

869  
17-8-12

Government of India  
Department of Personnel  
Establishment

PC 27

Dy. No. 71727/ESH/2012

PUC may kindly be perused.

- The matter relates to entitlements for grant of financial upgradations under the MACP Scheme in respect of employees selected under Limited Departmental Competitive Examination (LDCE)/ General Departmental Competitive Examination (GDCE). In the 3<sup>rd</sup> Meeting of the Joint Committee on MACPS, it was informed that treatment of such cases would generally be same as that was applicable in the ACP Scheme of 1999.
- In terms of the provisions under ACP Scheme, if the relevant RRs provide for filling up of vacancies by Direct Recruitment, induction of an employee to the higher post through LDCE was treated as Direct Recruitment for the purpose of grant of financial upgradations. In such cases past service rendered in a lower pay scale were not counted for the purpose of ACP benefits. However, in cases where relevant RRs prescribe a promotion quota to be filled on the basis of Departmental Examination, such appointments were counted **as promotion** for the purpose of ACP benefits and in such cases, past regular service was also counted for further benefits.
- "Regular service" for the purpose of MACPS commence from the date of joining of a post in direct entry grade on a regular basis either on direct recruitment basis or on absorption/re-employment basis. Therefore, the same policy as in the case of ACPS as mentioned in para 3 above, is to be adopted with regard to grant of financial upgradations under the MACPS.
- In view of the above, we may clarify the referring Department to examine and decide specific cases accordingly.

~~Director (E-I)~~

Pradyumn  
09/08/12  
SO (ESH D)

Chand  
19.8.12

PC 27  
Mr. Manoj  
20.8.2012

~~JS (E)~~

to keep DS (JCA) informed.  
14/8/12

~~Dir (E-I)~~

Chand  
16/8/12

~~SO (ESH D)~~

Copy to: DS (JCA)

M/o Railways

DOPT ID NO. 71727/ESH/12 dt. 16/8/12

217

No. 1/2/89-Estt. (Pay-I)  
GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
DEPARTMENT OF PERSONNEL & TRAINING

New Delhi, the 31st Jan., 1995.

OFFICE MEMORANDUM

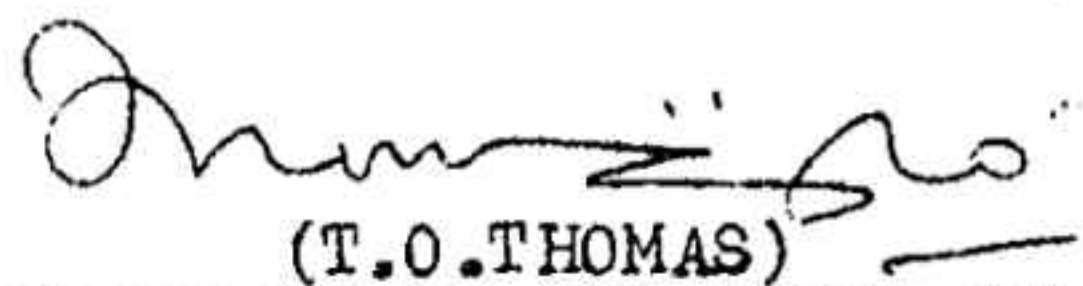
SUBJECT:- Incentive for acquiring higher qualifications.

The undersigned is directed to refer to this Department's O.M. of even number dated 28th June, 1993 and to say that the Centralised Committee comprising of Joint Secretary (E), Department of Personnel & Training, Joint Secretary (Pers), Ministry of Finance and representatives of Railways, Defence, Education and Telecommunications have, after detailed deliberations, recommended standardised scale of incentive based on qualifications. The Government have considered the recommendations and the President is pleased to sanction the following scales of one-time, lump-sum incentive in replacement of the existing increment based incentive:-

1	increment	Rs. 2,000/- (minimum)
2	increments	Rs. 4,000/-
3	increments	Rs. 6,000/-
4	increments	Rs. 8,000/-
5 & 6	increments	Rs. 10,000/- (maximum)

2. All Ministries and Departments are requested to convert the existing increment based incentive already sanctioned to their employees into one-time lump-sum incentive with immediate effect in Phase-I.

Hindi version will follow.

  
(T.O. THOMAS)

UNDER SECRETARY TO THE GOVT. OF INDIA

To

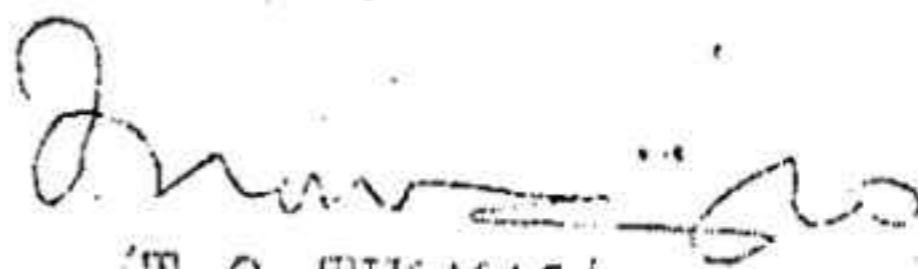
All Ministries and Departments of Govt. of India  
(as per standard mailing list)

No. 1/2/89-Estt. (Pay-I)

New Delhi, the 31st Jan., 1995.

1. The Comptroller & Auditor General of India and all States under his control.
2. Controller General of Accounts/Controller of Accounts, Ministry of Finance.

3. Secretaries to Union Public Service Commission,  
Court of India/Election Commission/Lok Sabha  
Rajya Sabha Secretariat/Cabinet Secretariat  
Commission/President's Secretariat/Vice President's Secretariat  
Prime Minister's Secretariat/Central Vigilance Commission.
4. Department of Personnel & Training  
(AIS Division)/Adm. Section.
5. Additional Secretary (Union Territories)  
Ministry of Home Affairs.
6. All State Governments and Union Territories.
7. Governors of all States/Lt. Governors of Union Territories.
8. Secretary, National Council (Staff Side)  
13-C, Feroze Shah Road, New Delhi.
9. All Members of the Staff Side of the National Council of  
JCM/Departmental Council.
10. All Officers/Sections of the Department of Personnel &  
Training/Department of Administrative Reforms and Public  
Grievances/Department of Pension and Pensioners' Welfare.
11. Ministry of Finance, Department of Expenditure.
12. 200 spare copies.



(T.O. THOMAS)  
UNDER SECRETARY TO THE GOVT. OF INDIA

**Office of the Comptroller & Auditor General of India**  
**New Delhi -110 124**

*(For exclusive use in IA&AD and not  
to be quoted or published elsewhere)*

Circular No. 49 - Staff (App 1)/2019  
No. 1376 - Staff (App 1)/16-2018  
Dated: 22.11.2019

To

1. All the Heads of Department in the IA&AD
2. The Director General (Exam)
3. The Pr. Director (Commercial)
4. The Pr. Director (IR & Training)
5. The Director (P)

**Subject: Recruitment Rules for the posts of Sr. Accounts Officer/Sr. Audit Officer (Level 10) in Indian Audit and Accounts Department.**

Sir/Madam,

I am to enclose a copy of Recruitment Rules for the posts of Sr. Accounts Officer/Sr. Audit Officer in Indian Audit and Accounts Department, notified in Gazette of India, Part II Section 3 Sub-Section (i) vide GSR No. 860(E) dated 18.11.2019 published in Gazette of India on 20.11.2019.

2. It is stated that the posts of Accounts Officer/Audit Officer have been merged with the posts of Sr. Accounts Officer/Sr. Audit Officer. Accordingly, the feeder cadre for promotion to the posts of Sr. Accounts Officer/Sr. Audit Officer is Assistant Accounts Officer/Assistant Audit Officer.

3. As per Column 11 of the Schedule of the Recruitment Rules, the eligibility criteria for promotion to the posts of Sr. Accounts Officer/Sr. Audit Officer is Assistant Accounts Officer/Assistant Audit Officer in Level - 8 (Rs. 47600-151100) of the pay matrix with seven years of regular service including service rendered in non-functional grade of Level - 9 (Rs. 53100-167800) of the pay matrix and having successfully completed mandatory training of two to four weeks in the field as prescribed by the department.

4. Accordingly, the Cadre Controlling Offices are requested to take up the issue regarding training plan/module for training of eligible Assistant Accounts Officer/Assistant Audit Officer with the Training Wing of Headquarters' Office and train them, so that they can be considered for promotion to the post of Sr. Accounts Officer/Sr. Audit Officer as per revised Recruitment Rules.

5. The receipt of this circular may be acknowledged.

Yours faithfully,

Encls: As above



(V. S. Venkatanathan)  
Assistant Comptroller and Auditor General (N)

	<p>“हर काम देश के नाम”</p> <p><b>कार्यालय, रक्षा लेखा महानियंत्रक</b></p> <p>उलान बटार मार्ग, पालम, दिल्ली छावनी - 110010</p> <p>Admin-VIII - अनुभाग</p> <p>दूरभाष- 011-25675480, 25665708, फ़ैक्स- 011-25674806,</p> <p>मेल- <a href="mailto:hqadmin8.dad@hub.nic.in">hqadmin8.dad@hub.nic.in</a></p>	
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No AN/VIII/8210/RR/SAO/2021 /p-212

Dt 08.08.2023

(through website)

To

All PCsDA/ PCA (Fys)/CsDA  
Admin IV (Local)

**Sub: Merger of the posts of Accounts Officer and Senior Accounts Officer in the Defence Accounts Department**

With reference to the above cited subject, it is intimated that it has been decided with the approval of the Competent Authority to upgrade the post of Accounts Officer from existing Level-9 to Level-10 and its subsequent merger with the post of Senior Accounts Officer (Group 'A', Pay Level-10) with effect of 30.06.2023.

2. Accordingly, all the existing Accounts Officers (Level-9) are to be placed in Level-10 and re-designated as Sr Accounts Officer (Group-'A'). Part-II Office Order(s) notifying the above in respect of officers under your jurisdiction, may be published and forwarded to this HQrs Office.

3. After merger of the posts of Accounts Officer and Sr. Accounts Officer in the department, the feeder cadre for promotion to the post of Sr. Accounts Officer will be Assistant Accounts Officer (Pay Level-8). Draft Recruitment Rules for Sr. Accounts Officer post notifying aforesaid amendments have already been initiated.

  
(Mohan Lal Meena)  
Sr. ACGDA (AN)

**Copy to:**

1. AFA,DAD (Coord) MoD(Finance), South Block, New Delhi	For information with reference to your ID 9(2)/DAD/C/2022 dt 30.06.2023 & 07.08.2023.
2. AN-XIV (local)	With a request to issue a circular clarifying the methodology of pay fixation for placement in Level-10 and the options available to the officers for implementation of above decision so that there is no ambiguity/disparity in pay-fixations amongst different Controllers.
3. IT&S Section (Local)	For uploading the circular on the CGDA website.

  
(Mohan Lal Meena)  
Sr. ACGDA (AN)

E-13615(865)  
F.No. A-65061(55)/79/2023-Group B-CGA - 686  
Government of India  
Ministry of Finance  
Department of Expenditure  
O/o Controller General of Accounts

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New Delhi, 18<sup>th</sup> September, 2023

**OFFICE MEMORANDUM**

**Subject : Merger of grades of PAO (PL-9) and SrAO (PL-10) - regarding.**

In pursuance of Department of Expenditure OM No.15(4)E-III(B)/2021 dated 26.04.2023 and ID Note no.A-12018/1/2020-Ad.I dated 23.08.2023 on the subject mentioned above, the post of Pay & Accounts Officer in Pay Level-9 of Pay Matrix is hereby upgraded and merged into the grade of Senior Accounts Officer (Group-A) in Pay Level-10 of Pay Matrix w.e.f. 26.04.2023. Accordingly, all the existing posts of Pay & Accounts Officers of CCAS Cadre are upgraded to and redesignated as the post of Sr. Accounts Officer (Group-A).

Subsequent to merger of the post of PAO with that of SrAO, the pay of existing PAOs will be regulated in terms of Government of India's Orders (6) below FR-23 w.e.f. date of merger (i.e.26.04.2023).

After merger of the posts of PAO and Sr. Accounts Officer, the feeder cadre for promotion to the post of Sr. Accounts Officer will be Assistant Accounts Officer (Pay Level-8). Draft Recruitment Rules for Sr. Accounts Officer post notifying aforesaid amendments have already been initiated.

This issues with the approval of the Controller General of Accounts.



( Satish K. Jadhav )

Deputy Controller General of Accounts

To

All Pr. CCAs/CCAs/CAs(I/C)/Jt.CGA(PFMS)/Jt. CGA (Admin) O/oCGA/Director  
INGAF/ADG Prasar Bharti

Copy to : Under Secretary, E-III/B Section, Department of Expenditure, M/o Finance,  
North Block, New Delhi

**F. No. AB-14017/4/2021-Estt.(RR)**  
**Government of India**  
**Ministry of Personnel, Public Grievances & Pensions**  
**Department of Personnel & Training**

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North Block, New Delhi.  
Date: 20 September 2022.

**OFFICE MEMORANDUM**

**Subject: Revised Pay Levels as per recommendations of the Seventh Central Pay Commission - Issue of instructions on revision in minimum qualifying service required for promotion - regarding**

The undersigned is directed to refer to this Department's OM No. AB.14017/13/2016-Estt.(RR) dated 9.8.2016, wherein all Ministries/Departments were advised to amend the Service Rules and Recruitment Rules by substituting the existing Pay Band and Grade Pay with the new pay structure i.e. "Level in the Pay Matrix", as per the recommendations of 7<sup>th</sup> CPC and the CCS (Revised Pay) Rules 2016 issued by Department of Expenditure vide Notification dated 25<sup>th</sup> July, 2016, straightaway without making a reference to the Department of Personnel and Training (DOP&T)/Union Public Service Commission (UPSC).

2. Attention is invited to this Department's OM No AB.14017/61/2008-Estt. (RR) dated 24.3.2009, which was issued following implementation of the recommendation of the 6<sup>th</sup> CPC, indicating the revised minimum qualifying service required for promotion, to be prescribed in the Service/Recruitment Rules, as per the revised pay structure introduced as per recommendations of the 6<sup>th</sup> CPC and accepted by the Government. The said OM was issued in the context of earlier instructions issued vide DOPT OM No. AB.14017/2/97-Estt. (RR) dated 25.5.1998, prescribing the minimum qualifying service as per 5<sup>th</sup> CPC pay scales.

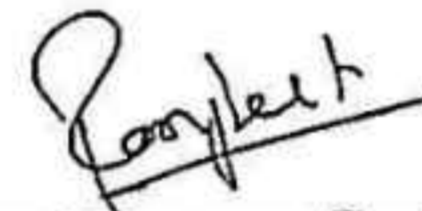
3. Instructions revising the minimum qualifying service required for promotion, as per 7<sup>th</sup> CPC Pay Matrix/Pay Levels, have not been issued so far and proposals for framing/amendment of RRs/Service Rules are still being considered, based on the requirements prescribed in OM dated 24.3.2009. Though the levels in Revised Pay Matrix as per 7<sup>th</sup> CPC Pay Matrix, generally correspond to the pre-revised Grade Pays/Pay Scales (6<sup>th</sup> CPC), however, a need was felt to prescribe minimum qualifying service for promotion as per Pay Levels in the Revised Pay Matrix.

4. Therefore, the instructions issued vide DOPT OM dated 24.3.2009 has been reviewed, in consultation with the UPSC and with the approval of the competent authority it has been decided to revise the norms prescribing minimum eligibility service required for promotion, as per 7th CPC Pay Matrix and Pay Levels. The revised norms for minimum eligibility service for promotion have been indicated in the table at Annexure-I.

5. Therefore, the revised norms prescribing minimum eligibility service required for promotion, as per 7th CPC Pay Matrix and Pay Levels, given in Annexure-I, may be incorporated in the Recruitment Rules/Service Rules by making suitable amendments. All the Ministries/Departments are, therefore, requested to effect necessary amendments to the Recruitment Rules/Service Rules, in this regard, after following the due procedure.

6. The Recruitment/Service Rules are of statutory nature. Moreover, any amendment in these Rules generally have prospective effect. Therefore, in terms of para 3.1.3 of DoPT OM No. AB.14017/48/2010-Estt. RR dated 31.12.2010, wherever required, suitable 'protection clause' may be incorporated in the amendment proposed in the Recruitment/service Rules, providing for retention of existing eligibility service for existing incumbents holding the feeder posts on regular basis, where the eligibility service for promotion prescribed in the existing rules is being enhanced and where the change is likely to affect the promotion of these incumbents.

7. Ministries/Departments may initiate action to complete the review in this regard and furnish necessary amendment proposals to the DOPT and the UPSC in the case of Group A and Group B posts within six months from the date of issue of this Office Memorandum.



(Ranjeet Kumar Sudhanshu)  
Under Secretary to the Government of India

To  
All Ministries/Departments  
(As per Standard list)

Copy to :

1. The President's Secretariat, New Delhi.
2. The Vice-President's Secretariat, 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 Auditor General of India, New Delhi.

8. The Union Public Service Commission, New Delhi
9. All Attached Offices under the M/o Personnel, Public Grievances and Pensions.
10. Establishment Officer and Secretary, ACC (10 copies).
11. All Officers and Sections in the Department of Personnel & Training.
12. Secretary, Staff Side, National Council (JCM), 13-C, Ferozshah Road, New Delhi
13. All Staff Members of National Council (JCM)
14. All Staff Members of the Departmental Council (JCM), M/o Personnel, PG and Pensions
15. Establishment (RR Division) (10 copies)
16. NIC, North Block for posting on the website.

*Ranjeet*

(Ranjeet Kumar Sudhanshu)  
Under Secretary to Government of India

**Annexure-I**

Sl.No.	Level		Minimum qualifying service for promotion
	From	To	
1	Level 1	Level 2	3 Years
2	Level 2	Level 3	3 Years
3	Level 2	Level 4	8 Years
4	Level 3	Level 4	5 Years
5	Level 4	Level 5	5 Years
6	Level 4	Level 6	10 Years
7	Level 5	Level 6	6 Years
8	Level 6	Level 7	5 Years
9	Level 6	Level 8	6 Years
10	Level 6	Level 9	8 Years
11	Level 6	Level 10	10 Years
12	Level 6	Level 11	12 Years
13	Level 7	Level 8	2 Years
14	Level 7	Level 9	3 Years
15	Level 7	Level 10	5 Years
16	Level 7	Level 11	9 Years
17	Level 8	Level 9	2 years
18	Level 8	Level 10	4Years
19	Level 8	Level 11	8 Years
20	Level 9	Level 10	2 Years
21	Level 9	Level 11	7 Years
22	Level 10	Level 11	5 Years
23	Level 11	Level 12	5 Years
24	Level 11	Level 13	10 Years
25	Level 12	Level 13	5 Years
26	Level 12	Level 13A	6 Years
27	Level 13	Level 13A	2 Years
28	Level 13	Level 14	3 Years
29	Level 13A	Level 14	2 Years
30	Level 14	Level 15	3 Years
31	Level 15	Level 16	1 Year
32	Level 15	Level 17	2 years
33	Level 16	Level 17	1Year



**GOVERNMENT OF INDIA/भारत सरकार**  
**MINISTRY OF RAILWAYS/रेल मंत्रालय**  
**(RAILWAY BOARD)/रेलवे बोर्ड**

S.No.PC-VI/ 299  
No. PC-V/2009/ACP/2

RBE No.100/2012  
New Delhi, dated 12/09/2012

The General Manager/OSDs/CAO(R)  
All Indian Railways & PUs  
(As per mailing list)

**Sub: MACP Scheme for Railway servants - treatment of employees  
selected under LDCE/GDCE Scheme - clarification reg.**

References have been received from Zonal Railways seeking clarification regarding grant of benefits under MACPS in respect of the employees qualifying through LDCE/GDCE. The matter has been examined in consultation with Department of Personnel & Training (DoP&T), the nodal department of Government on MACPS and it has been decided as under:-

(i) if the relevant RRs provide for filling up of vacancies in a grade by Direct Recruitment, induction of an employee to that grade through LDCE/GDCE may be treated as Direct Recruitment for the purpose of grant of financial upgradation under MACPS. In such cases past service rendered in a lower pay scale/Grade Pay shall NOT be counted for the purpose of MACP Scheme.

(ii) if the relevant RRs prescribe a promotion Quota to be filled on the basis of LDCE/GDCE, such appointment would be treated as promotion for the purpose of benefit under the MACPS and in such cases, past regular service shall also be counted for further benefits, if any, under the MACP Scheme.

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

Hindi version is enclosed.



(N. P. Singh)  
Dy. Director/ Pay Commission-V  
Railway Board

No. PC-V/2009/ACP/2

New Delhi, dated 12/09/2012

Copy (with 40 spares) forwarded to Deputy Comptroller and Auditor General of India (Railways), New Delhi.



For Financial Commissioner, Railways

भारत के नियंत्रक-भारतव्यापारीय का कार्यालय  
२, दीन दयाल उपाध्याय मार्ग,  
नई दिल्ली-110 124



OFFICE OF THE COMPTROLLER &  
AUDITOR GENERAL OF INDIA  
9, DEENDAYAL UPADHYAYA MARG,  
NEW DELHI - 110 124

To

DATE: 20.03.2016

1. All the Heads of the Department in IA&AD  
(As per mailing list except overseas offices)
2. Director General (Commercial-I) - Local
3. Pr. Director (Headquarters) - Local.

**Subject :-** Treatment of the appointment of departmental SAS passed persons to the post of Assistant Accounts/Audit Officer for the purpose of benefits under MACP Scheme.

Sir/Madam,

The matter regarding treating the appointment of departmental Subordinate Audit/Accounts Service (SAS) Examination qualified persons to the grade of Assistant Audit/Accounts Officer (AAO) as direct recruitment for the purpose of grant of benefits under ACP/MACP Scheme has been under consideration at the Headquarters. The same has been examined taking into consideration the extant provisions for grant of financial upgradation under ACP/MACP Scheme, clarifications on the subject issued by DoPT from time to time and the Recruitment Rules for the post of AAO. On the basis of this examination it has been held that appointment of departmental SAS passed persons to the post of AAO constitutes a new service for the purpose of MACP Scheme.

2 Accordingly, it has been decided that appointment of SAS qualified persons to the post of AAO shall be treated as direct recruitment for the purpose of grant of benefits under ACP/MACP Scheme. Therefore, the service rendered by the AAOs in lower pay-scale/grade pay shall not be counted for the purpose of considering benefits under ACP/MACP Scheme. The regular service for the purpose of grant of benefits under ACP/MACP Scheme shall be counted from the date of appointment to the post of AAO/erstwhile post of Section Officer.

3 The notional benefit of financial upgradation(s) under ACP/MACP Scheme to serving and retired persons would be admissible from the date on which the official became eligible for the same. However, the actual monetary benefit of pay and allowances/pension shall be admissible from the date of issue of this circular.

4 Receipt of this circular may please be acknowledged

5 Hindi version will follow

Yours faithfully,

(RANJIT SINGH)

Asstt. Comptroller & Auditor General (N)