

GOVERNMENT OF HIMACHAL PRADESH,  
FINANCE (REGULATION) DEPARTMENT

No. Fin ( C ) A (3)- 8 /88 –IV , dated Shimla-2, the 24<sup>th</sup> July, 2013.

OFFICE MEMORANDUM

**Subject :- Incentive for promoting the small family norms.**

The undersigned is directed to refer to the subject cited above and to say that as per instructions contained in this Department Office Memorandum No. Fin (C) A (3)-6/80- dated 8.12.1981 and orders issued in this behalf from time to time, the State Government employees who undergo sterilization operation were entitled to a Special Increment in the form of Family Planning Allowance not to be absorbed in the future increases in pay. The rate of increment was equal to the lowest rate of increment in the pay scales applicable at the time of undergoing sterilization.

2. The matter regarding grant of incentive amongst the State Government employees for promoting the small family norms was under consideration of the State Government as a result of revision of pay scales. After careful consideration and in partial modification of this Department O.M. No. Fin © A (3)-6/80 dated 8.12.1981 and all other orders issued thereafter from time to time, the Governor, Himachal Pradesh is pleased to order as under :-

- a) The Family Planning Allowance presently admissible to the State Government Employees who had undergone sterilization operation prior to 26.8.2009 and drawing Family Planning Allowance in pre-revised pay scale, shall continue to get this incentive in the existing rates of the pre-revised pay scales of the concerned posts.
- b) The State Government employees, who had undergone sterilization operation after 26.8.2009 to the date of issue of this O.M., shall be granted Family Planning Allowance equal to the lowest rate of increment applicable at the time of undergoing sterilization operation in the pre-revised pay scales of the concerned posts.
- c) The Family Planning Allowance for adoption of small family norms shall be admissible in future only under the Programme "BETI HAI ANMOL" to those State Government employees who adopted terminal birth control measure after two daughters or one daughter

as notified by this Department vide O.M. No. Fin ( C ) A (3)-7/2003 dated 4<sup>th</sup> April, 2012 ( copy enclosed).

3. All other terms and conditions governing the grant of this incentive shall continue to be applicable.
4. The aforesaid decision may be brought to the notice of all concerned for information and guidance.

- Sd -  
(Dr. Shrikant Baldi)  
Principal Secretary (Finance) to the  
Government of Himachal Pradesh.

No. Fin ( C ) A (3)- 8 / 88-IV, dated Shimla-2, the 24<sup>th</sup> July, 2013.

Copy forwarded for information and necessary action to :-

1. The Controller, Printing and Stationery Department, Himachal Pradesh, Shimla-171005 for immediate publication in Rajpata. He is also requested to provide 10 copies of this Department.
2. The Accountant General, Himachal Pradesh, Shimla-171003.
3. The Accountant General (A&E) Himachal Pradesh, Shimla-3.
4. The Secretary to Governor, Himachal Pradesh.
5. All the Pr. Secretaries/ Secretaries to the Govt. of H.P.
6. The Divisional Commissioners, Shimla/ Kangra/ Mandi Divisions, Himachal Pradesh.
7. The Resident Commissioner, H.P. Himachal Bhawan, Sikandra Road, New Delhi.
8. The Secretary, H.P. Vidhan Sabha, Shimla-171004.
9. All Heads of Departments in Himachal Pradesh.
10. The Registrar, H.P. High Court, H.P. Shimla-1.
11. The Secretary, H.P. Public Service Commission, Shimla-171002.
12. All Deputy Commissioner in Himachal Pradesh.
13. The Director, IF Department, Himachal Pradesh, Shimla-2.
14. The Secretary, H.P. Electricity Regulatory Commission, Shimla-2.
15. The Secretary, Lokayukta, Pine Grove Building, Shimla-2.
16. The Registrar, H.P. State Consumer Commission, Shimla.
17. The Secretary, H.P. Subordinate Services Selection Board, Hamirpur.
18. All District Treasury Officers/ Treasury Officers in H.P.
19. The Resident Commissioner, Pangi, Chamba, Himachal Pradesh.
20. The Controller, Deptt. of Personnel, H.P. Sectt Shimla-2.
21. All Public Sector Undertakings/ Boards/ Corporations/ Universities, H.P.
22. Department of Personnel-II with five spare copies.
23. Guard File 50 spare copies.

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

GOVERNMENT OF HIMACHAL PRADESH,  
FINANCE (REGULATION) DEPARTMENT

No. Fin ( C ) A (3)- 7/ 2003, Dated Shimla-2, the 4<sup>th</sup> April , 2012.

OFFICE MEMORANDUM

Subject : Introduction of incentives amongst State Government employees for promoting the small family norms under the Programme "BETI HAI ANMOL".

...

The Government of Himachal Pradesh has launched various schemes for improving the sex ratio in the State and for encouraging the care and proper upbringing of the girl child under the programme "Beti Hai Anmol". The Governor of Himachal Pradesh, is now pleased to order that the employees who undergo sterilization (after issue of this O.M.) after having two or less surviving children, them being girls only, may be granted two special increments in the form of personal pay not to be absorbed in future increases in pay either in the same post or on promotion. to the higher posts. The rate of personal pay would be equal to the amount of the next increment due at the time of grant of the concession and will remain fixed during the entire service and will not count for any purpose. In the case of persons drawing pay at the maximum of the scale, the rate of personal pay would be equal to the amount of the increments last drawn. The grant of the concession will be subject to the following conditions:-

- (1) The employees must be within the re-productive age group in the case of a male Govt. employee. This would mean that he should not be over 50 years and his wife should be between 20 to 45 years of age. In the case of a female Govt. employee, she must not be above 45 years and her husband must not be over 50 years of age.
- (2) The employee should have two or less living children, them being girls only.
- (3) The sterilization Operation must have been conducted after the issue of this O.M. and the certificate issued by a Govt. Hospital or an institution recognized by the Govt. of Himachal Pradesh for medical attendance and treatment in the form as at Annexure "A".
- (4) The Sterilization Operation can be undergone either by the employee or his/her spouse, provided the conditions at serial Nos. (1) to (3) are fulfilled.

*G. Singh*

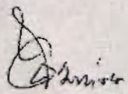
- (5) In case of re-canalization, the special increments will stand withdrawn from the date of recanalization.
  - (6) Cases of Hysterectomy would not be covered by this concession, because a woman who undergoes Hysterectomy on medical grounds automatically gets sterilized.
  - (7) The benefit would be allowed to the Govt. servant concerned from the 1st of the month following the month in which claim has been preferred.
  - (8) The Head of the Office concerned would be the competent authority to sanction the personal pay by issuing a suitable Office Order after satisfying himself/herself that the conditions prescribed by the Govt. stand fulfilled.
  - (9) If both husband and wife are Govt. employees, the incentive would be claimed either by the husband or by the wife, the choice being left to them to choose the higher of the increments available to them.
  - (10) The benefit of special increment would not be admissible to employee who undergoes vasectomy and who have two girl children but his wife was already pregnant at the time of the vasectomy Operation.
2. These orders shall be applicable with effect from 1.4.2012 prospectively.
  3. The aforesaid decision may be brought to the notice of all concerned for information and guidance.

**Dr. Shrikant Baldi**  
Principal Secretary (Finance) to the  
Government of Himachal Pradesh.


No. Fin© - A (3)-7/ 2003, Dated Shimla-2, the 4<sup>th</sup> April, 2012.

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10. The Registrar, H.P. High Court, H.P. Shimla-1.
11. The Secretary, H.P. Public Service Commission, Shimla-171002.



12. All Deputy Commissioner in Himachal Pradesh.
13. The Director, IF Department, Himachal Pradesh, Shimla-2.
14. The Secretary, H.P. Electricity Regulatory Commission, Shimla-2.
15. The Secretary, Lokayukta, Pine Grove Building, Shimla-2.
16. The Registrar, H.P. State Consumer Commission, Shimla.
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21. Department of Personnel-II with five spare copies.
23. Guard File 50 spare copies.

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

ANNEXURE 'A'

STERILIZATION CERTIFICATE

I, Dr. \_\_\_\_\_ hereby certify that I have conducted  
Vasectomy/ Tubectomy Operation of Shri / Smt.\*  
\_\_\_\_\_ husband/ wife\* of Shri/ Smt. \_\_\_\_\_  
employed as \_\_\_\_\_ in \_\_\_\_\_ at  
\_\_\_\_\_ on \_\_\_\_\_.

2. A sperm count was undertaken on \_\_\_\_\_ and on  
the basis thereof it is certified that the Vasectomy Operation has been  
completely successful.

\* Delete words where not applicable.

( Para 2 in the case of Vasectomy Operation only)

Signature \_\_\_\_\_

UNDERTAKING TO BE GIVEN BY ALL GOVT. EMPLOYEES.

I /My spouse have/ has undergone Vasectomy /tubectomy  
Operation at \_\_\_\_\_ on \_\_\_\_\_. Necessary sterilization  
certificate issued by \_\_\_\_\_ is enclosed. In case I/ my  
spouse have /has to take resort to recanalization for any reason  
whatsoever, I undertake to report this fact forthwith to the Government.

2. I also certify that my wife Smt. \_\_\_\_\_ is not pregnant  
on this date.

( Para 2 for male Govt. employees only )

Signature \_\_\_\_\_