

KALAKSHETRA FOUNDATION

OFFICE ORDER

F.No. A-30/1/2017

Dated:5-Jul-18

Subject: Modified Assured Career Progression Scheme reg.

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1. Assured Career Progression Scheme was introduced in the Government since 9.8.1999, however, this scheme was extended to KF employees only w.e.f 6.8.2008 after it was approved by the Governing Board in its 30<sup>th</sup> meeting held on 6.8.2008. By the time, GB approved ACP scheme for KF employees, Modified ACP Scheme was implemented by the Govt. of India w.e.f. 1.9.2008. Accordingly, only MACP Scheme was given effect to KF employees. Ministry of Culture conveyed their ex-post facto approval for extension of MACP Scheme to KF employees vide its letter No. 11-13/2013-Akad dated 21.1.2014.

2. In terms of instructions issued by DoPT vide their OM No.35034/3/2015-Estt.(D) dated 27.9.2016 and clarification issued by Central Board of Excise and Customs (issued in consultation with DoPT) vide OM No.A-26017/127/2017-Ad.IIA dated 4.10.2017 that w.e.f. 25.7.2016 for MACP benefits the overall grading of the reckonable APARs should be at least "Very Good".

3. The Committee constituted to consider grant of financial upgradation of eligible employees met on 28.6.2018. The Committee decided that out of five reckonable APARs, if at least four APARs are very Good or above the overall grading of the officer will be considered as 'Very Good' i.e. if one APAR is 'Good' or below, the officer will be considered as meeting the benchmark and will be considered for grant of financial upgradation.


4. The recommendations of the Committees have been approved by Director, Kalakshetra Foundation and accordingly, 2<sup>nd</sup> financial upgradation is granted as under:

S.No.	Name & Designation	Initial Appointment	2 <sup>nd</sup> Financial Upgradation Due Date	Scale of Pay
i.	Shri V. Srinivasan Engineer Officer	9.8.1996 ----- Pay Level 6	9/8/2016	Pay Level 8
ii.	Smt. S. Raji Skilled Worker	1.8.1997 ----- Pay Level 2	1/8/2017	Pay Level 4

iii.	Smt. R. Janaki Skilled Worker	1.8.1997 ----- Pay Level 2	1/8/2017	Pay Level 4
iv.	Shri S. Jayaraman MTS- Gardener	1.7.1997 ----- Pay Level 1	1.7.2017	Pay Level 3
v.	Shri P. Ekambaram MTS- Gardener	1.7.1997 ----- Pay Level 1	1.7.2017	Pay Level 3
vi.	Shri P. Ramesh Kumar Assistant Cook	1.9.2006 ----- Pay Level 1	1.9.2016	Pay Level 2

5. The above employees may exercise option for fixation of pay in terms of FR 22 1(a) (i) within a period of one month from the date of issue of this order.

6. Grant of financial upgradation is subject to audit verification and if it is found later that financial upgradation was granted wrongly and over payment if any on this account, is subject to recovery from the employee concerned without any notice. All employees will therefore be required to give an undertaking to this effect.

  
(V. Srinivasaragavan)  
Deputy-Director

1. Employees concerned
2. Account Section