

Revision of Assistance Package for Families of Government Employees Who Die in Service

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Notification Details

Government Revises Assistance Package for Families of Employees Who Die in Service The Government of Pakistan, Cabinet Secretariat, Establishment Division has issued an Office Memorandum regarding the Revision of Assistance Package for Families of Government Employees Who Die in Service. The memorandum is dated 8 September 2026 and bears No. 8/5/2019-E-2. The revised Assistance Package has been approved with effect from 28 August 2026 for government employees who die in service. Revised Assistance Package The revised package covers both in-service deaths and security-related deaths. 1. Lump Sum Grant For ordinary in-service deaths: Basic Pay Scale Amount BS 1–4Rs. 600,000 BS 5–10Rs. 900,000 BS 11–15Rs. 1,200,000 BS 16–17Rs. 1,500,000 BS 18–19Rs. 2,400,000 BS 20 & aboveRs. 3,000,000 For security-related deaths, the memorandum provides separate lump-sum grants based on BPS. It also provides a separate grant where death occurs while performing official duty subject to departmental inquiry. 2. Disability For security-related cases, the package provides: Permanent disability: Rs. 3,000,000 Temporary disability: Rs. 1,000,000 Serious injury: Rs. 200,000 Minor injury: Rs. 100,000 The document specifies that these provisions apply in the circumstances described in the memorandum. 3. Salary For security-related deaths, the family of the Shaheed is entitled to full pay and allowances till superannuation, with increments and applicable benefits as revised by the Government from time to time. The memorandum notes that this benefit is not admissible in accident cases. 4. Pension For in-service deaths, 100% pension is payable to the families of deceased government servants according to their length of service and last pay drawn. Where service is less than 10 years, the rate applicable to a minimum of 10 years' service applies. For security-related deaths, the family is entitled to full pension after superannuation according to the applicable pension rules. 5. Accommodation The family may retain Government accommodation/hired house until the age of superannuation or for a minimum period of five years, whichever is later, subject to the conditions specified in the memorandum. Where accommodation was not available or rented at the time of death, the family may receive house rent allowance/ceiling according to the applicable entitlement for the specified period. 6. Education Free education is provided to the children of deceased government employees up to graduation in public/government educational institutions, including specified expenses such as tuition fee, books and living allowance. For security-related deaths, the package provides free education up to post-graduation, with relevant expenses borne by the Government. 7. Allotment of Plot / House Funding For certain in-service cases, a lump-sum grant may be paid in lieu of a plot subject to the conditions specified. For security-related deaths, funding for purchase of a house is provided according to BPS and minimum house area: BPS Minimum House Area Amount 1–105 MarlaRs. 13.5 million 11–157 MarlaRs. 17.5 million 16–1710 MarlaRs. 25

million18–1912 MarlaRs. 30 million20 & above20 MarlaRs. 50 million The memorandum also specifies a lump-sum grant in lieu of a previously allotted plot, according to BPS. 8. Transport / Cash Payment For security-related cases, families of Shaheed employees from BS-18 and above may be provided a car or equivalent amount according to the provisions stated in the memorandum. 9. Maintenance of House / Transport Allowance The family of a Shaheed is entitled to a monthly maintenance/transport allowance according to BPS: BPSMonthly Amount1–10Rs. 20,00011–15Rs. 35,00016–17Rs. 50,00018–19Rs. 75,00020 & aboveRs. 100,000 10. Employment The package provides employment provisions for the widow/widower/son/daughter of a deceased employee in the specified BPS-01 to BPS-15 category, on a regular basis without advertisement, subject to the conditions prescribed in the memorandum. 11. Marriage Grant A marriage grant of Rs. 8 lakh may be provided for the wedding of one daughter of the family of a deceased government employee, subject to the applicable provisions. 12. Health Facilities Free health facilities are provided according to the entitlement applicable during service. 13. Advances / Loans In the specified cases, the unpaid balance of advances sanctioned against salary may be waived, including: House Building Advance Motorcar Advance Motorcycle Advance The applicable conditions are set out in the memorandum. 14. GP Fund Only the payable amount of GP Fund is to be paid to the deceased family according to the applicable rules. 15. Sum Assured from Benevolent Fund Payment on account of Sum Assured is made to the family of the deceased government employee by FEB&GIF according to the applicable rules/rates. 16. Special Lump Sum Grant from Benevolent Fund For security-related deaths, a Special Lump Sum Grant is payable to the family of the Shaheed according to BPS: BPSAmount1–10Rs. 200,00011–16Rs. 300,00017–19Rs. 400,00020 & aboveRs. 500,000 17. Monthly Benevolent Grant Monthly benevolent grant is payable to the family of the deceased employee by FEB&GIF according to the applicable rules/rates. 18. Additional Monthly Benevolent Grant For security-related deaths, an additional monthly benevolent grant is payable to the family of the Shaheed according to the applicable rules/rates. 19. Nomination of Counsel An officer of BS-17 or BS-18 may be nominated by each Ministry/Division/Department as counsel responsible for finalization/provision of facilities under the package to families of government employees who die in service within one month of the incident. The memorandum also directs Ministries/Divisions/Departments to maintain an updated list of family members for pension purposes and ensure nomination for the General Provident Fund during the employee's lifetime. Security-Related Death The memorandum explains that a death of a government employee is considered a security-related death where it occurs due to an immediate and direct consequence of terrorism, militancy, violent resistance, targeted attack or hostile action arising from, connected with, or attributable to the discharge of official duties. An incident not attributable to an act of violence or threat arising from the performance of official duties is not considered a security-related death. Applicability The revised package, covering both in-service and security-related deaths, applies mutatis-mutandis to all regular federal government employees who die in service on or after the date of its issuance and supersedes the previous Assistance/Shuhada Package(s) issued by the Division.