

PRASAR BHARATI
India's Public Service Broadcaster
DIRECTORATE GENERAL : ALL INDIA RADIO
AKASHVANI BHAWAN : NEW DELHI

No. 16/2/2018-S.IV(B)/ 433

Dated: 26.06.2018

Subject : Clarification on admissibility of MACP to some categories of staff (Programme & Engineering Cadres) granted upgraded pay scales in pursuance of Ministry of I&B dated 25/02/1999 – regarding.

This is with reference to this Directorate's letter No. 16/2/2018-S.IV(B)/305 dated 4/5/2018, on the subject cited above. It has been observed that consequent upon grant of ACP/MACP, the pay fixation has not been carried out as per instructions/guidelines issued by the Deptt. of Personnel & Training, in this regard.

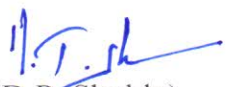
2. Now the Ministry of I&B vide letter No. 503/05/2014-BA(E) dated 31/01/2018, has categorically clarified that the upgraded pay scales granted vide Ministry of I&B's OM dated 25/02/1999 is to be treated as one upgradation against the three upgradations allowed under MACP Scheme.

3. Accordingly, it has been decided in the Directorate General, All India Radio, New Delhi, that the above pay fixations should be rechecked/re-verified/audited to correct any wrong fixation already done.

4. To facilitate the Stations/Kendras in working out the fixation of pay, three cases of illustrations are enclosed herewith.

5. In view of the above, all Stations/Kendras of AIR/Doordarshan are requested to get the pay fixation rechecked/re-verified/audited and refixed by 15th July 2018.

Encl. : As above


(D.P. Shukla)

Deputy Director Administration (E)

Copy to :

All Heads of Office, AIR/Doordarshan.

Copy for information to :

1. Smt. Harcharan Kaur, Deputy Secretary, Ministry of I&B, 'A' Wing, Shastri Bhawan, New Delhi – 110001
2. Senior PPS to CEO, Prasar Bharati, Prasar Bharati House, Copernicus Marg, New Delhi - 110001

ILLUSTRATIONS

CASE 1 : Eligible for 2 ACPs on completion of 24 years of service prior to introduction of MACP Scheme i.e. 01.09.2008

A Govt. Servant "A" joined as Engineering Assistant on 02/01/1980 in pay scale of Rs 425-750 (Rs. 5000-8000 as per 5th CPC) :

Got Regular Promotion as Senior Engineering Assistant on 02/07/1993 in the pay scale of (Rs. 5500-9000 as per 5th CPC).

Accepted upgraded pay scales in the post of Senior Engineering Assistant from 5500-9000 to 7450-11500 w.e.f. 1/1/1996 granted vide MIB OM dated 25/2/1999

Now, since he/she got regular promotion as Senior Engineering Assistant on 2/7/1993, therefore he/she is not entitled for considering 1st ACP in other words 1st ACP nullified.

He/She is entitled for consideration for grant of 2nd ACP in the promotional hierarchy i.e. AE in the pay scale of Rs 7500-12000 (Grade Pay Rs. 4800/-) on completion of 24 years of regular service w.e.f. 2/1/2004.

As regards admissibility of 3rd MACP, it is clarified that since the pay scale of Senior Engineering Assistant has been upgraded w.e.f. 1/1/1996 by Ministry of I&B vide OM dated 25/2/1999 and Ministry of I&B vide letter dated 31/1/2018 has clarified that the upgraded scales granted vide OM dated 25.2.1999 are to be counted as a financial upgradation for the purpose of MACP benefits, therefore, he/she is not entitled for consideration of grant of 3rd MACP.

CASE 2 : Eligible for 1 ACP as on 01.09.2008 and 2 MACPs thereafter

A Govt. Servant "B" has joined as Engineering Assistant on 01/11/1985 in pay scale of Rs 425-750 3 (Rs. 5000-8000 as per 5th CPC) :

Got Regular Promotion as Senior Engineering Assistant on 01/11/1998 in the pay scale of Rs. 5500-9000 as per 5th CPC.

Accepted upgraded pay scales in the post of SEA from 5500-9000 to 7450-11500 w.e.f. 1/1/1996 granted vide MIB order dated 25/2/1999

Since he/she got regular promotion as Senior Engineering Assistant on 01/11/1998, therefore he/she is not entitled for considering 1st ACP in other words 1st ACP nullified.

With effect from 1/9/2008 the ACP Scheme was replaced by MACP Scheme i.e. before completion of his/her 24 years or regular service on 01/11/2009.

As regards admissibility of 2nd and 3rd MACP, it is clarified that since the pay scale of Senior Engineering Assistant has been upgraded w.e.f. 1/1/1996 by Ministry of I&B vide OM dated 25/2/1999 and Ministry of I&B vide letter dated 31/1/2018 has clarified that the upgraded scales granted vide OM dated 25.2.1999 are to be counted as a financial upgradation for the purpose of MACP benefits. Hence he/she is not entitled for 2nd MACP.

Now he/she is to be considered for his/her entitlement for grant of 3rd MACP. As per DOPT's OM dated 19/05/2009, 3rd MACP would be admissible on completion of 10 years of service in Grade Pay from the date of 2nd promotion/upgradation or at 30th year of service, whichever is earlier. In the aforesaid case, he/she is entitled for consideration of grant of 3rd MACP w.e.f. 1/11/2008 in the Grade Pay hierarchy of Rs. 4800/- of PB-2.

CASE 3 : Not entitled to any ACP/MACP as one has earned three promotions

The promotional hierarchy in the grade of Technician is as under:

Technician	:	Rs. 4000-6000	(as per 5 th CPC)
Senior Technician	:	Rs. 4500-7000	- do -
Engineering Assistant	:	Rs. 5000-8000	- do -
Senior Engineering Assistant	:	Rs. 5500-9000	- do -

A Govt. Servant "C" has joined as Technician on 02/01/1978 in pay scale of Rs 4000-6000 as per 5th CPC.

Got Regular Promotion as Senior Technician on 10/05/1985 in the pay scale of Rs. 4500-7000 as per 5th CPC.

Got Regular Promotion as Engineering Assistant on 20/01/1990 in the pay scale of Rs. 5000-8000 as per 5th CPC.

Got Regular Promotion as Senior Engineering Assistant on 12/01/2004 in the pay scale of Rs. 5500-9000 as per 5th CPC.

Since he/she has earned three promotion in service tenure, no further upgradation under ACP/MACP Scheme is admissible to him/her.

Besides the Govt. Servant "C" accepted upgraded pay scales on 1/1/1996 granted vide MIB order dated 25/2/1999 (4th upgradation)

Note :

1. As per clarification received vide DoP&T ID Note No. 508/12/2002-BA-E dated 11/5/2004, the higher scale to existing incumbents for serving in Prasar Bharati with condition that they will opt for Prasar Bharati does not amount to grant of upgraded pay scales for the relevant posts per se, which continue to be in scales recommended by 5th CPC. DoP&T agreed that clarification No. 35 would not apply in the matter.
2. It further reads that claim for entitlement under ACP Scheme may be examined w.r.t. to the pay structure of the hierarchy as per the recommendation of 5th CPC. If the higher scale to existing incumbents corresponds to next higher grade of hierarchy, the same may be offset against the claim for ACPs. If it is lower than next higher grade in the hierarchy, the claim may be processed for grant of higher hierarchical scale under ACPs.
3. The ACP/MACP Scheme guidelines clearly stipulates that the ACP/MACP so granted to an employee in no case shall be more than what one could get on regular promotion, so it cannot be more than the pay scale/Grade Pay of the promotional post in hierarchy.