



GOVERNMENT OF HARYANA

FINANCE DEPARTMENT

**HCS REVISED PAY RULES,
1998, 1987, 1980 & 1969**

(Including Addl. Increment & Hr. St. Scale Scheme)

COMPENDIUM OF INSTRUCTIONS

Volume - II

(UPTO 30-06-2011)



Harmohinder Singh Chattha



D.O. No.....

Finance, Planning, Irrigation &
Renewable Energy Minister,
Haryana, Chandigarh.

Dated : 30th June, 2011...

MESSAGE

I am pleased to know that a team of officers of Finance Department under the guidance of Shri Ajit M. Sharan, IAS, Financial Commissioner & Principal Secretary to Government Haryana, Finance Department, has prepared a unique set of 17 Compendia of the instructions/notifications of Finance Department on various subjects issued from time to time from 1947 onwards.

2. I am sure that these Compendia of instructions/ notifications will be maximum helpful for Government employees of all Departments/ Boards/ Corporations of Haryana Government for proper examination of cases in accordance with the provision in rules/ instructions expeditiously and will also help in reducing the unnecessary litigation and financial burden on the State exchequer.

3. The efforts made by the team to consolidate all the instructions in Compendia and also on website of Finance Department subject-wise and date-wise are indeed praiseworthy.

H.S. Chattha

(H.S. Chattha)

PREFACE

The State Government since its formation in November, 1966 has issued/revised instructions and policy guidelines on various subjects from time to time relating to civil service and financial matters.

The number of such instructions has been large but non-availability of these instructions at one place results in delay in the disposal of work and sometimes decisions are taken in contravention of spirit of instructions resulting in un-necessary correspondence and litigation. It has, therefore, been decided to bring out compendia of Finance Department instructions on various subjects like Pay Fixation, Revision of Pay Scales, Pension, Compensatory Allowances, Dearness Allowance, General Provident Fund, Loans and Advances, Amendments in CSR/PFR etc., Misc. of CSR, Economy in Expenditure, PAC/CAG Matters, Budget Formulation, Financial Regulations etc. etc.

The instructions/notifications/policies issued upto 30.06.2011 including the instructions issued prior to 1st November, 1966 have been compiled in sixteen compendia. Efforts have been made to include all available instructions indicating their status/applicability distinctly in a block at the top of instructions.

Seventeenth Compendium contains only a date-wise list of all the instructions whether printed in these compendia or not. For the facility of readers a list of important subjects alphabetically indicating their number of Compendium has also been given at the back cover of each Volume.

The compendium in hand is Volume-II in series and contains Haryana Civil Services Revised Pay Rules, 1998, 1987, 1980, 1969 and instructions relating thereto alongwith modification of pay scales prior to 01.01.2006. It also contains Addl. Increment(s) and Higher Standard Pay Scale Schemes.

The printed copy of Compendia can be purchased from the Printing & Stationery Department, Haryana. One set of compendia is circulated to all Administrative Secretaries and Heads of Departments.

Original copy of circulars/notifications etc. of Finance Department are available with the Archives Department, Haryana. Soft copy of the instructions issued by the Finance Department from 1947 onwards to 30.06.2011 both datewise and subjectwise are available on the websites www.finharyana.gov.in. and www.haryana.gov.in. Interested persons can easily download the same or any part thereof from the website. To search by date-wise any instruction, type the date in the manner e.g. '2nd September, 2009' and not in any other way.

Although we have taken all possible precautions while compiling the Compendia, yet there may be some omission or lapse on our part. We would welcome any feedback or suggestion from users of the Compendia.

I acknowledge the hard work put in by Mrs. Kusum Bansal, IRS, Joint Secretary Finance, Shri Raj Pal Nasa, Private Secretary, [former SO (FD)], specially posted in Finance Department for the compilation of instructions and Shri Ram Saran, Principal, DTC HIPA, Panchkula, for assistance and guidance. I also extend my thanks to Director General, HIPA, Gurgaon for providing infrastructure support at DTC Panchkula for this purpose.

I hope that these compendia would be handy and useful to all concerned.

Dated : Chandigarh,
14th July, 2011

AJIT M. SHARAN
Financial Commissioner & Principal Secretary to
Government Haryana, Finance Department.

INTRODUCTION

The Haryana Government has taken a significant decision to bring all the instructions/notifications issued by the Finance Department at one place for the facility of officials/officers for proper examination of financial and service matters in accordance with the rules/instructions. Accordingly, Government have decided to compile and computerize all the instructions including the same issued prior to the Re-organisation. The overall aim is to increase the effectiveness, efficiency and expeditious disposal of office work. To accomplish this voluminous and arduous work a team having experience and background of the Finance Department was constituted. After putting strenuous efforts, the team has been able to procure the old and rarely available instructions from the offices of Law Department, Commissioner Ambala Division, Deputy Commissioner Ambala, concerned Branches of Finance Department and retired officers of SAS Cadre.

These instructions have been computerised and compiled date-wise and subject-wise. The salient features of the same are as under :-

- The total number of instructions/notifications issued by the Finance Department during the period between 1947 and April, 2011 are about 3600.
- Out of above about 90% instructions are available in original and copy of about 5% have been collected from the private publications, and the remaining are not traceable.
- The instructions which are at present or were applicable in near past have been compiled subject-wise and printed in the following sixteen compendia:-

1	Fixation of Pay	Volume-I
2	Haryana Civil Services Revised Pay Rules, 1998, 1987, 1980, 1969	Volume-II
3	Pension of Post-2006 Pensioners and Defined Contributory Pension Scheme.	Volume-III
4	Pension of Pre-2006 Pensioners and Dearness Relief	Volume-IV
5	Allowances to Govt. employees	Volume-V
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7	Misc. of CSR	Volume-VII
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9	Amendments in CSR/PFR etc.	Volume-IX
10	Loans & Advances to Govt. employees.	Volume-X
11	Economy in Expenditure.	Volume-XI
12	PAC/CAG Matter	Volume-XII
13	Budget Formulation – Receipt & Expenditure	Volume-XIII
14	Financial Regulations	Volume-XIV
15	Instructions of HBPE	Volume-XV
16	For Judicial Officers	Volume-XVI

- Volume XVII contains date-wise consolidated list of all the instructions/notifications alongwith number, subject and also availability in original.

- At the end of each Volume a date-wise list of the instructions pertaining to the subject(s) of that Volume whether the same have been printed or not has also been given for the facility of users.
- Efforts have been made to mention at the top of instructions if the same have been revised, modified, superseded, withdrawn or have become obsolete.
- Soft copy of all the instructions are available at website of Haryana Government www.finharyana.gov.in. and www.haryana.gov.in. and may be downloaded from there. **Illustration:** To search any instructions by date, type the date like '20th May, 1999' or '3rd October, 2006' i.e. there is space after the date, month should be complete and year in four digits. If the actual date of any instruction/ notification is not known or there is any doubt the same may be confirmed from the compendium of instructions (Volume-XVII) containing datewise list of all the instructions.
- These compendia are priced publications, one may purchase from Printing and Stationery Department, Haryana.
- Image of original copy of the instructions are also on website of Finance Department and hard copy of the original is available with the Archives Department, Haryana.

The compendium in hand is Volume-II in series and contains Haryana Civil Services Revised Pay Rules, 1998, 1987, 1980, 1969 and instructions relating thereto alongwith modification of pay scales prior to 01.01.2006. It also contains Addl. Increment(s) and Higher Standard Pay Scale Schemes.

I, on behalf of my entire editorial team express my special gratitude to Shri Ajit M Sharan, IAS, Financial Commissioner & Principal Secretary to Government Haryana, Finance Department, for providing valuable guidance and encouragement for accomplishing this arduous work which otherwise would not have been possible without his moral support.

I am thankful to Shri Raj Pal Nasa, Private Secretary, [former SO (FD)] for the hard work put in by him and also Shri Ram Saran, Principal DTC, HIPA, Panchkula for providing assistance and guidance to the team members. I also extend my thanks for Shri Ajit Kumar Saini, Section Officer, Finance Department, Shri Baljit Singh Saini, PTSO, and Shri Dinesh Kumar, PCAT of Printing and Stationery Department, Mrs. Pallavi, DEO, Shri Ramesh Kumar, Clerk, for preparing these compendia.

I am heartily grateful to Director General, HIPA, Gurgaon for providing infrastructure support at DTC Panchkula for this purpose.

Efforts have been made by the team to ensure the authenticity of the compilation, yet there may be some omission or lapse on our part. We would welcome any feedback or suggestion from users of the Compendia.

I hope these compendia would be helpful to all concerned for proper examination of the cases. I think now none has to face any problem for the copy of any instructions of Finance Department issued between 1947 and 2011.

Dated : Chandigarh,
10th July, 2011

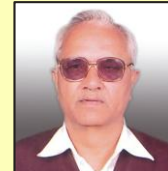
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**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

NOTIFICATION

The 7th January, 1998

No. G.S.R./3/Const./Art.309/98.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules, namely :-

1. Short title and commencement.—

- (1) These rules may be called the Haryana Civil Services (Revised Pay) Rules, 1998.
- (2) They shall be deemed to have come into force on the 1st day of January, 1996, unless otherwise provided by the Government for any class or category of persons or posts.

2. Categories of Government servant to whom these rules apply.—

- (1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to civil services and posts in connection with the affairs of the Government of Haryana and who are under the administrative control of the Government of Haryana and whose pay is debitable to the Consolidated Fund of the State of Haryana.
- (2) These rules shall not apply to:-
 - (a) Members of All India Services working in connection with the affairs of Haryana Government.
 - (b) Officers of judicial service working in connection with the affairs of Haryana State as a separate commission has been appointed for revision of their pay scales;
 - (c) Persons not in whole time employment;
 - (d) Persons paid out of contingencies;
 - (e) Persons paid otherwise than on monthly basis including those paid only on a piece-rate basis or on daily wages basis;
 - (f) Persons employed on contract;
 - (g) Persons re-employed in Government service after retirement; except ex-military pensioners.
 - (h) Government servants who are drawing their pay in a pay scale as personal measure (other than the functional pay scale prescribed for the post held by the Government servant) with effect from the date on which he started drawing his pay in the pay scale as a personal measure and till the time he drew his pay in the pay scale as a personal measure.

- (i) Any other class or category of persons whom the Government may, by order specifically, exclude from the operation of all or any, of the provisions contained in these rules.

3. DEFINITIONS.— In these rules unless the context otherwise requires,

- (a) **“basic pay”** means pay drawn in the prescribed scale of pay as on 31.12.1995 for the post held by the person(s) as functional scale of pay for such post including stagnation increments but not including any other type of pay like “special pay, “personal pay” etc.
- (b) **“CSR”** means the Punjab Civil Services Rules as amended from time to time and as applicable in connection with the affairs of Government of Haryana.
- (c) **“existing scale”** in relation to any post or any Government servant means the functional pay scale as on 31st December, 1995 prescribed for the post or the post held by the Govt. servant, as the case may be.

EXPLANATION.— In the case of a Government servant who was on the 1st day of January, 1996, on deputation or on leave or on foreign service or who would have on that day officiated on one or more lower post but for his officiating in a higher post “existing scale” means the functional scale applicable to the post which he would have held but for his being on deputation or on leave or on foreign service or as the case may be, but for his officiating in a higher post, as on 31.12.1995.

- (d) **“functional pay scale”** in relation to a Government servant means the pay scale which is prescribed for the post held by the Government servant. It does not mean any other pay scale in which the Government servant is drawing his pay as a personal measure to him with any other justification like based on length of service, or on higher/additional qualification or on upgradation of pay scale due to any other reason.

Provided that where functional pay scales have not been provided to the posts in any cadre and the cadre is not stratified in terms of posts in the hierarchy alongwith specified different functional Pay scales, as in case of Haryana Civil Services (Executive) the pay scale based on the position of Government servant in the cadre shall be deemed to be the functional pay scale for the purposes of these rules.

- (e) **“Government”** means the Government of Haryana in the Finance Department. save as otherwise provided by or under these rules.
- (f) **“Government servant”** means the Government servant on which these rules apply under rule 2.
- (g) **“leave”** means any pre-sanctioned leave as defined in C.S.R., except casual leave”. Any type of absence without the sanction of competent authority shall not be considered as leave.
- (h) **“memorandum explanatory”** means the memorandum explanatory appended to these rules, briefly explaining the nature, philosophy, justification, objectives, applicability etc. of these rules.
- (i) **“officiating post”** means the post which is held by the Government servant to which he has not been confirmed or to which he has been appointed as a temporary measure while still retaining his lien to a different post or to which he performs the duties while another person holds a lien to such post. The Government servants occupying a post while still on probation is also to be

considered to be holding an officiating post, Further if competent authority has appointed a Government servant to officiate on a vacant post on which no other Government employee holds a lien, even such appointment shall be an appointment as against an officiating post.;

- (j) **“PFR”** means the Punjab Financial Rules as amended from time to time as is applicable in connection with the affairs of Government of Haryana.
- (k) **“persons”** mean persons who are Government servants for the purposes of these rules.
- (l) **“pay”** means the amount drawn monthly by a Government servant, other than special pay or pay granted in lieu of his personal qualification or his length of service, in the functional pay scale, which has been sanctioned for a post held by him substantively or in an officiating capacity or in case where no separate functional pay scale is sanctioned for the post held by the Government servants constituting a cadre, in the pay scale to which he is entitled by reason of his position in a cadre.
- (m) **“pay scale as a personal measure to the Government servant”** means any scale of pay, in which the Government servant is drawing his salary, other than the existing scale (as defined in this rule), including the pay scale granted based on the length of service or the pay scale granted for possessing additional qualification etc.
- (n) **“revised emoluments”** means basic pay of a Government servant in the revised functional scale for the post held by the Government servant and includes the revised non practicing allowance, if any, admissible to him in addition to the pay in the revised functional scale.

Provided that the purposes for which the non practicing allowance should be considered as eligibility criteria shall be as determined by the Government from time to time.

- (o) **“revised scale”** in relation to any post or any Government servant occupying such post means revised functional scale of pay prescribed for such post in place of the existing functional pay scale under these rules.
- (p) **“Schedule”** means schedule annexed to these rules.
- (q) **“substantive pay”** means pay drawn by the Government servant on the post to which the Government servant has been appointed substantively or by reason of his substantive position in a cadre.

NOTE— A Government servant who has been appointed temporarily to a post while still drawing his salary in his earlier pay scale or in any other pay scale except the pay scale prescribed for the post of which he has been appointed, will not be deemed to have been appointed against, such post either in the officiating capacity or in the substantive capacity for the purposes of these rules.

4. Scale of pay of posts.—

- (1) The functional scale of pay of every post specified in column 2 of Part I of the first Schedule shall be as specified against it in column 4 of the above said part of the First Schedule.

- (2) For all other categories of the posts not mentioned in part I of the First Schedule but falling within the scope of these rules the functional scale of pay shall be as specified in Part II of the First Schedule in column 3 corresponding to the existing scale mentioned in column 2 as the corresponding revised scale of the existing scale.

5. Drawal of pay in revised scale.—

- (1) Save as otherwise provided in these rules, a Government servant shall draw pay in the revised scale applicable to the post to which he is appointed:

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

EXPLANATION 1.— The option to retain the existing scale under the proviso of this rule shall be admissible only in respect of one existing scale.

EXPLANATION 2.— Aforesaid option shall not be admissible to any person appointed to a post on or after the first day of Jan., 1996 whether for the first time in Government service or by transfer or promotion from another post and he shall be allowed pay only in the revised scale.

EXPLANATION 3.— Where a Government servant exercises option under the proviso to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under the CSR or PFR or any other rule or order applicable to that post, his substantive pay shall be the substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have had held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. Exercise of option.—

- (1) The option under the proviso to rule 5 shall be exercised in writing in the form appended to the Second Schedule so as to reach the authority mentioned in sub-rule (2) within **three months** of the date of publication of these rules or where an existing scale has been revised by any order made subsequent to that day within three months of the date of such order:

Provided that in the case of Government servant who is, on the date of such publication or, as the case may be, date of such order, on leave or on deputation or on foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in Government or at the expiry of the sanctioned leave, whichever is earlier

Provided further that where a Government servant is under suspension on the 1st day of January, 1996, the option may be exercised within three months of the date of his return to his duty if that date is latter than the date prescribed in this sub-rule:

- (2) The option shall be intimated by the Government servant to the Head of his office.

- (3) If the intimation regarding option is not received within the time mentioned in sub-rule (1), the Government servant shall be deemed to have elected to be governed by the revised scale of pay on and from the 1st day of January, 1996.
- (4) The option once exercised shall be final.

Note.— Persons whose services were terminated on or after the 1st January, 1996 and who could not exercise the option within the prescribed time limit on account of death, discharge on the expiry of the sanctioned post, resignation, dismissal or removal on account of disciplinary proceeding, are entitled to the benefit of this rule:

Provided that with respect to the persons whose services were terminated on account of death, the option shall be exercised by his legal heir who is entitled to the receipt of payments.

7. Fixation of initial pay in the revised scale.—

- (1) The initial pay of a Government servant who elects or is deemed to have elected under sub-rule (3) of rule 6 to be governed by the revised scale on and from the 1st day of January, 1996, shall, unless in any case the Government by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in officiating post held by him, in the following manners namely:-

(A) in the case of all employees :-

- (i) an amount representing 40 percent of the basic pay in the existing scale shall be added to the 'existing emoluments' of the employee;
- (ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage equal to such computed amount in sub-rule (i) above and in case, there is no such stage in the revised scale equal to such computed amount in sub-rule (i) above, at the stage next above the amount thus computed in the revised scale.

Provided that :-

- (a) if the minimum of the revised scale is more than the amount so computed in sub-rule (i) above, the pay shall be fixed at the minimum of the revised scale;
- (b) if the amount so computed in sub-rule (i) above is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale:

Provided further that where in the fixation of pay, the pay of Government servants drawing pay at more than four consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these Government servants who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increments(s) in the revised scale in the following manner, namely:-

- (i) for Government servants drawing pay from the 5th upto the 8th stage in the existing scale - **by one increment.**

- (ii) for Government servants drawing pay from the 9th upto the 12th stage in the existing scale, if there is bunching beyond the 8th stage- **by two increments**
- (iii) for Government servants drawing pay from the 13th upto the 16th stage in the existing scale, if there is bunching beyond the 12th stage - **by three increments.**

If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former:

Provided further that the fixation thus made shall ensure that every employee will get at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increment(s) if any in the existing scale of pay.

Explanation.— For the purpose of this clause “**existing emoluments**” shall include,

- (a) the basic pay in the existing scale;
- (b) dearness allowance appropriate to the basic pay admissible at index average 1510 (1960=100); and
- (c) the amounts of first and second instalment of interim relief admissible on the basic pay in the existing scale;
- (B)** in the case of employees who are in receipt of one or more categories of special pay/allowance in addition to pay in the existing scale which has been prescribed with a revised scale of pay without some or all such special pay/allowance, pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases “existing emoluments” shall include—
 - (a) the basic pay in the existing scale;
 - (b) existing amount of all such special pay/allowance, which have been discontinued.
 - (c) admissible dearness allowance at index average 1510 (1960=100) under the relevant orders; and
 - (d) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale.

EXPLANATION.— In certain categories of Government servants two or more categories of special pay or allowances may be merged and a unified special pay or allowance may be prescribed. In such cases, the categories of special pay/allowances which may be merged and substituted be a unified special pay/allowances, will not be considered as a special pay/allowances which have been discontinued for the purposes of calculations under this sub-rule;

- (C)** in the case of employees who are in receipt of special pay component with any other nomenclature in addition of pay in the existing scale, such as personal pay for promoting small family norms, etc., and in whose case the same has been replaced in the revised scale with corresponding allowance/pay at the same rate or at a different rate, the pay in the revised scale shall be fixed in

accordance with the provisions of clause (A) above. In such cases the allowance at the new rate as recommended shall be drawn in addition to pay in the revised scale of pay;

(D) in the case of medical officers who are in receipt of Non-Practicing Allowance (NPA), the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above except that in such cases the term "existing emoluments" shall not include NPA and will comprise only the following:-

- (a) the basic pay in the existing scale,
- (b) dearness allowance appropriate to the basic pay admissible at index average 1510 (1960=100) under the relevant orders', and
- (c) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale and non-practicing allowance under the relevant orders and in such cases, non-practicing allowance at the new rates shall be drawn in addition to the pay so fixed in the revised scale.

Note 1.— Where the increment of a Government servant falls on 1st day of January, 1996, he shall have the option to draw the increment in the existing scale or the revised scale.

Note 2.— Where a Government servant is on leave on the 1st day of January, 1996, he shall become entitled to pay in the revised scale of pay from the date he joins duty.

Note 3.— In case of Government servant under suspension, he shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale of pay will be subject to final order on the pending disciplinary proceedings or otherwise a final order, as the case may be.

Note 4.— Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Note shall apply, mutatis mutandis, to Government servants holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Note 5.— Where the existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause (D). as the case may be, exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 6.— Where in the fixation of pay under sub-rule (1), pay of a Government servant. who, in the existing scale was drawing immediately before the 1st day of January, 1996 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

Provided that if the pay of a senior Government servant in the revised scale is getting fixed at a stage lower than that of his junior because of the junior drawing his pay in a pay scale as a personal measure to him and not at the strength of the prescribed functional pay for the post held by him, the benefit of upgradations or stepping up to the senior under these rules will not be admissible.

Note 7.— Where a Government servant is in receipt of personal pay on the 1st day of January, 1996 which together with his existing emoluments as calculated in accordance in

clause (A), clause (B), clause (C) or clause (D), as the case may be, exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

Note 8.— In cases where a senior Government servant promoted to a higher post before the 1st day of January, 1996 and draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January, 1996, the pay of the senior Government servant should be stepped up to an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely:-

- (a) Both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be same and in the same cadre.
- (b) The pre-revised and revised scale of pay of the lower and higher posts in which they are entitled to draw pay should be same.
- (c) The senior Government servants at the time of promotion have been drawing equal or more pay than the junior.
- (d) The anomaly should be directly as a result of the application of the provisions of C.S.R. or any other rule or order regulating pay fixation on such promotion in the revised scale. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this note need not be invoked to step up the pay of the senior officer.

The order relating to re-fixation of the pay of the senior officer in accordance with the above provisions should be issued under the relevant provisions of CSR and the senior officer will be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay:

Provided that the benefit of stepping up to the senior Government servant under this Note will not be applicable if the senior Government servant is being fixed at a lower stage as a consequence of the junior Government servant drawing his salary in the pay scale other than the functional pay scale prescribed for the post held by the junior or the junior officer is drawing pay in the identical pay scale as a measure personal to him.

- (2) Subject to the provisions of Rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the stage next above the substantive pay.

8. Date of next increment in the revised scale.— The next increment of a Government servant whose pay has been fixed in the revised scale in accordance with sub-rule (1) of rule 7 shall be granted on the date he would have drawn his increment, had he continued in the existing scale:

Provided that in cases where the pay of a Government servant is stepped up in terms of Note 6 or Note 8 to sub-rule (1) and also second proviso to sub-rule (1) of rule 7, the next increment shall be granted on the completion of qualifying service of 12 months from the date of the stepping of the pay in the revised scale:

Provided further that in case other than those covered by the preceding proviso, the next increment of a Government servant, whose pay is fixed on the 1st day of January,

1996, at the same stage as the one fixed for another Government servant junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of junior happens to be earlier:

Provided further that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 1996, next increment in the revised scale shall be allowed on the 1st day of January, 1996.

Note.— In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior Government servant, now drawing his pay at equal or lower stage in the lower scale of pay, and happens to draw more pay in the revised scale than the pay of the senior Government servant in the existing higher scale, the pay of the senior Government servant in the revised scale shall be stepped up to that of his junior from the same date and he shall draw next increment after completing the qualifying period from the date of such stepping up of pay.

9. Fixation of pay in the revised scale subsequent to the 1st day of January, 1996.— Where a Government servant continues to draw his pay in the existing scale and is brought over to revised scale from a date later than the 1st day of January, 1996 his pay from the later date in the revised scale shall be fixed under **these rules** and for this purpose his pay in the existing scale shall have the same meaning as of existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause (D), as the case may be, of sub-rule 1 of rule 7 except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid and where the Government servant is in receipt of special pay or non practicing allowance his pay shall be fixed after deducting from those emoluments an amount equal to the special pay or non practicing allowance, as the case may be, at the revised rates appropriate to the emoluments so calculated.

10. Fixation of pay on reappointment after the 1st day of January, 1996 to a post held prior to that date.— A Government servant who had officiated in a post prior to the 1st day of January, 1996 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised scale of pay shall be allowed the benefit of the relevant provisions, if any, of the Civil Services Rules, to the extent it would have been admissible had he been holding that post on the 1st day of January, 1996 and had elected the revised scale of pay on and from that date.

11. Disbursal of Arrears.— The arrears would be deposited to the corresponding account of General Provident Fund of the Government servant with the restriction that the arrear having been deposited on this account will not be allowed to be withdrawn by the Government servant for one year from the date it is so deposited under these rules.

EXPLANATION. For the purposes of this rule—

- (a) **“arrears of pay”**, in relation to a Government servant means the difference as a consequence to applicability of these rules between:-
 - (i) the aggregate of pay and allowances to which he is entitled on account of the revision of his pay and allowances under these rules, for the relevant period. and
 - (ii) the aggregate of the pay and allowances to which he would have been entitled (whether such pay and allowances had been revised or not) for that period had his pay and allowances not been so revised.
- (b) **“relevant period”** means the period commencing on the 1st day of January, 1996 and ending with the 31st of December, 1997.

12. Overriding effect of rules.— The provisions of CSR or PFR or any other rules made in this regard shall not save as otherwise provided in these rules, apply to cases where pay is regulated under these rules to the extent they are inconsistent with these rules.

13. Power to relax.— Where the Government is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, it may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner.

Note.— The relaxation so granted under this rule shall be deemed to have been given depending upon the merit of such class and categories of Government servant and, therefore, will not amount to any discrimination with other class and categories of Govt. servant.

14. Power to make addition or deletion etc.— Where the Government is satisfied that there is a necessity to make additions or to delete any class or categories of posts or change the designations and scales of pay either permanently or temporarily in the Schedules of these rules, the Government will be competent to add or delete or to change such conditions. The provisions of these rules will apply on such additions or deletions or changes as the Government may direct by specific orders or in the absence of that all the provisions of these rules shall apply as if the changes were made.

15. Interpretation.— If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Government for decision.

16. Residuary Provisions.— In the event of any general or special circumstances which is not covered under these rules or about which certain inconsistency comes to the notice, the matter shall be referred to the Govt. and the Govt. will prescribe the conditions to be followed under such circumstances. Such conditions as prescribed by the Govt. under this rule shall be deemed to be part of these rules. Further, if the Govt. is satisfied that there is a requirement to prescribe certain additional conditions under these rules, the Government shall prescribe such conditions and such additional conditions as prescribed by the Govt. under this rule shall be deemed to be the part of these rules.

First Schedule Part-I

Sr. No.	Post	Existing Functional Scale (Rs.)	Revised Functional Scale (Rs.)
1	Directorate General of Health Services		
(i)	Director General Health Services	5900-200-6700	18400-500-22400
(ii)	Director Health Services (S.S.)	4800-150-5700	16400-450-20900
(iii)	Director Health Services	4100-125-4850-150-5300	16400-450-20900
(iv)	Deputy Director	4100-125-4850-150-5300	10000-325-13900
(v)	Senior Medical officer	4100-125-4850-150-5300	10000-325-13900
(vi)	Senior Dental Surgeon	4100-125-4850-150-5300	10000-325-13900
2.	Medical College Rohtak		
(i)	Lecturer	3000-100-3400	10000-325-11300
(ii)	Reader	3700-125-4200	12000-375-13500
(iii)	Associate Professor	4500-150-5700	14300-400-18300
(iv)	Professors	5100-150-6300-200-7300	16400-450-21800
(v)	Principal Dental College	5100-150-6300-200-7300	16400-450-21800
(vi)	Medical Superintendent	5100-150-6300-200-7300	16400-450-21800
3.	Department of PWD (B&R)		
(i)	Engineer-in-Chief	7300-100-7600	18400-500-22400
(ii)	Chief Engineer	5900-200-6700	16400-450-20900
4.	Department of Irrigation		
(i)	Engineer-in-Chief	7300-100-7600	18400-500-22400
(ii)	Chief Engineer	5900-200-6700	16400-450-20900
5.	Department of Public Health		
(i)	Engineer-in-Chief	7300-100-7600	18400-500-22400
(ii)	Chief Engineer	5900-200-6700	16400-450-20900
6.	Education Department		
(a)	JBT Teacher	1200-30-1560-EB-40-2040	4500-125-6000-EB-125-7000 5450-8000 (after 10 years of regular satisfactory service) 5500-9000 (after 20 years of regular satisfactory service)
(b)	Masters	1400-40-1600-50-2300-EB-60-2600	5500-175-6300-EB-175-9000 6500-9900 (after 10 years of regular satisfactory service) 6500-10500 (after 20 year of regular satisfactory service)
(c)	P.T.I.	1200-30-1560-EB-40-2040	4500-125-6000-EB-125-7000 5450-8000 (after 10 years of regular satisfactory service) 5500-9000 (after 20 years of regular satisfactory service)
(d)	Drawing Teacher	1200-30-1350-EB-40-2040	4500-125-6000-EB-125-7000 5450-8000 (after 10 years of regular satisfactory service) 5500-9000 (after 20 years of regular satisfactory service)
7.	Haryana Civil Services	2200-75-2800-EB-100-4000 (Entry)	8000-275-10200-EB-275-13500
		3000-100-3500-125-4500 (After 5 years of satisfactory service)	10000-325-13900 (After 5 years of satisfactory service)
		4100-125-4850-150-5300 (after 12 years of satisfactory service limited to 20% of cadre posts)	13500-375-17250 (after 10 years of satisfactory service limited to 30% of cadre posts)
			14300-400-18300 (after 15 years of satisfactory service limited to 15% of cadre posts)

First Schedule**Part-II**

Sr. No.	Existing Functional Pay Scales in Haryana	Revised Functional Pay Scales in Haryana
1	2	3
1	750-12-870-EB-14-940	2550-55-2660-EB-60-3200
2	775-12-955-EB-14-1025	2610-60-3150-EB-65-3540
3	800-15-1010-EB-20-1150	2650-65-3300-EB-70-4000
4	950-20-1150-EB-25-1400	3050-75-3950-EB-80-4350
5	950-20-1150-EB-25-1500	3050-75-3950-EB-80-4590
6	950-25-1200-30-1560-EB-40-1800	3050-85-4325-EB-100-5325
7	975-25-1150-EB-30-1540	3200-85-3880-EB-85-4900
8	1200-30-1560-EB-40-2040	4000-100-4800-EB-100-6000
9	1320-30-1560-EB-40-2040	4400-100-5200-EB-100-6000
10	1350-30-1440-40-1800-EB-50-2200	4500-125-6000-EB-125-7000
11	1400-40-1600-50-2300-EB-60-2600	5000-150-7100-EB-150-7850
12	1600-50-2300-EB-60-2660	5450-150-6950-ED-150-8000
13	1640-60-2600-EB-75-2900	5500-175-9800-EB-175-9000
14	2000-60-2300-EB-75-3200	6500-200-8500-EB-200-9900
15	2000-60-2300-75-2900-EB-100-3500	6500-200-8500-EB-200-10500
16	2375-75-2900-EB- 100-3600	7450-225-9025-EB-225-11500
17	2500-4000 (Proposed new pre-revised scale)	7500-250- 10000-EB-250-12000
18	2200-75-2800-EB-100-4000	8000-275-10200-EB-275-13500
19	3000-100-3500-125-4500	10000-325-13900
20	3000-100-3500-125-5000	10000-325-15200
21	3200-100-3700-125-4700	10650-325-15850
22	3700-125-4700-150-5000	12000-375-16500
23	4100-125-4850-150-5300	13500-375-17250
24	4500-150-5700	14300-400-18300
25	4800-150-5700	15100-400-18300
26	5100-150-6150	16400-450-20000
27	5900-200-6700	18400-500-22400
28	7300-100-7600	22400-525-24500
29	5100-150-6300-200-6700	16400-450-20900
30	5900-200-7300	18400-500-22400

Second Schedule

Form of option

[See Rule 6(1)]

* (i) I hereby elect the revised scale with effect from 1st January, 1996.

*(ii) I hereby elect to continue on** the existing scale of pay of my substantive/
officiating post mentioned below until :

*the date of my next increment

*the date of my subsequent increment

raising my pay to Rs.....

*the date I vacate or cease to draw pay in the existing scale

**Existing scale

Signature

Name

Designation

Office to which employed

Date :

Station :

*To be scored out if not applicable

**Memorandum Explanatory to the Haryana Civil Service
(Revised Pay) Rules, 1998**

Rule 1.— This rule is self explanatory.

Rule 2.— This rule lays down the categories of employee to whom the, rules apply. Except for the categories excluded under sub rule (2) the rules are applicable to all Government servants appointed under the rule making power of the Government of Haryana serving in connection with the affairs of Government of Haryana and whose pay is debitible to the consolidated fund of the State of Haryana. They do not apply to any other categories of employees.

Rule 3.— The rule is self explanatory.

Further, wherever the terms defined under this rule are mentioned in these rules or in any other rules/instructions/orders/notifications etc. issued in connection with these rules, definitions as prescribed under this rule is to be taken as the meaning of such terms unless specifically a different definition is prescribed for such terms to be taken as meaning for and in these rules or, as the case may be, in any other rules/instructions/ orders/ notifications etc.

Rule 4.— Scale of pay is the revised functional pay scale prescribed for the post as a consequence of these rules. The provision in sub-rule (1) is specific and that in sub-rule (2) is residual. For the purpose of sub-rule (1), the pay scale in column 4 is the functional pay prescribed for the corresponding posts in column 2 as a consequence of these rules and under these rules. For the purposes of sub rule (2), however, the posts for which the pay scale in column 3 has been prescribed as functional pay scale as a consequence of and under these rules are to be derived out of the existing scale, as mentioned in column 2. Sub rule (2) is to regulate the pay scales only if sub rule(1) does not specifically covers the posts. The fundamental sense is that these rules prescribe the revised functional pay scale for the posts and do not prescribe replacement scales in general. The existing scales as mentioned in this rule and the Schedules have been mentioned only with the objective of deriving as to what shall be the revised functional pay scales and for no other purpose.

The revised pay scale as prescribed by these rules is based on the principle of adequacy and propriety, that is that the Government servant should be paid adequately work benefit upon his status and qualifications and qualitative and quantitative output according to the capacity of the Government to pay at the same time horizontal and vertical equivalence and differentiations justifiable required to be maintained shall also be maintained.

Rule 5.— The intention is that all Government servants should be brought over to the revised scales except those who elect to draw pay in the existing scales. Those who exercise the option to continue in the existing scales of pay will continue to draw the dearness allowance and interim reliefs at the rate in force on the 1st of January, 1996 and such allowance will count towards the emoluments for pension etc. to the extent it is so counted on the said date. If a Govt. servant is holding a permanent post in a substantive capacity and officiating on a higher post, or whenever officiated in one or more posts on his being on deputation etc., he has the option to retain the existing scale only in respect of one scale. Such a Govt. servant may retain the existing scale applicable to the permanent post or any one of the officiating posts. In respect of remaining posts he will necessarily have to be brought over to the revised scale.

Rule 6.— This rule prescribes the manner in which option has to be exercised and also the authority who should be apprised of such option. The option has to be exercised on the appropriate proforma appended to the rule. It should further be noted that it is not sufficient for a Government servant to exercise the option within the specified time limit, but also to ensure that it reaches the prescribed authority within the time limit officially and in writing on the prescribed proforma. In the case of persons who are on leave or on deputation or on foreign service at the time these rules are notified, the period within which the option has to be exercised is three months from the date they take over charge of the post. It is further made clear that

unauthorised absence shall not entitle the Govt. servant to get the relief as granted under these rules for the Government servants who are on leave. The period of 3 months shall be counted from the date on which the sanctioned leave expires. No other exigency shall enable such Government servants the above said relief.

The persons who have retired between 1st January, 1996 and the date of issue of these rules are also eligible to exercise the option.

Rule 7.— (1) This rule deals with the actual fixation of pay in the revised functional pay scales on 1st January, 1996. For the purposes of these rules the procedure under this rule and no other procedure under a different rule shall be followed. A few illustrations indicating the manner in which pay of government servant should be fixed under this rule subject to the permissible stepping up of pay under notes in this rule are given below :-

Example 1

A Government servant 'A-1' is working as SMO (in Health Department) and on 01.01.1996, was drawing his pay in the existing pay scale of Rs. 4100-5300 at the stage Rs. 4850/-.

Name of the post	S.M.O.
Existing scale	4100-5300
Scale in which the employee is drawing pay	4100-5300
Check whether the rule applies to 'A.1' or not	Yes, it applies
Revised scale	10000-325-13900
Existing pay	Rs. 4850/-
D.A. as on 1.1. 1996 on existing pay	Rs. 5384/-
First I.R. + Second I.R.	Rs. 585/-
Existing emoluments	Rs. 10819/-
Add 40% of Basic Pay	Rs. 1940/-
Total	Rs. 12759/-
If, any stage in the revised scale equal to the total or not	No
Next above stage in the revised scale	Rs. 12925/-
Stage at which to be fixed in revised scale	Rs. 12925/-
Check for financial Disadvantage	
Existing Emoluments	Rs. 10819/-
Revised Emoluments	Rs. 12925/-
Whether Revised Emoluments are less than Existing Emoluments	No
Pay to be fixed in the proposed scale at	Rs. 12925/- in the revised scale.

Example 2

'A-2' is a SDO in PWD (B&R) and is drawing his salary in the pay scale of Rs. 4100-5300 as a consequence of relevant orders.

Name of post	SDO, [PWD(B&R)]
Existing scale	2200-4000
Scale in which employee is drawing his salary	4100-5300

Existing scale (the Functional Pay Scale prescribed for the post against which he is working) is different than the pay scale in which the employee is drawing his pay.

These rules will not apply.

Example – 3

'A-3' is a Peon and is drawing his pay in the pay scale of 750-940 on 01.01.1996 at the stage of Rs. 786/-

Name of the post : Peon

Existing scale : 750-940

(1)	Scale in which "A-3" is drawing his pay	750-940
(2)	Revised scale	2550-3200
(3)	Existing pay	Rs. 786/-
(4)	D.A. as on 01.01.1996(at index level 1510)	Rs. 1163/-
5(i)	1st Instalment of I.R	Rs. 100
5(ii)	2nd Instalment of I.R. @ 10% of basic pay subject to min. of Rs. 100/-	Rs. 100/-
(6)	Existing Emoluments	Rs. 2149/-
(7)	Add 40% of basic pay	Rs. 314/-
(8)	Total	Rs. 2463/-
(9)	Stage next above in the proposed scale including benefit of bunching, if admissible	Rs. 2550/-(minimum)
(10)	if 1 increment is ensured in the proposed scale for every 3 increments in the existing scale, the stage of pay in the proposed scale	Rs. 2605/-
(11)	Pay to be fixed in the proposed scale (stage of pay at S. No. 9 or 10 whichever is higher)	Rs. 2605/-

Example - 4

'A-4' is a Junior Engineer working in PWD (B&R) and is drawing his pay in the pay scale of 1640-2900 at the stage of Rs. 2360/- on 01.01.1996.

Name of the post	Junior Engineer
Existing scale	1640-2900
Scale in which 'A-4' is drawing his pay	1640-2900
Revised scale	5500-9000
Existing pay	Rs. 2360/-
D.A. as on 01.01.1996(at index level 1510)	Rs. 3493/-
1st Instalment of I.R.	Rs. 100/-
2nd Instalment of I.R. @ 10% of basic pay subject to min. of Rs. 100/-	Rs. 236/-
Existing Emoluments	Rs. 6189/-
Add 40% of basic pay	Rs. 944/-
Total	Rs. 7133/-
Stage next above in the proposed scale including benefit of bunching, if admissible	Rs. 7250/-
If 1 increment is ensured in the proposed scale for every 3 increments in the existing scale, the stage of pay in the proposed scale	Rs. 6200/-
Pay to be fixed in the proposed scale (stage of pay at S. No. 9 of 10 whichever is higher)	Rs. 7250/-

Note.— These examples are only illustrations and may or may not be actually be existing in case of any Govt. servants. They have been prescribed to bring the system home.

This rule prescribes the fixation of pay in the revised prescribed functional pay scales for the post (substituting the existing functional pay scales for the corresponding post) as a consequence of the applications of these rules. It is not aimed at any other object like as a consequence of higher responsibility etc. Therefore, wherever the calculated amount which is to be fixed in the revised functional pay scale finds an identical stage in the revised functional pay scale, no further upgradations of stage as a consequence of fixation of pay alone is admissible. However, wherever no such identical stage is found in the revised functional pay scale the pay shall be fixed at the next above stage, with the objective to bring the Government servant in the revised functional pay scale.

The rule further provides that with the objective of bringing all the Government servants in the revised pay scale, wherever the computed amount is less than the minimum of the revised functional pay scale, the pay shall be fixed at the minimum of the revised scale. The rule further prescribes certain additional benefits to be granted in the manner as prescribed over and above the entitled calculated amount which is to be fixed in the revised functional pay scale to offset the consequences of bunching and stagnation. For different categories of circumstances different system has been prescribed.

With an objective that no Government servant is subject to any financial loss in terms of pay in the revised pay scale the pay is to be fixed in the revised pay scale, by allowing personal pay. The objective of the rule, therefore, is that no Government servant shall be placed in a financially disadvantageous circumstances as a consequence of pay fixation in the revised functional pay scale, as a consequence to these rules.

These rules revise the functional pay scales prescribed for the post and not the pay scale in which the Government servant is drawing his salary as a personal measure to him due to any other reason. Like for example the post of Medical officers in the Health Department is prescribed the pay scale of Rs. 2200-4000 as the existing functional pay scale. All posts of Medical officers, therefore, are functionally in the pay scale of 2200-4000 as existing pay scale. However, depending upon the length of service and other criteria under some different provisions, some of the Medical Officers might be drawing their salary in the existing pay scale other than the functional pay scale of 2200-4000 prescribed for the post against which they are working. This drawal of salary in a different pay scale is, therefore, a consequence of exigencies and classifications other than the requirement of the post and the scale prescribed for the post. Under these rules the stepping up etc. are permissible only depending upon the drawal of pay in the existing functional pay scale prescribed for the post against which the Government servant is working. The benefit of stepping etc., therefore, is not to be regulated on the drawal of pay in any pay scale other than the existing functional pay scale prescribed for the post.

(2) The benefit of this rule is not admissible in cases where a Government servant elected the revised scale in respect of his substantive post, but has retained the existing scale in respect of an officiating post.

Rule 8.— This rule prescribes the manner in which the next increment in the new scale should be regulated. The provisos to this rule are intended to eliminate the anomalies of junior Government servants drawing more pay than their senior by the operation of substantive part of this rule and also taking care of the Government servants who have been drawing pay at the maximum of the existing scale for more than one year as on 01.01.1996 and also those

Government servants who have been stagnating at the maximum of the existing scale and are actually in receipt of stagnation increment on adhoc basis.

However, the benefit of this rule will be granted in relation to both the senior and junior drawing their pay in the functional pay scales prescribed for the posts.

Rule 9.— The rule is self explanatory.

Rule 10.— The rule is self explanatory.

Rule 11.— The rule is self explanatory.

The relevant period for the employees who have entered the Government service for the first time either as a direct recruit or by transfer shall be counted from the date he has so entered in the Government service.

Rule 12.—This rule relates to the overriding effect of the rule which provides that the provisions of these rules will regulate and the provisions of any other rule will not regulate the conditions as prescribed in these rules and to the extent of any inconsistency between the provisions of these rules and provisions of any other rules, the provisions of these rules shall prevail and apply.

Rule 13.— The rule is self explanatory.

There could be a possibility that these rules may cause some hardship in any particular case or to a class or category of posts. Under such circumstances the provisions of rule is clear that it has to be invoked only if the Government is satisfied about the existence of some hardship which is required to be relaxed. The relaxation of such hardship shall be based on the merit of individual cases or the cases of class and categories of employees where such hardship is found to be justified for relaxation. Removal of such hardship would, therefore, not amount to any discrimination with any other class or category of Government servants where such hardship has either not been found to exist or has not been found to be justified for relaxation.

Rule 14.— The rule is self explanatory.

If the circumstances so require the Government can add or delete or change any of the parameters as mentioned in the 1st Schedule and may further direct the mode in which the provisions of these rules shall be applicable on such changes either generally or specifically. However, in the event of absence of any general or specific direction for the applicability of the provisions laid down under these rules, it shall be presumed that the entire rule shall be applicable on such changes.

Rule 15.— The rule is self explanatory.

Rule 16.— The rule is self explanatory.

The conditions prescribed under this rule, will be considered as part of these rules.

A. N. MATHUR
Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

**See also amendment made vide
No. 1/19/98-4PR(FD), Dated 18.07.2001.**

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

NOTIFICATION

The 7th January, 1998

No. G.S.R./4/Const./Art.309/98.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules, namely :-

1. Short title, commencement and objective.—

- (1) These rules may be called the Haryana Civil Services (Assured Career Progression) Rules, 1998.
- (2) They shall be deemed to have come into force on the first day of January, 1996, unless otherwise provided by the Government for any class or category of persons.
- (3) The objective of these rules is to provide such of Government servants who fall within the scope of these rules, atleast two financial upgradations, including the financial upgradation, if any, availed by such Government servants as a consequence of the functional promotion, within the corresponding prescribed period of length of service during his entire career, as may be specified under these rules or by the Government from time to time within these rules, with reference to the functional pay scale of the post on which he joined the Government service as a direct recruited fresh entrant.

2. Categories of Government servant to whom the rule apply.—

- (1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to civil services and posts in connection with affairs of the Government of Haryana and who are under the administrative control of the Government of Haryana and whose pay is debitable to the consolidated Fund of the State of Haryana and as are mentioned in Schedule I of these rules.
- (2) These rules shall not apply to -
 - (a) Officers of judiciary working in connection with the affairs of Haryana State, as a separate commission has been appointed for revision of their pay scale.
 - (b) Persons not in whole time employment;
 - (c) Persons paid out of contingencies;
 - (d) Persons paid otherwise than on monthly basis including those paid only on a piece-rate basis or on daily wage.
 - (e) Any other class or category of persons whom the Government may by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. DEFINITIONS:- In these rules, unless the context otherwise requires.—

- (a) **“CSR”** means the Punjab Civil Services Rules as amended from time to time and as applicable in connection with the affairs of Government of Haryana;
- (b) **“direct recruited fresh entrant”** with reference to a post or a Government servant means the post on which such Government servant was recruited as a regular and direct recruit in the Government service and is in continuous employment of Government since such recruitment;
- (c) **“existing scale”** in relation to any post or any Government servant means the functional pay scale as on 31st December, 1995 prescribed for the post on which such Government servant was recruited as a direct recruited fresh entrant.
- (d) **“functional pay scale”** in relation to a Government servant means the pay scale which is prescribed for the post held by the Government servant. It does not mean any other pay scale in which the Government servant is drawing his pay as a personal measure to him with any other justification like based on length of service, or on higher/additional qualification or on upgradation of pay scale due to any other reason.
- (e) **“first assured career progression scale”** with reference to.—
 - (i) Government servant means the revised scale as mentioned in column 3 of Part I of Schedule-I against the name of post(s) in column 2 of Part 1 of Schedule-I, on which the Government servant was recruited as a direct recruited fresh entrant in the Government service,
 - (ii) all other Government servants not covered in sub-clause (i) above but on whom these rules apply, the pay scale as mentioned in column 3 of part II of Schedule I against the pay scale mentioned in column 2 of Part II of Schedule I, as the corresponding existing scale prescribed for the post against which such Government servant was recruited as a direct recruited fresh entrant in the Government service.

Provided that the First Assured Career Progression scale may also be referred to as 1st ACP scale or ACP-I scale.
- (f) **“Government”** means the Government of Haryana in the Finance Department, save as otherwise provided by or under these rules;
- (g) **“Government servant”** for the purposes of these rules means the person(s) appointed to the post(s) in connection with the affairs of the Government of Haryana which are under the administrative control of Government of Haryana and whose pay is debitable to the consolidated fund of State of Haryana and on whom these rules apply;
- (h) **“Memorandum explanatory”** means the memorandum appended annexed to these rules, briefly explaining the nature, philosophy, justification, objectives applicability etc. of these rules;
- (i) **“officiating post”** means the post which is held by the Govt. servant to which he has not been confirmed or to which he has been appointed as a temporary measure while still retaining his lien to a different post or to which he performs the duties while another person holds a lien to such post. The Govt. servants occupying a post while still on probation is also to be considered to be holding an officiating post. Further if competent authority has appointed a Government servant to officiate on a vacant post on which no other Government employee

holds a lien, even such appointment shall be an appointment as against an officiating post;

- (j) **“present scale”** in relation to any Government servant who falls within the scope of these rules means the pay scale in which such Government servant was drawing his pay prior to 31.12.1995, if such pay scale happened to be different than the functional pay scale prescribed for the post on which such Government servant was working.
- (k) **“pay scale as a personal measure to the Government servant”** with reference to any Government servant means any scale of pay, other than the existing scale, in which such Government servant is drawing his pay, including ACP-1 and ACP-II as the case may be, with respect to the employees to whom these rules apply;
- (l) **“PFR”** means the Punjab Financial Rules as amended from time to time and as is applicable in connection with the affairs of Government of Haryana;
- (m) **“persons”** mean persons who are Government servants for the purposes of these rules;
- (n) **“pay”** means the amount drawn monthly by a Government servant in the pay scale in which he was drawing his salary before 31.12.1995;
- (o) **“revised scale”** in relation to any Government servant means revised corresponding Assured Career Progression scale in which the Government servant is eligible or entitled to be placed as a consequence of application of these rules in place of the present scale for the purpose of drawing the pay as a personal measure to such Government servant.
- (p) **“revised emoluments”** with reference to any Government servant means basic pay of the Government servant in the revised scale in which the Government servant has been placed for drawing his pay by or under these rules and includes revised non-practicing allowance, if any, admissible to him in addition to the pay in the revised scale;
- (q) **“second assured career progression scale”** with reference to
 - (i) Government servant means the revised scale as mentioned in column 4 of Part I of schedule I against the name of post(s) in column 2 of part I of schedule I, on which the Government servant was recruited as a direct recruited fresh entrant in the Government service.
 - (ii) all other Government servants not covered in sub-clause (i) above but on whom these rules apply, the pay scale as mentioned in column 4 of Part II of Schedule I against the pay scale mentioned in column 2 of Part II of Schedule I, as the corresponding existing pay scale prescribed for the post against which such Government servant was recruited as a direct recruited fresh entrant in the Government service:

Provided that the Second Assured Career Progression Scale may also be referred to as 2nd ACP scale or ACP-II scale.
- (r) **“standard pay scale”** (as it is or with the prefix “First” or “Second” as the case may be) with respect to any Government servant means the scale of pay, other than the existing pay scale prescribed for the post on which such Government servant is working, in which the Government servant was drawing his pay prior to 31.12.1995 and also any pay scale granted to him for the purposes of drawing his pay as “pay scale as a personal measure to him” as defined under

these rules through any other order/notification of the Government or with any other reason;

- (s) “**schedule**” means schedule appended to these rules;
- (t) “**substantive pay**” means pay drawn by the Government servant on the post to which the Government servant has been appointed substantively or by reason of his substantive position in a cadre.

4. **Assured Career Progression Scale of pay.—**

- (1) The first and second ACP scales of pay of any post or any Government servant recruited against such post mentioned in column 2 as a direct recruited fresh entrant shall be as specified in column 3 and 4 respectively in Part I of Schedule I against the name of such post or any Government servant recruited as fresh entrant against the posts.
- (2) The first ACP scale and the second ACP scale for all the other posts or Government servants not covered in sub-rule (1) with functional pay scale as on 31.12.1995 as mentioned in column 2 of Part II of Schedule I and on which the Government servant was recruited as a direct recruited fresh entrant, shall be as mentioned in column 3 and 4 with respect to such Government servants.

5. **Eligibility for Grant of ACP Scales.—**

- (1) Every Government servant who, after a regular satisfactory service for a minimum period of 10 years, if the minimum period is not otherwise prescribed to be different than 10 years either in these rules or by the Government for any class or categories of Government servant from time to time, has not got any financial upgradation in terms of grant of a pay scale higher than the functional pay scale prescribed for the post as on 31.12.1995, on which he was recruited as a direct recruited fresh entrant:-

- (a) either as a consequence of his functional promotion in the hierarchy, or
- (b) as a consequence of the revision of pay scale for the same post, or
- (c) as a consequence of any other event through which the functional pay scale of the post has been upgraded, with respect to the functional pay scale prescribed for the post as on 31.12.1995,

shall for the purposes of drawal of pay, be eligible for placement into the First ACP scale with reference to him.

- (2) Every Government servant who after a regular satisfactory service for a minimum period of 20 years, if the minimum period is not otherwise prescribed to be different than 20 years either in these rules or by the Government for any class or categories of Government servant from time to time has not got more than one financial upgradation in terms of grant of a pay scale higher than the functional pay scale prescribed for the post as on 31.12.1995 on which he was recruited as a direct recruited fresh entrant :-

- (a) either as a consequence of his functional promotion in the hierarchy, or
- (b) as a consequence of the revision of pay scale for the same post, or
- (c) as a consequence of any other event through which the functional pay scale of the post has been upgraded, with respect to the functional pay scale prescribed for the post as on 31.12.1995,

shall for the purposes of drawal of pay, be eligible for placement into the Second ACP scale with reference to him;

Provided that grant of ACP scale shall also be considered financial upgradation for the purposes of this rule.

Note : For the purpose of these rules, “**Regular satisfactory service**” would mean continuous service counting towards seniority under Haryana Government, including continuous service in Punjab Government before re-organisation commencing from the date on which the Government servant joined his service after being recruited through the prescribed procedure or rules etc. for regular recruitment in the cadre in which he is working at the time of being considered his eligibility for grant of ACP scales under these rules and after further fulfilling all the requirements prescribed for determining the suitability of grant of ACP scales.”

EXPLANATION: The ACP scale upgradation will come into play only if due to functional promotion or upgradation of scale for the same post as specified above, the Government servant has not got the benefit of atleast one pay scale upgradation within the prescribed period of 10 years or any other prescribed period for the grant of 1st ACP scale or two such financial upgradations within a period of 20 years or within the period otherwise specified for grant of second ACP scale. If within 10 years of service or within the prescribed period of service for the grant of 1st ACP, the employee has already got atleast one financial upgradation or within 20 years of service, as the case may be, or otherwise prescribed period of service for the grant of second ACP scale, the Government servant has already got atleast two financial upgradations, benefit of these rules will not be extended to such employees save if otherwise provided in these rules.

- (3) For determining the eligibility of grant of ACP Scale, following conditions must also be fulfilled by the Government servant :-
 - (a) After completing the respective prescribed period for eligibility for the grant of ACP scales the Government servant should be fit to be promoted to the next higher post in the functional hierarchy in his cadre, but could not be functionally promoted due to lack of vacancy in the promotional post in the hierarchy to which he is eligible to be promoted;
 - (b) If such promotion involves test of any departmental post or other test etc. such condition should also be fulfilled by such Government servant.
- (4) The eligibility for grant of the ACP scales shall further be subject to any other restriction as may be prescribed by the Government from time to time including the restriction of the number of Government servant to be granted the respective ACP scales in terms of percentage of posts in the cadre to which such ACP placements shall be limited;

Provided that till the time such restrictions are not imposed by the Government.—

- (a) there shall be no restriction on the number of Government servants to be granted the first or second ACP scales with reference to the Government servants covered in sub-rule (2) of rule 4.
- (b) for the Government servants covered in sub-rule (1) of rule 4, there shall be no restriction on the number of Government servants for grant of first ACP scale. However, the grant of the second ACP scale for such Government servants as covered in sub-rule (1) of rule 4 shall be limited to 20% of the total posts in the cadre.

6. Responsibility to be discharged etc.— On placement in the ACP scale, the Government servant shall continue to hold operational duties of his previous post held by him and will continue to hold the previous designation till such time as he is actually promoted to the higher post on the occurrence of a vacancy.

7. Consequences of ACP scales etc.— Placement in the ACP scale will entitle only financial benefit of drawal of pay and dearness relief on pay in the ACP pay scale. The other entitlements including the entitlement generally dependent on the status of the employee shall continue to be determined with reference to his post on which he is working in the substantive capacity or to the functional pay scale of the post against which he was working substantively, before being granted the ACP scale(s).

8. Grant of Assured Career Progression Scales.—

- (1) Rule 5 lays down the eligibility conditions for placement in the relevant ACP scales and does not authorise the placement automatically for placement in ACP scales in which Government servant is eligible to be placed under these rules. The authority competent to grant promotion in case of the Government servant shall pass suitable orders for grant of ACP scale under these rules, authorising the placement of Government servant in the appropriate ACP scales. Before, passing such order:
 - (a) the authority competent shall ensure if there are Departmental Promotion Committees for promotion, such Committees should also consider the cases in which ACP scales are to be granted as if these were the cases for determining the suitability for promotion and their recommendations are considered in the identical manner as considered in case of functional promotion;
 - (b) the authority competent shall ensure that the conditions and provisions laid down in these rules or any other order/instructions etc. issued under these rules or otherwise with this purpose, are strictly adhered to;
 - (c) the authority competent shall ensure that the number of financial upgradations to be granted to Government servant is counted from the scale where the Government servant was inducted on direct recruitment basis as a fresh entrant. The number of financial upgradation should be strictly adhered to;
 - (d) the authority competent shall also ensure compliance with the provision of these rules or any other rules or instructions issued by Government.

EXPLANATION.— The “**authority competent**” for the purpose of this rule would mean the authority competent in case of promotion for the respective categories of posts.

- (2) The ACP scale so granted shall be effective from the date it is due and not from the date on which the orders are issued by the competent authority, if the orders so issued by the competent authority has been issued on a date which is different from the due date of eligibility;

Provided that the Government servant will draw his pay only after the orders for granting such scale are issued by the competent authority in the relevant ACP scale.

- (3) The cases of Government servants who are drawing their pay in a pay scale other than the functional pay scale of the post held by them on or before the date of publication of these rules, shall be exempted from the operation of the provision of sub rules (1) and (2) above and with reference to such

Government servant the relevant ACP scale shall be deemed to have been granted under these rules from the date(s) on which they were placed in the pay scale(s) other than the functional pay scale(s) of the post held by them, for the purposes of drawing their pay as a consequence of any other relevant order of Govt. in force on that point of time;

Provided that this deemed grant of ACP scale will not affect his entitlement for revised pay scale in which he will be placed as a consequence of application of these rules. Such Government servants shall be placed in the appropriate revised pay scale as per their eligibility under these rules for the purposes of fixation of pay as a consequence of application of these rules.

9. Non-admissibility of stepping up in certain cases.— If the service rules provides or circumstances warrant direct recruitment at the level of promotional post, in addition to the filling up of such posts through promotion, no benefit of pay upgradation to the senior Government servant who happens to be a direct recruitee to a post other than the post on which the junior Government servant is a direct recruitee, on the plea that the junior promotee is drawing more salary based on the benefit of ACP upgradation shall be admissible.

10. Special entitlement for ACP scales.— Where the functional pay scale of the promotional post in the hierarchy is inferior to the ACP scale entitlement of the Government servant, had he not been promoted, as per his eligibility and entitlement on completion of prescribed length of service for the 1st or 2nd ACP scale entitlement, as the case may be, the Government servant shall be entitled to be placed in the 1st or 2nd ACP scale, as the case may be, after completing the prescribed period of service for being placed in the 1st or 2nd ACP scale;

Provided that such functional promotion to a post with such inferior pay scale shall not be counted as a financial upgradation for the purposes of these rules.

11. Ceasing of Entitlement of ACP scale.— In case the Government servant chooses to forego any functional promotion on any ground whatsoever, while drawing his pay in any ACP scale with reference to him, he shall cease to be entitled to draw his pay in the ACP pay scales and shall draw his pay in the functional pay scales prescribed for the post on which he is substantively working from the date of such forgo of promotion.

12. "Scale of Pay": The pay scale for the purpose of these rules for the Government servant shall be as under:-

- (a) the revised scale of pay for such Government servants working against the posts specified in column 2 of Part I of Schedule I shall be as specified against it in column 3 and 4 of the above said part of the above said schedule as the first and second ACP scales respectively;
- (b) for all other Government servants on whom these rules apply but who are not covered under the sub-rule (a) above, the scale of pay shall be as specified in Part II of Schedule I in column 3 and 4 as the first and second ACP scale respectively corresponding to the existing scale mentioned in column 2 of above said schedule;

Provided that the posts for which the functional pay scales prescribed have been revised through the Haryana Civil Services (Revised Pay) Rules, 1998, the existing scales shall be considered as the corresponding existing scales to the so revised pay scales under the Haryana Civil Services (Revised Pay) Rules, 1998, for the purpose of this rule.

13. Drawal of pay in revised scale.—

- (i) Save as otherwise provided in these rules a Government servant shall draw pay in the first ACP scale or second ACP scale as applicable in his case;

Provided that a Government servant may elect to continue to draw pay in the present scale until the date or which he earns his next or any subsequent increment in the present scale or until he vacates his post or ceases to draw pay in that scale;

Provided further that if the Government servant elects to draw his pay in the present scale as per the provisions of these rules, he will continue to draw his pay in the present scale as per the terms and conditions prescribed for drawal of pay for the present scale and none of the provisions under these rules or under the Haryana Civil Services (Revised Pay) Rules, 1998, shall be applicable on such Government servants till the time they opt to be governed by or are brought over into either of these two rules.

EXPLANATION : The option to retain the present scale under the proviso of this rule shall be admissible in respect of only one Scale out of the present scale(s) or existing scale(s).

14. Exercise of option.—

- (1) The option under the proviso to rule 13 shall be exercised in writing in the form appended to the Schedule so as to reach the authority mentioned in sub-rule (2) within three months of the date of publication of these rules;

Provided that in the case of Government servant who is on the date of such publication, on leave or on deputation or on foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in Government or in case where he is on leave, at the expiry of the sanctioned leave, whichever is earlier;

Provided further that where a Government servant is under suspension on the 1st day of January, 1996, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.

- (2) The option shall be intimated by the Government servant to the Head of his Office.
- (3) If the intimation regarding option is not received within the time mentioned in sub rule (1), the Govt. servant shall be deemed to have elected to be governed by the First and Second ACP scale of pay as the case may be, on and from the 1st day of Jan., 1996.
- (4) The option once exercised shall be final.

Note. Person whose services were terminated on or after the 1st January, 1996, and who could not exercise the option within the prescribed time limit, on account of death, discharge on the expiry of the sanctioned post, resignation, dismissal or removal on account of disciplinary proceedings, are entitled to the benefit of this rule;

Provided that with respect to the persons whose services were terminated on account of death, the option shall be exercised by his legal heir who is entitled to the receipt of payments.

15. Fixation of initial pay in the First or Second ACP Scale, as the case may be.—

- (1) The initial pay of a Government servant who is governed by these rules and who elects or is deemed to have elected under sub rule (4) of rule 14 to be governed by the Revised First ACP Scale or Revised Second ACP scale of pay, as the case may be, on and from the 1st day of January, 1996, shall, unless in any case the Government by special order otherwise directs, be fixed in the Revised First ACP scale or Revised Second ACP scale, as the case may be, depending upon his eligibility, in the following manner:-

(A) In the case of all Government servants:

- (i) an amount representing 40 percent of the basic pay in the present scale shall be added to the existing emoluments of the employee;
- (ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage equal to such computed amount in sub-rule (i) above and in case, there is no such stage in the revised scale equal to such computed amount in sub-rule (i) above, at the stage next above the amount thus computed in the revised scale,

Provided that :

- (a) if the minimum of the revised scale is more than the amount so computed in sub-rule (i) above, the pay shall be fixed at the minimum of the revised scale;
- (b) if the amount so computed in sub-rule (i) above is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

Provided further that :

where in the fixation of pay, the pay of Government servants drawing pay at more than four consecutive stages in a present scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these Government servants who are drawing pay beyond the first four consecutive stages in the present scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increments(s) in the revised scale in the following manner, namely :-

- (a) for Government servants drawing pay from the 5th upto the 8th stage in the present scale - **by one increment**
- (b) for Government servants drawing pay from the 9th upto the 12th stage in the present scale, if there is bunching beyond the 8th stage - **by two increments**
- (c) for Government servants drawing from the 13th upto the 16th stage in the present scale, if there is bunching beyond the 12th stage - **by three increments.**

Provided further that - the fixation thus made shall ensure that every employee will get atleast one increment in the revised scale of pay for every three increments (inclusive of stagnation increments), if any in the present scale of pay.

EXPLANATION.— For the purpose of this clause “existing emolument” shall include,

- (a) the basic pay in the present scale;
- (b) dearness allowance appropriate to the basic pay admissible at index average 1510 (1960=100), and;
- (c) the amounts of first and second instalment of interim relief admissible on the basic pay in the present scale;
- (B)** in the case of Government servants who are in receipt of one or more categories of special pay/allowance in addition to pay in the present scale which has been prescribed with a revised scale of pay without some or all such special pay/allowance, pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases “existing emoluments shall include :-
 - (a) the basic pay in the present scale;
 - (b) present amount of all such special pay/allowance, which have been discontinued.
 - (c) admissible dearness allowance appropriate at index average 1510 (1960= 100) under the relevant orders; and
 - (d) the amounts of first and second instalments of interim relief admissible on the basic pay in the present scale.

EXPLANATION : In certain categories of Government servants two or more categories of special pay or allowances may be merged and a unified special pay or allowance may be prescribed. In such cases, the categories of special pay/allowances which may be merged and substituted by a unified special pay/allowances, will not be considered as special pay/allowances which have been discontinued for the purposes of calculations under this sub-rule.

- (C)** In the case of Government servants who are in receipt of special pay component with any other nomenclature in addition to pay in the present scales, such as personal pay for promoting small family norms, etc., and in whose case the same has been replaced in the revised scale with corresponding allowance/pay at the same rate or at a different rate the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above. In such cases the allowance at the new rate as recommended shall be drawn in addition to pay in the revised scale of pay;
- (D)** In the case of medical officers who are in receipt of Non-Practicing Allowance (NPA), the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above except that in such cases the term “existing emoluments” shall not include NPA and dearness allowance on NPA and will comprise only the following:-
 - (a) the basic pay in the present scale;
 - (b) dearness allowance appropriate to the basic pay admissible at index average 1510 (1960=100) under the relevant orders; and
 - (c) the amounts of first and second instalments of interim relief admissible on the basic pay in the present scale and non-practicing allowance under the relevant orders and in such cases, non-practicing allowance at the new rates shall be drawn in addition to the pay so fixed in the revised scale.

Note 1.— Where the increment of a Government servant falls on 1st day of January, 1996, he shall have the option to draw the increment in the present scale or the revised scale.

Note 2.— Where a Government servant is on leave on the 1st day of January, 1996, he shall become entitled to pay in the revised scale of pay from the date he joins duty.

Note 3.— In case of Government servant under suspension, he shall continue to draw subsistence allowance based on present scale of pay and his pay in the revised scale of pay will be subject to final order on the pending disciplinary proceedings or otherwise a final order, as the case may be.

Note 4.— Where the existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause (D), as the case may be, exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 5.— Where in the fixation of pay under sub-rule (1), pay of a Government servant, who, in the present scale was drawing immediately before the 1st day of January, 1996, more pay than another Government servant junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior;

Provided that if the pay of a senior Government servant in the revised scale is getting fixed at a stage lower than that of his junior because of the junior drawing his pay in a pay scale as a personal measure to him due to his entitlement of higher ACP scale or standard scale etc. the benefit of upgradations or stepping up to the senior under these rules will not be admissible.

Note 6.— Where a Government servant is in receipt of personal pay on the 1st day of January, 1996 which together with his existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause (D), as the case may be, exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

Note 7.— In cases where a senior Government servant has moved into first or second ACP scales or standard scale etc., as the case may be, before the 1st day of January, 1996, and draws less pay in the revised scale than his junior who moves into the same entitled first or second ACP scale on or after the 1st day of January, 1996, the pay of the senior Government servant should be stepped up to an amount equal to the pay as fixed for his junior in that ACP scale. The stepping up should be done with effect from the date on which the junior Government servant moves into the same ACP scale, subject to the fulfillment of the following conditions, namely:-

- (a) both the junior and the senior Government servants should belong to the same cadre and the ACP scale in which they have been moved should be same and in the same cadre.
- (b) the present scale and revised scale of pay for both the Government servants should be the same.
- (c) the senior Government servants at the time he moved into the first or second ACP scale or standard scale, as the case may be, should have been drawing equal or more pay than the junior.

The order relating to re-fixation of the pay of the senior officer in accordance with the above provisions should be issued under these rules and the senior

officer will be entitled to the next increment on completion of his required qualifying service with effect from the date of refixation of pay;

Provided that the benefit of stepping up to the senior Government servant under this Note will not be applicable if the senior Government servant is being fixed at a lower stage while drawing his pay in the functional pay scale prescribed for the post on which he is working and as a consequence of the junior Government servant drawing his salary in the pay scale other than the functional pay scale prescribed for the post held by the junior or the junior officer is drawing pay in the identical pay scale as a personal measure to him.

- (2) The initial pay of a Government servant who is drawing his pay in a pay scale other than the functional pay scale prescribed for the post held by him and where such pay scale in which he is drawing his pay has been allowed to him for the purposes of drawing the pay on or after 01.01.1996 in the relevant ACP scale as per his eligibility, his pay shall be fixed in the entitled ACP scale at the stage next above the basic pay in the earlier pay scale, from where he has been moved into the relevant ACP scale;

Provided that the exemption granted under sub rule (3) of rule 8 shall apply to the Government servants eligible for such exemption.

Note: The placement in the first or second ACP scale as the case may be does not amount to a functional promotion and, therefore, the presumption of higher responsibility cannot be taken in such placements in the ACP scale. However, still the benefit of fixation of pay corresponding to the placement in the higher pay scale as a consequence of promotion that is presuming the higher responsibility shall be extended at the stage of fixation of pay in the first or second ACP scale, as the case may be. Therefore, if the functional pay scale of the promotional post and the ACP pay scale in which the Government servant is drawing his pay prior to the promotion are identical, his pay will not again be fixed in the functional pay scale of the promotional post which is identical to the ACP scale in which he was drawing his pay before promotion. He will continue to draw his salary at the same stage and his date of increment will also continue to be the same as before the promotion.

16. Date of next increment in the First or Second ACP scale, as the case may be.—

The next increment of a Government servant whose pay has been fixed in the revised scale in accordance with sub-rule (1) of rule 15 shall be granted on the date he would have drawn his increment, had he continued in the present scale;

Provided that in cases where the pay of a Government servant is stepped up in terms of Note 7 to sub rule (1) and also second proviso to sub-rule (1) of rule 15, the next increment shall be granted on the completion of qualifying service of 12 months from the date of the stepping of the pay in the revised scale;

Provided further that in case other than those covered by the preceding proviso, the next increment of a Government servant, whose pay is fixed on the 1st day of January, 1996 or on any subsequent date, at the same stage and in the same pay scale as the one fixed for another Government servant junior to him in the same cadre and drawing pay at a lower stage than his in the present scale, shall be granted on the same date as admissible to his junior, if the date of increment of junior happens to be earlier;

Provided also that in the case of persons who had been drawing maximum of the present scale for more than a year as on the 1st day of January, 1996, next increment in the revised scale shall be allowed on the first day of January, 1996.

17. Fixation of pay in the First or Second ACP scale subsequent to the 1st day of January, 1996.— Where a Government servant continues to draw his pay in the present scale and is brought over to revised scale from a date later than the 1st day of January, 1996, his pay from the later date in the revised scale shall be fixed under **these rules** and for this purpose his pay in the present scale shall have the same meaning as of existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause (D), as the case may be, of sub-rule 1 of rule 15 except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid and where the Government servant is in receipt of special pay or non practicing allowance, his pay shall be fixed after deducting from those emoluments an amount equal to the special pay or non practicing allowance, as the case may be, at the revised rates appropriate to the emoluments so calculated.

18. Disbursal of arrears.— The arrears would be deposited to the corresponding account of General Provident Fund of the Government servant with the restriction that the arrears having been deposited on this account will not be allowed to be withdrawn by the Government servant for one year from the date it is so deposited under these rules.

EXPLANATION : for the purposes of this rule:

- (a) **“arrears of pay”**, in relation to a Government servant means the difference as a consequence to applicability of these rules between:-
 - (i) The aggregate of pay and allowances to which he is entitled on account of the revision of his pay and allowances under these rules, for the relevant period; and
 - (ii) The aggregate of the pay and allowances to which he would have been entitled (whether such pay and allowances had been revised or not) for that period had his pay and allowances not been so revised.
- (b) **“relevant period”**, means the period commencing on the 1st day of January, 1996 and ending with the 31st of December, 1997;

Provided that if the Government servant elects to draw his pay in the present scale as per the provisions of these rules, the relevant period would mean the period commencing from the date on which he has been brought over to the revised pay structure under these rules and ending on 31.12.1997.

19. Overriding effect of these rules.— The provisions of CSR or PFR or any other rules made in this regard shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules to the extent they are inconsistent with these rules.

20. Power to relax.— Where the Government is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, it may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner.

Note: The relaxation so granted under this rule shall be deemed to have been given depending upon the merit of such class and categories of Government servant and, therefore, will not amount to any discrimination to other class and categories of Government servant.

21. Power to make addition or deletion etc.— Where the Government is satisfied that there is a necessity to make additions or to delete any class or categories of posts or change the designations and scales of pay either permanently or temporarily in the Schedules of these rules, the Government will be competent to add or delete or to change such conditions. The provisions of these rules will apply on such additions or deletions or changes as the

Government may direct by specific orders or in the absence of that all the provisions of these rules shall apply as if the changes were made.

22. Interpretation.— If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Government for decision.

23. Residuary Provisions.— In the event of any general or special circumstances which is not covered under these rules or about which certain inconsistency comes to the notice, the matter shall be referred to the Government and the Government will prescribe the conditions to be followed under such circumstances. Such conditions as shall be prescribed by the Government under this rule shall be deemed to be part of these rules. Further, if the Government is satisfied that there is a requirement to prescribe certain conditions under these rules, the Government shall prescribe such conditions and such conditions as shall be prescribed by the Government under this rule shall be deemed to be the part of these rules.

24. Repeal.— All the orders/notification/instructions/any other instrument issued by Government through which the Government servant is entitled to draw the salary in a pay scale other than the functional pay scale prescribed for the post against which he is working shall become inoperative with effect from the date preceding the date of publication of these rules, with respect to Government servants on whom these rules apply;

Provided that the Government servants who have elected under rule 13 to continue in the present scale shall continue to be governed by the earlier orders etc. as applicable to them, till the time, they elect to be governed or are brought over to these rules;

Provided further that nothing in these rules shall amount to discharging the liability of the Government servant to refund the additional financial benefit taken by them to the Government.

SCHEDULE I**PART I**

Sr. No.	Name of the post/cadre in which the Government servant were recruited as a direct recruited fresh entrant	First Assured Career Progression Scale	Second Assured Career Progression Scale
1	2	3	4
1	Haryana Civil Medical Service Doctors	10000-325-13900 (After 5 years of regular satisfactory service in the cadre)	12000-375-16500 (After 11 years of regular satisfactory service in the cadre)
2	Haryana Dental Service Doctors	10000-325-13900 (After 5 years of regular satisfactory service in the cadre)	12000-375-16500 (After 11 years of regular satisfactory service in the cadre)
3	AEE/AE/SDEs in the Department of PWD (B&R)	10000-325-13900 (After 5 years of regular satisfactory service in the cadre)	12000-375-16500 (After 11 years of regular satisfactory service in the cadre)
4	AEE/AE/SDEs in the Department of Irrigation	10000-325-13900 (After 5 years of regular satisfactory service in the cadre)	12000-375-16500 (After 11 years of regular satisfactory service in the cadre)
5	AEE/AE/SDEs in the Department of Public Health	10000-325-13900 (After 5 years of regular satisfactory service in the cadre)	12000-375-16500 (After 11 years of regular satisfactory service in the cadre)
6	Veterinary Surgeons in the Department of Animal Husbandry	10000-325-13900 (After 5 years of regular satisfactory service in the cadre)	12000-375-16500 (After 11 years of regular satisfactory service in the cadre)
7	Deputy Superintendent of Police	10000-325-13900 (After 5 years of regular satisfactory service in the cadre)	12000-375-16500 (After 11 years of regular satisfactory service in the cadre)
8	Excise & Taxation Officers in the Department of Commercial Taxes	10000-325-13900 (After 7 years of regular satisfactory service in the cadre)	12000-375-16500 (After 14 years of regular satisfactory service in the cadre)
9	Excise & Taxation Officers in the Department of Prohibition & Excise	10000-325-13900 (After 7 years of regular satisfactory service in the cadre)	12000-375-16500 (After 14 years of regular satisfactory service in the cadre)

SCHEDULE - I**PART II**

Sr. No.	Functional pay scale to the post as on 31.12.95 on which the Government servant was recruited	First Assured Career Progression Pay Scale	Second Assured Career Progression Pay Scale
1	2	3	4
1	750-12-970-EB-14-940	2650-65-3300-EB-70-4000	3050-75-3950-EB-80-4350
2	775-12-955-EB-14-1025	2650-65-3300-EB-70-4000	3050-75-3950-EB-80-4350
3	800-15-1010-EB-20-1150	3050-75-3950-EB-80-4350	4000-100-4800-EB-100-6000
4	950-20-1150-EB-25-1400	4000-100-4900-EB-100-6000	5000-150-7100-EB-150-7850
5	950-20-1150-EB-25-1500	4000-100-4900-EB-100-6000	5000-150-7100-EB-150-7850
6	950-25-1200-30-1560-EB-40-1800	4000-100-4900-EB-100-6000	5000-150-7100-EB-150-7850
7	975-25-1150-EB-30-1540	4000-100-4900-EB-100-6000	5000-150-7100-EB-150-7850
8	1200-30-1560-EB-40-2040	5000-150-7100-EB-150-7850	5450-150-6950-EB-150-8000
9	1320-30-1560-EB-40-2040	5000-150-7100-EB-150-7850	5450-150-6950-EB-150-8000
10	1350-30-1440-40-1800- EB-50-2200	5000-150-7100-EB-150-7850	5450-150-6950-EB-150-8000
11	1400-40-1600-50-2300- EB-60-2600	5450-150-6950-EB-150-8000	5500-175-8300-EB-175-9000
12	1600-50-2300-EB-60-2660	5500-175-8300-EB-175-9000	6500-200-8500-EB-200-9900
13	1640-60-2600-EB-75-2900	6500-200-8500-FB-200-9900	6500-200-8500-EB-200-10500
14	2000-60-2300-EB-75-3200	6500-200-8500-EB-200-10500	6500-200 -8500-EB-200-10500
15	2000-60-2300-75-2900-EB-100-3500	No change	No change

Second Schedule

Form of option

[See Rule 14(1)]

* (i) I hereby elect the revised scale with effect from 1st January, 1996.

* (ii) I hereby elect to continue on** the existing scale of pay of my substantive/officiating post mentioned below until :

*the date of my next increment

the date of my subsequent increment

raising my pay to Rs.....

*the date I vacate or cease to draw pay in the existing scale

**Existing scale

Signature

Name

Designation

Office to which employed

Date :

Station :

*To be scored out if not applicable

**Memorandum Explanatory to the
Haryana Civil Services
(Assured Career Progression) Rules, 1998**

Rule 1.— This rule is self explanatory.

The objective is that in case of stagnation i.e. in the absence of promotion for a certain years of service, the employee will move to the 1st and 11nd ACP scale of pay though he shall continue to discharge the same responsibility. Functionally, therefore, this movement shall not amount to a promotion and the objective of this scheme is to offset the financial stagnation as a consequence of non-availability or non requirement of functional promotion posts. These rules have been framed so that this facility is available to all the employees equally under equal circumstances. The classification, therefore, is based on the principle that one requires more money as one grows older, and that the requirements do not allow him an opportunity of functional promotion and consequential financial upgradation due to non availability of functional promotional avenues.

The problem of stagnation was widely recognised throughout the country in Government employments. It was felt that to keep the level of motivation of the employees at a satisfactory level it is required that this general problem of lack of promotional avenues and thereby lack of financial advantages should be addressed to adequately.

The entire scheme of Assured Career Progression is about granting a person pay upgradation, when functional consideration do not permit him to rise in the hierarchy. He continues to perform the same job as before but moves into the prescribed higher scale subject to his eligibility. The idea here is the basic one that a person needs more money as he becomes older, but he may not receive a promotion because there is no need for another post in the hierarchy. The effort of these rules are to relieve stagnation without unduly upsetting the hierarchy.

The ACP scheme through these rules provides for the following:

- (i) every employee recruited in a particular grade/scale of pay shall be allowed to move to his respective and specific higher scale on completion of specified period of residency in the lower pay scale(s), with reference, to the pay scale or post in a pay scale, to which he was recruited as a direct recruited fresh entrant;
- (ii) on placement in next higher grade, the incumbent shall continue to perform duties of his original posts and will continue to hold the old designation till such time as he is actually promoted to the higher grade on the occurrence of a vacancy;
- (iii) placement in higher grade will entail only the financial benefits.
- (iv) the number of financial upgradations to be given shall be counted from the grade where an employee was inducted on direct recruitment basis. The number of financial upgradations shall be strictly adhered to and there shall be no additional financial upgradation for a senior employee on the ground that a junior employee in the grade got higher scale under this scheme, if both the senior and junior are not subject to identical circumstances.

The doctrine of more pay as one grow older however, is basically different than the doctrine of more pay for higher responsibility. The present scheme provides for following distinguishing features:-

-
- (i) the classification is based on the differentiation distinguishing the direct recruits in a lower scale and the direct recruits in a higher scale. Further it differentiates Government servants based on the length of service. For example a suitably eligible employee in a lower grade may be granted the higher pay scales after completing 10 and 20 years of service while he still continues functionally holding the same post on which he was recruited. He may, therefore, actually be placed in a higher pay scale after completion of 20 years of service in the lower post than the pay scale prescribed for the next promotional post in the hierarchy. But he constitutes a different class and category of employees than the class or categories of employees recruited directly against such higher post, which is the next promotional post for the post on which an employee has been granted the benefit of ACP scales under these rules, based on a different principle.
 - (ii) the objective sought is to compensate financially an employee who is stagnating without any promotion in a lower post in cases for example for 10 and 20 years. There is no functional requirement for creating posts in the higher hierarchy for all such employees. Therefore, they are being allowed a higher scale in compensation. The classification explained in (i) above meets this objective and, therefore, is having a rational relation to the object sought to be achieved by these rules.

Rule 2.— This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded under sub-rule (2) of this rule, the rules are applicable to all Government servants appointed under the rule making power of the Government of Haryana serving in connection with the affairs of Government of Haryana and whose pay is debitable to the consolidated fund of the State of Haryana.

Rule 3.— The rule is self explanatory.

Further, wherever the terms defined under this rule are mentioned in these rules or in any other rules/instructions/orders/notifications etc. issued in connection with these rules, definitions as prescribed under this rule is to be taken as the meaning of such terms unless specifically a different definition is prescribed for such terms to be taken as meaning for and in these rules or, as the case may be, in any other rules/instructions/orders/notifications etc.

Rule 4.— Assured Career Progression Scale of pay is the revised ACP pay scale with reference to the Government servants as a consequence of these rules. The provisions in sub rule (1) is specific and that in sub rule (2) is residual. For the purposes of sub rule (1), the ACP scales prescribed is corresponding to the name of post on which the Government servants was recruited as a direct recruited fresh entrant. For the purposes of sub rule (2) however, the respective revised ACP scales are to be derived out of the existing functional pay scale prescribed for the post existed as on 31.12.1995 on which he was recruited as a direct recruited fresh entrant. The existing scale has, therefore, been mentioned in this rule and the Schedules only with the objective of deriving as to what shall be the revised ACP scales and for no other purposes.

The revised pay scale as prescribed by these rules is based on the principle of adequacy and propriety that is that the Government servant should be paid adequately depending upon his status and qualifications and qualitative and quantitative work output according to the capacity of Government to pay at the same time the horizontal and vertical equivalence and differentiation's justifiable required to be maintained shall also be maintained.

Rule 5.— The rule is self explanatory.

It lays down the conditions which are essential to be met by a Government servant to be eligible for grant of the benefit under these rules.

Rule 6 and 7.— The rule is self explanatory.

The objective of grant of ACP scales is only limited to offset financial consequences of stagnation. No other benefit in any way or in any manner is to be extended to the Government servant.

Rule 8.— The rule is self explanatory.

The rule lays down the authorisation of grant of the benefit to be extended under these rules. It further exempts the categories of Government servants who have already been extended the corresponding benefit in the past. In case of such Government servants the eligibility is not to be assessed afresh or a formal order granting the benefit is not to be passed separately. However, for the purposes of providing and placing the revised pay scales and for all other purposes under these rules they shall be governed by the conditions laid down in this rule.

Rule 9.— The rule is self explanatory.

The rule clarifies the differentiations between the circumstances of the Government employees. The benefit of these rules are limited only to the employees in whose case the financial stagnation as a consequence of lack of functional promotion avenues for the prescribed period of time has been found to be justified for granting such benefit. The objective is not based on the criteria of status and responsibility.

Rule 10.— The rule is self explanatory.

The rule aims at removing the distortions which may crop up in isolated cases where if the employee had not been promoted, he would have been entitled to better financial benefits.

Rule 11.— The rule is self explanatory.

The rule provides that the benefit of these are not granted as a matter of right, rather it is granted as a consequence of non-availability of posts in the hierarchy for such Government servants to be promoted against and as a consequence to get the financial upgradation based on the concept of responsibility and status. Therefore, after having taken the benefit as a consequence of non-availability of adequate number of posts in the promotional hierarchy, if somebody foregoes the promotion and thereby refuses to shoulder higher responsibility, he is not entitled for the benefit of these rules.

Rule 12.—The rule is self explanatory.

Rule 13.— The rule is self explanatory.

Rule 14.— This rule prescribes the manner in which option has to be exercised and also the authority who should be apprised of such option. The option has to be exercised on the appropriate proforma appended to the rule. It should further be noted that it is not sufficient for a Government servant to exercise the option within the specified time limit, but also to ensure that it reaches the prescribed authority within the time limit officially and in writing on the prescribed proforma. In the case of persons who are on leave or on deputation or on foreign service at the time these rules are notified, the period within which the option has to be exercised is three months from the date they take over charge of the post. It is further made clear that unauthorised absence shall not entitle the Government servant to get the relief as granted under

these rules for the Government servants who are on leave. The period of 3 months shall be counted from the date on which the sanctioned leave expires. No other exigency shall enable such Govt. servants the above said relief.

The persons who have retired between 1st January, 1996 and the date of issue of these rules are also eligible to exercise the option.

Rule 15.— (1) This rule deals with the actual fixation of pay in the revised functional pay scales on 1st January, 1996. For the purposes of these rules the procedure under this rule and no other procedure under any different rule shall be followed. A few illustrations indicating the manner in which pay of Government servant should be fixed under this rule subject to the permissible stepping up of pay under notes in this rule are given below:-

Example - 1

'A- 1' was recruited as a direct recruited fresh entrant in Government service as Steno-Typist and was drawing his pay in the present pay scale of Rs. 1600-2660 at the stage Rs. 2200 on 01.01.1996 and working as Junior Scale Stenographer with effect from 10.11.1995. He was recruited in Government service on 01.01.1982.

Functional Pay Scale of post of Stenographer		1200-2040
Pay scale in which 'A-1' is drawing his pay		1600-2660
1	Whether these rules apply on 'A-1' or not	Since he is drawing his pay in a scale of pay different than the functional pay scale prescribed for the post of Junior Scale Stenographer, so these rules apply on him.
2	Length of service on 1.1.1996	14 years
3	Eligibility	First ACP
4	Revised Scale	4000-6000 (First ACP corresponding to the Existing Scale 950-1500, the Functional Pay Scale of post on which he joined as a direct recruited first entrant).
5	Existing Basic Pay	Rs. 2200
6	D.A as on 01.01.1996	Rs. 3256
7	I and II I.R.	Rs. 320
8	Existing emolument	Rs. 5776
9	Add 40% of Basic Pay	Rs. 880
10	Total	Rs. 6656
11	Pay to be fixed in the revised scale at	Rs. 6000 (Fixed at Rs. 6000 in revised pay scale of 4000-100-6000).
12	No. of increment in the revised scale	20
13	Existing emoluments	Rs. 5776
14	Revised emoluments	Rs. 6000
15	Financial Addition	Nil

Example - 2

'A-2' was recruited as an AEE as a direct recruited fresh entrant on 01.01.1980 and working as such. The strength of cadre for 'A-2' is 100 and he is at No. 40 in the cadre. He is drawing his pay in the pay scale of Rs. 4100-5300 on 01.01.1996 at the stage Rs. 4600/-.

1	Existing pay scale of the post of AEE	Rs. 2200-4000
2	Pay Scale in which 'A-2' is drawing his pay	Rs. 4100-5300
3	Whether these rules apply on 'A-2' or not	Yes. Since he is drawing his pay in a scale of pay different than the functional pay scale prescribed for the post of A.E.E., so these rules apply on him.
4	Length of service on 01.01.1996	16 years
5	Whether he falls within the 20% of cadre post	No
6	Eligibility	First ACP
7	Revised Scale	10000-13900
8	Existing Basic Pay	Rs. 4600
9	D.A. as on 01.01.1996	Rs. 5180
10	I & II I.R.	Rs. 560
11	Existing emolument	Rs. 10340
12	Add 40% of Basic Pay	Rs. 1840
13	Total	Rs. 12180
14	Pay to be fixed in the revised scale at	Rs. 12275
15	Benefit of bunching in revised pay scale	Not applicable
16	Increments in the existing pay scale	4
17	No. of increment in the revised scale	7
18	Existing emoluments	Rs. 10340
19	Revised emoluments	Rs. 12275

Pay to be fixed in the revised pay scale of Rs. 10000-325-13900 at Rs. 12275.

Example - 3

'A-3' was recruited as an MO as a direct recruited fresh entrant on 01.01.1976 and working as such. The strength of cadre for 'A-3' is 100 and he is at No. 15 in the cadre. He is drawing his pay in the pay scale of Rs. 4100-5300 on 01.01.1996 at the stage Rs. 5300/-.

1	Existing pay scale of the post of MO	Rs. 2200-4000
2	Pay Scale in which 'A-3' is drawing his pay	Rs. 4100-5300
3	Whether these rules apply on 'A-3' or not	Yes.
4	Length of service on 01.01.1996	20 years
5	Whether he falls within the 20% of cadre post	Yes
6	Eligibility	Second ACP
7	Revised Scale	12000-375-16500
8	Existing Basic Pay	Rs. 5300
9	D.A. as on 01.01.1996	Rs. 5883
10	I & II I.R.	Rs. 630
11	Existing emolument	Rs. 11813
12	Add 40% of Basic Pay	Rs. 2120
13	Total	Rs. 13933
14	Pay to be fixed in the revised scale at	Rs. 14250
15	Benefit of bunching in revised pay scale	Not applicable
16	Increments in the existing pay scale	9
17	No. of increment in the revised scale	6
18	Existing emoluments	Rs. 11813
19	Revised emoluments	Rs. 14250

Pay to be fixed in the revised pay scale of Rs. 12000-375-16500 at Rs. 14250.

Example - 4

'A-4' was recruited as an MO as a direct recruited fresh entrant on 01.01.1979 and working as such. The strength of cadre for 'A-4' is 100 and he is at No. 27 in the cadre. He is drawing his pay in the pay scale of Rs. 4100-5300 on 01.01.1996 at the stage Rs. 5300/-

1	Existing pay scale of the post of MO	Rs. 2200-4000
2	Pay Scale in which 'A-4' is drawing his pay	Rs. 4100-5300
3	Whether these rules apply on 'A-4' or not	Yes.
4	Length of service on 01.01.1996	17 years
5	Whether 'A-4' falls within the 20% of cadre post	No
6	Eligibility	First ACP
7	Revised Scale	10000-13900
8	Existing Basic Pay	Rs. 5300
9	D.A. as on 01.01.1996	Rs. 5883
10	I & II I.R.	Rs. 630
11	Existing emolument	Rs. 11813
12	Add 40% of Basic Pay	Rs. 2120
13	Total	Rs. 13933
14	Pay to be fixed in the revised scale at	Rs. 13900
15	Benefit of bunching in revised pay scale	Not applicable
16	Increments in the existing pay scale	9
17	No. of increment in the revised scale	12
18	Existing emoluments	Rs. 11813
19	Revised emoluments	Rs. 13900

Pay to be fixed in the revised pay scale of Rs. 10000- 325-13900 at Rs. 13900.

Note: These examples are only illustrations and may or may not be actually existing in case of any Government servants. They have been prescribed to bring the system home.

This rule prescribes the fixation of pay in the revised prescribed scales for the post (substituting the revised scales for the corresponding post) as a consequence of the applications of these rules. It is not aimed at any other objective like as a consequence of higher responsibility etc. Therefore, wherever the calculated amount which is to be fixed in the revised scale finds an identical stage in the revised functional pay scale, no further upgradations of stage as a consequence of fixation of pay alone is admissible. However, wherever no such identical stage is found in the revised scale the pay shall be fixed at the next above stage with the objective to bring the Government servant in the revised functional pay scale.

The rule further provides that with the objective of bringing all the Government servants in the revised pay scale, wherever the computed amount is less than the minimum of the revised functional pay scale, the pay shall be fixed at the minimum of the revised pay scale. The rule further prescribes certain additional benefits to be granted in the manner as prescribed over and above the entitled calculated amount which is to be fixed in the revised scale to offset

the consequences of bunching and stagnation. For different categories of circumstances different system has been prescribed.

With an objective that no Govt. servant is subject to any financial loss in terms of emoluments in the revised pay scale the pay is to be fixed in the revised pay scale, by allowing personal pay.

The objective of the rule, therefore, is that no Government servant shall be placed in a financially disadvantageous circumstances as a consequence of pay fixation in the revised scale, as a consequence to these rules.

Rule 16.— This rule prescribes the manner in which the next increment in the new scale should be regulated. The proviso to this rule are intended to eliminate the anomalies of junior Govt. servants drawing more pay than their senior by the operation of substantive part of this rule and also taking care of the Govt. servants who have been drawing pay at the maximum of the present scale for more than one year as on 01.01.1996 and also those Govt. servants who have been stagnating at the maximum of the present scale and are actually in receipt of stagnation increment on adhoc basis.

However, the benefit of this rule will be granted in relation to both the senior and junior drawing their pay in the functional pay scales prescribed for the posts.

Rule 17.— The rule is self explanatory.

Rule 18.—The rule is self explanatory.

The relevant period for the employees who have entered the Government service for the first time either as a direct recruit or by transfer shall be counted from the date he has so entered in the Government service.

Rule 19.— This rule relates to the overriding effect of rules which provides that the provisions of these rules will regulate and the provisions of any other rule will not regulate the conditions as prescribed in these rules and to the extent of any inconsistency between the provisions of these rules and provisions of any other rules, the provisions of these rules shall prevail and apply.

Rule 20.— The rule is self explanatory.

There could be a possibility that these rules may cause some hardship in any particular case or to a class or category of posts. Under such circumstances the provisions of rule is clear that it has to be invoked only if the Govt. is satisfied about the existence of some hardship which is required to be relaxed. The relaxation of such hardship shall be based on the merit of individual cases or the cases of class and categories of employees where such hardship is found to be justified for relaxation. Removal of such hardship would, therefore, not amount to any discrimination with any other class or category of Govt. servants where such hardship has either been found to exist or has not been found to be justified for relaxation.

Rule 21.— The rule is self explanatory.

If the circumstances so require the Govt. can add or delete or change any of the parameters as mentioned in the 1st Schedule and may further direct the mode in which the provisions of these rules shall be applicable on such changes either generally or specifically. However, in the event of absence of any general or specific direction for the applicability of the provisions laid down under these rules, it shall be presumed that the entire rule shall be applicable on such changes.

Rule 22.—The rule is self explanatory.

Rule 23.— The rule is self explanatory.

Rule 24.— The rule is self explanatory.

There could be circumstances where due to any reason the Govt. servants may have been allowed to continue with same pay or to be granted same such pay according to the policy. In certain cases due to some decision of the court of law pending the final decision some such financial consequences might have been allowed subject to the final decision by the court of law. The intent is that as and when a final decision comes, the pay and pay related matter will be regulated in accordance with such final decision. As a consequence, therefore, if it is found that certain recoveries are to be effected from such Govt. servants, their liability to clear such recoveries will not be affected by any of the provisions of these rules. Such Govt. servants who have been extended such benefits may also choose to be governed by these rules and in their case but for this provision all the other provisions of these rules will be applicable.

These rules prescribe a different set of scheme. The option to the Government servants either to adopt to be regulated under these rules or to elect to continue in the earlier schemes has been given. A Government servant may, therefore, elect either to get the benefit and be regulated under these rules or to continue in the earlier schemes. For such of the Govt. employees who have elected to continue in the earlier schemes, the provisions of earlier scheme shall apply. But for such Govt. employees who have been elected to be governed by the scheme prescribed by these rules, no provisions of the earlier schemes shall apply.

A.N. MATHUR
Financial Commissioner & Secy. to Govt.,
Haryana, Finance Department.

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

Notification

The 18th July, 2001

Aims and Objects:

No. 1/19/98-4PR(FD).— The Government of Haryana had revised the pay scales of its employees vide Haryana Government Gazette Notification (Extraordinary) dated 7th January, 1998 under Haryana Civil Services (Revised Pay) Rules, 1998 in exercise of powers conferred by the proviso to Article 309 of the Constitution of India. The pay scales of different categories of employees have been mentioned under Part-I and Part-II of the First Schedule of the said notification. The pay scales of various categories of teaching staff on the School side in the Education Department have been provided under Sr. No. 6 of Part-I of the First Schedule. It has been observed that the pay scales for the posts of Head Teachers of Primary Schools, Head Masters of the Middle Schools, Lecturers in Senior Secondary Schools and Head Masters of High Schools do not find a mention along with other categories of teachers. As a result, the revised pay scales of these categories of teachers. As a result the revised pay scales of these categories were applicable as contained in Part-II of the First Schedule.

The Government has, subsequently, further modified the pay scales of Head Teachers of the Primary Schools, Lecturers in Senior Secondary Schools and Head Masters of the High Schools vide its Letters dated 7th August, 1998 and 26th September, 2000 respectively. It has been observed that the pay scales of the post of Head Master/Middle School are Rs. 5500-9000 at present under Part-II of the First Schedule. The provision of this pay scale for this post has resulted in hardship for the Head Masters of Middle Schools especially those who had been promoted as such before 1st January, 1996 keeping in view that those promoted as Head Masters/Middle Schools after 1st January, 1996 would be drawing their pay either in the first ACP of Rs. 6500-9900 or in the second ACP of Rs. 6500-10500 (with reference to the functional pay scale of the post of Masters i.e. 5500-9000) when read along with the Haryana Civil Services (Assured Career Progression) Rules, 1998. Though protection has been provided under rule 10 of the ACP Rules to such Head Masters of Middle Schools who had been promoted as such prior to 1st January, 1996, yet keeping in view the representations of the Head Masters of Middle Schools, the recommendations of the Education Department, and the recommendations by the High Powered Officers Committee constituted for the purpose, the Government has decided to specifically provide for the functional pay scale of the post of Head Masters of Middle Schools. Further, the pay scale of the post of Block Education Officers (BEOs) has been identical with that of the Head Masters/High Schools whereas a notification to this effect has not been issued while further modifying the pay scale of the post of Head Master/High Schools. Moreover, the higher pay scales mentioned against various posts under Sr. No. 6 of Part-I of the First Schedule, being in the nature of ACP Scales, should have been provided and mentioned under the HCS (ACP) Rules, 1998. This position also needs to be corrected. It has been felt that a consolidated amended notification needs to be issued in respect of the pay scales of various categories of teaching cadres on the School side of the Education Department with a view to introducing clarity and to avoid any confusion in this respect. Hence, this amendment.

The Amendment:

Part 'A'

1. These rules may be called Haryana Civil Services Revised Pay (First Amendment) Rules, 2001.

2. In accordance with the provisions contained in Rule 14 read with Rule 16 of the Haryana Civil Services (Revised Pay) Rules, 1998, the entries under Sr. No. 6 (a) to (d) of Part-I of the First Schedule are hereby substituted as under:

Sr. No.	Post	Existing Functional Scale	Revised Functional Pay Scale	Remarks
1	2	3	4	5
(a)	J.B.T. Teacher	1200-2040	4500-7000	w.e.f. 01.01.1996
(b)	P.T.I.	1200-2040	4500-7000	w.e.f. 01.01.1996
(c)	Drawing Teacher	1200-2040	4500-7000	w.e.f. 01.01.1996
(d)	Head Teacher/ Primary School	1400-2600	5500-9000	w.e.f. 01.01.1996
(e)	Language Teachers	1400-2600	5500-9000	w.e.f. 01.01.1996
(f)	Master	1400-2600	5500-9000	w.e.f. 01.01.1996
(g)	Head Master/ Middle School	1640-60-2600- EB-75-2900	6500-200-8500-EB-200- 9900	w.e.f. 01.01.1996
(h)	Lecturer/Sr. Sec. School	2000-3500	(i) 6500-10500 (TS) (ii) 7500-12000 (S. Grade for 20% of the cadre of lecturers).	w.e.f. 01.01.1996 Introduced w.e.f. 01.08.2000
(i)	Headmaster of High School/Block Education Officer	2000-3500	6500-10500 7500-12000	w.e.f. 01.01.1996 further modified w.e.f. 01.08.2000
(j)	Principal of Sr. Sec. School/ SDEO/Dy. DEO	2200-4000	8000-13500	w.e.f. 01.01.1996

Part 'B'

1. These rules may be called the Haryana Civil Services (Assured Career Progression) first Amendment Rules, 2001.

2. In accordance with the provisions contained in Rule 21 read with Rule 23 of the Haryana Civil Services (Assured Career Progression) Rules, 1998 notified vide Notification dated the 7th January, 1998, the Governor of Haryana further amends these rules as follows :-

- (i) Part-II under Schedule I from Sr. No. 1 to Sr. No. 15 will be read as "Section A".
- (ii) In the Haryana Civil Services (Assured Career Progression) Rules, 1998 notified Vide Notification dated the 7th January, 1998, Part-II under Schedule I, after "Section A", another Section called as "Section B: ACP Scales for School Teaching Staff" is hereby inserted alongwith the following thereunder :

Sr. No.	Functional pay Scale of the post as on 31.12.95 on which the Government servant was directly recruited	Revised Functional Pay Scale of the post as on 01.01.996	First Assured Career Progression Pay Scale	Second Assured Career Progression Pay Scale
1	2	3	4	5
1.	1200-2040	4500-7000	5450-8000	5500-9000
2.	1400-2600	5500-9000	6500-9900	6500-10500

A.N. MATHUR,
Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 1/19/98-4PR(FD)

Dated, Chandigarh, the 18th of July, 2001.

A copy is forwarded to the Accountant General, Haryana (i) A&E (ii) (Audit) Chandigarh for information.

Sd/-
Under Secretary, Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

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HARYANA GOVT. GAZ., JULY 22, 2003 (ASAR. 31, 1925 SAKA)

[Authorised English Translation]

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

NOTIFICATION

The 21st July, 2003

No. G.S.R.17/Const/Art. 309/2003.— In exercise of the powers conferred by the proviso of article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Pay) Rules, 1998, namely:-

1. (1) These rules may be called the Haryana Civil Services (Revised Pay) Amendment Rules, 2003.
- (2) They shall be deemed to have come into force on the 1st day of January, 1996.

2. In the Haryana Civil Services (Revised Pay) Rules, 1998, in rule 2, in sub-rule (2), in clause (g), the following clause shall be substituted, namely :-

"Persons re-employed in Government Service after retirement except ex-military pensioners,"

CHANDER SINGH
Financial Commissioner and Principal Secy. to Govt.,
Haryana, Finance Department.

No. 1/1(119)/96-1PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments, in Haryana,
The Commissioners Ambala,
Hisar, Rohtak and Gurgaon Divisions,
All Deputy Commissioners
Sub Divisional Officer Civil in Haryana,
Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 6th August, 2003**Subject : Amendment in Haryana Civil Services (Revised Pay) Rules, 1998.**

Sir,

I am directed to refer to the subject cited above and to enclose herewith a copy of notification bearing No. GSR17/Const./Art. 309/2003, dated 21st July, 2003 relating to the amendment in the Haryana Civil Services (Revised Pay) Rules, 1998 for information and necessary action, if any at your end.

Yours faithfully,

Sd/-

Under Secretary Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

No. 5/4/98-1PR(FD)

From

Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

The Director,
Pt. BDS, PGIMS,
Rohtak.

Dated, Chandigarh, the 4th February, 1998**Subject : Revised Pay Package, formulation and implementation thereof.**

Sir,

Reference your memo No. 1251, dated 28.1.1998 on the subject cited above.

2. Your attention is invited to sub-rule(2) of rule 4 of Haryana Civil Services (Revised Pay) Rules, 1998, which is quite clear and does not require any further clarification. However, it is also clarified that the existing posts of Professor (Selection Grade) and Director in the pre-revised pay scale of Rs. 7300-7600 will be covered in rule 4(2) of Revised Pay Rules and accordingly action as stipulated in these rules may be taken with reference to the above said posts as mentioned at Sr. No. 28 of Part-II of the First Schedule.

Yours faithfully,

Sd/-

Superintendent Pay Revision,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

**GOVERNMENT OF HARYANA
FINANCE DEPARTMENT**

No. 1/65/98-3PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala, Hisar,
Rohtak and Gurgaon Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana.
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 7th August, 1998

Subject : Revision of Pay Scales of Haryana Govt. employees under Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998.

Sir,

I am directed to refer to Haryana Government Notification No. GSR3/Const./Art. 309/98, dated the 7th January, 1998 and No. GSR4/Const./Art.309/98, dated 7th January, 1998 vide which the pay scales of State Govt. employees were revised w.e.f. 01.01.1996.

After careful consideration the Government has decided that the relevant revised pay scales of certain categories of posts should be further modified. Accordingly, the modified revised pay scales mentioned in Annexure 'A' in Col. No. 4 against the name of posts/category as mentioned in Col. No. 3 shall substitute the revised pay scales for such posts as notified in the First Schedule of the relevant rules as mentioned above.

On receipt of these orders and in terms of the provisions of the above said rules, the Government servants are required to exercise their option within a period of three months from the date of issue of this order for drawal of their pay in the modified revised scales of pay in the format prescribed in the IInd Schedule appended to both the above said rules. Fresh option for drawal of the pay should be obtained from all the Government servants affected by these orders before fixing their pay in the modified revised pay scale w.e.f. 01.01.1996 or w.e.f. any other date as applicable to the Government servant.

The sequence of action to be taken on receipt of the option will be as follows:-

- (i) The entire exercise as prescribed in the rules is to be initiated de-novo and completed separately. On fixation of pay in the entitled modified revised pay scales, applicable pay and applicable allowances there-on for the month of August, 1998 paid in September, 1998 may be drawn and paid on the basis of modified revised pay scales after deduction of enhanced subscription to the General Provident Fund with reference to the modified revised pay as applicable on the concerned Government servants.
- (ii) Bills may be drawn separately in respect of the arrears and pay and allowances for the period from January 1, 1996 to July 31, 1998. The arrears should be worked out on the basis of the difference between the entitled pay in the

modified revised pay scale and entitled pay in the pre-modified revised pay scales already drawn by the officer. The arrears so drawn should be deposited in the respective General Provident Fund Accounts of the concerned Government employee. With reference to the Government servants who have either retired or are due to retire from the Government service within the period from 01.01.1996 to 30th November, 1998, this component of arrears shall be paid in cash.

- (iii) Similar sequential action as indicated above may be taken for authorisation of modified revised pay and allowances with respect to those employees whose option might be received later.

The condition No. 3, 4, 5, 6, 7 and 8 as prescribed through this department Notification No. 1/1/98-1PR(FD) dated 13.01.1998 shall be followed in toto with the revised relevant dates and with reference to the fixation in the modified revised pay scales in each case afresh. It is further clarified to eliminate any possibility of doubt that the modified revised pay in the relevant rules will substitute the earlier notified revised pay and shall be subject to all the conditions laid down in the above said rules.

Yours faithfully,

Sd/-

(Amit Jha)

Joint Secretary Finance (B),

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 1/65/98-3PR(FD)

Date, Chandigarh, the 7th August, 1998

A copy is forwarded to the Accountant General, Haryana (i) (A&E), (ii) (Audit), Chandigarh for information.

Sd/-

(Amit Jha)

Joint Secretary Finance (B),

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 1/65/98-3PR(FD)

Date, Chandigarh, the 7th August, 1998

A copy is forwarded to the Home Secretary, Chandigarh Administration, Chandigarh, for information and necessary action.

Sd/-

(Amit Jha)

Joint Secretary Finance (B),

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

A copy is forwarded to:-

1. All the Financial Commissioner in Haryana; and
2. All the Commissioners & Secretaries to Government, Haryana for information and necessary action.

Sd/-

(Amit Jha)

Joint Secretary Finance (B),

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

1. All the Financial Commissioner in Haryana; and
2. All the Commissioners & Secretaries to Government, Haryana.

U.O. No. 1/65/98-3PR(FD)

Date, Chandigarh, the 7th August, 1998

A copy is forwarded to the Principal Secretary to the Chief Ministers, Senior Secretaries to Ministers, Secretaries to Ministers and Private Secretaries to Ministers and Private Secretaries to Ministers/ Ministers of State for the information of Chief Ministers, Ministers & Ministers of State.

Sd/-

(Amit Jha)

Joint Secretary Finance (B),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Principal Secretaries to the Chief Ministers,
Sr. Secretaries to Ministers, Secretaries to Ministers and
Private Secretaries to Ministers/Ministers of State.

U.O. No. 1/65/98-3PR(FD)

Date, Chandigarh, the 7th August, 1998.

ANNEXURE - A(Annexure to FD letter No. 1/65/98-3PR(FD) dated 7th August, 1998)

Sr. No.	Name of the Department	Name of the Post	Modified Revised Pay Scale
1.	Health	Director General Health Services	22400-24500 + NPA subject to the condition that pay + NPA shall not exceed Rs. 25900/-
		Civil Surgeons/ PMOs/ ZMOs/ Dy. Director (Senior)	(i) 13500-17250 (ii) 14300-18300 (to such Civil Surgeons/MOs/ PMOs/ ZMOs/ Dy. Director (Senior) who have completed 13 years of regular satisfactory service in the capacity of SMOs and above).
		Senior MOs/Medical Supdts./ Dy. Directors/ Distt. Prog. Officers	(i) 10000-13900 (ii) 12000-16500 (to such SMOs/ Med. Supdts./Dy. Directors/ Distt. Prog. Officers who have completed 11 years of regular satisfactory service or more as MOs and above and to such regular satisfactory service or more as MO and above and to such SMOs who are direct recruits and have completed 3 years of regular satisfactory service or more as such).
		Medical Officers	(i) 8000-13500 (ii) 10000-13900 (After 5 years of regular satisfactory service in the Cadre. (iii) 12000-16500 (After 11 years of regular satisfactory service in the cadre). It is clarified that for the grant of the second ACP scale of 12000-16500, 20% of the posts in the Cadre of MOs will be considered. As soon as an officer (MO) gets promoted as SMO the slot reserved under 20% will be vacated by him.
		State Drugs Controller	12000-16500
		Dy. State Drugs Controller	10000-13900
		Asstt. State Drugs Controller	8000-13500
		Senior Drugs Inspector	6500-10500
		Drugs Inspector	6500-9900
		Ayurveda Dispenser	4500-7000
2.	Animal Husbandry	Lab Assistant	3050-4590
		Asstt. Director	8000-13500
		Director	16400-20900
		OSD	16400-20900
3.	Forest	Statistical Officer	7450-11500
		Ranger	5500-9000
4.	Welfare of SC & BC	Principal, Pre-examination Training Centre Ambala, Rohtak, Bhiwani and Rewari.	6500-10500 (These scales will not be available for the Centers at Hisar and Karnal where the system of payment on fixed emoluments basis is in existence).
		Lecturer	5500-9000
5.	Technical Education (CR Engg. College, Murthal)	Personal Assistant	5500-9000 without special pay
6.	Industries	Block Level Extension Officers	5450-8000
		Technical Expert	12000-16500
		Field Investigator	5450-8000

Sr. No.	Name of the Department	Name of the Post	Modified Revised Pay Scale
7.	Chief Secretary's office	Assistant Librarian in Haryana Civil Sectt.	5450-8000
		Head Chowkidar	3050-4350+60 S.P.
		Furniture Supervisor	4000-6000+30 S.P. (AD is advised to suitably revise the prescribed qualification for future)
		Private Secretary	Facility of open ended pay scale is withdrawn with immediate effect.
8.	Administration of Justice	Deputy District Attorney	8000-13500 without special pay
9.	Fisheries	Fisheries Officer	5450-8000 linked with B.Sc. qualifications
10.	Panchayati Raj	SDOs	8000-13500
		Instructors, State Community Development Training Centre, Nilokheri.	6500-10500
11.	Hospitality	Catering Staff	Special pay Rs. 100/- for the catering staff deployed in Haryana Bhawan, Haryana Niwas and MLAs Hostel only.
12.	Social Welfare	CDPO Add. CDPO	6500-9900
		Nutritionist	6500-9900
		Programme Officer	7450-11500
		Research Officer	5500-9000
		Social Welfare Officer	6500-9900
	Superintendent Govt. Institute of Blinds, Panipat	6500-10500 Subject to the following conditions :- (i) The department should get the post re-designated as Head Master of the High school for Blinds. (ii) The min. prescribed qualifications should be as under:- Post Graduation in any subject with a diploma in teaching the blinds from a recognized institute or B.Ed. and 8 years experience of teaching the blinds.	
13.	ESO	Asstt. Research Officer/ Asstt. District Statistical Officer/ Research Asstt./ Scrutiny Inspectors	6500-9900
		Deputy Economic & Statistical Advisor	10000-13900
14.	Revenue	Research Officer	6500-9900 (However, the pay in the modified revised scales shall be drawn only after the designation is suitably changed by the AD to avoid any confusion with pay scales of Research Officers in ESO).
		Editor (Gazetteer)	8000-13500
		Joint State Editor (Gazetteer)	10000-13900
		Patwari	4000-6000 (only for Patwaris working in the Revenue Department)
		Tehsildar	(i) 8000-13500 (ii) 10000-13900 (Selection Grade for 20% of the posts of Tehsildar)
		District Revenue Officer	(i) 10000-13900 (ii) 12000-16500 (Selection Grade for 20% of the costs of DROs)
15.	Haryana Vidhan Sabha	Tech. Supervisor	5450-8000
		Watch & Ward Officer	5500-9000

Sr. No.	Name of the Department	Name of the Post	Modified Revised Pay Scale
16.	Mines & Geology	Mining Officer	6500-9900
17.	Elections	Naib Tehsildar (Election)	6500-9900
		Tehsildar (Elections)	8000-13500
		Asstt. Chief Election Officer	8000-13500
		Dy. Chief Election Officer	10000-13900
18.	Home Guards	Sr. Staff Officer Distt. Commandant	The pay scale of 4100-5300 (pre-revised available after 12 years of regular satisfactory service as Sr. Staff Officer) to be modified to the pay scale of 12000-16500 to those Sr. Staff Officers and Distt. Commandants who have completed at least 11 years of regular satisfactory service as Distt. Commandant and above and limited to 20% of the Combined Cadre of Sr. Staff Officers and Distt. Commandants.
19.	Public Relations	Translator	4000-6000+ Special Pay Rs. 50/-
20.	Architecture	Sr. Architect	(i) 13500-17250 (ii) 14300-18300 (This scale will be given to those Sr. Architects who have completed 13 years of regular satisfactory service as Architect and above).
21.	Police	DSP	13500-17250 (For DSPs who have completed 16 years of regular satisfactory service limited to 10% of the Cadre Posts).
		Tailor	2610-3540
22.	PWD(PH) (B&R) (Irrigation)	A.E.E./A.E./S.D.Es.	(i) 8000-13500 (ii) 10000-13900 (After 5 years of regular satisfactory service in the Cadre). (iii) 12000-16500 (After 11 years of regular satisfactory service in the Cadre). It is clarified that for the grant of the second ACP scale of 12000-16500, 20% of the posts in the Cadre of SDEs/ AEs/ AEEs with be considered. As soon as an officer (SDE/AE/AEE) gets promoted as XEN the slot reserved under 20% will be vacated by him.
		XEN	(i) 10000-13900 (ii) 12000-16500 (For such XENs who have completed 11 years of regular satisfactory service or more as SDEs/ AEs/ AEEs and above).
		Superintending Engineer	(i) 13500-17250 (ii) 14300-18300 (For SEs who have completed 13 years of regular satisfactory service as XEN and above. This will be applicable for SEs in the three wings of PWD and Panchayati Raj.
		Chief Engineer	18400-22400 (For Chief Engineers in the three wings of PWD).
		Engineer-in- Chief	22400-24500 (For EICs in the three wings of PWD).
23.	Dairy Development	Distt. Dairy Development Officer	(i) 8000-13500 (ii) 10000-13900 (After 5 years of regular satisfactory service in the Cadre) (iii) 12000-16500 (After 11 years of regular satisfactory service in the Cadre). The above scales shall be applicable with effect from

Sr. No.	Name of the Department	Name of the Post	Modified Revised Pay Scale
			13.02.1996 and shall have strict linkages with the qualifications and parities with the Animal Husbandry department.
24.	Co-operation Dept.	Addl. Registrar/ Chief Auditor	12000-16500
25.	Education	Language Teacher (Sanskrit, Hindi and Punjabi)	(i) 5500-175-6300-EB-175-9000 (ii) 6500-9900 (After 10 of regular years satisfactory service). (iii) 6500-10500 (After 20 years of regular satisfactory service).
		Head Teacher (Primary)	(i) 5500-175-6300-EB-175-9000 (ii) 6500-9900 (After 10 years of regular satisfactory service). (iii) 6500-10500 (After 20 years of regular satisfactory service).
26.	Treasury & Accounts Dept.	Principal (ATI)	14300-18300 without special pay (also applicable to the post of Local Fund Examiner in the Local Audit Department)
27.	Department of Ayurveda	Lecturer in Ayurveda AMO/UMO/HMO Physician Ayurvedic Resident Physician(Ayurvedic)	7500-12000+N.P.A.
		Asstt. Director	10000-13900+N.P.A. without Special pay
		Dy. Director	10000-15200+N.P.A.
		Principal	13500-17250+N.P.A. without special pay
		Director, Ayurveda	14300-18300+N.P.A
28.	PGIMS Rohtak	Lecturers	10000-13900
		Readers	12000-16500
		Professors	(i) 16400-21800 (Initial scale)
			(ii) 18400-22400 (For 20% of the total sanctioned posts of the Professors e.g. 9 posts in relation to 46 sanctioned posts).
			(iii) 22400-24500 (For 10% of the posts of Professors provided he has put in 12 years of regular satisfactory service as Professor further provided that pay+ NPA shall not exceed Rs. 25900/- in any case.
		Dean	Professor in his own pay scale+ NPA+ rent free accommodation only as long as he is working as Dean.
	Director	22400-24500+N.P.A. subject to the upper limit that pay+ N.P.A. shall not exceed Rs. 25900/-.	
29.	Town & Country Planning Department	DTP	(i) 10000-13900 (ii) 10000-15200 (This selection grade will be provided to 20% of the posts of DTPs sanctioned at any point of time).
		STP	(i) 13500-17250 (ii) 14300-18300 (Applicable to STPs who have rendered 13 years of regular satisfactory service as DTP and above).

**GOVERNMENT OF HARYANA
FINANCE DEPARTMENT**

No. 10/15/97-1PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments in Haryana,
All Divisional Commissioners,
All Deputy Commissioners and
Sub Divisional Officer (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 28th April, 2003

Subject : Revision of pay scales.

Sir,

I am directed to refer to Haryana Government Notification No. GSR.3/Const/Art/309/1998, dated the 7th January, 1998 and No. GSR.4/Const/Art./309/1998, dated 07.01.1998 vide which the pay scales of State Government employees were revised w.e.f. 1.1.1996 and also to Finance Department letter No. 1/95/98-3PR(FD), dated 7.8.98 vide which the pay scales of some categories of employees were revised/further revised w.e.f. 01.01.1996.

2. Some departments had been requesting the Finance Department to remove the anomalies in the pay scales of certain categories of employees. Having examined the proposals received from the department, the Govt. in Finance Department, has observed that there exists no anomaly in the proposal of the department but taking a stock of the recommendations of the HPOC, it has been decided by the Government to modify/reduce the pay scales of some of the posts w.e.f. 01.02.2003 as per details given in Annexure 'A'.

3. The pay of the employees whose pay scales have been modified/reduced w.e.f. 01.02.2003 as detailed in Annexure 'A' to this letter is to be fixed in accordance with the normal rules laid down in the Punjab Civil Services Rules Vol. I, Part-I, the rules prescribed vide extra ordinary gazette notification No. GSR.3/Const/Art/ 309/98, dated 07.01.1998 and GSR4/Const/Art/309/98, dated 7.1.98 and the instructions issued on the subject from time to time.

Yours faithfully,

Sd/-

Under Secretary Finance (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

No. 10/15/97-1PR(FD)

Dated, Chandigarh, the 28.04.2003

A copy for information is forwarded to the following :-

The Accountant General (A&E) and Audit, Chandigarh;
The Home Secretary, Chandigarh Administration, Chandigarh.

Sd/-

Under Secretary Finance (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All the Financial Commissioners & Principal Secy.
to Govt. Haryana.
All the Commissioners & Administrative Secretaries to
Govt. Haryana.

U.O. No. 10/15/97-1PR(FD)

Dated, Chandigarh, the 28.04.2003.

A copy is forwarded to the PSCM/Addl. PSCM/Dy. PSCM/OSD/Sr. Secretaries/
Secretaries/Private Secretaries to the Chief Minister/Ministers/Ministers of State and Chief
Parliamentary Secretary, for the information of Chief Minister/Ministers/Ministers of State and
Chief Parliamentary Secretary.

Sd/-

Under Secretary Finance (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

The PSCM/Addl. PSCM/Dy. PSCM/OSD/Sr. Secretaries/
Secretaries/Private Secretaries to Chief Minister/Ministers/
Ministers of State and Chief Parliamentary Secretary.

U.O. No. 10/15/97-1PR(FD)

Dated, Chandigarh, the 28.04.2003

ANNEXURE**(Annexure to FD letter No. 10/15/97-1PR(FD) Dated 28th April, 2003).**

Sr. No.	Name of the department	Name of the Post	Existing pay scales as on 01.01.1996	Modified/revised pay scales w.e.f. 01.02.2003
1.	Hr. Civil Sectt. (HBPE)	(i) Financial Advisor (ii) Personnel Advisor	10000-15200	12000-16500 as a personal measure to the present incumbents
2.	Fisheries	Director	12000-16500	14300-18300
3.	Food Supplies &	Add. Director	12000-16500 HPOC decided to grant the pay scale of Rs. 13500-17250 in its meeting held on 14.04.1998	12000-16500
4.	Health	(i) Ophthalmic Assistant	5000-7850	Rs. 4500-7000 with the contention that pay of the present incumbents would be protected. AD is to amend their service rules keeping in view the provisions of rules in AIIMS. AD is to rationalise the position of scale of 60 categories mentioned in service rules in the pay scale of Rs. 5000-7850.
		(ii) Dy. Dir. Mass Media	6500-10500	Regularised the grant of scale of Rs. 10000-13900 as a personal measure to her subject to the amendment in service rules.
5.	Industries	Commercial Artists (1)	5000-7850	5450-8000
6.	Rehabilitation	(i) Tehsildar (Sales)	6500-10500	8000-13500 As a personal measure to the present incumbents.
		(ii) Asstt. Registrar	6500-10500	8000-13500 As a personal measure to the present incumbents.
		(iii) Naib Tehsildar	5500-9000	6500-9900 As a personal measure to the present incumbents
7.	Tourism	(i) Dy. Dir. Tourism (ii) Dy. Dir. Budget & Plg.	6500-10500	7450-11500
8.	Technical Education (in Engineering College, Murthal)	Sr. Draftsman	5450-8000	5500-9000

No. 10/15/97-1PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments in Haryana,
All Divisional Commissioners,
All Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana;
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 30th December, 2003**Subject : Revision of pay scales.**

Sir,

I am directed to refer to Haryana Government Notification No. GSR.3/Const.Art. 309/1998, dated the 7th January, 1998 and No. GSR.4/Const/Art./309/1998, dated 07.01.1998 vide which the pay scales of State Government employees were revised w.e.f. 01.01.1996 and to Finance Department letter No. 1/65/98-3PR(FD), dated 7.8.98 and letter No. 10/15/97-1PR (FD), dated 28.04.2003 vide which the pay scales of some categories of employees were revised /further revised w.e.f. 01.01.1996 and dated 01.02.2003.

2. Some departments had been requesting the Finance Department to remove the anomalies in the pay scales of certain categories of employees. Having examined the proposals received from the department, the Govt. in Finance Department has observed that there exists no anomaly in the proposal of the department but taking a stock of the recommendations of the HPOC, it has been decided by the Government to modify/further modify the pay scales of some of the posts as per details given in Annexure 'A'.

3. The pay of the employees whose pay scales have been modified/further modified as detailed in Annexure 'A' to this letter is to be fixed in accordance with the normal rules laid down in the Punjab. Civil Services Rules Vol. I, Part-I, the rules prescribed vide extra ordinary gazette notification No. GSR3/Const/Art/309/98, dated 07.01.1998 and GSR4/Const/Art/309/98, dated 7.1.98 and the instructions issued on the subject from time to time.

Yours faithfully.

Sd/-

Under Secretary Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

Endst. No. 10/15/97-1PR(FD)

Dated, Chandigarh, the 30th Dec., 2003

A copy for Information is forwarded to the following:-

The Accountant General (A&E & Audit), Haryana, Chandigarh;
The Home Secretary, Chandigarh Administration, Chandigarh.

Sd/-

Under Secretary Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

Sr. No.	Name of the Department	Name of the Post	Existing Pay scale as on 01.01.1996 (Rs)	Modified /revised pay scales
1.	Agriculture	Chief Supervisor (Drilling) (2 posts)	5450-15-6950-EB-150-8000	Rs. 5500-9000 w.e.f. 01.01.1996
2.	Irrigation	Earth Work Mistry	2550-3200	There is no objection to grant the pay scale of Rs. 3050-4350 to the remaining Earth Work Mistries w.e.f. 9.10.2003 being a diminishing cadre but the Irrigation Department should first get the option/undertaking from all the Earth Work Mistries including those to whom this scale has already been granted on the court directions, that in case their status is upgraded to Class-III, their age of retirement would be 58 years instead of 60 years.
4.	Irrigation	Registrar	6500-10500	Rs. 8000-13500 w.e.f. 9.10.03
5.	Law & Legislative	Translator	(i) 1600-2660 w.e.f. 01.01.1986 (ii) 5450-8000 w.e.f. 01.01.1996	(i) Rs. 1640-2900 w.e.f. 1.4.95 (ii) Rs. 5500-9000 w.e.f. 01.01.1996
6.	Admn. of Justice (Directorate of Prosecution)	Director (1)	15100-18300 +500SP	Rs. 18400-22400 to the present Director, Prosecution as a measure personal to him w.e.f. 9.10.03
7.	Rajya Sainik Board/Chief Secretary's Organization	(i) Secretary, Zila Sainik Board (ii) Asstt. Secy., Rajya Sainik Board.	6500-10500 6500-10500	The pay scale of Secretary, Zila Sainik Board revised from Rs. 6500-10500 to Rs. 8000-13500 w.e.f. 9.10.2003. Secretary, Rajya Sainik Board is to examine the feasibility to amend the relevant Service Rules so that ex-military officers may not be eligible for 2 nd pension from the State Government.
8.	Social Justice & Empowerment	Braille-cum-General Technician in Govt. Blind School, Panipat (1)	4000-6000	Rs. 5000-7850 for the present incumbent as personal measure to him, w.e.f. 9.10.03
9.	Welfare of SCs & BCs	Deputy Director (3)	7450-11500	Rs. 8000-13500 w.e.f. 9.10.03
10.	Welfare of SCs & BCs	Lady Social Worker	4000-6000	Will remain the same i.e. Rs. 4000-6000 w.e.f. 01.01.1996

**GOVERNMENT OF HARYANA
FINANCE DEPARTMENT**

No. 1/32/05-2PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

The Registrar Punjab & Haryana High Court, Chandigarh.
The L.R. and Secretary to Government Haryana, Law Department.
All Heads of Departments.
All Commissioners of Divisions.
All District & Sessions Judges.
All Deputy Commissioners &
Sub Divisional Officers (Civil) in Haryana.

Dated, Chandigarh, the 3rd August, 2005

Subject : Revision of pay scales of Haryana Government Employees under Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998 - Non-Judicial staff of Subordinate Courts.

Sir,

I am directed to refer to Haryana Government Notification No. GSR/3/Const./Art. /309/98 dated the 7th January, 1998 and No. GSR/4/Const/Art /309/98 dated 7th January, 1998 vide which the pay scales of State Government employees were revised w.e.f. 1.1.96

In compliance of the directions of the Hon'ble Supreme Court to implement the Justice Shetty Commission report for the grant of pay scales to the Non-Judicial staff of Subordinate Courts in the State of Haryana, the pay scales of the following categories of posts, as indicated against each is modified with effect from 1st August, 2005.

Sr. No.	Name of Post	Present Pay Scale	Modification Pay Scale
1.	Usher	Rs. 2550-3200	Rs. 2650-4000
2.	Bailiff	Rs. 2650-4000+ Rs. 40/- Spl. Pay Rs. 3050-4350 w.e.f. 1.9.2001	Rs. 3050-4590
3.	Reader Grade-I (Distt Judge & Addl. Distt. Judge Court)	Rs. 5500-9000	Rs. 6500-10500
	Grade-II (Court of Civil Judge (Sr. Div./CJM))	Rs. 5000-7850	Rs. 5500-9000

Sr. No.	Name of Post	Present Pay Scale	Modification Pay Scale
	Grade-III (Court of Civil Judge [Jr. Div.]/Magistrate)	Rs. 5000-7850	No Change
4.	Stenographer Grade-I (Court of Distt. & Sessions Judge)	Rs. 5500-9000	Rs. 6500-10500
	Grade-II (Court of Civil Judge [Sr. Div.])	Rs. 5000-7850	Rs. 5500-9000
	Grade-III (Court of Civil Judge [Jr. Div.])	Rs. 3050-4590	Rs. 4000-6000
5.	Superintendent Class-I/Group-A	Rs. 6500-10500	Rs. 8000-13500
6.	Clerk	Rs. 3050-4590	Rs. 4000-6000 to Graduate clerks in the Courts.
7.	All Ministerial staff (Common category posts) other than those to whom higher pay scales has been granted vide this order/letter	Rs. 5000-7850 & Rs. 5500-9000	The benefit of one increment at the initial rate be provided to the new entrants to the service.

The pay of the employees whose pay scales have been modified as detailed above is to be fixed in accordance with the normal rules laid down in the Punjab Civil Services Rules, Volume-I, Part I, the rules prescribed vide extra ordinary gazette notification No. GSR/3/Const./Art.309/98, dated 7.1.98 and GSR/4/Const/Art./309/98, dated 7.1.98 and the instructions issued on the subject from time to time.

Yours faithfully,

Sd/-
Under Secretary Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

No. 10/15/97-1PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners of Divisions,
All Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,

The Registrar Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 9th March, 2006

Subject : Revision of pay scales.

Sir,

I am directed to refer to Haryana Government Notification No. GSR3/Const/309/1998, dated 7th January, 1998 and No. GSR.4/Const/Art/309/1998, dated 07.01.1998 vide which the pay scales of State Government employees were revised w.e.f. 01.01.1996 and to Finance Department letter No. 1/65/98-3PR(FD), dated 7.8.98, letter No. 10/15/97-1PR(FD), dated 28.04.2003 and No. 10/15/97-1PR(FD), dated 30.12.2003 vide which the pay scales of some categories of employees were further revised.

2. Some departments had been requesting the Finance Department to remove the anomalies in the pay scales of certain categories of employees. Having examined the proposals received from the departments, the Government in Finance Department has observed that there exists no anomaly in the proposal of the departments but taking a stock of the recommendations of the HPOC, it has been decided to grant pay scale/Special pay of the Haryana Govt. employees as under:-

Sr. No.	Name of Department	Name of Post	Modified Scale/ Spl pay	Effective from
(i)	Printing & Stationery Department	Revisor	3050-4590	01.01.1996
(ii)	Raj Bhavan	Roshan Lal, Daftri till he performs additional duties & remain attached with Cashier Raj Bhawan.	SP. 50/-PM	29-11-2005

3. The pay of the employee whose pay scale has been modified is to be fixed in accordance with the normal rules laid down in the Punjab Civil Services Rules Vol. I, Part-I, the rules prescribed vide extra ordinary gazette notification No. GSR3/Const 309/1998, dated 7th January, 1998 and No. GSR.4/Const/Art/309/1998, dated 07.01.1998 and the instructions issued on the subject from time to time.

Yours faithfully,

Sd/-

Under Secretary Finance (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

No. 8/10/2006-3PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments in Haryana.
All Divisional Commissioners.
All Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 14th February, 2007**Subject : Revision of Pay Scales.**

Sir,

I am directed to refer to Haryana Govt. Notification No. GSR.3/Const/Art. 309/1998, dated the 7th January, 1998 and No. GSR.4/Const/Art. 309/1998, dated 07.01.1998 vide which the pay scales of State Govt. employees were revised w.e.f. 01.01.1996 and also to Finance Department letter No. 1/65/98-3PR(FD) dated 7.8.98, No. 10-15/97-1PR(FD), dated 28.04.2003, No. 10/15/97-1PR(FD) dated 30.12.2003 and No. 10/15/97-1PR(FD) dated 09.03.2006 vide which the pay scales of certain/categories of employees were further revised.

2. Some Departments had been requested the Finance Department to remove the anomalies in the pay scales of certain categories of employees. Having examined the proposals received from the Departments/Administrative Departments., the same was placed before the HPOC. On the recommendations of the HPOC, it has decided to modify the pay scale of the following categories of Govt. employees as under:

Sr. No.	Name of Department	Name of Post	Existing scale	Modified pay scale	Remarks
(i)	Town & Country Planning	Enforcement Inspector	5500-9000	6500-9900	01.01.96 to 31.05.96 (date of retirement of incumbent) as a personal measure being dying cadre.
(ii)	Women & Child Development	Publicity Officer	6500-9900	6500-10500	Subject to condition that notional benefit of pay will be given w.e.f. 01.01.1996 and actual from date of issue of this letter.
(iii)	Social Justice & Empowerment	Sr. & Jr. Braille, Music, Science, Math, Craft sighted teacher, Typing Instructor, & General Teacher (Govt. Blind School, Panipat)	5000-7850	5500-9000	Subject to condition that notional benefit of pay will be given w.e.f. 01.01.1996 and actual from date of issue of this letter.

3. The pay of the employee whose pay scale has been modified is to be fixed in accordance with the normal rules laid down in the Punjab Civil Services Rules Vol. I Part I, the rules prescribed vide extra ordinary Gazette notification No. GSR.3/Const./Art.309/1998, dated 7th January, 1998 and No. GSR4/Const./Art.309/1998, dated 7-1-98 and the instructions issued on the subject from time to time.

Yours faithfully,

Sd/-

Sr. Accounts Officer (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

No. 8/4/2007-1PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments in Haryana.
All Divisional Commissioners,
All Deputy Commissioners &
Sub Divisional Officers (Civil) in Haryana.
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 30th March, 2007**Subject : Revision of Pay Scales.**

Sir,

I am directed to refer to Haryana Govt. Notification No. GSR 3/Const./Art. 309/1998, dated the 7th January, 1998 and No. GSR. 4/Const./Art. 309/1998, dated 07.01.1998 vide which the pay scale of State Government employees were revised w.e.f. 01.01.1996 and Finance Department letter No. 1/65/98-3PR(FD), dated 7.8.98. No.10/15/97-1PR(FD), dated 28.04.2003, No.10/15/97-1PR(FD), dated 30.12.2003. No. 10/15/97-1PR(FD), dated 09.03.2006 and No. 8/10/2006-3PR(FD), dated 14.02.2007 vide which the pay scales of certain categories of employees were further revised/modified.

2. Some Departments had been requested the Finance Department to remove the anomalies in the pay scale of certain categories of Govt. employees. Having examined the proposal received from the Departments/Administrative Departments, the same was placed before the HPOC. On the recommendations of the HPOC, it has been decided to modify/revise the pay scales of the following categories of Govt. employees as under:-

Sr. No.	Name of the Department	Name of Post	Existing Pay Scale (Rs.)	Modified/Revised Pay Scale (Rs.)
1.	Haryana Vidhan Sabha	(i) Senior Translator	1400-2600+80 S.P.(01.01.1986)	1600-2660 + 80 S.P. w.e.f. 1.4.95
			5000-7850+80 S.P.(01.01.1996)	5450-8000 + 60 S.P. w.e.f. 01.01.1996
		(ii) Junior Translator	3050-4590+40 S.P. (01.01.1996)	4000-6000 + 50 S.P. w.e.f. 01.01.1996
2.	Haryana Civil Secretariat	Assistants	5450-8000+60 S.P. (01.01.1996)	5500-9000 (without S.P.) w.e.f. 01.01.1996 subject to the condition that notional benefit to pay will be given w.e.f. 01.01.1996 and actual from the date of issue of the letter. It has also been decided that same parity of pay scales will be maintained for Assistant working in the offices of L.R., F.C.R., HPSC and Vidhan Sabha.
3.	Ayurveda Department	Homeopathic Dispensers	3050-4590	4500-7000 with effect from the date of issue of the letter.

3. The pay the employee whose pay scales have been modified/revised is to be fixed in accordance with the normal rules laid down in the Punjab Civil Service Rules Vol. I, Part-I, the rules prescribed vide extra ordinary Gazette notification No. GSR. 3/Const./Art. 309/1998, dated 7th January, 1998 and No. GSR 4/Const./Art. 309/1998, dated 7.1.98 and the instructions issued on the subject from time to time.

Yours faithfully,

Sd/-

Under Secretary Finance (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

No. 1/16/2005-3PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments in Haryana.
All Divisional Commissioners.
All Deputy Commissioners and
Sub Divisional Officer (Civil) in Haryana
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 5th September, 2007

- Subject :** (i) **Grant of new pay scale of Rs. 7500-250-10000-EB-250-13000 to Junior Engineers of three wings of P.W.D.**
- (ii) **To designate the post of Junior Engineer as Additional Sub-Divisional Engineer.**
- (iii) **Grant of two advance increments on acquiring AMIE/BE Degree.**

Sir,

I am directed to refer to Haryana Goy Notification No. GSR 3/Const. Art.309/1998, dated the 7th January, 1998 and No. GSR. 4/Const/Art.309/1998, dated 07.01.1998 vide which the pay scales of State Govt. employees were revised w.e.f. 1.1.96 and Finance Department letter No. 1/65/98-3PR(FD) dated 7.8.98, No. 10/15/97-1PR(FD) dated 28.04.2003; No. 10/15/97-1PR(FD) dated 30.12.2003, No. 10/15/97- 1PR (FD) dated 09.03.2006, No. 8/10/2006-3PR(FD) dated 14.02.2007 and 8/4/2007-1PR(FD) dated 30.03.2007 vide which the pay scales of certain categories of employees were further revised/modified.

The Diploma Engineers, Association of Junior Engineers. of three wings of PWD have been representing to the Govt. for removal of anomalies in their ACP Scales and grant of Gazetted status. The matter was examined in detail and considered by the Government. The following decisions were taken which will be effective from, the date of issue.

The new pay scales of Rs. 7500-250-10000-EB-250-13000 to the Junior Engineers of three wings of PWD after completion of 18 years regular & satisfactory service, who have not been promoted to next higher post will be granted subject to the following conditions:-

1. Junior Engineers in the pay scale of Rs. 7500-250-10000-EB-250-13000 will be designated as Additional Sub Divisional Engineer and they will continue to discharge the duties of Junior Engineers with the new designation and pay scale.
2. Those Junior Engineers who have already availed of the benefit of 2nd ACP scale of Rs. 6500-10500, after 20 years regular satisfactory service, will not be entitled for the next stage of pay fixation under Rule 4.4 (c) of CSR Vol. I Part I.
3. Junior Engineers eligible for the new time scale of Rs. 7500-250-10000-EB-13000 after completion of 18 years regular satisfactory service will not be considered for 2nd ACP Scale, on completion of 20 years of regular satisfactory service.

It has also been decided to grant of two advance increments to Junior Engineers who acquire AMIE/BE degree after Joining the service subject to the condition that the incumbent has completed a minimum of 5 years regular and satisfactory service. The advance increments would be given with prospective effect. No arrears on this account would be payable, irrespective of the date of acquisition of the higher qualification.

The pay of the employees whose pay scales have been modified/revised is to be fixed in accordance with the rules laid down in the Punjab Civil Services Rules Vol. I, Part-I, the rules prescribed vide extra ordinary Gazette notification No. GSR3/Const/Art.309/1998, dated 7th January, 1998 and No. GSR4/Const/Art.309/1998, dated 7.1.98 and instructions issued on the subject from time to time.

Yours faithfully,

Sd/-

Under Secretary Finance (P.R)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

Subject : To remove the anomaly in the pay scale of Private Secretary and Personal Assistant.

Will the Chief Secretary to Govt., Haryana kindly refer to their proposal bearing No. 1/32/2007-7Estt.(I), dated 13.8.07 on the subject noted above ?

The proposal has been examined and the same was placed before the HPOC. On recommendations of the HPOC, it has been decided to modify/revise the pay scales of the following categories as under:-

Sr. No.	Name of the Department	Name of the Post	Existing Pay Scales (on 01.01.1996)	Modified/Revised Pay scales
1.	Haryana Civil Secretariat, FCR, Haryana Vidhan Sabha, H.P.S.C., L.R., and Governor House	Private Secretary	Rs. 6500-10500 plus 200/-S.P.	Rs. 8000-275-10200-EB-275-13500 (without special pay and without Selection Grade w.e.f. 01.01.1996 subject to the condition that notional benefit of the pay will be given w.e.f. 01.01.1996 and actual from the date of issue of the letter. It has also been decided that the same parity of the pay scales will be maintained for Private Secretaries working in the office of Haryana Civil Secretariat, F.C.R., Haryana Vidhan Sabha, H.P.S.C., L.R. & Governor House.
2.	Haryana Civil Secretariat, FCR, Haryana, Vidhan Sabha H.P.S.C., L.R., and Governor House	Personal Assistant	Rs. 5500-9000+150 S.P. Rs. 6500-9900 (SG)+150 SP (after 10 years regular satisfactory service as P.A. and limited to 20% of the total posts of PAs).	Rs. 6500-200-8500-EB-200-10500 (without special pay and without Selection Grade w.e.f. 01.01.1996 subject to the condition that notional benefit of the pay will be given w.e.f. 01.01.1996 and actual from the date of issue of the letter. It has also been decided that the same parity of the pay scales will be maintained for PAs working in the office of Haryana Civil Secretariat, F.C.R., Haryana Vidhan Sabha, H.P.S.C., L.R., & Governor House.

The pay of the employees whose pay scales have been modified/revise is to be fixed in accordance with the rules laid down in the Punjab Civil Services Rules, Volume-I, Part-I. The rules prescribed vide extra ordinary gazette notification No. GSR 3/Const./Art.309/1998 dated 7th January, 1998 and No. GSR4/Const./Art.309/1998, dated 07.01.1998 and the instructions issued on the subject from time to time.

Sd/-

Under Secretary Finance (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

The Chief Secretary to Govt., Haryana.

U.O. No. 1/33/2005-2PR(FD)

Dated, Chandigarh, the 7th September, 2007

Subject : Removal of anomalies in the pay scale of Senior Scale Stenographers.

Will the Chief Secretary to Govt. Haryana kindly refer to their proposal bearing No. 1/10/2007-7E(1) dated 17.04.07 on the subject noted above?

The proposal has been examined and the same was placed before the HPOC. On recommendations of the HPOC, it has been decided to modify/revise the pay scale of Senior Scale Stenographer as under.

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 01.01.1996)	Modified/Revised Pay scale
1.	Haryana Civil Secretariat, FCR, Haryana Vidhan Sabha, H.P.S.C., L.R. and Haryana Raj Bhawan	Senior Scale Stenographer	Rs. 5450-8000+60/- S.P. (01.01.1996)	Rs. 5500-9000 (without Special Pay) subject to the condition that notional benefit of pay will be given w.e.f. 01.01.1996 to 29.03.2007 and actual from 30.03.2007 as decided in the case of Assistants of Haryana Civil Secretariat. It has also been decided that same parity of pay scale will be maintained for Senior Scale Stenographers working in the offices of the Hr. Civil Secretariat, FCR, Haryana Vidhan Sabha, H.P.S.C, L.R and Haryana Raj Bhawan.

The pay of the employees whose pay scales have been modified/revise is to be fixed in accordance with the rules laid down in the Punjab Civil Services Rules, Volume-I, Part-I. The rules prescribed vide extra ordinary gazette notification No. GSR 3/Const Art.309/1998 dated 7th January, 1998 and No. GSR 4/Const. Art.309/1998 and the instructions issued on the subject from time to time.

Sd/-

Under Secretary Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

The Chief Secretary to Government, Haryana.

U.O. No. 1/1/98-5PR(FD)

Dated, Chandigarh, the 14th February, 2008

GOVERNMENT OF HARYANA
DEPARTMENT OF FINANCE
NOTIFICATION

No. 1/1/98-1PR(FD)

Chandigarh, 13th January, 1998

In exercise of powers conferred under Clause (e) of Sub Rule (2) in the Haryana Civil Services (Assured Career Progression) Rule, 1998, the Government of Haryana has decided to exclude the following categories of posts and Government servants from the applicability of Haryana Civil Services (Assured Career Progression) Rules, 1998 till further orders:-

- (i) The posts and Government servants working against such posts in the Establishment of Haryana Civil Secretariat.
- (ii) The posts and Government servants working against such posts in the Establishment of Financial Commissioner Revenue in the Haryana Civil Secretariat.
- (iii) The posts and Government servants working against such posts in the Establishment of Haryana Public Service Commission.
- (iv) The posts and Government servants working against such posts in the Establishment of Legal Remembrancer, Haryana Government.
- (v) The posts and Government servants working against such in the Establishment of Haryana Vidhan Sabha.
- (vi) The Government servants drawing their salary in the UGC scale in the UGC pattern under Government of Haryana.

2. A decision for applicability of Haryana Civil Services (Assured Career Progression) Rules, 1998 shall be taken separately by the Government for these categories of posts and Government servants and shall be conveyed separately with such conditions as shall be prescribed by the Government.

Sd/-
(S.N. Roy)
Joint Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

**GOVERNMENT OF HARYANA
DEPARTMENT OF FINANCE**

NOTIFICATION

No. 1/1/98-1PR(FD)

Chandigarh, 13th January, 1998

Subject : Implementation of Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998 - Fixation of Pay and Payment of Arrears - Instructions regarding.

The undersigned is directed to refer to the Haryana Civil Services (Revised Pay) Rules, 1998 notified vide GSR/Const/Article 309/98 dated 07.01.1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998, notified vide GSR/Const/Article 309/98 dated 07.01.1998, and to state that in terms of the provisions of these rules, the Government servants are required to exercise their option for drawal of their pay in the revised scales of pay in the format prescribed in Second Schedule appended to both of the above said rules, as the case may be as applicable on the Government servant.

2. The sequence of action to be taken on receipt of the options will be as follows:-

- (i) On fixation of pay in the entitled revised scales of pay applicable, pay and applicable allowances thereon for the month of January, 1998 paid in the month of February, 1998 may be drawn and paid on the basis of revised scales of pay after deduction of enhanced subscription to the General Provident Fund with reference to the revised pay, as applicable on the concerned Government servant.
- (ii) Bills may be drawn separately in respect of the arrears of pay and allowances for the period from January 1, 1996 to December 31, 1997. The arrears so drawn should be deposited in the respective General Provident Fund account of the concerned Government employee.

With reference to the Government servants who have either retired or are due to retire from Government service within the period from 01.01.1996 to 30.04.1998, the arrears shall be paid in cash and shall not be deposited in the respective General Provident Fund Account.

- (iii) Similar sequential action as indicated above may be taken for authorisation of revised pay and allowances with respect to those employees whose options might be received later.

3. The arrear claims shall be drawn only after the fixation of pay in the revised scale of pay has been pre-checked and a certification to that effect is endorsed by the concerned Drawing & Disbursing Officer authenticating the correctness of pay fixation and calculation of arrears.

4. In order to ensure correct and systematic fixation of pay in the revised scale of pay, a proforma for the purpose (statement of fixation of pay) is enclosed. [for Haryana Civil Services (Revised Pay) Rules, 1998 in Annexure-1A and for Haryana Civil Services (Assured Career Progression) Rules, 1998 in Annexure-1B]. The statement should be prepared in triplicate and one copy thereof should be pasted in the service book of the Government servant concerned and another copy be made available to the concerned accounting authorities (Chief Accounts Officer/Accounts Officer etc. in the department) for post-check. Further, while computing and authorising the arrear the relevant installment of Interim Relief paid with effect from April 1, 1996 will also be adjusted. The installment of Dearness Allowances paid between July 1, 1996 and December 31, 1997 shall also be adjusted while computing and authorising arrear.

5. It is not unlikely that the arrears due in some cases may be computed incorrectly leading to over payments that might have to be recovered subsequently even after this exercise. The Drawing & Disbursing Officers should, therefore, make it clear to the employees under drawing arrear their administrative control, while that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noted later. For this purpose, an undertaking may also be obtained in writing from every employee at the time of drawal of arrears/pay and allowances for January, 1998, to the effect that in such cases excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised scale will be refunded by him to Government either by adjustment against future payments or otherwise. A specimen form of the undertaking is also enclosed (Annexure-II).

6. The fixation of pay and calculation of arrears shall also be subject to rectification and adjustments in certain cases where a particular pre-revised scale has been granted to Government employee at the strength of some interim orders of the Court of Law or on the basis of some interim orders by any Court of Law, after the case has been decided finally and suitable appropriate decision has been taken by the Government on such final decision. The Drawing & Disbursing Officer should, therefore, also make it clear to such employees under their administrative control, while disbursing the arrear/pay and allowances in the revised pay scale, that payments are being made subject to appropriate decision taken by the Government on such final decision of the Court of law. A specimen form of undertaking is also enclosed (Annexure-III).

7. In authorising the drawal of arrears, Income Tax as due shall be deducted and credited to Government in accordance with the instructions on the subject.

8. On receipt of the necessary options, action for drawal and disbursement of arrears should be completed immediately.

Sd/-
(S. N. Roy)
Joint Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 1/1/98-1PR(FD)

Dated 13.01.1998.

A copy is forwarded to the Chief Secretary to Government of Haryana, for information.

Sd/-
(S. N. Roy)
Joint Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

ANNEXURE - 1A**Statement of fixation of pay under Haryana Civil Services (Revised Pay) Rules. 1998.**

1.	Name of the Government servant	:
2.	Designation of the post in which pay is to be fixed as on January 1, 1996.	:
3.	Status (Substantive/Officiating).	:
4.	Pre-revised scale(s) of pay applicable for the post.	:
5.	Existing emoluments as on January 1, 1996	:
	(a) Basic pay (including stagnation increments, if any)	:
	(b) Special Pay [only such of Special pay to be considered as are to be considered under Rule 7(1) (B).	:
	(c) Dearness Allowance applicable at AICPI average 1510 (1960=100)	:
	(d) Interim Relief (1st installment)	:
	(e) Interim relief (2nd installment)	:
	(f) Total existing emoluments [(a) to (e)]	:
6.	Fitment weightage (40% of Basic Pay)	:
7.	Total (Sl. Nos. 5 (f) & 6)	:
8.	Applicable revised scale of pay corresponding to the pre-revised scale shown at Sl.No. 4 above.	:
9.	(a) Stage in the revised scale of pay at which pay is to be fixed in terms of sub-rule 1(A), 1(B), 1(C) or 1(D) and the First Proviso as the case may be, excluding the benefit of bunching as envisaged in the Second Proviso to Sub-Rule 1(A) of Rule 7.	:
	(b) Number of increments due on account of bunching (Second Proviso of sub-rule 1 (A) of Rule 7.	:
	(c) Stage in the revised scale of pay at which pay is to be fixed including the benefit on account of bunching.	:
	(d) Stage in the revised scale of pay at which pay is to be fixed so as to ensure at least one increment in the revised scale for every three increments in the pre-revised scale (Third proviso of sub-rule 1(A) of Rule 7).	:
10.	Pay fixed in the applicable revised scale of pay (stage of pay at Sl. No. 9(c) or 9(d), whichever is higher).	:
11.	Stepped up pay with reference to the revised pay of Junior, if applicable and also the name, pay and pay scale of the junior also to be indicated distinctly and the rule under which the stepping up is permissible.	:

12.	Revised pay with reference to the Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	:	
13.	Personal pay, if any [Note 5 below Rule 7(1)].	:	
14.	Revised emoluments after fixation	:	
	(a) Pay in the revised scale	:	
	(b) Special Pay, if admissible (sub-rule 1 (C) of Rule 7.	:	
	(c) Personal Pay, if admissible [Note 5 below Rule 7(1)].	:	
	(d) Non-Practicing Allowance, if applicable.	:	
15.	Date of next increment and pay after grant of increment. Date of increment _____	:	Pay after increment _____
16.	Any other relevant information	:	

Date:

Signature and Designation of Head of Office

ANNEXURE - 1B**Statement of fixation of pay under Haryana Civil Services
(Assured Career Progression) Rules, 1998.**

1.	Name of the Government servant.	:
2.	Designation of the post in which pay is to be fixed as on January 1, 1996.	:
3.	Status (Substantive/Officiating).	:
4.	Pre-revised scale(s) of pay applicable for the Government servant.	:
5.	Existing emoluments as on January 1, 1996:	:
	(a) Basic pay (including stagnation increments, if any).	:
	(b) Special Pay [only such Special Pay to be considered as are to be considered for pay fixation under Rule 15 (1) (B)]	:
	(c) Dearness Allowance applicable at AICPI average 1510 (1960=100)	:
	(d) Interim Relief (1st installment)	:
	(e) Interim Relief (2nd installment)	:
	(f) Total existing emoluments [(a) to (e)]	:
6.	Fitment weight age (40% of Basic Pay)	:
7.	Total {Sl.Nos.5(f) & 6}	:
8.	Applicable revised scale of pay corresponding to the pre-revised scale shown at Sl.No. 4 above.	:
9.	(a) Stage in the revised scale of pay at which pay is to be fixed in terms of sub-rule 1(A), 1(B), 1(C) or 1(D) and the First Proviso as the case may be, excluding the benefit of bunching as envisaged in the Second Proviso to Sub-Rule I(A) of Rule 15.	:
	(b) Number of increments due on account of bunching (Second proviso of sub-rule 1(A) of Rule 15.	:
	(c) Stage in the revised scale of pay at which pay is to be fixed including the benefit on account of bunching.	:
	(d) Stage in the revised scale of pay at which pay is to be fixed so as to ensure at least one increment in the revised scale for every three increments in the pre-revised scale (Third proviso of sub-rule I(A) of Rule 15).	:
10.	Pay fixed in the applicable revised scale of pay (stage of pay at Sl. No. 9(c) or 9(d), whichever is higher).	:
11.	Stepped up pay with reference to the revised pay of Junior, if applicable and also the name, pay and pay scale of the Junior also to be indicated distinctly, and the rule under which the stepping up is permissible.	:
12.	Personal pay, if any [Note 4 below Rule 15 (1)].	:

13.	Revised emoluments after fixation.	:
	(a) Pay in the revised scale (b) Special Pay, if admissible [Sub-rule 1(c) of Rule 15]. (c) Personal Pay, if admissible [Note 4 below Rule 15 (1)] (d) Non-Practicing Allowance, if applicable.	
14.	Date of next increment and pay after Grant of increment.	
	Date of increment _____	Pay after increment _____
15.	Any other relevant information.	

Date:

Signature and Designation of Head of Office

ANNEXURE - II
UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date:

Signature: _____

Station:

Name: _____

Designation: _____

ANNEXURE - III
UNDERTAKING

I hereby undertake that as a result of any rectification or adjustment in the pay scale granted to me on the strength of any interim order by any Court of Law or on the basis of any interim order by any Court of Law, any excess amount which may be found to have been made as a result of relevant appropriate decision taken by the Government on the final decision of the Court of Law, will be refunded by me to the Government either by adjustment against future payments due to me or otherwise. I further undertake to abide by such relevant appropriate decision of the Government taken on the final decision of such Court of Law as the case may be.

Date:

Signature: _____

Station:

Name: _____

Designation: _____

MEMORANDUM

1. Every Government servant is covered under either Haryana Civil Services (Revised Pay) Rules, 1998 or Haryana Civil Services (Assured Career Progression) Rules, 1998 and no Government servant is covered under both the rules simultaneously at any point of time. The Drawing & Disbursing Officers and the concerned authorities must ensure the correct rule which is applicable on the concerned Government servant. The action for fixation of pay etc. under these instructions should be taken only under the relevant rules which is applicable on the concerned Government servant and under no circumstances action should be taken under an incorrect rule which is not applicable on the concerned Government servant. The Drawing & Disbursing Officer and the concerned authority must, therefore, carefully study and understand both the rules so that this type of error does not take place.
2. While calculating the entitled arrear and drawal of arrears, utmost care should be taken to ensure the correctness of calculations. The authentication with respect to such correctness should invariably be made by the Drawing & Disbursing Authority and the calculation sheet so prepared should also be prepared in triplicate and attached alongwith the pay fixation chart.
3. The formats annexed with the rules are indicative and are not exhaustive that is to say that in certain isolated cases the format annexed may not be adequate. Under such circumstances a suitable format should be devised by the Drawing & Disbursing Officer and the concerned authority to include all the relevant information based on which pay, fixation is to be done.
4. The rules prescribe for at least one increment in the revised pay scale corresponding to three increments in the pre-revised scale. It does not prescribe one additional increment over and above the stage on which the pay is to be fixed for every three increments in the pre-revised scale that is to say that the number of increments in the pre-revised scale and the number of increments in the revised scale should be counted upto the stage on which the Government servant was drawing his salary in the pre-revised scale and would draw his salary in the revised scale as per the fixation rules. The ratio should, therefore, be maintained at the minimum level based on the number of increments at the actual stage in both the cases.
5. The second interim relief was released in case of Government of Haryana in two installments. Both these installments should be considered for arriving at the quantum of the second installment.
6. The fixation of pay should be pre-checked by the Drawing & Disbursing Officer or the Head of Office and post-checking should also be done at the level of accounting authority in Head of Department. The Treasury Officers and the Assistant Treasury Officers, as the case may be, should ensure that the requisite certification of correctness of pay fixation and calculation of arrears is invariably attached with the bills.
7. The Heads of Departments are also advised to check the pay fixation randomly and they should check the pay fixation in at least 50 cases. They are further advised to check the pay fixation upto 5% of the total employees under his control.
8. The relevant undertakings must be obtained before authorising the payment and drawal under these instructions.
9. The amount of Income Tax payable in respect of the Government servant on account of the drawal of arrears is to be deducted before the arrears are credited in the General Provident Fund account. For this purpose the Drawing & Disbursing Officer should ensure that adequate care is taken.

Sd/-

(S.N. Roy)

Joint Secretary Finance

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/1/98-1PR(FD)

From

Financial Commissioner & Secretary to Govt.,
Finance Department.

To

The Registrar, Punjab & Haryana High Court, Chandigarh.
All Heads of Departments in Haryana.
All Divisional Commissioners in Haryana.
All Deputy Commissioners in Haryana.
All Sub Divisional Officers (Civil) in Haryana.

Dated, Chandigarh, the 14th January, 1998**Subject : Revised pay package formulation and implementation thereof - documents regarding.**

Sir,

The undersigned is directed to forward a copy each of the documents indicated below for your information and suitable necessary action at your end:-

- (i) Extract from the Haryana Government Gazette (Extra) dated 07.01.1998 - Haryana Civil Services (Revised Pay) Rules, 1998.
- (ii) Extract from the Haryana Government Gazette (Extra) dated 07.01.1998 - Haryana Civil Services (Assured Career Progression) Rules, 1998.
- (iii) Notification for implementation of Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998 Fixation of Pay and Payment of Arrears Instructions regarding.
- (iv) Notification for exclusion of additional categories of posts and Government servants from the application of Haryana Civil Services (Revised Pay) Rules, 1998.
- (v) Notification for exclusion of additional categories of posts and Government servants from application of Haryana civil Services (Assured Career Progression) Rules, 1998.
- (vi) Notification for entitlement of Dearness Allowances on pay as applicable on the Government servants who have elected to be governed or brought over to be governed by the above said rules.

2. The undersigned is further directed to impress upon you that the action required to be taken in light of the above said rules and notifications etc. should be initiated immediately to ensure that the payment of salary to all such Government servants who have elected to be governed by the above said rules or who have brought over to be governed by the above said rules is made to them in the respective entitled revised scale with effect from the payment of salary for the month of January, 1998 due to be paid in February, 1998.

3. The undersigned is further directed to impress upon you that utmost care should be taken while fixing the pay in the revised pay scale entitled to the respective Government servants in accordance with the provisions of rules. For this purpose, the rules should be carefully gone through and understood so that the probability of any mistake taking place is

minimised. You are further requested to seek clarification from the Department of Finance in the Pay Revision Branch wherever there is any difficulty faced in understanding the provisions as contained in the rules or the instructions or wherever there is a problem of interpretation. Such consultation can be made informally or through formal request. However, you are further requested that such type of consultation should be done at personal level by sending preferably some of the employees in your Department or office, as the case may be, personally to seek guidance in the Pay Revision Branch so as to ensure that no undue delay takes place in implementing the decision of the Government related to the time frame in which the rules are to be made operational.

4. The undersigned is further directed to impress upon you that the arrears should be drawn and deposited strictly in accordance with the provisions as contained in the rules.

Sd/-

(Sadhu Singh)

Under Secretary, Finance

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

***These instructions have been Modified vide
No. 5/20/98-3PR(FD), Dated 17.09.1998.***

No. 5/20/98-3PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners of Divisions,
Deputy Commissioners
Sub Divisional Officers (Civil) in Haryana.
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 6th April, 1998

Subject : Fixation of Pay in the Revised Scales as notified through Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998 with reference to the Government servants brought over to these rules with effect from 01.01.1996 on a date subsequent to 01.01.1996.

Sir,

The attention was invited on the subject as to the entitled procedure of fixation of pay under the above said Rules with reference to the employees who either elect or are deemed to have elected to be governed by the above said Rules on and from 1st day of January, 1996 and also with reference to such employees who elect to be governed by these Rules on a date subsequent to the 1st day of January, 1996 as per the provisions of these Rules.

It is clarified that the provisions of Rules are clear in this matter. Rule 4 of the Haryana Civil Services (Revised Pay) Rules, 1998 and Rule 12 of the Haryana Civil Services (Assured Career Progression) Rules, 1998 provides the Revised pay scale corresponding to the existing pay scales for the employees who either elect or are brought over to be governed by these Rules. Irrespective of any provision at any other place, like in the respective service rules, the Government servants whose salary shall be fixed as a consequence of pay revision under these rules will get fixed in the prescribed revised scale of pay under these rules.

Further Rule 7 of Haryana Civil Services (Revised Pay) Rules, 1998 and Rule 15 of the Haryana Civil Services (Assured Career Progression) Rules, 1998 only prescribes the procedure to be followed with reference to the Government employees who either elect or are deemed to have elected to be governed by revised scale on and from 1st day of January, 1996. The amount representing 40% of the basic pay is to be added to the existing emoluments only if the Government servant is entitled for fixation under Rule 7 of Haryana Civil Services (Revised Pay) Rules, 1998 and Rule 15 of the Haryana Civil Services (Assured Career Progression) Rules, 1998 that is if he is brought over to the revised pay scale with effect from 1. 1. 1996.

Further with reference to all other employees who have elected to be governed by revised scale subsequent to the 1st day of January, 1996, the procedure is prescribed under Rule 9 of the Haryana Civil Services (Revised Pay) Rules, 1998 and Rule 17 of the Haryana

Civil Services (Assured Career Progression) Rules, 1998. For such employees the meaning of pay at the time of fixation alone is to be taken as the existing emoluments as prescribed under Rule 9 or Rule 15. The revised pay scale is to be taken as the revised scale prescribed under these rules. However, no other linkage with Rule 7 of Haryana Civil Services (Revised Pay) Rules, 1998 and Rule 15 of the Haryana Civil Services (Assured Career Progression) Rules, 1998 is to be taken for the purposes of fixation of pay. The pay taking the meaning of the pay as given in the Rule 9 or and Rule 17 is to be fixed in the revised pay scale as prescribed in these rules under the normal provisions of CSR and after following all the other conditions prescribed under these rules like the undertaking etc. etc. to be taken.

Yours faithfully,

Sd/-

(S.N. Roy)

Joint Secretary, Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 5/20/98-3PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners of Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in the State of Haryana.
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 17th September, 1998

Subject : Fixation of pay in the Revised Scales as notified through Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998, who opt for the revised scale of pay from a date subsequent to 01.01.1996.

Sir,

I am directed to invite a reference to the notification namely Haryana Civil Services (Revised Pay) Rules, 1998, Haryana Civil Services (Assured Career Progression) Rules, 1998 and this department circular letter of even No. dated 06.04.98 according to which a Government employee who continues to draw his pay in the existing scale of pay and is brought over to the revised scale from a date later than the day of January, 1996, his pay from the later date in the revised scale is to be fixed without linkage with rule 7 of Haryana Civil Services (Revised Pay) Rules, 1998 and Rule 15 of the Haryana Civil Services (Assured Career Progression) Rules, 1998.

2. On reconsideration and in exercise of the powers available under Rule 13 & 20 of Haryana Civil Services (Revised Pay), Rules, 1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998 respectively, the Governor of Haryana is pleased to decide that the pay of Government employees who opt to switch over to the revised scale of pay from the date of their next increment falling after 01.01.1996 but not later than 31.12.1996 in the unrevised scale of pay in which he is drawing pay on 01.01.1996 shall also be fixed in accordance with the provision in rule 7 of Haryana Civil Services (Revised Pay) Rules, 1998 or Rule 15 of Haryana Civil Services (Assured Career Progression) Rules, 1998, as the case may be.

3. The option in the format already appended to the rules cited in the subject may be exercised within 3 months from the date of issue of this letter. The option once exercised shall be final. The option now provided under these orders can be exercised afresh even by those Government employees who have already exercised their option for any date prior to the issue of these order to switch over to the revised scales. However, the pay of Government employees who opt to switch over to the revised scales:-

- (a) From date of increment falling subsequent to 31.12.1996 or
- (b) From any date after 01.01.1996, for reasons other than their date of increment falling during 1996, shall be fixed under rule 9 of Haryana Civil Services (Revised Pay) Rules, 1998 or rule 17 of Haryana Civil Services (Assured Career Progression) Rules, 1998, as the case may be, under the normal provisions of CSR.

Yours faithfully,

Sd/-

(Amit Jha)

Joint Secretary Finance

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 4/4(37)98-2FR-I

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of the Departments,
Commissioners of all Divisions,
All Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana.
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 27th October, 1998**Subject : Disbursal of arrears on account of revision of Pay scale w.e.f. 01.01.1996 and payment of interest thereon.**

Sir,

I am directed to invite your attention to the State Government Notifications No. GSR/3/Const./Art. 309/98 & GSR/4/Const/Art.309/98, dated 7th January, 1998 and the Haryana Services (Assured Career Progression) Rules, 1998, were notified for the State Government Employees except the employees of Haryana Civil Secretariat, Financial Commissioner Revenue, Haryana Public Services Commission, Legal Remembrances & Haryana Vidhan Sabha for whom these rules were extended vide Notifications issued vide No. 1/1/98-PR(FD), dated 6th February, 1998, No. 1/1/98-1PR(FD), dated 27th May, 1998 & No. 1/1/98-1PR(FD), dated 29th July, 1998. The benefit of these rules was extended w.e.f. 01.01.1996. While extending the benefit, it was decided by the Government that arrears of employees on account of revision of pay scales will be deposited in the General Provident Fund Accounts. Consequent upon this, the bills of arrears of some of the employees were prepared at a later stage due to some unavoidable reasons which caused hardship to them. To mitigate this hardship, Government has decided that arrears payable on this account may be treated as additional contribution to their Provident Fund Accounts and interest on their additional contribution may be allowed with effect from the date of issue of the Notifications issued in their respect.

2. You are requested to bring these instructions to the notice of all concerned under your control.
3. Receipt of this letter may please be acknowledged.

Yours faithfully,

Sd/-

(S.B.BHATIA)

Under Secretary Finance (R),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/49/2k-1PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioner of Divisions,
All Deputy Commissioners and
Sub Divisional Officer (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court,

Dated, Chandigarh, 30th March, 2001

Subject : Revision of pay scales w.e.f. 01.01.1996 – Case of the officials who were held up at Efficiency Bar in the old scales – Next increment in the revised pay scales – clarification regarding.

Sir,

I am directed to invite a reference on the subject noted above and to say that Govt. vide circular No. 4/16/4PR(FD)-87, dated 23.8.90 had issued clarification with regard to the fixation of pay of employees w.e.f. 01.01.1986, who were held up at the stage of E.B. in the pre-revised scales.

Some departments have sought clarification in regard to those employees who had not crossed their efficiency bar in the old pay scales and whether they should be permitted for pay fixation and benefit of increment in the revised scale w.e.f. 01.01.1996 without crossing the efficiency bar in the old scale or not?

The Govt. have considered the matter and decided to keep the earlier clarification dated 23.8.90 in force for the purpose of the scales effective from 01.01.1996 too i.e. an employee who had not crossed Efficiency Bar in the old scale or was held up at the E.B. is not required to first cross the Efficiency Bar in the un-revised scales to earn his next increment in the revised scale.

For illustration, the date of increment of an employee is 1st August of any year and his basic pay as on 1.8.94 was Rs. 2300/- in the scales of Rs. 1400-40-1600-50-2300-EB-60-2600. He was to cross the efficiency bar w.e.f. 1.8.95 raising his pay from Rs. 2300/- to Rs. 2360/-. Since he was held up at Efficiency Bar, his pay in the revised scale of Rs. 5000-150-7100-EB-150-7850 would be fixed w.e.f. 01.01.1996 presuming his basic pay at the level of Rs. 2300/- without insisting on crossing of E.B. in the un-revised scale and next increment available to him in the revised scales would be 01.08.1996, in case his next increment in the revised scale is the stage of E.B., he will have to cross the Efficiency Bar at this stage.

Yours faithfully,

Sd/-

Under Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

***These instructions have been Revised vide
No. 1/125/2008-1PR(FD), Dated 14.01.2009.***

No. 9/16/94-1PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments in Haryana,
Commissioners, Ambala, Hisar, Rohtak & Gurgaon Divisions,
All Deputy Commissioners
All S.D.O. (Civil) in Haryana.
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 9th April, 2001

Subject : Revision of rates of Non-practicing Allowance w.e.f. 01.04.2001

Sir,

I am directed to invite your attention to the subject cited above. The doctors working in the PGIMS Rohtak, Departments of Health, Ayurveda, Animal Husbandry and Dairy Development are in receipt of Non-practicing Allowance at present. The Government has considered the request of the doctors working in these Departments for revision of rates of the, Non-practicing Allowance and decided to revise the same w.e.f. 01.04.2001 at the rates mentioned below:-

Existing Pay Slabs & Rate of NPA			Revised Pay Slabs & Rates of NPA		
Sr. No	Pre- revised Pay Slabs	Corresponding Rev. Pay Slabs	Existing Rates	Revised Pay Slabs	Revised Rates
1	For basic pay upto Rs. 3000/-	For basic pay up to Rs. 10,000/-	Rs. 600/- PM	Basic Pay upto Rs. 9999/-	Rs. 1600/- PM
2.	For basic pay above Rs. 3000/- and upto Rs. 3700/-	For basic pay above Rs. 10,001/- and upto Rs. 12000/-	Rs. 800/- PM	Basic Pay from Rs. 10,000/- upto Rs. 11,999/-	Rs. 2000/- PM
3.	For basic pay above Rs. 3700/-	For basic pay above Rs. 12000/-	Rs. 900/- PM	Basic Pay of Rs. 12000/- and above	Rs. 2500/- PM

2. NPA + Basic Pay will not exceed a ceiling of Rs. 25,900/- per month.

3. Fixation of Pay in respect of such of the Doctors who were in receipt of NPA as on 31.12.95:

- (i) The pay of employees covered under this category will be notionally re-fixed as on 01.01.1996 after taking into account the following :-
- Basic Pay in the pre-revised scale as on 01.01.1996 or on the date of option.
 - Dearness Allowance appropriate to the Basic Pay + NPA admissible at index average 1510 (1960=100) under the relevant orders.
 - The amounts of first and second installments of interim relief admissible on the basic pay + NPA in the pre-revised scale.
 - 40% of the Basic Pay in the pre-revised scale as on 01.01.1996 or on the date of option.

- (ii) The emoluments so calculated will be taken into account for the purposes of re-fixation of Pay in the revised scale(s) as on 01.01.1996. The pay will be fixed at the stage equal to such computed amount and in case there is no such stage equal to so computed amount, then, the pay will be fixed at the stage next above in the appropriate revised scale.
- (iii) The pay re-fixed as above will be on notional basis and shall be brought forward to 01.04.2001 on notional basis without payment of any arrears on this account.
- (iv) The employees will draw their pay determined as above along with revised rates of NPA w.e.f. 01.04.2001.

4. Pay will not be re-fixed in case of the category of employees who joined service after 01.01.1996 in the revised pay scales or in whose case the Non-practicing Allowance was introduced after 01.01.1996. The details of amount being drawn towards NPA by these categories of employees as on the date is as under:-

Sr. No.	Pay Slab	NPA	DA on NPA	IR II & III on NPA	Total
1.	For basic pay up to Rs. 10,000/-	Rs. 600/- PM	Rs. 1506/-	Rs. 120/-	Rs. 2226/-
2.	For basic pay above Rs. 10,001/- and upto Rs. 12000/-	Rs. 800/- PM	Rs. 1504/-	Rs. 160/-	Rs. 2464/-
3.	For basic pay above Rs. 2000/-	Rs. 900/-	Rs. 1467/-	Rs. 180/-	Rs. 2547/-

Total corresponding Revised emoluments in respect of the above with effect from 01.04.2001 will be as under:-

Sr. No.	Pay Slab	NPA	DA on NPA @ 41%	Total
1.	For basic pay upto Rs. 9,999	Rs. 1600/- PM	Rs. 656/-	Rs. 2256/-
2.	For basic pay from Rs. 10,000/- and upto Rs. 11,999/-	Rs. 2000/- PM	Rs. 820/-	Rs. 2820/-
3.	For basic pay of Rs. 12000/- and above	Rs. 2500/- PM	Rs. 1025/-	Rs. 3525/-

5. The Non-practicing Allowance would be treated as part of Pay for the purposes of DA, entitlement for Loans & Advances and TA/DA only.

Yours faithfully,

Sd/-

Under Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

**GOVERNMENT OF HARYANA
FINANCE DEPARTMENT**

Subject : Decisions taken by the Standing Committee constituted for the purpose of deciding various issues arising out of the Scheme(s) of Revised Pay Scales/CAS in respect of Universities and Colleges.

Will the :-

- (i) The Financial Commissioner & Secretary to Government of Haryana, Agriculture Department.
- (ii) The Commissioner & Secretary to Government of Haryana, Technical Education Department.
- (iii) The Commissioner & Secretary to Government of Haryana, Education Department.

Kindly refer to the subject cited above?

2. The decision taken by the Standing Committee constituted for the purpose of various issues arising out of the Scheme(s) of revised pay scale/CAS in respect of Universities and Colleges in its meeting held on 19th September, 2001 held under the Chairmanship of Financial Commissioner & Secretary to Government of Haryana, Finance Department are enclosed herewith for further necessary action at your end.

Sd/-

(Y.S.Malik)

Commissioner & Special Secretary
for Financial Commissioner & Secy. to Govt.,
Haryana, Finance Department.

To

- (i) The Financial Commissioner & Secretary to Govt. of Haryana, Agriculture Department.
- (ii) The Commissioner & Secretary to Government of Haryana, Technical Education Department.
- (iii) The Commissioner & Secretary to Government of Haryana, Education Department.

U.O. No. 7/(1)/99-5FR-I

Dated, Chandigarh, the 5th December, 2001

**Contd...
Encls.**

Subject : Decisions taken by the Standing Committee constituted for the purpose of deciding various issues arising out of the Scheme(s) of Revised Pay Scale/CAS in Respect of Universities and colleges.

Date : 19th September, 2001

Time : 11.00 a.m.

Venue : Room No. 37, 7th Floor, Haryana Civil Secretariat, Chandigarh.

A meeting of the Standing Committee was held under the Chairmanship of Sh. A.N. Mathur, Financial Commissioner & Secretary to Government of Haryana, Finance Department on 19th September, 2001 at 11.00 a.m. in Room No. 37, 7th Floor, Haryana Civil Secretariat, Chandigarh. Following attended the meeting:-

- (i) Sh. P.K. Chaudhary, Commissioner & Secretary, Education Department.
- (ii) Sh. R.S. Chaudhary, Vice-chancellor, Kurukshetra University, Kurukshetra.
- (iii) Sh. Vinay Kumar, Vice-chancellor, CCSHAU, Hisar.
- (iv) Dr. R.K. Chauhan, Vice-Chancellor, Guru Jambheshwar University. Hisar.
- (v) Dr. M.P. Gupta, Director Technical Education, Haryana.
- (vi) Dr. S.P.S. Dahiya, Registrar, M.D. University, Rohtak.
- (vii) Y.S. Malik, Commissioner & Special Secretary, Finance Department.

The Committee considered various issues, as contained in the agenda notes and circulated in advance, arising out of the Pay Revision/Career Advancement Schemes introduced for Teachers in the Universities & Colleges, in the Agricultural University, Engineering Colleges and the Technical institutions. After detailed deliberations and discussions, following decisions were taken:-

1. Applicability of Guidelines/instructions issued by different Apex Bodies

- (I) While the pay scales for the University and College Teachers have been revised broadly following the scheme laid down by the UGC, those in the case of CCSHAU, Hisar have been revised in accordance with the guidelines prescribed by ICAR and in case of Technical Institutions by AICTE. These apex bodies have issued various clarifications for implementation of the Pay Revision Schemes, of which Career Advancement Scheme constitutes an integral part. Some of these clarifications are at variance with one another.
- (II) It was decided to adopt and follow the following principles:
 - (i) Subject to approval by the State Government, the Scheme, guidelines and clarifications issued by the University Grants Commission (UGC) from time to time in connection therewith will be considered for application in connection with the affairs of (i) Kurukshetra University, Kurukshetra and its affiliated colleges, (ii) M.D. University and its affiliated colleges, and (iii) the Guru Jambheshwar University, Hisar.
 - (ii) Similarly, again subject to approval by the State Government, the guidelines prescribed/recommended by the All India Council for Technical Education (AICTE) will be followed in the case of Engineering Colleges and Technical Institutions in the State in connection with the pay scales, qualifications of teaching staff, selection/promotion procedures, academic matters or other specific issues.

- (iii) Thirdly, subject to approval by the State Government, the Scheme, guidelines and clarifications issued by the ICAR from time to time will be applicable in so far as the CCSHAU/Hisar is concerned.
- (III) Once having decided as above, it was resolved that the above principles would be followed strictly. The general stream universities will not be allowed to adopt the guidelines issued by the ICAR or followed by the CCSHAU only on the ground that some of those may be more beneficial than the UGC guidelines on the same subject. The same would hold good vice-versa.

2. Date of implementation of the Career Advancement Scheme and other benefits i.e. the cutoff date:

- (I) Keeping in view the clarifications issued by the UGC, the Ministry of Human Resource Development (MHRD) and the Indian Council for Agriculture Research (ICAR) after the Scheme was initially notified by the UGC/MHRD/ICAR, it was decided that the cut-off date for implementation of the Career Advancement Scheme and other related benefits would remain as 27.7.98. Even though the cut-off date in respect of the Engineering Colleges/Technical Institutions has been communicated as 09.10.1998 by the All-India Council for Technical Education (AICTE), it was decided to keep 27/07/98 as the cut-off date in respect of AICTE covered institutions in the state of Haryana. While all cases of promotions of teachers prior to this date have to be processed under the old Career Advancement Scheme (CAS), those on or after 27.07.98 would be decided in terms of the stipulations laid down under the Revised Schemes.
- (II) The Vice-Chancellor, CCSHAU/Hisar informed that about 90 cases of promotions of teachers had been processed and benefits given treating the cut-off date as 01.01.1996 in CCSHAU before the clarifications regarding the cut-off date of 27.7.98 were received. It was observed that the University was bound by the guidelines/clarifications issued by the ICAR from time to time and it could not choose to adopt and act only upon such of the subsequent clarifications as were found to be more beneficial for the teachers. The University will have to review all such cases, withdraw the benefits already given and effect recoveries. It was made clear that the Standing Committee could not recommend or decide separate yardsticks for different institutions, especially where the issues in question were common. However, It was left open to the Vice-chancellor to discuss the issues of various modalities to be followed separately, if he so wished.

3. Counting of service in feeder cadres for placement in the higher/promotional grades.

- (I) Para 11 of the Scheme notified by the Education Department vide its letter dated 8.12.2000 deals with the subject of Career Advancement. Salient features of Career Advancement Scheme effective from 27.7.98 are as under:-
 - “11. (i) Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M.Phil and six years for others at the level of Lecturer and for eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

- (ii) For movement into grades of Reader and above, the minimum eligibility criterion would be Ph.D. Those without Ph.D. can go up to the level of Lecturer (Selection Grade).
- (iii) A lecturer will be eligible for placement in the senior scale of Rs. 10000-15200, if she/he has completed 6 years of service after regular appointment, with relaxation as provide in para 11(i).
- (iv) A lecturer (Senior Scale) will be eligible for placement in the Selection Grade of Rs. 12000-420-18300 if she/he has completed five years of service in the senior scale.
12. Every lecturer in the senior scale working in the universities will be eligible for promotion to the post of Reader in the scale of Rs. 12000-18300 if he/she has completed five years of service in the senior scale. (Provided he/she is a Ph.D).
15. Professor (Promotion)
- In addition to the sanctioned posts of Professors, which must be filled in through direct recruitment through all India advertisements, promotions may be made from the post of Reader to that of Professor after 8 years of service as Reader.
16. Cut off Date :
- The above Career Advancement Scheme for college and university teachers shall become effective w.e.f. 27.07.98.
17. (inserted in the Scheme vide Education Department letter dated 07.02.2001)
- (v) If the number of years required in a feeder cadre are less than those stipulated in the notification, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, the teacher may be placed in the next higher cadre after adjusting the total number of years.
- “This situation is likely to arise as in the earlier scheme, the number of years required in feeder cadre were much more than those envisaged under this notification.”

- (II) Further, the UGC has conveyed to the Registrars of Universities vide its letter dated 5th October, 2000 as under :

“The Commission has decided that 8 years service as Reader in the scale of Rs. 3700-5700 (Revised Rs. 12000-18300) must remain the minimum eligibility for consideration of promotion from Reader to the post of Professor under Career Advancement Scheme”.

Similar clarification has been issued by the ICAR vide its letter bearing No. F.No. 21-10/99-Per.IV dated 19th April, 2001.

- (III) The addition of para 17(v) as circulated by the Government in Education Department vide its memo No. 1/1/99 Edu.I(1) dated 27.02.2001 has given rise to some doubts about computation of the service in the feeder cadres for the purposes of grant of promotional grades. It is being felt in certain sections that provisions under Para 17(v) have an over-riding effect over the provisions contained in paragraphs 11, 12 and 15 above even though Education Department has further clarified vide its letter No. 1/1/99 Edu.I(1) dated 21.03.2001 as follows:-

“in addition to the sanctioned position of Professors, which must be filled in through direct recruitment through all India advertisements, promotions may be made from the post of Reader to that of Professor after 8 years of service as Reader in the pay scale of Rs. 3700-5700 (Revised Rs. 12000-18300).”

- (IV) In view of the above, it has been considered essential to clarify and explain the issues involved in the matter. A reading of the paragraphs produced above lead to the following general conclusions:-

- (a) Para 17(v) is not relevant/applicable in case of Teachers who have joined service with the Ph.D. on or before 27.07.1994 with M. Phil on or after 27.07.1993 and without Ph.D. on or after 27.07.1992.
- (b) Para 17(v) is not applicable to Readers/Associate Professors seeking promotion as Professors under the Career Advancement Scheme in view of the subsequent clarification date 5th October, 2000 issued by the UGC and also followed by the ICAR. Thus it is clear that in order to be considered eligible for promotion as a Professor with the New Career Advancement Scheme, the teacher must have completed 8 years service as a Reader/Associate Professor in the scale of 3700-5700 (unrevised)/ 12000-18300 (revised).

(Note : The Higher Education Commissioner would take up the matter with the UGC/MHRD regarding the date of title of promotion as Professor-Whether it takes effect from the date of teacher completes eight years service as a Reader or from the date his case for promotion is approved by the competent authority.)

- (b) Para 17(v) is also not applicable to the teachers whose case have been considered for grant of Selection Grade and who have been granted Selection Grade under the Career Advancement Scheme of 1986 i.e. with effect from a date prior to 27.7.98.
- (V) Having considered the issues and implications involved in each of these propositions in depth, and with the above stipulation, the Committee decided on following principles to be followed by the Higher Education Department in the Government/Universities/Colleges and other Institutions wherever these revised schemes are applicable. Subject to fulfilment of all other conditions and requirements for grant of Senior Scale/Selection Grade :-
- (a) the case of teachers, who are without Ph.D. or M. Phil. for grant of Senior Scale/Selection Grade are to be considered on completion of total eligible service of 6/11 years or as on 27/07/98, whichever is later.

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- (b) the cases for grant of Senior Scale/Selection Grade to these teachers who have joined service with Ph.D. qualification are to be considered on completion of total eligible service of 4/9 years as on 27/07/98 whichever is later.
- (c) the cases of teachers, who join service with M.Phil. for grant of Senior Scale/Selection Grade are to be considered on completion of a total of 5/10 years service or as on 27/07/98 whichever is later.
- (d) The most contentious issue is in respect of those teachers who complete/acquire Ph.D. Degree while in service. In the first instance, as regards the material date for completion of Ph.D., it has been decided that it will be as per the clarification issued by the Education Department vide DHE Memo. No. 7/2-2000-C-IV(3) dated 30.01.2001 to say that it means the date of issue of notification to the effect of completion of Ph.D. Secondly, the issue regarding the date of entitlement of grant of Sr. Scale/Selection Grade in this category of cases was discussed in detail. It was observed that the main guiding factor in such cases was to test the old cases on the touchstone of the revised scheme of CAS. The intention behind giving benefit of service rendered in feeder cadres could not be interpreted to mean that in the old cases, a benefit higher than what is admissible under the new CAS could be given while deciding the old cases. Hence, a conscious decision has been taken that the eligibility date in these cases should be decided following the method explained as under:
- (i) A lecturer, who completes Ph.D. within four years of joining the service, could be considered eligible for grant of Selection Grade on completion of 9 years total service or as on 27/07/98, whichever is later.
- (ii) A lecturer, who completes Ph.D. after 4 years service but before 5 years, could be considered eligible for grant of Selection Grade after completion of service of 9 years + the period taken beyond four years for completion of Ph.D. or as on 27/07/98, whichever is later.
- (iii) A lecturer, who completes Ph.D. anytime beyond five years service could be considered eligible for grant of Selection Grade on completion of total ten years service + the period taken for completion of Ph.D. beyond five years subject to a maximum of 11 years total service or as on 27/07/98, whichever is later.
- (iv) A lecturer, who completes Ph.D. after completion of 6 years service could be considered eligible for grant of Selection Grade on completion of total 11 years service or as on 27/07/98, whichever is later.

All the Universities/Colleges should fix/re-fix the date of grant of Sr. Scale/ Selection Grade under the Scheme in the manner explained above. Some illustrations are given in Annexure 'A' to further explain the principles enunciated above so as to leave no scope for any doubt/ambiguity in the matter.

4. Stepping-up of Pay :

- (I) There is no provision in the Scheme issued by the Agriculture Department on the issue of stepping-up whereas the same forms a part of the Notification issued by the Education Department. However, keeping in view the subsequent clarifications issued by the ICAR, these issues are common to all the institutions and, hence, the decisions taken herein will be applicable in all the institutions in this respect.
- (II) Annexure V to the Scheme as notified by the Education Department vide its letter dated 8.12.2000 contains the formula for fixation of pay in the revised pay scales. Note 4 and 5 under Para II of Annexure V are relevant in this case. These paragraphs are reproduced as follows:
- “4. Wherein the fixation of pay under sub clause II above, pay of a teacher, who in the existing scale was drawing immediately before the 1st day of January, 1996 more pay than another teacher Junior to him in the same category, gets fixed in the revised scale at a stage lower than that of such Junior, his pay shall be stepped up to the same stage in the revised scale as that of the Junior.*
- 5. In cases, where a senior teacher promoted to a higher post before the 1st day of January, 1996 draws less pay in the revised scale than his Junior who is promoted to the higher post on or after the 1st day of January, 1996, the pay of the senior teacher should be stepped upto on amount equal to the pay as fixed for his Junior in that higher post. The stepping up should be done with effect from the date of promotion of the Junior teacher subject to the fulfilment of the following conditions, namely :*
- (a) both the Junior and the senior should belong to the same category and the post in which they have been promoted should be identical in the same category.*
- (b) The pre-revised and revised scales of pay of the lower and the higher posts in which they are entitled to draw pay should be identical.*
- (c) The Senior teacher at the time of promotion has been drawing equal or more pay than the junior.*
- (d) The anomaly should be directly as a result of the application of provisions of fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised scale. If even in the lower post the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment granted to him provision of this note need not be invoked to step up the pay of the senior teacher.”*
- (III) The language of para 4 reproduced above makes it clear that it deals with cases of teachers in employment before 01/01/1996 and not those where one is appointed before 01/01/96 and the other is appointed after 01/01/96.
- (IV) The general guiding principle for stepping up is provided in para 5(d) reproduced above. It is clear that no stepping-up is admissible in cases where

the pay of the junior teacher becomes higher than that of the Senior on account grant of advance increments at any stage.

- (V) The manner in which the provisions of stepping-up should be applied is explained with the help of illustrations given in enclosed Annexure 'B'. However, for the purposes of clarity, lecturers and equivalents in the time scale would constitute one cadre/category, lecturers in the Senior Scale and equivalents would constitute another (second) cadre/category, and Lecturers in the Selection Grade/Readers and equivalents would constitute the third cadre/category.

5. Regarding grant of advance increments in lieu of Ph.D./M. Phil. at the time of appointment/ in service.

- (I) Provisions regarding grant of advance increments are as under :
- (i) Every lecturer with Ph.D. or M. Phil., be it in the University or College, gets four and two advance increments respectively at the time of initial appointment.
 - (ii) One increment will be admissible to those teachers with M. Phil. who acquire Ph.D. within two years of recruitment.
 - (iii) A lecturer with Ph.D. will be eligible for two advance increments when he/she moves into Selection Grade/Reader.
 - (iv) The benefit of two advance increments in lieu of Ph.D. degree will be available to teachers who acquire Ph.D. degree in their service career on or after 01/01/96 (now to be read as "on or after 27.07.1998" in terms of clarification issued by the ICAR and UGC respectively). However, the increments would be admissible from the date of award of the Ph.D. degree (This stands clarified by the Government in the Education Department vide DHE Memo No. 7/2-2000-C-IV(3) dated 30.01.2001 to say that it means the date of issue of notification to the effect of completion of Ph.D.) or 27.7.98, whichever is later.
- (II) Before the above cases are discussed, following would also merit attention:
- (i) The ICAR has clarified vide its letter dated 28.03.2001 that this incentive will be admissible w.e.f. 27.7.98. The UGC has followed suit and clarified vide its letter No. F-5-3/2000 (PS) dated 31st August, 2001 addressed to Registrar, Kurukshetra University, Kurukshetra, "that teachers who acquired Ph.D. during service prior to 01.01.1996 and who were not given the benefit of any advance increments as per the earlier Career Advancement Scheme may now be given the benefit of two advance increments. These shall, however, be applicable from 27.7.98." Thus the effective date from which this benefit is admissible is 27.7.98 and not "on or after 01.01.1996" as mentioned in para I(iv) above. Hence, the provision in the Scheme notified by the Education Department on 8.12.2000 should be deemed to have been modified to this extent.
 - (ii) Further, the clarification issued by the ICAR, in consultation with the Union Finance Ministry, stipulates that the incentive for grant of two increments is not admissible in case where Ph.D. is a necessary/ minimum eligibility condition for recruitment/appointment. Though a clarification to this effect has not been issued by the UGC so far, the

Committee decided to adopt the same for all institutions as this view had been taken by the Union Ministry of Finance (again a common factor) while considering the issue. Ph.D. is an essential qualification for promotion as a Reader (in KUK, MDU, GJU), Associate Professor (in HAU), and Assistant Professor in the Engineering Colleges. And for the posts of Professors in all Universities and Engineering Colleges whereas it is not so in case of Lecturers (Selection Grade) in the Degree Colleges. This implies that in the case of Universities, a lecturer completing Ph.D. during service after grant of Selection Grade will not be entitled to grant of two advance increments on this account as Ph.D. is an essential qualification for the post of Reader/Associate Professor/Assistant Professor and above.

- (III) Decisions in respect of provisions mentioned in para (I) above are as follows:
- (i) As regards para 5(I) (i) the provisions do not call for any explanations/clarifications.
 - (ii) The point mentioned under para 5(I) (ii) above is clarified that if a lecturer, who Joins service with M. Phil, completes Ph.D. within two years of Joining, he would be entitled to one increment but if the lecturer completes Ph.D. after two years of Joining service, he will not be getting any increments on this account. The rationale is that the said teacher has already been given the benefit of two advance increments at the time of Joining in lieu of M.Phil.
 - (iii) As regards para 5(I) (iii), it is clarified that the cut-off date for the grant of this incentive will also be on or after 27.7.98. In cases where the dates of completion of Ph.D. and that of grant of Selection Grade are simultaneous on a particular date on or after 27.7.98, the teacher will be entitled to only two advance increments in the Selection Grade on account of movement into Selection Grade with Ph.D. His increments on account of in-service Ph.D. would get subsumed in this case. In effect, it means that the teacher has actually completed Ph.D. while being in the Senior Scale and he gets two increments in the Senior Scale on this account. As a next step, he is granted Selection Grade and his advance increments in the Senior Scale get subsumed while fixing his pay in the Selection Grade. And then, he gets two increments in the Selection Grade on account of movement into the Selection Grade with Ph.D. if the Selection Grade is granted on or after 27.7.98 under the new CAS.
 - (iv) Para 5(I) (iv) provides that benefit of two advance increments will be available to teachers who acquire Ph.D. Degree in their service career on or after 01/01/96. Following decisions have been taken in this respect:
 - (a) The expression “**on or after 01.01.1996**” is to be read as “**on or after 27.07.1998**” in terms of clarifications issued by the ICAR and UGC respectively.
 - (b) The Scheme provides that the increments would be admissible from the date of award of the Ph.D. degree. This stands clarified by the Government in the Education Department vide DHE Memo. No. 7/2-2000-C-IV(3) dated 30.01.2001 to say that it means the date of issue of notification to the effect of completion of Ph.D.

- (c) It has been decided that this incentive will be admissible to all the teachers provided the post held by them on the aforesaid date of [27.7.98] (or the date of Ph.D. Degree if it falls after 27.7.98) does not require them to have a Ph.D. as a must/minimum eligibility condition for recruitment/appointment/promotion. Ph.D. constitutes an essential qualification for the post of a Reader in the general Universities/Associate Professor in the CCSHAU/Assistant Professor in the Engineering Colleges, for the post of Principal of a College and Professors in all institutions. That being so, teachers in the Universities and Engineering Colleges would not be entitled to the grant of two advance increments on account of completion of Ph.D. during service after he has been granted the Selection Grade.
- (d) Following from the decision as mentioned sub-para (c) above, it has also been decided that a lecturer (Selection Grade) in a Degree College will not be entitled to the grant of this incentive after he has been granted the Selection Grade for the following reasons:
- * It would not be in order to place a lecturer (Selection Grade) in a College in a position of greater financial advantage as compared with a Lecturer (Selection Grade) in the Universities.
 - * The Revised Scheme of pay scales has an in-built provision for giving a Jump of two increments to every non-Ph.D. teacher (who does not move into Selection Grade with Ph.D. and hence does not get two increments at the initial stage of fixation of pay in the Selection Grade) after placement in the Selection Grade on completion of five years service in the Selection Grade when he is actually drawing pay at the stage of Rs. 14100/- and his pay is fixed at the stage of Rs. 14940/-
 - * Grant of this incentive, after the teacher has been placed in the Selection Grade, would amount to according a premium on lethargy and an incentive for not doing Ph.D. at an early stage of one's career. But for this stipulation, it would be most advantageous for a teacher financially to complete his Ph.D. after his pay is fixed at the stage of Rs. 14940/- (in the Selection Grade). This is borne out from the fact that a teacher who joins service with Ph.D. gets four advance increments for a period of four years along with two years advantage for grant of Senior Scale, one who completes the same after grant of Senior Scale, he draws the advantage of two advance increments for a maximum period of less than ten years (less than five years in the Senior Scale and five years in the Selection Grade) but one who completes Ph.D. after having been fixed at the stage of Rs. 14940/- (which happens on completion of 16 years service) he would enjoy the financial gain for a period of more than 14 years i.e. till his superannuation. And this is not the intention of the Scheme.

Keeping the foregoing in view, the Standing Committee was of the considered view that the Higher Education Commissioner should approach the UGC/MHRD to seek a clarification in the matter raising all the issues pertinent in the matter as discussed above. While the decision on this issue would be subject to review at a later stage if the clarifications received from the UGC/MHRD are contrary to the decision taken by the Committee, it has been decided that pending a clarification in the matter, cases should be decided on the lines decided by the committee i.e. that no advance increments would be admissible for completing Ph.D. during service after a teacher has been granted the Selection Grade.

- (e) A related issue could arise as to whether a teacher would be entitled to grant of two increments under the provision of "movement into Selection Grade/Reader with Ph.D." in case he completes Ph.D. after the grant of Selection Grade. The answer is in the negative because the teacher is not Ph.D. at the time he/she moves into Selection Grade in this case.
 - (f) It has further been decided that where a teacher has completed Ph.D. during service and has been granted Senior Scale/Selection Grade under the old CAS (i.e. prior to 27.7.98), he will be entitled to two advance increments in lieu of Ph.D. during service with effect from 27.7.98. In the case of those teachers who have completed Ph.D. during service and have been granted Selection Grade under the old CAS, they will start getting the benefit of two increments for in-service Ph.D. w.e.f. 27/07/98 but they will not get the benefit of two increments on account of movement into Selection Grade with Ph.D. this is because the provision to this effect was not a part of the old CAS under which he was granted the Selection Grade. To further clarify, only one benefit of two increments would be admissible to such teacher w.e.f. 27/7/98
 - (g) In the case of teachers who Joined service with Ph.D. and who were granted Selection Grade under the old CAS and who were not entitled to the benefit of fixation of pay at the stage of Rs. 14940/- on or before 27.7.98, they will not be entitled to the benefit of two advance increments w.e.f. 27.7.98 on account of movement into Selection Grade with Ph.D. The rationale is that they have already enjoyed the benefits of advanced increments in lieu of Ph.D. at the time of joining service, enjoyed the Senior Scale at an advanced point in time and the problem of higher pay of the Junior teachers would be over the moment their pay is fixed at the stage of Rs. 14940/-
- (IV) The principles for administering the Scheme of grant of advance increments have been delineated above. These are further explained with the help of illustrations as contained in Annexure 'C'.

6. Regarding advance increments on the recommendations of the Selection Committee:

- (I) The Vice-chancellor, GJU/Hisar raised this issue i.e. in certain cases, the Selection Committees had recommended grant of advance increments at the

time of selection of candidates for various posts. These increments had been recommended while the pay was still being drawn in unrevised scales, say between 01.01.1996 and the respective dates of notification of revised scales. The issue is as to whether these increments should be in the revised scales or unrevised scales.

- (II) The matter was discussed in detail and following decisions were taken:
- (i) In the case of advance increments recommended in cases where selections were made on or after 01.01.1996, such advance increments would be admissible in the revised scales.
 - (ii) In cases, where the interviews were held prior to 01.01.1996, the candidates joined in the institutions on or before 31.12.95 and availed of the advance increments, may be even for a single day, these would get subsumed while fixing his pay in the revised scales as on 01.01.1996.
 - (iii) However, take a case where the selections were made, say on 23.12.1995, two candidates were selected and the Selection Committee had recommended advance increments in both the cases. Appointment letters were issued, say on 27.12.95. One of them joined on 29.12.95 and the other person joined, say on 02.01.1996. In the first case, advance increments would get subsumed while fixing his pay in the revised scales as on 01.01.1996 while, in the second case, the increments would be admissible in the revised scales. The Committee was conscious of the hardship it would result in for the candidate joining on or before 31.12.95, yet the Committee observed that such fortuitous circumstance were bound to arise around the cut-off dates and could not be helped as a matter of principle.

ANNEXURE 'A'

Subject : Counting of Service in feeder cadres for placement in the higher/ promotional grades.

Illustrations:

Note of caution: It has been stated in the illustrations that 'X' would get his Senior Scale/Selection Grade on _____ date. This statement in all the illustrations is subject to such lecturer meeting all other criteria laid down for assessment e.g. qualifying eligible service, satisfactory appraisal reports, Orientation/Refresher Courses etc. etc.

(A) Those with Ph.D. at the time of joining service:

The cases for grant of Senior Scale/Selection Grade are to be considered on completion of total service of 4/9 years respectively or as on 27/07/98, whichever is later.

- (1) 'A' joined as a Lecturer with Ph.D. on 1.7.84. He was granted Senior Scale of Rs. 3000-5000 on 1.7.89 (three years benefit under the Career Advancement Scheme of 1986). He completed 8 years service in Senior Scale as on 01.07.1997. His case for grant of Selection Grade would be covered under the CAS of 1986 and he does not get any benefit under the new CAS which has a cutoff date as 27.7.98.
- (2) 'B' joined as a Lecturer with Ph.D. on 1.7.90. He was granted senior scale of Rs. 3000-5000 on 1.7.95 after completion of five years service (three years benefit due to Ph.D. under the Career Advancement Scheme of 1986). Even though, he would complete 5 years service in Senior Scale as on 01.07.2000 yet the benefit of relaxation of feeder service under para 17(v) will be admissible to him and he would be eligible for grant of selection grade on completion of total 9 years service. Thus, subject to fulfilment of other criteria, he would be eligible for grant of selection grade as on 1.7.99.
- (3) 'C' joined as a Lecturer with Ph.D. on 1.7.87. He was granted senior scale of Rs. 3000-5000 on 1.7.92 on completion of five years service (three years benefit in lieu of Ph.D. under the Career Advancement Scheme of 1986). Though he completed 5 years service in the Senior Scale as on 01.07.1997, yet he would be eligible for grant of Selection Grade w.e.f. 27.7.98, that being the cutoff date for introduction of new CAS.

(B) Those with M. Phil. at the time of joining service:

The cases for grant of Senior Scale/Selection Grade are to be considered on completion of a total of 5/10 years service respectively or as on 27/07/98, whichever is later.

- (1) 'X' joined as a Lecturer with M. Phil. on 1.7.87. He was granted Senior Scale of Rs. 3000-5000 on 1.7.94 (one year benefit in lieu of M. Phil. under the CAS of 1986). He would complete 5 years service in the Senior Scale as on 30.6.99. However, the benefit of relaxation in feeder cadre service would be admissible to him under para 17(v). Since he would have completed a total of more than 10 years service as on 27.7.98, he would be eligible for grant of

Selection Grade w.e.f. 27.7.98. Thus, he would be eligible for grant of Selection Grade by giving him the benefit of relaxation in the requisite 5 years of service in the feeder cadre of Senior Scale under para 17(v).

- (2) 'Y' joined as a Lecturer with M.Phil. on 1.7.91. He was granted Senior Scale of 3000-5000/10000-15200 on 1.7.98 under the CAS of 1986 (one year benefit in lieu of M.Phil degree). He would be completing five years service in the Senior Scale on 30.06.2003. However, he will be eligible for grant of Selection Grade as on 01.07.2001 (i.e. on completion of total 10 years service) even though he was completed only three years service in the Senior Scale as on this date. This is because he would be given the benefit of relaxation in feeder cadre service under para 17(v) and would be eligible for grant of Selection Grade on completion of total service of 10 years (five years under the new CAS for grant of Senior Scale for those with M.Phil. and another 5 years in the senior scale for grant of selection grade.)

(C) Those who complete Ph.D. during service

- (1) 'X' joined as a Lecturer without Ph.D. on 1.7.88. In normal course, he would have been entitled to be considered for grant of senior scale on completion of 8 years service i.e. on 01.07.1996. However, he completed his Ph.D. as on 30.10.95 and was as such granted senior scale w.e.f. 01.11.1995 under the CAS of 1986 (benefit on account of Ph.D. in this case is available only to the extent of 9 months). He would complete five years service in the senior scale as on 30.10.2000. However, the benefit under para 17(v) would be admissible to him and he would be eligible for grant of selection grade on completion of total 11 years service i.e. with effect from 1.7.99.
- (2) 'Y' joined service as a Lecturer without Ph.D. as on 1.4.88. He was granted senior scale on 01.04.1996 on completion of eight years service under the CAS of 1986. The teacher also completed Ph.D. on 31.10.1997. Provisions of para 17(v) would be applicable in his case and he would be entitled to grant of selection grade with effect from 1.4.99 on completion of 11 years total service.
- (3) 'Z' joined service as a Lecturer on regular basis with M.Phil, as on 01.04.1988. He was granted Senior Scale on 01.04.1995 on completion of seven years service under the CAS of 1986 (benefit of one year in lieu of M.Phil.) He also completed Ph.D. as on 01.10.1997 i.e. in the 9th year of service. However, the benefit under para 17(v) would be admissible to him and he would be eligible for grant of selection grade on completion of total 10 years service under the new CAS. Since the cut-off date for the new CAS is 27.7.98, he would be eligible for grant of selection grade as on 27.07.98 even though he completed 10 years service on 1.4.98.

(D) Lecturers without M.Phil. or Ph.D.

There is no ambiguity regarding those who are without Ph.D. or M. Phil. Their cases for grant of Senior Scale/Selection Grade are to be considered on completion of total service of 6/11 years or as on 27.7.98, whichever is later.

- (1) 'X' joined as a Lecturer on 1.10.1986. He was granted Senior Scale on 1.10.94 on completion of eight years service under the CAS of 1986. He will be

completing five years service in the Senior Scale as on 1.10.1999. The benefit of para 17(v) will be admissible to him and he will be eligible for grant of Selection Grade on completion of a total 11 years service. In this case, he completes

11 years service on 1.10.1997, a date when the new CAS is not in existence. He will, thus, be considered for grant of Selection Grade under the new CAS with effect from 27.07.1998.

- (2) 'Y' joined service as a lecturer on 1.7.90. He was granted Senior Scale on completion of 8 years' service on 1.7.98 under the old CAS of 1986. He will complete 5 years service in the Senior Scale as on 30.06.2003 under the new CAS and would have been eligible for grant of Selection Grade on this date but for the provisions of para 17(v). Had he been recruited after introduction of the new scheme, he would have been eligible for grant of Selection Grade on completion of total 11 years service including 5 years service in the senior scale. Therefore, now, he will be eligible for grant of Selection Grade as on 01.07.2001 i.e. by way of relaxation in the requisite number of years service in the feeder cadre and would be eligible for the same on the day he completes 11 years service in total.

ANNEXURE 'B'**Illustrations regarding Stepping-up of pay and illustrations thereon****1. Cases of the teachers appointed before 01.01.1996**

- (a) 'A' joined on 01.12.94 with Ph.D. in the pay scale of Rs. 2200-4000 and was drawing Basic Pay of Rs. 2500/- as on 31.12.95. His pay was fixed at the state of Rs. 8275/- in the revised scale of Rs. 8000-13500 with effect from 01.01.1996 with the next date of increment being 01.12.1996 and raising his basic pay to Rs. 8500/- as on 01.12.1996. Another teacher 'B' is appointed on 01.03.95 and he is also Ph.D. 'B', thus junior to 'A', was drawing a basic pay of Rs. 2425/- in the pay scale of Rs. 2200-4000 as on 1.3.95. His pay was also fixed at the stage of Rs. 8275/- as on 01.01.1996 in the revised scale of Rs. 8000-13500. However, his next increment would be due on 01.03.1996 and he would start drawing a basic pay of Rs. 8500/- with effect from 01.03.1996 thereby creating a case of anomaly arising out of pay fixation. This would be a valid case of stepping up for 'A'. The basic pay of teacher 'A' will be stepped up to Rs. 8500/- as on 01.03.1996, the day his junior's pay becomes higher, with his next date of increment also shifted to 01.03.97.
- (b) 'C' joined as a Lecturer without Ph.D. on 01.03.93 and was drawing a basic pay of Rs. 2350/- in the scale of Rs. 2200-4000 as on 1.3.95. His pay was fixed at the stage of Rs. 8000/- in the revised pay scale Rs. 8000-13500 as on 01.01.1996 which further got raised to Rs. 8275/- as on 01.03.1996 on account of annual grade increment. Another lecturer 'D', with Ph.D., joined on 01.03.95. He was drawing a basic pay of Rs. 2425/- (three advance increments in lieu of Ph.D.) as on 31.12.95 and his pay was fixed at the stage of Rs. 8275/- as on 01.01.1996 in the revised pay scale of Rs. 8000-13500 which got further raised to Rs. 8550/- as on 01.03.1996 on account of annual grade increment. Thus 'C' was senior to 'D' but was drawing lower pay than his junior in the pre-revised scale also. Since the pay of the junior was higher on account of advance increments, and continued to be higher even with effect from 01.01.1996, the pay of the senior will not be stepped-up in this case.

2. Cases of teachers promoted to higher posts before 01.01.1996

- (a) 'X' joined as a lecturer with Ph.D. on 01.06.90. He was granted Senior Scale on 01.06.95 and his pay was fixed at the stage of Rs. 3000/- in the pay scale of Rs. 3000-5000 on 01.06.95. Again, his pay was fixed at the stage of Rs. 10,000/- on 01.01.1996 in the revised scales. His pay further got raised to Rs. 10325/- on 01.06.1996, to Rs. 10650/- on 01.06.97, Rs. 10975/- on 01.06.98 on account of annual grade increments in the scale of Rs. 10000-15200. He would be eligible for grant of Selection Grade as on 01.06.99 under the new CAS (on completion of total 9 years service) and his pay will get fixed at the stage of Rs. 12840/- (Rs. 12000 + 840) in lieu of two increments on account of movement into Selection Grade with Ph.D.)

On the other hand, 'Y' joined as a lecturer on 01.07.90 without Ph.D. He was thus junior to 'X'. He completed Ph.D., say, on 20.08.95 and was awarded Senior Scale with effect from 20.08.95. His pay was fixed at the stage of Rs. 3000/- in the scale of Rs. 3000-5000 on that day. His pay was again fixed at the stage of Rs. 10,000/- in the revised scale of Rs. 10000-15200 as on

01/01/96. His pay would be raised in Rs. 10325/- Rs. 10650/- and Rs. 10975/- as on 01/07/96, 01/07/97 and 01/07/98 respectively on account of annual grade increments. He would be entitled to grant of two increments in lieu of Ph.D. during service w.e.f. 27.7.98 raising his pay to Rs. 11625/- w.e.f. 27.7.98. Further, he will be eligible for grant of Selection Grade on 21/8/2000 (on completion of service of ten years + one month and 20 days under the new CAS). His pay will get fixed at the stage of Rs. 12840/- (Rs. 12000/- + 840) towards two increments on account of movement into Selection Grade with Ph.D.

Thus the pay of the junior teacher gets fixed at a higher stage than that of the senior teacher as on 27/07/98. However, the benefit of stepping up will not be admissible to 'X' in this case in view of provision in para 5(d). The rationale is that 'X' had already enjoyed three advance increments in lieu of Ph.D. for a period of five in the time scale whereas the pay of 'Y' becomes higher on account of grant of two advance increments for doing Ph.D. during service under the new Scheme 'X' cannot be granted this benefit twice. Moreover, 'X' gets Selection Grade at an earlier point in time and he starts drawing higher pay vis-à-vis his junior with effect from the day of grant of Selection Grade i.e. 01/06/99.

- (b) 'C' joined as a lecturer on 01/12/90 with Ph.D. He was granted three advance increments in lieu of Ph.D. and his pay was fixed at the stage of Rs. 2425/- in the scale of Rs. 2200-4000. He was granted Senior Scale on completion of five years service as on 01/12/95 under the old CAS. His pay was fixed at the stage of Rs. 10000/- in the revised scale of Rs. 10000-15200 as on 01/01/96 which got further raised to Rs. 10325/- as on 01/12/96, Rs. 10650/- as on 01.12.1997, Rs. 10975/- as on 01.12.1998 in lieu of annual grade increment. He would be eligible for grant of Selection Grade with effect from 01/12/99 under the new CAS on completion of nine years service. His pay will get fixed at the stage of Rs. 12840/- as on 01/12/99 as he is moving into Selection Grade with Ph.D.

On the other hand, 'D' also joined as a lecturer on 01/12/90 but without Ph.D. and was junior to 'C'. His pay was fixed at the minimum of the scale i.e. Rs. 2200/- on that day. He completed his Ph.D. on 30/4/95. As a result, he was granted Senior Scale w.e.f. 01/12/95 on completion of five years service under the old CAS and his pay was fixed at the initial stage of Rs. 10000/- as on 01/01/96 in the revised pay scale of Rs. 10000-15200 which further got raised to Rs. 10325/- on 01/12/96, Rs. 10650/- as on 01/12/97 on account of annual grade increments. He would further be eligible for grant of two advance increments w.e.f. 27/07/98 for completing Ph.D. during service, raising his basic pay to Rs. 11300/- w.e.f. 27/07/1998 and Rs. 11625/- w.e.f. 1/12/98 on account of annual grade increment. He would be eligible for grant of Selection Grade on 01/12/99 under the new CAS on completion of 9 years service as he completed Ph.D. within four years of joining service. His pay will get fixed at the stage of Rs. 12840/- on 01/12/99 as he moves into Selection Grade with Ph.D. (Rs. 12000/- + 840 towards two increments on account of movement into Selection Grade with Ph.D.).

Thus the pay of the junior teacher gets fixed at the stage of Rs. 11300/- w.e.f. 27/7/98 whereas the pay of the Senior as on this date is Rs. 10650/-. Similarly, the senior is drawing a pay of Rs. 10975/- w.e.f. 01/12/1998 whereas

the junior starts drawing pay of Rs. 11625/- on this date. However, the benefit of stepping up will not be admissible to "C" in this case as he has drawn the benefit of three advance increments in lieu of Ph.D. for a period of five years at the time of joining service whereas 'D' draws that benefit only for a period of about 16 months. Both of them start drawing equal pay from the date of grant of Selection Grade i.e. 01/12/99 in this case and the so-called anomaly ceases to continue from this date.

3. Case of two teachers, one appointed before 01.01.1996 and the other appointed after 01.01.1996

- (a) 'A' joined as a Lecturer (with Ph.D.) before 01.01.1996, say on 15th March, 1994, and he was drawing a basic pay of Rs. 2500/- in the pre-revised scale of Rs. 2200-75-4000 on 31.12.1995 (three increments in lieu of Ph.D. under the old Scheme). His pay would be fixed at the stage of Rs. 8275/- in the revised scale (on 01.01.1996) of Rs. 8000-275-13500. His pay further got raised to Rs. 8550/- as on 01/03/96 on account of annual grade increment.

On the other hand, 'B' (with Ph.D.), appointed after 01.01.1996, say on 01.07.1996, would be getting an initial pay of Rs. 9100/- (due to grant of 4 advance increments in the revised scale of Rs. 8000-275-13500 under the revised Scheme) as on 01.07.1996.

Thus, a lecturer appointed in March, 1994 (with Ph.D.) and thus senior, will be drawing a basic pay of Rs. 8550/- as on 01.07.1996 whereas his junior will be getting a basic pay of Rs. 9100/- on this date. The question is whether the pay of 'A' would be stepped up equal to that of 'B'. The answer is 'No'. The rationale lies in the following:

- * The case is not covered under the guidelines of stepping-up. Note 4 or 5 (which deal with provisions for stepping-up) do not envisage any relief for persons falling under this category. The anomaly has not arisen on account of pay fixation. It would have been an anomaly if both 'A' & 'B' were in service as on 01.01.1996 whereas 'B' has joined service after the pay revision and gets four advance increments on account of introduction of a new scheme of pay scales. Hence, it is a fortuitous situation.
 - * One of the grounds, rather the main ground, for stepping-up of pay is rooted in the concept of loss on a perpetual basis. In this case, it is not so as 'A', in the first instance, has enjoyed three advance increments from 15.3.94 till 31.12.95. Further, 'B' would be drawing higher pay only temporarily as 'A' would be entitled to get the Senior Scale w.e.f. 27.07.98 and would start drawing higher pay than 'B' whereas 'B' would be eligible for the Senior Scale with effect from 01.07.2000.
- (b) 'X' joined as a lecturer without Ph.D. on 15.6.94 with his next date of increment as on 01.06.95. He was drawing a basic pay of Rs. 2275/- as on 31/12/1995 and his basic pay was fixed at the initial stage of Rs. 8000/- in the revised scale of Rs. 8000-13500 as on 01.01.1996. His basic pay rose to Rs. 8275/- as on 01.06.1996 on account of annual grade increment.

'Y' joined as a lecturer (with Ph.D.) on 01.04.1996. He was thus junior to 'X' but his basic pay was fixed at the stage of Rs. 9100/- in the time scale of Rs. 8000-13500 on account of four advance increments in lieu of Ph.D.

Thus the pay of the junior became higher than that of the senior. However, the benefit of stepping up **would not be admissible** in this case as the pay of the junior is higher on account of advance increments granted in lieu of Ph.D.

4. Case of teachers, one promoted before 01.01.1996 and the other promoted after 01.01.1996.

- (a) 'A' joined as a lecturer with Ph.D. on 01.07.82 and was granted Senior Scale on 01.07.87 when his pay was fixed at the stage of Rs. 3000/- in the pay scale of Rs. 3000-5000. He was further granted Selection Grade on 01.07.95 (on completion of another 8 years in the Senior Scale) and his pay was fixed at Rs. 3825+50 (pp) in the scale of Rs. 3700-5700. His pay was further revised w.e.f. 01.01.1996 and fixed at Rs. 12000/- in the revised scale of Rs. 12000-18300. He would be drawing pay at the stage of Rs. 12420/- as on 01.07.1996, Rs. 12840/- as on 01.07.97, Rs. 13260/- as on 01.07.98 and Rs. 13680/- as on 01.07.99, He would not be entitled to any advance increments on account of movement into Selection Grade with Ph.D. as the Selection Grade was granted under the old CAS. His pay will be fixed at the stage of Rs. 14940/- with effect from 01.07.2000 i.e. on completion of five years in the Grade.

'B' joined as a Lecturer without Ph.D. on 01.07.83 and was awarded Senior Scale on 01.07.91 and his pay was fixed at Rs. 3000/- in the scale of Rs. 3000-5000. He completed Ph.D. during service i.e. on 20.10.95. As such, he was granted Selection Grade w.e.f. 01.07.1996 under the old CAS and his pay was fixed at the stage of Rs. 12000/- on this day. He was getting pay of Rs. 12420/- as on 01.07.97, and Rs. 12840/- as on 01.07.98. He would be entitled to grant of two advance increments for completing Ph.D. during service w.e.f. 27.07.98 raising his pay to Rs. 13680/- as on 27.07.1998 whereas the pay of his Senior 'A' is Rs. 13260/- as on this date. 'B' would continue to draw higher pay than that of 'A' till 30.06.2000 but 'A' would again start drawing higher pay than 'B' with effect from 01.07.2000. Thus the pay of 'B' becomes higher temporarily on account of grant of advance increments and thus the pay of 'A' will not be stepped up in this case.

- (b) 'X' joined as a Lecturer with Ph.D. on 01.07.85 and was awarded Senior Scale on 01.07.90 and his pay was fixed Rs. 3000/- in the scale of Rs. 3000-5000. He was granted Selection Grade on 01.07.98 under the old CAS. His pay was thus fixed at the stage of Rs. 12000/- w.e.f. 01.07.98, further raising his pay to Rs. 12420/- w.e.f. 01.07.99, Rs. 12840 w.e.f. 01.07.2000, and Rs. 13260/- w.e.f. 01.07.2001 on account of annual grade increments in the scale of Rs. 12000-18300. Further, his pay will be fixed at the stage of Rs. 14940/- w.e.f. 01.07.2003 as he would be completing five years in the grade on that date.

'Y' joined as a lecturer without Ph.D. on 01.09.85 and was granted Senior Scale on 01.09.93 when his pay was fixed at the stage of Rs. 3000/- in the pay scale of Rs. 3000-5000. He completed Ph.D. on 30.10.97 and was granted Selection Grade on 27.07.98 under the new CAS. His pay was fixed at the

stage of Rs. 12840/- (on account of grant of two increments on account of movement into Selection Grade with Ph.D.) w.e.f. 27.07.98. However, he will reach the stage of Rs. 14940/- as on 01.08.2003 whereas the Senior 'X' would start drawing this pay w.e.f. 01.07.2003. However, the pay of the junior became higher vis-a-vis the senior with effect from 27.7.98 and the junior would keep on drawing higher pay till 01.07.2003.

The question is as to whether stepping-up would be admissible in this case. The answer is no. Rationale lies in the fact that (i) the Senior had drawn benefit of higher pay in lieu of Ph.D. at the initial stage in service, (ii) then got Senior Scale three year in advance on account of Ph.D. and enjoyed the same for this period, and lastly (iii) because the anomaly is for a temporary period arising on account of grant of advance increments and would be taken care of at the time of fixation on of pay at the stage of Rs. 14940/-.

ANNEXURE 'C'

Illustrations regarding grant of advance increments in lieu of completion of Ph.D. in service

Example 1:

A college lecturer joined service as such on 1.6.80. He was not a Ph.D. at the time of joining service. He was granted Senior scale on completion of 8 years service under the Career Advancement Scheme of 1987 as on 1.6.88. Further, the teacher acquired Ph.D. Degree during service, say on 30th June, 1994. On acquiring the Ph.D. Degree, the teacher also became eligible for grant of the Selection Grade and the Selection Grade was granted to him on 1st July, 1994. His case would be dealt with as under :

- (i) Basic Pay as on 1/6/88 on grant of Sr. Scales Rs. 3000/- in the scale of Rs. 3000-5000.
- (ii) Basic Pay as on 01/07/94 in Senior Scale Rs. 3625/-
- (iii) Basic Pay as on 01/07/94: Rs. 3700/- in the Selection Grade of Rs. 3700-5700.
- (iv) His pay is revised on 01.01.1996 in the Revised Selection Grade of 12000-18300 and the pay is fixed at Rs. 12000/-
- (v) He is allowed two increments in this scale in lieu of his having acquired Ph.D. Degree in service with effect from 27.07.98. He will not get any benefit of two increments on account of 'movement into selection grade with Ph.D.' as the Selection Grade was granted to him under the old scheme where this benefit was not admissible.

Example 2:

A Lecturer joined service on 1/6/83 without Ph.D. He was granted the Senior Scale on 1/6/91 on completion of 8 years services in the time scale and his pay was fixed at Rs. 3000/-. His pay was fixed in the corresponding revised scale of Rs. 10000-325-15200 at the stage of Rs. 10,325/- on 01.01.1996. He completed Ph.D. Degree on 31.03.1996. He would be eligible for grant of Selection Grade on 12000-18300 as on 01.06.1996 (under relaxation admissible under the old CAS). His pay gets fixed at Rs. 12000/- in the pay scale of Rs. 12000-18300 as on 01.06.1996. He would be entitled to grant of two increments in lieu of completion of Ph.D. during service w.e.f. 27.7.98.

Example 3:

A College Lecturer joins service on 1.6.92. He acquires Ph.D. Degree on 31.03.1996 and is granted Senior Scale w.e.f. 01.06.97 under the old CAS and his pay is fixed at the stage of Rs. 10,000/- in the scale of Rs. 10000-15200. He further gets two increments in the Senior Scale of Rs. 10000-15200 as on 27.7.98. He becomes eligible for grant of Selection Grade w.e.f. 01.06.2001 on completion of 9 years service as he completed Ph.D. within four years of joining. His pay would get fixed at the stage of Rs. 12840/- on this date as he moved into Selection Grade with Ph.D.

Example 4:

'A' joins University Service as a lecturer on 15.07.94 without Ph.D. and his pay is fixed at the stage of Rs. 2200/- in the pay scale of Rs. 2200-4000. He is drawing pay at the stage of Rs. 8275/- with effect from 01.07.1996 on account of annual grade increment. He acquires Ph.D. degree on 30.10.1996 and would be entitled to grant of Senior Scale w.e.f. 27.07.98 under the new CAS, the situation in this case will be under:-

- (i) Basic Pay as on 26.07.98: Rs. 8825/- in the scale of Rs. 8000-13500.
- (ii) Grant of two advance increments w.e.f. 27.7.98 in lieu of Ph.D. during service, thereby raising his Basic pay to Rs. 9375/- in the pay scale of Rs. 8000-13500.
- (iii) Grant of Senior Scale as on 27.7.98 under the new CAS and fixation of pay at the stage of Rs. 10,000/- in the senior scale of Rs. 10000-15200.

Thus, in effect, he will not be getting two advance increments with effect from 27.07.98 in the Senior Scale in lieu of Ph.D. and his pay is fixed at the stage of Rs. 10,000/- in the Senior Scale. Thus this is because, technically, he is first granted two increments in lieu of Ph.D. in the time scale and then he is granted Senior Scale on the same day. Thus his two increments in lieu of Ph.D. get subsumed at the time of grant of Senior Scale. However, at the time of grant of Selection Grade with effect from 15.07.2003, his pay will get fixed at the stage of Rs. 12840/- on account of movement into Selection Grade with Ph.D.

Example 5:

'A' joined University Service as a lecturer on 15.7.88 without Ph.D. and his pay was fixed at the stage of Rs. 2200/- in the pay scale of Rs. 2200-4000. He is granted Sr. Scale on 15.07.1996 on completion of 8 years service under the old CAS. He completed Ph.D. during Service as on 30.6.98. He would be entitled to grant of two increments w.e.f. 27.7.98 in the Senior Scale on account of completion of Ph.D. during service. Further, he would be entitled to grant of Selection Grade w.e.f. 27.7.99 on completion of 11 years service and his pay would be fixed at the stage of Rs. 12840/- on account of movement into Selection Grade with Ph.D. in the Selection Grade/Reader's Scale of Rs. 12000-18300.

Example 6:

A lecturer (without Ph.D.) gets Selection Grade as on 27.7.98 on completion of more than 11 years' service. He completes Ph.D., say, on 30.10.99 i.e. after the grant of Selection Grade. He will not be entitled to grant of any increments on this account for completion of Ph.D. after grant of Selection Grade. However, in the case of University, he would be entitled to the designation of Reader on completion of Ph.D. In the case of Colleges, he would continue to be a Lecturer (Selection Grade). The lecturer would be entitled to fixation of pay at the stage of Rs. 14940/- on completion of five years in the Selection Grade.

Example 7:

A lecturer (without Ph.D.) was granted Selection Grade on 30.10.95. His pay was fixed at the stage of Rs. 14940/- on 30.10.2000 on completion of five years in the grade. He completes Ph.D. on 31.03.2001. Will he be entitled to two advance increments at the stage? The answer is 'No'. As per the decision taken, one is not entitled to grant of increments in lieu of Ph.D. during Service after grant of Selection Grade.

Stages of Pay Scales

Stage	8000-275-13500	10000-325-15200	12000-420-18300
Initial	8000	10000	12000
First	8275	10325	12420
Second	8550	10650	12840
Third	8825	10975	13260
Fourth	9100	11300	13680
Fifth	9375	11625	14100
Sixth	9650	11950	14520
Seventh	9925	12275	14940
Eighth	10200	12600	15360
Ninth	10475	12925	15780
Tenth	10750	13250	16200
Eleventh	11025	13575	16620
Twelfth	11300	13900	17040
Thirteenth	11575	14225	17460
Fourteenth	11850	14550	17880
Fifteenth	12125	14875	18300
Sixteenth	12400	15200	
Seventeenth	12675		
Eighteenth	12950		
Nineteenth	13225		
Twentieth	13500		

**GOVERNMENT OF HARYANA
FINANCE DEPARTMENT**

No. 2/3/2002-3PR(FD)

Dated, Chandigarh, the 8th May, 2002

To

1. All Head of Departments
2. Commissioners of Divisions.
3. Deputy Commissioner & Sub Divisional Officers (Civil) in Haryana.
4. The Registrar, Punjab & Haryana High Court Chandigarh.

Subject : Fixation of pay in the revised pay scale/ACP scale in cases where the date of annual increments was on 01.01.1996.

Sir,

I have been directed to invite your attention to the subject mentioned above and to the provisions contained in the following rules with regard to exercising of option for fixation of pay in the revised pay scales/ACP scales for those whose date of increment falls on 01.01.1996:

- (i) Note 1 below Rule-7 of Haryana Civil Services (Revised Pay) Rules, 1998.
- (ii) Note 1 below Rule-15 of Haryana Civil Services (ACP) Rules, 1998.

2. Provision in these rules is as under:-

"Where the increment of a Government servant falls on 1st of January, 1996, he shall have the option to draw the increment in the existing scale or the revised scale."

3. In the absence of a specific provision for the option on this point in the proforma given for exercise of option, under the above said notes, cases are being received from various departments that some of the employees whose date of increment was 01.01.1996 could not exercise their option properly.

4. The matter has been considered and it is clarified that an employee, whose normal date of increment was 01.01.1996, may be allowed to re-exercise his option on this account under note-1 of either rule mentioned above as the case may be, if the same is beneficial to him. This option will be exercised by him within a period of three months from the date of issue of these instructions.

Yours faithfully,

Sd/-

Superintendent Pay Revision
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

These instructions have been withdrawn vide No. 6/149/2002-4PR(FD) Dt. 20.08.2009 and clarified vide No. 1/64/2010-2PR(FD), Dt. 27.07.2010

No. 6/149/2002-4PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments in Haryana;
Commissioners, Ambala, Hisar, Gurgaon & Rohtak Divisions;
All Deputy Commissioners and
Sub Divisional Officer (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh;

Dated, Chandigarh, the 22nd August, 2003

Subject : Revision of pay scales.

Sir,

On the subject cited above I have been directed to state that while revising the pay scales of Haryana Govt. employees w.e.f. 01.01.1996, following provision was made under 3rd proviso to Rule 7 of the Revised Pay Rules, 1998 and 3rd proviso to Rule 15 of the ACP Rules, 1998 :-

3rd Proviso to Rule 7:

"Provided further that the fixation thus made shall ensure that every employee will get atleast one increment in the revised scale of pay for every three increments (inclusive of stagnation increment(s), if any) in the existing scale of pay."

3rd Proviso to Rule 15:

"Provided further that the fixation thus made shall ensure that every employee will get atleast one increment in the revised scale of pay for every three increments (inclusive of stagnation increment(s), if any) in the present scale of pay."

"The above provisions envisage the grant of one increment in the revised scale for every three increments earned in the "present scale". The intention of Government is that for every 3 "actual" increments earned by the employee in the present scale, the benefit of one "actual" increment in the revised scale is to be granted."

It has come to the notice of the Finance Department that the pay fixation procedure adopted by some of the departments is in contravention of the rules. It has been noticed that while fixing the pay under the above said rules a table given in some ready reckoners of private publications is being followed and pay being fixed as per that table. This table given in the ready reckoners holds good in case neither any modification of scales (i.e. Existing Scales) nor any personal scale (like Higher Standard Scale) was granted after 01.01.1986. In the case of those employees whose scales were modified or they were granted any scale other than the functional scale of the post after 01.01.1986, the benefit of one increment in the revised scale for every 3 increments in the existing scale or present scale (as the case may be) was to be granted from the date of grant of such scale.

Some illustrations indicating the pay ought to be fixed and pay fixed by the departments by wrong interpretation of rule are appended as Annexure 'A'. Pay of such employees need to be refixed after recovering the benefit erroneously granted and over payment need to be recovered.

You are, therefore, requested to ensure that the pay of such employees is refixed accordingly and compliance report is sent to this department. The contents of this letter may be brought to the notice of all concerned.

Yours faithfully,

Sd/-
Under Secretary Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

Endst. No. 6/149/2002-4PR(FD) Dated, Chandigarh, the 22.8.03

A copy for information is forwarded to the Accountant General (A&E) and Audit, Chandigarh for information.

Sd/-
Under Secretary Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

A copy is forwarded to the following :-

All the Financial Commissioners & Principal Secretaries in
the State of Haryana;

All the Commissioners & Administrative Secretaries to Govt. Haryana.

Sd/-
Under Secretary Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

Endst. No. 6/149/2002-4PR(FD)

Dated, Chandigarh, the 22.8.03

Annexure - A

Illustrations indicating pay fixed and ought to be fixed in the revised scales.

	Employee A	Employee B	Employee C	Employee D
Existing scale as on 01.01.1986	1400-2600	2000-3200	1200-2400	1400-2600
Pay scale modified subsequently	1600-2660 (w.e.f. 1.4.95)	2200-4000 (w.e.f. 8.6.95)	-	-
Higher Standard scale granted w.e.f. 1.1.94	-	-	1400-2600	1640-2900
Revised pay scale as on 01.01.1996	5450-8000	8000-13500	5450-8000	6500-9900
Pay as on 31.12.95	1750	2650	1750	2000
Increments actually earned	Nil	Nil	2	2
Benefit of 3rd proviso	Nil	Nil	Nil	Nil
Pay fixed by departments	5600	8550	5750	6900
Pay ought to be fixed	5450	8000	5450	6500

**GOVERNMENT OF HARYANA
FINANCE DEPARTMENT**

No. 4/12/02-5PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All the Heads of Govt. Departments in Haryana.
All the Commissioners of Divisions in Haryana.
All the Deputy Commissioners &
Sub Divisional Officers. Civil) in Haryana.
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 14th June, 2004

Subject : Change of option on re-fixation of pay – clarification regarding.

Sir

I am directed to invite your attention to the proviso provided below explanation to note 4 provided under rule 4.4 of Punjab C.S.R. Volume I, Part I and to the specific provision regarding exercising of option for fixation of pay in rule 6 of Haryana Civil Services (Revised Pay) Rules, 1987 and Haryana Civil Services (Revised Pay) Rules, 1998 and also rule 14 of Haryana Civil Services (ACP) Rules, 1998 and to say that it has been experienced in Finance Department, that employees in various Government departments are applying for change in date of option in such cases where they have been granted higher pay scale/selection grade/promotion with retrospective date. In many instances, such requests are made after the expiry of the prescribed period for exercising option and yet the Administrative Departments recommended such cases to Finance Department for consideration and concurrence.

2. The Finance Department, after considering the matter has now decided that the Government departments must ensure that at the time of issuing an order giving higher pay scale, promotion etc. from a retrospective date it is clearly mentioned in the order that if the employee wants to re-exercise his option he can do so within a period of three months from the date of issue of such orders. Any delay in exercising revised option would not be condoned and no relaxation will be allowed by Finance Department.

3. These instructions may please be brought to the notice of all concerned for strict compliance.

Yours faithfully,

Sd/-

Under Secretary Finance (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

***These instructions have been withdrawn vide
dated 20.08.2009.***

COURT CASE/MOST URGENT

No. 6/40/2007-4PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department

To

All Heads of Departments in Haryana,
All Divisional Commissioners,
All Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 4th March, 2008

Subject : Court cases.

Reference on the subject noted above.

2. A Bunch of Civil Writ Petitions in main C.W.P. No. 18601 of 2006 was fixed for hearing on 03.03.2008 and the same has been adjourned to 26.03.2008 with a direction to the State Government Haryana to provide the list of all the Court Cases wherein the employees are claiming the benefit of bunching of increments under the provision of Rule 7 of the Haryana Civil Services revised pay Rules, 1998 and provision of Rule 15 of Haryana Civil Services A.C.P. Rules, 1998.

Rule 7 of Haryana Civil Services, Revised Pay Rules, 1998:- Provided further that the fixation thus made shall ensure that every employee will get at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increment(s), if any) in the existing scale of pay.

Rule 15 of A.C.P. Rules, 1998:- provided further that the fixation thus made shall ensure that every employee will get at least one increment (inclusive of stagnation increment(s), if any in the present scale of pay.

3. In view of the above, it is requested that the requisite information may be supplied to the office of Advocate General, Haryana up to 15.03.2008 under intimation to this office.

4. Since maximum cases have been filed by the teachers of Primary Education/ Secondary Education Department, Haryana. The Director, Secondary Education, Haryana will coordinate all the cases.

5. The concerned department will be responsible for any lapse on this account.

Sd/-

Sr. Accounts Officer (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

Substituted vide same No. and Date.

No. 6/149/2002-4PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments in Haryana,
The Commissioners, Ambala, Hisar, Gurgaon & Rohtak Divisions,
All Deputy Commissioners and
Sub Divisional Officer (Civil) in Haryana.
Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 5th August, 2008

Subject : Regarding C.W.P. No. 18601 of 2006

Sir,

On the subject noted above, I have been directed to state that as per decision in CWP No. 18601 of 2006 titled as Om Parkash Vs. State of Haryana, the clarificatory letter No. 6/149/2002-4PR(FD) dated 22.08.2003 was challenged and has been quashed by the Hon'ble High Court. In the case, the Hon'ble High Court has observed that Sh. Om Parkash, J.B.T. Teacher was entitled for one increment as he had reached the 6th stage in his present scale which was not provided to him at the time of refixation of pay after the issue of clarificatory letter dated 22.08.2003 although the benefit was available in the Rules.

In the light of these observations, all Heads of Departments should reconsider the cases of all the Petitioners/employees of their Departments under the provisions of 2nd Proviso and 3rd Proviso to Rule 7 of Revised Pay Rules, 1998 and 2nd and 3rd Proviso to rule 15 of ACP Rules, 1998 and grant benefit of increments, where admissible, if not earlier granted. Compliance of directions of Hon'ble High Court may be made accordingly.

Yours faithfully,

Sd/-

Under Secretary Finance (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

***These instructions have been withdrawn vide
No. 6/149/2002-4PR(FD) Dt. 20.08.2009.***

(To be substituted bearing same No. and Date)

No. 6/149/2002-4PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All the Financial Commissioners in Haryana,
The Commissioners, Ambala, Hisar, Gurgaon & Rohtak Divisions,
All Deputy Commissioners and
Sub Divisional Officer (Civil) in Haryana,
Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 5th August, 2008

Subject : Regarding CWP No. 18601 of 2006.

Sir,

On the subject noted above I have directed to state that a bunch of Civil Writ Petitions in Main CWP No. 18601 of 2006 titled as Om Parkash Vs. State of Haryana were listed for hearing before the Hon'ble High Court on 10th April, 2008. The main prayer of the petitioners was to quash the Government letter dated 22.08.2003 and order dated 24.5.06 by which the pay of the petitioner has been revised by two increments with a further prayer to direct the respondents to fix the pay of the petitioner under Rule 7(1)(a) of the Revised Pay Rules, 1998 and Rule 15 of ACP Rules, 1998 as the teachers had been brought in the ambit of ACP Rules by notification dated 18.07.2001.

After revision of pay scale w.e.f. 01.01.1996 the pay of the Government employees were fixed in contravention to the provisions contained in 3rd Proviso to Rule 7 of Revised Pay Rules, 1998 and 3rd Proviso to Rule 15 of the ACP scale, 1998. As and when the said mistake came to the notice of Finance Department the issue was duly examined and accordingly the provisions of these rules were clarified vide letter dated 22nd August, 2003. Reasons for issuance of this letter have been clearly mentioned in the said letter. After issuance of letter dated 22nd August, 2003, the pay of the Government employees were to be fixed in accordance with the provisions of the Service Rules. However, while refixing the pay of the Government employees the provisions contained in 2nd Proviso to Rule 7 of Revised Pay Rules, 1998 and 2nd Proviso to Rule 15 of ACP Rules, 1998 were not considered by the department concerned. Therefore, some employees approached the Hon'ble High Court by way of writ petitions. In their writ petitions the prayer of the petitioner was to quash the Government order dated 22.08.2003 by which the provision of 3rd Proviso to Rule 7 of Haryana Civil Services Revised Pay Rules, 1998 and 3rd Proviso to Rule 15 of ACP Rules, 1998 were clarified.

While disposing of this bunch of writ petitions the Hon'ble High Court considering the provisions of 2nd Proviso to Rule 7 of Revised Pay Rules, 1998 and 2nd Proviso to Rule 15 of ACP Rules, 1998, made the following observations:-

“The basic pay of petitioner Om Parkash was Rs. 1650/- as on 31.12.95 in the pay scale of Rs. 1400-2600. The increment up to Rs. 1600/- from Rs. 1400/-

is Rs. 40/- and after Rs. 1650/-, the increment in the present scale of Rs. 1400-2600 is Rs. 50/-. So, Om Parkash petitioner has reached the 6th stage of the scale in the pay scale of Rs. 1400-2600 and as such petitioner Om Parkash is entitled to one increment in the revised pay scale and according to Rule 7 of Revised Pay Rules, 1998 and 15 of ACP Rules, 1998 as he was in 6th stage of the present scale.”

In fact, under the 2nd Proviso to Rule 7 of Revised Pay Rules, 1998 and 2nd Proviso to Rule 15 of ACP Rules, 1998, the stages in pre revised scale have to be considered while fixing the pay of a Government employee. However, for a fixation of pay under the provisions of 3rd Proviso to Rule 7 of Revised Pay Rules, 1998 and Rule 15 of ACP Rules, 1998 the increment earned in existing pay scale/present pay scale as the case may be have to be considered.

In the light of these observations, all Heads of Departments should reconsider the cases of all the Petitioners/employees of their Departments as per the provisions of 2nd Proviso and 3rd Proviso to Rule 7 of Revised Pay Rules, 1998 and 2nd and 3rd Proviso to rule 15 of ACP Rules, 1998 and grant the benefit of increments, wherever admissible, if not earlier granted, as Government letter dated 22.3.08 has been quashed by the Hon'ble High Court. Due compliance of directions of Hon'ble High Court may be made accordingly. If the pay of the Government employees is not fixed in accordance with the provisions of Rule 7 of Haryana Civil Services Revised Pay Rules, 1998 and Rule 15 of ACP Rules, 1998 the responsibility of the defaulting officer/officials will be fixed under the provisions of Punishment & Appeal Rules, 1987. If due to re-fixation of pay any excess payment received by a Government employee is found to be recoverable the same shall not be recovered up to the date of judgment i.e. 10th April, 2008.

Yours faithfully,

Sd/-

Deputy Secretary Finance, (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

***These instructions have further been clarified vide
No. 1/64/2010-2PR(FD), Dt. 27.07.2010.***

No. 6/149/2002-4PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
The Commissioner, Ambala, Hisar, Gurgaon & Rohtak Divisions,
All Deputy Commissioner and
Sub Divisional Officers (Civil) in Haryana,
Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 20th August, 2009

Subject : Revised Pay Rules, 1998 and ACP Rules, 1998 – Clarification regarding.

Sir,

I am directed to refer to the subject noted above and to inform you that Government have decided to withdraw the earlier instructions No. 6/149/2002-4PR(FD) dated 22.08.2003 and No. 6/149/2002-4PR(FD) dated 05.08.2008. Accordingly it is requested to take action in the matter as per Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (ACP) Rules, 1998.

Sd/-

Senior Accounts Officer (Pay Revision)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

No. 1/64/2010-2PR(FD)

From

Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of departments in Haryana,
All Divisional Commissioners,
All Deputy Commissioners &
Sub Divisional Officers (Civil) in Haryana,
Registrar, Punjab & Haryana High Court Chandigarh.

Dated, Chandigarh, the 27th July, 2010**Subject : Revised Pay Rules, 1998 & ACP Rules, 1998 - Clarification regarding.**

Sir/Madam,

I am directed to refer on the subject cited above and in continuation of our earlier instructions issued vide letter No. 6/149/2002-4PR(FD), dated 20.08.2009, some departments have sought clarification regarding fixation of pay under Proviso-II or Proviso-III of Rule-7 of Haryana Civil services (Revised Pay) Rules, 1998 and Rule-15 of Haryana Civil Services (ACP) Rules, 1998 respectively. After careful consideration, it has been further clarified that pay of all employees, wherever required, be fixed w.e.f. 01.01.1996, under above said rules in Proviso-III, instead of Proviso-II as Proviso-III is more beneficial. If the pay of employees was fixed earlier in proviso-II, then it will be reviewed, if needed, then re-fixed their pay in Proviso-III without considering the word actual increment.

Please take action accordingly.

Sd/-

Superintendent (PR)

for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

Endst. No. 1/64/2010-2PR(FD)

Dated, Chandigarh, the 27.07.2010

A copy is forwarded to the Accountant General, Haryana (i) (A&E), (ii) (Audit), Chandigarh for information.

Sd/-

Superintendent (PR)

for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

Endst. No. 1/64/2010-2PR(FD)

Dated, Chandigarh, the 27.07.2010

A copy is forwarded to the Home Secretary, Chandigarh for information and necessary action.

Sd/-

Superintendent (PR)

for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

A copy is forwarded to:

All the Financial Commissioners and Principal Secy. in Haryana; and
All the Commissioners & Administrative Secretaries to Government,
Haryana for information and necessary action.

Sd/-
Superintendent (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

All the Financial Commissioners and Principal Secy. in Haryana; and
All the Commissioners & Administrative Secretaries to Government,
Haryana for information and necessary action.

Endst. No. 1/64/2010-2PR(FD)

Dated, Chandigarh, the 27.07.2010

A copy is forwarded to the Principal Secretary to the Chief Minister, Senior Secretaries to Ministers, Secretaries to Ministers and Private Secretaries to Ministers/Ministers of State Chief parliamentary Secretary and Parliamentary Secretary for the information of Chief Minister, Ministers & Ministers of State, Chief Parliamentary Secretary and Parliamentary Secretary.

Sd/-
Superintendent (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

The Principal Secretary to the Chief Minister,
Senior Secretaries to Ministers, Secretaries to Ministers and
Private Secretaries to Ministers/Ministers of State/
Chief Parliamentary Secretary and Parliamentary Secretary.

Endst. No. 1/64/2010-2PR(FD)

Dated, Chandigarh, the 27.07.2010

***These instructions have been clarified vide No. 9/9/91-3PR(FD),
Dated 09.04.1992 & scheme was replaced vide
No. 1/138/92-1PR(FD), dt. 07.08.1992.***

No. 9/9/91-3PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments, Commissioners of Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana.
The Registrar, Punjab and Haryana High Court.
The Registrar, Maharishi Dayanand University, Rohtak,
Kurukshetra University, Haryana Agriculture University, Hisar,

Dated, Chandigarh, the 14th May, 1991

Subject : Grant of Additional Increment 10th and 20th Year point in time scale to all Group 'C' and 'D' Employees.

Sir,

I am directed to invite your attention on the subject noted above and to say that the State Government have decided to grant one additional increment at 10th and another at 20th year point in the time scale as applicable from 01.01.1986 to all group 'C' and 'D' employees in addition to regular increments.

Note :-

- (i) The **10th year point** means the date on which an employee reaches the 11th stage of his pay scale (say after having earned 10 increments). The employee who reached such stage on or before 1.1.91 will get the additional increment on 1.1.91.
- (ii) **20th year point** means the date on which an employee reaches the 22nd stage of his pay scale (i.e. after earning 20 regular increments and one additional increment).
- (iii) All such employees who have crossed the 21st point of their scale or above before 01.01.1991 shall get only one additional increment on 01.01.1991.
- (iv) If the pay of an employee as a result of grant of additional increment at 10th or 20th year point reaches the stage beyond the efficiency bar, the benefit shall be subject to the condition that he clears the efficiency bar.
- (v) The benefit of additional increment would be available only in the scale and not at a stage beyond the maximum of the scale given to the employees in terms of para 3 of this letter.

2. In case an employee had put in service of 5 years or more as on 31.12.1985 and his pay was fixed at the minimum of the revised scale on 01.01.1986, he will be given the benefit of one such additional increment on 1.1.91 provided the scale applicable on 31.12.1985 was not by way of promotion.

Note :-

- (i) 'By way of promotion' means promotion after first entry into the service.
- (ii) In cases covered under this category, the 20th year point will fall on his further completing 10 years service in that scale.

3. **Open Ended Scales:-** As per the existing instructions contained in Hr. Govt. letter No. 1/9/1PR(FD)-87 dated 29.4.87 read with letter No. 1/8/3PR(FD)-88 dated 7.3.88 the employees who reach the maximum of scale, get a maximum of 5 biennial increments i.e. one increment after every two years. The Government have now decided that the employees of Group 'C' and 'D' will get such increment at the same rate and after the same interval as applicable to last drawn increment till they superannuate or are given any other scale as per rules.

4. These orders will take effect from 01.01.1991. Some typical examples for the grant of additional increment are given in annexure to this circular letter.

Yours faithfully,

Sd/-

(Y.S. MALIK)

Joint Secretary Finance (B),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 9/9/91-3PR(FD)

Dated, Chandigarh, the 14th May, 1991

A copy is forwarded to the Accountant General, Haryana (i) (A&E) (ii) (Audit), Chandigarh for information.

Sd/-

(Y.S. MALIK)

Joint Secretary Finance (B),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 9/9/91-3PR(FD)

Dated, Chandigarh, the 14th May, 1991

A copy is forwarded to the Home Secretary, Chandigarh Administration, Chandigarh information and necessary action.

Sd/-

(Y.S. MALIK)

Joint Secretary Finance (B),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

A copy is forwarded to:-

1. All the Financial Commissioner in Haryana; and
2. All the Commissioners & Administrative Secretaries to Govt. Haryana, for information and necessary action.

Sd/-

(Y.S. MALIK)

Joint Secretary Finance (B),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

1. All the Financial Commissioner in Haryana; and
2. All the Commissioners & Administrative Secretaries to Govt., Haryana.

U.O. No. 9/9/91-3PR(FD),

Dated, Chandigarh, the 14th May, 1991.

A copy is each is forwarded to the Advisor(S) & (V) to Governor of Haryana for information of Advisor(S) and Advisor (V).

Sd/-
(Y.S. MALIK)
Joint Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Secretaries to the Advisor(S) and the Advisor (V) to
Governor of Haryana.

U.O. No. 9/9/91-3PR(FD),

Dated, Chandigarh, the 14th May, 1991.

Contd...

Encls.

(Annexure to Circular Letter No. 9/9/91-3PR(FD), Dt: 14.5.91)

Typical Examples for the grant of additional increment at 10th and 20th years points.

Example No. I

A clerk whose pay was fixed at Rs. 1050 in the revised scale of 950-20-1150-EB-25-1500 w.e.f. 01.01.1986 with next increment on 01.04.1986 and who reached the stage of Rs. 1150 w.e.f. 01.04.1990 will get his first additional increment on 01.01.1991 raising his pay to Rs. 1175/- subject to his crossing the E.B. and with next date of regular increment on 01.04.1991. His second increment will fall due on reaching 22nd stage on that very post and scale, raising his pay not only from Rs. 1400 to Rs. 1425/- but also from Rs. 1425 to Rs. 1450/- due to the grant of one regular increment and second additional increment.

Note :- In case such an employee was drawing more than Rs. 1150/- before 01.01.1991, he will get his first additional increment on 01.01.1991 and the second additional increment alongwith his 21st increment.

Example No. II

An employee holding the post of Accountant (not by way of promotion) with more than five years service on that post on 31.12.1985 whose pay in the revised scale of Rs. 1400-40-1600-50-2300-EB-60-2600 was fixed at Rs. 1400 on 01.01.1986 with next date of increment on 01.04.1986, will get first additional increment on 01.01.1991 raising his pay from Rs. 1600 to Rs. 1650 with next date of increment on 01.04.1991. His second additional increment on that very post and scale will fall due on 01.01.2001 raising his pay from Rs. 2150 to Rs. 2200 with date of next regular increment on 01.04.2001.

Example No. III

An Assistant/Accountant whose pay is fixed at Rs. 1440/- in the revised scale of Rs. 1400-40-1600-50-2300-EB-2600 with date of his next increment on 01.01.1987, will get his first additional increment on 01.01.1995 raising his pay from Rs. 1850/- to Rs. 1900/-. Thus he will get two increments on that date, one regular increment and one additional increment. He will become entitled to 2nd additional increment on 01.01.2005 when he reaches the stage of Rs. 2420 on that very post and scale, thus further raising his pay to Rs. 2480/-.

Example No. IV

A clerk getting Rs. 1425/- w.e.f. 1.4.90 in the pay scale of Rs. 950-1500 will get the additional increment on 01.01.1991 raising his pay to Rs. 1450/- with next date of increment on 1.4.91 when he reaches the stage of Rs. 1475/-.

Then he gets promotion to the post of Assistant on 01.05.1991 in the pay scale of Rs. 1400-2600 and his pay will be fixed at the stage of Rs. 1480/- with next day of increment on 01.04.1992 (due to refixation of his pay). Then he will get additional increment in the new scale on 01.04.1999 when he reaches the 11th stage i.e. the stage of Rs. 1850 thus raising the same to Rs. 1900 on his getting both the regular & additional increments together.

Example No. V

An employee who joined service on 01.09.1987 in the scale of Rs. 1600-50-2300-EB-60-2660 at the starting stage of Rs. 1600 will get his first additional increment on 01.09.1997 when he reaches at the stage of Rs. 2100. On that date he will not only get his regular increment raising his pay from Rs. 2050 to Rs. 2100/- but he will also get the additional increment further raising his pay to Rs. 2150. There being no 22nd stage in this scale his second additional increment will not fall due since he would be getting the facility of annual increments in terms of para 3 of instructions.

***This Scheme was replaced vide No. 1/138/92-1PR(FD),
Dated 07.08.1992.***

No. 9/9/91-3PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala, Hisar, Rohtak and Gurgaon Divisions,
Deputy Commissioners &
Sub Divisional Officers (Civil) in Haryana.
The Registrar, Punjab & Haryana High Court, Chandigarh,
The Registrar, Maharishi Dayanand University, Rohtak,
Kurukshetra University, Kurukshetra,
Haryana Agriculture University, Hisar.

Dated, Chandigarh, the 9th April, 1992

Subject : Grant of additional increment at 10th and 20th Year Point in time scale to all Group 'C' and 'D' employees.

Sir,

I am directed to refer to this department letter No. 9/9/91-3PR(FD) dated the 14th May, 1991, on the subject noted above. Some departments have sought clarifications on a few points in respect of the instructions referred to above.

2. I am directed to clarify that the benefit of two additional increments granted to Group 'C' and 'D' employees is limited to a maximum of two additional increments under this scheme during the entire service period. Necessary clarifications on issue raised are enclosed alongwith example their against.

Yours faithfully,

Sd/-

(J.K GUPTA)

Joint Secretary Finance

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 9/9/91-3PR(FD)

Dated, Chandigarh, the 9th April, 1992

A copy is forwarded to the Accountant General, Haryana (i) A&E (ii) Audit, Chandigarh for information.

Sd/-

(J.K GUPTA)

Joint Secretary Finance

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 9/9/91-3PR(FD)

Dated, Chandigarh, the 9th April, 1992

A copy is forwarded to the Home Secretary Administration, Chandigarh for information and necessary action.

Sd/-
(J.K GUPTA)
Joint Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

A copy is forwarded to:-

1. All the Financial Commissioners in Haryana and
2. All the Commissioner and Administrative Secretaries to Government, Haryana for information and necessary action.

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(J.K GUPTA)
Joint Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

1. All the Financial Commissioners in Haryana and
2. All the Commissioner and Administrative Secretaries to Government, Haryana.

U.O. No. 9/9/91-3PR(FD)

Dated, Chandigarh, the 9th April, 1992

A copy is forwarded to the Principal Secretary to the Chief Minister, Senior Secretaries to Ministers, Secretaries to Ministers and Private Secretaries to Ministers, Ministers of State and Chief Parliamentary Secretary for the information of the Chief Minister/Ministers/State Ministers/Chief Parliamentary Secretary/Parliamentary Secretary.

Sd/-
(J.K GUPTA)
Joint Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Principal Secretary to the Chief Minister,
Senior Secretaries to Ministers, Secretaries to Ministers and
Private Secretaries to Ministers, Ministers of State and
Chief Parliamentary Secretary.

U.O. No. 9/9/91-3PR(FD)

Dated, Chandigarh, the 9th April, 1992

Sr. No.	Points raised	Clarification	Illustrations
1	Whether a Government employee who has already taken benefit of one additional increment on or after 01.01.1991 and thereafter he has been promoted/appointed to a higher post in Group C and D and his pay has been fixed at 11th stage or above, is entitled to the benefit of additional increment.	He is entitled to the benefit of second additional increment at higher post including ex-cadre post in Group 'C' and 'D' the day on which his pay is fixed/reached 11th stage irrespective of the length of his service at that post. But is on promotion after 1.1.91 his pay is fixed at 12th stage or above he will be entitled to the benefit of additional increment but such benefit shall be limited to two such increments throughout his service in the time scales of all posts held by him in group C and D.	A Jr. Scale Stenographer was drawing his pay Rs. 1800/- (19th Stage) in the Pay Scale of Rs. 1200-30-1560-EB-40-2040 w.e.f. 01.04.1990. As he was entitled to the benefit of additional increment on 01.01.1991, his pay was raised to Rs. 1840. On his promotion to the post of Sr. Scale Stenographer on 01.02.1991 his pay was fixed Rs. 1850/- (11th Stage in the pay scale of Rs. 1400-40-1600-50-2300-EB-60-2600. He is entitled to the benefit of additional increment on 01.02.1991 as his pay has been fixed at 11th stage. Therefore, his pay will be raised to Rs. 1900/- without any change in the date of his regular increment. Further, an Assistant was drawing Rs. 2200/- (18th Stage) in the Scale of Rs. 1400-2600 w.e.f. 01.05.1990. He was given benefit of additional increments on 1.1.91 and his pay raised to Rs. 2250/-. On his promotion to the post of Deputy Supdt. w.e.f. 1.2.91 his pay was fixed at Rs. 2300/- (12th stage) in the scale of Rs. 1640-2900. He is entitled to the benefit of another additional increment on 1.2.91 and with the grant of this second additional increment, he shall not be entitled to any further additional increments as the benefit of additional increments throughout his service on all posts held by him in group C & D is limited to two.
2	At which post the benefit of additional increment is admissible to a Government employee who, on 01.01.1991, has been promoted/appointed from lower to a higher post of Group 'C' or 'D' and his pay at both these posts was more than 11th stage.	As he has actually drawn his pay in the pay scale of higher post, therefore, the benefit of additional increment is admissible to him in respect of that post if he is drawing his pay at 11th stage or above, on 01.01.1991. If on that day his pay has not been fixed at 11th stage or above, he is not entitled to the benefit of additional increment until his pay reaches the 11th stage.	An Assistant in the pay scale of Rs. 1400-2600 was drawing Rs. 2240 w.e.f. 01.04.1990. He was promoted to the post of Dy. Superintendent in the pay scale of Rs. 1640-60-2600-EB-75-2900 and his pay was fixed Rs. 2300/- (12th stage) w.e.f. 01.01.1991. As he was drawing his pay in the pay scale of Rs. 1640-2900 above the 11th stage, therefore, he was entitled to the benefit of additional increment on 01.01.1991, and his pay was raised to Rs. 2360, with the date of increment on 01.01.1992, i.e. when he completes one year increment period.
3	Whether the benefit of additional increment is admissible to a Govt. employee who has been promoted/appointed to a higher post in Group 'C' or 'D' before 01.01.1991 with or without any benefit of military service.	The benefit of additional increment is admissible to a Govt. employee who has been working at any post of Group C or D if on 1.1.91 he is drawing his pay at 11th stage or above in the pay scale of post applicable on 01.01.1991 irrespective of the length of service at that post.	An assistant was promoted to the post of Dy. Superintendent on 1.9.90 and his pay was fixed at Rs. 2300 (12th stage) in the pay scale of 1640-60-2600-75-2900. On 01.01.1991 he was drawing his pay above the 11th stage, he is to be granted one additional increment and his pay raised to Rs. 2360.

Sr. No.	Points raised	Clarification	Illustrations
4	What would be the date of next increment of Govt. employee who, on 01.01.1991, was drawing maximum of the time scale of the post for more than a year or had taken on stagnation increment since more than a year.	If, on 01.01.1991, he had completed one year or more incremental period, an increment under the open-ended scale @ increment last drawn is admissible to him on that day, and his date of next increment will be 01.01.1992 i.e. the day on which he completes one year incremental period.	An Assistant in the pay scale of Rs. 1400-40-1600-50-2300-EB-60-2600 was drawing his pay at Rs. 2600/- w.e.f. 1.10.89. On 1.1.91 under open-ended scale, he will be given an increment raising his pay to Rs. 2660 and his date of next increment will be 01.01.1992, when he completes one year incremental period.
5	What would be the date of next increment of Govt. employee, who, on 01.01.1991, was drawing maximum of the pay scale for less than a year.	The date of his next increment equal to the rate of last drawn increment under open-ended scale would be the date on which he completes one year incremental period at the stage of maximum of the pay scale.	An Accountant was drawing Rs. 2600/- in the pay scale of Rs. 1400-2600 w.e.f. 1.5.90. He would be granted an increment under the open-ended scale raising his pay to Rs. 2660 w.e.f. 01.05.1991, as he has completed one year incremental period on that date.
6	What would be the date of next increment of a Govt. employee, whose pay, on or after 01.01.1991, reaches the maximum of the time scale as a regular increment or grant of additional increment.	Under 'Open-ended Scale' the date of next increment will be 01.01.1992 or the day on which he completes one year of incremental period until he is given another pay scale or retired from service.	An Assistant in the pay scale of Rs. 1400-2600 was drawing Rs. 2540 w.e.f. 01.04.1990. He was given the benefit of one additional increment raising his pay to Rs. 2600/- as on 01.01.1991. He will be given next increment under open-ended scale policy on 01.01.1992 i.e. the day on which he completes one year's period.
7	Whether the benefit of additional increment is admissible to a Govt. employee whose presumptive pay of the lower post of Group 'C' or 'D' on or after 01.01.1991 reaches at the 11th or 22nd stage after his promotion to the higher post.	No. The benefit of additional increment under the above said instructions will be admissible only on the post which is being held by a Govt. employee at the time when his pay reaches at 11th or 22nd stage. No benefit of additional increment will be admissible if presumptive pay of the lower post reaches 11th or 22nd stage after promotion to the higher post & the question of refixation of pay on the higher post does not arise.	An assistant who was drawing Rs. 2300/- (21st stage) w.e.f. 01.05.1991 in the scale of Rs. 1400-40-1600-50-2300-EB-60-2600, was promoted to the post of Dy. Superintendent in the pay scale of Rs. 1640-60-2600-75-2900 w.e.f. 1.7.91. He will not be entitled to the benefit of additional increment on lower post (Assistant) on 01.05.1992 when his presumptive pay of the lower post reaches 22nd stage.
8	Whether the pay of a Senior Govt. employee who was drawing more than or equal to the pay of his junior but promoted to higher post before reaching 10th/20th year point in the lower post held by him and his junior is promoted to higher post after having received the benefit of additional increment in the lower post with the result that the pay of the junior in the higher post becomes more than the pay of the senior, should be stepped up to the level of his	Yes, the pay of the Govt. employees of any group be stepped up to the level of his junior in the cadre from the effective date provided the junior was not already drawing higher pay (exclusive of the benefit of additional increment under the above said instructions).	'A' and 'B' were working as Deputy Superintendent in the pay scale of Rs. 1640-60-2600-EB-75-2900 and both were drawing their pay at Rs. 2480 w.e.f. 01.06.1990. 'A' being a senior Govt. employee, was promoted to the post of Superintendent (group B post) in the pay scale of Rs. 2000-3500 and was deprived of the benefit of additional increment on 01.01.1991, but 'B' who was not promoted to the post of group 'B' on 01.01.1991, he got the benefit of additional increment & his pay was raised to Rs. 2540/- w.e.f. that day. On his promotion to the post of Supdt. on 01.03.1991, his pay was fixed at Rs. 2600 in the pay scale of Rs. 2000-3500, whereas 'A' a senior Govt. employee, on that day was drawing less pay i.e. Rs. 2525/-. The pay of 'A' will be

Sr. No.	Points raised	Clarification	Illustrations
	junior?		stepped up to Rs. 2600/- w.e.f. 01.03.1991 i.e. equal to pay of 'B'.
9	Whether two additional increments on the same day under the above said instructions are admissible to a Govt. employee, who was drawing his pay at 21st stage on 01.01.1991 and as a result of benefit of one additional increment his pay reaches 22nd stage?	Yes, two additional increments on the same day under the above said instructions are admissible in such a case provided his pay does not exceed the maximum of the scale, of the post held by him. However, he will not be entitled to and further additional increment on any post under the above said instructions.	An Assistant is drawing Rs. 2360/- (21st stage) in the pay scale of Rs. 1400-40-1600-50-2300-EB-60-2600 w.e.f. 01.04.1990. On 01.01.1991 he gets one additional increment raising his pay to Rs. 2420/- (22nd stage) but this being 22nd stage, the benefit of second additional increment will also be granted to him and his pay will further be raised to Rs. 2480/- on that date.
10	Which pay scale is to be considered for the benefit of additional increment for the post the time scale of which has been revised/ modified before 01.01.1991.	While allowing the benefit of additional increment to a Govt. employee the pay scale applicable to the post held by him on 01.01.1991 will be considered, irrespective of the date of option for the revised or re-revised or modified pay scale, as the case may be.	A photographer was drawing his pay at Rs. 1225/- w.e.f. 01.02.1990 in the pay scale of Rs. 950-1500. His pay scale was modified to Rs. 1200-2040 w.e.f. 01.05.1990 and he opted for the modified pay scale w.e.f. 01.02.1991, his pay was fixed Rs. 1260/- in the pay scale Rs. 1200-2040. He is not entitled to the benefit of additional increment on 01.01.1991 as he was not drawing his pay at the 11th stage or above in the modified pay scale i.e. Rs. 1200-2040.
11	Whether the benefit of additional increment is admissible to a Govt. employee whose regular increment has been withheld with or without cumulative effect as a measure of punishment or due to not qualifying the departmental test or otherwise, but he is drawing his pay on or after 01.01.1991 at the 11th stage or above.	Yes, the benefit of additional increment is admissible to a Govt. employee irrespective of the fact that his future regular increment has been withheld with or without cumulative effect as a measure of punishment or due to not qualifying the departmental test if he was drawing his pay at 11th stage or above on or after 01.01.1991, and further regular increment will be allowed to him only after the completion of the period of punishment or qualifying the departmental test as the case may be.	A clerk was drawing his pay at Rs. 1200/- (13th stage) in the pay scale of Rs. 950-1500/- w.e.f. 01.04.1990. His two increments have been withheld vide order dt. 01.05.1990. On 01.01.1991, he is drawing his pay above 11th stage, he is entitled to the benefit of additional increment under the instructions raising his pay to Rs. 1225. He will get next increment on 01.04.1993 on completion of period of punishment.
12	Whether the benefit of additional increment under Note 2 of the above said instruction is admissible on 01.01.1991 to a Govt. employee who has been appointed (i) by promotion; or (ii) by direct recruitment to the post of Clerk in the year 1980, and his pay been fixed at Rs. 950/- in the pay scale of Rs. 950-1500 w.e.f. date of option for the revised pay scale.	If he has been appointed by promotion, he is not covered under Note 2 of the above said instructions and additional increment is not admissible to him on 01.01.1991 if he has been appointed by direct recruitment and has earned 5 increments before 01.01.1986 his pay in the revised scale cannot be fixed at the minimum i.e. Rs. 950 as he is entitled to the benefit of bunching under the Haryana Civil Service Revised Pay Scale Rules, 1987, and he is also not covered under Note 2 of the said instructions. If in any case, due to not qualifying the departmental test or otherwise after completing 5	No Illustration for this point.

Sr. No.	Points raised	Clarification	Illustrations
		years' service he does not earn five increments in the pre-revised pay scale before 01.01.1986 & his pay in the revised scale is fixed at the minimum, he will be entitled to the benefit of additional increment on 01.01.1991 under Note 2 of the instructions.	
13	Which pay scales fall under Group 'C' and 'D'?	The benefit of additional increment is admissible to the employee of Group 'C' and 'D'. Group 'C' refers to Class-III post and Group 'D' refers to Class-IV post. It is not related to pay scale.	No Illustration for this point.
14	What do the words '21st point' mentioned in Note 1(iii) below para 1 of the above said instructions mean?	The words '21st point' should be read as 21st stage in the pay scale.	No Illustration for this point.

***These instructions have been clarified vide
No. 1/191/92-4PR(FD), Dated 14.06.1994 & scheme
replaced vide No. 1/34/93-4PR(FD) dt 08.02.1994.***

No. 1/138/92-1PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners of Divisions,
Deputy Commissioners &
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 7th August, 1992

Subject : Grant of additional increment(s) to Group 'C' and 'D' employees on completion of 8 and 18 years service.

Sir,

I am directed to invite your attention to Haryana Government letter No. 9/9/91-3PR(FD), dated 14th May, 1991 read with letter No. 9/9/91-3PR(FD), dated the 9th April, 1992 and to say that on persistent demand of employees the matter regarding revision of the scheme cited as subject has been engaging attention of the State Government. After careful consideration, the Government have decided to modify the scheme, as under :

- (i) Now the benefit of additional increment(s) would be available to Group 'C' and 'D' employees on completion of 8 and 18 years of regular satisfactory service in a particular group. The first additional increment will be granted after 8 years of service and the second after 18 years of service.
- (ii) Grant of such additional increment(s) will take effect from 1st day of the month next following in case the due date falls after 1st day of the month.
- (iii) For the purpose of counting service for group 'C' or 'D', the whole service rendered in a particular group will be reckoned as prescribed length of service. For example, service as clerk, Assistant and Deputy Superintendent etc. will count in group 'C' and service rendered as Peon, Daftri, Jamadar etc. will count in Group 'D'.
- (iv) The employees who have already availed of two additional increments under the old scheme will not be entitled to any increment under the New Scheme. In case, an employee had got only one increment under the old scheme, he will be entitled to the second on completion of 18 years of service in a particular group to be granted with effect from the prescribed date or later date, as the case may be.
- (v) If the additional increment(s) has/have become due before 1.7.92 under the old scheme, the benefit of additional increment(s) will be granted under the old scheme.

- (vi) Cases decided under the old scheme prior to the issue of these instructions will not be re-opened.
- (vii) The existing provision relating to open-ended scale for group 'C' and 'D' employees will remain unchanged.
- (viii) The date of normal annual increment will remain unchanged.
- (ix) New scheme will come into force with effect from 01.07.1992.

Yours faithfully,

Sd/-

(J.K. GUPTA)

Joint Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

These instructions have been modified vide No. 1/34/93-4PR(FD), Dated 21.03.1994, 09.05.1995 and 15.12.1994, No. 9/24/94-4PR(FD), Dt. 20.08.1996, No. 6/16/2001-3PR(FD), Dt. 15.03.2002 & clarified vide No. 10/108/94-4PR(FD), Dated 29.12.1995.

No. 1/34/93-4PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
All Commissioners of Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 8th February, 1994

Subject : Grant of Higher Standard Pay Scales to Group 'C' and 'D' Employees on completion of ten years or more and twenty years or more of regular satisfactory service.

Sir,

I am directed to refer to the subject noted above and to say that in the past the State Government with a view to removing stagnation of its employees of Group 'C' and 'D' categories in the matter of pay has been providing reliefs to them in the shape of making the pay scales open-ended, granting additional increments at tenth and twentieth year point in the pay scale and grant of additional increments after eight and eighteen years service in a Group. Now in furtherance of that policy, the State Government after careful consideration have decided to grant time-bound higher standard pay scales to the Haryana Government employees of group 'C' and 'D' categories in replacement of the earlier scheme of additional increments after eight and eighteen years service, contained in Haryana Government Finance Department letter No. 1/138/92-1PR(FD) dated 07.08.1992.

2. With effect from 1st January, 1994 or thereafter, as the case may be the grant of higher standard scale will be regulated as under :-

- (i) every employee of group 'C' or 'D' category who has not got any promotion or promotional scale/higher time scale/selection grade in his service career and has completed twenty years or more of regular satisfactory service before 01.01.1994 will be allowed with effect from 01.01.1994 in place of his present pay scale the second higher standard pay scale specified in column 4 of the enclosed Annexure with respect to the pay scale of the post applicable from 01.01.1986. An employee who completes such regular satisfactory service of twenty years after 01.01.1994 and has not got any promotion or promotional scale/higher time scale/selection grade in his service career will be allowed the afore-said second higher standard scale from first day of the month following the month in which he completes such service.
- (ii) every employee of group 'C' or 'D' category who has not got any promotion or promotional scale/higher time scale/selection grade in his service career and

has completed ten years or more but less than twenty years of regular satisfactory service before 01.01.1994 will be allowed with effect from 01.01.1994 in place of his present pay scale the first higher standard scale specified in column 3 of the enclosed Annexure with respect to the pay scale of the post applicable from 01.01.1986. An employee who completes such regular satisfactory service of ten years after 01.01.1994 and has not got any promotion or promotional scale/higher time scale/selection grade in his service career will be allowed the afore-said first higher standard scale from first day of the month following the month in which he completes such service.

- (iii) every employee of group 'C' or 'D' category who has completed twenty years or more of regular satisfactory service before 01.01.1994 but has got only one promotion or promotional scale/higher time scale/selection grade in his service career will be allowed with effect from 01.01.1994 in place of his present pay scale the first higher standard scale specified in column 3 of the enclosed Annexure with respect to the pay scale of the post applicable from First January, 1986 . An employee who completes such regular satisfactory service of twenty years after 01.01.1994 but has got only one promotion or promotional scale/higher time scale/selection grade/higher standard scale in his service career will be allowed the afore-said first higher standard scale with effect from first day of the month following the month in which he completes such service.

3. The highest standard pay scale to be granted under these Instructions will be Rs. 2000-60-2300-75-2900-EB-100-3500.

4. An employee who foregoes promotion or seeks reversion to a lower post at his own request will render himself ineligible for the benefit of higher standard scale under these instructions.

5. In case an employee who has got promotion already but the pay scale of the promotion post is either equal to or lower than the pay scale of the feeder post, the benefit of the higher standard scale will be granted in such cases.

6. Regular Satisfactory Service means actual continuous service under Haryana Government or erstwhile Punjab Government before re-organisation on regular basis in the present cadre to be reckoned with in the same Group and assessed fit for promotion as per procedure prescribed for promotion cases. Inter district transfers on corresponding cadre within the same department, and the service of an employee on different posts in the same cadre carrying the same pay scale will be treated as continuous service in relation to these instructions. Non grant of higher standard pay scale on account of unsatisfactory service record will not be considered as a punishment under the Punishment & Appeal, Rules.

7. These instructions do not cover the employees governed by the UGC pay scales.

8. If an employee ends the existing pay scale beneficial to him, he can retain that pay scale provided he gives an option in writing to do so within a period of two months to his appointing authority through proper channel which will be placed in the service book of the employee after countersignatures of the appointing authority. The option once exercised will be final.

9. In case the time scale and the selection grade of a post have been clubbed together and replaced by one single revised pay scale effective from 01.01.1986, the restriction of selection grade imposed in the fore-going paras for grant of higher standard scale will not apply

10. Pay Fixation : On grant of higher standard scale under these instructions, the PAY

of the employee in the higher standard pay scale will be fixed at the stage next above his pay drawn by him in his present pay scale and the date of next increment would be on completion of the normal period. However, if pay is once fixed in the pay scale of Rs. 2000-3500 it will not be fixed again in the same pay scale.

"PAY" means the pay as defined in Rule 2.44(a)(i) of the Punjab Civil Services Rules Volume I Part I (as applicable to Haryana State).

11. Special pay, admissible if any, being drawn by an employee on the present post in the present scale will continue to be drawn as a separate element so long as he holds the post carrying special pay.

12. Since the grant of higher standard pay scale under these instructions is compensation for stagnation and is, therefore, based on length of service without involving higher responsibilities, this will be treated as a fortuitous circumstance and thus no benefit of step-up of pay to a senior just on the basis of seniority in the hierarchy will be admissible.

13. The existing provisions relating to open-ended pay scales for group 'C' and 'D' categories of employees shall continue to be in force.

14. The benefit of additional increments already granted to an employee prior to 01.01.1994 on completion of 8 and 18 years of service or on 10th and 20th year point of pay scale in terms of earlier instructions will not be withdrawn.

15. These instructions take effect from 01.01.1994.

16. The contents of this letter may be brought to the notice of all under your control.

17. The receipt of this letter may please be acknowledged.

Sd/-
(J. K. Gupta)
Joint Secretary Finance,
for Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 1/34/93-4PR(FD)

Dated, Chandigarh, the 8th February, 1994

A copy is forwarded to the Chairmen/Chief Administrators/Chief Executives/Managing Directors etc. of all the Boards and Corporations of Haryana Govt. for information. The State Govt. have decided that the Boards and Corporations may also extend similar benefits to similar categories of their employees after observing necessary legal and administrative formalities.

Sd/-
(J.K. GUPTA)
Joint Secretary Finance.
for Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

Endst. 1/34/93-4PR(FD)

Dated, Chandigarh, the 8th February, 1994

A copy is forwarded to the Accountant General, Haryana (i) (A & E) (ii) (Audit), Chandigarh for information.

Sd/-
(J.K. GUPTA)
Joint Secretary Finance.
for Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 1/34/93-4PR(FD)

Dated, Chandigarh, the 8th February, 1994

A copy is forwarded to the Home Secretary Chandigarh Administration, Chandigarh, for information and necessary action.

Sd/-
(J.K. GUPTA)
Joint Secretary Finance.
for Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

A copy is forwarded to:-

1. All the Financial Commissioners in Haryana and
2. All the Commissioners & Administrative Secretaries to Government Haryana for information and necessary action.

Sd/-
(J.K. GUPTA)
Joint Secretary Finance.
for Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

1. All the Financial Commissioners in Haryana and
2. All the Commissioners & Administrative Secretaries to Government, Haryana.

U.O. No. 1/34/93-4PR(FD)

Dated, Chandigarh, the 8th February, 1994

Contd...
Encls.

ANNEXURE

(Regarding grant of Higher Standard pay scales to Group 'C' and 'D' categories of employees on completion of ten years or more and twenty years or more of regular satisfactory service contain in Haryana Govt., Finance Department letter No. 1/34/93-4PR(FD) dated 08.02.1994).

Sr. No.	Pay Scale of the post applicable from 01.01.1986	First Higher Standard Pay Scale	Second Higher Standard Pay Scale	Remarks
1	2	3	4	5
1.	750-12-870- EB-14-940	775-12-955-EB-14-1025	800-15-1010-EB-20-1150	
2.	775-12-955-EB-14-1025	800-15-1010-EB-20-1150	950-20-1150-EB-25-1400	
3.	800-15-1010-EB-20-1150	950-20-1150-EB-25-1400	1200-30-1500-EB -40- 2040	
4.	950-20-1150-EB-25-1400	1200-30-1560-EB-40-2040	1400-40-1600-50-2300-EB-60-2600	
5.	950-20-1150-EB-25-1500	1200-30-1560-EB-40-2040	1400-40-1600-50-2300- EB-60-2600	
6.	975-25-1150-EB-30-1540	1200-30-1560-EB-40-2040	1400-40-1600-50-2300- EB-60-2600	
7.	975-25-1150-EB-30-1660	1200-30-1560-EB-40-2040	1400-40-1600-50 -2300- EB-60-2600	
8.	950-25-1200-30-1560-40-1800-(initial 1000/-)	1200-30-1560-EB-40-2040	1400-40-1600-50 - 2300- EB-60-2600	
9.	1150-25-1500	1200-30-1560-EB-40-2040	1400-40-1600-50-2300-EB-60-2600	
10.	1200-30-1500-EB-40-2040	1400-40-1600-50-2300-EB-60-2600	1600-50-2300-EB-60-2660	
11.	1320-30-1560-40-2040	1400-40-1600-50-2300-EB-60-2600	1600-50-2300-EB-60-2660	
12.	1350-30-1440-40-1800- EB-50-2200	1400-40-1600-50-2300-EB-60-2600	1600-50-2300-EB-60-2660	
13.	1400-40-1800- EB- 50-2300	1600-50-2300-EB-60-2660	1640-60-2600-EB-75-2900	
14.	1400-40-1600-50-2300-EB-60-2600	1600-50-2300-EB-60-2660	1640-60-2600-EB-75-2900	
15.	1600-50-2300-EB-60-2660	1640-60-2600-EB-75-2900	2000-60-2300-EB-75-3200	
16.	1640-60-2600-EB-75-2900	2000-60-2300-EB-3200	2000-60-2300-75-2900-EB-100-3500	
17.	2000-60-2300-75- 3200	2000-60-2300-75-2900-EB-100-3500	2000-60-2300-75-2900-EB-100-3500	
18.	2000-60-2300-75-2900-EB-100-3500	No Change	No Change.	

No. 1/34/93-4PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioner of Divisions,
Deputy Commissioners &
Sub Divisional Officers (Civil) in the Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 21st March, 1994

Subject : Grant of Higher Standard pay scales to Group 'C' & 'D' employees on completion of ten years or more and twenty years or more of regular satisfactory service.

Sir,

I am directed to refer to the subject noted above and to say that on further consideration, the Government has decided that para 10 of the letter No. 1/34/93-4PR(FD), dated 8th February, 1994 may be substituted as under :-

"Pay Fixation: On grant of higher standard scale under these instructions, the pay of the employee in the higher standard pay scale will be fixed at the stage next above his pay drawn by him in his present pay scale and the date of next increment would be on completion of the normal period. The provision of sub rule (2) of Rule 4.14 of the Punjab Civil Services Rules Volume-I, Part-I shall also be applicable in such cases. However, if pay is once fixed in the pay scale of Rs. 2000-3500, it will not be fixed again in the same pay scale.

"Pay" means the pay as defined in Rule 2.44(a)(i) of the Punjab Civil Services Rules Volume-I, Part-I (as applicable to Haryana State)."

Yours faithfully,

Sd/-

Under Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/191/92-4PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar/Rohtak/Gurgaon Divisions,
All Deputy Commissioners and
Sub Divisional officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 14th June, 1994**Subject : Grant of Additional Increment(s) to Group 'C' and 'D' employees on completion of 8 and 18 years service – Clarification regarding.**

Sir,

I am directed to refer to this department letter No. 1/138/92-1PR(FD) dated the 7th August, 1992 on the subject noted above. Some departments have sought clarifications on a few points in respect of the instructions referred to above. Necessary clarifications on issues raised by various departments are as under :-

Point raised		Clarification	
1	Whether in case of those employees who have been given the benefit of military service towards seniority, pay fixation etc. in civil service from the deemed date, the period between such deemed date & the date of actually joining the Govt. service on regular basis is to be counted for the purpose of reckoning 8/18 years regular service for entitlement of additional increment(s) under the scheme.	1	This scheme of additional increment(s) was not mandatory under any provision of rules Government instructions. It was a special scheme with its own provisions according to which regular satisfactory service of 8/18 years in a group is required for benefit of additional increment(s). It is, therefore, clarified that such period of service should be under the State Government. The new scheme operative from 1.7.92 is distinct from the earlier scheme in that the benefit of additional increment(s) is available for service within a group whereas in the old scheme a benefit at 10th/20th stage was available only in a particular grade on or after 1-1-91. Now even this scheme of 8 and 18 years has been replaced w.e.f. 1-1-94 by a scheme for grant of higher standard pay scales after 10 and 20 years of regular satisfactory service.
2	Whether in case of Govt. employees who have been given benefit towards seniority as a result of recommendations/approval of the S.S.S. Board with retrospective effect. The period before the date of actually joining the Govt. service on regular basis so allowed towards seniority is also to be counted for the	2	No. The clarification against Point No. 1 above applies mutatis-mutandis in such cases.

Point raised		Clarification	
	purpose of reckoning 8/18 years service for entitlement of additional increment(s) under the scheme.		
3	Whether the period of service (intermittent or continuous) on adhoc basis of an employee immediately preceding his appointment on regular basis is to be counted for the purpose of working out the length of 8/18 years service for eligibility of entitlement for the grant of additional increment(s).	3	No. The clarification as against 1 above applies mutatis mutandis in such cases. The work "regular satisfactory service appearing in F.D's letter No. 1/138-92-1PR(FD), dated 7-8-92 cannot be construed to include service on adhoc basis of any kind.
4	Whether benefit of stepping up of pay of a senior Government employee at par with the pay of his junior is admissible in cases where the senior employee gets additional increment(s) as clerk (lower post) before promotion but still his pay is fixed at the minimum of the pay scale as Assistant (the higher post) while on the other hand his junior gets promoted before (8/18 years service) accruals of additional increment(s) as clerk (the lower post) and happens to get additional increment(s) as Assistant (the higher post) with the result that the pay of the junior exceeds that of his senior.	4	Since the senior employee has already availed of the benefit of additional increment(s) after 8 and 18 years service prior to promotion any step up of pay will mean re-grant (or in other words grant of same benefit twice) of additional increment(s). The case of junior is a case of fortuitous circumstances under a special scheme which does not provide for any step up of pay. Hence the pay of senior cannot be stepped up in such cases.
5	Whether or not the benefit of additional increments is admissible to those employees who attain maximum of a pay scale before completing 8/18 years of regular satisfactory service in a group inspite of the fact that the pay scales are open ended in the cases of group 'C' and 'D' employees.	5	Restriction on grant of additional increment(s) after 8 and 18 years service to group 'C' and 'D' employees at the maximum of the pay scales was not imposed in Government instructions dated 7-8-92 (effective from 01.07.1992) whereas such restriction was imposed in the earlier scheme dt. 14.05.1991 (effective from 01.01.1991). Hence the benefit of additional increments after 8 and 18 years service which became due prior to 01.01.1994 (the scheme stands replaced w.e.f. 01.01.1994) is admissible.
6	Whether or not the benefit of additional increment(s) under the scheme is admissible to those employees who have not passed the departmental type test and as such have not got any normal/regular increment.	6	Such employees will be entitled to the benefit of additional increment(s) under this scheme if the non-passing of departmental type test is not a bar in promotion to the higher post as per service rules governing the service of the employees concerned.

Point raised		Clarification	
7	Whether the Govt. employees who are on deputation on group 'B' or 'A' posts of the Boards, Corporations, Public Sector Undertakings, autonomous bodies etc. but hold a lien in their parent department on group 'C' posts are eligible for the benefit of additional increment(s) under this scheme? and if so, in which group?	7	Since the scheme of grant of additional increment(s) is applicable to group 'C' and 'D' employees, no benefit is to be given for the period such employees hold group 'B' or 'A' posts on deputation. Their cases should be examined after they return to their parent department.
8	What are the ingredients of the term "satisfactory service" for the purpose of entitlement of additional increment(s) under this scheme (i.e. whether it should be 50% or 70% of the service record of an employee for adjudging his service as 'satisfactory'?	8	For the purpose of grant of additional increment(s) after 8 and 18 years service the criterion for judging satisfactory service should be the same as for crossing efficiency bar because grant of upward scale is not involved.
9	Whether or not the benefit of additional increment(s) is admissible to:-	9	
	(i) an employee whose integrity is doubtful;		(i) The clarification as given against point No. 8 above is applicable.
	or		
	(ii) an employee who is held up at the stage of efficiency bar;		(ii) - Ditto -
	or		
	(iii) an employee who is facing a charge-sheet under rule 7 of Punishment and Appeal rules;		(iii) The clarification against point No. 8 is applicable,
	or		
	(iv) an employee who is facing charge-sheet under rule 8 of Punishment and Appeal Rules.		(iv) - Ditto -
10	Whether or not the period of extra ordinary leave is to be excluded for the purpose of calculating length of 8/18 years service in a group for entitlement of additional increment(s).	10	The period of extra ordinary leave (without pay) which does not count for normal increment(s) will be excluded for the purpose of grant of additional increment(s).
11	Whether the period of regular service rendered in group 'D' by the class IV employees is to be counted as length of service for the purpose of grant of additional increment(s) in group 'C' on/after their promotion in group 'C'.	11	The regular satisfactory service of 8/18 years in a particular group ('C' or 'D' as the case may be) is a pre-requisite for eligibility of additional increment(s) under this scheme.

Point raised		Clarification	
12	Whether or not the benefit of additional increment(s) under 8/18 years length of service scheme is also available to the work charged employees.	12	It is not available. It is a special scheme. The remarks against point No. 1, 2 & 3 above also apply in the case of work charged employees
13	(a) Whether or not benefit of the additional increment(s) under the scheme is available to those employees who have not switched over to the revised pay scales. (b) Whether or not the benefit of additional increment(s) under the scheme is available to those employees who have not yet switched over to the revised pay scales for the reasons that their cases are subjudice in the court of law.	13	(a) & (b) In such case the employees concerned are entitled to the benefit of additional increment(s) in their own pay scale unless there are any orders of the court to the contrary.
14	Whether or not the benefit of additional increment(s) under the scheme is available to those employees who after having been promoted (on temporary basis or otherwise) from one group to the higher group and are again reverted to the lower group.	14	The reversion from group 'B' to 'C' or from 'C' to 'D' can be either on administrative grounds or at the request of the employee. In the case of the former, the period spent in higher group may be excluded in reckoning the length of service required for grant of additional increment(s) and in the latter case the employee is not entitled to the benefit of additional increment(s).
15	Whether the benefit of additional increment(s) under the scheme is available to those employees who complete 8/18 years service on certain date but their integrity have been doubtful during the years preceding the date of 8/18 years service.	15	This is already covered in the clarification given against serial No. 8 & 9 above

Sd/-
(J.K GUPTA)
Joint Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/34/93-4PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners of Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh,

Dated, Chandigarh, the 15th December, 1994**Subject : Modification of standard pay scale of Rs. 775-12-955-EB-14-1025 to Rs. 775-12-871-EB- 14-1025.**

Sir,

I am directed to refer you on the subject noted above and to say that the State Government have decided to modify the existing pay scale of Rs. 775-12-955-EB-14-1025 to Rs. 775-12-871-EB-14-1025 w.e.f. 1.1.1994.

Yours faithfully,

Sd/-

(J.K. GUPTA)

Joint Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department

No. 10/109/94-4PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioner of Divisions,
All Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 23rd January, 1995**Subject : Grant of Higher Standard Pay Scales of JEs of all Departments on completion of 10 years or more & 20 years or more of regular satisfactory service.**

Sir,

I am directed to refer you on the subject noted above and to say that a clarification has been sought by some of the departments as to whether for the purpose of grant of Higher Standard Pay Scales to the Junior Engineers, the pay scales of Rs. 1400-2300 (TS) and Rs. 1640-2900 (promotional scale), as applicable w.e.f. 01.01.1986 is to be taken into account or the pay scale of Rs. 1640-2900/2000-3200 (revised as such w.e.f. 01.01.1992) is to be taken into account. In this behalf, it is clarified that whereas the said scheme is applicable to the Junior Engineers as good as to the other Group 'C' & 'D' employees but for the purpose of the grant of Higher Standard Pay Scales, the pay scale of Rs. 1400-2300 (TS) and Rs. 1640-2900 (promotional scale) as on 01.01.1986 only is to be taken into account and not the enhanced pay scale of Rs. 1640-2900/2000-3200 (w.e.f. 01.01.1992) is to be taken into account, as provided in para 2 of the circular letter No. 1/34/93-4PR(FD) dated 8th February, 1994.

Yours faithfully,

Sd/-

Under Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/34/93-4PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners of Division,
Deputy Commissioners and
Sub Divisional Officers(Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 9th May, 1995**Subject : Modification of Higher Standard Pay scales.**

Sir,

I am directed to invite your attention to the Finance Department circular letter No. 1/34/93-4PR(FD) dated 8.2.94 on the subject noted above and to say that the state Govt. has decided to modify the Annexure attached with the said letter as under with effect from 1.4.1995 :-

Sr. No.	Sr. No. of Annex	Pay Scale	Existing Higher Standard Scale		Modified Higher Standard Scale	
			Ist HSS	IInd HSS	Ist HSS	IInd HSS
1.	1	750-940	775-1025	800-1150	800-1150	950-1400
2.	13	1400-2300	1600-2660	1640-2900	1640-2900	2000-3200
3.	14	1400-2600	1600-2660	1640-2900	1640-2900	2000-3200

Yours faithfully,

Sd/-

(M.R.ANAND)

Deputy Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

***These instructions have been modified partly vide
No. 2/48/2000-5PR(FD), Dated 23.07.2003.***

No. 10/108/94-4PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala, Gurgaon, Hisar & Rohtak Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 29th December, 1995

Subject : Grant of 'Additional Increments' and 'Higher Standard Pay Scales' to Group 'C' and 'D' employees – Clarification regarding.

Sir,

I am directed to invite reference to the Finance Department letter No. 9/9/91-3PR(FD), dated 14.05.1991 read with letters No. 9/9/91-3PR(FD), dated 09.04.1992, No. 1/138/92/1PR(FD), dated 07.08.1992 No. 1/34/93-4PR(FD), dated 08.02.1994 and No. 1/191/92-4PR(FD), dated 14.06.1994, on the subject cited above and to say that it has been brought to the notice of the Finance Department that the words "actual continuous service" and "fortuitous circumstances" as explained in paras 6 and 12 of the letter dated 08.02.1994 had been causing hardship to the employees wherein actual continuous service does not cover military service rendered during the emergency before joining Government service for which such employees are being given benefit towards seniority, increments etc. through separate instructions and this has led to an anomalous situation which resulted in depriving senior employees from grant of additional increments and higher standard pay scales viz-a-viz their junior colleagues in the cadre. Similar situation has arisen in such cases where a senior employee is a promotee to the post held by him whereas his junior colleague in the cadre is a direct recruit to that post. There are cases where promotional post carries lower pay scale than the higher standard pay scale granted to Govt. employee in his lower post and causes real hardship to such employees on promotion to higher post. In such situations para 12 of the letter dated 08.02.1994 has created hurdle for stepping up of the pay scale/pay of the senior to the level of his junior or fixation of pay in promotional posts. Cases of hardship have also arisen where a Govt. employee getting increments under open ended scales as per instructions contained in FD letter dated 14.05.1991 are promoted to higher posts and their pay in the higher post cannot be refixed with reference to the pay which they would have drawn but for their promotion to the higher posts. These matters have been considered further and on reconsideration, the following decisions have been taken:-

- (i) Para 12 of the FD letter No. 1/34/93-4PR(FD) dated 08.02.1994 is deleted.
- (ii) "Regular Satisfactory Service" also includes military service rendered during the emergency for which benefit has been given to an employee for the purpose of seniority, fixation of pay etc. through separate instructions. Para 6 of the FD letter dated 08.02.1994 shall be considered to have been modified to this extent.

- (iii) if pay scale of promotional post is lower than the higher standard pay scale actually given to a Govt. employee on his lower post, he on promotion to higher post shall be given the pay scale equal to the higher standard pay scale in which he was placed in the lower post and in such cases the pay in the promotional post shall be fixed assuming higher responsibilities attached to such post.

2. Some Departments have sought clarifications on some points in respect of the instructions referred to above. Necessary clarifications on issues raised by them are given as under :

	Points raised		Clarification
1.	Whether a clerk, who was posted as Assistant, Statistical Assistant or Junior Auditor as a stop-gap-arrangement out of his cadre and later on posted back, as a clerk in his own cadre and his pay as clerk was fixed at the stage which he would have drawn but for his posting as Assistant, Statistical Assistant or Junior Auditor etc., is to be considered eligible for grant of Higher Standard Pay Scales or not?	1.	Appointment outside the regular cadre as a stop-gap-arrangement is not to be considered as bar for the grant of Higher Standard Pay Scale. As such, in such like cases Higher Standard Pay Scale are to be granted.
2.	Whether a clerk, who was appointed out of cadre / regular line of promotion as steno typist, then promoted as Junior Scale Stenographer and later on given promotion as assistant in his regular line of promotion, is to be considered eligible for the grant of next higher Standard Pay Scale or not?	2.	It is evident that the official was promoted as Assistant on the basis of his seniority/length of service as clerk. As such his pay as Assistant was to be fixed with reference to his pay which he would have drawn but for his appointment/ promotion as Steno typist or Junior Scale Steno is to be considered as stop-gap-arrangement. Such appointments/ promotions are not to be considered as any bar for the grant of Higher Standard Pay Scales. In such like cases promotion to the post of Assistant is to be considered as first promotion and his earlier appointments/ promotions as Steno-typist or Junior Scale Steno are to be considered as non-existent. So, in such like cases, benefit of Higher Standard Pay Scales is to be granted.
3.	Prior to 01.01.1986 Selection Grade was available for various categories of employees including clerks. Some clerks were given Selection Grade of the post in normal course while others were granted S.G. by adding benefit of their military service towards increments, seniority. Later on such employees were promoted as Assistants either before or after 01.01.1986 whether the grant of benefit of Selection Grade in such cases is to be considered as bar for the grant of Higher Standard Pay Scales?	3	Para 9 of the Finance Department letter No. 1/34/93-PR(FD), dated 8.2.94 provides that in case the time scale and the Selection Grade of a post have been clubbed together and replaced by one single revised pay scale effective from 01.01.1986, the restrictions of Selection Grade imposed for grant of Higher Standard Pay Scales will not apply. In the instant case single Pay Scale of Rs. 950-1500 has been given with effect from 01.01.1986 to the clerks against the pre-revised scale of Rs. 400-660 (TS) and Rs. 480-760 (SG). Selection Grade got as clerk is, therefore, to be considered as non-existent. Promotion as Assistant from the post of clerk is to be treated as first promotion. As such benefit of 1st Higher Standard Pay Scale is to be given to such Assistants after completion of 20 years of service in Group 'C'
4	(i) Whether the benefit of military service, which has been counted towards seniority as well, is to be counted for the grant of Higher Standard Pay Scales or not?	4	(i) Yes, military service rendered before joining Government service counted for granting seniority/ Pay fixation shall also be counted as regular satisfactory service for the purpose of grant of additional increments and Higher Standard Pay Scales as per decision contained in, Para 1 (ii) above.

	(ii) Whether in case of Government employees who have been given benefit towards seniority as a result of recommendations/ approval of the SSS Board with retrospective effect, the period before the date of actually joining the Government service on regular basis so allowed towards seniority is also to be counted for the purpose of grant of additional increments and Higher Standard Pay Scales?		(ii) Yes, the clarification against point No. 4(i) above applies mutatis mutandis in such cases.
5.	Whether a Government employee who has been appointed on transfer basis from other department of Haryana Government on a post carrying identical time scale shall count his past service as continuous for the purpose of Higher Standard Pay Scales?	5	Yes, service rendered in the previous department on a post in an identical pay scale shall be considered as good as in the present department. For this purpose appointment of an employee as Steno-typist in the present Department from the post of Clerk in the previous department of the Haryana Government and vice versa will be considered as continuous appointment for the purpose of Higher Standard Pay Scales.
6.	There are employees who were initially appointed as Peon or Daftri. Some were already Matriculates and few others passed Matriculation examination during the service. On the basis of provisions contained in their Service Rules they were promoted as Clerks i.e. from Group 'D' to Group 'C' posts. Such employees have completed more than 10 or 20 years of regular satisfactory service on or after 1.1.94. Whether promotion of such employees from Group 'D' to Group 'C' posts is to be considered as a bar for the grant of Higher standard Pay Scales?	6.	Promotion in such like cases from Group 'D' to Group 'C' is to be considered as non-existent while granting Higher Standard Pay Scales in Group 'C' post. Total service in a particular Group is to be kept in view. Employees who have completed 10 years or more and 20 years or more of regular satisfactory service in Group 'C' are to be granted 1st or 2nd Higher Standard Pay Scales, as the case may be, subject to fulfilment of other conditions.
7.	An employee was appointed as Restorer initially and then promoted as Clerk and thereafter as Assistant. Whether he is entitled for the grant of Higher Standard Pay Scale or not when he completes 20 years service in Group 'C'	7.	In the present case total service rendered by the employee is in the same Group 'C'. Revised Pay Scale of the post of Restorer and that of Clerk w.e.f. 01.01.1986 is the same i.e. Rs. 950-1500. As such promotion from Restorer to Clerk is to be considered as non-existent as provided in para 5 and 9 of instructions dated 8.2.94. Promotion from Clerk to Assistant is to be considered as first promotion in the same group. Concerned employee will, therefore, be entitled for the first Higher Standard Pay Scale as he has completed more than 20 years of service but has got only one promotion.
8.	Whether the benefit of Work charged service is to be given or not for the purpose of grant of Higher Standard Pay Scales?	8.	No, paragraphs 2 and 6 of the instructions dated 8.2.94 are very clear on this issue. No benefit of work-charged service is to be given for the purpose of grant of Higher Standard Pay Scales.
9.	Whether or not the period of adhoc service is to be counted for grant of Higher Standard Pay Scales?	9.	No, no such benefit is permissible as clearly mentioned in paras 2 and 6 of the scheme dated 8.2.94.
10	Where pay/pay scales of a Junior Govt. employee becomes higher than the pay/pay scale of his senior due to grant of additional increments under scheme dated 07.08.1992/higher standard pay scales, whether in such cases the pay/pay scale of senior may be stepped up or not to the level of his junior employee within the cadre?	10	The pay/pay scale of the senior Govt. employee shall be stepped up to the level of his junior provided this benefit shall not be admissible to a senior Govt. employee vis-a-vis a junior Govt. employee who has been appointed on transfer basis. In case a senior Govt. employee has got two promotions within his line of promotion and so he becomes ineligible to Higher Standard Pay Scale but his junior who has completed 20 years of service and has got no promotion becomes eligible for 2nd Higher standard

			Pay Scale. In case the Higher Standard Pay Scale of the lower post happens to be higher than the pay scale of the promotional post, the pay scale of the senior shall be stepped up to the level of pay scale of his junior and his pay will be fixed assuming higher responsibilities for the pay scales so granted.
11.	The pay scales of some categories of employees were revised/modified after 01.01.1986. Whether the benefit of Higher Standard Pay Scales is to be given on the basis of pay scale applicable with effect from 01.01.1986 or subsequent date from which the pay scale(s) of the post have been further modified.	11.	Para 2(i) of the scheme provides that Higher Standard Pay Scales are to be allowed w.e.f. 1.1.94 in place of present pay scale of the post applicable from 01.01.1986. As such for granting Higher Standard Pay Scales, the Pay Scale as applicable w.e.f. 01.01.1986 is to be kept in view (and not the modified pay scale from a subsequent date) for the purpose of column 3 or column 4 of the Annexure to FD's letter dated 8.2.94.
12.	Some employees had completed 8/18 years of service from 1.12.93 to 31.12.93. Under the old scheme such employees were to get additional increment from the 1st day of the following months in which they completed 8/18 years of service and the additional increments were to be given w.e.f. 1.1.94 and incidentally the scheme was replaced w.e.f. 1.1.94. Whether in such cases additional increments are to be allowed or not?	12.	No, no benefit of additional increments is to be given to the employees who had completed 8/18 years of service during the month of December, 1993.
13.	An employee is promoted to a post carrying same pay scale with Special Pay attached to it. For example cases of promotion of Clerk to the post of Stenotypist, Computer to Junior Field Investigator in Economic and Statistical Organisation etc. Whether grant of benefit of Higher Standard Pay Scales is admissible or not in such like cases?	13.	Yes, such like cases are covered under para 5 of the scheme dated 8.2.94 because the pay scales of the promotional post and lower post are the same irrespective of the fact whether the benefit of fixation of pay at next stage of promotion has been given or not.
14.	The pay scales of Draftsman was revised to Rs. 1400-2300 w.e.f. 01.01.1986. The scale was further revised to Rs. 1400-2600 w.e.f. 1.5.90. Similarly the pay scale of Head Draftsman was revised to Rs. 1600-2660 w.e.f. 01.01.1986 and further revised to Rs. 1640-2900 w.e.f. 1.5.90. Whether the benefit of Higher Standard Pay Scales will be admissible in such like cases?	14.	In the instant case Higher Standard Pay Scales are to be granted w.e.f. the pay scale applicable w.e.f. 01.01.1986. Accordingly, taking into account the pay scale of Rs. 1400-2300, as was applicable w.e.f. 01.01.1986, the 1st Higher Standard Pay Scale of Rs. 1600-2660 is higher than the revised pay scale of Rs. 1400-2600 as such benefit of 1st Higher Standard Pay Scale of Rs. 1600-2660 is admissible. In the case of Head draftsman, modified pay scale w.e.f. 1.5.90 remains at par with the Higher Standard Pay Scale admissible on the basis of pay scale of Rs. 1600-2660 as applicable w.e.f. 01.01.1986 as such no benefit of Higher Standard Pay Scale is admissible to Head draftsman. However, they will be entitled for stepping up of their pay scale as clarified in para No. 10 above.
15.	Whether the benefit of refixation of pay under rule 4.14(2) of CSR Volume-I, Part-I is admissible or not to those employees who were/ are promoted on higher post while drawing increments under open-ended scale on the lower post.	15.	Yes, the benefit refixation of pay is admissible in such cases.
16.	An Assistant having more than 20 years of service is drawing a basic pay of Rs. 2200 in the 1st Higher Standard Pay Scale of Rs. 1600-2660 with the date of next increment as 1st of April every year. He is	16.	Yes, the pay of the official is to be fixed at Rs. 2250/- w.e.f. 01.08.1994 with the date of next increment as 1.4.95.

	promoted as Head Clerk in the same pay scale of Rs. 1600-2660 w.e.f. 01.08.1994. Is he entitled to get his pay fixed at Rs. 2250 w.e.f. 1.8.94 with date of next increment remaining unchanged?		
17.	Before 01.01.1986 the post of Clerk and Sub-divisional clerk were in the same pay scale of Rs. 400-660 with only difference that sub-divisional clerk on promotion as such was allowed a special pay of Rs. 25/-. With effect from 01.01.1986 the clerk was given a replacement scale of Rs. 950-1500 and sub-divisional clerk was given a better pay scale of Rs. 1200-2040 and special pay was abolished with the post of sub divisional clerk. whether benefit of higher standard pay scale is to be given to sub divisional clerk or not?	17.	Since a separate pay scale has been given for the post of sub divisional clerk w.e.f. 01.01.1986 and the post of sub-divisional clerk is a promotional post from clerk, the sub-divisional clerk in such like situation would be considered to have availed of the benefit of 1st promotion. He would, however, be entitled for the 1st Higher Standard Pay Scale on completion of 20 years of service in Group 'C' provided he does not get any further promotion before getting Higher Standard Pay Scale.
18.	Whether the general revision of pay scales w.e.f. 01.02.1969 and 01.04.1979 or further revision in between this period is to be considered as bar for the grant of Higher Standard Pay Scales?	18	No, such revision of pay scales before 01.01.1986 are not to be considered as any bar for the grant of higher standard pay scales but entitlement for the grant of higher standard pay scales is to be reckoned with reference to the [ay scale as are applicable w.e.f. 01.01.986 as clarified against point No. 11 above.
19.	Whether clarification issued on 14.06.1994 is applicable to the scheme dated 7.8.92 and 08.02.1994?	19.	Clarification issued vide letter dated 14-6-94 is not applicable to the scheme dated 8.2.94. However, it is made clear that no benefit of additional increments is to be given after 31.12.1993 under the scheme dated 07.08.1992. As such, undue benefit, if any, given under the scheme dated 7.8.92 w.e.f. the date after 31.12.93 is to be withdrawn.
20	Whether or not the benefit of service rendered in a Board/ Corporation/ autonomous body is to be counted for the grant of higher standard pay scales to an employee who has been appointed / absorbed in a Govt. Department?	20.	No benefit of service rendered in a Board/Corporation etc. is to be given to an employee for the purpose of higher standard pay scale in a Govt. department.
21.	Employees who were not being promoted to the next higher posts due to non qualifying prescribed test or non possession of essential qualifications for promotion to the next post, whether benefit of higher standard pay scales is to be given to such employees or not?	21	Yes, the benefit of higher standard pay scales is to be given in such like cases.
22.	An employee is selected/appointed on the recommendations of S.S.S. Board to a particular post, thereafter he applies for a higher post and is appointed against a higher post in the same department. Whether 1st or 2nd date of appointment is to be considered as relevant date for the grant of Higher Standard Pay Scales?	22	In such like cases subsequent latest appointment is to be considered as 1st appointment and not a promotion. However, the period of service rendered on the lower post would be excluded while counting the eligible length of service for the grant of Higher standard Pay scales.
23	Whether an employee is eligible for Higher Standard Pay Scale who foregoes promotion and if he is not eligible for grant of 1st Higher Standard Pay Scale whether or not he is to be granted 2nd Higher standard Pay Scale after 20 years of Service?	23	There is clear provision under para 4 of the instructions dated 8.2.94 that an employee who foregoes promotion or seeks reversion to a lower post at his own request will render himself ineligible for the benefit of higher Standard Pay Scale but in the instant case employee on completion of 20 years of service would be eligible for the 1st Higher Standard Pay Scale.

24.	Some officials while on deputation have got one or more promotion in the borrowing department. They have not been promoted in their parent Department/unit. Whether benefit of Higher Standard Pay Scale is to be granted or not?	24.	Cases of such employees are to be decided on repatriation from foreign service/deputation to the parent department.
25.	An official is already getting the Higher Standard Pay Scale of Rs. 1600-2660. The Pay scale of promotional post is Rs. 1400-2600. In which scale promotion is to be made and whether or not benefit of fixation of pay at next stage is admissible or not?	25.	In the instant case, the employee shall be promoted in the same pay scale of Rs. 1600-2660 and his pay from the date of promotion shall be fixed at a stage immediately next above the pay of the lower post assuming higher responsibilities attached to the Higher post.

3. Clarifications on any point on the subject, if already issued are contrary to the clarifications given above such previous clarifications shall be deemed to have been modified to the above extent.

Endst. No. 10/108/94-4PR(FD)

Dated, Chandigarh, the 29th December, 1995

A copy each is forwarded to :-

- (i) The Accountant General Haryana (i) A&E (ii) (Audit) Haryana Chandigarh for information.

Sd/-
(Harbakhsh Singh)
Joint Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

***These instructions have been Revised vide No. 1/34/93-4PR(FD),
Dated 01.04.1998, No. 6/16/2001-3PR(FD), Dt.15.03.2002 &
No. 1/35/2002-1PR(FD), Dt. 23.04.2003.***

No. 9/24/94-4PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department

To

All Heads of Departments
Commissioners of Ambala, Gurgaon,
Hisar and Rohtak Divisions,
All Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 20th August, 1996

Subject : Grant of additional increment to Group 'C' and 'D' employees on completion of 8/18 years service clarification regarding.

Sir,

I am directed to invite your attention to Govt. letter No. 1/138/92-1PR(FD) dated the 7th August, 1992 introducing the scheme of additional increments to the employees of the Group 'C' and 'D' categories on their completion of 8/18 years of regular satisfactory service in the same group vide another letter of this department No. 1/191/92-4PR(FD) dated 14.6.94 it was further clarified that the adhoc service of any nature intermittent or continuous, immediately preceding the regular appointment of an employee could not be accounted for the grant of the benefit. It was inter-alia stated that the scheme in question was not mandatory under any provisions of rules of Govt. or its instructions. It was special scheme for employees aimed at mitigating the frustration amongst the regular employees who suffered stagnation for years together.

2. The employee with varying lengths of adhoc service to their credit approached the Hon'ble Court and successfully contested the stipulation of regular service. In the light of these developments the matter was reconsidered and it has been decided that the period of adhoc service which was followed by a regular appointment under the State Government shall be taken into consideration while calculating the prescribed length of service under the scheme.

Sd/-
(HARBAKSH SINGH)
Joint Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

***These instructions have been clarified vide
No. 6/16/2001-3PR(FD), Dated 15.03.2002 &
No. 1/35/2002-1PR(FD), Dt. 23.04.2003.***

No. 1/34/93/4PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners of Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 1st April, 1998

Subject : Grant of Higher Standard Pay Scales to Group 'C' and 'D' employees.

Sir,

The modalities for grant of higher standard pay scales to Group 'C' and 'D' employees had been inviting the attention of the Government from time to time. To regulate it, a scheme was commissioned and was circulated vide Haryana Government letter No. 9/6/96-4PR(FD), dated 5th August, 1997.

Subsequently, from time to time certain clarifications were also issued. They included the modalities and manner in which the scheme was to be executed.

Certain aspects of the scheme were also the subject matter of adjudication in the Hon'ble Punjab & Haryana High Court. While disposing of a bunch of writ petitions (main writ petition No. 7255 of 1997 - Surrender Singh & Others versus State of Haryana), it was held by the Hon'ble Punjab & Haryana High Court that :-

"Such period of adhoc service rendered by the writ petitioners which is countable for the purpose of seniority and other service benefits in the light of judgment of the Full Bench of this Court in Rakesh Kumar Singla's case (supra) shall be counted for the purpose of "regular satisfactory service."

While implementing the scheme, therefore, this interpretation of the Hon'ble Punjab & Haryana High Court should be scrupulously followed.

Your attention is further invited to para 12 of the above said circular which prescribes that :-

"Since the grant of higher standard pay scale under these instructions is compensation for stagnation and is, therefore, based on length of service without involving higher responsibilities, this will be treated as a fortuitous circumstance and thus no benefit of step-up of pay to a senior just on the basis of seniority in the hierarchy admissible."

While considering the consequence of this provision, the Hon'ble Punjab & Haryana High Court in the same judgment has held that :-

"In view of the statement made in Para 12 of the circular dated 8th February, 1994, we hold that benefit of higher standard pay scale to a senior on the ground that the pay of his junior has been fixed higher to his pay in terms of the scheme contained in the circular, shall not be admissible to such senior".

It is, therefore, clarified that on these two issues the interpretation and modalities laid down by Hon'ble Punjab & Haryana High Court should be strictly followed and any provisions or clarifications which are inconsistent with the observations/interpretation as given by the Hon'ble Punjab & Haryana High Court should not be considered to the extent of their inconsistency with the interpretation/ observations of the Hon'ble Punjab & Haryana High Court.

Yours faithfully,

Sd/-

(S. N. Roy)

Joint Secretary, Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 2/3/98-5PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Government Haryana, Finance Department.

To

All Heads of Departments,
Commissioners of Ambala, Gurgaon, Hisar and Rohtak Divisions,
All Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 7th December, 1998.

Subject : Grant of Higher Standard Pay Scales to Group 'C' & 'D' Government employees.

Sir,

I am directed to invite your attention to FD letter No. 10/108/94-4PR(FD), dated 29.12.1995 vide which para 12 of letter No. 1/34/93-4PR(FD) dated 8.2.1994 was deleted. Since deletion of para 12 of Higher Standard Scale Scheme has not been struck down by the Hon'ble Punjab and Haryana High Court in the case of Surender Singh & others, therefore, it is re-iterated that deletion of above Para 12 is valid subject to any other instructions/scheme notified by the Finance Department subsequently. Finance Department instructions bearing number 1/34/93-4PR(FD) dated 1.4.1998 may please be treated amended to this extent.

Yours faithfully,

Sd/-

(AMIT JHA)

Joint Secretary Finance

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

***These instructions have been clarified vide
No. 6/16/2001-3PR(FD), Dated 27.06.2002.***

**GOVERNMENT OF HARYANA
FINANCE DEPARTMENT**

NO. 6/16/2001-3PR(FD)

15TH MARCH, 2002

OFFICE MEMORANDUM

Subject : Regarding counting of adhoc and work charged service toward the benefit of additional increments on completion of 8/18 years service and Higher Standard Pay Scales after 10/20 years service.

The undersigned is directed to refer to the subject mentioned above and to say that on the demands of various associations/unions of employees, the State Government introduced various schemes in order to take care of stagnation and lack of promotional avenues for employees belonging to Group 'C' and 'D' as a welfare measure from time to time.

2. The first scheme was introduced vide instructions dated 14th May, 1991. Under this scheme, it was decided to provide following benefits to employees of Group 'C' and 'D' :-

- (i) Provision of additional increments after 10 or 20 years service.
- (ii) Grant of annual increments even after reaching the maximum of the pay scale in place of biennial increments.

3. Thereafter, this above scheme was further modified vide Govt. instructions dated 07.08.1992. Under this scheme, it was decided to grant additional increments on completion of 8/18 years regular satisfactory service instead of 10/20 years service.

4. The State Govt. introduced another scheme vide notification dated 08.02.1994 but effective from 1.1.1994. Under this scheme, known as the Higher Standard Scales Scheme, it was decided to grant higher standard scales after completion of 10/20 years regular satisfactory service. Some clarifications were sought by various Departments regarding grant of benefits under these schemes. These points were clarified vide instructions dated 29.12.1995, wherein it was clarified that adhoc service and work charged service was not to be counted while calculating the required regular and satisfactory service for the purposes of grant of Higher Standard scales.

5. Judicial View on Adhoc Service :

- (i) Some Government employees filed various writ petitions in the Hon'ble Punjab & Haryana High Court seeking therein the benefit of adhoc service rendered by them for calculating total length of service for the purpose of grant of benefits of Higher Standard Scales. These writ petitions were disposed off by the Hon'ble High Court in terms of full bench's judgment in the case of R.K. Singla V/s State of Haryana in CWP No. 15034 of 1993. In R.K. Singla's case, the petitioner was claiming benefit of adhoc service for computing 12 years service towards the benefit of selection grade granted by the State Government to the Engineers of PWD (three wings) and Doctors vide letter dated 02.06.1989 read with clarificatory letter dated 16.05.1990.

- (ii) While disposing off the case of R.K. Singla, it was held by the Hon'ble High Court that :

"Such period of adhoc service which is countable for the purpose of seniority and other service benefits in the light of the judgment of the Supreme Court in the direct recruitment case as explained in Aghore Nath's case and the full bench of this court in Chambel Singh's case shall be counted for the purpose of regular service in the context of circular dated 2. 6.1989. "

- (iii) The State Government preferred to challenge the said orders by way of filing various SLPs in the Hon'ble Apex Court. The State Government also filed SLP against the orders of Hon'ble full bench of Punjab & Haryana High Court in the case of R.K. Singla.
- (iv) All these SLPs were tagged in the Hon'ble Supreme Court of India and came up for hearing before a three judges bench of Hon'ble Supreme Court on September 19, 2000 in the main Civil Appeal No. 13423 of 1996 - State of Haryana V/s Haryana Veterinary and AHTS Association. While disposing off the SLPs, it was held by the Hon'ble Apex Court that:-

"Thus the appointment of respondent Rakesh Kumar was a fresh appointment in accordance with the statutory Rules after the Public Service Commission adjudged their suitability and the regular service of the respondent Rakesh Kumar must be counted from the date he joined the post pursuant to the offer of appointment dated 29.01.1982 and the period of service rendered by him on adhoc basis cannot be held to be regular service nor can it be tagged on to the later service for earning the benefit under the Govt. Circular dated 2nd June, 1989 as well as the clarificatory circular dated 16th May, 1990. The conclusion of the majority judgment of the High Court, therefore, is wholly erroneous and cannot be sustained."

Thus, the Hon'ble Apex Court set aside the full bench judgment of Hon'ble Punjab & Haryana High Court in R.K. Singla's case. It was further held by the Hon'ble Apex Court that :-

"Since the judgement of Rakesh Kumar has been followed in all other cases which are also the subject matter of appeal before this court in the tagged on matters, following the conclusions arrived at by us in Rakesh Kumar's case, the impugned judgement and direction in all these matters are set aside and the appeals filed by the State of Haryana Stand allowed"

- (v) Another matter of the State of Punjab came up for hearing before a Division Bench of Hon'ble Apex Court on February 20, 2001 in the case of State of Punjab and others vs. Gurdeep Kumar Uppal and others wherein the question of counting of adhoc service towards the benefit of proficiency increments under Proficiency Step-up Scheme of Punjab Government was involved. While disposing off the said case, the Hon'ble Apex Court relied upon the judgement of three judges bench of Hon'ble Apex Court in the case of State of Haryana and others V/s Haryana Veterinary and AHTS Association and others 2000 (B).SCC 4. It was observed by the Hon'ble Apex Court that:

"This question was considered by a three judges bench of this court in the State of Haryana V/s Haryana Veterinary and AHTS Association and another 2000 (B) SCC 4 wherein this court took the view that for

calculating 8/18 years service required for giving higher scale of pay and/or determination of seniority only regular service rendered by the employees is to be counted and not adhoc service."

Thus, the Hon'ble Apex Court set aside the judgement of Hon'ble Punjab and Haryana High Court in CWP No. 452 of 1990 Gurdeep Kumar Uppal and others V/s State of Punjab.

6. Judicial view on Work-charged service :

- (i) Some writ petitions were filed before the Hon'ble Punjab & Haryana High Court by the Haryana Government employees seeking therein the benefit of service rendered by them on work charged basis for the benefit of additional increments after completion of 8/18 years service and higher standard scales after completion of 10/20 years service. Out of these writ petitions, some writ petitions were disposed off in terms of full bench judgement of Hon'ble Punjab & Haryana High Court in R.K. Singla's case and some of the writ petitions were disposed off by the Hon'ble High court in terms of judgement of Hon'ble Punjab & Haryana High Court in CWP No. 18429 of 1996, Banta Ram & others Vs. State of Haryana.
- (ii) The State Government filed various SLPs in the Hon'ble Apex Court against the judgements of Hon'ble Punjab & Haryana High Court in the cases of work charged employees. A total of 16 SLPs were tagged with the bunch matter in the main case of civil appeal No. 13423 of 1996 State of Haryana Vs. Haryana Veterinary and AHTS, Association & others. However, while disposing off the said bunch matter, these 16 civil appeals were de-linked (wherein question of counting of work charged service towards the benefit of additional increments and higher standard scales was involved) on the contentions of the respondents that the period rendered on work charged basis count for seniority, increment and pension.
- (iii) The said bunch of appeals came up for hearing before a three judges bench of the Hon'ble Supreme Court on 31st October, 2000 in the main civil appeal No. 5740-5741 of 97 - *State of Haryana Vs. Ravinder Kumar and others*. These appeals were disposed off vide order dated 31.10.2000. Operative part of the judgement is reproduced as follows:-

"These batch of cases were de-linked while hearing another batch of appeals from the same state which were disposed-off by us by judgement dated 19th September, 2000. It is conceded by the learned counsel appearing for the state that in these cases we are concerned with employees who had been engaged initially on work charged basis and later on they were regularized and brought into the cadre of the service. It is also not disputed by the learned counsel appearing for the State that this period, which the employee have rendered on work charged basis, count for the purpose of increments in the cadre as well as the qualifying service for the pension. We, therefore, see no justification in not counting their period for the purpose of giving additional increment on completion of 8 and 18 years of service as well as 10 and 20 years of service for getting higher scale as per the Government circular, which obviously are intended to avoid stagnation in a particular grade."

- (iv) The State Government filed a review petition against the order of Hon'ble Apex Court in Ravinder Kumar's (Supra) case. In the said review petition, all the

facts and circumstances were brought to the notice of Hon'ble Apex Court including the judgement in case of adhoc service. The said review petition was, however, dismissed by the Hon'ble Apex Court.

- (v) Another attempt was made to place all the facts and circumstances in the matter before the Hon'ble Apex Court in SLP No. 4158 of 98 - State of Haryana Vs. Babu Ram. However, the said SLP has also been dismissed following the judgements in Ravinder Kumar's case.
- (vi) A number of Civil Writ Petitions, filed by employees having rendered service on work-charged basis, are still pending before the Hon'ble Punjab & Haryana High Court. While disposing of CWP No. 425 of 2002 - Ram Karan Vs. State of Haryana & others, it has been observed by the Hon'ble Punjab & Haryana High Court that :-

"Government being the largest employer in this country is expected to maintain certain requisite standards of service administration so as to avoid unnecessary harassment to its employees. Once the matter is settled up to the highest court of the land, the least that is expected from the Government is to grant benefit to its employees whether they were parties to the civil appeal before the apex court or not".

7. Decisions of the Government :

Keeping in view that the State Government has exhausted all remedies available under the law and the ratio of judgements referred to above, the Government has decided to implement the orders of the Hon'ble Punjab & Haryana High Court and the Hon'ble Supreme Court of India. Accordingly, in super-session of all instructions issued in this behalf hereinbefore, all the departments are directed to take action as follows :-

- (i) The adhoc service is not to be counted towards regular service for the purpose of calculation of prescribed length of service for the grant of additional increments on completion of 8/18 years service under the scheme introduced vide Government letter dated 07.08.1992, the Scheme introduced by the Government for Engineers of PWD (three wings) and Doctors vide Government Instructions dated 2.6.89 read with clarificatory instructions dated 16.5.90, and the higher standard scales under the scheme of Higher Standard Scales introduced for group 'C' & 'D' employees introduced vide letter dated 08.02.1994 but effective from 1.1.94.
- (ii) That the service rendered on work-charged basis followed by regular service which count for the purposes of increments in the cadre as well as qualifying service for pension, the same is to be taken into account for the purpose of calculation of prescribed length of service under the scheme of additional increments on completion of service of 8/18 years service implemented vide Government instructions dated 07.08.1992 and for grant of higher standard scales on completion 10/20 years service under the Scheme of Higher Standard Scales introduced by the Government vide letter dated 08.02.1994 in compliance of the orders of the Hon'ble Supreme Court of India in Ravinder Kumar's case.

Provided that the said benefits may be granted on notional basis on the relevant date(s) but the actual payment of arrears shall be confined to a period of 38 months prior to the issuance of these instructions. However, in cases where the requisite benefit has been granted by the Hon'ble Punjab & Haryana High Court, the payment of arrears be allowed to the petitioners in such cases

for a period of 38 months prior to the date of filing of civil writ petitions by them or the date of introduction of relevant scheme whichever is later. Further, in case there are specific directions by the Hon'ble Court in a given case to pay arrears for more than 38 months period, then the payments be made as per specific directions only. Other terms and conditions of the schemes shall remain unchanged.

- (iii) It may be please be ensured that the work charged service shall be countable towards the benefit of additional increments under the scheme introduced vide Government instructions dated 07.08.1992 and for Higher Standard Scales under the scheme introduced vide instructions dated 08.02.1994.

Sd/-

(Balwant Singh)

Under Secretary (Finance)

for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All the Administrative Secretaries to Government of Haryana in various Departments Heads of Departments/Divisional Commissioners/ Deputy Commissioners/SDOs (Civil) in Haryana/Registrar, Punjab & Haryana High Court at Chandigarh/ Accountant General (A&E) Haryana and the Accountant General (Audit) Haryana, with five spare copies in each case for use in the offices.

**GOVERNMENT OF HARYANA
FINANCE DEPARTMENT**

Office Memorandum

No. 6/16/2001-3PR(FD)

Dated, the 27th June, 2002

Subject : Clarification regarding counting of adhoc and work charged service towards the benefit of additional increments on completion of 8/18 years service and Higher Standard Pay Scale after 10/20 years service.

I am directed to refer to the office memorandum No. 6/16/2001-3PR(FD) dated 15.03.2002 on the subject mentioned above and to say that the Irrigation Department has sought clarification on the following points :-

- (i) Whether work charged service followed by regular service is to be counted for the purpose of calculation of prescribed length of service for grant of ACP Scales under the provisions of Haryana Civil Services (ACP) Rules, 1998 or not?
- (ii) If a person was appointed on Group D post on work-charged basis and has been promoted to the post of Group C also on work-charged basis, whether he is entitled to the benefit of ACP Scales under the provisions of Haryana Civil Services (ACP) Rules, 1998?

The matter has been examined in the Finance Department and the position emerges as under :

1. While disposing of Civil Appeal No. 5740-5741 of 1997, State of Haryana and others VS. Ravinder Kumar and others, the only issue before the Hon'ble Apex Court was, whether work charge service followed by the regular service is to be taken into account while calculating the prescribed length of service for the grant of additional increments on completion of 8/18 years service under the scheme introduced vide Govt. letter dated 07.08.1992 and higher standard pay scale after completion of ten and twenty years service under the scheme introduced vide Govt. letter dated 8.2.94.

2. The scheme of additional increments after completion of 8/18 years regular service was replaced by a new scheme i.e. Scheme of Higher Standard Pay Scales which was introduced vide executive instructions dated 8.2.94. The scheme of "Higher Standard Scales" ceased to be in existence w.e.f. 01.01.1996. A new Scheme of ACP scales has been introduced by the Government under the rules titled as "Haryana Civil Service (Assured Career Progression) Rules, 1998" framed under the provisions of Article 309 of the Constitution of India. The said Scheme is applicable w.e.f. 01.01.1996. Under the provisions of these rules, every Govt. employee, after regular and satisfactory service of 10 and 20 years (Rules 5 of the ACP Rules) is entitled to the first and second ACP scales who has not got any financial upgradation during such period in terms of grant of a pay scale higher than the functional pay scale prescribed for the post as on 31.12.1995 on which he was recruited as directly recruited fresh entrant. The issue regarding counting of work-charged service for the purpose of ACP scales under the provisions of ACP rules was not the subject matter of adjudication before the Hon'ble Apex Court in Ravinder Kumar's (supra) case.

3. From a perusal of the ACP Rule 5, it is clear that only regular and satisfactory service is to be taken into account while calculating the prescribed length of service of 10 and 20 years for the grant of first and second ACP scales. Needless to mention, the previous Schemes were introduced by way of executive instructions whereas the present Scheme of

ACP Scales has been introduced under the Rules framed under proviso to Article 309 of the Constitution of India.

4. There is a marked difference between regular service, adhoc service and work-charged service. The service conditions of regular employees are governed by Civil Services Rules, whereas, the services of work-charged employees are governed by the provisions contained in the PWD code. Rules regarding work-charged employees have been explained in paragraph Nos. 1.129 to 1.132 of the Code, which are reproduced as Annexure to these instructions for ready reference. Similarly, provisions regarding punishment to work-charged employees are contained in paragraphs Nos. 1.29 to 1.39 of PWD Code whereas Punishment and Appeal Rules, 1987 have been framed for the regular employees.

5. From a perusal of the above referred provisions of PWD Code, it is clear that work-charged service is certainly not on the same status and footing as regular service. This difference between a regular employee and a work-charged employee is well recognized by the Hon'ble Apex Court in the following cases :-

- (i) Jaswant Singh Vs. Union of India 1979 (4) SCC 440, the Hon'ble Apex Court held as follows :-

“A work charged establishment broadly means an establishment of which the expenses, including the wages and allowances of the staff, are chargeable to “works”. The pay and allowances of employees who are borne on a work charged establishment are generally shown as a separate sub-head of the estimated cost of the works. The work-charged employees are engaged on a temporary basis and their appointments are made for the execution of a specified work. From the very nature of their employment, their services automatically come to an end on the completion of works for the sole purpose of which they are employed. Thus a work-charged establishment is materially and qualitatively different from a regular establishment.”

- (ii) While disposing of the case of State of Rajasthan Vs. Kunji Raman 1997 (2) SCC517, the Hon'ble Apex Court relied upon the observations of Hon'ble Apex Court in Jaswant Singh's (Supra) case and held as follows :

“A work-charged establishment differs from regular establishment which is permanent in nature. Setting up and continuance of a work-charged establishment is dependent upon the Government undertaking a project or a scheme or a ‘work’ and availability of funds for executing it. So far as employees engaged on work-charged establishments are concerned, not only their recruitment and service conditions but the nature of work and duties to be performed by them are not the same as those of employees of the regular established. A regular establishment and a work-charged establishment are two separate types of establishments and the persons employed on those establishments thus form two separate and distinct classes. For that reason, if the separate set of rules is framed for the persons engaged on the work-charged establishments and the general rules applicable to persons working on regular establishments are not made applicable to them, it cannot be said that they are treated in an arbitrary and discriminatory manner by the Government. It is well settled that the Government has power to frame different rules for the different classes of the employees.”

6. During the course of arguments in the bunch matter in the main Civil Appeal No. 13423 of 1996 State of Haryana Vs. Haryana Veterinary & AHTS Association and others, a plea was taken by the respondents that State Government vide letter dated 20.08.1996 has already decided to count adhoc service while calculating the prescribed length of service for grant of additional increments under the scheme introduced by the State Government vide letter dated 07.08.1992, therefore, (it was claimed that) the said benefit should be extended for the grant of higher standard scales also. An additional affidavit was filed by the State in the Hon'ble Apex Court wherein it was submitted that though it was never the intention of Additional Increment's Scheme to grant the benefit of adhoc service, yet the State Government had to grant this benefit in order to comply with the orders of the Hon'ble Punjab and Haryana High Court passed in CWP No. 749,464 and 7137 of 94, para 2 of the letter dated 20.08.1996 indicative of this compulsion. Keeping in view the submissions of the State Government, the Hon'ble Apex Court did not allow the benefit of adhoc service followed by the regular service while calculating prescribed length of service for grant of Higher standard pay scales and selection grade.

7. Keeping the above in view, the first point raised by the Department of irrigation is answered in the negative. Work-charged service followed by regular service is not to be taken into account while calculating the prescribed length of service of 10 or 20 years for the purpose of grant of ACP Scales on the following grounds :-

- (i) Work-charged employees and regular employees constitute two different establishments governed by separate set of provisions and rules i.e. PWD Code and the Civil Service Rules respectively.
- (ii) The Hon'ble Supreme Court of India has accepted that the work-charged establishment and the regular establishment constitute two different classes of employees and such classifications is permissible under the constitution.
- (iii) Counting of work-charged service for the purpose of grant of ACP Scales was not the subject matter of adjudication before the Hon'ble Apex Court in Ravinder Kumar's Case.
- (iv) The ACP Scheme has been introduced by the Government by way of the Rules framed under the provisions of Article 309 of the Constitution of India and not by way of executive instructions.
- (v) Only regular satisfactory service is to be taken into account under the rules while calculating the prescribed length of service for grant of ACP Scales as provided under Rule 5 of the Haryana Civil Services (Assured Career Progression) Rules, 1998.

8. As regards the second point of clarification raised by the Department of irrigation, it is clarified that there is no provision in PWD Code for promotions of work-charged employees. As such, the promotions made by the Department from within the work-charged establishment were against the rules. Though there is every reason to fix responsibilities on account of irregularities committed by the Departmental officers in this behalf, yet it is felt that no useful purpose would be served at this stage in re-opening all those cases, especially when a large number of those officers would have retired by now. Since the first point raised by the Department has already been answered in the negative, the very basis for any clarification on the second point does not arise. Since the entitlement of ACP Scales is with reference to the completion of 10/20 years of regular and satisfactory service, such qualifying period has to be counted from the date of regularization of the work-charged employees in Government service treating such post and pay scale as the first entry into Government service.

9. However, the second point of clarification raises another related issue in the light of the irregularities committed by the Department in promoting people during the work-charged service. It is a fact that the Hon'ble Apex Court has allowed counting of the work-charged

service for the purpose of grant of higher standard scales under the said Scheme of Higher Standard Scales (introduced vide instructions dated 08.02.1994 and operative during the period of 1.1.94 to 31.12.95) in Ravinder Kumar's case. That being so, the cases of work-charged employees have to be processed for grant of higher standard scales in accordance with the provisions of the said scheme. The benefit of clarification given under Sr. No. 6 of the instructions dated 29.12.95 will not be applicable in their cases since the provisions contained in the PWD Code (which governed their service conditions) did not provide for promotions in their case. Accordingly, such of the work-charged employees who had been promoted from Group 'D' to Group 'C' while still being on work-charged establishment (though irregular) will be entitled to the grant of higher standard scales only with reference to the pay scale of the original post against which they were engaged initially. This is explained with the help of following illustration:

Illustration:

A person was engaged as cleaner on work-charged basis in the pay scale of Rs. 70-95, say, on 1.5.74 initially. Replacement scales of this post are Rs. 300-430 w.e.f. 01.04.1979, Rs. 750-940 w.e.f. 01.01.1986, and Rs. 2550-3200 w.e.f. 01.01.1996. He was, thereafter, irregularly promoted as a Driver in the pay scale of Rs. 420-700, say, w.e.f. 1.8.84 while still borne on the work-charged establishment. Revised pay scales for the post of Driver are Rs. 1200-2040 w.e.f. 01.01.1986 and Rs. 4000-6000 with effect from 01.01.1996. His services were regularised as a Driver, say, with effect from 1.5.87. His entitlement for the grant of 1st higher standard scale as on 1.1.94 would be for the pay scale of Rs. 775-1025 and the 2nd Higher Standard scale of Rs. 800-1150 w.e.f. 1.5.94 on completion of total 20 years service. This is because the promotion as a Driver was not admissible under the provisions of the code, and hence his entitlement for grant of higher standard scale will be with reference to the post and pay scale of Cleaner's post. However, he had already started drawing his pay on account of his irregular promotion as a Driver in the pay scale of Rs. 420-700/1200-2040 with effect from 1.8.84. Hence, his pay does not have to be re-fixed under the Higher Standard Scale Scheme. As regards his entitlement for 1st ACP scale, the same will be on completion of ten years, subject to eligibility, after completion of 10 years from the date of regularization of his service in accordance with the ACP Rules, which happens to be 1.5.97. Thus, he will be entitled to be placed in the 1st ACP Scale of Rs. 5000-7850 w.e.f. 1.5.97.

10. Even though the clarifications have been specifically sought by the Irrigation Department, there would be identical situation in other Departments/ Organizations having work-charged establishments. Hence, these general clarifications are issued for the benefit of all such departments and organizations which have had work-charged establishments and are faced with similar issues.

Sd/-

(Balwant Singh)

Under Secretary Finance (PR)

for Financial Commissioner & Principal Secy. to Govt.,
Haryana Finance Department.

To

All the Administrative Secretaries to Government of Haryana in various Departments/Heads of Departments/Divisional Commissioners/Deputy Commissioners/SDOs (Civil) in Haryana/ Registrar, Punjab and Haryana High Court at Chandigarh/ Accountant General (A&E) Haryana and the Accountant General (Audit) Haryana, with five spare copies in each for use in the offices.

Extract from the PWD Code**ANNEXURE****II - WORK-CHARGED ESTABLISHMENT**

1.129. Works establishment will include such establishment as is employed upon the actual execution, as distinct from the general supervision, of a specific work, of or sub works of a specific project, or upon the subordinate supervision of departmental labour, stores and machinery in connection with such a work or sub-works, provided that as an exception to the above, Mistries and Mates employed in the interests of Government on the technical supervision of contractors' work and khalasis attached to subordinates for assisting them on works will be treated a work-charged establishment. When employees borne on the temporary establishment are employed on work of this nature, their pay should, for the time being be charged direct to the work.

(2) Works establishment does not include Clerks, Draftsmen, Subordinate or extra establishment of any kind for the Divisional or Sub-Divisional Offices, such being properly chargeable to Temporary Establishment, but where Dak Runners are employed solely for a Particular work of a temporary nature, for a period not exceeding six months, they may be treated as work-charged establishment.

(3) The Chief Engineer and Superintending Engineers are empowered to classify as "Works" or "Temporary" those classes of establishment about whose correct definition there is doubt, subject to the concurrence of the Audit Officer and to the proviso that general principles for entertainment of such establishment are not infringed.

(4) Chief and Superintending Engineer are authorized to waive the rule which requires that works establishment must be employed on a specific work and to determine, in such cases the proportions in which the cost of such establishment shall be allocated between the works concerned.

Note— *As an exception to the general rule, the cost of Khalasis attached to subordinates may be charged to annual maintenance and Repairs or other estimates in such provision for it has been made with the sanction of the Superintending Engineer, or the Chief Engineer, Electricity Branch, as the case may be.*

(5) The cost of the works establishment must be shown as a separate sub-head of the estimate for a work.

(6) All pay bills for work-charged establishment shall be pre-audited by the Divisional Accountant and approved by the Divisional officer before payment. Before a member of the work-charged established, whose services have been dispensed with, is settled up under paragraph 303 of the Public Works Account Code, the Sub-Divisional Officer should invariably ascertain from the Divisional Office if there are any out standings against the man.

(7) Members of the work- charged establishment, other than Road Inspectors, who are engaged on the footing of monthly servants will be subject to discharge at 10 days' notice except in the case of serious misconduct or gross inefficiency (when no notice will be given) or on payment of pay for 10 days or for such period up to this extent as may be due to them in lieu of notice. Should they desire to resign they will be required to give 10 days' notice or forfeit pay for this period or for such period up to this extent as may be due to them in lieu of notice.

1.130. The powers of the various officers of the public works department to sanction the entertainment of work-charged establishment are specified in paragraph 20.6, Book of Financial Powers.

1.131. A Superintending Engineer may sanction the grant of bonus to work-charged establishment employed on excavating machines, provided the bonus is paid in accordance with such scales and principles as Government may, from time to time, determine in this behalf.

1.132. A work-charged employee is not entitled to any pension, leave or traveling or other allowances except in the following cases :-

- (i) (a) Short causal leave up to a limit not exceeding 15 days in a calendar year, subject to a maximum of 10 days at any one time, on full pay at the discretion of the Sub-Divisional Officer and under the ordinary rules for casual leave to ordinary establishment. This leaves will not be cumulative and will not be given in combination with leave without pay. This leave will be calculated on basis of the calendar year, but where an appointment is made during the course of a year, the amount of leave admissible will be calculated proportionately for the broken period.
 - (b) Holidays to the community for whom a particular day is held sacred, restricted to five days, in a calendar year in the case of each community, the employees concerned being allowed to select the religious festivals on which they would like to enjoy the concession; provided that not more than half of a gang employed on roads should be absent at one time.
 - (c) Alternate Sundays not more than half of the establishment to be absent on any one Sunday. The above concessions do not apply to casual labour on daily wages.
- (ii) At the discretion of the Divisional Office, actual traveling expenses not exceeding a single railway fare of the class, to which regular Government servants drawing the same pay are entitled, in case of places connected by rail and actual traveling expenses duly supported by original bus tickets, in case the places not connected by rail, for journeys, performed within the Punjab or to a bordering State or settlement in the interest of the work on which he is employed.
- “Halting allowance should be allowed to Work-charged Establishment at the same rates as are admissible to his counterpart in the regular establishment when a person spends the night away from his headquarters. No daily allowance will be admissible in case the person returns to his headquarters and does not spend the night out.”
- (iii) Transfer travelling allowance, i.e., Single railway fare or actual travelling including the cost of carriage of personal effects to Road Inspectors, Road Roller Drivers and Firemen, Mistries (including Electric Mistries), Electric Mechanics and employees on the work-charged establishment in the Public Health Circle for themselves and dependent members of their families who are not males of over 18 years of age on the occasion of their transfer in cases of sheer necessity in the public interest, subject to the following conditions:-
- (a) the limits of traveling allowances relating to the cost of carriage of personal effects and the class of railway accommodation admissible to regular Government servants of the same grades are not exceeded.
 - (b) the grant of traveling allowance will be at the discretion of the Divisional officer;
 - (c) the transfer is from one place to another, except in the case of Road Roller Drivers and Firemen when traveling allowance will only be allowed for transfer from one division to another;

-
- (d) the journey performed is in the interest of work on which the man is employed and not as a disciplinary measure.
 - (iv) Wound and other extraordinary pension and gratuities in certain cases;
 - (v) Grain compensation allowance;
 - (vi) Compensation under Workmen's Compensation Act, 1923 and ex-gratia payment of the amount which would have been statutorily payable if the accident had occurred in British India in respect of accidents which happen to the Punjab Public Works Department employees of the Irrigation and Building and Roads Branches in the tracts to which the Act has not yet been applicable.

Note (1) This rule does not apply to members of the temporary establishment whose pay is charged to works under paragraph 1.131 of this Code. The leave salaries, traveling and other allowances of such establishment are regulated by the rules applicable to temporary establishment.

Note (2) Rules for the recovery of rent from work-charged establishment are contained in paragraph 3.28.

***These instructions have been clarified vide
No. 6/83/2008-4PR(FD), Dated 10/12.06.2009.***

No. 1/35/2002-1PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments in Haryana,
Commissioner, Ambala, Hisar, Gurgaon & Rohtak Divisions,
All Deputy Commissioners and
Sub Divisional Officer (Civil) in Haryana,
Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 23rd April, 2003

Subject : Grant of benefit of Adhoc Service for the purpose of additional Increment(s) to Group C & D employees on completion of 8 and 18 years regular satisfactory service.

Sir,

I am directed to invite your attention to the Government circular of even No. dated 15th March, 2002, vide which decision of Government was communicated vide para No. 7 (i) of that circular to the effect that adhoc service was not to be counted towards regular, service for the grant of additional increments on completion of 8/18 years service under the scheme introduced vide Government letter dated 7.8.92 the scheme introduced by Government for Engineers of PWD (three wings) and Doctors vide Government instructions dated 2.6.89, read with clarificatory instructions dated 16.5.90 and the higher standard scales under the scheme of Higher Standard Scales for Group 'C' and 'D' employees introduced vide letter dated 8.2.94 but effective from 1.1.94.

2. Some of the Government departments have sought clarification on whether or not the benefit of adhoc service, granted earlier in terms of Finance Department's circular dated 20.08.1996 was to be withdrawn from the date of issue of circular viz. from 15.03.2002 or from the date it was granted to them.

3. The matter has been considered at length and it has been observed that the adhoc service was not to be counted for the purpose of grant of additional increment(s) and given benefit has been withdrawn vide instructions dated 15.03.2002, which are based on the judgments of Hon'ble Punjab and Haryana High Court and the Hon'ble Supreme Court of India. The Government has now decided that the granted benefit on account of adhoc service may be treated to have been withdrawn from the date it was earlier granted. However, no recovery of over payment involved after the period upto 14.03.2002, the day preceding the issuance of instructions dated 15.03.2002 is to be made. In other-words, pay of all such employees will be re-fixed notionally from the date of grant of benefit upto 14.03.2002 and actually from 15.03.2002. Legal course of action, warranted in a case, if any, may also be followed by the department in this regard.

4. The above instructions may be treated as a part of the earlier instructions dated 15.03.2002. These may please be brought to the notice of all concerned for strict compliance.

Sd/-

Under Secretary Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

***These instructions have been reiterated vide
No. 6/57/2007-3PR(FD), Dated 23.06.2009.***

**GOVERNMENT OF HARYANA
(FINANCE DEPARTMENT)**

No. 2/48/2000-5PR(FD)

23rd July, 2003

OFFICE MEMORANDUM

Subject : Clarifications regarding grant of benefit under the Schemes namely:

- (i) additional increment(s) at 10/20 years point in time scale;**
- (ii) additional increment(s) on completion of 8/18 years service;**
- (iii) Higher Standard pay scales on completion of 10/20 years of regular Satisfactory service.**

Sir,

Referring on the subject cited above, the under signed is directed to inform you that the State Government, being a welfare State, introduced the various schemes from time to time in order to take care of stagnation and lack of promotional avenues for Government employees belonging to Group 'C' and 'D'. In this regard a reference is invited to the Finance Department's following letters :-

- (i) Letter No. 9/9/91-3PR (FD), dated 14.05.1991.
- (ii) Letter No. 9/9/91-3PR (FD), dated 09.04.1992
- (iii) Letter No. 1/138/92-1PR (FD), dated 07.08.1992
- (iv) Letter No. 1/34/93-4PR (FD), dated 08.02.1994
- (v) Letter No. 1/191/92-4PR (FD), dated 14.06.1994
- (vi) Letter No. 10/108/94-4PR (FD), dated 29.12.1995
- (vii) Letter No. 1/34/93-4PR (FD), dated 01.04.1998
- (viii) Letter No. 2/3/98-5PR (FD), dated 7.12.1998

2. The Scheme of grant of additional increment(s) to Group 'C' and 'D' employees at 10th and 20th year point in the time scale as applicable w.e.f. 01.01.1986 was introduced vide FD's letter dated 14.05.1991 but effective from 01.01.1991. This scheme was modified vide letter dated 07.08.1992 by allowing additional increment(s) w.e.f. 01.07.1992 after 8/18 years of service in a particular service group. In replacement of the above scheme another scheme namely Higher Standard Pay Scale Scheme was introduced vide FD's letter dated 08.02.1994 but effective from 01.01.1994. Under this Scheme the benefit was to be extended to those employees who have not got any promotional/higher time scale/S.G. in their service career and have completed 10/20 years or more regular satisfactory service on or after 01.01.1994. The intention of the State Government behind introducing the above schemes was that every employee should get at least two promotions in his entire service career. However, lack of adequate promotional avenues for all in the administrative hierarchy posed a major problem in achieving the stated objective of the Government. An effort was made that if two promotions

could not be assured to each and every employee during his service career then at least two financial upgradations may be ensured.

3. Some clarifications were also issued vide FD's letter dated 09.04.1992, 14.6.94, 29.12.95, 1.4.98 and 7.12.98 to regulate the provisions of the above said schemes. Vide a detailed clarificatory letter dated 29.12.1995 which was regarding clarifications of all the above three schemes, the para 12 of the FD's letter No. 1/34/93-4PR(FD), dated 08.02.1994 which is as under, was deleted:-

“Since the grant of Higher Standard Pay Scale under these instructions is compensation for stagnation and is, therefore, based on length of service without involving higher responsibilities, this will be treated as a fortuitous circumstances and thus no benefit of step of pay to a senior just on the basis of seniority in the hierarchy will be admissible.”

On the other hand at point No. 10 of para 2 of FD's letter dated 29.12.1995 it was provided that pay/pay scale of the senior Government employee shall be stepped up to the level of his junior, in case a senior Government employee has got two promotions within his time of promotion and he becomes ineligible to a higher standard pay scale but his junior who has completed 20 years of service but has got no promotion, becomes eligible for 2nd higher standard pay scale. And in case the higher standard pay scale of the lower post happens to be higher than the pay scale of the promotional post, then pay scale of the senior shall be stepped up to the level of pay/pay scale of his junior.

4. In the letter No. 1/34/93-4PR(FD), dated 01.04.1998 it was stated that the Hon'ble Punjab & Haryana High Court while disposing of a bunch of writ petitions (main CWP No. 7255 of 1997- Surinder Singh & Others V/s State of Haryana) inter-alia held that:-

“In view of the statement made in para 12 of the circular dated 8th February, 1994, we hold that the benefit of higher standard pay scale to a senior on the ground that the pay of his junior has been fixed higher to his pay in terms of the scheme contained in the circular, shall not be admissible to such senior.”

It was also clarified vide letter dated 1.4.98 that the interpretation and modalities laid down by Hon'ble Punjab and Haryana High Court should be strictly followed and any provisions or clarifications which are inconsistent with the observations /interpretation as given by the Hon'ble Punjab and Haryana High Court should be considered to the extent of their inconsistency with the observations/interpretation of the Hon'ble Punjab and Haryana High Court.

5. Finance Department observes that the benefit of additional increment(s) granted vide letter dated 14.5.91, 7.8.92 and Higher Standard Pay Scales vide letter dated 8.2.94 was only meant for the Group 'C' and 'D' employees and the stepping up benefit is not admissible due to increases in pay or pay scales of junior Govt. employee by rendering more number of service in a particular service group as the same will be treated as fortuitous circumstances. Thus no benefit of stepping up is validly extendable ipso-facto to the officers of Group 'A' and 'B'.

6. FD also observes that in view of the observations of Hon'ble Punjab and Haryana High Court in CWP No. 7255 of 1997 and FD's instructions dated 01.04.1998, there was no necessity for the issuance of the instructions dated 7.12.98 which inter-alia provide that deletion of para 12 of instructions dated 08.02.1994 is valid. If it is treated so then clarification issued vide instructions dated 29.12.95 is to be treated to have been modified to the extent that condition mentioned in the para 12 of scheme issued vide letter dated 08.02.1994 is valid and no stepping up of benefit is admissible to the seniors just on the basis of seniority in the hierarchy, therefore, the clarification vide point 10 of the FD's instructions dated 29.12.95 is

inconsistent to the adjudication of the Hon'ble Punjab and Haryana High Court and should have been deleted.

7. From the explained situation it comes out that benefit of stepping up of pay to some of the ineligible officers/officials had been granted erroneously by the certain departments with or without the concurrence of the Finance Department. The Government after examination of the entire issue has now decided to clarify the position, which is as under :-

- (i) That the benefit under the schemes issued vide FD's letter dated 14.05.1991, 07.08.1992 and 08.02.1994, which was meant only for the employees of Group 'C' and 'D', is not validly extendable ipso-facto to the officers of Group 'A' and 'B'.
- (ii) That the provision contained in point No. 10 of para 2 of FD's letter dated 29.12.1995 is to be treated as withdrawn. Apart from the above, the deletion of para 12 of dated 08.02.1994, vide FD's letter dated 29.12.95 is also withdrawn. The instructions dated 7.12.1998 are also hereby withdrawn. Consequently the benefit of stepping up of pay allowed to the senior officers erroneously may of course be withdrawn/set right after affording them a reasonable opportunity of hearing. The recovery, if any, however may not be affected from the retrospective effect but can be affected from the date of issuance of these instructions.
- (iii) The officers who got erroneous benefit and got retired from service their cases be reviewed for the withdrawal of the same after giving them a reasonable opportunity of hearing. No recovery is to be made from them. However, their pension should be recomputed/refixed notionally for the period prior to the date of issue of these instructions and actually from the date of issuance of these instructions.

These instructions may be brought to the notice of all concerned for strict compliance.

Yours faithfully,

Sd/-

Under Secretary Finance (PR)

for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All the Administrative Secretaries to Govt., Haryana in various
Departments/All the Heads of Departments/Divisional Commissioners/
Deputy Commissioners/SDO (C) in Haryana.
The Registrar, Punjab and Haryana High Court at Chandigarh.
The Accountant General (A&E and Audit), Haryana.

No. 6/83/2008-4PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All Heads of Departments in Haryana,
Commissioner, Ambala, Hisar, Gurgaon & Rohtak Divisions,
All the Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 10th/12th June, 2009

Subject : Grant of benefit of Adhoc Service for the purpose of additional increment(s) to Group C & D employees on completion of 8 and 18 years regular satisfactory service.

Ref: This department instructions No. 6/16/2001-3PR(FD), dated 15.03.2002 and No. 1/35/2002-1PR(FD) dated 23.04.2003.

Sir,

I am directed to refer to the subject captioned above and to say that the instructions bearing No. 6/16/2001-3PR(FD), dated 15.03.2002 and clarificatory letter No. 1/35/2002-1PR(FD), dated 23.04.2003 were challenged before the Hon'ble High Court of Punjab & Haryana through the following CWP's :-

1. CWP No. 15555 of 2003 - Sheela Devi & others V/s State of Haryana.
2. CWP No. 15055 of 2003 - Badal Singh V/s State of Haryana.

2. While disposing a bunch of CWP's in main CWP No. 15555 of 2003 - Sheela Devi and others V/s State of Haryana, the Hon'ble Division Branch considered various judgments of Hon'ble Apex Court including the following:-

- (i) State of Haryana V/s Haryana Veterinary and AHTS Association.
- (ii) State of Punjab V/s Gurdeep Kumar Uppal.
- (iii) Bharat Singh & ors V/s State of Haryana & ors 2002(3) RSJ 472 (Decided by Hon'ble Punjab & Haryana High Court.)

3. After considering all the facts and circumstances relevant to the case, the Hon'ble High Court dismissed all these Writ Petitions vide order dated 27.04.2004 with certain observations amounting in specific case to be a bar on recovering the amount paid in excess as well.

4. While disposing of CWP No. 15055 of 2003 – Badal Singh V/s State of Haryana, the Hon'ble Court has observed as under :-

“Accordingly, petitioner No. 24- Smt. Santosh Sharma and all other petitioners similar situated were issued show cause notice regarding fixation of their pay. The show cause notice had quoted the aforementioned para from the letter dated March, 15, 2002 (P-4) and has called upon to show cause why the re-fixation in the cases of the petitioners be not ordered. The aforementioned petitioner duly filed the reply to the show cause notice. As the decision had already been taken by the respondents, the petitioners had approached this Court. It is appropriate to mention that a clarificatory order dated April 23,

2002 was also issued by the respondents. The operative part of the order shows that no recovery of over payment involved after the period upto March 14, 2002 was to be made. The pay of all such employees was to be re-fixed notionally from the date of grant of benefit upto March 14, 2002 and actually from March 15, 2002. The aforementioned para 3 from the letter is reproduced hereunder for facility of reference :-

“3. The matter has been considered at length and it has been observed that the adhoc service was not to be counted for the purpose of grant of additional increment(s) and given benefit has been withdrawn vide Instructions dated 15.03.2002, which are based on the judgments of Hon'ble Punjab and Haryana High Court and the Hon'ble Supreme Court of India. The Government has now decided that the granted benefit on account of adhoc service may be treated to have been withdrawn from the date it was earlier granted. However, no recovery of over payment involved after the period up to 14.03.2002, the day preceding the issuance of instructions dated 15.03.2002 is to be made. In other words, pay of all such employees will be re-fixed notionally from the date of grant of benefit upto 14.03.2002 and actually from 15.03.2002. Legal course of action, warranted in a case, if any, may also be followed by the department in this regard”.

The respondents have filed a detailed written statement by referring to various steps taken for breaking stagnation of pay scale and by ensuring that atleast two steps be provided to hike the pay scale of Group 'C' and 'D' employees. Para 5 of the written statement under the preliminary submissions categorically state that the Government letter dated March 15, 2002 (P-4) was issued after the reversion of the judgment of the Full Bench of this Court in Rakesh Kumar Singla's case (supra) by the Hon'ble Supreme Court in the case of Haryana Veterinary and AHTS Association's case (supra) and thereafter even a clarificatory letter was issued on April 23, 2003, which has clarified that the benefit of adhoc service for the purposes of 8/18 years additional increment has been withdrawn and the excess amount paid to an employee by counting adhoc service was not to be recovered.

The precise issue raised before us is whether service rendered by an adhoc appointee on the basis of appointment made de hors the recruitment rules could be counted for earning the benefit of higher scale of pay under the Government instructions or they are to be granted the benefit on being regularly appointed, in accordance with the recruitment Rules. As is already noticed that the matter is no longer res integra and in the case of Haryana Veterinary and AHTS Association's case (supra) it has been held that the benefit of adhoc service cannot be granted for the purposes of 8/18 years to release additional increments. It has been clarified that only that part of service could be counted for the purposes of reckoning 8/18 years which would count for seniority. The aforementioned decision has been followed and applied in the case of State of Punjab Vs. Gurdip Kumar Uppal, (2003) II SCC 732: (2001(3) SLR 256(SC)) and in the case of State of Punjab Vs. Ishar Singh, (2002) 10 SCC 6784 : (2002(2) SLR 289 (SC)).

If the facts of the present case are examined in the light of the principles laid down by the Hon'ble Supreme Court in the aforementioned judgments, it becomes evident that petitioner No. 24 and all other petitioners are not entitled to count the period of their adhoc service for the purposes of earning increment at the stage of 8/18 years or 10/20 years. Smt. Santosh Sharma was appointed on adhoc basis on September 7, 1972 and her service were regularized w.e.f. January 1, 1979. It is obvious that her service could be counted only from the date of regularization for the purpose of earning additional increment at the stage of 8/18 years or 10/20 years as the case may be. Similar would be the position in respect of other petitioners.

The prayer of the petitioners that no recovery should be made would also not require any detailed consideration in view of the letter dated April 23, 2003 issued by the respondent Department. The aforementioned letter, in fact incorporates the principle laid down by the Hon'ble Supreme Court in Sahib Ram Vs. State of Haryana and others, (1995) Suppl. 1 SCC 18: [(1994 (5) SLR 753(SC)], wherein it has been held that if upgraded pay scale is given due to wrong construction of relevant order by the authority concerned without any misrepresentation by the employee, then recovery of the payment already made would become irrecoverable.

In view of the above, the writ petition is dismissed."

Therefore, you are requested that the above mentioned observation of High Court in CWP No. 15555/2003 and 15055 of 2003 may be brought into the notice of High Court while contesting the cases of your department on this issue or while filing review application before the Hon'ble High Court. These observations may also be brought into the notice of Hon'ble Apex Court in case any SLP of the department concerned is pending before the Hon'ble Apex Court. Further, wherever any such or similar nature case is yet under consideration in your department, it needs to be disposed off in terms of these instructions while quoting the gist of the order passed by the Hon'ble Supreme Court urgently.

In the event, in certain cases where there is a requirement to re-open the cases settled before to bring them consistent with the said orders of Hon'ble Supreme Court, same must be re-opened expeditiously and settled by passing speaking orders afresh after giving a show cause notice to the concerned employee.

Yours faithfully,

Sd/-

Deputy Secretary, Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

Endst. No. 6/83/2008-4PR(FD)

Dated, Chandigarh, the 10/12-6-2009

A copy is forwarded to the Accountant General (A&E) and Audit, Haryana, Chandigarh.

Sd/-

Deputy Secretary, Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

A copy is forwarded to all the Financial Commissioners and Administrative Secretaries to Government, Haryana for information and necessary action.

Sd/-

Deputy Secretary, Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All the Financial Commissioners and Principal Secretaries to
Government, Haryana.
All Commissioners & Administrative Secretaries to Govt., Haryana.

U.O. No. 6/83/2008-4PR(FD)

Dated, Chandigarh, the 10/12-6-2009.

No. Spl-1/2009-2PR(FD)

From

The Financial Commissioner and Principal Secy. to Govt.,
Haryana, Finance Department.

To

All the Head of Departments, Commissioners of Divisions,
All the Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 12th June, 2009**Subject : Filing of Review Application against the orders dated 04.07.2008, passed by the Hon'ble High Court in CWP No. 7862 of 2008 — Hanumant Singh & Others V/s State of Haryana.**

Sir,

I am directed to refer to the subject noted above and to say that Hon'ble High Court of Punjab & Haryana disposed of various CWPs in terms of judgment of Hon'ble Punjab & Haryana High Court in CWP No. 7862 of 2006 titled Hanumant Singh & Others V/s State of the Transport Department. The operative part of the judgment is reproduced as under :-

- (a) adhoc/work charged service followed by regular service shall not be counted for the purposes of grant of higher pay scale/benefit of Assured Career Progression Scheme on completion of 8/18 or 10/20 years of service.
- (b) adhoc/work charged service followed by regular service shall not be counted for the purposes of grant of additional increment in the running scale on completion of 10/20 or 8/18 years of service.

2. Hon'ble High Court also decided in CWP No. 11054 of 2008 - Mohinder Singh Vs State of Haryana in terms of its judgment in Hanumant Singh Vs State of Haryana (in CWP No. 7862 of 2006 decided on 04.07.2008) whereas, the facts of this case were not identical with the facts of CWP No. 7862/2006. Therefore, Government has decided to file Review Application. A copy of draft Review Application filed by the Education Department in CWP No. 11054/2008 - Mohinder Singh Vs State is enclosed herewith with a direction to re-examine the cases pertaining to their departments and if the facts of cases of your department are different from the facts of the case of Hanumant Singh and the case has been disposed of in terms of judgment in CWP No. 7862 of 2006, in that case Review Application may be filed in the Hon'ble Punjab & Haryana High Court in consultation with Advocate General, Haryana without any delay.

Yours faithfully,

Sd/-

Senior Accounts Officer (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

IN THE HON'BLE PUNJAB AND HARYANA HIGH COURT AT CHANDIGARH

Review Application No. _____ of 2009,

In CWP No. 11054 of 2008

Mohinder Singh and other

Petitioners

Versus

State of Haryana and other

Respondents

Application under Section 151 read with order 47 of CPC to review the Order dated 07.07.2008 of this Hon'ble court in CWP No. 11054 of 2008.

Respectfully Showeth :

1. That CWP No. 11054 of 2008 was filed by Sh. Mohinder Singh and other with prayer to quash the order dated 15.03.2002(P-4) & 23.04.2003 (P-5), 07.06.2008 (P-8) by which respondents denied the additional increments after 8/18years of service by including adhoc service rendered by them.
2. That said writ petition was listed for hearing on 07.07.2008 for notice of Motion. During the course of argument it was pointed out by the counsel appearing on behalf of petitioners that relief claimed by the petitioners is squarely covered in their favour as per ratio of judgment of this court in Hanumant Singh and others Vs State of Haryana and others (CWP No. 7862 of 2006) decided on 04.07.2008. Since the counsel appearing on behalf of State Government failed to show anything to the contrary, this Hon'ble Court was pleased to allow the said writ petition in the same terms as in Hanumant Singh's case (supra).
3. That in CWP No. 11054 of 2008 the petitioners challenged the Government Notification dated 15.03.2002 and clarificatory letter dated 23.04.2003 and claimed benefit of adhoc service for grant of additional increments after 8/18 years service. Therefore, issue involved in this writ petition was already settled by Division bench of this Hon'ble Court in a bunch of writ petitions (in main CWP No. 15555 of 2003, decided on 27.04.2004) and in CWP No. 15055 of 2003, decided on 16.08.2006 titled as Badal Singh Vs. State of Haryana reported as SLR 2006(6) 379. Copy of judgment dated 27.04.2004 in main CWP No. 15555 of 2003 and judgment dated 16.08.2006 in CWP No. 15055 of 2003 are annexed herewith as annexure R-1 and R-2. Since the issue involved in this case was already settled by this Hon'ble Court and both these judgments were not before this Hon'ble Court at the time of disposing of Writ Petition filed by the petitioners and the case was disposed of at motion level. The present review application is filed with a prayer to review the order dated 07.07.2008 on the following grounds :-
 - (i) That the Government instructions dated 15.03.2002 (P-4) were issued by the State Government on the basis of observations of Hon'ble Apex Court in the cases mentioned therein. Thereafter, clarification was given

vide letter dated 23.04.2003 that excess amount already received by Government employees due to grant of benefit of adhoc service for grant of additional increments after 8/18 years will not be recovered.

- (ii) That said decision of State Government was challenged, by Government employees in various writ petitions. A bunch of writ petitions in main CWP No. 15555 of 2003 was disposed of by this Hon'ble Court. In these writ petitions the petitioners challenged the Government Notification dated 15.03.2002 and clarificatory letter dated 23.04.2003. While disposing of these writ petitions this Hon'ble Court considered all the facts and circumstances of the case and observations of Hon'ble Apex Court in some cases on this issue. Accordingly, this Hon'ble Court was pleased to dismiss all the writ petitions vide order dated 27.04.2004(A-I). However, it was observed by this Hon'ble Court that excess amount already received by Government employees due to grant of additional increments after 8/18 years service by counting adhoc service rendered by them cannot be recovered.
- (iii) That again the same issue was considered by this Hon'ble Court while disposing of CWP No. 15055 of 2003 (R-2). Operative part of the judgment is reproduced as under:-

"If the facts of the present case are examined in the light of the principles laid down by the Hon'ble Supreme Court in the aforementioned judgments, it become evident that Petitioner No. 24 and all other petitioners are not entitled to count the period of their adhoc service for the purposes of earning increment at the stage of 8/18 years or 10/20 years. Smt. Santosh Sharma was appointed on adhoc basis on November 7, 1972 and her services were regularized w.e.f. January 1, 1979. It is obvious that her services could be counted from the date of regularization for the purposes of earning additional increments at the stage of 8/18 years or 10/20 years as the case may be. Similar would be the position in respect of other petitioners.

The prayer of the petitioner that no recovery should be made would also not require any detail consideration in view of the letter dated April 23, 2003 issued by the respondent department. The aforesaid letter in fact incorporate the principle laid down by the Hon'ble Supreme Court in Sahib Ram Vs. State of Haryana and Others (1995) Suppl. 1 SCC 18 wherein it has been held that if upgraded scale is given due to wrong construction of the relevant order by the authority concerned without any mis-representation by the employee, then the recovery of the payment already made would become irrecoverable."

- (iv) That the issue involved in the present case was already settled by this Hon'ble Court in the above mentioned cases. In para 12 of the writ petition it has been mentioned by the petitioners that "the petitioners were given the benefit by the respondents themselves. They concealed nothing while being granted the aforesaid benefit. In such circumstances, the orders of recovery is contravent to the principle laid down by the Hon'ble Apex Court vide order dated 19.9.94 (P-10) and 20.02.2001 (P-11). Whereas, it has already been decided vide clarificatory letter dated 23.4.03 that excess amount will not be recovered.

- (v) That present case was disposed of by this Hon'ble Court in terms of judgment in CWP No. 7862 of 2006. A bunch of writ petition in main CWP No. 7862 of 2006 Hanumant Singh Vs. State of Haryana was listed for hearing on 4th July, 2008. While disposing of the said bunch of the writ petition this Hon'ble Court was pleased to consider the facts and circumstances of CWP No. 7862 of 2006. In that case the prayer of the petitioner was to quash order dated 10.5.06 vide which the benefit of seniority, higher standard pay scale and ACP scale granted after completion of 8/18 years service had been withdrawn.

It was observed by this Hon'ble Court that the petitioners were appointed as Diesel Pump Attendants on 11.12.73, 20.05.1977 and 18.07.1974 respectively. Subsequently they were promoted to the posts of Assistant Cashier in the pay scale of Rs. 400-600. Even list of Diesel Pump Attendant was prepared and the names of the petitioners also figured in seniority list.

The first grievance of the petitioner in civil writ petition No. 7862 of 2006 was that initially they were appointed as Diesel Pump Attendants through proper channel and their appointment was made after following due procedure. As such, they were entitled to seniority from the dates of initial appointments as Diesel Pump Attendants. The second grievance of the petitioner was that from the date of regularization i.e. w.e.f. the grant of seniority they are also entitled to regular pay scale of Diesel Pump Attendants. Apart from this they were also entitled to the revision of pay scale as admissible to Haryana Government employees by introduction Haryana Revised Pay Scales Rules, 1998 which were made applicable w.e.f. 01.01.1996. The petitioners had also averred that persons who are junior to them have already been granted pay scale of Rs. 5000-7800. Those junior persons were either appointed or promoted much after their dates of promotion as Assistant Cahiers. They also claim the higher standard pay scales after completion the 10/20 years service.

The case of the petitioner in CWP No. 7862 of 2006 was that in compliance with the orders passed in a petition filed by one Ishwar Singh, they have been granted the benefits and their pay had been fixed and arrears have been paid to them. Their appointment in the year 1973, 1974 and 1977 is substantive and not adhoc and even the benefit of seniority had been given to them. They received notices dated 8.3.06 to which they reply but without considering their reply, their substantive claim have been declined and the benefit of pay and Assured Career Progression/Higher Standard Pay Scale had been withdrawn vide orders dated 10.05.2006 and even recovery from them had been ordered which could not be done.

As per the stand taken by the respondent in CWP No. 7862 of 2006 adhoc service is not to be counted for the benefit of higher standard pay scale/Assured Career Progression on completion of 10/20 years service because the petitioners were appointed as Diesel Pump Attendants on temporary/adhoc basis. While disposing of the said case this Hon'ble Court considered all the incentives schemes issued by the State of Haryana vide which it was decided to grant some incentives in the absence of promotion with an object to remove stagnation. This Hon'ble

Court also considered the Government instructions dated 15.3.02 which was based on the observations of Hon'ble Apex Court in some cases mentioned therein. Accordingly it was held that :-

- (a) the adhoc/work-charged service shall not be counted for the purposes of grant of higher pay scales/benefit of Assured Carrier Progression Scheme on completion of 8/18 or 10/20 years service.
- (b) Adhoc/work-charged service followed by regular service shall be counted for the purposes of grant of additional increments in the running scale on completion of 10/20 or 8/18 years of service.
- (c) adhoc services/followed by regular service shall be counted for the purposes of pension and seniority.

Whereas, the facts of the present case were not identical with the facts of CWP No. 7862 of 2006. Because in the present case the petitioners were not claiming the benefit of seniority by counting their adhoc service. Moreover, the issue with regard to counting of adhoc service for grant of additional increments had already been settled by this Hon'ble Court in CWP No. 15555 of 2003 (R-I) and CWP No. 15055 of 2003 (R-II) whereas, these judgments were not before this Hon'ble Court. Therefore, the orders dated 7.7.08 of this Hon'ble Court in CWP No. 11054 of 2008 requires to be reviewed by this Hon'ble Court.

In view of the above explained position, it is respectfully prayed that the orders dated 7.7.08 may kindly be reviewed in the interest of justice.

Place : Chandigarh

Government Pleader Haryana

Dated :

***These instructions have been Modified partly
vide No. 2/38/2008-1PR(FD), Dated 23.04.2010.***

GOVERNMENT OF HARYANA

FINANCE DEPARTMENT

No. 6/57/2007-3PR(FD)

Dated: 23rd June, 2009

OFFICE MEMORANDUM

To

1. All the Administrative Secretaries to the Government of Haryana.
2. Registrar (General), the High Court of Punjab & Haryana.
3. All the Divisional Commissioners in Haryana.
4. All the Heads of Departments in Haryana.
5. All the Deputy Commissioners in Haryana.
6. All the Sub Divisional Officers (Civil) in Haryana.

Subject : Clarification regarding grant/withdrawal of grant of benefit under the schemes namely :

- (i) Additional increment(s) at 10th and 20th years point in time scale;
- (ii) Additional increment(s) on completion of 8 and 18 years of service;
- (iii) Higher Standard Pay scales on completion of 10/20 years of regular satisfactory service; and
- (iv) Other schemes in the nature of Assured Career Progression scheme

References:

- (i) Letter No. 9/9/91-3PR(FD), dated 14.05.1991;
- (ii) Letter No. 9/9/91-3PR(FD), dated 09.04.1992;
- (iii) Letter No. 1/138/92-1PR(FD), dated 07.08.1992;
- (iv) Letter No. 1/34/93-4PR(FD), dated 08.02.1994;
- (v) Letter No. 10/108/94-4PR(FD), dated 29.12.1995;
- (vi) Letter No. 1/34/93-4PR(FD), dated 01.04.1998;
- (vii) Letter No. 2/3/98-5PR(FD), dated 7.12.1998;
- (viii) Letter No. 2/48/2000-5PR(FD), dated 23.07.2003.
- (ix) Judgement of Hon'ble High Court of Punjab & Haryana dated 09.01.2009 delivered in C.W.P. No. 4563 of 2007 (Title: P.C. Manchanda and others Vs State of Haryana and others bunched with C.W.P. 9780 of 2008 and C.W.P. 12144 of 2008).

Sir,

Referring to the subject cited above, it is to make the appreciation of the issue clear that the issue of stepping up of the pay of a senior at par with that of a junior happens to be one amongst the most vexed, complicated and litigated upon issue that the Government has faced since the first scheme of affording 'financial up gradation' to the targeted employees facing the hardship of stagnation consequent to the non availability of adequate number of posts in the promotional (functional) hierarchy was introduced. The aspect of issue and rationale behind the ACP schemes needs a clear understanding as at times it is perceived to be at conflict with the

doctrine of 'senior must get more pay as pay compensates for responsibility being shouldered determines status'. Though now with the revised structure of pay, where 'Grade Pay' has been introduced as a distinct component constituting the 'Pay' and it is the 'Grade Pay' that is to be regarded as determining the status in the hierarchy in a limited way some of the perceived sense of disparity is expected to be set to rest, yet while addressing some of the issues rooted, in earlier schemes as also to be faced in times to come, a clear appreciation of and distinction between the issues relating to "financial up gradation based on length of service put in to offset the hardship of 'not been afforded an opportunity of functional promotion (or stagnation)' in terms of various ACP schemes" and other issues 'regulating stepping up of Pay to set off disparity' is required to be spelled out.

2. The entire rationale behind the ACP schemes hinges upon what was termed by the 5th Central Pay Commission (the Commission that formulated and recommended it as a structured scheme for the first time while dealing with reforms in structures of pay) as 'one needs more money as one grows old'. The distinctions and the rationale on which the schemes of ACPs are founded, have been explained in greater details under clause 'Rule 1' of the 'Memorandum Explanatory to the Haryana Civil Services (Assured Career Progression) Rules' 1998 and 2008 respectively. Though these memorandums form a part of the respective Rules, they are very rarely read, understood and quoted while settling disputes or defending cases before a court of law. For the benefit of clearer appreciation, the relevant extracts outlining the rationale are being appended as Annexure - II and III to this Memorandum as well.

3. As stands settled clearly and beyond ambiguity, parity can be sought to be established only amongst 'equally placed' beneficiary. In matters of 'service' and 'pay as a reward to service', there can be a large number of circumstances that would justify the 'distinction - doctrine of intelligible differentia' and would not permit the parity to be sought and sustained solely on routine rudimentary consideration of seniority in the hierarchy alone. Some of them have found a mention in the judgement under reference as well and they are:

(b) Parity of scales for senior and junior admit of exceptions 9. The application of ACP scales have always to be done with reference to terms of the scheme itself and it would be wrong to apply **the principle that a senior would always be entitled to a higher pay merely because a junior had obtained to such a higher scale.** There could be several instances when such a situation may not happen. Stepping up of pay on the only ground that a junior is drawing more pay will be untenable **where a junior is enjoying special pay for some arduous work and earns a higher pay, as pointed out by the Hon'ble Supreme Court in Surinder Kumar V. Union of India (2005) 2 SCC 313; AIR 2005 SC 1103.** The parity of pay shall only be in context of the constitutional principle of "Equal Pay for Equal Work" enacted through Article 39(d) of the Constitution of India. A similar situation may also result **when an adhoc promotee draws a higher pay on earlier officiating on a higher post, when he may have earned increments. When the previous pay is taken into account (pay protection) of fixing his pay on promotion, his senior cannot expect stepping up of pay*.** This situation was considered in the case of **Union of India Vs. R. Swaminathan (1997) 7 SCC, 690.** Another situation that the courts have dealt with is that **when a direct recruitee was offered scales attached to the post, when the same post was earlier meant for adhoc appointees of lower scales on contract, such an adhoc appointee cannot ask for stepping up of his pay if under a scheme** his service are sought to be regularised and his pay is fixed at the scale which he would have earned if his services have been**

regularised on that day. This situation was noted in **State of Karnataka Vs. Sh. G. Hallapa reported in (2002) 4 SCC 662.** The(re) may be another instance, **when there are two streams of promotional avenues and when the promotional post is occupied from two different feeder cadres, the issue of stepping up may not arise.** This situation was dealt with in a decision of the **Hon'ble Supreme Court in the case of Union of India Vs. O.P. Saxena (1997) 6 SCC 360.'**

[Emphasis has been added and expression in italics font has been inserted for highlighting relevant instances for the purposes of this Memorandum.];

- * Such a situation would arise when as per the condition of CSR, a person joins the service afresh after being in the employment of Haryana Government elsewhere. In such a situation, the pay being drawn by him on such eligible 'previous employment' is protected in the new employment even where the earlier employment happened to be in a relatively higher scale of pay. As he carries his protected pay in the new employment, when promoted to the next stage in hierarchy, his pay may appear to be higher than the persons promoted earlier than him.
- ** Such like situation arises in several situations. The regularization of services of adhoc and daily wage employees in early 90s in Haryana is one such instance.

4. In addition to the four specific situations quoted in the judgement under reference, there are a few other situations that are frequently encountered and where the issue of stepping up may not arise at all. Some of them are:

- (i) When the same post is occupied by both promoted and directly recruited incumbents. A promotee would carry his pay from the feeder post and get fixed in terms of the fixation formula relevant to him and the pay of a direct recruitee would be fixed in terms of the conditions of his appointment and the rule relevant to such an induction. The inductions 'by way of promotion' and 'by way of direct recruitment' are entirely different situations and 'the principle that a senior would always be entitled to a higher pay merely because a junior had obtained to such a higher scale (doctrine of higher pay for shouldering higher responsibility)' would not be applicable here.
- (ii) When a senior in the feeder post was found unfit for promotion and a junior was found fit and was promoted earlier. The senior in the feeder post was not debarred from earning annual increments as a consequence of 'being adjudged unfit' and was found 'fit to be promoted at a later stage', and while being promoted carried his pay to the promotional post. The junior promoted earlier, though would be senior to him in the promotional post, yet he cannot claim stepping up as both of them were equally permitted to carry their respective pay from the feeder post and there had been no discrimination on this account.

5. Appreciating the rationale behind the ACP schemes, it was devised to address and offset the financial hardship consequent to 'non requirement/availability of posts in the promotional hierarchy' promising financial up gradation on substantial promotion. The schemes promised at least two financial up gradations (now three in terms of ACP Rules, 2008) over a continuing and corresponding minimum length of service (of 10 and 20 years for instance in

terms of ACP Rules, 1998). This minimum length of service and the corresponding 'minimum financial up gradation' was to be reckoned from the date and scale of pay in which the individual eligible beneficiary entered into (directly recruited as a fresh entrant) the Government service. These schemes were 'in lieu of non availability of adequate avenues of promotions and consequential financial up gradations' and not 'in addition to whatever avenues of promotions and consequential financial up gradations available and availed' under the normal circumstances. To that extent, the scheme was an exception to the established norm (Rule) that a special (other than the normal annual increment) financial up gradation is justified only when the 'higher responsibility is shouldered by way of occupying a higher promotional post in the hierarchy'. The scheme promised at the least two (or three now in terms of 2008 ACP Rules) financial up gradation with the rider that such up gradations were not otherwise availed or forthcoming under the normal channel of exhausting or availing the functional promotions. So wherever the normal channel of promotional avenues are good enough to offer the requisite up gradations within the minimum prescribed time frame, this exceptional scheme had to keep quiet, to be sprung into force only when the normal channel was not good enough to that end. That is why the benchmark scale was the 'functional scale of pay attached to the post against which the Government servant was recruited as a direct recruited fresh entrant'. The rationale was that every employee must get at the least two financial up gradation counted from where he entered into service. The idea was not to give him 'an additional up gradation whenever he exceeds a predetermined minimum length of service in a scale of pay'. For instance, if the eligibility in terms of minimum time frame for getting afforded the said two financial up gradations are 10 and 20 years under some ACP scheme, wherever an employee gets two up gradations under the normal channel of service conditions (promotions, etc.) say within 5 years itself (less than 10 or 20 years) and thereafter continues at the same place in terms of scale of pay for a further 25 years even, he has no cause to feel aggrieved as what the ACP scheme envisaged to promise him after 10 and 20 years stood realised by him too soon (within 5 years in this example) and, further, the objective sought to be achieved was to afford him at least one and two up gradations at the turn of 10 and 20 years of service, something that stands achieved after 5 years alone.

6. The differentiating principles based on the rationale of the scheme would thus be to see.—

As to whether at the turn of the respective minimum length of service (10 and 20 years for instance) counted from the date on which the individual beneficiary employee was recruited into Government service as a direct recruited fresh entrant, did he get the requisite number of financial up gradation promised by the scheme with reference to the scale of pay in which he was inducted as fresh entrant by way of direct recruitee?

In all such cases where he got it under normal circumstances without applying the ACP scheme, he would not be eligible to the benefits offered by the scheme.

7. The differentiating principle here is that 'such of the employees belonging to Group C and Group D categories across the employment in Government and across all relevant scales of pay who have not got the requisite number of financial up gradations (with reference to the scale of pay in which they were recruited as 'a direct recruited fresh entrant in a regular fashion') within the respective minimum length of service as prescribed in the relevant ACP scheme constitute a class in themselves' and the 'objective sought to be achieved through the relevant ACP scheme happens to be to set right the hardship faced by this class of employees by affording financial up gradation faced by them due to stagnation'. The guiding principle and objectives sought to be achieved in the ACP schemes are, therefore, entirely different than the

'doctrine of higher pay for shouldering higher responsibility'. A large number of perceived disparity based on the erroneous presumption that the ACP schemes have to be consistent also with the "doctrine of higher pay for shouldering higher responsibility (promising higher pay to a senior in the hierarchy justifying stepping up of pay)" would thus be untenable. Some of such instances are as given below:

- (i) A junior in the hierarchy who, due to his personal eligibility under the ACP scheme (guided by the criteria founded upon length of service) is drawing a higher pay (may or may not in a higher scale of pay) is drawing a higher salary under the ACP scheme and not under the normal scheme founded on the 'doctrine of higher pay for shouldering higher responsibility'. In case of ACP Rules, 1998 or 2008, he is doing so under a different set of Rules altogether. Therefore, a senior who is yet to join 'a class of employees' on which the principle of ACP scheme applies is "differently placed" and thus cannot seek parity by seeking stepping up of pay. On his turn, however, as and when the senior becomes eligible to seek benefit under the ACP schemes, he would be entitled to it depending upon the applicability of scheme in his case as well.
- (ii) The objective of ACP scheme is to afford a minimum number of financial up gradations on completion of the respective minimum number of years of service as benchmark criteria counted from the date and scale of pay 'where he joined the service as a direct recruited fresh entrant'. When several such employees coming from different source of entry (carrying their different respective scale of pay on which they initially joined the Government service as a direct recruited fresh entrant) converge at any particular stage in the hierarchy (frequently faced when there are several streams of promotional avenues and when the promotional post is occupied from several different feeder cadres as also by directly recruited incumbents), their respective entitlement shall individually be determined with reference to the ACP scheme which has a close nexus with the 'respective scale of pay on which individual employee initially joined the Government service as a direct recruited fresh entrant'. A situation may, therefore, arise frequently where a senior, having joined the service in a lower scale of pay as a direct recruited fresh entrant, might have exhausted the benefits of ACP scheme while rising finally up to a lower scale of pay alone, but a junior, having joined the service in a relatively higher scale of pay as a direct recruited fresh entrant, is yet to exhaust his claim on benefit that the ACP scheme offers, and when he obtains the benefit, he is placed in a higher scale of pay even in terms of ACP scheme. (Such like situations are encountered more frequently where a direct recruitee is junior in service to a promotee.) Here also senior and junior are 'differently placed' and thus cannot seek parity by seeking stepping up of pay.

There can be several other such 'circumstantial differentiations'.

8. Tracing the background leading to the judgement under reference, the Government through its order dated 8th February, 1994 (arrayed as reference iv) put in place a scheme in the nature of ACP with clear stipulation in para 12 that read as given below:

- '12. Since the grant of higher standard pay scale under these instructions is compensation for stagnation and is, therefore, based on length of service without involving higher responsibilities, this will be treated as fortuitous circumstances and thus no benefit of step up of pay to a senior just on the basis of seniority in the hierarchy will be admissible.'

Subsequently, through a clarificatory memo dated 29.12.1995 (arrayed as reference v), under Sr. No. 10, following clarification was inserted:

	Points Raised	Clarification
'10	Where pay/pay scales of a junior Government employee becomes higher than the pay/pay scale of his senior due to grant of additional increment under scheme dated 7-8-92/higher standard pay scales, whether in such cases the pay/pay scales of senior may be stepped up or not to the level of his junior employee within the cadre?	The pay/pay scale of the senior Government employee shall be stepped up to the level of his junior provided (that) this benefit shall not be admissible to a senior Government employee vis-a-vis a junior Government employee who has been appointed on transfer basis. In case a senior Government employee has got two promotions within his line of promotion and so he becomes ineligible to Higher Standard Pay Scales but his junior who has completed 20 years of service and has got no promotion and becomes eligible for 2nd Higher Standard Pay Scale. In case the Higher Standard Pay Scale of the lower post happens to be higher than the pay scale of the promotional post, the pay scale of the senior shall be stepped up to the level of pay scale of his junior and his pay will be fixed assuming higher responsibilities for the pay scales so granted.'

This part of clarification was clearly against the basic philosophy guiding the ACP scheme that sought only to address the problem of stagnation where length of service without a financial up gradation is the sole criteria. Now with this clarification for instance, when a directly recruited incumbent after say 2 years of service is followed by a promoted incumbent from a feeder cadre where he, on being directly recruited, stagnated for more than 20 years before the said promotion while earning two Higher Standard Pay Scale/other financial up gradations, earned more than 20 annual increments, etc, the directly recruited incumbent was permitted, just after 2 years of service, the benefit of stepping up on the same footings as if he had also, after being directly recruited on the lower post, from which the promotee junior to him rose, stagnated for more than 20 years, before the said date on which the said promotee was inducted in the post becoming his junior, and earned two Higher Standard Pay Scale/other financial up gradations and earned more than 20 annual increments, etc. This was clearly a largesse that the scheme of ACP never envisaged. This miscarriage was noticed and set right in terms of decision of Government conveyed through instructions dated 23rd July, 2003 (arrayed as reference vii) which provided:

- (i) That the benefit under the schemes issued vide FD's letter dated 14.5.91, 7.8.92, and 8.2.94, which was meant only for the employees in Group 'C' and 'D', is not validly extendable ipso-facto to the officers of Group 'A' and 'B'.
- (ii) That the provisions contained in point No. 10 of para 2 of FD's letter dated 29.12.1995 is to be treated as withdrawn. Apart from above, the deletion of para 12 of (the FD's letter) dated 08.02.1994 vide FD's letter dated 29.12.1995 is also withdrawn. The instructions dated 07.12.1998 are also hereby withdrawn. Consequently the benefit of stepping up of pay allowed to the senior officers erroneously may of course be withdrawn/set right after affording them a reasonable opportunity of hearing. The recovery, if any, however, may not be affected from the retrospective effect but can be affected from the date of issuance of these instructions.

- (iii) (In all such cases where) the officers who got erroneous benefit and got retired from the service, their cases be reviewed for the withdrawal of the same after giving them a reasonable opportunity of hearing. No recovery is to be made from them. However, their pension (admissibility) should be recomputed/refixed notionally for the period prior to the date of issue of these instructions and actually from the date of issuance of these instructions.

9. In terms of the implication of the decision conveyed vide instruction dated 23rd July, 2003, though the 'additional benefit' accruing in terms of para: 10 of the instruction dated 29.12.1995 was to be withdrawn right from the inception of its grant yet no recovery was to be ordered/made for such consequential excess payments made on this account up to the date of issue of instruction i.e. 23rd July, 2003. Further, while ordering the withdrawal of the said benefit, an order was to be passed after affording a reasonable opportunity of being heard to the concerned employee (or pensioner) through a Show Cause Notice. As a consequence, wherever passed, there was invariably a time lag between the date on which an order consistent with the instruction dated 23rd July, 2003 were passed and the date 23rd July, 2003 itself and to this extent the order so passed had a retrospective implication. (For instance, even when, after giving a Show Cause Notice, the order was passed say on 1st October, 2003, the recovery was to be effected w.e.f. 23rd July, 2003 and thus the 'order contained a retrospective implication between 23rd July and 30th September.)

10. The implementation of the decisions conveyed vide instruction dated 23rd July, 2003 gave causes to feel aggrieved to a number of employees and some of them approached appropriately to various authorities to seek relief from the perceived injustice and one such instance culminated finally into the C.W.P. No. 4563 of 2007 before the Hon'ble High Court of Punjab & Haryana to be disposed off through order dated 09.01.2009 (judgement under reference - text appended as Annexure - I to this memorandum). The summary of sequence of events and its appreciation as forming part of the body of judgement is as reproduced below:

III. Details of instructions for claiming ACP Scales :-

4. The instructions which were applicable to all the Government employees of Group 'C' and Group 'D' provided, inter alia, that persons who had completed 20 years of regular service or more of satisfactory service before 01.01.1994 but who had got only one promotion or promotional scales/higher time scale/selection grade/, could be allowed in the place of present pay scale, the first higher standard scale with respect to the pay scale of the post applicable from 01.01.1986. Any employee who completed such regular satisfactory service of 20 years after 01.01.1994 but had got only one promotion or the higher pay scale could be allowed the first higher standard scale with effect from the first day of the month following the month in which he completed such service. In case of an employee who had got promotion already but the pay scale of the promotional post was only equal to or lower than the pay scale of the feeder post, the benefit of higher standard scale was also to be given.

IV. The petitioners grievance :-

5. The petitioners' complaint was that in spite of the applicability of the instructions for the higher scales, they had not been awarded the same and certain representations yielded to fresh instructions dated 29.12.1995 granting the benefit of stepping up of their pay with effect from 01.04.1995 instead of 01.01.1994 as has been previously said in the earlier instructions. The instructions had also specifically given the scales of pay at the various levels, namely, at Rs. 1400-2300 as was applicable w.e.f. 01.01.1986. The corresponding higher pay scale was given as Rs. 1600-2660. This scale of Rs. 1600-2660 was higher than the revised pay scale of Rs. 1400-2600 and as

such benefit of first higher pay scale was admissible. However, in the case of Head Draftsmen, the modified pay scale w.e.f. 01.05.1990 remained at par with the higher standard pay scale admissible on the basis of pay scale of Rs. 1600-2660. In such an event, the instructions stated that the benefit of higher standard pay scale could not be availed but they would be entitled for stepping up their pay in the manner specifically set forth in the notification. It could be noticed that the Assured Career Progression Scheme itself was only to act as an incentive in the nature of employment with assured promotions. If any employee had already received two promotions or more, by implication, the benefit of Assured Career Progression Scales was not applicable at all. According to the petitioners, it was this aspect which was lost sight of - Assured Career Progression Scales had been given across the board to all persons holding the posts of Draftsmen and who, in some cases, had been promoted as Head Draftsmen. The instance of a mistake, as pointed out by the petitioner, was the case of Abhnashi Lal Chugh who was originally a Tracer, later promoted as Draftsman and still later promoted as Head Draftsman, had also been given the Assured Career Progression Scales but during the relevant period, *the said person had received two promotions and that his initial appointment was on a lower post as Tracer and the benefit granted under the Assured Career Progression Scale for him who had obtained two promotions was clearly wrong.* When they found out the mistake and sought the recovery against Abhnashi Lal Chugh, they applied the same yardstick to all the persons such as petitioners who had obtained promotion in some cases as Draftsmen. The order of withdrawal of the stepped up pay scales was given effect by the proceedings impugned in the writ petition on 15.01.2007. The petitioners treated all the Draftsmen at par and visited to some persons with similar orders of withdrawal of ACP Scales and for recoveries subsequently by its proceedings dated 17.04.2008 which came to be challenged in the other two writ petitions referred to above.' (emphasis has been added)

11. In the said bunch decided vide order dated 09.01.2009, the issues under examination included the implementation of instruction dated 23rd July, 2003 as well. The Hon'ble court decided the issue in terms of the operating part of the judgement that is reproduced below :

'12. Whatever the petitioners had not been apprised of, would be really irrelevant so long as the mistake which the Department had committed, was found later and all the petitioners had been granted an opportunity to show cause against the withdrawal of the benefits. **It had not sought for return of the entire amount that had been wrongly paid by stepping up of the pay. On the other hand, it had specifically mentioned that no recovery will be effected with retrospective effect but would be effected only w.e.f. 23.07.2003 from the date of issue of instructions by the Finance Department.** If there is a scope for intervention in this regard, it is this direction that would have to be modified. None of the petitioners could be imputed with any fraud or any voluntary act on their part that had resulted in payment of higher pay. **While not finding fault with the withdrawal of the benefit of higher scale by stepping up of their pay for what they were not entitled, we find interest of justice would be best sub served if the recovery which had been ordered w.e.f. 23.07.2003 is modified to the effect that there shall be no recovery at all for any excess amount paid. The Department would be entitled to recompute/refix the scale of pay notionally for the period from the day when their scales were stepped up and the retiral benefits would be paid on such notional refixation of pay. Here again, we direct that there shall be no recoveries for any excess payment that have been made for the retired employees.**

13. All the writ petitions, therefore, are disposed of with the **direction that higher scale of pay, if they have been refixed by stepping up their pay only on the ground that some juniors have been granted higher pay, shall be withdrawn. No recoveries shall be made for excess payments made already. The retiral benefits shall be refixed/recomputed on a notional refixation of the pay drawn on the last day of retirement of the respective employees. If the higher pay to the petitioners has resulted from the application of ACP Scales, then there is no question of withdrawal of benefits and there will also be no question of recoveries to be made.** The decision and reasoning in C.W.P. No. 4563 of 2007 will govern also the findings in C.W.P. Nos. 9780 and 12144 of 2008. **The petitioners in the respective writ petitions will also be not entitled to the higher scale of pay if they had been stepped up on a wrong basis, apart from the fact that they not also be liable for any recovery. The retiral benefits whenever arise, they shall be recomputed on notional refixation of pay without stepping up their pay.** The impugned orders are set aside for re-examination of the issue in the light of the observations made above.'

As an implication, therefore, any retrospective recovery with reference to the benchmark date i.e. 23rd July was found unjustified, and ordered to be 'revoked' by the Honorable High Court. That is to say that 'there had to be no recovery at all for any excess amount paid even pertaining to a period between 23rd July, 2003 and the date on which the orders were passed withdrawing the benefit'.

12. Now, therefore, in addition to all the various actions that this judgement may require qua the individual merit in similar other cases to be taken otherwise, it has been decided that following action must be initiated and completed immediately :

- (i) Wherever orders pursuant to the instruction dated 23rd July, 2003 has already been passed while ordering recoveries w.e.f. 23rd July, 2003, the same should be modified bringing them consistent with the decision of Hon'ble High Court dated 09.01.2009 by redrawing the date of applicability to be substituted as 'recomputed/refixed notionally for the period prior to the date of issue of the order (as against instructions dated 23rd July, 2003) and actually from the date of issuance of the order withdrawing the benefits promised by part of instruction dated 29.12.1995 (that stood withdrawn vide instruction dated 23rd July, 2003). Such a correction should be made in substitution of the order already passed with same number and date. Such a modification must be carried out within 20 days counted from the date of issue of these instructions.
- (ii) In all such cases where some other litigation is pending before the court(s) of law on similar/same issues, early hearing be sought and the import of this judgement be brought appropriately into the notice of respective courts of law. Such applications of early hearing quoting the urgency must be moved within 7 days of issue of this memorandum. In all such cases where pending final disposal injunctions have been issued by the court of law, application for vacating such an injunction order should also invariably be moved simultaneously.
- (iii) The urgency assumes significance as the Hon'ble Court has also ordered that **'there shall be no recovery at all for any excess amount paid** (even pertaining to a period between 23rd July, 2003 and the date on which the orders were passed withdrawing the benefit'. In effect it would mean 'undue benefit' shall continue to be perpetuated in favour of the employee for as long as the final order on 'withdrawal of the benefit of **higher scale of pay, if they have been refixed by stepping up their pay only on the ground that some juniors have been granted higher pay (and other consequential benefits such as increased pension)**' is not made. In these circumstances, therefore,

any undue delay would amount affording unjustified enrichment in favour of the recipient employee whose claim has been found unjustified in terms of the judgment under reference for as long a time as is taken in passing a proper order withdrawing the same. All such cases should, therefore, be pursued with utmost urgency.

- (iv) Once the injunction has been lifted or, as the case may be, case has been disposed off in terms similar to the judgment under reference either in terms of sub clause (i) above, or alternatively, in all such cases where order withdrawing the benefits could not be passed due to injunction order or, as the case may be, due to pendency of the case before the court of law, by passing fresh orders. Wherever a fresh order is to be passed the same must be passed finally within 20 days counted from the date of lifting of injunction or, as the case may be, decision of the court of law. While doing so, in all cases where a reasonable opportunity of being heard has not been afforded so far, the same should be afforded. It is suggested that all the employees/retirees falling under this category be afforded the said hearing on one or two predetermined dates by issuing individual notices to be supplemented by 'Collective Notice issued through News Paper' as well.
- (v) In all such cases where the cases of similarly placed employees who are continuing to draw the benefit of **'higher scale of pay on the pay being refixed by stepping up on the sole ground that some juniors were granted higher pay'** (or, as the case may be, an increased pension is being paid to the retirees as a consequence thereof) due to reasons other than any injunction order of a court of law, the order of withdrawal of the benefit of higher pay scale found unjustified in terms of the judgment under reference be passed finally within 20 days counted from the date of issue of this instruction. While doing so, if a reasonable opportunity of being heard has not already been afforded so far, the same should be afforded. It is suggested that all the employees/retirees falling under this category be afforded the said hearing on one or two predetermined dates by issuing individual notices to be supplemented by 'Collective Notice issued through News Paper' as well.
- (vi) Save in terms of specifically protected, any order/instruction/advice issued by the Finance Department on the subject or, as the case may be, related to the subject that, either wholly or partially, hinders the implementation of the decisions conveyed vide this memorandum must, to the extent of inconsistency prompting the said hindrance need to be treated as withdrawn without any further reference to the Finance Department.
- (vii) Cases where benefits contrary to the expectations of these instructions stands admitted to individual employee in compliance with the orders of court of law that has attained finality between the parties (with the employee in question being a party to the judgement) shall not be reopened in terms of these instructions.
- (viii) Time being an element of utmost importance here as any delay shall cost 'pecuniary loss' to the employer exchequer, frivolous correspondences/ references must be avoided scrupulously. In the dire urgency of seeking advice, personal contacts/interviews must be resorted to liberally rather than making time consuming references in routine.
- (ix) Whenever a cause may so arise, these instructions shall apply mutatis mutandis on the affected retirees as well while re-computing their respective retiral benefits based on notional refixation of pay without stepping up their

pay. Consequential recovery arising in terms of judgment dated 09.01.2009, if any, may also be ordered to be made, but only after following the procedures relevant to it.

13. Appreciating the financial implications involved, it must be noted that 'an otherwise appearing to be a meager benefit of just Rs. 100/- per month as pay' when translated in terms of its cumulative financial implication under the assumption that it is availed for 20 years and further perpetuated at the rate of Rs. 50/- per month as component of pension for another 20 years (with an assumed rate of cost of money or interest or Dearness Component as 8% per annum and in other usual presumptions), this single largesse amounts to a cumulative nominal outgo from exchequer as Rs. 5,95,700/-(about 6,000 times) with the cumulative Net Present Value on the date of award being Rs. 82,700/- (about 900 times). It is a huge outgo and, if found unjustified, it is a huge 'financial loss to the Government'.

14. The calculations given above is expected to foster a feeling of responsibility encouraging all concerned to act swiftly and save the exchequer from unnecessary further burden on this account by meeting the actionable deadlines indicated in this memorandum. It may, therefore, attract utmost importance and any negligence on this account causing further loss to the Government must be scrupulously avoided at all costs.

15. Though in a normal reading of the judgment under reference, it may appear to be just a passing remark, yet the observation of the court appearing in para 10 that reads: 'The impugned order dated 15.01.2007 in C.W.P. No. 4763 of 2007 cites of the office order No. 197/E-II dated 08.03.1996 that 81 Head Draftsmen (HDM) were stepped up to the scale of Rs. 2000-3200 w.e.f. 01.04.1995 to the level of their juniors and consequently the benefit of stepping up of pay allowance to the senior officers was sought to be withdrawn. **The situation under which the juniors earned higher pay is not discernible from the order**' speaks volumes about the common cause for 'poor quality' of orders passed by the administrative authorities. The orders passed in such a situation involving financial implications are expected to be 'eloquently speaking', but at the least they must 'discern' clearly the cause of its own existence.

16. These instructions shall come into force with immediate effect.

17. Wherever the situations are similar in cases of PSUs, etc, wholly or substantially owned or controlled by the Government of Haryana or, as the case may be, autonomous institutions aided by the Government of Haryana (including the Universities and Aided Institutions) who largely adopt the Government instructions, these instructions must be implemented through the respective Administrative Department(s) with equal sense of urgency.

18. These instructions should be brought to the notice of all concerned for strict compliance.

Sd/-

Senior Account Officer (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

A copy is forwarded to the following for information and necessary action at their end :

1. Accountant General (A & E), Haryana.

Sd/-

Senior Account Officer (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

ANNEXURE - I

[Judgement of Hon'ble High Court of Punjab & Haryana dated 09.01.2009 delivered in C.W.P. No. 4563 of 2007 (Title: P.C. Manchanda and others Vs State of Haryana and others bunched with C.W.P. 9780 of 2008 and C.W.P. 12144 of 2008)]

C.W.P. No. 4563 of 2007**IN THE HIGH COURT OF PUNJAB AND HARYANA AT CHANDIGARH****C.W.P. No. 4563 of 2007****Date of decision: 09.01.2009**

Prem Chand Manchanda and others

Petitioners

Versus

State of Haryana and another

Respondents

CORAM: HON'BLE MR. JUSTICE MEHTAB S.GILL**HON'BLE MR. JUSTICE K.KANNAN**

1. Whether Reporters of local papers may be allowed to see the judgment?
2. To be referred to the Reporters or not ? Yes
3. Whether the judgment should be reported in the Digest? Yes

Present: Mr. Raghuvinder Singh, Advocate and
Mr. Ravi Sharma, Advocate
for the petitioners.

Mr. Harish Rathee, Sr. D.A.G., Haryana

2. C.W.P. No. 9780 of 2008

Kulwant Singh and others

Petitioners

Versus

State of Haryana and others

Respondents

Present: Mr. Ravi Sharma, Advocate with
Mr. Sunil Bhardwaj, Advocate
for the petitioners.
Mr. Harish Rathee, Sr. D.A.G., Haryana

3. C.W.P. No. 12144 of 2008

Jarnail Singh and another

Petitioners

Versus

State of Haryana and others

Respondents

Present: Mr. Ravi Sharma, Advocate with
Mr. Sunil Bhardwaj, Advocate
for the petitioners.
Mr. Harish Rathee, Sr. D.A.G., Haryana.

K.KANNAN, J.**I. Nature of list**

The benefit of retaining the stepped-up pay by giving effect to Assured Career Progression Scales in the department of PWD and its subsequent withdrawal by the department gives rise to these bunch of writ petitions that affect fairly a large number of persons who have figured as petitioners in the respective writ petitions.

2. CW.P. No. 4563 of 2007 seeks for quashing of the proceedings of respondent No. 2 dated 15.01.2007 (Annexure P-6) under which the increased pay scales granted to the petitioners earlier on 08.03.1996 had been withdrawn. The impugned order, however, clarified that no recoveries would be effected with retrospective effect but that recovery would be effected from 23.07.2003 i.e. from the date of issue of instructions by the Finance Department. The impugned order further stated that the pension of the retirees would be compounded/refixed notionally for the period prior to the date of issue of instructions dated 27.03.2003 and actually from the date of issuance of directions i.e. 23.07.2003. C.W.P. Nos.9780 and 12144 of 2008 impugned the order of respondent No. 2 issued on 17.04.2008, similarly, withdrawing the benefits of stepping up of pay granted to the petitioners and for recovery in the manner stated in the earlier order.

II. Facts giving rise to the dispute

3. All the petitioners had initially joined services of the respondent department as Draftsmen. The promotional post for them was Head Draftsmen. During their employment with the respondent-department, pay scales of all categories had been revised w.e.f. 01.01.1986 and consequent upon some anomalies pointed out by the employees association in some departments, pay scales were modified w.e.f. 01.05.1990 instead of 01.01.1986. The modification of the pay scales meant better emoluments but they had the benefit only from 31.04.1990 through modified instructions issued on 23.08.1990. The department came to issue another set of instructions on 08.02.1994 providing for Assured Career Progression Scales to prevent stagnation in service. The issue of how these instructions operated in the manner of their application together with the subsequent modifications that were effected gives rise to the core controversy between the parties.

III. Details of instructions for claiming ACP Scales

4. The instructions which were applicable to all the Government employees of Group of 'C' and Group 'D' provided, inter alia, that persons who had completed 20 years of regular service or more of satisfactory service before 01.01.1994 but who had got only one promotion or promotional scales/higher time scale/selection grade/, could be allowed in the place of present pay scale, the first higher standard scale with respect to the pay scale of the post applicable from 01.01.1986. Any employee who completed such regular satisfactory service of 20 years after 01.01.1994 but had got only one promotion or the higher pay scale could be allowed the first higher standard scale with effect from the first day of the month following the month in which he completed such service. In case of an employee who had got promotion already but the pay scale of the promotional post was only equal to or lower than the pay scale of the feeder post, the benefit of higher standard scale was also to be given.

IV. The petitioner's grievance

5. The petitioners' complaint was that in spite of the applicability of the instructions for the higher scales, they had not been awarded the same and certain representations yielded to fresh instructions dated 29.12.1995 granting the benefit of stepping up of their pay with effect from 01.04.1995 instead of 01.01.1994 as has been previously said in the earlier instructions. The instructions had also specifically given the scales of pay at the various levels, namely, at

Rs. 1400-2300 as was applicable w.e.f. 01.01.1986. The corresponding higher pay scale was given as Rs. 1600-2660. This scale of Rs. 1600-2660 was higher than the revised pay scale of Rs. 1400-2600 and as such benefit of first higher pay scale was admissible. However, in the case of Head Draftsmen, the modified pay scale w.e.f. 01.05.1990 remained at par with the higher standard pay scale admissible on the basis of pay scale of Rs. 1600-2660. In such an event, the instructions stated that the benefit of higher standard pay scale could not be availed but they would be entitled for stepping up their pay in the manner specifically set forth in the notification. It could be noticed that the Assured Career Progression Scheme itself was only to act as an incentive in the nature of employment with assured promotions. If any employee had already received two promotions or more, by implication, the benefit of Assured Career Progression Scales was not applicable at all. According to the petitioners, it was this aspect which was lost sight of. Assured Career Progression Scales had been given across the board to all persons holding the posts of Draftsmen and who, in Some cases, had been promoted as Head Draftsmen. The instance of a mistake, as pointed out by the petitioner, was the case of Abhnashi Lal Chugh who was originally a Tracer, later promoted as Draftsman and still later promoted as Head Draftsman, had also been given the Assured Career Progression Scales but during the relevant period, the said person had received two promotions and that his initial appointment was on a lower post as Tracer and the benefit granted under the Assured Career Progression Scale for him who had obtained two promotions was clearly wrong. When they found out the mistake and sought the recovery against Abhnashi Lal Chugh, they applied the same yardstick to all the persons such as petitioners who had obtained promotion in some cases as Draftsmen. The order of withdrawal of the stepped up pay scales was given effect by the proceedings impugned in the writ petition on 15.01.2007. The petitioners treated all the Draftsmen at par and visited to some persons with similar orders of withdrawal of ACP Scales and for recoveries subsequently by its proceedings dated 17.04.2008 which came to be challenged in the other two writ petitions referred to above.

V. The State's defence

6. The justification preferred by the respondents was that the claim for grant of ACP was originally applied as Rs. 10,000/- and Rs. 20,000/- in the time scale but to Group 'C and Group D' employees vide letter of the Government dated 14.05.1991 to take effect from 01.01.1991 itself and was implemented on 07.08.1992. The subsequent claim for ACP referred to its application that refers to the completion of years of service, namely, 8/18 years. This period of 8/18 years had been subsequently changed as 10/20 years by Government letter dated 08.02.1994 which was to take effect from 01.04.1994. This claim was again modified on 01.01.1996 by the introduction of Haryana Civil Services Assured Career Progression (Rules, 1998).

7. When this scheme through its notifications and later through the rules came into effect, it gave rise to some anomalous situation requiring several clarifications to be issued over a period of time. In a writ petition filed by Surinder Singh and others in C.W.P. No. 7255 of 1997, this Court dealt with the issue of counting of adhoc service for computing 'regular satisfactory service' for entitlement to ACP Scheme. In the factual position that the case grappled with, the Court observed that the benefit of higher standard pay scale to a senior on the ground that the pay of his junior had been fixed higher to his pay in terms of the scheme contained in circular shall not be admissible to such a senior. This observation was purported to be in consideration of the instructions dated 08.02.1994. The rationale of such a statement was that the ACP Scales were intended to provide for higher scales based on length of service without involving higher responsibilities and hence in cases where a junior earned higher pay under fortuitous circumstances, no benefit of step up of pay would be admissible only on the basis of seniority. The judgment sent the department scurrying to issue the notification dated 23.07.2003 that withdrew the clarification that it had given on 29.12.1995 (Annexure P-3) in C.W.P No. 4563 of 2007 in answer to a query that the scale of senior employee would be stepped up to the level of

his junior provided this benefit shall not be admissible to a senior Government employee besides junior Government employee who had been appointed on temporary basis. It only confirmed the earlier instructions made on 08.02.1994 (Annexure P-2) that the higher standard pay scale being in the nature of compensation for stagnation and as an incentive based on length of service without involving their responsibilities, there would be no benefit of stepping up of pay to a senior just under the head of seniority. The Government felt that it had stepped up the scales of pay to the seniors only on the basis of the seniority over the scales of some of the juniors and sought to withdraw the benefit and also obtained recoveries in the manner referred to in the impugned notice. Preparatory to the action, the Government had issued a show cause notice and a final order had been made.

VI. Relevant considerations:

(a) Basis of Surinder Singh's Case

8. The impugned order is on a perception that while applying the ACP Scales, instead of taking the relevant number of years qualifying for the entitlement, there had been wrong application of the normal principle applied in service jurisprudence that the scales of pay of the seniors should be stepped up to match with the scale of a junior. It had been found that such a stepping up of scales were made for certain seniors when the juniors had been given a higher pay and purporting to apply the principle of law laid down by this Court in **Surinder Singh and others Vs. State of Haryana** in C.W.P. No. 7255 of 1997 dated 10.09.1997 that the benefit of higher standard pay scale to a senior on the ground that pay of his junior had been fixed higher to his pay in terms of the scheme contained in the circular ought not to be admissible to such senior. This decision had been rendered particularly in reference to a point raised before the Bench whether period of adhoc service should be counted for reckoning the qualifying number of years of service for extending the benefit of the ACP Scheme. The Bench was merely reaffirming a clarification that had already been given by the Department that such a benefit could not be extended only on the ground of seniority, without reference to the number of years of regular satisfactory service within the cadre.

(b) Parity of scales for senior and junior admit of exceptions

9. The application of ACP Scales have always to be done with reference to the terms of the Scheme itself. It would be wrong to apply the principle that a senior would always be entitled to a higher pay merely because a junior had obtained to such a higher scale. There could be several instances when such a situation may not happen. Stepping up of pay on the only ground that a junior is drawing more pay will be untenable where a junior is enjoying special pay for some arduous work and earns a higher pay, as pointed out by the Hon'ble Supreme Court in **Surinder Kumar V. Union of India (2005) 2 SCC 313; AIR 2005 SC 1103**. The parity of pay shall be only in the context of the constitutional principle of "Equal Pay for Equal Work" enacted through Article 39 (d) of the Constitution of India. A similar situation may also result when an adhoc promotee draws a higher pay on earlier officiating on a higher post, when he may have earned increments. When the previous pay is taken on account of fixing his pay on promotion, his senior cannot expect stepping up of pay. This situation was considered **C.W.P. No. 4563 of 2007 in the case of Union of India Vs. R. Swaminathan (1997) 7 SCC 690**. Another situation that Courts have dealt with is that when a direct recruit was offered scales attached to the post, when the same post had been earlier meant for adhoc appointees of lower scales on contract, such an adhoc appointee cannot ask for stepping up of his pay if under a Scheme his services are sought to be regularised and his pay is fixed at the scale which he would have earned if his services have been regularised on that day. This situation was noted in **State of Karnataka Vs. Sh. G. Halappa** reported in **(2002) 4 SCC 662**. There may be another instance, when there are two streams of promotional avenues and when the promotional post is occupied from two different feeder cadres, the issue of stepping up may not arise. This situation was dealt

with in a decision of the Hon'ble Supreme Court in the case of **Union of India Vs. O.P. Saxena (1997) 6 SCC 360.**

10. The impugned order dated 15.01.2007 in C.W.P. No. 4763 of 2007 cites of the office order No. I97/E-II dated 08.03.1996 that 81 Head Draftsmen (HDM) were stepped up to the scale of Rs. 2000-3200 w.e.f. 01.04.1995 to the level of their juniors and consequently the benefit of stepping up of pay allowance to the senior officers was sought to be withdrawn. The situation under which the juniors earned higher pay is not discernible from the order. The petitioners have responded to this act by stating that the petitioners were holding the posts whose pay scales were modified w.e.f. 01.05.1990 against the pay scales of 01.01.1986. According to them, the petitioners were not given the benefit of higher standard pay scales but were merely placed at par with similarly situated juniors. They cited the instance of a Head Draftsman who got one promotion and completed 20 years or more of regular satisfactory service in the pay scale of Rs. 1600-2660 as on 01.01.1986, the first higher standard pay scale was Rs. 1640-2900 as per column III of the Annexure of letter dated 08.02.1994. It was at par with the promotional scales of Circle Head Draftsman as on 01.01.1986 and hence the benefit of higher standard pay scale of Rs. 2000-3200 was admissible as per para 5 of the letter dated 08.02.1994. The said letter clarifies as follows:-

“In case an employee who has got promotion already but the pay scale of the promotion post is either equal to or lower than the pay scales of the feeder post, the benefit of higher standard scale will be granted in such cases.”

The pay scales of the petitioners have been stepped up w.e.f. 01.04.1995 alongwith Mr. Abnashi Lal Chug and others similarly situated employees with reference to the pay scale of Draftsman namely Rs. 2000-3200. The applicants have also been given the highest pay scales of Rs. 2000-3200 w.e.f. 01.04.1995. This according to the petitioners had been merely in satisfaction of their claims to ACP Scales and they never knew that there was any stepping up of pay on account of the fact that Mr. Abnashi Lal Chug had been put on higher scale of Rs. 2000-3200. The so called clarification which was effected on 29.12.1995 had never been applied to them, being part of internal departmental communication.

VII. Our dispensation

11. The whole exercise of fixation of higher scale has to be reappraised in the light of the scheme by first computing the length of service 'regular satisfactory service of 10/20 years'. This will be done by computing the period of adhoc service also, in the manner set forth in Surinder Singh's case (supra). While awarding the higher scales, if a junior draws a higher pay, stepping up of pay for the senior will not always result in the circumstances outlined above. If higher scales have been fixed on completion of relevant number of years of satisfactory service of 10/20 years to the seniors, without reference to the scales of juniors, who may have earned higher pay through increments by officiation in adhoc promotion posts and such like situations, there is no scope for withdrawal of the benefits of higher pay. However, if the scales of pay have been stepped up wrongly, there is justification for the withdrawal of the benefit. Even in such a case, there shall be no recovery of higher pay already made.

12. Whatever the petitioners had not been apprised of, would be really irrelevant so long as the mistake which the Department had committed, was found later and all the petitioners had been granted an opportunity to show cause against the withdrawal of the benefits. It had not sought for return of the entire amount that had been wrongly paid by stepping up of the pay. On the other hand, it had specifically mentioned that no recovery will be effected with retrospective effect but would be effected only w.e.f. 23.07.2003 from the date of issue of instructions by the Finance Department. If there is a scope for intervention in this regard, it is this direction that would have to be modified. None of the petitioners could be imputed with any fraud or any voluntary act on their part that had resulted in payment of higher pay. While not finding fault with

the withdrawal of the benefit of higher scale by stepping up of their pay for what they were not entitled, we find interest of justice would be best sub served if the recovery which had been ordered w.e.f. 23.07.2003 is modified to the effect that there shall be no recovery at all for any excess amount paid. The Department would be entitled to recompute/refix the scale of pay notionally for the period from the day when their scales were stepped up and the retiral benefits would be paid on such notional refixation of pay. Here again, we direct that there shall be no recoveries for any excess payment that have been made for the retired employees.

13. All the writ petitions, therefore, are disposed of with the direction that higher scale of pay, if they have been refixed by stepping up their pay only on the ground that some juniors have been granted higher pay, shall be withdrawn. No recoveries shall be made for excess payments made already. The retiral benefits shall be refixed/recomputed on a notional refixation of the pay drawn on the last day of retirement of the respective employees. If the higher pay to the petitioners has resulted from the application of ACP Scales, then there is no question of withdrawal of benefits and there will also be no question of recoveries to be made. The decision and reasoning in C.W.P. No. 4563 of 2007 will govern also the findings in C.W.P. Nos. 9780 and 12144 of 2008. The petitioners in the respective writ petitions will also be not entitled to the higher scale of pay if they had been stepped up on a wrong basis, apart from the fact that they not also be liable for any recovery. The retiral benefits whenever arise, they shall be recomputed on notional refixation of pay without stepping up their pay. The impugned orders are set aside for re-examination of the issue in the light of the observations made above.

14. All the writ petitions are disposed of in terms of the above directions.

(MEHTAB S. GILL)
JUDGE

(K.KANNAN)
JUDGE

January 9, 2009

ANNEXURE – II

[Relevant extract from the Haryana Civil Services (Assured Career Progression) Rules, 2008 outlining the rationale and objective of the scheme of Assured Career Progression]

**MEMORANDUM EXPLANATORY TO THE HARYANA CIVIL SERVICES
(ASSURED CAREER PROGRESSION) RULES, 2008**

Rule 1. This rule is self explanatory.

The objective of this rule is to provide two kinds of Assured Career Progression Scheme namely :-

- (1) Cadre Specific Assured Career Progression Scheme for certain categories of employees/ cadres.
- (2) General Assured Career Progression Scheme for all other group A, B, C and D employees of Haryana Government who are not covered under scheme (1)
- (3) The object is that in case of stagnation i.e. in the absence of promotion for a certain years of service, the employee will move to the 1st, IInd and IIIrd ACP structure of pay though he shall continue to discharge the same responsibility. Functionally, therefore, this movement shall not amount to a promotion and the objective of this scheme is to offset the financial stagnation as a consequence of non-availability or non requirement of functional promotion posts. These rules have been framed so that this facility is available to all the employees equally under equal circumstances. The classification, therefore, is based on the principle that one requires reasonable financial upgradations at different stages of his career if the requirements do not allow him an opportunity of functional promotion and consequential financial upgradation due to non availability of functional promotional avenues.

The problem of stagnation was widely recognized throughout the country in Government employments. It was felt that to keep the level of motivation of the employees at a satisfactory level it is required that this general problem of lack of promotional avenues and thereby lack of financial advantages should be addressed to adequately.

The entire scheme of Assured Career Progression is about granting a person pay upgradation, when functional considerations do not permit him to rise in the hierarchy. He continues to perform the same job as before but moves into the prescribed higher pay band and grade pay, subject to his eligibility. The idea here is the basic one that reasonable financial upgradation at different stages of his career can be provided in the absence of opportunity of functional promotion. The effort of these rules are to relieve stagnation without unduly upsetting the hierarchy. Thus, the State Government employee of group A, B, C and D shall be covered under this scheme in following manner :-

- (i) The scheme will provide opportunities of financial upgradation to employees on completion of 10, 20 and 30 years of services, if they have not got promotion during previous 10 years of service. For this purpose, every employee's service record may be reviewed on completion of 10, 20 and 30 years. If on these landmarks of career, it is found that they have not been promoted in the last 10 years, then they may be given financial upgradation in the form of conferring the next available grade pay. The admissible grade pay is to be followed as per **Table-13** of this report.
- (ii) When an employee gets promoted, for the purpose of admissibility of ACP subsequent to the promotion, his service in the promoted cadre/ post will be taken into consideration to determine if he has stagnated at that stage. For example, if a peon gets promoted as clerk, his case will be reviewed after 10,

20 and 30 years as clerk and ACP will be given with reference to the pay scale of clerk.

- (iii) As per General ACP Scheme, an employee can get a maximum of three ACPs in his career. This means, if the employee has got ACP upgradation in the post in which he was initially recruited, then in the promotional post, the number of ACPs will be reduced after adjusting the number of ACPs he got in the post of his initial recruitment. However, direct recruitment to a higher post will not debar for the entitlement of ACP Scheme. An employee initially appointed to a lower post and subsequently appointed to a higher post through direct recruitment or limited competition of existing employee will also be entitled to full range of ACP.

The ACP scheme through these rules provides for the following :

- (i) every employees recruited in a particular grade pay shall be allowed to move to his respective and specific higher grade pay on completion of specified period of residency in the lower pay band and grade pay, with reference to the pay band and grade pay or post in a pay band and grade pay, to which he was recruited as a direct recruited fresh entrant.
- (ii) on placement in next higher grade pay, the incumbent shall continue to perform duties of his original posts and will continue to hold the old designation till such time as he is actually promoted to the higher grade pay on the occurrence of a vacancy.
- (iii) placement in higher grade pay will entail only the financial benefits.
- (iv) the number of financial upgradations to be given shall be counted from the grade where an employee was inducted on direct recruitment basis. The number of financial upgradations shall be strictly adhered to and there shall be no additional financial upgradation for a senior employee on the ground that a junior employee in the pay band and grade pay got higher pay band and grade pay under this scheme, if both the senior and junior are not subject to identical circumstances.

The present scheme provides for following distinguishing features :-

- (i) the classification is based on the differentiation distinguishing the direct recruits in a lower pay band and grade pay and the direct recruits in a higher pay band and grade pay. Further it differentiates Government servants based on the length of service. For example a suitably eligible employee in a lower pay band and grade pay may be granted the higher pay band and grade pay after completing 10, 20 and 30 years of service while he still continues functionally holding the same post on which he was recruited. He may, therefore, actually be placed in a higher grade pay after completion of 20 or 30 years of service, as the case may be, in the lower post than the pay band and grade pay prescribed for the next promotional post in the hierarchy. But he constitutes a different class and category of employees recruited directly against such higher post, which is the next promotional post for the post on which an employee has been granted the benefit of ACP pay structure under these rules, based on a different principle.
- (ii) the objective sought is to compensate financially an employee who is stagnating without any promotion in a lower post in cases for example for 10, 20 and 30 years. There is no functional requirement for creating posts in the higher hierarchy for all such employees. Therefore, they are being allowed a higher grade pay in compensation. The classification explained in (i) above meets this objective and, therefore, is having a rational relation to the object sought to be achieved by these rules.

ANNEXURE – III

[Relevant extract from the Haryana Civil Services (Assured Career Progression) Rules, 1998 outlining the rationale and objective of the scheme of Assured Career Progression]

**MEMORANDUM EXPLANATORY TO THE HARYANA CIVIL SERVICES
(ASSURED CAREER PROGRESSION) RULES, 1998**

Rule 1. This rule is self explanatory.

The objective is that in case of stagnation i.e. in the absence of promotion for a certain years of service, the employee will move to the 1st and IIInd ACP scale of pay though he shall continue to discharge the same responsibility. Functionally, therefore, this movement shall not amount to a promotion and the objective of this scheme is to offset the financial stagnation as a consequence of non-availability or non requirement of functional promotion posts. These rules have been framed so that this facility is available to all the employees equally under equal circumstances. The classification, therefore, is based on the principle that one requires more money as one grows older, and the requirements do not allow him an opportunity of functional promotion and consequential financial upgradation due to non availability of functional promotional avenues.

The problem of stagnation was widely recognized throughout the country in Government employments. It was felt that to keep the level of motivation of the employees at a satisfactory level it is required that this general problem of lack of promotional avenues and thereby lack of financial advantages should be addressed to adequately.

The entire scheme of Assured Career Progression is about granting a person pay upgradation, when functional considerations do not permit his to rise in the hierarchy. He continues to perform the same job as before but moves into the prescribed higher scale, subject to his eligibility. The idea here is the basic one that a person needs more money as he becomes older, but he may not receive a promotion because there is no need for another post in the hierarchy. The effort of these rules are to relieve stagnation without unduly upsetting the hierarchy.

The ACP scheme through these rules provides for the following :

- (i) Every employee recruited in a particular grade/scale of pay shall be allowed to move to his respective and specific higher scale on completion of specified period of residency in the lower pay scale(s) with reference to the pay scale or post in a pay scale, to which he was recruited as a direct recruited fresh entrant;
- (ii) On placement in the next higher grade, the incumbent shall continue to perform duties of his original posts and will continue to hold the old designation till such time as he is actually promoted to the higher grade on the occurrence of a vacancy;
- (iii) Placement in higher grade will entail only the financial benefits;
- (iv) The number of financial upgradations to be given shall be counted from the grade where an employee was inducted on direct recruitment basis. The number of financial upgradations shall be strictly adhered to and there shall be no additional financial upgradation for a senior employee on the ground that a junior employee in the grade got higher scale under this scheme, if both the senior and junior are not subject to identical circumstances.

The doctrine of more pay as one grows older, however, is basically different than the doctrine of more pay for higher responsibility. The present scheme provides for following distinguishing features :-

- (i) the classification is based on the differentiation distinguishing the direct recruits in a lower scale and the direct recruits in a higher scale. Further it differentiates Government servants based on the length of service. For example a suitably eligible employee in a lower grade may be granted the higher pay scale after completing 10 and 20 years of service while he still continues functionally holding the same post on which he was recruited. He may, therefore, actually be placed in a higher pay scale after completion of 20 years of service in the lower post than the pay scale prescribed for the next promotional post in the hierarchy. But he constitutes a different class and category of employees than the class and categories of employees recruited directly against such higher post, which is the next promotional post for the post on which an employee has been granted the benefit of ACP pay structure under these rules, based on a different principle.
- (ii) the objective sought is to compensate financially an employee who is stagnating without any promotion in a lower post in cases for example for 10 and 20 years. There is no functional requirement for creating posts in the higher hierarchy for all such employees. Therefore, they are being allowed a higher pay scale in compensation. The classification explained in (i) above meets this objective and, therefore, is having a rational relation to the object sought to be achieved by these rules.

No. 2/38/2008-1PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All the Financial Commissioners &
Principal Secretaries/Administrative
Secretaries to Government, Haryana,
All Heads of the Departments in Haryana,
The Divisional Commissioners,
All Deputy Commissioners in Haryana,
All Sub. Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 23rd April, 2010**Subject :** Clarification regarding grant /withdrawal of grant of benefit under the schemes namely :-

- (i) Additional increment(s) at 10th and 20th years point in time scale;
- (ii) Additional increment(s) on completion of 8th and 18th years of service;
- (iii) Higher Standard Pay Scales on completion of 10/20 years of regular satisfactory service; and
- (iv) Other scheme in the nature of Assured Career Progression Scheme.

References :

- (i) Letter No. 9/9/91-3PR(FD), dated 14.05.1991;
- (ii) Letter No. 9/9/91-3PR(FD), dated 9.04.1992;
- (iii) Letter No. 1/138/92-1PR(FD), dated 7.08.1992;
- (iv) Letter No. 1/34/93-4PR(FD), dated 8.02.1994;
- (v) Letter No. 10/108/94-4PR(FD), dated 29.12.1995;
- (vi) Letter No. 1/34/93-4PR(FD), dated 1.04.1998;.
- (vii) Letter No. 2/3/98-5PR(FD), dated 7.12.1998;
- (viii) Letter No. 2/48/2000-5PR(FD), dated 23.07.2003;
- (ix) Judgement of Honorable High Court of Punjab & Haryana dated 09.01.2009 delivered in C.W.P. No. 4563 of 2007 (Titled: P.C. Manchanda and others Vs. State of Haryana and others bunched with C.W.P. 9780 of 2008 and C.W.P. 12144 of 2008).
- (x) O.M. No. 6/57/2007-3PR(FD), dated 23.06.2009.

Sir/Madam,

Reference on the subject noted above.

I am directed to invite your attention to the subject noted above and to say that the Government has decided to withdraw/delete the sub-para (vi) of Para No. 12 of the instruction No. 6/57/2007-3PR(FD), dated 23rd June, 2009.

2. These instructions should be brought to the notice of all concerned for strict compliance.

Yours faithfully,

Sd/-
Superintendent (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

Endst. No. 2/38/2003-1PR(FD)

Dated, Chandigarh, the 23.04.2010

A copy is forwarded to the Accountant General, Haryana (i) (A&E), (ii) (Audit) Chandigarh for information.

Sd/-
Superintendent (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

**See also Not. No. GSR.27/Const./Art.309/Amd (1) dt. 17.03.88,
No. GSR.27/Const./Art.309/Amd (3)88 dt. 17.06.88,
Not. No. 1/6/89-1PR(FD) dt. 23.02.89, &
Not. No. GSR-67/Const./Art.309/Amd(2)89 dt. 02.08.89**

**HARYANA GOVERNMENT
FINANCE DEPARTMENT
(REGULATIONS)**

NOTIFICATION

The 29th April, 1987

No. G.S.R.39/Const./Art 309/87.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules, namely :-

1. **Short title and commencement.**— (1) These rules may be called the Haryana Civil Services (Revised Pay) Rules, 1987.
 - (2) They shall be deemed to have come into force on the 1st day of January, 1986.
2. **Category of Government servants to whom the rules apply.**—(1) Save as otherwise provided by or under these rules these rules shall apply to persons to civil services and posts in connection with the affairs of the State of Haryana.
 - (2) These Rules shall not apply to :-
 - (a) members of All India Services serving in connection with the affairs of the State of Haryana,
 - (b) persons not in whole-time employment;
 - (c) persons paid out of contingencies;
 - (d) persons paid otherwise than on a monthly basis including those paid only on a piece rate basis..
 - (e) persons employed on contract except where the- contract provides otherwise;
 - (f) persons re-employed in Government service after retirement except ex-military pensioners;
 - (g) any other class or category of persons whom the Government may be order, specially exclude from the operation of all or any of the provisions contained in these rules, and
 - (h) persons drawing pay under U.G.C. pattern. In their case the dearness allowance sanctioned upto and including the instalment sanctioned with effect from the 1st day of January, 1986 i.e. upto 12 months Consumer Price Index 608 (1960=100), shall be treated as 'Dearness Pay' for all purposes, except for grant of interim relief.
3. **Definitions.**— In these rules, unless the context otherwise requires:-
 - (1) **“basic pay”** means pay as defined in rule 2.44(a) (1) of the Punjab Civil Services Rules, Volume I, Part I,

- (2) **“existing scale”** in relation to a Government employee means the present scale applicable to the post held by the Govt. employee or as the case may be, personal scale applicable to him as on the 1st day of January, 1986 whether in a substantive or officiating capacity.

Explanation.— In the case of a Government employee, who was on the 1st day of January, 1986 on deputation out of India or on leave or on foreign service or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, **“existing scale”** includes the scale applicable to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or as the case may be but for his officiating in a higher post;

- (3) **“Government”** means the Haryana Government in the Finance Department.
- (4) **“present scale”** in relation to an post specified in column 2 of the First Schedule means the scale of pay whether fixed or otherwise specified against that post in column 3 thereof;
- (5) **“revised emoluments”** means the basic pay of a Government employee in the revised scale and includes the non-practising allowance, if any, admissible to him, in addition to the pay in the revised scale;
- (6) **“revised scale”** in relation to any post specified in column 2 of the First Schedule means the scale of pay whether fixed or otherwise specified against that post in column 4 thereof unless a different revised scale is notified separately for that post;
- (7) **“Schedule”** means a schedule annexed to these rules.

4. **Scale of pay of posts.—** As from the date of commencement of these rules, the scales of pay of every post specified in column 2 of the First Schedule shall be as specified against it in column 4 therefore.

5. **Drawal of pay in the revised scale.—** Save as otherwise provided in the rules, a Government employee shall draw pay in the revised scale applicable to the post to which he is appointed.

Provided that a Government employee may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Explanation.— 1. The option to retain the existing scale under the proviso to this rule shall be admissible only, in respect of one existing scale¹.

Explanation.— 2. The aforesaid option shall not be admissible to any person appointed to a post on or after 1st day of January, 1986, whether for the first time in Government service or by transfer or promotion from another post and he shall be allowed pay only in the revised scale.

Explanation.— 3. Where a Government employee exercises the option under the proviso to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of a regulation of pay in that scale under rule 4.4 of the Punjab C.S.R. Volume I, Part I, or any other rule or order applicable to that post, his substantive pay shall be the substantive pay which he would have

¹ See also Not. No. GSR-67/Const./Art.309/Amd(2)89 dt. 2.8.89 vide which Explanation 1 was substituted.

drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. Exercise of option.—

- (1)¹ The option under the proviso to the rule 5 shall be exercised in writing in the form appended to the Second Schedule so as to reach the authority mentioned in sub-rule (2) within three months of the date of publication of these rules or where an existing scale has been revised by any amendment made in these rules, within three months of the date of amendment :

Provided that—

- (i) in case of Government employee who is, on the date of such publication or, as the case may be, date of such amendment, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India, and
- (ii) where a Government employee is under suspension on the 1st day of January, 1986 the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.
- (2) The option shall be intimated by the Government servant to the Head of his Office.
- (3) If the intimation regarding the option is not received within the time mentioned in the sub-rule (1), the Government employee shall be deemed to have elected to be governed by the revised scale of pay on and from the first day of January, 1986.
- (4)² The option once exercised shall be final.

Note: 1.— Persons whose services are terminated on or after the 1st January, 1986 and could not exercise the option within the prescribed time limit, on account of death, discharge on the expiry of the sanctioned post, resignation, dismissal or discharge on disciplinary grounds, are entitled to the benefits of this rule.

Note: 2.— Persons who have died on or after the 1st day of January, 1986 and could not exercise the option within the prescribed time limit shall be deemed to have opted for the revised scale on and from the 1st day of January, 1986 or such later date as is most beneficial to their dependent, if the revised scale are more favourable and in such cases, necessary action for the payment of arrears shall be taken by the Head of Office.

7. Fixation of initial pay in the revised scale.—

- (1) The initial pay of Government employee who elects, or is deemed to have elected under sub-rule 6 to be governed by the revised scale on and from the 1st day of January, 1986, shall, unless in any case the Government by order otherwise directs, to be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not

¹ See also Not. No. (GSR-67/Const./Art. 309/Amd.(2)89 dt. 2.8.89 vide which Rule 6(1) was amended.

² See also Not. No. GSR-67/Const./Art.309/Amd. (2)89 dt. 2.8.89 vide which Rule 6(4) was amended.

been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-

(A) in the case of all employees.—

- (i) an amount representing 20 percent of basic pay in the existing scale, subject to a minimum of Rs. 75/- shall be added to the “existing emoluments” of the employee.,
- (ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at that stage or at the stage next above the amount thus computed if the amount computed falls between two stages:

Provided that—

- (a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;
- (b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

Explanation.— For the purpose of this clause ‘**existing emoluments**’ shall include:-

- (a) the basic pay in the existing scales;
- (b) dearness allowance and adhoc dearness allowance appropriate to the basic pay admissible at index average 608 (1960=100).

(B) in the case of employees who are in the receipt of special pay in addition to pay in the existing scale and where the existing scale with special pay has been replaced by a scale of pay without any special pay, the pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases “**existing emoluments**” shall include :-

- (a) the basic pay in the existing scale,
- (b) existing amount of special pay,
- (c) dearness allowance and adhoc dearness allowance appropriate to the basic pay and special pay admissible at index average 608 (1960-100) under the relevant order:

(C) in the case of employees who are in receipt of special pay in addition to pay in the existing scales and in whose case special pay continues with the revised scale of pay either at the same rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above with reference to existing emoluments calculated in accordance with Explanation thereto after excluding the existing special pay and the amounts admissible thereon with reference to dearness allowance and adhoc dearness allowance and in such cases special pay at the new rate shall be drawn in addition to the pay so fixed in the revised scale.

(D) in the case of medical & other officers who are in receipt of non-practising allowance the pay in the revised scale shall be fixed in

accordance with the provision of clause (A) above except that in such case the term “**existing emoluments**” shall include only;

- (a) the basic pay in the existing scale:
- (b) dearness allowance and adhoc dearness allowance appropriate to the basic pay and non-practising allowance admissible at index average 608 (1960= 100) under the relevant orders:

and in such cases, non-practising allowance shall be drawn in addition to the pay so fixed in the revised scale.

Note 1.— Where a Government employee is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Note shall apply, mutatis mutandis, to Government employees, holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Note 2.— Where the existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause (D), as the case may be exceed the revised emoluments in the case of any Government employee, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 3.— Where in the fixation of pay under sub-rule (1) the pay of Government employees drawing pay at more than five consecutive stages in an existing scale gets bunched, that is to say gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these Government employees who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs as under, by the grant of increment(s) in revised scale in the following manner, namely :-

- (a) for Government employees drawing pay from the 6th upto the 10th stage in the existing scale - by one increment;
- (b) for Government employees drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage - by two increments;
- (c) for Government employees drawing pay from the 16th upto the 20th stage in the existing scale, if there is bunching beyond the 15th stage - by three increments.

If by stepping up of the pay as above, the pay of a Government employee gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a Government employee who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall be stepped up only to the extent by which it falls short of that of the former.

Note 4.— Where in the fixation of pay under sub-rule (1) pay of a Government employee who, in the existing scale was drawing immediately before the 1st day of January, 1986 more pay than another Government employee junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised scale as that of the junior.

Note 5.— Where a Government employee is in receipt of personal pay on the 1st day of January, 1986, which together with his existing emoluments as calculated in accordance with clause (A), clause (B), clause (C), clause (D), as the case may be exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government employee as personal pay to be absorbed in future increases in pay.

Note 6.— In cases, where a senior Government employee promoted to a higher post before the 1st day of January, 1986 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January, 1986, the pay of the senior Govt. employee should be stepped up to an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Govt. employee subject to the fulfilment of the following conditions, namely :-

- (a) both the junior and the senior Govt. employee should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- (b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical, and
- (c) the anomaly should be directly as a result of the application of the provisions of rule 4.4 (c) of Punjab C.S.R. Vol. I Part I or any other rule or order regulating pay fixation on such promotion in the revised scale. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior, by virtue of advance increments granted to him, provisions of this Note shall need not be invoked to step up the pay of the senior officer.

The orders relating to refixation of the pay of the senior officer in accordance with the above provisions shall be issued under rule 4.10 of Punjab CSR Vol. I, Part I and the senior officer will be entitled to the next increment on completion of his required qualifying service with effect from the date of refixation of pay.

Note 7.— Some typical examples illustrative of pay fixation formula are given in third schedule.

(2)¹ Subjects to the provisions of rule 5, if the pay as fixed in the officiating post under sub-Rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the stage next above the substantive pay.

8. **Date of next increment in the revised scale.—** The next increment of a Government employee whose pay has been fixed in the revised scale in accordance with the provision of sub-rule (1) of rule 7 shall be granted on the date, he would have drawn his increment, had he continued in the existing scale;

Provided that in cases where the pay of a Government employee is stepped up in terms of Note 3 or Note 4 or Note 6 to sub-rule (1) of rule 7, the next increment shall be granted on the completion of qualifying service of twelve months from the date of the stepping up of the pay in the revised scale;

Provided further that in case other than those covered by the preceding proviso, the next increment of a Government employee whose pay is fixed on the 1st day of January, 1986 at the same stage as the one fixed for another Government employee junior to him in the same cadre and drawing pay at a lower stage than his in the

¹ See also Not. No. GSR.27/Const./Art.309/Amd (1) dt. 17.3.88 vide which Rule 7(2) was amended.

existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier;

Provided further that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 1986, next increment in the revised scales shall be allowed on the 1st day of January, 1986;

¹**Provided further** that in the case of Government employees who were in receipt of an adhoc increment on their stagnating for more than two years at the maximum of the existing scale of pay as on the 1st day of January, 1986, one more increment in the revised scale shall be allowed to them on the 1st day of January, 1986, in addition to the increment already allowed under the preceding proviso.

Note 1.— Wherever the pay has been fixed under these rules the efficiency bar will become operative only with reference to such bars in the revised scale, irrespective of whether a Government employee had crossed or not crossed or had been held up at the efficiency bar in the existing scale.

Note 2.— The benefit of additional increment under the fourth proviso will also be notionally admissible to a Government employee in the scale in which he would have got an adhoc increment on his stagnating for more than two years at the maximum of pay as on the 1st day of January, 1986 but for his holding higher officiating post, subject to the maximum of the revised scale not being exceeded, irrespective of whether he was actually in receipt of the adhoc increment or not.

Note 3².— Where by the grant of two additional increments in terms of the third and fourth provisos in the revised scale applicable to the substantive post, the substantive pay of a Government employee exceeds his officiating pay at any time, the Government employee may be allowed, in addition to officiating pay, the difference between the officiating pay and substantive pay as personal pay to be absorbed in future increments for the periods during which the substantive pay exceeds the officiating.

Note 4.— In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior Government employee, now drawing his pay in the lower scale, is receiving personal pay for stagnating in that scale, and happens to draw more pay in the revised scale due to grant of additional increment in terms of the third and fourth proviso than the pay of the senior Government employee in the existing higher scale, the pay of the senior Government employee in the revised scale shall be stepped up to that of his junior from the same date and he shall draw next increment after completing the qualifying period from the date of such stepping up of pay.

9. Fixation of pay in the revised scale subsequent to the 1st day of January, 1986:— Where a Government employee continues to draw his pay in the existing scale and is brought over to revised scale from a date later than the 1st day of January, 1986, his pay from the later date in the revised scale shall be fixed under the Punjab CSR Vol. I, Part I, and for this purpose his pay in existing scale have the same meaning as of existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause (D), as the case may be, of sub-rule (1) of rule 7 except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid and where the Government employee is in receipt of special pay or non-practising allowance, his pay shall be fixed after deducting from those emoluments an amount equal to the

¹ See also Not. No. GSR.27/Const./Art.309/Amd(3)88 dt. 17.6.88 vide which Proviso 4 to Rule 8 was amended.

² See also Not. No. 1/6/89-1 PR(FD) dt. 23.2.89 vide which Note 3 was omitted.

special pay or non-practising allowance as the case may be, at the revised rates appropriate to the emoluments so calculated.

- 10. Fixation of pay on re-appointment after the last day of January, 1986 to a post held prior to that day.—** A Government employee who had officiated in a post prior to the 1st day of January, 1986, but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised scale of pay, shall be allowed the benefit of the proviso to rule 4.4(b) of Punjab C.S.R. Volume I, Part I.
- 11. Mode of payment of arrears of pay.—** Notwithstanding anything contained in these rules, the arrears of pay to which any Government employee may be entitled for the period from 1st January, 1986 to 28th February, 1987 under these rules shall be credited to the Provident Fund Account of the Government employee or by crediting the same to a special saving account to be opened in the name of the Government employee where there is no Provident Fund Account. The deposits under the C.P.F. account including for the period January, 1986 to February, 1987 will, however, not be eligible for corresponding contribution from the Government.
- 12. Over-riding effect of rules.—** The provisions of the Punjab C.S.R. Vol. I, Part I. shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.
- 13. Power to relax.—** Where the Government is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, it may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the case in just and equitable manner.
- 14. Interpretation.—** If question arises relating to the interpretation of any of the provisions of these rules, it shall be, decided by the Government.

A. N. MATHUR,
Commissioner & Secretary to Government,
Haryana, Finance Department.

THE FIRST SCHEDULE**PART A***(See Rule 3 & 4)*

Revised scales for posts carrying present scales in Groups 'D', 'C', 'B', & 'A' except posts for which different revised scales are notified separately.

Sr. No.	Posts	Present Scale	Revised Scale
1	2	3	4
GROUP-D			
1	All posts carrying present scale specified in col. 3	Rs. 300-430 Rs. 300-430 (TS) Rs. 350-500 (SG)	Rs. 750-12-870-EB-14-940
2	- do -	Rs. 350-500 Rs. 350-500 (TS) Rs. 400-600 (SG)	Rs. 775-12-955-EB-14-1025
3	- do -	Rs. 400-600	Rs. 800-15-1010-EB-20-1150
GROUP 'C' & 'B'			
4	- do -	Rs. 400-660 Rs. 400-660 (TS) Rs. 480-760 (SG)	Rs. 950-20-1150-EB-25-1500
5	- do -	Rs. 420-700 Rs. 420-700 (TS) Rs. 525-900 (SG) Rs. 450-700 Rs. 480-760 Rs. 480-760 (TS) Rs. 525-900 (SG)	Rs. 1200-30-1560-EB-40-2040
6	- do -	Rs. 525-900 Rs. 525-900 (TS) Rs. 600-1100 (SG) Rs. 525-1050 Rs. 525-1050 (TS) Rs. 600-1100 (SG) Rs. 525-1050 (TS) Rs. 700-1250 (SG) Rs. 600-1100 Rs. 600-1100 (TS) Rs. 700-1250 (SG)	Rs. 1400-40-1600-50-2300-EB-60-2600

Sr. No.	Posts	Present Scale	Revised Scale
1	2	3	4
7	All posts carrying present scale specified in col. 3	Rs. 700-1150 Rs. 700-1250	Rs. 1600-50-2300-EB-60-2660
8	- do -	Rs. 700-1250 (TS) Rs. 750-1450 (SG) Rs. 700-1400 Rs. 700-1400 (TS) Rs. 800-1600 (SG) Rs. 750-1450 Rs. 750-1450 (TS) Rs. 800-1600 (SG)	Rs. 1640-60-2600-EB-75-2900
9	- do -	Rs. 800-1600 Rs. 800-1600 (TS) Rs. 900-1700 (SG) Rs. 800-1600 (TS) Rs. 1200-1700 (TS) Rs. 800-1600 (TS) Rs. 1000-1800 1200-1700 (SG) 800-1600 (TS) 1000-1800 (SG)	Rs. 2000-60-2300-EB-75-3200
10	-do-	Rs. 900-1700 Rs. 900-1700 (TS) Rs. 1000-1800 (SG) Rs. 900-1800 Rs. 900-1700 (TS) Rs. 1200-1850 (SG) Rs. 940-1850 Rs. 1000-1500 Rs. 1000-1500 (TS) Rs. 1600 Fixed (SG) Rs. 1000-1800 Rs. 1000-1800 (TS) Rs. 1200-1860 (SG) Rs. 1200-1600 Rs. 1200-1700 Rs. 1200-1860 Rs. 940-2000	Rs. 2000-60-2300-EB-75-3200-100-3500
GROUP-A			
11	All posts carrying present scale specified in col. 3	Rs. 900-1700 Rs. 900-1800 Rs. 940-1850	Rs. 2000-60-2300-EB-75-3200-100-3500

Sr. No.	Posts	Present Scale	Revised Scale
1	2	3	4
12	All posts carrying present scale specified in col. 3	Rs. 980-1850 Rs. 1000-1800 Rs. 1200-1700 Rs. 1200-1860	Rs. 2200-75-2800-EB-100-4000
13	All posts carrying present scale specified in col. 3	Rs. 1250-2000 Rs. 1400-1860 Rs. 1400-2000 Rs. 1400-2100	Rs. 3000-100-3500-125-4500
14	All posts carrying present scale specified in col. 3	Rs. 1700-2150 Rs. 1760-2300 Rs. 2000-2300	Rs. 3000-100-3500-125-5000
15	All posts carrying present scale specified in col. 3	Rs. 2000-2400 Rs. 2000-2500 Rs. 2100-2500 Rs. 2150-2500	Rs. 3700-125-4700-150-5000
16	All posts carrying present scale specified in col. 3	Rs. 2250-2500 Rs. 2250-2600 Rs. 2250-2750	Rs. 4100-125-4850-150-5300
17	All posts carrying present scale specified in col. 3	Rs. 2500-2750 Rs. 2500-3000	Rs. 5900-200-6700 (Without Special Pay)
PART B			
Revised scales of Pay for certain other Categories of Staff			
GROUPS 'B', 'C' & 'D'			
A.	Education Department		
1	JBTs., C&V Vernacular and Drawing Teachers, PTIs.	Rs. 480-760 (TS) Rs. 525-900 (SG)	Rs. 1200-30-1560-EB-40-2040
2	Master/Mistress Trained Graduates, Shastri/Sanskrit Teacher, DPE.	Rs. 525-1050 (TS) Rs. 700-1150 (SG)	Rs. 1400-40-1600-50-2300-EB-60-2600
3	Lecturers in Hr./Sr. Sec. Schools	Rs. 600-1100 (TS) Rs. 700-1250 (SG) Rs. 700-1250 (TS) Rs. 800-1600 (SG)	Rs. 1640-60-2600-EB-75-2900
4	Headmasters/Headmistress, BEOs.	Rs. 700-1250 (TS) Rs. 800-1600 (SG)	Rs. 2000-60-2300-EB-75-3200
B.	Police Department		
1	Constable	Rs. 400-660	Rs. 950-20-1150-EB-25-1400
2	Head Constable	Rs. 450-700	Rs. 975-25-1150-EB-30-1660

Sr. No.	Posts	Present Scale	Revised Scale
1	2	3	4
3	Asstt. Sub-Inspector	Rs. 525-825	Rs. 1320-30-1560-EB-40-2040
4	Sub-Inspector	Rs. 620-1200	Rs. 1640-60-2600-EB-75-2900
5	Inspector	Rs. 700-1250	Rs. 2000-60-2300-EB-75-3200
C.	Health Department		
1	Radiographer	Rs. 480-760 (TS) Rs. 525-900 (SG)	Rs. 1350-30-1440-40-1800-EB-50-2200
2	Pharmacist Gr.II	Rs. 525-1050	Rs. 1350-30-1440-40-1800-EB-50-2200
3	Pharmacist Gr. I	Rs. 600-1100	Rs. 1400-40-1600-50-2300-EB-60-2600
4	A.N.M./Midwife	Rs. 400-600 (TS) Rs. 480-760 (SG)	Rs. 950-20-1150-EB-25-1500
5	Staff Nurse/ Male Nurse, L.H.V.	Rs. 480-900 (TS) Rs. 525-1050 (SG)	Rs. 1400-40-1600-50-2300-EB-60-2600
6	Nursing Sister/Sister Tutor/Public Health Nurse (Teaching)	Rs. 600-1100	Rs. 1640-60-2600-EB-75-2900
7	Matron/ Principal Tutor	Rs. 700-1250	Rs. 2000-60-2300-EB-75-3200
8	Nursing Supdt. Medical College	Rs. 700-1400	Rs. 2000-60-2300-EB-75-3200
D.	ENGINEERING & OTHER TECHNICAL STAFF		
1	Jr. Engineer (in all Govt. Departments)	Rs. 700-1250 (TS) Rs. 800-1400 (SG)	i) Rs. 1400-40-1800-EB-50-2300 ii)Rs. 1640-60-2600-EB-75-2900 (Promotional Grade. To be suitably redesignated and promotion to be made as per normal procedure) 50% of the total No. of posts of Junior Engineers will be in lower grade of 1400-2300 & the remaining 50% in the grade of Rs. 1640-2900.
2	Tracer	Rs. 400-660 (TS) Rs. 480-760 (SG)	Rs. 975-25-1150-EB-30-1540
3	Draftsman	Rs. 600-1100 (TS)	Rs. 1400-40-1800-EB-50-2300
4	Head Draftsman	Rs. 700-1250	Rs. 1600-50-2300-EB-60-2660
5	Circle Head Draftsman	Rs. 750-1450	Rs. 1640-60-2600-EB-75-2900
E.	Miscellaneous		
1	Lab Attendant (Matric)	Rs. 400-600 (TS) Rs. 420-700 (SG)	Rs. 950-20-1150-EB-25-1500
2	Head Gate-Keeper	Rs. 450-700	Rs. 1150-25-1500

Sr. No.	Posts	Present Scale	Revised Scale
1	2	3	4
3	Helper to Leather Designer	Rs. 400-660	Rs. 950-20-1150-EB-25-1500
4	Forest Guard	Rs. 350-500 (TS) Rs. 400-600 (SG)	Rs. 950-20-1 150-EB-25-1400
5	Conductors/Adda Conductors	Rs. 400-600	Rs. 950-20-1150-EB-25-1500
6	Sub-Divisional Clerk	Rs. 400-660 (TS) Rs. 480-760 (SG)	Rs. 1200-30-1560-EB-40-2040 without special pay.
7	Wild-life Inspector	Rs. 400-660 (TS) Rs. 525-1010 (SG)	Rs. 1350-30-1440-40-1800-EB-50-2200
GROUP A			
1	Asstt. XEN (Public Works Departments)	Rs. 940-2000	Rs. 2200-75-2800-100-4000
2	Asstt. Director/ Principal Technical (B)	Rs. 940-2000	Rs. 2200-75-2800-EB-100-4000
3	Economic & Statistical Advisor	Rs. 1760-2300	Rs. 3700-125-4700-150-5000
4	Director, Fisheries	Rs. 1760-2300	Rs. 3700-125-4700-150-5000
5	Secretary, Rajya Sainik Board.	Rs. 1760-2500	Rs. 3700-125-4700-150-5000
6	Haryana Civil Services (SG)	Rs. 2100-2500	Rs. 4100-125-4850-150-5300
7	Director, Forensic Science Laboratory.	Rs. 2500-2750	Rs. 5100-150-5400-150-6150
8	Engineers-in-Chief	Rs. 2500-2750 + Rs. 250 Special pay	Rs. 7300-100-7600 (Without Special pay)

THE SECOND SCHEDULE

Form of Option

(See Rule 6.(1))

(i) I _____ hereby elect the revised scale with effect from 1st January, 1986.

(ii) I _____ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

**the date of next increment

the date of my subsequent increment raising my pay to Rs. _____

I vacate or cease to draw pay in the existing scale.

Existing scale _____

Signature _____

Name _____

Designation _____

Office in which employed _____

Date:

Station:

*To be scored out if not applicable.

THIRD SCHEDULE*(See Rule 7)***EXAMPLES OF PAY FIXATION**

1.	Existing Pay Scale	300-5-360/80-400/10-430
	Proposed Scale	750-12-870-EB-14-940
	Basic Pay	350 (10 th year)
	D.A at 608 CPI	348.30
	Increase of 20 percent (Minimum Rs. 75)	75
	Total Emoluments	773.30
	Pay to be fixed at	774
2.	Existing Pay Scale	420-10-490/540-15-600-EB-20-700
	Revised Scale	1200-30-1560-EB-40-2040
	Basic Scale	540 (8 th Year)
	D.A at 608 CPI	536.60
	Increase of 20 percent over Basic Pay	108.00
	Total Emoluments	1184.60
	Pay to be fixed at	1200
3.	Existing Scale	480-15-600-EB-20-700-30-820-40-900
	Revised Scale	1350-30-1440-40-1800-EB-50-2200
	Basic Pay	660.00 (11 th year)
	D.A at 608 CPI	579.30
	Increase of 20 percent	132.00
	Total Emoluments	1371.30
	Pay to be fixed at	Rs. 1380
4.	Existing Scale	525-15-600-20-660/700-30-850-EB-890-40-1050
	Revised Scale	1400-40-1600-50-2300-EB-60-2600
	Basic Pay	Rs. 700.00 (9 th year)
	D.A at 608 CPI	Rs. 579.50
	Increase of 20 percent	Rs. 140.00
	Total Emoluments	1419.50

	Pay to be fixed at	1440
5.	Existing Scale	Rs. 700-30-850/900-40-1100-EB-50-1250
	Revised Scale	Rs. 1600-50-2300-EB-60-2660
	Basic Pay	Rs. 980.00 (8 th year)
	D.A at 608 CPI	Rs. 798.00
	Increase of 20 percent	Rs. 196.00
	Total Emoluments	Rs. 1974.00
	Pay to be fixed at	Rs. 2000
6.	Existing Scale	Rs. 800-30-890/940-40-1100-50-1600
	Revised Scale	Rs. 2000-60-2300-EB-75-3200
	Basic Pay	Rs. 980.00 (6 th year)
	D.A at 608 CPI	Rs. 798.70
	Increase of 20 Percent	Rs. 196.00
	Total Emoluments	Rs. 1974.70
	Pay to be fixed at	Rs. 2000
7.	Existing Scale	Rs. 940-40-1100-EB-50-1400-60-1700-EB-75-2000 plus 25% N.P.A.
	Proposed Scale	Rs. 2000-60-2300-EB-75-3200-100-3500
	Basic Pay	Rs. 1150 plus N.P.A. 287.50 (6 th Year)
	D.A at 608 CPI	Rs. 1087.00
	Increase of 20 Percent	Rs. 230.50
	Total Emoluments	Rs. 2467.50
	Pay to be fixed at	Rs. 2525 plus N.P.A
8.	Existing Scale of Pay	Rs. 2500-125/2-2750 plus Rs. 250 S.P.
	Recommended Scale	Rs. 5900-200-6700 (Without S.P.)
	Basic Pay	Rs. 2750.00
	Special Pay	Rs. 250.00
	D.A at 608 C.P.I (Excluding Rs. 363 merged as A.D.A I & II at the time of previous revision)	Rs. 1587.00
	Adhoc D.A	Rs. 600.00
	Total Emoluments	Rs. 5187.00

	Add 20% increase over basic pay	550.00
	Grand Total	5737.00
	Pay to be fixed at	Rs. 5900 in the revised scale
Example No. 9		
	Existing Scale	Rs. 2100-75-2400-100-2500
	Recommended Scale	Rs. 3700-125-4700-150-5000
	Basic Pay	Rs. 2500.00
	D.A at 608 C.P.I (Excluding Rs. 363 merged as A.D.A I & II at the time of previous revision)	Rs. 1087.00
	Adhoc D.A	Rs. 537.40
	Total Emoluments	Rs. 4124.40
	Add 20% increase	Rs. 500.00
	Grand Total	Rs. 4624.40
	Pay to be fixed at	Rs. 4700
Example No. 10		
	Existing Scale	Rs. 2000-75-2300-100-2400
	Recommended Scale	Rs. 3700-125-4700-150-5000
	Basic Pay	Rs. 2150.00
	Adhoc D.A	Rs. 211.90
	Total Emoluments	Rs. 3448.90
	Add 20% increase	Rs. 430.00
	Grand Total	Rs. 3878.90
	Pay to be fixed at	Rs. 3950.00
Example No. 11		
	Existing Scale	Rs. 1400-60-1700-EB-80-2100 with Rs. 600 as N.P.A.
	Recommended Scale	Rs. 3000-100-3500-125-4500 (N.P.A. would remain the same as was drawn earlier till a decision is taken)
	Basic Pay	Rs. 1700.00
	D.A at 608 CPI	Rs. 1087.00
	Adhoc D.A.	Nil

	Total Emoluments	Rs. 2787.00
	Add 20% increase	Rs. 340.00
	Grand Total	Rs. 3127.00
	Pay to be fixed at	Rs. 3200 plus Rs. 600 N.P.A
Example No. 12		
	Existing Scale	Rs. 1200-50-1500-60-1860
	Recommended Scale	Rs. 2200-75-2800-EB-100-4000
	Basic Pay	Rs. 1800.00
	D.A at 608 CPI	Rs. 1087.00
	Adhoc D.A	Rs. Nil
	Total Emoluments	Rs. 2887.00
	Add 20% increase	Rs. 360.00
	Grand Total	Rs. 3247.00
	Pay to fixed at	Rs. 3300
13.	Existing Scale of Pay	Rs. 700-30-850/900-40-1100-EB-50-1250 plus 75 SP
	Proposed Scale of Pay	Rs. 1640-60-2600-EB-75-2900
	Existing Basic Pay plus SP	Rs. 980 (8 th year) plus 75 SP
	DA at 608 CPI on basic pay and Special Pay	Rs. 859.80
	Increase of 20%	Rs. 196.00
	Total	2110.80
	Pay to be fixed in revised scales	2120 (without any special pay)
14.	Existing Scale of Pay	Rs. 700-30-850/900-40-1100-EB-50-1250 plus 75 SP
	Proposed scale of pay	Rs. 1640-60-2600-EB-75-2900 with special pay of Rs. 75
	Existing basic pay	Rs. 980.00 (8 th year)
	DA at 608 CPI	Rs. 798.70
	Increase of 20%	Rs. 196.00
	Total	Rs. 1974.70
	Pay to be fixed in the revised scale of Pay	Rs. 2000 plus Special pay of Rs. 75

Statement of fixation of have under Haryana Civil Services (Revised Pay) Rules, 1987

1.	Name of the Government servant:	
2.	Designation of the post in which pay is to be fixed as on 1st January, 1986:	
3.	Whether substantive or officiating :	
4.	Existing scale/scales of the Posts (Where there is more than one scale and the scales are merged, in a single revised scale, the particular scale in which the officer was drawing pay should be specified) :	
5.	Existing emoluments as on 1st January, 1986 :	
(a)	Basic pay (excluding adhoc increment (on account of stagnation at the maximum of the existing scale):	
(b)	Special Pay under rule 7 (1) (B)	
(c)	DA. Adhoc DA appropriate to basic pay and Special Pay under rule 7 (1) (B) and NPA at the index average 608 (1960=100):	
	Total existing emoluments (a) to (c) :	
6.	20% of basic pay subject to minimum of Rs. 75/- :	
7.	Total of items 5 & 6 :	
8.	Revised scale corresponding to existing scale/scales shown against item 4 above :	
9.(i)	Revised Pay as fixed under Sub-rule (1) (A) or 1 (B) 1 (C) or 1(D) of rule 7 at the stage in the Revised Scale equal to the amount against item 7 above as falls between Two Stages :	
(ii)	Special Pay in the revised scale, if any (Rule &(1) (C) refers) :	
(iii)	Revised NPA, if admissible (Rule 7 (1) (D) refers) :	
10	Revised emoluments [total of item 9 (i) (ii) and (iii)] :	
11.	Increase in emoluments (item 10 (-) item 5):	
12.	Revised emoluments to be shown as :	
(i)	Revised Pay :	
(ii)	Special Pay-Rule 7 (1) (C) refers :	
(iii)	Personal Pay-Note 2 under Rule 7(1) refers :	
(iv)	NPA-Rule 7(1)(D) refers:	
13(i)	Number of increments to be allowed on account of bunching (Note 3 below Rule 7(1) :	
(ii)	Stepped up revised pay :	

14.	Stepped up revised pay under Note-4 below Rule 7(1) (indicate also the name and pay fixed for the Junior).	
15.	Increment allowed	
(a)	Under third proviso to Rule 8 :	
(b)	Under fourth proviso to Rule 8 :	
16.	Amount of personal pay if the revised pay is less than the existing emoluments plus personal pay, the difference to be allowed personal pay over and above the revised pay [Note 5 under Rule &7(1)]	
17.	Whether the revised pay in the officiating post is less than the revised pay in the substantive post vide Rule 7(2) :	
18.	If answer to 17 is 'Yes', the final revised pay under rule 7(2) :	
19.	Date of next increment under Rule 8 :	
20.	Any other relevant information :	

Signature of the Head of Office
with stamp

Date :

Remarks of the Accounts Officer (Internal Audit)

HARYANA GOVT. GAZ. (EXTRA.), MAY. 15, 1987
(VYSK. 25, 1909 SAKA)

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

CORRIGENDUM

The 15th May, 1987

In Haryana Government, Finance Department (Regulations), Notification No. G.S.R.39/Const./Art 309/87 dated 29th April, 1987, published in Haryana Government Gazette (Extraordinary), Legislative Supplement, dated 29th April, 1987, in its authorized English translation,—

1. In rule 3, in sub-rule(2), for “hled”, read “held”
2. In rule 6, in sub-rule(1), in the proviso, in clause (ii), for “latter”, read “later”;
3. in rule 7, -
 - (a) in sub-rule (1),—
 - (i) in Note 1, in the second para, for “holding’, read “holding in”;
 - (ii) in Note 3, in the last para for “Government employee gets fixed at a stage in the revised scale”, read “Government employee gets fixed at a stage in the revised scale which is higher than the state in the revised scale”;
 - (iii) after Note 6, read “Note 7,— Some typical examples illustrative of pay fixation formula are given in third Schedule”
 - (b) in sub-rule (2), omit

“Note 7. Some typical examples illustrative of pay fixation formula are given in third Schedule”;

4. In rule 8,—
 - (i) in the first para, for “had be”, read “had he”;
 - (ii) in the fourth proviso, for “employee”, read “employees”;
 - (iii) in note 4, for “employees, now”, read “employee, now” and for “in receiving” read “is receiving”;
5. in rule 10, for “rule 4.4 of Punjab C.S.R. Volume I, Part I, of fourth proviso to rule 4.4 (c) of Punjab C.S.R. Volume I, Part I” read “rule 4.4 (b) of Punjab C.S.R. Volume I, Part I”;
6. in the first Schedule,—
 - (a) in Part ‘A’,—
 - (i) under Group ‘C’ & ‘B’, against serial number 4, under column, for “400-600”, and “400-600 (TS)”, read “400-660”, and “400-660 (TS)”, respectively;
 - (ii) against serial number 10, under column 3, after “940-2000” read “Group A”;

(b) in Part B, —

(i) under heading “C, Health Department”, against serial number 1, under column 3, for “585-900 (SG)”, read “525-900 (SG)”;

(ii) under heading “D. Engineering and other Technical staff:—

(A) against serial number 3, under column 4, for “1440”, read “1400” and

(B) against serial number 3, under column 4, for “2600”, read “2660”;

7. In the Third Schedule,—

(i) for “Proposed Scale” or “Recommended Scale”, wherever occurring, read “Revised Scale”;

(ii) in example 7, “230.50” and “2467.50”, read “230.00”, and “2467.00” respectively;

8. under the heading “Statement of fixation of pay under the Haryana Civil Services (Revised Pay), Rules, 1987” against serial number 9, for “fails”, read “falls”.

A.N. Mathur,
Commissioner & Secretary to Government,
Haryana, Finance Department.

HARYANA GOVT. GAZ. (EXTRA.), OCT. 19, 1987
(ASVN. 27, 1909 SAKA)

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

(REGULATIONS)

NOTIFICATION

The 19th October, 1987

No. G.S.R.88/Const./Art.309/Amd.(1)87.— In exercise of the powers conferred by the provision to article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Pay) Rules, 1987, namely :-

1. (1) These rules may be called the Haryana Civil Services (Revised Pay) First Amendment Rules, 1987.

(2) These rules shall be deemed to have come into force on the 1st day of January, 1986.

2. In the Haryana Civil Services (Revised Pay) Rules, 1987, in the First Schedule.—

(1) in Part 'A',—

(a) Under the heading "Group 'C' and 'B',—

(i) above serial number 4, the following serial number entries there against shall be inserted, namely :—

"3A Ditto 400-600 950-20-1150-EB-25-1400";

(ii) against serial number 8, under column 3, above the letters, figures and brackets "Rs. 700-1250 (TS)", the following letters, figures and brackets shall be inserted, namely :—

"Rs. 700-1250 (TS)

Rs. 700-1400 (SG)";

(iii) against serial number 10, under column 3, below the letters and figures, "Rs. 940 - 2000", the following letters and figures shall be inserted, namely :—

"Rs. 1400-1860";

(b) Under the heading 'Group A', —

(i) against serial number 12, under column 3, below the letters and figures "Rs. 1200-1860", the following letters, figures and brackets shall be inserted, namely :—

"Rs. 940-2000

Rs. 1200-1925 (TS)

Rs. 2000 - fixed (SG)";

- (ii) against number 13, under column 3, below the letters and figures "Rs. 1400-1860, the following letters, figures and brackets shall be inserted namely :—

Rs. 1400-1860 (TS)

Rs. 2000 – fixed (SG)";

- (b) in part 'B', —

- (i) under the heading "C. Health Department", after serial number 1, the following serial number and entries there against shall be inserted, namely :—

"1A	Laboratory Technician	Rs. 480-760 (TS) Rs. 525-1050 (SG)	.Rs. 1350-30-1440-40-1800-EB-50-2200
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- (ii) under the heading "E Miscellaneous", against serial number 4, under column 2, for the words "Forest Guard", the words "Forest Guard/Wild Life Guard" shall be substituted.

A.N. MATHUR,
Commissioner and Secretary to Government,
Haryana, Finance Department.

HARYANA GOVERNMENT
FINANCE DEPARTMENT
(REGULATION)
NOTIFICATION

The 17th March, 1988

No. G.S.R.27/Const./Art.309/Amd(i)/88.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Pay) Rules, 1987, namely :-

1. (1) These rules may be called the Haryana Civil Services (Revised Pay) First Amendment Rules, 1988.
- (2) These rules shall be deemed to have come into force on the 1st day of January, 1986.
2. In the Haryana Civil Services (Revised Pay) Rules, 1987, in rule 7, in sub-rule (2), after the words, brackets and figure "sub-rule (1) is", the words "equal to or" shall be inserted.

B.S. OJHA
Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

HARYANA GOVERNMENT
FINANCE DEPARTMENT
(REGULATION)
NOTIFICATION

The 17th June, 1988

No. G.S.R.52/Const./Art.309/Amd(1)/88.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Pay) Rules, 1987, namely :-

1. (1) These rules may be called the Haryana Civil Services (Revised Pay) Second Amendment Rules, 1988.

(2) These rules shall be deemed to have come into force on 1st day of January, 1986.

2 In the Haryana Civil Services (Revised Pay) Rules, 1987, in the first schedule, in part 'B', under the heading "E-Miscellaneous" :-

- (a) against the post of "Sub-Divisional Clerk", under Column 4, the words and brackets "(Without Special Pay)" shall be added; and
- (b) under Group-A against serial number 2, under Column 2, for the words "Assistant Director/Principal Technical (B)", the words "Principal Grade 'A'/Assistant Director, Technical (A)" shall be substituted.

B.S. OJHA
Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

NOTIFICATION

The 17th June, 1988

No. G.S.R.53/Const./Art.309/Amd(3)/88.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and all other powers enabling him, in this behalf the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Pay) Rules, 1987 namely :-

1. (1) These rules may be called the Haryana Civil Services (Revised Pay) Third Amendment Rules, 1988.

(2) These rules shall be deemed to have come into force on 1st day of January, 1986.

2. In the Haryana Civil Services (Revised Pay) Rules, 1987, in rule 8, for the fourth proviso, the following proviso shall be substituted namely :-

"Provided further that in the case of Government employees who were in receipt of adhoc increment(s) on their stagnating at the maximum of the existing scale pay as on the 1st day of January, 1986, one more increment in the revised scale shall be allowed to them on the 1st day of January, 1986 in addition to the adhoc increment(s) already earned by them up to 1st January, 1986."

B.S. OJHA
Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

HARYANA GOVERNMENT
FINANCE DEPARTMENT
(REGULATION)
NOTIFICATION

The 6th October, 1988

No. 11/21/88-3PR(FD)— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Service (Revised Pay) Rules, 1987, namely :-

1. (1) These rules may be called the Haryana Civil Services (Revised Pay) Fourth Amendment Rules, 1988.

(2) These rules shall be deemed to have come into force on the 1st day of January, 1986.

2. In the Haryana Civil Services (Revised Pay) Rules, 1987, in the First Schedule, in Part 'A' against serial numbers 10 and 11 under column 4, for the letters, signs and figures "Rs. 2000-60-2300-EB-75-3200-100-3500" the letters signs and figures "Rs. 2000-60-2300-75-2900-EB-100-3500" shall be substituted respectively.

B.S. OJHA
Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

(REGULATION)

NOTIFICATION

The 23rd February, 1989

No. 1/6/89-1PR(FD).— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Pay) Rules, 1987, namely :-

1. (1) These Rules may be called the Haryana Civil Services (Revised Pay) First Amendment Rules, 1989.

(2) These rules shall be deemed to have come into force on the 1st day of January, 1986.

2. In the Haryana Civil Services (Revised Pay) Rules, 1987, in rule 8 Note 3 shall be omitted.

B.S. OJHA
Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

(REGULATIONS)

NOTIFICATION

The 2nd August, 1989

No. G.S.R.67/Const/Art.309/Amd.(ii)89.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all others powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Pay) Rules, 1987, namely :-

1. (1) These Rules may be called the Haryana Civil Service (Revised Pay) Second Amendment Rules, 1989.

(2) These rules shall be deemed to have come into force on the 1st day of January, 1986.

2. In the Haryana Civil Services (Revised Pay) Rules, 1987 (hereinafter called the said rules), in rule 5, to the proviso, for Explanation 1, the following Explanation shall be substituted, namely :-

“Explanation 1.— The option to retain the existing scale under the proviso to this rule shall be admissible only in respect of one existing scale, upto 31st December, 1987, including selection grade of this existing scale granted upto 29th April, 1987”.

3. In the said rules, in rule 6,—

(i) in sub-rule (1), after the words “or where an existing scale has been revised by any amendment made in these rules,”, the words “or where any amendment has been made in these rules in respect of existing scales including selection grades of the existing sales” shall be inserted; and (ii) to sub-rule (4), the following proviso shall be added, namely:—

“Provided that where any amendment is made in these rules, the option may be re-exercised.”

B.S. OJHA
Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

HARYANA GOVT. GAZ. (EXTRA.), JAN. 25, 1990
(MAGH 5, 1911 SAKA)

[Authorised English Translation]

HARYANA GOVERNMENT
FINANCE DEPARTMENT
(REGULATION)
NOTIFICATION

The 25th January, 1990

No. G.S.R.8/Const./Art 309/Amd. (i)/90.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Pay) Rules, 1987, namely :-

- (1) These rules may be called the Haryana Civil Services (Revised Pay) 1st Amendment Rules, 1990.
- (2) These rules shall be deemed to have come into force on the 1st day of January, 1986.

2. In the Haryana Civil Services (Revised Pay) Rules, 1987, in rule 7, in sub-rule (1), in Note 3, for the words "Government employees drawing pay at more than five consecutive stages", the words "Government employees in a cadre drawing pay at more than five consecutive stages" shall be substituted.

B.S. OJHA
Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

These instructions were modified vide No. 6/38/3PR(FD)-87, Dt. 02.06.1989, 16.05.1990 and clarified vide dt. 06.03.1992.

No. 6/38/3PR(FD)-87

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Head of Departments,
Commissioner, Ambala/Hisar Division,
Deputy Commissioners &
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 16th May, 1989

Subject : Revision of Pay scale – Removal of anomalies in the pay scales of HCMS (Doctors), Deputy Superintendents of Police & Superintending Engineers.

I am directed to invite a reference to Haryana Government Notification No. GSR39/Const/Art/309/87, dated 29th April, 1987 with which the pay scales of State Government Employees were revised with effect from 01.01.1986. The question of further improvement of pay scales of HCMS (Doctors), DSP & Superintending Engineers had been under consideration for some time past. After careful consideration, the State Government has decided to further revise the pay scales of these posts with effect from 01.05.1989 as indicated below :-

Sr. No.	Name of the post	Existing scales of pay	Revised scales of pay.
1.	HCMS II	2000-3500 + NPA	2200-4000 + NPA
2.	HCMS I	3000-4500 + NPA(TS)	3000-4500 after 8 years of regular service.
		3000-5000 + NPA(SG)	4100-5300 after 18 years of regular Service.
3.	Deputy Supdt. of Police	2000-3500 (Jr. Scale)	2200-4000
		2200-4000 (Sr. Scale)	3000-4500 (after 5 years of regular service)
			4100-5300 (after 12 years of regular service)
4.	Superintending Engineer of P.W.D. Public Health, B&R, Irrigation.	3700-5000	4100-5300

The pay of these employees may be refixed in the newly revised scales of pay in accordance with the normal rules as laid down in Punjab Civil Service Rules, Vol. I, Part-I.

Sd/-

(S.K.SAXENA)

Joint Secretary Finance (PR)
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

***These instructions were modified vide No. 6/38/3PR(FD)-87,
dated 16.05.1990 and clarified vide dt. 06.03.1992.***

No. 6/38/3PR(FD)-87

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Head of Departments,
Commissioner, Ambala/Hisar Division,
Deputy Commissioners and Sub Divisional Officer (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 2nd June, 1989

**Subject : Revision of Pay Scale – Removal of anomalies in the Pay Scales of
HCMS (Doctors), Deputy Superintendents, Engineers.**

Sir,

I am directed to invite a reference to Haryana Government Finance Department letter No. 6/38/3PR(FD)-87, dated 16th May, 1989 wherein the pay scales of HCMS Doctors, Deputy Superintendents of Police and Superintending Engineers were revised w.e.f. 01.05.1989. The matter has been considered further and after careful consideration the State Government has decided to revise the pay scales of Doctors and Engineers w.e.f. 01.05.1989 as indicated below :-

Sr.	Name of the Post	Existing scales	Revised scales of pay
1	HCMS Doctors (Class I & II)	2200-4000 + NPA 3000-4500 (After 8 years of regular service)	2200+4000+NPA 3000-4500+NPA (After 5 years of regular service)
		4100-5300 (After 18 years of regular service)	4100-5300+NPA (After 12 years of regular service)
2.	ENGINEERS AEE/AE/ SDO/SDE (Class I & II)	2200-4000 2000-3500	2200-4000 3000-4500 (After 5 years of regular service) 4100-5300 (After 12 years of regular service)

The pay of these employees may be refixed in the newly revised scales of pay in accordance with the normal rules as laid down in Punjab Civil Service Rules, Vol. I, Part-I.

Sd/-
(S. K. SAXENA)
Joint Secretary, Finance (PR)
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 6/16/4PR(FD)-88

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Head of Departments,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioner &
Sub Divisional Officer (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 2nd June, 1989**Subject : Revision of Pay Scale – Removal of anomalies in the Pay Scales of Head Constable and Constable.**

Sir,

I am directed to invite a reference to Haryana Government Notification No. GSR39/Const./Art.309/87, dated 29th April, 1987 wherein the pay scales of State Government Employees were revised with effect from 01.01.1986. The question of further improvement of pay scales of Head Constables and Constables had been under consideration for some time past. After careful consideration, the State Government has decided to further revise the pay scales of these posts with effect from 1-5-1989 as indicated below :-

Sr. No.	Name of Post	Existing Scales of pay	Revised Scales of pay
1.	Head Constable	975-1660	1200-2040
2.	Constable	950-1400	950-25-1200-30-1560-40-1800 with initial start of Rs. 1000/-

The pay of these employees may be refixed in the newly revised scales of pay in accordance with the normal rules as laid down in Punjab Civil Services Rules Vol. I, Part-I.

Sd/-
(S.K SAXENA)
Joint Secretary, Finance (PR)
for Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

These instructions were clarified vide dt. 06.03.1992.

No. 6/38/3PR(FD)-87

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioner, Ambala/Rohtak/Hisar/Gurgaon Divisions,
Deputy Commissioners and
Sub Divisional Officer (Civil) in Haryana.
The Registrar, Punjab and Haryana High Court,

Dated, Chandigarh, 16th May, 1990

Subject : Revision of pay Scales – Removal of anomalies in the Pay Scales of HCMS (Doctors), Deputy Superintendents of Police, Engineers – Amendment regarding.

Sir,

I am directed to invite a reference to Haryana Govt. Finance Department letter No. 6/38/3PR(FD)-87, dated 16th May, 1989 and letter No. 6/38/3PR(FD)-87, dated 2nd June, 1989 wherein the pay scales of HCMS doctors, Deputy Superintendents of Police and Engineers were revised w.e.f. 01.05.1989.

2. In view of the demands of these services, HCMS, Deputy Superintendent of Police and Engineers were to be given pay scales exactly at par with those allowed to the HCS Officers. However, the condition of limiting the scales of Rs. 4100-5300 after 12 years of regular service to 20% of the cadre posts was not imposed which exists in case of HCS cadre. As a result, the pay scales of employees of these services became higher than those of HCS whereas the intention of the Govt. was to introduce exact parity with HCS Officers.

3. The matter has been re-considered by the Govt. In view of the facts given in Para-2 above, the Govt. has decided to modify the pay scales of these categories of employee as given below :-

Sr. No.	Name of the post	Existing Scale of pay	Revised scales of pay
1.	HCMS- I&II	2200-4000+NPA 3000-4500+NPA (after 5 years of regular Service)	2200-4000 3000-4500+NPA (after 5 years of regular Satisfactory Service).
		4100-5300+NPA (after 12 years of regular Service)	Selection Grade: 4100-5300+NPA (after 12 years of regular satisfactory Service) Limited to 20% of the cadre posts.
2.	Engineers AEE/AE/SDO SDE (Class I&II)	2200-4000 3000-4500 (after 5 years of regular service)	2200-4000 3000-4500 (after 5 years of regular satisfactory service)

Sr. No.	Name of the post	Existing Scale of pay	Revised scales of pay
		4100-5300 (after 12 Years of regular service)	Selection Grade : 4100-5300 (after 12 years of regular satisfactory service) limited to 20% of the cadre posts.
3.	Deputy Superintendents of Police	2200-4000 3000-4500 (after 5 years of regular service)	2200-4000 3000-4500 (after 5 years of regular satisfactory service)
		4100-5300 (after 12 years of regular service)	Selection Grade: 4100-5300 (after 12 years of regular satisfactory service) limited to 20% of the cadre posts.

4. The competent authority may also ensure that the above promotional scales are given subject to the satisfactory service.

5. The above orders shall take effect from the date of grant of these scales i.e. 01.05.1989.

6. any dues recoverable from the employees on account of these orders shall be recovered in easy monthly installments subject to a maximum of 36 installments.

7. The pay of these employees may be refixed in view of the above orders in accordance with the normal rules as laid down in Punjab Civil Services Rules Vol. I, Part-I and instructions issued by Haryana Govt. from time to time.

Sd/-
(Y.S. Malik)
Deputy Secretary Finance (B),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

**GOVERNMENT OF HARYANA
FINANCE DEPARTMENT**

No. 6/23/3PR(FD)-88

From

The Commissioner & Secretary to Govt., Haryana,
Finance Department.

To

All Head of Departments,
Commissioners, Ambala, Hisar, Rohtak and Gurgaon Divisions,
All Deputy Commissioner and
Sub Divisional Officer (Civil) in Haryana.
The Registrar, Punjab and Haryana High Court, Chandigarh.
The Registrars, Maharishi Dayanand University, Rohtak, Kurukshetra University,
Kurukshetra, Haryana Agricultural University, Hisar.

Dated, Chandigarh, the 23rd August, 1990

Subject : Revision of Pay Scales.

Sir,

I am directed to refer to Haryana Government Notification No. GSR39/Const./Art/309/87, dated the 29th April, 1987, vide which the pay scales of State Govt. employees were revised w.e.f. 01.01.1986 and also to Finance Department letter No. 6/38/3PR(FD)-87, dated the 16th May, 1989, No. 6/38/3PR(FD)-87, dated the 2nd June, 1989 and letter No. 6/38/3PR(FD)-87, dated the 16th May, 1990 vide which the pay scales of some Categories of employees were revised/further revised w.e.f. 01.05.1989.

2. Certain discrepancies in the pay scales revised w.e.f. 01.01.1986 were pointed out by some Employees Associations and also by some departments. Having examined the representations received and suggestions made, it has been decided to modify the pay scales of some of the posts w.e.f. 1-5-90 as per details given in Annexure 'A'. The Pay Scales revised vide notification mentioned in Para-1 above stand modified to the extent these are shown in Annexure 'A'.

3. The pay of the employees whose pay scales have been modified w.e.f. 01.05.1990 as detailed in Annexure 'A' to this letter is to be fixed in accordance with the normal rules laid down in the Punjab Civil Services Rules, Volume-I, Part-I, the rules prescribed vide Extraordinary Gazette Notification No. G.S.R. 39/Const./Art/309/87, dated 29.4.87 and the instructions issued on the subject from time to time.

Yours faithfully,

Sd/-

(Y.S MALIK)

Deputy Secretary, Finance (B)
for Commissioner and Secretary to Government,
Haryana, Finance Department.

Endst. No. 6/23/3PR(FD)-88

Dated, Chandigarh, the 23rd August, 1990

A copy is forwarded to the Accountant General Haryana (i) (A&E) (ii) (Audit), Chandigarh for information.

Sd/-
(Y.S MALIK)
Deputy Secretary, Finance (B)
for Commissioner and Secretary to Government,
Haryana, Finance Department.

Endst. No. 6/23/3PR(FD)-88

Dated, Chandigarh, the 23rd August, 1990

A copy is forwarded to the Home Secretary, Chandigarh Administration, Chandigarh for information and necessary action.

Sd/-
(Y.S MALIK)
Deputy Secretary, Finance (B)
for Commissioner and Secretary to Government,
Haryana, Finance Department.

A copy is forwarded to:-

All the Financial Commissioner in Haryana
All administrative Secretaries to Government, Haryana for information and necessary action.

Sd/-
(Y.S MALIK)
Deputy Secretary, Finance (B)
for Commissioner and Secretary to Government,
Haryana, Finance Department.

To

All the Financial Commissioner in Haryana
All Administrative Secretaries to Government, Haryana.

U.O. No. 6/23/3PR(FD)-88

Dated, Chandigarh, the 23rd August, 1990

A copy is forwarded to Principal Secretary to the Chief Minister, Senior Secretaries to Minister, Secretaries to Ministers/Private Secretaries to Ministers/Ministers of State/Chief Parliamentary Secretary for information of the Chief Minister/Ministers/Ministers of State/Chief Parliamentary Secretary.

Sd/-
(Y.S MALIK)
Deputy Secretary, Finance (B)
for Commissioner and Secretary to Government,
Haryana, Finance Department.

To

The Principal Secretary to the Chief Minister, Senior Secretaries to Minister, Secretaries to Ministers/Private Secretaries to Ministers/Ministers of State/Chief Parliamentary Secretary.

U.O. No. 6/23/3PR(FD)-88

Dated, Chandigarh, the 23rd August, 1990.

ANNEXURE-A
(Annexure of FD letter No. 6/23/3PR(FD)-88 dt. 23.8.90)

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1.1.86	Modified scale of pay w.e.f. 01.05.1990
1.	AGRICULTURE	Director	3700-5000	4800-5700
		Addl. Director	3700-5000	4100-5300
2.	ANIMAL HUSBANDRY	Director	3700-5000	4800-5700
		Asstt. Director/S.D.O. (AH)	2000-3500	2375-3600 (2375-75-2900-EB-100-3600)
3.	ARCHIVES	Archivist	1600-2660	1640-2900
		Book-Binder	775-1025	950-1400
4	AVURVEDA	Director	3700-5000	4100-5300
		Professor	2000-3500	3700-5000 (Provided the prescribed qualifications are at par with those in recognized Institutions)
		Asstt. Director	2000-3200	2000-3500
		Distt. Ayurveda Officer	2000-3200	2000-3500
		A.M.O.	1640-2900	2000-3500
		Demonstrator	1600-2660	2000-3500
		Lecturer in Sanskrit	1600-2660	2000-3500
5.	HARYANA CIVIL SECTT.	All Class-IV employees	750-940	750-940
			775-1025	775-1025
			800-1150	800-1150 (Spl. Pay of Rs. 30 per month to all Class IV employees of Haryana Civil Sectt.)
6.	DEV. & PANCHAYATS	Planning Officer	2000-3200	2000-3500
		O.S.D. (HRDF)	2000-3200	2000-3500
		B.D.P.Os.	1640-2900	2000-3500
7.	ELECTIONS	Electoral Officer.	2000-3500	2375-3600
		Asstt. Chief Electoral Officer	2000-3200	2000-3500
8.	EMPLOYMENT	Asstt. Director/ Divn. Employment Officer	2000-3500	2375-3600
		Distt. Employment Officer	2000-3200	2000-3500
9.	E.S.O.	E.S.A.	3700-5000	4100-5300
		Dy. E.S.A.	2000-3500	2200-4000
		R.O./Distt. S.O	2000-3200	2375-3600
		Statistical Asstt.	1400-2600	1600-2660
10.	EDUCATION	Director, Primary Education (Newly Created Post)	-	4100-5300
		Dy. Director/D.E.O./ C.O.E. O./Programme Officer etc./	2200-4000	3000-4500
		Incharge Tech. Cell/ HONEY/Coordinator/		

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1.1.86	Modified scale of pay w.e.f. 01.05.1990
		Incharge Science Wing/ Sr. Adult Psychologist		
		Registrar	2000-3500	2200-4000
		Asstt. Director/SDEO/Dy. DEO/Sr. Spl./Youth & Sports Officers/ Principals/Asstt. State Survey Officer/Evaluation Officers/ Counselors/Sr. Consultant/ Psychologist/ Project Officer/	2000-3500	2200-4000
		Headmasters/ Headmistresses of High Schools	2000-3200	2000-3500
		Lecturer in G.S.S.S./S.C.R.E.T./ Haryana Gurgaon Educational Psychologist/Junior Specialist/ Subject Specialist	1640-2900	2000-3500
		Provincialised School Headmasters/ Headmistresses	-	2000-3500 (This will be personal to the incumbents)
		Headmasters/ Headmistresses of Middle Schools.	1600-2660	1640-2900
		Language Teachers	1200-2040	1400-2600 (To be the same pay scales as applicable to other teachers i.e. B.A., B.Ed. even when they posses O.T. qualifications)
11.	EXCISE & TAXATION	Addl. ETC.	3700-5000	4100-5300
12.	FOREST	Forest Ranger	1400-2600	1600-2660
13.	FOOD & SUPPLIES	Deputy Director	2000-3500	3000-4500
		Distt. Food & Supplies Controller	2000-3200	2200-4000
		Distt. Food & Supplies Officer	1640-2900	2000-3200
		Asstt. Food & Supplies Officer	1600-2660	1640-2900
14.	HOSPITALITY	Asstt. Director	2000-3200	2000-3500
15.	HEALTH &	Addl. Director/Director	4100-5300	4800-5700

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1.1.86	Modified scale of pay w.e.f. 01.05.1990
	MEDICAL COLLEGE, ROHTAK	Dental Surgeons (Class I & II)	2000-3500 + NPA (Class – II) 3000-4500 + NPA (Class– I)	2200-4000 3000-4500 (after 5 years of regular satisfactory service) Selection Grade 4100-5300 (after 12 years of regular satisfactory service) limited to 20% of the cadre posts.
		Dy. State Drug Controller	2000-3500	2200-4000
		Public Analyst	2000-3500	2200-4000
		Dy. Public Analyst	2000-3200	2000-3500
		Sr. Scientific Officer	1640-2900	2000-3500 (if the Qualifications at the time of entry in Government service is M.Sc. IInd Class).
		Sr. Drug Inspector	1640-2900	2000-3200
		Chief Pharmacist	1600-2660	1640-2900
		Asstt. Unit Health Officer/ Supervisor/Sr. Lab Tech/ Investigator	1400-2600	1600-2660
		Sr. Pharmacists	1400-2600	1600-2660
		Artist-cum-Photographer/ Artist-cum-Draftsman	1400-2600	1600-2660 (if the qualifications prescribed is 5 years Diploma from a recognized Institution).
		Pharmacists	1350-2200	1400-2600
		Ophthalmic Assistants	1200-2040	1400-2600
		T.B. Health Visitor	1200-2040	1350-2200
		Projectionist-cum-Mechanic	950-1500	1200-2040
		Photographer	950-1500	1200-2040
16.	HOME GUARD	Senior Staff Officer	2000-3500	3000-4500 (TS) 4100-5300 (SG) (after 12 years of regular satisfactory service as Sr. Staff Officer)
		Distt. Commandant	2000-3200	2200-4000
		Centre Commandant	1600-2660	2000-3200
		Qu. Master Subedar	1600-2660	2000-3200
		Company Commandant	1600-2660	2000-3200
		Asstt. Distt. Commandant	1400-2600	1640-2900
		Civil Def. Instructor	1400-2600	1640-2900
Platoon Commander	1400-2600	1640-2900		

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1.1.86	Modified scale of pay w.e.f. 01.05.1990
		Wireless-Mechanics	1200-2040	1320-2040
		Drivers	950-1500	1200-2040
		Wireless Operator	950-1500	1200-2040 (Strictly subject to the condition that the Wireless Operators already working in the pay scale of Rs. 1200-2040 will not claim further higher grade in future on this basis).
17.	INDUSTRIAL TRAINING	Controller of Examinations/Asstt. Director (N.T.)	2000-3500	2375-3600
		Asstt. Director (NT) Group-B	2000-3200	2000-3500
		Asstt. Director (Woman)	2000-3200	2000-3500
		Group Instructors/App. Supervisors (Tech)/Mill Wright Instructor	1600-2660	1640-2900 (for 1/3 posts in the cadre)
18.	INDUSTRIES	Addl. Director	3000-5000	4100-5300
		Dy. Director (Group-B)	2000-3500	2375-3600
19.	LABOUR	Addl. Director Incl. Safety & Health	3000-4500	3700-5000
		Dy. Director Incl. Safety & Health	3000-4500	3200-4700
		Waterman	250 fixed	Waterman being a contingent paid employee be paid according to the norms prescribed by the D.C.
20.	L.R.	A.L.R. & Under Secy.	2200-4000	2200-4000+ 400/- S.P.
		Codification & Publication Officer.	2000-3500	2375-3600
21.	LANGUAGE	Asstt. Director	2000-3200	2000-3500
		Research Asstt.	1600-2660	1640-2900
22.	LOCAL FUND ACCOUNTS	Examiner	3000-4500	4100-5300
		Assistant Examiner	2000-3500	2200-4000
		Resident Audit Officers	2000-3200	2000-3500
		Sr. Auditors	1640-2900	2000-3200
23.	MINES & GEOLOGY	State Mining Engineer	3000-5000	4100-5300
		State Geologist	3000-5000	4100-5300
		Mining Engineer	3000-4500	3700-5000
		Sr. Geologist	3000-4500	3700-5000
24.	PRISON	Addl. I.G. Pensions	3000-5000	4100-5300
		Supdt. Jail/Chief Probation Officer	2000-3500	2200-4000
		Dy. Supdt. Jails	1640-2900	2000-3200
		Asstt. Supdt. Jail	1400-2600	1640-2900
25.	PROSECUTION	Joint Director	3700-5000	4100-5300
		Distt. Attorney	3000-4500	3000-5000

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1.1.86	Modified scale of pay w.e.f. 01.05.1990
		Dy. Distt. Attorney	2000-3500	2375-3600
		Asstt. Distt. Attorney	1640-2900	2000-3500
26	P.W.D. (B & R) IN ALL GOVT. DEPARTMENTS	Circle Held Draftsman	1640-2900	2000-3200
		Divl. Head Draftsman	1600-2660	1640-2900
		Draftsman	1400-2300	1400-2600
27.	P.W.D. IRRIGATION	Dy. Collector	1640-2900	2000-3500
		Zileadar	1400-2600	1640-2900
		Head Signaler	1400-2600	1640-2900
		Signalers	1200-2040	(i) 1200-2040 (ii) 1350-2200 (for 1/3 posts in the cadre).
		Supervisor	950-1400	1200-2040 (Provided they are promoted from Time Clerk or Store Munshi).
28.	PRINTING & STATIONERY	Deputy Controller	2000-3500	2200-4000
		Assistant Controller	2000-3200	2000-3500
		Manager	1600-2660	1640-2900
		General Foreman	1400-2600	1640-2900
29.	PUBLIC RELATIONS	Dy. Director RPLO	2000-3500	2200-4000
		Technical Officer (TV)	1640-2900	2000-3200
		Asstt. P.R.O.	1600-2660	1640-2900
		Asstt. Information Officer	1600-2660	1640-2900
		Feature writer	1600-2660	1640-2900
		Asstt. Editor	1600-2660	1640-2900
		Copy Writer	1600-2660	1640-2900
		Art. Asstt.	1400-2600	1600-2660 (if the qualification prescribed is 5 years diploma from a recognized institution) 1400-2600 (without above diploma).
30.	REVENUE	Distt. Rev. Officer	2000-3500	2200-4000
31.	REGIONAL ENGG. COLLEGE KURUKSHETRA	Laboratory Attendants (Non-Matric)	775-1025	950-1500 (Further recruitment of Non-Matric be stopped).
32.	SOCIAL WELFARE	Addl. Director	3700-5000	4100-5300
		Deputy Director	2000-3500	2200-4000
		Distt. Social Welfare Officer	2000-3200	2000-3500
33.	SPORTS	Deputy Director	2000-3500	2200-4000
		Distt. Sports Officer	2000-3200	2000-3500
34.	TECHNICAL EDUCATION	Head of Department	2200-4000+200 SP	3000-4500 + 200 SP
		Lecturer	2000-3200+200 SP	2000-3500+200 SP
		P.T.I.	1600-2660	2000-3500

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1.1.86	Modified scale of pay w.e.f. 01.05.1990
		Lab. Asstt.	950-1500	1400-2600 (Provided the Qualifications for the post is prescribed Diploma in Pharmacy, as Prescribed in Health Department)
35.	TRANSPORT	Station Supervisor	1600-2660	1640-2900
		Foreman	1600-2660	1640-2900
		Chief Instructor	1400-2600	1600-2660
		Service Station Incharge	1400-2600	1600-2660
		Statistical Assistant	1400-2600	1600-2660
36.	TOWN & COUNTRY PLANNING	Sr. Town Planner	3700-5000	4100-5300
		Regional Town Planner	3000-5000	4100-5300
		Planning Assistant	1640-2900	2000-3200
37.	TREASURIES & ACCOUNTS	Principal, Accounts Training Institute	3000-4500	4100-5300
		Deputy Director	2000-3500	2200-4000
		Sr. Accounts Officer	2000-3500	2200-4000
		Accounts Officers	2000-3200	2000-3500
		Treasury Officers	2000-3200	2000-3500 + S.P. of Rs. 200 P.M. (on a/c of arduous nature of duties)
		Asstt. Treasury Officer	1640-2900	2000-3200
		Section Officers	1640-2900	2000-3200
38.	HARYANA VIDHAN SABHA	Secretary	3700-5000+500 SP	4800-5700+ 500 SP
		Joint Secretary	3700-5000+400 SP.	4100-5300 + 400 SP.
		Reporter	1640-2900+200 SP.	2000-3200 + 200 SP.
		Telephone Operators	950-1500	1200-2040
		Typist	950-1500	950-1500+40 S.P.
39.	WELFARE OF SCs/BC.s	Deputy Director	2000-3500	2375-3600
		Asstt. Research Officer	1600-2660	1640-2900
40.	GENERAL RECOMMENDATION (regarding technical post in various departments for which minimum Educational qualification prescribed is Matric with ITI certificate/ Polytechnic		750-940 775-1025 800-1150 950-1400 950-1500	1200-2040 (It has been decided that further recruitment of non Matric be stopped)

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1.1.86	Modified scale of pay w.e.f. 01.05.1990
41.	GENERAL RECOMMENDATION			
	All the posts falling under Group 'B' with following pre-revised pay scales :- 800-1600 800-1600 (TS) 900-1700 (SG) 800-1600 (TS) 1000-1800 (SG) 800-1600 (TS) 1200-1700 (SG)		2000-3200 (As on 01.01.986)	2000-3500 (It is clarified that the pay scales of Rs. 2000-3200 granted w.e.f. 01.01.986 in all categories stands modified to Rs. 2000-3500 w.e.f. 01.05.1990. It will not be applicable in such cases where the Govt. has decided to modify the lower scale to the level of Rs. 2000-3200 vide this notification).

These instructions have further been clarified/ revised partly vide No. 6/83/2009-3PR(FD), Dt. 09.08.2010.

GOVERNMENT OF HARYANA

FINANCE DEPARTMENT

No. 6/23/3PR(FD)-88

From

Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioner, Ambala, Hisar, Rohtak and Gurgaon Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana.
The Registrar, Punjab and Haryana High Court, Chandigarh,
The Registrars, Maharishi Dayanand University, Rohtak,
Kurukshetra University, Kurukshetra,
Haryana Agricultural University, Hisar.

Dated, Chandigarh, the 26th July, 1991

Subject : Revision of Pay Scales of Technical Posts.

Sir,

I am directed to invite your attention to the subject noted above and to say that the pay scales of some technical posts were revised as follows vide entry No. 40 in Annexure 'A' of Govt. Instructions No. 6/23/3PR(FD)-88 dated 23rd August, 1990:-

Sr. No.	Name of the Post	Existing pay scale as on 01.01.1986	Modified scale of pay w.e.f. 1.5.90
40.	General Recommendations regarding technical posts in various departments for which minimum educational Qualification prescribed is Matric with ITI certificate/Polytechnic.	750-940 775-1025 800-1150 950-1400 950-1500	1200-2040 (it has been decided that further recruitment of non-Matric be stopped.

2. It has now been decided to modify the above entry as under:-

Sr. No.	Name of the Post	Existing pay scale as on 01.01.1986	Modified scale of pay w.e.f. 1.5.90
40.	General Recommendations regarding technical posts in various departments for which minimum educational Qualification prescribed is Matric with ITI certificate/Polytechnic.	750-940 775-1025 800-1150 950-1400 950-1500	1200-2040

Sr. No.	Name of the Post	Existing pay scale as on 01.01.1986	Modified scale of pay w.e.f. 1.5.90
40 (A)	General Recommendations regarding technical posts in various departments for which minimum educational Qualification prescribed is only ITI certificate/diploma from Polytechnic without insistence on Matric.	750-940 775-1025 800-1150 950-1400	950-1400

3. The above shall take effect from 01.05.1990.

Yours faithfully,

Sd/-

(Y.S Malik)

Joint Secretary Finance (Budget)
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/9/91-3PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Karnal/Hisar/Gurgaon Divisions,
Deputy Commissioners and
Sub-Divisional Office (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.
The Registrars, Maharishi Dayanand University, Rohtak,
Kurukshetra, Haryana Agriculture University, Hisar.

Dated, Chandigarh, the 20th January, 1992**Subject : Revision of pay scales of Haryana Government employees.**

Sir,

I am directed to invite your attention on the subject noted above and to say that the Government have further revised the pay scales of some categories of employees w.e.f. 1.10.91, as per the details in Annexure 'A' to this Letter.

2. It is clarified that in case the pay scales of any two categories of employees become equal as a result of this revision of pay scales, the same will not be construed to mean acceptance of any parity in the pay scales of such employees.

3. It is requested that the pay of the employees whose pay scales have been further revised w.e.f. 1.10.91, as detailed in Annexure 'A' to this letter, may be fixed under the applicable rules.

Yours faithfully,

Sd/-

(Y. S. MALIK)

Joint Secretary Finance (B)

for Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 1/9/91-3PR(FD)

Dated, Chandigarh, the 20th January, 1992

A copy is forwarded to the Accountant General, Haryana (i) (A&E), (ii) (Audit),
Chandigarh for information.

Sd/-

(Y. S. MALIK)

Joint Secretary Finance (B)

for Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

Endst. No. 1/9/91-3PR(FD)

Dated, Chandigarh, the 20th January, 1992

A copy is forwarded to the Home Secretary, Chandigarh Administration,

Chandigarh, for information and necessary action.

Sd/-
(Y. S. MALIK)
Joint Secretary Finance (B)
for Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

A copy is forwarded to:-

1. All the Financial Commissioners, in Haryana: and
2. All the Commissioners & Administrative Secretaries to Government, Haryana, for information.

Sd/-
(Y. S. MALIK)
Joint Secretary Finance (B)
for Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

1. All the Financial Commissioners, in Haryana; and
2. All the Commissioners & Administrative Secretaries to Government, Haryana

U.O. No. 1/9/91-3PR(FD)

Dated, Chandigarh, the 20th January, 1992

A copy is forwarded to the Principal Secretary to the Chief Minister, Senior Secretaries to Ministers, Secretaries to Ministers, Private Secretaries to Ministers, Ministers of State, Chief Parliamentary Secretary for information of Chief Minister, Ministers, Ministers of State and Chief Parliamentary Secretary.

Sd/-
(Y. S. MALIK)
Joint Secretary Finance (B)
for Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

The Principal Secretary to the Chief Minister, Senior Secretaries to Ministers, Secretaries to Ministers, Private Secretaries to Ministers, Ministers of State, Chief Parliamentary Secretary.

U.O. No. 1/9/91-3PR(FD)

Dated, Chandigarh, the 20th January, 1992.

ANNEXURE-A**(Annexure to FD letter No. 1/9/91-3PR(FD) dated the 20th January, 1992)**

Sr. No.	Name of the department	Name of the post	Existing pay scale as on 01.01.1986	Revised scale of pay w.e.f. 1.10.91	
1	2	3	4	5	
1.	Archaeology	Assistant Conservator	1600-2600	1640-2900	
2.	Architecture	Senior Architect	3700-5000	4100-5300	
		Assistant Architect	2000-3500	2200-4000	
3.	Civil Secretariat	(a)(i) Supdt. (Cash)	2000-3500 + Rs. 200/- S.P. + Rs. 100/- S.P. for cash handling	2000-3500 + Rs. 200/- S.P + Rs. 125/- Special Allowance for cash handling	It has also been decided to make it applicable to the offices of FC(R)/ L.R./ Haryana Vidhan Sabha/ H.P.S.C. provided cash handled by each one of them is over Rs. 5 Lakhs per month.
		(ii) 4 Clerks (Cash)	950-1500+ Rs. 40/- S.P + Rs. 30/- S.P. for cash handling	950-1500 +Rs. 40/- S.P + Rs. 100/- Special Allowance for cash handling	
		(iii) 1 Clerk (Cash)	950-1500+ Rs. 40/- S.P + Rs. 20/- S.P for disbursement of exgratia grant + Rs. 30/- S.P for Cash handling	950-1500 + Rs. 40/- S.P + Rs. 20/- S.P for disbursement of ex-gratia grant + Rs. 100/- Special Allowance for Cash handling	
		(b) Restorers/ Record Supervisors/ Library Shelf Supervisors/G est. Operators Book Binder	950-1500	950-1500+ Rs. 30/- Special Pay	It has also been decided to grant the special pay of Rs. 30/- P.M. for the similar posts in the offices of FC(R)/ L.R./HVS/ H.P.S.C.
4.	Development and Panchayat	(i) Additional Director	3000-5000	3700-5000	
		(ii) Deputy Director (Plg)/Deputy Director (Legal)	2000-3500	2200-4000	
		(iii) Director, Women Programme	2000-3500	2200-4000	
		(iv) Artist-cum-Draftsman	1600-2660	1640-2900	
		(v) Lady Circle Supervisor	1640-2900	2000-3200	
		(vi) Instructors	1640-2900	2000-3200	
		(vii) Legal Officers	1640-2900 (TS) 1640-2900+ Rs. 200/- S.P (S.G) for 20% posts	2000-3500 + Rs. 200/- S.P.	
5.	Employment	Assistant Employment Officers	1640-2900	2000-3200	
6.	Excise and Taxation	1. Taxation Inspector	1400-2600	1640-2900	

Sr. No.	Name of the department	Name of the post	Existing pay scale as on 01.01.1986	Revised scale of pay w.e.f. 1.10.91	
		2. Excise & Taxation Officer	2000-3500		
		3. Deputy Excise & Taxation Commissioner	3000-4500	ETOs upwards 2200-4000 (T.S)	
		4. Joint Excise & Taxation Commissioner	3000-5000	3000-4500	(Senior Scale) (After 7 years of regular satisfactory service)
		5. Additional Excise & Taxation Commissioner	4100-5300	4100-5300	(Selection Grade) (After 14 years of regular satisfactory service) for 20% of the cadre of ETOs upwards)
Note: The pay scale linked with different designations of the department e.g. E.T.O., DETC, Jt. ETC and Addl. ETC become redundant. It will be a running scale for the officers ETO upwards and would replace the earmarked existing pay scales against posts.					
7.	Fisheries	Lab. Assistant	950-1400	950-1500	
8	(A) Health	(i) Transport Officer	2000-3500	(i) 2200-4000	(As a measure personal to the present incumbent)
				(ii) 2200-4000	(If the qualifications are revised to BE/Mechanical Automobile)
		(ii) Govt. Analyst	2000-3500	2200-4000	
	(B) Medical College	1. Director	7300-7600	7300-7600+ Sumptuary Allowance of Rs. 300/- P.M.	
		2. Professors	5100-6150+ N.P.A.	5100-7300+ N.P.A.	
		3. Teachers	3000-5000+ N.P.A.+ Teaching Allowance	3000-5700 + N.P.A.+Teaching Allowance	
		3 (i) Lecturers	3000-100-3400- EB+ N.P.A.+ Teaching Allowance of Rs. 100/- P.M.	3000-100-3400- EB+ N.P.A.+ Teaching Allowance of Rs. 100/- P.M.	
		3(ii) Readers	3500-125-4000- EB+N.P.A.+ Teaching Allowance of Rs. 150/- P.M.	3700-125-4200- EB+NPA + Teaching Allowance of Rs. 150/- P.M.	
		3(iii) Associate Professors	4125-125- 5000+NPA+ Teaching Allowance of Rs. 200/- P.M.	4500-150-5700+ NPA + Teaching Allowance of Rs. 200/- P.M.	
9.	Mines & Geology	(i) Assistant Geologist	2000-3500	2200-4000	
		(ii) Assistant Mining Engineers	2000-3500	2200-4000	

Sr. No.	Name of the department	Name of the post	Existing pay scale as on 01.01.1986	Revised scale of pay w.e.f. 1.10.91	
10.	Power	Chief Electrical Inspector	3700-5000	4100-5300	
11.	Public Relations	Art-cum-Lettering Assistant and Artist	1400-2600	1600-2660	(if the qualification prescribed is 5 years diploma from a recognized Institution)
				(ii) 1400-2600	(without above diploma)
12.	Raj Bhawan	Telephone Attendants	800-1150	(i) 1200-2040	(As a measure personal to the present incumbents)
				(ii) 1200-2040	In future the pay scale of Rs. 1200-2040 will be admissible only if the incumbents are Matriculates 1 st Divn./ Graduates).
13.	Revenue	(i) Consolidation Officers	1640-2900	2000-3500	
		(ii) Assistant Consolidation Officers	1400-2600	1640-2900	
14.	Science & Technology	(i) Chief Scientific Engineer	3700-5000	4100-5300	
		(ii) Scientific Engineer (B)	2000-3500	2200-4000	
15.	Social Welfare	Statistical Assistant	1400-2600	1600-2660	(It has also been decided to grant the pay scale of Rs. 1600-2660 in all the Govt. departments for this post provided qualifications and designations are the same as those in ESA's organisation)
16.	Transport	Legal Advisers	1640-2900+ Rs. 200/- S.P.	2000-3500 + Rs. 200/- S.P.	
17.	Vidhan Sabha	Telephone Attendants	950-1500	1200-2040	(Personal to the present incumbents. For future, subject to the condition that the qualifications are revised to Matric 1 st Divn. / Graduate)
18.	Wild Life	Divisional Wild Life Inspector	1400-2600	1600-2660	

***These instructions have been modified partly vide
No. 2/12/99-2PR(FD), Dt. 09.08.2002.***

**FINANCE DEPARTMENT
GOVT. OF HARYANA**

No. 6/144/4PR(FD)-87

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments
All Commissioners Ambala, Hisar, Rohtak and Gurgaon Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana.
The Registrars, Punjab & Haryana High Court, Chandigarh.
The Registrars, Maharishi Dayanand University, Rohtak;
Kurukshetra University Kurukshetra,
Haryana Agriculture University Hisar.

Dated, Chandigarh, the 27th January, 1992

Subject : Revision of Pay Scales of Junior Engineers.

Sir,

I am directed to invite your attention to the subject noted above it has been decided to further revise the pay scale of Junior Engineers working in all the Government departments w.e.f. 1.1.92, as under :-

	Existing pay scale	Revised Pay scale
(i)	Rs. 1400-2300	Rs. 1640-2900
(ii)	Rs. 1640-2900 (Available to 50% of the cadre as promotional grade)	Rs. 2000-3200 (For those JEs who complete fifteen years regular and satisfactory service and have not been promoted to the next higher post).

2. It has been decided to grant two advance increments to a J.E. who acquires AMIE or an equivalent degree subject to the condition that he has completed a minimum of 5 years regular and satisfactory service.

3. The pay of the employees may please be fixed under normal Civil Services Rules.

Sd/-
(Y. S. MALIK)
Joint Secretary, Finance (B),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 6/38/3PR(FD)-87

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Department,
Commissioners, Ambala, Hisar, Rohtak & Gurgaon Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana.
The Registrar, Punjab and Haryana High Court, Chandigarh.
The Registrars, Maharishi Dayanand University, Rohtak,
Kurukshetra University, Kurukshetra,
Haryana Agriculture University, Hisar.

Dated, Chandigarh, the 6th March, 1992**Subject : Revision of pay scales/HCMS Doctors/Engineers/Deputy Superintendent of Police - Clarification regarding pay scales of Engineers.**

Sir,

I am directed to invite a reference to Haryana Government, Finance Department circular letter No. 6/30/3PR(FD)-87 dated 2.6.89 and No. 6/38/3PR(FD)-87, dated 16th May, 1990 vide which pay scales of Engineers along with the Doctors of Health Department and Dy. Supdt. of Police were further revised. It is clarified that the revised pay scale, so far as Engineers are concerned are applicable to the Engineers of PWD (three wings) only .

Yours faithfully,

Sd/-

(Y.S.Malik)

Joint Secretary Finance(B),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/117/92-2PR-(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala, Hisar, Rohtak, & Gurgaon Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana.
The Registrar, Punjab & Haryana High Court, Chandigarh.
The Registrars, Maharishi Dayanand University, Rohtak Kurukshetra
University, Kurukshetra. and Haryana Agricultural University, Hisar.

Dated, Chandigarh, the 17th June, 1992**Subject : Revision of pay scales of Haryana Government Employees.**

Sir,

I am directed to invite your attention on the subject noted above and to say that the Government have further revised the pay scales of some categories of employees w.e.f. 1.4.92, as follows:-

Sr. No.	Name of Department	Name of the post	Existing pay scale	Further revised scales of pay w.e.f. 01.04.1992
1.	Animal Husbandry	Veterinary Surgeons	2000-3500	(i) 2200-4000 (T.S) (ii) Selection Grade 4100-5300 Limited to 20% of the posts of Veterinary Doctors upto the level of Joint Directors (Vet. side) provided they have put in 12 years or more of regular satisfactory service. Veterinary Surgeons, SDOs (AH), Assistants Directors, Deputy Directors and Joint Directors will from one cadre for this purpose. The cadre strength will be determined by the Administrative Department as per relevant rules/ instructions.
All the Officers of the rank of S.D.Os (AH)/Assistant Director or equivalent and above have been declared as Class-I Officers w.e.f. 1.4.92.				
2.	Education	Hindi/ Punjabi teachers possessing qualification of Prabhakar/ Giani with J.B.T.	1200-2040	1400-2600

2. It is requested that the pay of the employees whose pay scales have been revised as indicated above w.e.f. 1.4.92 may be fixed under the rules.

Yours faithfully,

Sd/-

(J.K. GUPTA),

Joint Secretary Finance,
for Financial Commissioner & Secy. to Govt.,
Haryana, Finance Department.

No. 6/23/92-1PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
All Commissioners of Divisions
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana.
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 13th October, 1992

Subject : Revision of pay scales of Haryana Govt. employees.

Sir,

I am directed to invite your attention on the subject noted above and to say that the Government have decided to revise the pay scales of the following categories of employees as under :-

Sr. No.	Department	Posts	Existing Scale	Revised Scale	Effective from
1.	Agriculture/ Horticulture	ADOs, HDOs & (i) Technical Asstts. Both in Agri. & Horticulture Departments.	1400-2600	1640-2900	1-6-92
		(ii) Circle Agriculture Officers & Technical Asstt. (Sr. Scale) both in Agr. & Horticulture Departments.	1600-2660	2000-3200	1-6-92
2.	Excise & Taxation	Excise Inspectors	1400-2600	1640-2900	Pay Scale of Excise Inspector has been brought at par with that of Taxation Inspectors as per Finance Department Circular letter No. 1/9/91- 3PR(FD) dated 20.01.1992.

It is requested that the pay of the employees whose pay scales have been revised as above may be fixed under the applicable rules.

Yours faithfully,

Sd/-

(J.K. Gupta)

Joint Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 6/10/89-5PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
All Commissioners of Divisions and
All Deputy Commissioner and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 5th March, 1993**Subject : Revision of Pay Scales of Haryana Govt. Employees.**

Sir,

I am directed to invite your attention on the subject noted above and to say that the Government have decided to revise the pay scales of the following categories of employees as under :-

Sr. No.	Department	Posts	Existing Scale	Revised Scale	Effective from
1.	Technical Education	(i) Lecturer	2000-3500+ 200 S.P.	2200-4000 and S.G. of Rs. 3000-4500 to 20% posts of Lecturers on completion of minimum 12 years regular satisfactory service.	1.6.92
		(ii) Sr. Lecturer	2200-4000 + 200 S.P.	3000-4500	
		(iii) H.O.D	3000-4500 + 200 S.P.	3700-5000	
		(iv) Principal	3700-5000 + 200 S.P.	4100-5300 + 200 S.P.	
		(v) Addl. Director	3700-5000 + 300 S.P.	4100-5300 +300 S.P.	
		(vi) Workshop Supdt.	2000+3500 + 200 S.P.	2200-4000 and S.G. of Rs. 3000-4500 to 20% of the post of Workshop Supdt.	
2.	Food & Supplies	Addl. Directors (2 posts of departmental officers)	3000-5000	3700-5000	w.e.f. from the date of issue of this letter.

It is requested that the pay of the employees whose pay scales have been raised as above may be fixed under normal civil services rules.

Yours faithfully,

Sd/-

(J.K.Gupta)

Joint Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/199/92-2PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Director,
Medical College, Rohtak.

Dated, Chandigarh, the 31st May, 1993**Subject : Grant of Selection Grade of Rs. 7300-7600 for the post of Professors in Medical College, Rohtak.**

Sir,

I am directed to refer to you to the subject noted above and say that the State Govt. has decided to grant Selection Grade of Rs. 7300-7600 to 10% posts of Professors of Medical College, Rohtak on completion of 12 years of regular satisfactory service as Professor. This decision will take effect from 01.04.1993.

2. Pay of Professors who are granted Selection Grade may be fixed as per provisions of Civil Services Rules.

Sd/-
(J. K. Gupta)
Joint Secretary, Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 9/134/92-2PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

The Director, Ayurveda, Haryana,
Chandigarh.

Dated, Chandigarh, the 27th September, 1993**Subject : Revision of pay scales of Unani Medical Officers/Chikitsaks, Homoeopathic Medical Officers, Ayurvedic Physicians/Chikitsaks, Ayurvedic Resident Physicians.**

Sir,

I am directed to refer the subject cited above and to say that the State Government has decided to revise the pay scales of Unani Medical Officers/Chikitsaks, Homoeopathic Medical Officers, Ayurvedic Physicians/Chikitsaks and Ayurvedic Resident Physicians from Rs. 1640-2900 to 2000-3500. This decision will take effect from 01.09.1993.

Yours faithfully,

Sd/-

(S.L.VERMA)

Under Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

Subject : Revision of pay scales of Masters of Senior Wing of Moti Lal Nehru Sport School, Rai of Sports Department.

(Copy of FD Hr. No. 1/89/92-4PR(FD) dt. 1st December, 1993)

I am directed to refer you on the subject cited above and to say that the State Government in Finance Department has decided to accept the proposal of Administrative Department and to revise the pay scales of Masters of Senior Wing of Moti Lal Nehru Sports School, Rai, who possess the minimum prescribed qualifications of M.A./M.Sc.-IInd Division with B.Ed. from Rs. 1640-2900 to Rs. 2000-3500 with immediate effect.

No. 6/92/90-1PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Director, Technical Education,
Haryana, Chandigarh.

Dated, Chandigarh, the 27th December, 1993**Subject : Revision of pay scale of the PTI-cum-Hostel Superintendent, Govt. Polytechnic for Women, Ambala City.**

Sir,

I am directed to refer you on the subject cited above and to say that the State Government has decided to revise the pay scale of PTI-cum-Hostel Superintendent, Govt. Polytechnic for Women, Ambala City from Rs. 1600-2660 to 2000-3500 with immediate effect.

Yours faithfully,

Sd/-

(S.L. Verma)

Under Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/10/94-1PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

Director-General, Health Services,
Haryana, Chandigarh
Director-Principal, Medical College, Rohtak.

Dated, Chandigarh, the 23rd February, 1994**Subject : Revision of pay scales of the Staff Nurses, Principal Tutors Nursing Superintendents and Public Health Nursing Officer.**

Sir,

I am directed to refer you on the subject cited above and to the Government has decided to revise the pay scales of staff, as under :-

Sr. No.	Name of the Department	Name of the Post	Present scale	Revised w.e.f. 1-10-93
1	Health & Medical College, Rohtak.	Staff Nurses	1400-2600	1400-2600 and selection grade of Rs. 1640-2900 for 20% of cadre posts.
2	Health & Medical College, Rohtak.	Principal Tutors, Nursing Superintendents and Public Health Nursing Officers.	2000-3200	2000-3500

Yours faithfully,

Sd/-

(S.L Verma)

Under Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 6/81/87-1PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

The Director General, Health Services,
Haryana, Chandigarh.

Dated, Chandigarh, the 11th March, 1994**Subject : Revision of pay scale of Multipurpose Health Workers (Male & Female).**

Sir,

I am directed to refer you on the subject cited above and to say that the State Government has decided to revise the pay scale of Multipurpose Health Workers (Male & Female) from Rs. 950-1500 to Rs. 1200-1240 w.e.f. 01.01.1994.

Yours faithfully,

Sd/-

(S. L. Verma)

Under Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/2/94-1PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

The Director General, Health Services,
Haryana, Chandigarh.

Dated, Chandigarh, the 1st April, 1994**Subject : Revision of pay scale of Public Analyst.**

Sir,

I am directed to refer you on the subject cited above and to say that the State Government has decided to revise the pay scale of Public Analyst from Rs. 2200-4000 to Rs. 3000-4500 w.e.f. 01.03.1994.

Yours faithfully,

Sd/-

(S. L. Verma)

Under Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/6/94-2PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

The Director, Agriculture, Haryana,
Chandigarh.

Dated, Chandigarh, the 8th August, 1994**Subject : Revision of pay scales of officer of Agriculture Department & Horticulture Department.**

Sir,

I am directed to refer to the subject noted above and to say that the State Govt. has decided to revise the pay scale of Class-I officers of the level of Deputy Director in Agriculture & Horticulture Departments for all categories of officers having degree in Agricultural Science or Engineering as a qualification from existing Rs. 2000-3500 to 2200-4000 (Time Scale) with a Selection Grade of Rs. 3000-4500 for 20% of posts on completion of 12 years regular satisfactory service counted both in Class-II & Class-I.

Further it has been decided to grant Selection Grade of Rs. 2200-4000 to 20% of posts of all Class-II officers of Agriculture & Horticulture Departments having degree in Engineering or Agricultural Science as a qualification on completion of 12 years regular satisfactory service in addition to the existing Time Scale of Rs. 2000-3500 with immediate effect.

Sd/-

Under Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/155/92-2PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

Milk Commissioner,
Haryana, Chandigarh.

Dated, Chandigarh, the 8th August, 1994**Subject : Revision of pay scale of Milk Commissioner-cum-Director Dairy Development Department, Haryana.**

Sir,

I am directed to refer you on the subject cited above and to say that the State Govt. have decided to revise the pay scale of post of Milk Commissioner-cum-Director, Dairy Development Department, Haryana from Rs. 3700-5000 to Rs. 4800-5700 w.e.f. 01.04.1994.

Yours faithfully,

Sd/-

(S. L. Verma)

Under Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

***These instructions have been modified partly
vide No. 1/138/92-1PR(FD), dated 03.08.1995.***

No. 1/138/92-1PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments of Haryana Govt.,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 8th August, 1994

Subject : Revision of pay scales of Haryana Govt. Employees and grant of Special Pay to Personal Assistants of Directorates.

Sir,

I am directed to refer to the subject noted above and to say that on the recommendations of the Committee on pay scales, the State Govt. have revised the pay scales of the following categories of employees w.e.f. 01.05.1994 :-

Sr. No.	Department	Post	Existing pay scale	Revised pay scale
1.	Civil Sectt.	(i) Head Gate Keeper	1150-1500	1200-2040
		(ii) Gate Keeper	800-1150	950-1400
2.	Civil Aviation	Chief Aircraft Engineer	3700-5000	4100-5300
3.	Fisheries	Hatchery Technician	775-1025	950-1500
4.	Health	(i) Assistant Director (ICDS)	2000-3500	2200-4000
		(ii) Statistical Supervisor /Machine Operator /Field Evaluation Worker (6 Posts).	1400-2600	1600-2660
5.	Ayurveda (Govt. Ayurvedic College, Kurukshetra.)	(i) Reader	2000-3200	2200-4000
		(ii) Lecturer	1640-2900	2000-3500
		(iii)Lecturer in Physical Education	1600-2660	2000-3500

It has further been decided to allow w.e.f. 1.5.94 Special Pay of Rs. 150/- P.M. to those Personal Assistants working with Head of Departments who are in the pay scale of Rs. 1640-2900 and are at present not receiving Special Pay.

Yours faithfully,

Sd/-

Under Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/175/3PR(FD)-92

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Director, Hospitality,
Haryana, Chandigarh.

Dated, Chandigarh, the 23rd August, 1994**Subject : Revision of pay scale of Supervisors of Hospitality Department.**

Sir,

I am directed to refer to you on the subject cited above and to say that the State Govt. has decided to revise the pay scale of Supervisors from Rs. 1400-2600 to Rs. 1600-2660. This decision will take effect from 01.07.1994.

Yours faithfully,

Sd/-

(S. L. Verma)

Under Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/3/93-2PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Director of Agriculture, Haryana,
Chandigarh.

Dated, Chandigarh, the 21st November, 1994**Subject : Revision of pay scale of Research Officer (Ground Water Cell) of Agriculture Department, Haryana.**

Sir,

I am directed to refer to you on the subject cited above and say that the State Government has decided to revise the pay scale of the post of Research Officer (Ground Water Cell) of Agriculture Department from Rs. 3000-100-3300-125-5000 to Rs. 3700-125-4700-150-5000 with immediate effect.

Sd/-

Under Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

Subject : Revision of pay scale of the post of Management Consultant, HBPE from Rs. 3000-100-3500-125-5000 to Rs. 3700-125-4700-150-5000.

(Copy of FD Hr. No. 1/154/92-4PR(FD) dt. 21st November, 1994)

I am directed to refer you on the subject noted above and to say that State Government have decided to revise the pay scale of the post of Management Consultant. HBPE from Rs. 3000-100-3500-125-5000 to Rs. 3700-125-4700-150-5000 w.e.f. 1.8.94. His file No. 96-MCHBPE-90 enclosed herewith.

No. 1/11/94-2PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Economic & Statistical Advisor to Govt.,
Haryana, Chandigarh.

Dated, Chandigarh, the 23rd November, 1994**Subject : Revision of pay scale of the posts of Planning Officer/Credit Planning Officer/Economists from Rs. 2000-3500 to 2375-3600.**

Sir,

I am directed to refer to you on the subject noted above and to say that State Government have decided to revise the pay scale of the post of Planning Officer/Credit Planning Officer/Economists of ESO department from Rs. 2000-3500 to 2375-3600 w.e.f. 01.04.1994. Subject to the condition that the qualifications and experience laid down for the posts of Research Officer/District Statistical Officers/Planning Officers/Credit Planning Officers/Economists are uniform.

Sd/-

Under Secretary Finance,
for Financial Commissioner & Secy. to Govt.,
Haryana, Finance Department.

Subject : Revision of the pay scale of Distt. Ayurveda Officers and Assistant Director, Ayurveda.

(Copy of FD Hr. No. 1/31/93- 1PR dt. 15th December, 1994)

I am directed to refer you to the subject noted above and to say that the State Government have carefully considered the representations of the Haryana District Ayurvedic Officers Association as also the latest recommendation of the Administrative Department and it has been decided to revise the pay scale of the posts of District Ayurveda Officers and Assistant Director, Ayurveda from existing Rs. 2000-3500 to 2200-4000 w.e.f. 1.11.94. These orders may be brought to the notice of all concerned.

No. 1/190/92-1PR(FD)

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioner Ambala, Hisar Rohtak & Gurgaon Divisions,
Deputy Commissioners in Haryana.

Dated, Chandigarh, the 2nd March, 1995**Subject : Revision of pay scale of Naib Tehsildars of Haryana Government.**

Sir,

I am directed to invite your attention on the subject cited above and to say that the State Government has decided to revise the pay scale of Naib Tehsildars in all the departments in Haryana from 1640-2900 to Rs. 2000-3200 w.e.f. 1.11.1994.

Yours faithfully,

Sd/-

(Dhan Singh)
Under Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/117/92-2PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Director,
Animal Husbandry Department,
Haryana, Chandigarh.

Dated, Chandigarh, the 8th/9th May, 1995**Subject : Revision of pay scale of Veterinary Surgeons of Animal Husbandry Department, Haryana.**

Sir,

I am directed to invite your attention to the subject cited above and to say that the State Govt. has decided to revise the pay scale of Veterinary Surgeons of Animal Husbandry Department, Haryana as under w.e.f. 1.4.95

	Existing Pay Scales	Proposed Pay Scales
(i)	2200-4000 (TS)	2200-4000 (TS)
(ii)	4100-5300 (SG) limited to 20% posts of Vets upto the level of Joint Director (Vety. side) provided they have put in 12 years or more regular satisfactory service. Vets, SDOs (AH) ADs, DDs and JDs will form one cadre for this purpose.	3000-4500 on completion of five years of regular satisfactory service.
		4100-5300 (SG) limited to 20% posts of veterinary doctors upto the level of Joint Directors (Vety side) provided they have put in 12 years or more of regular satisfactory service. Vets, SDOs (AH) ADs, DDs and JDs will form one cadre for this purpose.

Yours faithfully,

Sd/-

Deputy Secretary Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

Subject : Revision of Pay Scale of Economic and Statistical Advisor, Haryana.

(Copy of FD Hr. No. 1/23/93-2PR(FD) dt. 9th May, 1995)

I am directed to invite your attention to the subject noted above and to say that the State Government has decided to revise the pay scale of the Economic and Statistical Advisor, Haryana from Rs. 4100-5300 to Rs. 4800-5700 w.e.f. 01.02.1995.

No. 1/1/93-1PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners of Divisions,
Deputy Commissioners and
Sub Divisional Officers (C) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 5th June, 1995**Subject : Revision of Pay Scale of Haryana Govt. Employees and re-designation of posts.**

Sir,

I am directed to invite your attention to the subject noted above and to say that the State Government has decided to revise the pay scales of Head Clerks/ Head Assistants as under w.e.f. 01.04.1995.

Sr. No.	Name of Departments	Name of the Posts	Existing Pay Scale	Revised Pay Scale
1.	All Hr. Govt. Departments	Head Clerks/Head Assistants (Promoted from the posts of Assistants or equivalent in the pay scale of Rs. 1400-2600).	1600-2660	1640-2900

2. It has further been decided to re-designate the posts as under w.e.f. the date of issue of orders :-

Sr. No.		Category	Proposed designation
1.	(i)	Clerk in the Ist Higher Standard pay scale	Senior Clerk, Grade-II.
	(ii)	Clerk in the IInd Higher Standard pay scale	Senior Clerk, Grade-I.
2.	(i)	Steno-Typist in the Ist Higher Standard Pay Scale	Senior Steno-Typist, Grade-II.
	(ii)	Steno-Typist in the IInd Higher Standard Pay Scale	Senior Steno- Typist, Grade-I
3.		Head Clerks/Head Asstts. (in the pay scale of 1640-2900)	Deputy superintendent

3. Necessary amendment in the relevant service Rules with regard to re-designation of the above posts may please be carried out at the earliest possible.

Yours faithfully,

Sd/-

(M.R. ANAND)

Deputy Secretary Finance,
for Financial Commissioner & Secy. to Govt.,
Haryana, Finance Department.

Subject : Revision of pay scale of District Revenue Officers & Tehsildars.**(Copy of FD Hr. No. 1/29/95-1PR(FD) dt. 8th June, 1995)**

I am directed to invite your attention to the subject cited above and to say that the State Govt. have decided to revise the pay scales of Haryana Govt. Employees as under w.e.f. the date of issue of orders:-

Name of the Department	Name of the Post	Existing Scale	Revised Scale
Revenue Department	Distt. Revenue Officers	2200-4000	3000-4500
In all Govt. Departments.	Tehsildars	2000-3500	2200-4000

No. 1/40/94-3PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Chief Secretary to Government, Haryana,
(in Estt. I Branch).
The Financial Commissioner & Secretary to
Government, Haryana, Revenue Department.
Legal Remembrancer & Secretary to Govt.,
Haryana, Law Department.
The Secretary, Haryana Vidhan Sabha.
The Secretary, Haryana Public Service Commission.

Dated, Chandigarh, the 14th July, 1995

Subject : Revision of pay scales of Assistants/Senior Scale Stenographers of the offices of Haryana Civil Secretariat, Financial Commissioner Revenue, Legal Remembrancer, Haryana Vidhan Sabha and Haryana Public Service Commission.

Sir,

I am directed to refer you on the subject noted above and to say that the state Government have decided to revise the existing pay scale of Assistants/Senior Scale Stenographers of the following offices from Rs. 1400-2600 + 60 S.P. to Rs. 1600 2660 + 60 S.P. with effect from 01.04.1995 :-

1. Haryana Civil Secretariat.
2. Financial Commissioner, Revenue.
3. Legal Remembrancer-cum-Secretary, Law Department.
4. Haryana Vidhan Sabha.
5. Haryana Public Service Commission.

Yours faithfully,

Sd/-

(Dr. Harbakhsh Singh)
Joint Secretary, Finance
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 8/16/2002-5PR(FD)

From

The Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All the Heads of Departments in Haryana,

Dated, Chandigarh, the 12th August, 2003

Subject : Removal of anomalies in the pay scales of General Category of Technical Trade Employees – meeting held on 30.07.2003 at 12.00 Noon – proceedings thereof.

Sir,

I am directed to invite your kind attention to the subject noted above and to say that the pay scales of some of the technical posts were revised as under vide Government instruction No. 6/23/3PR(FD)-88, dated 23.8.90 with effect from 1.5.90 :-

Name of the Department/post	Existing pay scale as on 01.01.1986	Modified scale of pay w.e.f. 1.5.90
General recommendations regarding technical posts in various departments for which minimum educational qualification prescribed Matric with ITI Certificate/ Polytechnic.	750-940 775-1025 800-1150 950-1400 950-1500	1200-2040 (It has been decided that further recruitment of non Matric be stopped.

The above mentioned scales were further modified as under vide No. 6/23/3PR(FD)-88, dated 26.7.91 :-

General recommendations regarding technical posts in various departments for which minimum educational qualification prescribed Matric with ITI Certificate/Polytechnic.	750-940 775-1025 800-1150 950-1400 950-1500	1200-2040
General recommendations regarding technical posts in various departments for which minimum educational qualification prescribed Matric with ITI Certificate/diploma from Polytechnic without insistence on Matric.	750-940 775-1025 800-1150	950-1400

The representatives of the Haryana Karamchari Mahasangh has submitted in the above said meeting that anomalies in pay scales of different categories of Non-ITI pass employees may be rectified w.e.f. 1.5.90 being the similar duties.

The matter was discussed in the above said meeting and it was decided to seek information from the various departments the actual number of working Non-ITI Technical employees as to access the financial implications of the demand.

It is, therefore, requested that the number of Non-ITI Technical employees working in their respective departments may be supplied to the Finance Department, at the earliest.

Yours faithfully,

Sd/-

Under Secretary Finance (PR),
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

No. 6/83/2009-3PR(FD)

From

Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

To

All the Heads of Departments in Haryana,
All the Commissioners of Divisions,
All Deputy Commissioners and
All Sub Divisional Officers (Civil) in Haryana,
Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 9th August, 2010

Subject : CWP No. 12020 of 1993, 12021 of 1993, 18754 of 1991, 14493 of 1991, 15339 of 1991, 15520 of 1991, 14384 of 1991 and 12751 of 1993 -Revision of pay scale of Technical posts.

Sir,

While disposing of a bunch of CWP in main CWP No. 18754 of 1991, the Hon'ble High Court considered item No. 40 of instructions No. 6/23/3PR(FD)-88, dated 23.08.1990 and 26.07.1991 give observation as under :-

"From the reading of Pay Rules, 1986 Item No. 40 it appears that the revised pay scale has been prescribed for various technical posts in which the minimum educational qualification prescribed is Matric with ITI, meaning thereby that any person, who is working on any technical post for which the minimum qualification prescribed is Matric with ITI certificate whether he is in lower pay scale of 750-940 or various higher pay scales referred to above including Rs. 950-1500 is to be placed in the revised pay scale of Rs. 1200-2040 The rule does not prescribe that only an employee working on the technical post possessing the qualification of Matric with ITI is to be granted the revised pay scale. Pay scales of the posts and grades have been revised and not of the employees with higher qualifications. It is not in dispute that all the petitioners are working on one or the other technical posts and are in the different pay scales amongst five unrevised, pay scales and are working since last 20 to 30 years. The endorsement recruitment of the non-Matric has been stopped. Its natural corollary is that in past non-Matrices have been recruited against the posts for which the qualification prescribed is Matric with ITI"

So far as the claim of the person who were appointed prior to 01.05.1990 on these posts whose qualification was not Matric with ITI is concerned. The observation of Hon'ble High Court on this issue are as under :-

"There is another aspect the qualification is to be seen at the time of recruitment. A person possessing the requisite qualification at the time of recruitment cannot be denied the benefit of the pay scale, if at any subsequent stage the qualifications are modified. Hon'ble supreme Court in case of Chandraprakash Madhovra Dadwa Vs. Union of India reposed as 1998 (4) RSJ considered the similar question and held as under :-

"47. To put it in a nutshell the change in the essential qualification made in 1990 or 1998 or the additional functions now required to be performed by the appellants could not retrospectively affect the initial recruitment of appellants as Data Processing Assistants nor their confirmation in 1989. Recruitment qualifications

could not be altered for applied with retrospective effects so as to deprive the recruits of their right to the posts to which they were recruited nor could it affect their confirmations.”

Thus, if the petitioners had the requisite qualification to hold the post at the time of their recruitment any qualification prescribed subsequently will not effect their right to hold the post or their entitlement for the revised pay scales on the ground that they do not possess the qualification prescribed later on.”

The same issue has been again considered by the Hon'ble High Court while disposing of CWP No. 10074 of 2010 and CWP No. 10276 of 2010 with the observations which are as under:-

“In view of the above the petitioners notwithstanding the fact that they are non-Matric are entitled to the pay scale of Rs. 1200-2040 w.e.f. 01.05.1990. However, the petitioners shall be entitled to only notional benefits of the aforesaid pay scale and their salary will be fixed at par with the juniors without any monetary benefits of arrears. The petitioners shall be entitled to the pay revision, if any thereafter.”

In view of the above quoted judgments of Hon'ble High Court, it has been decided to grant the benefit of pay scales of Rs. 1200-2040 notionally w.e.f. 01.05.1990 and actually from issuance of this letter to those employees whose qualification was not Matric with ITI and they were appointed prior to 01.05.1990 on technical post whose qualification is Matric with ITI under the provisions of service rules/draft service rules/qualification prescribed otherwise.

Sd/-
Superintendent (PR)
for Financial Commissioner & Principal Secy. to Govt.,
Haryana, Finance Department.

No. 1/9/1PR(FD)-87/

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners of Ambala/Hisar Divisions,
All Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 29th April, 1987

Subject : Revision of Pay Scales of Haryana Government Employees.

Sir,

I am directed to invite your attention to the subject noted above and to inform you that the Government have taken the following decisions :-

- (i) the arrears on account of revision of scales & DA admissible therein, will be paid in cash w.e.f. the salary for March, 1987, instead of April, 1987, as decided earlier;
- (ii) The present system of selection grades as it exists for the employees of Groups B, C & D has been discontinued. However, in order to provide relief to those who reach the maximum of the scales, grant of one stagnation increment on completion of every two years at the maximum of the respective scales, subject to a maximum of three such increments, has been approved. This decision is applicable to employees of Groups A, B, C & D, maximum of whose pay scales do not exceed Rs. 6700/- in the revised scales.
- (iii) With regard to special pay, it has been decided that no special pay would be admissible to posts in the scale of Rs. 5900-6700 and above. Further, pay and special pay in the revised scales shall not exceed the maximum of the scale.
- (iv) No corresponding contribution would be made by Government for C.P.F. deposits made on account of arrears for the period from 01.01.1986 to 28.02.1987.
- (v) Officers' Committee will entertain representations from authorised associations within a period of two months of the notification of the new pay scales, in such cases where anomalies are left as a result of the revision of pay scales. Such cases should be forwarded to the Secretary Anomalies Committee with your comments & specific recommendations through the Administrative Department in the enclosed performa.

Receipt of this letter may please be acknowledged.

Yours faithfully,

Sd/-

Joint Secretary, Finance (PR),
for Commissioner and Secretary to Government,
Haryana, Finance Department.

No. 1/9/1PR(FD)-87/

Dated, Chandigarh, the 29th April, 1987

A copy is forwarded to the A.G.(Audit) and A.G. (A&E) Haryana, Chandigarh for information and necessary action.

Sd/-

Joint Secretary, Finance (PR),
for Commissioner and Secretary to Government,
Haryana, Finance Department.

A copy is forwarded to :-

- (1) All the Financial Commissioners, Haryana.
- (2) All Administrative Secretaries to Government, Haryana for information and necessary action.

Sd/-

Joint Secretary, Finance (PR),
for Commissioner and Secretary to Government,
Haryana, Finance Department.

U.O. No. 1/9/1PR(FD)-87/

Dated, Chandigarh, the 29th April, 1987

A copy is forwarded to the Principal Secretary/Chief Minister, Sr. Secretary to Ministers, Secretaries to Ministers & Private Secretaries to Ministers/Ministers of State, for the information of the Chief Minister, Ministers, Ministers of State.

Sd/-

Joint Secretary, Finance (PR),
for Commissioner and Secretary to Government,
Haryana, Finance Department.

To

The Principal Secretary/Chief Minister, Sr. Secretary to
Ministers, Secretaries to Ministers & Private Secretaries to
Ministers/Ministers of State.

U.O. No. 1/9/1PR(FD)-87/

Dated, Chandigarh, the 29th April, 1987.

PROFORMA

Sr. No.	Designation of the Post.	No. of Posts sanctioned as on 31.12.1986	Pay scale (complete with rate of increment)	Special Pay attached if any.	Name of the post(s) with pay scales(s) from which promotion takes place to the post under column 2.
1.	2.	3.	4.	5.	6.

PROFORMA

Next Channel of promotion its pay scale & Group.	Educational & experience qualifications at the point of recruitment for the post.	Minimum experience & allied requirements for departmental candidates for promotion to the post.	Recommendation of Head of Department	Recommendation of Administrative Department.	Remarks
7.	8.	9.	10.	11.	12.

No. 1/9/1PR(FD)-87

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Head of Departments,
Commissioner, Ambala and Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 18th May, 1987**Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Haryana Government Finance Department Notification No. G.S.R. 39/Const./Art.309/87, Dated the 29th April, 1987, vide which Haryana Civil Services (Revised Pay) Rules, 1987, have been published (ten copies along with corrigendum dated 15th May, 1987, are enclosed) and to say that the following instructions be kept in view while fixing the pay of the employees in revised scales of pay in accordance with these rules :-

- (i) The Heads of the Offices should obtain the options from the employees in the prescribed Form and fix their pay with the assistance of Senior Accounts Officer, Accounts Officer or the Section Officer of the Finance Department or any other account knowing person, already posted in their department. Where there are no accounts knowing personnel. Director, Treasury and Accounts will arrange such assistance if asked for. The pay of Heads of offices and those Officers who are themselves Drawing & Disbursing Officers will be fixed by their Head of Department and that of the Heads of Departments will be fixed by their Administrative Departments.
- (ii) According to rule 11 of the above mentioned Rules, arrears for 14 months from January, 1986 to February, 1987 will be deposited in the General Provident Fund Account of the employee concerned. Accordingly arrears bill for Non-Gazetted and Gazetted employees should be prepared separately for the period from 1st Jan., 1986 to 28th Feb., 1987 and the amount transferred to the General Provident Fund Account of the employee concerned. Arrears for the month of March, 1987 and onward should, however, be prepared separately and paid to the employees concerned in cash. Where any Govt. employee was during this period not eligible to subscribe to the General Provident Fund, the Governor of Haryana in exercise of the powers available under Rule 13 of the Haryana Civil Services (Revised Pay) Rules, 1987 is pleased to decide the amount of arrears of such an employee shall be invested in the National Savings Certificates instead of special saving account as provided in Rule 11 of the above said rules, which will be purchased from the Post Offices in the State of Haryana. The National Savings Certificate will be purchased by the Drawing and Disbursing Officer, in the name of Govt. employee concerned and handed over to the later. The Govt. employees who have retired or had closed their Provident Fund Account before the issue of this letter or who might close their accounts by the time, arrears are drawn, be paid in cash.

- (iii) Calculation of Leave Salary :- If any employee was on leave before 01.01.1986 and his leave continued beyond that date, his leave salary will be calculated at the same rates as before 01.01.1986. In his case the revision of pay scale will have effect only, after he has resumed duty.

2. In accordance with the provisions contained in Rule 9 of Haryana Civil Services (Revised Pay) Rules, 1987 where a Government employee continues to draw his pay in the existing scale and is brought over to the revised scale from a date later than the 1st day of January, 1986, his pay from the later date in the revised scale is to be fixed under the Punjab C.S.R. Vol. I, Part I and not under Rule 7 of the above said Rules of 1987. In Order to make available the benefit of initial fixation of pay in the revised scales under Rule 7 of the Haryana Civil Services (Revised Pay) Rules, 1987, in the case of those Government employees also, who choose to elect the revised scale of pay from a date after 1st January, 1986 i.e. with effect from the date of their next increment, the Governor of Haryana, in exercise of the powers available, under Rule 13 of Haryana Civil Services (Revised Pay) Rules, 1987 is pleased to decide that the pay of Government employees drawing their increments annually who, opt to switch over to the revised scale of pay from the date of their next increment, falling after 01.01.1986, but not later than 31.12.1986, in respect of the post held by them on 01.01.1986, shall be fixed in accordance with the provisions of Rule 7 of the Haryana Civil Services (Revised Pay) Rules, 1987.

3. The Governor of Haryana is further pleased to decide that the pay of Government servants drawing their increment, biennially and who opt to switch over to the revised scale from the date of their next increment falling after 01.01.1986 but not later than 31.12.1987, in respect of the post held by them as on 01.01.1986, shall also be fixed in accordance with the provisions of Rule 7 of Haryana Civil Services (Revised Pay) Rules, 1987. The option once exercised shall be final. However, the pay of Government employees who still opt to switch over to the revised scales from any date, subsequent to 31.12.1986 (in the case of those drawing increments annually) or 31.12.87 (in the case of those drawing increments biennially) as the case may be, shall be fixed in the new, scales, under Rule 9 of the Haryana Civil Services (Revised Pay) Rules, 1987.

4. The benefit of revised scales of pay will also accrue to those employees who retired on or after 1st January, 1986 but before the issue of Notification of Haryana Civil Services (Revised Pay) Rules, 1987.

Receipt of this letter may please to acknowledge.

Yours faithfully,

Sd/-

(S.P. SHARMA)

Joint Secretary, Finance (PR)

for Commissioner & Secretary to Government,
Haryana, Finance Department.

IMMEDIATE**No. 1/9/1PR(FD)-87**

From

The Commissioner and Secretary to Government,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana, High Court, Chandigarh.**Dated, Chandigarh, the 20th May, 1987****Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Haryana Government, Finance Department's letter of even number dated 18th May, 1987, on the subject noted above, vide which instruction for the fixation of pay of the employees in the revised scales of pay have been issued. Haryana Civil Services (Revised Pay) Rules, 1987 have already been published vide Finance Department notification number GSR 39/Const./Art. 309/87, dated the 29th April, 1987, and copies thereof, along with corrigendum have been forwarded to you with the letter mentioned above. With the issue of instruction mentioned above there should be no difficulty in the fixation of pay of the employees in the revised scales. It is, therefore, requested that serious efforts may please be made to disburse arrears and the pay of the employees working in your departments for the month of May, 1987 in the revised scales of pay.

The receipt of this letter may please be acknowledged.

Yours faithfully,

Sd/-

(K.K. ABROL)

Under Secretary, Finance (PR)
for Commissioner & Secretary to Government,
Haryana, Finance Department.

No. 1/9/1PR(FD)-87

From

The Commissioner and Secretary to Government,
Haryana, Finance Department.

To

The Accountant General (A&E),
Haryana, Chandigarh.
The Accountant General (Audit),
Haryana, Chandigarh.

Dated, Chandigarh, the 15th June, 1987**Subject : Revision of Pay Scales.**

Sir,

I am directed refer to Haryana Govt. Endst. No. 1/9/1PR(FD)-87, dated 29.04.1987 on the subject noted above, with which copies of Haryana Govt. Finance Department notification No. GSR39/Const./Art.309/87, dated the 29th April, 1987 and corrigendum dated the 15th May, 1987, regarding revision of pay scales of Haryana Govt. employees w.e.f. 1st January, 1986 were forwarded to you, and, to state that according to Rule 11 of the Haryana Civil Services (Revised Pay) Rules, 1987, the arrears for 14 months from January, 1986 to February, 1987 accruing to the employees as result of revision of pay scales will be deposited in their G.P.F. accounts. The question as to from which date the interest on this contribution is to be allowed to accrue to the employees has been under consideration of the Government for sometime past. The Governor of Haryana is now pleased to order that interest on this contribution will be allowed to accrue to the employees from the date of issue of the notification No. GSR. 39/Const./Art.309/87, dated 29th April, 1987 i.e. the 29th April, 1987, mentioned above.

Yours faithfully,

Sd/-

(S.P. SHARMA)

Joint Secretary Finance, (PR)
for Commissioner & Secretary to Government,
Haryana, Finance Department.

No. 1/32/4PR(FD-87)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala and Hisar Divisions,
All Deputy Commissioners and
Sub-Division Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 9th July, 1987**Subject : Clarification – Haryana Government, Finance Department, Notification No. GSR. 39/Const./Art.309/87, dated 29.04.1987.**

Sir,

I am directed to invite a reference to the subject noted above and to state that clarification has been sought by some departments as to what is the new replacement scale of the existing scale of Rs. 700-1250. In this connection, it is clarified that where there is selection grade of Rs. 750-1450 sanctioned with this time scale of Rs. 700-1250, the revised scale of Rs. 1640-2900 is to be given, otherwise the revised scale Rs. 1600-2660 is to be given. Please acknowledge receipt.

Yours faithfully,

Sd/-

(K. K. Abrol)

Under Secretary Finance (PR)

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 4/1/87-5PR(FD)

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Head of Departments,
Commissioners of Ambala and Hisar Divisions,
All Deputy Commissioners in Haryana and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 21st July, 1987**Subject : Grant of next increment in the revised scales to person who had reached the maximum of the existing scale subsequent to 01.01.1985.**

Sir,

I am directed to invite a reference to rule 8 of the Haryana Civil Services (Revised Pay) Rules, 1987 and to say that according to the said rule the next increment of a Government employee whose pay has been fixed in the revised scale under Rule 7 (I) of those rules shall be granted except in cases falling under the first proviso to Rule 8 on the date he would have drawn his increment had he continued in the existing scale. A question has been raised as to what would be the date of next increment in the revised scale in the case of a Government employee who had been drawing pay at the maximum stage of the existing scale after 01.01.1985, as such a Government employee would not have drawn any further increment in the existing scale. The Governor of Haryana is pleased to decide that in such cases where the Government employee had reached the maximum of the existing scale subsequent to the 1st January, 1985, the next increment in the revised scale may be granted on the completion of service for the full incremental period, counting for increment under rule 4.9 of CSR. Vol. I, Part-I from the dated on which he reached the maximum of the existing scale, without prejudice to any benefit that may, be admissible by the operation of the first proviso to Rule 8 of the Haryana Civil Services (Revised Pay) Rules, 1987.

Sd/-

(K. K. Abrol)
Joint Secretary, Finance (PR),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

IMMEDIATE**No. 1/9/87-1PR(FD)**

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments in Haryana,
All the Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana, High Court, Chandigarh.**Dated, Chandigarh, the 28th July, 1987****Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Haryana Government, Finance Department circular letter No. 1/9/1PR(FD)-87, dated the 18th May, 1987, on the subject noted above, and to state that in the said instructions it was decided to allow the benefit of initial fixation of pay under rule 7 of Haryana Civil Services (Revised Pay) Rules, 1987 to Haryana Government employees who opt to switch over to the revised scale from the date of their next increment after 01.01.1986 but not later than 31.12.1986 in the case of annual increment of 31.12.1987 in the case of biennial increment.

2. It has come to the notice of the Finance Department that the term "biennial increment" is being mis-understood as Adhoc/stagnation increment(s) by many Departments. In fact, adhoc increment is admissible to an employee after he has stagnated at the maximum of his time scale for two years whereas biennial increment is provided in some time scales itself for example, in the scale of Rs. 2500-100-2600-150/2-2750. Therefore, the term "biennial increment" should, in no case, be mixed up with "Adhoc stagnation increment".

These instructions may please be brought to the notice of all concerned for strict compliance.

Yours faithfully,

Sd/-

(S.P. Sharma)

Joint Secretary Finance (PR),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/9/1PR(FD)-87

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioner, Ambala/Hisar Division,
Deputy Commissioners &
Sub Divisional Officer (Civil) in Haryana.
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 31st August, 1987**Subject : Revision of pay scales – Exercising of option.**

Sir,

I am directed to invite a reference to Haryana Government Finance Department letter No. 1/9/1PR(FD) dated the 18th May, 1987, on the subject noted above and to state that according to para 3 of the said instructions the benefit of initial fixation of pay in the revised scale under rule 7 of the Haryana Civil Services (Revised Pay) Rules, 1987, was made available to those Government employees who choose to elect the revised scale of pay from a date after 1st January, 1986, i.e. w.e.f. the date of their next increment, but not later than 31st December, 1986. On reconsideration and in modification of para 3 of the above said instruction the Governor of Haryana, in exercise of the powers available under Rule 13 of Haryana Civil Services (Revised Pay) Rules, 1987, is pleased to decide that the benefit of rule 7 of the Haryana Civil Services (Revised Pay) Rule, 1987 will be available to those Government employees who opt to switch over to the revised scale of pay from the date of their next/ subsequent increment, falling after 1st January, 1986, but not later than 31st December, 1987, in respect of the post held by them on 1st January, 1986.

2. The option in the format appended as the second schedule of Haryana Civil Services (Revised Pay) Rules, 1987 may be exercised by 30.11.1987. The option once exercised shall be final. The option available under these orders can be exercised afresh even by those Government employees who have already exercised option prior to the issue of these orders to switch over to the revised scales.

3. These instructions may please be brought to the notice of all employees working under you immediately.

4. Please acknowledged the receipt of this letter.

Yours faithfully,

Sd/-

(S.P.SHARMA)

Joint Secretary Finance (P.R),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 10/14/4PR(FD)-87

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala and Hisar Divisions,
All Deputy Commissioner and
Sub Divisional Officer (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court,
Chandigarh.

Dated, Chandigarh, the 1st September, 1987**Subject : Clarification Haryana Government, Finance Department Notification
No. G.S.R. 39/Const./Art.309/87, dated 29.04.1987.**

Sir,

I am directed to invite your attention to the subject noted above and to say that enquires have been made by those departments where Assistants working in the pre-revised scale of Rs. 525-15-600-20-660/700-30-850-EB-890-40-1050 have been given the start of Rs. 585/- whether for the purpose of Note 3 below rule 7 of the Haryana Civil Services (Revised Pay) Rules, 1987, the stage for bunching is to be counted from the minimum of the time scale i.e. from Rs. 525/- or from which the start has been given i.e. from Rs. 585/-. In this connection it is clarified that for the purposes of bunching stage will be counted from the minimum of the scale i.e. from Rs. 525/- irrespective of the consideration whether the actual start is Rs. 525/- or Rs. 585/-.

Please acknowledge receipt of the letter.

Yours faithfully,

Sd/-

(S.P Sharma)

Joint Secretary, Finance (PR)

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 4/13/87-3PR(FD)

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Head of Departments,
Commissioners of Divisions,
All Deputy Commissioner and
Sub Divisional Officer (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 16th September, 1987

Subject : Haryana Civil Services (Revised Pay) Rules, 1987 clarifications regarding.

Sir,

I am directed to refer to this department Notification No. GSR39/ Const/Art.309/87, dated 29.04.1987 on the subject noted above and to say that some departments have sought clarifications on a few points in respect of the rules cited as subject. The clarifications are given below for the guidance of all concerned :-

Sr. No.	Pointed raised	Clarification
(i)	Which basic pay in the old pay scale is to be taken into account in respect of employees whose date of increment in the old scale is 1 st January, 1986?	The existing emoluments on appointed days per explanation below after allowing increment in the pre-revised scale on 01.01.1986 and pay in the revised scale is to be fixed thereafter.
(ii)	Where the benefit of Bunching in accordance with note 3 below rule 7 is given to an employee what should be date of his text increment, the old one or completion of qualifying service of twelve months from the dated of such stepping.	Where an employee is entitled to benefit of bunching in accordance with note 3 below rule 7 of the Haryana Civil Services (Revised Pay) Rules, 1987 the next increment will be admissible in accordance with provision (i) to rule 8 ibid i.e. on completion of qualifying service of twelve months from the date of the stepping up of the pay in the revised scale.
(iii)	How the pay of employee opting on 01.01.1986 and the other opting on a later date subsequent to this date is to be fixed?	The pay of an employee who opts w.e.f. 01.01.1986 and the one who opts a later date but not later than 31.12.1987 is to be fixed in accordance with rule 7 of the Haryana Civil Service (Revised Pay) Rules, 1987. Necessary clarification has already been issued vide Finance Department letter No. 1/9/1PR(FD)-87, dated 31 st August, 1987.
(iv)	Will an employee who have been granted Selection Grade by his department after 01.01.1986 be entitled for one additional increment in the revised scale from the date he has been granted Selection Grade.	As the system of Selection Grade has been discontinued in group 'B' 'C' & 'D' from 01.01.1986 onwards, no benefit on this account is admissible from 01.01.1986 onwards.

Sr. No.	Pointed raised	Clarification
(v)	At what stage pay of employee will be fixed in the pay scale of 1400-2600 who was drawing Rs. 790/- in pay scale of Rs. 525-1050 plus Rs. 30/- personal pay on account of sterilization on 01.01.1986 in case the personal pay has been granted after 01.01.1986 then in what manner the pay is to be fixed.	The pay in the revised scale is to be fixed on the basis of basic pay and personal pay is not to be taken into account while fixing pay in revised scale. The personal pay has been frozen till further orders vide Finance Department's letter No. 6/1(1)/87-3FR-I dated 04.06.1987.
(vi)	The Superintendent and the Establishment Officer have been given the same pay scale of Rs. 2000-3500 whereas in old pay scales the Superintendent used to be promoted to the post of Establishment Officer. The Establishment Officer who was promoted after 01.01.1986, is he entitled for one additional increment in these circumstances?	The officiating appointment shall not be deemed to involve the assumption of duties or responsibilities of greater Importance in accordance with rule 4.13(2) of CSR Vol. I, Part I.
(vii)	In what manner the pay of these employees is to be fixed who were in receipt of Special Pay with pre-revised Scales and the Special Pay has now been frozen for present? Is their pay to be fixed after adding the Special Pay to basic pay or the special pay is not be counted for the fixation of pay?	The pay in such cases is to be fixed with reference to the basic pay excluding Special Pay which stands frozen.
(viii)	Those employees who had reached the maximum of Rs. 900 in the pay scale of Rs. 525-900 on 1.7.85, were entitled for biennial increment on 1.7.87 in the pre-revised scale. In case such employees opt for the revised scale of Rs. 1400-2600 from 01.01.1986, will they be entitled for next increment from 01.07.1986 or 01.01.1987?	The next increment in the revised scale in such cases be granted on the completion of service for the full incremental period from the date on which they reached the maximum of the existing scale. Attention is also invited to instructions contained in Finance Department letter No. 4/1/87-5PR-(FD), dated 21.07.1987.
(ix)	There was provision of granting Biennial increments subject to a maximum of five in stagnation cases in the existing scale. But no such provision exists in the Revised Pay Rules, 1987 and those rules are totally silent in this behalf. There may be an omission in the revised pay rules, 1987.	To provide relief to those who reach the maximum of the revised pay scale, instructions have already been issued vide Finance Department's letter No. 1/9/1PR (FD), dated 29.4.87 to grant stagnation increments subject to maximum of three such increments.

Sd/-

(K. K. Abrol)

Under Secretary, Finance (P.R)
for Commissioner & Secretary to Government,
Haryana, Finance Department.

No. 1/9/1PR(FD)-87

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala and Hisar Divisions,
and Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana, High Court, Chandigarh.

Dated, Chandigarh, the 27th October, 1987**Subject : Revision of pay scales – re-exercise of option – refund of the amount of arrears of pay fixation already drawn.**

Sir,

I am directed to invite a reference to the Haryana Government Finance Department, letter No. 1/9/1PR(FD)-87, dated 31st August, 1987, on the subject noted above, and to say that according to para 1 of the letter mentioned above, the benefit of initial fixation of pay in the revised scales, under rules 7 of Haryana Civil Service (Revised Pay) Rules, 1987, has been extended to those Government employees who opt to switch over to the revised scales of pay from the date of their next/subsequent increment, falling after 01.01.1986 but not later than the 31st December, 1987, in respect of the posts held by them on 01.01.1986. In pursuance of this decision, some employees might re-opt the new pay scale from the date of their subsequent increment, due to them in the old scale, falling in 1987.

2. It has been reported that some of the such employees have already been paid the arrears of pay fixation by crediting the same to their General Provident Fund Account and/or by cash according to their previous option. A question has, therefore, been raised as to how the amount already paid in cash and that credited to the General Provident Fund Account of the employees, may be recovered from them.

3. After a careful consideration of the matter, Government have decided that the employees concerned should be asked and allowed to draw non-refundable advance from their General Provident Fund to the extent the amount of arrears of pay fixation was credited to their General Provident Account and the amount so drawn by them from their General Provident Fund, should thereafter be deposited with Government in lump-sum immediately. In regard to the amount of arrears of pay fixation for the period from 3/87 onward paid in cash to such employees, they should be required to refund the same in cash. Necessary instruction, to allow non-refundable withdrawal from General Provident Fund, for this purpose, are being issued, separately.

4. These instruction may please be brought to the notice of all the concerned employees.

Yours faithfully,

Sd/-

Under Secretary, Finance (R)
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 4/4/42-87-2FR-I

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioner, Ambala and Hisar Divisions,
All Deputy Commissioners and
Sub Divisional Officers(Civil) in Haryana,
The Registrar, Punjab and Haryana, High Court, Chandigarh.

Dated, Chandigarh, the 10th February, 1988

Subject : Revision of pay scales – Re-exercise of option – Refund of the amount of arrears of pay fixation already drawn.

Sir,

I am directed to invite a reference to Haryana Government Finance Department circular letter No. 1/9/1PR(FD)-87, dated 27th October, 1987, wherein it was, inter-alia laid down that the Haryana Government employees who opt to switch over to the revised scales of pay from the date of their next/subsequent increment falling after 01.01.1986 but not later than 31.12.1987 in respect of the post held by them, on 01.01.1986, should be asked and allowed to draw non-refundable advance from their G.P.F. to the extent of amount of arrears of pay fixation credited to their G.P.F. and the amount so drawn should be deposited with the Government in lump-sum.

2. The matter regarding the mode of recovery as such has been engaging the attention of the State Government for sometime past. After careful consideration it has now been decided that the withdrawal from G.P.Fund may not be allowed and the amount to be recovered, may be adjusted against the arrears to be paid to the employees concerned on account of change of date of option and if it is less, the balance may be recovered in instalment not less than Rs. 200/- p.m. In the alternative of the employee concerned opts to pay the balance of arrears in lump sum, he/she may be allowed the withdrawal only to the extent of amount which is to be recovered from his after making all adjustments.

3. Its receipt may please be acknowledged.

Yours faithfully,

Sd/-

(J.P. NARANG)

Joint Secretary, Finance (R),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/8/3PR(FD)-88

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioner, Ambala/Hisar Divisions and
All Deputy Commissioners in Haryana,
The Registrar, Punjab and Haryana, High Court, Chandigarh.

Dated, Chandigarh, the 3rd May, 1988**Subject : Revision of Pay Scales – Investment of arrears in N.S.C./N.S.S.**

Sir,

I am directed to Haryana Government, Finance Department letter No. 1/8/3PR(FD)-88, dated 101.01.1988 wherein the instructions were conveyed to invest the amount of the arrears of enhanced special pay of the Officers/Official for the period from 1st January, 1986 to 30th June, 1987 in the National Savings Certificates which should be purchased from Post Offices located in Haryana State Territory only. Some of the departments have represented that due to special benefits available in the N.S.S. Account if the above said arrears are allowed to be invested in National Savings Scheme Account, most of the Officers/Officials will prefer to opt for it. The matter has been considered and it has been decided that before investing the amount of arrears option may be obtained from the Officers/Officials to invest the arrears either in National Savings Certificates or N.S.S. Accounts. The N.S.C./N.S.S. Account should be purchased/opened by the respective Drawing and Disbursing Officers from the Post Offices located in Haryana State Territory and handed over to the Officers/Officials concerned.

Yours faithfully,

Sd/-

(S.K. Sexena)

Joint Secretary, Finance (PR),
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 11/25/5PR(FD)-88

From

The Financial Commissioner and Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Department,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana, High Court, Chandigarh.

Dated, Chandigarh, the 1st December, 1988**Subject : Verification of correctness of fixation of initial pay of Govt. servant under Haryana Civil Services (Revised Scales of Pay) Rules, 1987.**

Sir,

I am directed to refer to the subject noted above and to say that the Accountant General, Haryana has intimated that pay verification parties are proposed be formed by him for the verification of initial pay of Haryana Government employees fixed w.e.f. 01.01.1986 under Haryana Civil Services (Revised Pay) Rules, 1987. These audit parties would be visiting only the District Head Quarters besides Chandigarh. It is requested that the necessary records viz service book, options, forms, proforma showing pay fixed by the departmental authority in the revised pay scales and other relevant record may be kept ready and made available to the audit parties at the time of audits. Besides this a statement of the employees whose pay in the revised scales of pay has been fixed, should also be produced at the time of verification indicating therein, the total number of employees working in the Department/Office and the date of their retirement.

2. The fixation of pay in the revised scales will be checked up by the pay verification parties only to a limited extent. It may, therefore, be please be ensured that the pay fixation statement, which are not checked by the audit parties are reviewed by the departmental authorities in the light of audit observations made on the checked statements and suitable remedial action taken accordingly.

Yours faithfully,

Sd/-

(S.K. Saxena)

Joint Secretary Finance (PR)

for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 2/2(1)89-3FR-II

From

The Financial Commissioner & Secretary to Govt.,
Haryana. Finance Department.

To

All Head of Departments,
Commissioner of Divisions,
All Deputy Commissioners and
Sub Divisional Officer (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Date Chandigarh the, 19th May, 1989**Subject : Revision of pay scales w.e.f. 01.01.1986 Pre Audit of arrear Bills.**

Sir,

I am directed to invite a reference to Finance Department's letter No. 2/2(2)-82-2FR-II dated 31.5.82 (copy enclosed for ready reference) on the subject noted above and to say that consequent upon the revision of pay scales of Haryana Govt. employees w.e.f. 01.01.1986, it has been decided that the above mentioned instructions will also be applicable in respect of claims for arrears as a result of revision of pay scales w.e.f.01.01.1986.

2. These instructions may be brought to the notice of all concerned under your control for compliance. Receipt of this letter may please be acknowledged.

Yours faithfully,

Sd/-

Under Secretary Finance (R)
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 11/25/5PR(FD)-89

From

The Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

All Heads of Departments, Commissioners,
Ambala and Hisar Divisions,
All Deputy Commissioners and
Sub-Division Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 22nd September, 1989**Subject : Verification of correctness of fixation of initial pay of Govt. servants under Haryana Civil Services (Revised Pay) Rules, 1987.**

Sir,

I am directed to invite a reference to this Department letter No. 11/25/5PR(FD)-89, dated the 1st December, 1988 on the subject noted above and to say that Accountant General (Audit), Haryana had pointed out that relevant service record for the verification of the initial fixation of pay of the employees, under Haryana Civil Services (Revised Pay) Rules, 1987 is not being furnished by the departments, whenever the pay verification parties visit their offices for the purpose indicated above.

2. I am, therefore, to request you to ensure that the relevant record in question may be furnished to the Audit parties of the Accountant General (Audit) for doing the needful. This may please be brought to the notice of all concerned for strict compliance.

Yours faithfully,

Sd/-

Joint Secretary Finance,
for Financial Commissioner & Secretary to Govt.,
Haryana, Finance Department.

**GOVERNMENT OF HARYANA
FINANCE DEPARTMENT**

No. 4/16/4PR(FD)-87

From

The Commissioner & Secretary to Government,
Haryana. Finance Department.

To

All Head of Departments,
Commissioner, Ambala and Hisar Divisions,
All Deputy Commissioner and
Sub Divisional Officer (Civil) in Haryana.
The Registrar, Punjab and Haryana High Court, Chandigarh.
The Registrars, Maharishi Dayanand University Rohtak, Kurukshetra,
University, Kurukshetra and Haryana Agriculture University, Hisar.

Dated, Chandigarh, the 23rd August, 1990

Subject : Revision of pay scales w.e.f. 01.01.1986 – Cases of the officials who were held up at Efficiency Bar in the old pay scales – next increment in the revised pay scales – Clarification regarding.

Sir,

I am directed to invite a reference to the subject noted above and to say that some Departments have sought clarification in regard to those employees who had not crossed their efficiency bar in the old pay scales and whether they should be permitted pay fixation and benefit of increment in the revised scale w.e.f. 01.01.1986 without crossing efficiency bar in the old scale or not.

2. The Govt. have considered the matter and it is clarified that rule 8 and Note-1 there under of the extra ordinary Gaz. notification No. GSR 39/Const./Art.309/87, dated 29.4.87 are very clear. An employee who had not crossed efficiency bar in the old scale or was held up at the efficiency bar, is not required to first cross the efficiency bar in the old/unrevised scale to earn his increment in the revised scale. Once an employee opts for revised scale, he would be required to cross the efficiency bar in the revised scale only. The date and month of increment will be the same as was in the old/unrevised scale.

3. It is explained with the help of an illustration as follows :-

“The date of increment of an employee is 1st November of any year and his basic pay as on 1.11.1984 was Rs. 1200/-. As per the old/unrevised scale, he was required to cross efficiency bar before getting his next increment of 1.11.1985. He was held up on account of not crossing the efficiency bar. His pay would be fixed on 01.01.1986 presuming his basic pay at the level of Rs. 1200/- and his next increment available to him in the revised scale would be 1.11.1986 and the employee would be required to cross an efficiency bar in the revised pay scale at the given stage if the same is provided in the new scale”.

4. It is further clarified that the advice contrary to the above clarification, if already given by the Finance Department in any case(s) stands modified to this extent.

Sd/-

(Y.S. Malik)

Deputy Secretary Finance (B),
for Commissioner & Secretary to Government,
Haryana, Finance Department.

Subject : Regarding Revision of Pay Scales of Junior Engineers in Haryana.

(Copy of FD. Hr. No. 1/2/4PR(FD)81, dt. 13th September, 1990)

I am directed to invite reference to Haryana Government Notification No. GSR 39/Const./Art.309/87, dated the 29th April, 1987, vide which the pay scales of the Junior Engineers of P.W.D. were revised and to say that the Junior Engineers in all the Govt. departments (including departments other than P.W.D.) are in pay scale of (i) Rs. 1400-2300 and (ii) Rs. 1640-2900 (promotional grade limited to 50% the posts in respective department) irrespective of the pay scale they were drawing prior to 1-1-1986.

**See also amendment made vide Notification No. G.S.R. /
Const./Art.309/Amd (2)/80 dt. 08.09.80, No. G.S.R. 83/Const. /
Art. 30/Amd. (i) 82 dt. 06.08.82 and dt. 16.08.1985.**

[Extract from the Haryana Government Gazette (Extra.)
dated the 29th February, 1980]
Part-III

**HARYANA GOVERNMENT
FINANCE DEPARTMENT
(REGULATIONS)
NOTIFICATION**

The 29th February, 1980

No. GSR. 20/Const./Art.309/80.— In exercise of the powers conferred by proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules, namely.—

1. Short title and commencement.—

- (1) These rules may be called the Haryana Civil Services (Revised Scale of Pay) Rules, 1980.
- (2) These rules shall be deemed to have come into force on the First day of April, 1979.

2. Application.—

- (1) Save as otherwise provided in these rules, these rules shall apply to a Government employee holding any post mentioned in the Schedule, if the pay scale of the post has been revised under these rules.
- (2) These rules shall not apply to.—
 - (a) members of the All India Service serving in connection with the affairs of the State of Haryana;
 - (b) persons not in the whole-time employment of the State Government;
 - (c) persons paid as work-charged establishment
 - (d) persons paid out of contingencies
 - (e) persons employed on contract basis, except when the contract provides otherwise
 - (f) re-employed Government employees; and¹
 - (g) persons specifically excluded wholly or in part from the operation of these rules.
- (3) In the case of posts of the Department of Education (Colleges cadre) whose scales of pay were revised with effect from 1st of January, 1973, on the U.G.C. pattern, the existing scales of pay shall not undergo any change under these rules and in their case the Additional Dearness Allowance sanctioned up to

¹ See also Notification dated 16.08.1985, vide which Rule 2(f) was substituted.

and including the instalment sanctioned with effect from the 1st day of January, 1978 i.e. up to 12 monthly consumer Price Index - 320 (1960 = 100) minus excess payment of adhoc relief, shall be treated as "Dearness Pay" for all purposes.

3. **Definitions.—** In these rules, unless there is anything repugnant in the subject or to the context-

- (a) **"appointed day"** means the 1st day of April, 1979 but in relation to a Government employee appointed against any post mentioned in the schedule after the 1st April, 1979, but before the date of notification of these rules, the date on which such Government employee joined the post;
- (b) **"basic pay"** means pay as defined in rule 2.44(a)(i) of the Punjab Civil Services Rules, Volume I, Part I;
- (c) **"Existing scale"** means the scale of pay of a Government employee in respect of the post held by him in substantive or officiating capacity on the appointed day;
- (d) **"existing emoluments"** means the aggregate of—
 - (i) **basic pay** of the Government employee in the existing scale on the appointed day.
 - (ii) **Dearness Pay, Dearness Allowance, Adhoc Relief, Additional Dearness Allowance I & II** sanctioned up to 12 monthly average consumer price index 320 (1960 = 100) i.e. up to and including the instalment of Additional Dearness Allowance sanctioned with effect from the 1st day of January, 1978 minus excess payment of Adhoc Relief.
 - (iii) adhoc pay, if any, where such adhoc pay is abolished with effect from the appointed day.
 - (iv) special pay or part of special pay, if any, which was granted in lieu of a higher time scale and has been abolished as a separate component in the revised scale with effect from the appointed day.
 - (v) personal pay, if any, which was granted to save an employee from a loss of substantive pay in respect of a permanent post, other than a tenure post, due to revision of pay or to any reduction of such substantive pay otherwise than as a disciplinary measure.

Note.— Normal increment due and granted to an employee with effect from the 1st day of April, 1978 shall also be treated as part of existing emoluments for the purpose of these rules.

- (e) **"revised pay"** means basic pay of the Government employee in the revised scale appropriate to the existing emoluments.
- (f) **"revised scale"** means the scale of pay specified for a post as revised scale in the schedule.
- (g) **"schedule"** means a schedule annexed to these rules.

Explanation.— In the case of a Government employee on deputation out of India or on leave or on foreign service or one who would have officiated in one or more lower posts but for his officiating in a higher post, existing scale as defined under clause (c) includes

the scale applicable to the office which he would have held but for his being on deputation out of India or on leave or on foreign service but for officiating in a higher post.

4. Option to elect revised scales.— Save as otherwise provided for in these rules, a Government employee shall draw pay in the revised scale applicable under these rules to the post to which he is appointed.

Provided that a Government employee whose pay scale has been revised under these rules, may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw his pay in that time scale of pay, whichever is earlier. Where a Government employee exercises the option to retain the existing scale in respect of post held by him in an officiating capacity, his substantive pay for the purpose of rule 4.4 of the Punjab Civil Services Rules, Volume I, Part I, shall be the substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien, had his lien not been suspended.

5. Exercise of Option.— (1) The option under rule 4 to elect the existing scale or the revised scale shall be exercised in writing in the form appended to these rules at **Annexure I**, so as to reach the Head of the Department/Office within four months of the date of issue of these rules or of the orders revising the existing scale whichever is later.

Provided that—

- (1) (i) in the case of a Government employee who is on that date out of India or on leave or on deputation, or on foreign service or on active service with the Armed Forces (but not merely in service with an Indian Mission abroad), the said option shall be exercised in writing so as to reach the prescribed authority within four months of the date of his resuming charge of a post under the State Government; and
- (ii) where a Government employee is under suspension on that date, the option shall be exercised within four months of the date of his return to duty.
- (2) If the declaration regarding option is not received by the prescribed authority within the time mentioned in sub rule (1), a Government employee shall be deemed to have elected in favour of revised scale of pay with effect from the appointed day.
- (3) In the case of a Government employee who opts to continue in the existing pay scale and retires from service without coming over to the revised pay scale, Dearness Pay. Dearness Allowance, Adhoc Relief and Additional Dearness Allowance up to 12 monthly consumer price index -320 (1960 = 100) minus excess payment of Adhoc Relief shall be treated as Dearness pay for all purposes.
- (4) The option once exercised shall be final.

6. Fixation of pay in the revised scale.—

- (1) The initial pay of the Government employee in the revised scale shall, unless in any case it is otherwise directed, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien, or would have held a lien had it not been suspended, and in respect of his pay in the

officiating post or posts held by him, as the case may be, in the following manner :-

- (i) Let X be equal to basic pay (including Personal Pay but not including Special Pay granted on account of the arduous nature of duties) plus Dearness pay, Dearness Allowance, Adhoc Relief, Additional Dearness Allowance I and II, calculated at consumer price index 320 points minus excess payment of adhoc relief, and
- (ii) **Let Y** represent an amount equal to—
 - (a) where the Government employee has put in continuous service of more than **ten** years but less than twenty-five years, one increment in the existing scale at the rate of increment last drawn, or
 - (b) where the Government employee has put in continuous service of **twenty-five** years or more, two increments in the existing scale at the rate of increment last drawn.
- (iii) Pay in the revised scale will be fixed at the stage corresponding to **X plus Y**, or if there is no such stage, at the stage next above, subject to the resultant benefit being regulated as below :-
 - (a) if the resultant benefit is less than **Rs. 30**, pay in the revised scale will be fixed at such higher stage as will ensure a minimum benefit of Rs. 30,
 - (b) if the resultant benefit is more than Rs. 75, pay will be fixed at such lower stage as will prevent the benefit from exceeding Rs. 75, the difference, if any, between Rs. 75 and the actual (the smaller) benefit thus accruing being allowed as personal pay to be absorbed in future increments or other increases in pay.
 - (c) under no circumstances will the pay be fixed at less than the minimum of the revised scale, even if the resultant benefit exceeds Rs. 75,
 - (d) if X is more than the maximum of the revised scale, pay will be fixed at the maximum and the difference allowed as personal pay to be absorbed in future increments or other increases in pay.
 - (e) if X plus Y is more than the maximum of the revised scale pay will be fixed at the maximum.

Note.— The “resultant benefit” means the pay fixed in the revised scale at a stage next above (X + Y) minus X.

- (2) Where more than one existing scale has been replaced by a single revised scale, the initial pay in the revised scale shall be fixed in the manner indicated in sub rule (1) above, as if each of the existing scale has been singly replaced by the revised scale.
- (3) Where an existing scale in a cadre has been replaced by two or more revised scales for the same cadre, the initial pay of an employee shall, subject to the fulfilment by him of the eligibility conditions attached to any such revised scale, be fixed in such a revised scale of the person in the manner indicated in sub-rule (1) above, as if the existing scale had been replaced by such single revised scale.

- (4) Where a Government employee is holding a permanent post and is officiating in a higher post and the scales of pay applicable to those two posts are merged into one scale the pay shall be fixed under sub-rule (1) above, with reference to the officiating post only, provided he has continuously officiated in that post for not less than one year and the pay so fixed, shall be treated as substantive pay. Where such a Government employee has not completed one year's continuous service in the higher officiating post on the appointed day, his pay in the revised scale shall be fixed separately with reference to his substantive pay and officiating pay in the existing scale and his pay in the revised scale as fixed with reference to the officiating pay shall be treated as substantive pay in that scale after rendering service for the period by which it fell short of one year on the appointed day, provided it is certified by the appointing authority that he would have continued to officiate in the higher officiating post during this period, had the revised scales not been introduced. If, however the appointing authority certifies that he would have reverted to the lower post during this period, his pay in the revised scale would from the date on which he would have reverted be regulated on the basis of the pay fixed on the appointed day with reference to his substantive pay in the lower post.
- (5) [If pay as fixed in higher officiating post under sub-rule (1) above is lower than the pay as fixed in substantive post or a lower officiating post, officiating pay shall be refixed at the stage next above the substantive pay or the lower officiating pay, as the case may be.]¹
- (6) Where a Government employee continues to draw his pay in the existing scale and comes over to the revised scale from a date later than the appointed day his pay in the revised scale from such later date [shall be fixed in accordance with these rules.]²

[Provided that such a Government employee shall not be required to refund the benefit derived by him in the existing scale till the date of his coming over to the revised scale.

Note.—Some typical examples illustrative of pay fixation formula are given in Annexure-II.]³

7. Date of Increment in the Revised Scale.—

- (1) The date of next increment of a Government employee whose pay has been fixed in accordance with rule 6 with effect from 1st April, 1979, shall be 1st April, 1980.
- Further more where the pay of a Government employee on the appointed day in the revised scale is fixed at the same stage as the one fixed for another Government employee in the same cadre drawing pay at a lower stage, than his pay in the existing same scale (provided it is not at the minimum of the revised scale of pay), the date of his next increment, in the revised scale, would be the day following the appointed day.
- (2) In case of employees who opt to come on the revised scale of pay from a date later than the 1st April, 1979, the date of increment shall be such date, when he completes one year in the revised scale.

¹ See also Not. No. G.S.R. 83/Const. /Art.30/Amd. (i) 82 dt. 6.8.82 vide which Rule 6(5) was substituted.

² See also Not. No. G.S.R. /Const/Art.309/Amd (2)/80 dt. 8.9.80 vide which Rule 6(6) was substituted.

³ See also Not. No. G.S.R. /Const)Art.309/Amd. (2)/80 dt. 8.9.80, vide which this proviso was deleted.

- (3) In case a Government employee is held up at the maximum after completing the time scale selection grade or extended scale as the case may be, on or after the first day of April, 1979, he shall be allowed ex-gratia biennial increments, unless it is withheld for specific reasons, not exceeding five such increments in the entire service at the rate of last increment in the relevant scale subject to the condition that in no case the pay shall exceed two thousand and four hundred rupees per month.

8. Further option in case of certain Government employees.— Notwithstanding anything contained in these rules, a Government employee appointed to any post, whether by promotion or otherwise, on or after the appointed day but before the date of issue of these rules shall have a further option to continue to draw pay of that post in the scale applicable to it but for these rules, provided he has opted for the existing scale with effect from the appointed day, if he was in service on that day.

9. Arrears to go in Provident Fund.— Arrears, if any, payable to a Government employee for the period from the 1st April, 1979, to the 31st December, 1979, as a result of fixation of pay under these rules shall be treated as his additional contribution to his Provident Fund Account. Interest on these contributions to the Provident Fund will accrue from the date of issue of these rules.

10. Over-riding effect of these rules.— The provisions of Punjab Civil Services Rules shall not apply, to the extent they are inconsistent with the provisions of these rules.

11. Power to relax.— Where the Government is satisfied that the operation of any of these rules causes undue hardship to any individual employee or class of employees, it may by order dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary in dealing with the case in just and equitable manner.

12. Interpretation.— If any question arises relating to the interpretation of these rules, it shall be referred to the Finance Department whose decision shall be final.

SCHEDULE**[REFERRED TO IN SUB-RULE 1 OF RULE 2 AND CLAUSES (a) AND (g) OF RULE 3]****(Posts belonging to Common Categories)****T.S. stands for Time Scale****S.G. stands for Selection Grade**

Sr. No.	Name of the post	Existing scale of pay	Revised scale of pay	Remarks
1	2	3	4	5
1	Peon-cum-Chowkidar, Sweeper, Peon, Barber, Cleaner, Chowkidar, Sweeper-cum-Chowkidar, Frash, Helper, Beldar, Khalasi, Water Carrier, Hammerman, Mali, Mali-cum-Chowkidar, Workshop Attendant, Mate, Pump Attendant, Usher, Packer.	Rs. 70-95 75-95 75-105 80-120 80-140 100-160	Rs 300- 400	
2	Book binder, Butler, Carpenter, Cook, Daftri, Dhobi, Gate Keeper, Head Chowkidar, Head Gate Keeper, Head Sweeper, Jamadar, Laboratory, Attendant, Process Server, Record Lifter	70-95 75-95 75-105 75-120 80-120 90-120 90-140 100-150 100-160	350-500	
3.	Driver	110-180 120-250 + Rs. 90 S.P (for Ministers Car Section, Raj Bhawan, Civil Sectt. F.C Office, Small Savings and Lotteries Department 130-205	420-700 (T.S) 525-900 (S.G.)	1. In case the cadre of drivers in a department consist of 5 or more persons, S.G would be given for 20 percent of the posts otherwise S.G would be given on completion of 20 years service. 2. Special pay of Rs. 100 p.m. for the Drivers of Ministers Car Section, Raj Bhawan, Civil Secretariat, F.C. Office, Small Savings and Lotteries Department. 3. Special Pay of Rs. 25 p.m. for all Bus Drivers.
4.	Restorer, Gestentor Operator Duplicating Machine Operator	100-160	400-660	

Sr. No.	Name of the post	Existing scale of pay	Revised scale of pay	Remarks
5.	Clerk, Computer, Typist, Accounts Clerk, Store Clerk	110-225	400-660 (T.S.)	For 20% posts.
			480-760 (S.G.)	
6.	Assistant	160-400 225-500 300-600 (S.G. for 20% posts in Civil Sectt. and F.C Office	525-1050	Initial pay in the revised scale of Rs. 525 – 1050 would not be less than Rs. 585 in case of clerks who on promotion were entitled to get the pre-revised scale of Rs. 225-500.
			700-1250 (S.G.)	For 20% posts in Civil Sectt. and F.C. Office
7.	Head Clerk, Head Assistant, Assistant Superintendent, Deputy Superintendent	160-400 200-450 225-500 300-550 350-650	525-1050	For those whose minimum of the existing scale is less than Rs. 200.
			700- 1250	For others
8.	Deputy Superintendent in Civil Sectt. and F.C. Office	350-800	700-1250+ Rs. 75 Special Pay	In lieu of higher time scale.
9	(a) Superintendent working in the Civil Sectt. and F.C. Office	500-900 (T.S.) 900-1100 (S.G.) (for 20% posts)	1000- 1500 (T.S.)+Rs. 100 Special Pay 1600 fixed (S.G.)+Rs. 100 Special Pay) for 20% posts.	
	(b) Commissioner's Office, Law & Legislative Department	500-850 400-650	1000-1500	
	(c) D.C's Office	400-650		
	(d) Those working in office other than mentioned in (a) to (c) above	500-850		
10	Sub-Inspector	110-200 110-225	400-600 (T.S.)	For 20% posts.
			480-760 (S.G.)	
11	Inspector	140-300 160-400 200-350 250-450 225-500 250- 550	525-900 (T.S.)	For 20% posts.
			600- 1100 (S.G.)	

Sr. No.	Name of the post	Existing scale of pay	Revised scale of pay	Remarks
12	Legal Assistant	225-500 300-600 350-650	600-1100 (T.S.)	..
13	Naib Tehsildar	250-500	600-1100 (T.S.)	..
			700-1250 (S.G.)	For 20% posts
14	Tehsildar	350-800 850 fixed (S.G. for 10% posts)	700-1400 (T.S.)	
			1200-1600 (S.G.)	For 20% posts
15	Librarian	(a) 125- 300 160- 400	420-700	For Matric or equivalent with certificate/Diploma in Library Science. The existing incumbent in the scale of Rs. 160-400 will be in the scale of Rs. 525-1050 and will be designation Librarian Grade- II irrespective of qualification.
		(b) 220-500	525-1050	For Graduate with diploma/Degree in Library Science.
		(c) 250-550 300-600 400-800	700-1400	For M.A. with Diploma/ Degree in Library Science or Master's Degree in Library Science.
				Note:- Present incumbents in grade I post will be brought on the revised scale of Rs. 700- 1400 only if they possess minimum qualification as indicated otherwise they may be fitted in the following scales:- Existing Scales Revised Scales Rs. Rs. 250-550 525-1050 300-600 600- 1100 400-800 700-1250

Sr. No.	Name of the post	Existing scale of pay	Revised scale of pay	Remarks
16	(a) J.B.T Teacher, S.V Teacher, P.T.I Vernacular and Drawing Teacher.	125-250 (85%) 225-350 (15%)	420-700 (T.S) 525-900 (S.G for 20% posts)	
			+ Rs. 25 Special Pay	
	(b) B.A, B.ED / B.T. Shastri Teacher, D.P.E, Hostel Superintendent (Trained Graduates)	220-400 (85%) 400-500 (15%)	525 –1050 + Rs. 50 Special Pay	For working as Headmaster in Middle Schools.
	(c) Lecturer in Higher Secondary Schools	250-550 300-600	600-1100 (T.S) 700-1250 (S.G) for 20% posts)	For M.A / MSc 3 rd Division
			700-1250 (T.S) 800-1600 (S.G for 20% posts)	For M.A/ MSc 1 st or 2 nd Division.
(d)	Headmaster/ Headmistress/B.E.O	300-600 (60%) 400-800 (25%) 700-1100 (15%)	700-1250 (T.S) 800-1600 (S.G for 40% posts)	
(e)	Principal of Higher Secondary School/Dy. D.E.O/S.D.E.O	700-1100	900-1700	
17	Junior Auditor, Accountant, Accountant-cum-Clerk, Auditor, etc.	160-400 also for those working in the grades with a start of less than 200 but not in the grade of 110- 225	480-760	
18	Senior Auditor/Auditor	225-500 (Non SAS)	525-1050 (Non SAS)	
		300-600 (for SAS)	700-1250 (for SAS)	
19	Assistant Accounts Officer/ Resident Audit Officer	350-900	700-1400	
20	Accounts Officer	600-1100	1000-1800	
21	Steno-typist	110-225 + Rs. 25 Special Pay	400-600 + Rs. 25 Special Pay	

Sr. No.	Name of the post	Existing scale of pay	Revised scale of pay	Remarks
22	Junior Scale Stenographer/ Stenographer	140-300, 140-310 also for those working in the pay scale with a start of less than 160	480-760	
23	Senior Scale Stenographer/ Stenographer	160-400 225-500 (T.S.) 300-600 (S.G. for 20% posts for Secretariat and F.C. Office)	525-1050 700-1250 (S.G. for 20% posts in the Civil Secretariat and F.C. Office)	Initial pay in the revised scale of Rs. 525-1050 would not be less than Rs. 585 in the case of Junior Scale Steno who on promotion was entitled to get the pre revised scale of Rs. 225-500.
24	Personal Assistant	350-650 350-800+ Rs. 40 special pay	700-1250+ Rs. 75 Special pay	-
25	Private Secretary	500-850 500-900 (T.S.) 900-1100 (S.G. for 20% posts) + Rs. 50 Special pay	1000-1500 + Rs. 100 Special Pay 1 600 fixed (S.G.) + Rs. 100 (Special Pay) for 20% posts in the Secretariat and F.C Office	-
26	Tracer	110-225	400-660	-
27	Draftsman	160-400	525-1050	-
28	Head Draftsman	250-500	600-1100	-
29	Circle Head Draftsman	350-550	700-1250	-
30	Sectional Officer/Overseer	200-450 450-500 (S.G. for 10% posts)	525- 1050 (T.S.) 700-1250 (S.G. for 10% posts)	-
Note:- The posts of the Haryana Vidhan Sabha Secretariat are not covered in this Schedule				
Name of the Department - PRISONS				
1	Orderly/Dak Peon	70-95	300-400	
2	Bhisti	70-95	300-400	
3	Garden Coolie/Hospital Coolie/Mess Servant	70-95	300-400	

Sr. No.	Name of the post	Existing scale of pay	Revised scale of pay	Remarks
4	Turnkey for Judicial Lock-up	75-95	300-400	
5.	Warder	90-140	400-660	
6	Head Warder	100-160	450-700	
7	Matron	100-160	420-700	
8	Gate Keeper	100-160	420-700	
9	Executioner	100-160 + Rs. 10 Special pay per Execution	400-660 + Rs. 10 Special pay Per Execution	
10	Cane Master	100-160	400-660	-
11	Kohlu Attendant	100-160	400-660	-
12	Assistant Armourer	125-170	400-660 (With two advance increments)	As in Police Department
13	Band Master (Part-time)	200 (Fixed)	No Change.	
14	Mistri Fitter	120-200	400-660	
15	Assistant Probation Officer under G.C.P.D.R. Act, 1926	110-225	400-660	
16	Store keeper	110-225	400-660	
17	Mason Master	140-250	400-660	
18	Weaving Master	140-250	400-660	
19	Carpenter Master	140-250	400-660	
20	Dyeing Master	140-250	400-660	
21	Blacksmith	140-250	400-660	
22	Leather Master	140-250	400-660	
23	Tailor Master	140-250	400-660	
24	Tent Master	150-250	400-660	
25	Sub-Assistant Superintendent	140-300	480-760	
26	Drill Instructor	220-400	525-1050	
27	Assistant Superintendent	200-500	600-1100	
28	Welfare Officer	200-500	600-1100	
29	Probation Officer including one Senior Assistant Superintendent attached to Central Jail, Ambala	200-500 Rs. 25 Spl. pay to one Senior Assistant Supdt.	600 -1100	
30	Probation Officer under G.C.P.D.R. Act, 1926	250-600	600-1100	
31	District Probation Officer	300-700	700-1250	

Sr. No.	Name of the post	Existing scale of pay	Revised scale of pay	Remarks
32	Deputy Superintendent	300-700	700-1250	
33	Part time Superintendent, Jail	Rs. 30 Special pay	No change	
34	Superintendent Jail including one as Chief Probation Officer and one Principal Jail Training School-cum- Superintendent B.I.J. Jail, Hisar	550-1000	800-1600	
35	Additional I.G. Prisons/l. G. Prisons Department)	1000-1500	1500-2000	
36	Inspector General of Prisons	2500-2750	As for I.P.S.	
Name of Department - ARCHAEOLOGY				
1	Attendant	70-95	300-400	
2	Moulder	70-95	300-400	
3	Architectural Assistant	160-400	525-1050	
4	Store Keeper, Surveyor, Modeller, Photographer, Conservation Assistant, Pottery Assistant	225-500	525-1050	
5	Technical Assistant	250-500	525-1050	
6	Assistant Chemist, Assistant Conservator, Assistant Archaeologist	300-600	700-1250	
7	Registering Officer	350-900	700-1400	
8	Assistant Director	400-950	800-1600	

List of Standard Pay Scales

1	300-5-400
2	350-5-400-10-500
3	400-10-490/540-15-600-EB-20-660
4	420-10-490/525-15-600-EB-20-700
5	450-10-490/525-15-600-20-700
6	480-15-600-EB-20-700-30-760
7	525-15-600-20-700/750-30-900
8	525-15-600-20-660/700-30-850-EB-890-40-1050
9	600-20-700-30-850-900-40-1100
10	700-30-850-900-40-1100-EB-50-1250
11	700-30-850-900-40-1100-EB-50-1400
12	800-30-890/940-40-1100-50-1600
13	900-40-1100-EB-50-1400-60-1700
14	1000-50-1500
15	1000-50-1500-60-1800
16	1200-50-1600
17	1500-60-1920-80-2000

ANNEXURE - I

[See Rule 5 (1) of the Haryana Civil Services (Revised Scales of Pay) Rules, 1980.]

I, _____ hereby elect the revised scale of pay of Rs. _____ with effect from the 1st of April, 1979, and vacate or cease to draw pay in the existing scale of pay of Rs. _____.

OR

I, _____, hereby elect to continue in the existing scale of pay of Rs. _____ of my substantive/officiating post till _____ (date), raising my pay to Rs. _____.

Signature: _____

Name: _____

Service, if any: _____

Designation: _____

Office in which employed: _____

Date:

Place:

ANNEXURE - II**Example-I**

An employee working in the scale of Rs. 70-2-80/3-95 and drawing pay at the minimum of Rs. 70/- per month opts to come to the new scale of Rs. 300-5-400. His pay will be fixed as under :-

Existing Scale	70-2-80/3-95	
Revised Scale	300-5-400	
Existing Pay	70/-	
Length of Service	Nil	
Existing emoluments on 1 st April, 1979	Pay	Rs. 70.00
	Dearness Pay	Rs. 47.00
	Dearness Allowance	Rs. 24.00
	Adhoc Relief	Rs. 29.00
	A.D.A. I	Rs. 61.20
	A.D.A. II (up to 320 points)	Rs. 42.00
	Total	Rs. 273.20
	Less – adjustment of Adhoc Relief excess paid	(-) 9.40
	Net Total	Rs. 263.80

Here $X = 263.80$

$Y =$ (No benefit of service)

$X + Y = 263.80$

Since the minimum of the revised scale (i.e. Rs. 300/-) is more than X (Rs. 263.80) plus a minimum benefit of Rs. 30/-, his pay on 1st April, 1979 would be fixed at Rs. 300/- per month.

Example-II

An employee working in the scale of Rs. 70-2-80/3-95 and drawing pay at Rs. 83/- per month opts to come to the new scale of Rs. 300-5-400. His pay will be fixed as under :-

Existing Scale	Rs. 70-2 -80/3-95.																								
Revised Scale	Rs. 300-5-400.																								
Existing Pay	Rs. 83/-																								
Length of Service	6 years																								
Existing emoluments on 1 st April, 1979	<table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 80%;">Pay</td> <td style="text-align: right;">83.00</td> </tr> <tr> <td>Dearness Pay</td> <td style="text-align: right;">47.00</td> </tr> <tr> <td>Dearness Allowance.</td> <td style="text-align: right;">24.00</td> </tr> <tr> <td>Adhoc Relief</td> <td style="text-align: right;">29.00</td> </tr> <tr> <td>A.D.A I</td> <td style="text-align: right;">65.00</td> </tr> <tr> <td>A.D.A. II</td> <td style="text-align: right;">42.00</td> </tr> <tr> <td colspan="2">(upto 320 points)</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">290.90</td> </tr> <tr> <td colspan="2">Less - adjustment of</td> </tr> <tr> <td colspan="2">Adhoc Relief excess</td> </tr> <tr> <td>Paid</td> <td style="text-align: right;">(-) 9.40</td> </tr> <tr> <td>Net Total</td> <td style="text-align: right;">281.50</td> </tr> </tbody> </table>	Pay	83.00	Dearness Pay	47.00	Dearness Allowance.	24.00	Adhoc Relief	29.00	A.D.A I	65.00	A.D.A. II	42.00	(upto 320 points)		Total	290.90	Less - adjustment of		Adhoc Relief excess		Paid	(-) 9.40	Net Total	281.50
Pay	83.00																								
Dearness Pay	47.00																								
Dearness Allowance.	24.00																								
Adhoc Relief	29.00																								
A.D.A I	65.00																								
A.D.A. II	42.00																								
(upto 320 points)																									
Total	290.90																								
Less - adjustment of																									
Adhoc Relief excess																									
Paid	(-) 9.40																								
Net Total	281.50																								
Here, X	= 281.50																								
Y	= (Length of service is less than 10 years)																								
X + Y	= 281.50																								
After allowing minimum benefit of Rs. 30/-, X + Y	= Rs. 281.50 + Rs. 30.00 = Rs. 311.50																								
Pay to be fixed at the next higher stage in the revised scale	= Rs. 315.00																								
Net benefit	= Rs. 315.00 <u>(-) 281.50</u> <u>Rs. 33.50</u>																								

Example-III

An employee working in the scale of Rs. 225-15-360/20-500 and drawing pay at the rate of Rs. 225 per month opts to come to new scale of Rs. 525-15-600-20-660/700-30-850/890-40-1050. His pay will be fixed as under :-

Existing Pay	Rs. 225-15-360/20-500
Revised Scale	525-15-600-20-660/700-30-850/890-40-1050
Existing Pay	255.00
Length of Service	3 years (Direct appointee)
Existing emoluments on 1 st April, 1979:-	Rs.
Pay	255.00
Dearness Pay	110.00
Dearness Allowance	36.00
Adhoc Relief	50.00
A.D.A I	121.75
A.D.A.II	67.70
Total :	640.45
Less- Adjustment of Adhoc Relief excess paid	(-) 21.75
Net Total :	618.70
Here	X = 618.70 Y = (No benefit of service, being less than 10 years) X + Y = 618.70
Next stage in the revised scale =	Rs. 620.
Since the net benefit thus accruing is less than Rs. 30, his pay will be fixed at the next stage corresponding to Rs. 648.70+Rs. 30.00) i.e. Rs. 660 per month	
Net benefit =	Rs. 41.30

Example-IV

An employee in the scale of Rs. 350-25-500/30-830-35-900 and drawing pay at the rate of Rs. 740 per month, opts to come to the new scale of Rs. 800-30-890/940-40-1100/50-1600. His pay will be fixed as under :-

Existing Scale	Rs. 350-25-500/30-830-35-900
Revised Scale	800-30-890/940-40-1100/50-1600
Existing Pay	740.00
Length of Service	14 years (Direct appointee).
Existing emoluments on 1 st April, 1979 :-	
Pay	740.00
Dearness Pay	120.00
Dearness Allowance
Adhoc Relief	60.00
A.D.A. I	243.00
A.D.A II (Upto 320 points)	120.00
Total	1283.00
Less – Adjustment of Adhoc Relief excess paid	(-) 45.00
Net Total	1238.00
Here	X = 1238.00
	Y = 30.00 (equal to one increment in the old scale)
	X + Y = 1268.00

Next stage corresponding to Rs. 1268 in the revised scale is Rs. 1300. His pay on 1st April, 1979 would be fixed at Rs. 1, 300.

Net benefit = Rs. 1300.00 minus Rs. 1238 = Rs. 62

(b) In case the employee is a promotee and has a total length of service exceeding 25 years, his pay will be fixed as under :-

X = 1238.00

Y = 60.00

(equal to two increments in the old scale)

X + Y = 1298.00

Pay fixed at the next stage in the Revised Scale = 1300.00

Net benefit = Rs. 62.00

Example-V

An employee working in the scale of Rs. 500-30-740/40-900 and drawing pay of Rs. 860 per month, opts to come to the new scale of Rs. 1000-50-1500. His pay will be fixed as under :-

	Rs.
Existing Scale	500-30-740/40-900
Revised Scale	1000-50-1500
Existing pay	860.00
Length of Service	More than 25 years, being a promotee.
Existing emoluments on 1 st April, 1979	Rs.
	Pay : 860.00
	Dearness Pay: 120.00
	Dearness Allowance : ..
	Adhoc Relief : 60.00
	A.D.A I : 241.00
	A.D.A II: 122.00
	<u>Total : 1403.00</u>
Less – Adjustment of Adhoc Relief excess paid	(-) 45.00
Net Total	1358.00
Here	X = 1358.00
	Y = 80.00
	(equal to two increments in the old scale)
	X + Y = 1438.00

The next stage corresponding to Rs. 1438 in the revised scale is Rs. 1450. As the bet benefit exceeds Rs. 75, his pay will be determined as under:-

	Rs.
Pay -	1358.00
Maximum benefit -	<u>+ 15.00</u>
Total -	1433.00

There being no stage at Rs. 1433.00 in the new scale, his pay would be fixed at Rs. 1400.00 and Rs. 33.00 would be treated as personal pay to be absorbed in the next increment.

Example-VI

An employee working in the scale of Rs. 350-25-500-30-590 / 30-800, and drawing pay at Rs. 770 per month opts to come to the revised scale of Rs. 700-30-850/900-40-1100-EB-50-1250. His pay will be fixed as under :-

Existing Scale	Rs. 350-25-500-30-590 / 30-800.
Revised Scale	700-30-850/900-40-1100-EB-50-1250
Existing Pay =	770.00
Length of Service	More than 25 years, being a promotee.
Existing Emoluments on 1 st April, 1979 after making adjustment of Adhoc Relief excess paid.	1268.00
Here X =	1268.00

Since X is more than the maximum of the revised scale, his pay will be fixed at the maximum of Rs. 1250 and the difference of Rs. 18 (1268-1250) would be allowed as his personal pay to be absorbed in future increments or other increases in pay, in accordance with rule 6(i)(iii) (d).

Example-VII

In the above example, the employee is drawing pay at Rs. 710 per month and opts to come to the revised scale. His pay will be fixed as under.

Existing Pay	Rs. 710.00.
Length of Service =	More than 25 years, being a promotee.
Existing Emoluments on 1st April, 1979 after making adjustment of Adhoc Relief excess paid.	1205.30
Here, X =	Rs. 1205.30
Y =	60.00 (equal to two increments in the old scale).
X + Y	= 1265.30

Since X + Y is more than the maximum of the revised scale, his pay will be fixed at the maximum i.e. Rs. 1250 in accordance with rule 6(i) (iii) (e).

Details of emoluments inclusive of A.D.A. upto 320 point Price Index

Basic pay in the pre-revised scale.	Emoluments at 320 points
70	263.80
72	266.50
74	269.20
76	272.00
78	274.70
80	277.40
81	278.80
82	280.10
83	281.50
84	282.80
85	290.90
86	292.30
87	293.60
88	295.00
89	296.60
90	298.10
92	301.20
93	302.90
95	306.00
96	307.60
98	310.70
99	312.30
100	313.80
102	316.90
104	320.20
105	321.70
108	326.40
110	372.40
112	375.60
114	378.70
116	381.90
117	383.50
118	385.00
120	388.10
122	391.30
124	394.40
125	395.90
126	397.60
128	400.70
129	402.30
130	403.80

Basic pay in the pre-revised scale.	Emoluments at 320 points
131	405.40
132	407.00
133	408.50
134	410.10
135	411.60
136	413.30
137	414.90
138	416.40
139	418.00
140	419.50
141	421.10
142	422.70
143	424.20
144	425.80
145	427.30
146	429.00
147	430.50
148	431.80
149	433.20
150	463.00
152	465.00
153	466.00
155	468.00
156	469.00
158	471.00
159	472.00
160	473.00
162	475.00
164	477.00
165	478.00
168	481.00
170	483.00
171	484.00
174	487.00
175	488.00
177	490.00
178	491.00
180	493.00
184	497.00
185	498.00
186	499.00

Basic pay in the pre-revised scale.	Emoluments at 320 points
188	501.00
190	503.00
191	504.00
192	505.00
194	507.00
195	508.00
196	509.00
198	511.00
200	513.00
202	515.00
204	517.00
205	518.00
210	554.80
212	557.60
215	561.90
218	566.10
219	567.60
220	569.00
225	576.10
226	577.50
228	580.30
230	583.20
233	587.50
235	590.30
236	591.70
240	597.40
244	603.10
245	604.50
250	611.60
252	614.40
255	618.70
260	625.80
265	632.90
268	637.10
270	640.00
275	647.10
276	648.50
280	654.20
284	659.90
285	661.30
290	668.40
292	671.20
295	675.50
300	682.60

Basic pay in the pre-revised scale.	Emoluments at 320 points
305	689.70
310	696.80
315	703.90
320	711.00
325	718.10
330	725.20
335	732.30
340	739.40
345	746.50
350	753.60
355	760.70
360	767.80
365	774.90
370	782.00
375	789.10
380	796.20
390	810.40
395	817.50
400	845.00
405	852.10
410	859.20
415	866.30
420	873.40
425	880.50
430	887.60
435	894.70
440	901.80
450	922.10
460	936.30
475	957.70
480	964.70
490	978.90
500	1008.20
520	1008.20
525	1008.20
530	1008.20
540	1008.20
550	1018.10
560	1032.30
575	1053.60
580	1041.40
590	1048.40
600	1062.60

Basic pay in the pre-revised scale.	Emoluments at 320 points
610	1076.80
620	1091.00
630	1103.70
640	1116.40
650	1129.10
660	1141.80
670	1154.50
680	1167.20
700	1192.60
710	1205.30
720	1218.00
730	1228.00
740	1238.00
750	1248.00
760	1258.00
770	1268.00
780	1278.00
790	1288.00
800	1298.00
820	1318.00
830	1328.00
840	1338.00
850	1348.00
860	1358.00
865	1363.00
880	1378.00
900	1398.00
910	1408.00
920	1418.00
930	1428.00
940	1438.00
950	1448.00
960	1458.00
970	1468.00

Basic pay in the pre-revised scale.	Emoluments at 320 points
980	1478.00
1000	1497.00
1020	1498.00
1040	1518.00
1050	1528.00
1060	1538.00
1100	1578.00
1150	1628.00
1200	1678.00
1250	1728.00
1300	1773.00
1360	1823.00
1420	1883.00
1480	1943.00
1540	2003.00
1600	2063.00
1650	2113.00
1700	2163.00
1750	2213.00
1800	2263.00
1850	2313.00
1900	2363.00
1950	2400.00
2000	2400.00
2050	2400.00
2100	2400.00
2125	2400.00
2375	2400.00
2400	2400.00
2500	2500.00
2625	2625.00
2750	2750.00

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

NOTIFICATION

The 21st July, 1980

No. G.S.R.80/Const./Art.309/Amd.(1)80.— In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Scales of Pay) Rules, 1980, namely :-

1. (1) These rules may be called the Haryana Civil Services (Revised Scales of Pay) First Amendment Rules, 1980.

(2) These rules shall be deemed to have come into force on the 1st day of April, 1979.

2. In the Haryana Civil Services (Revised Scales of Pay) Rules, 1980 (hereinafter called the said rules), in the Schedule, the following entries shall be added at the end, namely:-

Sr. No.	NAME OF THE DEPARTMENT Name of the Post	ADVOCATE GENERAL	
		Existing Pay Scale	Revised Pay Scales
1	2	3	4
		Rs.	Rs.
1.	Record Supervisor	110-225	400-660
2.	Cashier	225-500	525-1050
3.	Personal Assistant	450-800	700-1250
4.	Assistant District Attorney	350-900 (with a minimum start of Rs. 450)+100 S.P.	1000-1500 + Rs. 100 S.P.
5.	District Attorney	700-1250 + Rs. 200/- S.P.	1200-1860 + Rs. 200 S.P.
6.	Assistant Advocate General	1500-2000 + Rs. 500 N.P.A.	2000-2400 + Rs. 500 N.P.A.
7.	Deputy Advocate General	2000-2300 + Rs. 600 N.P.A.	2250-2600 + Rs. 700 N.P.A.
8.	Sr. Deputy Advocate General	2250-2500 + Rs. 700 N.P.A.	2250-2600 + Rs. 700 N.P.A.
9.	Addl. Advocate General	1500 fixed as Retainer	No Change
10.	Advocate General	2500 fixed as Retainer	No Change

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
1	2	3	4
	NAME OF THE DEPARTMENT	AGRICULTURE	
1	Chainman	70-95	300-430
2	Truck Cleaner	70-95	300-430
3	Messenger	70-95	300-430
4	Office Bearer	70-95	300-430
5	Technical Bearer	70-95	300-430
6	Well Borer	75-95	300-430
7	Packer-cum-Mali	70-95	300-430
8	Packer	70-95	300-430
9	Dak Runner	70-95	300-430
10	Learner Binder	70-95	300-430
11	Fieldman	70-95	300-430
12	Grader	100-160	350-500
13	Bee Keeper	100-160	350-500
14	Copy Holder	100-160	350-500
15	Laboratory Assistant	110-160	400-600
16	Fitter	130-160	400-600
17	Fitter (Auto Electrician)	130-160	400-600
18	Fitter (Welder)	130-160	400-600
19	Fitter (Mechanist)	130-160	400-600
20	Engine Borer	130-160	400-600
21	Mechanic	130-160	400-600
22	Welder	110-180	400-600
23	Air Compressor Driver	130-180	400-600
24	Mechanic Borer	130-160	400-600
25	Assistant Driller	130-180	400-600
26	Pump Operator	130-180	400-600
27	Gunman	110-200	400-600
28	Marketing Sub-Inspector	110-200	400-660
29	Village Level Extension Worker	180-200 (TS) 180-250 (SG) for 10%	400-660 (TS) 480-760 (SG) for 20%
30	Field Assistant	110-200 (TS) 200-250 (SG for 10%)	400-660 (TS) 480-760 (SG for 20%)
31	Blast Borer/Blaster	130-200	400-660
32	Patwari	110-225	400-660
33	Junior Scientific Assistant	110-225	400-660 (TS) 480-760 (SG for 20%)

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
34	Technical Operator	110-225	400-660
35	Grading Assistant	110-225	400-660
36	Press Mechanic	125-225	400-660
37	Electrician	125-225	400-660
38	Assistant Press Operator	130-225	400-660
39	Horticulture Supervisor	130-225	400-660
40	Project Operator	130-225	400-660
41	Dark Room Assistant	130-225	400-660
42	Mechanic (Soil Conservator and Ground Water Cell)	140-225	400-660
43	Artisan	140-225	400-660
44	Tractor Mechanic	140-225	400-660
45	Tradleman	120-250	400-660
46	Compositor	120-250	400-660
47	Surveyor	120-250	400-660
48	Senior Computor	150-300	480-760
49	Azo Printer	150-300	480-760
50	Driller	150-350	480-760
51	Compositor-cum-Tradle Machineman.	160-400	525-900
52	Hindi Translator	160-400	525-900
53	Head Mechanic	160-400	525-900
54	Proof Reader	160-400	525-900
55	Cameraman Process	160-400	525-900
56	Assistant Cameraman -cum- Plate Maker	160-400	525-900
57	Automobile Mechanic	225-400	525-1050
58	Photo-Litho-cum-Plate Maker	210-425	525-1050
59	Offset Press Operator	210-425	525-1050
60	Cameraman -cum- Plate Maker	210-425	525-1050
61	Well Supervisor	200-450	525-1050
62	Demonstrator (Male)	250-450	525-1050
63	Demonstrator (Female)	300 (Fixed)	No Change
64	Statistical Assistant/Supervisor	250-450	525-1050
65	Drilling Incharge	250-450	525-1050
66	Supervisor Blasting	225-500	525-1050
67	Artist	225-500	525-1050
68	Photographer	225-500	525-1050
69	Editor	225-500	525-1050

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
70	Auto Mechanic	130-550	400-660
71	Foreman	300-600	700-1250
72	Technical Assistant (Statistical)	300-600	700-1250
73	Technical Assistant (Electronics, Design, Hydrology, Geology, Hydro-Meteorology, Bio-Physics, Engineering)	300-600	700-1250
74	Manager	300-600	700-1250
75	Agriculture Development Officer	320-750	600-1100
76	Circle Agriculture Officer	300-600 + Rs. 50/- S.P.	700-1250
77	Technical Assistant	300-600 + Rs. 50/- S.P.	700-1250
78	Chief Well Supervisor	325-600	700-1250
79	Chief Supervisor (Training)	325-600	700-1250
80	Chief Supervisor (Drilling)	325-600	700-1250
81	Establishment Officer	450-800	800-1600
82	District Agriculture Officer, Sub-Divisional Agriculture Officer, Subject Matter Specialist (Agronomy and Farm, Fertilizer and Soil, Training Institute, Plant Protection, Agronomy, Training Horticulture Training-cum-Information). Farm Superintendent Shamgarh. Agriculture Information Officer. Training Officer (Male). Assistant Cotton Extension Officer. Assistant Seed Protection Officer. Radio Contact Officer. Farm Radio Officer. Agriculture Officer (Soil and Seeds). Seed Analyst. Quality Control Inspector. Assistant Cane-Commissioner.	350-900	800-1600
83	Assistant Marketing Officer	350-900	800-1600
84	Assistant Cane Development Officer	350-900	800-1600
85	Superintendent Horticulture (Pinjore)	350-900	800-1600
86	Horticulture Development Officer	350-900	800-1600
87	Potato Development Officer	350-900	800-1600
88	Assistant Plant Protection Officer	350-900	800-1600
89	Assistant Soil Conservation Officer	350-900	800-1600
90	Assistant Project Officer (Soil & Amendment)	350-900	800-1600
91	Special Soil Conservation Engineer	350-900	800-1600
92	Special Soil Conservation & Water Management Engineer	350-900	800-1600
93	Soil Testing Officer	350-900	800-1600

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
94	Cartographer	350-900	800-1600
95	Superintendent Horticulture Kishanpura	350-900	800-1600
96	Crop Production Officer	350-900	800-1600
97	Soil Survey Officer Farm, Management Specialist, Assistant land Reclamation Officer, Assistant Statistician Statistical Officer, Field Officer (Statistics), Research Officer (Statistics), Agriculture Statistical Officer, Assistant Statistical Officer, Assistant Agriculture Engineer/Sub-Divisional Officer (GGP Subject Matter Specialist (Engineering Water Development Specialist, Training Officer (Female)	350-900	800-1600
98	Assistant Research Officer, Assistant Geologist, Assistant Geophysics, Technical Personnel Assistant, Land Reclamation Officer	400-1100	900-1700
99	L.C.,P.P.O., D.D.A.(PP), P.P.O. (F)	400-1250	900-1800
100	Statistical Officer, Deputy Director, (St.) Deputy Director (St. T.R.) Economist	400-1250	900-1800
101	Agriculture Engineer	400-1250	900-1800
102	D.D.A. Soil Construction, D.D.A. (Soil Testing), D.S.C.O. Soil Correlator Project Officer)	400-1250	900-1800
103	D.D.A. (General Line)	400-1250	900-1800
104	C.T.O./Principal	400-1250	900-1800
105	S.M.S	400-1250	900-1800
106	Deputy Cane Commissioner/Project Officer Sugarcane	400-1250	900-1800
107	M.O. (Marketing Officer)	400-1250	900-1800
108	Process Expert	400-1250	900-1800
109	Ginning Expert	400-1250	900-1800
110	D.D.A. (H&V)	400-1250	900-1800
111	Superintendent (Nur & Gar)	400-1250	900-1800
112	Deputy Registrar	420-1250	900-1800
113	Cotton Development Officer	400-1250	900-1800
114	Analytical Chemist	400-1250	900-1800
115	Senior Analyst	400-1250	900-1800
116	Agronomist	400-1250	900-1800
117	Hydrologist/Geologist	400-1250	900-1800
118	Junior Geophysist	400-1250	900-1800
119	Hydrologist	400-1250	900-1800

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
120	Administrative Officer	700-1300 + Rs. 200 S.P.	As for H.C.S.
121	Deputy Director, Agriculture (Land Reclamation)	700-1300	1200-1860
122	Water Design Specialist/Xen	750-1300	1200-1860
123	Senior Hydrologist	750-1300	1200-1860
124	Senior Geophysist	750-1300	1200-1860
125	Deputy Director (R)	750-1300	1200-1860
126	Deputy Secretary (Ground Water Cell)	1100-1400	(Personal Scale) (No Change)
127	Joint Director (in all disciplines)	1300-1600	1700-2150
128	Principal/J.D.A.	1300-1600	1700-2150
129	Chief Soil Survey Officer	1300-1600	1700-2150
130	Research Officer	1600-2000	1700-2150
131	Addl. Director	1700-2250	2000-2500
132	Director Agriculture (For Departmental Officer)	1700-2250	2150-2500
	NAME OF THE DEPARTMENT	ARCHAEOLOGY	
1	Deputy Director, Archaeology	700-1250	1200-1860
	NAME OF THE DEPARTMENT	ARCHIVES	
1	Dusting Bearer	70-95	300-430
2	Vacuum Cleaning Bearer	70-95	300-430
3	Dark Room Attendant	70-95	300-430
4	Record Attendant	90-140	400-660
5	Archival Restorer	150-300	420-700
6	Transcriber-cum-Typist	140-310	420-700
7	Micro Photographer	300-600	700-1200
8	Assistant Archivist	300-600	700-1250
9	Archivist	350-650	700-1250 + Rs. 75/- S.P. in lieu of higher time scale.
10	Deputy Director Archives	700-1250	1200-1860
	NAME OF THE DEPARTMENT	CIVIL AVIATION	
1	Storeman	100-150	400-660
2	Junior Store Keeper	110-200	400-660
3	Electrician	140-300	420-700
4	Carpenter/Glider Mechanic	140-300	420-700
5	Dope Worker/Painter	140-300	420-700
6	Fabric Worker/Tailor	140-300	420-700
7	Banch Fitter/Turner	140-300	420-700

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
8	Junior Mechanic	140-300	420-700
9	Senior Store Keeper	160-400	525-1050
10	Senior Mechanic	200-450	525-1050
11	General Assistant Aviation	300-500	750-1250
12	Welding Engineer	250-600	700-1250
13	Administrative-cum-Publicity Officer	450-800	800-1600
14	Assistant Engineer	700-1000	900-1700
15	Development-cum-Coordination-cum-Project Officer	900-1200	1200-1860
16	Electronics Engineer	1000-1200	1200-1860
17	Chief Engineer of C & A Engine overhaul Workshop	1300-1600	1700-2150
18	Advisor Civil Aviation	1800-2100	2000-2400
19	Chief Aircraft Engineer	1800-2200	2000-2400
20	Executive Aircraft Pilot	2500-3000	No Change
	NAME OF THE DEPARTMENT	CIVIL SECRETARIAT	
1	Garden Mazdoor	70-95	300-430
2	Sweeper-cum-Glass-Cleaner	80-120 + Rs. 15/- Adhoc Pay	300-430 + Rs. 15/- Adhoc Pay
3	Head Chowkidar	80-120 + Rs. 10/- S.P.	350-500 + Rs. 10/- S.P.
4	Cycle Mechanic	90-140	350-500
5	Gate Messenger	100-150 + Rs. 15/- S.P.	350-500 + Rs. 15/- S.P.
6	Gate Keeper	100-150 + Rs. 30/- S.P.	400-600 + Rs. 20/- S.P.
7	Head Gate Keeper	100-150 + Rs. 40/- S.P.	450-700 + Rs. 25/- S.P.
8	Cane Worker	Rs. 200 (Fixed)	Rs. 400/- (Consolidated)
9	Photedar	100-160 + Rs. 10/- S.P.	400-660 + Rs. 20/- S.P.
10	Record Supervisor	110-180	400-660
11	Furniture Supervisor	110-180	400-660
12	Library Shelf Supervisor	110-180	400-660
13	Cash and Bill Messenger	110-200 + Rs. 10/- S.P.	400-660 + Rs. 30/- S.P.
14	Telephone Attendant	110-200 + Rs. 20/- S.P.	400-660 + Rs. 20/- S.P.
15	Lineman	110-225	400-660
16	Patwari	110-225 + Rs. 25/- S.P.	400-660 + Rs. 25/- S.P.
17	Junior Translator	110-225 + Rs. 20/- S.P.	400-660 + Rs. 20/- S.P.
18	Electrician	120-250	400-660

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
19	Upper Division Clerk	140-300	480-760
20	Kanungo	160-400 + Rs. 25/- S.P.	525-900 + Rs. 40/- S.P.
21	Junior Engineer	200-450	525-1050
22	Draftsman-cum-Artist	250-450 + Rs. 40/- S.P.	525-1050 + Rs. 40/- S.P.
23	Statistical Assistant	225-500	525-1050
24	Senior Translator	225-500 + Rs. 20/- S.P. with one post	525-1050 + Rs. 40/- S.P.
25	Special Assistant	Rs. 300 (Fixed)	Rs. 500/- (Consolidated)
26	Technical Assistant	225-500 300-600	525-1050 700-1250
27	Assistant Section Officer	350-800 + Rs. 65/- S.P. with one post of A.S.O. (Cash)	700-1250 + Rs. 75/- S.P.
28	Assistant Secy. Rajya Sainik Board	400-1250	900-1800
29	Assistant Secy. B.A.C.	400-1250 + Rs. 50/- S.P.	900-1800
30	Secretary to Minister	900-1250 (TS) 1300-1500 (SG) + Rs. 200/- S.P.	1400-1860 (TS) + Rs. 200/- S.P. 1800-2000 (SG for 20%) + Rs. 200/- S.P.
31	Under Secretary	900-1250 (TS) 1300-1500 (SG) + Rs. 200/- S.P.	1400-1860 (TS) + Rs. 200/- S.P. 1800-2000 (SG for 20%) + Rs. 200/- S.P.
32	Under Secretary Press	900-1200 + Rs. 200/- S.P.	1400-1860 + Rs. 200/- S.P.
33	Secretary to Freedom Fighter Committee	900-1250	1400-1860
34	Additional Political Secy. to Chief Minister	700-1600	1200-1860
35	Advisor to Govt. NOVC	Rs. 1500/- (Fixed)	Rs. 1500/- (Consolidated)
36	Director Institutional Finance	1200-1785	No Change
37	Secretary Haryana Rajya Sainik Board	900-1800	1760-2300
38	Income Tax Advisor	1500-2000 + Rs. 200/- S.P.	No Change
	NAME OF THE DEPARTMENT	COLONIZATION	
1	Nazir	110-225 + Rs. 15/- S.P.	400-660 + Rs. 25/- S.P.
2	Patwari	110-225 + Rs. 5/- S.P.	400-660 + Rs. 25/- S.P.
3	Peshi Kanungo/ Colony Kanungo	140-300 + Rs. 7.50/- S.P.	As in Land Record Deptt. + Rs. 40/- S.P.
4	Accounts Clerk	160-400	525-900
5	Building Inspector	200-450	525-1050

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
6	Assistant Director	350-800 + Rs. 100/- S.P.	As for Tehsildar + Rs. 100/- S.P.
7	Deputy Director, Colonization	700-1300 + Rs. 200/- S.P.	As for H.C.S.
	NAME OF THE DEPARTMENT	COMMISSIONER AMBALA AND HISAR DIVISIONS	
1	Garden Coolie	70-95	300-430
2	Turnkey	70-95	300-430
3	Patwari	110-225	As in Directorate of Land Records
4	Assistant Wasil Baqi Nawis	140-300	480-760 + Rs. 25/- S.P.
5	Kanungo	140-300	As in Director rate of Land Records
6	Wasil Baqi Nawis	160-400	525-900 + Rs. 40/- S.P.
7	Tehsil Revenue Acctt.	160-400 + Rs. 30/- S.P.	525-1050 + Rs. 50/- S.P.
8	Distt. Revenue Accountant	225-500	600-1100 + Rs. 50/- S.P.
9	Addl. G.A.	350-1000	800-1600
10	Spl. Collector/S.D.O. (C)/ G.A. to D.C.	As for H.C.S. Officer	As for H.C.S. Officer
	NAME OF THE DEPARTMENT	CONSOLIDATION OF HOLDINGS AND LAND RECORDS	
1	Assistant Patwari	90-140	400-600
2	Patwari	110-225 + Rs.10/- S.P.	400-660 (T.S.) 480-760 (S.G.) + Rs. 30/- S.P. for those on consolidation work
3	Mapper	110-225	400-660
4	Assistant Office Kanungo	110-225 + Rs.10/- S.P.	400-660 + Rs. 25/- S.P.
5	Reader-cum-Clerk	110-225	400-660
6	Patwari Moharrir	120-250	400-660
7	Ahalmad	120-250	400-660
8	Field Kanungo	140-300	525-900
9	Kanungo (H.Q.)	140-300	525-900 + Rs. 40/- S.P.
10	Kanungo	140-300 + Rs. 15/- S.P.	525-900 + Rs. 50/- S.P. for those on Consolidation work
11	Kanungo (for L & A work)	140-300 + Rs. 7.50/- S.P.	525-900 + Rs. 25/- S.P.
12	Office Kanungo	140-300 + Rs. 15/- S.P.	525-900 + Rs. 25/- S.P.
13	Naib Sardar Kanungo	140-300 + Rs.15/-SP	525-900 + Rs. 25/- S.P.
14	Sardar Kanungo	160-400	525-1050 + Rs. 25/- S.P.

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
15	Statistical Assistant	250-450	525-1050
16	Assistant Consolidation Officer	250-500 + Rs. 15/- S.P.	600-1100 + Rs. 75/- (allowance for consolidation work)
17	Scrutiny Inspector	300-600	700-1250
18	Consolidation Officer	350-800 + Rs. 25/- S.P.	700-1400 + Rs. 75/- (Allowance for consolidation work)
19	Research Officer	350-800	700-1400
20	Establishment Officer	450-800	800-1600
21	Settlement Officer	(i) 750-1300 + Rs. 200/- S.P. (ii) 350-800 + Rs. 100/- S.P. (For Consolidation Officers)	(i) Pay Scale of H.C.S. + Rs. 200/- S.P. (ii) 700-1400 + Rs. 100/- S.P.
22	Assistant Director	750-1300 + Rs. 200/- S.P.	Pay Scale of H.C.S. + Rs. 200/- S.P.
23	Joint Director, Agriculture Census	1300-1600	1700-2150
	NAME OF THE DEPARTMENT	CO-OPERATION	
1	Helper to Leather Designer	100-160	400-660
2	Constable	125-170	As in Police Department
3	Head Constable	150-190	As in Police Department
4	Junior Auditor	130-200 + Rs. 20/- S.P.	400-660 + Rs. 20/- S.P.
5	Leather Supervisor	110-225	400-660
6	Care Taker	110-225 + Rs. 15/- S.P.	400-660 + Rs. 25/- S.P.
7	Assistant Sub-Inspector	180-270	As in Police Department
8	Inspector (Audit)	160-400 350-450 (SG)	480-760 525-900 (SG for 20%)
9	Inspector Statistical	225-500	525-1050
10	Statistical Assistant	225-500	525-1050
11	Lecturer Co-operative Training Institute	250-450	600-1100
12	Inspector Police	300-550	As in Police Department
13	Assistant Accounts Officer, (S.A.S. qualified)	300-600	700-1250
14	Leather Designer	300-600	700-1250
15	Establishment Officer	500-850 + Rs. 50/- S.P.	800-1600
16	Audit Officer	350-900	800-1600
17	Assistant Registrar	350-900	800-1600

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
18	Statistical Officer	350-900	800-1600
19	Probationary Asstt. Registrar	350-900	800-1600
20	Deputy District Attorney	350-900 + Rs. 100/- S.P.	As in Prosecution Deptt.
21	Tanning & Leather Expert	350-900	800-1600
22	Dy. Superintendent Police	400-1150	As in Police Department
23	Dy. Registrar (including one post of Principal CTI, Rohtak)	700-1250	1200-1860
24	Joint Registrar	900-1500	1400-2000
25	Chief Auditor	1100-1500	1760-2300
26	Additional Registrar	1600-1800	1760-2300
	NAME OF THE DEPARTMENT	CULTURAL AFFAIRS	
1	Research Assistant	250-550	600-1100
2	Officer on Special Duty (Cultural Affairs)	450-800	750-1450
3	Assistant Cultural Affairs Officer	450-800	750-1450
	NAME OF THE DEPARTMENT	DAIRY DEVELOPMENT	
1	Attendant	70-95	300-430
2	Laboratory Technician	160-400	525-1050
3	Statistical Assistant	225-500	525-1050
4	Senior Accountant	225-500	525-1050
5	Assistant Dairy Bacteriologist	225-500	525-1050
6	Assistant Dairy Chemist	225-500	525-1050
7	Dairy Bacteriologist	300-700	700-1250
8	Dairy Chemist	300-700	700-1250
9	Demonstrator H.V.S. -II	350-800	800-1600
10	Statistical Officer	400-1100	900-1700
11	Project Officer	400-1100	900-1700
12	Manager Quality Control	400-1250	900-1700
13	Officer Incharge Training	600-1300	1000-1800
14	Milk Commissioner H.S.V.-I	1500-200	2000-2500
	NAME OF THE DEPARTMENT	ECONOMIC & STATISTICAL ORGANISATION	
1	Junior Field Investigator	130-225	400-660
2	Field Assistant	160-400	525-1050
3	Artist-cum-Draftsman	250-400	525-1050
4	Statistical Assistant/Investigator	225-500 with a start of Rs. 300/- for M.A. 1st Class	525-1050 with a start of Rs. 700/- for M.A. 1st Class
5	Inspector N.S.S.	225-500	525-1050

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
6	Technical Assistant	300-600	700-1250 with two advance increments for M.A. 1st Class
7	Scrutiny Inspector	300-600	700-1250
8	Research Officer	350-800	750-1450
9	Distt. Statistical Officer	350-800	750-1450
10	Dy. Economic & Statistical Advisor (Grade II)	350-1000	800-1600
11	Dy. Economic & Statistical Advisor (Grade I)	400-1250	900-1800
12	Dy. Plan Advisor	400-1250	900-1800
13	Manpower & Employment Coordination Officer	400-1250	900-1800
14	Distt. Planning Officer	400-1250 + Rs. 150/- S.P.	900-1800
15	Joint Economic & Statistical Advisor	1250-1550	1700-2150
16	Economic & Statistical Advisor	1300-1800	1760-2300
17	Plan Advisor	1800-2000	No Change
	NAME OF THE DEPARTMENT	EDUCATION	
1	Boat Keeper/Library Attendant	70-95	300-430
2	Laskar	80-120	300-430
3	Junior Lecture Assistant	100-160	400-660
4	Store Keeper	110-225	400-660
5	Tennis Marker	110-225	400-660
6	Senior Lecture Assistant	110-225	400-660 + Rs. 25/- S.P. in lieu of higher time scale.
7	Accountant	120-225	400-660
8	C&V Teacher Tailoring Mistress, JSTC Mistress	125-250 (85%) 250-300 (15%)	420-700 (T.S.) 525-900 (SG -20%)
9	Craft Instructor	125-250	420-700
10	Computer	130-225	400-660
11	Squad Teacher/Lady Squad Teacher	125-250	420-700
12	Nurse	130-250	420-700
13	Dispenser	140-250	420-700
14	Typewriter Instructor	125-300	420-700
15	Draftsman	150-300	525-1050
16	Aero Modelling Instructor-cum-Store Keeper	180-300	480-760
17	Sanskrit Teacher	220-400 400-500 (SG -15%)	525-1050 (TS) 600-1100 (SG -20%)

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
18	Master/Mistress	220-400 400-500 (SG -15%)	525-1050 (TS) 600-1100 (SG -20%)
19	Head Squad/Lady Squad Supervisor	220-400	525-1050
20	Ship Modelling Mechanic	250-400	525-1050
21	Statistical Assistant	225-500	525-1050
22	Mess Superintendent	225-500	525-1050
23	Film Mechanic	225-500	525-1050
24	Editor	300-500	600-1100
25	D.P.E.	325-600	700-1250
26	Budget Officer	500-850 + Rs. 50/- S.P.	800-1600
27	Assistant Registrar Exams	500-850 + Rs. 50/- S.P.	800-1600
28	Registrar Education	500-850 + Rs. 50/- S.P.	800-1600
29	Technical Lecturer	350-900	800-1600
30	Demonstrator	500-900 (01.01.1973 on U.G.C. Pattern)	U.G.C. Scale
31	Technical Assistant	500-900	1000-1500
32	Assistant Director Schools	700-1100 + Rs. 50/- S.P.	1200-1700 + Rs. 100/- S.P.
33	Project Officer	700-1100	1200-1700
34	Asstt. Director Adult Education	700-1100	1200-1700
35	District Adult Education Officer/ Dy. Director Adult Education	700-1200	1200-1860
36	Incharge Technical Cell	700-1200	1200-1860
37	Professor	700-1200	1200-1860
38	District Education Officer/Dy. Director/ Head of Non-formal Adult Education	700-1200	1200-1860
39	Director, N.C.E.R.T.	700-1200	1200-1860
40	Administrative Officer	700-1300	As for H.C.S.
41	Lecturer (College Cadre)	700-1600 (w.e.f. 1.1.73 on U.G.C. Pattern)	No Change
42	Sr. Lecturer/Assistant Director	700-1600 (w.e.f. 1.1.73 on U.G.C. Pattern)	No Change
43	Research Officer	700-1600 (U.G.C. Pattern)	No Change
44	Principal Govt. College/Dy. Director College	1200-1900 (U.G.C. Pattern)	No Change
45	Joint Director Adult Education (School)	1200-1900	1760-2300

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
46	Director State Resources Centre	1200-1900	No Change (U.G.C. Pattern)
	Note: The revised pay scale of Rs. 1200-1700 would also apply to H.E.S. Class-II in the old pay scale of Rs. 700-1100 in supersession of earlier notified scale of Rs. 900-1700.		
	NAME OF THE DEPARTMENT	ELECTIONS (LOCAL BODIES)	
1	Moharrir	110-225	400-660
2	Registration Clerk	110-225	400-660
3	Registration Inspector	110-225 + Rs. 15/- S.P.	400-660 + Rs. 25/- S.P.
4	Assistant Director of Elections	350-800	800-1600
5	Director of Elections	Rs. 200/- S.P.	Special Pay to continue for Part time work
	NAME OF THE DEPARTMENT	ELECTIONS	
1	Moharrir	110-225	400-600
2	Election Kanungo	140-300 + Rs. 10/- S.P.	As in Directorate of Land Records + Rs. 25/- S.P.
3	Assistant Chief Electoral Officer	450-800 + Rs. 50/- S.P.	800-1600
4	Electoral Officer	500-900	900-1700
5	Dy. Chief Electoral Officer	900-1250	1400-1860
	NAME OF THE DEPARTMENT	EMPLOYMENT	
1	Statistical Asstt./ Technical Asstt.	225-500	525-1050
2	Assistant Employment Officer	250-550	700-1250
3	Distt. Employment Officer	250-550 + Rs. 50/- S.P.	750-1450
4	Asstt. Director/ Divisional Employment Officer	350-900	800-1600
5	Dy. Director	400-1100	900-1700
6	Joint Director	750-1250	1400-2000
7	Director	1600-1800	No Change
	NAME OF THE DEPARTMENT	EXCISE AND TAXATION	
1	Taxation Peon	70-95 + Rs. 5/- S.P. (for those posted at Check Barriers)	300-430 + Rs. 15/- S.P. at Barriers
2	Excise Peon	75-105 + Rs. 5/- S.P. for those posted at Distilleries	300-430 + Rs. 15/- S.P. at distilleries
3	Record Lifter	75-105	350-500
4	Constable	125-170	As in Police Department

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
5	Head Constable	150-190	As in Police Department
6	Camp Clerk	110-225 + Rs. 25/- S.P.	400-600 + Rs. 25/- S.P.
7	Excise Jamadar	75-105	350-500 + Rs. 15/- S.P.
8	Assistant Sub-Inspector	180-270	As in Police Department
9	Munim	160-400	525-1050
10	Excise Inspector/Taxation Inspector	225-500	Scale as in common categories + Rs. 50/- S.P. for those posted in distillery or at barrier
11	Statistical Assistant	225-500	525-1050
12	Assistant Excise & Taxation Officer	350-800 + Rs. 75/- S.P. for those posted at barriers	800-1600 + Rs. 100/- S.P. for those posted at barriers.
13	Statistical Officer	350-800	750-1450
14	Establishment Officer	500-850 + Rs. 50/- S.P.	800-1600
15	Assistant District Attorney	350-900 + Rs. 100/- S.P.	As per Dy. Distt. Attorney in the Prosecution Deptt.
16	Excise & Taxation Officer	350-900 (TS) 900-1100 (SG) + Rs. 100/- S.P.	900-1700 (TS) 1000-1800 (SG for 20%) + Rs. 100/- S.P. for those posted at Head Qrs.
17	District Attorney	700-1200 + Rs. 200/- S.P.	As in Prosecution Deptt.
18	Chief Enforcement Officer	700-1300 + Rs. 200/- S.P.	As per H.C.S. Officers
19	Dy. Excise & Taxation Commissioner	900-1250 + Rs. 150/- S.P. for one post	1400-1860 + Rs. 150/- S.P. at H.Q. for those incharge of Enforcement, Vigilance, Research and Inspection work
20	Joint Excise & Taxation Commissioner	1300-1600 + Rs. 200/- S.P. with one post	1700-2150 + Rs. 200/- S.P. for Joint Excise & Taxation Commissioner and Principal, Trg. School
	NAME OF THE DEPARTMENT	FINANCIAL COMMISSIONER'S OFFICE/ DEVELOPMENT DEPARTMENT	
1	Painter	90-140	350-500
2	Stamper	100-160	350-500
3	Photodar	100-160 + Rs. 10/- S.P.	400-660 + Rs. 20/- S.P.
4	Supervisor	110-180	400-660
5	Gram Sevika	110-200 (TS) 180-250 (SG)	400-660 (TS) 480-760 (SG) (20%)

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
6	Sub-Divisional Clerk	110-225 + Rs. 25/- S.P.	400-660 + Rs. 25/- S.P.
7	Junior Translator	110-225 + Rs. 20/- S.P.	400-660 + Rs. 20/- S.P.
8	Electrician	120-250	400-660
9	Kanungo	140-300 + Rs. 30/- S.P.	As in Directorate Land Records + Rs. 40/- S.P.
10	Mukhya Sevika	150-300 220-400 250-500 (SG)	525-900 (Non-B.Ed.) 525-1050 (for B.Ed.) 600-1100 (SG for 20%)
11	Out Board Mechanic	160-400	525-1050
12	Jr. Revenue Accountant	160-400 + Rs. 30/- S.P.	525-1050 + Rs. 50/- S.P.
13	Accounts Clerk	160-400	525-1050
14	Social Education and Panchyat Officer	220-400 (TS) 350-800 (SG)	525-1050 (TS) 600-1100 (SG for 20%)
15	Asstt. Waterlogging Section	225-500	525-1050
16	Sr. Revenue Accountant	225-500 + Rs. 50/- S.P.	600-1100 + Rs. 50/- S.P.
17	Compiler	225-500	525-1050
18	Stamp Auditor	225-500	525-1050
19	Naib-Tehsildar OSD	250-500 + Rs. 40/- S.P.	As in Directorate of Land Records + Rs. 75/- S.P.
20	Artist-cum-Draftsman	250-550	600-1100
21	Investigator	300-600	600-1100
22	Clerk of Court	300-700	700-1250
23	Block Development and Panchayat Officer	300-700 (TS) 800 fixed for 10%	700-1250 (TS) 750-1450 (SG 20%)
24	Cattle Fair Officer	300-700	700-1250
25	Lady Circle Supervisor	300-700	700-1250
26	Asstt. Project Officer under Agriculture Refinance Development Corporation	300-700	700-1250
27	Tehsildar on Special Duty	350-800 + Rs. 100/- S.P.	As in Directorate of Land Records + Rs. 100/- S.P.
28	Asstt. Project Officer under S.F.D.A	350-800	700-1250
29	Research Officer	350-800	750-1450
30	Chief Stamp Auditor	450-800	750-1450
31	Sub-Divisional Officer (P.R.)	400-1100	As in P.W.D.
32	Assistant Director, People's Action for Development	400-1100	As in P.W.D.
33	Director Women, Programme	400-1250	900-1800

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
34	Editor (Gazetteers)	400-1250	900-1800
35	Executive Engineer (Panchayati Raj)	750-1300	As in P.W.D.
36	Under Secretary	900-1250 1300-1500 for 20% + Rs. 200/- S.P.	1400-1860 (TS) + Rs. 200/- S.P. 1800-2000 (SG 20%) + Rs. 200/- S.P.
37	State Editor (Gazetteers)	2500-3000	No Change
	NAME OF THE DEPARTMENT	FIRE OFFICE	
1	Store Keeper	110-225	400-660
2	Mechanical Foreman	160-400	525-1050
3	Fire Officer	250-500	700-1250
	NAME OF THE DEPARTMENT :	FISHERIES	
1	Boatman	70-95	300-430
2	Fisherman	70-95	300-430
3	Fisherman-cum-Watchman	70-95	300-430
4	Watchman	70-95	300-430
5	Field Assistant	75-95	300-430
6	Farm Assistant	90-140	350-500
7	Extension Assistant	90-140	350-500
8	Laboratory Assistant	100-160	400-600
9	Fisheries Supervisor	100-160	400-600
10	Pump Set Driver	100-160	400-600
11	Exploitation & Marketing Assistant	130-200	400-660
12	Salesman	110-225	400-660
13	Commercial Fisherman	110-225	400-660
14	Training Assistant	110-225	400-660
15	Cashier	130-250	400-660 + Rs. 25/- S.P.
16	Assistant Fisheries Officer	160-400	525-900
17	Fisheries Officer	225-500	600-1100
18	Statistical Assistant	225-500	525-1050
19	Photographer-cum-Artist	225-500	525-1050
20	Training Superintendent Technical	300-600	700-1150
21	Extension Officer	300-600	700-1150
22	Fisheries Development/ Research Officer	350-900	800-1600
23	Director of Fisheries	1300-1800	1760-2300
	NAME OF THE DEPARTMENT	FOOD & SUPPLIES	
1	Picker	90-140	350-500
2	Junior Analyst	130-225 120-250	400-660

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
3	Head Analyst	160-400	525-900 (TS) 600-1100 (SG 20%)
4	Statistical Assistant	160-400 225-500	525-1050
5	Asstt. Food & Supplies Officer	225-500	700-1150
6	Technical Assistant	225-500	525-1050
7	Statistical Officer	300-700	700-1400
8	Distt. Food & Supplies Officer	300-700	700-1400
9	Assistant District Attorney	350-900 + Rs. 75/- S.P.	As in Prosecution Deptt.
10	Asstt. Controller, Food Accounts	350-900	800-1600
11	Distt. Food & Supplies Controller	350-900	800-1600
12	Assistant Director	350-900	800-1600
13	Liaison Officer	350-900	800-1600
14	Dy. Controller, Food Accounts	400-1100	900-1800
15	Deputy Director	400-1100 700-1200 (SG) for 50%	900-1800 No Selection Grade
16	Joint Director	1300-1600	1700-2150
17	Joint Controller, Food Accounts	1300-1600	1700-2150
	NAME OF THE DEPARTMENT	FOREST	
1	Head Mali	70-95	300-430
2	Bullock Watcher	70-95	300-430
3	Dak Runner	70-95	300-430
4	Tractor Cleaner	70-95	300-430
5	Mohafiz Trees	70-95	300-430
6	Mohafiz Tanki	70-95	300-430
7	Jamadar Peon	75-105	300-430
8	Jamadar Arboriculture	80-120	300-430
9	Forest Guard	90-140	350-500
10	Demarcation Daroga	110-160	400-600
11	Demarcation Supervisor	110-180	400-660
12	Tubewell Mechanic	110-180	400-660
13	Forester	100-200	400-660
14	Tubewell Operator	110-200	400-660
15	Deputy Ranger	110-220	525-900
16	Patwari	110-225	As in the Directorate of Land Records
17	Inspector	110-225	400-660

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
18	Surveyor	120-250	400-660
19	Mechanic	140-300	420-700
20	Forest Kanungo	140-300	As in the Directorate of Land Records
21	Cinema Assistant	200-300	480-760
22	Draftsman-cum-Surveyor	160-400	525-1050
23	Forest Ranger	200-400	600-1100
24	Superintendent Arboriculture	200-400	525-1050
25	Head Mechanic	200-450	525-1050
26	Technical Assistant	300-600	700-1250
27	Establishment Officer	500-850 + Rs. 50/- S.P.	800-1600
28	H.F.S. (II)	350-900	800-1600
29	Forest Map Officer	350-900	800-1600
	NAME OF THE DEPARTMENT	SECRETARY TO GOVERNOR	
1	Dispensary Attendant	70-95	300-430
2	Mate Dhobi	70-95	300-430
3	Cycle Sowar	70-95	300-430
4	Bhishti	70-95	300-430
5	Motor Cleaner	70-95	300-430
6	Masalchi	70-95	300-430
7	Scooter Sowar	75-105 + Rs. 5/- S.P.	300-430 + Rs. 10/- S.P.
8	Khidmatgar	80-120	300-430
9	House Bearer	80-120	300-430
10	Camp Jamadar	100-150	350-500
11	Asstt. Camp Jamadar	100-150 + Rs. 10/- S.P. for working as Chowkidar	350-500
12	Jamadar Cycle Sowar	100-150	350-500
13	Jamadar Sweeper	100-150 + Rs. 15/- P.M as adhoc pay	350-500 + Rs. 15/- as adhoc pay
14	Head Khidmatgar	100-160 + Rs. 30/- S.P.	350-500 + Rs. 35/- S.P.
15	Head House Bearer	100-160 + Rs. 35/- S.P.	350-500 + Rs. 35/- S.P.
16	Cook	100-160 + Rs. 25/- S.P.	350-500 + Rs. 35/- S.P.
17	English Cook	120-250	400-660
18	Telephone Attendant	100-200 + Rs. 20/- S.P.	400-660 + Rs. 20/- S.P.

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
19	Store Keeper	110-225	400-660
20	Tailor	120-250	400-660
21	Comptroller Governor's House Hold	300-550 + Rs. 100/- compensatory allowance	700-1250 + Rs. 100/- compensatory allowance
	NAME OF THE DEPARTMENT	GRIEVANCES	
	NIL		
	NAME OF THE DEPARTMENT	HIGH COURT	
1	Orderly	70-95	300-430
2	Waterman	70-95	300-430
3	Record Lifter	75-105	350-500
4	Bailiff	80-120	350-500
5	Assistant Nazir	110-225	400-660
6	Summary Ahlmad/Asstt. Ahlmad	110-225	400-660
7	Typist	110-225	400-660
8	Reader	110-225	400-660
9	Ahlamad/Addl. Ahlamad	110-225	400-660
10	Copyist	110-225	400-660
11	Inspector Moharrir	110-225	400-660
12	Assistant Translator	110-225	400-660
13	Paid Candidate	110-225	400-660
14	Nazir (including Naib & Asstt. Nazir)	110-225	400-660
15	English Clerk	160-400	525-1050
16	Clerk of Court	160-400	525-1050
17	Reader to Session Judges/Addl. Session Judge/ Sr. Sub-Judge	160-400	525-1050
18	Record Keeper	160-400	525-1050
19	Translator	160-400	525-1050
20	Civil Nazir	160-400	525-1050
	NAME OF THE DEPARTMENT	HOME GUARDS	
1	Messenger	70-95	300-430
2	Storeman	70-95	300-430
3	Fatiguman	70-95	300-430
4	Quarter Guard LNK/NK	125-170	400-660
5	Quarter Guard Home Guard	125-170	400-660
6	Constable Orderly	125-170	400-660
7	Constable Driver/Driver	125-170	400-660
8	Armour	125-170	400-660

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
9	Bugler	125-170	400-660
10	Band Man	125-170	400-660
11	Pipe Band LNK/NK	125-170	400-660
12	Storeman	125-170	400-660
13	Head Constable Driver	150-190	450-700
14	Head Constable Orderly	150-190	450-700
15	Pipe Band Havalдар	150-190	450-700
16	Armour Havalдар	150-190	450-700
17	Demonstrator	150-190	450-700
18	Quarter Guard Havalдар	150-190	450-700
19	Havalдар Instructor	150-190	450-700
20	Operator for VHF/Wireless Set	150-190	450-700
21	Compounder/ Dresser	110-225	450-700
22	Store Clerk	160-400	525-900
23	Havalдар Clerk	160-400	525-900
24	Quarter Master Sergeant	250-400	525-1050
25	Deputy Store Officer	250-450	525-1050
26	Asstt. to Distt. Commander	250-450	525-1050
27	Civil Defence Instructor	250-450	525-1050
28	Platoon Commander	250-450	525-1050
29	Store Officer	300-700	700-1250
30	Administrative Officer	300-700	700-1250
31	Store Superintendent Civil Defence	300-700	700-1250
32	Administrative Subedar	300-700	700-1250
33	Senior Instructor	300-700	700-1250
34	Quarter Master Subedar	300-700	700-1250
35	Centre Commander	300-700	700-1250
36	Company Commander	300-700	700-1250
37	Deputy Controller (Civil Defence)	350-800 450-1250	750-1450 900-1800
38	Public Relations Officer	350-900	800-1600
39	Accountant-cum-Administrative Officer	350-900	800-1600
40	Junior Staff Officer	450-900	800-1600
41	Distt. Commander Home Guards	450-900	800-1600
42	Chief Instructor (Combined Training Institute)	450-900	800-1600
43	Medical Officer	400-1100 + 33½% NPA	As in Health Deptt.

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
44	Senior Staff Officer	740-1300	1200-1860
45	Commandant, Combined Training Institute	740-1300	1200-1860
	NAME OF THE DEPARTMENT	HOSPITALITY	
1	Junior Waiter	70-95	300-430
2	Tandwa/Nanbai	70-95	300-430
3	Tola	70-95	300-430
4	Rickshaw Puller	70-95	300-430
5	Sr. Waite/Pentryman	90-140	350-500
6	Butler	100-160	400-600
7	Halvai	110-225	400-600
8	Indian Cook	110-225	400-600
9	English Cook	120-250	400-660
10	Steward	120-250	400-660
11	Receptionist	225-500	525-1050
12	Supervisor	225-500	600-1100
13	Assistant Director	350-900	800-1600
14	Deputy Director	700-1300 + Rs. 200/- S.P. 900-1250 + Rs. 200/- S.P.	As for H.C.S. Officer
	NAME OF THE DEPARTMENT	INDUSTRIAL TRAINING	
1	Store Attendant, Dresser, Cinema Project Attendant	70-95	300-430
2	Workshop Attendant	70-95	300-430
3	Tool Room Man	90-140	400-600
4	Record Sorter	100-160	400-600
5	Machine Man	100-160	400-660
6	Assistant Store Keeper/Clerk-cum-Store Keeper	110-225	400-660
7	Cinema Project Officer	120-250	400-660
8	Lady P.T.I.	125-250	(As in common category)
9	Accountant	130-250	480-760
10	Vernacular Teacher	120-300	420-700
11	Compounder	140-300	480-760
12	Drawing Master	150-300 (Revised to Rs. 225-500 w.e.f. 20-2-79)	525-1050
13	Junior Mistress	150-300 (Revised to Rs. 225-500 w.e.f. 20-2-79)	525-1050

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
14	Hostel Superintendent	150-300 220-400 (for trained graduates)	480-760 525-900 (for trained graduates)
15	Craft Instructor	180-300 250-600 (Revised w.e.f. 20-2-79)	700-1250
16	Store Keeper	160-400	525-900
17	Sales Assistant	160-400	525-1050
18	Craft Instructor/Instructress (including allied Drawing, Math Instructor)	160-400 225-500	525-1050
19	Language Teacher	220-400	525-1050
20	Technical Assistant	225-500	525-1050
21	Instructor, Advance Vocational Training Scheme	225-500 + Rs. 50/- S.P.	525-1050 + Rs. 50/- S.P.
22	Headmaster	300-500	700-1250
23	Expert in Business Management	300-500	700-1250
24	Headmistress	300-500 (Revised to Rs. 300-600 w.e.f. 20-2-79)	700-1250
25	Technical Mistress	300-500 (Revised to Rs. 300-600 w.e.f. 20-2-79)	700-1250
26	Headmaster, Arts School, Rohtak	300-500	700-1250
27	Superintendent, I.T.I.	300-500	700-1250
28	Supdt., Rural Artisan Training Centre	300-500	700-1250
29	Apprenticeship Supervisor (Non-Technical)	250-600	700-1250
30	Apprenticeship Supervisor Group Instructor	250-600	700-1250
31	Cutter & Designer	300-600	700-1250
32	Principal, Industrial School for Girls	300-600 (Revised to Rs. 350-900 w.e.f. 20-2-79)	750-1450
33	Vice -Principal Grade II	300-600	750-1450
34	Asstt. Director/Asstt. Director Grade "B"	350-900	800-1600
35	Senior Apprenticeship Supervisor Technical	350-900 (for Diploma holders)	800-1600 (for Diploma holders)
36	Principal/Assistant Director, Technical (B)	400-1100 (for Degree holders)	900-1700 (for Degree holders)
37	Controller of Examinations (Technical)	400-1100	900-1700
38	Asstt. Director Technical Grade 'A' Junior	400-1100	900-1700
39	Asstt. Apprenticeship Adviser Technical Grade 'A' Junior	400-1100	900-1700

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
40	Principal Grade 'A' Junior	400-1100	900-1700
41	Internal Audit Officer	600-1100	1000-1800
42	Deputy Directress Women Grade 'A' Senior	700-1250	1200-1860
43	Dy. Director/ Dy. Apprenticeship Supervisor Grade 'A' Senior	700-1250	1200-1860
44	Medical Officer	150-380 (Unrevised)	No Change
45	Part time Medical Officer	Rs. 100/- (Fixed)	No Change
	NAME OF THE DEPARTMENT	INDUSTRIES	
1	Watch and Ward	70-95	300-430
2	Cleaner Sampler Technical Bearer Laboratory Attendant in Geological Wing	70-95	300-430
3	Mining Guard in the Distt. Industries Office	70-95	300-430
4	Laboratory Boy Workshop Attendant Messenger in the Heat Treatment Centre/Quality Marking Centre/ Industrial Development Centre	70-95	300-430
5	Waterman in the Textile Organisation, Goat and Sheep Skin Tanning Demonstration Party	70-95	300-430
6	Peon-cum-Lab. Attendant	70-95	300-430
7	Peon-cum-Store Coolie in the Foot wear Industries, Rewari	70-95	300-430
8	Skilled Worker in the Community Project	80-120	300-430
9	Assistant Technician	100-160	350-500
10	Currier	100-160	350-500
11	Flasher	100-160	350-500
12	Tanning Mistri	100-160	350-500
13	Boiler Man	100-160	350-500
14	Flayer	100-160	350-500
15	Manual Assistant	100-160	400-600
16	Laboratory Assistant Rigman in Geological Wing	110-200	400-660
17	Computer-cum-Draftsman	110-225	400-660
18	Section Cutter	110-225	400-660
19	Ledger Keeper/Reader/Industrial Estate Clerk/Mining Clerk	110-225	400-660
20	Time Keeper, Clerk-cum-Store Keeper, Skilled worker, Assistant Operator, Laboratory Assistant	110-225	400-660

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
21	Master Flayer/Skilled Worker in the Govt. Hide Flaying and carcass Utilization Centre, Rewari	110-225	400-660
22	Clerk Incharge in the Chief Instructor Boilor Organisation	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
23	Compressor Operator	130-225	400-660
24	Zonal Statistical Inspector in the Textile Organisation	130-225	400-660
25	Dyer in the Textile Organisation	120-250	400-660
26	Mechanic Diesel Engine Operator	140-300	420-700
27	Technician	130-225	400-600
28	Technician/Leather Technician, Head Weaver Handloom Mechanic Yarn Distributor Finisher	140-300	420-700
29	Mistri/Drawing Master/Skilled Worker in Govt. Foot wear Industries Institute, Rewari, Leather Technician, Shoe Mistri	140-300	420-700
30	Manager, Industrial Estate	160-400	525-900
31	Equipment Repairer in the Weights & Measures Organisation, Technician Production Supervisor Weaving Master, Inspector-cum-Demonstrator	160-400	525-900
32	Supervisor	160-400 200-400	525-900
33	Instructor, Technician-cum-Lab. Assistant Demonstrator	160-400	525-900
34	Mechanic	160-400 200-400	525-900
35	Soap Demonstrator Leather Instructor Electrician	160-400	525-900
36	Block Level Extension Officer, Industries	200-400	525-900
37	Operator (Grade I) Junior Technician, Junior Technician Asstt.	200-400	525-900
38	Drilling Assistant	220-400	525-900 + Rs. 30/- S.P.
39	Instructor, Foot Wear	250-400	525-1050
40	Instructor, Weight and Measures	200-450	525-1050
41	Statistical Assistant	225-500	525-1050
42	Surveyor Draftsman, Economic Investigator, Senior Technician	225-500	525-1050
43	Designer in Leather Footwear Centre	350-500	700-1150
44	Supervisor in Geological Wing	300-500	700-1150
45	Foreman-cum-Supervisor, Assistant Director in the Institute of Design and Handicrafts Information Officer	250-600	700-1250

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
46	Chemical Assistant, Technical Assistant	300-600	700-1250
47	Foreman, Roller Grinding Technical Officer	300-600	700-1250
48	Technical Officer/Assistant Superintendent	300-600	700-1250
49	Assistant Controller (Weight and measures)	300-600	700-1250
50	Superintendent	300-600	700-1250
51	Assistant Technical Officer in the Retaining and Finishing Centre	300-600	700-1250
52	Research Assistant	300-600	700-1250
53	Principal in the Government Foot Wear Institute, Rewari	300-600	700-1250
54	Superintendent	350-650	700-1250
55	Assistant District Industries Officer	300-700	700-1400
56	Development Officer	300-700	700-1400
57	Industries Promotion Officer	300-700	700-1400
58	Mining Officer in the Geological Wing	300-700	700-1400
59	Development Officer Leather (Field)	300-700	700-1400
60	Sales Manager (Emporia)	350-800	750-1450
61	Inspector of Boilers	350-830	750-1450
62	Carcass and Leather Marketing Office, Technical Officer, Technical Specialist, Planning-cum-Survey Planning Officer	350-900	800-1600
63	Superintendent in the Quality Marking/Industrial Development Heat Treatment Centre and in the Rural Industrial Development Centre	350-900	800-1600
64	Senior Superintendent in the Quality Marking/Industrial Development Heat Treatment Centre and in the Rural Industrial Development Centre	350-900	800-1600
65	Deputy District Attorney	300-900 + Rs. 100/- S.P.	As in Prosecution Deptt.
66	Tehsildar	350-800	As in Revenue Deptt.
67	Deputy Director (Admn.), Senior District Industries Officer/ District Industries Officer	As for H.C.S. Officer	As for H.C.S. Officer
68	Assistant Director	350-900	800-1600
69	District Industries Officer	350-900	800-1600
70	Deputy Chief Inspector of Boilers	400-900	800-1600

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
71	Dy. Director Project Officer, Asstt. Chemist, Driller, Asstt. Mining Engineer, Asstt. Geologist in the Geological Wing, Senior Technical Officer in the Quality Marking Centre/ Industrial Development Heat Treatment Centre/Rural Industrial Development Centre	400-1100	900-1700
72	Junior Geologist	520-1200	1000-1800
73	Deputy Director, Functional Manger, Mining Engineer, Dy. Director (Mechanical Engineering and Instruments, and Precision Machinery) Project Officer, Chief Inspector of Boilers, Controller Weights and Measures	700-1250	1200-1860
74	Technical Specialist, Plastic Goods., Q.M.C., Dy. Director, Technical and Senior Geologist	750-1300	1200-1860
75	General Manager, Joint Director (Non-I.A.S.) State Geologist	1300-1600	1700-2150
76	Technical Expert, Chemical Engg., Mech. Engg., Electronics and Textile/Addl. Director, D.I.C. Scheme	1300-1800	1760-2300
	NAME OF THE DEPARTMENT	LABOUR	
1	Waterman	65/- (Fixed) + allowances	250/- (Fixed) + allowances
2	Organiser	70-95	300-430
3	Female Nurse	110-160	400-600
4	Instructress	110-225	400-660
5	Laboratory Assistant	130-225	400-660
6	Operator	130-225	400-660
7	X-Ray Technician	160-225	450-700
8	Reader	160-400	525-900
9	Rent Collector	160-400	525-900
10	Junior Statistical Assistant	160-400	525-900
11	Accountant	200-400	525-1050
12	Field Investigator	225-500	525-1050
13	Cartographer	250-550	600-1100
14	Research Assistant	300-600	700-1250
15	Labour-cum-Conciliation Officer	350-900	800-1600
16	Statistical Officer	350-900	800-1600
17	Editor	350-900	800-1600
18	Lady Welfare Officer	350-900	800-1600

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
19	Inspector of Factories	350-900 (for others) 400-1100 (for Degree Holders)	800-1600 (for others) 900-1700 (for Degree Holders)
20	Deputy Labour Commissioner	400-1100	900-1700
21	Medical Inspector of Factories	400-1100 (33 $\frac{1}{3}$ % NPA)	As for H.C.M.S., Class II
22	Senior Inspector of Factories	700-1250	1200-1860
23	Joint Labour Commissioner and Chief Conciliation Officer	750-1250	1400-2000
24	Dy. Chief Inspector of Factories	750-1300	1200-1860 + Rs. 100/- S.P. in lieu of higher time Scale
25	Certifying Surgeon	850-1300	As for H.C.M.S., Class I
26	Addl. Chief Inspector of Factories	850-1300	1400-2000
	NAME OF THE DEPARTMENT	LANGUAGES	
1	Tape Recordist	110-225	400-660
2	Copy Holder	110-225	400-660
3	Proof Reader	160-400	525-900
4	Photographer	225-500	525-1050
5	Assistant Surveryor/Translator	225-500	525-1050
6	Librarian	225-500	525-1050
7	Research Assistant/Vetter/Surveyor	300-600	700-1250
8	Assistant Director	350-900	800-1600
9	Survey Officer/Supervisor	350-900	800-1600
10	Deputy Director	700-1250	1200-1860
	NAME OF THE DEPARTMENT	LEGAL REMEMBRANCER	
1	Proof Reader	160-400	525-900
2	Translator	300-600	700-1250
3	Assistant District Attorney	350-650 + Rs. 75/- S.P.	As in Prosecution Deptt.
4	Assistant Draftsman	450-800	1000-1500
5	Codification and Publication Officer	500-850 + Rs. 50/- S.P.	800-1600
6	Asstt. Legal Remembrancer	700-1100	1200-1860
7	Deputy Draftsman	700-1100	1200-1860
8	Draftsman	1000-1500 + Rs. 200/- S.P.	1400-2000 + Rs. 200/- S.P.
9	Dy. Legal Remembrancer	1000-1500	1400-2000
	NAME OF THE DEPARTMENT	LOCAL AUDIT	
1	Assistant Examiner	600-1100	1000-1800
2	Examiner, Local Fund Accounts	850-1250	1400-2000

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
	NAME OF THE DEPARTMENT	LOTTERIES	
1	Constable	125-170 + Rs. 15/- S.P.	As in the Police Deptt.
2	Constable Orderly	125-170 + Rs. 15/- S.P.	As in the Police Deptt.
3	Cashier	225-500 + Rs. 15/- S.P.	525-1050 + Rs. 25/- S.P.
4	Security Officer	300-550	As in the Police Deptt.
5	Assistant Treasury Officer	300-600	As in Treasury and Accounts Deptt.
6	Assistant Director	350-900	As for A.A.O. in Treasury and Accounts Deptt.
7	Deputy Director	600-1100	As for A.O. in Treasury and Accounts Deptt.
	NAME OF THE DEPARTMENT	PANCHAYATS	
1	Head Mali	70-95	300-430
2	Messenger	70-95	300-430
3	Reneo Operator	100-160	400-600
4	Gram Sachiv	110-200 180-250 (S.G.10%)	400-660 (T.S.) 480-760 (S.G.20%)
5	Cattle Fair Inspector	110-225	400-660
6	Store Clerk	110-225 + Rs. 25/- S.P.	400-660 + Rs. 25/- S.P.
7	Art Assistant	140-225	400-660
8	Cinema Operator	120-250	400-660
9	Upper Division Clerk	140-300	480-760
10	Demonstrator	160-400	525-1050
11	Artist Demonstrator	250-500	525-1050
12	Junior Instructress	300-600	600-1100
13	Cattle Fair Officer	300-700	700-1250
14	Instructor	400-800	750-1450
15	Planning Officer	450-800	750-1450
16	Legal Officer	450-800	750-1450
17	Instructor Accounts	350-900	800-1600
18	Dy. Director, Panchayats	400-1100	900-1700
19	Principal, State Community Centre, Nilokheri	700-1200	1200-1860
20	Joint Director of Panchayats	800-1300	1400-2000
	NAME OF THE DEPARTMENT	POLICE	
1	Ward Servant	70-95	300-430

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
2	Cannelman	70-95	300-430
3	Mochi	70-95	300-430
4	Tailor	70-95	300-430
5	Painter	90-140	350-500
6	Blacksmith	100-160	350-500
7	Mason	100-160	350-500
8	Cycle Mechanic	100-160	350-500
9	Constable	125-170	400-10-450/15-520-15 600/20-660 (with two advance increments already announced)
10	Head Constable	150-190	450-15-525/15-600/20-700 (already announced)
11	Nursing Mid-wife	130-220	As in Health Deptt.
12	Assistant Sub-Inspector	180-270	525-15-600/20-700/25-825 (already announced)
13	Compounder/Pharmacists	140-300	As in Health Deptt.
14	Laboratory Assistant	110-320	As in Health Deptt.
15	Dark Room Attendant	110-320	450-700
16	Photographic Assistant	210-425	525-1050
17	Sub-Inspector	250-450	620-20-700-25-850/30- 1000/40-1200 (already announced)
18	Inspector of Police	300-550	700-1250 (one advance increment for direct recruits)
19	Scientific Assistant	300-600	700-1250
20	Assistant District Attorney	350-650	As in Prosecution Deptt.
21	Deputy District Attorney	350-900 + Rs. 100/- S.P.	As in Prosecution Deptt.
22	Doctor	400-1100	As in Health Deptt.
23	Deputy Superintendent Police	400-1150 1250 (Fixed) (S.G.)	900-1700 (TS) 1800 (Fixed) (S.G. for 20%)
24	Scientific Officer	600-1100	900-1700
25	District Attorney	700-1250 + Rs. 150/- S.P.	As in Prosecution Deptt.
26	Asstt. Director(Forensic Laboratory)	850-1500	1400-2000
27	Director (Forensic Laboratory)	1800-2250	2150-2500
	NAME OF THE DEPARTMENT	PRINTING AND STATIONERY	
1	Mazdoor, Packer, Lerner Binder	70-95	300-430
2	Mono Attendant	75-95	300-430
3	Gallery Proof Pressman, Inker, Distributor	80-120	300-430

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
4	Press Daftri	80-120	350-500
5	Metal Melter	80-120	350-500
6	Plate Gainer	110-130	350-500
7	Photedar	90-140	350-500
8	Dark Room Attendant	100-160	350-500
9	Attendant	100-160	350-500
10	Impositor	100-160	350-500
11	Tradleman, Junior Machineman, Mono Caster, Ware House Operator, Block Plate Maker, Router-cum-Mountor, Knife Grinding Machine Operator	100-160	350-500
12	Copy Holder	110-200	400-600
13	Revisor	110-200	400-600
14	Addressographer, (Machine Operator)	110-225	400-660
15	Electrician, Super Caster, Reader, Offset Inker, Senior Machineman, Press Mechanic, Sewing Machine Operator, Folding Machine Operator, Gathering Machine Operator, Three Knife Trimmer Operator, Perfecta Cutting Machine Operator	120-250	400-660
16	Computor	120-250	400-660
17	Compositor	120-250	400-660
18	Assistant Section Holder	120-250	400-660 + Rs. 25/- S.P.
19	Typewriter Mechanic	120-250	400-660
20	Tri-Colour Half Tone Block Maker, Line Block Maker, Mono Operator	140-300	420-700
21	Head Mechanic	170-300	480-760
22	P.O. Reader, Asstt. Camera Operator, Mono Mechanic Overseer, Mechanic Overseer (Offset), Training Instructor	160-400	525-900
23	Section Holder	160-400	525-1050
24	Assistant Incharge	160-400 + Rs. 20/-S.P.	525-1050
25	Helio Printer, Romayor Offset Machineman, Dominent Offset Machineman	210-450	525-1050
26	Camera Operator	250-500	525-1050
27	Lithographer Retoucher	300-500	600-1100
28	General Foreman	300-500 + Rs. 50/- S.P.	600-1100 + Rs. 50/- S.P.
29	Two Colour Sheetfed Offset Machine Operator	300-500	600-1100

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
30	Four Colour Sheetfed Offset Machine Operator	300-500	600-1100
31	Inspector	300-550	600-1100
32	Assistant Manager (upgraded as Manager w.e.f. 14-5-1979)	300-550 300-600	700-1250
33	Assistant Controller	300-800	800-1600
34	Assistant Controller (Technical)	300-800	800-1600
35	Press Manager	300-800	800-1600
36	Administrative Officer (Ministerial)	300-800	800-1600
37	Deputy Controller	400-1100	900-1700
38	Controller	1100-1600	1700-2150
	NAME OF THE DEPARTMENT	PROSECUTION	
1	Steno-cum-Librarian	160-400	525-1050
2	Head Clerk-cum-Accountant	160-400	525-1050
3	Assistant District Attorney	350-650 + Rs. 75/- S.P.	700-1250 (T.S.) + Rs. 100/- S.P. 750-1450 (S.G. for 20%) + Rs. 100/- S.P.
4	Addl. Public Prosecutor	350-900 (with a minimum of Rs. 450) + Rs. 100/- S.P.	800-1600 (T.S.) + Rs. 100/- S.P. 1200-1700 (S.G. for 20%) + Rs. 100/- S.P.
5	Deputy District Attorney	350-900 (with a minimum of Rs. 450) 950-1200 (S.G. for 20%) + Rs. 100/- S.P.	800-1600 (T.S.) + Rs. 100/- S.P. 1200-1700 (S.G. for 20%) + Rs. 100/- S.P.
6	District Attorney and equivalent post	700-1250 + Rs. 150/- S.P. + Rs. 200 S.P. in Advocate General Office) 1300-1500 (S.G.)	1200-1860 (T.S.) + Rs. 150/- S.P. in districts and Rs. 200/- S.P. in Advocate General and E.T.C. Office. 1800-2000 (S.G. for 20%) + Rs. 100/- S.P. in districts and Rs. 200/- S.P. in Advocate General and E.T.C. Office.
7	Director Prosecution	1400-1700	No Change
	NAME OF THE DEPARTMENT	PUBLIC RELATIONS	
1	Drama Party Attendant, Messenger, Workshop Attendant, Generator Attendant, Radio Attendant, Dak Runner	70-95	300-430
2	Photedar	80-120	350-500
3	Packer	90-140	350-500
4	Moharrir, Actor Tabla Master, Harmonium Master, Stage Master	100-160	400-600

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
5	Addressing Machine Operator, Copy Verifier Printer	110-225	400-660
6	Store Keeper	110-225 + Rs. 15/- S.P.	400-660 + Rs. 20/- S.P.
7	Telephone Operator	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
8	Translator	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
9	Mechanic-cum-Clerk	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
10	Proof Reader	120-250	400-660
11	Motor Mechanic, Carpenter, Cinema Operator, Radio Mechanic	120-250	400-660
12	Electrician (Auto)	140-250	400-660
13	Fitter	140-250	400-660
14	Electrician-cum-Operator	160-400	525-900
15	Information Centre Assistant	160-400	525-900
16	Drama Inspector	160-400	525-900
17	Technical Assistant	200-400	525-900
18	Statistical Assistant, Calligraphist, Article Writer, Assistant Cameraman, Photographer, Exhibition Assistant, Technical Assistant (Auto), Technical Assistant (M&S)	225-500	525-1050
19	Cashier	225-500 + Rs. 15/- S.P.	525-1050 + Rs. 20/- S.P.
20	Sales Manager	225-500 + Rs. 25/- S.P.	600-1100 + Rs. 30/- S.P.
21	Art-cum-Lettering Assistant	250-500	600-1100
22	Radio Supervisor	300-500	600-1100
23	Technician (T.V.)	300-500	600-1100
24	Research Assistant	250-550	600-1100
25	Modeller-cum-Pattern Maker	250-550	600-1100
26	Field Publicity Assistant	250-550	600-1100
27	Film Librarian	250-550	600-1100
28	Artist, Art Assistant, Song & Drama Officer, Information Assistant	250-550	600-1100
29	Assistant Editor (Patrika)	300-550	700-1150
30	Assistant Photo & Cinema Officer	300-550	700-1150
31	Press Facility Assistant, Distribution Assistant, Staff Reporter	250-600	700-1150

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
32	Accountant	250-600	700-1150
33	Auditor	250-600	700-1150
34	Assistant Editor	300-600	700-1250
35	Assistant Public Relations Officer	300-600	700-1250
36	Assistant Photo & Exhibition Officer	300-600	700-1250
37	Assistant Information Officer, Information Officer, Cataloguer Cine Script Writer	300-600	700-1250
38	Assistant Technical Officer (T.V.)	300-600	700-1250
39	Copy Writer, Feature Writer, Sound Recordist	300-600	700-1250
40	Production Incharge	300-650	700-1250
41	Section Incharge	350-650	700-1250
42	Camera Man	450-700	700-1250
43	Exhibition Officer	350-800	700-1400
44	Photo and Cinema Officer	350-800	700-1400
45	Administrative Officer, Store Officer	500-850 + Rs. 50/- S.P.	800-1600
46	Art Executive, Public Relations Officer (RR), Coordination Officer, Public Relations Officer, District Public Relations Officer	350-900	800-1600
47	Deputy Director	550-1000	900-1700
48	Radio and Press Liaison Officer	550-1000	900-1700
49	Senior Technical Officer (Designation changed as Deputy Director on 6th March, 1979)	550-1000	900-1700
50	Film Producer	1100-1500	1400-2000
51	Joint Director	1300-1600 + Rs. 200/- S.P. (with one post)	1700-2150 + Rs. 200/- S.P. (with one post at Delhi)
52	Joint Director	In H.C.S. pay scale	As for H.C.S. Officer
	NAME OF THE DEPARTMENT	PUBLIC SERVICE COMMISSION	
1	Committee Room Attendant	75-105	300-430
2	Recorder	100-160	400-600
3	Clerk	110-225 + Rs. 15/- S.P. (for doing Care Taker work)	400-600 + Rs. 15/- S.P. (for doing Care Taker work)
4	Secretary	700-1300 (TS) 1500-1800 (SG)	As for H.C.S. Officer
	NAME OF THE DEPARTMENT	SMALL SAVINGS	
	NIL		

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
	NAME OF THE DEPARTMENT	SOCIAL WELFARE	
1	Attendant, Bhisti, Guard, Nursery and Creche Attendant	70-95	300-430
2	Nurse/Dai	80-120	As in Health Deptt.
3	Attendant	90-140	350-500
4	Warder	90-140	350-500
5	Head Warder	100-160	350-500 + Rs. 25/- S.P. In lieu of higher time scale
6	Band Master	100-160	350-500
7	Assistant Hand Embroidery Technician	100-160	400-600
8	Auxillary Nurse Midwife	130-200	As in Health Deptt.
9	Proof Reader	110-225	400-660
10	Junior Auditor	110-225	400-660
11	General Supervisor	110-225	400-660
12	Accounts Clerk	110-225	400-660
13	Store Keeper, Hostel Warder, Matron, Bata Instructor	110-225	400-660
14	Care Taker	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
15	Head Clerk-cum-Assistant	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
16	Steno-Typist-cum-Store Keeper	110-225 + Rs. 25/- S.P.	400-660 + Rs. 30/- S.P.
17	Staff Nurse	140-225	As in Health Deptt.
18	Tailoring Instructor	140-225	420-700
19	Technician	140-225	420-700
20	Art and Crafts Teacher, Music Teacher, Language Teacher, Crafts Teacher	125-250	420-700
21	Lady Health Visitor	140-250	As in Health Deptt.
22	Leather Technician	140-300	480-760
23	Recreational Supervisor	140-300	480-760
24	Dispenser	140-300	525-900
25	Supervisor	150-300 (for others) 220-400 (for B. Ed.)	525-900 (for others) 525-1050 (for B. Ed.)
26	Technician	160-400	525-900
27	Accountant-cum-Store Keeper	160-400	525-1050
28	Cashier	160-400	525-1050

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
29	Assistant Incharge	160-400 + Rs. 20/- S.P.	525-1050 + Rs. 25/- S.P.
30	Music Teacher (Special for Blind Institute), Weaving Teacher, Basket Weaving Teacher, Geography Teacher, Mathematics Teacher, Science Teacher, Craft Teacher, Braille Teacher-cum-Typing Instructor, Junior Braille Teacher (Special for Blind Institute)	160-400	525-900
31	Inspector	200-400	525-900
32	Teacher-cum-Supervisor, B.A. B.T./B. Sc. Teacher, Shastri Teacher, Physical Instructor	220-400	525-1050
33	Statistical Assistant, Master Cutter, Senior Braille Teacher (Special for Blind Institute), Investigator	225-500	525-1050
34	Research Assistant	250-500	525-1050
35	Manager	300-550	600-1100
36	Superintendent	300-550	700-1250
37	Assistant Director Relief	300-600	700-1250 + Rs. 50/- S.P.
38	Research Officer	300-600	700-1250
39	Superintendent	300-600	700-1250
40	Social Welfare Officer	300-600	700-1250 + Rs. 50/- S.P.
41	Social Welfare Investigation Officer	300-600	700-1250
42	Probation Officer	300-600	700-1250
43	Child Development Project Officer	300-700	700-1400
44	Deputy Director	450-900	900-1400
45	Doctor	400-1100 + 33½% N.P.A	As in Health Deptt.
46	Joint Director	700-1250	1400-2000
47	Part-time Medical Officer	100/- & 250/- (Consolidated)	No Change
	NAME OF THE DEPARTMENT	SPORTS	
1	Yoga Instructor	160-400	525-900
2	Junior Coach	200-400	525-900
3	Coach and District Sports Officer	300-600	700-1250
4	Deputy Director	600-1100	900-1700
	MOTI LAL AND KAMLA NEHRU SPORTS SCHOOL, RAI		
5	Groundman, Wardor, Aya, Cartman, Mess Waiter, Tanduria, Ward Boy, Ward Attendant	70-95	300-430
6	Storeman, Pantryman	90-120	350-500

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
7	Electrician	100-160	350-500
8	Painter-cum-Polisher	110-160	350-500
9	Tubewell Operator	110-180	400-600
10	Head Groundman, Bugler, Library Assistant, Laboratory Assistant	110-225	400-660
11	Cashier	110-225 + Rs. 25/- S.P.	400-660 + Rs. 30/- S.P.
12	Cook, Baker, Store Keeper-cum-Cashier	110-225	400-660
13	Cinema Projectionist, Sr. Laboratory Technician	130-225	400-660
14	Radiographer	120-250	420-700
15	Staff Nurse, Male Nurse	140-250	As in Health Deptt.
16	Technician	140-300	420-700
17	Nursing Sister	220-300	As in Health Deptt.
18	P.A. to Principal and the Director	160-400	525-900
19	Assistant Store Keeper	160-400	525-900
20	Pharmacist	160-400	As in Health Deptt.
21	Clerk-cum-Store Keeper Statistician	160-400	525-900
22	P.T.I. Band Master	220-400	525-900
23	Sectional Officer, Agriculture	250-400	525-1050
24	Gymnastic Coach, Hostel Superintendent, Head Clerk, Quarter Master, Mess Supervisor, Technician, Matron	225-500	525-1050
25	Foreman-cum-Supervisor	250-600	600-1100
26	Coach, Assistant Master, Lady Home Science Teacher, Music Teacher, Assistant Teacher	300-600	700-1250
27	Office Superintendent	400-650	1000-1500
28	Senior Coach, Master, Dietician	400-800	750-1450
29	Medical Officer	400-1100	As in Health Deptt.
30	Deputy Director of Sports	700-1100	900-1700
31	Headmistress	700-1200	1200-1860
32	Administrative Officer (Bursar)	400-1250	900-1800
33	Vice Principal	900-1550	1400-2000
34	Principal & Director	3000-3500	No Change
	NAME OF THE DEPARTMENT	CONTROLLER OF STORES	
1	Draftsman	140-225	400-660
2	Assistant District Attorney	350-650 + Rs. 75/- S.P.	As in Prosecution Deptt.

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
3	Assistant Controller of Stores	350-900	800-1600
4	Deputy Controller of Stores	700-1250	1200-1860
	NAME OF THE DEPARTMENT	SUBORDINATE SERVICES SELECTION BOARD, HARYANA	
	NIL		
	NAME OF THE DEPARTMENT	TOURISM	
1	Restaurant & Kitchen Attendant	70-95	300-430
2	Helper/Job Boy	70-95	300-430
3	Bus Conductor	110-200	400-600
4	Dark Room Attendant, Guide-cum-Clerk, Junior Demonstrator, Cook, Assistant Store Keeper, Hostel Clerk	110-225	400-660
5	Accountant-cum-Cashier	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
6	Dispenser	140-300	420-700
7	Survey Officer	160-400	525-1050
8	Store Keeper	160-400	525-1050
9	Hostel Superintendent	220-400 (for trained graduates) 150-400 (for others)	525-1050
10	Photographer	225-500	525-1050
11	Production Assistant	225-500	525-1050
12	Artist	250-500	525-1050
13	Tourist Officer	300-500	700-1150
14	Demonstrator	250-600	700-1150
15	Tourist Information Officer	350-800	700-1400
16	Assistant Instructor	350-900	800-1600
17	Project Officer	350-900	800-1600
18	Deputy Director	550-1000	900-1700
19	Instructor, State Institute of Catering, Panipat	400-1100	900-1700
20	Principal, State Institute of Catering, Panipat	1000-1500	1400-2000
	NAME OF THE DEPARTMENT	TRANSPORT	
1	Gunman	70-95	300-430
2	Coolie, Waiter, Assistant Halwai	70-95	300-430
3	Halwai	100/- (Fixed)	350/- (Fixed)
4	Store Boy, Washing Boy	80-120	300-430
5	Cleaner, Helper	80-120	300-430

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
6	Boiler Attendant	80-120	300-430
7	Diesel Pump Attendant	90-140	350-500
8	Store Keeper, Counter Clerk	150/- (Fixed)	400-660
9	Assistant Store Keeper	100-160	350-500
10	Assistant Fitter, Assistant Electrician, Assistant Carpenter, Assistant Welder, Assistant Painter, Assistant Tyreman, Assistant Black Smith, Assistant Radiator Repairer, Assistant Turner, Assistant Tin Smith, Assistant Upholster, Assistant Battery Attendant, Assistant Tyre and Tube Repairer	100-160	350-500
11	Conductor, Adda Conductor	110-200	400-600
12	Assistant Cashier, P.M.A., Ledger Keeper, Assistant Accountant	110-225	400-660
13	Cashier	110-225 + Rs. 10/- S.P.	400-660 + Rs. 20/- S.P.
14	Store Keeper, Booking Clerk	110-225	400-660
15	Projectionist	130-250	400-660
16	L.T. Assistant	130-250	400-660
17	Inspector, Stationery Supervisor Grade II, Yard Master, Carpenter, Electrician, Upholster, Welder, Black Smith, Radiator Repairer, Fitter, Borer, Battery Attendant, Painter, Tyre Man, Valcaniser, Tin Smith, Turner, Tyre and Tube Repairer	140-250	420-700
18	Mechanic, Carborator Mechanic, Instrument Mechanic	152-250	420-700
19	Store Purchase Assistant Haryana Roadways, Chief Store Keeper, Stock Verifier	160-400	525-1050
20	Statistical Assistant	160-400 225-500	525-1050
21	Welfare Inspector, Chief Inspector, Manager-cum-Accountant	160-400	525-1050
22	Head Mechanic, Head Electrician, Head Painter, Head Welder, Head Blacksmith, Head Tyreman, Head Carpenter	200-400	525-1050
23	Assistant Secretary R.T.A., Service Station Incharge, Tyre Retreading Plant Operator, Body Building Supervisor	225-500	600-1100
24	Motor Vehicle Inspector	250-500	600-1100
25	Foreman	250-500	700-1150
26	Station Supervisor, Grade I	275-500	700-1150
27	Welfare Officer	300-700	700-1250

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
28	Traffic Manager	350-800	750-1450 (TS) 800-1600 (S.G. for 20%)
29	Works Manager	350-800	750-1450 (TS) 800-1600 (S.G. for 2 Posts) (for Non-Graduate Engineers) 900-1700 (for Graduate Engineers)
30	Service Engineer	350-800	750-1450 (for Non-Graduate Engineers) 900-1700 (for Graduate Engineers)
31	Statistical Officer	350-800	750-1450
32	Establishment Officer	500-800	800-1600
33	Extra Assistant Transport Controller	500-850	800-1600
34	Store Purchase Officer	350-900	800-1600
35	Deputy District Attorney	350-900 (with a start of Rs. 450)	As in Prosecution Deptt.
36	Secretary, Regional Transport Authority	400-1100 (for Departmental Officers)	900-1700
37	General Manager (including Additional General Manager)	700-1250 (for Departmental Officers)	1200-1860
38	Flying Squad Officer	700-1250 (for Departmental Officers)	1200-1860
39	Deputy Transport Controller	700-1250	1200-1860
40	Officer on Special Duty	800-1300	1400-2000
41	Joint State Transport Controller	800-1300 (for Departmental Officer)	1400-2000
42	Chief Mechanical Engineer	1600 (Fixed)	2100 (Fixed)
	NAME OF THE DEPARTMENT	PLANNING	
	NIL		
	NAME OF THE DEPARTMENT :	TREASURY AND ACCOUNTS	
1	Assistant Treasurer	110-225 + Rs. 10/- S.P.	400-660 + Rs. 20/- S.P.
2	District Treasurer	160-400	525-1050
3	Assistant Superintendent Treasury	250-550	700-1150
4	Assistant Treasury Officer	300-600	700-1250
5	Treasury Officer	350-900 + Rs. 30/- S.P. (with one post in Accounts Training Institute for teaching)	800-1600 (T.S.) 900-1700 (S.G.) for 20% posts + Rs. 50/- S.P. for one post in Accounts Training Institute
6	Administrative Officer	600-1100 + Rs. 50/- S.P.	1000-1800 + Rs. 75/- S.P.

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
7	Principal Accounts Training Institute	850-1250	1400-2000
8	Chief Accounts Officer	850-1250	1400-2000
	NAME OF THE DEPARTMENT	URBAN ESTATE	
		Rs.	Rs.
1	Reader	110-225	400-660
2	Patwari	110-225 + Rs. 5/- S.P.	As in the Directorate of Land Records.
3	Kanungo	140-300	As in the Directorate of Land Records.
4	Land Acquisition Officer	H.C.S scale + Rs. 200/- S.P.	As for H.C.S. Officer
	NAME OF THE DEPARTMENT	INQUIRY OFFICER, VIGILANCE	
1	Constable	125-170	As in Police Deptt.
2	Assistant Sub-Inspector Police (Reader to District Attorney)	180-270 + Rs. 30/- S.P.	As in Police Deptt. + Rs. 40/- S.P.
3	Assistant District Attorney	350-900 + Rs. 75/- S.P.	As in Prosecution Deptt. + Rs. 100/- S.P.
4	District Attorney	700-1250 + Rs. 150/- S.P.	As in Prosecution Deptt. + Rs. 200/- S.P.
	NAME OF THE DEPARTMENT	VIGILANCE BUREAU	
1	Constable/Constable Driver	125-170 + Rs. 15/- S.P.	As in Police Deptt. + Rs. 20/- S.P.
2	Head Constable	150-190 + Rs. 20/- S.P.	As in Police Deptt. + Rs. 25/- S.P.
3	Revenue Clerk	120-250	400-660
4	Assistant Sub-Inspector Police	180-270 + Rs. 30/- S.P.	As in Police Deptt. + Rs. 40/- S.P.
5	Sub-Inspector	250-400 + Rs. 50/- S.P.	As in Police Deptt. + Rs. 60/- S.P.
6	Inspector Police	300-550 + Rs. 75/- S.P.	As in Police Deptt. + Rs. 75/- S.P.
7	Assistant District Attorney	350-650 + Rs. 75/- S.P.	As in Prosecution Deptt. + Rs. 75/- S.P.
8	Dy. Collector	350-800	As in Irrigation Deptt. + Rs. 75/- S.P.
9	Addl. Police Prosecutor	350-900 (with a start of Rs. 400) + Rs. 100/- S.P.	As in Prosecution Deptt. + Rs. 100/- S.P.
10	Sub-Divisional Officer (Civil)	400-1100 + Rs. 50/- S.P.	As in PWD (B&R) + Rs. 100/- S.P.
11	Dy. Superintendent Police	400-1150 + Rs. 100/- S.P.	As in Police Deptt. + Rs. 100/- S.P.
12	Dy. Excise & Taxation Commissioner	900-1200 + Rs. 150/- S.P.	As in Excise & Taxation Department + Rs. 150/

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
13	District Attorney	700-1250 + Rs. 150/- S.P.	As in Prosecution Deptt. + Rs. 200/- S.P.
14	Executive Engineer	750-1300 + Rs. 100/- S.P.	As in PWD (B&R) + Rs. 150/- S.P.
15	Superintendent of Police (Non-I.P.S)	1200-1700 + Rs. 200/- S.P.	As in Police Deptt. + Rs. 200/- S.P.
	NAME OF THE DEPARTMENT	WELFARE OF SCHEDULED CASTES AND WACKWARD CLASSES	
1	Lady Attendant	70-95	300-430
2	Male Social Worker	110-225	400-660
3	Lady Social Worker	110-225	400-660
4	Superintendent Agricultural Settlement Birthebari	120-250	400-660
5	Tehsil Welfare Officer	140-300 160-400	420-700 (for Matric) 525-900 (for Graduate)
6	Stenography Instructor, Statistical Assistant, Research Investigator, Lady Supervisor	225-500	525-1050
7	Lecturer	300-600	700-1250
8	District Welfare Officer	300-700	700-1400
9	Research Officer	350-800	750-1450
10	Statistical Officer	350-800	750-1450
11	Principal Pre-Exam. Training Centre	400-800	750-1450
12	Deputy Director	450-900	900-1700
13	Deputy Director Planning	450-900	900-1700
	NAME OF THE DEPARTMENT	WILD LIFE PRESERVATION	
1	Wild Life Guard	90-140	350-500
2	Inspector of Wild Life	120-250 200-450 (SG)	400-660 (TS) 525-1050 (SG)
3	Divisional Inspector of Wild Life	225-500	600-1100
4	Wild Life Officer	350-900	800-1600
	NAME OF THE DEPARTMENT	DISTRICT SAINIK BOARD	
1	Welfare Organiser	110-150	400-600
2	Secretary, District Sainik Board	400-1250	900-1800
	NAME OF THE DEPARTMENT :	P.W.D. (B&R)	
1	Foreman	70-95	300-430
2	Laboratory Boy	70-95	300-430
3	Garden Coolie	70-95	300-430
4	Road Mate	70-95	300-430
5	Chairman	70-95	300-430

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
6	Mate (Electrical)	75-95	300-430
7	Fireman & Cleaner	75-105	300-430
8	Motor Mate	80-120	300-430
9	Work Munshi	80-120	300-430
10	Wireman 'A' Grade	100-160	350-500
11	Electrician Mistri	100-160	350-500
12	Wireman 'B' Grade	100-160	350-500
13	Wireman and Linemen	100-160	350-500
14	Work Mistri	100-160	350-500
15	Fitter	100-160	350-500
16	Electrician	100-160	350-500
17	Machinery Supervisor	120-160	400-600
18	Mechanic (Repairs and Operation of Hot Mixture Plant)	110-180	400-600
19	Motor Grader Operator	130-180	400-600
20	Road Roller Driver	140-200	420-700
21	Laboratory Assistant	110-225	400-660
22	Ferro Printer	110-225	400-660
23	Store Keeper	110-225	400-660
24	Care Taker	110-225	400-660
25	Receptionist-cum-Telephone Operator	110-225	400-660
26	Assistant Sub-Divisional Clerk	110-225	400-660
27	Reader	110-225	400-660
28	Auditor	110-225	400-660
29	Patwari	110-225 + Rs. 5/- S.P.	As in D.L.R's Office + Rs. 15/- S.P.
30	Sub-Divisional Clerk	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
31	Plan Printing Machinery Operator	110-225	400-660
32	Assistant Foreman	160-225	400-660
33	Work Inspector	120-250	400-660
34	Electrician 'A' Grade	120-250	400-660
35	Surveyor	120-250	400-660
36	Carpenter	130-250	400-660
37	Mason Class-II	130-250	400-660
38	Foreman (Regular)	200-250	480-760
39	Kanungo	140-300 + Rs. 7½/- S.P.	As in D.L.R's Office + Rs. 25/- S.P.

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
40	Mason Class-I	140-300	480-760
41	Road Inspector	150-350	525-900
42	Assistant Draftsman	160-400	525-1050
43	Senior Accounts Clerk	160-400	525-1050
44	Foreman	250-450	525-1050
45	Research Assistant	200-500	525-1050
46	Divisional Accountant	200-500	As in A.G. Office
47	Head Receptionist	225-500	525-1050
48	House Hold Manager	350-800	700-1400
49	Deputy District Attorney	350-900 (with a start of Rs. 450)	As in Prosecution Deptt.
50	Registrar	800-1100	1200-1700
51	Asstt. Executive Engineer	400-1100	900-1700
52	Asstt. Engineer (Civil)	400-1100	900-1700
53	Sub-Divisional Engineer (Electrical)	400-1100	900-1700
54	Sub-Divisional Engineer (Mech.)	400-1100	900-1700
55	Sub-Divisional Engineer (Horticulture/ Civil)	400-1100	900-1700
56	Asstt. Engineer Design (Civil)	400-1100 + Rs. 50/- S.P.	900-1700 + Rs. 100/- S.P. in the main Head Office
57	Executive Engineer	750-1300 1300-1600 (SG)	1200-1860 (TS) 1700-2150 (SG) (for 20% posts after 13 years of service as S.D.O & Xen.)
58	Superintending Engineer	1600-2000	2000-2400
59	Chief Engineer	2250-2500	2250-2750
60	Engineer-in-Chief	2250-2750	2250-2750 + Rs. 200/- S.P.
	NAME OF THE DEPARTMENT	P.W.D. (Irrigation)	
1	Cycle Dak Runner	70-95	300-430
2	Sectional Mate	70-95 + Rs. 15 adhoc pay	300-430 + Rs. 15 adhoc pay
3	Dak Runner, Daffedar, Backendaz, Canal Patrol, Hospital Coolie, Surnai Man, Regulation Beldar Chainman	70-95	300-430
4	Gang Mate	70-95	300-430
5	Head Mali	70-95	300-430
6	T-Mate	70-95	300-430
7	Gauge Reader	70-95	300-430
8	Regulation Jamadar-II	70-95	300-430

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
9	Regulation Jamadar-I, Boatman Jamadar	80-120	350-500
10	Earth Work Mistri, Nurse Dai	80-120	350-500
11	Pump Driver	90-140	350-500
12	Saw Operator	100-160	350-500
13	Motor Operator, Operator Misc.	100-180	350-500
14	Operator, Operator Diesel	130-180	400-600
15	Apprentice Canal Patwari	Rs. 110/- Fixed	Rs. 400/- Fixed
16	Apprentice Signaller	Rs. 110/- Fixed	Rs. 400/- Fixed
17	Silt Observer	100-160	350-500
18	Photedar	100-160 + Rs. 5/- S.P.	400-600 + Rs. 15/- S.P.
19	Work Mistri, Artificer, Male Clerk, Electrician, Fitter	100-160	350-500
20	Mason	100-160	350-500
21	Telephone Attendant	110-160	400-600
22	Supervisor	120-160	400-600
23	Chargeman	140-200	400-660
24	Candidate Zilledar	Rs. 200/- Fixed	Rs. 550/- Fixed
25	Blacksmith	120-220	400-660
26	Canal Patwari	110-225	400-660 (TS) 480-760 (SG for 20% posts)
27	Signaller	110-225 + two advance increments 120-250 (SG)	400-660 (TS) 480-760 (SG for 20% posts)
28	Care Taker	110-225 + Rs. 15/- S.P.	400-660 + Rs. 25/- S.P.
29	Patwari	110-225	400-660 (TS) 480-760 (SG for 20% posts)
30	Laboratory Assistant	110-225	400-660
31	Store Munshi	110-225	400-660
32	Reader	110-225	400-660
33	Assistant Store Keeper	110-225	400-660
34	Store Keeper	110-225	400-660
35	Assistant Photographer	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
36	Sub-Divisional Clerk	110-225 + Rs. 20/- S.P. plus two advance increments to Graduates	400-660 + Rs. 25/- S.P.

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
37	Head Signaller	120-250 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
38	Assistant Revenue Clerk	120-250	480-760 + Rs. 25/- S.P. in lieu of higher time scale
39	Rent Collector	120-250	400-660
40	Surveyor	120-250	400-660
41	Plumber	130-250	400-660
42	Operator, D/Line	140-300	420-700
43	Revenue Clerk	140-300 + Rs. 10/- S.P. with one post in I.B.H.O.	525-900
44	Kanungo	140-300	525-900
45	Azo Operator	150-300	480-760
46	Assistant Foreman	170-300	480-760
47	Assistant Foreman (Miss.)	170-300	480-760
48	Assessment Clerk	150-350	525-1050
49	Accounts Clerk	160-400	525-1050
50	Head Revenue Clerk	160-400	525-1050
51	Dispenser	160-400	525-900
52	Foreman	200-450	525-1050
53	Foreman Misc.	200-450	525-1050
54	Photographer	200-450	525-1050
55	Zilledar	200-500 + Rs. 15/- S.P. (for one post at H.Q)	600-1100 + Rs. 25/- S.P. (for one post at H.Q)
56	Foreman, Heavy Plant	250-500	600-1100
57	Research Assistant	300-500	600-1100
58	Silt Anaylist	300-600	600-1100
59	Foreman (Special)	350-600	700-1250
60	Divisional Accountant	425-750	As in A.G. Office
61	Deputy Collector	350-800	750-1450
62	Hydraulic Officer	350-800	750-1450
63	Accounts Officer	350-900	800-1600
64	Medical Officer	400-1100 + (33% N.P.A.)	As in Health Deptt.
65	Officer on Special Duty	600-1100	800-1600
66	Establishment Officer	600-1100	800-1600
67	Registrar	800-1100	1200-1700

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
68	Chief Accounts Officer	850-1250	As in Treasury & Accounts Department
69	Administrative Officer	700-1300 + Rs. 200/- S.P.	As for H.C.S. Officer
70	Land Acquisition Officer	700-1300 + Rs. 100/- S.P.	As for H.C.S. Officer
71	Sub-Divisional Officer	400-1100 + Rs. 50/- S.P. with the one post of designs in I.B.H.O.	900-1700 + Rs. 100/- S.P. with the post of designs in the main Head Office.
72	Assistant Executive Engineer (Junior Scale)	400-1100	900-1700
73	Executive Engineer	750-1300 + Rs. 50/- S.P. with the one post of designs in I.B.H.O. 1300-1600 (SG)	1200-1860 (TS) + Rs. 100/- S.P. with the one post of designs in the main Head Office 1700-2150 (S.G. for 20% posts after 13 years service as S.D.O. and Xen)
74	Superintending Engineer	1600-2000	2000-2400
75	Chief Engineer	2250-2500	2250-2750
76	Engineer-in-Chief	2250-2750	2250-2750 + Rs. 200/- S.P.
	NAME OF THE DEPARTMENT	P.W.D. (Public Health)	
1	Fitter Coolie	70-95	300-430
2	Oil Man	70-95	300-430
3	Sewerman	70-95 + Rs. 15/- adhoc pay	300-430 + Rs. 15/- adhoc pay
4	Keyman	70-95	300-430
5	Store Coolie	70-95	300-430
6	Petrolman	70-95	300-430
7	Work Munshi	80-120	300-430
8	Assistant Driver	100-160	350-500
9	Work Munshi	100-160	350-500
10	Fitter	120-160	350-500
11	Assistant Pump Driver	130-180	400-600
12	Pump Driver	130-180 + Rs. 25/- S.P.	400-600 + Rs. 30/- S.P.
13	Chargeman Mechanic/Sub-Division Mechanic	140-200	400-660
14	Store Munshi	110-225	400-660
15	Ferro Printer	110-225	400-660
16	Store Keeper	110-225	400-660

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
17	Sub-Divisional Clerk	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
18	Work Inspector	120-250	400-660
19	Surveyor	120-250	400-660
20	Welder	120-250	400-660
21	Chargeman Misc.	120-250	400-660
22	Electrician	120-250	400-660
23	Plumber	130-250	400-660
24	Fitter (Grade II)	130-250	400-660
25	Well Borer	140-300	480-760
26	Fitter (Grade I)	140-300	480-760
27	Plumber (Grade I)	140-300	480-760
28	Asstt. Forman (Mech./Elec.)	170-300	480-760
29	Electrical Chargeman	170-300	480-760
30	Foreman (Mech./Elec.)	200-450	525-1050
31	Heavy Duty Foreman	250-450	525-1050
32	Assistant Draftsman	160-400	525-1050
33	Chemist	350-900	800-1600
34	Registrar	800-1100	1200-1700
35	Sub-Divisional Engineer	400-1100	900-1700
36	Asstt. Executive Engineer	400-1100	900-1700
37	Executive Engineer	750-1300 1300-1600 (SG)	1200-1860 (TS) 1700-2150 (SG) (for 20% posts after 13 years service as S.D.O. and Xen.)
38	Superintending Engineer	1600-2000	2000-2400
39	Chief Engineer	2250-2500	2250-2750
40	Engineer-in-Chief	2250-2750	2250-2750 + Rs. 200/- S.P.
	NAME OF THE DEPARTMENT	ARCHITECTURE	
1	Ferro Khalasi	70-95	300-430
2	Lecture Assistant	110-200	400-660
3	Ferro Printer	110-225	400-660
4	Assistant Draftsman	160-400	525-1050
5	Junior Draftsman	250-500	600-1100
6	Senior Draftsman	350-500	700-1250
7	Modeller	450-500	700-1250
8	Architecture Assistant	450-700	750-1450
9	Administrative Officer	500-850	800-1600

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
10	Assistant Architect	400-1100	900-1700
11	Architect	750-1300	1200-1860
12	Senior Architect	1600-2000	2000-2400
13	Addl. Chief Architect	2250-2500	2250-2600
14	Chief Architect	2250-2750	2500-2750
	NAME OF THE DEPARTMENT	CHIEF ELECTRICAL INSPECTOR	
		Rs.	Rs.
1	Record Restorer	100-180	400-660
2	Line Superintendent	200-450	525-1050
3	Assistant Engineer	400-1100	900-1700
4	Senior Assistant Engineer	400-1100	900-1700
5	Chief Electrical Inspector	1600-2000	2000-2400
	NAME OF THE DEPARTMENT	TECHNICAL EDUCATION	
1	Oilman Cleaner, Hammerman, Library Boy, Library Bearer, Workshop Attendant, Class Room Cleaner, Store Coolie, Workshop Coolie, Sports Coolie, Maintenance Coolie	70-95	300-430
2	Laboratory Bearer	75-95	300-430
3	Sanitary Orderly	75-105	300-430
4	Moulder	100-160	350-500
5	Electrician	100-160	350-500
6	Laboratory Assistant	100-160	350-500
7	Store Keeper	110-225	400-660
8	Boilder Attendant	110-225	400-660
9	Laboratory Assistant	110-225	400-660
	Cashier	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
10	Laboratory Assistant	130-225	400-660
11	Carpenter-cum-Pattern Maker	130-225	400-660
12	Fitter-cum-Mechanic	130-225	400-660
13	Junior Mechanic	130-225	400-660
14	Junior Demonstrator	130-225	400-660
15	Typewriter Mechanic	120-250	400-660
16	Upper Division Clerk	140-300	480-760
17	Carpenter	140-300	480-760
18	Mechanic	140-300	480-760
19	Assistant Hostel Warden	140-300	480-760
20	Asstt. Machinist-cum-Engine Driver	140-300	480-760

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
21	Assistant Pattern Maker	140-300	480-760
22	Pattern Maker	140-300	480-760
23	Assistant Machinist	140-300	480-760
24	Assistant Fitter	140-300	480-760
25	Instructor	140-300	480-760
26	Electrician	140-300	480-760
27	Draftsman-cum-Tracer	150-300	480-760
28	Instruments Repairer	160-400	525-900
29	Studio Assistant	160-400	525-900
30	Store Keeper	160-400	525-900
31	Accounts Clerk	160-400	525-1050
32	Motor Driver-cum-Mechanic	160-400	525-900
33	Drawing Instructor	160-400 225-500	525-1050 (No S.G)
34	Boilder Incharge	160-400	525-900
35	Workshop Instructor	160-400 225-500	525-1050 (No S.G)
36	Senior Demonstrator	160-400	600-1100
37	Hostel Superintendent-cum-P.T.I.	220-400	525-1050
38	Vice Principal	220-500	700-1250
39	Instructor in Science	225-500	600-1100
40	Junior Instructor	225-500	600-1100
41	Mechanic	225-500	525-1050
42	Instructor (Auto)	225-500	600-1100
43	Supervisor	225-500	600-1100
44	Demonstrator	225-500	600-1100 (TS) 700-1250 (S.G) (for 20% posts)
45	Senior Drawing Instructor	350-550	700-1250
46	Physical Training Instructor	300-600	700-1250
47	Office Superintendent	300-600	700-1250
48	Associate Lecturer	300-600	800-1600
49	Junior Lecturer	300-600	800-1600
50	Senior Instructor	300-600	800-1600
51	Asstt. Supdt. Workshop	300-600	700-1250
52	Lecturer in English	350-900	800-1600
53	Junior Lecturer	400-1100 + Rs. 100/- S.P. (18.10.1978)	800-1600 + Rs. 100/- S.P.

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
54	Lecturer (Civil/Elect./Mech./Drawing/Design/Auto/ Electronics Engineer/Pharmacy/Library Science/Commercial)	400-1100 + Rs. 100/- S.P. (for 54 posts)	800-1600 + Rs. 100/- S.P. (for 54 posts)
55	Superintendent Workshop	400-1100 + Rs. 100/- S.P. (for 4 posts)	900-1700 + Rs. 100/- S.P. (for 4 posts)
56	Foreman in Auto-Engineering	400-1100 + Rs. 100/- S.P.	900-1700 + Rs. 100/- S.P.
57	Head of Department and Professor of Pharmacy	400-1100	900-1700
58	Head of Department and Professor of Library Science	400-1100	900-1700
59	Principal Government Tech. Institute for Women, Ambala	700-1250	1400-2000
60	Principal Surgical Instrument Tech., Sonapat	800-1250	1400-2000
61	Assistant Director-cum-Registrar (Examination)	750-1350	1400-2000
62	Head of Department of Government Polytechnics	750-1300 + Rs. 100/- S.P.	1200-1860 + Rs. 100/- S.P.
63	Sr. Lecturer in Auto Engineering	750-1300 + Rs. 100/- S.P.	1200-1860 + Rs. 100/- S.P.
64	Head of Department in Mech. Engineering at S.I.T., Sonapat	750-1300	1200-1860
65	Principal of Government Polytechnic	1300-1800 + Rs. 100/- S.P.	1700-2150 + Rs. 100/- S.P.
66	Addl. Director	1600-2000	2000-2400
67	Director	1600-2000	2000-2400
	NAME OF THE DEPARTMENT	TOWN & COUNTRY PLANNING	
1	Patwari	110-225	As in D.L.R. Office
2	Ferro Printer	110-225	400-660
3	Kanungo	140-300 + Rs. 7½/- S.P.	As in Director Land Records Office + Rs. 25/- S.P.
4	Assistant Draftsman	160-400	525-1050
5	Accounts Clerk	160-400	525-1050
6	Building Inspector	200-450 450-500 (S.G.)	525-1050 (TS) 700-1250 (S.G for 20% post)
7	Field Investigator	200-450 (T.S.) 450-500 (S.G. 10%)	525-1050 (TS) 700-1250 (S.G for 20% post)
8	Accounts Assistant	225-500	525-1050
9	Junior Draftsman	250-500	600-1100

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
10	Planning Assistant	450-700	750-1450
11	Senior Draftsman	350-550	700-1250
12	Assistant Estate Officer	350-800	As for Tehsildar
13	Assistant Town Planner	400-1100	900-1700
14	District Town Planner	750-1300 1300-1600 (S.G.)	1200-1860 (T.S) 1700-2150 (S.G.) (for 20% posts after 13 years of service as Asstt. Town Planner & District Town Planner)
15	Dy. Director	700-1300 + Rs. 200/- S.P.	As for H.C.S. Officer
16	Regional Town Planner	1300-1600	1700-2150
17	Senior Town Planner	1600-2000	2000-2400
	NAME OF THE DEPARTMENT	AYURVEDA	
1	Peon	70-95 + Rs. 10/- S.P. (for handling Duplicator)	300-430 + Rs. 15/- S.P. (for handling Duplicator)
2	Cook	Rs. 40/- Fixed	Rs. 100/- Fixed
3	Kitchen Bearer	70-95	300-430
4	Ward Attendant	70-95	300-430
5	Dai	80-120	350-500
6	Dispenser	100-160	400-660
7	Clerk	110-225 + Rs. 10/- S.P. (for handling Cash)	400-660 + Rs. 15/- S.P. (for handling Cash)
8	Store Keeper	110-225	400-660
9	Ledger Keeper	110-225	400-660
10	Accountant	110-225	400-660
11	Clerk-cum-Accountant	110-225	400-660
12	Clerk-cum-Store Keeper	110-225	400-660
13	Parcharika/Nurse	140-250	420-700
14	Accountant	225-500	525-1050
15	Hakim	350-600	700-1250
16	Vaidya	350-600	700-1250
17	Physician	350-650	700-1250
18	Ayurvedic Officer	350-900 + (Rs. 200/- N.P.A.)	800-1600 + (Rs. 200/- N.P.A.)
19	Deputy Director, Ayurveda	850-1300 + (N.P.A. + 33 $\frac{1}{3}$ % of pay max. of Rs. 600/- P.M.)	1200-1860 + (25% N.P.A.)

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
20	Director, Ayurveda	1200-1800 (N.P.A.+ 50% of pay max. of Rs. 600/- P.M.)	1760-2300 + N.P.A. of Rs. 600/- subject to the condition that pay + N.P.A. should not exceed Rs. 2500/-
	NAME OF THE DEPARTMENT	ANIMAL HUSBANDRY	
1	Forest Guard/Chaprasi, Head Mali, Bull Attendant, Semen Messenger, Dresser, Cow Herd Syce, Plough Man Attendant, Godown Keeper/Pond Keeper, Field man, Dak Messenger, Jamadar Live Stock/Cultivation, Milkman.	70-95	300-430
2	Sweeper-cum-Postmortem Attendant	70-95 + Rs. 20/- Postmortem Allowance	300-430
3	Cleaner-cum-Attendant	75-95	300-430
4	Head Gowala	75-95	300-430
5	Head Blacksmith/Blacksmith/Head Carpenter/Fitter/Carpenter	75-95	300-430
6	Milker	80-120	300-430
7	Security Staff	80-120	300-430
8	Sr./Jr. Dairy Attendant, Mate Cultivation/Mate Irrigation, Head Weighman/Weighman, Machine Attendant, Sr. Shepherd, Time Keeper	80-120	300-430
9	Cattle Catcher	90-140	300-430
10	Pump Attendant	90-140	300-430
11	Head Fitter	90-140	350-500
12	Painter, Dak Runner/Jamadar, Moulder, Turner, Milk Recorder, Jamadar (Live-Stock), Senior Milker, Welder	100-160	350-500
13	Bir Dargo	100-160	400-600
14	Electrician	100-160	400-600
15	Engine Driver	100-160	400-600
16	Laboratory Assistant	100-160	400-600
17	Carpenter	100-160	350-500
18	Mate	100-160	350-500
19	Head Gowala	100-160	350-500
20	Carpenter	120-200	400-600
21	Boiler Attendant	120-200	400-600
22	Head Carpenter	120-200	400-600
23	Necker	120-200	400-600
24	Blacksmith/Carpenter	130-200	400-600
25	Implement Fitter	130-200	400-600
26	Progress Assistant	130-200	400-660

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
27	Fitter	140-200	400-660
28	Mechanic-cum-Machineman	140-200	400-660
29	Machineman	140-200	400-660
30	Patwari	110-225	400-660
31	Wool Dresser	110-225	400-660
32	Horseman	110-225	400-660
33	Progress Assistant	110-225	400-660
34	Store Keeper	130-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.
35	Cinema Operator	120-250	400-660
36	Mechanic-cum-Electrician	120-250	400-660
37	Electric-cum-Machineman/ Mechanic	200-250	420-700
38	Electric Mechanic	150-300	480-760
39	Kanungo	140-300	As in D.L.R. Office
40	Veterinary Compounder	(i) 160-400 for 66 $\frac{2}{3}$ % (ii) 200-450 for 33 $\frac{1}{3}$ %	525-1050 (T.S) 600-1100 (S.G. 20%)
41	Dak Inspector	160-400	525-1050
42	Pig Inspector	160-400	525-1050
43	Statistical Supervisor	160-400	525-1050
44	Stock Assistant/Milk Recorder, Field Assistant, Poultry Assistant	160-400 (for 66 $\frac{2}{3}$ %) 200-450 for 33 $\frac{1}{3}$ %	525-1050 (T.S) 600-1100 (S.G. 20% posts)
45	Mechanic	160-400	525-1050
46	Breeding-cum-Rearing Supervisor	160-400	525-1050
47	Wool Grader	160-400	525-1050
48	Electrician-cum-Rewinder	160-400	525-1050
49	Cashier	160-400	525-1050
50	Care Taker	160-400 + Rs. 50/- S.P.	525-1050 + Rs. 50/- S.P.
51	Sectional Officer (Irrigation)	160-400	As in Irrigation Deptt.
52	Electrical-cum-Mechanical Overseer	160-400	As in P.W. Deptt.
53	Refrigerator Mechanic	200-450	525-1050
54	Electrician	200-450	525-1050
55	Liquid Nitrogen Mechanic	200-450	525-1050
56	Refrigerator Mechanic-cum-Nitrogen Plant Operator	200-450	525-1050
57	Technical Assistant (Fodder)	200-450	525-1050
58	Chargeman	200-450	525-1050
59	Senior Accountant	225-500	525-1050
60	Store Supervisor	225-500	525-1050
61	Statistical Assistant	225-500	525-1050
62	Assistant Manager (Poultry)	225-500	525-1050

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
63	Chick Sexer	225-500	525-1050
64	Photographer	225-500	525-1050
65	Wool Supervisor	225-500	525-1050
66	Publicity Assistant	250-550	600-1100
67	Animal Husbandry, Assistant	300-550	600-1100
68	Statistical Investigator	300-550	600-1100
69	Statistical Evaluation Officer	300-550	600-1100
70	Technical Assistant (Statistical)	300-600	700-1250
71	Foreman	300-600	700-1250
72	Senior Accountant (S.A.S.)	300-600	700-1250
73	Veterinary Surgeons (including Research Assistant Supervisor Sheep & Wool, Senior Technical Assistant, Technical Assistant (Progeny), Field Supervisor, Bin Inspector, Manager Poultry Farm, Manager Gosadan, Farm Overseer Dairy, Dairy Bacteriologist-cum-Chemist, Farm Supervisor	400-1100	900-1700
74	Establishment Officer	450-800	800-1600
75	Assistant Accounts Officer (Budget)	450-800	800-1600
76	Store-cum-Accounts Officer	350-900	800-1600
77	Sub Divisional Officer (Animal Husbandry), Officer Incharge Training, Deputy Superintendent (Veterinary), Gaushala Development Officer, Planning Officer-cum-Personal Assistant, Asstt. Director (Spl. Livestock Development), Officer Incharge Semen Bank, Assistant Director (Sheep Development), Poultry Disease Investigation Officer, Assistant Poultry Development Officer, Livestock Officer, Veterinary Officer, Piggery Development Officer, Deputy Supdt. (Agriculture), Fodder Development Officer, Dairy Extension Officer, Statistical Officer, Deputy Director (Statistics)	400-1100 400-1200	900-1700 900-1800
78	Deputy Director ICDP-HVVI, Head quarters Sheep Production, Poultry Development Officer, Credit & Planning Officer, Epidemiologist, Sector Supdt., Asstt. Supdt., Stock & Research Supdt., Government Livestock Farm, Assistant Supdt. (Fodder), Farm Supdt. (Progeny), Deputy Director Indo-Australian Cattle Breeding Project, Deputy Director (Animal Health), Deputy Director (Rinder Pest & Disease Control), Deputy Director (Wool Grading), Deputy Director (Sheep Grading), Deputy Director (Feed & Fodder), Mechanical Engineer	600-1300	1200-1860

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
79	Chief Superintendent	1300-1600	1700-2150
80	Joint Director	1300-1600	1700-2150
81	Project Director	1300-1600	1700-2150
82	Director	1500-2000	2000-2500
	NAME OF THE DEPARTMENT	HEALTH	
1	Messenger, Learner Binder, Ward Servant/Ward Attendant, Masalchi, Bearer, Operation Theatre Attendant, Trolley Peon, Cook Helper, Sanitary Beldar, Gangman, Field Worker	70-95	300-430
2	Offset Daftri	80-120	350-500
3	Swastya Sahayak	80-120	300-430
4	Attendant/Galley Proof Pressman	80-120	300-430
5	Trained Dai/ Nurse Dai	80-120	350-500
6	Nursing Orderly	90-140	350-500
7	Machinist	90-140	350-500
8	Insect Collector	90-140	400-600
9	Vaccinator	90-140	400-600
10	Paper Issuer	90-140	400-600
11	Carpenter-cum-Painter	90-140	350-500
12	Head Restorer	100-160 + Rs. 20/- S.P.	400-660
13	Basic Health Worker	100-160	400-600
14	Surveillance Worker	100-160	400-600
15	Sanitary Supervisor	100-160	400-600
16	Restorer/Gestetnor Operator	100-160 (Rs. 15/- S.P. for one post of Restorer & Rs. 10/- S.P. for one post of Gestetnor Operator.	400-660 (No Special Pay)
17	Superior Field Worker	100-160	400-600
18	Pump Mechanic	100-160	400-600
19	Dark Room Assistant	100-160	400-600
20	Plumber	100-160	350-500
21	Copy Holder	100-160	400-600
22	Warehouse Operator	100-160	400-600
23	Family Planning Attendant	150/- Fixed	No Change
24	Lady House Keeper	110-160	400-600
25	Junior Motor Mechanic	110-160	350-500
26	Craftman-cum-Carpenter	110-180	350-500
27	Hospital Electrician	110-180	350-500
28	Dental Mechanic	110-180	400-600

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
29	Microscope-cum-Pump Mechanic	120-200	400-660
30	Family Welfare Field Worker	120-200	400-660
31	Public Health Nurse (Non-teaching)	120-200	400-660
32	Welder-cum-Blacksmith	130-200	400-660
33	Painter	130-200	400-660
34	B.C.G. Technician	130-200	400-660
35	Auxiliary Nurse Mid Wife	130-200	400-660 (T.S) 480-760 (S.G. 20%)
36	T.B. Multipurpose Worker	140-200	400-660
37	Projectionist-cum-Mechanic	130-220	400-660
38	Clerk-cum-Store Keeper/ Store Keeper	110-225	400-660
39	Job Clerk	110-225	400-660
40	Plate Grainer	110-225	400-660
41	Laboratory Assistant	110-225	420-700
42	Punch Operator	120-225	400-660
43	Verifier Operator	120-225	400-660
44	Compositor	110-225	400-660
45	Machineman Letter Press	120-225	400-660
46	Operation Theatre Assistant	130-225	420-700
47	Turner, Spray Painter, Duco Spray Painter, Electrician, Motor Mechanic	140-225	400-660
48	Photographer	150-225	400-660
49	Health Inspector	120-250	420-700
50	Surveillance Inspector	120-250	420-700
51	Malaria Inspector	120-250	420-700
52	Radiographer	120-250	480-760 (T.S) 525-900 (S.G. 20%)
53	Smallpox Supervisor	120-250	420-700
54	Health Education Assistant	120-250	420-700
55	Non-Medical Assistant	120-250	420-700
56	Sanitary Inspector/ Tehsil Sanitary Inspector	120-250	420-700
57	Offset Inker	120-250	400-660
58	B.C.G. Cinema Operator	130-250	420-700
59	Projectionist	130-250	420-700
60	Staff Nurse/Male Nurse/T.B. Health Visitor/ Lady Health Visitor	140-250	480-760 (T.S) 525-900 (S.G for 20% posts)
61	Laboratory Technician	200-280	480-760
62	Laboratory Assistant	110-300	480-760
63	Senior Computer	140-300	480-760
64	Compilation Clerk	140-300	480-760

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
65	Government Food Inspector	140-300	480-760
66	Optometrist	140-300	480-760
67	General Mechanic	170-300	480-760
68	Electrician	170-300	480-760
69	Foreman	170-300	480-760
70	Teacher	200-300	480-760
71	Home Science Assistant	200-300	480-760
72	Assistant Matron	200-300	525-1050
73	Senior Malaria Inspector	200-300	525-1050
74	Senior Sanitary Inspector	200-300	525-1050
75	Nursing Sister	200-350	525-1050
76	Public Health Nurse (Teaching)	225-350	525-1050
77	Sister Tutor	225-350	525-1050
78	Junior Statistical Assistant	160-400	525-1050
79	Field Avaluation Worker	160-400	525-1050
80	Head Store Keeper	160-400	525-1050
81	Junior Analytical Assistant	160-400	525-1050
82	Pharmacist (Grade II)	160-400	525-1050
83	Pharmacist (Grade I)	200-550	600-1100 (for 20% posts)
84	Section Holder	160-400	525-1050
85	Reader	160-400	525-1050
86	Research Assistant	200-400	525-1050
87	Assistant Unit Officer	200-400	600-1100
88	Investigator (Small Pox)	200-400	600-1100
89	Health Supervisor	200-400	600-1100
90	Senior Lab. Technician	200-400	600-1100
91	Bio-Chemist (Junior)	200-400	600-1100
92	Dental Hyginist	200-400	600-1100
93	Psychotherapist	200-400	600-1100
94	Family Welfare Extension Educator	200-400	525-1050
95	Junior Scientific Officer	200-450 300-600	700-1250
96	Helio Offseter	200-450	600-1100
97	Women Welfare Officer	250-450	600-1100
97-A	Matron	250-450	700-1250
98	Principal Tutor	250-450	700-1250
99	Chemist	250-450	600-1100
100	Offset Machine Operator	250-480	600-1100
101	Entomological Assistant	160-500	525-1050
102	Senior Store Keeper	225-500	525-1050

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
103	Cashier	225-500	525-1050
104	Sub-Editor	225-500	525-1050
105	Senior Statistical Assistant	225-500	525-1050
106	Machine Operator	225-500	525-1050
107	Job Supervisor	225-500	525-1050
108	Accountant	225-500	525-1050
109	Senior Analytical Assistant	225-500	525-1050
110	Assistant Incharge	225-500 + Rs. 30/- S.P.	525-1050 + Rs. 30/- S.P.
111	Statistical Supervisor	250-500	600-1100
112	Camera Operator	250-500	525-1050
113	B.C.G. Publicity Supervisor	300-500	600-1100
114	Retoucher Artist	300-500	600-1100
115	Artist	250-550	600-1100
116	Artist-cum-Photographer	250-550	600-1100
117	Artist-cum-Draftsman	250-550	600-1100
118	Superintendent (in Sub-Office)	300-550	700-1400
119	Head Assistant (Statistical)	300-550	700-1250
120	Works Manager	300-550	700-1250
121	Material Manager	300-550	700-1250
122	District Nursing Officer/Nursing Superintendent	350-550	700-1400
123	Health Education Officer	300-600	700-1250
124	Store Officer	300-600	700-1250
125	Senior Artist-cum-Photographer	300-600	700-1250
126	Assistant Entomologist	300-600	700-1250
127	Analyst	300-600	700-1250
128	Social Worker	300-600	700-1250
129	Drug Inspector	300-600	700-1250
130	Dietician	300-700 250-800 350-830	700-1400
131	Inspection Officer (Store)	350-800	750-1450
132	Health Education and Extension Officer	350-800	750-1450
133	Assistant Malaria Officer	350-800	750-1450
134	District Family Welfare Education Officer (Male & Female)	350-800	750-1450
135	Social Science Instructor	350-800	750-1450
136	Assistant Dental Surgeon	350-800 + (33 $\frac{1}{3}$ % N.P.A.)	800-1600 +(33 $\frac{1}{3}$ % N.P.A.)
137	Senior Scientific Officer	400-800	750-1450
138	Establishment Officer	450-800	800-1600

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
139	Assistant Editor	350-850	750-1450
140	Budget Officer	500-850	800-1600
141	Dy. Public Analyst/District Public Analyst	350-900	800-1600
142	Statistical Officer/Statistician	350-900	800-1600
143	Health Education Instructor	350-900	800-1600
144	Mass Education and Information Officer	400-900	800-1600
145	Health Educator (State Level)	400-900	800-1600
146	Extension Officer Nutrition	400-900	800-1600
147	Editor	400-900	800-1600
148	Bio-Chemist, Social Scientist, Press Manager, Officer Incharge, Training-cum-Field Study & Demonstration Unit, Technical Officer (Audiovisual)	350-950	800-1600
149	Assistant State Drugs Controller	630-1000	900-1700
150	H.C.M.S. (II)	400-1100 + (33 $\frac{1}{3}$ % N.P.A. & 50% N.P.A. according to length of service subject to a maximum of Rs. 600/-)	900-1700 + (25% N.P.A.)
151	Biologist	400-1100	900-1700
152	Administrative Officer	800-1100 (w.e.f. 14-12-78)	800-1600
153	Government Analyst	700-1200	1200-1860
154	Transport Officer	600-1250	1000-1800
155	Public Analyst	700-1250	1200-1860
156	Assistant Director (Nursing/Entomology/Demography)	700-1250	1200-1860
157	Mass Education and Media Officer	900-1250	1400-1860
158	Senior Administrative Officer	700-1300	As for H.C.S. Officer
159	Deputy State Drugs Controller	850-1300	1200-1860
160	H.C.M.S. (I) Medical Superintendent-cum-Senior Medical Officer, Senior Medical Officer, District Family Welfare Officer, Assistant Director, Principal State Family Welfare Training & Research Centre, Rohtak, Medical Superintendent (E.S.I), District School Medical Officer, District T.B. Medical Officer, Zonal Malaria Officer, District Malaria Officer, Malaria Officer (HQ), Deputy Chief Medical Officer (Medical), Deputy Chief Medical Officer (Health), Senior Surgeon, Trachoma Control Programme	850-1300 + 50% N.P.A. (subject to a maximum of Rs. 600/-) 1300-1600 (S.G. to 5 posts) 1800-2000 (S.G. to 2 posts)	1200-1860 + N.P.A. of Rs. 600/- + (subject to condition that pay N.P.A. should not exceed Rs. 2400/-) 1700-2150 (S.G. to 20% posts after 13 years of service in H.C.M.S. II & I) + N.P.A of Rs. 600/- subject to the condition that pay + N.P.A. should not exceed Rs. 2450/- 2000-2400 (S.G. to 2 posts) + N.P.A. subject to the condition that pay + N.P.A. should not exceed Rs. 2500/-

Sr. No.	Name of the Post	Existing Pay Scale (Rs.)	Revised Pay Scales (Rs.)
161	Chief Medical Officer	850-1300 + Rs. 100/- S.P. (50% N.P.A. subject to a max. of Rs. 600/-)	1200-1860 + Rs. 100/- S.P. + N.P.A. of Rs. 600/- subject to the condition that pay + N.P.A. should not exceed Rs. 2400/-
162	Joint Director, Deputy Director	1200-1800 + Rs. 600/- N.P.A. per mensem	1760-2300 + N.P.A. of Rs. 600/- subject to the condition that pay + N.P.A. should not exceed Rs. 2500/-
163	State Drugs Controller	1200-1800	1760-2300
164	Additional Director	1800-2250 + Rs. 600/- N.P.A. (w.e.f. 3-12-74)	2250-2600 + N.P.A. subject to the condition that pay + N.P.A. should not exceed Rs. 2650/-
165	Director	1800-2250 + Rs. 600/- N.P.A. (w.e.f. 22-12-70)	2500-2750 + N.P.A. subject to the condition that pay + N.P.A. should not exceed Rs. 2750/-
	NAME OF THE DEPARTMENT	STATE CIVIL SERVICE (EXECUTIVE AND JUDICIAL)	
1	H.C.S. (Executive & Judicial)	700-1300 (T.S.) 1500-1800 (S.G. for 20%)	(i) 940-1700 (T.S.) (ii) 1200-1860 (Sr. scale after 5 years service as H.C.S.) (iii) 2000-2400 (S.G.) after 14 years of service in respect of number of posts already prescribed. Note: The existing special pays, wherever admissible, will continue.

3. In the said rules for the existing list of standard pay scales, the following list of pay scales shall be substituted, namely:-

LIST OF PAY SCALES	
1	Rs. 300-5-400/10-430
2	Rs. 350-5-400/10-500
3	Rs. 400-10-490/540-15-600
4	Rs. 400-10-490/540-15-600-EB-20-660
5	Rs. 420-10-490/525-15-600-EB-20-700
6	Rs. 450-10-490/525-15-600-20-700
7	Rs. 480-15-600-EB-20-700-30-760
8	Rs. 525-15-600-20-700/750-30-900
9	Rs. 525-15-600-20-660/700-30-850-EB-890-40-1050
10	Rs. 600-20-700-30-850/900-40-1100
11	Rs. 700-30-850/900-40-1100-50-1150
12	Rs. 700-30-850/900-40-1100-EB-50-1250
13	Rs. 700-30-850/900-40-1100-EB-50-1400
14	Rs. 750-30-900/40-1100-50-1450
15	Rs. 800-30-890/940-40-1100-50-1600
16	Rs. 900-40-1100-EB-50-1400-60-1700
17	Rs. 900-40-1100-EB-50-1500-60-1800
18	Rs. 940-40-1100-EB-50-1400-60-1700
19	Rs. 1000-50-1500
20	Rs. 1000-50-1500-60-1800
21	Rs. 1200-50-1600
22	Rs. 1200-50-1400-60-1700
23	Rs. 1200-50-1500-60-1860
24	Rs. 1400-50-1500-60-1860
25	Rs. 1400-50-1500-60-1860-70-2000
26	Rs. 1500-60-1920-80-2000
27	Rs. 1700-60-2000-75-2150
28	Rs. 1760-60-2000-75-2300
29	Rs. 1800-60-1860-70-2000
30	Rs. 2000-75-2300-100-2400
31	Rs. 2000-75-2300-100-2500
32	Rs. 2250-75-2400-100-2600
33	Rs. 2250-75-2400-100-2600-150/2-2750
34	Rs. 2500-100-2600-150/2-2750

T.K. BANERJI
Special Secretary to Government, Haryana,
Finance Department.

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Part III

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

NOTIFICATION

The 8th September, 1980

No. G.S.R. 94/Const./Art.309/Amd(2)/80.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Scales of Pay) Rules, 1980, namely :-

1. (1) These rules may be called the Haryana Civil Services (Revised Scales of Pay) Second Amendment Rules, 1980.

(2) These rules shall be deemed to have come into force with effect from the first day of April, 1979.

2. In the Haryana Civil Services (Revised Scales of Pay) Rules, 1980 (hereinafter called the said rules), in rule 6, in sub-rule (6)

(i) for the words “shall be so fixed as if he had elected to be governed by these rules with effect from the appointed day” the words “shall be fixed in accordance with these rules” shall be substituted;

(ii) the proviso shall be deleted.

3. In the said rules, in the Schedule under the head "Posts belonging to common categories" :-

(a) against serial number 8 under column 4, for the existing entry, the following entry shall be substituted, namely :-

“300-430”

(b) against serial number 8 under column 4 and 5 for the existing entries, the following entries shall be substituted, namely :-

“700-1250 (T.S)

+ Rs. 75 special pay in lieu of higher time scale.

750-1450 (S.G. for 20% posts)

+ Rs. 75 special pay in lieu of higher time scale”;

(c) against serial number 11, under column 4 and 5 for the existing entries, the following entries shall be substituted, namely:-

“(i)	600-1100 (T.S)	for those whose minimum Pre-revised scale was Rs. 200.00 or above.
	700-1250 (S.G)	For 20% posts
(ii)	525-900 (T.S.)	For others
	600-1100 (S.G)	For 20% posts.

- (d) against serial number 14,
- (i) Under column 4, for the existing entries the following entry shall be substituted namely:-
"800-1600" and
- (ii) Under column 5, the existing entry shall be omitted;
- (e) for serial number 17, and the entries there against, the following serial number and the entries there against shall be substituted namely:-

1	2	3	4	5
"17	(i) Junior Auditors/ Accountants	160-400 160-500 225-500 (Also for those working in the grade with a start exceeding Rs. 160/-)	525-1050	
	(ii) Accountant-cum-Clerk Auditor, etc.	160-400 (Also for those working in the grade with a start of less than Rs. 160 but not in the grade of Rs. 110-225";	480-760	

- (f) against serial number 19, under column 4, for the existing entry, the following entry shall be substituted, namely :-
"800-1600";
- (g) for serial number 24 and the entries there against, the following serial number and the entries there against shall be substituted, namely :-

1	2	3	4	5
"24	(i) Personal Assistant	350-650	700-1250 + Rs. 75 S.P	
	(ii) Personal Assistant (in the Secretariat and Financial Commissioner's Office)	350-800 + Rs. 40 S.P.	700-1250 (T.S + Rs. 75 S.P 750-1450 (S.G for 20% posts) + Rs. 75 S.P	This special pay is in lieu of higher time scale.

- (h) against serial number 30, under column 4, for the words, brackets and sign "(S.G. for 10% posts)", the words, brackets and sign "(S.G. for 20% posts)" shall be substituted.

T. K. BANERJI,
Special Secretary to Government, Haryana,
Finance Department.

[Extract from Haryana Government Gazette, dated the 14th October, 1980]

FINANCE DEPARTMENT
CORRIGENDUM

The 6th October, 1980

No. 1/7/FD(PR)/80.— In the Haryana Government Finance Department Notification No. GSR 80/Const/Art.309/Amd.(I)/80, dated 21st July, 1980, published in Haryana Government Extraordinary Gazette, dated the 21st July, 1980, the following corrections shall be made:-

- (i) Against serial No. 76, page 821 in column 3, for the scale "300-600 plus Rs. 50 S.P." the scale "320-750 plus Rs. 50 S.P." shall be substituted.
- (ii) Against serial No. 7 page 825, for the scale "700-1200" indicated in column 4, read the scale as "700-1250".
- (iii) Against serial No. 23, page 827, the following shall be added:-

Sr. No.	Name of the post Statistical Asst.	Existing pay	Revised Pay Scales
23.	Statistical Asstt.	225-600	525-1050

- (v) Against serial No. 6, page 839, for the scale "400-600 plus Rs. 25 S.P." indicated in column 4, read the scale as "400-660 plus RS 25 S.P."
- (vi) Against serial No. 10, page 850, for the scale "400-460" indicated in column 4, read the scale as "400-660".
- (vii) Against serial No. 3, page 864, under the Department of Prosecution, for the words "Rs. 100 S.P." indicated in column 4, read the words "Rs. 75 S.P." with Rs. 700-1250 (TS) Rs. 750-1450 (S.G. 20%).
- (viii) Against serial No. 6, page 865, in column 4, for the words "Rs. 100 S.P. in districts" with Rs. 1800-2000 (S.G.), read the words "Rs. 150 S.P in districts"
- (ix) Against serial No. 3, page 869, in column 4, for the words "400-600 plus Rs. 15 S.P. for doing Care-taker work" read the words "400-660 plus Rs. 15 S.P. for doing Care-taker work".
- (x) Against serial No. 3, page 873, in column 3, read the scale "300-600".
- (xi) Against serial No. 41, page 900, in column 2, read "Duck Inspector" instead of "Dak Inspector".
- (xii) Against serial No. 160, page 908, in column 4, in the third line the word "plus" shall be deleted but added between the words "Pay" and "N.P.A." in lines 4 & 5.
- (xiii) Against serial No. 1, page 909, for the existing sub-Para (iii), the following shall, be substituted:-
- (iii) 2000-2400 (S.G.)

after 14 years of service as HCS in respect of number of selection grade posts already prescribed.

T.K BANERJI,
Special Secretary to Government, Haryana,
Finance Department.

[Published in the Haryana Government Gazette, Legislative Supplement, dated the 11th November, 1980]

PART III

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

NOTIFICATION

The 3rd November, 1980

No. G.S.R. 111/Const./Art.309/Amd.(3)/80.— In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana, after consultation with the Speaker of the Haryana Legislative Assembly in so far as such consultation is necessary under the provisions of clause (3) of Article 187, hereby makes applicable the rules, relating to revision of pay scales issued,— vide Finance Department notification No. G.S.R.20/Const./Art.309/80, dated 29th February, 1980 and also makes the following rules further to amend the Haryana Civil Services (Revised Scales of Pay) Rules, 1980, namely :-

1. (1) These rules may be called the Haryana Civil Services (Revised Scales of Pay) Third Amendment Rules, 1980.

(2) These rules shall be deemed to have come into force on the 1st day of April, 1979.

2. In the Haryana Civil Services (Revised Scales of Pay) Rules, 1980, in the Schedule, the following entries shall be added at the end, namely :-

"NAME OF THE DEPARTMENT : VIDHAN SABHA

Sr. No.	Name of the post	Existing Pay Scale	Revised Pay Scale
1	2	3	4
1.	Apprentice Clerk	130 (Fixed)	Rs. No Change
2.	Sweeper	70-95 + Rs. 15 (Adhoc Pay)	300-430+ Rs. 65 Special allowance
3.	Chowkidar	70-95	300-430
4.	Frash	70-95	300-430
5.	Peon	70-95	300-430
6.	Room Attendant Messenger	70-95	300-430
7.	Door- keeper	75-95	300-430
8	Cycle Shed Attendant	75-95+ Rs. 10 (as honorarium)	300-430+ Rs. 10 (as honorarium)
9.	Jamadar	75-105	350-500
10.	Daftri	75-105	350-500
11.	Book Binder	90-140	350-500
12.	Record Restorer	100-160	400-660
13.	Gestetner Operator	100-160	400-660

Sr. No.	Name of the post	Existing Pay Scale	Revised Pay Scale
14.	Telephone Attendant	100-160	400-660
15.	Watch and Ward Assistant	100-160	400-660
16.	Bill Messenger	110-200+ Rs. 15 Spl. Pay	400-660+Rs. 20 Spl. Pay
17.	Copy Holder	110-225	400-660
18.	Telephone Operator	110-225	400-660
19.	Store Keeper	110-225	400-660
20.	Clerk	110-225	400-660
21.	Punjabi Typist	100-225 (with two advance increments to graduates)	400-660
22.	Hindi Typist	100-225 (with two advance increments to graduates)	400-660
23.	Receptionist	100-225+Rs. 15 Spl. pay	400-660+Rs. 20 Spl. Pay
24.	Junior Translator	100-225+ Rs. 20 Spl. Pay	400-660+ Rs. 20 Spl. Pay
25.	Proof Reader	120-250	480-760
26.	Junior Scale Stenographer	140-310 (with a start of Rs. 158)	480-760
27.	Librarian	220-500	525-1050
28.	Cashier	225-500	525- 1050
29.	Senior Translator	225-500	525-1050
30.	Senior Scale Stenographer	225-500	525-1050 (with a start of Rs. 585/-)
31.	Assistant	225-500	525-1050 (with a stat of Rs. 585/-)
32.	Resident Assistant cum-Care Taker	225-500+ Rs. 30/- Spl. Pay	600-1100
33.	Assistant Information Officer	225-500+ Rs. 50/- Spl. Pay	600-1100
34.	Technical Supervisor	250-500	600-1100
35.	Private Secretary (Personal) to Speaker	300-500	700-1150
36.	Watch and Ward Officer	300-600	700-1150
37.	English Reporter	350-650	700-1250 (Time Scale) Rs. 75/- Spl. Pay 750-1450 (S.G.) for 20% posts + Rs. 75/- Spl. Pay
	Hindi Reporter		
	Punjabi Reporter		
38.	Personal Assistant	350-650	700-1250 (Time Scale) + Rs. 75/- Spl. Pay 750-1450 (S.G) for 20% posts+ Rs. 75/- Spl. Pay

Sr. No.	Name of the post	Existing Pay Scale	Revised Pay Scale
39.	Legal Assistant	350-650	700-1250
40.	Reception Officer	350-650	700-1250
41.	Deputy Superintendent	350-650	700-1250
42.	Editor of Debates	500-850	1000-1500
43.	Superintendent	500-850	1000-1500
44.	Private Secretary to Speaker/ Deputy Speaker	500-850	1000-1500
45.	Research Officer	600-900	800- 1600
46.	Accounts Officer	600-1100	800-1600 (for Non-SAS) 1000-1800 (for SAS)
47.	Seargent at Arms	D.S.P's rank	As in Police Department
48.	Under Secretary	900-1250	1400-1,860 +Rs. 100 Spl. pay
49.	Deputy Secretary	1000-1300	1500-2000+ Rs. 150/- Spl. Pay
50.	Secretary	1300-1800+ Rs. 200 Spl. Pay	1760-60-2000-75-2,300- 100-2400+ Rs. 250/- Spl. Pay

T. K. BANERJI,
Special Secretary to Government,
Haryana, Finance Department.

(Extract from the Haryana Government Gazette (Extra.), dated the 18th November, 1980

PART II

**HARYANA GOVERNMENT
FINANCE DEPARTMENT****NOTIFICATION****The 18th November, 1980**

No. G.S.R.116/Const./Art.309/Amd.(4)80.— In exercise of the powers conferred by proviso to article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revise Scale of Pay) Rules, 1980, namely:-

1. (i) These Rules may be called the Haryana Civil Services (Revised Scales of Pay) Fourth Amendment Rules, 1980.
- (ii) These rules shall be deemed to have come into force on the 1st day of April, 1979.

2. In the Haryana Civil Services (Revised Scales of Pay) Rules, 1980 (hereinafter called the said rules), in the Schedule.—

(a) Under the heading “posts belonging to common categories”.—

- (i) for serial number 16(a) and the entries there against, the following shall be substituted, namely :-

“16(a) (i)	J.B.T Teacher	125-250 (85%) 250-300 (15%)	480-760 (T.S) 525-900 (S.G for 20%) + Rs. 25/- special pay for working as Head- master in primary School.
(ii)	C and V Teacher/ Vernacular Teacher/ Drawing Teacher	125-250 (85%) (with a start of Rs. 140/-) 250-350 (15%)	480-760 (T.S) 525-900 (S.G for 20%) + Rs. 25/- special pay for working as Headmaster in primary School.
(ii)	P.T.I	125-250 (85%) 250-350 (15%)	480-760 (T.S) 525-900 (S.G. for 20%)”

- (ii) for serial number 16(b) and the entries there against the following shall be substituted, namely :-

“16(b)	(i) Master/Mistress (Trained Graduates)/ Shastri Teacher/ Sanskrit Teacher	220-400 (85%) 400-500 (15%)	525-1050 (T.S) with an initial start of Rs. 585/- 700- 1150 (S.G for 20%) + Rs. 50/- special pay for working as Headmaster/Headmistress in Middle School;
(ii)	D.P.E (Trained Graduate)	220-400 (85%) 400-500 (15%)	525-1050 (T.S) with an initial start of Rs. 585/- 700-1150 (S.G for 20%);
(iii)	Hostel Superintendent	220-400	525-1050”; and

(iii) for special number 16(b) and the entries there against, the following shall be substituted namely” :-

“16 (b)	Headmaster/ Headmistress Principal of Higher Secondary Schools, Field Officer and Officers working at the Headquarters belonging to the Schools inspection Cadre	300-600 (60%)	700-1250 (T.S)
		400-800 (25%)	800-1600 (S.G for 20%) (for Headmasters/Headmistresses including B.E.Os.)
		700-1100 (15%)	
		300-600 for B.E.Os.)	1200-1700 for H.E.S., Class-II Officers both at Headmasters and in the field).”

(b) Under the heading “Name of the Department: Education”,—

(i) for serial number 8, and the entries there against, the following shall be substituted, namely :-

8.	Tailoring Mistress/ J.S.T.C Mistress	125-250 (85%)	480-760 (T.S)
		250-300 (15%)	525-900 (S.G for 20%)

(ii) against serial number 9, under coloumn 4, for the existing entry the following entry shall be substituted, namely.

“480-760 (T.S.)
525-900 (S.G for 20%)”:

(iii) against serial number 11 under column 4, for the existing entry the following entry shall be substituted, namely :-

“480-760 (T.S.)
525-900 (S.G for 20%)”:

(iv) serial numbers 17 and 18 and the entries there against shall deleted.

T.K. BANERJI
Special Secretary to Government, Haryana,
Finance Department.

No. 1/17/2PR(FD)-80,

Dated, Chandigarh, the 13th/18th November, 1980

A copy is forwarded to the Accountant General, Haryana, Chandigarh, for information.

Sd/-
(L.M. GOYAL)
Joint Secretary Finance (Budget),
for Special Secretary to Government, Haryana,
Finance Department.

(Extract from the Haryana Government Gazette (Extra.),
dated the 5th June, 1981) Part III

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

NOTIFICATION

The 5th June, 1981

No. G.S.R.74/Const./Art.309/Amd.(1)/81.— In exercise of the powers conferred by the Proviso to article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Scales of Pay), Rules, 1980, namely :-

- (1) These rules may be called the Haryana Civil Services (Revised Scales of Pay) First Amendment Rules, 1981.
- (2) These rules shall be deemed to have come into force with effect from the 1st day of April, 1979.

2. In the Haryana Civil Services (Revised Scales of Pay) Rules, 1980 (hereinafter called the said rules), in the Schedule,-

- (a) Under the heading "Posts belonging to common categories", against serial No. 3, under column 3, for the existing entries, the following entries shall be substituted, namely :-

"110-180
110-200
120-250

+Rs. 90 S.P. (for Ministers Car Section, Raj Bhawan, Civil Secretariat, F.C. Office, Small Saving 130-205";

- (b) under the Department of Prisons after serial No. 36, the following serial No. and entries there against Shall be inserted, namely :-

"37	Tractor Driver	140-200	420-700 (T.S.) 525-900 (S.G. for 20 per cent posts)".
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- (c) under the Department of Agriculture :-

- (i) against serial No. 77, under column 3, for the existing entry the following entry shall be substituted, namely :-

"320-750 + Rs. 50 S.P."; and

- (ii) after serial No. 132, the following serial No. and entries there against shall be inserted, namely :-

"133	Truck Driver	140-225	420-700 (T.S.) 525-900 (S.G. for 20 per cent posts)";
	Van Driver	140-200	
	Heavy Vehicle Driver	140-180	

- (d) under the department of Civil Secretariat, against serial No. 27 under column 4, in the existing entry, the following shall be inserted, namely :-

"in lieu of higher time scale"

- (e) under the department of Consolidation of Holdings and Land Records :-

- (i) against serial No. 16, under column 4, for the existing entry, the following entry shall be substituted, namely :-

"600-1100+ Rs. 75 S.P (for consolidation work)"; and

- (ii) against serial No. 18, under column 4, for the existing entry, the following entry shall be substituted, namely :-

"700-1400+ Rs. 75 S.P (for consolidation work)";

- (f) under the department of Education :-

- (i) for serial No. 7 the following serial no. and entries there against shall be substituted namely :-

"7	Accountant (N.C.C)	120-225	480-760;
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- (ii) against serial No. 46, under column 4, for the existing entry the following entry shall be substituted. namely :-

"1760 – 2300"; and

- (iii) after serial No. 46, the following serial No. and entries there against shall be inserted, namely:-

" 47.	Mender	80-105	300-430"
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- (g) under the department of Forest,—

- (i) against serial No. 9, in column 4 for the existing entry, the following entries shall be substituted namely:-

"350-500 (T.S.)

400-600 (S.G for 20 percent posts)"; and

- (ii) against serial No. 23 under column 4, for the existing entry, the following entries shall be substituted, namely :-

"600-1100 (T.S)

700-1250 (S.G for 20 percent posts)";

- (h) under the department of Industrial Training :-

- (i) against serial No. 7 under column 2 for the word "Officer" the word "Operator" shall be substituted;

- (ii) against serial no. 15 under column 2, for the words "Instructor" the word "Instructress" shall be substituted;

- (iii) against serial No. 34, under column 2, for the word and sign and letter "Assistant Director / Assistant Director Grade 'B' the words can and letter "Assistant Director Non- Technical Grade 'B' shall be substituted.

- (iv) against serial No. 37, under column 2, for the word and brackets "(Technical)", the words and letter "and Assistant Director, Grade A Junior" shall be substituted; and

(v) against serial No. 43, under column 2, for the word "Supervisor" the word "Advisor" shall be substituted;

(i) under the department of Panchayat after serial No. 20, the following serial No. and entry there against shall be inserted namely.

"21	Tax Collector	120- 250	400-600"	
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(j) under the department of Police; after serial No. 27 the following serial No. and entry there against shall be inserted namely:-

"28	Senior Scientific Assistant	350-900	800-1600"	
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(k) Under the department of Printing and Stationary against serial No. 7 under column 4, for the existing entry, the following entry shall be substituted, namely;

"400-600";

(l) under the department of Public Relations :-

(i) against serial No. 7 under column 2, for the word "Telephone", the word "Teleprinter" shall be substituted;

(ii) against serial No. 21, under column 3, for the existing entry the following entry shall be substituted namely

" 250-550" and

(iii) after serial No. 52 the following serial number and entries there against shall be inserted namely :-

" 53	Film Officer	800-1300	1200-1860"	
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(m) under the department of Public Service Commission against serial No. 1 under column 4 for the existing entry the following entry shall be substituted namely:-

"350-500"

(n) under the department of Technical Education after serial No. 67, the following serial No. and entries there against shall be inserted namely.

" 68	Librarian	110-225	420-700; and	
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(o) under the department of Animal Husbandry after serial No. 82 the following Serial No. and entries there against shall be inserted namely.

" 83	Tractor Driver	140-200	420-700; and	
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(p) under the department of Health against serial No. 44, under column 3, for the existing entry, the following entry shall be substituted namely :-

"120-250"

T. K. BANERJI,
Special Secretary to Government,
Haryana, Finance Department.

[Published in the Haryana Government Gazette, Legislative Supplement
dated the 17th August, 1982] Part III

**HARYANA GOVERNMENT
FINANCE DEPARTMENT
NOTIFICATION**

The 6th August, 1982

No. G.S.R.83/Const./Art. 309/Amd.(1)/82.— In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Scales of Pay) Rules, 1980, namely :-

1. (1) These rules may be called the Haryana Civil Services (Revised Scales of Pay) (First Amendment) Rules, 1982.
- (2) These rules shall be deemed to have come into force with effect from the 1st day of April, 1979.
2. In the Haryana Civil Services (Revised Scales of Pay) Rules, 1980 (hereinafter called the said rules), in rule 6, for sub-rule (5), the following sub-rule shall be substituted, namely :-

"(5) If pay as fixed in the higher officiating post under sub-rule:-

- (1) above is lower than or equal to the pay as fixed in the substantive post or a lower officiating post, officiating pay shall be refixed at the stage next above the substantive pay or the lower officiating pay as the case may be."

3. In the said rules, in the Schedule :-

- (a) under the heading "posts belonging to common categories", against serial number 16(a)(ii), under column 4, for the existing entries, the following entries shall be substituted, namely :-

"480-760 (TS) + three advance increments to fresh recruits who are not covered by the Haryana Civil Services (Revised Scales of Pay) Rules, 1980 + 25 S.P. for working as Head Teacher in Primary Schools.

"525-900 (SG for 20% posts)+ 25 S.P. for working as Head Teacher in Primary Schools.

- (b) Under the Department of Archaeology, appearing after the Department of Prisons, against serial number 7, under column 4, for the existing entry, the following entry shall be substituted, namely "800-1600";

- (c) Under the Department of Agriculture :-

- (i) against serial number 75, under column 4, for the existing entry, the following entry shall be substituted, namely :-

"600-1100 (T.S.) with two advance increments to fresh recruits appointed for the first time after 1st April, 1979.

700-1250 (S.G. for 20% posts)";

- (ii) against serial number 76, under column 4, for the existing entry, the following entry shall be substituted, namely:-

"700-1250 + Rs. 75 special pay";

- (iii) after serial number 132, the following serial number and entries there against shall be inserted, namely :-

"133. Analytical Assistant/ Tech. Asstt.	250-450	525-1050";
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- (d) under the Department of Civil Secretariat, after serial number 38, the following serial number and entries there against shall be inserted, namely :-

"39.	Librarian	400-800	1000-1500 + Rs. 100 spl. pay";
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- (e) under the Department of Dairy Development, after serial number 14, the following serial numbers and entries there against shall be Inserted, namely :-

"15.	Cluster Supervisor	160-400	525-1050 (T.S.) 600-1100 (S.G. for 20% posts)
16.	Assistant Director, Animal Production/Distt. Dairy Officer	400-1100	900-1700"

- (f) under the Department of Economic and Statistical Organisation, against serial number 1, under column 4, for the existing entry, the following entry shall be substituted,

"400-660 (T.S.)

480-760 (S.G. for 20% posts)";

- (g) under the Department of Education,—

- (i) against serial, number 2, under column 4, for the existing entry, the following entry shall be-substituted, namely :-

"350-500";

- (ii) after serial number 46, and note thereunder, the following serial numbers and entries thereagainst shall be inserted, namely :-

"47.	Animal Collector	70-95	300-430
48.	Librarian Attendant in College	70-95 (for Under Matric) 90-140 (for Matric)	300-430 (for Under Matric) 400-600 (for Matric)
49.	Gasman	90-140	350-500
50.	Tabla Player	90-140	400-600
51.	Duplicator	90-140	350-500
52.	Gasman/Mechanic	100-160	400-600
53.	Untrained Teacher (JBT & C & V)	100 (fixed)	400 (fixed).
54.	Sr. Laboratory Asstt.	110-225	400-660
55.	Proof Reader	150-300	420-700
56.	Untrained Visharad/Shastri/ Sanskrit Teacher	150 fixed	500 fixed

57.	Accounts Clerk	160-400	525-900
58.	Untrained Master/Mistress	200 fixed	550 fixed
59.	Shastri/B.A. with Sanskrit (as elective subject) (Untrained Sanskrit Teacher)	200 fixed	550 fixed
60.	Tech. Instructor	225-500	525-1050
61.	Tech. Asstt. (Class III)	225-500	525-1050
62.	Agriculture Vigyanan Mandir Officer	225-500	600-1100
63.	B Sc./B.T./B.Ed./B.Sc. Home Science/B.Com./B & T. & B.Sc. (Agri.)Master/Mistress	220-400 (85%) 400-500 (15%)	525-1050 (T.S.) with a start of Rs. 585 700 -1150 (S.G. for 20% posts)
64.	Artist	300-600	600-1100
65.	Film Librarian	300-600	600-1100
66.	Officer Incharge Central Kitchen and Regional Godown	300-600	700-1250
67.	Jr. Specialist/Asstt. Project Officer	300-600 400-800	700-1250 (T.S.) 800-1600 (S.G. for 20% posts)
68.	Programme Script Writer	700-1100	1200-1700
69.	Asstt. Survey Officer (Asstt. Director, Adult Education)	700-1100 + Rs. 50 Special Pay	1200-1700 + Rs. 100 Special Pay
70.	State Survey Officer	700-1200 + Rs. 100 Special Pay	1200-1860 + Rs. 100 Special Pay

(h) under the Department of Employment for serial number 1 and entries thereagainst, the following serial number and entries thereagainst shall be substituted, namely :-

(i)	Statistical Asstt.	225-500	525-1050 (with a start of Rs. 700 for M.A./M.Sc. 1st Division)";
(ii)	Technical Asstt.	225-500	525-1050"

(i) under the Department of Financial Commissioner's Office/Development Department;

(i) against serial number 21, under column 4, for the existing entries, the following entries shall be substituted, namely:-

"(i)	700- 1250	(provided their qualifications are the same as those of Technical Asstt. in the E.S.A. Organisation)
(ii)	600- 1100	(for others)";

- (ii) after serial number 37, the following serial number and entries thereagainst shall be inserted, namely :-

"38.	Instructor	140-300	420- 700"
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- (j) under Department of Fisheries, after serial number 23, the following serial numbers and entries thereagainst shall be inserted, namely :-

"24.	Night Watchman	70-95	300-430
25.	Asstt. Project Officer	300- 600	700-1150
26.	Farm Manager, Fisheries	350-900	800-1600
27.	Project Officer, Fisheries	400-1100	900-1700
28.	Dy. Director, Fisheries	600-1300	1200-1860";

- (k) under the Department of Labour, against serial numbers 8, 9 and 10, under column 4, for the existing entries, the following entries against each shall be substituted, namely :-

"525-1050"

- (l) under the Department of Legal Remembrance, after serial number 9, the following serial numbers and entries there-against shall be inserted, namely :-

"10.	Superintendent	500-850	1000-1500 (T.S.) +100 special pay 1600 fixed (S.G. for 20% posts) +100 special pay
11.	Personal Asstt.	350-650	700-1250 +75 special pay in lieu of higher time scale. 750-1450 (S.G.) for one senior most P.A. (as Personal to him) +75 spl. pay in lieu of higher time scale.";

- (m) under the Department of Panchayat, after serial number 20, the following serial number and entries thereagainst shall be inserted, namely :

"21.	Tax Collector	120-250	480-760 + 30 S. P."
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- (n) under the Department of Police, against serial number 24, under column 2, for the existing entry, the following entry shall be substituted, namely :-

"Senior Scientific Officer";

- (o) under the Department of Printing and Stationery :-

- (i) against serial number 24, under column 4, for the existing entry, the following entry shall be substituted, namely:- "525-1050+30 Spl. Pay";

- (ii) after serial number 38, the following serial numbers and entries there against shall be inserted, namely :-

"39.	Paper Reel Sheet Cutting Mechanic Operator	110-225	400-660
40.	Welder	120-250	400-660
41.	Layout Artist-cum-Pester	250-500	600-1100
42.	Two colour Web Offset Machine Operator	300-500	600-1100";

(p) Under the Department of Public Relations:-

- (i) against serial number 15, under column 4, for the existing entry, the following entry shall be substituted namely:

"525-1050";

- (ii) after serial 52, the following serial numbers and entries thereagainst shall be inserted, namely :-

"53.	Usher-cum-Peon	70-95	300-430
54.	Attendant	70-95	300-430
55.	Peon-cum-Attendant	70-95	300-430
56.	Store Attendant	70-95	300-430
57.	Theatre Attendant	70-95	300-430
58.	Information Centre Attendant	70-95	300-430
59.	Clipper	90-140	350-500
60.	Head Packer	110-180	400-600
61.	Copy Holder	110-225	400-660
62.	Despatch Clerk	110-225	400-660 (T.S.) 480-760 (S.G. for 20% posts)
63.	Clerk-cum-typist	110-225	400-660 (T.S.) 480-760 (S.G.) 20% posts
64.	Cash Clerk	110-225	400-660 (T.S.) 480-760 (S.G. for 20%)+20 S.P.
65.	Store Clerk	160-400	525-900
66.	Jr. Evaluator	160-400	525-900
67.	Welder	160-400	525-900
68.	Painter	160-400	525-900
69.	Artist (Male/Female)	160-400	525-900
70.	Electrician (Auto)	160-400	525-900
71.	Stage Performer	160-400	525-900
72.	Tabla Performer	160-400	525-900
73.	Harmonium Performer	160-400	525-900
74.	Lineman Sound	225-500	525-1050
75.	Stage Asstt.	225-500	525-1050
76.	Lineman (Light)	225-500	525-1050
77.	Tech. Asstt (Light)	225-500	525-1050
78.	Tailor	225-500	525-1050
79.	Reference Asstt.	225-500	525-1050
80.	Carpenter	225- 500	525-1050

81.	News Marker	225-500	525-1050
82.	Choreographer-cum-Music Director	250-500	600-1100
83.	Craft Master	250-550	600-1100
84.	Display Asstt.	250-600	700-1150
85.	Store Asstt.-cum-Acctt.	250-600	700-1150
86.	Musician	300 -600	700-1250
87.	Asstt. Organiser-cum-Script Writer	300-600	700-1250
88.	Sr. Evaluator	300-600	700-1150
89.	Librarian	300-600	700-1400 for M.A. with diploma/ Degree in Lib. Science or Master Degree in Lib. Science 600-1100 (for others)
90.	Internal Audit Officer	400-650	700-1250
91.	Asstt. Production Officer (Distribution)	400-650	700-1250
92.	Manager-cum-Stage Decorator	400-650	700-1250
93.	Scenario-cum-Script Writer	400-650	700-1250
94.	Stage Performer	400-650	700-1250
95.	Sound Incharge	400-650	700-1250
96.	Light Incharge	400-650	700-1250
97.	Make-up-man-cum-Dresser	400-650	700-1250
98.	Auto-mobile Engineer	350-800	750-1450
99.	Sr. Technician (TV)	350-800	750-1450
100.	Sr. Art Assistant	350-800	750-1450
101.	Music Director	350-900	800-1600
102.	Stage Setter	350-900	800-1600
103.	Information Officer	350-900	800-1600
104.	Sr. Art Executive	550-1000	900-1700
105.	Project Officer (Light Sound)	550-1000	900-1700
106.	Divisional Campaign Officer'	550-1000	900-1700
107.	Visualiser	550-1000	900-1700
108.	Rural Community Theatre Organiser	550-1000	900-1700
109.	Sr. Exhibition Organiser	800-1300	1200-1860
110.	Project Director	1300-1600	1700-2150";

(q) Under the Department of Social Welfare, after serial number 47, the following serial number and entries there against shall be inserted, namely :-

48.	Braille Clerk	110-225	400-660 +25 S.P.
49.	Asstt. Braille Librarian	125-300 with a start of Rs. 160	420-700 + 30 S. P."

- (r) under the Department of Transport, after serial number 42, the following serial numbers and entries there against shall be inserted, namely :-

43	Dent Beater	140-250	420-700
44	Mechanic-cum-Generator Operator	152-250	480-760
45	Legal Adviser	300-600	700-1250 (T.S.) +75 S.P. 750-1450 (S.G. for 20% posts) + 75 S.P.";

- (s) under Department of Technical Education,

- (i) against serial number 3, under column 3, for the existing entry, the following entry shall be substituted, namely :-
"75-95";
- (ii) against serial number 5, under column 3, for the existing entry, the following entry shall be substituted, namely :-
"110-180";
- (iii) against serial number 43, under column 3, for the existing entry, the following entry shall be substituted, namely :-
"225-550";
- (iv) against serial number 45, under column 3, for the existing entry, the following entry shall be substituted, namely:—
"350-600";
- (v) against serial number 67, the following serial numbers and entries thereagainst shall be inserted, namely:

68	Hostel Supdt-cum-P. T.I.	300-600	700-1250
69	Training & Placement Officer	750-1300	1200-1860 + 100 S. P";

- (t) Under Department of Animal Husbandry, after serial number 82, the following serial numbers and entries there against shall be inserted, namely :-

83	Breeding and Rearing Attendant	70-95	300-430
84	Broiler Chicks Rearing Attendant	70-95	300-430
85	Butcher	70-95	300-430
86	Shepherd	70-95	300-430
87	Beldar	70-95	300-430
88	Cartman	70-95	300-430
89	Sweeper-cum-Shed Cleaner	70-95	300-430
90	Dry and Young Stock Attendant	70-95	300-430
91	Calf Boy	70-95	300-430
92	Chuff Cutter Attendant	70-95	300-430
93	Bullock Attendant	70-95	300-430
94	Storeman	70-95	300-430
95	Literate Labour	70-95	300-430

96	Bhisti	70-95	300-430
97	Night Watchman	70-95	300-430
98	Kamdar	70-95	300-430
99	Cattle Attendant	70-95	300-430
100	Syce	70-95	300-430
101	Cleaner	70-95	300-430
102	Weighman	70-95	300-430
103	Fairman	70-95	300-430
104	Bellow Boy	70-95	300-430
105	Ferrier	70-95	300-430
106	Helper	70-95	300-430
107	Jamadar	70-95	300-430
108	Blacksmith	70-95	300-430
109	Head Fitter	70-95	300-430
110	Tractor Driver	80-120	300-430
111	Ferrier	90-140	300-430
112	Sr. Attendant	100-160	350-500
113	Driven for Crouler Type Tractor	100-150	420-700
114	Animal Carrier Tractor Driver	100-160	420-700
115	Sr. Attendant	100-160	400-600
116	Motor Driver	100-160	420-700
117	Truck Driver	100-160	420-700
118	Milk Recorder	100-160	400-600
119	Blacksmith	100-160	350-500
120	Sr. Lab, Asstt.	110-160	400-600
121	Salesman	110-225	400-660
122	Driver-cum-Cinema Operator	110-225	400-660
123	Welder	120-160	400-600
124	Mechanic	120-160	400-600
125	Milk Recorder	130-200	400-660
126	Dresser	130-200	400-660
127	Accountant (Jr. Scale)	130-225	400-660
128	Motor Grader Driver	140-200	420-700
129	Breeding-cum-Rearing Supervisor	160-400	525-1050
130	Store-keeper	160-400	525-1050
131	Dairy Extension Assistant	160-400 225-500	525-1050
132	Electrician	200-250	420-700
133	Generator Operator	200-250	420-700
134	Milking Machine Operator	200-250	420-700

135	Electric Machine-cum-Generator Operator	200-450	525-1050
136	Statistical Investigator	300-600	700-1250
137	Foreman	350-500	700-1150
138	Assistant Research Officer	400-1100	900-1700
139	Assistant Supdt. (Hatchery)	400-1100	900-1700

3. Under Department of Health :-

- (i) against serial number 44, under column 3, for the existing entry, the following entry shall be substituted, namely :-
"120-250";
- (ii) against serial number 61, under column 2, for the existing entry, the following entry shall be substituted, namely:-
"Malaria Laboratory Technician";
- (iii) against serial number 62, under column 2, for the existing entry, the following entry shall be substituted, namely:-
"Laboratory Technician";
- (iv) against serial number 100, under column 3, for the existing entry, the following entry shall be substituted, namely:-
"250-450";
- (v) against serial number 139, under column 3, for the existing entry, the following entry shall be substituted, namely:-
"350-800";
- (vi) after serial number 165, the following serial numbers and entries - there against shall be inserted, namely:—

166	Aya	70-95	300-430
167	Telephone Attendant	70-95	300-430
168	Driver	100-160	420-700 (TS) 525-900 (S.G. for 20% posts)
MEDICAL COLLEGE, ROHTAK			
169	Peon	70-95	300-430
170	Chowkidar	70-95	300-430
171	Sweeper	70-95 + 65 S. P.	300-430 + 65 Spl. Allowance
172	Bearer/Helper	70-95	300-430
173	Stretcher Bearer	70-95	300-430
174	Ward Attendant	70-95	300-430
175	Class IV	70-95	300-430
176	Masalchi	70-95	300-430
177	Mali/Gardener	70-95	300-430
178	Liftman	70-95	300-430
179	Packer	70-95	300-430

180	Aya (Class IV)	70-95	360-430
181	Store Boy	70-95	300-430
182	Boiler Attendant	90-140	300-430
183	Khalasi	70-95	300-430
184	Laboratory Attendant	90-140	350-500
185	Operation Theatre Attendant	90-140	350-500
186	X-Ray Attendant	90-140	350-500
187	Sterilisation Attendant (CSSD)	90-140	350-500
188	Library Attendant	70-95	350-500
189	Lecture Theatre Attendant	70-95	350-500
190	Bone Keeper	70-95	350-500
191	Trained Dai/Nurse Dai	80-120	350-500
192	Cook	75-95, 70-95	350-500
193	Physiotherapy Attendant	90-120	350-500
194	Orthopedic and Prosthetic Attendant	90-120	350-500
195	Plaster Attendant	90-120	350-500
196	Recreation Room Attendant	90-120	350-500
197	Craft Room Attendant	90-120	350-500
198	Paraplegic Attendant	90-120	350-500
199	Chowkidar-cum-Cook (Guest House)	90-140	350-500
200	Daftri	75-105	350-500
201	Book Binder	90-140	350-500
202	Museum Keeper	90-140	350-500
203	Foreman	90-140	350-500
204	Plumber	70-95	350-500
205	Head Malls	70-95	350-500
206	Head Sweeper	70-95 + 65/- S.P.	350-500 + 65 Spl. Allowance
207	Jamadar Sweeper	70 -95 + 65/- Spl. Pay	350-500 + 65 Spl. Allowance
208	Dhabi	75-95	350-500
209	Carpenter	100-160 160-400	350-500
210	Cleaner	70-95	300-430
211	Cook-cum-Bearer	70-95	350-500
212	Dark Room Asstt.	100-160	400-600
213	Lady House Keeper	110-160	400-600
214	Clerk	110-225	400-660 (TS) 480-760 (S.G. for 20% posts)
215	Store keeper/Clerk-cum-Storekeeper	110-225	400-660 (TS) 480-760 (S.G. for 20% posts)
216	Steno-typist	110-225 + 25 Spl. Pay	400-660 + 25/- S.A.

217	Daroga-cum-Clerk	110-225	400-660
218	Computer	110-225	400-660
219	Mech. Typewriter	120-250	400-660
220	Caneman	110-225	400-660
221	Head Cook	110-225	400-660
222	Auxiliary Nurse Midwifery/Midwife	130-200	400-660 (TS) 480-760 (S.G. for 20% posts)
223	Family Planning Field Worker	120-200	400-660
224	Supdt. Girls Hostel	110-200	400-660
225	Cashier (Paying Clinic)	110-225 + 10 Spl. Pay	400-660 + 10 Spl. Pay
226	Case Worker	110-225	400-660
227	Turner (Ortho)	120-160	400-660
228	Laundry-cum-Boiler	120-225	400-660
229	Asstt. Dental Mech.	130-225	400-660
230	B.C.G. Technician	130-200	400-660
231	Food Prosthetic Tech.	200-400	400-660
232	Liftman Mech.	120-250	400-660
233	Asstt. Librarian	110-225	400-660
234	Asstt. Photo Artist	80-100	400-660
235	Tailor	120-180 100-160	400-660
236	Gestetner Operator	100-160	400-660
237	Gas Room Operator	120-250	400-660
238	Sanitary Inspector	120-250	420-700
239	Projectionist	110-225 130-250	400-660
240	Operation Theatre Asstt.	130-225	420-700
241	Jr. Theatre Master	130-225	420-700
242	Sterilization Tech.	130-225	420-700
243	E. C. G. Tech.	130-225	420-700
244	Social Worker	110-225	400-660
245	BEG Tech.	130-225	420-700
246	Driver	110-180 120-250 + 30/- Spl. Pay (Staff Car Driver)	420-700 (T.S.) + 30/- Spl. Pay (Staff Car Driver) 525-900 (SG for 20% posts) + 30/- Spl. Pay for Staff Car Driver
247	Staff Nurse/OT Nurse	140-250	480-760 (TS) 525-900 (SG for 20% posts)
248	Lady Health Visitor	140-250	480-760 (TS) 525-900 (SG for 20% posts)

249	Laboratory Assistant/Laboratory Technician/Jr. Technician	110-330 200-375 (Audimatory 130-225 140-300	480-760 (TS) 525-1050 (SG for 20% posts Lab. Asstt only)
250	Jr. Scale Stenographer	140-300	480-760
251	Medical Record Clerk	140-300	480-760
252	Boiler Attendant	170-300	480-760
253	Electrician	110-180	400-660
254	Glucose Tech.	110-300	420-700
255	Media Maker	120-200	400-660
256	Cashier	140-300	480-760
257	Plastic Tech./Plaster	200-400	525-900
258	T. B. Health Visitor	140-250	480-760
259	Elect. Limb Maker	200-400	525-900
260	Metal Limb Maker	150-220	420-700
261	Plaster Limb Maker	150-220	420-700
262	Leather Limb Maker	150-220	420-700
263	Wood Limb Maker	200-400	525-900
264	Artificial Limb Maker	200-400	525-900
265	Welder-cum-Electro Plaster	200-400	525-900
266	Ward Assistant	450/- fixed	500/- fixed
267	Medical Record Technician	160-400	525-900
268	Receptionist	160-400	525-900
269	Jr. Photographer	160-400	525-900
270	Modellor (Jr. Postmortem)	160-400	525-900
271	Auto Clave Mech.	170-300	480-760
272	Nursing Sister	200-300	525-1050
273	Photographer	225-500	525-1050
274	Fitter	110-225	400-660
275	Mechanic	160-400	525-900
276	Electric-cum-Rewinder	160-400	525-900
277	Animal House Supervisor/Keeper	160-400	525-900
278	Sr. Scale Stenographer	225-500	525-1050
279	Jr. Auditor	160-400	525-1050
280	Asstt./Accountant/Head Clerk	160-400	525-1050
281	Head Store-keeper	160-400	525-900
282	Sr. Store-keeper	225-500	525-1050
283	Jr. Scale Store-keeper	160-400	525-900
284	Pharmacist	160-400	525-1050 (TS) 600-1100 (SG or 20% Posts)
286	Welder Gas	160-400	525-900

287	Welder Electric	160-400	525-900
288	Radiographer/Asstt. Radiographer	120-250	480-760 (TS) 525-900 (SG for 20% Posts)
289	Supervisor (Ortho)	225-500	525-1050
290	Jr. Therapist	200-400	525-1050
291	Sr. Technician	160-400	525-900
292	Theatre Master (OT)	200-400	525-1050
293	Checking Asstt./Technical Asstt.	225-500	525-1050
294	Orthotic technician	225-500	525-1050
295	Rehabilitation Asstt.	140-300	480-760
296	Prosthetic Technician	225-500	525-1050
297	Public Health Nurse	140-200	400-660
298	Hostel Supervisor	250-450	525-1050
299	Health Educator (Eye)	200-400	525-1050
300	Family Planning Extension Educator	200-450	525-1050
301	Sr. Sanitary Inspector	200-300	525-1050
302	Air-conditioning-cum-Refrigerator Mechanic	160-400 145-300	525-900
303	Artist (Junior)	160-400	525-900
304	Reception Officer	200-500	525-1050
305	Dy. Analyst	250-500	600-1100
306	Dental Mechanic	200-400	600-1100
307	Dental Hygienist	200-400	600-1100
308	Dental Mechanic	130-225	420-700
309	Boiler Mechanic	200-400	525-1050
310	Assistant Supervisor (CSSD)	209-300	525-1050
311	Message Technician	200-400	525-1050
312	Foreman (Workshop)	250-500	600-1100
313	Medical Record Technician	160-400	525-1050
314	Senior Photographer	225-500	525-1050
315	Junior Engineer Horticulture (Overseer)	120-225 200-450	525-1050
316	Overseer-cum-Draftsman	160-400	525-1050
317	Junior Physio-Therapist	200-400	525-1050
318	Junior Occupational Therapist	200-400	525-1050
319	Junior Physio and Occupational Therapist	200-400	525-1050
320	Vocational Counsellor	200-400	525-1050
321	Metron	250-450	700-1250
322	Store Officer	300-700	700-1250
323	Sister Tutor	225-350	525-1050
324	Public Health Nurse (Tutor)	225-350	525-1050
325	Artist	250-550	600-1100

326	Modeller	250-550	600-1100
327	Photographer-cum-Artist	225-500	525-1050
328	Photo Artist	250-550	600-1100
329	Senior Radiographer	200-400	600-1100
330	Legal Asstt./ Asstt. Distt. Attorney	-	700-1250+ 75/- S.P. (for those who appear in courts).
331	S.A.S. Accountant (Senior Auditor)	300-600	700-1250
332	Deputy Superintendent (Office)	225-500 + 50/- S.P.	700-1250
333	P.T. I. (Ortho)	300-600	700-1250
334	Social Medical Officer	300-700	700-1250
335	D.P.E.	300-600	700-1250
336	P. A. to M. S.	500-900	700-1250
337	P. A. for G. Body	350-850	700-1250
338	Dietician	300-700	700-1400
339	Librarian	300-600	600-1100 700-1400 (If M. A. with Diploma Degree Library Science)
340	Dental Surgeon	350-900	800-1600
341	Assistant Accounts Officer	350-900	800-1600
342	Asstt. Security Officer	350-900	800-1600
343	Physic-therapist	350-900	800-1600
344	Health Educator (Hosp.)	400-650	750-1450
345	Health Educator-cum-Publicity Officer	350-800 300-500	750-1450 600-1100
346	Chief Store Officer	400-1100	800-1600
347	Demonstrator in Dentistry	400-800	750-1450
348	Asstt. Admn. Officer	500-900	800-1600
349	Medical. Record Officer	350-900	800-1600
350	Dispensary Sudpt.	300-500	600-1100
351	Speech Therapist (ENT/Orth)	300-600 350-900	700-1250 800-1600
352	Head Occupational Therapist	350-900	800-1600
353	Occupational Therapist	350-900	800-1600
354	Prosthetic	350-900	800-1600
355	Orthotist	350-900	800-1600
356	Orthotist-cum-Optometrist	350-900 140-300 300-600	800-1100 420-700 700-1250
357	Nursing Supdt.	250-550	700-1400
358	Principal Tutor	250-450	700-1200
359	Biostatistician	350-800	750-1450
360	Statistician (SPM)	350-900	800-1600

361	Chemist	250-450 300-700	700-1400
362	Physicist	400-1100 250-450	900-1700 700-1400
363	Biochemist	350-900	800-1600
364	Lecturer in Health Education and Family Planning	600-1200	900-1700
365	Lecturer In Pharmacy Department	400-950	800-1600
366	Jr. Lecturer in Pharmacy Department	300-700	700-1400
367	Psychiatric Social Worker/Jr. Worker/Jr. Psychologist	350-800 500-900	800-1600
368	Pharmacist in Pharmacology	350-900	800-1600
369	Child Psychiatrist	350-900	800-1600
370	Clinical Psychologist	350-800 400-1100	800-1600
371	Asstt. Blood Transfusion Officer Epiclomologist Medical Officer Health Sl. Cl. Health Officer (SPM) Women Asstt. Surgeon (SPM) Resident Pathologist Dy. Medical Supdt. (Class II) Jr. Ophthalmic. Surgeon	400-1100 NPA 33 $\frac{1}{3}$ % and 50% NPA according to length of service subject to maximum of Rs. 600	900-1700+ 25% NPA
372	Public Health Engineer	400-1100	900-1700
373	Supdt.	400-650 350-550	1000-1500 700-1400
374	Warden Girls Hostel	700-1300	1000-1500
375	P. A. to D. P.	500-900	1000-1500
376	Asstt. Registrar	700-1300	1000-1800
377	Chief Pharmacist Cl. (Mfg. Pharmacist)	700-1250	1200-1860
378	Administrative Officer	700-1250+ 200/- S.P. (HCS)	As for HCS Officer
379	Security Officer	700-1300	1200-1860
380	Clinical Psychologist (Senior)	400-1100	900-1700
381	Dy. Medical Supdt (Class-I) Blood Transfusion Officer (Class-I) Sr. Ophthalmic Surgeon (Class-I)	850-1300 + NPA 50% maximum Rs. 600 p.m.	1200-1,860 (TS) + Rs. 600 NPA subject to a ceiling of Rs. 2400. 1700-2150, (SG for 20% posts after 13 years of service to HCMS-II and I) plus Rs. 600 NPA Subject to a ceiling of Rs. 2450/-
382	Financial Advisor	900-1500	1400-2000

383	Supdt. Boys Hostel	50/- S.P. plus rent free accommodation	100/- S.P. plus rent free accommodation
384	Supdt. Interns Hostel	75/- S.P. p.m.	Rs. 150 S.P. p.m.
385	Warden Boys Hostel	100/- Spl. Pay p.m.	Rs. 200 Spl. Pay p.m.
386	Warden Girls Hostel	Rs. 100/- Spl. Pay p.m.	Rs. 200 Spl. Pay p.m.
387	Asstt. Supdt. Boys Hostel	Single room rent free accommodation	50 spl. pay p.m. plus Single room rent free accommodation
388	Lecturer in English (for Pharmacy Class)	Rs. 10 per lecture (Rs. 100 per month)	Rs. 25 per lecturer (with a maximum of Rs. 500 p.m.)
389	Demonstrator (Non-Medical)	400-1100	900-1700
390	Head of Pharmacy	1100-1600 1600-1800 (after 5 years service)	1700-2,300 2000-2,500 (as personal to the present incumbent Sh. Chowdhry.
391	Registrar Demonstrator Refractionist	400-1100 + 33½% NPA	As for HCMS Class-I in Health Department
392	Professor	2000-2150 +600 N.P.A .	2000-2400 +600/- N.P.A.
393	Teacher/Lecturer, Reader, Associate Professor	600-1400 (T.S.) 1600/- fixed (S.G. for 10%) + N.P.A. @ 33½% upto Rs. 760 & @ 50% from 800 & above, subject to a maximum of Rs. 600/-	1000-1800 + N.P.A. @ 25% upto Rs. 1300 33½% from 1350 & above 1800/- fixed (S.G. for 20%, posts) + N.P.A. @ 33½%
394	Medical Superintendent	2,750 + Rent free accommodation	2,750+ Rent free accommodation
395	Director-Principal	3,000 fixed + Rent free accommodation	3,000/- fixed + Rent free accommodation

(v) under the department of Vidhan Sabha.—

(i) against serial number 7, under column 4, for the existing entry, the following entry shall be substituted, namely :-

“400-600 + 20 S.P.”;

(ii) for serial numbers 13, 14, 15, 16, 17, 18, 19 and 20 and entries there against, the following serial numbers and entries there against shall be substituted, namely :-

“13.	Gestetnor, Operator	100-160	400-660+20 S.P.
14.	Telephone Attendant	100-160	400-660+20 S.P.
15.	Watch and Ward Assistant	100-160	400-660
16.	Bill Messenger	110-200+15 S.P.	400-660+30 S.P.
17.	Copy Holder	110-225	400-660

18.	Telephone Operator	110-225	400-660
19.	Store Keeper	110-225	400-660
20.	Clerk	110-225	400-660 (T.S.) 480-760 (S.G. for 20% posts)";

- (iii) against serial number 29, under column 4, for the existing entry, the following entry shall be substituted, namely :-
"525-1050 + 40 S.P.";
- (iv) against serial number 30, under column 4, for the existing entry, the following entry shall be substituted, namely :-
"525-1050 [with a start of Rs. 585 (TS)]
700-1250 (S.G. for 20% posts)";
- (v) against serial number 31, under column 4, for the existing entry, the following entry shall be substituted, namely :-
"525-1050 [with a start of Rs. 585 (TS)]
700-1250 (S.G. for 20% posts)";
- (vi) against serial number 38, under column 4, for the existing entry, the following entry shall be substituted, namely :-
"700-1250 (T.S.) + 75 S.P. (in lieu of higher time scale)
750-1450 (S.G. for 20% posts + 75 S.P. (in lieu of higher time scale)";
- (vii) against serial number 41, under column 4, for the existing entry, the following entry shall be substituted, namely :-
"700-1250 (T.S.)+75 S.P. (in lieu of higher time scale)
750-1450 (S.G. for 20% posts) +75/- S.P. (in lieu of higher time scale)";
- (viii) against serial number 43, under column 4, for the existing entry, the following entry shall be substituted, namely :-
"1000-1500 (T.S.)+100 S.P.
1600/- fixed (S.G. for 20% posts)+100 S.P.";
- (ix) against serial number 44, under column 4, for the existing a entry, the following entry shall be substituted, namely :-
"1000-1500 (T.S.)+100 S.P.
1600 fixed (S.G. for 20% posts)+100 S.P.";
- (x) against serial number 48, under column 4, for the existing entry, the following entry shall be substituted, namely :-
"1400-1860 (T.S.)+200 S.P.
1800-2000 (S.G. for 20% posts)+200 S.P.";

(xi) after serial number 50, the following serial numbers and entries, there against shall be inserted, namely :-

"51.	Driver	110-180	420-700 (T.S.)+100 S.P. 525-900 (S.G for 20% posts)+100 S.P.
52.	Assistant Librarian	125-300	420-700
53.	Senior Personal Assistant	350-800+40/- S.P.	750-1450+75 S.P."

T. K. BANERJI,
Secretary to Government, Haryana,
Finance Department.

(Authorised English Translation)

**HARYANA GOVERNMENT
FINANCE DEPARTMENT**

NOTIFICATION

The 16th August, 1985

No. G.S.R. 69/Const./Art.309 /Amd.(1)/85.— In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Haryana hereby makes the following rules, further to amend the Haryana Civil Services (Revised Scales of Pay) Rules, 1980, namely:-

- (1) These rules may be called the Haryana Civil Services (Revised Scales of Pay) First Amendment Rules, 1985.
- (2) These rules shall be deemed to have come into force with effect from the 1st day of April, 1979.

2. In the Haryana Civil Services (Revised Scales of Pay) Rules, 1980 in rule 2, in sub-rule (2) in clause (f), for the words "Government employees" the words "Government employees except ex-military pensioners" shall be substituted.

M.C. GUPTA
Secretary to Government, Haryana,
Finance Department.

From

The Secretary to Government, Haryana,
Finance Department.

To

The Director,
Prosecution Department,
Haryana, Chandigarh.

Memo No. 12/34/4PR(FD)-80

Dated 14th August, 1980

Subject : Revision of pay scales.

Reference Finance Department Notification No. GSR80/Const./Art.309/Amd.(1) 80, dated 21.7.80 on the above subject.

2. Some printing mistakes in column 4 (Revised pay scales) pertaining to your Department have come to the notice of Finance Department. It is requested that corrections may please be made in column 4 as given below :-

Sr. No.	Name of the post	Revised scales in col. 4 (As corrected)
3.	Asstt. Distt. Attorney	700-1250(TS)+Rs.75/- \ Spl. Pay 750-1450(SG)+Rs.75/- S.P.
4.	Distt. Attorney & equivalent post	1260-1860(TS)+Rs.150/-S.P. in Distts. and Rs. 200/- S.P. in Advocate Genl. and ETC office. 1800-200(SG) for 20% Rs. 150/- S.P. in Distts. and Rs. 200/- S.P. in Advocate General and ETC office.

Necessary amendment in the Haryana Civil Services (Revised Scales of Pay) Rules, 1980 will be made in due course.

Yours faithfully,

Sd/-

(Ram Parkash Kapoor)
Under Secretary Pay Revision
for Secretary to Government Haryana,
Finance Department.

No. 12/34/4PR(FD)-80

Dated the 12th August, 1980

A copy is forwarded to the Accountant General Haryana, Chandigarh for information.

Sd/-

Under Secretary Pay Revision
for Secretary to Government Haryana,
Finance Department.

These instructions have been Revised vide No. 6/38/3PR(FD), dated 16.05.1990, No. 1/65/98-3PR(FD), Dated 07.08.1998 & No. 9/16/94-1PR(FD), Dated 09.04.2001.

No. 1/106/3PR(FD)-81

From

The Secretary to Government, Haryana,
Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Division,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 26th March, 1981

Subject : Revision of Pay Scales.

Sir,

I am directed to invite a reference to Haryana Govt. Notifications No. GSR. 20/Const./Art. 309/80, dated the 29th February, 1980 and No. GSR 80/Const./Art. 309/ Amd.(1)/80, dated the 21st July, 1980 with which the pay scales of H.C.S. Officers, Engineers, Deputy Superintendent of Police and Block Development Officers of the Panchayat Department were revised w.e.f. 01.04.1979. The question of further improvement of the pay scales of these categories of employees had been under consideration and after careful consideration, the State Government has decided to revise the pay scales of these posts as indicated below w.e.f. the 1st February, 1981 :-

Sr. No.	Name of the Post	Existing Scales of Pay	Revised Scales of Pay
1	H.C.S. (Executive & Judicial)	940-1700 (T.S.)	980-40-1100-50-1400-EB-60-1700-75-1850 (T.S.).
		1200-1860 (Senior scale after 5 years)	1250-50-1400-EB-60-1700-75-2000 (Senior Scale after 5 years)
		2000-2400 (S.G.) after 14 years of service as HCS in respect of number of selection grade posts already prescribed.	2000-75-2300-100-2400 (SG) after a minimum of 10 years service as HCS in respect of number of selection grade posts already prescribed.
2	Engineering Staff (a) In all Departments : Sectional Officers.	525-1050 (T.S.) 700-1250 (S.G. for 20%)	600-20-700-30-850/900-40-1100 (T.S.) 700- 30-850/900-40-1100-EB-50-1250 (S.G. for 20%)

Sr. No.	Name of the Post	Existing Scales of Pay	Revised Scales of Pay
	(b) In P. W. D. Irrigation, B & R and Public Health Branches.		
	(i) Sub-Divisional Engineer/Officer/Asstt. Executive Engineer	900-1700	940-40-1100-EB-50-1400-60-1700-EB-75-2000 Special pay as already notified on 21.07.1980 will continue.
	(ii) Executive Engineer	1200-1860 (T.S.) 1700-2150 (S.G. for 20% posts after 13 years of service as S.D.O. and Xen).	1400-60-1700-EB-80-2100 (T.S.) 2000-75-2300 (S.G. for 20% posts after 13 years of service as S.D.O and Xen). 60-1700-75-1850 (T.S.) Special pay as already notified on 21.07.1980 will continue.
	(iii) Superintending Engineer	2000-2400	2100-75-2400-100-2500.
	(iv) Chief Engineer	2250-2750	2500-125/2-2750
	(v) Engineer-in-Chief	2250-2750+Rs. 200/- special pay.	2500-125/2-2750+Rs. 250/- special pay.
3	Deputy Superintendent of Police.	900-1700 (T.S.) Rs. 1800/ (fixed S.G. for 20%)	940-40-1100-EB-50-1400-60-1700-EB-75-1850 (T.S.) Rs. 2000/- (Fixed S.G. for 20%)
4	(i) Block Development Officer of Panchayat Department.	700-1250 (T.S.) 750-1450 (S.G. for 20%)	750-30-900/40-1100-50-1450 (T.S.) 800-30-890/940-1100-50-1600 (SG. for 20%)
	(ii) Additional General Assistant.	800-1600	900-40-1100-EB-50-1400-60-1700

The pay of these employees may be refixed in the revised scales of pay in accordance with the normal rules as laid down in Punjab Civil Services Rules Vol. I, Part-I.

2. Receipt of this letter may please be acknowledged.

Yours faithfully,

Sd/-

(L.M. GOYAL),

Joint Secretary Finance (B),
for Secretary to Government, Haryana,
Finance Department.

No. 1/106/3PR(FD)-81

From

The Secretary to Government, Haryana,
Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners &
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court.

Dated, Chandigarh, the 6th April, 1981**Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to. Haryana, Govt. Notification No. G.S.R./80/Const.309/Amd.(1)/80, dated the 21st July, 1980 with which the pay scales of H.C.M.S. Doctors were revised effect from 01.04.1979. The question of further improvement of these employees had been under consideration and after careful consideration, the State Government has decided to further revise the pay scales of the posts with effect from 01.02.1981 as indicated below :-

Sr. No.	Name of the Post	Existing scales of pay	Revised Scales of Pay
1.	H.C.M.S. II	900-1700 plus 25% N.P.A.	940-40-1100EB-50-1400-60-1700-EB-75-2000 plus N.P.A. @ 25% for the first 10 years in H.C.M.S. II and @ 33 $\frac{1}{3}$ % after 10 years of service in H.C.M.S., II subject to a maximum of Rs. 600/- and further subject to a ceiling of Rs. 2300/-
2.	H.C.M.S.I. (including Chief Medical Officer)	1200-1860 (T.S.) + Rs. 600/- N.P.A. subject to a ceiling of Rs. 2400/-	1400-60-1700-EB-80-2100 (T.S.) + Rs. 600/- N.P.A. subject to a ceiling of Rs. 2400/-
		1700-2150 (S.G. for 20% posts after 13 years of service in H.C.M.S II & I) plus Rs. 600/- N.P.A. subject to a ceiling of Rs. 2450/-	2000-75-2300 (S.G. for 20% posts after. 13 years of service in H.C.M.S. II & I) plus N.P.A., subject to a ceiling of Rs. 2500/-
		2000-2400 (S.G.) to 2 posts)+ N.P.A. subject to a ceiling of Rs. 2500/-	Special pay to C.M.O. as already notified on 21.07.1980 will continue.
3.	Deputy Director	1760-2300+Rs. 600/- N.P.A. subject to a ceiling of Rs. 2500/-	2000-75-2300+N.P.A. subject to ceiling of Rs. 2500/-

Sr. No.	Name of the Post	Existing scales of pay	Revised Scales of Pay
4.	Joint Director	1760-2300+Rs. 600/- N.P.A. subject to a ceiling of Rs. 2500/-	2100-75-2400-100-2500 +N.P.A. subject to a ceiling of Rs. 2650/-
5.	Additional Director	2250-2600+Rs. 600/- N.P.A. subject to ceiling of Rs. 2650/-	2250-75-2400-100-2600+ N.P.A. subject to a ceiling of Rs. 2750/-
6.	Director	2500-2750+ N .P.A. subject to a ceiling of Rs. 2750/-	2500-125/2-2750+N.P.A. subject to a ceiling of Rs. 3,000/-

Note:— The word 'ceiling' here implies pay plus N.P.A.

2. The pay of these employees may be refixed in the newly revised scales of pay in accordance with normal rules as laid down in Punjab Civil Services Rules Vol. I, Part-I.

3. Receipt of this letter may please be acknowledged,

Yours faithfully,

Sd/-

(L.M. GOYAL),

Joint Secretary, Finance (B),
for Secretary to Government, Haryana,
Finance Department.

No. 1/211/2PR(FD)-80

From

The Secretary to Government, Haryana,
Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Division,
Deputy Commissioners &
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 3rd July, 1981**Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Haryana Government Notification No. GSR/80/Const/Art 309/80, dated the 29th Feb 1980 and No. GSR/80/Const/Art 309/Amd (1)/80 dated the 21st July, 1980 with which the pay scales of State Government Employees were revised w.e.f. 01.04.1979 and to say that certain anomalies in the revised pay scales were pointed out to the Finance Department. Besides this, there were some posts whose revised pay scales had not been included in the Notifications referred to above. The matter has been considered again in the Finance Department and after careful consideration; it has been decided to revise/further revise the pay scales of some categories of employees as detailed in the Annexure.

2. The pay of the employees whose pay scales have been revised w.e.f. 01.04.1979 will be fixed in accordance with Rule 6 of Haryana Civil Services (Revised Scales of Pay) Rules, 1980, whereas the pay of the employees whose pay scales have been further revised w.e.f. 01.02.1981 will be fixed in accordance with the normal rules as laid down in Punjab Civil Services Rules, Volume-I, Part-I.

3. Necessary amendment in the Notification already issued in respect of the pay scales revised w.e.f. 01.04.1979, will be issued in due course .

4. Receipt of this letter may please be acknowledged.

Yours faithfully,

Sd/-

(N .K. GARG)

Joint Secretary, Finance (B)
for Secretary to Government, Haryana,
Finance Department.

No. 1/211/2PR (FD)-80

Dated, Chandigarh, the 3rd July, 1981

A copy is forwarded to the Accountant General, Haryana, Chandigarh, for Information.

Sd/-

(N .K. GARG)

Joint Secretary, Finance (B)
for Secretary to Government, Haryana,
Finance Department.

A copy is forwarded to all Financial Commissioners and Administrative Secretaries to Government of Haryana, for information and necessary action.

Sd/-
(RAM PARKASH KAPUR)
Under Secretary, Finance (R)
for Secretary to Government, Haryana,
Finance Department.

To

All Financial Commissioners, Haryana;
All Administrative Secretaries to Government of Haryana.

U.O. No. 1/211/2PR (FD)-80

Dated, Chandigarh, the 3rd July, 1981

A copy is forwarded to the Principal Secretary/Secretaries/Private Secretaries to the Chief Minister/Ministers/Ministers of State/Deputy Ministers/Chief Parliamentary Secretary/Parliamentary Secretary for the information of the Chief Minister/Ministers/Ministers of State/Deputy Ministers/Chief Parliamentary Secretary and Parliamentary Secretary.

Sd/-
(RAM PARKASH KAPUR)
Under Secretary, Finance (R)
for Secretary to Government, Haryana,
Finance Department.

To

The Principal Secretary/Secretaries/Private Secretaries to
Chief Minister/Ministers/Ministers of State/Deputy Ministers/
Chief Parliamentary Secretary and Parliamentary Secretary.

U.O. No. 1/211/2PR (FD) -80,

Dated, Chandigarh, 3rd July, 1981.

ANNEXURE 'A'

Name of the Department	Name of the Post	Pre-revised scale of pay	Revised scale of pay w.e.f. 01.04.1979	Revised/further revised scale of pay	Date of effect
1	2	3	4	5	6
Animal Husbandry	1. Assistant Director other equivalent posts and S.D.O. Animal Husbandry	400-100	900-1700	1000-1800	01.02.1981
	2. Director	1500-2000	2000-2500	2150-2500	01.02.1981
Ayurveda	Vaid/Hakim	350-600	700-1250	700-1400 (with two advance increments for B.A.M.S// G.A.M.S. Degree holders)	01.02.1981
Haryana Civil Secretariat	1. Upper Division Clerk	140-300	480-760	525-1050	01.02.1981
	2. Librarian	400-800	700-1400	1000-1500 + Rs. 100/- (special pay)	01.04.1979
	3. Drivers of Ministers Car Section	120-250 + Rs. 90/- special pay	420-700 (T.S) 525-900 (S.G)+ Rs. 100/- special pay	The special pay of Rs. 100/- a ready granted under the revised pay scale enhanced to Rs. 150/- per month.	01.02.1981
Co-operation	1. Inspector (Audit)	160-400 (TS) 350-450 (SG)	480-760 (TS) 525-900 (SG)	525-1050	01.02.1981
	2. Sr. Auditor (Non S.A.S)	225-500	525-1050	525-1050+ Rs. 30 special pay	01.02.1981
Daily Development	1. Milk Commissioner	1500-2000	2000-2500	2150-2500	01.02.1981
	2. Officer In charge training	600-1300	1000-1800	1200-1860	01.02.1981
	3. Asstt. Director Animal Production/ Distt. Dairy Officer	400-1100	-	900-1700 1000-1800	01.04.1979 01-04-1981
	4. Asstt. Dairy Chemist/Asstt. Dairy Bacteriologist	225-500	525-1050	600-1100	01.02.1981
	5. Customer Supervisor	160-400	-	525-1050 (TS) 600-1100 (SG)	01.04.1979
Education	1. Junior Specialist/ Asstt. Project Officer	300-600 400-800	-	700-1250 (TS) 800-1600 (SG)	01.04.1979

Name of the Department	Name of the Post	Pre-revised scale of pay	Revised scale of pay w.e.f. 01.04.1979	Revised/further revised scale of pay	Date of effect
	2. B.Sc./B.T/B.Ed./ B.Sc. Home Science B.Com/ B.T & B.Sc. (Agri.) Master/ Mistress	220-400 (85%) 400-500 (15%)	-	525-1050 (TS) (with a start of Rs. 585/-) 700-1150 (S.G)	01.04.1979
	3. Untrained Master/Mistress	200/- (Fixed) p.m.	-	550/- (Fixed)	01.04.1979
	4. Technical Instructor	225-500	-	525-1050	01.04.1979
	5. Tabla Player	90-140	-	400-600	01.04.1979
	6. Proof Reader	150-300	-	420-700	01.04.1979
	7. Artist	300-600	-	600-1100	01.04.1979
	8. Film Librarian	300-600	-	600-1100	01.04.1979
	9. Technical Assistant Class-III	225-500	-	525-1050	01.04.1979
	10. Agriculture Vigyan Mandir Officer	225-500	-	600-1100	01.04.1979
	11. Librarian Attendant in colleges	70-95 (for under Matric 90-140 (for Matric)	-	300-430 (for Under Matric) 400-600 (for Matric)	01.04.1979
	12. Gasman/ Mechanic	100-160	-	400-600	01.04.1979
	13. Gasman	90-140	-	350-500	01.04.1979
	14. Animal Collector	70-95	-	300-430	01.04.1979
	15. Sr. Laboratory Asstt.	110-225	-	400-660	01.04.1979
	16. Untrained teachers(JBT & C&V)	Rs. 100/- fixed	-	Rs. 400/- fixed	01.04.1979
	17. Untrained Visharad/ Shastri/Sanskrit Teacher	Rs. 150/- Fixed	-	Rs. 500/- Fixed	01.04.1979
	18. Shastri/B.A with Sanskrit as elective subject (untrained Sanskrit Teacher)	Rs. 200/- Fixed	-	Rs. 550/- Fixed	01.04.1979
	19. State Survey Officer	700-1200+ Rs. 100/- Special pay	-	1200-1860+Rs. 100 S.P.	01.04.1979

Name of the Department	Name of the Post	Pre-revised scale of pay	Revised scale of pay w.e.f. 01.04.1979	Revised/further revised scale of pay	Date of effect
	20. Asstt. Stat Survey Officer/ Asstt. Director Adult Education	700-1100+ Rs. 50/- special pay	-	1200-1700 + Rs. 100/- Special Pay	01.04.1979
	21. Programme Script Writer	700-1100	-	1200-1700	01.04.1979
	22. Officer Incharge Central Kitchen and Regional Godown	300-600	-	700-1250	01.04.1979
	23. Editor	300-500	600-1100	700-1150	01.02.1981
Employment	Statistical Asstt.	225-500	525-1050	525-1050 with a start of Rs. 700/- for M.A/M.Sc. 1 st Division	01.04.1979
Food and Supplies	Picker	90-140	350-500	400-660	01.02.1981
	Junior Analyst	130-225 120-250	400-660	400-660 (T.S) 480-760 (S.G)	01.02.1981
	Head Analyst	160-400	525-900 (T.S) 600-1160 (S.G.)	525-1050 (T.S) 600-1100 (S.G)	01.02.1981
Financial Commissioner's Office	Asstt. Project Officer	300-700	700-1250	(i) 750-1450 (provided the qualifications prescribed for this post are not lower than those for B.D.Os)	01.02.1981
				(ii) 700-1250 (for others)	
	Investigator	300-600	600-1100	(i) 700-1250 (provided their qualifications are the same as those of technical Asstt. In the E.S.A Organisation) (ii) 600-1100 (for others)	01.04.1979
Industries	Technical Expert	1300-2000	1760-2300	2100-2500 (as a personal to Sh. K. Maniwanan)	01.02.1981

Name of the Department	Name of the Post	Pre-revised scale of pay	Revised scale of pay w.e.f. 01.04.1979	Revised/further revised scale of pay	Date of effect
Health	1. Drug Inspector	300-600	700-1250	700-1250 (T.S) 750-1450 (S.G for 20%)	01.02.1981
	2. Staff Nurse/Male Nurse/Lady Health Visitor	140-250	480-760 (T.S) 525-900 (S.G for 20%)	480-15-600-EB-20-700-30-820/40-900 (T.S) 525-1050 (S.G for 20%)	01.02.1981
	3. Nursing Sister	200-350	525-1050	600-1100	01.02.1981
	4. Public Health Nurse Teaching	225-350	525-1050	600-1100	01.02.1981
	5. Sister Tutor	225-350	525-1050	600-1100	01.02.1981
Legal Remembrance	1. Superintendent	500-850	1000-1500	1000-1500 (T.S) + Rs. 100/- S.P Rs. 1600/- Fixed (S.G for 20% posts) + Rs. 100/- (Special Pay)	01.04.1979
	2. Personal Asstt.	350-650	700-1250+ Rs. 75/- S.P	700-1250+75S.P in lieu of higher time scale 750-1450 (S.G for one Senior most P.A as personal to him) + Rs. 75/- S.P in lieu of higher time scale.	01.04.1979
Land Records	1. Kanungo	140-300	525-900	525-900 (T.S) 525-1050 (S.G for 10%)	01.02.1981
	Patwari/Moharrir	125-250	400-660	400-660+Rs. 25/- S.P	01.02.1981
Panchayat	Planning Officer	450-800	750-1450	800-1600	01.02.1981
	2. Social Education & Panchayat Officer	220-400 (TS) 350-500 (S.G)	525-1050 (TS) 600-1100 (S.G)	525-1050 (TS) 700-1150 (SG)	01.02.1981
Social Welfare	1. Leather Tech., Tailoring Tech., Basketry Tech., Weaving Tech., Machine Emb.Tech. Hand Emb. Technician, Soap Making Technician, Tailoring Instructor	140-300 140-225	480-760 420-700	(i) 525-1050 (for those who possess the same qualifications as in I.T.I or acquire those qualifications subsequently) (ii) 480-760 (for others)	01.02.1981

Name of the Department	Name of the Post	Pre-revised scale of pay	Revised scale of pay w.e.f. 01.04.1979	Revised/further revised scale of pay	Date of effect
	2. Other Technician	160-400	525-900	525-1050	01.02.1981
	3. Master Cutter	225-500	525-900	600-1100	01.02.1981
	4. Warder	90-140	350-500	400-660	01.02.1981
	5. Head Warder	100-160	350-500+25 Spl. Pay	450-700	01.02.1981
	6. Inspector	200-400	525-900	600-1100	01.02.1981
	7. Music Teacher, Weaving Teacher, Basketry Teacher, Math Teacher, Craft Teacher, Science Teacher, Jr. Braille Teacher, Braille-cum-Typing Instructor, Geography Teacher.	160-400	525-900	525-1050	01.02.1981
	8. Sr. Braille Teacher	225-500	525-1050	600-1100	01.02.1981
	9. Music Teacher	125-250	420-700	525-1050	01.02.1981
	10. Dispenser	140-300	525-900	525-1050	01.02.1981
	11. Child Development Project Officer	300-700	700-1400	Class II with no change in pay scale	01.02.1981
	12. Joint Director	700-1250	1400-2000	1700-2150	01.02.1981
	13. Proof Reader	110-225	-	400-660	01.04.1979
	14. Braille Clerk	110-225	-	400-660+25/- Spl. Pay	01.04.1979
	15. Asstt Braille Librarian	125-300 With a start of Rs. 160/-	420-700	420-700+30/- Spl. Pay	01.04.1979
	16. Programme Officer	350-900	-	800-1600	4-6-79 (date of creation of post)
Sports	Coaches	300-600	700-1250	700-1250 (TS) 750-1450 (S.G for 20% posts)	01.02.1981
Sainik Board	Secretary Zila Sainik Board	700-1250	900-1800	900-1800 (TS) 1400-2000 (SG for 20% posts)	01.02.1981
Printing & Stationary	Asstt. Incharge	160-400+20/- Spl. Pay	525-1050	525-1050+30/- Spl. Pay	01.04.1979

Name of the Department	Name of the Post	Pre-revised scale of pay	Revised scale of pay w.e.f. 01.04.1979	Revised/further revised scale of pay	Date of effect
Prison	1. Mason Master, Carpenter Weaving Master, Dying Master, Leather Master, Tailor Master, Black Smith	140-250	400-660	420-700	01.02.1981
	2. Sub Asstt. Supdt	140-300	480-760	525-900	01.02.1981
	3. Asstt. Supdt. Jail Welfare Officer/ Probation Officer (Including one Sr. Asstt. Supdt.)	200-500	600-1100	600-1100 (TS) 700-1250 (SG) for 20% posts) Rs. 25/- Spl. Pay to Sr. Asstt. Supdt. I (w.e.f. 01.04.1979)	01.02.1981
	4. Dy. Supdt. Jail	300-700	700-1250	700-1400	01.02.1981
	5. Distt. Probation Officer	300-700	700-1250	700-1400	01.02.1981
	6. Supdt Jail (Including Chief probation Officer & Principal Jail Training School)	550-1000	800-1600	900-1700	01.02.1981
	7. Addl. I.G./I.G. Prison (Deptt.)	1000-1500	1500-2000	1700-2150	01.02.1981
Transport	1. Dent Beater	140-250	-	420-700	01.04.1979
	2. Mechanic Carbonator Calibration Mechanic Instrument Mech	152-250	420-700	480-760	01.02.1981
	3. Mechanic-cum- Generator Operator	152-250	-	480-760	01.04.1979
	4. Motor Vehicle	250-500	600-1100	700-150	01.02.1981
	5. Traffic Manager	350-800	750-1450 (T.S.) 800-1600 (SG)	800-1600 (TS) 900-1700 (SG) for 20% posts)	01.02.1981
	6. Works Manager	350-850	750-1450 (TS) 800-1600 (SG) for 2 posts for non Graduate Engineers 900-1700 for Graduate Engineers	800-1600 (TS) 900-1700 (SG) for 2 posts for non Engineering Degree holders	01.02.1981

Name of the Department	Name of the Post	Pre-revised scale of pay	Revised scale of pay w.e.f. 01.04.1979	Revised/further revised scale of pay	Date of effect
	7. Establishment Officer Extra Transport Controller Store Purchase Officer	500-800 500-850 350-900	800-1600	800-1600 for non Engineering Degree holders 900-1700 for Engineering Degree holders	01.02.1981
	8. Service Engineer	350-800	750-1450 for non Graduate Engineers 900-1700 for Graduate Engineers	800-1600 for non Engineering Degree holder 940-2000 for Engineering Degree holder	01.02.1981
Architecture Department	1. Assistant Draftsman	160-400	525-1050	600-1100	01.02.1981
	2. Jr. Draftsman	250-500	600-1100	700-1250	01.02.1981
	3. Sr. Draftsman	350-500	700-1250	750-1450	01.02.1981
	4. Asstt. Architect	400-1100	900-1700	940-2000	01.02.1981
	5. Architect	750-1300	1200-1860	1400-2100	01.02.1981
	6. Sr. Architect	1600-2000	2000-2400	2100-2500	01.02.1981
	7. Chief Architect	2250-2750	2500-2750	No Change	01.02.1981
Town & Country Planning	1. Asstt. Draftsman	160-400	525-1050	600-1100	01.02.1981
	2. Building Inspector	200-450 (TS)	525-1050 (TS)	600-1100 (TS)	01.02.1981
		450-500 (SG)	700-1250 (SG)	700-1250 (SG)	01.02.1981
	3. Junior Draftsman	250-500	600-1100	700-1250 (SG)	01.02.1981
	4. Senior Draftsman	350-550	700-1250	750-1450	01.02.1981
	5. Asstt. Town Planner	400-1100	900-1700	940-2000	01.02.1981
	6. Distt. Town Planner	750-1300 (TS)	1200-1860 (TS)	1400-2100 (TS)	01.02.1981
		1300-1600 (SG)	1700-2150 (SG)	2000-2300 (SG)	
7. Regional Town Planner	1300-1600	1700-2150	2000-2300	01.02.1981	
8. Senior Town Planner	1600-2000	2000-2400	2100-2500	01.02.1981	
Chief Electrical Inspector	1. Asstt. Engineer	400-1100	900-1700	940-2000	01.02.1981
	2. Senior Asstt. (Class I)	400-1100	900-1700	940-2000	01.02.1981
	3. Chief Electrical Inspector	1600-2000	2000-2400	2100-2500	01.02.1981
In all	(i) Tracer	110-225+two advance	400-660	400-660 (TS) 480-760 (SG for	01.02.1981

Name of the Department	Name of the Post	Pre-revised scale of pay	Revised scale of pay w.e.f. 01.04.1979	Revised/further revised scale of pay	Date of effect
Departments		increments		20% posts)	
	(ii) Draftsman	160-400	525-1050	600-1100	01.02.1981
	(iii) Head Draftsman	250-500	600-1100	700-1250	01.02.1981
	(iv) Circle Head Draftsman	350-550	700-1250	750-1450	01.02.1981
	(v) All employees in the pre-revised scale of 100-160	100-160	350-500	400-600	01.02.1981
	(vi) Peons	-	300-430	300-430 (TS) 350-500 (SG for 20% posts)	01.02.1981

No. 1/211/2PR(FD)-80

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners &
Sub Divisional Officers, (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 6th October, 1981**Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Haryana Government Notification No. GSR/80/Const./Art. 309/80, dated the 29th Feb., 1980 and No. GSR/80/Const./Art. 309/Amd.(1)/80, dated the 21st July, 1980 with which the pay scales of State Government Employees were revised w.e.f. 01.04.1979 and also to Finance Department circular letter No. 1/211/2PR(FD)-80, dated the 3rd July, 1981, with which the pay scales of some categories of employees were revised/further revised w.e.f. 1-4-79/01.02.1981. The question of revision/further revision of pay scales of some left out/other categories of employees had been under consideration of the State Govt. After careful consideration, it has been decided to revise/further revise the pay scales of those employees as detailed in the Annexure¹.

2. The pay of employees whose pay scales have been revised w.e.f. 01.04.1979 will be fixed in accordance with Rule 6 of Haryana Civil services (Revised Scales of Pay) Rules, 1980, whereas the pay of the employees whose pay scales have been further revised w.e.f. 01.02.1981 will be fixed in accordance with the normal rules as laid down in Punjab Civil Services Rules, Volume-I, Part-I.

3. Necessary amendments in the Notification already issued in respect of the pay scales revised w.e.f. 01.04.1979, will be issued in due course.

4. Receipt of this letter may please be acknowledged.

Sd/-

(N. K. GARG)

Joint Secretary, Finance (B)
for Commissioner & Secretary to Government,
Haryana, Finance Department.

¹ For Annexure see Date wise folder of F.D. instructions at website of Finance Department www.finharyana.gov.in.

No. 1/211/2PR(FD)-80

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Division,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 15th January, 1982**Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Haryana Government Notification G.S.R./ 80/ Const./Art.309/80, dated the 29th Feb., 1980 and G.S.R./80/Const./Art. 309/Amd.(1)/80, dated the 21st July, 1980 with which the pay scales of State Government Employees were revised with effect from 01.04.1979 and also to Finance Department Circular letter No. 1/211/ 2PR(FD)-80, dated the 3rd July, 1981 and No. 1/211/2PR(FD)-80, dated the 6th October, 1981 with which the pay scales of some categories of employees were revised/further revised with effect from 01.04.1979/01.02.1981. The question of revision/further revision of pay scales of some other categories of employees has been under consideration of the State Government. It has been decided to revise/further revise the pay scales as detailed in the Annexure.

2. The pay of employees whose pay scales have been revised with effect from 01.04.1979 will be fixed in accordance with Rule 6 of Haryana Civil Service (Revised Scales of Pay) Rules, 1980, whereas the pay of the employees whose pay scales have been further revised with effect from 01.02.1981 will be fixed in accordance with the normal rules laid down in Punjab Civil Services Rules Vol. I, Part I.

3. Necessary amendment in the Notification already issued in respect of the pay scales revised with effect from 01.04.1979 will be issued in due course.

4. Receipt of this letter may please be acknowledged.

Yours faithfully,

Sd/-
(RAJNI RAZDAN)
Joint Secretary Finance (R)
for Commissioner & Secretary to Government,
Haryana, Finance Department.

No. 1/211/2PR(FD)-80

Dated, Chandigarh, the 15th Jan., 1982

A copy is forwarded to the Accountant General, Haryana, Chandigarh for information.

Sd/-
(RAJNI RAZDAN)
Joint Secretary Finance (R)
for Commissioner & Secretary to Government,
Haryana, Finance Department.

No. 1/211/2PR(FD)-80

Dated, Chandigarh, the 15th Jan., 1982

A copy is forwarded to all Financial Commissioners and Administrative Secretaries to Government, Haryana for information and necessary action.

Sd/-
(RAM PARKASH KAPUR)
Under Secretary Finance (R),
for Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Financial Commissioners, Haryana.
All Administrative Secretaries to Government of Haryana.

U.O. No. 1/211/2PR (FD)-80,

Dated, Chandigarh, the 15th Jan., 1982

A copy is forwarded to the Principal Secretary/Secretaries/Private Secretaries to the Chief Minister/Ministers/Ministers of State/Deputy Ministers/Chief Parliamentary Secretary/Parliamentary Secretary for the information of the Chief Minister/Ministers/Ministers of State/Deputy Ministers/Chief Parliamentary Secretary and Parliamentary Secretary.

Sd/-
(RAM PARKASH KAPUR)
Under Secretary Finance (R),
for Commissioner & Secretary to Government,
Haryana, Finance Department.

To

The Principal Secretary/Secretaries/Private Secretaries to
Chief Minister/Ministers/Ministers of State/Deputy Ministers/
Chief Parliamentary Secretary and Parliamentary Secretary.

U.O. No. 1/211/2PR (FD)-80,

Dated, Chandigarh, the 15th Jan, 1982.

ANNEXURE

Name of the Department	Name of the post	Pre-revised pay scale	Revised scale of pay w.e.f. 01.04.1979	Revised/ Further revised scale of pay	Date of effect
1	2	3	4	5	6
Architecture	Architectural Asstt.	450-700	750-1450	750-1450+Rs. 50/- S.P.	01.02.1981
	Architect	750- 1300	1200-1860	1400-2100 (TS) 2000-2300 (SG for 20% posts)	01.02.1981
Secretary to Governor	House Bearer	80-120	300-430	300-430+25/- S.P.	01.02.1981
	Khidmatgar	80-120	300-430	300-430+25/- S.P.	01.02.1981
Education	Dy. Director	700-1200	460-1860	1200-1860 +100/-S.P.	01.04.1979 (for two posts where spl. pay of Rs. 100/- was being given under the pre-revised pay scale 01.02.1981 (for remaining three posts)
	Type-writing Instructor	125-300	420-700	480-760 (TS) 525-900 (SG - for 20% posts)	01.02.1981
Economic & Statistical Organisation	Asstt. Research Officer/Asstt. Distt. Statistical Officer	300-600	700-1200 with two advance increments for M.A. 1 st Division	700-1250 (TS) with two advance increments for MA 1 st Division 700-1400 (SG) 20% posts	01.02.1981
Industries	Drilling Asstt.	220-400	525-900+30/- Special Pay.	600-1100	01.02.1981
	Mining Inspector	200-400	-	600-1100 (TS) 700-1250 (SG for 20% posts)	01.04.1979
Industrial Training	Principal/Asstt. Director Technical (Grade 'B')	350-900 (for Diploma holders) 400-1100 (for Degree holders).	800-1600 (for Diploma holders) 900-1700 (for Degree holders).	No change for Diploma holders. 940-2000 for Degree holders.	01.02.1981
	Dy. Director/ Dy. Apprenticeship Advisor (Grade 'A' Senior)	700-1250	1200-1860	1400-2100 for Degree holders. 1200-1860 to continue for Non Degree holders.	01.02.1981
	Crafts Instructor/ instructress (including allied Drawing, Math Instructor).	160-400 225-500	525-1050	600-1100 for Diploma holders in Civil/Elect./Mech./ Auto Engg. 525-1050 to continue for others.	01.02.1981

Name of the Department	Name of the post	Pre-revised pay scale	Revised scale of pay w.e.f. 01.04.1979	Revised/ Further revised scale of pay	Date of effect
Health	Chemist	250-450	600-1100	600-1100+50/- S.P. in lieu of higher time scale.	01.02.1981
Irrigation	Head Revenue Clerk	160-400	525-1050	525-1050+25/- S.P. in lieu of higher time scale.	01.02.1981
Public Health	Technician-cum-Laboratory Asstt.	140-225	-	400-660	01.04.1979
Agriculture	Village Level Extension Worker	110-200 (TS) 180-250 (SG) 220-450 (SG) as personal to those taken from Development & Panchayat Department	400-660 (TS) 480-760 (SG for 20% posts)	400-660 (TS) 480-760 (SG for 20% posts)	No change
				525-1050 (SG as personal to those who were in the SG of 220-450)	01.02.1981
Police	Photographic Asstt.	300-600	-	700-1250	01.04.1979
	Director Forensic Laboratory	1800-2250	2150-2500	2000-2500	01.04.1979
Public Relations	Packer	90-140	350-500	400-600	01.02.1981
Development and Panchayat	Cattle Fair Inspector	110-225	400-660	400-660 (TS) 480-760 (SG for 20% posts)	01.02.1981
Sports	Senior Programme Officer	600-1100	-	900-1700	24-5-79
Town and Country Planning	Planning Asstt.	450-700	750-1450	750-1450 + 50/- S.P.	01.02.1981
Wild Life Preservation	Wild Life Guard	90-140	350-500	400-600	13-11-81 (i.e. the date this pay scale was given to Forest Guards).
Welfare of Scheduled Caste & Backward Classes	Asstt. Cook, Cook	70-95	-	350-500	01.04.1979
	District Welfare Officer .	300-700 350-900 (w.e.f. 1-5-79)	-	800-1600	01.02.1981
	Tehsil Welfare, Officer	140-300 (for Matriculates) 160-400 (for Graduates) 250-500 (for both w.e.f. 1-5-79)	-	525-900 (for Matriculates) 600-1100 (for Graduates)	01.02.1981
In All Departments	Junior Auditor	160-400	-	525-1050 (TS) 600-1100 (SG) for 20% posts	01.02.1981

No. 1/54/2PR(FD)-82

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Heads of Department,
Commissioners Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 30th March, 1982**Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Haryana Government Notification G.S.R./80/Const./Art-309/80, dated the 29th February, 1980 and G.S.R./80/Const./Art-309/Amd.(1)/80, dated the 21st July, 1980 with which the pay scales of State Government Employees were revised with effect from 01.04.1979 and also to Finance Department circular letter No. 1/211/2PR(FD)-80, dated 3rd July, 1981, and of even No. dated the 6th October, 1981 and 15th January, 1982 with which the pay scales of some categories of employees were revised/ further revised with effect from 01.04.1979/01.02.1981. The question of revision/further revision of pay scales of some other categories of employees has been under consideration of the State Government. It has been decided to revise/further revise the pay scales as detailed in the Annexure. Finance Department letters dated 3-7-81, 6-10-81 and 15-1-82 stand modified to the extent of pay scales shown in the Annexure.

2. The pay of employees whose pay scales have been revised with effect from 01.04.1979 will be fixed in accordance with Rule 6 of Haryana Civil Services (Revised Scales of Pay) Rules, 1980, whereas the pay of the employees whose pay scales have been further revised with effect from 01.02.1981, will be fixed in accordance with the normal rules laid down in Punjab Civil Services Rules, Vol. I, Part-I.

3. It has also been decided to reconstruct the standard pay scales w.e.f. 01.04.1979 as given below :-

	From	To
1.	300-5-400/10-430	300-5-360/8-400/10-430
2.	350-5-400/10-500	350-5-360-8-400/10-500
3.	420-10-490/525-15-600-EB-20-700	420-10-490/540-15-600-EB-20-700
4.	450-10-490/525-15-600-20-700	450-10-490/540-15-600-20-700

The pay of the employees, covered by these pay scales, be refixed where necessary.

4. Necessary amendment in the Notification already issued in respect of the pay scales revised with effect from 01.04.1979. will be issued in due course.

Yours faithfully,

Sd/-

(Rajni Razdan)

Joint Secretary Finance (W)
for Commissioner & Secretary to Govt.,
Haryana, Finance Department.

No. 1/54/2PR(FD)-82

Dated, Chandigarh, the 30th March, 1982

Copies are forwarded to Accountant General, Haryana, Chandigarh, for information.

Sd/-
(Rajni Razdan)
Joint Secretary Finance (W)
for Commissioner & Secretary to Govt.,
Haryana, Finance Department.

A copy is forwarded to all Financial Commissioners and Administrative Secretaries to Government, Haryana for information and necessary action.

Sd/-
(Ram Parkash Kapur)
Under Secretary Finance (R)
for Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Financial Commissioner, Haryana
All Administrative Secretaries to Govt., Haryana,

U.O. No. 1/54/2PR(FD)-82

Dated, Chandigarh, the 30th March, 1982

Copies are forwarded to the Principal Secretary/Secretaries/Private Secretaries to the Chief Minister/Ministers/Minister of State/Deputy Ministers/Chief Parliamentary Secretary/Parliamentary Secretary for information of the Chief Ministers/Ministers/Ministers of State/Deputy Ministers/Chief Parliamentary Secretary/Parliamentary Secretary.

Sd/-
(Ram Parkash Kapur)
Under Secretary Finance (R)
for Commissioner & Secretary to Govt.,
Haryana, Finance Department.

To

The Principal Secretary/Secretaries/Private Secretaries to
Chief Minister/Ministers/Minister of State/Deputy Ministers/
Chief Parliamentary Secretary/Parliamentary Secretary.

U.O. No. 1/54/2PR(FD)-82

Dated, Chandigarh, the 30th March, 1982

ANNEXURE

Name of the Department	Name of the Post		Pre-revised pay scale	Revised scale of pay w.e.f. 01.04.1979	Revised/Further revised scale of pay	Date of effect
1	2		3	4	5	6
Chief Electrical Inspector	1.	Chief Electrical Inspector	1600-2000	2000-2400	2100-75-2400-100-2500	01.02.1981
	2.	Senior Assistant Engineer	400-1100	900-1700	940-2000	01.02.1981
	3.	Line Superintendent	200-450	525-1050	600-1100 (T.S.) 700-1250 (S.G. for 20% posts)	01.02.1981
Development Department	1.	Lady Circle Supervisor	300-700	700-1250	750-1450 (T.S.) 800-1600 (S.G. for 20% posts)	01.02.1981
	2.	Accountant (in Blocks)	160-400 (T.S.) 225-500 (S.G.)	525-1052	525-1050 (T.S.) 600-1100 (S.G. for 20% posts)	01.02.1981
	3.	Artist-cum-Draftsman	250-500	600-1100	700-1250	01.02.1981
Panchayat Department	1.	Upper Division Clerk	140-300	480-760	525-900	01.02.1981
Legal Remembrancer	1.	Assistant/Senior Scale Stenographer	225-500	525-1050 (with a start of Rs. 585/-)	525-1050 (T.S.) with a start of Rs. 585/- 700-1250 (S.G. for 20% posts)	01.02.1981
Education	1.	Lady Squad Supervisor	140-225	-	420-700 as a personal measure to the present incumbent	01.04.1979
	2.	Registrar/Asstt. Registrar (Examination)	500-850 + Rs. 50/- Spl. Pay	800-1600	1200-1600	01.02.1981
	3.	Budget Officer				
Public Service Commission	1.	Asstt./Sr. Scale Stenographer	225-500	525-1050 (with a start of Rs. 585/-)	525-1050 (T.S.) with a start of Rs. 585/- 700-1250 (S.G. for 20% posts)	01.02.1981
	2.	Deputy Superintendent/ Personal Assistant	350-650	700-1250	700-1250 (T.S.) + Rs. 75/- Spl. Pay in lieu of higher time scale 750-1450 (S.G.) + Rs. 75/- Spl. Pay in lieu of higher time scale	01.02.1981
	3.	Superintendent	500-850	1000-1500	1000-1500 + Rs. 100/- Spl pay 1600/- (fixed) (S.G.) + Rs. 100/- Spl. Pay	01.02.1981
Medical College Rohtak	1.	Demonstrator (Non-Medical)	400-1100	-	900-1700	01.04.1979
		Head of Pharmacy	1100-1600 1600-1800 (after 5 years service)	- - -	1700-2300 2000-2500 (as personal to the present incumbent Sh. Chowdhry)	01.04.1979

Name of the Department	Name of the Post	Pre-revised pay scale	Revised scale of pay w.e.f. 01.04.1979	Revised/Further revised scale of pay	Date of effect	
	2.	Registrar Demonstrator Refractionist Professor	400-1100+ 33½% NPA 2000-2150+ 600/- NPA	-	As for HCMS Class-II in Health Department	01.04.1979
				-	(i) 2000-2400+ 600/- NPA	01.04.1979
					(ii) 2250-2400+ 600/- NPA	01.02.1981
	3.	Teacher/Lecturer Reader, Associate Professor	600-1400 (T.S.) 1600/- fixed (S.G. for 10%) +NPA @ 33½% upto Rs. 760/- & @ 50% from 800/- & above, subject to a maximum of Rs. 600/-.	-	1000-1800 +NPA @ 25% upto 1300/-, 33½% from 1350/- & above	01.04.1979
					1800/- fixed (S.G.) for 20% posts + NPA @ 33½%	
					1100-50-1300/- 50- 1400-60-1700/75- 1850 (T.S.)	01.02.1981
					1850/- fixed (S.G. for 20% posts) + 25% NPA upto 1300/-, 33½% from 1350/- & above subject to a maximum of Rs. 600/.	
	4.	Medical Supdt.	2750/- + rent free accommo- dation	-	2750/- + rent free accommodation	01.04.1979
					3000/- + rent free accommodation	01.02.1981
	5.	Director Principal	3000/- fixed + rent free accommo- dation	-	3000/- fixed + rent free accommodation	01.04.1979
3000/- fixed + Rs. 250/- S.P. + rent free accommodation.					01.02.1981	
Note :- Teaching allowance to continue at existing rates.						
Health	1.	Establishment Officer	450-800	800-1600	1200-1600	01.02.1981
	2.	Budget Officer	500-850	800-1600	1200-1600	01.02.1981
	3.	Administrative Officer	800-1100	800-1600	1200-1600	01.02.1981
	4.	Asstt. Dental Surgeon	350-800 +33½% NPA	800-1600 + 25% NPA	900-1700+ 25%NPA	01.02.1981
	5.	Sr. Dental Surgeon	850-1300	-	1200-1860+ 600/- NPA subject to a ceiling of Rs. 2400/-	Date of creation of the post
					1400-2100 + Rs. 600/- NPA subject to a ceiling of Rs. 2400/-	01.02.1981
	6.	Dy. Director (Nursing)	1200-1800	-	1760-2300 without NPA	16-6-80 (date of upgradation of post)
7.	Teacher	200-300	480-760	525-1050	01.02.1981	

Name of the Department	Name of the Post	Pre-revised pay scale	Revised scale of pay w.e.f. 01.04.1979	Revised/Further revised scale of pay	Date of effect	
Technical Education	1.	Demonstrator	250-550	-	600-1100 (T.S.) 700-1250 (S.G.) for 20% posts)	01.04.1979
	2.	Lecturer in Pharmacy/Library Science Commercial Practice Stenography	400-1100 + Rs. 100/- Spl. Pay	800-1600	800-1600 Rs. 100/- spl. pay to all Lecturers.	01.02.1981
	3.	Lecturer in Engg. Subjects	400-1100 + Rs. 100/- S.P.	800-1600 + Rs. 100/-	940-2000 + Rs. 100/- Spl. Pay to Lecturers who hold Bachelor of Engg. Degree, or AMIE Degree or Diploma in Engg. subjects plus diploma of T.T.I. with 3 years experience	01.02.1981
	4.	Head of Department Govt. Polytechnic for Women	400-1100 750-1300 + Rs. 100/- S.P. (28.8.80)	900-1700	1200-1860 +Rs. 100/- S.P.	28.8.80
	5.	Principal Govt. Polytechnic for women	700-1250 1300-1800 + Rs. 100/- S.P. (28-8-80)	1400-2000	700-2150 + Rs. 100/- S.P.	28-8-80
	6.	Principal S.I.T., Sonipat	800-1250 1300-1800 + Rs. 100/- S.P. (28-8-80)	1400-2000	1750-2150 + Rs. 100/- S.P. 2000-2400 + Rs. 100/- S.P.	28-8-80 01.02.1981
Transport		Inspectors	140-250	420-700	525-900 (T.S.) 600-1100 (S.G. for 20% posts)	01.02.1981
	1.	Chief Inspectors	160-400	525-1050	600-100 + 30/- S.P.	01.02.1981
	2.	Estab. Officer	500-800	800-1600	1200-1600	01.02.1981
Social Welfare		Proof Reader	110-225	400-600	400-600 + Rs. 25/- S.P.	01.02.1981
Treasury Accounts (Accts. Trg. Institute)		Asstt. Accounts Officer	(entrusted with teaching duties)	Rs. 30/-S.P.	50/-S.P.	01.04.1979
		Accounts Officer	-do-	Rs. 50/- S.P.	75/- S.P.	01.04.1979
Employment Ayurveda		Dy. Director	400-1100	900-1700	1000-1800	01.02.1981
		Dispenser	100-160	400-660	400-650 (T.S.) 480-760 (S.G.) for 20% posts)	01.02.1981
Industries		Draftsman	225-500	525-1050	600-1100	01.02.1981
Industrial Training	1.	Compounder	140-300	480-760	525-1050	01.02.1981
	2.	Craft Instructor/ Instructress (including allied Drawing, Math Instructors)	160-400 225-500	525-1050	600-1100	01.02.1981

Name of the Department	Name of the Post	Pre-revised pay scale	Revised scale of pay w.e.f. 01.04.1979	Revised/Further revised scale of pay	Date of effect
	3. Principal Asstt. Director, Technical (Grade 'B')	350-900 (for Diploma holder 400-1100 (for Degree holders)	800-1600 for Diploma holders 900-1700 (for Degree holders)	900-1700 (for Diploma holders) 940-2400 (for Degree holders)	01.02.1981
	4. Principal Grade 'A'/ Asstt. Director, Technical	400-1100	900-1700	940-2000	01.02.1981
	5. Dy. Director/ Dy. Apprenticeship Advisor Grade 'A' (Senior) (on technical side)	700-1250	1200-1860	1400-2100	01.02.1981
Prosecution	1. Asstt. Distt. Attorney	350-650 + Rs. 75/- Spl. Pay	700-1250 (TS) + Rs. 75/- Spl. Pay 750-1450 (S.G.) + Rs. 75/- S.P.	700-1250 (TS) + Rs. 100/- Sp. Pay 750-1450 (S.G.) + Rs. 100/- Spl Pay	01.02.1981
	2. Dy. Distt Attorney	350-900 (with a minimum of Rs. 540/- + Rs. 100/- S.P. 950-1200 (S.G.) + Rs. 100/- S.P.	800-1600 (T.S.) + Rs. 100/- Spl. Pay 1200-2700 (S.G.) + Rs. 100/-	900-1700 (T.S.) +Rs. 100/- Spl. Pay 1200-50-1400-60-1700-75-1850 (S.G.) +Rs. 100/- Spl. Pay	01.02.1981
	3. Distt. Attorney	700-1250 (T.S.) + Rs. 150/- S.P. Rs. 200 S.P. in Advocate General Office 1300-1500 (S.G.) + S.P. as above	1200-1860 (T.S.) + Rs. 150/- Spl. Pay in Advocate General Office & E.T.C. Office 1800-2000 (S.G.)+ S.P. as above	1250-50-1400-EB-60-1700-75-200 (T.S.) + Rs. 150/- Spl. Pay in Districts 200/- Spl. Pay in Advocate General Office & E.T.C. Office 2000-2400 (S.G.) + S.P. as above	01.02.1981
	4. Jt. Director Prosecution	1600-1800 + Rs. 200/- Spl. Pay	1760-2300 + Rs. 200/- Spl. Pay (1.6.79)	2000-2400 +Rs. 250/- Spl. Pay	01.02.1981
Advocate General Office	1. Asstt. Advocate General	1500-2000 + Rs. 500/- NPA	2000-2400 + Rs. 500/- NPA	2250-2500 + Rs. 500/- NPA	01.02.1981
	2. Dy. Advocate General	2000-2300 + Rs. 600/- NPA	2250-2600 + Rs. 600/- NPA	2500-2750 + Rs. 600/- NPA	01.02.1981
	3. Sr. Dy. Advocate General	2250-2500 + Rs. 700/- NPA	2250-2600 + Rs. 700/- NPA	2500-2750 + Rs. 700/- NPA	01.02.1981
Labour	1. Inspector of Factories	400-1100 (for Degree holders) 350-900 (for others)	900-1700 (for Degree holders) 800-1600 (for others)	940-200 (for Degree holders) 800-1600 (for others)	01.02.1981

Name of the Department	Name of the Post	Pre-revised pay scale	Revised scale of pay w.e.f. 01.04.1979	Revised/Further revised scale of pay	Date of effect	
	2.	Sr. Inspector of Factories	700-1250	1200-1860	1400-2100 (for Degree holders) 1200-1860 (for others)	01.02.1981
	3.	Dy. Chief Inspector of Factories	750-1300	1200-1860 + Rs. 100/- Spl. Pay in lieu of higher time scale	1400-2100 + Rs. 100/- Spl. Pay in lieu of higher time scale (for Degree holders) 1200-1860 + Rs. 100/- Spl. Pay in lieu of higher time scale (for others)	01.02.1981
	4.	Addl. Chief Inspector of factories	850-1300	1400-2000	1400-2100 + Rs. 150/- Spl. Pay in lieu of higher time scale (for Degree holders) 1400-2000 (for others)	01.02.1981
Agriculture		Establishment Officer	450-800	800-1600	1200-1600	01.02.1981
Consolidation of Holdings		Establishment Officer	450-800	800-1600	1200-1600	01.02.1981
Excise and Taxation Forest		Establishment Officer	500-850 + Rs. 50/- S.P.	800-1600	1200-1600	01.02.1981
		Establishment Officer	500-850 + Rs. 50/- S.P.	800-1600	1200-1600	01.02.1981
Cooperation		Establishment Officer	500-850 + Rs. 50/- S.P.	800-1600	1200-1600	01.02.1981
Public Relations		Administrative Officer	500-850 + Rs. 50/- S.P.	800-1600	1200-1600	01.02.1981
Chief Architect		Administrative Officer	500-850	800-1600	1200-1600	01.02.1981
Animal Husbandry		Establishment Officer	450-800	800-1600	1200-1600	01.02.1981
P.W.D. (Public Health)		Work Munshi	80-120	300-430	400-600 (for Matriculates) 350-500 (for non-Matriculates)	01.04.1979
P.W.D. (Irrigation)	1.	Signalers	110-225+ two advance increments 120-250 (SG)	400-660 (TS) 480-760 (SG)	480-760 (TS) 525-900 (SG)	01.02.1981
	2.	Head Signalers	120-250 + Rs. 20/- S.P.	400-660 + 25/- Spl. Pay	525-900 + 25/- Spl. Pay	01.02.1981
	3.	Apprentice Signalers	110/- fixed	400/- fixed	480-760 but a minimum of Rs. 480/- would be given till completion of apprenticeship period (which is to be prescribed if not already done)	01.02.1981
	4.	Store-keeper/Asstt. Store keeper	110-225	400-600	400-660 (T.S.) 480-760 (S.G.)	01.02.1981

Name of the Department	Name of the Post	Pre-revised pay scale	Revised scale of pay w.e.f. 01.04.1979	Revised/Further revised scale of pay	Date of effect
	5. Dispenser	160-400	525-900	525-1050	01.02.1981
	6. Establishment Officer/Officer on Special Duty	600-1100	800-1600	1200-1600	01.02.1981
Rehabilitation Department	1. Settlement Officer (Sales)	H.C.S. Scale + 200/- S.P. Supdt. scale + 200/- S.P. (to the existing incumbent)	(i) H.C.S. Scale + 200/- S.P. (ii) 800-1600 (if non-H.C.S.)	(i) H.C.S. Scale + Rs. 200/- Spl. Pay (ii) 800-1600 + Rs. 200/- Spl. Pay (if non-H.C.S.)	01.04.1979
	2. Sub Inspector	140-250	400-660	400-660 (T.S.) 480-760 (S.G.)	01.02.1981
	3. Section Officer	200-400	525-1050	600-1100	01.02.1981
Treasury and Accounts and Local Audit Departments.	1. Sr. Auditor	300-600	700-1250	700-1250 (T.S.) + Rs. 50/- S.P. 750-1450 (S.G. for 20% posts + Rs. 50/- S.P.)	01.02.1981
	2. Asstt. Treasury Officer	300-600	700-1250	700-1250 (T.S.) + Rs. 50/- S.P. 750-1450 (S.G. for 20% posts +Rs. 50/- S.P.)	01.02.1981
	3. Asstt. Accounts Officer	350-900	800-1600	800-1600 (T.S.) 900-1700 (S.G. for 20% posts)	01.02.1981
	4. Resident Audit Officer	350-900	800-1600	800-1600 (T.S.) 900-1700 (S.G. for 20% posts)	01.02.1981
	5. Accounts Officer	600-1100	1000-1800	1000-1800 (T.S.) 1200-1860 (S.G. for 20% posts)	01.02.1981
	6. Asstt. Examiner	600-1100	1000-1800	1000-1800 (T.S.) 1200-1860 (S.G. for 20% posts)	01.02.1981
	7. Distt. Treasurer	160-400 + Rs. 15/- Spl. Pay	525-1050 + Rs. 15/- Spl. Pay	525-1050 + Rs. 30/- Spl. Pay	01.02.1981
P.W.D. (B&R) (Work Charged employees brought on regular establishment)	1. Road Inspector	150-350	-	525-900	From 01.04.1979 or the date on which these posts were made regular whichever is later.
	2. Work Inspector	120-250	-	400-660	-do-
	3. Work Munshi	80-120	-	300-430	-do-
	4. Motor Mate	80-120	-	300-430	-do-

Name of the Department	Name of the Post	Pre-revised pay scale	Revised scale of pay w.e.f. 01.04.1979	Revised/Further revised scale of pay	Date of effect
	5. Gang Mate/Road Mate/Mate	75-95	-	300-430	-do-
	6. Chowkidar	75-95	-	300-430	-do-
	7. Mali	75-95	-	300-430	-do-
	8. Sewerageman	75-95 + Rs. 15/- Adhoc pay + Rs. 50/- Spl. Allowance	-	300-430 + Rs. 65/- Spl. Allowance	-do-
	9. Sweeper	75-95 + Rs. 15/- Adhoc pay + Rs. 50/- Spl. Allowance	-	300-430 + Rs. 65/- Spl. Allowance	-do-
	10. Beldar	75-95	-	300-430	-do-
	11. Horticulture Supervisor	130-200	-	400-660	-do-
	12. Pump Operator	110-180	-	400-600	-do-
	13. Foreman	200-450	-	525-1050	-do-
	14. Telephone Attendant	90-140	-	350-500	-do-
	15. Surveyor	120-250	-	400-660	-do-
	16. Nissan	75-95	-	300-430	-do-
	17. Head Mali	80-120	-	300-430	-do-
	18. Messon Grade-I	170-250	-	420-700	-do-
	19. Messon Grade-II	130-250	-	400-600	-do-
	20. Cleaner/Fireman	75-95	-	300-430	-do-
	21. Carpenter Grade-I	170-300	-	480-760	-do-
	22. Carpenter Grade-II	130-250	-	400-660	-do-
	23. R.R. Driver	140-200	-	420-700	-do-
	24. Jeep/Truck Driver	100-180	-	420-700	-do-
	25. Chainman	80-120	-	300-430	-do-
	26. Patwari	110-225	-	400-660	-do-
	27. Store-keeper	110-225	-	400-660	-do-
	28. Store Munshi/ Asstt. Store-keeper	110-225	-	400-660	-do-
	29. Painter Grade-I	140-300	-	480-760	-do-
	30. Painter Grade-II	130-250	-	400-660	-do-
	31. Plumber Grade-I	140-300	-	480-760 (as to Plumber Grade-I in P.W.D. (P.H.))	-do-
	32. Plumber Grade-II	130-250	-	400-660	-do-
	33. Receptionist-cum- Telephone Operator	110-225	-	400-660	-do-

No. 1/54/2PR(FD)-82

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 10th September, 1982**Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Haryana Government Notification G.S.R.80/Const./Art.-309/80, dated the 29th February, 1980 and G.S.R./80/Const./Art.309/Adm.(1)80, dated the 21st July, 1980 with which the pay scales of State Government Employees were revised with effect from 01.04.1979 and also to Finance Department circular letter No. 1/211/2PR(FD)-80, dated 3rd July, 1981 and of even No. dated the 6th October, 1981 and 15th January, 1982 and letter No. 1/54/2PR(FD)-82, dated 30-3-82 with which the pay scales of some categories of employees were revised/further revised with effect from 01.04.1979/01.02.1981. The question of revision/further revision of pay scales of some other categories of employees has been under consideration of the State Government. It has been decided to revise/further revise the pay scales as detailed in the Annexure. Finance Department letter dated 3-7-81, 6-10-81, 15-1-82 and 30-3-82 stand modified to the extent of pay scales shown in the Annexure.

2. The pay of employees whose pay scales have been revised with effect from 01.04.1979 will be fixed in accordance with Rule 6 of Haryana Civil Services (Revised Scales of Pay) Rules, 1980, whereas the pay of the employees whose pay scales have been further revised with effect from 01.02.1981/date of issue of orders will be fixed in accordance with the normal rules laid down in Punjab Civil Services Rules, Vol. I, Part-I.

3. Necessary amendment in the Notification already issued in respect of the pay scales revised with effect from 01.04.1979 will be issued in due course.

Yours faithfully,

Sd/-

(R.S. Kailey)

Joint Secretary, Finance (R),
for Commissioner & Secretary to Government,
Haryana, Finance Department.

ANNEXURE

Name of the Department	Name of the post	Pre-revised pay scale	Revised scale w.e.f. 01.04.1979	Revised/ further revised scale of pay	Date of effect
1	2	3	4	5	6
Civil Sectt.	Superintendent (Cash)	500-900	1000-1500 + Rs. 100/- spl. pay	1000-1500 + Rs. 150/- Spl. Pay	Date of issue of orders.
Civil Sectt./ F.C.'s Office	1. Under Secretary/ Secretary to Minister	900-1250 (T.S.) + Rs. 200 S.P. 1300-1500 (SG) + Rs. 200/- S.P.	1400-1860 (TS) + Rs. 200/- S.P. 1800-2000 (SG) + Rs. 200/- SP.	1400-1860 (TS) + Rs. 200/-S.P. Rs. 2000/-(fixed) (S.G.) +Rs. 200 Spl. Pay	-do-
	2. Dy. Secretary Sr. Secretary to Minister	-	1760-2300 + Rs. 200/- Spl. Pay (from the date of creation of the post).	2000-2400+ Rs. 200/- Spl. Pay	-do-
Public Service Commission	Committee Room Attendant	75-105	350-500	400-600	01.02.1981
Animal Husbandry	(1) Asstt. Director/ other equivalent posts and S.D.O.(A.H.)	400-1100	1000-1800	940-2000	01.02.1981
	(2) Dy. Director & other allied posts in H.V.S. Class-I such as:- (i) Poultry Development Officer (ii) Credit & Planning Officer (iii) Epidemiologist. (iv) Sector Superintendent (v) Asstt. Superintendent Stock & Research. (vi) Superintendent Govt. Livestock Farm. (vii) Farm Supdt. (Progeny)	600-1300	1200-1860	1400-2100	01.02.1981
Health	1. Dispensary Supdt. Medical College, Rohtak.	300-500	600-1100	700-1250	01.02.1981
	2. Asstt. Medical Officer	350-600 + 33 $\frac{1}{3}$ % N.P.A.		700-1400 + 25% N.P.A	01.04.1979
	3. Bio-Statistician of Medical College, Rohtak.	350-800	750-1450	750-1450 + Rs. 50/- Spl. Pay.	01.02.1981
	4. Dietician (posted at	350-830	700-1400	700-1400 +	01.02.1981

Name of the Department	Name of the post	Pre-revised pay scale	Revised scale w.e.f. 01.04.1979	Revised/ further revised scale of pay	Date of effect
	State Headquarter)			Rs. 50/- Spl. Pay	
Industries	Skilled Workers in the Community Project	80-120	300-430	350-500	01.02.1981
Agriculture	1. Blaster	160-400	400-660	480-760	01.04.1979
	2. Well Supervisor	200-450	525-1050	600-1100	01.02.1982
Public Relations Development	Film Producer	1100-1500	1400-2000	1700-2150	01.02.1981
	O.S.D. (T)	700-1300	-	900-1700	23.08.1979 (date of creation of the post without any subsequent revision from 01.02.1981)
P.W.D. (All Branches)	Sub Divisional Clerk	110-225 + Rs. 20/- S.P.	400-660 + Rs. 25/- S.P.	400-660 (TS) + Rs. 25/-S.P. 480-760 (S.G.) + Rs. 25/- S.P.	01.04.1979
Public Health	(1) Store Attendant	70-95		300-430	01.04.1979
	(2) Mason Grade-I	170-300		480-760	
	(3) Mason Grade-II	130-250		400-660	
	(4) Painter Grade-I	140-300		480-760	
	(5) Painter Grade-II	130-250		400-660	
	(6) Carpenter Grade-I	170-300		480-760	
	(7) Carpenter Grade-II	130-250		400-660	
	(8) Electrician Grade-II	100-160		350-500 400-600	01.04.1979 01.02.1981
	(9) Patwari	110-225		400-660 (TS) 480-760 (SG)	01.04.1979
	(10) Foreman Heavy Duty Plant Overhaul, Asstt. Foreman Special.	250-500		526-1050 600-1100	01.04.1979 01.02.1981
	(11) Work Supervisor	100-160		350-500 400-600	01.04.1979 01.02.1981
	(12) Gas Plant Driver	100-160		350-500 400-600	01.04.1979 01.02.1981
	(13) Turner	100-160		350-500 400-600	01.04.1979 01.02.1981
	(14) Laboratory Asstt	110-225		400-660	01.04.1979
	(15) Head Mali	75-95		300-430	01.04.1979
	(16) Civil Helper	90-120		300-430	01.04.1979

Name of the Department	Name of the post	Pre-revised pay scale	Revised scale w.e.f. 01.04.1979	Revised/ further revised scale of pay	Date of effect
	(17) Material Mistry	80-120		300-430	01.04.1979
	(18) Meter Reader	110-225		400-660	01.04.1979
	(19) Compressor Drive	110-180		400-600	01.04.1979
	(20) Water Works Superintendent Grade-I (for plants of capacity higher than 2m.g.d.)	300-500		525-1050 600-1100	01.04.1979 01.02.1981
	(21) Water Works Superintendent Grade-II (for Plants of capacity 0.5 mgd. to 2 mgd and for plants having gravity fitters upto 2mgd.)	250-500		525-1050 600-1100	01.04.1979 01.02.1981
	(22) Water Works Supdt. Grade-II (for Plants of capacity smaller than 0.5 mgd.)	140-300		480-760	01.04.1979
	(23) Strata Observer	100-160		350-500 400-600	01.04.1979 01.02.1981
	(24) Jack Hammer-Driller	100-160		350-500 400-600	01.04.1979 01.02.1981
	(25) Air Conditioning Supervisor	120-250		400-660	01.04.1979
	(26) Bill Clerk	110-225		400-660	
	(27) Filter Attendant	70-95		300-430	
	(28) Tool Operator Mechanic	110-220		400-660	
	(29) Tubewell Driller	200-450		525-1050	
	(30) Air Conditioning Operator Grade-I	120-250		400-660	
	(31) Air Conditioning Operator Grade-II	100-160		350-500 400-600	
	(32) Diesel Auto Motor Mech.	100-160		350-500 400-600	01.04.1979 01.02.1981
	(33) Air Conditioning Refrigerator-Chargeman	140-300		480-760	01.04.1979
	(34) Asstt. Foreman Heavy Plant Overhaul Electrical Heavy Plant	200-450		525-1050 600-1100	01.04.1979 01.02.1981

Name of the Department	Name of the post	Pre-revised pay scale	Revised scale w.e.f. 01.04.1979	Revised/ further revised scale of pay	Date of effect
	(35) Shift Engineer Grade-I (Degree holder)	400-700		800-1600	01.04.1979
	(36) Shift Engineer Grade-II Project Sectional Officer (Diploma Holder)	200-450		525-1050 600-1100	01.04.1979 01.02.1981
	(37) Supervisor (including Electrical)	100-160		350-500 400-600	01.04.1979 01.02.1981
	(38) Safety Supervisor	100-160		350-500 400-600	01.04.1979 01.02.1981
	(39) Superintendent Power Plant Superintendent Air Conditioning/ Refrigeration).	(i) 400-1100 (For degree holder) (ii) 350-900 (for others)		(i) 900-1700 940-2000 (for degree holders) (ii) 800-160 (for others)	01.04.1979 01.02.1981 01.04.1979
	(40) Asstt. Supdt. Air Conditioning/ Refrigeration	250-500		525-1050 600-1100	01.04.1979 01.02.1981
Ayurveda	Photographer	150-225	400-660	525-1050	01.02.1981
Economic & Statistical Organisation	(1) Research Officer Dist. Statistical Officer	350-800	750-1450	800-1600	01.02.1981
	(2) Junior Field Investigator.	130-225	400-660 (TS) 480-760 (SG)	400-660 (SG) plus Rs. 25/- spl. pay 480-760 (TS) plus Rs. 25/- Spl. Pay	
Education	(1) C&V Teacher (i.e. Hindi Teacher & Drawing Teacher)	125-250 (85% with a start of Rs. 140/- 250-350 (15%))	480-760 + Rs. 25/- Spl. Pay for working Head Teacher in Primary School 525-900 (SG) +Rs. 25/- Spl. Pay for working as Head Teacher in Primary School.	480-760 (TS) with a minimum starting pay of Rs. 525/- + Rs. 25/- special pay for working as Head Teacher in Primary School. 525-900 (SG) + Rs. 25/- Spl. Pay for working as Head Teacher in Primary School.	01.04.1979
	(2) Sr. Lecture Asstt.	110-225	400-660+ Rs. 25/- Spl. Pay in lieu of higher time-scale.	400-660 (TS) + Rs. 25/- Spl. Pay in lieu of higher time-scale. 480-760 (SG) + Rs. 25/- Spl. Pay in lieu of higher time-scale.	01.04.1979 01.02.1981
Rehabilita-	Settlement Officer	HCS scale +	(i) HCS Scale +	900-1700 +	01.02.1981

Name of the Department	Name of the post	Pre-revised pay scale	Revised scale w.e.f. 01.04.1979	Revised/ further revised scale of pay	Date of effect
tion	(Sales) and Additional Settlement Officer (Sales)	RS. 200/- as Spl. Pay (present incumbent in Supdt. Scale plus Rs. 200/- as Spl. Pay)	Rs. 200/- as Spl. Pay (if HCS) (ii) 800-1600 plus Rs. 200/- Spl. Pay (if Non-HCS)	Rs. 200/- Spl. Pay (if Non-HCS)	
Co-operation	(1) Inspector (Audit)	160-400 (TS) 350-450 (SG)	480-760 (TS) 525-900 (SG)	600-1100 plus Rs. 30/- Spl. Pay	01.02.1981
	(2) Sr. Auditor (Non SAS)	225-500	525-1050	600-1100 plus Rs. 50/- Spl. Pay	01.02.1981

Note. SG. wherever appearing under revised/further revised scales of pay is for 20% posts.

Excise and Taxation	Inspector	<u>Distillery</u> Rs. 50/- to Distillery Incharge & Rs. 30/- to other Excise Inspectors <u>Brewery</u> Rs. 50/- to Brewery Incharge Excise Inspector & Rs. 30/- to other Excise Inspectors	(1) Rs. 50/- per month for those posted in Distilleries or at Barriers (2) Excise Inspector Intelligence Bureau (H.Q.) Rs. 50/- per month	Inspectors in: (i) Sugar Mills (ii) Breweries (iii) Chemical works	Rs. 30/- Rs. 50/-	01.04.79 From the date of issue of orders
		<u>Chemical Works</u> Rs. 30/-		Inspector in charge of Breweries	Rs. 50/-	01.04.79
		<u>Excise Intelligence Bureau(H.Q.)</u> Rs. 50/-				

No. 1/54/2PR(FD)-82

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 20th October, 1982**Subject : Revision of pay scales.**

Sir,

I am directed to invite, a reference to Haryana Government Notification G.S.R./80/Const./Art.-309/80, dated the 29th February, 1980 and G.S.R./80/Const./Art-309/Adm(1)80, dated the 21st July, 1980 with which the pay scales of State Government Employees were revised with effect from 01.04.1979 and also to Finance Department circular letter No. 1/211/2PR(FD)-80, dated 3rd July, 1981 and of even No. dated the 6th October, 1981 and 15th January, 1982 and letter No. 1/54/2PR(FD)-82, dated 30-3-82 & 10-9-82 with which the pay scales of some categories of employees were revised/further revised with effect from 01.04.1979/01.02.1981. The question of revision/further revision of pay scales of some other categories of employees has been under consideration of the State Government. It has been decided to revise/ further revise the pay scales as detailed in the Annexure. Finance Department letter dated 3-7-81, 6-10-81, 15-1-82, 30-3-82 and 10-9-82 stand modified to the extent of pay scales shown in the Annexure.

2. The pay of employees whose pay scales have been revised with effect from 01.04.1979 will be fixed in accordance with Rule 6 of Haryana Civil Services (Revised Scales of Pay) Rules, 1980, whereas the pay of the employees whose pay scales have been further revised with effect from 01.02.1981/date of issue of orders will be fixed in accordance with the normal rules laid down in Punjab Civil Services Rules, Vol. I, Part-I.

Necessary amendment in the Notification already issued in respect of the pay scales revised with effect from 01.04.1979 will be issued in due course.

Yours faithfully,

Sd/-

(R.S. Kailey)

Joint Secretary Finance (R),
for Commissioner & Secretary to Government,
Haryana, Finance Department.

Name of the Department	Name of the post	Pre-revised pay scale	Revised scale w.e.f. 01.04.1979	Revised/ further revised scale of pay	Date of effect
1	2	3	4	5	6
Animal Husbandry	Carpenter Head Carpenter	70-95	300-430	350-500	01.04.1979
Industries	(i) Drawing Master	140-300	420-700	480-760	01.02.1981
	(ii) Mechanic-cum-fitter	110-225	-	400-660	01.04.1979
	(iii) Technical Expert (Mech. Engg.)	1300-1800	1760-2300	2100-2500 (as a personal to Sh. B.N.Mehta)	Date of issue of orders.
Forest	Soil Survey Asstt.	160-400	-	525-1050	01.04.1979
Legal Remembrancer	Draftsman/Deputy Legal Remembrancer & Deputy Secretary	1000-1500 + 200/- S.P.	1400-2000 + 200/- S.P.	1760-2300 + 200/- S.P.	Date of issue of orders.
Prison	(i) Tent Master	150-250	400-660	420-700	01.02.1981
	(ii) Tractor Driver	140-200	400-660	420-700	01.02.1981
Public Relations	(i) Technical Asstt. (Radio)	200-400	525-900	525-1050	01.02.1981
	(ii) Store-keeper	160-400	525-900	525-1050	01.02.1981
Labour	Deputy Labour Commissioner	400-1100	900-1700	1000-1800	01.02.1981
Prosecution	Director Prosecution	-	-	2000-2500 + 250/- S.P. (for Departmental Officers only)	01.02.1981 (or the date of entertainment whichever is later)
Public Health	(i) Chemist	200-400	-	525-1050	01.04.1979
	(ii) Research Asstt	200-500	-	525-1050	01.04.1979
Printing & Stationery	Computer	120-250	400-660	400-660 + 25/- S.P.	01.04.1979
Fisheries	(i) Training Supdt. (Technical)	300-600	700-1150	700-1250	01.02.1981
	(ii) Extension Officer	300-600	700-1150	700-1250	01.02.1981
	(iii) Asstt: Project Officer	300-600	700-1150	700-1250	01.02.1981
Industrial Training	Instructor (under Advance Vocational Training Scheme)	225-500 +50/-S.P.	525-1050 + 50/-S.P.	600-1100 + 50/- S.P.	01.02.1981
Transport	Legal Advisor	300-600	700-1250 (TS) +75/- S.P. 750-1450 (SG) +75/- S.P.	700-1250 (TS) +100/- S.P. 750-1450 (SG) +100/- S.P.	01.02.1981
Common Category	Laboratory Attendant	75-95	350-500	350-500 (TS)	01.02.1981
		75-105 90-140		400-600 (SG) (For Non-Matriculates). 400-600 (TS) 420-700 (SG) (For Matriculates).	
Technical Education	Principal, Polytechnic for Women Ambala.	700-1250	1400-2000	2000-2400 +100/- S.P.	01.02.1981

No. 1/107/4PR(FD)-82

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

The Engineer-in-Chief,
PWD B&R Irrigation and Public Health Branches,
Chandigarh.

Dated, Chandigarh, the 9th August, 1983

Subject : Revision of Pay Scales.

Sir,

I am directed to invite a reference to Haryana Govt. Notification GSR/80/Const./Art/309/80 dated the 29th February, 1980 and GSR/80/Cont/Art. 309/Amd(I)80, dated the 21st July, 1980 and Finance Department Circular letter No. 1/54/2PR(FD) dated the 10th September, 1982 with which the pay scales of State Govt. employees were revised with effect from 1.4.79. The question of revision/further revision of pay scales of Sub Divisional Clerks has been under consideration of the Govt. It has been decided to revise the pay scales of the Sub Divisional Clerks of all the three branches of PWD with effect from 1.4.79 as follows:-

Name of the Department.	Name of the Post	Pre-revised scales	Revised scales w.e.f.1.4.79	Further revision
P.W.D. (All Branches)	Sub-Divisional Clerk	110-225 + 20/- S.P.	400-660(TS) + 25/-S.P. 480-760(SG) + 25/-S.P.	As for Clerks + 25/-S.P.

2. The pay of the employees whose pay scale had been revised will be fixed in accordance with Rule 6 of the Haryana Civil Services (Revised Scales of Pay) Rules, 1980.

3. Necessary amendment in the Notification already issued in respect of the pay scales revised with effect from 1.4.79, will be issued in due course.

Yours faithfully,

Sd/-

(S.L.Dhani)

Joint Secretary Finance

for Commissioner & Secretary to Government,
Haryana, Finance Department.

Copy of memo **No. 1/199/1PR(FD)-80 dated 11th February, 1980** from Secretary to Govt. Haryana, Finance Department to All Heads of Departments & others.

Subject : Revision of options consequent upon revision of pay scale with retrospectives effect.

Sir,

In sub rule (1) of Rule 5 of the Haryana Civil Services(Revised Scales of Pay) Rules, 1980 it has been provided that the options to elect the pre-revised scale or revised scale should be exercised within 4 months of the date of issue of the orders revising the existing scale, whichever is later. A doubt has arisen, whether in case of an employee who has already given an option under this rule and his pay scale is subsequently revised again with retrospective effect from 01.04.1979 is entitled to change his previous option. I am to clarify that, in such cases, the employees have a right to change their option and there is no violation of rule 5(4) of the New Pay Rules, 1980.

2. Receipt of these instructions may please be acknowledged.

No. 1/10/FD(PR)-80

From

Secretary to Government, Haryana,
Finance Department.

To

All Heads of Departments, Commissioners,
Ambala /Hisar Division, Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 28th/31st March, 1980**Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Haryana Government Finance Department Notification No. G.S.R. 20/Const./Art. 300/80, dated the 29th February, 1980 and to say that the following instructions be kept in view while fixing the pay of the employees in the revised scale of pay :-

- (i) The Heads of Offices should collect the options from the employees in the prescribed form and fix their pay with the assistance of Accounts Officer, Assistance Accounts Officer or the Senior Auditor of the Finance Department or any other account knowing person already posted in their department. Where there are no accounts knowing personnel, Finance Department will arrange such assistance if asked for.
- (ii) According to rule 9 of the above mentioned rules, arrears for 9 months from April, 1979 to December, 1979 will be deposited in the General Provident Fund Account of the employees concerned. Accordingly arrear bill for Non-Gazetted and Gazetted employees should be prepared for the period from 1st April, 1979 to 31 December, 1979 and the amount transferred to the respective General Provident Fund account. Arrears for the month of January, 1980 and onwards should, however, be prepared separately for the Gazetted and Non-Gazetted employees and paid to them in cash.
- (iii) Calculation of Leave Salary:- If any employee has been on leave before 1.4 1979 and his leave has continued beyond that date, his leave salary will be calculated at the same rate as before 01.04.1979. In his case the revision of pay scale will have effect only after he has resumed duty.
- (iv) Crossing of efficiency bar:-
 - (a) Where an employee has been held up at the stage of an efficiency bar in the pre-revised scale and opts for the revised scale of pay, his pay will be fixed in accordance with rule 6 of the aforesaid Rules subject to the condition that if the pay so fixed in the revised scale works out to a stage lower than the efficiency bar in the revised scale, he will be held up at that stage and will be allowed future increment only when he is permitted to cross the efficiency bar in the pre-revised scale. In case, his pay in the revised scale goes beyond the stage of efficiency bar in the revised scale, he will be allowed pay equal to the stage of efficiency

bar in the revised scale and the difference between that stage and the pay actually arrived at in the revised scale will be treated as personal pay, till he is allowed to cross efficiency bar and his pay is fixed according to rule 6 mentioned above.

- (b) In other cases where the pay of an employee in the revised scale is fixed at a stage higher than the efficiency bar, in the revised scale, a certificate from competent authority that the employee is fit to cross the efficiency bar in the revised scale would be obtained, but this condition will not be necessary where :-
- (i) there is only one efficiency bar both in the old and new scales and the employee has already crossed the efficiency bar in the old scale.
 - (ii) there are two efficiency bars both in the old and new scales of pay and the employee has already crossed the second efficiency bar in the old scale of pay.
- (v) Crossing of jumps in the revised scales of pay:- It will be noticed that sizeable jumps equal to several increments have been provided at appropriate places in some of the revised scale of pay, particularly these pertaining to the entry grade. The intention is to allow substantial pecuniary benefits to those who, though otherwise fit, cannot get promotion because of limited avenues, but it is not the intention of Government that the stage in the time scale providing for such a jump should be allowed to be crossed in a routine manner. It is, therefore, clarified that the eligibility criteria for crossing such jumps should be the same as for actual promotion to the higher grade. In other words only those employees who are assessed as fit for promotion in their turn should be allowed to cross the jump.

The benefit of revised scales of pay, will also accrue to these employees who retired on or after 01.04.1979, but before the issue of Notification of Haryana Civil Services (Revised Scales of Pay), Rules, 1980.

Receipt of this letter may please be acknowledged.

Yours faithfully,

Sd/-

(L. M. Goyal)

Joint Secretary Finance (B),
for Secretary to Government, Haryana,
Finance Department.

No. 1/10/FD(PR)-80

From

The Secretary to Government, Haryana,
Finance Department.

To

All Heads of Department,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 7th April, 1980**Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Rule 6(6) of Haryana Government, Finance Department Notification No. G.S.R. 20/Const./Art. 309/80, dated 29th Feb., 1980, on the above subject and to say that a doubt has arisen as to the manner in which the pay of a Govt. employee who opts to come over to the revised scale from a date later than the appointed day is to be fixed in the revised scale of pay. It is clarified that the pay of such an employee is to be fixed in the revised scale of pay in accordance with the said pay fixation rules from the date of option. The date of his next increment will be after completion of one year service in the revised scale of pay in terms of Rule 7(2) of Haryana Civil Services (Revised Scales of Pay) Rules, 1980.

2. The proviso to rule 6(6) *ibid* may be deemed to have been deleted.
3. Necessary amendment to rule 6(6) will be made in due course.

Yours faithfully,

Sd/-

Joint Secretary, Finance (B),
for Secretary to Government, Haryana,
Finance Department.

No. 1/10/FD(PR)-80

From

The Secretary to Government, Haryana,
Finance Department.

To

All Heads of Department,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, 16th April, 1980**Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Rule 6(6) of Haryana Government, Finance Department Notification No. G.S.R. 20/Const./Art. 309/80, dated 29th Feb., 1980, on the above subject and to say that a doubt has arisen as to the manner in which the pay of a Govt. employee who opts to come over to the revised scale from a date later than the appointed day is to be fixed in the revised scale of pay. It is clarified that the pay of such an employee is to be fixed in the revised scale of pay in accordance with the said pay fixation rules from the date of option. The date of his next increment will be after completion of one year service in the revised scale of pay in terms of Rule 7(2) of Haryana Civil Services (Revised Scales of Pay) Rules, 1980.

2. The proviso to rule 6(6) *ibid* may be deemed to have been deleted.
3. Necessary amendment to rule 6(6) will be made in due course.

Yours faithfully,

Sd/-

Joint Secretary, Finance (B),
for Secretary to Government, Haryana,
Finance Department.

No. 1/10/FD(PR)-80

From

The Secretary to Government, Haryana,
Finance Department.

To

All Heads of Department,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 9th May, 1980**Subject : Revision of pay scales.**

Sir,

I am directed to invite a reference to Finance Department letter No. 1/10/FD(PR)-80, dated the 28/31st March, 1980, on the above subject, with which a performa for pay fixation in the revised scales of pay was prescribed. It was brought to our notice that some offices were experiencing some difficulty in filling up various constituents of the "Existing Emoluments" representing "X", in terms of Rule 6(1)(i) of the Haryana Civil Services (Revised Scales of Pay) Rules, 1980 in the performa. To meet this difficulty and for the sake of uniformity in all offices, Finance Department have devised a Ready Reckoner (copy enclosed), which gives the requisite details.

Yours faithfully,

Sd/-

Joint Secretary Finance (R)
for Secretary to Government Haryana,
Finance Department.

No. 1/10/FD(PR)-80

Dated, Chandigarh, the 9th May, 1980

A copy is forwarded to the Accountant General, Haryana, Chandigarh for information.

Sd/-

Joint Secretary Finance (R)
for Secretary to Government Haryana,
Finance Department.

Copies are forwarded to :-

- (i) The Financial Commissioners, Haryana, and
- (ii) All Administrative Secretaries to Government, Haryana for information.

Sd/-

Under Secretary, Finance (R)
for Secretary to Government Haryana,
Finance Department.

To

- (i) All Financial Commissioners, Haryana.
- (ii) All Administrative Secretaries to Govt. Haryana.

U.O. No. 1/10/FD(PR)-80

Dated, Chandigarh, the 9th May, 1980

Copies are forwarded to the Principal Secretary/Secretaries/Private Secretaries to the Chief Minister/Ministers/Deputy Ministers/Chief Parliamentary Secretary/Parliamentary Secretary, for information of the Chief Minister/Ministers/Deputy Ministers/Chief Parliamentary Secretary/Parliamentary Secretary.

Sd/-
Under Secretary, Finance (R)
for Secretary to Government Haryana,
Finance Department.

To

The Principal Secretary/Secretaries/Private Secretaries to
Chief Minister/Ministers/Deputy Ministers/Chief Parliamentary
Secretary/Parliamentary Secretary.

UO No. 1/10/FD(PR)-80

Dated, Chandigarh, the 9th May, 1980

DETAILS OF EMOLUMENTS INCLUSIVE OF A.D.A. UPTO 320 POINT PRICE INDEX

Existing Pay	Dearness Pay	Dearness Allowance	Adhoc Relief	A.D.A.I	A.D.A.II	Total	Adhoc relief paid in excess	Net Total (Col. 7-Col.8)
1	2	3	4	5	6	7	8	9
70	47	24	29	61.20	42.00	273.20	9.40	263.80
72	47	24	29	61.90	42.00	275.90	9.40	266.50
74	47	24	29	62.60	42.00	278.60	9.40	269.20
75	47	24	29	63.00	42.00	280.00	9.40	270.60
76	47	24	29	63.40	42.00	281.40	9.40	272.00
78	47	24	29	64.10	42.00	284.10	9.40	274.70
80	47	24	29	64.80	42.00	286.80	9.40	277.40
81	47	24	29	65.20	42.00	288.20	9.40	278.80
82	47	24	29	65.50	42.00	289.50	9.40	280.10
83	47	24	29	65.90	42.00	290.90	9.40	281.50
84	47	24	29	66.20	42.00	292.20	9.40	282.80
85	47	24	41	70.90	42.00	309.90	19.00	290.90
86	47	24	41	71.20	42.00	311.20	19.00	292.20
87	47	24	41	71.60	42.00	312.60	19.00	293.60
88	47	24	41	72.00	42.00	314.00	19.00	295.00
89	47	24	41	72.40	42.20	315.60	19.00	296.60
90	47	24	41	72.70	42.40	317.10	19.00	298.10
92	47	24	41	73.40	42.80	320.20	19.00	301.20
93	47	24	41	73.80	43.10	321.90	19.00	302.90
95	47	24	41	74.50	43.50	325.00	19.00	306.00
96	47	24	41	74.90	43.70	326.60	19.00	307.60
98	47	24	41	75.00	44.10	329.10	19.00	310.10
99	47	24	41	76.00	44.30	331.30	19.00	312.30
100	47	24	41	76.30	44.50	332.80	19.00	313.80
102	47	24	41	77.00	44.90	335.90	19.00	316.90
104	47	24	41	77.80	45.40	339.20	19.00	320.20
105	47	24	41	78.10	45.60	340.70	19.00	321.70
108	47	24	41	79.20	46.20	345.40	19.00	326.40

Existing Pay	Dearness Pay	Dearness Allowance	Adhoc Relief	A.D.A.I	A.D.A.II	Total	Adhoc relief paid in excess	Net Total (Col. 7- Col.8)
110	70	28	41	89.60	52.30	390.90	18.50	372.40
111	70	28	41	90.00	52.50	392.50	18.50	374.00
112	70	28	41	90.40	52.70	394.10	18.50	375.60
114	70	28	41	91.10	53.10	397.20	18.50	378.70
116	70	28	41	91.80	53.60	400.40	18.50	381.90
117	70	28	41	92.20	53.80	402.00	18.50	383.50
118	70	28	41	92.50	54.00	403.50	18.50	385.00
120	70	28	41	93.20	54.40	406.60	18.50	388.10
122	70	28	41	94.00	54.80	409.80	18.50	391.30
124	70	28	41	94.70	55.20	412.90	18.50	394.40
125	70	28	41	95.00	55.40	414.40	18.50	395.90
126	70	28	41	95.40	55.70	416.10	18.50	397.60
128	70	28	41	96.10	56.10	419.20	18.50	400.70
129	70	28	41	96.50	56.30	420.80	18.50	402.30
130	70	28	41	96.80	56.50	422.30	18.50	403.80
131	70	28	41	97.20	56.70	423.90	18.50	405.40
132	70	28	41	97.60	56.90	425.50	18.50	407.00
133	70	28	41	97.90	57.10	427.00	18.50	408.50
134	70	28	41	98.30	57.30	428.60	18.50	410.10
135	70	28	41	98.60	57.50	430.10	18.50	411.60
136	70	28	41	99.00	57.80	431.80	18.50	413.30
137	70	28	41	99.40	58.00	433.40	18.50	414.90
138	70	28	41	99.70	58.20	434.90	18.50	416.40
139	70	28	41	100.10	58.40	436.50	18.50	418.00
140	70	28	41	100.40	58.60	438.00	18.50	419.50
141	70	28	41	100.80	58.80	439.60	18.50	421.10
142	70	28	41	101.20	59.00	441.20	18.50	422.70
143	70	28	41	101.50	59.20	442.70	18.50	424.20
144	70	28	41	101.90	59.40	444.30	18.50	425.80
145	70	28	41	102.20	59.60	445.80	18.50	427.30

Existing Pay	Dearness Pay	Dearness Allowance	Adhoc Relief	A.D.A.I	A.D.A.II	Total	Adhoc relief paid in excess	Net Total (Col. 7-Col.8)
146	70	28	41	102.60	59.90	447.50	18.50	429.00
147	70	28	41	103.00	60.00	449.00	18.50	430.50
148	70	28	41	103.30	60.00	450.30	18.50	431.80
149	70	28	41	103.70	60.00	451.70	18.50	433.20
150	90	32	41	108.00	60.00	481.00	18.00	463.00
152	90	32	41	108.00	60.00	483.00	18.00	465.00
153	90	32	41	108.00	60.00	484.00	18.00	466.00
155	90	32	41	108.00	60.00	486.00	18.00	468.00
156	90	32	41	108.00	60.00	487.00	18.00	469.00
158	90	32	41	108.00	60.00	489.00	18.00	471.00
159	90	32	41	108.60	60.00	490.60	18.00	472.60
160	90	32	41	108.00	60.00	491.00	18.00	473.00
162	90	32	41	108.00	60.00	493.00	18.00	475.00
164	90	32	41	108.00	60.00	495.00	18.00	477.00
165	90	32	41	108.00	60.00	496.00	18.00	478.00
168	90	32	41	108.00	60.00	499.00	18.00	481.00
170	90	32	41	108.00	60.00	501.00	18.00	483.00
171	90	32	41	108.00	60.00	502.00	18.00	484.00
174	90	32	41	108.00	60.00	505.00	18.00	487.00
175	90	32	41	108.00	60.00	506.00	18.00	488.00
177	90	32	41	108.00	60.00	508.00	18.00	490.00
178	90	32	41	108.00	60.00	509.00	18.00	491.00
180	90	32	41	108.00	60.00	511.00	18.00	493.00
184	90	32	41	108.00	60.00	515.00	18.00	497.00
185	90	32	41	108.00	60.00	516.00	18.00	498.00
186	90	32	41	108.00	60.00	517.00	18.00	499.00
188	90	32	41	108.00	60.00	519.00	18.00	501.00
190	90	32	41	108.00	60.00	521.00	18.00	503.00
191	90	32	41	108.00	60.00	522.00	18.00	504.00
192	90	32	41	108.00	60.00	523.00	18.00	505.00

Existing Pay	Dearness Pay	Dearness Allowance	Adhoc Relief	A.D.A.I	A.D.A.II	Total	Adhoc relief paid in excess	Net Total (Col. 7-Col.8)
194	90	32	41	108.00	60.00	525.00	18.00	507.00
195	90	32	41	108.00	60.00	526.00	18.00	508.00
196	90	32	41	108.00	60.00	527.00	18.00	509.00
198	90	32	41	108.00	60.00	529.00	18.00	511.00
200	90	32	41	108.00	60.00	531.00	18.00	513.00
202	90	32	41	108.00	60.00	533.00	18.00	515.00
204	90	32	41	108.00	60.00	535.00	18.00	517.00
205	90	32	41	108.00	60.00	536.00	18.00	518.00
210	110	36	50	109.65	60.90	576.55	21.75	554.80
212	110	36	50	110.15	61.20	579.35	21.75	557.60
215	110	36	50	110.95	61.70	583.65	21.75	561.90
218	110	36	50	111.75	62.10	587.85	21.75	566.10
219	110	36	50	112.05	62.30	589.35	21.75	567.60
220	110	36	50	112.35	62.40	590.75	21.75	569.00
225	110	36	50	113.65	63.20	597.85	21.75	576.10
226	110	36	50	113.95	63.30	599.25	21.75	577.50
228	110	36	50	114.45	63.60	602.05	21.75	580.30
230	110	36	50	115.05	63.90	604.95	21.75	583.20
233	110	36	50	115.85	64.40	609.25	21.75	587.50
234	110	36	50	116.15	64.50	610.65	21.75	588.90
235	110	36	50	116.35	64.70	612.05	21.75	590.30
236	110	36	50	116.65	64.80	613.45	21.75	591.70
240	110	36	50	117.75	65.40	619.15	21.75	597.40
242	110	36	50	118.25	65.70	621.95	21.75	600.20
244	110	36	50	118.85	66.00	624.85	21.75	603.10
245	110	36	50	119.05	66.20	626.25	21.75	604.50
250	110	36	50	120.45	66.90	633.35	21.75	611.60
252	110	36	50	120.95	67.20	636.15	21.75	614.40
255	110	36	50	121.75	67.70	640.45	21.75	618.70
260	110	36	50	123.15	68.40	647.55	21.75	625.80

Existing Pay	Dearness Pay	Dearness Allowance	Adhoc Relief	A.D.A.I	A.D.A.II	Total	Adhoc relief paid in excess	Net Total (Col. 7- Col.8)
265	110	36	50	124.45	69.20	654.65	21.75	632.90
268	110	36	50	125.25	69.60	658.85	21.75	637.10
270	110	36	50	125.85	69.90	661.75	21.75	640.00
275	110	36	50	127.15	70.70	668.85	21.75	647.10
276	110	36	50	127.45	70.80	670.25	21.75	648.50
280	110	36	50	128.55	71.40	675.95	21.75	654.20
284	110	36	50	129.65	72.00	681.65	21.75	659.90
285	110	36	50	129.85	72.20	683.05	21.75	661.30
290	110	36	50	131.25	72.90	690.15	21.75	668.40
292	110	36	50	131.75	73.20	692.95	21.75	671.20
295	110	36	50	132.55	73.70	697.25	21.75	675.50
300	110	36	50	133.95	74.40	704.35	21.75	682.60
305	110	36	50	135.25	75.20	711.45	21.75	689.70
310	110	36	50	136.65	75.90	718.55	21.75	696.80
315	110	36	50	137.95	76.70	725.65	21.75	703.90
320	110	36	50	139.35	77.40	732.75	21.75	711.00
325	110	36	50	140.65	78.20	739.85	21.75	718.10
330	110	36	50	142.05	78.90	746.95	21.75	725.20
335	110	36	50	143.35	79.70	754.05	21.75	732.30
340	110	36	50	144.75	80.40	761.15	21.75	739.40
345	110	36	50	146.05	81.20	768.25	21.75	746.50
350	110	36	50	147.45	81.90	775.35	21.75	753.60
355	110	36	50	148.75	82.70	782.45	21.75	760.70
360	110	36	50	150.15	83.40	789.55	21.75	767.80
365	110	36	50	151.45	84.20	796.65	21.75	774.90
370	110	36	50	152.85	84.90	803.75	21.75	782.00
375	110	36	50	154.15	85.70	810.85	21.75	789.10
380	110	36	50	155.55	86.40	817.95	21.75	796.20
385	110	36	50	156.85	87.20	825.05	21.75	803.30
390	110	36	50	158.25	87.90	832.15	21.75	810.40

Existing Pay	Dearness Pay	Dearness Allowance	Adhoc Relief	A.D.A.I	A.D.A.II	Total	Adhoc relief paid in excess	Net Total (Col. 7-Col.8)
395	110	36	50	159.55	88.75	839.30	21.75	817.55
400	120	40	50	164.75	91.50	866.25	21.25	845.00
405	120	40	50	166.05	92.30	873.35	21.25	852.10
410	120	40	50	167.45	93.00	880.45	21.25	859.20
415	120	40	50	168.75	93.80	887.55	21.25	866.30
420	120	40	50	170.15	94.50	894.65	21.25	873.40
425	120	40	50	171.45	95.30	901.75	21.25	880.50
430	120	40	50	172.85	96.00	908.85	21.25	887.60
435	120	40	50	174.15	96.80	915.95	21.25	894.70
440	120	40	50	175.55	97.50	923.05	21.25	901.80
450	120	44	50	179.25	99.60	942.85	20.75	922.10
460	120	44	50	181.95	101.10	957.05	20.75	936.30
475	120	44	50	186.05	103.40	978.45	20.75	957.70
480	120	44	50	187.35	104.10	985.45	20.75	964.70
490	120	44	50	190.05	105.60	999.65	20.75	978.90
500	120	43	70	197.95	110.00	1040.95	32.75	1008.20
520	120	23	70	197.95	110.00	1040.95	32.75	1008.20
525	120	18	70	197.95	110.00	1040.95	32.75	1008.20
530	120	13	70	197.95	110.00	1040.95	32.75	1008.20
540	120	3	70	197.95	110.00	1040.95	32.75	1008.20
550	120	0	70	199.85	111.00	1050.85	32.75	1018.10
560	120	0	70	202.55	112.50	1065.05	32.75	1032.30
570	120	0	70	205.25	114.00	1079.25	32.75	1046.50
575	120	0	70	206.55	114.80	1086.35	32.75	1053.60
580	120	0	65	206.60	114.80	1086.40	45.00	1041.40
590	120	0	60	207.90	115.50	1093.40	45.00	1048.40
600	120	0	60	210.60	117.00	1107.60	45.00	1062.60
610	120	0	60	213.30	118.50	1121.80	45.00	1076.80
620	120	0	60	216.00	120.00	1136.00	45.00	1091.00
630	120	0	60	218.70	120.00	1148.70	45.00	1103.70

Existing Pay	Dearness Pay	Dearness Allowance	Adhoc Relief	A.D.A.I	A.D.A.II	Total	Adhoc relief paid in excess	Net Total (Col. 7- Col.8)
640	120	0	60	221.40	120.00	1161.40	45.00	1116.40
650	120	0	60	224.10	120.00	1174.10	45.00	1129.10
660	120	0	60	226.80	120.00	1186.80	45.00	1141.80
670	120	0	60	229.50	120.00	1199.50	45.00	1154.50
680	120	0	60	232.20	120.00	1212.20	45.00	1167.20
700	120	0	60	237.60	120.00	1237.60	45.00	1192.60
710	120	0	60	240.30	120.00	1250.30	45.00	1205.30
720	120	0	60	243.00	120.00	1263.00	45.00	1218.00
730	120	0	60	243.00	120.00	1273.00	45.00	1228.00
740	120	0	60	243.00	120.00	1283.00	45.00	1238.00
750	120	0	60	243.00	120.00	1293.00	45.00	1248.00
760	120	0	60	243.00	120.00	1303.00	45.00	1258.00
770	120	0	60	243.00	120.00	1313.00	45.00	1268.00
780	120	0	60	243.00	120.00	1323.00	45.00	1278.00
790	120	0	60	243.00	120.00	1333.00	45.00	1288.00
800	120	0	60	243.00	120.00	1343.00	45.00	1298.00
820	120	0	60	243.00	120.00	1363.00	45.00	1318.00
830	120	0	60	243.00	120.00	1373.00	45.00	1328.00
840	120	0	60	243.00	120.00	1383.00	45.00	1338.00
850	120	0	60	243.00	120.00	1393.00	45.00	1348.00
860	120	0	60	243.00	120.00	1403.00	45.00	1358.00
865	120	0	60	243.00	120.00	1408.00	45.00	1363.00
880	120	0	60	243.00	120.00	1423.00	45.00	1378.00
900	120	0	60	243.00	120.00	1443.00	45.00	1398.00
910	120	0	60	243.00	120.00	1453.00	45.00	1408.00
920	120	0	60	243.00	120.00	1463.00	45.00	1418.00
930	120	0	60	243.00	120.00	1473.00	45.00	1428.00
940	120	0	60	243.00	120.00	1483.00	45.00	1438.00
950	120	0	60	243.00	120.00	1493.00	45.00	1448.00
960	120	0	60	243.00	120.00	1503.00	45.00	1458.00

Existing Pay	Dearness Pay	Dearness Allowance	Adhoc Relief	A.D.A.I	A.D.A.II	Total	Adhoc relief paid in excess	Net Total (Col. 7-Col.8)
970	120	0	60	243.00	120.00	1513.00	45.00	1468.00
980	120	0	60	243.00	120.00	1523.00	45.00	1478.00
1000	119	0	60	243.00	120.00	1542.00	45.00	1497.00
1020	100	0	60	243.00	120.00	1543.00	45.00	1498.00
1040	100	0	60	243.00	120.00	1563.00	45.00	1518.00
1050	100	0	60	243.00	120.00	1573.00	45.00	1528.00
1060	100	0	60	243.00	120.00	1583.00	45.00	1538.00
1100	100	0	60	243.00	120.00	1623.00	45.00	1578.00
1120	100	0	60	243.00	120.00	1643.00	45.00	1598.00
1150	100	0	60	243.00	120.00	1673.00	45.00	1628.00
1180	100	0	60	243.00	120.00	1703.00	45.00	1658.00
1200	100	0	60	243.00	120.00	1723.00	45.00	1678.00
1240	100	0	60	243.00	120.00	1763.00	45.00	1718.00
1250	100	0	60	243.00	120.00	1773.00	45.00	1728.00
1300	100	0	10	243.00	120.00	1773.00	0.00	1773.00
1350	100	0	0	243.00	120.00	1813.00	0.00	1813.00
1360	100	0	0	243.00	120.00	1823.00	0.00	1823.00
1400	100	0	0	243.00	120.00	1863.00	0.00	1863.00
1420	100	0	0	243.00	120.00	1883.00	0.00	1883.00
1450	100	0	0	243.00	120.00	1913.00	0.00	1913.00
1480	100	0	0	243.00	120.00	1943.00	0.00	1943.00
1500	100	0	0	243.00	120.00	1963.00	0.00	1963.00
1540	100	0	0	243.00	120.00	2003.00	0.00	2003.00
1550	100	0	0	243.00	120.00	2013.00	0.00	2013.00
1600	100	0	0	243.00	120.00	2063.00	0.00	2063.00
1650	100	0	0	243.00	120.00	2113.00	0.00	2113.00
1700	100	0	0	243.00	120.00	2163.00	0.00	2163.00
1750	100	0	0	243.00	120.00	2213.00	0.00	2213.00
1800	100	0	0	243.00	120.00	2263.00	0.00	2263.00
1850	100	0	0	243.00	120.00	2313.00	0.00	2313.00
1900	100	0	0	243.00	120.00	2363.00	0.00	2363.00

Existing Pay	Dearness Pay	Dearness Allowance	Adhoc Relief	A.D.A.I	A.D.A.II	Total	Adhoc relief paid in excess	Net Total (Col. 7-Col.8)
1950	100	0	0	243.00	107.00	2400.00	0.00	2400.00
2000	100	0	0	243.00	57.00	2400.00	0.00	2400.00
2050	100	0	0	243.00	7.00	2400.00	0.00	2400.00
2100	100	0	0	200.00	0.00	2400.00	0.00	2400.00
2125	100	0	0	175.00	0.00	2400.00	0.00	2400.00
2150	100	0	0	150.00	0.00	2400.00	0.00	2400.00
2200	100	0	0	100.00	0.00	2400.00	0.00	2400.00
2250	100	0	0	50.00	0.00	2400.00	0.00	2400.00
2300	50	0	0	50.00	0.00	2400.00	0.00	2400.00
2350	0	0	0	50.00	0.00	2400.00	0.00	2400.00
2375	0	0	0	25.00	0.00	2400.00	0.00	2400.00
2400	0	0	0	0.00	0.00	2400.00	0.00	2400.00
2500	0	0	0	0.00	0.00	2500.00	0.00	2500.00
2625	0	0	0	0.00	0.00	2625.00	0.00	2625.00
2750	0	0	0	0.00	0.00	2750.00	0.00	2750.00

No. 3/2/1PR(FD)-80

From

The Secretary to Government, Haryana,
Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Division,
Deputy Commissioners and
Sub Divisional Officers(C) in Haryana.

Dated: Chandigarh, the 10th July, 1980**Subject : Revision of Pay Scales - Clarification thereof.**

Sir,

Clarifications have been sought from some offices regarding the interpretation of proviso to rule 4 of Haryana Civil Services & Posts (Revised Scales of Pay) Rules, 1980. In this connection the position is clarified as under :-

“An employee can elect to continue to draw pay in the existing scale until the date of his next or any subsequent increment in the existing scale. However, if he vacates his post or ceases to draw his pay in that time scale prior to the date of such option, the benefit of continuing in the existing scale would be admissible to him only till he vacates his post or ceases to draw pay in that time scale. For example, an employee opts to continue in the old scale upto 1-11-80 and in the meantime he is promoted to a higher post on 01.04.1980. In this case, the benefit of continuing in the pre-revised scale of pay would be admissible to him only upto 31-03-80. Similar will be the position if the employee vacates the post on 01.04.80 for any other reason.”

2. The benefit of continuing in the pre-revised scale will not be restricted to the next increment only after the appointed day but it can be availed of till any subsequent increment or increments in the time scale provided he does not vacate the post or ceases to draw his pay in that time scale of pay in the meantime.

Yours faithfully,

Sd/-

Joint Secretary Finance (B)
for Secretary to Government, Haryana,
Finance Department.

Copy of letter **No. 21/3PR(FD)-80 dated Chandigarh the 18th August, 1980** from the Secretary to Govt. Haryana Finance Department Addressed to All Heads of Departments of the Registrar, Punjab & Haryana High Court Chandigarh etc.

Subject : Fixation of pay in the revised Scales of pay.

I am directed to say that Haryana Civil Services (Revised Scales of pay) Rules, 1980 published vide Haryana Government Notification No. G.S.R.20/Const./Art 309/80, dated 29th February, 1980 provide in rule 6 that the pay of an employee is to be fixed separately in respect of his pay in the substantive post and also in the officiating post(s), but such fixation of pay is to be done only on the date of option given by an employee for being governed by the Revised Pay Rules. In case, an employee gets officiating promotion after the date of option, whether between 01.04.1979 & 29.02.1980 or thereafter, his pay in the revised scale of the officiating post is to be fixed under the normal rules as provided in Punjab Civil Services Rules, Volume-I, Part-I.

EXAMPLE

If an employee who was holding a post in the scale of Rs. 110-225 in his substantive/officiating capacity on 01.04.1979 and was promoted to a higher officiating post in the scale of Rs. 160-400 on 1-11-79, his pay will be fixed as under :-

(a) in case he opts for the revised pay scale with effect from 01.04.1979.

His pay in the substantive/officiating post in the revised pay scale of Rs. 400-660 will be fixed in accordance with rule 6 of the (Revised Scales of pay) Rules, but his pay in the higher officiating post in the revised scale of Rs. 525-1050 will be fixed on 1-11-1979 under the normal rules as laid down in Punjab Civil Services Rules, Volume-I.

(b) In case he opts for the Revised pay scales both in the substantive/officiating post Rs. 400-660 & Rs. 525-1050 with effect from 1-11-79.

His pay in the substantive/officiating post having a revised pay scale of Rs. 400-660 and his pay in the officiating post having a revised pay scale of Rs. 525-1050 would be fixed separately under rule 6 of the (Revised Scales of Pay) Rules, 1980. If the pay fixed as above in the scale of Rs. 525-1050 is lower than the pay fixed in the scale of Rs. 400-660, the pay fixed in the scale of Rs. 525-1050 would be suitably enhanced so as to be at a stage next above the stage in the scale of Rs. 400-660.

If, however an employee is promoted to the higher officiating post after the notification of the revised pay scale of the higher officiating post, the pay in such post would be fixed under rule 4.4(c) of Punjab Civil Services Rules Vol.-I, Part-I Rule 6 of the Revised Scales of Pay Rules would not be applicable for fixation of pay.

I am to request that these instructions may be kept in view while fixing the pay of the employees.

No. 1/65/1PR(FD)-80

From

The Secretary to Government, Haryana,
Finance Department.

To

All Heads of Department,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 24th October, 1980**Subject : Fixation of pay in the revised pay scales.**

Sir,

I am directed to invite a reference to Haryana Civil Services (Revised Scales of Pay) Rules, 1980 issued with Govt. Notification No. GSR 20/Const./ Art. 309/80 dated 29th February, 1980 and to say that rule 3(d)(iv) of the said rules provides that special pay or part of special pay, if any, which was granted in lieu of higher time scale and has been abolished as a separate component in the revised scales of pay with effect from the appointed day, will be included in the existing emoluments for purposes of pay fixation. Again, Rule 6(1)(i) lays down that the special pay granted on account of arduous nature of duties will not be taken into account for calculating "X" i.e. the emoluments of the employee in the pre-revised scale of pay at 320 Points minus excess payment of Adhoc relief. It has been brought to the notice of Govt. that according to existing pay fixation formula the revised pay fixed in case of certain employees, who were in receipt of special pay under the pre-revised scales of pay and whose special pay has been continued in the revised scales of pay, has either become less or they have not been able to get the minimum benefit of Rs. 30/- p.m. announced by Govt. The matter has been reconsidered and after careful consideration, it has been decided to fix the pay in such cases as indicated below :-

- (i) Find out the emoluments at 320 point consumer price index for pay plus special pay in the pre-revised scale.
- (ii) deduct - special pay granted in the pre-revised scale.
- (iii) add - minimum benefit of Rs. 30/- or the benefit of one increment or two increments at the rate of increment last drawn according to the length of service, subject to a maximum of Rs. 75/- .
- (iv) find out the stage in the revised scale of pay and if there is no corresponding stage in the revised scale, fix the pay at the stage just below and give the difference as personal pay to be absorbed in future increments.
- (v) add-special pay sanctioned with the revised scale of pay.

ILLUSTRATIONS:

(1) An employee in the pre-revised pay scale of Rs. 110-4-130/5-160/5-225 was in receipt of Rs. 126/- plus special pay of Rs. 25/- per month his pay scale has been revised to Rs. 400-10-490/540-15-600-EB-20-660 plus Rs. 25/- special pay w.e.f. 01.04.1979. His pay

from 01.04.1979 will be fixed as under :-

Pre-revised scale	= Rs. 110-4-130/5-160/5-225
Revised Scale	= Rs. 400-10-490/540-15-600-EB-20-660.
(i) Pay in the old scale	= Rs. 126+Rs. 25 special pay = Rs. 151.
(ii) Emoluments at 320 points minus excess payment of Adhoc relief (i.e.)	= Rs. 464.00
(iii) Deduct special pay	= Rs. 464 minus Rs. 25= Rs. 439.00
(iv) Add-minimum benefits	= Rs. 439+Rs. 30=469.00
(v) Pay fixed in the revised scale	= Rs. 460 + Rs. 9 (personal pay) + Rs. 25/- Spl. Pay

(2) An employee in the pre-revised scale of Rs. 120-5-150/6-180/8-220/10-250 was in receipt of Rs. 180/- plus a special pay of Rs. 90/- per month. His pay scale has been revised to Rs. 420-10-490/525-15-600-EB-20-700 plus Rs. 100/- special pay per month w.e.f. 01.04.1979. His pay on 01.04.1979 will be fixed as under :-

Pre- revised pay scale	= Rs. 120-5-150/6-180/8-220/10-250
Revised Scale	= Rs. 420-10-490/525-15-600-EB-20-700.
(i) Pay in the old scale	= Rs. 180+Rs. 90 spl. pay =Rs. 270.00
(ii) Emoluments at 320 points minus excess payment of adhoc relief (i.e.)	= 640.00
(iii) Deduct- special pay	= Rs. 640.00 minus Rs. 90.00 = Rs. 550.00
(iv) Add-minimum benefit (as the service is less than 25 years)	= Rs. 550.00 plus Rs. 30.00 = 580.00
(v) Pay fixed in the revised scale	= Rs. 570.00 + Rs. 10 (Personal Pay) + Rs. 100/- Special Pay.

These employees may, however, be allowed to opt for fixation of pay under the existing pay fixation formula as provided in Rule 6 of the Haryana Civil Services (Revised Scales of Pay) Rules, 1980, or in the manner given above, whichever is more beneficial to them.

Receipt of these instructions may be acknowledged.

Yours faithfully,

Sd/-

(L. M. GOYAL)

Joint Secretary Finance (B),
for Secretary to Government, Haryana,
Finance Department.

No. 1/199/1PR(FD)-80

From

Secretary to Government, Haryana,
Finance Department.

To

All Head of Departments,
Commissioner, Ambala/Hisar Divisions,
All Deputy Commissioner and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 11th February, 1981**Subject : Revision of options consequent upon revision of pay scales with retrospective effect.**

Sir,

In sub rule (1) of Rule 5 of the Haryana Civil Services (Revised Scales of Pay) Rules, 1980, it has been provided that the options to elect the pre-revised scale or revised scale should be exercised within 4 months of the date of issue of the rules or of the orders revising the existing scale whichever is later. A doubt has arisen, whether in case of an employee who has already given an option under this rule and his pay scale is subsequently revised again with retrospective effect from 01.04.1979 is entitled to change his previous option. I am to clarify that, in such cases, the employees have a right to change their option and there is no violation of rule 5(4) of the New Pay Rules, 1980.

2. Receipt of these instructions may please be acknowledged.

Yours faithfully,

Sd/-

(L.M. Goyal)

Joint Secretary Finance (B),
for Secretary to Government, Haryana,
Finance Department.

No. 1/45/1PR(FD)-81

From

Secretary to Government, Haryana,
Finance Department.

To

All Heads of Departments,
Commissioner Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 3rd March, 1981**Subject : Crossing of efficiency Bar.**

Sir,

I am directed to invite a reference to Finance letter no. 1/10/FD(PR)-80 dated 28/31-3-1980 with which instructions were issued for fixation of pay in cases of crossing of efficiency bar, both in the pre-revised and the revised scales of pay doubt has been raised about the manner in which the pay of an employee should be fixed where he has been held-up at the stage of an efficiency bar in the pre revised scale and the revised scale has a stage of jump, but not that of an efficiency bar. It is clarified that, in such cases the pay of the employee in the pre-revised scale should be calculated after adding the minimum benefit of Rs. 30/- to his emoluments at 320 points (i.e. X) and then it should be fixed at the relevant stage in the revised scale of pay and if there is no such stage, at a stage just below and the difference should be treated as personal pay till he is allowed to cross the efficiency bar in the pre revised scale of pay.

2. Receipt of these instructions may kindly be acknowledged.

Yours faithfully,

Sd/-

(L. M.GOYAL)

Joint Secretary, Finance (B),
for Secretary to Government, Haryana,
Finance Department.

No. 1/65/1PR(FD)-80

From

The Secretary to Government, Haryana,
Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners &
Sub Divisional Officers (Civil) in Haryana,
Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 11th May, 1981**Subject : Fixation of pay in the revised scales of pay.**

Sir,

I am directed to invite a reference to Finance Department circular letter No. 1/65/1PR (FD)-80, dated the 24th October, 1980, on the above subject whereby a revised pay fixation formula was laid down for the employees who were in receipt of special pay both under the pre-revised scales of pay as also under the revised scales of pay. It was brought to the notice of Government that this formula had resulted in treating a part of pay as personal pay which in many cases was equal to their rates of increment in the revised scales of pay. The matter was accordingly considered afresh and it has now been decided that sub-para (iv) of the instructions cited above may be substituted as under:-

- (iv) find out the stage in the revised scale of pay and if there is no corresponding stage in the revised scale, fix the pay at the stage next above provided the resultant benefit does not exceed Rs. 75/- p.m. If the resultant benefit exceeds Rs. 75/-, pay will be fixed in accordance with rule 6(3)(i)(b) of Haryana Civil Services (Revised Scales of Pay) Rules, 1980.

2. It has also been decided that as a consequence of the above change in pay fixation formula, the employees who were in receipt of special pay under the pre revised scales of pay and have also been allowed special pay in the revised scales of pay they may be given another opportunity to change their date of option, if they so desire. This concession will be available for a period of two months from the date of issue of these orders.

3. Receipt of these instructions may be acknowledged.

Yours faithfully,

Sd/-
(N.K. GARG),
Joint Secretary, Finance (B),
for Secretary to Government, Haryana,
Finance Department.

No. 2/6/1PR(FD)-81.

From

The Secretary to Government, Haryana,
Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 1st June, 1981**Subject : Protection of Emoluments.**

Sir,

I am directed to refer to Rule 3(a) of Finance Department's Notification No. GSR-80/Const/Art.309 /Amd.(1)/80, dated 29th February, 1980, whereby persons appointed on or after 29th February, 1980 were not entitled to the benefit of pay fixation. This has resulted in reduction in the emoluments of a number of employees who were recruited after 29th February, 1980. The matter has been reconsidered and it has been decided that in the case of employees who have been appointed on or after 29th February but before 21st July, 1980, their emoluments in the pre-revised pay at 320 points price index may be protected. For this purpose, they may be given the relevant stage in the revised scale and if there be no corresponding stage in the revised scale, their pay may be fixed at the stage just below and given the difference as personal pay to be absorbed in future increment. However, if the minimum of the revised pay scale happens to be more than the emoluments in the pre-revised scale at 320 points consumer price index the employees will get the minimum of the revised scale.

2. Receipt of this communication may be acknowledged.

Yours faithfully,

Sd/-

(N.K. GARG),

Joint Secretary, Finance,
for Secretary to Government, Haryana,
Finance Department.

No. 1/162/1PR(FD)-80

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Head of Departments in Haryana.

Dated, Chandigarh, the 22nd July, 1981

Subject : Revision of pay scales of employees of Marketing Boards/Marketing Committee and other Public Sector Undertakings.

Sir,

As you are aware, the pay scales of State Govt. employees have been revised with effect from 01.04.1979. Following this pattern, some of the Boards/Corporations have also revised the pay scales of their employees with effect from the same date viz 01.04.1979. It has come to the notice of the Finance Department that the pay scales of certain posts in Boards/Corporations were firstly revised just before 01.04.1979 and subsequently another revision was made with effect from 01.04.1979 when new pay scales, in replacement of the revised pay scale sanctioned before 01.04.1979 were allowed to the employees. In this way for almost all the posts not only have relatively high pay scales been awarded, but this double revision has also conferred dual advantage in pay fixation in many cases. This has in turn, led to entitlement to enhanced rates of T.A/D.A and H.R. benefits to such employees.

2. As the grant of relatively high pay scales and high pay fixation benefits to certain category of employees by some autonomous bodies is likely to have its repercussions on both Government staff and the staff of other autonomous agencies such as, Municipal Committees, University Boards and Corporations etc., the State Government has decided that in future, all proposals for revision of pay scales should be routed to the Finance Department through the Department concerned and that no direction or resolution be passed by the agencies of Government in the matter of revision of pay scales, unless the Finance Department have been consulted and should the department concerned hold a view contrary to that of the Finance Department, then the matter should be routed to the Officers, Committee and the Cabinet Sub Committee (With the departmental Secretary and the Minister Incharge respectively being associated at each stage) to the Cabinet for final decision.

3. I am to request you to kindly stress upon the autonomous agencies, with which you are concerned, to strictly follow the procedure outlined above in the matter of revision pay scales of their employees.

4. Receipt of these instructions may please be acknowledged.

Yours faithfully,

Sd/-

(N.K. GARG),

Joint Secretary, Finance (R),
for Secretary to Government, Haryana,
Finance Department.

No. 1/147/3PR(FD)-81

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 21st December, 1981

Subject : Grant of personal pay to Government employees who improve their qualifications by further study, within the, country and abroad.

I am directed to invite a reference to Haryana Govt. letter No. 4718-2GSII-77/17173, dated the 20th June, 1977 on the above subject and to say that the Govt. employees who after joining service improve their qualifications which are higher than the minimum qualifications prescribed for the post on which they were recruited at the time of entry into Govt. service, are given personal pay equal to one increment in case of Diploma-holders of at least one year's duration, two increments for Law Graduates or Post Graduates and four increments for acquiring Doctorate or Post-doctorate qualifications. The rate of such increments is taken to be that which was last drawn prior to the date of eligibility, and the benefit is admissible for a period of 5 years from the date of eligibility.

This personal pay was treated as 'PAY' for calculating allowances admissible under the pre-revised scales of pay, but it is not taken into account for calculating the "Existing Emoluments" on 01.04.1979 or on the date of their option. This has in turn, taken away a substantial portion of the benefit admissible to them under the revised scales of pay. The matter has been considered afresh and it has been decided that the amount of loss in each case (after being rounded to the nearest Rupee) be added to the "Personal Pay" already being given to them under the revised scales of pay, as per illustrations given below :-

Example No. I.

(i) Pay scale	225-500
Revised scale	525-1050
(ii) Pay on 01.04.1979	Rs. 300/-
(iii) Personal Pay on account of higher qualifications.	Rs. 30/-
(iv) Equivalent of Rs. 300/- at 320 points	682.60
Equivalent of Rs. 330/- (Rs. 300/- + Rs. 30/- P.P at 320 Points)	725.20
Less Personal Pay	(-) Rs. 30/-
Net	695.20
Difference (less)	Rs. 12.60 (695.20 minus 682.60)
Amount to be added to the Personal Pay	Rs. 13/-

Example No. II

(i) Pay scale	300-600
Revised scale	700-1250
(ii) Pay on 01.04.1979	Rs. 400/-
(iii) Personal pay on account of higher qualifications	Rs. 50/-
(iv) Equivalent of Rs. 400/- at 320 points	Rs. 845/-
Equivalent of Rs. 450/- (Rs. 400+Rs. 50/-P.P) at 320 points.	Rs. 922.10
Less-Personal pay	(-) Rs. 50/-
Net	Rs. 872.10
Difference (loss)	Rs. 27.10 (872.10 minus 845)
Amount to be added to the Personal pay	Rs. 27/-

Example No. III

(i) Pay scale	350-850
Revised scale	700-1250
(ii) Pay on 01.04.1979	Rs. 620/-
(iii) Personal pay on account of higher qualifications	Rs. 60/-
(iv) Equivalent of Rs. 620/- at 320 points.	Rs. 1091.00
Equivalent of Rs. 680/- (Rs. 620/-+Rs. 60/-P.P.) at 320 points.	Rs. 1167.20
Less-Personal Pay	(-) Rs. 60/-
Net	Rs. 1107.20
Difference (less)	Rs. 16.20 (1107.20 minus 1091)
Amount to be added to the personal pay.	Rs. 16/-

This Benefit may be given to the employees from 01.04.1979 (or the date of option if it is other than 01.04.1979) and will be valid for the period, the personal pay on account of higher qualification is admissible.

Receipt of this letter may please be acknowledged.

Yours faithfully,

Sd/-

(RAJNI RAZDAN)

Deputy Secretary Finance (R)
for Commissioner & Secretary to Government,
Haryana, Finance Department.

Copy of letter **No. 1/1(9)81-1FR-I, dated 28th December, 1981** from the Commissioner & Secretary to Govt. Haryana, Finance Department addressed to All Heads of Departments, Commissioner Ambala/Hisar Division, All Deputy Commissioners & Sub Divisional Officers(C) in Haryana etc.

Subject : Fixation of Pay of Government Employees Removal of anomaly wherein a Senior Government employee draws less pay in the revised scale than his Junior.

I am directed to invite a reference to the subject noted above and to say that instances have come to the notice of the Finance Department wherein a Senior Government employee promoted to higher post before 01.04.1979 draws less pay in the revised scale than his junior who is promoted to the higher post after the crucial date. This has created anomaly which is directly as a result of the revision of pay scales and the application of rule 4.4 of the Punjab C.S.R Vol. I, Part-I in the revised scales. In order to remove the anomaly, it has, been decided that in such cases, the pay of the senior officer in the revised scale, in the higher post should be stepped upto a figure equal to the pay as fixed for the junior officer in that higher post promoted on or after 01.04.1979 the stepping up should be done with effect from the dated of promotion of the junior officer and should be subject to the following condition :-

- (a) Both the junior and Senior officer should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- (b) The un-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical and
- (c) The anomaly should be directly as a result of the application of the provisions of rule 4.4 of the Punjab C.S.R Vol.-I, Part-I in the revised scale. For example, if even in the lower post, the junior officer was drawing more pay in the unrevised scale than the senior by virtue of fixation of pay under the normal rules or any advance increments granted to him, the provisions contained in this decision need not be involved to step up the pay of the senior officers.

2. The orders re-fixing the pay of the senior officers accordance with the provisions of this decision should be issued under rule 4.10 of the C.S.R. Vol.-I, Part-I. The pay thus fixed may be got verified from the Finance Department.

3. These orders take effect from the date of issue. Cases of senior drawing less pay in the revised scale than the junior in respect of promotion, occurring on or after 1st April, 1979 may also be regulated under these orders, but the actual benefit would be available from the date of issue of these orders.

No. 3/24/1PR(FD)-80

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala/Hisar Divisions,
Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 29th December, 1981**Subject : Fixation of Pay under Rule 6(5) of Haryana Civil Services (Revised Scales of Pay) Rules, 1980.**

Sir,

I am directed to invite a reference to Sub-rule 5 of Rule 6 of the Haryana Civil Services (Revised Scales of Pay) Rules, 1980 which lays down that if the pay of an employee as fixed in the higher officiating post happens to be lower than the pay fixed in the substantive or lower officiating post, the pay on the officiating post is refixed at a stage next above the substantive pay or lower officiating pay, as the case may be. A question has been raised as to the manner in which the pay of the employee is to be fixed where the pay on the lower officiating/substantive post is fixed at the same stage as the one fixed on the higher post on 01.04.1979 or the date of option under the revised scales of pay. The matter had been under consideration of Government for sometime past. It has now been decided that refixation of pay on the officiating/higher officiating post, at the stage next above, may also be allowed, where the pay on the substantive officiating post is fixed at the same stage as that on the officiating/higher officiating post, even if the benefit as a result of refixation of pay exceeds Rs. 75/- p.m. in a particular case on 01.04.1979 or the date of option under the revised scales of pay. An amendment to this effect is being issued separately.

Receipt of this communication may please be acknowledged.

Yours faithfully,

Sd/-

(RAJNI RAZDAN)

Deputy Secretary Finance (R),
for Commissioner & Secretary to Government,
Haryana, Finance Department.

No. 1/1(162)/82-1FR-I

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioner Ambala/Hisar Divisions,
All Deputy Commissioners and
Sub Divisional Officers (Civil) in Haryana,
The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh, the 5th October, 1982**Subject : Verification of initial pay of Government employees fixed under Haryana Civil Services (Revised Scale of Pay) Rules, 1980.**

Sir,

I am directed to invite a reference to Finance Department circular letter No. 1/10/FD (PR)-80 dated the 28th March, 1980 on the subject noted above and to say that pay of Haryana Govt. employees in the revised scales of pay was to be fixed by the departmental authorities in accordance with the procedure laid down therein and the rules contained in Finance Department Notification No. G.S.R.20/Const./Art. 309/80, dated the 29th February, 1980. The initial pay of the Government employees fixed by the Departments will be verified by the audit parties of the A. G. Haryana. It is, therefore, requested that necessary record viz Service books, option forms, pay fixation performa showing the pay fixed by the departmental authorities and other relevant records may be kept ready which may be made available to the audit parties at the time of their visits. The audit parties would be visiting only the District Headquarters besides offices located at Chandigarh and the verification by them would be done to a limited extent. The data in regard to total number of employees working in your Department may also be kept ready. It may also be ensured that the pay fixation proforma which are not checked by the Audit parties are reviewed in the light of observations made by the audit parties on the proforma checked by them and suitable remedial action is taken in the matter.

Yours faithfully,

Sd/-

Joint Secretary Finance(R)
for Commissioner & Secretary to Government,
Haryana, Finance Department.

No. 1/162/1PR(FD)-80.

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Heads of Departments in Haryana.

Dated, Chandigarh, the 18th April, 1984

Subject : Revision of pay scales of employees of Marketing Boards/Marketing Committees and other Public Sector Undertakings.

Sir,

I am directed to invite a reference to Haryana Govt. Finance Department circular letter No. 1/162/1PR(FD)- 80 dated 22nd July, 1981, on the above subject and to say that it has come to the notice of Finance Department that some Boards/Corporations and other Public Sector Undertakings are giving facilities such as conveyance allowance and other allowances etc., over and above those admissible to the State Government employees, without obtaining prior approval of the Finance Department. As uniformity is being maintained in the pay scales of Haryana Govt. employees and those of the Corporations and Boards etc. of Haryana, it is imperative that there should be uniformity in the grant of conveyance allowance and other allowances also. It has, therefore, been decided that prior approval of the Finance Department should be obtained by all the autonomous Bodies/Boards/Corporations etc. before allowing any kind of allowance at a rate higher than that admissible to Haryana Government employees, from time to time. Accordingly, you are requested to issue instructions to the autonomous Bodies/Corporations and Boards etc., under your control, to strictly follow the procedure and principles as adopted by the State Government for the grant of such benefits to their employees.

2 Receipts of this letter may please be acknowledged.

Yours faithfully,

Sd/-

Joint Secretary, Finance (R),
for Commissioner & Secretary to Government,
Haryana, Finance Department.

No. 4/19/86-3FR-II/2687

From

The Commissioner & Secretary to Government,
Haryana, Finance Department.

To

All Heads of Departments,
Commissioners, Ambala & Hisar Divisions,
All Deputy Commissioners and
Sub Divisional Officers, (Civil) in the Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh.

Dated, Chandigarh, the 7th November, 1986

Subject : Purchase of Post Office Saving Certificates from the post Offices located in Haryana in respect of arrears on account of DA installments/revision of pay Scales etc.

Sir,

I am directed to invite a reference to the subject noted above and to say that as and when a decision is taken by Govt. to grant D.A. instalments or revision of pay scales with retrospective effect, it is invariably provided in the instructions/rules that the arrears should be deposited in the General Provident Fund/Contributory Provident Fund Accounts of the employees while in the case of those employees who have no GPF/CPF Accounts the amount of such arrears are required to be invested in post Office Saving Certificates. The matter regarding purchase of Post Office Saving Certificates has been considered and it has been decided that, in future, these certificates should be purchased from the post offices located in Haryana. In case of any difficulty in the purchase of these certificates, the Director, Small Savings, Haryana, Chandigarh should be contacted.

2. For Director Small Savings Haryana only :-

It is requested that any assistance required by any Department/Corporation/Undertaking/Board as and when asked for by them may please be extended to them.

3. Receipt of this letter may kindly be acknowledged.

Yours faithfully,

Sd/-

(Pius Pandarwani)

Joint Secretary Finance (R),
for Commissioner & Secretary to Government,
Haryana, Finance Department.

Note 1: Annexures of this Notification and modifications of pay scale made between the year 1969 and 1979 not printed. See website of FD.

Note 2: For pay scale of a post as on 31.03.1979 see Notification No. GSR.20/Const./Art.309/80, Dt. 29.02.1980 & No. G.S.R 80/Const. Art. 309/Amd (1)/80, Dt. 21.07.1980.

HARYANA GOVERNMENT GAZETTE

EXTRAORDINARY

Published by Authority

CHANDIGARH, FRIDAY, JULY 22, 1969 (ASADHA 31, 1891 SAKA)

FINANCE DEPARTMENT

NOTIFICATION

The 7th July, 1969

No. 129-1PRC-69/18963.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana, after consultation with the Speaker of the Haryana Legislative Assembly in so far as such consultation is necessary under the provisions of article 187(3), hereby makes the following rules, relating to revision of pay scale of certain services and posts under the State Government, namely.—

1. Short title.— These rules may be called the Haryana Civil Services and Posts (Revised Scales of Pay) Rules, 1969.

2. Application.— Save as otherwise provided by or under these rules, they shall apply to a person holding any post mentioned in the Schedule appended to these rules, if the pay scale of that post has been revised therein:

Provided that nothing in these rules shall apply to—

- (a) Members of Haryana Civil Service (Executive Branch and Judicial Branch) and Deputy Superintendents of Police.
- (b) persons not in the whole-time employment of the State;
- (c) persons paid out of contingencies;
- (d) persons paid as work-charged establishment;
- (e) persons employed on contract basis, except when the contract provides otherwise;
- (f) re-employed Government servants; and
- (g) persons specifically excluded wholly or in part from the operation of these rules.

3. Definitions.— In this rule, unless there is anything repugnant in the subject or context:-

- (a) "appointed day" means,
 - (i) in relation to a Government servant appointed before the 1st day of February, 1969, that day, and
 - (ii) in relation to a Government servant appointed on or after the 1st day of February, 1969, but before the date of issue of these rules the day on which such Government servant was appointed;

- (b) "basic pay" means pay as defined in rule 2.44 (a)(i) of the Punjab Civil Services Rules, Volume I, Part I, as applicable to Haryana Government servants;
- (c) "existing emoluments" means the aggregate of—
- (i) the basic pay in the existing scale;
 - (ii) the dearness pay appropriate to the basic pay, provided that where a Government servant is drawing dearness pay at a higher rate than appropriate to his basic pay at such higher rate of dearness pay subject to the condition that increase in the rate of dearness pay due to non-practicing allowance or rural allowance shall be ignored for this purpose;
 - (iii) the adhoc pay, if any, where such adhoc pay is abolished with effect from the appointed day; and
 - (iv) the special pay, if any, as distinct from special pay which is to be abolished after the existing incumbent leaves the post;
- (d) "existing scale" means the scale of pay of a Government servant in respect of the post held by him in substantive or officiating capacity immediately before the appointed day;
- (e) "revised pay" means such basic pay of a Government servant in the revised scale as may be determined in accordance with these rules;
- (f) "revised scale" in respect of a Service of post specified in column 2 of the Schedule, means the scale of pay specified in column 4 thereof: and
- (g) "Schedule" means the Schedule appended to these rules.

4. Right to draw revised pay and to exercise option for existing scale.—

- (1) Save as otherwise provided in these rules, as from the appointed day, a Government servant shall be entitled to draw the pay in the revised scale:

Provided that a Government servant whose pay scale has been revised under these rules may opt to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw his pay in that time scale of pay, whichever is earlier.

- (2) Where under the proviso to sub-rule (1) a Government servant exercises the option to retain the existing scale in respect of a post held by him in an officiating capacity his substantive pay for the purpose of rule 4.4 of the Punjab Civil Services Rules, Volume I, Part I as applicable to Haryana Government servants, shall be substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien, had his lien not been suspended.

5. Exercise of option.— (1) The option referred to in the proviso to sub-rule (1) of rule 4 shall be exercisable in writing so as to reach the authority mentioned in sub-rule (2) within four months of the date of issue of these rules :

Provided that.—

- (i) in the case of a Government servant who is on that date out of India or on leave or deputation or on foreign service or on active service, such option shall be exercisable within four months of the date of his taking over charge of his post under the State Government; and
- (ii) where a Government servant is under suspension on that date, such option shall be exercisable within four months of the date of his return to duty.

Explanation.— 'Active Service' means Service abroad with armed forces, but does not include service in the Indian Missions abroad.

- (2) The option shall be intimated by the Government servant in the Form appended to these rules.—
 - (a) if he is a gazetted Government servant to the Accountant General, Haryana; and
 - (b) if he is a non-gazetted Government, to the head of his office.
- (3) If the declaration regarding option is not received by the prescribed authority within time mentioned in sub-rule (1), a Government servant shall be deemed to be entitled to the revised scale with effect from the appointed day.
- (4) The option once exercised shall be final.

6. Fixation of pay in revised scale.— (1) The initial pay of a Government servant in the revised scale shall, unless otherwise directed by the State Government, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien had it not been suspended and in respect of his pay the officiating post held by him in the following manner :-

- (i) Where a single existing scale has been replaced by a single revised scale, the pay in the revised scale shall be fixed at the stage arrived at after adding the same number of stages to the minimum of the revised scale as were necessary to arrive at the basic pay in the existing scale from its minimum:

Provided that where the minimum of the revised scale is less than the emoluments at the minimum of the existing scale, the minimum of the revised scale shall be deemed to be the stage where the basic pay in the revised scale is equal to the emoluments at the minimum of the existing scale, and if there is no such stage, the next above.

Example-I

An officer who in the scale of Rs. 500-25-600/40-800/50-1000 and drawing pay Rs. 550 per mensem and opts to come to the new scale of Rs. 450-30-600/40-800/50-1100 will be allowed pay in the revised scale as under :-

Existing Emoluments	Notional minimum or starting stage in the revised scale for fixation of pay
Pay Rs. 550 <u>D.P. Rs. 85</u> Rs. 635	Rs. 500+Rs. 70 D.P.= Rs. 570
	He will be entitled to pay @ Rs. 640 after adding two increments.

Example-II

The pay of a Superintendent of 'B' Class Office who is working in the scale of Rs. 350-20-450 and drawing pay at Rs. 370 per mensem and opts for the revised scale of Rs. 400-25-500/30-650, will be fixed as under:-

Existing Emoluments	Notional minimum or starting stage in the revised scale for fixation of pay
Pay Rs. 370 D.P: Rs. 70 Rs. 440	Rs. 350+Rs. 70 D.P. = Rs. 420
	As there is no stage of Rs. 420 in revised scale, the starting or first stage for fixing the pay of the existing incumbents will be deemed to be Rs. 425 i.e. stage next above Rs. 420. He will be allowed one increment in lieu of increment drawn in the existing scale and his pay will be fixed at Rs. 450.
	(This notional minimum will be for the purpose of fixation of pay of the existing incumbents only).

- (ii) Where more than one existing scale is replaced by a single revised scale the pay in the revised scale shall be fixed in the manner indicated in (i) above, as if each of the existing scale had been singly replaced by the revised scale.
- (iii) Where an existing scale has been replaced by two revised scales, the pay of the persons fitted in the lower or higher revised scale shall be fixed in the manner indicated in (i) above, as if the existing scale had been replaced by a single lower or higher revised scale, as the case may be.
- (iv) Where a Government servant is holding a permanent post and is officiating in a higher post and the scales applicable to those two posts are merged into one revised scale, the pay shall be fixed under (ii) above with reference to the officiating post only, provided he has continuously officiated in that post for not less than one year and the pay so fixed shall be treated as substantive pay. When such a Government servant has not completed one year's continuous service in the higher officiating post on the appointed day his pay in the revised scale shall be fixed separately with reference to his substantive pay and officiating pay in the existing scale and his pay in the revised scale as fixed with reference to the officiating pay shall be treated as substantive pay in that scale after rendering service for the period by which it fell short of one year on the appointed day, provided it is certified by the Appointing Authority that he would have continued to officiate in the higher officiating post during this period, had the revised scales not been introduced. If however the Appointing Authority certifies that he would have reverted to the lower post during this period his pay in the revised scale would from the date on which he would have reverted be regulated on the basis of the pay fixed on the appointed day with reference to his substantive pay in the lower post.

(2) The revised pay shall not exceed the existing emoluments by more than the following ceiling limits :-

- (i) Rs. 5 or Rs. 7½ in the case of revised scales ending at Rs. 100 or below according as the Government servant concerned has rendered service not exceeding ten years or exceeding ten years respectively in the same existing scale;

- (ii) Rs. 10 in the case of revised scales ending between Rs. 101-200;
- (iii) Rs. 20 in the case of revised scales ending between Rs. 201-300;
- (iv) Rs. 30 in the case of revised scales ending between Rs. 301-600;
- (v) Rs. 40 in the case of revised scales ending between Rs. 601-1000;
- (vi) Rs. 50 in the new of revised scales ending above Rs. 1000.

Provided that—

- (a) in the case of a Government servant whose existing emoluments are not less than Rs. 1100 per mensem, the revised pay shall not exceed such emoluments;
- (b) if the pay in the revised scale as worked out under these rules is less than or equal to the existing emoluments, the pay in the revised scale shall be fixed at the stage next above the existing emoluments;
- (c) the advance increment to be granted under these rules in consideration of qualifications shall be allowed after fixing pay in the revised scale, and will not be subject to the ceiling imposed above; and
- (d) the pay in the revised scale shall not be fixed at a rate lower than the minimum stage of the revised scale.

Explanation.— For the purposes of clause (i), periods of the following type of service shall be taken into account for computing 10 years service:-

- (i) leave, including extraordinary leave;
- (ii) Non-continuous service only if the benefit of that service has been allowed for increments on the existing scale;
- (iii) the service of a person who has been held up at a stage in the existing scale or whose increments have been stopped with cumulative effect.

(3) Where the revised pay at the stage arrived at under sub-rule (1) exceeds the existing emoluments by more than the ceiling limits prescribed in sub-rule (2) the pay shall be fixed at the highest stage in the revised scale at which the revised pay so fixed does not exceed the existing emoluments by more than the ceiling limits and the difference between the existing emoluments plus the ceiling and the revised pay shall be allowed as personal pay to be absorbed in pay at the time of the next increment or subsequent increments.

Example

An Assistant 'X' who is drawing basic pay of Rs. 200 in the existing scale of Rs. 106-6-160/8-200 and Rs. 45 as dearness pay will under sub-rule (1) be entitled to the corresponding 15th stage in the revised scale of Rs. 160-10-280/15-400 at Rs. 310. This exceeds existing emoluments by Rs. 65. Under sub-rule (2) his revised pay should not exceed the existing emoluments by more than Rs. 30 and he should be fixed up at Rs. 275. There being no stage of Rs. 275 in the revised scale, his pay will be fixed at Rs. 270, the stage below and he will get Rs. 5/- as personal pay to be absorbed in his next grade increment when he would rise by increment to the stage of Rs. 280.

(4) The dearness pay which is given at present with marginal adjustment up to Rs. 1100 shall cease with effect from the appointed day, except where an employee has opted for the existing scale.

(5) If pay as fixed in the officiating post under sub-rules (1), (2), (3) or (4) is equal to or lower than the Pay as fixed in the substantive post, officiating pay shall be re-fixed at this stage next above the substantive pay.

(6) Where a Government servant continue to draw his pay in the existing scale and comes over to the revised scale from a date later than the appointed day his pay in the revised scale from such later date shall be so fixed as if he had opted to be governed by these rules with effect from the appointed day, provided that such a Government servant shall not be required to refund the benefit derived by him in the existing scale till the date of his coming over to the revised scale.

(7) A Government servant, who has officiated in a post prior to the appointed day but was not holding that post on that day and who on subsequent appointment to that post draws pay in the revised scale, shall be allowed the benefit of the previous officiating appointment to the extent it would have been admissible to him had he been holding that post on the appointed day and opted for the revised scale on that day.

(8) These rules will not be applicable to the Government employees in whose case there has been no change in the existing scale of pay.

(9) Date of increment of revised scales.— The next increment of a Government servant whose pay has been fixed in accordance with rule 6 shall be granted on the date he would have drawn his increment had he continued in the existing scale:

Provided that :-

- (i) where the revised pay is fixed at the minimum of the revised scale and on such fixation the revised pay exceeds the existing emoluments by more than the appropriate ceiling limit in terms of rule 6(2), the next increment shall be granted on the date it fall due in the revised scale.
- (ii) the next increment shall be granted on the 2nd of February, 1969, to a Government servant whose pay fixed on the appointed day in the revised scale is at the same stage as the one fixed for another Government servant drawing pay at a lower stage than his in the same existing scale.

(10) **Explanation.**— For the purpose of these rules, increment will be construed to mean stages in the time scale and not actual increases in pay. When an increment in an existing or revised scale is not annual the increment shall be construed as carrying as many stages as the number of years of service required to be rendered for earning an increment.

4. Over-riding effect of these rules.— In cases where the pay is regulated under the provisions of these rules, the provisions of the Punjab Civil Services Rules shall not apply to the extent they are inconsistent with the provisions of these rules.

9. Arrears to go in Provident Fund.— Arrears payable to a Government servant for the period from 1st February, 1969, to 31st May, 1969, as a result of re-fixation of pay under these rules shall be treated as his additional contribution to his Provident Fund Account. Interest will accrue on the contribution to the Provident Fund from the date of issue of the rules.

10. Power to relax.— Where the Government in Finance Department is satisfied that the operation of any of these rules causes undue hardship to any individual or class of employees it may by order dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary in dealing with the case in a just and equitable manner.

11. Interpretation.— If any question arises relating to the interpretation of these rules it shall be referred to the State Government in the Finance Department whose decision thereon shall be final.

M.L. BATRA
Commissioner for Planning & Finance and
Secretary to Government, Haryana,
Planning & Finance Department.

FORM-A**FORM OF OPTION****(See Sub-rule (2) of rule 5)**

I, _____ hereby opt to continue on the existing scale of pay of my substantive/officiating post mentioned below until the date of my next increment _____ (the date of my subsequent increment) raising my pay to Rs. _____ or until I vacate or cease to draw pay in the existing scale _____.

Signature _____

Name _____

Service, if any _____

Designation _____

Office in which employed _____

Date :

Station :

No. 5059-PB-11-57/5600

From

Shri S.R. Verma, IAS,
Secretary to Government, Punjab
Finance Department.

To

All Heads of Departments and the High Court,
Commissioners of Divisions,
District and Session Judges and
Deputy Commissioners in the Punjab.

Dated : Chandigarh, the 23rd July, 1957**Subject : Revision of Scales of pay of low paid Govt. servants.**

Sir,

I am directed to state for sometime past the question of the revision of scales of pay of the subordinate services and removing anomalies occasioned by the piecemeal revision of the scales of pay of certain classes of non gazetted Govt. servants in the past, has been engaging the attention of Government. After careful consideration the recommendations made by the pay Commission Committee appointed to examine this matter, it has been decided that the existing scales of pay of certain categories of posts should, with effect from the 1st May, 1957, be revised as shown in the enclosed statement.

2. It has further been decided to rationalize the scales of pay of certain posts, such as stenographers, Store Keepers, Librarians and Assistant Librarians, Photographers, Head Clerks and Head Assistants for which there exist at present multifarious scales of pay varying from office to office to the following extent :-

- (1) Stenographers and Steno-typist
- (2) Store- Keepers
- (3) Librarians and Assistant Librarians
- (4) Photographers
- (5) Head Clerks and Head Assistants.

3. Teachers on the Education Department :-it has been decided that all teachers according to their qualifications should be placed in the following two broad categories:-
Category 'A' B.A/B.Sc./B.Com./B.Sc. (Agriculture) and B.T./

Category 'B' (Group D Matriculation Basis Trg. (including JBT)

(Group II) S.T.S (including Assistant Mistresses with B.A/Inter/Matric plus J.A.V. Training)

(Group III) (i) Shastries (ii) Gianis, Prabhakers, Drawing Masters and Craftmen Certificates Holders (iii) Munshi Fazila (iv) STS including SVS with training in physical Education of Agriculture.

(Group IV) Un- trained teachers with qualification like B.Com, B.Sc. (Agriculture) etc.

In addition there are smaller categories of special posts, such as Head masters/Headmistress/District Inspectors/Inspectresses of Schools with qualifications of Category- A.

Teachers in these categories regardless of men and women cadres should carry the following scales of pay-Category 'A' Rs. 110-8-190/10-280 with a higher start for M.A. or M.Sc. as at present. The existing percentage of posts fixed by Government for the scales of Rs. 110-8-190/10-250 and Rs. 250-10-300 should remain unchanged at 85 percent and 15 percent respectively.

Category 'B' Lower Rs. 60-4-80/5-120
 Middle Rs. 120-5-175
 Upper Rs. 140-10-200

With a view to providing incentives, it has been added that posts falling in these groups should be in the following as group I

Lower scale 85 percent
 Middle scale 15 percent.

15% of teachers in this group should straightway be promoted to the Middle scale by selection based on seniority and merit, while the rest should be given the lower scale Group II:- Existing incumbents in this group should be allowed to retain their present scale of pay of Rs. 60-5-110/8-190/10-250

Group III- Lower scale 50 percent
 Middle scale 35 percent
 Upper scale 15 percent

- (i) so far as the upper scale is concerned, 15 percent of teachers in this group are already enjoying it and no selection for this scale of pay is immediately required. For future selection to this scale of pay, the choice should be confined to teachers in the Middle scale, the selection to be based on seniority and merit, irrespective of educational qualifications.
- (ii) 25 percent of teachers in the group are at present in the scale of Rs. 105-7-140 which corresponds to the proposed middle scale of Rs. 120-5-175. Their pay should be fixed in the latter scale according to principles in paragraphs 4 below. Further selection to the middle scale should be by promotion based on merits and seniority irrespective of the educational qualifications.
- (iii) Shastries should be allowed a starting pay of Rs. 50/- per mensem in the lower scale, where as Prabhakars/Giannis/Drawing Masters/Art and Crafts Teachers, a starting pay of Rs. 72/- per mensem in the lower scale.

GROUP IV The present incumbents constituting this group should continue in their existing scale of pay. Further recruitment of such untrained teachers should be discouraged. Smaller categories of special posts like Headmasters/Headmistresses, District Inspectors and Inspectresses of School should continue to be in the existing scale of pay of Rs. 250-10-350 if there still remains any class or teachers not covered by these orders, such cases may be referred to the Finance Department for final decision.

4. The pays of existing incumbents in the revised scales of pay should be fixed as under :-

- (i) No official should draw pay in the new time scale of pay at a rate lower than the minimum.
- (ii) In cases where the present pay of an officials is equal to/higher than the minimum of the new scale of pay in the revised scales of pay should be fixed it a state equal to the pay, he is drawing at present but if there is no such stage in the revised scale of pay, at a stage next below his present pay plus personal pay equal to the difference. In either case he will continue to draw that pay until such time as he would have received an increment in the old scale of pay or for the period after which an increment is earned in the new scale of pay whichever is less.

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- (iii) Further, in order to safe guard him from any loss, he may be allowed an option to retain his old scale of pay until the date on which he has earned the next or subsequent increment in the old scale of pay or until he vacated his post or ceases to draw pay in that time scale. The option should be exercised within six months of the date on which the orders issued, or if he be on leave on that within six months of to date of resuming duties after the expiry of leave and once exercised should be final. The benefit contemplated in note 6 below Rule 4.4 of the Punjab Civil Services Rules, Vol. I Part I may also be allowed where the facts of the case warrant.
- (iv) In cases where the new scales of pay are lower than the old scales of pay, existing incumbents may be permitted to retain the old scale of pay as personal to them. An option to this effect should also be exercised by them within six months of the date of these orders or within six months of the date of resuming duties after the expiry of leave in case they be on leave on that date, and once exercised should be final. Further incumbents of these posts should, of course be placed in the revised scale of pay, where however an officiating employee in the normal course reverts to a lower post he should be treated as a next and his pay on further promotion should be fixed in the revised scale of pay.
- (v) Teachers working in the scale of Rs. 105-7-140 on the 30th of April, 1957, may he allowed in option either to continue in this scale till they reach the maximum and there-after they be allowed to enter the new scale of Rs. 120-5-175 and their pay should then be fixed in the scale under rule 4.4(ii)(a) *ibid*, or they should enter the revised scale of pay of Rs. 120-5-175 on the 1st of May, 1957. The option once exercised will he final and should be exercised within 6 months of the date of resuming duties after the expiry of their leave, in case they be on leave on that date.
- (vi) In cases where two scales (lower and higher) have been revised and merged into one common scale e.g. (a) scale of Assistant Store Keepers viz. Rs. 47½-3-67½ and that of Store Keepers viz. Rs. 50-3-80/4-100 revised into common scale of Rs. 50-4-80/5-120/5-175 (b) scale of Signalers viz. 50-3-80/4-100 and that of Head Signalers viz. Rs. 60-4-80/5-125 revised into one common scale of Rs. 60-4-80/5-120/5-175 and a Government servant holds a post in the lower scale in a substantive capacity and officiates in the higher one, officiating pay in the higher scale may be treated as substantive pay only in case where the officials had more than two years continuous officiating-service on 1st May, 1957. In other cases, the pay to be fixed in the new time scale should according to general principles mentioned above should continue to be treated as officiating pay until the officials concerned are actually confirmed in the new time scale on the basis of their inter-se-seniority.
- (vii) In the case of a Government servant who is holding one post in a substantive capacity and is, at the same time, officiating in another and where the scale of both those posts have been revised as two different scales, his substantive and officiating pays will be fixed independently in the revised scales, according to the general principles mentioned.
- (viii) In cases where Government servants are holding posts carrying fixed rates of pay, e.g. stage Masters, drawing pay at Rs. 60/- fixed which have now been brought on time scale of pay, their pay in the new scale should be fixed in accordance with the provisions of rule 4A(a)(ii) of the Punjab Civil Services Rules, Volume I, Part-I, read with posts 6 below rule 4.4 *ibid* where necessary.

- (ix) Actors in the Public Relations Department drawing consolidated pay of Rs. 70/- per mensem in the scale of Rs. 50-3-80/4-100 plus usual allowances.
- (x) As regards Government servants drawing the minimum of their existing scale, their cases for pay fixation in the revised scale should be dealt with in accordance with the provisions of note 6 below Rule 4.4 *ibid*.

5. It has further been decided that any Government servant who has crossed the efficiency bar at a certain stage in the time scale of pay in force prior to the introduction of the revised scale of pay or where the pay of a Government servant in the revised scale of pay work out at a higher stage than the stage of the efficiency bar in the revised scale of pay, such a Government servant may be deemed to have automatically crossed the efficiency bar and that no specific approval of the competent authority to the crossing of the bar is necessary..

In cases however, where orders have already been issued holding up a Government servant at an efficiency bar in the scale in force at that time, his future incumbent should be with hold pending certificate from the appropriate authority that he is fit to cross an efficiency bar, had one existed at the point at which his pay has been fixed, in the revised scale of pay now applicable to him. In such cases, the appropriate authority concerned may pass such orders as it would have passed in the every of their being an efficiency bar in operation at that point.

6. The revised scale of pay will apply to all Government servants, including those from the Erstwhile Pepsu who are holding such posts subject to the general orders that may issue subsequently in regard to persons in scale of pay above the Punjab men or below the Punjab born as mentioned in the Punjab Government circular letter No. 51, 51-integ 56/1173, dated the 21st November, 1956. Those Pepsu employees who get certain concessions in the form of personal pay at the time of general revision in the year 1957 contemplated in the Pepsu Civil service (Revision of pay) Rules, 1956 issued with the erstwhile Pepsu Government, Finance Department Notification No. FD/PF/1 dated the 28th February, 1956 and further simplified in the Pepsu Finance Department Notification No. PD/PK/15, dated the 29th October, 1956 and other relevant orders, their personal pay should be absorbed in fee revised scales of pay subject to the condition that one gets less pay that he was drawing in his substantive capacity. This method of pay fixation is subject to the final decision which may be taken by Government later on to above points.

7. The extra cost involved us a result of the introduction of the revised scales should be intimated to the Finance Department within one mouth of the issue of the orders separately for employee whose emoluments i.e. pay in the revised scale plus dearness allowance to no exceed Rs. 60/- per mensum and for those whose emoluments i.e. pay plus dearness allowance do not exceed Rs. 190/- per mensem. The figures of extra cost should be as accurate as possible but this information should not be withheld till the pay of such individual is actually fixed.

8. These orders do not effect the existing allowances (e.g. fixed T.A., Tonga and Cycle allowances etc. and special pays attached to the various posts under some specific orders issued by Government from time to time and the incumbents of those posts will continue to draw their allowances and special pays in the revised time scales of pay at the old rates before until these are modified or withdraw.

Yours faithfully,

Sd/-

(Sant Ram Verma)

Secretary to Government, Punjab,
Finance Department.

DATEWISE LIST OF INSTRUCTIONS OF VOLUME-II
HCS REVISED PAY RULES, 1998, 1987, 1980, 1969 INCLUDING INSTRUCTIONS
AND ADDL. INCREMENT(S) & HR. ST. PAY SCALE SCHEMES.

Sr. No.	Date	Number	Subject	Remarks	Page No.
1.	09.08.2010	No. 6/83/2009-3PR (FD)	CWP No. 12020 of 1993, 12021 of 1993, 18754 of 1991, 14493 of 1991, 15439 of 1991, 15520 of 1991, 14384 of 1991 and 12751 of 1993 - Revision of pay scale of Technical posts.		295
2.	27.07.2010	No. 1/64/2010-2PR (FD)	Revised Pay Rules, 1998 & ACP Rules, 1998 - clarification regarding.		127
3.	23.04.2010	No. 2/38/2008-1PR (FD)	Clarification regarding grant/withdrawal of grant of benefit under the schemes namely :- (i) additional increment(s) at 10th and 20th years point in time scale; (ii) additional increment(s) on completion of 8 and 18 years service; (iii) Higher Standard pay scales on completion of 10/20 years of regular satisfactory service; and (iv) Other scheme in the nature of ACP Scheme..		209
4.	27.10.2009	No. 6/57/2005-3PR (FD)	Civil Appeal No. 4446/2008, 4447/2008, 4448/2008 – Arising out of CWP No. 12952 of 2003, 15039 of 2003, 544 of 2004 – State of Haryana & others V/s Deepak Sood, JE & others.	Obsolete.	Not printed
5.	11.09.2009	No. 6/83/2008-4PR (FD)	Regarding filing review application/SLP in the cases which have been disposed in terms of decision in CWP No. 7862 of 2006 - Hanumant Singh V/s State of Haryana.	Obsolete.	Not printed
6.	20.08.2009	No. 6/149/2002-4PR (FD)	Revised Pay Rules, 1998 and ACP Rules, 1998 - Clarification regarding.	Revised vide dated 27.07.2010	126
7.	23.06.2009	No. 6/57/2007-3PR (FD)	Clarification regarding grant/withdrawal of grant of benefit under the schemes namely : i. Additional increment(s) at 10th and 20th year point in time scale; (ii)- Additional increment(s) on completion of 8 and 18 years of service; (iii) Higher Standard Pay Scales on completion of 10/20 years of regular satisfactory service; and (iv) Other schemes in the nature of Assured Career Progression scheme	Modified partly vide dated 23.04.2010.	188
8.	12.06.2009	No. Spl-I/2009-2Pol. (FD)	Filing of Review Application against the orders dated 04-07-2008, passed by the Hon`ble High Court in CWP No.7862 of 2008 - Hanumant Singh and Others V/s State of Haryana.		183

Sr. No.	Date	Number	Subject	Remarks	Page No.
9.	10/12.06.09	No. 6/83/2008-4PR (FD)	Grant of benefit of Adhoc Service for the purpose of additional increment(s) to Group C and D employees on completion of 8 and 18 years regular satisfactory service.		180
10.	19.09.2008	No. 8/8/2006-6PR(FD)	Regarding information data base of pay scales of all categories of posts in the department, to place the same on the Website of the Department and intimation thereof to the Finance Department.	Obsolete.	Not printed
11.	15.09.2008	No. 8/8/2006-6PR(FD)	Information regarding data base of pay scales of various categories of posts for Sixth Pay Commission.	Obsolete.	Not printed
12.	05.08.2008	No. 6/149/2002-4PR (FD)	Regarding C.W.P. No.18601 of 2006.	Substituted vide same number and date.	123
13.	05.08.2008	No. 6/149/2002-4PR (FD)(Substituted)	Regarding C.W.P. No.18601 of 2006.		124
14.	04.03.2008	No. 6/40/2007-4PR (FD)	Court cases.	Withdrawn vide dated 20.08.2009.	122
15.	14.02.2008	No. 1/1/98-5PR(FD)	Removal of anomalies in the pay scale of Senior Scale Stenographers.		74
16.	11.10.2007	No. 8/41/2007-6PR (FD)	Reg. information in r/o Pay Scales w.e.f. 1.1.96 to Haryana Govt. employees.	Obsolete.	Not printed
17.	07.09.2007	No. 1/33/2005-2PR (FD)	To remove the anomaly in the pay scale of Private Secretary and Personal Assistant.		73
18.	05.09.2007	No. 1/16/2005-3PR (FD)	(i) Grant of new pay scale of Rs.7500-250-10000-EB-250-13000 to Junior Engineers of three wings of PWD. (ii) To designate the post of Junior Engineer as Additional Sub-Divisional Engineer. (iii) Grant of two advance increments on acquiring AMIE/BE Degree.		71
19.	13.07.2007	No. 8/8/2006-6PR(FD)	Information regarding data base of pay scales of various categories of posts - For Sixth Pay Commission purposes.	Obsolete.	Not printed
20.	30.03.2007	No. 8/4/2007-1PR(FD)	Revision of Pay Scales.		69
21.	14.02.2007	No. 8/10/2006-3PR (FD)	Revision of Pay Scales.		67

Sr. No.	Date	Number	Subject	Remarks	Page No.
22.	29.03.2006	No. 1/42/99-4PR(FD)	Information regarding grant of Pay Scales to the Senior Research Officers/Research Officers/Assistant Research Officers and Statistical Assistants (Other than ESA Haryana) working in Haryana.	Obsolete.	Not printed
23.	09.03.2006	No. 10/15/97-1PR(FD)	Revision of Pay Scales.		66
24.	02.03.2006	No. 8/12/2005-5PR (FD)	Filing of SLPs against the orders of Hon'ble High Court in ACP matter.	Obsolete.	Not printed
25.	31.01.2006	No. 1/16/05-3PR(FD)	Supply of information regarding cadre without any promotion for more than 25 years.	Obsolete.	Not printed
26.	24.10.2005	No. 8/12/05-5PR(FD)	Position of Court Cases with regard to grant of ACP Scales and Other cases which are pending in the Apex Court.	Obsolete.	Not printed
27.	27.09.2005	No. 8/12/05-5PR(FD)	Position of Court Cases with regard to grant of ACP Scales and Other cases which are pending in the Apex Court.	Obsolete.	Not printed
28.	21.09.2005	No. 8/12/05-5PR(FD)	Position of Court Cases with regard to grant of ACP Scales and Other cases which are pending in the Apex Court.	Obsolete.	Not printed
29.	09.09.2005	No. 8/12/05-5PR(FD)	Position of Court Cases with regard to grant of ACP Scales and Other cases which are pending in the Apex Court.	Obsolete.	Not printed
30.	18.08.2005	No. 8/12/2005-5PR (FD)	Position of Court Cases with regard to grant of ACP Scales and Other cases which are pending in the Apex court.	Obsolete.	Not printed
31.	03.08.2005	No. 1/32/05-2PR(FD)	Revision of pay scales of Haryana Government Employees under Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998 - -Non-Judicial staff of Subordinate Courts.		64
32.	17.09.2004	No. 8/16/2002-5PR (FD)	Removal of anomalies in the pay scales of General Category of Technical Trade Employees – meeting held 30.7.2003 at 12.00 Noon – proceeding thereof.	Obsolete.	Not printed
33.	26/27.08.04	No. 3/4/03-2PR(FD)	Request for the grant of Special Pay to the Senior Research Officer/Research Officers/Assistant Research Officer and Statistical Assistant working in Haryana Civil Secretariat.	Obsolete.	Not printed
34.	14.06.2004	No. 4/12/02-5PR(FD)	Change of option on re-fixation of pay - clarification regarding.		121

Sr. No.	Date	Number	Subject	Remarks	Page No.
35.	09.01.2004	No. 8/16/2002-5PR (FD)	Removal of anomalies in the pay scales of General category of Technical Trade Employees.	Obsolete.	Not printed
36.	30.12.2003	No. 10/15/97-1PR(FD)	Revision of Pay Scales.		62
37.	22.08.2003	No. 6/149/2002-4PR (FD)	Revision of Pay Scales.	Clarified vide dated 05.08.08 & 27.07.2010 later on withdrawn vide dated 27.07.2010.	118
38.	12.08.2003	No. 8/16/2002-5PR (FD)	Removal of anomalies in the pay scales of General Category of Technical Trade Employee meeting held 30.7.2003 at 112.00 Noon - proceeding thereof.		293
39.	06.08.2003	No. 1/1(119)/96-1PR (FD)	Amendment in Haryana Civil Services (Revised Pay) Rules, 1998.		49
40.	23.07.2003	No. 2/48/2000-5PR(FD)	Clarification regarding grant of benefit under the Schemes namely: (i) additional increment(s) at 10th and 20th years point in time scale;(ii) additional increment(s) on completion of 8 and 18 years service; (iii) Higher Standard pay scales on completion of 10/20 years of regular satisfactory service.	Reiterated vide dated 23.06.2009.	177
41.	21.07.2003	No. G.S.R.17/Const./ Art.309/2003	Amendment in Haryana Civil Services (Revised Pay) Rules, 1998 in Rule 2.		48
42.	28.04.2003	No. 10/15/97-1PR(FD)	Revision of Pay Scales.		59
43.	23.04.2003	No. 1/35/2002-1PR (FD)	Grant of benefit of Adhoc Service for the purpose of additional increment(s) to Group C and D employees on completion of 8 and 18 years regular satisfactory service.	Clarified vide dated 10/12.06.09	176
44.	27.06.2002	No. 6/16/2001-3PR (FD)	Clarification regarding counting of ad-hoc and work charged service towards the benefit of additional increments on completion of 8/18 years service and Higher Standard Pay Scales after 10/20 years service.		169
45.	08.05.2002	No. 2/3/2002-3PR(FD)	Fixation of pay in the revised pay scale/ACP scale in cases where the date of annual increments was on 1.1.1996.		117

Sr. No.	Date	Number	Subject	Remarks	Page No.
46.	22.03.2002	No. 6/30/2002-2PR (FD)	Court cases pending in the Hon'ble Punjab & Haryana High Court with regard to Higher Standard Scales & A.C.P. Scales.	Obsolete.	Not printed
47.	15.03.2002	No. 6/16/2001-3PR (FD)	Regarding counting of ad-hoc and work charged service toward the benefit of additional increments on completion of 8/18 years service and Higher Standard Pay Scales after 10/20 years service.	Clarified vide dated 27.06.2002	164
48.	05.12.2001	No. 7/(1)/99-5FR-I	Decisions taken by the Standing Committee constituted for the purpose of deciding various issues arising out of the Scheme(s) of Revised Pay Scales/CAS in respect of Universities and Colleges.		94
49.	05.10.2001	No. 6/61/2001-3PR (FD)	Regarding counting of service rendered on work-charged basis for the purpose of grant of additional increments on completion of 8/18 years service and the grant of Higher Standard Scales under the said scheme Civil Appeal No. 5740-41 and 6070 of 1997; Nos. 24, 1143 and 5833 of 1998 and Nos. 2649 to 2653 of 1999 titled as State of Haryana Vs. Ravinder Kumar & Others.	Obsolete.	Not printed
50.	18.07.2001	No. 1/19/98-4PR(FD)	Amendment in Haryana Civil Services (Revised Pay) Rules and Haryana Civil Services (Assured Career Progression) Rules, 1998.		45
51.	09.04.2001	No. 9/16/94-1PR(FD)	Revision of rates of Non-Practising Allowance w.e.f. 1.4.2001.		92
52.	30.03.2001	No. 1/49/2K-1PR(FD)	Revision of pay scales w.e.f. 1-1-1996 – Case of the officials who were held up at Efficiency Bar in the old scales - Next increment in the revised pay scales - Clarification regarding.		91
53.	08.08.2000	No. 4/4(37)-98-2FR-I	Disbursal of arrears on account of revision of Pay Scales w.e.f. 1.1.96 and payment of interest thereon.	Obsolete.	Not printed
54.	11.05.1999	No. 4/4(37)98-2FR-I	Disbursal of arrears on account of revision of Pay Scales w.e.f. 1.1.96 and payment of interest thereon.	Obsolete.	Not printed
55.	08.03.1999	No. 1/70/98-2PR(FD)	Revision of Pay Scale of Legal Assistants.	Obsolete.	Not printed
56.	07.12.1998	No. 2/3/98-5PR(FD)	Grant of Higher Standard Pay Scales to Group `C` and `D` Government employees.		163

Sr. No.	Date	Number	Subject	Remarks	Page No.
57.	27.10.1998	No. 4/4(37)98-2FR-I	Disbursal of arrears on account of revision of Pay Scales w.e.f. 1.1.96 & payment on interest thereon.		90
58.	17.09.1998	No. 5/20/98-3PR(FD)	Fixation of pay in the Revised Scales as notified through Haryana Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998, who opt for the revised scale of pay from a date subsequent to 01.01.1996.		89
59.	31.08.1998	No. GSR96/Const./ Art.187(3)98	Notification regarding applicability of Revised Pay Rules, 1998 to the category of Drivers of Group C of Haryana Vidhan Sabha Secretariat w.e.f. 1.1.1996.	Obsolete.	Not printed
60.	07.08.1998	No. 1/65/98-3PR(FD)	Revision of Pay Scales of Haryana Govt. employees under Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression Rules,1998.		52
61.	29.07.1998	No. 1/1/98-PR(FD)	Extending Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression Rules, 1998 on the officials/officers of Group-A, Group-B and Group-C (except Drivers) working in Haryana Civil Secretariat, Financial Commissioner Revenue, HPSC, Legal Remembrancer & HVS.	Obsolete.	Not printed
62.	23.07.1998	No. 1/1/98-1PR(FD)	Regarding depositing of arrears in GPF accounts on account of Pay revision.	Obsolete.	Not printed
63.	27.05.1998	No. 1/1/98-PR(FD)	Extending the applicability of Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression Rules, 1998 to the of Drivers Group 'C' working in Haryana Civil Secretariat, Financial Commissioner Revenue, HPSC, Legal Remembrancer & HVS.	Obsolete.	Not printed
64.	06.04.1998	No. 5/20/98-3PR(FD)	Fixation of pay in the Revised Scales as notified through Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998 with reference to the Government servants brought over to these rules with effect from 1.1.1996 on a date subsequent to 1.1.1996.	Modified vide dated 17.09.1998.	87

Sr. No.	Date	Number	Subject	Remarks	Page No.
65.	01.04.1998	No. 1/34/93-4PR(FD)	Grant of Higher Standard Pay Scales to Group 'C' and 'D' employees.	Clarified vide dated 15.03.02 & 23.04.2003.	161
66.	31.03.1998	No. 1/1/98-PR(FD)	Modification in FD Notification dt. 6.2.98 regarding payment of arrear of revised pay scale.	Obsolete.	Not printed
67.	06.02.1998	No. 1/1/98-PR(FD)	Revised Pay Rules extended to category of Group 'D' of Secretariat, Financial Commissioner Revenue, HPSC, Legal Remembrancer, & HVS.	Obsolete.	Not printed
68.	04.02.1998	No. 5/4/98-1PR(FD)	Pay scale of Director & Professor (Medical).		51
69.	21.01.1998	No. 1/1/98-1PR(FD)	Revised Pay Package formulation and implementation thereof.	Obsolete.	Not printed
70.	14.01.1998	No. 1/1/98-1PR(FD)	Revised Pay Package formulation and implementation thereof - documents regarding.		85
71.	13.01.1998	No. 1/1/98-1PR(FD)	Exclusion of certain Categories and Government servants from the applicability of Haryana Civil Services (ACP) Rules, 1998.		75
72.	13.01.1998	No. 1/1/98-1PR(FD)	Implementation of Haryana Civil Services (Revised Pay) Rules, 1998 and Haryana Civil Services (Assured Career Progression) Rules, 1998 – Fixation of Pay and Payment of Arrears – Instructions regarding.		76
73.	07.01.1998	No. GSR 3/Const./Art. 309/98	Haryana Civil Services (Revised Pay) Rules, 1998 (w.e.f. 1.1.96)	Amended partly vide dated 18.07.2001, 21.07.03 & 06.08.2003.	1
74.	07.01.1998	No. GSR 4/Const./Art. 309/98	Haryana Civil Services (Assured Career Progression) Rules, 1998 (w.e.f. 1.1.96)	Amended partly vide dated 18.07.2001.	19
75.	13/ 14.10.1997	No. 10/21/97-1PR(FD)	Pay Revision work - information immediately required.	Obsolete	Not printed
76.	05.08.1997	No. 9/6/96-4PR(FD)	Grant of Higher Standard Pay Scales to Group 'C' and 'D' employees	Obsolete	Not printed
77.	20.08.1996	No. 9/24/94-4PR(FD)	Grant of additional increment(s) to Group 'C' and 'D' employees on completion of 8/18 years service clarification regarding.	Modified vide dated 01.04.1998, 15.03.02 & 23.04.2003.	160

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78.	14.08.1996	No. 6/2/96-1PR(FD)	The removal of Pay Anomalies on the existing pay scales comments thereon.	Obsolete.	Not printed
79.	27.02.1996	No. 5/1/96-1PR(FD)	Terms of reference of the State Pay Commission - amendment regarding.	Obsolete.	Not printed
80.	29.12.1995	No. 10/108/94-4PR (FD)	Grant of `Additional Increments` and Higher Standard Pay Scales to Group `C` and `D` employees Clarification regarding.	Modified partly vide dated 23.07.2003.	154
81.	14.07.1995	No. 1/40/94-3PR(FD)	Revision of pay scales of Assistants/Senior Scale Stenographers of the offices of Haryana Civil Secretariat, Financial Commissioner Revenue, Legal Remembrancer, Haryana Vidhan Sabha and Haryana Public Service Commission.		292
82.	08.06.1995	No. 1/29/95-1 PR(FD)	Revision of pay scale of D.R.O.s & Tehsildars.		291
83.	05.06.1995	No. 1/1/93-1PR(FD)	Revision of Pay Scales of Haryana Government Employees and redesignation of posts.		290
84.	08/09.05.95	No. 1/117/92-2PR(FD)	Revision of pay scale of Veterinary Surgeons.		288
85.	09.05.1995	No. 1/34/93-4PR(FD)	Modification of Higher Standard Pay Scales.		153
86.	09.05.1995	No. 1/23/93-2PR(FD)	Revision of Pay Scale of Economic & Statistical Advisor, Hr.		289
87.	18.04.1995	No. 9/9/95-1PR(FD)	Constitution of Haryana Pay Commission.	Obsolete.	Not printed
88.	02.03.1995	No. 1/190/92-1PR(FD)	Revision of pay scale of Naib Tehsildars of Haryana Government.		287
89.	23.01.1995	No. 10/109/94-4PR (FD)	Grant of Higher Standard Pay Scales of JEs of all Departments on completion of 10 years or more and 20 years or more of regular satisfactory service.		152
90.	15.12.1994	No. 1/34/93-4PR(FD)	Modification of standard pay scale of Rs.775-12-995-EB-14-1025 to 775-12-871-EB-14-1025.		151
91.	15.12.1994	No. 1/31/93-1PR	Distt. Ayurveda Officer & Assistant Director, Ayurveda.		286
92.	23.11.1994	No. 1/11/94-2PR(FD)	Revision of pay scale of the posts of Planning Officer/Credit Planning Officer/Economist from Rs. 2000-3500 to Rs. 2375-3600.		285

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93.	21.11.1994	No. 1/3/93-2PR(FD)	Revision of pay scale of Research Officer (Ground Water Cell) of Agriculture Department, Haryana.		283
94.	21.11.1994	No. 11/154/92-4PR (FD)	Management Consultant, HBPE Pay Scale of		284
95.	23.08.1994	No. 1/175/3PR(FD)-92	Revision of pay scale of Supervisors of Hospitality Department.		282
96.	08.08.1994	No. 1/6/94-2PR(FD)	Revision of pay scale of officers of Agriculture Department and Horticulture Department.		279
97.	08.08.1994	No. 1/155/92-2PR(FD)	Revision of pay scale of Milk Commissioner-cum-Director Dairy Development Department, Haryana.		280
98.	08.08.1994	No. 1/138/92-1PR(FD)	Revision of pay scales of Haryana Govt. Employees and grant of Special Pay to Personal Assistants of Directorates.	Modified partly vide dated 03.08.1995.	281
99.	14.06.1994	No. 1/191/92-4PR(FD)	Grant of additional increment (s) to Group `C` and `D` employees on completion of 8 and 18 years service - clarifications regarding.	Scheme replaced vide dated 08.02.1994.	147
100.	01.04.1994	No. 1/2/94-1PR(FD)	Revision of pay scale of Public Analyst.		278
101.	21.03.1994	No. 1/34/93-4PR(FD)	Grant of Higher Standard Pay Scales to Group `C` and `D` employees on completion of ten years or more and twenty years of more of regular satisfactory service		146
102.	11.03.1994	No. 6/81/87-1PR(FD)	Revision of pay scale of Multipurpose Health Workers (Male and Female)		277
103.	23.02.1994	No. 1/10/94-1PR(FD)	Revision of pay scales of the Staff Nurses, Principal Tutors, Nursing Superintendents and Public Health Nursing Officers.		276
104.	08.02.1994	No. 1/34/93-4PR(FD)	Grant of Higher Standard Pay Scales to Group `C` and `D` Employees on completion of ten years or more and twenty years or more of regular satisfactory service	Modified vide dated 21.3.1994, 15.12.1994, 09.05.95 & 15.03.02 & Clarified vide dated 29.12.1995.	141
105.	27.12.1993	No. 6/92/90-1PR(FD)	Revision of pay scale of the PTI-cum-Hostel Superintendent, Govt. Polytechnic for Women, Ambala City.		275

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106.	01.12.1993	No. 1/89/92-4PR(FD)	M.N.S.S. Rai		274
107.	27.09.1993	No. 9/134/92-2PR(FD)	Revision of pay scales of Unani Medical Officers/ Chikitsaks, Homoeopathic Medical Officers, Ayurvedic Physician/Chikitsaks, Ayurvedic Resident Physicians.		273
108.	31.05.1993	No. 1/99/92-2PR(FD)	Grant of Selection Grade of Rs. 7300-7600 for the 10% of Professors in Medical College, Rohtak.		272
109.	05.03.1993	No. 6/10/89-5PR(FD)	Revision of Pay Scales of Haryana Govt. Employees.		270
110.	13.10.1992	No. 6/23/92-1PR(FD)	Revision of pay scales of Haryana Govt. employees.		268
111.	07.08.1992	No. 1/138/92-1PR(FD)	Grant of additional increment(s) to Group `C` and `D` employees on completion of 8 and 18 years service.	Clarified vide dt.14.06.94 & 20.08.96 & Scheme replaced vide dated 08.02.1994	139
112.	10.07.1992	No. 1/138/92-1PR(FD)	Collection of data for Committee on pay scales of Haryana Govt. employees.	Obsolete	Not printed
113.	17.06.1992	No. 1/117/92-2PR-(FD)	Revision of Pay Scales of Haryana Government Employees.		266
114.	09.04.1992	No. 9/9/91-3PR(FD)	Grant additional increment at 10th and 20th year point in time scales to all Group `C` and `D` employees.	Scheme replaced vide dated 07.08.1992.	133
115.	06.03.1992	No. 6/38/3PR(FD)-87	Revision of pay scales of HCMS Doctors/Engineers/Dy. Superintendent of Police - Clarification regarding pay scales of Engineers		265
116.	27.01.1992	No. 6/144/4PR(FD)-87	Revision of pay scales of Junior Engineers		264
117.	20.01.1992	No. 1/9/91-3PR(FD)	Revision of Pay Scales of Haryana Government Employees.		259
118.	26.07.1991	No. 6/23/3PR(FD)-88	Revision of Pay Scales of Technical Posts	Clarified vide dated 09.08.2010	257
119.	14.05.1991	No. 9/9/91-3PR(FD)	Grant of Additional Increment at 10th and 20th Year point in the time scale to all Group `C` and `D` employees.	Clarified vide dt. 09.04.92 & Scheme replaced vide dt. 07.08.1992.	129

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120.	13.09.1990	No. 1/2/4PR(FD)-81	Revision of Pay Scales of Jr. Engineers		318
121.	23.08.1990	No. 6/23/3PR(FD)-88	Revision of Pay Scales.		248
122.	23.08.1990	No. 4/16/4PR(FD)-87	Revision of Pay Scales w.e.f. 1.1.1986 – Cases of the officials who were held up at Efficiency Bar in the old pay scales - next increment in the revised pay scales-Clarification regarding.		317
123.	16.05.1990	No. 6/38/3PR(FD)-87	Revision of Pay Scales Removal of anomalies in the Pay Scales of HCMS (Doctors), Deputy Superintendents of Police, Engineers - Amendment Regarding.	Clarified vide dated 06.03.1992.	246
124.	25.01.1990	No. G.S.R.8/Const./ Art309/Amd.(I)/90	Notification regarding amendment in Haryana Civil Services (Revised Pay) Second Amendment Rules,1990.		241
125.	22.09.1989	No. 11/25/5PR(FD)-89	Verification of correctness of fixation of initial pay of Govt. servants under Haryana Civil Services (Revised Pay) Rules, 1987.		316
126.	02.08.1989	No. G.S.R.67/Const./ Art.309/Amd/(ii)/89	Notification regarding amendment in Haryana Civil Services (Revised Pay) Second Amendment Rules,1987		240
127.	02.06.1989	No. 6/38/3PR(FD)-87	Revision of Pay Scale – Removal of anomalies in the Pay Scales of HCMS (Doctors), Deputy Superintendents, Engineers., Engineers.	Modified vide dated 16.05.1990, clarified vide dt. 6.03.92.	244
128.	02.06.1989	No. 6/16/4PR(FD)-88	Revision of Pay Scale -Removal of anomalies in the Pay Scales of Head Constable and Constable.		245
129.	19.05.1989	No. 2/2(1)89-3FR-II	Revision of pay scales w.e.f. 1.1.1986-Pre-audit of Arrear Bills.		315
130.	16.05.1989	No. 6/38/3PR(FD)-87	Revision of pay scales - Removal of anomalies in the pay scales of HCMS(Doctors) Dy. Superintendents of Police and Superintending Engineers.	Modified vide dated 02.06.1989, 16.05.1990, clarified vide dt. 6.03.92.	243
131.	23.02.1989	No. 1/6/89-1PR(FD)	Notification regarding amendment in Haryana Civil Services (Revised Pay) Rules, 1987.		239
132.	01.12.1988	No. 11/25/5PR(FD)-88	Verification of correctness of fixation of initial pay of Govt. Servant under Haryana Civil Services (Revised Scales of Pay)Rules,1987.		314

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133.	06.10.1988	No. 11/21/88-3PR(FD)	Notification regarding amendment in Haryana Civil Services (Revised Pay) Rules, 1987.		238
134.	20.06.1988	No. 1/9/1PR(FD)-87	Revision of Pay Scale of Haryana Govt. Employees - Representation regarding removal of anomalies.	Obsolete.	Not printed
135.	17.06.1988	No. G.S.R.53/Const. 309/Amd.(i)(3)/88	Notification regarding amendment in Haryana Civil Services (Revised Pay) Rules, 1987.		236
136.	17.06.1988	No. G.S.R.52/Const. 309/Amd.(i)(3)/88	Notification regarding amendment in Haryana Civil Services (Revised Pay) Rules, 1987.		237
137.	03.05.1988	No. 1/8/3PR(FD)-88	Revision of Pay Scales - Investment of arrears in N.S.C/N.S.S.		313
138.	17.03.1988	No. G.S.R.27/27/ Const.309/Amd(i)88	Amendment in Haryana Civil Services (Revised Pay) Rules, 1987.		235
139.	10.02.1988	No. 4/4/42-87-2FR-I	Revision of pay scales – Re-exercise of option – Refund of the amount of arrears of pay fixation already drawn.		312
140.	14.12.1987	No. 10/20/3PR(FD)-87	Removal of anomalies in the pay scale of Haryana Government employees consequent to the adoption of the 4th Central pay Commission recommendations by the Haryana Government.	Obsolete.	Not printed
141.	02.12.1987	No. 1/9/1PR(FD)-87	Revision of pay scales of Haryana Government Employees – Representation regarding removal of anomalies.	Obsolete.	Not printed
142.	27.10.1987	No. 1/9/1PR(FD)-87	Revision of pay scales - re-exercise of option refund of the amount of arrears of pay fixation already drawn		311
143.	19.10.1987	No. G.S.R.88/Const./ Art.309/Amd.(1)/87	Notification regarding amendment in Haryana Civil Services (Revised Pay) Rules, 1987		233
144.	29.09.1987	No. 1/9/1PR(FD)-87	Revision of pay scales of Haryana Government employees – Representations regarding removal of anomalies.	Obsolete	Not printed
145.	16.09.1987	No. 4/13/87-3PR(FD)	Haryana Civil Services (Revised Pay) Rules, 1987 clarification regarding.		309
146.	01.09.1987	No. 10/14/4PR(FD)-87	Clarification - Haryana Government Finance Deptt. Notification No. G.S.R. 39/Const./Art.309/87 dated 29-4-1987		308
147.	31.08.1987	No. 1/9/1PR(FD)-87	Revision of pay scales - Exercising of option.		307

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149.	24.07.1987	No. 1/45/87-2PR	Information regarding posts carrying special pay with pre-revised pay scales.	Obsolete.	Not printed
150.	21.07.1987	No. 4/1/87-5PR(FD)	Grant of next increment in the revised scales to persons who had reached the maximum of the existing scale subsequent to 1.1.1985.		305
151.	13.07.1987	No. 1/45/87-2PR	Information regarding posts carrying special pay with pre-revised pay scales.	Obsolete.	Not printed
152.	09.07.1987	No. 1/32/4PR(FD)-87	Clarification - Haryana Government, Finance Department Notification No, GSR.39/Const./Art.309/87, dated 29.04.1987.		304
153.	03.07.1987	No. 1/9/1PR(FD)-87	Revision of Pay Scales of Haryana Government employees – Representations regarding removal of anomalies.	Obsolete.	Not printed
154.	15.06.1987	No. 1/9/1PR(FD)-87	Revision of Pay Scales.		303
155.	20.05.1987	No. 1/9/1PR(FD)-87	Revision of Pay Scales.		302
156.	20/21.05.1987	No. 1/9/1PR(FD)-87	Revision of Pay Scales of Haryana Govt. employees.	Obsolete.	Not printed
157.	18.05.1987	No. 1/9/1PR(FD)-87	Revision of Pay Scales.		300
158.	15.05.1987	No. G.S.R.39/Const./Art.309/87	Corrigendum of Legislative Supplement.		231
159.	29.04.1987	G.S.R.39/Const./Art.309/87	Notification of Haryana Civil Services (Revised Pay) Rules, 1987.		211
160.	29.04.1987	No. 1/9/1PR(FD)-87	Revision of Pay Scales of Haryana Government Employees.		297
161.	07.11.1986	No. 4/19/86-3FR-II/2687	Purchase of Post Office Saving Certificates from the Post Offices located in Haryana in respect of arrears on account of DA instalments/revision of Pay Scales etc.		504
162.	16.08.1985	No. G.S.R.69/Const./Art.309/Amd.(1).85	Amendment in Haryana Civil Services (Revised Scales of Pay) Rules, 1980.		434
163.	18.04.1984	No. 1/162/1PR(FD)-80	Revision of pay scales of employees of Marketing Boards/Marketing Committee and others Public Sector Undertakings.		503
164.	09.08.1983	No. 1/107/4PR(FD)-82	Revision of Pay Scales.		472
165.	20.10.1982	No. 1/54/2PR(FD)-82	Revision of Pay Scales.		470

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166.	05.10.1982	No. 1/1(162)/82-1FR-I	Verification of initial pay of Government employees fixed under Haryana Civil Services (Revised scale of pay) Rules, 1980.		502
167.	10.09.1982	No. 1/54/2PR(FD)-82	Revision of Pay Scales.		464
168.	06.08.1982	No. G.S.R.83/Const./Art.309/Amd.(1)/82	Amendment in Haryana Civil Services (Revised Scales of Pay) Rules, 1980.		416
169.	30.03.1982	No. 1/54/2PR(FD)-82	Revision of Pay Scales.		455
170.	15.01.1982	No. 1/211/2PR(FD)-80	Revision of Pay Scales.		451
171.	29.12.1981	No. 3/24/1PR(FD)-80	Fixation of Pay under Rule 6(5) of Haryana Civil Services (Revised Scales of Pay) Rules, 1980.		501
172.	28.12.1981	No. 1/1(9)/81-1FR-I	Fixation of pay of Government employees - Removal of anomaly wherein a Senior Govt. employee draws less pay in the revised scale than his Junior.		500
173.	21.12.1981	No. 1/147/3PR(FD).	Grant of personal pay to Government employees who improve their qualifications by further study within the country and abroad.		498
174.	06.10.1981	No. 1/211/2PR(FD)-80	Revision of Pay Scales.		450
175.	22.07.1981	No. 1/162/1PR(FD)-80	Revision of pay scales of employees of Marketing Boards/Marketing Committee and other Public Sector undertakings.		497
176.	03.07.1981	No. 1/211/2PR(FD)-80	Revision of Pay Scales.		440
177.	05.06.1981	No. G.S.R.74/Const./Art.309/Amd.(1)/81	Amendment in Haryana Civil Services (Revised Scales of Pay), Rules, 1980.		413
178.	01.06.1981	No. 2/6/1PR(FD)-81	Protection of Emoluments.		496
179.	11.05.1981	No. 1/65/1PR(FD)-80	Fixation of pay in the revised scales of pay.		495
180.	06.04.1981	No. 1/106/3PR(FD)-81	Revision of Pay Scales.		438
181.	26.03.1981	No. 1/106/3PR(FD)-81	Revision of Pay Scales.		436
182.	03.03.1981	No. 1/45/1PR(FD)-81	Crossing of efficiency bar.		494
183.	11.02.1981	No. 1/199/1PR(FD)-80	Revision of options consequent upon revision of pay scales with retrospective effect.		493

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184.	18.11.1980	No. G.S.R.116/Const./Art.309/Amd.(4)80	Amendment in Haryana Civil Services (Revised scales of Pay) Rules, 1980.		411
185.	03.11.1980	No. G.S.R.111/Const./Art.309/Amd.(3)80	Amendment in Haryana Civil Services (Revised Scales of Pay) Rules, 1980.		408
186.	24.10.1980	No. 1/65/1PR(FD)-80	Fixation of pay in the revised pay scales.		491
187.	06.10.1980	No. 1/7/FD(PR)/80	Amendment in notification No.-GSR. 80/Const./Art.309/Amdt.(I)/80, dated 21.7.80.		407
188.	08.09.1980	No. G.S.R.94/Const./Art.309/Amd.(2)/80	Amendment in Haryana Civil Services (Revised Scales of Pay) Rules, 1980.		405
189.	21.08.1980	No. 1/10/FD(PR)-80	Revision of Pay Scales.	Obsolete.	Not printed
190.	18.08.1980	No. 21/3PR(FD)-80	Fixation of pay in the revised scales of pay.		490
191.	14.08.1980	No. 12/34/4PR(FD)-80/	Revision of Pay Scales.		435
192.	28.07.1980	No. 3/2/1PR(FD)-80	Payment of arrears of pay under the Revised Scales of Pay.	Obsolete.	Not printed
193.	25.07.1980	No. 12/24/1PR(FD)-80	Payment of arrears as a result of fixation of pay.	Obsolete.	Not printed
194.	21.07.1980	No. G.S.R 80/Const. Art. 309/Amd (1)/80	Revision of Pay Scales.		342
195.	17.07.1980	No. 1/70/3PR(FD)-80	Revision of pay scales on the recommendations of the Pay Commission.	Obsolete.	Not printed
196.	10.07.1980	No. 3/2/1PR(FD)-80	Revision of Pay Scales - Clarification thereof		489
197.	09.05.1980	No. 1/10/FD(PR)-80	Revision of Pay Scales.		478
198.	16.04.1980	No. 1/10/FD(PR)-80	Revision of Pay Scales		477
199.	07.04.1980	No. 1/10/FD(PR)-80	Revision of Pay Scales.		476
200.	28/31.03.1980	No. 1/10/FD/(PR)-80	Revision of Pay Scales.		474
201.	29.02.1980	No. GSR.20/Const./Art.309/80	Haryana Civil Services (Revised Scales of Pay) Rules, 1980		319
202.	11.02.1980	No. 1/199/1PR(FD)-80	Revision of options consequent upon revision of pay scales with retrospective effect.		473
203.	12.05.1976	No. 1803-FR-(PR)-76/	Haryana Civil Services and Posts		Not printed

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204.	28.10.1975	No. 4455-FR-(PR)-75/36929	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
205.	02/03.07.1975	No. 551-FR-(PR)-75/21539	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
206.	07.01.1975	No. 7125-FR-(PR)-74/212	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
207.	20.11.1974	No. 5368-FR-(PR)-74/40415	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
208.	21.08.1974	No. 4899(B)-6FR-74/29740	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
209.	26.02.1974	No. 797-FR(PR)-74/7450	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
210.	31.10.1973	No. 5042-FR(PR)-73/42131	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
211.	23.05.1973	No. 2300-FR-(PR)-73/20290	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
212.	10/11.08.1972	No. 3130-FR-PR-72/24758	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
213.	31.05.1972	No. Nil	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
214.	27/28.04.1972	No. 2398-FR-72(PR)-16518	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
215.	22.03.1972	No. 8930-FR(PR)-71/7312	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
216.	24.01.1972	No. 7030-4FR-71/2057	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
217.	11.01.1972	No. 98FR(PR)-72/1140	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
218.	15.12.1971	No. 7300-FR(PR)-71/37763	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
219.	05.10.1971	No. 6037-FR-(RR)71/27856	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
220.	28.07.1971	No. 3411-FR-(PR)71/20037	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
221.	08.06.1971	No. 3479-FR(PRC)-71/14732	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed

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222.	05.06.1971	No. 4203-FR(PRC)-71/17994	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
223.	20.04.1971	No. 1370-FR(PRC)-71/10056	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
224.	22.02.1971	No. 605-FR(PRC)-71/4036	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
225.	20.01.1971	No. 171-FR(PRC)-71/1779	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
226.	19.01.1971	No. 1437-FR(PRC)-70/1687	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
227.	22.12.1970	No. 6454-FR-70/33950	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
228.	15.12.1970	No. 6721-5FR-670/35143	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
229.	10.12.1970	No. 6529-FR(PRC)-70/34735	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
230.	07.12.1970	No. 6529-FR(PRC)-70/34389	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
231.	25.11.1970	No. 6156-FR(PRC)-70/33740	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
232.	24.11.1970	No. 5690-FR(PRC)-70/32737	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
233.	19.08.1970	No. 3914-FR(PRC)-70/23166	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
234.	11.08.1970	No. 3914-FR(PRC)-70/22220	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
235.	11.07.1970	No. 2873-FR(P.R.C.)-70/20996	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
236.	16.06.1970	No. 2385-FR(PRC)-70/16429	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
237.	25.04.1970	No. 1747-FR(P.R.C.)-70/11777	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
238.	09.04.1970	No. 1141-FR(PRC)-70/8982	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
239.	11.02.1970	No. 485-FR(PRC)-70/3843	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
240.	20.01.1970	No. 199-FR(PRC)-70/1541	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
241.	31.12.1969	No. 9957-FR(PRC)-69/37309	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed

Sr. No.	Date	Number	Subject	Remarks	Page No.
242.	31.12.1969	No. 9697-FR(PRC)-69/36657	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
243.	19.12.1969	No. 9179-FR(PRC)-69/34064	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
244.	04.12.1969	No. 9615-FR(PRC)-69/35144	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
245.	28.10.1969	No. 8837-FR(PRC)-69/30906	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
246.	14.10.1969	No. 8743-FR(PRC)-69/29493	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
247.	23.09.1969	No. 570-IPRC-69/27405	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
248.	19.09.1969	No. 562-IPRC-69/26844	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
249.	08.09.1969	No. 546-IPRC-69/	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
250.	07.08.1969	No. 518-IPRC-69/22496	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
251.	31.07.1969	No. 506-IPRC-69/21652	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.		Not printed
252.	07.07.1969	No. 129-IPRC-69/18963	Haryana Civil Services and Posts (Revised Scale of Pay) Rules, 1969.	Annexures and amendments not printed. For pay scale of a post as on 31.03.1979 see Notification dated 29.02.80 & 21.07.1980.	505
253.	23.07.1957	No. 5059-PB-11-57/5600	Revision of Scales of pay of low paid Govt. servants.		513
254.	06.05.1957	No. 1550-FR-II/57/3181	Combination of Appointments.	Obsolete.	Not printed

Note : Instructions Not printed in Compendium are available on website of Finance Department www.finharyana.gov.in.
