

Government of Pakistan
FINANCE DIVISION
(Regulations Wing)

>>><<<

No.F.3 (9) R-4/2004-MG

Islamabad October 16, 2018

OFFICE MEMORANDUM

Subject: **REVISION OF MANAGEMENT GRADES (M-I, M-II, M-III) AND GRANT OF ADHOC RELIEF ALLOWANCE -2017 @ 10% OF BASIC PAY TO THE MANAGEMENT GRADE OFFICERS.**

The undersigned is directed to refer to the subject noted above and to say that the Federal Government has revised the Management Scales-2016 so as to introduce Management Scales-2017 w.e.f. 01-07-2017, which are as under:-

Management Scales	Existing Management Scales w.e.f. 01-07-2016	Stages	Revised Management Scales w.e.f. 01-07-2017	Stages
M-I	68540-4870-136720	14	82,380-5870-164560	14
M-II	63780-4150-121880	14	76,720-5000-146720	14
M-III	57410-3750-109910	14	69090-4510-132230	14

2. **Fixation of pay of the existing employees:**

- i) The basic pay of an employee in service on 30-06-2017 shall be fixed in the Management Scales-2017 on point to point basis i.e. at the stage corresponding to that occupied by him/her above the minimum of Management Scale-2016.
- ii) In case of Personal Pay being drawn by an officer 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 Management Scales-2017 at the revised rates.

3. **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 officers concerned in the revised management scales 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.

4. **Annual increment:**

Annual increment shall continue to be admissible, subject to the existing conditions, on 1st December of each year.

5. **Adhoc Allowance-2010:**

- i) The Adhoc Allowance-2010 @ 50% granted w.e.f. 01-07-2010 vide Finance Division's O.M.No.F.3(9)R-4/2004 dated 10-05-2011, shall cease to exist with effect from 01-07-2017.

6. **Adhoc Relief Allowance-2016:**

- A) The Adhoc Relief Allowance-2016 @ 10% shall stand frozen at the level of its admissibility as on 30-06-2017;
- B) All the new entrants shall be allowed Adhoc Relief Allowance-2016 @ 10% of the minimum of relevant Basic Pay Scales-2016 on notional basis with effect from 01-07-2017, till further orders, and shall stand frozen at the same level.

P.T.O

7. Adhoc Relief Allowance-2017:

- a) An Adhoc Relief Allowance-2017 @ 10% of the running basic pay of Management Scales 2017 shall be allowed to the civil employees of the Federal Government w.e.f. 01-07-2017 till further orders;
- b) The Adhoc Relief Allowance will be subject to income tax.
- c) The Adhoc relief Allowance will be admissible during leave and entire period of LPR except during extra ordinary leave;
- d) The Adhoc Relief Allowance will not be treated as part of emoluments for the purpose of calculation of pension/gratuity and recovery of House Rent:
- e) The Adhoc Relief Allowance will not be admissible to the employees during the tenure of their posting/deputation abroad;
- f) The Adhoc 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;
- g) The Adhoc Relief Allowance will be admissible during the period of suspension'
- h) The terms "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.

8. Special Pay and Allowances:

All the Special Pays, Special Allowance or the Allowances admissible as percentage of pay (excluding those which are capped by fixing maximum limit) shall stand frozen at the level of its admissibility as on 30-06-2017.

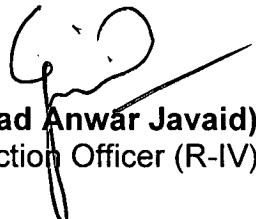
9. Personal Staff Subsidy for Management Grade Officers.

The rates of personal staff subsidy shall be revised as follows:-

Existing Rate	Revised Rates
Rs.12,000/-per month (Previously revised vide O.M. of even number dated 14-10-2015). Personal Staff subsidy for Management Grade officers is Subject to furnishing a certificate that the officer is not using the services of any official employee at his residence.) .	Rs.14,000/-per month

10. 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.

11. All Ministries/Divisions of the Federal Government are requested to circulate the aforesaid Management Scales to the Organizations under their administrative control.


(Muhammad Anwar Javaid)
Section Officer (R-IV)

ALL MINISTRIES/DIVISIONS/ DEPARTMENTS.

✓ Copy to Web-Master Finance Division with the request to upload the same on Finance Division's Web-site.