

**GOVERNMENT OF TAMIL NADU  
ABSTRACT**

INCENTIVES – Sanction of incentive increments for higher qualifications –  
Recommendation of Fourth Pay Commission and One Man Committee – Orders –  
Issued.

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**PERSONNEL AND ADMINISTRATIVE REFORMS (FR.II) DEPARTMENT**

**G.O.Ms.No.907**

**Dated : 17.9.1986**

Purattasi 1, Akshaya,  
Thiruvalluvar Aandu 2017.

**Read :**

1.G.O.Ms.No.843, Personnel and Administrative Reforms (FR.II) Department,  
dated 5.9.1983.

2.G.O.Ms.No.1159, Personnel and Administrative Reforms (FR.II)  
Department, dated 21.11.1984.

**ORDER :**

The Fourth Pay Commission examined the scheme of sanction of advance increment for acquiring higher qualifications. It recommended a scheme of 'Personal Pay' in the place of advance increment. As far as the Education Department is concerned, it has recommended that the teachers should be made eligible for the incentive increments only for acquiring higher qualifications in the area of their specialisation.

2. Several Service Associations have represented that the present scheme of advance increment may itself be continued instead of the new scheme of personal pay, as recommended by the Fourth Pay Commission. The matter was referred to the One Man Committee. It has recommended that the old scheme of incentive increment may be allowed to continue. However, it has held that the higher qualifications should be relevant to the area of specialization instead of in any subject.

3. The Government accept the above recommendation of the One Man Committee. Accordingly, they direct that the scheme of incentive increments now in vogue be allowed to continue subject to the modification stipulated below :-

The higher qualification should be with reference to the area of specialization instead of in any subject. For example, Post Graduate Degree in Political Science or Public Administration acquired by a Tamil Pandit serves no purpose. In such cases, incentive increment should not be sanctioned. However, this order does not apply to such cases where incentive increment has already been sanctioned or yet to be sanctioned for qualifications acquired prior to the date of issue of this order.

4.This order takes effect from the date of issue.

5.This order issues with the concurrence of the Finance Department-vide its U.O.No.11A/O.S.D./86, dated 12.9.1986.

(BY ORDER OF THE GOVERNOR)

**J.ANJANI DAYANAND  
SPECIAL COMMISSIONER AND  
SECRETARY TO GOVERNMENT**

To

All Commissioners and Secretaries to Government, Madras-9.  
All Heads of Departments including all District Collectors/District Judges.  
The A.G.-I/II, Madras-18.  
The A.G., Madras-9/35.  
The Pay and Accounts Officer (N/E/S), Madras-79/5/35.  
The Pay and Accounts Officer, Madras-9.  
The Sub-Pay and Accounts Officer, Madras-9.  
The Secretary, TNPSC., Madras-2 (w.e.1)  
The Registrar, High Court, Madras-104 (w.e.1)  
All Treasury Officers.

Copy to :

All State owned Corporations/Boards/Undertakings.  
All Recognised Service Associations.  
The Personnel and Administrative Reforms (Per.M) Department, Madras-9.  
The Personnel and Administrative Reforms (Per.K) Department, Madras-9.

/Forwarded/By Order/

Sd/-  
**Section Officer.**