



GOVERNMENT OF SINDH
FINANCE DEPARTMENT

Karachi, dated the 12th July, 2011

OFFICE MEMORANDUM

SUBJECT: REVISION OF BASIC PAY SCALES AND ALLOWANCES OF CIVIL SERVANTS OF THE SINDH GOVERNMENT.

Government of Sindh has been pleased to sanction the revision of Basic Pay Scales, Allowances and Pension w.e.f. 1st July, 2011 for the Civil Servants of Sindh Government, paid out of Civil Estimates as detailed in the succeeding paragraphs:

PART-I (PAY)

2. Revision of Basic Pay Scales:

The Basic Pay Scales – 2011 shall replace the Basic Pay Scales – 2008 with effect from 01.07.2011 as contained in the Annexure to this Office Memorandum.

3. Fixation of Pay of the Existing Employees (w.e.f. 01.07.2011):

- i. The basic pay of an employee who was in service on 30.06.2011 shall be fixed in the Basic Pay Scales-2011 on point to point basis i.e. at the stage corresponding to that occupied by him / her above the minimum of Basic Pay Scales-2008.
- 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 30.06.2011, he / she shall continue to draw such pay in the Basic Pay Scales-2011 at the revised rates.

4. Annual Increment:

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

PART-II (ALLOWANCES)

5. Ad hoc Relief Allowances granted upto 01.07.2009:

The following Ad hoc Relief Allowances granted upto 01.07.2009 shall stand discontinued with effect from 01.07.2011 having been merged in the Basic Pay Scales-2008 so as to introduce Basic Pay Scales-2011: -

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Sr. No.	Name of Ad hoc Allowance	Office Memorandum and Date	Admissible Rates
i.	Special Additional Allowance – 1999 (01.07.1999)	FD(SR-IV)1(257)/99, dated 05.08.1999.	25% (BPS 1-16) and 20% (BPS 17-22) on BPS-1994
ii.	Special Relief Allowance – 2003 (01.07.2003)	FD(SR-I)1(51)/2003, dated 03.07.2003	15% of the basic pay on BPS-2001
iii.	Ad hoc relief – 2004 (01.07.2004)	FD(SR-1)1(51)/2004, dated 22.07.2004	15% of the basic pay on BPS-2001
iv.	Dearness Allowance – 2006 (01.07.2006)	FD/SR-I/1(51)/2003-04, dated 07.07.2006	15% of the basic pay on BPS-2005
v.	Ad hoc Relief Allowance – 2009 (01.07.2009)	FD(SR-1)1(32)2005-2009, dated 23.07.2009	20% (BPS 1-16) and 15% (BPS 17-22) on BPS-2008

6. **Ad hoc Allowance-2010 (if admissible):**

- i. The Ad hoc Allowance – 2010 @ 50% of the running basic pay of Basic Pay Scales-2008 admissible to the Civil Servants shall stand frozen at the level of its admissibility as on 30.06.2011.
- ii. All the new entrants shall be allowed Ad hoc Allowance – 2010 @ 50% of the minimum of relevant Basic Pay Scales-2008 (if admissible to that organization) on notional basis with effect from 01.07.2011, till further orders, and shall stand frozen at the same level.

7. **Ad hoc Relief Allowance-2011:**

- i. An Ad hoc Relief Allowance – 2011 @ 15% of the running basic pay of Basic Pay Scales-2008 to all the Civil Servants of Sindh Government including contingent paid staff and contract employees employed against civil posts in Basic Pay Scales on standard terms and conditions of contract appointment shall be allowed with effect from 01.07.2011 and shall stand frozen at the same level.
- ii. All the new entrants shall be allowed Ad hoc Relief Allowance – 2011 @ 15% of the minimum of relevant Basic Pay Scales-2008 on notional basis with effect from 01.07.2011, till further orders, and shall stand frozen at the same level.
- iii. The Ad hoc Relief Allowance will be subject to Income Tax.
- iv. The Ad hoc Relief Allowance will be admissible during leave and entire period of LPR.
- v. 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.

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- vi. The Ad hoc Relief Allowance will not be admissible to the employees during the tenure of their posting / deputation abroad.
- vii. 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.
- viii. The Ad hoc Relief Allowance will be admissible during the period of suspension.
- ix. The term "Basic Pay" will also include the amount of Personal Pay granted on account of annual increment(s) beyond the maximum of the existing pay scales.

8. **Medical Allowance:**

- i. Medical Allowance admissible to Civil Servants in BPS-16 to BPS-22 @ 15% of the existing basic pay in Basic Pay Scales-2008 shall continue to be admissible at the frozen level of its admissibility as on 30.06.2011.
- ii. All the new entrants in BPS-16 to BPS-22 shall be allowed Medical Allowance @ 15% of the minimum of relevant Basic Pay Scales-2008 on notional basis with effect from 01.07.2011, till further orders, and shall stand frozen at the same level.

9. **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 Allowance/Special Allowance equal to one month Basic Pay granted to Members of Establishment of Sindh High Court and employees of other departments shall stand frozen at the level of its admissibility as on 30.06.2011.

10. **Conveyance Allowance:**

- i. Conveyance Allowance shall be admissible to all the civil servants in BPS-1 to BPS-15 on revised rates as under: -

BPS	EXISTING	REVISED (Rs. P.M.)
BPS 1-4	Rs. 680.00 p.m.	Rs. 850.00 p.m.
BPS 5-10	Rs. 920.00 p.m.	Rs. 1150.00 p.m.
BPS 11-15	Rs. 1360.00 p.m.	Rs. 1700.00 p.m.

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- ii. All the Civil Servants of Sindh Government (excluding those who are allowed monetized value of Transport or availing Transport Facility) shall be allowed Conveyance Allowance at the prescribed rates **irrespective of their place / station of duty.**

11. **Miscellaneous Allowances:**

Rates of the following Allowances have been revised as noted against each: -

S.No.	Name of Allowance	Existing Rates	Revised Rates
i.	Integrated Allowance for N/Qasid, Qasid and Daftaries.	Rs. 150.00 p.m.	Rs. 300.00 p.m.
ii.	Washing Allowance	Rs. 30.00 p.m.	Rs. 100.00 p.m.
iii.	Dress Allowance	Rs. 35.00 p.m.	Rs. 100.00 p.m.
iv.	Special Pay for Confidential Assistant	Rs. 65.00 p.m.	Rs. 150.00 p.m.
v.	Uniform Allowance for Nurses	Rs. 300.00 p.m.	Rs. 600.00 p.m.
vi.	Special Area Compensatory Allowance	Rs. 150.00 p.m.	Rs. 300.00 p.m.
vii.	Hill Allowance	@ 25% of pay upto a maximum of Rs. 100.00 p.m.	At a fixed rate of Rs. 200.00 p.m.
viii.	Firewood Allowance	Rs. 4.50 per head per day.	Rs. 10.00 per head per day.

12. **Option:**

- i. The Ministry/Department/Office to which an employee belongs and/or on whose pay roll he/she is borne shall obtain an option in writing from such employees within **60 days** commencing from the date of issue of this Office Memorandum and communicate it to the concerned Accounts Office/DDO, as the case may be, either to continue to draw salary in the Scheme of Basic Pay Scales-2008 or in the Scheme of Basic Pay Scales-2011 as specified in this Office Memorandum. Option once exercised shall be considered final.
- ii. An existing employee, as aforesaid, who does not exercise and communicate his/her option within the specified time limit, shall be deemed to have adopted for the Scheme of Basic Pay Scales-2011.

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.

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14. **Anomalies:**

An Anomaly Committee shall be set up in the Finance Department (Service Regulations Wing) to resolve the anomalies, if any, arising in the implementation of the Basic Pay Scales-2011.

Secretary to Government of Sindh

NO: FD(SR-I)1(32)/2008-2011

Dated Karachi, the 12th July, 2011

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

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


(Nisar Ahmed Shaikh)
Deputy Secretary (SR-1)

For Secretary to Government of Sindh

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NO: FD(SR-I)1(32)/2008-2011

Karachi, dated the 12th July, 2011

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

1. The Accountant General, Sindh, Karachi.
2. The District Accounts Officers / Treasury Officers in Sindh (All).
3. The Head of Autonomous Bodies in Sindh (All).
4. The Officers in Finance Department, Government of Sindh (All).
5. The Director, Local Fund Audit Sindh, Karachi.
6. The Budget & Accounts Officers, Forest Department, Hyderabad.
7. The Director, Information Department, Govt. of Sindh, Karachi. He is requested to kindly give wide publicity through (All) News media.
8. The Superintendent, Sindh Government Press, Karachi.

(Abdullah Abbasi)

Section Officer (SR-I)

For Secretary to Government of Sindh

NO: FD(SR-I)1(32)/2008-2011

Karachi, dated the 12th July, 2011

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

1. The Deputy Secretary (Regulation Wing), Government of Pakistan, Finance Division, Islamabad.
2. The Secretary to Government of the Punjab, Finance Department, Lahore.
3. The Secretary to Government of Khyber Pakhtoonkhwa, Finance Department, Peshawar.
4. The Secretary to Government of Baluchistan, Finance Department, Quetta.
5. The Secretary to Government of Azad State of Jammu Kashmir, Finance Department, Muzafarabad.

(Abdullah Abbasi)

Section Officer (SR-I)

For Secretary to Government of Sindh

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EXISTING BASIC PAY SCALES, 2008

BPS	MIN	INCR	MAX	STAGES
1	2,970	90	5,670	30
2	3,035	100	6,035	30
3	3,140	120	6,740	30
4	3,240	140	7,440	30
5	3,340	160	8,140	30
6	3,430	175	8,680	30
7	3,530	190	9,230	30
8	3,665	210	9,965	30
9	3,820	230	10,720	30
10	3,955	260	11,755	30
11	4,115	275	12,365	30
12	4,355	310	13,655	30
13	4,645	340	14,845	30
14	4,920	380	16,320	30
15	5,220	420	17,820	30
16	6,060	470	20,160	30
17	9,850	740	24,650	20
18	12,910	930	31,510	20
19	19,680	970	39,080	20
20	23,345	1,510	44,485	14
21	25,880	1,700	49,680	14
22	27,680	1,985	55,470	14

ADJUSTED BASIC PAY SCALES, 2011

BPS	MIN	INCR	MAX	STAGES
1	4,800	150	9,300	30
2	4,900	170	10,000	30
3	5,050	200	11,050	30
4	5,200	230	12,100	30
5	5,400	260	13,200	30
6	5,600	290	14,300	30
7	5,800	320	15,400	30
8	6,000	350	16,500	30
9	6,200	380	17,600	30
10	6,400	420	19,000	30
11	6,600	460	20,400	30
12	7,000	500	22,000	30
13	7,500	550	24,000	30
14	8,000	610	26,300	30
15	8,500	700	29,500	30
16	10,000	800	34,000	30
17	16,000	1,200	40,000	20
18	20,000	1,500	50,000	20
19	31,000	1,600	63,000	20
20	36,000	2,350	68,900	14
21	40,000	2,600	76,400	14
22	43,000	3,050	85,700	14



NO: FD(SR-I)1(32)/2008-2011

**GOVERNMENT OF SINDH
FINANCE DEPARTMENT**

Karachi, dated the 7th December, 2011

OFFICE MEMORANDUM

SUBJECT: GRANT OF AD-HOC RELIEF ALLOWANCE – 2011 @ 15% OF BASIC PAY.

Government of Sindh has been pleased to sanction an Adhoc Relief Allowance – 2011 @ 15% of the basic pay of Rs. 24,465/- p.m. with effect from 1st July, 2011 to the Section Officers re-employed against civil posts on contract basis.

2. The amount of this Ad-hoc Relief Allowance – 2011;
 - i) will be subject to Income Tax.
 - ii) will be admissible during leave.
 - iii) will not be admissible to the employees during the tenure of their posting / deputation abroad.
 - iv) 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.
3. The above Adhoc Relief Allowance – 2011 shall be accommodated from within the budgetary allocation for the year 2011-12 by the respective Departments and no supplementary grants would be given on this account.

Secretary to Government of Sindh

NO: FD(SR-I)1(32)/2008-2011

Dated Karachi, the 7th December, 2011

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3. The Administrative Secretary to Government of Sindh (All).
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5. The Principal Secretary to Governor, Sindh, Karachi.
6. The Secretary to Chief Minister, Sindh, Karachi.

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7. The Secretary to Provincial Assembly, Sindh, Karachi.
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9. The Regional Heads of Department, Sindh.
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16. The Deputy Secretary (Staff) to Chief Secretary, Sindh, Karachi.



(Nisar Ahmed Shaikh)
Deputy Secretary (SR-1)

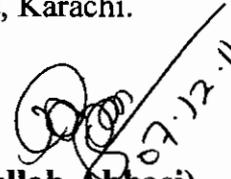
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(Abdullah Abbasi)
Section Officer (SR-I)

For Secretary to Government of Sindh

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Karachi, dated the 7th December, 2011

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4. The Secretary to Government of Baluchistan, Finance Department, Quetta.
5. The Secretary to Government of Azad State of Jammu Kashmir, Finance Department, Muzafarabad.

Handwritten signature and date: 07.12.11

(Abdullah Abbasi)
Section Officer (SR-I)

For Secretary to Government of Sindh