

No.35034/2/2001-Estt(D)
Government of India
Ministry of Personnel, Public Grievances and Pensions.
(Department of Personnel and Training)

New Delhi-110001

June 1, 2001

OFFICE MEMORANDUM

Subject:-Grant of financial upgradations under the Assured Career Progression Scheme to Group 'D' civilian employees of the Central Government – clarification regarding.

The undersigned is directed to say that the clarification issued by the Department of Personnel and Training (DoP&T) in reply to the Point of Doubt No.9 vide Office Memorandum (O.M.) No.35034/1/97-Estt(D)(Vol.IV) dated February 10, 2000 regarding financial upgradations admissible under the Assured Career Progression (ACP) Scheme to the Group 'D' civilian employees of the Central Government has been reviewed in the light of the Ministry of Finance (Department of Expenditure) O.M.No.6//1/98-IC-I dated February 12, 2001 (copy enclosed), whereby an elongated pay-scale of Rs.2610-60-2910-65-3300-70-4000 (S-2A) has been introduced with effect from 1.1.1996 in replacement of the pre-revised elongated pay-scale of Rs.775-12-871-14-955-15-1030-20-1150, which was applicable to all Group 'D' employees, other than those in the industrial and workshop categories and in the Railways. It has accordingly been decided that financial upgradations under the ACP Scheme introduced vide DoP&T O.M.No.35034/1/97-Estt(D) dated August 9, 1999, shall be allowed to Group 'D' civilian employees of the Central Government in the **revised hierarchical grades/pay-scales** after taking into account the revised elongated scale **S-2A**, wherever applicable, provided that all the conditions specified in the ACP Scheme, including fulfillment of all promotional norms are met. This is, however, subject to the following:-

(i) First financial upgradation on completion of 12 years of regular service shall be at least to the pay-scale of Rs.2610-60-2910-65-3300-70-4000 (**S-2A**).

(ii) The second financial upgradation on completion of 24 years of regular service shall be at least to the pay scale of Rs.2750-70-3800-75-4400 (**S-4**). However, where Group 'D' civilian employees of the Central Government are Matriculates and are eligible for promotion to the post of Lower Division Clerk (LDC), the second financial upgradation in their case shall be at least to the pay-scale of Rs.3050-75-3950-80-4590 (**S-5**).

2. The above decisions shall be effective from August 9, 1999 which is the date of introduction of the ACP Scheme.

3. The financial upgradations under the ACP Scheme already granted to Group 'D' employees should, as such, be reviewed and revised in the light of the above decisions.

4. In certain Ministries/Departments/Organizations, Group 'D' employees initially recruited at S-2/S-3 level have been allowed financial upgradation under the ACP Scheme in the LDC grade (S-5) even without possession of prescribed educational qualification viz matriculation. Such upgradation has been allowed erroneously, as in terms of the Condition No.6 of the ACP Scheme notified on August 9, 1999, fulfillment of all promotional norms (including educational qualification, if any, specified in the relevant Recruitment Rules/Service Rules), prescribed for grant of regular promotion, is an essential requirement for grant of financial upgradations in the hierarchical grades. Such cases should, therefore, be reviewed and excess payments already made be recovered forthwith.

5. All Ministries/Departments may give wide circulation to these decisions for general guidance and appropriate action in the matter.

(K.K.JHA)
DIRECTOR(Establishment)

All Ministries/Departments of the Government of India

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3. Secretary, Staff Side, National Council (JCM), 13C, Ferozshah Road, New Delhi.
4. All Staff Side Members of the National Council (JCM), 13-C, Ferozeshah Road, New Delhi.
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