



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

F.No.1(3)Imp/2017-500

Islamabad, the 3rd July, 2017

OFFICE MEMORANDUM

Subject: REVISION OF BASIC PAY SCALES & ALLOWANCES OF CIVIL SERVANTS OF THE FEDERAL GOVERNMENT (2017)

The President has been pleased to sanction the revision of Basic Pay Scales & Allowances with effect from 1st July, 2017 for the civil employees of the Federal Government, paid out of civil estimates and from the Defence estimates as detailed in the following paragraphs:

Part-I (Pay)

2. Revision of Basic Pay Scales:

The Basic Pay Scales-2017 shall replace the Basic Pay Scales-2016 with effect from 01-07-2017 as contained in the Annexure-I to this Office Memorandum.

3. Fixation of Pay of the existing employees:

- i) The basic pay of an employee in service on 30-06-2017 shall be fixed in the Basic Pay Scales-2017 on point to point basis i.e. at the stage corresponding to that occupied by him/her above the minimum of Basic Pay Scales-2016;
- ii) In case of Personal Pay being drawn by an employee as part of his/her basic pay beyond the maximum of his/her pay scale on 30-06-2017, he/she shall continue to draw such pay in the Basic Pay Scales-2017 at the revised rates.

4. 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 pay scale 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.

5. Annual increment:

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

(Cont'd.....P/2)

Part-II (Allowances)

6. Ad-hoc Allowance - 2010:

- I) The Ad-hoc Allowance-2010 @ 50% granted w.e.f. 01-07-2010 vide Finance Division's O.M.No.F.1(1)Imp/2010-622, dated 05-07-2010, shall cease to exist with effect from 01-07-2017;
- II) For those who are in receipt of an allowance equal to 100% of basic pay in BPS-2008 as on 30-06-2011 and not in receipt of Ad-hoc Allowance-2010 @ 50%, the existing amount of 100% allowance (being drawn at frozen level) shall be reduced by 50% w.e.f. 01-07-2017. The remaining amount shall continue to be drawn at reduced frozen level;
- III) For those who are in receipt of an allowance equal to 100% of basic pay in BPS-2011 as on 30-06-2015 and not in receipt of Ad-hoc Allowance-2010 @ 50%, the existing amount of 100% allowance (being drawn at frozen level) shall be reduced w.e.f. 01-07-2017 by 50% of the amount to be calculated at the level admissible on 30-06-2011. The remaining amount shall continue to be drawn at reduced frozen level.
(Examples are given in Annexure-II)

7. Ad-hoc Relief Allowance-2016:

- A) The Ad-hoc Relief Allowance-2016 @ 10% shall stand frozen at the level of its admissibility as on 30-06-2017;
- B) All the new entrants shall be allowed Ad-hoc Relief Allowance-2016 @ 10% of the minimum of relevant Basic Pay Scales-2016 on notional basis with effect from 01-07-2017, till further orders, and shall stand frozen at the same level.

8. Ad-hoc Relief Allowance-2017:

- a) An Ad-hoc Relief Allowance-2017 @ 10% of the running basic pay of BPS-2017 shall be allowed to the civil employees of the Federal Government as well as civilians paid out of 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 with effect from 01-07-2017 till further orders;
- b) The Ad-hoc Relief Allowance will be subject to Income Tax;
- c) The Ad-hoc Relief Allowance will be admissible during leave and entire period of L.P.R. except during extra ordinary leave;
- d) The Ad-hoc Relief Allowance will not be treated as part of emoluments for the purpose of calculation of Pension/Gratuity and recovery of House Rent;
- e) The Ad-hoc Relief Allowance will not be admissible to the employees during the tenure of their posting/deputation abroad;
- f) The Ad-hoc Relief Allowance 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;
- g) The Ad-hoc Relief Allowance will be admissible during the period of suspension;

(Cont'd.....P/3)

- h) 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.

9. 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) including House Rent Allowance and the Allowance/Special Allowance equal to one month basic pay, granted to Federal Government employees irrespective of his/her posting in Ministry/Division/Department/Office etc. including civil employees in BPS 1-22 of Judiciary shall stand frozen at the level of its admissibility as on 30-06-2017.

10. Orderly Allowance for BPS-20 to BPS-22:

The rates of Orderly Allowance shall be revised as follows:

Existing Rate	Revised Rate
Rs.12,000/ per month	Rs.14,000/- per month

(Note: Subject to furnishing a certificate that the officer is not using the services of any official employee at his residence.)

11. Option:

- (1) The Ministry/Division/Department/Office to which an employee belongs and/or on whose pay roll he/she is borne shall obtain an option in writing from such employees within 30 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 Scheme of Basic Pay Scales-2016 or in the Scheme of Basic Pay Scales-2017 as specified in this Office Memorandum. Option once exercised shall be considered final;
- (2) An existing employee, as aforesaid, who does not exercise and communicate his/her option within the specified time limit, shall be deemed to have opted for the Scheme of Basic Pay Scales-2017.

12. 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.

13. Anomalies:

An Anomaly Committee shall be set up in the Finance Division (Regulations Wing) to resolve the anomalies, if any, arising out in the implementation of the Basic Pay Scales-2017.

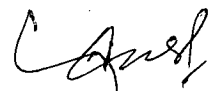

(Faisal Nadeem)
Accounts Officer (Imp)

ALL MINISTRIES/DIVISIONS/DEPARTMENTS

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Copy also forwarded for information to:

1. President's Secretariat (Public), Islamabad.
2. President's Secretariat (Personal), Islamabad.
3. Prime Minister's Office (Internal), Islamabad.
4. Prime Minister's Office (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. Auditor General of Pakistan, Islamabad.
11. Controller General of Accounts, Islamabad.
12. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
13. Military Accountant General, Rawalpindi.
14. All Financial Advisers/Deputy Financial Advisers attached to Ministries/Divisions etc.
15. Chief Accounts Officer, M/O Foreign Affairs, Islamabad.
16. Financial Adviser and Chief Accounts Officer, Pakistan Railways, Lahore.
17. All Chief Secretaries/Finance Secretaries of the Government of Punjab/Sindh/Khyber Pakhtunkhwa/Balochistan/Azad State of Jammu & Kashmir and Gilgit Baltistan.
18. Capital Development Authority, Islamabad.
19. Office of the Chief Commissioner, Islamabad.
20. Federal Public Service Commission, F-5/1, Agha Khan Road, Islamabad.
21. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
22. Pakistan Atomic Energy Commission, Islamabad.
23. Central Directorate of National Savings, Islamabad.
24. National Accountability Bureau, Islamabad.
25. Member (Finance), KRL, P.O.Box.No.1384, Islamabad.
26. Intelligence Bureau, Islamabad.
27. Pakistan Mint, Lahore.
28. DG Post Offices, Islamabad.
29. Economic Adviser's Wing, Finance Division, "S" Block, Pak. Secretariat Islamabad.
30. Secretariat Training Institute, Islamabad.
31. Directorate General of Inspection & Training, Customs & Central Excise, 8th Floor, New Customs House, Karachi.
32. Earthquake Reconstruction & Rehabilitation Authority (ERRA), Islamabad.
33. Federal Tax Ombudsman's Secretariat, Islamabad.
34. Cost Accounts Organization, Islamabad.
35. Web Administrator, Finance Division, Islamabad (for uploading at Finance Division's website i.e. www.finance.gov.pk)



(Faisal Nadeem)
Accounts Officer(Imp)

O.M.No.F.1(3)Imp/2017-500 dated 03-07-2017							
BASIC PAY SCALES OF THE CIVIL SERVANTS							
Basic Pay scales-2016				Stages	Basic Pay scales-2017		
BPS	MIN	INCR	MAX		MIN	INCR	MAX
1	7,640	240	14,840	30	9,130	290	17,830
2	7,790	275	16,040	30	9,310	330	19,210
3	8,040	325	17,790	30	9,610	390	21,310
4	8,280	370	19,380	30	9,900	440	23,100
5	8,590	420	21,190	30	10,260	500	25,260
6	8,900	470	23,000	30	10,620	560	27,420
7	9,220	510	24,520	30	10,990	610	29,290
8	9,540	560	26,340	30	11,380	670	31,480
9	9,860	610	28,160	30	11,770	730	33,670
10	10,180	670	30,280	30	12,160	800	36,160
11	10,510	740	32,710	30	12,570	880	38,970
12	11,140	800	35,140	30	13,320	960	42,120
13	11,930	880	38,330	30	14,260	1,050	45,760
14	12,720	980	42,120	30	15,180	1,170	50,280
15	13,510	1,120	47,110	30	16,120	1,330	56,020
16	15,880	1,280	54,280	30	18,910	1,520	64,510
17	25,440	1,930	64,040	20	30,370	2,300	76,370
18	31,890	2,400	79,890	20	38,350	2,870	95,750
19	49,370	2,560	100,570	20	59,210	3,050	120,210
20	57,410	3,750	109,910	14	69,090	4,510	132,230
21	63,780	4,150	121,880	14	76,720	5,000	146,720
22	68,540	4,870	136,720	14	82,380	5,870	164,560

O.M.No.F.1(3)Imp/2017-500 dated 03-07-2017

- A) Those who are in receipt of an allowance equal to 100% of basic pay in BPS-2008 as on 30-06-2011 and not in receipt of Ad-hoc Allowance-2010 @ 50%, the existing amount of 100% allowance shall be reduced by 50% w.e.f. 01-07-2017.

Example

Mr. N, Assistant Director, (BPS-17) in receipt of basic pay of Rs.48,600/- on 30-06-2017 with the frozen level of an allowance of Rs.14,520/- equal to 100% of basic pay in BPS-16 of BPS-2008 will draw a reduced amount of Rs.7,260/- w.e.f. 01-07-2017 calculated as under:

30-06-2017		01-07-2017		
Basic Pay in BPS-17	48,600/-	Basic Pay in BPS-17		57,970/-
Amount of 100% allowance in BPS-16	14,520/-	-Amount of 100% allowance	14,520/-	
		-Less: amount to be reduced (50% of Rs.14520)	<u>(7,260/-)</u>	
		-Amount admissible on 01-07-2017		7,260/-
Total	63,120/-	Total		65,230/-

- B) Those who are in receipt of an allowance equal to 100% of basic pay in BPS-2011 as on 30-06-2015 and not in receipt of Ad-hoc Allowance-2010 @ 50%, the existing amount of 100% allowance shall be reduced w.e.f. 01-07-2017 by 50% of the amount to be calculated on the level admissible on 30.6.2011.

Example

Mr. T, Assistant Director, (BPS-18) in receipt of basic pay of Rs.39,090/- on 30.06.17 with the frozen level of an allowance of Rs.19,600/- equal to 100% of basic pay in B-17 of BPS-2011 will draw a reduced amount of Rs.13,565/- calculated as under:

30-06-2017		01-07-2017		
Basic Pay in BPS-18	39,090/-	Basic Pay in BPS-18		46,960/-
Amount of 100% allowance in BPS-17	19,600/-	-Amount of 100% allowance	19,600/-	
		-Less: amount to be reduced (50% of Rs.12,070 *)	<u>(6,035/-)</u>	
		-Amount admissible on 01-07-2017		13,565/-
Total	58,690/-	Total		60,525/-
* 6,035 is 50% of Rs.12,070/- which is corresponding stage in BPS-2008 against the stage of Rs.19,600/- in BPS-2011.				