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**POWER HOLDING COMPANY OF NIGERIA**  
**TABLE OF ALLOWANCES**

SALARY CODE	ELECTRICITY REBATE WEF JUNE 2012	MEAL	ENTERTAINME NT	DOMESTIC
EG 1	61,128	2,400	4,250	402,894
EG 2	61,128	2,400	4,250	335,745
EG 3	61,128	2,400	4,250	268,596
AGM (SM1)	61,128	2,000	3,400	201,447
PM (SM2)	45,280	2,000	2,550	134,298
SM (SM3)	24,760	2,000	2,550	67,149
MGR (MM1)	24,760	2,000		
AMGR (MM3)	17,332	2,000		
OFFR 1 (SS1)	17,332	1,600		
OFFR 2 (SS2)	11,761	1,600		
OFFR 3 (SS3)	11,761	1,600		
OFFR 4 (SS4)	7,428	1,600		
STAFF 1 (JS1)	7,428	1,200		
STAFF 2 (JS2)	7,428	1,200		
STAFF 3 (JS3)	6,190	1,200		
STAFF 4 (JS4)	6,190	1,200		
STAFF 5 (JS5)	6,190	1,200		

HOUSING	70% OF BASIC SALARY (ABUJA, LAGOS & PH) 60% OTHER AREAS		NON-ACCIDT	1/12 OF BASIC SALARY
FURNITURE	40% OF BASIC SALARY		TRANSPORT	25% OF BASIC SALARY
LEAVE	20% OF BASIC SALARY		UTILITY	15% OF BASIC SALARY
HAZARD	10% OF BASIC SALARY		SHIFT	20% OF BASIC SALARY
EXTRA DUTY	15% (MM1 TO SS3)		ON-CALL	15% OF BASIC SALARY
			TRX ALLOW	15% OF BASIC SALARY

# Electricity Rebate W E F JUNE 2012

S	6,190.00
JS4	6,190.00
JS3	6,190.00
JS2	7,428.00
JS1	7,428.00
SS4	7,428.00
SS3	11,761.00
SS2	11,761.00
SS1	17,332.00
MM3	17,332.00
MM1	24,760.00
SM3	24,760.00
SM2	45,280.00
SM1	61,128.00
EG3	61,128.00
EG2	61,128.00
EG1	61,128.00

## ① AGM (Act)

Plse confirm this is the new electricity rebate being funded to us by MO for implementation.

PAH  
AGM (Act)  
10/09/12

## ②

## AGM (Act)

Pls treat accordingly to pay the month funded and advise the AGM (Act) as advised per 3 AUG. 11/09

PAH  
10/9/12

Effective from June 2012

## ③ Manager (Payroll)

Please note ② above and advise 11/09/12

Aug/Sept (SOL) implementation

June/July (Arrears)

## ④

## GM (FA)

Please note and approve for

10/9/12

## ⑤ GM (Act)

Pls update me the correct status of this enhanced rebate.

PAH  
10/9/2012

## ⑥ AGM (Act)

Pls we have been advised effective from 10/9/12



SALARY WITH 50% AWARD ACROSS BOARD W.E.F. 1ST JUNE 2011

SALARY CODE	STEP															INCREMENT RATE	SALARY CODE
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		
JS5	144,180	155,556	166,932	178,308	189,684	201,060	212,436	223,812	235,188	246,564	257,940	269,316	280,692	292,068	303,444	11,376	JS5
JS4	147,024	160,164	173,304	186,444	199,584	212,724	225,864	239,004	252,144	265,284	278,424	291,564	304,704	317,844	330,984	13,140	JS4
JS3	150,804	167,868	184,932	201,996	219,060	236,124	253,188	270,252	287,316	304,380	321,444	338,508	355,572	372,636	389,700	17,064	JS3
JS2	168,012	185,580	203,148	220,716	238,284	255,852	273,420	290,988	308,556	326,124	343,692	361,260	378,828	396,396	413,964	17,568	JS2
JS1	190,764	212,256	233,748	255,240	276,732	298,224	319,716	341,208	362,700	384,192	405,684	427,176	448,668	470,160	491,652	21,492	JS1
SS4	232,128	255,510	278,892	302,274	325,656	349,038	372,420	395,802	419,184	442,566	465,948	489,330	512,712	536,094	559,476	23,382	SS4
SS3	295,434	323,982	352,530	381,078	409,626	438,174	466,722	495,270	523,818	552,366	580,914	609,462	638,010	666,558	695,106	28,548	SS3
SS2	378,630	414,972	451,314	487,656	523,998	560,340	596,682	633,024	669,366	705,708	742,050	778,392	814,734	851,076	887,418	36,342	SS2
SS1	438,318	481,284	524,250	567,216	610,182	653,148	696,114	739,080	782,046	825,012	867,978	910,944	953,910	996,876	1,039,842	42,966	SS1
MM3	516,942	573,174	629,406	685,638	741,870	798,102	854,334	910,566	966,798	1,023,030	1,079,262	1,135,494	1,191,726	1,247,958	1,304,190	56,232	MM3
MM1	597,204	688,806	780,408	872,010	963,612	1,055,214	1,146,816	1,238,418	1,330,020	1,421,622	1,513,224	1,604,826	1,696,428	1,788,030	1,879,632	91,602	MM1
SM3	672,318	769,590	866,862	964,134	1,061,406	1,158,678	1,255,950	1,353,222	1,450,494	1,547,766	1,645,038	1,742,310	1,839,582	1,936,854	-	97,272	SM3
SM2	746,532	851,400	956,268	1,061,136	1,166,004	1,270,872	1,375,740	1,480,608	1,585,476	1,690,344	1,795,212	1,900,080	2,004,948	-	-	104,868	SM2
SM1	827,982	968,850	1,109,718	1,250,586	1,391,454	1,532,322	1,673,190	1,814,058	1,954,926	2,095,794	-	-	-	-	-	140,868	SM1
EG3	2,109,294	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	EG3
EG2	2,415,726	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	EG2
EG1	2,795,922	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	EG1
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	INCREMENT RATE	SALARY CODE