

# [ An Overview ]

- Prospects of promotion are the primary attraction for candidates seeking employment in any organization and more so in a Government organization
- grant of promotion to the next higher grade gives a fillip to his efficiency in service and fosters the appropriate attitude to grow for achieving excellence in service
- In absence of promotion the service is bound to degenerate and stagnation kills the desire to serve properly

# [ An Overview ]

- Fifth Central Pay Commission in its Report had made certain recommendations relating to the ***Assured Career Progression (ACP) Scheme*** for the Central Government civilian employees
- ***'Safety Net'*** to deal with the problem of genuine stagnation and hardship faced by the employees due to lack of adequate promotional avenues

# Objectives

- Salient features of the ACP Scheme.
- Conditions applicable for exercise of the Scheme in a given case.
- Procedure of fixation of pay under the Scheme
- Fixation of pay on regular promotion.

# Assured Career Progression Scheme

## Date of effect

- The scheme came into effect from *August 9, 1999*; the date of issue of *DoP&T O.M.No.35034/1/97-Estt.(D)*
- came into existence on the basis of recommendations of the Fifth Central Pay Commission

# Salient Features - of the Scheme

- Applicable to Group 'B' 'C' & 'D' categories to mitigate hardship in cases of acute stagnation either in a cadre or in an isolated post

## *Group 'A' Central Services*

- no financial up-gradation under the Scheme is given for the reason that promotion in their case must be earned
- promotion prospects to be improved in organisations/ cadres on functional grounds by way of organisational study, cadre review, etc.

# The Scheme

## *Group 'B', 'C' and 'D' Services/Posts and Isolated Posts In Group 'A', 'B', 'C' And 'D' Categories*

- to mitigate hardship in cases of acute stagnation either in a cadre as recommended by the Fifth Central Pay Commission
- to grant two financial up-gradations on completion of 12 years and 24 years of regular service respectively

# The Scheme

- *Regular Service*
  - Means eligibility service counted for regular promotion in terms of relevant Recruitment/Service Rules
- *Effect on Regular Promotion*
  - ACP Scheme in no case to affect the normal (regular) promotional avenues available on the basis of vacancies
  - Vacancy based regular promotions, as distinct from financial up-gradation under the ACP Scheme, shall continue to be granted after due screening by a regular DPC

# The Scheme

## *Screening Committee*

- departmental Screening Committee to be constituted for the purpose of processing the cases for grant of benefits
- composition of the Screening Committee same as that of the DPC prescribed under the relevant Recruitment/ Service Rules for regular promotion
- Screening Committee to follow a time-schedule and meet twice in a financial year
- Ministries/ Departments to minimise the additional financial commitment that introduction of the ACP Scheme may entail

# Conditions

For grant of benefits under the Scheme

- Scheme envisages merely placement in the higher pay-scale/ grant of financial benefits
- financial up-gradation under the Scheme available up to scale of Rs.14,300-18,300
- financial benefits to be granted from the date of completion of the eligibility period prescribed under the ACP Scheme
- first financial up-gradation after 12 years of regular service and the second up-gradation after 12 years of regular service from the date of the first financial up-gradation subject to fulfilment of prescribed conditions.

# The Scheme - Conditions

- Two financial up-gradations under the Scheme in the entire Government service career of an employee - to be counted against regular promotions (including *in-situ* promotion)
- Two financial up-gradations under the Scheme available only if no regular promotions during the prescribed periods (12 and 24 years) have been availed
- If an employee has already got one regular promotion, he shall qualify for the second financial up-gradation only on completion of 24 years of regular service under the Scheme

# The Scheme - Conditions

- In case two prior promotions on regular basis have already been received no benefit under the Scheme shall accrue
- Residency periods (*regular service*) for grant of benefits under the Scheme to be counted from the grade in which an employee was appointed as a direct recruit
- Fulfilment of normal promotion norms (bench-mark, departmental examination, seniority-cum-fitness in the case of Group 'D' employees, etc.) for grant of financial up-gradations

# The Scheme - Conditions

- financial up-gradations personal to the incumbent and for certain other benefits (House Building Advance, allotment of Government accommodation, advances, etc) only without conferring any privileges related to higher status
- Financial up-gradation under the Scheme to be given to the next higher grade in accordance with the existing hierarchy in a cadre/category of posts without creating new posts
- In case of isolated posts, financial up-gradation to be given in the immediately next higher (standard/common) pay-scales

# The Scheme - Conditions

- Financial up-gradation on a ***dynamic basis*** (*i.e. without having to create posts in the relevant scales of pay*) has been recommended by the Fifth Central Pay Commission only for the incumbents of isolated posts which have no avenues of promotion
- financial upgradation purely personal to the employee and shall have no relevance to his seniority position
  - 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 Scheme

# The Scheme - Conditions

- A person has to be eligible in all other aspects (educational qualification, departmental examination, skill/trade test, bench mark etc.) to hold the higher post, in terms of the Recruitment Rules
- Under the ACP Scheme, insofar as the requirement of “**eligibility service**” is concerned, the only requirement is that he should have completed the prescribed 12 or 24 years’ regular service

# The Scheme - Conditions

- *Direct recruitment/absorption basis or on deputation basis, followed by absorption - past service in the same grade can also be counted towards the regular service*
- Reservation orders/roster shall not apply to the ACP Scheme - benefits uniformly to all eligible
- Existing time-bound promotion schemes, including in-situ promotion scheme to to be operational for the concerned categories of employees
  - However, these schemes shall not run concurrently with the ACP Scheme

# The Scheme - Conditions

- The Administrative Ministry/ Department, not the employees, shall have the option in the matter to choose between the two schemes, i.e. existing time-bound promotion scheme or the ACP Scheme
- In case of switch-over from the existing time-bound promotion scheme to the ACP Scheme, all stipulations (viz. for promotion, redistribution of posts, upgradation involving higher functional duties, etc) made under the former (existing) scheme would cease to be operative

# [ The Scheme - Conditions ]

- In case of an employee declared surplus service rendered by him/her in the previous organisation shall be counted for the purpose of giving financial upgradation under the Scheme
- Cases where the employees have already completed 24 years of regular service, with or without a promotion, the second financial upgradation under the scheme shall be granted directly

# The Scheme - Conditions

- Employees who have already rendered more than 12 years but less than 24 years of regular service, - first financial upgradation shall be granted immediately
- the surplus regular service beyond the first 12 years shall also be counted towards the next 12 years of regular service required for grant of the second financial upgradation
- second financial upgradation to be granted as and when they complete 24 years of regular service without waiting for completion of 12 more years of regular service after the first financial upgradation

# Standard Scales of pay

■ S-1	2550-55-2660-60-3200	S-10	5500-175-9000
■ S-2	2610-60-3150-65-3540	S-12	6500-200-10500
■ S-3	2650-65-3300-70-4000	S-14	7500-250-12000
■ S-4	2750-70-3800-75-4400	S-13	7450-225-11500
■ S-5	3050-75-3950-80-4590	S-15	8000-275-13500
■ S-6	3200-85-4900	S-19	10000-325-15200
■ S-7	4000-100-6000	S-21	12000-375-16500
■ S-8	4500-125-7000	S-23	12000-375-18000
■ S-9	5000-150-8000	S-24	14300-400-18300

# Fixation of Pay

- On upgradation under the ACP Scheme, pay of an employee shall be fixed under the provisions of FR 22(I) (a)(1) subject to a minimum financial benefit of Rs.100/-
- Financial benefit allowed under the ACP Scheme shall be final and no pay-fixation benefit shall accrue at the time of regular promotion i.e. posting against a functional post in the higher grade

## Fixation of Pay

- Grant of higher pay-scale under the Scheme conditional to the fact that employee, while accepting the said benefit, shall be deemed to have given his unqualified acceptance for regular promotion on occurrence of vacancy subsequently

# Fixation of Pay

- In case he refuses regular promotion subsequently
  - he shall be subject to normal debarment for regular promotion
  - as and when he accepts regular promotion thereafter, he shall become eligible for the second upgradation under the Scheme only after he completes the required eligibility service/period under the Scheme in that higher grade
  - subject to the condition that the period for which he was debarred for regular promotion shall not count for the purpose

# ILLUSTRATION

- If a person has got one financial upgradation after rendering 12 years of regular service and after 2 years there from if he refuses regular promotion and is consequently debarred for one year and subsequently he is promoted to the higher grade on regular basis after completion of 15 years of regular service

$$12 + 2 + 1 = 15$$

# ILLUSTRATION

- He shall be eligible for consideration for the second upgradation under the ACP Scheme only after rendering ten more years in addition to two years of service already rendered by him after the first financial upgradation (2+10) in that higher grade i.e. after 25 years of regular service because the debarment period of one year cannot be taken into account towards the required 12 years of regular service in that higher grade

$$12 + 2 + 1 + 10 = 25$$