

AUTOMATIC ADVANCEMENT SCHEME

- It was introduced to the State Govt. employees and employees of Local bodies as a substitute for those who are entitled to get promotions, but are unable to get them at regular intervals because of stagnation due to non-availability of vacancies.
- These orders came into force from 01.04.1981.
- Sanctioning authority: Appointing Authority.
- **AAS in RPS 1978:**
 1. Authority: G.O.Ms.No.117, Fin. & Plg. (FW.PRC.I) Dept., Dt.25.05.81 w.e.f. 01.04.81 and G.O.Ms.No.27, F&P (FW.PRC.I) Dept., Dt.31.01-83.
 2. Applicable upto XVIII grade.
 3. The scheme was as follows:
 - a) Initial: Ordinary Grade Post Scale
 - b) After completion of 10 years of incremental Service: Special Grade Post Scale i.e. the next higher scale to the ordinary grade scale.
 - c) After completion of 15 years of incremental service:
 - i. Special Temporary Promotion Post Scale (STPP) i.e. the next promotion post scale, if there is promotion channel. The employee should be fully qualified for promotion to higher post.
 - ii. Special Adhoc Promotion Post Scale i.e. the scale next higher to SGP scale if there is no promotion channel in the service rules.
 4. It was clarified that the appointment to the SGP/STPP/SAPP is not a promotion to a higher post involving higher duties and responsibilities of higher post vide Govt. Memo No.41086-202/PRC I/81-1, Fin. & Plg. (FW.PRC.I) Dept., Dt.31.12.81.
 5. Satisfactory Service shall be the service which counts for increments in a particular pay scale vide Govt. Memo No.1251-B/118/PRC.I/83, F&P (FW.PRC.I) Dept., Dt.06.02.84.
 6. Pay Fixation in AAS: under FR 22(a)(i) read with FR 31(2).
 7. Next Increment: Regular date of increment.
 8. When promoted from AAS: Pay shall be fixed under FR 22B.
 9. The scheme was extended to Teachers working in Govt., Municipalities, Municipal Corporations, Zilla Parishads and Panchayath Samithis and also Aided Institutions vide

G.O.Ms.No.164, Fin. & Plg. (PRC.I) Dept., Dt.01.06.82 and
G.O.Ms.No.78, F&P (FW.PRC.I) Dept., Dt.13.03.84.

• **AAS in RPS 1986**

1. Authority: G.O.(P).No.2, Fin. & Plg. (PRC.I) Dept., Dt.04.01.88 w.e.f.01.07.86.
2. Applicable upto XVIII grades.
3. Introduced another level of Advancement SPP.II/SAPP.II w.e.f. Dt.01.07.86 after completion of 22 years of service by assigning second level promotion post scale/next higher scale to the holders of SAPP.I scale.
4. Pay Fixation in AAS: under FR 22(a)(i) read with FR 31(2).
5. Next increment date: Regular date of increment.
6. When promoted holding
 - i) SGP/SPP.I : Pay shall be fixed under FR 22 B.
 - ii) SPP.II : Pay shall be fixed under FR 22(a)(i) read with FR 31(2) and the scale in the lower post i.e. SPP.II shall be continued.

• **AAS in RPS 1993**

1. Authority: G.O.(P).No.290, Fin. & Plg. (PC.II) Dept., Dt.22.07.93 w.e.f.01.08.93.
2. Modified AAS came into force from 01.07.92 with MB from 01.04.93 vide G.O.(P).No.362, F&P (FW.PC.II) Dept., Dt.28.10.94.
3. Modified by allowing AAS grades on completion of 8,16 and 24 years.
4. Only 8 years SGP and 16 years SPP.I/SAPP.I Scales.
5. Discontinued the SPP.II Scale (Second level Promotion Scale) on completion of 24 years in a post, and one increment shall be allowed in the SPP.I/SAPP.I Scale. Next increment shall be allowed after completion of 1 year of service after sanction of increment for 24 years.
6. Applicable upto Grade XXI.
7. Pay Fixation in AAS: under FR 22(a)(i) read with FR 31(2).
8. If the pay fixed in the Special Grade Scale is equal to or less than the pay fixed in the ordinary Grade Scale in RPS 93 as on 01.07.92, the pay in the higher post shall be fixed at the stage next above the pay fixed in the Ordinary Grade Scale on the analogy of Rule 6(g)(i) of RPS 93. The pay on the date of next increment in the Ordinary Grade in RPS 93 shall be regulated under FR 31(2) vide G.O.Ms.No.351, F&P (FW.PC.I) Dept., Dt.15.10.94 w.e.f.01.07.92 and G.O.Ms.No.230, F&P (FW.PC.I) Dept., Dt.13.10.95.
9. Next date of increment: Regular date of increment.

10. On promotion to a regular post after availing the benefit of AAS, pay shall be fixed under FR 22 (a)(i) but not under FR 22 B.
 11. When promoted, pay fixation under FR 22B was withdrawn from 01.08.93. But for the employees who were promoted in between 01.07.92 and 31.07.93 are eligible for the benefit under FR 22B.
- **AAS in RPS 1999:**
 1. Authority: G.O.(P).No.150, Fin. & Plg. (PC.II) Dept., Dt.01.09.99 w.e.f. Dt.01.07.98, MB from Dt.01.04.99.
 2. Applicable upto XXI Grade i.e. Rs.7400 - 15475.
 3. Only 8 years SGP and 16 years SPP.I/SAPP.I Scales.
 4. After 24 years - One additional increment in the SPP.I/SAPP.I Scale.
 5. Pay Fixation in AAS: under FR 22(a)(i) read with FR 31(2).
 6. Next date of increment: Regular date of increment.
 7. When promoted:
 - i. From SGP (or) SPP.I : Pay shall be fixed under FR 22(a)(i) read with FR 31(2).
 - ii. After 24 years: : Pay shall be fixed under FR 22 (a)(i)
 - The employees who crossed 45 years of age are exempted from passing the Departmental tests, for appointment to the first level promotion post vide G.O.Ms.No.225, G.A.(Ser.C) Dept., Dt.18.05.99.
 - **AAS in RPS 2005:**
 1. Authority: G.O.(P).No.241, Fin. & Plg. (PC.II) Dept., Dt.28.09.05 w.e.f.Dt.01.07.03 with MB from 01.04.05, G.O.Ms.No.399, Fin.(FR.II) Dept., Dt.18.11.05 and G.O.(P) No.201, Fin. & Plg. (PC.II) Dept., Dt.10.07.06 w.e.f. Dt.01.07.03 with MB from 01.04.05.
 2. Applicable upto Grade XXI i.e. Rs.10845 - 22955.
 3. Reintroduced 24 years scale i.e. SPP.II/SAPP.II post scale the next promotion post scale to the first level promotion post.
 4. In case there is no promotion post under the relevant service rules, the scale above the Spl. Adhoc promotion post scale.I shall be fixed.
 5. Pay fixation in AAS: Under FR 22(a)(i) read with FR 31(2).
 6. Next date of increment: Regular date of increment.
 7. When promoted:
 - i) from SGP (or) SPP.I/SAPP.I: Pay shall be fixed under FR 22B.
 - ii) from SPP.II/SAPP.II : Pay shall be fixed under FR 22(a)(i).
 8. Certain clarifications on SPP.II/SAPP.II were issued for the cases where one increment in SPP.I/SAPP.I was sanctioned between

Dt.01.07.03 and Dt.28.09.05 as per old AAS rules in 1999 vide Memo No.661/12/PC.II/2006, Finance (PC.II) Dept., Dt.01.03.06.

9. The pay fixation on promotion to first level promotion post from SPP.II Scale shall be fixed under FR 22 (a)(i) read with FR 31(2) vide Memo No.011382/63/PC.II/2009, Fin. (PC.II) Dept., Dt.17.11.09.

- **AAS in RPS 2010:**

1. Orders were issued vide
 - I. G.O.Ms.No.93, Fin.(P.C.II) Dept., Dt.03.04.10.
 - II. G.O.Ms.No.96, Fin.(P.C.II) Dept., Dt.20.05.11.
w.e.f.Dt.01.02.10.
Arrears 01.02.10 to 31.05.11 - GPF
From 01.06.11 - Cash
2. Introduced 6yrs, 12 yrs, 18 yrs, 24 yrs advancement scales for stagnation.
3. Applicable upto 25 grades only out of 32 grades i.e. Rs.25600 - 50560.
 - a) Initial : Ordinary Grade Post Scale
 - b) After 6 years : Special Grade Post Scale (S.G.P.)
 - c) After 12 years :Special Promotion Post Scale I (or) Special Adhoc Promotion Post Scale I A [S.P.P.I A / S.A.P.P.I A]
 - d) After 18 years : Special Promotion Post Scale I B (or) Special Adhoc Promotion Post Scale I B [S.P.P.I B / S.A.P.P. I B]
 - e) After 24 years : Special Promotion Post Scale II (or) Special Adhoc Promotion Post Scale [S.P.P.II / S.A.P.P.II]
4. Principles for Fixation
 - a) From Ordinary to SGP (or) SGP to SPP IA / SAPP I (or) SPP IB / SAPP IB to SPP I - vide FR 22 (a) (i) readwith FR 31 (2)
 - b) From SPP IA / SAPP IA to SPP IB / SAPP IB
- One increment will be sanctioned in the same scale
5. Date of Next Increment: Regular date of increment.
6. When Promoted from
 - a) Ordinary grade, SGP, SPP IA, SPP IB - pay will be fixed under FR 22B
 - b) SPP II - Pay will be fixed under FR 22 (a) (i) read with FR 31 (2).
7. If the pay fixed in the Special Grade Scale is equal to or less than the pay fixed in the ordinary Grade Scale in RPS 10 as on 01.07.08, the pay in the higher post shall not be fixed at the stage next above the pay fixed in the Ordinary Grade Scale on the analogy of Rule

6(g)(i) of RPS 10 since no higher responsibilities are involved in respect of AAS vide Memo No.29300.D/175/PC.I/A2/2010, Fin.(PC.I) Dept., Dt.03.12.10.

8. Certain Clarifications were issued on modified AAS vide Circular memo No.020091/125/PC.II/2011, Fin. (PC.II) Dept., Dt.17.08.11 and Memo No.023400-A/163/PC.II/2011, Fin. (PC.II) Dept., Dt.09.09.11.

- **AAS in RPS 2015**

1. G.O.Ms.No.38, Fin.(HRM.IV) Dept., Dt.15.04.15.
2. Applicable upto 25 grades only i.e. Rs.49870 - 100770 out of 32 grades
3. The scheme shall be deemed to have come into force on and from 01.07.13. MB w.e.f. March 2015.
4. Pay Fixation in AAS: Same as in RPS 2010.
5. Date of next increment: Regular date of increment.
6. When promoted : Same as in RPS 2010.

Some important rules regarding AAS

- 1) When promoted after availing 24 yrs.Scale in lower cadre
- AAS is not applicable in promoted higher cadre
(Memo No.7275/A1/Admn.II/97, F&P (FW.Admn.II) Dept., Dt.24.06.98, Memo No.18310/204/A1/PC.II/2000, F&P (FW.PC.II) Dept., Dt.31.08.2000, and Memo No.216-A/2/A2/P.C.II/2007-1, Fin.(P.C.II) Dept., Dt.23.03.07)
- Pay fixation should be made under FR 22 (a) (i) read with FR 31 (2) (G.O.Ms.No.399, Fin.(F.R.II) Dept., Dt.18.11.05)
- 2) Stagnation increments beyond the time scale in RPS 93 be reckoned as pay for purpose of fixation of pay on promotion to the higher posts/AAS vide G.O.Ms.No.173, F&P (FW.PC.II) Dept., Dt.07.10.97. Stagnation increments will be considered as regular increments to fix under AAS (Memo No.5763/59/PC.I/99-1, Fin., Dt.27.02.99)
- 3) Stagnation increments can be released in AAS
(Memo No.16326-A/74/PRC.I/82, Fin.,Dt.20.01.83)
- 4) Typist / J.A.
Service rendered in two different categories Typist/J.A. can be computed for AAS (Memo No.15685/Q1/94-2, HM&FW (Q1) Dept.,Dt.03.01.95)
- 5) Attender / Dafedar / Jamedar

Service rendered in all different categories of Attender / Dafedar / Jamedar can be computed for A.A.S

(G.O.Ms.No.91, F&P (F.W.P.R.C.I) Dept., Dt.18.03.89 and G.O.s issued from time to time)

6) Attender / Record Assistant (Roneo Operator)

Service rendered in both the categories of Attender / Record Assistant (Roneo Operator) shall be reckoned for the purpose of AAS

(G.O.Ms.No.45, F&P (FW.PC.II) Dept., Dt.15.02.93,

Memo No. 30089-A/709/PC.II/93, F&P (FW.PC.II) Dept., Dt.20.01.94, G.O.Ms.No.72, Fin. (PC.II) Dept., Dt.01.04.06)

7) Apprentice Service - Teachers: Apprentice period shall be counted for AAS

(G.O.Ms.No.88, Edn.,(SE.Ser.II) Dept.,Dt.26.05.07)

8) Increments - Stoppage:

- a) Period of stoppage of increment without cumulative effect
- counts for AAS
- b) Period of stoppage of increment with cumulative effect
- not counted for AAS

(Memo No.41082/574/A1/P.C.II/95,F&P(FW.PC.II)Dept., Dt.30.12.96)

9) The benefits of AAS shall not be applicable to those who have rejected the promotion or who takes reversion on their own request.

(Memo No.007/375/PRC.I/88, F&P (Fin.PRC.I)Dept., Dt.26.10.88)

10) Disciplinary Case Pending: Eligible for promotion but not considered in DPC - Not eligible for AAS

(Memo No.216-A/2/A2/P.C.II/2007Fin.(P.C.II)Dept., Dt.23.03.07)

11) The service rendered by the Workcharged Employees in a regular pay scale shall only be taken into account for appointment to AAS vide Memo No.979/Ser.V.I/81-11, Irrigation Dept., Dt.21.01.84.

12) Fixation of pay to the Category III teachers in AAS: Explanatory orders were issued vide G.O.Ms.No.79, School Education (Ser.III) Dept., Dt.03.07.01.

13) All the category III teachers appointed after 14.07.83 and who become eligible to AAS after completion of 16 years of service in that category be allowed for appearing Professional Advancement Test vide G.O.Ms.No.100, Education (Ser.V) Dept., Dt.30.07.03.

14) Service rendered as a Special Teacher with a consolidated pay of Rs.398 p.m. shall be counted as service for the purpose of AAS notionally vide G.O. Ms.No.92, Education (SE.Ser.III) Dept., Dt.08.08.2000.

- 15) The Apprentice period rendered by the teachers shall be count for the purpose of AAS vide G.O.Ms.No.38, Education (SE.Ser.III) Dept., Dt.26.05.07 and G.O.Ms.No.54, Education (SE.Ser.III) Dept., Dt.02.08.07.
- 16) The exemption from passing of departmental tests in respect of teachers who crossed 50 years of age shall not be taken as criterion for awarding SPP.II scale without acquiring prescribed qualifications for the next promotion post to the 1st level promotion post to the original post vide Memo No.21073/193/PC.II/2009, Finance (PC.II) Dept., Dt.21.02.09.
- 17) Certain Clarifications were issued regarding reckoning of Service for purpose of Automatic Advancement Scheme vide Memo No.38035/199/PC.II/2008, Fin. (PC.II) Dept., Dt.19.09.09
- i) In case the date of increment varies from the date of promotion due to fixation under FR 22B, the service from the date of appointment by promotion i.e. from the date of fixation of pay under FR 22 (a)(i) counts for AAS.
- ii) In case the date of increment varies due to sanction of premature increment such as preponement of date of increment or stepping up pay, the date to be reckoned for counting the service for AAS would be the date on which he would have completed the stipulated number of years had his pay not been preponed or stepped up.
- iii) The service to be reckoned shall be the service that is normally taken into account for grant of increment. The actual drawal of increments need not be insisted upon.