

No. 23748—C.S.-15/91/-F.

FINANCE DEPARTMENT

OFFICE MEMORANDUM

The 21st June 1991

**Subject— Grant of *ad hoc* increment to employees stagnating at the maximum of their scales of pay—
Issue of instructions thereon.**

The undersigned is directed to invite a reference to Finance Department O. M. No. 44241-F., dated the 4th December 1985 in which the employees of State Government borne in the scales of pay with the maxima not exceeding Rs. 2,630 were allowed three stagnation increments.

2. Consequent upon the decision contained in Para. 6 of the Finance Department Resolution No. 37376-P.C.C.-23/89-F., dated the 3rd October 1989, Government have decided that all the employees who are in the revised scales of pay 1989, the maximum of which do not exceed Rs. 5,700 and have stagnated or may hereafter stagnate at the maximum of their scales of pay for two years or more, should be allowed three stagnation increments in the revised scale effective from 1st May 1989, each increment being equivalent to the rate of increment last drawn by them in their pay scales at the interval of every two years after reaching the maximum of the time-scale. Such increments should be treated as personal pay. The first such increment will be admissible after two years of reaching the maximum of the time-scale. To illustrate, if an employee reaches the maximum of his pay scale on the 1st May, 1990, he would be allowed the first stagnation increment on the 1st May, 1992, the second on 1st May, 1994 and the third on 1st May, 1996.

3. The Government servants who, even after coming into force of the revised scale from the 1st May, 1989, have opted for the old scale of pay i.e. the pay scale introduced with effect from the 1st January 1985, will continue to be governed by the earlier order i.e. Finance Department O. M. No. 44241-F., dated the 4th December 1985.

4. This order is deemed to have come in to force with effect from the 1st May 1989.

P. K. PATNAIK

Principal Secretary to Government

No. 25523—C.S.-11-21/91-F.

FINANCE DEPARTMENT

OFFICE MEMORANDUM

The 8th July 1991

Subject— Revision of rate of Special Construction Allowance

In Finance Department O. M. No. 32581-F., dated the 22nd August 1989, the rate of Special Construction Allowance admissible to the employees working in Major Irrigation Power Projects of the State Government has been fixed at the rate of 17½ per cent of basic pay subject to maximum of Rs. 400/- per month in case of employees working in Projects located in identified unhealthy localities and at the rate of 10 per cent of basic pay subject to maximum of Rs. 300 per month for employees working in Projects located in identified unhealthy localities in Municipal/N. A. C. areas including District/

Subdivisional headquarters on the ground that the scheme for grant of compensatory (incentive) allowance as per Finance Department O. M. No. 56132-F., dated the 24th November 1987, was operative in such areas.

2. In the meantime, the scheme for grant of Special Compensatory (Incentive) Allowance and Local Allowance has been discontinued with effect from the 1st March 1990 as clarified in Finance Department Memo. No. 6181, dated the 22nd February 1991. Consequent upon the discontinuance, the above provision has been reviewed and after careful consideration, the Government have been pleased to decide that grant of Special Construction Allowance shall be made at the rate of 15 per cent of basic pay subject to maximum of Rs. 350 per month in respect of employees working in Major Irrigation Power Projects located in identified unhealthy localities and at the rate of 71½ per cent of basic pay subject to maximum of Rs. 250 per month in other areas including District and Subdivisional headquarters and stations within the jurisdiction of Municipality/N. A. C. throughout the State.

3. The work-charged employees working in Major Irrigation Power Projects located in identified unhealthy localities will also be eligible to get the Special Construction Allowance at the above revised rate.

4. These orders will be effective from the 1st June 1991.

P. K. PATNAIK

Principal Secretary to Government

No. 25771—C.S.-I-13/91-F.

FINANCE DEPARTMENT

OFFICE MEMORANDUM

The 10th July 1991

Subject—Determination of the date of increment of a Government servant who was held up at the stage of crossing of Efficiency Bar in a particular time-scale.

The undersigned is directed to say that in Finance Department O. M. No. 35089-F., dated the 24th July 1979, it has been laid down that there should be specific indication in the order of withholding of Efficiency Bar as to whether such order would have the cumulative effect or without cumulative effect. It is further stated that in the absence of specific indication, it would be presumed that the withholding of Efficiency Bar would have cumulative effect. This point has been challenged in various quarters as the Government servant is to suffer due to lapses on the part of competent authority due to passing of incomplete order.

After careful consideration, Government have been pleased to decide that when there is no specific order to this effect, it should be presumed that the postponement would have no cumulative effect.

Representations pending on the date of issue of this order will be disposed of in accordance with the above decision.

P. K. PATNAIK

Principal Secretary to Government