

From

The Comptroller,  
Lala Lajpat Rai University of Veterinary & Animal Sciences,  
Hisar

To

All Deans/Directors/HODs/DDOs/Offices/Sections  
(Including outstations)  
LUVAS, Hisar

Memo No. CVU/B-1/2017/94-35

Dated: 10/8/17

**Subject: Revision of Pay scales of Non-teaching employees of LUVAS/implementation of HCS (Revised Pay) Rules 2016 instructions/clarification thereof.**

Please find enclosed the following letters issued by the Finance Department, Haryana, Chandigarh regarding clarification/ instructions/ implementation with regards to pay fixation in the revised pay scales etc.

1. Memo No. 1/20/2016-5PR(FD) dated Chandigarh 15.11.2016
2. Memo No. 4/3/2016-5FR/35222 dated Chandigarh 25.11.2016
3. Memo No. 6/126/2013-4PR(FD) dated 16.02.2017
4. Memo No. 1/20/2016-5PR(FD) dated 17.03.2017
5. Memo No. 1/29/2016-5PR(FD) dated 05.04.2017
6. Memo No. 1/20/2016-5PR(FD) dated 16.05.2017
7. Memo No. 1/20/2016-5PR(FD) dated 16.06.2017

The Worthy Vice-Chancellor has approved adoption of the above instructions/clarifications/implementations in the university, mutatis mutandis

DA/As above

  
Deputy Registrar (Bgt.)  
For Comptroller 10/8/17

CC:-

1. DDO O/o Comptroller and all other branches (Internal), LUVAS, Hisar
2. The President, Non-Teaching Employees Association, LUVAS, Hisar
3. Incharge, E-Governance
4. J.D Audit (Local Audit), LUVAS, Hisar

No. 1/20/2016 SPR(FD)

Dated Chandigarh, the 15.11.2016

From

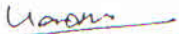

The Principal Secretary to Government, Haryana,  
Finance Department.

To

1. All Additional Chief Secretaries and Principal Secretaries to Government of Haryana.
2. All Heads of Departments and Divisional Commissioners, Ambala, Hisar, Rohtak and Gurgaon Division.
3. The Registrar, Punjab and Haryana High Court, Chandigarh.
4. All the Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana State.

**Subject: Clarification regarding fixation of pay in revised pay structure.**

I am directed to invite your attention to the Notification dated 28.10.2016 regarding Haryana Civil Service(Revised Pay) Rules, 2016 and Haryana Civil Service(Assured Career Progression) Rules, 2016. In the 4th row of the Pay Matrix in Schedule I of HCS(RP) Rules, 2016 and in Schedule-A of HCS(ACP)Rules, 2016, different indices viz. 2.57, 2.62, 2.67 and 2.72 have been mentioned. It must be carefully noted that these indices are of rationalization and meant for deriving the initial cell of the pay level in the Pay Matrix as per 7<sup>th</sup> CPC. These indices have no relevance with respect to fixation of pay of the existing employees in the revised pay structure. The pay of all the existing employees is to be fixed with a uniform multiplying factor of 2.57 as per Rule 7 of Haryana Civil Service(Revised Pay) Rules, 2016 and Rule 18 of Haryana Civil Service(Assured Career Progression) Rules, 2016.

  
Chief Accounts Officer (Pay Revision)  
For Principal Secretary to Government of Haryana,  
Finance Department  


Email ID:- payrevisionbranch@gmail.com



(To be substituted bearing the same Number and Date)

GOVERNMENT OF HARYANA  
DEPARTMENT OF FINANCE

No. 4/3/2016-5FR/35222

Chandigarh dated, 25<sup>th</sup> November, 2016

Subject:- Implementation of Haryana Civil Services (Revised Pay) Rules, 2016 and Haryana Civil Services (Assured Career Progression) Rules, 2016- decision of Government relating to grant of Dearness Allowance to the employees of Haryana Government - revised rates effective from 01.07.2016.

The undersigned is directed to say that consequent upon the decision taken by State Government and notified through Haryana Civil Services (Revised Pay) Rules, 2016 and Haryana Civil Services (Assured Career Progression) Rules, 2016, the Governor of Haryana is pleased to decide that the Dearness Allowance to all categories of employees of Haryana Government, who have either elected to be governed or deemed to have elected to be governed or have been brought to be governed by either of the two rules namely Haryana Civil Services (Revised Pay) Rules, 2016 and Haryana Civil Services (Assured Career Progression) Rules, 2016 as the case may be, shall be admissible @ 2 percent of emoluments per month, w.e.f. 1<sup>st</sup> July, 2016.

2. The revised pay structure effective from 01.01.2016 includes the Dearness Allowance of 125% sanctioned from 01.01.2016 in the pre-revised pay structure. Thus, Dearness Allowance in the revised pay structure shall be zero from 01.01.2016.

3. The emoluments for the purpose of dearness allowance means basic pay in the level of Government employee concerned, it does not include any other type(s) of pay like special pay or personal pay etc. In case of those employees who opt to retain the existing scale of pay or who have not elected to be governed by the above said rules, the orders regulating the admissibility of Dearness Allowance in their case shall be issued separately.

4. For the purpose of calculation of dearness allowance on non-practicing allowance, the non-practicing allowance where applicable shall be taken into account as it was on 01.01.2016 in the un-revised pay structure of the Government employee concerned.


5. The Dearness Allowance will continue to be a distinct element of remuneration and will not be treated as pay within the ambit of Haryana Civil Services Rules or any other relevant rules.

6. The payment of arrear of dearness allowance from 1st July, 2016 to 31<sup>st</sup> October, 2016 shall be made in cash. The payment of dearness allowance on the emoluments of November, 2016 shall be made with the salary to be paid in December, 2016.

7. These orders will not apply to:-

- (i) persons not in whole time employment.
- (ii) persons paid otherwise than on monthly basis, including those paid on a piece rate basis or on daily wages basis or contract basis.

8. Copy of these orders may also be downloaded from the website [www.finhry.gov.in](http://www.finhry.gov.in)


  
Deputy Secretary Finance  
for Principal Secretary to Government, Haryana,  
Finance Department

Endst. No. 4/3/2016-5FR/35222

Dated: 28<sup>th</sup> November, 2016

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

1. All Administrative Secretaries to Government, Haryana,
2. All Head of Departments,
3. All the Commissioners of Division,
4. All the Chief Administrators/Chief Executives/Managing Directors etc. of Boards and Corporations of Haryana Government,
5. Registrar, Punjab and Haryana High Court, Chandigarh.
6. All the District & Session Judges in Haryana
7. All the Deputy Commissioners and Sub-Divisional Officers (Civil) in Haryana.

  
Deputy Secretary Finance,  
for Principal Secretary to Government, Haryana,  
Finance Department.

Endst. No. 4/3/2016-5FR/35222

Dated: 28<sup>th</sup> November, 2016

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

1. All Treasury Officers/Assistant Treasury Officers in Haryana.
2. The Director, Treasuries & Accounts, Haryana with 30 spare copies for information of A.Os. etc.


  
Deputy Secretary Finance,  
for Principal Secretary to Government, Haryana  
Finance Department.

Endst. No. 4/3/2016-5FR/35222

Dated: 28<sup>th</sup> November, 2016

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

Accountant General, Haryana (i) (A&E) (ii) Audit Chandigarh for information.  
Finance Secretary, Chandigarh Administration, Chandigarh, for information and necessary action.

  
Deputy Secretary Finance,  
for Principal Secretary to Government, Haryana,  
Finance Department.

**Internal Distribution :**

Incharge, Computer Cell, Finance Department, Haryana Civil Secretariat for placing these orders on the website of Finance Department.



Government of Haryana  
**Finance Department**



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From

Addl. Chief Secretary to Government Haryana,  
Finance Department.

To

1. The Chief Secretary.
2. All the Addl. Chief Secretaries/Principal Secretaries to Government Haryana.
3. All the Head of Departments in Haryana.
4. All the Deputy Commissioners in Haryana.
5. All the Sub Divisional Officers (Civil) in Haryana.
6. Secretary, Haryana Bureau of Public Enterprises.

**Memo No.6/126/2013-4PR (FD)**  
**Dated, 16<sup>th</sup> February, 2017**

**Subject:- Date of next increment in the revised pay structure under rule 10 of Haryana Civil Services(Revised Pay) Rules, 2008.**

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I am directed to invite your attention on the Finance Department's order No. 6/126/2013-4PR (FD) dated 7.1.2015, the matter has been further considered by the Finance Department and observed that, second part of these instructions have been challenged in the various writ petitions. Considering the prayers of the petitioners and the spirit of Rule 10 of HCS (RP) Rules, 2008, the Government has decided to withdraw the second part of these instructions from the date of issue of these instructions and to amend the said instructions as under:-

1. The employees who join between 2nd January and 30<sup>th</sup> June will get the proportionate increment on the 1<sup>st</sup> July of the same year which shall be calculated on the basis of completed number of months i.e. the whole amount of increment shall be calculated and multiplied by the completed number of months and divided by twelve. The resultant figure shall be rounded off to the next multiple of Rs. 10/- and added to the pay in pay band of the employee. If the date of joining is between 1<sup>st</sup> and 15<sup>th</sup> of any month it shall be considered as full month and if it is from 16<sup>th</sup> to end of month then it shall be ignored.

Example:-

Mr. 'X' joins on 4<sup>th</sup> January, 2008 in the PB-I with grade pay of Rs.2400/- drawing pay of Rs. 9840(7440+2400), amount of increment shall be as under:-

- (i) Completed number of months as on 1<sup>st</sup> July, 2008=6
  - (ii) Total amount of increment=9840\*3/100=295.20
  - (iii) Proportionate amount =295.20\*6/12=143.60
  - (iv) Rounded of amount=Rs.150/-
  - (v) The amount of Rs.150/- shall be added to his existing pay i.e. Rs. 7440+150=7590+2400GP.
- Therefore, Mr. 'X' will draw Rs.9990 (7590+2400) on 1<sup>st</sup> July,

2008.

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Government of Haryana  
**Finance Department**



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These instructions shall be applicable for direct recruits, who were appointed between 1<sup>st</sup> January, 2006 and 31<sup>st</sup> December, 2015. Thereafter, action shall be taken as per provisions contained in HCS (RP) Rules, 2016.

Under

**Chief Accounts Officer (PR)**  
for Addl. Chief Secretary to Govt. Haryana,  
Finance Department

Endst. NO.6/126/2013-4PR (FD) Dated, 16<sup>th</sup> February, 2017

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

1. Registrar(General), the High Court of Punjab and Haryana
2. Accountant General (A&E/Audit), Haryana, Chandigarh.

Under

**Chief Accounts Officer (PR)**  
for Addl. Chief Secretary to Govt. Haryana,  
Finance Department



Government of Haryana  
Finance Department



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From

The Addl. Chief Secretary to Government Haryana  
Finance Department.

To

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

Memo No. 1/20/2016-5PR (FD)  
Dated, Chandigarh the 07.03.2017

Subject:- <sup>17-03-2017</sup> Clarification regarding pay fixation on promotion from ACPL to FPL.

I am directed to draw your attention towards HCS (RP) Rules, 2016 and HCS (ACP) Rules, 2016. A query has been received in the Finance Department that, as to how the benefit of pay fixation is available under these rules, where promotion of the employee has been made in the higher level (but numerically in the lesser level i.e. from ACPL-7 to FPL-6) while drawing pay in ACPL.

It is clarified that, where a Government employee is promoted from ACPL to FPL and numerically the FPL is lesser than ACPL, in such cases, the level of the post is to be determined from the amount appearing in the first cell of the relevant FPL. If the amount of Entry Level pay is higher in the FPL, it will be considered a higher level vis-a-vis the ACPL.

To illustrate, a government employee was drawing pay of Rs.38500/- (w.e.f. 01.01.2016) in the ACPL-7(Entry Level Rs. 33200/-) and he is promoted on 21.09.2016 in the FPL-6(Entry level Rs.35400/-), the FPL-6 of promotional post shall be considered higher than ACPL-7 because of higher Entry Level pay in FPL-6. The pay in this case will be fixed in the following manner:-

Date	Pay in ACPL-7(3600GP)	Pay in FPL-6(4200GP)	Remarks
01.01.2016	38500/-		Pay in ACPL
01.07.2016	39700/-		
21.09.2016 (Date of Promotion)	40900/-	41100/-	Pay fixed as per Rule 13 of HCS (RP) Rules, 2016 read with Note below Rule 18 of HCS (ACP) Rules, 2016.

Date of Next Increment will be 01.07.2017

<sup>17/3/17</sup>  
Chief Accounts Officer (PR)  
for Addl. Chief Secretary to Govt. Haryana,  
Finance Department

From

The Addl. Chief Secretary to Government Haryana  
Finance Department

To

1. All the Addl. Chief Secretaries/Principal Secretaries to Govt. of Haryana
2. All the Head of Departments in Haryana.
3. All the Divisional Commissioners in Haryana.
4. All the Dy. Commissioners in Haryana
5. All the Sub Divisional Officers (Civil) in Haryana

Memo No. 1/20/2016-5PR (FD) Dated, Chandigarh the 05.04.2017

Subject:- Clarification regarding HCS(ACP) Rules, 2016.

I am directed to draw your attention towards HCS (ACP) Rules, 2016. A query has been received in the Finance Department that, where an employee has already completed prescribed length of service before 01.01.2016, however, he was not entitled for ACP as per provisions contained in HCS(ACP) Rules, 2008 and now he is entitled for ACP Level w.e.f 01.01.2016 under HCS (ACP) Rules, 2016, in what manner, the pay of such employee would be revised.

It is clarified that, in such cases, the pay shall be revised first in the Functional Pay Level as per HCS (RP) Rules, 2016. Thereafter, he shall be considered for ACP Level as per HCS (ACP) Rules, 2016 and the pay shall be fixed under Rule 21 of these Rules. Accordingly, illustration No. 4 of these Rules is clarified/rectified as under:-

Mr. D was recruited as fresh entrant on the post of Junior Engineer on 19.09.2006 in PB-2, 9300-34800+GP3600/-. He is working on the same post and has got no financial up-gradation. The Grade Pay of Rs.3600/- has been upgraded to Rs.4000/- w.e.f 01.09.2014. He has completed 8 years of service on 18.09.2014 and is entitled for 1<sup>st</sup> ACP w.e.f 01.01.2016. He was drawing pay at Rs. 13290+GP 4000 as on 31.12.2015. After grant of 1<sup>st</sup> ACP w.e.f 01.01.2016, his pay will be fixed in the following manner:-

1	Functional Pay Level of the post of JE	FPL-6
2	1 <sup>st</sup> ACP level admissible under Rule 7(1) of HCS (ACP) rules, 2016	ACPL-10
3	Fixation of pay in FPL-6, as on 01.01.2016 under Rule 7 of HCS(RP) Rules, 2013 (13290+4000=17290*2.57=44435/-)	44900/-
4	Fixation of pay in ACPL-10, as on 01.01.2016 after grant of 1 <sup>st</sup> ACP under Rule 21 of HCS (ACP) Rules, 2016	
5	Increment granted in FPL-6 on grant of ACP i.e. next cell in the existing level	46200/-
6	Pay fixed on grant of ACPL-10	46200/-
7	Next date of increment is 01.07.2016	

These instructions are available on the website of Finance Department, Haryana i.e. finhry.gov.in.

*U. Singh*  
Chief Accounts Officer (PR)  
for Addl. Chief Secretary to Govt. Haryana,  
Finance Department

Encl. No. 1/20/2016-5PR (FD) Dated, Chandigarh the 05.04.2017

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

1. Registrar (General), the High Court of Punjab & Haryana, Chandigarh.
2. Accountant General (A&E), Haryana, Chandigarh.
3. Secretary, Haryana Bureau of Public Enterprises.
4. Incharge, Computer Cell, (FD)

*U. Singh*  
Chief Accounts Officer (PR)  
for Addl. Chief Secretary to Govt. Haryana,  
Finance Department





**GOVERNMENT OF HARYANA  
FINANCE DEPARTMENT  
ORDER**

No.1/20/2016-5PR (FD)

Dated 16.05.2017

On careful consideration and in exercise of power vested in terms of Rule 24 of Haryana Civil Services (ACP) Rules, 2016 and all other powers enabling him to do so, the Governor of Haryana is pleased to order the deletion of Explanation-3 below Rule 16 of Haryana Civil Services (ACP) Rules, 2016.

2. Rest of the conditions of Haryana Civil Services (ACP) Rules, 2016 shall remain unchanged.

P. Raghavendra Rao  
Addl. Chief Secretary to Govt. Haryana,  
Finance Department

To

1. All the Addl. Chief Secretary & Principal Secretaries/Administrative Secretaries to Government of Haryana.
2. All the Heads of Department in Haryana.
3. All the Divisional Commissioners in Haryana.
4. All the Dy. Commissioners in Haryana.
5. All the Sub Divisional Officers (Civil) in Haryana.

*Udhar*  
**Chief Accounts Officer (PR)**  
for Addl. Chief Secretary to Govt. Haryana,  
Finance Department  
Dated 16.05.2017

Endst. No.1/20/2016-5PR (FD)

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

1. The Registrar (General), the High Court of Punjab & Haryana.
2. Accountant General (A&E), Haryana, Chandigarh.

*Udhar*  
**Chief Accounts Officer (PR)**  
for Addl. Chief Secretary to Govt. Haryana,  
Finance Department  
Dated 16.05.2017

Endst. No.1/20/2016-5PR (FD)

A copy is forwarded to all Registered Karamchhari Unions in the Haryana for information and necessary action please.

*Udhar*  
**Chief Accounts Officer (PR)**  
for Addl. Chief Secretary to Govt. Haryana,  
Finance Department

Government of Haryana  
Finance Department



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From

Addl. Chief Secretary to Government,  
Haryana, Finance Department.

To

1. All the Addl. Chief Secretary & Principal Secretaries/Administrative Secretaries to Government of Haryana.
2. All the Heads of Department in Haryana.
3. All the Divisional Commissioners in Haryana.
4. All the Dy. Commissioners in Haryana.
5. All the Sub Divisional Officers (Civil) in Haryana.

Memo No.1/20/2016-5PR (FD)  
Dated 16.06.2017

**Subject:- Clarification regarding exercise of option under HCS(ACP) Rules, 2016.**

I am directed to invite your attention to the Finance Department orders dated 16.05.2017, whereby Explanation 3 below Rule 16 of HCS (ACP) Rules, 2016 has been deleted. Now, a query has been received in the Finance Department, as to whether an employee can re-exercise his option in terms of Rule 17 of HCS (ACP) Rules, 2016, subsequent to deletion of Explanation 3 of ibid Rule.

Therefore, after considering this issue, it is clarified that employees who have been granted 1<sup>st</sup> ACP between 01.01.2016 to 28.10.2016, can now re-exercise their option from the date of grant of 1<sup>st</sup> ACP within three months from the date of issue of this letter.

*Uroon*  
16/6/17  
**Chief Accounts Officer (PR)**

for Addl. Chief Secretary to Govt. Haryana,  
Finance Department

Dated 16.06.2017

Endst. No.1/20/2016-5PR (FD)

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

1. The Registrar (General), the High Court of Punjab & Haryana.
2. Accountant General (A&E), Haryana, Chandigarh.

*Sd/-*  
**Chief Accounts Officer (PR)**

for Addl. Chief Secretary to Govt. Haryana,