

OFFICE MEMORANDUM

F. No. 3 (1) R-2/2014-889

Islamabad, the 27th October, 2014

Subject:- **ADMISSIBILITY OF ANNUAL INCREMENT BEYOND THE SCOPE OF PAY SCALE (ABOVE CEILING)**

The undersigned is directed to refer to Item-3 of Finance Division's O.M No.F-1(15) Imp. 2001 dated 13.05.2003 and to state that on discontinuation of the scheme of move over, the government servants were brought back to original scales of the posts and their pay was fixed in the revised Pay Scales, 2001 on notional extension basis. On doing so the pay of some employees crossed the ceiling of the notional extended Pay Scales. Such category of the government servants was allowed personal pay besides allowing future increments (as personal to them) up to 03 years. A question has been raised whether a government servant, who reaches the maximum of his pay scale after 01-12-2001, may also be allowed annual increment as personal pay up to three years (i.e. for 01.12.2002, 01.12.2003 and 01.12.2004). A similar case of Mr. Muhammad Humayun, Deputy Director (Rtd) was referred to Wafaqi Mohtasib who has decided the case in favour of complainant vide order dated 07-07-2014

2. In the light of findings of Wafaqi Mohtasib, It is clarified that a government servant who reaches the maximum of his pay scale on or after 01.12.2001 may also be allowed annual increments as personal pay up to three years (i.e. for 01.12.2002, 01.12.2003 and 01.12.2004). After that, the benefit of annual increment beyond the pay scales as personal pay has been allowed to all the government servants w.e.f 01.12.2005 under item-1 of Finance Division's O.M No. 1(6)/Imp/2005 dated 13.10.2006. The increment may be treated as personal pay subject to the condition that the employee concerned has put in six (06) months or more service as counts for an annual increment unless withheld under the rules. The amount of the personal pay may not be reduced but treated as part of pay scale of the concerned government servant for the purpose of fixation of pay, pension and recovery of house rent etc.

3. The clarifications, already issued in this context, may be treated to have been modified to the extent indicated above ab-initio.


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(Nadeem Ijaz Ahmad)
Section Officer(R-I)