

No. 29018/11/2000-AIS(II)
Government of India
Ministry of Personnel, P.G. & Pensions
(Department of Personnel & Training)

New Delhi, 26 September, 2000.

To

1. Chief Secretaries of all the State Governments
And Union Territories
2. All Ministries/Departments of the Govt. of India

Subject : Incentive for promoting small family norms among Central Government employees - applicability of the instructions issued by the Ministry of Finance to the officers of the All India Services - Regarding.

Sir,

I am directed to say that the Ministry of Finance, Department of Expenditure had issued instructions vide their OM No. 7(39)-E.III/79 dated 4th December, 1979 in regard to the grant of incentives to the Central Government employees for promoting the small family norms. It was subsequently clarified in consultation with the State Governments vide our letter No. 11030/22/79-AIS(II) dated 17th February, '84 (copy enclosed) that the provisions contained in the Ministry of Finance's OM dated 4.12.79 and the modifications made thereto from time to time would be equally applicable to the members of the All India Services.

2. Subsequent to the implementation of the recommendations of the Fifth Central Pay Commission, Ministry of Finance, Department of Expenditure have now issued revised instructions in this regard vide their OM No. 6(39)/98-IC.II dated 6th July, '99. It has thereby been clarified that the special increment admissible in the form of Personal Pay to the Central Government employees who had undergone sterilisation prior to first January, '96 and were drawing pay in the pre-revised pay scales would be revised so as to be equated to the last rate of increment applicable to them in the revised pay scales. The OM also contains some related clarifications, whose copy is enclosed.

3. In view of the decision communicated vide our letter dated 17th February, '84 referred to above, the revised provisions made in this regard vide the Ministry of Finance's OM dated 6th July, '99 would accordingly be equally applicable in the cases of the members of the All India Services irrespective of whether they are serving in the State Governments or are in the Central Government. Subsequent instructions issued by the Ministry of Finance from time to time in this regard will also apply to them.

4. It is requested that this may be brought to the notice of all concerned. Cases occurring on this account may also please be examined accordingly.

Yours faithfully,



(Y.P. Dhingra)

Under Secretary to the Govt. of India

10 copies each also to :-

1. MHA, UT Section.
2. MHA, Police Division.
3. Ministry of E&F (IFS Section)

Spare copies - 100.



(Y.P. Dhingra)

Under Secretary to the Govt. of India

Immediate

No.11030/22/79-AIS (II)
Government of India/Bharat Sarkar
Ministry of Home Affairs/Grih Mantralaya
Department of Personnel and Admn. Reforms
(Karmik Aur Prashasnik Sudhar Vibhag)

.....
New Delhi, the 7 Feb., 1984

To

The Chief Secretaries to the
Governments of all States.

Subject:- Grant of special increment under the
Family Planning Incentive Scheme to
All India Services Officers.

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Sir,

I am directed to say that the views of the State Governments for extending the provisions contained in the Ministry of Finance (Department of Expenditure's) O.M.No.6(39)-E.III/79 dated the 4th December, 1979 regarding incentives to Central Government employees for promoting the small family norms, to the members of the All India Services, were asked for under this Department's letter No.11030/22/79-AIS (II) dated the 14th May, 1980. In response thereto, the majority of the State Governments agreed to the proposal. In the meanwhile, the Government of India have taken up for review the entire scheme of financial incentives to Government employees for promoting the small family norms and the matter is still under consideration.

2. In order to remove any disparity in this matter between the members of the All India Services and the Central Government employees/State Governments employees, it has been decided to extend to the members of the All India Services the provisions of the Ministry of Finance O.M. of 4th December, 1979 referred to above with such modifications as may, from time to time, be made therein. Copies of the O.M. dated the 4th December, 1979 and the subsequent clarification issued on 19th July, 1980 and 25th April, 1981 are enclosed.

3. The State Governments are requested to bring the contents of this letter to the notice of all members of the All India Services serving under them.

Yours faithfully,


(Smt. Alka Kala)

Deputy Secretary to the Govt. of India.

Copy forwarded for information and necessary action to all Ministries/Departments of the Govt. of India.


(Smt. Alka Kala)

Deputy Secretary to the Govt. of India.

F.No. 6(39)98-IC.H
Government of India
Ministry of Finance
Department of Expenditure
[Implementation Cell]
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New Delhi, Dated 6th July, 1999

**Subject : Incentive for promoting Small Family Norms among
Central Government employees – Recommendations of the
Fifth Central Pay Commission**
ooo

According to the provisions contained in this Ministry's Office Memorandum No. 7(39)-E.III/79 dated December 4, 1979, Central Government employees who undergo sterilisation were entitled to a Special Increment in the form of Personal Pay not to be absorbed in future increases in pay. The rate of increment was equal to the amount of the next increment due at the time of grant of the incentive and was to remain fixed during the entire service.

2. Consequent upon the revision of pay scales with effect from January 1, 1986 based on the recommendations of the Fourth Central Pay Commission, orders were issued in this Ministry's Office Memorandum No. 7(60)/E.III/86 dated February 9, 1987 to the effect that the rate of Personal Pay shall be an amount equivalent to the lowest rate of increment in the revised pay scales corresponding to the pay scale of the post against which an individual had initially earned the Personal Pay for adopting small family norms in the pre-revised scales of pay.

3. The recommendations of the Fifth Central Pay Commission on incentives for adopting small family norms contained in paragraphs 109.10 to 109.15 of their Report have been carefully considered by the Government. In partial modification of the provisions contained in this Ministry's Office Memorandum No. 7(39)-E.III/79 dated December 4, 1979, as amended from time to time, the President is now pleased to decide as follows :

- (a) The Special Increment presently admissible in the form of Personal Pay to the Central Government employees who had undergone sterilisation prior to January 1, 1996 and were drawing pay in the pre-revised pay scales shall be revised so as to be equivalent to the lowest rate of increment applicable in the relevant revised scales of pay corresponding to the pay scale of the post against which the employee concerned had initially earned the Personal Pay in the applicable pre-revised scale of pay.
- (b) Such of those Central Government employees who had undergone sterilisation after January 1, 1996 and had opted to come over to the revised scales of pay shall also be entitled to the Special Increment equal to the lowest rate of increment in the revised scales of pay applicable at the time of undergoing sterilisation.
- (c) Employees who had opted to retain the pre-revised scales of the pay shall, however, be entitled to the Special Increment only at the lowest rate of increment applicable in the relevant pre-revised scale of pay. This will be revised so as to correspond to the lowest rate of increment in the applicable revised pay scale only on their switching over to the revised scales.
- (d) The Personal Pay shall henceforth be termed as "Family Planning Allowance".
- (e) The Family Planning Allowance for adoption of small family norms shall be admissible in future only to those Central Government employees with not more than two surviving children.

4. All other terms and conditions governing the grant of this incentive shall continue to be applicable.
5. These orders will be effective from the date an employee draws pay in the revised scales of pay applicable in terms of the Central Civil Services [Revised Pay] Rules, 1997.
6. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.
7. Hindi version will follow.

N. Sunder Rajan

[N. SUNDER RAJAN]
Joint Secretary to the Government of India

To

All Ministries and Departments of the Government of India
{As per Standard Mailing List with the usual number of spare copies}