

Government of Pakistan
Finance Division
(Regulations Wing)

F.No.3(11)R.2/2011/

Islamabad the 12/2/2011

OFFICE MEMORANDUM

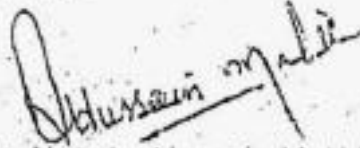
Subject: ADMISSIBILITY OF INCREMENTS BEYOND THE SCOPE OF PAY SCALES.

The undersigned is directed to refer to the Finance Division's O.M. No.5(1)Imp/2005-13-10-2005 wherein it was, inter-alia, clarified that all those Government Servants who are posted/may exhaust the relevant pay scale may be allowed the benefit of an annual increment beyond the existing scope of the pay scale from 01-12-2005. The increment so allowed may be treated as personal pay subject to the condition that the employee concerned has put in six months or more service as counts for annual increment unless withheld under the relevant rules. The amount of the personal pay may be treated as part of pay scale of the concerned Government Servant for the purpose of fixation of pay, pension and recovery of house rent etc.

? ✓ In the light of the above clarification questions have arisen as to whether the increments admissible in the following cases can also be allowed beyond the scope of the pay scales:-

- i) Grant of increments on promotion from lower post to higher post if the concerned civil servant is at the maximum stage of pay scale of higher post.
- ii) In the year of retirement if the concerned civil servant has completed six months in the pay scale in which he retires and he is at the maximum stage of his pay scale.
- iii) The benefit of annual increment on notional basis/presumptive basis in the lower pay scale (at the maximum stage) in case of promotion after 1st June and a civil servant opt for re-fixation of his pay in terms of Finance Division O.M. No.5(2)Gaz-Imp-1/75 dated 14-10-1975.

3. ~~The matter has been considered in the Finance Division and it has~~
~~been decided that in all the above three cases increments if otherwise due may~~
~~also be allowed beyond the scope of the scales. The increments or allowed shall~~
~~be in the nature of personal pay. The amount of the personal pay may be treated as~~
~~part of the pay scale of the concerned government servant for the purpose of~~
~~allowance of pay, bonus and recovery of House Rent etc.~~


(Dr. Alamdar Hussain Malik)
Deputy Secretary (R-1)
Pn:9262704

ALL MINISTRIES/DIVISIONS/DEPARTMENTS

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. Auditor General of Pakistan, Islamabad.
11. Controller General of Accounts, Islamabad.
12. AGPR, Islamabad with reference to their letter No TM/HA/1-13/Vol-10/2524 dated 30-12-2010.
13. AGPR, Lahore/Peshawar/Karachi/Quetta.
14. Military Accountant General, Rawalpindi.
15. All Financial Advisers/Deputy Financial Advisers attached to Ministries/Divisions etc and all officers of Finance Division.
16. Chief Accounts Officer, M/O Foreign Affairs, Islamabad.
17. Financial Adviser and Chief Accounts Officer, Pakistan Railways, Lahore.
18. All Chief Secretaries/Finance Secretaries of the Government of Punjab/Sindh/NWFP/Balochistan & Azad State of Jammu & Kashmir.
19. Capital Development Authority, Islamabad.
20. Office of the Chief Commissioner, Islamabad.