



**No. 6/16/2018-4PR (FD),**

From

The Additional Chief Secretary to Government Haryana  
Finance Department.

To

1. All of the Administrative Secretaries in Haryana State.
2. All of the Heads of Departments in Haryana State.
3. All of the Divisional Commissioners in Haryana State.
4. All of the Deputy Commissioners in Haryana State.
5. All of the SDOs (Civil) in Haryana State.

**Date Chandigarh the,**

**Subject: - Amendment in HCS(Revised Pay) Rules, 2008 by virtue of Gazette Notification dated 7.2.2019-Proper Implementation thereof and appropriate Disposal of concerned litigations.**

Sir,

I have been directed to refer to the subject cited above and to state that the Haryana Civil Services (Revised Pay) Rules, 2008 were notified by virtue of Gazette Notification dated 30.12.2008 and were implemented w.e.f. 1.1.2006. The Section II of Part-B of the First Schedule of these Rules dealt with the posts/categories whose Pre-revised Pay Structure was modified and accordingly revised. Besides, the Section II of the Part-A of the First Schedule ibid provided for the entry level pay of the direct recruits appointed on or after 1.1.2006. By means of revision/modification of Pre-revised Pay Structure, the entry level pay of existing employees (who were in Govt. service as on 31.12.2005) rendered lowered than that of direct recruits appointed on or after 1.1.2006. Having noticed this anomaly the FD Instructions dated 18.8.2009 and 16.12.2010 were issued providing for reducing of entry level pay of the new entrant employees w.e.f. 1.1.2006 and protecting the part thereof so drawn as Personal Pay to be subsumed in future Increments.

This measure, however, could not satisfy the existing employees (who were in Govt. service as on 31.12.2005) and a huge number of litigations arose. The Hon'ble High Court vide its judgment dated 15.5.2013 in CWP No. 11254 of 2010-Neelam Rani & Others Vs. State of Haryana had directed to step up the pay of senior employees at par with junior employees as Personal Pay (PP) to be subsumed in future increments. The LPA and SLP filed subsequently by the Govt. in the Hon'ble High Court and in the Hon'ble Supreme Court respectively were also dismissed. The matter was then considered at length and in a bid to eradicate the unnecessary litigation the Govt. generalized the effect of the judgment ibid and issued Instructions No. 1/83/2008-3PR(FD), dated 21.11.2017. By generalizing this judgment a considerable amount of



litigation subsided but a new sort of litigation started to arise. Now, the direct recruited/fresh employees who had joined the Govt. service on or after 1.1.2006 started to challenge the Instructions dated 18.8.2009 and 16.12.2010 terming those illegal as mere Instructions cannot override the Statutory Rules (here Gazette Notification dated 30.12.2008- as referred to above) and accordingly the entry level pay cannot be reduced by means of Instructions ibid.

The Govt. again considered the matter at length, obtained the opinion of Ld. Advocate General and Ld. LR and accordingly amended the HCS (Revised Pay ) Rules, 2008 w.e.f. 1.1.2006 itself by issuing the HCS (Revised Pay) Amendment Rules, 2019, dated 7.2.2019 (copy enclosed). With the promulgation of these Rules the reduction of entry level pay of certain categories/posts has been given effect w.e.f. 1.1.2006 itself and as such host of litigation challenging the issuance of FD Instructions dated 18.8.2009 and 16.12.2010 shall be rendered futile/infructuous.

In view of the above, it is advised that all of CWPs/Court Cases where FD Instructions dated 18.8.2009 and 16.12.2010 are under challenge may be got disposed of accordingly by bringing the Rules ibid to the notice of Hon'ble Courts concerned by filing short reply through O/o the Ld. Advocate General, Haryana..

The grounds to be taken/contents of the short reply to be filed may be as under:-

1. That the Petitioners in this case/these cases are Govt. employee direct/fresh recruited on or after 1.1.2006 and have challenged the FD's Instructions dated 18.8.2009 and 16.12.2010 on the ground that they being mere Instructions cannot override the provisions of Statutory Rules (here Gazette Notification dated 30.12.2008- as referred to above).
2. That vide FD Instructions dated 18.8.2009 the entry level pay of fresh/direct recruits appointed on or after 1.1.2006 was reduced and an element of Personal Pay (PP) was also introduced to be subsumed in future increments. The subsequent Instructions dated 16.12.2010 introduced certain amendment/change/improvement over the provisions of Instructions dated 16.12.2010.
3. That vide yet another subsequent FD Instructions dated 21.11.2017 the element of Personal Pay (PP) was extended to the existing employees (who were in Govt. service as on 31.12.2005).

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4. That with the issuance of Instructions dated 21.11.2017 the grouse of the existing employees (who were in Govt. service as on 31.12.2005) was substantially redressed as their pay was stepped up/they were granted the benefit of Personal Pay (PP) at par with their junior counterparts who were appointed between 1.1.2006 and 17.8.2009, as referred to above.
5. That now with the issuance of HCS (Revised Pay) Amendment Rules, 2019, dated 7.2.2019 the entry level pay of certain posts/categories of employees who had joined the Govt. service on or after 1.1.2006 has been reduced/amended and as such the only grouse of the Petitioners that the mere Instructions cannot override the provisions of the Statutory Rules has been rendered forceless/futile.
6. That accordingly the present CWP/Court Case pending for adjudication has also been rendered futile/infructuous and deserves to be disposed of/dismissed accordingly.

It is, therefore, requested that the grounds/averments as above may be brought to the notice of Hon'ble Courts concerned immediately and all of the sub judice/pending cases may be got disposed of/dismissed accordingly.

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Chief Accounts Officer (PR)  
for Additional Chief Secretary to Government Haryana,  
Finance Department

**Endst . No. 6/16/2018-4PR(FD)**

**Date 14.3.2019**

A copy is forwarded to the Accountant General Haryana , (A&E) and (Audit), Chandigarh for information.

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Chief Accounts Officer (PR)  
for Additional Chief Secretary to Government Haryana,  
Finance Department

HARYANA GOVERNMENT  
FINANCE DEPARTMENT

Notification

The 7th February, 2019

No. GSR.44.Const./Art.309/19.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Revised Pay) Rules, 2008, namely:-

1. (1) These rules may be called the Haryana Civil Services (Revised Pay) Amendment Rules, 2019.  
(2) These rules shall be deemed to have come into force with effect from the 1st January, 2006.
2. In the Haryana Civil Services (Revised Pay) Rules, 2008 (herein after called the said rules), for rule (8) following rule shall be substituted namely:-  
“(8) Entry level pay in the revised pay structure of the employees by direct recruit or by promotion on or after the 1st January, 2006,-  
(a) The column number 7 and 8 of Section II of Part A of the First Schedule of these rules indicating the entry level pay in the pay band at which the pay of direct recruit or promotee employee to a particular post carrying a specific grade pay where existing pay scale has been upgraded, shall be fixed on or after the 1st January, 2006.  
(b) The column number 6 and 7 of Section III of Part A of the First Schedule of these rules indicating the entry level pay in the pay band at which the pay of direct recruit or promotee employee to a particular post carrying a specific grade pay in other cases where existing pay scale has not been upgraded, shall be fixed on or after the 1st January, 2006.  
(c) This shall also be applicable in the case of those recruited between the 1st January, 2006 and the date of issue of this Notification. In such cases, where the emoluments in the pre-revised pay scale(s) [i.e., basic pay in the pre-revised pay sca.e(s) plus dearness pay plus dearness allowance applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay:  
Provided that where Grade Pay of the post shall be upgraded after the 1st January, 2006, the entry level pay of such post shall be determined by multiplying, minimum of the existing pay scale as on 31st December, 2005, by a factor of 1.86 and rounding of the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale shall be payable in addition.”
3. In the said rules in sub rule (1) in rule 13, for the words “minimum of the higher pay band,” the words “entry pay of the grade pay” shall be substituted.
4. In the said rules, in the FIRST SCHEDULE,-
  - (i) in PART-A, for SECTION II, the following SECTION shall be substituted namely:-

## SECTION II

Sr. No.	Post	Existing Scale	Revised/ Modified pay scales	Revised Functional Pay Structure			
				Pay band	Grade Pay	Entry Pay/ Pay in pay band	Total (6+7)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Posts in Transport Department						
(i)	Works Manager	6500-10500	7450-11500	PB-2	4600	12090	16690
(ii)	Store Purchase Officer	6500-10500	7450-11500	PB-2	4600	12090	16690
(iii)	Service Engineer	6500-10500	7450-11500	PB-2	4600	12090	16690
2	Post in Prosecution Department						
	Asstt. Distt. Attorney	6500-10500	7450-11500	PB-2	4600	12090	16690
3	Posts in Labour Department						
(i)	Asstt. Director Industrial Safety & Health	6500-10500	7450-11500	PB-2	4600	12090	16690
(ii)	Asstt. Director Industrial Safety & Health (Chemical)	6500-10500	7450-11500	PB-2	4600	12090	16690
(iii)	Asstt. Director Industrial Health Cum-Certifying Surgeon	6500-10500	7450-11500	PB-2	4600	12090	16690
4	Posts in Police Department (FSL Madhuban)						
(i)	Sr. Scientific Asstt.	6500-9900	7450-11500	PB-2	4600	12090	16690
(ii)	Sr. Scientific Officer	6500-10500	8000-13500	PB-2	5400	12090	17490
5	Post in Health Department						
	Biologist	6500-10500	7450-11500	PB-2	4600	12090	16690
6	Post in Civil Aviation Department						
	Asstt. Aircraft Engineer	6500-10500	7450-11500	PB-2	4600	12090	16690
7	Post in Information & Public Relation Department						
	Technical Officer	6500-10500	7450-11500	PB-2	4600	12090	16690
8	Post in Renewable Energy Department						
	Project Officer	6500-10500	7450-11500	PB-2	4600	12090	16690
9	Post in Supplies and Disposals Department						
	Asstt. Director Technical	6500-10500	7450-11500	PB-2	4600	12090	16690
10	Posts in Agriculture Department						
(i)	Asstt. Geologist	6500-10500	7450-11500	PB-2	4600	12090	16690
(ii)	Water Development Specialist	6500-10500	7450-11500	PB-2	4600	12090	16690

Sr. No.	Post	Existing Scale	Revised/ Modified pay scales	Revised Functional Pay Structure			
				Pay band	Grade Pay	Entry Pay/ Pay in pay band	Total (6+7)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(iii)	Asstt. Geophysicist	6500-10500	7450-11500	PB-2	4600	12090	16690
(iv)	Asstt. Engineer (Design)	6500-10500	7450-11500	PB-2	4600	12090	16690
<b>11 Posts in Law &amp; Legislative Department</b>							
(i)	Supdt. (Legal)	6500-10500	7450-11500	PB-2	4600	12090	16690
(ii)	Assistant Legislative Officer	6500-10500	7450-11500	PB-2	4600	12090	16690
<b>12 Posts in Industries Department</b>							
(i)	Asstt. Director (Technical)	6500-10500	7450-11500	PB-2	4600	12090	16690
(ii)	Asstt. Director (Chemical)	6500-10500	7450-11500	PB-2	4600	12090	16690
(iii)	Asstt. Director (Textile)	6500-10500	7450-11500	PB-2	4600	12090	16690
(iv)	IPO/ Asstt. Director (IP)	6500-10500	7450-11500	PB-2	4600	12090	16690
(v)	Asstt. Director of Boiler -cum - Inspector of Boiler	6500-10500	7450-11500	PB-2	4600	12090	16690
<b>13 Post in Mines &amp; Geology Department</b>							
	Mining Officer	6500-9900	7450-11500	PB-2	4600	12090	16690
<b>14 HCS Allied Services</b>							
i.	Assistant Registrar Cooperative Societies	6500-10500	7450-11500	PB-2	4600	12090	16690
ii.	Assistant Excise & Taxation Officer	6500-10500	7450-11500	PB-2	4600	12090	16690
iii.	Block Development & Panchayat Officer	6500-10500	7450-11500	PB-2	4600	12090	16690
iv.	Traffic Manager	6500-10500	7450-11500	PB-2	4600	12090	16690
v.	Distt. Food & Supplies Officer	6500-9900	7450-11500	PB-2	4600	12090	16690
vi.	Assistant Employment Officer	6500-9900	7450-11500	PB-2	4600	12090	16690
<b>15 Posts in Education Department</b>							
i.	JBT Teacher	4500-7000	6500-10500	PB-2	4200	9300	13500
ii.	P.T.I.	4500-7000	5500-9000/ 6500-10500*	PB-2	4200	9300	13500

Sr. No.	Post	Existing Scale	Revised/ Modified pay scales	Revised Functional Pay Structure			
				Pay band	Grade Pay	Entry Pay/ Pay in pay band	Total (6+7)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
iii.	Drawing Teacher	4500-7000	5500-9000/ 6500-10500	PB-2	4200	9300	13500
iv.	Cutting & Tailoring Teacher	4500-7000	5500-9000/ 6500-10500*	PB-2	4200	9300	13500
v.	Head Teacher Primary School	5500-9000	7450-11500	PB-2	4600	10230	14830
vi.	Master	5500-9000	7450-11500	PB-2	4600	10230	14830
vii.	Language Teacher (Hindi/Punjabi/Sanskrit & Hindi Teacher Primary)	5500-9000	7450-11500	PB-2	4600	10230	14830
viii.	Head Master Middle School	6500-9900	7450-11500	PB-2	4600	12090	16690
ix.	School Lecturer	6500-10500	7500-12000	PB-2	4800	12090	16890
x.	Head Master High School	7500-12000	8000-13500	PB-2	5400	13950	19350
xi.	Principal, Sr. Sec. School/ Dy. DEO/ BEO/ Asstt. Directors (Academic)	8000-13500	10000-13900	PB-3	6000	15600	21600
xii.	DEO/DEEO/Principal, DIET/Dy. Director	10000-13900	10000-15200	PB-3	6400	18600	25000
xiii.	Joint Director/ Director, SRC/ SCERT/ Sharmik Vidyapeeth	10000-15200	12000-16500	PB-3	7600	18600	26200
16	Posts in Health Department						
i.	Staff Nurse	5000-7850	6500-10500	PB-2	4200	9300	13500
ii.	Nursing Sister	5500-9000	7500-12000	PB-2	4800	10230	15030
iii.	Asstt. Matron	5500-9000	7500-12000	PB-2	4800	10230	15030
iv.	Matron	6500-9900	8000-13500	PB-2	5400	12090	17490
v.	Nursing Supdt.	6500-10500	8000-13500	PB-2	5400	12090	17490
vi.	Sister Tutor	5500-9000	7500-12000	PB-2	4800	10230	15030
vii.	Principal Tutor	6500-9900	8000-13500	PB-2	5400	12090	17490
viii.	Public Health Nurse	5500-9000	7500-12000	PB-2	4800	10230	15030
ix.	Distt. Nursing Officer	6500-10500	7500-12000	PB-2	4800	12090	16890
x.	Public Health Nursing Officer	6500-10500	8000-13500	PB-2	5400	12090	17490

Sr. No.	Post	Existing Scale	Revised/ Modified pay scales	Revised Functional Pay Structure			
				Pay band	Grade Pay	Entry Pay/ Pay in pay band	Total (6+7)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
xi.	Assistant Director (Nursing) & Principal, Training centre, Barwala	6500-10500	8000-13500	PB-2	5400	12090	17490
xii.	Dietician	5500-9000	6500-9900	PB-2	4000	10230	14230
xiii.	Asstt. Director (Dietician)	5500-9000	6500-10500	PB-2	4200	10230	14430
xiv.	Radiographer	4500-7000	5000-7850	PB-2	3200	9300	12500
xv.	Civil Surgeon / PMOs / ZMOs/ Dy Director (Sr)	13500-17250	14300-18300	PB-4	8700	37400	46100
17	<b>Posts in Police Department</b>						
i.	Head Constable	4000-6000	4000-6000	PB-1	2400	7440	9840
ii.	Astt. Sub Inspector	4400-6000	4500-7000	PB-1	2800	8190	10990
iii.	Sub Inspector	5500-9000	5500-9000	PB-2	3600	10230	13830
iv.	Inspector	6500-10500	7450-11500	PB-2	4600	12090	16690
18	<b>Posts in Organised Accounts Cadre (Treasuries &amp; Accounts Deptt)</b>						
i.	Section Officer	6500-9900	7450-11500	PB-2	4600	12090	16690
ii.	Accounts Officer	6500-10500	8000-13500	PB-2	5400	12090	17490
iii.	Sr. Accounts Officer	8000-13500	10000-13900	PB-3	6000	15600	21600
iv.	Chief Accounts Officer	10000-13900	12000-16500	PB-3	7600	18600	26200
19	<b>Posts in Hospitality Department</b>						
i.	Waiter	2550-3200	2650-4300	-IS	1650	4750	6400
ii.	Tandooria	2550-3200	2650-4000	-IS	1650	4750	6400
iii.	Pantryman	2610-3540	2650-4000	-IS	1650	4860	6510
20	<b>Posts in Forest Department</b>						
i.	Forester	4000-6000	4500-7000	PB-1	2800	7440	10240
<b>Wildlife Wing</b>							
i.	Sub-Inspector Wildlife	4000-6000	4500-7000	PB-1	2800	7440	10240
ii.	Inspector Wildlife	4500-7000	5500-9000	PB-2	3600	9300	12900



Sr. No.	Post	Existing Scale	Revised/ Modified pay scales	Revised Functional Pay Structure			
				Pay band	Grade Pay	Entry Pay/ Pay in pay band	Total (6+7)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
21	<b>Post in Forest Department</b>						
i.	Haryana Forest Service	6500-10500	7450-11500	PB-2	4600	12090	16690
22	<b>Post in Employment Department</b>						
i.	Distt. Employment Officer	6500-10500	7500-12000	PB-2	4800	12090	16890
ii.	Divisional Employment Officer	7450-11500	8000-13500	PB-2	5400	13860	19260
iii.	Deputy Director	8000-13500	10000-13900	PB-3	6000	15600	21600
iv.	Joint Director	10000-13900	12000-16500	PB-3	7600	18600	26200
23	<b>Posts in Local Audit Department</b>						
i.	Senior Auditor	6500-9900	7450-11500	PB-2	4600	12090	16690
ii.	Resident Audit Officer	6500-10500	8000-13500	PB-2	5400	12090	17490
iii.	Dy. Director	8000-13500	10000-13900	PB-3	6000	15600	21600
iv.	Joint Director	10000-13900	12000-16500	PB-3	7600	18600	26200
24	<b>Posts in Treasuries &amp; Accounts Department</b>						
i.	Assistant Treasury Officer	6500-9900	7450-11500	PB-2	4600	12090	16690
ii.	Treasury Officer	6500-10500	8000-13500	PB-2	5400	12090	17490
25	<b>Posts in Sports Department</b>						
i.	Junior Coach	5000-7850	5500-9000	PB-2	3600	9300	12900
ii.	Coach	5500-9000	6500-10500	PB-2	4200	10230	14430
iii.	District Sports Officer	6500-10500	7450-11500	PB-2	4600	12090	16690
iv.	Asstt. Director (Yoga)	6500-9900	7450-11500	PB-2	4600	12090	16690
v.	Dy. Director	8000-13500	10000-13900	PB-3	6000	15600	21600
26	<b>Posts in Tourism Department</b>						
	Deputy Director	7450-11500	8000-13500	PB-2	5400	13860	19260
27	<b>Posts in Animal Husbandry Department</b>						
	Joint Director	10000-15200	12000-16500	PB-3	7600	18600	26200

Sr. No.	Post	Existing Scale	Revised/ Modified pay scales	Revised Functional Pay Structure			
				Pay band	Grade Pay	Entry Pay/ Pay in pay band	Total (6+7)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
28	Posts in Shri Krishana Ayurvedic College, Kurukshetra						
i.	Lecturer	7500-12000	8000-13500	PB-2	5400	13950	19350
ii.	Reader	8000-13500	10000-15200	PB-3	6400	15600	22000
iii.	Professor	12000-16500	14300-18300	PB-4	8700	37400	46100
iv.	Principal	13500-17250	16400-20900	PB-4	9500	37400	46900
29	Posts in Law & Legislative Department						
i.	Sr. Librarian	5500-9000	6500-10500	PB-2	4200	10230	14430

(ii) after SECTION II, the following SECTION shall be inserted namely:-

## SECTION III

Existing Functional Pay Scale		Revised Functional Pay Structure				
Sr.No.	Functional Pay Scale	Name of Pay Band	Corresponding Pay Bands	Grade Pay	Entry Pay/ Pay in pay band	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	2550-55-2660-EB-60-3200	-IS	4440-7440	1300	4750	6050
2.	2610-60-3150-EB-65-3540	-IS	4440-7440	1400	4860	6260
3.	2650-65-3300-EB-70-4000	-IS	4440-7440	1650	4930	6580
4.	3050-75-3950-EB-80-4350	PB-1	5200-20200	1800	5680	7480
5.	3050-75-3950-EB-80-4590	PB-1	5200-20200	1900	5680	7580
6.	3050-85-4325-EB-100-5325	PB-1	5200-20200	1950	5680	7630
7.	3200-85-3880-EB-85-4900	PB-1	5200-20200	2000	5960	7960
8.	4000-100-4800-EB-100-6000	PB-1	5200-20200	2400	7440	9840
9.	4400-100-5200-EB-100-6000	PB-1	5200-20200	2500	8190	10690
10.	4500-125-6000-EB-125-7000	PB-1	5200-20200	2800	8370	11170
11.	5000-150-7100-EB-150-7850	PB-2	9300-34800	3200	9300	12500
12.	5450-150-6950-EB-150-8000	PB-2	9300-34800	3300	10140	13440
13.	5500-175-8300-EB-175-9000	PB-2	9300-34800	3600	10230	13830
14.	6500-200-8500-EB-200-9900	PB-2	9300-34800	4000	12090	16090
15.	6500-200-8500-EB-200-10500	PB-2	9300-34800	4200	12090	16290
16.	7450-225-9025-EB-225-11500	PB-2	9300-34800	4600	13860	18460
17.	7500-250-10000-EB-250-12000	PB-2	9300-34800	4800	13950	18750

Existing Functional Pay Scale		Revised Functional Pay Structure				
Sr.No.	Functional Pay Scale	Name of Pay Band	Corresponding Pay Bands	Grade Pay	Entry Pay/ Pay in pay band	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	7500-250-10000-EB-250-13000	PB-2	9300-34800	5200	13950	19150
19.	8000-275-10200-EB-275-13500	PB-2	9300-34800	5400	14880	20280
20.	8000-275-10200-EB-275-13500 (Group A Entry)	PB-3	15600-39100	5400	15600	21000
21.	10000-325-13900	PB-3	15600-39100	6000	18600	24600
22.	10000-325-15200	PB-3	15600-39100	6400	18600	25000
23.	10650-325-15850	PB-3	15600-39100	6600	19810	26410
24.	12000-375-16500	PB-3	15600-39100	7600	22320	29920
25.	13500-375-17250	PB-3	15600-39100	8000	25110	33110
26.	14300-400-18300	PB-4	37400-67000	8700	37400	46100
27.	15100-400-18300	PB-4	37400-67000	8800	37400	46200
28.	16400-450-20000	PB-4	37400-67000	8900	37400	46300
29.	16400-450-20900	PB-4	37400-67000	9500	37400	46900
30.	18400-500-20400	PB-4	37400-67000	9800	37400	47200
31.	18400-500-22400	PB-4	37400-67000	10000	37400	47400
32.	22400-525-24500	HAG	67000-(annual increment @ 3%)-79000			

T.V.S.N. PRASAD,  
Additional Chief Secretary to Government Haryana,  
Finance Department.