

The Punjab State Warehousing Corporation (Revised Scales of Pay) Regulations, 1980

PUNJAB

India

The Punjab State Warehousing Corporation (Revised Scales of Pay) Regulations, 1980

Rule

THE-PUNJAB-STATE-WAREHOUSING-CORPORATION-REVISED-SCALES-OF-PAY-REGULATIONS-1980

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The Punjab State Warehousing Corporation (Revised Scales of Pay) Regulations, 1980 Published vide Punjab Government Notification No. 6686-Agriculture 2(8)-80/2889, dated 19th February, 1981 No. 6686-Agriculture 2(8)-80/2889. - In exercise of the powers conferred by section 42(2)(a) of the Warehousing Corporations Act, 1962, and with the sanction of the Punjab Government, the Punjab State Warehousing Corporation, hereby makes the following Regulations, namely:-

1. Short title and commencement.

- (i) These Regulations may be called 'The Punjab State Warehousing Corporation (Revised Scales of Pay) Regulations, 1980. (ii) These Regulations shall be deemed to have come into force from the 1st January, 1978.

2. Definitions.

- In these regulations, unless the context otherwise requires :- (a) 'Act' means the Warehousing Corporations Act, 1962. (b) 'Committee' means the Pay Revision Committee constituted by the Government, - vide Notification No. 1871-Agri. II (VIII)-80/7316, dated the 14th May, 1980. (c) 'Continuous Service' means uninterrupted service and includes periods of leave on average or half average pay, and of service preceding and following the period of extraordinary leave, but not the period of extraordinary leave. (d) 'Corporation' means the Punjab State Warehousing Corporation established under section 18 of the Act. (e) 'Employee' means a person in the whole-time service of the Corporation, but does not include a person on deputation or employed on daily

wages.(f)'Government' means the Punjab Government in the Administrative Department concerned.(g)'Appointed day' means the first day of January, 1978 and on and from which effect is to be given to the revision of pay scales; Provided that in the case of an employee appointed against any post mentioned in Schedule A or Schedule B between the 2nd January, 1978 and the date of notification of these regulations, the appointed day would mean the date on which he joined the post.(h)'Basic Pay' means pay as defined in rule 2.44(a)(f) of the Punjab Civil Services Rules, Volume-I, Part-I(i)'Existing Scale' means the scale of pay of an employee in respect of the post held by him in substantive or officiating capacity on the appointed day.(j)'Existing emoluments' means aggregate of -(i)basic pay of employee in the existing scale on the appointed day.(ii)Dearness Pay, Additional Relief, Additional Dearness Allowance sanctioned up to 12 monthly average consumer price index-320 (1960-100) i.e. upto and including the instalment of Additional Dearness Allowance sanctioned with effect from the first day of January, 1978.(iii)ad-hoc pay, if any, where such ad-hoc pay is abolished with effect from the appointed day; and(iv)special pay or part of special pay, if any, which was granted in lieu of a higher time scale and has been abolished as a separate component in the revised scale with effect from the appointed dayNote. - Normal increment due and granted to any, employee with effect from the first day of January, 1978 shall also be treated as part of existing emoluments for the purpose of these rules.(k)'revised pay' means basic pay of an employee in the revised scale appropriate to the existing emoluments.(l)'revised scale' means the scale of pay specified for a post as the revised scale in Schedule 'B' and as spelt out in detail in Schedule 'A'.(m)'Schedule' means a schedule annexed to these rules.

3. Option to elect revised scales.

- Save as otherwise provided for in these regulations an employee shall draw pay in the revised scale applicable under these regulations to the post to which he is appointed :Provided that an employee whose pay scale has been revised under these regulations elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw his pay in that time scale of pay whichever is earlier. Where an employee exercise the option to retain the existing scale in respect of post held by him in an officiating capacity, his substantive pay for the purpose of rule 4.4 of the Punjab Civil Services Rules, Volume I Part I shall be the substantive pay which he should have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien, had his lien not been suspended.

4. Exercise of Option.

(1)The option under rule 4 to elect the existing scale or the revised scale shall be exercised in writing in the form appended to these regulations, so as to reach the Head of the Department/Office within four months of the date of issue of the regulations or of the orders revising the existing scale whichever is later.Provided :-(i)In the case of an employee who is on that date on leave or on active service, the said option shall be exercised in writing so as to reach the prescribed authority within four months of the date of his taking over charge of post under the Corporation; and(ii)Where an employee is under suspension on that date, the option shall be exercised within four months of the date of his return to duty.(2)If the declaration regarding option is not received by the prescribed

authority within the time mentioned in sub-regulation (1) an employee shall be deemed to have elected scales of pay with effect from the appointed day.(3)In the case of the employees who opt to continue in the existing pay scale and quits the service of the Corporation, without coming over to the revised pay scale, dearness pay, dearness allowance, additional relief and additional dearness allowance up to 12 monthly average consumer price index 320 (1960-100) shall be treated as Dearness Pay for all purposes.(4)The option once exercised shall be final.

5. Fixation of pay in the revised scales.

- (I) The initial pay of an employee in the revised scale shall, unless in any case it is otherwise directed, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien of or would have held a lien had it not been suspended and in respect of his pay in the officiating post or posts, as the case may be, held by him in the following manner :-(i)Where a single existing scale has been replaced by a single revised scale, the pay in the revised scale in which an employee is placed shall be fixed at the stage next above the existing emoluments on the appointed day. In case the benefit to accruing is less than the amount equal to the rate of increment at the relevant stage in the revised scale, the employee may be granted another increment in the revised scale of pay. Provided that, in all cases where the benefit still falls short of twenty rupees per month, the employee be given further increment(s) in the revised scale so as to give him a minimum benefit of twenty rupees per month. Provided further that where the revised pay fixed at such stage exceeds the existing emoluments by more than seventy-five rupees the pay shall be fixed at the highest stage in the revised scale at which the revised pay, so fixed, does not exceed the existing emoluments by more than seventy-five rupees and the difference between the existing emoluments plus seventy-five rupees and the revised pay shall be allowed as personal pay to be absorbed in the pay at the time of next increment.(ii)where more than one existing scale has been replaced by a single, the initial pay in the revised scale shall be fixed in the manner indicated in clause (i) as if each of the existing scales had been singly replaced by revised scales.(iii)where an existing scale has been replaced by two revised scales, initial pay of the person fixed in the lower or higher revised scale shall be fixed in the manner indicated in clause (i), as if the existing scale had been replaced by a single lower or higher revised scale as the case may be; Provided that if the existing emoluments plus the benefit permissible in clause (i) or (ii) work out to be less than the minimum of the revised scale, the pay shall be fixed at the minimum of the revised scale. Provided further that if the existing emoluments plus the benefit permissible in clause (i) or (ii) or (iii) exceeds the maximum of the revised scale, the pay shall be restricted to the maximum thereof, and the difference shall be treated as personal pay.(iv)When an employee is holding a permanent post and is officiating in a higher post and the scales of the pay applicable to those two posts are merged into one scale, the pay shall be fixed under clause (ii) with reference to the officiating post only provided he has continuously officiated in that post for not less than one year and the pay so fixed shall be treated as substantive pay. Where such an employee had not completed one year's continuous service in the higher officiating post on the appointed day his pay in the revised scale shall be fixed separately with reference to his substantive pay and officiating pay in the existing scale and his pay in the revised scale as fixed with reference to the officiating pay shall be treated as substantive pay in that scale after rendering service for the period by which if fell short of one year on the appointed day, provided it is certified by the appointing authority that he would have continued to officiate in the higher officiating post during

this period had the revised scale not been introduced, if, however the appointing authority certified that he would have reverted to the lower post during this period his pay in the revised scale would from the date in which he would have reverted regulated on the basis of the pay fixed on the appointed day with reference to his substantive pay in the lower post.(v)Where two pay scales in the same line of promotion are replaced by a single revised scale, the revised pay of the employee working in the higher scale will not be fixed at a stage in the revised scale lower than that admissible to an employee working in the lower existing scale drawing basic pay at the same or lower rate as the employee working in the higher scale is drawing.(II)If pay as fixed in higher officiating post under sub-regulation (I) is equal to or lower than the pay as fixed in substantive post or a lower officiating post, officiating pay shall be refixed at the stage next above the substantive pay or the lower officiating pay as the case may be.(III)Where an employee continues to draw his pay in the existing scale and comes over to the revised scale from a date lower than the appointed day, his pay in the revised scale from such later date shall be so fixed as if he had elected to be governed by these regulations with effect from the appointed day.Provided that such an employee shall not be required to refund the benefit derived by him in the existing scale till the date of his coming over to the revised scale.(IV)An employee who has officiated in a post prior to the appointed day but he was not holding that post on that day and who on subsequent appointment to that post draws pay in the revised scale of pay shall be allowed the benefit of the previous officiating appointment in the same manner as it would have been admissible to him and had he been holding that post on the appointed day and elected the revised scale of pay on that day.

6. Date of increment in the revised scale.

(1)The next increment of an employee whose pay has been fixed in accordance with regulation 6 shall be granted on the date on which he would have drawn his increment had he continued in the existing scale.Provided that -(i)Where the revised pay is fixed at the minimum of the time scale and on such fixation the revised pay exceeds the existing emoluments by more than rupees seventy-five the next increment shall be granted on the date it falls due in the revised scale.(ii)The next increment shall be granted on the next succeeding day following the appointed day to an employee whose pay fixed on the appointed day in the revised scale is at the same stage as the one fixed for another employee drawing pay at a lower stage than his in the same existing scale.(2)In case where an employee is held up at the maximum after completing the time scale, selection grade or extended scale as the case may be on or after the first day of January, 1978, he shall be allowed ex-gratia biennial increments, unless it is withheld, not exceeding five such increments, at the rate of last increment in the relevant scale subject to the condition that in no case the pay shall exceed two thousand and four hundred rupees.

7. Further option in case of certain employees.

- Notwithstanding anything contained in these regulations an employee appointed to any post, whether by promotion or otherwise on or after the appointed day but before the date of issue of these regulations shall have a further option to continue to draw pay of that post in the scale applicable to it but for these regulations; Provided he has opted for the existing scale with effect from the appointed day, if he was in service on that day.

8. Overriding effect of these regulations.

- In cases where the pay is regulated under the provisions of these regulations, the provisions of the Punjab Civil Services Rules shall not apply to the extent they are inconsistent with the provisions of these regulations.

9. Arrears.

- Arrears, if any, payable to an employee for the period from first January, 1978 to the 31st October, 1978, as a result of refixation of pay under these regulations shall be paid in cash.

10. Power to relax.

- Where the Corporation is satisfied that the operation of any of these regulations causes undue hardship to any individual employee or class of employees, it may by order dispense with or relax the requirements of that regulation to such extent, and subject to such conditions as it may consider necessary in dealing with the case in a just and equitable manner.

11. Interpretation.

- If any question arises relating to the interpretation of these regulations it shall be referred to Government who shall decide the same.

12.

Instructions issued from time to time by Punjab Government in respect of Punjab Civil Services (Revised Scales of Pay) Rules, 1979, shall also be applied to the employees of the Corporation.

13.

Revised rates of HRA, as adopted by the State Government shall be adopted by the Corporation with effect from 1st December, 1979, with the Condition that in case the amount of HRA, already admissible to an employee on the unrevised pay scale is more than revised rate of HRA, the difference should be paid to the concerned employee as personal to him till he becomes eligible for the house rent allowance not less than the existing amount.

14.

TA/DA rates as admissible to Government employees shall be adopted by the Corporation.

15.

Selection grade to the Warehouse Manager, Gr. I shall be given to those who have completed 15 years service.

16.

Selection grade to the Steno-typists/Clerks shall be given to those who have completed 5 years service.

17.

Selection grade at the rate of 20 per cent shall be given to the Drivers.

'A'

(Referred to in clause (G) of Regulation 2)

| Grade | Revised scales of pay |
|--|---|
| 1. 300-5-325/5-350/10-430 | 1. 300-5-325/5-350-10-430 |
| 2. 325-5-390/10-400/10-450-15-495. | 2. 325-5-350/10-400/10-450-15-495 |
| 3. 350-10-400/10-450/15-525 | 3. 350-10-400/10-450/15-525 |
| | 4. 400-10-450/15-525 |
| 4. 400-10-450/15-525/15-600-20-700-25-850-30-880 | 5. 400-10-450/15-525/15-600 |
| | 6. 400-10-450/15-600/20-600 |
| | 7. 450-15-525/15-600-20-700 |
| | 8. 450-15-525/15-600-20-700-25-800 |
| | 9. 480-15-525/15-600/20-700 |
| | 10. 480-15-600/20-700-26-850-30-880 |
| 5. 510-15-600/20-700-25-850-30-940 | 11. 510-15-525/15-600/20-620 |
| | 12. 510-15-600/20-700/25-800 |
| | 13. 510-15-600/20-700/25-850-30-880 |
| | 14. 510-15-600/20-700/25-850-30-940 |
| | 15. 525-15-600/20-700/25-825 |
| 6. 570-15-600-20-700/25-850/30-1,000-40-1,080 | 16. 520-15-600/20-700/25-850/30-1,000 |
| | 17. 570-15-600-20-700/25-850/30-1000-40-1,080 |
| 7. 600-20-700/25-850/30-1,000-40-1,200 | 18. 600-20-700/25-800 |

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| | 19. 620-700/25-(850)/30-880 |
| | 20. 620-700/25-(850)/30-1,000 |
| | 21. 620-20-700/25-850/30-1000/40-1,200 |
| | 22. 680-20-700/25-850/30-1,000/40-1,120 |
| 8. 700-25-850/30-1,000/40-1,200-50-1,300 | 23. 700-25-850/30-1,000/40-1,200 |
| | 24. 700-25-850/30-1,000/40-1,200-50-1,300 |
| | 25. 750-25-850/30-1,000/40-1,200/50-1,300 |
| 9. 800-25-850-30-1,000/40-1,200/50-1,400-60-1,700 | 26. 800-25-850-30-1,000/40-1,200/50-1,400 |
| | 27. 825-25-850-30-1,000/40-1,200/50-1,400-60-1,700 |
| | 28. 525-25-850-30-1,000/40-1,200/50-1,400-60-1,700 |
| | 29. 850-30-1,000/40-1,200/50-1,400-60-1,700 |
| | 30. 1,000-40-1,200/50-1,400/60-1,700 |
| | 31. 1,200-40-1,400/60-1,700 |
| 10. 940-30-1,000-40-1,200/50-1,400/60-1,700-75-1,850 | 32. 940-30-1,000/40-1,200/50-1,400/60-1,700 |
| | 33. 940-30-1,000/40-1,200/50-1,400/60-1,700-75-1,850 |
| | 34. 1,200-50-1,400/60-1,700/75-1,850 |
| | 35. 1,400-60-1,700/75-1,850 |
| | 36. 1,580-60-1,700/75-1,850 |
| 11. 1,200-40-1,400/60-1,700/75-2,000 | 37. 1,250-50-1,400/60-1,700/75-2,000 |
| | 38. 1,400-60-1,700/75-2,000 |
| | 39. 1,580-60-1,700/75-2,000 |
| | 40. 1,700-75-2,000 |
| | 41. 1,775-75-2,000 |
| 12. 1,400-60-1,700/75-2,000/100-2,400 | 42. 1,400-60-1,700/75-2,000/100-2,100 |
| | 43. 1,400-60-1,700/75-2,000/100-2,200 |
| | 44. 1,580-60-1,700/75-2,000/100-2,200 |
| | 45. 1,580-60-1,700/75-2,000-100-2,400 |
| | 46. 1,775-75-2,000/100-2,000 |
| | 47. 1,775-75-2,000/100-2,300 |
| | 48. 1,775-75-2,000/100-2,400 |
| | 49. 2,000-100-2,200 |
| 13. 2,000-100-2,500/125/2-2,750 | 50. 2,000-100-2,300 |
| | 51. 2,000-100-2,400 |
| | 52. 2,100-100-2,500 |
| | 53. 2,200-100-2,500 |
| | 54. 2,300-100-2,500 |
| | 55. 2,500-125/2-2,750 |

'B'

[Referred to in Clause (G)]

| S.No. | Designation of the Post | Existing pay scales | Revised scales of pay | Remarks |
|-------|--|---|--|---------|
| 1 | 2 | 3 | 4 | 5 |
| 1. | Managing Director | These posts are filled in by the IAS/PCS officers on deputation from the Punjab Govt. | | |
| 2. | Secretary | | | |
| 3. | Manager Quality/Control | Rs. 700-1,300 | Rs. 1,200-1,700 | |
| 4. | Inspection officers/Fert. Officers | Rs. 400-1,100 | Rs. 850-1,700 | |
| 5. | Superintendent/Admn. Officer | Rs. 350-900 | Rs. 825-1,580 | |
| 6. | Distt. Manager/Budget and Purchase Officer | Rs. 350-900 | Rs. 825-1580 (BPO)Rs. 825-1,700 (Distt. Manager) | |
| 7. | Asstt. Storage and Technical Officer | Rs. 250-550 | Rs. 700-1,200 | |
| 8. | W/Managers Grade I (Selection grade) | Rs. 250-550 (Rs. 350-900 at 20%) | Rs. 700-1,200 Rs. 825-1,580 S.G. | |
| 9. | W/Manager. Grade II | Rs. 200-450 | Rs. 620-1,200 | |
| 10. | Godown Asstt./Tech.Asstt | Rs. 160-400 | Rs. 570-1,080 | |
| 11. | Jr. Auditors/Assts. | Rs. 160-400 | Rs. 570-1,080 | |
| 12. | PA to MD | Rs. 350-800+50 as spl. pay | Rs. 800-1,400+Rs. 50 as spl. pay | |
| 13. | PA to Chairman | Do | Do | |
| 14. | Dy. Superintendent | Rs. 200-450 | Rs. 620-1,200 | |
| 15. | Sr. Scale Stenographers | Rs. 160-400+Rs. 40 as spl. pay | Rs. 570-1080+Rs. 40 as spl. pay | |
| 16. | Jr. Scale Stenographers | Rs. 140-300+Rs. 30 as spl. pay with initial start of Rs. 158 | Rs. 480-880+Rs.30 as spl. pay | |
| 17. | Steno-typist | Rs. 110-250+Rs.25 as spl. pay | Rs. 400-600+Rs.25 as spl.payRs. | |

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|-----|--------------------------------------|---|---|
| | | | 510-800+Rs.25 as splpay (S.G.) |
| 18. | Clerk | Rs. 110-250 | Rs. 400-600Rs. 510-800 (S.G.) |
| 19. | Divisional Accountant | Rs. 350-900 | Rs. 825-1,580 |
| 20. | Drivers | Rs. 110-180+Rs.50 as spl. pay | Rs. 400-600 |
| | | Rs. 110-250(1) | Rs. 510-800 (S.G.) |
| 21. | Restorers | Rs. 90-140 | Rs. 400-600 |
| 22. | Daftris | Rs. 75-105+Rs. 20 as Cyclostyling allowance | Rs. 300-430+Rs. 20 as spl. pay |
| 23. | Peons and Chowkidars | Rs. 70-95 | Rs. 300-430 |
| 24. | Dusting Operators/Jamadars | Rs. 75-105 | Rs. 300-430+Rs. 20 as spl.pay |
| 25. | Statistical and Business Officers | Rs. 350-900 | Rs. 825--1,580 |
| 26. | Accounts Officers | Rs. 400--1,250 | Rs. 1,200-1,850 (The A.O. with higher qualifications ofChartered Accounts will be in the scale of Rs. 1,400-2,200) |
| 27. | Assistant Accounts Officer | Rs. 350-900 | Rs. 825--1,580 |
| 28. | Senior Auditors | Rs. 300--800 | Rs. 750--1,300 |

As will be
allowed by the
Punjab Govt. in
PWD
(B&R)Deptt./Punjab
Civil Services
Pay Scales of
Engineers
nowannounced
by Govt.

| | | | |
|-----|-------------------------|------------------|--|
| 29. | Superintendent Engineer | Rs. 1,400--2,000 | |
| 30. | Executive Engineer | Rs. 800--1,600 | |
| 31. | S.D.Os. | Rs. 400-1,100 | |
| 32. | Sectional Officer | Rs. 200-450 | |
| 33. | Head Draftsman | Rs. 200-450 | |
| 34. | Asstt. Draftsman | Rs. 170-300 | |

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| 35. | Tracer | Rs. 110--250 | |
| 36. | SDCs | Rs. 110-250+Rs. 20 as spl. pay | |
| 37. | Land Acquisition Officer | — | |