

New Delhi 110001
June 6, 2000

OFFICE MEMORANDUM

Subject: -Grant of Non-Functional Selection Grade to the organized Group 'A' Central Services - increase in percentage ceiling.

Pursuant to the recommendations of the Fourth Central Pay Commission, the Non-Functional Selection Grade (NFSG) has been granted in all organized Group 'A' Central Services subject to the conditions as prescribed/modified from time to time as per the Department of Personnel and Training (DoP&T) instructions quoted in the margin. These conditions are as follows:-

O.M.No.19/1/86-PP
dated 14.8.1987

O.M.No.19/1/86-PP
dated 9.12.1987

O.M.No.19/1/86-PP
dated 6.1.1989

O.M.No.1/11/98-CRD
dated 9.11.1998

O.M.No.28038/1/88-
Estt(D) dated
9.10.1989

- (i) The number of posts in NFSG shall be equal to 15% of the senior duty posts (i.e. all duty posts at the level of Senior Time Scale and above in the cadre);
- (ii) There shall be no increase in the overall strength of the cadre;
- (iii) The officer shall first hold the post in the basic grade of Junior Administrative Grade (JAG) before he could be considered for appointment to NFSG;
- (iv) Since NFSG is a segment of JAG, the strength in NFSG shall not exceed the number of posts available in JAG;
- (v) No member (officer) of the Service shall be eligible for appointment to NFSG until he has entered the fourteenth year of service on the 1st January of the year calculated from the year following the year of examination on the basis of which the member was recruited;
- (vi) Appointment to NFSG shall be made subject to suitability in terms of DoP&T O.M.No.28038/1/88-Estt(D) dated 9.10.1989 (copy enclosed); and
- (vii) Recommendation regarding appointment to NFSG shall be made by a Committee to be constituted internally.


2. As NFSG is a segment of JAG and is also 'non-functional' in character, appointment to NFSG is not promotion but merely placement in the higher pay-scale.

3. The matter relating to the percentage ceiling on NFSG has been reconsidered by the Government and, in modification of the aforesaid condition (i) in paragraph 1 above, it has been decided that in the case of the organized Group 'A' Central Services, the existing ceiling of 15% in the case of NFSG shall, with prospective effect (from the date of issue of this Order Memo) be increased to 30%. The other conditions stated in paragraph 1 above shall remain unchanged. Particular attention is invited in this connection to the conditions in paragraphs 1(iii) and 1(v).

4. However, these instructions, together with the instructions quoted in paragraph 1 above, shall not apply in the case of organized Group 'A' Engineering Services which would be governed by a separate set of instructions (of even number dated 6.6.2000) which are also being issued simultaneously.

5. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

6. These instructions take effect from the date of issue.



(K.K. JHA)

DIRECTOR(Establishment)

All Ministries/Departments of the Government of India

Copy to:-

1. The Union Public Service Commission, New Delhi 110011
2. The Comptroller and Auditor General of India, New Delhi 110002
3. The Department of Expenditure (Implementation Cell), New Delhi
4. Establishment(RR), DoP&T
5. Establishment(D), DoP&T (200 copies)
6. Cadre Review Division, DoP&T (500 copies)