



प्रधान आयुक्त का कार्यालय
OFFICE OF THE PRINCIPAL COMMISSIONER
केंद्रीय उत्पाद शुल्क, सीमा शुल्क व सेवा कर, वडोदरा-I
CENTRAL EXCISE, CUSTOMS AND SERVICE TAX, VADODARA-I,
केंद्रीय उत्पाद शुल्क भवन, रेस कोर्स सर्कल,
CENTRAL EXCISE BUILDING, RACE COURSE CIRCLE,
वडोदरा - ३९० ००७ / VADODARA - 390 007

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ESTABLISHMENT ORDER NO. 04/2016
VADODARA, DATED 10.3.2016

Sub: Grant of Financial up gradation under Modified Assured Career Progression Scheme (MACPs) for the Central Government Civilian Employees Group 'B', Officers (Gazetted & Non-Gazetted) and Group - 'C' - Reg.

In pursuance to DOPT's O.M NO. 35034/3/2008-Estt(D) dtd 19.5.2009 read with clarifications issued by the CBEC vide letter A-26017/76/2009.Ad.II.A dated 17.06.2009 and relevant instructions of the Ministry, the following officers of Central Excise & Customs, Vadodara-I Commissionerate in Cadre of **Superintendent**, are hereby granted benefit of **Third Non Functional Financial Up-gradation** under the Modified Assured Career Progression scheme(MACPs) and are hereby placed in the **Pay Band-3 of Rs. (15600 – 39100) with grade pay of Rs. 5400/-**, with effect from the date mentioned in the following table against their names.

Sr. No.	Name of Officers/Designation	Date of Birth	Date Of appointment and post to which appointed	Details of Non-Functional Financial Upgradation Under MACPs/ pay band and grade pay attached to it	Date of effect
1	Smt Suleja Philip Superintendent	24.5.1964	21.9.1989 Inspector	3 rd MACP in PB-3, Grade Pay Rs.5400/=	22.9.2016
2	Shri B G Vasava Superintendent	06.12.1964	17.10.1988 Inspector	3 rd MACP in PB-3, Grade Pay Rs.5400/=	24.9.2016

2. The following officers of Central Excise and Customs, Vadodara-I Commissionerate are here by granted benefit 2nd Non-functional financial upgradation under MACPs in PB-2,(9300 – 34800) with Grade Pay Rs.5400/=

Sr. No.	Name of Officers/Designation	Date of Birth	Date of appointment and post to which appointed	Details of Non-functional financial upgradation under MACPs/pay band and grade pay attached to it	Date of effect
1	Shri S K Roy Superintendent	07.8.1968	12.5.1995 Inspector	2 nd MACP in Pay Band-2, Grade Pay-Rs.5400/=	12.5.2015
2	Shri R P Singh Superintendent	25.10.1969	14.6.1996 Inspector	2 nd MACP in Pay Band-2, Grade Pay-Rs.5400/=	14.6.2016

3. The following officers of Central Excise and Customs, Vadodara-I Commissionerate are here by granted benefit of 3rd Non-functional financial upgradation under MACPs in PB-2,(9300 – 34800) with Grade Pay Rs.4800/=

Sr. No.	Name of Officers/Designation	Date of Birth	Date of appointment and post to which appointed	Details of Non-functional financial upgradation Under MACPs/pay band and grade pay attached to it	Date of effect of 3 rd MACP
1	Shri A N Shaikh Inspector	16.12.1969	24.02.1995 Data Entry Operator	3 rd MACP in Pay Band-2, Grade Pay-Rs.4800/=	08.4.2016
2	Shri A K Ghosh Inspector	04.4.1961	24.02.1995 Data Entry Operator	3 rd MACP in Pay Band-2, Grade Pay-Rs.4800/=	08.4.2016
3	Shri I A Mevati Inspector	28.12.1969	24.02.1995 Data Entry Operator	3 rd MACP in Pay Band-2, Grade Pay-Rs.4800/=	08.4.2016
4	Shri M M Shaikh Inspector	06.11.1975	23.02.1995 Data Entry Operator	3 rd MACP in Pay Band-2, Grade Pay-Rs.4800/=	08.4.2016

4. The following officers of Central Excise and Customs, Vadodara-I Commissionerate are here by granted benefit of 2nd Non-functional financial upgradation under MACPs in PB-1,(5200 – 20200) with Grade Pay Rs.2000/=

Sr. No.	Name of Officers/Designation	Date of Birth	Date of appointment and post to which appointed	Details of Non-functional financial upgradation Under MACPs/pay band and grade pay attached to it	Date of effect of 2 nd MACP
1	Shri S K Vasava Havaladar	16.6.1975	13.12.1994 Sepoy	2 nd MACP in Pay Band-I, Grade Pay-Rs.2000/=	13.12.2014
2	Smt T Y Saiyad Havaladar	30.3.1969	17.10.1995 Sepoy	2 nd MACP in Pay Band-I, Grade Pay-Rs.2000/=	17.10.2015
3	Smt L R Uttekar Havaladar	20.6.1961	14.5.1996 Sepoy	2 nd MACP in Pay Band-I, Grade Pay-Rs.2000/=	14.5.2016

5. The date of effect of non-functional financial upgradation under MACPs in respect of the following officers of this Commissionerate, are here by revised, as indicated in the given table, due to retrospective revision of their date of promotion to the grade of Inspector.

Sr. No.	Name of Officers/Designation	Date of Birth	Date of appointment and post to which appointed	Date of effect of MACP/ Pay Band and Grade Pay attached to it	Revised date of effect of MACP /Pay Band and Grade Pay attached to it
1	Smt Malini Chandran Superintendent	13.6.1970	20.10.1995 UDC	18.12.2012 2 nd MACP in Pay Band-2, Grade Pay-Rs.4800/=	19.7.2011 Band-2, Grade Pay-Rs.4800/=
2	Smt Shirley Philip Superintendent	05.9.1971	09.11.1992 Steno. Grade -III	19.12.2012 3 rd MACP in Pay Band-2, Grade Pay-Rs.4800/=	19.7.2011 Band-2, Grade Pay-Rs.4800
3	Smt S M Sudhalkar Superintendent	18.8.1964	03.6.1991 LDC	19.12.2012 3 rd MACP in Pay Band-2, Grade Pay-Rs.4800/=	19.7.2011 Band-2, Grade Pay-Rs.4800
4	Smt Rekha R Barve Superintendent	25.6.1969	03.6.1991 UDC	23.12.2012 3 rd MACP in Pay Band-2, Grade Pay-Rs.4800/=	19.7.2011 Band-2, Grade Pay-Rs.4800
5	Smt Dorothy Alwin Superintendent	12.11.1959	28.10.1981 UDC	28.10.2011 3 rd MACP in Pay Band-2, Grade Pay-Rs.4800/=	19.7.2011 Band-2, Grade Pay-Rs.4800

6. Financial Upgradation under the MACP Scheme granted to the above officers is subject to inter-alia, the following conditions:
- (i) The MACP Scheme contemplates merely placement on personal basis in the immediate next higher Grade Pay in the hierarchy of the recommended revised pay bands and grade pay. Grant of financial benefits shall not amount to actual / functional promotion of the employees concerned.
 - (ii) Regular service for grant of benefits under MACP Scheme shall commence from the from the date of joining of a post in direct entry grade on a regular basis either on direct recruitment basis or on absorption/re-employment basis.
 - (iii) On grant of financial upgradation, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay/ grade pay drawn by an employee such as HBA, allotment of Government accommodation shall be taken into account.
 - (iv) Financial upgradation under the MACP Scheme shall be purely personal to the employee and shall have no relevance to his / her seniority position. As such, there shall be no additional financial upgradation for the senior employees on the ground that the junior employee in the grade has got higher pay / grade pay under the MACP Scheme
 - (v) Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the MACP Scheme. Therefore, the pay shall be raised by 3% of the total pay in the pay band and the grade pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same grade pay as granted under MACP Scheme.
- With regard to fixation of pay on grant of financial upgradation under MACP Scheme, a Government servant has an option under FR 22(1)(a)(1) to get his pay fixed in the higher pay band and grade pay either from the date of non functional financial upgradation or from the date of his next increment viz. 1st July of the year.
- (vi) The above order is based upon the assumption that the officer is not under suspension and there is no vigilance / non-vigilance case pending against the officer neither the officer is undergoing any penalty. Further, he / she is not under suspension and not covered by any of the three conditions mentioned in DOPT, New Delhi's O.M. No.22011/04/91-Estt (A) dated 14.09.92. The concerned D.D.O.s may kindly ensure that this condition is satisfied before grant of MACP. In respect of officers, where this condition is not satisfied, the order is deemed to not have been issued. Such cases should be brought to the notice of this office immediately.
 - (vii) If financial upgradation has been allowed due to stagnation and the employee subsequently refuses the promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and the next financial upgradation shall also be deferred to the extent of period of debarment due to the refusal.
 - (viii) Employees on deputation need not revert to the parent Department for availing the benefit of financial upgradation under the MACPS. They may exercise a fresh option to draw the pay in the pay band and the grade pay of the post held by them.

- (ix) Option (exercisable within one month from the date of receipt of this order) for fixation of pay in the higher grade scale(s) based on the date of increment (i.e. 1st July of the year) of the incumbent is also allowable. Such option once exercised shall be treated as final.

7.. The concerned D.D.O. shall check and ensure correctness of the due date of financial upgradation allowed from the SERVICE RECORDS of the officers before allowing benefit of financial upgradation. Discrepancy noticed, if any, should be brought to the notice of this office immediately.

This issues with the approval of the Competent Authority.


10/03/16
(Sunil Kumar Singh)
Joint Commissioner (P&V)
Central Excise & Customs
Vadodara-I Commissionerate

F.No. II/39-01/2015-Estt

Date:10.03.2016

Copy to:

- The Principal Commissioner, Central Excise & Customs, Vadodara-I.
- The Additional Commissioner (CCO), Central Excise & Customs, Vadodara Zone.
- All Additional / Joint/ Deputy /Assistant Commissioners of Central Excise & Customs, Vadodara-I.
- The CAO/ PAO, Central Excise & Customs, Vadodara-I.
- The concerned Association, Central Excise & Customs, Vadodara
- Computer Section.
- Individual (Through the Section Head).
- The Superintendent (Vig.), Central Excise & Customs, Vadodara-I.
- Guard/Master/Posting File.
- Notice Board.