

PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Sub :- Grant of Stagnation Increments - review of the system - reg.

- READ:** 1). G.O.No.FD 52 SRP 79 dated 31.10.1979.
 2). O.M.No.FD 95 SRP 84 dated 17.12.1984.
 3). G.O.No.FD 63 SRP 84 dated 19.01.1985.
 4). G.O.No.FD 18 SRS 87 dated 08.06.1987.
 5). G.O.No.FD 26 SRS 88 dated 25.05.1988.
 6). G.O.No.FD 60 SRP 88 dated 03.11.1988.
 7). G.O.No.FD 78 SRP 88 dated 26.12.1988.
 8). G.O.No.FD 16 SRP 91 dated 10.05.1991.

**GOVERNMENT ORDER NO.FD 3 SRP 96,
 BANGALORE, DATED 18TH MARCH 1996.**

According to the existing orders, a Government Servant who stagnates at the maximum of the scale of pay applicable to the post held by him/her is eligible for the benefit of stagnation increment at the rate of increment last drawn subject to a maximum of three increments in the entire service. The first stagnation increment is admissible from the date immediately following the completion of two years from the date of reaching the maximum of the payscale, the second stagnation increment is admissible two years thereafter and the third stagnation increment after the completion of one year from the date of sanction of the second stagnation increment.

2. The State Government have reviewed the existing system of grant of Stagnation Increments with the objective of streamlining it in the light of the difficulties and severe stagnation

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faced by Government employees. Accordingly, following orders are issued in supersession of all the existing orders read at (1) to (8) above -

- (i) Government Servants who draw pay in the time scale of pay which carry annual rate of increment and who have reached or who reach the maximum of the scale of pay applicable to them may be granted five stagnation increments annually at the rate of increment last drawn and such increments should be treated as part of 'PAY' for all purposes.
- (ii) The first stagnation increment may be granted from the date immediately following the completion of one year from the date of reaching the maximum of payscale or with effect from 1.4.1996 whichever is later and the subsequent stagnation increments shall accrue every year thereafter.
- (iii) The total number of the stagnation increments in the entire service inclusive of the stagnation increments already sanctioned prior to 1.4.1996 shall be limited to five only.

3. The grant of stagnation increment shall be subject to the following conditions:-

- (i) The Government servant should have satisfactory record of service and he is otherwise eligible for normal increments in the time scale of pay but for reaching the maximum of the scale.
- (ii) The satisfactory nature of service for the purpose of stagnation increments shall be determined in the same

manner as suitability for promotion is determined. While determining the satisfactory nature of service, the fact that whether he has passed the departmental examinations, if any, prescribed to the next higher post, need not be taken into account.

4. The benefit of stagnation increments will not be admissible to a Government servant who forgoes his promotion voluntarily or who after his promotion, seeks reversion on his own accord to the lower post held by him before his promotion.

5. The regulation of stagnation increments in respect of Government servants who have been granted, I, II or III stagnation increment prior to 1.4.1996 shall be as follows :-

A Government servant who is allowed the I, II or III stagnation increment prior to 1.4.1996 may be granted II, III or IV stagnation increment on completion of one year from the date of sanction of the I, II or III stagnation increment as the case may be or from 1.4.1996 whichever is later. The subsequent stagnation increment may be allowed on completion of one year thereafter.

6. The stagnation increment to a Government servant who is allowed selection time scale of pay or senior scale of pay or is promoted to the higher post after getting the benefit of first or subsequent stagnation increment, shall be regulated as follows :-

(i) A Government servant who is allowed Selection Time Scale of Pay, Senior Scale of Pay or is promoted to a higher post after getting the first or subsequent stagnation increments is eligible for the benefit of second or subsequent stagnation increments on completion of one year after reaching the maximum of the Selection Time Scale of Pay/Senior Scale of Pay or the scale of

pay applicable to the promotional post or with effect from 1.4.1996 whichever is later.

(ii) A Government servant who is allowed Selection Time Scale of Pay, Senior Scale of Pay or is promoted to a higher post after getting the first or subsequent stagnation increments and if his pay is fixed in the Selection Time Scale, Senior Scale of Pay or Scale of Pay applicable to the promotional post at a stage equal to the pay last drawn inclusive of the stagnation increments, he may be allowed the second or subsequent stagnation increment on the date on which it would have accrued to him but for the grant of Selection Time Scale of Pay/Senior Scale of Pay or promotion. In other words, if the pay of a Government servant who has been allowed the Selection Time Scale, Senior Scale of Pay or is promoted after getting the benefit of stagnation increments is fixed at the maximum of the Selection Time Scale/Senior Scale/Scale of pay of the promotional post, without any increase in pay, he would be eligible for the benefit of second or subsequent stagnation increment, as the case may be, on the date on which it would have accrued to him but for grant of Selection Time Scale/Senior Scale of promotion.

7. The authority competent to sanction stagnation increments to a Government servant who stagnates at the maximum of the time scale of pay applicable to the post held by him shall be as follows :-

- a) In respect of Heads of Departments, the Secretary of the concerned Administrative Department;
- b) In respect of Group-A and B posts, the concerned Heads of Department;

- c) In respect of Group-C and D posts, the concerned District Level Officer and if the District Level Officer is below the rank of Group-A, the Divisional Level Officer and if the Divisional Level Officer is below the rank of Group-A, the concerned Head of the Department. Divisional Level and District Level Officer for purpose of this G.O. shall be as defined in the Annexure to G.O.No.FD 3 TFP 80 dated 29.4.1981.

By Order and in the name of the
Governor of Karnataka

(T.H.NAYAK)

Joint Secretary to Government
Finance Department (Services)