

AUTOMATIC ADVANCEMENT SCHEME (AAS)

GOVERNMENT OF ANDHRA PRADESH
Finance Department

Dt:18-02-09

Letter No.14531/140/PC-II/2008-2

Sub: Fixation of pay - Automatic Advancement Scheme Clarification - Orders

Issued, 1. Deputy Accountant General (Pen), Office of the Accountant General (A&E),
A.P. Hyderabad, Letter No.PM/1/08-09/49, Dt.05-05-2008

Ref: 2. The President, A.P.NGOs Association registration, Lr.No.-Nil- Dated
27-08-2008.

3. Lr.No.14531/140/PC-II/2008 Finance (PC-II) Dept., Dt.5-11-2008 addressed to
the Dy.A.G.(PEN) A.G., A.P. Hyderabad.

4. Finance U.O.No.1350-A/38 Pay Revision Commission-I/09, Dt.31-03-2009.
The Deputy Accountant General (Pen), office of the Accountant General (A&E),
Hyderabad in his letter 1st cited, sought for a clarification from Government on her

presumption that only three (3) increases are to be allowed in the entire service of an
employee as per the Automatic Advancement Scheme and sanctioning of four
employees one gets 16 years benefit in higher post. In support of her opinion. She has
increased one gets in Para 2 (b) of G.O.Ms.No.241 Finance (PC-II) Department, dt.28-09-
2005, it was mentioned that the purpose of the Automatic Advancement Scheme is

stated that employees with limited promotional opportunities for reasons beyond
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5. It is clear from the recommendation pay Revision commission as well as from
the orders issued in G.O.(P) No.241 Finance (PC.II) Department dated. 28-09-2005
that every employee should get a minimum of 3 increases under Automatic
Advancement Scheme. This does not mean that it is restricted to three (3) increases
only in the entire service, as presumed by the Deputy Accountant General. Further
the Clarification issued in Government Dt.05-01-2006 to the Deputy Accountant
General is not relevant since the clarification given in that case was on a different
point i.e., if an employee got increase after 24 years (i.e., 3rd increase) in the lower
post he is not entitled for eight years scale i.e. Special Grade Scale in the higher
post. In the case on hand i.e., smt.M.Suguna Retired Officer superintendent O/o
Add.Dist.Medical & Health officer (Aids & I. Express) Visakhapatnam, worked as
typist for 16 years Scale (i.e., Senior assistant Scale) as Typist and after that got
regular promotion as Senior Assistant and worked as Senior Assistant for 19 years
and 9 months and was allowed 8 years and 16 years scale (i.e.superintended
scale in the category of Senior assistant. A part from the above, the point raised by
the Deputy Accountant General is that a Government servant was appointed as Junior
Assistant on 15-11-1969. He was allowed special Grade Post 01-04-1981 and Special
Promotion post Scale - I on 03-08-1985 and again in senior assistant cadre he was
allowed Special Grade Post Scale on 26-12-1998 and Special Promotion Post Scale
on 23-12-2001. As the Deputy Accountant General is of the opinion that a total by 3
increases can only be allowed a per automatic Advancement Scheme in the entire
Service 4th benefit given on 23-12-2001 is not justified.

6. This point was clearly clarified in Para -4 (v) of G.O.(P) No.241 Finance (PC-
II) Dept., Dt.28-09-2005 that fixation of pay of an employee holding the special
promotion post scale -II. On his promotion to the next higher category shall be under
FR.22 (a) (i) in the same scale held by him i.e. special promotion post scale if itself.
He shall continue to draw pay in the Special Promotion Post Scale-II even when he
was promoted to next higher category as per service rules. The intention of allowing
the game scale i.e., SPP-II even on his promotion is that he was already holding the
scale of 2nd level promotion post in his lower category in which he completed 24
years of continuous service. In view of this benefit, he cannot claim further benefit of
Automatic Advancement Scheme in the second level promotion scale accrued to him
by virtue of special promotion post Scale -II.

7. In no case an attempt shall be made to fix the pay with reference to special
promotion Post Scale-II (i.e.24 years) when and employee while holding such scale
got promoted to the first level promotion post and has since completed 8 years of
service in that post and starts claiming Special Grade Scale. In other words an
employee who was already assigned all the 3 scale in the feeder category i.e.8816/
24 years respectively is not eligible for Automatic Advance Scheme in the promoted
category. But if he was given only 8 years and 16 years scales in the feeder (lower)
category and got promoted to next higher category, then he is eligible for the complete
format of Automatic Advancement Scheme (8/16/24 years) in such higher category
to which he was promoted. Thus, she was higher category to which he was promoted.
Thus, she was given more than 3 grades in both the categories for which she is
eligible.

8. In view of the above the main intention of the Automatic Advancement Scheme
is to relieve stagnation in service and also to ensure that employees with limited
promotional opportunities for reasons beyond their control are assured of at least
increase in emoluments as compensation for lack of promotions at least three (3)
times in the total service. But, there is no cap for giving more than 3 grades in his
entire service at the rate of two grades (8&16) in each category.

Yours Faithfully,
Dr. Sameer Sharma
Secretary to Govt. (F.P.)

FINANCE (PAY COMMISSION – II) DEPARTMENT

Dated: 19-9-2009

Cir.Memo.No.038035/199/PC-II/2008
Sub: Public Services – Automatic Advancement Scheme Reckoning of Service for
purpose of Automatic Advancement Scheme – Clarification – Issued.

Ref: 1). G.O.Ms.No.117 Finance & Planning (FW.PRC-I) Dept., Dated: 25-05-1981

2). Memo.No.6884-A/54/PRC-I/83-I, Finance & Planning (FW.PRC-I) Dept.,
dated: 23-02-1983

3). Memo.No.1251-B/118/PRC-I/83 Finance & Planning (FW.PRC-I) Dept.,
dated: 06-02-1984

4). G.O. (P) No.2 Finance & Planning (FW.PRC-I) Dept., Dated: 04-01-1988,

5). G.O. (P) No. 290 Finance & Planning (FW.PRC-II) Dept., Dated: 22-07-
1993.

6). G.O.(P)No. 150 Finance & Planning (FW.PC-II) Dept., Dated: 01-09-1999,
7). G.O (P) No.241 Finance (Pay Commission – II) Dept., Dated: 28-09-2005

8). Memo.No.24996/189/PC-II/2006, Finance (Pay Commission – II, Dated:
01-11-2006.

9). Director of Text Books Press, Hyderabad, Letter No. RC.NO.4/E/1/2007,
dated: 10-04-2007.

Government issued orders in G.O.Ms.No.117 Finance and planning (FW.PRC-I) Department dated: 25-05-1981, introducing Automatic Advancement Scheme to the State Government employees with effect from 01-04-1981. In the Appendix of that Government Order part-I, it was stated that for the purpose of completion of 10 years of service, all the service that counts for increment in that scale shall be taken into account. In the reference second cited, it was clarified that satisfactory service referred to in Part – II “B” (Special Promotion Post on completion of 15 years of service) of Appendix to the Government Orders first cited means the service which counts for probation and seniority. On the representation of the APNGOs’ Association and also from the pay and Accounts Officer, Hyderabad, the issue was examined. A clarification was issued in the reference Memo second cited, in suppression of instructions issued in the Memo second cited, that the ‘Satisfactory Service’ for purpose of Special Promotion Post shall be such service which counts for increment in a particular scale. In the Government Orders fourth to seventh cited, Orders were issued revising the scheme as recommended by the successive Pay Revision Commissions. Several orders were issued to the effect that the service which counts for increment in the scale be taken in to account for the purpose of appointment to the Automatic Advancement Scheme. In subsequent instructions also it was clarified that service for the purpose of Automatic Advancement will be “incremental service”. In spite of the above instructions. Doubts are still persisting and it is interpreted that one should have drawn the stipulated number of increments for appointment to the Automatic Advancement Grades. This is on account of the fact that, on appointment by promotion, the pay is to be fixed either under F.R.22 (a) (i) on the date of promotion read with re-fixation under FR 31(2) on the date of normal increment in the lower category or under FR 22-B with an option to get the pay fixed under F.R.22-B either from the date of promotion or from date of normal increment in the lower category. In case of re-fixation under F.R.31 (2) and fixation of pay under F.R.22-B on the date of normal increment in the lower category, the employee retains his date of normal increment in the lower post. Thus, there is variation between the date of promotion and the date of normal increment.

2. The above orders on Automatic Advancement Scheme have given raise to the following doubts:

(a) From what date the service for the purpose of Automatic Advancement Scheme be reckoned:

(b) Whether the drawal of 8th/ 10th of 15th / 16th or 22nd / 24th increments is compulsory for purpose of appointment to the Automatic Advancement Grades.

3. On a specific point of reference, Government in Memo.No.24996/189/PC-II/2006, dated: 01-11-2006, clarified to the Director of Treasuries and Accounts that the

incremental service in the promotion post commences from the date of re-fixation of pay under F.R.31 (2). Further, it was clarified that Special Grade Post/ Special Promotion Post or Special Adhoc Promotion Posts will be awarded from the date next to the date on which 8th / 16th increment was drawn by the individual.

4. The above clarification created doubts in the minds of the appointing authorities particularly in the following context:

(a) In case of Stepping of pay of senior on pay with the junior, the senior draws stipulated number of increment(s) without completion of stipulated period of service.

(b) In case of preponement of increment during revision of pay scale the employee draws the stipulated increments without completion of the stipulated period of service.

5. Government reviewed the above position in consultation with the Pay Revision Commissioner, 2009. After careful consideration and in supersession of Memo.No.24996/189/PC-II/2006, dated: 01-11-2006, it is hereby clarified that:

(a) In case the date of increment varies from the date of promotion, due to fixation of pay under FR-22-B from the date of normal increment in the lower category or on re-fixation of pay under FR 31(2), the service from the date of appointment by promotion (i.e., from the date of fixation of pay under FR 22 (a) (i) counts for Automatic Advancement Scheme.

(b) In case the date of increment varies due to sanction of premature increment such as preponement of date of increment or stepping up pay as indicated in para 4 above, the date to be reckoned for counting the service for Automatic Advancement Scheme would be the date on which he/she would have completed the stipulated number of years had his / her pay not been preponed or stepped up.

(C) There may also be instances where increments are not drawn as the individual had reached the maximum and exhausted even the stagnation increments. To cover such cases, it is further clarified that the service to be reckoned shall be the service that is normally taken into account for grant of increment. The actual drawal of increments need not be insisted upon.

6. This clarification has only prospective effect and the cases already settled shall not be reopened.

7. This clarification also applies to the Automatic Advancement Grades of Teachers and Junior Lecturers and Physical Directors in Junior Colleges.

T.Satyanarayana Rao
Secretaries to Government (R & E)

FUNDAMENTAL RULES

GOVERNMENT OF ANDHRA PRADESH ABSTRACT

FUNDAMENTAL RULES – Lien - Amendment to FR 14 – Orders – Issued

FINANCE (FR.I) DEPARTMENT

G.O. Ms. No. 144

Dated: 19.05.2009

ORDER:

According to FR 12-A, a Government Servant will acquire a lien on his appointment to a substantive post and ceases to hold any lien previously acquired on any other post. Various situations have come to involve in which a Government Servant's lien on a substantive post is continued even though he is not discharging the duties of that post.

2. According to FR 13, unless the lien of a Government Servant is suspended under Rule 14, or transferred under Rule 14-B, a Government servant holding substantively a permanent post retains a lien on that post in the circumstances specified thereunder. The Head of the Department is empowered to suspend the lien in respect of any post to which it or an authority subordinate to it can appoint.