



Dated Quetta, the 08th September, 2020.

NOTIFICATION

NO.S&GAD(B.F)6-1/2020/695-795: In exercise of the powers conferred by Section 17 of the Balochistan Government Employees Benevolent Fund Act, 2018 (Balochistan Act No. XV of 2018), the Government of Balochistan is pleased to make the following Rules, namely:-

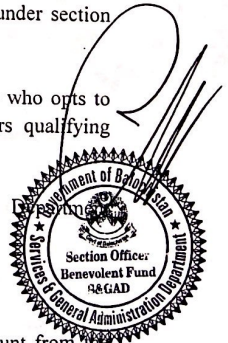
1. Short Title and Commencement. (1) These Rules may be called the Balochistan Government Employees Benevolent Fund (Disbursement) Rules, 2020.

(2) It shall apply to every employee of the Provincial Government wherever he may be.

(3) It shall come into force at once.

2. Definitions:- (1) In these Rules, unless there is anything repugnant in the subject or context:-

- (a) "Act" means the Balochistan Government Employees Benevolent Fund Act, 2018;
- (b) "Assets" mean the assets of the Benevolent Fund acquired or developed through the benevolent fund or granted to the Fund;
- (c) "Assistant Fund Manager" means the Assistant Fund Manager of the Fund Management Unit of Finance Department, established under the Rules of Business of Government of Balochistan, 2012
- (d) "Board" means the Board of Management as set up under section 4 of the Act;
- (e) "Government" means the Government of Balochistan;
- (f) "Provincial Government Employees Benevolent Fund" means the Balochistan Government Employees Benevolent Fund established under section 10 of the Act; and these rules.
- (g) "Retired Government Employee" means and includes an employee who opts to retire after completing 10 years pension-able service or 25 years qualifying service or who has attained the age of superannuation;
- (h) "Department" means the Services and General Administration (S&GAD) Government of Balochistan;
- (i) "Death" means death of employee during the service/employment;
- (j) "Direct Credit System" means a system of online transfer of amount from the bank account of the Benevolent Fund to the bank account of the beneficiary;



- (k) "Family" means,
- (i) in the case of a male employee, the wife or wives, and in the case of female employee the husband of the employee;
 - (ii) parents, sisters and minor brothers, if residing with and wholly dependent upon him or her;
 - (iii) legitimate children and step children less than twelve years old;
 - (iv) legitimate children and step children not less than twelve years old, if residing with and wholly dependent upon him or her;

(l) "Schedule" means schedule appended with these rules;

(m) "Shaheed" means an employee who has been declared Shaheed by the Government of Balochistan, Home & Tribal Affairs Department after an incident of terrorism;

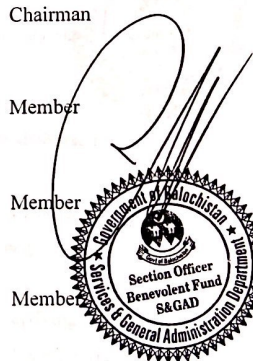
(n) "Funeral Charges" means the funeral charges, as prescribed by these rules; and

(o) "Maintenance Allowance" means Maintenance Allowance as prescribed by these rules.

(2) Terms and expressions used but not defined in these rules shall have the same meaning as defined in the Act or any other Rules framed under the Act.

3. Composition of the Board:- (1) The Board of Management for the Balochistan Government Employees Benevolent Fund is comprising of the following:-

- | | |
|--|-----------|
| 1. Secretary,
Government of Balochistan,
Services and General Administration Department, Quetta. | Chairman |
| 2. Secretary,
Government of Balochistan,
Finance Department, Quetta. | Member |
| 3. Secretary,
Government of Balochistan,
Law and Parliamentary Affairs Department, Quetta. | Member |
| 4. Secretary,
Government of Balochistan,
Secondary Education Department, Quetta. | Member |
| 5. Additional Secretary (Admn.),
Services and General Administration Department, Quetta. | Member |
| 6. Deputy Secretary (Admn.),
Services and General Administration Department, Quetta. | Member |
| 7. President, Balochistan Officers Welfare Association (B-16 & above) | Member |
| 8. President, Civil Secretariat Staff Association (B-1 to B-15) | Member |
| 9. Section Officer (Benevolent Fund),
Services and General Administration Department, Quetta. | Secretary |



(2) In case of absence of a Secretary of a department, an officer not below the rank of Deputy Secretary (BPS-18) shall represent the Department.

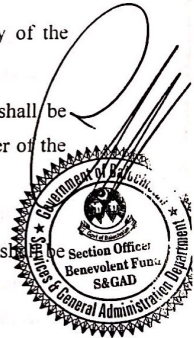
4. **Function and powers of the Board.** The Board shall have the following powers: -

- (a) to settle claims for Lump Sum Payment under the Act and all matters connected with such claims;
- (b) to sanction grant from the Benevolent Fund to the employees or their families in accordance with the provisions of the Act and the rules made there under;
- (c) to do or cause to be done all acts and things necessary for the proper administration and management of the moneys or properties in the Benevolent Fund;
- (d) to sanction expenditure connected with the administration and management of the Benevolent Fund;
- (e) to make arrangement for the Lump Sum Payment to the employees to give effect to the provisions of the Act;
- (f) to invest moneys held in the Benevolent Fund in profitable ventures;
- (g) to appoint or employ such persons as it considers necessary for the efficient performance of its operations on such terms and conditions as may be prescribed by the rules; *and*
- (h) to do or cause to be done all things ancillary or incidental to any of the aforesaid powers or to the purposes of the Benevolent Fund.

5. **Duties of the Secretary:-** (1) All decisions of the meetings of the Board shall be recorded in writing in the form of minutes of the meeting, to be signed by each member of the Board, and be maintained by the Secretary.

(2) Subject to the general control and supervision of the Board, the Secretary shall be responsible for:-

- (a) compilation and maintenance of assets and liabilities of the Fund;
- (b) maintenance of records of amount deducted and subsequently disbursed to the Fund Management of the Finance Department;
- (c) preparation and presentation of budget of the Fund for each financial year to the Board; in consultation with the Assistant Fund Manager of the Finance Department.
- (d) receiving of application forms from the pensioners, verifying the documents and compiling employee and scale wise lists of beneficiaries for presentation to the Board for approval;
- (e) ensuring that the admissible amount payable to the employees or their families have been transferred to their accounts accordingly;
- (f) annual review of the amount of monthly contribution from the employees and amount of disbursement at the time of retirement or death in consultation with the Fund Management Unit;
- (g) preparation of annual accounts including details of investments, assets and liabilities, getting it audited and its presentation to the Board in liaison



- (h) preparation of a control check list for the documents required from the pensioners or their families for submitting application for withdrawal of Benevolent Fund amount;
- (i) develop a data base of the pensioners who have been paid the amount of Benevolent Fund;
- (j) preparation of the agenda and all matters ancillary to the meetings of the Board; *and*
- (k) the performance of such other functions as may be assigned to him by the Board/Chairman.

6. Payment of Subscriptions by Employees:- (1) Where the amount of subscription to the Benevolent Fund cannot, for any reason, be deducted from the pay of an employee, the employee shall:-

- (a) in case he is serving abroad, remit the amount to the Benevolent Fund through cross cheque/online in favour of Balochistan Benevolent Fund Account maintained in a scheduled Bank;
- (b) any amount of subscription to the Benevolent Fund remaining unpaid due to inadvertence or negligence of the employee or otherwise shall upon a direction in writing of the Board, be deducted by the Accountant General Office/Treasury/District Accounts Officer from the salary of such employee; *and*
- (c) where the Board, as the case may be, upon a request being made in writing by the employee finds that deduction of the amounts (as per Schedule-I) remaining unpaid will result in any hardship to the employee, the amount may be deducted in such number of installments, not exceeding eight, as the Board may decide.

(2) An amount, at the rate provided in Schedule-I, shall be deducted from the Basic Pay of employees on monthly basis, as defined in these rules.

(3) The amount of subscription paid shall at first instance be recovered in the Public Account of Government of Balochistan and shall be forwarded to the Balochistan Employee Benevolent Fund Account by the Accountant General on monthly basis.



7. Payment of Lump Sum Benevolent Fund:- (1) At the time of retirement, death or Shahadat of an employee, the Benevolent Fund shall be paid to the employee on the last substantive pay scale at the time of retirement or death including death due to Shahadat according to the rates specified in Schedule-II to these rules according to an average service period of thirty years,

Provided that, if a person earlier demises before reaching superannuation period and is not declared Shaheed, he shall be paid the amount in proportion to the period he would have served if he had reached the superannuation period;

Provided further that an employee, who is deceased during service and is declared Shaheed, full amount of return shall be paid to his family irrespective of the years he had served in service.

Explanation:- the rates provided in Schedule-II are based on a thirty years' service period, that is, if the total number of years served by an employee are less than or more than thirty years, he/she shall be paid proportionate amount of the admissible amount of return as calculated.

(2) All the payments shall be made through direct credit system, preferably in the pension account of the pensioners or to their families.

8. Submission of Application for Lump-sum Payment from Benevolent Fund:- In case of retirement, death or Shahadat of an employee, the head of the Administrative Department of such employee shall forward the case to the Board through Secretary to the Board for payment of the amount assured in accordance with the rules.

9. Payment of Lump-Sum Amount:- The Board shall approve a lump-sum amount as specified in the Schedule "II" to the employee on his retirement, death or Shahadat during service, on an application submitted through his Administrative Department.

10. Grant of Monthly Maintenance Allowance to the Widows of Deceased including Shaheed Employees:- (1) Monthly Maintenance Allowance shall be granted to the widow of an employee deceased or Shaheed during service, till the widow is alive or remarried, on an application submitted through the Administrative Department concerned.

(2) The Widows of deceased / Shaheed employees shall be paid a monthly maintenance allowance according to the rates provided in Schedule-IV to these rules:

Provided that, the monthly maintenance allowance shall be paid through direct credit system only.

11. Order for payment of the sum assured in case of deceased shall be issued in favour of the recipient of the pension or the nominees as the case may be. If no objection is received to the Board within 30 days of receipt of such orders, the Board shall make payment to the recipient of pension of the deceased.

12. Funeral Charges:- A sum not exceeding to Rs. 20,000/- to a Government employee from BPS-1 to BPS-15 on death of himself/herself as well as a family member of his/her family.



Payment of Lump Sum amount to already Retired Employees:- (1) The pensioners of the Balochistan Government shall be paid a lump sum amount according to the rate of disbursement as provided in Schedule-III to these rules, from the year the deduction of contribution against Benevolent Fund from the salaries of the employees was made mandatory.

(2) The Fund Manager shall devise a plan of payment, according to the available balances on the Fund and expected future contributions in to it, and get it approved from the Board.

(3) The payment plan shall include the time line for payment, documents required in accepting application for disbursing the Benevolent Fund amount and the method of payment to the pensioners.

14. Budget of the Benevolent Fund:- The Secretary of Board, in consultation with the Assistant Fund Manager shall prepare annual budget estimates for the expected disbursement during a financial year, the expected return on investments and operational costs of the fund during the year, and present the budget to the Board for review and approval.

15. Investments:- (1) The Assistant Fund Manager shall be responsible for the management of the investments of the Benevolent Fund with due diligence and care and shall carry out appropriate risk assessments before making any investments.

(2) Any investments shall be made with the approval of the Benevolent Fund Investment Committee, presented to it in form of proposals and risk assessments. The decisions of the committee shall be written in form of minutes duly approved by the Committee.

(3) The Fund Management Unit shall develop an investment policy which shall be approved by the Investment Committee and subsequently presented to the Board for approval. The investment policy shall emphasize on investing in a portfolio of investments and shall provide for risk management and risk mitigation policies and procedures, accounting and auditing procedures, criteria of investments and intervals of holding of meetings of the Committee.

(4) The Investment Committee shall consist of the following;

- (i) Secretary to the Government of Balochistan
Services and General Administration Department
Quetta
- (ii) Secretary to the Government of Balochistan
Finance Department; Quetta
- (iii) Additional Secretary,
Services and General Administration Balochistan
Quetta

Chairman

Member

Member



(iv)	Additional Secretary (Resources/Fund), Finance Department, Government of Balochistan Quetta	Member
(v)	Deputy Secretary (Admn:), Services and General Administration Balochistan Quetta	Member
(vi)	Assistant Fund Manager, Finance Department, Government of Balochistan Quetta	Member
(vii)	Section Officer (B.F) Services and General Administration Department Quetta	Secretary

16. Repeal:- The Balochistan Government Employees Benevolent Fund, (Disbursement) Part-I Rules, 1982 and the Balochistan Government Employees Benevolent Fund, (Disbursement) Part-II Rules, 1982 are hereby repealed.

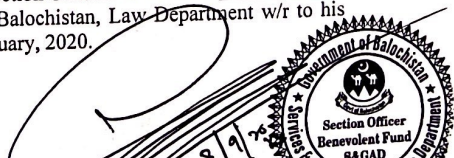
**SECRETARY, S&GAD/
CHAIRMAN OF THE BOARD**

To,
The Chief Controller,
Government Printing and Stationery Department,
Balochistan, Quetta.

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Copy forwarded for information to: -

1. Additional Chief Secretary (Dev:) P&D Department, Government of Balochistan, Quetta
2. The Principal Secretary to Governor Balochistan, Quetta.
3. The Principal Secretary to Chief Minister Balochistan, Quetta.
4. The Senior Member Board of Revenue Balochistan, Quetta.
5. All the Administrative Secretaries, Government of Balochistan, Quetta.
6. The Chairman, Chief Minister Inspection Team, Quetta
7. The Chairman, Balochistan Public Service Commission, Quetta.
8. The Registrar High Court of Balochistan, Quetta.
9. The Accountant General Balochistan, Quetta.
10. The Secretary, Provincial Ombudsman (Mohtasib) Balochistan, Quetta.
11. The Secretary, Provincial Assembly Balochistan, Quetta.
12. The Additional Secretary to Chief Secretary Balochistan Quetta.
13. The Director General, Public Relations Balochistan, Quetta with the request to please publish in the local leading newspapers as a news item.
14. All the Heads of Attached Departments in Balochistan, Quetta.
15. All the Commissioners in Balochistan _____.
16. All the Deputy Commissioners in Balochistan _____.
17. All the Deputy Secretaries/Under Secretaries and Section Officers in S&GAD _____.
18. The Additional Secretary (Legis), Government of Balochistan, Law Department w/r to his letter No. Legis: 4-208/Law/2019/545 dated 29th January, 2020.
19. PS to Chief Secretary, Balochistan, Quetta.
20. PS to Secretary S&GAD, Quetta.
21. Master File.



Schedules
(see rule 2(I))

Schedule I
(see rule 6)
Rate of Contribution from the Employees

An amount at the rate of 10% per month on the initial basic pay in each pay scale of an employee shall be deducted every month.

Schedule II
(see rule 7)
Substantive Scale Wise Amount of Lump Sum Payment to the Retiring Employees

Scale	Proposed Amount of Return
1	450,000
2	460,000
3	480,000
4	500,000
5	530,000
6	550,000
7	570,000
8	600,000
9	620,000
10	650,000
11	680,000
12	720,000
13	760,000
14	810,000
15	870,000
16	970,000
17	1,550,000
18	1,850,000
19	2,320,000
20	2,570,000
21	2,810,000
22	3,060,000



SCHEDULE II

YEAR FIRST PROPOSED RATE OF RETURN FOR THE PENSIONERS SINCE 1987 TO 19TH NOVEMBER, 2018

Scale	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
1	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
2	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
3	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
4	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
5	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
6	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
7	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
8	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
9	6,000	11,000	16,000	20,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
10	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
11	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
12	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
13	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
14	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
15	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
16	6,000	11,000	16,000	21,000	26,000	31,000	36,000	40,000	44,000	48,000	52,000	56,000	60,000	63,000	66,000	69,000
17	11,000	22,000	33,000	43,000	53,000	62,000	71,000	80,000	89,000	97,000	105,000	112,000	120,000	126,000	133,000	139,000
18	11,000	22,000	33,000	43,000	53,000	62,000	71,000	80,000	89,000	97,000	105,000	112,000	120,000	126,000	133,000	139,000
19	11,000	22,000	33,000	43,000	53,000	62,000	71,000	80,000	89,000	97,000	105,000	112,000	120,000	126,000	133,000	139,000
20	11,000	22,000	33,000	43,000	53,000	62,000	71,000	80,000	89,000	97,000	105,000	112,000	120,000	126,000	133,000	139,000
21	11,000	22,000	33,000	43,000	53,000	62,000	71,000	80,000	89,000	97,000	105,000	112,000	120,000	126,000	133,000	139,000
22	11,000	22,000	33,000	43,000	53,000	62,000	71,000	80,000	89,000	97,000	105,000	112,000	120,000	126,000	133,000	139,000
Scale	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	upto 19/11/2018
1	73,000	75,000	78,000	84,000	90,000	96,000	103,000	109,000	114,000	122,000	132,000	144,000	154,000	165,000	175,000	183,000
2	73,000	75,000	78,000	84,000	90,000	96,000	103,000	110,000	115,000	124,000	135,000	147,000	158,000	169,000	179,000	188,000
3	73,000	75,000	78,000	85,000	91,000	98,000	106,000	112,000	118,000	127,000	139,000	153,000	164,000	176,000	188,000	197,000
4	73,000	75,000	78,000	85,000	92,000	99,000	107,000	115,000	122,000	131,000	144,000	159,000	171,000	184,000	196,000	206,000
5	73,000	75,000	78,000	86,000	93,000	101,000	110,000	118,000	125,000	135,000	149,000	165,000	178,000	192,000	205,000	216,000
6	73,000	75,000	78,000	86,000	94,000	102,000	111,000	120,000	127,000	139,000	153,000	170,000	184,000	199,000	213,000	225,000
7	73,000	75,000	78,000	87,000	95,000	104,000	114,000	123,000	130,000	142,000	158,000	176,000	191,000	207,000	222,000	234,000
8	73,000	75,000	78,000	87,000	96,000	105,000	116,000	125,000	134,000	146,000	163,000	182,000	198,000	215,000	231,000	244,000
9	73,000	75,000	78,000	88,000	97,000	107,000	118,000	128,000	137,000	151,000	168,000	188,000	205,000	223,000	240,000	254,000
10	73,000	75,000	78,000	89,000	99,000	109,000	121,000	132,000	142,000	156,000	175,000	196,000	215,000	234,000	251,000	266,000
11	73,000	75,000	78,000	90,000	100,000	111,000	124,000	135,000	146,000	161,000	181,000	203,000	223,000	243,000	262,000	278,000
12	73,000	75,000	78,000	91,000	102,000	114,000	128,000	141,000	152,000	168,000	189,000	214,000	235,000	256,000	277,000	294,000
13	73,000	75,000	78,000	92,000	104,000	117,000	132,000	146,000	158,000	175,000	199,000	225,000	248,000	271,000	294,000	312,000
14	73,000	75,000	78,000	93,000	106,000	121,000	137,000	152,000	165,000	184,000	209,000	238,000	263,000	288,000	313,000	333,000
15	73,000	75,000	78,000	94,000	109,000	125,000	142,000	158,000	173,000	194,000	222,000	254,000	281,000	309,000	336,000	358,000
16	73,000	75,000	78,000	96,000	113,000	131,000	151,000	169,000	185,000	210,000	242,000	280,000	311,000	344,000	375,000	400,000
17	145,000	150,000	155,000	180,000	202,000	226,000	252,000	276,000	297,000	329,000	370,000	417,000	457,000	499,000	538,000	571,000
18	145,000	150,000	155,000	187,000	215,000	246,000	280,000	310,000	338,000	371,000	429,000	488,000	538,000	590,000	640,000	681,000
19	145,000	150,000	155,000	197,000	235,000	275,000	320,000	361,000	397,000	450,000	519,000	599,000	665,000	736,000	802,000	857,000
20	145,000	150,000	155,000	203,000	249,000	294,000	345,000	392,000	435,000	493,000	570,000	659,000	734,000	812,000	886,000	948,000
21	145,000	150,000	155,000	209,000	257,000	309,000	367,000	419,000	466,000	531,000	617,000	715,000	798,000	885,000	967,000	1,036,000
22	145,000	150,000	155,000	214,000	267,000	325,000	388,000	446,000	498,000	569,000	664,000	773,000	865,000	961,000	1,052,000	1,128,000



Schedule IV
[see rule 10(2)]
Scale Wise Monthly Maintenance Allowance

Government Servant Basic Pay Scale	Rate of Monthly Maintenance Allowance for the Widows of Deceased Pensioners
1. BPS-1 to BPS-10	Rs. 5,000/- per month
2. BPS-11 to BPS-15	Rs. 7,000/- per month
3. BPS-16 and BPS-17	Rs. 9,000/- per month
4. BPS-18 and BPS-19	Rs. 11,000/- per month
5. BPS-20 and above	Rs. 13,000/- per month

