

Government of Himachal Pradesh  
Finance (Regulations) department

No.Fin(C)-B(15)-2/2009 Dated, Shimla-171002,

4<sup>th</sup> April, 2013

OFFICE MEMORANDUM

Subject: Regarding stepping up of pay.

The undersigned is directed to refer to the subject cited above and to say that State Government has issued instructions vide OM No. Fin(C)-A(3)-3/98 dated 21<sup>st</sup> September, 1999 and OM No. Fin(PR)-B(7)-1/2009-III dated 27<sup>th</sup> January, 2012 governing the procedure for grant of step up of pay to the senior employees to bring their pay at par with the junior counterparts. These instructions make it amply explicit as to how the pay of the senior is to be brought at par with that of his junior counterpart. The references are being received from various quarters seeking clarification whether the step up of pay will be admissible where the junior employee draws more pay than his senior counterpart in the following eventualities:-

- (a) If the junior employee is promoted on out of turn basis including the application of rule of reservation and draws more pay than his senior.
- (b) In case two officials are appointed by way of permanent absorption in a department after deputation/ secondment and one of them was appointed in the parent Department earlier to the other one and absorbed in the borrowing department subsequent to the absorption of the second official and is rendered junior but draws more pay than the other, who was appointed in the parent department later but absorbed earlier than his counterpart and draws less pay than the official who is absorbed at a subsequent date and claims step up of pay being senior due to his earlier absorption.


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After careful examination of the matter, it is clarified that stepping up in pay against the junior government servant is admissible only in those situations where the pay of the junior government servant is fixed higher than the senior government servant as a result of application of FR 22, Rule 11(A) of the Himachal Pradesh Civil Services (Revised Pay) Rules, 2009 on promotion to higher post. The anomaly of pay should have been occurred when junior government servant is promoted later and the senior was drawing either same or higher pay in the lower post. In situations other than the above, step up in pay is not admissible and this position has already been clarified several times by the Government.

In view of this, the pay of junior in case of situation (a) and (b) above will not be stepped up equal to the pay of the junior, as these are not covered under the conditions required for step up as per instructions already circulated.

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

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

To

All Administrative Departments of the  
Government of Himachal Pradesh.

Endst. No: Fin(C)-B(15)-2/2009      Dated , Shimla-2      4<sup>th</sup> April, 2013.


Copy is forwarded to the following for information:-

1. All the Heads of Departments in H.P.
2. The Accountant General, H.P.Shimla-3.
3. The Dy. Accountant General(A&E), H.P.Shimla-3.
4. The Secretary, H.P. Vidhan Sabha/ Lokayukta /HPPSC.

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5. All Deputy Commissioners in H.P.
6. The Registrar General, H.P.High Court, Shimla.
7. All District and Sessions Judges in H.P.
8. The Resident Commissioner, Govt. of H.P. Himachal Bhawan, Sikandra Road, New Delhi.
9. The Resident Commissioner, Pangi, Distt. Chamba, H.P.
10. The Director, Treasury and Accounts, H.P. Shimla.
11. All the District Treasury Officers/Treasury Officers in H.P.
12. The Controller, Printing and Stationery Department, H.P.Shimla-5.

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