

{Authoritative English Text of this Department's Notification No. Fin(PR)B(7)-1/2021 dated: 3rd January, 2022 as required under Clause (3) of article 348 of the Constitution of India.}

GOVERNMENT OF HIMACHAL PRADESH
FINANCE (PAY REVISION) DEPARTMENT

NOTIFICATION

No. Fin-(PR)B(7)-1/2021 Dated: Shimla-171002, the 3rd January, 2022.

In exercise of the powers conferred by proviso to article 309 and clause (3) of article 187 of the Constitution of India read with proviso to sub-rule (1) of rule 10 of the Himachal Pradesh Vidhan Sabha Secretariat (Recruitment and Conditions of Service) Rules, 1974, the Governor, Himachal Pradesh, is pleased to make the following rules, namely: -

1. Short title and Commencement.
 - (1) These rules may be called the Himachal Pradesh Civil Services (Revised Pay) Rules, 2022.
 - (2) They shall be deemed to have come into force on and with effect from the first day of January, 2016.
2. Application.
 - (1) Save as otherwise expressly provided by or under these rules, they shall apply to all the persons appointed on regular basis to the services and posts in connection with the affairs of the State of Himachal Pradesh and whose pay is debited to the Consolidated Fund of State of Himachal Pradesh.
 - (2) They shall not apply to the; -
 - (a) members of the All India Services of Himachal Pradesh cadre;
 - (b) judicial officers and employees of Subordinate Judiciary in the State whose pay scales are regulated by separate enactment/ order;
 - (c) employees whose scales of pay have been determined on the recommendations of the University Grants Commission;



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- (d) persons not in the whole-time employment of the Government of Himachal Pradesh;
- (e) persons paid out of contingencies and daily wagers;
- (f) work-charged employees;
- (g) persons employed on contract basis; and
- (h) persons specifically excluded wholly or in part from the operation of these rules.


3. Definitions.

In these rules, unless there is anything repugnant in the subject or context;

- (a) "Appointed day" means the first day of January, 2016, on and from which day, effect is to be given to these rules;

Provided that in the case of a Government employee, who opts for the revised pay structure from the date subsequent to first day of January, 2016, but not later than the day of issuance of this Notification, the appointed day in his case shall mean the day from which he opts for revised pay structure;

- (b) "Applicable Level" in the Pay Matrix shall mean the level of post corresponding to the Pay Band and Grade Pay in terms of Himachal Pradesh Civil Services (Revised Pay) Rules, 2009, as specified in the 'Schedule' annexed to these rules;
- (c) "existing basic pay" or "pre-revised basic pay" means pay drawn in the prescribed existing Pay Band and Grade Pay including ex-gratia annual increment(s) on the date of migration to revised pay structure opted by a Government employee under rule 6, but does not include any other type of pay



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like 'Special Pay', 'Non-Practicing Allowance', 'Secretariat Pay' etc;

- (d) "existing Pay Band and Grade Pay" in relation to a Government employee means the Pay Band and Grade Pay applicable to the post held by Government employee or higher pay structure granted under the Assured Career Progression Scheme or Personal scale, if any, allowed to him, as the case may be, on the appointed day, whether in a substantive or officiating capacity;
- (e) 'existing pay structure' in relation to Government employee means the present system of Pay Band and Grade Pay applicable to the post held by the Government employee in terms of Himachal Pradesh Civil Services (Revised Pay) Rules, 2009, as on date immediately prior to coming into force of these Rules, whether in a substantive or officiating capacity.


Explanation:- The expression 'existing basic pay', 'existing pay band and grade pay' and '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 post(s), but for his officiating in a higher post, shall mean such basic pay, pay band and grade pay and pay structure, 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 a higher post, as the case may be;

- (f) "existing emoluments" means the sum of;
- (i) existing basic pay as on the 31st day of December, 2015 or on any


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subsequent date, on or after 1st day of January, 2016, as the case may be, as per option;

- (ii) dearness allowance appropriate to the pay in the existing basic pay; and
- (iii) interim relief granted from time to time;
- (g) "Government" means the Government of Himachal Pradesh;
- (h) "Pay Matrix" means Matrix as specified in the Schedule annexed to these rules with Levels of pay arranged in vertical cells corresponding to the existing Pay Band and Grade Pay in terms of Himachal Pradesh Civil Services (Revised Pay) Rules, 2009;
- (i) "Pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in the Schedule;
- (j) "revised pay structure" in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay of the post as per Himachal Pradesh Civil Services (Revised Pay) Rules, 2009, unless a different revised Level is notified separately for that post;
- (k) "revised 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', 'Non Practicing Allowance', 'Secretariat Pay' etc.;
- (l) "revised emoluments" means the pay in the applicable Level of post in the Pay Matrix, which includes dearness allowance;


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(m) "Revised (Pay) Rules, 2009" means Himachal Pradesh Civil Services (Revised Pay) Rules, 2009 notified vide Notification No. Fin-(PR)B(7)-1/2009 dated 26th August, 2009;


(n) "Re-Revision 2012" in relation to Government employee means the higher Pay Band and/or Grade Pay granted under the Himachal Pradesh Civil Services (Category /Post wise Revised Pay) Rules, 2012, notified vide notification No. Fin(PR)-B(7)-64/2010-loose dated 24th September, 2012; and

(o) "Schedule" means the Schedule appended to these rules.

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| 4. Level of posts. | The Level of posts shall be determined in accordance with various Levels as assigned in the Pay Matrix corresponding to existing Pay Band and Grade Pay as per Revised (Pay) Rules, 2009. |
| 5. Drawl of pay in the revised pay structure. | Save as otherwise provided in these rules, a Government employee shall draw pay in the Level of Pay Matrix in the revised pay structure applicable to the post to which he is appointed. |
| 6. Exercise of option. | (1) The Government employee shall exercise option in the Form appended to these rules so as to reach the authority specified in sub-rule (2), within a period of one month from the date of notification of these rules: |

Provided that:-

- (i) in the case of a Government employee, who on the date of notification of these rules, is out of India or on leave or on deputation or on foreign service or on active service, the option shall be exercised in the said Form so as to reach the said authority within a period of one month from the date of his taking the


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charge of his post under the State Government, if that date is later than the date specified in this sub-rule; and

- (ii) where a Government employee is under suspension on the date of notification of these rules, the option shall be exercised within a period of one month from the date of his return to his duty, if that date is later than the date specified in this sub-rule.
- (2) The option in the Form shall be submitted by the Government employee to the Head of the Office.
 - (3) If the option is not received within the time specified in sub-rule (1), the Government employee shall be deemed to have opted/elected to be governed by the revised pay structure with effect from first day of January, 2016. The Head of the Office shall determine his pay in the revised pay structure with reference to provisions of rule 7 of these rules.
 - (4) The option once exercised shall be final.

Note 1. Persons, whose services were terminated on or after the first day of January, 2016 and who could not exercise their option within the specified period, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, shall be entitled to the benefits under these rules, if otherwise admissible.

Note 2. Persons, who have died on or after the first day of January, 2016 and could not exercise the option within the specified period shall be deemed to have opted for the revised pay structure on and from the first day of January, 2016 or any subsequent date which is most beneficial to their dependents.

Note 3. Persons, who were on earned leave or any other leave on the first day of January, 2016,

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which entitled them to leave salary, shall be allowed the benefits admissible under these rules.

7. Fixation of pay in the revised pay structure. The basic pay of a Government employee shall, unless in any case, the Government by special order otherwise directs, be fixed in the revised pay structure in the following manner:-

(I) Fixation of Pay of Government employees recruited/ appointed before 01.01.2016 ;

- (a) The posts/categories, whose Pay Band and/or Grade Pay was not re-revised after implementation of Revised (Pay) Rules, 2009 ;


The pay in applicable Level in Pay Matrix as on 01.01.2016 shall be the pay obtained by multiplying the existing basic pay as on 31.12.2015 by a factor 2.59, rounded off to the nearest rupee, figure so arrived at, after rounding of, shall be located in the respective Level in the Pay Matrix and same shall be the pay. 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. (See Illustration No.1).

- (b) The posts/categories, whose Pay Band and/or Grade Pay was re-revised under the Re-Revision 2012:

The pay of a Government employee shall be determined under two methodologies as under, namely:-

- (i) Taking into consideration the impact of Re-Revision 2012:

The pay in the applicable Level in the Pay Matrix, as on the 1st day of January, 2016, shall be the pay



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obtained by multiplying the existing basic pay as on 31.12.2015 by a factor of 2.25, rounded off to the nearest rupee. The figure so arrived at, after rounding, shall be located in the respective Level in the Pay Matrix and same shall be the pay. 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. (See Illustration No. 2)

(ii) Ignoring the impact of Re-Revision 2012:


The second method involves calculating the notional pay of the Government employee after excluding/ ignoring the benefit of Re-Revision 2012. Under this method, the pay of a Government employee, as on 31.12.2015, shall be fixed notionally, as per Revised (Pay) Rules, 2009, by excluding the benefit of Re-Revision-2012 and presumptive pay so worked out as on 31.12.2015 shall be multiplied by the factor of 2.59 to arrive at the revised pay as on the first day of January, 2016: (See Illustration No. 3 and 4)

Provided that Government employee whose date of joining was before 1.1.2016 and benefit of re-revision 2012 was allowed to him on or after 1.1.2016, he shall have the option either to get his pay fixed notionally as on 31.12.2015 under the Revised (Pay) Rules, 2009 and presumptive pay so worked out as on 31.12.2015 shall be multiplied by the factor of 2.59 to arrive at the revised pay with effect from 1.1.2016 or get


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his basic pay (Pay in the pay band + grade pay) multiplied by a factor of 2.25 to arrive at revised pay on appointed day. The pay so arrived at on appointed day, shall be rounded off to nearest rupee and figure shall be located in the respective Level in the Pay Matrix and same shall be the pay. 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. (See illustration No. 5 and 6).

- (iii) The Government employee shall be at liberty to choose one of the above two methods, as per Rule 7 (I)(b)(i) or 7(I)(b)(ii), whichever is beneficial to him, to arrive at his revised pay.
- (II) Fixation of Pay of regular Government employees recruited/ appointed on or after 01.01.2016 to till the date of issuance of these Rules: The pay of Government employees shall be determined/ revised in following manner:-
 - (a) The posts/categories, whose Pay Band and/or Grade Pay was not re-revised under Re-Revision 2012:
 - (i) The date for the purpose of fixation of revised pay shall be the date of joining.
 - (ii) The Basic Pay (Pay in Pay Band + Grade Pay) admissible on the date of joining shall be multiplied by a factor of 2.59 and rounded off to nearest rupee. The figure so arrived at, after rounding, shall be located in the respective Level in the Pay Matrix and same shall be the pay. If no such Cell is available in the applicable Level, the pay shall be fixed at the


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immediate next higher Cell in that applicable Level:

Provided that pay of Government employee shall not be less than the minimum pay in First Cell of the applicable Level in Pay Matrix. (See Illustration No.7 and 8)

- (b) The posts/categories, whose Pay Band and/or Grade Pay was re-revised under Re-Revision 2012: The pay of Government employee whose Pay Band and/or Grade Pay was re-revised in 2012 shall be determined/ revised by adopting two methods as under, namely: -

- (i) Taking into consideration the impact of Re-Revision 2012:

The pay in the applicable level in the Pay Matrix, as on the date of grant of higher pay band and/or grade pay, shall be the pay obtained by multiplying the existing basic pay (Pay in the Pay band + grade pay) by a factor of 2.25 and rounded off to the nearest rupee, The figure so arrived at, after rounding, shall be located in the respective Level in the Pay Matrix and same shall be the pay. 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. (See Illustration No. 9)

- (ii) Ignoring the impact of Re-Revision 2012:

In second method, basic pay (Pay in the Pay Band + Grade pay) of the Government employee, as on date of joining, shall be fixed notionally by

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excluding/ignoring the benefit of Re-Revision 2012 and presumptive pay so worked out shall be multiplied by a factor 2.59 and rounded off to nearest rupee. The figure so arrived at, after rounding, shall be located in the respective Level in the Pay Matrix and same shall be the pay. 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 subject to provision that the pay of Government employee shall not be less than the minimum pay in first Cell of the applicable Level of Pay Matrix. (See Illustration No.10)


- (iii) The Government employee shall be at liberty to choose one of the above two methods i.e. 7 (II)(b)(i) or 7 (II)(b)(ii), whichever is beneficial to him/her, to arrive at his revised pay.

Note 1. Wherever, word 'applicable Level of Pay Matrix' is appearing in these rules, it shall be the Level of post in Pay Matrix corresponding to the pay band and grade pay of that particular post under the Revised (Pay) Rules, 2009.

Note 2. Where the increment of a Government employee falls on the first day of January, 2016, he shall have the option to draw the increment in the existing scale or in the revised pay structure.

Note 3. A Government employee, who is on 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 the 1st day of January, 2016.

Note 4. A Government employee under suspension shall continue to draw subsistence allowance based on the existing scale and his


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pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.

Note 5. The Interim Relief already allowed to the employees from time to time shall be adjusted in the revised emoluments and the employees shall be entitled to draw only the additional amount on account of the difference between the revised emoluments and the emoluments is drawn by the employees on the corresponding date. In case, emoluments in the revised pay structure becomes lower than the emoluments being drawn on the corresponding date, due to payment of Interim Relief, the extra amount, if any, shall be adjusted against the Pay Arrears and future increases of salary on account of grant of annual increments/dearness allowance etc.

(III) **Protection of benefits under the existing Assured Career Progression Scheme:**

(i) Where a Government employee was drawing the benefit of increment(s) and /or higher pay scale under the un-revised pay scale before the date of publication of the Himachal Pradesh Civil Services (Revised Pay) Rules, 2022, on account of progression under the Assured Career Progression Scheme of the Government of Himachal Pradesh, he shall be entitled to draw such benefit under the revised pay structure. His pay on the date of grant of such progression shall be fixed by grant of increments at the rate specified in rule 10.

(ii) In case of those Government employees who are entitled to the benefits of increments and/or next higher pay scale on account of progression under the existing Assured Career Progression Scheme of the Government of Himachal Pradesh but their cases have not been finalized before the date of publication of Himachal Pradesh Civil Services (Revised Pay)


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Rules, 2022, such cases will be dealt in accordance with the provisions of existing Assured Career Progression Scheme as modified from time to time.


(iii) The benefit of existing Assured Career Progression Scheme would not be admissible after the notification of these rules, until separate notification or instructions in this regard is issued by the Government.

(IV) Fixation of pay of employees appointed by direct recruitment on or after issuance of these rules: -
The pay of Government employees shall be fixed at 'First Cell' in the Level of Pay Matrix, applicable to the post to which such employees are appointed.

8. Fixation of pay on promotion.

The fixation of pay in case of promotion from one Level to another in the revised pay structure shall be made in the following manner, namely: -

- (I) the Government employee shall progress ahead on the horizontal range in Pay Matrix on Promotion/ non-functional financial upgrade;
- (II) on promotion from one Level to another, the Government employee shall have an option to get his pay fixed in the higher post either from the date of his promotion or from the date of his next increment. The option may be exercised within a period of one month from the date of his promotion;
- (III) in case, the Government employee opts to get his pay fixed on the higher post from the date of his promotion, one increment shall be given in the Level from which the Government 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, he shall be placed at the next higher Cell in that Level. The next increment in the higher post shall be granted after completion of


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qualifying service of twelve months (See Illustration No. 11);


(IV) in case, the Government employee opts to get his pay fixed from the date of his next increment, in the Level of the post from which Government employee is promoted, his pay shall be regulated as under; -

(a) from the date of promotion till his date of next increment, the Government employee shall be placed at the next higher Cell in the Level of the post to which he is promoted;

(b) subsequently, on the date of next increment, in the Level of the post to which Government employee is promoted, his pay shall be re-fixed and two increments (one accrued on account of annual increment and the second accrued on account of promotion) may be granted in the Level from which the Government employee is promoted and he shall be placed, at a Cell equal to the figure so arrived, in the Level of the post to which he is promoted; and if no such Cell is available in the Level to which he is promoted, he shall be placed at the next higher Cell in that Level (See Illustration No. 12); and

(c) The next increment in the higher post in this case shall be granted after completion of qualifying service of twelve months from the date of re-fixation; and

(V) In case of a Government employee, who stand promoted between the period from 1st day of January, 2016 to the date of notification of these rules, the option may be exercised by him within a period of one month from the date of such notification along with the option for pay revision as per rule 6. The option once exercised shall be final. The pay structure of promotional post in


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the level of Pay Matrix shall be corresponding to the pay band and grade pay of such post under the Revised (Pay) Rules, 2009.


9. Stepping up of pay under these rules. The anomaly in pay arisen due to revision of pay under these rules shall be regulated as under;

(1) Cases where stepping up will be admissible subject to provisions of sub-rule (ii) of this rule:

(i) Where in the fixation of pay under these rule, a Government employee, who in the existing pay structure, was drawing immediately before the first day of January, 2016, equal or more pay than another Government employee junior to him in the same cadre, gets his pay 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.

(ii) In case, where a senior Government employee promoted to a higher post before the first day of January, 2016, draws less pay in the revised pay structure than his junior, who is promoted to a higher post on or after the first day of January, 2016, the pay of the senior Government employee, shall be stepped up in the revised pay structure to an amount equal to the pay, as fixed for his junior in that higher post. The stepping up shall be done with effect from the date of promotion of the junior Government employee subject to fulfillment of the following conditions, namely:-

(a) the junior and the senior Government employees should belong to the same cadre and the posts in which they have been promoted should also be identical in the same cadre;


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- (b) the existing Pay Structure and Pay Matrix Level of the lower and higher posts in which they are entitled to draw pay should be identical;
- (c) the senior Government employee at the time of promotion to higher level should have been drawing equal or more pay than his junior;
- (d) the anomaly in pay should be directly as a result of application of the provisions of these rules:

Provided that the benefit of stepping up of pay can be allowed to the senior second time, if the anomaly has arisen with reference to the pay of the same junior in respect of whom the pay of the senior was stepped up first time;

Provided further that the senior Government employee shall be entitled to earn next increment on the same date as that of his junior with respect to whom he had got step up in his pay.

(2) Cases, where stepping up of pay will not be admissible:

- (i) If difference in pay is due to exercise of option for pay fixation on revision by a different factor.
- (ii) If difference in pay is due to the application of the instructions issued by the Government with regard to implementation of Assured Career Progression Scheme.
- (iii) If the senior Government employee exercises an option to get his promotion/ pay fixation, postponed.


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- (iv) If in the lower post, the junior Government employee was drawing more pay in the existing scale/pay structure than his senior by virtue of any advance increment(s) granted to him or due to any inflation in pay other than by way of normal pay fixation.
- (v) The increment of senior Government employee should not have been stopped/withheld due to penalty or otherwise.

10. Rate of increment in the revised pay structure.

The rate of increment in the revised pay structure shall be three percent (3%) of the basic pay, uniformly for all the Government employees, which is reflected in the vertical range of each Cell of the Pay Matrix (See Illustration No. 13):


Provided that a Government employee who reaches the maximum of the Pay Matrix Level applicable to him shall not be granted any further increment.

11. Date of next increment.

The next increment of a Government employee, whose pay has been fixed in the revised pay structure in accordance with rule 7 shall be granted on the date, he would have drawn his increment, had he continued in the existing scale:

Provided that a Government employee whose pay is fixed on the first day of January, 2016 at the same stage as the one fixed for another Government employee junior to him in the same cadre and drawing pay at a lower or equal stage than his senior in the existing scale, he shall be granted the next increment on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.


Note:- The increment of such senior Government employee should not have been stopped/ withheld due to penalty or otherwise.


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12. Drawl of revised pay. (1) The revised pay under these rules shall be drawn from the month of January, 2022 (payable in month of February, 2022).
- (2) The Government employee who was on extension in service as on 01.01.2016 or thereafter, shall not be paid any arrears, if any, for the extended period of service due to revision of pay as per provisions of these rules.
13. Arrear of revised pay. Notwithstanding anything contained in these rules, the arrears with effect from the 1st January, 2016, to 31st December, 2021, shall be paid in such manner and at such time as may be approved by the Government.
14. Overriding effect. The provisions of the Fundamental Rules, OM No. Fin C-(B)-9/79 dated 2nd November, 1979, the Himachal Pradesh Civil Services (Revised Pay) Rules, 1988, the Himachal Pradesh Civil Services (Revised Pay) Rules, 1998, the Himachal Pradesh Civil Services (Revised Pay) Rules, 2009 and Himachal Pradesh Civil Services (Category /Post wise Revised Pay) Rules, 2012 as amended from time to time, shall not save as otherwise provided in these rules, apply to the cases where pay is regulated under these rules to the extent they are inconsistent with these rules.
15. Power to relax. Where the Government is satisfied that the operation of these rules causes undue hardship to any individual Government employee or class of Government employees, it may, by an order in writing, relax or dispense with any of the provisions of these rules to such extent and subject to such conditions, as it may consider necessary.
16. Interpretation. If any question arises relating to the interpretation of any of the provisions of these rules, the Government shall decide the same.


By order

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


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No. FIN-(PR)B(7)-1/2021 Dated: Shimla-171002, the 3rd January, 2022.
Copy forwarded to the following for information and taking further necessary action:-

1. All the Additional Chief Secretaries/ Principal Secretaries/ Secretaries to the Government of Himachal Pradesh, Shimla-171 002.
2. The Principal Accountant General (Audit), Himachal Pradesh, Shimla-3.
3. The Accountant General (A&E), Himachal Pradesh, Shimla-171003.
4. The Legal Remembrancer-cum-Principal Secretary (Law) to the Government of Himachal Pradesh, Shimla-171 002.
5. The Resident Commissioner, Himachal Bhawan, 27-Sikandra Road, New Delhi.
6. All Heads of the Departments in Himachal Pradesh.
7. The Secretary, Himachal Pradesh Vidhan Sabha, Shimla-171004.
8. The Registrar General, High Court of Himachal Pradesh, Shimla-171 001.
9. The Director, Treasury Accounts & Lotteries / Local Audit Department, Himachal Pradesh, Shimla.
10. All Deputy Commissioners in Himachal Pradesh.
11. The Secretary, H.P. Public Service Commission, Nigam Vihar, Shimla-2.
12. The Secretary, H.P. Subordinate Services Selection Commission, Hamirpur.
13. The Resident Commissioner, Pangi at Killar, District Chamba, Himachal Pradesh.
14. All Superintendents of Police in Himachal Pradesh.
15. All District Treasury Officers/ Treasury Officers in Himachal Pradesh.
16. The Deputy Commissioner, Relief and Rehabilitation, Bias Project, Raja Ka Talab, Kangra, H.P.
17. The Controller, Printing & Stationery Department, Himachal Pradesh, Shimla-171 005, for publication in the Rajpatra.
18. The Controller, Department of Personnel, H.P. Secretariat, Shimla-2.


 03/01/2022
 {Rajender Sharma}
 Deputy Secretary (Finance) to the
 Government of Himachal Pradesh.

Praveen/ Instructions/ 2022.

Form of Option

(See rule 6)

- (1) I, _____ designation _____, hereby opt for pay fixation by factor of _____ in the revised pay structure with effect from _____ under the Himachal Pradesh Civil Services (Revised Pay) Rules, 2022.

Signature _____

Name _____

Designation _____

Salary Code _____

PMIS Code _____

Department/Office in which employed
_____UNDERTAKING

I, hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in Himachal Pradesh Civil Services (Revised Pay) Rules, 2022, as detected subsequently, any excess payment(s) made to me shall be refunded by me to the Government either in lump sum or by adjustment against future payments due to me.

Date:

Place:

Signature _____


Name _____

Designation _____

Salary Code _____

PMIS Code _____

Department in which employed


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SCHEDULE
(See Rule 3)

Pay Band as per HPCS (RP) Rules, 2009	4900-10680				5910-20200						10300-34800									
Grade Pay	1300	1400	1650	1800	1900	1950	2000	2400	2800	3000	3200	3600	3800	4200	4400	4600	4800	5000	5400	
Initial Start	6200	6700	6950	7100	7810	7960	8240	9880	11170	11470	13500	14430	14590	16290	17420	18030	18250	18450	20300	
Index	0	0	2.59	2.59	2.59	2.59	2.59	2.59	2.59	2.59	2.64	2.64	2.64	2.64	2.64	2.64	2.64	2.64	2.64	
Level	0	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
1	0	0	18000	18400	20200	20600	21300	25600	28900	29700	35600	38100	38500	43000	46000	47600	48200	48700	53600	
2	0	0	18500	19000	20800	21200	21900	26400	29800	30600	36700	39200	39700	44300	47400	49000	49600	50200	55200	
3	0	0	19100	19600	21400	21800	22600	27200	30700	31500	37800	40400	40900	45600	48800	50500	51100	51700	56900	
4	0	0	19700	20200	22000	22500	23300	28000	31600	32400	38900	41600	42100	47000	50300	52000	52600	53300	58600	
5	0	0	20300	20800	22700	23200	24000	28800	32500	33400	40100	42800	43400	48400	51800	53600	54200	54900	60400	
6	0	0	20900	21400	23400	23900	24700	29700	33500	34400	41300	44100	44700	49900	53400	55200	55800	56500	62200	
7	0	0	21500	22000	24100	24600	25400	30600	34500	35400	42500	45400	46000	51400	55000	56900	57500	58200	64100	
8	0	0	22100	22700	24800	25300	26200	31500	35500	36500	43800	46800	47400	52900	56700	58600	59200	59900	66000	
9	0	0	22800	23400	25500	26100	27000	32400	36600	37600	45100	48200	48800	54500	58400	60400	61000	61700	68000	
10	0	0	23500	24100	26300	26900	27800	33400	37700	38700	46500	49600	50300	56100	60200	62200	62800	63600	70000	
11	0	0	24200	24800	27100	27700	28600	34400	38800	39900	47900	51100	51800	57800	62000	64100	64700	65500	72100	
12	0	0	24900	25500	27900	28500	29500	35400	40000	41100	49300	52600	53400	59500	63900	66000	66600	67500	74300	
13	0	0	25600	26300	28700	29400	30400	36500	41200	42300	50800	54200	55000	61300	65800	68000	68600	69500	76500	
14	0	0	26400	27100	29600	30300	31300	37600	42400	43600	52300	55800	56700	63100	67800	70000	70700	71600	78800	
15	0	0	27200	27900	30500	31200	32200	38700	43700	44900	53900	57500	58400	65000	69800	72100	72800	73700	81200	
16	0	0	28000	28700	31400	32100	33200	39900	45000	46200	55500	59200	60200	67000	71900	74300	75000	75900	83600	
17	0	0	28800	29600	32300	33100	34200	41100	46400	47600	57200	61000	62000	69000	74100	76500	77300	78200	86100	
18	0	0	29700	30500	33300	34100	35200	42300	47800	49000	58900	62800	63900	71100	76300	78800	79600	80500	88700	
19	0	0	30600	31400	34300	35100	36300	43600	49200	50500	60700	64700	65800	73200	78600	81200	82000	82900	91400	
20	0	0	31500	32300	35300	36200	37400	44900	50700	52000	62500	66600	67800	75400	81000	83600	84500	85400	94100	
21	0	0	32400	33300	36400	37300	38500	46200	52200	53600	64400	68600	69800	77700	83400	86100	87000	88000	96900	
22	0	0	33400	34300	37500	38400	39700	47600	53800	55200	66300	70700	71900	80000	85900	88700	89600	90600	99800	
23	0	0	34400	35300	38600	39600	40900	49000	55400	56900	68300	72800	74100	82400	88500	91400	92300	93300	102800	
24	0	0	35400	36400	39800	40800	42100	50500	57100	58600	70300	75000	76300	84900	91200	94100	95100	96100	105900	
25	0	0	36500	37500	41000	42000	43400	52000	58800	60400	72400	77300	78600	87400	93900	96900	98000	99000	109100	
26	0	0	37600	38600	42200	43300	44700	53600	60600	62200	74600	79600	81000	90000	96700	99800	100900	102000	112400	
27	0	0	38700	39800	43500	44600	46000	55200	62400	64100	76800	82000	83400	92700	99600	102800	103900	105100	115800	
28	0	0	39900	41000	44800	45900	47400	56900	64300	66000	79100	84500	85900	95500	102600	105900	107000	108300	119300	
29	0	0	41100	42200	46100	47300	48800	58600	66200	68000	81500	87000	88500	98400	105700	109100	110200	111500	122900	
30	0	0	42300	43500	47500	48700	50300	60400	68200	70000	83900	89600	91200	101400	108900	112400	113500	114800	126600	
31	0	0	43600	44800	48900	50200	51800	62200	70200	72100	86400	92300	93900	104400	112200	115800	116900	118200	130400	
32	0	0	44900	46100	50400	51700	53400	64100	72300	74300	89000	95100	96700	107500	115600	119300	120400	121700	134300	
33	0	0	46200	47500	51900	53300	55000	66000	74500	76500	91700	98000	99600	110700	119100	122900	124000	125400	138300	
34	0	0	47600	48900	53500	54900	56700	68000	76700	78800	94500	100900	102600	114000	122700	126600	127700	129200	142400	
35	0	0	49000	50400	55100	56500	58400	70000	79000	81200	97300	103900	105700	117400	126400	130400	131500	133100	146700	
36	0	0	50500	51900	56800	58200	60200	72100	81400	83600	100200	107000	108900	120900	130200	134300	135400	137100	151100	
37	0	0	52000	53500	58500	59900	62000	74300	83800	86100	103200	110200	112200	124500	134100	138300	139500	141200	155600	
38	0	0	53600	55100	60300	61700	63900	76500	86300	88700	106300	113500	115600	128200	138100	142400	143700	145400	160300	
39	0	0	55200	56800	62100	63600	65800	78800	88900	91400	109500	116900	119100	132000	142200	146700	148000	149800	165100	
40	0	0	56900	58500	64000	65500	67800	81200	91600	94100	112800	120400	122700	136000	146500	151100	152400	154300	170100	

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SCHEDULE
(See Rule 3)

Pay Band as per HPCS (RP) Rules, 2009	15600-39100										37400-67000				
Grade Pay	5400	5700	6000	6600	7400	7600	7800	8200	8400	8600	8700	8800	8900	10000	
Initial Start	21000	22820	24140	25250	31120	31320	34260	40130	43070	46000	46100	46200	48590	54700	
Index	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.72	
Level	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
1	56100	60900	64500	67400	83100	83600	91500	107100	115000	122800	123100	123400	129700	148800	
2	57800	62700	66400	69400	85600	86100	94200	110300	118500	126500	126800	127100	133600	153300	
3	59500	64600	68400	71500	88200	88700	97000	113600	122100	130300	130600	130900	137600	157900	
4	61300	66500	70500	73600	90800	91400	99900	117000	125800	134200	134500	134800	141700	162600	
5	63100	68500	72600	75800	93500	94100	102900	120500	129600	138200	138500	138800	146000	167500	
6	65000	70600	74800	78100	96300	96900	106000	124100	133500	142300	142700	143000	150400	172500	
7	67000	72700	77000	80400	99200	99800	109200	127800	137500	146600	147000	147300	154900	177700	
8	69000	74900	79300	82800	102200	102800	112500	131600	141600	151000	151400	151700	159500	183000	
9	71100	77100	81700	85300	105300	105900	115900	135500	145800	155500	155900	156300	164300	188500	
10	73200	79400	84200	87900	108500	109100	119400	139600	150200	160200	160600	161000	169200	194200	
11	75400	81800	86700	90500	111800	112400	123000	143800	154700	165000	165400	165800	174300	200000	
12	77700	84300	89300	93200	115200	115800	126700	148100	159300	170000	170400	170800	179500	206000	
13	80000	86800	92000	96000	118700	119300	130500	152500	164100	175100	175500	175900	184900	212200	
14	82400	89400	94800	98900	122300	122900	134400	157100	169000	180400	180800	181200	190400	218600	
15	84900	92100	97600	101900	126000	126600	138400	161800	174100	185800	186200	186600	196100		
16	87400	94900	100500	105000	129800	130400	142600	166700	179300	191400	191800	192200	202000		
17	90000	97700	103500	108200	133700	134300	146900	171700	184700	197100	197600	198000	208100		
18	92700	100600	106600	111400	137700	138300	151300	176900	190200	203000	203500	203900	214300		
19	95500	103600	109800	114700	141800	142400	155800	182200	195900	209100	209600	210000			
20	98400	106700	113100	118100	146100	146700	160500	187700	201800						
21	101400	109900	116500	121600	150500	151100	165300	193300	207900						
22	104400	113200	120000	125200	155000	155600	170300	199100							
23	107500	116600	123600	129000	159700	160300	175400	205100							
24	110700	120100	127300	132900	164500	165100	180700								
25	114000	123700	131100	136900	169400	170100	186100								
26	117400	127400	135000	141000	174500	175200	191700								
27	120900	131200	139100	145200	179700	180500	197500								
28	124500	135100	143300	149600	185100	185900	203400								
29	128200	139200	147600	154100	190700	191500									
30	132000	143400	152000	158700	196400	197200									
31	136000	147700	156600	163500	202300	203100									
32	140100	152100	161300	168400											
33	144300	156700	166100	173500											
34	148600	161400	171100	178700											
35	153100	166200	176200	184100											
36	157700	171200	181500	189600											
37	162400	176300	186900	195300											
38	167300	181600	192500	201200											
39	172300	187000	198300												
40	177500	192600													

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HPCS (Revised Pay) Rules, 2009 Pay Band-1 {4900-10680}				
Grade Pay	1300	1400	1650	1800
Initial Pay	6200	6700	6950	7100
Level as per HPCS (RP) Rules, 2022.	0	0	1	2
1	0	0	18000	18400
2	0	0	18500	19000
3	0	0	19100	19600
4	0	0	19700	20200
5	0	0	20300	20800
6	0	0	20900	21400
7	0	0	21500	22000
8	0	0	22100	22700
9	0	0	22800	23400
10	0	0	23500	24100
11	0	0	24200	24800
12	0	0	24900	25500
13	0	0	25600	26300
14	0	0	26400	27100
15	0	0	27200	27900
16	0	0	28000	28700
17	0	0	28800	29600
18	0	0	29700	30500
19	0	0	30600	31400
20	0	0	31500	32300
21	0	0	32400	33300
22	0	0	33400	34300
23	0	0	34400	35300
24	0	0	35400	36400
25	0	0	36500	37500
26	0	0	37600	38600
27	0	0	38700	39800
28	0	0	39900	41000
29	0	0	41100	42200
30	0	0	42300	43500
31	0	0	43600	44800
32	0	0	44900	46100
33	0	0	46200	47500
34	0	0	47600	48900
35	0	0	49000	50400
36	0	0	50500	51900
37	0	0	52000	53500
38	0	0	53600	55100
39	0	0	55200	56800
40	0	0	56900	58500

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HPCS (Revised Pay) Rules, 2009 Pay Band-2 {5910-20200}						
Grade Pay	1900	1950	2000	2400	2800	3000
Initial Pay	7810	7960	8240	9880	11170	11470
Level as per HPCS (RP) Rules, 2022.	3	4	5	6	7	8
1	20200	20600	21300	25600	28900	29700
2	20800	21200	21900	26400	29800	30600
3	21400	21800	22600	27200	30700	31500
4	22000	22500	23300	28000	31600	32400
5	22700	23200	24000	28800	32500	33400
6	23400	23900	24700	29700	33500	34400
7	24100	24600	25400	30600	34500	35400
8	24800	25300	26200	31500	35500	36500
9	25500	26100	27000	32400	36600	37600
10	26300	26900	27800	33400	37700	38700
11	27100	27700	28600	34400	38800	39900
12	27900	28500	29500	35400	40000	41100
13	28700	29400	30400	36500	41200	42300
14	29600	30300	31300	37600	42400	43600
15	30500	31200	32200	38700	43700	44900
16	31400	32100	33200	39900	45000	46200
17	32300	33100	34200	41100	46400	47600
18	33300	34100	35200	42300	47800	49000
19	34300	35100	36300	43600	49200	50500
20	35300	36200	37400	44900	50700	52000
21	36400	37300	38500	46200	52200	53600
22	37500	38400	39700	47600	53800	55200
23	38600	39600	40900	49000	55400	56900
24	39800	40800	42100	50500	57100	58600
25	41000	42000	43400	52000	58800	60400
26	42200	43300	44700	53600	60600	62200
27	43500	44600	46000	55200	62400	64100
28	44800	45900	47400	56900	64300	66000
29	46100	47300	48800	58600	66200	68000
30	47500	48700	50300	60400	68200	70000
31	48900	50200	51800	62200	70200	72100
32	50400	51700	53400	64100	72300	74300
33	51900	53300	55000	66000	74500	76500
34	53500	54900	56700	68000	76700	78800
35	55100	56500	58400	70000	79000	81200
36	56800	58200	60200	72100	81400	83600
37	58500	59900	62000	74300	83800	86100
38	60300	61700	63900	76500	86300	88700
39	62100	63600	65800	78800	88900	91400
40	64000	65500	67800	81200	91600	94100

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HPCS (Revised Pay) Rules, 2009 Pay Band-3 {10300-34800}									
Grade Pay	3200	3600	3800	4200	4400	4600	4800	5000	5400
Initial Pay	13500	14430	14590	16290	17420	18030	18250	18450	20300
Level as per HPCS (RP) Rules, 2022	9	10	11	12	13	14	15	16	17
1	35600	38100	38500	43000	46000	47600	48200	48700	53600
2	36700	39200	39700	44300	47400	49000	49600	50200	55200
3	37800	40400	40900	45600	48800	50500	51100	51700	56900
4	38900	41600	42100	47000	50300	52000	52600	53300	58600
5	40100	42800	43400	48400	51800	53600	54200	54900	60400
6	41300	44100	44700	49900	53400	55200	55800	56500	62200
7	42500	45400	46000	51400	55000	56900	57500	58200	64100
8	43800	46800	47400	52900	56700	58600	59200	59900	66000
9	45100	48200	48800	54500	58400	60400	61000	61700	68000
10	46500	49600	50300	56100	60200	62200	62800	63600	70000
11	47900	51100	51800	57800	62000	64100	64700	65500	72100
12	49300	52600	53400	59500	63900	66000	66600	67500	74300
13	50800	54200	55000	61300	65800	68000	68600	69500	76500
14	52300	55800	56700	63100	67800	70000	70700	71600	78800
15	53900	57500	58400	65000	69800	72100	72800	73700	81200
16	55500	59200	60200	67000	71900	74300	75000	75900	83600
17	57200	61000	62000	69000	74100	76500	77300	78200	86100
18	58900	62800	63900	71100	76300	78800	79600	80500	88700
19	60700	64700	65800	73200	78600	81200	82000	82900	91400
20	62500	66600	67800	75400	81000	83600	84500	85400	94100
21	64400	68600	69800	77700	83400	86100	87000	88000	96900
22	66300	70700	71900	80000	85900	88700	89600	90600	99800
23	68300	72800	74100	82400	88500	91400	92300	93300	102800
24	70300	75000	76300	84900	91200	94100	95100	96100	105900
25	72400	77300	78600	87400	93900	96900	98000	99000	109100
26	74600	79600	81000	90000	96700	99800	100900	102000	112400
27	76800	82000	83400	92700	99600	102800	103900	105100	115800
28	79100	84500	85900	95500	102600	105900	107000	108300	119300
29	81500	87000	88500	98400	105700	109100	110200	111500	122900
30	83900	89600	91200	101400	108900	112400	113500	114800	126600
31	86400	92300	93900	104400	112200	115800	116900	118200	130400
32	89000	95100	96700	107500	115600	119300	120400	121700	134300
33	91700	98000	99600	110700	119100	122900	124000	125400	138300
34	94500	100900	102600	114000	122700	126600	127700	129200	142400
35	97300	103900	105700	117400	126400	130400	131500	133100	146700
36	100200	107000	108900	120900	130200	134300	135400	137100	151100
37	103200	110200	112200	124500	134100	138300	139500	141200	155600
38	106300	113500	115600	128200	138100	142400	143700	145400	160300
39	109500	116900	119100	132000	142200	146700	148000	149800	165100
40	112800	120400	122700	136000	146500	151100	152400	154300	170100

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HPCS (Revised Pay) Rules, 2009 Pay Band-4 {15600-39100}									
Grade Pay	5400	5700	6000	6600	7400	7600	7800	8200	8400
Initial Pay	21000	22820	24140	25250	31120	31320	34260	40130	43070
Level as per HPCS (RP) Rules, 2022.	18	19	20	21	22	23	24	25	26
1	56100	60900	64500	67400	83100	83600	91500	107100	115000
2	57800	62700	66400	69400	85600	86100	94200	110300	118500
3	59500	64600	68400	71500	88200	88700	97000	113600	122100
4	61300	66500	70500	73600	90800	91400	99900	117000	125800
5	63100	68500	72600	75800	93500	94100	102900	120500	129600
6	65000	70600	74800	78100	96300	96900	106000	124100	133500
7	67000	72700	77000	80400	99200	99800	109200	127800	137500
8	69000	74900	79300	82800	102200	102800	112500	131600	141600
9	71100	77100	81700	85300	105300	105900	115900	135500	145800
10	73200	79400	84200	87900	108500	109100	119400	139600	150200
11	75400	81800	86700	90500	111800	112400	123000	143800	154700
12	77700	84300	89300	93200	115200	115800	126700	148100	159300
13	80000	86800	92000	96000	118700	119300	130500	152500	164100
14	82400	89400	94800	98900	122300	122900	134400	157100	169000
15	84900	92100	97600	101900	126000	126600	138400	161800	174100
16	87400	94900	100500	105000	129800	130400	142600	166700	179300
17	90000	97700	103500	108200	133700	134300	146900	171700	184700
18	92700	100600	106600	111400	137700	138300	151300	176900	190200
19	95500	103600	109800	114700	141800	142400	155800	182200	195900
20	98400	106700	113100	118100	146100	146700	160500	187700	201800
21	101400	109900	116500	121600	150500	151100	165300	193300	207900
22	104400	113200	120000	125200	155000	155600	170300	199100	
23	107500	116600	123600	129000	159700	160300	175400	205100	
24	110700	120100	127300	132900	164500	165100	180700		
25	114000	123700	131100	136900	169400	170100	186100		
26	117400	127400	135000	141000	174500	175200	191700		
27	120900	131200	139100	145200	179700	180500	197500		
28	124500	135100	143300	149600	185100	185900	203400		
29	128200	139200	147600	154100	190700	191500			
30	132000	143400	152000	158700	196400	197200			
31	136000	147700	156600	163500	202300	203100			
32	140100	152100	161300	168400					
33	144300	156700	166100	173500					
34	148600	161400	171100	178700					
35	153100	166200	176200	184100					
36	157700	171200	181500	189600					
37	162400	176300	186900	195300					
38	167300	181600	192500	201200					
39	172300	187000	198300						
40	177500	192600							

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HPCS (Revised Pay) Rules, 2009 Pay Band-5 {37400-67000}					
Grade Pay	8600	8700	8800	8900	10000
Initial Pay	46000	46100	46200	48590	54700
Level as per HPCS (RP) Rules, 2022.	27	28	29	30	31
1	122800	123100	123400	129700	148800
2	126500	126800	127100	133600	153300
3	130300	130600	130900	137600	157900
4	134200	134500	134800	141700	162600
5	138200	138500	138800	146000	167500
6	142300	142700	143000	150400	172500
7	146600	147000	147300	154900	177700
8	151000	151400	151700	159500	183000
9	155500	155900	156300	164300	188500
10	160200	160600	161000	169200	194200
11	165000	165400	165800	174300	200000
12	170000	170400	170800	179500	206000
13	175100	175500	175900	184900	212200
14	180400	180800	181200	190400	218600
15	185800	186200	186600	196100	
16	191400	191800	192200	202000	
17	197100	197600	198000	208100	
18	203000	203500	203900	214300	
19	209100	209600	210000		



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Illustration-1				
[See rule 7 (I) (a)]				
A Government Employee drawing Basic Pay on 31.12.2015 of Rs. 55040/- (46340+8700) (pay not revised in Re-Revision 2012):				
1.	Existing Pay Band	PB-5 (37400-67000)		Level-28
2.	Existing Grade Pay	8700	Cell 1	123100
3.	Level as per HPCS (RP) Rules, 2022	Level-28	
4.	Existing Basic Pay (Pay in Pay Band+ Grade Pay) (31.12.2015)	55040 (46340+8700)	Cell 5	138500
5.	Pay after multiplication by factor of 2.59 (55040 x 2.59)	142553.60 (Rounded-off to Rs. 142554)	Cell 6	142700
6.	Level Corresponding to Grade Pay 8700	Level-28	Cell 7	147000
7.	Revised pay in Pay Matrix (either equal to or next higher to 142554 in Level 28 as per Rule 7 (I) (a) on 01.01.2016	Rs. 142700	...	

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Illustration-2						
[See Rule 7 (I) (b) (i)]						
A Government employee was appointed on 01.11.2012 (Regular Basis) in PB 5910-20200+1900 and after two years the pay structure of ₹ 10300-34800 + 3200 Grade Pay is granted (pay re-revised in Re-Revision 2012):						
1.	Date of Joining		01.11.2012			
2.	Pay Band as per HPCS (RP) Rules, 2009		PB-2 (5910-20200)			
3.	Grade Pay as per HPCS (RP) Rules, 2009		1900			
4.	Pay Band after Re-Revision 2012		PB-3 (10300-34800)			
5.	Grade Pay		3200			
6.	Methods for fixation of pay under HPCS (RP) Rules, 2022					
7.	Method -1 Pay drawn as on 31.12.2015					
8.	Level corresponding to 1900 Grade Pay as per HPCS (RP) Rules, 2022		Level-3			
9.	Date	Pay in Pay Band	Grade Pay	Total Pay	Remarks	
10.	01.11.2012	5910	1900	7810		
11.	01.11.2013	6150	1900	8050		
12.	01.11.2014	6400	1900	8300		
13.	01.11.2014	10300	3200	13500		
14.	01.11.2015	10710	3200	13910		
15.	13910 x 2.25 = 31297.50 rounded off to nearest Rupee i.e. Rs. 31298					
16.	Method-2: Notional Pay as on 31.12.2015					
17.	Date	Pay in Pay Band	Grade Pay	Total Pay		
18.	01.11.2012	5910	1900	7810		
19.	01.11.2013	6150	1900	8050		
20.	01.11.2014	6400	1900	8300		
21.	01.11.2015	6650	1900	8550		
22.	8550 x 2.59=22144.50 rounded off to nearest Rupee i.e. Rs. 22145					
23.	If the Government employee chooses the multiplication factor of 2.25 as on 01.01.2016 the revised pay will be fixed at level corresponding to Rs. 1900 Grade Pay in the Pay Matrix i.e. Level 3[as per Rule 7 (I) (b) (i)]Revised Pay in Pay Matrix (either equal to or next higher to Rs. 31298 in Level 3) as on 01.01.2016: Rs. 31400				Level-3	
					Cell 1	20200
					
					Cell 15	30500
					Cell 16	31400
		Cell 17	32300			



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Illustration-3						
[See Rule 7 (I) (b) (ii)]						
A Government Employee was appointed on 01.09.2013 in the pay structure of ₹ 10300-34800 + 5000 Grade Pay (pay re-revised in 2012):						
1.	Date of Joining		01.09.2013			
2.	Pay Band as per HPCS (RP) Rules, 2009		PB-3 (10300-34800)			
3.	Grade Pay as per HPCS (RP) Rules, 2009		4400			
4.	Pay Band after Re-Revision 2012		PB-3 (10300-34800)			
5.	Grade Pay		5000			
6.	Methods for fixation of pay under HPCS (RP) Rules, 2022					
7.	Method -1 Pay drawn as on 31.12.2015					
8.	Level corresponding to 4400 Grade Pay as per HPCS (RP) Rules, 2022.		Level-13			
9.	Date	Pay in Pay Band	Grade Pay	Total Pay	Remarks	
10.	01.09.2013	10300	5000	15300		
11.	01.09.2014	10760	5000	15760		
12.	01.09.2015	11240	5000	16240		
13.	16240 x 2.25= 36540					
14.	Method-2: Notional Pay as on 31.12.2015					
15.	Date	Pay in Pay Band	Grade Pay	Total Pay		
16.	01.09.2013	13020	4400	17420		
17.	01.09.2014	13550	4400	17950		
18.	01.09.2015	14090	4400	18490		
19.	18490 x 2.59= 47889.10 rounded off to nearest Rupee i.e. Rs. 47889					
20.	If the Government employee chooses the multiplication factor of 2.59 as on 01.01.2016 the revised pay will be fixed at level corresponding to Rs. 4400 Grade Pay in the Pay Matrix i.e. Level 13 [as per Rule 7 (I) (b) (ii)] Revised Pay in Pay Matrix (either equal to or next higher to Rs. 47889 in Level 13) as on 01.01.2016: Rs. 48800				Level-13	
					Cell 1	46000
					Cell 2	47400
					Cell 3	48800
					Cell 4	50300

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Illustration-4					
[See Rule 7 (I) (b) (ii)]					
A Government Employee was appointed on 01.03.2012 in the pay structure of ₹ 10300-34800 + 4400 GP & Grade Pay re-revised in 2012 from 4400 to 5000 without change in pay band:					
1.	Date of Joining	01.03.2012			
2.	Pay Band as per HPCS (RP) Rules, 2009	PB-3 ₹ (10300-34800)			
3.	Grade Pay as per HPCS (RP) Rules, 2009	4400			
4.	Pay Band after re-revision 2012	PB-3 (10300-34800)			
5.	Grade Pay	5000			
6.	Methods for fixation of pay under HPCS (RP) Rules, 2022				
7.	Method -1 Pay drawn as on 31.12.2015				
8.	Level corresponding to 4400 Grade Pay as per HPCS (RP) Rules, 2022	Level-13			
9.	Date	Pay in Pay Band	Grade Pay	Total Pay	Remarks
10.	01.03.2012	13020	4400	17420	
11.	01.10.2012	13020	5000	18020	
12.	01.03.2013	13560	5000	18560	
13.	01.03.2014	14120	5000	19120	
14.	01.03.2015	14700	5000	19700	
15.	19700 x 2.25= 44325				
16.	Method-2: Notional Pay as on 31.12.2015				
17.	Date	Pay in Pay Band	Grade Pay	Total Pay	
18.	01.03.2012	13020	4400	17420	
19.	01.03.2013	13550	4400	17950	
20.	01.03.2014	14090	4400	18490	
21.	01.03.2015	14650	4400	19050	
22.	19050 x 2.59= 49339.50 rounded off to nearest Rupee i.e. Rs. 49340				
23.	If the Government employee chooses the multiplication factor of 2.59 as on 01.01.2016 the revised pay will be fixed at level corresponding to Rs. 4400 Grade Pay in the Pay Matrix i.e. Level 13 [as per Rule 7 (I) (b) (ii)] Revised Pay in Pay Matrix (either equal to or next higher to Rs. 49340 in Level 13) as on 01.01.2016: Rs. 50300				Level-13
Cell 1					46000
Cell 2					47400
Cell 3					48800
Cell 4					50300
Cell 5					51800

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Illustration-5						
[See proviso to Rule 7 (I) (b) (ii)]						
A Government Employee was appointed on 01.09.2015 in the pay structure of ₹ 5910-20200 +1900 GP. The Pay Band & Grade Pay re-revised in 2012 from 5910-20200 +1900 GP to 10300-34800 + 3200:						
1.	Date of Joining		01.09.2015			
2.	Pay Band as per HPCS (RP) Rules, 2009		PB-2 (5910-20200)			
3.	Grade Pay as per HPCS (RP)Rules, 2009		1900			
4.	Pay Band after re-revision 2012		PB-3 (10300-34800)			
5.	Grade Pay		3200			
6.	Methods for fixation of pay under HPCS (RP) Rules, 2022					
7.	Method: Pay drawn as on 01.09.2017					
8.	Level corresponding to 1900 Grade Pay as per HPCS (RP) Rules, 2022		Level-3			
9.	Date	Pay in Pay Band	Grade Pay	Total Pay	Remarks	
10.	01.09.2015	5910	1900	7810		
11.	01.09.2016	6150	1900	8050		
12.	01.09.2017	6400	1900	8300		
13.	01.09.2017	10300	3200	13500		
14.	13500 x 2.25= 30375					
15.	If the Government employee opts for pay fixation after getting higher pay scales after two years then the pay will be arrived at by multiplying the pay drawn on 01.09.2017 after getting higher pay scale with multiplication factor of 2.25 and the revised pay will be fixed at level corresponding to Rs. 1900 Grade Pay in the Pay Matrix i.e. Level 3 [as per Rule 7 (I) (b) (ii)] Revised Pay in Pay Matrix (either equal to or next higher to Rs. 30375 in Level 3) as on 01.09.2017: Rs. 30500				Level-3	
					Cell 1	20200
					
					Cell 14	29600
					Cell 15	30500
					Cell 16	31400

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Illustration-6						
[See proviso to Rule 7 (I) (b) (ii)]						
A Government Employee was appointed on 01.09.2015 in the pay structure of ₹ 5910-20200 + 1900 GP. The Pay Band& Grade Pay re-revised in 2012 from ₹ 5910-20200 + 1900 GP to ₹ 10300-34800 + 3200 GP:						
1.	Date of Joining		01.09.2015			
2.	Pay Band as per HPCS (RP) Rules, 2009		PB-2 (5910-20200)			
3.	Grade Pay as per HPCS (RP)Rules, 2009		1900			
4.	Pay Band after re-revision 2012		PB-3 (10300-34800)			
5.	Grade Pay		3200			
6.	Methods for fixation of pay under HPCS (RP) Rules, 2022					
7.	Method: Pay drawn as on 31.12.2015					
8.	Level corresponding to 1900 Grade Pay as per HPCS (RP) Rules, 2022		Level-3			
9.	Date	Pay in Pay Band	Grade Pay	Total Pay	Remarks	
10.	01.09.2015	5910	1900	7810		
11.	7810 x 2.59 = 20227.90 or say 20228					
12.	The revised pay will be fixed at level corresponding to Grade Pay Rs. 1900 in the Pay Matrix i.e. Level 3[as per Rule 7 (I) (b) (ii)] (either equal to or next higher to Rs. 20228 in Level 3) as on 01.01.2016: Rs. 20800				Level-3	
Cell 1					20200	
Cell 2					20800	
Cell 3					21400	
Cell 4					22000	



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Illustration-7				
[See Rule 7 (II) (a) (ii)]				
A Government Employee was appointed on 01.02.2016 in the pay structure of ₹ 15600-39100 + ₹ 5400 Grade Pay (pay not re-revised in 2012):				
1.	Pay Band as per HPCS (RP) Rules, 2009	PB-4 (15600-39100)	Level-18	
2.	Grade Pay as per HPCS (RP) Rules, 2009	5400	Cell 1	56100
3.	Initial Pay as per HPCS (RP) Rules, 2009	21000	Cell 2	57800
4.	Pay after multiplication by factor of 2.59 (21000 x 2.59)	54390	Cell 3	59500
5.	Level Corresponding to Grade Pay 5400	Level-18	Cell 4	61300
6.	Revised pay in Pay Matrix (either equal to or next higher to 54390 in Level 18 [as per Rule 7 (II) (a) (ii)]s on Date of Joining i.e. 01.02.2016	56100	Cell 5	63100

Illustration-8				
[See Rule 7 (II) (a) (ii)]				
A Government Employee was appointed on 01.02.2016 in the pay structure of 5910-20200+2400 Grade Pay (pay not re-revised in 2012):				
1.	Pay Band as per HPCS (RP) Rules, 2009	PB-2 (5910-20200)	Level-6	
2.	Grade Pay as per HPCS (RP) Rules, 2009	2400	Cell 1	25600
3.	Initial Pay as per HPCS (RP) Rules, 2009	9880	Cell 2	26400
4.	Pay after multiplication by factor of 2.59 (9880 x 2.59)	25589.20 or 25589	Cell 3	27200
5.	Level Corresponding to Grade Pay 2400	Level-6	Cell 4	28000
6.	Revised pay in Pay Matrix (either equal to or next higher to 25589 in Level 6 [as per Rule 7 (II) (a) (ii)] as on Date of Joining i.e. 01.02.2016	25600		

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Illustration-9					
[See Rule 7 (II) (b) (i)]					
A Government Employee was appointed on 01.02.2016 in the pay structure scale of ₹ 5910-20200 + 3000 Grade Pay and after two years pay structure of ₹ 10300-34800 + 4200 Grade Pay is granted (pay re-revised in 2012):					
1.	Date of Joining		01.02.2016		
2.	Pay Band as per HPCS (RP) Rules, 2009		PB-2 (5910-20200)		
3.	Grade Pay as per HPCS (RP) Rules, 2009		3000		
4.	Pay Band after re-revision 2012		PB-3 (10300-34800)		
5.	Grade Pay		4200		
6.	Methods for fixation of pay under HPCS (RP) Rules, 2022.				
7.	From the date of grant of re-revised pay structure after 2 years as per Re-Revision 2012 i.e. 01.02.2018				
8.	Level corresponding to 3000 Grade Pay as per HPCS (RP) Rules, 2022.		Level-8		
9.	Date	Pay in Pay Band	Grade Pay	Total Pay	Remarks
10.	01.02.2016	5910	3000	8910	
11.	01.02.2017	6180	3000	9180	
12.	01.02.2018	6460	3000	9460	
13.	01.02.2018	10300	4200	14500	
14.	14500 x 2.25= 32625 rounded off to nearest Rupee i.e. Rs. 32625				
15.	If the Government employee opts for pay fixation from the date of grant of higher pay band/or grade pay by a factor of 2.25, his revised pay will be fixed at Level-8 corresponding to Grade Pay Rs. 3000 in the Pay Matrix [as per Rule 7 (II) (b) (i)] (either equal to or next higher to Rs. 32625 in Level 8) as on 01.02.2018: Rs. 33400.				Level-8
Cell 1					29700
....					
Cell 4					32400
Cell 5					33400
	Cell 6	34400			

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Illustration-10				
[See Rule 7 (II) (b) (ii)]				
A Government Employee was appointed on 01.02.2016 in the pay structure of ₹ 5910-20200 + ₹ 3000 Grade Pay and after two years the scale of ₹ 10300-34800 + 4200 Grade Pay is granted (pay re-revised in 2012):				
1.	Date of Joining	01.02.2016		
2.	Pay Band as per HPCS (RP) Rules, 2009	PB-2 (5910-20200)		
3.	Grade Pay as per HPCS (RP) Rules, 2009	3000		
4.	Pay Band after re-revision 2012	PB-3 (10300-34800)		
5.	Grade Pay	4200		
6.	Methods for fixation of pay under HPCS (RP) Rules, 2022.			
7.	Method: By arriving at Notional Pay as per HPCS (RP) Rules, 2009 as on 01.02.2016 and thereafter multiplication by factor of 2.59.			
8.	Level corresponding to 3000 Grade Pay as per HPCS (RP) Rules, 2022.	Level-8		
9.	Initial Pay as per HPCS (RP) Rules, 2009	11470		
10.	01.02.2016	8470	3000	11470
11.	11470 x 2.59 = 29707.30 rounded off to nearest Rupee i.e. Rs. 29707			
12.	If the Government employee opts for pay fixation by a factor of 2.59 from the date of joining, his revised pay will be fixed at Level-8 corresponding to Grade Pay Rs. 3000 in the Pay Matrix. [as per Rule 7 (II) (b) (ii)] (either equal to or next higher to Rs. 29707 in Level 8) as on 01.02.2016: Rs. 30600.			
		Level-8		
		Cell 1		29700
		Cell 2		30600
		Cell 3		31500
		Cell 4		32400

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Illustration-11					
[See Rule 8 (III)]					
A Government Employee draws Basic Pay of Rs. 70000 in Level 17 of HPCS (RP) Rules, 2022 on 01-08-2016. His date of increment is 1st day of July every year. He got promotion on 17-08-2016 in Level 21 of HPCS (RP) Rules, 2022. He opts for fixation of Pay in the higher level from date of his promotion.					
1.	Level in the revised Pay Structure	Level-17	Grade Pay	5400	6600
2.	Basic pay in the revised Pay Structure	70000	Level	17	21
3.	Level to which Promoted	Level-21	Cell 1	53600	67400
4.	Pay after giving one increment in level 17	72100	Cell 2	55200	69400
			Cell 3	56900	71500
5.	Pay in the level of promotional post (i.e. Level 21) on 17-08-2016 (either equal to or next higher to Rs. 72100 in Level 21) :	73600	Cell 4	58600	73600
			Cell 5	60400	75800
			Cell 9	68000	85300
6.	Pay fixed on the date of promotion (i.e. 17.08.2016) Rs. 73600	73600	Cell 10	70000	87900
			Cell 11	72100	90500
7.	Next date of increment is	01.08.2017	Cell 12	74300	93200

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Illustration-12					
[See Rule 8 (IV)]					
A Government employee draws Pay of Rs. 58400 in Level 13 of HPCS (RP) Rules, 2022 w.e.f. 01.08.2016. His date of increment is 1 st day of August every year. He got promotion on 17-05-2017 in Level 16 of HPCS (RP) Rules, 2022. He opts to get his pay fixed from the date of next increment accruing in the level of the post from which he is promoted i.e. Level 13.					
1.	Level in the revised pay structure	Level-13	Grade Pay	4400	5000
2.	Basic pay in the revised pay structure	58400	Level	13	16
3.	Level to which Promoted	Level-16	Cell 1	46000	48700
4.	Pay in the upgraded of level i.e. Level 16 on date of promotion (i.e. 17-05-2017) (either equal to or next higher to Rs. 58400 in Level 16)	59900	Cell 2	47400	50200
			Cell 3	48800	51700
5.	Pay from date of promotion (i.e. 17.05.2017) to date of next increment	59900		
			Cell 7	55000	58200
			Cell 8	56700	59900
6.	Pay after giving two increments (one accrued on account of annual increment and the second accrued on account of promotion) in Level 13 on date of increment i.e. 01.08.2017:	62000	Cell 9	58400	61700
			Cell 10	60200	63600
7.	Pay in the upgraded level i.e. Level 16 on 01-08-2017 (either equal to or next higher to Rs. 62000 in Level 16)	63600	Cell 11	62000	65500
8.	Date of Next increment	01.08.2018	Cell 12	63900	67500

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Illustration-13		
[See Rule 10]		
Increment in Pay Matrix		
Increment in pay matrix	Level-3	
A Government employee drawing Basic Pay of Rs. 24100 in Level-3 will move vertically down the same Level in the Cells and on grant of increment, his Basic Pay will be 24800 in Level-3.	Cell 1	20200
	Cell 2	20800
	
	Cell 6	23400
	Cell 7	24100
	Cell 8	24800
	Cell 9	25500
	Cell 10	26300


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