

No. 14/3/78-GSII

From

The Chief Secretary to Government, Haryana.

To

1. All Heads of Departments, Commissioners Ambala and Hissar Divisions, and all Deputy Commissioners and Sub-Divisional Officers (Civil) in Haryana.

2. The Registrar,
Punjab and Haryana High Court.

Dated Chandigarh, the 26th July, 1978.

Subject :—Grant of personal pay to Government servants who improve their qualifications by further study within the country and abroad.

Sir,

I am directed to refer to [Haryana Government letter No. 4718-2GSII-77/17173 dated the 20th June, 1977, on the subject noted above, and to say that some departments having sought clarifications on certain position is clarified as under :

- (i) The cases in which the benefit of advance increments has been given under the instructions which were in force prior to the instructions issued vide letter under reference, should be reviewed and the benefit allowed earlier should be adjusted against the benefit of personal pay to be given in accordance with the latest instructions of the 20th June, 1977.
- (ii) The personal pay will also be admissible to those employees who may have reached the maximum of their pay scales.
- (iii) The cases of the employees on deputation will be decided by their parent departments.
- (iv) If the minimum qualification prescribed for a post is a post-graduate degree, the acquisition of a low degree or another post-graduate degree by a Govt. employee will not entitle him to the benefit of personal pay.
- (v) Personal pay equal to two increments will be admissible for all the law degrees, irrespective of the fact that whether the course was of two or three years' duration.
- (vi) For acquiring a degree of one-year duration, e.g. Bachelor of Library Science, personal pay equal to one increment will be admissible.
- (vii) The rate of increment for the purpose of calculating the amount of personal pay shall be taken to be that which was last drawn in a post held on the date of eligibility or in a post which would have been held by an official under the State Government (Parent Deptt.) on the date of eligibility but for his deputation.
- (viii) Personal pay allowed to an employee under the latest instructions will cease on his appointment to a post for which the minimum qualification is such as had entitled him to the grant of personal pay.
- (ix) If on the date of eligibility an employee is holding a post for which the minimum qualification is such as he had acquired after entering into Government Service, he will not be entitled to the benefit of personal pay. However, where for any reason he ceases to hold such a post, his right to the benefit of personal pay will revive. In such cases the period of five years will count from the date of eligibility.
- (x) The benefit of personal pay should be allowed to those employees who have not completed 5 years service on the date of eligibility if at least half of the annual reports earned during the period preceding the date of eligibility are at least average.
- (xi) An employee should be considered to have improved his qualifications after joining service only if he had appeared in all parts of the examination for the higher qualifications after joining government service.
- (xii) An employee who has improved his qualifications at any time viz. even before 16-2-1962 will be eligible for the benefit of personal pay.
- (xiii) The cases of the employees of the Haryana Vidhan Sabha under the scheme will be decided by the Hon'ble Speaker, on the recommendations of the Secretary, Haryana Vidhan Sabha.

2. This issues with the concurrence of the Finance Department conveyed vide their U.O. No. 9(3)-78-4FR-I, dated 13-7-78.

Yours faithfully,
Sd/-