

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

Subject : GRANT OF SECOND FINANCIAL UPGRADATION UNDER MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS) IN RESPECT OF SENIOR PROGRAMMER IN AIR HQ, MINISTRY OF DEFENCE.

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 2<sup>nd</sup> Financial Upgradation to Shri Ashis Chatterjee, (DOB : 01.11.1959), Senior Programmer in AFHQ/ISOs from the present Grade-Pay of ₹6,600 in PB-3 to the **Grade-Pay of ₹7,600 in PB-3 (₹15,600 - 39,100) w.e.f. 30.06.2015.**

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 employees in the grade have 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. 1<sup>st</sup> 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 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 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 concerned Admin Section may ensure that the official is clear from vigilance angle, before granting Financial Upgradation in respect of official, whose Financial Upgradations are due from prospective dates.

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.

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(Ravindra Kumar)  
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15 May 2015

**Air HQ/PC Coord**

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