

F. No. 17-9/2018-Min. Estt. **5728**
 Government of India
 Ministry of Jal Shakti
 Central Ground Water Board

"Bhujal Bhawan"
 NH-4, Faridabad - 121001

Dated:

OFFICE ORDER NO. 376 OF 2019 **16 JUL 2019**

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 OM No. 35034/3/2008-Estt (D) dated 19.05.2009 & No. 35034/3/2015-Estt (D) dated 27/28.09.2016, the financial up-gradation under the MACP Scheme is hereby granted to the following Staff Car Drivers (Ordinary Grade) with effect from the dates and Level in the Pay Matrix as mentioned against their names.

S. No.	Name of the Official S/Sh.	Present place of posting	Date of entry in Govt. Service / post	Details of previous financial up-gradations / promotion granted during entire service period			Whether the present financial up-gradation is 1 st /2 nd or 3 rd	Pay scale/Level of pay matrix to which present up-gradation is granted	Date from which present financial up-gradation is granted
				Previous promotion/MACP	Scale of pay on financial up-gradation/promotion	Effective date of financial up-gradation/promotion			
1.	Manoj Kumar	NWR, Chandigarh	24.01.00 as Cleaner	1 st promotion	Rs. 3050-4590	06.07.2007	2 nd	Level-3	06.07.2017
2.	K. Yadagiri	SR, Hyderabad	24.10.07 as SCD (OG)	--	--	---	1 st	Level-3	06.11.2017 (Due to 13 days EOL without Medical Certificate)
3.	Aswani Mondal	Division XV, Kolkata	28.04.97 as Cleaner	1 st MACP	Rs. 5200-20200+GP 1900/-	01.09.2008	2 nd	Level-3	28.04.2017
				1 st promotion	Rs. 5200-20200+GP 1900/-	17.02.2010			
4.	T. C. Mondal	Division XV, Kolkata	28.04.97 as Cleaner	1 st MACP	Rs. 5200-20200+GP 1900/-	01.09.2008	2 nd	Level-3	28.04.2017
				1 st promotion	Rs. 5200-20200+GP 1900/-	17.02.2011			
5.	Rajender Singh	Division XVII, Dharamshala	09.03.92 as Cleaner	1 st promotion	Rs. 5200-20200+GP 1900/-	10.10.2011	2 nd	Level-3	09.06.2017 (Due to 1915 days EOL without Medical Certificate)

On grant of financial up-gradation under the MACPS, 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 MACPS, 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 19.05.09. Grant of higher pay scale under the MACPS 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 MACPS envisages merely placement in the immediate next higher level in the Pay Matrix as given in PART A of Schedule of the CCS (Revised Pay) Rules, 2016. Thus, the level in the Pay Matrix at the time of financial up-gradation under the MACPS 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 / organisation 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.

(Anil Kumar)
Administrative Officer

Distribution:-

1. Persons concerned.
2. The Regional Director, CGWB, NWR, Chandigarh / SR, Hyderabad.
3. The Executive Engineer, CGWB, Div XV, Kolkata / XVII, Dharamshala.
4. The Pay and Accounts Officer, CGWB, Bhujal Bhawan, Faridabad.
5. The Programmer, CGWB, CHQ, Faridabad, with the request to upload the same on CGWB website.
6. PA to Chairman, CGWB, CHQ, Faridabad.
7. PA to Member (HQ), CGWB, Faridabad.
8. PS to Director (Administration), CGWB, CHQ, Faridabad.
9. Personal files.
10. Office order file.