

GOVERNMENT OF KERALA

Abstract

PUBLIC SERVICES—GRANT OF INCREMENTS—INSTRUCTIONS REGARDING—ISSUED

PUBLIC (SERVICES B) DEPARTMENT

G.O. MS. No. 668.

Dated, Trivandrum, 9th December 1964.

Read:-- 1. G.O. MS. No. 444/Public dated 11-1-1959.
2. G.O. MS. No. 946/Public dated 2-11-1959.

ORDER

The Travancore-Cochin Rules governing of increment as clarified in the G.O. first cited, lay down that in the case of a person appointed after the introduction of the prescribed departmental test but who passes the test only after the expiry of the period of temporary exemption, service from the date of passing the test alone will be counted for increment, increment being denied for the period from the date of appointment to the date of passing the test. In the case of a person in service who is required, to pass a new test and who passes the test after the period of exemption , the period from the date of expiry of the exemption to the date of passing the test will not count for increments, and his future increments would be postponed to that extent.

2. The G.O. second cited and Rule 21 of the General Rules for the Kerala State and Subordinate Services regulate the grant of increments to probationers. Rules 31 to 37 of Part I of Kerala Service Rules also contain provisions regarding the grant of increments to Government servants.

3. It has been pointed out to Government that these provisions are liable to be interpreted differently and that, therefore, there is scope for wrong application of the rules. The Accountant General, amongst others, has pointed out to the Government the necessity for issuing revised instructions in the matter. After having carefully considered the question, Government are pleased to issue the following revised orders in the matter:-

4. For the purpose of increments, all persons in Government service can be divided into the following two specific categories:--

I. Persons for whom probation has already been prescribed

(a) Probationers whose period of probation is two years and whose increment is annual.

The grant of increments to such persons is governed by rule 37 B (b) (ii) of part I of K.S.R., introduced by G.O. (P) No. 153/64/Fin. dated 9-12-1964, according to which such a probationer shall be entitled to draw his first increment after putting in the service required to earn an increment. His second increment shall be drawn only with effect from the date from which he is declared to have completed his probation. Delay in

completing probation will not, however, affect his future increments which will accrue on the normal incremental dates. This position is also consistent with the rules laid down in the G.O. second cited and Rule 21 of the General Rules.

(b) Probationers whose period of probation is one year and whose increment is annual.

Rule 37 B (b) (ii) of Part I of K.S.R introduced by the G.O. (P) 153/64/Fin. dated 8-4-1964 governs the grant of increment in such cases. According to these rules. Such a probationer shall be entitled to draw increment only with effect from the date from which he is declared to have completed probation. But the stoppage of increment for failure to pass the test or the delay in declaration of probation shall not have the effect of postponing future increments. This position is consistent with the G.O. second cited and General Rule 21.

II. **Persons for whom probation has not been prescribed.**

Rule 31 and Note 2 there under (introduced as an amendment—vide G.O. (P) 518/63 dated 16-9-1963) of Part I of K.S.R. apply in such cases. Pending the issue of the Special Rules prescribing probation, such persons are allowed their increments in the normal course subject to their passing the tests, if any, already prescribed, as clarified in Para 3B of the G.O. second cited. When Special Rules prescribing probation are issued, their subsequent increments will be regulated in accordance with the orders contained in I above. The persons in this category again fall within the following two categories:

(a) Persons for whom the passing of test is obligatory for increments and who enjoy 2 years' temporary exemption from the prescribed tests.

Such persons will be allowed their first increment after they have put in the required qualifying service for increments while their second increment will be granted only after they have acquired the prescribed test qualification. But the delay in passing the test will not have the effect of postponing future increments which will be granted on the normal incremental dates. This position applies to persons for whom a new test is introduced as also to those recruited to a post requiring test qualification. The Travancore-Cochin test rules stand modified to this extent.

(b) Persons who have to pass the test for increment, but who do not enjoy any temporary exemption from the prescribed test.

Increment will be granted to such persons only if and when they acquire the prescribed test qualification. But the stoppage of increment in such cases for failure to pass the tests will not have the effect of postponing their future increments.

5. These orders will take effect from 17-12-1958, i. e., the date of coming into force of the General Rules for the Kerala State and Subordinate Services, subject to the condition that nobody will be entitled to arrears of pay or will be liable to refund of excess pay, if any, drawn.

By order of the Governor,

N.M. PATNAIK,
Chief Secretary.

To

All Heads of Departments, etc., etc.,

All District Collectors.

The Secretary, Kerala Public Service Commission (with C.L)

The Registrar of High Court (with C.L)

The Registrar, University of Kerala (with C.L)

The Director of Public Relations

The Departments and Sections of the Secretariat.

The Accountant General, (This order issues with the concurrence of Finance Department)

The Finance Department (No. 39056/Rules 1/64/Fin. dated 26-8-1964)