H.P. STATE ELECTRICITY BOARD.

"OFFICE MEMORANDUM".

Ist: Introduction of incentives among Board’s employees for promoting the Small family norms.

The H.P. State Electricity Board is pleased to note that instructions contained in Commissioner-cum-Secy., the Govt. of H.P. O.M. No. Fin(C)A(3)-6/86 dated 8.12.86 (hereto enclosed) shall be applicable to the employees of Board in toto.

Secretary,
H.P. State Electricity Board,
Simla-4.

HPSEB(SECTT)/14-02/82-
Dated: 4-3-82

Copy forwarded for information and guidance to:

All the Chief Engineers in HPSEB,
The General Manager, Baira Siul Project/Salal HE Project, Surangani/Jyotipuram (J&K),
The OSD/CPO/Director(Comm.), All Sgs/Xens in HPSEB,
The Dy.Secy./Dy.PA/Dy.CA/LO/LACs/All Under Secretaries/
HQ-cum-IRO/Librarian in HPSEB,
All Superintendents in HQ/IS to Chairman/Members/Secy.,
Meeting Asstt. in this office.

Secretary,
H.P. State Electricity Board,
Simla-4.
Introduction of incentives among State Govt. employees for promoting the small family norms.

The undersigned is directed to say that the question of providing incentive to promote the small family norms among State Govt. employees in Himachal Pradesh has been under consideration of the Govt. for sometime past. The Governor, HP, pleased to decide that the employees who undergo sterilisation after having two or three surviving children may be given a special increment in the form of personal pay not to exceed in future increases in pay either in the same post or promotion to higher posts. The rate of personal pay would be 5% of the amount of the next increment due at the time of the concession and will remain fixed during the entire period. In the case of persons drawing pay at the maximum of the scale, the rate of personal pay would be equal to the amount of the increment last drawn. The grant of the concession will be subject to the following conditions:

1. The employee must be within the reproductive age group in the case of a male Govt. employee. This would mean that he should not be over 50 years and his wife should be between 26 to 45 years of age. In the case of a female Govt. employee, she must not be above 45 years and her husband must not be over 50 years of age.

2. The employee should have two or three living children.

3. The sterilisation operation must be conducted and the certificate issued by the Govt. Hospitals or an institution recognised by the Govt. of Himachal Pradesh for medical attendance and treatment in the form as at Annexure ‘A’.

4. The sterilisation operation can be undergone either by the employee or his/her spouse, provided the conditions at Serial Nos. (1) to (3) are fulfilled.

5. In case of re-canalisation, the special increment will stand withdrawn from the date of re-canalisation.

6. Cases of Hysterectomy would not be covered by this concession, because a woman who undergoes Hysterectomy on medical grounds automatically gets sterilised.

7. The benefit would be allowed to the Govt. servant concerned from the 1st of the month following the date of sterilisation.

8. The Head of the office concerned would be the competent authority to sanction the personal pay by issuing a suitable office order after satisfying himself that the conditions prescribed by the Govt. stand fulfilled.

9. During suspension/regular leave/training, the grant of this benefit would be regulated as under:

(a) During suspension, the Govt. servant draws subsistence allowance only. There would, therefore, be no question of granting him the benefit of special increment if he initially becomes entitled to that when he is placed under suspension. However, if he qualifies for the benefit before he is placed under suspension, the personal pay would be taken into account in the computation of subsistence allowance.

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(b) During regular leave, the Govt. servant is on leave salary. Therefore, he would not be given an extra increment. However, if he qualifies for the benefit before he proceeds on leave, the special increment would be taken into account in the computation of leave salary.

(c) If a training for which a Govt. servant is deputed is in public interest and he gets the pay and allowances of that post from which he is sent on training, the benefit of personal pay would be admissible.

(10) In the case of an employee, who qualifies for the concessional pay while serving outside the cadre or deputation/foreign service transfer (i) or who is held up at the efficiency bar, or is reduced to a lower stage of the same time scale or to a lower service, grade, post or time scale and (iii) on promotion from a lower to a higher post, would be regulated as under:

(i) The rate of special increment to be given in the form of personal pay would be determined with reference to employee's parent grade only whether he draws his grade pay plus deputation allowance or pay in the scale of the deputation post. No deputation allowance would be admissible on the personal pay. The special increment will be admissible in addition of 'NBR' benefit.

On reversion from a deputation post or from a higher officiating appointment, the employee would continue to draw the special increment at the same quantum on his reversion.

(ii) The benefit of special increment would be allowed even if the employee is held up at the efficiency bar stage of his time scale. Since the benefit is is to be allowed in the shape of personal pay, the grant of the same should not amount to the crossing of E.S. by the employee concerned.

Once the employee gets the benefit of special increment at a particular rate, he would continue to draw the same even if he is reduced to a lower stage in his time scale of pay or reduced to a lower service, grade, post, by way of penalty under CCA(CG) Rules, 1965, which have been adopted and applied to the State Govt. employees.

(iii) The special increment to be granted in the shape of personal pay is not be taken into account for fixation of pay on promotion. The benefit would continue to be available to the individual at the same rate even after his promotion.

(11) If both husband and wife are Govt. employees, the concessional benefit would be drawn either by the husband or by the wife, the choice being left to them to choose the higher of the two increments available to them.

(12) The Govt. employee who have one child or more than three children and are within the reproductive age group, the benefit of special increment would not be admissible, if they undergo sterilisation operation, as a family consisting of 2 or 3 children has been taken to be an ideal family.

(13) The benefit of special increment would be admissible to the person who has had twin after the birth of first two children, although the number of children becomes four.
Benefit of special increment would not be admissible who undergo Vasectomy and who have three children.

The incentive shall be applicable in cases arising on or after October 1, 1981. In this connection, it is clarified that persons who have undergone Sterilisation before that date, and undergo Sterilisation again after that date, the operation having turned out to be a failure, would not be eligible for this benefit.

The said decision will take effect from 1st October, 1981.

The said decision may be brought to the notice of all concerned for information and guidance.

Prepared

16/11/81