

GOVERNMENT OF HARYANA
FINANCE DEPARTMENT

No. 1/83/2008-2PR (FD) Dated Chandigarh, the 27th August, 2009

Subject:- Grant of annual increment on reaching maximum/ nearer to maximum of the pay band- Clarification Regarding

Rule 10 of Haryana Civil Services (Revised Pay) Rules, 2008 and Rule 20 of Haryana Civil Services (Assured Career Progression) Rules, 2008, provide that:-

There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the revised pay structure as on 1st of July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees also for whom the date of next increment was between 1st July, 2006 to 1st January, 2007:

Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1st day of January, 2006. Thereafter, the provision of rule 10 would apply:

Provided further that in cases where an employee reaches the maximum of his pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the pay band reaches the maximum of PB-4, after which no further increments will be granted.

The above said provisions suggest the date of increment in the revised pay structure in cases where an employee reaches the maximum of his pay band. However, some department sought clarification as to whether such increments is to given on usual date or after stagnation of one year. In order to clarify the issue it is imperative that the principle adopted by the 6th CPC in this regard is referred to which is as under:-

“The running pay bands have been given a sufficiently long span to ensure that no employee ordinarily stagnates at any stage in his/her career. To ensure that no stagnation takes place in any case, it is further recommended that a person stagnating at the maximum of any pay band for more than one year continuously shall be placed in the immediate next higher pay band without any change in the grade pay”.

Accordingly, it is clarified that whenever the existing pay band falls short of the amount of increment due to the employee, he will be deemed to have reached maximum of his pay band and he will get increment on usual date and he shall be placed in the immediate next higher pay band automatically. For example if a peon is getting pay of Rs. 7210/- (pay in the pay band) as on 01.07.07 (DNI 1.7.08) in the pay band of Rs. 4440-7440, he will get the next increment @ 3% on 01.07.08 in the next pay band of Rs. 5200-20200.

AJIT M. SHARAN

Financial Commissioner & Principal Secretary to
Government, Haryana, Finance Department

Endst. No. 1/83/2008-2PR(FD)

Dated, Chandigarh the 17.09.2009

A copy is forwarded to the following for information and further necessary action at their end:-

1. All the Financial Commissioners & Principal Secretaries/ Administrative Secretaries to Government of Haryana.
2. Registrar (General), the High Court of Punjab & Haryana.
3. All the Heads of Departments in Haryana.
4. All the Divisional Commissioners in Haryana.
5. All the Deputy Commissioners in Haryana
6. All the Sub Divisional Officers (Civil) in Haryana.


Senior Accounts Officer (PR)

for Financial Commissioner & Principal Secretary to
Government, Haryana, Finance Department

Endst. No.1/83/2008-2PR(FD)

Dated, Chandigarh the 17.09.2009

A copy is forwarded to the following for information and necessary action at their end:-

- i. Accountant General (A&E/ Audit), Haryana.
- ii Home Secretary, Chandigarh Administration.


Senior Accounts Officer (PR)

for Financial Commissioner & Principal Secretary to
Government, Haryana, Finance Department

INTERNAL CIRCULATIONS

- i. All the Officers/Deputy Secretaries/Under Secretaries/ Superintendents of F.D.
- ii. In charge, Computer Cell(F.D.)