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NCC Directorate (K&L)  
State Wing, Tvpm-10

No.538 /B2-Est/2019/NCC

25. Sep 2019

**All NCC Gp HQs**

**SUB :- NCC DEPARTMENT-GRANTING FIRST TIME BOUND HIGHER GRADE NON QUALIFIED DETAILS CALLED FOR - REG.**

- Ref :-
1. GO (P) No. 408/2015/Fin dated 14.09.2015.
  2. GO (P) 7/2016/Fin dated 20/01/2016.
  3. AG's letter No OA(HQ)/11/3/12-373/2016-17/1041 dated .03.2017.
  4. Finance (PRC-A) Department letter No 731029/PRCA/ 18/Fin .. dated 06.05.2019.
  5. NCC Gp HQ Kollam letter No 401/5/Est dated 19 july 2019.

1. Government as per the GO cited **1<sup>st</sup>** above has granted First Time Bound Higher Grade to Ex-Servicemen employees by counting their War/Military service. Based on the above order, this Department has granted Non-Qualified TBHG on the Table Scale Given in Annexure-III to GO read **2<sup>nd</sup>** above.

2. AG and Government vide their letter cited **3<sup>rd</sup>** and **4<sup>th</sup>** above respectively has objected the Grade given by this Department to certain categories of employees. On verification of the para 6 to Annexure III to GO read **2<sup>nd</sup>** above, It is clear that the table scale cannot be granted to those categories having regular promotion post (including ratio promotion post) and if there is a regular promotion post (including ration promotion post ) in respect of the categories of posts (entry) coming under pay range from Rs 16500-35700/- to 32300-68700/- and its scale of pay is higher than the Time Bound Higher Grade in the table scale, then the qualified incumbent will be given the scale of pay of the regular promotion post in the direct line of promotion as Time Bound Higher Grade Scale.

Unqualified hands will be allowed the next higher scale of pay in Annexure I of GO read 2<sup>nd</sup> above. The scale of the pay of regular promotion post/table scale will be admissible with KSRs part I Rule 30 fixation benefit only after the declaration of satisfactory completion of probation and on acquiring qualifications of regular promotion posts as the case may be. Hence it is decided to modify the proceedings granted FTBHG accordingly and to recover the excess amount drawn if any by the incumbent.

3. Therefore all units/Group Headquarters are hereby directed to prepare data of the employees who availed FTBHG based on the Govt order read 1<sup>st</sup> above and also forward a copy of the proceedings granted FTBHG as per attached format reaching this Directorate by 31 Oct 2019. Separate format may be prepared in respect of employees who retired from service.

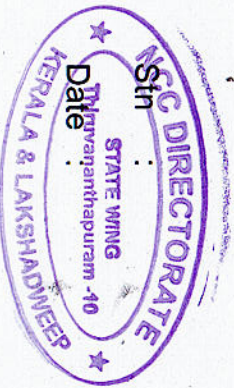


(K. Anil Kumar)  
Administrative Officer  
NCC Directorate (K&L)

**DETAILS OF EMPLOYEES GRANTING FTBHG**  
**FROM 14.09.2015 TO 30 JUN 2019**

**Name of Office :**

S/No	Name of Designation	Date of entry in service	Cadre which FTBHG availed	Date granted FTBHG (wef)		Proceedings No & Date	Scale of Pay Sanctioned		Date of acquiring qualification for regular promotion.	Remarks
				Non Qualified	Qualified		Non Qualified	Qualified		
1	2	3	4	5	6	7	8	9	10	11



**Signature of the Head of the Office**