

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 27th January, 2012.

Subject:- Clarificatory instructions regarding referring of stepping up of pay cases to the Finance Department on account of pay anomaly in respect of senior government employees vis-a-vis their juniors.

Sir/Madam,

On the subject cited above, I am directed to invite your attention towards this Department's Notifications No. Fin(PR)B(7)-1/2009 dated: 5th October, 2010 & 13th October, 2010, which interalia provide that for the purpose of grant of step up under Note-6 of Rule 7 of Himachal Pradesh Civil Services (Revised Pay) Rules, 2009 & due to operation of provisions of Rule 11-A under the rules ibid, the competent authority shall be Administrative Department in consultation with the Finance Department.

2. In this context, the Finance Department has issued several clarificatory instructions from time to time for removing of anomaly in pay by stepping up of pay of senior Government employees drawing less pay than their juniors either by application of FR-22 on promotion or due to operation of the provisions of Assured Career Progression Scheme/ Proficiency step up introduced by the Government from time to time. As a sequel to the revision of pay scales w.e.f. 01.01.2006, the provisions of FR-22 have undergone certain changes and accordingly a clarification in this regard

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has been issued vide this Department's OM No. Fin(PR)B(7)-1/2009 dated: 19th September, 2009. Now Rule 11 of Himachal Pradesh Civil Services (Revised Pay) Rules, 2009, deals with the fixation of pay on promotion with effect from 01.01.2006.

3. The detailed procedure for grant of step up of pay in the cases where the senior employee, promoted to the higher post before First day of January, 2006, draws less pay in the revised pay structure than his junior, who is promoted to a higher post on or after the First day of January, 2006 has been prescribed in Note-6 below Rule 7 of the rules *ibid*. Similarly, instructions contained in letter No. Fin(PR)B(7)-1/2009 dated: 5th October, 2010, prescribe the procedure for removal of anomaly by stepping up of pay of senior Government employee drawing less pay than junior due to operation of provisions of Rule 11-A of rules *ibid* subject to fulfillment of certain conditions.

4. Of late it has been seen that the Administrative Departments are not examining the cases properly and referring the proposals for grant of step up of pay without proper scrutiny under relevant provisions of rules/instructions to the Finance Department resulting in unnecessary work load and wastage of time at all levels of various functionaries of the Government notwithstanding the fact that the provisions of the rules and instructions referred to above are quite clear.

5. It is requested that the cases of step up of pay may be examined in threadbare at the Departmental level and cases may be sent to the Finance Department for concurrence when they are complete in all respects and fulfill all the conditions prescribed for this purpose. In order to facilitate the Departments to take decision in such cases, the following parameters need to be taken care of:-

(a) As per Note 6 below Rule 7 of Himachal Pradesh Civil Services (Revised Pay) Rules, 2009, stepping up of pay is admissible only in those cases where senior Government employee gets promoted to the higher post prior to 01.01.2006 and his junior is promoted as such on or after 01.01.2006 that too subject to fulfillment of certain conditions contained in the said Note. No other case is covered for the grant of step of pay and the departments concerned should adhere to this fact before referring any proposal to the Finance Department.

(b) The Finance Department's instructions issued from time to time and Fin(PR)B(7)-1/2009 dated: 5th October, 2010, for regulating the grant of step up of pay on account of ACPS/Proficiency step



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up stipulate that step up is admissible in such a case only where a senior Government employee is promoted to higher post without availing of the benefit under Assured Career Progression Scheme/Proficiency step up and junior to him is promoted to higher post after availing the benefit under Assured Career Progression Scheme/Proficiency step up. This benefit is permissible only on the date of promotion of junior employee and not otherwise that too subject to fulfillment of conditions laid down in these instructions. It is seen that Departments concerned usually do not adhere to these instructions and simply refer the proposals to the Finance Department stating that the same is covered under the instructions referred to above which is not a correct proposition.

6. These orders are also available on <http://himachal.gov.in/finance/PayRevision.htm>

Yours faithfully,



{Ramesh Chander Chauhan}
Joint Secretary (Finance) to the
Government of Himachal Pradesh.

Endst. No. As above.

Dated: Shimla-171 002, the 27th January, 2012.

Copy forwarded to the following for information and necessary action:-

1. The Principal Accountant General (Audit), Himachal Pradesh, Shimla-3.
2. The Accountant General (A&E), H.P., Shimla-171 003.
3. The Resident Commissioner, H.P. Himachal Bhawan, Sikandra Road, New Delhi.
4. The Secretary, H.P. Vidhan Sabha, Shimla-171004.
5. The Secretary, H.P. Public Service Commission, Nigam Vihar, Shimla-2.
6. The Secretary, H.P. Electricity Regulatory Commission, Khalini, Shimla.
7. The Secretary, H.P. Subordinate Services Selection Board, Hamirpur.
8. The Resident Commissioner, Pangi, District Chamba, Himachal Pradesh.


{Ramesh Chander Chauhan}
Joint Secretary (Finance) to the
Government of Himachal Pradesh.