

'Muzaffarabad'
Dated, 12.07/2005

OFFICE MEMORANDUM

SUBJECT: REVISION OF BASIC PAY SCALES' ALLOWANCES AND PENSION OF CIVIL EMPLOYEES OF AZAD GOVERNMENT OF THE STATE OF JAMMU & KASHMIR (2005).

The president of Azad Jammu & Kashmir has been pleased to sanction the revision of Basic Pay Scales, Allowances and Pension w.e.f. 1st July, 2005, for the civil employees of the Azad Government of the State of Jammu and Kashmir, paid from the civil estimates as detailed in the following paragraphs:-

PART I-BASIC PAY SCALES

1. Revised Basic Pay Scales.
The revised Basic Pay Scales, 2005 shall replace the existing Basic Pay Scales 2001 as shown in Annex 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 Scale 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 on 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 1st of 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 w.e.f. 1.7.2003 and 1.7.2004 respectively shall stand frozen at the level of their admissibility as on 30.6.2005 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 1.7.2005 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:
Conveyance Allowance shall be admissible on revised rates as follows:

	RATES (RS. PM)
BPS	340/-
BPS 1-4	460/-
BPS 5-10	680/-
BPS 11-15	1240/-
BPS 16-20	

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b) Conveyance Allowance @ Rs.1240/- per month shall also be admissible to those BPS-21 & 22 officers who are not sanctioned official vehicle!

10. Other special pays/ Special Allowances:

The rates of Special Pays and Special Allowances shall be revised as detailed below:

i) Entertainment Allowance

	Existing	Revised
BPS-19	NIL	500/-p.m.
BPS-20	480/-	600/-p.m.
BPS-21	525/-	700/-p.m.
BPS-22	650/-	975/-p.m.

ii) Daily Allowance

	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/-	640/-
BPS-19-20	400/-	450/-	625/-	825/-
BPS-21-22	450/-	550/-	700/-	1000/-

Presently special rates are allowed at 15 specified stations/cities in Pakistan. The Special rates shall also be allowed at Muzaffarabad & Mirpur AJ &K.

iii) Transportation/Mileage allowance.

Transportation	Existing	Revised
i) Motor Car	Rs.1.20 per k.m.	Rs.2/- per k.m.
ii) Motor Cycle/Scooter	Rs. 0.40 per k.m.	Rs.1/- per k.m.
<u>Mileage Allowance</u>		
i) Personal Car/Taxi	Rs.3/- per k.m.	Rs.5/- per k.m.
ii) Motor Cycle /Scooter	Rs.1/- per k.m.	Rs. 2/- per k.m.
iii) Bicycle/Animal back/foot	Rs.0.75 per k.m	Rs.1/- per k.m.
iv) Public Transport	i) Rs.0.30 per k.m. (BPS -6 and below) ii) Rs.0.50 per k.m. (BPS-7 and above)	Rs.1/- per k.m. Rs.1/-per k.m.
Travel by Air	Govt. Servant in BPS-17 and those in receipts of pay of Rs.5400/- and above.	Govt. servants in BPS-17 and above
Carriage of personal effects on Transfer /Retirement	Paisa 0.148/-per k.m. Per k.g. (or 2.96 paisa per k.m per unit of 20 k.gs)	Rs. 0.008 per k.m. Per k.g.

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iv) Qualification Pay

	Existing	Revised
SAS Accountant	Rs.200/- p.m.	Rs. 400/-p.m.
Staff College/NDC	Rs.750/- p.m	Rs. 1000/-
Advanced Course in NIPA	Rs.200/- p.m.	Rs.500/- p.m.

(v) Senior post Allowance

	Existing	Revised
BPS-20	Rs.850/-p.m.	Rs.1100/-p.m.
BPS-21	Rs.925/-p.m.	Rs.1200/-p.m.
BPS-22	Rs.1000/-p.m.	Rs.1500/-p.m.

(vi) Deputation Allowance/Addl. Charge Allowance/ Special Allowance on Current Charge basis against higher posts.

	Existing	Revised
Deputation Allowance/ Addl. Charge Allowance/ Special Allowance on Current Charge.	@ 20% of the Basic Pay subject to a maximum of Rs.2000/- p.m.	@ 20% of the Basic Pay subject to a maximum of Rs.6000/- p.m.

(vii) Uniform Allowance

	Existing	Revised
Nurses upto BPS-16	Rs.150/-p.m.	Rs-300/p.m.

(viii) Police Uniform Allowance

Existing	Revised
Rs.250/- p.m.	Rs.600/-

(ix) Special pay to PSs/PAs

	Existing	Revised
i) PS to President / Prime Minister/ Minister/Chief Secretary /Additional Chief Secretaries/ SMBR/ Judges of Supreme Court/ High Court.	i) Rs.300/- p.m.	Rs.500/- p.m.
ii) From other source in BPS-17	ii) Rs.375/-p.m.	
PS to Secretaries	Rs.225/p.m.	Rs.400/-
i) PA to Minister/ Additional Chief Secretaries/Secretaries	i) Rs.150/-p.m.	Rs.200/-
ii) Additional Secretaries	ii) Rs.120/- p.m.	

(x) Instructional Allowance

Existing	Revised
20% of the Minimum Pay Scales subject to a maximum Rs.2000/- p.m.	i) 20% of the Basic Pay subject to the maximum of Rs.5000/-p.m to those instructors imparting in service training to BPS-17 and above Officers. ii) 20 % of the Basic Pay subject to the maximum of Rs.3000/-p.m. to those instructors imparting in service training to employees upto BPS-16

(xi) Washing Allowance for Police Force

Existing	Revised
Rs.50/-p.m.	Rs.100/- p.m.

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(xii) Contingent Allowance

The following contingent allowances admissible to Naib Qasids, Qasids and Daftaries shall stand discontinued and in lieu thereof such entitled categories shall be allowed a new allowance called as Integrated Allowance @ Rs.150/- p.m. w.e.f. 1.7.2005.

	Existing	Revised as Integrated Allowance
i) Washing Allowance	Rs.30/-p.m.	Rs.150/-p.m.
ii) Dusting Allowance	-	
iii) Drinking water Allowance	-	
iv) Dress Allowance	Rs.40/-p.m	

11. The following 6 Allowance in respect of Civil Government employees shall stand abolished under this scheme

S.No	Name of Allowance	Present Rate
1	Cash Handling Allowance	Rs.75/-p.m.
2	Copier/Photostat Allowance	Rs.50/-p.m.
3	Bigglechee Allowance	
	Nike Allowance	
	Working Plan Allowance	
	Land Management Allowance	

PART.III PENSION

12. Commutation shall be admissible upto 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

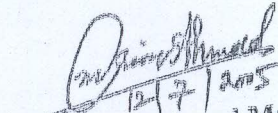
14. The increases allowed on pension @ 15% and 8% w.e.f. 01.7.2003 and 01.07.2004 respectively shall not be admissible to the Government servants who would draw pension under the revised Basic Pay Scales, 2005

15. Option:

- a) The Ministry/Division/Department/Office to which an 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 Office/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 the 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 Anomaly committee shall be set up in the Finance Department (Regulations wing) to resolve the anomalies if any, arising in the implementation of this Officer Memorandum.

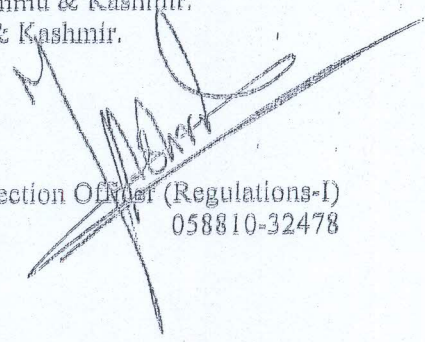

12-7-2005
(Riaz Ahmad Malik)
Deputy Secretary Finance (R)
Telephone No. 058810-32489

ANNEX TO FINANCE DEPARTMENT'S O.M.No..FDR/ (319) /2005 Date 1st July, 2005.

EXISTING BASIC PAY SCALES, 2001.					REVISED BASIC PAY SCALES, 2005			
BPS	MIN	INCR	MAX	STAGES	MIN	INCR	MAX	STAGES
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	2280	130	6210	30	2655	150	7155	30
9	2310	130	6210	30	2770	165	7720	30
10	2410	145	6760	30	2865	185	8415	30
11	2490	160	7290	30	2980	200	8980	30
12	2590	175	7840	30	3155	225	9905	30
13	2745	195	8595	30	3365	245	10715	30
14	2925	215	9375	30	3565	275	11815	30
15	3100	240	10300	30	3780	305	12930	30
16	3285	265	11235	30	4375	340	14575	30
17	3805	295	12655	30	7140	535	17840	20
18	6210	295	12655	20	9355	675	22855	20
19	8135	585	19835	20	14260	705	28360	20
20	12400	615	24700	20	16915	1095	32245	14
21	14710	950	28010	14	18750	1230	35970	14
22	16305	1070	31285	14	20055	1440	40215	14
23	17440	1250	34940	14				

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1. Secretary to the President, Azad Jammu & Kashmir.
2. Secretary to the Prime Minister, Azad Jammu & Kashmir.
3. Private Secretaries to Minister Finance, Mohtasib, A.C.S. (D.E.V.)/ A.C.S. (G.E.N) SMBR, Secretary Legislative Assembly of Azad Jammu & Kashmir
4. All Secretaries to the Govt. of Azad Jammu & Kashmir.
5. Accountant General Azad Jammu & Kashmir.
6. Inspector General Police Azad Jammu & Kashmir.
7. Chairman Education Board Mirpur/ AKMIDC /Development Authorities DAM, BDA, PDA, KDA, MDA, Azad Jammu & Kashmir.
8. MD. AKLASC, HEB, SIC, Azad Jammu & Kashmir.
9. Registrar Supreme Court /High Court /Shariat Court/Service Tribunal.
10. Registrar Azad Jammu & Kashmir University.
11. All District and Session Judges of Azad Jammu & Kashmir.
12. Commissioner Muzaffarabad/Mirpur/ Division.
13. All Heads of Attached Departments Govt of Azad Jammu & Kashmir.
14. Secretary Council of Islamic Ideology AJK.
15. Secretary Election Commission of AJK.
16. Controller Govt. Printing Press Azad Jammu & Kashmir.
17. All Deputy Commissioners Officers of Azad Jammu & Kashmir.
18. All District Accounts Officers of Azad Jammu & Kashmir.


Section Officer (Regulations-I)
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