

MINISTRY OF DEFENCE
(Office of the JS (Trg) & CAO)

SUB: THIRD FINANCIAL UPGRADATION (3rd FU) UNDER MODIFIED ASSURED CAREER PROGRESSION (MACP) SCHEME TO ASSISTANT HALWAI-CUM-COOKS, OF DEPARTMENTAL CANTEENS IN AFHQ/ISOs ON COMPLETION OF 30 YEARS OF REGULAR SERVICE.

In terms of instructions issued by DOP&T vide their O.M No. 35034/3/2008-Estt(D) dated 19 May 2009 and further clarifications dated 16 Nov 2009 on the subject mentioned above, the Competent Authority has approved the grant of 3rd Financial Upgradation under the 'Modified Assured Career Progression Scheme' (MACPS) to the under mentioned officials as mentioned against each in the grade of Assistant Halwai-cum-Cook in the Departmental Canteens in AFHQ/ISOs, Ministry of Defence, on completion of 30 years' regular service:-

Sl. No	Name (S/Shri) & DOB	Designation & Present Office	DOJ the Govt. Service	Count of service for MACPS	Financial Upgradation under MACPS	Effective Date of FU under MACPS	Pay- Band & Grade Pay for Financial upgradation under MACPS
1.	G.Pathak (01-03-63)	Assistant Halwai-cum-Cook, DGAFMS	01-03-81	26-09-83	3 rd (Third)	14-11-15	PB-1: ₹5,200-20,200 with a Grade Pay of ₹2,400/-
2.	Sumer Singh (23-03-60)	Assistant Halwai-cum-Cook, DMIS	14-08-81	26-09-83	3 rd (Third)	03-07-15	PB-1: ₹5,200-20,200 with a Grade Pay of ₹2,400/-

2. The details of above mentioned officials are as under:-

(i) Shri Sumer Singh and Shri G Pathak, both Assistant Halwai-cum-Cooks(AHCC) now, were due for grant of 3rd Financial Upgradation under MACP Scheme on 26-09-13. They, however, had earlier refused Promotion in the grade of Asstt. Halwai-cum-Cook. Hence, the 3rd FU was deferred till their acceptance of promotion. Now, Shri Sumer Singh has joined his duties as AHCC on 03-07-2015 & Shri G Pathak has assumed his duties as AHCC on 01-10-2015. Shri G Pathak has also a "Dies-non" period of 44 days during his govt. service. As such, Shri Sumer Singh has been granted 3rd FU in the Grade pay of Rs.2400/- w.e.f. 03-07-2015 and Shri G Pathak has been granted 3rd FU in the Grade pay of Rs.2400/- w.e.f. 14-11-2015 by the Departmental Screening Committee.

3. Financial upgradation under the MACPS shall be purely personal to the employees and shall have no relevance to their seniority position. As such, there shall be no additional financial upgradation for the senior employees on the ground that the junior employee in the grade has got higher pay/grade pay under the Scheme.

4. The above officers has an option under FR 22 (1) (a) (1) to get his pay fixed in the higher post/ grade pay either from the date of his promotion/upgradation or from the date of his next increment viz. 1st July of the year. The pay and the date of increment would be fixed in accordance with clarification No.2 of Department of Expenditure O.M. NO.1/1/2008-1C dated 13.09.2008. Further, the benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the MACP Scheme. Therefore, the pay shall be raised by 3% of the total pay in the pay band and the grade pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same grade pay as granted under MACP Scheme. However, at the time of actual promotion, if it happens to be in a post carrying higher grade pay than what is available under MACP Scheme, no pay fixation would be available and only difference of grade pay would be made available.

5. If a regular promotion has been offered but was refused by the employee before becoming entitled to a financial upgradation, no financial upgradation shall be allowed, since an officer is not deemed to have stagnated due to lack of opportunities. If, however, financial upgradation has been allowed due to stagnation and the employee subsequently refuses the promotion, it shall not be a ground to disallow the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and the next financial upgradation shall also be deferred to the extent of period of debarment due to the refusal for promotion.

6. The above upgradation will be further subject to the terms and conditions issued by DOP&T from time to time on the subject of Modified Assured Career Progression Scheme.

रवीन्द्र कुमार
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व०प्र०अ०, मु०प्र०अ०/का-2(बी)

15 दिसम्बर 2015

CAO/A-2(B)

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