



NO. 1 /HPSEBL (SECTT.)2022-

DATED:- 12/4/2022

Himachal Pradesh State Electricity Board Ltd is pleased to make the following regulations, namely:-

REGULATIONS

1. Short title and Commencement

1) These regulations may be called the Himachal Pradesh State Electricity Board Limited (Revised Pay) Regulations, 2022.

2) They shall be deemed to have come in to force on and with effect from the First day of January, 2016.

2. Application

1) Save as otherwise expressly provided by or under these regulations they shall apply to all the persons appointed to the services and posts in connection with the affairs of the HPSEBL.

2) They shall not apply to the :-

a) Members of the All India Services serving in connection with the affairs of the HPSEBL.

b) Persons not in the whole time employment of the HPSEBL.

(c) Persons paid out of contingencies and on daily wages basis.

(d) Persons employed on contract basis, except when the contract provides otherwise: and

(e) Persons specifically excluded wholly or in part from the operation of these regulations.

(f) Work-charged employees.

3. Definitions:-

In these regulations, 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 regulations

Provided that in the case of a HPSEBL 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 these Regulations, the appointed day in his case shall mean the day from which he opts for revised pay structure;

(b) “existing basic pay” or “pre-revised basic pay” means pay drawn in the prescribed existing Pay Band and Grade Pay or Pay in the existing scale including ex-gratia annual increment (s), but does not include any other type of pay like ‘Special Pay’ ‘Personal Pay’ ‘Sectt. Allowance’ or ‘Non Practicing Allowance’ etc:

(c) “existing scale” or “existing Pay Band and Grade pay” in relation to the HPSEBL means the scale in respect of the post held or higher scale granted under the Assured Career Progression / Time Bound Promotional Scales (ACP) / TBPS) Scheme to him or, as the case may be, personal scale allowed to him on the 31st day of December, 2015, whether in a substantive or officiating capacity;

Explanation. In the case of a HPSEBL employee who was on the 31st day of December, 2015, on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts, but for his officiating in a higher post, “existing scale” shall include the scale applicable 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 as the case may be, but for his officiating in a higher post.

(d) “existing emoluments” means the sum of;

(i) existing basic pay as on 31st day of December, 2015 or any 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.

(e) “HPSEBL” means the Himachal Pradesh State Electricity Board Limited;

(f) “Pay Matrix” means matrix specified in the Schedule annexed

to these regulations with levels of pay arranged in vertical cells corresponding to the existing Pay Band and Grade Pay or Scale.

(g) "Level" in the Pay Matrix shall mean the Level corresponding to the Pay Band and Grade Pay or scale explained in the schedule.

(h) "Pay in the Level" means pay drawn in the appropriate cell of the Level as specified in the Schedule;

(i) "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 or scale of the post unless a different revised Level is notified separately for that post;

(j) "basic pay" in the revised pay structure or "revised pay" means the pay drawn in the prescribed Level in the Pay Matrix, but does not include any other type of pay like 'Special Pay' 'Personal Pay' 'Sectt. Allowance' 'Non Practicing Allowance' etc.

(k) "revised emoluments" means the pay in the applicable Level of a HPSEBL employees in the revised pay structure and includes dearness allowance and;

(l) "Revised Pay Regulation, 2009" means Himachal Pradesh State Electricity Board Revised Pay Regulation, 2009 notified vide office order No. 8 dated 30.12.2009.

(m) "Re-Revision 2012" In relation to HPSEBL employee means the Grade Pay granted under the Himachal Pradesh State Electricity Board Ltd. (Category / Post Wise Revised Pay) Regulation 2014 notified vide office order No. 1 dated 01.11.2014, and partially modified vide office order No. 12 dated 04.07.2015 and office order No. 1 dated 10.04.2018.

(n) "Schedule" means the schedule, appended to these regulations.

 4. Level of posts:-

The Level of posts shall be determined in accordance with the grade pay assigned to the post in HPSEB now HPSEBL which was applicable w.e.f. 01.01.2006.

5. Drawl of pay in the revised pay structure:-

Save as otherwise provided in these regulations, a HPSEBL employee shall draw pay in the Level in the revised pay structure applicable to the post to which he is appointed.

6 Exercise of

(1) The HPSEBL employee shall exercise option in the Form

option:-

appended to these regulations so as to reach the authority specified in sub-regulations (2) within a period of two months from the date of issue of these regulations.

Provided that:-

(i) in the case of a HPSEBL employee, who on the date of notification of these regulations, is on Ex-India 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 charge of his post under the HPSEBL, if that date is later than the date specified in this sub regulation; and

(ii) where a HPSEBL employee is under suspension on the date of issue of these regulations, 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-regulation.

(2) The option in the Form shall be submitted by the HPSEBL employee to the Head of the Office.

(3) If the option is not received within the time specified in sub-regulation (1), the HPSEBL employee shall be deemed to have 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 regulation 7 of these regulations.

(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 regulations, if otherwise admissible.

Note 2. Persons, who have died on or after 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, which entitled them to leave salary, shall be allowed the benefits admissible under these regulations.

7. Fixation of pay in the revised pay structure

The basic pay of a HPSEBL employee shall, unless in any case, the HPSEBL by special order otherwise directs, be fixed in the revised pay structure in terms of the provisions of these regulations in the following manner, namely:-

(I) The HPSEBL employee recruited in the service before 01.01.2016, the revised pay shall be determined in the following manner:-

(a) The posts/categories, whose Pay Band and / or Grade Pay applicable w.e.f. 01.01.2006 was not re-revised: The pay in the applicable Level in the Pay Matrix, as on 1st day of January, 2016 shall be the pay obtained by multiplying the existing basic pay as on 31.12.2015 by a factor of 2.59 (See illustration No.1).

(b) The posts/categories, whose Pay Band and / or Grade Pay was re-revised applicable w.e.f. 01.10.2012 : Revised pay in such cases, shall be determined, as per the following two methodologies, namely:-

(i) Taking into consideration the impact of re-revision applicable w.e.f. 01.10.2012:

The pay in the applicable level in the Pay Matrix, as on the 1st day of January, 2016 shall be the pay obtained by multiplying the existing basic pay as on 31.12.2015, by a factor of 2.25.

(ii) Ignoring the impact of re-revision(s) applicable w.e.f. 01.10.2012: The second method involves calculating the notional pay of the HPSEBL employee after excluding / ignoring the re-revision(s) granted and applicable w.e.f. 01.10.2012. The pay of a HPSEBL employee, as on 31.12.2015, shall be fixed notionally by excluding the benefit element of 2012 re-revision which was applicable w.e.f. 01.10.2012. Once the presumptive pay is worked out as on 31.12.2015, the multiple factor of 2.59 shall be applied to arrive at the, revised pay as on the first day of January, 2016:

(iii) The HPSEBL employee shall be at liberty to choose one of the above two methods, whichever is beneficial to him, to arrive at this revised pay (See Illustration No. 2 & 3).

(II) The HPSEBL Employee recruited in the service from 01.01.2016 to till the date of issuance of these regulations: The revised pay in such cases shall be determined on the same analogy, as the revised pay for the HPSEBL employees recruited in the service before 01.01.2016 has been determined. The revised pay in such cases shall be calculated as follows:-

(a) The date, for the purpose of fixation of revised pay, shall be the date of joining.

(b) **The posts / categories, whose Pay Band and / or Grade Pay applicable w.e.f. 01.01.2006 was not re-revised,** the multiplier factor shall be 2.59 of the Pay (Basic Pay + Grade Pay / Minimum of the Pay Band, as the case may be) admissible on the date of joining to arrive at the revised pay of the HPSEBL employee as on the date of joining (See illustration No.4).

(c) **The posts / categories, whose Pay Band and /or Grade Pay were re-revised applicable w.e.f. 01.10.2012:**

(i) **Taking into consideration the impact of re-revision(s) applicable w.e.f 1.10.2012:** The Multiplier factor shall be 2.25 of the Initial Pay admissible to the HPSEBL employee on the date of joining after including the benefit of re-revision of pay scales granted w.e.f 1.10.2012, to arrive at the revised pay of the HPSEBL employee as on the date of joining.

(ii) **Ignoring the impact of re-revision(s) applicable w.e.f 01.10.2012:** The second method involves calculating the notional pay of the HPSEBL employee on the date of joining, after excluding / ignoring the impact of re-revision(s) applicable w.e.f 01.10.2012. The notional Pay Band and Grade Pay of the HPSEBL employee, in terms of the revised pay regulation 2009 which was made applicable w.e.f. 01.01.2006, be identified, whether the Initial Pay corresponding to the above Grade Pay shall be determined. The multiplier

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factor of 2.59 will be then applied on such initial Pay to arrive at the revised pay as on the date of joining.

(iii) The HPSEBL employee shall be at liberty to choose one of the above two methods i.e. 7(II)(c)(i) or (ii), whichever is beneficial to him, to arrive at his revised pay **(See illustration No. 5 & 6).**

(III) The posts / categories whose Pay Band and / or Grade Pay was re-revised and applicable w.e.f 1.10.2012 to draw parity with the posts / categories whose Pay Band and / or Grade Pay was re-revised and applicable w.e.f 01.10.2012, their pay shall also be fixed on the same analogy as elaborated in this regulation.

(IV) In all the above cases i.e **(I)**, **(II)** and **(III)** the resultant pay shall be rounded-off to the nearest rupee. This rounded-off figure shall be located in the Level, which is corresponding to the Grade Pay granted to the post in view of the 2006 pay revision of HPSEB now HPSEBL which was made applicable w.e.f 1.1.2006, or in the Level, which is corresponding to the entitled Grade Pay in which his pay / Presumptive Pay has been fixed with the benefit of ACP / TBPS/API scheme **(See Illustration No. 7 & 8).**

(V) Protection of benefits under the existing Assure Career Progression scheme (ACP) / Time Bound Promotion Scale (TBPS) / Advance Promotional Increment (API):

(i) Where a HPSEBL employee was drawing the benefit of increment (s) and / or higher pay scale under the un-revised pay scale before the date of notification of these Regulations on account of progression under Assure Career Progression scheme (ACP) / Time Bound Promotion Scale (TBPS) / Advance Promotional Increment (API) of HPSEBL, he shall be entitled to draw such benefit under the revised pay structure. His pay on the date of grant of such progression/ TBPS/API shall be fixed by grant of increments at the rate specified in **Regulation-12.**

(ii) In case of those HPSEBL employees who are entitled to the benefits of increments and / or next higher pay scale on account of progression under the existing ACP/TBPS/API under the Schemes of the HPSEBL but their cases have not been finalized before the date of notification of these

regulations, such cases will be dealt in accordance with the provisions of existing Schemes as modified from time to time.

(iii) The benefit of existing Assured Career Progression (ACP)/ Time Bound Promotion Scale (TBPS) / Advance Promotional Increment (API) Scheme would not be admissible after the issuance of these regulations, until separate notification or instructions in this regard is issued by the HPSEBL.

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

Note 1. If after the application of the multiplying factor, the identical figure is not available in the corresponding Level the next higher figure close to it would be the revised pay of the concerned HPSEBL employee.

Note 2. In case of the HPSEBL employee, who is in receipt of Special Pay, Personal Pay' Family 'Planning Allowance' Sectt. Allowance' Special Allowance or Non-Practicing Allowance (NPA) or by whatever name it may be called at the same rate or at different rates shall draw allowances with the revised pay in accordance with the individual notification relating to allowances.

Note 3. Where the increment of a HPSEBL 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 4. A HPSEBL employee, who is on leave on the first day of January 2016 and is entitled to leave salary shall be entitled to pay in the revised pay structure from the first day of January, 2016.

Note 5. A HPSEBL employee under suspension shall continue to draw subsistence allowance based on the existing scale and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.

Note 6. The Interim Relief already allowed to the HPSEBL employees from time to time shall be adjusted in the revised

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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.

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 HPSEBL 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 HPSEBL 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 HPSEBL 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 HPSEBL employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted, and if no such Cell is available in the Level to which he is promoted, 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 qualifying service of twelve months (See Illustration 9).

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

(a) From the date of promotion till his date of next increment, the HPSEBL employees shall be placed at the higher cell in the level of the post to which he is promoted.

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(b) Subsequently, on the date next increment, in the level of the post to which HPSEBL employees is promoted, his pay shall be re-fixed and two increments (one accrued on account of annual increment and second accrued on account of promotion) may be granted in the level from which the HPSEBL 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, he shall be placed in the next higher cell in that level (See illustration No. 10).

(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.

(v) In case of a HPSEBL employee, who stands promoted during the period from 1st day of January, 2016 to the date of issuance of these regulations, the option may be exercised within a period of one month from the date of issuance of these regulations. The option once exercised, shall be final. The pay structure of promotional post in the level of pay matrix shall be corresponding to the pay band and grade pay of such post applicable w.e.f. 01.01.2006.

9. Stepping up of pay under these Regulations

The anomaly in pay arisen due to revision of pay under these regulations shall be regulated as under;

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

(i) Where in the fixation of pay under these regulation, a HPSEBL employee, who in the existing pay structure, was drawing immediately before the first day of January, 2016, equal or more pay than another HPSEBL 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 his junior.

(ii) In case, where a senior HPSEBL 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 HPSEBL employee, shall be stepped up in the revised pay structure to an amount equal to

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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 HPSEBL employee subject to fulfillment of the following conditions, namely:-

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

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 HPSEBL 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.

(II) 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 HPSEBL with regard to implementation of ACP/TBPS/API Scheme.
- (iii) If the senior HPSEBL employee exercises an option to get his promotion / pay fixation, postponed.
- (iv) If in the lower post, the junior HPSEBL employee was drawing more pay in the existing scale / pay structure than his

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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 HPSEBL employee should have been stopped / withheld due to penalty otherwise.

10. Drawl of revised Pay

(1) The revised pay under these regulations shall be drawn from the month of April, 2022 (Payable in the month of May, 2022).

(2) The HPSEBL 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 regulation, or for any other reasons.

11. Arrear of revised Pay:

Notwithstanding anything contained in these regulations, the arrears with effect from the 1st day of January, 2016 to till the date of issuance of these regulations shall be paid in such manner and such time as may be decided by the HPSEBL.

Note:- It shall be the responsibility of the concerned DDO to ensure correct fixation of pay in the revised pay structure however, in case any discrepancy in fixation of pay is noticed resulting on overpayment, such amount shall be recovered from the concerned employee. An undertaking will be obtained from every employee, before the disbursement of arrear to the effect that any excess payment made as a result of incorrect fixation of pay in the revised pay structure or for any other reasons, will be refunded by him/her to the Board Ltd. against future payments or otherwise.

12. Rate of increment in the revised Pay structure

The rate of increment in the revised pay structure shall be three percent of the basic pay, uniformly for all the HPSEBL employees, which is reflected in the vertical range of each Cell of the Pay Matrix (See Illustration No. 11):

13. Date of next increment.

Provided that a HPSEB Ltd., employee who reaches at the maximum of the Pay Matrix Level applicable to him shall no longer be granted any further increment.

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

Provided that the next increment of a HPSEBL employee whose pay is fixed on the first day of January, 2016 at the same stage as the one, fixed for another, HPSEBL employee junior to him in the same cadre and drawing pay at a lower or equal stage than his senior in the existing scale, shall be granted 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 senior HPSEBL employee should not have been stopped / withheld due to penalty or otherwise.

14. Overriding effect:-

The provisions of the Fundamental Rules and Instructions issued there under and the HPSEB (Revised Pay) Regulations 1979 HPSEB (Revised Pay) Regulations 1989 and any other regulations for the time being enforce and HPSEB (Revised Pay) Regulation-1998 and (Revised Pay) Regulation-2009 and as well as various orders issued there under shall not same as otherwise expressly provided in these regulations, apply to the cases where pay is regulated under these regulations, to the extent they are inconsistent with the provisions of these regulations.

15. Power to relax:-

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


16. Interpretation:

If any question arises relating to the interpretation of any of the provisions of these regulations, the HPSEBL shall decide the same.

Note:- This issues with the approval of Board of Directors of HPSEBL.

Enclosures:-


1. Schedule / Pay Matrix Tables
2. Form of option/Undertaking
3. Illustrations


(Manoj Kumar, HPAS)
Executive Director (Pers.),
H.P. State Electricity Board Ltd.
Vidyut Bhawan, Shimla-4.

2875-3095

Endst.No.HPSEBL(Sectt.)/SA-Scale-1(Regulation)/2022- Dated:- 12/4/2022

1. The Addl. Chief Secretary (Power) to the Govt. of H.P. Shimla-2.
2. The Chairman, H.P Regulatory Commission, SDA Complex, Kusumpti, Shimla-9.
3. The Chairman-Cum-Managing, SJVNL, Shimla.
4. The Chairman, NHPC, Office Complex, Sector-33 Faridabad (Haryana)/Director (PM&A), U.P. Power Corporation Ltd., 14 Ashok Marg Shakti Bhawan, Lucknow.
5. The General Manager, Chamera Hydel Project, Dalhousie.
6. The General Manager, Salal Hydel Project, Jyotipuram (J&K).
7. The General Manager, Baira Siul Hydel Project, Surangani (Chamba).
8. The General Manager, NTPC Koldam, HPP Bharmana, Bilaspur-174013.
9. The Chairman-Cum-MD(CMD), NTPC Ltd., Scope Complex Industrial Area Lodhi Road New Delhi-110003.
10. The Managing Director, H.P. Power Corp. Ltd. Shimla.
11. The Managing Director, Beas Valley Power Corp., Jogindernagar (HP).
12. All the Chief Engineers, in HPSEBL.
13. The Chief Electrical Inspector to the Govt., Shimla-9.
14. The LAO, HPSEB Ltd., Shimla/Mandi.
15. The Managing Director, HPTCL, Panjri, Shimla-5.
16. The Chief Accounts Officer / Chief Auditor, HPSEB Ltd. Shimla-4.
17. The Resident Audit Officer, HPSEB Ltd. Shimla-4.
18. The Secretary, BBMB, Chandigarh.
19. The Superintending Engineer (IT), HPSEB Ltd. Shimla -4 for uploading the same on the web site of HPSEB Ltd.
20. The Spl. PS to the MD, HPSEB Ltd. Shimla-4.
21. All the Dy. Chief Engineers/Superintending Engineers in HPSEB Ltd.
22. All the Dy./Under Secretaries/Section Officers in Board's Sectt. Shimla-4.
23. The Sr.PS/PS to the Directors/Executive Director (Pers.) HPSEB Ltd.
24. All the Sr. Xens/REs in HPSEB Ltd.
25. The Dy. Director (Pers.) / Joint Director (PR) in HPSEB Ltd.
26. Meeting Cell in Board Sectt. HPSEB Ltd. Shimla-4.
27. Guard File.


**Manoj Kumar, HPAS,
Executive Director (Pers.)
HPSEBL, Vidyut Bhawan,
Shimla-4.**

SCHEDULE
[See Regulations 3(e)(9) &(g)]

Pay Band and Grade Pay of HRS/EBL Employees as on 01.01.2006 and corresponding Pay Matrix applicable w.e.f.01.01.2016

| Grade Pay | 10680 (PB-1) | | | | | | | | | | 8400-20200 (PB-2) | | | | | | | | | | 10900-34800 (PB-3) | | | | | | | | | | 16550-39100 (PB-4) | | | | | | | | | | 41300-67000 (PB-5) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | 1700 | 1850 | 2350 | 2450 | 2550 | 2650 | 2950 | 3200 | 3550 | 3700 | 4150 | 4450 | 4500 | 4700 | 4800 | 5050 | 5500 | 5900 | 6500 | 6800 | 7300 | 7500 | 7900 | 8300 | 8500 | 8900 | 9300 | 9500 | 9900 | 10500 | 10900 | 11500 | 12500 | 13500 | 14500 | 15500 | 16500 | 17500 | 18500 | 19500 | 20500 | 21500 | 22500 | 23500 | 24500 | 25500 | 26500 | 27500 | 28500 | 29500 | 30500 | 31500 | 32500 | 33500 | 34500 | 35500 | 36500 | 37500 | 38500 | 39500 | 40500 | 41500 | 42500 | 43500 | 44500 | 45500 | 46500 | 47500 | 48500 | 49500 | 50500 | 51500 | 52500 | 53500 | 54500 | 55500 | 56500 | 57500 | 58500 | 59500 | 60500 | 61500 | 62500 | 63500 | 64500 | 65500 | 66500 | 67500 | 68500 | 69500 | 70500 | 71500 | 72500 | 73500 | 74500 | 75500 | 76500 | 77500 | 78500 | 79500 | 80500 | 81500 | 82500 | 83500 | 84500 | 85500 | 86500 | 87500 | 88500 | 89500 | 90500 | 91500 | 92500 | 93500 | 94500 | 95500 | 96500 | 97500 | 98500 | 99500 | 100500 | 101500 | 102500 | 103500 | 104500 | 105500 | 106500 | 107500 | 108500 | 109500 | 110500 | 111500 | 112500 | 113500 | 114500 | 115500 | 116500 | 117500 | 118500 | 119500 | 120500 | 121500 | 122500 | 123500 | 124500 | 125500 | 126500 | 127500 | 128500 | 129500 | 130500 | 131500 | 132500 | 133500 | 134500 | 135500 | 136500 | 137500 | 138500 | 139500 | 140500 | 141500 | 142500 | 143500 | 144500 | 145500 | 146500 | 147500 | 148500 | 149500 | 150500 | 151500 | 152500 | 153500 | 154500 | 155500 | 156500 | 157500 | 158500 | 159500 | 160500 | 161500 | 162500 | 163500 | 164500 | 165500 | 166500 | 167500 | 168500 | 169500 | 170500 | 171500 | 172500 | 173500 | 174500 | 175500 | 176500 | 177500 | 178500 | 179500 | 180500 | 181500 | 182500 | 183500 | 184500 | 185500 | 186500 | 187500 | 188500 | 189500 | 190500 | 191500 | 192500 | 193500 | 194500 | 195500 | 196500 | 197500 | 198500 | 199500 | 200500 | 201500 | 202500 | 203500 | 204500 | 205500 | 206500 | 207500 | 208500 | 209500 | 210500 | 211500 | 212500 | 213500 | 214500 | 215500 | 216500 | 217500 | 218500 | 219500 | 220500 | 221500 | 222500 | 223500 | 224500 | 225500 | 226500 | 227500 | 228500 | 229500 | 230500 | 231500 | 232500 | 233500 | 234500 | 235500 | 236500 | 237500 | 238500 | 239500 | 240500 | 241500 | 242500 | 243500 | 244500 | 245500 | 246500 | 247500 | 248500 | 249500 | 250500 | 251500 | 252500 | 253500 | 254500 | 255500 | 256500 | 257500 | 258500 | 259500 | 260500 | 261500 | 262500 | 263500 | 264500 | 265500 | 266500 | 267500 | 268500 | 269500 | 270500 | 271500 | 272500 | 273500 | 274500 | 275500 | 276500 | 277500 | 278500 | 279500 | 280500 | 281500 | 282500 | 283500 | 284500 | 285500 | 286500 | 287500 | 288500 | 289500 | 290500 | 291500 | 292500 | 293500 | 294500 | 295500 | 296500 | 297500 | 298500 | 299500 | 300500 | 301500 | 302500 | 303500 | 304500 | 305500 | 306500 | 307500 | 308500 | 309500 | 310500 | 311500 | 312500 | 313500 | 314500 | 315500 | 316500 | 317500 | 318500 | 319500 | 320500 | 321500 | 322500 | 323500 | 324500 | 325500 | 326500 | 327500 | 328500 | 329500 | 330500 | 331500 | 332500 | 333500 | 334500 | 335500 | 336500 | 337500 | 338500 | 339500 | 340500 | 341500 | 342500 | 343500 | 344500 | 345500 | 346500 | 347500 | 348500 | 349500 | 350500 | 351500 | 352500 | 353500 | 354500 | 355500 | 356500 | 357500 | 358500 | 359500 | 360500 | 361500 | 362500 | 363500 | 364500 | 365500 | 366500 | 367500 | 368500 | 369500 | 370500 | 371500 | 372500 | 373500 | 374500 | 375500 | 376500 | 377500 | 378500 | 379500 | 380500 | 381500 | 382500 | 383500 | 384500 | 385500 | 386500 | 387500 | 388500 | 389500 | 390500 | 391500 | 392500 | 393500 | 394500 | 395500 | 396500 | 397500 | 398500 | 399500 | 400500 | 401500 | 402500 | 403500 | 404500 | 405500 | 406500 | 407500 | 408500 | 409500 | 410500 | 411500 | 412500 | 413500 | 414500 | 415500 | 416500 | 417500 | 418500 | 419500 | 420500 | 421500 | 422500 | 423500 | 424500 | 425500 | 426500 | 427500 | 428500 | 429500 | 430500 | 431500 | 432500 | 433500 | 434500 | 435500 | 436500 | 437500 | 438500 | 439500 | 440500 | 441500 | 442500 | 443500 | 444500 | 445500 | 446500 | 447500 | 448500 | 449500 | 450500 | 451500 | 452500 | 453500 | 454500 | 455500 | 456500 | 457500 | 458500 | 459500 | 460500 | 461500 | 462500 | 463500 | 464500 | 465500 | 466500 | 467500 | 468500 | 469500 | 470500 | 471500 | 472500 | 473500 | 474500 | 475500 | 476500 | 477500 | 478500 | 479500 | 480500 | 481500 | 482500 | 483500 | 484500 | 485500 | 486500 | 487500 | 488500 | 489500 | 490500 | 491500 | 492500 | 493500 | 494500 | 495500 | 496500 | 497500 | 498500 | 499500 | 500500 | 501500 | 502500 | 503500 | 504500 | 505500 | 506500 | 507500 | 508500 | 509500 | 510500 | 511500 | 512500 | 513500 | 514500 | 515500 | 516500 | 517500 | 518500 | 519500 | 520500 | 521500 | 522500 | 523500 | 524500 | 525500 | 526500 | 527500 | 528500 | 529500 | 530500 | 531500 | 532500 | 533500 | 534500 | 535500 | 536500 | 537500 | 538500 | 539500 | 540500 | 541500 | 542500 | 543500 | 544500 | 545500 | 546500 | 547500 | 548500 | 549500 | 550500 | 551500 | 552500 | 553500 | 554500 | 555500 | 556500 | 557500 | 558500 | 559500 | 560500 | 561500 | 562500 | 563500 | 564500 | 565500 | 566500 | 567500 | 568500 | 569500 | 570500 | 571500 | 572500 | 573500 | 574500 | 575500 | 576500 | 577500 | 578500 | 579500 | 580500 | 581500 | 582500 | 583500 | 584500 | 585500 | 586500 | 587500 | 588500 | 589500 | 590500 | 591500 | 592500 | 593500 | 594500 | 595500 | 596500 | 597500 | 598500 | 599500 | 600500 | 601500 | 602500 | 603500 | 604500 | 605500 | 606500 | 607500 | 608500 | 609500 | 610500 | 611500 | 612500 | 613500 | 614500 | 615500 | 616500 | 617500 | 618500 | 619500 | 620500 | 621500 | 622500 | 623500 | 624500 | 625500 | 626500 | 627500 | 628500 | 629500 | 630500 | 631500 | 632500 | 633500 | 634500 | 635500 | 636500 | 637500 | 638500 | 639500 | 640500 | 641500 | 642500 | 643500 | 644500 | 645500 | 646500 | 647500 | 648500 | 649500 | 650500 | 651500 | 652500 | 653500 | 654500 | 655500 | 656500 | 657500 | 658500 | 659500 | 660500 | 661500 | 662500 | 663500 | 664500 | 665500 | 666500 | 667500 | 668500 | 669500 | 670500 | 671500 | 672500 | 673500 | 674500 | 675500 | 676500 | 677500 | 678500 | 679500 | 680500 | 681500 | 682500 | 683500 | 684500 | 685500 | 686500 | 687500 | 688500 | 689500 | 690500 | 691500 | 692500 | 693500 | 694500 | 695500 | 696500 | 697500 | 698500 | 699500 | 700500 | 701500 | 702500 | 703500 | 704500 | 705500 | 706500 | 707500 | 708500 | 709500 | 710500 | 711500 | 712500 | 713500 | 714500 | 715500 | 716500 | 717500 | 718500 | 719500 | 720500 | 721500 | 722500 | 723500 | 724500 | 725500 | 726500 | 727500 | 728500 | 729500 | 730500 | 731500 | 732500 | 733500 | 734500 | 735500 | 736500 | 737500 | 738500 | 739500 | 740500 | 741500 | 742500 | 743500 | 744500 | 745500 | 746500 | 747500 | 748500 | 749500 | 750500 | 751500 | 752500 | 753500 | 754500 | 755500 | 756500 | 757500 | 758500 | 759500 | 760500 | 761500 | 762500 | 763500 | 764500 | 765500 | 766500 | 767500 | 768500 | 769500 | 770500 | 771500 | 772500 | 773500 | 774500 | 775500 | 776500 | 777500 | 778500 | 779500 | 780500 | 781500 | 782500 | 783500 | 784500 | 785500 | 786500 | 787500 | 788500 | 789500 | 790500 | 791500 | 792500 | 793500 | 794500 | 795500 | 796500 | 797500 | 798500 | 799500 | 800500 | 801500 | 802500 | 803500 | 804500 | 805500 | 806500 | 807500 | 808500 | 809500 | 810500 | 811500 | 812500 | 813500 | 814500 | 815500 | 816500 | 817500 | 818500 | 819500 | 820500 | 821500 | 822500 | 823500 | 824500 | 825500 | 826500 | 827500 | 828500 | 829500 | 830500 | 831500 | 832500 | 833500 | 834500 | 835500 | 836500 | 837500 | 838500 | 839500 | 840500 | 841500 | 842500 | 843500 | 844500 | 845500 | 846500 | 847500 | 848500 | 849500 | 850500 | 851500 | 852500 | 853500 | 854500 | 855500 | 856500 | 857500 | 858500 | 859500 | 860500 | 861500 | 862500 | 863500 | 864500 | 865500 | 866500 | 867500 | 868500 | 869500 | 870500 | 871500 | 872500 | 873500 | 874500 | 875500 | 876500 | 877500 | 878500 | 879500 | 880500 | 881500 | 882500 | 883500 | 884500 | 885500 | 886500 | 887500 | 888500 | 889500 | 890500 | 891500 | 892500 | 893500 | 894500 | 895500 | 896500 | 897500 | 898500 | 899500 | 900500 | 901500 | 902500 | 903500 | 904500 | 905500 | 906500 | 907500 | 908500 | 909500 | 910500 | 911500 | 912500 | 913500 | 914500 | 915500 | 916500 | 917500 | 918500 | 919500 | 920500 | 921500 | 922500 | 923500 | 924500 | 925500 | 926500 | 927500 | 928500 | 929500 | 930500 | 931500 | 932500 | 933500 | 934500 | 935500 | 936500 | 937500 | 938500 | 939500 | 940500 | 941500 | 942500 | 943500 | 944500 | 945500 | 946500 | 947500 | 948500 | 949500 | 950500 | 951500 | 952500 | 953500 | 954500 | 955500 | 956500 | 957500 | 958500 | 959500 | 960500 | 961500 | 962500 | 963500 | 964500 | 965500 | 966500 | 967500 | 968500 | 969500 | 970500 | 971500 | 972500 | 973500 | 974500 | 975500 | 976500 | 977500 | 978500 | 979500 | 980500 | 981500 | 982500 | 983500 | 984500 | 985500 | 986500 | 987500 | 988500 | 989500 | 990500 | 991500 | 992500 | 993500 | 994500 | 995500 | 996500 | 997500 | 998500 | 999500 | 1000500 | 1001500 | 1002500 | 1003500 | 1004500 | 1005500 | 1006500 | 1007500 | 1008500 | 1009500 | 1010500 | 1011500 | 1012500 | 1013500 | 1014500 | 1015500 | 1016500 | 1017500 | 1018500 | 1019500 | 1020500 | 1021500 | 1022500 | 1023500 | 1024500 | 1025500 | 1026500 | 1027500 | 1028500 | 1029500 | 1030500 | 1031500 | 1032500 | 1033500 | 1034500 | 1035500 | 1036500 | 1037500 | 1038500 | 1039500 | 1040500 | 1041500 | 1042500 | 1043500 | 1044500 | 1045500 | 1046500 | 1047500 | 1048500 | 1049500 | 1050500 | 1051500 | 1052500 | 1053500 | 1054500 | 1055500 | 1056500 | 1057500 | 1058500 | 1059500 | 1060500 | 1061500 | 1062500 | 1063500 | 1064500 | 1065500 | 1066500 | 1067500 | 1068500 | 1069500 | 1070500 | 1071500 | 1072500 | 1073500 | 1074500 | 1075500 | 1076500 | 1077500 | 1078500 | 1079500 | 1080500 | 1081500 |

SCHEDULE

[See Regulations 3(e)(f) &(g)]

Pay Band and Grade Pay of HPSEBL Employees as on 01.01.2006 and corresponding Pay Matrix applicable w.e.f 01.01.2016 (On H.P Govt. Pattern)

| | 4900-10680 | 5910-20200 | 15600-39100 | |
|--------------------|------------|------------|-------------|--------|
| Grade Pay | 1300 | 1950 | 6600 | 7800 |
| Initial Pay | 6200 | 7960 | 25250 | 34260 |
| Group | D | C | A | A |
| Index | 0 | 2.59 | 2.67 | 2.67 |
| Level | | | | |
| 1 | 18000 | 20600 | 67400 | 91500 |
| 2 | 18500 | 21200 | 69400 | 94200 |
| 3 | 19100 | 21800 | 71500 | 97000 |
| 4 | 19700 | 22500 | 73600 | 99900 |
| 5 | 20300 | 23200 | 75800 | 102900 |
| 6 | 20900 | 23900 | 78100 | 106000 |
| 7 | 21500 | 24600 | 80400 | 109200 |
| 8 | 22100 | 25300 | 82800 | 112500 |
| 9 | 22800 | 26100 | 85300 | 115900 |
| 10 | 23500 | 26900 | 87900 | 119400 |
| 11 | 24200 | 27700 | 90500 | 123000 |
| 12 | 24900 | 28500 | 93200 | 126700 |
| 13 | 25600 | 29400 | 96000 | 130500 |
| 14 | 26400 | 30300 | 98900 | 134400 |
| 15 | 27200 | 31200 | 101900 | 138400 |
| 16 | 28000 | 32100 | 105000 | 142600 |
| 17 | 28800 | 33100 | 108200 | 146900 |
| 18 | 29700 | 34100 | 111400 | 151300 |
| 19 | 30600 | 35100 | 114700 | 155800 |
| 20 | 31500 | 36200 | 118100 | 160500 |
| 21 | 32400 | 37300 | 121600 | 165300 |
| 22 | 33400 | 38400 | 125200 | 170300 |
| 23 | 34400 | 39600 | 129000 | 175400 |
| 24 | 35400 | 40800 | 132900 | 180700 |
| 25 | 36500 | 42000 | 136900 | 186100 |
| 26 | 37600 | 43300 | 141000 | 191700 |
| 27 | 38700 | 44600 | 145200 | 197500 |
| 28 | 39900 | 45900 | 149600 | 203400 |
| 29 | 41100 | 47300 | 154100 | |
| 30 | 42300 | 48700 | 158700 | |
| 31 | 43600 | 50200 | 163500 | |
| 32 | 44900 | 51700 | 168400 | |
| 33 | 46200 | 53300 | 173500 | |
| 34 | 47600 | 54900 | 178700 | |
| 35 | 49000 | 56500 | 184100 | |
| 36 | 50500 | 58200 | 189600 | |
| 37 | 52000 | 59900 | 195300 | |
| 38 | 53600 | 61700 | 201200 | |
| 39 | 55200 | 63600 | | |
| 40 | 56900 | 65500 | | |

ILLUSTRATION-1

[See Regulation 7 (I) (a)]

A HPSEB Ltd. Employee drawing Basic Pay on 31-12-2015 of Rs. 59530 (PIPB 49930+GP 9600. **(Pay not re-revised)**)

| | | |
|---|---|--|
| 1 | Existing Pay Band PB-5 (41300-67000) | Pay Band 49930 |
| 2 | Existing Grade Pay 9600 | Grade Pay 9600 |
| 3 | Existing Basic Pay 59530 (Pay in Pay Band Grade Pay) (49930+9600) (As on 31-12-2015.) | Level 21 Cell 1 135900 |
| 4 | Pay after multiplication by factor of 2.59 (59530*2.59)= 154182.70 (Rounded- off to 154183) | Cell 2 140000 Cell 3 144200 |
| 5 | Level Corresponding to Grade Pay 9600 | Level 21 Cell 4 148500 |
| 6 | Revised Pay in Pay Matrix (either equal to or next higher to 154183 in Level 21 as per Regulation—7V) as on 01-01-2016 | Rs. 157600 Cell 5 153000 Cell 6 157600 Cell 7 162300 |

PIPB- Pay in Pay Band

GP-Grade Pay.

ILLUSTRATION-2

[See Regulation 7 (I)(b) (iii)]

A HPSEB Ltd. Employee was appointed on 01.09.2013 in the scale of 6400-20200 GP.
3400 (Pay re-revised)

| | | |
|---|---------------------------------------|-----------------------|
| 1 | Date of Joining. | 01.09.2013 |
| 2 | Pay Band. | PB-2(6400-20200) |
| 3 | Grade Pay. | 2450 |
| 4 | Pay Band after re-revision. | PB-2(6400-20200) |
| 5 | Grade Pay after re-revision. | 3400 as on 01.10.2012 |
| 6 | Level corresponding to 2450 Grade Pay | Level-4 |

STEP-1

Method-1 Pay drawn as on 31.12.2015.

| Date | Pay in Pay Band | Grade Pay | Basic Pay | Remarks |
|--|-----------------|-----------|-----------|------------------|
| 01.09.2013 | 6610 | 3400 | 10010 | Initial Pay |
| 01.09.2014 | 6920 | 3400 | 10320 | Annual Increment |
| 01.09.2015 | 7230 | 3400 | 10630 | Annual Increment |
| 10630*2.25=23917.50 rounded off to nearest Rupee i.e. Rs. 23918. | | | | |

Method-2 Notional Pay as on 31.12.2015.

| Date | Pay in Pay Band | Grade Pay | Basic Pay | Remarks |
|--|-----------------|-----------|-----------|------------------|
| 01.09.2013 | 6610 | 2450 | 9060 | Initial Pay |
| 01.09.2014 | 6890 | 2450 | 9340 | Annual Increment |
| 01.09.2015 | 7180 | 2450 | 9630 | Annual Increment |
| 9630*2.59=24941.70 rounded off to nearest Rupee i.e. Rs. 24942 | | | | |
| If the HPSEBL employee chooses the multiplication factor of 2.59 as on 01.01.2016 the revised pay will be fixed at | | | Pay Band | 6400- |
| | | | 20200 | |
| | | | Grade Pay | |

| | |
|---|-----------------|
| level corresponding to Rs 2450 Grade Pay in the Pay Matrix i.e Level 4 [as per Regulation 7- (IV)] | 2450 |
| | Level 4 |
| | Cell 1 23500 |
| Revised Pay in Pay Matrix (either equal to or next higher to 24942 in Level 4) as on 01.01.2016 Rs. 25600 | Cell 2 24200 |
| | Cell 3 24900 |
| | Cell 4 25600 |
| | Cell 5 26400 |

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ILLUSTRATION-3

[See Regulation 7 (I)(b) (iii)]

A HPSEB Ltd Employee was appointed on 01.09.2013 in the scale of 10900-34800+4700 Grade Pay (Pay re-revised in 2012)

| | | |
|---|---------------------------------------|-----------------------|
| 1 | Date of Joining. | 01.09.2013 |
| 2 | Pay Band. | PB-3(10900-34800) |
| 3 | Grade Pay. | 4700 |
| 4 | Pay Band after re-revision. | PB-3(10900-34800) |
| 5 | Grade Pay after re-revision. | 5400 as on 01.10.2012 |
| 6 | Level corresponding to 4700 Grade Pay | Level-14 |

STEP-1

Method-1 Pay drawn as on 31.12.2015.

| Date | Pay in Pay Band | Grade Pay | Basic Pay | Remarks |
|------------------|-----------------|-----------|-----------|------------------|
| 01.09.2013 | 12560 | 5400 | 17960 | Initial Pay |
| 01.09.2014 | 13100 | 5400 | 18500 | Annual Increment |
| 01.09.2015 | 13660 | 5400 | 19060 | Annual Increment |
| 19060*2.25=42885 | | | | |

Method-2 Notional Pay as on 31.12.2015.

| Date | Pay in Pay Band | Grade Pay | Basic Pay | Remarks |
|--|-----------------|-----------|-----------|------------------|
| 01.09.2013 | 12560 | 4700 | 17260 | Initial Pay |
| 01.09.2014 | 13080 | 4700 | 17780 | Annual Increment |
| 01.09.2015 | 13620 | 4700 | 18320 | Annual Increment |
| 18320*2.59=47448.80 rounded off to nearest Rupee i.e. Rs. 47449 | | | | |
| If the HPSEBL employee chooses the multiplication factor of 2.59 as on 01.01.2016 the revised pay will be fixed at level corresponding to Rs 4700 Grade Pay in the Pay Matrix i.e Level 14 [as per Regulation 7- (IV)] | | | Pay Band | 10900-34800 |
| | | | Grade Pay | 4700 |
| | | | Level | 14 |

| | | |
|---|--------|-------|
| | Cell 1 | 45600 |
| | Cell 2 | 47000 |
| Revised Pay in the Pay Matrix (either equal to or next higher to Rs .47449 in Level 14) as on 01.01.2016 Rs. 48400. | Cell 3 | 48400 |
| | Cell 4 | 49900 |
| | Cell 5 | 51400 |

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ILLUSTRATION-4

[See Regulation 7 (II) (b)]

A HPSEB Ltd Employee was appointed on 01.09.2016 in the scale of 16650-9100+5800 Grade Pay (Pay not re-revised).

| | | |
|---|---|----------------------|
| 1 | Pay Band PB-4 (16650-39100) | Pay Band 16650-39100 |
| 2 | Grade Pay 5800 | Grade Pay 5800 |
| 3 | Initial Pay on Grade Pay 5800 22450 (Pay in Pay Band+ Grade Pay) | Level 18 |
| 4 | Multiplication of initial pay in Grade 58146 Pay of 5800 i.e 22450*2.59 Rs. 58145.50 Rounded off to nearest rupee. | Cell- 1 59900 |
| 5 | Level Corresponding to Level 18 Grade Pay 5800. | Cell- 2 61700 |
| 6 | Revised Pay in Pay Matrix (either equal to Rs. 59900 or Next higher to 58146 in Level 18 as per Regulation-7 (IV) on date of joining. | Cell- 3 63600 |

ILLUSTRATION-5

[See Regulation 7 (II)(c) (iii)]

A HPSEB Ltd Employee was appointed on 01.09.2016 in the scale of 6400-20200+3400 Grade Pay (Pay re-revised).

| | | | | | | | | | | | | |
|--|---------------------------------------|---|----------|------------|-----------|-------|---------|-------|---------|-------|---------|-------|
| 1 | Date of Joining | 01.09.2016 | | | | | | | | | | |
| 2 | Pay Band | PB-2(6400-20200) | | | | | | | | | | |
| 3 | Grade Pay | 2450 | | | | | | | | | | |
| 4 | Pay Band after re-revision | PB-2 (6400-20200) | | | | | | | | | | |
| 5 | Grade Pay after re-revision | 3400 as on 01.10.2012 | | | | | | | | | | |
| 6 | Initial Pay on Grade Pay 2450 | 9060 | | | | | | | | | | |
| 7 | Initial Pay on Grade Pay 3400. | 10010 | | | | | | | | | | |
| 8 | Level corresponding to 2450 Grade Pay | Level 4 | | | | | | | | | | |
| <p><u>Step-1 Selection of Multiplier factor:-</u></p> <p>Method-1: Multiplication of initial Pay in Grade Pay 3400 i.e. $10010 \times 2.25 =$ Rs 22522.50 rounded off to nearest Rs. 22523.</p> <p>Method-2 : Multiplication of initial Pay in Grade Pay 2450 i.e. $9060 \times 2.59 =$ Rs 23465.40 rounded off to nearest Rs. 23465.</p> | | | | | | | | | | | | |
| <p><u>Step-2</u> If the HPSEBL employee chooses the multiplication factor of 2.59 as on 01.09.2016 the revised pay will be fixed at level corresponding to Rs.2450 Grade Pay in the Pay Matrix i.e Level- 4 [as per Regulation-7 (IV)]</p> | | <table border="1"> <tr> <td>Pay Band</td> <td>6400-20200</td> </tr> <tr> <td>Grade Pay</td> <td>2450</td> </tr> <tr> <td>Level</td> <td>4</td> </tr> <tr> <td>Cell- 1</td> <td>23500</td> </tr> <tr> <td>Cell- 2</td> <td>24200</td> </tr> </table> | Pay Band | 6400-20200 | Grade Pay | 2450 | Level | 4 | Cell- 1 | 23500 | Cell- 2 | 24200 |
| Pay Band | 6400-20200 | | | | | | | | | | | |
| Grade Pay | 2450 | | | | | | | | | | | |
| Level | 4 | | | | | | | | | | | |
| Cell- 1 | 23500 | | | | | | | | | | | |
| Cell- 2 | 24200 | | | | | | | | | | | |
| <p><u>Step-3 Revised Pay in the Pay Matrix</u>(either equal to or next higher to Rs. 23465 in Level 4 as Per Regulation-7 IV) as on 01.09.2016 Rs. 23500.</p> | | <table border="1"> <tr> <td>Cell- 3</td> <td>24900</td> </tr> <tr> <td>Cell- 4</td> <td>25600</td> </tr> <tr> <td>Cell- 5</td> <td>26400</td> </tr> <tr> <td>Cell- 6</td> <td>27200</td> </tr> </table> | Cell- 3 | 24900 | Cell- 4 | 25600 | Cell- 5 | 26400 | Cell- 6 | 27200 | | |
| Cell- 3 | 24900 | | | | | | | | | | | |
| Cell- 4 | 25600 | | | | | | | | | | | |
| Cell- 5 | 26400 | | | | | | | | | | | |
| Cell- 6 | 27200 | | | | | | | | | | | |

ILLUSTRATION-6

[See Regulation 7 (II)(c) (iii)]

A HPSEB Ltd Employee was appointed on 01.09.2016 in the scale of 10900-34800+4700 Grade Pay (Pay re-revised).

| | | |
|---|---------------------------------------|-----------------------|
| 1 | Date of Joining | 01.09.2016 |
| 2 | Pay Band | PB-3 (10900-34800) |
| 3 | Grade Pay | 4700 |
| 4 | Pay Band after re-revision | PB-3 (10900-34800) |
| 5 | Grade Pay after re-revision | 5400 as on 01.10.2012 |
| 6 | Initial Pay on Grade Pay 4700 | 17260 |
| 7 | Initial Pay on Grade Pay 5400. | 17960 |
| 8 | Level corresponding to 4700 Grade Pay | Level 14 |

Step-1 Selection of Multiplier factor:-

Method-1: Multiplication of initial Pay in Grade Pay 5400 i.e. $17960 \times 2.25 =$
Rs 40410

Method-2 : Multiplication of initial Pay in Grade Pay 4700 i.e. $17260 \times 2.59 =$
Rs 44703.40 rounded off to nearest Rs. 44703.

Step-2 If the HPSEBL employee chooses the multiplication factor of 2.59 as on 01.09.2016 the Revised pay will be fixed at level corresponding to Rs.4700 Grade Pay in the Pay Matrix i.e. Level- 14 [as per Regulation-7 (IV)]

| | |
|----------|-------------|
| Pay Band | 10900-34800 |
|----------|-------------|

| | |
|-----------|------|
| Grade Pay | 4700 |
|-----------|------|

| | |
|-------|----|
| Level | 14 |
|-------|----|

| | |
|---------|-------|
| Cell- 1 | 45600 |
|---------|-------|

| | |
|---------|-------|
| Cell- 2 | 47000 |
|---------|-------|

Step-3 Revised Pay in the Pay Matrix (either equal to or next higher to Rs. 44703 in Level 14 as

Per Regulation-7 IV) as on 01.09.2016 Rs. 45600.

| | |
|---------|-------|
| Cell- 3 | 48400 |
|---------|-------|

| | |
|---------|-------|
| Cell- 4 | 49900 |
|---------|-------|

| | |
|---------|-------|
| Cell- 5 | 51400 |
|---------|-------|

ILLUSTRATION-7

[See Regulation 7 (IV)]

A HPSEB Ltd Employee was appointed on 07.02.2003 in the Scale of 6750-11050 (As on 01.01.2006 in 10900-34800+G.P. 4700) (Pay re-revised)

| | | |
|---|---------------------------------------|-----------------------|
| 1 | Date of Joining | 07.02.2003 |
| 2 | Pay Band | PB-3 (10900-34800) |
| 3 | Grade Pay | 4700 |
| 4 | Pay Band after re-revision | PB-3 (10900-34800) |
| 5 | Grade Pay after re-revision | 5400 as on 01.10.2012 |
| 6 | Level corresponding to 4700 Grade Pay | Level 14 |

Method-1: Pay drawn as on 31.12.2015.

| Date | Pay in Pay band | Grade Pay | Basic Pay | Remarks |
|--|-----------------|-----------|--------------|--|
| 01.02.2007 | 14610 | 4700 | 19310 | Annual Increment |
| 01.02.2008 | 15190 | 4700 | 19890 | Annual Increment |
| 01.02.2009 | 15790 | 4700 | 20490 | Annual Increment |
| 01.02.2010 | 16410 | 4700 | 21110 | Annual Increment |
| 01.02.2011 | 17050 | 4700 | 21750 | Annual Increment |
| 01.12.2011 | 17050 | 5400 | 22450 | Annual Increment |
| 01.02.2012 | 17730 | 5400 | 23130 | Annual Increment |
| 07.02.2012 | 18430 | 5450 | 23880 | 1 st TBPS 10900-34800+5450 G.P. |
| 01.02.2013 | 19150 | 5450 | 24600 | Annual Increment |
| 01.02.2014 | 19890 | 5450 | 25340 | Annual Increment |
| 01.02.2015 | 20660 | 5450 | 26110 | Annual Increment |
| 26110*2.25=58747.50 rounded to nearest Rs.58748. | | | | |

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Method-2: Notional Pay as on 31.12.2015.

| Date | Pay in Pay Band | Grade Pay | Basic Pay | Remarks |
|--|-----------------|-----------|-----------|--|
| 01.02.2007 | 14610 | 4700 | 19310 | Annual Increment |
| 01.02.2008 | 15190 | 4700 | 19890 | Annual Increment |
| 01.02.2009 | 15790 | 4700 | 20490 | Annual Increment |
| 01.02.2010 | 16410 | 4700 | 21110 | Annual Increment |
| 01.02.2011 | 17050 | 4700 | 21750 | Annual Increment |
| 01.02.2012 | 17710 | 4700 | 22410 | Annual Increment |
| 07.02.2012 | 18390 | 4800 | 23190 | 1 st TBPS 10900-34800+4800 G.P. |
| 01.02.2013 | 19090 | 4800 | 23890 | Annual Increment |
| 01.02.2014 | 19810 | 4800 | 24610 | Annual Increment |
| 01.02.2015 | 20550 | 4800 | 25350 | Annual Increment |
| 25350*2.59=65656.50 rounded to nearest Rs.65657 | | | | |
| <p>If the HPSEBL employee chooses the multiplication factor of 2.59 as on 01.01.2016 the revised pay will be fixed at level corresponding to Rs.4800 Grade Pay in the Pay Matrix i.e. Level- 15</p> <p>[as per Regulation-7 (IV)]</p> <p>Revised Pay in Pay Matrix (either equal to or next higher to 65657 in level 15 as per Regulation-7 IV) as on 01.01.2016:-66000.</p> | | | Pay Band | 10900-34800 |
| | | | Grade Pay | 4800 |
| | | | Level | 15 |
| | | | Cell-1 | 47600 |
| | | | Cell-2 | 49000 |
| | | | Cell-8 | 58600 |
| | | | Cell-9 | 60400 |
| | | | Cell-10 | 62200 |
| | | | Cell-11 | 64100 |
| | | | Cell-12 | 66000 |
| Cell-13 | 68000 | | | |

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ILLUSTRATION-8

[See Regulation 7 (IV)]

A HPSEB Ltd Employee was appointed on 07.02.2003 in the Scale of 4300-7500 (As on 01.01.2006 in 6400-20200+G.P. 2950) (Pay re-revised)

| | | |
|---|---------------------------------------|-----------------------|
| 1 | Date of Joining | 07.02.2003 |
| 2 | Pay Band | PB-2 (6400-20200) |
| 3 | Grade Pay | 2950 |
| 4 | Pay Band after re-revision | PB-2 (6400-20200) |
| 5 | Grade Pay after re-revision | 3700 as on 01.10.2012 |
| 6 | Level corresponding to 2950 Grade Pay | Level 7 |

Method-1: Pay drawn as on 31.12.2015.

| Date | Pay in Pay band | Grade Pay | Basic Pay | Remarks |
|--|-----------------|-----------|-----------|--|
| 01.02.2007 | 9270 | 2950 | 12220 | Annual Increment |
| 01.02.2008 | 9640 | 2950 | 12590 | Annual Increment |
| 01.02.2009 | 10020 | 2950 | 12970 | Annual Increment |
| 01.02.2010 | 10410 | 2950 | 13360 | Annual Increment |
| 01.02.2011 | 10820 | 2950 | 13770 | Annual Increment |
| 01.12.2011 | 10820 | 3700 | 14520 | Annual Increment |
| 01.02.2012 | 11260 | 3700 | 14960 | Annual Increment |
| 07.02.2012 | 11710 | 4300 | 16010 | 1 st TBPS 10900-34800+4300 G.P. |
| 01.02.2013 | 12200 | 4300 | 16500 | Annual Increment |
| 01.02.2014 | 12700 | 4300 | 17000 | Annual Increment |
| 01.02.2015 | 13210 | 4300 | 17510 | Annual Increment |
| 17510*2.25=39397.50 rounded to nearest Rs.39398. | | | | |

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Method-2: Notional Pay as on 31.12.2015.

| Date | Pay in Pay Band | Grade Pay | Basic Pay | Remarks |
|--|-----------------|-----------|-----------|--|
| 01.02.2007 | 9270 | 2950 | 12220 | Annual Increment |
| 01.02.2008 | 9640 | 2950 | 12590 | Annual Increment |
| 01.02.2009 | 10020 | 2950 | 12970 | Annual Increment |
| 01.02.2010 | 10410 | 2950 | 13360 | Annual Increment |
| 01.02.2011 | 10820 | 2950 | 13770 | Annual Increment |
| 01.02.2012 | 11260 | 2950 | 14190 | Annual Increment |
| 07.02.2012 | 11670 | 4150 | 15820 | 1 st TBPS 10900-34800+4150 G.P. |
| 01.02.2013 | 12150 | 4150 | 16300 | Annual Increment |
| 01.02.2014 | 12640 | 4150 | 16790 | Annual Increment |
| 01.02.2015 | 13150 | 4150 | 17300 | Annual Increment |
| 17300*2.59=44807. | | | | |
| <p>If the HPSEBL employee chooses the multiplication factor of 2.59 as on 01.01.2016 the revised pay will be fixed at level corresponding to Rs.4150 Grade Pay in the Pay Matrix i.e. Level- 11[as per Regulation-7 (IV)]</p> <p>Revised Pay in Pay Matrix (either equal to or next higher to 44807 in level 11 as per Regulation-7 IV) as on 01.01.2016:-45300.</p> | | | Pay Band | 10300-34800 |
| | | | Grade Pay | 4150 |
| | | | Level | 11 |
| | | | Cell-1 | 41500 |
| | | | Cell-2 | 42700 |
| | | | Cell-3 | 44000 |
| | | | Cell-4 | 45300 |
| | | | Cell-5 | 46700 |

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ILLUSTRATION-9

[See Regulation 8 (iii)]

A HPSEB Ltd Employee draws basic pay of Rs. 73700 in Level 18 on 01.08.2016. His date of increment is 1st day of July every year. He got promotion on 17.08.2016 in Level 19. He opt fixation of pay in the higher level from date of promotion.

| | | | |
|--|-----------|-------|-------|
| Level in the revised pay structure: Level 18 | Grade Pay | 5800 | 6850 |
| Basic Pay in revised pay structure :-Rs.73700/- | Level | 18 | 19 |
| Granted promotion in Level 19 | Cell-1 | 59900 | 71400 |
| Pay after giving 1 increment in Level 18; Rs.75900. | Cell 2 | 61700 | 73500 |
| Pay in the upgrade of Level i.e. Level 19 on 17.08.2016 (either equal to or next higher to Rs. 75900 in Level 19): Rs. 78000. | Cell-3 | 63600 | 75700 |
| Pay from the date of promotion (i.e. 17.08.2016) till date of next increment is Rs. 78000. | Cell-4 | 65500 | 78000 |
| Next date of increment is 01.08.2017 | Cell-5 | 67500 | 80300 |
| | Cell-6 | 69500 | 82700 |
| | Cell-7 | 71600 | 85200 |
| | Cell-8 | 73700 | 87800 |
| | Cell-9 | 75900 | 90400 |
| | Cell-10 | 78200 | 93100 |

ILLUSTRATION-10

[See Regulation 8 (iv) (b)]

A HPSEB Ltd Employee draws pay of Rs. 73700 in Level 18 of 2016. Pay Revision on 01.08.2016. His date of increment is 1st day of August every year. He got promotion on 17-05-2017 in level 19 of 2016 Pay Revision. 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.

| | | | |
|--|-----------|-------|-------|
| Level in the revised pay structure: Level 18 | Grade Pay | 5800 | 6850 |
| Basic Pay in the revised pay structure :-Rs.73700 | Level | 18 | 19 |
| Granted promotion in Level 19 | Cell-1 | 59900 | 71400 |
| Pay in the upgrade of Level i.e. Level 19 on date of promotion (i.e. 17.05.2017) either equal to or next higher to Rs. 73700 in level 19): Rs 75700. | Cell-2 | 61700 | 73500 |
| | Cell-3 | 63600 | 75700 |
| Pay from date of promotion (i.e. 17.05.2017) to date of next increment i.e. Rs. 75700 | Cell-4 | 65500 | 78000 |
| | Cell-5 | 67500 | 80300 |
| Pay after giving 2 increments in Level 18 on date of increment i.e. 01.08.2017: Rs.78200 | Cell-6 | 69500 | 82700 |
| | Cell-7 | 71600 | 85200 |
| Pay in the upgrade level i.e Level 19 on 01.08.2017 : 80300 (either equal to or next higher to Rs. 78200 in Level 19): Rs.80300 | Cell-8 | 73700 | 87800 |
| | Cell-9 | 75900 | 90400 |
| Next date of increment is 01.08.2018. | Cell-10 | 78200 | 93100 |
| | Cell-11 | 80500 | 95900 |

ILLUSTRATION- 11

[See Regulation 12]

Increment in Pay Matrix.

| Increment in Pay Matrix | Pay Band 6400-20200 | | |
|--|---------------------|-------|-------|
| | Grade Pay | 2650 | 2950 |
| A HPSEBL employee drawing Basic Pay of Rs 28700 in level 6 will move vertically down the same level in the cells and on grant of increment, his basic pay will be 29600 in Level 6 | Level | 6 | 7 |
| | Cell-4 | 27900 | 31100 |
| | Cell-5 | 28700 | 32000 |
| | Cell-6 | 29600 | 33000 |
| | Cell-7 | 30500 | 34000 |

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FORM OF OPTION
(See Regulation 6)

(1) I, _____ designation _____ ,
hereby opt for pay fixation by factor of _____ in the revised
pay structure with effect from _____ under Himachal Pradesh State
Electricity Board Limited (Revised Pay) Regulations, 2022.

Signature _____
Name _____
Designation _____
Employee ID _____
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 of Himachal Pradesh State Electricity Board Limited (Revised
Pay) Regulations, 2022, as detected subsequently any excess payment(s) made to me
shall be refunded by me to the HPSEBL either in lump sum or by adjustment against
future payments due to me.

Date: -

Place:-

Signature _____
Name _____
Designation _____
Employee ID _____
Office in which Employed _____