

No. Fin-(PR)B(7)-1/2009
Government of Himachal Pradesh
Finance (Pay Revision) Department

From

The Pr. Secretary (Finance) to the
Government of Himachal Pradesh.

To

1. All Administrative Secretaries to the Govt. of H.P.
2. All Heads of Departments in Himachal Pradesh.
3. The Registrar General, H.P. High Court, Shimla-171001.
4. The Secretary, H.P. Vidhan Sabha, Shimla-171004.
5. All Deputy Commissioner in Himachal Pradesh.
6. All District and Session Judges in Himachal Pradesh.

Dated, Shimla-171002, the 5th October, 2010

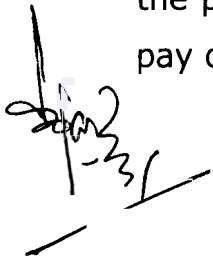
Subject: Removal of Anomaly by stepping up the pay of senior Government employees drawing less pay than their juniors due to the operation of the provisions of rule 11-A of the Himachal Pradesh Civil Services (Revised Pay) Rules,2009.

Sir,

I am directed to refer to the subject cited above and to say that it has been brought to the notice of the Government that due to operation of the provisions of rule 11-A of the Himachal Pradesh Civil Services (Revised Pay) Rules,2009, the pay of some senior Government employees are getting less pay as compared to that of the pay of their juniors.

2. The matter was under consideration of the Government and after careful consideration, the Governor, Himachal Pradesh is pleased to order that if due to normal application of provisions of Rule 11-A of the Himachal Pradesh Civil Services (Revised Pay) Rules, 2009, the pay of a senior employee is fixed at a level lower than his junior employee, the pay of such senior employee shall be stepped up to the level of the pay of his junior employee subject to the following conditions:-

- (a) The junior and senior Government employee should belong to the same cadre and the posts in which they



have been promoted should also be identical and in the same cadre.

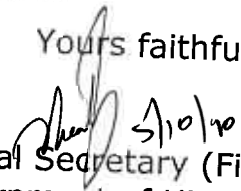
- (b) The pre-revised and revised scale/pay band and grade pay of the lower and higher post, in which they are entitled to draw pay, should be identical.
- (c) The senior Government employee at the time of his promotion to the higher level had been drawing pay equal to or more than the pay of the junior. No relief will be given under these instructions if the senior employee exercises an option to get his pay fixation/promotion postponed or opts for revised pay structure from a date different than the date of option of the junior. However, if the options for fixation of pay exercised by the senior and junior employee is under different clauses of O.M. No. Fin(PR)B(7)-1/2009 dated 19th September, 2009 read with rule 11 of the of Himachal Pradesh Civil Services (Revised Pay) Rules, 2009 and at the time of the promotion of the junior employee the pay of such junior is fixed at a level higher than the pay of the senior, the senior employee may, if it is advantageous to him, get his pay refixed subject to resultant financial adjustment, as if he had exercised the option as per provisions of O.M. No. Fin(PR)B(7)-1/2009 dated 19th September, 2009 read with rule 11 as has been exercised by the junior employee.
- (d) The anomaly should be directly as a result of application of the provisions of rule 11-A of the Himachal Pradesh Civil Services (Revised Pay) Rules, 2009. However, if in the lower post, the junior officer was drawing more pay in the pre-revised/revised pay scale than his senior by virtue of any advance increment(s) granted to him or due to any inflation in pay other than by way of normal pay fixation, the benefit of step-up envisaged under these instructions shall not be admissible.
- (e) The next increment to senior Government employee shall be admissible on the same date as that of his junior, in respect to whom, he has got his pay stepped up.



- (f) The benefit of stepping up of pay can be allowed to the senior employee for the second time, if the anomaly has again arisen with reference to the pay of the same junior, in respect of whom, the pay of the senior was stepped up for the first time.

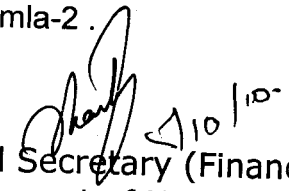
3. For the purpose of grant of step-up under these instructions, the Competent Authority shall be the Administrative Department in consultation with the Department of Finance.

Yours faithfully,


Special Secretary (Finance) to the
Government of Himachal Pradesh.

No.Fin-(PR)B(7)-1/2009 Dated Shimla-171002, the 5th October, 2010.
Copy forwarded for information and necessary action to:

1. The Pr. Accountant General, Himachal Pradesh, Shimla-171003.
2. The Sr. Deputy Accountant General (A&E), H.P., Shimla-3.
3. The Commissioner Revenue, Himachal Pradesh, Shimla-171002.
4. The Resident Commissioner, H.P. Himachal Bhawan, Sikandra Road, New Delhi.
5. The Secretary. H.P Electricity Regulatory Commission, Khalini, Shimla.
6. The Secretary, H.P. Public Service Commission, Nigam Vihar, Shimla-2.
7. The Secretary, H.P. Subordinate Services Selection Board, Hamirpur.
8. All District Treasury Officers/ Treasury Officers in H.P.
9. The Resident Commissioner, Pangi, Chamba, Himachal Pradesh.
10. The Deputy Director, Defence Land and Cantonment Head Quarter, Western Command, Shimla-1.
11. The Divisional Organizers, Punjab and H.P.(SSB), Directorate General of Security, Shimla-4.
12. The Commandant, Training Centre, Directorate General of Security, Sarahan, Rampur Bushar, Shimla District, H.P.
13. The Cantonment Executive Officer, Subathu/Jutogh/ Dagshai/Kasuali/Yol Camp (Kangra)/Bakloh cantonment/ Dalhousie (Chamba).
14. The Deputy Commissioner, Relief and Rehabilitation, Bias Project, Raja Ka Talab, Kangra, H.P.
15. Controller, Deptt. of Personnel, H.P. Sectt., Shimla-2.
16. The Deptt. of S.A. Accounts, H.P. Sectt., Shimla-2.
17. Guard File.


Special Secretary (Finance) to the
Government of Himachal Pradesh.