# PESHAWAR ELECTRIC SUPPLY COMPANY

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**Human Resources Directorate**
**PESCO Head Office**
**WAPDA House Peshawar**

No 2026-65 /HR/PESCO

Dated: 17 /06/2026

## OFFICE MEMORANDUM

**Subject: IMPLEMENTATION OF PESCO CONTRACTUAL EMPLOYEES' COMPENSATION POLICY-2026**

The Board of Directors, PESCO in its 224th Meeting held on 4th June, 2026, under Agenda Item No. 7, resolution 224-BOD-R13, conveyed by Company Secretary PESCO vide letter No. 957-59/224th BOD dated 11th June. 2026, has approved the following:

i. PESCO Contractual Employees Compensation Policy-2026 **(Annexure-I)**
ii. Scale-wise Pay Package of Contractual (Lump Sum) Employees **(Annexure-II)**
iii. Stage-wise Pay Package of Contractual (Lump Sum) Employees **(Annexure-III)**

Accordingly, the PESCO Contractual Employees Compensation Policy–2026, along with the revised Scale-wise and Stage-wise Pay Packages approved thereunder, is hereby conveyed for compliance and implementation throughout PESCO. The provisions of the Policy and the revised Scale-wise and Stage-wise Pay Packages shall come into force with effect from July 1st, 2026. The Policy and approved Pay Packages may be downloaded from the official website of PESCO i.e. www.pesco.com.pk.

All existing and future Contractual (Lump Sum) employees working against sanctioned posts shall be governed by the provisions contained in the PESCO Contractual Employees Compensation Policy-2026 and the approved Pay Package, subject to fulfillment of all prescribed terms and conditions.

The approved Scale-wise Pay Package and Stage-wise Pay Package shall be implemented by all concerned formations in letter and spirit. All matters relating to annual increase, leave, performance evaluation, career progression, medical facilities, gratuity, official accommodation, transfer/posting, discipline and conduct etc. shall be regulated strictly in accordance with the approved Regulations and applicable PESCO policies.

All existing BPS-based Contract employees shall exercise their option, in accordance with Clause-17 of the PESCO Contractual Employees Compensation Policy-2026, with in sixty (60) days of issuance of this office memorandum. Employees opting to be governed under the approved policy shall be entitled to the facilities, benefits and career progression opportunities provided therein. Employees who do not exercise such option or decline to opt for the approved framework shall continue to be governed by the terms and conditions of their existing offer employment contract and shall not be entitled to any facilities, benefits or career progression opportunities admissible under the newly approved Policy.

Any instructions, circulars, office orders, policies, practices, or other administrative directives inconsistent with the provisions of the approved Regulations shall stand superseded to the extent of such inconsistency.

This issue with the approval of Chief Executive Officer PESCO.

**(Siab Ahmad)**
**Director General (HR)**
**PESCO Peshawar**

**Copy to:**

1. All GMs / CEs PESCO Peshawar.
2. Finance Director / Deputy GM (Finance) PESCO.
3. Company Secretary BoD PESCO.
4. All Managers PESCO H/Qs Peshawar
5. All SE's (Operation) PESCO.
6. SE GSO PESCO
7. PDs (C&O) / PD GSC PESCO.
8. Manager M&T PESCO.
9. Deputy Manager (HR)/Services/Confidential PESCO
10. Additional Deputy Manager HR (Payroll) PESCO HQ
11. Deputy Manager Web PESCO HQ Peshawar with the advice of posting the policy on website.
12. Staff Officer to CEO PESCO Peshawar
13. Circulation file

**Annexure-I**

# PESCO CONTRACTUAL EMPLOYEES' COMPENSATION POLICY-2026

Manager (HR) PESCO
Peshawar.

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## PESCO Contractual Employees Compensation Policy

### 1. Preamble

Peshawar Electric Supply Company (PESCO) operates with a diverse workforce comprising regular and contract employees across all functional areas. A significant number of employees, are presently serving under a Contractual (Lump-Sum) compensation package against sanctioned positions. These employees play an integral role in ensuring uninterrupted service delivery, network maintenance, customer service, billing, and overall operational efficiency. Despite their contribution, the absence of a unified policy framework has led to disparities in employment security, pay progression, and career advancement opportunities.

The purpose of this Contractual Employees Compensation Policy ("Policy") is to establish a formal structure to govern the appointment, continuation, pay structure, annual increase, benefits, performance appraisals, and career progression of contractual employees. It also aims to align their entitlements and obligations with regular employees, ensuring parity, retention, motivation, and fairness, while maintaining the flexibility of contractual employment. This comprehensive Policy will also safeguard PESCO's institutional memory and operational stability.

### 2. Short Title and Commencement

This Policy shall be known as the "PESCO Contractual Employees Compensation Policy". It shall come into effect immediately upon approval by the Board of Directors of PESCO. It shall be administered by the HR department and shall remain effective until amended or replaced by subsequent approval of the Board.

In order to ensure fair treatment and compensation among all regular and contractual employees, separate Contractual Pay Scales ("CPS") for Contractual employees are introduced under this Policy. The CPS shall roughly correspond to the existing Basic Pay Scales (BPS) of Regular employees, in matters relating to qualifications, postings, appraisals, promotions, disciplinary matters, and career progression. For these matters, each CPS shall be aligned with its equivalent BPS designation; for instance, CPS-1 shall correspond to BPS-1, and so forth.

### 3. Scope and Applicability

This Policy shall apply to all employees (CPS-1 to 19) working on contractual compensation packages (both existing and future appointments) against sanctioned posts across all cadres and departments of PESCO, including officers and officials excluding employees hired for C-Level positions, who shall continue to be governed separately under the relevant C-Level Policy already approved by the Board of Directors.



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This Policy shall not be applicable to personnel engaged on daily wage basis, casual labour, part-time employment arrangements, or individuals deployed through third-party contractors, outsourcing agencies, or other external service providers.

## 4. Nature of Appointment

1. All future appointments shall be made on a purely contractual basis under this Policy. No contractual employee shall be eligible for pensionary benefits, or regularization, whether presently or in the future, unless specifically enumerated in this Policy.

2. Employees covered under this Policy shall be deemed contractual employees with open-ended tenure. Each employee's contract shall remain valid up to the age of sixty (60) years, unless terminated earlier in accordance with the provisions of this Policy.

3. The employment of contractual employees shall be governed by this Policy, the terms and conditions contained in the appointment letter, and other applicable PESCO rules and Policy, as applicable from time to time. In the event of any conflict or inconsistency, the provisions of the appointment letter and this Policy shall prevail.

This arrangement ensures continuity of employment without conferring the status of a permanent or regular employee.

4. Contractual employees shall not have any claim to regular employment irrespective of length of service.

5. In case of assignment on additional charge, current charge, or acting charge basis to a higher position, such assignment shall not confer any right or entitlement to career progression to the higher position based on such additional, current, or acting charge assignment.

## 5. Termination of Contract

### 5(a) Termination without Cause (Notice or Pay in Lieu Thereof)

Either party may terminate employment contract without assigning any reason by serving one (1) month's prior written notice or, in lieu thereof, by payment of one (1) month's gross salary.

### Competent Authorities

| Sr. No | CPS (Contractual Pay Scale) | Competent authority |
|---|---|---|
| 01 | CPS-1 to CPS-16 | Director General (HR) |
| 02 | CPS 17 &18 | Chief Executive Officer (CEO) |
| 03 | CPS-19 & above | Board of Directors |

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**5(b) Termination for Cause (Misconduct / Policy Violations)**

PESCO reserves the right to terminate an employment contract with cause and without notice in cases of proven misconduct, fraud, gross negligence, or violation of company policies.

Such termination shall be affected after due process, by proceeding against the employee in accordance with the PESCO Disciplinary Policy and/or the applicable Efficiency & Discipline (E&D) Rules, as adopted by PESCO from time to time.

**6. Probation Period**

All newly appointed contractual employees shall serve a probationary period of six (6) months. During this period, the employee's performance, conduct, and adaptability shall be evaluated by the immediate supervisor.

However, employees found to be unsatisfactory may have their probation period extended for a further term, or their employment contract may be terminated by the competent authority, without notice in accordance with contractual terms.

**7. Pay and Allowances**

**7(a) Grade-wise Pay Package Structure and Stages**

The grade-wise pay package structure, along with the corresponding pay package ranges and stages, is defined below on the basis of scale wise pay package of contractual employees provided at Annexure-A and B. At the time of appointment, employees shall ordinarily be placed at the initial stage of the applicable grade, unless otherwise approved by the competent authority.

Furthermore, annual increase may be withheld, deferred, or discontinued, and employees may be reverted to a lower pay package stage, as a penalty imposed under the PESCO Employees (Efficiency and Disciplinary) Rules, as amended / adopted from time to time.

**7(b) Stages within the Pay package Range**

The stages within the pay package range. Each grade shows the number of stages, minimum pay, gross pay to of each contractual employee. (**Annexure-A and B**) with the following terms and conditions:

1. The pay package comprises of Basic Pay, Utilities Allowance, House Rent & Medical Allowance.
2. Free electricity units' facility shall not be admissible to employees covered under this Policy.



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3. Annual increment in the respective grades shall be admissible to the contractual employees with effect from 1st December of each year, subject to the condition that the employee has rendered more than six (06) months of service in PESCO to his/her credit.
4. For the purpose of calculation of pay package of the employees upon career progression, the pay shall be fixed according to the relevant stage of the grade.
5. Budgetary or ad-hoc pay increases shall not be applicable to contractual employees covered under this Policy.
6. Annual Increment shall be allowed on Dec 1st as per their respective stages.
7. No additional benefits, allowances, or facilities, other than those expressly provided in this Policy, shall be admissible to contractual employees covered under this Policy.
8. PESCO official residential accommodation may be provided to employees covered under this Policy, strictly on merit. In such cases, House Rent Allowance (HRA) of the relevant pay scale shall be deducted from the employee's pay package.

## 8. Performance Based Increase (PBI)

Performance-Based Increase (PBI) for contractual employees shall be based on Key Performance Indicators (KPIs). The grant of Performance-Based Increase (PBI) shall not be automatic and shall be subject to satisfactory performance, achievement of assigned KPIs, conduct, discipline, attendance, integrity, and overall service record of the employee during the evaluation period. The Board of Directors shall also take into consideration the overall performance, financial position, operational efficiency, and organizational targets of the company while deciding the grant, extent, deferment, reduction, or admissibility of Performance-Based Increase (PBI) for contractual employees.

The Board of Directors shall have the sole and absolute discretion to determine the extent, and admissibility of Performance-Based Increase (PBI), and its decision in this regard shall be final and binding. Failure to achieve the prescribed performance benchmarks or maintain the required standards of conduct and efficiency may result in withholding, deferment, reduction, or non-admissibility of such increase/increment, without conferring any vested or accrued right upon the employee.

## 9. Leave Entitlement

Contractual employees shall be entitled to Forty-Eight (48) days of paid annual leaves inclusive of Medical, Ex-Pakistan (Hajj, Umra leave etc.), subject to all codal formalities. Medical leave shall be permissible as per standing operating procedure in vogue. This leave shall not be carried forward, and shall lapse at the end of each calendar year.

Paid Hajj Leave shall be admissible only once during the entire service tenure of an employee in PESCO. Such leave shall be subject to prior approval of the competent authority and shall be governed by the applicable rules, policy guidelines, and operational requirements of the Company.



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**9 (a): Leave Sanctioning Authority**

**Leave up to 07 Days**

| Sr. No | CPS/Scale | Sanctioning Authority |
|---|---|---|
| 01 | CPS-01 to CPS-09 | Concerned SDO / AM |
| 02 | CPS-10 to CPS-14 | Concerned XEN / DM |
| 03 | CPS-15 to CPS-17 | Concerned SE / Manager |

**Leave Exceeding 07 Days**

| Sr. No. | CPS/Scale | Sanctioning Authority |
|---|---|---|
| 01 | CPS-01 to CPS-17 | DG (HR) PESCO |
| 02 | CPS-18 and above | CEO PESCO |

The concerned Drawing and Disbursing Officer, Accounts Officer and HR officer shall be responsible for maintaining complete, accurate, and up-to-date records of leave for all contractual employees. This includes, but not limited to, ensuring that all leave applications, approvals, availed leave, and leave balances are properly recorded, verified, and preserved in accordance with the applicable rules and instructions.

**9 (b): Maternity Leave**

Maternity Leave shall be admissible to female employees as per policy already approved by the Board in its 205th meeting held on 16.08.2024, notified vide Office Order No. 29646-91 dated 10.10.2024, in the following manners:

1) Maternity leave shall, in the prescribed manner, be granted on full pay outside the leave account to a female employee, on her option, to the extent of one hundred and eighty days on first birth, one hundred and twenty days on second birth and ninety days on third birth, from the date of commencement thereof.
2) Such maternity leave may not be granted for more than three times during the entire service of the female employee, except when such leave is granted within her leave account due and admissible to her, or as an extraordinary leave without pay.

**9 (c): Paternity Leave**

A paternity leave of seven (7) days shall be granted to male contractual employees of PESCO.

**10. Other Benefits**

In addition to above, following shall also be admissible to contractual employees;

**10.(a) Travel and Daily Allowance (TA/DA)**

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Contractual employees shall be entitled to Travel and Daily Allowance (TA/DA) as per the Company's approved TA/DA Policy. They shall receive the same rates and entitlements as regular employees of corresponding grades when deputed or authorized to travel on official duty. Claims shall be processed and reimbursed in accordance with the prescribed financial and administrative procedures.

**10(b). Medical Facility**

Contractual employees and their eligible dependents shall be entitled to medical facilities in accordance with the prevailing policy / Standard Operating Procedures (SoPs) of PESCO.

Such facilities shall include reimbursement or direct payment of medical expenses, within the prescribed limits, rules, and procedures applicable to regular employees, and shall cover both outdoor patient (OPD) and indoor patient (IPD) treatment, as approved by the competent authority.

In the event that an employee opts to avail medical facilities under this Policy, the Medical Allowance corresponding to the relevant pay scale shall be deducted from the employee's salary.

**10(c). Gratuity**

Contractual employees shall be eligible for gratuity benefits in accordance with the Company's Gratuity Policy. The gratuity shall be calculated and disbursed as per the rates, conditions, and procedures approved by the Board of Directors, PESCO. This provision ensures post-service financial security for employees completing the requisite qualifying service under this policy.

**11. Career Progression**

For Contractual employees, career progression shall be performance-based, and advancement in career shall be determined through a comprehensive and objective evaluation framework, including, but not limited to:

1. *Sustained performance outcomes against approved Key Performance Indicators (KPIs);*
2. *Demonstrated competencies, professional skills, and role-specific expertise;*
3. *Fit and proper criteria, including integrity, conduct, and behavioral standards;*
4. *Fulfillment of prescribed eligibility and qualification requirements;*
5. *Demonstrated contribution toward departmental and organizational goals and objectives;*
6. *Operational requirements of the department and availability of sanctioned vacancies; and*
7. *A consistently unblemished service record.*

It is further clarified that career progression under this framework is merit-driven and results-oriented, aimed at rewarding high performance, encouraging accountability, and



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aligning individual advancement with the strategic objectives of the organization, rather than length of service.

Contractual employees may be considered for career progression opportunities, if eligible as per policy in vogue.

The concerned departmental head shall be required to provide a detailed, written, and strictly performance-based justification, in line with the above guidelines, for recommending any Contractual employee for career progression. The Departmental Head shall further be personally responsible to defend, substantiate, and justify such recommendation before the concerned Selection Board, based on verifiable performance outcomes, KPIs, and demonstrated contribution toward organizational objectives.

All field formations shall obtain a No Objection Certificate (NoC) from the Chief Executive Officer, PESCO, prior to convening any selection board of contractual employees to ensure uniformity, merit, and transparency in the selection and Career progression process. All concerned formations shall further share complete proceedings and documentation of the selection boards with the HR Directorate for record, audit, and future reference.

Any violation, deviation, or non-compliance with the prescribed policy and procedure shall warrant disciplinary action against all members of the concerned Selection Board, in accordance with the applicable service rules.

Notwithstanding any career progression to the next scale, grade, or rank granted under this Policy, the contractual nature of employment shall remain unchanged at all times. The employee shall continue to be governed strictly by the terms and conditions of the fresh contract to be issued upon such career progression in the next scale/grade/rank, and no such selection shall, in any manner, confer, create, or imply any right to regularization, permanent appointment, or pensionable status in PESCO.

**12. Performance Evaluation**

All employees covered under this Policy shall be subject to Annual Performance Evaluation. The evaluation shall assess, inter alia, professional competence, punctuality, conduct and behavior, initiative, integrity, work quality and overall contribution towards company's goals. Performance ratings shall directly influence eligibility for annual increments, nomination for training and development programs, and consideration for induction, selection, or Career progression, in accordance with the applicable policies.

Demonstration of repeated or consistently poor performance, as reflected in successive Annual Confidential Reports /Performance Appraisal Report assessments, may trigger disciplinary proceedings and/or termination of contract / employment, in accordance with Clause 5(a) of this Policy and other applicable PESCO rules and regulations.

To ensure objectivity, credibility, and merit-based evaluation, the First Appraiser and Second Appraiser shall be required to assess performance strictly on the basis of actual, demonstrable, and real-time performance during the reporting period. In order to grade a contractual employee as ***"Excellent" or "Outstanding"***, such rating shall be fully justified



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on the basis of documented performance evidence, measurable achievements, and verifiable outcomes against the assigned Key Performance Indicators (KPIs). Any such grading shall require explicit approval from the Chief Executive Officer of PESCO or a duly constituted/authorized committee, or the concerned General Manager/Chief Engineer, as may be designated for this purpose.

The approving authority shall record cogent reasons in writing for awarding such exceptional rating, ensuring transparency, merit-based assessment, and auditability of the performance evaluation process.

Appraisals shall be evidence-based, outcome-oriented, and free from personal bias, and shall not be influenced by personal perceptions, leniency, or generalized assessments. Both Appraisers shall ensure that performance ratings accurately reflect the employee achievements, conduct, productivity, and contribution to organizational objectives, in accordance with the prescribed PER guidelines.

**13. Training and Development**

Contractual employees shall have equal access to all departmental and external trainings, workshops, and professional development programs. They shall be allowed to appear in departmental examinations, tests, and Career progression related assessments. HR Directorate shall maintain a transparent training calendar and nomination process to ensure balanced opportunities for all cadres.

Field formations shall ensure that nominations of contractual employees for trainings are based on merit / policy, and no deviation is made.

**14. Transfer and Posting**

Contractual employees may be transferred and posted anywhere within PESCO's operational jurisdiction any time, as required by administrative needs and organizational interest.

**15. Discipline and Conduct**

Employees under this policy shall be governed by PESCO's Efficiency and Discipline (E&D) Rules. Acts of misconduct, negligence, or violation of company rules may result in disciplinary proceedings, including penalties or termination. The standard principles of natural justice shall be observed during all disciplinary actions.

**16. Retirement**

Employees shall retire automatically upon attaining the age of sixty (60) years. Upon retirement, employees shall be entitled to withdrawal of approved terminal benefits, strictly in accordance with the prevailing policies of PESCO.



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Employees shall not be entitled to any pensionary benefits or government regularization at any stage of service.

### 17. BPS-Based Contract employees

All contract employees appointed on BPS-based terms (excluding Regular) shall be required to exercise an option to accept and be governed under this Policy. In the event of non-acceptance, such employees shall continue to be governed by the terms and conditions of their original employment contract and shall not be eligible for any facilities, benefits, or career progression provided under this Policy.

### 18. Policy Review and Amendment

The HR Directorate shall periodically review this policy, preferably every four (4) years, or earlier if required, to align it with evolving organizational and legal requirements. Amendments shall require Board approval before implementation.

### 19. Repeal and Interpretation

Any prior circulars, notifications, or office orders inconsistent with this policy shall stand repealed. In case of ambiguity, the interpretation of the Board of Directors shall be final and binding.

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# PESHAWAR ELECTRIC SUPPLY COMPANY (Annexure-II)

## Scale Wise Pay Package of Lump Sum Employees (2026)

| Contractual Pay Scale (CPS) | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Basic Pay | 30,195 | 30,750 | 31,680 | 32,565 | 33,766 | 33,882 | 34,991 | 36,183 | 37,394 | 38,587 | 40,554 | 42,839 | 45,673 | 48,455 | 51,299 | 61,383 | 110,847 | 137,104 | 197,468 |
| Utilities Allowance | 10,980 | 11,182 | 11,520 | 11,842 | 12,279 | 12,321 | 12,724 | 13,158 | 13,598 | 14,032 | 14,747 | 15,578 | 16,608 | 17,620 | 18,654 | 22,321 | 40,308 | 49,856 | 71,807 |
| House Rent | 8,235 | 8,386 | 8,640 | 8,881 | 9,209 | 9,241 | 9,543 | 9,868 | 10,198 | 10,524 | 11,060 | 11,683 | 12,456 | 13,215 | 13,991 | 16,741 | 30,231 | 37,392 | 53,855 |
| Medical Allowance | 5,490 | 5,591 | 5,760 | 5,921 | 6,139 | 6,160 | 6,362 | 6,579 | 6,799 | 7,016 | 7,373 | 7,789 | 8,304 | 8,810 | 9,327 | 11,161 | 20,154 | 24,928 | 35,903 |
| **Total** | **54,900** | **55,910** | **57,601** | **59,210** | **61,394** | **61,604** | **63,620** | **65,788** | **67,988** | **70,158** | **73,734** | **77,888** | **83,042** | **88,100** | **93,271** | **111,605** | **201,540** | **249,279** | **359,034** |

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### Stage Wise Pay Package of Lump Sum Employees (Annexure-III)

| Contractual Pay Scale (CPS) | Minimum | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CPS-1 | 54,900 | 56,255 | 57,610 | 58,965 | 60,320 | 61,675 | 63,030 | 64,385 | 65,740 | 67,095 | 68,450 | 69,805 | 71,160 | 72,515 | 73,870 | 75,225 | 76,580 | 77,935 | 79,290 | 80,645 | 82,000 | 83,355 | 84,710 | 86,065 | 87,420 | 88,775 | 90,130 | 91,485 | 92,840 | 94,195 | 95,550 |
| CPS-2 | 55,910 | 57,292 | 58,674 | 60,056 | 61,438 | 62,820 | 64,202 | 65,584 | 66,966 | 68,348 | 69,730 | 71,112 | 72,494 | 73,876 | 75,258 | 76,640 | 78,022 | 79,404 | 80,786 | 82,168 | 83,550 | 84,932 | 86,314 | 87,696 | 89,078 | 90,460 | 91,842 | 93,224 | 94,606 | 95,988 | 97,370 |
| CPS-3 | 57,601 | 59,027 | 60,453 | 61,879 | 63,305 | 64,731 | 66,157 | 67,583 | 69,009 | 70,435 | 71,861 | 73,287 | 74,713 | 76,139 | 77,565 | 78,991 | 80,417 | 81,843 | 83,269 | 84,695 | 86,121 | 87,547 | 88,973 | 90,399 | 91,825 | 93,251 | 94,677 | 96,103 | 97,529 | 98,955 | 100,381 |
| CPS-4 | 59,210 | 60,679 | 62,148 | 63,617 | 65,086 | 66,555 | 68,024 | 69,493 | 70,962 | 72,431 | 73,900 | 75,369 | 76,838 | 78,307 | 79,776 | 81,245 | 82,714 | 84,183 | 85,652 | 87,121 | 88,590 | 90,059 | 91,528 | 92,997 | 94,466 | 95,935 | 97,404 | 98,873 | 100,342 | 101,811 | 103,280 |
| CPS-5 | 61,394 | 62,917 | 64,440 | 65,963 | 67,486 | 69,009 | 70,532 | 72,055 | 73,578 | 75,101 | 76,624 | 78,147 | 79,670 | 81,193 | 82,716 | 84,239 | 85,762 | 87,285 | 88,808 | 90,331 | 91,854 | 93,377 | 94,900 | 96,423 | 97,946 | 99,469 | 100,992 | 102,515 | 104,038 | 105,561 | 107,084 |
| CPS-6 | 61,604 | 63,180 | 64,756 | 66,332 | 67,908 | 69,484 | 71,060 | 72,636 | 74,212 | 75,788 | 77,364 | 78,940 | 80,516 | 82,092 | 83,668 | 85,244 | 86,820 | 88,396 | 89,972 | 91,548 | 93,124 | 94,700 | 96,276 | 97,852 | 99,428 | 101,004 | 102,580 | 104,156 | 105,732 | 107,308 | 108,884 |
| CPS-7 | 63,620 | 65,251 | 66,882 | 68,513 | 70,144 | 71,775 | 73,406 | 75,037 | 76,668 | 78,299 | 79,930 | 81,561 | 83,192 | 84,823 | 86,454 | 88,085 | 89,716 | 91,347 | 92,978 | 94,609 | 96,240 | 97,871 | 99,502 | 101,133 | 102,764 | 104,395 | 106,026 | 107,657 | 109,288 | 110,919 | 112,550 |
| CPS-8 | 65,788 | 67,477 | 69,166 | 70,855 | 72,544 | 74,233 | 75,922 | 77,611 | 79,300 | 80,989 | 82,678 | 84,367 | 86,056 | 87,745 | 89,434 | 91,123 | 92,812 | 94,501 | 96,190 | 97,879 | 99,568 | 101,257 | 102,946 | 104,635 | 106,324 | 108,013 | 109,702 | 111,391 | 113,080 | 114,769 | 116,458 |
| CPS-9 | 67,988 | 69,735 | 71,482 | 73,229 | 74,976 | 76,723 | 78,470 | 80,217 | 81,964 | 83,711 | 85,458 | 87,205 | 88,952 | 90,699 | 92,446 | 94,193 | 95,940 | 97,687 | 99,434 | 101,181 | 102,928 | 104,675 | 106,422 | 108,169 | 109,916 | 111,663 | 113,410 | 115,157 | 116,904 | 118,651 | 120,398 |
| CPS-10 | 70,158 | 71,963 | 73,768 | 75,573 | 77,378 | 79,183 | 80,988 | 82,793 | 84,598 | 86,403 | 88,208 | 90,013 | 91,818 | 93,623 | 95,428 | 97,233 | 99,038 | 100,843 | 102,648 | 104,453 | 106,258 | 108,063 | 109,868 | 111,673 | 113,478 | 115,283 | 117,088 | 118,893 | 120,698 | 122,503 | 124,308 |
| CPS-11 | 73,734 | 75,599 | 77,464 | 79,329 | 81,194 | 83,059 | 84,924 | 86,789 | 88,654 | 90,519 | 92,384 | 94,249 | 96,114 | 97,979 | 99,844 | 101,709 | 103,574 | 105,439 | 107,304 | 109,169 | 111,034 | 112,899 | 114,764 | 116,629 | 118,494 | 120,359 | 122,224 | 124,089 | 125,954 | 127,819 | 129,684 |
| CPS-12 | 77,888 | 79,865 | 81,842 | 83,819 | 85,796 | 87,773 | 89,750 | 91,727 | 93,704 | 95,681 | 97,658 | 99,635 | 101,612 | 103,589 | 105,566 | 107,543 | 109,520 | 111,497 | 113,474 | 115,451 | 117,428 | 119,405 | 121,382 | 123,359 | 125,336 | 127,313 | 129,290 | 131,267 | 133,244 | 135,221 | 137,198 |
| CPS-13 | 83,042 | 85,158 | 87,274 | 89,390 | 91,506 | 93,622 | 95,738 | 97,854 | 99,970 | 102,086 | 104,202 | 106,318 | 108,434 | 110,550 | 112,666 | 114,782 | 116,898 | 119,014 | 121,130 | 123,246 | 125,362 | 127,478 | 129,594 | 131,710 | 133,826 | 135,942 | 138,058 | 140,174 | 142,290 | 144,406 | 146,522 |
| CPS-14 | 88,100 | 90,353 | 92,606 | 94,859 | 97,112 | 99,365 | 101,618 | 103,871 | 106,124 | 108,377 | 110,630 | 112,883 | 115,136 | 117,389 | 119,642 | 121,895 | 124,148 | 126,401 | 128,654 | 130,907 | 133,160 | 135,413 | 137,666 | 139,919 | 142,172 | 144,425 | 146,678 | 148,931 | 151,184 | 153,437 | 155,690 |
| CPS-15 | 93,271 | 95,663 | 98,055 | 100,447 | 102,839 | 105,231 | 107,623 | 110,015 | 112,407 | 114,799 | 117,191 | 119,583 | 121,975 | 124,367 | 126,759 | 129,151 | 131,543 | 133,935 | 136,327 | 138,719 | 141,111 | 143,503 | 145,895 | 148,287 | 150,679 | 153,071 | 155,463 | 157,855 | 160,247 | 162,639 | 165,031 |
| CPS-16 | 111,605 | 114,412 | 117,219 | 120,026 | 122,833 | 125,640 | 128,447 | 131,254 | 134,061 | 136,868 | 139,675 | 142,482 | 145,289 | 148,096 | 150,903 | 153,710 | 156,517 | 159,324 | 162,131 | 164,938 | 167,745 | 170,552 | 173,359 | 176,166 | 178,973 | 181,780 | 184,587 | 187,394 | 190,201 | 193,008 | 195,815 |
| CPS-17 | 201,540 | 206,047 | 210,554 | 215,061 | 219,568 | 224,075 | 228,582 | 233,089 | 237,596 | 242,103 | 246,610 | 251,117 | 255,624 | 260,131 | 264,638 | 269,145 | 273,652 | 278,159 | 282,666 | 287,173 | 291,680 | | | | | | | | | | |
| CPS-18 | 249,279 | 254,967 | 260,655 | 266,343 | 272,031 | 277,719 | 283,407 | 289,095 | 294,783 | 300,471 | 306,159 | 311,847 | 317,535 | 323,223 | 328,911 | 334,599 | 340,287 | 345,975 | 351,663 | 357,351 | 363,039 | | | | | | | | | | |
| CPS-19 | 359,034 | 367,818 | 376,602 | 385,386 | 394,170 | 402,954 | 411,738 | 420,522 | 429,306 | 438,090 | 446,874 | 455,658 | 464,442 | 473,226 | 482,010 | 490,794 | 499,578 | 508,362 | 517,146 | 525,930 | 534,714 | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Annual Increment | | 1,355 | 1,382 | 1,426 | 1,469 | 1,523 | 1,576 | 1,631 | 1,689 | 1,747 | 1,805 | 1,865 | 1,977 | 2,116 | 2,253 | 2,392 | 2,807 | 4,507 | 5,688 | 8,784 |

Manager (HR) PESCO
Peshawar.