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| (iii) Special Secretary, Relief and Resettlement | .. Member |
| (iv) Joint Secretary Personnel | .. Member |
| (v) Director, Relief and Resettlement, Punjab | .. Member-Secretary. |

Copy of Punjab Government circular letter No. 7/14/88-5PPI/14688, dated 9th August, 1989, from the Department of Personnel and Administrative Reforms, addressed to all Heads of Departments, etc., etc.

Subject.--Implementation of the recommendations of Third Punjab Pay Commission--Proficiency Step-up (Prop)--guidelines.

In continuation of Punjab Government instructions issued, *vide* circular letter No. 7/14/88-5PPI/2269/18527, dated 1st December, 1988, I am directed to say that sub-para 5 of the said instructions stand amended as under :--

"(5) The competent authority for the grant of proficiency step-up(s) shall be such as may be specified by the Administrative Department in respect of the offices under its administrative control.

In a case where proficiency step-up is not to be allowed, such a case shall be referred, alongwith the recommendations of the authority competent to grant proficiency step-up as aforesaid and the service record of the employee concerned, to the authority who is competent to pass orders of promotion under the relevant service rules for passing an appropriate order.

Representation or appeal, as the case may be, against the order of non-grant of proficiency step-up shall be made in the same manner as in the case of promotion."

Copy of Punjab Government circular letter No. 18/48/89-2PPI/15176, dated 18th August, 1989, from the Department of Personnel and Administrative Reforms, addressed to all Heads of Departments, etc., etc.

Subject.--Grant of financial assistance to the families of Work-charged employees killed by terrorist action.

I am directed to refer to the above subject and to say that the matter with regard to the grant of financial assistance to