

No. 5/10/99-1PR(FD)

From

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

To

1. All the Financial Commissioners & Principal Secretaries/ Administrative Secretaries to Government, Haryana
2. All Heads of the Departments in Haryana
3. The Commissioners, Ambala, Hisar, Rohtak and Gurgaon Divisions
4. All Deputy Commissioners in Haryana
5. All Sub Divisional Officers (Civil) in Haryana.
5. The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated Chandigarh the 13th May, 2010

Subject:- Regarding clarification of the financial up-gradations in the case of ACP matters.

Sir,

Reference on the subject noted above.

I am directed to refer to Haryana Government Notification No. GSR/Const./Art./309/08 Haryana Civil Services (Pay Revision) Rules, 2008 dated 30.12.2008 and GSR/Const./Art./309/08 Haryana Civil Services (ACP) Rules, 2008 and GSR/const/Art/309/08 Haryana Civil Services (ACP) Rules, 2008 dated 30.12.2008 vide which the pay scales of State Government Employees were revised w.e.f. 01.01.2006.

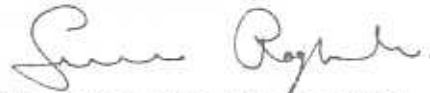
After careful consideration, the Govt. has decided to treat financial up-gradation under Haryana Civil Services (ACP) Rules, 2008 in the following situations/conditions in the various matters:-

| Sr. No. | Issue raised | Clarification |
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| 1. | Whether the additional increments granted at 10/20 and 8/18 years may be treated as a financial up-gradation or not? | Additional increments granted at 10 th and another at 20 th year point in the time scale as applicable from 1.1.1986 to all group 'C' and 'D' employees vide FD letter no. 9/9/91-3PR(FD) dated 14.05.91 and on completion of 8 and 18 years of regular satisfactory service in a particular group vide FD Letter No. 1/138/92-1PR(FD) dated 7.08.92 may not be counted as financial up-gradation under HCS (ACP) Rule, 2008 as already clarified by F.D. vide memo No. 10/108/94-4PR(FD), dated 29.12.95 and on the same analogy, it was not treated as financial up-gradation under HCS (ACP) Rule, 1998. |
| 2. | Whether the selection grade granted may be treated as a financial up-gradation or not? | Selection grade granted to certain categories of employees on completion of certain period/ limited to certain percentage may not be counted as financial up-gradation under HCS (ACP) Rules, 2008 in the following circumstances:- (i) If the pay of the incumbent(s) who were drawing their pay in the pay scale of Selection Grade prescribed for the post had been fixed in the corresponding functional pay scale of the post he was holding due to the reason that time scale and selection grade of a post have been |

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| | | <p>clubbed together and replaced by one single revised pay scale during general revision of pay scale as already clarified vide para No. 9 of F.D. memo No. 1/34/93-4PR(FD) dated 08.02.1994.</p> <p>However, Selection Grade granted to certain categories of employees on completion of certain period/ limited to certain percentage may be counted as financial up-gradation under HCS (ACP) Rules, 2008 in the following circumstances:-</p> <p>(ii) If the pay of the incumbent(s) who were drawing their pay in the pay scale of Selection Grade prescribed for the post had been fixed in the corresponding selection grade pay scale or applicable ACP pay scale under other scheme (ACP Scheme) applicable on them during general revision of pay scale.</p> <p>For example:-</p> <p>(i) Mr. 'Z' a Government employee appointed as School Lecturer in the pay scale of Rs. 2000-3500 (corresponding pay scale 6500-10500 as on 1.1.1996) w.e.f. 2.5.1992 and granted selection grade of Rs. 7500-12000 w.e.f. 1.8.2005. The selection grade of the post of School Lecturer has been discontinued w.e.f. 1.1.2006 and ACP pay scale structure has been made applicable to the post of School Lecturer w.e.f. 1.1.2006. Since, the Government employee has completed his 10 year regular satisfactory service as on 1.1.2006 and he is drawing his pay in the pay scale other than the functional pay scale of the post and HCS (ACP) Rules, 2008 are applicable on him. Therefore, his pay will be fixed in the corresponding 1st ACP pay structure of the post of School Lecturer as per provision contained in Rules 11(3) of HCS(ACP) Rules, 2008 and it will be treated as financial up-gradation under <i>ibid</i> rules.</p> <p>(ii) Mr 'Y' a Government employee appointed as School Lecturer in the pay scale of Rs. 6500-10500 as on 06.12.1996 and granted selection grade of Rs. 7500-12000 w.e.f. 1.12.2004. The selection grade to the post of School Lecturer has been discontinued w.e.f. 1.1.2006 and ACP pay structure has been made applicable to the post of School Lecturer w.e.f. 01.01.2006. Since the Government employee has not completed 10 year regular satisfactory service on the post of School Lecturer as on 1.1.2006. Therefore, his pay may be fixed in the applicable ACP pay scale of the post in relaxation of proviso to Rule 11 (3) of HCS (ACP) Rules, 2008 inspite of the fact that he has not completed his 10 years regular satisfactory service as on 01.01.2006 and it may be treated as financial up-gradation under HCS (ACP) Rules, 2008. The above relaxation may not be applicable in cases where the incumbent(s) who have already availed three financial up-gradation of any kind in his service career.</p> |
| 3. | Whether Higher standard pay scale granted to certain categories of employees may be treated as a financial up-gradation or not? | <p>Higher standard pay Scale granted to certain categories of employees as per F.D. Letter No. 1/34/93-4PR(FD), dated 08.02.1994 may not be counted as financial up-gradation under HCS (ACP) Rules, 2008 in the following circumstances:-</p> <p>(i) If the pay of the incumbent(s) who were drawing their pay in the Higher Standard Pay Scale prescribed for the post had been fixed in the functional pay scale of the post he was holding due to the reason of not fulfilling the prescribed terms and conditions of HCS (ACP) Rules, 2008 or not being eligible for placing in the relevant ACP pay scale during general revision of pay scale.</p> <p>However, Higher Standard pay Scale granted to certain categories of employees as per F.D. Letter No. 1/34/93-4PR(FD) dated 08.02.1994 may be counted as financial up-gradation under HCS (ACP) Rules,</p> |

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| | | 2008 in the following circumstances:- (ii) If the pay of the incumbent(s) who were drawing their pay in the Higher Standard Pay Scale prescribed for the post had been fixed in the relevant ACP pay scale as per eligibility and terms and conditions of HCS (ACP) Rules, 2008. |
| 4. | Whether the promotion in the same scale may be treated as a financial up-gradation or not? | Promotion earned in the post carrying same grade pay in the promotional hierarchy as per departmental service rules and pay has been fixed as per F.D. letter No. 1/48/2009-2PR(FD), dated 27-07-2009 may be counted financial up-gradation for the purpose of ACP up-gradation under HCS (ACP) Rules, 2008. |

Yours faithfully,



Under Secretary Finance (PR)


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

Endst. No. 5/10/99-1PR(FD)

Dated, Chandigarh the 13th May, 2010

A copy for information is forwarded to the following:-

- (1) Accountant General (A & E and Audit) Haryana, Chandigarh
- (2) The Home Secretary, Chandigarh, Administration Chandigarh



Under Secretary Finance (PR)

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