



**GOVERNMENT OF KHYBER PAKHTUNKHWA**  
**FINANCE DEPARTMENT**  
**(REGULATION WING)**

**NO. FD (PRC) 1-1/2015**

**Dated Peshawar the: 27<sup>th</sup> July, 2015**

**To:**

1. All Administrative Secretaries to Govt: of Khyber Pakhtunkhwa.
2. The Senior Member, Board of Revenue, Khyber Pakhtunkhwa.
3. The Principle Secretary to Governor, Khyber Pakhtunkhwa
4. The Principle Secretary to Chief Minister, Khyber Pakhtunkhwa.
5. The Secretary, Provincial Assembly, Khyber Pakhtunkhwa
6. All Heads of Attached Departments in Khyber Pakhtunkhwa.
7. All Deputy Commissioners, in Khyber Pakhtunkhwa.
8. All Political Agents / District & Sessions Judges in Khyber Pakhtunkhwa
9. The Registrar, Peshawar High Court, Peshawar.
10. The Chairman, Public Service Commission, Khyber Pakhtunkhwa.
11. The Chairman, Services Tribunal, Khyber Pakhtunkhwa.

**Subject: REVISION OF BASIC PAY SCALES & ALLOWANCES OF CIVIL SERVANTS OF THE PROVINCIAL GOVERNMENT (2015)**

**Dear Sir,**

The Competent Authority has been pleased to sanction the revision of Basic Pay Scales & Allowances w.e.f **1<sup>st</sup> July, 2015** for the Civil Servants of the Provincial Government, detailed in the following paragraphs:-

**Part-I (Pay)**

**2. Revision of Basic Pay Scales:-**

The Basic Pay Scales – 2015 shall replace the Basic Pay Scales – 2011 with effect from 01-07-2015 as contained in the Annexure to this circular letter.

**3. Fixation of Pay of the existing employees:-**

- i) The basic pay of an employee in service on 30-06-2015 shall be fixed in the Basic Pay Scales – 2015 on point to point basis i.e. at the stage corresponding to that occupied by him / her above the minimum of Basic Pay Scales – 2011;
- 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 30-06-2015, he / she shall continue to draw such pay in the Basic Pay Scales – 2015 at the revised rates.

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4. **Fixation of pay on promotion:-**

In cases of promotion from lower to higher posts / scales 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 1<sup>st</sup> December each year.

**Part-II (Allowances)**

6. **Ad-hoc Relief Allowances:-**

The following Ad-hoc Relief Allowances granted w.e.f 01-07-2011 and 01-07-2012 shall cease to exist w.e.f **01-07-2015:-**

S.No.	Name of Ad-hoc Relief Allowances	Sanctioned vide letter No. & Date	Admissible Rate
i.	Adhoc Relief Allowance 2011	FD (PRC) 1-1/2011 dated 14 <sup>th</sup> July, 2011	15% of the basic pay on BPS- 2008
ii.	Adhoc Relief Allowance 2012	FD (PRC) 1-1/2012 <b>03-07-2012</b>	20% of the basic pay on BPS- 2011

7. **Ad-hoc Allowance 2010 (if admissible), 2013 and 2014:-**

- i) The Ad-hoc Allowance – 2010 @ 50% of the basic pay of Basic Pay Scales – 2008 (where admissible to the Civil employees) shall continue to stand frozen at the level of its admissibility / drawn as on 30-06-2015;
- ii) All the new entrants shall be allowed Ad-hoc Allowance-2010 @ 50% of the minimum of relevant Basic Pay Scales-2008 (if admissible in that organization) on notional basis with effect from 01-07-2015, till further orders, and shall stand frozen at the same level;
- iii) The ad-hoc Relief Allowances-2013 and 2014 @ 10% each shall stand frozen at the level of its admissibility as on 30-06-2015;
- iv) All the new entrants shall be allowed Ad-hoc Relief Allowances 2013 and 2014 @ 10% each of the minimum of relevant Basic Pay Scales-2011 on notional basis with effect from 01-07-2015, till further orders, and shall stand frozen at the same level.

8. **Ad-hoc Relief Allowance-2015:**

- i) An Ad-hoc Relief Allowance-2015 @ 10% of the running basic pay of Basic Pay Scales – 2015 to the civil employees of the Provincial 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 w.e.f 01-07-2015 till further orders;
- ii) The Ad-hoc Relief Allowance will be subject to Income Tax;
- iii) The Ad-hoc Relief Allowance will be admissible during leave and entire period of LPR except during extra ordinary leave;
- iv) 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;
- v) The Ad-hoc Relief Allowance will not be admissible to the employees during the tenure of their posting / deputation abroad;
- vi) 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;
- vii) The Ad-hoc Relief Allowance will be admissible during the period of suspension;
- vii) 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.

9. **Medical Allowance:**

- (i) The competent authority has further been pleased to sanction increase in the amount of Medical Allowance @ 25% of the existing amount being admissible / drawn on 30-06-2015.
- (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 plus 25% of the amount of Medical Allowance, so calculated, w.e.f. 01-07-2015, till further orders, and shall stand frozen at the same level;

10. **Special Pay & Allowances:**

All the Special Pays, Special Allowances or the Allowances admissible as percentage of pay (excluding those which are capped by fixing maximum limit thereof and those held unfrozen under Finance Department's letters No.FD (PRC) 1-1/2014 dated 17-02-2014 and No.FD (PRC) 1-1/2014 dated 12-05-2014 and No.SO (SR-II)/8-43/2013 dated 06-03-2013, issued in light of Peshawar High Court's Judgement dated 10-01-2013 passed in W.P No.1098/2010) including House Rent Allowance and the Allowance / Special Allowance equal to one month initial / basic pay or more, granted to Provincial Government's employees, shall stand frozen at the level of its admissibility as on 30-06-2015.

11. **Option:**

- (i) The 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 employee, **within 30 days** commencing from the date of issue of this circular letter, either to continue to draw salary in the Scheme of Basic Pay Scales-2011 **or** in the Scheme of Basic Pay Scale-2015 as specified in this circular letter. Option once exercised shall be considered final, which will then be communicated to the concerned Accounts Office or DDO, as the case may be.
- (ii) An existing employee, 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-2015.

12. 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 remain in force as such.

13. **Anomalies:**

An Anomaly Committee will be constituted in the Provincial Finance Department to resolve anomalies, if any, arising out in the implementation of the Basic Pay Scales – 2015 or out of other changes notified through this circular letter.

Secretary to Govt. of Khyber Pakhtunkhwa  
Finance Department

Endst: No.FD(PRC) 1-1 /2015,

Dated Peshawar the 27<sup>th</sup> July, 2015

**A Copy for information & necessary action is forwarded to the:-**

1. Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. Secretaries to Government of Punjab, Sindh and Balochistan, Finance Departments.
3. All Heads of Autonomous / Semi Autonomous Bodies in Khyber Pakhtunkhwa.

*Muhammad*

*Razaullah*  
(Razaullah)

Addl: Finance Secretary (Reg)

**Endst: No & Date even.**

**A copy for information is forwarded to:-**

1. The Director, Treasuries & Accounts, Khyber Pakhtunkhwa.
2. All the District Comptroller of Accounts in Khyber Pakhtunkhwa.
3. The Director, Local Fund Audit, Khyber Pakhtunkhwa, Peshawar.
4. The Director, FMIU, Finance Department, Peshawar.
5. The Treasury Officer, Peshawar.
6. All the District & Agency Accounts Officers in Khyber Pakhtunkhwa / FATA.
7. All the Section Officers / Budget Officers in Finance Department, Khyber Pakhtunkhwa, Peshawar.
8. The Private Secretary to Minister for Finance, Khyber Pakhtunkhwa, Peshawar.
9. The Private Secretary to Secretary / P.As to Special Secretary, Additional Secretaries / Deputy Secretaries in Finance Department, Peshawar.

*Muhammad Iqbal*  
(Muhammad Iqbal)  
SECTION OFFICER (SR-1)

**ANNEX TO FINANCE DEPARTMENT'S CIRCULAR LETTER**  
**NO.FD (PRC) 1-1/2015 DATED 27<sup>th</sup> JULY, 2015**

<b>Existing Basic Pay Scales - 2011</b>					<b>Adjusted Basic Pay Scales -2015</b>				
<b><u>BPS</u></b>	<b><u>MIN</u></b>	<b><u>INCR</u></b>	<b><u>MAX</u></b>	<b><u>STG</u></b>	<b><u>BPS</u></b>	<b><u>MIN</u></b>	<b><u>INCR</u></b>	<b><u>MAX</u></b>	<b><u>STG</u></b>
1	4,800	150	9,300	30	1	6,210	195	12,060	30
2	4,900	170	10,000	30	2	6,335	220	12,935	30
3	5,050	200	11,050	30	3	6,535	260	14,335	30
4	5,200	230	12,100	30	4	6,730	300	15,730	30
5	5,400	260	13,200	30	5	6,985	340	17,185	30
6	5,600	290	14,300	30	6	7,235	375	18,485	30
7	5,800	320	15,400	30	7	7,490	415	19,940	30
8	6,000	350	16,500	30	8	7,750	455	21,400	30
9	6,200	380	17,600	30	9	8,015	495	22,865	30
10	6,400	420	19,000	30	10	8,275	544	24,595	30
11	6,600	460	20,400	30	11	8,540	595	26,390	30
12	7,000	500	22,000	30	12	9,055	650	28,555	30
13	7,500	550	24,000	30	13	9,700	715	31,150	30
14	8,000	610	26,300	30	14	10,340	790	34,040	30
15	8,500	700	29,500	30	15	10,985	905	38,135	30
16	10,000	800	34,000	30	16	12,910	1,035	43,960	30
17	16,000	1,200	40,000	20	17	20,680	1,555	51,780	20
18	20,000	1,500	50,000	20	18	25,940	1,950	64,940	20
19	31,000	1,600	63,000	20	19	40,155	2,075	81,955	20
20	36,000	2,350	68,900	14	20	46,705	3,050	89,405	14
21	40,000	2,600	76,400	14	21	51,885	3,375	99,135	14
22	43,000	3,050	85,700	14	22	55,755	3,960	111,195	14