

GOVERNMENT OF TAMILNADU

(Copy of G.O.Ms.No.1032, Education dt. 22nd June 1971)

Education Incentive payments to teacher for acquiring higher qualifications-two advance increments in scale applicable to teachers-orders clarified.

Read: The following papers.

G.O.Ms.No.42, Education, dt.10th January 1969.

From the Director of collegiate Education, Letters No.18769/D2/69, dt.25th May 1969.

From the Director of the School Education, Letter No.63949/PAD/69, dt.31st May 1969.

11935/PDI/69, dt.18th July 1969.

14719/PDI/69,31st July 1969.

70208/PDI/PDI/69, dt.1st August 196.

84351/C8/69.dt.20th November 1969.

144046/PDI/69, dt.11th December 1969 and 25th March 1970:

793760/E2/69, dt.6th January 1970.

199476/PDI69. dt.13th May 1970 & 10th Oct 1970.

284680/PDI/70, dt.8th January 1971.

223116/PDI/69, dt.5th February 1971 & 46935/PDI/71, dt.3rd April 1971.

From the Collector of South Arcot letter No.J5/29475/69 dated 23rd August 1969 From the Pay and Accounts Officer Letter No.AGBVII/EIT/381, dt.2nd December 1969.

From the Accountant General Letter No.DA/17/Edn/G128/Misc 68-69/247 dt.20th December 1969 and D.A. - 17/Edn/IV255/dt. 18th January 1970.

Order:

A few issues arising out of the Scheme of monetary incentive in the form of two advance increments in the scale of pay admissible to teachers in service (Sanctioned in G.O.Ms.No.42, Edn. dt.79th January 1969) in order to motivate the teachers to acquire higher academic qualifications have been examined by the Government and the following orders are issued.

2. The following clarifications are issued in regard to the working of the scheme:

i) Authority competent to sanction incentive increments G.O. Ms.No.42-Edn. dt. 10th January 1969 should itself be deemed to empower authorities competent to sanction regular increments to sanction the incentive advance increments also.

ii) Incentive advance increments are not admissible to teachers who have reached the maximum.

iii) Honours Degree to be treated on par with M.A. All the Honours degree holders should now be deemed to possess M.A. Degree as five years have already elapsed since they obtained the Honours Degree and should automatically be granted advance increments under G.O.Ms.No.42. Edn. dt.10th January, 1969. No fresh orders are necessary.

iv) Admissibility of 2 advance increments in higher scale when higher qualification was acquired by the incumbent when he was working in post on lower scale of pay. This point has been raised by the Collector of South Arcot. In the example quoted by him a B.T. Assistant who acquired M.A. degree in April 1965 when holding the post of B.T. Assistant is now working as Headmaster from 8th November 1967 in the scale of Rs.225-10-275-15-360. The incentive scheme came into force on 1st July 1968. The Collector is informed that the said teacher has to be allowed with effect from 1st July 1968 two advance increments in the scale applicable to him then and there at the time he acquired such higher qualification. He cannot be allowed to postpone the time of availing the benefit and avail of two advance increments after he gets a higher post with a higher scale of pay, on the ground that it will be financially more beneficial to him to avail of the benefit later.

v) The following clarifications are issued regarding advance increments to secondary grade teachers:-

- 1) A secondary grade teacher (or other specialist teacher) will not get any financial benefit if he ceases only B.A. or B.Sc. He will get advance increments only if after passing B.A. or B.Sc. be passed B.T. also.
- 2) A secondary grade teacher who first passes B.T. and gets two advance increments, but who still continues to work in secondary grade post and who possesses M.A. or M.Sc. will get two more advance increments.

- 3) A secondary grade teacher who first possesses M.A. or M.Sc. without first passing B.T. need not be granted advance increments. If however, thereafter he passes B.T. he may be allowed four advance increments at one stoke.
- 4) Four advance increments can be given at the same time to B.T. Assistants who possess M.A. or M.Sc. and M.Ed.
- 5) Physical Education Teachers, Grade II should be deemed to have been included under item (8) (other Specialist teachers) in the Annexure to G.O. Ms.No.42, Edn. dated 10th Janu. 1969.
- 6) As clarified already in Government Letter No.30895/F2/69-3 Edn. dt. 26th June 1969 addressed to the Accountant General, Tamil Nadu regular increment is to be sanctioned from the date of its accrual audit. It is not necessary that there should be a lapse of one year between the date of advance increment and date of normal increment.

3. Extension of Benefit of Advance increments to Deputy Inspector of Schools, etc.

The Government sanction the payment of the advance increments to non-Gazetted officers borne on the combined cadre of school Assistants and Deputy Inspectors such as Deputy Inspectors Grade I & II Personal Assistant to District Educational Officers, Deputy Inspector of (Account), Executive Assistants for special officer for School Meal Programme etc. and also to secondary grade teachers or B.A. B.Ts working as Junior Deputy Inspectors.

4. Under existing orders, Pandits, Grades I and II who possess or acquire B.T. alone are eligible for incentive payments. If a non- B.T. Tamil Pandit now in service aspires to get two advance increments he should study for B.T. He will not get any advance increments even if he already possesses or if he here-after acquires M.A. Degree. The Government now issue revised orders to the following effect:-

- a) Categories (1) and (2) of Grade I Tamil Pandits have to possess B.T. even for initial appointment and hence they will not be eligible for advance increments for possession of B.T. or B.Ed. They may however be allowed two advance increments for possessing of M.A. and two for M.Ed.
- b) Regarding category (3) of the Grade I Pandits and Grade II Pandits the question whether any change in the status-quo is called for will be examined separately and orders issued shortly.
- 5) The Government has not considered it necessary to sanction incentive increments to higher grade teachers who have acquired secondary Grade T.S.L.C. but continue to work in higher grade vacancies.
- 6) Separate orders will be issued with the other points raised by the Director of School Education.
- 7) This order issues with the concurrence of Finance Department Vide its U.O. No.39481/E/ 71-1, dt 11th May 1971.