



भारत सरकार/ GOVERNMENT OF INDIA

केन्द्रीय उत्पाद एवं सीमाशुल्क आयुक्त का कार्यालय

OFFICE OF THE COMMISSIONER OF CENTRAL EXCISE & CUSTOMS

कोचिन आयुक्तालय COCHIN COMMISSIONERATE

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## **MACPS MINUTES**

### **MINUTES OF THE MEETING OF THE SCREENING COMMITTEE HELD ON 09/01/2012 FOR GRANT OF 1<sup>ST</sup> /2<sup>ND</sup> /3<sup>RD</sup> FINANCIAL UPGRADATION UNDER MODIFIED ASSURED CAREER PROGRESSION SCHEME TO THE VARIOUS GRADE PAYS**

Present:-

1. **Dr. K.N. RAGHAVAN,** (In Chair)  
ADDITIONAL COMMISSIONER (P&V)  
CENTRAL EXCISE, COCHIN.
2. **SHRI. M.K. GOPINATHAN,** Member  
DEPUTY COMMISSIONER OF  
CENTRAL EXCISE, COCHIN.
3. **SMT. SRIMATHI S.,** Member  
ASSISTANT COMMISSIONER OF  
CENTRAL EXCISE, COCHIN.

The Committee was informed that the grant of benefits under MACP scheme is governed by DoP&T's O M No.35034/3/2008-Estt.(D) dated 19.5.2009. Ministry in letter F.No.A-26017/76/2009-AD.II A dated 17.06.2009 has specified that this scheme would be operated with effect from 01.09.2008, regarding grant of three financial upgradation on completion of 10, 20 and 30 years of regular service respectively for its Group 'B', 'C' and 'D' employees.

#### **2) The salient features of the MACP Scheme are :**

- i. The Scheme is operational w.e.f. 01.09.2008.
- ii. There shall be three financial upgradations under the MACP Scheme, counted from the direct entry grade on completion of 10, 20 and 30 years of service respectively. Financial upgradation under the scheme will be admissible whenever a person has spent 10 years service continuously in the same grade pay.
- iii. The MACP Scheme envisages merely placement in the immediate next higher grade pay in the hierarchy of the recommended revised pay bands and grade pay as given in Section I, Part-A of the first schedule of the CCS (Revised Pay) Rules, 2008.
- iv. The financial upgradation under MACP Scheme would be admissible upto the highest grade pay of Rs. 12,000 in the PB-4.
- v. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme.
- vi. Promotions earned in the post carrying same grade pay in the promotional hierarchy as per Recruitment Rules shall be counted for the purpose of MACPS.

- vii.** The grade pay of Rs. 5400 in PB-2 and Rs. 5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of upgradation under MACP Scheme.
- viii. 'Regular service' for the purpose of MACP Scheme shall commence from the date of joining of a post in direct entry grade on a regular basis either on direct recruitment basis or on absorption / re-employment basis.
- ix.** In case an employee is declared surplus in his/her organisation and appointed in the same pay-scale or lower scale of pay in the new organization, the regular service rendered by him/her in the previous organisation shall be counted towards the regular service in his/her new organisation for the purpose of giving financial upgradation under the MACPS.
- x.** In the matter of disciplinary/ penalty proceedings, grant of benefit under the MACPS shall be subject to rules governing normal promotion. Such cases shall, therefore, be regulated under the provisions of the CCS (CCA) Rules, 1965 and instructions issued thereunder.
- xi.** Financial upgradation under the MACPS shall be purely personal to the employee and shall have no relevance to his seniority position. There shall be no change in the designation, classification or higher status.
- xii.** If a regular promotion has been offered but was refused by the employee before becoming entitled to a financial upgradation, no financial upgradation shall be allowed as such an employee has not been stagnated due to lack of opportunities.
- xiii.** Promotions earned/upgradations granted under the ACP Scheme in the past to those grades which now carry the same grade pay due to merger of pay scales/upgradations of posts recommended by the Sixth Pay Commission shall be ignored for the purpose of granting upgradations under Modified ACP Scheme.
- xiv. The financial upgradation would be non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-1. Thereafter for upgradation under the MACPs the benchmark of 'Good' would be applicable till the grade pay of Rs. 6600/- in PB-3.

**3)** The Committee has also carefully considered the clarifications/instructions issued from time to time, by the DoP&T and CBEC to determine the eligibility or otherwise for grant of MACP in respect of the officers whose name has been recommended for grant of MACP.

- i. **DOP&T's clarification in O.M. No.35034/3/2008- Estt.(D) dated 09.09.2010.**
- ii. **DOP&T's clarification in O.M. No.35034/3/2008- Estt.(D) dated 16.11.2009.**
- iii. **DOP&T's clarification in O.M. No.5034/3/2008-Estt (D) (Vol.II) dated 1/11/10.**
- iv. **Board's clarification in F.No. A-26017/76/2009-Ad.II A dated 29/09/2009.**
- v. **Board's clarification in F.No. A-26017/47/2010-Ad.II A dated 11/06/2010.**
- v. **Board's clarification in F.No. A-23011/29/2010-Ad.II A dated 20/05/2011.**

**4)** The Committee went through the details mentioned in the respective proforma of the individuals as furnished by the DDO in charge of Divisions and Headquarters Offices of the four Commissionerates in Kerala Zone, CCR dossiers, Vigilance clearance from Headquarters Office, Cochin and other required information from the Establishment Section of Headquarters Office, Cochin and recorded its findings against their names in the consideration lists.

**5)** The Committee has noticed that in certain cases the proforma recommending MACP to individual officers are not complete in all respects. The Committee decided to

recommend the fact that in future cases the DDO's and Dealing Assistants of the Divisions and Headquarters Office of various Commissionerates should strictly follow the instructions issued in this regard and in token of verification of the details of an officer's service records, both the DDO's and Dealing Assistants should append their dated signatures and their names in the proforma. The details in the proforma should specifically indicate the eligibility or otherwise for grant of MACP to the concerned officer. However with specific reference to this Minutes and with a view to ensure that there are no mistakes or errors before issue of separate MACP orders for the eligible Officers, the concerned DDO's of the various Commissionerates and Divisions will cause necessary verification and immediately report any errors or mistakes to the Commissioner of Central Excise & Customs, Cochin. The committee decided to put up the minutes after approval by the Commissioner of Central Excise & Customs, Cochin on the website of the Central Excise Commissionerate, Cochin.

6) The Committee noted that the following officers are not eligible to be considered for grant of financial upgradation under MACP Scheme on completion of 10 / 20 / 30 years of service for the remarks mentioned against each :

Sl. No	Name S/Shri./Smt.	Date of Birth	Remarks
1.	P.R. Prasad, Havaldar	18/11/1959	The officer had refused first regular promotion as Havaldar, which was offered to him on 28/11/02. In terms of para 25 of Annexure to DOP&T's O.M.35034/3/2008-Estt.(D) dated 19/5/09, if a regular promotion has been offered but was refused by the Government employee before becoming entitled to a financial upgradation, no financial upgradation shall be allowed and as such an employee has not been stagnated due to lack of opportunities. Since the officer had refused the first regular promotion before 1/9/2008 (i.e., the date of effect of the MACPS), he is not eligible to be considered for grant of 1 <sup>st</sup> financial upgradation under MACP Scheme.
2.	M.C. Vijil Kumar, Steno Gr.III	10/08/1966	Since the RR for Stenographer Gr.III provide for filling up of vacancies of Stenographers Grade III by direct recruitment, induction of Sepoy to the aforesaid grade through limited departmental Competition Examination is to be treated as DR for the purpose of MACP. Hence, the service rendered in the post of Sepoy, which was in a lower scale cannot be counted. The officer has not completed 10 years regular service in the grade of Stenographer Gr.III for considering 1 <sup>st</sup> MACP.
3.	Philip Mathew, Steno Gr.III	30/05/1963	Since the RR for Stenographer Gr.III provide for filling up of vacancies of Stenographers Grade III by direct recruitment, induction of Sepoy to the aforesaid grade through limited departmental Competition Examination is to be treated as DR for the purpose of MACP. Hence, the service rendered in the post of Sepoy, which was in a lower scale cannot be counted. The officer has not completed 10 years regular service in the grade of Stenographer Gr.III for considering 1 <sup>st</sup> MACP.
4.	K.A. Nixon, Tax Assistant	11/11/1969	'Regular service' for the purpose of MACP Scheme shall commence from the date of joining of a post in direct entry grade on a regular basis either on direct recruitment basis or on absorption / re-employment basis. The officer is appointed as Tax Assistant on DR basis. Hence, the service rendered in the earlier post, which was in a lower scale cannot be counted. The officer has not completed 10 years regular service in the cadre of Tax Assistant for considering 1 <sup>st</sup> MACP. (para 9 of Annexure to MACP Scheme read with Clarification No. 5 of DOP&T O.M. No.35034/3/2008-Estt.(D) dated 09.09.2010)
5.	M. Vijayan, Superintendent	07/01/1954	Shri M. Vijayan had joined the department as Steno on 18.4.1974, the corresponding Grade Pay as per the VIth CPC in the Pay Band was Rs, 2400, PB-1. He got regular promotion as Inspector on 25.10.1980 with corresponding GP 4600 PB 2, subsequently he got regular promotion as Superintendent on 29.8.1997 with corresponding GP Rs 4800 PB- 2, The officer was given the grade pay of Rs. 5400 in PB-2 on non functional basis after completion of 4 years of regular service in the cadre of Superintendent w.e.f. 1.1.2006, which is counted for the purpose of granting financial upgradation under MACPS.

			Hence, he is not eligible for any further financial upgradation. (Para 8.1 of MACP Scheme in DOP&T's O.M. No. 35034/3/2008-Estt.(D) dated 19/5/09 read with Board's clarification in Sl.No.6 of letter F.No.A-26017/76/2009-Ad.II A dated 29/9/2009)
6.	M.C. Rajendra Babu, Superintendent	22/02/1958	<p>The officer has joined the department as Direct Recruit Inspector on 12/03/1985. He was granted 1<sup>st</sup> ACP to the pay scale of Superintendent on completion of 12 years service on 09/08/1999. He was promoted as Superintendent on 23/09/2002. He would have been eligible for 2<sup>nd</sup> ACP on completion of 24 years if this scheme was in place as on 12/03/2009. Since, the ACP Scheme was replaced by the MACP Scheme w.e.f. 1.9.2008, the officer's financial upgradation can be dealt with as per para 8.1 of the annexure to the MACPS. The second financial upgradation would be granted after completion of 20 years or whenever a person has spent 10 years continuously in the same grade pay, which ever is later. The officer was given the grade pay of Rs. 5400 in PB-2 on non functional basis after completion of 4 years of regular service in the cadre of Superintendent w.e.f. 23.9.2006, which is counted for the purpose of granting financial upgradation under MACPS. As per the instructions and clarifications in the matter, the eligibility for second MACP to the officer is restricted to GP Rs 5400 in PB-2 in terms of para 8.1 of the DOPT OM which is reproduced below:-</p> <p><b>“8.1 Consequent upon the implementation of Sixth CPC's recommendations, grade pay of Rs. 5400 is now in two pay bands viz., PB-2 and PB-3. The grade pay of Rs. 5400 in PB-2 and Rs.5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of upgradations under MACP Scheme.”</b></p> <p>(Para 8.1 of MACP Scheme in DOP&amp;T's O.M. No. 35034/3/2008-Estt.(D) dated 19/5/09 read with Board's clarification in Sl.No.6 of letter F.No.A-26017/76/2009-Ad.II A dated 29/9/2009 &amp; CBEC's letter F.No.A-23011/29/2010-Ad.IIA dated 20/05/2011)</p>
7.	P.N. Sreekumar, Superintendent	14/05/1959	<p>(1) The officer has joined the department as Direct Recruit Inspector on 15/03/1985. He was granted 1<sup>st</sup> ACP to the pay scale of Superintendent on completion of 12 years of service on 09/08/1999. He was promoted as Superintendent on 23/09/2002. He would have been eligible for 2<sup>nd</sup> ACP on completion of 24 years if this scheme was in place as on 15/03/2009. Since, the ACP Scheme was replaced by the MACP Scheme w.e.f. 1.9.2008, the officer's eligibility for financial upgradation can be considered as per the provisions of MACP Scheme only.</p> <p>(2) The officer has represented vide letter dated 6.12.2011 the fact that he is eligible to be considered for PB-3 scale of pay in terms of the clarification issued by CBEC in letter F.No.A-23011/29/2010-Ad.IIA dated 20/05/2011, particularly with reference to para 5 of the said letter. This clarification has no relevance to the officer's case as he was not eligible for grant of 2<sup>nd</sup> ACP between the period 1.1.2006 to 31.8.2008. This clarification is applicable to the officer's senior to him and who are eligible for 2<sup>nd</sup> ACP between 1.1.2006 to 31.8.2008 for whom the NFS scale in PB-2 with GP Rs. 5400 would have no effect. In such cases, the Board has clarified that the financial upgradation in the promotion hierarchy under the ACP Scheme on or before 31.8.2008 should be placed in PB-3 i.e., 15600 – 39100 with GP 5400. In the light of these facts, Shri. P.N. Sreekumar, Superintendent will be eligible for 3<sup>rd</sup> MACP in PB-3 with GP 5400 on completion of 30 years only.</p>
8.	William Varghese, Superintendent	30/05/1952	The very objective of the ACP scheme (effective from 9.8.1999 to 31.8.2008) and the present MACP Scheme (effective from 1.9.2008) is to address the stagnation in certain cadres by way of granting financial upgradation. The ACP Scheme envisages two upgradation <b>in promotional hierarchy</b> on completion of 12 and 24 years service, whereas the MACP scheme proposes to grant financial upgradation on completion of 10 / 20/ 30 years of continuous regular service. In the case of Shri. William Varghese, Superintendent, it is seen that the officer has joined

			<p>the department as Direct Recruit UDC on 21/08/1978. Before completion of 30 years of service, he was promoted as Inspector on 27/06/1984. Thereafter, he was granted 2<sup>nd</sup> ACP to the pay scale of Superintendent on completion of 24 years of service on 21/08/2002. He was promoted as Superintendent on 09/12/2003. On completion of 4 years of service as Superintendent, he was granted NFS scale in PB-2 with GP Rs. 5400 on 01/08/2008. Considering the instructions and clarifications on the subject, the officer is not eligible to be considered for 3<sup>rd</sup> MACP. (Para 8.1 of MACP Scheme in DOP&amp;T's O.M. No. 35034/3/2008-Estt.(D) dated 19/5/09 read with Board's clarification in Sl.No.6 of letter F.No.A-26017/76/2009-Ad.II A dated 29/9/2009)</p>
9.	K.P. Vijayakumar, Superintendent	09/05/1959	<p>The officer has joined the department as Direct Recruit Inspector on 13/03/1985. He was granted 1<sup>st</sup> ACP to the pay scale of Superintendent on completion of 12 years service on 09/08/1999. He was promoted as Superintendent on 23/09/2002. He would have been eligible for 2<sup>nd</sup> ACP on completion of 24 years if this scheme was in place as on 13/03/2009. Since, the ACP Scheme was replaced by the MACP Scheme w.e.f. 1.9.2008, the officer's financial upgradation can be dealt with as per para 8.1 of the annexure to the MACPS. The second financial upgradation would be granted after completion of 20 years or whenever a person has spent 10 years continuously in the same grade pay, which ever is later. The officer was given the grade pay of Rs. 5400 in PB-2 on non functional basis after completion of 4 years of regular service in the cadre of Superintendent w.e.f. 21/04/2008 which is counted for the purpose of granting financial upgradation under MACPS. As per the instructions and clarifications in the matter, the eligibility for second MACP to the officer is restricted to GP Rs 5400 in PB 2 in terms of para 8.1 of the DOPT OM which is reproduced below:- <b>"8.1 Consequent upon the implementation of Sixth CPC's recommendations, grade pay of Rs. 5400 is now in two pay bands viz., PB-2 and PB-3. The grade pay of Rs. 5400 in PB-2 and Rs.5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of upgradations under MACP Scheme."</b> (Para 8.1 of MACP Scheme in DOP&amp;T's O.M. No. 35034/3/2008-Estt.(D) dated 19/5/09 read with Board's clarification in Sl.No.6 of letter F.No.A-26017/76/2009-Ad.II A dated 29/9/2009 &amp; CBEC's letter F.No.A-23011/29/2010-Ad.IIA dated 20/05/2011)</p>
10.	Suresh Babu C., Superintendent	13/05/1961	<p>The very objective of the ACP scheme (effective from 9.8.1999 to 31.8.2008) and the present MACP Scheme (effective from 1.9.2008) is to address the stagnation in certain cadres by way of granting financial upgradation. The ACP Scheme envisages two upgradation <b>in promotional hierarchy</b> on completion of 12 and 24 years service, whereas the MACP scheme proposes to grant financial upgradation on completion of 10 / 20/ 30 years of continuous regular service. In Shri. Suresh Babu C., Superintendent's case it is seen that he has joined the department as DR Inspector on 1/1/1992. Before completion of 20 years of service, he was granted 1<sup>st</sup> ACP on 1/1/2004 after completion of 12 years. Thereafter, he was promoted as Superintendent on 15/10/2007; on completion of 4 years of service as Superintendent, he was granted NFS scale in PB-2 with GP Rs. 5400 on 15/10/2011. Considering the instructions and clarifications on the subject, the officer's eligibility for 3<sup>rd</sup> MACP on completion of 30 years of service can be considered at the relevant time only.</p>
11.	P.C. Ajitkumar, Superintendent	23/03/1961	<p>The officer has joined the department as Direct Recruit Inspector on 28/02/1985. He was granted 1<sup>st</sup> ACP to the pay scale of Superintendent on completion of 12 years service on 09/08/1999. He was promoted as Superintendent on 19/06/2003. He would have been eligible for 2<sup>nd</sup> ACP on completion of 24 years if this scheme was in place as on 28/02/2009. Since, the ACP Scheme was replaced by the MACP Scheme w.e.f. 1.9.2008, the officer's financial upgradation can be dealt with as per para 8.1 of the annexure to the MACPS. The second financial upgradation would be granted</p>

			<p>after completion of 20 years or whenever a person has spent 10 years continuously in the same grade pay, whichever is later. The officer was given the grade pay of Rs. 5400 in PB-2 on non functional basis after completion of 4 years of regular service in the cadre of Superintendent w.e.f. 19.6.2007, which is counted for the purpose of granting financial upgradation under MACPS. As per the instructions and clarifications in the matter, the eligibility for second MACP to the officer is restricted to GP Rs 5400 in PB-2 in terms of para 8.1 of the DOPT OM which is reproduced below:-</p> <p><b>“8.1 Consequent upon the implementation of Sixth CPC's recommendations, grade pay of Rs. 5400 is now in two pay bands viz., PB-2 and PB-3. The grade pay of Rs. 5400 in PB-2 and Rs.5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of upgradations under MACP Scheme.”</b></p> <p>(Para 8.1 of MACP Scheme in DOP&amp;T's O.M. No. 35034/3/2008-Estt.(D) dated 19/5/09 read with Board's clarification in Sl.No.6 of letter F.No.A-26017/76/2009-Ad.II A dated 29/9/2009 &amp; CBEC's letter F.No.A-23011/29/2010-Ad.IIA dated 20/05/2011)</p>
12.	Prasanna Kumari, Superintendent	13/05/1961	Since the officer has got three regular promotions, she is not entitled for financial upgradation under MACPS.

7) The Committee was informed that S/Shri. P.B. Jayendran & P.K. Abdul Kareem were appointed as Sepoy on absorption basis from the cadre of Safaiwala. The pay scales of Safaiwala & Sepoy have been merged with the entry grade in the pay band PB-1 due to up-gradation of pay scale of Group 'D' employees and their placement as a Group 'C' employee in the grade pay of Rs. 1800 in PB-1. As such the past continuous regular service rendered by them in the post of Safaiwala which now carry the same grade pay due to merger of pay scale/up-gradations of posts recommended by the Sixth CPC shall also be counted towards qualifying regular service for the purpose of MACPS in terms of para 9 of Annexure to MACPS.

8) The Committee has noticed that in respect of certain officers, they have been granted two financial upgradations together. The Committee was informed that this was on account of the proposal for both financial upgradations being sent together from the concerned formations. The Committee has also recommended that the field formations should take up the cases as soon as an officer is eligible for financial upgradation and to avoid bunching to the extent possible. In the case of Sl. No. 30, Shri. P. Unnimoyin, the Committee has noticed that the officer has completed 30 years of service. The Committee also noted that previous financial upgradation given to him under the ACP Scheme was neutralised in terms of the guidelines laid down in para 5 of the annexure to DOP&T OM No.35034/3/2008-Estt.(D) dated 19.5.2009.

9) The Committee accordingly considered the cases of eligible officers for grant of 1<sup>st</sup> / 2<sup>nd</sup> / 3<sup>rd</sup> financial upgradation under MACP Scheme to the various grade pays. Separate consideration lists have been prepared for granting grade pays within the PB-1 and for the grade pays between Rs. 4200 in PB-2 & Rs. 6600/- in PB-3.

10) Based on its findings, the Committee recommended the following officers for granting 1<sup>st</sup> / 2<sup>nd</sup> / 3<sup>rd</sup> financial upgradation under MACP Scheme to the various grade pays with effect from the dates mentioned against each :

Sl. No.	Name & designation <u>S/Shri./Smt.</u>	Date of birth	1 <sup>st</sup> / 2 <sup>nd</sup> / 3 <sup>rd</sup> MACP	Date from which financial upgradation is granted	Recommended grade pay & pay band
1.	Sabu Philip, Superintendent	31/05/1967	2 <sup>nd</sup>	13/01/2012	GP-Rs. 5400 in PB-2
2.	Ramesh B. Panikar, Superintendent	30/05/1966	2 <sup>nd</sup>	10/01/2012	GP-Rs. 5400 in PB-2
3.	Dolton F. Forte,	19/05/1969	2 <sup>nd</sup>	07/01/2012	GP-Rs. 5400 in PB-2

	Superintendent				
4.	Santhosh Kumar K.G., Superintendent	31/05/1968	2 <sup>nd</sup>	06/01/2012	GP-Rs. 5400 in PB-2
5.	Mathew John, Inspector	29/05/1969	2 <sup>nd</sup>	17/02/2012	GP-Rs. 5400 in PB-2
6.	Belinda Rebello, Inspector	05/06/1969	2 <sup>nd</sup>	30/03/2012	GP-Rs. 5400 in PB-2
7.	Dayanandan K. Menon, Inspector	29/07/1962	2 <sup>nd</sup>	31/03/2012	GP-Rs. 5400 in PB-2
8.	Minal Babu, Inspector	03/11/1968	2 <sup>nd</sup>	23/03/2012	GP-Rs. 5400 in PB-2
9.	E. Sreedhar, Superintendent	14/04/1966	2 <sup>nd</sup>	18/02/2012	GP-Rs. 5400 in PB-2
10.	Manoj K.P., Inspector	29/05/1967	2 <sup>nd</sup>	31/01/2012	GP-Rs. 5400 in PB-2
11.	Santha Kumar V. Nair, Inspector	11/10/1956	2 <sup>nd</sup>	18/03/2012	GP-Rs. 5400 in PB-2
12.	A.M. Jose, Inspector	10/08/1957	2 <sup>nd</sup>	07/02/2012	GP-Rs. 5400 in PB-2
13.	C.A. Thomas, Superintendent	26/05/1966	2 <sup>nd</sup>	07/02/2012	GP-Rs. 5400 in PB-2
14.	Cherian Koya, AC (then Superintendent)	05/06/1952	3 <sup>rd</sup>	01/09/2008	GP-Rs. 6600 in PB-3
15.	K.K. Sinha, Inspector	21/08/1952	3 <sup>rd</sup>	01/09/2008	GP-Rs. 6600 in PB-3
16.	Moly Varghese, AO (Ad hoc)	05/10/1956	3 <sup>rd</sup>	30/04/2009	GP-Rs. 4600 in PB-2
17.	K.S. Madhu, Superintendent	09/07/1967	2 <sup>nd</sup>	03/01/2011	GP-Rs. 5400 in PB-2
18.	M.P. Balakrishnan, Radio Operator	01/11/1956	2 <sup>nd</sup>	08/10/2010	GP-Rs. 4600 in PB-2
19.	M.K. Premarajan, Radio Operator	05/04/1952	2 <sup>nd</sup>	29/09/2010	GP-Rs. 4600 in PB-2
20.	R. Thankachan, Supervisor (Commn.)	12/08/1966	2 <sup>nd</sup>	12/10/2010	GP-Rs. 4600 in PB-2
21.	Anil Kumar D.L., Supervisor (Commn.)	20/05/1963	2 <sup>nd</sup>	04/02/2011	GP-Rs. 4600 in PB-2
22.	B. Radhakrishnan, Superintendent	05/07/1967	2 <sup>nd</sup>	01/01/2011	GP-Rs. 5400 in PB-2
23.	M.D. Kannan, Superintendent	05/04/1968	2 <sup>nd</sup>	10/04/2011	GP-Rs. 5400 in PB-2
24.	Rafeeque Hassan M., Superintendent	31/05/1967	2 <sup>nd</sup>	17/04/2011	GP-Rs. 5400 in PB-2
25.	Joseph Mathew, Superintendent	17/05/1965	2 <sup>nd</sup>	23/04/2011	GP-Rs. 5400 in PB-2
26.	Thankachan V. Joseph, Superintendent	12/11/1955	3 <sup>rd</sup>	02/11/2011	GP-Rs. 6600 in PB-3
27.	Sukumaran K., Inspector	23/05/1967	2 <sup>nd</sup>	29/05/2011	GP-Rs. 4800 in PB-2
28.	Sreekantan Nair B., Radio Operator	20/11/1953	2 <sup>nd</sup>	13/11/2011	GP-Rs. 4600 in PB-2
29.	V. Kumaraswamy, Supervisor (Commn.)	14/02/1965	2 <sup>nd</sup>	30/04/2011	GP-Rs. 4600 in PB-2
30.	P. Unnimoyin, Technical Assistant	02/01/1955	2 <sup>nd</sup> & 3 <sup>rd</sup>	01/09/2008 & 24/06/2011	GP-Rs. 4800 in PB-2 & GP-Rs. 5400 in PB-2
31.	M.K. Yasoda, AO (Ad-hoc)	15/08/1964	2 <sup>nd</sup>	11/07/2010	GP-Rs. 4600 in PB-2
32.	Binoy Kuriakose, Superintendent	28/07/1963	2 <sup>nd</sup>	19/12/2011	GP-Rs. 5400 in PB-2
33.	Vijayaraghavan K.N., Superintendent	30/11/1954	3 <sup>rd</sup>	19/06/2011	GP-Rs. 5400 in PB-2

34.	A.F. Motha, Inspector	16/05/1955	2 <sup>nd</sup>	01/09/2008	GP-Rs. 5400 in PB-2
35.	K.K. Andrews, Superintendent	15/05/1957	2 <sup>nd</sup>	20/01/2012	GP-Rs. 5400 in PB-2
36.	C.P. Arumukhan, Driver(OG)	01/07/1952	1 <sup>st</sup>	01/09/2008	GP-Rs. 2000 in PB-1
37.	N.V. Gopinathan, Driver Gr.II	04/07/1954	1 <sup>st</sup>	01/09/2008	GP-Rs. 2000 in PB-1
38.	K.K. Vijayan, Head Havaladar (Retd.)	12/08/1951	2 <sup>nd</sup> & 3 <sup>rd</sup>	01/09/2008 & 01/09/2008	GP-Rs. 2000 in PB-1 & GP-Rs. 2400 in PB-1
39.	P.B. Jayendran, Havaladar	17/05/1952	1 <sup>st</sup> & 2 <sup>nd</sup>	01/09/2008 & 01/09/2008	GP-Rs. 1900 in PB-1 & GP-Rs. 2000 in PB-1
40.	K. Ramachandran Nair, Havaladar (Retd.)	27/04/1949	2 <sup>nd</sup> & 3 <sup>rd</sup>	01/09/2008 & 01/09/2008	GP-Rs. 2000 in PB-1 & GP-Rs. 2400 in PB-1
41.	Sasidharan Nair B., Havaladar (Retd.)	01/10/1948	2 <sup>nd</sup> & 3 <sup>rd</sup>	01/09/2008 & 01/09/2008	GP-Rs. 2000 in PB-1 & GP-Rs. 2400 in PB-1
42.	K. Baburajan, Sepoy	22/05/1970	1 <sup>st</sup>	01/09/2008	GP-Rs. 1900 in PB-1
43.	Sajan V.P., Sepoy	15/02/1965	1 <sup>st</sup>	01/09/2008	GP-Rs. 1900 in PB-1
44.	Premanandan M.K., Sepoy	18/04/1952	1 <sup>st</sup>	01/09/2008	GP-Rs. 1900 in PB-1
45.	K. Chandramathy, Sepoy	02/06/1952	1 <sup>st</sup>	01/09/2008	GP-Rs. 1900 in PB-1
46.	M. Chellappan, Sepoy (expired on 31.12.2008)	15/05/1963	1 <sup>st</sup>	01/09/2008	GP-Rs. 1900 in PB-1
47.	P.V. Prabhakaran, Sepoy	14/09/1952	1 <sup>st</sup>	01/09/2008	GP-Rs. 1900 in PB-1
48.	K.K. Sreedharan, Tea Maker	14/05/1959	2 <sup>nd</sup>	01/09/2008	GP-Rs. 2000 in PB-1
49.	N. Bhaskaran, Head Havaladar (Retd.)	01/03/1950	2 <sup>nd</sup>	01/09/2008	GP-Rs. 2000 in PB-1
50.	A. Raveendran, Havaladar	02/04/1957	1 <sup>st</sup> & 2 <sup>nd</sup>	01/09/2008 & 21/02/2011	GP-Rs. 1900 in PB-1 & GP-Rs. 2000 in PB-1
51.	Sumavathy K., Havaladar	02/03/1960	2 <sup>nd</sup>	29/04/2011	GP-Rs. 2000 in PB-1
52.	A. Austin Antony, Head Havaladar	02/06/1955	2 <sup>nd</sup> & 3 <sup>rd</sup>	01/09/2008 & 28/03/2012	GP-Rs. 2000 in PB-1 & GP-Rs. 2400 in PB-1
53.	Raghunathan Pillai B., Sepoy	16/05/1963	1 <sup>st</sup> & 2 <sup>nd</sup>	01/09/2008 & 17/04/2011	GP-Rs. 1900 in PB-1 & GP-Rs. 2000 in PB-1
54.	C.S. Sainudheen, Havaladar	30/09/1965	2 <sup>nd</sup>	20/02/2011	GP-Rs. 2000 in PB-1
55.	Shijan Thomas, Driver(OG)	12/05/1967	1 <sup>st</sup>	27/11/2010	GP-Rs. 2000 in PB-1
56.	M.K. Vincent, LDC	05/10/1957	2 <sup>nd</sup>	19/01/2012	GP-Rs. 2000 in PB-1
57.	Sasidharan V., Havaladar	22/11/1954	3 <sup>rd</sup>	31/03/2012	GP-Rs. 2400 in PB-1
58.	Chithambaran P.N., Head Havaladar	27/05/1952	3 <sup>rd</sup>	08/12/2011	GP-Rs. 2400 in PB-1
59.	V.G. Sajan, Sepoy	10/10/1969	2 <sup>nd</sup>	15/02/2012	GP-Rs. 2000 in PB-1
60.	Andrew Paul M.G., Sepoy	15/01/1964	2 <sup>nd</sup>	30/01/2012	GP-Rs. 2000 in PB-1
61.	N.S. Vijayakumar, Sepoy	10/06/1960	2 <sup>nd</sup>	17/02/2012	GP-Rs. 2000 in PB-1

62.	P.J. Johnson, Sepoy	24/05/1966	2 <sup>nd</sup>	06/06/2011	GP-Rs. 2000 in PB-1
63.	Sasikumar K., Sepoy	27/05/1952	2 <sup>nd</sup>	18/04/2011	GP-Rs. 2000 in PB-1
64.	K.A. Barbara, Sepoy	16/05/1958	2 <sup>nd</sup>	18/06/2011	GP-Rs. 2000 in PB-1
65.	K.M. Baiju, Sepoy	10/04/1965	2 <sup>nd</sup>	19/04/2011	GP-Rs. 2000 in PB-1
66.	K. P. Radhika, Sepoy	20/04/1965	2 <sup>nd</sup>	25/04/2011	GP-Rs. 2000 in PB-1
67.	P.K. Abdul Kareem, Sepoy	10/01/1966	2 <sup>nd</sup>	01/10/2011	GP-Rs. 2000 in PB-1
68.	K. Seethala, Sepoy	10/05/1954	2 <sup>nd</sup>	17/02/2012	GP-Rs. 2000 in PB-1
69.	M.M. Lakshmi, Safaiwala	14/02/1955	1 <sup>st</sup>	16/11/2011	GP-Rs. 1900 in PB-1
70.	T.S. Joshi, Fitter	28/11/1952	2 <sup>nd</sup>	10/06/2011	GP-Rs. 2400 in PB-1
71.	C.P. Santhakumari, Havaldar	30/01/1965	2 <sup>nd</sup>	25/02/2011	GP-Rs. 2000 in PB-1

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