



GOVERNMENT OF PAKISTAN
FINANCE DIVISION
(Regulations Wing)

F.No.1(2)Imp/2022-283

Islamabad, the 1st July, 2022

OFFICE MEMORANDUM

Subject: REVISION OF BASIC PAY SCALES & ALLOWANCES OF CIVIL SERVANTS OF THE FEDERAL GOVERNMENT (2022)

The President has been pleased to sanction the revision of Basic Pay Scales & Allowances with effect from 1st July, 2022 for the civil employees of the Federal Government, paid out of civil estimates and from the Defence estimates as detailed in the following paragraphs:

Part-I (Pay)

2. Revision of Basic Pay Scales:

The Basic Pay Scales-2022 shall replace the Basic Pay Scales-2017 with effect from 01-07-2022 as contained in the **Annexure-I** to this Office Memorandum.

3. Fixation of Pay of the existing employees:

- i) The basic pay of an employee in service on 30-06-2022 shall be fixed in the Basic Pay Scales-2022 on point to point basis i.e. at the stage corresponding to that occupied by him/her above the minimum of Basic Pay Scales-2017;
- 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 30-06-2022, he/she shall continue to draw such pay in the Basic Pay Scales-2022 at the revised rates.

4. Fixation of Pay on promotion:

In cases of promotion from a lower to higher posts/scale before introduction of these scales, the pay of the employees concerned in the revised pay 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. Annual increment:

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

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Part-II (Allowances)

6. Ad-hoc Allowances:

Upon introduction of BPS-2022 the following Ad-hoc Relief Allowances granted w.e.f. 01-07-2016, 01-07-2017, 01-07-2018, 01-07-2019 and 01-07-2021 shall cease to exist with effect from 01-07-2022:

S. No.	Name of Ad-hoc Relief Allowance	Office Memorandum and Date	Admissible Rates
i	Ad-hoc Relief Allowance-2016 (01-07-2016)	Para-8 of F.1(2)Imp/2016-333, dated 01-07-2016.	10% of the basic pay on BPS-2016.
ii	Ad-hoc Relief Allowance-2017 (01-07-2017)	Para-8 of F.1(3)Imp/2017-500, dated 03-07-2017.	10% of the basic pay on BPS-2017.
iii	Ad-hoc Relief Allowance-2018 (01-07-2018)	F.1(2)Imp/2018-370, dated 02-07-2018.	10% of the basic pay on BPS-2017.
iv	Ad-hoc Relief Allowance-2019 (01-07-2019)	F.1(2)Imp/2019-700, dated 05-07-2019.	10% of the basic pay on BPS-2017 (BPS. 1-16) and 5% of the basic pay on BPS-2017 (BPS. 17-20).
v	Ad-hoc Relief Allowance-2021 (01-07-2021)	F.1(1)Imp/2021-216, dated 08-07-2021.	10% of the basic pay on BPS-2017.

7. Ad-hoc Relief Allowance-2022:

- a) An Ad-hoc Relief Allowance-2022 @ 15% of the running basic pay of BPS-2017 shall be allowed to the civil employees of the Federal Government as well as civilians paid out of Defence estimates including contingent paid staff and contract employees employed against civil posts in Basic Pay Scales on standard terms and conditions of contract appointment with effect from 01-07-2022 and shall stand frozen at the same level till further orders;
- b) All the new entrants shall be allowed Ad-hoc Relief Allowance-2022 @ 15% of the Minimum of the relevant basic pay of BPS-2017 on notional basis with effect from 01-07-2022 till further orders and shall stand frozen at the same level;
- c) The Ad-hoc Relief Allowance will be subject to Income Tax;
- d) The Ad-hoc Relief Allowance will be admissible during leave and entire period of L.P.R. except during extra ordinary leave;
- e) 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;
- f) The Ad-hoc Relief Allowance will not be admissible to the employees during the tenure of their posting/deputation abroad;
- g) 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;

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- h) The Ad-hoc Relief Allowance will be admissible during the period of suspension;
- i) 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. Special Pay 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 Federal Government employees irrespective of his/her posting in Ministry/Division/Department/Office etc. including civil employees in BPS 1-22 of Judiciary shall stand frozen at the level of its admissibility as on 30-06-2022.

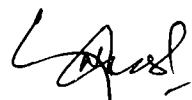
9. Option:

- (1) The Ministry/Division/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 30 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-2017 or in the Scheme of Basic Pay Scales-2022 as specified in this Office Memorandum. Option once exercised shall be considered final;
- (2) An existing employee, as aforesaid, who does not exercise and communicate his/her option within the specified time limit, shall be deemed to have opted for the Scheme of Basic Pay Scales-2022.

10. 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.

11. Anomalies:

An Anomaly Committee shall be set up in the Finance Division (Regulations Wing) to resolve the anomalies, if any, arising out in the implementation of the Basic Pay Scales-2022.


(Faisal Nadeem)
Section Officer (Imp)

ALL MINISTRIES/DIVISIONS/DEPARTMENTS

Web Administrator, Finance Division, Islamabad (for uploading at Finance Division's website i.e. www.finance.gov.pk)

BASIC PAY SCALES OF THE CIVIL SERVANTS							
Basic Pay scales-2017				Stages	Basic Pay scales-2022		
BPS	MIN	INCR	MAX		MIN	INCR	MAX
1	9,130	290	17,830	30	13,550	430	26,450
2	9,310	330	19,210	30	13,820	490	28,520
3	9,610	390	21,310	30	14,260	580	31,660
4	9,900	440	23,100	30	14,690	660	34,490
5	10,260	500	25,260	30	15,230	750	37,730
6	10,620	560	27,420	30	15,760	840	40,960
7	10,990	610	29,290	30	16,310	910	43,610
8	11,380	670	31,480	30	16,890	1,000	46,890
9	11,770	730	33,670	30	17,470	1,090	50,170
10	12,160	800	36,160	30	18,050	1,190	53,750
11	12,570	880	38,970	30	18,650	1,310	57,950
12	13,320	960	42,120	30	19,770	1,430	62,670
13	14,260	1,050	45,760	30	21,160	1,560	67,960
14	15,180	1,170	50,280	30	22,530	1,740	74,730
15	16,120	1,330	56,020	30	23,920	1,980	83,320
16	18,910	1,520	64,510	30	28,070	2,260	95,870
17	30,370	2,300	76,370	20	45,070	3,420	113,470
18	38,350	2,870	95,750	20	56,880	4,260	142,080
19	59,210	3,050	120,210	20	87,840	4,530	178,440
20	69,090	4,510	132,230	14	102,470	6,690	196,130
21	76,720	5,000	146,720	14	113,790	7,420	217,670
22	82,380	5,870	164,560	14	122,190	8,710	244,130