

GOVERNMENT OF PUDUCHERRY
DIRECTORATE OF INFORMATION TECHNOLOGY

No.1423//2001/DIT/Estt./S6(II)

Puducherry, the 6-11-2014

ORDER

Sub: DIT, Puducherry – Grant of 3rd Financial Up-gradation to
Thiru S. Cobalakirouchenane, Programmer, Dte. of Economics
and Statistics, Puducherry under Modified Assured Career
Progression Scheme- Orders- Issued.

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On the recommendation of the Screening Committee and in terms of G.O.Ms.No.84, dated 26.08.2009 of Department of Personnel and Administrative Reforms (Personnel Wing), Puducherry Thiru S. Cobalakirouchenane, Programmer, Directorate of Economics and Statistics, Puducherry is hereby granted 3<sup>rd</sup> financial upgradation under the Modified Assured Career Progression to the immediate next higher grade pay of Rs. 5,400/- in the hierarchy of the pay band of Rs. 9,3000-34,800 with effect from 21.09.2009.

2. The Financial upgradation granted to him is inter-alia, subject to the following conditions:-

- i. The financial upgradation will not result in change in the designation of the beneficiary ie. The financial benefits is granted with the retention of his old designation and the said financial upgradation shall not confer any privilege related to higher status.
- ii. The financial upgradation under the MACP Scheme shall be purely personal to the incumbent and shall not amount to actual functional promotion of the staff concerned. Further, it shall have no relevance to his inter-seniority position, and as such there shall be no additional financial upgradation for the senior staff on the ground that the junior staff have got higher pay Scale(s) under the MACP Scheme. The concept of "Senior-Junior" is quite alien to the idea behind the MACP Scheme.
- iii. If a regular promotion is offered but was refused by the staff, before becoming entitled to the financial upgradation, no financial upgradation shall be allowed, as such the staff has not been stagnated due to lack of opportunities. If however, financial upgradation has been allowed due to stagnation and the staff subsequently refuses promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and he second the next financial upgradation shall also be debarred to the extent of the period of debarment due to the refusal.
- iv. The staff is placed in the immediate next higher grade pay in the hierarchy of the recommended revised pay band and grade pay. Therefore, the grade pay at the time of financial upgradation under the MACP Scheme can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/organisaiotn will be given only at the time of regular promotions.

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- v. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the scheme. Therefore, the pay shall be raised by 3% of the total pay in the pay band and the grade pay drawn before such upgradation. There shall, however, be no further fixation of pay at the times of regular promotion if it is in the same grade pay as granted under MACP Scheme. However, at the time of actual promotion if it happens to be in a post carrying higher grade pay than what is available under MACP Scheme, no pay fixation would be available and only difference of grade pay would be made available.
- vi. On his financial upgradation under the MACP Scheme, which is in situ and which may not involve assumption of higher duties and responsibilities, as a special dispensation, his pay shall be fixed under FR 22 (1) (a)(i) to get his pay fixed in the higher post/grade pay either from the date of his promotion/upgradation or from the date of his next increment viz, 1<sup>st</sup> July of the year. The pay and the date of their increment would be fixed in accordance with clarification No.2 of Department of Expenditure's O.M. No.1/1/2008-IC, dated 13.09.2008.
- vii. No past cases would be re-opened. Further, while implementing the MACP Scheme, the differences in pay scales on account of grant of financial upgradation under the old ACP Scheme ( of August 1999) and under the MACP Scheme within the same cadre shall not construed as an anomaly.
- viii. Option (exercisable within one month from the date of receipt of this order) for fixation of pay in the higher grade scale based on the date of increment (ie. 1<sup>st</sup> July of the year) of the incumbent is also allowable. Such option once exercised shall be treated as final.

  
(P.T. RUDRA GOUD)  
JOINT SECRETARY (IT)

To  
The Director,  
Directorate of Economics & Statistics,  
Puducherry – It is requested to issue the required order to the official concerned regarding the grant of financial upgradation under MACPS incorporating the terms in para -2 on pay fixation.

Copy to

1. The Secretary to Govt. (IT), Chief Secretariat, Puducherry.
2. The Director, Directorate of Accounts & Treasuries, Puducherry.

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