



**GOVERNMENT OF ANDHRA PRADESH
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: 22-2-1994

Read the following: -

1. G. O. MS. NO. 117, Fin&Plg., (FW: PRC.I) Dept, Dt: 25-5-1981.
2. G. O. MS. NO. 297, Fin&Plg., (FW:PC) Dept. Dt: 25-10-1983
3. G.O.(P) NO.1, Fin&Plg., (FW:PRC.I) Dept. Dt: 4-1-1988.
4. G.O.(P) No. 290. Fin. &Plg., (FW:PC.II) Dept, Dt: 22-7-1993.

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ORDER:

In the G.O. first read above, orders were issued introducing the Automatic Advancement Scheme with effect from 1-4-1981 for the employees stagnated in the Revised Pay Scales, 1978 up to and inclusive of Grade XVIII. According to above scheme, a person on completion of 10 years of service in a particular scale of pay up to Rs. 900-1500 is eligible to be appointed to die Special Grade carrying next higher scale of pay and after completion of 15 yeas of service he is entitled to be appointed to the Special Promotion Post carrying die scale as applicable to die next 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 F-R- 22-B. After (he issue of these ciders, an anomaly of senior drawing less pay dun his junior arose in cases where OK senior was promoted to die next higher category without getting die benefit of Automatic Advancement Scheme while die junior was promoted after getting die benefit of Automatic Advancement Scheme, m die G.O. second lead above, orders were issued for stepping up of pay of the senior on par with die junior subject to certain conditions as laid down therein.

2. In the G.O. third read above, orders were issued revising die Automatic Advancement Scheme as per die recommendations of the Pay Revision Commissioner, 1986, by allowing second level promotion post scale to me Government Servants on their completion of 22 years of service. These orders came into force w.e.f. 1-7-86. By virtue of die above orders, die anomaly of juniors drawing more pay than the seniors that too 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 me post, whereas me 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 die 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 of 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 first promotional post and drawing less pay m the scale applicable to the first level

promotion post man his junior who is in the lower post, drawing a higher scale of pay (Le.) SPP n having put in 22 years. The General Secretary, Andhra Pradesh Agricultural Officers' Association, Association of Engineers, the Director of Animal Husbandry and the A.P.N.G. Os Association have represented for rectification of 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 recommendations of the Pay Revision Commissioner, 1993 modifying the Automatic Advancement Scheme, it was ordered that orders on stepping up of pay would be issued separately.

4. Government have examined the whole issue. The orders issued in G.O.Ms.No. 297, Fin. & Plg. (FW:PRC.I) Department, Dt: 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.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 n 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 2-8-93 in pursuance of the recommendations of Pay Revision Commissioner, 1993 the anomalies meted out 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, n, 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 n 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 that date in the SPP Scale n in terms of F.R. 22(a)(i) read with FR 31(2).

(ii) that even after fixing the pay as per Para (i) above in the SPP Scale-11, if the pay of the junior happens to be more than the pay of the senior, the pay of the senior shall be stepped up to 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 n 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 earned, or less than 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 the 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 re-fixation 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 1-7-1986 to 31-7-1993 since the modified Automatic Advancement Scheme ordered in the G.O. fourth read above came into force w.e.f. 1-8-1993.

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

A.R. JAYA PARAKASH
Special Secretary to Government