

Directorate of Co-operation,
Himachal Pradesh.

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

Dated:

10 July, 2025

Office Order

Whereas, vide this office order of even number dated 1st October, 2022, amendments were made to Rule 4 (relating to pay scales) of the "Rules Relating to the Terms of Employment and Working Conditions of the Employees of Primary Agriculture Credit Societies (PACS), 2001," to revise the pay scales of PACS employees, and,

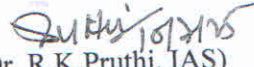
Whereas, following this revision, the Association of State PACS Employees Union, through its President, submitted several representations seeking clarification regarding the admissibility of Dearness Allowance (DA) to PACS employees after the pay revision. In response, this office, vide letters dated 23.09.2023 and 06.12.2023, clarified that the employer, i.e., the managing committees of the respective societies, are competent to decide on the release of pay and allowances to their employees, taking into account the financial health of the society and subject to ratification of such decisions by the General Body of the society, and,

Whereas, despite these clarifications, this office continued to receive requests from various quarters seeking further clarification on the issue of Dearness Allowance for employees of PACS that had adopted the revised pay scales as of 01.10.2022. To address the issue of Dearness Allowance, this office issued detailed instructions on 13th September, 2024, elaborating on the matter, and,

Whereas, requests were again received on the matter of DA admissible to the employees of PACS which have adopted the pay scales, and therefore, to comprehensively address these issues, a committee of senior departmental officers was constituted which submitted its reports to the undersigned, and,

Now, after considering the deliberations of the committee, I, Dr. R.K.Pruthi, IAS, Registrar Cooperative Societies Himachal Pradesh, hereby, order that:

1. the clarification issued vide this office on dated 13-09-2024 is withdrawn with immediate effect.
2. (a) for societies which have adopted the revision, the revised pay emoluments effective from 1st April 2022 shall be calculated as:
(Basic Pay as on 31.03.2022) + 15% increase = New Basic Pay, on which DA at Government of Himachal Pradesh rates shall be applicable.
(b) the societies that have not adopted the amendment dated 1st October 2022 shall continue with the earlier emoluments, i.e., existing pay + 159% DA, and their DA shall continue to be revised as per State Government notifications in accordance with Rule 4(2).
3. the General House of each PACS shall have the final authority to adopt or ratify the revised emoluments, based on its financial position and subject to compliance with the Rules.


(Dr. R.K.Pruthi, IAS)
Registrar Cooperative Societies,
Himachal Pradesh

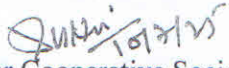
Endst. No. As above, Dated: Shimla-09 the

10 July, 2025

Copy to:-

1. The Secretary (Cooperation) to the Government of Himachal Pradesh for information please.

2. The Additional Registrar Cooperative Societies (Dharamshala), (Mon.) for information.
3. All the Joint/ Deputy Registrar Cooperative Societies Directorate of Cooperation Shimla for information.
4. The Deputy Registrar Cooperative Societies Dharamshala, Mandi & Shimla for information.
5. All the Assistant Registrar Cooperative Societies in H.P. for information and necessary action.
- ✓ 6. Sh. Natar Singh, Dealing Assistant IT, Directorate of Cooperation with the direction to upload the same on the departmental website.


Registrar Cooperative Societies,
Himachal Pradesh