

Copy of Circular letter No. 15574-GI-56/8603, dated the 19th November, 1956 from Shri Nakul Sen, I.C.S.
Chief Secretary to Government, Punjab to all Heads of Departments, etc., etc.

Subject :—Pay to be allowed to direct recruits to various services during the period of probation.

I am directed to say that it has come to the notice of Government that there is no uniform practice in allowing the pay to candidates appointed to various services during the period of probation and training in as much as in some departments the new recruits start at the minimum of the time scale of pay prescribed, while in others some sort of allowance is allowed during the period of probation, which is much less than the time scale of the officers concerned. This state of affairs is unsatisfactory and causes heart burn among the services. Accordingly the matter has been considered at length by Government and after a careful examination, it has been decided that a uniform policy should be followed in all departments and that the direct recruit should be given the minimum of the time scale of pay of the post during the period of training and probation. In order, however, to ensure successful completion of training by the probationers within the prescribed period, it has been further decided that such candidates should not be allowed to draw the first increment till they have completed all training and passed the departmental examinations, whichever required under the existing rules.

2. The above decision will come into force immediately and the existing direct recruits who are undergoing training or are on probation should be allowed the pay at a rate equal to the minimum of the time scale of the service to which they belong with effect from 1st November, 1956.

3. I am to request that action may be taken in accordance with these orders and the service rules may be amended wherever necessary.