

रक्षा मंत्रालय

MINISTRY OF DEFENCE

(संयुक्त सचिव (प्रशि) एवं मु० प्र० अ०)

(Office of the JS (Trg) & CAO)

Subject : **SECOND FINANCIAL UPGRADATIONS (FUs) UNDER THE MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS) TO PERSONAL ASSISTANTS (PAs) IN AFHQ STENOGRAPHERS' 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 2nd Financial Upgradation in the Grade Pay of Rs 4800/- (PB-2) under the MACPS to the following Personal Assistants (PAs) of AFHQ Stenographers Service, Ministry of Defence, on completion of 20 years' of regular service:

Sl. No.	NAME (S/SH/SMT/KUM)	DOB	Office	2nd FU in PB-2 with GP Rs 4800/- wef
1	ANIL KUMAR PANDIT	03.01.1972	DRDO	15.04.2016
2	ANITA	30.01.1970	Air HQ	13.02.2016
3	DHARMENDRA PAL SINGH	15.07.1969	DSC, Kanpur	26.04.2016
4	JAMIL AHMED	02.07.1971	DRDO	11.03.2016
5	K ABDUL RAZAK	25.02.1969	DQA(CV), Avadi	07.06.2016
6	RAM KEWAL	01.02.1970	Dte of Stdn	01.10.2016
7	SAHDEO	04.01.1970	OFB	17.06.2016
8	SATYENDRA KUMAR	09.05.1970	AG Branch	30.04.2016
9	SONIA ARORA	03.01.1973	GS Branch	25.01.2016
10	TRIBHUWAN KUMAR RAWAT	15.08.1964	Air HQ	12.03.2016

2. 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.

3. The above officials 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 Jul of the year. The pay and the date of increment would be fixed in accordance with clarification No.2 of the 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 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. He will, 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 refusal for promotion.

5. In terms of DOP&T instructions contained in OM dated 19 May 2009, the employee on deputation may exercise a fresh option to draw the pay in the pay band and the grade pay of the post held by them or the pay plus grade pay admissible to them under MACPS, whichever is beneficial.

6. The concerned Admin. Section may ensure that the officials are clear from vigilance angle, before granting financial upgradations in respect of officials, whose financial upgradations are due from prospective dates.

7. 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.

अनुराधा मित्रा
(अनुराधा मित्रा)
व.प्र.अ./का-2(ए)
13 जुलाई 2016

Air HQ/PC Coord

DRDO/AFHQ Cell

DSC, Kanpur

DTE OF STDN

DQA(CV), Avadi

OFB

AG Coord

GS/SD-1

CAO/A-1(A)

CAO/A-1(B)

CAO/A-5(A)

CAO/A-5(B)

CAO/A-7(B)

PS to Dir (HR)

PA to Dy CAO(P&L)

AFHQ Stenographers' Association

CAO WEBSITE (<http://caomod.gov.in>)