

F.No.7(28)/E-III/91
Government of India
Ministry of Finance
Department of Expenditure

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New Delhi, dated 18, Sept., 1991.

OFFICE MEMORANDUM

Subject:- Central Civil Services (Revised Pay) Rules,
1986 - Manner of operation of Efficiency Bars.

The undersigned is directed to say that Note 1 below Rule 8 of Central Civil Services (Revised Pay) Rules, 1986 provides that wherever the pay has been fixed in terms of the above Rules the efficiency bar will become operative only with reference to such bar(s) in the revised scale, irrespective of whether a Government servant had crossed or not crossed or had been held up at the efficiency bar in the existing scale. In this connection provisions of this Ministry's Office Memorandum No.7(63)/E-III/87 dated 27th May, 1988 are also relevant. The Staff Side in the National Council (JCM) have pointed out that the application of the above provisions has caused hardship to the government servants (i) who prior to 1-1-86 were held up at efficiency bar in the pre-revised scale; and (ii) where increment was due at efficiency bar stage on 1-1-86.

2. The matter has been examined and the President is now pleased to decide that cases of all Government servants who were held up at efficiency bar in the pre-revised scales of pay prior to 1-1-86 may be placed before respective DFCs for review in terms of guidelines contained in Department of Personnel and Training O.M.No.29014/2/88-Estt(A) dated 30th March, 1989. If the DPC recommends, that the Government servant is fit to cross efficiency bar, necessary increment(s) may be released in accordance with due process of rules, viz. the benefits of with-held increment(s) may be allowed from the date the Government servant is found fit to cross efficiency bar.

contd....2/-

3. The President has further been pleased to decide that in cases where the increment was due at efficiency bar stage on 1.1.86, the increment may be released, without any review in the pre-revised scale and then the pay fixed in the revised scale under Central Civil Services (Revised Pay) Rules, 1986.

4. In so far as the persons serving in the Indian Audit & Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

B. Kumar

(B. Kumar)
Under Secretary to the Govt. of India.

To

All Ministries/Departments of Government of India.
(As per standard mailing list with usual number of spare copies).

- Copy also forwarded to (i) Department of Personnel and Training (JCA Section)
10 copies.
- (ii) Secretary (Staff Side)
National Council, JCM,
13-C, Feroze Shah Road,
New Delhi.
- (iii) Members of the Staff Side of
the National Council of JCM.