

NO.FD.SR.II-1-59/70
GOVERNMENT OF THE PUNJAB
FINANCE DEPARTMENT

Dated Lahore, the 14th March, 1979.

From

Mr. SADIQ SAYEED KHAN
Finance Secretary.

To

1. All Administrative Secretaries to Government of the Punjab.
2. All Heads of Attached Departments in the Punjab;
3. All Commissioners of Divisions in the Punjab;
4. All Deputy Commissioners and District & Sessions Judges in the Punjab;
5. The Registrar, Lahore High Court, Lahore;
6. The Secretary to Governor, Punjab, Lahore and
7. The Secretary, Punjab Public Service Commission, Lahore.

Subject:- FIXATION OF PAY OF OFFICERS/OFFICIALS IN RECEIPT OF SPECIAL PAY ON THEIR PROMOTION TO HIGHER POST/GRADES.

Sir,

I am directed to state that a large number of cases are referred to this Department for relaxation of provisions of the Civil Services Rules as well as Pay Revision Rules so as to treat special pays being drawn by civil servants at the time of promotion as part of the basic pay on the lower posts for the purpose of fixation of pay in pay scales of the higher posts. Acceptance of such proposals, with a view to avoiding hardship to the employees concerned due to loss in emoluments on promotion, has created certain a.o. slits because some junior civil servants have started getting higher pays on promotion than their seniors in the cadre who were not drawing special pay, or were drawing special pays at lower rates, immediately before promotion. Moreover, no uniform policy has been followed in dealing with individual cases of this nature. In some cases, the civil servants were allowed the benefit of a premature increment on the total of pay and special pay drawn by them immediately before promotion; in others pay was fixed in pay scale of the higher post at the stage next above the total of pay and special pay of the employees on the lower post.

2. In order to avoid a.o. slits of the nature mentioned above and to follow a uniform and equitable policy in this regard, it has been decided that, in accordance with the normal rules on the subject, special

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pay will not in future be treated as part of the basic pay of a civil servant for the purpose of fixation of his pay on promotion from a lower to a higher post/grade. However, to save the employees concerned from loss in emoluments on promotion, the difference between the pay fixed on the higher post under the normal rules and total of pay and special pay drawn by a civil servant immediately before promotion will be allowed to him as personal pay to be absorbed in any future increase in pay due to increments or otherwise. Such personal pay may be allowed by the audit without reference to this department.

3. The above instructions do not apply to the civil servants who at the time of promotion are drawing special pays which are in the nature of a substitute for a separate pay scale and cannot be discontinued except on promotion or demotion of the civil servant concerned. Some examples of such special pays are the special pay of Additional District and Sessions Judges which they draw in addition to the pay in Grade 18 admissible to the Senior Civil Judges, the special pay of Deputy Secretaries belonging to the Secretariat Group which is in addition to the pay in Grade 18 admissible to them as Under Secretaries before promotion as Deputy Secretaries, the special pay of Extra Assistant Directors of Agriculture which they draw in addition to the basic pay in Grade 17 admissible to them as Agriculture Officers before promotion as Extra Assistant Directors of Agriculture. Such special pays are a part of the basic pay of the civil servants concerned and should be treated as such for the purpose of fixation of their pay on promotion. Their cases will, however, be referred to the Finance Department for relaxation of the provisions of rule 4.4 of CSR(Punjab) Volume I, Part I.

Your obedient servant,

(S.H.S. JAFRI)
Deputy Secretary(S.R.)

for Secretary to Government of the Punjab.

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dated Lahore, the 14th March, 1979.

A copy is forwarded to:-

1. The Accountant General, Punjab Lahore; &
2. All District Accounts Officer in the Punjab, for information

and necessary action.

(MURHAMAD YAKUB ZIA)
Section Officer(SR,II)