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THE BALOCHISTAN GAZETTE
PUBLISHED BY AUTHORITY

NO. 95 QUETTA TUESDAY AUGUST 11, 2020.

GOVERNMENT OF BALOCHISTAN,
FINANCE DEPARTMENT.
(REGULATION-II)

NOTIFICATION,

Dated Quetta, the 11th August, 2020
No. S.O.FD. (R-IN)/VII-1/2020/344-443 With the prior approval of

the Provincial Cabinet, the Government of Balochistan is pleased to make the following
Policy:-

PART _I--GENERAL

1. Short title, application and commencement:- (1) This Policy may be called
the Balochistan Civil Servants' & Employees' Benefits and Death Compensation
Policy, 2020.

(2) This shall be applicable to a Civil Servant & Employee or legal heirs of :

(a) in service or died Personnel of Law Enforcement Agencies
(i.e. Police, Levies and Balochistan Constabulary);

(b) all in service or died Civil Servants of the Government of
Balochistan; and

all in service or died employees of Government of Balochistan;

(c)

(3) It shall come into force at once.

intended Stationery Department, Balochistan Quetta,
Printed by the Chief Controller, Government of Balochistan at Rs /=150 D.No. 95-400-Copies-08.2000

2. Definitions,- (1)

In this Policy, unless there is anything

repugnant in the subject or context,-

(a)

(b)

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(1)

“Administrative Secretary” means the Secretary or Acting Secretary to the Government in charge of a Department and includes, Additional Chief Secretary, Senior Member Board of Revenue and Chairman Chief Minister’s Inspection Team;

“Attached Department” means a Department mentioned in

column 3 of Schedule II of Balochistan Government Rules of Business, 2012;

“Basic Pay Scale” means a Basic Pay Scale of pay sanctioned by Government in which a post or group of posts is placed;

“Bereaved Family” means members of the family of a deceased employee, who have been wholly dependent and residing with him permanently.

“Compensation” means monetary benefits(s) granted as an aid to the bereaved families.

“Chief Secretary” means the Chief Secretary Balochistan;

“Civil Servant” means as defined in Section 2 (b) of the Balochistan Civil Servants Act, 1974;

“Compensation package” means a monetary benefit granted to the Families of Civil Servants & Employees who dies or injured while in Service as a result of terrorist activity.

“Competent Authority” means the authority competent to sanction compensation as defined in Section.17 of this policy;

“Death Compensation” means an amount approved by the Government, to be paid to the family of a deceased civil servant

‘on his death during service;

“Department” means a self-contained administrative unit in the Secretariat shown in Column 2 of Schedule II of the Balochistan Government Rules of Business, 2012: provided that Services and General Administration Department shall, for the Purpose of Secretariat employees, be deemed as a Department;

“Deputy Commissioner” means a District Head of the Administration appointed by the Government.

“District Compensation Committee” means a Committee constituted under Section 13 of this Policy.

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peialonal Commissioner” means the Commissioner ple
Rever ion appointed under Section 8 of the West Pakistan Lan
nue Act, 1967. (Act No.XVII of 1967).

“Employee” means,

civil service of the

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(i) any person who is a member of a S : he
connection with t

Province, or who holds a civil post in
affairs of the Province;

(ii) | any person appointed to the secretarial staff of the
Provincial Assembly whose terms and conditions of service
are governed by rules or Law made under
Constitution;

dy Corporate,
Body, as the
the official
officer,

(iii) Any employee of such Department, Bo
Institution, Organization or Autonomous
Provincial Government may, by notification in
Gazette, specify, and includes any such person,
servant or member of the staff who is:—

(a) On deputation elsewhere or on foreign

service within the meanings of the
Fundamental Rules,

(b) Undergoing study or training in or outside
Province/ Pakistan,

(c) On duty or on leave within or outside the

Province/ Pakistan, or

(d) Under orders of suspension, but does not
include any person who:—

(i) has attained the age of sixty years
and retired; or

(ii) the contract, ad-hoc and contingent
paid employees;

means and includes the persons entitled to the

“Family” has
benefits of the civil servant under the Pension Rules

pensionary benefit
for the time being in force;

“Financial Assistance package” means one time Financial
assistance to the bereaved families of all the employees of
Government of Balochistan who expire during service due to

“Financial Assistance to
Government Officers on
natural death,”

“Foreign Service” means service where a member of the Service
receives pay with the sanction of the Government from any
source other than the Consolidated Fund of Pakistan or the

Consolidated Fund of any Province;

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Government” means the Government of Balochistan as defined

in Arti Pte :

an foe the Constitution of the Islamic Republic of

“Head of Attached Department” means an officer shown in

column 4 of Schedule II of the Balochistan Government Rules of Business, 2012;

“Civilian Victim” means a person, not being a terrorist or a personnel of alaw enforcement agency on duty, who suffers harm to body or property due to any terrorist act and, in the event of death of the person, includes the spouse of the victim or, in absence of a spouse but in order of precedence, a child, mother, father, minor sibling or other legal heirs of the victim;

“Natural Death” means a death occurring in the course of nature and from natural causes as diseases, old age or an accident, rather than from a result of violence, terrorist activity such as ethnic, sectarian or any other subversive activity .

“Provincial Law and Enforcement Agencies” (i.e. Police, Levies and Balochistan Constabulary, which includes both Uniformed and Non-Uniformed employees)

“Retired Civil Servant” means and includes a civil servant who opt to retire after completing twenty five (25) years qualifying service or retired on attaining the age of superannuation i.e. sixty (60) years or retired on medical grounds ‘or compulsory retired and receives the pension;

“Shaheed” means a Civil Servant of Government of Balochistan and Personnel of Law Enforcement Agencies (i.e. Police, Levies and Balochistan Constabulary) killed in encounters including death in bomb blasts, riots, watch and ward duties or terrorist activities, including targeted killing, but not death in accident, and declared by the Home & Tribal Affairs Department on the

recommendations of the District Compensation Committee;

The families of the Shaheed victims not in government service, whose bullet riddled /decomposed bodies are recovered or killed in terrorist activities shall be entitled for grant of compensation as applicable to the private individuals as prescribed in the Balochistan Civilian Victims of Terrorism (Relief

and Rehabilitation) Act, 2014.

“Legal Heirs of a deceased person” means a person/ persons who established the legitimacy of the heirs and give him/them the power to inherit shares, securities, debts, other assets and emolument etc of the deceased through a Succession Certificate duly issued by the competent Court of Law.

Claim to benefits and death compensation, -Notwithstanding

any claim made in

5 years or right accrued by a civil servant after the commencement of

this policy; for the payment of any amount on account of benefits and death

~ 2 years or

compensation, shall be dealt in accordance with section 4 of this policy.

4.

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Payment of benefits and death compensation.- (1) At the time of

death of civil servant/employee, the amount shall be paid to him.

(2) A civil servant, dies while in service, his family shall be paid full

amount as prescribed for his grade of pay irrespective of length of service rendered.

(3) The amount shall be paid to the civil servant in case of injuries

otherwise to his family at the time of death according to his last Basic Pay Scale. The category wise amount of benefit/compensation in respect of civil servants or legal heirs of those employees of Government of Balochistan who embrace 'Shahadat' due to acts of terrorism or died due to natural death shall be admissible on substantive/regular grade instead of time scale etc irrespective of length of service rendered. In case a civil servant is given promotion from retrospective effect after his death the differential amount shall be paid according to the revised grade or pay, subject to payment of difference

in monthly contribution for the uncovered period; and

(4) The family of the deceased civil servant shall submit the

application on the form prescribed for the grant of benefit.

5. Financial Assistance to the Families of Government Employees who dies while in Service.- (1) On a sudden and premature natural death

of a civil servant, the following one time financial assistance package in respect of bereaved families of all the employees of the Government of Balochistan who

expire during service shall be paid irrespective of length of service rendered:-

Basic Pay Scale Rates

BPS-1 - BPS-4 Rs. 0,600,000

bo

[2 | BPS-5 - BPS-10 Rs. 0,900,000
| 3 | BPS-11 - BPS-15 Rs. 1,200,000
BPS-16 - BPS-17 Rs. 1,500,000

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: BPS-18 - BPS-19 Rs, 2,460,000

BPS-20 and above Rs. 3,000,000

(2) The Civil Servants who go missing during service and are not

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recovered within a period of twelve months from the date of disappearance, and where there is a reasonable presumption of their having died, shall be treated at par with Provincial government employees who die during service to the extent of payment of compensation and benefits etc., subject to the condition that where such employee is recovered alive, before or after the date of superannuation, the part of compensation linked to the presumption of death during service shall be paid back to the government or adjusted against

pension payments of the employee.

(3) This will be in addition to other benefits to the family of deceased

Civil Servants as admissible under any other law/rules.

(4) The Administrative Departments or the Appointing Authorities

will issue sanction orders for such compensation in individual cases.

(5) Expenditures involved will be met out of the existing budget grants of the Administrative Departments concerned. However, in case additional funds are required, the case shall be referred to Finance Department

for provision of funds and Finance Department shall provide funds under the relevant object for the purpose.

6. Compensation package to the Families of Civil Servants Employees

who dies or injured while in Service as a result of terrorist activity,-

(1) The following Compensation Package shall be paid to the

families/legal heirs of the "Shaheed" whose death take place as a result of sectarian violence or fall victim to any type of terrorist activity such as ethnic,

Sectarian

or any

Other

Performan, subversj me ik .

mance of their res Sive activity irrespective of either during the

len Pecti : ;

8th of sery ve official duties or otherwise irrespective of the

ice rendered:-

D —

scription of Items

Pay & Allowance

Compensation Package

The bereaved families /legal Heirs of the Shaheed shall be paid full pay and allowances as was drawing at the time of Shahadat with future increments and with full benefits of the revised rates of all pay and allowances, special/ Adhoc Relief etc, less conveyance allowance, | till the date of attaining the age of superannuation as had he not died.

For the purpose, the Department concerned shall refer the case to the Finance Department for creation of a post of Shaheed of that Basic Pay Scale in which Shaheed was serving and drawing pay. Order for creation of post of Shaheed must mention name of eligible family member/legal heir in whose favour post is created, Basic Pay Scale of the posts and time period for which post of Shaheed is created (beginning date is date of death and ending date is date of superannuation).

Pay against the post of Shaheed shall be drawn by the lega! heir through his/her Bank Account under his/her own name.

Calculation of date of | Thea

: ate of su ion needs to be
superannuation. -Reericgaren

calculated from the date of birth as mentioned in the Service Book in casç of Non-Gazetted Civil servants and in case of Gazetted Officers from the date | mentioned in the Form of the BPSC. In case of discrepancy in calculation of age of superannuation from the date of birth from CNIC and date of entry In service in Service Book, the date on Service Book will be taken for | calculation of age of superannuation as | per Rule 3 of the Balochistan Government Initial Appointment to Civil Service Posts (Age and Relaxation of Upper Age Limit), Rules, 2012.

Pension on attaining the age of the superannuation of Shaheed or legal heir can opts to get retiring pension after completion 25 years qualifying service.

On attaining the age of the superannuation of Shaheed, his/her legal heirs shall be entitled to full pension as allowed by the Government superannuating officials as he had not died.

Further Shaheed's Legal heir who intends to get retiring pension after completing 25 years qualifying service before attaining the age of superannuation shall at least three months before the date on which he intends to get retiring pension, submit a written intimation to the Competent Authority, indicating the date on which he intends to get retiring pension. Such an intimation, once submitted, ; shall be final and shall not be allowed to be modified or withdrawn.

The bereaved family of ghahers employee shall be allowed to con tion residing in the official accommoda 'til as per prescribed government policy — the Shaheed would have reached ie d age of superannuation, had he not es } with usual terms and conditions ap de

deduction of House Rent shall be m4 cas

4 Accommodation

as not

In case the Shaheed's family h been allotted official residence:

(a) the bereaved family shall either be allotted so or allowed to hire a private house as per prescribed rates of Requisition as the case may be; or

(b) paid a monthly House Rent/ House Requisition as Was: admissible in monthly salary of

Shaheed employee, had he not

died.

Whenever an employee embark Shahdat while in service, his/her spouse or a child or a blood related nominee of spouse shall be appointed by the appointing authority against a post in BPS-1 to 15 in the department in which deceased Government Servant was working, without observing the condition of open advertisement:

Employment.

Provided that the spouse or child or nominee as the case may be, shall

possess the qualification prescribed for | the post as under:-

If Married: Either Spouse or one child shall be given employment against a vacant post in BPS-1 to BPS-15 in the respective department provided he/she qualifies for the post.

If Not Married: Blood related nominee of Parent(s) of Shaheed employee may be given employment against a vacant post in BPS-01 to BPS-15 in the respective department provided he/she qualifies for the post.

If vacant post of that category (BPS-1 to BPS-15) is not available of which he/she qualifies then the Department concerned shall move. a, case to Finance Department. The Finance Department shall create a post for employment of one nominated family member of the Shaheed employee.

S. Rank/ Basic Pay Scale of the Shaheed Amount to be paid

No.

pe

] (a) Constable 8 Head Constable
(Lower subordinates)

(BPS-01 to B-08) _

Civil Servants (BPS-01 to BPS-08)

Rs. 1.00 Million

ASI/SIs & Inspector

2 (BPS- 09 to BPS-16) Rs. 2.00 Million

Civil Servants (BPS- 09 to
EPS-16)

— rai & above (BPS-17 and
SP/ASP & above (BPS-

3 | (a) DSP/ Rs. 5.00 Million

above)

| (b) Civil Servants (BPS-17 and above) |

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One time compensation for government employees and employees of Law Enforcement Agencies who sustains Major/Serious Injury (physically impaired) irrespective of during performance of Official duty or Otherwise shall be allowed Rs.1,000,000/- (Rupees Ten Lac Only) as per Medical Board Report showing clearly that he/she is physically impaired

,

One time compensation for government employees and employees of Law Enforcement Agencies who sustains Minor Injury sustained by the employee shall be paid Rs.50,000/- (Rupees Fifty Thousand Only) as per medical report.

Regular/suitable monthly special allowance Rs.30,000/- (Rupees Thirty Thousand Only) shall be allowed for permanently bedridden civil servants and employees of Law Enforcement Agencies for their medical treatment and nursing care. However, they will ceased to draw the Medical reimbursement charges allowed by the virtue of Medical Attendance Rules.

Health facilities

The family of Shaheed shall be provided free medical treatment as per their entitlement during service as prescribed in Medical Attendance Rules/Policy issued from time to time.

Education facilities

All the enrolled (in any educational institution) children of Shaheed employee would be provided monthly educational scholarship from primary to post-graduation at the following rates:-

(a) Primary to Secondary | Rs.2,000/- level: (per child)

(b) Higher Secondary to | Rs.3,000/- Under-graduation or | (per child) equivalent degree.

Rs.5,000/- (per child)

{c) Master/ Professional / equivalent degree

For claim of above monthly educational scholarships, provision of the

following documents will be necessary:

- (a) CNIC copy of Shaheed & alive parent.
- (b) B-Form/CNIC of the student concerned.
- (c) Certificate of enrollment from registered educational institute concerned.
- (d) Attestation of the relevant documents from B-17 or above Officer.

a me In the case of Shahadat of 4
Government & rtd government employee, the following

employees. pre-requisites must immediately be
fulfilled by the concerned Department
so that the family of the deceased
government employee may be facilitated
with out any delay:-

a. Immediate submission of timely
pension case.

b. Option form for Direct Credit
Scheme (online payment of pension)

c. Application for Anticipatory Pension
(65% the total pension).

Besides as a pro-active approach
each Department must observe the
following practices regarding their
employees:-

(a) Up to date list of family members
of each employee for pension
'purpose be maintained before

hand.

(b) Nomination for General
Provident Fund must be ensured
for each employee in his/her life.

Only payable amount from the Credit of
GP Fund shall be paid to the deceased
family/legal heirs and thereafter no
deduction is carried out.

General Provident Fund

No deduction shall be made from the
salaries of a legal heir of Shaheed
Family till he draw salaries and attains
the age of superannuation.

Deduction of Benevolent
Fund and Group
Insurance.

tance for burial/trans rtation of Dead Bodies to the

Ts Financial Assis

Families of Government Em loyees, who dies while in Service or embark

Shahadat,- (1) A lump sum payment shall be made by the Government

of Balochistan as Burial Charges to the b
he dies while in service as expen

ereaved family on the death of an

employee, ifhe/s ses on the local burial or the

Page 13 of 20

cost of transportation of dead body of a Civil Servant (BPS-1 to BPS-15) or his wife (only one wife) to the extent indicated below:-

a Cases in which the dead body of the deceased G

(a) Servant in BPS-1 to 15 is buried locally: overmen

The maximum limit for reimbursement of the amount for local burial charges shall be Rs.15,000/-,

(b) Charges of Crating (Wooden Box):

The maximum rate shall be Rs.4,800/-.

(2) | Cases in which the dead body of deceased Civil Servant (BPS-1

and above)_is transported to Home Town,-

(a)

(b)

(c)

(d)

Charges of Crating (Wooden Box) at the maximum rate as allowed at (1) (b) above, shall be paid by the Government

If the dead body is transported by rail:

Actual cost of transportation of the Dead Body of the deceased from his last station of duty to his home town shall be met by the Government.

If the dead body is transported by road: :

Actual cost of such transportation shall be met by Government, as per personal Taxi engagement charges-@ Rs.10/- per Kilometer or as the rate may be fixed by the Government are allowed. The distance shall be calculated from the residence of the deceased in his last station of duty to his Home Town.

Transportation of the dead body by Air:

Such transportation will be permissible only in cases where transportation by rail or road would involve a trip exceeding twelve hours; in such a contingency actual cost of transportation by air shall be admissible. For journey from such an Air Port Dead Body shall be transported by road at the rate prescribed at (2) (c) above.

If the dead body is transported by air, one single fare

by economy class will also be allowed for the attendant, if any, accompanying the dead body. This concession shall, however, be availed only by a member of the family of the deceased Civil Servant and the air fare claimed on this account shall be

in lieu of the attendant's normal entitlement.

(3)

Financial assistance bodies
should in all cases assistance for burial/transportation of deceased

Government Servants be afforded on the application of the family of deceased
in an

Servant and only to the extent applied for, subject to the

maximum limits indicated above

8. Procedure

; procedure for payments of those who were on deputation and had

died due to

€ to natural death or embarked Shahadat,- On the death of a Civil

Servant, who was on deputation with Federal Government or other provinces
or an autonomous body, he/she would be considered repatriated to his/her
Parent Department/lending organization where all the affairs of his post death
financial matters shall be processed and finalized. (All deductions, shall be
stopped except Income Tax). The borrowing organization /autonomous body
concerned shall make necessary payments of pension contribution to the
parent Department of the deceased Civil servant of the period he/she remained

on deputation with the borrowing organization.

9. Payment of the sum assured,— On the death of an employee, the
Sum Assured shall be paid under Section 14 of the Balochistan Provincial
Employees Group Insurance Act, 2009 to legal heirs in addition to payments
made under this policy.

10. Payment of Benevolent Grant,— On the death of an employee,
the amount of Benevolent Grant payable shall be paid under Section 12 of the
Balochistan Government Employees Benevolent Fund Act, 2018 to legal heirs

in addition to payments made under this policy.

11. Mode of payments,- All payments to the family /legal heirs shall

be made through their respective Bank Accounts. No payment shall be made
through DDOs or any other channel except of Bank Accounts.

12. Fraudulent payments.- (1) If, within three years of any payment

made under this Policy, it transpires to the Department or the Deputy

Commissioner that payment has been made under the Policy on the basis of

any fraud or misrepresentation, together with
apart from taking any other action

he Department or the Deputy Commissioner
on under any law, recover the amount

may,

14.

be forwarded within 15-days to the Home & Tribal Affairs Department for

15.

real brothers/sisters) or minor(s) dependents to be eligible for

paid to the person who was not entitled to receive it after affording the person an opportunity of hearing.

(2) Any person, aggrieved from the decision of the Department or the Deputy Commissioner under sub-Section (1), may, within thirty days from the date of communication of the decision prefer an appeal to the Chief Secretary whose decision on such appeal shall be final.

(3) If an appeal preferred under sub-Section (2), the Chief Secretary or his nominee shall afford an opportunity of hearing to any interested person and shall, through a speaking order, decide the appeal within thirty days from the date of filing the appeal

13. Declaration of Shaheed on the recommendations of the District Compensation Committee,- There shall be District Compensation Committee

headed by a Deputy Commissioner, as under:-

- a. Deputy Commissioner concerned Chairman
- b. Superintendent of Police (CTD) Member
- G Superintendent of Police concerned Member
- d. Medical Superintendent of concerned Hospital Member
- e. Police Surgeon (Optional) Member
- f. Representative of Municipal Corporation (Optional) Member
- g. Additional Deputy Commissioner (General) Member
- h. Executive Engineer, C&W Department Member
- i. Representative of Livestock Stock/ Agriculture Member (Optional)
- fie Assistant Commissioner concerned Member/ Secretary

The recommendations of the District Compensation Committees shall
scrutiny/ authentication and declaration of "Shaheed".

If there is no adult legal heir (i.e. grand father /mother, Father and

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compensation,

the amount of compensation shall be invested by the Department concerned in a better profitable scheme (preferably Government based scheme) for a period of 10 years or till eligible person should reach to the age of 18 years, whichever less, On attaining the age of maturity (18 years), the amount/ share shall be released alongwith profit earned to the eligible person subject to production of 1st Class Magistrate Certificate regarding correctness of his legal

claim as well as release of compensation amount and computerized valid C.N.I.C.

16. In addition to above, the following facilities shall also be permissible

for the welfare of bereaved families of Employees:-

(a) Writing off the balance full amount outstanding on account of House Building, Motor Car & Motor Cycle Advances.

(b) Writing off the balance amount of medical treatment maximum upto Rs.300,000/- outstanding on account of any type of advances to employees.

17. The authority competent to declare "Shaheed" and sanction "Compensation" and other "Emoluments" in respect of various class of

employees shall be as follows:-

Class of
Employees in
Basic Pay
Scale

Description Authority Authority for
Revenue
employees in
Division and

District

BPS-1 and above
) of Civil Servants
& Employees and
all employees of
Provincial Law
and Enforcement
Agencies.

Additional Chief
Secretary, Home
and Tribal Affairs
Department on the
recommendations
of the District
Compensation
Committees

Declaration of
Shaheed

(ee

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BPS-1 to BPS-15
Civil Servants, &
Employees and
all employees of
Provincial Law
and Enforcement
Agencies.

Divisional
Commissioners

On declaration of
Shaheed by the
Home and Tribal
Affairs
Department:

Compensation
package to the
Families of
Civil Servants
& Employees
who dies" or
injured while
in Service as a
result of
terrorist
activity.

Heads of Attached
Departments.

In case of
Secretariat
employees by the
Secretary, S&GAD.

Senior Member
Board of
Revenue

BPS-16 and
above

Civil Servants &
Employees and
all employees of
Provincial Law
and Enforcement
Agencies.

On declaration of
Shaheed by the

Home and Tribal
Affairs
Department:

Administrative
Secretary.

Heads of Attached
Departments

Divisional
Commissioners
concerned.

BPS-1 to BPS-15
Civil Servants &
Employees and
all employees of
Provincial Law
and Enforcement
Agencies.

Financial
Assistance to
the Families of
Government
Employees
who dies while
in Service due
to Natural
Death

Administrative
Secretary

BPS-16 and
above Civil
Servants &
Employees and all
employees' of
Provincial Law
and Enforcement
Agencies.

Heads of Attached | Divisional
Departments Commissioners
concerned,

BPS-1 to BPS-15
Civil Servants &
Employees and
all employees of
Provincial Law
and Enforcement
Agencies.

Financial
Assistance for
burial /
transportation
of Dead bodies
to the Families
of Government
Employees
who dies while
in Service or
embark
Shahadat.

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recommendations of the A
Department may by N
authorities subordin

mentioned in Sectt

Write off of
advances of
employees who
died while
Service,

BPS-1 to BPS-15
Civil Servants &
Employees and all
employees" of
Provincial Law
and Enforcement
Agencies.

Heads of Attached | Divisional
Departments Commissioners
concerned.

in

BPS-16 and
above Civil
Servants &
Employces andall
employees of
Provincial Law
and Enforcement
Agencies.

Administrative
Secretary

Payment of the
Sum assured
under the
relevant rules.

BPS-1 to BPS-15
Civil Servants &
Employces and all
employees' of
Provincial Law
and Enforcement
Agencies.

As per prescribed
procedure' of

Fi®. @ th, ¢ 'e
Department,

And

Payment of
Benevolent
Grant, under
the relevant
rules.

BPS-16 and
above' Civil
Servants &
Employees and all
employees. of
Provincial Law
and Enforcement
Agencies.

As per prescribed
procedure of
Finance

Divisional
Commissioners
concerned.

All other
emoluments,
grants etc
mentioned in
this policy.

Heads of Attached
Departments

BPS-1 to BPS-15
Civil Servants &
Employees and all
employees" of
Provincial Law
and Enforcement
Agencies.

Administrative
Secretary

BPS-16 and
above Civil
Servants &
Employees and all
employees of
Provincial Law
and Enforcement

Agencies.

Conferring of Powers on subordinate authorities,- On the
onfe

_ dministrative Department, the Finance
otification confer Powers upon officers or

ate to the Administrative Department not

on 17.

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19. Removal of difficulties.- (1) If any difficulty arises in giving effect to any of the provisions of this policy, Chief Minister Balochistan may make such orders, not inconsistent with the provisions of this policy, as may appear to him to be necessary for the purpose of removing the difficulty.

20. Relaxation of Policy- The Chief Minister may, in a case of hardship, relax all or any of the provision of this policy:

Provided that such relaxation shall not be less favourable to any benefit available to a Civil Servant or employee under this policy.

21. Repeal,- All existing Policies or rules or order shall be deemed to have been rescinded or modified to the extent indicated in this policy and the existing rules, Policies and orders are hereby repealed.

CHIEF SECRETARY
BALOCHISTAN