



NO.FD.PC.2-1/2016  
GOVERNMENT OF THE PUNJAB  
FINANCE DEPARTMENT

Dated Lahore, the 18<sup>th</sup> July, 2016

From

Mr. Shoukat Ali,  
Finance Secretary.

To

1. All Administrative Secretaries to Government of the Punjab.
2. The Principal Secretary to Governor, Punjab, Lahore.
3. The Principal Secretary to Chief Minister, Punjab, Lahore.
4. The Military Secretary to Governor, Punjab, Lahore.
5. The Secretary, Punjab Provincial Assembly, Lahore.
6. The Secretary, Punjab Public Service Commission, Lahore.
7. All Heads of Attached Departments in the Punjab.
8. All Commissioners in the Punjab.
9. All District Coordination Officers in the Punjab.
10. All District & Sessions Judges in the Punjab.
11. The Chief Pilot, VIP Flight, Lahore.
12. The Registrar, Lahore High Court, Lahore.
13. The Provincial Director, Local Fund Audit, Punjab, Lahore.
14. The Chief Inspector of Treasuries & Accounts, Lahore.

Subject:

**REVISION OF BASIC PAY SCALES & ALLOWANCES OF CIVIL SERVANTS OF THE PUNJAB GOVERNMENT (2016)**

I am directed to state that the Governor of the Punjab has been pleased to sanction Revision of Basic Pay Scales & Allowances with effect from 1<sup>st</sup> July, 2016 for the Civil Servants of the Punjab Government as detailed in the succeeding paragraphs:

**PART-I (PAY)**

2. **Revision of Basic Pay Scales:**

The Basic Pay Scales – 2016 shall replace the Basic Pay Scales – 2015 with effect from 01.07.2016 as contained in the Annexure to this Notification.

3. **Fixation of Pay of the Existing Employees:**

- i) The basic pay of an employee who was in service on 30.06.2016 shall be fixed in the Basic Pay Scales – 2016 on point to point basis, i.e., at the stage corresponding to that occupied by him/her above the minimum of Basic Pay Scales – 2015.
- 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 30.06.2016, he/she shall continue to draw such pay in the Basic Pay Scales – 2016 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> of December each year. However, the first annual increment of existing employees in Basic Pay Scales - 2016, in which their pay is fixed as on 01.07.2016 shall accrue on the 1<sup>st</sup> of December, 2016.

**PART-II (ALLOWANCES)**6. **Ad-hoc Relief Allowances:**

The following Ad-hoc Relief Allowances granted w.e.f. 01.07.2013, 01.07.2014 and 01.07.2015 shall cease to exist with effect from 01.07.2016:

Sr. No.	Name of Ad-hoc Relief Allowance	Notification No. & Date	Admissible Rates
i)	Ad-hoc Relief Allowance-2013 (01.07.2013)	FD.PC.2-2/2013 dated 19.07.2013	10% of the basic pay on BPS-2011
ii)	Ad-hoc Relief Allowance-2014 (01.07.2014)	FD.PC.2-2/2014 dated 18.07.2014	10% of the basic pay on BPS – 2011
iii)	Ad-hoc Relief Allowance-2015 (01.07.2015)	Para 8 of FD.PC.2-1/2015 dated 22.07.2015	7.5% of the basic pay on BPS-2015

7. **Ad-hoc Allowance – 2010 (if admissible):**

- 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 30.06.2016;
- 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 01.07.2016, till further orders, and shall stand frozen at the same level;

8. **Ad-hoc Relief Allowance – 2016:**

- i) An Ad-hoc Relief Allowance – 2016 @ 10% of the running basic pay of BPS – 2016 to the civil servants of the Punjab Government including contract employees employed against civil posts in Basic Pay Scales on standard terms and conditions of contract appointment shall be allowed with effect from 01.07.2016 till further orders. This Allowance will not be admissible to contract employees appointed on fixed pay package.
- 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.
- 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" for the purpose of Ad-hoc Relief Allowance – 2016 will also include the amount of the personal pay granted on account of annual increment(s) beyond the maximum of the existing pay scales.

9. **Qualification Pay:**

The rates of Qualification Pays shall be revised as under:

Sr. #	Qualification	Existing Rates (per month)	Revised Rates (per month)
a	SAS/PFA	Rs.800/-	Rs.1,200/-
b	ICMA/ICWA (Part-III)	Rs.800/-	Rs.1,200/-
c	ICMA/ICWA/CIMA/ACCA *	Rs.2,100/-	Rs.3,150/-
d	Chartered Accountant	Rs.2,300/-	Rs.3,450/-
e	Staff College/ NMC/NDC	Rs.2,000/-	Rs.3,000/-
f	NIPA Advanced Course	Rs.1,000/-	Rs.1,500/-
g	Mid Career Mgt Course	Rs.500/-	Rs.750/-
h	Mandatory Training at MPDD for promotion from BS-18 to BS-19	Rs.800/-	Rs.1,200/-
i	Mandatory Training at MPDD for promotion from BS-17 to BS-18	Rs.700/-	Rs.1,050/-
j	Mandatory Training at MPDD for promotion from BS-16 to BS-17	Rs.500/-	Rs.750/-

(\*Note: CIMA and ACCA qualified employees may henceforth be allowed Qualification Pay at the same rate as admissible for ICMA/ICWA)

10. **Deputation/Additional Charge Allowance:**

Sr. #	Item	Existing Rates (per month)	Revised Rates (per month)
i	Deputation Allowance	20% of the Basic Pay subject to maximum Rs.6,000/-	20% of the Basic Pay subject to maximum Rs.12,000/-
ii	Additional Charge Allowance	20% of the Basic Pay subject to maximum Rs.6,000/-	20% of the Basic Pay subject to maximum Rs.12,000/-

11. **Special Pays 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 Allowances/Special Allowances equal to initial or basic pay granted to any employee of Punjab Government including Punjab Police, Border Military Police, D.G. Khan & Rajanpur, Baluch Levy D.G. Khan, Prisons, Directorate of Reclamation & Probation, Judiciary, MPDD, teaching/non-teaching staff of teaching institutes including employees of Directorate of Special Education and employees of other Departments shall stand frozen at the level of its admissibility as on 30.06.2016.

12. **Option:**

- i) All the existing Civil Servants (BS-1 to 22) of the Punjab Government shall, within **30 days** from the date of issue of this notification, exercise an option in writing and communicate it to the Accountant General Punjab/District Accounts Office/DDO concerned, as the case may be, either to continue to draw salary in the Basic Pay Scales- 2015 or in the Basic Pay Scales – 2016 as specified in this Notification. Option once exercised shall be considered final.

- ii) An existing employee, as aforesaid, who does not exercise and communicate such an option within the specified time limit, shall be deemed to have opted for the Basic Pay Scales – 2016.

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 Department (Regulations Wing) to resolve the anomalies, if any, arising in the implementation of the Basic Pay Scales – 2016.

  
(TARIQ MUHAMMAD MIRZA)  
DEPUTY SECRETARY (PC)

**NO. & DATE EVEN:**

A copy is forwarded for information and necessary action to:

1. The Accountant General Punjab, Lahore.
2. All the District Accounts Officers in the Punjab.
3. The Director General Audit, Lahore.
4. The Director General Works (Accounts), Lahore.
5. The Director General Works (Audit), Lahore.
6. The Director General Audit (District Governments), Punjab, Lahore.

(SHAKEEL A. SHEIKH)  
SECTION OFFICER (PC)

**NO. & DATE EVEN:**

A copy is forwarded for information and necessary action to:

1. The Finance Secretary, Government of Pakistan, Islamabad.
2. The Finance Secretary, Government of Sindh, Karachi.
3. The Finance Secretary, Government of KPK, Peshawar.
4. The Finance Secretary, Government of Baluchistan, Quetta.
5. The Finance Secretary, Azad State of Jammu & Kashmir, Muzaffarabad.
6. The Finance Secretary, Government of Gilgit Baltistan, Gilgit.

  
(TARIQ MUHAMMAD MIRZA)  
DEPUTY SECRETARY (PC)

**Annexure to Notification No.FD.PC.2-1/2016**  
**dated Lahore, the 18<sup>th</sup> July, 2016**

**BASIC PAY SCALES OF THE CIVIL SERVANTS**

Basic Pay Scales – 2015					Basic Pay Scales - 2016				
BPS	MIN	INCR	MAX	STG	BPS	MIN	INCR	MAX	STG
1	6,210	195	12,060	30	1	7,640	240	14,840	30
2	6,335	220	12,935	30	2	7,790	275	16,040	30
3	6,535	260	14,335	30	3	8,040	325	17,790	30
4	6,730	300	15,730	30	4	8,280	370	19,380	30
5	6,985	340	17,185	30	5	8,590	420	21,190	30
6	7,235	375	18,485	30	6	8,900	470	23,000	30
7	7,490	415	19,940	30	7	9,220	510	24,520	30
8	7,750	455	21,400	30	8	9,540	560	26,340	30
9	8,015	495	22,865	30	9	9,860	610	28,160	30
10	8,275	544	24,595	30	10	10,180	670	30,280	30
11	8,540	595	26,390	30	11	10,510	740	32,710	30
12	9,055	650	28,555	30	12	11,140	800	35,140	30
13	9,700	715	31,150	30	13	11,930	880	38,330	30
14	10,340	790	34,040	30	14	12,720	980	42,120	30
15	10,985	905	38,135	30	15	13,510	1,120	47,110	30
16	12,910	1,035	43,960	30	16	15,880	1,280	54,280	30
17	20,680	1,555	51,780	20	17	25,440	1,930	64,040	20
18	25,940	1,950	64,940	20	18	31,890	2,400	79,890	20
19	40,155	2,075	81,655	20	19	49,370	2,560	100,570	20
20	46,705	3,050	89,405	14	20	57,410	3,750	109,910	14
21	51,885	3,375	99,135	14	21	63,780	4,150	121,880	14
22	55,755	3,960	111,195	14	22	68,540	4,870	136,720	14