

Government of Pakistan
Finance Division
(Regulation Wing)

F.No.14(1)R-3/2021-324

Islamabad, the 8th July, 2021

OFFICE MEMORANDUM

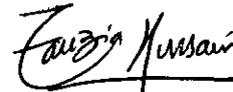
Subject:- GRANT OF DISPARITY REDUCTION ALLOWANCE

The undersigned is directed to convey the approval of the Federal Government for grant of Disparity Reduction Allowance @ 25% of the basic pay of Basic Pay Scales 2017 w.e.f. 1st July 2021. This allowance shall be admissible to civil employees in BPS 20-22 of the Federal Government, (including employees of the Federal Secretariat and attached departments), who have never been allowed additional allowance/allowances equal to or more than 100% of the basic pay (whether frozen or not) or performance allowance subject to the following conditions:

- a) This Allowance will not be admissible to the employees of the organizations as mentioned in **Annexure-I** and those employees who are drawing additional allowance/allowances equal to or more than 100% of the basic pay(whether frozen or otherwise);
- b) This allowance will be frozen at the level drawn on 1st July 2021
- c) This Allowance will be subject to Income Tax;
- d) This Allowance will be admissible during leave and entire period of L.P.R. except during extra ordinary leave;
- e) This Allowance will not be treated as part of emoluments for the purpose of calculation of Pension/Gratuity and recovery of House Rent;
- f) This Allowance will not be admissible to the employees during the tenure of their posting/deputation abroad;
- g) This 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;
- h) This 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.

2. All the Principal Accounting Officers and Heads of the departments are requested to ensure the compliance of this O.M in letter and spirit.

3. Any issues arising out of the implementation of Disparity Reduction Allowance will be resolved by a committee notified vide Finance Division O.M.No.F.14(2)R-3/2021- 325 dated 8th July, 2021.



(Fozia Hussain)

Section Officer (R-3)

ALL MINISTRIES/DIVISIONS/DEPARTMENTS

Web Administrator, Finance Division, Islamabad with the request to up-load on Finance Division Website.

(P.T.O)

Copy to:

1. President's Secretariat (Public), Islamabad.
2. President's Secretariat (Personal), Islamabad.
3. Prime Minister's Office (Public), Islamabad.
4. Prime Minister's Office (Internal), Islamabad.
5. National Assembly Secretariat, Islamabad.
6. Senate Secretariat, Islamabad.
7. Election Commission of Pakistan, Islamabad.
8. Supreme Court of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
10. Auditor General of Pakistan, Islamabad.
11. Controller General of Accounts, Islamabad.
12. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
13. Military Accountant General, Rawalpindi.
14. All JS(Expenditure / DS Expenditure) attached to Ministries/Divisions etc and all officers of Finance Division.
15. Chief Accounts Officer, M/o Foreign Affairs, Islamabad.
16. All Chief Secretaries/Finance Secretaries of the Government of Punjab / Sindh / Khyber Pakhtunkhwa / Balochistan / Azad State of Jammu & Kashmir and Gilgit Baltistan with the recommendation to consider adopting the proposed disparity allowance for their employees to be funded from provinces own resources.
17. Federal Public Service Commission, F-5/1, Agha Khan Road, Islamabad.
18. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
19. Central Directorate of National Savings, Islamabad.
20. National Accountability Bureau, Islamabad.
21. Intelligence Bureau, Islamabad.
22. Pakistan Mint, Lahore.
23. Dte.Gen, Pakistan Post, Islamabad.
24. Secretariat Training Institute, Islamabad.
25. Directorate General of Inspection & Training, Customs & Central Excise, 8th Floor, New Customs House, Karachi.
26. Federal Tax Ombudsman's Secretariat, Islamabad.



(Fozia Hussain)
Section Officer (R-3)

| Sr. No. | List of Organizations/Employees drawing Extra Allowances |
|----------------|--|
| 1 | President/ PM Secretariat. |
| 2 | Federal Board of Revenue. |
| 3 | Health personnel/ Health establishments |
| 4 | National Accountability Bureau (NAB). |
| 5 | All Superior Courts. |
| 6 | Law & Justice Commission of Pakistan. |
| 7 | Islamabad Capital Territory Police. |
| 8 | National Highways & Motorways Police. |
| 9 | Islamabad Model Traffic Police. |
| 10 | Airport Security Force. |
| 11 | Civil Armed Forces. |
| 12 | Intelligence Bureau. |
| 13 | Inter Services Intelligence. |
| 14 | Federal Investigation Agency. |
| 15 | National Assembly. |
| 16 | Senate Secretariat. |
| 17 | Parliamentary Affairs Division. |
| 18 | District Population Welfare Office. |
| 19 | Clinical Regional Training Institute. |
| 20 | Directorate General of Special Education. |
| 21 | National Institute of Rehabilitative Medicines. |
| 22 | National Institute of Special Education. |
| 23 | Rehabilitation Centre for Children with Development Disorders Islamabad. |
| 24 | National Council for Rehabilitation. |
| 25 | National Braille Press Islamabad. |
| 26 | Rehabilitation Unit Vocational Rehabilitation & Employment of Disabled persons, Islamabad. |
| 27 | National Mobility & Independence Training Centre. |
| 28 | National Training Centre for Special Persons G-9/2 Islamabad. |
| 29 | Vocational Rehabilitation & Employment of Disabled persons SC-1, Islamabad. |
| 30 | Provision of Hostel facilities at NSEC VHC Islamabad. |
| 31 | National Special Education Centre for PHC Islamabad. |
| 32 | National Special Education Centre. |
| 33 | National Library & Resource Centre Islamabad. |
| 34 | National Trust for the Disabled. |
| 35 | Common Unit to Manage Global Fund. |
| 36 | Federal Services Tribunal. |
| 37 | Central Health Establishment and its Field Offices. |
| 38 | Appellate Tribunal Inland Revenue. |
| 39 | Customs Excise and Sales Tax Appellate Tribunal. |

(Cont'd.....P/2)

| Sr. No. | List of Organizations/Employees drawing Extra Allowances |
|---------|--|
| 40 | Environmental Protection Tribunal. |
| 41 | Accountability Courts. |
| 42 | Special Judge (Customs Taxation & Anti Smuggling). |
| 43 | Special Judge (Central). |
| 44 | Banking Courts. |
| 45 | Special Courts (Control Of Narcotics Substance). |
| 46 | Special Court (Offence in Banks). |
| 47 | Special Court (Anti Terrorism). |
| 48 | Competition Appellate Tribunal. |
| 49 | Intellectual Property Tribunal. |
| 50 | Drug Courts. |
| 51 | Anti Dumping Appellate Tribunal. |
| 52 | Senior Civil Judge West Islamabad. |
| 53 | Senior Civil Judge East Islamabad. |
| 54 | District & Session Judge West Islamabad. |
| 55 | District & Session Judge East Islamabad. |
| 56 | The civilian employees of PAF who are drawing additional allowance as allowed vide Finance Division's U.O. note bearing No.F.1(7)Imp/2009-705, dated 19-12-2012. |
| 57 | Trade Development Authority of Pakistan (TDAP), an autonomous body under Ministry of Commerce, Islamabad. |
| 58 | Gwadar Port Authority, an autonomous body under Ministry of Maritime Affairs, Islamabad. |