



GOVERNMENT OF PAKISTAN
FINANCE DIVISION
(Regulations Wing)

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No.F.8(1) R-2/2007

Islamabad, the 28th July, 2008

Office Memorandum

Subject: Appointment of an Officer of Lower Pay Scale to a Post of Higher Pay Scale on Deputation Basis and Grant of Pay of the Higher Post.

The undersigned is directed to say that proposals for the grant of pay of higher post are regulated in terms of policy instructions laid down in Finance Division's O.M. No.F.8(4)R.2/97, dated 19-09-2003 (copy enclosed) which, inter-alia, lay down the following conditions:-

- i) The officer has been appointed on the higher post by the authority competent to make appointment on that post.
- ii) The officer is fully qualified in every respect to be appointed to that higher post.
- iii) The officer discharges all the duties and responsibilities of the higher post independently and severs all connections with his lower post.
- iv) The pay of the higher post will be given only with the concurrence of Finance Division.

2. In pursuance of a judgement of Federal Service Tribunal upheld by Supreme Court of Pakistan, Finance Division, in consultation with Establishment Division and Law Division, has issued instructions regarding the grant of deputation allowance vide its O.M. No.F.5(8)R.2/2007, dated 04-07-2007 (copy enclosed) according to which transfer of an officer to another department, out of his Cadre/Group/Department to a post altogether different to one he permanently belongs to, is considered as deputation and the incumbent becomes entitled to the "deputation allowance".

3. A question has arisen as to whether in cases where the incumbents fulfil the condition in para-1(ii) of Finance Division's aforesaid O.M. dated 19-09-2003 and become eligible to the pay of the higher post and if so, how their eligibility for the grant of pay of the higher post will be checked/got verified because the posts on which deputationists are posted, are out of their Cadre/Group/Department.

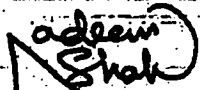
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4. The matter has been examined in the Finance Division in consultation with Establishment Division and Law Division and clarification with regard to the condition in para-1(ii) of Finance Division's O.M. No.F.8(4)R.2/97, dated 19-09-2003, regarding grant of pay of higher post is given as under:-

- i) In cases of officers who discharge the duties of a higher post in their own service/cadre, they would be allowed pay of the higher post only if they fulfil the prescribed conditions for promotion to the higher post as laid down in the Recruitment Rules and satisfactory completion of mandatory training (where so prescribed).
- ii) In cases of officers who are on deputation and who discharge duties of a higher post outside their own service/cadre, they would be allowed pay of the higher post only if they fulfil the requirement of qualifications and experience, as laid down for initial appointment to the higher post in the relevant Recruitment Rules.

5. In view of aforesaid position, the cases of officers who perform duties of higher posts will now be dealt with in accordance with the clarification of the condition in para-1(ii) of Finance Division's O.M. dated 19-09-2003 in addition to the other conditions contained in para-1 of the Finance Division's aforesaid O.M. dated 19th September, 2003.

Encls: As above.


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☎ 9262704

All Ministries/Divisions/Departments: