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

NOTIFICATION

The 29 July, 2009

No. 5/10/09-SFR/339 In exercise of the powers conferred by the proviso to article 309 read with clause (3) of article 187 of the Constitution of India, the Governor of Punjab, after consultation with the Speaker of the Punjab Vidhan Sabha, in so far as such consultation is necessary, in terms of the provisions of clause (3) of the said Article 187, is pleased to make the following rules further to amend the Punjab Civil Services, (Revised Pay) Rules, 2009, namely:-

1. (1) These rules may be called the Punjab Civil Services (Revised Pay) First Amendment Rules, 2009.
- (2) They shall be deemed to have come into force on and with effect from the first day of January, 2006.
2. In the Punjab Civil Services (Revised Pay) Rules, 2009 (hereinafter referred to as the said rules), in rule 5, the third proviso, excepting Explanation-I and Explanation-II, shall be omitted.
3. In the said rules, in rule 7:
 - (a) in clause (i), for the words and figures "as on 01.01.2006 or thereafter," the words and figures "as on the first day of January, 2006 to the date of publication of the Punjab Civil Services (Revised Pay) Rules, 2009" shall be substituted
 - (b) for clause (ii) the following clause shall be substituted, namely:-

"(ii) an employee, who reaches at the maximum of the Pay Band, shall be placed in the higher Pay Band after one year without any change in the Grade Pay. At the time of such placement, benefit of one increment shall be given and thereafter, the employee shall continue to draw increment in the higher pay band till his pay reaches at the maximum of Pay Band 6."
 - (c) in Note 1, for the words "Pay Band", the words "Pay Structure" shall be substituted; and
 - (d) for Note 6, the following Note shall be substituted, namely:-

Note 6 In case, where a senior Government employee, promoted to a higher post before the first day of January, 2006, draws less pay in the revised pay structure than his junior, who is promoted to a higher post on or after the first day of January, 2006, the pay, in the pay band of the senior Government employee, will be stepped up to an amount equal to the pay in the pay band, as fixed for his junior, at that higher post. The stepping up will be done with effect from the date of promotion of the junior Government employee subject to the fulfillment of the following conditions, namely: -

 - (a) The junior and the senior Government employees should belong to the same cadre and the posts, in which they have been promoted, should also be identical and in the same cadre.
 - (b) The pre-revised scale and the revised scales/ pay band and grade pay of the lower and higher posts, in which they are entitled to draw pay, should be identical.
 - (c) The senior Government employees at the time of promotion to the higher level should have been drawing equal or more pay than the junior. However, no relief will be given, if the senior employee exercises an option to get his pay fixation/promotion, postponed or opts for revised scale from the date other than the date of option of his junior.
 - (d) The anomaly should be directly as a result of application of the provisions of these rules or any other rule or order regarding pay fixation on such promotion in the

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revised pay structure. However, if in the lower post, the junior officer was drawing more pay in the pre-revised pay scale than his senior by virtue of any advance increment(s), granted to him or due to any inflation in pay other than by way of normal pay fixation, the provisions of this note shall not be applied for stepping up the pay of the senior employee:

Provided that the benefit of stepping up of pay can be allowed to the senior employee second time, if the anomaly has arisen with reference to the pay of the senior, in respect of whom, the pay of the junior was stepped up first time:

Provided further that the senior employee shall be entitled to earn next increment on the same date as that of his junior with respect to whom, he had got stepped up his pay.

(e). For the purpose of granting step up under these rules, the competent authority shall be the Administrative Department in consultation with the Finance Department.

4. In the said rules, in rule 11 after clause (i), the following sub-clauses and Notes thereunder, shall be added namely,—

(ii). On promotion from one grade pay to another, an employee shall have an option to get his pay fixed in the higher post either from the date of his promotion or from the date of his next increment. The option may be exercised within a period of one month from the date of his promotion. In case of Government employees, who stand promoted during the period from the 1st day of January, 2008 to the date of publication of the Punjab Civil Services (Revised Pay) rules, 2009, the option may be exercised within a period of three months from the date of such publication. The option once exercised, shall be final.

(iii). In case, the Government employee opts to get his pay fixed in the higher post from the date of his promotion, the next increment in the higher post will be granted after completion of qualifying service of twelve months.

(iv). In case, the Government employee opts to get his pay fixed from the date of his next increment, then, on the date of promotion, pay in the higher post shall not be changed, but the grade pay of the higher post will be granted. Further re-fixation will be done on the date of his next increment. On that date, he will be granted two increments, one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion, shall be taken into account. To illustrate, if the basic pay prior to the date of promotion was Rs. 100, first increment would be computed on Rs. 100 and the second increment on Rs. 103.

The next increment in the higher post in this case will be granted after completion of qualifying service of twelve months from the date of re-fixation.

Note 1. A Government employee drawing pay in the higher pay scale/ grade pay on account of progression under ACP scheme on promotion, will be given benefit of one increment and such higher pay scale/ grade pay shall be protected as a measure, personal to him.

Note 2. For the purpose of promotion, the grade pay of Rs. 5400 in PB-4 shall be treated as higher than the grade pay of Rs. 5400 in PB-3.

5. In the said rules, after rule 11, the following rule shall be inserted, namely,—

"11-A. Protection of benefits under the existing Assured Career Progression Schemes.—Where a Government employee was drawing the benefit of increment(s) and/or higher pay scale(s) under the un-revised pay scales, before the date of publication of the Punjab Civil Services (Revised Pay) Rules, 2009, on account

of progression under the Assured Career Progression Schemes of the Government of Punjab, he shall be entitled to draw such benefits under the revised pay structure, and there shall be no need to assess his eligibility afresh or to pass a formal revised order for this purpose. His pay on the date of grant of such progression, shall be fixed by grant of increment(s) at the rate specified in rule 9, and the grade pay of the such higher corresponding scale(s) will thereafter be granted in addition to the pay admissible in the pay band.

Provided that in the case of those Government employees, who are entitled to the benefits of increment(s) and for next higher pay scale(s) under the unrevised pay scales on account of progression under the existing Assured Career Progression Schemes of the Government of Punjab, but their cases have not been finalized before the date of publication of Punjab Civil Service (Revised Pay) Rules, 2009, such cases will be dealt with in accordance with the provisions of existing Assured Career Progression Schemes and they shall also be entitled to the benefits of protection of pay as envisaged in this rule."

6. In the said rules, in rule 12, for the word and digits, "1 to 5" the word and digits, "1 to 6" shall be substituted.

7. In the said rules, after illustration No. 5, the following illustration shall be added, namely:—

**"ILLUSTRATION NO. 6,
(See rule 11-A and 12)**

Fixation of pay in cases where pay was fixed in the pre-revised pay scales before 27.5.2009 in accordance with the existing Assured Career Progression Schemes.

1. Post held:	Senior Assistant
2. Higher scale granted on account of ACP in pre-revised scales on or before 1.1.2006:	6400-10640
3. Pay Band applicable	PB-3, Rs. 10300-34800
4. Existing basic pay as on 1.1.2006:	Rs. 10300
5. Fitment Table applicable	Fitment Table-11
6. Pay in the Pay Band PB-3 as per Fitment table-13	19160
7. Grade pay as per Fitment Table-13	4200
8. Revised Basic Pay as on 1.1.2006	23360
9. Date of grant of benefit of one increment in the existing next higher pay scale of Rs. 7000-10980 under the ACP Scheme.	1-11-2006
10. Fixation of pay on grant of benefits under the existing ACP Scheme:- One Increment @ Rs. 3% of Revised Basic Pay at Sr.No. 8 above.	710
Pay in the pay band PB-3 after increment (Rs. 19160 as at Sr.No.6 above +Rs.710 as at Sr. No. 10 above.)	19870
Grade Pay applicable to the pre-revised Pay scale of Rs. 7000-10980	4400
Revised Basic pay as on 1.11.2006	24270

KARAN A. SINGH, IAS,
Principal Secretary to Government of Punjab,
Department of Finance.

Endorsement No. 5/10/09-SFP/340 Dated, Chandigarh the 29 July, 2009.
A copy is forwarded to all Heads of Departments, Commissioners of Divisions,