

No. FIN(PR)-B(7)-59/2010
Government of Himachal Pradesh
Finance (Pay Revision) Department.

From

Principal Secretary (Finance) to the
Government of Himachal Pradesh.

To

1. All the Administrative Secretaries to the Government of Himachal Pradesh.
2. All the Heads of the Departments in Himachal Pradesh.
3. All the Divisional Commissioners in Himachal Pradesh.
4. All the Deputy Commissioners in Himachal Pradesh.
5. The Registrar General, High Court of Himachal Pradesh, Shimla.

Dated: Shimla-171 002, the 9th August, 2012.

Subject:- Restoration of process of granting Four Tier Pay Structure (Pay Scales).

Sir/Madam,

I am directed to refer to the subject cited above and to say that 4-tier pay scales were granted to the eight specific services vide notification No. Fin(PR)B(7)-1/98-II dated: 01.09.1998 and detailed guidelines governing the terms and conditions for granting the 4-tier pay scales were issued vide letter No. Fin(PR)B(7)-1/98-II dated: 23rd June, 2000.

2. As a consequence of revision of pay scales w.e.f. 26.08.2009, it was decided/stipulated vide this Department's letter No. Fin(PR)-B(7)-1/98 dated: 31st August, 2009 that the cases of officers/officials who were eligible for placement in the next higher pay scale in the three/two tier pay scales under the pre-revised pay scales, may not be considered after 26th August, 2009, till further orders.

3. Now, after careful consideration of the matter, the Governor, Himachal Pradesh, is pleased to restore the process of granting



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4-tier pay scales (new pay structure) in respect of those eight specific services/ categories in State of Himachal Pradesh, with effect from 27th August, 2009 (i.e. the date before which earlier scheme was in operation) on notional basis and actual basis from the date of issue of these instructions. Consequently, 4-tier pay scales notified in the pre-revised pay scales shall undergo the change as under:-

Sr. No.	Name of the Service		Pay Band	Grade Pay.	Initial Pay.
1.	H.P. Administrative Services.	(i)	15600-39100 (Entry Level)	5400	21000
		(ii)	15600-39100 After 4 years	6600	25250
		(iii)	15600-39100 After 9 years	7600	31320
		(iv)	37400-67000 After 14 years	8700	46100
2.	H.P. Police Services.				
3.	H.P. Health Services Class-I (Generalist).	(i)	15600-39100 (Entry Level)	5400	21000
4.	H.P. Health Services Class-I (Dental)	(ii)	15600-39100 After 4 years	6600	25250
5.	Animal Husbandry Veterinary Class-I Services.	(iii)	15600-39100 After 9 years	7600	31320
6.	Assistant Engineer.				
7.	Assistant Architect.				
8.	Assistant Town Planner.	(iv)	37400-67000 After 14 years	8600	46000

4. The progressions granted under this scheme shall be purely personal to the employee and shall have no relevance to his seniority position. As such, the senior employees shall have no claim of parity of pay on the ground that the junior employee working on the same post has got higher pay or grade pay under this scheme. While implementing this scheme, the difference in pay scales on account of grant of financial upgradation under the old 4-tier pay scales (23.06.2000) and under this scheme within the same cadre shall not be construed as an anomaly.

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5. No stepping up of pay in the pay band and grade pay would be admissible with regard to junior getting more pay than the senior on account of pay fixation under this scheme.

6. As a necessary corollary to this decision, the existing system of Career Progression Scheme (4-tier pay scale) notified on 23.06.2000 shall undergo a change to the extent indicated above. Other existing terms & conditions governing the grant of the benefits under the said scheme shall continue to be applicable mutatis mutandis in accordance with the above orders/guidelines.

7. For interpretation/clarification of the decisions contained in this scheme the Finance Department shall be the final authority.

8. This supersedes the earlier instructions issued on the subject vide this department's letter of even number dated: 1st August, 2012.

Yours faithfully,



Joint Secretary (Finance) to the
Government of Himachal Pradesh.

Endst. No. As above.

Dated; Shimla-171 002, the 9th August, 2012.

Copy forwarded to:-

1. The Principal Accountant General (Audit), Himachal Pradesh, Shimla-3.
2. The Accountant General (A&E), Himachal Pradesh, Shimla-3.
3. The Controller (F&A), Department of Personnel, H.P. Secretariat, Shimla.


Joint Secretary (Finance) to the
Government of Himachal Pradesh.

Praveen/Instructions/2012
