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**GOVERNMENT OF ANDHRA PRADESH  
TREASURIES AND ACCOUNTS DEPARTMENT**

**Lr.No.M1/1478/2001**

**Dated:3.12.2005.**

**From**

The Director of Treasuries  
and Accounts,  
Andhra Pradesh  
Hyderabad.

**To**

The District Secretary  
Andhra Pradesh Teachers'  
Federation,  
Visakhapatnam.

**Sir**

**Sub :** Education - Primary Education - Mandal Parishad - Munagapa Mandalam,  
Visakhapatnam is - Not to recover the amount paid towards payment of  
incentive increment possession of higher qualifications.

**Ref:** 1) Memo No.14170/360, A1/PG. 1/2005, dt.2005 of Secretary to Gov-  
ernment (FP) Finance (PC.1) Dept., Government of Andhra Pradesh,  
Hyderabad.

2)A.G's (A&P) Hqrs/U-1/2005/18 No.563 dt.24.1.2003.

3)Representation of members of A.P. Teachers Federation,  
Visakhapatnam Dist. Unit, Visakhapatnam.

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With reference to your letter 2nd cited, I have to inform that the PRC 1990 has recommended for the prospective discontinuance of the scheme of the incentive increment for sanction of Advance Increments for possession of higher qualifications. The issue is before the Group of Ministers and there is no specific orders of the Government in regard to recovery of incentive increments for possession of higher qualifications, already sanctioned by the authority concerned in various Departments during the period of RPS 1999. This is for information.

Yours faithfully

**Sd/- J.PRASAD**

for Director of Treasuries and Accounts.

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**GOVERNMENT OF ANDHRA PRADESH  
FINANCE (P.C.I) DEPARTMENT**

Dt:03.03.2006

**Memo.No.1943/32/A1/P.C.I/2006**

**Sub : -** Advance increments for acquiring higher qualifications - Clarification  
- Issued.

**Ref :-** Letter No.M1/20354/2003, dt.27.05.2005 and 28.12.2005 from the Director of Treasuries and Accounts, A.P. Hyderabad.

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The attention of the Director of Treasuries and Accounts is invited to the reference cited and the following clarification is hereby issued on the points raised in the references cited:-

Point	Clarification
(i) Whether the incentive increments that were sanctioned on or before 1.7.1998 should be continued or disallowed.	(i) The PRC, 1999 recommended for prospective discontinuance of sanction of Advance Increments. The recommendations of PRC, 1999 on pay scales have been adopted from 1.7.1998 with monetary benefit from 1.4.1999. Therefore incentive increments sanctioned prior to 1.7.1998 will not be affected but sanctioned on 1.7.1998 will be effected.
(ii) If continuance whether the rate of increment has to be revised in terms of Andhra Pradesh Revised Scales of Pay Rules, 1999 New time scales.	(ii) In view of (i) above sanction of Advance increments / Family Planning Incentive Increments in the Revised Pay Scales, 1999 in the with effect from 1.7.1998 does not arise.
(iii) If not continued whether recovery has to be ordered or not.	(iii) In view of (i) and (ii) above, recovery has to be effected.

**RANJEEV R.ACHARYA**  
Secretary to Government (F.P)

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**GOVERNMENT OF ANDHRA PRADESH**  
**FINANCE (P.C.I) DEPARTMENT**

**Memo.No.4377/86-A/A1/P.C.I/2007**

**Dated: 17-03-2007**

**Sub:-** Advance increments for acquiring higher qualifications and sanction of Family Planning Incentive Increments - Clarification - Issued.

- Ref:-**1. Letter.No.M1/20354/2003, dated 27-05-2005 and 28-12-2005 from the Director of Treasuries and Accounts, A.P. Hyderabad.
2. Memo No.1943/32/A1/P.C.I/2006, dated 03.03.2006.
  3. Letter.No.M1/20354/2003, dated 14-02-2007 from the Director of Treasuries and Accounts, A.P. Hyderabad.
  4. Orders of Hon'ble A.P. High Court in W.P. No.11808/2006, dated 8-11-2006.
  5. Orders of Hon'ble A.P.A.T. in O.A.No.4328/2006 with VMA 1325/2006 and batch cases, dated.3.1.2007.
  6. Orders of Hon'ble A.P.A.T. in O.A. No.232/2007, dated 22.1.2007.
  7. Orders of Hon'ble A.P.A.T. in O.A. No.266/2007 and batch cases, dated 24.1.2007.
  8. Orders of Hon'ble A.P.A.T. in O.A. No.312/2007 and batch cases, dated 24.1.2007.
  9. Orders of Hon'ble A.P.A.T. in O.A.No.319/2007 and batch cases, dated 29.1.2007.

10. Orders of Hon'ble A.P.A.T. in O.A.No.386/2007 and batch cases, dated 31.1.2007.
11. Orders of Hon'ble A.P.A.T. in O.A.No.422/2007 and 439/2007, dated 31.1.2007.
12. Orders of Hon'ble A.P.A.T. in O.A.No.461/2007 and batch cases, dated 1.2.2007.
13. Orders of Hon'ble A.P.A.T. in O.A.No.519/2007 and batch cases, dated 5.2.2007.
14. Orders of Hon'ble A.P.A.T. in O.A.No.605/2007 and batch cases, dated 7.2.2007.
15. Orders of Hon'ble A.P.A.T. in O.A.No.668/2007 and batch cases, dated 14.2.2007.
16. Orders of Hon'ble A.P.A.T. in O.A.No.780/2007 and batch cases, dated 15.2.2007.
17. Orders of Hon'ble A.P.A.T. in O.A.No.926/2007 and batch cases, dated 21.2.2007.
18. Orders of Hon'ble A.P.A.T. in O.A.No.991/2007 and 1001/2007, dated 22.2.2007.
19. Orders of Hon'ble A.P.A.T. in O.A.No.962/2007 and 966/2007, dated 23.2.2007.
20. Orders of Hon'ble A.P.A.T. in O.A.No.1169/2007 and batch cases, dated 1.3.2007.
21. Orders of Hon'ble A.P.A.T. in O.A.No.1185/2007, dated 02.03.2007.
22. Orders of Hon'ble A.P.A.T. in O.A.No.1208/2007, dated 05.3.2007.
23. Orders of Hon'ble A.P.A.T. in O.A.No.1265/2007 and batch cases, dated 06.03.2007.

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The attention of all Director of Treasuries and Accounts is invited to the reference 3rd cited. He is informed that the Hon'ble High Court its Judgment in W.P.No.11808/2006 dated 8.11.2006 in the reference 4th read above, has upheld the Government policy for not sanctioning Advance Increments for acquiring higher qualifications to the State Government employees with effect from 1.7.1998 as per the recommendations of Pay Revision Commission, 1999 and also directed that the amounts already paid by way of advance increments shall not be recovered from the writ petitioners.



2. He is further informed that the Hon'ble A.P.A.T. relied on the High Court order in W.P. No. 11808/2006 dated 8-11-2006 and in its orders in O.A.No.4328/2006 in VMA 1325/2006 and batch cases in the reference 5th read above, has also upheld the Government policy for not sanctioning Advance Increments for acquiring higher qualifications and sanction of Family Planning Incentive Increments for undergoing the Family Planning Operations, to the State Government employees, with effect from 1.7.1998, as per the recommendations of Pay Revision Commission, 1999 and also directed that the amounts, already paid, by way of Advance Increments for additional qualifications and Family Planning Incentive Increments, shall not be recovered from the applicants. The Hon'ble A.P.A.T. in its orders in the references 6th to 23rd above, has made similar orders as was ordered in O.A.No.4328/2006 in VMA 1325/2006 and batch cases, dated 3.1.2007.

3. In view of the above position, the Director of Treasuries and Accounts is directed to implement the orders of Hon'ble A.P. High Court and Hon'ble A.P.A.T. in the references 4th to 23rd read above.

**RANJEEV RACHARYA,**  
Prl. Secretary to Govt. (F.P)



**GOVERNMENT OF ANDHRA PRADESH**

**FINANCE (PC.I) DEPT.**

**Cir. Memo.No. 16951-A/283/A1/PC-I/07**

**Dt. 6.7.07**

**Sub :-** Advance increments for acquiring higher qualifications and sanction of Family Planning incentive increments after 1.07.1998-Clarification- Regarding.

**Ref :-** Memo.No.1943/32/A1/PC.I/06, Dt. 3.03.2006.

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The attention of the Heads of Departments is invited to the reference cited.

2. The pay Revision Commission, 1999 after reviewing the incentive Schemes over a period of time came to a conclusion that the incentive should be done away with and recommended for prospective discontinuance of the sanction of additional increments for possessing higher qualifications and discontinuance of the practice of sanction of family planning incentive increments. Based on the recommendations of pay Revision Commission, 1999 the revised pay scales 1999 came into force with effect from 1.07.1998 with monetary benefit from 1.04.1999.

3. The Government after due examination of the recommendations of the pay Revision Commission 1999 have issued clarification to the Director of Treasuries and Accounts, A.P. Hyd. vide Memo cited to the effect that sanction for advance increment for additional qualifications in the Revised Pay Scales, 1999 with effect from 1.07.1998 does not arise in the view of the recommendations of the Pay revision Commissioner, 1999 adopted with effect from 1.07.1998 and also for recovery of Advance increments/Family Planning Incentive Increments already sanctioned to the Government employees after 1.07.1998.

4. It has been brought to the notice of the Government that some Head of Departments are still sanctioning advance increments and Family Planing Incentive increments to their employees despite clear instructions from the Government through the Memo Cited.

5. The Government is reiterating the earlier instructions not to sanction the Advance increments for possessing higher qualifications and Family Planning incentive increments for undergone Family Planning operation to the employees after 1.07.1998, since the above schemes were discontinued prospectively as recommended by the Pay Revision Commission 1999.

6. Hence all Heads of Departments are instructed to follow the above instructions scrupulously and any deviation to the above instructions will be viewed very seriously.

**POONAM MALAKONDAIAH**

**Secretary to government (F.P.)**