

**HARYANA GOVERNMENT****FINANCE DEPARTMENT****Notification**

The 28th October, 2016

**No. 1/20/2016(RP)-5PR(FD)**— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules, namely:-

**1. Short title and commencement.—**

- (1) These rules may be called the Haryana Civil Services (Revised Pay) Rules, 2016.
- (2) These rules shall be deemed to have come into force on the 1st day of January, 2016, unless otherwise provided by the Government for any class or category of persons;

**2. Categories of Government employees to whom these rules apply.—**

- (1) Save as otherwise provided under these rules, it shall apply to the persons appointed to civil services and posts in connection with the affairs of the Government of Haryana, who are under the administrative control of the Government of Haryana and whose pay is debitable to the Consolidated Fund of the State of Haryana.

**Note.**— These rules shall also be applicable to re-employed pensioners including military pensioners, who are drawing pay in the existing pay structure subject to revision of pension from 1st January, 2016.

- (2) These rules shall not apply to—
  - (a) Members of All India Services working in connection with the affairs of Government of Haryana;
  - (b) Officers of judicial services working in connection with the affairs of Government of Haryana;
  - (c) Persons not in whole time employment;
  - (d) Persons paid otherwise than on monthly basis, including those paid on a piece-rate basis or on daily wages basis or on contract basis or appointed under outsourcing policies;
  - (e) Government employee who is drawing his pay in a pay scale under Haryana Civil Services (Assured Career progression) rules with effect from the date on which he started drawing his pay in the pay scale under Haryana Civil Services (Assured Career progression) rules and till the time he draws his pay in that pay scale;
  - (f) Any other class or category of persons whom the Government may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

**3. Definitions.—**

**In these rules, unless the context otherwise requires—**

- (a) **“basic pay in the revised pay structure”** means the pay drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like special pay, etc;
- (b) **“CSR”** means the Civil Services Rules applicable to Haryana Government employees as amended from time to time;
- (c) **“direct recruit”** with reference to a post or a Government employee means the post on which such Government employee was recruited as a regular and direct recruit fresh entrant in the Government service;
- (d) **“existing basic pay”** means pay in the existing functional pay band on the date of option plus functional Grade Pay of the post as on 31st December, 2015 held by the person, it does not include any other type of pay like “special pay”, “personal pay” etc;
 

**Exception:** Where a higher pay structure (other than ACP pay structures) has been sanctioned by the competent authority to a Government employee as a measure personal to him, his basic pay in that pay structure shall be treated the existing basic pay.
- (e) **“existing emoluments”** means the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on 1st day of January 2016. It does not include interim relief or any other relief or emoluments;

- (f) **“existing Pay Band and Grade Pay/Scale” or “existing pay structure”** in relation to a Government employee means the present system of Pay Band and Grade Pay or Higher Administrative Grade applicable to the post held by a Government employee as on the date immediately before the coming into force of these rules whether in a substantive or officiating capacity;
- Explanation:** The expressions “existing Pay Band and Grade Pay/Scale” or “existing pay structure”, in respect of a Government employee who on the 1st day of January, 2016 was on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, shall mean such basic pay, Pay Band and Grade Pay or scale in relation to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or officiating in higher post, as the case may be;
- (g) **“functional pay structure or functional level”** in relation to a Government employee means the functional level in pay matrix prescribed for the post held by him. It does not mean any other level in which the Government employee is drawing his pay as a measure personal to him with any other justification like length of service, or higher/additional qualification or upgradation of pay scale due to any other reason;
- (h) **“Government employee”** means the Government employees to whom these rules apply under rule 2;
- (i) **“Government”** means the Government of the State of Haryana in the Finance Department save as otherwise provided by or under these rules;
- (j) **“leave”** means any sanctioned leave as defined in Civil Services Rules, except “casual leave”. Any type of absence without the sanction of competent authority shall not be considered as leave;
- (k) **“applicable level”** in the **Pay Matrix** shall mean the Level corresponding to the Pay Band and Grade Pay/ scale as on 1st January, 2016 specified in Schedule-I ;
- (l) **“memorandum explanatory”** means the memorandum explanatory appended to these rules, briefly explaining the nature, philosophy, justification, objectives, applicability etc. of these rules;
- (m) **“officiating appointment”** means appointment of a Government employee on a permanent or temporary post as a temporary measure. The appointment of a Government employee working on regular basis is also to be considered as officiating during the period of probation;
- (n) **“pay in the level”** means pay drawn in the appropriate Cell of the Level as specified in the Schedule-I ;
- (o) **“pay matrix”** means Matrix specified in the Schedule-I , with Levels of pay arranged in vertical cells as assigned to corresponding **existing pay band and grade pay/scale**;
- (p) **“pay scale as a measure personal to a Government employee”** means any pay structure granted by the competent authority to a Government employee as a measure personal to him. It does not include ACP pay structure or any other pay structure granted for possessing additional qualification etc;
- (q) **“pay”** means the amount drawn monthly by a Government employee, other than special pay or pay granted in lieu of his personal qualification or his length of service, in the **functional pay structure**, which has been sanctioned for a post held by him in substantively or in an **officiating** capacity or in case where no separate functional pay scale is sanctioned for the post held by the Government employee constituting a cadre, in the pay scale to which he is entitled by reason of his position in a cadre;
- (r) **“persons”** means persons who are Government employees for the purposes of these rules;
- (s) **“revised emoluments”** means revised pay in the level of a Government employee in the revised pay structure;
- (t) **“revised pay structure”** in relation to a post means revised level in pay matrix corresponding to the existing Pay Band and Grade Pay or **existing pay structure** of the post unless a different revised Level is notified separately for that post;
- (u) **“schedule”** means schedule appended to these rules;

- (v) **“substantive pay”** means pay drawn by a Government employee on the post to which he has been appointed substantively or by reason of his/her substantive position in a cadre;

**Note.—** A Government employee who has been appointed temporarily to a post while still drawing his salary in his earlier pay scale or in any other pay scale except the pay scale prescribed for the post on which he has been appointed, will not be deemed to have been appointed against such post either in the officiating capacity or in the substantive capacity for the purposes of these rules.

**4. Level of posts.—**

- (a) The functional Level of post shall be determined in accordance with the various Levels as assigned to the corresponding existing functional Pay Band and Grade Pay or scale as specified in Pay Matrix in the Schedule-I .
- (b) Where the functional pay scale of a post was ₹ 6500-10500 as on 31st December, 2005 and thereafter revised to PB-2 with Grade Pay ₹ 4200 w.e.f. 1st January, 2006, the revised level of that post applicable w.e.f. 1st January, 2016 shall be 7 (seven) corresponding to Grade Pay ₹ 4600. However, where the functional pay scale of a post was less than ₹ 6500-10500 and upgraded to Grade Pay ₹ 4200 on or after 1st January, 2006 shall not be covered under this provision of upgradation, e.g. Pay Scale of JBT Teacher was ₹ 4500-7000 and that of Staff Nurse was ₹ 5000-7850 as on 31st December, 2005, which were revised to PB-2, Grade Pay ₹ 4200 w.e.f. 1st January, 2006. The revised level of JBT Teacher and Staff Nurse shall be 6 (six) in the new Pay Matrix applicable w.e.f. 1st January, 2016.
- (c) The functional level of the post of Lab Technician (General) of the Department of Health Services, Haryana shall be Level-6 (six) of Pay Matrix (existing Grade Pay ₹ 2800 to be upgraded to Grade Pay ₹ 4200 (corresponding Level-6 (six))).
- (d) Where existing functional grade pay of Group A post is ₹ 5400 in PB-2 or PB-3, the corresponding revised Pay Level shall be 10 (ten) of the Pay Matrix for all the employees appointed on such posts by way of direct recruitment or otherwise subject to the condition that these posts are of Group A as specified in the Service Rules.

**5. Drawal of pay in the revised pay structure.—**

Save as otherwise provided in these rules, a Government employee shall draw pay in the Level in the revised pay structure applicable to the post to which he is appointed:

Provided that a Government employee may elect to continue to draw pay in the existing pay structure until the date on which he earns his next increment or until he vacates his post or ceases to draw pay in the existing pay structure.

Provided further that in cases where a Government employee has been promoted or appointed from one post to another of higher grade pay or scale, between 1st day of January, 2016 and the date of notification of these rules may elect to switch over to the revised pay structure from the date of such promotion, 1st July, 2016 or subsequent appointment, as the case may be.

**Explanation 1.—** The option to retain the existing pay structure under the provision of this rule shall be admissible only in respect of one existing Pay Band and Grade Pay / Scale.

**Explanation 2.—** Where Grade Pay of a post has been merged with higher grade pay or upgraded, the employee promoted to such post, between the period from 01.01.2016 and the date of notification, may opt for revised pay structure from a date of promotion or 1st July, 2016 but in that case the existing basic pay admissible in the pay structure as on 31.12.2015 of the promotional post shall be taken into account.

**Explanation 3.—** The aforesaid option shall not be admissible to any person appointed to a post for the first time in Government service by direct recruitment or otherwise on or after the 1st day of January, 2016, and he shall be allowed pay only in the revised pay structure.

**6. Exercise of option.—**

- (1) The option under the provisos to rule 5 shall be exercised in writing in the form appended to these rules so as to reach the authority mentioned in sub-rule (2) within three months from—
  - (a) the date of notification of these rules; or
  - (b) the date where revision in the existing pay structure and/or refixation of pay with retrospective effect is made by any order subsequent to the date of notification of these rules;

Provided that in the case of a Government employee who is, on the date of such notification or, as the case may be, date of such order, out of India either on leave or deputation or foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India;

Provided further that where a Government employee is under suspension on the 1st day of January, 2016, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.

- (2) The option shall be intimated by the Government employee to the Head of his office alongwith an undertaking, in the form appended to these rules.
- (3) If the intimation regarding option is not received within the time mentioned in sub-rule (1), the Government employee shall be deemed to have elected to be governed by the revised pay structure w.e.f. the 1st day of January, 2016.
- (4) The option once exercised shall be final.

**Note 1.—** Persons whose services were terminated on or after the 1st January, 2016, and who could not exercise the option within the prescribed time limit, on account of death, discharge on the expiry of the sanctioned post, resignation, dismissal or removal on account of disciplinary proceeding, shall be entitled to exercise option under sub-rule (1).

**Note 2.—** Persons who have died on or after the 1st day of January, 2016, and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2016, or such later date as is most beneficial to their dependents, if the revised pay structure is more favorable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

**Note 3.—** Persons who were on earned leave or any other leave on 1st day of January, 2016 which entitled them to leave salary shall be entitled to exercise option under sub-rule (1).

**7. Fixation of pay in the revised pay structure.—**

- (1) The pay of a Government employee who elects or is deemed to have elected under rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2016, shall, unless in any case the Government by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in officiating post held by him, in the following manner namely:-
  - (A) In the case of all employees—
    - (i) the pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

**Illustration 1:**

1.	Existing Pay Band :	PB-1
2.	Existing Grade Pay :	₹ 2,400
3.	Existing Pay in Pay Band :	₹ 10,160
4.	Existing basic pay :	₹ 12,560 (10,160+2,400)
5.	Pay after multiplication by a fitment factor of 2.57 : $12560 \times 2.57 =$	₹ 32,279.20 (rounded off to 32279)
6.	Level corresponding to GP 2400 :	Level 4
7.	Revised Pay in Pay Matrix (either equal to or next higher to ₹ 32279 in Level 4) :	₹ 32,300

Grade Pay	1800	1900	2000	2400	2800
Levels	1	2	3	4	5
1	18000	19900	21700	25500	29200
2	18500	20500	22400	26300	30100
3	19100	21100	23100	27100	31000
4	19700	21700	23800	27900	31900
5	20300	22400	24500	28700	32900
6	20900	23100	25200	29600	33900
7	21500	23800	26000	30500	34900
8	22100	24500	26800	31400	35900
9	22800	25200	27600	<b>32300</b>	37000
10	23500	26000	28400	33300	38100
11	24200	26800	29300	34300	39200

- (ii) Where Grade Pay has been merged with higher Grade Pay or upgraded, the basic pay as on 1st January, 2016 in the pre-revised pay structure (as before merging) shall be taken into account at the time of initial fixation of pay from unrevised to revised pay structure adopting above said formula, as clarified in the illustration 2 below:-

**Illustration 2:**

Mr. T was drawing Grade Pay ₹ 3600 as on 1st January, 2016 while working on a post of Assistant. The functional Grade Pay of this post has been merged to ₹ 4200 and the corresponding Level is 6 in the Pay Matrix. His pay in the revised level shall be fixed as under:-

1.	Existing Pay Band :	PB-2
2.	Existing Grade Pay : (merged with GP ₹ 4200)	₹ 3,600
3.	Grade Pay after merger	₹ 4,200
4.	Existing Pay in Pay Band :	₹ 15,000
5.	<b>Existing basic pay :</b>	₹ 18,600 (15,000 + 3,600)
6.	Pay after multiplication by a fitment factor of 2.57 :	₹ 18,600 x 2.57 = 47,802
7.	Level corresponding to GP ₹ 4,200 :	Level 6
8.	Revised Pay in <b>Pay Matrix</b> (either equal to or next higher to ₹ 47,802 in Level 6) :	₹ 49,000

Grade Pay	GP 2800	GP 4200	GP 4600
Level	Level 5	Level 6	Level 7
1	29200	35400	44900
2	30100	36500	46200
3	31000	37600	47600
4	31900	38700	49000

5	32900	39900	50500
6	33900	41100	52000
7	34900	42300	53600
8	35900	43600	55200
9	37000	44900	56900
10	38100	46200	58600
11	39200	47600	60400
12	40400	<b>49000</b>	62200
13	41600	50500	64100
14	42800	52000	66000

- (iii) Where a Government employee has been promoted between the period from 1st January, 2016 and the date of notification, to a post the Grade Pay of which has been merged with higher grade pay or upgraded, opt for revised pay structure from a date later than 1st January, 2016 but in their case the pay structure as on 31st December, 2015 of the post held by him on the date of option shall be taken into account, as clarified in the illustration 3 below :-

**Illustration 3:**

Mr. P was working as Labour Inspector in the grade pay of ₹ 3600/-. He was promoted to the post of Labour Officer in GP-4200/- w.e.f. 01.08.2016, the GP of the post of Labour Officer is upgraded from GP-4200/- to GP-4600/- w.e.f. 1st January, 2016, Mr. P opted revised pay rules from the date of promotion. The pay of Mr. P will be fixed in the following manner:-

1.	Existing Pay Band :	PB-2
2.	Existing pay as on 01.07.2016 as Labour Inspector:	₹ 23,300 (19,700 + 3,600)
3.	Date of promotion :	01.08.2016
4.	Existing grade pay of promotional post:	₹ 4,200
5.	Upgraded grade pay of promotional post:	₹ 4,600
6.	Pay as Labour Officer on 01.08.2016 in the pay structure as on 31.12.2015 i.e. PB-2, Grade Pay 4200	20400+4200 = 24600
7.	Pay fixed as Labour Officer after multiplication by the fitment factor i.e. (24,600 x 2.57= ₹ 63,222 in Level-7):	₹ 64,100

Grade Pay	GP 4200	GP 4600	GP 4800
Level	Level 6	Level 7	Level-8
1	35400	44900	47600
2	36500	46200	49000
3	37600	47600	50500
4	38700	49000	52000
5	39900	50500	53600
6	41100	52000	55200

7	42300	53600	56900
8	43600	55200	58600
9	44900	56900	60400
10	46200	58600	62200
11	47600	60400	64100
12	49000	62200	66000
13	50500	<b>64100</b>	68000
14	52000	66000	70000

- (iv) If the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i), (ii) or (iii) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.
- (B) In the case of Medical Officers in respect of whom Non-Practicing Allowance (NPA) is admissible, the pay in the revised pay structure shall be fixed in the following manner:-
- (i) the existing basic pay shall be multiplied by a factor of 2.57 and the figure so arrived at shall be added to by an amount equivalent to Dearness Allowance on the pre-revised Non-Practicing Allowance admissible as on 1st day of January, 2016. The figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix;
- (ii) the pay so fixed under sub-clause (i) shall be added by the pre-revised Non Practicing Allowance admissible on the **existing basic pay** until further decision on the revised rates of Non-Practicing Allowance.

**Illustration: 4:**

1.	Existing Pay Band :	PB-3
2.	Existing Grade Pay :	₹ 5,400
3.	Existing pay in Pay Band :	₹ 15,600
4.	<b>Existing basic pay :</b>	₹ 21,000
5.	25% NPA on Basic Pay :	₹ 5,250
6.	DA on NPA @ 125% :	₹ 6,563
7.	Pay after multiplication by a fitment factor of 2.57 : $21,000 \times 2.57 = 53,970$	₹ 53,970
8.	DA on NPA :	₹ 6,563 (125% of 5,250)
9.	Sum of serial number 7 and 8 =	₹ 60,533
10.	Level corresponding to Grade Pay ₹ 5400 (PB-3) :	Level 10
11.	Revised Pay in Pay Matrix (either equal to or next higher to ₹60,540 in Level 10) :	₹ 61,300
12.	Pre-revised Non Practicing Allowance :	₹ 5,250
13.	Revised Pay + pre-revised Non Practicing Allowance :	₹ 66,550

<b>Grade Pay</b>	<b>5400</b>	<b>6600</b>	<b>7600</b>
<b>Levels</b>	<b>10</b>	<b>11</b>	<b>12</b>
1	56100	67700	78800
2	57800	69700	81200
3	59500	71800	83600
4	<b>61300</b>	74000	86100
5	63100	76200	88700
6	65000	78500	91400

**Note 1.—** A Government employee who is on leave including Study Leave on the 1st day of January, 2016, and is entitled to leave salary shall be entitled to pay in the revised pay structure from 1st day of January, 2016 or the date of option for the revised pay structure.

**Note 2.—** In case of Government employee under suspension, he shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure will be subject to final order on the pending disciplinary proceedings or otherwise a final order, as the case may be.

**Note 3.—** Where the 'existing emoluments' exceed the revised emoluments in the case of any Government employee, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

**Note 4.—** Where a Government employee is in receipt of personal pay immediately before the date of notification of these rules, which together with his existing emoluments exceed the revised emoluments, then the difference representing such excess shall be allowed to such Government employee as personal pay to be absorbed in future increase in pay.

**Note 5.—** (a) Where in the fixation of pay under sub-rule (1), the pay of a Government employee, who, in the existing pay structure was drawing immediately before the 1st day of January, 2016, more pay than another Government employee junior to him in the same cadre, gets fixed in the revised pay structure in a cell lower than that of such junior, his pay shall be stepped up to the same cell in the revised pay structure as that of the junior.

(b) In case where a senior Government employee promoted to a higher post before the 1st day of January, 2016, draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay of the senior Government employee should be stepped up to an amount equal to the pay in the pay structure as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government employee.

The stepping up under (a) and (b) above shall be done subject to the fulfillment of the following conditions, namely:-

- (i) both the junior and the senior Government employees should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
- (ii) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay should be same;
- (iii) the senior Government employee at the time of his promotion should have been drawing equal or more pay than that of the junior;
- (iv) the anomaly is directly as a result of the application of the provisions of Civil Services Rules or any other rule or order regulating pay fixation on such promotion in the revised pay structure:

Provided that if the junior officer was drawing more pay in the existing pay structure than the senior by virtue of any advance increment(s) or otherwise granted to him on a personal measure, the provisions of this sub-rule shall not be invoked to step up the pay of the senior officer.

(c) After re-fixation of the pay of the senior employee in accordance with clause (a) and (b), he shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.



**8. Fixation of pay of employees appointed first time in Government service by direct recruitment or otherwise on or after 1st day of January, 2016.—**

The pay of employees appointed first time in service by direct recruitment or otherwise on or after 1st day of January, 2016 shall be fixed at the minimum pay or the first Cell in the Level, applicable to the post to which such employees are appointed:

Provided that where the existing pay of such employee appointed on or after 1st day of January, 2016 and before the date of notification of these rules, has already been fixed in the existing pay structure and if his existing emoluments happen to exceed the minimum pay or the first Cell in the Level, as applicable to the post to which he is appointed on or after 1st day of January, 2016, such difference shall be paid as personal pay to be absorbed in future increments in pay.

**9. Increments in Pay Matrix .—**

The increment in the pay matrix shall be as specified in the vertical Cells of the applicable Level in the Pay Matrix.

**Illustration 5 :**

An employee in the Basic Pay of ₹ 32,300 in Level 4 will move vertically down the same. Level in the cells and on grant of increment, his basic pay will be ₹ 33,300.

Grade Pay	1800	1900	2000	2400	2800
Levels	1	2	3	4	5
1	18000	19900	21700	25500	29200
2	18500	20500	22400	26300	30100
3	19100	21100	23100	27100	31000
4	19700	21700	23800	27900	31900
5	20300	22400	24500	28700	32900
6	20900	23100	25200	29600	33900
7	21500	23800	26000	30500	34900
8	22100	24500	26800	31400	35900
9	22800	25200	27600	<b>32300</b>	37000
10	23500	26000	28400	<b>33300</b>	38100
11	24200	26800	29300	34300	39200

**10. Date of next increment in the revised pay structure.—**

- (1) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July:

Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion or grant of financial upgradation.

Provided further that a Government employee who does not complete six months qualifying service before the date of normal increment due on 1st July or 1st January, as the case may be, his date of next increment shall be changed to 1st January or 1st July and shall be granted subject to admissibility.

- (2) The increment in respect of an employee appointed or promoted or granted financial upgradation during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

- (a) In case of an employee appointed or promoted in the normal hierarchy during the period between the 2nd day of July, 2016 and the 1st day of January, 2017, the first increment

shall accrue on the 1st day of July, 2017 and thereafter it shall accrue after one year on annual basis.

- (b) In case of an employee appointed or promoted in the normal hierarchy during the period between 2nd day of January, 2016 and 1st day of July, 2016, who did not draw any increment on 1st day of July, 2016, the next increment shall accrue on 1st day of January, 2017 and thereafter it shall accrue after one year on annual basis:

Provided that in the case of employees whose pay in the revised pay structure has been fixed as on 1st day of January, the next increment in the Level in which the pay was so fixed as on 1st day of January, 2016 shall accrue on 1st day of July, 2016:

Provided further that the next increment after drawal of increment on 1st day of July, 2016 shall accrue on 1st day of July, 2017.

**11. Fixation of pay from a date subsequent to the 1st day of January, 2016.—**

Where a Government employee continues to draw his pay in the existing pay structure is brought over to the revised pay structure from a date later than the 1st day of January, 2016, his pay from the later date in the revised pay structure shall be fixed in accordance with clause (A) of sub-rule (1) of rule 7.

**12. Fixation of pay on reappointment after the 1st day of January, 2016 to a post held prior to that date.—**

A Government employee who has officiated in a post prior to the 1st day of January, 2016, but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised pay structure shall be allowed the benefit of the provisions in Civil Services Rules to the extent it would have been admissible had he been holding that post on the 1st day of January, 2016, and had elected the revised pay structure on and from that date.

**13. Fixation of pay on promotion on or after 1st day of January, 2016.—** The fixation of pay in case of promotion from one post to another in the higher or identical Level of revised pay structure shall be made in the following manner, namely:-

- (i) One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.
- (ii) On enhancement in presumptive pay of feeder post due to increment or otherwise while working on promotional post, the pay of promotional post shall be re-fixed as if the incumbent has been promoted on the date of such enhancement, if it is advantageous to him, as provided in rule 4.14 (2) of Punjab Civil Services Rules Volume-I Part-I, applicable prior to 19th July 2016 and Rule 21 of Haryana Civil Services (Pay) Rules 2016, applicable from 19th July, 2016.

**Illustration 6: Fixation of pay of Mr. 'A' on his promotion from Level 7 to Level 8**

1.	Level of pay of feeder post :	Level 7
2.	Basic Pay in the Level of feeder post as on 01.01.2016 :	₹ 52,000
3.	Date of next increment	01.07.2016
4.	Date of promotion from Level 7 to Level 8	01.02.2016
5.	Level of pay of promotional post	Level 8
6.	Pay after adding one increment in Level 7 of feeder post	₹ 53,600
7.	Pay as on the date of promotion in the Level of promotional post i.e. Level 8 :	₹ 53,600 (either equal to or next higher to ₹ 53,600 in Level 8)
8.	Date of next increment in the Level 8 of promotional post.	01.01.2017
9.	Presumptive Pay of the feeder post as on 01.07.2016 after adding one normal increment due on that day.	₹ 53,600

10.	Re-fixation of pay of promotional post due to enhancement in presumptive pay of feeder post as per provision in Rule 4.14(2) of Pb. CSR Volume-I, Part-I.	₹ 55,200
11.	Date of next increment	01.07.2017 and so on.

Grade Pay	4200	4600	4800
Levels	6	7	8
1	35400	44900	47600
2	36500	46200	49000
3	37600	47600	50500
4	38700	49000	52000
5	39900	50500	<b>53600</b>
6	41100	<b>52000</b>	<b>55200</b>
7	42300	<b>53600</b>	56900

**Illustration 7: Fixation of pay on promotion of an employee Mr. B from Level 4 to Level 5**

1.	Level of pay of feeder post :	Level 4
2.	Basic Pay as on 01.01.2016 in the Level of feeder post:	₹ 27,900
3.	Date of next increment	01.07.2016
4.	Pay on annual increment as on 01.07.2016	₹ 28,700
5.	Date of next increment	01.07.2017
5.	Date of Promotion	01.12.2016
6.	Level of pay of promotional post	Level 5
7.	Pay after adding one increment in Level 4 of feeder post	₹ 29,600
8.	Pay as on the date of promotion in the Level of promotional post i.e. Level 5 :	₹ 30,100
9.	Date of next increment	01.07.2017 and so on.

Grade Pay	2400	2800	4200
Levels	4	5	6
1	25500	29200	35400
2	26300	<b>30100</b>	36500
3	27100	31000	37600
4	27900	31900	38700
5	<b>28700</b>	32900	39900
6	<b>29600</b>	33900	41100
7	30500	34900	42300

**Illustration 8: Fixation of pay on promotion in identical/ same level after merger:-**

Before 01.01.2016, the Grade Pay of School Principal was ₹ 6000 and Grade pay of promotional post namely District Education Officer was ₹ 6400.

Now, Grade Pay of ₹ 6000 and ₹ 6400 of all the posts have been merged with Grade Pay ₹ 6600 and the feeder and promotional posts have come in identical Level-11. Pay of a Principal on promotion as District Education Officer will be fixed as under:-

1.	Level of pay of feeder as well as promotional post :	Level 11
2.	Basic Pay as on 01.07.2016 in the Level of Principal	₹ 88,400
3.	Date of next increment	01.07.2017
4.	Date of promotion as DEO	31.08.2016
5.	Level of pay of promotional post	Level 11
6.	Pay after giving one increment in Level 11 of feeder post	₹ 91,100
7.	Date of next increment	01.07.2017 and so on.

Grade Pay	5400	6600	7600
Level	10	11	12
1	56100	67700	78800
2	57800	69700	81200
3	59500	71800	83600
4	61300	74000	86100
5	63100	76200	88700
6	65000	78500	91400
7	67000	80900	94100
8	69000	83300	96900
9	71100	85800	99800
10	73200	<b>88400</b>	102800
11	75400	<b>91100</b>	105900
12	77700	93800	109100

(iii) In the case of Government employees receiving Non-Practicing Allowance, their basic pay plus Non-Practicing Allowance shall not exceed the average of basic pay of the revised scale applicable to the HAG Level (₹ 2,24,100) and the Level of the Chief Secretary (₹ 2,25,000) which comes to ₹ 2,24,550.

**14. Mode of payment of arrears of pay.—**

The arrears shall be paid in cash, preferably during the current financial year 2016-17.

**Explanation:-**

For the purposes of this rule:

(a) “arrears of pay” in relation to a Government employee means the difference between:

the aggregate of the pay and dearness allowance to which he is entitled on account of the revision of his pay under these rules, for the period effective from the 1st day of January, 2016 and the aggregate of the pay and dearness allowance to which he would have been entitled (whether such

pay and dearness allowance had been received or not) for that period had his pay and allowances not been so revised;

- (b) The Interim Relief ₹ 2,000/- (Two thousand rupees only) per month paid to Group C and D employees is discontinued from 1st January, 2016 and the same paid from 01.01.2016 onwards shall be recovered from them.
- (c) The Risk Allowance of Rs. 5,000/- (Five Thousand rupees only) per month granted to the personnel of Haryana Police and Prisons Department Haryana vide instructions dated 19th December, 2013 shall be continued till such time as may be separately ordered by the Government.

**15. Overriding effect of rules.—**

The provisions of Civil Services Rules or any other rules made in this regard shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules to the extent they are inconsistent with these rules.

**16. Power of relax.—**

Where the Government is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, it may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner.

**Note.—** The relaxation so granted under this rule shall be deemed to have been given depending upon the merit of such class and categories of Government employees and therefore, will not amount to any discrimination with other class and categories of Government employees.

**17. Power to make addition or deletion etc.—**

Where the Government is satisfied that there is a necessity to make additions or delete any class or categories of posts or change the designations and structure of pay either permanently or temporarily in the schedules of these rules, the Government will be competent to add or delete or change such conditions. The provisions of these rules will apply on such additions or deletions or changes as the Government may direct by specific orders or in the absence of that all the provisions of these rules shall apply as if the changes were made.

**18. Interpretation.—**

If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Finance Department through the Administrative Department concerned.

**19. Residuary provisions.—**

In the event of any general or special circumstance which is not covered under these rules or about which certain inconsistency comes to the notice, the matter shall be referred to the Government and Government will prescribe the conditions to be followed under such circumstances. Such conditions as prescribed by the Government under this rule shall be deemed to be part of these rules. Further, if the Government is satisfied that there is a requirement to prescribe certain additional conditions under these rules, the Government shall prescribe such conditions and such additional conditions as prescribed by the Government under this rule shall be deemed to be the part of these rules.

**Schedule I**  
**Pay Matrix**

Pay Band	Pay Band	(In ₹)												HAG							
		PB-1, 5200-20200				PB-2, 9300-34800				PB-3, 15600-39100					PB-4, 37400-67000						
Grade Pay	1650 (GP-1300 & 1400 merged with GP-1650)	1800	1900	2000 (GP-1950 merged with GP-2000)	2400	2800 (GP-2500 merged with GP-2800)	4200 (GP-3600* & 4000 merged with GP-4200)	4600	4800	5400 (GP-5200 merged with GP-5400)	5400	6600 (GP-6000 & 6400 merged with GP-6600)	7600	8000	8700	8800	8900	9500	9800	10000	67000-79000
		7000	7730	8460	9910	11360	13500	17140	18150	20280	21000	25350	29500	33110	46100	46200	46300	46900	47200	47400	67000
Entry Pay (pay in PB +GP)	6580																				
Index	2.57	2.57	2.57	2.57	2.57	2.57	2.62	2.62	2.62	2.62	2.67	2.67	2.67	2.67	2.57	2.57	2.67	2.67	2.67	2.72	2.72
level	DL **	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	16900	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	88400	118500	118700	123600	125200	126000	128900	182200
2	17400	18500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	91100	122100	122300	127300	129000	129800	132800	187700
3	17900	19100	21100	23100	27100	31000	37600	47600	50500	56300	59500	71800	83600	93800	125800	126000	131100	132900	133700	136800	193300
4	18400	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	96600	129600	129800	135000	136900	137700	140900	199100
5	19000	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	99500	133500	133700	139100	141000	141800	145100	205100
6	19600	20900	23100	25200	29600	33900	41100	52000	55200	61500	65000	78500	91400	102500	137500	137700	143300	145200	146100	149500	211300
7	20200	21500	23800	26000	30500	34900	42300	53600	56900	63300	67000	80900	94100	105600	141600	141800	147600	149600	150500	154000	217600
8	20800	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	108800	145800	146100	152000	154100	155000	158600	224100
9	21400	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	112100	150200	150500	156600	158700	159700	163400	
10	22000	23500	26000	28400	33300	38100	46200	58600	62200	69200	73200	88400	102800	115500	154700	155000	161300	163500	164500	168300	

Pay Band	-1S, 4440-7440	PB-1, 5200-20200					PB-2, 9300-34800				PB-3, 15600-39100				PB-4, 37400-67000						HAG
Grade Pay	1650 (GP-1300 & 1400 merged with GP-1650)	1800	1900	2000 (GP-1950 merged with GP-2000)	2400	2800 (GP-2500 merged with GP-2800)	4200 (GP-3600* & 4000 merged with GP-4200)	4600	4800	5400 (GP-5200 merged with GP-5400)	5400	6600 (GP-6000 & 6400 merged with GP-6600)	7600	8000	8700	8800	8900	9500	9800	10000	67000-79000
Entry Pay (pay in PB +GP)	6580	7000	7730	8460	9910	11360	13500	17140	18150	20280	21000	25350	29500	33110	46100	46200	46300	46900	47200	47400	67000
Index	2.57	2.57	2.57	2.57	2.57	2.57	2.62	2.62	2.62	2.62	2.67	2.67	2.67	2.67	2.57	2.57	2.67	2.67	2.67	2.72	2.72
Level	DL **	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
11	22700	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	119000	159300	159700	166100	168400	169400	173300	
12	23400	24900	27600	30200	35300	40400	49000	62200	66000	73400	77700	93800	109100	122600	164100	164500	171100	173500	174500	178500	
13	24100	25600	28400	31100	36400	41600	50500	64100	68000	75600	80000	96600	112400	126300	169000	169400	176200	178700	179700	183900	
14	24800	26400	29300	32000	37500	42800	52000	66000	70000	77900	82400	99500	115800	130100	174100	174500	181500	184100	185100	189400	
15	25500	27200	30200	33000	38600	44100	53600	68000	72100	80200	84900	102500	119300	134000	179300	179700	186900	189600	190700	195100	
16	26300	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	105600	122900	138000	184700	185100	192500	195300	196400	201000	
17	27100	28800	32000	35000	41000	46800	56900	72100	76500	85100	90000	108800	126600	142100	190200	190700	198300	201200	202300	207000	
18	27900	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	146400	195900	196400	204200	207200	208400	213200	
19	28700	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	150800	201800	202300	210300	213400	214700	219600	
20	29600	31500	35000	38300	44800	51100	62200	78800	83600	93000	98400	119000	138300	155300	207900	208400					
21	30500	32400	36100	39400	46100	52600	64100	81200	86100	95800	101400	122600	142400	160000							
22	31400	33400	37200	40600	47500	54200	66000	83600	88700	98700	104400	126300	146700	164800							
23	32300	34400	38300	41800	48900	55800	68000	86100	91400	101700	107500	130100	151100	169700							







Pay Band	-1S, 4440-7440	PB-1, 5200-20200					PB-2, 9300-34800				PB-3, 15600-39100				PB-4, 37400-67000						HAG
Grade Pay	1650 (GP-1300 & 1400 merged with GP-1650)	1800	1900	2000 (GP-1950 merged with GP-2000)	2400	2800 (GP-2500 merged with GP-2800)	4200 (GP-3600* & 4000 merged with GP-4200)	4600	4800	5400 (GP-5200 merged with GP-5400)	5400	6600 (GP-6000 & 6400 merged with GP-6600)	7600	8000	8700	8800	8900	9500	9800	10000	67000-79000
Entry Pay (pay in PB +GP)	6580	7000	7730	8460	9910	11360	13500	17140	18150	20280	21000	25350	29500	33110	46100	46200	46300	46900	47200	47400	67000
Index level	2.57	2.57	2.57	2.57	2.57	2.57	2.62	2.62	2.62	2.62	2.67	2.67	2.67	2.67	2.57	2.57	2.67	2.67	2.67	2.72	2.72
37	DL **	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
38	48900	52000	57900	63200	74200	84500	102800	130400	138300	153600	162400										
39	50400	53600	59600	65100	76400	87000	105900	134300	142400	158200	167300										
40	51900	55200	61400	67100	78700	89600	109100	138300	146700	162900	172300										
40	53500	56900	63200	69100	81100	92300	112400	142400	151100	167800	177500										

Note:- \* Grade Pay 3200 and 3300 have already merged/ upgraded with Grade Pay 3600 vide Government order dated 28.08.2014.  
\*\* DL denotes Level for Group-D.

**SCHEDULE - II****Form of Option***[See rule 6]*

\* (i) I, \_\_\_\_\_ hereby elect the revised pay structure with effect from 1st January, 2016.

\* (ii) I, \_\_\_\_\_ hereby elect to continue on the existing pay structure of pay of my substantive/ officiating post mentioned below until:

\* The date of my next increment;

I vacate or cease to draw pay in the existing pay structure;

the date of my promotion to \_\_\_\_\_

Present pay structure \_\_\_\_\_

Date: \_\_\_\_\_

Signature \_\_\_\_\_

Station: \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

\* To be scored out, if not applicable.

**MEMORANDUM EXPLANATORY TO THE HARYANA CIVIL SERVICES (REVISED PAY) RULES, 2016**

- Rule 1—** This rule is self-explanatory.
- Rule 2—** This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded under sub-rule (2), the rules are applicable to all persons under the rule making power of Government of Haryana serving in connection with the affairs of Government of Haryana and whose pay is debitable to the consolidated fund of the State of Haryana. These rules do not apply to any other categories of employees.
- Rule 3—** This rule is self-explanatory.
- Further, wherever the terms defined under this rule are mentioned in these rules or in any other rules/ instructions/ orders/ notifications etc. issued in connection with these rules, definitions as prescribed under this rule is to be taken as the meaning for and in these rules or, as the case may be, in any other rules/ instructions/ orders/ notifications etc.
- Rule 4—** This rule is self-explanatory.
- Rule 5—** The intention is that all Government employees should be brought over to the revised pay structure except those who elect existing pay structure. The Government employees who exercise the option to continue in the existing pay structure will continue to draw the dearness allowance and interim relief at the rates in force on 1st January, 2016.
- Rule 6—** This rule prescribes the manner in which option has to be exercised and also the authority who shall be apprised of such option. The option has to be exercised in the form appended to the rules. It should be noted that it is not sufficient for a Government employee to exercise the option within the specified time limit but also to ensure that it reaches the prescribed authority within the time limit. In the case of persons who are outside India at the time of notification of these rules, the period within which the option has to be exercised is three months from the date they take over charge of the post in India. In the case of Government employees the revised pay structure of whose posts are announced subsequent to the date of issue of these rules, the period of three months will run from the date of such announcement. Persons who have retired between 1st January 2016 and the date of notification of these rules are also eligible to exercise option.
- Rule 7—** This rule deals with the actual fixation of pay in the revised functional pay scales on 31st December, 2015. For the purposes of these rules the procedure under this rule and no other procedure under a different rule shall be followed. The illustrations indicating the manner in which pay of Government employee should be fixed under this rule have been given below the respective rule.
- Rule 8—** This rule prescribes the method of fixation of pay of employees appointed on direct recruitment on or after 1st day of January, 2016.
- Rule 9 & 10—** These rules prescribe the manner in which the next increment in the new pay structure shall be regulated. The illustrations indicating the manner in which increment of a Government employee should be regulated have been given below the respective rule.
- Rules 11 to 14—** These rules are self-explanatory.
- Rules 15—** This rule relates to the overriding effect to the rule which provides that the provisions of these rules will regulate and the provisions of any other rule will not regulate the conditions as prescribed in these rules and to the extent of any inconsistency between the provisions of these rules and provisions of any other rules, the provisions of these rules shall prevail and apply.
- Rules 16—** There could be a possibility that these rules may cause some hardship in any particular case or to a class or category of posts. Under such circumstances the provisions of rule is clear that it has to be invoked only if the Government is satisfied about the existence of some hardship which is required to be relaxed. The relaxation of such hardship shall be based on the merit of individual cases or the cases or the cases of class and categories of employees where such hardship is found to be justified for relaxation. Removal of such hardship would therefore, not amount to any discrimination where such hardship has either not been found to exist or has not been found to be justified for relaxation.

**Rules 17—** If the circumstances so requires the Government can add or delete or change any of the parameters as mentioned in the Schedule-I and may further direct the mode in which the provisions of these rules shall be applicable on such changes either generally or specifically. However, in event of absence of any general or specific direction for the applicability of the provisions laid down under these rules, it shall be presumed that the entire rule shall be applicable on such changes

**Rules 18 & 19—** These rules are self-explanatory.

P. RAGHAVENDRA RAO,  
Additional Chief Secretary to Government, Haryana  
Finance Department