



कर्मचारी भविष्य निधि संगठन  
**EMPLOYEES' PROVIDENT FUND ORGANISATION**  
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)  
(MINISTRY OF LABOUR & EMPLOYMENT, GOVT. OF INDIA)  
मुख्यालय/HEAD OFFICE  
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[www.epfindia.gov.in](http://www.epfindia.gov.in); [www.epfindia.nic.in](http://www.epfindia.nic.in)

No. HRD/7(1)2011/MACP

Dated the 25<sup>th</sup> July, 2011.

To

The Regional Provident Fund Commissioner,  
Bangalore.

25 जुलाई 2011

**Sub: Implementation of Assured Career Progression Scheme in EPF Organisation on the recommendation of 6<sup>th</sup> Central Pay Commission - reg.**

Sir,

Please refer to your letter No. KN/BG/Adm-I/2010-11/802, dated the 14<sup>th</sup> December, 2010 received alongwith your letter of even number dated 8<sup>th</sup> July, 2011 on the above subject.

2. The matter has been examined in the light of instructions contained in Para-5 of Annexure-I of DOPT's OM No. 35034/3/2008-Estt. (D) dated 19.05.2009 wherein it is clarified that promotions earned/up-gradations granted under the ACP Scheme in the past to those grades which now carry the same grade pay due to merger of pay scales/up-gradations of posts recommended by the Sixth Pay Commission shall be ignored for the purpose of granting up-gradations under modified ACPS.
3. Accordingly, in the case of Group D staff who joined the Organization during the year 1987/1993, promotion granted to them as Daftry in the year 2007 would be ignored on account of merger of the pre-revised scales. On re-training, they would get Grade Pay of Rs.1800 w.e.f. 1.1.2006 and will also get two financial up-gradations in the grade pay of Rs. 1900 and Rs. 2000/-. The officials appointed in the year 1987 would get first and second (both) financial upgradations w.e.f. 01.09.2008 since they have completed (more than) 20 years of service on 1.9.2008, the date on which the MACP came into effect.
4. Similarly, the officials who were appointed in the year 1993, on re-training, would get Grade Pay of Rs.1800 w.e.f. 01.01.2006 and thereafter they would get first financial upgradation i.e. Rs. 1900/- w.e.f. 01.09.2008 and second financial upgradation would be admissible in 2013 on completion of 20 years of service.
5. The second case referred to in your aforementioned letter dated 14.12.2010 relates to one Shri Janakiram who is visually handicapped person (blind) and appointed as Helper on 03.07.1981 and appointed substantially to the post of helper w.e.f. 01.04.1988. He has been doing re-canning work. Accordingly, he is performing the duties of 'Chair Caner' in this organization since the date of his appointment i.e. from 03.07.1981 till date.

6. The first up-gradation under the earlier **ACP Scheme** was granted to Shri Janakiram w.e.f. 01.08.1999. The official has already completed 10 years, of regular service as on 01.08.2009 in the same post and he is eligible for second upgradation under MACP Scheme. But, the official has not been given any training (i.e., re-training to the Group D Staff for placement in the Pay Band-1 with GP-1800/-) due to the reason that he is Visually Handicapped. The PAC of RO, Bangalore is of the opinion that Sri Janakiram is not eligible for upgradation under MACP Scheme.

7. This case has also been examined. On the direction of the Head Office, the Director, NATRSS had issued instructions vide circular No. 13(20)2007/Natrss/All ZTIs/3544 dated 12.2.2009 (**copy enclosed**) that all Group 'D' employees are to be trained to make them eligible for Pay Grade revision as per the recommendations of 6<sup>th</sup> CPC. Accordingly, a training module was designed and training was given to all Group 'D' employees at ZTIs keeping in mind the skill enhancing activities. Information collected from the Head Office revealed that the Helpers(Blind Chair Caner) of Headquarters also attended the said training programme and the benefit of Grade Pay of Rs.1800/- was allowed to them w.e.f. 01.01.2006.

8. In the present case also, you may contact ZTI/NATRSS and Shri Janakiram may be given training. After training, he may first be placed in the grade of Rs. 1800/- w.e.f. 01.01.2006 and thereafter, he may be allowed the admissible MACP(first and second MACP upgradations admissible on 1.9.2008, the date on which MACP came into effect and third upgradation on completion of 30 years of service from the date of his initial regular appointment) ignoring the promotion/ACP already given prior to 01.01.2006 in terms of DOP&T OM No. 35034/3/2008-Estt (D) dated 16.11.2009.

Yours faithfully,

  
(P.K. Agarwal)

Regional PF Commissioner-1 (HRM)

Encl: As above.

Copy to:

1. All Addl. CPFCs, Zones/H.O.
2. All Regional Provident Fund Commissioners of the Regions.
3. All OICs of All Sub-Regional Offices.
4. RPFC, ASD in Head Office.
5. Director, NATRSS/All OICs of All Zonal Training Institutes.
6. All Deputy Directors (Vigilance)
7. The Registrar, The EPF Appellate Tribunal.
8. All Officers in Head Office.
9. PS to CPFC/FA&CAO/CVO/CE

10. Director (Audit) in Head Office
11. All Deputy Director (Audit)
12. All Assistant Directors (Audit) of All Internal Audit Parties
13. The Secretary General, EPF Officers' Association.
14. The Secretary General, AIEPF Staff Federation.
15. The Secretary General, AIEPF SC / ST Staff Federation.
16. The Chief Liaison Officer, Head Office.
17. Deputy Director (OL) for issuing Hindi version.
18. **The RPFC, NDC – with a request to upload on the Website please.**

  
(P.K. Agarwal)

Regional PF Commissioner-M (HRM)

NATIONAL ACADEMY FOR TRAINING & RESEARCH IN SOCIAL SECURITY  
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INDUSTRIAL SAFETY AND HEALTH  
2009  
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No. 13(20)2007/NATRSS/All ZTIs

11.2.2009

To

All Officer-in-Charge,  
Zonal Training Institute,  
East Zone/West Zone/North Zone/South Zone/Sub-ZTI(Shillong)

Sub: Imparting of training to Non-Matriculate Group 'D' - reg.  
Ref.: HQ Letter No. HRD/1(2)2008/6<sup>th</sup> CPC/71114 Dt. 30.12.2008

Sir,

With reference to above, and the discussions held in the meeting of RPFCS in charge of ZTIs held at NATRSS on 19<sup>th</sup> and 20<sup>th</sup> January, 2009, all the Group 'D' employees are to be trained to make them eligible for pay grade revision as per the recommendations of 6<sup>th</sup> Central Pay Commission.

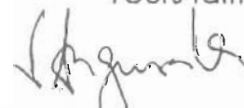
In this regard, a training module may be designed and training be given to all Group 'D' employees at ZTIs keeping in mind the skill enhancing activities which may include inter-alia gardening and peripheral activities, security of office complex/building, duties related to peon like basic filing, record keeping, etiquettes, general upkeep of the office & files etc. Training can also be conducted at any Regional Offices if a large number of Group 'D' employees belong to such RO or nearby SROs by nominating ZTI faculty or hiring an expert from outside at standard honorarium.

A report may be sent to NATRSS on completion of such training for onward transmission to Headquarters.

This may be given top priority as not much time is left.

(This issues with the approval of Director, NATRSS).

Yours faithfully,

  
(VIKRAM ANGURALA)  
Deputy Director

Copy to : Sh. R.K. Kukreja, RPF (HRM), HQ, New Delhi - For information.