

14th August 1968 on the subject noted above according to which Government servants drawing pay not exceeding Rs. 1,600 per month and on deputation to Public Sector Undertakings which are legally required to pay bonus under the Payment of Bonus Act, 1965, may be allowed to accept bonus declared by the undertakings.

After careful consideration of the matter the Governor has been pleased to decide that the Government servants drawing pay not exceeding Rs. 2,500 per month on deputation to Public Sector Undertakings, which are legally required to pay bonus under the Payment of Bonus Act, 1965, may be allowed to accept bonus declared by the undertakings. Finance Department Office Memorandum referred to above stand modified to the above extent. Last cases may be disposed of accordingly.

B. B. PALAI

Deputy Secretary to Government

No. 19162- CS.-II-32/88-F.  
GOVERNMENT OF ORISSA  
FINANCE DEPARTMENT  
OFFICE MEMORANDUM

The 6th May 1988

Subject—Payment of cash equivalent of leave salary to Government servants on voluntary/premature retirement.

In terms of para. 2 (g) of the Finance Department Office Memorandum No. 2281-F., dated the 12th January 1981, a Government servant, who is prematurely retired by Government by giving him pay and allowances in lieu of notice, may have to apply for leave encashment benefit within the period for which such pay and allowances are given and he shall be entitled to leave salary only for the period of leave excluding that period for which pay and allowances have been allowed.

2. The above provision has been reviewed in the light of decision made by Government of India and after careful consideration the Governor has been pleased to decide that in the above cases leave encashment benefit may be granted *suo motu* by the competent authority and no deduction on account of the period for which pay and allowances in lieu of notice have been allowed shall be made from the leave standing at the credit of Government servant on the date of such retirement.

3. The above decision shall come into force from the date of issue of the order.

4. Necessary amendment to the Orissa Leave Rules, 1966 will be made in due course.

R. N. DAS

Secretary to Government

No. 19191—CS-I-53/88-F.

GOVERNMENT OF ORISSA  
FINANCE DEPARTMENT  
OFFICE MEMORANDUM

Bhubaneswar, the 6th May 1988

Subject—Grant of advance increments to the employees coming under the pay group of Rs. 570—790 and Rs. 585—845.

The undersigned is directed to invite reference to this Department Office Memorandum No. 27782-F., dated the 17th May 1986, wherein it has been laid down that the employees under the pay group of Rs. 570—790 and Rs. 585—845 on completion of 15 years service in their respective posts/grades on or after the 1st January 1985 shall be entitled to three advance increments in the revised scale of pay subject to the condition that they have not suffered from any indictment in preceding three years. Imposition of the said condition debarred some employees from getting the benefit of three advance increments.

The above decision has been reviewed in consultation with G. A. Department and it has been held that the punishment inflicted on a Government employee as a result of disciplinary action on certain date under the provisions of C. C. A. Rules should not be taken as a ground again to deprive him from the benefit of getting three advance increments in the revised scale as envisaged in Para. 7 of Finance Department Resolution No. 32242-F., dated the 22nd August 1985.

It is therefore, clarified that the term indictment as indicated in Finance Department O. M. No. 27782-F., dated the 17th May 1986 may be considered independent of itself and the punishment which has already been inflicted on the Government servant under the C. C. A. Rules, should not be treated as a stigma for the purpose of granting the advance increments in his/her favour unless the employee has been specifically debarred from being allowed the benefit in terms of the decision taken in finalisation of disciplinary proceedings drawn up against him.

Regarding computation of 15 years of service in a particular post/grade, the interpretation given in Para. 3 of this Department O. M. No. 60274-F., dated the 28th December 1987 shall be applied for grant of advance increments.

B. B. PAI<sup>AI</sup>

Deputy Secretary to Government

No. 19194—C.S.-I-35/88-F.  
GOVERNMENT OF ORISSA  
FINANCE DEPARTMENT  
OFFICE MEMORANDUM

Bhubaneswar, the 6th May 1988

Subject—Principles relating to sanction of pay in Time Bound Advancement—Pay Scales.

The undersigned is directed to invite a reference to this Department Office Memorandum No. 60274-F., dated 29-12-1987 and No. 262-F., dated 4-1-1988 regulating the principles for fixation of pay in

Time Bound Advancement Scale of Pay and to say that clarifications have been sought from various quarters on the following points:—

- (i) Who is the authority competent to sanction the pay of an officer in Time Bound Advancement pay scale, and
- (ii) Whether an officer is required to cross E. B. prescribed in the Advancement Pay Scale even though he has crossed all the E. Bs. in his normal time scale of pay attached to the post.

It is clarified that the authority empowered to sanction E. B. in a time scale is competent to sanction the pay of officers in the Advancement Pay Scales. Cases disposed of at a level other than such authority may be ratified accordingly.

It is also further clarified that E. B. has been prescribed at certain stages of a scale of pay to test the efficiency of an officer. Since the Time Bound Advancement Pay Scale is a separate scale of pay, the officer is to cross the E. B. prescribed in the said scale of pay. If an officer crosses the E. B. prescribed in the Time Bound Advancement Pay Scale at the time of fixation of his pay the test of E. B. is to be applied at the time of sanction of his next increment.

B. B. PAI<sup>AI</sup>

Deputy Secretary to Government

No. 19230—C.S.-II-9/88-F.  
GOVERNMENT OF ORISSA  
FINANCE DEPARTMENT  
OFFICE MEMORANDUM

Bhubaneswar, the 6th May 1988

Subject—Grant of Special Allowance to Government Servants deputed for training programmes.

The question of revision of the rates of special allowance payable to Government servants, deputed for training either inside or outside the State, had been under