

**GOVERNMENT OF SINDH
FINANCE DEPARTMENT**

No. FD(SR-I)-32/05

Karachi dated the 14th July, 2005

OFFICE MEMORANDUM

Subject: **REVISION OF BASIC PAY SCALES ALLOWANCES AND PENSION OF CIVIL EMPLOYEES (BPS-1 TO 22) OF SINDH GOVERNMENT 2005.**

The Government of Sindh has been pleased to sanction the Revision of Basic Pay Scales, Allowances and Pension with effect from 1st July 2005 for the civil employees of the Sindh Government paid from the civil estimates as detailed in the following paragraphs.

PART-I-BASIC PAY SCALES

2. Revised Basic Pay Scales:

The Revised Basic Pay Scales, 2005, shall replace the existing Basic Pay Scales, 2001 as shown in Annexure to this O.M.

3. Fixation of Pay of the existing employees:

(i) The basic pay of an employee in service on 30.06.2005 shall be fixed in the Revised Basic Pay Scales 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 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.

4. Annual Increment.

Annual increment shall continue to be admissible subject to the existing conditions, on the 1st December each year.

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 1.07.2003 and 1.07.2004, respectively, shall stand frozen at the level of their admissibility as on 30.06.2005 and the amount shall continue to be admissible to the entitled recipients until further orders but it will cease to be admissible to new entrants joining government service on or after 1.07.2005 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 revised rates as follows:

BPS	Special Rates per day (Rs.)
1-4	340
5-10	460
11-15	680
16-20	1,240

(b) Conveyance Allowance @ Rs. 1,240/- per month shall also be admissible to those BPS- 21 & 22 officers who are not sanctioned official vehicle.

10. Other Special Pays / Special Allowance:

The rates of Special Pays / Special Allowance shall be revised as detailed below:

(i) Entertainment Allowance

Grads	Existing	Revised
BPS- 19	Nil	Rs. 500/- P.M
BPS- 20	Rs. 450/- P.M	Rs. 600/- P.M
BPS- 21	Rs. 525/- P.M	Rs. 700/- P.M
BPS- 22	Rs. 725/- P.M	Rs. 975/- P.M

(ii) **Daily Allowance**

Grads	Existing		Revised	
	Ordinary	Special	Ordinary	Special
BPS-1-4	80	110	125/-	200/-
BPS--5-11	100	120	155/-	220/-
BPS-12-16	180	200	280/-	365/-
BPS-17-18	320	350	500/-	460/-
BPS-19-20	400	450	625/-	825/-
BPS-21-22	450	550	700/-	1,000/-

Please special rates are allowed at 15 specified stations / cities. The special rates shall also be allowed at Muzaffarabad & MirPur AJ&K.

(iii) **Transportation / Mileage Allowance**

	Existing	Revised
Transportation		
i. Motor Car	Rs. 1.20/- per km	Rs. 2/- per km
ii. Motor Cycle / Scooter	Rs. 0.40/- per km	Rs. 1/- per km
Milage 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. 0.30/- per km (BPS- 6 & below) Rs. 0.50/- per km (BPS- 7 & above)	Rs. 1/- per km Rs. 1/- per km
Travel by Air	Govt. Servants in BPS- 17 & those in receipt of pay of Rs. 5,400 & above.	Govt. Servants in BPS- 17 & above.
Carriage of personal effects on transfer / Retirement	Paisa 0.148 per km per kg (or 2.96 paisa per km per unit of 20 kgs.	Rs. 0.008 per km per kg

(vi) **Qualification Pay**

	Existing	Revised
SAS Accountant	Rs. . 200/- P.M.	Rs. 400/- P.M.
Part0III(ICMA / ICWA)	Rs. . 300/- P.M.	Rs. 400/- P.M.
ICMA / ICWA	Rs. . 800/- P.M.	Rs. 1,200/- P.M.
Chartered Accountant	Rs. . 800/- P.M.	Rs. 1,300/- P.M.
Staff College / NDC	Rs. . 750/- P.M.	Rs. 1,000/- P.M.
Advance Course in NIPA	Rs. 200/- P.M.	Rs. 500/- P.M.

(v) **Senior Post Allowance**

	Existing	Revised
BPS-20	Rs. . 850/- P.M.	Rs. 1,100/- P.M.
BPS-21	Rs. . 925/- P.M.	Rs. 1,200/- P.M.
BPS-22	Rs. 1,200/- P.M.	Rs. 1,600/- P.M.

(vi) **Deputation / Addl. Charge Allowance / Special Pay on Current Charge**

	Existing	Revised
Deputation Allowance / Special Allowance on Additional Charge / Special Pay on Current Charge.	@ 20% of the minimum of Basic Pay / Basic Pay Subject to maximum of Rs. 2,000/- P.M.	@ 20% of Basic Pay Subject to maximum of Rs. 6,000/- P.M.

(vii) **Uniform Allowance**

	Existing	Revised
Nurses upto BPS-16	Rs. . 150/- P.M.	Rs. 300/- P.M.

(viii) **Anti Terrorist Squad Allowance**

	Existing	Revised
Upto to BPS-15	Rs. . 150/- P.M.	Rs. 300/- P.M.
BPS-16	Rs. . 200/- P.M.	Rs. 400/- P.M.
BPS-17	Rs. . 250/- P.M.	Rs. 500/- P.M.
BPS-18	Rs. . 300/- P.M.	Rs. 600/- P.M.

(ix) **PSP Uniform Allowance**

Existing	Revised
Rs. . 250/- P.M.	Rs. 1,200/- P.M.

(x) **Night Duty Allowance**

	Existing	Revised
For Assistants / Clerks	Rs. 8/- Per Night	Rs. 10/- Per Night
Drivers / DRs	Rs. 4/- Per Night	Rs. 5/- Per Night
Naib Qasid	Rs. 3.50/- Per Night	Rs. 5/- Per Night

(xi) **Special Pay to PSs /PAs**

	Existing	Revised
PS to Minister	Rs. . 375/- P.M.	Rs. 500/- P.M.
PS to Secretary	Rs. . 300/- P.M.	Rs. 400/- P.M.
PS to Additional Secretary	Rs. . 225/- P.M.	Rs. 300/- P.M.
PA to Minister / Secretary/ Additional Secretary /Senior Joint Secretary	Rs. 150/- P.M.	Rs. 200/- P.M.

PA to Joint Secretary	Rs. . 120/- P.M.	Rs. 160/- P.M
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(xii) Instructional Allowance

Existing	Revised
20% of Basic Pay / Basic Pay Subject to maximum of Rs. 2,000/- P.M.	(i) 20% of Basic Pay Subject to maximum of Rs. 5,000/- P.M. to those Instructors imparting in service training to BPS- 17 & above officers (ii) 20% of Basic Pay Subject to maximum of Rs. 3,000/- P.M. to those Instructors imparting in service training to BPS- 16.

(xiii) Washing Allowance for Police Force Allowance

Existing	Revised
Rs. . . 50/- P.M.	Rs. . 100/- P.M.

(xiv) Contingent Allowance

The following four contingent allowances admissible to Naib Qasids, Qasids and Daftraries shall stand discontinued and in lieu thereof such entitled categories shall be allowed a new allowance called as **Integrated Allowance** @ Rs. 150/P.M. with effect from 1.07.2005.

	Existing	Revised
(i) Washing Allowance	Rs. . 30/- P.M.	Rs. 150/- P.M.
(ii) Dusting Allowance	Rs. . 20/- P.M.	
(iii) Drinking Allowance	Rs. . 20/- P.M.	
(iv) Dress Allowance	Rs. . . 35/- P.M.	

11. The following 9 Allowances in respect of Civil Government employee shall stand abolished under this scheme

Name of Allowance	Present Rate
(i) Cash Handling Allowance	Rs. 25/- to Rs. 60/- P.M.
(ii) Outfit Allowance	Rs. 500/- (on posting abroad)
(iii) Furniture Cloth Allowance	Rs. 125/- P.M (Office of Secretary, National Security Council)
(iv) Telecom Allowance	Rs. 150/- P.M
(v) Good Conduct Pay	Rs. 45/- P.M
(vi) Copier / Photostat Allowance	Rs. 5/- P.M
(vii) Telephone Allowance	Rs. 20/- P.M (Admissible to staff of ASF)
(viii) Statistics Allowance	Rs. 30/- P.M (Admissible to Lithographic Operators)
(ix) Gilgit Compensatory Allowance	Rs. 450/- P.M

PART-III – PENSION

12. Communication 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 government servants who would draw pension under the Revised Basic Pay Scales, 2005.

14. The increases allowed on pension @ 15% and 8% with effect from 01-07-2003 and 01-07-2004, respectively, shall not be admissible to the government servants who would draw pension under the Revised Basic Pay Scales 2005.

15. OPTION

(a) The Ministry / Division / Department / Office to which and employee belongs and / or on whose pay roll he is borne shall obtain an option in writing from such employee within **60 days** commencing from the date of issue of this Office Memorandum and communicate it to the concerned Accounts Offices / DDO 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 O.M. 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 to continue to draw salary in basic pay scales and pension / Commutation Scheme applicable to him as on 30-06-2005.

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.

17. **Anomalies:** An Anomalies Committee shall be set up in the Finance Department (Regulations Wing) to resolve the anomalies if any, arising in the implementation of this Office Memorandum.

Secretary to Government of Sindh

No. FD(SR-I)-32/05

Karachi dated the 14th July, 2005

A copy is forwarded for information & necessary action to:

1. The Chief Secretary to Government of Sindh.
2. All Additional Chief Secretaries to Government of Sindh.
3. The Senior Member, Board of Revenue Sindh.
4. All Administrative Secretaries to Government of Sindh.
5. The Principal Secretary to Governor Sindh.
6. The Principal Secretary to Chief Minister Sindh.
7. The Secretary to Provincial Assembly Sindh.
8. The Registrar, High Court of Sindh, Karachi.

9. All District Coordination Officers in Sindh.
10. All Head of Attached Departments, Sindh.
11. All Regional Heads of Departments, Sindh.
12. All Districts & Sessions Judges, Sindh.
13. The Secretary, Sindh Public Service Commission, Hyderabad.
14. The Secretary, Provincial Ombudsman Secretariat Sindh.
15. The Registrar, Sindh Services Tribunal Karachi.

(SYED TARIQ MAHMUD JAFFERY)
Deputy Secretary(SR-II)
For Secretary to Government of Sindh

No. FD(SR-I)-32/05

Karachi dated the 14th July, 2005

A copy is forwarded to:

1. The Accountant General Sindh, Karachi.
2. All Treasury Officers / District Accounts Officers in Sindh.
3. All Heads of Autonomous Bodies in Sindh.
4. All Officers in Finance Department, Government of Sindh, Karachi.
5. The Chief Finance Officers, Directorate of Audit and Accounts (Inspection) Sindh, Finance Department.
6. The Director, Local Fund Audit Sindh, Karachi.
7. The Budget and Accounts Officers, Forest Department, Hyderabad.
8. The Director of Information, Government of Sindh, Karachi.
(He is requested to kindly give wide publicity through all News Media).

(RAFIQUE AHMED SAMEJO)
Section Officer(SR-I)
For Secretary to Government of Sindh

No. FD(SR-I)-32/05

Karachi dated the 14th July, 2005

A copy is forwarded to:

1. The Joint Secretary (Regulation Wing), Finance Division, Islamabad.
2. The Secretary to Government of Punjab, Finance Department, Lahore.
3. The Secretary to Government of N.W.F.P, Finance Department, Peshawar.
4. The Secretary to Government of Balochistan, Finance Department, Quetta.
5. The Secretary to Azad Government of State of Jammu & Kashmir, Finance Department, Muzaffarabad.

(RAFIQUE AHMED SAMEJO)
Section Officer(SR-I)
For Secretary to Government of Sindh

ANNEXURE

FINANCE DEPARTMENT'S O.M. NO. FD(SR-I)1-32/05

DATED: 14TH JULY 2005.

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