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केन्द्रीय उत्पाद एवं सीमाशुल्क मुख्यआयुक्त का कार्यालय

OFFICE OF THE PRINCIPAL COMISSIONER OF CENTRAL EXCISE & CUSTOMS

कोचिन आयुक्तालय COCHIN COMMISSIONERATE

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MACPS MINUTES

MINUTES OF THE MEETING OF THE SCREENING COMMITTEE HELD ON 28.02.2017 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 30.09.2017)

Members of the Committee

1. **Shri.Amarnath Kesari** — **Chairman**
   Joint Commissioner (P&V),
   Central Excise, Cochin.
2. **Shri.B.G.Krishnan,** — **Member**
   Deputy Commissioner,
   Central Excise, Cochin.
3. **Ms. Sunayana Krishnan** — **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 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 would be operative with effect from 01.09.2008. 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 30.09.2017. The Screening Committee had considered the proposals of the officers received from Commissionerates /field formations which had reached Hqrs. Confidential Section, Cochin upto 27.02.2017. 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 or 10 years of continuous service in the same level in Pay Matrix, whichever is earlier.
- The MACP Scheme 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.
- The financial upgradation under MACP Scheme will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organised Group'A' Services.
- Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme.
- The level in the pay matrix at the time of financial upgradation under the MACPS can, in certain cases were regular promotion is not between two successive levels in the pay matrix, be different than what is available at the time of 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.

• The grade pay of Rs. 5400 in PB-2 and Rs. 5400 in PB-3 (pre-revised) 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 for the period upto 24.07.2016.

• As per DOPT OM F.No.35034/3/2015-Estt.(D) dated 27.09.2016 the prescribed bench mark would be' Very Good' for all the posts, with effect from 25.07.2016, for grant of financial upgradation under the MACPS.

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 dtd. 23.05.2013.
- Board's clarification in F.No. A-26017/98/2013-Ad.II A dtd. 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.
- D.O.P & T OM F.No.35034/3/2015-Estt.(D) dated 27.09.2016

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.	Sushamadevi A., Superintendent	22.11.1957	The officer has joined in this Department as LDC on 12.03.1976. She had already got more than three regular promotions as UDC(in 1981), TA (pre-restructured) (in 1992), Inspector (in 1993) & Superintendent (in 2011). Thus she earned three regular promotions before 01.09.2008. Therefore she is not eligible for further financial upgradation under MACP scheme.
5.	Francis.P.M., Motor Driver	09.07.1964	The officer joined as Sepoy in 26.10.1984 and then joined as Motor Driver (OG) on 05.12.1997. Got 1st MACP in PB 1 – 2000 with effect from 01.09.2008 and one promotion as Driver Gr – II in PB 1 – 2400 w.e.f. 15.06.2012. The officer got 1(one) financial upgradation (in GP ₹ 2000) and 1 (one) promotion (in GP ₹ 2400/-) from the date of his appointment as staff car driver. Hence as per MACP Scheme he will be eligible for 3rd MACP only on completion of 10 years of service in the grade pay of ₹ 2400. As per DOP & T OM dated 19.05.2009 read with FAQ No.19 dated 01.04.2011 the placement of erstwhile Gr.D employees as Staff Car Driver, ordinary Grade, would not be counted as promotion under MACPS since it is not in the hierarchy. The regular service for the MACPS would be from the date of appointment as Staff Car Driver.
6.	Benny Thomas, Motor Driver	05.04.1965	The officer joined as Sepoy in 25.02.1991 and then joined as Motor Driver (OG) on 06.01.2003. Got 1st MACP in PB 1 – 2000 with effect from 06.01.2013 and one promotion as Driver Gr – II in PB 1 – 2400 w.e.f. 01.04.2013. The officer got 1(one) financial upgradation (in GP ₹ 2000) and 1 (one) promotion (in GP ₹ 2400/-) from the date of his appointment as staff car driver. Hence as per MACP Scheme he will be eligible for 2nd MACP only on completion of 20 years of regular service from the date of his appointment as Drier (OG). As per DOP & T OM dated 19.05.2009 read with FAQ No.19 dated 01.04.2011the placement of erstwhile Gr.D employees as Staff Car Driver, ordinary Grade, would not be counted as promotion under MACPS since it is not in the hierarchy. The regular service for the MACPS would be from the date of appointment as Staff Car Driver.

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 was informed that the Screening Committee Meeting held on 20.09.2016 had recommended 3rd MACP in PB 2 - 4800 with effect from 05.02.2017 to Smt. Pushpa S.Pillai on completion of 10 years of service in the grade of Inspector with grade pay of ₹4600. Now the Assistant Commissioner of Central Excise, Kottayam Division had reported that the officer was promoted notionally with effect from 19.08.2005. As such the officer had completed 10 years of service in the grade pay of ₹ 4600 on 19.08.2015 and hence the officer is eligible to be considered for 3rd MACP in Grade Pay of ₹ 4800 with effect from 19.08.2015. Therefore, the Committee decided to review the recommendation of the Screening Committee Meeting held on 20.09.2016 for granting 3rd MACP to Smt. Pushpa.S.Pillai, Inspector and recommend for 3rd financial upgradation in PB 2 - 4800 with effect from 19.08.2015 instead of 05.02.2017. There is no other change in the recommendation of the Screening Committee meeting held on 20.09.2016.

8) The Committee further noted that the case of Shri. Mohan Joseph, Inspector joined in Central Excise, Cochin on 16.05.2011 as Inspector from Surplus Cell ,for grant of 2nd financial upgradation under MACPS with effect from 05.05.2014, was kept pending for want of APAR grading for the past five years by the Screening Committee Meeting held on 20.09.2016. The Committee was informed that his parent Department viz. Currency Note Press, Nazik vide letter No.6773/EST-1-19/PMS/ACR dated 29.09.2016 has intimated his APAR gradings for the past five years. Hence this Committee decided to recommend him for 2nd financial upgradation under MACPS in PB 2 – 4800 with effect from 05.05.2014.

9) 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.

10) 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 / Level 1 to 5 in the pay matrix and for the grade pays between Rs. 4200/- in PB-2 & Rs. 6600/- in PB-3 / Level 6 to 11in the pay matrix.

11) 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 / Pay matrix level
(1)	(2)	(3)	(4)	(5)	(6)
1.	Roy John, Supdt.	31.07.1961	3rd	19.01.2017	Level 10
2.	Venkat Naik.K., Supdt.	01.06.1964	3rd	23.09.2016	Level 10
3.	S.Suresh (No.II), Supdt	31.05.1963	3rd	21.01.2017	Level 10
4.	K.G.Sudha, Supdt.	30.07.1963	3rd	21.01.2017	Level 10
5.	R. Baiju, Supdt.	23.04.1971	2nd	20.11.2016	Level 9
6.	Sunil.V.T., Supdt.	03.01.1968	2nd	19.11.2016	Level 9

7.	T.C.Rajkumar, Supdt.(Rtd)	04.10.1956	3rd	01.09.2008	PB 2 - 4800
8.	Patrice Joseph, Supdt.	17.07.1969	2nd	24.05.2015	PB 2 - 5400
9.	P.N.Subhash, Supdt.	22.12.1972	2nd	14.11.2016	Level 9
10.	K.Harikrishnan, Inspector	10.05.1969	3rd	05.02.2017	Level 8
11.	K.Ganesh, Inspector	08.02.1980	1st	06.02.2017	Level 8
12.	Rajiv Ranjan, Inspector	02.02.1979	1st	13.10.2016	Level 8
13.	Joseph K.John, Inspector	14.03.1967	2nd	22.11.2013	PB 2 - 5400
14.	Mohd. Musharraf Reza, Inspector	24.09.1981	1st	27.11.2016	Level 8
15.	Pushpa.S.Pillai, Inspector	21.06.1965	3rd	19.08.2015	PB 2 - 4800
16.	Mohan Joseph, Inspector	25.05.1968	2nd	05.05.2014	PB 2 - 4800
17.	A.M.Adityan, Inspector	20.01.1967	3rd	04.04.2011	PB 2 - 4800
18.	Sally Lukose, L.D.C.	30.05.1975	1st	01.09.2008	PB 1 - 1900
19.	A.Prasanna Kumar, Head Havildar	28.04.1966	3rd	13.03.2016	Level 4
20.	George P.M., Head Havildar	23.04.1962	3rd	08.01.2017	Level 4
21.	Mathew K.C., Head Havildar	16.10.1962	3rd	02.01.2017	Level 4
22.	S.K.Jamal, H.H.	22.05.1961	3rd	12.01.2017	Level 4
23.	Sasidharan.K.B, H.H.	07.03.1957	3rd	05.01.2017	Level 4
24.	Chandran Miniyatan, H.H.	25.11.1957	3rd	05.01.2017	Level 4
25.	Raphael Rajan V.T., H.H.	24.05.1964	3rd	02.04.2017	Level 4
26.	Sathyan.P.P., H.H	10.07.1962	3rd	06.01.2017	Level 4
27.	Sahadevan.K., H.H.	08.03.1962	3rd	05.01.2017	Level 4
28.	Abdul Gafoor.P., H.H.	11.11.1961	3rd	02.01.2017	Level 4
29.	Sobhana A., Havildar	11.05.1961	2nd	22.11.2016	Level 3

The Committee reviewed the recommendation by the Screening Committee Meeting held on 20.09.2016 in respect of Smt. Pushpa S.Pillai, Inspector for grant of 3rd MACP in PB 2 - 4800 with effect from 05.02.2017. There is no other change in the recommendation of the Screening Committee meeting held on 20.09.2016.

28/2/17

(Amarnath Kesari)
Chairman

28/2

(B.G.Krishnan)
Member

(Sunayana Krishnan)
Member