

 <p>HPGCL AN ISO 9001:2015 & OHSAS 18001 CERTIFIED COMPANY</p>	<p>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</p>	 <p>॥ चरलता हरियाणा-चरता हरियाणा ॥</p>
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FINANCE SECTION

Office Order No. **367** /Finance

Dated: 15.05.2017

The Haryana Power Generation Corporation Limited (HPGCL) is pleased to revise pay scale of various categories of its employee's w.e.f 01.01.2016 on the analogy of State Government notification No. 1/20/2016 (RP)- 5PR (FD) dated 28.10.2016 hereby makes the following rules, namely:

1. Short title and commencement:-

- (1) These rules may be called the **HPGCL (Revised Pay) Rules, 2016.**
- (2) These rules shall be deemed to have come into force on the 1st day of January, 2016, unless otherwise provided by the HPGCL for any class or category of persons;

2. Categories of HPGCL employees to whom these rules apply:-

- (1) Save as otherwise provided under these rules, it shall apply to the persons appointed in HPGCL and posts in connection with the affairs of the HPGCL, who are under the administrative control of the HPGCL and whose pay in borne by HPGCL .

Note:- These rules shall also be applicable to re-employed pensioners including military pensioners, who are drawing pay in the existing pay structure subject to revision of pension from 1st January, 2016.

(2) These rules shall not apply to—

- (a) Members of All India Services working in connection with the affairs of HPGCL.
- (b) Officers of Judicial services working in connection with the affairs of HPGCL.
- (c) Persons not in whole time employment;
- (d) Persons paid otherwise than on monthly basis, including those paid on a piece-rate basis or on daily wages basis or on contract basis or appointed under outsourcing policies;
- (e) HPGCL employee who is drawing his pay in a pay scale under HPGCL (Assured Carrier progression) rules with effect from the date on which he started drawing his pay in the pay scale under HPGCL (Assured Carrier Progression) rules and till the time he draws his pay in that pay scale;
- (f) Any other class or category of persons whom the HPGCL may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. Definitions:-

In these rules, unless the context otherwise requires—

- (a) **“basic pay in the revised pay structure”** means the pay drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like special pay, etc;
- (b) **“CSR”** means the Civil Services Rules applicable to Haryana Government employees as amended from time to time and as applicable in connection with the affairs of HPGCL;
- (c) **“direct recruit”** with reference to a post or a HPGCL employee means the post on which such HPGCL employee was recruited as a regular and direct recruit fresh entrant in the HPGCL service;
- (d) **“existing basic pay”** means pay in the existing functional pay band on the date of option plus functional Grade Pay of the post as on 31st December, 2015 held by the person, it does not include any other type of pay like “special pay”, “personal pay” etc;

Exception: Where a higher pay structure (other than ACP pay structures) has been sanctioned by the competent authority to a HPGCL employee as a measure personal to him, his basic pay in that pay structure shall be treated the existing basic pay.

- (e) **“existing emoluments”** means the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on 1st day of January 2016. It does not include interim relief or any other relief or emoluments;
- (f) **“existing Pay Band and Grade Pay/Scale”** or **“existing pay structure”** in relation to a HPGCL employee means the present system of Pay Band and Grade Pay or Higher Administrative Grade applicable to the post held by a HPGCL employee as on the date immediately before the coming into force of these rules whether in a substantive or officiating capacity;

Explanation:

The expressions “existing Pay Band and Grade Pay/Scale” or “existing pay structure”, in respect of a HPGCL employee who on the 1st day of January, 2016 was on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, shall mean such basic pay, Pay Band and Grade Pay or scale in relation to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or officiating in higher post, as the case may be;

- (g) **“functional pay structure or functional level”** in relation to a HPGCL employee means the functional level in pay matrix prescribed for the post held by him. It does not mean any other level in which the HPGCL employee is drawing his pay as a measure personal to him with any other justification like length of service, or higher/additional qualification or upgradation of pay scale due to any other reason;
- (h) **“HPGCL employee”** for the purpose of these rules means the employees of HPGCL to whom the scheme applies under rule-2. The person(s) appointed to the post (s) in connection with the affairs of the HPGCL which are under the administrative control of HPGCL and whose pay is debit to HPGCL accounts and to whom these rules apply;

- (i) **"HPGCL"** means the Haryana Power Generation Corporation Limited ;
- (j) **"leave"** means any sanctioned leave as defined in Civil Services Rules, except "casual leave". Any type of absence without the sanction of competent authority shall not be considered as leave;
- (k) **"applicable level"** in the **Pay Matrix** shall mean the Level corresponding to the Pay Band and Grade Pay/ scale as on 1st January, 2016 specified in Schedule-I ;
- (l) **"memorandum explanatory"** means the memorandum explanatory appended to these rules, briefly explaining the nature, philosophy, justification, objectives, applicability etc. of these rules;
- (m) **"officiating appointment"** means appointment of a HPGCL employee on a permanent or temporary post as a temporary measure. The appointment of a HPGCL employee working on regular basis is also to be considered as officiating during the period of probation;
- (n) **"pay in the level"** means pay drawn in the appropriate Cell of the Level as specified in the Schedule-I ;
- (o) **"pay matrix"** means Matrix specified in the Schedule-I , with Levels of pay arranged in vertical cells as assigned to corresponding **existing pay band and grade pay/scale**;
- (p) **"pay scale as a measure personal to a HPGCL employee"** means any pay structure granted by the competent authority to a HPGCL employees as a measure personal to him. It does not include ACP pay structure or any other pay structure granted for possessing additional qualification etc;
- (q) **"pay"** means the amount drawn monthly by a HPGCL employee, other than special pay or pay granted in lieu of his personal qualification or his length of service, in the **functional pay structure**, which has been sanctioned for a post held by him in substantively or in an **officiating** capacity or in case where no separate functional pay scale is sanctioned for the post held by the HPGCL employee constituting a cadre, in the pay scale to which he is entitled by reason of his position in a cadre;
- (r) **"persons"** means persons who are HPGCL employees for the purposes of these rules;
- (s) **"revised emoluments"** means revised pay in the level of a HPGCL employee in the revised pay structure;
- (t) **"revised pay structure"** in relation to a post means revised level in pay matrix corresponding to the existing Pay Band and Grade Pay or **existing pay structure** of the post unless a different revised Level is notified separately for that post;
- (u) **"schedule"** means schedule appended to these rules;
- (v) **"substantive pay"** means pay drawn by a HPGCL employee on the post to which he has been appointed substantively or by reason of his/her substantive position in a cadre;

Note:-

A HPGCL employee who has been appointed temporarily to a post while still drawing his salary in his earlier pay scale or in any other pay scale except the pay scale prescribed for the post on which he has been appointed, will not be deemed to have been appointed against such post either in the officiating capacity or in the substantive capacity for the purposes of these rules.

4. Level of posts.—

(a) The functional Level of post shall be determined in accordance with the various Levels as assigned to the corresponding existing functional Pay Band and Grade Pay or scale as specified in Pay Matrix in the Schedule-I. The post wise functional pay structure as on 31.12.2015 viz-a-viz Revised Level in Pay Matrix w.e.f 01.01.2016 is given in Schedule-A;

(b) Where the functional pay scale of a post was ₹ 6500-10500 as on 31st December, 2005 and thereafter revised to PB-2 with Grade Pay ₹ 4200 w.e.f. 1st January, 2006, the revised level of that post applicable w.e.f. 1st January, 2016 shall be 7 (seven) corresponding to Grade Pay ₹ 4600. On the analogy of State Government, the Grade Pay of ₹4300 is upgraded to Grade Pay of ₹4600.

However, where the functional pay scale of a post was less than ₹6500-10500 and upgraded to Grade Pay ₹ 4200 on or after 1st January, 2006 shall not be covered under this provision of upgradation.

5. Drawal of pay in the revised pay structure:-

Save as otherwise provided in these rules, a HPGCL employee shall draw pay in the Level in the revised pay structure applicable to the post to which he is appointed:

Provided that a HPGCL employee may elect to continue to draw pay in the existing pay structure until the date on which he earns his next increment or until he vacates his post or ceases to draw pay in the existing pay structure.

Provided further that in cases where a HPGCL employee has been promoted or appointed from one post to another of higher grade pay or scale, between 1st day of January, 2016 and the date of notification of these rules may elect to switch over to the revised pay structure from the date of such promotion, 1st July, 2016 or subsequent appointment, as the case may be.

Explanation 1:- The option to retain the existing pay structure under the provision of this rule shall be admissible only in respect of one existing Pay Band and Grade Pay / Scale.

Explanation 2:- Where Grade Pay of a post has been merged with higher grade pay or upgraded, the employee promoted to such post, between the period from 01.01.2016 and the date of notification, may opt for revised pay structure from a date of promotion or 1st July, 2016 but in that case the existing basic pay admissible in the pay structure as on 31.12.2015 of the promotional post shall be taken into account.

Explanation 3:- The aforesaid option shall not be admissible to any person appointed to a post for the first time in HPGCL service by direct recruitment or otherwise on or after the 1st day of January, 2016, and he shall be allowed pay only in the revised pay structure.

6. Exercise of option:-

(1) The option under the provisos to rule 5 shall be exercised in writing in the form appended to these rules so as to reach the authority mentioned in sub-rule (2) within three months from—

(a) the date of notification of these rules; or

- (b) the date where revision in the existing pay structure and/or re-fixation of pay with retrospective effect is made by any order subsequent to the date of notification of these rules;

Provided that in the case of a HPGCL employee who is, on the date of such notification or, as the case may be, date of such order, out of India either on leave or deputation or foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India;

Provided further that where a HPGCL employee is under suspension on the 1st day of January, 2016, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.

- (2) The option shall be intimated by the HPGCL employee to the Head of his office along with an undertaking, in the form appended to these rules.
- (3) If the intimation regarding option is not received within the time mentioned in sub-rule (1), the HPGCL employee shall be deemed to have elected to be governed by the revised pay structure w.e.f. the 1st day of January, 2016.
- (4) The option once exercised shall be final.

Note 1:- Persons whose services were terminated on or after the 1st January, 2016, and who could not exercise the option within the prescribed time limit, on account of death, discharge on the expiry of the sanctioned post, resignation, dismissal or removal on account of disciplinary proceeding, shall be entitled to exercise option under sub-rule (1).

Note 2:- Persons who have died on or after the 1st day of January, 2016, and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2016, or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

Note 3:- Persons who were on earned leave or any other leave on 1st day of January, 2016 which entitled them to leave salary shall be entitled to exercise option under sub-rule (1).

7. Fixation of pay in the revised pay structure.—

- (1) The pay of a HPGCL employee who elects or is deemed to have elected under rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2016, shall, unless in any case the HPGCL by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in officiating post held by him, in the following manner namely:-

(A) In the case of all employees:-

- (i) the pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

Illustration 1:

1.	Existing Pay Band	PB-1
2.	Existing Grade Pay :	₹ 2,400
3.	Existing Pay in Pay Band :	₹10,160
4.	Existing basic pay :	₹ 12,560 (10,160+2,400)
5.	Pay after multiplication by a fitment factor of 2.57 : $12,560 \times 2.57 =$	₹32,279.20 (rounded off to 32,279)
6.	Level corresponding to GP 2400 :	Level 4
7.	Revised Pay in Pay Matrix (either equal to or next higher to ₹ 32,279 in Level 4) :	₹32,300

Grade pay Levels	1800	1900	2000	2400	2800
	1	2	3	4	5
1	18000	19900	21700	25500	29200
2	18500	20500	22400	26300	30100
3	19100	21100	23100	27100	31000
4	19700	21700	23800	27900	31900
5	20300	22400	24500	28700	32900
6	20900	23100	25200	29600	33900
7	21500	23800	26000	30500	34900
8	22100	24500	26800	31400	35900
9	22800	25200	27600	32300	37000
10	23500	26000	28400	33300	38100
11	24200	26800	29300	34300	39200

- (ii) Where Grade Pay has been merged with higher Grade Pay or upgraded, the basic pay as on 1st January, 2016 in the pre-revised pay structure (as before merging) shall be taken into account at the time of initial fixation of pay from unrevised to revised pay structure adopting above said formula, as clarified in the illustration 2 below:-

Illustration 2:

Mr. T was drawing Grade Pay ₹ 3600 as on 1st January, 2016 while working on a post of Assistant. The functional Grade Pay of this post has been merged to ₹ 4200 and the corresponding Level is 6 in the Pay Matrix. His pay in the revised level shall be fixed as under:-

1.	Existing Pay Band :	PB-2
2.	Existing Grade Pay	₹ 3,600
3.	Grade Pay after merger	₹ 4,200
4.	Existing Pay in Pay Band :	₹ 15,000
5.	Existing basic pay :	₹ 18,600 (15,000 +3,600)
6.	Pay after multiplication by a fitment factor of 2.57 :	₹ 18,600 x 2.57 = 47,802
7.	Level corresponding to GP ₹ 4,200 :	Level 6
8.	Revised Pay in Pay Matrix (either equal to or next higher to ₹ 47,802 in Level 6) :	₹ 49,000

Grade Pay	2800	2900	4200	4600
Level	5	5A	6	7
1	29200	29600	35400	44900
2	30100	30500	36500	46200
3	31000	31400	37600	47600
4	31900	32300	38700	49000
5	32900	33300	39900	50500
6	33900	34300	41100	52000
7	34900	35300	42300	53600
8	35900	36400	43600	55200
9	37000	37500	44900	56900
10	38100	38600	46200	58600
11	39200	39800	47600	60400
12	40400	41000	49000	62200
13	41600	42200	50500	64100
14	42800	43500	52000	66000

- (iii) Where a HPGCL employee has been promoted between the period from 1st January, 2016 and the date of notification, to a post the Grade Pay of which has been merged with higher grade pay or upgraded, opt for revised pay structure from a date later than 1st January, 2016 but in their case the pay structure as on 31st December, 2015 of the post held by him on the date of option shall be taken into account, as clarified in the illustration 3 below :-

Illustration 3:

Mr. P was working on the post of 'X' in the grade pay of ₹ 4000/- . He was promoted to the post of 'Y' in GP-4200/- w.e.f. 01.08.2016, the Grade Pay of the post of 'Y' is upgraded from GP-4200/- to GP-4600/- w.e.f. 1st January, 2016 , Mr. P opted revised pay rules from the date of promotion. The pay of Mr. P will be fixed in the following manner:-

1.	Existing Pay Band :	PB-2
2.	Existing pay as on 01.07.2016 on the post of 'X' [imaginary]	₹ 23,700 (19,700 + 4000)
3.	Date of promotion :	01.08.2016
4.	Existing grade pay of promotional post:	₹ 4,200
5.	Upgraded grade pay of promotional post:	₹ 4,600
6.	Pay as 'Y' on 01.08.2016 in the pay structure as on 31.12.2015 i.e. PB-2, Grade Pay Rs.4200	20420+4200=24620
7.	Pay fixed as 'Y' after multiplication by the fitment factor i.e. (24620 x 2.57= ₹ 63,273 in Level-7):	₹ 64,100

Grade Pay	GP 4200	GP 4600	GP 4800
Level	Level 6	Level 7	Level -8
1	35400	44900	47600
2	36500	46200	49000
3	37600	47600	50500
4	38700	49000	52000
5	39900	50500	53600

6	41100	52000	55200
7	42300	53600	56900
8	43600	55200	58600
9	44900	56900	60400
10	46200	58600	62200
11	47600	60400	64100
12	49000	62200	66000
13	50500	64100	68000
14	52000	66000	70000

(iv) If the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i), (ii) or (iii) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.

(B) In the case of Medical Officers in respect of whom Non-Practicing Allowance (NPA) is admissible, the pay in the revised pay structure shall be fixed in the following manner:-

(i) the existing basic pay shall be multiplied by a factor of 2.57 and the figure so arrived at shall be added to by an amount equivalent to Dearness Allowance on the pre-revised Non-Practicing Allowance admissible as on 1st day of January, 2016. The figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix;

(ii) the pay so fixed under sub-clause (i) shall be added by the pre-revised Non Practicing Allowance admissible on the **existing basic pay** until further decision on the revised rates of Non-Practicing Allowance.

Illustration: 4:

1.	Existing Pay Band :	PB-2
2.	Existing Grade Pay :	₹ 5,400
3.	Existing pay in Pay Band :	₹ 9300
4.	Existing basic pay :	₹ 20280
5.	25% NPA on Basic Pay :	₹ 5070
6.	DA on NPA @ 125% :	₹ 6338
7.	Pay after multiplication by a fitment factor of 2.57 : $20280 \times 2.57 = 52120$	₹ 52120
8.	DA on NPA	₹ 6338 (125% of 5,070)
9.	Sum of serial number 7 and 8 =	₹ 58458
10.	Level corresponding to Grade Pay ₹ 5400 (PB-2)	Level 9
11.	Revised Pay in Pay Matrix (either equal to or next higher to ₹ 52,120 in Level 9) :	₹ 59,700
12.	Pre-revised Non Practicing Allowance :	₹ 5,070
13.	Revised Pay + pre-revised Non Practicing Allowance :	₹ 64,770

Grade Pay	5400	5900	6600	7600
Levels	9	9A	10	11
1	53100	57400	67700	78800
2	54700	59100	69700	81200
3	56300	60900	71800	83600
4	58000	62700	74000	86100
5	59700	64600	76200	88700
6	61500	66500	78500	91400

Note 1:- A HPGCL employee who is on leave including Study Leave on the 1st day of January, 2016, and is entitled to leave salary shall be entitled to pay in the revised pay structure from 1st day of January, 2016 or the date of option for the revised pay structure.

Note 2:- In case of HPGCL employee under suspension, he shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure will be subject to final order on the pending disciplinary proceedings or otherwise a final order, as the case may be.

Note 3:- Where the 'existing emoluments' exceed the revised emoluments in the case of any HPGCL employee, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 4:- Where a HPGCL employee is in receipt of personal pay immediately before the date of notification of these rules, which together with his existing emoluments exceed the revised emoluments, then the difference representing such excess shall be allowed to such HPGCL employee as personal pay to be absorbed in future increase in pay.

Note 5:- (a) Where in the fixation of pay under sub-rule (1), the pay of a HPGCL employee, who, in the existing pay structure was drawing immediately before the 1st day of January, 2016, more pay than another HPGCL employee junior to him in the same cadre, gets fixed in the revised pay structure in a cell lower than that of such junior, his pay shall be stepped up to the same cell in the revised pay structure as that of the junior.

(b) In case where a senior HPGCL employee promoted to a higher post before the 1st day of January, 2016, draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay of the senior HPGCL employee should be stepped up to an amount equal to the pay in the pay structure as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior HPGCL employee.

The stepping up under (a) and (b) above shall be done subject to the fulfilment of the following conditions, namely:-

- (i) both the junior and the senior HPGCL employees should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
- (ii) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay should be same;

(iii) the senior HPGCL employee at the time of his promotion should have been drawing equal or more pay than that of the junior;

(iv) the anomaly is directly as a result of the application of the provisions of Civil Services Rules or any other rule or order regulating pay fixation on such promotion in the revised pay structure:

Provided that if the junior officer was drawing more pay in the existing pay structure than the senior by virtue of any advance increment(s) or otherwise granted to him on a personal measure, the provisions of this sub-rule shall not be invoked to step up the pay of the senior officer.

(c) After re-fixation of the pay of the senior employee in accordance with clause (a) and (b), he shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.

8. Fixation of pay of employees appointed first time in HPGCL service by direct recruitment or otherwise on or after 1st day of January, 2016:-

The pay of employees appointed first time in service by direct recruitment or otherwise on or after 1st day of January, 2016 shall be fixed at the minimum pay or the first Cell in the Level, applicable to the post to which such employees are appointed:

Provided that where the existing pay of such employee appointed on or after 1st day of January, 2016 and before the date of notification of these rules, has already been fixed in the existing pay structure and if his existing emoluments happen to exceed the minimum pay or the first Cell in the Level, as applicable to the post to which he is appointed on or after 1st day of January, 2016, such difference shall be paid as personal pay to be absorbed in future increments in pay.

9. Increments in Pay Matrix :-

The increment in the pay matrix shall be as specified in the vertical Cells of the applicable Level in the Pay Matrix.

Illustration 5 :

An employee in the Basic Pay of ₹ 32,300 in Level 4 will move vertically down the same. Level in the cells and on grant of increment, his basic pay will be ₹ 33,300.

Grade Pay	1800	1900	2000	2400	2800
Levels	1	2	3	4	5
1.	18000	19900	21700	25500	29200
2.	18500	20500	22400	26300	30100
3.	19100	21100	23100	27100	31000
4	19700	21700	23800	27900	31900
5	20300	22400	24500	28700	32900
6	20900	23100	25200	29600	33900
7	21500	23800	26000	30500	34900
8	22100	24500	26800	31400	35900
9	22800	25200	27600	32300	37000
10	23500	26000	28400	33300	38100
11	24200	26800	29300	34300	39200

10. Date of next increment in the revised pay structure:-

- (1) There shall be two dates for grant of increment namely, 1st January and 1st July of every year; instead of existing date of 1st July:

Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion or grant of financial upgradation.

Provided further that a HPGCL employee who does not complete six months qualifying service before the date of normal increment due on 1st July or 1st January, as the case may be, his date of next increment shall be changed to 1st January or 1st July and shall be granted subject to admissibility.

- (2) The increment in respect of an employee appointed or promoted or granted financial upgradation during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

(a) In case of an employee appointed or promoted in the normal hierarchy during the period between the 2nd day of July, 2016 and the 1st day of January, 2017, the first increment shall accrue on the 1st day of July, 2017 and thereafter it shall accrue after one year on annual basis.

(b) In case of an employee appointed or promoted in the normal hierarchy during the period between 2nd day of January, 2016 and 1st day of July, 2016, who did not draw any increment on 1st day of July, 2016, the next increment shall accrue on 1st day of January, 2017 and thereafter it shall accrue after one year on annual basis:

Provided that in the case of employees whose pay in the revised pay structure has been fixed as on 1st day of January, the next increment in the Level in which the pay was so fixed as on 1st day of January, 2016 shall accrue on 1st day of July, 2016:

Provided further that the next increment after drawal of increment on 1st day of July, 2016 shall accrue on 1st day of July, 2017.

11. Fixation of pay from a date subsequent to the 1st day of January, 2016:-

Where a HPGCL employee continues to draw his pay in the existing pay structure is brought over to the revised pay structure from a date later than the 1st day of January, 2016, his pay from the later date in the revised pay structure shall be fixed in accordance with clause (A) of sub-rule (1) of rule 7.

12. Fixation of pay on reappointment after the 1st day of January, 2016 to a post held prior to that date:-

A HPGCL employee who has officiated in a post prior to the 1st day of January, 2016, but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised pay structure shall be allowed the benefit of the provisions in Civil Services Rules to the extent it would have been admissible had he been holding that post on the 1st day of January, 2016, and had elected the revised pay structure on and from that date.

13. Fixation of pay on promotion on or after 1st day of January, 2016.— The fixation of pay in case of promotion from one post to another in the higher or identical Level of revised pay structure shall be made in the following manner, namely:-

- (i) One increment shall be given in the Level from which the employee is promoted and he 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) On enhancement in presumptive pay of feeder post due to increment or otherwise while working on promotional post, the pay of promotional post shall be re-fixed as if the incumbent has been promoted on the date of such enhancement, if it is advantageous to him, as provided in rule 4.14 (2) of Punjab Civil Services Rules Volume-I Part-I, applicable prior to 19th July 2016 and Rule 21 of Haryana Civil Services (Pay) Rules 2016, applicable from 19th July, 2016 and as adopted by the HPGCL from time to time.

Illustration 6:- Fixation of pay of Mr. 'A' on his promotion from Level 7 to Level 8

1.	Level of pay of feeder post :	Level 7
2.	Basic Pay in the Level of feeder post as on 01.01.2016 :	₹ 52,000
3.	Date of next increment	01.07.2016
4.	Date of promotion from Level 7 to Level 8	01.02.2016
5.	Level of pay of promotional post	Level 8
6.	Pay after adding one increment in Level 7 of feeder post	₹ 53,600
7.	Pay as on the date of promotion in the Level of promotional post i.e. Level 8 :	₹ 53,600 (either equal to or next higher to ₹ 53,600 in Level 8)
8.	Date of next increment in the Level 8 of promotional post.	01.01.2017
9.	Presumptive Pay of the feeder post as on 01.07.2016 after adding one normal increment due on that day.	₹ 53,600
10.	Re-fixation of pay of promotional post due to enhancement in presumptive pay of feeder post as per provision in Rule 4.14(2) of Pb. CSR Volume-I, Part-I.	₹ 55,200
11.	Date of next increment	01.07.2017 and so on.

Grade Pay	4200	4600	4800
Levels	6	7	8
1.	35400	44900	47600
2.	36500	46200	49000
3.	37600	47600	50500
4.	38700	49000	52000
5.	39900	50500	53600
6.	41100	52000	55200
7.	42300	53600	56900

Illustration 7:- Fixation of pay on promotion of an employee Mr. B from Level 4 to Level 5

1.	Level of pay of feeder post :	Level 4
2.	Basic Pay as on 01.01.2016 in the Level of feeder post:	₹ 27,900
3.	Date of next increment	01.07.2016
4.	Pay on annual increment as on 01.07.2016	₹ 28,700
5.	Date of next increment	01.07.2017
5.	Date of Promotion	01.12.2016
6.	Level of pay of promotional post	Level 5
7.	Pay after adding one increment in Level 4 of feeder post	₹ 29,600
8.	Pay as on the date of promotion promotional post i.e. Level 5 :	₹ 30,100
9.	Date of next increment	01.07.2017 and so on.

Grade Pay	2400	2800	2900	4200
Levels	4	5	5A	6
1	25500	29200	29600	35400
2	26300	30100	30500	36500
3	27100	31000	31400	37600
4	27900	31900	32300	38700
5	28700	32900	33300	39900
6	29600	33900	34300	41100
7	30500	34900	35300	42300

Illustration 8: Fixation of pay on promotion in identical/ same level after merger:-

Before 01.01.2016, the Grade Pay of Jr. Scale Steno was ₹ 3600 and Grade pay of promotional post namely Sr. Scale Steno was ₹ 4000.

Now, Grade Pay of ₹ 3600 and ₹ 4000 of all the posts have been merged with Grade Pay ₹ 4200 and the feeder and promotional posts have come in identical Level-6. Pay of a Jr. Scale Steno on promotion as Sr. Scale Steno will be fixed as under:-

1.	Level of pay of feeder as well as promotional post:	Level 6
2	Basic Pay as on 01.07.2016 in the Level of Jr. Scale Steno	₹ 39900
3	Date of next increment	01.07.2017
4.	Date of promotion as Sr. Scale Steno	31.08.2016
5.	Level of pay of promotional post	Level 6
6.	Pay after giving one increment in Level 6 of feeder post	₹ 41,100
7.	Date of next increment	01.07.2017 and so on

Grade Pay	2800	2900	4200	4600
Levels	5	5A	6	7
1	29200	29600	35400	44900
2	30100	30500	36500	46200
3	31000	31400	37600	47600
4	31900	32300	38700	49000
5	32900	33300	39900	50500
6	33900	34300	41100	52000
7	34900	35300	42300	53600

- (iii) In the case of HPGCL employees receiving Non-Practicing Allowance, their basic pay plus Non-Practicing Allowance shall not exceed the average of basic pay of the revised scale applicable to the HAG Level (₹ 2,24,100) and the Level of the Chief Secretary (₹ 2,25,000) which comes to ₹ 2,24,550.

14. Mode of payment of arrears of pay:-

Those employees who complete the requisite formalities as prescribed in the ibid notification, their salary of May,2017 will be disbursed and the arrear for the period January,2016 to April,2017 will paid with the salary of May,2017.

For other, the revision will take place in the month the formalities are completed and arrear will be drawn accordingly.

Explanation:-

For the purposes of this rule:

- (a) "arrears of pay" in relation to a HPGCL employee means the difference between:

the aggregate of the pay and dearness allowance to which he is entitled on account of the revision of his pay under these rules, for the period effective from the 1st day of January, 2016 and the aggregate of the pay and dearness allowance to which he would have been entitled (whether such pay and dearness allowance had been received or not) for that period had his pay and allowances not been so revised;

- (b) The Interim Relief ₹ 2,000/- (Two thousand rupees only) per month paid to Group C and D employees is discontinued from 1st January, 2016 and the same paid from 01.01.2016 onwards shall be recovered from them.
- (c) The Risk Allowance of ₹ 5,000/- (Five Thousand rupees only) per month granted to the deputationist personnel of Haryana Police and Prisons Department Haryana vide instructions dated 19th December, 2013 shall be continued till such time as may be separately ordered by the State Government.

15. Overriding effect of rules:-

The provisions of Civil Services Rules or any other rules made in this regard shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules to the extent they are inconsistent with these rules.

16. Power of relax:-

Where the HPGCL is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, it may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner.

Note:- The relaxation so granted under this rule shall be deemed to have been given depending upon the merit of such class and categories of HPGCL employees and therefore, will not amount to any discrimination with other class and categories of HPGCL employees.

17. Power to make addition or deletion etc.:-

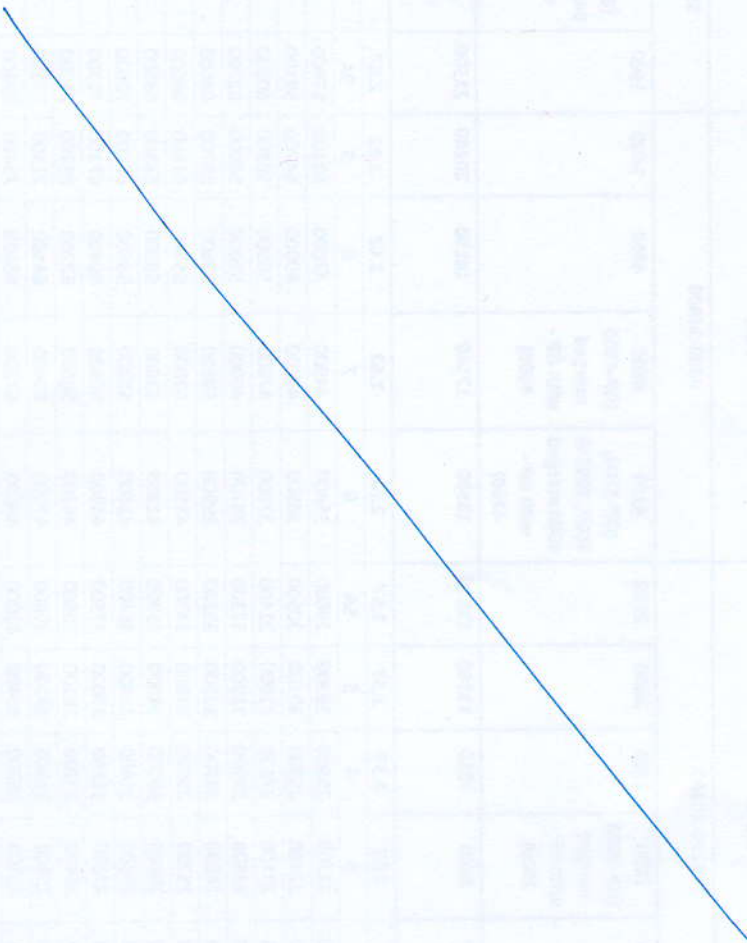
Where the HPGCL is satisfied that there is a necessity to make additions or delete any class or categories of posts or change the designations and structure of pay either permanently or temporarily in the schedules of these rules, the HPGCL will be competent to add or delete or change such conditions. The provisions of these rules will apply on such additions or deletions or changes as the HPGCL may direct by specific orders or in the absence of that all the provisions of these rules shall apply as if the changes were made.

18. Interpretation:-

If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Finance Section (HPGCL) through the Chief Engineer's / FA&CAO's concerned.

19. Residuary provisions:-

In the event of any general or special circumstance which is not covered under these rules or about which certain inconsistency comes to the notice, the matter shall be referred to the HPGCL and HPGCL will prescribe the conditions to be followed under such circumstances. Such conditions as prescribed by the HPGCL under this rule shall be deemed to be part of these rules. Further, if the HPGCL is satisfied that there is a requirement to prescribe certain additional conditions under these rules, the HPGCL shall prescribe such conditions and such additional conditions as prescribed by the HPGCL under this rule shall be deemed to be the part of these rules.



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HARYANA POWER GENERATION CORPORATION LIMITED

SCHEDULE-1

PAY MATRIX

Pay Band	PB-1										PB-2										PB-3					PB-4				
	5200-20200										9300-34800										15600-39100					37400-67000				
-IS	1800	1900	2000	2400	2800	2900	4200	4600	4800	5400	5900	6600	7600	8700	8800	8900	10000	67000-79000												
Grade pay	1800	1900	2000 (GP-1950 merged with GP - 2000)	2400	2800	2900	4200 (GP-3200, 3800 & 4000 merged with GP - 4200)	4600 (GP-4300 merged with GP - 4600)	4800	5400	5900	6600 (GP-6000 & 6400 merged with GP - 6600)	7600	8700	8800	8900	10000	67000-79000												
Entry Pay (Pay in PB+ GP)	7000	7730	8460	9910	11360	11510	13500	17140	18150	20280	21500	25350	29500	46100	46200	46300	47400	67000												
Index level	2.57	2.57	2.57	2.57	2.57	2.57	2.62	2.62	2.62	2.62	2.67	2.67	2.67	2.57	2.57	2.67	2.72	2.72												
DL**	1	2	3	4	5	5A	6	7	8	9	9A	10	11	12	13	14	15	16												
1	16900	18000	19900	21700	25500	29200	29600	4900	47600	53100	57400	67700	118500	118700	123600	128900	182200													
2	17400	18500	20500	22400	26300	30100	30500	46200	49000	54700	59100	69700	122100	122300	127300	132800	187700													
3	17900	19100	21100	23100	27100	31000	31400	47600	50500	56300	60900	71800	125800	126000	131100	136800	193300													
4	18400	19700	21700	23800	27900	31900	32300	49000	52000	58000	62700	74000	129600	129800	135000	140900	199100													
5	19000	20300	22400	24500	28700	32900	33300	50500	53600	59700	64600	76200	133500	133700	139100	145100	205100													
6	19600	20900	23100	25200	29600	33900	34300	52000	55200	61500	66500	78500	137500	137700	143300	149500	211300													
7	20200	21500	23800	26000	30500	34900	35300	53600	56900	63300	68500	80900	141600	141800	147600	154000	217600													
8	20800	22100	24500	26800	31400	35900	36400	55200	58600	65200	70600	83300	145800	146100	152000	158600	224100													
9	21400	22800	25200	27600	32300	37000	37500	56900	60400	67200	72700	85800	150200	150500	156600	163400														
10	22000	23500	26000	28400	33000	38100	38600	58600	62200	69200	74900	88400	154700	155000	161300	168300														
11	22700	24200	26800	29300	34300	39200	39800	60400	64100	71300	77100	91100	159300	159700	166100	173300														
12	23400	24900	27600	30200	35300	40400	41000	62200	66000	73400	79400	93800	164100	164500	171100	178500														
13	24100	25600	28400	31100	36400	41600	42200	64100	68000	75600	81800	96600	169000	169400	176200	183900														
14	24800	26400	29300	32000	37500	42800	43500	66000	70000	77900	84300	99500	174100	174500	181500	189400														
15	25500	27200	30200	33000	38600	44100	44800	68000	72100	80200	86800	102500	179300	179700	186900	195100														
16	26300	28000	31100	34000	39800	45400	46100	70000	74300	82600	89400	105600	184700	185100	192500	201000														
17	27100	28800	32000	35000	41000	46800	47500	72100	76500	85100	92100	108800	190200	190700	198300	207000														
18	27900	29700	33000	36100	42000	48200	48900	74300	78800	87700	94900	112100	195900	196400	204200	213200														
19	28700	30600	34000	37200	43500	49600	50400	76500	81200	90300	97700	115500	201800	202300	210300	219600														
20	29600	31500	35000	38300	44800	51100	51900	78800	83600	93000	100600	119000	207900	208400																
21	30500	32400	36100	39400	46100	52600	53500	81200	86100	95800	103600	122600																		
22	31400	33400	37200	40600	47500	54200	55100	83600	88700	98700	106700	126300																		
23	32300	34400	38300	41800	48900	55800	56800	86100	91400	101700	109900	130100																		
24	33300	35400	39400	43100	50400	57500	58500	88700	94100	104800	113200	134000																		



HARYANA POWER GENERATION CORPORATION LIMITED

SCHEDULE-1

PAY MATRIX

Pay Band	PB-1						PB-2						PB-3					PB-4				
	5200-20200						9300-34800						15600-39100					37400-67000				
-IS	1800	1900	2000	2400	2800	2900	4200	4600	4800	5400	5900	6600	7600	8700	8800	8900	10000	67000-79000				
Grade pay	1650	1800	1900	2000	2400	2800	2900	4200	4600	4800	5400	5900	6600	7600	8700	8800	8900	10000	67000-79000			
Entry Pay (Pay in PB+ GP)	7000	7730	8460	9910	11360	11510	13500	17140	18150	20280	21500	25350	29500	46100	46200	46300	47400	67000-79000				
Index level	1	2	3	4	5	5A	6	7	8	9	9A	10	11	12	13	14	15	16				
25	34300	36500	44400	51900	59200	60300	72100	91400	96900	107900	116600	138000	160300									
26	35300	37600	45700	53500	61000	62100	74300	94100	99800	111100	120100	142100	165100									
27	36400	38700	47100	55100	62800	64000	76500	96900	102800	114400	123700	146400	170100									
28	37500	39900	48500	56800	64700	65900	78800	99800	105900	117800	127400	150800	175200									
29	38600	41100	50000	58500	66600	67900	81200	102800	109100	121300	131200	155300	180500									
30	39800	42300	51500	60300	68600	69900	83600	105900	112400	124900	135100	160000	185900									
31	41000	43600	53000	62100	70700	72000	86100	109100	115800	128600	139200	164800	191500									
32	42200	44900	54600	64000	72800	74200	88700	112400	119300	132500	143400	169700	197200									
33	43500	46200	56200	65900	75000	76400	91400	115800	122900	136500	147700	174800										
34	44800	47600	57900	67900	77300	78700	94100	119300	126600	140600	152100	180000										
35	46100	49000	59600	69900	79600	81100	96900	122900	130400	144800	156700	185400										
36	47500	50500	61400	72000	82000	83500	99800	126600	134300	149100	161400	191000										
37	48900	52000	63200	74200	84500	86000	102800	130400	138300	153600	166200											
38	50400	53600	65100	76400	87000	88600	105900	134300	142400	158200	171200											
39	51900	55200	67100	78700	89600	91300	109100	138300	146700	162900	176300											
40	53500	56900	69100	81100	92300	94000	112400	142400	151100	167800	181600											



HARYANA POWER GENERATION CORPORATION LIMITED

Schedule-A

Post wise Functional Pay Structure viz-a-viz revised Level in Pay Matrix

Sr. No.	Name of Post	Sanctioned Functional Pay Structure as on 31.12.2015			Corresponding Level in Pay Matrix w.e.f 01.01.2016
		Pay Band	Corresponding Pay Band	Grade Pay	
Level					
Category- A					
1	Managing Director				Appointment made by State Govt.
2	Directors				Appointment made by State Govt.
3	Chief Engineers	PB-4	Rs. 37400-67000	10000	Level- 15
4	Controller Finance / Controller of Accounts	PB-4	Rs. 37400-67000	10000	Level- 15
5	Superintending Engineer	PB-4	Rs. 37400-67000	8900	Level- 14
6	FA&CAO/CA/CAO/FA(HQS)	PB-4	Rs. 37400-67000	8900	Level- 14
7	Company Secretary	PB-4	Rs. 37400-67000	8800	Level- 13
8	Executive Engineer	PB-4	Rs. 37400-67000	8800	Level-13
9	Chief Chemist	PB-4	Rs. 37400-67000	8700	Level-12
10	Sr. Accounts Officer	PB-3	Rs.15600-39100	7600	Level-11
11	Senior Private Secretary	PB-3	Rs.15600-39100	7600	Level-11
12	Chief Safety Officer	PB-3	Rs.15600-39100	7600	Level-11
13	Under Secretary/Legal	PB-3	Rs.15600-39100	7600	Level-11
14	Admn. Officer/Under Secretary (HO Cadre)	PB-3	Rs.15600-39100	7600	Level-11
15	Admn. Officer/Circle Cadre)	PB-3	Rs.15600-39100	7600	Level-11
19	Principal	PB-3	Rs.15600-39100	6000	Level-10
16	Asstt. Executive Engineer	PB-2	Rs.9300-34800	5400	Level-9
17	Sr.Medical Officer	PB-2	Rs.9300-34800	5400	Level-9
18	Chief Fire Officer	PB-2	Rs.9300-34800	5400	Level-9
Sub Total					
Category- B					
1	Dy. Chief Chemist	PB-3	Rs.15600-39100	6600	Level-10
2	Accounts Officer	PB-3	Rs.15600-39100	5900	Level-9A
3	Asstt. Engineer	PB-2	Rs.9300-34800	5400	Level-9
4	Chief Labour Welfare Officer	PB-2	Rs.9300-34800	5400	Level-9
5	Medical Officer	PB-2	Rs.9300-34800	5400	Level-9
6	Chemist	PB-2	Rs.9300-34800	5400	Level-9
7	Safety Officer	PB-2	Rs.9300-34800	5400	Level-9
8	Architect	PB-2	Rs.9300-34800	5400	Level-9
9	Lecturer	PB-2	Rs.9300-34800	4800	Level-8
10	Private Secretary	PB-2	Rs.9300-34800	4800	Level-8
11	Supdt. (H.O)	PB-2	Rs.9300-34800	4600	Level-7
12	Law Officer	PB-2	Rs.9300-34800	4600	Level-7
13	Public Relation Officer	PB-2	Rs.9300-34800	4200	Level-7
14	Labour Welfare Officer	PB-2	Rs.9300-34800	4200	Level-7
15	Fire Officer	PB-2	Rs.9300-34800	4200	Level-7
Sub Total					
Category- C					
1	Sr.Analyst	PB-2	Rs.9300-34800	5400	Level-9
2	Section Officer	PB-2	Rs.9300-34800	4600	Level-7
3	Sr. Security Officer	PB-2	Rs.9300-34800	4600	Level-7
4	B.Ed Teacher	PB-2	Rs.9300-34800	4600	Level-7
5	Master Foreman	PB-2	Rs.9300-34800	4300	Level-7
6	Boiler Controller	PB-2	Rs.9300-34800	4300	Level-7
7	JE-I (Generation)	PB-2	Rs.9300-34800	4300	Level-7

Sr. No.	Name of Post	Sanctioned Functional Pay Structure as on 31.12.2015			Corresponding Level in Pay Matrix w.e.f 01.01.2016
		Pay Band	Corresponding Pay Band	Grade Pay	Level
8	JBT Teacher	PB-2	Rs.9300-34800	4200	Level-6
9	Circle Head Draftsman	PB-2	Rs.9300-34800	4200	Level-7
10	Dy. Superintendent	PB-2	Rs.9300-34800	4200	Level-7
11	Personal Assistant	PB-2	Rs.9300-34800	4200	Level-7
12	Horticultural Assistant	PB-2	Rs.9300-34800	4200	Level-7
13	Inspector Police	PB-2	Rs.9300-34800	4200	Level-7
14	Circle Supdt.	PB-2	Rs.9300-34800	4200	Level-7
15	Chief Draftsman	PB-2	Rs.9300-34800	4200	Level-7
16	JE	PB-2	Rs.9300-34800	4000	Level-6
17	Head Clerk (Divisional Office)	PB-2	Rs.9300-34800	4000	Level-6
18	Divisional Accountant	PB-2	Rs.9300-34800	4000	Level-6
19	Assistant (HO)	PB-2	Rs.9300-34800	4000	Level-6
20	Senior Scale Stenographer	PB-2	Rs.9300-34800	4000	Level-6
21	Divnl. Head Draftsman	PB-2	Rs.9300-34800	4000	Level-6
22	Asstt. Labour Welfare Officer	PB-2	Rs.9300-34800	4000	Level-6
23	Stock Verifier	PB-2	Rs.9300-34800	4000	Level-6
24	Assistant Fire Officer	PB-2	Rs.9300-34800	4000	Level-6
25	Diver	PB-2	Rs.9300-34800	4000	Level-6
26	Head Master/Head Mistress	PB-2	Rs.9300-34800	4000	Level-6
27	Junior Programmer	PB-2	Rs.9300-34800	3800	Level-6
28	Foreman Grade-I	PB-2	Rs.9300-34800	3800	Level-6
29	Foreman Gr.III	PB-2	Rs.9300-34800	3600	Level-6
30	Asstt. Fire Operator	PB-2	Rs.9300-34800	3600	Level-6
31	Junior Scale Stenographer	PB-2	Rs.9300-34800	3600	Level-6
32	Pharmacist	PB-2	Rs.9300-34800	3600	Level-6
33	PTI Teacher	PB-2	Rs.9300-34800	3600	Level-6
34	Circle Assitant	PB-2	Rs.9300-34800	3600	Level-6
35	Assitant Chemist	PB-2	Rs.9300-34800	3600	Level-6
36	Fire Operator	PB-2	Rs.9300-34800	3600	Level-6
37	Head Store Keeper	PB-2	Rs.9300-34800	3600	Level-6
38	Translator	PB-2	Rs.9300-34800	3600	Level-6
39	Foreman Grade-II	PB-2	Rs.9300-34800	3600	Level-6
40	Lab Assistant (Health)	PB-2	Rs.9300-34800	3600	Level-6
41	Draftsman	PB-2	Rs.9300-34800	3600	Level-6
42	Operator Grade-I	PB-2	Rs.9300-34800	3600	Level-6
43	Accounts Clerk	PB-2	Rs.9300-34800	3600	Level-6
44	Assistant Foreman	PB-2	Rs.9300-34800	3600	Level-6
45	Sub Inspector				(Deputation Post)
46	Operator Grade-II	PB-1	Rs.5200-20200	2900	Level-5A
47	Upper Division Clerk	PB-1	Rs.5200-20200	2900	Level-5A
48	UDC (Cash)	PB-1	Rs.5200-20200	2900	Level-5A
49	Foreman Grade-IV	PB-1	Rs.5200-20200	2900	Level-5A
50	Analyst	PB-1	Rs.5200-20200	2900	Level-5A
51	Senior Fireman	PB-1	Rs.5200-20200	2900	Level-5A
52	Fireman	PB-1	Rs.5200-20200	2800	Level-5
53	Sanitary Inspector	PB-1	Rs.5200-20200	2800	Level-5
54	Security Havildar	PB-1	Rs.5200-20200	2800	Level-5
55	Driver (HO)	PB-1	Rs.5200-20200	2800	Level-5
56	Plant Attendant Grade-I	PB-1	Rs.5200-20200	2800	Level-5
57	Technician Grade-I	PB-1	Rs.5200-20200	2800	Level-5
58	Junior Librarian	PB-1	Rs.5200-20200	2800	Level-5
59	Care Taker	PB-1	Rs.5200-20200	2800	Level-5
60	Store Keeper	PB-1	Rs.5200-20200	2800	Level-5
61	Staff Nurse	PB-1	Rs.5200-20200	2800	Level-5
62	Tipper Driver (Operator)	PB-1	Rs.5200-20200	2800	Level-5

Sr. No.	Name of Post	Sanctioned Functional Pay Structure as on 31.12.2015			Corresponding Level in Pay Matrix w.e.f 01.01.2016
		Pay Band	Corresponding Pay Band	Grade Pay	
63	Fire Brigade Driver-cum-Fire Pump Operator	PB-1	Rs.5200-20200	2800	Level-5
64	Constable				(Deputation Post)
65	Head Constable				(Deputation Post)
66	Store Munshi	PB-1	Rs. 5200-20200	2400	Level-4
67	Steno- Typist	PB-1	Rs. 5200-20200	2400	Level-4
68	LDC	PB-1	Rs. 5200-20200	2400	Level-4
69	LDC/ Field	PB-1	Rs. 5200-20200	2400	Level-4
70	Plant Attendant	PB-1	Rs. 5200-20200	2400	Level-4
71	Plant Attendant Grade-II	PB-1	Rs. 5200-20200	2400	Level-4
72	Technician Grade-II	PB-1	Rs. 5200-20200	2400	Level-4
73	Data Entry Operator	PB-1	Rs. 5200-20200	2400	Level-4
74	Asstt. Store Keeper	PB-1	Rs. 5200-20200	2400	Level-4
75	Junior Draftsman	PB-1	Rs. 5200-20200	2400	Level-4
76	Photodar	PB-1	Rs. 5200-20200	2400	Level-4
77	Security Guard	PB-1	Rs. 5200-20200	1950	Level-3
	Sub Total				
	Category- D				
1	Skilled Helper	PB-1	Rs.5200-20200	1800	Level-1
2	Daftri	PB-1	Rs.5200-20200	1800	Level-1
3	Havildar	PB-1	Rs.5200-20200	1800	Level-1
4	Cook Grade-I	PB-1	Rs.5200-20200	1800	Level-1
5	Safai Karamchari-cum- Peon	1S	Rs. 4440-7440	1650	DL
6	Safai Karamchari-cum Chowkidar	1S	Rs. 4440-7440	1650	DL
7	Chowkidar	1S	Rs. 4440-7440	1650	DL
8	Chowkidar/-cum-Cook	1S	Rs. 4440-7440	1650	DL
9	Bearer	1S	Rs. 4440-7440	1650	DL
10	Peon	1S	Rs. 4440-7440	1650	DL
11	Mali	1S	Rs. 4440-7440	1650	DL
12	Ferro Khalasi	1S	Rs. 4440-7440	1650	DL
13	Sewerman	1S	Rs. 4440-7440	1650	DL
14	Aya	1S	Rs. 4440-7440	1650	DL
15	Head Mali	1S	Rs. 4440-7440	1650	DL
16	Maid Attendent	1S	Rs. 4440-7440	1650	DL
17	Attendent	1S	Rs. 4440-7440	1650	DL
18	Cane Weaver	1S	Rs. 4440-7440	1650	DL
19	Gateman	1S	Rs. 4440-7440	1650	DL
20	Helper Grade-II	1S	Rs. 4440-7440	1650	DL
21	Helper	1S	Rs. 4440-7440	1650	DL
22	Workmate	1S	Rs. 4440-7440	1650	DL
	Sub Total				
	Grand Total				

HARYANA POWER GENERATION CORPORATION LIMITED

**SCHEDULE - II
Form of Option
[See rule 6]**

* (i) I, _____ hereby elect the revised pay structure with effect from 1st January, 2016.

* (ii) I, _____ hereby elect to continue on the existing pay structure of pay of my substantive/ officiating post mentioned below until:

* The date of my next increment;

I vacate or cease to draw pay in the existing pay structure;

the date of my promotion to _____

Present pay structure _____

Date: _____

Signature _____

Station: _____

Name _____

Designation _____

Office in which employed _____



Haryana Power Generation Corporation Limited

Annexure-II

**Statement of Fixation of pay under
HPGCL (Revised Pay) Rule, 2016**

Sr. No.	Particulars
1	Name of the HPGCL employees
2	Designation of the post in which pay is to be fixed as on 01.01.2016
3	Status (substantive /officiating)
4	Pre-revised pay band and grade pay applicable for the post (in case more than one pay band +grade pay is admissible for the post and these have been merged in a single revised pay band+ grade pay, the pay band + grade pay in which the employee was actually drawing his pay should be specified)
5	Existing emoluments as on January 1 st ,2016 (a) Pay in Pay Band (including Stagnation increments, if any) (b) Grade Pay (c) Dearness Allowance applicable as on 01.01.2016 (d) Total existing emoluments [(a) to (c)]
6	Basic pay (Pay in the applicable pay band plus applicable Pay Band and Grade Pay shown at Sr. No. 4 above.
7	Applicable level in the Pay Matrix corresponding to the Pay Band and Grade Pay shown at Sr. No. 4 above.
8	Amount arrived at by multiplying Basic Pay as at Sr. No. 6 by 2.57
9	Applicable cell in the level either equal to or just above the amount at Sr. No. 8 above.
10	Revised Basic Pay (as per Sr. No. 9)
11	Stepped up pay with reference to the revised pay of the junior, if applicable. [Rule..... andof HPGCL (Revised Pay) Rules,2016]. Name and pay of the junior also to be indicated distinctly.
12	Revised pay with reference to the Substantive Pay in case where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable [Rule..... (.....)]
13	Personal pay, If any [Rule and)
14	Non-Practicing Allowance as admissible at present in the existing pre-revised pay structure (in terms of para..... of this office order)
15	Date of next increment (Rules..... &) and Pay after grant of increment.

Date of Increment	Pay after increment in applicable level of Pay Matrix
01.07.2016	

16. Any other relevant information.

Date:
Place:

Signature & Designation
of Head of Office



HARYANA POWER GENERATION CORPORATION LIMITED

Annexure- III

UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provision contained in Haryana Power Generation Corporation Limited (Revised Pay) Rules,2016 as detected subsequently, any excess payment so made shall be refunded by me to the HPGCL either by adjustment against future payment due to me otherwise.

Date: _____

Signature _____

Station: _____

Name _____

Designation _____

Working in the office of:

HARYANA POWER GENERATION CORPORATION LIMITED

Annexure- IV

UNDERTAKING

I hereby undertake that as a result of any rectification or adjustment in the pay scale granted to me on the strength of any interim order by any Court of Law or on the basis of any interim order by any Court of Law, any excess amount which may be found to have been made as a result of relevant appropriate decision taken by the HPGCL/Government on the final decision of the Court of Law, will be refunded by me to the HPGCL either by adjustment against future payment due to me or otherwise. I further undertake to abide by such relevant appropriate decision of the HPGCL/Government taken on the final decision of such Court of Law as the case may be.

Date: _____

Signature _____

Station: _____

Name _____

Designation _____

Working in the office of:

Handwritten mark

MEMORANDUM EXPLANATORY TO THE HPGCL (REVISED PAY) RULES, 2016

- Rule 1:-** This rule is self-explanatory.
- Rule 2:-** This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded under sub-rule (2), the rules are applicable to all persons under the rule making power of HPGCL of Haryana serving in connection with the affairs of HPGCL of Haryana and whose pay is debitible to the consolidated fund of the State of Haryana. These rules do not apply to any other categories of employees.
- Rule 3:-** This rule is self-explanatory.
Further, wherever the terms defined under this rule are mentioned in these rules or in any other rules/ instructions/ orders/ notifications etc. issued in connection with these rules, definitions as prescribed under this rule is to be taken as the meaning for and in these rules or, as the case may be, in any other rules/ instructions/ orders/ notifications etc.
- Rule 4:-** This rule is self-explanatory.
- Rule 5:-** The intention is that all HPGCL employees should be brought over to the revised pay structure except those who elect existing pay structure. The HPGCL employees who exercise the option to continue in the existing pay structure will continue to draw the dearness allowance and interim relief at the rates in force on 1st January, 2016.
- Rule 6:-** This rule prescribes the manner in which option has to be exercised and also the authority who shall be apprised of such option. The option has to be exercised in the form appended to the rules. It should be noted that it is not sufficient for a HPGCL employee to exercise the option within the specified time limit but also to ensure that it reaches the prescribed authority within the time limit.

In the case of persons who are outside India at the time of notification of these rules, the period within which the option has to be exercised is three months from the date they take over charge of the post in India. In the case of HPGCL employees the revised pay structure of whose posts are announced subsequent to the date of issue of these rules, the period of three months will run from the date of such announcement. Persons who have retired between 1st January 2016 and the date of notification of these rules are also eligible to exercise option.
- Rule 7:-** This rule deals with the actual fixation of pay in the revised functional pay scales on 31st December, 2015. For the purposes of these rules the procedure under this rule and no other procedure under a different rule shall be followed. The illustrations indicating the manner in which pay of HPGCL employee should be fixed under this rule have been given below the respective rule.
- Rule 8:-** This rule prescribes the method of fixation of pay of employees appointed on direct recruitment on or after 1st day of January, 2016.
- Rule 9 & 10:-** These rules prescribe the manner in which the next increment in the new pay structure shall be regulated. The illustrations indicating the manner in which increment of a HPGCL employee should be regulated have been given below the respective rule.

Rules 11 to 14:- These rules are self-explanatory.


Rules 15:- This rule relates to the overriding effect to the rule which provides that the provisions of these rules will regulate and the provisions of any other rule will not regulate the conditions as prescribed in these rules and to the extent of any inconsistency between the provisions of these rules and provisions of any other rules, the provisions of these rules shall prevail and apply.

Rules 16:- There could be possibility that these rules may cause some hardship in any particular case or to a class or category of posts. Under such circumstances the provisions of rule is clear that it has to be invoked only if the HPGCL is satisfied about the existing of some hardship which is required to be relaxed. The relaxation of such hardship shall be based on the merit of individual cases or the cases or the cases of class and categories of employees where such hardship is found to be justified for relaxation. Removal of such hardship would therefore, not amount to any discrimination where such hardship has either not been exist or has not been found to be justified for relaxation.

Rules 17:- If the circumstances so requires the HPGCL can add or delete or change any of the parameters as mentioned in the Schedule-I and may further direct the mode in which the provisions of these rules shall be applicable on such changes either generally or specifically. However, in event of absence of any general or specific direction for the applicability of the provisions laid down under these rules, it shall be presumed that the entire rule shall be applicable on such changes

Rules 18 & 19:- These rules are self-explanatory.

This issues with the approval of Board of Directors, HPGCL, Panchkula on 11.05.2017 and Standing Committee of Public Enterprises vide letter No. 20/2/2017/ Acctt./HBPE (FD) dated 04.05.2017.


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

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.