

**कार्यालय ,रक्षा लेखा महानियंत्रक**  
**OFFICE OF CONTROLLER GENERAL OF DEFENCE ACCOUNTS**

**उलान बटार मार्ग ,पालम ,दिल्ली छावनी -110010**

**ULAN BATAR MARG, PALAM, DELHI CANTT.-110010**

**No. AN/II/2151/MACP/AD(OL)**

**Date : 26<sup>th</sup> June , 2018**

To

- |   |   |
|---|---|
| 1. <b>The PCDA (Navy)</b><br>No. 01 Cooperage Road,<br>Mumbai-400001.     | 2. <b>The PCDA (BR)</b><br>Seema Sadak Bhawan,<br>Ring Road, Naraina,<br>Delhi Cantt.-110010. |
| 3. <b>The PCDA (NC)</b><br>Narwal Plain, Satwari,<br>Jammu Cantt.-180003. | 4. <b>The CDA</b><br>618, Anna Salai Teynampet,<br>Chennai-600018.                            |
| 5. <b>The PCDA (SC)</b><br>No. 01, Finance Road,<br>Pune-411001.          | 6. <b>The CDA (AF)</b><br>West Block-V, R.K.Puram,<br>New Delhi-110066.                       |
| 7. <b>The PCDA (SWC)</b><br>Khatipura Road,<br>Jaipur-302012.             | 8. <b>The CDA (Army)</b><br>Ayudh Path,<br>Meerut Cantt.-250001.                              |
| 9. <b>The PCDA (AF)</b><br>107, Rajpur Road,<br>Dehradun-248001.          | 10. <b>The CDA</b><br>Ridge Road,<br>Jabalpur-482001.   |
| 11. <b>The PCDA,</b><br>G-Block, New Delhi                                | 12. <b>The PCDA,</b><br>107 Lower Agram Road,<br>Bangalore                                    |
| 12. <b>The PCDA(O),</b><br>Golibar Maidan, Pune                           | 14. The CDA,<br>Rajendra Path, Patna  |
| 15. <b>ADMIN-IV Section (Local)</b>                                       |   |

**Subject:** Modified Assured Career Progression Scheme (MACPS): Assistant Director (Official Language).

**Reference:** (i) DoP&T OM F.No. 35034/3/2015-Estt.(D) dated 27/28<sup>th</sup> September 2016.  
(ii) HQrs Office circular No. प्रशा /XI/11051/MACP/2016/Vol-I dated 10.08.2017.  
(iii) This HQrs Office circular No. AN/XI/11051/MACP/HO/2009 dated 10.12.2012.  
(iv) HQrs Office letter of even No. dated 01.03.2016.

Please refer to HQrs office circulars under reference (ii) & (iii) above wherein clarification on the subject matter has been issued. Further, with the implementation of 7<sup>th</sup> CPC, DoP&T vide their OM under reference (i) above, has also issued certain guidelines on MACPS for Central Government Civilian Employees. Accordingly, it is requested that the cases of Assistant Director (Official Language) serving under your organization may please be reviewed in the light of DoP&T OM and HQrs Office circulars mentioned above and the cases of eligible Assistant Director (OL) for grant of financial benefit under MACPS (due up to December 2018) may please be sent to this HQrs office along with the following

Information / documents for further examination and action:

- (a) Your specific recommendation regarding grant of MACP to eligible Assistant Director (Official Language) concerned.
- (b) The APAR grading from 2010-11 to 2016-17 in respect of the eligible Assistant Director (Official Language) concerned.
- (c) Service particular in respect of the eligible Assistant Director (Official Language) concerned duly checked with the entries made in the Service Book of the officer as per **Annexure 'A'** enclosed.
- (d) Whether any penalties are operative or would become operative against the Assistant Director (Official Language) concerned. If so, full details regarding nature of penalty awarded, the period up to which it will be operative etc, may be furnished in a separate Annexure along with a copy of your office order notifying the penalty.
- (e) Ten years disciplinary certificate in accordance with the provisions contained in DOP&T OM No. 22011/5/86-Estt.(D), dated 27.03.1990 in respect of the eligible AD(OL) concerned may be furnished as per enclosed **Annexure 'B'**.

2. Further, cases of eligible AD (OL) working as on 01.04.2016, for grant of MACP were called for vide this HQrs Office letter under reference (iv) above. In reply, cases of 03 eligible ADs(OL) were received from concerned PCsDA/CsDA. The cases of these 03 ADs(OL) couldn't be processed as DoP&T guidelines / instructions were awaited after the implementation of 7<sup>th</sup> CPC. Concerned Controllers are now requested to review the cases of these 03 AD(OL)s which were forwarded earlier, once again as per DoP&T OM under reference (i) & this HQrs Office circular under reference (ii) & (iii) above and re-send their cases to this HQrs Office for further necessary action –

Name of AD(OL)	Date of Retirement	Name of the organization from where case was received earlier/ the officer got retired.
Shri Dilip Kumar, AD(OL) (Retd.)	31.07.2017	PCDA(AF), New Delhi
Smt. Devaki D Shettigar, AD(OL)(Retd.)	30.06.2017	PCDA(SC), Pune
Shri. Kunwar Pal, AD(OL) (Retd.)	31.05.2018	CDA(Army), Meerut

3. The requisite information/documents may please be sent to HQrs office urgently by 06<sup>th</sup> July, 2018.

4. In case no Assistant Director (Official Language) of your organization is found eligible for MACPS the same may also please be intimated to this HQrs office through fax/speed post.



(Mustaq Ahmad)  
Dy.CGDA (AN)

Copy to:-

IT & S Section, HQrs Office :

With a request to upload on CGDA website.



(Mustaq Ahmad)  
Dy.CGDA (AN)

**AD (01) : whose case is proposed to be put up before  
 Details of Service Particulars in respect of Shri/Smt \_\_\_\_\_  
 screening committee for consideration of grant of 1st / 2nd / 3rd financial upgradation under MACP scheme  
 in the Pay Band of Rs. \_\_\_\_\_ with grade pay of Rs. \_\_\_\_\_**

Sl. No.	Name, Grade, A/C No.	Category	Date of Birth	Date of Initial Appointment & grade in which appointed with pay scale	Present Pay Band and Grade pay	Qualifying service as on date	Whether any disciplinary case/ criminal case is pending or contemplated, if so give brief details in separate sheet	In case the officer had worked in another central Govt. deptt. prior to his/her regular appointment in DAD. If so, please give brief details as under:							Remarks				
								Name of the Deptt.	Date of initial appointment in that department with designation and pay scale	Whether any promotion was granted to the officer in that deptt., if so, give details	Post held prior to joining DAD with pay scale of the post	Whether prior service has been counted in the DAD, if so, from which date	Date from which 1st promotion / ACP granted with grade pay, if any	Date from which 2nd promotion / ACP granted with grade pay, if any		Date from which 3rd promotion / MACP is due and in which grade pay			
1																			
2																			

Certified that:-

1. Service particulars have been verified from the Service Book and found correct.
2. The details given in the proforma have been verified and found correct.

Signature of GO (Admin.)  
 duly affixed office seal

**Annexure "B"**

Details of Disciplinary/Court/Penalty, etc. cases in respect of Shri/Smt.-----  
-----, Designation----- whose case is required to be  
considered by the Screening Committee for grant of benefit under MACPS.

Sl. No.	Name	Present Office	Brief details for the discipline/ criminal case pending or contemplated	Recorded warning/ Major/ Minor penalty imposed, if any, in last 10 years	Remarks, if any
1	2	3	4	5	6

Dated:

(Signature of Group Officer with seal)

Station:

F.No.35034/3/2015-Estt.(D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

North Block,  
New Delhi

Dated the September 27, 2016  
28

**OFFICE MEMORANDUM**

**Subject: Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees- Implementation of seventh CPC recommendations.**

The Modified Assured Career Progression Scheme was introduced with effect from 01.09.2008 in pursuance of the recommendations of the Sixth Pay Commission by this Department's OM No.35034/3/2008-Estt(D) dated 19<sup>th</sup> May, 2009. Subsequently, clarifications/ FAQs were issued vide OM dated 16.11.2009, 09.09.2010, 01.04.2011, 13.06.2012, 04.10.2012 and 10.12.2014. These instructions are in force with effect from 01.09.2008.

2. The 7<sup>th</sup> Central Pay Commission (CPC) in para 5.1.44 of its report has recommended inter-alia as follows:

*"MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPS will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organised Group 'A' Services."*

3. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7<sup>th</sup> CPC accepted by the Government, the Modified Assured Career Progression Scheme (MACPS) will continue to be administered at 10, 20 and 30 years as before. Further, Para 1 and 2 of the existing Scheme (Annexure to this Department's OM No. 35024/3/2008-Estt.D dated 19<sup>th</sup> May, 2009) will be substituted by the following words:-

"1. There shall be three financial upgradations under the MACPS as per 7<sup>th</sup> CPC recommendations, counted from the direct entry grade on completion of 10, 20 and 30 years services respectively or 10 years of continuous service in the same level in Pay Matrix, whichever is earlier.

2. 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 upgradation 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."

4. The 7<sup>th</sup> Central Pay Commission (CPC) in para 5.1.45 of its report has interalia recommended as follows:

*"Benchmark for performance appraisal for promotion and financial upgradation under MACPS to be enhanced from 'Good' to 'Very Good'."*

5. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7<sup>th</sup> CPC accepted by the Government, para 17 of the Scheme (Annexure to OM No. 35024/3/2008-Est.D dated 19<sup>th</sup> May, 2009) shall be substituted by the following words:-

*"17. For grant of financial upgradation under the MACPS, the prescribed benchmark would be 'Very Good' for all the posts."*

6. These changes will come into effect from 25<sup>th</sup> July, 2016, i.e., from the date of resolution notified by Department of Expenditure, Ministry of Finance regarding acceptance of the recommendations of the 7<sup>th</sup> CPC.

7. The comprehensive MACP Scheme on acceptance of Seventh Central Pay Commission recommendations will be issued separately.

*L. Jayanthi*  
(Jayanthi G.)  
Director(E.I)  
Tel: 23092479

To

All Ministries/Departments of Government of India.

Copy to:-

1. The President's Secretariat, New Delhi.
2. The Vice-president's Sectt, New Delhi
3. The Prime Minister's Office, New Delhi.
4. The Cabinet Secretariat, New Delhi.
5. The Rajya Sabha Secretariat, New Delhi.
6. The Lok Sabha Secretariat, New Delhi.
7. The Comptroller and Audit General of India, New Delhi.
8. The Secy, Union Public Service Commission, New Delhi
9. The Staff Selection Commission, New Delhi.
10. All attached offices under the Ministry of Personnel, Public Grievances and Pensions.
11. All Officers and Sections in the Department of Personnel and Training.
12. Establishment(D) Section, DoP&T (20 copies)
13. NIC for updation on the website

रक्षा लेखा महानियंत्रक  
CONTROLLER GENERAL OF DEFENCE ACCOUNTS  
उलान बटार रोड, पालम, दिल्ली कैंट-10  
ULAN BATAR ROAD, PALAM, DELHI CANTT-10

क्रमांक: प्रशा/XI/11051/MACP/2016/VOL-I

Dated 10-08-2017

To

PCA (Fys), PCsDA/CsDA

Sub: Modified Assured Career Progression(MACPs) for the Central Government  
Civilian employees:Implementation of seventh CPC Recommendations

Various reference has been received from different Controllers regarding grant of benefit of MACP for the Central Government Civilian Employees.

In this connection, it is intimated subsequent to implementation of VI<sup>th</sup> CPC. Modified Assured Career Progression Scheme was introduced with effect from 01/09/2008 vide DOP&T OM No 35034/3/2008-Estt(D) dated 19/05/2009. Subsequently, clarifications/FAQs have been issued in the matter vide DOPT OM dated 16/11/2009, 09/09/2010, 01/04/2011, 13/06/2012, 04/10/2012 and 10/12/2014.

2. In this matter attention is also invited to Para 4 of Annexure 1 to OM Dated 19/05/2009, which clearly stipulates that benefits of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the scheme.

3. With the implementation of 7<sup>th</sup> CPC. DoPT vide its OM No .F. No. 35034/03/2015-Estt(D) dated 27/28<sup>th</sup> September 2016 has made amendments to Para 1 & 2 of OM dated 19/05/2009 and Para 17 (annexure to OM dated 19/05/2009 vide para 3 and 5 respectively, while making the changes effective from 25/07/2016, i.e. date of resolution notification by DOPT.

4. Thus it is imperative from the DOPT OM dated 27/28<sup>th</sup> September 2016 that the provisions contained in OM Dated 19/05/2009 (with subsequent clarifications/FAQs dated 16/11/2009, 09/09/2010, 01/04/2011, 13/06/2012, 04/10/2012 and 10/12/2014) read with amendments as proposed in DOPT OM Dated 27/28<sup>th</sup> September 2016 are

in effect w.e.f. 25/07/2016. Accordingly all cases of MACP arising on or after 25/07/2016 may be dealt with as per DOPT OM Dated 27/28<sup>th</sup> September 2016.

5. Cases prior to 25/07/2016 may be dealt with existing provisions of MACP as per DOPT OM Dated 10/05/2009 (with subsequent clarifications/FAQs dated 16/11/2009, 09/09/2010, 01/04/2011, 13/06/2012, 04/10/2012 and 10/12/2014).

6. It is further intimated that the orders on comprehensive MACP Scheme as mentioned in DOP&T letter dated 28/09/2016 have not yet been issued by DOP&T. The same shall be circulated on receipt.

  
(Vishav Jit Gandotra)  
For CGDA

Copy to

The CIA Jabalpur	This disposes your letter NO. AN/II/1192/MACP/VOI-X1 dated 07/07/2017
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-sd-  
(Vishav Jit Gandotra)  
For CGDA



CIRCULAR

OFFICE OF THE CONTROLLER GENERAL OF ACCOUNTS  
Ulan Batar Road, Palam, Delhi Cantt-10

No. AN/XI/11051/MACP/HO/2009

DATED: 10.12.201

To

All the PCsDA/PCA (Fys) Kolkata/CsDA

Subject: Modified Assured Career Progression Scheme (MACPS)  
Clarification regarding grant of financial benefit to Hindi Officers.

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The matter regarding grant of financial upgradation under MACP Scheme to those Hindi Officers, who have been initially appointed as Hindi Translators -grade II, after qualifying the Departmental examination, was referred to the Ministry for clarification as to whether, the appointment of such Hindi Translators is to be treated as fresh appointment or promotion, for grant of financial benefit under MACP Scheme.

DOP&T vide ID No. 61550/12/CR dated 14.11.2012 has now clarified that such appointment shall be treated as direct recruitment and past service/promotion will not be counted for the benefits under ACP/MACP Schemes, in terms of clarification point of doubt No. 6 issued vide DOP&T F. N. 35034/I/97-Estt (D) (Vol. IV) dated 10.2.2000 circulated under No. AN/XI/11051/ACP dated 17.2.2012.

All such cases may be dealt with accordingly.

  
(P.K. Rai)  
Sr. ACGDA (AN)

Copy to:

- |      |                    |   |
|------|--------------------|---|
| ✓ 1. | The AN-II (Local)  | For information and necessary action w.r.t. their UO AN/II/2151/MACP/HO dated 27.11. 2012 |
| 2    | The AN-IV (Local)  | } For information   |
| 3    | AT Coord (local)   |   |
| 4    | Library            |   |
| 5    | Master Note Book   |   |
| 6    | EDP Centre (Local) | For uploading the same in the CGDA's official website                                     |

  
(SC Gupta)  
Accounts Officer (A)