

**MINISTRY OF DEFENCE**  
(Office of the JS(Trg.) & CAO)

**Sub :- SECOND/THIRD FINANCIAL UPGRADATION UNDER MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS) TO PHOTO ATTENDANT GRADE-I IN AFHQ /ISOs SERVICE, 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 the grant of the **second/third** Financial Upgradation under the MACPS to the under mentioned Photo Attendant Grade-I in AFHQ/ISOs Service, Ministry of Defence:

<b><u>Sl No</u></b>	<b><u>Name, DOB &amp; Orgn.</u></b>	<b><u>Date of initial Apptt. as SCD (Ord Grade)</u></b>	<b><u>Financial Upgradation under the MACPS in the Grade Pay and w.e.f.</u></b>
1.	Sh. Navratna Lal, DOB: 21.11.68 NHQ	01.03.94	2 <sup>nd</sup> FU wef 01.03.2014 in the Grade Pay of ₹ 2,800/- in PB-1.
2.	Sh. Jitender Kumar, DOB: 25.04.73 NHQ	04.02.94	2 <sup>nd</sup> FU wef 04.02.2014 in the Grade Pay of ₹ 2,800/- in PB-1.
3.	Sh. Devender Singh, DOB: 26.11.65 DPR	02.11.84	2 <sup>nd</sup> FU wef 01.09.2008 in the Grade Pay of ₹ 2,000/- in PB-1.  3 <sup>rd</sup> FU wef 02.11.2014 in the Grade Pay of ₹ 2,400/- in PB-1.

2. The above 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 officials in the grade have got higher pay/grade pay under the MACP Scheme.




3. The above officials have an option under FR22 (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's 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 up-gradation under the MACPS. 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 MACPS. However, at the time of actual promotion, if it happens to be in a post carrying higher grade pay than what is available under MACPS, no pay fixation would be available and only difference of pay/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. They will, 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 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.

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.

  
(Rajesh Tiwari)  
SAO, CAO/P-2  
31 Jul 2014

NHQ/DOA(Civ)

CAO/A-6(B)

Copy to :-

DPR

Notice Board

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