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New Delhi, dated 25~~th~~ June, 1998.

To

The Chief Secretaries  
of all the State Governments  
and Union Territories.

Subject:-IAS/IPS/IFS (Pay) Rules - Appointment to the  
Junior Administrative Grade - manner of  
computation for eligibility for appointment -  
regarding.

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Sir,

I am directed to refer to this Department's letters No.11030/22/87-AIS(II), dated 31.3.87 and No.11030/22/91-AIS(II), dated 16.3.93 where it has been laid down that Junior Administrative Grade of the All India Services is a non-functional grade and the same is admissible to all the members of these Services as a matter of course and without any screening. It has been further laid down that this grade would be admissible from the 1st day of January of the year in which an officer completes 9 years' service. This Department's letter No.11030/22/87-AIS(II), dated 7.9.87, however stipulates that in cases where an officer is under suspension or against whom some disciplinary proceedings are contemplated or pending on the date of his eligibility for this grade, this grade would be released when the said proceedings conclude and the officer concerned is fully exonerated. If, however, a penalty is imposed, the Junior Administrative Grade is released after the period of penalty expires.


2. A question has been raised that though Junior Administrative Grade is a non-functional grade and is allowed without any screening, whether the same would also be admissible in cases where there are adverse entries in the service records of the officers concerned.

3. The matter has been carefully examined and it is considered that though no screening is involved while considering officers for appointment in the JAG, the system of promoting every officer in the normal course is not an effective system from the point of view of the efficiency of the cadres. An ineffective officer who has earned adverse entries for the discharge of his duties and who is promoted in Junior Administrative Grade in the normal course, tends to lower the efficiency and image of the cadre. In such cases,

therefore, it would not be a healthy practice to allow automatic promotions in the Junior Administrative Grade. In partial modification of the earlier instructions on the subject, it is, as such, clarified that the Junior Administrative Grade of the Service in cases of members of the All India Services would be allowed subject to fulfilment of other conditions and only where the remarks in their service records are not "adverse" and they have earned at least the grading "average". In cases where the JAG is so withheld, the position would be reviewed annually for the purpose of release of this grade to such officers.


4. It is requested that these instructions may be brought to the notice of all concerned.

Yours faithfully,

  
(Y.P. Dhingra)  
Desk Officer

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(Y.P. Dhingra)  
Desk Officer