

**Government of Pakistan
Finance Division
(Regulations Wing)**

No.F.1(12)/Imp/2011-290

Islamabad, the 17th April, 2012.

OFFICE MEMORANDUM

Subject: **REMOVAL OF ANOMALIES.**

The undersigned is directed to say that subsequent to the introduction of Basic Pay Scales-2011 vide Finance Division's O.M.No.F.1(5)Imp/2011-419 dated 4.7.2011, 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:

| Sl. No. | Nature of Anomaly | Decisions/Clarifications |
|----------------|--|--|
| 1. | <u>General Anomaly in Pay Fixation.</u> Hundreds 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. Some examples are given at S.No.1 to 3 (<u>Annexe-I</u>). | 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 22.9.2011 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. |
| 2. | <u>Removal of Anomaly in Medical Allowance.</u> Prior to upgradation to BS-16, the employees in BS 1-15 were drawing Medical Allowance @ Rs.1,000/- p.m. After upgradation in BPS-16 they are entitled to Medical Allowance @ 15% of the minimum of BPS-16 of Basic Pay Scales-2008. Now instead of Rs.1,000/- they are getting less than this amount which seems to be anomaly. | BS 16-22 officers/officials may be allowed Medical Allowance @ 15% of Basic Pay of BPS-2008 subject to minimum of Rs.1000/-. |

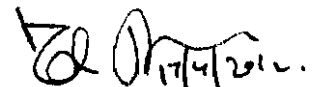
| | | |
|----|--|--|
| 3. | Removal of anomaly in Medical Allowance to pensioners. | Deputy Military Accountant General was of the view that pensioners who will retire after 01.07.2011 will get less amount of Medical Allowance as compared to the pensioners who retired before 01.07.2011. The views of Deputy MAG have been endorsed by the CGA. Hence, pensioners retiring on or after 01.07.2011 will also be allowed Medical Allowance after the increase of 01.07.2010 has been added in the net pension. |
| 4. | <u>Benefit of Pay Fixation on Upgradation.</u> Some posts of BPS-16 were upgraded to BPS-17 w.e.f. 15.4.2009. An employee was drawing pay @ Rs.16,400/- p.m. in BPS-16 on 14.4.2009. His pay in BPS-17 was fixed @ Rs.16,510/-. On revision of Basic Pay Scales w.e.f. 1 st July, 2011 his pay has been fixed @ Rs.29,200/-. In case his upgradation took place from 1.7.2011 his pay would have been fixed @ Rs.30400/- by giving the benefit of fixation of pay as was admissible on promotion in Basic Pay Scales 1991 and 1994. | The issue is not mandate of Anomaly Committee. It concerns Establishment Division. |
| 5. | <u>Benefit of Pay Fixation on Promotion before and after Revision of Basic Pay Scales w.e.f. 1.7.2011.</u> The pay of BPS-16 officers before their promotion to BPS-17 was Rs.16.400/- in BPS-2008. On promotion to BPS-17 Pay was fixed @ Rs.17,250/- in BPS-2008 w.e.f. 1.12.2010 (before revision of pay scales). In Basic Pay Scale – 2011, the pay of the officers in BPS-17 has been fixed @ Rs.28,000/- If the promotion took place after revision of Pay Scales w.e.f. 1.7.2011, the pay would have been fixed @ Rs.29,200/- by giving the benefit of fixation of pay as was admissible in Basic Pay Scales 1991 and 1994. | The issue is not mandate of Anomaly Committee. |
| 6. | The pay of the junior has become equal to the senior. | No anomaly exists in this case. |
| 7. | Restoration of NAB Allowance and Field Allowance on revised rates. | The issue is not mandate of Anomaly Committee. |

2. This disposes of all the cases received by Anomaly Committee.

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Copy also forwarded for information to:

1. President's Secretariat (Public), Islamabad.
2. President's Secretariat (Personal), Islamabad.
3. Prime Minister's Secretariat (Internal), Islamabad.
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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.
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), KRI, 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. Sectt. Islamabad.
30. Secretariat Training Institute, Islamabad.
31. Directorate General of Inspection & Training, Customs & Central Excise, 8th Floor, New Customs House, Karachi.
32. National Re-Construction Bureau, Prime Minister's Secretariat, Islamabad.
33. Earthquake Reconstruction & Rehabilitation Authority (ERRA), P.M.Sectt. (Public), Islamabad.
34. Federal Tax Ombudsman's Secretariat, Islamabad.
35. Cost Accounts Organization, Islamabad.



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TO FINANCE DIVISION'S O.M.NO.F.1(12)Imp/2011-290, dated 17-4-2012**General Anomalies in Pay Fixation****Example No.1 – Comparison of BPS-3 with BPS-2**

| Post | BPS | Basic Pay drawn on 30.6.2011 in Pay Scales-2008 | Pay fixed on 1.7.2011 in Basic Pay Scales-2011 | Post | BPS | Basic Pay drawn on 30.6.2011 in Pay Scales-2008 | Pay fixed on 1.7.2011 in Basic Pay Scales-2011 |
|-------------------|-----------|---|--|-----------------|-----------|---|--|
| Naib Qasid | 03 | Rs.5,540 | Rs.9,050/- | Behishti | 02 | Rs.5,535/- | Rs.9,150/- |

Number of increments earned by Behishti = 25
 Number of increments earned by Naib Qasid = 20

Example No.2 - Comparison of BPS-9 with BPS-7

| Post | BPS | Basic Pay drawn on 30.6.2011 in Pay Scales-2008 | Pay fixed on 1.7.2011 in Basic Pay Scales-2011 | Post | BPS | Basic Pay drawn on 30.6.2011 in Pay Scales-2008 | Pay fixed on 1.7.2011 in Basic Pay Scales-2011 |
|------------|-----------|---|--|------------|-----------|---|--|
| UDC | 09 | Rs.8,190/- | Rs.13,420/- | LDC | 07 | Rs.8,090/- | Rs.13,480/- |

Number of increments earned by LDC = 24
 Number of increments earned by UDC = 19

Example No.3 – Comparison of BPS-20 with BPS-19

| Post | BPS | Basic Pay drawn on 30.6.2011 in Pay Scales-2008 | Pay fixed on 1.7.2011 in Basic Pay Scales-2011 | Post | BPS | Basic Pay drawn on 30.6.2011 in Pay Scales-2008 | Pay fixed on 1.7.2011 in Basic Pay Scales-2011 |
|------------------------|-----------|---|--|-----------------|-----------|---|--|
| Joint Secretary | 20 | Rs.36,935/- | Rs.57,150/- | Director | 19 | Rs.36,170/- | Rs.58,200/- |

Number of increments earned by Director = 17
 Number of increments earned by Joint Secretary = 9
