

No. 60/16/2009/A-IV(Pt.2)
भारत सरकार/Government of India
आवासन और शहरी कार्य मंत्रालय/Ministry of Housing and Urban Affairs
मुद्रण निदेशालय /Directorate of Printing

प्रेस बिल्डिंग, मिन्टो रोड, नई दिल्ली
दिनांक: 22^{रा} सितंबर, 2025

कार्यालय ज्ञापन /OFFICE MEMORANDUM

Sub : Splitting of Highly Skilled Workers in the ratio of 50:50 and re-designated as Highly Skilled Workers Grade-II (Grade Pay of Rs.2400/-) and Highly Skilled Workers Grade-I (Grade Pay of Rs.2800/-) - Reg.

The undersigned is directed to refer to the Gazette Notification dated 28.07.2009 issued by the Department of Expenditure, Ministry of Finance, whereby the cadre of Highly Skilled Workers was splitted equally in the ratio of 50:50 and re-designated as Highly Skilled Workers Grade-II (Grade Pay of Rs.2400/-) and Highly Skilled Workers Grade-I (Grade Pay of Rs.2800/-), under the provisions of the CCS (Revised Pay) Rules, 2008.

2. In pursuance of the above, Directorate of Printing vide its OM dated 20.11.2009, placed 50% of the Highly Skilled posts namely Reader, Mechanic (Printing & Binding), Offset Plate Maker & Offset Machine Assistant (already classified as Highly Skilled Grade-I in the Recruitment Rules-2003), in the Grade Pay of Rs.2800/- as Highly Skilled Grade-I posts. The remaining 50% were placed in the Grade Pay of Rs.2400/-, classified as Highly Skilled Grade-II posts, in accordance with the said Recruitment Rules, 2003.

3. Subsequently, this Directorate vide its OM dated 07.02.2012, stipulated that such a split shall be carried out based on the inter-se-seniority of Highly Skilled Workers, to be maintained on a Press-wise basis by the Manager/Branch Officer of the GIP concerned. Further clarification was issued vide OM dated 17.05.2012, wherein it was stated that all Highly Skilled Workers, irrespective of their classification under the Recruitment Rules of 2003 (Grade-I or Grade-II), who were placed in the Grade Pay of Rs.2400/- as on 01.01.2006, were to be split into the ratio of 50:50.

4. Additionally, vide OM dated 27.06.2017, this Directorate clarified that the splitting was not a one-time exercise. In the event of retirement/superannuation/death of an employee from Highly Skilled Workers Grade-I (HSWG-I), an employee from Highly Skilled Workers Grade-II (HSWG-II) would not be promoted but merely placed in HSWG-I. Further, regarding whether placing a worker from Grade Pay of Rs.2400 to Grade Pay of Rs.2800/- is treated as a grant of MACP or not, DoPT being the nodal department, clarified that such placement would be treated as a grant of MACP.

5. Notwithstanding the above instructions, varied implementation practices have been followed by different Government of India Presses. While some Presses granted pay fixation with an increment upon placement from the Grade Pay of Rs.2400/- to Rs.2800/-, others implemented the placement without grant of any increment. Similarly, some Presses considered this placement as a financial upgradation under MACP, whereas others did not. Such divergent interpretations and practices have also resulted in discrepancies in retirement benefits, leading to litigation also.

6. In view of the above and to ensure uniform implementation of the scheme and associated guidelines, a committee was constituted to examine the matter. Hence, based on the recommendations of the Committee, the matter was taken up with Department of Expenditure, Ministry of Finance & IFD, MoHUA and the following clarifications are hereby issued for uniform implementation of the scheme across the Government of India Presses :-

(i) **Uniform treatment of financial upgradation** : As advised by DoPT and in accordance with this Directorate's OM dated 27.06.2017, upgradation under the 50:50 Scheme is to be treated as a financial upgradation under the Modified Assured Career Progression (MACP) Scheme. Accordingly, pay fixation for employees placed in Highly Skilled Worker Grade-I (HSWG-I) with Grade Pay of Rs. 2800/- may be done in accordance with the provisions of FR 22(1)(a)(i), i.e., with benefit of pay fixation by grant of one increment. This upgradation shall be counted as one of the financial upgradations under the ACP/MACP Scheme.

(ii) **Resolution of cases involving multiple upgradation(s) on the same date** : In the absence of a prescribed timeframe for the implementation of the 50:50 Scheme, certain cases may involve multiple upgradations occurring on the same date—such as movement from the feeder grade to Grade Pay of Rs.2400/-, followed by placement in the Grade Pay of Rs.2800/- (HSWG-I), as per inter-se seniority prepared by each Press and any objections raised in such cases may be addressed appropriately, keeping in view the fact that no specific time limit was stipulated for implementation of the 50:50 Scheme.

(iii) **Continuation of the 50:50 scheme** : The 50:50 Scheme was introduced based on the recommendations of the 6th CPC, whereas the 7th CPC has not made any specific recommendations in this regard. In this matter, the Department of Expenditure, vide its I.D. Note dated 12.08.2025, has clarified that its Notification dated 28.07.2009 remains valid. Therefore, the scheme shall be continued, subject to compliance with the instructions issued by this Directorate and the Department of Expenditure from time to time.

(iv) **Implementation of CAT, Kolkata Bench's Judgment in OA No. 1168/2018 titled as Shri Tapan Kumar Pan & Ors. Vs UOI** : The Hon'ble CAT, Kolkata Bench vide its judgment dated 12.05.2023 has partially allowed the OA and directed that,

".....There shall be no recovery on excess payments pursuant to the O.M. dated 27.06.2017 and those dated 12.12.2017 and 15.12.2017. However, for the purpose of including pay fixation and pension, the same shall be worked out in consonance with the said O.M.s dated 27.06.2017, 12.12.2017 and 15.12.2017".

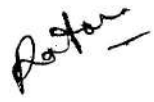
In compliance with the above, Government of India Press, Temple Street, Kolkata, is directed to implement the above judgment in respect of the Petitioners (whether retired or in service), and their pay and pension may be fixed in accordance with the OM's dated 27.06.2017 & 12.12.2017 issued by Directorate of Printing and Office Circular dated 15.12.2017 issued by GIP, Santragachi (merged with GIP, TS, Kolkata). Any withheld retirement benefits may thus be released accordingly. Further, in line with the Hon'ble Tribunal's directions, no recovery shall be made on account of excess payments in such cases. However, the overpayment involved may be assessed on a case-by-case basis and submitted to this Directorate for processing of 'waiver of recovery' as per the Department of Expenditure's OM No. 01(14)/2016-E.II(A)(Part.III) dated 01.04.2024 for necessary approval.

Moreover, in respect of the employees other than the Petitioner(s), overpayments, if any, may be calculated in accordance with the extant orders of this Directorate. Recovery in such cases shall be dealt with in accordance with DoPT OM No. 18/03/2015-Estt.(Pay-I) dated 02.03.2016 and Department of Expenditure OM No. 01(14)/2016-E.II(A)(Part.III) dated 01.04.2024. Proposals for waiver of recovery may be forwarded to this Directorate for further necessary action.

[**Note** : As per Department of Expenditure's OM dated 01.04.2024, Overpayments up to an amount of Rs.2 Lakhs (per individual case) may be considered for waiver by the concerned Ministry/Department with the concurrence of the Integrated Finance Division (IFD). Cases involving overpayments exceeding Rs.2 Lakhs will be referred to the Department of Expenditure through the Finance Division of the Ministry of Housing & Urban Affairs.]

(v) **Revision of Pension Cases** : All cases requiring revision of pension after authorization shall be settled as per Rule 66 of the CCS(Pension) Rules, 2021.

7. This has the approval of the Competent Authority.


(Ravi Kumar)
Dy. Director (A-II)

To

- i. Manager, GIP, Minto Road, New Delhi – 110 002.
- ii. Manager, GIP, Ring Road, New Delhi – 110 006.
- iii. Manager, GIP, Rashtrapati Bhawan, New Delhi – 110 004.
- iv. Manager, GIP, Nashik – 422 006.
- v. Manager, GIP, TS, Kolkata – 700 072.
- vi. P&P section, DoP, with a request to upload on DoP's website.

Copy to :-

- i. PPS to JS (PSP)/Director (Ptg.) – for information.
- ii. US (PSP)/DD (A-I)/DD (Ptg.) – for information.
- iii. Pay & Accounts Officers (Ptg.) – Through their respective GIPs.