

ALL PAKISTAN CLERKS ASSOCIATION (APCA) SHAHEED SAAQI PAKISTAN

CENTRAL PRESIDENT
Mr. SAJJAD SARAIKI

Central Head Office Quetta, Balochistan

CENTRAL SECRETARY GENERAL
Mr. MEERAL ALTAZ BHURGRI

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(Academia & Training)
T/Workshop Kotri Distt Jamshoro
Cell: 0300-3049882

In Accordance with the Article 17 (1) of Constitution of the Islamic Republic of Pakistan & Recognized by the Government of Pakistan Cabinet Secretariate (Establishment Division Vide No. 16/17/72-F-1915) 12 1972 & No. 1611/72-D-F1 Dated 09-04-1974 Islamabad.

Ref# APCA/SS/CEB/786/(7-9/75)/ 73-77

of/2023

Dated: 14th APRIL

2023

To

IRO MIAN MUHAMMAD SHAHBAZ SHARIF, ESQ, HONOURABLE PRIME MINISTER OF PAKISTAN

| | |
|--|---|
| The Secretary Establishment, Government of Pakistan, @ Islamabad | The Federal Secretary Finance, Government of Pakistan @ Islamabad |
| The Honourable Chief Minister, Govt.of Sindh,@ CM's House Karachi | The Honourable Chief Secretary, Government of Sindh, Karachi |
| The Honourable Chief Minister, Government of Balochistan @ Quetta. | The Hopnourable Chief Minister, Government of KPK, @ Peshawar. |
| The Honourable Chief Minister, Government of Punjab @ Lahore. | The Honourable Chief Minister, Government of Gilgit Biltistan @ Gilgit |
| IRO, MUHAMMAD USMAN CHACHAR, The Chief Secretary, AJK Block No. 2, New Civil Secretariat, Chatter Domail, Muzaffarabad, AJK. | |

SUBJECT:-

**REQUEST FOR INCREASING SALARIES , HOUSE RENT ALLOWANCE,
MEDICAL ALLOWAANCE, CONVEYANCE ALLOWANCE AND OTHER RELIEF
AS ANALOGY OF COURT AND SECRETARIAT'S EMPLOYEES.**

RESPECTED HIS EXCELLENCY,

I would like to draw your kind attention towards non-acceptance of APCA Genuine Demands (details are as under) which are pending Provincial /Federal Government since long, although Committees were constituted from time to time & Government Authorities principally agreed with employees genuine demands on the subject mentioned above, but Civil Servants have been financially neglected , due to which Government Employees take the path of protest only for betterment of their children future and we do not want our employees on protest in difference cities and Government work will be affected and Government will be defamed .

1. INCREASING SALARY BY 2.00%

Your honour is well aware that highest inflation and depreciation of the Country's rupees against the dollor , Civil Government Employees are suffering from severe financial difficulties.

On the other hand , a double standard has been introduced by Government , therefore the allowances of Secretariat and Judiciary employees have been increased by 150-300% by the Government time to time and Salaries of Civil Servants of Line Departments of Federal and Provincial have been increased by 9-15%, which is injustice with over all civil employees.

We appeal to our Federal and Provincial Governments (Sindh, Balochistan, KPK , Punjab, GB & AJK) to increase salaries by 2.00% in the upcoming Budget 2023-24. In this context , there is a dire need to increase pension of Pensioners.

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2. INCREASE HOUSE RENT ALLOWANCE:-

House Rent Allowance was enhanced in 2008 for the last time in favour of Civil employees and since then there is no increase in HRA infavour of Civil Employees. Although Pay Scales were revised in 2011 , 2015 , 2016 & 2017 , but the HRA was frozen at the stages 2008 where the employees were already drawing it based on Pay Scales 2008.

We have here giving the examples of so many Pay Scales employees BPS-1, BPS-2 , BPS-11 , BPS 13 , BS-17 & BS-18 are getting average Rs. 1337/- , Rs. 1367/-, Rs. 1852/- Rs. 2090/- Rs. 4433/-, Rs.5810/- as HRA in small cities. The employees of BPS-1, BPS-2 , BPS-11 , BPS 13 , BS-17 & BS-18 are getting average Rs. 2006/- , Rs. 2049/-, Rs. 2778/- Rs. 3135/- Rs. 6650/-, Rs. 8715/- as HRA in other Big cities specially Karachi & Hyderabad , Lahore, Quetta, Peshwar respectively . Is possible for these employees to hire a house on rent in this tiny amount by Civil Employee working up to BS-18 & above ? In the same way the employees of in other cities. Can anybody manage a house on rent at this a little amount? It is clearly injustice with Civil Employees of province. The minimum rates for a house on rent in these cities are Rs. 15000/- to Rs.25000/- for a small house.

For the purpose of House on Rent these employees are forced to manage the same by cutting the other necessities of daily life like Medicine and Kitchen Items. It is the need of the time that Govt should pity on these employees who are getting House Rent Allowance so that they can manage their rental accommodation easily. Rental Ceiling for Hiring of Residential Accommodation & HRA, As you honour know, Whereas Rental Ceiling for Hiring of Residential Accommodation has been increased by the Government of Pakistan as well as Provinces on 1-07-2011 , 1-10-2014 & 1-07-2021. Let's compare the Hiring of Residential Accommodation Rates and House Rent Allowances for the employees. Just see the chart as submitted as Below showing the difference of Rental Ceiling for Hiring of Residential Accommodation & House Rent Allowance allowed CM's /Governor's House Employees.

Further stated that Government of Sindh also enhance HRA to CM's Employees vide No.FD (SR-I) 2(3) /2013 dated 24-2-2015 , without any discrepancies, double standard & division of employees rights by name Secretariat & Civil Employees, hence it is requested to consider to be increased HRA favour of Civil Employees at the following rates.

| تجویز ہے کہ مندرجہ ذیل ریٹ کے تحت شہری ہائوس ریٹ الاؤنس دیا جائے | تجویز ہے کہ مندرجہ ذیل ریٹ کے دیہی ہائوس ریٹ الاؤنس دیا جائے | موجودہ ہائوس ہائرنگ 2008 کے بعد چوتھی مرتبہ 44% فیصد اضافہ کیا گیا ہے | گریڈ اور ہائوس ریٹ الاؤنس 30% اور 45% فیصد |
|--|--|---|---|
| 25000 | 20000 | گریڈ 1 تا 2 کو 7029-6591 گریڈ 3 تا 6 10980-9654 | گریڈ 1 تا 6 2006 1337 2049 1367 2120 1413 2187 1458 2255 1503 2316 1544 |
| 35000 | 30000 | گریڈ 7 تا 10 16403-14682 گریڈ 11 تا 13 24744-21462 | گریڈ 7 تا 11 2384 1589 2474 1649 2579 1719 |

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| | | | | |
|--------|-------|--|---------------|-------|
| | | | 2670 | 1780 |
| | | | 2778 | 1852 |
| 40000 | 32000 | کریڈ 11 تا 13 24744-21462 | کریڈ 12 تا 15 | |
| | | | 2940 | 1960 |
| | | | 3135 | 2090 |
| | | | 3321 | 2214 |
| | | | 3524 | 2349 |
| 53000 | 45000 | کریڈ 14 تا 16 27234-31085 کریڈ 17 تا 18 41147-35898 | کریڈ 16 تا 18 | |
| | | | 4091 | 2727 |
| | | | 6650 | 4433 |
| | | | 8715 | 5810 |
| 100000 | 90000 | کریڈ 19 46816-54704 کریڈ 20 59079-68700 کریڈ 21 71107-82261 کریڈ 22 89230-98444 | کریڈ 19 تا 22 | |
| | | | 13284 | 8856 |
| | | | 15758 | 10505 |
| | | | 17469 | 11646 |
| | | | 18684 | 12456 |

3. GRANT OF 45% HOUSE RENT ALLOWANCE @ DIVISIONAL HEADQUARTERS:-

We appeal to our Federal and Provincial Governments (Sindh & Balochistan) that House rent allowance under the corporation to the employees of 7 Divisions of Balochistan (Quetta, Kalat, Makran, Naseerabad, Sibi , Zob, Rakhshan (Rakhshan has been given the status of a division in 2015) and divisional headquarters of Sindh, Shaheed Benazirabad and Mirpur Khas. 45% should be given

4. RETURN OF BENEVOLENT FUND & GROUP INSURANCE TO RETIRING OFFICIAL:-

This demand is need of justice with employees because deduction of BF and GI is made from salary of employees. It is would be better to approve the policy in which decide that such amount may be paid at the time of retirement in their lives (There is saying "**AFTER THE DEATH HIS CLOTHES ARE TO VAN**") an Analogy of Balocuhistan Government.

It is dire need of employees to return BF and Group Insurance amount at time of retirement effective from 2008-09, also increase the rate of aid to son or daughter of employees for Education, Marriage Grant as allowed by the Federal Government.

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5. PAYMENT OF CLOTHING /UNIFORM :-

It is requested to direct the Finance Secretary concerned I that Clothing /Uniform amount to the Class-IV should be paid through Salaries on Pay Roll System, reportedly observed such relief is not received properly to Class-IV Employees at all.

6. GRANT OF UTILITY ALLOWANCE:-

It is requested Finance Department Government of Sindh has already granted Utility Allowance in first to High Court Employees with effect from February 2007, vide No.FD(SR-III)/5/52-2002 © dated 21/2/2007 , then said benefit was also allowed to Secretariat employees at rate 10% on Basic Pay wef 1/12/2007 vide No.FD(SR-III)5/1/2008 dated 4th January 2007 & such benefit has extended to the employees of Chief Minister's Inspection, Enquiry & Implementation Team, but deprived Off only Civil Employees of Provinces & federal , it is injustice with them.

This Honourable Chief Minister/ Forum/ Government / Finance Division/ Department is requested to grant Utility Allowance benefit in favour of Civil Employees of Provinces like High Court Employees and Secretariat & Other Sector Employees for ending double standard in the rights of equality to Government employees regarding allowance and other benefits.

| Grade | Utility Allowance |
|--------------|-------------------|
| BP-1 to 6 | 22000/- |
| BPS-7 to 11 | 30000/- |
| BPS-12 to 15 | 37000/- |
| BPS-16 to 18 | 45000/- |
| BS-19 to 22 | 50000/- |

7. INCREASE OF MEDICAL & CONVEYANCE ALLOWANCE PROPORTIONAL TO PRICES HIGH:-

When we move to the market we are not fear about the new rates of the prices of all kitchen items and medicine; the prices of the kitchen items & fair are high. But three half year ago there was a need to be increased the salaries/allowances of the employees by 100% to meet the daily expenses of the employees, but Government revised the pay scale 2017 and granting an increase in name of Adhoc Allowances on Basic Pay. Therefore Current rate of Medical Allowance and Conveyance Allowance is insufficient to meet the demands of employees. How can an employee could buy medicine in a month on Rs. 1500/- & fare charges are also increased day by day.

In the right of inflation, Medical Allowance and Conveyance Allowance to be increased at least Rs.15000/00 per month to meet the demands of over all employees.

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8. RESTORATION OF QUALIFICATION:-

Prior to 2001 such benefit was allowed to Clerical Staff. Thus, it is dire need of restoration of Qualification Increments again to encourage employees to get Higher Education more during their service tenure for better services to public.

9. SELECTION GRADE & MOVE OVER/ PRE-MATURE INCREMENT:-

Federal Government has been allowed pre-mature increment benefit effective from 2002, but Provincial Government especially Sindh Government allowed such benefit from 1-7-2013, it is injustice with Ministerial Staff. Although Arrears on such benefit is pending with DAOs. It is requested to allow Pre-mature Increment benefit on Up-gradation with effect from 1-7-2007 instead of 1-7-2013. Although Policy of Selection Grade and Move-over discontinued since 2001, therefore requested to pass orders for restoration its benefit or allowed promotion to all Officials / Technical & Non-Technical Staff after completion of their services 5-7-12 Years . Moreover, promotion rules should be made on equity basis. It is unfair practice is noted on the pretext of not having vacancy at lower formations.

10. PENSION AND GP FUND SLIPS OF EMPLOYEES:-

It is requested that under the old system, the employees should be removed from paper cycles for final payment of GPF and Pension and GPF slips should be issued to the employees regularly without delay and bribery on pension and other payments should be completely eliminated

In the light of above facts and best interest of employees/Ministerial Staff , it is therefore requested to take action by issuance necessary directions to the Authorities concerned to accept the genuine demand of APCA in the best interest of Civil Employees , accordingly.

THANKS.

FOR ALL PAKISTAN CLERKS ASSOCIATION

(M A BHURGRI)
SECRETARY GENERAL
& VICE CHAIRMAN

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