

No. 5/55/2009-SFPI/604
 Government of Punjab
 Department of Finance
 (Finance Personnel-1 Branch)

To

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

Dated, Chandigarh, 16th October, 2009

Subject: Clarifications regarding implementation of the Punjab Civil Services (Revised Pay) Rules, 2009.

Sir,

I am directed to refer to the subject cited above and to say that various departments/offices have raised certain points for clarification in respect of implementation of the various provisions of the Punjab Civil Services (Revised Pay) Rules, 2009. The matter has been considered in detail and the following clarifications are given on various points:-

Points	Clarifications
1. The Explanation-2 appended to rule 5 provides that a person appointed to a post on or after the first day of January, 2006 cannot exercise option admissible under rule 6 and he shall be allowed pay only in the revised pay structure. What is the Revised Basic Pay admissible to an employee under the revised pay structure who is appointed on 1 st March, 2006 in the pre-revised scale of 7000-10980?	1. Clause (h) of rule 3 says that 'revised pay structure' in relation to any pre-revised scale specified in column 3 of the Schedule appended to the Rules, means, the pay band and grade pay, as specified against that pre-revised pay scale in col.6 and 7 of the Schedule. As per S. No.14 of the Schedule, the initial pay of an employee who is appointed on 1 st March, 2006 in the pre-revised scale of Rs. 7000-10980 will be fixed at Rs. 17420 in the revised pay structure of 10300-34800+4400 and not at Rs. 14700(10300+4400). Hence it is clarified that initial pay of the persons appointed after 1.1.2006 will be fixed as specified in column 8 of the Schedule against the relevant pre-revised pay scale.
2(a) A Junior Assistant with basic pay of Rs. 4400 on 1.1.2006 in the pre-revised pay scale of Rs. 4400-7000	2(a) As per Fitment Table-8 applicable to pre-revised scale of Rs. 4400-7000, the Revised Basic Pay of the employee on 1.1.2006 will be fixed at Rs.11170

with next increment on 1.7.2006 is promoted as Statistical Assistant on 30.12.2006 in the pre-revised pay scale of Rs. 5480-8925. On promotion he opts for rule 11(iii). What would be his revised basic pay in the Revised Pay Structure on the date of promotion and what will be the next date of increment.

(8370+2800). On 1.7.2006, after increment @ 3%, his Revised Basic pay will be Rs. 11510(8710+2800). As per his option, on promotion on 30.12.2006 in the PB-3, 10300-34800+3600, after giving him the benefit of one increment and grade pay of promotional post his pay in Pay Band-3 works out to Rs. 9060 which is less than the minimum of the PB-3. Hence the initial pay of the official will be fixed at Rs.14430 as specified in column 8 against Sr. No. 11 of the Schedule against pre-revised scale of Rs. 5480-8925. The next increment will be admissible after qualifying service of twelve months.

It is clarified that on promotion to the higher grade pay, the pay fixed will not be less than the initial pay specified in column 8 of the Schedule against the relevant grade pay shown in col. 7 thereof.

(b) A person is appointed as Statistical Assistant on 30.12.2008 in the pre-revised scale of Rs.5480-8925. What will be his initial pay on the date of appointment?

(b) As already illustrated at Sr.No.1 above, his initial pay on 30.12.2008 will be fixed at Rs.14430 as specified in column 8 against Sr No. 11 of the Schedule.

3. A Head of the Department wants to advertise a post of Senior Assistant (pre-revised scale 5800-9200). How should he depict the scale of this post in the advertisement ?

3. In the Revised Pay Structure envisaged by the Fifth Punjab Pay Commission, the pre-revised scales and the revised scales are in close correspondence with each other. However, if only Revised Pay Structure is to be shown the new pay scales of the post of Senior Assistant can be mentioned as under:-

Pay Band	Grade Pay	Initial Pay
10300-34800	3800	14590

4. An employee drawing Revised Basic Pay of Rs.15830(12830+3000) on 1.4.2007 in 5910-20200+3000 with next increment falling on 1.4.2008 is promoted on 3.10.2007 in 10300-34800+3600. He opts for rule 11(iv). What will be

4 Pay on promotion w.e.f.3.10.2007:
(under rule 11 (iv) as per his option)

- (a) Pay in Pay Band : 12830
- (b) Grade Pay : 3600
- (c) Revised Basic Pay : 16430

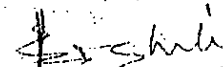
Pay on 1.4.2008 i.e. next date of increment:-

First increment @ 3% of 15830 : 480
 Second increment @ 3% of (15830+480=16310) : 490
 Pay in Pay Band : 13800(12830+480+490)
 after two increments :-

his Revised Basic Pay on the next date of increment?	Grade Pay 3600 Revised Basic Pay 17400 as on 1.4.2008
5. Two Government employees in the same cadre in the pre-revised scale of pay of Rs. 6400-10640 were drawing Rs. 10300 as on 1 st January, 2006. Date of increment of the junior employee was 1.1.2006 whereas the date of increment of the senior employee was 1.6.2006. The junior opts to get his pay fixed under note 1 below rule 7 and his pay is fixed at Rs. 23540 whereas the pay of the senior on 1.1.2006 gets fixed at Rs. 23360.	5. In this case the senior was drawing Rs. 10300 on 1.6.2005 whereas the pay of the junior employee before the 1 st of January 2006 was Rs. 10025. Hence the case of the senior employee is covered under Note 5 below rule 7 and his pay on 1.1.2006 shall be stepped up to the same stage as that of the junior. It is further clarified that the next date of increment of the senior will remain unchanged.
6. Government employee was appointed on 1.7.2007 in the pre-revised scale of pay of Rs. 3120-5160 (with initial start of Rs. 3220). How his pay will be fixed in the revised pay structure?	6. As already clarified at Sr. No. 1 above, he will get initial pay of Rs. 7810 as specified at S.No.4, column 8, of the Schedule.

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

Yours faithfully,


(R.K. Kaushik)

Additional Secretary Finance

ਤਰਜ਼ ਦੇ ਆਧਾਰ ਤੇ ਨਿਯੁਕਤੀਆਂ ਲਈ ਤਲਾਕਸ਼ੁਦਾ ਲੜਕੀਆਂ ਹੱਕਦਾਰ

Copy of Letter No. 11/99/2002-4 PP II/1108 dated 27th August 2011 from Punjab Government Department of Personnel (Personnel Policies-II Branch) to all Heads of Departments etc.

Sub. : Grant of Compassionate appointments of State Services Group C and D-policy regarding

Sir/Madam,

I am directed to refer to the Punjab Government letter No. 11/105/98-4 PPII/14420, dated 21.11.2002 on the subject cited above and to inform that the State Govt. have decided to add the

following provisions in Note 1 (C) of para 3 of above instructions :—

after the words unmarried daughter (including adopted daughter) the word—Legally divorced Daughter

2. The above amendment in the policy instructions will be effective from the date of issuance of these instructions.

3. These changes in the policy instructions referred to above may kindly be brought to the notice of all concerned from meticulous compliance.

Sd/-(Kuldip Singh)
Under Secretary, Personnel