

4. FIXATION OF PAY ON PROMOTION :

- (i) In cases of promotion from a lower to higher post/scale before the introduction of these scales, the pay of the employee concerned in the revised scale may be fixed and so enhanced that it would not be less than the pay that would have been admissible to him if his promotion to the higher post/scale had taken place after the introduction of these scales.
- (ii) Government employees who are allowed selection grade shall be granted one premature increment as is allowed in the case of promotion.

5. GRANT OF ADVANCE INCREMENTS TO OFFICIALS FOR POSSESSING/ATTAINING HIGHER EDUCATIONAL QUALIFICATION.

- (i) From 1-6-1991 onwards advance increments shall be allowed without the condition of the second Division to the officials in BPS 1—15 for possessing or acquiring higher educational qualifications over and above prescribed qualifications in the relevant Recruitment Rules, to the extent given below:—

NO OF ADVANCE INCREMENTS FOR OBTAINING.

	Matric	F.A./F.Sc.	B.A./B.Sc	M.A./M.Sc.
(a) Where the prescribed qualification is Non-Matric	2	4	6	8
(b) Where the prescribed qualification is Matric	Nil	2	4	6
(c) Where the prescribed qualification is FA/F.Sc.	Nil	Nil	2	4
(d) Where the prescribed qualification is B.A./B.Sc.	Nil	Nil	Nil	2

The advance increments already allowed in terms of para-6 of Finance Department circular No. FD(SR-IV)-1-43/87 dated 7-7-1987 would be doubled from 1-6-1991.

- (ii) The advance increments shall be allowed at the time of recruitment or acquisition of higher qualification whichever is later. In cases where the employee is already at the maximum of the scale, he may be allowed the number of advance increments beyond the maximum of the scale as personal pay to be absorbed at the time of his move over/promotion. Those employees who had acquired higher qualification in 3rd Division prior to 1-6-1991 and were not granted advance increments earlier would henceforth be allowed advance increments with effect from 1-6-1991.

(S. R. WING)

Karachi, the 10th July, 1991.

OFFICE MEMORANDUM

Subject:—REVISION OF BASIC PAY SCALES AND FRINGE BENEFITS OF CIVIL EMPLOYEES OF THE PROVINCIAL GOVERNMENT 1991.

No. FD(SR-IV)1—116/91.—The Government of Sindh is pleased to sanction the revision of Basic Pay Scales for the civil employees (BPS-1 to 15) of the Provincial Government, as detailed in the following paragraphs.

2. **Basic Pay Scales:** The existing, modified and the revised pay scales are detailed in the Annexure to this O.M. The revised pay scales shall replace the Basic Pay Scales, 1987 and shall be effective from the first of June, 1991.

3. **Initial fixation of Pay:** (i) The initial pay of the existing employees who have been in Government service since before the 1st June, 1991, shall first be fixed in the modified scale at the stage having the same pay or if there is no such stage, at the next higher stage. Thereafter the pay shall be fixed in the revised pay scale "on point to point basis" i.e. at the stage in the relevant revised basic pay scale which is as many stages above the stage occupied by him above the minimum of the modified basic scale.

(ii) In the case of those employees whose pay is fixed in the revised scales at a stage which gives less than Rs. 100/- increase in pay of May, 1991 a minimum increase of Rs. 100/- in pay over May, 1991 level, would be allowed and thereafter pay fixed at the corresponding stage equal to this pay or if there is no such stage, at the next higher stage. The pay fixation formula has been illustrated through examples I, II & III in Appendix.

(iii) The annual increment shall continue to be admissible subject to the existing conditions on the first of December each year.

(iv) The increases allowed since 1—7—1988 as detailed below shall cease to be admissible from 1—6—1991:—

(a) Index pay sanctioned vide Finance Department Circular No. FD-(SR-III)/3-44/88, dated 19-7-1988.

(b) Ad-hoc increase of 5% of pay sanctioned vide Finance Department circular No. FD(SR-III)-3-44/88, dated 8-8-1989.

(c) Ad-hoc increase of 10% sanctioned vide Finance Department Circular No. FD(SR-IV)-1-84/90, dated 28-7-1990.

(d) Dearness Allowance of Rs. 200/- p.m. sanctioned vide Finance Department Circular No. FD(SR-IV)1-84/90, dated 5-1-1991.

6. MOVE-OVER:—The concession of move-over shall also be available from 1st June, 1991 onwards to those who are drawing pay in a selection grade.

7. SPECIAL PAYS.

The existing Special Pays admissible to Personal Assistants in BPS-15 shall be revised from 1-6-1991, as under:—

Post	Existing Rs. p.m.	Revised Rs. p.m.
(i) P.A. to Minister (BPS-15)	100/-	150/-
(ii) PAs to Chief Secy/Addl Chief Secy/Secy/Addl Secy	75/-	120/-

(iii) Hence-forth special pay at the following rates shall be admissible to those handling cash in Government Departments/Offices:—

	Rate Rs. p.m.
(a) Government servants handling cash between Rs. 1000/- to Rs. 10,000/- p.m.	25
(b) Government servants handling cash between Rs. 10,001/- to Rs. 15,000/- p.m.	30
(c) Government servants handling cash Rs. 15,001/- to Rs. 25,000/- p.m.	35
(d) Government servants handling cash between Rs. 25,001/- to Rs. 35,000/- p.m.	40
(e) Government servants handling cash beyond Rs. 35,000/- p.m.	60

8. TEACHING ALLOWANCE:

Existing rates of Teaching Allowance shall be enhanced as under:—

- | | |
|---|--|
| (a) High School Teachers who teach basic/
Natural Sciences, Headmasters/Head
Mistresses of High Schools who possess
B.Sc./M.Sc. degree and actually teach
Science subjects of Physics, Chemistry,
Biology & Mathematics. | From Rs. 100/- p.m. to
Rs. 200/- p.m. |
| (b) Jr. Instructors in Polytechnic who
possess Technical Teachers Diploma | From Rs. 100/- p.m. to
Rs. 200/- p.m. |

9. MEDICAL ALLOWANCE:

Existing rate of Medical Allowance of Rs 50/- p.m. admissible to the employees in BPS 1—15, shall be enhanced to Rs. 60/- p.m.

10. (a) **MESSING ALLOWANCE:**

The existing rate of Messing Allowance @ Rs. 300/- p.m. for Nursing cadre (below BPS-16) shall continue to be admissible.

(b) **UNIFORM ALLOWANCE:**

The existing rate of Uniform Allowance @ Rs. 125/- p.m. to Nursing Staff in various Hospitals shall continue to be admissible.

(c) **WASHING GRANT ADMISSIBLE TO LIVERIED STAFF.**

The existing rate of Washing grant shall be enhanced from Rs. 25/- p.m. to Rs. 30/- p.m.

(d) **OVERTIME ALLOWANCE TO STAFF CAR DRIVERS.**

The following fixed rates of Overtime Allowance to Staff Car Drivers shall continue to be admissible:—

(i) Drivers working with Governor / Chief Minister / Ministers / Advisors / Chief Secretary / Chief Justice Rs. 500/- p.m. (fixed)

(ii) Other Staff Car Drivers / Despatch Riders working in Sindh Secretariat / Sindh House Islamabad / Drivers of the Judges of the Sindh High Court. Rs. 360/- p.m. (fixed)

(e) **CONVEYANCE CHARGES FOR LATE SITTING AFTER OFFICE HOURS.**

The existing rates of conveyance charges admissible to employees in BPS 1-16 (Non-Gazetted) shall be enhanced as under:—

(i) On Working Days:
For officials in BPS 1—2 From Rs. 3.50/- per day to Rs. 4.50/- per day.

For officials in BPS 3—15 and B—16 (Non—Gazetted) From Rs. 4.50/- per day to Rs. 5.50/- per day.

(ii) On closed holidays:

For officials in BPS 1—2 From Rs. 4.50/- per day to Rs. 5.50/- per day.

For officials in BPS 3—15 and B—16 (Non—Gazetted). From Rs. 7.00/- per day to Rs. 8.00/- per day.

11. **ANOMALIES:**

A committee will be set up in the Finance Department (SR Wing) to resolve the anomalies, if any, arising out of the issue of this order.

NAZAR MOHAMMAD SHAIKH
SECRETARY TO GOVERNMENT OF SINDH

NO FD(SR-IV)-1-116/1991 Karachi, dated the 10th July, 1991.

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

1. The Chief Secretary to Government of Sindh.
2. The Additional Chief Secretary to Government of Sindh.
3. The Senior Member, Board of Revenue, Sindh.
4. All Administrative Secretaries to Government of Sindh.
5. All Members, Board of Revenue, Sindh.
6. The Secretary to Governor, Sindh.
7. The Secretary to Chief Minister, Sindh.
8. The Secretary to Provincial Assembly, Sindh.
9. The Registrar, High Court of Sindh, Karachi.
10. All Commissioners in Sindh.
11. All Heads of Attached Department, Sindh.
12. All Regional Heads of Departments, Sindh.
13. All District & Sessions Judges, Sindh.
14. All Deputy Commissioners in Sindh.
15. The Registrar, Sindh Services Tribunal, Karachi.
16. The Secretary, Sindh Public Service Commission, Hyderabad.

SYED HABIB AHMED
DEPUTY SECRETARY (SR-I)

for Secretary to Government of Sindh.

NO FD(SR-IV)-1-116/1991

Karachi, dated the 10th July, 1991.

A copy is forwarded to:—

1. The Accountant General Sindh, Karachi.
2. All Treasury Officers (including District Accounts Officers) in Sindh.
3. All Officers in Finance Department, Government of Sindh, Karachi.
4. All Heads of Autonomous Bodies in Sindh.
5. The Director, Audit & Accounts (Inspection), Finance Department Karachi.
6. The Director, Local Fund Audit, Sindh, Karachi.
7. The Budget and Accounts Officer, Forest Department, Hyderabad.
8. The Director of Information, Sindh, Karachi, for publicity through all news media.

AHMED KHAN ANSARI

SECTION OFFICER (SR-IV)

for Secretary to Government of Sindh.

NO FD(SR-IV)-1-116/1991

Karachi, dated the 10th July, 1991.

A copy is also forwarded for information to:—

1. The Joint Secretary (Finance Division) Regulation Wing Islamabad, with reference to his O.M. NO. F.1(12)-IMP-II/91, dated 29-6-1991.
2. The Finance Secretaries to the Government of the Punjab/NWFP/Balochistan/Azad Government of the State of Jammu & Kashmir.

AHMED KHAN ANSARI

SECTION OFFICER (SR-IV)

for Secretary to Government of Sindh.

ANNEXURE TO THE FINANCE DEPARTMENT O.M.NO .FD(SR-VI)-1-116/91

Dated the 10th July, 1991.

EXISTING, MODIFIED AND THE REVISED PAY SCALES (BPS 1—15)

BPS No.	Existing BPS 1-7-87	Stages	Modified Scales	Stages	Revised BPS 1-6-1991	Stages
1.	600-13-860	20	605-17-860	15	920-26-1310	15
2.	625-16-945	20	630-21-945	15	945-32-1425	15
3.	650-19-1030	20	655-25-1030	15	975-37-1530	15
4.	675-22-1115	20	680-29-1115	15	1005-43-1650	15
5.	700-25-1200	20	705-33-1200	15	1035-49-1770	15
6.	725-28-1285	20	730-37-1285	15	1065-54-1875	15
7.	750-31-1370	20	755-41-1370	15	1095-60-1995	15
8.	790-34-1470	20	795-45-1470	15	1140-65-2115	15
9.	830-38-1590	20	840-50-1590	15	1185-72-2265	15
10.	870-42-1710	20	870-56-1710	15	1230-79-2415	15
11.	910-46-1830	20	915-61-1830	15	1275-86-2565	15
12.	970-52-2010	20	975-69-2010	15	1355-96-2795	15
13.	1035-58-2195	20	1040-77-2195	15	1440-107-3045	15
14.	1100-64-2380	20	1105-85-2380	15	1530-119-3315	15
15.	1165-71-2585	20	1160-95-2585	15	1620-131-3585	15

AHMED KHAN ANSARI

SECTION OFFICER (SR-IV)

for Secretary to Government of Sindh

Karachi, dated the 10th July, 1991.

NO.FD(SR-IV)-1-116/1991

- A copy is also forwarded for information to—
- The Joint Secretary Finance Division, Government of Punjab, with reference to his O.M. No. F-113-149-1191, dated 29-6-1991.
 - The Finance Secretaries to the Government of the Punjab (WFP), Balochistan & Azad Government of the State of Jammu & Kashmir.

AHMED KHAN ANSARI

SECTION OFFICER (SR-IV)

for Secretary to Government of Sindh

Example—1 Case of Mr. 'A' drawing pay at the minimum of BPS—11

(a) Basic Pay on 1-5-91 in existing scale 910—46—1830	Rs. 910
Indexation w.e.f. 1-7-88	Rs. 25
5% adhoc increase w.e.f. 1-7-89	Rs. 46
10% adhoc increase w.e.f. 1-7-90	Rs. 91
Dearness allowance w.e.f. 1-12-90	Rs. 200
	Total Rs. 1272

(b) Pay will first be fixed at Rs. 915 in the modified scale of 915-61-1830 and thereafter in revised scale of 1275-86-2565 on point to point basis at Rs. 1275/-.

(c) The individual, being already in receipt of Rs. 1272/- (Pay plus increases allowed since 1-7-1988) in May, 1991 would get an increase of Rs. 3/- p.m. He would thus be entitled to a minimum increase of Rs. 100/- over pay of May, 1991 in terms of para 3 (ii) and his pay in the revised scale will be fixed at Rs. 1447 to secure the minimum increase of Rs. 100/-.

Example—11. Mr. 'A' drawing pay of Rs. 1508/- in BPS—11

(a) Pay on 1-5-91 in existing scale 910—46—1830	Rs. 1508
Indexation w.e.f. 1-7-88	Rs. 32
5% adhoc increase allowed w.e.f. 1-7-89	Rs. 75
10% adhoc increase allowed w.e.f. 1-7-90	Rs. 151
Dearness allowance of Rs. 200/- w.e.f. 1-12-90	Rs. 200
	Total Rs. 1966

(b) Pay will first be fixed in the modified scale of Rs. 915—61—1830 at the same stage or if there is no such stage at the next higher stage. This would be Rs. 1525/-.

(c) The pay will thereafter be fixed in the revised scale 1275—86—2565 on point to point basis in relation to pay in modified scale. Since the pay of Rs. 1525 in modified scale is 10 stages above the minimum, the pay in revised scale will be fixed on point to point basis at Rs. 2135/- allowing 10 increments on the minimum.

(d) The individual gets more than Rs. 100/- increase over pay of May, 1991 and, therefore, the provision of para 3 (ii) will not be attracted.

Example—III. Mr. 'A' drawing maximum of BPS—11.

(a) Pay on 1-5-91 in existing BPS 910—46—1830	Rs. 1830
Indexation w.e.f. 1-7-88	Rs. 38
5% adhoc increase w.e.f. 1-7-89	Rs. 92
10% adhoc increase w.e.f. 1-7-90	Rs. 183
Dearness allowance w.e.f. 1-12-90	Rs. 200
	<hr/>
	Total Rs. 2343

(b) Pay will first be fixed in the modified scale 915—61—1830 at the maximum Rs. 1830/-.

(c) Pay will thereafter be fixed in revised scale 1275—86—2565 on point to point basis. Since the pay of Rs. 1830 in the modified scale is 15 stages above the minimum, the pay in the revised scale will be fixed allowing 15 increments. This would be Rs. 2565/-.

(d) The individual gets more than Rs. 100/- increase over pay of May, 1991 the application of para 3 (ii) will not be attracted.