



پاکستان واپڈا ہائیڈرو الیکٹرک سنٹرل لیبر یونین (سی۔بی۔اے)
بختیار لیبر ہال 28 نسبت روڈ - لاہور
Pakistan Wapda Hydro Electric Central Labour Union
(C.B.A.)

PRESIDENT: ABDUL LATIF NIZAMANI

SR. NO. _____

REF. NO. P.W.H.E.C.L. Union

V. Lakshmi,
PSI Regional Secretary for Asia & Pacific,
Singapore.

Sub: ACCEPTANCE OF DEMANDS OF 140000 WORKS WAPDA/ELECTRICITY WORKERS EMPLOYED IN ELECTRICITY NATIONAL PUBLIC UTILITY

Madam,

It is our pleasure to inform your goodself that this union representing their 140000 workers employed in WAPDA/Electricity has concluded a new deal with the Ministry of Water & Power, Government of Pakistan for acceptance of their legitimate demands after concerted struggle carried out by the workers throughout the country and detailed negotiations through Collective Bargaining with the union. The copy of the acceptance of their demands circulated by Ministry of Water & Power vide No.A-III-2(08)/2011-LU dated 15th June, 2012 is enclosed for your kind perusal please. The salient feature of the deal is as under:-

- That no privatization of Power may would be carried out by the Government of Pakistan.
- That, the up-gradation of pay scales for two steps would be allowed @ 100% to the employees in Grade-5 to Grade-15 with five years service.
- One month's Basic Pay will be paid to all employees as Honouraria.
- That, adequate safety would be ensured to the field staff carrying out the task of pilferage of energy and recovery of lawful dues of electricity at work place.
- That every effort would be made to ensure "Safe Working Conditions" for prevention of accidents of the workers at workplace.
- Allocation of 12-1/2 shares of the electricity companies among the employees.
- That Collective Bargaining with the union would be carried out at national level by this national union with the government and employer and other important demands.


Brother Khurshid Ahmad General Secretary & Brother Abdul Latif Nizamani and other national office bearers represented the union.

Kindly give coverage to this news item in your esteemed columns of your News Letters and oblige.

We shall be highly grateful to you.

With best regards,

Yours sincerely,


(SYED SAJJAD HUSSAIN SHAH)
Additional General Secretary

F.No.AIII-2(08)/2011-LU
Government of Pakistan
Ministry of Water & Power

Islamabad, June 15, 2012

1. The Chairman Wapda, Wapda House, Lahore
2. The Managing Director, PEPCO, WAPDA House, Lahore.
3. The Chief Executive Officer, NTDCL, WAPDA House, Lahore.
4. The Chief Executive Officer, HESCO, Hyderabad.
5. The Chief Executive Officer, SEPCO, Sukkur.
6. The Chief Executive Officer, QESCO, Quetta.
7. The Chief Executive Officer, PESCO, Peshawar.
8. The Chief Executive Officer, TESCO, Peshawar.
9. The Chief Executive Officer, MEPCO, Multan.
10. The Chief Executive Officer, LESCO, Lahore.
11. The Chief Executive Officer, IESCO, Islamabad.
12. The Chief Executive Officer, FESCO, Faisalabad.
13. The Chief Executive Officer, GEPCO, Gujranwala.
14. The Chief Executive Officer, GENCO Holding Company, Lahore.
15. All Chief Executive Officers of Generation Companies (GENCOs)

Subject: ANNOUNCEMENTS MADE BY THE MINISTER FOR WATER & POWER

Syed Naveed Qamar Minister for Water & Power, on the request of Pakistan WAPDA Hydro Electric Central Labour Union (CBA) held a meeting with M/s Abdul Latif Nizamani, President, Khurshid Ahmed, General Secretary and Javed Iqbal Baloch, Regional Secretary dated 13.05.1012. Subsequently on the request of Labour Union the Minister for Water & Power while addressing the employees of WAPDA and IESCO on 14th May, 2012 made the following announcements in view of the demands of the union:

Demand No.1

No privatization of DISCOs and no handing over management of GENCO in the private hands for O.M would be made.

Announcement:

Government of Pakistan has no policy to privatize any unit of DISCO's and GENCO's of power wing. The (O&M) contract of 09 Nos. Thermal Power Stations being not given.

Demand No.2

Provision of Security to the Field of Staff for carrying out Officials work for the pilferage of energy and recovery of Revenue

Demand No.10

Holding Bilateral meeting with the representatives of the union by the Federal Secretary Water & Power composed of the representatives of WAPDA and DISCO's GENCO's and NTDC

Announcement:

Continuous process of holding meetings with CBA will be continued

Demand No.11

Undertaking collective bargaining with their National Unions at the level of Federal Secretary Water & Power composed of the representatives of WAPDA/DISCO's GENCO's and NTDC

Announcement:

Existing centralized system of collective Bargaining Agent will be maintained in all respects.

2. The demands made by the Union mainly focusses are Demands No.4, Demand No.5, Demand No.6, Demand No.7, Demand No.8 and Demand No.9.

3. In order to implement the announcements made by the Minister for Water & Power, you are requested to assess full financial impact and other administrative / service matters, if needed, concerned ministries would also be consulted. Further, it may also be worked out modalities of payment of one month pay to workers of WAPDA, PEPCO, DISCOs, GENCOs and NTDCL either in one go or in two subsequent tranches i.e ½ of a month pay at Eid ul Fitar and the other half of pay on the eve of Eid ul Azha. The required information may please be furnished by 14.06.2012 for taking further necessary action.



(Adnan Rashid Khan)
Deputy Secretary (A&C)
051-9206834

Cc:

- i. PS to Minister, Water & Power
- ii. PS to Minister of State, Ministry of Water & Power
- iii. PS to Secretary, Water & Power
- ✓ iv. Mr. Khurshid Ahmed, General Secretary, Pakistan Wapda Hydro Electric Central Labour Union, Labour Hall, 28 Nisbat Road, Lahore

Demand No.6

Grant of Certification @ 12-1/2% share under "BENAZIR EMPLOYEES STOCK OPTION SCHEME (BESOS)" as well as according representation in the Board of Directors to the employees.

Announcement:

The Minister announced that 12 ½% employees shares under Benazir Employees Stock Options Scheme (BESOS) should be distributed to workers within 30 days period after fulfilling all formalities required under the scheme. It has further been directed by Federal Minister (W&P) to nominate representative of CBA in the Boards of all DISCOs

Demand No.7

Up-Gradation of pay scales of the remaining staff at two stages @100% alike other employees alike their other counterparts instead of existing rate of 30%.

Announcement:

Two Step 100% up-gradation employees from grade 5 to 16 will be granted instead of 30% with 10 years service. The length of service will be 5 years other terms and conditions will be intact.

Demand No.8

Grant of Hardship Area Allowance to the Staff of Khyber Pakhtoonkhawa alike their counter parts working in Baluchistan Province.

Announcement:

To grant 40% hard Area allowance for the employees of Khyber Pakhtunkhawa on the analogy of Baluchistan as BOD of PESCO has already approved 40% Hard Area allowance

Demand No.9.

Grant of House Rent Allowance @ 45% at Murree and Kahuta and Attock

Announcement:

Murree and Kahuta and Attock may also be covered for grant of 45% House rent allowance. Further Larkana and Abbottabad may also be covered for grant of 45% House Rent allowance to employees, as Provincial Government has already granted to their employees.

Announcement:

Deployment of Security Staff will be on need basis and the DISCOs will forward their proposals for recruitment of security staff. Help from Provincial Governments is being sought, for which letters have been issued to I.G Police of all the Provincial Governments. Union to suggest ways to prevent theft of electricity from their connections. Further amendment in PPC in theft of electricity is in progress.

Demand No.3

Establishment of National Legal Regulatory Authority to overcome and monitoring and maintain check and balance of the work of DISCO's GENCO's and NTDC.

Announcement:

A body under Ministry of Water & Power will be created to monitor and maintain check and balance on the work of DISCO's and GENCO's.

Demand No.4

Grant of Honorarium to the WAPDA / DISCOs and GENCO's and NTDC employees @ One month pay on the analogy of (IESCO)

Announcement:

One month basic pay as an honoraria / bonus allowed to the employees all over Pakistan.

Demand No.5

Enhancement of Quota for the recruitment of Children of Employees from 20% to 33-1/3 percent quota (The Union demand is that the priority may be given to children of those employees who had died during service prior Incentive Package given by the Prime Minister in 2006 against son quota).

Announcement:

Federal Minister Water & Power has ordered that employees children quota will be enhanced from 20 percent to 33 1/3% as it was previously on the same terms and conditions



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