

Government of India
Department of Defence
D (Civ-1)

Subject: - 3rd MACP on completion of 30 years of service by such MCM (Master Craftsman) who were in the pay scale of Rs. 4500-7000/- on or before 31.12.2005-clarification regarding

Reference: - (i) MoD/D (Civ-I) ID No 11(05)/2009/D(Civ-I) dated 06.02.2014
(ii) MoD/D (Civ-I) ID No 11(05)/2009/D(Civ-I) dated 19.10.2016
(iii) MoD/D (Civ-I) ID No 11(05)/2009/D(Civ-I) dated 17.02.2021

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In continuation of Ministry of Defence ID Note of even number dated 17.02.2021 on the subject cited above, it is stated that DoP&T vide its ID Note No. 1436619/2020/CR dated 31.12.2020 has advised that MoD may review those cases where MoD has already allowed the benefit of 3rd MACP in GP Rs.4600/- in respect of Artisan Staffs by MoD Orders dated 06.02.2014 and 19.10.2016 made in contravention of the advice of DoP&T vide ID Note No. 106253/CR/2012 dated 08.10.2013.

2. The matter has been taken up with DoP&T to reconsider their decision DoP&T vide their ID Note No. 2394237/22/CR dated 17.03.2022 has conveyed that since, there is no change in policy guidelines on ACPS/MACPS, the said advisories vide DoP&T's ID Note dated 08.10.2013 and 31.12.2020 are hereby reiterated. DoP&T further requested to take necessary action accordingly.

3. **In compliance of directions of DoP&T vide their ID Note dated 31.12.2020 & 17.03.2022 and Def(Fin) advice thereon, the competent Authority in MoD has approved for the following: -**

- (i) **MoD ID No. 11(05)/2009-D(Civ-I) dated 06.02.2014 and 19.10.2016 stand withdrawn with immediate effect** thereby Pay/Pension of all concerned and affected Artisan Employees may be reviewed and re-fixed. Accordingly, the same will be regulated as per DoP&T OM No. 35034/3/2008-Estt(D) dated 19.05.2009 regarding MACP for the Government Civilian employees.
- (ii) Thereafter, all Administrative Divisions/Directorates/Lower Formations be directed to work out the excess payments (data is required to regulate/recover excess payment) made to concerned Artisan Staff upto 31.08.2023 after review of above cases as follows:

- (a) Part- I – Where recovery is impermissible

Work out the financial implication (i.e. excess payment) in such cases where recovery would not be permissible as per DoP&T OM No. 18/03/2015-Estt. (Pay-I) dated 02.03.2016. The excess payment may be calculated as per Annexure-I and intimated to MoD/D(Civ-I) for express approval of Department of Expenditure for waiver of recovery in terms of the DoE OM No 18/26/2011-Estt (Pay-I) dated 06.02.2014.



(b) Part – II – Where recovery is permissible

Work-out the financial implication (i.e. excess payment) in such cases where recovery would be permissible as per DoP&T OM No. 18/03/2015-Estt. (Pay-I) dated 02.03.2016. The excess payment may be calculated as per Annexure-II and intimated to MoD/D(Civ-I) along with action plan for recovery from the affected employees. The recovery of excess payments from all concerned would be made only after further direction of MoD.

4. The above comments may be disseminated for information and further implication.

5. This issues with the approval of the Competent Authority.

Subhash Chand

(Subhash Chand)

Under Secretary to the Govt. of India

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MoD ID No 11(05)/2009/D (Civ-I)

dated 04.08.2023

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MoD ID No 11(05)/2009/D (Civ-I)

dated 04.08.2023

ANNEXURE

Workout for total financial implication in r/o Artisan Staffs who had got the benefit of 3rd MACP in GP of ₹ 4600/- according to MoD Letter No. 11(05)/2014 dated 06.02.2014 and 19.10.2016 where recovery would not be permissible as per DoP&T OM No.18/03/2015-Estt.(Pay-I) dated 02.03.2016

Sl. No.	Posts	Total number of staff, who were granted MACPS in GP Rs 4600/-	Serving Gp 'C' Artisan Staff	Artisan Staff retired up to 31.07.2023	Artisan Staff who got Promotion in GP 'B'/A'	Total			
			Total number of Group 'C' Artisan Staff who are benefitted with 3 rd MACP in the GP of ₹ 4600/- and due to retire after 31.07.2023	Total excess payment (In ₹)	Total number of retired Staffs who were benefitted with 3 rd MACP in the GP of ₹ 4600/-	Total excess payment (In ₹)	Total excess payment (Column 5+7) (In ₹)		
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
(I)	Master Craftsman (MCM)								
(II)	Highly Skilled-I (HS-I)								
(III)	Highly Skilled-II (HS-II)								
(IV)	Skilled (SK)								
Total									



Signature
4/11/23

ANNEXURE

Work out total financial implication in r/o Artisan Staffs who had got the benefit of 3rd MACP in GP of ₹ 4600/- according with Mo Letter No. 11(05)/2009-D(Civ-I) dated 06.02.2014 and 19.10.2016 where recovery would be permissible as per DoP&T OM No.18/03/201 Estt.(Pay-I) dated 02.03.2016

Sl. No.	Posts (At the time of granted 3 rd Financial Up-gradation under MACPS in GP Rs 4600/-)	Number of Artisan Staffs who: (i) Got promotion in GP 'A'/'B' and (ii) Due to retire after 31.07.2024	Excess payment for recovery (in ₹)	Proposed plan for recovery
(I)	Master Craftsman (MCM)			
(II)	Highly Skilled-I (HS-I)			
(III)	Highly Skilled-II (HS-II)			
(IV)	Skilled (SK)			
Total				



Signature
21/11/23