

DIRECTORATE OF COOPERATION
HIMACHAL PRADESH

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

Dated Shimla-9, the 22nd June,2002

OFFICE ORDER

The representatives of the Himachal Pradesh Primary Agriculture Credit Societies Employees Union were demanding suitable amendments in the existing Rules relating to terms of employment and working conditions of the employees of PACS (2001) for quite some time. The demands were deliberated upon in the meeting held on 9.5.2002 under the Chairmanship of Hon'ble Minister of State for Cooperation, H.P. It was decided in the said meeting that required amendments in service Rules of employees of PACS shall be made as per suggestions given by the union.

The Union has accordingly submitted a proposal to amend the ibid Service Rules which has been examined and discussed with the representatives of the Union.

In view of the decision of the meeting dated 9.5.2002 and the demands of the Union, it has been thought expedient and appropriate to effect required amendments in the said Rules in larger interest of the Co-operative Societies.

Therefore, the following amendments are accorded approval w.e.f 1.6.2002 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. State Co-operative Societies Rules, 1971.

For the existing Rule 4(1) following shall be substituted in case of Manager/Secretary only, pay scales for the other categories will remain the same:-

4. PAY SCALES

Sub Rule (1)

Post	Scale
'AA' Class Society	
1. Manager /Secretary	8300-16450
'A' Class Society	
1. Manager /Secretary	6350-12200
'B' Class Society	
1. Manager /Secretary	4350-9100
'C' Class Society	
1. Manager /Secretary	3120-5160
'D' Class Society	
1. Secretary/Salesman	Societies whose working capital is 10 lac or less shall pay to its Secreary/Salesman @ Rs.200/- for every one lac working capital which means if the annual working capital of the society is 10 lac the employee shall get Rs.2000/- per month
2. Helper/Chowkidar	If specifically required by the concerned society on wages to be fixed for such part time worker by the concerned management.

Master Scale: 2520-100-3120-120-3720-150-4350-200-5350-250-6600-325-7900-400-10300-475-13150-550-16450

Sub Rule (2)

Please add as sub-rule 2(viii) as :-

- (viii) In case a society which has adopted/released the determined pay scales, starts incurring losses subsequently for two consecutive years, then the allowances of the employees shall stand frozen forthwith and they shall be paid only the Basic pay (initial) till the society starts earning real profit after liquidating its previous/accumulated losses incurred during the past two years.

Sub Rule (3)

Please add as sub-rule 3(1) as :-

- 3(1) In case the society capable of implementing/releasing the determined pay scales to its employees but refuses to implement the scales without quoting/assigning specific valid reasons thereto; then the Assistant Registrar Co-operative Societies concerned shall have the authority to decide such cases after making such enquiries and hearing the society as he may deem fit and his decision shall be final and binding on the society to settle the issue for good.
- 3(2) Society may provide for Medical allowance to its employees keeping in view its financial position subject to the maximum of Rs.200/- p.m.

5. CLASSIFICATION

For the existing Rule 5, following shall be substituted:-

Class	Working capital (in lakhs)
AA	Rs.200.00 to 499.00 and above
A	Rs.100.00 to 200.00
B	Rs.50.00 to 100.00
C	Rs.11.00 to 50.00
D	Rs.10.00 or below

6. SECURITY

For the existing Rule 6(1), following shall be substituted:-

Sub-Rule(1)

Classification of society	Category of employees	Cash security	Indemnity bond or pledge land of the same value
AA	Manager	15,000	Indemnity bond of 1.00 lac or to pledge land of the same value in favour of the society.
	Asstt. Secretary/Clerk/Salesman	15,000	-do-
A	Manager/Secretary	15,000	-do-
	Salesman	15,000	-do-
B	Manager/Secretary	15,000	-do-
	Salesman	15,000	-do-
C	Manager/Secretary	10,000	-do-
	Salesman	10,000	-do-
D	Secretary/Salesman	10,000	-do-

III. NEW INSERTION

Under clause 14 i.e. **Employees Welfare Fund** Para 4 under **Explanation** may be read as:-

In case the contribution made by the society to welfare fund falls short of the maximum amount due, the contribution shall be restricted to the actual amount in the fund. Subject to the above conditions, the retirement assistance to an employee of a society shall be paid in the following manner:-

- | | | |
|-----|---|--|
| (a) | Maximum of Rs. 50,000/- | For rendering Less than 10 years continuous service in case of death & permanent incapacitation only |
| (b) | Rs. 50,000/- | For rendering 10 years continuous service |
| (c) | Rs. 50,000/- plus Rs.5,000/- for every additional year after the commencement of 11 th year. | For rendering more than 10 years continuous service |

This fund shall be deposited in the nearest Co-operative/scheduled bank to which the society is affiliated and would be utilized for the purpose for which it has been created.

Registrar Co-operative Societies
Himachal Pradesh

Endst.No. 5-508/98-Coop(C&M)-III

Dated Shimla-9, the 22nd June,2002

Copy to:-

1. The Financial Commissioner-cum-Secretary (Cooperation) to the Govt. of H.P. Shimla-2
2. The Private Secretary to Hon'ble Minister of State for Cooperation, H.P. Shimla-2.
3. The Addl. Registrar Co-operative Societies Dharamshala/ Shimla for information.
4. All the Joint Registrar Co-operative Societies, in H.P for information.
5. All the Deputy Registrar Co-operative Societies, in H.P. for information.
6. All the Assistant Registrar Co-operative 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 Sharma, President H.P. Primary Agri. Coop. Societies Employees Union c/o Baloh Co-operative Agri. Service Society Ltd., Baloh, P.O. Baloh Distt. Hamirpur, H.P. for information.
8. The Chairman, H.P. State Cooperative Bank Ltd., Shimla-1/ Kangra Central Co-operative Bank Ltd., Dharamshala/ Jogindra Central Co-operative Bank Ltd., Solan for information.
9. Secretary, H.P. State Co-operative Development Federation Ltd., Shimla-1 for publication for the same in Sehkar Darpan

Registrar Co-operative Societies
Himachal Pradesh