

No. 4 (2) R-2/1996-r235/2010

Islamabad, the 08th June, 2010.

OFFICE MEMORANDUM

Subject:- **Fixation/Protection of Pay on Appointment from One Post to Another.**

The undersigned is directed to refer to Finance Division's O.M. No. 4 (2) R-2/96 dated 12th August, 2002 on the subject noted above and to say that in terms of the provisions in para-2 of aforesaid O.M, the benefit of pay protection on their subsequent appointment in Government service is not admissible to the employees of autonomous organizations which are established under the Act/Ordinance or an Executive Order under the authority delegated by the Act/Ordinance.

2. The matter has now been re-considered in light of judgment dated 01-08-2009 of Federal Service Tribunal, Islamabad in Appeal No. 1921(R)CS/2005 in respect of Mr. Sajjad Rashid and others. It has been decided that henceforth the benefit of pay protection will be extended to the employees of such Autonomous Organizations who have adopted Basic Pay Scales Scheme in toto and who are appointed in Government Departments through proper channel. In view of the aforesaid position, para-2 of the Finance Division's O.M. No. F. 4(2)R-2/96 dated 12th August, 2002 may be substituted as under:-

"2. The benefit of protection of pay to the employees of autonomous bodies on their subsequent appointment in government service is not admissible as the employees of autonomous bodies are not civil servant within the meaning of Civil Servant Act, 1973. However, the benefit of pay protection will be admissible to employees of such autonomous organizations who have adopted Scheme of Basic Pay Scales in toto on their appointment in Government offices provided they have applied for the post through proper channel."

Uzair Soomro
(M. UZAIR SOOMRO) 08/6/2010
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All Ministries/Divisions/Department