

GOVERNMENT OF SINDH  
FINANCE DEPARTMENT  
(SR - WING)

NO. FD (SR - IV) 1-159/93

Karachi Dated the 30th August, 1994.

OFFICE MEMORANDUM

**SUBJECT:** Revision of Basic Pay Scales and Fringe Benefits of Civil Employees (B-1 to B-22) of the Provincial Government (1994)

The Government of Sindh is pleased to sanction the revision of Basic Pay Scales for the Civil Employees of the Provincial Government BPS-1 to BPS-22, as detailed in the following paragraphs.

2. Basic Pay Scales:— The existing and the revised pay scales are detailed in the Annexure to this O. M. The revised pay scales shall replace the existing Pay Scales, 1991 in respect of those employees who give option for these pay scales, in terms of Para 6(b) and shall be effective from the First of June, 1994.

3. Initial Fixation of Pay:— The initial fixation of pay of the employees who have been in Government service since before the 1st June, 1994, shall be effected w.e. f. 1-6-1994, as below:—

- (i) Employees in BPS 1 to 16— By allowing an increase at the rate of 35% of the pay actually drawn on 31-5-1994. The pay of the employees will be fixed at the stage equal to or if there be no stage, at the stage next above.
- (ii) Employees in BPS- 17 and above – Initial fixation of pay shall be made by allowing 35% increase on the pay actually drawn on 31-5-1994, in the following two phases:—
  - (a) 20% of the increase shall be allowed w.e.f. 1-6-1994, by fixing pay in the relevant scale, at the stage equal to or if there be no stage at the stage next above.
  - (b) The remaining 15% increase shall be allowed on and from 1-6-1995, by refixing pay in the relevant pay scale, on 1-6-1994, by allowing 35% increase over pay drawn on 31-5-1994. The new pay so fixed will be drawn from 1-6-1995, without any arrears.
  - (c) The annual increment shall continue to be admissible subject to the existing condition on the 1st of December each year.

P.T.O.

(d) The adhoc increase allowed as detailed below shall cease to be admissible from 1-6-1994:

- (i) Adhoc relief of Rs. 100/- p.m. sanctioned vide Finance Department circular letter No. FD (SR- IV) 1-135/92 dated 1-11-1992.
- (ii) Additional Adhoc relief of Rs. 100/- p.m. sanctioned vide Finance Department letter No. FD (SR-IV) 1-135/92 (A), dated 20-1-1994.
- (iii) Grant of adhoc relief of Rs. 50/- p.m. sanctioned to all employees in BPS-1 to BPS-22 w.e.f. 1-4-1994 Vide Finance Department circular letter No. FD (SR- IV) 1-176/94 dated 7-8-1994.

4. Fixation of Pay:— In case of promotion from a lower to higher posts/ scale before introduction of these scales, the pay of the employees 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.

5. Allowances:

- (i) Secretariat Allowance:— With the introduction of new scales of pay the Secretariat Allowance is abolished w.e.f. 1-6-1994 and the amount actually drawn on 31-5-1994 will be converted into Personal Allowance. Such Personal Allowance in case of Government employees in BPS-17- 22 shall be reduced by the amount of annual increments, by which the Government employee's pay may be increased after 1-6-1994, and shall cease as soon as his pay is increased by an amount equal to /or more than his Personal Allowance. Those in BPS-1-16 will be exempted from this adjustment to the extent that their Personal Allowance will not be reduced/ adjusted.
- (ii) Other Allowances, Special Pays etc— Special Pays and other allowances including House Rent Allowance will be maintained at the level drawn/ admissible at the rates as on 31st May, 1994.

6. Option:

- (a) All existing Government employees are given option either to draw the existing pay scales plus Secretariat Allowance or the new pay scales plus Personal Allowance in the manner as at 5(i) above. Option to retain existing scale with Secretariat Allowance must, however, be given in writing by the employees concerned to the audit office / Drawing and Disbursing Officer concerned within one month from the date of issue of this order. Option once exercised shall be final.

- (b) An existing Government employee who does not exercise and communicate such option within the prescribed time limit shall be deemed to have opted to be governed by the new scales and abolition of secretariat Allowance.

7. Pension & Retirement Benefits :- In the case of persons retiring from 1-6-1994 onwards in BPS - 17 to 22, pension will be recalculated on 1-6-1995 on the basis of pay refixed with 35% increase in the pay in the second phase. New pension will, however, be admissible from 1-6-1995 and no arrears will be admissible.

8. The following relief to the widows, dependents, retarded and incapacitated children and invalid pensioners shall be allowed w.e.f. 1st June, 1994:-

- (a) Restoration of commuted value/ gratuity portion of families on completion of required period.
- (b) Grant of family pension to dependent, disabled / retarded children for life without any age limit.
- (c) Elimination of second medical board for the invalidated pensioners for eligibility of commutation.

9. Government servants who have retired on or after 1-6-1993, till the introduction of revised pay scales i.e. 1-6-1994, be allowed pension /commutation on the basis of pay that would have been admissible to them, had the pay revision been effected on the date of their retirement, discounted by 12%.

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

11. Anomalies :- A Committee will be set up in the Finance Department (Regulation Wing) to resolve the anomalies, if any, arising out of the issue of this order.

SHAHZADO SHAIKH  
SECRETARY TO GOVERNMENT OF SINDH.

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## Annexure

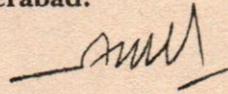
## EXISTING AND REVISED PAY SCALES

BPS No.	Existing pay Scales		Revised Pay Scales	
	1-6-1991	(Stages)	1-6-1994	(Stages)
B-1	920-26-1310	(15)	1245-35-1770	(15)
B-2	945-32-1425	(15)	1275-44-1935	(15)
B-3	975-37-1530	(15)	1320-50-2070	(15)
B-4	1005-43-1650	(15)	1360-58-2230	(15)
B-5	1035-49-1770	(15)	1400-66-2390	(15)
B-6	1065-54-1875	(15)	1440-73-2535	(15)
B-7	1095-60-1995	(15)	1480-81-2695	(15)
B-8	1140-65-2115	(15)	1540-88-2860	(15)
B-9	1185-72-2265	(15)	1605-97-3060	(15)
B-10	1230-79-2415	(15)	1660-107-3265	(15)
B-11	1275-86-2565	(15)	1725-116-3465	(15)
B-12	1355-96-2795	(15)	1830-130-3780	(15)
B-13	1440-107-3045	(15)	1950-144-4110	(15)
B-14	1530-119-3315	(15)	2065-161-4480 ✓	(15)
B-15	1620-131-3585 ✓	(15)	2190-177-4845 ✓	(15)
B-16	1875-146-4065	(15)	2535-197-5490	(15)
B-17	2870-215-5450	(12)	3880-290-7360	(12)
B-18	3765-271-6475	(10)	5085-366-8745	(10)
B-19	5740-285-8590	(10)	7750-385-11600	(10)
B-20	6810-325-10060	(10)	9195-440-13595	(10)
B-21	7535-405-11585	(10)	10190-545-15640	(10)
B-22	8075-450-12575	(10)	10900-610-17000	(10)

NO. FD(SR-IV)1-159/1993. Karachi, Dated, the 30th, August, 1994

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 Chief Minister, Sindh.
7. The Secretary to Governor, 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 Departments in 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.



( ABDUL HAMEED MIRZA )  
DEPUTY SECRETARY (SR-I)  
FOR SECRETARY TO GOVERNMENT OF SINDH.

NO.FD(SR-IV)1-159/1993. Karachi, Dated, the 30th August, 1994.

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, Accounts (Inspection), Sindh, Finance Department.
6. The Director, Local Fund Audit, Sindh, Karachi.
7. The Budget and Accounts Officer, Forest Department, Hyderabad.
8. The Director of Information, Sindh, Karachi. He is requested kindly to give wide publicity through all news media.



( AHMED KHAN ANSARI )  
SECTION OFFICER (SR-IV)  
FOR SECRETARY TO GOVERNMENT OF SINDH.

NO.FD(SR-IV)1-159/1993. Karachi, Dated, the 30th August, 1994.

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(2)-Imp/94(i), dated 15th June 1994.
2. The Finance Secretaries to the Government of the Punjab/N.W.F.P Balochistan/Azad Government of the State of Jammu & Kashmir.



( AHMED KHAN ANSARI )  
SECTION OFFICER (SR-IV)  
FOR SECRETARY TO GOVERNMENT OF SINDH.