

No. FIN(PR)-B(7)-59/2010-loose
Government of Himachal Pradesh
Finance (Pay Revision) Department.

From

Additional Chief 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.

Dated: Shimla-171 002, the 3rd November, 2016.

Subject:- Grant of benefits under Assured Career Progression Schemes i.e. 8-16-24-32 and 4-9-14 to government employees.

Sir/Madam,

I am directed to invite a reference to this Department's letters No. Fin(PR)B(7)-51/98 dated: 15.12.1998 and Fin (PR)-B(7)-59/2010 dated: 09.08.2012, vide which Assured Career Progression Schemes i.e. 8-16-24-32 (old ACPS applicable from 01.01.1996) & 4-9-14 (new ACPS applicable from 27.08.2009) were introduced for government employees and category/ post based revision of pay structures allowed to certain categories of employees under HP Civil Services (Category/ Postwise Revised Pay) Rules, 2012, on or after 01.10.2012. The category/ post based re-revision of pay structures under the rules ibid has been considered as financial upgradation/ enhancement vide FD's instructions No. Fin(PR)-B(7)-64/2010 dated: 26.02.2013, under new ACP Scheme i.e. (4-9-14).

2. Attention is also invited to FD's instructions No. Fin(PR)-B(7)-59/2010 dated: 07.07.2014/09.09.2014 vide which the principles of Assured Career Progression Scheme have been intimated. Various departments are seeking clarifications from the Finance Department with regard to allowing benefits under the new Assured Career Progression Scheme. After careful consideration, the points raised are clarified as under:-

Sr. No.	Point for clarification.	Clarification.
1.	An employee has opted for new (4-9-14) ACP Scheme applicable w.e.f. 27.08.2009 and completed 9 or 14 years of regular service from the date of entry into government service on or after 27.08.2009 in the same post and gained only one or two financial upgradations/ enhancements as envisaged in the FD's instructions dated: 07.07.2014/ 09.09.2014 as on 27.08.2009. His case for grant of benefit(s) under new ACPS has not been decided due to one reason or the other. In the meantime, the category/postwise re-revision had taken place in respect of the category/	Three financial upgradations as specified in the ACP Scheme dated: 09.08.2012 read with FD's instructions dated: 07.07.2014 and 09.09.2014 are allowed in a span of first 14 years of regular service from entry level. The date of entry into government service is relevant for determining the service career for the purpose of Assured

of share

Continued Page No. 2/ =

	<p>post held by him under the HPCS (Category/Postwise Revised Pay) Rules, 2012, which has been treated as financial enhancement/ upgradation in respect of an employee for granting benefit under the ACP Scheme as per FD's instructions dated: 26.02.2013, <u>OR</u> he has been promoted to next higher post <u>OR</u> granted step up of pay, after 27.08.2009.</p> <p>Clarifications have been sought from the Government whether admissible benefits under new ACP Scheme will be considered/ granted in case of such an employee on or after 27.08.2009 or whether it will be subsumed in the financial upgradations/ enhancements as a sequel to the category/ postwise revision of pay scales?</p>	<p>Career Progression Scheme. It is clarified that in case of government employees who have completed 9 or 14 years of regular service on or after 27.08.2009 and who have opted for new ACP Scheme and had got one or two financial upgradations as on 27.08.2009 or thereafter, they shall be allowed the subsequent admissible benefit(s) under new ACPS effective from 27.08.2009.</p>
2.	<p>The post based revision of pay structures/ grade pay has been done under HPCS (Category/ Postwise Revised Pay) Rules, 2012, on or after 01.10.2012, in case of certain categories of employees in different government department which provide for higher pay structures/ grade pay after certain fixed interval of time (after two years regular service or more). This enhancement of pay structure has been treated as financial enhancement/ upgradation in respect of an employee for granting benefit under the ACP Scheme vide FD's instructions dated: 26.02.2013</p> <p>Clarifications are being sought for determining the date of financial upgradation i.e. whether the same would be treated as upgradation from the date of notification when higher pay structure/ grade pay has been granted or from the date when the employee has actually gained financial enhancement due to grant of higher pay structure/ grade pay?</p>	<p>In cases, where post based revision of pay structures/ grade pay has been done under HPCS (Category/ Postwise Revised Pay) Rules, 2012, on or after 01.10.2012 and which provide for higher pay scales after certain fixed interval of time (after two years regular service or more), the date of financial upgradation will be determined on case to case basis and shall be considered to have taken place when actual benefit of higher pay structure/ grade pay has accrued to an individual and not from the date of notification of revision of pay structure of a particular category of employees.</p>
3.	<p>The post based revision of pay structures/ grade pay has been done under HPCS (Category/ Postwise Revised Pay) Rules, 2012, on or after 01.10.2012. In the case of certain categories of employees in different government departments, actual monetary benefit has not accrued to the employees of category concerned on this re-revision.</p> <p>Clarification is being sought as to whether</p>	<p>In cases where no actual financial/ monetary benefit has accrued to an employee in his/her pay structure (Pay in the Pay Band/ Grade pay), as a sequel to the re-revision/ post based revision of pay scales under HPCS (Category/ Postwise Revised Pay) Rules, 2012, such</p>

op/sumant

Continued Page No. 3/ =

	such re-revision of pay structure/ grade pay which has not resulted in any enhancement in pay structure/ grade pay, will also be treated as financial upgradation/ enhancement in case of employees belonging to the concerned category, on or after 01.10.2012?	re-revision/ post based pay structure/ grade pay revision will not be termed as financial upgradation in his case.
4.	Some employees have gained first or second financial upgradation/ benefit before completion of four years or nine years service. Clarifications are being sought as to what kind of next benefit in terms of ACP Scheme is admissible and after what interval the same will be granted to an employee?	If an employee has gained any financial enhancement/ benefit before completing 04 years' service then the subsequent second benefit under Assured Career Progression Scheme will be admissible only on completion of 09 years' service. Similarly, if an employee has gained second financial enhancement/ benefit before completing 09 years service, he will be eligible for third benefit under Assured Career Progression Scheme only on completion of 14 years of service and not before.
5.	Whether anomalies will be considered for granting step up of pay in case of a senior employee vis-a-vis to his junior employee, if pay of a senior employee becomes lower due to grant of benefits under ACP Scheme?	No pay anomalies of any kind as a result of grant of benefits under ACP Scheme are to be considered/ removed by granting stepping up of pay in case of senior employee, as the benefits allowed/ granted under ACP Schemes are always personal to an incumbent/ government employee. This aspect has already been clarified vide Paras No. 4 (g) & (h) of new ACP Scheme notified on 09.08.2012.

3. These instructions may be brought to the notice of all concerned and are also available on <http://himachal.gov.in/finance/PayRevision.htm>.

Yours faithfully,

O Sharma

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

Continued Page No.4/=

Previous instructions/rules as referred to in this letter are as under:-

- (i) Various schedules notified on or after 24.09.2012 under HP Civil Services (Category/ Postwise Revised Pay) Rules, 2012, in respect of different government departments.
- (ii) Old ACP Scheme (8-16-24-32) issued vide letter No. Fin(PR)B(7)-51/98 dated: 15.12.1998.
- (iii) New ACP Scheme (4-9-14) issued vide letter No. Fin (PR)-B(7)-59/2010 dated: 09.08.2012.
- (iv) FD's instructions No. Fin(PR)-B(7)-64/2010 dated: 26.02.2013.
- (v) FD's instructions No. Fin(PR)-B(7)-59/2010 dated: 07.07.2014/ 09.09.2014.

Endst. No. As above. Dated: Shimla-171 002, the 3rd November, 2016.

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), Himachal Pradesh, Shimla-3.
3. All the Managing Directors/ Secretaries/ Registrars, Public Sector Undertakings/ Boards/ Universities in Himachal Pradesh.
4. The Director, Treasuries, Lotteries & Accounts Department, Himachal Pradesh, Shimla-171 009.
5. The Resident Commissioner, Pangri at Killar, District Chamba, H.P.

of shank

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