



No.FD(SR-I)08(01)/2026-27
GOVERNMENT OF SINDH
FINANCE DEPARTMENT

Karachi, dated the 22nd July, 2026

OFFICE MEMORANDUM

SUBJECT: REVISION OF BASIC PAY SCALES-2026 AND GRANT OF ADHOC RELIEF ALLOWANCE-2026 AND OTHER ALLOWANCES TO THE CIVIL SERVANTS OF THE GOVERNMENT OF SINDH.

The Government of Sindh has been pleased to sanction the revision of Basic Pay Scales & Allowances with effect from 1st July, 2026, for civil employees of the Sindh Government, paid out of civil estimates as mentioned in detail in the following paragraphs:

PART-I (PAY)

02. REVISION OF BASIC PAY SCALES: -

The Basic Pay Scales (BPS)-2026 have been introduced by merging Adhoc Relief Allowance-2022 and Adhoc Relief Allowance 2025. The Basic Pay Scales-2026 shall replace the Basic Pay Scales-2022 with effect from 1st July, 2026, as contained in **Annexure-I** of this Office Memorandum.

03. FIXATION OF PAY OF THE EXISTING EMPLOYEES: -

- (i) The Basic Pay of an employee in service on 30th June, 2026 shall be fixed in the Basic Pay Scales-2026 on a point-to-point basis, i.e. at the stage corresponding to that occupied by him / her above the minimum of Basic Pay Scales-2022;
- (ii) In case of Personal Pay being drawn by an employee as part of his / her Basic Pay beyond the maximum of his / her pay scale on 30th June, 2026, he / she shall continue to draw such pay in the Basic Pay Scales-2026 at the revised rates.

04. FIXATION OF PAY ON PROMOTION: -

In cases of promotion from a lower to higher posts / scale before introduction of these scales, the pay of the employees concerned in the revised pay 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 higher post / scale had taken place after the introduction of these scales.

05. ANNUAL INCREMENT: -

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

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Section Officer (SR-I)
Government of Sindh
Finance Department

MUHAMMAD NAEEN KHANZADA
Deputy Secretary (SR-I)
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PART-II (ALLOWANCES)

06. ADHOC RELIEF ALLOWANCES:-

Upon introduction of Basic Pay Scales-2026, the following Adhoc Relief Allowances granted w.e.f 1st July, 2022 and 1st July, 2025 shall cease to exist with effect from 1st July, 2026:-

Sr. No.	Name of Adhoc Relief Allowance	Office Memorandum Number & Date	Admissible Rates
i	Adhoc Relief Allowance-2022 w.e.f 1 st July, 2022	FD(SR-I)01(32)2012 Dated 13 th July, 2022	15% of the Running Basic Pay Scale 2017
ii	Adhoc Relief Allowance-2025 w.e.f 1 st July, 2025	FD(SR-I)1(32)2025-26 Dated 9 th July, 2025	BPS-01 to BPS-16 12% of the Running Basic Pay 2022 BPS-17 to BPS-22 10% of the Running Basic Pay 2022

07. ADHOC RELIEF ALLOWANCE-2026:-

- An Ad-hoc Relief Allowance-2026 @ 07% of the running basic pay of the Basic Pay Scale-2026 shall be allowed to the civil employees of the Sindh Government, including contingent paid staff and contract employees employed against civil posts in Basic Pay Scales, on standard terms and conditions of contract appointment, with effect from 1st July, 2026.
- The Adhoc Relief Allowance will be subject to Income Tax.
- The Adhoc Relief Allowance will be admissible during leave and the entire period of L.P.R., except during Extraordinary Leave.
- The Adhoc Relief Allowance will not be treated as part of emoluments for the purpose of calculation of Pension/Gratuity and recovery of House Rent.
- The Ad-hoc Relief Allowance will not be admissible to employees during their posting/deputation abroad.
- The Ad-hoc Relief Allowance will be admissible to employees upon their repatriation from posting/deputation abroad, at the rate and amount that would have been admissible to them had they not been posted abroad.
- The Adhoc Relief Allowance will be admissible during the period of suspension;
- The term "Basic Pay" will also include the amount of Personal Pay granted on account of annual increment(s) beyond the maximum of the existing pay scales.


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08.

PERSONAL ALLOWANCE-2026:-

The Personal Allowance-2026 has been introduced in order to remove the disparity and bridge the gap between gross salary and minimum wage i.e.43,000/- per month to the employees in BPS-01 and BPS-02. as per following details:

Sr. No	Particulars	Maximum amount per month (in Rs.)
01	BPS-01	401/-
02	BPS-02	80/-

Note:- The above Personal Allowance-2026 is admissible to the employees in BPS-01 and BPS-02 as following conditions:

- This allowance shall be admissible to all those employees in BPS-01 and BPS-02, whose gross monthly salary is less than Rs.43,000/- and shall be adjustable against future annual increments and shall be discontinued after the gross salary reaches at minimum level Rs.43,000/- per month.
- This allowance shall not be admissible to the employees working in BPS-01 to BPS-02, who are already drawing / shall draw their monthly gross salary upto or beyond Rs.43,000/- per month.
- will not be treated as part of emoluments for the purpose of calculation of Pension / Gratuity and recovery of House Rent.

09.

SPECIAL PAY AND ALLOWANCES:-

All the Special Pays, Special Allowances or the Allowances admissible as percentage of pay (excluding those which are capped by fixing maximum limit) including House Rent Allowance and the Allowance / Special Allowance equal to one-month basic pay, granted to Sindh Government employees irrespective of his/her posting in Department / Attached Department etc. including civil employees in BPS-01 to 22 of Judiciary shall stand frozen at the level of its admissibility as on 30.06.2022 vide Office Memorandum No. No.FD(SR-I)1(32)2022, dated 13th July, 2022.

10.

OPTION:-

- The Department/Attached Department to which an employee belongs and / or on whose pay roll he/she is borne shall obtain an option in written from such employees within **30 days** commencing from the date of issue of this Office Memorandum communicate it to the concerned Accounts Office/DDO, as the case may be, either to continue to draw salary in the Scheme of Basic Pay Scales-2022 or in this Office Memorandum. Option once exercised shall be considered final;
- An existing employee, as aforesaid, who does not exercise and communicate his/her option within the specified time limit, shall be deemed to have opted for the Scheme of Basic Pay Scales-2026.

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

12. **ANOMALIES:-**

An Anomaly Committee shall be set up in the Finance Department (Regulation Wing) to resolve any anomalies arising during the implementation of the Basic Pay Scales-2026.

**FAYAZ AHMED JATOI
SECRETARY TO THE GOVERNMENT OF SINDH**

No.FD(SR-I)08(01)/2026-27

Karachi, dated the 22nd July, 2026

A copy is forwarded for information and necessary action to:-

1. The Chairman. Planning & Development Board, P&D Department, Sindh.
2. The Principal Secretary to Chief Minister, Sindh, Karachi.
3. The Principal Secretary to Governor's Sindh, Karachi.
4. The Additional Chief Secretaries (All), Government of Sindh.
5. The Senior Member, Board of Revenue, Sindh, Karachi.
6. The Administrative Secretaries (All), Government of Sindh.
7. The Members (All), Board of Revenue, Sindh, Karachi.
8. The Secretary to Provincial Assembly of Sindh, Karachi.
9. The Secretary, Sindh Public Service Commission, Hyderabad.
10. The Secretary, Provincial Ombudsman (Mohtasib), Sindh, Karachi.
11. The Chairman E&ACE, SGA&CD, Government of Sindh, Karachi
12. The Registrar, High Court of Sindh, Karachi.
13. All Heads of Attached Department, Sindh.
14. All Regional Heads of Department, Sindh.
15. All District & Session Judges, Sindh.
16. The Commissioner (All), Sindh.
17. The Deputy Commissioners (All), Sindh.
18. The Deputy Secretary (Staff) to Chief Secretary, Sindh.

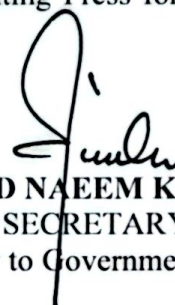

(MUHAMMAD NAEEM KHANZADA)
DEPUTY SECRETARY (SR-I)
For Secretary to Government of Sindh

MUHAMMAD NAEEM KHANZADA
Deputy Secretary (SR-I)
Finance Department
Government of Sindh

A copy is forwarded for information and necessary action to:-

1. The Accountant General of Sindh, Karachi.
2. The Director General Audit, Sindh.
3. The Chairman, Sindh Revenue Board Sindh, Karachi
4. The Officers of the Finance Department, Government of Sindh, Karachi.
5. The Inspector General (Treasury), Sindh, Karachi.
6. The Treasury / District Accounts Officer (All), Sindh.
7. The Director, Local Fund Audit Sindh, Karachi.
8. The Budget & Accounts Officer, Forest Department, Hyderabad.
9. The Director, Information Department, Government of Sindh, Karachi
with request to kindly given wide Publicity through all news media.
10. The Superintendent, Sindh Government Printing Press for publication in
next Government Gazette.

MUHAMMAD NAEEM KHANZADA
Deputy Secretary (SR-I)
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Government of Sindh


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DEPUTY SECRETARY (SR-I)
For Secretary to Government of Sindh

A copy with complements is forwarded for information to:-

1. The Secretary, Finance Division (Regulation Wing), Govt. of Pakistan,
Islamabad.
2. The Secretary to Government of Punjab, Finance Department, Lahore.
3. The Secretary to Govt. of Khyber Pakhtoonkhwa, Finance Department,
Peshawar.
4. The Secretary to Government of Balochistan, Finance Department, Quetta.
5. The Secretary to Govt. of Azad Kashmir, Finance Department,
Muzaffarabad.
6. The Secretary to Government of Gilgit Baltistan, Finance Department,
Gilgit.


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ANNEXURE-I

BASIC PAY SCALES OF THE CIVIL SERVANTS							
Basic Pay Scales-2022				Stages	Basic Pay Scales-2026		
BPS	MIN	INCR	MAX		MIN	INCR	MAX
1	13,550	430	26,450	30	16,280	520	31,880
2	13,820	490	28,520	30	16,600	590	34,300
3	14,260	580	31,660	30	17,130	700	38,130
4	14,690	660	34,490	30	17,650	800	41,650
5	15,230	750	37,730	30	18,300	910	45,600
6	15,760	840	40,960	30	18,930	1,010	49,230
7	16,310	910	43,610	30	19,590	1,100	52,590
8	16,890	1,000	46,890	30	20,290	1,210	56,590
9	17,470	1,090	50,170	30	20,990	1,310	60,290
10	18,050	1,190	53,750	30	21,680	1,430	64,580
11	18,650	1,310	57,950	30	22,410	1,580	69,810
12	19,770	1,430	62,670	30	23,750	1,720	75,350
13	21,160	1,560	67,960	30	25,420	1,880	81,820
14	22,530	1,740	74,730	30	27,060	2,090	89,760
15	23,920	1,980	83,320	30	28,730	2,380	100,130
16	28,070	2,260	95,870	30	33,720	2,720	115,320
17	45,070	3,420	113,470	20	54,140	4,110	136,340
18	56,880	4,260	142,080	20	68,330	5,120	170,730
19	87,840	4,530	178,440	20	105,510	5,450	214,510
20	102,470	6,690	196,130	14	123,090	8,040	235,650
21	113,790	7,420	217,670	14	136,680	8,920	261,560
22	122,190	8,710	244,130	14	146,770	10,470	293,350


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