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PART II

Statutory Notifications (S.R.O.)

GOVERNMENT OF PAKISTAN

NATIONAL ELECTRIC POWER REGULATORY AUTHORITY

NOTIFICATIONS

Islamabad, the 20th September, 2023

S. R. O. 1320(I)/2023.—In exercise of powers conferred Section 47 of the Regulation of Generation, Transmission and Distribution of Electric Power Act, 1997 (XL of 1997), the National Electric Power Regulatory Authority (NEPRA), hereby make the following amendments in the NEPRA Service Regulations 2003, notified *vide* S.R.O. 544(I)12003, dated 12th June, 2003, namely:—

In the said Regulations

1. In Regulation 2 the following will be read as:

2(1). Earlier Regulation 2, sub-regulation (7) the definition of the term 'Daily Allowance' was replaced by incorporating the definition of the term 'Contractual Employee' *vide* SRO 894(I)/2020. However, definition of the term of 'Daily Allowance' shall be read at 2(9).

2(2). Earlier Regulation 2, sub-regulation (8) the definition of the term 'Day' was replaced by incorporating the definition of the term 'Contingent Employee' *vide* SRO 894(I)/2020. However, definition of the term 'Day' shall be read at 2(10).

2(3). Earlier Regulation 2, sub-regulation (9) the definition of the term 'Dental Treatment' was replaced with the definition of the term 'Daily Allowance' *vide* SRO 894(I)/2020. However, definition of the term 'Dental Treatment' shall be read at 2(11).

2(4). Earlier Regulation 2, sub-regulation (10) the definition of the term 'Emergency' was replaced with the definition of the term 'Day' *vide* SRO 894(I)/2020. However, definition of the term 'Emergency' shall be read at 2(12).

2(5). Earlier Regulation 2, sub-regulation (11) the definition of the term 'Employee' was replaced with the definition of the term 'Dental Treatment' *vide* SRO 894(I)/2020. However, definition of the term 'Employee' shall be read at 2(13).

2(6). Earlier Regulation 2, sub-regulation (12) the definition of the term 'Family' was replaced with the definition of the term 'Emergency' *vide* SRO 894(I)/2020. However, definition of the term 'Family' shall be read at 2(14).

2(7). Earlier Regulation 2, sub-regulation (13) the definition of the term 'Fare' was replaced with the definition of the term 'Employee' *vide* SRO 894(I)/2020. However, definition of the term 'Fare' shall be read at 2(15).

2(8). Earlier Regulation 2, sub-regulation (14) the definition of the term 'Fund' was replaced with the definition of the term 'Family' *vide* SRO 894(I)/2020. However, definition of the term 'Fund' shall be read at 2(16).

2(9). Earlier Regulation 2, sub-regulation (15) the definition of the term 'Grade' was replaced with the definition of the term 'Fare' *vide* SRO 894(I)/2020. However, definition of the term 'Grade' shall be read at 2(17).

2(10). Earlier Regulation 2, sub-regulation (16) the definition of the term 'Holiday' was replaced with the definition of the term 'Fund' *vide* SRO 894(I)/2020. However, definition of the term 'Holiday' shall be read at 2(18).

2(11) Earlier Regulation 2, sub-regulation (17) the definition of the term 'Indoor Treatment' was replaced with the definition of the term 'Grade' *vide* SRO 894(I)/2020. However, definition of the term 'Indoor Treatment' shall be read at 2(19).

2(12). Earlier Regulation 2, sub-regulation (18) the definition of the term ‘Misconduct’ was replaced with the definition of the term ‘Holiday’ *vide* SRO 894(I)/2020. However, definition of the term ‘Misconduct’ shall be read at 2(20).

2(13). Earlier Regulation 2, sub-regulation (19) the definition of the term ‘Outdoor Treatment’ was replaced with the definition of the term ‘Indoor Treatment’ *vide* SRO 894(I)/2020. However, definition of the term ‘Outdoor Treatment’ shall be read at 2(26).

2(14). Earlier Regulation 2, sub-regulation (20) the definition of the term ‘Penalty’ was replaced with the definition of the term ‘Misconduct’ *vide* SRO 894(I)/2020. However, definition of the term ‘Penalty’ shall be read at 2(27).

2(15). Earlier Regulation 2, sub-regulation (21) the definition of the term ‘Public Conveyance’ was replaced by incorporating the definition of the term ‘Month’ *vide* SRO 894(I)/2020. However, definition of the term ‘Public Conveyance’ shall be read at 2(28).

2(16). Earlier Regulation 2, sub-regulation (22) the definition of the term ‘Road Journey Allowance’ was replaced with the definition of the term ‘NEPRA Act’ *vide* SRO 894(I)/2020. However, definition of the term ‘Road Journey Allowance’ shall be read at 2(29).

2(17). Earlier Regulation 2, sub-regulation (23) the definition of the term ‘Salary’ was replaced by incorporating definition of the term ‘NEG’ *vide* SRO 894(I)/2020. However, definition of the term ‘Salary’ shall be read at 2(31).

2(18). Earlier Regulation 2, sub-regulation (24) the definition of the term ‘Specialist’ was replaced by incorporating the definition of the term ‘NPG’ *vide* SRO 894(I)/2020. However, definition of the term ‘Specialist’ shall be read at 2(32).

2(19). Earlier Regulation 2, sub-regulation (25) the definition of the term ‘Subscriber’ was replaced by incorporating the definition of the term ‘NSG’ *vide* SRO 894(I)/2020. However, definition of the term ‘Subscriber’ shall be read at 2(33).

2(20). Earlier Regulation 2, sub-regulation (26) the definition of the term ‘Transfer’ was replaced with the definition of the term ‘Outdoor Treatment’ *vide* SRO 894(I)/2020. However, definition of the term ‘Transfer’ shall be read at 2(34).

2(21). Earlier Regulation 2, sub-regulation (27) the definition of the term ‘Vehicle Maintenance and Usage Allowance’ was replaced with the definition of the term ‘Penalty’ *vide* SRO 894(I)/2020. However, definition of the term ‘Vehicle Maintenance and Usage Allowance’ shall be read at 2(35).

2(22). Earlier Regulation 2, sub-regulation (28) the definition of the term ‘Year’ was replaced with the definition of the term ‘Public Conveyance’ *vide* SRO 894(I)/2020. However, definition of the term ‘Year’ shall be read at 2(36).

2(23). Earlier Regulation 2, sub-regulation (22) the definition of the term ‘Road Journey Allowance’ was renumbered at 2(29) *vide* SRO 894(I)/2020.

2(24). Regulation 2, sub-regulation (30) the definition of the term ‘Regulatory Allowance’ was incorporated *vide* SRO 894(I)/2020.

2(25). Earlier Regulation 2, sub-regulation (23) the definition of the term ‘Salary’ was renumbered at 2(31) *vide* SRO 894(I)/2020.

2(26). Earlier Regulation 2, sub-regulation (24) the definition of the term ‘Specialist’ was renumbered at 2(32) *vide* SRO 894(I)/2020.

2(27). Earlier Regulation 2, sub-regulation (25) the definition of the term ‘Subscriber’ was renumbered at 2(33) *vide* SRO 894(I)/2020.

2(28). Earlier Regulation 2, sub-regulation (26) the definition of the term ‘Transfer’ was renumbered at 2(34) *vide* SRO 894(I)/2020.

2(29). Earlier Regulation 2, sub-regulation (27) the definition of the term ‘Vehicle Maintenance and Usage Allowance’ was renumbered at 2(35) *vide* SRO 894(I)/2020.

2(30). Earlier Regulation 2, sub-regulation (28) the definition of the term ‘Year’ was renumbered at 2(36) *vide* SRO 894(I)/2020.

3. In Regulation 3 Sub-Regulation (1), clause (c), was omitted *vide* SRO 203(I)/2012 but later the term ‘Sanctioned Strength’ was incorporated at said place *vide* SRO 894(I)/2020.

4. In Regulation 7 the following will be read as:

4(1). Earlier Regulation 7 Sub-Regulation (2), clause (a), was renumbered at 7(3), *vide* S.R.O 894(I)/2020.

4(2). Earlier Regulation 10 ‘Age of Superannuation’ was renumbered at 7(4), *vide* SRO 894(I)/2020.

5. Regulation 10, ‘Observance of Quota’ was incorporated along with sub-regulations (1), (2), (3), (4) and (5) *vide* SRO 894(I)/2020. However, the previous Regulation 10 ‘Age of Superannuation’ shall be read at 7(4).

6. Earlier Regulation 11, was omitted and replaced by previously known regulation 13 ‘Competent Authority to make Appointment’ *vide* SRO 894(I)/2020.

7. Earlier Regulation 12, was omitted and replaced by previously known regulation 14 along with sub-regulations (1) and (2) *vide* SRO 894(I)/2020.

8. Regulation 13, ‘Recruitment’ was incorporated *vide* SRO 894(I)(/2020.

9. Earlier Regulation 16, ‘Probation, Extension and Termination of Probation’ along with sub-regulations (1) and (2) were renumbered at 14, along with sub-regulations (1) and (2), sub-regulations (3), (4), (5), (6) and (7) had been incorporated *vide* SRO 894(I)/2020.

10. Earlier Regulation 15, had been omitted and replaced by the previously known Regulation 17 ‘Additional Charge of an Equivalent Post’ along with sub-regulations (1) and (2), *vide* SRO 894(I)/2020.

11. Earlier Regulation 18, ‘Current Charge of a Higher Post’ along with sub-regulations (1) and (2) was renumbered at 16, (1) and (2), *vide* SRO 894(I)/2020.

12. Earlier Regulation 19, ‘Annual Increments’ along with sub-regulation (1),(2) and (3) was renumbered at 17,(1),(2) and (3) accordingly *vide* SRO 894(I)/2020.

13. Earlier Regulation 21, Deputation to and From NEPRA’ was renumbered at 18, *vide* SRO 894(I)/2020.

14. Regulation 18A was omitted *vide* SRO 894(I)/2020.

15. Regulation 19 was moved to Regulation 17 *vide* SRO 894(I)/2020.

16. Regulation 20 was omitted *vide* SRO 894(I)/2020.

17. Regulation 21 was moved to Regulation 18 *vide* SRO 894(I)/2020.

18. Regulation 22 was omitted *vide* SRO 894(I)/2020.

19. Regulation 23 was omitted *vide* SRO 894(I)/2020.

20. Regulation 26 was omitted *vide* SRO 894(I)/2020.

21. Earlier Regulation 27, 'Training' was reincorporated at 21 and sub-regulations (1), (2), (3), (4), (5) and (6) were incorporated *vide* SRO 894(I)/2020, which shall be read as 27 (1), (2), (3), (4), (5) and (6).

22. Earlier Regulation 27A, 'Seniority' along with sub-regulations (1), (2), (3), (4), (5) were reincorporated at 22, *vide* SRO 894(I)/2020, which shall be read as 27A, (1), (2), (3), (4) and (5).

23. Earlier Regulation 28, 'Eligibility for Promotion' was reincorporated at 23, *vide* SRO 894(I)/2020, which shall be read as 28.

24. Earlier Regulation 29, 'Procedure for Promotion' along with sub-regulations (1), (2), (3), (4), (5), (6), (7) and (8) were reincorporated at 24,(1),(2),(3),(4),(5),(6), (7) and (8) whereas, sub-regulations (9) and (10) were incorporated *vide* SRO 894(I)/2020, which shall be read as 29, (1), (2), (3), (4), (5), (6) , (7), (8), (9) and (10).

25. Earlier Regulation 31, 'Annual Assessment Reports' along with sub-regulations (1), (2), (3), (4), (5), (6) and (7) were reincorporated at 26, (1), (2), (3), (4), (5), (6) and (7), *vide* SRO 894(1)/2020, which shall be read as 31, (1), (2), (3), (4), (5), (6) and (7).

26. Earlier Regulation 32, Sub-Regulation (4) was reincorporated at Regulation 27(4), *vide* SRO 894(I)/2020, which shall be read as 32(4).

27. Earlier Regulation 33, Sub-Regulation (1) was reincorporated at Regulation 28(1), *vide* SRO 894(I)/2020, which shall be read as 33(1).

28. Earlier Regulation 34, Sub-Regulation (1) and (4) was reincorporated at Regulation 29(1) and (4), *vide* SRO 894(I)/2020, which shall be read as 34(1) and (4).

29. Earlier Regulation 36, was reincorporated at Regulation 31, *vide* SRO 894(I)/2020, which shall be read as 36.

30. Earlier Regulation 37A, was reincorporated at Regulation 33, *vide* SRO 894(I)/2020, which shall be read as 37A.

31. Regulation 37, 'Paternity Leave' was incorporated *vide* SRO 894(I)/2020, which shall be read as 40A.

32. Regulation 38, 'Id'dat Leave' was incorporated *vide* SRO 894(I)/2020, which shall be read as Regulation 40B.

33. Regulation 42, 'Fatal Medical Emergency Leave' was incorporated *vide* 894(I)/2020, which shall be read as Regulation 40C.

34. The scope of Regulation 48 was changed *vide* SRO 894(I)/2020, whereas, it shall be read as Regulation 49 Hajj Leave and Leave to Non-Muslims'.

35. Earlier Regulation 56, 'Competent Authority to Sanction Gratuity' was reincorporated at Regulation 54, *vide* SRO 894(I)/2020, which shall be read as Regulation 56.

36. Regulation 55, 'Post-Retirement Healthcare Fund' was incorporated *vide* SRO 894(I)/2020, which shall be read as Regulation 56A.

37. Earlier Regulation 74, 'Private Use of the Office Vehicles' was reincorporated at 73, *vide* SRO 894(I)/2020, which shall be read as Regulation 74.

38. Earlier Regulation 77, Sub-Regulation (1) 'Entitlement of Different Categories of Employee' was reincorporated at 76(1), *vide* SRO 894(I)/2020, which shall be read as Regulation 77(1).

39. Earlier Regulation 78, 'Rate of Daily Allowance for Officers and Staff' was reincorporated at Regulation 77, *vide* SRO 894(I)/2020, which shall be read as Regulation 78.

40. Earlier Regulation 79, 'Stay in Hotels/Rest House etc. in Outstations Cities' was reincorporated at 78, *vide* SRO 894(I)/2020, which shall be read as Regulation 79.

41. Earlier Regulation 80, 'Allowance for Road Journey' was reincorporated at 79, *vide* SRO 894(I)/2020, which shall be read as Regulation 80.

42. Regulation 85, sub-regulation (2) was inserted as Regulation 82 Sub-Regulation (2), *vide* SRO 894(I)/2020, which shall be read as Regulation 85(2).

43. Earlier Regulation 94, 'General' was reincorporated at 93 *vide* SRO 894(I)/2020, which shall be read as Regulation 94.

44. Earlier Regulation 96, 'Declaration about Family and Registration' was reincorporated at 94 *vide* SRO 894(I)/2020, which shall be read as Regulation 96.

45. Regulation 95, 'Chronic/Dread Disease Treatment' was incorporated *vide* SRO 894(I)/2020, which shall be read as Regulation 98A.

46. Earlier Regulation 99, 'Supply of Medicines' was reincorporated at 96 *vide* SRO 894(I)/2020, which shall be read as Regulation 99.

47. Earlier Regulation 100, 'Medicare Related Payments to Hospitals Medical Facilities' along with sub-regulations (1) and (2) was reincorporated at 97,(1) and (2) *vide* SRO 894(I)/2020, which shall be read as Regulation 100.

48. Earlier Regulation 101, 'Medical Treatment of Employee on Tour or on Leave outside His Station of Posting' along with sub-regulations (1) and (2), was reincorporated at 98, (1) and (2), *vide* SRO 894(I)/2020, which shall be read as Regulation 101, (1),(2).

49. Earlier Regulation 102, 'Medical Treatment of Family Members Residing at a Place Other Than a Station of Posting of the Employee' was reincorporated at 99 *vide* SRO 894(I)/2020, which shall be read as Regulation 102.

50. Earlier Regulation 103, 'Travel taken for Medical Treatment' was reincorporated at 100 *vide* SRO 894(I)/2020, which shall be read as Regulation 103.

51. Earlier Regulation 103A, 'Post-Retirement Medical Treatment Facility' along with Sub-regulations (1), (2),(3) and (4) was reincorporated at 101,(1),(2),(3) and (4) *vide* SRO 894(I)/2020, which shall be read as Regulation 103A,(1),(2),(3) and (4).

52. In earlier Regulation 104, 'General' a new clause (6) was incorporated as 102(a)(6), *vide* SRO 894(I)/2020, which shall be read as Regulation 104(6).

53. Earlier Regulation 105, 'Penalties' was mentioned at 103, *vide* SRO 894(I)/2020, which shall be read as Regulation 105.

54. Clause (d), was incorporated at 102(b)(1) *vide* SRO 894(I)/2020, which shall be read as Regulation 105(1) clause (e).

55. Earlier Regulation 106, sub-regulation (3) was reincorporated at 103(3), *vide* SRO 894(I)/2020, which shall be read as Regulation 106(3).

56. Earlier Regulation 108, Sub-Regulation (1) 'Procedure for Determining the Efficiency of an Employee' was amended at 105(1)(b), *vide* SRO 894(I)/2020, which shall be read as Regulation 108 Sub-Regulation (1) clause (b).

57. Regulation 114, 'Provision of Plot Advance' was incorporated *vide* SRO 894(I)/2020, which shall be read as Regulation 115B.

58. Earlier Regulation 116, 'Uniform' was reincorporated at 115, *vide* SRO 894(I)/2020, which shall be read as Regulation 116.

59. Regulation 120, 'Succession Plan' was incorporated *vide* SRO 894(I)/2020, which shall be read as Regulation 121.

S. R. O. 1321(I)/2023.— In exercise of powers conferred under Section 47 of the Regulation of Generation, Transmission and Distribution of Electric Power Act, 1997 (XL of 1997), the National Electric Power Regulatory Authority (NEPRA), hereby make the following amendments in the NEPRA Service Regulations 2003, notified *vide* S.R.O. 544(I)/2003, dated 12th June, 2003, namely:—

In the said Regulations—

1. Regulation 31 Sub-Regulation (3) of NSR 2003 has been amended and read as:

31(3). The Performance Evaluation Report shall be written by the immediate senior officer (*i.e.* Reporting Officer-RO), countersigned by the officer senior in rank to RO (*i.e.* Countersigning Officer-CO) in the chain of hierarchy. In case of Heads of the Departments, only 40% of the marks are assigned to the Authority Members and Chairman equally @ 8 marks.

Explanation*: In case of Head of the Departments, the Member concerned shall write the PER for 60% as Reporting Officer, whereas the rest of the 40% marks of PER of the HoD shall be awarded by all the Authority Members and the Chairman. Therefore the Member concerned shall be awarding 68% of total. The Head of the Department will be the Senior most Professional of the Department designated by the Authority to act as Head of Department.*

2. Regulation 73 Sub-Regulation (1), (3), (4), (5), (6) and (7) of NSR 2003 have been amended and read as:

(1) Only regular (not on probation) employees (in NSG-1 to NPG-2) with a minimum service of 2 years' service shall be eligible for this loan. This loan facility will be available to the eligible employees only 2 times during their entire service.

(2) Omitted

(3) Applications for the Advance by way of loan will be invited as per the proforma Appendix-12 in December each year (latest by 31 December) and shall be disbursed after recommendation by the Committee within the approved budget. The Committee shall comprise of Director (HR) as Convener, Director (Finance) and Director (Admin.) as members to evaluate and verify the applications received in Admin Department on the approved format within the stipulated time period *i.e.* 31 December each year and submit their recommendations for disbursement of loan or otherwise, and the same Committee will also ensure all requirements given under the relevant provisions of NSR, post disbursement of loan have been fulfilled.

(4) Employees in NSG-1 to NPG-2 shall be allowed an interest free advance by way of loan, equivalent to fifteen basic monthly salaries of the employee (1st time applicants) and twelve basic monthly salaries of the employee (2nd time applicants), which shall be payable by the employee in sixty equal installments through monthly deduction from salary. The employees whose superannuation is due in next five years, the number of installments will be reduced accordingly to ensure settlement of loan before retirement.

(5) The priority for loan disbursement shall be determined on the following principles:

Priority-I	First priority for loan disbursement shall be given to the eligible employees applying for the loan for the first time. • In case of budgetary constraints to lead to all eligible first-time applicants in a particular year, the priority shall be determined on the basis of seniority/length of service of NEPRA. • In case of tie between two or more employees with same length of service, preference shall be given to the senior employee in terms of age.
Priority-II	After disbursement of loan to the eligible first-time applicants, the second priority shall be given to the employees waiting in the que (who have already availed and cleared previous loan) subject to availability of budget and their applications shall be treated as per seniority list. In case of same length of service and interval from last availed loan, preference shall be given to the senior employees in terms of age

(6) Employees requesting for an interest free loan under this arrangement shall have to provide:

(i) A surety bond equivalent to the amount of loan and guarantee of two responsible persons (acceptable to the Authority) to ensure the repayment of the loan within the specified time.

(ii) An affidavit that the employee will serve NEPRA for at least 5 years after receipt of the loan, failing which the employee will have to deposit the remaining amount of the loan along with the interest at the rate of eight percent on the amount of loan for the period, the loan amount was utilized by the employee.

(iii) Proof of purchase and registration in the name of the employee shall have to be provided within six months of the receipt of the loan provided that extension in such period may be allowed by the Authority where a new car has been booked by the employee and is not available within the six months of the receipt of the loan from NEPRA.

(iv) A copy of valid driving license issued by the traffic police.

(7) Omitted.

3. A new Regulation 93(A) with sub-regulations (1), (2) & (3) have been incorporated under Regulation 93 of NSR 2003 which shall be read as:

93A. Drivers for Director Generals in NEG-2

(1) Director Generals may hire Drivers on contingent basis at a lump sum salary of Rs. 29,200/- [Rupees Twenty-Nine Thousand and Two Hundred Only], whereby, the salaries of the contingent employees shall be subject to revision @ increase approved by the Federal Government in case of the minimum wage rates;

(2) The Director General may nominate/ indicate a candidate whose services will be acquired on contingent basis for an initial period of six months, however, same will be rehired on six months basis till such time the Professional concerned attains the age of superannuation. The Director General may replace the services of contingent Driver at any time by informing HR department.

(3) The above contingent employees will be allowed hospitalization on reimbursement basis while outdoor treatment will be allowed with a cap of Rs. 50,000/- for a period of six months for each employee.

4. Regulation 115A of NSR 2003 has been amended and HBA Policy has been incorporated along with Standing Operating Procedure (SOP) for House Building Advance as Appendix-11:

115A. House Building Advance:

The Authority may allow House Building Advance (HBA) to all regular NEPRA employees in accordance with the policy specified by the Authority from time to time for purchase of Plot, Flat, House and / or Construction of House on such terms and conditions as set forth in Appendix-11.

5. Regulation 117 of NSR 2003 has been amended and read as:

117. Honoraria/Bonuses:

The entire human resource on the active payroll of NEPRA shall be granted honoraria / bonuses equal to one month's salary once during a financial year and also on the occasions of Eid (s).

In addition to above, subject to availability of funds, the Authority may also grant monetary subsistence on account of special circumstances requiring financial relief or performance reward to entire human resource on the active payroll.

The employees having a minimum of 90 days of service during a calendar year shall be eligible for honoraria / bonuses.

8. New sub-clause XVI of Appendix-9 of NSR has been incorporated which shall be read as:

XVI. Monetization:

Similarly, for those employees who are eligible for official vehicle may opt monetization instead of official vehicle for which they are eligible as per the following terms & conditions & rates;

(a) The amount of Monetization for the NEPRA employees entitled for official vehicles as per NEPRA vehicle Policy would be as under:

Designation	Monetization in lieu of Official Vehicle	
	Benchmark Vehicle	Monetization/Month
Addl. Director General / Director General / Senior Advisor	Toyota Yaris ATIV CVT 1300 CC	Rs. 70,000/-
Director / Legal Advisor	Toyota Yaris MT 1300 CC	Rs. 65,000/-
Addl. Director / Asst. Legal Advisor	Suzuki Cultus MT VXL 1000 CC	Rs. 52,000/-

(b) The entitled regular and contractual employees will be given the choice, either to opt for official vehicle as per their entitlements or monetization in lieu of official vehicles in line with the NEPRA Vehicle Policy;

(c) The entitled regular and contractual employees who became eligible for official vehicle (after termination of their probation period or promotion but could not get the same for one or the other reason) will be compensated with the monetized value of the car for that period.

[No. NEPRA/DG(Admin & HR)NRG-05/33510.]

ENGR. MAZHAR IQBAL RANJHA,
Registrar.

Appendix-11

(1) Eligibility:

a) Subject to the terms and conditions mentioned herein below, all employees of NEPRA, who have minimum seven (07) years of regular service in NEPRA shall be eligible for House Building Advance ("HBA" or "Loan"), for purchase of Plot, House, Flat and / or Construction of House under this regulation, without any discrimination;

b) No relaxation will be given in the minimum length of Service required for HBA / Loan and in this regard out of turn applications shall not be entertained, whatsoever;

c) The employees who have more than 56 years age shall not be entitled to draw the HBA / Loan;

(2) Entitlement:

a) NEPRA shall provide interest free HBA / Loan to the regular employees of NERPA as per their entitlement as described below, and the entire amount of HBA / Loan will be granted by NEPRA on deferred payment basis subject to availability of the budget;

b) Following shall be the criteria of entitlement for the purposes of HBA;

NEPRA Grades	Loan Amount (Rs.)
NEPRA Executives (NEG-01 to NEG-02)	07 Million
NEPRA Professional (NPG-04)	06 Million
NEPRA Officers (NSG-06 to NPG-3)	4.5 Million
NEPRA Support Staff (NSG-01 to NSG-05)	03 Million

c) The Employees who have already availed the existing HBA facility (prior to 2021), shall be entitled to avail the benefit under this Policy only to the extent of difference of amount according to his/her present entitlement and the re-payment option shall be applicable to those employees accordingly.

(3) Repayment of HBA / Loan:

a) The NEPRA Employee, who avails the HBA / Loan facility under this policy, shall make a re-payment of the said HBA / Loan as provided in this policy and the Standard Operating Procedure (SOP) for managing HBA/Loan.

b) The Employee shall payback a minimum of 25% of HBA / Loan in equal monthly installments during his / her remaining service at NEPRA and the remaining 75% of HBA shall be adjusted from the terminal benefits (or) to be paid in lump sum, whatever may be the case, at the time of retirement, resignation / termination from service;

c) The percentage and the amount mentioned above as monthly installment is termed as minimum amount, and if any employee desires to payback beyond the stated amount, he / she has the liberty to opt at any time during the currency of HBA / Loan period.

(4) General Terms and Conditions:

Following terms and conditions shall be applicable for the purposes of HBA / Loan:

a) All applications for provision of the loan shall he made on prescribed format as provided in this regulation;

b) An employee applying for the loan shall he required to give an undertaking on prescribed format stating therein that in case of default / resignation or termination from service for any reason, he / she shall forthwith pay the entire outstanding amount in lump sum. In case of failure, NEPRA will have the right to deduct the outstanding amount from the terminal benefits and other payable dues; in case the terminal benefits do not suffice, the outstanding payable will be recovered from the guarantor / surety or through appropriate legal action against the concerned employee;

c) Employees requesting for an HBA / Loan under this regulation shall provide two surety bonds equivalent to the amount of HBA / Loan from responsible persons of the society to ensure the repayment of the loan within the stipulated time period;

d) Provided that an employee who has been in regular service of NEPRA for last twelve (12) years shall be exempted to file any surety bond / guarantee. Because he / she must have sufficient terminal benefits available to his / her accounts in NEPRA;

e) Employees who have sufficient and confirmed terminal benefits till date, which are equivalent to or more than HBA / Loan amount provided by NEPRA, shall not be required to submit surety bonds. However, all other requisite documents must be submitted in accordance with this regulation;

f) The employee shall also provide an affidavit / undertaking as provided in this regulation;

g) The employee shall require to submit the documentary evidence with respect to purchase of plot / house / flat within six months from the disbursement of loan. The plot / house / flat shall not be transferable until outstanding amount is cleared, and to this effect an NOC from NEPRA Finance Department shall be required;

h) In case of death of the employee, the balance amount of HBA shall be waived off as per relevant Regulations of NSR-2003 pertaining to Assistance Package of Deceased Employees;

i) NEPRA employees shall be entitled to avail the HBA / Loan facility under this regulation only once during their entire service;

j) The employee who have been imposed a major penalty in terms of relevant regulations of NSR shall not be eligible to draw the HBA / Loan for a period of three years from the date of imposition of penalty;

k) The employees who have pending disciplinary proceedings shall also not be considered for HBA / Loan under this regulation;

(5) <u>Standard Operating Procedure For Grant And Repayment HBA:</u>
The following standard operating procedure for House Building Advance shall be strictly complied by all concerned employees as set forth herein below.

a) <u>Committee For House Building Advance (HBA);</u>
The Committee comprising of the following NEPRA employees, at least once in a year, may consider the cases of HBA / Loan and shall make recommendations to the Authority for approval of HBA / Loan:

(i) Director General / Director (Finance)	-	Convener
(ii) Director General / Addl. Director General (HR)	-	Member
(iii) Director Admin / Deputy Director (Admin)	-	Member
(iv) Legal Advisor / Assistant Legal Advisor	-	Member

b) <u>Processing Cases For Advance</u>:

i. All applications shall be submitted by completing Form-I as prescribed hereafter, along-with all requisite documents. Incomplete applications shall not be registered and shall be rejected forthwith;

ii. Human Resources Department (HR Department) will issue circular for calling applications for HBA / Loan on prescribed form in the first quarter of financial year;

iii. All applications duly completed in all respects will be registered in the HR Department;

iv. In order to process the HBA / Loan cases, the HR Department will maintain seniority lists of professionals and support staff separately on the basis of regular / continuous length of service from their respective date of joining;

v. HBA / Loan shall be granted according to the seniority list, available budget and as per the following ratio:

Cat. #	Grade From	Grade To	Ratio
1.	NEG-1	NEG-2	20 %
2.	NPG-4		
3.	NSG-6	NPG-3	40 %
4.	NSG-1	NSG-5	40 %

vi. In case an employee does not intend to avail the facility of HBA / Loan on his turn, he / she will have to inform the HR Department accordingly, and the employee next in line will be considered for the purpose in the current year. However, the seniority of the incumbent who forgoes the advance, will remain intact and his request will be considered in the coming year's budget;

vii. There will be no need to submit applications time and again for HBA / Loan. Once an application of an employee is registered, that will remain intact till grant of advance / final decision / disposal of the case;

c) Measures / Actions Before Issuing Sanction Memo:

All approved employees shall submit the following documents prior to issuance of the Sanction Memo for HBA / Loan:

i. An undertaking with NEPRA on stamp paper, as prescribed hereafter as Form-II at the time of taking HBA / Loan for the purchase of Land, House, Flat or construction of house;

ii. Subject to clause e(iii) mentioned herein below, employees requesting for HBA / Loan under this regulation shall have to provide two surety bonds equivalent to the amount of HBA / Loan. Surety bonds must be from a responsible person of the society excluding NEPRA employee, to ensure the repayment of the HBA / Loan within the stipulated time. The surety bond is prescribed hereafter as Form-III;

d) Process For Payment Of Advance And Recovery:

i. After issuance of sanction memo prescribed hereafter as Form-IV, payment will be released by the Finance Department to the employee concerned;

ii. After release of payment, the Finance Department will issue a statement of payment to all concerned Departments for their record;

iii. The Finance Department will maintain proper record of the payment of HBA / Loan and shall start the recovery of the same from the next salary due to the employee;

iv. The Finance Department will monitor the recoveries. In case of any default on part of the employee regarding the repayment / recovery of HBA / Loan, the matter will be reported to the Competent Authority immediately;

v. HR Department will have to obtain the No Objection Certificate from the Finance Department with respect to HBA at the time of relieving of the employee from NEPRA Services;

vi. The employee shall require to submit the documentary evidence with respect to purchase of plot / house / flat / construction of house within three months from the disbursement of HBA / Loan. The plot / house / flat, for which HBA / Loan may be granted or pledged against the HBA / Loan, shall not be transferable until outstanding amount is cleared and NOC from NEPRA Finance Department is issued confirming the same;

vii. If an employee fails to provide the requisite documents after payment of HBA / Loan within the stipulated time, a notice should be issued by the Administration Department, for provision of documents within a fortnight. In case of non-compliance, the salary of the concerned employee will be stopped till he / she provides the requisite documents or reasons for delay in writing thereto; and only if the Competent Authority agrees to the reasons for the delay the stipulated time maybe enhanced for a period of no more than one month. In case of failure the matter will also be reported by the Administration Department to HR Department for initiating disciplinary proceedings or legal action for recovery of outstanding amount;

e) Measures / Actions After Payment:

i. The employees concerned should submit the following documents within three months of payment of HBA / Loan:

(a) An attested copy of ownership (Allotment or Possession) of Plot / Flat / House;
(b) An agreement with NEPRA on stamp paper as prescribed at attached Form-V at the time of taking an HBA / Loan for the purchase of Land, House, Flat or construction of house;
(c) Subject to clause e(iii) mentioned herein below, a mortgage deed as prescribed at Form-VI should be executed on Rs. 100/- stamp paper duly witnessed by the two regular employees of NEPRA who are serving in NPG-1 or above;

ii. If an employee fails to provide the requisite documents after payment of HBA / Loan within the stipulated time, a notice will be issued by the Administration Department for the provision of documents within a fortnight, except for where the employee submits the reasons for delay in writing for the kind consideration of the Competent Authority with justifications, as to why no action should be taken against the concerned employee. If the reasons recorded thereto are not accepted by the Competent Authority, the salary of the incumbent officer be halted and disciplinary and/or legal action shall be initiated against the concerned employee upon the recommendation of the aforementioned committee;

iii. Employees who have sufficient and confirmed terminal benefits till date, which are equivalent to or more than HBA / Loan amount provided by NEPRA, shall not be required to sign a mortgage deed as referred in regulation e.i(c), and shall also not be required to submit surety bonds are referred in regulation c(ii), However, all other requisite documents must be submitted in accordance with this procedure and the NEPRA House Building Advance Regulation;

iv. Subject to the confirmation by the Finance Department regarding the sufficient amount of confirmed terminal benefits till date, the amount of HBA / Loan can be released to the employee concerned;

v. The employees whose terminal benefits are not equivalent to or less than HBA / Loan or has less than 12 years continuous service at NEPRA shall be bound by the mortgage deed until his / her service reaches 12 years of continuous service in NEPRA.

f) Repayment Of HBA / Loan:

The NEPRA employee, who avails the HBA / Loan facility under the NEPRA House Building Advance Regulation shall make a re-payment of the HBA / Loan as provided hereunder:

i. The employee shall payback a minimum of 25% of HBA / Loan in equal monthly installments during his / her remaining service at NEPRA and the remaining 75% of HBA shall be recovered and adjusted from the incumbent's terminal benefits (or) to he paid in lump sum, whatever may be the case, at the time of retirement, resignation / termination from service;

ii. The percentage and the amount mentioned above as monthly installment is termed as minimum amount, and if any employee desires to payback beyond the stated amount, he / she has the liberty to opt at any time during the currency of HBA / Loan period;

iii. In case of death of an employee, the balance amount of HBA / Loan shall be waived off as per relevant provisions of NSR pertaining to Assistance Package of Deceased Employees;

g) Sale / Transfer Of The Plot / House / Flat:

i. The Plot, Flat, or House (as the case may be) purchased out of advance granted by NEPRA shall neither be sold nor be transferred before completion of recovery / repayments of full amount of HBA / Loan and without obtaining the NOC from the Finance Department of NEPRA;

ii. The employee(s) who violates clause g(i) above, shall be considered defaulter; thereafter, will be disqualified from any or all kinds of advances vis a vis tantamount to strict disciplinary or legal action as the competent Authority deem appropriate;

iii. The defaulter will also have to refund the outstanding lump sum amount immediately, at the rate of KIBOR plus 2% (to be calculated by the Finance Department) from the date of sale / transfer of the property as and when noticed / reported. In case of failure disciplinary action and legal action shall be initiated against the concerned employee upon the recommendation of the aforesaid Committee;

h) Inspection Of Property Purchased Out Of Advance:

The Director General (Admin. & HR) may order inspection of Building / Plot / Flat / Construction as and when deem appropriate, through any officer to be nominated by him / her under the prior notice of employee concerned;

i) Final Certificate:

Upon full recovery of HBA / Loan, Final Clearance Certificate will be issued by the Finance Department to the employee with a copy to Administration and HR Department to the effect that, advance amount has been completely recovered from the employee and there is nothing outstanding against him / her on account of HBA;

FORM-I

Deputy Director
HR Department
National Electric Power Regulatory Authority
Islamabad:

Subject: APPLICATION FOR HOUSE BUILDING ADVANCE (HBA)

1	Name	
2	Designation	
3	Grade	
4	Date of Birth	
5	Date of Superannuation	
6	Date of joining NEPRA	
7	Date of Appointment in Present Grade	
8	CNIC Card No.	
9	Contact No.	
10	Purpose of Advance	
11	HBA Disbursed Previously	
12	HBA Requested	
13	Present Address	

DECLARATION

I solemnly affirm and declare that:

i. I am in genuine need of HBA advance for purchase of Residential Plot and/or construction thereon/House/Flat; and
ii. In case advance is sanctioned to me, I will not misuse it for any purpose other than stated above and in case of misuse, NEPRA may initiate disciplinary or legal proceedings against me.

____
(Signature of the Applicant)

____
Countersigned by the Officer
Not Below of Grade NPG-1
Enclosed:

i. Undertaking on prescribed format stating therein that in case of default/resignation or termination from service for any reason, he/she shall forthwith pay the entire outstanding amount in lump sum.
ii. Two surety bonds equivalent to the amount of HBA/Loan from responsible persons of the society to ensure the repayment of the loan within the specified time (along with copies of CNIC)

FORM-II
FORM OF AGREEMENT

Form of Agreement to be executed by Employees of National Electric Power Regulatory Authority (NEPRA) and NEPRA at time of drawing House Building Advance.

AN AGREEMENT MADE ________________ day of ____ Two Thousand and ________ BETWEEN ___________________________ (hereinafter called the Borrower, which expression shall include his legal representatives and assigns) of the one part and the National Electric Power Regulatory Authority (hereinafter called NEPRA which expression shall include its successors in office and assigns in office) of the other part.

WHEREAS the NEPRA and the Borrower has agreed to grant House Building Advance for the purpose of Purchase of Plot / Construction of House / Purchase of Flat or House situated in ____________ in the registration district of ___________ sub-district________________ than ________ containing ____________________________________ more or less and bounded on the North by __________________________ on the South by ___________________ on the East and on the West by ____________________________ for the sum of Rupees___________.

AND WHEREAS the Borrower has under the provisions of the Standard Operating Procedures of NEPRA House Building Advance in terms of Regulation 113 of NEPRA Service Regulations - 2003 (hereinafter referred to as the said SOPs which expression shall include any amendment thereof for the time being in force) applied to the NEPRA for a loan of Rupees __________________________ to enable him to Purchase of Plot for/ Construction of House / Purchase of Flat or House and NEPRA has agreed to lend the said sum of Rupees _________________________to the Borrower on the terms and conditions hereinafter contained.

NOW IT IS HEREBY AGREED between the parties hereto that in consideration of the sum of Rupees ___________________________ paid by the NEPRA to the Borrower (the receipt of which the Borrower hereby acknowledges) the Borrower hereby agrees with the NEPRA, that;

i. to repay 25% of the sanctioned amount by the NEPRA in monthly equal deductions from his salary as provided by the said SOPs till the age of his/her superannuation and hereby authorizes NEPRA to make such deductions;
ii. to repay 75% of the sanctioned amount by the NEPRA at the time of superannuation as laid down in the SOPs and hereby authorizes NEPRA to make such deductions from his/her terminal benefits; and
iii. to pledge the original documents of property in the name of NEPRA, with full Authorization thereto, until and unless the complete loan amount is returned and he/she cannot under any circumstances transfer or sell said property until otherwise obtained NOC from the NEPRA Finance Department.

AND IT IS HEREBY FURTHER AGREED that the Borrower shall immediately acquire Plot/ Flat or House/ and erect thereon a suitable residence for his own use AND IT IS HEREBY LASTLY AGREED AND DECLARED that if the said piece of property has not been purchased by the aforesaid within two months from the date of agreement or if the Borrower within that period becomes insolvent or quits the service of NEPRA, the remaining amount of the loan and interest accrued thereon shall immediately become due @ 2% + KIBOR.

IN WITNESS thereof the Borrower has hereinto set his hand the day and year first above written.

SIGNED by the said Borrower,

In the presence of …………

1st Witness:
Address: Occupation:

2nd Witness:
Address: Occupation:

FORM-III
Surety

This Surety Bond is executed on this ………. day of ………… at Islamabad

By and Between:

1. Mr./Ms. s/o R/o ……………….. hereinafter called the Principal on the First Part.

2. Mr./Ms. s/o R/o ………………., hereinafter called the Surety on the Second Part.

3. National Electric Power Regulatory Authority (NEPRA), hereinafter called the Obligee on the Third Part.

Whereas the Principal has applied for a House Building Allowance ("HBA")/Loan of Rs………which shall be repayable in instalments as specified in the HBA Agreement dated ________ executed between the Principal and Obligee.

And whereas the Surety has agreed to give security for the above HBA/Loan and the Obligee has agreed to advance the loan on such security.

NOW THIS SURETY WITNESSES AS UNDER

That in pursuance of the HBA/Loan Agreement the Obligee has advanced a sum of Rs……. to the Principal. The Principal and Surety have jointly and severally agree with the Obligee as under:

1. Surety hereby agreed and declared that in cases of failure of the part of the Principal to pay the instalment in time and in accordance with the HBA/Loan Agreement, the Obligee shall be entitled to recover the remaining amount from the Surety. The Surety shall have no objection to it.

2. The Surety shall not to revoke this Surety unless the Principal payback to the Obligee HBA/Loan of Rs ___ under the HBA/Loan Agreement.

3. If Principal fully performs its obligation or indemnifies obligee against any loss resulting from the breach of any part of the original Agreement by the Principal, this obligation shall be void.

We the above noted parties have signed this deed on the date and place mentioned above, after fully understanding the contents of this deed in the presence of the following witnesses:

________	________	________
Principal	Surety	Obligee

Witnesses:
1. Name…………… Signature ………….
2. Name…………… Signature………….

FORM-IV
MORTGAGE-DEED

This deed of Mortgage is executed on ______ day of __________ month of _________ year by Sri./Smt.___________________, S/o./ W/o.____________________, occupation______________, and aged _______ years, residing at____
_____________________.
herein after called the MORTGAGOR.

In favour of Mr. /Ms.______________S/o./W/o.__________________, occupation______________, aged _______ years, residing at __________
____.
Herein referred to as the MORTGAGEE.

Whereas, the term Mortgagor and Mortgagee, unless repugnant to the context shall mean and include their representatives heirs, successors, executors, administrators, trustees, legal representatives and assigns.

Whereas, the Mortgagor herein, is the sole and absolute owner of immovable property bearing No.________ known as _______________ situated at moreover described in the schedule hereunder written and herein after called the scheduled property.

Whereas, the Mortgagor is the absolute owner, having acquired the property, by _______________ and since then Mortgagor has been in possession and enjoyment of the schedule property and paying taxes and levies thereon, as sole and absolute owner thereof.

Whereas Mortgagor being in need of money for the purpose of ___________. Mortgagor requested the Mortgagee to lend him a sum of Rs.________ (Rupees _________________only) which the Mortgagee has agreed to do on the Mortgagor executing these presents with a view to secure the repayment thereof with interest as herein after provided.

NOW THIS DEED WITNESSETH that pursuant to the said agreement and in consideration of the sum of Rs.__________ (Rupees. ____________only) lent and advanced by the Mortgagee to the Mortgagor on the execution of these presents (receipt whereof the Mortgagor hereby admit). He the Mortgagor hereby covenants with the Mortgagee that he the Mortgagor will pay to the Mortgagee the sum of Rs.________ (Rupees. ____________only) on the day of ________ (herein after referred to as the 'due date') with interest thereon in the meanwhile and until repayment of the said sum in full, at the rate of _______ on the _______day of ___________ and each subsequent installment on the ________ day of each succeeding month until the said principle sum of Rs._______ (Rupees ________________only) repaid in full, and the Mortgagor further covenants with the Mortgagee that in the event of the Mortgagor failing to pay any installment of interest, he will be liable to interest on the said installment in default at the same rate as aforesaid from the date of default until payment such installment @ KIBOR +2. Without prejudice to the right of the Mortgagee to take any action on default as herein under provided, and it is agreed and declared that in the event of Mortgagor committing default in payment of any installment of interest or committing breach of any other term of this deed, the whole amount of principal then due with interest thereon will at the option of the Mortgagee become payable forthwith as if the said date had expired.

And this deed further witnesseth that in consideration aforesaid, the Mortgagor hereby mortgage his said scheduled property situated at _________ and described in the schedule hereunder written as a security for repayment of the said sum with interest and all other moneys due and payable hereunder with a condition that on the Mortgagor repaying the said principal sum of Rs.________ with all interest and other moneys due to the Mortgagee (hereinafter referred to as the Mortgage amount) the Mortgagee will redeem the said scheduled property from the mortgage security and shall if so required by the Mortgagor execute a deed of Release but at the costs of the Mortgagor.

And it is further agreed and declared by the Mortgagor that in the event of the Mortgagor failing to pay the said principal sum and other moneys when the same shall become due and payable under these presents, the Mortgagee will become entitled to have the said scheduled property sold through any competent court and to realize and receive the said mortgage amount out of the net sale proceeds of the said scheduled property.

And it is further agreed and declared by the Mortgagor that he shall also be liable to pay and shall pay all the costs, charges and expenses that the Mortgagee will incur for the protection of the mortgage security and or for the realization of the mortgage amount and the same shall be deemed to form part of the mortgage amount and the security therefor as aforesaid.

And it is further agreed that in the event of the said scheduled property being destroyed or damaged by fire or any accident as aforesaid. The Mortgagee will be entitled to receive the insurance claim under such policy to the exclusion of the Mortgagor and to appropriate the same first towards all arrears of interest and then the principal amount or as any part thereof as may be sufficient to pay the mortgage amount due and if any surplus remains the same only will become payable to Mortgagor.

SCHEDULE

(Mortgaged under this deed)

All the piece and parcel of immovable property bearing No.__________ Measuring

____

Bounded by:-

On the East :
On the West :
On the South :
On the North :

Market value of the property mortgaged under this deed is Rs.___________ (Rupees _________________________________only).

The Stamp duty is paid.

IN WITNESS WHEREOF the Mortgagor has put his hand the day and year first hereunder written.

WITNESSES:
1. MORTGAGOR
2. MORTGAGEE

NATIONAL ELECTRIC POWER REGULATORY AUTHORITY
(NEPRA)

No. dated:

SANCTION MEMO

In pursuance of House Building Advance Policy (HBA) – 2021, sanction is hereby conveyed on behalf of the Authority for the payment of Rs._____/- Million on account of HBA in favour of Mr./Ms. __________, ____________ bearing CNIC No. ______________ for the purchase of "Plot/House/Flat/construction of House. The Monthly Salary of Mr. _____________ is _____________/-.

2. Undertaking in **Annexure-IV** and Surety Bonds in **Form-III** as per the prescribed format laid down in the HBA Policy – 2021 are attached herewith. The original files and record shall remain the custody of the Deputy Director (Admin. & HR).

3. As per the HBA Policy – 2021 deductions of the House Building Advance will be made from the upcoming salary of Mr. __________________ regularly as per following:

i. 25 % of the total advance amount on monthly basis till the age of superannuation;

ii. 75% of the total advance amount at the time of superannuation from the terminal benefits or lump sum can be paid by the employee at the time for relieving of services form NEPRA;

4. Finance Department may release the aforementioned Advance Amount under intimation to Admin & HR Department.

5. The date of birth of Mr. ____________________ as per official record is ___________; whereby, he/she will attain the age of superannuation on _________.

Director/Dy Director (Admin)

Distribution:-

1. Finance Department
2. Human Resource Department
3. PS to Chairman
4. Officer / Official concerned is directed to produce an evidence of utilization of above advance on relevant Form-1 within prescribed period as mentioned in S.O.P.

Ref No.HBA-03/2021/C/138

UNDERTAKING

I, ________________ son of __________________ CNIC# ______________________
Resident of House No. _______________________ do hereby solemnly affirm and declare as under that:

1. I am an employee of National Electric and Power and Regulatory Authority (NEPRA) since ________ and I am presently serving as _______________________ in _____________ Department.

2. I have availed the House Building Advance facility of PKR __________________ under the NEPRA House Building Advance Policy, 2021.

3. I shall repay 25% of the sanctioned amount by the NEPRA in monthly equal deductions from my salary till the age superannuation and hereby authorize NEPRA to make such deductions after issuance of loan amount;

4. I shall repay 75% of the sanctioned amount by the NEPRA at the time of superannuation and hereby authorize NEPRA to make such deductions from my terminal benefits;

5. I hereby undertake that in case my terminal benefits are not sufficient for deduction of aforementioned amount then NEPRA shall be entitled to recover the aforesaid amount by selling the property pledged through the Mortgage Deed.

6. I hereby undertake and affirm that in case of persistent failure in repayment of amount of House Building Advance/ Loan, I shall be liable to refund the whole amount with interest as stated in the SOPs for the HBA Policy in terms of Regulation 113 of NEPRA Service Regulations – 2003 and accept any disciplinary action or legal action taken against me at any time.

That the contents of this affidavit are true and correct to the best of my knowledge and belief and nothing has been concealed.

Deponent

Signatures: ____________
Name

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