



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

F.No.1(7)Imp/2017-465

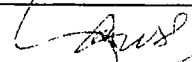
Islamabad, the 10th September, 2018

OFFICE MEMORANDUM

Subject: REMOVAL OF ANOMALIES

The undersigned is directed to say that subsequent to the introduction of Basic Pay Scales-2017 vide Finance Division's O.M.No.F.1(3)Imp/2017-500, dated 03-07-2017 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	<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 & 2 (Annexure-A).	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 (Annexure-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.
2	<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 30-06-2017, has not been enhanced w.e.f. 01-07-2017 on revised rates.	Such cases are covered in para-3(ii) of Finance Division's O.M.No.F.1(3) Imp/2017-500, dated 03-07-2017 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 30-06-2017, he/she shall continue to draw such pay in the Basic Pay Scales-2017 at the revised rates.
3	<u>De-freezing of Special Pay/Allowance on promotion from lower to higher post:</u> A number of employees asserted that the Special Pay/allowances which were admissible prior to introduction of Basic Pay Scales, 2011 as percentage of basic pay are kept frozen at the level drawn on 30-06-2011 even on promotion from lower to higher scale after 01-07-2011.	The Anomaly Committee examined the issue and concluded that the decision regarding freezing of certain allowances was well considered policy decision taken at an appropriate level keeping in view the resource availability as well as other factors including the aspect of promotion/upgradation. Hence, the said allowances have been kept frozen, even after revision of Basic Pay Scales-2015 and 2016. The Committee recommended that the matter may be placed before Pay & Pension Commission/ Committee as and when formed.

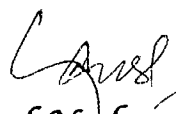

(Faisal Nadeem)
Accounts Officer (Imp)

All Ministries/Divisions/Departments

(Cont'd.....P/2) (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 Advisors 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)


(Faisal Nadeem)
Accounts Officer (Imp)

General Anomalies in Pay Fixation

Annexure-A

Claimant of Anomaly				Anomaly Claimed with				Remarks	
S. #	Post	BPS	Basic Pay drawn on 30-06-2017 in Pay Scales-2016	Pay fixed on 01-07-2017 in Pay Scales-2017	Post	BPS	Basic Pay drawn on 30-06-2017 in Pay Scales-2016		
1	Assistant	16	Rs.19,720	23,470/-	Not mentioned (taken at random)	06	19,710/-	23,500/-	The employees neither belong to same service group or cadre nor are in same pay scales.
2	Stenotypist	14	21,540/-	25,710/-	Not mentioned (taken at random)	12	21,540/-	25,800/-	

ANNEX-B
274

Government of Pakistan
FINANCE DIVISION
(Regulations Wing)

No.F.1(11)Imp/2011


Islamabad, the 22nd September, 2011.

OFFICE MEMORANDUM

Subject: **GENERAL PRINCIPLES FOR REMOVAL OF ANOMALIES-2011.**

The undersigned is directed to refer to Finance Division's O.M. No. F.1(9)Imp/2011-433 dated 8.7.2011 and to state that a lot of cases have been referred to the Anomaly Committee. The question of determining anomaly of pay of junior Government servant exceeding the pay of the senior Government servant has been examined in this Division and it has been decided that anomalies in pay fixation should be established strictly on the basis of the following principles:

- i) The senior and junior should be determined with reference to the date of promotion or appointment in the present scale of pay or post in the same scale, service group or cadre, or line of promotion in the Ministry/Division/Department/Office where their seniority is being maintained.
 - ii) Any personal benefit of the nature of increase in pay specifically granted to Government servant shall not be treated as a cause of anomaly for others.
 - iii) The anomaly should be resolved by refixing pay of the senior equal to that of junior, and if there is no such stage, at the stage next above in his own pay scale.
 - iv) The basis and the principles explained above shall apply in general to cover all cases of anomalies in pay fixation.
 - v) The basis prescribed for determination of senior and junior is only in the context of removal of anomalies and not for any other purpose i.e. promotion/demotion etc.
 - vi) These orders shall also apply mutates mutandis to the personnel including Cadets/recruits of the Armed Forces, Civil Armed Forces and the Civil Servants paid from Defence Estimates.
2. These principles may be followed strictly.


(Syed Saifullah)
Deputy Secretary (R-II)/
Member/Secretary
Anomaly Committee

All Ministries/Divisions/Departments