



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

Cir. Memo No. 37806/A1/399/PC.II/96

Dated : 16-09-1997

Sub :- P.S. Certain instructions to appointing authorities on Automatic Advancement Scheme stepping up of pay of Senior on par with junior - Orders- issued.

- Ref. : 1. G.O.Ms. No. 117, Fin. (PRC.I) Dept., dt. 25-05-1981.
2. G.O.Ms. No. 164; Fin. (PRC.I) Dept., dt. 01-06-1982.
3. G.O.(P).No. 2, Fin. (PRC.I) Dept., dt. 04-01-1988.
4. G.O.(P) No. 290, Fin. (PRC.I) Dept., dt. 22-07-1993.
5. G.O.Ms. No. 311, Fin. (PC.II) Dept., dt. 20-08-1993.
6. G.O.Ms. No, 382, Fin. (PC.II) Dept., dt. 16-11-1993.
7. G.O.(P) No. 362, Fin. (PC.II) Dept., dt. 28-10-1994.
8. G.O.Ms. No. 297, Fin. (PC.II) Dept., dt. 25-10-1983.
9. G.O.(P) No. 75, Fin. (PC.II) Dept., dt. 22-02-1994.
10.G.O.(P) No. 223, Fin. (PC.II) Dept., dt. 10-09-1996.
11.Judgement of Hon'ble A.P.A.T. in O.A.No. 5.853/94/923/94, dt 4-10-1996.

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In the G.O. 1st read above, orders were issued introducing Automatic advancement Scheme for the benefit of State Government employees other than Teaching staff of the Schools, Junior and Degree Colleges drawing pay in the Revised Pay Scales 1978 falling under Grades I to XVIII and have put in ten or fifteen years of service in a scale without getting promotion to a higher post. The Pay Revision Commissioner 1986 recommended for the continuation of Automatic Advancement Scheme and also for extension of the scheme to the employees drawing pay upto Grade XVIII in the R.P.S. 1986. Further another level of advancement after completion of 22 years of service was also introduced. In the G.O. 2nd read above, orders were issued revising the Automatic Advancement Scheme in accordance with the recommendations of the P.R.C. 1986. Keeping in view the various representations arising in the course of implementation of the scheme clarifications and amendments have been issued from time to time.

2. In the G.O. 4th read above, orders were issued modifying the Automatic Advancement Scheme in pursuance of the recommendations of P.R.C. 1993 w.e.f. 1-7-1992 with monetary benefit from 1-4-1993. In the G.O. 5th & 6th read above orders were issued on the modified Automatic Advancement Scheme pertaining to the Teachers, Junior Lecturers and Physical Directors in Junior Colleges respectively.

3. In the G.O. 8th & 9th read above, orders were issued for stepping up of the pay of seniors on par with his junior drawing higher pay as a result of Automatic Advancement Scheme Subject to certain conditions.

4. It has been brought to the Notice of the Government that concerned authorities are either appointing the employees to the special grades under Automatic Advancement Scheme or stepping up the pay of Senior employees on par with junior under the relevant orders issued from time to time based on wrong interpretation of the orders. When it is noticed that earlier fixation or re-fixation of pay has been done wrongly, it is resulting

in effecting recoveries from the salaries of the concerned employees. In such cases, the effected employees are approaching the courts of Law for stoppage of such recoveries. These cases have invited certain observations from the judiciary that there is no misrepresentation of the facts by the individuals concerned. The fixation have been done based on incorrect understanding of the rules by the authorities. Therefore, the courts stayed recoveries from being effected. The Courts further suggested that Government may examine whether the concerned authorities are responsible for initial wrong fixation and recoveries made from them.

5. Government have examined all related issues carefully and hereby order that all the concerned authorities should personally satisfy themselves regarding allowing special grades under Automatic Advancement Scheme or stepping up of pay of senior on par with junior and strictly adhere to the orders governing such schemes. In cases of doubt, the fixation authorities are advised to seek clarification from the concerned authorities.

6. They are further informed that any deviation to the above instructions will be viewed seriously and will liable for summary recovery of the loss caused from the salary of the concerned authorities in case of wrong fixation.

7. Receipt of the Memo be acknowledged.

K. SUJATHA RAO
SECRETARY TO GOVERNMENT