

GOVERNMENT OF PAKISTAN
FINANCE DIVISION
(Regulations Wing)

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

Islamabad, October 14, 2015

OFFICE MEMORANDUM

Subject: **REVISION OF MANAGEMENT GRADES (M-I, M-II, M-III) AND GRANT OF ADHOC RELIEF ALLOWANCE -2015 @7.50% OF BASIC PAY TO THE MANAGEMENT GRADE OFFICERS.**

The undersigned is directed to refer to the subject noted above and to convey that the Federal Government has been pleased to revise the Management Scales -2011 so as to introduce Management Scales-2015 w.e.f. 01-07-2015, which are as under:-

Management Scales	Existing Management Scale w.e.f.01-07-2011	Stages	Revised management Scales w.e.f. 01-07-2015	Stages
M-I	43000-3050-85700	14	55755-3960-111195	14
M-II	40000-2600-76400	14	51885-3375-99135	14
M-III	36000-2350-68900	14	46705-3050-89405	14

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

- i) The basic pay of an employee in service on 30-06-2015 shall be fixed in the Management Scales-2015 on point to point basis i.e. at the stage corresponding to that occupied by him/her above the minimum of Management Scales-2011.
- 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 30-06-2015, he/she shall continue to draw such pay in the Revised Management Scales-2015 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 employees 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 each year.

5. **Ad-hoc Relief Allowances:-**

The following Adhoc Relief Allowances granted w.e.f. 01-07-2011 and 01-07-2012, respectively shall cease to exist with effect from 01-07-2015:

S.#.	Name of Ad-hoc Relief Allowance	Office Memorandum & date	Admissible Rates
i.	Adhoc Relief Allowance -2011 (01-07-2011)	F.3(9)R-4/2004 dated 03-10-2011	15% of the basic pay on Management Scale-2008
ii.	Adhoc Relief Allowance 2012 (01-07-2012)	F.3(9)R-4/2004-365 dated 18-02-2013	20% of the basic pay on Management Scale -2011

P.T.O.

6. **Ad-hoc Allowance-2010 (if admissible), & Adhoc Relief Allowances, 2013 and 2014:**

- i) The Ad-hoc Allowance -2010 @ 50% of the basic pay of Management Scales-2008 admissible to the officers holding Management Grades shall continue to stand frozen at the level of its admissibility as on 30-06-2015.
- ii) All the new entrants shall be allowed Ad-hoc Allowance-2010 @ 50% of the minimum of relevant Management Scales-2008 on notional basis with effect from 01-07-2015, till further orders, and shall stand frozen at the same level;
- iii) The Ad-hoc Relief Allowances-2013 and 2014 @ 10% each shall stand frozen at the level of their admissibility as on 30-06-2015;
- iv) All the new entrants shall be allowed Ad-hoc Relief Allowances-2013 and 2014 @10% each of the minimum of relevant Management Scales-2011 on notional basis with effect from 01-07-2015, till further orders, and shall stand frozen at the same level.

7. **Ad-hoc Relief Allowance-2015:**

- i) An Ad-hoc Relief Allowance-2015 @ 7.5% of the running basic pay of Management Scales-2015 to the civil employees of the Federal Government shall be allowed with effect from 01-07-2015 till further orders;
- ii) The Ad-hoc Relief Allowance -2015:-
 - a) will be subject to Income Tax;
 - b) will be admissible during leave and entire period of LPR except during extra ordinary leave;
 - c) Will not be treated as part of emoluments for the purpose of calculation of Pension/Gratuity and recovery of House Rent;
 - d) Will not be admissible to the employees during the tenure of their posting/deputation abroad;
 - e) 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;
 - f) Will be admissible during the period of suspension;
 - g) The term "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 Allowances or the Allowances admissible as percentage of pay (excluding those which are capped by fixing maximum limit) shall stand frozen at the level of their admissibility as on 30-06-2015.

9. **Personal Staff Subsidy for Management Grade Officers:**

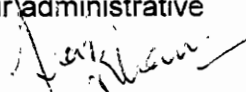
The rates of Personal Staff Subsidy shall be revised as follows:

Existing Rate	Revised Rate
Rs.7,000/ per month (Revised previously vide Finance Division's OM NO. F.3(9) R-4/2004-365 dated 18-02-2013)	Rs.12,000/- per month

(Note: Grant of personal staff subsidy is subject to furnishing of a certificate that the officer is not using the services of any official employee at his residence.)

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.


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ALL MINISTRIES/DIVISIONS/DEPARTMENTS

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