GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Administrative Reforms - Special Incentives for outstanding good work and Awards for suggestions of extremely useful nature and outstanding good work by Government Servants - Recommendation of the Incentive Awards Committee - Modified Orders - Issued.

GENERAL ADMINISTRATION (AR&T.I) DEPARTMENT

G.O.Ms.No.1, Dated: 1-1-2005,

Read the following:


ORDER:

In the Govt. Memo. No. 1st read above and G.Os. 2nd to 5th read above, orders were issued introducing Incentive Awards Scheme for suggestions and outstanding good work performed by the State Government employees except Judicial Officers. A Committee was also constituted to scrutinize the proposals received from the various Departments in this regard.

2. In the G.O.6th read above, orders were issued withdrawing "the award of accelerated promotion" duly restricting the advance increments to a maximum of 2 increments mentioning of sanction of Incentive Awards in the personal files of employees, applicability of the general Incentive Scheme to the employees of Commercial Taxes and Excise Department who suggest innovations like amendments to the law to plug loop holes in tax evation and Police and Fire Service personnel other than exhibiting bravery and extraordinary courage etc., for which separate schemes are in force.

3. In the G.O.7th read above, orders were issued extending the scheme to the employees who exhibit extraordinary/outstanding/ excellent work in 'Prajala Vaddaku Palana', 'Sramadanam' and 'Janmabhoomi Programmes'.

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4. In the G.O.8\textsuperscript{th} read above, modified orders were issued prescribing the minimum ceiling of Rs. 1000/- and maximum of Rs.10,000/- for Cash Awards duly revising the proforma prescribed for sending the proposals by various Departments for sanction of Incentive Awards to the employees.

5. The Incentive Awards Committee at its Meeting held on 9.9.2004 has reviewed the existing Scheme and made the following recommendations:
1) The Incentive Awards Committee unanimously recommended that the system of advance increments (by way of incentive awards) may be given up and instead 'Cash Awards' may be encouraged, with an upper ceiling of a total of Rs.20,000/- per individual during a financial year.

2) The Incentive Awards Committee also suggested an Institutionalised system of initiation of award proposals by 30/4 of each year for work of previous financial year.

3) The Committee also felt that an awareness drive should be taken up to sensitize the departments about the incentives scheme and the need to initiate incentive proposals to deserving officials/staff.

6. The Government, after due consideration and careful examination of the recommendations made by the Incentive Awards Committee, hereby accept the recommendations and direct that:

1) The award of Advance Increments shall be discontinued and Instead Cash Awards are encouraged with an upper ceiling of a total of Rs. 20,000/- per individual during a financial year.

2) An Institutionalised system of initiation of award proposals will take up the scrutiny of proposals by 30th April of every year for work of previous financial year.

3) An awareness drive should be taken up to sensitize the Departments about the Incentive Scheme and the need to initiate incentive proposals to deserving officials/staff.

4) To evolve a mechanism that compulsorily meets and generates either a set of positive recommendations or a nil report each year, so as to ensure that the system does not operate unevenly or suffer for want of leadership support.

5) the other provisions of the scheme i.e. (i) letters of commendation or merit certificates; (ii) entry of appreciation in the character roll will continue to be in force.

7. The guidelines already issued from time to time for submission of proposals by the Departments and sanction of awards will continue to be in force.

8. This order issues with the concurrence of Finance Department vide their U.O.No.27806/249/A2/Expr. GAD.1/04, dated 9.11.2004.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)
To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors.
All District Judges.
Copy to:
All Sections in G.A.D.
The P.S. to Chief Minister/Chief Secretary.
The P.S. to Secretary(Ser.), General Administration Deptt.
The Secretary, A.P.P.S.C., Hyderabad.
The Accountant General, A.P., Hyderabad.
The Pay and Accounts Officer, A.P., Hyderabad.
The Finance (Expr.GAD.I/BG) Department.
SF/SC

// FORWARDED :: BY ORDER //

SECTION OFFICER