

No.7(39)-E.III/79
Government of India
Ministry of Finance
(Department of Expenditure)

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New Delhi, the 19th July, 1980.

OFFICE MEMORANDUM

Subject:- Introduction of incentives among Central Government employees for promoting the small family norms.

The undersigned is directed to refer to this Ministry's O.M. of even number dated the 4th December, 1979 on the above subject and to say that for implementation of the orders contained therein, the following points are clarified:-

Points

1. How is the special increment to be regulated when an official qualifies for it while serving outside the cadre on deputation/foreign service or transfer? Whether it would be admissible over and above the 'NBR' benefit.

2. Whether the special increment would continue to be drawn at the same quantum even on reversion from a deputation post or on reversion from a higher officiating appointment?

3. Whether the personal pay would be taken into account for fixation of pay on promotion and if so, what is the significance of the expression that personal pay is not to be absorbed

Clarification

The rate of special increment to be given in the form of personal pay would be determined with reference to employee's parent grade only whether he draws his grade pay plus deputation allowance or pay in the scale of the deputation post, No deputation allowance would be admissible on the personal pay.

The special increment will be admissible in addition to 'NBR' benefit.

The employee would continue to draw the special increment at the same quantum on his reversion from a deputation post, or on reversion from a higher official appointment.

The special increment to be granted in the shape of personal is not to be taken into account for fixation of pay on promotion. The idea is that the benefit of

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in future increases in pay in the same post or on promotion to higher post.

4. Whether the personal pay would be withheld where an official qualifies for it while he is held up at the stage of efficiency bar or when he is reduced to a lower stage of the same time scale or reduced to a lower service, grade, post or time-scale.

5. Whether personal pay would be allowed when an employee qualifies for it during the period when he is placed under suspension? If he had already qualified for it before he was placed under suspension, whether the personal pay will be taken into account in the computation of subsistence allowance.

6. How is the personal pay to be regulated when an official qualifies for it during regular leave with or without allowances? Will it be taken into account in the computation

personal pay should continue to be available to him at the same rate even after his promotion.

The benefit of special increment would be allowed even if the employee is held up at the Efficiency Bar stage of his time scale. Since the benefit is to be allowed in the shape of personal pay, the grant of the same should not amount to the crossing of EB by the employee concerned.

Once the employee gets the benefit of special increment at a particular rate, he would continue to draw the same even if he is reduced to a lower stage in his time scale of pay or reduced to a lower service, grade, post, by way of penalty under CCS (C.C&A) Rules, 1965.

During suspension the Govt. servant draws subsistence allowance only. There would, therefore, be no question to grant him the benefit of special increment if he becomes entitled to that when he is placed under suspension. However, if he qualifies for the benefit before he is placed under suspension, the personal pay would be taken into account in the computation of subsistence allowance.

During regular leave, the Govt. servant draws leave salary. Therefore, he would not be given the benefit of special increment during the leave period. However, if he qualifies for the

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of leave salary if he qualifies for it before he proceeds on regular leave.

7. Whether the personal pay would be admissible during the period an employee is deputed for training.

8. Whether the personal pay would be allowed over and above the other cash incentives given?

9. Whether the monetary benefit of the special increment will be given effect to from the first day of the calendar month as in the case of normal increment or from the date of sterilisation.

10. Whether the benefit of personal pay can be drawn by both husband and wife who are Govt. employees in case the sterilisation operation is undergone by either of them or both of them.

11. Who is to sanction the personal pay?

12. Whether the benefit of special increment would be admissible to those Govt. employees who have

benefit before he proceeds on leave; the special increment would be taken into account in the computation of leave salary.

If a training for which a Govt. servant is deputed is in public interest and he gets the pay and allowances of the post from which he is sent on training, the benefit of personal pay would be admissible.

The personal pay would be admissible over and above the other cash incentive.

For administrative convenience, the benefit should be allowed from the 1st of the month following the date of sterilisation.

The personal pay can be drawn by either the husband or the wife and there is no objection to the choice being left to them so that they can choose the higher of the two increments available to them.

The personal pay can be sanctioned by the head of the office by issue of a suitable office order after satisfying himself that the conditions prescribed in this Ministry's O.M of even number dated 4.12.79 are satisfied.

No. A family consisting of two or three children has been taken to be an ideal family and therefore the benefit of

one child or more than three children and are within the reproductive age group, if they undergo sterilisation operation?

special increment for undergoing sterilisation operation would not be admissible to those Govt. servants who have one child or more than three children irrespective of their being within the reproductive age group.

13. Whether a Govt. servant who had undergone a sterilisation operation prior to the date of issue of this Ministry's O.M. of even number dated 4.12.79, can be granted the benefit of special increment.

No. The orders contained in this Ministry's O.M. of even number dated 4.12-79 take effect from the date of issue i.e. 4.12.79.

sd/-
(R.C.Puri)

Under Secretary to the Govt. of India.

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Dated the 19th July, 1980

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