

No.F1(11)Imp/2011


Islamabad, the 22<sup>nd</sup> September, 2011.

OFFICE MEMORANDUM

Subject: GENERAL PRINCIPLES FOR REMOVAL OF ANOMALIES-2011.

The undersigned is directed to refer to Finance Division's O.M. No. F1(9)Imp/2011-433 dated 8.7.2011 and to state that a lot of cases have been referred to the Anomaly Committee. The question of determining anomaly of pay of junior Government servant exceeding the pay of the senior Government servant has been examined in this Division and it has been decided that anomalies in pay fixation should be established strictly on the basis of the following principles:

- i) The senior and junior should be determined with reference to the date of promotion or appointment in the present scale of pay or post in the same scale, service group or cadre, or line of promotion in the Ministry/Division/Department/Office where their seniority is being maintained.
  - ii) Any personal benefit of the nature of increase in pay specifically granted to Government servant shall not be treated as a cause of anomaly for others.
  - iii) The anomaly should be resolved by re-fixing pay of the senior equal to that of junior, and if there is no such stage, at the stage next above in his own pay scale.
  - iv) The basis and the principles explained above shall apply in general to cover all cases of anomalies in pay fixation.
  - v) The basis prescribed for determination of senior and junior is only in the context of removal of anomalies and not for any other purpose i.e. promotion/demotion etc.
  - vi) These orders shall also apply mutates mutandis to the personnel including Cadets/recruits of the Armed Forces, Civil Armed Forces and the Civil Servants paid from Defence Estimates.
2. These principles may be followed strictly.

  
(Syed Saifullah)  
Deputy Secretary (R-II)/  
Member/Secretary  
Anomaly Committee

All Ministries/Divisions/Departments