

**No increment till July next year - for those promoted or appointed from Jan to June**

**- An aftermath of Increment Day for CG employees - 1st July of every year**

**1st July of every year - 'Increment Day' for Central Government employees**

As per the 6th Pay Commission CCS (Revised Pay) Rules 2008, provisions of Rule 10 with effect from 1.1.2006, uniform date of increment was implemented for all Central Government employees i.e. 1st July of every year. One more condition for getting increment is provided in this rule, completing six months in the same pay as on 1st of July are only eligible to be granted the annual increment. Who have not rendered six months period of service as on first of a year will not be eligible to draw increment on that day and their date of increment will fall 12 months later on the next 1st of July.

Today is the 'Increment Day' for all Central Government employees. If the increment day falls on Sundays or holidays, the next working day will be taken as resumption day. In case of an employee taken leave 2.7.2012, his increment benefit will be granted only from the date on which he resumes duty and not from the first of July.

There would be rare chance to occur such problems to take leave on increment day. But whereas, better to avoid to take leave on first working day of any year. Normally most in the Government organisations, promotion orders are not publishing on the date of promotion. If the promotion date falls on first January, there should be condition on assumption that the promotee should be present for the duty on that day of promotion. If not, the promotion is to be granted only from the date of resumption of duty on return from leave. According to this rule, qualifying period for earning an increment is six months on 1st July, the date of next increment will postponed to the next year.

In the light of the above situation, if the first day of any year falls on Sundays or Holidays, the Dopt clarified that the 'Government servants who join posts on the 1st working day of the year will be treated to have completed six months of service on 1st of July of that year for the purpose of granting them annual increment on that day'.

Every Central Government employee should know the calculation of Annual or Promotion increment, one increment is equal three percent of the sum of the Pay in the Pay Band plus Grade Pay and it should be calculated and rounded off to the next multiple of ten.

Annual Increment calculation :-

An employee drawing a pay of Rs.12,030 including Grade Pay of Rs.4,600, his increment fixation will be fixed as follows...

Basic Pay including Grade Pay : Rs.12,030

3% increment for Rs.12,030 and it rounded off to the next multiple of ten : Rs. 360

His Basic Pay as fixed on 1st July : Rs.12,390

[Note that in the case of calculation of increments under the revised pay structure, paise should be ignored, but any amount of a rupee or more should be rounded off to next multiple of ten.]