

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

No. 8/10/2013-E.2

Islamabad, the 20th October, 2014

OFFICE MEMORANDUM

Subject:- **ASSISTANCE PACKAGE FOR FAMILIES OF GOVERNMENT EMPLOYEES WHO DIE IN SERVICE.**

In continuation of this Division's O.M. No.7/40/2005-E-2 dated 13-06-2006, as amended from time to time, on the above noted subject, the Prime Minister has now been pleased to approve the following amendments / additions, effective from 15-06-2013, in the existing Assistance Package for families of Government Employees who die in service:-

Item	In Service Deaths	Security related Deaths																				
Lump Sum Grant	<p>Upto Rs.9 million according to following scales:-</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">BS</th> <th style="text-align: center;">Amount</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1-16</td> <td style="text-align: center;">2.5 Million</td> </tr> <tr> <td style="text-align: center;">17</td> <td style="text-align: center;">4 Million</td> </tr> <tr> <td style="text-align: center;">18-19</td> <td style="text-align: center;">8 Million</td> </tr> <tr> <td style="text-align: center;">20 & above</td> <td style="text-align: center;">9 Million</td> </tr> </tbody> </table>	BS	Amount	1-16	2.5 Million	17	4 Million	18-19	8 Million	20 & above	9 Million	<p>a. Upto Rs.10 million according to following scales:-</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">BS</th> <th style="text-align: center;">Amount</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1-16</td> <td style="text-align: center;">3 Million</td> </tr> <tr> <td style="text-align: center;">17</td> <td style="text-align: center;">5 Million</td> </tr> <tr> <td style="text-align: center;">18-19</td> <td style="text-align: center;">9 Million</td> </tr> <tr> <td style="text-align: center;">20 & above</td> <td style="text-align: center;">10 Million</td> </tr> </tbody> </table> <p>b. Rs. 700,000/-to the officers/officials incapacitated and released from service for having become invalid as a result of injury in encounters /bomb blasts, riots/ watch and ward duty or terrorist activity.</p> <p>c. Rs. 500,000/- to the officers/ officials incapacitated as a result of the injury in accidents as stated in para "b" above but who are still serving in the department.</p>	BS	Amount	1-16	3 Million	17	5 Million	18-19	9 Million	20 & above	10 Million
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Pension	<p>Full pay and allowances to the families of government servant till the date of superannuation, with increments and full benefits of the revised rates of all pay and allowances, special / adhoc relief etc, as allowed by the government from time to time.</p>																					

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	On attaining the age of superannuation, his / her spouse shall be entitled to full pension as per rules governing superannuating officials.																	
Education	Free education to all the children of the deceased government employees up to higher education level including expenses of children on account of tuition Fee, Books and related material, living allowances etc.	Free education to all the children of the deceased government employees up to higher education level including expenses of children on account of tuition Fee, Books and related material, living allowances etc.																
Cash payment in lieu of Plot of Land	<table border="1"> <thead> <tr> <th>BS</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>1-8</td> <td>2 Million</td> </tr> <tr> <td>9-16</td> <td>5 Million</td> </tr> <tr> <td>17 and above</td> <td>7 Million</td> </tr> </tbody> </table>	BS	Amount	1-8	2 Million	9-16	5 Million	17 and above	7 Million	<table border="1"> <thead> <tr> <th>BS</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>1-8</td> <td>2 Million</td> </tr> <tr> <td>9-16</td> <td>5 Million</td> </tr> <tr> <td>17 and above</td> <td>7 Million</td> </tr> </tbody> </table>	BS	Amount	1-8	2 Million	9-16	5 Million	17 and above	7 Million
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Employment	Employment of widow/ widower, one son or daughter to the posts in BS-01 to BS-15, on regular basis without advertisement against the post criteria of which the applicant fulfills.	Employment of widow/ widower, one son or daughter to the posts in BS-01 to BS-15, on regular basis without advertisement against the post criteria of which the applicant fulfills.																
Marriage Grant	Marriage grant amounting to Rs.0.80 million, on wedding of one daughter.	Marriage grant amounting to Rs.0.80 million, on wedding of one daughter.																
Nomination of an officer as counsel	An officer of BS-17 or BS-18, to be nominated by each Ministry/Division/ Department as counsel, will be responsible for finalization/provision of all the facilities under the package, to the families of Govt. employees who die in service, within one month of the incident.	An officer of BS-17 or BS-18, to be nominated by each Ministry/Division/ Department as counsel, will be responsible for finalization/provision of all the facilities under the package, to the families of Govt. employees who die in service, within one month of the incident.																
Special Lump Sum Grant from Benevolent Fund.		<p>A special lump sum grant from Benevolent Fund ranging from Rs. 200,000 to Rs. 500,000 as per following scales :-</p> <table border="1"> <thead> <tr> <th>S. No</th> <th>Pay Scales (BS)</th> <th>Lump Sum Grant (RS)</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>1-10</td> <td>200,000</td> </tr> <tr> <td>2.</td> <td>11-16</td> <td>300,000</td> </tr> <tr> <td>3.</td> <td>17-19</td> <td>400,000</td> </tr> </tbody> </table>	S. No	Pay Scales (BS)	Lump Sum Grant (RS)	1.	1-10	200,000	2.	11-16	300,000	3.	17-19	400,000				
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Monthly Benevolent Grant		4.	20 and above	500,000	
		#	Pay Slabs		Amount
			Minimum	Maximum	
		1	Upto	5, 000	8,000
		2	5, 001	5, 500	8,300
		3	5, 501	6, 000	8,600
		4	6, 001	6, 500	8,900
		5	6, 501	7, 000	9,200
		6.	7, 001	7, 500	9,500
		7.	7, 501	8, 000	9,800
		8	8, 001	8, 500	10,100
		9	8, 501	9, 000	10,400
		10	9, 001	9, 500	10,700
		11	9, 501	11, 000	11,200
		12	11,001	13, 000	11,800
		13	13,001	15, 000	12,400
		14	15,001	17, 000	13,000
		15	17,001	19, 000	13,600
		16	19,001	21, 000	14,200
		17	21,001	23, 000	14,800
		18	23,001	25, 000	15,400
		19	25,001	27, 000	16,000
		20	27,001	29, 000	16,600
		21	29,001	31, 000	17,200
		22	31,001	33, 000	17,800
		23	33,001	35, 000	18,400
		24	35,001	37, 000	19,000
		25	37,001	39, 000	19,600
		26	39,001 & above		20,200
Pre requisite	In case of in service death (normal) of a	In case of in service death (security related) of			

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<p>for facilitation of family of deceased Govt. Employees</p>	<p>government employee, the following pre-requisites must immediately be fulfilled by the concerned Ministry/ Division/ Department so that the family of the deceased government employee could be facilitated without any delay:-</p> <ol style="list-style-type: none"> a. Immediate submission of family pension case. b. Option form for Direct Credit Scheme (online payment of pension) c. Application for Anticipatory Pension (80%of the total pension). <p>Besides, as a pro-active approach, each Ministry/Division/Department must observe the following practices regarding their employees:-</p> <ol style="list-style-type: none"> d. Up to date list of family members of each employee for pension purpose be maintained before hand. e. Nomination for General Provident Fund must be ensured for each employee during his/her life time. 	<p>a government employee, the following pre-requisites must immediately be fulfilled by the concerned Ministry/Division/Department so that the family of the deceased government employee could be facilitated without any delay:-</p> <ol style="list-style-type: none"> a. Immediate submission of family pension case. b. Option form for Direct Credit Scheme (online payment of pension) c. Application for Anticipatory Pension (80%of the total pension). <p>Besides, as a pro-active approach, each Ministry/Division/Department must observe the following practices regarding their employees:-</p> <ol style="list-style-type: none"> d. Up to date list of family members of each employee for pension purpose be maintained before hand. e. Nomination for General Provident Fund must be ensured for each employee during his/her life time.
<p>GP Fund</p>	<p>In case of in service death, the assistance package in terms of GP Fund shall be as follows:-</p> <ul style="list-style-type: none"> ● BPS 1-3 = Payable amount + 50% Bonus ● BPS 4-22 = Payable amount 30% Bonus ● Fixation of pay of each employee on timely and regular basis. ● Service verification on regular basis. ● Upto date Service Statement ● Maintaining leave account on regular basis ● Updating employee record through change in SAP of AGPR. 	<p>In case of in service death, the assistance package in terms of GP Fund shall be as follows:-</p> <ul style="list-style-type: none"> ● BPS 1-3 = Payable amount + 50% Bonus ● BPS 4-22 = Payable amount +30% Bonus ● Fixation of pay of each employee on timely and regular basis. ● Service verification on regular basis. ● Upto date Service Statement ● Maintaining leave account on regular basis ● Updating employee record through change in SAP of AGPR.
<p>Payment of Pension through Direct Credit</p>	<p>The following steps shall be taken by the concerned Ministries/ Divisions / Departments for payment of pension through Direct Credit Scheme (DCS) (optional):-</p>	<p>The following steps shall be taken by the concerned Ministries/ Divisions / Departments for payment of pension through Direct Credit Scheme (DCS) (optional):-</p>

Scheme (DCS)	<p>a. The Direct Credit Scheme must be made compulsory for all new pensioners/family pensioners w.e.f. 01.01.2015</p> <p>b. The manual both halves would be discontinued w.e.f.01.01.2015 for all new pensioners/family pensioners.</p> <p>c. The historical pensioners must be brought into the stream of DCS, phase-wise.</p>	<p>a. The Direct Credit Scheme must be made compulsory for all new pensioners/family pensioners w.e.f. 01.01.2015</p> <p>b. The manual both halves would be discontinued w.e.f.01.01.2015 for all new pensioners/family pensioners.</p> <p>c. The historical pensioners must be brought into the stream of DCS, phase-wise.</p>
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2. A list of other existing provisions remaining unchanged is also annexed for information and referencing.

3. All Ministries/Divisions are requested to take further necessary action accordingly.



(Muhammad Javaid)
Section Officer (E-2)
Tele: 9224541

All Ministries/Divisions, Islamabad/Rawalpindi.
Accountant General of Pakistan Revenue, Islamabad
Federal Employees Benevolent and Group Insurance, Islamabad

**Annexture to
Establishment Division's
O.M. No. 8/10/2013E-2,
dated 20th October, 2014**

**LIST OF OTHER EXISTING PROVISIONS OF PRIME MINISTER'S
ASSISTANCE PACKAGE REMAINING UNCHANGED.**

Item	In Service Deaths	Security related Deaths
Pension		Upon embracing Shahdat, salary of such Government employees which they were drawing immediately before Shahdat may continue to be paid uninterrupted, alongwith usual allowances and annual increments from time to time, commensurate to their pay scales, alongwith full pensionary benefits, to their widows/widowers/ children till superannuation.(Establishment Division's O.M No. 7/40/2005-E-2, dated 29 th August, 2014).
Plot of Land	<p>▶ Allotment of a plot as per FGEHF policy against 2% quota fixed for deceased employees.</p> <p>▶ The widow would also be eligible to be considered for allotment of plot as per FGEHF policy applicable to serving Federal Government employees. However, allotment of plot against one category would render her ineligible for consideration in second category. (Establishment Division's O.M. No.7/40/2005-E-2 dated 13th June, 2006).</p>	<p>▶ Allotment of a plot as per FGEHF policy against 2% quota fixed for deceased employees.</p> <p>▶ The widow would also be eligible to be considered for allotment of plot as per FGEHF policy applicable to serving Federal Government employees. However, allotment of plot against one category would render her ineligible for consideration in second category. (Establishment Division's O.M. No.7/40/2005-E-2 dated 13th June, 2006).</p>
Waiver of Unpaid Amount of Plot Allotted by FGEHF	The balance amount of plot allotted by FGEHF, in cases where both husband and wife have expired and their dependents are unable to pay the cost of the plot, shall be paid by the Government. (Establishment Division's O.M. No.7/40/2005-E-2 (part-2), dated 15 th March, 2008).	The balance amount of plot allotted by FGEHF, in cases where both husband and wife have expired and their dependents are unable to pay the cost of the plot, shall be paid by the Government. (Establishment Division's O.M. No.7/40/2005-E-2 (part-2), dated 15 th March, 2008).
House Building Advance	In case of advance agaist salaries sanctioned by the AGPR or the provincial AG office, the unpaid balance to be waived off. (Establishment Division's O.M No. 7/40/2005-E-2, dated 13 th June, 2006).	In case of advance agaist salaries sanctioned by the AGPR or the provincial AG office, the unpaid balance to be waived off. (Establishment Division's O.M No. 7/40/2005-E-2, dated 13 th June. 2006).
Motor Car,	The waiver of balance amount of Motor	The waiver of balance amount of Motor

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Motor Cycle and Bicycle Advances	Car, Motor Cycle and Bicycle Advances which the deceased employees secured while they were in service. (Establishment Division's O.M No. 8/1/2011-E-2, dated 3 rd November, 2011).		Car, Motor Cycle and Bicycle Advances which the deceased employees secured while they were in service. (Establishment Division's O.M No. 8/1/2011-E-2, dated 3 rd November, 2011).																																																																																	
Accommodation			Retention of Government house or payment of rent for hired house till superannuation or for 5 years which ever is later. (Establishment Division's O.M No. 7/40/2005-E-2, dated 13 th June, 2006.)																																																																																	
Health	Free health facilities to widow for life and for children upto age of 18 years in Government hospitals. (Establishment Division's O.M No. 7/40/2005-E-2, dated 13 th June, 2006).		Free health facilities to widow for life and for children upto age of 18 years in Government hospitals. (Establishment Division's O.M No. 7/40/2005-E-2, dated 13 th June, 2006).																																																																																	
Monthly Benevolent Grant	<table border="1"> <thead> <tr> <th rowspan="2">#</th> <th colspan="2">Pay Slabs</th> <th rowspan="2">Grant</th> </tr> <tr> <th>Minimum</th> <th>Maximum</th> </tr> </thead> <tbody> <tr><td>1</td><td>Upto</td><td>5, 000</td><td>4, 000</td></tr> <tr><td>2</td><td>5, 001</td><td>5, 500</td><td>4, 150</td></tr> <tr><td>3</td><td>5, 501</td><td>6, 000</td><td>4, 300</td></tr> <tr><td>4</td><td>6, 001</td><td>6, 500</td><td>4, 450</td></tr> <tr><td>5</td><td>6, 501</td><td>7, 000</td><td>4, 600</td></tr> <tr><td>6.</td><td>7, 001</td><td>7, 500</td><td>4, 750</td></tr> <tr><td>7.</td><td>7, 501</td><td>8, 000</td><td>4, 900</td></tr> <tr><td>8</td><td>8, 001</td><td>8, 500</td><td>5, 050</td></tr> <tr><td>9</td><td>8, 501</td><td>9, 000</td><td>5, 200</td></tr> <tr><td>10</td><td>9, 001</td><td>9, 500</td><td>5, 350</td></tr> <tr><td>11</td><td>9, 501</td><td>11, 000</td><td>5, 600</td></tr> <tr><td>12</td><td>11,001</td><td>13, 000</td><td>5, 900</td></tr> <tr><td>13</td><td>13,001</td><td>15, 000</td><td>6, 200</td></tr> <tr><td>14</td><td>15,001</td><td>17, 000</td><td>6, 500</td></tr> <tr><td>15</td><td>17,001</td><td>19, 000</td><td>6, 800</td></tr> <tr><td>16</td><td>19,001</td><td>21, 000</td><td>7, 100</td></tr> <tr><td>17</td><td>21,001</td><td>23, 000</td><td>7, 400</td></tr> <tr><td>18</td><td>23,001</td><td>25, 000</td><td>7, 700</td></tr> <tr><td>19</td><td>25,001</td><td>27, 000</td><td>8, 000</td></tr> </tbody> </table>	#	Pay Slabs		Grant	Minimum	Maximum	1	Upto	5, 000	4, 000	2	5, 001	5, 500	4, 150	3	5, 501	6, 000	4, 300	4	6, 001	6, 500	4, 450	5	6, 501	7, 000	4, 600	6.	7, 001	7, 500	4, 750	7.	7, 501	8, 000	4, 900	8	8, 001	8, 500	5, 050	9	8, 501	9, 000	5, 200	10	9, 001	9, 500	5, 350	11	9, 501	11, 000	5, 600	12	11,001	13, 000	5, 900	13	13,001	15, 000	6, 200	14	15,001	17, 000	6, 500	15	17,001	19, 000	6, 800	16	19,001	21, 000	7, 100	17	21,001	23, 000	7, 400	18	23,001	25, 000	7, 700	19	25,001	27, 000	8, 000	
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	24	35,001	37,000	9,500	
	25	37,001	39,000	9,800	
	26	39,001 & above		10,100	

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