

रक्षा मंत्रालय

MINISTRY OF DEFENCE

(संयुक्त सचिव (प्रशि०) एवं मु०प्र०अ० का कार्यालय)

(Office of the JS (Trg) & CAO)

Sub: Grant/Review of First (1st) / Third (3rd) Financial Upgradation under ACP/MACP Scheme to Group 'C' Canteen Employees of Departmental Canteens in AFHQ/ISOs, M/o Defence.

As per the provisions MACP Scheme issued vide DOP&T O.M. No. 35034/3/2008-Estt.(D) dated 19 May 2009, the Competent Authority has approved the grant of 1st/3rd Financial Upgradation (FU) under the MACP Scheme to the Group 'C' officials of Departmental Canteens in AFHQ/ISOs, Ministry of Defence with effect from the date shown against them as mentioned in the table below:

Sl. No.	Name (Shri/Smt)	D.o.B.	Designation	Canteen	Date of appointment in Govt. Service	Count of Service for MACP w.e.f.	Due Date of FU Under MACP	Due FU and corres. Grade Pay
1.	Asha Ram	05-01-66	Clerk	Air HQ, VB	05-01-84	05-01-84	29-07-16	Third- ₹2,400/-
2.	Gyan Chand	05-11-57	Clerk	NHQ, RKP	14-07-86	14-07-86	14-07-16	Third- ₹2,400/-
3.	Bishan Chand	09-01-61	Clerk	DGNCC	14-07-86	14-07-86	14-07-16	Third- ₹2,400/-
4.	G Kandaswami	22-10-57	Halwai-cum-Cook (from 20.09.06)	B/D-1, Sena Bhawan	01-07-87	01-07-87	20-09-16*	Third- ₹2,400/-
5.	Ram Niwas	30-04-63	Canteen Attendant	B/D-1, Sena Bhawan	01-04-86	01-04-86	01-04-16	Third- ₹2,400/-
6.	Arti Devi	20-07-85	Canteen Attendant	NHQ, Sena Bhawan	11-05-06	11-05-06	11-05-16	First- ₹1,900/-
7.	Sheela Devi	01-05-66	Canteen Attendant	DGNCC	27-06-06	27-06-06	27-06-16	First- ₹1,900/-
8.	Sushila Devi	08-01-67	Canteen Attendant	Air HQ, VB	25-07-06	25-07-06	25-07-16	First- ₹1,900/-

2. One specific case which requires explanation is briefed as under:-

(A) **Shri Asha Ram, Clerk:** He was appointed to Govt. Service w.e.f 05-01-84 in the grade of Bearer in pay-scale of ₹2,610-3,540 (revised GP-₹1,800/- after 6th CPC). He was granted 1st FU under ACP Scheme in the pay-scale of ₹3,050-4,590 (revised Gp- ₹1,900/- after 6th CPC) w.e.f 09-08-99. Further, the individual was due for grant of 2nd FU from the pay-sale of ₹3,050-4,590 to ₹4,000-6,000 w.e.f 05-01-08 under the ACP Scheme. Accordingly, his case was considered and the DSC assessed him 'unfit' for grant of 2nd FU in the meetings held on 23-10-08. Thereafter, the ACP Scheme was replaced by the MACP Scheme and the individual was considered for grant of 2nd FU under MACPS in the DSC meeting held on 17-12-09 and the DSC again assessed him 'Unfit'. He was finally assessed as 'Fit' by the DSC held on 25-03-11 and granted 2nd FU under MACPS w.e.f 25-03-11.

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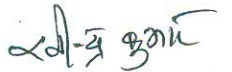
(ii) As per DOP&T instructions on MACPS introduced vide DOP&T O.M. dated 19-05-09, if a financial upgradation under the MACPS is deferred and not allowed after 10 years in a grade pay, due to the reason of the employees being unfit or due to departmental proceedings, etc., this would have consequential effect on the subsequent financial upgradation which would also get deferred to the extent of delay in grant of first financial upgradation. In view of the foregoing, the 3rd FU in respect of Shri Asha Ram, Clerk would get deferred to the extent of delay in grant of earlier FU i.e. 935 days from 01.09.08 to 25.03.11. Hence, the 3rd FU which was originally due on 05.01.14 after completion of 30 years of service, shall be deferred for a period of 935 days and Shri Asha Ram shall be eligible for grant of 3rd FU w.e.f. 29.07.16.

3. The above financial upgradation shall be purely personal to the officials and shall have no relevance to their seniority position. As such, there shall be no additional financial upgradation for the senior official on the ground that the junior official in the grade has got higher pay scale under the ACP Scheme.

4. The above official have an option under FR 22 (1) (a) (1) to get their pay fixed in the higher post/ grade pay either from the date of their promotion/upgradation or from the date of their 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. N0.1/1/2008-1C 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. The concerned Admin. Sections may ensure that the officials are clear from vigilance and dies-non period angles, before granting financial upgradations in respect of officials, whose financial upgradations are due from prospective dates.

6. The above upgradation will be further subject to the terms and conditions stipulated in DOP&T OM referred to in Para 1, as amended from time to time.


(रवीन्द्र कुमार)
व०प्र०अ०,मु०प्र०अ०/का-2(बी)
२९ अप्रैल 2016

CAO/A-2(B)
Air HQ / PC (Coord)
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AFHQ/ISOs Canteen Employees Association

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