



HARYANA POWER GENERATION CORPORATION LIMITED

Regd. Office: Urja Bhawan, C-7, Sector- 6, PANCHKULA

(ISO: 9001, ISO: 14001 and OHSAS:18001 Certified Company)

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Finance Section

Office Order No: 568 /CAO/HPGCL/FIN-19

Dated 11.08.2026

Subject:- Regarding granting ACP on account of foregone promotion voluntarily due to chronic disease.

HPGCL is pleased to adopt the Government of Haryana, Finance Department instruction No. 1/20/2016-5PR (FD) dated 01.07.2026 (attached as per **Annexure-'A'**) with regard to granting ACP on account of foregone promotion voluntarily due to chronic disease.

This issue with the approval of Wholetime Directors, HPGCL, in its 118th meeting held on 04.08.2026.

DA/ as above


Accounts Officer/Finance,
for Chief Accounts Officer,
HPGCL, Panchkula

Endst. No. 1552 /CAO/HPGCL/FIN-19

Dated: - 11.08.2026

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

1. All Chief Engineer's in HPGCL at Projects/Panchkula.
2. Company Secretary, HPGCL, Panchkula.
3. Chief Financial Officer, HPGCL, Panchkula.
4. Chief Accounts Officer, HPGCL, Panchkula.
5. All FA&CAO's in HPGCL at Projects/Panchkula.
6. L.R., HPU's, Shakti Bhawan, Panchkula.
7. OSD to Managing Director, HPGCL, Panchkula.
8. All Deputy Secretary's / Under Secretary's in HPGCL.
- ✓ 9. Xen/IT, HPGCL, Panchkula to upload the same on HPGCL Website.
10. All Sr. Account Officers / Account Officers in HPGCL.
11. PRO/LWO, HPGCL, Panchkula/PTPS, Panipat.


Accounts Officer/Finance,
for Chief Accounts Officer,
HPGCL, Panchkula

CC:

1. Sr. PS to Chairperson, HPGCL for kind information please.
2. Sr. PS to Managing Director, HPGCL, for kind information please.
3. Sr. PS to Director/Finance, HPGCL, for kind information please.
4. Sr. PS to Director/Technical-I, HPGCL, for kind information please.
5. Sr. PS to Director/Technical-II, HPGCL, for kind information please.
6. Sr. PS to Director/Technical-III, HPGCL, for kind information please.

Government of Haryana
Finance Department



हरियाणा सरकार
वित्त विभाग

To

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

Memo No. 1/20/2016-5PR (FD)
Dated, Chandigarh the 01.07.2026

Subject:- Regarding granting ACP on account of foregone promotion voluntarily due to chronic disease .

Sir, Madam

I am directed to invite your attention towards Rule 14 of HCS(ACP) Rules, 2016 which provides that:-

14. Ceasing of entitlement of ACP Level:-

(1) A Government employee who foregoes his promotion in the line of hierarchy or seeks reversion on his own accord to feeder post on any ground whatsoever, while drawing pay in-

a) 3rd ACP Level, the pay shall be re-fixed in 2nd ACP Level

b) 2nd ACP Level, the pay shall be re-fixed in the 1st ACP Level

(c) 1st ACP Level, the pay shall be re-fixed in the Functional pay structure, equal to the presumptive pay which shall have been admissible had he not been granted 3rd/2nd/1st ACP Level, as the case may be.

(2) If such Government employee becomes ready to accept promotion, in such case the period of service between the date of foregoing promotion/reversion and date of application indicating readiness to accept the promotion, subject to minimum one year, shall be excluded from the regular satisfactory service for the purpose of grant of ACP Level. On assuming the charge of promotional post the pay shall be re-fixed equal to the pay drawn in ACP Pay structure immediately before foregoing promotion or fixation of pay of the promotional post under normal rules, whichever is higher:

Provided that the request for seeking reversion or foregoing promotion once accepted by the competent authority shall not be withdrawn. Once a Government employee has foregone his promotion or sought reversion to a feeder post, such foregoing/reversion shall remain in force for a minimum period of one year or upto the period he gives in writing to re-consider his name for promotion, whichever is later.

However, ibid Rule 14 of the HCS (ACP) Rules, 2016 does not explicitly provide for grant of ACP benefits to employees who voluntarily foregoes the promotion on account of chronic disease. On the contrary, under Rule 14(1), once an employee foregoes promotion, his/her pay is re-fixed in the last ACP already granted/Functional Pay Level.

After careful consideration, and in line with the provisions outlined in Para 150(1) of the Budget Speech for the year 2026-2027, the State Government has decided that employees who voluntarily forego promotion due to chronic disease shall not be deprived of ACP benefits. Accordingly, it has been decided that in cases where an employee declines promotion on account of chronic disease (as defined in the Health Department's letter dated 08.06.2005 and subsequent notification dated 11.01.2024, including Behcet, Muscular Dystrophy disease), the pay of such employee shall not be re-fixed in the last ACP or functional pay scale as provided under Rule 14(1) rather an employee shall continue to draw pay in the ACP Level (ACPL) already granted.

Yours faithfully

Additional Secretary (Finance)
for Addl. Chief Secretary to Govt. Haryana
Finance Department