



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

F.No.1(6)Imp/2019-872

Islamabad, the 26th August, 2019

OFFICE MEMORANDUM

Subject:- MISC PETITION NO. 250 & 276/2019 IN APPEAL NO.318 & 336 (R)CS/2019 TITLED M/S ZAFAR IQBAL & OTHERS VERSUS FINANCE ETC REGARDING ADVANCE INCREMENTS

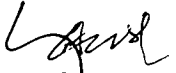
The undersigned is directed to refer to Finance Division's clarification issued vide O.M.No.F.1(6)Imp/2000-392, dated 18-06-2011.

2. Para-6 (a) [iii] of Finance Division O.M.No.F.1/7/IMP-II/87 dated 01-07-1987, allows the advance increments to those who acquires/possesses higher qualification than those prescribed for the post. These advance increments were made double w.e.f 01-06-1991 under para-5 of Finance Division's O.M.No.F.1(12)-IMP-II/91, dated 29-06-1991. Later on, Finance Division's O.M. dated 18-06-2011 was issued which clarified that advance increments for acquiring/possessing higher qualification will be admissible to those officials who have been promoted to higher posts on the basis of seniority-cum-fitness but were not allowed advance increments to those who possess the same qualification, prescribed for the said promotional post.

3. It has been observed that while implementing this policy certain quarters have not adhere to the guidelines in letter & spirit and granted advance increments where promotion to the higher post was made on the basis of reorganization of a department or on qualifying certain departmental examinations. Finance Division's O.M. dated 18-06-2011 covers only such cases where higher scale was granted for promotion on seniority-cum-fitness basis and not due to reorganization of the department or on passing of a departmental examination.

4. FST has recently supported the stance of Finance Division in case of Mr. Muhammad Riaz in Appeal No.226(R)CS/2014 and Mr. Zafar Iqbal and others in Appeals No.318, 336, 714, 715(R)CS/2019 that Finance Division's O.M. dated 18-06-2011 is applicable only to those civil servants who acquired/possessed higher qualification of the promotional post based on the seniority-cum-fitness. Further, Mr. Muhammad Riaz went into appeal in Supreme Court which also upheld the policy of Finance Division vide their judgment dated 17-06-2019.

5. It is, therefore, clarified that Finance Division's O.M. dated 18-06-2011 is applicable in such cases only where promotion to the higher post was made on seniority-cum-fitness basis. It does not cover the cases where promotion to higher scales is made on the basis of reorganization of department or passing of departmental examination. These instructions may be followed in letter & spirit.


(Faisal Nadeem)
Accounts Officer (Imp)

ALL MINISTRIES/DIVISIONS/DEPARTMENTS

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