GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Administrative Reforms - Special Incentives for outstanding good work and Awards for suggestions of extremely useful nature by Government servants Recommendations of the Ramamurthi Committee - Accepted - orders - Issued.

GENERAL ADMINISTRATION (AR&T.DESK) DEPARTMENT

G.O.Ms.No.260                   Dated 12.5.1993

Read the following:-


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ORDER:

Government appointed a Committee in G.O.Ms.No.218, G.A. (AR&T.Desk) Department, dated.15-1-1990, consisting of Sri S.R.Ramamuthi, IAS., (Retd.), then advisor to C.M. as Chairman and Sri G.R. Nair, IAS., the then Chief Secretary to Government and Sri. K.V.Natarajan, IAS., then Commissioner of Land Revenue, as members with Sri C.R. Kamalanathan, IAS., then Secretary to Government, General Administration Department as Secretary, to examine and to make recommendations on certain aspects of State Administration.

2. The Ramamurthy Committee after review of the existing Scheme of Incentive Awards Scheme applicable to the Government Servants, has made the following recommendations in Section V of its report:-

"51 In the light of the foregoing detailed examination on the evolution and present status of the scheme of incentive wards to Government Servants, the Committee would like to consider the question whether the scheme as at present obtaining may be continued in toto as it is or whether it would need to be modified. The Committee is of the view that the general scheme as it obtains to day in respect of Government Servants needs to be modified and endorses the following recommendations of the Secretaries Committee at their meeting held on 20th April, 1989.

1. Accelerated promotion as an incentive may be withdrawn.
2. Not more than two increments may be sanctioned as incentive award.
3. While there may be no objection to mention of incentive award being made in the P.F it was felt that this should not have the effect of conferring double benefit by way of an accelerated promotion also on the sole ground of Incentive Award.
4. The present orders of permitting departments independently circulating files for sanction of incentive awards may be rescinded.
5. There shall be a single committee for recommending incentive awards in Government to ensure uniformity and to ward off favouritism.
6. Regarding awards in detection of tax evasion a view was expressed that the matter should be gone into in-depth in the light of the experience of the Central Government in this regard.

52. This would necessitate revocation of orders issued in G.O.Ms.No.490, G.A. (AR.&T. Desk) Deptt., dated: 2-9-89 and restoration of the scheme as outlined in G.O.Ms.No.375,
G.A. (AR&T.Desk) Department, dt.1-7-89. The Committee is also of the view that there is no need to extend the incentive Scheme to Government employees on deputation as it is unfair to the officers in the departments to sanction incentive awards for work done in an organization while the officer was on deputation based on the judgment of the department to which services of the officer were lent. The Committee advises a detailed and denovo examination of the question whether incentive scheme for tax evasion cases as obtaining now in the Commercial Taxes and Excise Departments should be continued and extended to other departments or dis-continued altogether in the light of the experience in Central Government and other State Governments. The Committee is of the view that this is a measure which is likely to lead to a lot of misuse. Incentives could be considered for the general public for helping Government detect tax evasion and augment Government revenues. But to single out certain officers within the department for what is legitimately their duty for providing special incentive by way of monitory grant as a percentage of evaded tax is not in our opinion a very desirable practice. Recognition of such outstanding merit in tax evasion should take the form of one of the incentives already provided in the general incentive scheme.

53. The Committee also endorses the decision already taken by the Government of giving up out of turn promotions in the specialized departments of police. The Committee is also of the view that in view of the existence of a separate scheme of incentives, the general scheme of incentives applicable to all Government servants need not be extended to Police and Fire Services Personnel. The Committee further recommends that no incentive awards need be sanctioned to A.I.S. Officers.

3. The Government after due consideration and careful examination of the recommendations, placed them before the Council of Ministers for consideration in the meeting held on 27-4-93. The Cabinet approved the recommendations.

4. Accordingly, in partial modification of the Incentive Awards scheme introduced in the G.Os. first and second read above, Government hereby direct that:-
   ii) The award of "Accelerated Promotion" under the Incentive Awards Scheme shall be withdrawn.
   iii) Not more than two advance increments shall be recommended under the Incentive Awards Scheme.
   iv) Sanction of Incentive Awards may be mentioned in the personal files of the awardees. However, it shall not have the effect of conferring double benefit by way of merit promotion also on the sole ground of incentive award.
   vi) The instructions issued in U.O.Note No.154/AR&T. Desk/90-1, Dated 26-2-1990 withholding the scheme of Incentive Awards shall be withdrawn.

5. The Government also decided that the Revenue Department shall examine the matter whether incentives scheme for tax evasion cases in Commercial Taxes and Excise Departments should be continued or not in the light of experience in Government of India and take necessary action in consultation with G.A(AR&T. Desk) Department. However, the cases of employees of C.T. and Excise Department who suggest innovations like amendments to the law to plug loopholes in tax evasion to augment more revenue to Government etc., shall be considered under the general scheme of Incentives applicable to Government servants.

6. The Government also decided that the cases of Police and Fire Services employees
(uniformed personnel), other than exhibiting bravery or extraordinary courage etc., for which there are separate schemes for them called 'Police Pathakams' and scheme of accelerated promotions, shall be considered under the general scheme of Incentives.

7. The Government also direct that no appreciation letters under the scheme shall be awarded to the A.I.S. Officers.

8. All the proposals for sanction of Incentive Awards shall be placed before the Incentive Awards Committee constituted for the purpose.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

D.AURORA
CHIEF SECRETARY TO GOVERNMENT

To
All Departments of Secretariat.
All Heads of Departments
All District Collectors.
All District Judges
The Revenue (CT) Department.
The Home (Police) Department·

Copy to:
The G.A. (IFS) Department.
The G.A. (SC.C) Department.
The G.A. (Cabinet) Department.
All sections in G.A.D.
The P.S. to C.M./P.S. to C.S.
The P.S. to Secretary (Ser.)
The Secretary, A.P.P.S.C., Hyderabad.
The Accountant General, A.P. Hyderabad.
The Pay and Accounts Officer, A.P. Hyderabad.
SF/SC

// FORWARDED BY ORDER//

SECTION OFFICER