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(3) Advance increment

Grant of for outstanding work.

GOVERNMENT OF MAHARASHTRA,
Rural Development Department,
Circular No.MIS.1371/20130-A,
Sachivalaya, Bombay-32, dated the 13th July, 1971.

CIRCULAR:

Under Government letter, Rural Development Department No.MIS.1370/53824-A, dated the 15th January, 1971, the Zilla Parishads have been advised to consider to extend the concession of grant of advance increment to their own employees subject to the conditions referred to in Government Circular, General Administration Department No.SRV-1069-D, dated the 26th June, 1970. Government has issued clarification on the point regarding the criteria to be adopted for determining outstanding work and recommending grant of advance increments in Government Circular, General Administration Department No. SRV.1071-D, dated the 20th March, 1971. In enclosing a copy of the said Circular, the Chief Executive Officers of Zilla Parishads are advised to adopt the criteria referred to therein while considering the cases for grant of advance increments.

By order and in the name of the Governor of Maharashtra,

D.R. Tembey
(D.R. TEMBEY)

Under Secretary to the Govt. of Maharashtra.

To:

ON
The Commissioners of Divisions, Bombay/Poona/

Advance increment-grant of-
for outstanding work-

GOVERNMENT OF MAHARASHTRA, (4)
General Administration Department,
Circular No. SRV-1071/ D,
Sachivalaya, Bombay-32 (BR), Dated the 20th March, '71

CIRCULAR OF GOVERNMENT

Instructions have been issued in Government Circular, General Administration Department No. SRV-1069-D, dated the 26th June, 1970 (Printed on reverse) regarding grant of advance increments by way of incentive for outstanding work. A question has been raised as to what should be the criterion for determining outstanding work. It will be difficult to lay down any specific criteria for the purpose of determining outstanding work and recommending grant of advance increments. There will be very few cases of the type. Any definition, guide lines or criteria for determining the outstanding work will necessarily restrict the scope of such cases and there is also a risk of these being applied in a routine manner. It will be the discretion of the competent officer to judge the outstanding work of any particular person after watching his work carefully for a series of years. Government, however, desires to impress on all Heads of Departments etc. that they should exercise their discretion in such cases very carefully. They should satisfy themselves that the grant of advance increments is recommended on the basis of really outstanding work. The recommendation should also be supported by specific cases or instances of outstanding work.

2. The Secretariat Departments should decide the cases of grant of advance increments with reference to Government Circular, General Administration Department No. SRV-1069-D, dated the 26th June, 1970, referred to above in consultation with the General Administration Department and the Finance Department.

By order and in the name of the Governor of Maharashtra,

A. N. BATBYAL,
Deputy Secretary to the Government of Maharashtra,
General Administration Department.

TO:

The Secretary to the Governor,
The Private Secretary to the Chief Minister,
The Prothonotary and Senior Master, High Court, Bombay (By letter),
The Registrar, High Court, Appellate Side, Bombay (By letter),
All other Heads of Departments and Heads of Offices under the
several Departments of the Secretariat,
The Finance Department,
All Other Departments of the Secretariat.