

केंद्रीय विद्यालय संगठन/ Kendriya Vidyalaya Sangathan  
18, संस्थानिक क्षेत्र/ 18, Institutional Area  
शहीद जीत सिंह मार्ग/ Shaheed Jeet Singh Marg  
नई दिल्ली-16/ New Delhi - 16

फ.स.110239/51/2017/बजट /केवीएस(मुख्यालय )

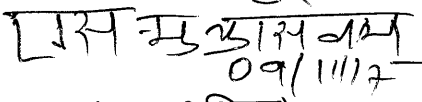
दिनांक: ०९.11.17

The following orders issued by Government of India are uploaded on the KVS Website for information and necessary action.

1. G.I., Dept. of Per. & Trg., O.M. No. AB.14017/13/2016-Estt. (RR), Dated 09-8-2016 regarding Seventh Central Pay Commission's recommendations - Revision of pay scales - Amendment of service Rules/Recruitment Rules.
2. G.I., Dept. of Expenditure, O.M.No.1-6/2016-IC, dated 7-9-2016 regarding Recommendations of the Seventh Central Pay Commission - Bunching of stages in the revised Pay structure under Central Civil Services(Revised Pay) Rules, 2016.
3. G.I., Dept. of Expenditure, O.M.No.1-6/2016-IC, dated 7-9-2016 regarding Revision of pay of employees stagnating at the maximum of the Pay Band and Grade Pay or scale in pre-revised structure under Central Civil Services(Revised Pay)Rules,2016.
4. G.I.,M.F.,O.M.No.12(1)/E.II(A)/2016, dated 7-10-2016 regarding grant of advances -Seventh Pay Commission recommendations - Amendment to Rules of Compendium of Rules on advances to Government servants.
5. G.I.,M.F.,O.M.No.12(1)/E.II(A)/2016 dated 7-10-2016 regarding Grant of advances -Seventh Pay commission recommendations - Amendment to Rule 21(5) of Compendium of Rules on advances to Government servants.
6. G.I., Dept. of Expenditure, O.M.No.1-6/2016-IC (Pt.), dated 29-9-2016 regarding fixation of pay and grant of increment in the revised pay structure - Clarifications.
7. G.I., Dept. of Pen. & P.W., Notfn.No.F.No.21/1/2016-P&PW(F), dated 30-9-2016 regarding Amendment to CCS(Pension )Rules,1972.
8. G.I.,M.H. & F.W.,O.M.No.Z.15025/79/2/DIR/CGHS, dated 5-10-2016 regarding delegation of powers for settlement of reimbursement claims/permissions ex post facto approval in respect of Pensioner CGHS beneficiaries, etc.
9. G.I.,Dept. of Per. & Trg.,O.M.No.F.No.35034/3/2015-Estt.(D), dated 27/28-9-2016 regarding Modified Assured Career Progression Scheme(MACPS) for the Central Government Civilian Employees -Implementation of Seventh CPC recommendations.

*(Handwritten signatures and initials)*

10. G.I., Dept. of Per. & Trg., O.M.No.F.No.22011/1/2015-Estt.(D), dated 27-10-2016 regarding timely and advance action in convening of Departmental Promotion Committee meeting in terms of Model Calendar.
11. G.I., Per. & Trg., O.M.No.22011/4/2007-Estt.(D), dated 21.11.2016 regarding Guidelines on treatment of effect of penalties on promotion - role of Departmental Promotion Committee.

  
(एस मुथुशिवम)  
उपायुक्त (वित्त)  
011-26523070

प्रतिलिपि :

1. उपायुक्त, के. वी. एस. , सभी क्षेत्रीय कार्यालय।
2. वित्त अधिकारी , के. वी. एस. , सभी क्षेत्रीय कार्यालय।
3. सभी अधिकारी / अनुभाग , के. वी. एस. (मु. )।
4. प्राचार्य , के. वी. काठमांडू , मास्को एवं तेहरान ।
5. महासचिव , सभी मान्य संघ ।
6. निदेशक , जीट ग्वालियर , मुंबई , मैसूर , चंडीगढ़ एवं भूबनेश्वर।
7. उपायुक्त, ई डी पी , के वी एस (मु .) को इस निवेदन के साथ की पत्र को
8. के वी एस (मु.) की वैबसाइट के शीर्ष "सूचना पट(Announcements) " के अंतर्गत अपलोड करें ।
9. आर टी आई , के वी एस (मु . )।

No. AB.14017/13/2016-Estt. (RR)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training  
New Delhi

Dated: 9<sup>th</sup> August, 2016

OFFICE MEMORANDUM

Subject:- Seventh Central Pay Commission's recommendations – revision of pay scales- amendment of Service Rules/Recruitment Rules

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The recommendations of 7<sup>th</sup> CPC have been considered by the Government and the CCS (Revised Pay) Rules 2016 have been issued by Department of Expenditure vide Notification dated 25<sup>th</sup> July, 2016. Consequently, in place of the Pay Band and Grade Pay, the revised pay structure comprising the "LEVEL in the PAY MATRIX" has come into effect. In the light of this, it has now been decided that the existing Service Rules/Recruitment Rules shall be amended by the Ministries/Departments by substituting the existing Pay Band and Grade Pay by the new pay structure i.e. "LEVEL in the PAY MATRIX" straightaway without making a reference to the Department of Personnel and Training (DOP&T)/Union Public Service Commission (UPSC). The heading of column No.4 of the Schedule in RRs may be modified to "LEVEL in the PAY MATRIX". Similarly, in column 11 of Recruitment Rules, for promotion the corresponding "Pay Band and Grade Pay" needs to be replaced with corresponding "LEVEL in the PAY MATRIX". In cases where deputation is also one of the methods of recruitment, the field of selection for deputation which includes various grades should also reflect the corresponding "LEVEL in the PAY MATRIX".

2. The above amendments may be carried out by 30<sup>th</sup> September, 2016.

*G. Jayanthi*  
(G. Jayanthi)  
Director (E-1)

To

All Ministries/Departments of Government of India

*Pl. circulate to 22/P/2016 80(CS)*  
*JE (RA) 22/4*  
*→ BIA (SCS) 22/4*  
*US(CS) 22/4*  
*22/4*

No. 1-6/2016-IC  
Government of India  
Department of Expenditure  
Implementation Cell

Room No. 214, The Ashok, New Delhi  
Dated the 7<sup>th</sup> September, 2016


OFFICE MEMORANDUM

**Subject: Recommendations of the 7<sup>th</sup> Central Pay Commission – bunching of stages in the revised pay structure under Central Civil Services (Revised Pay) Rules, 2016.**

The undersigned is directed to say that in view of the recommendation of the 7<sup>th</sup> Central Pay Commission regarding bunching of stages in the revised pay structure, it has been decided that in cases where in revision of pay, the pay of Government servants drawing pay at two or more stages in pre-revised Pay Band and Grade Pay or scale, as the case may be, get fixed at same Cell in the applicable Level in the new Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of Government servant drawing higher pay in pre-revised structure shall be fixed at the next vertical Cell in the applicable Level.

2. For this purpose, pay drawn by two Government servants in a given Pay Band and Grade Pay or scale where the higher pay is at least 3% more than the lower pay shall constitute two stages. Officers drawing pay where the difference is less than 3% shall not be entitled for this benefit.

3. As per illustration given in para 5.1.37 of the Report of the 7<sup>th</sup> Central Pay Commission, if two persons drawing pay of ₹ 53,000 and ₹ 54,590 in the GP ₹ 10,000 are to be fitted in the new Pay Matrix, the person drawing pay of ₹ 53,000 on multiplication by a factor of 2.57 will expect a pay corresponding to ₹ 1,36,210 and the person drawing pay of ₹ 54,590 on multiplication by a factor of 2.57 will expect a pay corresponding to ₹ 1,40,296. Revised pay of both should ideally be fixed in the first cell of Level 14 in the pay of ₹ 1,44,200 but to avoid bunching the person drawing pay of ₹ 54,590 will get fixed in second cell of Level 14 in the pay of ₹ 1,48,500.

  
(R. K Chaturvedi)

Joint Secretary to the Govt. of India  
Tel: 011 – 2611 6646

Distribution:

1. All Ministries/Departments as per standard list.
2. NIC, D/o Expenditure, Ministry of Finance, North Block, New Delhi with a request to upload the OM on website of the Department.

3

No. 1-6/2016-IC  
Government of India  
Department of Expenditure  
Implementation Cell

Room No. 214, The Ashok, New Delhi  
Dated the 7<sup>th</sup> September, 2016

OFFICE MEMORANDUM

**Subject:** Revision of pay of employees stagnating at the maximum of the Pay Band and Grade Pay or scale in pre-revised structure under Central Civil Services (Revised Pay) Rules, 2016.

The undersigned is directed to say that consequent upon notification of Central Civil Services (Revised Pay) Rules, 2016, representations have been received regarding provision of additional increments in the revised pay structure on 01.01.2016 in case of employees who had been stagnating at the maximum of the Pay Band and Grade Pay or scale in the pre-revised pay structure.

2. The matter was examined in this Department and it has been decided that in case of persons who had been drawing maximum of the applicable Pay Band and Grade Pay or scale, as the case may be, for more than two years as on 01.01.2016, one increment in the applicable Level in the Pay Matrix shall be granted on 01.01.2016 for every two completed years of stagnation at the maximum of the said Pay Band and Grade Pay or scale. Grant of additional increment(s) shall be subject to condition that the pay arrived at after grant of such increment does not exceed the maximum of the applicable Level in the Pay Matrix. Illustrations:

| Pay Band and Grade Pay or scale  | (Amount in ₹)                |                      |
|--|------------------------------|----------------------|
|  | PB-4 (37400-67000), GP 10000 | HAG (67000-79000)    |
| Maximum of the applicable Pay Band and Grade Pay or scale  | 77000                        | 79000                |
| Date on which pay fixed at maximum of the applicable Pay Band and Grade Pay or scale                 | 01.07.2014                   | 01.07.2013           |
| Revised Pay in the applicable Level in the new Pay Matrix  | 199600                       | 205100               |
| No. of years completed at maximum of the applicable Pay Band and Grade Pay or scale as on 01.01.2016 | 1 year and 6 months          | 2 years and 6 months |
| No. of increment(s) to be granted on 01.01.2016  | Nil                          | 01                   |
| Revised Pay after grant of increment on 01.01.2016   | 199600                       | 211300               |

*Alle*  
7/9/2016

PTO

3. After fixation of pay on 01.01.2016 as indicated above, the date of increment shall be regulated as per the provisions of Rule 10 of Central Civil Services (Revised Pay) Rules, 2016.

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31/9/2016

(R. K Chaturvedi)  
Joint Secretary to the Govt. of India  
Tel: 011 – 2611 6646

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No. 12(1)/E.II(A)/2016  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 7<sup>th</sup> October, 2016

OFFICE MEMORANDUM

Subject: Grant of advances - Seventh Pay Commission recommendations- Amendment to Rules of Compendium of Rules on Advances to Government Servants.

The undersigned is directed to say that in pursuance of the decision taken by the Government on the Seventh Pay Commission's recommendations relating to advances, all the interest free advances stand discontinued as per attached annexure, with the exception that the interest free Advances for Medical Treatment, Travelling Allowance for family of deceased, Travelling Allowance on tour or transfer and Leave Travel Concession shall be retained.


2. In addition, the advance for training in Hindi through Correspondence Course, which is not mentioned in the Compendium of Rules on Advances to Government Servants, also stands abolished in pursuance of the decision of Government on 7<sup>th</sup> CPC recommendation.

3. These orders will take effect from the date of issue of this O.M. The cases where the advances have already been sanctioned need not be reopened.

4. In so far as persons serving in Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

5. All the Ministries/Departments are requested to bring the amendments to the notice of all its attached and subordinate offices for their information.

Hindi version of this O.M. is enclosed.

  
(Pankaj Hazarika)  
Director, E.II(A)

To

All the Ministries/Departments of the Government of India, etc.

Copy (with usual number of spare copies) forwarded to C&AG, UPSC, etc. as per standard endorsement list.

AMENDMENT TO COMPENDIUM OF RULES ON ADVANCES TO  
GOVERNMENT SERVANTS, 2005.

| Sl.No | Name of Advance            | Gov Decision on 7 <sup>th</sup> CPC recommendations |
|-------|----------------------------|---|
| 1.    | Bicycle Advance            | Abolished   |
| 2.    | Warm Clothing Advance      | Abolished   |
| 3.    | Advance of Pay on Transfer | Abolished   |
| 4.    | Festival Advance           | Abolished   |
| 5.    | Natural Calamity Advance   | Abolished   |
| 6.    | Advance of Leave Salary    | Abolished   |
| 7.    | Advance for Law Suits      | Abolished   |



No. 12(1)/E.II(A)/2016  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 7<sup>th</sup> October, 2016

OFFICE MEMORANDUM

Subject: Grant of advances - Seventh Pay Commission recommendations- Amendment to Rules 21(5) of Compendium of Rules on Advances to Government Servants.

The undersigned is directed to say that in pursuance of the decision taken by the Government on the Seventh Pay Commission's recommendations relating to advances, the existing provisions of Compendium of Rules on Advances - 21(5) relating to Personal Computer Advance are amended as per the amendments attached.

2. These orders will take effect from the date of issue of this O.M. The cases where the advances have already been sanctioned need not be reopened.
3. The other interest bearing advances relating to Motor Car Advance and Motorcycle / Scooter / Moped Advance will stand discontinued.
4. In so far as persons serving in Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.
5. All the Ministries/Departments are requested to bring the amendments to the notice of all its attached and subordinate offices for their information.

Hindi version of this O.M. is enclosed.

  
(Pardeep Hazarika)  
Director, E.II(A)

To

All the Ministries/Departments of the Government of India, etc.

Copy (with usual number of spare copies) forwarded to C&AG, UPSC, etc. as per standard endorsement list.

AMENDMENTS TO COMPENDIUM OF RULES ON ADVANCES TO  
GOVERNMENT SERVANTS, 2005

CONDITIONS OF GRANT OF COMPUTER ADVANCE:

Rule 21(5)

| Advance                   | Quantum  | Eligibility Criteria     |
|---------------------------|--|--------------------------|
| Personal Computer Advance | Rs.50,000 or actual price of PC, whichever is lower. | All government employees |

(ii) The Computer advance will be allowed maximum five times in the entire service.

No. 1-8/2016-IC(Pt.)  
Government of India  
Department of Expenditure  
Implementation Cell

Room No. 214, The Ashok, New Delhi  
Dated the 29<sup>th</sup> September, 2016

OFFICE MEMORANDUM


Subject: Fixation of pay and grant of increment in the revised pay structure - clarifications - regarding.

Following the notification of Central Civil Services (Revised Pay) Rules, 2016, this Department has received references seeking clarifications regarding various aspects of fixation of pay in the revised pay structure as also pay fixation and grant of increment in future under revised pay structure. The matter has been considered in this Department and the points of doubts are clarified as under:

| Sl. No. | Point of doubt  | Clarification  |
|---------|---|--|
|         | <p>As per the provisions of FR 22 (I) (a) (1), the Government servants (other than those appointed on deputation to ex-cadre post or ad hoc basis or on direct recruitment basis) have the option, to be exercised within one month from the date of promotion, to have the pay fixed under this rule from the date of such promotion/ appointment or from the date of next increment.</p> <p>Some of the employees, promoted between 01.01.2016 and the date of notification of CCS (RP) Rules, 2016 had opted for their pay fixation on promotion/financial up-gradation under MACPS from the date of their next increment in the lower grade. Consequent upon notification of CCS (RP) Rules, 2016 i.e. 25<sup>th</sup> July, 2016, the option submitted by such employees has now turned out to be disadvantageous.</p> <p>Whether such employee may be allowed to reverse their option under FR 22 (I)(a)(1) at this stage</p> | <p>Under the changed circumstances after notification of CCS (RP) Rules, 2016, the employee may be allowed to exercise revised option for fixation of pay under FR 22(I)(a)(1). Such revised option shall be exercised within one month of issue of this OM. Option so revised, shall be final</p> |

*[Signature]*  
29/9/2016

|   |  |
|---|--|
| 2 Whether employees appointed/promoted/ granted financial up-gradation during 02.01.2015 and 01.07.2015 will be entitled to grant of one increment on 01.01.2016. | Since the provisions of CCS (RP) Rules, 2016 are effective from 01.01.2016, no increment shall be allowed on 01.01.2016 at the time of fixation of pay in the revised pay structure. |
|---|--|

  
29/9/2016

(R. K. Chaturvedi)  
Joint Secretary to the Govt. of India  
Tel: 011 - 2611 6646

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2. NIC, D/o Expenditure, Ministry of Finance, North Block, New Delhi with a request to upload the OM on website of the Department.

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS

(Department of Pension and Pensioners' Welfare)

NOTIFICATION

New Delhi, the 30th September, 2016

G.S.R. 962(E).—In exercise of the powers conferred by the proviso to article 309, and clause (5) of article 148 of the Constitution and after consultation with the Comptroller and Auditor-General of India in relation to persons serving in the Indian Audit and Accounts Department, the President hereby makes the following rules further to amend the Central Civil Services (Pension) Rules, 1972, namely:

1. (1) These rules may be called the Central Civil Services (Pension) Amendment Rules, 2016.
- (2) They shall come into force on the date of their publication in the Official Gazette.
2. In the Central Civil Services (Pension) Rules, 1972, for rule 38, the following rule shall be substituted, namely:

“38 Invalid pension

(1) The case of a Government servant acquiring a disability, where the provisions of section 47 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (1 of 1996) are applicable, shall be governed by the provisions of the said section:

Provided that such employee shall produce a disability certificate from the competent authority as prescribed under the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1996, as amended from time to time.

(2) If a Government servant, in a case where the provisions of section 47 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (1 of 1996) are not applicable, retires from the service on account of any bodily or mental infirmity which permanently incapacitates him for the service he may be granted invalid pension or service gratuity in accordance with rule 49, depending upon the length of his qualifying service on the date of retirement.

(3) Where a Government servant, referred to in sub-rule (2), applies for an invalid pension, he shall be required to submit a medical certificate of incapacity from the following medical authority, namely:—

(a) a Medical Board in the case of a Gazetted Government servant and of a non-Gazetted Government servant whose pay, as defined in rule 9 (21) of the Fundamental Rules, exceeds fifty-four thousand rupees per mensem;

(b) Civil Surgeon or a District Medical Officer or Medical Officer of equivalent status in other cases.

Note 1.—No medical certificate of incapacity for service may be granted unless the applicant produces a letter to show that the Head of his Office or Department is aware of the intention of the applicant to appear before the medical authority and the medical authority shall also be supplied by the Head of the Office or Department in which the applicant is employed with a statement of what appears from official records to be the age of the applicant, and if a service book is being maintained for the applicant, the age recorded therein should be reported.

Note 2.—A lady doctor shall be included as a member of the Medical Board when a woman candidate is to be examined.

(4) The form of the Medical Certificate to be granted by the medical authority specified in sub-rule (3) shall be as in Form 23.

(5) Where the medical authority referred to in sub-rule (3) has declared a Government servant mentioned in sub-rule (2) fit for further service of less laborious character than that which he had been doing, he shall, provided he is willing to be so employed, be employed on lower post and if there be no means of employing him even on a lower post, he may be admitted to invalid pension or service gratuity, as the case may be, under rule 49.”

[F. No. 211/2016-P&PW (F)]

VANDANA SHARMA, Addl. Secy



**Government of India**  
**Ministry of Health and Family Welfare**  
**Department of Health & Family Welfare**

Nirman Bhawan, New Delhi 110 108

No: Z.15025/79/2/DIR/CGHS

Dated the 5<sup>th</sup> October, 2016

**OFFICE MEMORANDUM**

**Subject:- Delegation of powers for settlement of reimbursement claims/Permissions /ex-post facto approval in respect of Pensioner CGHS beneficiaries, etc.,**

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With reference to the above subject the undersigned is directed to state that that the matter has been reviewed by the Ministry in view of the difficulties faced by the CGHS pensioner beneficiaries. Therefore, with a view to streamline and to simplify the procedures, it has now been decided to further delegate powers to the Addl. Directors of CGHS Cities / Zones in respect of CGHS pensioner beneficiaries, etc., as under:

**i) Permission / ex-post facto approval in non-empanelled hospitals / Diagnostic Labs /**

**Imaging Centre:**

Requests for permission /ex-post facto approval for elective treatment / investigations in non-empanelled hospitals / diagnostic centres in respect of Pensioners/ex-MPs/freedom Fighters, etc., shall be considered by Addl. Director of concerned CGHS city / Zone subject to the reimbursement being restricted to CGHS package rates or actual expenditure, whichever is less.

**ii) Permission / ex-post facto approval in cases involving procedural lapse:**

Requests for approval of elective treatment / investigations in empanelled hospitals / diagnostic centres without recommendation of Govt. Specialist or CMO and without prior permission in respect of Pensioners/ex-MPs/freedom Fighters, etc., shall be considered by Addl. Director of concerned CGHS city / Zone subject to the reimbursement being restricted to CGHS rates or actual expenditure whichever is less.

iii) Delegation of Powers for Settlement of Medical Reimbursement Claims (at approved rates) of Individual Pensioner Beneficiary, etc.,

|    |  | Revised Delegated Powers |
|----|--|--------------------------|
| a) | Additional Director , CGHS of City /Zone | Rs. 7,00,000/-           |
| b) | Director, CGHS                           | Rs. 15,00,000/-          |
| c) | Addl. Secretary & DG,CGHS                | Rs. 25,00,000/-          |

iv) Delegation of Powers for settlement of Hospital Bills (at approved rates) for the Treatment given to Pensioner Beneficiaries, etc.,

|    |  | Revised Delegated Powers |
|----|--|--------------------------|
| a) | Additional Director , CGHS of City /Zone | Rs. 7,00,000/-           |
| b) | Director, CGHS                           | Rs. 15,00,000/-          |
| c) | Addl. Secretary & DG,CGHS                | Rs. 25,00,000/-          |

v) Delegation of Powers for Permission / ex-post facto Approval / Settlement of Medical Reimbursement Claims of Individual Beneficiaries / Hospital Bills in respect of Unlisted procedures / Implants (no CGHS rates)  
If there is no CGHS package rate for treatment / CGHS Ceiling rate for implant approval shall be granted as per AIIMS package rate (if only procedural charge, it shall not be considered as package rates)/ AIIMS rate for implant and if there is no CGHS/AIIMS rate approval shall be granted as per actual rate.

|    |  | Revised Delegated Powers |
|----|--|--------------------------|
| a) | Additional Director , CGHS of City /Zone | Rs. 1,00,000/-           |
| b) | Director,CGHS                            | Rs. 1,50,000/-           |
| c) | Addl. Secretary & DG,CGHS                | Rs. 1,50,000/-           |

2. The revised delegations mentioned above will be subject to the conditions that it will not include any case involving relaxation of rules, irrespective of the amount involved. Further, cases where the amounts exceed the monetary limits prescribed above will have to be referred to the Ministry of Health & Family Welfare for obtaining the concurrence of Integrated Finance Division in the Ministry of Health & Family Welfare.

3. The above delegations are in supersession of all the earlier instructions in the matter in

14

F.No.35034/3/2015-Estt.(D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

North Block,  
New Delhi  
Dated the September 27, 2016  
23

**OFFICE MEMORANDUM**

**Subject: Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees- Implementation of seventh CPC recommendations.**

The Modified Assured Career Progression Scheme was introduced with effect from 01.09.2008 in pursuance of the recommendations of the Sixth Pay Commission by this Department's OM No.35034/3/2008-Estt(D) dated 19<sup>th</sup> May, 2009. Subsequently, clarifications/ FAQs were issued vide OM dated 16.11.2009, 09.09.2010, 01.04.2011, 13.06.2012, 04.10.2012 and 10.12.2014. These instructions are in force with effect from 01.09.2008.

2. The 7<sup>th</sup> Central Pay Commission (CPC) in para 5.1.44 of its report has recommended inter-alia as follows:

*“MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPS will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organised Group 'A' Services.”*

3. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7<sup>th</sup> CPC accepted by the Government, the Modified Assured Career Progression Scheme (MACPS) will continue to be administered at 10, 20 and 30 years as before. Further, Para 1 and 2 of the existing Scheme (Annexure to this Department's OM No. 35024/3/2008-Estt.D dated 19<sup>th</sup> May, 2009) will be substituted by the following words:-

“1. There shall be three financial upgradations under the MACPS as per 7<sup>th</sup> CPC recommendations, counted from the direct entry grade on completion of 10, 20 and 30 years services respectively or 10 years of continuous service in the same level in Pay Matrix, whichever is earlier.

2. The MACPS envisages merely placement in the immediate next higher level in the Pay Matrix as given in PART A of Schedule of the CCS (Revised Pay) Rules, 2016. Thus, the level in the Pay Matrix at the time of financial upgradation under the MACPS can, in certain cases where regular promotion is not between two successive levels in the Pay Matrix, be different than what is available at the time of regular promotion. In such cases, the higher level in the Pay Matrix attached to the



next promotion post in the hierarchy of the concerned cadre/organisation will be given only at the time of regular promotion."

4. The 7<sup>th</sup> Central Pay Commission (CPC) in para 5.1.45 of its report has interalia recommended as follows:

*"Benchmark for performance appraisal for promotion and financial upgradation under MACPS to be enhanced from 'Good' to 'Very Good'."*

5. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7<sup>th</sup> CPC accepted by the Government, para 17 of the Scheme (Annexure to OM No. 35024/3/2008-Estt.D dated 19<sup>th</sup> May, 2009) shall be substituted by the following words:-

*"17. For grant of financial upgradation under the MACPS, the prescribed benchmark would be 'Very Good' for all the posts."*

6. These changes will come into effect from 25<sup>th</sup> July, 2016, i.e., from the date of resolution notified by Department of Expenditure, Ministry of Finance regarding acceptance of the recommendations of the 7<sup>th</sup> CPC.

7. The comprehensive MACP Scheme on acceptance of Seventh Central Pay Commission recommendations will be issued separately.

*G. Jayanthi*  
(Jayanthi G.)  
Director(E.I)  
Tel: 23092479

To

**All Ministries/Departments of Government of India.**

Copy to:-

1. The President's Secretariat, New Delhi.
2. The Vice-president's Sectt, New Delhi
3. The Prime Minister's Office, New Delhi.
4. The Cabinet Secretariat, New Delhi.
5. The Rajya Sabha Secretariat, New Delhi.
6. The Lok Sabha Secretariat, New Delhi.
7. The Comptroller and Audit General of India, New Delhi.
8. The Secy, Union Public Service Commission, New Delhi
9. The Staff Selection Commission, New Delhi.
- 10 All attached offices under the Ministry of Personnel, Public Grievances and Pensions.
11. All Officers and Sections in the Department of Personnel and Training.
12. Establishment(D) Section, DoP&T (20 copies)
- ✓ 13. NIC for updation on the website

NO. 22011/1/2011-Estt(D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel and Training)

North Block, New Delhi - 110001  
Dated- October 27, 2016

**OFFICE MEMORANDUM**

**Subject:-** Timely and advance action in convening of Departmental Promotion Committee meeting in terms of Model Calendar-regarding.

The undersigned is directed to state that with a view to having the approved select panels for promotion ready in advance in a time-bound manner, this Department has issued a Model Calendar for DPCs vide OM No. 22011/9/98-Estt. (D) dated 8<sup>th</sup> September, 1998 as modified vide OM No. 22011/4/2013-Estt.(D) dated 28.01.2015. An indicative pattern has been provided in the Model Calendar for various events involved in the pre/ post DPC related actions. All the Ministries/Departments have been impressed upon from time to time by this Department to adhere to the prescribed time-line so as to ensure that the panel is ready in time and is utilised as and when the vacancies arise during the course of the vacancy year.

2. It has been brought to the notice that many promotion posts are lying vacant due to abnormal delay in convening DPCs. The objective of timely promotions of employees in various Ministries/Departments can be achieved only by holding DPC meetings.

3. In view of above, all Ministries/Departments are again advised to ensure strict compliance of instructions in order to achieve the desired objectives of timely convening of DPCs/preparation of approved select panels within the prescribed time frame.



(Rajesh Sharma)

Under Secretary to the Govt. of India  
Tele. No. 23040340

No.22011/4/2007-Estt. (D)  
Government of India  
Ministry of Personnel, Public and Training  
(Department of Personnel and Training)

North Block, New Delhi – 110 011

November 21, 2016

**OFFICE MEMORANDUM**

**Sub: Guidelines on treatment of effect of penalties on promotion – role of Departmental Promotion Committee**

The Department of Personnel & Training *vide* its OM of even number dated 28.4.2014 issued instructions on the above subject. Paragraph 7(d), 7(f) and 7(g) of the said OM provides as follows:

- 7(d) *If the official under consideration is covered under any of the three condition mentioned in paragraph 2 of OM dated 14.9.1992, the DPC will assess the suitability of Government servant along with other eligible candidates without taking into consideration the disciplinary case / criminal prosecution pending. The assessment of the DPC including 'unfit' for promotion and the grading awarded are kept in a sealed cover. [Paragraph 2.1 of DoPT OM dated 14.9.1992]*
- 7(f) *If any penalty is imposed on the Government servant as a result of the disciplinary proceedings or if he / she is found guilty in the criminal prosecution against him / her, the findings of the sealed cover / covers shall not be acted upon. His / her case for promotion may be considered by the next DPC in the normal course and having regard to the penalty imposed on him / her [paragraph 3.1 of DoPT OM dated 14.9.1992].*
- 7(g) *In assessing the suitability of the officer on whom a penalty has been imposed, the DPC will take into account the circumstances leading to the imposition of the penalty and decide whether in the light of general service record of the officer and the fact of imposition of penalty, the officer should be considered for promotion. The DPC, after due consideration, has authority to assess the officer as 'unfit' for promotion. However, where the DPC considers that despite the penalty*

*Bhames*

*the officer is suitable for promotion, the officer will be actually promoted only after the currency of the penalty is over [paragraph 13 of DoPT OM dated 10.4.1989].*

2. Questions have been raised by the Ministries and Departments asking whether this is applicable in the case of 'Censure' also. In this regard, it is reiterated that paragraphs 7(d), 7(f) and 7(g) cited above are applicable in all the recognized penalties under CCS (CCA) Rules including the minor penalty of Censure as well for which no currency has been prescribed, it would mean that as per para 7(g), if the DPC considers the officer fit for promotion notwithstanding the award of censure, he / she can be promoted without referring to the currency of penalty.

*G. Jayanthi*

(G. Jayanthi)

Director

Tel. no. 2309 2479

All Ministries / Departments of the Government of India

Copy to:

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- (vi) The Lok Sabha Secretariat, New Delhi
- (vii) The Controller and Auditor General of India, New Delhi
- (viii) The Secretary, Union Public Service Commission
- (ix) The Secretary, Staff Selection Commission
- (x) All Attached offices under the Ministry of Personnel, Public Grievances and Pensions
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- (xiii) NIC for uploading on the website under
  - (a) OM's / Orders → Establishment → Promotion; and
  - (b) OMs / Orders → Establishment → CCS (CCA) Rules.

*Rajesh Sharma*

(Rajesh Sharma)

Under Secretary to the Govt. of India

Tel no. 2304 0340