

Directorate of Cooperation

Himachal Pradesh.

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

Dated: Shimla-09, the

28th April, 2026.

ORDER

In pursuance of the powers vested in me under Rule 56 (1) of the H.P. Cooperative Societies Rules, 1971, following amendments are made in the Rules Relating to the terms of Employment and Working Conditions of the Employees of PACS, 2001:

1. **Short Title and commencement:** (1) These Rules shall be called the Rules Relating to the terms of Employment and Working Conditions of the Employees of PACS (Amendment) Rules, 2026.

2. **Amendment of Rule 5 (CLASSIFICATION)**

For the existing Rule 5 (2), following shall be substituted, namely:-

The basis for determination of classification of a society in terms of working capital shall be as under:-

Class	Working Capital (in Crore)
AA	Rs. 7-00 Crore and above
A	Above Rs. 5-00 Crore and below 7-00 Crore
B	Above Rs. 3-00 Crore and below 5-00 Crore
C	Above Rs. 1-00 Crore and below 3-00 Crore
D	Below 1-00 Crore

3. **Amendment of Rule 14-(EMPLOYEES WELFARE FUND):-**

For the existing clause (3) of Rule 14, the following shall be substituted, as under:-

Save as otherwise provided in this rule, the retirement assistance payable to an employee on superannuation shall be as follows, namely:—

- i) for the first ten years of continuous service, a fixed amount of rupees one lakh;
- ii) thereafter, for every successive completed year of service or part thereof in excess of six months, at the rate of fifteen days' pay for every such completed year of service or rupees ten thousand, whichever is higher:

Provided that the maximum retirement assistance payable in respect of all employees at the society level shall not exceed the limits specified in the Table below, determined on the basis of the annual gross turnover of the Primary Agricultural Credit Society (PACS) in the preceding financial year, namely:-

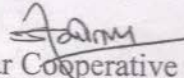
Annual Gross Turnover of the PACS	Maximum Employee Welfare Fund (Amount in lakhs)
Below Rs. 10 crore	7.00
Above Rs. 10 crore and below Rs. 20 crore	11.00
Above Rs. 20 crore and below Rs. 30 crore	12.00
Above Rs. 30 crore and below Rs. 40 crore	13.00
Above Rs. 40 crore and below Rs. 50 crore	14.00
Above Rs. 50 crore and below Rs. 60 crore	15.00
Above Rs. 60 crore and below Rs. 70 crore	16.00
Above Rs. 70 crore and below Rs. 80 crore	17.00
Above Rs. 80 crore and below Rs. 90 crore	18.00
Above Rs. 90 crore and below Rs. 100 crore	19.00
Above Rs. 100 crore	20.00



Provided further that the Managing Committee, while sanctioning retirement assistance to any employee, shall take into account the retirements of other employees due within the next three years and, in the event of multiple retirements during such period, shall determine the quantum of assistance on a pro rata basis, having regard to the retirement schedule of such employees and the availability of funds in the Employee Welfare Fund, so as to ensure adequate allocation for all employees scheduled to retire in the ensuing years.

Provided also that in the case of permanent incapacitation or death of an employee who has rendered less than ten years of continuous service, retirement assistance of rupees fifty thousand shall be paid to the employee, or to his nominee or legal heirs, as the case may be.

Explanation.—For the purposes of this provision, "annual gross turnover" means the total value of all sales or revenue generated by the society in a financial year before any deductions, that is to say, the aggregate amount received from the sale of goods or provision of services during twelve months, without subtracting discounts, returns or expenses.

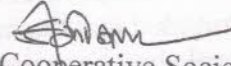

Registrar Cooperative Societies,
Himachal Pradesh,
28th April, 2026.

Endst. No.: As above.

Dated: Shimla-09, the

Copy to:-

1. The Secretary (Cooperation) to the Govt. of H.P. for information please.
2. The Additional Registrar Cooperative Societies Dharamshala and Shimla 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. Vijay Sharma, State President H.p. Primary Agriculture Cooperative Society Employee Union, C/o V.P.O. Ambehra, Tehsil Bangana, Distt. Una, H.P. for information.
7. Dealing Assistant (IT), Directorate of Cooperation with the direction to upload the same on the departmental website.


Registrar Cooperative Societies,
Himachal Pradesh.