



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

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PT/3088/Gen.Corr/2022-23

Email

दिनांक : 14/03/2023

सेवा मे,

प्रभारी अधिकारी

समस्त लेखा कार्यालय, दुर्ग अभियंता

विषय : Grant of 2<sup>nd</sup> Financial upgradation under ACP scheme who have Completed 24 years regular service during intervening period Between 01.01.2006 to 31.08.08 and 3<sup>rd</sup> Financial up gradation Under MACP scheme after completion of 30 years service in Respect of D'Man/TOs

संदर्भ : मुख्यालय कार्यालय का पत्र संख्या AT/Gen-Fix-XXVII/E-1477 dated 23.02.2023


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मुख्यालय कार्यालय, दिल्ली छावनी का उपर्युक्त संदर्भित पत्र सभी संलग्नकों के साथ आपकी आवश्यक कार्यवाई हेतु PCDA(CC) की website पर uploading/mail के माध्यम से प्रेषित किया जा रहा है।

कृपया मुख्यालय कार्यालय के उक्त पत्र का अवलोकन E-in-Cs के पत्र संख्या CC-4(85610/MACP/D"Man/GANGADHARAN/CSCC दिनांक 11.07.2022 के आलोक में करते हुए सुनिश्चित करें कि उपर्युक्त विषय के समतुल्य कोई मामला संबन्धित दुर्ग अभियंता कार्यालय में है अथवा नहीं। इस संबंध में कृपया संबन्धित दुर्ग अभियंता, कार्यालयों से मामले के संबंध में सूचना प्राप्त कर इस कार्यालय को दिनांक 17.03.2023 तक भेजना सुनिश्चित करें। जिससे मुख्यालय कार्यालय को मामले के समतुल्य पायी गयी सूचना तथा की गयी कार्यवाई से अवगत कराया जा सके। कोई मामला न होने पर NIL Report प्रेषित करें।

संयुक्त नियंत्रक महोदय द्वारा अवलोकित ।

Encl: उपर्युक्तानुसार

  
व.लेखा अधिकारी

Fwd: D'MAN CASE IN MES

*2/9*  
*ACG (AT-T) - on leave*

From : prabhullachandran cs  
<prabhullachandran.cs@gmail.com>

Thu, Sep 01, 2022 10:38 AM

1 attachment

Subject : Fwd: D'MAN CASE IN MES

To : AVINASH DIKSHIT  
<avinashdikshit.dad@hub.nic.in>

----- Forwarded message -----

From: **prabhulla chandran Cs** <prabhullachandran.cs@gmail.com>  
Date: Thu, Sep 1, 2022 at 10:26 AM  
Subject: D'MAN CASE IN MES  
To: <cgda@nic.in>

Sir,

The above mentioned subject case is attached herewith for your further action please.

**D'men case in MES.pdf**  
4 MB

**PRIORITY MATTER**

*अनुसंधान विभाग में अर्ज सं 2,  
आदिवासी वि० 06/09/2022 नम प्रस्ताव अर्ज*

*[Signature]*  
02 अक्टू. 2022

*अ. ल. अ.*

1 of 1  
*26*  
*5/9/22*

BY REGD POST

From: Prabhulla Chandran.C.S,  
Kunnath House,  
Pullut .P.O,  
Trichur. Dist,  
Kerala. PIN – 680 663.

To: The Comptroller & Auditor General of India,  
9, Deen Dayal Upadhyaya Marg,  
New Delhi-110 002.

INVOLVEMENT OF CORRUPTION IN GRANT OF HIGHER PAY SCALES TO  
D'MEN/TOS OF MILITARY ENGINEER SERVICES:  
REQUEST FOR AN INQUIRY

Respected Sir,

1. I am a member of a group of people striving against corruption. A fellow member of our group viz. Shri. E.A. Gangadharan, Eareth house, Amballoor.P.O, Ernakulam Dist, Kerala, PIN-682 315 has made a complaint titled above to your HQ vide his letter No. Nil dated 01 Jan 2018. Based on this complaint, Test Audit Team has investigated the matter during audit of E-in-C's branch and raised Preliminary Slip No.12 dated 02.02.2021. Since the reply to the preliminary slip furnished by E-in-C's branch is not tenable, the Director General of Audit Defence Services has directed CGDA to withhold the grant of grade pay of Rs.6600/- in 2<sup>nd</sup> ACP and grade pay of Rs.7600/- in 3<sup>rd</sup> MACP to D'men/TOs of MES till approval for the same is obtained from Ministry of Finance, Department of Expenditure. In pursuance of the directive of DGADS, the exorbitant grade pays granted in ACP/MACP to D'men/TOs of MES was withheld by CGDA vide their HQ letter No.AT/II/Gen Fix-XXVII/E-1477 dated 04 Mar 2021.

2. Meanwhile, E-in-C's branch took up the matter to Min of Finance, Dept of Expenditure through Min of Defence. As per the advice of Dept of Expenditure, MoD (Finance) referred the matter to DOP&T. It has now been clarified by the DOP&T that the higher grade pays granted to D'men/TOs in ACP/MACP is not correct as they are not eligible for the same. These D'men/TOs were given such higher grade pays by comparing with the similar benefits granted to Assistants (Architectural Department) of CPWD. DOP&T has now opined that the higher grade pays granted by CPWD to their Assistants (Architectural Dept) is also not in order and these posts in MES and CPWD are not comparable. A copy of E-in-C's branch letter No. CC-4/85610/MACP/D'men/GANGADHARAN/CSCC dated 11 Jul 2022 is enclosed herewith in proof of the above statements.

3. Based on the opinion rendered by DOP&T, the higher grade pays granted to D'men/TOs of MES should have been withdrawn. Instead, the case file is again being submitted to Min of Finance, through Min of Defence. This action appears to be unwarranted and we suspect some malafide intentions behind it.

Contd.....2/-

-2-

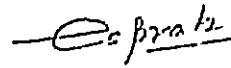
4. In view of the above, we solicit your appropriate and immediate intervention in the matter. It may kindly be kept in mind that the higher grade pay granted in 2<sup>nd</sup> ACP/3<sup>rd</sup> MACP is Phase II of the manipulations in case of D'men/TOs of MES, because these ITI holders were illegally given pay scale of Rs.425-700 (3<sup>rd</sup> CPC level) at par with Engineering Diploma holders in an earlier occasion, details of which were already submitted to your HQ by Shri.E.A. Gangadharan vide annexure to his complaint dated 01 Jan 2018 (Copy enclosed for ready reference please).

5. Kindly accord PRIORITY.

Yours faithfully,

Encl: 14 Sheets

Pullut,  
01 Sep 2022.



(Prabhulla Chandran.C.S)

Copy to:-

Director General of Audit Defence Services, - for information and necessary action  
L-II Block, Brassey Avenue, please  
New Delhi - 110 001.

Controller General of Defence Accounts, - for information and necessary action  
Ulan Batar Road, w.r.t your HQ letter No. AT/II/Gen Fix-  
Palam, XXVII/E-1477 dated 04 Mar 2021  
Delhi Cantt - 110 010. please. P/S

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D/o Gen of Personnel  
HQ Military Engineer Services  
Engineer-in-Chief's Branch  
Kashmir House, Rajaji Marg  
New Delhi - 110011

4/85610/MACP/1) Man/GAN/GA/IIARAN/CSCC

1 Jul 2022

ADG(Coast Guard & Projects) Chennai-000000  
ADG (D&C) Range Hills Rd, Kirkee Pune-411003  
ADG(NEI) Guwahati, Pin-781027, C/o 66 APO  
ADG(North) Jammu C/o CWE (AF) Jammu, Pin-937260  
HQ Chief Engineers  
Southern Command, Pune  
Eastern Command, Kolkata  
Central Command, Lucknow  
Western Command, Chandimandir  
Northern Command, Udhampur  
South Western Command, Jaipur  
UGNP, Mumbai  
DGNP, Visakhapatnam  
CME, Pune

GRANT OF 2<sup>ND</sup> FINANCIAL UPGRADATION UNDER ACP SCHEME WHO HAVE COMPLETED 24 YEARS REGULAR SERVICE DURING INTERVENING PERIOD BETWEEN 01.01.2006 TO 31.08.2008 AND 3<sup>RD</sup> FINANCIAL UPGRADATION UNDER MACP SCHEME AFTER COMPLETION OF 30 YEARS SERVICE IN R/O OF D'MAN/TOS OF MES

1 The approval of 2<sup>nd</sup> financial upgradation under ACP scheme who have completed 24 years of regular service during intervening period between 01.01.2006 to 31.08.2008 and 3<sup>rd</sup> financial upgradation under MACP scheme after completion of 30 years of regular in respect of eligible D'Man/TOs was granted by the Cadre Controlling Authority i.e. MoD in April 2017 and reconfirmed by MoD in Sep 2020

Accordingly, 3<sup>rd</sup> financial upgradation under MACP scheme in respect of D'Man/TOs who have completed 30 years of regular service in the Grade pay of Rs. 600/- was granted by E1 DPC (PP & Sub) vide their letter no. 1002/MACP/Oftrs/E1DPC (PP & Sub) dated 17 Nov 2020.

However, during process of pay fixation, CGDA New Delhi vide their letter no. T/III/Gen Fix-XXVIII/E-1477 dated 04 March 2021 has asked to withhold the enhanced pay of concerned officials till the approval from Ministry of Finance/ Deptt of expenditure

Therefore, the case file relating to subject matter was again submitted to MoD 31 May 2021 for getting approval of Ministry of Finance/Deptt of Expenditure. The case file was referred to DoP&T by MoD(Finance) with the advice of Deptt of expenditure / Ministry of Finance

The case file was returned by MoD with the remarks of DoP&T which are reproduced below.

It is noted that there are only two grades in the Draughtsman cadre i.e. Draughtsman (Grade Pay Rs.4200/-) (Foodar Grade) and Technical Officer (TO) (Grade Pay Rs.4600/-) (Promotional Grade) in MoD. There is no promotional post of TO in the grade/cadre. It is further noted that MoD has compared the post of Draughtsman in MoD with the post of Assistant (Arch Deptt) in CPWD, where similar cadre post exists with only one promotional post of TO. The educational qualification of D Man in both MoD & CPWD is same. However, criteria for next promotion to the post of TO is 05 years & 06 years regular service as D'man in MoD and CPWD, respectively, which is not same. Besides, there is no promotional post of TO in CPWD also. Therefore, comparison of Draughtsman grade in MoD with Assistant grade (Arch Deptt) in CPWD as an analogous grade is not in order since Assistant grade (Arch Deptt) cadre in CPWD also has two posts only and there is no promotional post of TO in CPWD. Thus, the comparison of MoD with CPWD for D'Man cadre for grant of 2<sup>nd</sup> ACP in the pay scale of Rs. 10000-325-15200 (Gp of Rs. 6600/- as per 6th CPC) to D'Man cadre is not correct. It is also unclear on what basis and under which provision of ACP scheme, CPWD has granted 2<sup>nd</sup> ACP to Assistant grade (Arch Deptt) in GP 6500/-.

Hence, Draughtsman cadre of MoD is not eligible for grant of 2<sup>nd</sup> Financial Upgradation under ACP scheme in the pay scale of Rs.10000-325-15200 (G.P of Rs. 6600/- as per 6<sup>th</sup> CPC) on completion of 24 years of regular service and 3<sup>rd</sup> Financial Upgradation in GP Rs. 7600/- under MACP scheme on completion of 30 years of regular service.'

6 In view of the above and to avoid any adverse orders from Hon'ble CAT Ernakulum in the ongoing case, as desired by the MoD, the case file is again submitted to MoD for its submission to Ministry of Finance, Deptt of Expenditure.

7. This is for your information please.

(Vishal Mani Tripathi, IDSE)  
Dir (Pers), CSCC

Internal

E1 Legal (O)

E1(DPC)

E1 (DPC) (PP&Sub)

CRO (Offrs), Delhi Cantt

TS to DG(Pers)

For information & necessary action.

For information please.

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ANNEXURE TO THE COMPLAINTBrief history of grant of higher pay scale of Rs.425-700  
to unqualified D'man Gde IIs of MES

1. As per Ministry of Finance OM No. F.5(59)-E-III/82 dated 13 Mar 1984 (Copy enclosed as Appendix J), pay scales of D'man Gde I, II & III of CPWD were revised as under based on an arbitration award:-

	<u>Original Scale</u>	<u>Revised Scale</u>
(i) D'man Gde I	Rs. 425-700	Rs. 550-750
(ii) D'man Gde II	Rs. 330-560	Rs. 425-700
(iii) D'man Gde III	Rs. 260-430	Rs. 330-560

The OM referred to above also extend the benefit of pay revision to D'men working in other departments provided their recruitment qualifications are similar to those prescribed for D'men in CPWD. This was done to eliminate the disparity in pay scales of D'men appointed in various departments with 2 yrs ITI course or equivalent as recruitment qualification.

2. Recruitment qualification for D'man Gde III of CPWD was 2 years National Trade Certificate in Draughtsman (Civil) i.e. equivalent to ITI. Individuals with identical qualification were appointed in Military Engineer Services (MES) as D'man Gde II in the pay scale of Rs. 330-560. In other words, D'man Gde III of CPWD was equivalent to D'man Gde II of MES, being recruited with identical qualifications. Accordingly, since the D'man Gde II of MES were already in enjoyment of pay scale of Rs. 330-560, the Min of Finance OM dated 13 Mar 1984 referred to above would not have any impact on D'men cadre of MES.

3. Notwithstanding the above, the pay scale of D'man Gde II of MES was revised from Rs. 330-560 to Rs 425-700 vide Min of Def letter No. 1(6)/94/D(Civ-I) dated 15 Sep 1995 (ref Para 3(b) of ibid letter enclosed as Appendix B), by wrongly equating with D'man Gde II of CPWD, ignoring recruitment qualifications of both the posts. Incidentally, it is brought out that D'man II of CPWD is a promotional post from D'man III. It is presumed that the higher scale of pay was given to D'men Gde II of MES by taking into account only the similarity in designation, but by suppressing the variation in recruitment qualification, thereby Min of Defence has failed to find the intention behind the ibid letter of Min of Finance dated 13 Mar 1984. By giving higher pay scale to D'man IIs of MES, the disparity with CPWD still exists. Thus defeated the very purpose and noble intention behind the ibid letter of Min of Finance dated 13 Mar 1984.

Contd....2/-

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4. When ACP scheme came into operation, a point of doubt had arisen as to what should be the ACP benefits of D'men of MES, who do not possess the requisite educational qualifications as laid down for CPWD D'men, but placed in the upgraded pay scale. Min of Def have directed to regulate the grant benefit under ACPS to D'men as per clarification given against point of doubt at SI No. 35 issued vide DOPT OM No. 35034/1/97-Estt(D)(Vol IV) dated 18 July 2001. A copy of E-in-C's branch letter No. B-77005/ACP/D'Men/CSCC dated 24 Apr 2002 relevant in the matter is at Appendix C. An extract of clarification given by DOP&T against point of doubt at SI No. 35 is also at Appendix D.

5. According to clarification by DOPT at point of doubt at SI No. 35, if existing incumbents who do not possess the requisite qualification/experience are considered for higher scale, such placement shall be taken as promotion/upgradation. Despite this explicit clarification, E-in-C's branch vide Appendix 'A' to their ibid letter dated 24 Apr 2002, the upgraded pay scale in respect of D'men II was treated as their entry scale and further two upgradations under ACPS have been given, instead of setting aside their upgradation of pay scale against 1<sup>st</sup> ACP. This is a grave error committed by E-in-C's branch conducting heavy financial burden to the exchequer.

6. The vested interest behind grant of higher scale of Rs.425-700 to unqualified D'man IIs of MES and treating this upgraded pay scale as their entry scale and granting further two upgradations under ACP, ignoring the clarification rendered by DOPT, may please be investigated. Since very serious manipulations leading to heavy financial burden to the exchequer is involved in this issue, disciplinary action may please be taken against defaulters in addition to re-fixation of pay of D'man IIs and recovery of excess payment made.

Thanking you,

Yours faithfully,



( EA Gangadharan )

Encl: Appendix J  
01 Sheet.

Amballoor,  
01 Jan 2018



APPENDIX 'J'

No.F.5(59)-E.III/82  
GOVERNMENT OF INDIA  
Ministry of Finance  
(Department of Expenditure)

New Delhi, the 15th March, 1984.

OFFICE MEMORANDUM

Subject:- Revision of pay scales of Draughtsmen Grade III, II and I in all Government of India offices on the basis of the Award of Board of Arbitration in the case of Central Public Works Department.

The undersigned is directed to state that a committee of the National Council (Joint Consultative Machinery) was set up to consider the request of the Staff Side for the following revised scales of pay allowed to the Draughtsmen Grade I, II and III working in Central Public Works Department on the basis of the Award of Board of Arbitration may be extended to Draughtsmen Grade III, II and I in all Government of India offices:-

	Original Scale	Revised scale on the basis of the Award
Draughtsmen Grade I	Rs. 425-700	Rs. 425-750
Draughtsmen Grade II	Rs. 330-550	Rs. 425-700
Draughtsmen Grade III	Rs. 260-430	Rs. 320-560

2. The President is now pleased to decide that the scales of pay of Draughtsmen Grade III, II and I in Offices/Departments of the Government of India, other than the Central Public Works Department, may be revised as above provided their recruitment qualifications are similar to those prescribed in the case of Draughtsmen in Central Public Works Department. Those who do not fulfil the above recruitment qualification will continue in the pre-revised scales. The benefit of this revision of scales of pay would be given notionally with effect from 13-5-1982, the actual benefit being allowed with effect from 1-11-1983.

3. Hindi version will follow.

*R.C. Puri*

(R.C. Puri)

Deputy Secretary to the Government of India

To

All Ministries/Departments of the Government of India (As per standard list with usual number of spare copies).

.....2/-

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APPENDIX 'B'

Mo. 1(G)/94/D(Civ.I),  
Government of India,  
Ministry of Defence,  
New Delhi, the 15th Sept., 1995.

The Chief of the Army Staff  
The Chief of the Naval Staff  
The Chief of the Air Staff

Subject: Revision of Pay Scales of Draughtsmen Grade I, II and III in all Government of India offices on the basis of the Award of Board of Arbitration in the case of CPWD.

I am directed to say that, in terms of Ministry of Finance O.M. No. 5(59)-E.III/S2 dated 15.3.84 (circulated vide D I.D. No. 12(1)/84/D(Civ.I) dated 3.7.84, the following revised scales of pay allowed to the Draughtsmen Grade I, II & III of CPWD were extended to D'Men Grade I, II & III in Defence Estts. subject to the condition that their recruitment qualifications are similar to those prescribed in the case of D'Men in CPWD :

Category	Original scales Rs.	Revised scales Rs.
Draughtsmen Grade I	425-700	550-750
" " II	330-560	425-700
" " III	260-430	330-560

Consequent to the issue of Ministry of Finance O.M. 15(1)/IC/91 dated 19.10.94 extending the CPWD pay scales to D'Men Grade I, II and III in other Govt. Departments in respect of fulfilment of recruitment qualifications subject to completion of certain length of service, the decision of extending similar reliefs to D'Men in Defence Establishments who were in the pre-revised scales has been considered. The President is now pleased to revise the pay scales of Draughtsmen in Defence Establishments as follows:

.....2/-

Sl. No.	Category	Present pay scales	Revised pay scales	Revised Designation
1.	Tracer/D'Men of any designation	975-1540 (250-450 pre revised)	1200-2040 (350-560 pre revised)	D'Men Gr.III
2.	D'Men of any designation	1200-2040 (350-560 pre revised)	1400-2300 (425-700 pre revised)	D'Men Gr.II
3.	D'Men of any designation	1400-2300 (425-700 pre revised)	1600-2660 (550-750 pre revised)	D'Men Gr.I
<b>DDDE</b>				
4.	SDO Gde.III	1200-2040 (350-560 pre revised)	1400-2300 (425-700 pre revised)	
5.	SDO Gde.II	1400-2300 (425-700 pre revised)	1600-2660 (550-750 pre revised)	

5. Incumbents in position before 13.5.22 may be placed in the revised scale of pay as and when they complete/completed the length of service in the respective grades and subjected to condition indicated below:

(1) The individuals will be granted the revised scale from the date on which they complete the required length of service as follows:

(a) Minimum period of service for placement : 7 Yrs. from the post carrying scale of Rs. 975-1540 to Rs. 1200-2040 (pre-revised Rs. 250-450 to Rs. 350-560).

(b) Minimum period of service for placement : 5 Yrs. from the post carrying scale of Rs. 1200-2040 to Rs. 1400-2300 (pre-revised Rs. 350-560 to Rs. 425-700).

(c) Minimum period of service for placement : 4 Yrs. from the post carrying scale of Rs. 1400-2300 to Rs. 1600-2660 (pre-revised Rs. 425-700 to Rs. 550-750).

(2) Once the Draftsmen are placed in the regular scales, further promotions would be made against available vacancies in higher grade and in accordance with the normal eligibility criteria laid down in the recruitment rules.

.....3/-

- 5 -

(3) The benefit of this revision of scales of pay shall be given with effect from 13.5.82 notionally or actually from 1.11.83, in respect of D'Men who fulfilled the requirement relating to the period of service mentioned in clause (1) above before 13.5.82. In respect of the D'Men who were in position as on 13.5.82 but did not fulfil the required length of service on that date, they will be entitled to the revised scales as and when they complete requisite length of service.

(4) The individuals pay scales had not been revised earlier on the basis of Ministry of Finance O.M. No. 5(59)/E-III/82 dated 13.3.84, referred to in para 1 of this letter or through any court orders.

D'Men appointed on or after 13.5.82 may be placed in the revised scales of pay in the following manner:

(a) Tracers/D'Men appointed in the scale of pay of Rs. 975-1540 (pre-revised Rs. 200-430) may be placed in the scale of Rs. 1200-2040 as and when they complete requisite length of service prescribed in para 3 (1) (a).

(b) In case of D'Men appointed in scale of Rs. 1400-2040 (pre-revised Rs. 350-560), they may be placed in the revised scale of Rs. 1400-2300 if they have been appointed with a qualification of Certificate or Diploma in Draftsmanship from a recognised institution of not less than 2 years (including 6 months practical training) with 1 year's experience as D'Men. If they have been recruited with a qualification of Certificate or Diploma in Draftsmanship of not less than 2 years (including 6 months practical training) without 1 year experience, they will continue in the scale of Rs. 1200-2040. Those appointed to this post by promotion may be placed in the revised scale of pay of Rs. 1400-2300 as and when they complete requisite length of service prescribed under para 3 (1) (b).

(c) The D'Men appointed by promotion to the scale of Rs. 1400-2300 may be placed in the revised scale of Rs. 1600-2650 as and when they complete the requisite service mentioned in para 3 (1) (c).

.....4/-

- 4 -

5. Whenever the Cadre has already an existing scale of Rs. 1600-2660, the cadre authorities will merge that scale with the posts which may stand upgraded from Rs. 1400-2300 to Rs. 1600-2660 in terms of these orders. The seniority of the existing D'Men in the scale of Rs. 1600-2660 will be protected vis-a-vis D'Men who would be placed in the revised scale of Rs. 1600-2660 to whom they are already en-bloc seniors.

6. These orders shall not apply in respect of cadres of D'Men where D'Man Gr.III (Rs. 1200-2040) is the first entry grade by direct rectt. with further promotions to D'Man Gr.II and Gr.I (Rs. 1400-2300) (Rs. 1600-2660) with the respective qualifications exactly similar to corresponding CPWD categories.

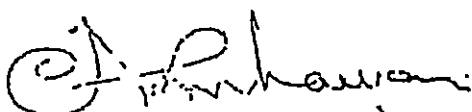
7. Fixation of pay will be regulated by the relevant rules (i.e. FR 22(a) (ii) and FR 23) prevailing as on 15.5.82. The provisions of FR 22(a) (ii) have since been modified by the Government vide Department of Personnel & Training O.M. No. 1/2/86-Estt. (Pay-I) dated 22.5.89 (applicable from 1.1.86). As per this, the pay of an official, as mentioned in para 2 above will be fixed at the same stage, if any, in the new scale and if there is no such stage, the pay will be fixed at a stage next above his pay in the old stage.

8. Future appointments in various Grade of D'Men will be made based on the qualifications prescribed for the CPWD D'Men as per annexure to this letter.

9. These orders shall not also apply to DGEPE and OFB for which separate orders will be issued.

10. This issues with the concurrence of Integrated Finance vide their U.O. No. 12013/1/PE/84/684/AG/PE/95 dt. 15.9.95 and in consultation with Ministry of Finance.

Yours faithfully,

  
( C.A. Subramanian )

Under Secretary to the Govt. of India.

DDG CP/AG's Branch

JDFC/Air Hqs.

DD CP(NG)/HQ2

Director (J)/Office of JS(Trg) & CIO

Jt. Dir. (Admin)/DPD&P Air

Jt. Dir. (Pers)/DRDO

DD F-I/DGDA

DDDE

DD (C)



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5. Accordingly, a case was taken up with Ministry of Defence (D(Civ.I)) to clarify the grant of benefits under AOPS to D'Men as per clarification given against point of doubt at Srl No. 35 issued vide DOP&T OM No. 35034 / 1/97-Estt(D) (Vol. IV) dated 18.07.2001, copies of which have already been circulated under our letter No. 85610/47/ACP/CSCC dt 14 Sep 2001.

6. Further, based on arbitration award given in respect of D'Men of CPWD, certain D'Men Gde I/Gde II of MES were granted higher pay scales at par with D'Men of CPWD through orders of various benches of CAT in various OAs, with effect from 01 Nov 1983, on the grounds that they were in possession of educational qualifications equal to the D'Men of CPWD at the time of recruitment.

7. In view of above, admissibility criteria for grant of financial upgradation under the AOPS to D'Men cadre is clarified as per Appendix 'A' attached.

8. Please acknowledge receipt.

Encls : Appendix 'A'

(Shiv Om Prakash)  
SE  
SO-1 (Pers)/CSCC  
for Engineer-in-Chief

*OPK*

Internal

EIC

*may see pl.*

*DDG (B)*  
*24/*

6

APPLICABILITY OF AGRICULTURE INSPECTOR GRADES

1. DRYAN Gds after appointed investigation of reviewed RRS vide SKO 77 dated 21 Mar 1990.

2. DRYAN Gds appointed on after 13-05-82 in code of para 4(b) of Ministry of Defence letter No.1(61/94/ D(Ctr-I) dated 15 Sep 1995.

3. DRYAN Gds II covered by the awards of CAs in various OAs.

4. DRYAN Gds is promoted from DRYAN Gds II covered by the awards of CAs in various OAs.

Entry grade qualification

Rs 975-1540 Certificate or diploma in Draughtsman (Civil Engineering) or a recognised institute of not less than two years duration including practical training of six months.

Rs 2,040 to Rs 1400-2300 Further upgraded to Rs 1,600-2,600 by Vch Government OR Draughtsman (Civil) or Draughtsman Ship (Civil) from a recognised institution of not less than 2 years (including 6 months practical training) plus practical experience of at least one year in the line in an organization of repute after getting the diploma.

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H.A.

H.A.

Approved by the Director General of Recruitment and Selection, Ministry of Defence, New Delhi on 10/04/2002

Final financial approval for implementation of the award of pay scales

Rs 5,500-10,500 On completion of 24 years of regular service or 09 Aug 99 which ever is later

Rs 6,500-10,500 On completion of 24 years of regular service or 09 Aug 99 which ever is later

Rs 5,500-10,500 On completion of 24 years of regular service or 09 Aug 99 which ever is later



F.No.35034/197 (D.I.I.); Vol.IV)  
 Government of India  
 Ministry of Personnel, Public Grievances and Pensions  
 (Department of Personnel and Training)

APPENDIX D

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New Delhi 110011,  
 July 18, 2001

OFFICE MEMORANDUM

Subject: - ASSURED CAREER PROGRESSION SCHEME FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES - CLARIFICATIONS REGARDING

The undersigned is directed to invite reference to the Department of Personnel and Training Office Memorandum of even number dated August 9, 1999 regarding the Assured Career Progression Scheme (ACPS) and subsequent Office Memorandum dated February 10, 2000 clarifying the various points of doubt received from various quarters.

2. Some more situations in which a doubt persists in various organizations in regard to applicability/implementation of ACP Scheme have been brought to the notice of this Department. These have been duly examined and appropriate advice has been conveyed in individual cases. However, as it is observed that similar doubts are being received from various other Ministries/Departments/Organizations, it has been considered appropriate to issue a second set of clarificatory orders containing point-wise clarification to the additional points of doubt.

3. Cases where the ACP Scheme has already been implemented shall be reviewed/rectified if the same are not found to be in accordance with the scheme/clarifications.

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

5. Hindi version would follow.

(R.K. GOEL)

DEPUTY SECRETARY TO THE GOVT OF INDIA

To

All Ministries/Departments of the Government of India

Copy to:-

1. President's Secretariat / Vice President's Secretariat / Prime Minister's Office / Supreme Court / Rajya Sabha Secretariat / Lok Sabha Secretariat / Cabinet Secretariat / UPSC / CVC / C&AG / Central Administrative Tribunal (Principal Bench), New Delhi.

2. All attached/subordinate offices of the Ministry of Personnel, Public Grievances and Pensions.

3. Secretary, National Commission for Minorities, New Delhi.

4. Secretary, National Commission for Scheduled Castes/Scheduled Tribes.

5. Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi.

6. All Staff Side Members of the National Council (JCM).

35.

Whether placement/appointment in higher scales of pay based on the recommendations of the Pay Commissions or Committees set up to rationalise the cadres is to be reckoned as promotion/financial upgradation and offset against the two financial upgradations applicable under the ACP Scheme?

promotion under ACPS and the persons who had not qualified in such tests already, it may not be possible to consider the remaining persons, as assessment based on such tests is not possible after the date of superannuation.

Where all the posts are placed in a higher scale of pay, with or without a change in the designation; without requirement of any new qualification for holding the post in the higher grade, not specified in the Recruitment Rules for the existing post, and without involving any change in responsibilities and duties, then placement of all the incumbents against such upgraded posts is not to be treated as promotion/upgradation. Where, however, rationalisation/restructuring involves creation of a number of new hierarchical grades in the rationalised set up and some of the incumbents in the pre-rationalised set up are placed in the hierarchy of the restructured set up in a grade higher than the normal corresponding level taking into consideration their length of service in existing pre-structured/pre-rationalised grade, then this will be taken as promotion/upgradation.

If the rationalised/restructured grades require possession of a specific nature of qualification and experience, not specified for the existing posts in pre-rationalised set up, and existing incumbents in pre-rationalised scales/pre-structured grades, who are in possession of the required qualification/ experience are placed directly in the rationalised upgraded post, such placement will also not be viewed as promotion/upgradation. However, if existing incumbents in the pre-rationalised grades who do not possess the said qualification/ experience are considered for placement in the corresponding rationalised grade only after completion of specified length of service in the existing grade, then such a placement will be taken as promotion/upgradation.

Where placement in a higher grade involves assumption of higher responsibilities and duties, then such upgradation will be viewed as promotion/upgradation.

Where only a part of the posts are placed in a higher scale and rest are retained in the