GOVERNMENT OF NAGALAND
FINANCE DEPARTMENT
ESTABLISHMENT BRANCH & ROP CELL

OFFICE MEMORANDUM

FIN/ESTT-2/25/PAY FIXATION/2025 Dated: 29th September 2025

Sub: Method of fixation of pay upon personal upgadation/upgradation.

1. It has been observed that upon personal upgradation/upgradation of a post the benefit of pay fixation under FR 22 (1) (a) (1) is not extended to a Government servant to fix his/her pay in the next higher grade thereby resulting in instances where upon upgradation an employee is fixed at a lower pay than he/she would have drawn in the lower grade.

2. MACPS which is a form of financial upgradation has been allowed the provision of pay fixation akin to a regular promotion along with avenues for exercising option under FR 22 (1) (a) (1) vide Finance Department's O.M. no. FIN/ESTT-2/11/VII CPC/16 dated 2/08/2018.

3. Therefore, in order to correct this anomaly, it has been decided that Government employees upon personal upgradation/upgradation of a post shall be allowed the option to have his/her pay fixed in the next higher grade either from the date of personal upgradation/upgradation or from the date of next increment i.e; 1st December of the year under FR 22 (1) (a) (1).

4. For all practical purposes, personal upgradation/upgradation shall be treated as a promotion.

5. These provisions shall have no retrospective effect and will have effect only from the date of this O.M.

6. Cases arising after the issue of this O.M. and also pending cases which have not been decided upon shall be covered by this O.M.

Sd/- (KESONYU YHOME), IAS
Finance Commissioner

FIN/ESTT-2/25/PAY FIXATION/2025 Dated: 29th September 2025

Copy to:

1. The Commissioner & Secretary to the Governor, Nagaland, Kohima.
2. The Commissioner & Secretary to the Chief Minister, Nagaland, Kohima.
3. The Sr. P.S./P.S. to all Ministers, Nagaland, Kohima.
4. The Deputy Secretary to the Chief Secretary, Nagaland, Kohima.
5. All Administrative Heads/Heads of Departments.
6. The Principal Accountant General (A&E), Nagaland, Kohima.
7. The Director, Treasuries & Accounts Department, Kohima, Nagaland.
8. The Commissioner & Secretary, IT&C, Nagaland, Kohima for uploading in the State Portal.