

ABSTRACT

PUBLIC SERVICES – Automatic Advancement Scheme – Anomaly of Junior drawing more pay than Senior promoted earlier – Rectification of anomaly – Orders – Issued.

FINANCE AND PLANNING (FW:PC.II) DEPARTMENT

G.O.(P).No.75

Dated:22-02-1994.

Read the following:-

1. G.O.Ms.No.117, Fin. & Plg. (FW: PRC-I) Department, Dt.25-05-1981.
2. G.O.Ms.No.297, Fin. & Plg. (FW: PC) Department, Dt.25-10-1983.
3. G.O.(P).No.2, Fin. & Plg. (FW: PRC-I) Department, Dt.04-01-1988.
4. G.O.(P).No.290, Fin. & Plg. (FW: PC-II) Department, Dt.22-07-1993.

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ORDER:

In the G.O. first read above, orders were issued introducing the Automatic Advancement Scheme with effect from 01-04-1981 for the employees stagnated in the Revised Pay Scales, 1978 upto and inclusive of Grade XVIII. According to above scheme, a person on completion of 10 years of service in a particular scale of pay upto Rs.900-1500 is eligible to be appointed to the Special Grade carrying next higher scale of pay and after completion of 15 years of service he is entitled to be appointed to the Special Promotion Post carrying the scale as applicable to the promotional post in the regular channel of promotion as per service rules in both the cases the pay was ordered to be fixed under FR 22 a(i). When an employee holding SPP is promoted to the promotional post in the regular channel of promotion, the pay was ordered to be fixed under FR-22B. After the issue of these orders, an anomaly of senior drawing less pay than his junior arose in cases where the senior was promoted to the next higher category without getting the benefit of Automatic Advancement Scheme while the junior was promoted after getting the benefit of Automatic Advancement Scheme. In the G.O. Second read above, orders were issued for stepping up of pay of the senior on par with the junior subject to certain conditions as laid down therein.

2. In the G.O. third read above, orders were issued revising the Automatic Advancement Scheme as per the recommendations of the Pay Revision Commissioner, 1986, by allowing second level promotion post scale to the Government Servants on their completion of 22 years of service. These orders came into force w.e.f. 01-07-1986. By virtue of the above orders, the anomaly of juniors drawing more pay than the seniors that to on a higher scale arose again. The anomaly is two fold as detailed below:

- (a) The junior draws pay in a higher scale (i.e. scale of the second level promotion post) by virtue of completion of 22 years of service in the post, whereas the senior who got promotion to higher category earlier draws pay in a lesser scale i.e., scale of first level promotion.
- (b) The junior draws more pay in the SPP-II Scale than that of the senior in the promotion post.

3. Though, Government in G.O.2nd read above have issued orders for stepping up to pay of a senior which has arisen on account of implementation of G.O.1st read above, the orders do not provide stepping of pay when the senior is holding promotional post and drawing less pay in the scale applicable to the first level promotion post than his junior who is in the lower post, drawing a higher scale of pay (i.e) SPP-II having put in 22 years. The General Secretary, Andhra Pradesh Agricultural Officers Association, Association of Engineering Division Animal Husbandry and the A.P.N.G.O's Association have represented this anomaly. When this anomaly was referred to the Pay Revision Commissioner, 1993, he recommended as follows:

Orders issued in 1983 (G.O.Ms.No.297 Finance & Planning (FW:PRC-I) Department, Dt.25-10-1983) may continue to apply. Provisions of this Government order may be extended to similar cases, which have arisen on account of implementation of SPP-II SAPP-II levels.

While issuing orders in the G.O. fourth read above implementing the recommendation of the Pay Revision Commissioner, 1993 modifying the automatic Advancement Scheme, it was ordered that orders on stepping up to pay would be issued separately.

4. Government has examined the whole issue. The orders issued in G.O.Ms.No.297 Finance & Planning (FW.PRC-I) Department, Dated:25-10-1983 do not meet the above anomaly as they are confined to remove the disparity that arose due to getting the benefit of S.G./S.P.P.I Scale only and also because of the fact that very few people get second level promotion post regularly and unless, the junior gets the second level promotion post regularly, the pay of the senior who did not derive the benefit of Automatic Advancement Scheme and working in the first level post cannot be stepped up. Mere protection of pay of the senior on par with junior who is working in SPP-II scale is not sufficient. The pay of a senior whose pay is stepped up on par with junior cannot be fixed in a lower scale of pay in which the senior is drawing pay. Since the second level promotion post has been abolished with effect from 01-08-1993 the anomalies meted up to while implementing the liberalized Automatic Advancement Scheme recommended by the Pay Revision Commissioner, 1986 will not arise in the future.

5. Government after careful examination have therefore decided to allow the seniors in the higher promotion post, to draw higher scale of pay being drawn by their junior, from the date on which the latter were appointed to SPP Scale – II, with fixation of pay under F.R.22(a)(i), and to step up the pay of the senior on par with that of the junior from the date from which the latter was appointed to SPP Scale – II.

6. Accordingly, government hereby order:
- (i) That such of the seniors who were on promotion to the next higher post in the regular line on the date on which the juniors were appointed to the SPP Scale-II shall be entitled to the SPP Scale – II from the date on which the juniors were appointed to SPP Scale – II. They shall also be entitled to have their pay fixed from the date in the SPP Scale – II in terms of FR.22(a)(i) read with FR 31(2).
 - (ii) That even after fixing the pay as per Para (i) above in the SPP Scale – II, if the pay of the junior happens to be more than the pay of the senior, the pay of the senior shall be stepped upto the pay of the junior from the date from which the pay of the junior was more.
7. The orders in the above Para are subject to the following conditions:-
- (a) The senior should have put in 22 years of incremental service (both lower as well as officiating put together) by the date from which the junior was appointed to SPP-II scale.
 - (b) That both the junior and senior should belong to the same category in the lower post; and that both should have drawn pay in a same time scale, before the senior was promoted. These orders are not applicable to the seniors who are appointed by direct recruitment to higher post.
 - (c) That the pay of the junior in the lower category should have been equal or less than to that of his senior prior to the promotion of senior to that of 1st level promotion post.
 - (d) The anomaly should have arisen directly as a result of application of the orders issued in G.O. third read above.
8. After stepping up of the pay as ordered above, the next increment of the senior shall be admissible only after completion of the required period of service from the date of fixation of pay ordered in Para 6 above.
9. Provided that if the junior gets the benefit of refixation of pay under FR 31(2) earlier., than the date of increment the pay of the senior shall again be stepped up to that of the junior.
10. These orders shall be applicable to the cases arose in between 01-07-1986 to 31-07-1993 since the modified Automatic Advancement Scheme ordered in the G.O. fourth read above came into force w.e.f. 01-08-1993.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

A.R.JAYA PRAKASH
Special Secretary to Government

//ATTESTED//

Dist. Audit Officer,
State Audit, Adilabad.

**GOVERNMENT OF ANDHRA PRADESH
FINANCE AND PLANNING (FW ADMN-II) DEPARTMENT**

Memo.No.7275/41/A1/Admn-II/97,

Dated:24-06-1998

Sub:- ESTABLISHMENT – Local Fund Audit Department – Sri.T.Purushotham Asst. Audit Officer, Local Funds – Appointment to the post of Asst. Audit Officer, Spl. Grade on completion of 8 years service while drawing pay in the scale applicable to the post of Senior Auditor Spl. Promotion Post-II – Regarding.

Ref:- Lr.No.22125/224/01/95, Dt.06-10-1995 from the D.L.F.A., A.P., Hyderabad.

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The attention of the Director of Local Fund Audit, A.P. Hyderabad, is invited to the reference cited, the individual is not entitled for special grade scale after completion of 8 years of service in the cadre of Asst. Audit Officer under Automatic Advancement Scheme as he is already enjoying the SPP Scale – II in the cadre of Senior Auditor. Hence rejected.

**VEENAISH
Addl. Secretary to Government**

**Director of Local Fund Audit,
Andhra Pradesh : Hyderabad**

Endt.Roc.No.22125/224/C1/95, Dt.12-08-1998.

Copy communicated.

**Sd/-
P.NARAYANA REDDY,
For Director.**

To
Sri.T.Purushotham, Asst. Audit Officer retired,
H.No.18-216-1, Nagiroddy Revenue Colony,
B.Camp Post, Kurnool.

Copy to the All Regional Deputy Director, Local Funds Audit in the State.
Copy to All Audit Officers in the State in the State including R.As
Copy to L-Section.

// F.B.O. //

**Sd/-
Asst. Audit Officer.**

// Attested //

**Dist. Audit Officer,
State Audit, Adilabad**

**GOVERNMENT OF ANDHRA PRADESH
FINANCE AND PLANNING (FW PC-II) DEPARTMENT**

Memo.No.1483-A/16/A1/PC.II/2000,

Dated:01-03-2000.

Sub:- ESTABLISHMENT – Ministerial – Special Grade Scale of certain employees who were already enjoyed SPP-II scale in lower cadre disallowed by Audit Officer, Local Funds, Restoration of Special Grade Post – Requesting – Regarding.

Ref:- 1) Memo.No.7275/41/A1/Admn.I/97, Dt.24-06-1998.
2) Memo.No.42041/505/A1/PC.II/99, Dt.04-11-1999.
3) D.O.Lr.No.48690/P/99, Dt.28-12-1999 from the Director, Local Fund, A.P., Hyderabad

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With reference to the D.O.Letter 3rd cited, the Director of Local Fund Audit, A.P., Hyderabad is informed that the rule position is clear and no clarification is necessary in this regard.

**S.P.K.NAIDU
PRINCIPAL SECRETARY TO GOVERNMENT**

To
The Director of Local Fund Audit, A.P., Hyderabad

Copy To:
The Commissioner, Panchayat Raj & Rural Development, A.P., Hyderabad
The Chief Executive Officer(FAC), Zilla Parishad, Kurnool.

// F.B.O. //

Sd/-
Section Officer.

// Attested //

**Dist. Audit Officer,
State Audit, Adilabad**

**GOVERNMENT OF ANDHRA PRADESH
FINANCE AND PLANNING (FIN.WING-PC-II) DEPARTMENT**

Memo.No.19310/204/A1/PC-II/2000,

Dated:31-08-2000

Sub:- Automatic Advancement Scheme – Admissibility of Special Grade Scale to those who awarded SPP-II scale under Automatic Advancement Scheme – Clarification – Issued.

Ref:- 1) Fin. & Plg. (FW) Dept. Memo.No.7275/41/A1/Admn.II/97, Dt.24-06-1998.
2) Fin. & Plg. (FW) Dept., Memo.No.42041/505/A1/PC-II/99, Dt.04-11-1999.
3) From the Commissioner, PR & RD Department, D.O. Letter No.5926/CPR Peshi/98, Dt.Nil-03-2000 addressed to the Special Chief Secretary to Government., PR & RD Department.

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The attention of the Commissioner of Panchayat Raj and Rural Development is invited to the reference 3rd cited and he is informed that government after careful examination withdraw the clarification issued in the reference 2nd cited. The clarification issued in the reference 1st cited therefore holds good.

**S.K.ARORA
PRINCIPAL SECRETARY TO GOVERNMENT**

To
The Commissioner, PR & Rural Employment,
State Chamber of PR, Building,
Urdu Hall Lane,
Himayatnagar – 500029.

Copy to :

The Director of Local Fund, A.P., Hyderabad
The Chief Executive Officer, Z.P., Kurnool
Finance & (Admn.II) Department, SF/SCs.

// F.B.O. //

**Sd/-
Section Officer.**

// Attested //

**Dist. Audit Officer,
State Audit, Adilabad**