

TWDMS

GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL -I BRANCH)

Dated, Chandigarh, the 9th July, 2012

To

All Heads of Departments,
Commissioners of Divisions,
Registrar, High Court of Punjab and Haryana,
District and Sessions Judges and
Deputy Commissioners in the State.

Subject: - Fixation of pay in the re-revised scales of pay--Clarifications regarding grant of next increment.

Sir,

I am directed to invite a reference to the subject cited above and to say that the scales of pay of certain categories of Government employees were re-revised from certain specified dates subsequent to the date of coming into force of the Punjab Civil Services (Revised Pay) Rules, 2009. Some Departments have asked for certain clarifications regarding grant of next increment for fixing the pay of such employees. The matter has been considered and the following clarifications are given on the various points raised in this regard:-

Sr.No.	Point	Clarification
1.	A Government employee was drawing Basic Pay of Rs.32390 (Rs. 26690 Pay in the Pay Band+ Rs.5700 G.P.) in the pay scale of 15600-39100+5700 Grade Pay, and his next increment was due on 1.1.2012. The pay scale of his post was revised as 15600-39100+6600 Grade Pay, w.e.f. 1.12.2011. Calculate the amount of the next increment admissible to him and fix his pay w.e.f. 1.1.2012.	On revision of his pay scale w.e.f. 1.12.2011, the pay of the employee from that date shall be fixed at Rs. 33290 (Rs.26690 Pay in the Pay Band+Rs.6600 G.P). As per provisions of rule 9 of the Punjab Civil Services (Revised Pay) Rules 2009, the increment is to be allowed @ 3% of the sum of the pay in the Pay Band and Grade Pay applicable. Accordingly, in this case, the amount of increment due from 1.1.2012 shall work out to Rs.1000 i.e. 3% of Rs. 33290 (i.e. Rs.26690 Pay in the Pay Band+Rs.6600 Grade Pay) and his pay on 1.1.2012 shall be fixed at Rs. 34290.
2.	A Government employee was drawing Pay of Rs.31690 (Rs 26690 Pay in the Pay Band+ Rs.5000 G.P.) in the scale of pay of 10300-34800+5000 Grade Pay, and his next increment was due on 1.12.2011. The pay scale of his post was revised as 15600--39100+5400 Grade Pay, w.e.f. 1.12.2011. Calculate the amount of the next increment admissible to him and fix his pay w.e.f. 1.12.2011.	On revision of his pay scale w.e.f. 1.12.2011, the pay of the employee from that date, shall, first be fixed at Rs.32090 (Rs.26690 Pay in the Pay Band+ Rs.5400 G.P). As per rule 9 of the Punjab Civil Services (Revised Pay) Rules, 2009, the increment is to be allowed @ 3% of the sum of the pay in the Pay Band and Grade Pay applicable. Accordingly, in this case the amount of increment due from 1.12. 2011 shall work out to Rs.970 i.e. 3% of Rs.32090 (i.e. Rs 26690. Pay in the Pay Band+Rs.5400 Grade Pay) and his pay on 1.12.2011 shall be fixed at Rs. 33060.

3.	<p>A Senior Assistant was drawing Basic Pay of Rs. 15030 w.e.f. 1.1.2011 in the following scale of pay :-</p> <table border="1"> <thead> <tr> <th>Pay Band</th> <th>Grade Pay</th> <th>Initial Pay</th> </tr> </thead> <tbody> <tr> <td>10300-34800</td> <td>3800</td> <td>14590</td> </tr> </tbody> </table> <p>The pay scale of Senior Assistant was revised as under w.e.f. 1.12.2011:-</p> <table border="1"> <thead> <tr> <th>Pay Band</th> <th>Grade Pay</th> <th>Initial Pay</th> </tr> </thead> <tbody> <tr> <td>10300-34800</td> <td>4400</td> <td>17420</td> </tr> </tbody> </table> <p>Accordingly, his pay was fixed at initial pay of Rs. 17420 w.e.f. 1.12.2011. What will be his next date of increment?</p>	Pay Band	Grade Pay	Initial Pay	10300-34800	3800	14590	Pay Band	Grade Pay	Initial Pay	10300-34800	4400	17420	<p>In this case, as a consequence of fixation of his pay equal to the "initial pay" of the revised pay scale of Senior Assistant, the employee has gained an enhancement of pay of Rs. 2390 which is more than the amount of one increment.</p> <p>Rule 10 of Punjab Civil Services (Revised Pay) Rules, 2009 does not apply here because this rule is applicable only in those cases where an employee switches over from a pre-revised scale of pay to a revised scale of pay.</p> <p>Accordingly, it is clarified that where as a consequence of re-revision of a scale of pay from a date subsequent to the date of coming into force of the Punjab Civil Services (Revised Pay) Rules, 2009; the pay of a Government employee is fixed at the "initial pay" of his post and the employee concerned has gained an enhancement of pay equal to or more than the amount of one increment, the next increment shall be allowed to him after qualifying service of twelve months from the date of such fixation. In all other cases, the date of increment shall remain unchanged.</p>
Pay Band	Grade Pay	Initial Pay												
10300-34800	3800	14590												
Pay Band	Grade Pay	Initial Pay												
10300-34800	4400	17420												

2. The above clarifications may please be brought to the notice of all concerned.

Jasbir Kaur
(JASBIR KAUR)
Deputy Secretary Finance

No. 5/55/09-5FP1/430

Dated, Chandigarh, the 9th July, 2012.

A copy is forward for information to:-

- (i) The Principal Accountant General (Audit) Punjab, Chandigarh.
- (ii) The Principal Accountant General (A&E), Punjab, Chandigarh.

Jasbir Kaur
Deputy Secretary Finance

No. 5/55/09-5FP1/431

Dated, Chandigarh, the 9th July, 2012.

A copy is forward for information to:-

- (i) The Chief Secretary to Government of Punjab, Chandigarh.
- (ii) All the Financial Commissioners, Principal Secretaries and the Administrative Secretaries to Government of Punjab, Chandigarh.
- (iii) The Resident Commissioner, Punjab, Punjab Bhawan, Copernicus Marg, New Delhi.

Narinder Kaur
(Narinder Kaur)
Superintendent

No. 5/55/09-5FP1/432

Dated, Chandigarh, the 9th July, 2012.

A copy is forward to all the District Treasury Officer/Treasury Officers in the State for information and necessary action.

Narinder Kaur
Superintendent

No. 5/55/09-5FP1/433

Dated, Chandigarh, the 9th July, 2012.

A copy is forwarded for information to:-

- (i) The Secretary to Government of Himachal Pradesh, Department of Finance, Shimla.
- (ii) The Finance Secretary, Chandigarh Administration, Chandigarh.
- (iii) The Director (E.G), Government of India, Ministry of Finance, Department of Expenditure, (Pay Research Unit), New Delhi.

Navinder Kaur
Superintendent

INTERNAL DISTRIBUTION:

- (i) Directorate of Financial Resources and Economic Intelligence.
- (ii) All the Branches of the Department of Finance.

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