No. 48579—CS-I-17/99-F.

FINANCE DEPARTMENT

OFFICE MEMORANDUM

The 4th December 1999

SUBJECT—Fixation/protection of pay of the employees of Public Sector Undertakings/ Corporations, etc. owned or controlled by the State Government on their subsequent appointment under the State Government in the posts carrying identical scale of pay.

In Finance Department Officer Memorandum No. 22882-F., dated the 13th May 1996 principles have been laid down for fixation of pay of the employees of Public Sector Undertakings/Corporations, etc. owned or controlled by the State Government on their subsequent appointment in the posts under the State Government carrying lower scales of pay. Under the State Government, if an employee is subsequently appointed to another post carrying identical scale of pay, there is provision for protection of his pay in the new post under Rule 74(d) of the O. S. C. But, at present, no specific rules/instructions are existing to allow fixation/protection of pay to an employee of Public Sector Undertaking/Corporation, etc. in case of his subsequent appointment under the State Government in a post carrying identical scale of pay.

In the above category of cases, there has been persistent demand for protection of pay. Therefore, to regulate such cases, Government after careful consideration, have been pleased to lay down the following principles :—

(i) If an employee of Public Sector Undertaking/Corporation, etc. owned or controlled by the State Government is subsequently appointed under the State Government in a post carrying identical scale of pay, his pay in the time scale of the new post under the State Government will be fixed at the same stage which is equal to his last pay drawn in the previous post under the said Public Sector Undertaking/Corporation, etc.

(ii) In the case where an employee of Public Sector Undertaking/Corporation, etc. resigns from his post in order to join the new post under the State Government in the identical scale of pay, his pay in the new post will be fixed at the same stage which is equal to his last pay drawn in the previous post under the said Public Sector Undertaking/Corporation etc. in terms of Finance Department Office Memorandum No. 31504-F., dated the 16th June 1980 provided his case fulfills the conditions laid down in the said Office Memorandum.

(iii) In all such cases, the date of next increment will fall due on the anniversary date of increment of the previous post under the Public Sector Undertaking/Corporation etc.

(iv) The period of interruption, if any, occurring between the date of relief from the previous post under the Public Sector Undertaking/Corporation etc. and joining the new post under the State Government which does not exceed the normal joining time shall be condoned and the past service except the period of break, will count towards increment.

(v) Fixation/protection of pay on the basis of principles laid down in this order will be made under Rule 80 of the O. S. C. with the prior concurrence of Finance Department.

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(vi) This order will take effect from the date of issue. Cases accruing prior to issue of this order will be regulated in accordance with the above principles.

(vii) Decision taken in this circular will also be applicable to the employees of Universities/ D. R. D. A. and Autonomous Bodies.

P. K. MISHRA
Additional Chief Secretary and
Secretary to Government