

Attention: Sh. M. K. Singh, Member JCM-II

Ministry of Defence
D(Civ-I)

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

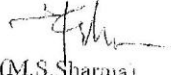
Reference Ministry of Defence ID note of even number dated the 23.07.2012 on the above mentioned subject. The entire matter has been reconsidered in consultation with the DOP&T and Department of Expenditure. Their advice in the matter is as under:

- (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 Chageman (Rs.5000-8000) viz the promotion pos. up to 31.12.2005 under ACPS may be considered for further financial appraiations, if due, in the next Grade pay (Rs.4600/-) in the hierarchy of Grade Pays.

This issues with the concurrence of Defence Finance vide their I.D No.01/AC/PB dated the 5th February 2014.


(M.S.Sharma)
Under Secretary

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- MoD I.D.No.11(5)/2009-D(Civ-I) dated the 6th February 2014

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