



ABSTRACT

Lumpsum Amount – Granting Lumpsum amount for acquiring additional educational qualification to the State Government Employees – Guidelines – Orders – Issued.

HUMAN RESOURCES MANAGEMENT (FR - IV) DEPARTMENT

G.O. (Ms) No.95

Dated 26.10.2023

சோபகிருது, ஐப்பசி - 09

திருவள்ளூர் ஆண்டு - 2054

Read:

1. G.O.(Ms)No.37, Personnel and Administrative Reforms (FR-IV) Department, dated 10.03.2020.
2. G.O.(Ms)No.116, Personnel and Administrative Reforms (FR-IV) Department, dated 15.10.2020.
3. G.O.(Ms)No.120, Human Resources Management (FR-IV) Department, dated 01.11.2021.
4. Letter No.4470/FR-IV/2022-1, Human Resources Management (FR-IV) Department, dated 18.02.2022.

ORDER:

The scheme of awarding cash rewards to Government Servants was started in the year 1963 based on the recommendations of the then Madras Pay Commission, for the purpose of manning important clerical and higher supervisory posts in some of the Departments with staff qualified in such Departmental Tests. The scheme was started with cash rewards to clerks of Revenue Department who pass all Revenue Tests, and then this scheme was extended to other important Departments also in respect of tests which may be considered to be of crucial importance in those Departments. Subsequently, one advance increment was sanctioned for passing Account Test Examination. This scheme of cash rewards was then expanded by sanctioning two advance increments for those who acquire Post Graduate Degree of Master of Management Sciences, with a direction to the Departments concerned that the Departments may be made responsible to ensure that the Officers with such additional qualifications are properly utilized by posting them to appropriate post.

2. As early as in the year 1983, the scheme of granting advance increments was replaced by granting lumpsum for the reason that a person in the higher scale of pay will be getting more benefit than the one in the lower scale of pay, as the benefit is

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related to the rates of increments in the scale of pay. Further, the scheme also made juniors in any particular category acquiring special qualifications eligible for more pay than the seniors in the same category. Hence, a decision was taken that granting of lumpsum amount would be the viable solution for setting right pay anomalies.

3. With the widespread development of higher educational institutions in our State, leading to a higher Gross Enrollment Ratio (GER) in all sectors of higher education, more and more qualified hands are applying to all types of Government and quasi-Government employment. More so, graduates with professional qualifications such as Bachelor of Engineering (B.E.), Bachelor of Technology (B.Tech.), Bachelor of Science (B.Sc.) (Agriculture), Master of Business Administration (MBA) are also finding the Government salary/scales and conditions of services highly attractive, obviating the need for a specific increment to attract the highly qualified hands.

4. After taking into the above aspects as detailed in para 5 of the Government Order first read above [G.O.(Ms.)No.37, Personnel and Administrative Reforms (FR-IV) Department, dated 10.03.2020], a policy decision was taken and was ordered that the scheme of sanction of advance increment for acquiring higher qualification in all Departments and all orders issued by all Departments for sanction of advance increment for possessing higher qualification / passing Account Test for Sub-ordinate Officers - Part-I, as a whole, be cancelled / dispensed, with immediate effect. Subsequently, in the Government Order second read above, certain clarifications were issued.

5. Subsequently, the Hon'ble Chief Minister on 07.09.2021 announced under Rule 110 of the Tamil Nadu Legislative Assembly Rules, on the floor of the Tamil Nadu Legislative Assembly as follows:-

“அரசுப் பணியாளர்கள் தங்கள் பணிக்காலத்தில் பெற்றிடும் கூடுதல் கல்வித் தகுதிகளுக்கான ஊக்க ஊதிய உயர்வு 2020-ம் ஆண்டு இரத்து செய்யப்பட்டது. அரசுப் பணியாளர்கள் பெற்றிடும் கூடுதல் கல்வித் தகுதியின் மூலம் அவர்களுடைய பணித்திறன் மற்றும் அவர்களது செயல்பாடுகள் மேம்படுவதை ஊக்குவிக்கும் பொருட்டு, உயர்கல்வித் தகுதிகளுக்கான ஊக்கத்தொகை ஒன்றிய அரசால் அண்மையில் அறிவித்துள்ள வழிகாட்டு முறைகளின் அடிப்படையில் விரைவில் அறிவிக்கப்படும்.”

6. Accordingly, orders were issued in the Government order third read above, namely G.O.(Ms)No.120, Human Resources Management (FR-IV) Department, dated 01.11.2021, for granting incentive in the form of one-time lumpsum amount to the State Government Employees for having acquired additional qualification after 10.03.2020 as follows:-

Sl. No.	Higher Qualification	Amount (Rs.)
1.	Ph.D.	25,000 /-
2.	PG Degree or equivalent	20,000 /-
3.	Degree / Diploma	10,000 /-

It may be noted that this decision emulates closely the decision taken by Government of India which in turn based on the 7th Central Pay Commission recommendations, i.e., to grant a one-time lumpsum incentive to the relevant higher educational qualifications. In this regard, further clarifications were also issued in the Government Letter fourth read above.

7. Now, it has come to the notice of the Government that substantial number of claims are pending from candidates with higher educational qualifications. Hence, to expeditiously process and bring clarity to the scheme of granting incentive, in partial modification of the orders issued in the Government Order second and third read above and clarifications issued in the Government Letter fourth read above, the cut-off date for sanction of advance increments for having acquired higher educational qualifications ended and the new scheme of sanction of lumpsum amount is ordered to take effect from 10.03.2020. Thus, the clarification issued in Government Order second read above and the Government Letter fourth read above are harmonized to ensure that, all pending applications as on 10.03.2020 and claims made subsequently for sanction of benefits for having acquired higher educational qualifications shall be disposed as per this new scheme of granting lumpsum incentives only and not the earlier scheme of granting increments in salary. This principle would ensure expeditious disposal of all pending claims, and also maintain parity and equal treatment between the claims pending as on date and for the persons acquiring higher educational qualifications in future also.

8. The Government, therefore, directs that the Government Servants, who acquire additional educational qualifications including those who have already submitted applications seeking incentive therefor, shall henceforth be granted only with one-time lumpsum as ordered in the Government order third read above, and the following guidelines are issued:-

- (i) The incentive will not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post.
- (ii) No incentive shall be allowed for acquiring higher qualification purely on academic or literary subjects. The acquisition of the qualification should be directly related to the functions of the post held by him/her, or to the functions to be performed in the next higher post. There should be direct nexus between the functions of the post and the qualification acquired and that it should contribute to the efficiency of the government servant.
- (iii) The quantum of incentive will be uniform for all posts, irrespective of their classification or grade or the Department.
- (iv) The incentive shall not be admissible where the Government servant is sponsored by the Government or he/she avails study leave for acquiring the qualification.
- (v) The incentive would be given only for higher qualification acquired after induction into service.

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- (vi) No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if employee acquires the requisite qualification for such appointment at a later date.
- (vii) The qualifications meriting grant of incentive should be recognized by University Grants Commission, respective regulatory bodies like All India Council for Technical Education (AICTE) etc. set-up by Central/State Government or recognized by the Government.
- (viii) The incentive shall be limited to maximum two times in an employee's career, with a minimum gap of two years between successive grants.
- (ix) The Government servant should prefer the claim within six months from the date of acquisition of the higher qualification in respect of future claims.
- (x) The claims already rejected by the Departments concerned are not eligible for grant of lumpsum amount.
- (xi) The lumpsum amount shall be granted only for those who have acquired higher qualification and not sanctioned with advance increment till date.
- (xii) The Administrative Departments, shall issue orders separately in this regard, after examining the existing qualifications prescribed in the Service Rules, the duties, roles and responsibilities of the relevant posts, additional educational qualifications required for performing the relevant duties, the ways in which the higher educational qualifications for the said posts would be beneficial to the development activities of the Department and to the Government by and large and then issue orders in consultation with the Human Resources Management and Finance Departments.

9. This order issues with the concurrence of Finance Department, vide its Reference No.3386/FS/P/2023, dated 12.10.2023.

(BY ORDER OF THE GOVERNOR)

**SHIV DAS MEENA
CHIEF SECRETARY TO GOVERNMENT**

To

All Secretaries to Government, Chennai – 600 009.

All Departments of Secretariat, Chennai – 600 009.

All Heads of Department.

All District Collectors / All District Judges/ All District Magistrates.

The Secretary, Legislative Assembly Secretariat, Chennai – 600 009.

The Secretary, Tamil Nadu Public Service Commission, Chennai – 600 003.


The Commissioner of Treasuries and Accounts, Chennai – 600 035.

The Principal Accountant General (A&E / Civil Audit), Chennai – 600 018.
The Accountant General (Audit-II), Chennai – 600 018.
The Resident Audit Officer, Chennai – 600 009.
The Pay and Accounts Officer (North), Chennai – 600 001.
The Pay and Accounts Officer (South), Chennai – 600 035.
The Pay and Accounts Officer (East), Chennai – 600 005.
The Pay and Accounts Officer, Secretariat, Chennai – 600 009.
The Pay and Accounts Officer, Madurai – 625 001.
The Registrar General, High Court of Madras, Chennai – 600 104.
The Registrar, Madurai Bench of Madras High Court, Madurai – 625 023.

Copy to:-

The Secretary to Hon'ble Chief Minister, Chennai – 600 009.
The Special Personal Assistant to Hon'ble Minister
(Finance and Human Resources Management) Chennai – 600 009.
The Senior Principal Private Secretary to Chief Secretary to Government,
Chennai – 600 009.
The Senior Principal Private Secretary to Secretary to Government,
Human Resources Management Department, Chennai – 600 009.
All Officers / All Sections, Human Resources Management Department,
Chennai – 600 009.
The Human Resources Management (AR-II) Department,
Chennai – 600 009. (for uploading in Government Website)
The Finance (CMPC / PC-I / II) Department, Chennai – 600 009.
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SECTION OFFICER.
26/10/2023