



कार्यालय रक्षा लेखा प्रधान नियंत्रक (मध्य कमान), करियप्पा मार्ग लखनऊ छावनी-226002

Office of the Principal Controller of Defence Accounts (Central Command)
Cariappa Road, Lucknow Cantt. -226002

कार्यालय दूरभाष सं. 0522-2451547

कार्यालय फ़ैक्स सं. 0522-2451993

Office Phone NO. 0522-2451547

Office Fax NO. 0522-2451993

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PT/3088/Gen.Corr/2022-23

Through E-mail/website

Dt : 22/06/2023

To,

The Officer In Charge

1. All AO, GE Officers

3. Area Accounts Office (CC), Kanpur

2. All LAOs/RAOs

4. Area Accounts Office (CC), Prayagraj

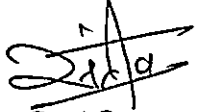
Sub : Financial up-gradation on MACP (ML-07 to ML-08) in r/o Sh. Rajkumar N Jha, Chargeman

Ref : PCDA (Navy) letter No. Pay/I/CGDA/Vol - III dated 13.06.2023

Please find enclosed herewith a copy of PCDA (Navy) letter referred above.

Please peruse the letter and provide the views of your office in the matter latest by 30.06.2023 to this office so that consolidated suitable reply may be furnished to PCDA (Navy), Mumbai.

Encl : As above


Sr. AO

Copy to :

1. The O I/C
OA Cell (Local)

-- For uploading to PCDA (CC) website


Sr. AO



कार्यालय, रक्षा लेखा प्रधान नियंत्रक(नौसेना)
OFFICE OF THE PRINCIPAL CONTROLLER
OF DEFENCE ACCOUNTS (NAVY)
वेतन अनुभाग, नं. 01, कुपरेज रोड, कोलाबा
Pay Section, No.1, Cooperage Road,
मुंबई- 400 001, Mumbai – 400 001.
TELE: 022-22802756
Email: paypcdanavy.dad@gov.in



No. Pay/I/CGDA/Vol-III

Date: 13/06/2023

To,

PCDA (SC), Pune
PCDA (WC), Chandigarh
PCDA (CC), Lucknow
PCDA (SWC), Jaipur
PCDA, Bangalore
PCDA(P) Prayagraj
CDA, Patna

Sub: Financial Up-gradation on MACP (ML-7 to ML-8) in r/o Sh. Rajkumar N Jha, Chargeman.

Ref : 1. HQrs office letter no. AT/II/A/Civ/Misc Comp/Vol-I/2022-23/E-28817 dated 26.04.2023

2. This office letter no. Pay/I/CGDA dated 16.03.2023

3. Naval Dockyard, Mumbai Letter no. DYP/PB-III/94043K/PF dated 12.12.2022

4. IHQ, MoD (Navy) letter no. CP(P)/7837/Report/TSM dated 21.09.2022

5. HQrs office letter no. CGDA/Navy/02/P&A/2021 Vol-I dated: 12.04.2021

6. This office letter no. Pay/I/Pay Tech/Vol-II dated 02.03.2021

7. IHQ, MoD (Navy) letter no. CP(P)/7837/Report/TSM dated 17.03.2016

8. MoD ID no. 11(5)/2009/D(Civ-II) dated 06.02.2014

Please refer the above captioned subject regarding admissibility of MACP III in the Grade Pay of Rs. 4800/- to Chargeman Sh. Rajkumar N Jha. The case was forwarded to HQrs Office for clarification along with view of this office. However, HQrs Office vide their letter no. AT/II/A/Civ/Misc Comp/Vol-I/2022-23/E-28817 dated 26.04.2023 (copy enclosed for ready reference) returned the same for obtaining views of other CDAs/PCDAs. Brief of the case is enumerated in succeeding Para.

Brief of the Case:

Sh. Rajkumar N Jha, Chargeman was appointed as HSK-II w.e.f. 10.01.1986 in the scale of Rs. 1200-1800 and promoted as HSK-I w.e.f. 10.06.1996 in the scale of 1320-2040. The posts of HSK-II & HSK-I were merged as Highly Skilled w.e.f. 01.01.1996 vide MoD order dated 20/05/2003. The details of the Promotion of the above named individual are as under:

SL No.	Chronology	Post	Pay Scale/GP	Remarks
1	10/01/1986 (Appointment)	HSK-II	1200-1800	4 th CPC
2	10.06.1996 (Promotion)	HSK-I	1320-2040	4 th CPC
3	01/01/1996 (Merger)	HSK	4000-6000	HSK-I & HSK-II Merged as HSK

				w.e.f. 01.01.1996 as per 5 th CPC.
4	21.12.2001 (1 st ACP)	HSK	5000-8000	Granted the 1 st ACP ignoring HSK-I promotion due to merger of posts (Granted pay Scale of Chargeman)
5	01/01/2006 (Restructuring)	HSK-I	GP of Rs. 4200/-	Post of HSK was restructured as HSK-II (GP Rs. 2400/-) & HSK-I (GP Rs. 2800/-) as per 6 th CPC.
6	01/09/2008 (2 nd MACP)	HSK-I	GP of Rs. 4600/-	As per MoD order dated 06.02.2014
7	11/08/2012 (Promotion)	MCM		No Financial Benefit given
8	15/07/2015 (Promotion)	CMAN		No Financial Benefit given
9	10/01/2016 (3 rd MACP) (Desired)		GP of Rs. 4800/-	Claimed by the Unit (Desired).

Hierarchy of Post of Artisan Cadre is as under.

Post	Pay Scale as per 5 th CPC	Pay Scale as per 6 th CPC
Skilled	3050-4590	GP of Rs. 1900/-
Highly Skilled Grade – II	4000-6000 (as the post of HSK-II & HSK-I were merged as HSK w.e.f. 01.01.1996).	GP of Rs. 2400/- (HSK-II)
Highly Skilled Grade – I		GP of Rs. 2800/- (HSK-I)
Master Craftsman	Was not in a hierarchy but placement post in Pay Scale of Rs. 4500-7000	Became feeder post to CM w.e.f. 01.01.2006 with the GP of Rs. 4200/-.
Chargeman	CM-II & CM-I were merged as CM w.e.f. 01.01.2006	Chargeman with the GP of Rs. 4200/-

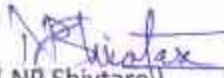
Rule Position

1. As per Gol, MoD letter No. 11(5)/2009-D(Civ.I) dated 14.06.2010, the Artisan Cadre was restructured and the post of Highly Skilled was divided in HSK-II with GP of Rs. 2400/- and HSK-I with the GP of Rs. 2800/- w.e.f. 01.01.2006. As per ibid order individual was restructured as HSK-I w.e.f. 01.01.2006. Further MoD has clarified vide their ID No. 11(|5)/2009-D(Civ.I) dated 1st Dec 2010 that placement of 50% of the existing HSK (GP of Rs. 2400) as HSK-I (GP of Rs.2800) w.e.f. 01.01.2006 will be treated as promotion for the purpose of ACP (However the individual was already granted Pay Scale of Chargeman by 1st ACP w.e.f.21.12.2001).
2. Individual was promoted from HSK-II to HSK-I w.e.f. 10.06.1996, however the post of HSK-II & HSK-I were merged as HSK w.e.f. 01.01.1996. Further, as per MoD order dated 14.06.2010 the HSK post were restructured as HSK-II and HSK-I w.e.f. 01.01.2006 and as per MoD order dated 01.12.2010 the HSK-I shall be the promotional post of HSK-II. Hence HSK-I is counted as 1st Promotion and MCM & Chargeman are counted as 2nd and 3rd Promotion in this case.

3. Since the individual has already got the three promotion viz. HSK-I, MCM and Chargeman, but the Financial Benefits for the promotions/up-gradation has been granted only two times viz. 1st ACP & in 2nd MACP in the scale of 5000-8000 (GP of Rs. 4200/-) and GP of Rs. 4600 respectively. Hence the individual is due for 3rd MACP w.e.f. 10.01.2016 in the GP Rs. 4800/-.
4. As per MoD ID No. 11(5)/2009-D(Civ.I) dated 06.02.2014(copy enclosed for ready reference) it is stated that, "the Highly Skilled workers/MCM who were already drawing the pay scale of Chargeman (Rs. 5000-8000) viz. the promotion post up to 31.12.2005 under ACPS may be considered for further financial up-gradations, if due, in the next GP (Rs. 4600/-) in the hierarchy of Grade Pays."
5. Further, IHQ of MoD (N) further clarified vide Para 2(b) of their letter no. CP(P)7837/Report/TSM dated 17/03/2016 (copy enclosed for ready reference) that, "HS/MCM worker drawing the pay scale of Rs. 5000-8000 (i.e. the Pay Scale of CM-II) by virtue of ACPS up to 31.12.2005 are to be considered for financial upgradation in the GP of Rs. 4600/- under 3rd MACP, if otherwise eligible." In the instant case individual is in receipt of 2nd MACP in the Grade Pay of Rs. 4600/.
6. Therefore, the case was referred to HQrs office for further clarification in the matter vide this office letter no. Pay/I/Pay Tech/Vol-II dated 02.03.2021 (copy enclosed for ready reference). HQrs Office vide their letter no. CGDA/Navy/02/P&A/2021 Vol-I dated: 12.04.2021 (copy enclosed for ready reference) clarified that, "In case Grade Pay of Rs. 4600/- is allowed under 2nd MACP, it is viewed that, 3rd MACP may be granted in the same Grade Pay (i.e. 4600/-) with one increment only without changing the Grade Pay."
7. Now, this office is in receipt of amendment to IHQ letter dated 17.03.2016 vide IHQ letter no. CP (P)/7837/Report/TSM dated 21.09.2022 received under Naval Dockyard, Mumbai Letter no. DYP/PB-III/94043K/PF dated 12.12.2022 (copies enclosed for ready reference) requesting this office for grant of Grade Pay of Rs. 4800/- under 3rd MACP, in light of above amendment by IHQ.
8. Therefore on the basis of amended IHQ letter dated 21.09.2022, which states "**HSK/MCM workers drawing the pay scale of Rs. 5000-8000 (i.e. pay scale of CM-II) by the virtue of ACPS up to 31.12.2005 are to be considered for financial up gradation in the GP of Rs. 4600/- under MACP, if otherwise eligible.**", this office examined the case afresh and referred it to HQrs Office vide this office letter no. Pay/I/CGDA dated 16.03.2023. However, HQrs Office vide their letter no. AT/II/A/Civ/Misc Comp/Vol-I/2022-23/E-28817 dated 26.04.2023 (copy enclosed for ready reference) returned the same for obtaining views of other CDAs/PCDAs

9. In the view of the above, it is requested to provide the views of your office in the aforesaid matter so as to enable this office to put up a conclusive view to HQrs Office.

Encl: As Above


(NP Shivtare) 13/6

Dy. Controller of Defence Accounts(Navy)



रक्षा लेखा महासंयंत्रक

उलान बटार रोड, पालम, दिल्ली छावनी-110010

Controller General of Defence Accounts

Ulan Batar Road, Palam, Delhi Cantt - 110010

Phone: 011 - 25665722

Fax: 011- 25674806, 25675485 email: hqarmybr.dad@hub.nic.in



File No. AT/II/A/Civ/Misc Comp/Vol-I/2022-23/E-28817

Date: 26 April, 2023

To,

The PCDA(Navy),
Mumbai

Subject: Financial upgradation on MACP (ML-7 to ML-8) in r/o Sh. Rajkumar N Jha, Chargeman.
Reference: Your letter No. Pay/I/CGDA dated 16.03.2023.

With respect to your letter under reference, it is to be stated that the ibid case for clarification has been referred to this HQrs office without obtaining the views from other Controllers as per the instructions contained in this HQrs letter No. AT-Coord/13039/VI dated 09.01.2023(copy enclosed) regarding correspondence with CGDA's office.

2. It is therefore, requested that the views on the above case may please be obtained from the other Controllers and thereafter, necessary action may be taken accordingly. In case of any further doubt/need for clarification, the matter may be referred to this HQrs office alongwith the comments received from other Controller offices.

26 Apr 2023
Sr. Accounts Officer

Amg
26/4/23



रक्षा लेखा महानियंत्रक
उत्तम मकान रोड, भागल, दिल्ली-110010
CONTROLLER GENERAL OF DEFENCE ACCOUNTS
Utam Dwar Road, Palam, Delhi-110010

Phone: 011 - 25665732/734

Fax: 011- 25674806, 25675485

email: at-coord.cgda@nic.in

No. AT-Coord/13039/VI

Date: 09.01.2023

To,

All PCsDA/PCA (Fys.)/PIFAs/CsDA/IFAs

Subject: Correspondence with CGDA's office.

Reference:

Sl. No.	HQrs office Letters Number and date
1.	AT-Coord/13039 dated 19 th May, 1987
2.	AT-Coord/13039 dated 12 th / 17 th July, 1996
3.	AT-Coord/13039/Vol-III dated 14 July, 1998
4.	AT-Coord/13039/Vol-III dated 28 th / 29 th February, 2000
5.	AT/II/2458-XVIII dated 23 May 2011
6.	AT/I/1223/Misc/LXXVII dated 15.09.2014

It is observed that inspite of issue of repeated instructions from HQrs office, on the subject matter, from time to time, the field offices continue to address communications to this HQrs office in following regard:

- The issues which are pertaining to audit decisions, interpretation of rules and other important matters, etc. are issued routinely at the level of the Accounts Officers/Group Officers without an indication as to whether it has been issued with approval of the PCDA/CDA level or Addl.CDA/Jt.CDA in absence of PCDA/CDA level officers. The provisions of Para 436 of Office Manual Part I refers in this regard.
- While referring the cases to HQrs office for clarification/decision, the views of other PCsDA/CsDA are not obtained before hand as required and insisted upon in the circulars under reference. The provisions of Para 8 of Defence Audit Code, 2020 refers in this regard.
- In some of the cases, the field offices are seeking views of other PCsDA/CsDA and at the same time endorse copies of such letters to this office "for information and necessary action/guidance".

2. It is desired that the instructions as issued vide the communications under reference should be adhered to. For the sake of convenience and information, the copies of the six communications as listed under reference are also enclosed. The summary of instructions issued earlier is also enclosed as Annexure 'A' to this communication.

3. This issues with the approval of Additional CGDA (SGD).


(AN Das)
Senior Joint CGDA (Audit)

कार्यालय, रक्षा लेखा प्रधान नियंत्रक (नौसेना)
OFFICE OF THE PRINCIPAL CONTROLLER OF
DEFENCE ACCOUNTS (NAVY)
जान अन्वयण, 01 कर्पूरज ११०, कोलकाता
पुणे-४०००११, मुंबई - ४०० ००१.
E-MAIL: pvc@navy.gov.in



No. Pay//CGDA

Date: 16/03/2023

To,

The CGDA,
O/o the CGDA, Ulan Batar Road,
Palam, Delhi CentL-110010

Sub: Financial Upgradation on MACP (ML-7 to ML-8) in r/o Sh. Rajkumar N Jha, Chargeman.

- Ref: 1. Naval Dockyard, Mumbai Letter no. DYP/PB-III/94043K/PF dated 12.12.2022. (copy enclosed)
2. IHQ, MoD (Navy) letter no. CP(P)/7837/Report/TSM dated 21.09.2022. (copy enclosed)
3. HQrs office letter no. CGDA/Navy/02/P&A/2021 Vol-I dated: 12.04.2021. (copy enclosed)
4. This office letter no. Pay//Pay Tech/Vol-II dated 02.03.2021. (copy enclosed)
5. IHQ, MoD (Navy) letter no. CP(P)/7837/Report/TSM dated 17.03.2016. (copy enclosed)
6. MoD ID no. 11(5)/2009/D(Civ-II) dated 06.02.2014

As per IHQ MoD(Navy) letter no. CP (P)/7837/Report/TSM dated 17.03.2016, HS/MCM workers were restricted to the GP of Rs. 4600/- under 3rd MACP. Based on this letter, this office sought clarification from HQrs Office regarding admissibility of GP of Rs. 4800 on grant of 3rd MACP in respect of Sh. Rajkumar N Jha, Chargeman vide this office letter no. Pay//Pay Tech/Vol-I dated 02.03.2021 (copy enclosed) based on the ibid IHQ MoD (Navy) letter.

2. Consequently, HQrs Office vide their letter referred at Sr. No. 3 clarified citing Para 2(a) of IHQ, MoD(Navy) letter dated 17.03.2016 that, "In case GP of Rs. 4600/- is allowed during 2nd MACP, it is viewed that 3rd MACP may be granted in the same GP (i.e. Rs.4600/-) with one increment only without changing the grade pay."

3. As per Para 2 of MoD ID no. 11(5)/2009/D(Civ-II) dated 06.02.2014 (copy enclosed), "Since the post of MCM was not in hierarchy of artisan staff cadre up to 31.12.2005, the highly skilled workers/MCM who were already drawing the pay scale of Chargeman (Rs. 5000-8000) viz. the promotion post up to 31.12.2005 under ACPs may be considered for further financial up-gradations, if due, in the next Grade Pay (Rs. 4600/-) in the hierarchy of Grade Pays."

4. Now, this office is in receipt of amendment to IHQ, MoD(Navy) letter No. CP (P)/7837/Report/TSM dated 17.03.2016 vide IHQ, MoD (Navy) letter no. CP (P)/7837/Report/TSM dated 21.09.2022 (copy enclosed) received under Naval Dockyard, Mumbai Letter no. DYP/PB-III/94043K/PF dated 12.12.2022, requesting this office for grant of Grade Pay of Rs. 4800/- in light of above amendment by IHQ (Navy).

5. Based on Naval Dockyard, Mumbai letter dated 12.12.2022 and amendment issued by IHQ, MoD (Navy) at Para 2(a) of their letter dated 17.03.2016 vide their letter no. CP (P)/7837/Report/TSM

Grade 71 (i.e. 2000) under 3rd MACP, drawing the pay scale of Rs. 5000-8000 (i.e. pay scale of CMA-II) by the virtue of ACPS up to 31.12.2005 are to be considered for financial up gradation in the GP of Rs. 4800/- under MACP, if otherwise eligible. This office examined the raw draft and it is opined that the individual is entitled to Grade Pay of Rs. 4800/- It is also pertinent to mention that, after cadre change from Industrial to Non-Industrial the promotional channel opens up to TA and further up to CTA, if otherwise in order.

6. In view of foregoing, HQrs Office is requested to give clarification whether he is entitled to Grade Pay of Rs. 4800 under 3rd MACP or not in the view of the latest amendment to IHQ, MoD(Navy) letter No. CP (P)/7837/Report/TSM dated 17.03.2016 vide IHQ, MoD (Navy) letter no. CP (P)/7837/Report/TSM dated 21.09.2022 received under Naval Dockyard, Mumbai Letter no. DYP/PB-III/94043K/PF dated 12.12.2022

Encl: As Above



(Gugale Dhiraj Dharamchand)
Dy. Controller of Defence Accounts (Navy)

Phone (022) 22751418

Office of the Admiral Superintendent
Naval Dockyard
Mumbai 400 028

DYP/PB-III/94043K/PF

Dec 22


The Principal Controller of Defence Accounts (Navy)
(Pay Section)
No.1, Cooperage Road
Colaba,
Mumbai 400 039



0006361/2023
13/12/22

**FINANCIAL UPGRADATION IN MACP
FROM GP 4600 (LEVEL 7) TO GP 4800 (LEVEL 8) IN RESPECT OF
SHRI. RAJKUMAR JHA, CHARGEMAN, 94043K, C.NO. 12/MFABD**

1. Refer to following - (Copies enclosed in Service Document):-
 - (a) This office letter No. DYP/PB-III/94043K/PF dated 29 Aug 21.
 - (b) HQ MoD(N)/CAO(CP) letter CP(P)/7837/Report/TSM dated 21 Sep 22.
2. The issue of grant of MACP to Artisan Staff has been examined in light of MoD No. 11(5)/2009-D(Civ-I) dated 06 Feb 14 and amendment may be carried out as per Para 2 of letter mentioned at para 1(b) ibid.
3. In view of the above, Pay fixation proformas on MACP III alongwith Option form is forwarded herewith for audit and approval. This may be treated as 'PRIORITY' to avoid further hardship to the employee.


(Devendra K Singh)
Lieutenant
Dy. Personnel Manager (PB)
For Admiral Superintendent

Encl. As above

738
15/12

CP(P)/7837/Report/TSM

21 Sep 22

The Flag Officer Commanding-in-Chief
 (for CCPO.)
 HQ Western Naval Command
 Mumbai-400001

The Commander-in-Chief
 (for CSO(LA&P))
 Headquarters, A&N Command
 Port Blair

The Flag Officer Commanding-in-chief
 (for CCPO.)
 Headquarters, Eastern Naval Command
 Visakhapatnam-530014

The Flag Officer Commanding-in-Chief
 (for CCPO.)
 HQ Southern Naval Command
 Kochi-682004


GRANT OF MACPS TO THE MCM/HSK

1. Refer to MoD ID No. 11(5)/2009-D(Civ-I) dated 06 Feb 14 and IHQ MoD(N) letter CP(P)/7837/Report/TSM dated 17 Mar 16.

2. The issue of grant of MACP to Artisan Staff has been examined in light of MoD ID No. 11(5)/2009-D(Civ-I) dated 06 Feb 14. The following amendment is hereby carried out in para 2(a) of IHQ MoD(N) letter CP(P)/7837/Report/TSM dated 17 Mar 16 -

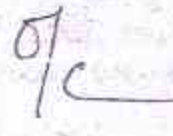
For : HS/MCM workers drawing the pay scale of Rs. 5000-8000 (i.e pay scale of CM-II) by virtue of ACPS upto 31.12.2005 are to be considered for financial upgradation in the GP of Rs. 4600/- under 3rd MACP, if otherwise eligible.

Read : HSK /MCM workers drawing the pay scale of Rs. 5000-8000 (i.e pay scale of CM-II) by virtue of ACPS upto 31.12.2005 are to be considered for financial upgradation in the GP of Rs. 4600/- under MACP, if otherwise eligible.


 (VS Tripathi)
 Chief Administrative Officer
 CAO(CP)

Copy to:-

The PCDA(Navy)
 No.1, Cooperage Road
 P.B No. 589, Mumbai-39



कार्यालय वहा नावा महासंचालक

Controller General of Defence Accounts

कार्यालय वहा नावा महासंचालक

Office Order No. 12, Def. Accts. Dept. - 11/2016

Fa No. 011 - 25665570, FAX No. 011 - 25674806
(Navy/Coast Guard)

E-Mail : nccofcsdcgda.dad@gov.in

No. CGDA/Navy/ 02/P & A/2821 Vol-I

Dated: 12-04-2021

To

The PCDA (Navy)
No. 1, Cooperage Road,
Mumbai-40039


Sub: - Pay fixation on promotion in r/o Shri Rajkumar N Jha, Chargeman, P.No. 94043K, C. No. 12/FAB.

Ref: - PCDA (N) Mumbai Letter No. Pay/I/Pay Tech. dated 02.03.2021.

—XXX—

Please refer to communication cited under reference on the subject matter.

2. It is intimated that as per IHQ of MoD (N) letter no. CP(P)7837/Report/TSM dated 17.03.2016, it is clearly mentioned in Para 2 (a) of ibid letter that "HS/MCM workers drawing the pay scale of Rs. 5000-8000 (i.e. Pay Scale of CM-II) by virtue of ACPs upto 31.12.2005 are to be considered for financial up-gradation in GP of Rs. 4600/- under 3rd MACP, if otherwise eligible".
3. In case Grade Pay of Rs.4600/- is allowed under 2nd MACP, it is viewed that 3rd MACP may be granted in same Grade Pay (i.e. 4600/-) with one increment only without changing the Grade Pay.
4. This issues with the approval of Competent Authority.


Accounts Officer,
(Navy/CG/IDS)



कार्यालय, प्रभुत्व विभाग (नौसेना)
OFFICE OF THE PRINCIPAL CONTROLLER
OF DEFENCE ACCOUNTS (NAVY)
वेतन अनुभाग, नं. 01, कुपरज रोड, कोलाबा
Pay Section, No.1, Cooperage Road,
मुंबई- 400 001, Mumbai - 400 001.
TELE: 022-22802756
Email: paypcdaunavy.dad@gov.in



Date: 26/02/2021

No. Pay/I/Pay Tech/Vol-II

07/03/2021

To,

The Controller General of Defence Accounts
(For Navy & Coast Guard)
Ulan Batar Road, Palam,
Delhi Cantt - 110010

Sub: Pay Fixation on promotion in r/o Shri Rajkumar N Jha, Chargeman, P.No. 94043K, C. No. 12/FAB.

Ref: HQrs office letter No. CGDA/Navy/02/P&A/2021 Vol-I dated 01.02.2021.

PUC

With reference to HQrs office letter cited above, wherein views of the section has been called for from HQrs office.

Brief of the Case

Shri Rajkumar N Jha, P No, 94043K, has been appointed as HSK-II w.e.f. 10.01.1986 in the scale of Rs. 1200-1800 and promoted as HSK-I w.e.f. 10.06.1996 in the scale of 1320-2040. The post of HSK-II & HSK-I was merged as Highly Skilled w.e.f. 01.01.1996 vide MoD order dated 20/05/2003. The details of the Promotion are as under.

SL No.	Chronological	Post	Pay Scale/GP	Remarks
10.	10/01/1986 (Appointment)	HSK-II	1200-1800	
11.	10.06.1996 (Promotion)	HSK-I	1320-2040	
12.	01/01/1996 (Merged)	HSK	4000-6000	Merged w.e.f. 01.01.1996
13.	21.12.2001 (1 st ACP)	HSK	5000-8000	Granted the 1 st ACP ignoring the HSK-I promotions (Scale of Chargeman).

14.	01/01/2006	HSK-I	GP of Rs. 4200/-	As per 6 th CPC
15.	01/09/2006 (2 nd MACP)	HSK-I	GP of Rs. 4500/-	As per MoD order dated 06.02.2014
16.	11/08/2012 (Promotion)	MCM		No Financial Benefit given
17.	15/07/2015 (Promotion)	CMAN		No Financial Benefit given
18.	10/01/2016 (3 rd MACP) (Desired)		GP of Rs. 4800/-	Claimed by the Unit (Desired).

Hierarchy of Post of Artisan Cadre is as under.

Post	Pay Scale as per 5 th CPC	Pay Scale as per 6 th CPC
Skilled	3050-4590	GP of Rs. 1900/-
Highly Skilled Grade – II	4000-6000 (the post of HSK-II & HSK-I was merged as HSK w.e.f. 01.01.1996.	GP of Rs. 2400/- (HSK-II)
Highly Skilled Grade – I		GP of Rs. 2800/- (HSK-I)
Master Craftsman	Was not in a hierarchy but placement post in 4500-7000.	Become feeder post to CM w.e.f. 01.01.2006 with the GP of Rs. 4200/-.
Chargeman	CM-II & CM-I were merged as CM w.e.f. 01.01.2006	Chargeman with the GP of Rs. 4200/-

Rule Position

- As per GoI, MoD letter no 11(1)/2002/D(Civ.I) dated 20/05/2003, the post of Highly Skilled –II and Highly Skilled –I were merged and was modified as Highly Skilled w.e.f. 01.01.1996 and HQrs office letter No. AT/II/2458(PC)6/06-IV dated 23.11.2016 stated that an employee who got promoted from lower pay scale to higher pay scale as a result of promotion before merger of pay scales shall be entitled for up-gradation under A Scheme ignoring the said promotion. Therefore the above individual is entitled for ACP ignoring the HSK-I promotion. — F/A
- Further, as per GoI, MoD letter No. 11(5)/2009-D(Civ.I) dated 14.06.2010, the Artisan Cadre has been restructured and the post of Highly Skilled were divided in HSK-II with GP of Rs. 2400/- and HSK-I with the GP of Rs. 2800/- w.e.f. 01.01.2006. As per ibid order — F/C

promotions and the individual have got only two benefit on 1st & 2nd ACP/MACP, hence not possible for the 3rd MACP in 4800/- Grade Pay.

Point of Doubt

7. Since the individual have already got the three promotion viz. HSK-I, MCM and Chargeman, but the benefits for the promotions/up-gradation has been granted only two times viz. 1st ACP & in 2nd MACP) in the scale of 5000-8000 (GP of Rs. 4200/-) and GP of Rs. 4600 and as per Para 2 (b) of MoD ID No. 11(5)/2009-D (Civ.I) dated 23.07.2012, ACP/MACP Schemes have been introduced by the Govt. In order to mitigate stagnation faced by employees due to lack of promotional avenues. Financial up-gradation under ACP/MACP Scheme cannot be more than what can be allowed to an employee on his normal promotion. - F/G
8. MoD ID dated 06.02.2014 stated that the HS/MCM who were already drawing the pay scale of Chargeman (5000-8000) up to 31.12.2005 under ACPS may be considered for further financial up-gradation if due, in the next GP of Rs. 4600/- in the hierarchy of Grade Pay. However, IHQ of MoD (N) has clarified the matter in Para 2(b) of their letter dated 17/03/2016 that HS/MCM worker drawing the pay scale of Rs. 5000-8000 (i.e. the Pay Scale of CM-II) by virtue of ACPS upto 31.12.2005 are to be considered for financial up-gradation in the GP of Rs. 4600/- under 3rd MACP - F/E
9. The point of doubt are as under:-
 - i) Whether the individual are entitled for 3rd MACP in this case and the GP of Rs. 4800/- can be granted under 3rd MACP.
 - ii) Whether Grade Pay of Rs. 4600/- will be granted in 2nd MACP (reference: MoD ID dated 06.02.2014) or in 3rd MACP (reference: Para 2(b) IHQ of MoD letter dated 17/03/2016). - F/F
 - iii) If GP of Rs. 4600/- will be granted in 3rd MACP, what can be allowed in 2nd MACP to the individual.

Views of this Section:-

- 1) As per Para 2 (b) of MoD ID No. 11(5)/2009-D (Civ.I) dated 23.07.2012, Financial up-gradation under ACP/MACP Scheme cannot be more than what can be allowed to an employee on his normal promotion and in this case individual has got the three promotions viz. HSK-I, MCM and Chargeman (in the GP of Rs. 2800/-, Rs. 4200/- and Rs. 4200/- respectively. Since, MoD ID dated 06.02.2014 stated that the HS/MCM who were

Individual was restructured as HSK-I w.e.f. 01.01.2006. Further MoD has clarified vide their ID No. 11(5)/2009-D(Civ.I) dated 1st Dec 2010 that placement of 50% of the existing HSK (GP of Rs. 2400) as HSK-I (GP of Rs.2800) w.e.f. 01.01.2006 will be treated as promotion for the purpose of ACP. - F/D

3. As per MoD ID No. 11(5)/2009-D(Civ.I) dated 06.02.2014 stated that the HS/MCM who were already drawing the pay scale of Chargeman (5000-8000) up to 31.12.2005 under ACPS may be considered for further financial up-gradation if due, in the next GP of Rs. 4600/- in the hierarchy of Grade Pay. However, IHQ of MoD (N) has clarified the matter - F/E

in Para 2(b) of their letter no. CP(P)7837/Report/TSM dated 17/03/2016 that HS/MCM worker drawing the pay scale of Rs. 5000-8000 (i.e. the Pay Scale of CM-II) by virtue of ACPS upto 31.12.2005 are to be considered for financial up-gradation in the GP of Rs. 4600/- under 3rd MACP, if otherwise eligible. In this case individual have got the 2nd MACP in the Grade Pay of Rs. 4600/. - F/F

4. As per Para 2 (b) of MoD ID No. 11(5)/2009-D (Civ.I) dated 23.07.2012, ACP/MACP Schemes have been introduced by the Govt. in order to mitigate stagnation faced by employees due to lack of promotional avenues. Financial up-gradation under ACP/MACP Scheme cannot be more than what can be allowed to an employee on his normal promotion. - F/G

5. Individual have got promotions from HSK-II to HSK-I w.e.f. 10.06.1996, however the post of HSK-II & HSK-I were merged as HSK w.e.f. 01.01.1996. Further, as per MoD order dated 14.06.2010 the HSK post were restructured as HSK-II and HSK-I w.e.f. 01.01.2006 and as per MoD order dated 01.12.2010 the HSK-I shall be the promotional post of HSK-II. Hence HSK-I will be counted as 1st Promotion and MCM & Chargeman will be counted as 2nd and 3rd promotion in this case. 11

6. As per Para 4(i) of MoD order dated 14.06.2010, before 01.01.2006 the post of MCM was not in the hierarchy hence individual have got the 1st ACP from the scale of 4000-6000 to 5000-8000 (i.e. the scale of Chargeman) and after the 6th CPC implementation, the scale of 5000-8000 was fixed in the GP of Rs. 4200/-.

Points of Units

Unit has stated that the individual has got promotions in MCM w.e.f. 11.08.2012 and in Chargeman w.e.f. 15.07.2015, but financial benefits on promotion have not been granted since GP of Rs. 4200/- & Rs. 4600/- has already been granted to the individual through 1st ACP and 2nd MACP. Since the benefit on promotions has not been given to the individual on

individual drawing the pay scale of Lieutenant (5000-8000) up to 31.12.2015 Under ACPs may be considered for further financial up-gradation if due, in the next GP of Rs. 4600/- Hence upto 4600/- grade pay can be granted to individual in this case.

- 2) If GP of Rs. 4600/- ^{is allowed} are entitled in 2nd MACP (reference: MoD ID dated 06.02.2014), 3rd MACP may be granted in same GP (i.e. in 4600/-) with one increment only without changing the Grade Pay.

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Jt. CDA (N)
26/2/21
o/c gpo
26/02/2021
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SECRET
Records of Officer Personnel
Registered Headquarters
Ministry of Defence (Navy)
New Delhi-110011

17 Mar 16

OP/P/5837/Record/TG/3

The Flag Officer Commanding-in-Chief
(for CCPO)
Western Naval Command
Mumbai (1623)

The Flag Officer Commanding-in-Chief
(for CCPO)
Eastern Naval Command
Visakhapatnam

The Flag Officer Commanding-in-Chief
(for CCPO)
Southern Naval Command
Kochi

The Commander-in-Chief
(for CCPO)
Andaman & Nicobar Command
Port Blair

SECRETARY	
1. []	[]
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GRANT OF MACPS TO THE MCM/HSK

1. Refer to ND(MBI) letter DYP/P/9103/MACPS/Policy dated 29 Feb 16, not addressed to all (copy enclosed).

2. The matter has been examined and it is emerged that in a similar case OFB vide letter No Pers/01/CP/658 dated 10 Jul 2015 (copy enclosed) has issued the following clarifications :-

(a) HS/MCM workers drawing the pay scale of Rs 5000-8000 (i.e. Pay scale of CM-II) by virtue of ACPS upto 31.12.2005 are to be considered for financial upgradation in the GP of Rs 4600/- under 3rd MACP, if otherwise eligible.

CCPO

(b) HS/MCM who were drawing the pay scale of Rs 4500-7000 upto 31.12.2005 are to be considered for financial upgradation under 3rd MACP in the same Grade Pay of Rs 4200/- with 3% increment benefit, if otherwise eligible.

Ministry of Defence
DOP&T

Subject

Restructuring of cadre of artisan staff in Defence Establishments in modification of recommendations of 6th CPC - clarification regarding.

Reference Ministry of Defence ID note of even number dated the 23.07.2012 on the above mentioned subject. The entire matter has been reconsidered in consultation with the DOP&T and Department of Expenditure. Their advice in the matter is as under:

- (i) As per provisions of MACP Scheme introduced w.e.f 01.09.2008, financial upgradation is admissible in the hierarchy of Grade Pay and placement of Highly Skilled workers (GP Rs.2400/-) as Master Craftsman (GP Rs.4200/-) is very much considered as ladder in hierarchy of Grade Pays. Ignoring the placement of Highly Skilled as Master Craftsman (Non-Functional) will be deviating the provisions of MACPS. Hence placement of Highly Skilled workers as Master Craftsman (MCM) prior to 01.01.2006 would be offset against one upgradation for the purpose of grant of MACP benefits.
- (ii) MCM being the feeder post to Chageman and since both these posts have identical pay band and Grade Pay, financial upgradation under MACPS cannot be to a Grade Pay which is more than what is admissible in regular promotion.
- (iii) Financial upgradations earned to non functional post of MCM is to be taken into account as 2nd financial upgradation in so far as MACPS is concerned.
- (iv) On ground (ii) above i.e whether MCM is the feeder post to Chageman, is prima facie a question of fact to be established by the administrative Ministry i.e Ministry of Defence. The contention of the staff side in this matter that MCM is not a feeder post to Chageman is, therefore, may be resolved by Ministry of Defence itself.

Tyco
ACP



2. As for the (iv) above, the matter has been considered in consultation with Defence Finance and it is further clarified that since the post of MCM was not in the hierarchy of artisan staff cadre upto

12.2005, the Highly Skilled workers/MCM who were already drawing the pay scale of Chargehand (Rs.5000-2000) viz the promotion pool up to 31.12.2005 under ACPS may be considered for further financial upgradations, if due, in the next Grade pay (Rs.4600/-) in the hierarchy of Grade Pays.

3. This issues with the concurrence of Defence Finance vide their LD No.01/AG/PB dated the 5th February 2014.

(Signature)
(M.S.Sharma)
Under Secretary

- | | | |
|-----------------------|-------------------------|----------------------------|
| 1. AG/MP-4(Civ)(d) | 2. DGNCC/Pers(o) | 3. DGDE/Admin |
| 4. Air HQrs/PC-5 | 5. DGAFMS/DG-2(B) | 6. DGAQA |
| 7. NHO/CP Dte. | 8. OFB, Kolkata | 9. DGQA/Admin-7B |
| 10. E-in-C Branch/EIC | 11. JS(Trg & CAO)/Coord | 12. CGDA |
| 13. R&D/Orig/DOP | 14. DPR | 15. Hrs IDS. (Dte of Pers) |

MoD LD No.11(5)/2009-D(Civ-I) dated the 6th February 2014

Copy to:

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| D(N-II) | D(O-II) | D(QS) | D(R&D) | D(Works-II) | D(QA) |
| D(Med) | D(AppL) | | | | |

Copy for information to:

General Secretaries of all the Federations/Confederation/ All recognized Service Associations of JCM

PSCP	
DOP	
JDCP (Actg)	
Dy No.	6120
Date	18/2/14
ACTION BY	<i>(Signature)</i>

144/Pay
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(Handwritten notes)
JDCP (Actg)
18/2/14

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Government of India
Ministry of Defence
D(Civ-I)

Subject: Restructuring of Cadre of Artisan Staff in Defence Establishments in
modification of 6th CPC recommendations - clarifications regarding

Consequent upon the issuance of MoD letter of even number dated 14th June
2010 on the above mentioned subject, clarifications were sought by various Defence
Establishments and Staff Associations on the following issues:

- (i) Whether to treat the placement of 50% of the existing Highly Skilled
Workers (Grade Pay: Rs.2400) as Highly Skilled-I (Grade Pay:
Rs.2800) as promotion for the purpose of ACP; and
- (ii) To grant one time relaxation in respect of the employees who have
already been granted financial upgradation in the pay scale of Rs.5000-
8000 in accordance with the ACPS between 01.01.2006 and
31.08.2008.

2. The matter has been considered in consultation with the Department of
Personnel & Training and Ministry of Finance and it is clarified that:

- (i) Placement of 50% of the existing Highly Skilled Workers (Grade Pay:
Rs.2400) as Highly Skilled Worker Grade-I (Grade Pay: Rs.2800)
with effect from 01.01.2006 will be treated as promotion for the
purpose of ACP; and
- (ii) While carrying out the restructuring as per Ministry of Defence letter
of even number dated the 14th June 2010, Financial upgradation (in
the pay scale of Rs.5000-8000), granted to the Highly Skilled Workers
(in the pay scale of Rs.4000-6000) between the period from
01.01.2006 to 31.08.2008 under ACP Scheme of August, 1999, will
not be withdrawn as a one time measure.



(M.S.Sharma)

Under Secretary to the Government of India

AC/AM (Civ)(1)
SB-7
D(GA) Admin 7-B
DGP
DPA

NHQ/CP Dir
OFB, Kolkata
DGAFMS/DG-2B
AOC

Air HQs./PC-3
Airt-7
SD-12
EME(Civ)

DR

To
K. Srinivasan

6th CPC

Flag

1091/00

DGA-26384152

No. 11(5)/2009-D (Civ-I)
Government of India
Ministry of Defence

(23)

New Delhi, the 14th June, 2010

To

The Chief of Army Staff
The Chief of Air Staff
The Chief of Naval Staff
The DGO
& all Heads of Inter Services Organizations.

Subject- Restructuring of Cadre of Artisan staff in Defence Establishments
in modification of recommendations of 6th CPC.

Sir,

The matter regarding revision of pay scale of Master Craftsmen in Defence Establishments has been under consideration of the Government for quite some time. Now in partial modification of the 6th CPC recommendations made in para 3.8.27 of its report and amendment made in Civilian in Defence Services (Revised Pay) Rules, 2008, vide SRO 11(E) dated 28.8.2009, I am directed to convey the sanction of the President for restructuring of Cadre of Artisan Staff in Defence Establishments as under:-

2. The grade structure in the industrial as well as in the non-industrial trades, wherever already available and the pay scales of the Defence artisan staff shall stand modified w.e.f. 1.1.2006 as under:

- (i) Skilled - Pay Band PB-1 Grade Pay Rs.1900
- (ii) Highly Skilled Grade II - Pay Band PB-1 Grade Pay Rs.2400
- (iii) Highly Skilled Grade I - Pay Band PB-1 Grade Pay Rs.2800
- (iv) Master Craftsman - Pay Band PB-2 Grade Pay Rs.4200

Contd...2/

[Signature]

1. (a) Wherever the present structure in the Industrial as well as the
Industrial grades is already existing in the ratio of 4:1:55, the respective
Skilled and Highly Skilled, and 3:1:1 of Highly Skilled in the grade of
Master Craftsman, the following will apply:

- 5% of the posts may be granted the pay scale of Skilled Worker (Grade
pay of Rs. 1800) in the Pay Band PB-1;
- 20% of the remaining 55% may be granted the pay scale of HSCM (Grade
pay of Rs. 4200) in the pay band PB-2; and
- The remaining posts may be divided in a ratio of 50:50 and re-designated
as Highly Skilled Worker Grade-II (Grade Pay of Rs. 2400 in Pay Band
PB-1) and Highly Skilled Worker Grade-I (Grade Pay of Rs. 2800 in Pay
Band PB-1)

(b) The placement of the individuals in the posts resulting from the
restructuring shall be made w.e.f. 1.1.2006, in relaxation of the conditions, if
any, i.e. made test etc. as one time measure.

(c) Highly Skilled Grade I shall be in-bloc senior to Highly Skilled Grade
II.

4. (4) The posts of Master Craftsman shall be part of the hierarchy and the
placement of Highly Skilled Grade I in the grade of Master Craftsman will
be made as per condition.

(5) In the case of Defence Establishments where there is no category of
Skilled Workers and direct recruitment is made 100% at the level of Highly
Skilled, the posts of Master Craftsman existing as on 1.1.2006 will be placed
in PB-2 + GP 4200 and the remaining posts of Highly Skilled Workers may
be distributed in HS-I and HS-II in the ratio of 50:50.

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225-1228
2006

(iii) In view of the above re-structuring, the artisan staff may be allowed to give revised option for pay fixation w.e.f. 1.1.2006 within three months from the date of issue of orders in this regard.

(iv) The existing recruitment rules for the Tradesman may be amended and RRs for the post of MCM may be framed accordingly.

5. The expenditure involved will be debitable to the respective Heads of Defence Services Estimates.

6. To the extent of provisions indicated in the paragraphs above MoD letter No.11(1)/2002-D (Civ.I) dated 20.05.2003 stands amended.

7. This issues with the approval of DOP&T U.O.No5358/10/CR dated 25.2.2010 and Ministry of Finance L.D. No.2(16)E.III Deslc/2008 dated 10.06.2010 and concurrence of Ministry of Defence (Finance AG/1/3) vide their U.O.No164/AG/PB dated 14.06.2010.



(M.S. Sharma)

Under Secretary to the Government of India
Tele No.23012414

Copy to:-

- | | | |
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| 7. NHQ/CP Dte. | 8. OFB, Kolkata | 9. DGQA/Admin-7B |
| 10 R&D/Orgn./DOP | 11. B-in-C Branch /EIC | 12. JS(Trg. |
| &CAO/Coord | 13. DPR | |
| 14. Hqrs. IDS, (Dte. of Pers.) | | |

Copy also to:-

1. D(Apptn)/D(Fy-II)/D(R&D)/D(GS-I)/D(GS-II)/D(GS-III)/D(QS)
D(Q&C)/D(JCM)/D(AG)/D(N.II)/D(Air.III)/D(Works)/D(O-II)
D(Med.)/D(Civ.II)/D(GS-VI)/D(Mov)/D(QA)/D(HAL)

Contd.../1-

7-1
No. 1101/2002(D(Civ))
Government of India
Ministry of Defence

New Delhi, the 20th May, 2003

The Chief of Army Staff
The Chief of Air Staff
The Chief of Naval Staff
The DGOR
& all the Heads of Inter Services Organisations

Subject: Restructuring of Cadre of Artisan Staff in Defence Establishments in modification of recommendations of 5th CPC.

Sir,

The matter regarding restructuring of Cadre of Artisan Staff in Defence Establishments has been under consideration of the Government for quite some time. Now in partial modification of the recommendations of the 5th CPC made in paras 54.16-18 and 54.29 of its report, I am directed to convey the sanction of the President as under:-

2. The grade structure in the industrial as well as in the non-industrial trades, wherever already available and the pay-scales of the Defence artisan staff shall stand modified w.e.f. 1.1.96 as under:-

- | | | | |
|-------|----------------------------------|---|---------------|
| (i) | Skilled | : | Rs. 3050-4590 |
| (ii) | Highly Skilled
(HS-I + HS-II) | : | Rs. 4000-6000 |
| (iii) | Master Craftsman | : | Rs. 4500-7000 |

(a) Wherever the grade structure in the Industrial as well as in the Non-Industrial trades is already existing in the ratio of 65:20:15, in the erstwhile Skilled : HS-II : HS-I, the merger of HS-II and HS-I shall be treated to have come into effect from 1-1-96 and the grade structure of Skilled and Highly Skilled categories shall be in the ratio of 65:35(20+15).

(b) The post of Master Craftsman shall not be part of the hierarchy and the placement in this grade will not be treated as promotion for Highly Skilled Grade either under normal recommendations rules or under ACP Scheme.

(c) The selection from Highly Skilled grade to the grade of the Master Craftsman shall be 10% of Highly Skilled Cadre (i.e. 10% of 35% of the total) and the placement in this grade shall be w.e.f. 1-1-96 and upto the date of the issue of these orders.

(d) The placement of the individuals in the posts resulting from the restructuring and ratio revision, shall be made w.e.f. 1.1.96, in relaxation of the conditions, if any, i.e. trade test etc., as one time measure.

(e) The above provisions may also be made applicable, as a special case, in relaxation of the existing rules/instructions to the employees who have either retired or died after 1.1.96.

(f) From the date of issue of these orders, all the trades classified as Skilled (including left out trades) in the Industrial as well as in the non-Industrial Estts. shall now be modified in the following inter-grade ratio :-

1. Skilled	(Rs. 3050-4590) : 45%
2. Highly Skilled	(Rs. 4000-6000) : 55%
3. Master Craftsman	(Rs. 4500-7000) : 25% of the Highly Skilled Grade posts will be placed in the grade of the Master Craftsman. They will, however, not be a part of the hierarchy.

(g) The above-mentioned inter-grade ratio shall be worked out based on the sanctioned/authorized strength.

(h) Since the post of Master Craftsman is not part of the hierarchy, the placement in this grade shall not be treated as promotion for Highly Skilled Grade either under normal promotion rules or under ACP Scheme.

(i) The post of Master Craftsman shall continue to be considered as highly skilled grade for the purpose of promotion to the grade of Chargeman-II (Rs. 5000-8000).

(j) The benefit of the first and second ACP to the skilled workers will be as per the orders issued by the DOP&J under their O.M. dated 5.8.99 and subsequent clarifications issued on the subject.

(k) Where there is direct recruitment at the level of HS-I/HS-II in Defence Estts., the number of Master Craftsmen (not exceeding 25% of Highly Skilled) to be decided considering the functional requirements by the concerned administrative Sections in the Ministry of Defence in consultation with their concerned Integrated Finance.

(vii) The placement of the individuals in the posts resulting from the above restructuring and rate revision shall be made from the date of issue of the orders, in relaxation of the conditions, if any, as one time measure.

(viii) The procedure for selection to the grade of Master Craftman shall be as laid down in para-2 & 3 of Ministry of Defence letter No. 1(2)/80/D(Civ.) dated 1st September, 1982, as amended with the exception that the number Master Craftsmen in each trade shall be upto 25% of the total number of sanctioned posts in the Highly Skilled grade in each Organisation instead of 10% as was provided for in para-2(i) of aforesaid Ministry of Defence letter.

(ix) The existing recruitment rules for the Tradesmen may be amended accordingly.

The expenditure involved will be debitable to the respective Heads of Defence Services Estimates.

This issues with the concurrence of the Ministry of Defence(Finance) vice their No. 350/PB/03, dated 19.5.2003.

Yours faithfully,
P. Ranjan
(P. Ranjan)

Under Secretary to the Government of India

MP-4(Civ)(d)	DGNCC/Pers(C)	DGDE/Admn
MP-4/PG-5	DGAFMS/DG-2(B)	DGAQA
MP Dir.	OFB, Kolkata	DGQA/Admn-7B
MP/DOP	DPR	CAO/Coord
MP-4(Civ)(d)	R&D/DOP/MPD	

to: D(Fy-II), D(R&D), D(GS-III); D(QS); D(Q&C); D(JCM); D(AG); D(ASIT); D(Works); D(O-II); D(Med); D(GS-VI).

All CDAs; All Sr. Dy. DADS; The DGADS; The Dy. DGADS The Asst. Officers(Defence Services), Kirkee, Knpur, Bangalore and Allahabad, The Accounts (Postal) APS Section, Nagpur-440001.

DFA(Air); DFA(Navy); DFA(AF)/Org; DFA(Works); DFA(Budget-II); DFA(LP-I);