

KALAKSHETRA FOUNDATION

OFFICE ORDER

F.No. A-30/1/2017

11-Sep-17

Subject: Modified Assured Career Progression Scheme – Reg.

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Assured Career Progression Scheme called ACP Scheme was introduced by Government of India on 9.8.1999 on the recommendations of V Pay Commission. The first financial upgradation was to be allowed on completion of 12 years of regular service and grant of benefits under the ACP scheme was counted from the grade in which the employee was appointed as a direct recruit.

2. Though the ACP Scheme was introduced in the Government since 9.8.1999, this was extended to KF employees only after it was considered by the GB in its 30<sup>th</sup> Meeting held on 6.8.2008.

3. The Government introduced Modified Assured Career Progression Scheme w.e.f 1.9.2008 on the recommendations of VI Pay Commission. The MACP Scheme for Central Civilian Government is in supersession of earlier ACP Scheme. Under the MACP Scheme three financial upgradations are allowed on completion of 10,20,30 years of regular service, counted By the time GB approved extension of ACP Scheme, its modified version has been implemented by the Government as MACP Scheme w.e.f. 1.9.2008 vide DoPT O.M.No.35034/3/2008-Estt.(D) dated 19.5.2009. Accordingly, only MACP Scheme given effect to KF employees and MoC conveyed their ex-post facto approval for extension of MACP scheme to KF vide its letter 11-13/2013-Akad dated 21.1.2014.

4. While reviewing the cases of employees it has been noticed that the first financial upgradation under MACP Scheme was granted w.e.f. 1.9.2008 in respect of those who had already completed 10 years of required service as on that date and several of these employees had completed more than 10 years of service on that date itself. Several of these employees became due for second financial on completion of 20 years of regular service; however, they were not granted second financial upgradation from the date they became ue.

5. Non grant of financial upgradation from due date was also noted by audit conducted by Autonomous Bodies Cell of M/o. Culture and during their audit conducted from 28/4/2017 to 14/5/2017. This was also reiterated by Internal Audit team, which conducted audit during May 2017.

6. Though initially it was proposed to consider cases of all employees who have become due for second financial upgradation till date, however in view of instructions issued by DoPT vide O.M. No. No. 35034/3/2015-Estt.(D) dt. 28.9.2016, the committee considered the officers who became due for financial upgradation only up to 25/7/2016. The cases of officers who have become due after 25/07/2016 will be considered subsequently.

7. The recommendations of the Committees have been approved and accordingly, 2<sup>nd</sup> financial upgradations is granted to employees as under:

S.No.	Name & Designation	Initial Appointment	2 <sup>nd</sup> Financial Upgradation Due Date	Scale of Pay
1.	Shri S.Ramachandran Administrative Officer	1.7.1996 <hr/> PB2- GP- Rs.4200	1/7/2016	PB-2; Rs.9300-34800 +GP Rs.4800
2.	Shri S.Chittibabu EDP Programmer	23.5.1994 <hr/> PB2- GP- Rs.4200	23/5/2014	PB-2; Rs.9300-34800 +GP Rs.4800
3.	Smt.Sudha Manickavachakam Sr.Stenographer	19.10.1994 <hr/> PB2- GP- Rs.4200	19/10/2014	PB-2; Rs.9300-34800 +GP Rs.4800
4.	Shri S. Rajagopalan Senior Accountant	25.11.1985 (1.10.1993) <hr/> PB2- GP- Rs.4200	1/10/2013	PB-2; Rs.9300-34800 +GP Rs.4800 <b>1<sup>st</sup> Financial Upgradation of Rs.4600/- to be given w.e.f. 1.9.2008</b>
5.	Smt. K.Anuradha P.G.T.	16.6.1988 (1.10.1993) <hr/> PB2- GP- Rs.4600	1/8/2014	PB-2; Rs.9300-34800 +GP Rs.4800
6.	Shri F.Irudaya Raja P.G.T.	11.9.1992 (1.10.1993) <hr/> PB2- GP- Rs.4600	1/10/2013	PB-2; Rs.9300-34800 +GP Rs.4800
7.	Smt. R.Uma Maheswari P.G.T.	12.6.1995 <hr/> PB2- GP- Rs.4600	12/6/2015	PB-2; Rs.9300-34800 +GP Rs.4800

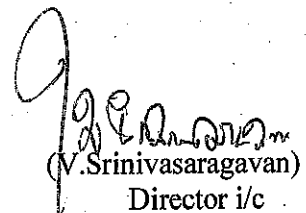
S.No.	Name & Designation	Initial Appointment	2 <sup>nd</sup> Financial Upgradation Due Date	Scale of Pay
8.	Smt. Nirmala Sreenivasan T.G.T.	5.7.1984 (1.10.1993) <hr/> PB2- GP- Rs.4400	<b>1/10/2013</b>	PB-2; Rs.9300-34800 +GP Rs.4500
9.	Smt. T.Velvalli Librarian	11.8.1993 (1.10.1993) <hr/> PB2- GP- Rs.4600	<b>1/10/2013</b>	PB-2; Rs.9300-34800 +GP Rs.4800
10.	Shri K.Pethru Asst.Electrician	1.1.1994 <hr/> PB-1- GP- Rs.1800	<b>1/1/2014</b>	PB1-5200-20200 +GP Rs. 2000
11.	Sri P.Elumalai Peon	1.10.1988 (1.10.1993) <hr/> PB-1- GP- Rs.1800	<b>1/10/2013</b>	PB1-5200-20200 +GP Rs. 2000
12.	Sri K.Elumalai Peon	22.5.1990 (1.10.1993) <hr/> PB-1- GP- Rs.1800	<b>1/10/2013</b>	PB1-5200-20200 +GP Rs. 2000
13.	Smt. Chellammal Panchanathan House-Maid	9.7.1988 (1.10.1993) <hr/> PB-1- GP- Rs.1800	<b>1/10/2013</b>	PB1-5200-20200 +GP Rs. 2000
14.	Shri M.Masilamani Gardener	1.3.1989 (1.10.1993) <hr/> PB-1- GP- Rs.1800	<b>1/10/2013</b>	PB1-5200-20200 +GP Rs. 2000
15.	Smt. V.Janaki House-Maid	5.7.1993 (1.10.1993) <hr/> PB-1- GP- Rs.1800	<b>1/10/2013</b>	PB1-5200-20200 +GP Rs. 2000

S.No.	Name & Designation	Initial Appointment	2 <sup>nd</sup> Financial Upgradation Due Date	Scale of Pay
16.	Shri R.Sivaraj Cook	2.9.1994 <hr/> PB-1- GP- Rs.1800	2/9/2014	PB1-5200-20200 +GP Rs. 2000
17.	Sri R.Guruvaurappan Electrician	10.6.1996 <hr/> PB-1- GP- Rs.1900	10/6/2016	PB1-5200-20200 +GP Rs. 2400
18.	Shir G.Swaminathan Cook	10.6.1996 <hr/> PB-1- GP- Rs.1800	10/6/2016	PB1-5200-20200 +GP Rs. 2000
19.	Smt C.Bhuvaneswari Library Assistant	1.11.1982 (1.10.1993) <hr/> PB-1- GP- Rs.1900	1/10/2013	PB1-5200-20200 +GP Rs. 2400
20.	Shri D.M.Babu Peon	1.3.1994 <hr/> PB-1- GP- Rs.1800	1/3/2014	PB1-5200-20200 +GP Rs. 2000
21.	Smt.C.Lakshmi Sanitary Worker	5.1.1989 (1.10.1993) <hr/> PB-1- GP- Rs.1800	1/10/2013	PB1-5200-20200 +GP Rs. 2000
22.	Shri J.Dinakaran Peon	1.3.1993 (1.10.1993) <hr/> PB-1- GP- Rs.1800	1/10/2013	PB1-5200-20200 +GP Rs. 2000
23.	Smt. S.Premavathi Skilled Worker	1.10.1993 <hr/> PB-1- GP- Rs.1900	1/10/2013	PB1-5200-20200 +GP Rs. 2400
24.	Smt. K.Vijaya Skilled Worker	1.10.1993 <hr/> PB-1- GP- Rs.1900	1/10/2013	PB1-5200-20200 +GP Rs. 2400
25.	Shri K.Pandurangan Driver Mechanic	10.6.1996 <hr/> PB-1- GP- Rs.1900	10/6/2016	PB1-5200-20200 +GP Rs. 2400

S.No.	Name & Designation	Initial Appointment	2 <sup>nd</sup> Financial Upgradation Due Date	Scale of Pay
26.	Shri G.Kathavarayan Gardener	1.9.1989 (1.10.1993) <hr/> PB-1- GP- Rs.1800	1/10/2013	PB1-5200-20200 +GP Rs. 2000
27.	Smt.T.Lakshmi Sanitary Worker	1.9.1981 (1.10.1993) <hr/> PB-1- GP- Rs.1800	1/10/2013	PB1-5200-20200 +GP Rs. 2000
28.	Shri C.Balaji Library Attendant	(15.6.1985) 1.10.1993 <hr/> PB-1- GP- Rs.1800	1/10/2013	PB1-5200-20200 +GP Rs. 2000
29.	Smt. Anjalai House-Maid	6.11.1994 <hr/> PB-1- GP- Rs.1800	6/11/2014	PB1-5200-20200 +GP Rs. 2000

8. 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.

9. Grant of financial upgradation is subject to audit and if it is found that financial upgradations has been granted wrongly and over payment if any, is subject to recovery without any notice. All employees will therefore be required to give an undertaking to this effect.

  
(V.Srinivasaragavan)  
Director i/c

1. Employees concerned  
 2. Account Section

KALAKSHETRA FOUNDATION

OFFICE ORDER

F.No. A-30/1/2017

11-Sep-17

Subject: Modified Assured Career Progression Scheme – Reg.

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While considering cases of KF employees for grant of 2<sup>nd</sup> Financial Upgradation under MACP Scheme, it was noted that financial upgradation in GP Rs.2000/- was given effect to the following employees (then LDCs) w.e.f. 1.1.2006, whereas the MACP Scheme itself was given effect in KF only w.e.f. 1.9.2008.

- (i) Smt. Latha Giridhar, Admn.Asst
- (ii) Smt. M.S.Chitra, Admn.Asst.
- (iii) Shri M.Arjunan, Accountant

2. As grant of financial upgradation w.e.f. 1.1.2006 to the above employees is not in order and accordingly, the overpayment made to them w.e.f. 1.1.2006 to 31.8.2008 is ordered to be recovered. However, these employees will get the first financial upgradation along with other employees in GP Rs.2000/- w.e.f. 1.9.2008.

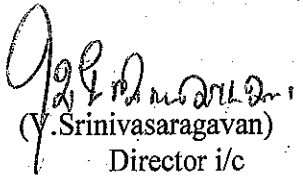
3. On completion of 20 years of regular service these employees are granted 2<sup>nd</sup> Financial upgradation as under:

S.No.	Name & Designation	Initial Appointment	2 <sup>nd</sup> Financial Upgradation Due Date	Scale of Pay
(i)	Shri M. Arjunan* Accountant	24.7.1986 (1.10.1993) <hr/> PB1- GP-Rs.1900	1/10/2013	PB-2; Rs.9300-34800 +GP Rs.4200
(ii)	Smt. Latha Giridhar Admn.Asst.	1.4.1992 (1.10.1993) <hr/> PB1- GP-Rs.1900	1/10/2013	PB-1; Rs.5200-20200 +GP Rs.2800
(iii)	Smt. M.S. Chitra Admn.Asst.	9.11.1992 (1.10.1993) <hr/> PB1- GP-Rs.1900	1/10/2013	PB-1; Rs.5200-20200 +GP Rs.2800

\* Shri Arjunan was given first promotion in the Grade Pay of Rs.2800/- w.e.f. 1.6.2010 and hence on completion of 20 years of regular service he is entitled for placement in the next GP i.e. Rs.4200/-.

4. 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. They are entitled for arrears.

5. Grant of financial upgradation is subject to audit and if it is found that financial upgradation has been granted wrongly or if there is any over payment; it is subject to recovery without any notice. All employees will therefore be required to give an undertaking to this effect before drawal of arrears.

  
(Y. Srinivasaragavan)  
Director i/c

1. Employees concerned

2. Account Section