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GOVERNMENT OF ODISHA

**FINANCE DEPARTMENT**

**RESOLUTION**

The 6th February 2013

**SUBJECT—**Revised Assured Career Progression Scheme (R.A.C.P.S.) for the State Government employees.

The State Government considered the recommendations of the Fitment Committee and granted Assured Career Progression (A.C.P.) to the State Government employees on completion of 15th, 25th and 30th years of service akin to the Time Bound Advancement (T.B.A.) provisions of the Odisha Revised Scales of Pay Rules, 1998. Accordingly, all State Government employees avail A.C.P. in 3 stages, i.e., 1st A.C.P. on completion of 15 years of service, 2nd A.C.P. after 25 years of service and 3rd A.C.P. after 30 years of service in their original post/grade by addition of one increment @ 3% on the Basic Pay + Grade Pay with next annual increment after a period of one year from the date of sanction of the A.C.P.

2. The Government of India in the meanwhile, had introduced Modified Assured Career Progression Scheme (M.A.C.P.S.) for the Central Government Civilian employees in supersession of the provisions of A.C.P. Scheme. Consequent upon implementation of the M.A.C.P.S. by the Government of India, various Service Associations of the State Government employees have come up with memoranda to consider implementation of the M.A.C.P.S. in respect of employees of the State Government.

3. Taking into account the uncertain promotional avenues and career stagnation of the State Government employees, Government after careful consideration have decided to implement a career advancement scheme to be known as Revised Assured Career Progression Scheme (R.A.C.P.S.).

4. The R.A.C.P.S. is to be effective from the 1st January 2013.

5. The details of the R.A.C.P. Scheme and conditions for grant of the financial upgradation under the Scheme are given in Annexure-I.

**Revised Assured Career Progression Scheme (R.A.C.P.S.) :**

1. There shall be three financial upgradations under the R.A.C.P.S., counted from the direct entry grade on completion of 10, 20 and 30 years of service in a single cadre in absence of promotion. An employee if completed 10 years of service in the entry grade will be considered for 1st upgradation under R.A.C.P.S. An employee completing 20 years of service and has got only one upgradation either by promotion or by R.A.C.P.S. will be considered for the 2nd upgradation. Similarly an employee completing 30 years of service and has got two upgradation either by R.A.C.P.S. or promotion or both will be considered for 3rd upgradation under R.A.C.P.S.

2. The financial upgradation under the R.A.C.P.S. would be admissible up to the highest Grade Pay of Rs. 7,600 in the Pay Band PB-3 under O.R.S.P. Rules, 2008.

3. There shall be a Screening Committee to decide the eligibility of the persons for upgradation under R.A.C.P.S. The Screening Committee shall follow a time schedule and meet twice in a financial year, preferably in the first week of January and first week of July every year for advance processing of the cases maturing in that half year. Accordingly, cases maturing during the first-half, i.e., April to September of a particular financial year shall be taken up for consideration by the Committee in the first week of January. Similarly, the Screening Committee meeting in the first week of July shall process the cases that would be maturing during the second-half, i.e., October to March of the same financial year.

4. R.A.C.P.S. shall be permissible in case of those employees only after regulation of their pay under O.R.S.P. Rules, 2008. On introduction of R.A.C.P.S., the A.C.P. Scheme as under O.R.S.P. Rules, 2008 shall cease to operate.

5. The manner of fixation of pay on promotion shall be applicable while fixing the pay under R.A.C.P.S. An employee can opt to get the pay fixed under R.A.C.P.S. after accrual of his next increment in existing Pay Band with Grade Pay within one month from the date of issue of R.A.C.P.S. Order in his/her favour in the *pro forma* appended as Fourth Schedule of O.R.S.P. Rules, 2008; else the pay of the employee shall be fixed from the date of effect of R.A.C.P. The next increment due shall be 12 months from the date of such fixation.

6. On grant of financial upgradation under the Scheme, there shall be no change in the designation, classification or status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as H.B.A., allotment of Government accommodation may be permitted.

7. Financial upgradation under the R.A.C.P.S. shall be purely personal to the employee and shall have no relevance to his position of seniority in the grade. As such, there shall be no stepping up of pay/antedation of increment between senior and junior after regulation of pay under R.A.C.P.S.

8. The Pay Band PB-3 of Rs. 15,600—39,100 with Grade Pay of Rs. 5,400 being the Group-A Entry Grade Pay Band shall not be allowed under R.A.C.P.S. to an employee in Pay Band PB-2. For example, if an employee in the Pay Band PB-2, i.e., Rs. 9,300—34,800 with Grade Pay of Rs. 4,600 gets financial upgradation under R.A.C.P.S., he shall be entitled to get his/her pay fixed in the Pay Band PB-2, i.e., Rs. 9,300—34,800 with Grade Pay of Rs. 5,400 instead of Pay Band PB-3, i.e., Rs. 15,600—39,100 with Grade Pay of Rs. 5,400.

9. There shall be no further financial upgradation under R.A.C.P.S., if an employee has already availed three financial upgradations by way of R.A.C.P.S./Promotion.

10. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme, which means the pay shall be raised by 3% of total of pay in the Pay Band and the Grade Pay drawn before such upgradation. The employees of the cadre having promotional hierarchy will get the Grade Pay of the promotional post. The employees in isolated/ex cadre posts not having any promotional hierarchy will get the next higher Grade Pay as per the first schedule of O.R.S.P. Rules, 2008 with the interpolations, if any, introduced subsequently. In case the new Grade Pay corresponds to a different Pay Band, the employee will get the Pay Band corresponding to the revised Grade Pay. There shall, however, be no further fixation of pay at the time of regular promotion.

11. The R.A.C.P.S. shall also be applicable to work charged employees, only if their service conditions are comparable with the staff of regular establishment.

12. The R.A.C.P.S. is directly applicable only to State Government employees. It will not get automatically extended to employees of State PSUs/Autonomous/Statutory Bodies under the administrative control of a Department. Keeping in view the financial implications involved, a conscious decision in this regard shall have to be taken by the respective Governing Body/Board of Directors as well as the Administrative Department concerned and wherever it is proposed to adopt the R.A.C.P.S., prior concurrence of Finance Department shall be obtained.

13. If a financial upgradation under the R.A.C.P.S. is not allowed after 10 years in a Grade Pay and is deferred for the reason an employee being unfit or due to departmental proceedings, his case will be reviewed in subsequent years. In the matter of disciplinary/penal proceedings, grant of benefit under the R.A.C.P.S. shall be subject to rules/guidelines governing normal promotion. Such cases shall, therefore, be regulated under the provisions of the O.C.S. (C.C.A.) Rules, 1962 and instructions issued thereunder.

14. The R.A.C.P.S. contemplates mere placement on personal basis in the Grade Pay and Pay Scale of the higher post and shall not amount to actual functional promotion of the employees concerned. Therefore, no reservation orders/roster shall apply to the R.A.C.P.S. However, as usual the rules of reservation in promotion shall be ensured at the time of regular promotion. For this reason, it may not be mandatory to associate members of S.C./S.T. in the Screening Committee meant to consider cases for grant of financial upgradation under the Scheme.

15. Pay drawn in the Pay Band and the Grade Pay allowed under the R.A.C.P.S. shall be the basis for determining the terminal benefits in respect of the retiring employee.

16. If a regular promotion in due course is refused by the employee before becoming entitled to a financial upgradation, then there shall be no financial upgradation under R.A.C.P.S. as the employee has not been stagnated due to lack of promotional opportunities. If, however, financial upgradation has been allowed due to stagnation and the employee refuses the subsequent promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and the next financial upgradation shall also be deferred to the extent of period of debarment due to such refusal.

17. Employees on deputation need not revert to the parent Department for availing the benefit of financial upgradation under the R.A.C.P.S. They may exercise a fresh option to draw the pay in the Pay Band and the Grade Pay of the post held by them or the Pay plus Grade Pay admissible to them under the R.A.C.P.S., whichever is beneficial like the regular employee in the parent cadre had they not been deputed.

18. Assured Career Progression (A.C.P.) availed under O.R.S.P. Rules, 2008 shall not be taken into account while considering the R.A.C.P.S. in favour of an employee. But, no pay fixation shall be allowed by extending the benefit of 3% of Basic Pay and Grade Pay to the existing Pay but only the Grade Pay as applicable shall be allowed while giving R.A.C.P.S.

By order of the Governor

D. K. SINGH

Additional Secretary to Government