

No.FD.PC-2-1/2005
GOVERNMENT OF THE PUNJAB
FINANCE DEPARTMENT

Dated Lahore, the 16th July, 2005

From:

Mr. Salman Siddique,
Principal Secretary (Finance & Taxation),
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. All District Coordination Officers in the Punjab;
6. All Heads of Attached Departments, Government of the Punjab;
7. The Registrar, Lahore High Court, Lahore;
8. All District and Session Judges in the Punjab;
9. The Secretary, Punjab Public Service Commission, Lahore;
10. The Secretary, Punjab Provincial Assembly, Lahore;
11. The Chief Pilot, VIP Flights, Lahore.
12. The Director General Audit & Accounts (Works), Lahore.
13. The Provincial Director, Local Fund Audit, Punjab, Lahore.

Subject: **REVISION OF BASIC PAY SCALES, ALLOWANCES AND PENSION - 2005 OF CIVIL EMPLOYEES OF PUNJAB GOVERNMENT (BS-1 TO 22)**

Sir,

I am directed to state that the Governor of the Punjab has been pleased to sanction the revision of Basic Pay Scales, Allowances and Pension – 2005 for civil employees of the Government of the Punjab in BPS-1 to BPS-22, with effect from 01-07-2005, as detailed below: -

PART-I: BASIC PAY SCALES

2. Basic Pay Scales:

The revised Basic Pay Scales, 2005 shall replace the existing Basic Pay Scales, 2001 as shown in the Annexure.

3. Fixation of Pay of the Existing Employees:

- i) The basic pay of an employee in service on 30.6.2005 shall be fixed in the revised Basic Pay Scale on point to point basis i.e. at the stage corresponding to that occupied by him above the minimum of 2001 Basic Pay Scales.
- ii) The corresponding stage for fixation of basic pay in the aforesaid manner in respect of an employee whose pay was fixed beyond the maximum of the relevant scale as a result of discontinuation of move over policy under the 2001 Basic Pay Scales scheme shall be determined on notional extension basis i.e. by treating the amount of personal pay drawn by him on 30th June, 2005, as part of his basic pay scale and the amount beyond the maximum of the prescribed stage in the revised Basic Pay Scales, shall be allowed as personal pay.

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4. 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, in which their pay is fixed on 01-07-2005, shall accrue on the 1st December, 2005.

PART-II : ALLOWANCES

5. Special Additional Allowance:

Special Additional Allowance shall continue to be admissible at frozen level on existing conditions.

6. Special Relief Allowance and Adhoc Relief:

Special Relief Allowance and Adhoc Relief sanctioned with effect from 1.7.2003 and 1.7.2004 respectively shall stand frozen at the level of their admissibility as on 30.6.2005 and the amount shall continue to be admissible to the entitled recipients till further orders but it will cease to be admissible to new entrants joining Government service on or after 1.7.2005 as well as to those employees to whom it was ceased to be admissible under the existing conditions.

7. House Rent Allowance:

House Rent Allowance shall be admissible with reference to the revised Basic Pay Scales, 2005 subject to the existing conditions.

8. Medical Allowance:

Medical Allowance shall be admissible @ Rs.425/- p.m. subject to the existing conditions.

9. Conveyance Allowance:

a) Conveyance Allowance shall be admissible on revised rates as follows:

BPS	RATES
1-4	Rs. 340/- pm
5-10	Rs. 460/- pm
11-15	Rs. 680/- pm
16-20	Rs.1240/- pm

b) Conveyance Allowance @ Rs.1240/- per month shall also be admissible to those BPS-21 & 22 officers who are not sanctioned official vehicle.

10. Other Special Pays/Special Allowances:

The rates of Special Pays and Special Allowances shall be revised as detailed below:-

i) Entertainment Allowance:

BPS	Existing	Revised
19	Nil	Rs.500/- pm
20	Rs.480/- pm	Rs.600/- pm
21	Rs.525/- pm	Rs.700/- pm
22	Rs.725/- pm	Rs.975/- pm

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ii) **Daily Allowance:**

BPS	Existing		Revised	
	Ordinary	Special	Ordinary	Special
1-4	80/-	110/-	125/-	200/-
5-11	100/-	120/-	155/-	220/-
12-16	180/-	200/-	280/-	365/-
17-18	320/-	350/-	500/-	640/-
19-20	400/-	450/-	625/-	825/-
21-22	450/-	550/-	700/-	1000/-

Special rates shall also be allowed at Muzaffarabad & Mirpur AJ&K in addition to those places at which special rates are already admissible.

iii) **Transportation/Mileage Allowance:**

Transportation	Existing	Revised
i) Motor Car	Rs.1.20/- per k.m.	Rs.2/- per k.m.
ii) Motor Cycle / Scooter	Rs.0.40/- per k.m.	Rs.1/- per k.m.
Mileage Allowance		
i) Personal Car/Taxi	Rs.3/- per km.	Rs.5/- per km.
ii) Motor Cycle/ Scooter	Rs.1/- per km.	Rs.2/- per km.
iii) Bicycle/Animal back/foot	Rs.0.75/- per km.	Rs.1/- per km.
iv) Public Transport	Rs.0.3/- per km (BPS-6 & below) Rs.0.50/- per km. (BPS-7 & above).	Rs.1/- per km.
Travel by Air	Govt. servants in BPS-17 and those in receipt of pay of Rs.5400 & above	Govt. servants in BPS-17 & above.
Carriage of Personal/ Effects on transfer/ Recruitment	Paisa 0.148 per km per kg (or 2.96 paisa per km per unit of 20 kg.)	Rs.0.008 per km per kg

iv) **Qualification Pay:**

	Qualification	Existing	Revised
i)	SAS Accountant	Rs.200/- pm	Rs. 400/- pm
ii)	Part-III (ICMA/ ICWA)	Nil	Rs. 400/- pm
iii)	ICMA/ICWA	Nil	Rs.1200/- pm
iv)	Chartered Accountant	Nil	Rs.1300/- pm
v)	Staff College/NDC	Rs.750/- pm	Rs.1000/- pm
vi)	Advanced Course in NIPA	Rs.200/- pm	Rs. 500/- pm

v) **Senior Post Allowance:**

BPS	Existing	Revised
20	Rs.850/- pm	Rs.1100/- pm
21	Rs.925/- pm	Rs.1200/- pm
22	Rs.1200/- pm	Rs.1600/- pm

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vi) **Deputation/Addl. Charge Allowance:**

	Existing	Revised
Deputation Allowance	@ 20% of the minimum of the Pay Scale of the deputationist irrespective of the pay scale of the post against which he is working on deputation	@ 20% of the Basic Pay subject to maximum of Rs.6000/- PM.
Additional Charge Allowance	@ 20% of basic pay upto a maximum of Rs.1100/- PM.	@ 20% of the Basic Pay subject to maximum of Rs.6000/- PM.

vii) **Uniform Allowance:**

	Existing	Revised
Nurses up to BS-16	Rs.150/- pm.	Rs.300/- pm.

viii) **PSP Uniform Allowance:**

Existing	Revised
Rs.250/- pm	Rs.1200/- pm

ix) **Special Pay to PSs/PAs:**

	Existing	Revised
Private Secretaries to Ministers/Chief Secretary/Chairman, P&D Board/ACS:		
i) From the Cadre of Private Secretaries in BS-16	Rs.300/- pm	Rs.400/- pm
ii) From other sources in BS-17	Rs.375/- pm	Rs.500/- pm
Private Secretaries to Secretaries	Rs.225/- pm	Rs.300/- pm
PAs to Ministers	Rs.150/- pm	Rs.200/- pm
PAs to Chief Secretary/ACS/Secretaries/Addl. Secretaries	Rs.120/- pm	Rs.160/- pm

x) **Instructional Allowance:**

Existing	Revised
20% of the Basic Pay subject to maximum of Rs.2000/- per month.	i) 20% of the Basic Pay subject to the maximum of Rs.5000/- per month to those Instructors imparting in service training to the officers in BPS-17 & above who are already in receipt of this allowance. ii) 20% of the Basic Pay subject to the maximum of Rs.3000/- pm to those Instructors imparting in service training to the employees up to BS-16, who are already in receipt of this allowance.

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xi) **Washing Allowance for Police Force:**

Existing	Revised
Rs.50/- pm	Rs.100/- pm

xii) **Contingent Allowances:**

The Integrated Allowance @ Rs.150/- pm shall be admissible to Naib Qasids, Qasids, Daftries, Farashes, Chowkidars, Sweepers and Sweepresses, w.e.f. 1.7.2005. The Washing Allowance and Dress Allowance admissible to Naib Qasids, Frashes, Chowkidars, Sweepers and Sweepresses shall stand abolished under this scheme.

11. The following allowances in respect of civil employees shall stand abolished under this scheme :

	Name of Allowance	Present Rate
i)	Cash Handling Allowance	Rs.25/- to Rs.75/- pm.
ii)	Telecom Allowance	Rs.150/- pm.
iii)	Copier/Photo stat Allowance	Rs.50/- pm.

PART-III: PENSION

12. Commutation shall be admissible up to a maximum of 35% of Gross Pension, at the option of the pensioner. Admissibility of monthly pension shall be increased from the existing 60% to 65% of Gross Pension.
13. An increase @ 10% shall be allowed on the amount of pension being drawn by the existing pensioners as well as to those civil employees who would draw pension under the revised Basic Pay Scales, 2005.
14. The increases allowed on pension @ 15% and 8% w.e.f. 1.7.2003 and 1.7.2004 respectively shall not be admissible to the civil employees who would draw pension under the revised Basic Pay Scales, 2005.

Option:

15. a) All the existing civil employees (BS-1 to 22) of the provincial government shall, within **60-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 existing Basic Pay scales, in which he is already drawing or in the revised Basic Pay Scales and pension/commutation scheme, 2005 as specified in this notification. Option once exercised shall be final.
- b) 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 revised Basic Pay Scales - 2005.

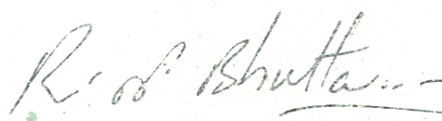
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16. All existing rules/orders on the subject shall be deemed to have been modified to the extent indicated above. All existing rules/orders not so modified shall continue to be in force under this scheme.

Anomalies:

17. 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 revised Basic Pay Scales-2005.

Your obedient servant,


(RUKHSANA NADEEM BHUTTA)
DEPUTY SECRETARY (PC)

NO. & DATE EVEN

A copy is forwarded for information and necessary action to:-

1. The Accountant General, Punjab, Lahore.
2. All District Accounts Officers in the Punjab.

(TARIQ MUHAMMAD MIRZA)
SECTION OFFICER (PC)

NO. & DATE EVEN

A copy is forwarded for information to:-

1. Finance Secretary, Government of Sindh, Karachi.
2. Finance Secretary, Government of NWFP, Peshawar.
3. Finance Secretary, Government of Balochistan, Quetta.
4. Finance Secretary, Azad Government of the State of Jammu & Kashmir, Muzaffarabad.
5. Regulation Wing, Finance Division, Government of Pakistan, Islamabad.


(TARIQ MUHAMMAD MIRZA)
SECTION OFFICER (PC)

ANNEXURE

ANNEXURE TO FINANCE DEPARTMENT'S NOTIFICATION
NO. FD.PC.2-1/2005, DATED: 16-07-2005

EXISTING PAY SCALES - 2001					REVISED PAY SCALES - 2005				
<u>BPS</u>	<u>Min</u>	<u>Incr</u>	<u>Max</u>	<u>Stages</u>	<u>BPS</u>	<u>Min</u>	<u>Incr</u>	<u>Max</u>	<u>Stages</u>
1	1870	55	3520	30	1	2150	65	4100	30
2	1915	65	3865	30	2	2200	75	4450	30
3	1980	75	4230	30	3	2275	85	4825	30
4	2040	85	4590	30	4	2345	100	5345	30
5	2100	100	5100	30	5	2415	115	5865	30
6	2160	110	5460	30	6	2485	125	6235	30
7	2220	120	5820	30	7	2555	140	6755	30
8	2310	130	6210	30	8	2655	150	7155	30
9	2410	145	6760	30	9	2770	165	7720	30
10	2490	160	7290	30	10	2865	185	8415	30
11	2590	175	7840	30	11	2980	200	8980	30
12	2745	195	8595	30	12	3155	225	9905	30
13	2925	215	9375	30	13	3365	245	10715	30
14	3100	240	10300	30	14	3565	275	11815	30
15	3285	265	11235	30	15	3780	305	12930	30
16	3805	295	12655	30	16	4375	340	14575	30
17	6210	465	15510	20	17	7140	535	17840	20
18	8135	585	19835	20	18	9355	675	22855	20
19	12400	615	24700	20	19	14260	705	28360	20
20	14710	950	28010	14	20	16915	1095	32245	14
21	16305	1070	31285	14	21	18750	1230	35970	14
22	17440	1250	34940	14	22	20055	1440	40215	14

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