

PUNJAB STATE ELECTRICITY BOARD

( Office of the Secretary )

Finance Section

Finance Circular  
No. 22/98

To

1. All Er-in-Chief/G.M./Chief Engineer (Incl. Hydel & Irrigation Works Punjab, Chandigarh.
2. All SEs/Directors (Incl. Hydel & Irrigation Works Punjab, Chandigarh.
3. Chief Controller/Finance, PSEB, Patiala.
4. Chief Accounts Officer, PSEB, Patiala.
5. Chief Accounts Officer/Revenue, PSEB, Patiala.
6. Chief Auditor, PSEB, Patiala.
7. Chief Cost Control & Reduction, PSEB, Patiala.
8. Chief Accounts Officer to Member/FOA, PSEB, Patiala.
9. S.A. (T) to Admn. Member, Member (T), Member (Op.) & Member (Generation), PSEB, Patiala.
10. Financial Advisor & C.A.O./Procurement, PSEB, Patiala.
11. OSD to Chairman.
12. F.A. & C.A.O., GCSSTP, Ropar.
13. Accounts & Finance Manager, GNDTP, Bhatinda.
14. R.A.O., PSEB, Patiala.
15. All Dy. CAOs/Sr. Accounts Officers, /A.Os.
16. All Dy. C.As/Dy. Financial Advisor, PSEB,
17. All Sr. Accounts Officers, FOA, PSEB, Patiala.
18. All Senior Xens in PSEB.
19. A.O. (EAD), PSEB, Patiala.
20. All Sr. A.Os./A.Os., Pre-Audit Officers/Field office
21. All SDOs in PSEB.
22. Supdt./Bills- I, II, & III, PSEB, Patiala.

Memo No. 77858 / 78558/PRC-111

Dated Patiala, the 16th June, 1998.

Sub: Revision of pay scales of Board employees--  
guidelines for fixation of pay.

The Punjab State Elec. Board vide its office order No. 341/PAC/Fin. dated 30.4.98 has revised the pay scales of its employees w.e.f. 1.1.96. References have been received from various quarters seeking clarification(s) with regard to admissibility of pay fixation benefits accruing in the spirit of second and third proviso under Regulation-7 of the PSEB (Revised Pay) Regulations, 1998. Since the PSEB has followed Punjab Govt. pattern in the matter of fixation of pay in the revised scales as per provisions contained in the PSEB (Revised Pay) Regulations, 1998, necessary clarifications on relevant points have been sought for from the Punjab Govt. In spite of best efforts made at personal level it has not been possible to obtain the requisite clarification from the Punjab Govt.

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2. Considering the fact that PSEB has already decided to release the 1st instalment of arrear of pay fixation alongwith salary of May, 1998, and that there is lot of pressure from the employees for payment of arrears of pay fixation, it has been decided that pending receipt of clarification from the State Govt. the following guidelines may be followed for fixation of pay in an uniform manner:-

- (i) In the case of employee exercising option for fixation of pay in the revised scale w.e.f. 1.1.96 without getting annual increment due on 1.1.96 in the existing scale as per note-1 under Regulation-7 of the PSEB (Revised Pay) Regulations, 1998, the pay should be fixed in the manner indicated in Regulation-7 *ibid* and then annual increment due on 1.1.1996 should be granted in the revised scale. The benefit of bunching, if admissible, shall be considered thereafter.
- (ii) In the light of second proviso below Regulation-7 where in the fixation of pay, the pay of Board employee, drawing pay at more than three consecutive stages in the existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of those Board employees, who are drawing pay beyond the first three consecutive stages in the existing scale, shall be stepped up by grant of increment(s) in the manner indicated therein without identifying the Board employee, with reference to the stages bunched.
- (iii) The benefit of one increment in the revised scale for every three increments in the existing scale, as envisaged in third proviso below Regulation-7 *ibid* is to be ensured by counting the increments from the initial start of the existing scale (excluding compensatory increments) or initial higher start, wherever, sanctioned in the existing regular scale.

It is particularly made clear that fixation of pay in the revised pay scales, in accordance with these guidelines will be provisional, and shall be subject to review, and change/modification, if necessiated, as per clarifications to be received from State Govt. it will be done without providing any opportunity to the employees(s) concerned.

Kai -  
By. Secy./Finance,  
P.S.E.B., Patiala.  
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Endst. No. 78559, 78859, PRC-111

Dated: 16.6./98

Copy of the above is forwarded to the following for information and necessary action:-

1. Finance Secretary, Chandigarh Administration, Chandigarh.
2. Additional Secretary, BBMB, Chandigarh.
3. Er-in-Chief/Generation, BBMB office complex, Chandigarh.
4. Chief Engineer/Electrical (Chandigarh Administration), Chandigarh.
5. Chief Engineer/Transmission, BBMB, Chandigarh.
6. Financial Advisor & C.A.O., BBMB, Talwara Township.
7. Financial Advisor & C.A.O., BBMB, Chandigarh.
8. Director/Training, P.T.I., Patiala.
9. Director/Co-ordination, PSEB, B-1019, New Friends Colony, New Delhi.
10. Director/Industrial Relations, PSEB, Patiala.
11. Director/Public Relations, PSEB, Patiala.
12. Legal Advisor, PSEB, Patiala.
13. All Dy. Secretaries/Under Secretaries, PSEB.
14. All Branch Officers and Sectional Heads, PSEB, Patiala.
15. Dy. Secretary to Chairman.
16. Sr. P.S. to Members/Secretary.

*Sulian Singh*  
Under Secy./P.R.C.,  
P.S.E.B., Patiala.

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