

MINISTRY OF DEFENCE

{Office of JS (E/CAO)}

Subject: **3rd FINANCIAL UPGRADATION (FU) UNDER MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS) TO DEPUTY FOREIGN LANGUAGE ADVISOR (DFLA) IN HQ IDS/SI DTE, MOD**

In terms of instructions issued by DOP&T vide their OM No. 35034/3/2008-Estt(D) dated 19 May 2009 on the subject mentioned above, the Competent Authority has approved grant of the 3rd Financial Upgradation (FU) under the MACPS to the under mentioned Deputy Foreign Language Advisor (DFLA) in HQ IDS/ SI Dte, Ministry of Defence, on completion of 10 years' regular service in present grade:

SI No	Name	Date of completion of 10 years' regular service in present grade	Effective date of 3 rd FU under MACPS	GP (₹) in PB-4 for 3 rd FU
1	Shri Prabhat Kumar	31.08.10	31.08.10	8,700

2. Financial Upgradation under the MACPS shall be purely personal to the employee and shall have no relevance to his 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.

3. The above official 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 the Department of Expenditure G.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.

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4. 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 employee is not deemed to have stagnated due to lack of opportunities. If, however, Financial Upgradation has been allowed due to stagnation and the employees subsequently refuse the promotion, it shall not be a ground to disallow the Financial Upgradation. They shall, however, not be eligible to be considered for further Financial Upgradation till they agree 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.

5. 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.

U. Giridhari
(KK Giridhari)
SAO, CAO/P-2(A)
07 Feb, 2017

HQ IDS (Pers)

SI - I (Coord)

CAO/A-6 (B)

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