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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:- 01 JUN 2021

Office Order No. 268 of 2021

On the recommendation of the Screening Committee and with the approval of the Competent Authority and 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 financial upgradation under the MACP Scheme is hereby granted to the following Draftsman (Group-B, Non-Gazetted) with effect from the dates and level in the pay matrix as mentioned against their names:-

S N o.	Name of the Official S/Sh.	Present place of posting	Date of entry in Govt. Service	Details of previous financial up-gradations/promotion granted			Whether the present financial up-gradatio n is 1 st /2 nd or 3 rd .	Pay scale /level of pay matrix to which present up-gradatio n is granted	Date from which present financial up-gradatio n is granted
				Previous promoti on/ MACP	Scale of pay on financial up-gradatio n/ promotion	Effective date of financial up-gradatio n/ promotion			
1	2	3	4	5	6	7	8	9	10
1.	Sh. Naveen Chandra	CGWB, NR, Lucknow	24.04.1990	2nd	Level-7	24.04.2010	3 rd	Level-8	24.04.2020
2.	Sh. Rakesh Kumar	CGWB, NR, Lucknow	26.04.1990	2nd	Level-7	26.04.2010	3 rd	Level-8	26.04.2020
3.	Naresh Chander Pandey	CGWB, NR, Lucknow	30.04.1990	2nd	Level-7	30.04.2010	3 rd	Level-8	30.04.2020
4.	P. Srinivasa Rao	CGWB, SR, Hyderabad	07.05.1990	2nd	Level-7	07.05.2010	3 rd	Level-8	07.05.2020
5.	Liladhar Shankar Rao Nawghare	CGWB, CR, Nagpur	28.06.1990	2nd	Level-7	28.06.2010	3 rd	Level-8	28.06.2020
6.	Gandhi Satish Kumar Chandra Kanta	CGWB, WCR, Ahmedabad	01.03.1988	2nd	Level-7	15.09.2010	3 rd	Level-8	15.09.2020
7.	B. Sarath	CGWB, SR, Hyderabad	05.06.1991	2nd	Level-7	05.06.2011	3 rd	Level-8	05.06.2021
8.	Sehkhari Chakraborty	CGWB, ER, Kolkata	06.06.1991	2nd	Level-7	06.06.2011	3 rd	Level-8	06.06.2021
9.	Nilesh Kumar Khimjibhai Dhokia	CGWB, WCR, Ahmedabad	05.12.2011	-	-	-	1st	Level-7	05.12.2021

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 his financial up-gradation or from the date of his next increment.

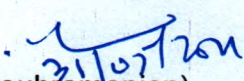
The pay of the above officials may be fixed in accordance with Para 4 of the Annexure-I of DOP & T's OM No.35034/3/2008-Estt(D), dated 19.05.2009. Grant of higher pay scale under the MACP's shall be conditional to the fact that when financial up-gradation has been allowed and the employees subsequently refuse the promotion, it shall not be a ground to withdraw the financial up-gradation. He will, however, not be eligible to be considered for further financial up-gradation till he agrees 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 official is 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 he will refund the amount drawn by him 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 his 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.


(C. Balasubramanian)
Administrative Officer

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