

**Speed Post/ E-mail**

**No.3-1550/2006-Sci.Estt. 6081**

Government of India  
Ministry of Jal Shakti,  
Department of Water Resources,  
River Development & Ganga Rejuvenation  
Central Ground Water Board  
Bhujal Bhawan  
NH-IV, Faridabad -121 001

Dated:

11 9 SEP 2023

**OFFICE ORDER NO. 313 OF 2023**

On the recommendation of the Screening Committee and with the approval of Competent Authority in terms of the instructions as laid down in DOP&T's O.M. No. 35034/3/2008-Estt (D) dated 19.05.2009 & O.M. No. 35034/3/2015-Estt.(D) dated 27/28.09.2016 and OM No.35034/3/2015-Estt.(D) dated 22.10.2019, the 3<sup>rd</sup> financial upgradation under the MACP Scheme is hereby granted to Sh. K.M. Debbarma, Officer Surveyor (Group-B, Gazetted) in Level-8 in the pay matrix w.e.f. 23.01.2016.

On grant of financial up-gradation under the MACP's, there shall be no change in the designation, classification or status. However, financial and certain other benefits, which are linked to the pay drawn by an employee, shall be permitted.

The financial benefit allowed under the MACP Scheme shall be final and no pay fixation benefits shall accrue at the time of regular promotion. However, if there is any change in level of pay on promotion, pay matrix level as applicable to the promotional post will be given. With regard to fixation of pay on grant of financial up-gradation under the MACP's, a government servant has an option under FR 22 (1) (a) (1), to get his pay fixed in the higher level of pay in the Pay Matrix either from the date of their financial up-gradation or from the date of their next increment.

The pay of the above officials may be fixed in accordance with Para 4 of the Annexure-I of DOP & T's OM No.35034/3/2015-Estt.(D) dated 22.10.2019. Grant of higher pay scale under the MACP's shall be conditional to the fact that when financial up-gradation has been allowed and the employees subsequently refuse the promotion, it shall not be a ground to withdraw the financial up-gradation. They, shall, however, not be eligible to be considered for further financial up-gradation till they agree to be considered for promotion again and the next financial up-gradation shall also be deferred to the extent of period of debarment due to the refusal.

The MACP's envisages merely placement in the immediate next higher level in the Pay Matrix as given in PART A of Schedule of the CCS (Revise Pay) Rules, 2016. Thus, the level in the Pay Matrix at the time of financial up-gradation under the MACP's can, in certain cases where regular promotion is not between two successive levels in the Pay Matrix, be different than what is available at the time of regular promotion. In such cases, the higher level in the Pay Matrix attached to the next promotion post in the hierarchy of the concerned cadre / organization will be given only at the time of regular promotion.

On making fixation of pay, the officials are advised to submit an undertaking to the effect that arrears of pay on account of granting financial up-gradation under the MACP Scheme will be subject to any audit objection etc. and they will refund the amount drawn by them as excess pay and allowances by virtue of higher pay scale in lump sum, in case it is found that the same is not applicable in their case.

While issuing pay fixation orders, a Para may be added to the effect that the above fixation of pay in the upgraded scale is subject to review by audit. Any over payment on account of pay fixation in the upgraded scale as pointed out by the audit will be recovered from him/her in lump sum.

The financial up-gradation under the MACP Scheme shall be purely personal to the employee and shall have no relevance to his/her seniority position. As such, there shall be no additional financial up-gradation for the senior employee on the ground that the junior employee in the grade has got higher scale under the MACP Scheme.

*Indu*  
*19/09/23*

(Indu Tripathi)  
Administrative Officer

**Distribution:-**

1. Sh. K.M. Debbarma, Officer Surveyor, CGWB, SUO, Agartala.
2. The Regional Director, CGWB, NER, Guwahati.
3. The Website Admin, CGWB, CHQ, Faridabad. He is requested to kindly upload the above order on the official website of CGWB.
4. The Pay & Accounts Officer, CGWB, NH-IV. Faridabad.
5. PS to Chairman, CGWB, CHQ, Faridabad
6. Sr.PS/PS/PA to all Members, CGWB, CHQ, Faridabad/New Delhi
7. Sr.PS to Director (Admn), CGWB, CHQ, Faridabad
8. Personal files of the concerned
9. Office Order file
10. Guard file.