



**GOVERNMENT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT**

Finance Department Civil Secretariat Peshawar

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NO. FD (SOSR-1) 1-1/2026

Dated Peshawar the: 22nd July, 2026

FROM:

**THE SECRETARY TO GOVT: OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT**

To

1. The Principal Secretary to Governor, Khyber Pakhtunkhwa.
2. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
3. The Additional Chief Secretary (General), HRM & Administration Department, Khyber Pakhtunkhwa.
4. The Additional Chief Secretary, P&D Department, Khyber Pakhtunkhwa.
5. The Additional Chief Secretary, Home & Tribal Affairs Department.
6. The Senior Member, Board of Revenue, Khyber Pakhtunkhwa.
7. All Administrative Secretaries to Govt: of Khyber Pakhtunkhwa.
8. The Chairman, Public Service Commission, Khyber Pakhtunkhwa.
9. The Chairman, Service Tribunal, Khyber Pakhtunkhwa.
10. The Registrar, Peshawar High Court, Peshawar
11. The Secretary, Provincial Assembly, Khyber Pakhtunkhwa
12. All the Divisional Commissioners in Khyber Pakhtunkhwa.
13. All Deputy Commissioners in Khyber Pakhtunkhwa.
14. All District & Sessions Judges in Khyber Pakhtunkhwa.
15. All Heads of Attached Departments in Khyber Pakhtunkhwa.

Subject: - **REVISION OF BASIC PAY SCALES & ALLOWANCES OF PROVINCIAL CIVIL SERVANTS GOVT OF KHYBER PAKHTUNKHWA (2026).**

Dear Sir / Madam

Please refer to the above captioned subject and to state that Provincial Cabinet of Khyber Pakhtunkhwa in Special Budget meeting held on 19/06/2026 has been pleased to approved revision of Basic Pay Scales & Allowances w.e.f. **01st July, 2026**, for the employees of Provincial Government of Khyber Pakhtunkhwa, as per the following details.

PART-I (PAY)

2. Revision of Basic Pay Scales:

The Basic Pay Scales (BPS)-2026 have been introduced by merging Ad-hoc Relief Allowances-2022 and Ad-hoc Relief Allowance-2025. The Basic Pay Scale shall replace the Basic Pay Scales-2022, w.e.f. 01-07-2026 as given at the end of this office letter.



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3. Fixation of Pay of the existing Employees

- i. The Basic Pay of an employee in service on 30-06-2026 shall be fixed in the Basic Pay Scales-2026, on point to point basis i.e. at the stage corresponding to that occupied by him/ her above the minimum Basic Pay Scale 2022;
- ii. In case of Personal Pay being drawn by an employee as part of his/ her Basic Pay beyond the maximum of her/ his pay scale on 30-06-2026, he /she shall continue to draw such pay in the Basic Pay Scale-2026 at the revised rates.

4. Annual Increment

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

PART -II (ALLOWANCES)

5. Ad-hoc Relief Allowance

Upon introduction of new Basic Pay Scale-2026, the following Ad-hoc Relief Allowances granted w.e.f. 01-07-2022 @ 15% and 01-07-2025 @ 10% has been merged in the Basic Pay Scale of 2026 and shall be cease to exist w.e.f. 01-07-2026.

S.No	Name of Adhoc Relief Allowances	Circular letter No. & Dated
01	Adhoc Relief Allowance 2022 (15%) (Admissible on the Basic Pay Scale 2017)	FD/SO(SR-I)1-1/2022 (Adhoc Relief Allowance) dated 14.07.2022
02	Adhoc Relief Allowance 2025 (10%) Admissible on the Basic Pay Scale 2022	FD(SOSR-I)1-1/2025(Adhoc Relief Allowance), dated 08-07-2025

6. Ad-hoc Relief Allowance 2026:

- i. An Ad-hoc Relief Allowance 2026 @ 7% of the running basic pay of Basic Pay Scale 2026, shall be allowed to the civil employees of the Provincial Government of Khyber Pakhtunkhwa including contingent paid staff and contract employees employed against civil posts in Basic Pay Scales on standard terms and conditions of contract appointment w.e.f. 01.07.2026, till further orders;
- ii. The Ad-hoc Relief Allowance will be subject to Income Tax;
- iii. The Ad-hoc Relief Allowance will be admissible during leave and entire period of L.P.R except during extra ordinary leave;
- iv. The Ad-hoc Relief Allowance will not be treated as part of emoluments for the purpose of calculation of Pension/Gratuity and recovery of House Rent;



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- v. The Ad-hoc Relief Allowance will not be admissible to the employees during the tenure of their posting / deputation abroad;
- vi. The Ad-hoc Relief Allowance will be admissible to the employees on their repatriation from posting/deputation abroad at the rate and amount which would have been admissible to them, had they not been posted abroad;
- vii. The Ad-hoc Relief Allowance will be admissible during the period of suspension;
- viii. 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.

7. Special Pay & Allowance:

All the Special Pays, Special Allowances or the Allowances admissible as percentage of pay (excluding those which are capped by fixing maximum limit thereof and those held unfrozen under Finance Department's letters No. FD SO(SR-IV) 3-21/2025, dated 08.07.2025, FD(SOSR-IV) 4-1/2023, dated 11.07.2023, & SO(SR-IV)/FD/1-17/2021, dated 03.02.2023) equal to or more than one month initial / basic pay or more, granted to Provincial Government's Employees, shall stand frozen at the level of its admissibility as on 30.06.2026.

8. Option:

- i. The Department / Office to which an employee belongs and / or whose pay roll he / she is borne shall obtain an irrevocable option in writing from such employees within 30 days commencing from the date of issuance of this circular letter and communicate it to the concerned Accounts Office / D.D.O, as the case may be, either to continue to draw salary in the Scheme of Basic Pay Scale-2022 or in the Scheme of Basic Pay Scale-2026 as specified in this circular.
- ii. 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.

9. 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.

10. Anomalies

An Anomaly Committee shall be set up in the Finance Department at Regulation Wing to resolve the anomalies, if any, arising out in the implementation of Basic Pay Scale 2026.



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11.

EXISTING PAY SCALES-2022 AND REVISED PAY SCALES-

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	11,00	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	261,500
22	122,190	8,710	244,130	14	146,770	10,470	293,350

SD/-

**SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT**



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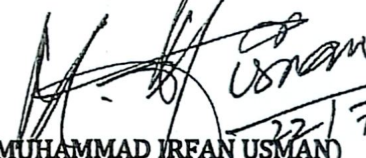
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Endst: NO. FD (SOSR-1) 1-1/2026

Dated Peshawar the 22-07-2026

A Copy for information & necessary action is forwarded to the:

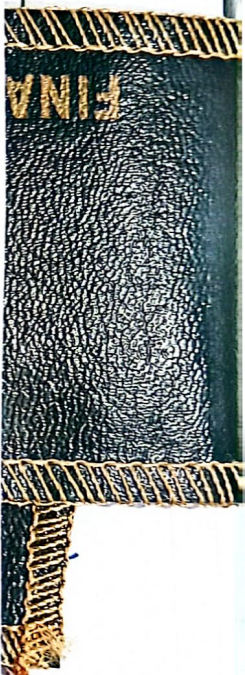
1. Accountant General, Khyber Pakhtunkhwa
2. Secretaries to Government of Punjab, Sindh and Balochistan, Finance Departments.
3. All Heads of Autonomous/Semi Autonomous Bodies in Khyber Pakhtunkhwa.
4. PSO to Chief Secretary, Khyber Pakhtunkhwa.


(MUHAMMAD IRFAN USMAN)
DEPUTY SECRETARY (REGULATION-I)

A copy of the above is for information & necessary action to:-

1. Director Treasuries & Accounts, Khyber Pakhtunkhwa.
2. All the District Comptroller of Accounts in Khyber Pakhtunkhwa.
3. Director Local Fund Audit, Khyber Pakhtunkhwa.
4. Director, FMIU, Finance Department
5. All District Accounts Officers in Khyber Pakhtunkhwa.
6. Manager, Govt. Printing Press, Peshawar.
7. Section Officer (Cabinet) Human Resource Management Department, Khyber Pakhtunkhwa.
8. All Section Officers/Budget Officers in Finance Department, Khyber Pakhtunkhwa.
9. PS to Minister Finance, Khyber Pakhtunkhwa.
10. PS to Secretary, Finance Department Khyber Pakhtunkhwa.
11. PA to Special Secretary (A&R)/Budget, Finance Department Khyber Pakhtunkhwa.
12. PAs to Additional Secretaries/Deputy Secretaries in Finance Department, Khyber Pakhtunkhwa.
13. Master file


(WISAL MUHAMMAD)
SECTION OFFICER (SR-I)
FINANCE DEPARTMENT



2-2610

REVISED PAY SCALES 2026

Old / New	Initial	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Old / New	Initial	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
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