

ਅਤਿ ਜਰੂਰੀ
ਈ.ਮੇਲ

ਪੰਜਾਬ ਸਰਕਾਰ
ਵਿੱਤ ਵਿਭਾਗ
(ਵਿੱਤ ਪ੍ਰਸ਼ੋਨਲ-1 ਸ਼ਾਖਾ)

ਮਿਤੀ, ਚੰਡੀਗੜ੍ਹ: 13.03.2026

ਸੇਵਾ ਵਿਖੇ,

ਸਮੂਹ ਵਿਭਾਗਾਂ ਦੇ ਪ੍ਰਬੰਧਕੀ ਸਕੱਤਰ,
ਪੰਜਾਬ ਸਰਕਾਰ।

ਵਿਸ਼ਾ:- ਪੰਜਾਬ ਸਰਕਾਰ ਦੇ ਸਮੂਹ ਅਧਿਕਾਰੀਆਂ/ਕਰਮਚਾਰੀਆਂ ਲਈ 6ਵੇਂ ਪੰਜਾਬ ਤਨਖਾਹ ਕਮਿਸ਼ਨ ਅਧੀਨ ਜਾਰੀ ਕੀਤੀਆਂ ਹਦਾਇਤਾਂ ਦੀ ਪਾਲਣਾ ਕਰਨ ਸਬੰਧੀ।

ਪੰਜਾਬ ਸਰਕਾਰ ਦੇ ਸਮੂਹ ਵਿਭਾਗਾਂ ਦੇ ਪ੍ਰਬੰਧਕੀ ਸਕੱਤਰ ਕ੍ਰਿਪਾ ਕਰਕੇ ਵਿਸ਼ੇ ਅੰਕਿਤ ਮਾਮਲੇ ਵੱਲ ਧਿਆਨ ਦੇਣ ਦੀ ਕ੍ਰਿਪਾਲਤਾ ਕਰਨ।

2. ਪੰਜਾਬ ਸਰਕਾਰ, ਵਿੱਤ ਵਿਭਾਗ ਵੱਲੋਂ 6ਵਾਂ ਪੰਜਾਬ ਤਨਖਾਹ ਕਮਿਸ਼ਨ ਲਾਗੂ ਕਰਨ ਸਬੰਧੀ ਗਜ਼ਟ ਨੋਟੀਫਿਕੇਸ਼ਨ ਮਿਤੀ 05.07.2021 ਰਾਹੀਂ Punjab Civil Services (Revised Pay) Rules, 2021 ਜਾਰੀ ਕੀਤੇ ਗਏ ਸਨ। ਇਸ ਉਪਰੰਤ ਨੋਟੀਫਿਕੇਸ਼ਨ ਮਿਤੀ 20.09.2021 ਰਾਹੀਂ Punjab Civil Services (Revised Pay) First Amendment Rules, 2021 ਜਾਰੀ ਕੀਤੇ ਗਏ। 6ਵਾਂ ਪੰਜਾਬ ਤਨਖਾਹ ਕਮਿਸ਼ਨ ਦੀਆਂ ਸਿਫਾਰਸ਼ਾਂ ਲਾਗੂ ਕਰਨ ਉਪਰੰਤ ਰਾਜ ਸਰਕਾਰ ਦੇ ਕਰਮਚਾਰੀਆਂ ਦੀ ਤਨਖਾਹ ਰਿਵੀਜ਼ਨ ਸਬੰਧੀ ਸਰਕਾਰ ਵੱਲੋਂ ਸਮੇਂ-ਸਮੇਂ ਤੇ ਲਏ ਫੈਸਲਿਆਂ ਨੂੰ ਲਾਗੂ ਕਰਨ ਹਿੱਤ ਵਿੱਤ ਵਿਭਾਗ ਵੱਲੋਂ ਹੇਠ ਦਰਸਾਈਆਂ ਹਦਾਇਤਾਂ/ਸਪੱਸ਼ਟੀਕਰਨ/ਸਲਾਹਾਂ ਜਾਰੀ ਕੀਤੀਆਂ ਗਈਆਂ:-

ਲੜੀ ਨੰ.	ਪੱਤਰ ਨੰ.	ਮਿਤੀ	ਵਿਸ਼ਾ
1.	09/01/2021-5ਐਫ.ਪੀ.1/1360-65	26.10.2021	Clarification regarding grant of arrear of the revised pay as per 6 th Punjab Pay Commission.
2.	09/02/2021-5FP1/1451	03.11.2021	Clarification regarding 15% enhancement to the employees recruited between 1.1.2016 to 16.07.2020.
3.	09/01/2021-5FP1/1527	13.12.2021	Clarification regarding pay during probation period to the direct recruited employees (recruited up to 16.07.2020).
4.	09/02/2021-5FP1/45-50	06.01.2022	ਮਿਤੀ 01.01.2016 ਤੋਂ ਮਿਤੀ 20.09.2021 ਤੱਕ ਪ੍ਰਮੋਟ ਹੋਏ ਅਧਿਕਾਰੀਆਂ/ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਪ੍ਰਮੋਸ਼ਨ ਤੇ 15% ਦਾ ਵਾਧਾ ਦੇਣ ਸਬੰਧੀ।
5.	FD-FP-	27.01.2022	ਸਰਕਾਰ ਦੀਆਂ ਹਦਾਇਤਾਂ ਮਿਤੀ 03-11-

ਮੁਨੀਸ਼ ਮਲਿਕ

	10MISC/10/2022-5FP1/I/311287/2022		2021 ਅਤੇ 06.01.2022 ਅਨੁਸਾਰ iHRMS Portal ਤੇ ਤਨਖਾਹ ਫਿਕਸ ਕਰਨ ਸਬੰਧੀ ਸਪਸ਼ਟੀਕਰਨ।
6.	FD-FP-10SPAC/1/2022-3FP1/I/339924/2022	01.04.2022	Clarification regarding revision of pay of Government employees under Punjab Civil Services (Revised Pay), Rules, 2021.
7.	09/02/2021-5FP1/100	24.11.2025	Punjab Civil Services (Revised Pay) Second Amendment Rules, 2025.
8.	FD-FP-10ACP(DACP)/5/2021-5FP1/I/291065/2021	15.12.2021	ਅਧਿਕਾਰੀਆਂ/ਕਰਮਚਾਰੀਆਂ ਦੀ ਤਨਖਾਹ ਰਿਵਾਇਤ ਕਰਨ ਸਮੇਂ ਏ.ਸੀ.ਪੀ./ਡੀ.ਏ.ਸੀ.ਪੀ. ਸਕੀਮ ਦਾ ਲਾਭ ਦੇਣ ਸਬੰਧੀ ਸਪਸ਼ਟੀਕਰਨ।
9.	FD-FP-10ACP(DACP)/5/2021-5FP1/I/326442/2022	04.03.2022	Clarification regarding revision of pay of Government employees under Punjab Civil Services (Revised Pay) Rules, 2021.
10.	03/01/2021-1FP1/12	18.02.2025	Regarding arrears of revised pay/pension/family pension, leave encashment from 01.01.2016 to 30.06.2021 to the State Government Employees/Pensioners/Family Pensioners as per 6 th Punjab Pay Commission.

3. ਸਮੂਹ ਪ੍ਰਬੰਧਕੀ ਵਿਭਾਗਾਂ ਨੂੰ ਹਦਾਇਤ ਕੀਤੀ ਜਾਂਦੀ ਹੈ ਕਿ ਉੱਕਤ ਹਦਾਇਤਾਂ ਦੀ ਇੰਨ ਬਿੰਨ ਪਾਲਣਾ ਕਰਨੀ ਯਕੀਨੀ ਬਣਾਈ ਜਾਵੇ।

ਮਨੀਸ਼ ਜੋਸ਼ੀ
ਸੁਪਰਡੈਂਟ

No.09/01/2021-5FP1/1360-65
GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

Dated, Chandigarh: 26-10-2021

To

- i) All Special Chief Secretaries, Additional Chief Secretaries, Financial Commissioners, Principal Secretaries and Administrative Secretaries to Government of Punjab.
- ii) All Head of Departments of the State;
- iii) All Commissioners of Divisions;
- iv) The Registrar, Punjab and Haryana High Court, Chandigarh;
- v) All Deputy Commissioners and District & Sessions Judges and;
- vi) Secretary, Punjab Vidhan Sabha

Subject: - Clarification regarding grant of arrear of the revised pay as per 6th Punjab Pay Commission.

R/ Sir/madam,

ਵਿਸ਼ਾ ਅੰਕਿਤ ਮਾਮਲੇ ਸਬੰਧੀ ਮੈਨੂੰ ਇਹ ਲਿਖਣ ਅਤੇ ਸਪਸ਼ਟ ਕਰਨ ਦੀ ਹਦਾਇਤ ਹੋਈ ਹੈ ਕਿ ਵਿੱਤ ਵਿਭਾਗ ਵੱਲੋਂ ਜਾਰੀ ਨੋਟੀਫਿਕੇਸ਼ਨ ਨੰ: 09/01/2021-5FP1/671 ਮਿਤੀ 05.07.2021 ਵਿੱਚ ਹੇਠ ਅਨੁਸਾਰ ਉਪਬੰਧ ਕੀਤਾ ਗਿਆ ਹੈ:-

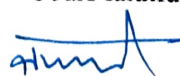
Arrear of revised pay:- *Notwithstanding anything contained in these rules, the arrears with effect from the 1st day of January, 2016 to 30th day of June, 2021 shall be paid in such manner and at such time as may be approved by the Government.*

ਇਸ ਉਪਰੰਤ ਵਿੱਤ ਵਿਭਾਗ ਵੱਲੋਂ ਜਾਰੀ ਨੋਟੀਫਿਕੇਸ਼ਨ ਨੰ: 09/01/2021-5FP1/1228 ਮਿਤੀ 20.09.2021 (15% minimum assured increase ਦੇ ਪੱਤਰ) ਵਿੱਚ ਹੇਠ ਅਨੁਸਾਰ ਉਪਬੰਧ ਵੀ ਹੈ:-

Provided further that no arrear shall be given from 01.01.2016 to 30.06.2021 for such enhancement.

2. ਵਿੱਤ ਵਿਭਾਗ ਵੱਲੋਂ ਜਾਰੀ ਉਕਤ ਦੋਨੋਂ ਨੋਟੀਫਿਕੇਸ਼ਨਾਂ ਵਿੱਚ ਰਿਵਾਇਜ਼ਡ ਪੇਅ ਦੇ ਏਰੀਅਰ ਸਬੰਧੀ ਕੀਤੇ ਉਪਬੰਧਾਂ ਸਬੰਧੀ ਸਪਸ਼ਟ ਕੀਤਾ ਜਾਂਦਾ ਹੈ ਕਿ ਜਿਹੜੇ ਕਰਮਚਾਰੀ ਵਿੱਤ ਵਿਭਾਗ ਵੱਲੋਂ ਜਾਰੀ ਨੋਟੀਫਿਕੇਸ਼ਨ ਨੰ: 09/01/2021-5FP1/1228 ਮਿਤੀ 20.09.2021 ਵਿੱਚ ਕਵਰ ਹੁੰਦੇ ਹਨ, ਉਹਨਾਂ ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਵੀ ਰਿਵਾਇਜ਼ਡ ਪੇਅ ਦਾ ਏਰੀਅਰ ਦਿੱਤਾ ਜਾਵੇਗਾ ਜੇ ਕਿ 2.25/2.59 ਦੇ ਗੁਣਾਕ ਨਾਲ ਫਿਕਸ ਹੋਈ ਤਨਖਾਹ ਲਈ ਮਿਲੇਗਾ ਭਾਵ ਕਰਮਚਾਰੀ ਨੂੰ ਰਿਵਾਇਜ਼ਡ ਤਨਖਾਹ ਦੇ ਅੰਤਰ (15% ਨਾਲ ਹੋਇਆ ਵਾਧਾ Minus (-) 2.25/2.59 ਨਾਲ ਹੋਇਆ ਵਾਧਾ) ਦਾ ਏਰੀਅਰ ਮਿਲਣਯੋਗ ਨਹੀਂ ਹੋਵੇਗਾ। (Illustration enclosed)

Yours faithfully



(Jaswinder Singh)

Under Secretary Finance



Endst. No. 09/01/2021-5FP1/1366-67

Dated, Chandigarh, 26-10-2021

A copy of the above is forwarded to the following for information and necessary action:-

1. Accountant General (Audit), Punjab.
2. Accountant General (A& E), Punjab, Chandigarh

Smile Tikhra
Superintendent

Endst. No. 09/01/2021-5FP1/1368-73

Dated, Chandigarh, 26-10-2021

A copy of the above is forwarded to the following for information and necessary action:-

- 1) The Secretary to the Govt of Himachal Pradesh, Finance Department, Shimla.
- 2) All the Distt Treasury Officer / Treasury Officers in the State for information and necessary action;
- 3) The Pay and Accounts Officer, Punjab Bhawan, Copernicus Marg, New Delhi; and
- 4) The Director (E.G.), Ministry of Finance, Department of Expenditure, Pay Research Unit, New Delhi.
- 5) The Finance Secretary, Chandigarh Administration, Chandigarh; and
- 6) The Resident Commissioner, Punjab Bhawan, Copernicus Marg, New Delhi.

Smile Tikhra
Superintendent

Endst. No. 09/01/2021-5FP1/1374-75

Dated, Chandigarh, 26-10-2021

A copy of the above is forwarded to the following for information and necessary action:-

- 1) The Chief Secretary to Govt. of Punjab, Chandigarh.
- 2) The Resident Commissioner, Punjab Bhawan, New Delhi.

Smile Tikhra
Superintendent

Endst. No. 09/01/2021-5FP1/1376-81

Dated, Chandigarh, 26-10-2021

A copy of the above is forwarded to the following for information and necessary action:-

- (i) The Registrar, Agricultural University, Ludhiana.
- (ii) The Registrar, Punjab University, Patiala.
- (iii) The Registrar, Guru Nanak Dev University, Amritsar.
- (iv) The Registrar, Punjab University, Chandigarh;
- (v) The Registrar, Guru Angad Dev Veterinary And Animal Sciences University, Ludhiana; and
- (vi) The Secretary to the Sixth Punjab Pay Commission, Chandigarh.

Smile Tikhra
Superintendent

INTERNAL DISTRIBUTION

- (i) Directorate of Financial Resources and Economic Intelligence;
- (ii) Directorate of Public Enterprises and Disinvestment with a request to endorse this copy to all the PSUs/ Boards/ Corporations etc. of Government of Punjab;

All branches of Department of Finance.

Illustration		
A Government employee was appointed on 01.09.2013 in the scale of 10300-34800+3200 Grade Pay (pay re-revised in 2011):		
1	Date of Joining	01.09.2013
2	Pay Band as per 5 th PPC	PB-2 (5910-20200)
3	Grade Pay as per 5 th PPC	1900
4	Pay Band after re-revision in the year 2011	PB-2 (5910-20200) PB-3(10300-34800)
5	Grade Pay after re-revision in the year 2011	2400 on 01.10.2011 3200 on 01.12.2011
6	Level corresponding to 1900 Grade Pay as per 6 th PPC	Level -3

STEP- 1 As per Punjab Civil Service (Revised Pay) Rules, 2021

Method -1: Pay drawn as on 31.12.2015				
Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
01.09.2013	10300	3200	13500	Initial Pay
01.09.2014	10710	3200	13910	Annual Increment
01.09.2015	11130	3200	14330	Annual Increment
14330*2.25= 32242.5 rounded off to nearest Rupee i.e. Rs. 32243				
Method -2: Notional Pay as on 31.12.2015				
Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
01.09.2013	5910	1900	7810	Initial Pay
01.09.2014	6150	1900	8050	Annual Increment
01.09.2015	6400	1900	8300	Annual Increment
8300*2.59= 21497 rounded off to nearest Rupee i.e. Rs. 21497				

If the Government employee chooses Multiplier factor of 2.25, the revised pay will be fixed in Level corresponding to 1900 Grade Pay in the Pay Matrix i.e. Level 3 (as per Rule 7-V) Revised Pay in Pay Matrix (either equal to or next higher to 32243 in Level 3) as on 01.01.2016: Rs. 32300	Pay Band (5th PPC)	5910-20200
	Grade Pay	1900
	Level (6th PPC)	3
	Cell 1	20200
	Cell 2	20800
	Cell 16	31400
	Cell 17	32300
	Cell 18	33300

STEP- 2 Raising of Basic Pay by minimum of 15%

1. Pay in the Pay Band as on 31.12.2015	11130
2. Grade Pay as on 31.12.2015	3200
3. Basic Pay as on 31.12.2015 (1+2)	14330
4. DA @ 113% (14330 * 113%)	16193
5. Basic Pay + DA (3+4)	30523
6. 15% Increase on Basic Pay + DA(30523*15%)	4578
7. Minimum Assured Basic Pay in Revised Scales (5+6)	35101

STEP- 3 Comparison of Minimum Assured Basic Pay (Step 2) v/s Revised Pay as per Punjab Civil Service (Revised Pay) Rules, 2021(Step 1)

Minimum Assured Basic Pay (Step 2)	Revised Basic Pay (Step 1)
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2

35101	32300		
As per Step 3, Since the Minimum Assured Basic Pay as per step 2 is higher than theearlier Revised Basic Pay as per Step 1,the Revised Basic Pay for such government employee will now be either equal to or next higher toRs. 35101			
The revised pay will be fixed in Level corresponding to 1900 Grade Pay in the Pay Matrix i.e. Level 3 (as per Rule 7-V)	Pay Band (5 th PPC)	5910-20200	
	Grade Pay	1900	
	Level (6 th PPC)	3	
	Cell 1	20200	
	Cell 2	20800	
	Cell 19	34300	
Revised Pay in Pay Matrix (either equal to or next higher to35101 in Level 3)as on 01.01.2016:Rs. 35300	Cell 20	35300	
	Cell 21	36400	

ਨੋਟ:- ਇਸ ਕਰਮਚਾਰੀ ਨੂੰ Step 1 ਭਾਵ 2.25 ਨਾਲ ਹੋਏ ਵਾਧੇ ਦਾ 01.01.2016 ਤੋਂ 30.06.2021 ਤੱਕ ਏਰੀਅਰ ਮਿਲਣਯੋਗ ਹੈ ਇਸ ਤੋਂ ਬਾਅਦ ਇਸ ਕਰਮਚਾਰੀ ਨੂੰ 15% ਨਾਲ ਹੋਏ ਵਾਧੇ ਭਾਵ Step2- Step1 (15% ਨਾਲ ਹੋਇਆ ਵਾਧਾ Minus (-) 2.25/2.59 ਨਾਲ ਹੋਇਆ ਵਾਧਾ) ਦਾ ਏਰੀਅਰ 01.01.2016 ਤੋਂ 30.06.2021 ਤੱਕ ਮਿਲਣਯੋਗ ਨਹੀਂ ਹੈ।

Sunil Tikhay

No.09/02/2021-5FP1/1451
GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

Dated, Chandigarh: 03.11.2021,

To

- i) All Special Chief Secretaries, Additional Chief Secretaries, Financial Commissioners, Principal Secretaries and Administrative Secretaries to Government of Punjab.
- ii) All Head of Departments of the State;
- iii) All Commissioners of Divisions;
- iv) The Registrar, Punjab and Haryana High Court, Chandigarh;
- v) All Deputy Commissioners and District & Sessions Judges and;
- vi) Secretary, Punjab Vidhan Sabha

Subject: - Implementation of Sixth Punjab Pay Commission -Clarification regarding 15% enhancement to the employees recruited between 1.1.2016 to 16.07.2020.

R/ Sir/madam,

On the subject cited above and in continuation to the Punjab Civil Services (Revised Pay) First Amendment Rules 2021, I am directed to clarify that Punjab Civil Services (Revised Pay) First Amendment Rules 2021 issued by the Finance Department vide no. 09/01/2021-5FP1/1228 dated 20.09.2021 will also be applicable to the Government employees recruited between 1.1.2016 to 16.07.2020 with the following conditions:-

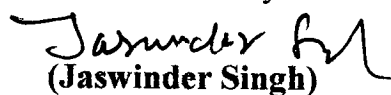
- (i) Pay of the Government employee recruited on or after 01.01.2016 and upto 16.07.2020 shall not be in any case be more than his/her immediate senior Government employee/employees in the cadre. If this condition arises, then the pay of the junior employee will be fixed at the same level as the senior. In case of any wrong fixation of pay under the cover of extending minimum 15% raise shall entail recovery from the salary of the concerned Government employee on its detection at any stage.
- (ii) The pay of a Government employee fixed in accordance with these instructions shall not entitle the senior to get the benefit of his pay to be refixed under senior-junior pay fixation instructions issued from time to time. The instructions on the issue earlier issued by Finance Department from time to time shall stand amended to this effect.
- (iii) During probation period, the employee will not get any arrears. After successful clearance of the probation and extensions thereof, if any, arrear of the factor 2.25 / 2.59 will be granted and the arrear of increase in pay with minimum 15% enhancement minus (-) increase in salary with factor 2.25/2.59 shall not be admissible.



2. It is also clarified that in cases where a Government employee has already been placed in higher pay scale between 1.1.2016 and the date of notification of Rules issued by the Department of Finance vide No. 09/01/2021-5FP1/1228 dated 20.09.2021 on account of promotion, the Government employee shall have the option switch over to the revised pay structure from the date of such promotion, provided he/she will have to forego the claims of arrears during the period of 01.01.2016 to the date of promotion.

3. Notification regarding amendment in Punjab Civil Services (Revised Pay) Rules 2021 will be issued in due course.

Yours faithfully


(Jaswinder Singh)

Under Secretary Finance

Dated, Chandigarh, 03.11.2021

Endst. No. 09/02/2021-5FP1/1452-53

A copy of the above is forwarded to the following for information and necessary action:-

1. Accountant General (Audit), Punjab.
2. Accountant General (A& E), Punjab, Chandigarh


Under Secretary Finance

Dated, Chandigarh, 03.11.2021.

Endst. No. 09/02/2021-5FP1/1454-59

A copy of the above is forwarded to the following for information and necessary action:-

- 1) The Secretary to the Govt of Himachal Pradesh, Finance Department, Shimla.
- 2) All the Distt Treasury Officer / Treasury Officers in the State for information and necessary action;
- 3) The Pay and Accounts Officer, Punjab Bhawan, Copernicus Marg, New Delhi; and
- 4) The Director (E.G.), Ministry of Finance, Department of Expenditure, Pay Research Unit, New Delhi.
- 5) The Finance Secretary, Chandigarh Administration, Chandigarh; and
- 6) The Resident Commissioner, Punjab Bhawan, Copernicus Marg, New Delhi.

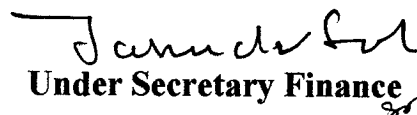

Under Secretary Finance

Dated, Chandigarh, 03.11.2021.

Endst. No. 09/02/2021-5FP1/1460-61

A copy of the above is forwarded to the following for information and necessary action:-

- 1) The OSD/ Chief Secretary to Govt. of Punjab, Chandigarh.
- 2) The Resident Commissioner, Punjab Bhawan, New Delhi.

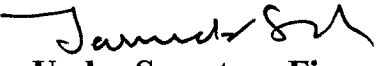

Under Secretary Finance

Endst. No. 09/02/2021-5FP1/1462-67

Dated, Chandigarh, 03.11.2021.

A copy of the above is forwarded to the following for information and necessary action:-

- (i) The Registrar, Agricultural University, Ludhiana.
- (ii) The Registrar, Punjabi University, Patiala.
- (iii) The Registrar, Guru Nanak Dev University, Amritsar.
- (iv) The Registrar, Punjab University, Chandigarh;
- (v) The Registrar, Guru Angad Dev Veterinary And Animal Sciences University, Ludhiana; and
- (vi) The Secretary to the Sixth Punjab Pay Commission, Chandigarh.


Under Secretary Finance

INTERNAL DISTRIBUTION

- (i) Directorate of Financial Resources and Economic Intelligence;
- (ii) Directorate of Public Enterprises and Disinvestment with a request to endorse this copy to all the PSUs/ Boards/ Corporations etc. of Government of Punjab;

All branches of Department of Finance.

No.09/01/2021-5FP1/ 1527
GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

Dated, Chandigarh: 13.12.2021.

To

- i) All Special Chief Secretaries, Additional Chief Secretaries, Financial Commissioners, Principal Secretaries and Administrative Secretaries to Government of Punjab.
- ii) All Head of Departments of the State;
- iii) All Commissioners of Divisions;
- iv) The Registrar, Punjab and Haryana High Court, Chandigarh;
- v) All Deputy Commissioners and District & Sessions Judges and;
- vi) Secretary, Punjab Vidhan Sabha

Subject: - Implementation of Sixth Punjab Pay Commission - Clarification regarding pay during probation period to the direct recruited employees (recruited up to 16.07.2020).

R/ Sir/madam,

On the subject cited above and in continuation to the Punjab Civil Services (Revised Pay) Rules 2021, Notifications dated 05.07.2021 and Punjab Civil Services (Revised Pay) First Amendment Rules 2021, Notification dated 20.09.2021 and instructions dated 03.11.2021 issued by the Department of Finance, I am directed to say that the pay during probation period to the direct recruited employees (recruited up to 16.07.2020) shall remain the same as he/she is/was getting fixed emoluments in the unrevised pay scales /DC Rates as per the instructions no.7/204/2012-4FP1/1049, dated 21.12.2015 issued by the Finance department. His /her revised pay as per 6th PPC shall be fixed only after successful clearance of the probation period and the employee will not get any arrears of the probation period.

Yours faithfully



(Jaswinder Singh)

Under Secretary Finance

Endst. No. 09/01/2021-5FP1/ 1529-29

Dated, Chandigarh, 13.12.2021

A copy of the above is forwarded to the following for information and necessary action:-

1. Accountant General (Audit), Punjab.
2. Accountant General (A& E), Punjab, Chandigarh


Under Secretary Finance

Endst. No. 09/01/2021-5FP1/ 1530-35

Dated, Chandigarh, 13.12.2021.

A copy of the above is forwarded to the following for information and necessary action:-

- 1) The Secretary to the Govt of Himachal Pradesh, Finance Department, Shimla.

- 2) All the Distt Treasury Officer / Treasury Officers in the State for information and necessary action;
- 3) The Pay and Accounts Officer, Punjab Bhawan, Copernicus Marg, New Delhi; and
- 4) The Director (E.G.), Ministry of Finance, Department of Expenditure, Pay Research Unit, New Delhi.
- 5) The Finance Secretary, Chandigarh Administration, Chandigarh; and
- 6) The Resident Commissioner, Punjab Bhawan, Copernicus Marg, New Delhi.

Jaminder L

Under Secretary Finance

Dated, Chandigarh, 13.12.2021.

Endst. No. 09/01/2021-5FP1/1536

A copy of the above is forwarded to the following for information and necessary action:-

- 1) OSD/Chief Secretary to Govt. of Punjab, Chandigarh.

Jaminder L

Under Secretary Finance

Dated, Chandigarh, 13.12.2021.

Endst. No. 09/01/2021-5FP1/1537-42

A copy of the above is forwarded to the following for information and necessary action:-

- (i) The Registrar, Agricultural University, Ludhiana
- (ii) The Registrar, Punjabi University, Patiala
- (iii) The Registrar, Guru Nanak Dev University, Amritsar
- (iv) The Registrar, Punjab University, Chandigarh;
- (v) The Registrar, Guru Angad Dev Veterinary And Animal Sciences University, Ludhiana; and
- (vi) The Secretary to the Sixth Punjab Pay Commission, Chandigarh.

Jaminder L

Under Secretary Finance

INTERNAL DISTRIBUTION

- (i) Directorate of Financial Resources and Economic Intelligence;
- (ii) Directorate of Public Enterprises and Disinvestment with a request to endorse this copy to all the PSUs/ Boards/ Corporations etc. of Government of Punjab;

All branches of Department of Finance.

No. 09/02/2021-5FP1/ 45-50
GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

Dated, Chandigarh: 06/01/2022

To

- i) All Special Chief Secretaries, Additional Chief Secretaries, Financial Commissioners, Principal Secretaries and Administrative Secretaries to Government of Punjab.
- ii) All Head of Departments of the State;
- iii) All Commissioners of Divisions;
- iv) The Registrar, Punjab and Haryana High Court, Chandigarh;
- v) All Deputy Commissioners and District & Sessions Judges and;
- vi) Secretary, Punjab Vidhan Sabha

ਵਿਸ਼ਾ:- 6ਵਾਂ ਪੰਜਾਬ ਤਨਖਾਹ ਕਮਿਸ਼ਨ ਲਾਗੂ ਕਰਨ ਸਬੰਧੀ- ਮਿਤੀ 01.01.2016 ਤੋਂ ਮਿਤੀ 20.09.2021 ਤੱਕ ਪ੍ਰਮੋਟ ਹੋਏ ਅਧਿਕਾਰੀਆਂ/ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਪ੍ਰਮੋਸ਼ਨ ਤੇ 15% ਦਾ ਵਾਧਾ ਦੇਣ ਸਬੰਧੀ।

ਸ਼੍ਰੀਮਾਨ/ਸ਼੍ਰੀਮਤੀ ਜੀ,

ਵਿਸ਼ਾ ਅੰਕਿਤ ਮਾਮਲੇ ਸਬੰਧੀ ਵਿੱਤ ਵਿਭਾਗ ਵੱਲੋਂ ਜਾਰੀ ਪੱਤਰ ਨੰ: 09/02/2021-5FP1/1452-1461 ਮਿਤੀ 03.11.2021 ਦੇ ਪੈਰਾ -2 ਵਿੱਚ ਉਪਬੰਧ ਕੀਤਾ ਗਿਆ ਸੀ ਕਿ ਜਿਹੜੇ ਅਧਿਕਾਰੀ/ਕਰਮਚਾਰੀ ਮਿਤੀ 01.01.2016 ਤੋਂ ਮਿਤੀ 20.09.2021 ਤੱਕ ਪ੍ਰਮੋਟ ਹੋਏ ਹਨ, ਉਹ ਰਿਵਾਇਜ਼ਡ ਤਨਖਾਹ ਦਾ ਲਾਭ ਉਹਨਾਂ ਦੀ ਪ੍ਰਮੋਸ਼ਨ ਦੀ ਮਿਤੀ ਤੋਂ ਲੈਣ ਸਬੰਧੀ ਆਪਣੀ ਆਪਸ਼ਨ ਦੇ ਸਕਦੇ ਹਨ।

2. ਇਸ ਸਬੰਧੀ ਸਰਕਾਰ ਵੱਲੋਂ ਵਿਚਾਰ ਕਰਨ ਉਪਰੰਤ ਇਹ ਫੈਸਲਾ ਕੀਤਾ ਗਿਆ ਹੈ ਕਿ ਉਪਰੋਕਤ ਪੈਰਾ-1 ਅਨੁਸਾਰ ਰਿਵਾਇਜ਼ਡ ਤਨਖਾਹ ਦਾ ਲਾਭ ਪ੍ਰਮੋਸ਼ਨ ਦੀ ਮਿਤੀ ਤੋਂ ਲੈਣ (ਆਪਟ ਕਰਨ ਤੇ) ਵਾਲੇ ਅਧਿਕਾਰੀ/ਕਰਮਚਾਰੀ ਨੂੰ ਪ੍ਰਮੋਸ਼ਨਲ ਪੋਸਟ ਤੇ ਫਿਕਸ ਕੀਤੀ ਗਈ ਤਨਖਾਹ (Pay in Pay Band+ Grade Pay = Basic Pay) ਉਪਰ ਘੱਟੋ ਘੱਟ 15% ਦੇ ਵਾਧੇ ਦਾ ਲਾਭ (ਬੇਸਿਕ ਪੇਅ +113% (ਡੀ.ਏ.)+ਘੱਟੋ ਘੱਟ 15% ਦਾ ਵਾਧਾ) ਮਿਲਣਯੋਗ ਹੋਵੇਗਾ।

3. ਇਥੇ ਇਹ ਵੀ ਸਪਸ਼ਟ ਕੀਤਾ ਜਾਂਦਾ ਹੈ ਕਿ ਰਿਵਾਇਜ਼ਡ ਤਨਖਾਹ ਦਾ ਲਾਭ ਪ੍ਰਮੋਸ਼ਨ ਤੋਂ ਲੈਣ ਵਾਲੇ ਅਧਿਕਾਰੀ/ਕਰਮਚਾਰੀ ਨੂੰ ਮਿਤੀ 01.01.2016 ਤੋਂ ਪ੍ਰਮੋਸ਼ਨ ਦੀ ਮਿਤੀ ਤੱਕ ਦਾ ਅਤੇ ਪ੍ਰਮੋਸ਼ਨ ਤੇ ਪ੍ਰਾਪਤ ਕੀਤੇ ਜਾਣ ਵਾਲੇ ਉਕਤ 15% ਦੇ ਵਾਧੇ ਦਾ ਮਿਤੀ 20.09.2021 ਤੱਕ ਕੋਈ ਏਰੀਅਰ ਮਿਲਣਯੋਗ ਨਹੀਂ ਹੋਵੇਗਾ।

4. ਪ੍ਰਮੋਸ਼ਨਲ ਪੋਸਟ ਤੇ 15% ਦੇ ਵਾਧੇ ਨਾਲ ਫਿਕਸ ਹੋਣ ਵਾਲੀ ਰਿਵਾਇਜ਼ਡ ਤਨਖਾਹ ਪ੍ਰਾਪਤ ਕਰਨ ਵਾਲੇ ਅਧਿਕਾਰੀ/ਕਰਮਚਾਰੀ ਦੀ ਅਗਲੀ ਸਲਾਨਾ ਤਰੱਕੀ ਉਸ ਦੀ ਪ੍ਰਮੋਸ਼ਨ ਦੀ ਮਿਤੀ ਤੋਂ 12 ਮਹੀਨੇ ਦੀ Qualifying Service ਮੁਕੰਮਲ ਹੋਣ ਉਪਰੰਤ ਦਿੱਤੀ ਜਾਵੇਗੀ।

Yours faithfully



(Jaswinder Singh)

Under Secretary Finance

Endst. No. 09/02/2021-5FP1/ 51-52

Dated, Chandigarh, 06/01/2022

A copy of the above is forwarded to the following for information and necessary action:-

1. Accountant General (Audit), Punjab.
2. Accountant General (A& E), Punjab, Chandigarh

Sanjay Tuli
Superintendent

Endst. No. 09/02/2021-5FP1/ 53-58

Dated, Chandigarh, 06/01/2022

A copy of the above is forwarded to the following for information and necessary action:-

- 1) The Secretary to the Govt of Himachal Pradesh, Finance Department, Shimla.
- 2) All the Distt Treasury Officer / Treasury Officers in the State for information and necessary action;
- 3) The Pay and Accounts Officer, Punjab Bhawan, Copernicus Marg, New Delhi; and
- 4) The Director (E.G.), Ministry of Finance, Department of Expenditure, Pay Research Unit, New Delhi.
- 5) The Finance Secretary, Chandigarh Administration, Chandigarh; and
- 6) The Resident Commissioner, Punjab Bhawan, Copernicus Marg, New Delhi.

Sanjay Tuli
Superintendent

Endst. No. 09/02/2021-5FP1/ 59-60

Dated, Chandigarh, 06/01/2022

A copy of the above is forwarded to the following for information and necessary action:-

- 1) The Chief Secretary to Govt. of Punjab, Chandigarh.
- 2) The Resident Commissioner, Punjab Bhawan, New Delhi.

Sanjay Tuli
Superintendent

Endst. No. 09/02/2021-5FP1/ 61-66

Dated, Chandigarh, 06/01/2022

A copy of the above is forwarded to the following for information and necessary action:-

- (i) The Registrar, Agricultural University, Ludhiana.
- (ii) The Registrar, Punjab University, Patiala.
- (iii) The Registrar, Guru Nanak Dev University, Amritsar.
- (iv) The Registrar, Punjab University, Chandigarh;
- (v) The Registrar, Guru Angad Dev Veterinary And Animal Sciences University, Ludhiana; and
- (vi) The Secretary to the Sixth Punjab Pay Commission, Chandigarh.

Sanjay Tuli
Superintendent

INTERNAL DISTRIBUTION

- (i) Directorate of Financial Resources and Economic Intelligence;
- (ii) Directorate of Public Enterprises and Disinvestment;

All branches of Department of Finance.



Punjab Government Gazette

EXTRAORDINARY

Published by Authority

CHANDIGARH, TUESDAY, NOVEMBER 25, 2025 (AGRAHAYANA 4, 1947 SAKA)

GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

NOTIFICATION

The 24th November, 2025

No. 09/02/2021-5FP1/100.- In exercise of the powers conferred by the proviso to Article 309 read with clause (3) of Article 187 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab, is pleased to make the following rules further to amend the Punjab Civil Services (Revised Pay) Rules, 2021, namely:-

RULES

- (1) These rules may be called Punjab Civil Services (Revised Pay) Second Amendment, Rules, 2025.
- (2) They shall be deemed to have come into force on and with effect from the first day of January, 2016.
2. In the Punjab Civil Services (Revised Pay) Rules, 2021 (hereinafter referred to as the said rules), in rule 7(I), at the end, the following provisos shall be added, namely:-

"Provided that in case where a Government employee has been placed in higher pay scale between 01.01.2016 to 20.09.2021 on account of promotion, such Government employee shall have the option to switch over to the revised pay structure from the date of his/her promotion:

Provided further that the Government employee who opts to switch over to the revised pay structure from the date of promotion, such Government employee shall be entitled to get the benefit of minimum increase of 15% (Basic pay + 113% DA + minimum 15% increase) on the pay fixed on the promotional post. In these cases, he/ she shall have to forgo the claims of arrears during the period from 01.01.2016 till the date of promotion and arrear of minimum increase of 15% shall also not admissible up to 20.09.2021:

Provided further that the Government employee who got more than one promotion during the period 01.01.2016 to 20.09.2021 has the option to switch over to the revised pay structure from the date of his first promotion only. In these cases, the next annual increment shall accrue after completing the qualifying service of twelve months".

3. In the said rules, in rule 7(II) in clause(c) sub-clause (iv) shall be substituted as under:-

"(i) In case of the Government employees on whom instructions dated 15.01.2015 w.r.t. admissibility of Minimum of the Pay Band are applicable:- During probation period, the Government employee shall be paid fixed emoluments in the unrevised pay scales/ DC Rates as he/she is/was getting as per the instructions dated 21.12.2015 issued by the Department of Finance. His/her pay shall be fixed in the revised pay structure only after successful clearance of the probation period after applying the multiply factor(s). The Government employee will not get any arrears of the probation period:

"Provided that the Punjab Civil Services (Revised Pay) First Amendment Rules, 2021 shall also be applicable to the Government employees recruited between 01.01.2016 to 16.07.2020, with the following conditions, namely:-

(i) Pay of the Government employee recruited on or after 01.01.2016 and upto 16.07.2020 shall not, in any case, be more than his immediate senior Government employee in the cadre. If such a situation arises, then the pay of the junior employee shall be fixed at the same level as the senior. Wrong fixation of pay, in any case, under the cover of extending minimum 15% (fifteen percent) raise shall entail recovery from the salary of the concerned Government employee on its detection at any stage;

(ii) Pay of a Government employee fixed in accordance with these rules shall not entitle his senior employee to get the benefit of his pay to be refixed under senior- junior pay fixation instructions issued from time to time.

(iii) During probation period, the Government employee shall not be get any arrears. After successful clearance of the probation and extension thereof, if any, arrear of the multiplier factor 2.25 and 2.59 shall be granted and the arrear of increase in pay with minimum 15% (fifteen percent) enhancement minus (-) increase in salary with factor 2.25 and 2.59 shall not be admissible:

Provided further that the employees recruited after 01.01.2016 and promoted before 20.09.2021 shall not have the option to switch over to the revised pay structure from the dated of his/her promotion" ; and

(ii) sub-clause (v) shall be omitted.

4. In the said rules, rule 7(III), shall be substituted as under:-

"(III) The Government Employees recruited in the service from 15.01.2015 to 31.12.2015 (both days inclusive):- During probation period the Government employee shall be paid fixed emoluments in the unrevised pay scales/ DC Rates as he/she is/was getting as per the instructions dated 21.12.2015 issued by the Finance Department. His/her pay shall be fixed in the revised pay structure only after successful clearance of the probation period on the same analogy, as elaborated in Rule 7(II). The Government employee will not get any arrears of the probation period:

Provided that in case where a Government employee has been placed in higher pay scale between 01.01.2016 to 20.09.2021 on account of promotion, such Government employee shall have the option switch over to the revised pay structure from the date of his /her promotion:

Provided further that the Government employee who opts to switch over to the revised pay structure from the date of promotion, such Government employee shall be entitled to get the benefit of minimum increase of 15% (Basic pay+113% DA + minimum 15% increase) on the pay fixed on the promotional post. In these cases he/she shall have to forgo the claims of arrears during the period from 01.01.2016 till the date of promotion and arrear of minimum of increase of 15% shall also not admissible upto 20.09.2021:

Provided further that the Government employee who got more than one promotion during the period 01.01.2016 to 20.09.2021 has the option to switch over to the revised pay structure from the date of first promotion only. In these cases, the next annual increment shall accrue after completing the qualifying service of twelve months".

5. In the said rules, in rule 7(V), the existing proviso shall be omitted.

6. In the said rules, in rule 9, at the end, the following proviso shall be added:-

"Provided that the Government employees whose pay is fixed by giving the benefit of minimum increase of 15% as per notification no. 09/01/2021-5FP1/1228 dated 20.09.2021, shall only be paid arrear of revised pay fixed with the multiplier factor of 2.25/2.59. The arrears of increase in pay with minimum 15% (fifteen percent) increase minus(-) increase in pay with factor 2.25/2.59 shall not be admissible".

Sd/-

ALOK SHEKHAR

Additional Chief Secretary to Government Of Punjab,
Department of Finance.

1/291065/2021

15.12.2021,

GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

Dated, Chandigarh: 15-12-2021

To

- i. All Special Chief Secretaries, Additional Chief Secretaries, Financial Commissioners, Principal Secretaries and Administrative Secretaries to Government of Punjab.
- ii. All Head of Departments of the State;
- iii. All Commissioners of Divisions;
- iv. The Registrar, Punjab and Haryana High Court, Chandigarh;
- v. All Deputy Commissioners and District & Sessions Judges and;
- vi. Secretary, Punjab Vidhan Sabha

ਵਿਸ਼ਾ: - Punjab Civil Services (Revised Pay) Rules, 2021 ਅਧੀਨ ਰਾਜ ਦੇ ਅਧਿਕਾਰੀਆਂ/ਕਰਮਚਾਰੀਆਂ ਦੀ ਤਨਖਾਹ ਰਿਵਾਇਤ ਕਰਨ ਸਮੇਂ ਏ.ਸੀ.ਪੀ./ਡੀ.ਏ.ਸੀ.ਪੀ. ਸਕੀਮ ਦਾ ਲਾਭ ਦੇਣ ਸਬੰਧੀ ਸਪੱਸ਼ਟੀਕਰਨ।

ਸ੍ਰੀ ਮਾਨ/ਮਤੀ ਜੀ,

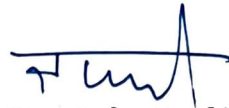
ਵਿਸ਼ਾ ਅੰਕਿਤ ਮਾਮਲੇ ਸਬੰਧੀ ਮੈਨੂੰ ਇਹ ਲਿਖਣ ਦੀ ਹਦਾਇਤ ਹੋਈ ਹੈ ਕਿ ਰਾਜ ਸਰਕਾਰ ਵੱਲੋਂ ਗਠਿਤ 6ਵੇਂ ਪੰਜਾਬ ਤਨਖਾਹ ਕਮਿਸ਼ਨ ਦੀਆਂ ਤਨਖਾਹ ਸਕੇਲ ਸਬੰਧੀ ਕੀਤੀਆਂ ਸਿਫਾਰਸ਼ਾਂ ਨੂੰ ਵਿੱਤ ਵਿਭਾਗ ਵੱਲੋਂ ਨੋਟੀਫਿਕੇਸ਼ਨ ਮਿਤੀ 05.07.2021 ਰਾਹੀਂ ਲਾਗੂ ਕੀਤਾ ਗਿਆ ਹੈ।

2. 6ਵੇਂ ਪੰਜਾਬ ਤਨਖਾਹ ਕਮਿਸ਼ਨ ਵੱਲੋਂ ਰਾਜ ਦੇ ਅਧਿਕਾਰੀਆਂ/ਕਰਮਚਾਰੀਆਂ ਤੇ ਏ.ਸੀ.ਪੀ./ਡੀ.ਏ.ਸੀ.ਪੀ. ਸਕੀਮ ਲਾਗੂ ਕਰਨ ਸਬੰਧੀ ਸਿਫਾਰਸ਼ਾਂ ਹਾਲੇ ਪ੍ਰਾਪਤ ਨਹੀਂ ਹੋਈਆਂ ਹਨ। ਇਸ ਲਈ ਮਿਤੀ 01.01.2016 ਤੋਂ ਮਿਤੀ 30.06.2021 ਤੱਕ ਦੇ ਸਮੇਂ ਦੌਰਾਨ ਜਿਨ੍ਹਾਂ ਅਧਿਕਾਰੀਆਂ/ਕਰਮਚਾਰੀਆਂ ਦਾ ਏ.ਸੀ.ਪੀ./ਡੀ.ਏ.ਸੀ.ਪੀ.ਸਕੀਮ ਦਾ ਲਾਭ ਡਿਊ (due) ਬਣਦਾ ਹੈ, ਉਹਨਾਂ ਅਧਿਕਾਰੀਆਂ/ਕਰਮਚਾਰੀਆਂ ਦੀ ਤਨਖਾਹ Punjab Civil Services (Revised Pay) Rules, 2021 ਸਬੰਧੀ ਜਾਰੀ ਨੋਟੀਫਿਕੇਸ਼ਨ ਅਧੀਨ ਏ.ਸੀ.ਪੀ./ਡੀ.ਏ.ਸੀ.ਪੀ.ਸਕੀਮ ਅਧੀਨ ਦਿੱਤੇ ਲਾਭ ਨੂੰ ਸ਼ਾਮਲ ਕਰਦੇ ਹੋਏ ਇਸ ਸ਼ਰਤ ਤੇ ਰਿਵਾਇਤ ਕਰ ਦਿੱਤੀ ਜਾਵੇ ਕਿ ਤਵਿੱਖ ਵਿੱਚ 6ਵੇਂ ਤਨਖਾਹ ਕਮਿਸ਼ਨ ਤੋਂ ਰਾਜ ਦੇ ਕਰਮਚਾਰੀਆਂ ਲਈ ਏ.ਸੀ.ਪੀ./ਡੀ.ਏ.ਸੀ.ਪੀ.ਸਕੀਮ ਪ੍ਰਾਪਤ ਹੋਣ ਵਾਲੀ ਰਿਪੋਰਟ ਉੱਤੇ ਵਿੱਤ ਵਿਭਾਗ ਵੱਲੋਂ ਲਿਆ ਜਾਣ ਵਾਲਾ ਫੈਸਲਾ ਉਹਨਾਂ ਤੇ ਲਾਗੂ ਹੋਵੇਗਾ ਅਤੇ ਸਬੰਧਤ ਅਧਿਕਾਰੀ/ਕਰਮਚਾਰੀ ਤੋਂ ਜੇਕਰ ਕੋਈ ਰਿਕਵਰੀ ਨਿਕਲਦੀ ਹੋਵੇ ਤਾਂ ਉਹ ਉਸ ਦੀ ਤਨਖਾਹ/ਪੈਨਸ਼ਨ ਵਿੱਚੋਂ ਕੀਤੀ ਜਾਵੇਗੀ ਅਤੇ ਇਸ ਸਬੰਧੀ ਸਬੰਧਤ ਅਧਿਕਾਰੀ/ਕਰਮਚਾਰੀ ਤੋਂ ਅੰਡਰਟੇਕਿੰਗ ਵੀ ਪ੍ਰਾਪਤ ਕਰ ਲਈ ਜਾਵੇ।

3. ਉਕਤ ਤੋਂ ਇਲਾਵਾ 6ਵੇਂ ਪੰਜਾਬ ਤਨਖਾਹ ਕਮਿਸ਼ਨ ਦੀਆਂ ਸਿਫਾਰਸ਼ਾਂ ਪ੍ਰਾਪਤ ਹੋਣ ਅਤੇ ਇਹਨਾਂ ਸਿਫਾਰਸ਼ਾਂ ਉੱਤੇ ਸਰਕਾਰ ਵੱਲੋਂ ਫੈਸਲਾ ਲਏ ਜਾਣ ਤੱਕ ਰਾਜ ਦੇ ਅਧਿਕਾਰੀਆਂ/ਕਰਮਚਾਰੀਆਂ ਜਿੰਨਾ

ਦਾ ਏ.ਸੀ.ਪੀ./ਡੀ.ਏ.ਸੀ.ਪੀ. ਸਕੀਮ ਅਧੀਨ ਲਾਭ ਮਿਤੀ 01.07.2021 ਜਾਂ ਇਸ ਤੋਂ ਬਾਅਦ ਡਿਊ ਹੁੰਦਾ ਹੈ, ਉਹਨਾ ਅਧਿਕਾਰੀਆਂ/ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਹਾਲ ਦੀ ਘੜੀ ਏ.ਸੀ.ਪੀ./ਡੀ.ਏ.ਸੀ.ਪੀ.ਸਕੀਮ ਦਾ ਲਾਭ ਨਾ ਦਿੱਤਾ ਜਾਵੇ।

Yours faithfully



(Jaswinder Singh)

Under Secretary Finance

A copy of the above is forwarded to the following for information and necessary action:-

1. Accountant General (Audit), Punjab.
2. Accountant General (A& E), Punjab, Chandigarh



Superintendent

A copy of the above is forwarded to the following for information and necessary action:-

1. All the Distt Treasury Officer / Treasury Officers in the State for information and necessary action;
2. The Pay and Accounts Officer, Punjab Bhawan, Copernicus Marg, New Delhi; and



Superintendent

A copy of the above is forwarded to the following for information and necessary action:-

1. The Chief Secretary to Govt .of Punjab, Chandigarh.
2. The Resident Commissioner, Punjab Bhawan, New Delhi.



Superintendent

A copy of the above is forwarded to the following for information and necessary action:-

- i. The Registrar, Agricultural University, Ludhiana.
- ii. The Registrar, Punjabi University, Patiala.

1065/2021

- iii. The Registrar, Guru Nanak Dev University, Amritsar.
- iv. The Registrar, Punjab University, Chandigarh;
- v. The Registrar, Guru Angad Dev Veterinary And Animal Sciences University, Ludhiana; and
- vi. The Secretary to the Sixth Punjab Pay Commission, Chandigarh.

**Superintendent****INTERNAL DISTRIBUTION**

- i. Directorate of Financial Resources and Economic Intelligence;
- ii. Directorate of Public Enterprises and Disinvestment with a request to endorse this copy to all the PSUs/ Boards/ Corporations etc. of Government of Punjab;
All branches of Department of Finance.

GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

Dated, Chandigarh: 04/03/2022

To

- i) All Special Chief Secretaries, Additional Chief Secretaries, Financial Commissioners, Principal Secretaries and Administrative Secretaries to Government of Punjab.
- ii) All Head of Departments of the State;
- iii) All Commissioners of Divisions;
- iv) The Registrar, Punjab and Haryana High Court, Chandigarh;
- v) All Deputy Commissioners and District & Sessions Judges and;
- vi) Secretary, Punjab Vidhan Sabha

Subject: - Clarification regarding revision of pay of Government employees under Punjab Civil Services (Revised Pay) Rules, 2021.

Respected Sir/Madam

Department of Finance has issued notification dated 05.07.2021 regarding the Punjab Civil Services (Revised Pay) Rules , 2021 and Punjab Civil Services (Revised Pay) First Amendment Rules 2021, notification dated 20.09.2021 and instructions in this regards issued thereafter on 03.11.2021, 15.12.2021 and 06.1.2022 . Rule 7 of the notification dated 05.07.2021 pertains to the fixation/revision of pay in the revised pay structure. This rule clearly states as to by which method the pay shall be revised in such cases where the Pay Band and/or Grade Pay has been re-revised after the implementation of the recommendations of the 5th Pay Commission in 2009.

2) Now in continuation of the above notifications/instructions, I am directed to further clarify that after the adoption of the recommendations of the 5th Pay Commission, 01.01.2006 onwards certain categories may have been given the benefits as mentioned below (due to any order of the competent authority):-

a) Any category/categories included in the DACP Scheme as notified by Deptt. of Personnel vide instructions dated 17.04.2000.

b) Any category/categories which were given any additional financial upgradation in the existing Structural Pay Scale (may be under ACP/Dynamic ACP Scheme or otherwise).

c) *The categories where pay scales have been revised by giving them the structural pay scale.*

3) These financial upgradations to the above categories of officers/employees are to be considered as re-revision of pay scale for all intents and purposes. So, the pay in these cases is to be revised /fixed by considering these benefits as re- revision of the pay scale i.e. the same treatment is to be given for these above categories for revision/fixation of their pay under the Revised Pay Rules 2021, as admissible under Rule 7 of the notification dated 05.07.2021.

4) Any administrative Department which has not revised/fixed the pay of any category or any benefit has been given after Finance Department notification dated 27.5.2009 as explained in para 2 above, by also treating the financial up gradation as re-revision of pay scales as clarified above then the pay of such category is to be revised/refixed accordingly on the basis of this clarification. The excess amount paid, if any, shall be recovered/adjusted from the concerned government employee.

5) The compliance of this clarification shall be ensured by the concerned Head of Department and the Drawing and Disbursing Officer and any deviation shall be taken as deliberate non compliance of these instructions.

Yours faithfully



(Jaswinder Singh)

Under Secretary Finance

Endst. No. FD-FP-10ACP(DACP)/5/2021-5FP1/326442

Dated, Chandigarh, 04/03/2022

A copy of the above is forwarded to the following for information and necessary action:-

1. Accountant General (Audit), Punjab.
2. Accountant General (A& E), Punjab, Chandigarh



Superintendent

I/326442/2022

Endst. No. FD-FP-10ACP(DACP)/5/2021-5FP1/326442

Dated, Chandigarh, 04/03/2022

A copy of the above is forwarded to the following for information and necessary action:-

- 1) All the Distt Treasury Officer / Treasury Officers in the State for information and necessary action;
- 2) The Pay and Accounts Officer, Punjab Bhawan, Copernicus Marg, New Delhi; and

Sunila Tikhly
Superintendent

Endst. No. FD-FP-10ACP(DACP)/5/2021-5FP1/326442

Dated, Chandigarh, 04/03/2022

A copy of the above is forwarded to the following for information and necessary action:-

- 1) The OSD/Chief Secretary to Govt .of Punjab, Chandigarh.
- 2) The Resident Commissioner, Punjab Bhawan, New Delhi.

Sunila Tikhly
Superintendent

INTERNAL DISTRIBUTION

- (i) Directorate of Financial Resources and Economic Intelligence;
- (ii) Directorate of Public Enterprises and Disinvestment with a request to endorse this copy to all the PSUs/ Boards/ Corporations etc. of Government of Punjab;

No. 03/01/2021-1FP1/12
GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

Dated, Chandigarh: 18-02-2025

To

- i) All Special Chief Secretaries, Additional Chief Secretaries, Financial Commissioners, Principal Secretaries and Administrative Secretaries to Government of Punjab.
- ii) All Head of Departments of the State;
- iii) All Commissioners of Divisions;
- iv) The Registrar, Punjab and Haryana High Court, Chandigarh;
- v) All Deputy Commissioners and District & Sessions Judges and;
- vi) Secretary, Punjab Vidhan Sabha.

Subject:- Regarding arrears of revised pay/pension/family pension, leave encashment from 01.01.2016 to 30.06.2021 to the State Government Employees/Pensioners/ Family Pensioners as per 6th Punjab Pay Commission.

Sir/Madam,

I am directed to inform you that the Government has decided to pay the arrears of the revised pay/pension/family pension/leave encashment for the period 01.01.2016 to 30.06.2021, as per the 6th Punjab Pay Commission. The payment of the revised pay/pension/family pension/leave encashment including Dearness Allowance/Dearness Relief arrears will be paid to the employees/pensioners/family pensioners of the State as mentioned below:

(1) For the State Pensioners/Family pensioners

- a. **Pensioners / Family Pensioners age 85 years and above (as on 01.10.2024) and deceased family pensioners-** During the Financial Year 2024-25 payment of arrear of Revised Pension/Family Pension (including DR arrear) (as per 6th PPC) will be made in two equal monthly instalments (Feb., 2025 and March, 2025) to the pensioners/ Family Pensioners having age of 85 years and above and deceased family pensioners (to their legal heirs).

b. **Pensioners/Family pensioners age 75 years but below 85 years (as on 01.10.2024) and deceased pensioners** During the Financial Year 2025-26 payment of arrear of Revised Pension/Family Pension (including DR arrear) (as per 6th PPC) will be made in 12 equal monthly instalments (April, 2025 to March, 2026) to the pensioners age 75 years but below 85 years and deceased pensioners (to the family pensioner / legal heirs).

c. **Pensioners/Family Pensioners age below 75 years-** Payment of arrear of Revised Pension/Family Pension (including DR arrear) will be made in 42 monthly instalments to the pensioners below age of 75 years as below:-

Sr. No	Year to which the arrears relates	No. of equal Monthly Instalments	Period for payment
1	For the years 2016 and 2017	15	Instalment will Start from the month of April, 2025.
2	For the years 2018 and 2019	18	Instalment will Start from the month of July, 2026.
3	For the years 2020 and 2021 (upto 30.06.2021)	09	Instalment will Start from the month of January, 2028.

d. **Arrears of revised Leave Encashment-** Payment of arrear of revised Leave Encashment of the Government employees retired between 01.01.2016 to 30.06.2021 will be made in 04 equal six monthly instalments (i.e. April, 2025, October, 2025, April, 2026 and October, 2026)

(2) For Government Employees

- e. Arrear of revised pay- The payment of arrear of revised pay (including DA arrear) to the employees will be paid in 36 monthly instalments as below:

Sr. No	Year to which the arrears relates	No. of equal Monthly Instalments	Period for payment
1	For the year 2016	12	Instalment will Start from the month of April, 2026
2	For the years 2017, 2018, 2019, 2020 and 2021 (up to 30.06.2021)	24	Instalment will Start from the month of April, 2027

- f. After liquidation of the arrears of 6th Punjab Pay Commission any arrear on account of enhanced DA/DR from 01.07.2021 to 31.03.2024 will be considered for payment in instalments. However the Government may also consider for early payment keeping in view the financial resources of the State.

2. Director, Public Enterprises and Disinvestment, Punjab, will issue the necessary instructions regarding the payment of arrears of revised pay/pension to the employees/pensioners of the Boards, Corporations and Autonomous bodies etc. for the period of 01.01.2016 to 30.06.2021 (as per 6th Punjab Pay Commission) in accordance with the above mentioned plan, subject to their decision keeping in view the financial health/resources of the organization to bear the additional financial impact from its own resources and under no circumstances, the additional financial burden on this account in any such organization will be borne by the Department of Finance, Government of Punjab.

3. This letter is issued in accordance with the decision taken by the Council of Ministers in its meeting held on 13.02.2025 which was communicated by the Department of General Administration (Cabinet Affairs Branch) to this Department vide their I.D. No. 01/73/2024-1Cabinet/670 dated 13.02.2025 and with the approval of Hon'ble Finance Minister, Punjab.

Yours faithfully,

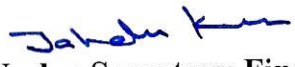

(JATINDER KUMAR)
Under Secretary Finance


Endst. No. 03/01/2021-1FP1/13

Dated, Chandigarh: 18-02-2025

A copy of the above is forwarded to the following for information and necessary action:-

- 1) Accountant General (Audit), Punjab.
- 2) Accountant General (A& E), Punjab, Chandigarh.
- 3) Accountant General (A&E) Uttarakhand, Obrai Motor Building, Saharanpur Road, Majra, Dehradun.
- 4) Accountant General (A&E), Allahabad, U.P.
- 5) Accountant General (A&E), Exhibition Ground, Srinagar-190001, Jammu and Kashmir.
- 6) Accountant General (A &E and Audit), Haryana, Chandigarh.
- 7) Accountant General, Himachal Pradesh, Shimla.


Under Secretary Finance


Endst. No. 03/01/2021-1FP1/14

Dated, Chandigarh: 18-02-2025

A copy of the above is forwarded to the following for information and necessary action:-

- 1) The Secretary to the Govt. of Himachal Pradesh, Finance Department, Shimla.
- 2) The Principal Secretary Finance, Uttarakhand-4, Subhash Road, Secretariat Deharadun.
- 3) The Finance Secretary, U.T. Chandigarh.
- 4) Superintendent Finance Budget-1 Branch.
- 5) Superintendent Finance Budget-2 Branch.
- 6) State Information Officer/ NIC, Punjab Civil Secretariat, Chandigarh.

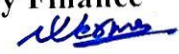

Under Secretary Finance


Endst. No. 03/01/2021-1FP1/15

Dated, Chandigarh: 18-02-2025

A copy of the above is forwarded to the following for information and necessary action:-

- 1) Private Secretary/Special Principal Secretary to the Chief Minister Punjab, Chandigarh.
- 2) Private Secretary/Finance Minister, Punjab, Chandigarh.
- 3) OSD/Chief Secretary to Govt. of Punjab, Chandigarh.
- 4) The Resident Commissioner, Punjab Bhawan, New Delhi.


Under Secretary Finance


Endst. No. 03/01/2021-1FP1/16

Dated, Chandigarh: 18-02-2025

A copy of the above is forwarded to the Secretary to Govt. of Punjab Department of General Administration (Cabinet Affairs Branch) in reference to their I.D. No. 01/73/2024-1Cabinet/670 dated 13.02.2025 for information and further necessary action.


Under Secretary Finance


Endst. No. 03/01/2021-1FP1/17

Dated, Chandigarh: 18-02-2025

A copy of the above is forwarded to the following for information and necessary action:-

- 1) The Pay and Accounts Officer, Punjab Bhawan, Copernicus Marg, New Delhi; and
- 2) All the District Treasury Officers/Treasury Officers in the State for information and necessary action.

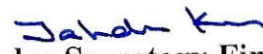

Under Secretary Finance


Endst. No. 03/01/2021-1FP1/18

Dated, Chandigarh: 18-02-2025

A copy of the above is forwarded to the following for information and necessary action:-

- 1) Director, Pensions and Pensioner's Welfare, Punjab, Chandigarh,
- 2) Director, Public Relations, Punjab, Chandigarh;
- 3) Chief Accountant, Reserve Bank of India, Department of Government and Bank Accounts Central Office C-7, BandraKurla Complex, Post Box No.8143, Bandra Mumbai.


Under Secretary Finance


Endst. No. 03/01/2021-1FP1/19

Dated, Chandigarh: 18-02-2025

A copy of the above is forwarded to the following for information and necessary action:-

- 1) General Manager, Operation, Parliament Street, State Bank of India, New Delhi.
- 2) Manager, State Bank of Canara, Sector-34, Chandigarh.
- 3) Regional Manager, Indian Overseas Bank, Showroom Nos. 11-13, Madhya Sector-7-C, Chandigarh.
- 4) Regional Manager, Central Bank of India, Regional Office, 427-A GhumarMandi Ludhiana.

- 5) Regional Manager, Central Bank of India, Regional Office, 1, Queens Road, Civil Lines, Amritsar.
- 6) Regional Manager, State Bank of India, Zonal Office PB Nos 113, 68-69 Bank Square Sector-17, Chandigarh.
- 7) The Zonal Manager, Bank of India 181-82, Sector 17, Chandigarh, Punjab.
- 8) Punjab National Bank, Feroze Gandhi Market, Ludhiana.
- 9) Regional Manager, Punjab National Bank, Regional Office, Neeland Amritsar.
- 10) Regional Manager, Punjab National Bank, Regional Office Feroze Gandhi Road, Market, Pakhowal Road, Ludhiana.
- 11) Regional Manager, Punjab National Bank, Regional Office, Civil Lines, Jalandhar.
- 12) Regional Manager, Punjab National Bank, Regional Office, Jalandhar Road, Hoshiarpur.
- 13) Regional Manager, Punjab National Bank, Kapurthala.
- 14) Zonal Office, Punjab National Bank, Sector 17, Chandigarh.
- 15) Manager, State Bank of India, Banking operations department, Local Head office, Sector-17, Chandigarh.
- 16) Zonal Manager, United Commercial Bank, Zonal Office, SCO no. 1092-93, Sector-22 C, Chandigarh.
- 17) Divisional Manager, United Commercial Bank, Divisional Bank, 1st floor, Bank Square, Sector 17, Chandigarh.
- 18) Divisional Manager, United Commercial Bank Bldg, 3rd floor, Sector-17, Chandigarh.
- 19) Divisional Manager, United Commercial Bank, MC Chowk, Jalandhar.
- 20) Regional Manager, PNB, Dharamshala, Himachal Pradesh.
- 21) Regional Manager, Punjab National Bank, Regional Office, Karnal, Haryana.
- 22) Manager, Bank of Baroda, CPPC/ Regional Office, SCo No. 62-63, Bank Square, Sector 17, Chandigarh.
- 23) The Secretary, Punjab State Electricity Board, The Mall, Patiala.
- 24) Examiner, Local Fund Accounts, Punjab, Chandigarh.
- 25) Regional Manager, Punjab & Sind Bank, Sector-17, Chandigarh.
- 26) Manager, Indian Overseas Bank, Regional office, 550/1, College Road, Fountain Chowk, Civil Line Ludhiana.
- 27) Chief Manager (Regional Office) Central Bank of India, SCO No. 68-69, Bank Square, Sector-17B, Chandigarh.
- 28) Regional Manager, Indian Bank, SCO-189-192, Sector-7 C, Chandigarh;
- 29) General Manager, Punjab National Bank, Transaction Banking Division, Rajindra Bhawan, Rajindra Place, New Delhi.

- 30) Uco Bank Head office, Finance Department 2 India Exchange Place 3rd Floor, kolkatta.
- 31) Asst. General Manager, State Bank of India, C.P.P.C. 2 Floor, Sector 5, Panchkula.
- 32) The Regional Manager, Punjab National Bank (Pension Branch), Regional Office, Bikajee Park, New Delhi.


Under Secretary Finance

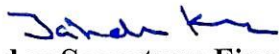

Endst. No. 03/01/2021-1FP1/20

Dated, Chandigarh: 18-02-2025

A copy of the above is forwarded to the following for information and necessary action:-

INTERNAL DISTRIBUTION:

- (i) Secretary to Govt. of Punjab, Department of Finance (Finance Pension Policy and Coordination Branch) with a request to direct the FPPC branch that all matters pertaining to the arrears of Pensioners/Family Pensioners be arise in future, be dealt by the FPPC Branch.
- (ii) Directorate of Financial Resources and Economic Intelligence;
- (iii) All branches of the Department of Finance.


Under Secretary Finance
