



HARYANA POWER GENERATION CORPORATION LIMITED
Regd. Office: Urja Bhawan, C-7, Sector- 6, PANCHKULA
(ISO: 9001, ISO: 14001 and OHSAS:18001 Certified Company)
Corporate Identity Number: U45207HR1997SGC033517
Website: www.hpgcl.org.in E-mail: bb.gupta@hpgcl.org.in
Tel. No. 0172-5022421 Fax No. 0172- 5022412



Finance Section

Office Order No: **371** /CF/HPGCL/Finance

Dated: - 16.05.2017

Subject: i) Clarification regarding Fixation of Pay in Revised Pay Structure.
ii) Clarification regarding pay Fixation on promotion from ACPL to FPL
iii) Clarification regarding HCS (ACP) Rules, 2016.
iv) Pre- Mature promotion to higher post- Starting Salary- thereof.

HPGCL is pleased to adopt the following instructions / clarifications issued by State Government Finance Department with respect to various clarifications on the revised Pay Rules, 2016 and Assured Career Progression Rules, 2016.

Letter/ Order No.	Date	Subject	Remarks
1/20/2016-5FR (FD)	15.11.2016	Clarification regarding fixation of pay in Revised Pay Structure	Attached as per Annex.-'A'
1/20/2016-5PR (FD)	17.03.2017	Clarification regarding pay fixation of promotion from ACPL to FPL	Attached as per Annex.-'B'
1/20/2016-5FR (FD)	05.04.2017	Clarification Regarding HCS (ACP) Rules, 2016	Attached as per Annex.-'C'
2/84/2016-2GS-1	10.04.2017	Pre- Mature promotion to higher post – Starting Salary-thereof.	Attached as per Annex.-'D'

These instructions should be brought to the notice of all concerned for strict compliance and taking such appropriate measures that are required/ warranted.

This issue with the approval of Board of Directors , HPGCL.

DA/As above.

Sr. Accounts Officer/Finance,
for Controller Finance,
HPGCL, Panchkula

Endst. No. **668** /CF/HPGCL/FIN- 19

Dated:- 16.05.2017

Copy of the above is forwarded to the following for information and necessary action please.

1. All Chief Engineer in HPGCL at Projects/Panchkula.
2. Controller of Accounts, HPGCL, Panchkula.
3. Company Secretary, HPGCL, Panchkula
4. Chief Accounts Officer, HPGCL, Panchkula
5. All FA&CAO in HPGCL at Projects/Panchkula.
6. L.R. HVPNL, Shakti Bhawan, Panchkula.
7. Secretary, BBMB, Sector-19, Chandigarh.
8. O.S.D. to Managing Director, HPGCL, Panchkula.
9. Xen/ IT, HPGCL, Panchkula with the request to upload the same on HPGCL web.site pl.
10. All Deputy Secretary's / Under Secretary's in HPGCL.
11. All Sr. Accounts Officers in HPGCL at Projects/Panchkula.
12. All Accounts Officers in HPGCL at Projects/Panchkula.
13. PRO/LWO, HPGCL, Panchkula.

Sr. Accounts Officer/Finance,
for Controller Finance,
HPGCL, Panchkula

CC:

1. Sr. PS to Chairman, HPGCL, Panchkula.
2. Sr. PS to Managing Director, HPGCL, Panchkula.
3. Sr. PS to Director/Technical, HPGCL, Panchkula.
4. Sr. PS to Director/Generation, HPGCL, Panchkula.

No. 1/20/2016 5PR(FD)

Dated Chandigarh, the 15.11.2016

From

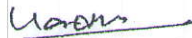
The Principal Secretary to Government, Haryana,
Finance Department.

To

1. All Additional Chief Secretaries and Principal Secretaries to Government of Haryana.
2. All Heads of Departments and Divisional Commissioners, Ambala, Hisar, Rohtak and Gurgaon Division.
3. The Registrar, Punjab and Haryana High Court, Chandigarh.
4. All the Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana State.

Subject: Clarification regarding fixation of pay in revised pay structure.

I am directed to invite your attention to the Notification dated 28.10.2016 regarding Haryana Civil Service(Revised Pay) Rules, 2016 and Haryana Civil Service(Assured Career Progression) Rules, 2016. In the 4th row of the Pay Matrix in Schedule I of HCS(RP) Rules, 2016 and in Schedule-A of HCS(ACP)Rules, 2016, different indices viz. 2.57, 2.62, 2.67 and 2.72 have been mentioned. It must be carefully noted that these indices are of rationalization and meant for deriving the initial cell of the pay level in the Pay Matrix as per 7th CPC. These indices have no relevance with respect to fixation of pay of the existing employees in the revised pay structure. The pay of all the existing employees is to be fixed with a uniform multiplying factor of 2.57 as per Rule 7 of Haryana Civil Service(Revised Pay) Rules, 2016 and Rule 18 of Haryana Civil Service(Assured Career Progression) Rules, 2016.


Chief Accounts Officer (Pay Revision)
For Principal Secretary to Government of Haryana,
Finance Department

Email ID:- payrevisionbranch@gmail.com

Government of Haryana
Finance Department



हरियाणा सरकार
वित्त विभाग

From

The Addl. Chief Secretary to Government Haryana
Finance Department.

To

1. All the Addl. Chief Secretaries/Principal Secretaries to Govt. of Haryana
2. Registrar (General), the High Court of Punjab & Haryana.
3. All the Head of Departments of Haryana.
4. All the Divisional Commissioners in Haryana.
5. All the Dy. Commissioners in Haryana.
6. All the Sub Divisional Officers (Civil) in Haryana.
7. Secretary, Haryana Bureau of Public Enterprises.

Memo No. 1/20/2016-5PR (FD)
Dated, Chandigarh the 07.03.2017

17-03-2017

Subject:- Clarification regarding pay fixation on promotion from ACPL to FPL.

I am directed to draw your attention towards HCS (RP) Rules, 2016 and HCS (ACP) Rules, 2016. A query has been received in the Finance Department that, as to how the benefit of pay fixation is available under these rules, where promotion of the employee has been made in the higher level (but numerically in the lesser level i.e. from ACPL-7 to FPL-6) while drawing pay in ACPL.

It is clarified that, where a Government employee is promoted from ACPL to FPL and numerically the FPL is lesser than ACPL, in such cases, the level of the post is to be determined from the amount appearing in the first cell of the relevant FPL. If the amount of Entry Level pay is higher in the FPL, it will be considered a higher level vis-a-vis the ACPL.

To illustrate, a government employee was drawing pay of Rs.38500/- (w.e.f 01.01.2016) in the ACPL-7 (Entry Level Rs. 33200/-) and he is promoted on 21.09.2016 in the FPL-6 (Entry level Rs.35400/-), the FPL-6 of promotional post shall be considered higher than ACPL-7 because of higher Entry Level pay in FPL-6. The pay in this case will be fixed in the following manner:-

Date	Pay in ACPL-7(3600GP)	Pay in FPL-6(4200GP)	Remarks
01.01.2016	38500/-	-	Pay in ACPL
01.07.2016	39700/-		
21.09.2016 (Date of Promotion)	40900/-	41100/-	Pay fixed as per Rule 13 of HCS (RP) Rules, 2016 read with Note below Rule 18 of HCS (ACP) Rules, 2016.

Date of Next Increment will be 01.07.2017

Under
Chief Accounts Officer (PR)
for Addl. Chief Secretary to Govt. Haryana,
Finance Department

From

The Addl. Chief Secretary to Government Haryana,
Finance Department.

To

1. All the Addl. Chief Secretaries/Principal Secretaries to Govt. of Haryana
2. All the Head of Departments in Haryana.
3. All the Divisional Commissioners in Haryana.
4. All the Dy. Commissioners in Haryana.
5. All the Sub Divisional Officers (Civil) in Haryana.

Memo No. 1/20/2016-5PR (FD) Dated, Chandigarh the 05.04.2017

Subject:- Clarification regarding HCS(ACP) Rules, 2016.

I am directed to draw your attention towards HCS (ACP) Rules, 2016. A query has been received in the Finance Department that, where an employee has already completed prescribed length of service before 01.01.2016, however, he was not entitled for ACP as per provisions contained in HCS(ACP) Rules, 2008 and now he is entitled for ACP Level w.e.f 01.01.2016 under HCS (ACP) Rules, 2016, in what manner, the pay of such employee would be revised.

It is clarified that, in such cases, the pay shall be revised first in the Functional Pay Level as per HCS (RP) Rules, 2016. Thereafter, he shall be considered for ACP Level as per HCS (ACP) Rules, 2016 and the pay shall be fixed under Rule 21 of these Rules. Accordingly, illustration No. 4 of these Rules is clarified/rectified as under:-

Mr. D was recruited as fresh entrant on the post of Junior Engineer on 19.09.2006 in PB-2, 9300-34800+GP3600/-. He is working on the same post and has got no financial up-gradation. The Grade Pay of Rs.3600/- has been upgraded to Rs.4000/- w.e.f 01.09.2014. He has completed 8 years of service on 18.09.2014 and is entitled for 1st ACP w.e.f 01.01.2016. He was drawing pay at Rs. 13290+GP 4000 as on 31.12.2015. After grant of 1st ACP w.e.f 01.01.2016, his pay will be fixed in the following manner:-

1	Functional Pay Level of the post of JE	FPL-6
2	1 st ACP level admissible under Rule 7(1) of HCS (ACP) rules, 2016	ACPL-10
3	Fixation of pay in FPL-6, as on 01.01.2016 under Rule 7 of HCS(RP) Rules, 2016 (13290+4000=17290*2.57=44435/-)	44900/-
4	Fixation of pay in ACPL-10, as on 01.01.2016 after grant of 1 st ACP under Rule 21 of HCS (ACP) Rules, 2016	
5	Increment granted in FPL-6 on grant of ACP i.e. next cell in the existing level	46200/-
6	Pay fixed on grant of ACPL-10	46200/-
7	Next date of increment is 01.07.2016	

These instructions are available on the website of Finance Department, Haryana i.e. finhry.gov.in.

Wason
5/4/17
Chief Accounts Officer (PR)
for Addl. Chief Secretary to Govt. Haryana,
Finance Department

Encst. No. 1/20/2016-5PR (FD) Dated, Chandigarh the 05.04.2017

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

1. Registrar (General), the High Court of Punjab & Haryana, Chandigarh.
2. Accountant General (A&E), Haryana, Chandigarh.
3. Secretary, Haryana Bureau of Public Enterprises.
4. Incharge, Computer Cell, (FD)

Wason
5/4/17
Chief Accounts Officer (PR)
for Addl. Chief Secretary to Govt. Haryana,
Finance Department

MPGCL

Annex. D

MD/HPGCL
Memo No. 1807
Dir/Tech.
Dir/Gen.
Dir/Fin.
OSD/Tech.
COA

No.2/84/2016-2GS-1
Government of Haryana
General Administration Department
General Services-1 Branch
Dated Chandigarh, the 10th April, 2017

From

The Chief Secretary to Government Haryana

To

Chief Accounts Officer/
HPGCL, Panchkula
Dairy No. 1491
Date: 25.4.17
Sr. Accounts Officer
Pension, PF,
Adm., PT, P&P,
Ext. Audit,
Am., NPS,
Int. Audit.

1. All the Administrative Secretaries to Government of Haryana.
2. All the Heads of Department and Divisional commissioners, Ambala, Hisar, Rohtak and Gurgram Divisions.
3. The Registrar, Punjab and Haryana High Court, Chandigarh.
4. All the Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana State.
5. All the Managing Director of Boards/Corporations/Public Undertakings of the State.
6. All the Registrar of the Universities of the State.

Subject: Pre Mature promotion to higher post - Starting Salary-thereof.

Sir/Madam,

I am directed to invite your attention to the instructions issued vide Government circular No. 2/10/1992-2GS-1 dated 08.03.2011 and other instructions issued from time to time on the subject noted above and to say that consequent upon the implementation of revised pay structure as per Seventh Pay Commission comprising Pay Matrix System w.e.f 01.01.2016 vide Haryana Civil Services(Revised Pay) Rules 2016, the instructions issued vide letter No. 2/10/1992-2GS-1 dated 08.03.2011 are modified in the following manner:-

A. In case of those employees who have been pre-maturely promoted after 01.01.2016 and their experience is also completing after 01.01.2016, their pay will be fixed in the following manner:-

(i) If on pre-mature promotion, the minimum of the pay level of the promotional post is higher than the basic pay on the lower post, the minimum pay of the higher post may be allowed till the completion of deficiency in experience. In case, during the deficiency in experience, the presumptive pay of the lower post exceeds the minimum pay level of the promotional post, the pay of lower post will be protected from time to time and such pay shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

(ii) If at the time of pre-mature promotion, the pay drawn on the lower post is higher than the minimum pay level of the promotional post, the pay drawn on the lower post may be protected from time to time and such pay shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

(iii) On completion of required experience, the pay shall be fixed under provision of normal rules of CSR/ pay on promotion under HCS (RP) Rules, 2016, wherever applicable.

B. In case of those employees who have been pre-maturely promoted before 01.01.2016 and their experience is completing after 01.01.2016, their pay in revised pay structure will be fixed in the following manner:-

No. 646 (PA/COA)
Dt. 25/4/17


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- i. Pay in pay band as on 01.01.2016 plus grade pay of the feeder post will be reckoned as existing basic pay on notional basis and grade pay of the promotional post will be reckoned as existing basic pay on actual basis. This will be multiplied by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located at in the level of the promotional post and if such an identical figure corresponds to any Cell of the level of promotional post, the same shall be the pay, and if no such Cell is available in the level of promotional post, the pay shall be fixed at the immediate next higher Cell in that applicable level of pay matrix.
- ii. If the minimum or the first Cell in the applicable level is more than the amount arrived at as per (a) above, the pay shall be fixed at minimum pay or the first Cell of that applicable level.
- iii. In case, during the deficiency in experience, the presumptive pay of the lower post exceeds the minimum pay level of the promotional post, the pay of lower post will be protected from time to time and such pay shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.
- iv. On completion of required experience, pay on promotion shall be fixed under provision of normal rules of CSR/HCS(RP) Rules, 2016, wherever applicable. To illustrate the fixation of pay from pre-revised to revised structure, an example is given below:-

Mr. 'X' was drawing the pay in grade pay of Rs.6000/- and has been promoted on pre mature basis on 08.06.2015 in the functional grade pay of Rs.7600/- in PB 3 and as on 31.12.2015 he was drawing pay in pay band Rs.23340+7600/- and he completed the period of experience on 01.11.2016, his pay would be fixed as under:-

Date	Pre-revised pay band 15600-39100+6000GP of the feeder post	Pay on notional basis in Level 11	Pre-revised PB 3, 15600-39100 + 7600 GP of the promotional post	Pay on actual basis in Level 12	Remarks
01.01.2016	23340 + 6000 = 29340 * 2.57 = 75403.8	76200(N)	23340+7600 = 30940 * 2.57 = 79515.8	81200(A)	Pay revised as per Rule 7 of HCS(RP) Rules, 2016
01.07.2016		78500(N)		81200(A)	A.1 (pay of the feeder post is less than the pay of promotion post fixed on 01.01.2016)
01.11.2016 (Date of completion of requisite experience)		80900(N) (promotional increment)		81200(A)	Pay fixed on completion of experience
Date of next increment is 01.07.2017					

2. It is requested that the above instructions may be brought to the notice of all concerned for strict compliance.


 Under Secretary to Government of Haryana,
 General Administration Department