

# Introduction

- Originally framed under section 96-B (2) of Govt. of India Act 1919
- Continuing under Article 313 of the Constitution of India
- Supported by the proviso to Article 309
- Amendments are being issued in exercise of this power
- FRs are applicable to both central and state Govt. employees
- FRs relate to personal claims of Govt. employee
- FRs are divided into different parts

# Hierarchy of rules

- If a particular service rule of a particular category of service lays down a provision in a different way which is repugnant to what has been laid down in the FRs, the service rule prevails.
- Service conditions cannot be altered to the disadvantage of the Government servants except the age of the superannuation

# DUTY Defined-FR 9 (6)

- Regular duty
- Authorised Training
- Joining Time
- Compulsory wait
- Official witness
- Obligatory Tests (including joining time )
- Deputation On Foreign Service

# General conditions of service

- Persons cannot be appointed without medical certificate
- The whole time of the **Government servant is at the disposal of the Government which pays him**
- **Leave of any kind cannot be granted to a Government servant for a period exceeding 5 years**

# General conditions

- Fee or honorarium should not be received by the Government servant without the permission of the Government
- Every Government servant is entitled for confirmation in the post of entry after satisfactory completion of probation period
- In case of transfer CTC has to be signed
- Handing over note should contain important information

# General conditions

- In case of un-authorized absence for a period exceeding one year action for removal for service has to be taken
- Pay and allowances shall be drawn only from the date the Government servant assumes charge of the post
- Transfer should not ordinarily take place on sunday

# General conditions

- A member of service who remains absent from duty without proper leave cannot be permitted to join duty if he gives a joining report
- Willful absence from duty not covered by regular leave will be treated as **DIESNON**
- **Confirmation is not required for promotion**
- **Pension can be granted even if confirmaton is not given.**

# Lien

- The title of the Govt. Servant to hold substantively a permanent Post is called Lien
- The lien of a G.S on a permanent post commences from the date of confirmation
- Lien gets suspended once a person is appointed substantively to another post , or proceeds on foreign service or deputed outside india.



# Lien

- The lien of an officer cannot be suspended while he is on probation in another post.
- **A Government servant's lien on a post shall stand terminated on his acquiring a lien on a permanent post**
- If lien on a post is suspended, the post may be filled substantively

# Pay fixation of a new entrant by direct recruitment

On initial appoint the pay would be fixed at minimum of the time scale.

- Post name: Deputy Collector/ Revenue Divisional Officer
- Pay Scale : 40270-93780 (RPS,2015)
- The Employee's pay shall be fixed at the minimum of the pay scale, i.e. Rs.40270.

# Pay protection for previous service

- **Post Name: Junior Lecturer**
- **Pay Scale: 37100-91450 (RPS, 2015)**
- **Already serving as a Senior Assistant under State Government with the pay of Rs.38130 in the pay scale of 22460-66330, then his pay will be protected and his pay in the post of J.L. shall be fixed at Rs.38130 in the pay scale of 37100-91450.**
- **The employees from Localbodies, Universities, Societies and Corporations etc., are not eligible for this benefit.**

# Pay fixation

- **F.R – 22 (a) (i)**: When a Government Servant is promoted / appointed to a higher post which involves assumption of duties and responsibilities of greater importance than those attached to such permanent post, he will draw as initial pay the stage of the time scale next above his substantive pay in respect of the old post.

- **F.R-22(a)(ii)**: When appointed to the new post which does not involve responsibilities of greater importance he will draw as initial pay the stage of the time scale which is equal to his substantive pay in respect of the old post.
- **F.R-22(a)(iii)**: When appointed to the new post on his own request, if the maximum pay in the time scale of that post is less than his substantive pay in respect of the old post, he will draw that maximum as initial pay.

- **F.R-22(a) (iv)**: Pay shall be fixed in the new post at a stage not lower than the pay drawn in the earlier post.
- Protection of date of increment in the previous post is not allowed.
- **The pay of a regular Government servant when appointed directly to another post, under the Government on selection by the Public Service Commission, shall be fixed in the new post at a stage which is not lower than the pay drawn by him in the earlier post.**
- **However,if there is no stage in the pay scale of the new post, the pay shall be fixed in the new post at the stage next below the pay the short fall, if any, be treated as personal pay to be absorbed in future rise in pay**

- **F.R-22(b)**: The Basic Pay of the employee is fixed at the minimum of the time scale of pay attached to the post to which he is appointed.
- **F.R-22 B**: This rule came into force with effect from 25<sup>th</sup> December, 1982 as per the orders issued by the Government

# Option to be exercised

- Pay of an official will be refixed when he is granted promotion.
- There are two methods for refixation.
- One is by straight method under
- Rule 22 of FR&SR
- Another one is by refixation after the official earns an increment in his substantive post under
- Rule 22 I(a) (1) of FR&SR



- The Pay in the promotion post is fixed at a stage above the notional pay which is arrived by increasing the pay in the lower post by an increment.

Option to be exercised- 1.Promotion date  
2.Increment date

- Option to be exercised with in one month from the date of assuming charge.
- If promoted after exhausting (3/5) stagnation increments in the lower post, FR-22-B can not be allowed.

# Stoppage of increment

- Can be ordered in three ways
- -Stoppage of I/C with cumulative effect
- -Stoppage of I/c without cumulative effect
- -Reduction in pay
- Stoppage should be related to the period
- Should indicate whether the period is inclusive or exclusive of leave.
- should indicate the impact on pensionary benefit.
- If silent, it should be deemed to have drawn the I/c for the purpose.

# Combination of appointments

- For FAC addl. Pay @  $\frac{1}{5}$ th of the basic pay allowed
- HOD can sanction upto 3 months
- 3 more months with the sanction of Govt.
- -addl. Pay  $-\frac{1}{10}$ th
- If FAC arrangements made by the Govt. addl. Pay
- can be granted by HOD for a period of 6 months
- Minimum no. of days for sanction of addl. Pay  
-14 working days

# Automatic Advancement Scheme

- The aim of the scheme is to give relief to a Government employee who is entitled to get promotion, but is unable to get promotion at regular intervals because of stagnation due to non-availability of vacancies.
- Government introduced a modified scheme with intervals of 6 years (Special Grade Scale), 12 years (SPP-I A Scale), 18 years (SPP-I B Scale) and 24 years (SPP-II Scale).

- If an employee is working as a Secondary Grade Teacher with pay of Rs.25140 in the pay scale of 21230-63010 and after completion of 6 years in the same post, he will get an increment and his pay shall be fixed at Rs.25840 in the next immediate higher pay scale of 22460-66330.
- If an Office Subordinate (Attender) is working for 24 years in the same post, his existing pay be assumed at Rs.41380 (RPS,2015) in the pay scale of 14600-44870. Then after completion of 24 years, his pay would be fixed at Rs.42490 in the pay scale of 15030-46060.

If an attender got promotion after availing SPP-II scale (24 years) benefit, then his pay shall be fixed under FR.22 (a)(i) only. i.e. he will get another increment and his scale shall be continued SPP\_II Scale only, even though the pay scale of promotion post is less than the SPP-II Pay scale.