



GOVERNMENT OF PAKISTAN  
FINANCE DIVISION  
(Regulations Wing)  
FBC Building, Near State Bank of Pakistan  
\*\*\*

F.No.1(2)Imp/2016-333

Islamabad, the 1<sup>st</sup> July, 2016

OFFICE MEMORANDUM

Subject: REVISION OF BASIC PAY SCALES & ALLOWANCES OF CIVIL SERVANTS OF THE FEDERAL GOVERNMENT (2016)

The President has been pleased to sanction the revision of Basic Pay Scales & Allowances with effect from 1<sup>st</sup> July, 2016 for the civil employees of the Federal Government, paid out of civil estimates and from the Defense estimates as detailed in the following paragraphs:

Part-I (Pay)

2. Revision of Basic Pay Scales:

The Basic Pay Scales-2016 shall replace the Basic Pay Scales-2015 with effect from 01-07-2016 as contained in the Annexure to this Office Memorandum.

3. Fixation of Pay of the existing employees:

- i) The basic pay of an employee in service on 30-06-2016 shall be fixed in the Basic Pay Scales-2016 on point to point basis i.e. at the stage corresponding to that occupied by him/her above the minimum of Basic Pay Scales-2015;
- ii) 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 30-06-2016, he/she shall continue to draw such pay in the Basic Pay Scales-2016 at the revised rates.

4. Fixation of Pay on promotion:

In cases of promotion from a lower to higher posts/scale before introduction of these scales, the pay of the employees concerned in the revised pay scale may be fixed and so enhanced that it would not be less than the pay that would have been admissible to him if his promotion to the higher post/scale had taken place after the introduction of these scales

5. Annual increment:

Annual increment shall continue to be admissible, subject to the existing conditions, on 1<sup>st</sup> December each year.

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Part-II (Allowances)

6. Ad-hoc Relief Allowances:

The following Ad-hoc Relief Allowances granted w.e.f. 01-07-2013, 01-07-2014 and 01-07-2015 shall cease to exist with effect from 01-07-2016:

S. No.	Name of Ad-hoc Relief Allowance	Office Memorandum and Date	Admissible Rates
i	Ad-hoc Relief Allowance-2013 (01-07-2013)	F.1(2)Imp/2013-594, dated 16-07-2013	10% of the basic pay on BPS-2011
ii	Ad-hoc Relief Allowance-2014 (01-07-2014)	F.1(4)Imp/2014-663, dated 07-07-2014	10% of the basic pay on BPS-2011
iii	Ad-hoc Relief Allowance-2015 (01-07-2015)	Para 8 of F.1(3)Imp/2015-630, dated 07-07-2015	7.5% of the basic pay on BPS-2015

7. Ad-hoc Allowance-2010 (if admissible)

- i) The Ad-hoc Allowance -2010 @ 50% of the basic pay of Basic Pay Scales-2008 (where admissible to the Civil employees) shall continue to stand frozen at the level of its admissibility/drawn as on 30-06-2016;
- ii) All the new entrants shall be allowed Ad-hoc Allowance-2010 @ 50% of the minimum of relevant Basic Pay Scales-2008 (if admissible in that organization) on notional basis with effect from 01-07-2016, till further orders, and shall stand frozen at the same level;

8. Ad-hoc Relief Allowance-2016:

- i) An Ad-hoc Relief Allowance-2016 @ 10% of the running basic pay of BPS-2016 to the civil employees of the Federal Government as well as civilians paid out of Defense estimates including contingent paid staff and contract employees employed against civil posts in Basic Pay Scales on standard terms and conditions of contract appointment shall be allowed with effect from 01-07-2016 till further orders;
- ii) The Ad-hoc Relief Allowance will be subject to Income Tax;
- iii) The Ad-hoc Relief Allowance will be admissible during leave and entire period of LPR except during extra ordinary leave;
- iv) The Ad-hoc Relief Allowance will not be treated as part of emoluments for the purpose of calculation of Pension/Gratuity and recovery of House Rent;
- v) The Ad-hoc Relief Allowance will not be admissible to the employees during the tenure of their posting/deputation abroad;

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- vi) The Ad-hoc Relief Allowance will be admissible to the employees on their repatriation from posting/deputation abroad at the rate and amount which would have been admissible to them, had they not been posted abroad;
- vii) The Ad-hoc Relief Allowance will be admissible during the period of suspension;
- viii) The term "Basic Pay" will also include the amount of Personal Pay granted on account of annual increment(s) beyond the maximum of the existing pay scales.

9. Qualification Pay:

The rates of Qualification Pays shall be revised as under:

Sr. #	Qualification	Existing Rates (per month)	Revised Rates (per month)
a	SAS/PFA	Rs.800/-	Rs.1,200/-
b	ICMA/ICWA (Part-III)	Rs.800/-	Rs.1,200/-
c	ICMA/ICWA/CIMA/ACCA *	Rs.2,100/-	Rs.3,150/-
d	Chartered Accountant	Rs.2,300/-	Rs.3,450/-
e	Staff College/NMC/NDC	Rs.2,000/-	Rs.3,000/-
f	NIPA Advanced Course	Rs.1,000/-	Rs.1,500/-
g	Mid Career Mgt Course	Rs.500/-	Rs.750/-

(\*Note: CIMA and ACCA qualified employees may henceforth be allowed Qualification Pay at the same rate as admissible for ICMA/ICWA.)

10. Deputation/Additional Charge Allowance/Special Pay on Current Charge

Sr. #	Item	Existing Rates (per month)	Revised Rates (per month)
i	Deputation Allowance	20% of the Basic Pay subject to maximum Rs.6,000/-	20% of the Basic Pay subject to maximum Rs.12,000/-
ii	Special Allowance on Additional Charge of Identical Posts	20% of the Basic Pay subject to maximum Rs.6,000/	20% of the Basic Pay subject to maximum Rs.12,000/
iii	Special Allowance on Additional Charge of Non-Identical Posts	10% of the Basic Pay subject to maximum Rs.3,000/	10% of the Basic Pay subject to maximum Rs.12,000/
iv	Special Pay on Current Charge	20% of the Basic Pay subject to maximum Rs.6,000/	20% of the Basic Pay subject to maximum Rs.12,000/

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11. Special Pay and Allowances:

All the Special Pays, Special Allowances or the Allowances admissible as percentage of pay (excluding those which are capped by fixing maximum limit) including House Rent Allowance and the Allowance/Special Allowance equal to one month basic pay, granted to Federal Government employees irrespective of his/her posting in Ministry/Division/Department/Office etc. including civil employees in BPS 1-22 of Judiciary shall stand frozen at the level of its admissibility as on 30-06-2016.

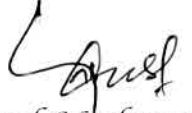
12. Option:

- (i) The Ministry/Division/Department/Office to which an employee belongs and/or on whose pay roll he/she is borne shall obtain an option in writing from such employees within 30 days commencing from the date of issue of this Office Memorandum and communicate it to the concerned Accounts Office/DDO, as the case may be, either to continue to draw salary in the Scheme of Basic Pay Scales-2015 or in the Scheme of Basic Pay Scales-2016 as specified in this Office Memorandum. Option once exercised shall be considered final.
- (ii) An existing employee, as aforesaid, who does not exercise and communicate his/her option within the specified time limit, shall be deemed to have opted for the Scheme of Basic Pay Scales-2016.

13. All the existing rules/orders on the subject shall be considered to have been modified to the extent indicated above. All the existing rules/orders, not so modified, shall continue to be in force under this scheme.

14. Anomalies:

An Anomaly Committee shall be set up in the Finance Division (Regulations Wing) to resolve the anomalies, if any, arising out in the implementation of the Basic Pay Scales-2016.

  
(Faisal Nadeem)  
Accounts Officer (Imp)

ALL MINISTRIES/DIVISIONS/DEPARTMENTS

Web Administrator, Finance Division, Islamabad (for uploading at Finance Division's website i.e. www.finance.gov.pk)

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Annexure to O.M.No.F.1(2)Imp/2016-333 dated 01-07-2016							
BASIC PAY SCALES OF THE CIVIL SERVANTS							
Basic Pay scales-2015				Stages	Basic Pay scales-2016		
BPS	MIN	INCR	MAX		MIN	INCR	MAX
1	6,210	195	12,060	30	7,640	240	14,840
2	6,335	220	12,935	30	7,790	275	16,040
3	6,535	260	14,335	30	8,040	325	17,790
4	6,730	300	15,730	30	8,280	370	19,380
5	6,985	340	17,185	30	8,590	420	21,190
6	7,235	375	18,485	30	8,900	470	23,000
7	7,490	415	19,940	30	9,220	510	24,520
8	7,750	455	21,400	30	9,540	560	26,340
9	8,015	495	22,865	30	9,860	610	28,160
10	8,275	544	24,595	30	10,180	670	30,280
11	8,540	595	26,390	30	10,510	740	32,710
12	9,055	650	28,555	30	11,140	800	35,140
13	9,700	715	31,150	30	11,930	880	38,330
14	10,340	790	34,040	30	12,720	980	42,120
15	10,985	905	38,135	30	13,510	1,120	47,110
16	12,910	1,035	43,960	30	15,880	1,280	54,280
17	20,680	1,555	51,780	20	25,440	1,930	64,040
18	25,940	1,950	64,940	20	31,890	2,400	79,890
19	40,155	2,075	81,655	20	49,370	2,560	100,570
20	46,705	3,050	89,405	14	57,410	3,750	109,910
21	51,885	3,375	99,135	14	63,780	4,150	121,880
22	55,755	3,960	111,195	14	68,540	4,870	136,720