

Government of Pakistan
Finance Division
(Regulations Wing)

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No. F. 1/7/IMP-II/87

Islamabad, the 1st July, 1987

OFFICE MEMORANDUM

Subject: REVISION OF BASIC PAY SCALES OF CIVIL EMPLOYEES OF THE FEDERAL GOVERNMENT

The President has been pleased to sanction the revision of Basic Pay Scales for the civil employees of the Federal Government, paid directly from the Civil Estimates or from the Defence Estimates as detailed in the following paragraphs.

2. Basic Pay Scales: The new scales, as shown in the Annexure to this O.M. shall replace the Basic Pay Scales 1983 and shall be effective from the First of July 1987.

3. Initial Fixation of Pay.— (i) The initial pay of an existing employee who has been in Government service since before the 1st of July, 1987, shall be fixed on "Point to Point basis" i.e. at the stage in the relevant Basic Pay Scale which is as many stages above the minimum as the stage occupied by him above the minimum of existing Basic Pay Scale.

(ii) The annual increment shall continue to be admissible subject to the existing conditions on the First of December each year. However, the first annual increment of the existing employees in the Basic Pay Scales shall accrue on the 1st December, 1987.

(iii) The existing Indexed Pay sanctioned vide Finance Division's O.M. No. 1(9) Imp. II/86 dated 1-7-1986 shall cease to be admissible with effect from First of July, 1987.

(iv) The interim relief of Rs. 20/ p.m sanctioned vide this Division's Circular O.M. No. F.7(1) R. 5/87, dated the 24th March, 1987, to the low paid employees, shall cease to be admissible with effect from 1st July, 1987.

(v) In cases of promotions from a lower to a higher post/scale before the introduction of these scales, the pay of the senior employee in the same 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.

4. Grant of Selection Grade to Clerical Posts w.e.f. 1-7-1987.

(i) 33% posts of L.D.Cs (BPS-5) shall be placed in Selection Grade BPS-7.

(ii) The Senior Clerks (BPS-6) of the Provincial Governments shall be allowed BPS-7 and 33% posts be placed in Selection Grade BPS-9.

(iii) 33% posts of U.D.Cs (BPS-7) shall be placed in Selection Grade BPS-9.

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5. Grant of Selection Grade to Assistants in Federal Secretariat.

33% posts of Assistants in Federal Secretariat shall be placed in BPS-15 in place of existing 25% posts in BPS-14.

6. Grant of Advance Increments to officials for possessing/attaining higher educational qualifications.-

(a) Advance increments shall be allowed to the officials in BPS-1-15 for possessing or acquiring higher educational qualifications over and above the prescribed qualification in relevant Recruitment Rules to the extent given below:-

	Matric at least 2nd Div.	F.A/F.Sc. at least 2nd Div.	B.A/B.Sc. at least 2nd Div.	M.A/M.Sc. at least 2nd Div.
(i) Where the prescribed qualification is Non-Matric.	1	2	3	4
(ii) Where the prescribed qualification is Matric.	Nil	1	2	3
(iii) Where the prescribed qualification is F.A/F.Sc	Nil	Nil	1	2
(iv) Where the prescribed qualification is B.A/B.Sc.	Nil	Nil	Nil	1

(b) Engineers and Doctors shall be allowed four advance increments in case they possess or acquire a Post-Graduate degree in their relevant field for which they have not been allowed any qualification pay.

(c) The advance increment/increments shall be allowed at the time of recruitment or acquiring higher qualification during service. In cases where the employee is already at the maximum of his pay scale, he would be allowed the requisite number of increments as personal pay to be absorbed on moving over/promotion to higher pay scale.

7. House Rent Allowance.

All employees not provided with Government accommodation and posted at the stations specified in para-1(a) of Finance Division's O.M. No. F.2(9)-R.5/81 dated 27-6-1981 shall continue to be entitled to house rent allowance at 45% of the minimum of the relevant Basic Pay Scale without indexation sanctioned vide Finance Division O.M. No. F.1(13)-Imp.II/86 dated 1-7-1986. At all other places this allowance will be allowed at 30% of the minimum of relevant basic pay scale without indexation against the existing rate of 20% of the minimum of the relevant Basic Pay Scales.

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8. Conveyance Allowance. The Conveyance Allowance shall continue to be admissible at the Stations specified in para 8 of Finance Division's O.M. No. F.1(1)-Imp. 1/77 dated 28-4-1977 at the rates given below: -

- (i) Government Servants drawing pay of Rs. 1650 p.m. and above:-
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| (a) Those maintaining motor car not registered for commercial purpose. | Rs. 285/- p.m. |
| (b) Others. | Rs. 150/- p.m. |
- (ii) Government Servants drawing pay of Rs. 850/- p.m and above but less than Rs 1650/- p.m. and maintaining motor-cycle/Scooter. Rs. 100/- p.m. |
- (iii) Others Rs. 70/- p.m. |

9. Indexation of Conveyance Allowance :- It has been decided that the existing indexation of Conveyance Allowance allowed vide this Division's O.M. F. 1(12)-Imp.II/86, dated the 1st July, 1986 for the fiscal year 1986-87 shall be revised (inclusive of the rate of indexation of the Conveyance Allowance of the last year) with effect from 1st July, 1987 as under :-

- (a) Government servants drawing basic pay upto Rs. 1935/ p.m. 1.08
- (b) Government servants drawing basic pay above Rs. 1935/ p.m. 1.07

The other condition regarding grant of indexation of Conveyance Allowance shall continue to apply.

10. Medical Allowance:- Medical Allowance @ Rs. 50/ p.m. shall be allowed to the employees in BPS 1 to 15 instead of the re-imbursment of the cost of medicines purchased by the employees as out-door patients. The facility of in-door treatment shall continue to be admissible.

11. Research Allowance : It has been decided to allow Research Allowance at the rate of 20% of the pay subject to a maximum of Rs. 800/-p.m. to the employees in BPS-16 and above, deployed exclusively on research work, both field officers and those employed exclusively for the Research Organisations. This allowance would be admissible to employees of such research organisations which are performing purely research work and have been so recognised by the Finance and the Establishment Divisions.

12. Special Allowance for Deputy Secretaries :- It has been decided to allow Special Allowance at a fixed rate of Rs 300/ p.m. instead of at 20% of pay sanctioned vide this Division' circular O.M. No. F. 1(4) R. 3/83, dated the 8th December, 1985, to holders of the post of Deputy Secretary and equivalent working in the Federal Secretariat including President/Prime Minister/National Assembly and Senate Secretariats w.e.f. 1.7.1987. However, in the case of existing Deputy Secretaries and

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equivalent in B-19, already drawing special allowance at 20% of pay, the amount of their special allowance would be frozen at the rates admissible on 30-6-1987 as personal to them for so long as they hold the post in B-19 and remain posted in the Secretariat.

13. Anomalies :- A Committee has been set up in the Finance Division (Regulations Wing) to resolve the anomalies, if any, arising out of the issue of this order.

Farhat Hussain
(FARHAT HUSSAIN)
Joint Secretary

All Ministries/Divisions.

MINISTRY OF FINANCE
(Reg. Record Branch)