

No.Fin(PR)-B(7)-59/2010-Loose  
Government of Himachal Pradesh  
Finance (Pay Revision) Department

From

Additional Chief Secretary (Finance) to the  
Government of Himachal Pradesh.

To

- FR  
274581  
5-2-16  
2/8
1. All the Administrative Secretaries to the Government of Himachal Pradesh.
  2. All the Heads of Departments in Himachal Pradesh.
  3. All the Divisional Commissioners in Himachal Pradesh.
  4. All the Deputy Commissioners in Himachal Pradesh.
  5. The Registrar General, High Court of Himachal Pradesh.

Dated: Shimla-171002, the 29<sup>th</sup> December, 2015.

Subject:-

Grant of four tier pay scales- Reference FD's letter No.  
Fin-(PR)B(7)-1/98-II dated: 23.06.2000.

27116  
274581  
28/11  
BHV

Sir/Madam,

I am directed to refer to Para B(i) of letter No. Fin-(PR)B(7)-1/98-II dated: 23.06.2000 vide which it has been provided that on placement in the next higher pay scale under four tier pay scales/ACPS, in cases, where the benefit happens to be less than one annual increment, the pay is stepped up to ensure at least one increment at the time of such placement.

In some of the categories covered under the aforesaid letter, Government employees get promoted to these higher cadres which are governed under the aforesaid ACPS. Some officers in these categories have availed financial up gradations under the general ACP Scheme applicable in the lower cadre/post prior to appointment to the categories covered by the 23.06.2000 notification. On promotion to a higher post governed under different cadre specific ACPS, they become eligible for the grant of ACPS applicable on the promotional post. The objective of ACPS is to provide financial benefits to

Continued Page No. 2/-

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a Government Servant who has no promotion avenue and remains stagnated in the same cadre/post for a long time due to non availability of promotional posts. The over-riding objective of the ACPS is to ensure at least three financial upgradations/ enhancement/ promotion to a regular employee in his entire service career. These financial upgradations in fourteen years or more in entire service career include grant of benefit under ACPS or promotion or any other financial enhancement but does not include annual increment or the general pay revision.

In order to regulate such cases, a proviso below Para B (i) of letter No. Fin-(PR)B(7)-1/98-II dated: 23.06.2000 is added as under with immediate effect:-

**"Provided that a Government servant who has availed three financial up gradations in the lower post(s)/cadre(s) by way of ACPS benefit/promotional benefit will be entitled only to the higher pay band and grade pay without any benefit of fixation of pay on becoming entitled to higher pay band in the promotion cadre under ACPS. They will not get the benefit of any increment on placement in the higher pay band. However, in case the Government servant has availed one financial upgradation in the lower post(s)/ cadre(s), the benefit equal to one increment as envisaged above will be available after having put in 9 years service. Similarly, if two financial up gradations have been availed, the benefit of increment will be admissible on completion of 14 years service. For this purpose, the**

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Officer



financial up gradation means any enhancement in the pay due to reason other than annual increment or general revision of pay scales."

Yours faithfully,

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Deputy Secretary (Finance) to the  
Government of Himachal Pradesh.

Endst. No. As above.

Dated: Shimla-2, the 29<sup>th</sup> December, 2015.

Copy forwarded to the following for information and necessary action:-

1. The Principal Accountant General (Audit), Himachal Pradesh, Shimla-3
2. The Accountant General (A&E), Himachal Pradesh, Shimla-3.
3. All the Managing Directors/ Secretaries/ Registrars, Public Sector Undertakings/ Boards/ Universities in Himachal Pradesh.
4. The Director, Treasuries, Lotteries & Accounts Department, Himachal Pradesh, Shimla-9.
5. The Resident Commissioner, Pangi at Killar, District Chamba, H.P.
6. The Controller (F&A), Department of Personnel, H.P. Secretariat, Shimla-2.
7. Copy to file No. Fin(PR)-B(7)-1/2013 (IPH).

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Deputy Secretary (Finance) to the  
Government of Himachal Pradesh.