

PUNJAB STATE ELECTRICITY BOARD

OFFICE OF THE SECRETARY

(FINANCE SECTION)

Finance Circular  
No. 18/1994.

To

1. All Engineers-in-Chief/GM/CEs(Incl. Hydél Irr.)
2. I.G./V&S, PSEB, Patiala.
3. Chief Controller/Finance, PSEB, Patiala.
4. Cost Controller/H. S. E. B., Patiala.
5. CAO, PSEB, Patiala.
6. Chief Auditor, PSEB, Patiala.
7. OSD/Security-cum-Director/Hospitality, Patiala.
8. All Ss/Directors(Incl. Hydél Irrigation).
9. OSD/T to Chairman, PSEB, Patiala.
10. SE/T to Member/H&T, Member/D, SE/T(i) & (ii).
11. SA/T to Administrative Member.
12. Accounts & Finance Manager, GNDTP, Bhatinda.
13. SA/Accounts to Member/Finance & Accounts, PSEB, Patiala.
14. RAO, PSEB, Patiala.
15. Dy. CAO/O&M, GG STP, Ropar. (5 spare copies)
16. Dy. CAO/HQs, PSEB, Patiala.
17. Dy. CAO/Const., GG STP, Ropar.
18. Dy. CAO/Projects, Hydél, Patiala. (5 spare copies)
19. Dy. CAO/MM, PSEB, Patiala.
20. Dy. CAO/M&MHP, PSEB, Patiala.
21. Sr. A.O./ASHP Anandpur Sahib.
22. A.O./Pay & Accounts, Patiala. (20 spare copies)
23. A.O./EAD, PSEB, Patiala. (5 spare copies)
24. All Xens/Dy. Directors(Incl. Hydél Irrigation)
25. Sr. A.O./Mukerian Hydél Project, Talwara.
26. A.O./Pre-audit (Thermal Design) PSEB, Patiala.
27. All Senior A.Os/A.Os in the pre-audit offices and fields offices.
28. A.O./Const., (Site Accounts Cell), GNDTP, Bhatinda.
29. Supdt./Bills, PSEB, Patiala. (20 spare copies)

Memo No. 82234/82954 /PRC-96/L-2

Dated 9.5. /1994.

Subject: Revised Master Scale w.e.f. 1.11.93.

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In continuation of office order No. 299 dated 19.10.93 circulated vide endst. No. 135687/136407/Fin/PRC-96/135687 dated 19.10.93, the Punjab State Electricity Board is pleased to add following at Sr. No. SA & 19A respectively in the Statement showing the scales allowed w.e.f. 1.1.1986 and modified w.e.f. 1.11.93 (Annexure-1A):

Sr. No.	Existing pay scale.	Revised pay scales.
SA	1025-25-1200-30-1560-40-1800	1020-35-1160-40-1320-45-1500-50-1800.
19A	1800-40-2000-50-2400-60-2700-75-3000.	1800-50-2000-60-2060-70-2550-75-3000.

Contd. P/2.

Other terms and conditions will be remain unchanged.

*Acum*  
Dy. Secretary/Finance.

Endst.No. 32955/83285 /PRC-96/Loose Dated:- 9.5.94

1. A copy of the above is forwarded to the following for information and further necessary action:-

1. Commissioner for Finance and Secretary to Govt. of Punjab, Finance Deptt. (Member PSEB), Punjab Civil Sectt., Chandigarh.
2. Secretary to Govt. of Punjab, Deptt. of Irrigation and Power (Energy Branch), Chandigarh.
3. Additional Secretary, BBMB, Chandigarh.
4. Secretary, NREB, F-Wing, Narman Bhawan, New Delhi.
5. Secretary, BCB, 45-Kaka Nagar, N. Delhi.
6. Secretary, HSEB, Panchkula.
7. Secretary, HPSEB, Shimla-4.
8. C.E./Transmission, BBME, Chandigarh.
9. C.E./Electrical, Beas Project, Chandigarh.
10. C.E./Electrical, Chandigarh Admn, Chandigarh.
11. Engineer-in-Chief/Generation, BBME, Nangal T/Ship.
12. FA & CAO BBMB, Nangal.
13. FA & CAO, Beas Project, Talwara T/Ship.
14. Finance Secretary, Chandigarh Admn., Chandigarh.
15. Finance Manager, DESJ, New Delhi.
16. Chairman & Managing Director, National Hydro Electric Power Corp., 57-Manjusha, Nehru Place, N. Delhi.
17. General Manager, BCE, Talwara Township.
18. Director/Public Relations PSEB, Patiala.
19. Director/Training, TTI, PSEB, Patiala.
20. Legal Advisor, PSEB, Patiala.
21. All Deputy Secretaries/Under Secretaries/Inquiry Officer, PSEB.
22. Director/Co-ordination, D-1019, New Friends Colony, New Delhi.
23. Senior PS to Chairman Members/Secretary.
24. Senior I.R.O., PSEB, Patiala.
25. Under Secretary/PRC, PSEB, Patiala.
26. All Branch Officers and Heads of Sections.

*Yash*  
Supdt./Fin nce.

*The Secretary, Central Board  
Ambika Sena Bhawan  
R.K. Puri*

*New Delhi - 110066*

SECRETARY  
ADMN. - I  
CENTRAL ELEC. AUTHORITY, Govt. of India  
O L DINDAM

PUNJAB STATE ELECTRICITY CO  
( FINANCE SECTION )

Finance Chapter  
No. 19/94

To

1. All Engineers-in-Chief-/GM/CEs,
2. All Superintending Engineers,
3. All Executive Engineers,
4. All SDOs in PSEB.

Memo No. 102360/103860 /VI/213/Vol-4

Dated:- 25-5-1994

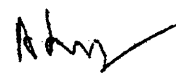
Subject: Recording/checking of measurements and finalisation of Accounts.

Attention is invited to the instructions circulated vide this office Memo No. 151928/153293/VI-213/Vol-4 dated 7-9-93, wherein it was stressed that at first instance for rural areas, work of recording/checking of measurements should be completed for the year 1990-91, 91-92 and 92-93 and in Urban areas, this work be completed for last five years i.e. from 1988-89 to 1992-93 upto 31-12-93 by all means. It was further stated in the above instructions that after 31-12-93, disciplinary proceedings should be initiated against Xens/DAs/SDOs/JEs/SDCs who fail to clear back log on this account.

2.- Of late it has been observed from the reports of CE/TA that the instructions referred to above are not being implemented in the letter and spirit and in general, the response is not satisfactory.

3.- With a view to obviate un-necessary harrasment, which the delinquent officers/officials will face at a later stage for not completing the works of recording/checking of measurement within the stipulated date, it has been considered reasonable and fair to afford them another opportunity for proper implementation of these instructions and bringing the position upto date as soon as possible, but not latter than 30-6-94 positively, failing which disciplinary proceedings may be initiated against the delinquents.

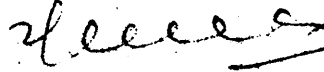
4.- CEs/SEs will also monitor progress and shall ensure that the back log in respect of material accounts is cleared by 30-6-94 by devoting additional time by the staff.

  
Secretary,  
Punjab State Electricity Board,  
Patiala.

Encl.No. 103861/ 10211 /VI/213/Vol-4 Dated:- 25-5-94

A copy of the above is forwarded for information to the :-

4. Cost Controller, PSEB, Patiala.
5. IG/V&S, PSEB, Patiala.
6. DSD/T to Chairman, PSEB, Patiala.
7. Accounts and Finance Manager, GNDTP, Bathinda.
8. All Dy.CAOs/Dy.CAs and Dy.FAs.
9. All Deputy Secretaries and Under Secretaries, PSEB.
10. All Sectional Heads in the HQs offices.



Deputy Secretary/Finance

CC: Sr.PS to Chairman/Members and Secretary.

\* MANMOHAN \*

ਵੱਲ

1. ਸਾਰੇ ਇੰਜੀਨੀਅਰ-ਇਨ-ਚੀਫ/ਜਨਰਲ ਮੈਨੇਜਰ।
2. ਸਾਰੇ ਮੁੱਖ ਇੰਜੀਨੀਅਰ(ਹਾਈਡਲ ਪਾਮੇਂਟ)
3. ਮੁੱਖ ਫੀਲਡ/ਵਿੱਤ ਪ:ਰਾ:ਬਿ:ਬ: , ਪਟਿਆਲਾ।
4. ਸਾਰੇ ਨਿਗਰਾਨ ਇੰਜੀਨੀਅਰ, ਪੰ:ਰਾ:ਬਿ:ਬ:।
5. ਸਾਰੇ ਕਾਰਜਕਾਰੀ ਇੰਜੀਨੀਅਰ, ਪੰ:ਰਾ:ਬਿ:ਬ:।
6. ਮੁੱਖ ਆਡੀਟਰ, ਪੰ:ਰਾ:ਬਿ:ਬ: ਪਟਿਆਲਾ।
7. ਮੁੱਖ ਲੇਖਾ ਅਫਸਰ ਪੰ:ਰਾ:ਬਿ:ਬ: , ਪਟਿਆਲਾ।
8. ਲੇਖਾ ਅਤੇ ਵਿੱਤ ਮੈਨੇਜਰ, ਰੁ:ਨਾ:ਦੇ: :ਪ: ਚੰਨੀਕਾ।
9. ਸੀਨੀਅਰ ਆਈ. ਆਰ. ਓ, ਪੰ:ਰਾ:ਬਿ:ਬ: ਪਟਿਆਲਾ।
10. ਡਾਇਰੈਕਟਰ/ਲੋਕ ਸੰਪਰਕ, ਪੰ:ਰਾ:ਬਿ:ਬ: , ਪਟਿਆਲਾ।
11. ਡਾਇਰੈਕਟਰ/ਟੀ. ਟੀ. ਆਈ. , ਪਟਿਆਲਾ।
12. ਸਹਾਇਕ ਡਾਇਰੈਕਟਰ/ਭਾਸ਼ਾ, ਪਟਿਆਲਾ।
13. ਆਈ. ਜੀ. (ਵੀ ਅਫੈ ਐਸ) ਪੰ:ਰਾ:ਬਿ:ਬ: , ਪਟਿਆਲਾ।
14. ਉਪ ਵਿੱਤ ਸਲਾਹਕਾਰ, ਪੰ:ਰਾ:ਬਿ:ਬ: , ਪਟਿਆਲਾ।
15. ਉਪ ਮੁੱਖ ਲੇਖਾ ਅਫਸਰ/ਹਾਈਡਲ, ਪਟਿਆਲਾ।
16. ਸਾਰੇ ਮੁੱਖ ਲੇਖਾ ਅਫਸਰ, ਸਮੇਤ ਰੋਪੜ ਬਰਮਲ ਪਨਾਂਟ।
17. ਲੇਖਾ ਅਫਸਰ, ਰੋਪੜ ਬਰਮਲ ਪੇਜੈਂਟ, ਪਟਿਆਲਾ।
18. ਸਾਰੇ ਲੇਖਾ ਅਫਸਰ ਪ੍ਰੀ-ਆਡਿਟ, ਬਰਮਲ ਅਤੇ ਈ. ਐਮ. ਐਮ.।
19. ਮੁੱਖ ਲੇਖਾ ਅਫਸਰ/ਪੈਨਸ਼ਨ/ਈਏਡੀ, ਪਟਿਆਲਾ।
20. ਕਾਸਟ ਫੀਲਡਰ, ਪੰ:ਰਾ:ਬਿ:ਬ: , ਪਟਿਆਲਾ।

ਮੀਮੋ ਨੰ: 109779/110439 / ਫਿਨ/ਪੀਆਰਸੀ-1988/ਵਾ:12  
ਮਿਤੀ: 27.5.94

ਵਿਸ਼ਾ: 23 ਸਾਲਾਂ ਦੀ ਸੇਵਾ ਪੂਰੀ ਕਰਨ ਉਪਰੰਤ ਤਰੱਕੀ ਇਨਕਰੀਮੈਂਟ ਪ੍ਰਦਾਨ ਕਰਨ ਬਾਰੇ-ਸਪਸ਼ਟੀਕਰਣ।

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ਆਪ ਜੀ ਦਾ ਧਿਆਨ ਇਸ ਦਫਤਰ ਦੇ ਦਫਤਰੀ ਹੁਕਮ ਨੰ:197/ਫਿਨ/ਪੀਆਰਸੀ-1988 ਮਿਤੀ 23.4.90 ਵੱਲ ਦਿਵਾਇਆ ਜਾਂਦਾ ਹੈ, ਜਿਸ ਰਾਹੀਂ ਕਰਮਚਾਰੀਆਂ ਨੂੰ 9/16 ਸਾਲਾਂ ਸਮਾਂ ਸੱਧ ਤਰੱਕੀ ਸਟੇਲ ਅਤੇ 23 ਸਾਲਾਂ ਦੀ ਸੇਵਾ ਉਪਰੰਤ ਤਰੱਕੀ ਇਨਕਰੀਮੈਂਟ ਠਾਠ ਦੇਣ ਬਾਰੇ ਹਦਾਇਤਾਂ ਜਾਰੀ ਕੀਤੀਆਂ ਗਈਆਂ ਸਨ।

2. ਕੁਝ ਜਥੇਬੰਦੀਆਂ/ਦਫਤਰਾਂ ਵੱਲੋਂ ਇਹ ਸਪਸ਼ਟੀਕਰਣ ਮੰਗਿਆ ਗਿਆ ਹੈ ਕਿ 27 ਸਾਲ ਦੀ ਸੇਵਾ ਮਗਰੋਂ ਰਿਟੀਰੀਆਂ ਇਨਕਰੀਮੈਂਟ ~~ਦੇਣ ਬਾਰੇ~~ ਕੀ ਵਾਦ ਇਹ ਜਾਂ ਦੇ? ਕਈਆਂ ਦਾ ਵਿਚਾਰ ਹੈ ਕਿ ਦੋ ਇਨਕਰੀਮੈਂਟ ਦਾ ਠਾਠ ਦਿੱਤਾ ਜਾਵੇ।

3. ਇਸ ਸਬੰਧ ਵਿਚ ਦੱਸਿਆ ਜਾਂਦਾ ਹੈ ਕਿ ਦਫਤਰੀ ਹੁਕਮ ਨੰ: 197 ਮਿਤੀ 23.4.90 ਦੇ ਪੈਰਾ-2 ਵਿਚ ਦਰਜ ਸ਼ਰਤ/ਹਦਾਇਤਾਂ ਪੂਰੀਆਂ ਕਰਨ ਵਾਂਗ ਵਾਰੀ ਨੂੰ ਹੀ 23 ਸਾਲਾਂ ਸੇਵਾ ਤਰੱਕੀ ਇਨਕਰੀਮੈਂਟ(ਟਾਂ) ਦਾ ਠਾਠ ਮਿਲਣਾ ਚਾਹੀਦਾ ਹੈ। ਜੇਕਰ ਠਾਠ ਦੇਣ ਅਤੇ ਕਰਮਚਾਰੀ ਨੂੰ ਤੀਸਰੀ ਤਰੱਕੀ ਦੇ ਇਵਜ਼ ਵੱਲੋਂ ਤਰੱਕੀ ਇਨਕਰੀਮੈਂਟ(ਟਾਂ) ਠਾਠ ਪ੍ਰਾਪਤ ਹੁੰਦੇ ਹਨ। ਜੇਕਰ ਇਹ ਠਾਠ ਮਿਤੀ 1.11.88 ਪਹਿਲਾਂ ਕਿਉਂ ਵਾਪਸ ਹੈ ਤਾਂ ਉਸਨੂੰ ਇਕ ਤਰੱਕੀ ਇਨਕਰੀਮੈਂਟ ਦਾ ਠਾਠ ਪ੍ਰਾਪਤ ਹੋਵੇ ਕਿਉਂਕਿ ਇਥੇ ਉਸਦੀ ਤਨਖਾਹ ਪੰਜਾਬ

ਰਾਜ ਸਿਲਾਹੀ ਚੇਰਤ, ਐਮ. ਐਸ. ਆਰ. ਪਾਰਟ-1 ਭਾਗ-1 ਦੇ ਨਿਯਮ 4.3 (ਸੀ) ਅਧੀਨ  
 ਨਿਰਧਾਰਤ ਹੋਵੇਗੀ ਜਿਥੇ ਕਿ ਅਗਲੀ ਸੇਜ ਤੇ ਤਨਖਾਹ ਨਿਰਧਾਰਤ ਕਰਨੀ  
 ਹੈ। ਨਿਯਮ 11.11.88 ਤੇ ਸਾਅਦ ਦੇ ਹੇਠਾਂ ਵਿਚ ਉਸਨੂੰ ਸੇਧ ਤਨਖਾਹ ਕੈਲੂਲੇਸ਼ਨ-1988  
 ਦੇ ਅਧਿਨਿਯਮ-8 ਅਧੀਨ ਨਾਭ ਮਿਲੇਗਾ, ਜਿਸ ਅਨੁਸਾਰ ਉਸਨੂੰ 23 ਸਾਲਾ ਸੇਵਾ ਮਗਰੋਂ  
 2 ਸਾਲਾਨਾ ਤਰੱਕੀ ਇਨਕਰੀਮੈਂਟਾਂ ਦਾ ਨਾਭ ਮਿਲਣਯੋਗ ਹੈ, ਸਮੁਕਤੇ ਕਿ ਉਸਨੂੰ 8 ਸਾਲਾ  
 ਪ੍ਰਾਫੀਸੈਂਸੀ ਸਟੈਪ ਅਪ ਨਾਭ ਨਾ ਮਾਣਿਆ ਹੋਵੇ। ਜਿਥੇ ਕਿਸੇ ਰਕਮਦਾਰੀ ਨੇ 8/18 ਸਾਲਾ  
 ਪ੍ਰਾਫੀਸੈਂਸੀ ਸਟੈਪ ਅਪ ਪ੍ਰਾਪਤ ਕੀਤਾ ਹੋਇਆ ਹੈ ਤਾਂ 23 ਸਾਲਾ ਮਗਰੋਂ ਤਰੱਕੀ ਇਨਕਰੀਮੈਂਟ  
 ਨਾਭ ਦੇਣ ਵੇਲੇ ਐਡਜਸਟ ਕੀਤਾ ਜਾਵੇਗਾ। ਜਿਵੇਂ ਕਿ ਸਾੰਘਤ ਕੈਲੂਲੇਸ਼ਨ ਵਿਚ ਵਿਵਸਥਾ ਹੈ।  
 ਇਸ ਤਰ੍ਹਾਂ ਮਾਮਲੇ ਤੇ ਜਾਰੀ ਹਦਾਇਤਾਂ ਪੱਕਿਲਾਂ ਹੀ ਯਤਨ ਸਪਸ਼ਟੇ ਹਨ ਜੋ ਡੀਪਟਰ  
 ਦਫਤਰ ਵਿਚ ਸਾੰਘਤ ਸਮਰਥ ਅਧਿਕਾਰੀ ਵਲੋਂ ਨਾਕੂ ਕਰਨੀਆਂ ਬਣੇਗੀਆਂ ਹਨ ਤਾਂ ਜੋ  
 ਕਿਸੇ ਰਕਮਦਾਰੀ ਨੂੰ ਇਸ ਸਾੰਘੀ ਵਧ/ਘਟ ਤਨਖਾਹ ਨਾ ਮਿਲੇ।

*Handwritten signature*

ਉਪ ਸਕੱਤਰ/ਵਿੱਤ

ਪਿਨ ਕੋਡ ਨੰ: 150440/1504730/ਵਿਨ/ਪੀਆਰਸੀ-1988-5/ਕਾ:12 ਮਿਤੀ: 27.5.94

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਦੇਣ ਲਿਖੇ ਦਫਤਰਾਂ ਨੂੰ ਜੁਰਨਾਮੇ ਅਗਲੇਰੀ ਨਾਰਵਾਈ  
 ਲਈ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ:

1. ਮੈਂਬਰ/ਪ੍ਰਾਵਰ ਸੀ. ਐਮ. ਸੀ. ਚੰਡੀਗੜ੍ਹ।
2. ਮੁਖ ਇੰਜੀਨੀਅਰ/ਸੀ. ਐਮ. ਸੀ. ਚੰਡੀਗੜ੍ਹ।
3. ਵਿੱਤ ਸਲਾਹਕਾਰ/ਮੁਖ ਲੇਖਾ ਅਫਸਰ, ਸੀ. ਐਮ. ਸੀ. ਨੰਗਲ ਟਾਊਨ ਸਿਪ।
4. ਰੇਜ਼ੀਡੈਂਟ ਆਡਿਟ/ਅਫਸਰ, ਪੀ. ਰਾ: ਸਿ: ਸੇ: ਪਟਿਆਲਾ।
5. ਵਿੱਤ ਸਲਾਹਕਾਰ, ਮੁਖ ਲੇਖਾ ਅਫਸਰ ਸਿਆਸ ਪੇਜਕਟ ਤਲਵਾਰਾ।
6. ਸਾਰੇ ਸਰਾਂਚ ਅਫਸਰ, ਪੀ: ਰਾ: ਸਿ: ਸੇ: ਪਟਿਆਲਾ।
7. ਸਾਰੇ ਉਪ ਸਕੱਤਰ/ਅਧੀਨ ਸਕੱਤਰ, ਪੀ: ਰਾ: ਸਿ: ਸੇ: ਪਟਿਆਲਾ।
8. ਐਸ. ਡੀ. ਟ ਚੇਅਰਮੈਨ।
9. ਐਸ. ਏ. (ਟੀ) ਟ ਪ੍ਰਾਸੈਕੀ ਮੈਂਬਰ।
10. ਐਸ. ਏ. (ਟੀ) ਟ ਮੈਂਬਰ (ਗਾਈਡਲ) ਐਸ. ਏ. ਟੀ. (1) ਅਤੇ ਐਸ. ਏ. ਏ. (2)
11. ਐਸ. ਏ. (ਕਾਊਂਟਸ) ਟ ਮੈਂਬਰ/ਵਿੱਤ ਤੇ ਲੇਖਾ।
12. ਉਪ ਸਕੱਤਰ/ਵੈ-ਆਰਡੀਨੇਸ਼ਨ, ਪੀ: ਰਾ: ਸਿ: ਸੇ: 54 ਗਰੇਟਰ ਕੈਨਾਸ 4, ਨਵੀਂ ਦਿੱਲੀ।
13. ਜਿਲੀ ਸਕੱਤਰ/ਚੇਅਰਮੈਨ/ਮੈਂਬਰਜ਼/ਸਕੱਤਰ।
14. ਸਕੱਤਰ/ਅਨ. ਆਰ. ਏ. ਸੀ. ਐਫ ਵਿੰਗ ਨਿਰਮਾਣ ਭਵਨ, ਨਵੀਂ ਦਿੱਲੀ।
15. ਸਕੱਤਰ/ਤਨਖਾਹ ਸੂਧ ਗੁਮੇਟੀ, ਪੀ. ਰਾ: ਸਿ: ਸੇ: ਪਟਿਆਲਾ।
16. ਸਕੱਤਰ/ਜਿਲ. ਐਸ. ਏ. ਸੀ. ਸਿਮਲਾ-4
17. ਮੈਂਬਰ/ਪ੍ਰਾਵਰ/ਵਰਾਧੀ ਸਨ: ਐ. ਸੀ. ਐਮ. ਸੀ. ਚੰਡੀਗੜ੍ਹ।
18. ਮੁਖ ਇੰਜੀਨੀਅਰ/ਸਿਆਸ ਸਲਾਹ ਵਿੱਤ ਸਕੱਤਰ (ਜੇ ਪੀ.)
19. ਮੁਖ ਇੰਜੀਨੀਅਰ/ਇਨਕਰੀਮੈਂਟ ਡੈਪੂ ਅਫਸਰੀ ਚੰਡੀਗੜ੍ਹ।
20. ਨਿਰਮਾਣ ਮੈਂਬਰ/ਵਿੱਤੀ ਚੰਡੀਗੜ੍ਹ।
21. ~~.....~~
22. ~~.....~~
23. ~~.....~~
24. ਮੁਖ ਇੰਜੀਨੀਅਰ/ਇਨ-ਚੇਅਰਮੈਨ/ਮੈਂਬਰਜ਼/ਸਕੱਤਰ/ਅਨ. ਆਰ. ਏ. ਸੀ. ਐਫ ਵਿੰਗ ਨਿਰਮਾਣ ਭਵਨ, ਨਵੀਂ ਦਿੱਲੀ।

ਉਪ ਸਕੱਤਰ/ਵਿੱਤ

OFFICE OF THE SECRETARY  
(FINANCE SECTION)

Finance Circular  
No. 21/1994.

To

1. All Engineers-in-Chief/GMs/CEs (Incl. Hydrel Irr.)
2. IG/V&S, PSEB, Patiala.
3. Chief Controller/Finance, PSEB, Patiala.
4. Cost Controller, PSEB, Patiala.
5. CAO, PSEB, Patiala.
6. Chief Auditor, PSEB, Patiala.
7. OSD/Security-cum-Director/Hospitality, Patiala.
8. All SEs/Directors (Incl. Hydrel Irrigation)
9. OSD/T to Chairman, PSEB, Patiala.
10. SE/T to Member/H&T, Member/D, SE/T(i) & (ii)
11. SA/T to Administrative Member.
12. Accounts & Finance Manager, GNDTP, Bhatinda.
13. SA/Accounts to Member/Finance & Accounts, PSEB, Patiala.
14. R.A.O., PSEB, Patiala.
15. Dy. CAO/OSM, GGSSTP, Ropar. (5 spare copies)
16. Dy. CAO/Projects, Hydrel, Patiala.
17. Dy. CAO/HQs, PSEB, Patiala.
18. Dy. CAO/Const, GGSSTP, Ropar. (5 spare copies)
19. Dy. CAO/MM, PSEB, Patiala.
20. Dy. CAO/M&MHP, PSEB, Patiala.
21. Senior A.O./ASIP, Anandpur Sahib.
22. A.O./Pay & Accounts, Patiala. (20 spare copies)
23. A.O./EAD, PSEB, Patiala. (5 spare copies)
24. All Xens/Dy. Directors (Incl. Hydrel Irrigation)
25. Sr. A.O./Mukerian Hydrel Project, Talwara.
26. A.O./Pre-audit (Thermal Design), PSEB, Patiala.
27. All Senior A.Os/A.Os in the pre-audit offices and field offices.
28. A.O./Const., (Site Accounts Cell), GNDTP, Bhatinda.
29. Supdt./Bills, PSEB, Patiala. (20 spare copies)

Memo No. 116493/117293 /FP-1/Vol.II

Dated 1.6./1994.

Subject:

Removal of anomaly by stepping up the pay of a Senior employee drawing pay less than a junior employee with his junior.

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The Punjab State Electricity Board vide office order No. 164/Fin/PRC-1988 dated 31.5.89 granted compensatory increments to its employees at the stages of Rs. 1100, 1500, 1680, 1880, 2100, 2300 & 2520 raising the pay at Rs. 1125, 1530, 1720, 1920, 2150, 2350 & 2580 respectively in the master scale of Rs. 750-20-950-25-1200-30-1560-40-2000-50-2400-60-2700-75-3000-100-4000-125-5000-150-5900-200-6700 to compensate the loss in increment as fixed in the revised scale viz-a-viz old scales as available to the employees (increment + D.A./A.D.A. thereon on 1.1.90).

of an employee rises as a result of routine increment. The Compensatory increment(s) was/were further allowed in the case of pay of an employee happened to rise on the above stages (on promotion and proficiency step-up)(s). However, it was provided in the ibid office order that if as a result of grant of above compensatory increment(s), the pay of a junior employee happens to be fixed at the stage/higher stage in the Master scale than his senior, the senior employee will not be entitled to claim pay anomaly viz-a-viz his junior. The Board further granted compensatory increment(s) at the stage of 3600 and 4000 on the same terms and conditions vide office order No. 299/Fin/R-196/Loose dated 19.10.93. The benefit of these compensatory increment(s) sanctioned vide ibid office orders was withdrawn w.e.f. 1.11.93 on the introduction of revised Master scale of Rs. 750/- with initial start of Rs. 770-30-950-35-1160-40-1320-45-1500-50-2000-60-2060-70-2550-75-3000-100-4000-125-5000-150-5900-200-6700 where the rate of increment was enhanced on Government pattern.

2.- The Board has imposed restriction for not claiming the anomaly by the senior employee caused due to this reason with his junior and the employees have been demanding for the deletion of the said clause from the office order. The case was considered by the Board and it has been decided that the anomaly caused to the senior employee with his junior due to the grant of compensatory increments during the operation of the said orders upto 31.10.93 be removed in individual cases due to hardship caused to them. But pay of the senior employee would be fixed/stepped up to the level of his junior w.e.f. 24.3.1994.

3.- Similarly, the Board allowed the time-bound promotional/devised promotional scales to its employees vide office order No. 197/Fin/PRC-1988 dated 23.4.90 and office



it was also provided that:

" No anomaly of pay would be claimed by any senior employee vis-a-vis another employee merely on the strength of later getting his placement into the time-bound promotional/devised promotional scale."

In this way, some senior employees<sup>one</sup> who could not avail the benefit of promotional scale and was promoted to the next rank started getting less pay than the junior who was promoted on the same post on which the senior was promoted, after availing the benefit of promotional scale. The position of the seniors had become anomalous but the instructions on the subject do not entitle the seniors to claim anomaly on this account.

4.- On the persistent demand of the employees the case has too been considered by the Board and decided that to avoid hardship in the individual cases, such like cases may be examined on its merits. The anomaly of senior employee with junior employee would be removed by stepping up the pay from 24.3.94 in individual cases where the senior employee started/starts drawing less pay than the junior employee strictly due to grant of promotional/devised promotional time bound scales on the following terms and conditions:

- a) Anomaly of a senior employee directly recruited will be removed only with the directly recruited junior employee and not with the promotee employee on the same post/cadre/scale;
- b) both the Board employees should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- c) the Board employee who is senior is promoted to the higher post without availing the benefit of time-bound promotional/devised promotional scales and had been drawing equal or more pay than that of the Board employee who is junior;
- d) A senior Board employee is granted time bound promotional/devised promotional scale prior to 12.11.88 and junior is granted the benefit of time bound promotional/devised promotional scale on or after 12.11.88 and is benefitted with two increments under Reg 8 of PSEB Employees (Revised pay scales) Regulation-1988 and starts drawing

- e) both the Board employees should be in the same scale of pay in the lower as well as in the higher posts in which they are entitled to draw pay but the pay of the junior increased on the lower post on grant of time bound scale of higher post.
- f) the promotion of both the Board employees are regulated by the provisions of the same rules; and.
- g) the anomaly should be directly as a result of grant of one or two promotional/devised promotional scales increment(s) on account of completion of 9/16 years service in the same cadre. If in the lower post, the Board employee who is junior, draws from time to time higher rate of pay than the Board employee who is senior by virtue of fixation of pay under the normal rules or if any advance increment is granted to him, the provisions contained in these instructions shall not be invoked to step-up the pay of the Board employee.

5. The anomaly/hardship cases which have become due after 24.3.94 should also be decided on the same lines. The pay of the senior employee shall be stepped up to an amount equal to the pay as fixed for the Board employee who is junior in that lower/higher post. The stepping-up shall be done w.e.f. 24.3.94 in respect of the cases pertaining to the period prior to this date and in respect of cases falling on or after 24.3.94, it shall be done w.e.f. the date of occurrence of the anomaly by virtue of grant of promotional/devised promotional time scales to the employee who is junior or from the date of such Board employee starts drawing more pay than that of a Board employee who is senior.

6.- The order relating to re-fixation of pay of the senior Board employee on account of the stepping up of pay shall be issued under Regulation 4.10 of PSEB, MSR Vol-I, Part-I-19 with prior consultation of the Finance Section of the Board and pay fixation will be got pre-audited from the concerned Accounts Officer and such a Board employee shall be granted next increment on the date it is admissible to the Board

employees junior to him. The pay so refixed shall neither be reduced at the time of reversion of the Board employee who is junior nor shall it be stepped up again, when the Board employee who is junior is repromoted.

In view of the above decision, the anomaly/hardship cases of an individual employee covered under these instructions may be sent to this office by the Head of the Department after its proper scrutiny alongwith service record of both the senior and junior employees giving full justification financial implication and recommendations thereon for obtaining approval of the Competent Authority.

*Newman*  
Dy. Secretary/Finance.

DA/N11

Endst.No. 117294/117624 /FP-1/Vol.II Dated:- 4.6.1994.

A copy of the above is forwarded to the following for information and further necessary actions:-

1. Commissioner for Finance and Secretary to Govt. of Punjab, Finance Deptt. (Member PSEB) Punjab Civil Secretariat, Chandigarh.
2. Secretary to Govt. of Punjab, Deptt. of Irrigation, and Power (Energy Branch), Chandigarh.
3. Additional Secretary, BBMB, Chandigarh.
4. Secretary/NREB, F-Wing, Narman Bhawan, N. Delhi.
5. Secretary/BCB, 45-Kaka Nagar, N. Delhi.
6. Secretary, HSEB, Panchkoola.
7. Secretary, HPSEB, Shimla-4.
8. C.E./Transmission, BBMB, Chandigarh.
9. C.E./Electrical, Beas Project, Chandigarh.
10. C.E./Electrical, Chandigarh Admn., Chandigarh.
11. Engineer-in-Chief/Generation, BBMB Nangal T/Ship.
12. FA & CAO BBMB, Nangal.
13. FA & CAO Beas Project, Talwara T/Ship.
14. Finance Secretary, Chandigarh Admn., Chandigarh.
15. Chairman & Managing Director, National Hydro Electric Power Corp., 57, Manjusha, Nehru Place, N. Delhi.
16. General Manager, BCB, Talwara T/Ship.
17. Director/Public Relations, PSEB, Patiala.
18. Director/Training, TTI, PSEB, Patiala.
19. Finance Manager, DESU N. Delhi.
20. Legal Advisor, PSEB, Patiala.
21. All Deputy Secretaries/Under Secretaries/Inquiry Officer, PSEB.
22. Director/Co-ordination, D-1019, New Friends Colony, N. Delhi.
23. Dy. Secretary to Chairman & Senior PS to Members/Secretary
24. Senior I.R.O., PSEB, Patiala.
25. Under Secretary/PRC, PSEB, Patiala.
26. All Branch Officers and Heads of Sections.
27. Dy. Secretary/Meeting, PSEB, Patiala w.r.t. U.O.No. 994/97/M-3/94/22 dated 30.3.94.

*San. 11*

PUNJAB STATE ELECTRICITY BOARD  
OFFICE OF THE SECRETARY  
(FINANCE SECTION)

Finance Circular  
No. 22 /94.

OFFICE ORDER NO. 462 /Fin-385/Vol.4

Dated: 9 / 6 /94

The Punjab State Electricity Board is pleased to order that with the commissioning of 6th unit of Guru Gobind Singh Super Thermal Plant, Ropar, the Generation Incentive Allowance as sanctioned vide office order No. 447/Fin-385/Vol.III dated 15.1.93 will be, with effect from 1.1.1994 as under:-

2. Generation during peak load hours

From 4 units	60 IUs
From 5 units	70 LUs
From 6 units	80 LUs

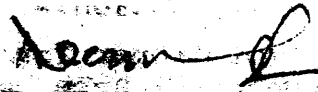
Generation during 24 hours

From 4 units	180 LUs
From 5 units	210 LUs
From 6 units	240 LUs

3. The availability of the 5th unit or 6th unit (any of five/six units) will be considered as and when Power Controller wants running of the five or six units for more than 24 hours. It is however, clarified that this clause relates to the incentive based on daily generation only.

4. Accordingly, the para-2(A) of the scheme modified vide ibid order is amended to the above extent.

All other terms and conditions of the existing scheme for Generation Incentive will remain un-changed.

  
Secretary/Finance.

Endst.No. 125724/25 /Fin-385/Vol.4 Dated:- 9.6.94

A copy of the above is forwarded to the following in continuation of this office Endst.No. 11482/11607/Fin-385 Vol.III dated 15.1.93 and No. 173993/94/Fin-385/Vol.4 dated 1.10.93 & No. 65757/58 dated 6.4.94 for information and necessary action:-

1. General Manager/Thermal, GNDTP, Bhatinda

2. Chief Engineer/O&M, GG SSTP, Ropar with reference to his memo No. 739/30/X/F&E/O&M dtc. 20.5.94.

*Yarnall*  
Supdt./Finance.

Endst.No. 125726/125886 /Fin-385/Vol.4 Dated:- 9.6.94

A copy of the above is forwarded to the following in continuation of this office Endst.No. 11482/11607/Fin-385/Vol. III dated 15.1.93 and B No. 173995/174145/Fin-385/Vol.4 dated 1.10.93 and No. 65759/65909 dated 6.4.94 for information and necessary action:-

1. All Engineers-in-Chief/GM/CEs(Including Hydel Irr.) (except G.M./Thermal, GNDTP, Bhatinda & C.E./O&M, GG SSTP, Ropar.
2. Chief Controller/Finance, P SEB, Patiala.
3. I.G./V&S P SEB, Patiala.
4. OSD/Security-cum-Director/Hospitality, P SEB, Patiala.
5. All SEs of GNDTP, Bhatinda. *and GG SSTP, Ropar.*
6. OSD/T to Chairman, P SEB, Patiala.
7. SE/T to Member/H&T, Member/D
8. SA/Accounts to Member/Finance & Accounts.
9. SA/T to Administrative Member.
10. CAO, P SEB, Patiala.
11. CAO/P&A, P SEB, Patiala.
12. CAO/EAD, P SEB, Patiala.
13. Chief Auditor, P SEB, Patiala.
14. Cost Controller, P SEB, Patiala.
15. Resident Audit Officer, P SEB, Patiala.
16. Dy. CAO/HQs, P SEB, Patiala.
17. Dy. CAO/O&M, RTP, Ropar.
18. Dy. CAO/Const. RTP, Ropar.
19. Dy. CAO/M&MHP, P SEB, Patiala.
20. All Senior AOs/AOs in the Pre-audit offices and field offices.
21. Supdt./Bills, P SEB, Patiala.

*Yarnall*  
Supdt./Finance.

Endst.No. 125887/125932 /Fin-385/Vol.4 Dated:- 9.6.94

A copy of the above is forwarded to the following in continuation of this office endst.No. 11608/668/Fin-385/Vol. III dated 15.1.93 and No. 174146/174201/Fin-385/Vol.4 dt. 1.10.93 & No. 65910/65970 dated 6.4.94 for information and necessary action:-

1. Commissioner for Finance & Secretary to Govt. of Punjab, Finance Deptt. (Member P SEB), Punjab Civil Sectt., Chandigarh.
2. Secretary to Govt. Punjab, Deptt. of Irrigation & Power (Energy Branch), CHD.
3. Director/Public Relations, P SEB, Patiala.
4. Director/Training, TTI, P SEB, Patiala.
- All Deputy Secretaries/Under Secretaries/Inquiry Officer, P SEB.
- V. Secretary/Meetings, P SEB, Patiala with reference to his No. 744/M-2/94/Adj/28 dtc. 9.3.94 to the address of CE/ GG SSTP, Ropar.
- .R.O., P SEB, Patiala.
- Chairman/Members/Secretary.
- Secretary/PRC, P SEB, Patiala.

*Yarnall*

PUNJAB STATE ELECTRICITY BOARD  
(FINANCE SECTION)

Finance Circular  
No. 23/1994

OFFICE ORDER NO. 307/Fin-32/Vol.6

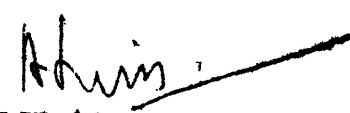
Dated: 15-6-94

The Punjab State Electricity Board is pleased to enhance the rate of special pay of the following officers/officials posted in the Technical Training Institute, Patiala w.e.f. 1.3.89:-

S.No.	Name of category	No. of posts	Existing rate of Spl. Pay	Proposed Special pay to be allowed
1.	Accounts Officer	1	200.00	400.00
2.	Junior Training Officer	1	100.00	150.00
3.	Cable Jointing Foreman.	1	80.00	150.00
4.	Revenue Acctt,	4	80.00	150.00
5.	Revenue Supdt.	1	80.00	150.00
6.	S.A.S. Accountant	1	80.00	150.00

2. The P.S.E.B. has also decided that the arrears which become due w.e.f. 1.3.89 to 30.4.94 shall be credited to the GPF account of the respective employees and thereafter it will be paid in cash from 1.5.1994.

It is clarified that S.A.S. Accountant posted in the T.T.I. Patiala will only be entitled to Special Pay of Rs.150/- and on his posting on the stations other than T.T.I. Patiala will be eligible for the Special Pay of Rs.100/-PM as admissible to the other S.A.S. Accountants.

  
Secretary  
Punjab State Elec. Board  
PATIALA

Endst. No. 127833/58/Fin-32/Vol.6

Dated: 15-6-94

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

1. C.E./EQC(T) PSEB, Patiala.
2. C.A.O. PSEB, Patiala.
3. Chief Auditor, PSEB, Patiala.
4. R.A.O. PSEB, Patiala.
5. Dy. Secy; to Chairman, PSEB, Patiala.
6. Sr. Private Secretaries to Members/Secretary.
7. S.A.(T) to Member, F&A, PSEB, Patiala.
8. Director/Training, T.T.I. PSEB, Patiala.
9. Principal, T.T.I. PSEB, Patiala.