CIRCULAR

Sub: Forwardal of DoPT Office Memorandum on grant of Incentive for acquiring fresh higher qualifications in the 7th CPC scenario – regarding.

xxxxxx

A copy of the Office Memorandum No.1/5/2017-Estt. (Pay-I) dated 15.03.2019 issued by the Department of Personnel & Training, Govt. of India on grant of Incentive for acquiring fresh higher qualifications to Central Government Servants after coming into service based on the recommendations of 7th Central Pay Commission is enclosed, which is self-explanatory.

2. As indicated in the above O.M., in supersession of all the existing orders/OMs/instructions/guidelines on the subject of granting incentive for acquiring fresh higher qualifications, the following one-time lump-sum rates as incentive for acquiring fresh higher qualification by a Government employee shall be permissible for courses in field that are directly relevant to the employee’s job, subject to the fulfillment of criteria laid down in Para-8 of the said O.M.: -

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Qualification</th>
<th>Amount(Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Ph.D or equivalent</td>
<td>30,000</td>
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<td>PG Degree/Diploma of duration more than one year, or equivalent.</td>
<td>25,000</td>
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<td>3.</td>
<td>PG Degree/Diploma of duration one year or less, or equivalent.</td>
<td>20,000</td>
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<tr>
<td>4.</td>
<td>Degree/Diploma of duration more than three years, or equivalent.</td>
<td>15,000</td>
</tr>
<tr>
<td>5.</td>
<td>Degree/Diploma of duration three years or less, or equivalent.</td>
<td>10,000</td>
</tr>
</tbody>
</table>

3. However, wherever the qualification acquired by the employees are either laid down as essential or desirable qualification in Recruitment Rules for the post (such as Ph.D. for Scientist – C and Scientist – D etc.,) in such cases on acquiring higher qualification, no incentive is admissible.

4. Further, as per the said DoPT O.M., there should be direct nexus between the functions of the post and the qualification acquired and that it should contribute to the efficiency of the employees. The employees should prefer the claim within six months from the date of acquisition of the higher qualification.
5. The above said DoPT O.M. shall be effective from 01.07.2017. Those employees who have acquired the fresh higher qualification on or after 01.07.2017 till the date of issuance of the above DoPT OM, may also claim these incentives within six months from the date of issuance of the DoPT OM.

6. Accordingly, necessary action may be taken to implement the above cited O.M.

7. This issues with the approval of the Competent Authority.

(Julian Tobias)
Joint Director (Admn)

To:

All the CSB units (as per the list enclosed).
विषय : 7वें केंद्रीय वैतन आयोग की सिफारिशों के अनुसार नये उच्च अहेतू अप्रत्य प्राप्त करने पर प्रोत्साहन राशि प्रदान करने के विषय में कार्मिक एवं प्रशिक्षण विभाग का कार्यालय जापन अयोधी करने के संबंध में।

7वें केंद्रीय वैतन आयोग की सिफारिशों के अनुसार सेवा में आने के बाद केंद्रीय सरकारी सेवाकों को नये उच्च अहेतू अप्रत्य प्राप्त करने पर प्रोत्साहन राशि प्रदान करने के विषय में कार्मिक एवं प्रशिक्षण विभाग, भारत सरकार द्वारा जारी किया गया कार्यालय जापन सं. 1/5/2017-स्था.(वेतन-1) दिनांक 15.03.2019 की प्रति संलग्न है, जो स्वतंत्र स्पष्ट है।

2. उपर्युक्त कार्यालय जापन में उल्लिखित प्रावधानों के अनुसार, नये उच्च अहेतू अप्रत्य प्राप्त करने के पर प्रोत्साहन राशि प्रदान करने के विषय में सभी तर्कमान आदेशों/कार्यालय जापनों/चार्जपंश/समाधानों के अधिक्रियाएं में सरकारी कर्मचारी द्वारा अपनी नौकरी से सीधे जुड़े हुए क्षेत्रों/शील्ड में पहुंचकर/नया उच्च अहेतू प्राप्त होने पर निम्नांकित दरों में एकमात्र राशि प्रोत्साहन रूप में स्वीकार होगी, बशर्त कि उपर्युक्त कार्यालय जापन के पैरा - 8 में उल्लिखित मानदंड पूरा करना चाहिए।

<table>
<thead>
<tr>
<th>क्र. सं.</th>
<th>अहेता</th>
<th>राशि (₹)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>पीएच. डी. या इसके समान अहेता</td>
<td>30,000/-</td>
</tr>
<tr>
<td>2</td>
<td>स्नातकोत्तर उपाधिक/एक वर्ष के अधिक अवधि का उपाधिपत्र (डिप्लोमा) या इसके समान</td>
<td>25,000/-</td>
</tr>
<tr>
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<td>स्नातकोत्तर उपाधिक/एक वर्ष का कम अवधि का उपाधि पत्र (डिप्लोमा) या इसके समान</td>
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</tr>
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<td>तीन वर्ष से अधिक अवधि के स्नातक/उपाधिपत्र (डिप्लोमा) या इसके समान</td>
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</tr>
<tr>
<td>5</td>
<td>तीन वर्ष या कम अवधि के स्नातक/उपाधि पत्र (डिप्लोमा) या इसके समान</td>
<td>10,000/-</td>
</tr>
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</table>
3. इसके अलावा, जहाँ कहीं कर्मचारी द्वारा प्राप्त आहिता, पद के लिए भर्ती लिस्ट में अनिवार्य या वांछनीय आहिता के रूप में उल्लिखित किया हो तो (जैसा कि वैज्ञानिक-सी और वैज्ञानिक-डी पद के लिए पीएच.डी. वांछनीय है), इस प्रकार के मामले में उच्च आहिता प्राप्त करने पर कोई प्रतिसाहन राशि स्वीकार नहीं है।

4. आगे, उपयुक्त कार्यालय जापन के अनुसार पद के कार्यां एवं प्राप्त किया आहिता के बीच सीधे संबंध रहना चाहिए और कर्मचारी की दक्षता का समर्थन करना चाहिए। कर्मचारी की उच्च आहिता प्राप्त करने के दिनांक से 6 माह के अंतर की प्रतिसाहन राशि प्रदान करने के लिए दावा प्रस्तुत करना चाहिए।

5. कार्मिक एवं प्रशिक्षण विभाग के उक्त कार्यालय जापन दिनांक 01.07.2017 से लागू होगा। कर्मचारी जिन्होंने नया उच्च आहिता 01.07.2017 तक या इसके बाद उक्त कार्यालय जापन करने के दिनांक तक प्राप्त किया हो, कार्मिक एवं प्रशिक्षण विभाग का कार्यालय जापन जारी करने के दिनांक से 6 माह के अंदर दावा प्रस्तुत किया जाए।

6. तदनुसार, उपयुक्त कार्यालय जापन का कार्यविधियाँ करने के लिए आवश्यक कार्यवाह की जाए।

7. सक्षम प्राधिकारी के अनुमोदन से यह परिपत्र जारी कर्त्ता है।

(जूनियर टीवीवी) संयुक्त निदेशक (प्रशा.)

सेवा में,
सभी केन्द्रीय रेशम बोर्ड इकाईयों
(संलग्न सूची के अनुसार)
Subject: Incentive for acquiring fresh higher qualifications, in the 7th CPC Scenario – reg.

Central Government Servants acquiring fresh higher qualifications after coming into service are granted incentive in the form of one-time lump-sum amount ranging from ₹2000/- to ₹10,000/-, as provided in this Department’s OM No. 1/2/89-Estt.(Pay-I) dated 09.04.1999 and other related OMs.

2. The 7th CPC has reviewed the rates of incentive presently available to employees on this account in addition to pay, and have suggested their rationalization and simplification in Para 8.9.11 to 8.9.14 of their report.

3. Ministry of Finance, Department of Expenditure (DOE) Resolution No. 1-2/2016-IC dated 25.07.2016 vide Para 7 provided that the matter regarding allowances (except Dearness Allowance) based on the recommendations of the 7th CPC shall be referred to a Committee under the Chairmanship of Finance Secretary, and until a final decision thereon, all allowances including this incentive were required to be paid at the existing rates in the existing pay structure (the pay structure based on 6th CPC) as if the pay has not been revised w.e.f. 1st January, 2016.

4. The decision of the Government on various allowances based on the recommendations of the 7th CPC and in the light of the recommendations of the Committee under the Chairmanship of Finance Secretary has been issued as per the Resolution No. 11-1/2016-IC dated 06.07.2017 of DOE.

5. The President is pleased to decide that in supersession of all the existing orders/OMs/instructions/guidelines on the subject of granting incentive for acquiring fresh higher qualifications, the following one-time lump-sum rates as incentive for acquiring fresh higher qualification by a Government employee shall be permissible for courses in fields that are directly relevant to the employee’s job:

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6. Professional courses directly relevant to the functional requirement of the Organization/Ministry/Department but not covered by any one of the categories mentioned in para 5 above, shall be notified specifically under Sl. No. 4 or 5 of para 5 above, by the concerned Ministry/Department in consultation with their respective IFD.
7. Ministries/Departments are free to choose courses on their own. However, the grant of incentive in respect of above qualifications will be subject to the fulfillment of the criteria laid down in para 8 below. The grant of incentive for the qualifications listed above shall be considered by the administrative authorities in consultation with their IFD and necessary orders shall be issued after ensuring that the criteria laid down in para 8 below are fulfilled.

8. **Criteria/guidelines for granting incentive for acquiring fresh higher qualifications, in the 7th CPC Scenario, are as under:**

8.1. The incentive will not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post.

8.2. No incentive shall be allowed for acquiring higher qualification purely on academic or literary subjects. The acquisition of the qualification should be directly related to the functions of the post held by him/her, or to the functions to be performed in the next higher post. There should be direct nexus between the functions of the post and the qualification acquired and that it should contribute to the efficiency of the government servant.

8.3. The quantum of incentive will be uniform for all posts, irrespective of their classification or grade or the department.

8.4. The incentive shall not be admissible where the government servant is sponsored by the government or he/she avails study leave for acquiring the qualification.

8.5. The incentive would be given only for higher qualification acquired after induction into service.

8.6. No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if employee acquires the requisite qualification for such appointment at a later date.

8.7. The qualifications meriting grant of incentive should be recognized by University Grants Commission, respective regulatory bodies like AICTE, Medical Council of India, etc. set up by Central/State Government or recognized by the Government.

8.8. The incentive shall be limited to maximum two times in an employee’s career, with a minimum gap of two years between successive grants.

8.9. The Government servant should prefer the claim within six months from the date of acquisition of the higher qualification.

9. The incentive as per this OM will be admissible for above qualifications acquired on or after 01.07.2017.

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Baburao 15/09/2019
10. Government Servants, who have acquired the fresh higher qualification on or after 01.07.2017 till the date of issuance of this OM, may also claim these incentives within six months from the date of issuance of this OM.

11. Insofar as the persons working in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

12. Hindi Version will follow.

Under Secretary to the Government of India

To

All Ministries / Departments of Government of India

Copy also forwarded to:

1. The Comptroller & Auditor General of India.
2. Secretary General, Supreme Court of India.
4. Union Public Service Commission / Lok Sabha Sectt. / Rajya Sabha Sectt. / Cabinet Sectt. / Central Vigilance Commission / President’s Sectt./ Vice-President’s Sectt. / Prime Minister’s Office / Niti Aayog.
5. Governments of all States and Union Territories.
6. Department of Personnel and Training (AIS Division) / JCA /Admn. Section.
7. Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
8. All Members of Staff Side of the National Council of JCM / Departmental Council.
9. All Officers / Sections of Department of Personnel and Training / Department of Administrative Reforms & Public Grievances / Department of Pensions & Pensioners’ Welfare / PESB.
10. Joint Secretary (Pers), Department of Expenditure, Ministry of Finance.
11. Additional Secretary (Union Territories), Ministry of Home Affairs.
12. JD (OL), DoPT, North Block, New Delhi- for Hindi version of this OM.

Under Secretary to the Government of India