

ਪੰਜਾਬ ਰਾਜ ਬਿਜਲੀ ਬੋਰਡ
(ਦਫਤਰ : ਸਕੱਤਰ/ਪੀ.ਆਰ.ਸੀ.)

ਵਿੱਤ ਸਰਕੂਲਰ ਨੰ:27/2009

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ਸੰਮੇ ਨੰ: 178436/178530 /ਪੀ.ਆਰ.ਸੀ.-303/2006

ਮਿਤੀ : 29 /12/2009

ਵਿਸ਼ਾ : **Clarifications regarding implementation of the Punjab State Electricity Board (Revised Pay) Regulations, 2009.**

The Govt. of Punjab, Deptt. of Finance (Finance Personnel-1 Branch) has given some clarifications for implementation of Punjab Civil Services (Revised Pay) Rules, 2009 vide No.5/55/2009-5FPI/604 dated 16.10.2009. After analyzing these clarifications w.r.t. the Punjab State Electricity Board (Revised Pay) Regulations, 2009, the following clarifications are given: -

1. The Explanation-2 appended to regulation 5 provides that, a person appointed to a post on or after the first day of January, 2006 cannot exercise option admissible under regulation 6 and he shall be allowed pay only in the revised pay structure. What is the Revised Basic Pay admissible to an employee under the revised pay structure who is appointed on 1st March, 2006 in the pre-revised scale of 4300-7500?

1. Clause (h) of regulation 3 says that 'revised pay structure' in relation to any post or pre-revised scale specified in column 2 of the Schedule appended to the Regulations, means, the pay band and grade pay, as specified against that post or pre-revised pay scale in Col.4 and 5 of the Schedule. As per Sr.No.7 of the Schedule, the initial pay of an employee who is appointed on 1st March, 2006 in the pre-revised scale of Rs.4300-7500 will be fixed at Rs.10800 in the revised pay structure of 6400-20200 + 2800 and not at Rs.9200 (6400+2800).

Hence it is clarified that initial pay of the persons appointed on or after 01.01.2006 will be fixed as specified in column 6 of the Schedule against the relevant pre-revised pay scale.

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2(a). A UDC with basic pay of Rs.5500 on 01.01.2006 in the pre-revised pay scale of Rs.4600-7250 (Intl. 4775), with next increment on 01.07.2006 is promoted as Circle Assistant on 30.12.2006 in the pre-revised pay scale of Rs.6300-10700. On promotion he opts for regulation 11(iii). What would be his revised basic pay in the Revised Pay Structure on the date of promotion and what will be the next date of increment.

2(a). As per Fitment Table-8 applicable to pre-revised scale of Rs. 4600-7250 (Intl. 4775) the Revised Basic Pay of the employee on 01.01.2006 will be fixed at Rs.13280 (10230+3050). On 01.07.2006, after increment @ 3%, his Revised Basic Pay will be Rs.13680 (10630+3050). As per his option, on promotion on 30.12.2006 in the PB-3, 10900-34800 + 4300, after giving him the benefit of one increment and grade pay of promotional post his pay in Pay Band-3 works out to Rs.11050 which is less than the minimum of the PB-3. Hence the initial pay of the employee will be fixed at Rs.16400 as specified in column 6 against Sr.No.12 of the Schedule against pre-revised scale of Rs.6300-10700. The next increment will be admissible after qualifying service of twelve months.

It is clarified that on promotion to the higher grade pay, the pay fixed will not be less than the initial pay specified in Column 6 of the Schedule against the relevant Grade Pay shown in Column 5 thereof.

(b) A person is appointed as LDC on 30.12.2008 in the pre-revised scale of Rs.3480-6500. What will be his initial pay on the date of appointment?

(b) As already illustrated at Sr.No.1 above, his initial pay on 30.12.2008 will be fixed at Rs.8910 as specified in column 6 against Sr.No.4 of the Schedule.

3. At the time of advertisement of a post of Internal Auditor, how the pay scale of this post will be depicted?

3. In the Revised Pay Structure envisaged by the Fifth Punjab Pay Commission, the pre-revised scales and the revised scales are in close correspondence with each other. However, if only Revised Pay Structure is to be shown, the new pay scales of the post of Internal Auditor can be mentioned as under: -

Pay Band	Grade pay	Initial Pay
10900-34800	4350	16450

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4. An employee drawing Revised Basic Pay of Rs.15290 (12240+3050) on 01.04.2007 in 6400-20200 + 3050 with the next increment falling on 01.04.2008 is promoted on 03.10.2007 in 10900-34800 + 4300. He opts for regulation 11(iv). What will be his Revised Basic Pay on the next date of increment?

4. Pay on promotion w.e.f. 03.10.2007 :
 (Under regulation 11(iv) as per his option)
 (a) Pay in pay Band : 12240
 (b) Grade pay : 4300
 (c) Revised Basic Pay : 16540

Pay on 1.4.2008 i.e. next date of increment: -
 First Increment @ 3% of 15290 : 460
 Second increment @ 3% of (15290+460=15750) : 480
 Pay in pay Band : 13180 (12240+460+480)
 Grade pay : 4300
 Revised basic pay as on 1.4.2008 : 17480

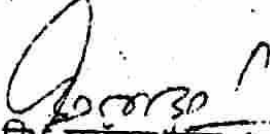
5. Two Board employees in the same cadre in the pre-revised scale of pay of Rs.7000-11750 were drawing Rs.10350 as on 1st January, 2006. Date of increment of the junior employee was 01.01.2006 whereas the date of increment of the senior employee was 01.06.2006. The junior opts to get his pay fixed under note 1 below regulation 7 and his pay is fixed at Rs.23950 whereas the pay of the senior on 01.01.2006 gets fixed at Rs.23910.

5. In this case the senior was drawing Rs.10350 on 01.06.2005 where as the pay of the junior employee before the 1st of January 2006 was Rs.10000. Hence the case of the senior employee is covered under Note 5 below regulation 7 and his pay on 01.01.2006 shall be stepped up to the same stage as that of the junior.

Since the junior opted to draw his increment on 01.01.2006 in the revised pay structure, so his pay is to be fixed at Rs.10000 (unrevised) and his pay in revised pay structure is fixed at Rs.23250. After adding increment @ 3% due on 01.01.2006, his pay will be fixed at Rs.23950 (23250+700). Whereas, the pay of the senior is fixed at Rs.10350 (unrevised) and his pay on 01.01.2006 is fixed at Rs.23910 in revised pay structure. So the pay of the senior is to be stepped up to Rs.23950 on 01.01.2006.

It is further clarified that the next date of increment of the senior will remain unchanged.

The above clarifications may please be brought to the notice of all concerned.


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