

No.2/84/2016-2GS-1
Government of Haryana
General Administration Department
General Services-1 Branch

Dated Chandigarh, the 10th April, 2017

From

The Chief Secretary to Government Haryana

To

1. All the Administrative Secretaries to Government of Haryana.
2. All the Heads of Department and Divisional commissioners, Ambala, Hisar, Rohtak and Gurgram Divisions.
3. The Registrar, Punjab and Haryana High Court, Chandigarh.
4. All the Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana State.
5. All the Managing Director of Boards/Corporations/Public Undertakings of the State.
6. All the Registrar of the Universities of the State.

Subject: Pre Mature promotion to higher post - Starting Salary-thereof.

Sir/Madam,

I am directed to invite your attention to the instructions issued vide Government circular No. 2/10/1992-2GS-1 dated 08.03.2011 and other instructions issued from time to time on the subject noted above and to say that consequent upon the implementation of revised pay structure as per Seventh Pay Commission comprising Pay Matrix System w.e.f 01.01.2016 vide Haryana Civil Services(Revised Pay) Rules 2016, the instructions issued vide letter No. 2/10/1992-2GS-1 dated 08.03.2011 are modified in the following manner:-

A. In case of those employees who have been pre-maturely promoted after 01.01.2016 and their experience is also completing after 01.01.2016, their pay will be fixed in the following manner:-

(i) If on pre-mature promotion, the minimum of the pay level of the promotional post is higher than the basic pay on the lower post, the minimum pay of the higher post may be allowed till the completion of deficiency in experience. In case, during the deficiency in experience, the presumptive pay of the lower post exceeds the minimum pay level of the promotional post, the pay of lower post will be protected from time to time and such pay shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

(ii) If at the time of pre-mature promotion, the pay drawn on the lower post is higher than the minimum pay level of the promotional post, the pay drawn on the lower post may be protected from time to time and such pay shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

(iii) On completion of required experience, the pay shall be fixed under provision of normal rules of CSR/ pay on promotion under HCS (RP) Rules, 2016, wherever applicable.

B. In case of those employees who have been pre-maturely promoted before 01.01.2016 and their experience is completing after 01.01.2016, their pay in revised pay structure will be fixed in the following manner:-


- i. **Pay in pay band as on 01.01.2016 plus grade pay of the feeder post will be reckoned as existing basic pay on notional basis and grade pay of the promotional post will be reckoned as existing basic pay on actual basis. This will be multiplied by a factor of 2.57**, rounded off to the nearest rupee and the figure so arrived at will be located at in the level of the promotional post and if such an identical figure corresponds to any Cell of the level of promotional post, the same shall be the pay, and if no such Cell is available in the level of promotional post, the pay shall be fixed at the immediate next higher Cell in that applicable level of pay matrix.
- ii. If the minimum or the first Cell in the applicable level is more than the amount arrived at as per (a) above, the pay shall be fixed at minimum pay or the first Cell of that applicable level.
- iii. In case, during the deficiency in experience, the presumptive pay of the lower post exceeds the minimum pay level of the promotional post, the pay of lower post will be protected from time to time and such pay shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.
- iv. On completion of required experience, pay on promotion shall be fixed under provision of normal rules of CSR/HCS(RP) Rules, 2016, wherever applicable. To illustrate the fixation of pay from pre-revised to revised structure, an example is given below:-

Mr. 'X' was drawing the pay in grade pay of Rs.6000/- and has been promoted on pre mature basis on 08.06.2015 in the functional grade pay of Rs.7600/- in PB 3 and as on 31.12.2015 he was drawing pay in pay band Rs.23340+7600/- and he completed the period of experience on 01.11.2016, his pay would be fixed as under:-

Date	Pre-revised pay band 15600-39100+6000GP of the feeder post	Pay on notional basis in Level 11	Pre-revised PB 3, 15600-39100 + 7600 GP of the promotional post	Pay on actual basis in Level 12	Remarks
01.01.2016	23340 + 6000 = 29340*2.57 = 75403.8	76200(N)	23340+7600 = 30940*2.57 = 79515.8	81200(A)	Pay revised as per Rule 7 of HCS(RP) Rules, 2016
01.07.2016		78500(N)		81200(A)	A.I(pay of the feeder post is less than the pay of promotion post fixed on 01.01.2016)
01.11.2016 (Date of completion of requisite experience)		80900(N)(promotional increment)		81200(A)	Pay fixed on completion of experience

Date of next increment is 01.07.2017

2. It is requested that the above instructions may be brought to the notice of all concerned for strict compliance.


Under Secretary to Government of Haryana,
General Administration Department. 