



GOVERNMENT OF PAKISTAN
FINANCE DIVISION
(Regulations Wing)

No.F.1(1)/Imp/2005

Islamabad, the 1st July, 2005

OFFICE MEMORANDUM

Subject: **REVISION OF BASIC PAY SCALES, ALLOWANCES AND PENSION OF CIVIL EMPLOYEES OF FEDERAL GOVERNMENT (2005).**

The President has been pleased to sanction the revision of Basic Pay Scales, Allowances and Pension w.e.f. 1st July, 2005, for the civil employees of the Federal Government, paid from the civil estimates and from the Defence estimates as detailed in the following paragraphs:-

PART.I - BASIC PAY SCALES

2. **Revised Basic Pay Scales.**

The revised Basic Pay Scales, 2005 shall replace the existing Basic Pay Scales, 2001 as shown in **Annex** to this O.M.

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

- (i) The basic pay of an employee in service on 30.6.2005 shall be fixed in the Revised Basic Pay Scale on point to point basis i.e. at the stage corresponding to that occupied by him above the minimum of 2001 Basic Pay Scales.
- (ii) The corresponding stage for fixation of basic pay in the aforesaid manner in respect of an employee whose pay was fixed beyond the maximum of the relevant scale as a result of discontinuation of move over policy under the 2001 Basic Pay Scales scheme shall be determined on notional extension basis i.e. by treating the amount of personal pay drawn by him on 30th June, 2005, as part of his basic pay scale and the amount beyond the maximum of the prescribed stage in the revised Basic Pay Scales shall be allowed as personal pay.

4. **Annual Increment:**

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

PART.II - ALLOWANCES

5. **Special Additional Allowance:** Special Additional Allowance shall continue to be admissible at frozen level on existing conditions.

6. **Special Relief Allowance and Adhoc Relief:** Special Relief Allowance and Adhoc Relief sanctioned w.e.f. 1.7.2003 and 1.7.2004 respectively shall stand frozen at the level of their admissibility as on 30.6.2005 and the amount shall continue to be admissible to the entitled recipients until further orders but it will cease to be admissible to new entrants joining Government service on or after 1.7.2005 as well as to those employees to whom it was ceased to be admissible under the existing conditions.

7. **House Rent Allowance:**

House Rent Allowance shall be admissible with reference to the Revised Basic Pay Scales, 2005 subject to the existing conditions.

8. **Medical Allowance:**

Medical Allowance shall be admissible @ Rs.425/- p.m. subject to the existing conditions.

9. **Conveyance Allowance:**

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

BPS	RATES (RS. PM)
BPS 1-4	340
BPS 5-10	460
BPS 11-15	680
BPS 16-20	1240

(b) Conveyance Allowance @Rs.1240/- per month shall also be admissible to those BPS 21 & 22 officers who are not sanctioned official vehicle.

10. **Other Special Pays/Special Allowances:**

The rates of Special Pays and Special Allowances shall be revised as detailed below:-

(i) **Entertainment Allowance**

	Existing	Revised
BPS-19	Nil	Rs.500/-P.M
BPS-20	Rs.450/-P.M	Rs.600/-P.M
BPS-21	Rs.525/-P.M	Rs.700/-P.M
BPS-22	Rs.725/-P.M	Rs.975/-P.M.

(ii) **Daily Allowance**

	Existing		Revised	
	Ordinary	Special	Ordinary	Special
BPS-1-4	80/-	110/-	125 /-	200/
BPS-5-11	100/-	120/-	155/-	220/-
BPS-12-16	180/-	200/-	280/-	365/-
BPS-17-18	320/-	350/-	500/-	640/-
BPS-19-20	400/-	450/-	625/-	825/-
BPS-21-22	450/-	550/-	700/-	1000/-

Presently special rates are allowed at 15 specified stations/cities. The Special rates shall also be allowed at Muzaffarabad & Mirpur AJ&K.



(iii) Transportation/Mileage Allowance

	Existing	Revised
<u>Transportation</u>		
i) Motor Car	Rs.1.20/- per k.m.	Rs.2/- per k.m.
ii) Motor Cycle/Scooter	Rs.0.40/- per k.m.	Rs.1/- per k.m.
<u>Mileage Allowance</u>		
i) Personal Car/Taxi	Rs.3/- per k.m.	Rs.5/- per k.m.
ii) Motor Cycle/Scooter	Rs.1/- per k.m.	Rs.2/- per k.m.
iii) Bicycle/Animal back/ foot	Rs.0.75/- per k.m.	Rs.1/- per k.m.
iv) Public Transport	Rs.0.30/- per k.m. (BPS-6 and below). Rs.0.50 per k.m. (BPS 7 and above)	Rs.1/- per k.m. Rs.1/- per k.m.
<u>Travel by Air</u>	Govt. servants in BPS-17 and those in receipt of pay of Rs.5400 and above.	Govt. servants in BPS-17 and above.
<u>Carriage of Personal effects on Transfer/ Retirement</u>	Paisa 0.148 per k.m. per k.g. (or 2.96 paisa per k.m. per unit of 20 k.gs).	Rs.0.008 per k.m. per k.g.

(iv) Qualification Pay

	Existing	Revised
SAS Accountant	Rs.200/-P.M	Rs.400/-P.M
Part-III(ICMA/ICWA)	Rs.300/-P.M	Rs.400/-P.M
ICMA/ICWA	Rs.800/-P.M	Rs.1200/-P.M
Chartered Accountant	Rs.800/-P.M	Rs.1300/-P.M
Staff College/NDC	Rs.750/-P.M	Rs.1000/-P.M
Advanced Course in NIPA	Rs.200/-P.M	Rs.500/-P.M

(v) Senior Post Allowance

	Existing	Revised
BPS-20	Rs.850/-P.M	Rs.1100/-P.M
BPS-21	Rs.925/-P.M	Rs.1200/-P.M
BPS-22	Rs.1200/-P.M	Rs.1600/-P.M.

(vi) Deputation/Addl. Charge Allowance/Special Pay on Current Charge

	Existing	Revised
Deputation Allowance/ Special Allowance on Additional Charge/ Special Pay on Current Charge.	@ 20% of the minimum of Basic Pay/Basic Pay subject to maximum of Rs.2000/- p.m.	@ 20% of the Basic Pay subject to maximum of Rs.6000/- p.m.

(vii) Uniform Allowance

	Existing	Revised
Nurses upto BPS-16	Rs.150/-P.M	Rs.300/-P.M



(viii) Anti Terrorist Squad Allowance

	Existing	Revised
Upto BPS-15	Rs.150/-P.M	Rs.300/-P.M
BPS-16	Rs.200/-P.M	Rs.400/-P.M
BPS-17	Rs.250/-P.M.	RS.500/-P.M
BPS-18	Rs.300/-P.M	Rs.600/-P.M

(ix) PSP Uniform Allowance

Existing	Revised
Rs.250/-P.M	Rs.1200/-P.M

(x) Night Duty Allowance

	Existing	Revised
For Assistants/Clerks	Rs.8/-per night	Rs.10/-per night
Drivers/DRs	Rs.4/-per night	Rs.5/-per night
Naib Qasids	Rs.3.50/-per night	Rs.5/-per night

(xi) Special Pay to PSs/PAs

	Existing	Revised
PS to Minster	Rs.375/- P.M	Rs.500/-P.M
PS to Secretary	Rs.300/- P.M	Rs.400/-P.M
PS to Additional Secretary	Rs.225/- P.M	Rs.300/-P.M
PA to Minister/ Secretary/Additional Secretary/Senior. Joint Secretary	Rs.150/- P.M	Rs.200/-P.M
PA to Joint Secretary	Rs.120/- P.M	Rs.160/-P.M

(xii) Instructional Allowance

Existing	Revised
20% of the Basic Pay subject to maximum of Rs.2000/- per month	(i) 20% of the Basic Pay subject to maximum of Rs.5000/-per month to those Instructors imparting in service training to BPS 17 and above officers.
	(ii) 20% of the Basic Pay subject to maximum of Rs.3000/-per month to those Instructors imparting in service training to employees up to BPS.16.

(xiii) Washing Allowance for Police Force

Existing	Revised
Rs.50/- p.m.	Rs.100/- p.m.



(xiv) Contingent Allowances

The following four contingent allowances admissible to Naib Qasids, Qasids and Daftaries shall stand discontinued and in lieu thereof such entitled categories shall be allowed a new allowance called as **Integrated Allowance** @ Rs.150/- p.m. w.e.f. 1.7.2005:

Existing		Revised
i) Washing Allowance	Rs.30/- p.m.	Integrated Allowance Rs.150/- p.m.
ii) Dusting Allowance	Rs.20/- p.m.	
iii) Drinking Water Allowance	Rs.20/- p.m.	
iv) Dress Allowance	Rs.35/- p.m.	

11. The following 9 Allowances in respect of Civil Government employees shall stand abolished under this scheme:

Name of Allowance	Present Rate
(i) Cash Handling Allowance	Rs.25/- to Rs.60/-P.M
(ii) Outfit Allowance	Rs.500/- (On posting abroad)
(iii) Furniture Cloth Allowance	Rs.125/-P.M (Office of Secretary, National Security Council)
(iv) Telecom Allowance	Rs.150/-P.M
(v) Good Conduct Pay	Rs.45/-P.M
(vi) Copier / Photostat Allowance	Rs.5/-P.M
(vii) Telephone Allowance	Rs.20/-P.M. (Admissible to Staff of ASF)
(viii) Statistic Allowance	Rs.30/-P.M. (Admissible to Lithographic Operators)
(ix) Gilgit Compensatory Allowance	Rs.450/-P.M

PART.III - PENSION

12. Commutation shall be admissible upto a maximum of 35% of Gross Pension, at the option of the pensioner. Admissibility of monthly pension shall be increased from the existing 60% to 65% of Gross Pension.

13. An increase @ 10% shall be allowed on the amount of pension being drawn by the existing pensioners as well as to those Government servants who would draw pension under the Revised Basic Pay Scales, 2005.

14. The increases allowed on pension @ 15% and 8% w.e.f. 01-7-2003 and 01-07-2004 respectively shall not be admissible to the Government servants who would draw pension under the revised Basic Pay Scales, 2005.

15. **Option:**

- (a) The Ministry/Division/Department/Office to which an employee belongs and/ or on whose pay roll he is borne shall obtain an option in writing from such employee within **60 days** commencing from the date of issue of this Office Memorandum and communicate it to the concerned Accounts Office/DDO, as the case may be, either to continue to draw salary in the existing Basic Pay Scales in which he is already drawing or in the Revised Basic Pay Scales and pension/ commutation scheme, 2005 as specified in this O.M. Option once exercised shall be final.



- (b) An existing employee as aforesaid, who does not exercise and communicate such an option within the specified time limit, shall be deemed to have opted to continue to draw salary in the Basic Pay Scales and Pension/Commutation Scheme applicable to him as on 30-06-2005.

16. 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.

17. **Anomalies:** An Anomaly Committee shall be set up in the Finance Division (Regulations Wing) to resolve the anomalies if any, arising in the implementation of this Office Memorandum.



(Muhammad Raziq)
Sr. Joint Secretary (Regs.)
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All Ministries/Divisions/Departments.



ANNEX TO FINANCE DIVISION'S O.M. NO.F.1(1)IMP/2005, DATED 1st July, 2005.

EXISTING BASIC PAY SCALES, 2001

REVISED BASIC PAY SCALES, 2005

BPS	MIN	INCR	MAX	STAGES	MIN	INCR	MAX	STAGES
1	1870	55	3520	30	2150	65	4100	30
2	1915	65	3865	30	2200	75	4450	30
3	1980	75	4230	30	2275	85	4825	30
4	2040	85	4590	30	2345	100	5345	30
5	2100	100	5100	30	2415	115	5865	30
6	2160	110	5460	30	2485	125	6235	30
7	2220	120	5820	30	2555	140	6755	30
8	2310	130	6210	30	2655	150	7155	30
9	2410	145	6760	30	2770	165	7720	30
10	2490	160	7290	30	2865	185	8415	30
11	2590	175	7840	30	2980	200	8980	30
12	2745	195	8595	30	3155	225	9905	30
13	2925	215	9375	30	3365	245	10715	30
14	3100	240	10300	30	3565	275	11815	30
15	3285	265	11235	30	3780	305	12930	30
16	3805	295	12655	30	4375	340	14575	30
17	6210	465	15510	20	7140	535	17840	20
18	8135	585	19835	20	9355	675	22855	20
19	12400	615	24700	20	14260	705	28360	20
20	14710	950	28010	14	16915	1095	32245	14
21	16305	1070	31285	14	18750	1230	35970	14
22	17440	1250	34940	14	20055	1440	40215	14

Copy also forwarded for information to:

1. President's Secretariat (Public), Islamabad.
2. President's Secretariat (Personal), Islamabad.
3. Prime Minister's Secretariat(Internal), Islamabad.
4. Prime Minister's Secretariat(Public), Islamabad.
5. National Assembly Secretariat, Islamabad.
6. Senate Secretariat, Islamabad.
7. Election Commission of Pakistan, Islamabad.
8. Supreme Court of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
10. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
11. Pakistan Mint, Lahore.
12. Auditor General of Pakistan, Islamabad.
13. Federal Public Service Commission, F-5/1, Agha Khan Road, Islamabad.
14. Capital Development Authority, Islamabad.
15. Cost Accounts Organization, Islamabad.
16. Military Accountant General, Rawalpindi.
17. Central Directorate of National Savings, Islamabad.
18. Chief Accounts Officer, M/O Foreign Affairs, Islamabad.
19. Financial Adviser and Chief Accounts Officer, Pakistan Railways, Lahore.
20. All Financial Advisers/Deputy Financial Advisors attached to Ministries/Divisions etc and all officers of Finance Division.
21. Secretariat Training Institute, Islamabad.
22. Federal Tax Ombudsman's Secretariat, Islamabad.
23. DG Post Offices, Islamabad.
24. Office of the Chief Commissioner, Islamabad.
25. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
26. Pakistan Atomic Energy Commission, Islamabad.
27. All Chief Secretaries/Finance Secretaries of the Government of Punjab/ Sindh/ NWFP/Baluchistan & Azad State of Jammu & Kashmir.
28. Directorate General of Inspection & Training, Customs & Central Excise, 8th Floor, New Custom House, Karachi.
29. National Re-Construction Bureau, Prime Minister's Secretariat, Islamabad.
30. National Accountability Bureau, Islamabad.
31. Intelligence Bureau, Islamabad.
32. Member (Finance), KRL, P.O.Box.No.1384, Islamabad.
33. Controller General of Accounts, Islamabad.


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