

No.A.45011/1/2019-P&AR(ARW)
GOVERNMENT OF MIZORAM
DEPARTMENT OF PERSONNEL & ADMINISTRATIVE REFORMS
(ADMINISTRATIVE REFORMS WING)

Aizawl, the 20th September, 2023

OFFICE MEMORANDUM

Subject: Clarification, modification, substitution, supercession and addition of the Modified Assured Career Progression Scheme, 2020.

The Governor of Mizoram is pleased to make clarification, modification, substitution, supercession and addition of the Modified Assured Career Progression Scheme, 2020 as under:

1. Para 2 of the Scheme and Office Memorandum of even No. dated 22.10.2020 shall be superceded as: "It shall be deemed to have come into effect from 1st September, 2018. However, the pay on financial upgradation under this Scheme shall only be fixed notionally with effect from 01.09.2018. Actual monetary benefits shall be paid from 1st June, 2020."
2. At Para 5, the following is added: "Constitution of separate Departmental Screening Committee by each Administrative Department/Head of Department is not required apart from the Departmental Screening Committee constituted in the Scheme."
3. Para 6 (d) may be substituted as below:
"If a government servant's financial upgradation under MACPS, 2020 is delayed/withheld on account of not getting benchmark grading in the ACR/PAR as per analogies stated above, his ACR/PAR for subsequent year(s) shall be considered. If he obtained the required number of benchmark(s) only after the financial year of his eligibility date for financial upgradation, he will be granted financial upgradation on the next 1st April of the year he obtained the required number of benchmarks in the subsequent year. The benchmark(s) shall be taken from five consecutive years.

Illustration:

If the government servant in the above illustration obtained only 2(two) benchmarks, his ACR/PAR for subsequent years (2019-2020, 2020-2021, 2021-2022....) should be considered. If he obtained the required number of benchmarks only in the financial year 2020-2021, then he will be granted financial upgradation on 01.04.2022."

4. Para 1 A (ii) (b) of Annexure-I is substituted as "However, if, after 2nd upgradation, he gets 2nd promotion after 20th years of service from entry into service, then he would get 3rd financial upgradation on completion of 30 years of service."

5. The following is added to para 1 A of Annexure-I: “(ii) (c) If he gets 2nd promotion before completion of 10 years of service after 1st promotion, 1st and 2nd financial upgradation will lapse and he would get only 3rd financial upgradation on completion of 30 years of service or 10 years of service from the date of 2nd promotion, whichever is earlier.”
6. At the Annexure-I, Para 18 (A) may be added as follows:

If a government servant, after regularization and counting one-third of past service, is promoted before his eligibility date of financial upgradation under this Scheme, his financial upgradation will be determined in line with Illustration A below. However, if no promotion is earned before the eligibility date of financial upgradation under this Scheme, the financial upgradation will be determined in line with Illustration B below. After one financial upgradation, the period of past service counted should have consequential effect on further financial upgradation(s). Further, the date of eligibility may arrive at a date earlier than 1.9.2018 when one-third of past service is counted. In such a case, date of eligibility should be fixed at 1.9.2018 i.e. effective date of MACPS, 2020 (Illustration C) and pay will be fixed notionally with effect from 01.09.2018 and actual monetary benefits shall be paid from 1st June, 2020.

Illustration:

- A. (i) A Government servant, after regularization, gets his 1st promotion before date of financial upgradation and then continues in the same level without further promotion, his 1st upgradation will lapse and he would be eligible for 2nd financial upgradation on completion of 10 years from date of 1st promotion minus the period of one-third of past service. If no further promotion is earned, he would get 3rd financial upgradation on 10 years from 2nd financial upgradation. However, if he gets his 2nd promotion before eligibility of 2nd upgradation, only 3rd upgradation will be granted to him on completion of 10 years from 2nd promotion minus the period of one-third of past service.
- (ii) If, after 2nd upgradation, he gets 2nd promotion before 20th years of service from the date of regularization, he would get 3rd financial upgradation on completion of 10 years of service from the date of 2nd upgradation minus the period of one-third of past service. If, however, his 2nd promotion falls after 20th year of service from the date of regularization, then he would get 3rd financial upgradation on completion of 30 years of service from date of regularization minus the period of one-third of past service.
- B. (i) If a government servant, after regularization, do not get any promotion before eligibility date of financial upgradation, he shall be granted 1st financial upgradation on completion of 10 years from the date of regularization minus the period of one-third of past service. Thereafter, if no promotion is earned, he will be eligible for 2nd and 3rd financial upgradations counted from 10 years and 20 years respectively from the date of 1st financial upgradation.

(ii) If, after 1st financial upgradation, he gets 1st promotion before 10 years of further service, he will get 2nd financial upgradation on completion of 10 years from 1st upgradation and 3rd financial upgradation on completion of 20 years from 1st upgradation if no more promotion is earned. If 2nd promotion is earned after 2nd upgradation, he will also be granted 3rd upgradation on completion of 20 years from 1st upgradation.

(iii) If, however, two promotions are earned after 1st upgradation but before eligibility date of 2nd upgradation, his 2nd financial upgradation will lapse and he will be given 3rd financial upgradation on completion 10 years from 2nd promotion minus the period one-third of past service or 20 years from 1st upgradation, whichever is earlier.

(iv) If, after 2nd upgradation, he get his 1st promotion (or even 2nd promotion), he would get his 3rd upgradation on completion of 20 years of service from 1st upgradation.

C. A government servant was regularized on 15.05.2012 and after calculating one-third of past service, he has 8 years of past service to be counted. In this case, he shall be granted 1st financial upgradation on 1.9.2018. Further upgradations will be governed by Illustration A or B above, as the case may be, in which the period of one-third of past service may have consequential effect.

7. At the Annexure-I, Para 18 (B) may be added as follows:

“Regularization mentioned in this scheme shall mean regularization done as per regularization scheme in force at the time of such regularization in respect of muster roll, provisional employee, contract and work-charged employees.”

8. The illustration at para 23 of Annexure I may be substituted as under:

(A) A government servant's 1st financial upgradation under MACPS, 2020 is delayed for 50 (fifty) days due to imposition of penalty; his subsequent financial upgradations under MACPS, 2020 eligibility date will be computed as shown below, provided that no further penalty is awarded to the government servant:

	Eligibility date if no penalty is given	Actual eligibility date after deducting penalty period
1 st	01.07.2020	19.08.2020 (+50 days)
2 nd	01.07.2030	19.08.2030 (+50 days)
3 rd	01.07.2040	19.08.2040 (+50 days)

(B) In case he gets another penalty of 25 (twenty-five) days in between the upgradations, his eligibility date will be as below:

	Eligibility date if no penalty is given	Actual eligibility date after deducting penalty period
1 st	01.07.2020	19.08.2020 (+50 days)
2 nd	01.07.2030	14.09.2030 (50+25=75 days)
3 rd	01.07.2040	14.09.2040(50+25=75 days)

9. At para 38 of Annexure-I, the following may be added:

“(e) Both the senior and junior employee should hold the same post in the lower or promotional post.

38 (B)Stepping up of pay shall not be admissible on the following conditions:


- (i) If the junior employee obtained higher pay due to counting of one-third of past service or counting of the period of service before regularization or absorption or whatever case of counting of past service”
- (ii) If the junior employee obtained higher pay as a result of induction to other service.”

10. Annexure-II of the Scheme may be substituted by the proforma attached.

Sd/- V. LALENGMAWIA
Joint Secretary to the Govt. of Mizoram
DP&AR(ARW)

Memo No. A.45011/1/2019-P&AR(ARW) : Aizawl, the 20th September, 2023
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(LALMUANKIMA) 20/9/23
Under Secretary to the Govt. of Mizoram
DP&AR(ARW)

Annexure-III

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