



सत्यमेव जयते

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

Office of the Principal Controller of Defence Accounts (Army)

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PT/3088/CGDA/Vol- X/2023

Dated: 10/10/2023

To,

The Officer-In-Charge,
All AO GEs/AAO Ges/LAOs
AAO (Army), Kanpur
AAO (Army) Prayagraj
Pay -I and Pay -II (Local)

Sub : 3rd MACP on completion of 30 years of service by such MCM (Master Craftsman) who were in the pay scale of Rs. 4500-7000/- on or before 31.12.2002 – Clarification reg.

Ref : HQrs Office, Delhi Cantt Letter No. AT/II/Pay Civ/Comp-XII/E-4666

Dated 03.10.2023 (Copy Enclosed)

HQ office letter under reference on the above subject is forwarded herewith for submission of report on desired format enclosed as Annexure 'I' and Annexure 'II' of HQ office letter dated 12.10.2023.

Please furnish the desired report to this office latest by 27.10.2023 so that a consolidated and suitable reply may be furnished to HQ office at the earliest.

Encl : As stated above

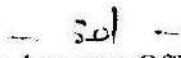

Sr. Accounts Officer

Copy to:-

The O I/C
OA Cell (Local)

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For uploading to PCDA (CC) website


Sr. Accounts Officer



रक्षा लेखा महानियंत्रक
उलान बटार रोड, पालम, दिल्ली छावनी-110010
Controller General of Defence Accounts
Ulan Batar Road, Palam, Delhi Cantt - 110010

आजादी का
अमृत महोत्सव

Phone: 011 - 25665722

Fax: 011- 25674806, 25675485

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File No. AT/II/A/MACP/Vol-1/e-11578(Part File)

Date: 12.10.2023

To,

The concerned PCsDA/CsDA

Subject: 3rd MACP on completion of 30 years of service by such MCM (Master Craftsman) who were in the pay scale of Rs. 4500-7000/- on or before 31.12.2002-clarification reg.

Please find enclosed a copy of MoD, D (Civ-I) ID No. 11(05)/2009/D (Civ-I) dated 04.08.2023, in above regard, wherein MoD has circulated the clarification on the above subject matter.

2. In this regard, para 3(i) of ibid MoD ID letter may please be referred and further necessary action as directed thereby may be taken immediately.
3. This issues with the approval of Sr. Jt. CGDA(AT).


Sr. Accounts Officer

Government of India
Department of Defence
D (Civ-1)

Subject: - 3rd MACP on completion of 30 years of service by such MCM (Master Craftsman) who were in the pay scale of Rs. 4500-7000/- on or before 31.12.2005-clarification regarding

- Reference. - (i) MoD/D (Civ-I) ID No 11(05)/2009/D(Civ-I) dated 06.02.2014
(ii) MoD/D (Civ-I) ID No 11(05)/2009/D(Civ-I) dated 19.10.2016
(iii) MoD/D (Civ-I) ID No 11(05)/2009/D(Civ-I) dated 17.02.2021

In continuation of Ministry of Defence ID Note of even number dated 17.02.2021 on the subject cited above, it is stated that DoP&T vide its ID Note No. 1436619/2020/CR dated 31.12.2020 has advised that MoD may review those cases where MoD has already allowed the benefit of 3rd MACP in GP Rs.4600/- in respect of Artisan Staffs by MoD Orders dated 06.02.2014 and 19.10.2016 made in contravention of the advice of DoP&T vide ID Note No. 106253/CR/2012 dated 08.10.2013.

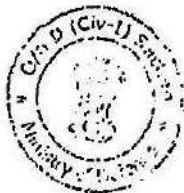
2. The matter has been taken up with DoP&T to reconsider their decision DoP&T vide their ID Note No. 2394237/22/CR dated 17.03.2022 has conveyed that since, there is no change in policy guidelines on ACPS/MACPS, the said advisories vide DoP&T's ID Note dated 08.10.2013 and 31.12.2020 are hereby reiterated. DoP&T further requested to take necessary action accordingly.

3. In compliance of directions of DoP&T vide their ID Note dated 31.12.2020 & 17.03.2022 and Def(Fin) advice thereon, the competent Authority in MoD has approved for the following: -

- (i) MoD ID No. 11(05)/2009-D(Civ-I) dated 06.02.2014 and 19.10.2016 stand withdrawn with immediate effect thereby Pay/Pension of all concerned and affected Artisan Employees may be reviewed and re-fixed. Accordingly, the same will be regulated as per DoP&T OM No. 35034/3/2008-Estt(D) dated 19.05.2009 regarding MACP for the Government Civilian employees.
- (ii) Thereafter, all Administrative Divisions/Directorates/Lower Formations be directed to work out the excess payments (data is required to regulate/recover excess payment) made to concerned Artisan Staff upto 31.08.2023 after review of above cases as follows:

(a) Part-I – Where recovery is impermissible

Work out the financial implication (i.e. excess payment) in such cases where recovery would not be permissible as per DoP&T OM No. 18/03/2015-Estt (Pay-I) dated 02.03.2016. The excess payment may be calculated as per Annexure-I and intimated to MoD/D(Civ-I) for express approval of Department of Expenditure for waiver of recovery in terms of the DoE OM No 18/26/2011-Estt (Pay-I) dated 06.02.2014.



(b) Part – II – Where recovery is permissible

Work-out the financial implication (i.e. excess payment) in such cases where recovery would be permissible as per DoP&T OM No. 18/03/2015-Estt. (Pay-I) dated 02.03.2016. The excess payment may be calculated as per Annexure-II and intimated to MoD/D(Civ-I) along with action plan for recovery from the affected employees. The recovery of excess payments from all concerned would be made only after further direction of MoD.

for or to date

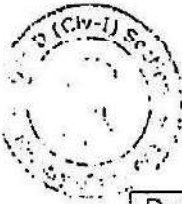
4. The above comments may be disseminated for information and further implication.
5. This issues with the approval of the Competent Authority.

Subhash Chand

(Subhash Chand)

Under Secretary to the Govt. of India

Telefax 23012414



DoD/D (O-II)	D (Med)	D (Air-III)	D (AG)	DoD/(Works-II)	DMA (Coord)
D(Appt)	D (GS-II)	D (GS-VI)	D (Q&C)	D (R&D)	DDP (Coord)
D (Navy-II)	D (QA)	D (CSD)	D (HAL)	D(Estt/NG)	DAD (Coord)
D (CG)	D (QS)	D (AF)	D (BR)	D (Mov)	D(JCM)
D(IT): With request to upload this ID on the website of MoD at location DoD/ Employees corner/JCM. Hindi version shall follow.					
D(OL): with the request to kindly provide Hindi Translation of this ID Note for uploading at MoD's website.					

MoD ID No 11(05)/2009/D (Civ-I) dated 04.08.2023

Copy to:

AG/MP-4(Civ)(a)	NHQ/CP Dte	Air Hqrs/PC-5	DPR
DGQA/Admin-7B	DGAFMS/DG-2B	CGDA	CAO (HR Dte)
HQs. IDS, (DoP)	DRDO/DoP	DGAQA	DG NCC/Pers (C)
DGDÉ/Admn	DG EME (Civ)	DG Coast Guard	DG BR
E-in-C Branch/EIC	OS-8C	DoO(C&S), Kolkata	Def(Fin/AG/PB)

Copy for information: - AIDEF/INDWF/BPMS/CDRA

MoD ID No 11(05)/2009/D (Civ-I) dated 04.08.2023

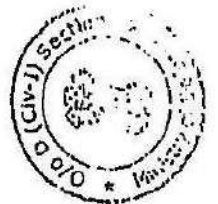
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8.8.23
118

ANNEXURE-1

where
Stt.
or

for total financial implication in r/o Artisan Staffs who had got the benefit of 3rd MACP in GP of ₹ 4600/- according to MoD Letter No. 11(05)/2009-11 dated 06.02.2014 and 19.10.2016 where recovery would not be permissible as per DoP&T OM No.18/03/2015-Estt.(Pay-I) dated 02.03.2016

Posts	Total number of staff, who were granted 3 rd MACPS in GP Rs 4600/-	Serving Gp 'C' Artisan Staff		Artisan Staff retired up to 31.07.2023		Artisan Staff who got Promotion in GP 'B/A'		Total excess payment (Column 5+7+9)
		Total number of 'C' Artisan Staff who are benefitted with 3 rd MACP in the GP of ₹ 4600/- and due to retire after 31.07.2023	Total excess payment (In ₹)	Total number of retired who benefitted with 3 rd MACP in the GP of ₹ 4600/-	Total excess payment (In ₹)	Total Artisan Staffs who got Promotion in GP A/B, and due to retire upto 31.07.2024	Total excess payment (In ₹)	
1. 2	3	4.	5	6	7	8.	9.	10
(I) Master Craftsman (MCM)								
(II) Highly Skilled-I (HS-I)								
(III) Highly Skilled-II (HS-II)								
(IV) Skilled (SK)								
Total								

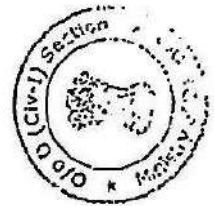


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ANNEXURE-II

Work out total financial implication in r/o Artisan Staffs who had got the benefit of 3rd MACP in GP of ₹ 4600/- according with MoD Letter No. 11(05)/2009-D(Civ-I) dated 06.02.2014 and 19.10.2016 where recovery would be permissible as per DoP&T OM No.18/03/2015-Estt.(Pay-I) dated 02.03.2016

Sl. No.	Posts (At the time of granted 3 rd Financial Up-gradation under MACPS in GP Rs 4600/-)	Number of Artisan Staffs who: (i) Got promotion in GP 'A/B' and (ii) Due to retire after 31.07.2024	Excess payment for recovery (in ₹)	Proposed plan for recovery
(I)	Master Craftsman (MCM)			
(II)	Highly Skilled-I (HS-I)			
(III)	Highly Skilled-II (HS-II)			
(IV)	Skilled (SK)			
Total				



(Handwritten signature)

Government of India
Ministry of Defence
D (Civ I)

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

In continuation of Ministry of Defence ID of even No dated 06th February 2014, on the subject mentioned above, it has been decided that the "Skilled" Workers who were already drawing the pay scale of Changan (Rs. 5000-8000) viz, the promotion post of Highly Skilled/MCM, upto 31.12.2005 under ACPS, will also be considered for further financial upgradations, if due, in the next Grade Pay (Rs. 4600/-) in the hierarchy of Grade Pays, as available to Highly Skilled Workers/MCM.

2 This issues with the concurrence of Defence Finance vide their Dy. No. 185/AG/PB dated 18 October 2016.

Kumar

(Pawan Kumar)

Under Secretary to the Govt of India.

Teletax - 23012414

D(Apptl)	D(Estt /NG)	D(R&D)	D(GS-I/Civ)	D(Q&C)	D(JCM)
D(GS-II)	D(GS-IV)	D(GS-VI)	D(AG)	D(Med.)	D(Air-II)
D(Works)	D(QS)	D(Navy-II)	D(QA)	D(O-II)	

D(IT)- With the request to upload this ID on the website of MoD at location: DdJ/Employee's name.

Ministry of Defence ID No. 11(5)/2009- D(Civ-I) dated 19 October, 2016

Copy to:-

AG/MP-4(Civ) (d)	Air HQrs./PC-5	NIHQ/CP Die	DPR
DGOA/Admin-7B	JS(Estt. &CAO)/Coord	OFB, Kolkata	CGDA
DGNCC/Pers(c)	E-in-C Branch /EIC	R&D/Orgn./DOP	DGAQA
DGA/FMS/DG-2(E)	Hqrs. IDS, (Dir. of Pers)	DGDE/Admin	Def(Fin/AG/PB)

7/10/16
20/10/16

Copy for information:-

General Secretary - AIDEF/INDWIF/ BPMS/ CDRA.

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4.2.11.
156-A
06 Feb 2011

Ministry of Defence
D(Civ-I)

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

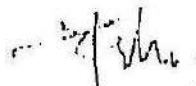
Reference Ministry of Defence ID note of even number dated the 23.07.2012 on the above mentioned subject. The entire matter has been reconsidered in consultation with the DOP&T and Department of Expenditure. Their advice in the matter is as under:

- (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 Chargeman 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 Chargeman, 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 Chargeman is, therefore, may be resolved by Ministry of Defence itself.

2. As for the 1(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

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 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 L.D No.01/AG/PB dated the 5th February 2014.


(M.S.Sharma)
Under Secretary

- | | | |
|-----------------------|-------------------------|----------------------------|
| 1. AG/MP-4(Civ)(d) | 2. DGNCT/Pers(c) | 3. DGDDE/Admin |
| 4. Air HQrs/PC-5 | 5. DGAFMS/DG-2(D) | 6. DGQA |
| 7. NIIQ/CP Die. | 8. OPB, Kolkata | 9. DGQA/Admin-7B |
| 10. E-in-C Branch/IEC | 11. JS(Trg & CAO)/Coord | 12. CGDA |
| 13. R&D/Orgn/DQP | 14. DPR | 15. Hqs IDS, (Die of Pers) |
- MoD L.D.No.11(5)/2009-D(Civ-1) dated the 6th February 2014

Copy to:

- | | | | | | |
|---------|------------|-----------|----------|-------------|--------|
| D(ICM) | D(Air-III) | D(F&I/NG) | D(GS-IV) | D(GS-II) | D(Mov) |
| D(N-II) | D(O-II) | D(QS) | D(R&D) | D(Works-II) | D(QA) |
| D(Med) | D(Applt.) | | | | |

Copy for information to:

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

430

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

Subject: - 3rd MACP on completion of 30 years of service by such MCM (Master Craftsman) who were in the pay scale of Rs 4500-7000/- on or before 31.12.2005 - clarification regarding

The proposal for grant of 3rd MACP on completion of 30 years of regular service by such MCM (Master Craftsman) who were in the pay scale of Rs 4500-7000/- on or before 31.12.2005 was sent to DoP&T for their consideration

2 DoP&T has reiterated their comments vide ID note No 106253/CR/2012 dated 06.10.2013 that

- (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 the hierarchy of Grade Pays. Ignoring the placement of Highly Skilled as MCM (Non-functional) will be deviation the provisions of MACPS issued vide OM dated 19.05.2009. Hence placement of Highly Skilled workers as Master Craftsman 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 Chargeman 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 upgradation earned to the non-functional post of MCM is to be taken into account as 2nd financial upgradation in so far as MACPS is concerned.

3 After due deliberation, DoP&T has not agreed to the proposal of MoD for grant of 3rd MACP w.e.f. 01.09.2008 in PB-2, GP of Rs. 4600/- to Master Craftsman (MCM) who completed 24 years of service either before 01.01.2006 or after 01.01.2006
(Based on DoP&T ID No.1436619/2020/CR dated 31.12.2020).

4 The above comments may be disseminated for information and further implication

5 This issues with the approval of the Competent Authority.

(Rupesh Kumar)
Under Secretary
Telefax - 23012414

D(Appnt)	D(Estt./ING)	D(R&D)	D(BR)	D(Q&C)	D(JCM)
D(GS-I)	D(GS-II)	D(GS-VI)	D(AG)	D(Med)	D(Air-III)
DoD/D(Works)	D(OS)	D(Navy-II)	D(QA)	D(AF)	DoD/D(O-II)
DMA(Coord)	DAU(Coord)	D(CG)	DDP(Coord)		

D(IT)- With the request to upload this ID on the website of MoD at location DoD/Employees corner.

Ministry of Defence I.D.No. 11(5)/2009- D(Civ-I) dated 17 Feb, 2021

Issued
17/02/2021

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AG/MP-4(Civ) (d)	Air HQrs./PC-5	NHQ/CP Dte.	DPR
DGQA/Admin-7B	DG- Coast Guard	OFB, Kolkata	CGDA
DGNCC/Pers(c)	E-in-C Branch /EIC	CAO (HR Dte)	DGAQA(Coord./
DGAFMS/DG-2(B)	Hqrs IDS, (Dte. of Pers)	DGDE/Admin	Def(Fin/AG/PB)

Copy for information: -

General Secretary -AIDEF/ INDWF/ BPMS/ CDRA.



एक कदम स्वच्छता की ओर