

**NO. B.12014/1/2010-P&AR(ARW)**  
**GOVERNMENT OF MIZORAM**  
**DEPARTMENT OF PERSONNEL & ADMINISTRATIVE REFORMS**  
**(ADMINISTRATIVE REFORMS WING)**

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*Dated Aizawl, the 24<sup>th</sup> August, 2011*

**OFFICE MEMORANDUM**

**Subject :- Modified Assured Career Progression Scheme for the Mizoram Government employees.**

Attention of all Administrative Heads/Heads of Departments is hereby invited to the approval in principle accorded by the Council of Ministers in its meeting held on 3.8.2010 to the Report of the Cabinet Sub-Committee on Sixth Pay Implementation vide Para 4:13 (a) to (g) i.e., ACP Scheme on the condition that it shall be re-examined by the DP&AR and Finance Department in order to solve the inconsistencies which may arise in the actual implementation. In this connection, a joint meeting of officers of DP&AR and Finance Department was convened on 1.9.2010 at 11:00 A.M. under the chairmanship of Secretary, Finance Department and decided that, subject to approval of the Council of Ministers, the Modified Assured Career Progression Scheme, 2008 of the Central Government may be adopted for the Mizoram State Government employees with slight modifications as follows :

1. This Scheme may be called the Modified Assured Career Progression Scheme, 2010 ( hereinafter referred to as MACPS, 2010) for the Mizoram State Government employees.
2. It shall come into force with effect from 1.1.2006 i.e., the financial benefits will accrue from this date under the said Scheme.
3. It shall be applicable to all regularly appointed Group A, B, C & D State Government employees. However, casual employees, including those granted temporary status and employees appointed in the Government on ad hoc or contract basis, deficit status, officiating, etc., shall not qualify for benefits under the aforesaid Scheme.
4. A Screening Committee shall be constituted in each Department to consider the case for grant of financial upgradations under the MACPS, 2010 which shall consist of a Chairman and other members as follows :

Group A & B :	1) Secretary to the Govt. of Mizoram	- Chairman
	2) Head of Department	- Member Secretary
	3) Representative of DP&AR	- Member
	4) Director, Accounts and Treasuries	- Member
Group C & D :	1) Head of Department	- Chairman
	2) Dy. Director (Admn) or its equivalent rank	- Member Secy.
	3) Representative of DP&AR	- Member
	4) Representative of Finance Deptt.	- Member

5. In order to prevent undue strain on the administrative machinery, the Committee shall follow a time-schedule and meet at least twice in a financial year, preferably in the first week of January and first week of July of a year, for advance processing of the cases maturing in that half.
6. Any interpretation/clarification of doubt as to the scope and meaning of the provisions of the MACPS, 2010 shall be given by the Department of Personnel and Administrative Reforms (Administrative Reforms Wing).
7. No stepping up of pay in the pay band or grade pay would be admissible with regard to junior getting more pay than the senior on account of pay fixation under MACPS, 2010.
8. Save as provided in Para 5 of Annexure-I, it is clarified that no past cases of old ACPS would be re-opened.
9. The details of the MACPS, 2010 and conditions for grant of the financial upgradation under the Scheme are given in Annexure-I and Annexure-II.
10. In order to facilitate implementation of this Scheme and also to avoid possible mistake, all authorities having the case of employees due for grant of the benefits of MACPS, 2010 shall submit all the Service Statements/Books/Rolls, etc., to DP&AR(ARW) for necessary checking prior to consideration by the duly constituted DPC well in advance irrespective of any service whether governed by any Service Rules, Manual, Regulation, etc.
11. Save as provided in Para 6 of Annexure-I, this MACPS, 2010 supersedes ACPS drawn up after 1.1.06.
12. This issues with the approval of the Council of Ministers conveyed vide No.J.11011/ 2/2011-POL/VOL-I/5 dt.18.8.2011

Sd/- LALHMINGTHANGA  
Addl. Secretary to the Govt. of Mizoram

Memo No. B.12014/1/2010-P&AR(ARW) : Dated Aizawl, the 24<sup>th</sup> August, 2011

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2. Principal Secretary to Chief Minister, Mizoram
3. P.S. to Ministers/Speaker/Ministers of State/Dy. Speaker/Parliamentary Secretaries
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(LALHMINGTHANGA)  
Addl. Secretary to the Govt. of Mizoram

**MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS)**

1. There shall be three financial upgradations under the MACPS, 2010 counted from the direct entry grade on completion of 10, 20 and 30 years service respectively. Financial upgradations under the Scheme will be admissible whenever a person has spent 10 years continuously in the same grade-pay subject to the condition laid down in 25 A & B. Here, the words “entry grade” shall mean the last entry into any regular post in Government service in which the employee holds the post substantively.
2. The MACPS, 2010 envisages merely placement in the immediate next higher grade pay in the hierarchy of the recommended pay bands and grade pay as given in the recommendation of the Cabinet Sub-Committee on Sixth Pay Implementation vide para 4.13 (a) to (g) which was duly approved by the Council of Ministers as given in Annexure-II. Thus, the grade pay at the time of financial upgradation under the MACPS, 2010 can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/organisation will be given only at the time of regular promotion.
3. The financial upgradations under the MACPS, 2010 would be admissible up to the highest grade pay of Rs.9,500/- in the PB-4 subjected to the maximum limits as shown in Annexure-II.
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, i.e., the pay shall be raised by 3% of the total pay in the pay band and the grade pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same grade pay as granted under MACPS, 2010. However, at the time of actual promotion if it happens to be in a post carrying higher grade pay than what is available under MACPS, 2010 no pay fixation would be available and only difference of grade pay would be made available. To illustrate, in case a Government Servant joins as a direct recruit in the grade pay of Rs.1,900 in PB-1 and he gets no promotion till completion of 10 years of service, he will be granted financial upgradation under MACPS, 2010 in the next higher grade pay of Rs.2,000 and his pay will be fixed by granting him one increment plus the difference of grade pay (i.e. Rs.100). After availing financial upgradation under MACPS, 2010 if the Government servant gets his regular promotion, he will only be granted the difference of grade pay between Rs.2,000 and Rs.2,400 supposing Rs.2,400 as the Grade pay of his promotional post. No additional increment will be granted at this stage.
5. In the case of all employees granted financial upgradations under **ACPS, 2003 till 01.01.2006, their revised pay under the Mizoram (Revision of Pay) Rules, 2010 will be fixed with reference to the pay scale granted to them under the ACPS, 2003.** Employees who are due and eligible the benefits of ACPS, 2003 upto 1.1.06 but delayed for any reason should also be reviewed and considered accordingly.

6. With regard to fixation of pay on grant of promotion/financial upgradation under MACPS, 2010 a Government servant has an option under FR22 (I) (a) (I) to get his pay fixed in the higher post/grade pay either from the date of his promotion/upgradation or from the date of his next increment, viz. 1<sup>st</sup> July of the year. **The pay and the date of increment would be fixed in accordance with the relevant provisions of the Mizoram (Revision of Pay) Rules, 2010.**
7. 'Regular Service' for the purposes of the MACPS, 2010 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 for the last time. Service rendered on **adhoc/contract/officiating/deficit/ work-charged basis** followed by regular appointment in the substantive post without any break shall be taken into reckoning.
8. **"Regular Promotion"** for the purposes of the MACPS, 2010 shall mean promotion earned through seniority promotion, Limited Departmental Examination (LDE) and in situ promotion.
9. Past service rendered by a Government employee in a statutory body/Autonomous body/Public Sector organisation, before appointment in the Government shall not be counted towards Regular Service unless approved by **DP&AR(ARW)**.
10. **'Regular Service'** shall include all periods spent on deputation/foreign service, study leave and all other kinds of leave, duly sanctioned by the competent authority.
11. The MACPS, 2010 shall also be applicable to work-charged employees.
12. Existing time-bound promotion Scheme, including in-situ promotion Scheme or any other kind of promotion Scheme such as Grade Pay Promotion existed for a particular category of employees in a Department or its offices, may continue to be operational for the concerned category of employees. In other words, this Scheme shall not be applicable for those categories of employees unless a specific order is made by the Government that they will also be allowed the benefits of this Scheme.
13. The MACPS, 2010 is directly applicable only to State Government employees. It will not get automatically extended to employees of State Autonomous/Statutory Bodies under the administrative control of a Department. Keeping in view the financial implications involved, a conscious decision in this regard shall have to be taken by the respective Governing Body/Board of Directors and the administrative Department concerned where it is proposed to adopt the MACPS, 2010.
14. If a financial upgradations under the MACPS, 2010 is deferred and not allowed after 10 years in a grade pay due to the reason of the employees being unfit or due to departmental proceedings, etc., this would have consequential effect on the subsequent financial upgradation which would also get deferred to the extent of delay in grant of first financial upgradation.

15. On grant of financial upgradation under the Scheme, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted.
16. The financial upgradation would be on non-functional basis subject to **fitness**, in the hierarchy of grade pay within the PB-1. Thereafter, for upgradation under the MACPS, 2010 the benchmark of '**good**' would be applicable till the grade pay of Rs.4,800/- in PB-2. The benchmark will be '**Very Good**' for financial upgradation to the grade pay of Rs.5,400 and above.
17. In the matter of disciplinary/penalty proceedings, grant of benefit under the MACPS, 2010 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.
18. The MACPS, 2010 contemplates merely placement on personal basis in the immediate higher Grade pay/grant of financial benefits only and shall not amount to actual/functional promotion of the employees concerned.
19. Financial upgradation under the MACPS, 2010 shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional financial upgradation for the senior employees on the ground that the junior employee in the grade has got higher pay/grade pay under the MACPS, 2010.
20. Pay drawn in the pay band and the grade pay allowed under the MACPS, 2010 shall be taken as the basis for determining the terminal benefits in respect of the retiring employee.
21. If any Government employee, who was covered under the MACPS, 2010 has now become entitled to say third financial upgradation directly, having completed 30 year's regular service, his pay shall be fixed successively in next three immediate higher grade pays in the revised pay-bands and grade pays allowing the benefit of 3% pay fixation at every stage. Pay of persons becoming eligible for second financial upgradation may also be fixed accordingly.
22. 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 organisation, the regular service rendered by him/her in the previous organisation shall be counted towards the regular service in his/her new organisations for the purpose of giving financial upgradation under the MACPS, 2010.
23. In case of an employee after getting promotion/ upgradation of pay under MACPS, 2010 seeks unilateral transfer on a lower post or lower scale, he will be entitled only for second and third financial upgradations on completion of 20/30 years of regular service under the MACPS, 2010, as the case may be, from the date of his initial appointment to the post in the new organisation.

24. 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. If, however,, financial upgradation has been allowed due to stagnation and the employees subsequently refuse the promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and the second financial upgradation shall also be deferred to the period of debarment due to the refusal.
25. Employees on deputation need not revert to the parent Department for availing the benefit of financial upgradation under the MACPS, 2010. They may exercise a fresh option to draw the pay in the pay band and the grade pay of the post held by them or the pay plus grade pay admissible to them under the MACPS, 2010, whichever is beneficial.

### **Illustrations**

- A. (i) If a Government servant (LDC) in PB-1 in the Grade Pay of Rs.2,400 gets his first regular promotion (UDC) in the PB-2 in the Grade Pay of Rs.4,200 on completion of 5 years or 8 years of service and then continues in the same Grade Pay for further 10 years without any promotion then he would be eligible for 2<sup>nd</sup> financial upgradation under the MACPS, 2010 in the PB-2 in the Grade Pay of Rs.4,400 after completion of 15 years or 18 years i.e., from the date of his first appointment (5+10 years or 8+10 years), as the case may be.
- (ii) In case he does not get any promotion thereafter, then he would get 3<sup>rd</sup> financial upgradation in the PB-2 in Grade Pay of Rs.4,600 on completion of further 10 years of service i.e. after 28 years (8+10+10).
- (iii) However, if he gets 2<sup>nd</sup> promotion after 5 years of further service in the pay PB-2 in the Grade Pay of Rs.4,400 (Asstt. Grade) i.e. on completion of 23 years (8+10+5 years) then he would get 3<sup>rd</sup> financial upgradation after completion of 30 years counted from the date of first entry into Government service or 10 years from the date of 2<sup>nd</sup> promotion, whichever is earlier.

In the above scenario, the pay shall be raised by 3% of the total pay in the Pay Band and Grade Pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same Grade Pay or in the higher Grade Pay. Only the difference of grade pay would be admissible at the time of promotions.

- B. If a Government servant (LDC) in PB-1 in the Grade Pay of Rs.2,400 is granted 1<sup>st</sup> financial upgradation under the MACPS, 2010 on completion of 10 years of service in the PB-1 in the Grade Pay of Rs.2,800 and 5 years later he gets 1<sup>st</sup> regular promotion (UDC) in PB-2 in the Grade Pay of Rs.4,200, the 2<sup>nd</sup> financial upgradation under MACPS, 2010 (in the next Grade Pay with reference to Grade pay held by Government servant) will be granted on completion of 20 years of service from the date of entry into regular service in the Grade Pay of Rs.4,400. On completion of 30 years of service, he will get 3<sup>rd</sup> ACP in the Grade Pay of Rs.4,600. However, if two promotions are earned before completion of 30 years, only 3<sup>rd</sup> financial upgradation would be admissible on completion of 10 years of service in the same Grade Pay from the date of 2<sup>nd</sup> promotion or at 30<sup>th</sup> year of service from the date of entry into Government service, whichever is earlier.

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