

NATIONAL FERTILIZER CORPORATION OF PAKISTAN (PVT.) LIMITED

PAY & PERQUISITES OF EXECUTIVES & MANAGEMENT GRADE EMPLOYEES

DESCRIPTION	MANAGEMENT GRADES			EXECUTIVE GRADES					SUPERVISORY CADRE	
	D-1	D-2	D-3	G-6	G-5	G-4	G-3	G-2	G-1	
Pay Scales w.e.f 01.07.2022	145240-10620-293920	109870-8880-234190	110140-8420-219020	94360-5400-202360	80920-4800-176920	67180-4060-148380	44090-3400-112090	32530-2650-112030	31220-1960-90020	
House Rent Ceiling	81405	73508	66075	47085	38130	29460	25065	19140	16095	
Transport	Free Chauffeur driven car	Free car without driver								
Conveyance Allowance	400 Liter Petrol	350 Liter Petrol	300 Liter Petrol	9000	8000	7000	6000	5000	5000	
Adhoc Relief Allow-22	15% of running basic pay of NFC paysdaes - 2017 w.e.f. 01.07.2022 and freeze as at 01.07.2022									
Adhoc Relief Allow-23	30% of running basic for management and executives grades and 35% of running basic for supervisory cadre employees of NFC paysdaes - 2022 w.e.f. 01.07.2023 and freeze as at 01.07.2023									
Adhoc Relief Allow-24	20% of running basic for management and executives grades and 25% of running basic for supervisory cadre employees of NFC paysdaes - 2022 w.e.f. 01.07.2024									
Adhoc Relief Allow-25	10% of running basic for management and executives grades and 15% of running basic for supervisory cadre employees of NFC paysdaes - 2022 w.e.f. 01.07.2025									
Tech. Pay	30 % of basic pay to Engineers, Chemists, Chartered Accountants, ICMA & Ph.Ds.									
Entertainment Allow	10 % of basic pay									
Orderly Allow	14000	14000	14000	-	-	-	-	-	-	
Utility Allowance	-	-	-	7000	5900	4800	3700	2500	2500	
Electricity	1200 Units	1200 Units	800 Units	-	-	-	-	-	-	
Gas	3HM3	3HM3	3HM3	-	-	-	-	-	-	
Water	At actual									
Telephone	2000 L.C	1600 L.C	1600 L.C	-	-	-	-	-	-	
Air Conditioner	2 or Rs 600/- in lieu of each	1 or Rs 600/- in lieu of each		-	-	-	-	-	-	
Refrigerator	1 or Rs 600/- in lieu of each			-	-	-	-	-	-	
Casual Leave	10 days per annum									
Sick Leave	60 days in a calendar year									
Pension	As per NFC Rules									

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PAY & PERQUISITES OF NON-EXECUTIVES EMPLOYEES

GRADE	PAY SCALE w.e.f 16th September 2022	SPECIAL ALLOW - 22	AD-HOC RELIEF ALLOW - 23	AD-HOC RELIEF ALLOW - 24	HOUSE RENT	UTILITY ALLOW	CONV. ALLOW	ADHOC RELIEF	LCA	EDUCATION ALLOW	CASUAL LEAVE	SICK LEAVE	GRATUITY
S-6	28220-1275-79220	2,550	35% of basic pay as at September 16, 2024 and stand frozen	25% of basic pay as at September 16, 2024 and stand frozen	11,900	1,500	8,800	300	100	RS. 1,000 Per Child	20 Days per annum	10 days per annum in a calender year and accumuated upto 90 days	Two months Basic Salary for each completed year
S-5	26320-1145-72120	2,290			11,210	1,500	8,800	300	100				
S-4	22465-965-61065	1,930			9,785	1,500	8,800	300	100				
S-3	19250-760-49650	1,520			8,705	1,500	8,360	300	100				
S-2	17325-710-45725	1,420			8,165	1,500	8,360	300	100				
S-1	16045-580-39245	1,160			7,565	1,500	8,360	300	100				