GOVERNMENT OF INDIA/BHARAT SARKAR
MINISTRY OF RAILWAYS/RAIL MANTRALAYA
(Railway Board)

S.No. PC-V/331
No. PC-V/99/I/1/1

RBE No.24/2002
New Delhi, dt.19.2.2002

The GMs/OSDs/CAO(R)s
All Indian Railways & PUs,
(As per mailing list)

Subject : Assured Career Progression Scheme for the Railway employees – clarifications regarding

The undersigned is directed to invite reference to the Railway Board's letter of even number dated October 1, 1999 regarding the Assured Career Progression Scheme (ACPS) and subsequent letter dated 10.5.2000 clarifying the various points of doubt received from various Railways.

Some more situations in which a doubt persists in various Railway organizations in regard to applicability/implementation of ACP Scheme have been brought to the notice of the Board. It has been considered appropriate to issue a second set of clarificatory orders containing point-wise clarification to the additional points of doubt.

Cases where the ACP Scheme has already been implemented shall be reviewed/rectified, if the same are not found to be in accordance with the scheme/clarifications.

Hindi version is enclosed.

(Koshy Thomas)
Dy. Director, Pay Commission-V,
Railway Board

No. PC-V/99/I/1/1

New Delhi, dt.19.2.2002

Copy (with 40 spares) forwarded to ADAI (Railways), New Delhi.

G. Suman
For Financial Commissioner, Railways

1) The GMs, N.F. Railway (Const.),CAO, Southern Railway (Const.) and Central Railway(Const.)

भारत सरकार
रेल मंत्रालय (रेलवे बोर्ड)

क्र.सं.पीसी-V/
सं.पीसी-V/99/आई/1/1

आरबीई सं.
नई दिल्ली, दिनांक : 19.2.04

महाप्रबंधक/विशेष कार्य अधिकारी/
मुख्य प्रशासनिक अधिकारी (आर)
सभी भारतीय रेलें एवं
उत्पादन इकाइयां
(डाक सूची के अनुसार)

विषय : रेल कर्मचारियों के लिए सुनिश्चित कैरियर प्रोन्नयन योजना से संबंधित स्पष्टीकरण.

अधोहस्ताक्षरी को, सुनिश्चित कैरियर प्रोन्नयन योजना के संबंध में बोर्ड के दिनांक 1 अक्तूबर, 1999 के समसंख्यक पत्र तथा दिनांक 10.5.2000 के अनुवर्ती पत्र का उल्लेख करने के निर्देश हुए हैं जिसमें विभिन्न रेलों से प्राप्त शंका वाले विभिन्न मुद्दों के बारे में स्पष्टीकरण दिया गया है.

एसीपी योजना को लागू करने/कार्यान्वित करने के संबंध में विभिन्न रेल संगठनों में कुछ और स्थितियां जिनमें शंका उत्पन्न हुई है बोर्ड के नोटिस में लाई गई है. यह उपयुक्त समझा गया है कि स्पष्टीकरण आदेशों का दूसरा सेट जारी किया जाए जिसमें शंका के अतिरिक्त मुद्दों के लिए मुद्दे-वार स्पष्टीकरण अंतर्विष्ट है.

जिन मामलों में एसीपी योजना को पहले ही कार्यान्वित कर दिया गया है उनमें यदि इसे योजना/स्पष्टीकरण के अनुसार कार्यान्वित नहीं किया गया है तो इसकी समीक्षा/परिशोधन किया जाए.

कोशी थॉमस

(कोशी थॉमस)
उप निदेशक, वेतन आयोग-V
रेलवे बोर्ड.

VERMA (WIPRO)

S No. PC-V/331
PC-V/99/I/1/1

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New Delhi, dt. 19.2.2002

2) The FA & CAOs, All Indian Railways, Production Units, N.F. Railway (Const.) and Southern Railway (Const.) & Central Railway (Const.)
3) The Director General, RDSO/Lucknow
4) The General Manager and FA & CAO, Metro Railway/Calcutta
5) The CAO and FA & CAO, COFMOW/New Delhi
6) The General Manager and FA & CAO, CORE/Allahabad
7) The Principal, Railway Staff College/Vadodara
8) The CAO (Const.), MTP(R)/Mumbai
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13) The Chairman and Managing Director, KRC Limited/New Delhi
14) Office of the Chief Project Administrator (Telecom), Indian Railway Central Organisation for Telecom (IRCOT) Consultancy, Shivaji Bridge/New Delhi
15) The Director (Movement), Railways/Calcutta
16) The Joint Director(Finance), RDSO, Lucknow
17) The Joint Director, Mil Rail, Ministry of Defence
18) The Joint Director, Iron & Steel, 3, Koila Ghat Street/Calcutta
19) Chief Mining Advisor, Ministry of Railways, Dhanbad, Bihar
20) The Chairman, RCC, Lok Sabha Secretariat/New Delhi
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24) The Editor, 'Bhartiya Rail',
25) The Editor 'Indian Railways'
26) The Pay & Accounts Officer, Ministry of Railways (Railway Board)
27) The General Secretary, IRCA/New Delhi
28) The Commissioner, Railway Safety/Lucknow
29) Sh. T.K. Biswas, Railway Adviser, Embassy of India, Baunscheidt Strasse-7/Bonn
30) M/s Bahri Brothers, Lajpat Rai Market/Delhi
31) Sh. S.R. Ujlayan, CAO(C), S.E. Railway, Bilaspur - 495004 (M.P.)
32) The Editor, 'Rail Rajbhasa'

(Koshy Thomas)
Dy. Director, Pay Commission-V,
Railway Board

No. PC-V/99/I/1/1
Copy forwarded to :-

New Delhi, dt.19.2.2002

1) The General Secretary, NFIR (with 35 spares)
2) The General Secretary, AIRF (with 35 spares)

S.No. PC-V/331
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RBE No. 24/2002
New Delhi, dt. 19.2.2002

3) The Members of the National Council, Departmental Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (with 90 spares)

for Secretary, Railway Board

Copy forwarded to :-

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2) The Secretary, RBSS, Group 'A' Officers Association
3) The President, Railway Board Group 'B' Officers' Association
4) The Secretary General, IRPOF
5) The Secretary, Railway Board Ministerial Staff Association
6) The Secretary, Railway Board Class IV Staff Association

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ANNEXURE

Reference:-Board's letter No.PC-V/99/I/1/1 dated . .2002

S.NO.	Point of doubt	Clarification
29.	An employee was promoted from Grade 'A' to Grade 'C'. Grade 'B' was introduced in the hierarchy in between Grade 'A' and Grade 'C' subsequent to such promotion. Will he be entitled to any more financial upgradation under the ACP Scheme (ACPS) considering that he is already placed in the third level of the hierarchy?	The reply is in the affirmative. The employee has got only one promotion in his career as per the hierarchy existing at the time of his promotion. The subsequent creation of the post in Grade 'B' will not, therefore, make any material difference in the situation in relation to the case of this employee for the purpose of grant of second financial upgradation under ACPS. The newly created Grade 'B' would, as such, need to be ignored in his case. However, persons in Grade 'A', who become entitled to financial upgradation only after introduction of Grade 'B' in the hierarchy, will be entitled for grant of financial upgradation only in Grade 'b' subject to fulfillment of the other stipulations and conditions specified in the ACP Scheme introduced on 1.10.99.
30.	An employee has superannuated after 1.10.99, i.e. the date from which ACPS was introduced. He had completed the required eligibility service as on 1.10.99 for grant of financial upgradation but he retired on superannuation before the Screening Committee could meet to assess his suitability for grant of benefits under ACPS. Will he be entitled for financial upgradation under ACPS?	In terms of condition No.3 of the ACP Scheme introduced vide letter dated 1.10.99, the financial benefit under the ACPS shall be granted from the date of completion of the eligibility period prescribed under the ACPS or from the date of issue of the instructions whichever is later. Therefore, in respect of employees who had completed eligibility service as on 1.10.99 but retired prior to meeting of the first Screening Committee meeting, if the assessment to decide grant of financial upgradation is based on ACRs and other service records, the employees who retired after 1.10.99 may also be considered by the Screening Committee and, if recommended for grant of financial upgradation, such employees may be allowed the benefit of ACPS from the due date. If, however, the assessment also includes passing of a trade test/ skill test/ written examination (as prescribed for regular promotion) under ACPS and the employee had not qualified

		in such tests already, then it may not be possible to consider the retired persons, as assessment based on such tests is not possible after the date of superannuation.
31.	Whether placement/ appointment in higher scales of pay based on the recommendations of the Pay Commissions or Committees set up to rationalize the cadres is to be reckoned as promotion/ financial upgradation and offset against the two financial upgradations applicable under the ACP Scheme?	Where all the posts are placed in a higher scale of pay, with or without a change in the designation; without requirement of any new qualification for holding the post in the higher grade, not specified in the Recruitment Rules for the existing post, and without involving any change in responsibilities and duties, then placement of all the incumbents against such upgraded posts is not be treated as promotion/ upgradation. Where, however, rationalization/ restructuring involves creation of a number of new hierarchical grades in the rationalized set up and some of the incumbents in the pre-rationalized set up are placed in the hierarchy of the restructured set up in a grade higher than the normal corresponding level taking into consideration their length of service in existing pre-structured/pre-rationalised grade, then this will be taken as promotion/ upgradation. If the rationalized/restructured grades required possession of a specific nature of qualification and experience, not specified for the existing posts in pre-rationalised set up and existing incumbents in pre-rationalised scales/pre-structured grades, who are in possession of the required qualification/experience are placed directly in the rationalized upgraded post, such placement will also not be viewed as promotion/upgradation. However, if existing incumbents in the pre-rationalised grades who do not possess the said qualification/experience are considered for placement in the corresponding rationalized grades only after completion of specified length of service in the existing grade, then such a placement will be taken as promotion/upgradation.

		Where placement in a higher grade involves assumption of higher responsibilities and duties, then such upgradation will be viewed as promotion/upgradation. When only a part of the posts are placed in a higher scale and rest are retained in existing grade, thereby involving redistribution of posts, then it involves creation of another grade in the hierarchy requiring framing of separate recruitment rules for the upgraded posts. Placement of existing incumbents to the extent of upgradations involved, in the upgraded post will also be treated as promotion/upgradation and offset against entitlements under the ACPS. For any doubts in this regard, matter should be referred to the Ministry of Railways giving all relevant details.
32.	An employee was initially appointed on deputation in a grade higher than the grade of the post held on regular basis and was subsequently absorbed against the ex-cadre post. Will such initial period of deputation in the higher grade prior to the date of absorption be covered towards residency period/ 'regular service' for purposes of ACPS?	In reply to points of doubt No.4 to 6 in Ministry of Railway's letter dated 11.5.2000, it has been stated that where a person is appointed on direct recruitment/transfer basis from another post in the same grade, then past regular service as well as past promotions, in the earlier post, will be counted for computing regular service for the purpose of ACPS in the new hierarchy. The reason being that so long as service is in the same scale during the period in question, it is immaterial whether he has been holding different posts in the same scale. However, if the appointment is made to a post in a higher grade, then such appointment, whether by direct recruitment or by transfer or initially on deputation followed by absorption, will be treated as direct recruitment and past service/promotion (which was in a different scale) will not be counted. In the case where a person is appointed to an ex-cadre post in higher scale initially on

		deputation followed absorption, while the service rendered in the earlier post, which was in a lower scale can not be counted, there is no objection to the period spent initially on deputation in the ex-cadre post prior to absorption being counted towards regular service for the purposes of grant of financial upgradation under ACPS as it is in the same scale of pay and same post.
33.	Whether it is necessary to have SC/ST members in the Screening Committees set up for grant of ACPS?	As clarified vide condition No.12 of ACP Scheme (vide Ministry of Railway's letter dated 1.10.1999), reservation orders/roster shall not apply to the ACP Scheme. Consequently, it is not necessary to have an officer from SC/ST communities on the Screening Committee constituted for deciding the suitability of the employee for upgradations under ACPS.
34.	A person has refused a vacancy-based promotion offered to him prior to his becoming eligible for financial upgradation under ACPS, on personal grounds. Will he be eligible for financial upgradation under ACPS? A person had refused a regular promotion for personal reasons. He has since completed 24 years' of service. Will he be entitled for 2nd financial upgradation?	The ACP Scheme has been introduced to provide relief in cases of acute stagnation where the employees, despite being eligible for promotion in all respects, are deprived of regular promotion for long periods due to non-availability of vacancies in the higher grade. Cases of holders of isolated posts have also been covered under ACPS, as they do not have any promotional avenues. However, where a promotion has been offered before the employee could be considered for grant of benefit under ACPS but he refuses to accept such promotion, then he cannot be said to be stagnating as he has opted to remain in the existing grade on his own volition. As such, there is no case for grant of ACPS in such cases. The official can be considered for regular promotion again after the necessary debarment period. In the second case also, since in terms of condition No.10 of the ACPS, on grant of ACPS, the employee shall be deemed to have given his unqualified acceptance for regular promotion on occurrence of vacancy, the officer will have to give in

		writing his acceptance of the regular promotion when offered again after the debarment period before he can be considered for grant of second financial upgradation under ACPS.
35.	An employee is appointed to a lower grade as a result of unilateral transfer on personal request in terms of FR 15(2). Will the period of service rendered in the higher post count for the purposes of ACPS?	Condition no.14 of the ACPS(Ministry of Railway's letter dated 1.10.1999), inter-alia, states that in case of transfer including unilateral transfer on request, regular service rendered in previous organization shall be counted along with regular service in the new organization for the purposes of getting financial upgradation under the Scheme. This condition covers cases where a unilateral transfer is to a lower post. However, financial upgradations under the ACPS shall be allowed in the hierarchy of the new post.
36.	An employee drawing pay in the scale of Rs.800-1150 (pre-revised) was declared surplus and was re-deployed in the scale of Rs.750-940 (pre-revised). However, he was allowed to draw pay in the scale of Rs.800-1150 as personal to him even after redeployment in the lower grade. What shall be his entitlements under ACPS?	As the employee has remained in the scale of Rs.800-1150 all along and has not availed any promotion, he is entitled to financial upgradations in a scale higher than Rs.800-1150(pre-revised) in the hierarchy provided he is otherwise eligible irrespective of the post actually held after redeployment.
37.	A cadre consists of 4 Grades- 'A', 'B', 'C' and 'D' (in ascending order). Upon restructuring of a cadre, Grade 'B' is abolished from a date subsequent to 1.10.1999. Employees recruited in Grade 'A', who are eligible for financial upgradation on or after 1.10.1999 but before the date of effect of restructuring, get first/second financial upgradation in Grade 'B' and Grade 'C' respectively but	The benefit of ACP Scheme is to be allowed as per the hierarchy existing, as on the date the employees become eligible for financial upgradation under ACPS. Cadres/ hierarchical structures are never static and are always subject to review based on recommendations of Pay Commissions/ Expert Committees or otherwise and it is not possible to review the entitlements under ACPS already earned every time a cadre is reviewed. ACPS is only a temporary solution to provide relief to stagnating employees and the lasting solution for stagnation lies in review of cadre structures,

	those who become eligible for financial upgradation after the restructuring has been effected are entitled to first financial upgradation in Grade 'C' and second financial upgradation in Grade 'D'. This is anomalous. The cases of earlier set of employees should be reviewed and they may be allowed financial upgradations as applicable to the latter category of employees.	as regular promotions will be earned in such restructured grades. All the employees will benefit from such cadres restructuring.
38.	An employee in Grade 'A' is eligible for promotion simultaneously to Grades 'B', 'C' and 'D' (in ascending order) with varying requirements of length of service in the present grade. In other words, he has multiple channels of promotion. What shall be his eligibility under the ACP?	Provisions in the existing Recruitment Rules in various organization providing for multiple channels for promotion are not consistent with the guidelines on framing of the Recruitment Rules. All such Rules should be reviewed immediately so as to provide only a single channel of promotion. However, till such a review is undertaken, the first financial upgradation in such cases shall be allowed with reference to the lowest promotional Grades which is Grade 'B'. If he does not earn any promotion in 24 years, his second financial upgradation will be as per the hierarchy of Grade 'B'. However, if he has already earned one regular promotion, then his second financial upgradation shall be as per the hierarchy of the Grade to which he has been promoted.
39.	Whether service rendered in an autonomous body/ statutory body/ State Government prior to appointment in Railway as a direct recruit will be counted while computing regular service for the purpose of grant of financial upgradations under the ACP Scheme?	ACP Scheme is applicable to Central Government Civilian employees and for the purpose of financial upgradations under the ACP Scheme, only the regular service rendered after regular appointment in a Central Government civilian post is to be counted for the purpose. Correspondingly, promotions earned in these bodies prior to appointment in the Central Government are also to be ignored. The clarification in reply to doubt no. 4 to 6 in Ministry of Railway's letter dated 10.5.2000 providing for counting of past service in another organization in the same grade is only in relation to past service

		in a civilian post held in the Central Government.
40.	In certain categories, an employee after his selection on direct recruitment basis or even on promotion is required to undergo an induction training before he is given a functional post. Whether such induction training shall count towards the eligibility service for ACPS?	If under the relevant Recruitment/Service Rules, the induction training counts towards eligibility service for regular promotion, the same will also be counted towards the 12-years/24 years residency period/regular service required for financial upgradations under ACP Scheme.
41.	A person is working in the immediate promotional grade on ad-hoc basis. Is he eligible for financial upgradation under the ACP Scheme? Will his pay be refixed?	An ad-hoc promotion is made only in an exigency of work where the post cannot be kept vacant and such appointment is to be discontinued as soon as a regular incumbent is appointed. In terms of existing guidelines, continuation of such arrangement beyond one year is also subject to prior concurrence of DOP&T. Thus such an employee can be reverted to the original regular post at any moment. Therefore, case of an employee holding the higher promotional grade/any other post on ad-hoc basis, for grant of financial upgradation under ACPS cannot be ignored. Upon being recommended for grant of financial upgradation in the higher grade, his pay may be refixed with reference to the pay drawn in the post held on regular basis under Rule 1313(I)(a)(i) of Indian Railway Establishment Code, Vol.II, FR 22(I)(a)(i) subject to a minimum benefit of Rs.100 as per the provisions of the ACPS. If, on pay fixation under ACPS, the pay gets fixed at a stage higher than the pay already drawn on ad-hoc basis, he may be allowed such higher pay.
42.	Whether sealed cover procedure as laid down under the provisions of relevant Railway servants (D&A) Rules, 1968 and instructions thereunder is	Yes. Condition No.11 of the ACP Scheme issued vide Board's letter dated 1.10.1999 clearly states that in the matter of disciplinary/penalty proceedings, grant of benefits under the ACP Scheme shall be

	to be followed in cases relating to ACP also?	subject to rules governing normal promotion. Therefore, when the employee is exonerated, the recommendations of the Screening Committee placed in a sealed cover will be opened and its recommendations acted upon. If he has been recommended for grant of financial upgradations, the benefit of the same will be allowed from 1.10.1999 or from the date of completion of 12/24 years regular service, which ever is later. If, however, the employee is not exonerated and a formal penalty is imposed, sealed cover will not be opened and the case of employee will be concerned only in the next meeting of the Screening Committee. If such Screening Committee, having regard to all relevant facts, recommends grant of financial upgradation, then such upgradation shall be allowed only on expiry of the period of penalty and not during the currency of the penalty. If penalty imposed is Censure or recovery of loss to the Government, then such upgradation shall be allowed from the date of meeting of the Screening Committee which met to consider his case subsequent to imposition of penalty. The next financial upgradation shall be allowed only on completion of 12 years regular service from the date from which the first upgradation under the ACP is allowed and not necessarily on completion of 24 years of service.
43.	Whether any period(s) of break-in-service under FR 17A declared during the career of an employee will have any adverse effect on his getting financial upgradation under the ACP Scheme?	Break in service under FR 17A incurs only 3 specific disabilities as specified in the relevant FR. It does not affect the normal regular promotions. Consequently, it will have no affect on financial upgradation under the ACP Scheme?
44.	Whether work charged staff is eligible to be covered under the ACPS?	If, in the matter of service conditions, work charged staff is comparable with the staff of regular establishment, there is no objection in extending the ACP Scheme to the work charged staff.

45.	Following the recommendations of the Pay Commission, feeder and promotional posts have been placed in the same scale. Consequently, hierarchy of a post comprises of Grades 'A', 'B' and 'C' i.e. the entry level and the first promotional grade are in the same scale. What shall be his entitlements under ACPS.`	Normally, it is incorrect to have a feeder grade and a promotional grade in the same scale of pay. In such cases, appropriate course of action is to review the cadre structure. If as a restructuring, feeder and promotional posts are merged to constitute one single level in the hierarchy, then in such a case, next financial upgradation will be in the next hierarchical grade above the merged levels and if any promotion has been allowed in the past in grades which stand merged, it will have to be ignored as already clarified in reply to point of doubt No.1 of letter dated 11.5.2000. However, if for certain reasons, it is inescapable, to retain both feeder and promotional grades as two distinct levels in the hierarchy though in the same scale of pay, thereby making a provision for allowing promotion to a higher post in the same grade, it is inevitable that benefit of financial upgradation under ACPS has also to be allowed in the same scale. This is for the reason that under the ACPS, financial upgradation has to be allowed as per the 'existing hierarchy'. Financial upgradation cannot be allowed in a scale higher than the next promotional grade. However, as specified in Condition No.9 of the ACP Scheme (vide Board's letter dated 1.10.1999, pay in such cases shall be fixed under the provisions of FR 22(I)(a)(I) subject to a minimum benefit of Rs.100.
46.	If for the promotion on regular basis, an employee has to possess a higher/additional qualification, will it be necessary to insist on possession of these qualification even while considering grant of financial upgradation under the ACPS?	In terms of condition No.6 of, Annexure-I to Board's letter dated 1.10.1999, only those employees who fulfill all promotional norms are eligible to be considered for benefit under ACPS. Therefore, various stipulations and conditions specified in the recruitment rules for promotion to the next higher grade, including the higher/ additional educational qualification, if prescribed, would need to be met even for consideration under ACPS.
47.	Whether EOL without medical certificate will count for	Unless the counting of such leave or any other kind of leave is specifically excluded

	computing regular service under ACPS?	under relevant rules governing promotions for being counted towards regular service for promotion(e.g. in some cases of promotions under Flexible Complementing Scheme), all kinds of leave including EOL without medical grounds normally counts towards regular service for promotion. EOL without medical grounds will be similarly treated while computing regular service for purposes of grant of financial upgradation under ACPS.
48.	A cadre has been restructured with proper sanction but the recruitment rules for the restructured grades are still to be framed. Whether the individuals be granted financial upgradation in the existing hierarchical order or in the revised hierarchical order introduced subsequently?	Financial upgradation under ACP Scheme is to be allowed under the hierarchy existing as on 1.10.1999 or at the time one becomes eligible, which ever is later. Since a new hierarchy has come into being, financial upgradations may be allowed only in the restructured hierarchy. If model Recruitment Rules exist for such restructured grades, then Screening Committee may review cases on the basis of such model Rules? Otherwise, ACPS may be allowed after finalisation of Recruitment Rules but the benefit may be allowed from the due date.
49.	Whether an employee who has not been recommended for grant of financial upgradation under ACPS by a Screening Committee can be considered by the next Screening Committee to be held in the other half of the year or one held only on expiry of one year?	In para 6 of Board's letter dated 1.10.99, it has been provided that the Screening Committee shall meet twice in a financial year preferably in the first week of January and July for advance processing of the cases maturing in the respective half of the financial year concerned. Normally, a case, once considered, should be reviewed only the Screening Committee to be held after one year. However, if an additional ACR report has become available in respect of such an employee before cases are processed for placing the other cases before the Screening Committee to be held in the second half, or if there is any other development which makes a material change in the matter of assessment from the position obtaining when the case was considered earlier by the Screening Committee, there is no objection to this case

		of such employee being considered in the subsequent Screening Committee to be held in the other half of the year. As regards date of effect for grant of ACPS in such cases, it is clarified that ACPs is applicable on 1.10.99 or from the date of completion of 12/24 years of regular service only in those cases where the employee is found fit for grant of ACPS at the first opportunity. If, however, he is found suitable only by a subsequent Screening Committee, the benefit of ACPS will be allowed to him only from the date of meeting of the Screening Committee in which he is recommended for grant of ACP. If the first financial upgradation is deferred in this manner, the second financial upgradation shall be allowed only after completion of 12 years of regular service from the date of first financial upgradation subject to fulfillment of the prescribed conditions. In this regard condition No.4 of the Scheme is relevant.
50.	(i) An Inspector in RPF/RPSF in the pay scale of Rs.6500-10500 is entitled to benefits like Ration Allowance, Washing Allowance, Leave encashment for working on holidays, bonus etc. Some of these benefits are not admissible to incumbents of posts in the grade of Assistant Commandant(Rs.8000-13,500). Will the Inspector continue to get these benefits upon grant of financial upgradation in the grade of Assistant Commandant. (ii) Officers in the higher promotional grade are entitled to facilities like telephone at residence, reimbursement of cost of newspaper/magazines, which are not admissible to feeder grade post holder. Which such facilities are available when feeder grade holder is allowed financial upgradation	ACPS only allows financial upgradation and cannot be equated with the regular promotion though normal promotion norms are insisted for grant of this financial upgradation. Even after grant of financial upgradation which is allowed as personal to the employee, he continues to hold the original post on regular basis, with same designation, classification, duties and responsibilities etc. In other words, except being allowed to draw pay in a higher grade the employee continues to be regular incumbent of the post to which he has been selected on regular basis as per the Recruitment Rules. Therefore, if there are certain perks and benefits, which are applicable to an employee as a result of his holding a particular post, the same will continue to be available to him, notwithstanding the fact that he may be placed in a higher grade on personal basis under ACPS. On the same analogy in the second case,

	under ACPS in the grade of higher promotional post.	except the entitlements like higher advance, HBA etc. which are linked to pay scale rather than status of the higher post, no privileges relates to status of the higher post, will be applicable in the event of grant of financial upgradation in the grade of the higher post. This has been clarified in condition No.6 of the ACP Scheme introduced *vide* letter. dated 1.10.1999 also.