

**Government of Haryana  
Finance Department**

**No. 1/83/2008-2PR (FD) dt 01.06.2010**

**ORDER**

(made under rule 17 and rule 19 of the Haryana Civil Services (Revised Pay) Rules, 2008).

**Subject: - Improving further the structure of Entry Level Pay for the 'post-01.01.2006' direct recruits in some prominent cadres/ services of the State.**

Whereas sections of Government employee have represented against the anomalies induced due to Government Order No. 1/83/2008-2PR (FD), dated 18.08.2009 determining the structure of entry level pay in the revised pay structure for direct recruits appointed on or after 01.01.2006. They have represented that:-

1. By prescribing lesser entry pay in the revised pay structure for direct recruits appointed on or after 01.01.2006 vide Government Order No. 1/83/2008-2PR(FD), dated 18.08.2009, a disparity has occurred between the directly recruited incumbents in the categories of 'pre- 01.01.2006' and 'post-01.01.2006'. The major affected posts on this account are Engineers, Doctors, Veterinary Doctors and all other class-II posts whose pre-revised pay scale was Rs. 8000-13500. Their entry level Pay has been brought down to the level of those carrying pay scale of 6500-10500.

2. And whereas after saying so, they have represented to set the distortions/anomaly right by increasing the admissibility of pay in pay band in case of 'post-01.01.2006' recruits.

3. And whereas Haryana Government in process of Pay Revision, implemented the revised pay structure by adopting by and large the structure of grade pay and pay band as notified by the Central Government for their employees based on the recommendations of 6<sup>th</sup> Central Pay Commission. However, the entry pay in the revised pay structure for direct recruits appointed on or after 01.01.2006 in Government of India has been determined as per DOPT OM dated 25.05.1998. Para No. (ii) of DOPT OM No. AB-14017/2/97-Estt. (RR) dated 25.05.1998 reads as under:-

"From Part 'A' of the first Schedule to the CCS (Revised Pay) Rules, 1997, notified by the Ministry of Finance on the 30th September, 1997, it may be seen that pre-revised scales have been merged into a single revised scale in respect of Grades S-5, S-6, S-7, S-8, S-9, S-12, S-13, S-15, S-19, S-21, S-24, S-26, S-29 and S-32. In such cases the recruitment rules will have to be amended so as to provide for promotion from the feeder grade to the merged grade according to the revised qualifying service as per Annexure -'A'."

The above letter was not adopted by the Govt. of Haryana while notifying the Haryana Civil Services (Revised Pay) Rules, 1998 applicable to the employees of State Government. As a consequence, Haryana Government has framed the structure of entry pay in the revised pay structure for direct recruits appointed on or after 01.01.2006 keeping in view specific needs and circumstances peculiar to the State.

4. And whereas the structure of entry pay in the revised pay structure for direct recruits appointed on or after 01.01.2006 was framed and notified in case of Haryana as included in the Section-II of the Part-A of the First Schedule as appended to the Haryana Civil Services (Revised Pay) Rules, 2008/ substituted vide order dated 18.08.2009.

5. In consideration of the totality of circumstances Government had substituted the structure of entry level pay for the 'post-01.01.2006' direct recruits vide order dated 18.08.2009 in order to set right the anomaly between the 'pre-01.01.2006' direct recruits and 'post-01.01.2006' on the same post for the valid reasons as elaborated in those orders. However, keeping in view the principles governing matters pertaining to revision of pay scale as explained by Registration Service Association AIR 1992 SC 1203 e.g. (i) Method of recruitment (ii) level at which recruitment is made (iii) the hierarchy of service in a given cadre (iv) minimum education/ technical qualifications required (v) avenues of promotion (vi) the nature of duties and responsibilities (vii) horizontal and vertical relativities with similar jobs (viii) public dealing (ix) satisfaction level (x) employer's capability to pay etc and in exercise of the power vested under the provision of the rule 17 and rule 19 of the Haryana Civil Services (Revised Pay) Rules, 2008 and all other powers enabling the Government so to do, it is ordered that the entry level pay in the revised pay structure for the direct recruits appointed on or after 01.01.2006 in respect of following prominent cadres/ services is hereby improved further w.e.f. 01.06.2010 as under:-

Sr. No.	Name of Post Deptt.	Pre-revised pay scale as 31.12.05	Existing Entry Level Pay as per order dated 18.08.2009			Modified Entry Level Pay w.e.f. 01.06.2010		
			Grade Pay in revised pay band 9300-34800 w.e.f. 01.01.06	Pay in Pay Band (PB-2 9300-34800)	Total	Grade Pay	Pay in Pay Band (PB-2 9300-34800)	Total
1.	HPS (Dy Supdt of Police)	8000-13500	5400	12090	17490	5400	14800	20200
2.	ETO	8000-13500	5400	12090	17490	5400	14800	20200
3.	HCMS (Medical Officer)	8000-13500	5400	12090	17490	5400	14800	20200
4.	HDS (Dental Surgeon)	8000-13500	5400	12090	17490	5400	14800	20200
5.	Hr. Vet. Service (Vet Surgeon/	8000-13500	5400	12090	17490	5400	14800	20200

Sr. No.	Name of Post Deptt.	Pre-revised pay scale as 31.12.05	Existing Entry Level Pay as per order dated 18.08.2009			Modified Entry Level Pay w.e.f. 01.06.2010		
			Grade Pay in revised pay band 9300-34800 w.e.f. 01.01.06	Pay in Pay Band (PB-2 9300-34800)	Total	Grade Pay	Pay in Pay Band (PB-2 9300-34800)	Total
	SDO)							
6.	Hr. Engg. Service (AE/SDE in three wings of PWD and Panchayati Raj Deptt and town and Country Planning Deptt.)	8000-13500	5400	12090	17490	5400	14800	20200
7.	Asstt Architect in Architecture Deptt.	8000-13500	5400	12090	17490	5400	14800	20200
8.	Distt. Commandant in Home Guard Deptt	8000-13500	5400	12090	17490	5400	14800	20200
9.	Tehsildar in FCR and Rehabilitation	8000-13500	5400	12090	17490	5400	14800	20200
10.	DFSC in Food & Supplies Department	8000-13500	5400	12090	17490	5400	14800	20200

Sr. No.	Name of Post Deptt.	Pre-revised pay scale as 31.12.05	Existing Entry Level Pay as per order dated 18.08.2009			Modified Entry Level Pay w.e.f. 01.06.2010		
			Grade Pay in revised pay band 15600-39100 w.e.f. 01.01.06	Pay in Pay Band (PB-3 15600-39100)	Total	Grade Pay	Pay in Pay Band (PB-3 15600-39100)	Total
11.	Assistant Advocate General in O/o Advocate General, Haryana	13500-17250	8000	18600	26600	8000	25000	33000

This concludes the order.

**AJIT M. SHARAN**

Financial Commissioner & Principle Secretary  
to Government Haryana, Finance Department

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

**Dated Chandigarh, the 1<sup>st</sup> June, 2010**

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

1. All the Financial Commissioner & Principle Secretaries/  
Administrative Secretaries to Government Haryana.
2. Registrar (General), the High Court of Punjab and Haryana.

3. All the Heads of Department in Haryana.
4. All the Divisional Commissioners in Haryana.
5. All the Divisional Commissioners in Haryana.
6. All the Sub Divisional Officers (Civil) in Haryana.

*Savitosh Baly*  
**Superintendent (PR)**

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

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

**Dated Chandigarh, the 1<sup>st</sup> June, 2010**

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

1. Accountant General (A&E/ Audit), Haryana.
2. Home Secretary, Chandigarh Administration.
3. A copy is forwarded to the Controller Printing & Stationary, Haryana, Chandigarh for publication of the instructions in the Haryana Gazette (Extra Ordinary). He is also requested to send 2000 copies of the same to this Department (in Pay Revision Branch).

*Savitosh Baly*  
**Superintendent (PR)**

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

**Internal Circulation**

1. In charge, Computer Cell (FD)

This concludes the order.

**AJIT M. BHARAN**

Financial Commissioner & Principle Secretary  
 to Government Haryana, Finance Department

Dated Chandigarh, the 1<sup>st</sup> June, 2010

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

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

1. All the Financial Commissioner & Principle Secretary, Administrative Secretaries to Government Haryana.
2. Registrar (General), the High Court of Punjab and Haryana.