

[Extract from Punjab Government Gazette Extra.) dated 27th April, 1989]

**DEPARTMENT OF EDUCATION
(EDUCATION I BRANCH)**

**Notification
The 6th April, 1989**

No. 10/93/88- 5Edu.1/3977 – Having regard to the decision of the Government of India in pursuance of the recommendations of the University Grants Commission, the President of India is pleased to Cadre Librarians with effect from the 1st January, 1986, as per details given below:-

Designation 1	Existing scale of pay 2	Revised scales of pay 3
(A) UNIVERSITIES		
(i) Librarians		
1. Assistant Librarian/Documentation Officer	Rs. 700-1, 600	Rs. 2,200-75-2, 2,800-100-4,000
2. Assistant Librarian/Documentation Officer (Senior Scale)	Not Existing	Rs. 3,000-100-3,500-125-5,000
3. Assistant Librarian/Documentation Officer (Selection Grade)	Not Existing	Rs. 3,700-125-4,950-150-5,700
4. Deputy Librarian	Rs. 1,200-1,900	Rs. 3,700-125-4,950-150-5,700
5. Librarian	Rs. 1,500-2,500	Rs. 4,500-150-5,700-200-7,300
(ii) Physical Education Personnel:		
1. Assistant Director of Physical Education	Rs. 700-1, 600	Rs. 2,200-75-2, 2,800-100-4,000
2. Assistant Director of Physical Education (Senior Scale)	Not Existing	Rs. 3,000-100-3,500-125-5,000
3. Assistant Director of Physical Education (Selection Grade)	Not Existing	Rs. 3,700-125-4,950-150-5,700
4. Deputy Director of Physical Education	Rs. 1,200-1,900	Rs. 3,700-125-4,950-150-5,700
5. Director of Physical Education	Rs. 1,500-2,500	Rs. 4,500-150-5,700-200-7,300
(B) (i) College Cadre Librarians :		
1. Librarians	Rs. 700-1, 600	Rs. 2,200-75-2, 2,800-100-4,000
2. Librarians (Senior Scale)	Not Existing	Rs. 3,000-100-3,500-125-5,000
3. Librarians (Selection Grade)	Not Existing	Rs. 3,700-125-4,950-150-5,700
(ii) Physical Education Personnel:		
1. Director of Physical Education	Rs. 700-1, 600	Rs. 2,200-75-2, 2,800-100-4,000
2. Director of Physical Education (Senior Scale)	Not Existing	Rs. 3,000-100-3,500-125-5,000
3. Director of Physical Education (Selection Grade)	Not Existing	Rs. 3,700-125-4,950-150-5,700

The term “College Cadre Librarians” shall include all the Librarians posted in the Government College Libraries and all existing librarians posted in the District/Public Libraries and recruited as per the qualifications prescribed by the University Grants Commission on or before the date of issue of this notification.

(C) NON-GOVERNMENT AFFILIATED COLLEGES :

Librarians/Director Physical Education working in affiliated Non-Government Colleges are also to be given the scales of pay as approved for the corresponding categories of the Government Colleges.

2. The terms and conditions prescribed for the grant of new University Grants Commission Scales of pay are appended to this communication as Annexure ‘A’.

3. The pay fixation formula as approved by the Government of India, Ministry of Human Resource Development, Department of Education, New Delhi, is appended to this communication as Annexure ‘B’

4. The amount of the arrears on account of revision of scales of pay on the pattern of University Grants Commission scales with effect from the 1st January, 1986 upto the 31st, 1987, shall be credited to the General Provident Fund Account of the Government employees such credits being deemed to have been made on the 1st September, 1987. Where an employee is not eligible to subscribe to the General Provident Fund, the amount of arrears shall be invested in the purchase of the National Savings Certificates from posts offices in the State of Punjab or invested in the National Savings Scheme in the State of Punjab at the option of the employee concerned. The National Savings Certificates shall be purchased by the Disbursing Officers in the name of the employee concerned and shall be handed over to the latter. However, the arrears below Rs. 100 in a particular case, if any may be paid in cash and where these are above rupees one hundred these may be invested in the National Savings Certificates after rounding them off downwards to the nearest multiple of rupees fifty.

[Illustration – (i) in a case where arrears are Rs. 73 the entire amount may be paid in cash, (ii) in case the arrears amount to Rs. 473, National Saving Certificates worth Rs. 450 only are required to be purchased, the balance or S. 23 shall be paid in cash.]

5. The revised scales of pay are applicable to the Physical Education Personnel/Librarians of Universities (including Panjab University, Chandigarh), Government and Non Government Affiliated Colleges in the State.

The revised scale of pay are applicable in case of Punjab Agricultural University, Ludhiana and Medical Veterinary Science, Technical and Engineering Colleges, in the State.

These scales of pay will also not apply to the Librarians recruited to the posts of the Librarians in the District/Public Libraries after the date of issue of this notification.

6. Necessary amendments in the statutes, rules and regulations, etc. of the concerned Universities and amendments in the Service Rules and 95% deficit grant-in-aid scheme for Non-Government Affiliated Colleges will be made by the concerned University/State Government where called for.

7. This issues with the concurrence of the Department of Finance – vide its I.D. No. 2/153/88-5FPI/977, dated 31st March, 1989.

RAJINDER SINGH,
Secretary to Government Punjab,
Department of Education.

No. 10/93/88-5Edu.I/3978 dated, Chandigarh the 6th April, 1989.

A copy each is forwarded to the Accountant General, Punjab (Accounts & Entitlement) Punjab and Accountant General (Audit), Punjab, Chandigarh for information and necessary action.

Deputy Secretary, Education

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

1. The Financial Commissioners, Punjab;
2. All the Administrative Secretaries to Government, Punjab ;

ANNEXURE 'A'

Recruitment and Qualifications:

1. Recruitment to the posts of Assistant Librarian, Deputy Librarian and Librarian as well as Assistant Director of Physical Education in the universities shall be made on the basis of merit through all India advertisement and selection provided that Assistant Librarian and Assistant Directors of Physical Education who fulfill the criteria prescribed hereinafter will be legible for promotion to the posts of Deputy Librarians and Deputy Director of Physical Education respectively. Recruitment to the posts of Librarians and Director/Instructor of Physical Education in College shall be on the basis of merit through all India advertisement and selection.
2. The minimum qualifications required for appointment to the posts mentioned in pare 1 above will those prescribed by the UGC from time to time.
3. As in the case of recruitment of Lecturers in "Universities and Colleges, only those candidates who, besides fulfilling the minimum academic qualifications prescribed for the posts of Assistant Librarian/Assistant Director of Physical Education in University and Librarian and Director/Instructor of Physical Education in College, have qualified in a comprehensive test, will be eligible for appointment to these Posts. The detailed scheme for conducting the test including its design, the agencies to be employed for conduction the tests, etc. will be worked out and communicated by the University Grants Commission.
4. Candidate who at the time of their recruitment as Assistant Librarians and Assistant Directors of Physical Education in Universities and Librarians and Director/Instructors of Physical Education in College, possess M. Phill or Ph. D Degrees in Library Science or Physical Education, as the case may be, will be sanctioned one and three advance increments respectively in the scale of Rs.2,200-4,000 along with the benefit of corresponding years of service for the purpose of promotion. The existing incumbents without research degrees and those similarly situate recruited in future, will be eligible for a similar benefit in service for the purpose of promotions as and when they acquire research degrees, but will be not eligible for advance increments. Existing incumbents with research degrees will also be eligible for a similar benefit.
5. Every assistant Librarian and Assistant Director of Physical Education in a University and a Librarian and Director/Instructor of Physical Education in a College, who is in the scale of pay of Rs. 2,200-4,000 will be placed in a senior scale of Rs. 3,000-5,000 if he/she has:-
 - (a) Completed 8 years service after regular appointment with relaxation as provided in pare 4 above;
 - (b) Participated in two refresher courses/summer instituted, each of approximately four weeks' duration or engaged in other appropriate continuing education programme of comparable quality as ma be specified by the UGC; and

(c) Consistently satisfactory performance appraisal reports.

Explanation- All existing incumbents of these posts in the Universities and College cadre Librarians, who have completed 8 years of service on 1st January, 1986 will be placed, through a process of screening/selection syndicated in para 10 below of this annexure in the scale of Rs.3,000-5,000. The benefit of service provided in para 4 above will be available for the initial placement also.

6. Every Assistant Librarians and Assistant Director of Physical Education in the University who have been placed in the senior scale will be eligible for promotion to the posts of Deputy Librarian and Deputy Director of Physical Education respectively in the scale of Pay of Rs. 3,700-5,700 if he/she has:

- (a) completed 8 years of service in the senior scale; provided that the requirement of 8 years will be relaxed if his/her total service is not less than 16 years;
- (b) obtained a Ph.D degree or an equivalent published work ;
- (c) made significant contributions to the development of Library Services / Physical Education in the University as evidenced by self-assessment, reports of references, professional improvement in the Library Services/ Physical Education activities, etc. as the case may be ;
- (d) participated in two refresher courses / summer institutes each of approximately 4 weeks duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC, after placement in the senior scale ; and
- (e) consistently good performance appraisal reports.

7. Promotion to the post of deputy Librarian / Deputy of Physical Education will be through a process of selection by a Selection committee as in the case of promotion to the posts of Readers. Posts of Deputy Librarians/ Deputy Director of Physical Education will be created for this purpose by upgrading the posts of Assistant Librarian/ Director of Physical Education (Senior scale).
8. Those Assistant Librarians and Assistant Directors of Physical Education in University in the Senior Scale who do not have Ph.D degrees or equivalent published work, but fulfill the other criteria, mentioned in para 6 above will be placed in the grade of Rs. 3,700-5,700 subject to the recommendations of the committee mentioned in Para 7 above. They will be designated as Assistant Librarian and Assistant Director of Physical Education in the Selection Grade.
9. The College Cadre Librarians and Director/Instructors of Physical Education in College, who have been placed in the Senior will be eligible for placement in the Selection Grade of Rs 3,700-5,700 if they fulfill the criteria prescribed in para 8 above.
10. Regular and systematic appraisal of performance of Librarians/ Director of Physical Education is to be an essential element in the management of education and this has been taken into account in the design for the career development of Librarians/ Director of Physical Education. Till the State Government formulated the guidelines for evolution of performance of Librarians/Director of Physical Education as per policy to be framed by the UGC and becomes operative with effect from academic year 1988-89 the existing screening mechanism/selection procedures or those prescribed on a provisional basis by the University concerned/ State Government, will apply to all the placements/promotions referred to in paras 5 to 9 above.

ANNEXURE 'B'

Formula for fixation of pay in the revised scales of pay

1. The pay of Librarian/ Physical Education Personal in University and College will be fixed in the revised scales of pay in the following manner:-
 - (i) An amount representing 20% of basic pay in the existing scale shall be added to the existing emoluments.
 - (ii) After the existing emoluments have been so increased, the pay shall be fixed in the revised scale at the stage next above the amount thus computed provided that;
 - (a) If the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;
 - (b) If the amount so arrived at is more than the maximum of the revised scaled, they shall be fixed at the maximum of that scale.

Explanation:

- (i) The "Existing emolument" on 1st January, 1986 shall include;
 - (a) Basic pay;
 - (b) Dearness pay, additional dearness allowance and ad hoc dearness allowance, if any;
 - © Interim relief, if any.
- (ii) For the purpose of adding 20% to the existing emoluments:-
 - (a) The basic pay shall be the pay 1st January, 1986 in the 1973 UGC scales;
 - (b) When a portion of the total emoluments has been merged in the 1973 UGC prior to 1st January, 1986 the basic pay may be reckoned notionally in the 1973 UGC scales for the purpose of pay; and
 - © Where the 1973 UGC scales have not been implemented, the actual basic pay, provided that the basic pay in this case does not exceed the notionally arrived at basic pay if 1973 UGC scales had been given.

Note:- Wherein the fixation of pay under clause (ii) the pay of a person drawing pay at more than five consecutive stages in an existing scaled get bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of the persons who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increments (s) in the revised scaled in the following manner, namely:-

- (a) for persons drawing pay from the 6th up to the 10th stage in the existing scale by one increment;

- (b) for persons drawing pay from the 11th up to the 15th stage in existing scale, if there is bunching beyond the 10th stage by two increments;
- © for persons drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage by three increments.

If by stepping up of the pay as above the pay of a person gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a person who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter also be stepped up only to the extent by which it falls short of that of the former.

II The next increment of a person whose pay has been fixed in the revised scale in accordance with Rule (i) shall be granted on the date as he would have drawn his increment, had he continued in the existing scale:

Provided that in cases where the pay of a person is stepped up in terms of the Note under Rule (I), the next increment shall be granted on the completion of qualifying service of 12 month from the date of stepping up of the pay in the revised scale;

Provided further that in the case of persons who had been drawing maximum of existing scale for more than a years as on 1st January, 1986 the next increment in the revised scale shall be allowed on 1st January 1986.

**DEPARTMENT OF EDUCATION
(EDUCATION I BRANCH)**

The 20th February, 1999/10th March, 1999

No. 10/22/98- 5Edu.1/4257 – In pursuance of the recommendations of the University Grants Commission, the Governor of Punjab is pleased to revise the scales of pay of the teaching personnel and academic staff only of the Universities and Government Colleges in the State and Directorate of Colleges with effect from the 1st January, 1996, as per details given below:-

Category 1	Existing scale of pay 2	Revised scales of pay 3
(A) University and College Teachers		
1. Lecturer	Rs. 2,200-75-2, 2,800-100-4,000	Rs. 8,000-275-13,500
2. Lecturer (Senior Scale)	Rs. 3,000-100-3,500-125-5,000	10,000-325-15,200
3. Lecturer (Selection Grade)/Reader	Rs. 3,700-125-4,950-150-5,700	12,000-420-18,300
4. Professor	Rs. 4,500-150-5,700-200-7,300	16,400-450-20,900-500-22,400
5. Principals of Colleges	(i) 3,700-125-4,950-150-5,700 (ii) 4,500-150-5,700-200-7,300	(i) 12,000-420-18,300 (minimum to be fixed at 12,840) (ii) 16,400-450-20,900-500-22,400 (minimum to be fixed at 17,300)
6. Pro Vice Chancellor	5,900-200-7,300	18,400-500-22,400
7. Vice Chancellor For Universities	7,600 (fixed)	25,000 (fixed)
8. Registrar/Librarian/Director of Physical Education	4,500-150-5,700-200-7,300	16,400-450-20,900-500-22,400
9. Dy. Registrar/Dy. Librarian/ Dy. Librarian/Dy. Director of Physical Education	3,700-125-4,950-150-5,700	12,000-420-18,300
10. Assistant Librarian/Assistant Documentation Officer (Sr. Scale)/Asstt. Director of Physical Education (Sr. Scale)	3,000-100-3,500-125-5,000	10,000-325-15,200
11. Asstt./Registrar/Asstt. Librarian/ Asstt. Documentation Officer/Asstt. Director of Physical Education	2,200-75-2, 2,800-100-4,000	8,000-275-13,500
For Colleges :		
12. College Librarian (SL. Grade) Director Physical Education (SL. Grade)	3,700-125-4,950-150-5,700	12,000-420-18,300
13. College Librarian (Sr. Scale)/ Director of Physical Education (Sr.	3,000-100-3,500-125-5,000	10,000-325-15,200

Scale)

14. College Librarian/Director of Physical Education	2,200-75-2, 2,800-100-4,000	8,000-275-13,500
15. Demonstrator/Tutors	1,740-60-2,700-EB-75	5,500-175-9,000

2. The revised scales are not not applicable in the case of Punjab Agricultural university Ludhiana, and Medical, Veterinary Science Technical and Engineering universities and Colleges in the State.
3. The terms and conditions prescribed for the grant of revised U.G.C.s pay scales are appended to this communication as Annexure I.
4. Necessary amendment in the statues, rules and regulations etc. of the concerned Universities and amendment in the Punjab Educational Service (College Cadre) Class-I and Class-II Rules, 1976, will be made by the concerned University/State Govt. where called for.
5. A decision on the arrears for the period from 1st January, 1996 to 31st December, 1998 will be taken in the next financial year and will be conveyed separately.

This issues with concurrence of the Department of Finance conveyed, vide their I.D. No. 1/109/98-FP-I/59, dated 2nd February, 1999 and I.D. No. 1/109/98-FP-I dated 10th March, 1999.

G.P.S. SAHI

Principal Secretary, Government of Punjab
Department of Higher Education

Dated, Chandigarh the
10th March, 1999

ANNEXURE –I

(Set of conditions)

1. (i) Recruitment to the posts of Lecturer, Readers and Professors in Universities and Colleges shall be on the basis of merit though all-India advertisement and selections by the duly constituted Section Committees to be set up under the Statutes/Ordinances of the concerned university with the concurrence of the State Government. Such Committees should have a minimum of three experts, the head of concerned Department and the Principal of the concerned college (in case of selection of college teachers) provided that lecturers who fulfill the criteria prescribed in this scheme will be eligible for promotion to the posts of Readers.

(ii) (a) Four and two advance increments will be admissible to those who hold Ph.D and M.Phil degrees, respectively, at the time of recruitment as Lecturers.

(b) One increment will be admissible to those teachers with M.Phil who acquire Ph.D within two years of recruitment.

(c) A Lecturer with Ph.D will be eligible for two advance increments when he moves into selection grade as Reader.

(d) A teachers will be eligible for two advance increments as and when he acquires a Ph.D degree in his service career.

(iii) Career Advancement

(a) Minimum length of service for eligibility to move into grade of Lecturer (Senior Scale) would be four years for those with Ph.D, five years for those with M.Phil and six years for others as a Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade)/ Reader, the minimum length of service as Lecturer (Senior Scale) Shall be uniformly five years.

(b) For movement into grades of Reader and above, the minimum eligibility criterion would be Ph.D Those teacher with Ph.D can go up to the level of Lecturer (Selection Grade.)

(c) A reader with a minimum of eight years of service will be eligible for consideration for appointment as a Professor.

(d) For every upward movement, a selection process would be involved, for which appropriate guidelines would be as laid down by the UGC in consultation with the Government of India and are accepted by the State Government.

(iv) The teaching Personnel and academic staff of the Universities and Government colleges in the State and Directorate of Colleges will be entitled to Dearness Allowance. House Rent Allowance, City Compensatory Allowances and other Allowances at the rates sanctioned from time to time by the Punjab Government for its employees. They will be entitled to fixed Medical Allowance @ Rs. 250 P.M. to cover expenses on outdoor treatment of themselves and their families with effect from 1st April, 1999.

(v) Other terms and conditions of services of teachers shall be the same as may be notified by the State Government or specified by way of Regulations incorporating the approved pay scale and other related conditions by the universities/State Government on the lines of existing scheme(s).

(vi) The above schemes will be applicable subject to the acceptance mentioned in this letter by the Government of India, Ministry of Human Resources Development.

2. The pay with effect from 1st January, 1996 in the revised scale pay will be fixed after giving the benefit of the one increment for every three increments earned in the pre-revised scales. As stipulated to this communication and governed by other relevant provisions of Central Civil Services (Revised Pay) Rules, 1997 as applicable.
3. Regular and systematic appraisal of performance of teachers is to be an essential element in the management of education and this has been taken into account in the designing for the career development of teachers. Till the State Government formulates the guidelines for evaluation of performance of teachers, as per policy to be framed by the UGC and become operative with effect from academic years 1999-2000 the existing screening mechanism/ selection procedure prescribed by the University concerned/ State Government, will apply to all the placement promotions referred to in paras 1 (iii) above.
4. All teachers shall observe the code of professional ethics recommended by the UGC and as laid down by the State Government.
5. The above conditions will apply to all teachers appointed on or after the date of issue of this notification. These conditions will also apply to all the existing incumbents along with modifications specified above.
6. All other service conditions of University and College teachers will continue to be governed by the existing rules/instructions of the State Government.
7. The State Government may change any of the above conditions of its own or on the recommendations of the U.G.C./Government of India.

Copy of 9 Rule 7 of Central Civil Services (Revised Pay) Rules, 1997

7. Fixation of initial pay in the revised scale:-

(1) The initial pay of a Government servant who elects, or is deemed to have elected under sub rule (3) of rule 6 to be governed by the revised scale on and from the 1st day of January, 1996, shall, unless in any case the president by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lieu or would have held a lieu if it has not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-

(A) In the case of all employees

- (i) An amount representing 40 percent of the basic pay in the existing scale shall be added to the existing emoluments of the employees;

(ii) After the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed.

Provided that :-

(a) If the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale ;

(b) If the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

Provided further that:-

Where in the fixation of pay, the pay of Government servants drawing pay at more than four consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these Government servants who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increment(s) in the revised scale in the following manner, namely:-

- (a) for Government servants drawing pay from the 5th upto the 8th stage in the existing scale ___ by one increment;
- (b) for Government servants drawing pay from the 9th upto the 12th stage in the existing scale, if there is bunching beyond the 8th stage ___ by two increments;
- © for Government servants drawing pay from the 13th upto the 16th stage in the existing scale, if there is bunching beyond the 12th stage ___ by the increments.

If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a Government servants who was drawing pay in the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former:

Provided also that: ---

The Fixation thus made shall ensure that every employee will get atleast one increment in the revised scale of pay for every three increments (inclusive of stagnation increment (s), if any) in the existing scale of pay.

Explanation: - for the purpose of this clause “existing emoluments” shall include;

- (a) the basic pay in the existing scale;
- (b) dearness allowance appropriate to the basic pay admissible at index average 1510 (1960=100); and
- (c) the amounts of first and second instalment of interim relief admissible on the basic pay in the existing scale.

(B) In the case of employees who are in receipt of special pay/allowance in addition to pay in the existing scale which has been recommended for replacement by a scale of pay without any special pay/allowance, pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases “existing emoluments” shall include;

- (a) the basic pay in the existing scale;
- (b) existing amount of special pay/allowance;
- (c) admissible dearness allowance at index average 1510 (1960=100) under the relevant orders ;

- (d) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale and special pay under the relevant orders.

© In the case of employees who are in receipt of special pay component with any other nomenclature in addition to pay in the existing scales, such as personal pay for promoting small family norms, special pay to Parliament Assistants, Central (Deputation on Tenure) Allowance, etc. and in whose case the same has been replaced in the revised scale with corresponding allowance/pay at the same rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above. In such cases the allowance at the new rate as recommended shall be drawn in addition to pay in the revised scale of pay.

(D) in the case of medical officers who are in receipt of non-practicing allowance, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above except that in such case the term "existing emoluments" shall not include NPA and will comprise only the following:-

- (a) the basic pay in the existing scale;
- (b) dearness allowance appropriate to the basic pay and non practicing allowance admissible at index average 1510 (1960-100) under the relevant orders; and
- (c) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale and non-practicing allowance under the relevant orders,

and in such cases, non-practicing allowance at the new rates shall be drawn in addition to the pay so fixed in the revised scale.

Note__1. The Government servants drawing pay upto the stage of Rs. 1030 in the existing scale of Rs. 775__12__871__14__955__15__1030__20__1150 shall be fixed in S-2 scale of pay and those drawing pay beyond the stage of Rs. 1030 shall be fixed in S-3 scale of pay.

Note__2 Where the increments of a Governments servants falls on Ist day of January, 1996 he shall have option to draw the increment in the existing scale or the revised scale.

Note__3. Where a Government servant is on leave on the Ist day of January, 1996, he shall become entitled to pay in the revised scale of pay from the date he joins duty. In case of Government servant under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale pf pay will be subject to final order on the pending disciplinary proceeding.

Note__4. Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The Provisions of this not shall apply, mutandis, to Government servants holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Note__5. Where the existing emoluments as calculate in accordance with clause (A),clause (B), Clause (C) or clause (D), as the case may be, exceed the revised emoluments in the case of any Government servants, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note__6. Where in the fixation of pay under sub-rule (1), pay, of a Governments servant, who, in the existing scale was drawing immediately before the Ist day of January, 1996 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised scale at a stage loower than that of such junior, his, pay shall be stepped upto the same stage in the revised scale as that of the junior.

Note__7. Where a Government servant is in receipt of personal pay on the Ist day of January, 1996, which together with his existing emoluments as calculated in accordance with clause (A), clause (B) clause (C) or clause (D), as the case may, be exceeds the revised emoluments then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

Note__8. In the case of employees who are in receipt of personal pay for passing Hindi Pragya, Hindi Typewriting, Hindi Shorthand and such other examinations under the Hindi Teaching Scheme”, or on successfully undergoing training in cash and accounts matters prior to the Ist day of January, 1996, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised scales, they would continue to draw personal pay after fixation of their pay in the revised scale on and from the 1st day of January, 1996 or subsequently

for the period for which they would have drawn it but for the fixation of their pay in the revised scale. The quantum of such personal pay would be paid at the appropriate rate of increment in the revised scale from the date of fixation of pay for the period for which the employee would have continued to draw it.

Explanation:- For the purpose of this Note, “appropriate rate of increment in the revised scale’ means the amount of increment admissible at and immediately beyond the stage at which the pay of the employee is fixed in the revised scale.

Note__9. In cases, where a senior Government servant promoted to a higher post before the 1st day of January, 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January, 1996 the pay of the senior Government servant should be stepped upto an amount equal to the pay 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 Government servant subject to the fulfillment of the following conditions, namely:-

- (b) both the junior and the senior Government servant should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
- (c) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical;
- (d) the senior Government servants at the time of promotion have been drawing equal or more pay than the junior.