

DIRECTRATE OF COOPERATION
HIMACHAL PRADESH

No. 5-508/98 Coop(C&M)-IV-loose

Dated Shimla-9, the

21 January, 2014

ORDER

The demands of representatives of the Himachal Pradesh Primary Agriculture Credit Societies Employees Union were under consideration of the department for quite some time for suitable amendments in the existing Rules i.e. "Rules Relating to Terms of Employment and Working Conditions of the Employees of the PACS (2001)". The demands were deliberated upon with the representatives of the union in the meeting held on 25-10-2013. In the larger interest of cooperative movement and to strengthen the working and service conditions of the employees of PACS in the State, approval for following amendments in the existing Rules "Relating to the terms of Employment and Working Conditions of the Employees of PACS (2001)" in pursuance of the powers vested in me under Rule 56 of the H.P. Cooperative Societies Rules, 1971 is hereby accorded. These amendments shall come into force with immediate effect.

4. PAY SCALES

Sub Rule (3)(2)

For existing 3(2) following shall be substituted:-

Society may provide for medical allowance to its employees keeping in view its financial position subject to maximum of Rs. 350/- p.m.

11. LEAVE

For existing Rule 11(3) (b) following shall be substituted:-

Earned leave upto 30 days during the calendar year. Earned leave may be accumulated upto maximum period of 120 days. Any accumulation in excess of 120 days shall lapse. Earned leave can be availed of at a time upto a period of 15 days. The managing committee shall be competent to take decision on allowing/sanctioning the earned leave.

Rule 11(3) (c) New Addition

The managing committee of the society shall be competent to allow three national holidays to its employees in a calendar year.

For existing Rule 11(4) following shall be substituted:-

The employee shall be entitled to encash the period of earned leave upto 15 days only once in a calendar year beyond 120 days balance at credit on discretion in writing within two months after the

close of each calendar year which shall be payable @ half month pay only drawn in the last month of the calendar year.

Provided further that subject to availability of funds earmarked for the purpose by the society, the authority competent to grant leave may grant the lump sum cash equivalent of the leave salary admissible for the number of days of "earned leave" at the credit of the employee concerned on the last day of his service, subject to a maximum of 120 days with prior approval of managing committee. The lump sum cash equivalent of leave salary will consists of leave salary and DA appropriate to such leave salary.

The cash equivalent of leave salary in respect of "earned leave" shall be calculated in the following manner:-

$$\frac{\text{(Basic Pay + DA admissible on the that day)}}{30} \times \text{Number of days of unutilized earned leave at credit on the date of retirement from the duty subject to a maximum of 120 days.}$$

12. RETIREMENT

For existing Rule 12 following shall be substituted:-


An employee shall stand retired on attaining the age of 60 years. The date of retirement shall be the last date of the month in which the employee completes 60 years of age. The society with prior approval of general house may grant extension initially for one year in exceptional cases specifying reasons thereto. The intimation of such extension shall be given to the concerned Assistant Registrar Cooperative Society within one month. Further extension, if any, may be granted by the managing committee of the society after prior approval of concerned Assistant Registrar assigning reasons thereto. No extension shall be granted to an employee after the aggregate period of two years in any case.

16. PAYMENT OF BONUS:-

For existing Rule 16 following shall be substituted:-


Subject to the provisions of any law for the time being in force on the subject, a society may set apart not more than 10% of its net profits for the payment of exgratia or bonus to its salaried employees, if such payment is recommended by the managing committee and approved by the general meeting and the Assistant Registrar Cooperative Societies.

Provided that in case of a salaried employee, the amount of bonus shall not exceed two months' salary in a year subject to the provisions of rule 72 (5) of the H.P. Cooperative Societies Rules, 1971.


(R.D. Majeem) IAS
Registrar Cooperative Societies
Himachal Pradesh
Ph. No. 0177-2620970

Copy to:-

1. The Addl. Chief Secretary (Cooperation) to the Govt. of H.P. Shimla-2.
2. The Under Secretary to the Hon'ble Chief Minister H.P. Shimla-2.
3. The Additional Registrars Cooperative Societies Dharamshala /Shimla for information.
4. All the Joint Registrars Cooperative Societies in H.P. for information
5. All the Deputy Registrars Cooperative Societies H.P. for information
6. All the Assistant Registrars Cooperative Societies, in H.P. for information and necessary action. They are directed to bring these amendments to the notice of all concerned.
7. Sh. Desh Raj Thakur , General Secretary H.P. Primary Agri. Coop. Societies Employees Union c/o Didwin Cooperative Agriculture Service Society Ltd, PO Didwin Distt Hamirpur H.P. for information.
8. The Chairman H.P. State Cooperative Bank Ltd Shimla/KCCB Dharmashala/JCCB Solan for information.
9. The Secretary H.P. State Cooperative Development Federation Ltd Shimla-1 for publication in Sehkar Darpan.
10. Guard File/Deptt. Website.


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