

F.No. 6(39)/96-IC.H  
Government of India  
Ministry of Finance  
Department of Expenditure  
[Implementation Cell]  
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New Delhi, Dated 6<sup>th</sup> July, 1999

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