

GOVERNMENT OF PAKISTAN  
FINANCE DIVISION  
(Regulations Wing)  
FBC Building, Near State Bank of Pakistan  
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F.No.1(6)Imp/2015-Vol-II-384

Islamabad, the 27<sup>th</sup> July, 2016

OFFICE MEMORANDUM

Subject: REMOVAL OF ANOMALIES

The undersigned is directed to say that subsequent to the introduction of Basic Pay Scales-2015 vide Finance Division's O.M.No.F.1(3)Imp/2015-630, dated 07-07-2015 certain anomalies were referred to the Anomaly Committee. The Committee examined these anomalies in detail and gave its recommendations. In the light of these recommendations, the following decisions/clarifications are issued for guidance/necessary action:

S #	Nature of Anomaly	Decisions/Clarifications
1	<p><u>General Anomaly in Pay Fixation</u> A number of cases have been received from the Ministries/ Divisions/Departments requesting therein to remove anomaly in fixation of pay. All the cases are identical. The Officers/officials are comparing their pay with different lower posts and pay scales or with those belonging to different service groups or cadres. Some examples are given at S. No.1 to 3 (<b>Annexure-A</b>).</p>	<p>These cases are not covered under the General Principles for Removal of Anomalies circulated by the Finance Division vide O.M.No.F.1(11)Imp/2011, dated 22-09-2011(<b>Annexure-B</b>) as the concerned officers/officials have compared their pay with the officers/officials of other grades/cadres who maintain separate seniority in their own cadre/group, instead of the same scale/cadre, service, group or line of promotion. It has been decided that all such cases should be settled in the light of the above referred General Principles.</p>
2	<p><u>Revised rates of Personal Pay</u> A case has been reported where personal pay, being drawn by an employee as part of his basic pay beyond the maximum of his pay scale on 30-06-2015, has not been enhanced w.e.f. 01-07-2015 on revised rates.</p>	<p>Such cases are covered in para-3(ii) of Finance Division's O.M.No.F.1(3)Imp/2015-630, dated 07-07-2015 which says that in case of Personal Pay being drawn by an employee as part of his/her basic pay beyond the maximum of his/her pay scale on 30-06-2015, he/she shall continue to draw such pay in the Basic Pay Scales-2015 at the revised rates.</p>

(Contd.....P/2)

S #	Nature of Anomaly	Decisions/Clarifications
3	<p><u>Special Allowance-2013</u> Under para-7 of Finance Division's O.M.No.1(3)/Imp/2015-630, dated 07-07-2015 it has not been clarified whether Special Allowance, 2013 @ 20% sanctioned under Finance Division O.M.No.10(2)R-3/2012, dated 06-03-2013 will be admissible to all new entrants or not.</p>	<p>Finance Division's O.M.No.F.1 (3)Imp/2015-630, dated 07-07-2015 does not cover the case relating to Special Allowance @ 20% sanctioned w.e.f. 01-03-2013 to the employees of Ministries/ Divisions under Finance Division's O.M.No.F.10(2)R-3/2012, dated 06-03-2013 in respect of new entrants. It has, therefore, been decided that:</p> <ul style="list-style-type: none"><li data-bbox="975 694 1433 1095">i) All the new entrants shall be allowed the Special Allowance @ 20% of the minimum of relevant Basic Pay Scale, 2011 on notional basis, if admissible in that organization, w.e.f. 01-07-2015 and shall stand frozen at the same level.</li><li data-bbox="975 1129 1433 1603">ii) All those, who were on EOL or posted out of such organizations prior to 01-07-2015, on return from leave or repatriation to their parent offices, shall be allowed such Special Allowance at frozen level which would have been admissible to them had they not been proceeded on leave, or, posted out.</li></ul>

  
(M. Azam Awan)  
Section Officer (Imp)

All Ministries/Divisions/Departments

(P.T.O.)

Copy also forwarded for information to:

1. President's Secretariat (Public), Islamabad.
2. President's Secretariat (Personal), Islamabad.
3. Prime Minister's Office (Internal), Islamabad.
4. Prime Minister's Office (Public), Islamabad.
5. National Assembly Secretariat, Islamabad.
6. Senate Secretariat, Islamabad.
7. Election Commission of Pakistan, Islamabad.
8. Supreme Court of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
10. Auditor General of Pakistan, Islamabad.
11. Controller General of Accounts, Islamabad.
12. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
13. Military Accountant General, Rawalpindi.
14. All Financial Advisers/Deputy Financial Advisers attached to Ministries/Divisions etc and all officers of Finance Division.
15. Chief Accounts Officer, M/o Foreign Affairs, Islamabad.
16. Financial Adviser and Chief Accounts Officer, Pakistan Railways, Lahore.
17. All Chief Secretaries/Finance Secretaries of the Government of Punjab/Sindh/Khyber Pakhtunkhwa/Balochistan/Azad State of Jammu & Kashmir and Gilgit Baltistan.
18. Capital Development Authority, Islamabad.
19. Office of the Chief Commissioner, Islamabad.
20. Federal Public Service Commission, F-5/1, Agha Khan Road, Islamabad.
21. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
22. Pakistan Atomic Energy Commission, Islamabad.
23. Central Directorate of National Savings, Islamabad.
24. National Accountability Bureau, Islamabad.
25. Member (Finance), KRL, P.O.Box.No.1384, Islamabad.
26. Intelligence Bureau, Islamabad.
27. Pakistan Mint, Lahore.
28. DG Post Offices, Islamabad.
29. Economic Adviser's Wing, Finance Division, "S" Block, Pak. Secretariat Islamabad.
30. Secretariat Training Institute, Islamabad.
31. Directorate General of Inspection & Training, Customs & Central Excise, 8th Floor, New Customs House, Karachi.
32. Earthquake Reconstruction & Rehabilitation Authority (ERRA), Islamabad.
33. Federal Tax Ombudsman's Secretariat, Islamabad.
34. Cost Accounts Organization, Islamabad.
35. Web Administrator, Finance Division, Islamabad (for uploading at Finance Division's website i.e. [www.finance.gov.pk](http://www.finance.gov.pk))

  
(M. Azam Awan)  
Section Officer (Imp)

General Anomalies in Pay Fixation

Annexure-A

Claimant of Anomaly				Anomaly Claimed with				Remarks	
S #	Post	BPS	Basic Pay drawn on 30-06-2015 in Pay Scales-2011	Pay fixed on 01-07-2015 in Pay Scales-2011	Post	BPS	Basic Pay drawn on 30-06-2015 in Pay Scales-2011		Pay fixed on 01-07-2015 in Pay Scales-2011
1	Stenotypist	14	8,000/- (Minimum)	10,340/-	Driver	05	8,000/-	10,385/-	Both the officials belong to different cadres & were drawing pay in different scales.
2	Dy. Assistant Director	16	18,000/-	23,260/-	Not mentioned (taken at random)	13	17,950/-	23,285/-	The employees neither belong to same service group or cadre nor are in same pay scales.
3	Deputy Secretary	19	48,600/-	62,980/-	Accounts Officer	18	48,500/-	62,990/-	Both the officers belong to different cadres & drawing pay in different scales.