

**GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
SERVICES DEPARTMENT (SERVICES-I BRANCH)
DELHI SECRETARIAT, 7TH LEVEL, 'B' WING,
I.P. ESTATE, NEW DELHI-110002**

No.20/17/2015/S-I/Lit./ 336

Dated : 02/02/2021

ENDORSEMENT

The copy of the under mentioned paper, which has been adopted, is forwarded herewith for information and necessary action to the following:

1. All Pr. Secretaries / Secretaries / Spl. Secretaries / Additional Secretaries / HODs, Govt. of NCT of Delhi.
2. Section Officer (Coordination), Services Department to upload this circular on the website of Services Department.



**(SAKSHI MITTAL)
SPECIAL SECRETARY (SERVICES)**

List of paper forwarded

S. No.	Name of Ministry / Department	O.M. No. and Date	Subject
1.	Ministry of personnel, Public Grievances & Pensions, Department of personnel and Training, Govt. of India	25/7/2019-CS.II(B) dated 27.08.2019	Seeking data regarding fixation of pay at the time of regular promotion/grant of NFSG in respect of officials who are already granted the benefit under MACP Scheme.

No.25/7/2019-CS.II (B)

Government of India

Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

3rd Floor, Lok Nayak Bhawan
Khan Market, New Delhi-110003

Dated: 27th August, 2019**OFFICE MEMORANDUM**

Subject Seeking data regarding fixation of pay at the time of regular promotion / grant of NFSG in respect of officials who are already granted the benefit under MACP Scheme -regarding

The undersigned is directed to refer to this Department's OM No. 12/2/2015-CS II(B) dated 16.11.2015 and OM No. 12/3/2016-CS II(B) dated 19.07.2016 wherein the SSAs of SL-2003(Extended) and SSAs of SL-2004-2009 were granted NFSG and promoted subsequently to the grade of Assistant Section Officer on ad-hoc basis. It has come to notice that a large number of Ministries / Departments have fixed the pay of the SSAs belonging to CSCS in the following manner -

S No	Situations	Pay fixation on NFSG	Pay fixation on next promotion as ASO
(a)	SSAs without the benefit of MACP (with Grade pay of Rs 2400/-)	One increment @ 3% was granted and pay fixation in GP of Rs 4200/-	One increment @ 3% was granted and pay fixation in GP of Rs 4600/-
(b)	SSAs with the benefit of MACP (with Grade pay of Rs 2800/-)	One increment @ 3% was granted and pay fixation in GP of Rs. 4200/-	No increment was granted. Only, the difference in GP (i.e. 4600-4200=400) was allowed.

2. The matter has been examined in consultation with Establishment Division, DoP&T in the light of the OM No. 35034/3/2008-Estt (D) dated 04.07.2017 modifying the para 4 of Annexure-I of the OM dated 19.05.2009, which is as under -

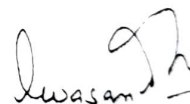
"Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme. Therefore, the pay shall be raised by 3% of the total pay in the pay band and the grade pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion / grant of Non Functional Scale, if it is in the same grade pay as granted under MACPS. However, at the time of actual promotion / grant of Non Functional Scale, if it happens to be in a post carrying higher grade pay than what is available under MACPS, no pay fixation would be available and only difference of grade pay would be made available. At the time of such regular promotion / grant of Non Functional Scale to the higher grade pay than what has been given under MACPS, the employee shall have the option to draw the difference of Grade Pays from the date of such regular promotion / grant of Non-Functional Scale or the date of accrual of next increment in the pay allowed under MACP"

.... contd/-

3 As every financial upgradation including Non-Functional upgradation (NFS/NFSG) is treated as an offset against financial upgradation under MACP and also keeping in view the fact that the spirit of the para 4 of MACP was to disallow the double benefit of pay fixation, is stated that practice followed by Ministry/Department for pay fixation as shown in the table against sl. no. (b) in para 1 above is erroneous. Therefore, the pay should be fixed in the following manner -

Sl No	Situations	Pay fixation on NFSG	Pay fixation on next promotion as ASO
(a)	SSAs without the benefit of MACP i.e. with Grade pay of Rs 2400/-	One increment @ 3% is to be granted and pay should be fixed in the GP of Rs 4200/-	One increment @ 3% is to be granted and pay should be fixed in GP of Rs 4600/-
(b)	SSAs with the benefit of MACP i.e. with Grade pay of Rs 2800/-	No increment should be granted. Only the difference in GP (i.e. 4200-2800=1400), should be allowed	One increment @ 3% is to be granted and pay should be fixed in GP of Rs 4600/-

4 In view of above, all the cadre units of CSCS are requested to take necessary action as advised in the para 3 above. Simultaneously, they are also requested to send the information as per the format given in the Annexure-I to this OM for further examination of the issue of recovery of pay for taking a view at this end. The information may be sent latest by 09/09/2019 positively. In case of no information, 'Nil' report is required to be sent by the stipulated date.


(Vasanthi V Babu)
27/8/19

Under Secretary to the Govt. of India
Telefax - 24623157

To

Dir/DS(Admn.) of CSCS cadre
(As per Annexure-II)



