INSTRUCTIONS REGARDING FAMILY PLANNING ISSUED BY THE FINANCE DEPTT.(REGULATIONS)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Letter No.</th>
<th>Dated</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>17-45/75-H&amp;FP</td>
<td>19.7.1976</td>
</tr>
<tr>
<td>2.</td>
<td>Fin(C)B(7)57/80</td>
<td>25.4.1984</td>
</tr>
<tr>
<td>3.</td>
<td>Fin(C)A(3)6/80</td>
<td>21.5.1984</td>
</tr>
<tr>
<td>4.</td>
<td>Fin(C)A(3)7/80</td>
<td>19.7.1984</td>
</tr>
<tr>
<td>5.</td>
<td>Fin(C)A(3)6/80-ii</td>
<td>28.2.1985</td>
</tr>
<tr>
<td>6.</td>
<td>Fin(C)A(3)6/80</td>
<td>25.4.1985</td>
</tr>
<tr>
<td>7.</td>
<td>Fin(C)A(3)6/80-II</td>
<td>10.1.1986</td>
</tr>
<tr>
<td>8.</td>
<td>Fin(C)A(3)6/80-II</td>
<td>11.4.1986</td>
</tr>
<tr>
<td>9.</td>
<td>Fin(C)A(3)1/87</td>
<td>6.2.1989</td>
</tr>
<tr>
<td>10.</td>
<td>Fin(C)A(3)1/87</td>
<td>9.8.1989</td>
</tr>
<tr>
<td>11.</td>
<td>Fin(C)A(3)1/87</td>
<td>7.10.89</td>
</tr>
<tr>
<td>12.</td>
<td>Fin(C)A(3)8/88-IV</td>
<td>31.5.1997</td>
</tr>
<tr>
<td>13.</td>
<td>Fin(C)A(3)8/88-IV-</td>
<td>14.9.1999</td>
</tr>
<tr>
<td>14.</td>
<td>Fin(C)A(3)8/88-IV</td>
<td>14.3.2002</td>
</tr>
</tbody>
</table>
No. 17-45/75 H&FP
Government of Himachal Pradesh
Health & Family Planning Dept.

The Chief Secretary to the Government of Himachal Pradesh.

To:

1) All the Administrative Secretaries to the Government of Himachal Pradesh, Simla-171002.
2) All the Heads of Departments in Himachal Pradesh.
3) All the Deputy Commissioners in Himachal Pradesh.

Dated Simla-171002, the 19th July, 1976.

Sir,

I am directed to say that the Government have decided to progressively reduce the rate of growth of population in Himachal Pradesh so as to achieve a zero growth rate of population by the end of 6th Five Year Plan period. With this end in view higher targets of sterilization have been fixed during the current year. In order to achieve these targets, the Government have decided to enforce the following incentives and disincentives in supersession of this Government order No. 17-45/75 H&FP dated the 27th March, 1976:

INCENTIVES

The daily waged employees of the Forest and Public Works Departments will be given the following incentives:

a) In case of a female labourer who undergoes sterilization, a total of Rs. 25/-

b) In case of a male labourer, who undergoes sterilization, a total of Rs. 20/-

c) The said incentive amount will be given by the Department concerned in addition to what they are entitled to under the Government of India Scheme.

d) Such of the employees of the Government of Himachal Pradesh in the category of eligible couples as undergo sterilization after the birth of 2 or less children will be given an advance increment in their respective scales of pay.

e) The daily waged employees of Autonomous Corporations and Private Sector Enterprises will also be eligible for incentives referred to at (a), (b), (c) and (d) above. Employers concerned will bear the financial liability on this account.

Attested

[Signature]
Health A
COMMUNITY INCENTIVES

a) Community incentives of Rs. 1,00,000, Rs. 75,000 and Rs. 50,000 respectively to the best three districts standing first, second and third in the achievement of Family Planning targets in the State will be awarded, provided they have exceeded their allotted targets.

b) Every factory in the State with a workers strength of 20 to 50 workers falling in the category of eligible couples will be entitled to Rs. 1,000/- towards labour welfare fund if all the eligible couples accept sterilisation after 2 children. In case of a factory in the private sector, this incentive shall be paid by the employer.

c) In order to make Family Planning movement a people's movement of Panchayati Raj institutions, it has been decided to reward two best panchayats in every district each giving cent per cent coverage in Family Planning to "Eligible Couples". They will be given awards of Rs. 5000 and Rs. 2,000/- each.

II - DISINCENTIVES

1) For Public Servants.

a) All children of Government employees falling in the category of "Eligible couples" would be eligible for medical reimbursement upto the age of five years after which only two children, at the choice of the parents would be entitled to this facility. Government employees with more than two children would become eligible to reimbursement for medical treatment for all their children if they get themselves sterilised within 12 months of the date of enforcement of these decisions.

b) Government servants having more than two children and falling in the category of "Eligible Couples" will not be allotted Government accommodation unless they get themselves sterilised. In the case of those Government servants who have been allotted houses and have more than two children, they would be charged standard rent unless they get themselves sterilised within 12 months. Government servants with more than two children would, however, become eligible for allotment if one of the partners gets sterilised.

g) Government servants in the 'eligible couples' category would not be sanctioned house-building advances, vehicles loans etc., if they have more than two children, unless the employees concerned or his wife undergoes sterilisation.
COMMUNITY INCENTIVES.

a) Community incentives of ₹1,00,000, ₹75,000 and ₹50,000 respectively to the best three districts standing first, second and third in the achievement of Family Planning targets in the State will be awarded, provided they have exceeded their allotted targets.

b) Every factory in the State with a workers strength of 20 to 50 workers falling in the category of eligible couples will be entitled to ₹1,000/- towards labour welfare fund if all the eligible couples accept sterilisation after 2 children. In case of a factory in the private sector, this incentive shall be paid by the employer.

c) In order to make Family Planning movement a people's movement of Panchayati Raj institutions, it has been decided to reward two best panchayats in every district engaging 100% coverage in Family Planning to "Eligible Couples". They will be given awards of ₹5,000 and ₹2,000/- each.

II-DISINCENTIVES

1) For Public Servants.

a) All children of Government employee's falling in the category of 'Eligible Couples' would be eligible for medical reimbursement upto the age of five years after which only two children, at the choice of the parents would be entitled to this facility. Government employees with more than two children would become eligible to reimbursement for medical treatment for all their children if they get themselves sterilised within 12 months of the date of enforcement of these decisions.

b) Government servants having more than two children and falling in the category of 'Eligible Couples' will not be allotted Government accommodation unless they get themselves sterilised. In the case of those Government servants who have been allotted houses and have more than two children, they would be charged standard rent unless they get themselves sterilised within 12 months. Government servants with more than two children would however, become eligible for allotment if one of the partners gets sterilised.

c) Government servants in the 'eligible couples' category would not be sanctioned house-building advances, vehicles, loans etc. if they have more than two children, unless the employees concerned or his wife undergoes sterilisation.
d) Transfer F.A. would be admissible to a person falling under 'eligible couples' category for husband, wife and two children only, unless he undergoes sterilisation.

e) Fresh entrants to Government service would be required to give an undertaking that they would limit their family size up to two children and in case they have more than two children, they would get themselves sterilised before recruitment. Birth of a third child will render a Government servant liable for removal from service.

f) Female employees having two or more living children will not be granted maternity leave.

i) For General Public

i) No one falling in the category of "eligible couples" would be eligible for any public office, if he or she has more than two living children unless the concerned person undergoes sterilisation.

b) No grant of Nautar, house site, etc would be made to any person who has more than two living children unless he undergoes sterilisation.

c) Only two children of an 'eligible couple' would be eligible for grant of scholarship, fee concession etc. unless either of the parents undergoes sterilisation.

d) No loans or subsidies will be sanctioned by the Government to any person falling in the category of eligible couple who has more than two living children unless he undergoes sterilisation.

iii) For Public servants and General Public both

a) Marriage ages will be raised from 16 yrs to 18 yrs. in case of girls and 18 yrs. to 21 yrs. in case of boys.

b) Persons having more than 2 children and falling in the category of eligible couples, will not get any forest produce at the right holders' rates unless they get themselves sterilised or give an undertaking that within 12 months, they will have sterilisation done. After a period of 12 months, such right holders will not be entitled to get any forest produce at the right holders rates unless they get themselves sterilised.

Note:- Eligible couple means a couple in whose case, the wife falls in the reproductive age group of 15-45 years of age.

Attested

[Signature]

Commissioner, Health - A
2. The Government have further decided that any public servant who indulges in propaganda against the Family Planning Program or conducts himself in a manner detrimental to the success of this programme, would render himself liable for disciplinary action.

3. These instructions may be brought to the notice of all the staff working under your control and incentives and disincentives referred to above may be given widest possible publicity. Immediate action may be taken for implementation of these decisions and amendment of rules and procedure wherever required may be carried out most expeditiously.

Yours faithfully,

(L. Hmingliana Tochawng)
Chief Secretary to the Government of Himachal Pradesh.

No. 7-45/75-H&FP. Dated Simla-171002, the 19th July, 1976.

Copy to:-
1) Deputy Secretary to the Hon'ble Chief Minister, Himachal Pradesh, Simla-171002, for the information of the Hon'ble Chief Minister.
2) All the Private Secretaries to the Ministers/Ministers of State/Parliamentary Secretary and Chief Parliamentary Secretary, Himachal Pradesh, Simla-171002.
3) All the Chief Medical Officers, Himachal Pradesh for information and necessary action.
4) Chairman State Electricity Board, Himachal Pradesh, Simla-171004.
5) Chairman, H.P. Board of School Education, Simla.
6) Chief Engineer-cum-Secretary, H.P. Housing Board, Simla.
8) Chairman, H.P. State Handicraft and Handloom Corporation, Sanjauli, Simla.
9) Managing Director, H.P. Agro-Industries Corporation Ltd. Simla.
10) Managing Director, H.P. Financial Corporation, Simla-171001.
11) Managing Director, H.P. State Forest Corporation, Simla.
12) The H.P. Horticulture Produce Marketing and Processing Corporation, Simla.
13) Managing Director, H.P. Tourism Development Corporation, Simla.
14) General Manager, H.R.T.C., Simla.
15) Registrar, H.P. University, Simla.

for information and necessary action.
No. Fin (C) B(7)-57/80

Government of Himachal Pradesh
Finance (Regulations) Department.

Dated Shimla-171002, the 27th April, 1984.

OFFICE MEMORANDUM

Sub:- Norms for fixation of emoluments of employees paid from contingencies - Clarification regarding...

With reference to clarifications sought for by various Departments with regard to payment of dearness allowance to the staff paid from contingencies, the undersigned, in continuation of this Department's letter of even number, dated the 18th June, 1980, is directed to clarify the following points of doubts indicated below:

Point:--

1. Whether dearness allowance is payable to the staff paid from contingencies?

Clarification:--

The Deputy Commissioners have been empowered to fix emoluments of contiguous paid Class-IV staff within their respective Districts as per order No. Fin (C) B(7)-57/80, dated the 13th June, 1980.

2. What is the method of computing emolument of an employee paid from contingencies?

Clarification:--

Aggregate of the following components constitute emolument of an employee paid from contingencies:

1) Minimum of the pay scale admissible to Class-IV staff on regular establishment (Presently it is Rs. 300/- p.m. w.e.f. 1.1.1976).

ii) C.A. which may work-out on the component at Sr. No.1 above.

iii) D.A., which may be worked-out on the component at Sr. No.1 above.
3. Whether house rent and medical allowances are admissible to the staff paid from contingencies?

4. Whether dearness allowance is admissible to Class-III contingent paid staff?

In this regard Government instructions issued vide O.M. No.1-3/73-Fin (Reg), dated 2-9-1975 are clear, in terms of which Class III staff paid from contingencies must not be appointed. A copy of O.M. dated 2-9-1975 referred to above is enclosed for ready reference.

The Deputy Commissioners while prescribing emoluments payable to contingent paid staff to be made applicable to employee will specify the date with effect from which this will apply.

( Harinder Hira )
Joint Secretary (Fin.-R)
to the Govt. of Himachal Pradesh.

6. All Administrative Departments of the Government of H.P.

No. Fin (C) B(7) 57/80. Dated Shima-17.04.84.

Copy forwarded to:
1. The Divisional Commissioner, Shimla/Dharamsala (Kangra).
2. All Heads of Departments in Himachal Pradesh.
3. The Registrar, High Court of H.P, Shimla.
4. All District and Sessions Judges in Himachal Pradesh.
5. All Deputy Commissioners in Himachal Pradesh.
6. The Resident Commissioner, for H.P, Himachal Bhawan, Sikandra Road, New Delhi.
8. All Treasury Officers/Sub-Treasury Officers/Assistant Treasury Officers in Himachal Pradesh.
3. Whether house rent and medical allowances are admissible to the staff paid from contingencies?

4. Whether dearness allowance is admissible to Class-III contingent paid staff?

5. With effect from which date emoluments prescribed by the Deputy Commissioners are to be made applicable?

--- Clarification ---

The total sum of all three components is emoluments payable every month to an employee paid from contingency. On emolument so worked out no allowance is admissible.

No please.

In this regard Government instructions issued vide O.M. No. 1-3/73-Fin (Reg), dated 2-9-1975 are clear, in terms of which Class III staff paid from contingencies must not be appointed. A copy of O.M. dated 2-9-1975 referred to above is enclosed for ready reference.

The Deputy Commissioners while prescribing emoluments payable to contingent paid employee will specify the date with effect from which this will apply.

( Harinder Hira )
Joint Secretary (Fin.-R)
to the Govt. of Himachal Pradesh.

--- All Administrative Departments of the Government of H.P. ---

No. Fin (C) B(7)-57/80. Dated Shimla-17.04.84.

Copy forwarded to:

1. The Divisional Commissioner, Shimla/Dharamsala (Kangra).
2. All Heads of Departments in Himachal Pradesh.
3. The Registrar, High Court of H.P., Shimla.
4. All District and Sessions Judges in Himachal Pradesh.
5. All Deputy Commissioners in Himachal Pradesh.
6. The Resident Commissioner, for H.P., Himachal Bhawan, Sikandra Road, New Delhi.
7. The Pay and Accounts Officer No. 1, Reserve Bank of India, Building, Parliament Street, New Delhi.
8. All Treasury Officers/Sub-Treasury Officers/Assistant Treasury Officers in Himachal Pradesh.

F/3...
OFFICE MEMORANDUM

Subject: Introduction of incentives among State Government employees for promoting the small family norms.

As the Administrative Departments etc. are aware, under the present instructions of the Government issued vide Office Memorandum No. Fin(C)-A(3)-6/80, dated the 8th December, 1981, the State Government employees who undergo sterilisation after having two or three surviving children are entitled for the grant of a special increment in the form of personal pay not to be absorbed in future increases in pay either in the same post or on promotion to higher posts.

2. Some departments have asked for clarification whether this benefit is to be extended to such employees who undergo sterilisation after having one child. The matter has been under consideration of the Government for some time past. Keeping in view the spirit of the instructions, it is clarified that the employees who undergo sterilisation after one child will also be entitled for the grant of special increment. The other conditions for the grant of special increment will be the same as prescribed vide this Department's Office Memorandum referred to above.

These orders will take effect from 1st October, 1981.

To

All Administrative Departments,
Government of Himachal Pradesh.
No. Fin (C) A(3)- 7/80
Government of Himachal Pradesh
Finance (Regulations) Department

Date: Shimla-171002, the 19th July, 1984.

OFFICE MEMORANDUM

Subject: Introduction of incentives among State Govt. employees for promoting the small family norms - Clarification regarding.

In inviting a reference to this Department's Office Memorandum No. Fin (C) A(3)-6/80, dated the 8th December, 1981 on the above cited subject wherein it has been provided that the employees who undergo sterilization operation after having two or three surviving children may be granted a special increment in the form of personal pay not to be absorbed in future increases in pay either in the same post or on promotion to higher posts, the undersigned is directed to clarify that allowances are not admissible on the special increments to be given in the form of personal pay for promoting the small family norms.

(Harinder Hira)
Joint Secretary (Fin-R)
to the Govt. of Himachal Pradesh.

To
All Administrative Departments of the Govt. of Himachal Pradesh.

No. Fin (C) A(3)- 7/80. Dated Shimla-171002, the 19th July, 1984
Copy forwarded to:

1. The Divisional Commissioner, Shimla/Dharamshala (Kangra).
2. The Resident Commissioner for H.P., Sikandra Road, Himachal Bhawan, New Delhi.
3. All Heads of Departments in H.P.
4. All Deputy Commissioners in H.P.
5. All District & Session Judges in H.P.
6. The Registrar, High Court of H.P. Shimla-171002.
7. The Director, Treasury & Accounts Organisation, H.P., Shimla, with 30 spare copies, for circulation amongst all the Senior Auditors working under him.
8. The Assistant Director, Financial Administration, H.P. Institute of Public Administration, Fair Lawns, Shimla.
No. Fin(C)-A(3)-6/80-II
Government of Himachal Pradesh,
Finance (Regulation) Department.

Dated, Shimla 171002, the 28th Feb. 1985.

Sub: Introduction of incentive among state Govt. employees for promoting the small family norms— clarification regarding.

In inviting a reference to this Department's office Memorandum No. Fin(C)-A(3)-6/80, dated the 8th December, 1981 on the subject cited above where it has been provided that the employees who undergo sterilisation operation after having two or three serving children may be granted a special increment in the form of personal pay not to be absorbed in future increases in pay either in the same post or on promotion to higher posts, the undersigned, in supersession of Finance Department's general clarification given vide No. Fin(C)-A(3)-7/80, dated the 19th July, 1984 and other individual clarification regarding allowance on incentive increment, is directed to clarify that allowances like dearness allowance, house rent allowance and compensatory allowance are admissible on incentive increment. Ad-hoc D.A will, however, not be payable on the incentive increment granted as above.

It is also clarified that the aforesaid special increment will not be counted towards basic pay for the purpose of advances to Government servants as defined in I and III of Chapter X of Himachal Pradesh Financial Rules, 1971, Vol. I, extract of which is enclosed. For the purpose of recovery of licence fee from occupants of Govt. accommodation it will be taken into account.

These orders will take effect from 1.2.1985.

Sd/-

(S. M. Kanwar)
Commissioner-cum-Secretary (Finance)
to the Govt. of H.P.

To All Administrative Departments of the Govt. of Himachal Pradesh.


Copy forwarded to:
1. The Divisional Commissioner, Shimla/Jharmasala (Kangra).
2. The Resident Commissioner for H.P., Sukandha Road, Himachal Bhavan, New Delhi.
Extract of Item III of Chapter X of H.P.F.R. 1971
Volume-I

III. Loans and advances to Government servants -

(i) General

(ii) House Building Advances -
   (a) Advance for construction of a house.
   (b) Advance for purchase of a house.
   (c) Advances for repayment of a private loan taken for purchase of a house.
   (d) Advance for repairs to a house.
   (e) Instructions for dealing with applications for advances for constructions, purchase or repair of houses, etc.

(iii) Advances for the purchase of conveyance -
   (a) Advances for motor cars or motor boats.
   (b) Advances for motor cycles.
   (c) Advances for other conveyances.

(iv) Advances for purchase of typewriters.

(v) Advances to Government servants on the eve of important festivals.

(vi) Other advances -
   Advances on transfer and in remote localities of the Pradesh.

Advances on arrival in India on return from leave or deputation out of India and while proceeding outside India.

Advances on tour.

Advanced for expenses connected with remittance of treasure.

Advance for Law suits.

Advances for purchase of tents.

Advances to prisoners released under the Good Conduct Prisoners' Pardons and Release Act, 1926, and the prisoners released under the Borstal Act and prisoners released under section 401, Criminal Procedure Code.

Advances for the purchase of books.

(vi) Conditions of Repayment.

(vii) Irrecoverable advances.
Subject:

State Government employees for promoting the family norms.

As the Administrative Departments aver the need to recognize the importance of the Health Department decided to force the incentive on advance increments to the employees of the Health Department in the case of two or less children, in their respective scales of pay. The orders in that behalf were issued on 9th July, May 77. The matter was reviewed by the Finance Department and it decided to resaid incentive with immediate effect on the 8th December 98, the State Government adopted the Central Government pattern of providing incentives to the employees of the Government who underwent sterilization operation from 1977 to 1980. After the withdrawal of orders issued by the Health Department in the event of the Finance Department regarding the increments to the employees undergoing sterilization operation, it has been decided to ration of the increment for the employees of the Finance Department. Pleased to order that the employees who underwent sterilization during the period (10-5-77 to 30-9-98) may be the increments.
1. One advance increment will be given to those employees in the eligible couple group who underwent sterilization etc. after two or less children.

2. The increment will be governed in the same manner as it is being governed under the existing instructions (i.e. O.M.No.Fin (C) A(3)-6/80, Dated 8-12-1981).

(Rajmani Tripathi)  
Deputy Secretary (Reg.)  
to the Government of Himachal Pradesh.

All Administrative Departments of the Government of Himachal Pradesh.

Endst. No.Fin (C) A(3)-6/80, dated the 24th April, 1985.

Copy forwarded to :-

1. The Divisional Commissioner, Shimla/ Dharamsala (Kangra)
2. The Resident Commissioner for H.P. Sikandra Road, Himachal Bhawan, New Delhi.
3. All Heads of Departments in Himachal Pradesh.
4. All Deputy Commissioners in H.P.
5. All District & Session Judges in H.P.
6. The Registrar, High Court of H.P., Shimla-1.
7. The Director, Treasury & Accounts Organisation, H.P. Shimla
8. The Assistant Director, Financial Administration, H.P. Institute of Public Administration, Fair Lawns, Shimla.
9. The Examiner, Local Fund Audit, Finance Department, Shimla.
10. The Inspection Officer, T&A Organisation, North Zone, Civil Bazar, Dharamsala (HP).
11. All Accounts Officers/Assistant Accounts Officers/ Senior Auditors/ Auditors under the Administrative Control of Treasuries & Account Organisation.
12. All Treasury Officers/ Sub-Treasury Officers/ Assistant Treasury Officers in Himachal Pradesh.
Subject: Introduction of incentive among State Government employees for promoting the small family norms—clarifications thereof.

With reference to various clarifications sought for by various Departments with regard to the grant of special increment for promoting the small family norms vide the Department's Office Memoranda of even number the 8th December, 1981, 21st May, 1984, 28th February, 24th April, 1985, the undersigned is directed to say that the Governor, Himachal Pradesh is pleased to order the following clarifications on points of doubt indicated below:

<table>
<thead>
<tr>
<th>Doubt</th>
<th>Clarification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Whether the incentive increment will also be accountable for the purpose of N.P.A. allowed to Medical Officers?</td>
<td>No.</td>
</tr>
<tr>
<td>2. Whether the benefit of incentive increment to those Government servants who after the birth of three surviving children underwent family planning operation during the period from 20-5-1977 to 30-9-1981 can be granted</td>
<td>No.</td>
</tr>
<tr>
<td>3. Whether the incentive increment can be granted to those Govt. servants who underwent family planning operation during the period from 20-5-1977 to 31-1-1981 after three surviving children first born in a single delivery and thereafter twins in another single delivery?</td>
<td>Yes.</td>
</tr>
</tbody>
</table>

P/2...
4. Whether the incentive increment will also be accountable for the purpose of I.A.

5. Whether the second wife of a person who has undergone tubectomy operation and also looking after three children of first wife of her husband who has been expired shall be eligible for incentive increment?

6. Whether the Government servants who performed operation on 22-9-1976 after the birth of two children and again underwent second operation on 19-6-1977 after the birth of third child, the earlier operation having turned out to be a failure would be eligible for incentive increment?

7. Whether deputation allowance on the special increment will also be admissible to the employees who are on foreign service and have undergone sterilisation operation?

8. Whether the incentive of special increment will be admissible to those Govt. servants who underwent sterilisation prior to 20-5-1977?

9. Whether those Govt. servants who have undergone sterilisation operation before joining Govt. service are entitled to the grant of one special increment?

10. Whether the Government servants who have been granted incentive increment would continue to draw the special increment at the same quantum on his reversion from a deputation post or from a higher officiating appointment?
11. Whether an Affidavit instead of Medical Certificate regarding the operation having been found successful, in Annexure-A can be accepted for grant of special increment?

(Rajmani Tripathi)  
Deputy Secretary (Finance-Reg)  
to the Government of Himachal Pradesh.

To: All Administrative Departments of the Government of H.P.

No. Fin (C) A(3)-6/80-II, Dated Shimla-171002, the 10th Jan., 1986.

Copy forwarded to:

1. The Divisional Commissioner, Shimla/Dharamsala (Kangra).
2. The Resident Commissioner for H.P. Sikandra Road, Chandigarh, New Delhi.
3. All Heads of Departments in Himachal Pradesh.
4. All Deputy Commissioners in Himachal Pradesh.
5. All District & Session Judges in H.P.
6. The Registrar, High Court of H.P., Shimla.
7. The Director, Treasury & Accounts Organisation, H.P., Shimla.
8. The Assistant Director, Financial Administration, H.P., Institute of Public Administration, Fair Lawns, Shimla.
9. The Examiner, Local Fund Audit, Finance Department, Shimla.
10. The Inspection Officer, T&A Organisation, North Zone, Civil-Bazar, Dharamsala (HP).
11. All Accounts Officers/Assistant Accounts Officers/Senior Auditors/Auditors under the Administrative control of Treasuries & Accounts Organisation.
12. All Treasury Officers/Sub-Treasury Officers/Assistant Treasury Officers in Himachal Pradesh.
13. The Secretary, H.P. State Electricity Board, Shimla.
14. The Secretary, H.P. University, Shimla.
15. The Secretary, H.P. Agriculture University, Palampur, H.P.
16. The Secretary, H.P. Board of School Education, Dharamsala.
17. All Public Sector undertakings in Himachal Pradesh.
18. The Deputy Commissioner, Relief & Rehabilitation, Beas Project Talwara Township (Punjab).
19. The Deputy Secretary to Govt. of Punjab, Finance (Regulations) Department, Chandigarh.
20. The Secretary, Chandigarh Administration, Finance Deptt., Chandigarh.
22. The Senior Vice President, N.G.O's Federation C/O Civil Hospital Gagret, District Una (H.P.).
Subject: Introduction of incentives among State Government employees for promoting the small family norms.

In continuation of this Department's Office Memoranda of even number dated the 8th December, 1981 and 21st May, 1984 on the subject noted above, the undersigned is directed to state that the Governor, Himachal Pradesh is pleased to order that in the overall interest of the family welfare programme, a State Government employee who or whose spouse has undergone sterilisation in a private nursing home or private hospital after two or three surviving children, may also be allowed incentives for promoting small family norms, provided he or she produces a certificate from the private medical practitioner/private hospital duly countersigned by a Civil Surgeon/District Medical Officer/Authorised Medical Attendant (under M.A. Rules)/Medical Officers of State Government Health Services/State Government Hospital, who would, before countersigning the certificate, satisfy himself that the concerned Government employee or his/her spouse has actually undergone the sterilisation on the date mentioned in the certificate.

2. The other conditions for the grant of incentive as mentioned in the Office Memoranda cited above remain
3. These instructions take effect from the date of issue of these orders. In other words the employees would be eligible to draw the special increment on the basis of the above decision from the first of the month following the date of issue of these orders. There is no objection to the extension of benefits of these orders to past cases where the sterilisation operations have been performed after the date of issue of this Department's Office Memorandum dated the 8th December, 1981 and subject to the employees being otherwise eligible for the same. In such cases also the special increment would be payable to the employees from the first of the following the date of issue of these orders at the rate admissible to the employee on the date of sterilisation operation. No arrears would be admissible in such cases.

(Signature)
Rajmani Tripathi
Deputy Secretary (Fin-Reg)
to the Government of Himachal Pradesh

To
All Administrative Departments of the Government of Himachal Pradesh.

No: Fin (C) A(3)-6/80-II, Dated Shimla-2, the 2nd April, 1986.

Copy forwarded to:
1. The Divisional Commissioner, Shimla/Dharamsala (Kangra).
2. The Resident Commissioner for H.P. Sikandra Road, Himachal Bhavan, New Delhi.
3. All Heads of Departments in Himachal Pradesh.
4. All Deputy Commissioners in Himachal Pradesh.
5. All District & Session Judges in Himachal Pradesh.
6. The Registrar, High Court of H.P., Shimla-1.
7. The Director, Treasury & Accounts Organisation, H.P., Shimla.
8. The Assistant Director, Financial Administration, H.P., Institute of Public Administration, Fair Lawns, Shimla.
9. The Examiner, Local Fund Audit, Finance Department, Shimla.
Dated Shimla-171002, the 6th February, 1989.

OFFICE MEMORANDUM

Introduction of incentives among State Government employees for promoting the small family norms.

In accordance with the provision contained in this Department's Office Memorandum No. Fin(C)A(3)6/80, dated the 8th December, 1981, State Government employees who undergo sterilisation are granted a special increment in the form of personal pay not to be absorbed in future increases in pay. The rate of personal pay is equal to the amount of the next increment due at the time of grant of the concession and remains fixed during the entire service.

2. Consequent on the revision of pay scales from 1-1-1986, the matter relating to the revision of rate of personal pay in respect of those State Government employees who had already undergone sterilisation and were in receipt of personal pay prior to 1-1-1986 has been under the consideration of the Government. The Governor, Himachal Pradesh is now pleased to decide that the rate of personal pay in respect of those State Government employees who were already in receipt of personal pay prior to 1-1-1986 in terms of the provision contained in the aforesaid O.M. will be an amount equivalent to the lowest rate of increment in the revised scale corresponding to the pay scale of the post against which the individual had earned the personal pay in the pre-revised scales of pay.
3. These orders should take effect from the date an employee draws pay in the revised scale of pay applicable in accordance with the H.P. Civil Service (Revised Pay) Rules, 1988.

(J.R. VEPMA)
Deputy Secretary (Fin-Reg) to the Government of Himachal Pradesh.

To

All Administrative Departments of the Government of Himachal Pradesh.

No. Fin(C)A(3)-1/87 Dated the

[Signature]
February, 1989.

Copy forwarded to:

1. The Divisional Commissioner, Shimla/Thalamsala (Kangra)/Mandi (H.P.)
2. The Resident Commissioner for H.P. Bikaner Road, H.P. Himachal Bhawan, New Delhi.
3. All Heads of Departments in Himachal Pradesh.
4. All Deputy Commissioners in Himachal Pradesh.
5. All District & Session Judges in Himachal Pradesh.
6. The Registrar, High Court of H.P. Shimla-171001.
7. The Director, Treasury & Accounts Organization, H.P. Shimla.
8. The Assistant Directors, Financial Administration, H.P.
   Institute of Public Administration, Talk Law Shimla.
9. The Examiner, Local Audit (R), Finance Department, Shimla.
10. The Inspection Officer, R.A. Complex in Civil Bazaar Thalamsala, H.P.
11. All Sr. Accounts Officers/Assistant Accounts Officers/Section Officers under the Administrative Control of Treasury & Accounts Organization.
12. All Treasury Officers/Sub-Treasuries Officers/Assistant Treasury Officers in Himachal Pradesh.
13. The Secretary, H.P. State Electricity Board, Shimla.
14. The Secretary, H.P. University of Agriculture and Technology, Palampur, H.P.
15. The Secretary, H.P. Agriculture University, Thalamsala, H.P.
16. The Deputy Commissioner, Najin Thalamsala, H.P.
17. All Public Sector Undertakings and Undertakings of Himachal Pradesh.
18. The Deputy Commissioner, Taxation and Revenue, Bazar Thalamsala, Shimla.
19. The Deputy Secretary to the Govt. of Himachal Pradesh, Finance (Reg) Department, Chandigarh.
20. The Accountant General, H.P. Shimla-171003 along with five spare copies.
21. The Senior Deputy Accountant, P.O. Shimla, H.P. Shimla along with five spare copies.
22. The Secretary, Financial Department, Chandigarh.
23. All Sections of Finance Department (including Regulations Section) with five copies.
No. Fin(C) A(3)-1/87

Boycot of Himachal Pradesh
Finance (Regulations) Department.

Dated Shimla-171002, the 9th August, 1989.

OFFICE MEMORANDUM

Subject- Introduction of incentives among State Government Employees for promoting the small family norms.

As the Administrative Departments are aware that vide Finance Department's O.M. of even number dated the 6th February, 1989, it has been decided that consequent upon the revision of pay scales from 1-1-1986 the rate of personal pay in respect of those State Government employees who were already in receipt of personal pay prior to 1-1-86 in terms of the provisions contained in Finance Department's Office Memorandum No. Fin(C) A(3)-6/80, dated the 8th December, 1981 will be an amount equivalent to the lowest rate of increment in the revised scale corresponding to the pay scale of the post against which the individual had earned the personal pay in the pre-revised scales of pay. The matter relating to the grant of incentive increment to those employees who have undergone/ will undergo family planning operation on or after 1-1-1986 i.e., after revision of pay scales was under consideration of the Government. After careful consideration of the matter, the Governor, Himachal Pradesh is pleased to decide that employees who have undergone/ will undergo family planning operation on or after 1-1-1986, the incentive increment will be granted in the revised pay scale equal to the amount of the next increment due at the time of grant of the concession. In the case of those employees who opt for the revised pay scales on a date after 1-1-1986, on their fixation in the revised pay scale, the rate of incentive increment (P.P.) granted to them in the pre-revised pay scale will be regulated in accordance with the norms prescribed in this Department's O.M. of even number dated 6-2-1989.

2. The Governor, Himachal Pradesh is further pleased to decide that w.e.f. 1-1-1986 in respect of employees who are drawing pay in the revised pay scales, allowances will not be admissible on incentive increment granted in the shape of personal pay. The employees who have retained the pre-revised pay scales shall continue to draw allowances on the incentive increment as hitherto.

(J.R. VERMA)
Deputy Secretary (Fin-Reg) to the Govt. of Himachal Pradesh.

To

All Administrative Departments,
of the Govt. of Himachal Pradesh.

No. Fin(C) A(3)-1/87 Dated Shimla-171002, the 9th August, 1989
Copy for noted to-
1. The Divisional Commissioner, Shimla/Dharmsala(Kangra)/Mandi(H.P)
2. All heads of Departments in Himachal Pradesh.
No. Fin(C)(A3) 1/87.
Government of Himachal Pradesh
Finance (Regulation) Department
Dated Shimla-2, the 7th October 1989.

OFFICE MEMORANDUM

Subject:- Introduction of incentive among State Government employees for promoting the small family norms.

In accordance with the decision of the Government contained in this Department's O.M. of even number dated 6.2.1989. The rate of personal pay in respect of those State Government employees who were already in receipt of personal pay in the pre-revised pay scale prior to 1.1.1986 in terms of the provision contained in Finance Department's O.M. No. Fin (C)(A3)6/80, dated 8.12.1981, will be an amount equivalent to the lowest rate of increment in the revised scale corresponding to the pay scale of the post against which the individual had earned the personal pay in the pre-revised scales of pay.

Instances have come to the notice of this Department where the rate of special increment granted in the form of personal pay to the employees for undergoing sterilisation operation in the pre-revised pay scale is higher than the lowest rate of increment in the revised pay scale of such post. As a result of determining the rate of personal pay being drawn by the employees in pre-revised pay scale to that of the lowest rate of increment in the revised pay scale of that post as per Department instructions of the Govt. containing in this O.M. dated 6.2.89, some employees have been put to a financial loss, where the lowest rate of increment in the revised pay scale of the post happened to be less than that of the rate of personal

Contd.P-2/
Pay granted to them in the pre-revised pay scale.
The matter has been engaging the attention of the,
Government for some time and on re-consideration of the
matter, the Governor, Himachal Pradesh is pleased to decide
that in cases where the old rate of incentive increment
granted as personal pay to an employee in the pre-revised pay
scale was higher than the least rate of increment in the revised
pay scale of the corresponding post in which the individual
had earned the personal pay, the old rate of incentive
increment will be allowed to those Govt. servants who had
undergone sterilisation operation prior to 1.1.86 even after
their fixation of pay in the revised pay scale. However,
allowances will not be admissible on the incentive increment
in the revised pay scale as already clarified vide this
Department's Office Memo of even number, dated 9-2-89.

Deputy Secretary (Finance) to the
Govt. of Himachal Pradesh.

To

All Administrative Departments,
to the Government of Himachal Pradesh.

No. Fin(2)A(3)-1/87. Dated Shimla-171002, the 7th October 89.
Copy forwarded to:-

1. The Divisional Commissioner, Shimla/Dharamshala (Kangra)
   and Mandi(H.P.).
2. The Resident Commissioner for H.P. Sikandra Road, H.P.
   Shimla, Bhawan, New Delhi.
3. All Heads of Departments in Himachal Pradesh.
4. All Deputy Commissioners in Himachal Pradesh.
5. All District & Session Judges in Himachal Pradesh.
6. The Registrar, High Court of H.P., Shimla-171001.
7. The Director, Treasury & Accounts, Organisation, H.P. shimla.
8. The Assistant Director, Financial Administration, H.P.
9. The Examiner, Local Audit Fund Finance Department, H.P. Shimla.
10. The Inspection Officer, T&A Organisation, North Zone, Civil
    Bazar, Dharamshala, H.P.
No. Fin (C) A (3)-6/88-IV
Government of Himachal Pradesh
Finance (Regulations) Department

Dated Shimla-17.06.97, the 31st May, 1997.

OFFICE MEMORANDUM

Subject: Introduction of incentives among State Government employees for promoting the small family norms.

The undersigned is directed to invite a reference to this Department's Office Memorandum No. Fin-(C) A (3)-6/88, dated the 8th December, 1981 and subsequent orders/clarifications issued from time to time on the subject noted above and to say that the Governor, Himachal Pradesh, is pleased to decide that incentive increment may be granted to those Government employees who undergo sterilisation operation, after having up to two living children, in the form of personal pay not to be absorbed in future increases in pay either in the same post or on promotion to 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. 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 increment last drawn. The grant of the concession will be subject to the conditions prescribed in this Department's Office P/2...
Memorandum dated 8-12-1981, as referred to above.

These orders will take effect from the date of issue and may be brought to the notice of all concerned.

{Signature}

To

All Administrative Departments of the Government of Himachal Pradesh.

No. Fin (C) A (3)-8/88-IV. Dated Shimla-171002 the 31st May, 97.

Copy forwarded to:

1. The Divisional Commissioner, Shimla/Dharamshala (Kangra) and Mandi, H.P.
2. The Resident Commissioner for H.P. Sikandra Road, H.P., Himachal Bhawan, New Delhi.
3. All Heads of Departments in Himachal Pradesh.
4. All Deputy Commissioners in Himachal Pradesh.
5. All District & Session Judges in Himachal Pradesh.
6. The Registrar, High Court of H.P., Shimla-171001.
7. The Director, Treasury & Accounts Organisation, H.P., Shimla.
8. The Assistant Director, Financial Administration, H.P.
9. The Examiner, Local Audit Fund, Finance Department, H.P., Shimla.
10. The Inspection Officer, T & A Organisation, North Zone Civil Bazar, Dharamsala, H.P.
   All Joint Controllers/Deputy Controllers and Assistant Controllers under the Administrative Control of T & A Organisation.
   All Treasury Officers/Sub-Treasury Officers/Assistant Treasury Officers in Himachal Pradesh.
11. The Secretary, H.I. State Electricity Board, Shimla.
12. The Registrar, H.I. University, Shimla-171005.
13. The Registrar, H.I. Agriculture University, Palampur, H.P.
14. The Secretary, H.I. Board of School Education, Dharamsala.
15. The Deputy Commissioner, Relief & Rehabilitation, Bens Project Talwara Township (Punjab).
16. The Deputy Secretary to the Govt. of Punjab, Finance (Regulations) Department, Chandigarh.
17. The Accountant General (Audit) H.P., Shimla-171003 along with 5 spare copies.
Subject: Introduction of incentives among State Government employees for promoting the small family norms

1. In accordance with the instructions contained in this Department’s 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 sterilisation were entitled to a Special Increment in the form of Personal Pay not to be absorbed in future increases in pay. The rate of increment was equal to the amount of the next increment due at the time of grant of the incentive and was to remain fixed during the entire service.

2. Consequent upon the revision of pay scales of State Government employees with effect from 1.1.1996, the matter relating to the revision of rate of personal pay in respect of those State Government employees who had already undergone sterilisation and were in receipt of Personal Pay prior to 1.1.1996 was under consideration of the State Government. After careful consideration and in partial modification of this Department O.M. No. Fin(C)A(3)-6/80 dated 8.12.1981 and order issued thereunder from time to time, the Governor, Himachal Pradesh is pleased to decide as follows:

(a) The Special Increment presently admissible in the form of Personal Pay to the State Government employees who had undergone sterilisation prior to January 1, 1996, and were drawing pay in the pre-revised pay scales shall be revised so as to be equivalent to the lowest rate of increment applicable in the relevant revised scales of pay corresponding to the pay scale of the post against which the employee concerned had initially earned the Personal Pay in the applicable pre-revised scale of pay.

Contd....P-2/.......

Dated Shimla-171002, the 14th September, 1999.

OFFICE MEMORANDUM

No. FIN (C)A(3)-8/88-IV-Loose
Government of Himachal Pradesh
Finance (Regulations) Department

*****
(b) Such of those State Government employees who had undergone sterilisation after January 1, 1996 and had opted to come over to the revised scales of pay shall also be entitled to the Special increment equal to the lowest rate of increment in the revised scales of pay applicable at the time of undergoing sterilisation.

(c) Employees who had opted to retain the pre-revised scales of the pay, and the Special Increment is presently admissible to them in the form of Personal Pay, shall be governed under the instructions issued vide this Department O.M. No. Fin. (C)A(3)-1/87 dated 9th August, 1989. This will be revised to the lowest rate of increment in the corresponding revised pay scale of the post against which the employee concerned had initially earned the Personal Pay, from the date of their switching over to the revised scales.

(d) The Personal Pay shall henceforth be termed as "FAMILY PLANNING ALLOWANCE".

(e) The Family Planning Allowance for adoption of small family norms shall be admissible in future only to those State Government employees with not more than two surviving children.

3. All other terms and conditions governing the grant of this incentive shall continue to be applicable and these orders will be effective from the date an employee draws pay in the revised scales of pay applicable in terms of the Himachal Pradesh Civil Services (Revised Pay) Rules, 1998.

Deputy Secretary (FIN-RES) to the Government of Himachal Pradesh.

To
All Secretaries to the Government of Himachal Pradesh.

Contd. 7-3/...
OFFICE MEMORANDUM

Subject: Introduction of incentive among State Government employees for promoting the small family norms.

The undersigned is directed to refer to the subject cited above and to say that vide Para-7 of this Department's Office Memorandum No.Fin(C)A(3)-6/80, dated 8th December 1981, it has been provided that the benefit of incentive increment would be allowed to the Government servant concerned from the 1st of the month following the date of sterilization. The instances have come to the notice of this Department where the cases for grant of incentive increment are preferred at a very belated stage i.e. after one or more than one year after the date of Family Planning operation and are claiming arrears from due date.

2. The matter has been carefully examined in Finance Department and it has been decided that in future all such cases where claim for incentive increment have been preferred after a period of one year, the benefit of incentive increment would be allowed from the 1st of the month following the month in which claim has been preferred.

Additional Secretary, Fin.Reg., to the Government of Himachal Pradesh.

To
All Administrative Secretaries to the Government of Himachal Pradesh.

No.Fin(C)A(3)-8/88-IV Dated Shimla-2, the 14th March, 2002.

Copy forwarded to:
1. The Accountant General, Himachal Pradesh, Shimla-3 with 20 spare copies.
2. The Sr.DAG(A&E), Himachal Pradesh, Shimla-3 with 20 spare copies.
3. The Revenue Commissioner, Himachal Pradesh, Shimla-171002.
4. The Resident Commissioner, H.P. Himachal Bhawan, Sikandra Road, New Delhi.
   All Heads of Departments in Himachal Pradesh.