



KENDRIYA VIDYALAYA SANGATHAN
18 INSTITUTIONAL AREA
SHAHEED JEET SINGH MARG
NEW DELHI-110 016.

F.12-17/99-KVS (Admn.-1) /Vol.II

Date: 23.12.2010

The Assistant Commissioner
Kendriya Vidyalaya Sangathan
All Regional Offices

Sub: - Revision of Pay Scales of Teaching and Non-Teaching Staff of KVS based on the recommendations of 6th CPC- clarifications regarding

Sir /Madam,

References were pouring in from various Regional Offices of the Sangathan seeking clarification on certain points in implementation of the 6th CPC in connection with the GOI, ACP scheme. Accordingly based on the clarification received from the Ministry /provisions available under GOI circulars, the following clarifications are issued for immediate necessary action.

Point raised by KVS	Clarification received from Ministry	Clarification Issued
A) As to whether the cases of financial upgradations to various non-teaching cadre posts for the period from 01.01.2006 to 31.08.2008 be granted and regularized strictly in accordance with the provisions available under para 6.1 of MACPS, ignoring the fact that the scheme has not been extended to KVS so	Para 6.1 of MACPS. speaks about ACP only. The pay of the employees has to be fixed as per revised pay rules (2008) and orders issued thereafter.	While granting financial up gradation to various non teaching cadre posts for the period from 1.1.2006 to 31.8.2008 the financial upgradation may be granted under GOI, ACP scheme and the pay be fixed in the revised pay structure either (a) w.e.f. 01.01.2006 with reference to his pre-revised scale as on 01.01.2006; or (b) w.e.f. the date of his financial upgradation under ACP scheme with reference to the pre-revised scale granted under ACP. In case of option (b) he shall be entitled to draw his arrears of pay only from the date

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<p>far, or may be regularized as per the provisions of existing ACP scheme w.r.t. replacement scales as per 6th Pay Commission.</p>		<p>of his option i.e. the date of financial upgradation under ACP. In other words the arrears already drawn in revised pay scale has to be refunded.</p>
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B) The Ministry of Personnel, Public Grievances and Pensions (DoPT), Govt. of India vide its OM dated 9.9.2010 has issued certain clarifications in implementation of Gol MACPS which was circulated vide DoPT OM dated 19.5.2009. The clarification given under point No. 11 of the OM is of vital nature in fixation of pay of Group "D" employees w.e.f. 1.1.2006 onwards. The clarification issued by the DoPT is reproduced as under for implementation in KVS:-

<p>Since the pay scales of Group "D" employees have been merged and placed in the grade pay of Rs. 1800/- whether they are entitled for grant of increment @ 3% during pay fixation at every stage.</p>	<p>Yes. On the analogy of point 22 of Annexure-I** of MACPS, the pay of such Group 'D' employees who have been placed in the Grade Pay of Rs. 1800/- w.e.f. 1.1.2006 shall be fixed successively in the next three immediate higher grade pay in the hierarchy of revised pay bands and grade pays allowing the benefit of 3% pay fixation at every stage.</p> <p>**If Group "A" Government employee, who was not covered under the ACP Scheme has now become entitled to say third financial upgradation directly, having completed 30 year's regular service, his pay shall be fixed successively in next three immediate higher grade pays in the hierarchy of revised pay bands and grade pay allowing the benefit of 3% pay fixation at every stage. Pay of persons becoming eligible for second financial upgradation may also be fixed accordingly.</p>
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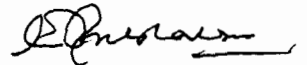
C) Whether the first and 2nd ACP already granted beyond 31.8.2008 to the Non-Teaching staff of KVS can be continued or to be withdrawn.

The Gol ACP Scheme is applicable upto 31.8.2008 only. No benefit to any employee beyond 31.8.2008 can be extended under the provisions of ACP Scheme. Hence the first and 2nd ACP already granted beyond 31.8.2008 to any Non-Teaching category of employee is not in order. However, ACP already granted after 01.09.2008 should not be withdrawn but there should be no further grant of ACP till the issue of implementation of MACPS is decided.

The copy of the circular may be issued to all Kendriya Vidyalayas functioning under your jurisdiction.

This issues with the approval of the Commissioner KVS.

Yours faithfully



(Dr. E. Prabhakar)

Dy. Commissioner (Pers)

Distribution:-

- 1 PS to Commissioner, KVS.
2. PS to Joint Commissioner (Admn./Acad.)
- 3 All Officers/Sections, KVS Hqrs.
- 4 The Director ZIETs Mumbai/Mysore/Gwalior/Chandigarh
- 5 President/Secretary recognized staff association.
- 6 The Education Officer (EDP) with the request to upload the circular on KVS website.
7. Guard file.
