

**GOVERNMENT OF INDIA  
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
LOK SABHA**

UNSTARRED QUESTION NO:3315  
ANSWERED ON:16.03.2011  
ADVERSE EFFECTS OF INCREMENT MONTH  
Mitra Shri Somendra Nath

**Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:**

- (a) whether the introduction of annual increment of the Central Government employees in the month of July consequent upon the implementation of sixth Central Pay Commission recommendation has adversely affected many employees;
- (b) if so, the details thereof;
- (c) whether the Government proposes to grant one increment to those employees who are going to retire in June, thus completing one year of service; and
- (d) if so, the details thereof and if not, the means by which the Government proposes to compensate their loss?

**Answer**

MINISTER OF THE STATE IN THE MINISTRY OF PARLIAMENTARY AFFAIRS; MINISTER OF THE STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCE AND PENSIONS AND MINISTER OF THE STATE IN THE MINISTRY OF PRIME MINISTER'S OFFICE (SHRI V. NARAYANASAMY)

(a) to (d): The Central Government had taken a decision to introduce a uniform date of annual increment viz., 1st of July every year pursuant to implementation of the recommendation of the Sixth Central Pay Commission. The CCS(RP) Rules, 2008 framed for giving effect to the revised pay dispensation in respect of civilian employees has its stipulation under Rule (10) that there will be a uniform date of annual increment, viz. 1st of July of every year. Employees completing 6 months and above in the revised pay structure as on 1st July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1st July, 2006 and 1st January, 2007.

An employee has to be in position as on 1st July of a year in order to become eligible for grant of increment. No increment is, therefore, due to employees retiring on 30th June of the year. In the earlier dispensation also, an employee, who was eligible for grant of an increment on the first day of any month but stood superannuated on the last day of the preceding month, was not granted any increment. Thus, the present rules/instructions cannot be considered to be affecting the employees adversely.