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No. 20015/01/2022-AIS-II
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

New Delhi, dated the ¹⁵ 24 May, 2022

To

The Chief Secretaries of
All States/ Union Territories.

Subject: Pay fixation / placement of SCS/Non-SCS officers inducted to IAS consequent upon the implementation of 7th CPC recommendations-reg.

Sir,

I am directed to state that this Department has been receiving references from several State Governments / cadres seeking clarification regarding methodology for fixing the pay of those members of service, who have been inducted to IAS from SCS / Non-SCS with seniority of 9 years or more in IAS and have not completed their MCTP-III.

2. In this regard, the provisions regarding MCTP-III in IAS (Pay) Rules, 2016 are as under:

"Provided that a member of the service shall be appointed to the Junior Administrative Grade only after he has completed phase III mandatory Mid Career Training Programme with effect from the date on which he would have been eligible for appointment in the Junior Administrative Grade if not for completion of the mandatory Mid Career Training Programme."

The above provisions stipulate for completion of MCTP-III for **promotion of IAS officers from Senior Time Scale (STS) to Junior Administrative Grades (JAG)**. However, there may be situations where IAS officers appointed / selected from SCS / Non-SCS with a seniority of 9 years or more as per provisions of IAS (Regulation of Seniority) Rules, 1987, ARE REQUIRED TO BE placed directly in Junior Administrative Grade of IAS in the light of the instructions issued by this Department vide letter dated 06.03.2019. In such situations, provisions regarding MCTP-III cannot extend to such officers, ipso-facto.

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3. It has also been noticed that though the instructions issued by this Department vide letter dated 06.03.2019 comprehensively covers the matters pertaining to fixation of pay and grant of grade in IAS, on induction to IAS on being appointed / selected from SCS / Non-SCS, doubts have been raised in light of provisions regarding aforementioned MCTP-III as one of the criterion for considering IAS officers for promotion to the JAG. Further, instances have come to the notice of this Department where a few State cadres have not placed such inducted IAS officers in the JAG even after having seniority of 9 years at the time of induction to IAS due to non-completion of MCTP-III.

4. Accordingly, it is clarified that as per the provisions contained in the instructions issued vide letter dated 06.03.2019, the members of service having attained seniority of 9 years or more are eligible to be directly placed in Level-12 (JAG) on their induction to IAS on being appointed / selected from SCS / Non-SCS, in the manner explained in the aforementioned letter. Further, while doing so, the State Government shall ensure that such members of service shall be relieved to attend said MCTP-III in the first instance of nomination for the purpose and it shall be explicitly stipulated in the order itself that such members of service will have to mandatorily complete their training on being nominated for the same, failing which their promotion to next higher grade will be affected.

5. This issues with the approval of the competent authority.

Yours faithfully,

Kuldeep
24/05/2022

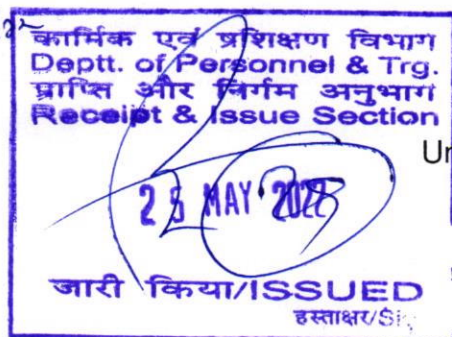
(Kuldeep Chaudhary)

Under Secretary to Government of India

Tel. 23094714

Copy to: Joint Secretary, UT Division, Ministry of Home Affairs, North Block, New Delhi.

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25/5/22



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