

Chapter - 5

Increments - FRs 24 to 27

Increments - Advance Increments - Family Planning Increments etc.

General Principles:-

1. An increment shall ordinarily be drawn as a matter of course on the due date, unless it is withheld (F.R.24).
2. An increment certificate as prescribed in the Treasury code form should be signed by the drawing officer and enclosed to the bill.

Service that Counts for Increments

3. F.R. 26 deals with service that counts for increments. The following provisions prescribe the conditions under which service counts for increments in a time scale of pay.
 - i. All duty in a post on a time scale of pay counts for increments in that time scale. [FR 26 (a)].
 - ii. For purpose of arriving at the date of next increment, the total of all periods that do not count for increment in the time scale shall be added to the date of normal increment [FR 26 (a)].

Example

A Government employee in the time scale of Rs. 7520 to 22430 in RPS 2010 drew his 3rd increment with effect from 1-10-2010. He was on extraordinary leave on private affairs for 56 days from 1-1-2011 to 25-2-2011. His date of next increment will be calculated as follows:

	D M Y
Normal date of increment:	1-10-2011
period of service that does not count for increment 1-01-2011 to 25-2-2011 (56 days).	
January 2011 (31 days)	0-01-00
from 1-2-2011 to 25-2-2011	25-00-00
His date of next increment	<u>26-11-2011</u>

But it will be drawn from 1-11-2011 with reference to the order issued in G.O.Ms.No. 133, Fin & Plg, dt: 13-5-1974 read with G.O.Ms.No. 192, Fin & Plg dept., dt: 1-8-1974 and clarification issued in G.M.No. 49643-A/2111/F.R. ii/74-I- Fin & Plg Dept., dt: 6-10-1974.

- iii) Service in another post than a post carrying less pay referred in F.R. 15(a)26(b)(i).

- iv) Service on deputation out of India FR 26 (b) (i).
- v) All leaves other than extra-ordinary leave FR (b) (i).
- vi) In respect of the post in which the Government servant officiating at the time of going on leave or deputation out of India will count for increments if it is certified that he would have continued to officiate but for his going on leave on deputation. - FR 26 (b) (ii).
- vii) Extra-ordinary leave taken on account of illness or any other reasons beyond the control of Government servant or for higher scientific or technical studies subject to the condition that on return from leave the government servant would serve for a period of atleast 5 years may be counted for increment with permission of the Government - Proviso under FR 26 (b) (ii).
- viii) The Heads of departments are empowered to count Extraordinary leave taken on account of illness on Medical Certificate or for processing higher scientific or technical studies for a period not exceeding six months towards the grade increment in respect of Government servants working under them. (G.O.Ms.No. 43, Fin & Plg, dt: 5-2-1976 and G.O.Ms.No. 261, Fin., dt: 23-6-1976 Delegation of powers under FR. 26.
- ix) Service in higher post counts for increment in a lower post FR 26(c).
- x) Foreign service counts for increments in the time scale applicable to the post in Government service on which he holds a lien or in the officiating post held by him to the extent he would have held that post but for his proceeding on Foreign Service - FR 26 (c).
- xi) Joining Time in continuation of duty counts for increment in the substantive post and in the officiating post the pay of which that government servant received during Joining Time - FR 26 (f) (i).
- xii) Joining Time in continuation of leave counts for increment in the time scale of the post provided the last day of leave before commencement of the Joining Time counts for increment FR 26 (b)(ii).
- xiii) Period of vacation in the case of Government servant in vacation department counts for increment.
- xiv) The period of training if treated as duty counts for increment Ruling (4) under FR 26 (b).

Increments for Temporary Employees:

- 4) All persons who are either appointed or promoted temporarily to any post or service will be allowed to count their temporary service

for increments in the time scale of the post concerned on completion of the required period of satisfactory service. G.O.Ms.No. 506, G.A. (Ser-A) Dept., dt: 21-4-1961.

These orders have effect from 1-11-56. But arrears due to recalculation of pay will be allowed only from 21-4-1961. In case where a test has been prescribed for any particular post and the increment has to be stopped till the test is passed, the increment of the temporary candidates also should not be allowed till they pass the prescribed test.

5. In cases where the passing of an examination or test confers the right to increment, it will accrue on the day following the last day of the examination in which he passed the test - Ruling 2 under FR 26 (a).

6. Increments to Probationers and Approved Probationers:

- a) In case probation is 2 years and increment is annual, first increment will be drawn after putting the necessary service for increment. Next increment will be drawn with effect from the date of declaration of probation. Subsequent increments will however be allowed counting the period of service from the date of first increment, FR 31-A (2)(i)(a).
 - b) In case probation is one year and increment is annual or probation is 2 years and increment is biennial, first increment will be drawn from the date of satisfactory completion of probation. FR 31 A (2) (i) (b).
 - c) Leave taken during probation to the extent permissible under rule 26 (ii), counts for all increments except the increment due on declaration of satisfactory completion of probation, - FR 31 A, Ruling 3.
7. The increment or increments which are required to be drawn w.e.f. the date of satisfactory completion of probation under clauses (a) (b) or (c) of Rule 31-A (2) (i) do not refer to advance increment, if any allowed, under rules 27, or higher stage allowed under Rule 31 (2) etc, but refer to increments actually earned by service in the time scale of the post - Ruling 1 under FR 31-A.
 8. In the case of retrospective regularisation of services, the increments already drawn will not be affected and the first increment after the commencement of the probation occurring in Rule 31-A (2) may be taken as meaning the first increment due after the issue of orders declaring the commencement of probation.

9. The increment of all government servants shall be admitted from the first day of the month with effect from 1-6-1974 in which they fall. G.O.Ms.No. 133, Fin & Plg, dt: 13-5-1974, read with G.O.Ms.No. 192, Fin & Plg, dt: 1-8-1974.
10. In the matter of regulation of increments on the first of the month, the following clarifications are issued in Govt. Memo. No. 49643-A/2111/FR ii/71-1, Fin & Plg, dt: 6-10-1974.
 - i) The increment accrued during leave can not be drawn during leave. It will be drawn from the resumption of duty on return from leave.
 - ii) In cases where the increment is postponed due to the employee proceeding on leave without pay which is not counted for increment and the postponed increment falls due on any date of a month it will be granted from the first day of the month.
 - iii) In case of initial appointment on promotion after 1-6-1974, the first increment will be drawn before completing the normal increment period or 12 months i.e. if an employee is promoted on 25-10-1974 he will get his increments on 1-10-1975.
 - iv) When increment is sanctioned counting the broken periods equal to one year, the increment will be payable from the first of the month in which the increment falls due, if the government servant has been holding the post on the first of that month. In case he is not holding the post on the first day of the month, the increment will be granted from the date it falls due.
 - v) When normal increment is withheld for specific period as measure of penalty and the penalty expires after the first of the month, the increment in such cases will be granted/restored from the date of penalty ceases. However subsequent normal increment will be regulated in accordance with G.O.Ms.No. 133, Fin & Plg (FR III), dt: 13-5-1974.
 - vi) When advance/enhanced increments in the prescribed time scale of pay are allowed on passing of certain examination, they shall be sanctioned under normal rules and orders i.e., from the day following the last day of examination. However, the subsequent normal increments will be regulated according to G.O.Ms.No. 133, Fin & Plg (FR-III) Dept., dt: 13-5-1974.

Periods which will not count for increments:

11. If a Government servant is suspended for misconduct, neither the period of suspension nor any period of service preceding the suspension shall be allowed to count towards the period necessary to earn increment. Ruling 5 (a) under FR 24.

12. In the case of suspension on account of imprisonment for debt or for reasons other than misconduct, the period of service preceding the suspension may be allowed to count for increments but not the actual period of suspension - Ruling 6 under FR 24.

13. The extraordinary leave granted to a government servant in consequence of the regularisation of period of his absence from duty under suspension cannot be treated as one granted due to any casue, beyond the control of a government servant such Extraordinary Leave should not be allowed to count for increments within the meaning of the proviso to FR 26 (b) (ii).

(G.M.No. 11302/FR-11/64-4-Fin. Dept., dt: 16-6-1964). See for an amendment issued in G.O.Ms.No. 307 Finance (FRII) Department, dt. 3-12-2012 EOL courts for notional increment and pension under certain conditions.

14. A Government servant cannot count non-continuous officiating service for increments in a time scale Note - 1 under FR 26 (a).

15. Service in the higher post will not count for increments in the lower post beyond the maximum of the lower post.

16. A break in service of an officiating Government servant caused by his discharge under rule 8 (a) (iii) of the State and Subordinate service Rules shall be condoned so as to enable him to count for increments the service prior to the break. Note 2 under FR 26 (a).

17. The increments of a direct recruit who is selected for a particular post under training and who is required to pass the prescribed test within the period of probation are regulated in accordance with the instructions issued with G.O.Ms.No. 128, Fin & Plg (PRC-III) dept., dt:20-3-1976 read with Govt. Memo. No. 10/PC-1/78-1, Fin & Plg Dept., dt: 20-3-1978, Provided the provisions are not repugnant to any provisions of the service Rules.

S.No.	Period of		Provision to earn increments with ref. to above instructions.
	Training	Probation	
1.	2 years	2 years	Not eligible for the first increment unless he complete the training period or passes the prescribed test during or after the training.
2.	1 year	1 year	-do-

3.	1 year or less	2	First increment may be allowed after putting in the service necessary to earn increment provided he has satisfactorily completed the period of training. The next increment will be only from the date of satisfactory completion of probation.
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18. A probationer shall be deemed to have satisfactorily completed his probation if no order is issued within 1 year from the date of expiration of the prescribed or extended period of probation. When increments are sanctioned based on this deeming provision, the Drawing Officer should record a certificate on the increment certificate - Rule 5(b) under FR 24. (See Chapter under probations)

Sanction of Increment by Drawing Officers:

In order to decentralise the powers, it was decided to instruct the release of increments to the Drawing Officers in each department of Secretariat, Heads of Departments and Heads of Offices, as this would ensure uniform procedure being followed in all departments. In cases where the Drawing Officers and the Officers who maintains the service records of the employee is different a certificate of service particulars eligible for earning increment shall be given by the authority who maintains the S.Rs to the Drawing Officer for release of the increment.

The Drawing Officer in each department is authorised to release and to sign the increment certificate of the Government employees in each department.

(G.Ms.No. 16965/677/A&L/5, F&P, dt: 13-2-1987).

Stoppage of Increment

19. The authorities empowered to withhold the increment of Government Servants are found in the civil services (classification, control and appeal) Rules and Police Discipline and Appeal Rules Note 1 under Rule 24.
20. Increments may be withheld (Stopped for (a) misconduct and (b) unsatisfactory work). It can be done in 2 ways i.e. with or without cumulative effect. If the stoppage of increment is with cumulative effect, it will have the effect of postponing the future increments. If it is without cumulative effect, the normal subsequent increments will be drawn on due dates.

21. The authority with-holding an increment shall, state the period for which it is withheld and the postponement shall have the effect of postponing future increments - FR 24.
22. If the orders does not state that the withholding of an increment shall have the effect of postponing the future increments it shall be assumed that the officer's pay is restored to what it would have been had his increment not been withheld from the next natural date of increment - Ruling 1 under FR 24.
23. The authority withholding an increment of an officer should expressly state in the order that the period for which the increment has been stopped will be exclusive of any interval spent on leave before the period is completed - Instruction under FR 24.
24. When an increment of an officer is withheld with culmulative effect, it is not the intention that the instruction under FR 24 should be applied - Ruling 2 (b) under FR 24.
25. The authority withholding the increment in an officer's pay as a punishment should make it clear in the order whether it will effect the officer's pension and if so to what extent - Ruling 4 under FR 24.
26. When the drawal of increment is subject to passing some departmental examination, the withholding of increment in those cases for failure to pass the test is not a penalty.
27. Increment can not be stopped unless regular disciplinary proceedings are initiated and the punishment of stoppage of increment is awarded to an employee.
28. The periods during which the increments have been stopped without cumulative effect will count for purpose of automatic advancement scheme. In cases where the period of punishment with stoppage increments with cumulative effect is imposed such service shall not qualify as service for purpose of computation of service for automatic advancement scheme [Govt. Cir Memo. No.41082/574/AI/PC-II/95, F&P (FW-PCII) 95, dept., dt: 30-12-1996].

Premature Increments

29. An authority may grant a premature increment to a Government servant on a time scale of pay if that authority has power to create a post in the same cadre or the same scale of pay. - FR 29. Under provisions of Article 62 of Financial code, Volume 1, Government is the authority competent to create or abolish a post on a time scale of pay.

30. The administrative Department of the Secretariat have to obtain the previous approval of Finance Department of grant advance increment-Exception Under FR - 27.
31. In the absence of specific orders to the contrary, when increments are granted in advance, the government servant will be entitled to subsequent increment as if he has reached his position in the normal course - Ruling 1 under FR 27.
32. The provision in Rule 27 enable initial rate of pay to be fixed otherwise than in the manner enunciated in Rule 22 - Ruling 2 under FR 27.

Illustrations:**Regulation of dates of increments:**

Pay Scale:	...Rs. 1100-40-1500-50-2050	
Pay drawn	...Rs. 1500/-	
Date of Increment	...1-2-1989	
E.O.L.: 24 days from	1-12-1989 to 24-12-1989	
E.O.L.: One month from and 9 days	25-8-1990 to 2-10-1990	
	1-2-1989	Rs. 1500/-
Date of next Increment:	1-2-1990	
Add: E.O.L. 24 days from		
1-12-1989 to 24-12-1989	24-0-0	Rs. 1500/-
	<u>25-2-90</u>	
M.B. from 1st of the months	1-2-90	
Due date of Next increment	25-2-1991	
EOL of 1 Month and		
9 days from 25-8-1990		
to 2-10-1990	9-1-0	
	<u>6-4-91</u>	Rs. 1600/-
M.B. from 1st of the month	1-4-91	
Due date of next increment	6-4-92	
M.B from 1st of the month	1-4-92	Rs. 1600/-

Calculation of date of Completion of Probation and Regulation :
Illustration

Increment Dates:

Where the Period of Probation is 2 years within a Continuous Period of 3 years:

- a) Date of commencement of probation 1-12-1993
- b) Pay and Scale of Pay Rs.3640/-
Rs. 3640-110-3750-130-4400-160-5200-190-6150-
230-7300-280-7580

Calculation of duty periods for completion of probation:

From	To	Period Y--M--D
1-12-1993	31-7-1994	080 Duty
1-8-1994	31-8-1994	Earned leave
1-9-1994	30-6-1995	0 10 Duty
1-7-1995	31-7-1995	E.O.L. -
1-8-1995	31-8-1995	0 1 0 Duty
1-9-1995	10-9-1995	Earned Leave
11-9-1995	30-9-1995	0 0 20 Duty
1-10-1995	10-2-1996	0 4 10 Duty
Total		2 0 0

Probation Completed on A.N. of 10-2-1996

Regulation of increment dates:

First Increment	1-12-1993	Rs. 3640/-
Second increment due date :	1-12-1994	Rs. 3750/-
Add EOL 1-7-95 to 31-7-95	1-12-1995	
Due date of second increment.	0 1 0	
	1-1-96	Rs 3880/-
	With monetary benefit from 1-12-96, as the probation was completed on A.N. of 10-12-96	
Next Increment date	1-1-97	Rs. 4010/-

Increments for the Employees who Crossed the age of 45 years and who have not Passed the Tests

Employees who have crossed 45 years of age and if they have not passed the Tests as prescribed in the Special rules the due increment can be

sanctioned. However the concession allowed will not entitle the employee to get eligibility for the Automatic Advance scheme where acquiring qualification is a pre-requisite or for promotion to next higher category for which passing of the Test is a pre requisite (G.O.Ms.No. 475, GAD (Ser. C), dt. 20-9-1994).

Merger of advance Increment Prior to 1-7-1986

The advance increments sanctioned for possession of Higher Qualifications prior to 1-7-1986 shall be merged with pay at the time of sanction. (Govt. D.O.Lr.No. 41371-A/282/PCII/94-2, F&P, dt: 23-1-1995).

Annexure

Dept	Category Increments	Addl. Qualifications for Eligibility to Advance	No. of advance Increments
(1)	(2)	(3)	(4)
School	S.G.B.T. Trained Teachers	a) Graduate with S.G.B.T	1
		b) Graduate with B.Ed.	2
		c) P.G. Degree with S.G.B.T.	2
		d) P.G. Degree with B.Ed.	3
		e) P.G. Degree with M.Ed.	4
	Trained Graduates	a) P.G. with B.Ed	1
		b) Graduate with B.Ed.	1
	Grade II School Assistants	c) P.G. with M.Ed.	2
		a) P.G. Degree or equivalent with B.Ed.	1
	Pandits Grade I.	b) Oriental title or Degree with M.Ed.	1
		c) P.G. Degree or equivalent with M.Ed	2
		Degree with P.G. in Physical Education	1
	Physical Directors		
Secondary Grade Trianed Teachers (Spl. Category)	a) Graduate with S.G.B.T	1	
	b) Graduate with S.G.B.T. +B.Ed.	2	
	c) P.G. with S.G.B.T	2	
	d) P.G. with S.G.B.T.+ M.Ed.	3	

	e) Graduate with S.G.B.T,+M.Ed.	3
	(f) P.G. with S.G.B.T + B.Ed.	4
Pandits Gr II other than Hindi Pandits.	(a) Graduates with Pandits Trg or equivalent Trg Qualifications	1
	b) P.G. with Pandits Trg or equivalent qualification.	2
	c) Graduate with Pandits Trg + B.Ed	2
	d) Graduate with Pandits Trg or equivalent or qualification + M.Ed	3
	e) P.G. with Pandits Trg or equivalent qualification + M.Ed.	4
Hindi Pandits Grade II	a) Graduates with Pandits Trg or equivalent Trg qualification.	1
	b) P.G. with Pandits Trg or equivalent Trg qualifications.	2
	c) Graduate with Pandits Trg or equivalent qualification + B.Ed 2	
Hindi Pandits Gr II	d) P.G. with Pandits Trg of equivalent qualification + M.Ed. 4	
Physical Edn. Teachers/ Instructors Gr. II	a) Graduate + Qualification prescribed for the post.	1
	b) P.G. + Qualification prescribed for the post	2
	c) Graduate with qualification prescribed for the post + B.P.Ed.	2
	d) Graduate with qualification prescribed for the post + P.G. Degree in Physical, Education (M.P.Ed).	3
	e) P.G. with the qualification prescribed for the post + M.P.Ed.	4
Physical Education	As in the case of Physical	

teachers/Instructor	Education teachers Gr II above	
Grade I. Junior Deputy Inspector of Schools	a) Graduate with S.G.B.T	1
	b) Graduate with S.G.B.T, + B.Ed	2
	c) P.G. with S.G.B.T	2
	d) P.G. with S.G.B.T + B.Ed	3
	e) Graduate with S.G.B.T. + M.Ed.	3
	f) P.G. with S.G.B.T. + M.Ed.	4
Trained Graduate Teachers Grade I.	a) P.G. Degree or equivalent with B.Ed.	1
	b) P.G. degree or equivalent with M.Ed	2
Pandits Grade I Spl Category	a) P.G. Degree or equivalent with B.Ed.	1
	b) Oriental title or degree with M.Ed	1
	c) P.G. Degree or equivalent with M.Ed.	2

(G.O.Ms.No. 40, F&P (FW-PC II), dt: 2-2-1993).

Competent Authorities to Sanction Advance Increments:

The District Educational Officers, District Development Officers and Commissioners of Municipalities and Correspondents of Aided Managements are competent to sanction Advance increments for possession or acquisition of higher qualifications to the teachers working under their control i.e. Government/Panchayati Raj Institutions/Municipal Schools and Aided Managements respectively.

(Progs. Rc.No. 755/08-1/93 dt: 16-3-1993 of the Director of School Education, A.P. Hyderabad).

Additional Increments under G.O.Ms.No. 40, Fin & Plg, dt: 2-3-1993
- Clarifications: Point Wise:

Point 1:

Whether the teachers appointed in S.G.B.T, Category with B.A. or B.Sc/B.Ed Qualifications (without (T.T.C/S.G.B.T) Training Qualification) after 1-7-1986 are eligible for one Advance increment.

Clarification:

Secondary Grade Teachers who were appointed on the strength of B.A., B.Ed., Qualification and who did not under go S.G.B.T. Training may be allowed one advance increment. This will be admissible only to those who have been appointed or acquired B.Ed, prior to 31-12-1992 only (Vide Govt. Memo. No. 2247/Ser-II-1/88-10 Edn. dt: 28-7-1993).

Point 2:

Whether Secondary Grade Teachers now working in Special Adhoc Promotion Post Scale I i.e. Rs. 1280-2440 and S.A.P.P. Scale II i.e. Rs. 1330-2630, if acquired additional qualification after 1-7-1986 are eligible for additional increment.

Clarification:

Secondary Grade Assistants working in S.A.P.P. Scale I and II are eligible for additional increments on acquiring additional qualifications.

Point 3:

For Secondary Grade Teachers appointed after 1-7-1986, whether the period/year of acquiring additional qualification earlier to 1-7-1986 is the criterion.

Clarification:

S.G. teachers appointed after 1-7-1986 are eligible for additional increments if they acquire additional qualifications after 1-7-1986 as per G.O.Ms.No. 40, Fin & Plg, dt: 2-2-1993.

Further Clarification Under Point No. 3:

If the individuals possess the requisite additional qualifications before 1-7-1986 and were recruited directly after 1-7-1986 are eligible to draw advance increments in the R.P.S. 1986 from the date of appointments as per G.O.Ms.No. 40, Fin & Plg, dt: 2-2-1993.

(Progs R.C.No.1043/G4/93 dt:30-11-1993 of D.S.E. A.P. Hyderabad).

Point 4:

For a Secondary Grade Teacher, for sanction of Additional Qualification increment which qualifications have to be considered as relevant qualifications i.e., B.A. B.Sc, B.Com, when he possessed B.Ed Qualification.

Clarification:

Any Graduate Qualification is relevant when he/she possesses B.Ed, qualification. Action can be taken as per rule 3 (c) of G.O.Ms.No. 40, Fin, dt: 2-2-1991.

Point 5:

If a Secondary Grade Teacher having T.T.C. acquired B.A. in July, 86, B.Ed, in July, 87; M.A. in August, 1988 and M.Ed, in August 89, can be sanctioned individual additional qualifications as per rule 3 (c) of G.O.Ms.No. 40, Fin, dt: 2-2-1993.

Clarification:

Action can be taken as per rule 3 (c) of G.O.Ms.No. 40, Fin, dt: 2-2-1993.

Point 6:

If any Selection Grade Teacher who is sanctioned additional increments, is subsequently appointed to S.A.P.P. Scale I and Scale II post or promoted to regular school Assistant post whether he/she can continue to draw the additional increments as personal pay and whether additional increments need withdrawal from the date.

Clarification:

The additional increment is given for acquiring additional qualifications and it continues throughout the service as personal pay, whereas the S.A.P.P. I and II are given to remove the stagnation in the post. The additional increments shall not be withdrawn, the advance increments given for higher standards of study shall be treated as P.P. and shall be paid throughout the service at the rate of which it was sanctioned as per Para 3 (i) of G.O.Ms.No. 40, Fin, dt: 2-2-1993.

(Progs.RC.No.1043/G4/93, dt: 19-8-1993 of the D.S.E. A.P. Hyderabad).

Sanction of Additional Increments in S.A.P.P. Scale:

Point:-Whether S.G. Teachers now working in S.A.P.P. scale I i.e., Rs.1280-2440 and S.A.P.P. Scale II i.e., 1330-2630 if acquired additional qualifications, are eligible for additional increments.

Clarification:

Secondary Grade Teachers working in S.A.P.P. Scales I and II are eligible for additional increments on acquiring qualification as post graduation.

(Progs No. 1043/G4-93 dt: 1-9-1993 of D.S.E. A.P. Hyderabad)

Secondary Grade Teachers with post graduation with B.Ed., and Post Graduates with M.Ed., without undergoing the S.G.B.T. Training are allowed Advance Increments as per G.O.Ms.No. 40, Fin & Plg, dt: 2-2-1993 and as

per Clarification issued in Govt. Memo. No. 16735-A/A2/ PC.II/90, Fin. & Plg., dt: 27-8-1995.

Annexure

(G.O.Ms.No. 182, F&P, dt: 17-7-1987)

S. No.	Dept.,	Designation of the Post	Qualifications for which advance increments being given	No. of Advance increments
(1)	(2)	(3)	(4)	(5)
1.	School Education Department.	Asst. Lecturer (Teachers training Institute)	M.Phil Phd	1 2
2.	Ground water Department	1. Hydro Metrologist 2. Asst. Metrologist 3. Chemist. 4. Asst. Chemist 5. Tracers.	Phd. for acquiring Diploma in Mechanical Engineering on par with Tracers in Engg Department.	4 1
3.	Indian Medicine & Homeopathi Dept., Junior Doctors		P.G. Holders	2

Sanction of Advance Increment for Additional Qualifications Acquired At the Cost of Government Between 1-4-1977 to 30-6-1986

Government Employees who have acquired additional qualifications between the period from 1-4-1977 to 30-6-1986 (i.e., in 1974 and 1978 pay scales) at the cost of Government shall be sanctioned during the above period in the orders issued from time to time subject to the following conditions.

- i) The rate of advance increments shall be the same as prevalent at the time of acquisition of qualifications (and not as per the rate in 1986 scales).
- ii) The monetary benefit of such advance increments shall be from 1-7-1986.

The condition that the advance increments are not admissible for the employees who acquired additional qualifications stipulated in the Government orders issued from time to time have been withdrawn.

(G.O.Ms.No. 213, Edn., dt: 22-8-1987).

Graduates appointed as J.A's/Typists/T.C.'s in the Directorates/Secretariat eligible for advance increment:

The Graduates who are appointed as Junior Assistants/Typists/T. C.'s either in the Directorates or in the Secretariat are eligible for one advance increment, even though the qualification prescribed for the said post and possessed by the individual is one and the same.

(G.M.No. 4922/190/A1 PRC I/90, F&P, dt; 22-2-1991).

Advance Increment Treated as P.P. Admissible even on Promotion to a Higher Post:

Orders treating advance increment as personal pay were issued based on the analogy of advance increment for family planning incentive increments or incentive increments for meritorious service. Therefore, the personal pay will continue to be available even in a higher promotion post, although the qualifications prescribed for higher promotion post is also the same. The qualifications prescribed for higher post has nothing to do with the qualifications prescribed for the lower post for which advance increment is allowed.

(G.M.No. 4992/190-A1/PRCII/90, F&P, dt: 22-2-1991).

Point:

Whether Typist-cum-Assistants are eligible for advance increments for acquisition or possession of higher qualifications since they are sanctioned advance increments in the R.S.P. 1978 though there were no specified orders.

Clarification:

The Typists-cum-Assistants are eligible for one advance increment for acquiring/possessing graduation in the Revised Pay Scales, 1986, if they acquire/possess qualifications after 1-7- I 1986 as in the case of Lower Division Clerks/Junior Assistants/Typists/Steno Typist etc.

(G.O.Ms.No. 323, Fin & Plg, dt; 24-11-1987).

Position of Advance Increments in RSP of 1993

The Existing scheme of sanctioning of Advance increments for possessing Higher qualifications will continue in RSP of 1993 with effect from 1-7-1992 with monetary benefit from 1-4-1993 in respect of only the categories of posts in various departments for which orders were already issued by govt earlier for allowing advance increments. However the question of sanction of advance increment afresh in RSP 1993 for the qualifications which are not covered by existing orders in respect of any other category of post in any department is not permissible.

(Govt. Memo No. 38461/279/A2/PC II/94, F&P (FW-PC II), Dept., dt; 1-3-1995).

The advance increments sanctioned prior to 1-7-1986 are merged in Pay and the advance increments sanctioned after 1-7-1986 are treated as Personal Pay and they continue to be shown separately and the Personal Pay shall not be altered even after the implementation of RSP 1993 w.e.f. 1-7-1992. Consequent on the implementation of the R.S.P. 1993 w.e.f. 1-7-1992, such of the categories which were already allowed Advance Increments will continue to be allowed to the employees including teachers at the rates admissible on the date of passing the examination in R.S.P. 1993 as Personal pay.

(Govt. Memo. No. 33461/279/A2/PC.II/94, Fin. & Plg., dt: 1-3-1995).

Advance Increments & Family Planning Increments - with drawn

The Government has issued instructions not to sanction the advance increments for possessing higher qualifications and family planning incentive increments to the employees after 1-7-1998 since the above schemes were discontinued prospectively as recommended by the pay revision commission 1999 (Govt Circular Memo.No. 16951/A/283/A1/PCI/07, Finance (PC I) Dept., dt 6-7-2007. But it will not effect family planning increments already sanctioned prior to 1-7-1998. (Govt. Memo. No. 1945/32-A1-PCF, Dept., dt 3-3-2006.

Apprenticeship Period - Municipal Teachers - Extended

The government has permitted the Director of Municipal Administration to extend the benefit of counting of two years apprenticeship period of teachers working in urban local bodies on per with the orders issued in G.O.Ms.No. 2 school education (SE: Ser III) dept., dt 5-1-2009 read with Govt. Memo.No. 641/Ser12/2009, dt 11-11-2009 and Govt. Memo.No. 8663/Ser-1/2010 dated 1-7-2010 with monetary benefit from 1-2-2011.

Some Salient features of Increments and stagnation increments

1. The two years apprentice service of teachers counts for notional increments with effect from 1-4-2009. Arrears to be credited to G.P.F. account for the periods from 1-4-2009 to 31-3-2010 (G.O.Ms.No.2, Edu. (Ser.III) Education Department, dated 5-1-2009).
2. The apprentice period of two years of teachers counts for the purpose of automatic advancement scheme. (G.O.Ms.No. 38, Edu. (Ser.III) Education Department, dated 26-5-2007).
3. The stagnation increments will be reckoned as pay for the purpose of H.R.A., D.A. & CCA and pensioner benefit (G.O.Ms.No. 206, F&F Department, dated 23-1-1992).

4. In cases where passing of an examination/test confers the right to increment, it will accrue on the day following the last day of the examination [Rule in 2 under FR 26 (a)].
5. The protection of pay to regular government servants when selected by A.P.S.C. to other department is permissible under FR 22 (a) (iv) from the date of joining in the new post. In such cases the increment has to be sanctioned in the new post/scale only after completion of 12 months service from the date of joining (Govt. Memo. No. 8401/147/A1/Finance (Admn II) Dept., dt 7-6-2005).
6. The actual drawl of increment need not be insisted while reckoning the incremental service under Automotive advancement scheme [Govt. Memo. No. 038035/199/PC II/2008/PC II Finance Department, dated 19-9-2009].
7. The vacations and joining period counts for increments. (FR 26 F).
8. The period of "*Dies Non*" will not count for the purpose of increment; leave and pension (FR 18).
9. In case the suspension period is regularised as "Not duty", and if such period is treated as extra ordinary leave after exhausting the earned leave and half pay leave; such extraordinary leave period will be notionally counted for the purpose of increment and pension [G.O.Ms.No. 307, Finance (FR II) Dept., dt 3-12-2012]..
10. According to the instructions issued in Govt Memo No. 2329/64-1 GAD (Ser.A) dt 8-12-1964 a person appointed to a post without minimum educational qualifications is not eligible for increments. But this has been superseded in Govt. Memo. No. 4579/66-3, GA (Ser.A) Dept., dt 6-12-1986).
11. Orders have been issued in Government Memo.No. 4579/66-3, G.A. (Ser.A) Dept., dt 27-5-1967 allowing the unqualified promotes to draw increments for their temporary services in terms of G.O.Ms.No. 506, G.A. (Ser.A) Dept., dt 21-4-1961).

Stagnation Increments

1. Stagnation increments were sanctioned in 1978 pay scales.
2. Three stagnation increments were allowed in 1986 and 1993 pay scales.
3. Three stagnation increments were allowed in 1999 pay scales with effect from 1-7-1998 with monitory benefit from 1-4-1999 [G.O.Ms.No. 152, F&P (PC I) Department, dated 4-11-2000].

4. Five stagnation increments were allowed for all grades in 2005 pay scales in G.O. Ms.No. 180, Finance (PC I) Dept., dt 29-6-2006.
5. Three stagnation increments were allowed in 2010 pay scales and these stagnation increments will be treated as regular increments for all purposes such as pay fixations on promotion/Automatic advancement scheme, pension etc., (Para 8 of G.O. Ms. No. 52, Finance (PC I) Dept., dt 25-2-2010). However in RPS 2015; five stagnation increments were allowed with the same conditions (G.O.Ms.No. 67, Finance (HRM-V.P.C.) dept., dt. 12-6-2015. Further clarifications were issued in Govt. Circular Memo No. 38540, Finance (HRM-VPC) dept., dt. 3-9-2015.
 - A. In the case of government employee who has reached maximum of the pre revised scale and has exhausted all the stagnation increments beyond the maximum of the time scale and stagnated for less than one year on 1st July 2008; the next increment shall be allowed on completion of one year from the date on which he has reached that stage. (Para 7 (v) of G.O.Ms.No. 52, Finance (PC I) Dept., dt 25-2-2010).
 - B. In the case of government employee who has reached maximum of the pre-revised scale and has exhausted all the stagnation increments beyond the maximum of the scale and stagnated for more than one year on 1-7-2008, the next increment shall be allowed on 1-7-2008 (Para 7 (vi) of G.O.Ms. 52, Finance (PC I) Dept., dt 25-2-2010).
6. Stagnation increments have to be released on normal date of increment ie due date of increment.
7. *Stagnation increments - Judicial:-* Three stagnation increments were sanctioned to judicial officers who have reached the maximum time scale indicated in G.O. Ms.No. 73, Law (LA & E) S.C. F) Dept., dt 1-5-2010.
8. *Untrained S.C., S.T., B.C., Teachers - Notional Increments.* Two notional increments are to be sanctioned to the untrained teachers belonging to S.C., S.T., B.C., Categories and special vidya volunteers for the period of untrained service on the date of entry into regular time - scale (G.O.Ms.No. 69, Edu (S.E-Ser I) Dept., dt 27-5-2011).
9. The suspension period will not count for increments.
10. In case of stoppage of increments as penalty, the increments due immediately after the date of issue of the order should be with

held. (Govt. Circular Memo. No. 34633/Ser.C/99/G.A. (Ser.C) Dept., dated 4-11-1999).

11. Important clarificatory orders on various points were issued in Govt. Memo.No. 49643-A/2111/FR II/7h-1, F&P Dept., dt 6-10-1974.
12. As long as there is no order withholding of the increment, sanction of increment is on the basis of the calculation of the period prescribed for increment as per rules. (Govt. Memo. No. 16965/677/A&L/5, Fin & Plg. Dept., dt 13-2-1987.
13. The services of an employee in a promoted post will count for increments in a lower post in case he is reverted to lower post. (FR 22 (b) - Govt. Memo. No. 49463 A/2111/FR II/74-1- Finance Dept., dt 6-10-1974.
14. The DDO in each department is authorised to release and sign the increment certificate (Govt. Memo. No. 16965/677/A&L/5, F&P Dept., dt 13-2-1987).
15. Necessary entries must be made in the register of increments and in the service Register of the employee.
16. Protection of pay & next increment
The protection of pay to regular government employees when selected by A.P.S.C/DSC to other department is permissible under FR 22 (a) (iv) from the date of joining in the new post. In such cases the increment has to be sanctioned in the new post/scale only after completion of 12 months service from the date of joining. (Govt. Memo. No. 8401/147/A1/Finance (Admn II) Dept., dt 7-6-2005.)
17. Increments when suspension period not Regularised under A.P.C.S (CC & A) Rules, 1991.
“In cases of suspension wherein the disciplinary action is pending; the increments are not being withheld, but only are not being released. Thus “non release” of increments is distinct from “with holding of increments. In such cases action under A.P.C.S (CC&A) Rules, 1991 is not required”. (Govt Circular Memo.No. 27703/778-A/FR II/2012, Finance (FR II) Dept., dt 26-2-2013).
18. An increment shall ordinarily be drawn as a matter of course unless it is withheld. (FR 24).
19. When the increments are stopped with or without cumulative effect; the increments falling due immediately after the issue of the orders should be withheld. That means only future increments only can be stopped. (Circular Memo. No. 34633/Services C/99, G.A. (Ser.C) Department, dated 4-11-1999).

20. Increment on the first day of the month

Orders were issued in G.O.Ms.No. 133, F&P (FR II) Department, dated 13-5-1974 to regulate increment on the first day of the month. Clarificatory orders were issued in Govt. Memo. No.49643-A/2111/FR II/74-1, F&P Department, dated 6-10-1974 according to which:-

- i. In the case of initial appointment or promotion accruing after 1-6-1974; the first increment will be drawn earlier before completing incremental period of twelve months.
- ii. If the increment is postponed due to leave etc., and the postponed increment fall on any date of a month, it will be granted from the first of that month.
- iii. If the increments are with held as a measure of penalty, in such cases increments will be granted restored from the date the penalty ceases. However the subsequent normal increments will be regulated from the first of the month.
- iv. Government servants are eligible for annual grade increments automatically on due date unless it is with held. So long as there is no order with holding the increments, sanction of the increment is on the basis of calculation of the period prescribed. (FR 24 & Govt Memo.No.16965/677/A&L/5, F&P Dept., dated 13-2-1987).

21. Age of 45 years & Increments

Where rules are prescribed for passing of test as a pre condition for drawal of increments/declaration of probation; the employees who crossed 45 years of age and if they have not passed such tests, the annual grade increments may be released (Govt. Memo. No. 475, GA (Ser.C) Department, dated 20-09-1994). But they are not eligible for the automatic advancement increment where acquiring qualification is a pre requisite for promotion to next higher category.

22. Steno Typists in High Court & Other Courts - Advance increments.

The steno typists working in judiciary department who posses LL.B degree are eligible for advance increment as contemplated in G.O.Ms. 142, Fin (PC II) Dept., dated 3-4-1996 & G.O.Ms.No. 10, F&P (FW PC II) Department, dated 7-2-1999).

23. Typists/Examiners/ copyists of Judiciary Department - Advance increments

In view of the Supreme Court Judgment; the Govt. in G.O.Ms.No. 180, F&P Department, 5-12-2000 has issued orders to the effect

that typists/Examiners/and copyists of Judiciary department are eligible for advance increments for possession or acquisition of law degree from any recognised university.

24. Judicial Department - Advance increments to computer Operator - Two increments

Computer operators working in the High Court of Andhra Pradesh are eligible for two advance increments for possessing or acquisition of a degree of law qualification from any recognised University. (G.O.Ms.No. 142, F&P (FW PC II) Dept., dt 3-4-1996 and G.O.Ms.No. 37, F&P (FWPPC II) Dept., dt 13-3-2001).

25. Protection of Pay - Next Increment

When protection of pay is given under FR 22 A (IV), next increment is to be given on completion of twelve months. There is no protection of date of original increment. (Govt. Memo. No. 14497/188-FR, Finance Department, dated 15-10-2004.

26. Stagnation increments at Higher rates

It is clarified in Government Memo. No.5763/59 PCII/99, F&P (FW PC I) Dept., dt 27-2-1999 that the stagnation increments be sanctioned at the Higher rate as admissible to pay. For example the third stagnation increment beyond the scale of Rs. 1595 - 3020 will be allowed at Rs. 110/- as rate of increment at the stage of pay of Rs. 3200/ to Rs. 110/- (1993 pay scales).

27. Promotion & Reversion - Increment

If a person is promoted to Higher cadre and subsequently reverted to lower post; the services rendered in Higher post counts for increments in the lower post. (FR 22 (b) and Govt Memo. No. 49463 A/20111/FR II/74-1 Dept., dt 6-10-1974.

28. Stoppage of Increments with or without cumulative effect.

A:- Stoppage of increment without cumulative effect counts for automatic advancement scheme.

B:- Stoppage of increment with cumulative effect will not count for A.A. Scheme (Govt. Memo. No. 4108/574/F&P Dept., dt 30-12-1996)

C:- If an employee does not have required left over service and if his increments are stopped without cumulative effect, equal amount of increments has to be recovered from his pensionary benefits. (G.O.Ms.No. 85, F&P Department, dated 12-7-1999).

Author's Note: No orders are issued by government as to what to do when increments were stopped with cumulative effect when

there is no left over service to implement the orders of stoppage of increments with cumulative effect.

29. Tests and increments on Promotion.

Where tests are prescribed as a pre condition for promotion and not for earning increments, the persons promoted under emergency provisions may be allowed increments after satisfactor of completion of the required period of service. (Govt. Memo. No. 4579/66-3, G.A. (Ser.A) Dept., dt 6-12-1966.

30. In case the probation period is two years within a continuous period of three years, the probationer is entitled for the first annual grade increment and his second increment will be drawn only with effect from the date following the date of declaration of probation. However the period of service he has put in from the date of Ist increment will count for the subsequent increments [FR 32 (2) (i) (a)]. In case the period of probation is one year, the first annual grade increment will have to be drawn from the date following the date of declaration of probation. However the services that he has rendered from the date of regular appointment will count for the subsequent increments [FR 31 (2)(i)(b)].

31. **Departmental tests as a precondition for promotion - Eligibility for Increments**

The government has issued specific orders in Memo No.4579/66-3 G.A.(Ser.A) department dated 06.12.1966 to the effect that where the departmental tests are prescribed as a pre condition for promotion and not for earning increments, the persons promoted under emergency provisions may be allowed increments after satisfactory completion of the required period of service.

32. **Increment due on the following day of retirement counts for pension**

Where an employee's date of increment falls due on the day following the day of his retirement, he may be given the benefit of increment notionally, purely for the purpose of pensionary benefits only, subject to the condition that this should not be considered for any other purpose (G.O.Ms.No.235 Finance and Planning (FW-pen II) Department, dated 27-10-1998).

33. **Increments - sanction by Drawing Officer**

Govt. Memo No.16965/677/A & L/5 Fin & Plg., department, dated 13-2-1987.

Instructions were issued in the above government memo cited above to the effect that the drawing officer in each department is authorised to release and sign the increment certificate of the government employees in each department. In cases where the drawing officer and the officer who maintain the service registers of the employee is different, a certificate of service particulars eligible for earning increment shall be given by the authority who maintains the service registers to the drawing officer for release of increment.

34. Advance Increments - Completion of Probation

The increment or increments which are required to be drawn with effect from the date of satisfactory service completion of probation under clauses (a),(b) and (c) of rule 31-A(2)(i) of Fundamental Rules do not refer to advance increments, if any, allowed under FR27 or higher stage allowed under rule 31 (2) etc., but refer to increments actually earned by service in the time scale of the post (Ruling (1) under FR31) and G.O.Ms. No. 168 Finance Department, dated 17-04-1961.

Government Orders

1. అసాధారణ సెలవు - ఇంక్రిమెంట్లు

Fundamental Rules – Amendment to F.R. 54 (5) and FR 54-(B)(7), F.R. 26 (b)(ii) for counting EOL for sanction of notional increments and Pension – Orders – Issued.

[G.O. Ms. No. 307, Finance (FR.II) Dept., Dt. 03-12-2012]

1. G.O. Ms. No.3, Finance (FR.II) Dept. dt. 4-1-2006
2. U.O. No. 37392/Vig.I(2)/2009, dt. 29-01-2011 from Revenue Dept.

* * *

Order :

In the G.O. 1st read above the discretion of the competent authority for counting the not-duty period for a specific purpose was withdrawn when the period of deemed suspension/suspension is regularized as “not duty”. Hence, the Govt. servant would not be entitled for leave, increments and pension for suspension and dismissal period when it is treated as “not duty”.

2. In the U.O. Note 2nd read above it has come to the notice of Finance Department that in many cases, the Hon'ble High Court of Andhra Pradesh/ A.P. Administrative Tribunal while acquitting the Public Servant in Criminal Appeals from the Criminal Charge ordered to regularize the suspension period

and dismissal period as not duty and to count the interregnum periods (suspension/dismissal) for the purpose of pensionary benefits and also to pay interest on certain issues. In such matters when consulted the Law Department, while citing the Apex Court judgements, advised that the suspension period and the interregnum period between the date of dismissal and reinstatement of a Public servant be counted for purpose of pensionary benefits. But, there is no provision in Fundamental Rules for such payments to the Public Servant for any pay and allowances for the above periods except the subsistence allowance, as per the rules in force now.

3. According to FR. 54 (5), and FR. 54-(B)(7) when period of deemed suspension/suspension is regularized as 'not duty' the period of absence from duty including the period of suspension preceding his dismissal, removal or compulsory retirement, as the case may be, shall not be treated as a period spent on duty and the authority competent may convert the above periods into leave of any kind due and admissible to the Govt. servant, if he so requests.

4. It is observed that in cases where there is long pendency of litigation, there is no benefit due to conversion of leave of any kind due and admissible to the Public servant, since the Public servant would not have such long period of leave at his credit. Hence, if such long periods are treated as Extra-ordinary leave, they will not count for increments and affecting pay and allowances culminating in the reduction of pension which will be a double jeopardy on the public servant. The long pendency of the trial in lower court and also in Appellate Court may not be attributable to the public servant. In such cases there is case for counting the Extra-ordinary Leave granted for regularizing the suspension/dismissal period for the purpose of pensionary benefits and notional increments on the request of the individuals.

5. As there is no provision now in Fundamental Rules for counting the 'not duty' period for purpose of leave, increments and pension, Government after careful examination have decided to amend the clauses under FR. 54 (5) and FR. 54-(B)(7) by adding the words "that the leave granted on EOL under the above clause, after exhaustion of other types of leave like Earned Leave, Half-pay Leave may be counted for purpose of notional increments and pension"

6. Further, a note may be added under FR. 26 (b)(ii) to the above effect.

7. Accordingly, the following notification shall be published in the Extraordinary issue of A.P. Gazette.

Notification

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and of all other powers hereunto enabling, the Governor

of Andhra Pradesh hereby makes the following amendment to the Fundamental rules as subsequently amended from time to time.

Amendment

In the said rules;

- i) under the proviso to sub-rule (5) of FR. 54, the following shall be added as Note "(C)"

"that the Extraordinary leave granted after exhaustion of all available leave under the above clause may be counted for the purpose of notional increments and pension".

- ii) Under the proviso to sub-rule (7) of rule 54-(B) the following shall be added as Note "(C)".

"that the Extraordinary Leave granted after exhaustion of all available leave under the above clause may be counted for the purpose of notional increments and pension".

- iii) Under the proviso to FR. 26 (b) (ii) after the existing Note, the following shall be added as Note-2;

"The Extraordinary Leave granted on the request of the individual for regularization of the dismissal/deemed suspension/suspension period, after exhausting all the available leave may also be counted for the purpose of notional increments and pension"

2. నెల మొదటి తేదీ నుంచి ఇంక్రిమెంట్లు

Grade Increments - Regulation of increments on the first of the month-Certain clarifications - Issued.

[(Memo. No. 49643-A/2111/FR.II/74.1, F & P, Dept., Dt. 6-10-1974)]

Ref. :- 1. G.O.Ms.No.133, F & P (FR.II) Dept., Dated 13-5-74.

2. G.O.Ms.No.192, Fin & P#g. FR.II. Dept., Dated 1-8-74.

Order :

In the G.Os. cited, orders were issued regarding regularisation of Grade increments on the first of the month in which they fall due under the operation of the normal rules. In the implementation of those orders, certain doubts are likely to arise and hence the following clarifications are issued:

Points of Doubt	Clarification
1. How the increment will be regulated if the employee is on leave on the first of the month.	An employee during leave draws leave salary and not duty pay. An increment accruing during leave cannot therefore be drawn during leave. The increment in

	such cases will be drawn from the date of resumption of duty on return from leave.
2. How the increment will be regulated in cases in which there is postponement due to employees proceeding on leave without pay which is not counted for increment.	The postponement of normal increment will be worked out as per the existing rules and orders. If the postponed increment falls on any date of a month it will be granted from the first of that month.
3. When the date of appointment of an employee is say 19-12-73 can he be given increment on 1-12-74 before completing 12 months service? Similarly, when he is promoted on 19-12-1973 can he get increment before completing 12 months in the higher post?	In the case initial appointment or promotion accruing after 1-6-74, it is inherent in the orders that the first increment will be drawn earlier before completing the normal incremental period of 12 months.
4. Periods of service at the same stage count for increment. If by counting those broken periods, the date of next increment falls on a date later than first of the month, whether the increment is to be allowed on the specific date when the employee completes one year's service at the same stage or on the first of the month of the broken periods together becomes less than complete year.	Increment will be payable from the first of the month in which the next increment falls due after counting the broken periods equal to one year, provided the Government servant has also been holding the post from the first of that month to the date it falls due. In case he is not holding the post on the first of the month, the increment will be granted from the date it falls due.
5. How to regulate the grant of increment when the normal increment is withheld for specified period and the period of such penalty expires after the first of the month.	The orders will not apply to cases where increments are withheld as a measure of penalty. Increments in such cases will be granted/restored from the date the penalty ceases. However the subsequent normal increments will be regulated according to the orders cited i.e., from the first of the month.
6. Advance/enhanced increments are allowed on the date of passing of certain examinations. Will these increments be allowed from the first of the month in which these become due?	These orders relate to drawal of normal increments in the prescribed scales and are not applicable to advance/enhanced increments due to passing of certain examinations. Such increments, if permissible, will be governed by the rules and orders. However, the subsequent normal increments will be regulated according to the orders cited i.e., from the first of the month.