Engineering degree will remain intact. Similarly, the existing 5 % quota for UTS having B-Tech qualification will remain intact. The existing 12.5% DAE Quota will be reduced to 5 % for UTS having DAE qualification.
- 3) The proposed distribution of quota and description are as under
- | | |
|---|--------|
| i). Quota For all UTS staff on Seniority cum fitness basis (Open) | (15 %) |
| ii). Induction quota For UTS staff having Graduate Engineers degree | 05 % |
| iii). Quota For UTS staff having B-Tech Honrs: Qualification | 05 % |
| iv). Quota For UTS staff having Diploma Qualification | 05 % |
- 4) The existing Bar on the change of option is removed in the proposed policy. There will be no bar. Option given by any UTS will not be a bar that he cannot be considered in other such quota for which he fulfilled the required criteria. e.g. If a UTS having B-Tech Qualification (as well as DAE qualification) can also be considered for promotion in DAE quota on existing rules/seniority basis, subject to fulfillment of criteria of DAE quota.
- 5) Other requisite formalities and requirement for eligibility of 15% Open quota will be, 5 Year ACR, satisfactory work & conduct, no pending enquiry, no penalty imposition, no audit para certificate and passing of respective DPE of his higher qualification.
- 6) Other requisite formalities and requirement for eligibility of 5% induction quota reserved for BSc graduate Engineering will be Advertisement, BSc Graduate Engineering (Electrical/Electronics) degree, departmental permission (NoC), having qualified designated induction examination score, merit score, satisfactory work & conduct, no pending enquiry, no penalty imposition, no audit para certificate.
- 7) Other requisite formalities and requirement for eligibility of 5% B-Tech quota and 5% DAE quota reserved for B-Tech qualification and DAE qualification, will be B-Tech and DAE certificate respectively, with its NOC (if qualification is acquired during service), DPE of relative qualification, 5 year ACR, Satisfactory Work & Conduct, no pending enquiry, no penalty imposition, no audit para certificate.
- 8) If Degree/Certificate/Qualification has been already possessed, then the date of Degree/Certificate/Qualification shall be checked so as to confirm that it has been not acquired during service without getting the permission/NOC.
- 9) The Higher qualification DPE, duly passed, will be sufficient for consideration of promotion on lower qualification and there will no need to pass the DPE of lower qualification. In short, DPE/training/test, of higher qualification will be valid equally for promotion against lower qualification quota. e.g. If a UTS having B-Tech Qualification and have passed the DPE for B-Tech qualification/category, and if considered for promotion in DAE quota, then there will no need to pass another DPE of DAE qualification because he already passed the DPE of higher qualification (B-Tech). However, if DPE of higher qualification is not yet passed then the DPE of relative qualification will be required against which he is being considered for promotion.
- 10) Similarly, those UTS having BSc graduate Engineering degree, as well as having B-Tech or DAE qualification can be considered for promotion to JE, against B-Tech/DAE.

quota, subject to fulfillment of other criteria. The higher DPT of BSc graduate Engineer i.e induction examination will be enough for promotion against B-Tech/DAE quota. If higher DPE/induction examination is not passed or examination not held before or not appeared in examination, then the passing of DPE of relative qualification, against which he will be considered for promotion, (B-Tech or DAE) will be required.

However;

- i. Since the quota of B-Tech/DAE will be utilized by such BSc Graduate Engineer UTS for promotion to JE, therefore, so as to prevail natural justice and equal opportunity amongst UTS having B-Tech/DAE qualification, they will not claim seniority of Junior Engineers (JE) on promotion, despite possessing BSc Graduate Engineering degree and will wait for another four years as Junior Engineer (JE) **(four years' service as JE, i.e. period equal to graduate Engineering degree Course/program)** for placement at the bottom of the seniority list of Junior Engineers for further promotion to Senior Engineer (XEN, DD), so that UTS having B-Tech/DAE qualification can acquire BSc graduate degree (4 year program after promotion to JE).
 - ii. Such UTS will undertake in-person before the representative of PESCO HQ HR / management (regarding above para) that they will wait for 4 year after promotion as JE and subsequently their name will be included in the consolidated seniority list of JE for further promotion to Senior Engineer (XEN/DD) and will give explicit undertaking that he/she understands that a person promoted from UTS to the post of Junior Engineer against B-Tech/DAE quota has no right of further promotion to Senior Engineer (XEN/DD) in officers cadre and will not claim the seniority in the consolidated seniority list of JEs till 4 years of service as Junior Engineer (JE) after promotion and their name will be included/placed at the bottom of the seniority list of JEs after 4 years of service as JE. The undertaking format is enclosed at **Annex-XII**.
- 11) The seniority of those (non-Graduate Engineer) UTS promoted to Junior Engineer having B-Tech/DAE/Matric certificates will be included in the seniority list of JEs after acquiring the HEC recognized degree of BSc Electrical/Electronic Engineering (with NOC from department) from the date of issuance of HEC recognized degree, 4 years service as JE, PEC registration whichever is later.
 - 12) Any other UTS who has already acquired BSc Graduate Engineering degree but concealed the facts from the department or has not opted in 5% Graduate Engineer induction quota and availed other above mentioned, promotion quota (Although having BSc Engineering Degree) will also be eligible for further promotion/ seniority fixation as an officer after completing **four years' service-as JE** and subject to provision of HEC verified degree & PEC registration. However, they will disclose their BSc degree within a month after notification of approval of this policy. Such UTS will have to submit an undertaking at the time of being considered for promotion as JE under other promotion quota on the format enclosed at **Annex-XIII**.
 - 13) The promotion order of UTS will explicitly state about the quota's description/ name, type of quota against which that UTS has been promoted and will further state that he will be eligible for seniority fixation after four years' service as JE at the bottom of the

seniority list subject to acquiring or having HEC recognized BSc Graduate Engineering degree, departmental permission, and registration with PEC.

- 14) All such BSc Graduate Engineering degrees must be recognized from HEC & registered with PEC.
- 15) A consolidated seniority list of UTS Staff will be prepared at HQ level for all category/Quota. The seniority will be fixed as per date of appointment/promotion and as stated above.
- 16) All employees will be required to disclose their higher qualification within one month, after implementation of new proposed policy, regarding their already possessed higher qualification which has not been disclosed to department/PESCO. Similarly no regularization of higher qualification will be given in future which has been acquired during the service without NOC/ permission of the department because dodging the department, concealing and insubordination are serious misconduct, thereby strict disciplinary action shall be taken against the delinquents.
- 17) There will be no discretionary power of HR/PESCO' management, regarding issuance of NOC for getting/acquiring higher qualification. i.e no discrimination between influential employee and ordinary employee. If NOC is allowed to any employee then it shall be allowed to all, if refused to anyone then it shall be refused to all. If there is any change in policy for NOC due to any circumstances or Govt instructions, or whatever the reason, then it shall be implemented on all employees. In short there will be a bar on favoritism, bias, partiality, nepotism and unfairness regarding issuance of NOC.
- 18) The prevalent practice of one advance increment on qualification over and above the prescribed qualification on the existing post will be kept intact. Therefore, the grant of increment benefit will have no effect on promotion/induction on the same degree.

B. PROPOSAL/ RECOMMENDATIONS OF COMMITTEE FOR OPERATIONAL LINE STAFF (PROMOTION TO LS-II):

ALM, LM-II & LM-II (FIELD FORMATION/OPERATION LINE-STAFF):

Looking to the above-mentioned facts, (mentioned under para 6);

1. It is proposed that existing promotion quota of Matriculate and Non-matriculate quotas will be merged and renamed, as seniority/OPEN quota and LM-I of field formation/Operation will be considered in the same, **ONLY** on seniority cum fitness basis, irrespective of qualification. The 32% and 10% quota will be merged (42%) and further the quota will be enhanced from 42 % to 45 %. The promotion under this quota will be exhausted/utilized/exercised **FIRST** than other quotas.
2. The proposed distribution of promotion/induction quota and description will be as under;

i).	Quota For all LM-I on Seniority cum fitness basis.	45 %
ii).	Induction Quota For LM-I having Diploma (DAE)	08 %
iii).	Induction Quota For LM-II having Diploma (DAE)	07 %
iv).	Induction Quota For ALM having Diploma (DAE)	05 %



3. Other requisite formalities and requirement for eligibility of 45% Open quota will remain the same along with passing of respective DPT or Higher qualification's DPT.
4. Now in the proposed policy, the **Option** given, on the basis of higher qualification, by any line staff will **NOT** be a bar that, he cannot be considered for promotion in his normal line of promotion for which he fulfilled the required criteria. i.e. The ALM, LM-II, and LM-I placed on the seniority list of higher qualification of DAE (E) maintained at PESCO HQ for the purpose of induction as LS-II will remain intact and **now** they will also be allowed for placement in the seniority lists maintained at Circle level for **promotion** under their normal line of promotion on seniority cum fitness basis. e.g. If an ALM having, Diploma (DAE), and has opted for promotion to LS-II on the basis of Diploma (DAE) will also be considered in his normal line of promotion to LM-II on the basis of seniority (Seniority cum fitness). After promotion to LM-II, he will still be considered for induction to LS-II, in the prescribed quota, on the basis of Diploma as per seniority list of LM-II having DAE qualification on existing rules/seniority basis, subject to fulfillment of criteria of DAE quota. Further he will also be placed and considered in normal seniority lists for promotion from LM-II to LM-I. However, in this regard they will required to submitted the following undertaking:

- That such DAE qualified ALM, LM-II & LM-I will undertake in-person at PESCO HQ before the representative of PESCO management that his name may be included in the consolidated seniority list maintained at respective circle level and **will not claim** seniority over those LM-II & LM-I (otherwise junior) who have been promoted earlier, on the basis of previous different seniority lists (Prepared as per previous policy, before implementation of present new policy) and will not undergo any litigation. This undertaking is being signed off on the basis of grant of this additional benefit of seniority placement in both lists. The undertaking format is placed at **Annex-XIV**.

NOTE 1: Special training arrangement for T-200 and T-300, shall be made by circles/RTC immediately, required for normal line of promotion for the effected DAE qualified ALM/LM-II, due to existing in vogue policy, consequently their juniors have already been promoted. After passing and fulfilling the required criteria for promotion on seniority cum. fitness basis, they shall be promoted at once so as to stream line the matter as well as to fill about 180 vacant posts of respective lineman categories.

NOTE 2: The circle office will intimate the promotion of such DAE qualified ALM, LM-II duly promoted in normal seniority so that the PESCO HQ may shift the name of such employees to the next DAE based induction seniority list

5. A consolidated seniority list of ALM, consolidated list of LM-II shall be prepared at Circle Level, and that of LM-I at H/Q level, for promotion in normal course irrespective of qualification.
6. The HQ will maintain both seniorities of LM-I i.e. consolidated seniority list of LM-I irrespective of qualification and that of DAE qualified LM-I.
7. Those ALM/LM-II possessing DAE qualification and promoted by the circle as LM-II / LM-I respectively, in normal line of promotion, will further be included in the seniority list of DAE qualified LM-II and in that of DAE qualified LM-I respectively, as well as

in consolidated seniority list of LM-I, prepared at H/Q level as well as in the seniority list prepared at circle level for LM-II (for those ALM promoted by circle).

8. In future, all the DAE qualified ALM/LM-II, have to pass the DPT meant for **normal line of promotion**, as well, i.e. T-200 & T-300, required for seniority cum fitness basis promotion in **normal line of promotion**, as per integrated seniority lists at circle level, and as well as, all the DAE qualified ALM/LM-II will have to pass D-500 DPT for **induction quota** on the basis of higher qualification as per seniority list maintained at HQ level.
 - For example, an ALM whom acquires DAE has to pass both DPT i.e. T-200 and D-500, similarly a LM-II whom acquires DAE has to pass both DPT i.e. T-300 and D-500 for being considered in both promotion/ induction lines as per both seniorities lists maintained at Circle and HQ level respectively. **However** a LM-I whom acquires DAE has to pass only the higher qualification DPT i.e. D-500 for being considered in both type of promotion/induction (Seniority cum fitness basis and that of higher qualification basis) as per seniority list maintained at HQ level.
9. The seniorities of the operational line-staff will be fixed, on the basis of date of induction/promotion of the line staff as per normal practice. (Whichever is later).
10. After adoption of the proposed policy, any line-staff (Operational) whom acquires or otherwise possesses DAE degree may also be eligible to apply for placement in both line of promotion/ induction and seniorities subject to departmental permission/NOC and duly verified from the concerned Technical Board.
11. After adoption of the proposed policy, the operational line staff upon acquiring/ possessing DAE with NOC during service, the official has to serve for at least 2 years in the same post, after date of completion/ issuance of DAE qualification, for being considered for induction under **DAE induction quota**. (This is proposed so as to remove discrimination and to equalize the conditions with GSO staff).
12. Other promotion/induction parameters already under consideration as per practice in vogue will remain intact (also mentioned above in "Mechanism for Induction/ Promotion Boards").
13. The word/term acquiring of qualification will now be replaced with words/term "**acquiring or possessing**" of qualification.
14. All employees will be required to disclose their higher qualification within one month, after implementation of new proposed policy, regarding their already possessed higher qualification which has not been disclosed to department/PESCO. Similarly no regularization of higher qualification will be given in future which has been acquired during the service without NOC/ permission of the department because dodging the department, concealing and insubordination are serious misconduct, thereby strict disciplinary action shall be taken against the delinquents.
15. There will be no discretionary power of HR/PESCO' management, regarding issuance of NOC for getting/acquiring higher qualification. i.e no discrimination between influential employee and ordinary employee. If NOC is allowed to any employee then it

shall be allowed to all, if refused to anyone then it shall be refused to all. If there is any change in policy for NOC due to any circumstances or Govt instructions, or what so ever the reason, then it shall be implemented on all employees. In short there will be a bar on favoritism, bias, partiality, nepotism and unfairness regarding issuance of NOC.

16. The prevalent practice of one advance increment on qualification over and above the prescribed qualification on the existing post will be kept intact. Therefore, the grant of increment benefit will have no effect on promotion/induction on the same degree

C. PROPOSAL/ RECOMMENDATIONS OF COMMITTEE FOR GRID LINE STAFF (PROMOTION TO SSO-II):

ASSA AND SSA (GRID FORMATION / GRIDSTAFF):

Looking to the above-mentioned facts, (mentioned under para 6), it is proposed that:

1. So as to remove discriminations and to equalize/balance the conditions as well as quantum/magnitude of quota between Field formation/Field operational staff and GSO. therefore, it is proposed that quantum/size/magnitude of existing quota of Direct recruitment/induction from open market of SSO-II and that of Promotion/ induction quota of GSO may be equalize to that of operational staff/Field operation staff as under.

Direct induction/recruitment quota from open market	35 %
Promotion/induction quota for staff of department/wing	65 %

2. Similarly the above mentioned enhanced proposed 65 % promotion/induction quota for GSO staff is redistributed, as under, amongst the staff for promotion on seniority cum fitness basis and that of on higher qualification basis (DAE). The quota for promotion on seniority cum fitness basis is enhanced from 45 % to 47 % and the Grid staff i.e all SSA, will be considered in the same, on seniority cum fitness basis ONLY irrespective of qualification. The promotion under this quota will be exhausted/ utilized/exercised FIRST than other quotas. The quotas on the basis of higher qualification are enhanced from 5% to 10 % for DAE qualified SSA and that, for DAE qualified ASSA, from 5 % to 8 %.

The proposed distribution of quota and description will be as under;

i). Quota for all SSA on Seniority cum fitness basis	47 %
ii). Quota for SSA having Diploma (DAE)	10 %
iii). Quota for ASSA having Diploma (DAE)	08 %

3. Other requisite formalities and requirement for eligibility of 47 % Open quota will remain the same along with passing of respective DPT or Higher qualification's DPT.
4. In the proposed policy, the **Option** given to the HR, on the basis of higher qualification, by any Grid line staff will **NOT** be a bar that, he cannot be considered for promotion in his normal line of promotion for which he fulfilled the required criteria. i.e. The ASSA, and SSA placed on the seniority list of higher qualification of DAE (E) maintained at PESCO HQ for the purpose of induction as SSO-II will remain intact and **now** they will also be allowed for placement in the seniority lists maintained at Circle level for **promotion** under their normal line of promotion on seniority cum fitness basis. e.g. If an ASSA having, Diploma (DAE), and has opted for induction to SSO-II on the basis of Diploma (DAE) will also be considered in his normal line of promotion to SSA on

the basis of seniority (Seniority cum fitness). After promotion to SSA, he will still be considered for promotion to SSO-II, in the prescribed quota, on the basis of Diploma as per seniority list of SSA having DAE qualification on existing rules/seniority basis, subject to fulfillment of criteria of DAE quota. Further he will also be placed and considered in normal seniority lists for promotion from SSA to SSO-II. However, in this regard they will be required to submit the following undertaking;

- That such DAE qualified ASSA and SSA will undertake in-person at PESCO HQ before the representative of PESCO management that his name may be included in the consolidated seniority list maintained at respective circle level and **will not claim** seniority over those SSA (otherwise junior) who have been promoted earlier, on the basis of previous different seniority lists (prepared as per previous policy, before implementation of present new policy) and will not undergo any litigation. This undertaking is being signed off on the basis of grant of this additional benefit of seniority placement in both lists. The undertaking format is placed at **Annex-XV**.

NOTE 1: Special training arrangement for GS-250, shall be made by circles/RTC immediately, required for normal line of promotion for the effected DAE qualified ASSA, due to existing in vogue policy, consequently their juniors have already been promoted. After passing and fulfilling the required criteria for promotion on seniority cum fitness basis, they shall be promoted at once so as to stream line the matter.

NOTE 2: The circle office will intimate the promotion of such DAE qualified ASSA duly promoted in normal seniority so that the PESCO HQ may shift the name of such employees to the next DAE based induction seniority list.

5. A consolidated seniority list of ASSA, shall be prepared at Circle Level and that of SSA at H/Q level, for promotion in normal course irrespective of qualification.
6. The HQ will maintain both seniorities of SSA i.e. consolidated seniority list of SSA and that of DAE qualified SSA.
7. Those ASSA possessing DAE qualification and promoted by the circle as SSA in normal line of promotion, will further be included in the seniority list of DAE qualified SSA at H/Q level, and in consolidated seniority list of SSA, at H/Q level.
8. In future, all the DAE qualified ASSA, has to pass the DPT meant for **normal line of promotion**, as well, i.e. GS-200 required for seniority cum fitness basis promotion in **normal line of promotion**, as per integrated seniority lists at circle level, and as well as all the DAE qualified ASSA will have to pass GS-500 DPT for **induction quota** on the basis of higher qualification as per seniority list maintained at HQ level.
 - For example, an ASSA whom acquires DAE has to pass both DPT i.e. GS-200 and GS-500. However a SSA whom acquires DAE has to pass only the higher qualification DPT i.e GS-250 for being considered in both type of promotion/induction (Seniority cum fitness basis and that of higher qualification basis) as per seniority list maintained at HQ level.

9. The seniorities of the grid staff will be fixed, on the basis of date of induction/promotion of the grid staff as per normal practice. (Whichever is later).
10. After adoption of the proposed policy, any Grid staff, whom acquires or otherwise possesses DAE degree may also be eligible to apply for placement in both line of promotion/induction and on seniorities basis, subject to departmental permission/ NOC and duly verified from the concerned Technical Board.
11. After adoption of the proposed policy, the Grid staff upon acquiring/possessing DAE with NOC during service, the official has to serve for at least 2 years in the same post, after date of completion/issuance of DAE qualification, for being considered for induction under **DAE induction quota**,. (this is proposed so as to remove discrimination between ASSA and SSA having different period)
12. Other promotion/induction parameters already under consideration as per practice in vogue will remain intact (also mentioned above in "Mechanism for Induction/ Promotion Boards").
13. All employees will be required to disclose their higher qualification within one month, after implementation of new proposed policy, regarding their already possessed higher qualification which has not been disclosed to department/PESCO. Similarly no regularization of higher qualification will be given in future which has been acquired during the service without NOC/ permission of the department because dodging the department, concealing and insubordination are serious misconduct, thereby strict disciplinary action shall be taken against the delinquents.
14. There will be no discretionary power of HR/PESCO' management, regarding issuance of NOC for getting/acquiring higher qualification. i.e no discrimination between influential employee and ordinary employee. If NOC is allowed to any employee then it shall be allowed to all, if refused to anyone then it shall be refused to all. If there is any change in policy for NOC due to any circumstances or Govt instructions, or what so ever the reason, then it shall be implemented on all employees. In short there will be a bar on favoritism, bias, partiality, nepotism and unfairness regarding issuance of NOC.
15. The prevalent practice of one advance increment on qualification over and above the prescribed qualification on the existing post will be kept intact. Therefore, the grant of increment benefit will have no effect on promotion/induction on the same degree.

7. **EXISTING PRACTICE OF ONE INCREMENT ON HIGHER DEGREES:**

The existing rules/policy is formulated according to following direction/orders of PEPCO,

The officials in BPS-16 & below are allowed one advance increment on possessing/acquiring higher academic qualification from the prescribed qualification of the post vide PEPCO O.M No. GM(HR)/HRD/A-548/709-22 dated 03.03.2014 (**Annex-XVI**) as well as clarification issued vide Addl: DG(HR) letter No. 36429-66 dated 21.11.2017 (**Annex-XVII**).

The committee is of the opinion that the existing rules and policy are good enough and committee has not seen any change required at large. However, some questions were raised by the employees, due to some confusion on account of clarity. Therefore, the committee

proposes some definitions so as to remove the confusion and to lay-down the clarification in clear and simple words.

For example;

A question has been raised that an employee who obtains one advance increment or higher qualification/degree is also allowed promotion on this particular degree. The answer is Yes, both incentives are allowed on the same degree/qualification if the degree is of relative field.

The committee resubmits the existing rules and policy with some clarification and definition.

- (i) Prescribed qualification is the qualification/certificate/degree which is mentioned in the recruitment rules and on the same an individual has been recruited/ inducted.
- (ii) The higher qualification/degree means a degree over and above the prescribed qualification/degree (qualification as mentioned in recruitment rules), on which an employee has been recruited/ inducted.
- (iii) The higher degree can either be in relevant field or even in irrelevant field. For example, if an individual is appointed as LS-II on the basis of DAE certificate and he also possesses simple B.A degree then he will be eligible for the increment only.
- (iv) The promotion is not allowed on such higher qualification which is not related to the field. Only one increment is given. i.e. One advance increment is even allowed on a degree that is not related to the field. As such e.g. If the official/LS-II possesses B.A degree instead of B-Tech will only be eligible for the increment.
- (v) The word possessing of higher qualification/degree/certificate means that a person already obtained degree/certificate before his recruitment on a post.
- (vi) The word acquiring of higher qualification/degree/certificate means that a person has started/completed his degree/certificate during his service on a post. (subject to NOC)
- (vii) The UTS are also eligible for one advance increment, whom have opted for placement in seniorities list regarding promotion/induction on the basis of higher qualification (either on the basis of BSc Graduate Engineering, B-Tech (Hons) or DAE,) subject to the fact that they are not inducted/recruited on the basis of same higher qualification/degree i.e. that higher qualification/degree is not mentioned in the recruitment rules. For example, an official is appointed as LS-II on the basis of DAE (E) and he also possesses B-Tech degree then he is allowed to apply for one advance increment, later on, he is still allowed to opt for promotion on the seniority of B.Tech.
- (viii) The same goes with Line Staff and Grid staff. i.e. they are also eligible for one advance increment, whom have opted for placement in seniorities list regarding promotion induction on the basis of DAE (higher qualification), subject to the fact that they are not recruited/ inducted on the basis of same higher particular degree i.e. not mentioned in the recruitment rules. For example, an official is appointed as ALM on the basis of Matric and he also acquires DAE (E) qualification then he is allowed to apply for one advance increment, later on, he is still allowed to opt for promotion on the basis of higher qualification in the seniority of DAE.

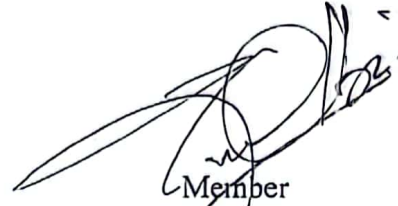
- (ix) Therefore, one advance increment granted on a higher qualification/degree does not bar an official to be promoted on the same higher qualification/degree under a reserved quota.
- (x) The one advance increment on higher qualification as well as promotion is allowed only once in career.
- (xi) If the official acquires HEC/Technical Board recognized higher degree/qualification/certificate, over and above the prescribed qualification during service then departmental NOC is mandatory for such increment as well as for promotion on the basis of higher qualification.



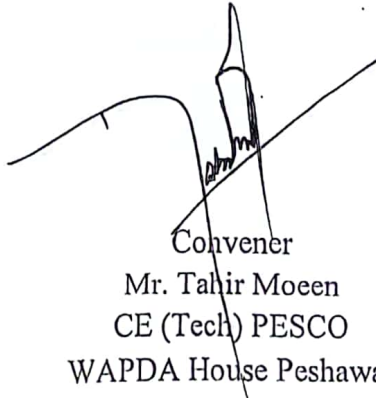
Secretary
Mr. Mohammad Noor Khan
DD (HR) PESCO
WAPDA House Peshawar



Member
Mr. Abdullah
SE (Op) PESCO
Peshawar Circle



Member
Mr. Gul Nabi Syed
CE (Op) PESCO
WAPDA House Peshawar



Convener
Mr. Tahir Moeen
CE (Tech) PESCO
WAPDA House Peshawar