

GOVERNMENT OF ANDHRA PRADESH
Finance (FR.II) Department

Cir. Memo. No.2620-A/65/FR.II/07

Dated 20/2/2007.

Sub: Fundamental Rules – Anomaly between the pay drawn by Senior and Junior arising out of reintroduction of pay fixation under FR 22-B for those employees who got regular promotion after availing the benefit of Automatic Advancement Scheme in the Revised Pay Scales, 2005 – Clarification – Issued.

- Ref: 1. G.O.Ms.No.117, Finance & Planning (FW.PRC.I) Department, dated 25-5-1981.
2. G.O.Ms.No.297, Finance & Planning (FW.PRC.I) Department, dated 25-10-1983.
3. G.O.Ms.No.75, Finance & Planning (FW.PC.II) Department, dated 22-2-1994.
4. G.O.Ms.No.223, Finance & Planning (FW.PC.II) Department, dated 10-9-1996.
5. G.O.Ms.No.239, Finance & Planning (FW.FR.II) Department, dated 23-08-1983.
6. G.O.Ms.No.182, Finance & Planning (FW.FR.II) Department, dated 7-5-1984.
7. G.O.Ms.No.358, Finance & Planning (FW.FR.II) Department, dated 25-10-1993.
8. G.O.Ms.No.7, Finance & Planning (FW.FR.II) Department, dated 17-1-1995.
9. G.O.Ms.No.399, Finance (FR.II) Department, dated 18-11-2005.

The Automatic Advancement Scheme was introduced first with effect from 01-04-1981 vide reference first cited. According to this Scheme, an employee who completes 10 years of incremental service in a post, and eligible to be promoted to the next higher post will be appointed to Special Grade Scale and an employee who completes 15 years of incremental service will be appointed to Special Temporary Promotion Post or Special Adhoc Promotion Post. In 1986 Pay Scales, Special Promotion Post Scale-II was introduced vide G.O.(P) No.2, Finance & Planning (FW:PRC.I) Department, dated 4-1-1988,

which will be given to the employees on completion of 22 years of incremental service, which was the next promotion scale over the first Special Promotion Post. This G.O. also termed the Special Temporary Promotion Post and Special Adhoc Promotion Post of G.O. first cited as Special Promotion Post Scale-I and Special Adhoc Promotion Post Scale-I respectively. Subsequently in 1993 Pay Scales, the above span of the period has been changed as 8 years, 16 years and 24 years for awarding Special Grade, SPP-I and SPP-II (one increment in the existing scale) respectively vide G.O.(P) No.290, Finance & Planning (FW.PRC.II) Department, dated 22-7-1993.

2. Consequent on introduction of Automatic Advancement Scheme, a situation arose wherein the senior who got regular promotion without availing the benefit of Automatic Advancement Scheme was drawing less pay than his junior who got regular promotion after availing the benefit of Automatic Advancement Scheme. To set right this anomaly, orders were issued in the references second to fourth cited, for stepping up the pay of the senior on par with that of the junior subject to satisfaction of certain conditions mentioned therein.

3. The system of pay fixation under FR 22-B was first introduced with effect from 25-12-1982 in the reference fifth cited read with G.O.Ms.No.332, Finance & Planning (FW.FR.II) Department, dated 13-12-1983. After introduction of FR 22-B for fixation of pay on promotion, a situation arose wherein the senior who got promotion before introduction of FR 22-B and whose pay was fixed under FR 22 (a) (i) was drawing less pay than his Junior who got promotion after introduction of FR 22-B and got his pay fixed under FR 22-B. To set right this anomaly orders were issued in the reference sixth cited, stepping up of the pay of the senior on par with the junior subject to the satisfaction of the conditions mentioned therein.

4. Till 1993 Pay Scales, the benefit of Automatic Advancement Scheme available to the employees by virtue of long incremental service rendered in one category/post and the benefit of pay fixation under FR 22-B were both available to the employees on promotion to the higher post. After introduction of 1993 Pay Scales orders were issued in the references seventh and eighth cited, to the effect that the employees who got the benefit of Automatic Advancement Scheme (Special Grade / SPP-I / SPP-II) are not entitled to the benefit of pay fixation under FR 22-B consequent on their regular promotion to the higher category with effect from 1-7-1992. The pay of such employees must be fixed under FR 22 (a)(i) only. This situation continued till 30-06-2003.

5. The benefit of pay fixation under FR 22-B to those who got the benefit of Automatic Advancement Scheme (Special Grade / SPP-I / SPP-II) is reintroduced with effect from 01-07-2003 in the reference ninth cited, based on the recommendations of the Pay Revision Commission 2005.

6. After re-introduction of FR 22-B in the reference ninth cited, a new situation of anomaly arose wherein the senior who availed the benefit of Automatic Advancement Scheme (Special Grade /SPP-I / SPP-II) and got promotion before 01-07-2003 and had the pay fixed under FR 22 (a) (i) is drawing less pay than his/her Junior who availed the benefit of Automatic Advancement Scheme (Special Grade / SPP-I / SPP-II) and got promotion after 01-07-2003 and has his/her pay fixed under FR 22-B.

7. In view of the above, it is observed that the earlier anomalies arose between the pay drawn by Senior and Junior due to **introduction** of the Automatic Advancement Scheme with effect from 01-04-1981 and the **introduction** of system of pay fixation under FR 22-B on promotion to the higher post with effect from 25-12-1982 and they were not linked together. Both the anomalous situations i.e. the anomaly arising out of Automatic Advancement Scheme and the anomaly arising out of pay fixation under FR 22-B were independent of each other and was due to **introduction of these schemes and thus the anomalies were rectified**. Accordingly orders were issued in the references second to fourth cited and sixth cited respectively.

8. The present situation is different. During the Revised Pay Scales 1993, Government have taken a policy decision not to extend the benefit of fixation of pay under FR 22-B for those employees who got regular promotion after availing the benefit of Automatic Advancement Scheme. In the Revised Pay Scales 2005, the benefit of fixation of pay under FR 22-B on regular promotion for those employees who got regular promotion after availing the benefit of Automatic Advancement Scheme has been **reintroduced**. The anomaly arising out of this situation cannot be set right, because any action in this direction will defeat the purpose of the policy decision taken in 1993 Pay Scales that the benefit of fixation of pay under FR 22-B on regular promotion is not available for those employees who got regular promotion after availing the benefit of Automatic Advancement Scheme.

9. In the circumstances stated above and after careful examination, Government hereby clarify that the anomaly between the pay drawn by the senior and junior arising out of the **reintroduction** of pay fixation under FR

22-B for those employees who are holding Special Grade / Special Promotion Post Scale-I and got regular promotion after 1-7-2003 **cannot be rectified.**

10. All the Departments of Secretariat and Heads of Departments are requested to follow the above clarification scrupulously.

RANJEEV R ACHARYA,
PRINCIPAL SECRETARY TO GOVERNMENT (FP)

To

The Accountant General, Andhra Pradesh, Hyderabad.

The Pay & Accounts Officer, Hyderabad.

The Secretary to Governor, Andhra Pradesh, Hyderabad.

All Secretaries to Government.

The Private Secretary to the Chief Minister and Private Secretaries to all Ministers.

All the Departments of Secretariat (5 copies each)

All the Heads of Departments (including Collectors and District Judges).

The Registrar, High Court of Andhra Pradesh, Hyderabad.

The Secretary, Andhra Pradesh Public Service Commission, Hyderabad

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SECTION OFFICER