

**GOVERNMENT OF ORISSA
FINANCE DEPARTMENT**

No. CS-I -6/2010 31162⁽²⁵⁵⁾ /F. Bhubaneswar Dated : 16.7.10

To

All Departments
All Heads of Department
All Collectors

Sub : **Sanction of increment(s) on completion of punishment period of an employee awarded with the punishment for stoppage of increment(s) without cumulative effect whose pay is fixed in between the punishment period in a changing situation like promotion or fixation in revised scale under O.R.S.P. Rules etc.**

The undersigned is directed to say that sanction of increment is generally accorded in case of an employee awarded with punishment for stoppage of one or more increments without cumulative effect on completion of the punishment period. But, it has come to notice that upgradation or enhancement of scale of pay of such employee to a higher stage by promotion or fixation of pay under O.R.S.P. Rules during the period in between the punishment period and such changing situation like promotion or fixation of pay in the revised pay scale etc. lead to sanction of higher rate of increment(s) after the period of such punishment is over. This anomaly occurs when effectual change in the pay scale of the punished employee is made during the period of punishment. The following illustration exhibits that on allowing such increment(s) at higher rate after completion of the punishment period, the employee concerned gets his/her pay than the pay he/she would have drawn, had he/she not been awarded with such punishment and thereby, the punishment awarded to the employee turns out to be reward creating discrepancy in pay.

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ILLUSTRATION

'A' is a Government employee i.e. a Junior Assistant, drawing the pay of Rs.5640/- with Grade Pay of Rs.1900/- in the pay band-1 of Rs.5200 – 20,200/- as on 1.1.2007. He has been punished with stoppage of two increments without cumulative effect which came into effect from 1.4.2007. He has been promoted to the post of Senior Assistant in pay band-2 of Rs.9300 – 34,800/- with Grade Pay of Rs.4200/- w.e.f. 1.4.2009. The pay of 'A' as on 1.4.2010 with punishment and without punishment shall be as follows :-

Date	With punishment	Without punishment
1.1.2007	Rs.5640 + 1900	Rs.5640 + 1900
1.4.2007 (Punishment awarded)	Rs.5640 + 1900	Rs.5640 + 1900
1.1.2008	Rs.5640 + 1900 (1 st increment stopped)	Rs.5870 + 1900 (1 st increment allowed)
1.1.2009	Rs.5640 + 1900 (2 nd increment stopped)	Rs.6110 + 1900 (2 nd increment allowed)
1.4.2009 (Promoted to Sr. Assistant)	Rs.9300 + 4200	Rs.9300 + 4200
1.4.2010	(a) 9710 + 4200 (b) 10,130 + 4200 (c) 10,560 + 4200 (Stoppage of two increments and one usual increment are allowed)	Rs. 9710 + 4200

With a view to obviating such anomaly Government, after careful consideration, have been pleased to decide that the pay of the employee concerned in such eventuality shall be fixed and drawn in usual course as per the punishment awarded to him/her up-to end of the punishment period. But soon after completion of such punishment period pay of the employee concerned shall be fixed and drawn on the basis of the presumptive pay which he/she would have drawn by that time, had he/she not been awarded with the above punishment.

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This order will take effect from the date of its issue. Cases already decided shall not be re-opened and pending cases will be decided in accordance with the provisions of this order.

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16/7/10

Principal Secretary to Government

Memo No. 31163 (270) /F Dated 16.7.10

Copy forwarded to All Revenue Divisional Commissioners/All District and Session Judges/All Sub-Collectors/ A.G.(A&E), Orissa, Bhubaneswar/ D.A.G. Orissa, Puri/Director General, Gopabandhu Academy of Administration, Bhubaneswar/Director, Madhusudan Das Regional Academy of Financial Management, Bhubaneswar/ Secretary to Governor, Orissa/ Secretary to O.L.A./ Principal Secretary to Chief Minister, Orissa/All Treasury Officers of District Treasuries and Special Treasuries/All Sub Treasury Officers/Principal, Secretariat Training Institute, Bhubaneswar/Principal, Orissa Shorthand and Typewriting Institute, Bhubaneswar for information.

Dm
16/7/10

Under Secretary to Government

Memo No. 31164 (100) /F Dated 16.7.10

Copy forwarded to all Officers and all Branches of Finance Department/Deputy Examiner, Local Fund Audit, Finance Department/ Efficiency Audit Organization, Finance Department for information.

Dm
16/7/10

Under Secretary to Government

Memo No. 31165 /F., Dated 16.7.10

Copy forwarded to the Head of Portal Group, I.T.. Centre, Secretariat, Orissa for information and necessary action.

He/She is requested to launch this Order in the Website (www.orissagov.ocac.in/finance/index.htm) of Finance Department for general information.

Dm
16/7/10

Under Secretary to Government