



ABSTRACT

Advance increments – Dispensation / Cancellation of the scheme of sanction of advance increment in all departments – Orders – issued – Further clarifications – Issued.

Personnel and Administrative Reforms (FR-IV) Department

G.O.(Ms) No.116

Dated : 15.10.2020

சார்வரி, புரட்டாசி-29,

திருவள்ளூர் ஆண்டு 2051.

Read :

- 1) G.O.(Ms)No. 37, Personnel and Administrative Reforms (FR-IV) Department, Dated. 10.03.2020.
- 2) Letter No.13252/Fin(BPE)/2020, Fin(BPE) Department, dated: 19.03.2020.
- 3) Letter received from Commissioner of Treasuries and Accounts, Nandanam, Chennai-35 in Rc.No.15716/2020/D2, dated 22.06.2020 and reminder dated: 15.07.2020 and 24.08.2020.
- 4) Representation dated 22.06.2020 received from TamilNadu Graduate Teachers Federation addressed to Commissioner of Treasuries and Accounts, Nandanam, Chennai-35.
- 5) Representation dated 29.05.2020 received from Tamizhaga Aasiriyar Kootani, Thiruchendur Education District, Thoothukudi District.
- 6) Representation dated 30.05.2020 received from Tamil Nadu Thodakkappalli Aasiriyar Mandram.

ORDER:

In the Government Order 1st read above, it has been ordered that as a policy decision, 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, as a whole, be cancelled / dispensed with immediate effect.

2. Further, in the Government Order 1st read above, it has also been ordered that, the sanction of the advance increment for passing Account Test for Sub-ordinate Officers - Part-I, as per rulings (3) & (4) under FR 31-A be

dispensed with immediate effect and also ordered that the advance increment for acquiring higher qualification already granted to Government Servants need not be effected any recovery.

3. The Commissioner of Treasuries and Accounts, Nandanam, Chennai-35 and various associations have sought for clarification regarding the orders issued in the Government order 1st read above. Moreover, many teachers have sought for clarifications as to whether the advance increment and incentive increment are one and the same or different.

4. Therefore, the Government have decided to issue the following clarifications:-

S.No.	Points raised for clarifications	Clarification issued
1	The date from which orders issued in the Government Order 1 st read above came effect.	10.03.2020
2	If a Government servant recruited on or after 10.03.2020 and acquired higher qualification / Departmental test (Account test for Sub-ordinate Officers Part – I) before recruitment, is he/she eligible for sanctioning advance increment?	No, from 10.03.2020, the concept of sanctioning advance increment is dispensed / cancelled.
3	Is there any cut-off date for sanctioning advance increment, if a Government servant recruited before 10.03.2020 and acquired the higher qualification or Departmental test (Account test for Sub-ordinate Officers Part – I) before 10.03.2020 and orders sanctioning advance increment was not issued either due to administrative reasons or belated claims by the individuals?	Yes. All such cases should be processed immediately either as per para 6(vi) of the Government Order 1 st read above or as per the conditions in rulings (3) and (4) under FR 31-A in consultation with Personnel and Administrative Reforms (FR-IV) Department, and orders are to be issued before 31.03.2021.
4	Whether the dispensing / cancellation of advance increment in all departments issued in the Government Order 1 st read above is applicable to the teachers also?	Yes. The general orders issued in the Government Order 1 st read above is invariably applicable to all Government servants in all departments under the control of Government of Tamil Nadu including Teachers, Engineers, Doctors, Professors, Legal practioners, etc.

5	<p>(a) Whether the <u>incentive increment</u> granted to the teachers for acquiring higher qualification is cancelled / dispensed because, in the Government Order 1st read above it has been mentioned only as <u>advance increment</u> for acquiring higher qualification is cancelled / dispensed?</p> <p>(b) Whether the terms advance increment and incentive increment sanctioned to Teachers are one and the same.</p>	<p>Yes. As per orders issued in G.O.(Ms) No.42, Education department, dated 10.01.1969 read with G.O. (Ms) No.1024, Education, Science and Technology Department, dated 09.12.1993, it is clarified that whatever the terms (either incentive increment or advance increment) used in different Government Orders issued with respect to this subject by various departments it indicates the same thing. (i.e.) incentive increment and advance increment are same.</p>
6	<p>Whether the other Government Orders issued with respect to this subject in several departments and not mentioned in the Government Order 1st read above are also cancelled / dispensed?</p>	<p>Yes. As per para 6(i) of the Government Order 1st read above, all the Government Orders / Letters / Instructions issued related to this subject prior to 10.03.2020 by all the departments and not mentioned in the Government Order 1st read above are also stands cancelled / dispensed with effect from 10.03.2020.</p>
7	<p>Whether the Government servants who have acquired higher qualification prior to issue of the Government Order 1st read above and not sanctioned with advance increment / not applied for sanction of advance increment by the Government servants are eligible for sanction of advance increment?</p>	<p>The cases of Government Servants who have acquired higher qualification prior to the date of issue of the Government Order 1st read above and not sanctioned with advance increment / not applied for sanction of advance increment by the Government servant concerned may be examined separately as per para 6(vi) of the Government Order 1st read above and appropriate orders to be issued before 31.03.2021.</p>

8	Whether the Government servants who have passed the Departmental test (Account test for Sub-ordinate officers, Part-I) prior to issue of the Government Order 1 st read above, and not sanctioned with advance increment are eligible for sanction of advance increment?	The cases of Government Servants who have passed the Departmental test (Accountant test for subordinate officers Part-I) prior to the date of issue of the Government Order 1 st read above and not sanctioned with advance increment are to be examined separately as per the conditions prescribed for completion of probation and as per the conditions in rulings (3) & (4) under FR 31-A and appropriate orders to be issued before 31.03.2021 in consultation with Personnel and Administrative Reforms (FR-IV) Department.
9	Whether the Bills for sanction of advance increment for acquiring higher qualification / for passing Account test for Sub-ordinate Officers Part-I may be passed / allowed by the concerned Pay and Accounts Office / Treasury Office, after the date of issue of the Government Order 1 st read above?	The Bill passing authority may pass the Bills after due verification of the Bills as follows,- (a) Whether the said higher qualification was acquired prior to the date of issue of the Government Order 1 st read above and the proceedings / orders issued for sanction of advance increment is based on previous general orders issued by the Department concerned and prior to the date of issue of the Government Order 1 st read above. (or) (b) Whether the case has been examined as per para 6(vi) of the Government order 1 st read above and orders have been issued with concurrence of Finance Department. (or)

		(c) Whether the Departmental test (Account test for Sub-ordinate Officers Part-I) was passed prior to the date of issue of the Government Order 1 st read above and proceedings / orders have been issued with the concurrence of Personnel and Administrative Reforms (FR-IV) Department.
10	Whether the Government Order 1 st read above is applicable to Government Public Sector Undertakings / Statutory Boards also?	Yes. As per the letter 2 nd read above, the Government Order 1 st read above is applicable to Government Public Sector Undertakings / Statutory Boards also.

5. All the authorities of all the departments are requested to follow the above orders / clarifications strictly as they will be held responsible for any wrong claiming of bills.

6. This order issues with the concurrence of Finance (Pay Cell-3) Department, vide its U.O.No.33077 / PC-3 / 2020, dated: 24.09.2020.

(BY ORDER OF THE GOVERNOR)

**K. SHANMUGAM,
CHIEF SECRETARY TO GOVERNMENT .**

To

All Secretaries to Government, Chennai-9.

All Departments of Secretariat, Chennai-9.

All Heads of Department.

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

The Secretary, Legislative Assembly Secretariat, Chennai-9.

The Secretary, TamilNadu Public Service Commission, Chennai-03.

The Commissioner of Treasuries and Accounts, Chennai – 35.

(with reference to Letter No. Rc.No.15716/2020/D2, dated 22.06.2020)

The Commissioner of Revenue Administration, Chepauk, Chennai – 05.

The Principal Accountant General (A&E), Chennai-18.

The Principal Accountant General (Civil Audit), Chennai-18.

The Accountant General (Audit-II), Chennai-18.

The Resident Audit Officer, Chennai-9.

The Pay and Accounts Officer (North), Chennai-1.

The Pay and Accounts Officer (South), Chennai-35.
The Pay and Accounts Officer (East), Chennai-5.
The Pay and Accounts Officer, Secretariat, Chennai-9.
The Pay and Accounts Officer, Madurai – 625 001.
The Registrar General, High Court of Madras, Chennai-104.
The Registrar, Madurai Bench of Madras High Court, Madurai-23.
The Pension Pay Officer, Chennai-6.

Copy to :

The Secretary to Hon'ble Chief Minister, Chennai – 9.
The Special PA to Hon'ble Deputy Chief Minister, Chennai-9.
The Special PA to Hon'ble Minister (Fisheries, Personnel and
Administrative Reforms) Chennai-9.
The Principal Private Secretary to Chief Secretary to Government,
Chennai -9.
The Principal Private Secretary to Secretary to Government, Personnel
and Administrative Reforms Department, Chennai -9.
All Officers / All Sections, Personnel and Administrative Reforms Department,
Chennai-9.
The Personnel and Administrative Reforms (AR-II) Department,
Chennai-9. (for uploading in Government Website)
The Finance (CMPC / PC-I / II / III) Department, Chennai-9.
The Finance (BPE) Department, Chennai-9.
SF/SC.

// FORWARDED BY ORDER//

J

S. Ambika
15/10/2020
SECTION OFFICER
Key
15/10/2020