

No.25/7/2019-CS.II (B)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

3rd Floor, Lok Nayak Bhawan
Khan Market, New Delhi-110003
Dated: 7th September, 2021

OFFICE MEMORANDUM

Subject: Clarification regarding fixation of pay at the time of regular promotion / grant of NFSG in respect of officials who are already granted the benefits under MACP Scheme-regarding

The undersigned is directed to refer to this Department's OM of even number dated 27.08.2019(copy enclosed) vide which the cadre units of CSCS were requested to furnish the data of the SSAs who were granted 3% increment at the time of MACP and subsequently granted 3% increment at the time of NFSG/promotion as per the format given in Annexure of the said OM. Granting 3% increment after MACP i.e. at the time NFSG/promotion is not in order in light of the OM No. 35034/3/2008-Estt.(D) dated 04.07.2017.

2. Thereafter, two reminders dated 16.09.2020 and 21.01.2021 were issued but the information from 24 cadre units of CSCS have not received yet.

3. The Cadre Units of CSCS (as per list attached) are once again requested to furnish the requisite data within a fortnight so that this Division may take a final decision in consultation with Estt.(D) regarding recovery of excess amount from the working/ retired persons.

Bhagirath Jha
(Bhagirath Jha)

Under Secretary to the Govt. of India
Telefax: - 24654020

To

Dir/DS(Admn.) of CSCS Cadre
(As per list attached)

List of cadre units of CSCS

S. No.	Communication address
1	DIR/DS (Admn.), D/o Agriculture, Cooperation & FW, Krishi Bhavan, New Delhi.
2	DIR/DS (Admn.), M/o Civil Aviation, Rajiv Gandhi Bhavan, New Delhi.
3	DIR/DS (Admn.), M/o Coal, Shastri Bhavan, New Delhi.
4	DIR/DS (Admn.), M/o Commerce & Industry, Udyog Bhavan, New Delhi.
5	DIR/DS (Admn.), M/o Corporate Affairs, Shastri Bhavan, New Delhi.
6	DIR/DS (Admn.), DoP&T, North Block, New Delhi.
7	DIR/DS (Admn.), M/o Earth Sciences, Prithvi Bhavan, New Delhi.
8	DIR/DS (Admn.), D/o Higher Education, Shastri Bhavan, New Delhi.
9	DIR/DS (Admn.), M/o Env. & Forests, Indira Paryavaran Bhavan, New Delhi.
10	DIR/DS (Admn.), D/o Food & Public Distribution, Krishi Bhavan, New Delhi.
11	DIR/DS (Admn.), M/o Housing & Urban Affairs, Nirman Bhavan, New Delhi.
12	DIR/DS (Admn.) M/o Labour & Emp. Shram Shakti Bhavan, New Delhi
13	DIR/DS (Admn.), D/o Legal Affairs, Shastri Bhavan, New Delhi.
14	DIR/DS (Admn.) M/o Minority Affairs, CGO Complex, Lodhi Road, New Delhi
15	DIR/DS (Admn.), M/o MSME, Udyog Bhavan, New Delhi.
16	ADG (Admn.), D/o Posts, Dak Bhavan, Sansad Marg, New Delhi
17	DIR/DS (Admn.), M/o Ports, Shipping & Waterways, Transport Bhavan, New Delhi.
18	DIR/DS (Admn.), M/o Power, Shram Shakti Bhavan, New Delhi.
19	DIR/DS (Admn.), M/o Road, Transport & Highways, Transport Bhavan, New Delhi.
20	DIR/DS (Admn.), M/o Rural Development, Krishi Bhavan, New Delhi.
21	DIR/DS (Admn.), M/o Skill Development & Entrepreneurship, Shivaji Stadium Annexe Building, Shaheed Bhagat Singh Marg, New Delhi-I 10001
22	DIR/DS (Admn.), D/o Telecommunication, Sanchar Bhavan, New Delhi.
23	DIR/DS (Admn.), M/o Women & Child Development, Shastri Bhavan, New Delhi
24	DIR/DS (Admn.), M/o Youth Affairs & Sports, Shastri Bhavan, New Delhi

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Government of India

Ministry of Personnel, Public Grievances & Pensions

Department of Personnel & Training

3rd Floor, Lok Nayak Bhawan
Khan Market, New Delhi-110003Dated: 27th August, 2019**OFFICE MEMORANDUM**

Subject: Seeking data regarding fixation of pay at the time of regular promotion / grant of NFSG in respect of officials who are already granted the benefit under MACP Scheme -regarding

The undersigned is directed to refer to this Department's OM No. 12/2/2015-CS.II(B) dated 16.11.2015 and OM No. 12/3/2016-CS.II(B) dated 19.07.2016 wherein the SSAs of SL-2003(Extended) and SSAs of SL-2004-2009 were granted NFSG and promoted subsequently to the grade of Assistant Section Officer on ad-hoc basis. It has come to notice that a large number of Ministries / Departments have fixed the pay of the SSAs belonging to CSCS in the following manner:-

S. No	Situations	Pay fixation on NFSG	Pay fixation on next promotion as ASO
(a)	SSAs without the benefit of MACP (with Grade pay of Rs. 2400/-)	One increment @ 3% was granted and pay fixation in GP of Rs. 4200/-	One Increment @ 3% was granted and pay fixation in GP of Rs. 4600/-
(b)	SSAs with the benefit of MACP (with Grade pay of Rs. 2800/-)	One increment @ 3% was granted and pay fixation in GP of Rs. 4200/-	No increment was granted. Only, the difference in GP (i.e. 4600-4200=400) was allowed.

2. The matter has been examined in consultation with Establishment Division, DoP&T in the light of the OM No. 35034/3/2008-Estt.(D) dated 04.07.2017 modifying the para 4 of Annexure-I of the OM dated 19.05.2009, which is as under:-

"Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the 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 / grant of Non-Functional Scale, if it is in the same grade pay as granted under MACPS. However, at the time of actual promotion / grant of Non-Functional Scale, 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 grade pay would be made available. At the time of such regular promotion / grant of Non-Functional Scale to the higher grade pay than what has been given under MACPS, the employee shall have the option to draw the difference of Grade Pays from the date of such regular promotion / grant of Non-Functional Scale or the date of accrual of next increment in the pay allowed under MACP"

.....contd/-

3. As every financial upgradation including Non-Functional upgradation (NFS/NFSG) is treated as an offset against financial upgradation under MACP and also keeping in view the fact that the spirit of the para 4 of MACP was to disallow the double benefit of pay fixation, is stated that practice followed by Ministry/Department for pay fixation as shown in the table against sl. no. (b) in para 1 above is erroneous. Therefore, the pay should be fixed in the following manner:-

Sl. No.	Situations	Pay fixation on NFSG	Pay fixation on next promotion as ASO
(a)	SSAs without the benefit of MACP i.e. with Grade pay of Rs. 2400/-	One increment @ 3% is to be granted and pay should be fixed in the GP of Rs. 4200/-	One increment @ 3% is to be granted and pay should be fixed in GP of Rs. 4600/-
(b)	SSAs with the benefit of MACP i.e. with Grade pay of Rs. 2800/-	No increment should be granted. Only the difference in GP (i.e. 4200-2800=1400), should be allowed.	One increment @ 3% is to be granted and pay should be fixed in GP of Rs. 4600/-

4. In view of above, all the cadre units of CSCS are requested to take necessary action as advised in the para 3 above. Simultaneously, they are also requested to send the information as per the format given in the Annexure-I to this OM for further examination of the issue of recovery of pay for taking a view at this end. The information may be sent latest by 09.09.2019 positively. In case of no information, 'Nil' report is required to be sent by the stipulated date.

L. Vasanthi
(Vasanthi V. Babu) 27/8/19

Under Secretary to the Govt. of India
Telefax: - 24623157

To

Dir/DS(Admn.) of CSCS cadre
(As per Annexure-II)

प्रान्तिक एवं प्रशिक्षण विभाग, लोक सार्वजनिक सेवा
Dept. of Personnel & Trg., L. N. Bhawan
प्राप्ति और निगम अनुभाग
Receipt & Issued Section

27 AUG 2019

जारी किया / ISSUED

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