

Advance Increments -

Grant of - to Government servants
in recognition of outstanding
work -

Delegation of powers to sanction -

GOVERNMENT OF MAHARASHTRA
General Administration Department.
Resolution No. SRV-1077/CN.127-79/VIII.
Mantralaya, Bombay-400 032, Dated the 4th December 1979.

- READ:-
- (i) Government Circular, General Administration Department, No. SRV-1069-D, dated the 26th June 1970.
 - (ii) Government Circular, General Administration Department, No. SRV-1071-D, dated the 20th March 1971.
 - (iii) Government Circular, General Administration Department, No. SRV-1071-D, dated the 14th January 1972.
 - (iv) Government Resolution, General Administration Department, No. SRV-1072-D, dated the 11th February 1974.
 - (v) Government Circular, General Administration Department, No. SRV-1072-D, dated the 11th February 1974.
 - (vi) Government Circular, General Administration Department, No. SRV-1076-XIII, dated the 10th August 1976.
 - (vii) Government Circular, General Administration Department, No. SRV-1076-XIII, dated the 28th October 1976.

RESOLUTION:- The question of delegation of the powers to grant advance increments to Government servants in recognition of outstanding work, and of extending this scheme to certain categories of Class-I Officers was under the consideration of Government. After careful consideration, Government has taken the following decisions:

2. (1) The powers to grant advance increments to all Class-IV employees, and to Class-III employees working outside the Mantralaya, should be delegated to the Heads of Departments concerned. Accordingly, all Heads of Departments are authorised to sanction advance increments to such employees under their control, subject to such general conditions as may be prescribed by Government from time to time.
- (2) The selection of employees belonging to any cadre for the grant of advance increments under the delegated powers shall be made on the recommendations of the respective Committee constituted for the preparation of Select Lists for promotion from that cadre.

(28)

- (3) Since the system of writing Confidential Reports in respect of Class-IV employees has been introduced recently, it is likely that the Confidential Reports of such employees are not available for the total period under review. Under such circumstances, the recommendation regarding grant of advance increment(s) to such employees should have for its basis, the entries regarding outstanding work during the period under consideration, recorded in their Service Books and duly supported by a note from the respective appointing authority.
- (4) The cases of Class-II Officers and all Class-III employees belonging to the Administrative Departments of the Mantralaya proper should continue to be referred to the General Administration Department for being placed before the appropriate Special Committees constituted for that purpose.
- (5) Class-I Officers drawing pay in the standard Class-I scale of Rs.410-1200(unrevised) or Rs.680-1500(revised), or in a segment of that scale, should also be eligible, with effect from the date of issue of these orders, to the grant of advance increments. The cases of such Officers should be referred by the Administrative Departments concerned to the General Administration Department for being placed before the Special Committee which considers the cases of Class-II Officers under the existing procedure.
- (6) The grant of advance increments to all categories of officers and employees will be subject to the following conditions in addition to the general conditions prescribed so far:

- (a) The number of persons belonging to any cadre, to be granted two advance increments in any one year, should not exceed 2% of the strength of the cadre on which they are borne;
- (b) The number of persons belonging to any cadre, to be granted one advance increment in any one year, should not exceed 2% 3% of the strength of the cadre on which they are borne.

3. It has also been decided that, if a Government servant selected for the grant of advance increments has already reached the maximum of his pay-scale, the benefit of the scheme of advance increments may be extended to him by granting him lump-sum payment of an amount equal to —

- (a) 48 times the amount of the incremental stage immediately below the maximum of the pay-scale if he is selected for two advance increments;
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- (b) 24 times the said amount if he is selected for one advance increment.

4. Government has further decided that a uniform date should be prescribed for the grant of advance increments in all cases. Accordingly, Government is pleased to direct that the advance increments should hereafter be sanctioned with effect from the 1st October of the year following the financial year upto which the confidential reports were assessed in each case. Thus, for example, the Government servants who are selected for the grant of advance increment(s) on the basis of the assessment of confidential reports upto the year 1979-80 should be granted such increment(s) with effect from the 1st October, 1980.

5. These orders issue with the concurrence of the Finance Department, vide that Department Un-official Reference No. CR.1430/78/SER-3, dated the 17th November 1978.

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

V.A. KOTESHWAR,
Deputy Secretary to Government.

To

The Secretary to the Governor,
The Private Secretary to the Chief Minister,
*The Prothonotary and Senior Master, High Court, Bombay,
*The Registrar, High Court (Appellate Side), Bombay,
*The Registrar, Office of the Lokayukta and Upa-Lokayukta, Bombay,
The Accountant General, Maharashtra I, Bombay,
The Accountant General, Maharashtra II, Nagpur,
The Pay and Accounts Officer, Bombay,
The Resident Audit Officer, Bombay,