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

MINUTES OF THE MEETING OF THE SCREENING COMMITTEE HELD ON 06.10.2021 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 31.03.2022)

Members of the Committee

1.SHRI ANWAR ALI T.P, **Chairman**
Additional Commissioner (CCO),
Central Tax and Central Excise,
Thiruvananthapuram Zone.

2. SHRI S. SURESH, **Member**
Assistant Commissioner(P&V),
Central Tax and Central Excise, Kochi.

3. SMT.SHALINI SUSHMITHA K, **Member**
Deputy Commissioner (CCO),
Central Tax and Central Excise,
Thiruvananthapuram Zone.

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 31.03.2022. The Screening Committee had considered the proposals of the officers received from Commissionerates /field formations which had reached Hqrs. Vigilance Section, Kochi upto 14.09.2021. 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 noted that though proposals have been received for the officers shown below, they are not eligible to be considered for grant of financial up-gradation under MACP Scheme for the reasons mentioned in the remarks column against their name:

Sl. No.	Name S/Shri./Smt.	Date of Birth	Remarks
1.	Shibu V.L, Inspector	25.05.1975	This officer joined in this Department on 03.11.1998 as LDC. He already got three regular upgradations/promotions as Tax Assistant (07.08.2003), Senior Tax Assistant (20.10.2008) & Inspector (12.04.2011) during his entire career. Therefore he is not eligible for further financial up-gradation under MACP scheme.
2.	Resmi R, Inspector	20.05.1970	This officer joined in this Department on 02.09.1998 as LDC. She already got three regular upgradations/promotions as Tax Assistant (27.05.2003), Senior Tax Assistant (27.05.2008) & Inspector (31.05.2010) during her entire career. Therefore she is not eligible for further financial up-gradation under MACP scheme.

5. 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.

6. The Committee was further informed that vide DOPT OM dated 22.10.2019, para 17(i),

'for grant of financial upgradation under the MACP Scheme, the prescribed Benchmark shall be 'Very Good', for all levels. This shall be effective for upgradations under MACPs falling due on or after 25.07.2016 and the revised benchmark shall be applicable for the APARs for the year 2016-17 and subsequent years.'

Para 17(ii)

'While assessing the suitability of an employee for grant of MACP, the Departmental Screening Committee (DSC) shall assess the APARs in the reckoning period. The benchmark for the APARs for the years 2016-17 and

thereafter shall be 'Very Good'. The benchmark for the years 2015-16 and earlier years shall continue be as per the MACP guidelines issued vide DOPT OM dated 19.05.2009.

7. 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 8 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 8 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).

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

Sl. No.	Name S/Shri./Smt.	Date of Birth	Remarks
1	Reeja Raghavan, Supdt.	26.08.1968	The officer had 4 times refused regular promotion to the cadre of Superintendent. Hence, as per consolidated guidelines regarding MACP vide F.NoA-26017/203/2016-Ad.IIA dated 14.11.2019, para 25, the 3rd financial up-gradation ought to be deferred to the extent of period of debarment i.e. 4 years due to the refusal under MACP Scheme. Consequent on her 1st refusal, grant of 1st ACP was already been deferred by 1 year. Since the regular service for the present financial upgradation was counted after effecting 1 year debarment period, 3rd MACP shall be deferred by three more years.
2.	V.Sarojini, Head Havaldar	02.03.1965	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.

09. Review of Proceedings of the Screening Committee meeting held on 19.04.2021

The Committee was also informed that Shri Azeeb Chennath, Inspector was granted 1st financial up-gradation under MACP Scheme in level 8 with effect from 02.12.2020, in the Screening Committee meeting held on 19.04.2021 based on the MACP proposal received from the Administrative Officer (DDO). Now, the Administrative Officer (DDO), Kochi GST Commissionerate vide the letter C.No.II/39/7/2018-Accts dated 05.10.2021 has informed that, the actual date of joining of Shri Azeeb Chennath as Inspector is 21.12.2010 instead of 02.12.2010. Hence, after completing 10 years of service without any regular promotion, the officer becomes eligible to consider for 1st MACP only w.e.f. 21.12.2020, instead of 02.12.2020. Therefore, the Committee decided to review the recommendation of the Screening Committee Meeting held on 19.04.2021 for granting 1st MACP to Shri Azeeb Chennath, Inspector and recommend for 1st financial upgradation in level 8 with effect from 21.12.2020 instead of 02.12.2020. There is no other change in the recommendation of the Screening Committee meeting held on 19.04.2021.

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

11. 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.

12. 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.	Binoy Kuriakose, Supdt.	28.07.1963	3rd	19.12.2017	Level 10
2.	Jiji Abraham, Supdt.	30.05.1973	3rd	06.11.2021	Level 10
3.	P.V.Narayanan, Supdt.	08.10.1967	3rd	09.02.2022	Level 10
4.	Basheer Ahamed, Supdt.	03.05.1971	3rd	06.11.2021	Level 10
5.	Shibu P.K, Supdt.	08.05.1969	3rd	16.05.2020	Level 10
6.	S.Padmakumar, Supdt.	06.09.1971	3rd	12.02.2022	Level 10
7.	Winston Aldrin Jose, Supdt.	23.05.1970	3rd	12.01.2022	Level 10
8.	Umesh Simhan V.N, Supdt.	16.07.1972	3rd	22.02.2022	Level 10

9.	Reeja Raghavan, Supdt.	26.08.1968	3rd	08.02.2021	Level 10
10.	Santhosh T.S, Inspr	20.05.1980	3rd	12.04.2021	Level 8
11.	Shanima A.R, Inspr	30.05.1989	1st	28.10.2021	Level 8
12.	Shinoj P, Inspr	17.04.1982	1st	04.11.2021	Level 8
13.	Bhaskarnath, Inspr.	05.08.1987	1st	14.11.2021	Level 8
14.	Deepesh G, Inspr	25.04.1984	1st	19.11.2020	Level 8
15.	Lijin J Kamal, Inspr	20.04.1980	3rd	12.04.2021	Level 8
16.	Priya K.K, Inspr	11.12.1979	3rd	12.04.2021	Level 8
17.	Arun Kumar A Vijayan, Inspr	21.08.1986	1st	04.11.2021	Level 8
18.	Azeeb Chennath,Inspr	22.03.1980	1st	21.12.2020	Level 8
19.	Sita Guptan, Sr.Translation Officer	30.11.1975	2nd	28.12.2021	Level 8
20.	Anil Kumar P.V, H.Havaldar	12.05.1970	3rd	23.02.2019	Level 4
21.	Thomas Jackson, H.Havaldar	23.04.1973	3rd	11.10.2021	Level 4
22.	V.Sarojini, Head Havaldar	02.03.1965	3rd	28.02.2022	Level 4

6/10/2021

(ANWAR ALI T.P)
CHAIRMAN

6/X/21

(S. SURESH)
MEMBER

6/10/2021

(SHALINI SUSHMITHA K)
MEMBER