

GOVERNMENT OF PAKISTAN  
CABINET SECRETARIAT  
ESTABLISHMENT DIVISION  
\*\*\*\*

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

Islamabad, the 4<sup>th</sup> 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 13<sup>th</sup> June, 2006, O.M No. 8/10/2013-E-2, dated 20<sup>th</sup> October, 2014, O.M. No. 8/10/2013-E-2 dated 9<sup>th</sup> February, 2015 and O.M. No. 8/10/2013 (E-II) (PT) dated 25<sup>th</sup> 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 9<sup>th</sup> 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 &amp; 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 &amp; above</td> <td>10 Million</td> </tr> </tbody> </table> <p>b. Rs. 700,000/- to the officers/officials incapacitated and released from service/or 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
BS	Amount																	
1-8	2 Million																	
9-16	5 Million																	
17 and above	7 Million																	
BS	Amount																	
1-8	2 Million																	
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 Stabs		Grant	Sr. #	Pay Stabs		Grant
		Minimum	Maximum			Minimum	Maximum	
		Upto				Upto		
	1		5,000	4,000	1		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"> <li>Immediate submission of family pension case.</li> <li>Option form for Direct Credit Scheme (online payment of pension)</li> <li>Application for Anticipatory Pension (80%of the total pension).</li> </ol> <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"> <li>Up to date list of family members of each employee for pension purpose be maintained before hand.</li> <li>Nomination for General Provident Fund must be ensured for each employee in his/her life.</li> </ol>				<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"> <li>Immediate submission of family pension case.</li> <li>Option form for Direct Credit Scheme (online payment of pension)</li> <li>Application for Anticipatory Pension (80%of the total pension).</li> </ol> <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"> <li>Up to date list of family members of each employee for pension purpose be maintained before hand.</li> <li>Nomination for General Provident Fund must be ensured for each employee in his/her life.</li> </ol>			
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.			

<b>Payment of Pension through Direct Credit Scheme (DCS)</b>	<p>The following steps may be taken by the concerned Ministries/ Divisions / Departments for payment of pension through Direct Credit Scheme (DCS) (optional):-</p> <ol style="list-style-type: none"> <li>The Direct Credit Scheme must be made compulsory for all new pensioners/family pensioners w.e.f 01-01-2015</li> <li>The manual both halves would be discontinued w.e.f 01-01-2015 for all new pensioners/family pensioners.</li> <li>The historical pensioners must be brought into the stream of DCS phase-wise.</li> </ol>	<p>The following steps may be taken by the concerned Ministries/ Divisions / Departments for payment of pension through Direct Credit Scheme (DCS) (optional):-</p> <ol style="list-style-type: none"> <li>The Direct Credit Scheme must be made compulsory for all new pensioners/family pensioners w.e.f 01-01-2015</li> <li>The manual both halves would be discontinued w.e.f 01-01-2015 for all new pensioners/family pensioners.</li> <li>The historical pensioners must be brought into the stream of DCS phase-wise.</li> </ol>
--------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

2. The Prime Minister has also approved that:-
- Relevant recruitment rules may be appropriately amended to provide for appointments of family members under the instant package; and
  - 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.