

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 6<sup>th</sup> April, 2016.

Subject:- Grant of benefits under Assured Career Progression Scheme to Junior Engineers in government departments- Reference FD's letter No. Fin(PR)B(7)-51/98-I.

Sir/Madam,

I am directed to invite a reference to this Department's instructions No. **Fin(PR)B(7)-51/98-I** dated: 04.08.2001, vide which a Career Progression Scheme was introduced for the category of Junior Engineer in State of Himachal Pradesh. Subsequently, Para 11 of the abovesaid letter was substituted vide FD's instructions No. **Fin(PR)-B(7)-11/98-III** dated: 3<sup>rd</sup> December, 2011 and the said scheme was restored on revision of pay scales vide FD's letter No. **FIN(PR)-B(7)-59/2010** dated: **09.08.2012**. Thereafter, the pay structures of the category of Junior Engineer has been re-revised vide FD's letter No. **No. FIN(PR)-B(7)-59/2010** dated: **27.09.2012** with effect from 1<sup>st</sup> October, 2012.

2. The Para 2 (ii) of letter No. **Fin(PR)B(7)-51/98-I** dated: 04.08.2001, provides that on placement in the next higher pay scale, the pay of incumbent shall be stepped up to ensure the benefit of atleast one increment at the time of such placement under ACP Scheme applicable to Junior Engineers.

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*of name*

3. In some departments, as per provisions of R&P rules, Junior Engineers get promoted from various other categories which are covered under ACP Schemes applicable to all government employees except those who are covered under specific Assured Career Progression Schemes in lower cadre/ prior to appointment/ promotion to the post of Junior Engineer. For example Surveyors/ Draughtsman which may be feeder categories for promotion to the post of Junior Engineer, get benefits under ACP Scheme after completion of 8-16-24-32 years or 4-9-14 years, as the case may be. On promotion to the post of Junior Engineer, they are allowed the pay structures/ benefits under ACP Scheme applicable to category of Junior Engineers.

4. The very objective of all ACP Schemes is to provide financial benefits to a government servant who has no promotional avenue and remains stagnated in the same cadre/ post for a long time due to non availability of promotional posts. The over riding objective of the new ACP Scheme introduced w.e.f. 27.08.2009 is to ensure atleast three financial upgradations/ enhancement/ promotion to a regular employee in his entire service career. These financial upgradations in fourteen or more years in entire service career include grant of benefit under ACPS or promotion or any other financial enhancement but do not include annual increment or the benefit accrued on account of general revision of pay scales/ structures.

5. In order to regulate such cases, a proviso below Para 2 (ii) of FD's letter No. Fin(PR)B(7)-51/98-I dated: 04.08.2001, is added with immediate effect, as under:-

**"Provided that a government servant who has already availed three financial upgradations in the lower post/ cadre by way of ACPS benefit/ promotions/ any other financial upgradation excepting annual increment or general revision of pay scales before promotion to the post of Junior Engineer, will be entitled only to the higher Pay Band and Grade Pay without any benefit of fixation of pay on becoming entitled to higher Pay Band/ Grade Pay in the Junior Engineer cadre. They will not get the benefit of any**

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increment on placement in the higher Pay Structure at any stage. However, in case the government servant has availed one financial upgradation in the lower post/ cadre, the benefit equal to one increment as envisaged in the instructions referred to above will be available after having put in 10 years service. Similarly, if two financial upgradations have been availed, the benefit of increment will be admissible on completion of 20 years service and no increment will be admissible on placement after putting in two years service. For this purpose, the financial upgradation means any enhancement in the pay due to reason other than annual increment or general revision of pay scales."

6. 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,

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

Endst. No. As above. Dated: Shimla-171 002, the 6<sup>th</sup> April, 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, Pangi at Killar, District Chamba, H.P.

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