

"SAVE TREES AND PROTECT ENVIRONMENT"



NO.FD.SR-1/9-10/2019 <sup>29293-29101</sup>  
GOVERNMENT OF THE PUNJAB  
FINANCE DEPARTMENT

Dated: Lahore, the 31<sup>st</sup> December, 2019

To

1. All Administrative Secretaries to Government of the Punjab
2. The Secretary to Governor of the Punjab
3. The Secretary to Chief Minister, Punjab
4. The Military Secretary to Governor of the Punjab
5. All Commissioners in the Punjab
6. All Deputy Commissioners in the Punjab
7. All Heads of Attached Departments, Government of the Punjab
8. The Registrar, Lahore High Court, Lahore
9. All District and Sessions Judges in the Punjab
10. The Secretary, Punjab Public Service Commission, Lahore
11. The Secretary, Punjab Provincial Assembly, Lahore
12. The Director General, Civil Audit, Lahore
13. The Provincial Director, Local Fund Audit, Punjab, Lahore
14. The Chief Pilot, VIP Flight, Lahore
15. The Chief Inspector of Treasuries & Accounts, Punjab, Lahore

Subject: INCENTIVE ALLOWANCE IN PROJECTS/ PROGRAMS, POLICY UNITS/POLICY CELLS/COMPANIES / AUTHORITIES, FOUNDATIONS AND FUNDS

I am directed to refer to the subject cited above and state that the Competent Authority has been pleased to decide that in supersession of this department's letter No. FD.SR.1/9-20/2006 dated 27.07.2018, the in-service regular Government Servants so appointed / posted in Projects, Programs, Policy Units / Policy Cells / Companies / Authorities, Foundations and Funds shall be entitled to grant of "INCENTIVE ALLOWANCE" under object code "A01250" in addition to their admissible salary (substantive pay + admissible allowances) under the respective pay scales with effect from 23.09.2019 at the following rates:-

| Sr. No. | Basic Scale | Incentive Allowance (Amount in Rupees) |
|---------|-------------|--|
| 1       | BS-22       | 300,000-350,000                        |
| 2       | BS-21       | 250,000-300,000                        |
| 3       | BS-20       | 200,000-250,000                        |
| 4       | BS-19       | 150,000-200,000                        |
| 5       | BS-18       | 100,000-150,000                        |
| 6       | BS-17       | 75,000-100,000                         |
| 7       | BS-16       | 50,000-75,000                          |
| 8       | BS-11-15    | 40,000                                 |
| 9       | BS-05-10    | 30,000                                 |
| 10      | BS-01-04    | 20,000                                 |

2. The above mentioned Incentive Allowance shall be admissible subject to the following conditions:-

- (a) It will be applicable for all Projects, Programmes, Policy Units, Policy Cells, Companies, Authorities, Foundations and Funds.
- (b) It will be reviewed annually by the "Selection Board" constituted vide Order No. FD.SR-II/1-12/2009, dated 22.10.2019.
- (c) Appointments against the posts of Project Directors, Directors General, Chief Executive Officers, Managing Directors and Head of an entity, whatever the designation may be, to the extent of Government servants should be made by the respective competent authority on the recommendations of the "Selection Board". As regards other posts to the extent of Government Servants, these shall be processed in the prescribed manner for recruitments, but the proposed Incentive Allowance shall be placed before the said Board for consideration.
- (d) For private sector employees, appointment against the post of Head of an entity, whatever the designation may be, or other subordinate posts should be made by the relevant prescribed channels of recruitment under their relevant law, rules, regulations etc.
- (e) In case, Executive Allowance is admissible on a post, then there will be an option to choose either of one.

3. All Administrative Secretaries are requested to ensure the implementation of the above mentioned conditions.

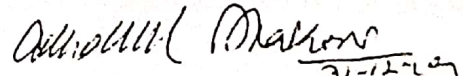
  
31/12/2019

(KHALID MAHMOOD)  
ADDL. FINANCE SECRETARY (REG.)

**NO. & DATE EVEN:**

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

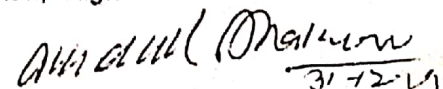
1. The Accountant General Punjab, Lahore
2. All District Accounts Officers in the Punjab
3. The Treasury Officer, Lahore
4. The System Analyst is requested to upload this letter on the website of Finance Department, Government of the Punjab
5. The Superintendent, Government Printing Press, Punjab, Lahore for publication in the official Gazette

  
31-12-19  
(Abdul Shakoor Dogar)  
Section Officer(SR-I)

**NO. & DATE EVEN:**

A copy is forwarded for information to:-

1. Finance Secretary, Government of Sindh, Karachi
2. Finance Secretary, Government of Khyber Pukhtunkhwa, Peshawar
3. Finance Secretary, Government of Balochistan, Quetta
4. Finance Secretary, Azad Government of the State of Jammu & Kashmir, Muzaffarabad
5. Finance Secretary, Government of Gilgit Baltistan, Gilgit

  
31-12-19  
(Abdul Shakoor Dogar)  
Section Officer(SR-I)