



ABSTRACT

ADVANCE INCREMENT – Sanction of advance increment to Government Servants for acquiring higher qualification and for passing Departmental Tests – Dispensation / Cancellation of the scheme of sanction of advance increment in all departments – Orders – Issued.

Personnel and Administrative Reforms (FR-IV) Department

G.O.(Ms) No.37

Dated : 10.03.2020

விகாரி வருடம், மாசி-27,
திருவள்ளூர் ஆண்டு 2051.

Read :

- 1) G.O.(Ms) No.531, Finance Department, Dated.25.04.1963.
- 2) G.O.(Ms) No.1195, Public Works Department, Dated. 11.07.1972.
- 3) G.O.(Ms) No.825, Personnel and Administrative Reforms (FR-I) Department, Dated. 06.07.1977.
- 4) G.O.(Ms) No.1195, Personnel and Administrative Reforms (FR-I) Department, Dated. 27.10.1978.
- 5) G.O.(Ms) No.843, Personnel and Administrative Reforms (FR-II) Department, dated 05.09.1983.
- 6) G.O.(Ms) No.1159, Personnel and Administrative Reforms (FR-II) Department, dated 21.11.1984.
- 7) G.O.(Ms) No.301, Personnel and Administrative Reforms (FR-III) Department, dated 26.03.1985.
- 8) G.O.(Ms) No.97, Personnel and Administrative Reforms (FR-IV) Department, dated 05.07.2010.
- 9) G.O.(Ms) No.154, Personnel and Administrative Reforms (FR-IV) Department, Dated. 26.10.2010.
- 10) G.O.(Ms) No.241, Finance (PC) Department, Dated. 22.07.2013.

ORDER:

In the reference first read above, the Government have introduced the scheme of sanction of one advance increment for passing the Account Test Examinations, to the non-gazetted Government servants in the Ministerial Service.

.....2

Subsequently, in the Government Order second read above, based on the recommendation of Tamil Nadu second pay commission, the erstwhile Public Works Department (i.e. before bifurcation), had issued orders sanctioning / granting advance increments to the Assistant Engineers / Executive Engineers/ Divisional Engineers of Public Work and Highways and Rural Works Departments for acquiring PG/Ph.d in Engineering degree. In Government Order third read above, orders were issued sanctioning two advance increments for those who acquire Post Graduate degree of Master of Management Sciences from recognized Institutions. This was then extended to MBA holders also in the Government Order fourth read above.

2. Pursuant to the above orders, similar orders were also issued by various other departments like Agriculture Department, Animal Husbandry & Veterinary Sciences Department, Health and Family Welfare Department, Education Department, Labour and Employment Department, Rural Development Department etc for sanctioning advance increments to certain category of staff of those Departments for acquiring Post Graduate / Ph.d degrees in their respective subjects (These orders are made applicable to only certain category of posts mentioned in those orders and not for all category of posts in those Departments).

3. In the Government Order fifth read above, this department has issued a consolidated order for sanction of lumpsum grant (instead of advance increments) for acquiring some of the specialised courses in PG / Ph.D / MBA etc in the following Departments viz Agriculture Department, Agricultural Engineering, Dairy Development Department, Animal Husbandry Department, Health and Family Welfare Department, Home Department, Personnel and Administrative Reforms Department subject to fulfillment of certain conditions stipulated therein. Later, the above scheme of lumpsum grant was again replaced with sanction of advance increments in the Government Order sixth read above. In continuation of the above orders and to make more clarity and to avoid misinterpretations, orders have been issued stipulating some conditions for sanction of advance increment in the Government Order eighth read above.

4. In the mean time, Government have reviewed the scheme of sanction of advance increment for acquiring MBA degree and taken a policy decision to dispense the scheme of sanction of advance increments for acquiring MBA degree, with effect from the date of issue of order in the Government Order ninth read above. Subsequently, the Pay Grievance Redressal Committee constituted for the purpose of examining the anomalies arose due to the implementation of Tamil Nadu Revised Scales of Pay Rules 2009, has observed among others that in the present scenario where most of the recruits are degree holders and even have Post Graduation / professional qualification and in such a situation, the higher start of pay is no longer warranted and therefore recommended to dispense the higher start of pay to the Junior Assistants, Typists and Record Clerks for possession of Degree / S.S.L.C. qualification respectively. The Finance department has also accepted the above recommendation of the committee and issued orders in the Government order tenth read above, dispensing the higher start of pay granted to the Junior Assistants / Typists / Record Clerks for degree qualification / SSLC qualification to the incumbents recruited in future, with a view to avoid pay anomaly between Junior Assistants and the directly recruited Assistants and also

considering the fact that the persons now recruited are Degree/Post Graduate / Professional Degree holders.

5. In continuation of the above review orders, Government further reviewed the scheme of sanction of advance increment including sanction of advance increment for passing Account test for Sub-ordinate Officers part-I, taking into account of the following aspects:-

- a) During the period of introduction of above scheme, qualified persons are rarely identified for Government Posts. But, in present days, highly qualified persons including many professionals (Doctors and Engineers) are entering into Government Service through the concerned recruiting agencies for Group A and B Posts and even for Group C posts like Assistants / Junior Assistants / Typists etc. to do clerical jobs.
- b) Educational Institutions / Colleges are increased numerously and the qualified candidates are also increased multifold.
- c) Various recruiting agencies are selecting qualified persons suitable for the various posts in Government Service after conducting the tests / examinations at various stages.
- d) Qualified persons are available in all the fields to fill up the higher promotional post in order to discharge duty of the post efficiently.
- e) If a Government Servant needs promotion / appointment to a higher post which carries higher qualification then it is the responsibility of the Government Servant to qualify himself / herself for promotion / appointment to that higher post.
- f) In several Departments, the higher qualified employees as well as regular qualified employees are discharging the same duty of the post concerned in routine manner only.
- g) Many departments are sanctioning the advance increments against the main conditions No.(ii) and (iv) stipulated in the Government Order eighth read above.
- h) Advance increments for passing Account test for Subordinates Officers - Part I has been given to the Ministerial staff viz Assistants / Junior Assistants / Typists / Steno-Typists etc. The syllabus covered in the above Department test has already been covered in the Foundational Training given by Bhavanisagar Training Institute and all these Junior Assistants / Typists / Assistants are passing one paper in the said Foundational Training and passing this paper is mandatory for them for declaration of probation / consideration of promotion. Inasmuch as they acquired the knowledge of Fundamental Rules, Pension Rules, Tamil Nadu Financial Code / Tamil Nadu Treasury Code etc in the departmental Training itself, sanctioning the advance increments for passing the same subject in another form of test viz Account Test for Subordinate Officer- Part-I is unwarranted.
- i) Many anomalies arose due to the sanction of advance increments between seniors and juniors.

6. For the foregoing reasons, the Government have taken a decision to cancel / dispense with the scheme of sanction of advance increment for acquiring higher qualification and for passing Account Test for Sub-ordinate Officers Part-I, as per rulings (3) & (4) under FR 31-A and also to cancel the orders issued in Government orders fifth to eighth read above. Accordingly, the Government issue the following directions:-

- i. 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.
- ii. The orders issued in the Government Orders fifth to eighth read above be cancelled with immediate effect.
- iii. 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.
- iv. The advance increment for acquiring higher qualification already granted to Government Servants need not be effected any recovery.
- v. All the departments of Secretariat / Head of the Departments are requested to take up a review on this issue with reference to the special / adhoc rules of the posts [entry to higher level] of the department concerned and to prescribe higher qualification to the posts wherever necessarily required, so as to improve the services of the department concerned.
- vi. The cases of Government servants who have acquired higher qualification prior to issue of this general order, and not sanctioned with advance increments be examined separately as per the previous orders issued, if any, by the administrative department concerned and with reference to the posts specified in that order and if he is otherwise qualified, then the advance increment may be sanctioned by the administrative department concerned after obtaining concurrence of Finance department. If no previous orders were issued by any of the department concerned, then they are not eligible for sanction of any advance increments for passing higher qualification irrespective of the post held / degree acquired.
- vii. No fresh / further proposals will be entertained by Personnel and Administrative Reforms Department on this issue, in future.

7. Necessary amendment to Fundamental Rules will be issued separately with reference to para 6(iii) above.

8. This order issues with the concurrence of Finance (CMPC) Department, vide its U.O.No.18808/CMPC/2019, dated 31.10.2019.

(BY ORDER OF THE GOVERNOR)

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

To
All Secretaries to Government, Chennai-9.
All Departments of Secretariat, Chennai-9.

.....5

All Heads of Departments.

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

The Secretary, Legislative Assembly Secretariat, Chennai-9.

The Secretary, TNPSC, Chennai-03.

The Commissioner of Treasuries and Accounts, Chennai – 35.

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.

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//

S. Ambika
10/03/2020
SECTION OFFICER
key
10/03/2020