



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

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New Pay Scales -2022 w.e.f. 01-07-2022

Grade	Year	Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1	2017	9130-290-17830	9,420	9,710	10,000	10,290	10,580	10,870	11,160	11,450	11,740	12,030	12,320	12,610	12,900	13,190	13,480	13,770	14,060	14,350	14,640	14,930	15,220	15,510	15,800	16,090	16,380	16,670	16,960	17,250	17,540	17,830
	2022	13550-430-26450	13,980	14,410	14,840	15,270	15,700	16,130	16,560	16,990	17,420	17,850	18,280	18,710	19,140	19,570	20,000	20,430	20,860	21,290	21,720	22,150	22,580	23,010	23,440	23,870	24,300	24,730	25,160	25,590	26,020	26,450
2	2017	9310-330-19210	9,640	9,970	10,300	10,630	10,960	11,290	11,620	11,950	12,280	12,610	12,940	13,270	13,600	13,930	14,260	14,590	14,920	15,250	15,580	15,910	16,240	16,570	16,900	17,230	17,560	17,890	18,220	18,550	18,880	19,210
	2022	13820-490-28520	14,310	14,800	15,290	15,780	16,270	16,760	17,250	17,740	18,230	18,720	19,210	19,700	20,190	20,680	21,170	21,660	22,150	22,640	23,130	23,620	24,110	24,600	25,090	25,580	26,070	26,560	27,050	27,540	28,030	28,520
3	2017	9610-390-21310	10,000	10,390	10,780	11,170	11,560	11,950	12,340	12,730	13,120	13,510	13,900	14,290	14,680	15,070	15,460	15,850	16,240	16,630	17,020	17,410	17,800	18,190	18,580	18,970	19,360	19,750	20,140	20,530	20,920	21,310
	2022	9610-390-21310	14,840	15,420	16,000	16,580	17,160	17,740	18,320	18,900	19,480	20,060	20,640	21,220	21,800	22,380	22,960	23,540	24,120	24,700	25,280	25,860	26,440	27,020	27,600	28,180	28,760	29,340	29,920	30,500	31,080	31,660
4	2017	9900-440-23100	10,340	10,780	11,220	11,660	12,100	12,540	12,980	13,420	13,860	14,300	14,740	15,180	15,620	16,060	16,500	16,940	17,380	17,820	18,260	18,700	19,140	19,580	20,020	20,460	20,900	21,340	21,780	22,220	22,660	23,100
	2022	14690-660-34490	15,350	16,010	16,670	17,330	17,990	18,650	19,310	19,970	20,630	21,290	21,950	22,610	23,270	23,930	24,590	25,250	25,910	26,570	27,230	27,890	28,550	29,210	29,870	30,530	31,190	31,850	32,510	33,170	33,830	34,490
5	2017	10260-500-25260	10,760	11,260	11,760	12,260	12,760	13,260	13,760	14,260	14,760	15,260	15,760	16,260	16,760	17,260	17,760	18,260	18,760	19,260	19,760	20,260	20,760	21,260	21,760	22,260	22,760	23,260	23,760	24,260	24,760	25,260
	2022	15230-750-37730	15,980	16,730	17,480	18,230	18,980	19,730	20,480	21,230	21,980	22,730	23,480	24,230	24,980	25,730	26,480	27,230	27,980	28,730	29,480	30,230	30,980	31,730	32,480	33,230	33,980	34,730	35,480	36,230	36,980	37,730
6	2017	10620-560-27420	11,180	11,740	12,300	12,860	13,420	13,980	14,540	15,100	15,660	16,220	16,780	17,340	17,900	18,460	19,020	19,580	20,140	20,700	21,260	21,820	22,380	22,940	23,500	24,060	24,620	25,180	25,740	26,300	26,860	27,420
	2022	10620-560-27420	16,600	17,440	18,280	19,120	19,960	20,800	21,640	22,480	23,320	24,160	25,000	25,840	26,680	27,520	28,360	29,200	30,040	30,880	31,720	32,560	33,400	34,240	35,080	35,920	36,760	37,600	38,440	39,280	40,120	40,960
7	2017	10990-610-29290	11,600	12,210	12,820	13,430	14,040	14,650	15,260	15,870	16,480	17,090	17,700	18,310	18,920	19,530	20,140	20,750	21,360	21,970	22,580	23,190	23,800	24,410	25,020	25,630	26,240	26,850	27,460	28,070	28,680	29,290
	2022	16310-910-43610	17,220	18,130	19,040	19,950	20,860	21,770	22,680	23,590	24,500	25,410	26,320	27,230	28,140	29,050	29,960	30,870	31,780	32,690	33,600	34,510	35,420	36,330	37,240	38,150	39,060	39,970	40,880	41,790	42,700	43,610
8	2017	11380-670-31480	12,050	12,720	13,390	14,060	14,730	15,400	16,070	16,740	17,410	18,080	18,750	19,420	20,090	20,760	21,430	22,100	22,770	23,440	24,110	24,780	25,450	26,120	26,790	27,460	28,130	28,800	29,470	30,140	30,810	31,480
	2022	16890-1000-46890	17,890	18,890	19,890	20,890	21,890	22,890	23,890	24,890	25,890	26,890	27,890	28,890	29,890	30,890	31,890	32,890	33,890	34,890	35,890	36,890	37,890	38,890	39,890	40,890	41,890	42,890	43,890	44,890	45,890	46,890
9	2017	11770-730-33670	12,500	13,230	13,960	14,690	15,420	16,150	16,880	17,610	18,340	19,070	19,800	20,530	21,260	21,990	22,720	23,450	24,180	24,910	25,640	26,370	27,100	27,830	28,560	29,290	30,020	30,750	31,480	32,210	32,940	33,670
	2022	17470-1090-50170	18,560	19,650	20,740	21,830	22,920	24,010	25,100	26,190	27,280	28,370	29,460	30,550	31,640	32,730	33,820	34,910	36,000	37,090	38,180	39,270	40,360	41,450	42,540	43,630	44,720	45,810	46,900	47,990	49,080	50,170
10	2017	12160-800-36160	12,960	13,760	14,560	15,360	16,160	16,960	17,760	18,560	19,360	20,160	20,960	21,760	22,560	23,360	24,160	24,960	25,760	26,560	27,360	28,160	28,960	29,760	30,560	31,360	32,160	32,960	33,760	34,560	35,360	36,160
	2022	12160-800-36160	19,340	20,530	21,720	22,910	24,100	25,290	26,480	27,670	28,860	30,050	31,240	32,430	33,620	34,810	36,000	37,190	38,380	39,570	40,760	41,950	43,140	44,330	45,520	46,710	47,900	49,090	50,280	51,470	52,660	53,850
11	2017	12570-880-38970	13,450	14,330	15,210	16,090	16,970	17,850	18,730	19,610	20,490	21,370	22,250	23,130	24,010	24,890	25,770	26,650	27,530	28,410	29,290	30,170	31,050	31,930	32,810	33,690	34,570	35,450	36,330	37,210	38,090	38,970
	2022	18650-1310-57950	19,960	21,270	22,580	23,890	25,200	26,510	27,820	29,130	30,440	31,750	33,060	34,370	35,680	36,990	38,300	39,610	40,920	42,230	43,540	44,850	46,160	47,470	48,780	50,090	51,400	52,710	54,020	55,330	56,640	57,950
12	2017	13320-960-42120	14,280	15,240	16,200	17,160	18,120	19,080	20,040	21,000	21,960	22,920	23,880	24,840	25,800	26,760	27,720	28,680	29,640	30,600	31,560	32,520	33,480	34,440	35,400	36,360	37,320	38,280	39,240	40,200	41,160	42,120
	2022	19770-1430-62670	21,200	22,630	24,060	25,490	26,920	28,350	29,780	31,210	32,640	34,070	35,500	36,930	38,360	39,790	41,220	42,650	44,080	45,510	46,940	48,370	49,800	51,230	52,660	54,090	55,520	56,950	58,380	59,810	61,240	62,670
13	2017	14260-1050-45760	15,310	16,360	17,410	18,460	19,510	20,560	21,610	22,660	23,710	24,760	25,810	26,860	27,910	28,960	30,010	31,060	32,110	33,160	34,210	35,260	36,310	37,360	38,410	39,460	40,510	41,560	42,610	43,660	44,710	45,760
	2022	14260-1050-45760	22,720	24,280	25,840	27,400	28,960	30,520	32,080	33,640	35,200	36,760	38,320	39,880	41,440	43,000	44,560	46,120	47,680	49,240	50,800	52,360	53,920	55,480	57,040	58,600	60,160	61,720	63,280	64,840	66,400	67,960
14	2017	15180-1170-50280	16,350	17,520	18,690	19,860	21,030	22,200	23,370	24,540	25,710	26,880	28,050	29,220	30,390	31,560	32,730	33,900	35,070	36,240	37,410	38,580	39,750	40,920	42,090	43,260	44,430	45,600	46,770	47,940	49,110	50,280
	2022	22530-1740-74730	24,270	26,010	27,750	29,490	31,230	32,970	34,710	36,450	38,190	39,930	41,670	43,410	45,150	46,890	48,630	50,370	52,110	53,850	55,590	57,330	59,070	60,810	62,550	64,290	66,030	67,770	69,510	71,250	72,990	74,730
15	2017	16120-1330-56020	17,450	18,780	20,110	21,440	22,770	24,100	25,430	26,760	28,090	29,420	30,750	32,080	33,410	34,740	36,070	37,400	38,730	40,060	41,390	42,720	44,050	45,380	46,710	48,040	49,370	50,700	52,030	53,360	54,690	56,020
	2022	23920-1975-83320	25,900	27,880	29,860	31,840	33,820	35,800	37,780	39,760	41,740	43,720	45,700	47,680	49,660	51,640	53,620	55,600	57,580	59,560	61,540	63,520	65,500	67,480	69,460	71						