

o/c

KALAKSHETRA FOUNDATION

OFFICE ORDER

F.No. A-30/1/2017

Dated:19-Feb-20

Subject: Modified Assured Career Progression Scheme reg.

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 30th 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 revised instructions of DoPT on MACP Scheme vide their OM No.35034/3/2015-Estt (D) dated 28.9.2016, the benchmark for grant of financial upgradation under MACP Scheme would be 'Very Good' w.e.f 25.7.2016 i.e. date of acceptance of recommendations of the VII CPC.
3. The Screening Committee which met twice on 28.6.2018 and 19.2.2019 based on the DoPT instructions of 28.9.2016 did not recommend the cases of Smt. E.Navaneetham, MTS (House Maid), Smt. Miriammal, MTS (Sanitary Worker), Shri S.Ramesh, LDC and Shri R.Shivakumar, Tutor (Music). It recommended grant of financial upgradation to Smt. Miriammal w.e.f 1.6.2018 i.e. the benefit was deferred by a year as she was not considered fit for the benefit w.e.f. 1.6.2017.
4. DoPT vide OM No. 35032/3/2015-Estt (D) dated 22nd October 2019 issued revised consolidated guidelines on MACP Scheme. In terms of Para 17(i) of the said OM, the prescribed benchmark shall be 'Very Good' for all levels. This shall be effective for upgradations due **on or after 25.7.2016** and the revised benchmark shall be applicable for the APARs for the year 2016-17 and subsequent years. As per para 17(ii) of the OM, while assessing the suitability of an employee the benchmark in the APARs for the years 2016-17 and thereafter shall be 'Very Good' and the benchmark for the years 2015-16 and earlier years shall continue to be as per the MACP scheme guidelines issued vide DoPT OM dated 19.5.2009. As per D/o. Posts letter No.7-8/2016-PCC (Pt.) dated 02.07.2018 issued in consultation with DoPT, for grant of financial upgradation the **overall grading** should be 'Good' up to 2015-16 and only thereafter 'Very Good'.

5. The Screening Committee constituted to consider grant of financial upgradation of eligible employees met on 11.2.2020. The Committee considered the APARs for the reckonable period of the preceding five years on the date of completion of 10 years/20 years plus deferred period respectively of the employees concerned. The Committee decided that if an employee has Good or above grading for the year 2015-16 or prior to that he/she will be considered meeting bench mark. Only for the subsequent periods the employee concerned should be assessed as Very Good to be eligible for grant of financial upgradation. Financial upgradations were granted to the eligible employees based on the assessment of officers by following the above principle by the Screening Committee.

6. The recommendations of the Screening Committee have been approved by Director, Kalakshetra Foundation and accordingly, 1st and 2nd financial upgradation is granted as under:

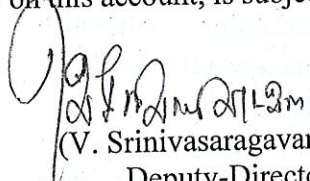
S.No.	Name & Designation	Initial Appointment	Due Date of 1 st /2 nd Financial Upgradation	Pay Level granted on MACP
i.	Smt. E. Navaneetham MTS-House Maid BCC Hostel	1.5.1997 ----- Pay Level 1	1/5/2017 2 nd FU	Pay Level 3
ii.	Smt. Miriammal MTS-Sanitary Worker BASS School	1.6.1997 ----- Pay Level 1	1/6/2017 2 nd FU	Pay Level 3
iii.	Shri A.S. Murali Tutor-Music RDCFA	18.6.2009 ----- Pay Level 11 (TN Govt. Pay Scale)	18/6/2019 1 st FU	Pay Level 12 (TN Govt. Pay Scale)
iv.	Shri R. Shivakumar Tutor-Music RDCFA	26.2.2009 ----- Pay Level 11 (TN Govt. Pay Scale)	26.2.2019 1 st FU	Pay Level 12 (TN Govt. Pay Scale)

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

8. 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.



1. Employees concerned
2. Account Section
3. Website.


 (V. Srinivasaragavan)
 Deputy-Director
 वे. श्रीनिवासराघवन
 V. Srinivasaragavan
 उप निदेशक / Deputy Director
 कलाक्षेत्र फाउण्डेशन
 Kalakshetra Foundation
 तिरुवानमियूर, चेन्नै-600 041.
 Thiruvanniyur, Chennai-600 041.