

**GOVERNMENT OF PAKISTAN  
FINANCE DIVISION  
(Regulations Wing)**

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No. F. 4(9) R-14/2008

Islamabad, the 19<sup>th</sup> July, 2017


**OFFICE MEMORANDUM**

Subject: **STANDARD PAY PACKAGE FOR THE PROJECT STAFF DIRECTLY RECRUITED FOR DEVELOPMENT PROJECTS FUNDED FROM PSDP.**

The undersigned is directed to refer to this Division's O.M. No.F.4(9) R-3/2008-592/09, dated 18<sup>th</sup> August, 2009 and to state that revised Standard Pay Package for officers/staff directly recruited from open market on contract basis, for the execution of Development Projects funded from PSDP will be as follows:-

<b>Project Pay Scale (PPS)</b>	<b>Regular BPS</b>	<b>Minimum (Rs.)</b>	<b>Increment @ 5% of the Minimum</b>	<b>Maximum (Rs.)</b>
PPS-1	BPS 1-4	16,000	800	25,600
PPS-2	BPS 5-8	20,000	1,000	33,000
PPS-3	BPS 9-10	25,000	1,250	40,000
PPS-4	BPS 11-13	30,000	1,500	48,000
PPS-5	BPS 14-15	40,000	2,000	64,000
PPS-6	BPS 16	60,000	3,000	96,000
PPS-7	BPS 17	90,000	4,500	144,000
PPS-8	BPS 18	125,000	6,250	200,000
PPS-9	BPS 19	175,000	8,750	280,000
PPS-10	BPS 20	250,000	12,500	400,000
PPS-11	BPS 21	350,000	17,500	560,000
PPS-12	BPS 22	500,000	25,000	800,000

2. The aforesaid pay package will be effective from 01-07-2017 for the new as well as the on-going PSDP projects and shall be admissible subject to the following conditions:-

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- i) This pay package will be followed for the appointments of officers/staff including Project Directors, Advisors, Specialists; Consultants etc. in the PSDP funded development projects as reflected in the PC-I/PC-II, duly approved by the competent forum. Based on the sensitivity and size of the project, the CDWP shall decide on whether the Project Director is to be placed in PPS-10 or PPS-11 or PPS-12.
  - ii) The above lump sum pay package will be admissible for fresh/direct /existing employees of PSDP Projects. However, pay of the fresh/direct employees shall be fixed at the initial stage and thereafter an annual increase @ 5% of the initial stage would be admissible.
  - iii) The pay of the existing PSDP funded projects employees shall be fixed to the next higher stage of the revised stage of the above pay package.

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- iv) Annual increment to the Project employees in Standard Pay Package shall be admissible on completion of one year continuous service from the date of appointment on the relevant post and also in the subsequent years in the same manner.
- v) The above lump sum project pay package shall not in any way be less than the minimum rates of wages as revised from time to time.
- vi) Government employees may apply for project posts. However, if any Government employee is selected on a project post, he/she will have to resign from Government service before appointment on project post.
- vii) The relevant project approving fora like CDWP or ECNEC will decide the number and pay scale of project staff.
- viii) Adoption to Standard Pay Package-2017 shall require revision/ approval of PC-1 from the competent forum.
- ix) The Projects employees will be appointed on contract basis in PSDP projects for an initial period not exceeding two years which will be extendable further till the completion period of the project on yearly basis after evaluation of their performance.
- x) No additional facility, in addition to the revised Standard Pay Package, shall be admissible for PSDP Projects' employees.
- xi) This pay package shall not be admissible to those who are re-employed/appointed on contract after their retirement. They may be allowed pay and allowances, as per provisions of the contract policy of the Establishment Division issued vide their O.M. No.F.10/52/95-R-2, dated 18<sup>th</sup> July, 1996 and as amended from time to time.
- xii) Those retired Government servants who compete with others from the private sector for appointments against projects positions on the basis of open competition and are selected on merit should be entitled to the package, perks and privileges laid down for that positions in the projects according to the clarification issued through Establishment Division's O.M.No.10/67/2004-R-2, dated 21-06-2005 or as revised from time to time.
- xiii) The project employees appointed through transfer (deputation) on full time basis will get pay in their own pay scales and allowances plus deputation allowance as admissible under the deputation policy contained in Establishment Division's O.M.No.1/13/87/R-I, dated 03-12-1990 as amended from time to time, at the rate of 20% of the basic pay subject to maximum Rs.12,000/- per month or as revised from time to time.
- xiv) The officers/ officials granted additional charge of the posts of projects in addition to their own duties will be entitled to draw additional charge allowance @ 20% of the basic pay, in addition to their own pay/allowances of their regular posts subject to maximum Rs.12,000/- per month or as revised from time to time.

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- xv) This pay package will not be admissible to those project employees whose services/posts are transferred to the non-development side after completion of the project, from the date of their transfer.
- xvi) The payment of pay package of project staff will be stopped from the date of transfer of their service/posts to any other establishment.
- xvii) On transfer of project posts to the non-development side, such posts shall be filled in the prescribed manner in regular Basic Pay Scale and incumbents of such posts shall be treated as fresh employees of the Ministries/ Divisions/ Departments and not for the projects.
- xviii) If an employee of the project is selected on a post of the non-development side, he will be appointed at the initial stage of the relevant Basic Pay Scale, and his pay and service rendered in the project shall not be protected/counted for any purpose i.e. pay, pension and seniority etc.

2. The earlier instructions contained in Finance Division's O. Ms. No. F.4 (9) R-3/2008-592/09, dated 18<sup>th</sup> August, 2009, No. F. 4(9) R-3/2008-396/2011, dated 12<sup>th</sup> December, 2011 and No. F. 4(9) R-3/2008, dated 08<sup>th</sup> July, 2013, No. F. 4(9) R-3/2008, dated 3<sup>rd</sup> November, 2016 stand superseded and replaced by this Office Memorandum.

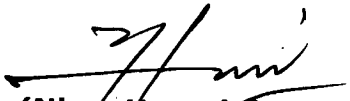


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**All Ministries/Divisions/Departments:**

Copy also forwarded for information to:-

1. President's Secretariat (Public), Islamabad.
2. President's Secretariat (Personal), Islamabad.
3. Prime Minister's Office (Internal), Islamabad.
4. Prime Minister's Office (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. Islamabad High Court, Islamabad.
11. Auditor General of Pakistan, Islamabad.
12. Controller General of Accounts, Islamabad.
13. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
14. Military Accountant General, Rawalpindi.
15. All Financial Advisors/Deputy Financial Advisors 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 Railway, Lahore.
18. All Chief Secretaries/Finance Secretaries of the Govt. of Punjab/ Sindh/ Khyber Pakhtunkhwa/ Balochistan/ Azad State of Jammu & Kashmir and Gilgit Baltistan.
19. Capital Development Authority, Islamabad.
20. Office of the Chief Commissioner, Islamabad.
21. Federal Public Service Commission, F-5/1, Agha Khan Road, Islamabad.
22. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
23. Pakistan Atomic Energy Commission, Islamabad.
24. Central Directorate of National Savings, Islamabad.
25. National Accountability Bureau, Islamabad.
26. Member (Finance), KRL, P.O. Box No.1384, Islamabad.
27. Intelligence Bureau, Islamabad.
28. Pakistan Mint, Lahore.
29. Director General Post Office, Islamabad.
30. Secretariat Training Institute, Islamabad.
31. Directorate General of Inspection & Training, Custom & Central Excise, 8<sup>th</sup> Floor, New Custom House, Karachi.
32. Earthquake Reconstruction & Rehabilitation Authority (ERRA), Prime Minister's Office (Public), Islamabad.
33. Federal Tax Ombudsman's Secretariat, Islamabad.
34. Web Administrator, Finance Division, Islamabad for uploading at Finance Division's website (i.e. [www.finance.gov.pk](http://www.finance.gov.pk)).

  
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