



GOVERNMENT OF PAKISTAN
MINISTRY OF FINANCE



No.F.1(2)IMP/2026

Islamabad, the 21st July , 2026

OFFICE MEMORANDUM

SUBJECT: REVISION OF BASIC PAY SCALES AND ALLOWANCES OF CIVIL SERVANTS OF THE FEDERAL GOVERNMENT 2026

The Federal Government has approved revision of Basic Pay Scales & Allowances with effect from 1st July, 2026 for the civil employees of Federal Government, paid out of civil estimates and defense estimates as detailed in the following paragraphs:

Part-I (Pay.)

2. Revision of Basic Pay Scales:

The Basic Pay Scales (BPS)-2026 have been introduced by merging Ad-hoc Relief Allowance-2022 and Ad-hoc Relief Allowance-2025. The Basic Pay Scales-2026 shall replace the Basic Pay Scales-2022 with effect from 01-07-2026 as given at the end of this Office Memorandum.

3. Fixation of Pay of the existing employees:

i) The basic pay of an employee in service on 30-06-2026 shall be fixed in the Basic Pay Scales-2026 on point to point basis i.e. at the stage corresponding to that occupied by him/her above the minimum of Basic Pay Scales-2022;

ii) In case of Personal Pay being drawn by an employee as part of his/her basic pay beyond the maximum of his/her pay scale on 30-06-2026, he/she shall continue to draw such pay in the Basic Pay Scales-2026 at the revised rates.

4. Annual increment:

Annual increment shall continue to be admissible, subject to the existing conditions, on 1st December each year.

Part-II (Allowances)

5. Ad-hoc Allowances:

Upon introduction of BPS-2026 the following Ad-hoc Relief Allowances granted w.e.f. 01-07-2022 and 01-07-2025 shall cease to exist with effect from 01-07-2026:

S. No.	Name of Ad-hoc Relief Allowance	Office Memorandum and Date	Admissible Rates
i	Ad-hoc Relief Allowance-2022 (01-07-2022)	F.1(2)Imp/2022-283, dated 01-07-2022.	15% of the running basic pay of BPS-2017.
ii	Ad-hoc Relief Allowance-2025 (01-07-2025)	F.1(1)Imp/2025, dated 04-07-2025.	10% of the running basic pay on BPS-2022.

6. Ad-hoc Relief Allowance-2026:

- a. An Ad-hoc Relief Allowance-2026 @ 7% of the running basic pay of BPS-2026 shall be allowed to the civil employees of the Federal Government as well as civilians paid out of Defence estimates including contingent paid staff and contract employees employed against civil posts in Basic Pay Scales on standard terms and conditions of contract appointment with effect from 01-07-2026 till further orders;
- b. The Ad-hoc Relief Allowance will be subject to Income Tax;
- c. The Ad-hoc Relief Allowance will be admissible during leave and entire period of L.P.R. except during extra ordinary leave;
- d. The Ad-hoc Relief Allowance will not be treated as part of emoluments for the purpose of calculation of Pension/Gratuity and recovery of House Rent;
- e. The Ad-hoc Relief Allowance will not be admissible to the employees during the tenure of their posting/deputation abroad;
- f. The Ad-hoc Relief 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;
- g. The Ad-hoc Relief Allowance will be admissible during the period of suspension;
- h. 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.

7. Special Pay and Allowances:

All the Special Pays, Special Allowances or the Allowances admissible as percentage of pay (excluding those which are capped by fixing maximum limit) including House Rent Allowance and the Allowance/Special Allowance equal to one month basic pay, granted to Federal Government employees irrespective of his/her posting in

Ministry/Division/Department/Office etc. including civil employees in BPS-1 to 22 of Judiciary shall stand frozen at the level of its admissibility as on 30-06-2026.

8. Option:

(1) The Ministry/Division/Department/Office to which an employee belongs and/or on whose pay roll he/she is borne shall obtain an irrevocable option in writing from such employees within 30 days commencing from the date of issue of this Office Memorandum and communicate it to the concerned Accounts Office/DDO, as the case may be, either to continue to draw salary in the Scheme of Basic Pay Scales-2022 or in the Scheme of Basic Pay Scales-2026 as specified in this Office Memorandum.

(2) An existing employee, as aforesaid, who does not exercise and communicate his/her option within the specified time limit, shall be deemed to have opted for the Scheme of Basic Pay Scales-2026.

9. All the existing rules/orders on the subject shall be considered to have been modified to the extent indicated above. All the existing rules/orders, not so modified, shall continue to be in force under this scheme.

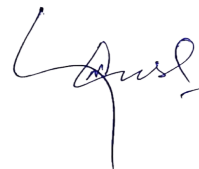
10. Anomalies:

An Anomaly Committee shall be set up in the Finance Division (Regulations Wing) to resolve the anomalies, if any, arising out in the implementation of the Basic Pay Scales-2026.

11. **Existing Pay Scales-2022 and Revised Pay Scales-**

BASIC PAY SCALES OF THE CIVIL SERVANTS							
Basic Pay Scales-2022				Stages	Basic Pay Scales-2026		
BPS	MIN	INCR	MAX		MIN	INCR	MAX
1	13,550	430	26,450	30	16,280	520	31,880
2	13,820	490	28,520	30	16,600	590	34,300
3	14,260	580	31,660	30	17,130	700	38,130
4	14,690	660	34,490	30	17,650	800	41,650
5	15,230	750	37,730	30	18,300	910	45,600
6	15,760	840	40,960	30	18,930	1,010	49,230
7	16,310	910	43,610	30	19,590	1,100	52,590
8	16,890	1,000	46,890	30	20,290	1,210	56,590
9	17,470	1,090	50,170	30	20,990	1,310	60,290
10	18,050	1,190	53,750	30	21,680	1,430	64,580
11	18,650	1,310	57,950	30	22,410	1,580	69,810
12	19,770	1,430	62,670	30	23,750	1,720	75,350
13	21,160	1,560	67,960	30	25,420	1,880	81,820

14	22,530	1,740	74,730	30	27,060	2,090	89,760
15	23,920	1,980	83,320	30	28,730	2,380	100,130
16	28,070	2,260	95,870	30	33,720	2,720	115,320
17	45,070	3,420	113,470	20	54,140	4,110	136,340
18	56,880	4,260	142,080	20	68,330	5,120	170,730
19	87,840	4,530	178,440	20	105,510	5,450	214,510
20	102,470	6,690	196,130	14	123,090	8,040	235,650
21	113,790	7,420	217,670	14	136,680	8,920	261,560
22	122,190	8,710	244,130	14	146,770	10,470	293,350



Faisal Nadeem
(O/B) SO (Implementation)

Kamran Ali Afzal
Cabinet Secretary
Cabinet Division,
Islamabad

Kamran Rehman Khan
Secretary Kashmir Affair, Gilgit Baltistan & SAFRON
1st Floor, R-Block, Pak Secretariat, Islamabad.,
Islamabad

Sarah Saeed
Secretary Ministry of Parliamentary Affairs
Ministry of Parliamentary Affairs R block, Pak Secretariat, Islamabad.,
Islamabad

Ali Sher Mahsud
Federal Secretary (MoCommunication)
Ministry of Communications,
Islamabad

Jawad Paul
Secretary
Commerce Division,
Islamabad

Ashfaq Ahmad Khalil
Secretary MoIBC
Ministry of Information and Broadcasting,
Islamabad

Lt Gen (R) Muhammad Chiragh Haider HI(M)
Secretary (DP)
Ministry of Defence Production, Rawalpindi,

Rawalpindi

Nadeem Mahbub

Secretary (Education)

1st, 2nd floor of Block-C and 2nd Floor of D-block, Pak Secretariat,
Islamabad

Dr Muhammad Fakhre Alam Irfan

Secretary

Ministry of Energy Power Division, Islamabad,
Islamabad

Barrister Nabeel A. Awan

Secretary Establishment Division

Establishment Division,
Islamabad

Capt.(Retd.) Muhammad Mahmood

Secretary Housing

1st and 2nd floor, Block B, Pak Secretariat, Islamabad.,
Islamabad

Muhammad Humair Karim

Secretary (EAD)

EAD, C-Block Pak Secretariat,
Islamabad

Amir Mohyuddin

Additional Secretary-I

LG and RD Complex, Sector G-5/2,
Islamabad

Lt Gen Muhammad Ali, H I (M) (Retd)

Secretary

Ministry of Defence (Defence Division),
Rawalpindi

Nadeem Aslam Chaudhary

Secretary(MoPHRD)

Ministry of Overseas Pakistanis & Human Resource Development 5TH & 6TH FLOOR, BLOCK-B,
PAK. SECRETARIAT, ISLAMABAD,
Islamabad

Muhammad Khurram Agha

Secretary of Interior

Ministry of Interior, R-Block, Pak Secretariat,
Islamabad

Nadeem Mahbub

Secretary Maritime Affairs

Kohsar Block, 8th Floor Constitution Avenue, Islamabad,
Islamabad

Mohyuddin Ahmad Wani
Secretary IPC
2nd Floor, Kohsar Block, Pak. Secretariat,
Islamabad

Zarrar Hasham Khan
Secretary IT
Ministry Of Information Technology & Telecommunication, 7th Floor, Kohsar Block, Pak Secretariat,,
Islamabad

Asad Rehman Gilani
Secretary
4th Floor, Kohsar Block, Pak Secretariat, Constitution Avenue,
Islamabad

Abrar Ahmed Mirza
Secretary Religious Affairs
1st Floor, TUV (Kohsar) Block, New Secretariat, Opposite Punjab House,
Islamabad

Saif Anjum
Secretary Industries & Production
A Block Pak Secretariat, Islamabad,
Islamabad

Saad Fazil Abbasi
Additional Finance Secretary (Regulation)
Ministry of Finance, "Q" Block Pak secretariat, Islamabad,
Islamabad

Rashid Mahmood
Secretary
Ministry of Finance, Revenue And Economics Affairs, 6th Floor, FBR(Hqrs), Constitution Avenue,
Islamabad.,
Islamabad

Fuad Asadullah Khan, H.I., S.ST., T.ST., nsc
Director General
Block-K Pakistan Secretariat,
Islamabad

Sajid Baloch
Secretary
National Security Division, Prime Minister Office,
Islamabad

Jamil Ahmed Qureshi

Secretary SIFC
Prime Minister's Office Special Investment Facilitation Council Islamabad.,
Islamabad

Amna Baloch
Foreign Secretary
Ministry of Foreign Affairs, SYK Block, 3rd Floor, Constitution Avenue, Sector G-5,
Islamabad

Abdul Khaliq Shaikh
Secretary
9th Floor, New Pak Secretariat (Kohsar Block), Sector F-5,
Islamabad

Raja Naeem Akbar
Secretary LAW & Justice
Ministry of Law and Justice,
Islamabad

Amer Ali Ahmad
Secretary
B Block , 4th Floor ,Pak Secretariat,
Islamabad

Muhammad Aslam Ghauri
Federal Secretary of MoNHS
Ministry of National Health Services Regulations and Coordination,
Islamabad

Awais Manzoor Sumra
Secretary Planning
Planning Commission,
Islamabad

Navid Ahmed Shaikh
Secretary, PA&SS Division
4th floor , Evacuee Trust complex,
Islamabad

Hammad Shamimi
Secretary Privatisation Division
5-A EAC Building Constitution Avenue, F-5/1 F-5, Islamabad.,
Islamabad

Syed Mazhar Ali Shah
Secretary (Railways)
Ministry of Railway 4th Floor, Block D Pak. Secretariat,
Islamabad

Shahid Iqbal Baloch

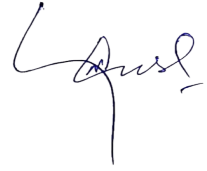
Secretary Science and Technology
Ministry of Science and Technology,
Islamabad

Hamed Yaqoob Sheikh
Secretary
Ministry of Water Resources, 6 Ataturk Avenue, G-5/1,
Islamabad.

Hamed Yaqoob Sheikh
Secretary
Ministry of Energy and Petroleum Division,
Islamabad

Copy for information to:-

- 1- 1 1, Secretary to the President, President Secretariat, Islamabad
- 2- Syed Tariq Fatemi, Special Assistant to the PM, PMO, Islamabad
- 3- Saeed Ahmad Maitla, Secretary(National Assembly), NAS, Islamabad
- 4- Syed Hasnain Haider, Secretary, SENATE, Islamabad
- 5- Suhail Muhammad Laghari, Registrar SCP, SCP, Islamabad
- 6- Maqbool Ahmad Gondal, Auditor-General of Pakistan, AGP, Islamabad
- 7- Kamran Rashid Khan, Accountant General, AGPR, Islamabad
- 8- Faryal Munir Magsi Baloch, Addl. Accountant General DGPR Sub Office Lhr, AGPRL,
Lahore
- 9- SAFEER AHMAD, Addl Accountant General (SO) Peshawar, AGPRPEW, Peshawar
- 10- MUHAMMAD MUSTAFA ABRO, ADDL. ACCOUNTANT GENERAL, AGPRKHI,
KARACHI
- 11- Saleem Jehangir, Additional AGPR Quetta, AGPRQTA, Quetta
- 12- Kashif Ahmad Noor, Military Accountant General, MAG, Rawalpindi
- 13- Dr. Fahad Haroon Aziz, Chief Accounts Officer, MOFA, Islamabad
- 14- Gulzar Ahmad, Accounts Officer / Coordination - Revenue, RHL, Lahore
- 15- Arshad Majeed Mohmand, Chief Secretary (GB), CSGB, Barmas Gilgit
- 16- Lt.(Retd.) Sohail Ashraf, Chairman CDA, CDA, Islamabad
- 17- Dr. Muhammad Tariq Moj, Secretary FPSC, FPSC, Islamabad.
- 18- Ali Tahir, Secretary, FOP, Islamabad
- 19- Muhammad Naeem Arshad, Deputy Chief, PAEC, Islamabad
- 20- Hamid Raza Khalid, Director General(CDNS), CDNS, Islamabad
- 21- Lt Gen (R) Nazir Ahmed, Chairman NAB, NAB, Islamabad
- 22- Lt.(Retd.) Sohail Ashraf, Chief Commissioner ICT, CCICT, Islamabad
- 23- Flt. Lt. (R) Muhammad Ashraf Ch., Director General, PAKMINT, Lahore
- 24- Sqn Ldr (R) Maqsood Ahmed, Director General Pakistan Post, PPOST, Islamabad
- 25- Ahmad Jan Malik, Director General, STI, Islamabad
- 26- Muhammad Irfan Wahid, Director General, DGCVKHI, Karachi
- 27- Irfan Saleem Chaudhry, Cost Account Officer, MOF, Islamabad
- 28- Omar Hamid, Secretary, Election Commission of Pakistan,
- 29- Adnan Muazzam, Webmaster, MOF, Islamabad



Faisal Nadeem
(O/B) SO (Implementation)

Faisal Nadeem(On behalf of)
SO (Implementation)
21 July , 2026, 06:08:50 PM