

F.No.01/13/2009:Admn:CSEZ | 941  
**OFFICE OF THE DEVELOPMENT COMMISSIONER**  
**COCHIN SPECIAL ECONOMIC ZONE (CSEZ)**  
**GOVERNMENT OF INDIA,**  
**MINISTRY OF COMMERCE & INDUSTRY**  
**KAKKANAD, COCHIN – 682 037.**

Dated the 9<sup>th</sup> March, 2021

**OFFICE ORDER NO. 20 /2021**

Consequent on the recommendation of the Departmental Screening Committee held on 08.03.2021, the following official in the office of the Development Commissioner, Cochin Special Economic Zone (CSEZ), Cochin is hereby granted financial upgradation under the MACP Scheme to the immediate next higher grade pay in the hierarchy of the pay band and grade pay or to the immediate next higher level in the Pay Matrix (as the case may be) with effect from the date shown against him. The financial upgradation is granted in terms of the Modified Assured Career Progression Scheme for the Central Government Civilian Employees, issued vide Government of India, Ministry of Personnel, Public Grievances and Pension (Department of Personnel and Training) Office Memorandum No.35034/3/20015-Estt. (D) dated 22<sup>nd</sup> October 2019:-

Sl No	Name & Designation of the Official	Date from which eligible for MACP as per OM dated 22.10.2019			Pay Level / Pay Band with Grade Pay before MACP (Rs.)	Pay Level/ Pay Band with Grade Pay after MACP (Rs)		
		1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>		1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>
1	Shri Joy N. V.			01.09.2018	Pay Level 8 in the Scale of Pay Rs.47600 – 151100/-			Pay Level 9 in the Scale of Pay Rs.53100 – 167800/-

The benefits under the Modified Assured Career Progression Scheme are granted to the above official subject to the following conditions: -

- i) The MACP Scheme envisages merely placement in the **immediate next higher grade pay in the hierarchy of the pay band and grade pay or to the immediate next higher level in the Pay Matrix (as the case may be)** as given in Section I, Part A of 1<sup>st</sup> schedule of CCS (Revised Pay) Rules, of 2008 to the Government servant concerned on personal basis. It shall, therefore, neither amount to actual functional/regular promotion nor would require creation of new post for the purpose.
- ii) The level at the time of financial up gradation, in certain cases where regular promotion is not between two successive grades can be different from what is available at the time of regular promotion. In such cases higher Grade pay attached to next promotion post in hierarchy will be given only at the time of regular promotion.
- iii) The residency period (regular service) for grant of benefits under MACP scheme shall be counted from the grade in which an employee was appointed as direct recruitment
- iv) The financial up-gradation granted is personal to incumbent for the stated purposes of the MACP Scheme and is restricted to financial & certain other benefits like House Building Advance / allotment of Govt. Accommodation only, there shall be no change in the designation, classification or higher status.
- v) The financial up-gradation under the MACP granted to the above officials are personal to them and has no relevance to seniority and there shall be no additional financial up-gradation for the seniors on the ground that, their junior employee in the grade has got higher pay Grade under the MACP scheme.
- vi) The pay of the above official shall be fixed under the provisions of F.R.22(1) a (1) by raising pay by 03% (Three percent) of total pay in the pay Band and Grade pay drawn

before such up-gradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same Grade pay.

- vii) In case of an employee after getting promotion /MACP seeks unilateral transfer on a lower post or lower scale, he will be entitled only for the second and third financial up-gradation on completion of 20/30 years of regular service under the MACPS, as the case may be, from the date of his initial appointment to the post in the new organization.
- viii) If a regular promotion has been offered but was refused by the employee before becoming entitled to a financial up-gradation, no financial up-gradation shall be allowed as such an employee has not been stagnated due to lack of opportunities. If, however, financial up-gradation has been allowed due to stagnation and the employees subsequently refused the promotion, it shall not be a ground to withdraw the financial up-gradation. He/She shall, however, not be eligible to be considered for further financial up-gradation till they agrees to be considered for promotion again and the next financial up-gradation shall also be deferred to the extent of period of debarment due to the refusal.

For fixation of pay on grant of promotion / financial up-gradation under MACP Scheme Government servant has option to get his pay fixed in the higher post / Grade pay either from the date of promotion / up-gradation or from the date of next increment (i.e. 1<sup>st</sup> July or 1<sup>st</sup> January of the year). Pay and date of increment would be fixed in accordance with clarification No 2 of department of Expenditure's O.M. No 1/1/2008-C dated 13/09/2008. The official may give option immediately for fixing the Pay.



(Geetha P)

Assistant Development Commissioner (Admn)  
& Head of Office

Copy to:

1. Officers, Concerned
2. Sr. Accounts Officer, RPAO, Chennai.
3. Pay & Accounts Officer, CSEZ.
4. Service Book/Personal file of the official
5. Office order file/Guard file
6. Junior Hindi Translator
- ✓ 7. Computer Cell, CSEZ

