

ਵੱਲ

1. ਸਾਰੇ ਇੰਜੀਨੀਅਰ-ਇਨ-ਚੀਫ/ਜਨਰਲ ਮੈਜਰ
2. ਸਾਰੇ ਮੁੱਖ ਇੰਜੀਨੀਅਰ(ਗਾਈਡੈਂਸ ਸਮੇਤ)
3. ਇੰ. ਕੰਟਰੋਲਰ/ਵਿੱਤ, ਪੰ: ਰਾ: ਬਿ: ਬ: , ਪਟਿਆਲਾ।
4. ਸਾਰੇ ਇੰਜੀਨੀਅਰ/ਡਾਇਰੈਕਟਰ(ਗਾਈਡੈਂਸ ਸਮੇਤ)
5. ਸਾਰੇ ਕਾਨਜਕਾਈ ਇੰਜੀਨੀਅਰ/ਉਪ-ਡਾਇਰੈਕਟਰ(-ਏ.ਐ.)
6. ਮੁੱਖ ਨੋਖਾ ਅਫਸਰ, ਪੰ: ਰਾ: ਬਿ: ਬ: , ਪਟਿਆਲਾ।
7. ਮੁੱਖ ਆਡੀਟਰ, ਪੰ: ਰਾ: ਬਿ: ਬ: , ਪਟਿਆਲਾ।
8. ਨੋਖਾ ਅਤੇ ਵਿੱਤ ਮਨਜ਼ੂਰ, ਯੂ: ਨਾ: ਏ: ਬ: ਪ: , ਬਠਿੰਡਾ।
9. ਜੀਨੀਅਰ ਆਈ. ਆਰ. ਓ. ਪੰ: ਰਾ: ਬਿ: ਬ: , ਪਟਿਆਲਾ।
10. ਡਾਇਰੈਕਟਰ, ਟੈਕਸਟ ਬੁੱਕ, ਪੰ: ਰਾ: ਬਿ: ਬ: , ਪਟਿਆਲਾ।
11. ਡਾਇਰੈਕਟਰ ਟਰੇਨਿੰਗ, ਟੀ. ਟੀ. ਆਈ. ਪਟਿਆਲਾ।
12. ਜਰਾਇਕ ਡਾਇਰੈਕਟਰ, ਭਾਸ਼ਾ, ਪੰ: ਰਾ: ਬਿ: ਬ: , ਪਟਿਆਲਾ।
13. ਆਈ. ਜੀ. (ਵੀ. ਅਤੇ ਐਸ) ਪੰ: ਰਾ: ਬਿ: ਬ: , ਪਟਿਆਲਾ।
14. ਉਪ ਵਿੱਤ ਸੁਪਰਡੈਂਡੈਂਟ, ਪੰ: ਰਾ: ਬਿ: ਬ: , ਪਟਿਆਲਾ।
15. ਸਾਰੇ ਉਪ ਮੁੱਖ ਨੋਖਾ ਅਫਸਰ, ਸਮੇਤ ਰੋਪੜ ਬਰਮਲ ਪਨਾਟ।
16. ਉਪ ਮੁੱਖ ਨੋਖਾ ਅਫਸਰ, ਅੰਮ੍ਰਿਤਸਰ ਸਾਹਿਬ।
17. ਉਪ ਮੁੱਖ ਨੋਖਾ ਅਫਸਰ, ਮੁਕਤਸਰ ਰਾਈਡ ਪੁਜੇਕਟ, ਤਲਵਾਰਾ।
18. ਜੀਨੀਅਰ ਨੋਖਾ ਅਫਸਰ, ਰੋਪੜ ਬਰਮਲ ਪੁਜੇਕਟ, ਪਟਿਆਲਾ।
19. ਸਾਰੇ ਨੋਖਾ ਅਫਸਰ, ਡੀ. ਡੀ. ਪੀ. ਆਰਟੀ. ਬਰਮਲ ਅਤੇ ਬੀ. ਬੀ. ਐਸ. ਬੀ.।
20. ਮੁੱਖ ਨੋਖਾ ਅਫਸਰ/ਪਨਜ਼ਨ/ਵੀ. ਏ. ਡੀ. ਪੰ: ਰਾ: ਬਿ: ਬ: , ਪਟਿਆਲਾ।
21. ਡੀ. ਐਸ. ਡੀ. / ਸਕਿਊਰਟੀ, ਪੰ: ਰਾ: ਬਿ: ਬ: , ਪਟਿਆਲਾ।
22. ਕਾਮਟ ਕੰਟਰੋਲਰ, ਪੰ: ਰਾ: ਬਿ: ਬ: , ਪਟਿਆਲਾ।

ਸੀਐਮ ਨੰ: 135158/185993
/ ਫਿਨ/ਪੀਆਰਜੀ/ਯੂਜ਼/5/ਵਾ:2

ਮਿਤੀ: 27.9.91

ਵਿਸ਼ਾ:

Fixation of pay on promotion to a higher post under sub rule(1) of rule-8 of the Punjab Civil Services (Revised Pay), Rules, 1988- Clarification in respect thereof.

ਪੰਜਾਬ ਰਾਜ ਖਿਜਲੀ ਏਰਡ ਨੇ ਪੰਜਾਬ ਸਰਕਾਰ ਦਾ ਗ਼ਜ਼ਤੀ ਪੱਤਰ ਨੰ: 6/114/91-ਐਫਪੀ-2/5696 ਮਿਤੀ 18.7.91(ਕਾਪੀ ਨੰਬਰ) ਨੂੰ ਇਨ ਇਨ ਅਪਣਾ ਲਿਆ ਹੈ। ਇਸ ਪੱਤਰ ਵਿਚ ਦਰਜਾਈਆਂ ਨੋਟੀਫੀਕੇਸ਼ਨਾਂ ਵਿਚ ਦਰਜ ਸੁਦਾਇਤਾਂ ਅਨੁਸਾਰ ਏਰਡ ਵੱਲੋਂ ਹੇਠ ਲਿਖੇ ਦਫਤਰੀ ਹੁਕਮ ਪਹਿਰਨਾਂ ਹੀ ਜਾਰੀ ਕੀਤੇ ਹੋਏ ਹਨ:-

ਨੋਟੀਫੀਕੇਸ਼ਨ ਨੰ: ਅਤੇ ਮਿਤੀ

ਦਫਤਰੀ ਹੁਕਮ ਨੰ: ਅਤੇ ਮਿਤੀ

1. 10/7/88-ਐਫਪੀ-1/8299
ਮਿਤੀ 9.9.88

129/ਫਿਨ/ਪੀਆਰਜੀ-1988
ਮਿਤੀ 11.11.88

2. 10/78/88-ਐਫਪੀ-1/10317
ਮਿਤੀ 24.11.88

139/ਫਿਨ/ਪੀਆਰਜੀ-1988
ਮਿਤੀ 5.1.88

3. 6/160/89-1 ਐਫਪੀ-2/4380
ਮਿਤੀ 15.5.90

240/ਫਿਨ/ਪੀਆਰਜੀ-1988
ਮਿਤੀ 15.1.91

ਪੰਜਾਬ ਸੀ. ਐਸ. ਆਰ. ਵਾ: 1 ਭਾਗ-1 ਦੇ ਹੂਨ 4.4 ਅਤੇ 4.14 ਦਾ ਕਾਰਜਾਤਮਕ
ਰੈਗੂਲੇਸ਼ਨ ਕ੍ਰਮਵਾਰ 4.3 ਅਤੇ 4.15 ਆਫ ਪੰਜਾਬ ਰਾਜ ਬਿਜਲੀ ਏਰਡ ਮੈਨ ਸਰਵਿਸ
ਰੈਗੂਲੇਸ਼ਨ ਵਾ:1 ਭਾਗ-1 ਹੈ।

ਜੇ ਅਫਸਰ/ਕਰਮਚਾਰੀ ਦਫਤਰੀ ਹੁਕਮ ਨੰ:240/ਡਿਨ/ਪੀਆਰਜੀ-
1988 ਮਿਤੀ 18.1.91 ਅਧੀਨ ਤਰੱਕੀ ਲੈ ਕੇ ਤਨਖਾਹ ਨਿਰਧਾਰਤ ਕਰਨ ਲਈ ਆਪਣੇ
ਕਰਦੇ ਹਨ ਉਹਨਾਂ ਦੀ ਤਨਖਾਹ ਪੰਜਾਬ ਸਰਕਾਰ ਦੇ ਖੱਤਰ ਮਿਤੀ 18.3.91 ਵਿਚ
ਦਰਜ ਹਦਾਇਤਾਂ ਅਨੁਸਾਰ ਨਿਰਧਾਰਤ ਕੀਤੀ ਜਾਵੇ।

ਨੌਜੋ/ਉਪਰੋਕਤ ਅਨੁਸਾਰ

[Signature]
ਉਪ ਕੌਤਰ/ਵਿੱਤ

ਪਿਠ ਅੰਕ ਨੰ: 185394/185254 /ਡਿਨ/ਪੀਆਰਜੀ/ਲੁਧ/5/ਵਾ:2 ਮਿਤੀ: 26.9.91

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਹੇਠ ਲਿਖੇ ਦਫਤਰਾਂ ਨੂੰ ਜੂਚਨਾ ਅਤੇ ਠੇਕੀਦੀ
ਕਾਰਵਾਈ ਲਈ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ:-

1. ਮੈਂਬਰ/ਮੁਖੀ, ਈ. ਈ. ਐਮ. ਈ., ਚੰਡੀਗੜ੍ਹ।
2. ਮੁੱਖ ਇੰਜੀਨੀਅਰ/ਈ. ਈ. ਐਮ. ਈ., ਚੰਡੀਗੜ੍ਹ।
3. ਸੁਪਰੀਡੈਂਟ ਆਫਿਟ ਅਫ਼ਾਏਰ, ਪੰ: ਰਾ: ਬਿ: ਏ: , ਪਟਿਆਲਾ।
4. ਵਿੱਤ-ਸਕਾਰਕਾਰ ਅਤੇ ਮੁੱਖ ਲੇਖਾ ਅਫ਼ਾਏਰ, ਈ. ਈ. ਐਮ. ਈ. ਨੰਗਲ ਟਾਊਨਸ਼ਿਪ।
5. ਵਿੱਤ ਸਕਾਰਕਾਰ ਅਤੇ ਮੁੱਖ ਲੇਖਾ ਅਫ਼ਾਏਰ, ਬਿਆਸ ਪ੍ਰੋਜੈਕਟ ਤਲਵਾਰਾ ਟਾਊਨਸ਼ਿਪ।
6. ਸਕਾਰਕਾਰ ਅਫ਼ਾਏਰ, ਪੰ: ਰਾ: ਬਿ: ਏ: , ਪਟਿਆਲਾ।
7. ਸਕਾਰਕਾਰ ਉਪ ਕੌਤਰ/ਅਧੀਨ ਕੌਤਰ, ਪੰ: ਰਾ: ਬਿ: ਏ: , ਪਟਿਆਲਾ।
8. ਈ. ਐਸ. ਡੀ. (ਟੀ) ਟੂ ਰਿਆਸਤ।
9. ਈ. ਐਸ. ਡੀ. (ਟੀ) ਟੂ ਮੈਂਬਰ (ਗੁਈਡੈਂਸ), ਮੈਂਬਰ (ਡੀ) ਅਤੇ ਮੈਂਬਰ (ਸੀ)।
10. ਈ. ਐਸ. ਡੀ. (ਟੀ) ਟੂ ਪ੍ਰੋਜੈਕਟ ਮੈਂਬਰ।
11. ਈ. ਐਸ. ਡੀ. (ਮੈਕਾਨਟਰੋਲ) ਮੈਂਬਰ/ਵਿੱਤ ਤ ਲੇਖਾ।
12. ਉਪ ਕੌਤਰ/ਜੇ-ਅਰਡੀ ਨੰਬਰ, ਪੰ: ਰਾ: ਬਿ: ਏ: , 54 ਗੇਟ ਕੈਲਾਸ਼-1, ਨਵੀਂ ਦਿੱਲੀ।
13. ਨਿਜੀ ਸਕੌਟਰ/ਰਿਆਸਤ/ਮੈਂਬਰ/ਸਕੌਟਰ।
14. ਸਕੌਟਰ/ਅਠ. ਆਰ. ਈ. ਈ. ਅਤੇ ਵਿੱਤ ਨਿਮਾਣ ਡਵਨ ਨਵੀਂ ਦਿੱਲੀ।
15. ਸਕੌਟਰ/ਤਨਖਾਹ ਸੇਵ ਕਮਟੀ, ਪੰ: ਰਾ: ਬਿ: ਏ: , ਪਟਿਆਲਾ।
16. ਸਕੌਟਰ/ਅਠ. ਪੀ. ਐਸ. ਈ. ਈ., ਜਿਲਾ-4।
17. ਮੁੱਖ ਇੰਜੀਨੀਅਰ/ਟਰਾਂਸਮਿਸ਼ਨ ਈ. ਈ. ਐਮ. ਈ., ਚੰਡੀਗੜ੍ਹ।
18. ਮੁੱਖ ਇੰਜੀਨੀਅਰ/ਬਿਆਸ ਸਤਲੁਜ ਇੱਕ ਸੁਦਰ ਨਗਰ (ਅਠ. ਪੀ.)
19. ਮੁੱਖ ਇੰਜੀਨੀਅਰ/ਇਲੈਕਟ੍ਰੀਕਲ ਚੰਡੀਗੜ੍ਹ ਅਡਮਨੀਸਟਰੇਸ਼ਨ ਈ ਦਿੱਲੀ।
20. ਜਨਰਲ ਮਨਜਰ/ਦਿੱਲੀ-ਇਲੈਕਟ੍ਰੀਕਲ ਜਥੇਦਾਰੀ ਅੰਡਰਟੈਕਿੰਗ, ਨਵੀਂ ਦਿੱਲੀ।
21. ਏ-ਅਠਮੈਨ ਅਤੇ ਮਨਜਿੰਗ ਡਾਇਰੈਕਟਰ ਨੰਬਰਨ ਹਾਈਡਰੋ ਇਲੈਕਟ੍ਰਿਕ ਪਾਵਰ
ਕਾਰਪੋਰੇਸ਼ਨ ਲਿਮ: 57 ਮਨਜਾ-ਨਹਿਰੂ-ਪਲੇਸ ਨਵੀਂ ਦਿੱਲੀ।
22. ਜਨਰਲ ਮਨਜਰ/ਈ. ਈ. ਐਮ. ਈ. ਤਲਵਾਰਾ ਟਾਊਨਸ਼ਿਪ।
23. ਇੰਜੀਨੀਅਰ-ਇਲ-ਜੀਡ/ਜਨਰਲ ਈ. ਈ. ਐਮ. ਈ., ਨੰਗਲ ਟਾਊਨਸ਼ਿਪ।
24. ਸਕੌਟਰ, ਅਠ. ਐਸ. ਈ. ਈ., ਪਟਿਆਲਾ।

[Signature]
ਸੁਪਰਡੈਂਟ/ਵਿੱਤ
[Signature]

ਉਪਰਿਦਰ

GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL BRANCH II)

Dated Chandigarh, the 18th July, 1990

To

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

Subject:- Fixation of pay on promotion to a higher post under sub rule(1) of rule-8 of the Punjab Civil Services (Revised Pay), Rules, 1988- Clarification in respect thereof.

Sir/Madam,

I am directed to say that a question has been raised by various quarters regarding the fixation of pay on promotion to a higher post under sub rule(1) of rule-8 and the two provisions thereafter of the Punjab Civil Services (Revised Pay), Rules, 1988 (as stated in Government of Punjab, Department of Finance Notifications No. 10/7/88-FFI/8299, dated the 9th September, 1988 No. 10/78/88-FFI/10317 dated the 24th November, 1988 and No. 6/160/89-1FFII/4380 dated the 15th May, 1990) in a case in which the minimum pay of the time-scale of higher post is more than the pay of a government employee in a lower post before his promotion. It is clarified that on promotion to a higher post the benefit of one increment/ two increments on fixation/re-fixation of pay is to be given with reference to the pay in the lower post and the benefit of increment(s) is not to be counted from the stage of the minimum of the time-scale of the higher post. That is to say, the procedure for fixation/refixation of pay on promotion to a higher post with reference to the pay in the lower post, as laid down in rules 4.4 and 4.14 of the Punjab Civil Services Rules, Volume-I, Part-I, will remain unchanged and only the rate of grant of increments on promotion.

Contd. P/2.

has been changed in respect of the employees covered under ne

Punjab Civil Services (Revised Pay) Rules, 1988.

2.

The above position is made more clear as follows:-

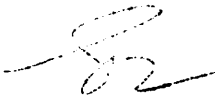
- (i) An employee who opts for clause(a) of the second proviso to sub rule(1) of rule-8 of the Punjab Civil Services (Revised Pay) Rules, 1988, is to be given the benefit of two increments with reference to his pay which he is drawing in the pay scale of the lower post, and, in case the minimum of the higher post is higher than the pay as so arrived at by giving the benefit of two increments on his pay in the lower post, he will get the minimum of the pay scale of the higher post as an employee is entitled to atleast the minimum of the time scale of the post.
- (ii) An employee who opts for clause(b) of the second proviso to sub rule(1) of rule-8 of the Punjab Civil Services (Revised Pay), Rules-1988, is first to be given the benefit of one increment while fixing his pay in the pay scale of the higher post, as provided under sub rule(1) of rule-8, that is to say, the benefit of one increment is to be given to him with reference to his pay which he is drawing in the scale of the pay of the lower post, and, in case the minimum pay of the higher post is higher than the pay as so arrived at by giving him the benefit of one increment on his pay in the lower post, he will get the minimum of pay scale of the higher post as an employee is entitled to atleast the minimum of the time-scale. Under the said clause(b), the re-fixation of pay by giving the

Contd. P/3.

benefit of two increments in the scale of pay of the
higher post, as provided under sub rule(1) of rule 8,
on the date of the accrual of next increment in the pay
scale of the lower post is permissible and this re-
fixation is also to be done with reference to the
pay which the employee would have drawn on the date
of next increment in the scale of pay of the lower
post and such a re-fixation is done only if it is to
his advantage. The following illustrations will make
this point clear.

Illustration No.1:-

A Government employee who is drawing Rs. 2050
w.e.f. 1.9.89 in the pay scale of Rs. 2000-3500 is
promoted on 22.8.90 as Superintendent Grade-I in
the pay scale of Rs. 2200 -4000 and opts for fixation
of pay under clause(b) of the second proviso to sub
rule(1) of rule 8 of the Punjab Civil Services(Revised
Pay) Rules, 1988. Assuming that he has not got any
benefit of proficiency stepup in the lower post,
his pay by giving him the benefit of one increment
reaches the stage of Rs. 2100 only. Since the minimum
pay of the pay scale to which he is promoted is
Rs. 2200, he cannot be given less than Rs. 2200, and,
accordingly, his pay is to be fixed at Rs. 2200 w.e.f.
22.8.1990. On 1.9.1990, the date of accrual of next
increment in the pay scale of his lower post, he would
have drawn Rs. 2100 in the lower post had he not been
promoted to the higher post. His pay can be re-fixed


Contd. P/4.

by giving him the benefit of two increments, as provided under sub rule(1) of rule 8, with reference to the pay of Rs. 2100 which he would have drawn on 1.9.1990 in the pay scale of the lower post and his pay will be re-fixed at Rs. 2200 and he will get his next increment on the completion of twelve months qualifying service. i.e. on 1.9.1991, and, thus this re-fixation is not to his advantage. Therefore, in such a case, it is in the employee's own interest to opt for clause(a) of the second proviso to sub rule(1) of rule 8 *ibid*, because in that case his next increment falls on 1.8.1991.

In case, the employee has taken the advantage of proficiency step up in the lower post, he will be given only one increment on re-fixation of his pay on 1.9.1990 instead of two increments, and, in that case also, his pay will be re-fixed at Rs. 2200, the minimum of the time-scale of the higher post and it is in the employee's own interest to opt for clause(a) of the second proviso to sub rule(1) of rule-8 because in that case his next increment will fall on 1.8.1991.

Illustration No.II

• A Government employee who is drawing Rs. 2100 w.e.f. 1.9.1989 in the pay scale of Rs. 2000-3500 is promoted on 22.8.1990 as Superintendent Grade-I in the pay scale of Rs. 2200-4000 and opts for fixation of pay under clause(b) of the second proviso to sub rule(1) of rule 8 of the Punjab Civil Services (Revised Pay) Rules, 1988. Assuming that he has not got any benefit of proficiency step up in the lower post, his pay by giving him the benefit of one increment reaches the

stage of Rs. 2150 only, Since the minimum pay of the pay scale to which he is promoted is Rs. 2200 he cannot be given less than Rs. 2200, and, accordingly, his pay is to be fixed at Rs. 2200 w.e.f. 22.8.1990. On 1.9.1990, the date of accrual of next increment in the pay scale of his lower post, he would have drawn Rs. 2150 in the lower post had he not been promoted to the higher post. His pay can be re-fixed by giving him the benefit of two increments, as provided under sub rule(1) of rule 8, with reference to his pay of Rs. 2150 which he would have drawn on 1.9.1990 in the pay scale of the lower post and his pay will be re-fixed at Rs. 2250 and he will get his next increment on the completion of twelve month's qualifying service, i.e., on 1.9.1991, and, thus this re-fixation is to his advantage.

However, in case the employee has taken the advantage of proficiency step up in the lower post, he will be given only one increment on re-fixation of his pay on 1.9 1990 instead of two increments and his pay will be refixed at Rs. 2200. Therefore, in such a case where the employee has got the benefit of proficiency step up, it is in the employee's own interest to opt for clause(a) of the second proviso to sub rule(1) of rule 8, because in that case his next increment will fall on 1.8.1991.

The above instructions may be brought to the notice of all concerned for strict compliance and it should be ensured

Contd. F/6.



that in all such cases of promotions made before or after the issue of these instructions, fixation/refixation of pay on promotion to higher posts is done correctly in accordance with the clarifications given in this letter.

Yours faithfully,

Sd/-
(Samjoti Sarup)
Deputy Secretary Finance
Tel.No. 540662-231(FABX)

Copies are forwarded to the Chief Secretary, the Financial Commissioners and the Administrative Secretaries to Government, Punjab information and necessary action.

Sd/-
(Samjoti Sarup)
Deputy Secretary Finance

- 1) The Chief Secretary to Government, Punjab, Chandigarh.
- 2) The Financial Commissioners to Govt., Punjab.
- 3) The Administrative Secretaries to Govt., Punjab.

I.D.No.6/114/91-FIII/

Dated Chandigarh, the 18th July, 1991.

Endst.No. 6/114/91-FIII/5697

Dated Chandigarh, the 18th July, 1991.

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

- i) The Accountant General (Audit), Punjab, Chandigarh, and
- ii) the Accountant General (Accounts and Entitlements), Punjab, Chandigarh.

Sd/-
(Samjoti Sarup)
Deputy Secretary Finance(S)