



No.F.NO.4(9)R-14/2024

GOVERNMENT OF PAKISTAN
MINISTRY OF FINANCE



Islamabad, the 01st July , 2025

OFFICE MEMORANDUM

SUBJECT: APPOINTMENT OF CIVIL SERVANTS IN PROJECT PAY SCALES

The Government of Pakistan has notified following Special Pay Scales (SPS) to meet its special/technical requirements:

1. Management Position Pay Scales(MP-Scales)
2. Project Pay Scales(PPS)
3. Special Professional Pay Scales(SPPS)

2. As per current policies/practices, Civil Servants while applying for positions carrying aforementioned Special Pay Scales, are required to tender resignation from their regular Civil Service. Whereas, it has been observed that on occasions career Civil Servants were found to be the most suitable candidates for these Special Pay Scales positions, however, the condition requiring resignation from Civil Service is a major hurdle in requisitioning their services for Special Initiatives. With a view to broaden the available professional pool of competent persons, the Government of Pakistan has decided to remove the condition of resignation from Civil Service to take-up appointments against the posts carrying above mentioned Special Pay Scales.

3. In view of the foregoing, Federal Government has decided following terms and conditions for taking appointment against the posts carrying above mentioned Special Pay Scales.

- i. **Applicability:** The terms and conditions prescribed hereinafter will only be applicable to Civil Servants of Federal Government of Pakistan proceeding to join the positions carrying Special Pay Scales indicated at para 1 above, within the Federal Government.
- ii. **Selection:** All positions carrying Special Pay Scales are required to be advertised widely and selection process will involve open competition including Private Sector, as per policy governing the pay scales mentioned at para-1. Once a position is advertised a Civil Servant shall have to make proper application in the manner prescribed for the position after acquiring approval of the Competent Authority for the Cadre of the Civil Servant applying for said position.
- iii. **Appointment Mechanism** :In an eventuality when a Civil Servant is selected through an open competition process, he/she shall be allowed to join the appointment and shall be considered as on deputation with all conditions applicable to him/her as prescribed in the Deputation Policy contained in Establishment Division's O.M.No.1/13/87-R.I, dated 3rd December,1990 as amended from time to time unless provided otherwise hereinafter.
- iv. **Pay Fixation:**
 - a. For the duration of the deputation, a Civil Servants selected and appointed in the manner prescribed above, shall be entitled to draw salary in the Special Pay Scale prescribed for the position and his salary shall be fixed at the initial of that pay scale.
 - b. No pay protection shall be admissible to the Selected and appointed Civil Servants.
 - c. Each Selection and appointment of such Civil Servant shall be considered as a fresh appointment against the said position. No benefit of previous appointments will be granted.
 - d. On return from deputation to his/her own regular cadre/position, his/her pay will be fixed presumptively in the manner prescribed in Fundamental Rule 26.

v. **Allowances:**

All allowances prescribed for the said Special Pay Scale shall be admissible for the tenure of deputation.

No Deputation Allowance shall be admissible to the selected and appointed Civil Servants.

No Compensatory Allowance shall be admissible to the selected and appointed Civil Servants.

Qualification Pay/Allowances shall not be admissible during the tenure of deputation.

vi. **Pension:**

A Civil Servant is entitled to participate in pension schemes whether the Defined Benefit or Defined Contribution Pension Fund Scheme. During the tenure of deputation, the selected and appointed Civil Servant will remain member of his/her respective pension scheme and shall continue to be governed under the rules prescribed by the Federal Government for the said pension scheme at the prescribed rates.

vii. Pension Contributions:

a: Defined Benefit Pension Scheme Contribution Mechanism:

1. The Pension Contribution for the Defined benefit will be as prescribed in the Deputation Policy of Federal Government Establishment Division's O.M. No. No.1/13/87-R.I dated 3rd December, 1990.
2. The employee proceeding on deputation shall ensure that his/her pension contribution is paid to the Federal Government by the borrowing organization/agency.

b: Defined Contribution Pension Fund Scheme:

Following mechanism will be applicable to the Civil Servant who are governed under Defined Contribution Pension Fund Scheme.

- i. For the purposes of Pension Contributions, only Basic Pay and Personal Pay as admissible in Basic Pay Scale of the Civil Servant will be used for making contributions.
- ii. Deduction of Pension Contribution from the employee's salary and employer's contribution will be the primary responsibility of the borrowing agency.
- iii. The employer's contribution will be paid by the borrowing agency.
- iv. The Pension Contribution for the Defined Contribution Pension Fund Scheme shall be paid by the employee through the borrowing organization at the rate prescribed by the Federal Government.
- v. The employee proceeding on such appointment shall also ensure that the deductions are made regularly and the amount so deducted for employers' contribution is deposited in the Pension Account of the employee.

viii. Promotion

Conditions prescribed in Civil Servants Promotion (BS-18 to 21) Rules, 2019 as amended from time to time will be applicable.

ix. Leave

Leave Rules, 1980 shall not be applicable to the Civil Servant during the tenure of deputation. The employee shall be subject to provisions of leave as prescribed for the respective pay scales mentioned at para-1.

x. Housing/Residential Facility

- i. If a Civil Servant is in possession of Government Accommodation, the Civil Servant shall be entitled to that accommodation as per policy of the Federal Government as notified from time to time .
 - ii. If a Special Pay Scale prescribes a separate housing facility or its monetization then only that will be admissible to the selected and appointed Civil Servant, subject to the conditions prescribed by the Federal Government from time to time.
- xi. The terms and conditions not addressed here will be decided as per Deputation Policy issued vide Establishment Division's O.M. No. No.1/13/87-R.I dated 3rd December, 1990, as amended from time to time.
- xii. The provisions of this O.M. will prevail in case of inconsistency between policies governing the pay scales indicated at para 1 and provisions of this O.M.



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