



F.No.1(3)Imp/2015- 630

Islamabad, the 7<sup>th</sup> July, 2015

OFFICE MEMORANDUM

Subject: REVISION OF BASIC PAY SCALES & ALLOWANCES OF CIVIL SERVANTS OF THE FEDERAL GOVERNMENT (2015)

The President has been pleased to sanction the revision of Basic Pay Scales & Allowances with effect from 1<sup>st</sup> July, 2015 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-2015 shall replace the Basic Pay Scales-2011 with effect from 01-07-2015 as contained in the Annexure to this Office Memorandum.

3. 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 Basic Pay Scales-2015 on point to point basis i.e. at the stage corresponding to that occupied by him/her above the minimum of Basic Pay Scales-2011;
- 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 30-06-2015, he/she shall continue to draw such pay in the Basic Pay Scales-2015 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 1<sup>st</sup> December each year.

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Part-II (Allowances)

6. Ad-hoc Relief Allowances:

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

S. No.	Name of Ad-hoc Relief Allowance	Office Memorandum and Date	Admissible Rates
i	Ad-hoc Relief Allowance-2011 (01-07-2011)	F.1(5)Imp/2011-419, dated 04-07-2011	15% of the basic pay on BPS-2008
ii	Ad-hoc Relief Allowance-2012 (01-07-2012)	F.1(3)Imp/2012, dated 02-07-2012	20% of the basic pay on BPS-2011

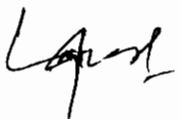
7. Ad-hoc Allowance-2010 (if admissible), 2013 and 2014:

- i) The Ad-hoc Allowance -2010 @ 50% of the basic pay of Basic Pay Scales-2008 (where admissible to the Civil employees) shall continue to stand frozen at the level of its admissibility/drawn as on 30-06-2015;
- ii) All the new entrants shall be allowed Ad-hoc Allowance-2010 @ 50% of the minimum of relevant Basic Pay Scales-2008 (if admissible in that organization) 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 its 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 Basic Pay Scales-2011 on notional basis with effect from 01-07-2015, till further orders, and shall stand frozen at the same level.

8. Ad-hoc Relief Allowance-2015:

- i) An Ad-hoc Relief Allowance-2015 @ 7.5% of the running basic pay of BPS-2015 to the civil employees of the Federal Government as well as civilians paid out of Defense estimates including contingent paid staff and contract employees employed against civil posts in Basic Pay Scales on standard terms and conditions of contract appointment shall be allowed with effect from 01-07-2015 till further orders;
- ii) The Ad-hoc Relief Allowance will be subject to Income Tax;
- iii) The Ad-hoc Relief Allowance will be admissible during leave and entire period of LPR except during extra ordinary leave;

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- iv) 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;
- v) The Ad-hoc Relief Allowance will not be admissible to the employees during the tenure of their posting/deputation abroad;
- vi) 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;
- vii) The Ad-hoc Relief Allowance will be admissible during the period of suspension;
- viii) 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. Medical Allowance:

- (i) The President has further been pleased to sanction 25% increase in the amount of Medical Allowance to the civil employees in the following manner:

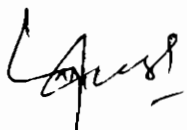
BPS	Existing Rate	Revised Rate
1 to 15	Rs.1,200/-	Rs.1,500/-
16-22	Increase in the amount of Medical Allowance @ 25% of the existing amount, being admissible/drawn on 30-06-2015.	

- (ii) All the new entrants in BPS-16 to BPS-22 shall be allowed Medical Allowance @ 15% of the minimum of relevant Basic Pay Scales-2008 on notional basis plus 25% of the amount of Medical Allowance, so calculated, w.e.f. 01-07-2015, till further orders, and shall stand frozen at the same level;
- (iii) The Medical Allowance, in no case, should be less than Rs.1,500/- per month.

10. 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 30-06-2015.

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

The rates of Orderly Allowance shall be revised as follows:

Existing Rate	Revised Rate
Rs.7,000/ per month	Rs.12,000/- per month

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

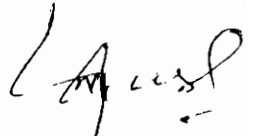
12. Option:

- (i) 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-2011 or in the Scheme of Basic Pay Scales-2015 as specified in this Office Memorandum. Option once exercised shall be considered final.
- (ii) 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-2015.

13. 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.

14. 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-2015.

  
(Faisal Nadeem)  
Accounts Officer (Imp)

ALL MINISTRIES/DIVISIONS/DEPARTMENTS

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**BASIC PAY SCALES OF THE CIVIL SERVANTS**

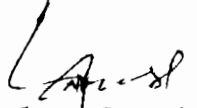
Basic Pay scales-2011				Stages	Basic Pay scales-2015		
BPS	MIN	INCR	MAX		MIN	INCR	MAX
1	4,800	150	9,300	30	6,210	195	12,060
2	4,900	170	10,000	30	6,335	220	12,935
3	5,050	200	11,050	30	6,535	260	14,335
4	5,200	230	12,100	30	6,730	300	15,730
5	5,400	260	13,200	30	6,985	340	17,185
6	5,600	290	14,300	30	7,235	375	18,485
7	5,800	320	15,400	30	7,490	415	19,940
8	6,000	350	16,500	30	7,750	455	21,400
9	6,200	380	17,600	30	8,015	495	22,865
10	6,400	420	19,000	30	8,275	544	24,595
11	6,600	460	20,400	30	8,540	595	26,390
12	7,000	500	22,000	30	9,055	650	28,555
13	7,500	550	24,000	30	9,700	715	31,150
14	8,000	610	26,300	30	10,340	790	34,040
15	8,500	700	29,500	30	10,985	905	38,135
16	10,000	800	34,000	30	12,910	1,035	43,960
17	16,000	1,200	40,000	20	20,680	1,555	51,780
18	20,000	1,500	50,000	20	25,940	1,950	64,940
19	31,000	1,600	63,000	20	40,155	2,075	81,655
20	36,000	2,350	68,900	14	46,705	3,050	89,405
21	40,000	2,600	76,400	14	51,885	3,375	99,135
22	43,000	3,050	85,700	14	55,755	3,960	111,195



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Copy also forwarded for information to:

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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 Advisors 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. Sectt. 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)