केन्द्रीय कर एवं केन्द्रीय उत्पाद शुल्क, कोच्चि /OFFICE OF THE PRINCIPAL COMISSIONER OF CENTRAL TAX & CENTRAL EXCISE, KOCHI

MINUTES OF THE MEETING OF THE SCREENING COMMITTEE HELD ON 19.04.2021 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 / LEVELS IN THE NEW PAY MATRIX (Relating to the period upto 30.09.2021)

Members of the Committee

1. **DR. AJITESH RADHAKRISHNAN,** **Chairman**
   Joint Commissioner (P&V),
   Central Tax and Central Excise, Kochi.
2. **SHRI S. SURESH,** **Member**
   Assistant Commissioner(P&V),
   Central Tax and Central Excise, Kochi.
3. **SHRI T.R.V.PRABHU,** **Member**
   Assistant Commissioner,
   Audit Commissionerate, Kochi.

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 up-gradation 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 received from Headquarters and field formations in the prescribed format for grant of financial up-gradation under MACP Scheme relating to the period upto 30.09.2021. The Screening Committee had considered the proposals of the officers received from Commissionerates /field formations which had reached Hqrs. Vigilance Section, Kochi upto 09.04.2021. 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 up-gradation 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 up-gradation 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 up-gradation under the Scheme.
- The level in the pay matrix at the time of financial up-gradation 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 up-gradation 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 up-gradation 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 up-gradation 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 up-gradation, no financial up-gradation shall be allowed as such an employee has not been stagnated due to lack of opportunities.

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

• The financial up-gradation 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.

•Consolidated guidelines regarding MACP vide F.NoA-26017/203/2016-Ad.IIA dated 14.11.2019 has illustrated in para 27C that if a Government servant has been granted either two promotions or 2nd financial upgradation under the ACP Scheme of August, 1999 after completion of 24 years of regular service then only 3rd financial upgradation would be admissible to him under the MACPS on completion 30 years of service provided that he has not earned third promotion in the hierarchy.

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.35034/3/2008-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 Sm`ar g§»`m 100667/Ho .a[O./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.
- F.No.A-26017/79/2012-AD.IIA dated 12.10.2012
- OM No.35034/10/2011-Estt.(D) dated 13.6.2012
- 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.
- Board's clarification in F.No.A-26017/127/2017-Ad.IIA dated 4.10.2017
- Board's clarification in F. No. 23011/93/2018-Ad.IIA dated 15.01.2019
- F.NoA-26017/203/2016-Ad.IIA dated 14.11.2019

4. 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 Thiruvananthapuram Zone, CCR dossiers, Vigilance clearance and other required information from the Establishment Section of Headquarters Office, Kochi and has recorded its findings against their names in the consideration lists. The Committee considered the APAR grading for five preceding years in respect of all the officers considered for financial up-gradation under MACP Scheme.

5. The Committee was further informed that vide DOPT OM dated 27.09.2016 para 17 of the MACP Scheme (DOP&T OM dated 19.05.2009) was substituted by the following words:-

> "For grant of financial up-gradation under MACP Scheme, the prescribed bench mark would be 'Very Good' for all the posts". This change came into effect from 25.07.2016.

6. The Committee was informed that as per DOP&T's clarification in O.M. No.35034/3/2008-Estt (D) (Vol.II) dated 04.10.2012 wherever promotion are given on non-selection basis, the prescribed benchmark as mentioned in Para 17 of Annexure – I of MACP Scheme dated 19.05.2009 shall not apply for the purpose of grant of financial up-gradation under MACP Scheme.

7. The Committee was also informed that, though para 17 of the DOP&T OM dated 19.05.2009 was substituted vide the OM dated 27.09.2016, the clarification given in the DOPT OM dated 04.10.2012 is not yet withdrawn.

8. The Committee was informed that Ministry vide the letter F.No.A-23011/11/2019-Ad.IIA dated 23.05.2019 had directed to implement the order dated 26.2.2019 of the Hon'ble Tribunal, Ernakulam Bench in OA No.180/862/2018 filed by AIACEGEO and others provided this case is similar to the cases covered in the order of Hon'ble Madras High Court dated 6.9.2010 in WP No.13225 of 2010 against which SLP was dismissed. As per the said order, the applicants were eligible for the GP of Rs.5400/- after 4 years of service in the GP of Rs.4800/- with all consequential benefits. Committee was informed that as per the Ministry's above said letter F.No.A-23011/11/2019-Ad.IIA dated 23.05.2019 , the officers at Sl.Nos. 1 to 21 in the consideration list were also granted NFG i.e. GP of Rs.5400/- in PB-2 on completion of 4 years of service in the GP of Rs.4800/-. Accordingly, the Committee decided to grant 3rd financial up-gradation in level 10 (GP of Rs.5400/- in PB-3)to these officers at Sl.Nos. 1 to 21 in the consideration list with effect from the date of completion of 10 years of continuous service in Level 9(GP of Rs.5400/- in PB-2).

9. The 3rd financial up-gradation of the following officer has been deferred by the Screening Committee and the observation is stated below:

Sl. No.	Name S/Shri./Smt.	Date of Birth	Remarks
1.	Radhamani V, Head Havaldar	30.05.1963	This officer had refused regular promotion to the cadre of Havaldar offered vide Order No.58/2011 dated 07.06.2011. Hence, the 3rd financial up-gradation shall be deferred to the extent of period of debarment due to the refusal under MACP Scheme. As such, the regular service for consideration for grant of 3rd MACP shall deferred by one year.

10. Review of Proceedings of the Screening Committee meeting held on 20.09.2012

(a) The Committee was also informed that Shri Suresh P.R, Superintendent (Inspector as on date of granting MACP) was granted 3rd financial up-gradation under MACP Scheme to the grade pay of Rs.4800/- with effect from 24.12.2012 on completion of 10 years of service in the same grade pay after the second promotion as Inspector by the Screening Committee held on 20.09.2012. The Committee was informed that as reported by concerned Administrative Officer (DDO), Shri Suresh P.R got notional promotion as Inspector with effect from 19.07.2001 as per Additional Commissioner (CCO), Vadodara Zone Establishment Order No.53/2014 dated 11.06.2014. Therefore the officer had completed 10 years as Inspector on 19.07.2011 without any regular promotion. Hence, the Committee decided to review the proceedings of the Screening Committee meeting held on 20.09.2012 and recommend for granting 3rd financial up-gradation to the grade pay of Rs.4800/- with effect from 19.07.2011.

(b) The Committee went through the records independently and recorded its findings against his name in the consideration list. There is no other change in the recommendation of the Screening Committee meeting held on 20.09.2012.

11. Review of Proceedings of the Screening Committee meeting held on 09.10.2020

(a) The Committee was also informed that Shri Viswanathan P.C, Head Havaldar was granted 3rd financial up-gradation under MACP Scheme in level 4 with effect from 25.05.2021. The officer was granted 2nd MACP on 25.02.2011 and on completion of 10 years of service without any regular promotion, he is eligible for 3rd MACP with effect from 25.02.2021. However, due to typographical error, due date was shown as 25.05.2021 in the Screening Committee meeting held on 09.10.2020. Hence, the Committee decided to review the proceedings of the Screening Committee meeting held on 09.10.2020 and recommend for granting 3rd financial up-gradation in level 4 with effect from 25.02.2021.

(b) The Committee went through the records independently and recorded its findings against his name in the consideration list. There is no other change in the recommendation of the Screening Committee meeting held on 09.10.2020.

12. The Committee decided to put up the minutes on the website of the Central Tax & Central Excise Commissionerate, Kochi after approval by the Principal Commissioner of Central Tax & Central Excise, Kochi.

13. The Committee accordingly considered the cases of eligible officers for grant of 1st / 2nd / 3rd financial up-gradation under MACP Scheme to the various grade pays. Consideration list has been prepared for granting grade pays within PB-1, PB-2 and upto PB-3 with G.P of Rs. 6600/ Level 1 to 11 in the pay matrix.

14. Based on its findings, the Committee recommended the following officers for granting 1st / 2nd / 3rd financial up-gradation under MACP Scheme to the various

grade pays / Levels with effect from the dates mentioned against the officers. The arrears of pay / grade pay etc. on account of the financial upgradations under the MACP Scheme shall be disbursed to the officers.

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.	Joju M Mampilly,Supdt.	14.01.1969	3rd	01.05.2021	Level 10
2.	Shaji Scaria,Supdt.	10.01.1969	3rd	04.05.2021	Level 10
3.	Reji.P,Supdt.	11.04.1969	3rd	26.04.2021	Level 10
4.	Benny Antony,Supdt.	23.05.1969	3rd	04.05.2021	Level 10
5.	Neelakantan Sivan A,Supdt.	11.04.1969	3rd	28.04.2021	Level 10
6.	S.Sunil Kumar,Supdt.	25.05.1972	3rd	27.04.2021	Level 10
7.	Radesh S,Supdt.	24.08.1967	3rd	30.12.2020	Level 10
8.	Dinesh Babu P,Supdt.	18.05.1965	3rd	18.05.2021	Level 10
9.	Sajesh O,Supdt.	22.05.1971	3rd	04.05.2021	Level 10
10.	Jossy Joseph,Supdt.	06.04.1969	3rd	01.05.2021	Level 10
11.	Rajeev P.K,Supdt.	02.05.1969	3rd	01.05.2021	Level 10
12.	Patrice Joseph,Supdt.	17.07.1969	3rd	24.05.2021	Level 10
13.	Lakshmikanthan A, Asstt.Commissioner (Supdt. as on the date of upgradation under MACP)	10.07.1968	3rd	24.05.2020	Level 10
14.	Jayakumar K.C,Supdt.	22.05.1965	3rd	26.04.2021	Level 10
15.	Raju K.A,Supdt.	20.05.1970	3rd	11.05.2021	Level 10
16.	Joffee Jose, Supdt.	22.04.1970	3rd	27.04.2021	Level 10
17.	Padmarajan Nambiar, Supdt.	09.05.1971	3rd	15.05.2021	Level 10
18.	Meenakshy, Supdt.	12.01.1971	3rd	27.04.2021	Level 10
19.	Tojo Davis,Supdt.	18.10.1968	3rd	04.05.2021	Level 10
20.	C.Ashok, Supdt.	20.05.1972	3rd	01.05.2021	Level 10
21.	Mathew John, Supdt.	29.05.1969	3rd	17.02.2018	Level 10
22.	T.H.Michael, Asstt.Commissioner	01.06.1965	3rd	01.01.2016	Level 10

	(Supdt. as on the date of upgradation under MACP)				
23.	Suresh P.R,Supdt. (Inspector as on the date of upgradation under MACP)	20.04.1969	3rd	19.07.2011	PB-2, GP Rs.4800/-
24.	Rosalind Jose Thomas Koruth,Sr.Translator	07.10.1974	2nd	06.08.2021	level 8
25.	Jackson Joseph,Inspr.	09.09.1979	1st	30.11.2020	level 8
26.	Rajeev R.C,Inspr.	23.04.1980	1st	25.11.2020	level 8
27.	Kaustubh Kumar,Inspr.	18.10.1978	1st	12.10.2019	level 8
28.	Nikhil Mohan,Inspr	26.05.1982	1st	24.11.2020	level 8
29.	Azeeb Chenath, Inspr.	22.03.1980	1st	02.12.2020	level 8
30.	Viswaraja A, H.Havaldar	15.02.1964	3rd	20.02.2021	level 4
31.	Radhika K.P, H.Havaldar	20.04.1965	3rd	25.04.2021	level 4
32.	Binumon T.P, H.Havaldar	19.05.1975	2nd	07.03.2020	level 3
33.	T.P.Viswanathan, LDC	14.05.1962	3rd	24.12.2020	level 4
34.	Johnson P.J, H.Havaldar	24.05.1966	3rd	06.06.2021	level 4
35.	Raghunathan Pillai B, H.Havaldar	16.05.1963	3rd	17.04.2021	level 4
36.	Santhakumari C.P,H.Havl.	30.01.1965	3rd	25.02.2021	level 4
37.	Shaji S,H.Havl.	24.12.1964	3rd	12.04.2021	level 4
38.	K.M.Baiju,H.Havl.	10.04.1965	3rd	19.04.2021	level 4
39.	Arun Kumar M,H.Havl.	17.04.1965	3rd	19.02.2021	level 4
40.	Viswanathan P C, Head Havaldar	29.05.1966	3rd	25.02.2021	level 4

(DR. AJITESH RADHAKRISHNAN)
CHAIRMAN

(S. SURESH)
MEMBER

(T.R.V. PRABHU)
MEMBER