



355/12
INDIAN COUNCIL OF AGRICULTURAL RESEARCH
KRISHI BHAWAN: NEW DELHI

F. No. 21-61/2010-CDN

Date the 12th Oct., 2012

ENDORSEMENT

Department of Personnel, Public Grievances and Pensions(DOPT), Government of India, New Delhi has issued O.M. No. 35034/1/97-Estt.(D) dated 4.10.2012 regarding Assured Career Progression Scheme(APCS) for the Central Government Civilian Employees. The above mentioned O.M. is being uploaded on the ICAR Web-Site www.icar.org.in for information and further guidance.

(J.N. Bhagat)
Under Secretary (GAC)

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IMMEDIATE

No. 35034/1/97-Estt.(D)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)
** ** *

North Block, New Delhi-110001
Dated: 4th October, 2012

OFFICE MEMORANDUM

Subject: Assured Career Progression Scheme (ACPS) for the Central Government Civilian Employees — regarding.

The undersigned is directed to invite reference to the Department of Personnel & Training (DOP&T)'s Office Memorandum of even number dated 09.08.1999 with regard to the Assured Career Progression Scheme for the Central Government Civilian Employees. Para 8 of the Annexure-I attached with the Scheme provided as under:

"8. The financial upgradation under the ACP Scheme shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional financial upgradation for the senior employee on the ground that the junior employee in the grade has got higher pay-scale under the ACP Scheme."

2. The ACP Scheme was applicable upto 31.8.2008 and was replaced by the Modified Career Progression Scheme (MACPS) with effect from 1.09.2008. As the revised pay scales are applicable w.e.f. 01.01.2006, those employees who received ACP between 01.01.2006 to 31.08.2008 got financial upgradation under ACP Scheme in the revised pay scales.

3. Instances of senior employees who got benefit under ACP Scheme prior to 1.1.2006 and are drawing less pay than their juniors who got benefits under ACP Scheme after 01.01.2006 (i.e. between 01.01.2006 and 31.08.2008) have been brought to the notice of this Department. The issue has been examined in consultation with the Department of Expenditure and it has been decided to allow stepping up of pay in such cases where the senior, but for the pay revision on account of 6th CPC, would have continued to draw higher pay, subject to the following conditions:

- i. Both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted/financially upgraded should be identical in the same cadre.
- ii. The pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- iii. The senior Government servant should have been drawing equal or more pay than the junior before receiving ACP/Promotion.
- iv. The stipulations as contained in DOPT's O.M. No. 4/7/92-Estt.(Pay-I) dated 4.11.1993 along with revision of pay scales may be observed while granting such a stepping up of pay.

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This may kindly be seen for circulation in ICH as it is relevant for us as well.

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4. All Ministries/Departments may giye wide circulation to the contents of this O.M. for general guidance and appropriate action in the matter.

5. Hindi version would follow.



(Mukta Goel)
Director(E-I)

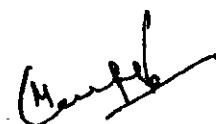
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To

All Ministries/Departments of the Government of India (As per standard list).

Copy to :-

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2. All attached/subordinate offices of the Ministry of Personnel, Public Grievances and Pensions.
3. Secretary, National Commission for Minorities.
4. Secretary, National Commission for Scheduled Castes/Scheduled Tribes.
5. Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi.
6. Ministry of Finance (Department of Expenditure) w.r.t. ID No. 114760/E-III(A)/2012 dated 20.09.2012.
7. All Staff Side Members of the National Council (JCM).
8. Establishment (D) Section - 100 copies.
9. NIC [for uploading this OM on the website of DOPT (ACP)].
10. Hindi Section, DOPT for Hindi version.



(Mukta Goel)
Director(E-I)

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