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No. AB.14017/25/2013-Estt.(RR)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

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New Delhi, the 12<sup>th</sup> January, 2015

**OFFICE MEMORANDUM**

**Subject:- Clarification regarding Pay fixation on grant of Non-Functional Upgradation to the officers of Organized Group A Services.**

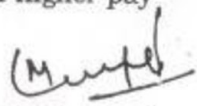
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The instructions for grant of NFU as per 6<sup>th</sup> CPC for officers of Organized Group 'A' services have been issued in DOPT OM dated 24.04.2009. The terms & conditions for grant of NFU as laid down in Clause-7 of the Annexure to the above said O.M., prescribe that pay fixation on grant of NFU under these orders will be done as per the provisions of CCS (RP) Rules, 2008 i.e. officers will be granted one increment at the rate of 3% of basic pay and the difference of grade pay will be added to their basic pay. As for the officers posted under the Central Staffing Scheme, they will be granted one increment on account of NFU, but their grade pay will remain unchanged as they are holding a tenure post with a specific grade pay under Central Staffing Scheme.

2. The provisions of FR 22-(I)(a)(1) have been extended to promotions after 01.01.2006 vide Department of Expenditure O.M. F.No. 1/1/2008-IC dated 13<sup>th</sup> September, 2008 (Clarification No.2). References have been received in this Department seeking clarification on whether the officers on grant of NFU will also be entitled to exercise "option" to get their pay fixed from the date of grant of NFU or from the date of the next increment.

3. The issue has been considered in consultation with the Department of Expenditure. It is clarified that the officers may be permitted the option for pay fixation as in the case of promotion with the condition that no re-fixation of pay would be allowed at the time of promotion. As per the terms and conditions for grant of NFU all the prescribed eligibility criteria and promotional norms including 'benchmark' for up-gradation to a particular grade pay would have to be met at the time of screening for grant of higher pay scale.

4. Hindi version will follow.

  
(Mukta Goel)  
Director (E-I)  
Tel. 2309 2479

**To**

1. All Ministries/Departments of Government of India.
2. The President's Secretariat, New Delhi.
3. The Vice-President's Secretariat, New Delhi
4. The Prime Minister's Office, New Delhi.
5. The Cabinet Secretariat, New Delhi.
6. The Comptroller and Auditor General of India, New Delhi.
7. The Union Public Service Commission, New Delhi

**Copy to :-**

1. The Rajya Sabha Secretariat, New Delhi.
2. The Lok Sabha Secretariat, New Delhi.
3. All Attached Offices under the Ministry of Personnel, Public Grievances and Pensions.
4. Establishment Officer and Secretary, ACC (10 copies).
5. All Officers and Sections in the Department of Personnel & Training.
6. Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi
7. All Staff Members of National Council (JCM)
8. All Staff Members of the Departmental Council (JCM), Ministry of Personnel, PG and Pensions
9. Establishment (RR Division) (10 copies)
10. NIC, North Block for posting on the website.



(Mukta Goel)  
Director (E-1)