



NO.FD.PC.2-1/2015
GOVERNMENT OF THE PUNJAB
FINANCE DEPARTMENT

Dated Lahore, the 22nd July, 2015

From

Mr. Yusuf Khan,
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.

Subject:

REVISION OF BASIC PAY SCALES & ALLOWANCES OF CIVIL SERVANTS OF THE PUNJAB GOVERNMENT (2015)

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 1st July, 2015 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 – 2015 shall replace the Basic Pay Scales – 2011 with effect from 01.07.2015 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 30.06.2015 shall be fixed in the Basic Pay Scales – 2015 on point to point basis, i.e., at the stage corresponding to that occupied by him/her above the minimum of Basic Pay Scales – 2011.
- 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 30.06.2015, he/she shall continue to draw such pay in the Basic Pay Scales – 2015 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 than 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 1st of December each year. However, the first annual increment of existing employees in Basic Pay Scales - 2015, in which their pay is fixed as on 01.07.2015 shall accrue on the 1st of December, 2015.

PART-II (ALLOWANCES)

6. **Ad-hoc Relief Allowances:**

The following Ad-hoc Relief Allowances granted w.e.f. 01.07.2011 and 01.07.2012 shall cease to exist with effect from 01.07.2015:

Sr. No.	Name of Ad-hoc Relief Allowance	Notification No. & Date	Admissible Rates
i)	Ad-hoc Relief Allowance-2011 (01.07.2011)	FD.PC.2-1/2011 dated 11.07.2011	15% of the basic pay on BPS-2008
ii)	Ad-hoc Relief Allowance-2012 (01.07.2012)	FD.PC.2-2/2012 dated 18.07.2012	20% of the basic pay on BPS – 2011

7. **Ad-hoc Allowance – 2010 (if admissible), 2013 & 2014:**

- 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 30.06.2015;
- 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 01.07.2015, till further orders, and shall stand frozen at the same level;
- iii) The Ad-hoc Relief Allowances-2013 & 2014 @ 10% each shall stand frozen at the level of its admissibility as on 30.06.2015;
- iv) All the new entrants shall be allowed Ad-hoc Relief Allowances-2013 and 2014 @ 10% each of the minimum of relevant Basic Pay Scales 2011 on notional basis with effect from 01.07.2015, till further orders, and shall stand frozen at the same level.

8. **Ad-hoc Relief Allowance – 2015:**

- i) An Ad-hoc Relief Allowance – 2015 @ 7.5% of the running basic pay of BPS – 2015 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 01.07.2015 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.
- 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 – 2015 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. **Medical Allowance:**

- i) The Governor has further been pleased to sanction 25% increase in the amount of Medical Allowance to the civil employees in the following manner:

BPS	Existing Rate	Revised
1 to 15	Rs.1,200/-	Rs.1,500/-
16 to 22	Increase in the amount of Medical Allowance @ 25% of the existing amount, being admissible/drawn on 30.06.2015	

- ii) All the new entrants in BS-16 to BS-22 shall be allowed Medical Allowance @ 15% of the minimum of relevant Basic Pay Scales – 2008 on notional basis plus 25% of the amount of Medical Allowance, so calculated, w.e.f. 01.07.2015, till further orders, and shall stand frozen at the same level;
- iii) The Medical Allowance, in no case, should be less than Rs.1,500/- per month.

10. **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 30.06.2015.

11. **Orderly Allowance for BPS-20 to BPS-22:**

The rates of Orderly Allowance, admissible to officers in BS-20 to BS-22 working in Secretariat Departments, shall be revised as follows:

Existing Rate	Revised Rate
Rs.7,000/- p.m.	Rs.12,000/- p.m.

(Note: Subject to furnishing a certificate that the officer is not using the services of any official employees at his residence.)

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 Account General Punjab/District Accounts Office/DDO concerned, as the case may be, either to continue to draw salary in the Basic Pay Scales- 2011 or in the Basic Pay Scales – 2015 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 – 2015.

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 – 2015.


(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 Treasury Officer, Lahore.
4. The Director General Audit, Lahore.
5. The Director General Works (Accounts), Lahore.
6. The Director General Works (Audit), Lahore.
7. 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.2-1/2015
dated Lahore, the 22nd July, 2015**

BASIC PAY SCALES OF THE CIVIL SERVANTS

Basic Pay Scales - 2011					Basic Pay Scales - 2015				
BPS	MIN	INCR	MAX	STG	BPS	MIN	INCR	MAX	STG
1	4,800	150	9,300	30	1	6,210	195	12,060	30
2	4,900	170	10,000	30	2	6,335	220	12,935	30
3	5,050	200	11,050	30	3	6,535	260	14,335	30
4	5,200	230	12,100	30	4	6,730	300	15,730	30
5	5,400	260	13,200	30	5	6,985	340	17,185	30
6	5,600	290	14,300	30	6	7,235	375	18,485	30
7	5,800	320	15,400	30	7	7,490	415	19,940	30
8	6,000	350	16,500	30	8	7,750	455	21,400	30
9	6,200	380	17,600	30	9	8,015	495	22,865	30
10	6,400	420	19,000	30	10	8,275	544	24,595	30
11	6,600	460	20,400	30	11	8,540	595	26,390	30
12	7,000	500	22,000	30	12	9,055	650	28,555	30
13	7,500	550	24,000	30	13	9,700	715	31,150	30
14	8,000	610	26,300	30	14	10,340	790	34,040	30
15	8,500	700	29,500	30	15	10,985	905	38,135	30
16	10,000	800	34,000	30	16	12,910	1,035	43,960	30
17	16,000	1,200	40,000	20	17	20,680	1,555	51,780	20
18	20,000	1,500	50,000	20	18	25,940	1,950	64,940	20
19	31,000	1,600	63,000	20	19	40,155	2,075	81,655	20
20	36,000	2,350	68,900	14	20	46,705	3,050	89,405	14
21	40,000	2,600	76,400	14	21	51,885	3,375	99,135	14
22	43,000	3,050	85,700	14	22	55,755	3,960	111,195	14