



THE FEDERAL EMPLOYEES BENEVOLENT FUND AND GROUP INSURANCE ACT, 1969



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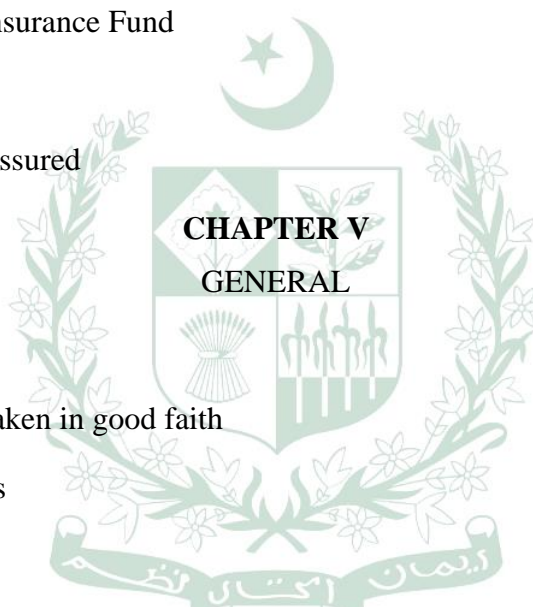
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FIRST SCHEDULE

See sections 12(1) and 13

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See sections 12(1) and 13

THIRD SCHEDULE [Omitted]

THE FEDERAL EMPLOYEES BENEVOLENT FUND AND GROUP INSURANCE ACT, 1969

¹ACT NO. II OF 1969

[3rd February, 1969]

An Act to establish a benevolent fund for the common benefit of the employees of the ²[Federal Government] and certain autonomous bodies and to provide for their group insurance.

WHEREAS it is expedient to establish a benevolent fund for the common benefit of the employees of the ²[Federal Government] and certain autonomous bodies and to provide for their group insurance;

It is hereby enacted as follows :—

CHAPTER I

PRELIMINARY

1. Short title, extent and commencement.— (1) This Act may be called the ³[Federal Employees Benevolent Fund and Group Insurance Act, 1969].

(2) It extends to the whole of Pakistan and applies to every employee wherever he may be.

(3) It shall come into force on such date ⁴as the ²[Federal Government] may, by notification in the official Gazette, appoint ; and different dates may be appointed in respect of different provisions of this Act or for different classes or categories of employees.

2. Definitions. In this Act, unless there is anything repugnant in the subject or context,

(1) “Article” means an Article of the Constitution;

(2) “Benevolent Fund” means the ³[Federal Employees Benevolent Fund] established under section 11;

(3) “Board” means the Board of Trustees set up under section 4 ;

⁵[(4) “employee” means,—

- (a) any person who is a member of an All-Pakistan service or of a civil service of the Federation, or who holds a civil post in connection with the affairs of the Federation;
- (b) any person appointed to the secretarial staff of the National Assembly or of the Senate whose terms and conditions of service are governed by rules or law made under Article 87 ;

¹For Statement of Objects and Reasons see Gaz. of P. 1968 Ext., (Dacca) p.13.

²Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act., 1975 (25 of 1975) s. 2, for “Central Government”.

³Subs. *ibid.*, s. 3, for “Central Employees Benevolent Fund and Group Insurance Act, 1969”.

⁴3rd April, 1969 see Gaz. of P. 1969, Ext., p.215.

⁵Subs. by the Act 25 of 1975 s. 4 for clause (4).

- (c) any officer or servant of the Supreme Court whose terms and conditions of employment are governed by rules made under Article 208 ;[or]¹

¹[(d)* the contract, *ad-hoc* and contingent paid employees;]

- (d) any officer or servant employed in connection with the functions of the Chief Election Commissioner or an Election Commission whose terms and conditions of employment are governed by rules or law made under Article 221.

- (e) any officer or servant of such body corporate, institution, organization or autonomous body, as the Federal Government may, by notification in the official Gazette, specify;

and includes any such person, officer, servant or member of the staff who is—

- (i) on deputation elsewhere or on foreign service within the meanings of the Fundamental Rules,
- (ii) undergoing study or training in or outside Pakistan,
- (iii) on leave, or
- (iv) under orders of suspension,

but does not include any person who:—

- (a) is an employee of the Railways; or
- (b) has attained the age of sixty years; or
- (c) is an officer or servant of a Provincial Government on deputation to the Federal Government;

(5) “family” means,—

- (a) in the case of a male employee, the wife or wives, and in the case of a female employee the husband of the employee; ¹[*]

¹[(b) the natural sons upto the age of twenty-one years, provided they are not handicapped or mentally retarded; and

- (c) parents, minor brothers, unmarried, divorced or widowed daughters and sisters of the employee wholly dependent upon him.]

(6) “Insurance Fund” means the ²[Federal Employees Insurance Fund] established under section 17;

³[(7) “pay” includes emoluments which reckon for pension and the pay an employee would have drawn but for his deputation, suspension or leave;]

¹Added, omitted and sub. by Act IV of 2005, s. 2. (w.e.f. 1-12-2003).

*Appeared as such in Gazette copy of Act IV of 2005, s. 2 (1) (ii). (Inserted of clause cc or ca)

²Subs. by Central Employees Benevolent Fund and Group Insurance (Amdt.) Act, 1975 (XXV of 1975), s.4, for “Central Employees Insurance Fund”.

³Subs. by the Federal Employees Benevolent Fund and Group Insurance (Amdt.) Act 1989 (I of 1989), s. 2 for cl. (7). (w.e.f. 16-1-1989).

(8) “prescribed” means prescribed by rules;

(9) “rules” means rules made under this Act.

3. This Act and rules to override other laws, but not to affect retirement benefits etc. The provisions of this Act and the rules shall have effect notwithstanding anything contained in any other law, rule, order, notification, contract or other document or instrument; but nothing herein contained shall affect the right to receive any pension, provident fund, gratuity or other benefits accruing to the employee on his retirement or invalidation or to his family upon his death, otherwise than under this Act.

CHAPTER II

BOARD OF TRUSTEES

4. Board of Trustees.— (1) There shall be set up a board to be known as the Board of Trustees of the ¹[Federal Employees Benevolent and Insurance Funds] which shall consist of the following, namely :—

- (a) Secretary to the ²[Federal Government] in the Establishment Division, who shall be the Chairman of the Board;
- (b) an officer not below the rank of Joint Secretary concerned with the welfare of the employees of the ²[Federal Government] appointed by the ³[Federal Government] by notification in the official Gazette, to be a member of the Board;
- (c) five persons from amongst the employees whom the ³[Federal Government] may, by notification in the official Gazette, appoint to be the members of the Board:

Provided that at least one such member shall be from amongst the officers of the Ministry of Finance and one from amongst the officers of the ⁴[Overseas Pakistanis and Human Resource Development Division] [;]⁵

- (d) ⁶[The Managing Director of the Board, who shall be the *ex-officio* member of the Board.]

(2) The members appointed by the ⁷[Federal Government] shall hold office during ⁸[its] pleasure.

¹Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act 1975 (XXV of 1975), s. 5, for “Central Employees Benevolent Fund and Insurance Fund”.

²Subs. *ibid.*, s. 2 for “Central Government”.

³Subs. by Act I of 1989, s. 3, for “President” (w.e.f. 16-1-89)

⁴Subs. by Act IX of 2015.

⁵Subs. by Act I of 1989, s. 3, for full-stop. (w.e.f. 16-1-89).

⁶Added by the Federal Employees Benevolent Fund and Group Insurance (Amdt.) Act. 1989, (I of 1989.) s. 3, (w.e.f. 16-1-1989).

⁷Subs. *ibid.*,

⁸Subs. *ibid.*, for “his”

5. Board to be body corporate. The Board shall be a body corporate having perpetual succession and a common seal with power, subject to the provisions of this Act, to acquire, hold and dispose of property both movable and immovable and shall by the aforesaid name sue or be sued.

6. Head Office. The head office of the Board shall be at Islamabad or at such other place as the ¹[Federal Government] may, by notification in the official Gazette, appoint.

7. Powers of the Board. The Board shall have power,—

- (a) to settle claims for benevolent grants and sums assured under this 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 this Act and the rules ;
- (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 and the Insurance Fund;
- (d) to sanction expenditure connected with the administration and management of the Benevolent Fund and the Insurance Fund;
- (e) to make arrangement for the insurance of the life of the employees to give effect to the provisions of this Act;
- (f) to invest moneys held in the Benevolent Fund in Government securities and units of Investment Corporation of Pakistan or National Investment Trust, in the construction of buildings for purposes of raising rent income, and in other profitable ventures the plans whereof having been previously approved by the ¹[Federal Government] ;
- (g) to set up regional boards and invest them with the administrative and financial powers to deal with such matters as may be assigned to them by the Board;
- (h) to appoint or employ such persons ²* * * as it considers necessary for the efficient performance of its operations on such terms and conditions as it may, subject to rules, determine ;
- (i) 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 and the Insurance Fund.

8. Meetings of the Board.— (1) The Meetings of the Board shall be held at such times and places as may be prescribed, but the Chairman may convene the meetings of the Board at any other time and place.

(2) To constitute a quorum at a meeting of the Board, the number of members present shall be three.

(3) Each member of the Board shall have one vote and in the event of equality of votes the Chairman shall have a second and casting vote.

¹Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act, 1975 (25 of 1975) s. 2, for “Central Government”.

²Certain words omitted by the Federal Employees Benevolent Fund and Group Insurance (Amdt.) Act, 1989 (I of 1989), s. 4 (w.e.f. 16-1-89).

(4) The meetings of the Board shall be presided over by the Chairman and in the absence of the Chairman by the person elected for the purpose by the members present from amongst themselves.

(5) All orders and decisions of the Board shall be authenticated by the signature of the Chairman or of such other member as may have been authorised by the Board by a resolution.

¹[9. Managing Director of the Board.]— The Federal Government may appoint a Managing Director of the Board on such terms and conditions as it may determine.

(2) The Managing Director of the Board shall be the *ex-officio* Secretary of the Board.]

10. Delegation of Powers. The Board may, for facilitating the discharge of its functions and ensuring efficient operation of the Benevolent Fund and the Insurance Fund, by a resolution published in the official Gazette, delegate to the Secretary, or to the managing director, if any, or any other officer of the Board, subject to such conditions and limitations, if any, as may be specified therein, such of its powers and duties under this Act as it may deem necessary.

CHAPTER III

BENEVOLENT FUND

11. Federal Employees Benevolent Fund.— (1) There shall be established a Fund to be called the ²[Federal Employees Benevolent Fund.]

(2) To the credit of the Benevolent Fund shall be placed—

- (a) all sums paid by the employees as subscriptions to the Benevolent Fund ;
- (b) all grants made by the ³[Federal Government], autonomous bodies, organizations, institutions or other authorities ;
- (c) donations made by private individuals or institutions ;
- (d) all income, profits or interest accruing from the assets belonging to the Benevolent Fund or from investments made out of the moneys of the Fund ;
- (e) loans raised by the Board with the previous approval of the ³[Federal Government.]

(3) The moneys credited to the Benevolent Fund shall be kept in such bank as may be prescribed.

12. Subscriptions to be paid by the employees.— ⁴[(1) Every employee in service—

¹Subs. by the Federal Employees Benevolent Fund and Insurance (Amdt.) Act, 1989 (I of 1989), s. 5, (w.e.f. 16-1-89).

²Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act, 1975 (25 of 1975) s. 5, for “Central Employees Benevolent Fund.”

³Subs. *ibid.*, s. 2, for “Central Government”.

⁴Subs. by Act, XIII of 1996, s. 2 (w.e.f. 4-9-1988).

- (a) before the fourth day of September, 1988, shall be liable to pay to the Benevolent Fund a monthly subscription at the rates specified in column (2) of the First Schedule ; ¹[*]
- (b) on or after the fourth day of September, 1988, shall be liable to pay to the Benevolent Fund a monthly subscription at the rates specified in column (3) of the Second Schedule ; ¹[and]

and, as far as possible, the amount of such subscription shall be deducted at source from the pay of such employee and credited or remitted to the Benevolent Fund.]

- ¹[(c) on or after the first day of December 2003, shall be liable to pay to the Benevolent Fund a monthly subscription at the rates] ²[as may be prescribed;]

(2) Where the amount of subscription cannot for any reason be deducted from the pay of the employee, the employee shall remit to such officer as may be prescribed for the purpose the sum of subscription payable by him and any amount of subscription remaining unpaid due to inadvertence or negligence of the employee or otherwise shall be recoverable from him in such manner as may be prescribed.

(3) Default in the payment of the subscription either for the reason that the pay of the employee was not drawn or due to his inadvertence, negligence or fault or any other reasons whatsoever shall not affect his right or the right of his family to receive the benevolent grant provided for in section 13, but the amount of unpaid subscriptions may be deducted from the benevolent grant.

³**[13. Benevolent grants to be paid from the Benevolent Fund.—** (1) Where, prior to the fourth day of September, 1988, an employee—

- (a) was declared by the prescribed medical authority to have been completely incapacitated physically or mentally to discharge the duties of his employment and for that reason was retired or removed from service ; or
- (b) had died during the continuance of his employment or dies after retirement before attaining the age of sixty-five years.

he or, in the event of his death, his family shall be entitled to receive benevolent grant from the Benevolent Fund according to the rates specified in column (3) of the First Schedule, for a period of fifteen years or upto the date on which the employee attains or might have attained if he were alive, the age of sixty-five years, whichever is earlier:

Provided that in the case of an employee who dies after having drawn benevolent grant under this sub-section, the said period of fifteen years shall be reckoned from the date from which he became eligible to the grant.

(2) Where, on or after the fourth day of September, 1988, an employee is declared by the prescribed medical authority to have been completely incapacitated physically or mentally to discharge the duties of his employment and for that reason is retired or removed from service, he shall be entitled

¹Omitted, added and ins by Act, IV of 05, s. 3 (w.e.f. 1-12-2003).

²Subs. by Act XX of 2010, s. 2 (w.e.f. 01.07.2009)

³Subs. by Act XIII of 1996, s.3 (w.e.f 04-09-1988).

to receive for life such benevolent grant from the Benevolent Fund as specified in column (4) of the Second Schedule; or where the employee dies during the continuance of his employment, or during retirement before attaining the age of seventy years, his spouse shall be entitled to receive for life such benevolent grant from the Benevolent Fund as specified in column (4) of the Second Schedule:

Provided that, if the deceased employee has no spouse or the spouse dies, other members of his family shall be entitled to receive benevolent grant from Benevolent Fund as prescribed for a period of fifteen years or upto the date the deceased employee would have attained the age of seventy years, whichever is earlier:

Provided further that the said period of fifteen years shall be reckoned from the date from which the deceased employee or, as the case may be, the spouse became eligible for such grant.]

¹[(3) Where, on or after the first day of December 2003, an employee is declared by the prescribed medical authority to have been completely incapacitated physically or mentally to discharge the duties of his employment and for that reason is retired or removed from service, he shall be entitled to receive for life such benevolent grant from the Benevolent Fund as ²[may be prescribed]; or where the employee dies during the continuance of his employment, or during retirement ³* * *, his spouse shall be entitled to receive for life such benevolent grant from the Benevolent Fund as ²[may be prescribed]

Provided that, if the deceased employee has no spouse or the spouse dies, other members of his family shall be entitled to receive benevolent grant from Benevolent Fund as prescribed for a period of fifteen years ³* * *.

Provided further that the said period of fifteen years shall be reckoned from the date from which the deceased employee or, as the case may be, the spouse became eligible for such grant.

(4) The beneficiaries whose grant period has not expired on 30th day of November, 2003 shall be entitled to an increase equal to twenty percent of the grant sanctioned under the rules with effect from the first day of December, 2003, for the remaining period of the grant.]

⁴[(5) Where, on or after the ⁵[15th day of June, 2013], an employee died or dies in a security related incident during his employment, his spouse shall be entitled to receive for life such additional monthly benevolent grant from the benevolent fund as may be prescribed:

Provided that,—

- (a) If the deceased employee has no spouse or the spouse dies, other members of his family shall be entitled to receive the benevolent grant for period of fifteen years;
- (b) the period of fifteen years under clause (a) shall be reckoned from the date from which the heirs of deceased employee or, as the case may be, the spouse became eligible for such grant; and

¹Added by Act IV of 2005, s. 4 (w. e. f. 1-12-2003).

²Subs. Act XX of 2010, s. 3. (w. e. f. 01-07-2009).

³Omitted by Act VIII of 2015, s.2.

⁴Added by Act XX of 2018, s. 2.

⁵Subs. by Act No. XXI of 2023, s.2.

- (c) the grant under this sub-section shall be in addition to other benefits admissible to an employee under this Act.

Explanation.— Security related incident for the purpose of admissibility of the additional monthly benevolent grant means death that occurs due to a terrorist act or while combating or confronting the terrorist, irrespective of the fact that the victim was a member of any law enforcement agency or a civilian employee. Death of a member of law enforcement agency due to a cause, other than a terrorist act, shall be classified as in-service death and shall not fall within the purview of this sub-section.]

14. Payment of benevolent grant.— (1) On the death of an employee, the amount of benevolent grant payable under section 13 shall be paid to such member or members of his family as he might have nominated in accordance with the rules in full or in the shares specified by him at the time of making of nomination.

(2) Where no valid nomination made by the employee subsists at the time of his death, the amount of benevolent grant shall be paid to such member or members of his family, subject to such conditions imposed with a view to ensuring that the amount is justly and equitably utilized for the maintenance and benefit of all the members of family, as may be prescribed or may, consistently with rules, be determined by the Board or an officer authorised by the Board in that behalf.

¹[**14A. Utilization of Benevolent Fund in other beneficial schemes.**— The Board may, where it considers expedient and keeping in view the availability of funds after discharging its liability under this Act, make schemes for disbursement of any amount for the benefit of employees, including retired employees and their families.]



CHAPTER IV

GROUP INSURANCE

15. Insurance of employees. Subject to the provisions of this Act and the rules, in the event of the death of an employee, occurring by whatsoever cause, during the continuance of his employment, the Board shall pay to the family of the deceased employee a sum ²[as may be prescribed].

³[**15A. Payment of additional lump sum grant on death during service in a security related incident.**— In the event of death of an employee during his employment on or after the ⁴[15th day of June, 2013] occurring in a security related incident, the Board shall pay to the family of the deceased employee a special lump sum grant as may be prescribed:

Provided that this grant shall be in addition to other benefits admissible to an employee under this Act.

Explanation.— Security related incident for the purpose of admissibility of the additional lump sum grant means if death occurs due to a terrorist act or while combating or confronting the terrorist,

¹Ins. by Act XIII of 1996, s. 3A (w.e.f. 4-9-1988).

²Subs. by the Federal Employees Benevolent Fund and Group Insurance (Amdt.) Act. 1989 (1 of 1989) ss. 8 and 9 (w.e.f. 16-1-1989).

³Ins. by XX of 2018, s. 3.

⁴Subs. by Act. No. XXI of 2023, s. 2.

irrespective of the fact that the victim was a member of a law enforcement agency or was a civilian employee. Death of a member of any law enforcement agency due to a cause other than a terrorist act shall be classified as in-service death and shall not fall within the purview of this section.]

16. Arrangements with Insurance Company, etc. The Board may from time to time arrange for the insurance of the life of the employees in sums ¹[as may be prescribed] with such insurance company or other insurer and for such period as it deems fit, and where any such arrangement subsists, the liability to pay the said specified sums shall directly devolve upon the insurance company or other insurer.

17. Federal Employees Insurance Fund.— (1) There shall be established a fund to be called the ²[Federal Employees Insurance Fund] which shall vest in and be held and administered by the Board.

(2) All sums received from the employees as premia for the group insurance of the employees and any interest or profit accruing thereon shall be credited to the Insurance Fund.

(3) The moneys credited to the Insurance Fund shall be kept in such bank as may be prescribed.

(4) All ³[payments made under section 15, the] expenses on any arrangement entered into by the ⁴[Board] with any insurance company or other insurer as provided for in section 16 and all expenses on the administration of the Insurance Fund shall be defrayed from the Insurance Fund.

(5) Any sums remaining in the Insurance Fund after defraying the expenses referred to in subsection (4) may be utilized for such purposes connected with the benefit of the ⁵[employees, including retired employees, and their families,] as the Board may direct.

18. Payment of premia.— (1) Every employee shall be liable to pay to the Insurance Fund such sum of money as may be prescribed as premium for the insurance of his life as provided for in this Chapter and the amount of such premium shall as far as possible be deducted at the source from his pay and credited or remitted to the Insurance Fund.

(2) Where the amount of premium cannot for any reason be deducted from the pay of the employee, the employee shall remit to the prescribed officer the sum of premium payable by him, and any premia remaining unpaid due to inadvertence or negligence of the employee or otherwise shall be recoverable from him in such manner as may be prescribed.

(3) Default in the payment of premia either for the reason that the pay of the employee was not drawn or due to his negligence or fault or for any other reason whatsoever shall not affect the right of his family to receive the sum assured in the event of the death of the employee, but the premium remaining unpaid at the time of his death may be recovered from the assured amount.

19. Payment of the sum assured.— (1) On the death of an employee, the sum assured shall be paid to such member or members of his family as he might have nominated in accordance with the rules in full or in the shares specified by him at the time of making the nomination.

¹Subs. by the Federal Employees Benevolent Fund and Group Insurance (Amdt.) Act. 1989 (1 of 1989) ss. 8 and 9 (w.e.f. 16-1-1989).

²Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act. 1975 (XXV of 1975) s. 2, for "Central Employees Insurance Fund".

³Ins. by Act 1 of 1989 s. 10 (w.e.f. 16-1-1989)

⁴Subs. *ibid.*, for "Federal Government" which was previously amended by Act. XXV of 1975 s. 2, for "Central Government".

⁵Subs. by Act. XXV of 1975 s. 6 for "families of the employees".

(2) Where no valid nomination made by the employee subsists at the time of his death, the sum assured shall be paid to such member or members of his family, subject to such conditions imposed with a view to ensuring that the sum is justly and equitably utilized for the maintenance and benefit of all the members of the family, as may be prescribed or may, consistently with the rules, be determined by the Board or an officer authorised by the Board in that behalf.

CHAPTER V

GENERAL

20. Audit and accounts.— The accounts of the Benevolent Fund and of the Insurance Fund shall be maintained in such manner and form as the ¹[Auditor General of Pakistan] may from time to time, direct, by such officer or authority as the Board may appoint.

(2) The accounts of the Benevolent Fund and of the Insurance Fund shall be audited by such authority or agency as the ²[Federal Government] may, after consulting the ¹[Auditor General of Pakistan], appoint.

21. Protection of action taken in good faith. No suit, prosecution or other proceedings shall lie against the ²[Federal Government] the Board or any officer or other authorized person for anything in good faith done or purporting to have been done in pursuance of this Act or the rules.

22. Exemption from taxes.— The ²[Federal Government] may by order in writing,—

- (a) exempt the Benevolent Fund and the Insurance Fund from any tax, rate or duty leviable by such Government or by a local authority under the control of such Government ;
- (b) exclude the amount of premium or subscription paid by an employee from his assessable income under the Income-tax Act, 1922 (XI of 1922).

23. Power to make rules. The ²[Federal Government] may make rules³ for the purpose of giving effect to all or any of the provisions of this Act.

⁴[THE FIRST SCHEDULE

[See sections 12(1) and 13]

BENEVOLENT FUND

The rates of subscription to the Benevolent Fund and the amount of monthly benevolent grant payable under section 13 out of such Fund before the 4th September, 1988.

¹Subs. by the Central Employees Benevolent Fund and Group Insurance (Amdt.) Act, 1975 (25 of 1975) s. 7, for “Comptroller and Auditor General of Pakistan”.

²Subs. *ibid.*, s. 2, for “Central Government”.

³For such Rules, *see* Gaz. of P. Ext. dated the 18th March 1972, pp.23-31.

⁴Added by Act, XIII of 1996, s. 4 (w.e.f. 4-9-88).

| Pay Range | Rate of monthly Subscription | Rate of monthly Benevolent grant |
|--|------------------------------|--|
| (1) | (2) | (3) |
| In the case of an employee whose pay last drawn was Between_____ | | One percent of pay subject to maximum of Rs.26 |
| (Rs) | — | (Rs) |
| 250 and 300 | — | 150 |
| 301 and 400 | — | 175 |
| 401 and 500 | — | 200 |
| 501 and 600 | — | 225 |
| 601 and 700 | — | 250 |
| 701 and 800 | — | 275 |
| 801 and 900 | — | 300 |
| 901 and 1000 | — | 325 |
| 1001 and 1100 | — | 350 |
| 1101 and 1200 | — | 375 |
| 1201 and 1300 | — | 400 |
| 1301 and 1400 | — | 425 |
| 1401 and 1500 | — | 450 |
| 1501 and 1600 | — | 475 |
| 1601 and 1700 | — | 500 |
| 1701 and 1800 | — | 525 |
| 1801 and 1900 | — | 550 |
| 1901 and 2000 | — | 575 |
| 2001 and 2100 | — | 600 |
| 2101 and 2200 | — | 625 |
| 2201 and 2300 | — | 650 |
| 2301 and 2400 | — | 675 |
| 2401 and 2500 | — | 700 |
| 2501 and 2600 | — | 725 |
| 2601 and above | — | 750 |

THE SECOND SCHEDULE

[See sections 12(1) and 13]

BENEVOLENT FUND

The rates of subscription to the Benevolent Fund and the amount of monthly Benevolent grant payable under section 13 out of such fund applicable on and after the 4th September, 1988.

| S.No. | Monthly Pay | Rate of monthly Subscription | Rate of monthly Benevolent grant |
|-------|--------------|------------------------------|----------------------------------|
| (1) | (2) | (3) | (4) |
| | (Rs) | (Rs) | (Rs) |
| 1. | 501 to 600 | 11 | 270 |
| 2. | 601 to 700 | 13 | 300 |
| 3. | 701 to 800 | 15 | 330 |
| 4. | 801 to 900 | 17 | 360 |
| 5. | 901 to 1000 | 19 | 390 |
| 6. | 1001 to 1100 | 21 | 420 |
| 7. | 1101 to 1200 | 23 | 450 |
| 8. | 1201 to 1300 | 25 | 480 |
| 9. | 1301 to 1400 | 27 | 510 |
| 10. | 1401 to 1500 | 29 | 540 |
| 11. | 1501 to 1600 | 31 | 570 |
| 12. | 1601 to 1700 | 33 | 600 |
| 13. | 1701 to 1800 | 35 | 630 |
| 14. | 1801 to 1900 | 37 | 660 |
| 15. | 1901 to 2000 | 39 | 690 |
| 16. | 2001 to 2100 | 41 | 720 |
| 17. | 2101 to 2200 | 43 | 750 |
| 18. | 2201 to 2300 | 45 | 780 |
| 19. | 2301 to 2400 | 47 | 810 |
| 20. | 2401 to 2500 | 49 | 840 |
| 21. | 2501 to 2600 | 51 | 870 |
| 22. | 2601 to 2700 | 53 | 900 |
| 23. | 2701 to 2800 | 55 | 930 |
| 24. | 2801 to 2900 | 57 | 960 |

| | | | |
|-----|----------------|-----|--------|
| 25. | 2901 to 3000 | 59 | 990 |
| 26. | 3001 to 3100 | 61 | 1020 |
| 27. | 3101 to 3200 | 63 | 1050 |
| 28. | 3201 to 3300 | 65 | 1080 |
| 29. | 3301 to 3400 | 67 | 1110 |
| 30. | 3401 to 3500 | 69 | 1140 |
| 31. | 3501 to 3600 | 71 | 1170 |
| 32. | 3601 to 3700 | 73 | 1200 |
| 33. | 3701 to 3800 | 75 | 1230 |
| 34. | 3801 to 3900 | 77 | 1260 |
| 35. | 3901 to 4000 | 79 | 1290 |
| 36. | 4001 to 4100 | 81 | 1320 |
| 37. | 4101 to 4200 | 83 | 1350 |
| 38. | 4201 to 4300 | 85 | 1380 |
| 39. | 4301 to 4400 | 87 | 1410 |
| 40. | 4401 to 4500 | 89 | 1440 |
| 41. | 4501 to 4600 | 91 | 1470 |
| 42. | 4601 to 4700 | 93 | 1500 |
| 43. | 4701 to 4800 | 95 | 1530 |
| 44. | 4801 to 4900 | 97 | 1560 |
| 45. | 4901 to 5000 | 99 | 1590 |
| 46. | 5001 and above | 100 | 1620]. |

THE PAKISTAN CODE

THE THIRD SCHEDULE ¹[Omitted]

Date: 13-09-2024

¹Omitted by. Act no. XX, of 2010, s. 4 (w. e. f. 01-07-2009).