

Copy of letter No. 4044-2GS1-71/23809, dated Chandigarh, the 17th August, 1971 from The Chief Secretary to Government, Haryana to the all Heads of Departments etc., etc.

**Subject :—**Premature promotion to higher selection posts starting salary.

Sir,

I am directed to invite reference to the instructions issued vide composite Punjab Government letter No. 4175-7GS-61/13942, dated 17/20-4-1961 and No. 10874-1GS1-65/1653, dated 8-2-1966 on the subject noted above and to say that the matter has been reconsidered by the Government and it has been decided to modify the earlier instructions as indicated below.

2. The aforesaid instructions are that when minimum experience in terms of years of service has been laid down in the departmental rules/conditions of service governing promotion to posts included in the Punjab Services (Appointment by promotion) Rules, 1962 but the officer promoted to such a post does not fulfil the condition regarding the minimum number of years of service in the lower rank then he should be allowed the minimum of the grade of the higher posts less the amount of the increment(s) he would have earned in the lower grade if he had completed the minimum period prescribed for promotion. In other words increments which would have been admissible during the period by which his service is short of the prescribed minimum should be reduced from the minimum of the higher grade.

3. In this connection it has to be observed that the provisions contained in the India Administrative Service (pay) Rules, 1954 are that senior scale to members of the I.A.S. is admissible in the sixth year of service or under but the increments are regulated with reference to the length of Service as follows :—

Year of service	Junior scale	Senior scale
1st	400	900
2nd	400	900
3rd	500	900
4th	540	900
5th	580	900
6th	620	900
7th	660	950

It is considered that it will be appropriate if similar principles are also made applicable to officers promoted to posts included in the Punjab services (Appointment by promotion) Rules, 1962 and they are allowed the minimum of the grade of the higher post but are given increments only when they have completed the deficiency in the minimum period of service and thereafter completed one year of service in the higher scale. For instance, if an Assistant Engineer in the Public Works Department (B & R Branch) who can be promoted as Executive Engineer only after a minimum of 8 years service as Assistant Engineer, is actually promoted as Executive Engineer after 6 years service, he should be given the minimum of the grade of the post of Executive Engineer but should be allowed an increment in that grade only after he has completed 9 years service in all.

4. It has therefore been decided that in such cases increments should be allowed accordingly. Further more, the order of promotion should in each case specifically indicate the manner in which the increments in question will become due.

5. The concurrence of the Finance Department has been accorded vide their U.O. No. 2655-4FR-71, dated 14-7-71.

6. The receipt of this communication may please be acknowledged.