भारत सरकार/ GOVERNMENT OF INDIA

केन्द्रीय उत्पाद एवं सीमाशुल्क आयुक्त का कार्यालय

OFFICE OF THE COMISSIONER OF CENTRAL EXCISE & CUSTOMS

कोचिन आयुक्तालय COCHIN COMMISSIONERATE

केन्द्रीय राजस्व भवन उ.ठ. C.R.BUILDING,आई.एस.प्रेस रोड I.S.PRESS ROAD कोचिन COCHIN-18

**MACPS MINUTES**

**MINUTES OF THE MEETING OF THE SCREENING COMMITTEE HELD ON 20/09/2016 FOR CONSIDERING GROUP 'B' & 'C' OFFICERS FOR GRANT OF 1ST /2ND /3RD FINANCIAL UPGRADATION UNDER MODIFIED ASSURED CAREER PROGRESSION SCHEME TO THE VARIOUS GRADE PAYS (RELATING TO THE PERIOD UPTO 31.03.2017)**

Present:-

1. SHRI.AMARNATH KESARI (CHAIRMAN)
   JOINT COMMISSIONER (P&V),
   CENTRAL EXCISE, COCHIN.
2. SMT.RANI.C.R., MEMBER
   DEPUTY COMMISSIONER,
   CENTRAL EXCISE, COCHIN.
3. SHRI.K.B.MOHANDAS MEMBER
   ASSISTANT COMMISSIONER,
   CENTRAL EXCISE, COCHIN.

The Committee was informed that the grant of benefits under MACP scheme is governed by DOP&T's O. M. No.35034/3/2008-Estt.(D) dated 19th May, 2009. Ministry in letter F.No.A-26017/76/2009-AD.II A dated 17.06.2009 has specified that this scheme would be operative with effect from 01.09.2008, regarding grant of three financial upgradation on completion of 10, 20 and 30 years of regular service respectively for its Group 'B', 'C' and 'D' employees. The present Screening Committee Meeting is being held to consider the proposals in the prescribed format received from Headquarters and field formations for grant of financial upgradation under MACP Scheme relating to the period upto 31.03.2017. The Screening Committee had considered the proposals of the officers received from Commissionerates /field formations which had reached Hqrs. Confidential Section, Cochin as on 19/08/2016. If any eligible officer's name has not been included in this list, it is on account of the non-receipt of the proposals in the prescribed format in time from the respective DDOs of Commissionerates/ field formations.

2) **The salient features of the MACP Scheme are :**

- The Scheme is operational w.e.f. 01.09.2008.
- There shall be three financial upgradation under the MACP Scheme, counted from the direct entry grade on completion of 10, 20 and 30 years of service respectively. Financial upgradation under the scheme will be admissible whenever a person has spent 10 years service continuously in the same grade pay.
- The MACP Scheme envisages merely placement in the immediate next higher grade pay in the hierarchy of the recommended revised pay bands and grade pay as given in Section I, Part-A of the first schedule of the CCS (Revised Pay) Rules, 2008.
- The financial upgradation under MACP Scheme would be admissible upto the highest grade pay of Rs. 12,000 in the PB-4.
- Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme.
- Promotions earned in the post carrying same grade pay in the promotional hierarchy as per Recruitment Rules shall be counted for the purpose of MACPS.
- The grade pay of Rs. 5400 in PB-2 and Rs. 5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of upgradation under MACP Scheme.
- 'Regular service' for the purpose of MACP Scheme shall commence from the date of joining of a post in direct entry grade on a regular basis either on direct recruitment basis or on absorption / re-employment basis.
- In case an employee is declared surplus in his/her organisation and appointed in the same pay-scale or lower scale of pay in the new organization, the regular service rendered by him/her in the

previous organisation shall be counted towards the regular service in his/her new organisation for the purpose of giving financial upgradation under the MACPS.

• In the matter of disciplinary/ penalty proceedings, grant of benefit under the MACPS shall be subject to rules governing normal promotion. Such cases shall, therefore, be regulated under the provisions of the CCS (CCA) Rules, 1965 and instructions issued thereunder.

• Financial upgradation under the MACPS shall be purely personal to the employee and shall have no relevance to his seniority position. There shall be no change in the designation, classification or higher status.

• If a regular promotion has been offered but was refused by the employee before becoming entitled to a financial upgradation, no financial upgradation shall be allowed as such an employee has not been stagnated due to lack of opportunities.

• Promotions earned / upgradations granted under the ACP Scheme in the past to those grades which now carry the same grade pay due to merger of pay scales / upgradations of posts recommended by the Sixth Pay Commission shall be ignored for the purpose of granting upgradations under Modified ACP Scheme.

• The financial upgradation would be non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-1. Thereafter for upgradation under the MACPs the benchmark of 'Good' would be applicable till the grade pay of Rs. 6600/- in PB-3.

3) The Committee has also carefully considered the clarifications/instructions issued from time to time, by the DoP&T and CBEC to determine the eligibility or otherwise for grant of MACP in respect of the officers whose name has been recommended for grant of MACP.

- DOP&T's clarification in O.M. No.35034/3/2008- Estt.(D) dated 09.09.2010.
- DOP&T's clarification in O.M. No.35034/3/2008- Estt.(D) dated 16.11.2009.
- DOP&T's clarification in O.M. No.5034/3/2008-Estt (D) (Vol.II) dated 01.11.10.
- Board's clarification in F.No. A-26017/76/2009-Ad.II A dated 29.09.2009.
- Board's clarification in F.No. A-26017/47/2010-Ad.II A dated 11.06.2010.
- Board's clarification in F.No. A-23011/29/2010-Ad.II A dated 20.05.2011.
- DOP&T's clarification in Dy. No. 62460/US (D)/2010 dated 21.07.2010 issued to the Pr. Chief Controller of Accounts.
- DOP&T's clarification in डायरी संख्या 100667/के.रजि./2010 dated 29.11.2010 issued to the Pr. Chief Controller of Accounts.
- DOP&T's clarification in O.M. No.35034/3/2008-Estt (D) (Vol.II) dated 04.10.2012.
- Board's clarification in F.No.A-23011/29/2010-Ad.IIA dated 6.5.2013 issued to the Chief Commissioner of Central Excise, Customs & Service Tax, Shillong.
- Board's clarification in F.No. A-26017/23/2012-Ad.II A dated 20.07.2012.
- Board's clarification in F.No. A-26017/24/2013-Ad.II A dated 23.05.2013.
- Board's clarification in F.No. A-26017/98/2013-Ad.II A dated 22.01.2014.
- Board's clarification in F.No. 23011/29/2010-Ad.II A dated 04.06.2014.
- Board's clarification in F.No. 23011/25/2015-Ad.II A dated 20.06.2016.
- Board's clarification in F.No. 23011/25/2015-Ad.II A dated 02.09.2016.

4) The Committee was further informed that in the matter of disciplinary / penalty proceedings, grant of benefits under the MACP Scheme shall be subject to rules governing normal promotion. Such cases shall, therefore, be regulated under the provisions of the CCS (CCA) Rules, 1965 and instructions issued thereunder.

5) The Committee noted that the officers shown below are not eligible to be considered for grant of financial upgradation under MACP Scheme for the reasons mentioned in the remarks column against their names:

| Sl. No. | Name S/Shri./Smt. | Date of Birth | Remarks |
|---|---|---|---|
| 1. | S.Sidheswaran, Supdt. | | These officers had already got their 3rd upgradation under MACPs with Grade Pay of ₹ 5400/- in PB-3. As per DOP&T OM No. 35034/3/2008-Estt.(D) dated |
| 2. | T.R.V.Prabhu, Supdt. | | |

| | | | |
|---|---|---|---|
| | | | 19/05/2009 the officers concerned are eligible only for three upgradations. Further as per para 8.1 of the said O.M. PB 2 – 5400 and PB 3 – 5400 are separate Grade pays for the purpose of granting MACPS. |
| 3. | Preetha Sureshkumar, Inspector | | These officers joined as LDC had already got three regular promotions as UDC/TA, Sr.T.A. & Inspector in their entire career. Therefore they are not eligible for further financial upgradation under MACP scheme. |
| 4. | Veena Dharmaraj, Inspector | | |
| 5. | C.D.Jose, Supdt. | 31/05/1960 | All these officers got non functional sanctioned grant of ₹ 5400/- in PB 2 and subsequently got 2nd ACP in the pay band PB 3 – 5400 on completion of 24 years of regular service. The grant of non-functional grade pay of ₹ 5400/- in PB 2 needs to be counted as one financial upgradation for the purpose of MACP Scheme. The provisions in para 8.1 of Annexure-1(which is reproduced below) of OM No.35034/3/2008-Estt (D) dated 19/05/2009 read with FAQ No.16 indicate that the non-functional scale in grade pay of ₹ 5400 in PB 2 is to be treated as a financial upgradation.<br>**" 8.1 consequent upon the implementation of 6th CPC's recommendations, grade pay of Rs.5400 is now in two pay bands viz., Pb-2 & PB-3. The grade pay of Rs.5400 in PB-2 and Rs. 5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of up-gradations under MACP Scheme".**<br>As such all these officers got three upgradations viz. 1st upgradation in PB -2 with grade pay of ₹ 4800, 2nd upgradation in PB 2 with grade pay of ₹ 5400 and 3rd upgradation in PB-3 with grade pay of ₹ 5400. Hence they are not eligible for 3rd financial upgradation under MACPs in PB 3 with grade pay of ₹ 6600. |
| 6. | Suresh Babu.P.G., Supdt. | 04/12/1960 | |
| 7. | R.Dileep Kumar, Supdt. | 25/05/1959 | |
| 8. | Varma.K.Raghu, Supdt. | 08/07/1960 | |
| 9. | N.Vijayan, Supdt. | 30/05/1960 | |
| 10. | K.P.Sivadas, Supdt | 20/03/1961 | |
| 11. | Syed Mohammed.V.S., A.C. (w.e.f. 01/01/2015) | 11/04/1959 | |
| 12. | N.Rammanoharan, Supdt | 30/06/1961 | |
| 13. | N.Sathyanarayanan, Supdt. | 30/04/1958 | |
| 14. | S.Gopalakrishnan, Supdt. | 23/05/1959 | |

6) The Committee went through the details mentioned in the respective proforma of the individuals as furnished by the DDO in charge of Divisions and Headquarters Offices of all the Commissionerates in Kerala Zone, CCR dossiers, Vigilance clearance and other required information from the Establishment Section of Headquarters Office, Cochin and recorded its findings against their names in the consideration lists.

7) The Committee further noted that Shri.Mohan Joseph, Inspector joined in Central Excise, Cochin on 16/05/2011 as Inspector from Surplus Cell is eligible to be considered for 2nd financial upgradation under MACPS with effect from 05/05/2014. However APAR gradings of the officer immediately preceding five years is not available. Hence the Committee decided to keep his case pending.

8) The Committee decided to put up the minutes on the website of the Central Excise Commissionerate, Cochin after approval by the Commissioner of Central Excise & Customs, Cochin.

9) The Committee accordingly considered the cases of eligible officers for grant of 1st / 2nd / 3rd financial upgradation under MACP Scheme to the various grade pays. Separate consideration lists have been prepared for granting grade pays within the PB-1 and for the grade pays between Rs. 4200/- in PB-2 & Rs. 6600/- in PB-3.

10) Based on its findings, the Committee recommended the following Group 'B' & 'C' officers for granting 1st / 2nd / 3rd financial upgradation under MACP Scheme to the various grade pays with effect from the dates mentioned against each:

| Sl. No. | Name &designation S/Shri./Smt. | Date of birth | 1st / 2nd / 3rd MACP | Date from which financial upgradation is granted | Recommended grade pay &pay band |
|---|---|---|---|---|---|
| (1) | (2) | (3) | (4) | (5) | (6) |
| 1. | A.R.Ajithprakash, Supdt. | 31/07/1962 | 3rd | 05/11/2015 | PB 3 - 5400 |
| 2. | O.Pradeepan, Supdt. | 27/07/1962 | 3rd | 05/11/2015 | PB 3 - 5400 |

| | | | | | |
|---|---|---|---|---|---|
| 3. | Babu.K.V, Supdt. | 21/05/1958 | 3rd | 02/12/2015 | PB 3 - 5400 |
| 4. | Philip Samuel, Supdt. | 16/06/1960 | 3rd | 05/11/2015 | PB 3 - 5400 |
| 5. | Das.J, Supdt. | 11/05/1960 | 3rd | 16/03/2015 | PB 3 - 5400 |
| 6. | K.P.Ajith Kumar, Supdt. | 30/05/1965 | 3rd | 28/02/2016 | PB 3 - 5400 |
| 7. | Sathiakumar Menon, Supdt. | 01/07/1962 | 3rd | 21/10/2015 | PB 3 - 5400 |
| 8. | Tomy Joseph (No.1), Supdt. | 11/02/1961 | 3rd | 27/01/2017 | PB 3 - 5400 |
| 9. | Wilfred Jerome, Supdt. | 11/07/1961 | 3rd | 24/10/2015 | PB 3 - 5400 |
| 10. | Sheela Kumari.P., Superintendent | 01/01/1969 | 2nd | 28/11/2013 | PB 2 - 4800 |
| 11. | Sebastian D'Silva, Supdt. | 12/11/1962 | 2nd | 09/12/2016 | PB 2 - 5400 |
| 12. | N.S.Jayashree, Supdt. | 15/04/1964 | 3rd | 08/12/2016 | PB 3 - 5400 |
| 13. | Vinodini.S.Menon, Supdt. | 07/05/1963 | 3rd | 09/03/2017 | PB 3 - 5400 |
| 14. | K.Salil, Inspector | 06/10/1969 | 3rd | 28/11/2013 | PB 2 - 4800 |
| 15. | Prakash Unnikrishnan, Inspector | 03/06/1967 | 3rd | 19/08/2015 | PB 2 - 4800 |
| 16. | Sunil Gopinathan, Inspector | 13/06/1969 | 3rd | 06/12/2012 | PB 2 - 4800 |
| 17. | Jaimole.K.M., Inspector | 19/05/1966 | 3rd | 08/02/2010 | PB 2 - 4800 |
| 18. | Sini Brigit Thomas, Inspector | 11/07/1973 | 2nd | 23/12/2012 | PB 2 - 4800 |
| 19. | Pushpa.S.Pillai, Inspector | 21/06/1965 | 3rd | 05/02/2017 | PB 2 - 4800 |
| 20. | S.Krishna Kumar, Inspr. | 29/05/1969 | 3rd | 05/02/2017 | PB 2 - 4800 |
| 21. | Santosh Kumar.K.S., Inspector | 05/01/1971 | 3rd | 05/02/2017 | PB 2 - 4800 |
| 22. | Sasikumar.T., Inspector | 23/05/1971 | 3rd | 05/02/2017 | PB 2 - 4800 |
| 23. | Sujatha.M.K., Inspector | 02/05/1969 | 3rd | 05/02/2017 | PB 2 - 4800 |
| 24. | Jayasree.K.P., Inspector | 08/05/1969 | 3rd | 05/02/2017 | PB 2 - 4800 |
| 25. | Ragini Devi.T.R., Inspr. | 12/11/1970 | 3rd | 05/02/2017 | PB 2 - 4800 |
| 26. | Sreelatha.M.C., P.S | 01/06/1969 | 3rd | 10/03/2016 | PB 2 - 4800 |
| 27. | George.A.P., Driver Gr II | 13/02/1960 | 2nd | 30/04/2016 | PB 1 - 2800 |
| 28. | Bijaly Babu., L.D.C. | 16/10/1971 | 2nd | 24/04/2016 | PB 1 - 2000 |
| 29. | P.V.Joy, L.D.C | 16/05/1964 | 3rd | 31/12/2016 | PB 1 - 2400 |
| 30. | K.Rajeevan, L.D.C | 10/05/1970 | 2nd | 29/11/2016 | PB 1 - 2000 |
| 31. | C.M.Basheer, L.D.C. | 30/05/1970 | 2nd | 27/11/2016 | PB 1 - 2000 |
| 32. | K.Baburajan, H.H. | 22/05/1970 | 2nd | 28/12/2015 | PB 1 - 2000 |

| | | | | | |
|---|---|---|---|---|---|
| 33. | Mathew Varghese, H.H. | 28/11/1962 | 3rd | 05/01/2017 | PB 1 - 2400 |
| 34. | M.Lokanathan, H.H. | 16/06/1960 | 2nd | 28/12/2015 | PB 1 - 2000 |
| 35. | P.Sulaiman, H.H | 01/04/1962 | 3rd | 05/01/2017 | PB 1 - 2400 |
| 36. | A.M.Rajan, H.H. | 14/05/1964 | 2nd | 29/12/2015 | PB 1 - 2000 |
| 37. | M.Murugan, H.H. | 26/05/1969 | 2nd | 26/12/2015 | PB 1 - 2000 |
| 38. | K.Gopalan, H.H. | 14/10/1957 | 3rd | 02/01/2017 | PB 1 - 2400 |
| 39. | K.A.Usha, H.H. | 20/05/1961 | 2nd | 27/12/2015 | PB 1 - 2000 |
| 40. | Ravindran.P., Havaldar | 03/05/1970 | 2nd | 20/12/2016 | PB 1 - 2000 |
| 41. | C.Thomas Xavier, Havildar | 08/04/1970 | 2nd | 28/11/2016 | PB 1 - 2000 |
| 42. | P.R.Baiju, Havaldar | 04/02/1971 | 2nd | 28/11/2016 | PB 1 - 2000 |
| 43. | M.Soujath, Havaldar | 16/05/1966 | 2nd | 02/12/2016 | PB 1 - 2000 |
| 44. | P.V.Ravi Prasad | 28/02/1971 | 2nd | 28/11/2015 | PB 1 - 2000 |
| 45. | C.G.Sunilkumar, Havildar | 08/02/1968 | 2nd | 28/11/2016 | PB 1 - 2000 |
| 46. | K.A.Ninan, Havildar | 20/04/1970 | 2nd | 06/11/2015 | PB 1 – 2000 |
| 47. | Lilly Thomas, Havildar | 20/05/1969 | 2nd | 13/11/2016 | PB 1 – 2000 |
| 48. | M.Bhaskaran, Havildar | 06/03/1960 | 2nd | 02/12/2016 | PB 1 - 2000 |
| 49. | M.V.Valsala, Havildar | 08/05/1970 | 2nd | 29/11/2016 | PB 1 - 2000 |

**(AMARNATH KESARI)**
**CHAIRMAN**

**(RANI.C.R.)**
**MEMBER**

**(K.B.MOHANDAS)**
**MEMBER**