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PAY AND ALLOWANCES

REGULATIONS

VOLUME 1

ARMY

1997

(Incorporating correction slips/orders issued upto 31st 1997)

RECORD OF AMENDMENTS

Serial No.	Amendment No	Rule Amended	Date of Insertion

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PREFACE

Pay and Allowances Regulations for the Pakistan Army were initially issued in 1952. The Regulations were later revised and issued in 1966, 1975 and 1982. Both Volume-I and Volume-II/ are issued under the authority of the Federal Government..

2. *The 1982 Edition of the books has been revised upto December 1997. The present Edition 1.17, Corporates ale, amendments/additions made since 1982 to date and supersedes the Pay and Allowances Regulations, 1982.*

3. *Commanders at all levels would ensure that these Regulations are strictly observed and all local and. regimental orders are guided by the spirit and intention of these Regulations.*

4. *Errors and omissions, if any. should be brought to the attention of the Regulations Directorate AG's Branch, GHQ, Rawalpindi under intimation to DS (Regs/PAC), Ministry of Defence (Defence Division), Rawalpindi.*

*Rawalpindi
Dated: 26 February 1998*

*Lt Gen (Retd)
(Iftikhar Ali Khan)
Secretary to the Government of Pakistan
Ministry of Defence*

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PREAMBLE

1. Whereas by Pakistan Army Act Section 64, it is enacted that the pay and allowances of an officer, junior commissioned officer or of any person enrolled under that Act shall be paid without any deduction other than deductions authorised by or under the said Act or any other law for the time being in force.

In addition to the deductions specified in Section 64, the following deductions may be made from the pay and allowances of a person subject to the Act:-

- a. Upon the general or special order:-
 - (1) In the case of an officer, of the Federal Government, and
 - (2) In the case of any other person, of an officer having power not less than a brigade or logistics area commander, under whose command he may be serving, any sum required to meet any public or regimental claim/debit that may be due from him.
- b. Any sum required to meet compulsory contributions to any provident fund, or any benevolent or other fund which may be approved by the Federal Government.

DEFINITION

2. The expression "public claim" means any public debt or dis-allowance, any over-issue made through an error as to the facts, or a deficiency or irregular expenditure of public money or stores of which, after due investigation, no explanation satisfactory to the authority empowered to order deductions under para 1 a is given by the person who is responsible for the same.

Provided that every case in which any emolument payable to an officer, junior commissioned officer or any other person enrolled under the Pakistan Army Act has been so stopped shall, if such officer, junior commissioned officer or any other person so requires, be reported to the competent authority under Pakistan Army Act Section 167 or 168 for such orders as they may deem fit.

In exercise of the powers conferred by section 176A Pakistan Army Act, 1952 (XXXIX of 1952) and In suppression of the Pay and Allowances Regulations Volume I, 1982,1 the Federal Government in pleased to make the regulations.

CHAPTER I . PAKISTAN COMMISSIONED OFFICERS

General

1. All Commissioned Officers (including Honery Commissioned Officers) are governed by the Revised Pay Code (Officers), 1994 (RPCO 94) which came into force from Ist June 1994, Revised Pay Code (Officers), 1991 (RPCO 91) is also given at Annex _____.

Extent of Application

2. RPCO-94 applies to :-

- a All Commissioned Officers and Honorary Commissioned Officers governed by the Pay Code 1991 who were in service on Ist June 1994 including those on leave pending release retirement. transfer to the reserve and invalidment etc. on that date and those who enter in service on or after that date.
- b. All reservist officers called up for training or recalled to service on or after Ist June 94.

Pay Scales

3. Revised pay scales are laid down in the following annexes to these regulations:-

- a, Commissioned officers of all arms of the Army including PASROs and AMC (Non-medical) on the effective list (other than those belonging to the AMC, ADC, RV&FC and AFNS) Annex A

- b. Commissioned officers of the AMC including PASROs on the effective list, ADC (including those seconded to the PN and PAF) and RV&FC (other than licentiate and non-medical officers). Annex B
 - c. Licentiate officers of the AMC and ADC (including those seconded to the PN and PAP) and Licentiate RMC officer, Annex C
 - d. APNS Annex D
 - e. Honorary commissioned officers Annex D
4. **Rank Pay Colonels.** In addition to pay, Colonel be allowed rank pay of Rs. 300/. per month.
5. Chairman Joint Chief of Staff Committee Chief of the Army Staff and any other officer of the rank of General shall receive pay of appointment at the rate of Rs.20.250.00 per month with effect from 1st June 94.

Fixation of Pay in the Revised Pay Scales

6. Pay will be fixed *In the scales given* In Revised Pay Code 1994 as under :-
- a. In Present Ranks
 - (1) Colonel and Below. According to the rank and year of Commissioned service ensuring that the pay increase will not be *more than 35% in any case* and that at no stage the pay of lower rank become higher than the pay of higher rank.
 - (2) Brigadier and above. The initial pay of the existing officer who has been in service since before 1st June, 1994. shall be fixed in the revised pay scale 1994 at the stage equal to or if there is no stage, at the stage next above after allowing 35% increase in pay drawn.

b. On Promotion

- (1) **Colonel and below.** According to the ranks and year of commissioned service on the date of promotion.
- (2) **Brigadier and Above.** At the stage above their pay including rank pay if any in the lower rank. If the pay so fixed provides an increase in pay equal to or less than one increment, one premature increment shall be allowed.

Pay on Reversion to Lower Rank and on Re-promotion

7. a. **On reversion to Lower Rank.** Pay will be fixed in the scale applicable to the rank to which reverted according to the year of commissioned service for Colonel and below, from date of reversion to the lower rank. Pay of a Brigadier reverted to the rank of Colonel or below will be fixed in the appropriate scale according to his year of commissioned service. Pay of a Major General and above reverted to a lower rank will be re-fixed after reckoning his service in the higher rank towards fixation of pay in the lower rank.
- b. **On Re-promotion.** The officer's pay will be fixed in the applicable scale at the stage at which he was drawing pay when previously holding the same rank, and the period during which he had drawn the said pay will count for increment in that stage. However, if the pay to be so fixed is less than what the officer will draw under Rule 5b above, his pay will be fixed under that rule.

8. Indexed pay of commissioned officer :-

- (1) Pay of all commissioned officers shall be indexed with effect from the Ist July, 1985, in relation to the cost of living.
- (2) The indexed pay as may be admissible to an individual at any time shall be the pay due to him in the existing pay scale under the normal rules multiplied by the index applicable to him from time to time.

Notes:

1. For the financial year 1985-86, the index shall be as follows :-

- (a) Individuals drawing pay of..... 1.135
rank up to Rs 1500/- p.m
- (b) Individuals drawing pay of..... 1.100
rank up to Rs 1500/- p.m

Provided that pay of an individual falling in category (b) above will not be less than Rs 1703/-.

2. In calculating pay, fraction of a rupee which is less than fifty paise shall be ignored and that of fifty paise and more shall count as one rupee.
3. For the financial year 1985-86 the allowances shall not be indexed and shall not be affected by the increase in pay due to indexation; and
4. The above orders shall apply to the officers of Pakistan Army serving in the Pakistan Missions abroad; and
5. Indexed pay will be treated as pay for :-
 - (a) Deduction of income tax.
 - (b) Deduction of benevolent fund, contribution and Group Insurance premia.
 - © The grant of Provident Fund advance.
 - (d) Encashment of leave preparatory to retirement.
 - (e) Calculation of pension.
 - (f) Recovery of house rent.
 - (g) Grant of house building advance, motor car advance and motor cycle advance.

6. Pay in the relevant pay scale, and not the indexed pay will be taken into account for :-
 - (a) Determining entitlement of car maintenance allowance and motor cycle maintenance allowance.
 - (b) Determining entitlement of TA and DA.
 - © Calculating special pay or allowances where these are a percentage of pay.
 - (d) Grant of increment and fixation of pay on promotion etc.
 - (e) Calculation of deputation allowance.
 - (f) Calculation of other allowances where these granted on percentage of pay.
7. Benefit of indexation of pay will also be admissible to officers of the following categories :-
 - (a) Contract Officers.
 - (b) Employees appointed on fixed pay or special terms.
 - © Re-employed pensioners.
8. The existing indexed pay shall cease to be admissible wef Ist July 1987.

9. Move Over. Move over will be granted to all Commissioned officers including AFNS officers subject to the conditions laid down here-under. The move over shall not be constructed to be a promotion to the higher rank but the higher pay scale shall be an extension of the pay scale of the rank actually held by the officer.

- a. Commissioned Officers including AFNS Officers upto the rank of Colonel after Completion of one year at the maximum pay of their Scale will be eligible for move over to the pay scale of next higher rank wef the next year Of commissioned service following the completion of one year on the maximum pay subject to fulfilment of usual conditions of move over. However, since the concession has been allowed from Ist June. 1994, those who were at the maximum of their pay scale for the the last one year on or before 31 May 94 shall be allowed the concession of move over from 01 June 1994. They will continue to draw increments wef Ist June of subsequent years, so long they remain in the higher scale due to move-over.
- b. **Lt Col and Colonel.** (except in Case of AFNS officers) will move-over to Brigadier/ pay scale. In case of AFNS officers, Lieut Colonel will move-over to Colonel Pay scale and a will move-over to Brigadier Pay scale.
- c. **Length of Service.** The officers should have completed the following length of Commissioned service for move-over to next higher pay Scale:-
 - (1) Lt/Captain. Move-over to - 5 years
Capt/Maj Pay scale.
 - (2) Major. for move-over to - 12 years
Lt Colonel's pay scale.
 - (3) Lt Colonel for move-over - 17 years
to Br:igadier Pay scale.

- d. **Counting of former service.** In case of officers commissioned from the ranks, one half of the service in JCOs/Equivalent rank and one-fourth in other ranks will be counted for computing length of service.
- e. **Service Record/ACRS**
- (1) The minimum grading in Annual Confidential for the last five years inclusive of the year of move-over should be as under:-
- (a) **Captain and MoJor/**
- (i) Average, “without any adverse entry”.
- (ii) Should be high Average for at least two years, without any adverse entry.
- (b) **Lieut Colonel and Colonel/**
- High Average for at least 3 years.
- (2) In case an officer fails to fulfil the conditions prescribed in sub-para 'a' above, he shall wait at the maximum of the pay scale till he has earned in succession the requisite number of annual reports of the required standard without any adverse entry. his move-over shall take effect from the date of commission of the year in which last such report is earned.
- (3) No major penalty under the relevant rules was imposed by a FGCM/GCM on the officer during the last five years. Penalties like "not yet fit for promotion" and "censure" may however be ignored.

f. **Move-over Committee.**

- (1) The case of mover-over for officer shall be considered by the Move-over Committee constituted as per annex 'Y'.
- (2) The recommendations of the Move-over Committee will be placed before the COAS for his approval.
- (3) Procedure for scrutiny of the move-over cases by the Move-over Committee may be issued by the GHQ.

g. **Fixation of Pay**

- (1) Major and below. The pay of Major/equivalent and below will be fixed in moved-over scale at the stage next above their pay in lower scale. No premature increment will be admissible.

- (2) **Lieut Colonel and Colonel**

- (a) On move-over, the pay of Lt Col and Col shall be fixed in the pay scale of Brig at the stage (next above their pay in the lower pay scale. No premature increment will be admissible.
- (b) The pay of Colonel on move-over to the next pay matrix will be fixed at the stage next above the pay in the lower pay scale. The incumbent will continue to draw "rank pay" separately.

(3) **Fixation of pay on Promotion after having moved over**

(a) **Major and below** According to the rank and year of commissioned service, as per existing rules.

(b) **Lieut Colonels and Colonels**

The pay of moved-over Lieut Colonel and Colonel/Equivalent on promotion to higher rank shall be fixed after allowing next above stage plus one premature increment.

h. **Benefits on Move-over**

(1) The officers granted move-over to a particular scale shall continue getting the misc pay and allowance viz Command/staff/Charge/Instructional Pay/Disturbanace pay etc and other fringe benefits of the rank actually.

(2) In case of move-over to Brig / equivalents shall not be admissible.

(3) Officers allowed move-over shall not be entitled to any charge in rental ceiling. The house rent allowance shall continue to be payable on the basis of initial of the pay scale of the rank actually held (excluding local rank).

(4) The officer shall not be allowed two successive move-overs in the same rank. However, if an officer is subsequently promoted to the rank to which he held is subsequently promoted to the rank to which he had previously moved-over, he shall again become eligible for further mover-over.

j. **Deferment cases**

- (1) While considering an officer for move-over, if a case is deferred the exact grounds for deferment vide sub para 'b' shall be specified. The Formation/Units shall ensure that when the reasons for which the case was deferred ceases to exist, the case is placed before the Move-over Committee for review in the next meeting.
- (2) The Move-over Committee may defer consideration of a case if :-
 - (a) The officer is on long leave for six months or more, is under trial or disciplinary action is pending against him, or is on deputation / posting abroad.
 - (b) His ACRs are not complete or some other information is wanted.
- (3) If a case is deferred on account of para j(2) (a) above and the officer concerned is subsequently allowed move-over, this will be allowed with immediate effect and the qualifying period from the date move-over was due to the actual date of move-over shall count towards increments in fixation of pay. If the case is deferred on account of para j (2) (b) above, move-over shall be allowed from the date mover-over as due.

k. **Move Over during LPR/LPI.** Move over is also allowed during LPR/LPI for pensionary benefits to Armed Forces Officers upto the rank of Lt Col and Colonel provided other conditions on the subject are fulfilled.

l. **Notification** The casualty for move-over will be published by CORO, GHQ.

PAY ON FIRST APPOINTMENT

10. The pay of a 2nd Lieut or Lieut and Capt as the case may be, on appointment, shall commence from the date he commissioned.

Released/Retired Officers – Re-commissioned

11. The rates of pay of released / retired officers who are re-employed as commissioned officers will be as laid down in the relevant annex to Rule 3 as applicable to officers of the arm / service concerned. All periods of previous full pay commissioned service rendered by such officers upto the date of release / retirement will reckon for fixation of initial pay in the rank in which these officers are re-employed and for grant of subsequent increments. Periods between dates of release / retirement and dates of reporting for duty on re-employment will not reckon for pay purposes.

- Note:-**
1. If the former service rendered by an officer cannot be verified from the audit officer concerned, a statement by the re-employed officer in respect of his former service indicating the period of entry and release / retirement will be furnished. This statement will be supported by certificates from two serving contemporary officers who also served with the officer concerned during the period under certification.
 2. Pension of re-commissioned officers shall be remain suspended during the period of re-employment.

Serving Officers Transferred from one Service to Other

12. Full pay commissioned service rendered prior to transfer shall reckon for fixation of initial pay in the rank in which an officer is transferred and for grant or subsequent increment.

Reservist Officers

13. Orders regarding reservist officers including those called up for training and recalled to service are contained in the Pakistan Army Reserve Rule.

Increase in Pay

14. Increase of Pay for the length of service will be admissible automatically, unless, the next higher formation commander (Corps Comd) in respect of officers serving in Corps HQ and PSO in respect of officers serving at GHQ does not recommend the increase in pay. In that event the commander/PSO concerned will intimate his decision to the accounts officer concerned sufficiently in advance of the date the increment becomes due to enable the later to withhold the issue of increment.

Note:- Officers of the rank of Brigadier and above shall be given annual increments on date of promotion. Colonels will be allowed the annual increments on date of commission.

Length of Service for Pay Purposes

15. Length of service for pay purposes means full pay commissioned service, subject to the following provisions :-

- a. Re-employed / Transferred Officer. Previous full pay commissioned service also reckons for initial fixation of pay and subsequent increments as given in Rules 10 and 11.
- b. Officers of Engr, Sig, EME, AMC and ADC. Period of ante-date given in Annex H, J, K and L to these regulations. The ante-date gives no claim to pay of a higher rank before promotion there-to under the rules governing service for promotion.

Note:- Any previous service rendered as JCO in the ranks does not count for fixation / increase in pay.

Advance Increments to Technical and Professional Categories on Possession / Acquiring Higher Qualification

16. a. Doctors, Engineers, Educationiste, Economists, Management Accountants, Scientists, Geologists, Meteorologists, Archaeologists, Experts in Agriculture, Animal Husbandry and Forestry Working in Universities. Colleges, Research Institutions or Technical Departments shall be allowed advance increments on possessing / acquiring higher qualification as under :-

- (1) Those of the above categories of officers who possess MA/MSc/M.5 or equivalent from a foreign university or M.Phil. from a university in Pakistan will receive four advance increments on commissioning,
 - (2) Those of the above categories of employees who will in service obtain a degree shall be allowed two advance increments on Commissioning.
- b. Engineers and Doctors shall also be allowed four advance increments in case they possess or acquire a post-graduate degree in their relevant field for which they have been allowed any qualification pay.
 - c. The advance increment / increments shall be allowed at the time of recruitment or acquiring higher qualifications during. Service. In cases where the officer is already at the maximum of his pay scale he would be allowed the requisite number of increment's as personal pay which shall be treated as part of the time scale of pay for the purpose of fixation of pay of the officer on his promotion/move-over.

Erroneous Promotion

17. The pay of the higher rank to which an officer is erroneously promoted will be discontinued from the date on which the orders rescinding promotion reach the headquarters of the unit if he is present at duty otherwise from the date of the order.

Command/Staff/Charge/Instructional Pay

18. It is admissible to officers holding appointments specified in annex K on the basis of actual ranks (temporary. (substantive temporary) held by them irrespective of the rank in which the appointment is shown tenable except as laid down below:-

- a. General Officer holding the appointment of Chief of the Army Staff Rs. 2000/- pm.
- b. All Major Generals and Lieut Generals irrespective of the fact whether they are holding any appointment or not at Rs, 800.00 and Rs. 1000.00 pm respectively.
- c. Commandant President's Body Guard will get at the rate prescribed for the rank.

19. Rates of Command/Staff/Charge/instructional Pay are as under:-

- | | | | |
|----|-------------------|---|---------------|
| a. | Brig | - | Rs. 650.00 pm |
| b. | Lt Col or Col | - | Rs. 300.00 pm |
| c. | Major | - | Rs. 150.00 pm |
| d. | Captain/Subaltern | - | Rs. 115.00 pm |

20. Subject to Rules 16 and 1.9admissibility of Command/Staff/Charge/ Instructional Pay is governed by the following principles:-

- a. While admissibility of command, etc, pay is dependent upon the appointment, its rate will be according to the rank held by the officer concerned. Local rank is not considered for this purpose.
- b. The pay of appointment, if available, will be issued to the officer to the officer actually carrying out the duties of the appointments. It may, however, be continued to an officer for any period spent under arrest, confinement or suspension provided that he is acquitted, or the enquiry into his conduct proves favourable, to him, or he is permitted to return to duty without any formal enquiry being made into his conduct; otherwise, it will be paid to the officer performing the duties in his absence. The actual issue of such pay will not be made either to the permanent incumbent or to the acting incumbent, until the result of the trial or enquiry is promulgated. Pay and all allowances of rank will be allowed unconditionally.
- c. Command/Staff/Charge Pay will be admissible to officers officiating in these appointments irrespective of the fact whether or not they are granted officiating benefits (viz rank) and pay after successful completion of officiating period.
- d. (1) Where only one appointment of an Adjutant or Quartermaster is authorised, Staff/Charge Pay is admissible to the officer actually holding the appointment, irrespective of the sub-unit in which he is employed.
(2) Where more than one appointments of Adjutant or Quartermaster are authorised, Staff/Charge Pay shall be admissible to all officers holding such appointments; and
- e. Officers deputed to attend staff course at the Command and Staff College Quetta and other courses of instructions within Pakistan at Services Schools of Instructions or deputed to attend courses run by the Civil Government will continue to receive Command/Staff/Charge/Instructional Pay that was admissible to them before

proceeding on such courses provided the Military Secretary certifies that-

- (1) The officer would have continued to hold the appointment carrying Command/Staff/Charge, Instructional Pay had he not been sent on course.
 - (2) The officer is likely, on return from course, to be posted to an appointment carrying Command/Staff/Charge/instructional Pay.
- f. Officers sent abroad on courses of instruction (except SAP courses) deputation, delegation and temporary duty will continue to receive, during the period of their stay in foreign countries, Command/Staff/Charge/Instructional Pay as admissible in the appointment held by them immediately before proceeding abroad, provided the Military Secretary certifies that:-
- (1) The officer would have continued to hold the appointment carrying identical rate of Command/Staff/Charge/instructional Pay had he not been sent abroad.
 - (2) The officer is likely, on return from abroad, to be repainted to an appointment carrying identical or higher rate of Command/Staff/Charge/Instructional Pay.
- g. This pay is not admissible to officers deputed abroad on courses/ orientation/tours/visits under SAP.
- h. Officers transferred within Pakistan from one appointment carrying Command/Staff/Charge/Instructional Pay to another such post will continue to draw such pay of the rank held prior to their move during transit/joining time, and during handing/taking over not exceeding 7 days (except where otherwise authorised under the rules or period is extended by competent authority).
- j. Holding of an appointment with dual functions/designation does not entitle an officer to draw two additional pays.
- k. Command, etc, pay is admissible in addition to flying allowance, for so long as the conditions of admissibility of flying allowance are fulfilled by officer concerned. (See Rule 28 and note 3 to Rule 23).
- l. Command, etc, pay is admissible in addition to qualification pay.
- m. Command, etc, pay is not admissible to two officers held against one appointment at the same time except officers appointed in place of those on leave pending retirement and those away on courses, etc, under sub rules c, f and g provided the same is admissible in the normal rules.
- n. (1) Unless it is otherwise provided by a special rule or contract, Command, etc, pay will be admissible from the date an officer takes charge of an appointment if the charge is transferred in the forenoon or from the following day if the charge is transferred in the afternoon.

- (2) The Government may permit an officer to draw Command, etc, pay before he assumes charge thereof.
- (3) When an officer, whose appointment is made by the Chief of the Army Staff, is prevented from joining it due to exigencies of service, the COAS may authorise the issue of command, etc, pay to that officer, PROVIDED the date with effect from which this is done is communicated to the formation concerned in time to prevent another officer establishing a claim to that pay after that date.
- o. Instructor's pay will not be admissible in addition to Command/Staff/Charge Pay. If an officer becomes eligible for Instructor's pay also, he will draw the pay which is more advantageous to him.

21. Additional pay of Rs. 150.00 pm is admissible to an officer appointed as ADC to the President/Corps Comd/Deputy Corps Comd and Div Comd.

Special Pay-ISSB

22. Officers holding the following appointment in the Inter Services Selection Board will be granted a special pay at the rates and subject to the conditions laid down in rules 19 to 21 for admissibility of staff pay in the staff appointments of the corresponding categories:-

Appointment in the ISSB	Corresponding Category of Staff Appointment
a. President (Brig)	Director
b. Senior Deputy President (Colonel)	Deputy Director
c. Senior Psychological Officer (Colonel)	Deputy Director
d. Deputy President (Lt Col)	AAG
e. Senior Group Testing Officer(Lt Col)	AAG
f. Group Testing Officer (Major)	DAAG
g. Psychological Officer (Major/Captain)	DAAG/Staff Captain
h. Staff Captain)	Staff Captain

23. EME officers employed as Flight Engineers/Crew Chiefs will be eligible for flying allowance at the rates of 40% of the rank pay upto the rank of Lt Col and then kept constant or higher ranks, Casualty regarding appointment and relinquishment will be published in CORO Part II Orders,

Notes:- 1. Flight Engineers (Officers/JCOs) will be 1.5 flight engineers per MI-8 helicopter end SA 330 PUMA helicopter,

“IA. Test Flight Engineers (Officers/JCOs)

Cobra AH-IF Helicopter- 2 test flight engineers per Army Aviation Combat Squadrons One test flight engineer for HQ Army Aviation Combat Group"

Cessna Citation V ac - 2 for 399 EME Bn.

Schweizer TH 300 - 2 for 199 EME Bn.
Helicopters

2. Rules/procedures/conditions for designation / appointing flight engineers/crew chiefs and their relinquishment for the purpose of entitlement of flying allowance will be laid down by Commander Army Aviation Base,
3. Flying allowance will be allowed in addition to Command/Staff/Charge/Instructional Pay for so long as the conditions for the admissibility of both pay are fulfilled by the officer.

Special Pay - Northern Areas

24. Special Pay equal to 25% of the basic Pay, will be admissible to all officers (Including AFNS officers) serving in Northern Areas.
25. Diving pay: Rs. 80.00 pm

Parachute pay

26. Officers who have successfully completed basic/refresher Parachute training and are employed on parachute duties will receive parachute pay at Rs. 200.00 per mensem with effect from the date of commencement of training, subject to the conditions specified in rules 27 to 29.
27. Except as laid down in rule 29 parachute pay will remain in issue until an officer vacates his operational parachute appointment. An officer who is permanently posted away from a parachute unit/formation will cease to draw parachute pay with effect from the date on which he is struck off the strength of a parachute unit/formation.
28. The general conditions regarding commencement and cessation of Command/Staff/Charge/Instructional Pay as laid down in rule-20 will govern the commencement and cessation of parachute pay subject to the following modifications:-
- a. In ordinary cases of sickness or injuries parachute pay will continue for 28 days.
 - b. Administrative personnel will not be eligible for parachute pay unless they are required to qualify as parachutists and remain liable for parachute duty.
 - c. Parachute pay will not be admissible for any day during which pay is forfeited.
 - d. Continuance of parachute pay will be subject to qualifying in refresher parachute training every year. Those who fail to qualify will cease to draw parachute pay. This pay shall be resumed if and when they qualify in a subsequent refresher course. This pay shall be recommended from the date they qualify in a subsequent refresher parachute training.

29. Parachute pay will be continued during absence on account of injuries due to parachute duties or on account of wounds received in action against the enemy, for a period not exceeding 91 days. It will, however, cease forthwith if within the period of 91 days the individual concerned joins for duty in an appointment or with a unit for which parachute pay is not admissible.

Specialist/Additional Pay-AMCIADC Officers

30. a. Specialist Pay. Medical officers upto and including the rank of Colonel in receipt of pay under rule 3 shall, while holding appointments within the authorised establishment of the sanctioned pool of specialists, draw specialist pay @ Rs. 100.00 per mensem. Similarly ADC officers when classified as specialists shall receive specialist pay at the rate of Rs. 100.00 per mensem provided they fill authorised appointments within the recognised establishments and cadre.
- b. Additional Pay. AMC officers while performing duties with Regular Temporary Employee dispensaries, in addition to their normal duties as GDMO, will be eligible for grant of additional pay of Rs. 50.00 per mensem.
- c. Special Service Pay. Special service pay @ Rs. 250.00 pm will be admissible to those captains and majors not in receipt of disturbance pay.

Qualification Pay

31. Subject to conditions imposed by rules 32 and 33, qualification pay will be admissible to officers (other than veterinary officers in receipt of pay under rule 3 and licentiate officers of AMC) who are in possession of the relevant qualifications laid down in annex O. This pay is admissible on permanent basis in addition to Command/Staff / Charge/Instructional Pay. The rates of qualification pay are as under:-

a.	Lower rate	Rs. 150.00 pm
b.	Higher rate	Rs. 200.00 pm
c.	Special rate for Armed Forces War Course, National Defence Course and other equivalent courses within Pakistan or abroad and RCDS	Rs. 500.00 pm
d.	AFNS Officers	Rs. 100.00 pm

32. If an officer attains two or more qualifications he will be entitled to only one rate of qualification pay i.e. the one more favourable to him.

Qualification Pay will not be Admissible

33. a. For any qualification which is the basic minimum required for entry as a commissioned officer into the arm or service concerned.
- b. For any qualification in consideration of which a concession in the form of ante-date seniority, accelerated promotion or special rate of pay/allowance is given.

- c. To an officer in receipt of specialist pay.

Disturbance Pay

34. It will be admissible @ Rs. 400.00 pm to all officer and ranks.

35. For the purpose of disturbance pay, a married officer is one who, not being a widower without a family, or divorced without having been made the legal custodian or joint legal custodian of his children, is married and actually provides financially for the maintenance of his family, subject to the proviso that an officer who, on 28th February 1950, was unmarried or who joined the service subsequent to that day, will not become entitled to disturbance pay until he shall either, have attained the age of 26 years, or shall have completed six years total service, excluding boy service, whichever is earlier. This restriction will not apply to officers commissioned from the ranks who at the time of grant of commission, were already married or to officer commissioned through Pakistan Military Academy or Officers' Training School who were married before admission thereto. Further provided that, in the case of officers who marry while outside Pakistan, disturbance pay will not be admissible, prior to arrival in Pakistan, if the marriage is contracted without the prior approval of the head of the service,

36. a. The term officer's family means any or all the following:-
 (1) his wife;
 (2) his unmarried daughters, step-daughters, or statutorily adopted or legitimated daughters, who are dependent on him; and
 (3) his sons, step-sons, or statutorily adopted or legitimated sons who are under 18 years of age.
- b. The term excludes children statutorily adopted by an unmarried officer, or by a widower, who has neither a daughter on him, nor a son under 18 years of age.
- c. The term excludes the children of a divorced officer unless he has been made their legal custodian or joint legal custodian.
- d. Disturbance pay will be admissible to a widow/widower/divorced officer with child/children on the production of a certificate (duly countersigned by CO) to the effect the officer concerned actually provides financially for the maintenance of his child/children.
- e. In individual cases the COAS may sanction the inclusion of a son, a step-son, or a statutorily adopted or legitimated son over the age of 18 years, who suffers from mental or bodily infirmity, in the definition of family given in sub-rules a and b above.

37. It will also be admissible to married female commissioned officers at the same rate and under the same conditions as are applicable to married male commissioned officers irrespective of whether their husbands are also in service and in receipt of this pay.

Special Engineering Pay

38. Special Engineering Pay to Officer Engineers, Signals and EM, who possesses a post graduate Degree from one of the notified foreign universities, Rs 250, 00 pm.

Expatriation Allowance

39. a. Officers serving outside the geographical limits of Pakistan shall receive expatriation allowance at the following rates:-

(1)	Officers other than Licentiate Officers of the AMC		Rs. per mensem
(a)	Major General and above	-	250.00
(b)	Brigadier/Colonel	-	200.00
(c)	Lieut Colonel	-	150.00
(d)	Major	-	100.00
(e)	Captain	-	75.00
(f)	2nd Lieut/Lieut	-	50.00
(2)	Licentiate Officers of the AMC		
(a)	Lieut Colonel/Major	-	100.00
(b)	Captain after 15 years service	-	75.00
(c)	Captain and Lieut after 7 years service-		50.00
(d)	2nd Lieut/Lieut	-	40.00

b. It shall be admissible from the date of leaving either by air, sea or land, the geographical limits of Pakistan. It will remain in issue until the date preceding that of return of an officer within the geographical limits of Pakistan, but will not be admissible for any period for which any other allowance (e.g. station allowance, daily allowance) is drawn in lieu.

Non-Practising Allowance and Conditions for Grant AMC/ADC Officers (Including Non-medical Officers)

40. They (including those seconded to Navy and Air Force) shall be eligible for non-practising allowance (NPA) at the rates and under the conditions laid down below:-

a.	Rates		Rs.
(1)	Captain/Major	-	500.00 PM
(2)	Lieut Colonel and above	-	700.00 PM

b. Conditions

- (1) NPA will be admissible to those officers who have not engaged in private practice or who do not apply or are not allowed to do private practice by DMS concerned in accordance with the procedure laid down in sub rule c below.
- (2) The allowance will be payable from the date of grant of rank of Captain.
- (3) NPA will not count towards calculating average emoluments for grant of pension/gratuity rent and TA/DA.

c. Procedure

- (1) CO (the next medical authority for CO) will ascertain from officers if they desire to do private practice and will forward a casualty return to CORO for those who do not opt to do private practice for publication in DO part 11. Application of those who opt for permission to do private practice will be forwarded to DMS GHQ (through the ADMS where applicable) for approval. On receipt of acceptance or otherwise of the option by the DMS, necessary casualty giving the date from which private practice has been allowed/disallowed will be forwarded to CORO. This option will be effective from the date of approval/rejection by the DMS.
- (2) Option once made will remain operative till the next posting when another option will be allowed or whenever the sanctioning authority withdraws permission to private practice.
- (3) Change of option will not be allowed on temporary moves or on courses and during privilege leave/furlough.
- (4) In case of officers who are allowed to do private practice and who subsequently change their option or when sanctioning authority withdraws such permission, non-practising allowance will be admissible from the date they opt not to do private practice and inform the CO to that effect or the date when such permission is withdrawn.
- (5) In case of officers drawing non-practising allowance, will cease to be admissible from the date their option to do private practice accepted by the DMS.

d. It will be admissible during the period of temporary duty/training/ courses abroad.

Note:- Officers commissioned before 1-7-1963 are entitled to the payment of lump-sum grant in full including any arrears according to existing procedure as if the non-practising allowance had not been introduced. Those commissioned on or after 1-7-1963 are not eligible for the lumpsum grant.

Pay and Allowances - National Service Commissioned Officers

41. They will be eligible for pay and allowances as under:-
- a. During initial service and when called up for refresher training while in the reserve. A national service officer shall draw the basic pay of rank as admissible to an officer of the regular army holding corresponding rank.
 - b. When called up for service other than that given in sub rule a above. A national service officer shall be entitled to the same pay and allowances as are admissible to an officer of the regular army holding corresponding rank.

Continuation/Discontinuation of Pay and Allowances

42. a. *Continuation.* An officer will continue to draw pay and allowances:-
- (1) While at duty, at a course of instruction in Pakistan or at the Command and Staff College Quetta;
 - (2) While on sick list concession under ALR 37;
 - (3) While supernumerary to the establishment of his corps;
 - (4) During the period of captivity when kidnapped by tribesmen while on a bonafide public duty on the North-West Frontier.
- b. *Discontinuation.* Pay and allowances shall be discontinued in the following circumstances:-
- (1) On the day after the death of the officer.
 - (2) On the date from which the release, retirement, resignation or dismissal of an officer becomes effective.
 - (3) During any absence from duty without leave.
 - (4) From the date of sentence of imprisonment awarded by a Criminal Court or Court-Martial.

43. An officer will forfeit pay and allowances for every day while he is in custody or under suspension from duty on a charge for an offence of which he is afterwards convicted by a Criminal Court or a Court Martial or by an officer exercising authority under PAA Section 23.

Remission of Forfeiture of Pay and Allowances

44. For remission of forfeiture of pay and allowances. PAA Section 69, read in conjunction with PAA Rule 164, refers.

45-46. Blank.

**CHAPTER 11 - NURSING OFFICERS OF THE ARMED FORCES
NURSING SERVICE, CIVILIAN MEDICAL
PRACTITIONERS, LADY SUB-ASSISTANT SURGEONS
AND MIDWIVES**

Nursing Officers-Armed Forces Nursing Service

47. **Rates of Pay.** The rates of pay of those who have accepted general service liability, are given in annex D.

48. **Qualification Pay.** At Rs 100.00 per mensem will be admissible to nursing officers, who are in possession of the qualifications specified in Part III of annex O under the conditions laid down in Rules 32 and 33.

49. **Items in Kind.** Unmarried officers shall receive free quarters, furniture, fuel, water, light and fans in addition to the rates of pay in annex D. Messing allowance at the rate of Rs 900.00 per mensem per nursing officer mess. If a nursing officer is posted to such hospital/unit where no nursing officer mess exists, the messing allowance of Rs. 900.00 per month per head will be paid to them individually to meet their messing expenditure. The messing allowance will be admissible even while a nursing officer is on leave.

50. **Fixation of Pay.** The pay of lieut, on appointment, shall commence from the date she is commissioned.

51. **Counting or Previous Service.** Previous service will be counted in the following manner:-

- a. Whole-time paid previous commissioned service rendered in a recognised Armed Forces Nursing Service will be counted as qualifying service for purposes of increment or pay, promotion and seniority.
- b. Previous service rendered as a full time general service member in an Auxiliary Nursing Service will also count in half as qualifying service for the above purpose in respect of those granted permanent commission in the AFNS.

52. **Ante-date for Professional Experience Gained in Non-military Hospital/Institutions.** If an officer, who, after completion of her basic training (ie, a div nursing training) and registration as a registered A Div nurse, has rendered approved whole-time paid service in recognised hospital/private nursing institution or has undertaken recognised post basic training/course such as Midwifery/Sister Tutor/Operation Theatre/Administration, will be eligible for an ante-date equal to 1/3rd of her total service/post basic training/course period upto a maximum of 3 years to count for increment of pay promotion and seniority. The DMS (IS) will be the competent authority to recognise a civil hospital, a registered private nursing institution and post-basic training/course for the aforesaid purpose.

53. **Expatriation Allowance.** It shall be admissible from the date 'of leaving either by air, sea or land, the geographical limits of Pakistan. It will remain in issue until date preceding that of return within the geographical limits of Pakistan, but will not be admissible for any period for which any other allowance is drawn in lieu. Rates are as under:-

	Rank	Rs. per mensem
a.	Lieut	40.00
b.	Captain	50.00
c.	Major	60.00
d.	Lieut Colonel/Colonel	75.00

Armed Forces Nursing Service (Local)

54. Rates of pay those, who will be employed only within the areas where they have agreed to serve, are as follows:-

- | | | |
|----|---|---------|
| a. | Members who live out | RNPS-10 |
| b. | Members who live in the Nursing Officers Mess | RNPS-9 |

For Revised National Pay Scales see annex P. A member will not normally be required to live in the Nursing Officers' Mess. She may, in special cases, and provided that she has no encumbrances be permitted to live in the mess.

Civilian Medical Practitioners for Local Service with the Army and Sub-Assistant Surgeons (Licentiate)

55. Rates of pay will be as follows:-

- | | | |
|----|---|--|
| a. | Graduates (Civilian Medical Practitioners) pay of | Rs 450-50- 1000 plus technical
Rs. 50.00 pm |
| b. | Licentiate (Civilian Medical Practitioners and Sub-Assistant Surgeon (L)) | Rs 225-15-300-EB-16-380
20-480 pm |

Specialist Pay

56. Graduate officers holding higher qualifications and experience, will be eligible for grading/classification as Specialists in their subject in the same way as AMC officers. When so appointed they will draw special pay of Rs 75.00 pm in addition to the pay laid down in Rule 55.

Midwives

57. A midwife serving at a Military Families Hospital will receive RNPS-6, per mensem, in addition to ration allowance at the rate applicable to other ranks and free quarters, fuel and lighting. A midwife employed in Ordnance Corps will receive RNPS-7. Pay will commence from the date on which she reports for duty. For Revised National Pay Scales see annex N.

58. A substitute midwife employed in lieu of the midwife of a Military Families Hospital on leave will receive pay at Rs 315.00 per mensern.

Allowances and other Fringe Benefits

59. Civilian non-gazetted staff covered under Rules 54 to 57 above will be eligible for allowances and other fringe benefits as admissible to other civilian government servants.

60-61. Blank.

CHAPTER III - JUNIOR COMMISSIONED OFFICERS, OTHER RANKS , DSG AND NCs(E)

General

62. **Introduction** Army and Northern Light Infantry Regiment (NLI) personnel JCOs, OR, NCs (excluding JCOs holding Honorary Commissioned Cadets, Recruits, / and Defence Services Guard(DSG) are governed by revised Pay Code 1994 (PRC-1994), which came into force from the 1st June 1994. read in conjunction with RTSPC-63 as amended.

Note:- Revised Pay Code 1963 which was revised wef 1st March 1972 wef 1st May 1977, wef 1st July 1981, wef 1st July 1983, wef 1st Jul 1987, wef 1st June 1991, has further been revised wef 01 June 1994.

63. a. **Extent of Application.** The revised pay scales shall apply to those in service including those on leave pending retirement or invalidment on the 1st June, 1994 and who enter in service on after that date. These also apply to reservists recalled to service and re-enrolled personnel on the effective list on the 1st June, 1994 and reservists who are called up for reserve training or recalled to service on or after that date ; and

b. Re-enrolled Personnel. Personnel re-enrolled on or after 1st June 1994 will start on the minimum of the revised scale appropriate to their rank/ trade in which re-enrolled. Service rendered on or after 1st Jun 1904 in the revised scale alone will count for Increment,

Revised Trade Structure

64. Trades and the pay groups In which they are placed are given in annex L.

Pay Scales

65. a. Revised Pay Scales are as under :-

Pay Groups	Pay Scales
Z-1	1245-35-1770
Z-2	1400-66-2390
Z-3	1440-73-2535
Y-1	1400-81-2695
Y-2	1540-66-2660
Y-3	1605-97-3060
Y-4	1725-116.3465
X-1	2238-144-4110
X.2	2387-161-4480
X-3	2544-177-4J45
*X-4	3914-197-5490

*Entitled to Rank Allowance of Rs 125/-pm.

b.	Non Combatants (Enrolled) Z~1 scale,			
c.	Army Education Corps Trainee JCOs			Rs, 2160.00
d.	Recruits			pm
	(1)	Normal entry rate		Rs. 1304.00
	(2)	Metric entry rate		Rs. 1384.00
	(3)	Skilled entry rate		
	(a)	Those enrolled for eventual remustering in Z-3		Rs. 1377.00
	(b)	Those enrolled for eventual remustering in Y-1		Rs. 1384.00
	(c)	Those enrolled for eventual remustering in Y-2		Rs. 1423.00
e.	DSG			
	(1)	Sepoy	Z-1	Scale 1250-50.1800
	2	Lnk	Z-1	“ 1260-61-1931
	3	Naik	Z-2	“ 1400-60-2390
	4	Havildar	Z.3	“ 1440-73-2535
	5	N/Subedar	Y-3	“ 1725-116-2465
	6	Subedar	X-1	“ 2238-144-44110
	7	Subedar Major	X~3	“ 3800-197-5376

- Note: 1. All serving Sepoys of the Army will be given revised pay scales corresponding to their existing scales. including those recruits (metric/non-metric) enrolled between the period from 1 June 91 to 31 May 94 on attestation shall also be allowed revised pay scales.
2. All recruits enrolled on or after 1 June 94 on attestation will be allowed revised pay scales with prescribed qualification of metric. In case the requisite recruits with metric qualifications are not forthcoming from the specified areas and there is need to allow regional representations in services. relaxation will be given by the Ministry of Defence on case to case basis.

Fixation of Pay in the Revised Pay Scales

66. a. Initial Fixation of Pay
- (1) The initial pay of the existing personnel who have been in service since before the 1st June 1994 shall be fixed in the new pay scales at the stage equal to or if there be no stage at the stage next above after allowing 35% increase on pay drawn on 31-5-1994.

- (2) In case of promotion from a lower to higher rank before *the* Introduction of these scales* the pay of the personnel ***concerned*** ***In the*** revised scale may be fixed so enhanced that it would not be less than the pay that would have been admissible to him if his promotion to the higher rank had taken place after the Introduction of these scales.
- b. (1) On Promotion/Remustering. Pay in the higher scale will be fixed by taking into account the pay including personal pay if any. Which the individual concerned may be in receipt of in the rank/scale from which he is promoted. at the stage next above his ***present*** pay including good service pay and ***appointment pay***. If in the next above stage, the increase is equal to or less than one increment. the pay shall be fixed after allowing one premature increment. If a JCOs/OR is promoted to the higher rank carrying pay scale to which he has already moved over his pay will be fixed after allowing next above stage plus one premature increment, if a person before reaching the maximum of his pay scale. is promoted to a higher pay scale between 2nd June and 30th November of a calendar year and his initial pay in the latter scale is fixed with reference to his last pay in the former scale he may at his option get his pay in the higher scale re-fixed w.e.f the 1st December of the above year of promotion with reference to his presumptive pay on that date in his pro-promotion scale.
- (2) Where an individual is promoted between the 2nd June and the 30 November of a calendar year to a higher post carrying the same pay scale in which he is already drawing pay below the maximum of the pay scale by virtue of selection grade / move-over or by holding a lower post. he will also be eligible to the concession of option for re-fixation of pay on the 1st of December of the relevant year.

- (3) An individual who while drawing pay in higher pay scale by way of selection grade / move-over are promoted to higher rank carrying lower pay scale. *on promotion shall* retain the pay scale In which he is already drawing pay. as personal to him, In addition he shall be allowed the benefit of next stage (equal to one Increment) In fixation of pay, Option of fixation of pay on promotion taking place between 2nd June and 30 November of a calendar year shall not be applicable In such canoes.

c. On Reversion / Remustering

- (1) The pay of an individual reverted to a lower rank or remustered into a lower trade for inefficiency or misconduct or on returning from ERE to regimental duty will. if he had previously held the lower rank/trade under RTSPC-63 be fixed in the scale applicable to the lower rank/ trade at a stage which would have been reached had he not been promoted/remustered to a higher rank/trade. If the rank/ trade to which an individual is reverted/ remustered had not been held on 31 May 94 Pay will be fixed firstly on 1st June 94, in the manner laid down in sub-rule a above with reference to the emoluments that would have been under ATSPC-63 in the lower rank/trade had further

increments allowed thereafter as if the entire service from 1st June 94 to the date of reversion/remustering would have been rendered in that rank/trade.

- (2) An individual reverted to a lower rank or remustered into a lower trade on re-organization or otherwise through no fault of his will continue to receive pay in the higher scale which he was in receipt of immediately before such reversion or remustering until such time as his pay in the lower scale becomes more favourable.

Note:- Protection under sub-rule c (2) will be applicable to individuals reverted from substantive/ substantive temporary rank only and will be available to personnel who are reverted/remustered to lower rank/trade on returning from ERE to regimental duty.

- d. On Re-promotion. on re-promotion to a higher rank the pay of an individual will be fixed after taking into account his previous service rendered in that rank.
- e. On Re-enrolment. Personnel re-enrolled on or after 1st Jun 1994 will start at the minimum of the scale appropriate to their rank/trade in which re-enrolled. Service rendered on or after 1st Jul 1994 onwards will count for increments. See also rule 114.
- f. Personnel Serving Abroad. Fixation of pay of personnel serving in Pakistanis Missions abroad and those seconded to foreign governments will be carried out by taking into account the emoluments which they would have been entitled to on 31 May 1994 had they not been so posted or seconded.

67 Indexed pay of Junior Commissioned Officers etc -

- (1) Pay of all JCOs, ORs, NCs(E), cadets, recruits, apprentices, etc., shall be indexed with effect from the 1st July, 1985, in relation to the cost of living.
- (2) The indexed pay as may be admissible to an individual at any time shall be the pay due to him in the existing pay scale under the normal rules multiplied by the index applicable to him from time to time.

Notes:- 1. For the fiscal year 1985-86, the index shall be as follows:-

- | | | | |
|-----|---|---|-------|
| (a) | Individual drawing pay of rank up to Rs. 1500/- p.m. | - | 1.135 |
| (b) | Individuals drawing pay of rank above Rs. 1500/- p.m. | - | 1.100 |

Provided that pay of an individual falling in category (b) above will not be less than Rs. 1703/-

2. In calculating pay, fraction of a rupee which is less than fifty paise shall be ignored and that of fifty paise and more shall count as one rupee.
3. For the fiscal year 1985-86 the allowances shall not be indexed and shall not be affected by the increase in pay due to indexation."
4. The above orders shall apply to JCOs/OR serving in the Pakistan Missions abroad."
5. Indexed pay will be treated as pay for:-
 - (i) deduction of benevolent fund contribution and group insurance premia;
 - (ii) grant of provident fund advance;
 - (iii) encashment of leave preparatory to retirement;
 - (iv) calculation of pension;
 - (v) the recovery of house rent; and
 - (vi) grant of house building advance and motor cycle advance.
6. Pay in the relevant pay scale, and not the indexed pay will be taken into account for:-
 - (i) determining entitlement of motor cycle maintenance allowance;
 - (ii) determining entitlement of TA and DA
 - (iii) calculating special pay or allowance where these are granted on percentage of pay;
 - (iv) grant of increments and fixation of pay on promotion, etc;
 - (v) determining entitlement of conveyance allowance;
 - (vi) calculation of deputation allowance; and
 - (vii) calculation of other allowances where these are granted on a percentage of pay.
7. Benefit of indexation of pay will also be admissible to employees of the following categories; namely:-
 - (i) employees appointed on fixed pay or special terms;
 - (ii) re-employed pensioners; and
 - (iii) contingent paid staff.
8. The existing indexed pay shall cease to be admissible wef 1st June, 1991.

Grant of Entry Rates

68. The grant of pay laid down in rule 65 will be regulated as under:-

- a. *Normal Entry Rate.* It is applicable to all recruits, whether ex-boy or direct man entry at the minimum age of 17, unless either of the rates 'b' and 'c' below is applicable in the case of a direct man entry.
- b. *Matriculate Entry Rate.* It is given to the following categories of recruits and such other categories as are specified in Government orders from time to time as being required to be of the minimum educational standard of Matriculation at the time of enrolment:-

(1)	Clerks GD	All arms/services
(2)	Radio Technician	Signals
(3)	Carrier Technician	“
(4)	Operator Radio and Keyboard	“
(5)	Telegraph Technician	“
(6)	Cryptographer	“
(7)	Surveyor Engineer	Engineers
(8)	Operator Radar	Arty/AD
(9)	Telecommunication Technician	EME

(10)	Radar Technician	EME
(11)	Artificer Control Equipment	“
(12)	Instrument Mechanic	“
(13)	Electromedical Equipment Technician	“
(14)	Machinist	“
(15)	Armourer	“
(16)	Ftr Gun	“
(17)	Elec Veh	“
(18)	Veh Mech	“
(19)	Refg Mech	“
(20)	Cinema Projectionist	“
(21)	Welder	“
(22)	Elec AFV	“
(23)	VM AFV	“
(24)	VMC Vehicle	“
(25)	Recruit Military Police	Military Police
(26)	Storeman Technical	Common Trades
(27)	Technical Assistant	Artillery
(28)	Surveyor Artillery	“

Note:- PA Special Certificate of Education will be treated as equivalent to the Matriculation Certificate.

- c. *Skilled Entry Rate. 11 - is* admissible to recruits of trades given in Annex O PROVIDED they possess the following qualifications:
- (1) Civil educational qualifications as prescribed by Government for recruits for the relevant trade. These educational qualifications, except in the case of clerks who must be matriculates, may be waived by the Director of Personnel Administration at GHQ in individual cases, provided the individual concerned possesses minimum educational qualification equivalent to civil 4th Jamat standard.
 - (2) Civil technical qualifications as prescribed by GHQ as equivalent to those laid down for the relevant trade in Manual of Qualifications, 1981.

OR

Pass the technical trade tests administered by duly constituted testing boards for the relevant trade laid down in Manual of Qualifications, 1981.

PROVIDED further that in the case of a clerk in addition to possessing the civil technical qualifications or passing the

technical trade test prescribed for his trade as mentioned in (2) above, the recruit must possess, at the time of his enrolment, experience of clerical work for a minimum period of six months in any Federal or Provincial Government office or in the office of a Local Body or a large civil firm.

Note:- Raw recruits, including ex-boys remustered as recruits, enrolled at the normal or the matriculate entry rate of pay and given both military and technical training for the trade in which enrolled, in Regimental/Corps Training Centres and/or Army School of Logistics at Government expense subsequent to enrolment, will not be eligible for the skilled entry rate of pay but will continue to receive the rate of pay on which originally enrolled.

- (3) The matriculate and skilled entry rates will remain in issue of those entitled to them until the right is established to a higher rate of pay as a trained soldier.

Pay as Trained Soldier

69. a. It will be admissible to a recruit from the date of his attestation which is normally carried out on the day following the date of completion of recruit's training. Where, however, attestation is held up for some reason, pay as a trained soldier will be admissible from the date following the date of completion of recruit's training on publication of a specific casualty to this effect in Daily Orders Part
- b. Where two groups of pay are attached to one and the same trade, the individual will become eligible to draw pay of the higher group on passing the prescribed trade test or on completion of one year's service, in the lower group, whichever is earlier.

Advance Increments for Higher Educational Qualifications

- a. From 1st June, 1991, advance increments shall be allowed to the personnel below commissioned rank (up to Subedar of the Army and Subedar Major of the DSG/Mujahid/Janbaz) for possessing or acquiring higher educational qualifications in any division over and above the qualifications prescribed for direct entry as recruit or in higher rank where prescribed in the recruitment regulations or instructions in accordance with following table:-

Number of Advance Increments for Obtaining

	<i>Matric</i>	<i>F.A./F.Sc</i>	<i>B.A/B.Sc</i>	<i>M.A./M.Sc</i>
(1) Where the prescribed qualification is non-Matric	2	4	6	8

		<i>Matric</i>	<i>F.A/F.Sc</i>	<i>BA/B.Sc.</i>	<i>M.A/M.Sc</i>
(2)	Where the prescribed qualification is Matric	Nil	2	4	6
(3)	Where the prescribed qualification is F.A/F.Sc.	Nil	Nil	2	4
(5)	Where the prescribed qualification is B.A/B.Sc	Nil	Nil	Nil	2

- b. Personnel below commissioned rank possessing or acquiring higher qualification in commerce subject will also be allowed above advance increments,
- c. The advance increments shall be allowed at the time of attestation as trained soldier or on acquisition of higher qualification, whichever is later. In cases where the person is already at the maximum of the scale, he may be allowed the number of advance Increments beyond the maximum of the scale a personal pay which shall be treated as part of the time scale of pay for the purpose of fixation of pay of the individual on his promotion/selection grade/move-over.

Appointment Pay

71. It will be admissible in addition to the rates of pay laid down in rule 65 as under :-

*a .	L/NK or equivalent	-	Rs 10.00 pm
b.	L/Hav “	-	Rs 12.00 pm
c.	CQMH/CHM “	-	Rs 15.00 pm
d.	BQMH “	-	Rs 18.00 pm
e.	BHM “	-	Rs 22.00 pm
f.	Head Sweeper (NCE)	-	Rs 7.00 pm

*Only in those trades in which separate scale As no-11; laid down and who thus receive the same scale of pay as sepoy.

Additional Pay

72. Following additional pays are admissible :-

- a. Junior Commissioned Officers
employed as Air Observation Pilots/
Plying InstructorsRs 40.00 pm
- b. Personnel of ASC when employed on air despatch duties :-
 - (1) JCO - Rs 3.00 per day Provided
 - (2) OR - Rs 1.56 per day No DA is given
- c. Drivers Animal Transport Artillery and ASC while actually employed in
operational areas during peace and war :
 - (1) JCO - Rs 3.00 per day Provided
 - (2) OR including Rs 1.50 per day No DA is given NC(E)

Instructor's Pay - JCOs/OR

73. It shall be admissible at the following rates to those who perform Instructors
duties :-

- a. JCO - Rs 35.00 pm
- b. OR - Rs 25.00 pm

Diving pay

74. It is admissible as under :-

- a. Diver class I - Rs. 30.00 pm
- b. Diver class II - Rs. 20.00 pm
- c. Diver class III - Rs. 10.00 pm

Special Pay

75. EME JCOs/OR, employed on aircraft technician duties will be eligible for grant
of special pay as given below provided they are In possession of special qualifications of
their trades as Indicated against each :-

- a. Maintenance - Rs 20.00 pm Class 3
- b. Repairs - Rs 30.00 pm Class 2
- c. Overhauls - Rs 45.00 pm Class 1
- d. Quality/Technical
Control - Rs 6.00 pm
Armaments Artificer Course

Special Pay - Northern Area

75. Special pay equal to 25% of the basic pay will be admissible to all personnel serving in Northern Areas.

Special Pay NCOs/JCOs

77. NCOs/JCOs/equivalent who are handling cash (Public Fund) are admissible to draw special pay at the following rates

- a. NCOs/JCO/equivalent handling cash upto Rs 25,000.00 pm - Rs 35/-pm
- b. NCOs/JCOs/equivalent handling cash beyond Rs 25,000.00 pm - Rs 60/- pm

78. Armament Artificers EME, who qualify at the Armaments Artificer Course Rs 15/- pm

Stenographers

- 79. a. Stenographers who are otherwise eligible to be appointed as PAs under the recruitment rules of their posts will be granted special pay as under
 - (1) Brig - Rs 120.00 pm
 - (2) Maj Gen - Rs 150.00 pm
 - (3) Lt Gen/Gen - Rs 130.00 pm
- b. Additional Pay to Stenographers
 - (1) JCOs - Rs 200.00 pm
(Minimum speed of 100/50 words per minute in shorthand/typing)
 - (2) NCO - Rs 150.00 pm
(Minimum speed of 80/40 words per minute in shorthand/typing).

Parachute Pay

80. JCOs and OR, who have successfully completed basic/refresher parachute training and are employed on parachute duties, will receive, with effect from the date of commencement of training, parachute pay at the rates given below and under the conditions applicable to officers as laid down in Rules 26 to 29, with the exception that for other ranks parachute pay will continue for 21 days in ordinary cases of sickness or injuries:-

- | | | | |
|----|------|---|---------------|
| a. | JCOs | - | Rs. 120.00 pm |
| b. | OR | - | Rs. 75.00 pm |

81. Disturbance Pay

- | | | | |
|----|---------------|---|--------------|
| a. | JCOs | - | Rs. 70.00 pm |
| b. | OR and NCs(E) | - | Rs.50.00 pm |

Good Service Pay

82. Good service pay is admissible to an NCO as specified in Rule 82. To be eligible for the first increment of GS pay he must have completed three years' service as defined in Rules 82 and 83, must satisfy the commanding officer as to his zeal and efficiency and must not have incurred more than one red ink entry in his conduct sheet during the two years preceding the claim.

To be eligible for advancement to a further increment of GS pay, he must satisfy the commanding officer as to his zeal and efficiency and be clear of red ink entry for one year preceding the claim. Advancement to a further increment can only be claimed after the lapse of one year from the date of the grant of the previous increment.

83. The rates of pay and the NCOs entitled to receive it are as follows:-

- | | | |
|----|--------------------|---|
| a. | Naik/Lance Dafadar | Rs. 5.00 pm after three years' service Lance' Havildar as a Naik, Lance Dafadar or Lance Havildar, and a further Rs. 5.00 per mensem after six years' service in these ranks/ appointments. |
| b. | Dafadar/Havildar | Rs. 5.00 pm after each period of three years' service as a Dafadar/Havildar but limited to three such increments. |

84. All service, whether continuous or broken, in the acting, substantive or substantive temporary rank of Naik/Lance Dafadar or above will be reckonable, except that service rendered as a Naik/Lance Dafadar will not be reckonable for purpose of GS pay in the rank of Dafadar/Havildar. GS pay earned as a Naik/Lance Dafadar will cease to be admissible on promotion to the rank of Dafadar/Havildar.

85. Services for GS pay commences from the date of promotion to non-commissioned rank and ceases on discharge. Period of absence without leave will not count.

86. An NCO rejoining the colours as such from the reserve will count all former non-commissioned service with the colours towards good service pay in his new engagement.

87. a. An NCO, who is re-employed after having been discharged/released from previous engagement and who is in receipt of pay under Rule 62, will receive good service pay as follows:-
- (1) Those who were drawing GS pay in accordance with Rules 81 and 24 immediately before discharge or release, such pay will be admitted on re-employment at the rate last drawn and will be regulated thereafter under normal rules.
 - (2) Those NCOs who, at the time of their discharge, were not drawing GS pay in accordance with Rules 83 and 84, their previous service will be reckonable towards the qualifying periods prescribed in Rule 83 for the admissibility of GS pay.
The above is subject to the proviso that at the time of reemployment the individual declares his previous service and cause of discharge.
- b. An NCO re-enrolling as such after being discharged from previous engagement on account of conviction by a civil court, may, in deserving cases and subject to the condition prescribed in a above, be permitted to count his former service towards good service pay in full or in part as may be decided by the COAS on the recommendation of the officer commanding unit, who shall consider each case on its merits.

88. NCOs of the Civil Armed Forces, who are transferred to the Pakistan Army, shall count half their non-commissioned service rendered in those Forces towards GS pay, provided they refund the bonus or gratuity, if any, which they received in respect of their service in those Forces.

89. An NCO, not in receipt of military pay and allowances of rank, may on reversion to his unit from the Pakistan Military Academy for any cause other than on disciplinary grounds, be permitted to count his service at the Academy as qualifying for good service pay. The appropriate rate of good service pay will, however, be admitted with effect from the date of reversion.

90. It will be forfeited as follows:-

- a. *One Increment*
- (1) By specific award of the Officer Commanding for lack of zeal, inefficiency or misconduct.
 - (2) Ipso facto as a result of a court-martial conviction, or of reduction to a lower rank under PAA section 21(2).
- b. *All Increments*
- (1) On conviction by a court-martial of an offence under PAA section 40(a), (b) and (c), 41 (a), (b) and (c) and 47 or by criminal court for a corresponding offence.

- (2) From the date on which the inefficiency of a man, who is rendered physically unfit by reasons of venereal disease, or its effects due to his own fault, or, from the result of alcoholism or drug taking, as certified by the medical officer, became apparent.
- c. An NCO reduced to a lower non-commissioned rank will forfeit one increment of GS pay unless sentenced, to loss of service under PAA section 60(h).
91. It may be restored as follows:-
- a. One increment after the NCO has, in the opinion of the Officer Commanding, zealously and efficiently performed the duties of his rank for one year without a red ink entry, other than the entry relating to the forfeiture of good service pay, provided that when the forfeiture was by specific award of the officer commanding; it may be restored after such period, being not less than three months, as the officer commanding may determine having regard to the reason for the forfeiture and the subsequent zeal, efficiency and conduct of the NCO.
 - b. A further increment after an additional year of zealous and efficient service without a red ink entry.
 - c. All increments forfeited under Rule 73 (b) (2) may be restored to the NCO on his return to ordinary duty from the date on which he is considered by the medical officer to have regained his physical efficiency or from any later date, at the discretion of the officer commanding.
92. The period of approved service required for the restoration of good service pay will count from termination of the sentence, if imprisonment was awarded, otherwise from the date of sentence or award.
93. An NCO, whose good service pay has been restored under rule 90, cannot be granted a further increment under rule 82 until the lapse of one year from the date of such restoration.
94. The period, during which a person subject to the PAA is absent as a prisoner of war, shall, or shall not be reckoned as service for good service pay accordingly as the forfeiture of pay and allowances entailed by such absence is, or is not, remitted by one of the authorities specified in PAA Rule 164 (iii).

Annual Increments

95. In the Revised Pay Scale, 1994 will accrue only on the 1st day of December following the completion of at least six months of such service at the relevant stage in that scale as counts for increment under ordinary rules. Increment will be drawn automatically subject to the following conditions:-

- a. The increment has not been withheld by the CO vide Sub-rule b below.

- b. Increment may be withheld by an OC unit for misconduct/ inefficiency for a period of three, six, nine or twelve months at a time and shall be notified in Part 11 orders which will clearly state whether or not the with-holding will have the effect of postponing future increments. The with-holding of increment for a specified period will cease on the expiry of that period and the individual concerned will then be eligible for the pay of the stage which would have been reached in the ordinary course, had the increment not been withheld.

96. Move-over. A person who has reached the maximum of his scale, shall be brought on to the next higher scale wef Ist Dec of the year in which he completes one year of such service, at the above maximum, as counts for increment under the rules, subject to the condition that there is no adverse entry in his service record for the last four years. If this condition is not fulfilled, he shall wait at the above maximum till his record is without any adverse entry, and his transfer to the next higher scale shall take effect from the I st Dec of the year, following the year for which he earns the fourth such service record free from adverse entry. Consecutive move-over shall be allowed to JCOs (up to Subedar), other Ranks and NCs(E). Subedar Majors shall be allowed move-over to the pay of Honorary Lieutenant. In case of move-over pay of the person in the next higher scale shall be fixed at the stage which is immediately higher than his premove-over basic pay. Move over is also allowed during for pensionary benefits to personnel below commissioned ranks including Non-combatants (enrolled) provided other conditions on the subject are fulfilled.

Trade Tests/Promotion Standards

97. Details are given in Manual of Qualifications, 1985.

Forfeiture of Pay and Allowances

98. An individual subject to PAA will forfeit his pay and allowances (including expatriation allowance) for every day (as defined in PAA Section 65) of:-

- a. Desertion or absence without leave.
- b. Imprisonment/detention awarded by a court-martial or by an officer exercising authority under PAA Section 23 and PAA Rules 16 and 17.
Note:- In case the sentence of imprisonment/detention or punishment is suspended, the soldier will be entitled to draw full pay and allowances from the date of such suspension.
- c. Custody or suspension from duty on a charge for an offence of which he is after-wards convicted by a criminal court or court-martial or on a charge of absence without leave for which he is afterwards awarded imprisonment, detention or field punishment by an officer exercising authority under PAA Section 23.
- d. Sickness in hospital, certified by a medical officer attending on him to have been caused by an offence under the PAA committed by him.
- e. The period between recovery from the enemy and dismissal from the service in the case of a recovered prisoner of war in respect of whom

a Court of Inquiry convened under PAA Rule 157 has recommended and the convening officer has decided that the provisions of this sub-rule shall be applied.

99. For remission of forfeiture of pay and allowances under Rule.97 PAA Section 69, read in conjunction with PAA Rule 164, refers.

Erroneous Promotions/Appointments

100. Promotion or appointment erroneously made to higher rank, whether substantive, substantive temporary, lance or acting, in excess of the authorised establishment in respect of a JCO or an OR shall be cancelled with effect from the date of issue of the orders (eg Part 11 orders) in which the cancellation is recorded and the pay thereof shall be discontinued from that date. For the period prior to cancellation, the promotion or appointment will be treated for all purposes as an appointment rank in a vacancy caused by reduction, ordered either summarily or by sentence of court-martial, and the reduction is rescinded or the sentence remitted and the proceedings of the court-martial annulled, the JCO or OR so promoted will retain his rank and remain a paid supernumerary until absorbed. He will be absorbed in the first vacancy.

The question of responsibility for any loss which may be caused to the State by reason of a promotion made in error will be submitted for consideration by Government. Under Pakistan Army Act, Section 65 (1) (f) penal deduction may be imposed upon the officer who, wrongfully or negligently, makes an irregular promotion of this nature to make up either in whole or in part any financial loss which results from such promotion.

Discontinuation of Pay and Allowances

101. Pay and allowances will be discontinued:--

- a. On the date after the death of a JCO/OR;
- b. On the date from which the release, retirement, resignation or dismissal of a JCO/OR becomes effective;
- c. During any absence from duty without leave.

Acting Allowance

102. a. JCO (including those holding honorary commission) acting in an appointment tenable by a PCO Rs. 100.00 pm
- b. Havildar/Dafadar acting in place of a JCO Rs. 50.00 pm
- c. The acting allowance referred to in Sub-rules a and b above shall be admissible in all circumstances, except when the individual concerned is required to act for a period of less than a month. This allowance is also admissible to DSG personnel.

Expatriation Allowance

103. It shall be admissible at the following rates, when serving outside the geographical limits of Pakistan:-

- | | Rs. per mensem |
|---------------------|----------------|
| a. Honorary Captain | 55.00 |

		<i>Rs. per mensem</i>
b.	Honorary Lieut	- 37.00
C.	Risaldar Major/Subedar Major	- 25.00
d.	Risaldar/Subedar	-
e.	Naib Subedar	- 20.00
f.	Dafadar/Havildar	- 15.00
g.	Lance Dafadar/Naik	- 12.50
h.	Acting Lance Dafadar	-
j.	Lance Naik	-
k.	Sowar	- 10.00
l.	Sepoy	-
m.	NC(E)	- 8.50

104. It shall be admissible from the date of leaving either by air, sea or land the geographical limits of Pakistan. It will remain in issue until the date preceding that of return within the geographical limits of Pakistan but will be admissible for any period for which any other allowance is drawn in lieu.

105. It will be forfeited in the circumstances laid down in Rule 97.

106. While calculating its monthly rates, fraction of a rupee less than paisa fifty will be ignored and amount of paisa fifty will count as one rupee.

Cadets

107. They shall receive the following rates of pay during the period of training:-

- a. *PMA Cadets/Technical Cadets/EME Cadets at PAF College of Aeronautical Engineering*
 - (1) *Civilian Cadets*
 - (a) Married - Rs, 2052.00 pm plus free messing
 - (b) Unmarried - Rs.1862.00 pm and lodging.
 - (2) *Army Cadets.* Pay and allowances of rank plus free messing and lodging, or the terms prescribed in Sub-rule 'a' above whichever is more favourable to the cadet.

Note:- All persons irrespective of age, who have a wife living, or if widowers, have a child or children; will be regarded as married for the purpose of this rule.

- b. *Other Cadets*
 - (1) *M Cadets/E Cadets.* Stipend - Rs 1272/- per mensem plus Rs. 100.00 per mensem to cover miscellaneous expenses such as tuition fee and other college dues, examination fee and cost of text books.

- (2) *Army Medical College Cadets.* Stipend - Rs. 1480 pm
- (3) *Y Cadets*
- (a) *Pay and Allowances.* Rs 1480.00 consolidated. However a service candidate will retain his own pay scale, which he is in receipt of at the time of transfer as Y Cadet if it is more favourable.
- (b) *Outfit Allowance.* An outfit allowance of rupees six hundred is admissible to each cadet at the time of enrolment in lieu of free issue of clothing and equipment, etc.
- (c) *Clothing Allowance, Hair Cutting l Washing Allowance.*
These are admissible at the rates given below:-
- | | | |
|--|---|-------------|
| (i) Clothing allowance | - | Rs. 7.94 pm |
| (ii) Haircutting and washing allowance | - | Rs. 2.00 pm |
- (4) *AFNS/ANSP Cadets*
- | | | |
|----------------------------|---|-------------|
| (a) During pre-training | - | Rs.1384. pm |
| (b) During normal training | - | Rs.1725 pm |
- (5) *Junior Cadets*
- | | | |
|--|---|------------------------------|
| | - | Rs.1480 pm
(consolidated) |
|--|---|------------------------------|

Note:- AFNS Cadets are entitled for free furnished accommodation, fuel, light, fan and water. They are also entitled for messing allowance @ Rs.30.00 per day to cover the cost of ration, messing and mess servant. Extra expenditure if any will be borne by the Nursing Cadet.

Silladars

108. A silladar of Camel (Silladar). Coy ASC shall receive pay as for an AT Driver plus silladari allowance of Rs. 40.00 per month. He shall be responsible for the replacement of camels, gear and equipment in all circumstances except when camels are killed, destroyed or lost, or they die, for reasons beyond the silladar's control, and when gear and equipment are worn out or lost for similar reasons. The silladari allowance will continue to be paid even if camels are lost in the above circumstances and will only be discontinued, when on the destruction or both the camels in such circumstances, the silladar is paid the assessed compensation. The allowance will be issued again when the silladar purchases camels afresh out of the compensation so paid to him and brings them again for military duty. The allowance will be discontinued if the camels are replaced at Government expense.

109. On promotion to JCOINCO rank, silladar will draw the minimum pay of rank in the scale prescribed for corresponding personnel of AT Regs under relevant pay scales, but will cease to draw silladari allowance. They will then be required to dispose of camel under their own arrangements.

National Service Other Ranks

110. Will be eligible for pay and allowances as under:-

- a. *During Initial Training / Service.* An honorarium of Rs. 20.00 per month will be paid out of the unit imprest account, In addition, they will be entitled to the facilities and privileges, other than pay, as are authorised to a regular recruit as per Pay and Allowances Regulations Volume 11 Rules 65 and PR, 1980 Rule 538.
- b. *During Reserve.* When recalled for refresher training during reserve, the individuals will be entitled to an honorarium of Rs 20.00 per month. However, when called up for service while in reserve, they will be entitled to the same pay and allowances as are admissible to personnel holding corresponding ranks in the Regular Army.
- c. *During Emergency/War.* All national servicemen will be entitled to full pay/allowances, pensionary/gratuity (other than service pension), and other benefits/facilities, as are admissible to their equivalent rank and appointment holders in the Pakistan Army during emergency/war.

111. **Blank.**

**CHAPTER IV - PAY AND ALLOWANCES OF PERSONNEL
TRANSFERRED TO OR RE-EMPLOYED/RE
ENROLLED IN THE ARMY AND RESERVISTS
CALLED UP FOR TRAINING OR RECALLED
TO SERVICE**

Explanation of Terms

112. Explanation of terms used in succeeding rules is given below:-

- a. *Recalled.* Used for reservists who are ordered to rejoin Army Service.
- b. *Re-employed.* Used for ex-JCOs and WOs who, not being reservists, are taken into service again as JCOs.
- c. *Re-enrolled.* Used for ex-NCOs, Sepoys and NCs(E) of all categories who, not being reservists, are re-engaged for colour service. Ex-WOs may also be re-enrolled as NCOs.
- d. *Ex-Servicemen.* This term includes JCOs, WOs, NCOs, Sepoys and NCs(E) of all categories, who were not transferred to reserve on termination of their service with colours. This also includes ex-servicemen of CAF and those State forces (including those acceded to India) and postindependence Indian Army and pre-independence Indian Army pensioners whose pensions are the liability of the Government of India.

Personnel Transferred

103. Personnel of Civil Armed Forces (CAF), when transferred to Pakistan Army as military personnel, will draw pay as under:-

- a. JCOs. The initial pay will be fixed under Rule 65 at the minimum scale applicable (where no substantive rank was previously held in CAF) or at the stage next above the element of basic pay of substantive rank, if such rank was held in CAF immediately prior to combatization.
- b. *Other Ranks.* They will receive trained soldiers pay of appropriate rank/trade under Rule 65 within the authorised establishment as determined by the OC concerned or by an officer of the rank of Lt Col if the OC is of lower rank. For purposes of further permanent categorization and upgrading former service will count towards the prescribed qualifying period as laid down in Manual of Qualifications, 1985.

Personnel Re-employed/Re-enrolled

104. Will start at the minimum of the pay scale given in Rule 65 appropriate to rank/trade in which re-employed/re-enrolled. Service rendered on or after 1st June 1994 alone will count for increments in the pay scale given in rule *ibid*. If the civil pay/income of ex-servicemen below commissioned rank before their

recall/re-employment, is higher than their recalled/re-employed military pay, will be protected upto the maximum of the scale in which employed on recall. Extra pay will not count for pension.

- Notes:-*
1. A Risaldar Major or a Subedar Major in receipt of personnel allowance will, on re-employment after having been transferred to the pension establishment, continue to receive that allowance if in receipt of pension in addition to re-employed pay.
 2. A suitable procedure will be prescribed by the Ministry of Defence in consultation with General Headquarters and financial authorities for determining the income of self-employed personnel for the purpose of assessing their pays on recall.

Reservists Recalled for Service

115. a. Reservists recalled in the same rank/trade, in which they were transferred to reserve will start with the pay which they were in receipt of at the time of transfer to reserve or when last called up for training thereafter. If recalled in a lower rank/trade, starting pay will be fixed in the scale applicable to that rank/trade after taking into account the service rendered on or after 1st July 1981 in the higher rank/trade. Broken periods of service and training, if any, from the date of last increment in both the cases, will reckon for increment to the next stage. If the civil pay/income of ex-servicemen below commissioned rank before their recall/reemployment, is higher than their recalled/re-employed military pay, their pay will be protected upto the maximum of the scale in which employed on recall. Extra pay will not count for pension.

Note:- A suitable procedure will be prescribed by the Ministry of Defence in consultation with General Headquarters and financial authorities for determining the income of self-employed personnel for the purpose of assessing their pays on recall.

- b. Initial fixation of pay of reservists, who were transferred to reserve, will be carried out under RPC 91, by taking into account emoluments which they were in receipt of at the time of transfer to reserve. If recalled in a lower rank/trade the emoluments which would have been admissible in that rank/trade under relevant pay codes will be taken into account for such fixation of pay. Broken period of service and training, if any, from the date of last increment will reckon for increment to the next stage.

- c. Good service pay will be admissible at the rate last drawn and regulated thereafter as for other service personnel. Previous service and period of training of those who, at the time of their discharge/transfer to reserve, were not drawing good service pay, will be reckonable towards the specified qualifying periods for the admissibility of good service pay.

Notes:- 1. *Reservists Recalled for Service.* Reservists when recalled to Army Service will be governed by the relevant Pakistan Army Reserve Rules.

2. *Re-employed/Re-enrolled Personnel.* Pension and personal allowance in respect of former service will be in addition to pay and allowances unless the individual elects to suspend his pension and counts re-employed/re-enrolled service for enhancement of his pension on termination of his re-employed/re-enrolled service; but see note below.
3. Ex-JCOs in receipt of double the rate of ordinary pension by virtue of their having been granted commission as honorary PCOs, will continue to draw their pension in addition to pay and allowances but their re-employed service will not count towards enhanced rate of pension.
4. If the re-employed/re-enrolled person is in receipt of pension, he may elect to suspend his pension and count re-employed/re-enrolled service towards enhanced rate of pension under the current pension rules.
5. Ex-servicemen whose pension are the liability of a government other than the Government of Pakistan will not be permitted to combine any portion of their former service with their re-employed service for the purpose of pension or gratuity. If already in receipt of pension, they will be allowed to draw pension in addition to pay but their re-employed service will not qualify for increase in such pension or for any fresh grant of service pension or gratuity in respect of re-employed service.

Reservists Called Up for Training

116. Orders regarding reservists called up for training are contained in the Pakistan Army Reserve Rules.

Ex-Policemen

117. Ex-Policemen enrolled in Pakistan Army will start with the pay of rank in which enrolled appropriate to trade and grade of the category to which they are mustered. Civil pension, if any, will continue to be drawn in addition to military pay.

118-119. **Blank**

CHAPTER V - PAY AND ALLOWANCES OF PERSONNEL WHO BECOME CASUALTIES DURING EXERCISES/MANOEUVRES/OPERATIONS, ETC.

Personnel Who Become Casualties During Exercises/Manoeuvres Where Live Ammunition is Used

120. Pay and allowances of Officers, JCOs (including honorary commissioned officers), OR and NCs(E) of the Army will be regulated as under:-

- a. *Those Killed or Die of Wounds.* They will be entitled to full pay and allowances of the rank and appointment held by them on the last day of duty, including qualification pay, upto and including the date of death. The amount will be credited to their individual running ledger accounts maintained by the accounts authorities. The final credit balance will be remitted in accordance with the normal rules.
- b. *Those Wounded / Injured.* They will be entitled to pay and allowances which they were in receipt of on the date of casualty, including Command/Staff/Charge/Flying/SSG/Instructional/Qualification Pay during the period they are under treatment in or out of hospital till such time as they are passed fit for duty or become non-effective.
- c. *Retention of Rank.* Temporary/paid acting rank held on the date of casualty will be retained until they are passed fit for duty or become non-effective.
- d. *Increment.* Normal increments of pay will continue to be earned during the period of absence from duty.

Note:- Normal casualties or those occurring while proceeding to or returning from exercise/manoeuvre area will not be entitled to the above concession.

Personnel Who Become Casualties During Operations, etc.

121. Pay and allowances of officers, cadets, JCOs (including honorary commissioned officers), OR, NCs(E) and trainees who become casualties due to war service will be governed under Rule 121.

122. An officer/cadet/JCO (including honorary commissioned officer)/OR/NC(E)/trainee will continue to retain temporary/paid acting rank and to be entitled to all pay and allowances which he was in receipt of on the date of casualty including Command/Staff/Charge/Additional Instructional Pay during the period he is sick in or out of hospital due to wounds or injuries, is a prisoner of war or is missing including missing believed prisoner of war/missing believed killed. He will also be entitled to normal increments of pay. A person wounded/injured will continue to receive his pay and allowances as above including increment of pay, till such time as he is passed fit for duty or becomes non-effective except that he will cease to get field and expatriation allowance from the date he is admitted in hospital which is outside the area, where these allowances are admissible.

Note:- The term "casualty" and "war service" used in Rule 121 above is defined as:-

- a. "Casualty" means killed, dead, wounded, injured, prisoner of war, missing, missing believed killed, missing believed prisoner of war and missing presumed dead.
- b. "War service" means military service during war or operations including operations in connection with border defence whether rendered at a peace station or in a field service area.

125-124. **Blank.**

CHAPTER VI - LEAVE EMOLUMENTS

General

125. The leave emoluments payable to an individual on leave in or out of Pakistan will commence from the date on which he ceases to receive pay and allowances of rank/appointment on handing over or relinquishing his duties. They will cease when he assumes his duties or return from leave, but if a Friday or gazetted holiday falls on the day immediately preceding that on which the leave in or out of Pakistan begins, or follows that on which the leave terminates, an individual may leave his station, with the permission of the competent leave sanctioning authority at the close of the day before, return to it at the end of such holidays, during which he will draw full pay and allowances of rank/appointment, provided that suitable arrangements are made for handing over, or taking over, and no extra expense to the State is caused.

Exception. The leave emoluments of personnel who are stationed in, and proceed on leave from, Waziristan, Chitral and Gilgit Agency, will commence and cease respectively, from the date of leaving and arriving at the nearest railway station, or deplaning on the outward journey and emplaning on the return journey, if travelling by air.

126. The right to receive the leave emoluments admissible during casual or privilege leave is contingent on the return to duty of an individual within the period of leave granted. Should he fail to do so, or should the period of absence be converted into other leave, his leave emoluments will be adjusted accordingly, if, however, an individual is permitted while, on or at the expiration, of his privilege leave to retire or resign the service, his privilege leave will not be converted into ordinary leave or furlough, nor will any readjustment of leave emoluments be made in respect of that period.

127. If an officer overstays any leave or furlough granted to him, he will forfeit his leave emoluments for the period of overstay unless he is granted an extension of leave or furlough, if admissible, with emoluments to cover the period of overstay unless he is granted an extension of leave or furlough, if admissible, with emoluments to cover the period of overstay, if leave is not admissible, no leave emoluments will be granted.

128. Provided no extra expense to the State-is caused, it will be held for the purpose of regulating privilege leave emoluments that:-

- a. An officer has rejoined his own appointment from the date he proceeds on privilege leave when he temporarily leaves his own appointment on detached duty or to act in another appointment; and.
- b. In cases where both the appointments from and to which an officer is transferred are under the Government of Pakistan, an officer has relinquished his old and joined his new appointment from the date

of the order transferring him if the pay of the new appointment is available, otherwise from the date on which it does not become available if he is transferred from one appointment to another when he is on, or at once, obtains privilege leave.

Commissioned Officers

129. Pakistan commissioned officers (including nursing officer of the AFNS) will receive leave emoluments as under:-

- a. *During Casual Leave.* The same emoluments as when at duty provided no extra expense to the State is caused.
- b. *During Privilege Leave.* The same emoluments as when at duty provided no extra expense to the State is caused, except in a case where an officer holding an appointment tenable in the rank of Lt Col or above proceeds on leave pending retirement/release leave and the vacancy so caused is fitted in by making acting promotion under the orders of the competent authority.
- c. *During Furlough*
 - (1) Until a total of six months (including the period of full pay leave) has been spent on leave, the officer will receive 75 per cent of pay and allowances of rank rounded off to the nearest multiple of Rs. 5.00.
 - (2) Thereafter the officer will receive 50 per cent of pay and allowances of rank rounded off to the nearest multiple of Rs. 5.00.
- d. *During Leave on Medical Certificate*
 - (1) If leave granted is due to sickness or disability attributable to military service:-
 - (a) If holding a substantive rank at the time of proceeding on leave on medical certificate, full pay and allowances of substantive rank will be admissible for three months from the date the officer is struck off sick list (vide ALR Rule 37) or from the date of expiry of privilege leave; thereafter 75 per cent of these rates for the balance of the leave.
 - (b) If holding temporary rank at the time of proceeding on leave, full pay and allowances of temporary rank will be admissible for three months reckoning from the date the officer is struck off the sick list (vide ALR Rule 37) or from the date of expiry of privilege leave, but for not more than four months including the privilege period; thereafter 75 per cent of pay of the substantive rank for the balance of leave on medical certificate.
 - (2) If leave granted is due to sickness which is not attributable to

military service:-

- (a) If -holding a substantive rank at the time of proceeding on leave, full pay and allowances of that rank will be admissible for the privilege leave portion of the leave on medical certificate from the date the officer is struck off the sick list (vide ALR Rule 37); thereafter 75 per cent of pay of substantive rank.
 - (b) If holding a temporary rank, full pay and allowances of the rank will be admissible during privilege leave portion of the leave on medical certificate; thereafter 75 per cent of pay of substantive rank.
- e. *During Tuberculosis Treatment.* Officers under free treatment for tuberculosis under orders of the medical authorities will be eligible for pay and allowances for one year according to sub rule above.
- f. *During Study Leave of Army Officers.* The same rates of pay as are admissible during furlough based on temporary rank. In addition study allowance will be admissible at the rates and under the conditions laid down in Rules 7 and 8 of Appendix I to ALR.

130. Military officers, on leave preparatory to retirement, permitted to take up Government employment, will have the option either to retire from military service or to remain on leave, until they have exhausted the leave admissible to them, and draw leave salary as under:-

- a. Officers retiring with pension - Leave salary equal to anticipatory pension.
- b. Officers retiring with gratuity - Half of the leave salary without earning pension admissible under normal rules.

- Notes:-*
- 1. Leave salary as above will be in addition to pay of the civil post.
 - 2. No permission will be required to take up employment in a Government department after retirement. In such cases the fixation of pay in the civil appointment will be governed by the relevant rules in force from time to time.

Personnel Below Commissioned Rank

134. Junior commissioned officers (including those holding honorary commission), other ranks and non-combatants (enrolled) will receive leave emoluments as under:-

- a. *During Casual Leave.* The same emoluments as when at duty provided no extra expense to the State is caused.
- b. *During Privilege Leave.* Full pay and allowances of substantive, temporary or acting rank, held during leave, will be admissible.

- c. *During Leave on Medical Certificate.* Full pay and allowances of substantive or substantive temporary rank held will be admissible except that:-
- (1) an individual granted leave on medical certificate on account of sickness not due to his own fault and not attributable to military service, will be allowed the pay and allowances of acting rank for the first two months of his leave;
 - (2) an individual who is granted leave on medical certificate on account of a disability attributable to military services of acting rank for the first three months of his leave without counting against the establishment of his unit/formation.
- d. *During Special Leave Granted Under ALR Rule 57.* Full pay and allowances of substantive, substantive temporary or acting rank held during leave, will be admissible.
Note:- In case of Sub-rules b and c above where an appointment is not relinquished during leave period, pay and allowances of appointment will be admissible.
- e. *During Leave Pending Discharge / Retirement, Invalidment, Transfer to the Reserve of Pension Establishment While Re-employed in Civil.* Full pay and allowances of substantive, substantive temporary or acting rank held during leave will be admissible while re-employed in a civil post during the leave period.
Note:- The provisions of this Sub-rule will also apply to re-employed/re-enrolled/re-called JCOs (including those holding honorary commission), OR and NCs (E) during leave pending discharge/retirement, invalidment and reversion to reserve.
- f. *During Tuberculosis Treatment.* JCOs IOR under treatment for tuberculosis under orders of medical authorities will be eligible for pay and allowances upto one year according to Sub-rule c above.

132. When a JCO (including a JCO holding an honorary commission) other rank or an enrolled non-combatant applies for an extension of leave on account of being involved in an offence compoundable under Section 345 of the Code of Criminal Procedure and, after inquiry, is considered by the sanctioning authority to have been guilty of adopting dilatory methods in prosecuting the case he shall forfeit leave pay and allowances for the period he is deemed to have been unnecessarily absent from duty.

Civilian Medical Practitioners for Local Service with the Army and Sub-Assistant Surgeons (Licentiates)

133. They will draw leave emoluments under the same conditions as are applicable to other civilians paid from Defence Services Estimates.

Midwives

134. Midwives of military family hospitals will receive leave emoluments as under:-

- a. *During Privilege Leave.* Full pay plus ration allowance at Rs. 10.00 per mensem.
- b. *During Leave on Medical Certificate and Maternity. Leave.* Full pay.

135-136. **Blank.**

CHAPTER VII - CIVILIAN RELIGIOUS TEACHERS AND CASUAL PERSONNEL

Civilian Religious Teacher

137. Pay Scale. Those in receipt of NPS-5 will receive NPS-8 with effect from 1st July 1977. All others will receive NPS-1.

Note:- Basic Pay Scale 1987, Revised Basic Pay Scale 1991 and Revised Basic Pay Scale 1994 which are applicable wef 1st June 1994, are given in annexure P to these regulations. The old pay scales are given in Annex N.

138. **Expatriation Allowance.** Rs. 12.50 per month shall be admissible to religious teachers serving outside the geographical limits of Pakistan.

Casual Personnel

139. Those employed for less than a month, will receive nerrick rates of pay. These rates will be fixed by the Divisional/Log Area/Brigade/Station Commander for each locality and will not exceed the local rates admitted by the local civil authorities to similar establishments in the same station plus the amounts, if any, granted by the latter as compensation for dearness of food. In cases where similar establishments are not employed by the local civil authorities, the nerrick rates of pay will be the lowest rates at which the establishment can be obtained locally. In fixing nerrick rates of pay the question whether or not personnel are housed free by the State, will also be taken into account. When asking the civil authorities to furnish nerrick rates of pay, the nature of the work which each class of men will be required to perform should be clearly indicated to ensure that rates suited to the qualifications of the men may be quoted. The competent military authorities should not commit themselves to pay the holders of appointments, the maximum nerrick rates, or those reported by the civil authorities, if suitable men can be obtained on lower rates.

Where the grading of an appointment in a particular class is not specified in regulations or Government orders and grading is desirable to suit local conditions, the authorities mentioned above are competent to fix such grading without reference to the Government of Pakistan.

140. Those employed for a month or more will receive pay in the National Pay Scale appropriate to their appointments and will start at the minimum.

141-142. **Blank.**

CHAPTER VIII- NON-MILITARY DUTIES PAY AND ALLOWANCES**When Employed for Maintenance of Essential Services**

143. Daily allowance which will be paid to service officers and all the categories of personnel at normal rates for the entire period of their employment in Aid of Civil Power irrespective of the provisions of Rules 288 and 331 PR, 1980 whereby continuous period of duty at the same station exceeding three months is treated as permanent posting at the station. The daily allowance will be admissible in the manner indicated below:-

- a. When detailed for duty individually or with own formation HQ/Unit/Detachment at the Outstation:-
 - (1) Daily allowance at full rate will be admissible for the period of duty upto 30 days.
 - (2) Where continuous period of duty exceeds 30 days, the daily allowance will be regulated at the following rates:-
 - (a) For the first 20 days at full rate.
 - (b) For the next 20 days at 3/4 of full rate.
 - (c) For the remaining period at 1/2 of full rate.
- b. When detailed for duty at the station of permanent posting but move out of HQ/Unit. Daily allowance will be admissible as per Rule 143 a above.
- c. When detailed for duty at the station of permanent posting and do not move out of HQ/Unit:-
 - (1) Daily allowance will be admissible at half the rate.
 - (2) Where continuous period of duty exceeds 30 days, the progressive reduction will be regulated on the basis of formula set out in Rule 143 a(2) above.

This allowance is a distinct allowance and is admissible in addition to all other allowances/privilege/concessions enjoyed by the personnel concerned in particular areas. In the case of personnel below commissioned ranks governed under Rule 143 a and c if provided with free rations, their daily allowance will be reduced by 45%. No deduction on account of accommodation and transport will be made, in relaxation of the provisions of Rule 346 PR, 1980. No daily allowance will be admissible when an official is away from his Headquarters on temporary duty at the outstation or proceeding abroad on deputation/ delegation/temporary duty or on leave or when admitted in hospital. Such period will not constitute a break for admissibility of DA afresh ie, at full or half rate and DA will start at the rate the official was last drawing prior to his absence from the Headquarters

144. If and when troops are called out in aid of civil power to maintain law and order, their pay and allowance, travelling allowance, daily allowance, ration

allowance, etc, will be governed by the rules laid down in the pamphlet "Notes on expenditure incurred when troops are called out in Aid of Civil Power 1978." Such of these troops as are employed for the maintenance of essential services will, for purposes of pay and allowances, be governed by Rule 143 above.

145-146. **Blank.**

CHAPTER IX -DEARNESS ALLOWANCES

Dearness Allowances All Ranks Deleted.

147. **Deleted.**

148-149. **Blank.**

Commissioned Officers of all Arms of the Army including PASROs and AMC (Non Medical) on the Effective List (other than those belonging to the AMC, ADC, Vet Corps and Armed Forces Nursing Services)

(i) 2nd Lieut to Colonel

Year of Service As a Commissioned Officer	2 nd Lieut	Lieut	Cap- Tain	Major	Lieut Colonel/ Colonel
	(Rupees per month)				
Ist	4240				
2nd	4240				
3rd		4530			
4th		4820	5110		
5th		5110	5400		
6th		5400	5690		
7th			5980		
8th			6270		
9th			6560		
10th			6850	7168	
11th			7140	7458	
12th			7430	7748	
13th			7430	3114	
14 th				4880	6941
15th				8846	9307
1 6th				9212	9673
17th				9578	10039
18th				9578	10405
19th				9944	10790
20th				9944	11175
21st				10310	11175
22nd				10310	11560
23rd				10310	11560
24th					11560
25th					11560
26th					11560

(ii) Brigadier and above

Brigadier	9195-440-1395	(10)
Major General	101 90-545-15640	(10)
Lieut General	10900-610-17000	(10)

Commissioned officers of all Medical Corps including RISROs on the Effective List, Army Dental including those Seconded to Pakistan Navy and Corps Air Force) and Veterinary Corps (Other than Licentiate and Non-Medical Officers)

(i) Captain to Colonel

Year of Service as a Commissioned Officer	Captain	Major	Lieut Colonel/ Colonel
	(Rupees Per Month)		
Ist	5110		
2nd	5400		
3rd	5690		
4th	5980		
5th	6270	7168	
6th	6560	7458	
7 th	6850	7748	
8th	7140	8114	
9th	7430	8480	
10th	7430	8846	8941
11th		9212	9307
12th		9578	9673
13th		9578	9673
14th		9944	10039
15th		9944	10039
16th		10310	10405
17th		10310	10495
18th		10310	10793
19th			11175
20th			11175
21st			11560
22nd			11560
23rd			11560
24th			11560

(ii) Brigadier and above

Brigadier	9195-440-13595	(10)
Major General	10190-545-15640	(10)
Lieut General	10900-610-1700	(10)

Licentiate Officers of All Arms Medical Corps and Army Dental Corps
(including those seconded to Pakistan Navy and Air Force) and Licentiate Veterinary
Officers

(i)	2nd Lieut to Colonel				
Year of Service as a Commissioned Officer	2 nd Lieut	Lieut	Captain	Major	Lieut Colonel/ Colonel
	(Rupees per month)				
1st	4240				
2nd	4240	4530			
3rd		4820			
4th		5110	5110		
5th		5400	5400		
6th			5690		
7-th			5981		
8th			6270	7168	
9th			6560	7458	
10th			6550	7748	
11th			7140	8114	
12-th			7430	8480	
13th			7430	8846	
14th				9212	
15th				9578	
16th				9978	8941
17th				9944	9307
18th				9914	9673
19th				10310	10039
20th				10310	10405
21st				10130	10790
22nd					11175
23rd					11175
24th					11560
25th					11560
26th					11560
27 th					11560

(ii) Brigadier

Brigadier - 9195-440-13595 (10)

Nursing Officers of the Armed Forces Nursing Service

(i) Lieut to Lieut Colonel

Year of Service as a Commissioned Officer	Lieut	Captain	Major	Lieut Colonel
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(Rupees per month)

Ist	3030			
2nd	3191			
3rd	3352			
4th	3513			
5th	3674	3995		
6th	3835	4156		
7th		4317		
8th		4478		
9th		4639		
10th		4800		
11th		4961		
12th		5122		
13th		5283	5562	
14th		5444	5852	
15th			6142	
16th			6432	
17th			6722	7007
18th			7012	7297
19th			7302	7587
20th				7877

(ii) Col and above

Colonel	7655~297-9437
Brigadier	7900-366-10828

Honorary Commissioned Officers

(Rupees per month)

Honorary Lieut	-	Rs. 5685.00
Honorary Captain	-	Rs. 6079.00

In addition to the above pay, they will be entitled to rent free accommodation, rank allowance and other facilities of a JCO except free uniform.

Ante-date for the Pay Purposes Engineers/EME/Signal Officers in Receipt of Pay Laid Down in Annex A

1. Regular commissioned officers, who held the technical qualifications as given in appendix to this annex at the time of first commission, will be granted ante-date for the purpose of seniority for promotion and increment of pay as under-

- a. Those commissioned from IMA/PMA/OTS since 15 August 1947 - ante-date to the date of joining IMA/PMA/OTS.
- b. Those commissioned before 15 August 1947 - ante-date according to length of service governing promotion from 2/Licut to Lieut
Viz:
 - (1) For those commissioned from
1-7-1946 to 30-6-1947. - 18 months
 - (2) For those commissioned from
1-7-1947 to 14-8-1947 - 2 Years
- c. Those commissioned from PMA Short Course. - 2 Years

2. In addition to the ante-date of commission under para 1 above, he will get a further ante-date of two years which will also count for seniority, promotion and pay (but no back pay will be admissible).

- Notes:-*
1. The above additional ante-date (para 2 above) will be available to all engr, graduates whether they attain the technical qualifications at their own expense or through Civilian Scholarship Scheme.
 2. The said additional ante-date will not apply to past cases, but engr graduates already commissioned through PMA Short Courses, will be held senior in all respects to fresh entrants. Accordingly, the aforesaid additional ante-date will be reduced/regulated in case of future courses in such a way that they are placed junior to their immediately preceding course by one day, till a clear two years' additional ante-date becomes ultimately available in due course of time.

3. Those transferred from other Arms to Engineers/EME/Sigs. Ante-date shall be admissible under para 1 a and b as applicable, provided that officers granted ante-date as above who are subsequently transferred to non-technical Arm will on such transfer forfeit their ante-date for the purpose of any acting or temporary ranks, they may be holding, and for further substantive promotion and increment for pay.

- Notes:-*
1. Ante-date will be granted to non-regular officers only if and when they are subsequently granted permanent regular commission.
 2. Ante-date already allowed to serving EME officers granted permanent regular commission under AI(I) 374/46 will not be disturbed.

**Qualification for the Grant of Ante-date to Engineers/EME/
Signal Officers**

Engrs, EME and Signal officers must have:-

- a. Obtained a degree in Engineering from any one of the Universities shown below.
- b. Obtained a B.Sc. degree in Science with Telecommunication as a separate subject in the final examination (applicable only to officers who are telecommunication specialists).

List of degrees recognised for the purpose of grant of ante-date

University	Degree
Aberdeen, Aligarh, Belfast, Benarcs, Birmingham, Bristol, Dacca, Durham, Edinburgh, Glasgow, Hong Kong, Leeds, London, McGill (Montreal), Nottingham, Patna, Punjab, Rangoon, Roorkee, St. Andrews, Travancore, Wales.	B.Sc. (Engg.)
Adelaide, Bombay, Calcutta, Ireland, Karachi, Liverpool, Madras, McGill (Montreal), Mysore, New Zealand, Osmania, Peshawar, Poona, Queens Land, Rajputana, Sheffield, Sind, Sydney, Tasmania, Western Australia.	B.E.
Cambridge	B.A. (Mech Science Tripos or Ordinary in Engg. I, II and 111).
College of Engineering and Technology, Bengal.	(i) Engg. Degree (ii) Special Degree Examina- tion.
Dublin	B.A.I
Manchester	B.Sc. or B.Sc. Tech.
Melbourne	B.C.E., B. Mech E or B.E.E.
Oxford	B.A. (Engg.)
Roorkee	Degree in Civil, Mech or Elect Engg.
Toronto	B.A.Sc.

**Ante-date for' Pay Purposes-AMC Officers (Including PASROs
but Excluding Licentiate Officers) in receipt of
Pay under Annex B**

Period of ante-date as specified in the succeeding para will count as full pay commissioned service for calculating length of service for pay including increment., purposes:-

- a. *Post-graduate Qualifications*
 - (1) An ante-date not exceeding twelve months granted to an officer in respect of post-graduate qualifications given in Part 1 of Appendix 1 to this Annex.
 - (2) An ante-date equivalent to half the normal period of study required, but not exceeding six months, granted to an officer in respect of other post-graduate qualifications, and given in Part II of Appendix 1 to this Annex. If an officer is in possession of more than one such qualification, the total ante-date admissible will be limited to nine months.
 - (3) The total ante-date admissible under a and b above will be limited to a maximum of twelve months.
 - b. *Professional Experience.* An ante-date equivalent to half the aggregate period of his appointment, but not exceeding six months, granted to an officer who has held an approved whole time house and/or teaching appointment in a recognised civil hospital and/or teaching institution. The house appointments must be a resident one at a hospital which provides clinical teaching for students and where the incumbent was directly responsible to the medical officer incharge for the patients under his care. DMS will be the competent authority to determine whether a house or teaching appointment fulfils the conditions mentioned above, and to recognised a civil hospital or a teaching institution for this purpose.
- Note:-* Officers commissioned before 1st February 1952 will be eligible for an ante-date equivalent to the aggregate period of such appointments held by them but not exceeding six months.
- c. The total period of ante-date granted to an officer under sub-paras a and b above will be limited to maximum of eighteen months and will be admissible only in respect of qualifications and experience obtained prior to appointment.

**Post-graduate Qualifications for which Ante-date is Admissible to Medical Officers
Officer of the AMC**

PART A - Higher Qualifications for which an Ante-date of one year is Admissible

M.D. (where not a basic qualification), MRCP (London or Edin), FRCS (Eng. or E) MS, FRCOG, or any other qualification involving a similar period of postgraduate study and recognised by the General Medical Council/Pakistan Medical Council as equivalent to those mentioned.

**PART B - Other Qualifications and Ante-dates Admissible
Therefore**

Subject and Qualifications	Ante-date Admissible
MEDICINE	Months
D.C.H. (RCP, R.C.S.) Eng	6
T.D.D. (Wales)	3
PSYCHIATRY/PSYCHOLOGY	
D.P.M. (Manch)	6
D.P.M. (R.C.P., R.C.S.)	
D. Psyc (Edin & Manchester)	
ANAESTHESIA	
D.A.	6
RADIOLOGY	
C.M.R.E. (Luch)	3
D.M.R.E. (Lond), D.M.R.E. (Camb)	6
D.M.R.T. (R.C.P., R.C.S.) (Edin)	6
D.M.R.D. (R.C.P., R.C.S.) & (Edin)	6
E. N.T.	
D.L.O.	6
OPHTHALMOLOGY	
D. O. M. S.	6
D.O.	6

Subject and Qualifications	Ante-date Admissible
PATHOLOGY AND BACTERIOLOGY	
B.Bact	6
D.C.P. (Lond)	6
PUBLIC HEALTH	
D.P.H. (Brit Univ)	6
D.P.H (Cal)	4-1/2
D.T. M. (Liv)	1-1/2
D.T. M. & H (Lond)	3

Note:- For any other qualification recognised by the General Medical Council/Pakistan Medical Council as equivalent to the above mentioned diplomas and as involving similar periods of postgraduate study, ante-date applicable to corresponding diploma will be admissible.

PART C

1. An ante-date of one year is admissible for higher medical qualifications such as M.D.; M.R.C.P; F.R.C.S; M.R.C.O.G or equivalent qualifications.
2.
 - a. An ante-date of six months is admissible for the post-graduate diploma entailing a period of one year's course of study such as D.C.VI, D.O.M.S, D.P.H; D. Bact. or any other similar diploma.
 - b. An ante-date of three months is admissible for the post-graduate diplomas entailing a period of six months course of study-such as D.M.R (Camb and Luck), D.T.M. and H or other similar diploma.

Ante-date for Pay Purposes ADC Officers

The period of ante-date, as specified below, will count as commissioned service for the purpose of increments of pay:-

- a. An ante-date equivalent to the period of his appointment, but not exceeding six months, granted to an officer who has held an approved whole-time appointment in a recognised dental hospital/teaching institution. The appointment must be a regular paid one and during this period the officer should have been actually engaged in teaching work. D.M.S. will be the competent authority to determine whether an appointment fulfils the conditions mentioned above, and to recognise a dental hospital/teaching institution for this purpose.
- b. An ante-date not exceeding six months granted to an officer who has successfully undergone one year's course of approved studies abroad in a recognised dental college.
- c. The period of ante-date granted to an officer under paras a and b above will be admissible only in respect of qualifications and experience obtained prior to the grant of commission.

**Ante-date for Pay Purposes ~ Licentiate Officers of the A.M.C
in receipt of Pay Laid Down in Annex C**

An officer of this category is eligible for an ante-date for professional experience, equal to three months of every twelve months of the period from the date of his medical qualification to the date of his appointment to a commission, subject to a maximum of two and half years.

Provided that in the case of an officer who received his basic registerable qualification elsewhere in India/Pakistan, the period of professional experience for the grant of ante-date of commission will reckon from the date of registration, as a Licentiate.

**List of Appointments the Holders of which (Brigadier and below)
are Eligible for Command/Staff/Charge/Instructional Pay**

1. Commander of a Brigade and Log Area.
2. Commander:-
 - a. Artillery.
 - b. Engineers (Corps).
 - c. Signals (Corps).
 - d. Electrical and Mechanical Engineers.
 - e. Military Engineer, Services.
 - f. Stations Karachi, Lahore, Peshawar, Kharian, Sialkot, Quetta, Multan and Rawalpindi.
3. Officer Commanding:-
 - a. Units
 - (1) In which appointment is tenable in the rank of Lt Col and above.
 - (2) Which are self-accounting and are commanded by a major.

Note:- For the explanation of the term, 'unit'; refer to serial Y, page (xxv) of Army Regulations Volume 1 (Rules), 1986.
 - b. Deputy Commandant/Chief Instructor and Instructor Class A at Training Establishments and Army Schools/Colleges/Military Academy.
4. Deputy Chief of the General Staff/Deputy Master General of the Ordnance.
5. Director at GHQ.
6. Director of Works and Chief Engineer.
7. Controller of Inter Services Public Relations.
8. Deputy Engineer-in-Chief and Director of Personnel and Stores.
9. Chief Signal Officer. .
10. Deputy Quartermaster General.
11. DDGMS/DDNIS.
12. Judge Advocate General.
13. Deputy Chief Engineer.
14. Deputy Military Secretary, GHQ.
15. Deputy Director.
16. Deputy Director of Hygiene and Pathology.

17. Director of Inspection and Technical Development.
18. Private Secretary to COAS.
19. Private Judge Advocate General.
20. Assistant Judge advocate General.
21. Assistant Military Secretary.
22. Deputy Director of Inspection and Technical Development.
23. Director of Civilian Personnel.
24. Inspectors at GHQ.
25. Deputy Provost Marshal.
26. General Staff Officer Grade 1.
27. Assistant Director.
28. ADGMS/ADNIS/ADH&P/ADRV&F/ADNIF.
29. Assistant Adjutant General.
30. Assistant Quartermaster General.
31. Assistant Master General of Ordnance.
32. General Staff Officer (Signal) Grade 1.
33. Staff Officer Engineer Grade I.
34. Director of Inter Services Intelligence.
35. Colonel (ISI Directorate).
36. Chief of Staff, Corps.
37. Commandant CMT/SD Golra (Brig).
38. Colonel GS (Corps).
39. Colonel Adm (Corps).
40. Colonel Staff HQ Div.
41. Colonel Coord National Defence College.
42. Assistant Adjutant and Quartermaster General.
43. Chief Ordnance Officer.
44. Chief Inspector under the Controller of Inspection and Technical Development.
45. Administrative Commandant Class I.
46. Deputy Assistant Military Secretary, GHQ.
47. General Staff Officer, Grade 11.
48. Staff Officer II, Army Statistical Section/Inter Services Public Relations/
Engineers/Signal.
49. Brigade Major.

50. Deputy Assistant Adjutant General.
51. Deputy Assistant Quartermaster General.
52. Deputy Assistant Judge Advocate General.
53. Deputy Assistant Adjutant and Quartermaster General.
54. Deputy Assistant Director.
55. Assistant Director of Civilian Personnel.
56. Assistant Director of Inspection and Technical Development.
57. Chief Inspector under the Director of Inspection and Technical Development.
58. Senior Supply Officer, Army Service Corps at Formation HQ.
59. Electrical and Mechanical Major at Formation Headquarters, Artillery.
60. Staff Surgeon.
61. Chief Instructor and Instructor Classified as Class B at Training Establishments and Army Schools.
62. Administrative Commandant, Class 11.
63. Assistant Provost Marshal.
64. Second - in -Command/Deputy Commandant/DCCO (Major and above only).
65. General Staff Officer, Grade III.
66. Staff Officer III, Army Statistical Section/Inter Services Public Relations/Engineers/Signals.
67. Staff Captain.
68. Staff Surgeon.
69. Adjutant/Quartermaster, President's Body Guard.
70. Adjutant/Quartermaster/Adjutant and Quartermaster/Quartermaster (Technical) and MTO of Formation HQ/Unit/Establishment Commanded by Lieutenant Colonel or above.
71. Instructor Classified as Class C at Training Establishments and Army Schools.
72. SSOs Class 1 and 11.
73. Adjutant/Quartermaster, Cadet Preparatory School Commanded by Major.
74. Senior Record Officer.
75. STAC.
76. Officer-in-Charge Accounts.
77. PS(D).
78. Colonel Coord.
79. Chief Bio Medical Engineer.

80. Bio Medical Engineer.
81. Senior Engineer.
82. Admin Officer.
83. P.R.O.
84. Assistant Admin Officer.
85. Training Research Officer.
86. Officer- in-Charge Computer cell.
87. Head of Accounts.
88. Accounts Officer.
89. Where more than one appointments of Adjutant OR Quartermaster are authorised, Staff/Charge Pay should be admissible to all officers holding that appointment.

Note:- Licentiate officers of AMC are not entitled to command, etc pay.

**PAKISTAN ARMY REVISED TRADE STRUCTURE AND PAY
CODE, 1963 - JC0s/OR**

Trade	Pay Group					
	Sep	Lnk	Nk	Hav	N/Sub	Sub
Armoured Corps						
Driver AFV	Y1	Y2	Y3			
Gunner AFV	Y1	Y2	Y3			
Operator Radio/AFV	Y1	Y2	Y3			JCO Armoured Corps
Command Crew AFV	(To be promoted from above three categories)			Y4		X1 X3
President's Body Guard Position PBG	Y1 Z3	Y2 Y1	Y3 Y2	Y4 Y3		
Artillery						
Operator Radar	Y1- Y2	Y2	Y3	Y4		JCO Surveyor Radar
Surveyor Artillery	Y1	Y2	Y3	Y4		X1 X3
Fitter Artillery	Y1	Y2	Y3	Y4		
Driver SP Artillery Gunner	Z3-Y1	Y1	Y2	Y3@		
Operator Engineer Plant (Mobile)	Y1	Y2	Y3	Y4		JCO Artillery X1 X3
Operator Communication (Unit)	Y1	Y2	Y3	Y4		
Technical Assistant Driver Animal Transport	Y1 Z3-Y1*	Y2 Y1	Y3 Y2	Y4 Y3		
Army Air Def Corps						
Operator Radar	Y-1 Y-2	Y-2	Y-3	Y-4		JCO Air Def X-1 X-3
Missile Operator	Y-1	Y-2	Y-3	Y-4		
Fitter (Gun/Missile)	Y-1	Y-2	Y3	Y-4		
Driver Spec Veh	Y-1	Y-2	Y-3	Y-4		
Operator Communication Unit	Y-1	Y-2	Y-3	Y-4		
Gunner AD	Z-3	Y-1	Y-2	Y-3		

Trade	Pay Group					N/Sub	Sub	
	Sep	Lnk	Nk	Hav				
Signals								
Radio Technician	Y2	Y2	Y3	Y2		Foreman of Carrier by selection and on qualifying in Foreman of signals Course. The JCO who, however, is not qualified in this course shall be classified as Yeoman of Signal.		
Signals Technician	Y2	Y2	Y3	Y4				
Telegraph Technician	Y2	Y2	Y3	Y4				
							X2 X3	
Operator Radio & Wire	Y1	Y2	Y3	Y4		Yeoman of signal		
Operator Radio & Keyboard	Y1	Y2	Y3	Y4			X1 X3	
Operator Switch Board	Y1	Y2	Y3	Y4		Signal Traffic Analyst		
Monitor Signal	Y1	Y2	Y3	Y4				
Cryptographer	Selected from Operators			Y3	Y4		X2 X3 JCO Cryptographer X2 X3	
					*@			
Wireman Signal	Z3-Y1	Y1	Y2	Y3		Yeoman of Signal		
Despatch Rider	Z3-Y1	Y1	Y2	Y3@				
Draughtsman Signal	Y1	Y2	Y3	Y4			X1 X3	
Fitter Signal	Y1	Y2	Y-3	Y4				
Infantry								
Infantry Soldier	Z3-Y1	Y1	Y2	Y3@		JCO Infantry	X1 X3	
Infantry ATGM	Y2	Y2	Y3	Y4		X2	X3	
Army Service Corps								
Storeman Supply	Y1	Y1	Y2	Y3		JCO ASC		
Petroleum Technician	Y1	Y2	Y3	Y4		X1	X3	
Driver Animal Transport	Z3-Y1	Y1	Y2	Y3				
Butcher	Z3-Y1	Y1	Y2	Y3				
Medical								
Laboratory Technician	Y2	Y2	Y3	Y4		JCO Medical		
Radiographer	Y2	Y2	Y3	Y4				
Physiotherapist	Y2	Y2	Y3	Y4				
Operation Theatre Asst	Y2	Y2	Y3	Y4			X2	X3
Dental Technician	Y2	Y2	Y3	Y4				
Dispenser	Y2	Y2	Y3	Y4				

Trade	Sep	Lnk	Nk	Hav	N/Sub	Sub
Engineers						
Artificer Engineer	Y-2	Y-2	Y-3	Y-4		
Electrician Building and Installation	Y-2	Y-2	Y-3	Y-4	JCO Engineer X1	X3
Fitter Engineer	Y-1	Y-2	Y-3	Y-4		
Machinist	Y-1	Y-2	Y-3	Y-4		
Operator Engineer Pleat(Mobile)	Y-1	Y-2	Y-3	Y-4		
Operator Engineer Pl,ant(Static)	Y-1	Y-2	Y-3	Y-4		
Operator Refrigeration Plant	Z-3 Y-1	Y-1	Y-2	Y-3		
Field Engineer	Z-3 Y-1	Y-2	Y-3	Y-4		
Draughtsmen Engineer	Y-1	Y-2	Y-3	Y-4		
Surveyor Engineer	Y-1	Y-2	Y-3	Y-4		
Operator Communication(unit)	Y-1	Y-2	Y-3	Y-4		
Printer and Compositor	Y-1	Y-2	Y-3	Y-4		
Construction Engineer	Y-1 By Selection and Special Course	Y-2	Y-3	Y-4		Foreman Engineer X2 X3

Trade	Pay Group					
	Sep	Lnk	Nk	Hav	N/Sub	Sub
Electro Cardiogram Asstt	Y2	Y2	Y3	Y4	JCO Medical	
Mental Nursing Asstt	Y2	Y2	Y3	Y4	X2	X3
Special Treatment Asstt	Y2	Y2	Y3	Y4		
Sanitary Asstt	Y2	Y2	Y3	Y4		
Nursing Asstt	Y1	Y1	Y2	Y3@	JCO Nursing X2	X3
General Duty Asstt	Z3-Y1	Y1	Y2	Y3	JCO Ancillary	
Cook (Hospital)@@	Y1	Y1	Y2	Y3	X1	X3
Ordnance						
Ammunition Examiner @@	....	....	Y3	Y4	JCO Ammunition Examiner X2	X3
Operator Laundry Plant	Z3-Y1	Y2	Y3	Y4	JCO Ancillary X1	X3
EME						
Air Frame Mechanic	Y2	Y2	Y3	Y4		
Electrician Aircraft	Y2	Y2	Y3	Y4		
Engine Mechanic Aircraft	Y2	Y2	Y3	Y4	Armament Artificer Aircraft	
Instrument Mechanic Aircraft	Y2	Y2	Y3	Y4	X2	X3
Radio Technician Aircraft	Y2	Y2	Y3	Y4		
Mech Hydraulic Aircraft Helicopter	Y2	Y2	Y3	Y4		
Mechanic Rotor and Prop Aircraft (Helicopter)	Y2	Y2	Y3	Y4		
Mechanic Power Train Aircraft (Helicopter)	Y2	Y2	Y3	Y4		
Artificer Control Eqpt	Y2	Y2	Y3	Y4	Armament Artificer Radar and Control	
Radar Technician	Y2	Y2	Y3	Y4	X2	X3
					Armament Artificer Instrument	
Instrument Mechanic	Y2	Y2	Y3	Y4	X2	X3
Electrician Vehicle	Y1	Y2	Y3	Y4		
Electrician AFV	Y2	Y2	Y3	Y4		
Vehicle Mechanic	Y1	Y2	Y3	Y4	Armament Artificer Vehicle	
Vehicle Mechanic AFV	Y2	Y2	Y3	Y4	X2	X3
Vehicle Mech C Vehs	Y2	Y2	Y3	Y4	JCO Ancillary	
Armourer	Y1	'12	Y3	Y4	X1	X3
Fitter Gun	Y1	Y2	Y3	Y4	Armament Artificer Gun	
					X2	X3
Telecommunication Technician	Y2	Y2	Y3	Y4	Armament Artificer Telecommunication	
Electro Medical Technician	Y2	Y2	Y3	Y4	X2	X3

Trade						Pay Group	
	Sep	Lnk	Nk	Hav	N/Sub	Sub	
Machinist	Y1	Y2	Y3	Y4	JCO Ancillary		
Refrigeration Mechanic	Y1	Y2	Y3	Y4	X1	X3	
Welder	Z3-Y1	Y1	Y2	Y3			
Driver Recovery	Y1	Y2	Y3	Y4@			
Driver MT(EME only)	Z-3-Y1	Y1	Y2	Y3			
Draughtsman Mechanical	Y1	Y2	Y3	Y4			
RV&FC							
Remount Soldier (Rider)	Z3-Y1	Y1	Y2	Y3			
Remount Soldier (Dresser)	Z3-Y1	Y1	Y2	Y3	Remount JCO		
Remount Soldier (Farrier)	Z3-Y1	Y1	Y2	Y3	XI	X3	
Remount Soldier Far Over							
seer/Breeding Overseer/ Line Overseer/Farm Asstt	Z3-Y1	Y1	Y2	Y3			
Vet Asstt Surgeon	“	“	“	“	Risaldar VAS X3		
Military Police							
Military Policeman	Y1	Y2	Y3	Y4	JCO Ancillary	X3	
						X2	
Common Trades							
Clerk*	Y2	Y2	Y3	Y4	JCO Clerk/ Stenographer	X3	
						X2	
Storeman Technical	Y2	Y2	Y3	Y4	JCO Storeman Technical	X3	
						X2	
Bandsman	Z3-Y1	Y1	Y2	Y3%	JCO Bandsman	X3	
						X1	
General Duty	Z3	Y1	Y2	Y3			
Blacksmith	Z3-Y1	Y1	Y2	Y3			
Carpenter	Z3-Y1	Y1	Y2	Y3			
Painter	Z3-Y1	Y1	Y2	Y3			
Driver MT	Z3-Y1	Y1	Y2	Y3@	JCO Ancillary		
Driver Special Vehicle	Y1	Y2	Y3	Y4			
Cook Mess	Y1	Y1	Y2	Y3			
Barber	Z3	Z3	Y1	Y2	X1	X3	
Cook Unit	Z3	Y1	Y2	Y3			
Eqpt & Book Repairer	Z3	Z3	Y1	Y2			
Tailor Unit	Z3	Z3	Y1	Y2			
Washerman	Z3	Z3	Y1	Y2			
Saddler	Z3	Z3	Y1	Y2			
Tinsmith	Z3	Z3	Y1	Y2			
MasaIchi	Z2	Z2	Z3	Y1			
Waiter	Z2	Z2	Z3	Y1			
Water carrier	Z2	Z2	Z3	Y1	JCO Ancillary	X3	
						X1	
Education	...	...	...	...	JCO Education	X3
						X2	

Subedar Major (All)
Including Vet Asstt
Surgeons

... ..

X4

Note:- 1. @The following Havs will be placed in Y4 (in the ratio 213 in Y3 and 113 in Y4) on acquiring specialist qualifications as and when laid down by GHQ. On transition and till expiry of the period laid down by GHQ for achievement of the qualifications the quota of Y4 grade will be completed at CO's discretion:-

- a. Infantry Soldier (Hav).
- b. Gunner Hav.
- c. Despatch Rider (Hav).
- d. Nursing Assistant (Hav).
- e. Driver MT (Hav).
- f. Wireman Signal (Hav)*

%Band Havs who qualify as Bandmasters will be in Y4.

@@Will be selected from storeman technical and after successful completion of a conversion course will be remustered as Ammunition Examiners. On remustering as Ammunition Examiners, will be granted the rank of Naik.

*Clerks include stenographers. On qualifying as a stenographer a Sep/Lnk clerk will be granted Y3 pay grade and on being absorbed as a stenographer will be promoted as a Havildar against an existing vacancy.

**The pay of Naik Cook (Hospital/Mess) will initially be fixed as L/Nk Cook (Hospital/Mess) Y1. He will then be granted Y2 Pay Grade as a Naik Cook (Hospital/Mess) at the stage next above.

2. Following trades after amalgamation stand redesigned as shown against each for all purposes:-

<i>Existing trade</i>		<i>Redesigned trade</i>
a. Line Technician		Telecommunications
b. Telecommunication Technician		Technician
c. Tin and Copper Smith		Black Smith
d. Black Smith		

3. In case of disparity between the lower grade will be made applicable to the amalgamated trades. However, the existing trademen getting higher pay grade shall continue to draw

the same pay which they were in receipt prior to recategorisation/ amalgamation.

4. The trades of Cinema Projectionist and Instrument Mechanic after amalgamation stand redesignated as Instrument Mechanic, however, on amalgamation, the existing Cinema Projectionists will continue to draw their pay in Y1 pay scale in the rank of sepoy as here-to-fore.

**Categories Eligible for Skilled Entry Rate of Pay at the
Time of Enrolment****Armoured Corps**

1. Operator Radio AFV.

Artillery

1. Surveyor
2. Fitter Artillery
3. Operator Radar
4. Operator Communication Unit.

Engineers

1. Artificer Engineers
2. Draughtsman Engineers
3. Surveyor Engineers
4. Fitter Engineers
5. Electrician Building and Installation
6. Machinist
7. Operator Engineers Plant (Mobile)
8. Operator Refrigeration Plant
9. Operator Communication (Unit)
10. Printer and Compositor

Signals

1. Carrier Technician
2. Cryptographer
3. Radio Technician
4. Telegraph Technician
5. Draughtsman Signals
6. Operator Radio and Keyboard
7. Operator Switchboard
8. Operator Radio and Wire
9. Fitter Signals
10. Wireman Signals

ASC

1. Petroleum Technician

AMC

1. Operation Theatre Assistant
2. Dental Technician
3. Dispenser
4. Laboratory Technician
5. Physiotherapist
6. Mental Nursing Assistant
7. Sanitary Assistant
8. Special Treatment Assistant
9. Radiographer
10. Nursing Assistant

Ordnance

- 1 . Operator Laundry Plant

EME

- 1 . Draughtsman Mechanical
2. Instrument Mechanic
3. Telecommunication Technician
4. Electrician Vehicle
5. Machinist
6. Blacksmith

RV&F

- 1 . Remount Soldier (FO/BO/LO)

Common Trades

1. Clerk
2. Storeman Technical
3. Cook Mess

BASIC SCALES OF PAY

BPS No	Basic Pay Scales 1991 (Effective from 01 June 91)	Basic Pay Scales 1994 (Effective from 01 June 1994)
1.	920-26-1310	1245-35-1770
2.	945-32-1425	1275-44-1935
3.	875-37-1530	1320-50-2070
4.	1005-43-1650	1360-58-2230
5.	1035-49-1770	1400-66-2390
6.	1065-54-1875	1440-73-2535
7.	1095-60-1995	1480-81-2695
8.	1140-65-2115	1540-88-2860
9.	1185-72-2265	1605-97-3060
10.	1230-79-2415	1660-107-3265
11.	1275-86-2565	1725-116-3465
12.	1355-96-2795	1830-130-3780
13.	1440-107-3045	1950-144-4110
14.	1530-119-3315	2065-161-4480
15.	1620-131-3585	2190-177-4845
16.	1875-146-4065	2535-197-5490
17.	2870-215-5450	3880-290-7360
18.	3765-271-6475	5085-366-8745
19.	5740-285-8590	7750-385-11600
20.	6810-325-10060	9195-440-13595
21.	7535-405-11585	10190-545-15640
22.	8075-450-12575	10900-610-17000

Note:- The old civil Pay Scales are given in the following appendices to this Annex :-

- a. National Pay scales 1972 and National Pay Scale 1977 - Appx 1
- b. National Pay Scales 1981 and Basic Pay Scale 1983 - Appx 2
- c. National Pay Scales 1987 and Basic Pay Scale 1991 - Appx 3

NATIONAL SCALES OF PAY 1972 and 1977

BPS No	Basic Pay Scales 1972 (Effective from 01 March 1972)	Basic Pay Scales 1977 (Effective from 01 May 1977)
1.	100-2-116/3-140	250-5-280/6-340
2.	110-3-152/4-160	260-6-302/7-365
3.	120-3-150/5-180	270-7-326/8-390
4.	130-4-170/15-200	280-8-352/19-415
5.	150-6-180/8-220/10-280	290-10-350/12-470
6.	165-8-205/10-255/10-315	315-12-399/14-525
7.	180-10-230/10-280/15-370	335-14-447/16-575
8.	200-12-260/15-335/15-425	370-16-514/18-640
9.	225-15-300/16-380/20-480	390-20-590/22-700
10.	250-18-340/20-440/20-540	410-21-520/24-760
11.	275-20-375/20-475/25-600	430-24-550/28-830
12.	300-20-400/25-525/25-650	460-28-600/30-900
13.	325-25-450/5-575/25-700	490-30-790/32-950
14.	350-25-475/25-600/30-750	520-30-730/35-1010
15.	375-25-500/30-650/35-825	550-35-900/40-1100
16.	400-35-750/50-1000	625-40-825/50-1325
17.	500-50-1000/50-1250	900-50-1150/60-1750
18.	1000-75-1750	1350-75-1650/100-2150
19.	1800-80-2200	2250-100-2750
20.	2300-100-2600	2600-125-3225
21.	2750	3000-150-3750
22.	3000	3250-200-4250

NATIONAL SCALES OF PAY 1981and 1983

BPS No	Basic Pay Scales 191981 (Effective from 01 July 1981)	Basic Pay Scales 1983 (Effective from 01 July 1983)
1.	250-5-280/6-340-7-375	440-10-640
2.	260-6-302/7-365-8-405	460-12-700
3.	270-7-326/8-390-9-435	480-14-760
4.	280-8-352/9-415-12-475	500-10-820
5.	290-10-350/12-470-14-540	520-18-880
6.	315-12-399/14-525-16-605	540-20-940
7.	335-14-417/16-575-18-665	560-23-1020
8.	370-16-514/18-640-22-750	590-26-1110
9.	390-20-590/22-700-24-820	620-29-1200
10.	410-22-520/24-760-28-900	660-321-1300
11.	430-24-550/28-830-30-980	700-35-1400
12.	460-28-600/30-900-32- 1000	750-40-1550
13.	490-30-790/32-950-35-1125	800-45-1700
14.	520-30-730/35-1010-40-1210	850-50-1850
15.	550-35-900/40-1110-50-1350	900-55-2000
16.	625-40-825/50-1325-60-1625	1050-80-2250
17.	900-50-1150/50-1750-100-2250	1600-120-3040
18.	1350-75-1650/ 100-2650	2100-150-3600
19.	2250-100-3050	3200-160-4480
20.	2600-125-3600	3800-180-5240
21.	3000-150-4200	4200-225-6000
22.	3250-200-4850	4500-250-6500

BASIC SCALES OF PAY

BPS No	Basic Pay Scales 1987 (Effective from 01 July 87)	Basic Pay Scales 1991 (Effective from 01 July 1991)
1.	600-13-860	920-26-1310
2.	625-16-945	945-32-1425
3.	650-19-1030	975-37-1530
4.	674-22-1115	1005-43-1650
5.	700-25-1200	1035-49-1770
6.	725-28-1285	1065-54-1875
7.	750-31-1370	1095-60-1995
8.	790-34-1470	1140-65-2115
9.	830-38-1590	1185-72-2265
10.	870-42-1710	1230-79-2415
11.	910-46-1830	1275-86-2565
12.	970-52-2010	1355-96-2795
13.	1035-58-2195	1440-107-3045
14.	1100-64-2380	1530-119-3315
15.	1165-71-2595	1620-131-3585
16.	1350-105-2925	1875-146-4065
17.	2065-155-3925	2870-215-5450
18.	2710-195-4660	3765-271-6475
19.	4130-205-5770	5740-285-8590
20.	4900-235-6780	6810-325-10060
21.	5420-290-7740	7535-405-11585
22.	5800-325-8400	8075-450-12575

QUALIFICATION PAY - OFFICERS
(See Rules – 31 and 48)

Annex O
To Rule-31 & 48

PART I		PART II	
Qualifications Which Entitle an Officer the Higher Rate of Qualification Pay at Rs.200.00 pm		Qualifications Which Entitle an Officer to the Lower Rate of Qualification pay at Rs.150/- pm	
Foreign	internal	Foreign	Internal
(a)	(b)	(c)	(d)
General			
Technical Staff Courses (ptsc)	Command and Staff College Course Quett (psc). Technical Staff Course (ptsc).	-	-
Joint Services Staff College (jssc)			Clearance Diving Course
Foreign Staff Course (fsc)	-	-	Note: The grant of qualification pay to an officer qualified in Clearance Diving Course will be subject to the production of a certificate at the end of each year from Comd SSG that he has done at least 10 hours of under water work
-	Army War Course (awe)		
	<i>Note:</i> Graduates from the Army War Course and Directing Staff awarded the symbol awe will be given precedence over psc/osm/pssc and entitled to higher rate of qualification pay.		
	MA/MSc Degree in Strategic Studies and Defence Analysis from Pakistani Universities and abroad subject, to the Condition that only one qualification pay will be admissible at a time whichever is higher.		

(a)	(b)	(c)	(d)
Armour			
-	-	-	Technical Officers Course.
Artillery			
LGSC (fd) G	-	Long Observation Course in U.K.	Gannery Staff Course (Officers) g or g+
LGSC (AA)G+	-	-	-
<i>Note</i> Prefixes No 1 (Allied) or 'commonwealth' and 'Allied Officers' with the 'Long Gunnery Staff Course' under column (a) and 'War or Short' with 'Gunnery Staff Course' under column (d) will not be deemed to have changed the nomenclature or qualifications of these courses.			
		Long Radar Course in U.K.	Technical Officers Course at AC School.
Engineers			
Associate membership of chartered British Institute of Engineers or equivalent (excluding Radio Engineering or equivalent Radio Engineering qualification).	Membership or Associate membership of Pakistan Institute of Engineers.	Membership or Associate Membership of INDIAN Institute of Engineers.	-
RE Officers' Long Engineering Course in U.K.	-	Engineer Degree or qualification with Foreign Engineer Societies.	
RE Officers' Long Transportation Course	-	-	-

(a)	(b)	(c)	(d)
Military and Civilian Officers Intermediate Army Survey Course in U.K.	-	-	-
Signals			
Associate membership of an approved British Institute of Radio and Electrical Engineering or equivalent qualification in Raio or Electrical Engineering.	Officers Long Telecommunication Course.	-	-
Telecommunication Engineering Course in U.K.	Telecommunication Engineering Course.	-	-
	Officers Maintenance Course.	-	-
Infantry			
-	-	-	Technical Officers Course.
ASC			
Officers Long Petroleum Engineering Course in UK.	-	Officer's Long Technical Supply Course.	-
Officers' Long Petroleum Installation Course in UK.	-	Officers Advance Technical Fire	-
AMC/ADC			
Senior Officers Course in UK MILBANK	-	-	-

(a)	(b)	(c)	(d)
<p>MD, MRCP, MS, FRCS, LDSRCS, MDS, FDS, DWD' Bact (London) MRCOG, MC (Path/MRC (Path) I'DSRCS, FFARCS, FFR, DPM, DMRD, DMRT, DMRF, DO/DOMS, DLO, DCH, DA, D1H, D Obs RCOG, Masters Degree in Hospital Admin. USA. Advance Aerospace - Medicine Course, U.S.A. MRC Psychiatry or</p>	<p>MD, MS, DPH, FCPS (Pak) DMRD, DMRT, DMRF, DO/DOMS, DLO, DCP, DA, DCH, DTCD, M Phil Specialization Course in various subject at AFM College, Rawalpindi/CMH, MH, API, (now AFIP) "and ATC/AFTC (Now AFIT)" Rawalpindi or equivalent involving study period of one year or more to be decided by DMS (IS). equivalent involving study period of one year or more to be decided by the DMS (IS).</p>	<p>DTM, DTM&H, RDD, Hospital Admin Course, USA, Army Medical Service, Officers Career Advance (AMFDs) Course, USA, Dentistry Advance Course, USA, DGO (Dublin), Dental Officers Advance Course, USA. Senior Officers Refresher Course, RAM College Millbank followed by DTM & H Course, Aviation Medicine (Primary Aerospace Medicine/Allied Officers Familiarization/Aeromed) Course, USA or equivalent involving study period of less than a year, to be decided by the DMS (IS).</p>	<p>DTM, DTM&H, TDD, MCPS (Pak) Senior Officers Course at AFM College, Rawalpindi, Primary Aerospace/Aerospace Medicine Course at AMI, PAF Masroor or equivalent qualification involving a period of less than one academic year.</p>
<p>Ordnance</p>	<p><i>Note:</i> (Specialist training in the above institutions for less than one academic year will be entitled to qualification pay at lower rates).</p>		
<p>Ordnance</p>	<p>-</p>	<p>Inspecting Ordnance. Officer Course/Ammunition Technical Officers' Course.</p>	<p>Inspecting Ordnance. Officers Course/Ammunition Technical Officers' Course.</p>
<p>EME Associate membership of an approved British Institute of Electrical or Mechanical</p>	<p>Long Engineering Course, College of EME Quetta, Long Electronic Equipment Course/</p>	<p>-</p>	<p>-</p>

(a)	(b)	(c)	(d)
Engineering or equivalent or Associate Membership of an approved British Institute of Radio Engrs. or Electronic and Radio Engineers.	Officers long Telecommunication Course, College of EME Quetta, or Young Officers Engineering Course (YOE) in College of E&ME Quetta.		
Long Engineering Course in UK or Australia.	-	An Engineering Degree or qualification with any of the learned Engineering societies of the UK, recognised or exemption from Part 'A' & 'B' of its Associate membership.	
Long Electronic Equipment Course U.K.	-	-	-
RV&F		DTMV, MVSC, MRCVS, when obtained during service.	-
-	-	B.Sc. (Vet) UK, CANADA, USA or AUSTRALIA, Diploma, Degree Fellowship or Specialist Certificate involving period more than 9 month.	

(a)	(b)	(c)	(d)
For All Arms/Services when employed with DITD			
Ph.D. or D.Sc. in any of the Scientific or technical subject applicable to DITI).	-	Postgraduate diploma or degree in Technology in textiles, petrol, oil and lubricants, oil and paints, leather metallurgy; meteorology, wood.	-
Qualifications applicable to officers of AC, Arty, Engrs, Sigs, ASC, Ord and EME when employed with DITD).	Qualification applicable to officers of AC, Arty, Engrs, Sigs, ASC, Ord and EME when employed with DITD).	Qualification applicable to officers of AC, Arty, Engrs, Sigs, ASC, Ord and EME when employed with DITD).	Qualifications applicable to officers of AC, Arty, Engrs. Sigs, ASC, Ord and EME, when employed with DITD).
JAG			
Officers of JAG's Dept, including, JAG who are Bar-at-Law and when employed in JAG's Dept. Reward for passing the departmental examination will not be admissible in addition to this qualification pay. Applicable only when knowledge of the subject required in actual performance of duties as approved by Govt.	-	-	Officers of JAG's Dept, including JAG, who are LLB and when employed in JAG's Dept. Reward for passing the departmental examination will not be admissible in addition to this qualification pay.
D.Sc. Ph.D.	-	-	-

(a)

(b)

(c)

(d)

PART- III

Qualifications which entitle Nursing Officers of Army Nursing Service to Qualification Pay Rs.100/-pm

1. Diploma in Midwifery granted by the General Midwives Board of England or any other qualification approved by the DMS(IS) as equivalent to this Diploma.
2. Class 1 Certificate of :~
 - (a) Psychiatric Nursing Officer.
 - (b) T.B. and Infectious Diseases.
 - (c) Operation Theatre Nursing Officers.
3. Diploma in intervene Nursing Course.

Revised Pay Code Officers 1991 (RPCO-91)**General**

1. All Commissioned Officers (including Honorary Commissioned Officers) are governed by -the Revised Pay Code (Officers) 1991 (RPCO-91) which came into force from 01 June 1991.

Extent of Application

2. RPCO-91 applies to :-

- a. All Commissioned Officers and Honorary Commissioned. Officers governed by the Pay Code 1991 who were in service on the 1st June 1991 including those on leave pending release, retirement to the reserve and invalidment, etc, on that date, and those who enter in service on or after that date.
- b. All reservist officers called up for training or recalled to service on or after 1st June 1991.

3. Pay Scales

- a. Commissioned Officers of All Arms of the Army including PASROs and AMC (Non-Medical) on the effective list (other those belonging to the AMC, ADC, RV&FC and Armed Forces Nursing Services). Appx-1
- b. Commissioned Officers of Army Medical Corps including PASROs on the effective list, Army Dental Corps (including those to the Pakistan Navy and PAF and RV&FC (Other than Licentiate and Non-Medical Officers). Appex-2
- c. Licentiate Officers of the Army Medical Corps and Army Dental Corps (including those Seconded to the Pakistan Navy and Air Force) and Licentiate RV&FC Officers. Appex-3
- d. Nursing Officers of the Armed Nursing Services. Appex-4
- e. Honorary Commissioned Officers Appex-5
- f. Fixation of pay of Graduate Officers of AMC/ADC (including those Seconded to the Pakistan Navy/PAF) and of RV&FC Appex-6
- g. Fixation of Pay of Licentiate Officers of AMC/ADG (including Seconded to the Pakistan Navy and PAF) and RV&FC Appex-7

3A. Rank Pay Colonels. In addition to Pay, colonels shall be allowed rank pay of Rs 300/- per month.

4. Chairman Joint Chiefs of Staff Committee, Chief of the Army Staff and any other officers of the rank of General shall receive Pay of appointment at the rate of Rs 15000.00 per month with effect from 1st June 1991.

Fixation or Pay in the Revised Pay Scales

5. Pay will be fixed in the scales given in die Revised Pay Code, 1991, as under :-

a. In Present Ranks,

- (1) Colonel and Below. According to the rank and year of Commissioned Service.
- (2) Brigadier and Above. The initial pay of an existing officer who has been in service since before the 1st June, 1991, shall be fixed in the revised Pay Scale on point to point basis i.e., at the stage in the relevant revised pay scale which is as many states above die minimum as the stage occupied by him above the minimum of the existing Pay Scale.
- (3) In case of promotion from a lower to higher rank before the introduction of revised scales, the pay of the officer concerned, in the revised scale may be fixed and so enhanced that it would not be less than the pay that would have been admissible to him if his promotion to the higher rank had taken place after the introduction of those scales.

b. On Promotion

- (1) *Colonel and Below.* According to the rank and year of Commissioned service on the date of promotion. In order that Officers of die rank of Major/Equivalent of AMC/ADC (including those on Secondment to the Pakistan Navy and the PAF) and of the Veterinary Corps when promoted to the rank of Lieutenant Colonel/or equivalent do not the same or lower pay than was or would have been admissible to them as Major or equivalent in the corresponding year of their pay will be fixed in the pay scales of Lieutenant Colonel/or equivalent according to Annexes F and G.
- (2) Brigadier and Above. At the stage next above their pay including rank *pay* if any in the lower rank. If the pay so fixed provides *all* increase in pay equal to or less than one increment, one premature increment shall be allowed.

Pay on Reversion to Lower Rank amid on Re-promotion

6. a. *On Reversion to Lower Rank.* Pay will be fixed in the scale applicable to the rank to which reverted according to the year of commissioned service for colonel and below, from date of reversion to the lower rank. Pay of a Brigadier reverted to the rank of Colonel or below will be fixed in the appropriate scale according to his year of commissioned service. Pay of a Major General and above reverted to a, lower rank *will* be re-fixed after reckoning his service in the higher rank towards fixation of pay in the lower rank.
- b. *On Re-promotion.* The officer's pay will be fixed in the applicable scale at the stage at which he was drawing pay when previously holding file same rank and the period during which he had drawn the said pay will count for increment in that stage. However, if the pay said pay *will* count for increment in that s to be so fixed is less than what the officer will draw under Rule 5 b above, his pay will be fixed under that rule.

Commissioned Officers of all Arms of the Army including PASROs and AMC (Non Medical) on the Effective List (other than those belonging to the AMC, ADC, Vet Corps and Armed Forces Nursing Services)

(i) 2nd Lieut to Colonel					
Year of Service As a Commissioned Officer	2nd Lieut	Lieut	Captain	Major	Lieut Colonel Colonel
	(Rupees per month)				
Ist	3140				
2nd	3140				
3 rd		3355			
4th		3570	3785		
5th		3785	4000		
6th		4000	4215		
7th			4430		
8th			4645		
9th			4860		
10th			5075	5310	
11th			5290	5525	
12th			5505	5740	
13th			5505	6011	
14th				6282	6623
15th				6553	6894
1 6th				6824	7165
17th				7095	7436
18th				7095	7707
19th				7095	7992
20 th				7366	8277
21st				7366	8277
22nd				7637	8277
23rd				7637	8562
24th					8562
25th					8562
26th					8562
<hr/>					
(ii) Brigadier and above					
Brigadier	6810-325-10060				
Major General	7535-405-11585				
Lieut General	8075-450-12575				
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Note:- Colonel will get Rs. 300/- p.m. as rank pay on promotion from Lieut Colonel.

Commissioned Officers or all Medical Corps including PASROS on the Effective List, Army Dental Corps (including those Seconded to Pakistan Navy and Air Force) and Veterinary Corps (Other than Licentiate and Non-Medical Officers)

(i) Captain to Colonel			
Year of Service As a Commissioned Officer	Captain	Major	Lieut Colonel Colonel
(Rupees per month)			
Ist	3785		
2nd	4000		
3rd	4215		
4th	4430		
501	4645	5310	
6th	4860	5525	
7th	5075	5740	
8th	5290	6011	
9th	5505	6282	
10th	5505	6553	
11 th		6824	
12th		7095	
13th		7095	6623
14th		7095	6894
15th		7366	7165
1601		7366	7436
17th		7637	7707
18th		7637	7992
19 th			8277
20th			8277
21st			8277
22nd			8562
23rd			8562
24th			8562
(ii) Brigadier and above			
Brigadier	6810-325-10060		
Major General	7535-405-11585		
Lieut General	8075-450-12575		

Note:- Colonel Will get Rs. 300/- p.m. as rank pay on promotion from Lieut Colonel to Colonel.

Licentiate Officers of all Arms Medical Corps and Army Dental Corps
(including those seconded to Pakistan Navy and Air Force) and Licentiate
Veterinary officers

(i) 2nd Lieut to Colonel					
Year of Service As a Commissioned Officer	2nd Lieut	Lieut	Captain	Major	Lieut Colonel Colonel
	(Rupees per month)				
Ist	3140				
2nd	3140	3355			
3rd		3570			
4th		3785	3785		
5th		4000	4000		
6th			4215		
7th			4430		
8th			4645	5310	
9th			4860	5525	
10th			5075	5740	
11th			5290	6011	
12th			5505	6282	
13th			5505	6553	
14th				6824	
15th				7095	
16th				7095	6623
17th				7095	6894
18th				7366	7165
19th				7366	7436
20th				7637	7707
21st				7637	7992
22nd					8277
23rd					8277
24th					8277
25th					8562
26 th					8562
27 th					8562

(ii) Brigadier	
Brigadier	6810-325-10060

Note:- Colonel will get Rs. 300/- p.m. as rank pay on promotion from Lieut Colonel.

Nursing Officers of the Armed Forces Nursing Service

(i) Lieut to Lieut Colonel

Year of Service As a Commissioned Officer	Lieut	Captain	Major	Lieut Colonel Colonel
(Rupees per month)				
Ist	2245			
2nd	2364			
3rd	2483			
4th	2602			
5th	2721	2959		
6th	2840	3078		
7th		3197		
8 th		3316		
9th		3435		
10th		3554		
11th		3673		
12th		3792		
13th		3911	4120	
14th		4000	4335	
15th			4550	
16th			4765	
17th			4980	5190
18th			5195	5405
19th			5410	5620
20th				5835
21th				

(ii) Colonel and above

Colonel	5670-220-6990
Brigadier	5850-271-8018

Honorary Commissioned Officers

(Rupees per month)

Honorary Lieut	-	4211
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Honorary Capt	-	4503
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In addition to the above pays, they will be entitled to the facilities of a JCO except the Acting Allowance and free uniform.

Fixation of Pay of Graduate Officers or ANIC/ADC (including those seconded to Pakistan Navy and Air Force) and Veterinary Corps

Year of Service	Pay as	
	Major	Lieutenant Colonel
(Rupees per month)		
10 th
1 Ith
12th
13th
14th
15th
16th
17th
18 th
19th
20th
21st
22th
23th
24 th

Annex G
To Rule 5b(1)

Fixation of Pay of Licentiate officers of AMC/ADC (including those seconded to Pakistan Navy and Air Force) and Veterinary Corps

Year of Service	Pay as	
	Major	Lieutenant Colonel
(Rupees per month)		
13th	6553	6623
14th	6824	6894
15 th	7095	7165
16th	7095	7165
17th	7095	7165
18th	7366	7436
19th	7366	7436
20th	7637	7707
21st	7637	7992
22th	7637	8277
23th	7637	8277
24th	7637	8277
25th	7637	8562
26th	7637	8562
27th	7637	8562

COMPOSITION OF MOVE-OVER CERTIFICATE

- | | | |
|----|---|-----------|
| 1. | A.G./M.S./P.S.O.
(nominated by COAS) | Chairman |
| 2. | Dy.M.S.(A)/C. | Member |
| 3. | DPP&A, GHQ. | “ |
| 4. | D.P.S. | “ |
| 5. | AMS (O&R) MS Branch | Secretary |

Pay and Allowances Regulation Volum 1, 1997

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3	3	JSI 4/94
5	4	AS No 1/PP&R/93
4	5	Mindef ltr no F.3/7/84/D-31 (PP&R) of 25 Oct 94.
5	6	JSI 4/94
6	7	AS No 1/PP&R/93
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18	22	Mindef ltr No F.3/5/92/D-31(PR&E) of 06 Dec 97
19	-	Tfr to P&A Vol II
20	23	AS No 25/XII/91
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-	67	CS No 5/x 1/85
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65	69	
-	70	AS No 1/PP&R/93 & Fin Div OM No.F.2(1)R.1/95
66	71	of 17 May 95
67	72	AS No 25/XII/91
68	73	
69	-	Tfr to P&A Vol II
70	74	
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-	76	JSI 5/93
-	77	Mindef ltr no 3/6/D-31/95 (PP&R) of 6 Nov 96.
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96	104	
97	105	
98	106	
99	107	AI 3/94
100	108	
101	109	
102	110	
103-104	111	
105	112	
106	113	
107	114	AI 3/94
108	115	
109	116	
110	117	
111-112	118.119	
113	120	
114	121	
115	122	
116-117	123-124	
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Annex B	Annex B	“
Annex C	Annex C	“
Annex D	Annex D	“
Annex F	Annex E	“
Annex F	-	Not Incl In RPCO-94
Annex G	-	
Annex H	Annex F	
Annex J	Annex G	
Annex K	Annex H	
Annex L	Annex J	
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Annex O	Annex M	
Annex P	Annex N	Fin Div O.M No F.1(2) Imp/94 of 15 Jun 94
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-	Annex P	JSI 9/91
-	Annex Q	JSI 6/95
Annex R	-	Detached, no longer required
Annex S	-	Detached. no longer required
Annex T	-	-do-
Annex U	-	-do-
Annex V	-	-do-

Reasons for which Certain Rules have been omitted from Pay and Allowances Vol 1
1982

1. Rule - 19 Transferred to P&A Vol, II
2. Rule - 34 -do-
3. Rule - 69 -do-
4. Rule F Not included in RPCO-1994
5. Annex G -do.
6. Annex R Detached no longer required
7. Annex S -do
8. Annex T -do
9. Annex U It is already mentioned in Annex N to P&A Vol 1 1997
10. Annex V Deleted. vide CS No I/IV/84 and JSI 15/84.