

No. FIN(PR)-B(7)-59/2010-LOOSE  
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 12<sup>th</sup> May, 2014.

Subject:- Regarding granting of benefits under Assured Career Progression Scheme (4-9-14 & 8-16-24-32) in respect of State Government employees.

Sir/Madam,

On the subject cited above, I am directed to invite a reference to Para No. 3 (a) of this Department's letter No. Fin(PR)B(7)-59/2010 dated: 9<sup>th</sup> August, 2012, which envisage that a government employee after rendering a service of 4, 9 and 14 years in a post or posts without any financial enhancement in the same cadre/post, who is not promoted to a higher level on account of non availability of a vacancy or non existence of a promotional avenue in the cadre, shall be granted the grade pay, which is next higher in the hierarchy of grade pays given in the schedule annexed to Revised Pay Rules, 2009, upto the maximum grade pay of ₹ 8900 and on placement in the next higher grade pay in the hierarchy of grade pays after a service of 4, 9 and 14 years, the pay of an employee shall be fixed at the next higher stage in the pay band.

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2. Various quarters are seeking clarifications from the Government with regard to the point that on granting the either benefits under ACP Schemes whether increment is to be granted first or the next grade pay in the hierarchy. It is clarified that increment @ 3% on the old basic pay (pay in the pay band plus grade pay) may be computed first and then next grade pay in the hierarchy of grade pays may be granted to fix the pay of an employee as per illustration given below:-

**ILLUSTRATION:-**

An employee "X" was promoted to the post of Senior Assistant in the pre-revised pay scale of ₹ 5800-9200 on 20.01.2006 and he opted for new ACP Scheme w.e.f. 27.08.2009 under the FD's instructions dated: 09.08.2012. He was drawing basic pay of ₹ 15710 (Pay in the pay band ₹ 11910 + ₹ 3800 grade pay) as on 01.01.2010 and was due for the benefit under ACP Scheme on completion of 4 years service from 20.01.2010 on notional basis and on actual basis w.e.f. 09.08.2012. The pay of incumbent on grant of benefit under ACP Scheme in pay structure of ₹ 10300-34800 + ₹ 4200 grade pay shall be fixed in the following manner:-

1.	Pay in the PB as on 19.01.2010:	₹ 11910
2.	Grade Pay as on 19.01.2010:	₹ 3800
3.	Basic Pay as on 19.01.2010:	₹ 15710
4.	Date of promotion as Senior Assistant:	20.01.2006
5.	Due date for granting 4 years benefit:	20.01.2010
6.	3% of the basic pay as on 19.01.2010 (Sr. No. 3):	₹ 480
7.	Pay in the Pay Band as on 20.01.2010:	₹ 12390
8.	Grade Pay as on 20.01.2010 (under ACPS):	₹ 4200
9.	Basic Pay as on 20.01.2010 (notional):	₹ 16590
10.	Next date of increment:	01.01.2011

**NOTE:** The benefits under ACP Scheme shall be granted on notional basis upto 08.08.2012 and on actual basis from 09.08.2012 onwards.

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3. Attention is also invited to the FD's notification No. Fin(PR)-B(7)-1/2009 dated: 13<sup>th</sup> October, 2009, vide which Himachal Pradesh Civil Services (Revised Pay) (First Amendment) Rules, 2009, has been notified and following Note has been added below Rule 11 of the rules ibid:-

**"Note--** For the purpose of promotion, the grade pay of ₹ 5400 in PB-4 (15600-39100) shall be treated as higher than the grade pay of ₹ 5400 in PB-3 (10300-34800)."

4. It has come to the notice of the Finance Department that certain departments are not adhering to the above note and while allowing the either benefit under ACP Schemes to an employee who is serving in the pay structure of ₹ 10300-34800 + ₹ 5400 grade pay are fixing his pay in the pay structure of ₹ 15600-39100 + ₹ 5700 grade pay which is against the provision of rules. It is emphasized that pay of said employee is to be fixed in the pay structure of ₹ 15600-39100 + ₹ 5400 grade pay while allowing either benefits under ACP Scheme instead of pay structure of ₹ 15600-39100 + ₹ 5700 grade pay irrespective of the fact that grade pay is same but pay bands are different. An illustration is given below to facilitate the fixation of pay in such cases:-

**ILLUSTRATION:-**

An employee "Y" was promoted to a post carrying pre-revised pay scale of ₹ 7880-11660 on 20.01.2006 and opted for new ACP Scheme w.e.f. 27.08.2009 under the FD's instructions dated: 09.08.2012. He was drawing basic pay of ₹ 21490 (Pay in the pay band ₹ 16090 + ₹ 5400 grade pay) as on 01.01.2010 in the pay structure of ₹ 10300-34800 + ₹ 5400 grade pay and was due for the benefit under ACP Scheme on completion of 4 years service as on 20.01.2010 on notional basis and on actual basis w.e.f. 09.08.2012. The pay of the incumbent on grant of benefit under ACP Scheme shall be fixed in the pay structure of ₹ 15600-39100 + ₹ 5400 grade pay in the following manner:-

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1.	Pay in the PB-3 as on 19.01.2010:	₹ 16090
2.	Grade Pay as on 19.01.2010:	₹ 5400
3.	Basic Pay as on 19.01.2010:	₹ 21490
4.	Date of promotion:	20.01.2006
5.	Due date for granting 4 years benefit:	20.01.2010
6.	3% of the basic pay as on 19.01.2010 (Sr. No. 3):	₹ 650
7.	Pay in the Pay Band-4 as on 20.01.2010:	₹ 16740
8.	Grade Pay as on 20.01.2010 (under ACPS):	₹ 5400
9.	Basic Pay as on 20.01.2010 (notional):	₹ 22140
10.	Next date of increment:	01.01.2011

**NOTE:** The benefits under ACP Scheme shall be granted on notional basis upto 08.08.2012 and on actual basis from 09.08.2012 onwards.

5. These instructions may please be brought to the notice of all concerned for information and strict compliance. These orders are also available on <http://himachal.nic.in/finance/PayRevision.htm>.

Yours faithfully,

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

Endst. No. As above.

Dated: Shimla-171 002, the 12<sup>th</sup> May, 2014.

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.

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