

No. 6/46/2010-1FP/II/ 327

Government of Punjab
Department of Finance
(Finance Personnel-II Branch)

Dated, Chandigarh the: 12.8.2010

To

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

Subject: Removal of Anomaly by stepping up the pay of senior Government employees drawing less pay than their juniors due to the operation of the provisions of rule 11-A of the Punjab Civil Services (Revised Pay) Rules, 2009.

Sir,

I am directed to refer to the subject cited above and to say that it has been brought to the notice of the Government that due to operation of the provisions of rule 11-A of the Punjab Civil Services (Revised Pay), Rules, 2009, the pay of some senior Government employees gets fixed at a level lower than that of the pay of their juniors.

2. After careful consideration of the matter the Governor of Punjab is pleased to decide that if due to normal operation of the provisions of rule 11-A of the Punjab Civil Services (Revised Pay) Rules, 2009, the pay of a senior employees gets fixed at a level lower than his junior employee, the pay of such senior employees shall be stepped up to the level of the pay of his junior employee subject to the following conditions:-

- (a) The junior and senior government employee 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 and revised scale/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 employee at the time of his promotion to the higher level had been drawing pay equal to or more than the pay of the junior. No relief will be given under these instructions if the senior employee exercises an option to get his pay fixation/promotion postponed or opts for revised pay structure from a date different than the date of option of the junior. However, if the option for fixation of pay exercised by the senior and junior employee is under different clauses of rule 11 of the Punjab Civil Services (Revised Pay) Rules, 2009 and at the time of the promotion of the junior employee the pay of such junior is fixed at a level higher than the pay of the senior, the senior employee may, if it is advantageous to him, get his pay refixed subject to resultant financial adjustment, as if he had exercised the option under the same clause of rule 11 as has been exercised by the junior employee.
- (d) The anomaly should be directly as a result of application of the provisions of rule 11-A of the Punjab Civil Services (Revised Pay) rules, 2009. However, if in the lower post, the junior officer was drawing more pay in the pre-revised/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 benefit of step-up envisaged under these instructions shall not be admissible.

- (e) The next increment to senior government employee shall be admissible on the same date as that of his junior, in respect to whom, he has got his pay stepped up.
- (f) The benefit of stepping up of pay can be allowed to the senior employee for the second time, if the anomaly has again arisen with reference to the pay of the same junior, in respect of whom, the pay of the senior was stepped up for the first time.

3. For the purposes of grant of step-up under these instructions, the competent authority shall be the Administrative Department in consultation with the Department of Finance.

Yours faithfully,

Surinder Kaur
(Surinder Kaur)

Under Secretary Finance (S)

A Copy is forwarded to the Chief Secretary, all the Financial Commissioners, the Principal Secretaries and the Administrative Secretaries to Government of Punjab, for information and necessary action.

Surinder Kaur
Under Secretary Finance (S)

To

- (i) The Chief Secretary to Government Punjab, Chandigarh;
- (ii) All the Financial Commissioners and the Principal Secretaries to Government Punjab;
- (iii) The Administrative Secretaries to Government, Punjab.

I.D. No. 6/46/2010-1FP2/ 328

Dated: 12 August, 2010

.No. 6/46/2010-1FP2/ 329

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A copy each along with a spare copy is forwarded to:-

- (i) The Accountant General (Audit) Punjab, Chandigarh;
- (ii) The Accountant General (Accounts and Entitlement), Punjab, Chandigarh.

Sanjeev Arora
Superintendent

.No. 6/46/2010-1FP2/ 330

Dated: 12 August, 2010

A copy each is forwarded to:-

- (i) The Resident Commissioner, Punjab, Punjab Bhawan, Copernicus Marg, New Delhi.
- (ii) The Secretary to Government of Himachal Pradesh, Department of Finance, Shimla;
- (iii) The Finance Secretary, Chandigarh Administration, Chandigarh;
- (iv) All the District Treasury Officers/Treasury Officers/ in the State for information and necessary action.

Sanjeev Arora
Superintendent