

76(b) 54

Tele : 25686962

Dte General Border Roads
Seema Sadak Bhawan
Ring Road, Delhi Cantt
New Delhi 110 010

18363/Incentive/DGBR/ 70 /T&C

23 May 2003

All CEs Project

EBW (GREF)
GREF Centre/Records

GRANT OF INCENTIVE FOR ACQUIRING FRESH HIGHER QUALIFICATION

1. A copy of Govt of India, MORTH, BRDB letter No F.BRDB/03/148/2001-GE-I dated 21 May 2003, regarding extension of grant of incentive for acquiring fresh higher qualification to the Officers and personnel of GREF, is forwarded herewith alongwith the following Government orders for your further necessary action :-

<u>F-76(e)(a)</u>	DOP&T OM No 1/2/89-Estt. Pay-I dated 28.6.1993
<u>F-54(c)(b)</u>	DOP&T OM No 1/2/89-Estt. Pay- I dated 31.1.1995; and
<u>F-76(d)(c)</u>	DOP&T OM No 1/2/89-Estt. Pay-I dated 09.4.1999

(Signature)
 (AK Mohapatra)
 Senior Adm Officer
 Joint Director/T&C
 For Dir Gen Border Roads

Encl : As above.

Copy to →
 D.L. BR/EG-1

मुख्यालय डी०जी०पी०कार०/डी०जी०-1 HQ, DGBR/EG-1	
महा-निदेशक DG	
उप-प्रधाननिदेशक (कार्मिक) DDG (Pers)	
निदेशक (कार्मिक) Dir (Pers)	<i>(Signature)</i> 29/5
सहायक निदेशक ID	<i>(Signature)</i> 28/5
सहायक लिपिक Office Supdt.	

5/30/5

2/9/2003

SK

29/5

700

F. BRDB/03/148/2001-GE-I
Government of India
Ministry of Road Transport and Highways
Border Roads Development Board

B-Wing, 4th Floor,
Sena Bhavan, New Delhi

Dated 21st May 2003

To,

The Director General Border Roads
Seema Sadak Bhavan,
Ring Road, Delhi Cantt,
New Delhi-10

Subject :- Grant of Incentive for acquiring fresh higher qualification


Sir

I am directed to state that a system of granting monetary incentive for acquiring fresh higher educational qualification, which are useful in the discharge of official functions, was introduced for the Central Government Employees vide Govt. of India, Department of Personnel & Training, O.M. No. 1/2/89-Estt. Pay-1 dated 28-6/1993. The scheme was subsequently amended vide Govt. of India, Department of Personnel & Training, O.M. No. 1/2/89-Estt. Pay-1 dated 31/1/1995 and 09-04-1999. The issue regarding extension of the scheme to the officers and personnel of General Reserve Engineering Force (BRO) has been engaging the attention of the Govt. for quite some time.

2. The president is now pleased to grant the incentive for acquiring fresh qualifications to the officers and Personnel of GREF subject to the conditions being fulfilled by the employees as laid down in the DOP&T's O.M. mentioned above. The Directorate General Border Roads will be the competent Authority to sanction the amount of lump sum incentive on acquiring the qualifications listed in the Annexure to this letter. The lump sum incentive will be admissible from the date of issue of this letter.

3. The issues with the concurrence of the Ministry of Defence (Fin/BR) vide their I.D. No. 1(2)/BR/2003 dated 06-05-2003

Yours faithfully


(S.K. Sharma)

Under Secretary to the Govt. of India

Copy to:-

1. Ministry of Defence (Fin/BR)
2. CGDA, New Delhi-66
3. CDA (BR), Seema Sadak Bhavan, New Delhi-10
4. PAO, GREF, C/O GREF Centre, Deghi Camp, P.O. Pune-15

10
23/5

10
23/5

TSC

Annexure to Government of India, Ministry of Road Transport and Highways, Border Roads
Development Board, letter No. F. BRDB/03/148/2001-GE-I Dated 21st May 2003

Qualification recognized for grant of lump sum incentive

Sr. No.	Qualification	Lump sum incentive (Rs.)
1.	Degree in Engineering or equivalent in the respect discipline	8,000/-
2.	Post graduate degree or equivalent in Engineering in respective discipline.	10,000/-
3.	Ph.D. in the field relevant to the function of the Government servant.	10,000/-
4.	Diploma or equivalent in Computer Science/Computer Applications / Information Technology relevant to the functions of the Government servant.	4,000/-
5.	PG diploma in Computer Science/Computer Applications / Information Technology relevant to the functions of the Government servant.	6,000/-
6.	Degree in Computer Science/Computer Applications / Information Technology relevant to the functions of the Government servant.	8,000/-
7.	Post Graduate Degree in Computer Science/Computer Applications / Information Technology relevant to the functions of the Government servant.	10,000/-
8.	PG Diploma in Materials Management from Institute /University/Deemed University etc. recognized by the All India Council for Technical Education/Government of India	6,000/-
9.	Multi-skill diploma in relevant fields.	4,000/-

B77/208-1 ✓

76 (cl)

No. 1/2/89-Estt. (Pay. I)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

New Delhi, dated the 9th April 1999

OFFICE MEMORANDUM

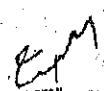
Subject: Incentive for acquiring fresh higher qualifications.

The undersigned is directed to say that in pursuance of the recommendation made by the Fourth Central Pay Commission, the question of grant of incentive on acquiring higher qualifications was considered by the Government and a centralized committee constituted. The Ministries/ Departments of Government of India were advised vide this department's O.M. of even number dated the 28th June, 1993 that from the financial year 1993-94, the present system of giving advance increments shall be replaced by grant of lump-sum amount as incentive. Policy guidelines were also provided to consider grant of lump-sum incentive for acquiring fresh qualifications for which presently there is no scheme for grant of advance increments. The Ministries/Departments were requested to review the existing schemes in the light of the aforesaid guidelines.

2. On the basis of information received from various Ministries/Departments, the matter was considered by the Government and the standardised scales of lump-sum incentives in respect of the existing increment based schemes were issued vide O.M. of even number dated the 31st Jan, 1995.

3. The question of finalising fresh qualifications (in addition to the ones which presently qualify for grant of this incentive) which would merit grant of lump-sum incentive was considered by the centralised committee and after taking into account the recommendations made by the Fifth Central Pay Commission in Chapter 23 of their supplementary report No.1, it has been decided to grant lump-sum incentive on acquiring fresh qualifications listed in the annexure. The grant of incentive in respect of these qualifications will be subject to fulfilment of the criteria laid down in this department's O.M. dated 28th June, 1993, referred to above. The incentive will not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post. The quantum of incentive will be uniform for all posts irrespective of their classification or grade or the department. The incentive will not be admissible where the government servant is sponsored by the government or he avails of study leave for acquiring the qualification. The incentive would be given only for higher qualification acquired after induction into service and will not apply for the incentives now being given in the existing schemes for possession of higher qualification at an entry stage. No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if the employee acquires the requisite qualification for such appointment at a later date. The acquisition of the qualification should be directly related to the functions of the post held by him/her or to the functions to be performed in the next higher post. There should be direct nexus between the functions of the post and the qualification acquired and that it should contribute to the efficiency of the government servant. The qualifications meriting grant of incentive should be recognised by the All India Council for Technical Education, Department of Electronics, Deemed University, University or recognised by the Government. No stepping up of pay shall be allowed in the case of juniors by virtue of drawing more pay under the scheme of advance increments.

- 2 -
4. The grant of incentive for the qualifications listed in the annexure may be considered by the administrative authorities in consultation with their integrated finance and necessary orders issued after ensuring that the criteria laid down above is fulfilled. The incentive will be admissible on acquiring these qualifications on or after the date of issue of these orders.
 5. Should any of the Ministries/Departments consider the extension of the incentive scheme to qualifications other than those listed in the annexure necessary, this should be done only with the prior approval of this department and the Ministry of Finance.
 6. The Ministry of Agriculture and Cooperation etc. are requested to bring these instructions to the notice of all concerned. In so far as the persons working in the Indian Audit & Accounts Department are concerned, these orders issue in consultation with the Comptroller & Auditor General of India.


 (J. Wilson)
 Deputy Secretary to the Government of India

To

All Ministries/Departments
as per standard list

Copies also forwarded to:

1. The Comptroller & Auditor General of India and all offices under his control (with 400 spare copies)
2. Registrar General, Supreme Court of India
3. Secretaries to Union Public Service Commission/Election Commission/Lok Sabha Secretariat/Rajya Sabha Secretariat/Cabinet Secretariat/ Central Vigilance Commission/ President's Secretariat/ Vice President's Secretariat/Prime Minister's Office/Planning Commission.
4. Controller General of Accounts/Controller of Accounts, Ministry of Finance
5. Department of Personnel & Training (AIS Division)/ JCA/ Admin. Section
6. Additional Secretary (Home), Ministry of Home Affairs
7. Joint Secretary (Union Territories), Ministry of Home Affairs /All State Governments and Union Territories
8. Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi/
All Members of the Staff Side of the National Council (JCM)/
Departmental Council
9. All officers/Sections of the Department of Personnel & Training/Department of Administrative Reforms & Public Grievances/ Department of Pension & Pensioner's Welfare
10. Joint Secretary (Pers.), Ministry of Finance, Department of Expenditure
11. 300 Spare sets.

Annexure to Department of Personnel & Training's O.M.No.J /2/89-Estt.(Pay.I)
dated 31st March 1999.

Qualification	Lump-sum incentive
1. Degree in Engineering or equivalent in the respective discipline	Rs.8,000/-
2. Post Graduate degree or equivalent in Engineering in respective discipline	Rs.10,000/-
3. Ph. D in the field relevant to the functions of the government servant	Rs.10,000/-
4. Diploma or equivalent in Computer Science / Computer Applications/ Information Technology relevant to the functions of the government servant	Rs. 4,000/-
5. PG Diploma in Computer Science/Computer Applications/Information Technology relevant to the functions of the Government servant	Rs. 6,000/-
6. Degree in Computer Science/Computer Applications/ Information Technology relevant to the functions of the Government servant	Rs.8,000/-
7. Post Graduate Degree in Computer Science/ Computer Applications/Information Technology relevant to the functions of the government servant	Rs.10,000/-
8. P. O. Diploma in Materials Management from Institute/University/Deemed University etc. recognised by the All India Council for Technical Education/ Government of India	Rs. 6,000/-
9. (a) On passing Intermediate/ Part I Examination of the Institute of Chartered Accountants of India, Cost & Works Accountants of India/Institute of Chartered Financial Analysts of India	Rs. 4,000/-
(b) On passing final examination of Institute of Chartered Financial Analysts of India/ Cost & Works Accountants of India/ Institute of Chartered Financial Analysts of India	Rs. 8,000/-
10. (a) On passing intermediate examination of the Institute of Company Secretaries of India	Rs. 2,000/-
(b) On passing Final Examination of the Institute of Company Secretaries of India	Rs. 4,000/-
11. <u>Diploma in relevant field</u> (Multi skill diploma in relevant fields)	Rs. 4,000/-
12. PG/ Ph. D in Veterinary Science	Rs. 10,000/-

8/86

COPY OF

G.I., Dept. of Pers. & Trg. O.H No. 1/2/89-ESTT. (Pay I) dated 31.1.95

Lumpsum incentive in replacement of increment-based incentive for acquiring higher qualifications which are useful in the discharge of higher official work

The undersigned is directed to refer to this Department's O.H. of even number dated 20th June, 1993 (SL NO. 265 of swamy's annual, 1993) and to say that the Centralised Committee comprising of Joint Secretary (E), Department of Personnel and Training, Joint Secretary (Pers.), Ministry of Finance and representatives of Railways, Defence, Education and Telecommunications have, after detailed deliberations, recommended standardised scale of incentive based on qualifications. The Government have considered the recommendations and the President is pleased to sanction the following scales of one time, lumpsum incentive in replacement of the existing increment based incentive:-

- 1. Increment Rs. 2,000 (minimum)
- 2. Increment Rs. 4,000
- 3. Increment Rs. 6,000
- 4. Increment Rs. 8,000
- 5. 1 Increment and 1 Rs. 10,000 (Maximum)
- 6. 1

All Ministries and Departments are requested to convert the existing increment based incentive already sanctioned to their employees into one time lumpsum incentive with immediate effect in phase-I.

/s/ /Lilak/krk

COPY OF

G.D. Dept of Per. & Trg., P.O.M. No 1/2/89-Estt Pay-I, dated 28.6.1993

Incentive for acquiring higher qualifications which are useful in the discharge of higher official work

The system of giving incentives in the form of advance increments to those employees who acquire higher qualifications which are useful in the discharge of higher official work has been engaging the attention of the Government in the light of recommendations made by the Fourth Pay Commission. In order to streamline the system with a view to have uniformity, the Committee of Secretaries reviewed the existing scheme in various Ministries/Departments and felt that there is a clear need for switching over from the present system of advance increments to a system of payment of one-time lump sum incentive. Accordingly, from the current financial year the present system of giving advance increments shall be replaced by grant of lump sum amount as incentive for which the following guidelines may be adopted :-

- (i) No incentive shall be allowed for acquiring higher qualification purely on an academic or literary subjects. Incentives should be considered only if the higher qualification will make the official more effective in the present or next higher assignment. Incentives need not be considered for qualifications like MBA or Degree in Humanities. Incentive may be given for Engineering Degree, Accountancy, Computer Sciences and Post Graduate & Degree in Medicine and the like;
- (ii) The quantum of lump sum, onetime incentive shall be based on qualification without any relation to increment or level/grade of the officer ;
- (iii) A Central Government employee who acquire higher qualification by taking study leave will not be eligible for any incentive. This condition will not apply to Members of the Armed Forces and will be applicable only to Civilian employees of Ministry of Defence;
- (iv) Incentive payment should be given only for higher qualification acquired after induction into service and will not apply for the incentives now being given in the existing schemes for possession of higher qualification at an entry stage;
- (v) No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if the employee acquires the requisite qualification for such appointment at a later stage ;
- (vi) No stepping up of pay shall be allowed in the case of Juniors by virtue of drawing more pay under the scheme of advance increments.

Contd P/2

760

2. The Committee of Secretaries has also directed formation of a Centralised Committee comprising JS(E), DOP, JS(Pex), Ministry of Finance and representatives of Railway, Defence, Education and Telecommunications for drawing up the list of qualifications which would entitle sanction of lumpsum incentive. This committee will lay down the standard scales of incentives for each type of qualification. Pending formulation and such standardised scale of incentive based on qualification, all Ministries and Departments may review their existing Schemes in the light of the aforesaid guidelines. The standardised scale of incentive finally approved by the Government would be communicated to the various Departments in due course so that Ministries and Departments can regulate the quantum of incentives accordingly.