

8.4 FUNDAMENTAL RULES & Advance increments - Replaced by lumpsum Grant - Orders - Issued.

PERSONNEL AND ADMINISTRATIVE REFORMS (R.F.II) DEPARTMENT

G.O. (Ms) No. 843

Dated: 05.09.1983

Read:

1. G.O. (Ms) No. 531, Finance Department, dated 25.4.1963.
2. G.O. (Ms) No.825, Personnel and Administrative Reforms (F.R.I.) Department dated 6.7.1977
3. G.O. (Ms) No.1195, Personnel and Administrative Reforms (F.R.I.) Department dated 27.10.1978

ORDER:

Advance increments are now granted for passing Account Tests and for acquiring Post - Graduate Qualification in certain specialties such as Business Administration, Engineering, Agriculture, Medicines, etc. In the scheme of grant of advance increments, for the same efforts taken of at acquire of particular qualification, a person in the higher scale of pay is getting more benefit than one in the lower scale of pay as the benefit is related to the rate of increments in the scale of pay. Further, the scheme also makes juniors in a particular category acquiring special qualifications eligible for more pay than the seniors in the same category. It is therefore, felt that a lumpsum amount, with regard to the scales of pay, can be granted to those acquiring the special qualifications dispensing with the present scheme of grant of advance increment.

2. The Government, therefore, direct that the present scheme of sanctioning advance increments to Government servants for any purpose shall be dispensed with immediate effect. This order will not, however, affect those Government servants who have already availed themselves of the benefit advance increments. Nor themselves of the benefit of advance increments. Nor will they now be allowed to exchange the lumpsum grants ordered in this order in lieu of advance increments already granted.

3. The lumpsum amount to be granted for acquiring the various qualifications for which advance increment, wwl allowed are indicated in the Annexure to this order. The lumpsum amount has been fixed equivalent to the monetary valued the rate of increment for three years in the case of one advance increment, double the amount for two advance increments and treble the amount for three advance increments.

4. If any scheme of advance increments is now force has not been included in the Annexure to this Government Order, it may be taken up and examined separately by the administrative department and the quantum of lumpsum fixed on the basis indicated in para 3 above. Any how xx soher for incentive to Government servants will be considered of increment and suitable quantum of lumpsum amount will be fixed by the concerned administrative department in copulation with Personnel and Administrative Reforms (R.F.II) and Finance Department.

5. The Government direct that the count of lumpsum amount ordered in para 3 above will be subject in the following conditions:

- i) The scheme is applicable to officers upto and inclusive of second level difference below on the Head of departments.
- ii) Finance who had acquired the special qualifications for which the lumpsum amount out by granted prior to their appointment to a particular point wherein the lumpsum amount can be granted are not eligible in lumpsum grant.
- iii) If the higher qualifications i.e. Post -Graduate degree or Diploma is prescribd in one of the requis qualification for application to any post or where the scale of pay for such post is prescribed taking into account the special qualifications no lumpsum entirely will be granted to those acquiring the special qualifications.
- iv) Where the Government here grant money on any officer giving him study leave and applicants or granting the study period on duty with full pay and also grantee for acquiring the appoint qualifications, he is not entitle to this benefit.
- v) So far as Master of Business Administration Qualifications is concerned.
 - (a) An officer will be entitle to the lumpsum grant, only if his service can be utilised in a post where the qualification will be useful and not otherwise and
 - (b) this lumpsum grant for improve of Business Administration Qualification and is given, in addition to the earlier given improvement benefit enjoyed for having acquired for non graduate qualification in Agriculture, Engineering, Medicine etc., or the lumpsum grant given unless the present scheme for acquiring such Post - Graduated Qualification.
- vi) As regards acquisition of Ph.d. qualification, the lumpsum grant payable will be the difference between the grants admissible for the benefit of M.A. and Ph.d. Qualifications and it is to be planned individually in addition to the benefit granted for the Post- graduate Qualifications.
- vii) In respect of those for whom to their M.A. qualification in a particular subject as lumpsum grant will be graduate qualification which entitle for the benefit.
- viii) So far as Account to for subordinate officer part I is concerned, the lumpsum grant shall be paid only where the passing of the test is prescribed as a condition for continuance in a post or for promotion to higher post.

6. This order issued with the concurrence of the Finance Department - vide its U.O. Note. No. 92362/Pub.II/83-1, dated. 3.9.1983.

(By order of the Governor)

K. CHOCKALINGAM
Chief Secretary to Government