

**GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION**

No. 8/5/2019-E-2

Islamabad, the 8th September, 2026

OFFICE MEMORANDUM

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

The undersigned is directed to refer to this Division's O.M No. 7/40/2005-E-2, dated 13th June, 2006, O.M No. 8/10/2013-E-2, dated 20th October, 2014, O.M. No. 8/10/2013-E-2 dated 9th February, 2015 including amendments thereof issued from time to time on the subject noted above and to state that the Prime Minister has been pleased to approve the following revised Assistance Package with effect from 28-08-2026, for Government employees who die in service: -

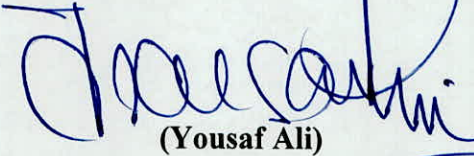
ITEM	IN SERVICE DEATHS	SECURITY RELATED DEATHS																										
Lump Sum Grant	<table><tr><th>BS</th><th>Amount</th></tr><tr><td>1 - 4</td><td>Rs. 600,000</td></tr><tr><td>5- 10</td><td>Rs. 900,000</td></tr><tr><td>11-15</td><td>Rs. 1,200,000</td></tr><tr><td>16-17</td><td>Rs. 1,500,000</td></tr><tr><td>18-19</td><td>Rs. 2,400,000</td></tr><tr><td>20 & above</td><td>Rs. 3,000,000</td></tr></table>	BS	Amount	1 - 4	Rs. 600,000	5- 10	Rs. 900,000	11-15	Rs. 1,200,000	16-17	Rs. 1,500,000	18-19	Rs. 2,400,000	20 & above	Rs. 3,000,000	i) Lumpsum grant in case of death in encounter, bomb blast, watch & ward duty, riots, act of terrorism etc.: - <table><tr><th>BPS</th><th>Amount (in Rs)</th></tr><tr><td>1 - 10</td><td>Rs.10 Million</td></tr><tr><td>11 - 15</td><td>Rs.12.5 Million</td></tr><tr><td>16 - 17</td><td>Rs.15 Million</td></tr><tr><td>18 - 19</td><td>Rs.18 Million</td></tr><tr><td>20 & above</td><td>Rs.20 Million</td></tr></table>	BPS	Amount (in Rs)	1 - 10	Rs.10 Million	11 - 15	Rs.12.5 Million	16 - 17	Rs.15 Million	18 - 19	Rs.18 Million	20 & above	Rs.20 Million
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Disability	Nil	ii) Lump Sum Grant in case of death in accident while performing official duty subject to inquiry by a three-member departmental committee headed by at least a BS-19 officer, to be constituted for the purpose by head of the Ministry / Division / Department: - <table><tr><th>BPS</th><th>Amount (in Rs)</th></tr><tr><td>1 - 10</td><td>Rs.3 Million</td></tr><tr><td>11 - 15</td><td>Rs.4 Million</td></tr><tr><td>16 - 17</td><td>Rs.4.50 Million</td></tr><tr><td>18 - 19</td><td>Rs.5 Million</td></tr><tr><td>20 & above</td><td>Rs.7 Million</td></tr></table>	BPS	Amount (in Rs)	1 - 10	Rs.3 Million	11 - 15	Rs.4 Million	16 - 17	Rs.4.50 Million	18 - 19	Rs.5 Million	20 & above	Rs.7 Million														
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i) Lump sum grant for permanent disability Rs. 3,000,000/- to the officer / official incapacitated and released from service for having become invalid as a result of injury in encounter / bomb blast / riots / watch and ward duty or terrorist activity. ii) Lump sum grant for temporary disability Rs. 1,000,000/- to the officers / officials incapacitated as a result of the injury in accidents as stated in para-i above but who are still serving in the department. iii) Rs.200,000/- in case of serious injury. iv) Rs.100,000/- in case of minor injury.																												

Salary	Nil	Full Pay & Allowances to the family of Shaheed till superannuation with increments and full benefits of rates of pay & allowances & adhoc relief etc. as revised by the Government from time to time. However, it will not be admissible in accident cases.																										
Pension	100% pension to the families of deceased Government servants as per their length of service and last pay drawn. In case of less than 10 years' service of deceased employees, rate of minimum 10 years' service will be applicable.	Full pension after superannuation as per applicable pension rules.																										
Accommodation	Retention of Government accommodation / hired house till the age of superannuation or minimum period of five years, whichever is later. In case, the deceased had neither Government accommodation nor rented house at the time of death, the family will be entitled to draw house rent allowance / ceiling as per BPS wise entitlement of the deceased, for the above stated period.	Retention of Government accommodation / hired house till the age of superannuation or minimum period of five years, whichever is later. In case, the deceased had neither Government accommodation nor rented house at the time of death, the family will be entitled to draw house rent allowance / ceiling as per BPS wise entitlement of the deceased, for the above stated period.																										
Education	Free education to all the children of the deceased government employees up to graduation in any public / government educational institution including expenses of tuition fee, books related material and living allowances etc.	Free education to all the children for the deceased government employees up to post-graduation and all expenses in this context shall be borne by the Government.																										
Allotment of Plot	Payment of lump sum grant in lieu of plot subject to the condition that no plot had been allotted in the past, as per scale given below: <table><tr><th>BS</th><th>Amount</th></tr><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></table>	BS	Amount	1-8	2 Million	9-16	5 Million	17 and above	7 Million	Funding for purchase of house: <table><tr><th>BPS</th><th>Minimum Area of House</th><th>Amount (in Rupees)</th></tr><tr><td>1 - 10</td><td>5 Marla</td><td>Rs.13.5 Million</td></tr><tr><td>11 - 15</td><td>7 Marla</td><td>Rs.17.5 Million</td></tr><tr><td>16 - 17</td><td>10 Marla</td><td>Rs.25 Million</td></tr><tr><td>18 - 19</td><td>12 Marla</td><td>Rs.30 Million</td></tr><tr><td>20 & above</td><td>20 Marla</td><td>Rs.50 Million</td></tr></table>	BPS	Minimum Area of House	Amount (in Rupees)	1 - 10	5 Marla	Rs.13.5 Million	11 - 15	7 Marla	Rs.17.5 Million	16 - 17	10 Marla	Rs.25 Million	18 - 19	12 Marla	Rs.30 Million	20 & above	20 Marla	Rs.50 Million
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Provision of transport / cash payment in lieu of transport	Nil	The family of Shaheed from the rank of BS-18 & above will be provided a car (1300cc / Toyota Corolla) or equivalent amount whereas for the rank of BS (16-17), a 1000cc car or equivalent amount shall be provided.																										
Maintenance of house / Transport allowance	Nil	The family of Shaheed shall be paid the following amount on account of maintenance of house / transport allowance on monthly basis: - <table><tr><th>BPS</th><th>Amount (in Rs.)</th></tr><tr><td>1 - 10</td><td>Rs.20,000/-</td></tr><tr><td>11 - 15</td><td>Rs.35,000/-</td></tr><tr><td>16 - 17</td><td>Rs.50,000/-</td></tr><tr><td>18 - 19</td><td>Rs.75,000/-</td></tr><tr><td>20 & above</td><td>Rs.100,000/-</td></tr></table>	BPS	Amount (in Rs.)	1 - 10	Rs.20,000/-	11 - 15	Rs.35,000/-	16 - 17	Rs.50,000/-	18 - 19	Rs.75,000/-	20 & above	Rs.100,000/-														
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Employment	Nil	Employment of 'widow / widower / son / daughter of deceased' in BS (01-15) post on regular basis without advertisement, in the																										

		manner as prescribed in this Division's O.M No. 8/23/2021-E-2(pt) dated 23-12-2022.															
Marriage Grant	Marriage grant amounting to Rs.8 lac on wedding of one daughter, may be granted to family of deceased Government employees.	Marriage grant amounting to Rs.8 lac on wedding of one daughter, may be granted to family of deceased Government employees.															
Health	Free health facilities as per their entitlement during service.	Free health facilities as per their entitlement during service.															
Advances / Loans	In case of advance against salaries sanctioned by the AGPR or the provincial AG Office, the unpaid balance of 'House Building Advance', 'Motorcar Advance' & 'Motorcycle Advance', to be waived.	In case of advance against salaries sanctioned by the AGPR or the provincial AG Office, the unpaid balance of 'House Building Advance', 'Motorcar Advance' & 'Motorcycle Advance', to be waived.															
GP Fund	Only payable amount of GP Fund shall be paid to the deceased family.	Only payable amount of GP Fund shall be paid to the deceased family.															
Sum Assured from Benevolent Fund	Payment on account of Sum Assured shall be paid to the family of deceased government employee by FEB&GIF as per their applicable rules / rates.	Payment on account of Sum Assured shall be paid to the family of deceased government employee by FEB&GIF as per their applicable rules / rates.															
Special Lump Sum Grant from Benevolent Fund	Nil	Payment on account of Special Lump Sum Grant shall be paid to the family of Shaheed by FEB&GIF as per their applicable rules / rates, as under: - <table border="1"> <thead> <tr> <th>Sr.</th><th>BPS</th><th>Amount (Rs.)</th></tr> </thead> <tbody> <tr> <td>1.</td><td>1-10</td><td>Rs.200,000/-</td></tr> <tr> <td>2.</td><td>11-16</td><td>Rs.300,000/-</td></tr> <tr> <td>3.</td><td>17-19</td><td>Rs.400,000/-</td></tr> <tr> <td>4.</td><td>20 and above</td><td>Rs.500,000/-</td></tr> </tbody> </table>	Sr.	BPS	Amount (Rs.)	1.	1-10	Rs.200,000/-	2.	11-16	Rs.300,000/-	3.	17-19	Rs.400,000/-	4.	20 and above	Rs.500,000/-
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4.	20 and above	Rs.500,000/-															
Monthly Benevolent Grant	Monthly benevolent grant shall be paid to the family of deceased employee by FEB&GIF as per their applicable rules / rates.	Monthly benevolent grant shall be paid to the family of Shaheed by FEB&GIF as per their applicable rules / rates.															
Additional Monthly Benevolent Grant	Nil	Additional monthly benevolent grant shall be paid to the family of Shaheed by FEB&GIF as per their applicable rules / rates.															
Nomination of an officer as counsel	An officer of BS-17 or BS-18 may be nominated by each Ministry / Division / Department as counsel who 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. As a pro-active approach each Ministry / Division / Department must observe the following practices regarding their employees: - - Up to date list of family members of each employee for pension purpose be maintained beforehand. - Nomination for General Provident Fund must be ensured for each employee during his / her life.	An officer of BS-17 or BS-18 may be nominated by each Ministry / Division / Department as counsel who 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. As a pro-active approach each Ministry / Division / Department must observe the following practices regarding their employees: - - Up to date list of family members of each employee for pension purpose be maintained beforehand. - Nomination for General Provident Fund must be ensured for each employee during his / her life.															

2. A death of a government employee will be deemed to be a "security related death" if it occurs due to an immediate and direct consequence of any act of terrorism, militancy, violent resistance, targeted attack, or hostile action arising from, connected with, or attributable to the discharge of official duties. An incident not attributable to any act of violence or threat arising from the performance of official duties, is not a security related death.

3. The aforesaid package (both in-service and security related deaths) is applicable *mutatis-mutandis* to all regular federal government employees who die in service on or after the date of its issuance and shall supersede all the previous Assistance / Shuhada Package(s) issued by this Division.


(Yousaf Ali)
Section Officer (E-2)
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All Ministries / Divisions, Islamabad / Rawalpindi.
Accountant General of Pakistan Revenue, Islamabad.
Federal Employees Benevolent and Group Insurance Fund, Islamabad.
Director (IT), Establishment Division for uploading on the official website.