



GOVERNMENT OF PAKISTAN
FINANCE DIVISION
(REGULATIONS WING)

No.F.1(1)Imp/2008

Islamabad, the 30th June, 2008.

OFFICE MEMORANDUM

Subject: INCREASE IN BASIC PAY AND ALLOWANCES OF CIVIL EMPLOYEES OF FEDERAL GOVERNMENT.

The President has been pleased to sanction 20% increase in pay w.e.f. 1st July, 2008 for the civil employees of the Federal Government, paid from the Civil Estimates and from the Defence Estimates. The existing Pay Scales have accordingly been adjusted as detailed in the following paragraphs:

PART.I – PAY SCALES

2. Adjusted Basic Pay Scales.

The Adjusted Basic Pay Scales, 2008 shall replace the existing Basic Pay Scales, 2007 as shown in the **Annex** to this O.M.

3. Fixation of Pay of the Existing Employees:

- (i) The basic pay of an employee in service on 30.6.2008 shall be fixed in the Adjusted Basic Pay Scale on point to point basis i.e. at the stage corresponding to that occupied by him above the minimum of 2007 Basic Pay Scales.
- (ii) In case of Personal Pay being drawn by an employee as part of his basic pay beyond the maximum of his scale on 30.6.2008, he will continue to draw such pay in the Adjusted Basic Pay Scales, 2008 at the revised rates.

4. Annual Increment:

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

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PART.II – ALLOWANCES

5. Special Additional Allowance, Special Relief Allowance, Adhoc Relief and Dearness Allowance:

Special Additional Allowance, Special Relief Allowance, Adhoc Relief and Dearness Allowance shall continue to be admissible at frozen level on existing conditions.

6. Medical Allowance.

Medical Allowance shall be admissible @ Rs.500/- per month to employees in BPS.1 to 16 subject to the existing conditions.

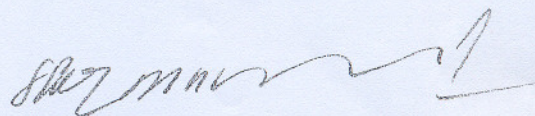
7. Conveyance Allowance:

(a) Conveyance Allowance shall be admissible on revised rates as follows:

BPS	EXISTING (RS. P.M.)	REVISED (RS. P.M.)
BPS 1-4	340	680
BPS 5-10	460	920
BPS 11-15	680	1360
BPS 16-19	1240	2480

(b) Conveyance Allowance @ Rs.2480/- per month shall also be admissible to those BPS-20, 21 & 22 officers who are not sanctioned official vehicle.

8. All-existing rules/orders on the subject shall be deemed to have been modified to the extent indicated above. All existing rules/orders not so modified shall continue to be in force under this scheme.



(Maher Sher Muhammad)
Joint Secretary Regs)
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All Ministries/Divisions/Departments.

ANNEX TO FINANCE DIVISION'S O.M. NO.F.1(1)IMP/2008 DATED 30TH JUNE, 2008

Existing Basic Pay Scales-2007

BPS	Min	Incr	Max	Stages
1	2475	75	4725	30
2	2530	85	5080	30
3	2615	100	5615	30
4	2700	115	6150	30
5	2780	135	6830	30
6	2860	145	7210	30
7	2940	160	7740	30
8	3055	175	8305	30
9	3185	190	8885	30
10	3295	215	9745	30
11	3430	230	10330	30
12	3630	260	11430	30
13	3870	285	12420	30
14	4100	315	13550	30
15	4350	350	14850	30
16	5050	390	16750	30
17	8210	615	20510	20
18	10760	775	26260	20
19	16400	810	32600	20
20	19455	1260	37095	14
21	21565	1415	41375	14
22	23065	1655	46235	14

Adjusted Basic Pay Scales - 2008

BPS	Min	Incr	Max	Stages
1	2970	90	5670	30
2	3035	100	6035	30
3	3140	120	6740	30
4	3240	140	7440	30
5	3340	160	8140	30
6	3430	175	8680	30
7	3530	190	9230	30
8	3665	210	9965	30
9	3820	230	10720	30
10	3955	260	11755	30
11	4115	275	12365	30
12	4355	310	13655	30
13	4645	340	14845	30
14	4920	380	16320	30
15	5220	420	17820	30
16	6060	470	20160	30
17	9850	740	24650	20
18	12910	930	31510	20
19	19680	970	39080	20
20	23345	1510	44485	14
21	25880	1700	49680	14
22	27680	1985	55470	14

