

From

Chief Secretary to Government, Haryana

To

1. All the Additional Secretaries/Principal Secretaries to Government Haryana
2. All Head of Departments, Commissioners, Ambala, Hisar, Rohtak & Gurugram Division.
3. The Registrar, Punjab & Haryana High Court, Chandigarh.
4. All Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana.
5. All the Managing Directors/Chief Administrators of Boards/Corporations/ Public Undertakings in Haryana.

Memo No. 10/1/2014-3 GS-II

Dated Chandigarh the 17/1/2018

Subject:- Grant of Additional increment(s) to Government Employees on acquiring of related higher skill/degree during service.

Kindly refer to this office letter No. 10/1/2014-3GSII dated 24.04.2014 and 29.05.2014 on the subject noted above.

2. The matter of grant of incentive for higher qualification was considered by the Council of Ministers in its meeting on 26.10.2016 and it was decided to withdraw such grant of incentive for acquiring higher qualification except where specifically provided in the service rules in the concerned department's Service Rules of the post. CMM further approved that no Government employee shall claim higher pay scale on the ground of possessing higher qualification than essential qualification of the post at the time of entry into Government Service or on acquiring higher qualification during the service and the employee will be entitled only to the pay scale prescribed for the post in the departmental Service Rules.

3. Therefore the Government has decided to close the cases sent by various departments to the General Administration Department for grant of additional increment for higher qualification.

Raj Kumar
Superintendent General Services-II
for Chief Secretary to Government Haryana.

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Government of Haryana
General Administration Department
General Services-II Branch
No. 10/01/2014-3GSII

Chandigarh, April, 24th, 2014

1. All the Additional Chief Secretaries/ Principal Secretaries to Government of Haryana.
2. All Heads of Departments, Commissioners, Ambala, Hisar, Rohtak & Gurgaon Division.
3. The Registrar, Punjab and Haryana High Court, Chandigarh.
4. All Deputy Commissioners and Sub Divisional Officer (Civil) in Haryana.
5. All the Managing Directors of Boards/Corporations/Public Undertaking of Government of Haryana.

Subject: **Grant of Additional Increment(s) to Government Employees on acquiring of related higher skill/degree during service.**

Sir/ Madam,

I am directed to invite your attention to the report of the Pay Revision Committee on the subject noted above which may read as under:-

'Incentive for acquiring higher qualification.

The expectation of citizen for good governance coupled with the growing complexities in various areas of administration requires Govt. officials to upgrade their skills and knowledge. The Committee feels that acquisition of relevant higher skills by Government officials need to be encouraged in a big way. **It therefore, recommends that two additional increments should be given to such Govt. employees who acquire higher skills relevant to their fields of work. For the purpose, all Department should, in consultation with the General Administration Department notify the skill sets and qualifications which are to be considered higher skills for the different cadres and frame appropriate guidelines. ...**

Keeping in view the aforesaid advice of the FD, you are requested to inform the skill sets and professional qualifications which are required to be considered as higher skills for different cadres so that necessary general instructions regarding grant of additional increment(s) to such Government employees who acquire such kind of higher skills relevant to their field of work can be issued.

Yours faithfully

O/C Under Secretary to Government of Haryana
Protocol Department.



24/04