

**X. THE MONTHLY REMUNERATION RECEIVED BY EACH OF ITS OFFICERS AND EMPLOYEES, INCLUDING THE SYSTEM OF COMPENSATION AS PROVIDED IN ITS REGULATIONS:-**

The monthly remuneration of all officers and employees is as per the pay scale applicable to the official. These pay scales are fixed by the Central Govt for IPS officers and by the State Govt for all others. The scales and other allowances as prevalent on 1.9.2005 are as below:-

**A. PAY SCALES:**

Sr.No	Rank	Scale	Sanctioned posts	Remarks
<b>A.</b>	<b>ALL INDIA POLICE SERVICE OFFICERS:</b>			
1	DGP	DGP Rs.24050-650-26000	1	
2	ADGP	ADGP Rs.22400-525-24500	2	
3	IGP	IGP Rs.18400-500-22400	6	
4	DIG	DIGP Rs.16400-450-20000	9	
5	SP	SP(Sr. Time Scale) Rs.10000-325-15200/-(on completion of 4 years of service) (JAG) Rs.12000-375-16500/-(on completion of 9 years of service) (SG) Rs.14300-400-18300/-(on completion of 13 years of service) ASP (Jr.Time scale) Rs.8000-275-13500.	54	
6				
<b>B</b>	<b>HPS Officers</b>			
7	Dy.SP	DSP(4 scales) i) Rs.7880-220-8100-275-10300-340-12000-375-13500/(with initial start of Rs.8000/-)-Entry Scale ii) Rs.10025-275-10300-340-12000-375-13500-400-15100 (after 4 years of regular service in the entry scale) iii) Rs.12000-375-13500-400-15500/(after 9 years of regular service in the entry scale) iv) Rs.14300-400-15900-450-18150 (after 14 years of regular service in the entry scale)	134	

8	Inspector	Inspector Rs.5800-200-7000-220-8100-275-9200/ (with initial start of Rs.6200/-)	209	
9	Sub-Inspector	Sub-Inspector Rs.5480-160-5800-200-7000-220-8100-275-8925/	558	
10	ASI	ASI Rs.4550-150-5000-160-5800-200-7000-220-7220/	811	
11	Head Constable	Head Constable Rs.4020-120-4260-140-4400-150-5000-160-5800-200-6200/	2454	
12	Constable	Constable Rs.3120-100-3220-110-3660-120-4260-140-4400-150-5000-160 5160/-(with initial start of Rs.3330/-)	10460	
<b>C</b>	<b>STATE ACCOUNTS SERVICE:-</b>			
13	Controller F& A	Controller F& A Rs.13500-400-15900-450-16800/-	2	
14	Dy.C.F&A	Dy.C.F&A Rs.7880-220-8100-275-10300-340-11660/-	-	
15	Asstt.C.F&A	Asstt.C.F&A Rs.7220-220-8100-275-10300-340-11660/ S.O. Rs.7000-200-7200-220-8100-275-10300-340-10980/	-	
<b>D</b>	<b>MINISTERIAL STAFF:</b>			
16	Admn.. Officer	Admn.. Officer Rs.7880--220-8100-275-10300-340-11660	1	
17	Supdt. Gr.I	Supdt. Gr.I Rs.7220-220-8100-275-10300-340-11660/-	8	
18	Supdt. Gr.II	Supdt. Gr.II Rs.6400-200-7000-220-8100-275-10300-340-10640/	15	
19	Sr. Asstt	Sr. Asstt. Rs.5800-200-7000-220-8100-275-9200/-	81	
20	Jr. Asstt.	Jr. Asstt. Rs.4400-150-5000-160-5800-200-7000/		
21	Clerk	Clerk Rs.3120-100-3220-110-3660-120-4260-140-4400-150-5000-160 5160/-(with initial start of Rs.3220/-)	114	
22	Private Secy.	Private Secy. Rs.7220-220-	1	

		8100-275-10300-340-11660/		
23	P.A.	P.A. Rs.6400-200-7000-220-8100-275-10300-340-10640/-	2	
24	Sr. Scale Steno	Sr. Scale Steno Rs.5800-200-7000-220-8100-275-9200/-	10	
25	Jr. Scale Steno	Jr. Scale Steno Rs.4400-150-5000-160-5800-200-7000/	9	
26	Steno Typist	Steno Typist Rs.3330-110-3660-120-4260-140-4400-150-5000-160-5800-200-6200/-		
27	Daftri	Daftri Rs.2820-100-3220-110-3660-120-4400/-	3	
28	Book Binder	Book Binder Rs.2720-100-3220-110-3660-120-4260/	3	
29	Restorer-	Restorer-3120-100-3220-110-3660-120-4260-140-4400-1505000-160-5160/	2	
30	Cook	Cook -3120-100-3220-110-3660-120-4260-140-4400-150-500-160-5160.	217	
31	Peon/Chowkidar/	Peon/Chowkidar/ Rs.2520-100-3220-110-3660-120-4140	34	
32	Sweeper/Mali/	Sweeper/Mali/ (with initial start of Rs.2620/-)	143+15=158	
33	Other Class-IV employees.	Other Class-IV employees.	309	

**Note:**

All Categories of State Govt. Employees except those who have been allowed three or more grade structure of pay scales are covered under Assured Career Progression Scheme. An employee, who is not promoted to the next higher level on account of non-availability of vacancy at such higher level or non-existence of the promotional level in the Cadre shall be granted the pay scale, which is next higher in the hierarchy of pay scales after a service of 8 years, 1<sup>st</sup> Proficiency Step up after 16 years, 2<sup>nd</sup> Proficiency Step up after 24 years and placed in a next higher pay scale after 32 years of service, subject to fulfillment of certain conditions.

In addition, all employees get dearness pay and dearness allowance calculated as below:

Dearness Pay = 50% of basic pay

Dearness allowance = Rate x (basic pay + Dearness Pay)  
 Present Rate = 24 % ( w.e.f 01-01-2006)

**Wages of SPOs and Contingent Paid Staff :-**

SPOs are volunteer who are paid a minimal honorarium. Contingent paid staff such as Cooks, Barbers, Sweepers and Water Carriers are paid on daily wage basis. They are the least paid staff of the police. The wages of the contingent paid staff are fixed by the State Government. The wages of SPOs deployed in the border area of Chamba and L&S district are fixed by the state govt and gove of India.. The present daily wages of SPOs and contingent paid staff .

SPOs : Non-tribal area = Rs. 51/- per day  
 Tribal area = Rs. 64/- per day  
 Contingent paid staff: = Rs. 70/- w.e.f. 15-8-2005

**ALLOWANCES:**

i) Special Allowances:

**FOLLOWING POSTS CARRYING SPECIAL ALLOWANCES AS MENTIONED AGAINST EACH:**

Designation of the post	Amount of Special allowance
	Per month:
AIG (H)	Rs.600/-
Superintendent of Police-in-charge of Districts Kullu, Hamirpur, Bilaspur, solan, sirmaur, Kinnaur, Una, Chamba, Kangra, Mandi & Lahaul&Spiti	Rs.800/-for Shimla,
Addl.SsP in HP State	Rs.600/-
Dy.SP/Incharge Sub-division	Rs.400/-

**CID/Enforcement/Vigilance:-**

Rank	Rate of special allowance per month w.e.f. 1/2/2001	Rate of special allowance to CID Crime Branch per month
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Dy.SP	Rs.800/-	Rs.300
Insprs.	Rs.600/-	Rs.200/-
SIs	Rs.500/-	Rs.200/-
ASIs	Rs.400/-	Rs.120/-
HCS.	Rs.300/-	Rs.80/-
Consts.	Rs.200/-	Rs.60/-

### Arms Police and Training:-

All cadre posts of Bns. Commdts. In HP is Rs.800/-/ 600/- in the pay scale of Rs. 14300/-- 400-18300/- / 10,000-325-15200 respectively per Month.

### Special Hard Duty Allowance:-

Special hard duty allowance to those police personnel who are deployed in notified area of Chamba is given as under:-

Rank	Rate of Allowance per Month
Dy.SP	Rs.250/-
Inspr	Rs.200/-
SIs	Rs.200/-
ASIs	Rs.150/-
HCS.	Rs.150/-
Consts.	Rs.150/-

### Wireless:-

SP Rs.600/, Addl.SP Rs.600/-, DSP Rs.320/Inspector Rs.320/SI Rs.280/ASI Rs.240/HC Rs.160/Constable Rs.120/.

### Armed Police Batalions:-

All Cadre Posts posts of Commandants battalions in HP Rs.800/ 600 in the pay scale of Rs. 14300/-- 400- 18300/- / 10,000-325-15200 respectively. HC (Armourer) Rs.60/- HC Mounted Rs.40/-HCTear Smoke Squad Rs.40/.

### Other Grants and allowances:-

#### i) UNIFORM GRANT:

All IPS & State Police Officers

Rs.6500/-(initial grant)

Rs.3000/-( Renewal grant after 7 years

Clothing and Equipment grant to NGOs

Initial Rs.3500/-, Annual Rs.1194/-

Clothing and Equipment grant to Ors.

Initial Rs.4500/- Annual Rs.1400/-

#### ii) RATION ALLOWANCE:

Constable to Inspectors of Police.

Rs.100/-per month

Winter Allowance given in Tribal areas.

@ Rs. 200 per Month.

**iii) DRIVING ALLOWANCE**

Constable Driver Rs.300/-per month

**v) TRAINING ALLOWANCE**

Staff engaged for Training & Teaching work 15% of Basic Pay w.e.f.23.8.2004

**v) CONVEYANCE ALLOWANCE**

NGOs (Motor Cycle/Scooter Allowance) Rs.90/-per month  
ORs (Cycle Allowance) Rs.20/-per month

**vi) KIT MAINTENANCE ALLOWANCE**

IPS Officers Rs.150/-per month  
SPs/DSPs Rs.80/-per month  
Inspector Rs.50/-per month  
Sub-Inspector/Asstt. Sub-Inspector Rs.40/-per month  
Head Constable/Constable Rs.30/-per month

**vii) ONE MONTH EXTRA PAY**

Constable to Inspectors of Police Average of basic pay + DA+CA of 12 months of proceeding year due in April every year

**viii) FIXED MEDICAL ALLOWANCE**

All Police Employees on optional basis Rs.40/-per month

**ix) HOUSE RENT ALLOWANCE**

House Rent allowance is given to the employees of HP State on slab rates w.e.f. 1-9-1999 is as under:-

Sr.No.	Pay Range	State Hdqrs.	Distt. Hdqrs.	Other parts of the State
1.	Upt to Rs.3500/-	300	150	125
2.	Rs.3501 to Rs.4500	400	200	150
3.	Rs. 4501 to Rs.5500	500	250	175
4.	Rs. 5501 to Rs.6500	600	300	200
5.	Rs. 6501 to Rs.7500	700	350	225
6.	Rs. 7501 to Rs.8500	800	400	250
7.	Rs. 8501 to Rs.9500	900	450	275
8.	Above Rs.9500	1000	500	300

**x) COMPENSATORY ALLOWANCE:**

Compensatory allowance @ Rs. 250/- per month is given to the employees in HP State at Shimla and Dharamshala and Rs. 200/- in

other parts in ordinary places. Compensatory allowance in Tribal and remote areas is determined with reference to the place of posting of the employees .

**xi) CAPITAL ALLOWANCE: -**

Capital allowance of Rs. 100/- p.m. to the employees posted in State capital .

**FREE TRAVEL FACILITY:**

Allowed in H.R.T.C. Buses for Constables, Head Constables, ASIs, SIs & Inspectors on deduction of Rs. 60/- p.m. from their salary.