

Government of Haryana
Finance Department
No.1/37/2601-2PR(FD)
Dated, the 4th December 2001

3351K - FD - H.S. P. - 2001

To

1. All Head of Departments;
2. Commissioners of Divisions;
3. All the Deputy Commissioners/SDOs(Civil) in Haryana
4. Registrar, Punjab & Haryana High Court.

Subject: Instructions regarding fixation of pay of an employee on his promotion where the functional pay scale of the feeder post and functional scale of the promotion post are identical.

Sir,

I am directed to invite your attention to the subject mentioned above and to say that references have been received from certain Government Departments seeking clarifications regarding fixation of pay of employees on their promotion where the functional pay scale of the promotion post and the functional pay scale of the lower (feeder) post are identical. This problem had arisen primarily with the general revision of pay scales w.e.f. 1.1.86 when the State Government decided to switch over to the Central pattern of pay scales and as a consequence, a large number of then existing pay scales were clubbed and lesser number of revised pay scales were prescribed. The matter was then clarified by the Finance Department vide its instructions bearing No. 1/8/3-PR(FD)/88, dated, the 7th March 1988.

2. The relevant rules and instructions issued by the Government in this respect are as under:-

(A) Rules :

- (i) Rule 4.4 of Punjab CSR Vol 1, Part 1
- (ii) Rule 4.13 of Punjab CSR Vol.1, Part 1

(B) Instructions:

Haryana Government Finance Department No. 1/8/3 PR(FD)/88 dated 7.3.1988.

3. The issue requires consideration in the light of provisions contained in the CSR on this subject. Generally, the pay of employees is fixed in accordance with the provisions contained in Rule 4.4 of CSR Vol. 1, Part 1, but Rule 4.13 does not permit fixation of pay of an employee at the stage next above on his promotion when the promotion takes place in the identical pay scale. The presumption in the said provision under Rule 4.13 is that though it may be a promotion technically, the duties and responsibilities of the promotion post are not considered to be higher when the feeder post and the promotion post carry identical functional pay scales.

4. The provisions of Rule 4.13 would have been extremely relevant but for the situation created during the general pay revision effective from 1.1. 1986 when the number of pay scales were reduced considerably and such reduction in the

number of pay scales resulted in clubbing of two or more pay scales and their replacement with a single revised pay scale. The general pay revision effective from 1.1.1996 has been, by and large, build upon the base created at the time of general pay revision effective from 1.1.86. As a result, the clubbing of pay scales during the general revision of 1986 has a continued effect in the general pay revision of 1996 as well. This continued effect in the pay revision effective from 1.1.96 has resulted in a situation where, in a number of cases identical functional pay scales have been provided for feeder posts and promotion posts whereas the promotion post is definitely carrying higher responsibilities and duties.

5. Keeping the above in view, it has been decided that wherever the functional pay scales of the feeder post and that of the promotion post became identical in the general revision effective from 1.1.86 on account of clubbing of pay scales and such a situation has a continued effect in the general pay revision effective from 1.1.96, the pay of an employee, on his promotion in the identical functional pay scale, should be fixed at the stage next above subject to a certificate from the competent authority that the promotional post carries higher responsibilities and duties.

Provided that these instructions will not be applicable in cases where an employee is drawing his pay in the ACP scale(s) which happen to be identical with or higher than the functional scale prescribed for the post as provided in the ACP Rules.

6. The above instructions may be brought to the notice of all the DDOs working under your control.

Yours faithfully,

Balwant Singh
Under Secretary Finance (PR)
for Financial Commissioner & Secretary to
Government of Haryana, Finance Department.

Endst. No. 1/37/2001-2PR(FD)

Dated, Chandigarh, the 4th December 2001

A copy for information is forwarded to the following:-

1. The Accountant General, Haryana (i) A&E (ii) (Audit), Chandigarh.
2. The Home Secretary, Chandigarh Administration, Chandigarh.

Balwant Singh
Under Secretary Finance (PR)
for Financial Commissioner & Secretary to
Government, Haryana, Finance Department

A copy for information and necessary action is forwarded to:-

- (i) All the Financial Commissioners in Haryana, and
- (ii) All the Commissioners & Administrative Secretaries to Government, Haryana.

Balwant Singh
Under Secretary Finance (PR)
for Financial Commissioner & Secretary to
Government, Haryana, Finance Department.

To

1. All the Financial Commissioners in Haryana.
2. All the Commissioners & Administrative Secretaries to Government, Haryana.

U.O. No. 1/37/2001-2PR(FD)

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A copy is forwarded to the PSCM/ Addl.PSCM/ OSD/ Sr. Secretaries/ Secretaries/ Private Secretaries to Chief Minister/Ministers/Ministers of State and Chief Parliamentary Secretary for the information of Chief Minister/Ministers/Ministers of State and Chief Parliamentary Secretary.

Balwant Singh
Under Secretary Finance (PR)
for Financial Commissioner & Secretary to
Government, Haryana, Finance Department

To

The PSCM/ Addl. PSCM/ OSD/ Sr. Secretaries/ Secretaries/ Private Secretaries to Chief Minister/Ministers/Ministers of State and Chief Parliamentary Secretary.

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