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Office of the Principal Controller of Accounts (Fys)

10-A, SK Bose Road, Kolkata: 700001

No. Pay/Tech-II/04 / 2011/157

26/08/2011

To

- 1) All Controllers of Finance and Accounts (Fys)
- 2) All Br. A.Os

Sub: - Fixation of pay under restructuring of cadre of Artisan staff in Defence Establishment as per modification of recommendations of 6th CPC

After restructuring of cadre of Artisan staff vide MoD letters No. 11(5)/2009-D(Civ-I) dated 14-06-2010 and 01-12-2010 references have been received from various Branch Accounts Offices regarding fixation of pay. Following clarification may be noted for compliance:

Issues	Clarifications
A : How pay will be fixed (i) In respect of skilled workers under RPR'08 w.e.f. 01/01/2006 due to restructuring. (ii) On promotion from Skilled to Highly Skilled after 01/01/2006	(i) Pay of Skilled workers is to be fixed in PB-1 as per the fitment table for the scale of Rs.3050-4590 and Grade Pay of Rs.1900/- is to be allowed. (ii) Promotional benefit in the form of increment @ 3% shall be given on Band Pay and Grade Pay of Rs.1900/- on promotion to the grade of Highly Skilled-II after 01/01/2006, in addition HS-II Grade Pay of Rs.2400/- is to be allowed.
B: How pay will be fixed in respect of the individuals who have become HS-II w.e.f. 01/01/2006 due to restructuring.	Pay, which they were drawing as Highly Skilled would be the pay of HS-II and that pay would have to be revised under RPR 2008 in PB-1 as per the fitment table for Rs.4000-6000. In addition they will be allowed Grade Pay of Rs.2400/- w.e.f.01/01/2006. This placement would not count for the purpose of ACP/MACP as per MoD order dated 20.06.2011.

<p>C: How pay will be fixed in respect of the individuals who have become HS-I w.e.f. 01/01/2006 due to restructuring.</p>	<p>Before 01/01/2006 HS-I and HS-II were merged into one single grade i.e. H.S.(Pay Scale:4000-6000). As per MoD order No.11 (5)/2009-D (Civ-I) dated 14/06/2010 HS worker have been divided into HS-II (Grade Pay of Rs.2400/-) and HS-I (Grade Pay of Rs.2800/-) w.e.f 01/01/2006. Movement from HS-II (4000-6000) to HS-I(4500-7000) is a promotion.</p>
	<p>Since SRO 11E dated 28/08/2009 has split up HS workers into HS-II (4000-6000) and HS-I (4500-7000) w.e.f. 01.01.2006 and the movement from HS to HS-I has been treated as promotion as per MoD No. dated 14.06.2010, it is viewed that promotional benefit under pre-revised scale of pay i.e. from 4000-6000 to the notional scale of 4500-7000 is not to be allowed.</p>
	<p>The pay will be fixed under RPR'08 as per fitment table corresponding to pre revised scale of 4000-6000/- and thereafter, promotional benefit in the form of increment @ 3% shall be given on pay in the Band pay and Grade Pay of Rs.2400/- on promotion to the grade of Highly Skilled-I on or after 01/01/2006. The Grade Pay of HS-I i.e. Rs.2800/- is to be given.</p>
<p>D: How pay of H.S already holding the post of MCM prior to 01.01.2006 will be fixed on 01.01.2006 due to restructuring.</p>	<p>Their pay would be fixed as per Note 2A below Rule 7 of CCS RP Rule,2008 i.e. by multiplying the existing basic pay as on 01.01.2006 by a factor of 1.86 and rounding off to the next multiple of Rs. 10/-. If the minimum of the Pay Band-2 is more than the amount arrived at as per above, the pay shall be fixed at the minimum of the PB-2. The Grade Pay corresponding to the post of MCM i.e. 4200/- in PB-2 will also be allowed.</p>
<p>E: Whether Bunching increment benefit, as per Min. Defence notification F.No.11(1)/2008/D(Civ-I) dated 09/09/2008, has to be given to the employees who were drawing pay between Rs.4500/- to Rs.5000/- as on 01/01/2006 since they will be fixed at the minimum of the pay band of Rs.9300/-</p>	<p>Benefit of bunching increment may be considered as per provisions laid down below Rule 7 (A) (ii) of CCS (RP) Rules 2008.</p>
<p>F: Whether on IE who was placed to MCM before 1-1-2006 and promoted to MCM on 1-1-2006 is eligible for 3rd MACP</p>	<p>Yes. Such MCM is eligible for 3rd MACP with GP 4600 after 30 years of service if found otherwise eligible, as they got two promotions prior to 01/01/2006 i.e. Skilled to HS and HS to MCM. But</p>

with grade pay of Rs. 4600 after 30 years on the plea that he was granted only two up-gradations in his entire service i.e skilled to H.S and H.S to MCM.

those IEs who were not placed to MCM before 1-1-2006 are not eligible for 3rd MACP because such persons have got or shall get promotion from skilled to H.S. II, from H.S-II to H.S-I and H.S I to MCM. So, there is no scope for 3rd MACP up-gradation.

2. However, it is opined that in all aforesaid cases, the individuals may submit their options for fixation of pay as mentioned in MoD order dated 14/06/2010 and arrear may be calculated based on option of the individuals.

CofA was approved.


Jt. C. of A. (Fys)

Copy to:

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The Secretary
(A/I section)
OFB, Kolkata


For information and necessary action in regard to point no. 9 of the ANNEXURE to OFB's Letter No. 01/CR/VolII/A/I/658 dated 25.01.2011.

- Sd -
Jt. C. of A. (Fys)

To

The officer in charge,

EDP Sec., M.O. (Local). Copy of the circular may please be placed in the ofA (Fys) website.


Sd. A. O. (Fys)