

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

Dated Aizawl, the 27th January, 2012

OFFICE MEMORANDUM

Subject : Clarifications on Modified Assured Career Progression Scheme, 2010 for the Mizoram Government Employees

In continuation of this Department's Office Memorandum of even No. dt. 24.8.2011, the following clarifications on Modified Assured Career Progression Scheme, 2010 are hereby made for information and strict compliance of all Administrative Departments/Heads of Department:-

1. In regard to para 2 of the earlier Office Memorandum, i.e. regarding effective date for grant of financial benefits available under the MACPS, 2010, it is decided that in view of the financial problem faces by the Govt. such benefits shall be given to the eligible employees notionally with effect from 1.1.06. However, actual monetary benefits will be given only from the date of issue of the said Scheme, i.e. 24.8.2011.
2. In regard to checking of Service Statements in respect of Gazetted Officers who are due for financial upgradation(s) of pay under the MACPS, 2010 as well as placing of the Agenda Papers before the duly constituted DPC for these purposes, it has been decided that all the concerned Administrative Departments shall undertake such exercises in consultation with Chief Controller of Accounts, Accounts & Treasuries, Govt. of Mizoram. The service statements so prepared for placing before the duly constituted DPC shall be sent to DP&AR(ARW) for necessary checking prior to finalisation by the DPC.
3. Further, in regard to Para 4 of the earlier office memorandum, dt. 24.8.2011, Director, Account & Treasuries, who is appointed as one of the members of the DPC for Group 'A' & 'B' officers is hereby substituted as Chief Controller of Accounts, Accounts & Treasuries or his representative not below the rank of Dy. Director.
4. In respect of those employees holding isolated posts and whose financial upgradation(s) of pay under the old ACPS, 2003 have been protected for the Sixth Revision of Pay, 2010, it is hereby clarified that they shall also be granted 1st, 2nd or 3rd financial upgradation(s) of pay, as the case may be, which is available under the MACPS, 2010 at par with other employees apart from the financial upgradation(s) of pay already granted under the said old ACPS, 2003. If the service Books had already marked contrary to these clarifications, it may be rectified accordingly in consultation with DP&AR(ARW).
5. Further, it is noticed that there are cases where some employees having regular promotion(s) during the period of 1.1.06 and till the date of actual implementation of the said Scheme are due for financial upgradation(s) of pay under MACPS, 2010 prior to actual date of such regular promotion(s). In such cases, as the employees concerned are also eligible for the said

benefits prior to their getting regular promotion, they should also be granted such financial upgradation(s) of pay available under the MACPS, 2010. However, while granting such financial upgradation(s) of pay, there may be cases where the employees had to draw less pay than what he had already enjoyed as a result of fixation of pay on his regular promotion prior to the actual implementation of the MACPS, 2010. This may happen solely due to introduction of new Grade Pay for MACPS, 2010 other than promotional Grade Pay. In such cases, it has been decided that such employees shall exercise an option to continue to draw the pay which is more beneficial for him. However, as the employees concerned had declined such benefits available under the MACPS, 2010, it will entail lapses of 1st, 2nd or 3rd financial upgradation(s) of pay, as the case may be, under the MACPS, 2010 in such cases.

6. Further, attention is invited to Para 4 of Annexure-I of the MACPS, 2010 wherein it is stated that benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation of pay under the MACPS, 2010 i.e. the pay shall be raised by 3% of the total pay in the pay band and the grade pay drawn before such financial upgradation of pay. 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.**

In this regard, it is further clarified that while giving the difference of grade pay in this case, it will not change the running DNI of the employees whether the period is falling shorter than completed six months after granting of such difference of Grade Pay.

7. It is further clarified that there are a number of employees who are due for 1st, 2nd or 3rd financial upgradations of pay, as the case may be, between the period of 1.1.06 and the issue of MACPS, 2010 but retired/expired without getting the said benefits owing to their retirement/death. In such cases, it should be noted that such employees should also be granted the financial upgradation(s) of pay already due under the MACPS, 2010 retrospectively. All the Administrative Departments/Heads of Department having such cases should consider these cases accordingly in consultation with Accounts & Treasuries Department so as to ensure that all the pensions/death-cum-retirement gratuities/untillised encashments of leave are revised after granting such financial upgradation(s) of pay retrospectively under the MACPS, 2010. However, no arrears of pay and allowances prior to 24.8.11 should be paid to them as were done in other cases.
8. It is further clarified that in respect of those posts having feeder posts but no further promotional avenue such as Duftry, Process Server, Jamadar, promoted from IV Grade, it is decided that the 1st, 2nd or 3rd financial upgradation(s) of pay, as the case may be, under the MACPS, 2010 may be regulated as follows so as to make parity between the pay of senior promotees and senior incumbents in the feeder posts :-

| | 1 st upgradation | 2 nd upgradation | 3 rd upgradation |
|----------------------------|-----------------------------|-----------------------------|-----------------------------|
| 1) Duftry (direct recruit) | 2000 | 2400 | 2800 |
| Duftry (promotee) | lapsed on promotion | 2400 | 2800 |

| | | | |
|----|---|------|------|
| 2) | Process Server (direct recruit) 2000 | 2400 | 2800 |
| | Process Server (promotee) lapsed on promotion | 2400 | 2800 |
| 3) | Jamadar (promotee) lapsed on promotion | 2400 | 2800 |

If any similar cases are found, it should be referred to DP&AR (ARW) by the Departments concerned having such cases for making necessary decision.

9. Further, there are a number of posts which are amalgamated/merged with its promotional posts prior to 1.1.2006 and redesignated and placed in the same scale of pay such as Forester-I and Forester-II merged as Forester under Environment & Forests Department, Field Assistant/Field Supervisor as Revenue Assistant, Cartographer-III/Cartographer-II as Cartographer, Surveyor-III/ Surveyor-II as Surveyor under Land Revenue and Settlement Department, etc. In such cases, it is decided that in order to make parity in the Grade Pay of the incumbents in respect of 1st, 2nd or 3rd financial upgradation(s) of pay, as the case may be, under MACPS, 2010, such promotion earned prior to amalgamation/merger, if any, shall be waved in terms of the said scheme and it should not be treated as 'Regular Promotion(s)' under the said scheme.
10. Further, there are a number of employees whose scale of pay had been upgraded to a higher scale of pay after passing through post or in-service training such as in the case of the posts of S.A. to T/SA under PWD, PHED, Agriculture Deptt., etc., Fieldman to Gram Sevak under Horticulture Department, etc. In this regard, it is hereby clarified that as such upgradation of pay does not amounts to 'Regular Promotion' under the provisions of MACPS, 2010, it shall not be treated as Regular Promotion for the purposes of grant of 1st, 2nd or 3rd, as the case may be, financial upgradation(s) of pay under the said Scheme.
11. Further, there are a number of posts which are upgraded to the higher scale of pay along with its incumbents prior to 1.1.06 by administrative decision. In such cases, it is clarified that if fixation of pay in respect of the incumbents so upgraded is done under the provisions of FR 22(1) (a) (1), it shall amounts to 'Regular Promotion' in terms of MACPS, 2010.

However, if such upgradation is made after 1.1.2006, it shall amounts to 'Regular Promotion' within the meaning of the MACPS, 2010 in view of the Provisions of Mizoram (Revision of Pay) Rules, 2010.

12. Further, consequent upon the introduction of new Grade Pay under MACPS, 2010 other than the Grade Pay in the hierarchy of the Pay Bands and Grade Pay prescribed under Mizoram (Revision of Pay) Rules, 2010, there are instances/cases where the junior employees have to enjoy higher Grade Pay to their seniors appointed in the **same post** as a result of financial upgradation(s) of pay under the MACPS, 2010 vis-a-vis regular promotion(s) earned during the services as illustrated below in the case of Field Worker under Soil & Water Conservation Department:-

Example:

| Sl. no | Appointed as Field workder in the PB-5200-20200+GP 1800 | MACPS, 2010 | Promotion(s) | MACPS, 2010 |
|--------|---|--|--|---|
| 1 | 2 | 3 | 4 | 5 |
| 1. | on 24.6.1975 | 1 st upgradation of pay due on 1.1.06 in the GP of 1900 2 nd upgradation of pay due on 1.1.06 in the GP of 2000 3 rd upgradation of pay due on 1.1.06 in the GP of 2400 | Promoted to the post of Demonstrator on 22.6.09 in the Grade Pay of 2400 (However, no further 3% of Total Pay Band + GP and difference of Grade pay is to be given in view of Para 4 of Annexure-I of MACPS, 2010) | |
| 2. | on 8.10.1980 | 1 st upgradation of pay due on 1.1.06 in the GP of 1900 GP. 2 nd upgradation of pay due on 1.1.06 in the GP of 2000 GP. | Promoted to the post of Demonstrator on 8.7.2010 and hence, difference of Grade pay is given in view of Para 4 of Annexure-I of MACPS, 2010 (i.e. 2400-2000 = 400) | 3 rd upgradation of Pay due on 8.10.2010 (on completion of 30 yrs. of service counted from the date of entry into service) in the GP of 2800 from GP 2400. |

In such cases, it is hereby clarified and decided that the running Pay Band and Grade pay of the senior employees shall be stepped up at par with the junior from the date of grant of such financial upgradation(s) of pay to the junior employees so as to maintain parity of pay amongst the employees appointed in the same post.

However, if such case has a risen, it should first be referred to DP&AR(ARW) for making decision on the genuineness of the case.

13. Lastly, with a view to the prevailing heavy workloads of Accounts & Treasuries Department and also for administrative conveniences, it is decided that for according approval for the statements of fixation of pay made under the MACPS, 2010, the Joint Director (Accounts) or Dy. Director (Accounts) or Finance & Accounts Officer, as the case may be, in the Department is hereby empowered to check and approve such fixation of pay, if such officer(s) is posted in the Departments. However, if such officer(s) is not posted in the Department, it should be referred to Chief Controller of Accounts, Accounts & Treasuries Department, Government of Mizoram as was done in the case of fixation of pay under the provisions of Mizoram (Revision of Pay) Rules, 2010 for obtaining approval of the fixation.

Sd/- C. ZOTHANKHUMI
Jt. Secretary to the Govt. of Mizoram

Memo No. B.12014/1/2010-P&AR(ARW) : Dated Aizawl, the 27th January, 2012
Copy to:

1. Secretary to Governor, Mizoram
2. Secretary to Chief Minister, Mizoram
3. P.S. to Ministers/Speaker/Ministers of State/Dy. Speaker/Parliamentary Secretaries
4. P.P.S. to Chief Secretary, Govt. of Mizoram
5. All administrative Departments
6. All Heads of Department
7. Guard file.

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Under Secretary to the Govt. of Mizoram