

**GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION**

No. 8/24/2020-E-2

Islamabad the 8th June, 2021

OFFICE MEMORANDUM

Subject: REVISION OF ASSISTANCE PACKAGE FOR FAMILIES OF GOVERNMENT EMPLOYEES WHO DIE IN SERVICE (FOR SHUHDA OF ANF PERSONNEL)

The undersigned is directed to refer to this Division's O.M. No. 7/40/2005-E-2 dated 13th June 2006, O.M. No. 8/10/2013-E-2, dated 20th October 2014, O.M. No. 8/10/2013-E-2, dated 9th February, 2015 and O.M. No. 8/10/2013 (E-II) (PT) dated 25th May, 2015 including amendments thereof issued from time to time on the subject noted above and to state that the Prime Minister has been pleased to approve the following revised Assistance Package for Shuhda of Anti-Narcotics Force (ANF) Employees who embrace Martyrdom / Shahadat during service w-e-f 01-07-2020:-

Nature of Payment / Entitlement	Amount / Benefits Admissible	
Lump Sum Grant in case of death in, encounter, bomb Blast, watch & ward duty, riots, act of terrorism etc.	<u>LUMPSUM AMOUNT</u>	
	Rank	Lump sum Amount (in Rupees)
	Constable-H.C.	Rs.10 Million
	ASI-SI	Rs.12.5 Million
	Inspector-Assistant Director	Rs.15 Million
	Deputy Director-Joint Director	Rs.18 Million
	Director (BS-20) & Above	Rs.20 Million
Lump Sum Grant in case of death in accident while performing official duty subject to inquiry by Incharge DD/JD	Rank	Lump sum Amount (in Rupees)
	Constable-H.C.	Rs.3 Million
	ASI-SI	Rs.4 Million
	Inspector-Assistant Director	Rs.4.50 Million
	Deputy Director-Joint Director	Rs.5 Million
	Director (BS-20) & Above	Rs.7 Million
	i) Lump sum grant for permanent disability Rs. 3, 000,000/- to the officer / official incapacitated and released from service for having become invalid as a result of injury in encounter/bomb blast/riots/watch and ward duty or terrorist activity.	
	ii) Lump sum grant for temporary disability Rs. 1, 000,000/- to the officer/official incapacitated as a result of the injury in accidents as stated in para (i) above but who are still serving in the department.	
	iii) Rs.200,000/- in case of serious injury	
	iv) Rs.100,000/- in case of Minor injury	
Salary	Full Pay & Allowances to the family of Shaheed till superannuation with increments and full benefits of rates of pay & allowances & adhoc relief etc. as revised by the Government from time to time. However, it will not be admissible in accident cases.	
Pension	Full pension after superannuation.	
Accommodation	Retention of Government accommodation till the age of superannuation but not less than 05 years.	

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Funding for purchase of House	Rank	Minimum Area of House	Price of House (in PKR)	
	Constable-H.C.	5 Marla	13.5 Million	
	ASI- SI	7 Marla	17.5 Million	
	Inspector-Assistant Director	10 Marla	25 Million	
	Deputy Director-Joint Director	12 Marla	30 Million	
	Director (BS-20) & Above	20 Marla	50 Million	
Provision of Transport	The families of Shaheed ANF officer from the rank of D.D. and above will be provided a car (1300cc /Toyota Corolla) or equivalent amount whereas for Inspector & AD, a car (1000cc) or equivalent amount shall be provided.			
Maintenance / Transport Allowance	Rank	Lump sum Amount (in Rupees)		
	Constable-H.C.	20,000/-		
	ASI-SI	35,000/-		
	Inspector-Assistant Director	50,000/-		
	Deputy Director-Joint Director	75,000/-		
	Director (BS-20) & Above	100,000/-		
Employment	Employment of next of kin shall be made on regular basis instead of contract appointment.			
Education	Free education to all the children for the deceased government employees of ANF up to post-graduation and all expenses in this context shall be borne by the Government.			
Marriage Grant	Marriage grant amounting to Rs. 8 lac on wedding of one daughter may be granted to family of deceased employees of ANF.			
House Building Advance	In case of advance against salaries sanctioned by the AGPR or the provincial AG Office, the unpaid balance to be waived.			
Health	Free Health facilities as per their entitlement during service.			
GP Fund	Only Payable amount of GP Fund shall be paid to the deceased family.			
Special Lump Sum Grant from Benevolent Fund	A special lump sum grant from Benevolent Fund ranging from Rs. 200,000 to Rs. 500,000			
	BPS	Amount		
	1-10	Rs. 200,000/-		
	11-16	Rs. 300,000/-		
	17-19	Rs. 400,000/-		
	20 & above	Rs. 500,000/-		
Monthly Benevolent Grant	S#	Pay Slabs		Grant
		Minimum	Maximum	
	1.	Up to	5,000	8,000
	2.	5,001	5,500	8,300
	3.	5,501	6,000	8,600
	4.	6,001	6,500	8,900
	5.	6,501	7,000	9,200
	6.	7,001	7,500	9,500
	7.	7,501	8,000	9,800
	8.	8,001	8,500	10,100
	9.	8,501	9,000	10,400
	10.	9,001	9,500	10,700
	11.	9,501	11,000	11,200
	12.	11,001	13,000	11,800
	13.	13,001	15,000	12,400
14.	15,001	17,000	13,000	

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	15.	17,001	19,000	13,600
	16.	19,001	21,000	14,200
	17.	21,001	23,000	14,800
	18.	23,001	25,000	15,400
	19.	25,001	27,000	16,000
	20.	27,001	29,000	16,600
	21.	29,001	31,000	17,200
	22.	31,001	33,000	17,800
	23.	33,001	35,000	18,400
	24.	35,001	37,000	19,000
	25.	37,001	39,000	19,600
	26.	39,001 & above		20,200

Prerequisite for facilitation of family of deceased Government employees of ANF.

In case of service death (security related) of a government employee, the following pre-requisites must immediately be fulfilled by the concerned Ministry/Division/Department so that the family of the deceased government employee may be facilitated without any delay:-

- Immediate submission of family pension case.
- Option form for Direct Credit Scheme (online payment of pension)
- Application for Anticipatory Pension (80% of the total pension).

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

- Up to date list of family members of each employee for pension purpose be maintained beforehand.
- Nomination for General Provident Fund must be ensured for each employee in his / her life.

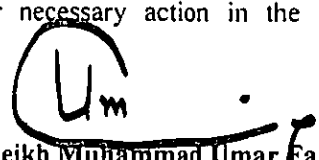
Payment of Pension through Direct Credit Scheme (DCS)

The following steps may be taken by the concerned Ministry/Division/Department for payment of pension through Direct Credit Scheme (DCS) (optional):-

- The Direct Credit Scheme must be made compulsory for all new pensioner (s) / family pensioner w.e.f 01-01-2015.
- The manual both halves would be discontinued w.e.f 01-01-2015 for all new pensioners /family pensioners.
- The historical pensioners must be brought into the stream of DCS phase-wise.

2. The instant package is only applicable to Shuhda of ANF personnel and shall supersede Assistance Package for families of Government employees who die in service up to the extent of "Security Related Deaths" issued vide O.M. No. 8/10/2013-E-2(Pt), dated 4th December 2015.

3. All Ministries/Divisions are requested to take further necessary action in the matter accordingly.


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Distribution

1. All Ministries/Divisions.
2. Directorate General, ANF, Rawalpindi.
3. Accountant General of Pakistan Revenue, Islamabad.
4. Federal Employees Benevolent and Group Insurance Fund, Islamabad.

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