



Government of Pakistan
CABINET DIVISION
PAKISTAN BAIT-UL-MAL
(SAY NO TO CORRUPTION)

Sector H-8/4 Islamabad (Tel No. 051-9269623, Fax No. 051- 9269605) pbmestabishment@gmail.com
PBM/Estb/029/3854 20th April, 2016

OFFICE ORDER

Subject: REVISION OF ASSISTANCE PACKAGE FOR FAMILIES OF GOVERNMENT EMPLOYEES WHO DIE IN SERVICE

In supersession of all previous orders on the subject, Managing Director - PBM is pleased to implement revised assistance package for families of PBM employees who die in service w.e.f 09.02.2015, in pursuance of Establishment Division O.M No. 8/10/2013-E-2 (pt) dated 04.12.2015 (copy enclosed).

Encl: (As above)


(IMRAN RIAZ SATTI)
Assistant Director (Estb-II)

Distribution:

- i. Secretary Board - (With the request to place the subject matter before the Bait-ul-Mal Board in its forthcoming meeting for information)
- ✓ ii. All Director - PBM 11
- iii. Sr. PS to MD
- iv. Deputy Director (IT) - (with the request to place on PBM Website)
- v. Assistant Director (Focal Person / Pension Cell)
- vi. Notice Boards
- vii. File

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**GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION**

No. 8/10/2013-E-2 (Pt)

Islamabad, the 4th December 2015

OFFICE MEMORANDUM

Subject: **REVISION OF ASSISTANCE PACKAGE FOR FAMILIES OF GOVERNMENT EMPLOYEES WHO DIE IN SERVICE.**

The undersigned is directed to refer to this Division's O.M No. 7/40/2005-E-2, dated 13th June, 2006, O.M No. 8/10/2013-E-2, dated 20th October, 2014, O.M. No. 8/10/2013-E-2 dated 9th February, 2015 and O.M. No. 8/10/2013 (E-II) (PT) dated 25th May, 2015 including amendments thereof issued from time to time on the subject noted above and to state that the Prime Minister has been pleased to approve the following revised Assistance Package for Government employees, who die in service, w.e.f 9th February, 2015: -

| ITEM | IN SERVICE DEATHS | SECURITY RELATED DEATHS | | | | | | | | | | | | | | | | | | | | | | | | |
|----------------|--|--|--------|-------|-------------|-------|-------------|--------|---------------|--------|---------------|--------|---------------|------------|---------------|--|----|--------|------|-----------|----|-----------|-------|-----------|------------|------------|
| Lump Sum Grant | <p>300% increase over the package-2006 for in service death of civilian employees. This increase will be given on the 2006 package as per following scales:-</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>BS</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>1 - 4</td> <td>Rs. 600,000</td> </tr> <tr> <td>5- 10</td> <td>Rs. 900,000</td> </tr> <tr> <td>11- 15</td> <td>Rs. 1,200,000</td> </tr> <tr> <td>16- 17</td> <td>Rs. 1,500,000</td> </tr> <tr> <td>18- 19</td> <td>Rs. 2,400,000</td> </tr> <tr> <td>20 & above</td> <td>Rs. 3,000,000</td> </tr> </tbody> </table> | BS | Amount | 1 - 4 | Rs. 600,000 | 5- 10 | Rs. 900,000 | 11- 15 | Rs. 1,200,000 | 16- 17 | Rs. 1,500,000 | 18- 19 | Rs. 2,400,000 | 20 & above | Rs. 3,000,000 | <p>a. Upto Rs.10 million according to following scales:-</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>BS</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>1-16</td> <td>3 Million</td> </tr> <tr> <td>17</td> <td>5 Million</td> </tr> <tr> <td>18-19</td> <td>9 Million</td> </tr> <tr> <td>20 & above</td> <td>10 Million</td> </tr> </tbody> </table> <p>b. Rs. 700,000/- to the officers/officials incapacitated and released from service for having become invalid as a result of injury in encounters /bomb blasts, riots/ watch and ward duty or terrorist activity.</p> <p>c. Rs. 500,000/- to the officers / officials incapacitated as a result of the injury in accidents as stated in para "b" above but who are still serving in the department.</p> | BS | Amount | 1-16 | 3 Million | 17 | 5 Million | 18-19 | 9 Million | 20 & above | 10 Million |
| BS | Amount | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 - 4 | Rs. 600,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5- 10 | Rs. 900,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11- 15 | Rs. 1,200,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16- 17 | Rs. 1,500,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18- 19 | Rs. 2,400,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 & above | Rs. 3,000,000 | | | | | | | | | | | | | | | | | | | | | | | | | |
| BS | Amount | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1-16 | 3 Million | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 | 5 Million | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18-19 | 9 Million | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 & above | 10 Million | | | | | | | | | | | | | | | | | | | | | | | | | |
| Pension | <p>100% pension to the families of a deceased Government servants as per their length of service and last pay drawn. In case of less than 10 years service of the deceased employees, rate of minimum 10 years service will be applicable.</p> | <p>100% pension to the families of a deceased Government servants as per their length of service and last pay drawn. In case of less than 10 years service of the deceased employees, rate of minimum 10 years service will be applicable.</p> | | | | | | | | | | | | | | | | | | | | | | | | |

| Accommodation | Retention of Government house or payment of rent of hired house till the age of superannuation. | Retention of Government house or payment of rent of hired house till the age of superannuation. | | | | | | | | | | | | | | | | |
|---|---|---|--------|-----------------|---------------------|------|-----------|--------------|-----------|---|---------|--------|-------|-----------|------|--------------|--------------|-----------|
| Education | Free education to all the children of the deceased government employees up to graduation in any public/ government educational institution including expenses of tuition fee, books related material and living allowances etc. | Free education to all the children of the deceased government employees up to graduation in any public/ government educational institution including expenses of tuition fee, books related material and living allowances etc. | | | | | | | | | | | | | | | | |
| Allotment of Plot | Discontinuation of the entitlement of 2% quota for allotment of plot. Payment of lump sum grant in lieu of plot subject to the condition that no plot had been allotted in the past, as per scale given below:- <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>BS</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>1-8</td> <td>2 Million</td> </tr> <tr> <td>9-16</td> <td>5 Million</td> </tr> <tr> <td>17 and above</td> <td>7 Million</td> </tr> </tbody> </table> | BS | Amount | 1-8 | 2 Million | 9-16 | 5 Million | 17 and above | 7 Million | Discontinuation of the entitlement of 2% quota for allotment of plot. Payment of lump sum grant in lieu of plot subject to the condition that no plot had been allotted in the past, as per scale given below:- <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>BS</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>1-8</td> <td>2 Million</td> </tr> <tr> <td>9-16</td> <td>5 Million</td> </tr> <tr> <td>17 and above</td> <td>7 Million</td> </tr> </tbody> </table> | BS | Amount | 1-8 | 2 Million | 9-16 | 5 Million | 17 and above | 7 Million |
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| 9-16 | 5 Million | | | | | | | | | | | | | | | | | |
| 17 and above | 7 Million | | | | | | | | | | | | | | | | | |
| Employment | Employment for posts in BS-01 to BS-15 on two years contract without advertisement. | Employment for posts in BS-01 to BS-15 on two years contract without advertisement. | | | | | | | | | | | | | | | | |
| Marriage Grant | Marriage grant amounting to Rs.8 lac on wedding of one daughter, may be granted to family of deceased Government employees. | Marriage grant amounting to Rs.8 lac, on wedding of one daughter, may be granted to family of deceased Government employees. | | | | | | | | | | | | | | | | |
| Health | Free health facilities as per their entitlement during service. | Free health facilities as per their entitlement during service. | | | | | | | | | | | | | | | | |
| House Building Advance | In case of advance against salaries sanctioned by the AGPR or the provincial AG Office, the unpaid balance to be waived. | In case of advance against salaries sanctioned by the AGPR or the provincial AG Office, the unpaid balance to be waived. | | | | | | | | | | | | | | | | |
| Nomination of an officer as council | An officer of BS-17 or BS-18 may be nominated by each Ministry/Division/Department as council who will be responsible for finalization/provision of all the facilities under the package, to the families of Govt. employees who die in service within one month of the incident. | An officer of BS-17 or BS-18 may be nominated by each Ministry/Division/Department as council who will be responsible for finalization/provision of all the facilities under the package, to the families of Govt. employees who die in service within one month of the incident. | | | | | | | | | | | | | | | | |
| Special Lump Sum Grant from Benevolent Fund | | A special lump sum grant from Benevolent Fund ranging from Rs. 200,000 to Rs. 500,000 <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>#</th> <th>Pay Scales (BS)</th> <th>Lump Sum Grant (RS)</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>1-10</td> <td>200,000</td> </tr> <tr> <td>2.</td> <td>11-16</td> <td>300,000</td> </tr> <tr> <td>3.</td> <td>17-19</td> <td>400,000</td> </tr> <tr> <td>4.</td> <td>20 and above</td> <td>500,000</td> </tr> </tbody> </table> | # | Pay Scales (BS) | Lump Sum Grant (RS) | 1. | 1-10 | 200,000 | 2. | 11-16 | 300,000 | 3. | 17-19 | 400,000 | 4. | 20 and above | 500,000 | |
| # | Pay Scales (BS) | Lump Sum Grant (RS) | | | | | | | | | | | | | | | | |
| 1. | 1-10 | 200,000 | | | | | | | | | | | | | | | | |
| 2. | 11-16 | 300,000 | | | | | | | | | | | | | | | | |
| 3. | 17-19 | 400,000 | | | | | | | | | | | | | | | | |
| 4. | 20 and above | 500,000 | | | | | | | | | | | | | | | | |

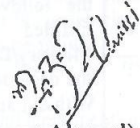
| Monthly Benevolent Grant | Sr. # | Pay Slabs | | Grant | Sr. # | Pay Slabs | | Grant |
|---|---|----------------|---------|--------|--|----------------|---------|--------|
| | | Minimum | Maximum | | | Minimum | Maximum | |
| | 1 | Upto | 5,000 | 4,000 | 1 | Upto | 5,000 | 8,000 |
| | 2 | 5,001 | 5,500 | 4,150 | 2 | 5,001 | 5,500 | 8,300 |
| | 3 | 5,501 | 6,000 | 4,300 | 3 | 5,501 | 6,000 | 8,600 |
| | 4 | 6,001 | 6,500 | 4,450 | 4 | 6,001 | 6,500 | 8,900 |
| | 5 | 6,501 | 7,000 | 4,600 | 5 | 6,501 | 7,000 | 9,200 |
| | 6 | 7,001 | 7,500 | 4,750 | 6 | 7,001 | 7,500 | 9,500 |
| | 7 | 7,501 | 8,000 | 4,900 | 7 | 7,501 | 8,000 | 9,800 |
| | 8 | 8,001 | 8,500 | 5,050 | 8 | 8,001 | 8,500 | 10,100 |
| | 9 | 8,501 | 9,000 | 5,200 | 9 | 8,501 | 9,000 | 10,400 |
| | 10 | 9,001 | 9,500 | 5,350 | 10 | 9,001 | 9,500 | 10,700 |
| | 11 | 9,501 | 11,000 | 5,600 | 11 | 9,501 | 11,000 | 11,200 |
| | 12 | 11,001 | 13,000 | 5,900 | 12 | 11,001 | 13,000 | 11,800 |
| | 13 | 13,001 | 15,000 | 6,200 | 13 | 13,001 | 15,000 | 12,400 |
| | 14 | 15,001 | 17,000 | 6,500 | 14 | 15,001 | 17,000 | 13,000 |
| | 15 | 17,001 | 19,000 | 6,800 | 15 | 17,001 | 19,000 | 13,600 |
| | 16 | 19,001 | 21,000 | 7,100 | 16 | 19,001 | 21,000 | 14,200 |
| | 17 | 21,001 | 23,000 | 7,400 | 17 | 21,001 | 23,000 | 14,800 |
| | 18 | 23,001 | 25,000 | 7,700 | 18 | 23,001 | 25,000 | 15,400 |
| | 19 | 25,001 | 27,000 | 8,000 | 19 | 25,001 | 27,000 | 16,000 |
| | 20 | 27,001 | 29,000 | 8,300 | 20 | 27,001 | 29,000 | 16,600 |
| | 21 | 29,001 | 31,000 | 8,600 | 21 | 29,001 | 31,000 | 17,200 |
| | 22 | 31,001 | 33,000 | 8,900 | 22 | 31,001 | 33,000 | 17,800 |
| | 23 | 33,001 | 35,000 | 9,200 | 23 | 33,001 | 35,000 | 18,400 |
| | 24 | 35,001 | 37,000 | 9,500 | 24 | 35,001 | 37,000 | 19,000 |
| | 25 | 37,001 | 39,000 | 9,800 | 25 | 37,001 | 39,000 | 19,600 |
| | 26 | 39,001 & above | | 10,100 | 26 | 39,001 & above | | 20,200 |
| Prerequisite for facilitation of family of deceased Govt. Employees | <p>In case of in service death of a government employee, the following pre-requisites must immediately be fulfilled by the concerned Ministry/Division/Department so that the family of the deceased government employee may be facilitated with out any delay:-</p> <ol style="list-style-type: none"> Immediate submission of family pension case. Option form for Direct Credit Scheme (online payment of pension) Application for Anticipatory Pension (80%of the total pension). <p>Besides as a pro-active approach each Ministry/Division/Department must observe the following practices regarding their employees:-</p> <ol style="list-style-type: none"> Up to date list of family members of each employee for pension purpose be maintained before hand. Nomination for General Provident Fund must be ensured for each employee in his/her life. | | | | <p>In case of in service death (security related) of a government employee, the following pre-requisites must immediately be fulfilled by the concerned Ministry/Division/Department so that the family of the deceased government employee may be facilitated with out any delay:-</p> <ol style="list-style-type: none"> Immediate submission of family pension case. Option form for Direct Credit Scheme (online payment of pension) Application for Anticipatory Pension (80%of the total pension). <p>Besides as a pro-active approach each Ministry/Division/Department must observe the following practices regarding their employees:-</p> <ol style="list-style-type: none"> Up to date list of family members of each employee for pension purpose be maintained before hand. Nomination for General Provident Fund must be ensured for each employee in his/her life. | | | |
| GP Fund | Only payable amount of GP Fund shall be paid to the deceased family. | | | | Only payable amount of GP Fund shall be paid to the deceased family. | | | |

| | | |
|--|---|---|
| Payment of Pension through Direct Credit Scheme (DCS) | <p>The following steps may be taken by the concerned Ministries/ Divisions / Departments for payment of pension through Direct Credit Scheme (DCS) (optional):-</p> <p>a. The Direct Credit Scheme must be made compulsory for all new pensioners/family pensioners w.e.f 01-01-2015</p> <p>b. The manual both halves would be discontinued w.e.f 01-01-2015 for all new pensioners/family pensioners.</p> <p>c. The historical pensioners must be brought into the stream of DCS phase-wise.</p> | <p>The following steps may be taken by the concerned Ministries/ Divisions / Departments for payment of pension through Direct Credit Scheme (DCS) (optional):-</p> <p>a. The Direct Credit Scheme must be made compulsory for all new pensioners/family pensioners w.e.f 01-01-2015</p> <p>b. The manual both halves would be discontinued w.e.f 01-01-2015 for all new pensioners/family pensioners.</p> <p>c. The historical pensioners must be brought into the stream of DCS phase-wise.</p> |
|--|---|---|

2. The Prime Minister has also approved that:-

- (i). Relevant recruitment rules may be appropriately amended to provide for appointments of family members under the instant package; and
- (ii). A death will be deemed to be a "Security Related death" if it occurs due to a terrorist act or while combating or confronting the terrorist(s), irrespective of the fact that the victim was member of Law Enforcement Agency (LEA) or a Civilian employee. Death of a member of LEA due to a cause, other than a terrorist act, will be classified as an "In-service death.

3. All Ministries / Divisions are requested to take further necessary action accordingly.


 (Manzoor Ahmed)
 Section Officer (E-2)
 Tele# 9103653

All Ministries / Divisions / Islamabad / Rawalpindi.
Accountant General of Pakistan Revenue, Islamabad.
Federal Employees Benevolent and Group Insurance, Islamabad.