

SENATE OF PAKISTAN



**REPORT OF THE STANDING COMMITTEE ON FINANCE, REVENUE AND
ECONOMIC AFFAIRS**

ON

**THE SUBJECT MATTER OF A RESOLUTION MOVED BY SENATOR ZEESHAN
KHANZADA IN THE SENATE ON 13TH JULY, 2020, RECOMMENDING THE
GOVERNMENT TO INTRODUCE UNIFORM PAY SCALES FOR ALL THE
GOVERNMENT EMPLOYEES WITH PARTICULAR REFERENCE TO THOSE
WORKING IN BPS 1-16**

**PRESENTED BY
SENATOR FAROOQ HAMID NAEK**

SENATE SECRETARIAT

REPORT OF THE STANDING COMMITTEE ON FINANCE, REVENUE AND ECONOMIC AFFAIRS ON THE SUBJECT MATTER OF A RESOLUTION MOVED BY SENATOR ZEESHAN KHANZADA IN THE SENATE ON 13TH JULY, 2020, RECOMMENDING THE GOVERNMENT TO INTRODUCE UNIFORM PAY SCALES FOR ALL THE GOVERNMENT EMPLOYEES WITH PARTICULAR REFERENCE TO THOSE WORKING IN BPS 1-16

The Senate Standing Committee on Finance, Revenue and Economic Affairs have the honour to present, on behalf of Committee, this report on "the subject matter of a Resolution moved by Senator Zeeshan Khanzada in the Senate on 13th July, 2020, recommending the Government to introduce uniform pay scales for all the Government employees with particular reference to those working in BPS 1-16" for consideration and report.

2. The Composition of the Standing Committee is given as under:-

1. Senator Farooq Hamid Naek	Chairman
2. Senator Zeeshan Khanzada	Member
3. Senator Mohsin Aziz	Member
4. Senator Mian Muhammad Ateeq Shaikh	Member
5. Senator Anwar ul Haq Kakar	Member
6. Senator Dilawar Khan	Member
7. Senator Musadik Masood Malik	Member
8. Senator Mushahid Ullah Khan	Member
9. Senator Ayesha Raza Farooq	Member
10. Senator Imam-ud-Din Shouqeen	Member
11. Senator Sherry Rehman	Member
12. Senator Muhammad Akram	Member
13. Senator Muhammad Talha Mahmood	Member
14. Advisor to PM on Finance and Revenue,	Ex-Officio Member

3. The Committee held its meeting on agenda on 29th September, 2020. The meeting of Committee was attended by the following Senators;

1. Senator Farooq Hamid Naek	Chairman
2. Senator Zeeshan Khanzada	Member
3. Senator Dilawar Khan	Member
4. Senator Anwar ul Haq Kakar	Member
5. Senator Mushahid Ullah Khan	Member
6. Senator Musadik Masood Malik	Member
7. Senator Sherry Rehman	Member
8. Senator Kalsoom Parveen	Mover

4. The Committee discussed the agenda on 29th September, 2020. Senator Zeeshan Khanzada inquired about the reason of discrepancies in pay of employees of Provincial and Federal Governments in Pakistan. Joint Secretary (JS) M/o Finance apprised the Committee that uniform pay scale is already in place in the Federal Government. Special Secretary (SS) Finance stated that the difference in salaries is due to extra allowances which are paid differently in different departments of the government. He further added that provincial governments provide some extra allowances therefore the salary of provincial governments' employee is different than the federal government's employees.

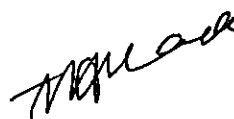
5. Senator Zeeshan Khanzada highlighted the recent Cabinet decision to make uniform pay scale and inquired about status of the same. The Special Secretary M/o Finance stated that the matter under consideration was regarding uniformity of packages. Senator Musadik Masood Malik added that standardization is not possible due to different job requirements. However, he asked the Special Secretary for his views on standardization of pay of employees. The Special Secretary stated that different jobs entail different responsibilities and different working hours. Therefore it would be unjust to standardize the salary of all employees.

6. The Chairman Committee reiterated that the basic question was whether there was uniformity in the pay scale or not and the answer regarding the uniformity of pay scale has been submitted to the Committee. The Committee found the answer satisfactory, therefore, the agenda was disposed of.



(IFFAT MUSTAFA)

Secretary Committee



(SENATOR FAROOQ HAMID NAEK)

Chairman Committee