

रक्षा मंत्रालय

**MINISTRY OF DEFENCE**

( संयुक्त सचिव (प्रशि०) एवं मु०प्र०अ० का कार्यालय)

[Office of the JS (Trg) & CAO]

**Sub: Grant of Third (3<sup>rd</sup>) Financial Upgradation Under Modified Assured Career Progression (MACP) Scheme to Group 'B' Canteen Employee in the grade of Manager Grade- II in AFHQ/ISOs, Ministry of Defence on completion of 30 years of regular service.**

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 3<sup>rd</sup> Financial Upgradation (FU) under the MACP Scheme to the following official in Departmental Canteen of AFHQ/ISO, Ministry of Defence w.e.f the date mentioned against :-

Sl. No.	Name (Shri) & Substantive Rank	Date of Birth	Canteen	DOJ Continuous Govt. Service	Count of service for ACP/MACP	Effective date of Grant of 3 <sup>rd</sup> FU under MACP Scheme in the Grade Pay of ₹4,800/- in PB-2
1.	Shishpal Singh, Manager Grade-II	21-07-63	NHQ 'A' Block	01-11-84	01-11-84	01-11-14

2. The above 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 officer has an option under FR 22 (1) (a) (1) to have his pay fixed in the higher post/ grade pay either from the date of his promotion/upgradation or from the date of 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.

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 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.

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.

रवीन्द्र कुमार  
(रवीन्द्र कुमार)

व०प्र०अ०, मु०प्र०अ०/का-2(बी)

19 मई 2015

**NHQ/DOA (Civ)**

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NHQ 'A' Block, Departmental Canteen

Notice Board

CAO's Website

AFHQ Canteen Employees Association

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