



GOVERNMENT OF PAKISTAN
FINANCE DIVISION
(Regulations Wing)
FBC Building, Near State Bank of Pakistan

F.No.1(4)Imp/2014-216

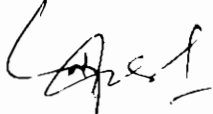
Islamabad, the 4th March, 2015

OFFICE MEMORANDUM

Subject:- **ANOMALY IN MEDICAL ALLOWANCE**

The undersigned is directed to refer to Finance Division's O.M.No.F.1(1)Imp/2010-622, dated 05-07-2010 and to state that consequent upon revision/enhancement of Medical Allowance w.e.f. 01-07-2014 from Rs.1,000/- to Rs.1,200/-, the minimum limit of Rs.1,000/- mentioned at Sl. No.2 of Finance Division's O.M.No.F.1(12)Imp/2011-290, dated 17-04-2012 read with para-1(c) of Finance Division's O.M.No.F.1(5)Imp/2011(Pt)-902, dated 21-10-2013 (copies enclosed) may be treated to have been enhanced to Rs.1,200/- w.e.f. 01-07-2014.

Enclosures:- As above.


(Faisal Nadeem)
Accounts Officer (Imp)

ALL MINISTRIES/DIVISIONS/DEPARTMENTS

Government of Pakistan
FINANCE DIVISION
(Regulations Wing)

No.F.1(1)Imp/2010-622

Islamabad, the 5th July, 2010.

OFFICE MEMORANDUM

Subject: **GRANT OF AD-HOC ALLOWANCE – 2010 @ 50% OF EXISTING BASIC PAY AND MEDICAL ALLOWANCE.**

The President has been pleased to sanction with effect from 1st July, 2010 and till further orders an Ad-hoc Allowance – 2010 @ 50% of the existing basic pay of Basic Pay Scales, 2008 to all the civil employees of the Federal Government as well as the civilians paid from Defence Estimates including contingent paid staff and contract employees employed against civil posts in Basic Pay Scales on standard terms and conditions of contract appointment.

2. The amount of this Ad-hoc Allowance:

- i) will be subject to Income Tax.
- ii) will be admissible during leave and entire period of LPR except during extra ordinary leave.
- iii) will not be treated as part of emoluments for the purpose of calculation of Pension/gratuity and recovery of House Rent.
- iv) will not be admissible to the employees during the tenure of their posting/deputation abroad.
- v) 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.

3. The term "Basic Pay" for the purpose of Ad-hoc Allowance – 2010 will also include the amount of the personal pay granted on account of annual increment(s) beyond the maximum of the existing pay scales.

4. This Ad-hoc Allowance will not be admissible to personnel of Armed Forces, Civil Armed Forces, ICT Police, National Highways & Motorways Police and employees of other Departments who have already been allowed an allowance equal to one month's basic pay.

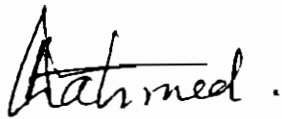
Medical Allowance – 2010:

5. On the recommendations of Pay & Pension Commission – 2009, the Medical Allowance in lieu of Outdoor Treatment and reimbursement of medical expenses has been granted as under:

S.No.	BPS	Existing Rate	BPS	Revised Rate
i)	1-15 & 16 (Non-Gazetted)	Rs.500/- p.m.	1-15	Rs.1000/- p.m.
ii)	16-22	Nil	16-22	15% of basic pay

Note: The existing facility of reimbursement of amounts spent on account of purchase of medicines by Government servants and local purchase of medicines by Government Hospitals for Outdoor Patient (OPD) will be discontinued. However, the existing facilities for consultation and diagnostic investigations at OPD will continue as before. Reimbursement/Local Purchase on account of Cancer, Hepatitis B, C and Insulin dependent diabetes would be admissible for OPD patients. The existing facility of reimbursement of all kinds of expenditure on account of Indoor Medical Treatment will continue as before.

6. The above Ad-hoc Allowance – 2010 and Medical Allowance shall be accommodated from within the budgetary allocation for the year 2010-2011 by the respective Ministries/Divisions/Departments and no supplementary grants would be given on this account.


(Rao Ali Ahmed Khan)
Section Officer(Imp)
Ph: 9262580

ALL MINISTRIES/DIVISIONS/DEPARTMENTS ETC.



GOVERNMENT OF PAKISTAN
FINANCE DIVISION
(Regulations Wing)
FBC Building, Near State Bank of Pakistan

F.No.1(4)Imp/2014-663

Islamabad, the 7th July, 2014

OFFICE MEMORANDUM

Subject:- GRANT OF ADHOC RELIEF ALLOWANCE-2014 @ 10% OF BASIC PAY AND INCREASE IN MEDICAL ALLOWANCE OF THE CIVIL EMPLOYEES OF THE FEDERAL GOVERNMENT

The President has been pleased to sanction with effect from 1st July, 2014 and till further orders, an Adhoc Relief Allowance-2014 @ 10% of basic pay to all the civil employees of the Federal Government as well as the civilians paid from Defence Estimates including contingent paid staff and contract employees employed against civil posts in Basic Pay Scales on standard terms and conditions of contract appointment.

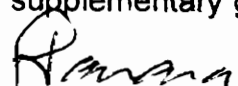
2. The amount of Adhoc Relief Allowance-2014:-
- will be subject to Income Tax.
 - will be admissible during leave and entire period of LPR except during extra ordinary leave.
 - will not be treated as part of emoluments for the purpose of calculation of Pension/gratuity and recovery of House Rent.
 - will not be admissible to the employees during the tenure of their posting/deputation abroad.
 - 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.
3. The term "Basic Pay" for the purpose of Adhoc Relief Allowance-2014 will also include the amount of the personal pay granted on account of annual increment(s) beyond the maximum of the existing pay scales.

Medical Allowance

4. The President has further been pleased to sanction 20% increase in Medical Allowance to employees in BPS-1 to 15 in the following manner:

BPS	Existing Rate	Revised Rate
1 to 15	Rs.1,000/-	Rs.1,200/-

5. The above Adhoc Relief Allowance-2014 and Medical Allowance shall be accommodated from within the budgetary allocation for the year 2014-15 by the respective Ministries/Divisions/Departments and no supplementary grants would be given on this account.


(Muhammad Azam Awan)
Section Officer (Imp)

ALL MINISTRIES/DIVISIONS/DEPARTMENTS
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Government of Pakistan
Finance Division
(Regulations Wing)

No.F.1(12)/Imp/2011-290

Islamabad, the 17th April, 2012.

OFFICE MEMORANDUM

Subject: **REMOVAL OF ANOMALIES.**

The undersigned is directed to say that subsequent to the introduction of Basic Pay Scales-2011 vide Finance Division's O.M.No.F.1(5)Imp/2011-419 dated 4.7.2011, certain anomalies were referred to the Anomaly Committee. The Committee examined these anomalies in detail and gave its recommendations. In the light of these recommendations, the following decisions/clarifications are issued for guidance/necessary action:

Sl. No.	Nature of Anomaly	Decisions/Clarifications
1.	<u>General Anomaly in Pay Fixation.</u> Hundreds of cases have been received from the Ministries/Divisions/ Departments requesting therein to remove anomaly in fixation of pay. All the cases are identical. The officers/ officials are comparing their pay with different lower posts and pay scales. Some examples are given at S.No.1 to 3 (<u>Annexe-I</u>).	These cases are not covered under the General Principles for Removal of Anomalies circulated by the Finance Division vide O.M. No.F.1(11) Imp/2011 dated 22.9.2011 as the concerned officers/ officials have compared their pay with the officers/ officials of other grades/cadres who maintain separate seniority in their own cadre/group, instead of the same scale/ cadre, service, group or line of promotion. It has been decided that all such cases should be settled in the light of the above referred General Principles.
2.	<u>Removal of Anomaly in Medical Allowance.</u> Prior to upgradation to BS-16, the employees in BS 1-15 were drawing Medical Allowance @ Rs.1,000/- p.m. After upgradation in BPS-16 they are entitled to Medical Allowance @ 15% of the minimum of BPS-16 of Basic Pay Scales-2008. Now instead of Rs.1,000/- they are getting less than this amount which seems to be anomaly.	BS 16-22 officers/officials may be allowed Medical Allowance @ 15% of Basic Pay of BPS-2008 subject to minimum of Rs.1000/-.



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|---|--|
| 3. Removal of anomaly in Medical Allowance to pensioners. | Deputy Military Accountant General was of the view that pensioners who will retire after 01.07.2011 will get less amount of Medical Allowance as compared to the pensioners who retired before 01.07.2011. The views of Deputy MAG have been endorsed by the CGA. Hence, pensioners retiring on or after 01.07.2011 will also be allowed Medical Allowance after the increase of 01.07.2010 has been added in the net pension. |
| 4. <u>Benefit of Pay Fixation on Upgradation.</u>
Some posts of BPS-16 were upgraded to BPS-17 w.e.f. 15.4.2009. An employee was drawing pay @ Rs.16,400/- p.m. in BPS-16 on 14.4.2009. His pay in BPS-17 was fixed @ Rs.16,510/-. On revision of Basic Pay Scales w.e.f. 1 st July, 2011 his pay has been fixed @ Rs.29,200/-. In case his upgradation took place from 1.7.2011 his pay would have been fixed @ Rs.30400/- by giving the benefit of fixation of pay as was admissible on promotion in Basic Pay Scales 1991 and 1994. | The issue is not mandate of Anomaly Committee. It concerns Establishment Division. |
| 5. <u>Benefit of Pay Fixation on Promotion before and after Revision of Basic Pay Scales w.e.f. 1.7.2011.</u>
The pay of BPS-16 officers before their promotion to BPS-17 was Rs.16.400/- in BPS-2008. On promotion to BPS-17 Pay was fixed @ Rs.17,250/- in BPS-2008 w.e.f. 1.12.2010 (before revision of pay scales). In Basic Pay Scale - 2011, the pay of the officers in BPS-17 has been fixed @ Rs.28,000/- If the promotion took place after revision of Pay Scales w.e.f. 1.7.2011, the pay would have been fixed @ Rs.29,200/- by giving the benefit of fixation of pay as was admissible in Basic Pay Scales 1991 and 1994. | The issue is not mandate of Anomaly Committee. |
| 6. The pay of the junior has become equal to the senior. | No anomaly exists in this case. |
| 7. Restoration of NAB Allowance and Field Allowance on revised rates. | The issue is not mandate of Anomaly Committee. |

2. This disposes of all the cases received by Anomaly Committee

(Muhammad Hanif)
Joint Secretary (Regs)
Tele # 9245857



GOVERNMENT OF PAKISTAN
FINANCE DIVISION
(Regulations Wing)
FBC Building, Near State Bank of Pakistan

F.No.1(5)Imp/2011(Pt)-902

Islamabad, the 21st October, 2013

OFFICE MEMORANDUM

Subject:- **REVISION OF BASIC PAY SCALES, ALLOWANCES AND PENSION OF THE CIVIL SERVANTS OF THE FEDERAL GOVERNMENT**

The undersigned is directed to refer to Finance Division's O.M.No.F.1(5)Imp/2011-419 dated 4th July, 2011 regarding "Revision of Basic Pay Scales, Allowances and Pension of Civil Servants of the Federal Government" and to further elaborate/interpret the subject matter with special reference to the term "new entrants" used in para-8(ii) of the O.M. ibid as follows :-

- a) The new entrants in Basic Pay Scales-16 to 22 through direct recruitment/appointment on or after 01-07-2011 shall be allowed Medical Allowance @ 15% of initial of relevant Basic Pay Scales-2008 w.e.f. the date of their appointment and shall stand frozen at the same level till further orders.
 - b) The new entrants in Basic Pay Scales 16-22 by way of promotion/up-gradation etc. from BPS 1-15 on or after 01-07-2011 shall be entitled to Medical Allowance @ 15% of pay that would have been admissible to them on 30-06-2011 in the relevant Basic Pay Scales-2008, had they been promoted/upgraded prior to BPS-2011 and shall stand frozen at the same level till further orders.
 - c) The admissible amount of Medical Allowance shall, in no case, be less than Rs.1,000/- (Rupees one thousand only).
2. The clarification(s) earlier issued on the subject matter shall stand modified to the above extent ab-initio.


(Muhammad Azam Awan)
Section Officer (Imp)

ALL MINISTRIES/DIVISIONS/DEPARTMENTS

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