

**Punjab State Power Corporation Limited**  
(Finance Section)

Finance Circular No:- 53/2011

Office Order No:- 529 /PRC-330/2006

Dated :- 18-11-2011

**Sub:- Grant of Promotional/Devised Promotional Scales or Advanced Promotional Increment to the PSPCL employees from 15-10-09 onwards.**

In continuation of F.C.No. 17/90 (O/O No.197) dt. 23-4-90 & amended from time to time & the instructions issued vide Regulation-11A of the erstwhile PSEB (Revised Pay) Regulations 2009 circulated vide F.C. No. 15/2009 & O/O No. 478/PRC-302/2006 dt.15-10-09 in which it was decided that benefit of Promotional/Devised Promotional Scale and 23 years Advance Promotional increment(s) shall be allowed to be continued to the employees between 1-1-2006 to 14-10-09, wherever due.

The matter has now again been considered and it has been decided that the aforesaid benefits will be allowed to all the employees (other than officers) from 15-10-09 onwards in the erstwhile PSEB (Revised Pay) Regulations 2009 subject to the conditions mentioned hereinafter.

**1. No. of Financial Upgradation admissible:-**

- i) A PSPCL employee shall be entitled to at least two financial upgradations in his entire service career counted from the date of joining on the induction post or any other post specifically declared as induction post.
- ii) A PSPCL employee shall be entitled to time bound higher scales on completion of regular service of 9/16 years subject to the Regulations indicated hereinafter.

**2. Conditions for 9/16 years Promotional/Devised Promotional Scales:-**

- i) An employee who has not got any promotion shall be eligible for grant of first promotional/ devised promotional scale on completion of regular service of 9 years. For granting time bound promotional/devised promotional scale to each employee in any cadre, the prescribed period will be counted from the date of commencement of service on the lowest post on which regular appointment has been made through direct recruitment in the concerned cadre.

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- ii) If an employee already in the service of the Board, is directly appointed to a higher post through open selection then for the purpose of grant of time bound promotional/devised promotional scale in the cadre counting of the period of service will commence from the date of joining such higher post by direct recruitment.
- iii) In case of employees who do not fulfill the qualification/passing of examination essential for their promotion to the next higher post, they shall also be placed into time bound promotional/devised promotional scale as already framed vide FC No.25/2003 dated 13.11.2003 and amended from time to time.
- iv) An employee who has not got any promotion but has availed of first promotional/devised promotional scale shall be eligible for grant of 2<sup>nd</sup> promotional/devised promotional scale on completion of regular service of 16 years.
- v) An employee who has already availed of one promotion and first promotional/devised promotional scale on completion of 9 years service shall be eligible for grant of 2<sup>nd</sup> promotional/devised promotional scale on completion of regular service of 16 years.
- vi) An employee, once in his/her entire service, can avail the benefit of only one induction post for getting 9/16 years time bound promotional/devised promotional scales and 23 years advance promotional increment.

**3. CONDITIONS FOR ADVANCE PROMOTIONAL INCREMENT ON COMPLETION OF 23 YEARS SERVICE.**

- i) He/she has the avenue of three promotions but has not earned three regular promotions in his/her regular service from the date of joining on the induction post/or any other post specifically declared as induction post for granting time bound promotional/ devised promotional scale.
  - ii) He/she has not earned third promotion in his/her regular service between 16<sup>th</sup> and 23<sup>rd</sup> years of service and is eligible for 3<sup>rd</sup> promotion irrespective of the pay limit.
  - iii) He/she has not been placed in a scale which is higher than the scale of his/her next higher post.
  - iv) The increment(s) are in the nature of advance promotional benefits to be absorbed in the next regular promotion.
  - v) Those who forego promotion shall not be entitled for this benefit.
4. **The following periods shall not count for reckoning the prescribed span of service for the grant of promotional / devised promotional scales or advance promotional increment(s):-**
- a) The period of extra ordinary leave that does not count for annual increment.



- b) The period of suspension not treated as duty.
  - c) The period spent on military service before joining the civil service.
  - d) The period of service on ad hoc or contract basis; and
  - e) The period of debarment as in the case of Promotion.
5. **Procedure for grant of Promotional/Devised Promotional Scale or Advanced Promotional Increment(s).**

- i) The procedure and the regulations/instructions for grant of promotional/devised promotional scale after 9/16 years and advanced promotional increment (s) shall be the same as already in vogue for granting regular promotion.
- ii) The authority competent to grant time bound promotional/devised promotional scales after 9 years and 16 years service shall be one step below than the promoting authority of the employee concerned.

6. **FIXATION OF PAY ON GRANT OF PROMOTIONAL/DEvised PROMOTIONAL SCALES AND ADVANCE PROMOTIONAL INCREMENT(S):**

- i) On grant of promotional/devised promotional scale or advance promotional increment (s), a PSPCL employee shall be placed in the grade pay indicated in the Schedule to the erstwhile PSEB (Revised Pay) Regulations 2009 (circulated vide F.C. No.15/2009 & O/O No.478/PRC-307 dated 15.10.09) that corresponds to the promotional/devised promotional scale indicated in Annexure A to the F.C. No.25/2003 circulated vide memo No. 113943/114572/PRC-132 dated 13.11.2003 and amended from time to time.
- ii) The pay of a PSPCL employee on placement in the higher grade pay shall be fixed after giving him the benefit of one increment on the basic pay prior to the grant of promotional/devised promotional scale or advance promotional increment and the higher grade pay shall be added to the pay band so arrived at.
- iii) If the grant of higher pay involves change in the pay band also and the minimum of pay band is higher than the pay in the pay band, his pay in the pay band shall be fixed at such minimum.
- iv) At the time of regular promotion, a PSPCL employee drawing pay in the higher pay scale/grade pay & same pay scale/grade pay on account of promotional / devised promotional scales (either in same or higher grade pay) will be given a benefit of one promotional increment. There will be no increment on regular promotion in the lower scale/grade pay. However, his/her higher pay scale/grade pay granted under 9/16 years time bound scales, if any, shall be protected as a measure personal to him/her.



v) Those who forego promotion shall not be entitled for this benefit.

7. **RATE OF INCREMENT:**

The rate of increment shall be the same as laid down in rule 9 of erstwhile PSEB (Revised Pay) Regulations 2009.

8. **DATE OF NEXT INCREMENT:**

The next increment of a PSPCL employee, whose pay is fixed in accordance Para-(6) above, shall be allowed on the date, he would have drawn it, had he continued in the lower grade pay.

Provided that in the case of PSPCL employee, whose pay is fixed under sub-para-iii of para (6) above, next increment shall be allowed after qualifying service of 12 months in the higher grade.

9. **OVERRIDING EFFECT:**

The provisions of the erstwhile PSEB (Revised Scales of Pay) Regulations, 1979, the erstwhile PSEB (Revised Pay) Regulations, 1988, the erstwhile PSEB (Revised Pay) Regulations, 1998 and the erstwhile PSEB (Revised Pay) Regulations, 2009 shall not, save as otherwise provided in these rules, apply to the cases, where pay is regulated under these Regulations, to the extent they are inconsistent with these Regulations.

10. **EXCLUSION OF CLAIM OF PARITY OF PAY ON THE GROUND OF SENIORITY:**

The promotional / devised promotional scales or advance promotional increment granted under these regulations shall be purely personal to the employee and shall have no relevance to his seniority position. As such, the senior employees shall have no claim of parity of pay on the ground that the junior employee working on the same posts has got higher pay or grade pay under these regulations.

11. **POWER TO RELAX:**

Where PSPCL is satisfied that the operation of these regulations causes undue hardship to any individual PSPCL employee or class of PSPCL employees,

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it may, by an order in writing, relax or dispense with any of the provisions of these Regulations to such extent and subject to such conditions, as it may consider necessary.

**12. INTERPRETATION:**

If any question arises relating to the interpretation of any of the provisions of these Regulations, the office of Chief Engineer/HRD in consultation with the Finance Section of PSPCL shall be the final authority.

  
**Chief Engineer/H.R.D.,  
PSPCL, Patiala.**

**Endst. No. 151936/152881 / PRC-330/2006**


**Dated : 18-11-2011**

Copy of the above is forwarded to the following for information and further necessary action: -

1. Principal Secy. to Govt. of Punjab (Fin. Deptt.), Civil Sectt., Punjab, Chandigarh.
2. Principal Secy. to Govt. of Pb., Power. (Energy Branch), Mini Sectt., Sector-9, Chandigarh Secretary, HSPCL, Shimla-4.
3. IG/V&S, PSPCL, Patiala.
4. All Ers-in-Chief/GMs/CEs (Incl. Hydel, Chandigarh), PSPCL&PSTCL.
5. Chief/Administration & I.R., PSPCL, Patiala.
6. Legal Advisor, PSPCL, Patiala.
7. Financial Advisor, PSPCL, Patiala.
8. Cost Controller, PSPCL, Patiala.
9. CAO to Director/Finance, PSPCL, Patiala.
10. All Chief Accounts Officers, PSPCL&PSTCL, Patiala.
11. Chief Auditor, PSPCL, Patiala.
12. Secretary, HSPCL, Shimla-IV
13. Secretary/Erstwhile HSEB, Panchkula.
14. Finance Secretary, Chandigarh Administration, Chandigarh.
15. Secretary/Admn.I, Central Elec. Authority, Govt. of India, Sewa Bhawan, R.K.Puram, New Delhi.
16. Secretary, Punjab State Elec. Regulatory Commission, SCO No.220-221, Sector-34A, Chandigarh.
17. Secy/Ombudsman, Electricity Punjab, 248, Sector-19A, Chandigarh.
18. General Manager/Delhi Elec. Supply Undertaking, New Delhi.
19. Special Secretary, BBMB, Sector-19, Chandigarh.

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20. F.A. & C.A.O., GGSSTP, Ropar.
21. Accounts & Finance Manager, GNDTP, Bathinda/GHTP, Lehra Mohabbat.
22. Resident Audit Officer, Patiala.
23. All SEs (Including Hydell), PSPCL&PSTCL.
24. OSD to C.M.D., PSPCL&PSTCL, Patiala.
25. Sr.PS to Directors, PSPCL & PSTCL.
26. S.E.(T) to All Directors, PSPCL & PSTCL, Patiala.
27. Land Acquisition Collector, PSPCL&PSTCL, Patiala.
28. Dy. Secys. /Sr. PSs to CMD /Directors' PSPCL&PSTCL.
29. All Joint Secys/Dy Secys/Under Secys, PSPCL&PSTCL.
30. All Dy.CAOs/Dy.CAs/Dy.FAs, PSPCL&PSTCL.
31. All Sr. Executive Engineers, PSPCL&PSTCL(Including Hydell).
32. Sr. Xen./Co-ordination, PSPCL, B-533, New Friends Colony, New Delhi.
33. All Sr. AOs/AOs/Pre-Audit, Field & Thermal, PSPCL&PSTCL.
34. Sr.A.O./P&A and EAD, PSPCL&PSTCL, Patiala.
35. Supdts./Bills-I, II, III, PSPCL&PSTCL, Patiala.
36. All Sectional Heads of the Branches of Head Office, PSPCL&PSTCL.
37. All Chief Welfare Officers/Labour Welfare Officers/Asstt. Labour Welfare Officers, PSPCL&PSTCL.
38. Under Secy./Meetings, PSPCL, Patiala w.r.t. his U.O.No.3543/44/BOD-SPL-15.2/2011/ PSPCL dated 14.11.2011
39. SE/IT, PSPCL, Patiala for up-loading on PSPCL website.

  
Dy. Secretary/Finance-I,  
P.S.P.C.L., Patiala.