

No. AB.14017/64/2008-Estt.(RR)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

New Delhi, the 25th September, 2009

Office Memorandum

Subject:- Non-Functional upgradation for Officers of Organised Group 'A' Services in PB-3 and PB-4- Clarifications

This Department vide OM dated 24.4.09 issued instructions regarding non-functional upgradation for officers of Organised Group 'A' Services in PB-3 and PB-4 . Subsequently vide OM dated 21.5.09, details regarding the batch of officers belonging to the IAS and who have been posted at the Centre in various grades of PB-3 and PB-4 w.e.f. 1.1.2006 as well as the date of posting of the first officer belonging to the batch were indicated. In this connection, clarifications have been sought from this Department by some Ministries/Departments and by individual representations. The same have been considered by this Department in consultation with Department of Expenditure and following clarifications are issued.

Point of doubt	Clarification
1. This office Memo refers to the term 'Batch'. In Central Civil Services and Indian Engineering Services, the definition of a batch is, the year in which the exam is conducted. In some other services, the recruitment is done through interview only. Where recruitment is done through interview only, the Batch is the year in which the Advertisement is issued by the UPSC or the year of interview for recruitment	Since different services have different criteria for defining 'Batch', the term 'Batch' in the OM refers to the year of joining the service.

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| <p>2. In some services, there is induction of Group 'B' officers into the Organized Group 'A' service. Whether these officers will be eligible for the benefits under this OM. If so how the criteria of batch will be decided in their case.</p> | <p>Officers inducted into Group 'A' Organized service will also be eligible for the benefit of Non functional upgradation. They shall be assigned the benefit of 'Batch' corresponding to the batch of the 'direct recruit' officers with whom their seniority is clubbed.</p> |
| <p>3. In the OM dated 21.5.09, all officers of Group 'A' Services belonging to 1984 and earlier batches are clubbed together for providing the non functional upgradation to SAG w.e.f. 26.10.2006, the date on which the first officer of 1986 batch of IAS was appointed as JS at the Centre. The cut-off date for granting non-functional upgradation to SAG to batches senior to the 1984 batch should have been 01.01.2006. Similarly in other grades.</p> | <p>The scheme for non-functional upgradation of officers of Organised Group 'A' Services in PB-3 and PB-4 is based on the recommendations of the 6th CPC. These recommendations have been implemented only from 1.1.2006. As such, any upgradation can be only with reference to the officers of IAS posted to the Centre after 1.1.06. Therefore, the request for granting non-functional upgradation w.e.f. 1.1.06 is not permissible.</p> |
| <p>4. Para 7 of the terms and conditions of Annexure-I provides that pay fixation will be done as per the provisions of CCS(RP) Rules, 2008. Whether the officers can exercise option regarding date of fixation in the higher scale as provided in CCS (RP) Rules.</p> | <p>Provisions of CCS(RP) Rules, 2008 will apply.</p> |
| <p>5. Whether retired employees are to be granted the benefit of non-functional upgradation</p> | <p>Para 6 of our instructions provide that benefits would be from due date. Therefore, even retired officers who are otherwise eligible as on due date would need to be considered.</p> |

2. The new HAG scale of Rs. 67,000-79000 has been introduced in replacement of the pre-revised S-30 scale. It is clarified that consequent upon the carving out of the new HAG scale, non-functional upgradation under the scheme will be available to particular Grade Pays in PB-3 and PB-4 and also to the HAG scale. SAG officers can be allowed Non- functional

upgradation to the HAG Grade only where there is such a Grade in the Service

3. Hindi version will follow.



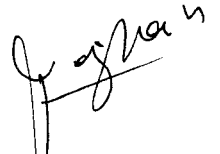
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