

रक्षा लेखा नियंत्रक कार्यालय, उदयन विहार, नारंगी, गुवाहाटी - 781171
OFFICE OF THE CONTROLLER OF DEFENCE ACCOUNTS,
UDAYAN VIHAR, NARANGI, GUWAHATI - 781171

No. PAY /ORDER/Circular/Vol.I

DATE: 10/10/2018

1. Area Accounts Office
Biver Road
Shillong-793001

2. All LAOs/AO GEs/AAO GEs
(Through CDA Guwahati Website)

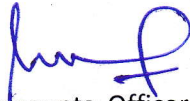
Subject: Grant of pre-revised scale of pay PB 1/GP 2800 under MACP Scheme to those Tradesman Mate/Semi Skilled , who have completed 24 years of Service during the period 01-01-2006 To 31-08-2008.

Please find enclosed a copy of MoD, Department of Defence D(O-II) Section Noting dated 11-06-2018 received under CGDA letter No.AT/II/187/VI/Orders-VII dated 23/07/2018 is enclosed herewith for your information and guidelines.

-sd.
Sr. Accounts Officer
(Pay Tech)

Copy to :

~~The Officer-in-charge:~~ For information with a request to upload all copies on CDA Guwahati EDP Section (Local) Website.


Sr. Accounts Officer
(Pay Tech)

Ministry of Defence
D(O-II) Section

Reference Note 23/ante.

2. This case pertains to a proposal by AHQ for grant of 2nd ACP and 3rd ACP to those Tradesman Mate Army Ordnance Corps who have completed 24 years of qualifying service during the period of 01.01.2006 to 31.08.2008.
3. AHQ has submitted that with reference to CCS (RP rules) 2008 Part A, Section-I, the pre-revised pay grade i.e. S-1, S-2, S-2A, S-3 were upgraded and merged with S-4 grade, and corresponding PB-I/GP-1800/- was granted and implemented. Accordingly, all erstwhile Group 'D' employees were re-classified as Group 'C' and revised upgraded pay scale in PB-I with grade pay Rs. 1800/- was granted. Those employees who were qualified for entry into PB-I, their pay were fixed w.e.f 01.01.2006 in PB-I/GP-1800. Such of those erstwhile Group 'D' employees, who were not matriculate, were re-trained accordingly, as per trade specifications and merged and upgraded to the initial entry grade scale.
4. Subsequently, w.r.t. MoD/D(Civ-I) note No. 410/2009-D(Civ-I) dated 27.02.2013 (P-27/C) the posts i.e. Tradesmen Mate (pre-revised pay scale of 2650-4000) and Mazdoor/ Labourer (pre-revised pay scale of 2550-3200) have been merged to PB-I with Grade Pay of Rs. 1800/- and accordingly re-designed as Tradesmen Mate.
5. In Army Ordnance Corps, all Mazdoors have been upgraded and re-designed as Tradesman Mate. As far as seniority is concerned, the status of Tradesman Mates of specific trade category and Tradesman Mate (erstwhile Mazdoor) as on 29-08-2008 including those who had earned promotion between 01-01-2006 to 29-08-2008, were protected since appointment/promotions, as per the provisions of Recruitment Rules applicable to the posts/grade.
6. The merger of the pay scales of the posts as recommended by 6th CPC was made effective w.e.f 01-01-2006; the seniority of Defence Civilians which existed on 29.08.2008 (date of acceptance of recommendation of 6th CPC) were maintained as per DoPT guidelines, i.e. the holder of the post (Tradesman Mates of Specific category) having higher pre-revised pay scale/which constituted promotion post for the posts in the feeder grade, was ranked en-bloc senior to those holding post having lower pay scale or the posts in feeder grade.
7. Where post having different pay scale prior to 6th CPC recommendation and now after merger have come to lie in the same pay band with corresponding grade pay, the inter-se seniority of all the employees was fully maintained with employees in higher pre-revised pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same pre-revised pay scale, seniority which existed prior to revision was maintained accordingly.
8. Now, as per existing Recruitment Rules of Tradesman Category issued vide SRO 248 dated 02-08-1980 (P-5/C), Mate Tradesman in the respective trade with 3 years of service become feeder grade for promotion to Tradesman Skilled Category of various trades.

9. Consequently, as per existing Recruitment Rules of Artisan Staff, Tradesman Mate (erstwhile Mazdoor/Mate tradesman of specific trade) is the feeder grade to Tradesman Skilled category and as per MoD letter dated 14.06.2010 (P-20/C), the hierarchical structure of Tradesman category w.e.f. 01-01-2006 is given below :-

Tradesman Mate (PB-I/GP-1800)



Skilled (PB-I/GP-1900)



HS-II(PB-I/GP-2400)



HS-I(PB-1/GP-2800)



MCM(PB-II/GP-4200)

10. The new MACP Scheme has come into existence since 01-09-2008. However the 6th CPC was implemented from 01-01-2006. Therefore, the previous ACP scheme was applicable during the period of 01-01-2006 to 31-08-2008. As per Annexure I of DoPT OM dated 19-05-2009 vide P 17/c, the ACP upgradations granted with an option to pay fix in the pay structure given by 6th CPC (a) either from 01-01-2006 with reference to his pre revised scale on 01-01-2006 (b) or the date of financial upgradations under ACP with reference to the pre-revised scale granted under ACP. In case of option (a) he shall not be entitled to draw his arrears of pay from 01-01-2006 to the date of financial upgradations.

11. Besides, w.r.t DoPT O.M. dated 16.11.2009 (P-11/C), "it has been decided that on analogy to point-5 of Annexure-I of MACPS dated 19.05.2009, promotions earned or up-gradation granted under ACP Scheme of August, 1999 in the past to the four pay scales mentioned at para 3 above, which now carry the grade pay of Rs 1800/- shall be ignored for the purpose of MACPS. However, promotion/financial up-gradations earned by the existing Gp-'D' employees to the GP of Rs. 1900/- shall be counted for the purpose of MACPS.

12. In the instant case of Tradesman Mate of AOC for the period of 01-01-2008 to 31-08-2008, the promotional hierarchy will be followed for ACP benefits as under :-

Tradesman Mate (PB-I/GP-1800)
(Direct entry grade)



Skilled (PB-I/GP-1900)
(1st promotional grade)



HS-II(PB-I/GP-2400)
(2nd promotional grade)

13. In view of the para 12, the employees of AOC would have earned ACP during the period of 01-01-2006 to 31-08-2008 will be entitled for upgradation in the new hierarchy of the completion of 10 years from the date of financial upgradations under ACP.

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14. The Revised Pay Rules 2008 was implemented which is effective from 01-01-2006 wherein all group 'D' posts have been merged with S-4 grade and granted the corresponding scale of PB-I/Grade Pay Rs. 1800/-.

15. In view of the above paras, Tradesman Mate of AOC who opted for 6th CPC pay scale effected from 01-01-2006 irrespective of the fact that he has not been promoted or already promoted to S-1 to S-3 grade, completed 24 years of qualifying service during the period of 01-01-2006 to 31-08-2008 are eligible for upgradations in the grade pay of Rs. 2400/- as second ACP and subsequently he may be granted Grade Pay of Rs. 2800/- after completion 30 years (3rd MACP) of qualifying service, if otherwise eligible.

16. The comments of D(Civ-I) were obtained vide note 25/ante. D(Civ-I) has referred the DoPT OM dated 16.11.2009 (P-11/C) for dealing such type of cases.

17. In the OM referred by D(Civ-I) have already been taken in account to conclude that the employees involved in the instant case are eligible for financial upgradations under 3rd MACP.

18. In view of the above para, if approved we may advice AHQ to take further necessary action as proposed vide para 15 above.

Submitted for approval of JS(Army).

Ranpal
(R P Gondia)
SO/04-06-2018

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Dislo on training

Dir (MS)

~~JS (Army)~~

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07/06/18
(SANJEEV KUMAR DOGRI)
Director (MS)

US(p.II) *An*
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AHQ/OS(Pers)

Office of JS (Army)
By No. 5473
Date: 8-6-18

No Director (MS)
Date: 7/6/18

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