



सत्यमेव जयते

**A compilation
of
MACP Scheme**

On the eve of retirement of our esteemed
Divisional Personnel Officer

Shri ROSHAN AHMAD

Wishing him happy and peaceful retired life

By
Personnel Branch
BZA Division

Vijayawada
31st Aug 2015

(M SREERAMULU)
Sr. DPO
&
STAFF
Vijayawada Division

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Disclaimer: - This is only a consolidation of instructions and should not be quoted as an authority. For any doubt, original circulars may please be referred to



Orders

**Issued by
Railway Board &
CPO/SC**

ON

MACP

Scheme

[Consolidated up to 31.08.2015]



Introduction of the scheme [MACPS]

On the recommendations of the Sixth Central Pay Commission, a Scheme known as "MODIFIED ASSURED CAREER PROGRESSION SCHEME [MACPS] for Railway Employees has been accepted, to grant three financial up-gradations at intervals of 10, 20 and 30 years of continuous regular service. This scheme is in supersession of previous ACP Scheme and clarifications issued there under.

- ❖ It shall be applicable to all regular Gr. 'A' (*), 'B', and 'C' Rly employees
(*) except officers of the organized Group 'A' service
- ❖ This Scheme is not applicable to
 - Officers of the Organized Group 'A' service.
 - Casual employees, including those granted 'temporary status' and
 - Employees appointed in the Railways only on adhoc or contract basis

Note: - The status of Group 'D' employees would cease on their completion of prescribed training as recommended by the 6th CPC and would be treated as Group 'C' employees.

Para 2 & 3 of RBE 101/2009... SC 85/2009

[1] There shall be three financial up-gradations under the MACPS, 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 continuously in the same Grade-Pay. - - **Point 1 of annexure to RBE 101/2009... SC 85/2009**

[28] Illustrations:

- [A]** [i] If a Government servant [LDC] in PB-1 in the Grade Pay of Rs.1900 gets his first regular promotion [UDC] in the PB-1 in the Grade Pay of Rs.2400 on completion of 8 years of service and then continues in the same Grade Pay for further 10 years without any promotion then he would be eligible for 2nd financial upgradation under the MACPS in the PB-1 in the Grade Pay of Rs.2800 after completion of 18 years [8+10 years].
- [ii] In case he does not get any promotion thereafter, then he would get 3rd financial upgradation in the PB-II in Grade Pay of Rs.4200 on completion of further 10 years of service i.e. 28 years [8+10+10]
- [iii] However, if he gets 2nd promotion after 5 years of further service in the pay PB-II in the Grade Pay of Rs.4200 [**Asst. Grade/Grade'C'**] i.e. on completion of 23 years [8+10+5 years] then he would get 3rd financial upgradation after completion of 30 years of 30 years i.e. 10 years after the 2nd ACP in the PB-II in the Grade Pay of Rs.4600.
- In the above scenario, the pay shall be raised by 3% of the total pay in the Pay Band and Grade Pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same Grade Pay or in the higher Grade Pay. Only the difference of Grade Pay would be admissible at the time of promotions.
- [B]** If a Railway servant [LDC] in PB-1 in the Grade Pay of Rs.1900 is granted 1st financial upgradation under the MACPS on completion of 10 years of service in the PB-1 in the Grade Pay of Rs.2000 and 5 years later he gets 1st regular promotion [UDC] in PB-1 in the Grade Pay of Rs.2400, and the 2nd financial upgradation under MACPS [in the next Grade Pay w.r.t. Grade Pay held by Railway servant] will be granted on completion 20 years of service in PB-1 in the Grade Pay of Rs.2800. On completion of 30 years of service, he will get 3rd ACP in the Grade Pay of Rs. 4200. However, if two promotions are earned before completion of 20 years, only 3rd financial upgradation would be admissible on completion of 10 years of service in Grade Pay from the date of second promotion or at the 30th year of service, whichever is earlier.
- [C]** If a Railway servant has been granted either two regular promotions or 2nd financial upgradation under the ACP Scheme of October 1999 after completion of 24 years of regular service then only 3rd financial upgradation would be admissible to him under the MACPS on completion of 30 years of service provided that he has not earned third promotion in the hierarchy.

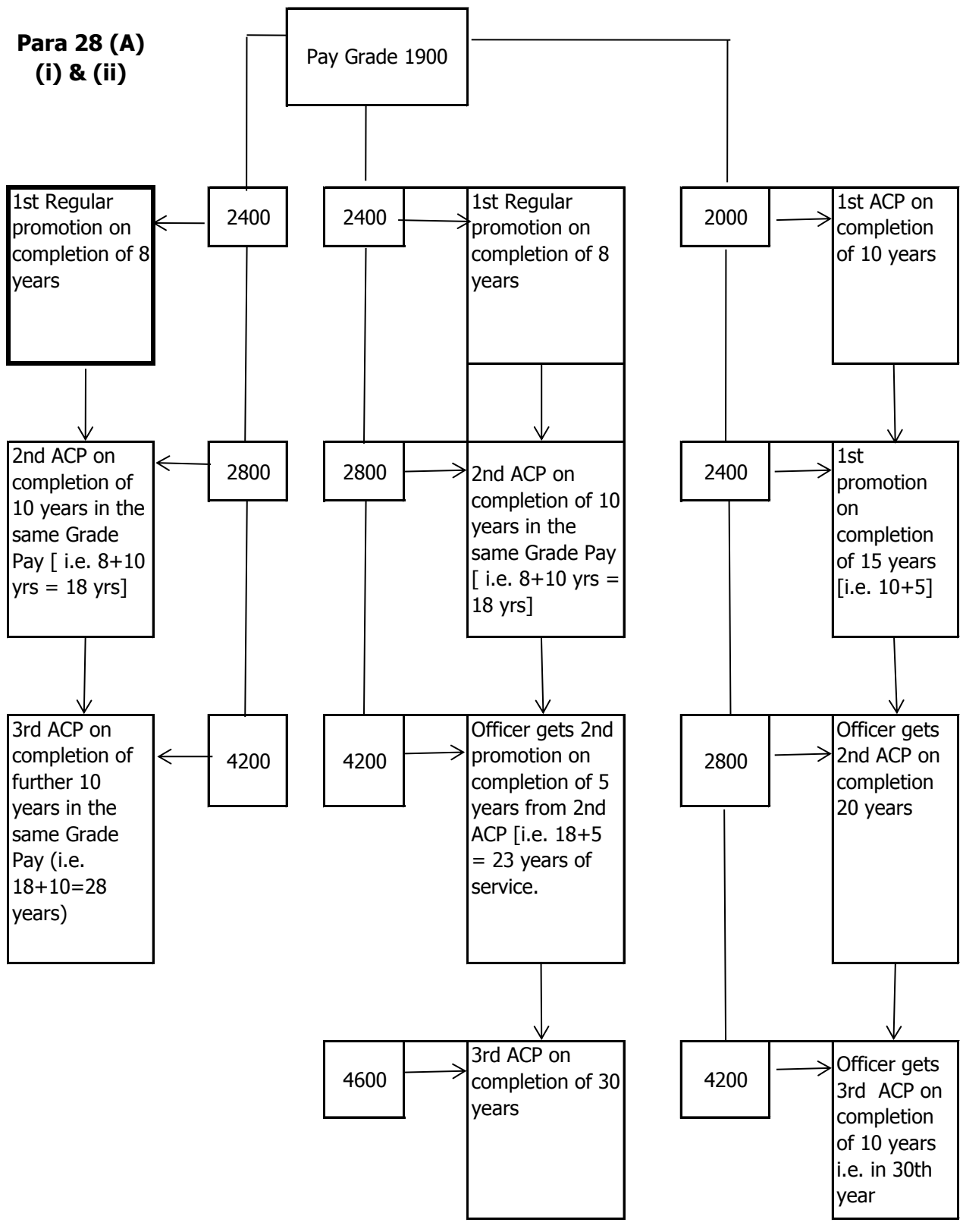
Point 28 of annexure to RBE 101/2009... SC 85/2009

ILLUSTRATIONS [Annexure to SC 85/2009]

Para 28(A) (iii)

Para 28(B)

**Para 28 (A)
(i) & (ii)**



MACPS –Placement

The MACPS 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 RS [RP] Rules, 2008. Thus, the Grade Pay at the time of financial upgradation under the MACPS can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher Grade Pay attached to the next promotion post in the hierarchy of the concerned cadre / organization will be given only at the time of regular promotion.

Point 2 of annexure to RBE 101/2009... SC 85/2009

Revised Pay Bands and Grade Pay as given in Section-I, Part-A of the first schedule of the RS [RP] Rules, 2008.

Name of PB/ Scale	Corresponding PB s/ Scales	Corresponding GP
-1S	4440-7440	1300
-1S	4440-7440	1400
-1S	4440-7440	1600
-1S	4440-7440	1650
PB-1	5200-20200	1800
PB-1	5200-20200	1900
PB-1	5200-20200	2000
PB-1	5200-20200	2400
PB-1	5200-20200	2800
PB-2	9300-34800	4200
PB-2	9300-34800	4200
PB-2	9300-34800	4200
PB-2	9300-34800	4200
PB-2	9300-34800	4600
PB-2	9300-34800	4800
PB-2	9300-34800	5400
PB-3	15600-39100	5400
PB-3	15600-39100	6600
PB-3	15600-39100	7600
PB-4	37400-67000	8700
PB-4	37400-67000	8900
PB-4	37400-67000	8900
PB-4	37400-67000	10000
PB-4	37400-67000	12000

Benefit of pay fixation/ Option under FR 22 [i] [a] [i]

[4] Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme. Therefore, the pay shall be raised by 3% of the total pay in the Pay Band and the Grade Pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same Grade Pay as granted under MACPS. However, at the time of actual promotion if it happens to be in a post carrying higher Grade Pay than what is available under MACPS, no pay fixation would be available and only difference of Grade Pay would be made available. *To illustrate, in case a Railway Servant joins as a direct recruit in the Grade Pay of Rs.1900 in PB-1 and he gets no promotion till completion of 10 years of service, he will be granted financial upgradation under MACPS in the next higher Grade Pay of Rs.2000 and his pay will be fixed by granting him one increment plus the difference of Grade Pay [i.e., Rs.100].*

After availing financial upgradation under MACPS, if the Railway servant gets his regular promotion in the hierarchy of his cadre, which is to the grade of Rs.2400, on regular promotion, he will only be granted the difference of Grade Pay between Rs.2000 and Rs.2400. No additional increment will be granted at this stage.

Point 4 of annexure to RBE 101/2009... SC 85/2009

With regard to fixation of his pay on grant of promotion / financial upgradation under MACP Scheme, a Railway servant has an option under Rule 1313 [1] [a][i] of the IREC Vol.II, [Sixth Edition, 1987- Second Re-print -2005] {FR22[1] [a] [i]} to get his fixed in the higher post / Grade Pay either from the date of his promotion /upgradation or from the date of next increment viz., 1st July of the year. The pay and the date of increment would be fixed in accordance with clarification No.2 of Bd's Lr No. PC-VI /2008/I/RSRP/1 Dt 25.09.2008 [PC-VI/22, RBE No. 132/2008].

Point 7 of annexure to RBE 101/2009... SC 85/2009

Employees granted financial up gradation under MACP and exercised option for fixation of pay and subsequently promoted on regular basis to a post in the same GP/ Higher GP than what is available under MACP, are not eligible to exercise option for fixation of pay on such regular promotion in terms of Board's instructions i.e., Para (4) of SC 85/2009.

CPO/SC clarification vide Lr No. P[R] 481/IX Dated 21.08.2013

Pay/ Grade anomaly- - - Stepping up

No stepping up of pay in the pay band or Grade Pay would be admissible with regard to junior getting more pay than the senior on account of pay fixation under MACP Scheme.

Para 9 of RBE 101/2009... SC 85/2009

While implementing the MACP Scheme, the differences in pay scales on account of grant of financial upgradation under the old ACP Scheme [of 1999] and under the MACP Scheme within the same cadre shall not be construed as an anomaly.

Para 10 of RBE 101/2009... SC 85/2009

Clarified that ACP / MACP Schemes have been introduced by the Government in order to mitigate the problems of genuine stagnation faced by employees due to lack of promotional avenues. Thus, financial upgradations under ACP / MACP Schemes CANNOT be to higher Grade Pay than what can be allowed to an employee on his normal promotion. In such cases financial upgradation under MACP Scheme would be granted to the same Grade Pay.

RBE 142/2012 ... SC 137/2012

Instructions regarding stepping up of pay in case of senior employees, who got benefit under ACP Scheme prior to 01.01.2006 and are drawing less pay than their juniors, who got benefit under ACP Scheme [but for the pay revision in 6th CPC], after 01.01.2006 to 31.08.2008, subject to certain conditions, issued.

... SC 1/2013

On a reference by CLW, it is clarified that Board's Letter dated 13.12.2012 (**RBE 142/2012 ... SC 137/2012**) has been issued as a sequel to the instructions contained in Para-8 of Annexure to Board's Policy instruction on MACPS, dated 10.06.2009 [RBE No. 101/2009] and therefore has to be viewed in context thereof only. Further, while implementing MACP Scheme these instructions i.e., Para-8 of Annexure to Board's instruction dated 10.06.2009 and Board's letter dated 13.12.2012 has to be seen in light of the cadre structure / hierarchy of progression that has emerged as a result of implementation of 6th CPC pay structure.

PC-V/2009/ACP/20/CLW dt. 05.03.2013.

Screening Committee - Constitution

A Screening Committee shall be constituted in each Department to consider the case for grant of financial upgradations under the MACP Scheme. The Screening Committee shall consist of a **Chairperson** and **two members**. The members of the Committee shall comprise officers holding posts which are at least one level above the grade in which the MACP is to be considered and not below Senior Scale grade [PB-3, GP Rs.6600]. The Chairperson should be a grade above the members of the Committee.

Para 4 of RBE 101/2009... SC 85/2009

It is not mandatory to associate members of SC/ST in the Screening Committee meant to consider cases for grant of financial upgradation under the Scheme.

Point 19 of annexure to RBE 101/2009... SC 85/2009

Screening procedure – Bench marking

[17] The financial upgradation would be on 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 of pay of Rs.6600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the Grade Pay of Rs.7600 and above.

Point 17 of annexure to RBE 101/2009... SC 85/2009

[1] MACPS is to be **granted by perusal of Service records / ACRS (as the case may be)** of the employees by the Screening Committee on non-functional basis as under:-

- i) Subject to declaring fitness in the hierarchy of grade pay within PB-1.
- ii) Benchmark of 'good' till the grade pay of Rs.6600/- in PB-3.
- iii) Benchmark of 'Very good' to the grade pay of Rs.7600/- and above.

Point No [1] CPO's OSC No. P(PC)487/VI CPC/ACP Dt- 24.07.09

It is clarified that the bench mark for awarding required MACP benefits cannot be higher to that of bench mark required for normal promotions. Therefore, staff eligible for normal promotion should not be debarred for awarding MACP on account of Confidential Reports ratings.

Bd's Lr No. PC-V/2009/ACP/2/Pt.I dated 12.3.10 ... SC 43/2010

[3] The Staff Side also raised an issue on the 'Benchmark' for MACPS as given in Para-17 of Annexure of MACPS dated 10.06.2009 which provides that the financial upgradation would be on Non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-1. Thereafter for upgradation under the MACPS, the bench of 'Good' would be applicable till the grade pay of ₹ 6,600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of ₹ 7,600/- and above. It was pointed out that in some cases the promotion to the next higher grade was made on the basis of 'fitness' as the method of promotion as specified in the relevant recruitment rules, was non-selection. Therefore, in such cases benchmarks should not be insisted upon under the MACPS. The issue has been examined and it is clarified that where the financial upgradation under MACPS also happen to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefits under MACPS as mentioned in Para-17 ibid, the benchmark for promotion shall apply to MACPS also. This instructions is in continuation of Board's earlier instruction of even number, dated 03.02.2010.

Para 3 of RBE 188/2010 ... SC 191/10

2 (ii) Benchmark for MACP Scheme:

Para-17 of Annexure-1 of Railway Board's letter dated 10.06.2009 provide that the financial upgradation would be on 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. 6,600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of Rs. 7,600/- and above. Railway Board's letter of even No., dated 28.12.2010 provides that where the financial upgradation under MACPS also happens to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefit under MACP Scheme as mentioned in Para-17 *ibid*, the benchmark for promotion shall apply to MACP also. It is now further clarified that wherever promotions are given on non-selection basis (i.e., on seniority-cum-fitness basis), the prescribed benchmark as mentioned in Para-17 of Annexure-1 to Board's letter dated 10.06.2009 shall not apply for the purpose of grant of financial upgradation under MACP Scheme.

Para 2 (ii) of Bd's Ir No. PC-V/2009/ACP/2, Dt 31.01.2013... SC 13/2013

Records to be perused by Screening committee

ACRS/Working report of last 03 years, including the latest, should be considered for the above purpose.

ACRs /Service records (where applicable) and DAR/SPE/Vigilance clearances should be called for in respect of all the candidates who are eligible for the benefit of MACPS in advance so that the same can be put up to Screening Committee.

Where one or more ACRs have not been written for any reason during the relevant period the Screening Committee should consider the ACRs of the years preceding the period in question and, if in any case even these are not available, the Screening Committee should take the ACRs of lower grade into account, to complete the number of ACRs required to be considered. If this is also not possible, all the available ACRs should be taken into account as per SCR S.C.No.54/1997

Point No [1] CPO's OSC No. P(PC)487/VI CPC/ACP Dt- 24.07.09

Clarified that ACRs for the same period as required for DPC purposes are to be considered while granting the benefits under MACP Scheme. Further, the practice of averaging ACRs ratings as followed in case of normal DPC be adopted with reference to the respective benchmark for MACP purposes.

CPO/SC Guidelines...*The ACR ratings as followed in the case of normal selections are as under:*

- | | | |
|-----|---------------|-------------|
| (a) | Outstanding | :: 05 marks |
| (b) | Very Good | :: 04 marks |
| (c) | Good | :: 03 marks |
| (d) | Average | :: 02 marks |
| (e) | Below Average | :: 01 mark |

RBE 25/2010... SC 15/2010

It has been brought to the notice that in various selections and MACP etc., the overall grading in APAR (ACR) is taken what is given by the Reporting Authority. Thus, grading given by the Reviewing Authority as well as by the Accepting Authority is not given due attention. It is clarified that in all selections and in MACPs, the overall grading should be taken which is given by the final authority i.e. Reviewing Authority/Accepting Authority that would be the correct and final grading as the overall grading given by Reporting Officer is subject to revision by Reviewing/ Accepting authority. **CPO/SC's Letter No. P [R]**

184/V Dated 31.07.2015

Time-schedule

In order to prevent undue strain on the administrative machinery, the Screening Committee shall follow a **time-schedule** and meet twice in a financial year – preferably in the first week of **January** and first week of **July** of a year for advance processing of the cases maturing in that half. Accordingly, cases maturing during the first-half [April – September] of a particular financial year shall be taken up for consideration by the Screening Committee meeting in the first week of January. Similarly, the Screening Committee meeting in the first week of July of any financial year shall process the cases that would be maturing during the second-half [October – March] of the same financial year. **Para 6 of RBE 101/2009... SC 85/2009**

MACPS –Reckoning of various types of service

[9] '**Regular Service**' for the purpose of the MACPS 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. Service rendered on adhoc /contract basis before regular appointment on pre-appointment training shall not be taken into reckoning. However, past continuous regular service in another Government/ Department in a post carrying same Grade Pay prior to regular appointment in a new Department, without a break, shall also be counted towards qualifying regular service for the purposes of MACPS only [and not for the regular promotions]. However, benefits under the MACPS in such cases shall not be considered till the satisfactory completion of the probation period in the new post.

[10] Past service rendered by a Railway employee in a State Government /statutory body/ Autonomous body / Public Sector organization, before appointment in the Railways shall not be counted towards Regular Service.

[11] 'Regular service' shall include all periods spent on deputation /foreign service, study leave and all other kinds of leave, duly sanctioned by the competent authority.

Point No s 9, 10 & 11 of annexure to RBE 101/2009... SC 85/2009

Trainee/Apprentice period: -Service rendered as a **Trainee/Apprentice** before regular absorption to a working post is not to be counted for the purpose of MACPS.

Point No 6 of CPO's OSC No. P(PC)487/VI CPC/ACP Dt- 24.07.09

4	Whether the benefits of MACPS would be granted from the date of entry grade or from the date of their regular service/ approved service counted under various service rules?	The benefits under MACPS would be available from the date of actual joining of the post in the entry grade.
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Clarification No [4] of RBE 143/2010 ... SC 163/2010

1	Whether the service from the date of initial appointment into Railways or subsequent appointment to higher grade posts against Direct Recruitment Quota through RRB [Open Market] is to be counted for the purpose of grant of financial upgradation under MACPS to eligible employees.	Employees appointed to higher grade posts through RRBs from open market are to be treated as direct recruits in the higher grade to which they were appointed for the purpose of grant of financial upgradation under MACPS. However, in such cases service rendered in a lower grade pay is not to be counted for the purpose of grant of benefit under MACPS.
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Clarification No 1 CPO/SC's OSC No. P[R]535/VII, dated 12.03.2010

Leave Period

[11] 'Regular service' shall include all periods spent on deputation /foreign service, study leave and all other kinds of leave, duly sanctioned by the competent authority.

Point No 11 of annexure to RBE 101/2009... SC 85/2009

(EOL period) Clarified that unless the Competent Authority has specifically decided to exclude the period from counting as regular service, EOL period without Medical Grounds duly sanctioned by the Competent Authority will also be counted as regular service for the purpose of grant of financial up-gradations under MACPS.

Board's letter No. PC-V/2009/ACP/7/SCR, dated 06.11.2012

CPO/SC's OSC No. P[R] 535/IX. Dated: 23-11-2012.

Board's letter No. PC-V/2009/ACP/2, dated 01.07.2014 - - - SC 71/2014

[CL Service] Decided that 50% of temporary status casual labour service on absorption in regular employment may be taken into account towards the minimum service of 10, 20 and 30 years for the grant of benefit under the MACP Scheme on the analogy that the same is also reckoned as qualifying service for pension. **RBE 215/2009... SC 191/2009**

2.	Whether the case of employees initially engaged as Casual Labour and were granted temporary status in Group-`D', but were absorbed as Technician Grade-III [Group-C] in scale 260-400/3050-4590 against 25% DR quota, is to be treated as promotion from Group-D to C for the purpose of grant of financial upgradation under MACPS or otherwise.	Casual Labour who were initially engaged in Group-`D' and subsequently absorbed in Group-`C' against 25% DR quota without absorption in Group-`D', their absorption is not to be taken as promotion for the purpose of grant of financial upgradation under MACPS.
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Clarification No 2 CPO/SC's OSC No. P[R]535/VII, dated 12.03.2010

Substitute Service

Decided that the entire temporary status service of substitutes followed by regularisation without break may be taken into account towards the minimum service of 10, 20 and 30 years for the purpose of grant of benefit under the MACP Scheme.

RBE 36/2010 ... SC 42/2010

Previous Service of staff rendered surplus

[23] In case an employee is declared surplus in his /her organization 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 organization shall be counted towards the regular service in his/her new organization for the purpose of giving financial upgradation under the MACPS.

Point No 23 of annexure to RBE 101/2009... SC 85/2009

Service rendered in Deputation/ Ex-cadre post**Point 5**

In a case where a person is appointed to an ex-cadre post in higher scale on deputation followed by absorption, whether the period spent on deputation would be counted as continuous service in the grade or not for the purpose of MACPS

(i) Where a person is appointed on direct recruitment/deputation basis from another post in the same grade, then past regular service as well as past promotions/ACP, in the earlier post, will be counted for computing regular service for the purpose of MACPS in the new hierarchy.

(ii) However, where a person is appointed to an ex-cadre post in higher scale initially on deputation followed by absorption, while the service rendered in the earlier post, which was in a lower scale cannot be counted, there is no objection to the period spent initially on deputation in the ex-cadre post prior to absorption being counted towards regular service for the purposes of grant of financial upgradation under MACPS, as it is in the same Pay band/grade pay of the post.

Point 6

Whether the pay scale /grade pay of substantive post would be taken into account for appointment /selection to a higher post on deputation basis or the pay scale /grade pay carried by a Railway servant on account of financial upgradation[s] under the ACP/MACP Scheme?

The pay scale /grade pay of substantive post would only be taken into account for deciding the eligibility for appointment /selection to a higher post on deputation basis.

Point 10

If a Railway Servant on deputation earns upgradation under MACPS in the parent cadre, whether he would be entitled for deputation (duty) allowance on the pay and emoluments granted under the MACPS or not?

No. While eligibility of an employee for appointment against ex-cadre posts in terms of the provisions of the RRs of the ex-cadre post will continue to be determined with reference to the post/pay scale of the post held in the parent cadre on regular basis (and not with reference to the higher scale granted under ACP/MACPS), such an officer, in the event of his selection, may be allowed to opt to draw the pay in the higher scale under ACP/MACP Scheme without deputation allowance during the period of deputation, if it is more beneficial than the normal entitlements under the existing general order regulating pay on appointment on deputation basis.

Clarification No s [5, 6 & 10] of RBE 143/2010 ... SC 163/2010**Request transferees**

[24] In case of an employee after getting promotion /ACP seeks unilateral transfer on a lower post or lower scale, he will be entitled only for second and third financial upgradations on completion of 20/30 years of regular service under the MACPS, as the case may be, from the date of his initial appointment to the post in the new organization. **Point No 24 of annexure to RBE 101/2009... SC 85/2009**

[8] Fixation benefit i.e. 3% of pay plus GP in lower grade is not to be extended to staff transferred at their own request from higher grade to lower grades from one seniority unit to another with protection of pay at the time of grant of 2nd financial upgradation to the same higher grade.

Point No 8 of CPO's OSC No. P(PC)487/VI CPC/ACP Dt- 24.07.09

2. During the Joint Committee Meeting, it was pointed out by the Staff Side that the word 'New Organisation' of the last line of Para-24 of Annexure of MACPS dated 10.06.2009 was not in consonance with the spirit of the Scheme. The issue has been examined and it is clarified that in case of transfer 'including unilateral transfer on request', regular service rendered in previous organization/office shall be counted

along with the regular service in the new organization/office for the purpose of getting financial upgradation under the MACPS. However, financial upgradation under the MACPS shall be allowed in the immediate next higher grade pay in the hierarchy of revised pay bands as given in Railway Services [Revised Pay] Rules, 2009. Para-24 of MACPS stands amended to this next. **Para 2 of RBE 188/2010 ... SC 191/10**

2 (i) Financial Upgradation under MACPS in the case of staff, who joined another unit/ organisation on request:

Railway Board's letter of even No., dated 26.12.2010 provides that in case of transfer including unilateral transfer on request, regular service rendered in previous organisation/office shall be counted along with the regular service in the new organisation/office for the purpose of getting financial upgradations under the MACP scheme. However, financial upgradation under the MACP Scheme shall be allowed in the immediate next higher grade pay in the hierarchy of the revised Pay Bands as given in the Railway Services (Revised Pay) Rules, 2008. It is now further clarified that wherever an official, in accordance with terms and conditions of transfer on own volition to a lower post, is reverted to the lower Post/Grade from the promoted Post/Grade **before being relieved for the new organisation/office**, such past promotion in the previous organisation/ office will be ignored for the purpose of MACP Scheme in the new Organisation/Office. In respect of those cases where benefit of pay protection have been allowed at the time of unilateral transfer to other organisation/unit and thus the employee had earned the financial benefit of promotion, the promotion earned in previous organisation has to be reckoned for the purpose of MACP Scheme.

Para 2 (i) of Bd's Ir No. PC-V/2009/ACP/2, Dt. 31.01.2013... SC 13/2013

Cases of Refusal of Promotion

[25] 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. If, however, financial upgradation has been allowed due to stagnation and the employee subsequently refuse the promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and the second or the next financial upgradation shall also be deferred to the extent of period of debarment due to the refusal.

Point No 25 of annexure to RBE 101/2009... SC 85/2009

[26] Cases of persons holding higher posts purely on adhoc basis shall also be considered by the Screening Committee along with others. They may be allowed the benefit of financial upgradation on reversion to the lower post or if it is beneficial vis-à-vis the pay drawn on adhoc basis.

Point No 26 of annexure to RBE 101/2009... SC 85/2009

It is clarified that the instructions under ACP/ MACP Scheme regarding refusal of promotion is applicable in cases of regular promotions only. Therefore, the employees, who have refused adhoc promotions are entitled to grant of financial upgradation under MACPS subject to fulfillment of other terms and conditions as contained in Board's letter of even No., dt. 10.06.2009 [RBE No. 101/2009].

Board's Lr.No. PC-V/2009/ACP/2, dt. 13.02.2012 SC 25/012

Deferred MACP [due to DAR/Unfitness etc]

[15] If a financial upgradation under the MACPS is deferred and not allowed after 10 years in a Grade Pay, due to the reason of the employees being unfit or due to departmental proceedings, etc., this would have consequential effect on the subsequent financial upgradation which would also get deferred to the extent of delay in grant of first financial upgradation.

[18] 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 Railway Servants [Discipline and Appeal] Rules, 1968 and instructions issued thereunder.

Point No s 15 & 18 of annexure to RBE 101/2009... SC 85/2009

7	In a case where 1 st /2 nd financial upgradations are postponed on account of the employees not found fit or due to departmental proceedings, etc. whether this would have consequential effect on the 2 nd /3 rd financial upgradation or not.	Yes. If a financial upgradation has been deferred/postponed on account of the employee not found fit or due to departmental proceedings, etc.. the 2 nd /3 rd financial upgradations under MACPS would have consequential effect. (Para 18 of Annex-1 of MACP orders).
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Clarification No 7 of RBE 143/2010 ... SC 163/2010

Promotions earned by various cadres/ categories

Staff Car Drivers

It has been decided in consultation with the Department of Expenditure, that the benefits of the MACPS shall also be extended to the regular Staff Car Drivers of the Railways, as a fall back option, if they are unable to get promotion within the percentage based present system. Para 13 of the annexure of the MACPS accordingly stands modified to this effect. In other words, the Staff Car Driver Scheme and the MACPS shall run concurrently.

Board's Lr. No. PC-V/2009/ACP/2 Dt. 18.08.2010... RBE 122/2010

Pharmacists

Question: -Whether the placement of Pharmacists in the Grade Pay of ₹ 4200/- in PB-2 on completion of 2 years service in the Grade Pay of ₹ 2800/- in PB-1 [Entry Grade], is to be taken into account for the purpose of MACPS or otherwise.

Clarified That every financial upgradation has to be treated as an upgradation. Accordingly, the placement of Pharmacists in Grade Pay of ₹ 4200/- in PB-2 on completion of 2 years regular service in the Grade Pay of ₹ 2800/- in PB-1 [Entry Grade] has to be counted/treated as one upgradation under the MACP Scheme.

Board's Lr.No. PC-V/2009/ACP/2, dt. 20.04.2011... SC 53/2011

Guards category

It is clarified that every financial upgradation is to be counted as upgradation and offset against the financial upgradation under MACPS in terms of Board's letter dt. 10.06.09 [RBE No. 101/2009]. Therefore, the placement/grant of higher Grade Pay from Goods Guard to Sr.Goods Guard on Non-functional basis should be reckoned as upgradation for the purpose of MACP Scheme.

Further, the categories of Passenger Guard [5000-8000] & Sr.Passenger Guard [5500-9000] have been merged and allotted Grade Pay of ₹ 4200/- in PB-2 vide Board's letter dt. 11.09.08 [RBE No. 108/2008]. In terms of Para-8 of the Board's letter dt. 10.06.09 the promotion from Sr.Goods Guard to Passenger Guard should be

counted for the purpose of MACPS and in terms of Para-5 of the said letter, the promotion from Passenger Guard to Sr. Passenger Guard should be ignored for MACPS. Therefore, an employee appointed as Goods Guard has earned following three promotions/financial upgradations till he reaches Mail/Express Guard, viz.,

- [i] From Goods Guard to Sr.Goods Guard.
- [ii] From Sr.Goods Guard to Passenger Guard.
- [iii] From Sr.Passenger Guard to Mail/Express Guard [Passenger Guard to Sr.Passenger Guard to be ignored].

Thus, such employees are not entitled to any further financial upgradation under MACP Scheme.

Board's letter No. PC-V/2010/MACP/7/ECR, dated 10.02.2011... SC 25/2011

Sr. Clerks selected under 13-1/3% Serving Graduates Quota.

It is stated that LDCE is one of the methods for effecting promotions and, as such, the selection of Sr.Clerks against the 13-1/3% Serving Graduate Quota is a case of promotion. Therefore, the same cannot be treated at par with Direct Recruitment.

**Board's Lr.No. PC-V/2009/ACP/7/SCR, dated 29.07.2010...
CPO/SC's OSC P(R)535/VII, dated 23.08.2010**

Staff selected under L D C E/ G D C E

Decided as under:

- [i] If the relevant Recruitment Rules provide for filling up of vacancies in a grade by Direct Recruitment, induction of an employee to that grade through LDCE/GDCE may be treated as Direct Recruitment for the purpose of grant of financial upgradation under MACPS. In such cases past service rendered in a lower Pay Scale / Grade Pay shall NOT be continued for the purpose of MACP Scheme.
- [ii] If the relevant Recruitment Rules prescribe a Promotion Quota to be filled on the basis of LDCE / GDCE, such appointment would be treated as promotion for the purpose of benefit under the MACPS and in such cases, past regular service shall also be counted for further benefits, if any, under the MACP Scheme.

RBE No. 100/2012... SC 99/2012

Staff Selected through RRB

SN	Point of Doubt	Clarification
1.	Whether the service from the date of initial appointment into Railways or subsequent appointment to higher grade posts against Direct Recruitment Quota through RRB [Open Market] is to be counted for the purpose of grant of financial upgradation under MACPS to eligible employees.	Employees appointed to higher grade posts through RRBs from open market are to be treated as direct recruits in the higher grade to which they were appointed for the purpose of grant of financial upgradation under MACPS. However, in such cases service rendered in a lower grade pay is not to be counted for the purpose of grant of benefit under MACPS.
2.	Whether the case of employees initially engaged as Casual Labour and were granted temporary status in Group-`D`, but were absorbed as Technician Grade-III [Group-C] in scale 260-400/3050-4590 against 25% DR quota, is to be treated as promotion from Group-D to C for the purpose of grant of financial upgradation under MACPS or otherwise.	Casual Labour who were initially engaged in Group-`D` and subsequently absorbed in Group-`C` against 25% DR quota without absorption in Group-`D`, their absorption is not to be taken as promotion for the purpose of grant of financial upgradation under MACPS.

CPO/SC's OSC No. P[R]535/VII, dated 12.03.2010

Tracers in Drawing Cadre

Railway Board have clarified under their Lr.No. PC-V/2009/ACP/15/NR, dt. 18.05.2010 addressed to GM[P]/Northern Railway that employees recruited as Tracer in pay scale of ₹ 260-430 (RS), equivalent to Grade Pay of ₹ 2000/- in PB-1 in 6th CPC pay structure, have already earned two promotions by reaching Sr.Draftsman post [redesignated as JE-II], first as Jr./Assistant Draftsman pay scale of ₹ 330-560 (RS), equivalent to Grade Pay of ₹ 2400/- in PB-1, and Second as Sr.Draftsman pay scale of ₹ 425-700 (RS), equivalent to Grade Pay of ₹ 4200/- in PB-2 in 6th CPC structure. Therefore, such employees are due for third financial upgradation only to the Grade Pay of ₹ 4600/- in PB-2 under MACP Scheme subject to fulfillment of other terms and conditions related therewith.

Board's clarification dated 18.05.2010 addressed to GM[P]/N.Rly circulated under CPO/SC's Lr.No. P[R]535/VII, dated 17.08.2010 & PC-V/2009/ACP/7/SCR, dt. 23.11.2010 CPO/SC's OSC No. SCR/P-HQ/Ruling/0/881/ P[R]535/VII Dated: 01-12-2010.

Direct Recruit Graduate Engineers of Drawing Cadre

Clarified that Engineering Graduates recruited initially in the grade of ₹ 5500-9000 & promoted to ₹ 6500-10500 against the 20% DR quota in terms of Board's letter dt. 28.09.98 [Sl.Cir.No. 252/1998] be treated at par with the fresh recruits in the scale of ₹ 6500-10500 w.e.f., the date they were promoted to the pay scale of ₹ 6500-10500 for the purpose of MACP Scheme. **RBE No 93/2011 ... SC 90/2011**

Technical Supervisors

Issue: - An employee [WPO/CRS/TPTY] was appointed as Chageman-A [JE-I] on 06.08.1980 in the erstwhile scale Rs. 5500-9000 [GP Rs. 4200/-] and earned first promotion as SE in scale Rs. 6500-10500 [GP Rs. 4600/-] on 23.10.1986. Subsequently, he earned second promotion on 16.05.1998 to the scale Rs. 7450-11500. Consequent on the implementation of VI CPC scales, the scales of Rs.6500-10500 and 7450-11500 were merged and allotted GP of Rs.4600/-. Thus the employee stagnated in the same GP of Rs.4600/- for 22 years, i.e., from 23.10.1986.

The office of the opinion that inasmuch as the employee stagnated in the Grade Pay Rs.4600/- for more than 22 years as on 01.09.08, he is entitled to be granted two financial upgradations directly to GP 4800/- and 5400/- w.e.f., 01.09.08, notwithstanding the fact that the employee has not completed 30 years of service from the date of appointment on the analogy of the illustration given in 28[A] of Board's letter supra.

The FA&CAO of this Railway is of the view that the employee is entitled to second financial upgradation to GP 4800/- as on 01.09.08 and the third financial upgradation is to be allowed only on completion of thirty years of service counted from the date of appointment.

Clarified that the employee in question is due for 2nd financial upgradation to GP 4800/- as on 01.09.2008 and 3rd financial upgradation is to be allowed on completion of 30 years regular service from the date of appointment or on completion of 10 years from the date of 2nd financial upgradation, whichever is earlier subject to fulfillment of other terms and conditions as stipulated in Board's letter dated 10.06.2009. Thus the view of FA&CAO/SCR is in order and the decision may be taken accordingly.

☞ The clarification issued to WPO/TPTY and copied to all Sr.DPOs/WPOs under CPO/SC's Office Lr.No. P[R] 535/VII, dt. 26.07.10 on the subject matter is withdrawn [CPO/SC]

**Board's Lr.No. PC-V/2009/ACP/7/SCR, dated 06-05-2011...
CPO/SC's OSC SCR/P-HQ/Ruling/0/933/ P[R]535/VIII Dt: 25-05-2011.**

Pre-revised Gr. `D` (Merged) scales

Consequent upon the implementation of Sixth Pay Commissions recommendations, the four pre-revised Group-`D` pay scales viz., Rs. 2550-3200; Rs.2610-3540; Rs.2610-4000 and Rs. 2650-4000 have been upgraded and replaced by the revised pay structure of grade pay of Rs.1800/- in the pay band PB-1. As per the recommendations of Sixth CPC, Railway Servants in these four pre-revised Group-`D` scales have been granted the Group-`C` revised pay structure of grade pay of Rs.1800/- in the pay band PB-1. It has been decided on the analogy of Para-5 of the Annexure to Board's letter dated 10-06-09 ibid that promotions earned or up-gradations granted under ACP Scheme of 01.10.99 in the past to the four pay scales mentioned above, which now carry the grade pay of Rs.1800/- shall be ignored for the purpose of MACPS. However, promotions / financial up-gradations earned by existing Group-`D` employees to grade pay of Rs.1900/- [pre-revised scales of Rs. 3050-75-3590-80-4590] shall be counted for the purpose of MACPS.

RBE 217/2009... SC 197/2009

9	Whether the pre-revised pay scale of ` 2750-4400 in respect of Group `D` non matriculate employees, would also be taken as merged to grade pay of `1800 for the purpose of MACPS in view of merger of pre-revised pay scales of `2550-3200, `2610-3540, `2610-4000 and `2650-4000, which have been upgraded and replaced by the revised pay structure of grade pay of `1800 in the pay band PB-1.	Yes
11	Since the pay scales of Group "D" employees have been merged and placed in the Grade Pay of Rs.1800, whether they are entitled for grant of increment @ 3% during pay fixation at every stage.	Yes. On the analogy of point 22 of Annexure-1 of MACPS, the pay of such Group "D" employees who have been placed in the Grade Pay of `1800 w.e.f. 01.01.2006 shall be fixed successively in the next three immediate higher grade pays in the hierarchy of revised pay bands and grade pays allowing the benefit of 3% pay fixation at every stage.

Clarification No s [9 & 11] of RBE 143/2010 ... SC 163/2010

Pre-revised Gr. `C` (Merged) scales

[2] Promotions/upgradations granted under the ACPS in the past to those grades which now carry the same grade pay due to merger of pay scales/ upgradations of posts shall be ignored for the purpose of granting financial upgradation under MACPS. (Item 5 of Annexure to Bd's letter) For example, in case of employees who earned the financial upgradation/ promotion to the post of OS-II, OS-II Typing/ OS-I Typing/ Stenographer Gr. I / PS-II/ JE Gr.I prior to 1.1.2006, such promotions are to be ignored on account of merger of the pre-revised scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. In such cases financial upgradation to the next higher grade pay Rs.4600/- may be allowed on completion of requisite residency period provided he was initially recruited to Group `C` category [Grade Pay Rs.1900].

Point No 2 of CPO's OSC No. P(PC)487/VI CPC/ACP Dt- 24.07.09

Can ACP / MACP Schemes be with higher GP than that of Normal Promotion?

References have been received from Zonal Railways seeking clarification as to what Grade Pay would be admissible under MACP Scheme to an employee holding feeder post in a cadre where promotional post is in the same Grade Pay. The matter has been examined in consultation with Department of Personnel & Training [DOP & T], the nodal department of the Government on MACP Scheme and it is clarified that ACP / MACP Schemes have been introduced by the Government in order to mitigate the problems of genuine stagnation faced by employees due to lack of promotional avenues. Thus, financial upgradations under ACP / MACP Schemes CANNOT be to higher Grade Pay than what can be allowed to an employee on his normal promotion. In such cases financial upgradation under MACP Scheme would be granted to the same Grade Pay.... **Board's Lr. No. PC-V/2009/ACP/2, Dt. 13.12.2012 RBE 142/2012..... SC 1372012.**

Board's Letter dated 13.12.2012 has been issued as a sequel to the instructions contained in Para-8 of Annexure to Board's Policy instruction on MACPS, dated 10.06.2009 [RBE No. 101/2009] and therefore has to be viewed in context thereof only. It is stated that a Technical Supervisor, who has joined in GP-4200/- on direct basis and have earned promotion to next post in Grade Pay of Rs. 4600/- is entitled to be considered for grant of 2nd and 3rd financial upgradations to GP: 4800/- and GP: 5400/- in PB-2 respectively under MACPS subject to fulfillment of terms & conditions relating to the Scheme. Similarly a directly recruited SSE in GP of Rs. 4600/- is entitled to be considered for grant of 1st, 2nd, and 3rd financial upgradations to the GP: Rs. 4800/- / PB-2, GP: 5400/- / PB-2 and GP: 5400/- / PB-3 respectively under MACPS subject to fulfillment of terms & conditions relating to the Scheme. In the same way a Staff Nurse directly recruited in GP: Rs. 4600/- is entitled to be considered for 3rd Financial upgradation under MACPS to the Grade Pay of Rs.5400/- in PB-3 in terms of the provisions contained in Para 8.1 of Annexure to Board's letter dated 10.06.2009 [RBE No. 101/2009]. **Board's clarification issued vide letter No PC-V/2009/ACP/20/CLW, Dt. 05.03.2013 to Chitranjan Locomotive Works, CHITTARANJAN**

Erroneous implementation of MACP

3rd financial upgradation under MACP Scheme is being allowed on completion of 20 years of service from 1st promotion considering deemed, 2nd MACPS of the concerned employee well before 01.09.2008. As the MACP Scheme has come into effect from 01.09.2008 only such an assumption is blatantly flawed.---- MACP Scheme envisages three financial upgradations counted from the direct entry grade on completion of 10, 20 and 30 years of regular service respectively. Financial upgradation under the scheme is admissible wherever an employee has spent 10 years continuously in the same Grade Pay. It is, thus, evident that 1st financial upgradation would be admissible on completion of 10 years of regular service from the date of actual joining of the post in the entry grade, 2nd financial upgradation on completion of 20 years service from the date of initial appointment or 10 years from the date of 1st financial upgradation / promotion, whichever is earlier, and 3rd financial upgradation would be admissible on completion of 30 years service from the date of initial appointment or 10 years from the date of 2nd financial upgradation / promotion, whichever is earlier, if the employee has not earned three promotions in thirty years span of regular service. **Board's letter No. PC-V/2009/ACP/2, dated 27.06.2014 & CPO/SC's Letter No. P[R]/535/IX. Dated 10.07.2014**

ACP s between 01.01.2006 and 31.08.2008

As a consequence of implementation of 6th CPC recommendations a new pay structure has come into existence with effect from 01.01.2006. With a view to regulate the ACP Scheme in context of new / revised pay structure a reference seeking certain clarification has been made to DOP&T which is the nodal Deptt., of the Government on the subject i.e. ACP. In such a position, it is advised that implementation of ACP Scheme may please be suspended immediately till further instructions are issued from Board's office.

CPO's OSC No. PC/487/VI CPC/ACP dated 25.02.2009

Question: - How will the benefits of ACP be granted if due between 01.01.2006 and 31.08.2008?

Clarification: - The new MACPS has come into existence w.e.f. 01.09.2008. However, the pay structure has been changed w.e.f. 01.01.2006. Therefore the previous ACPs would be applicable in the new pay structure adopted w e f . 01.01.2006. Para 6.1 of Annexure-1 of MACPS is only for exercising option for coming over to the revised pay structure and not for grant of benefits under MACPS. The following illustrations would explain the position.

[A] In the case of isolated post:

Date of appointment in entry Grade in the pre-revised pay scale of **4000-6000:**
01.10.1982

1st ACP granted on 01.10.1999 : ` **4500-7000 (pre-revised)**

2nd ACP due on 01.10.2006 : ` **5000-8000 (pre-revised)**

[Revised PB-2 Grade Pay of ` 4200]

3rd financial upgradation under the MACPS would be due on 01.10.2012 (on completion of 30 years of continuous regular service) in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay i.e. Grade Pay of ` 4600 in PB-2.

[B] In the case of normal promotional hierarchy

Date of appointment in entry Grade in the pre-revised pay scale of ` **5500-9000:**
01.10.1982

1st ACP granted on 01.10.1999 : **6500-10500 (pre-revised)**

2nd ACP due on 01.10.2006 (as per the existing hierarchy):

10000-15200 (pre-revised).

Therefore, 2nd ACP would be in PB-3 with Grade Pay of ` 6600 (in terms of hierarchy available):

3rd financial upgradation under MACPS would be due on 01.10.2012 in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay of ` 7600.

Clarification No [3] of RBE 143/2010 ... SC 163/2010

Promotions earned in the post carrying same GP.

[5] Promotions earned in the post carrying same grade pay in the promotional hierarchy as per the rules shall be counted for the purpose of MACPS. This will apply in the case of horizontal promotions granted to running cadre i.e., promotion from Sr. Goods Driver in GP Rs.4200/- to Passenger Driver with GP Rs.4200/-.

Point No 5 of CPO's OSC No. P(PC)487/VI CPC/ACP Dt- 24.07.09

5. 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 ACPs.

Illustration

The pre-revised hierarchy [in ascending order] in a particular organization was as follows:

Rs.5000-8000, Rs.5500-9000 & Rs.6500-10500.

[a] A Railway servant who was recruited in the hierarchy in the pre-revised pay scale Rs.5000-8000 and who did not get a promotion even after 25 years of service prior to 1.1.2006, in his case as on 1.1.2006 he would have got two financial upgradations under ACP to the next grades in the hierarchy of his organisation, i.e., to the pre-revised scales of 5500-9000 and Rs.6500-10500.

[b] Another Railway servant recruited in the same hierarchy in the pre-revised scale of Rs.5000-8000 has also completed about 25 years of service, but he got two promotions to the next higher grades of Rs.5500-9000 and Rs.6500-10500 during this period.

In the case of both [a] and [b] above, the promotions/financial upgradations granted under ACP to the pre-revised scales of Rs.5500-9000 and Rs.6500-10500 prior to 1.1.2006 will be ignored on account of merger of the pre-revised scales of Rs.5000-8000, Rs.5500-9000 & Rs.6500-10500 recommended by the Sixth CPC. As per Railway Services [RP] Rules, both of them will be granted Grade Pay of Rs.4200 in the Pay Band PB-2. After the implementation of MACPS, two financial upgradations will be granted both in the case of [a] and [b] above to the next higher Grade Pays of Rs.4600 and Rs.4800 in the Pay Band PB-2.

Point No. [5] of annexure to RBE 101/2009... SC 85/2009

Promotions earned prior to Medical Decategorization

Decided that in cases where the persons are medically decategorised and appointed to some other posts in lower pay Scale / Grade Pay for which they are suitable in terms of medical conditions, past service may be counted towards MACP Scheme. Even where a person had earned one promotion/financial upgradation prior to medical decategorisation and is appointed to a lower post, since the transfer is not on own volition, there is no objection to counting of the past service including for the period he held a higher service on promotion, for deciding three financial upgradations under MACP Scheme. **RBE No. 20/2012 ... SC 22/2012**

Vetting of MACP proposals by the associate accounts

All the Sr.DPOs/WPOs are advised not to adhere to the provision of submitting the copy of the proceedings & notings of the screening committee to associate finance. However, a copy of memorandum granting the benefit of financial upgradations to eligible staff together with copy of service record only needs to be sent to associate finance for pre-vetting of pay fixations.

CPO/SC's OSC No. P[R]/535/IX. Dt. 13-06-2012.

MACP -Investigation of arrear claims

Railway Board in their Lr.No. PC-V/2009/ACP-2, dated 10.06.2009 [Sl.Cir.NO. 85/2009] issued instructions for granting the benefit of financial upgradation under the MACPS to eligible employees, retrospectively from 01.09.2008. Arrears of pay and allowances in such cases are to be allowed from 01.09.2008. In terms of letter dt. 7.04.2000, it was made clear that in respect of claims of arrears arising as a result of issue of orders by the Railway Board giving retrospective benefit, the time limit for arriving at the period of delay is to be calculated from the date of issue of Board's letter and not from the date from which benefit had accrued.

CPO/SC's OSC No. P[R] 521/IV. Dated: 04-02-2013

MACP – Related benefits

MACP –LARSGESS

Clarified that for determining the eligibility for seeking retirement under the Liberalised Active Retirement Scheme for Guaranteed Employment for Safety Staff [LARSGESS], Grade Pay corresponding to the post against which the employee is working on regular basis will be taken into account. In other words, the staff working on the post with Grade pay of ` 1800/- will continue to be eligible for seeking retirement under the Scheme even after getting financial upgradation in Grade Pay higher than ` 1800/- under MACPS.

Board's letter No. E[P&A]I-2010/RT-2 dated 07.10.2010...SC 148/2010

MACP –PASS/PTO s

The benefit of Passes/PTOs corresponding to the next higher Grade Pay granted under MACP Scheme will be available to the employee. It is also reiterated that the grant of financial upgradation under the MACP Scheme does not entail any change in the designation, classification and status of an employee. Accordingly, the benefits related to higher status inherent in the higher Pay Band and/or Grade Pay is not available to such an employee, who has been granted higher Grade Pay under the MACP Scheme. **RBE 06/2011....SC 4/2011**

MACP - Staff Benefit Fund

Clarified that since even after placement in higher Grade Pay under the MACP Scheme the employee continues to retain the classification of his/her basic post, such staff continue to be eligible for these benefits under SBF. The grant of these benefits shall, however, be subject to the staff in the lower Grade Pay being given precedence. **RBE 22/2011...SC 27/2011.**

RBE No 101/2009	Board's PC NO PC VI-110	CPO/SC Rly P.C. No 110	Ser Cir No 85/2009
Board's letter No	PC-V/2009/ACP-2 dated 10.6.2009		
CPO/SC's letter No	P(PC)487/VI CPC/ACP Date:18.6.2009		
Sub: - Recommendations of the Sixth Central Pay Commission –Modified Assured Career Progression Scheme [MACPS] for Railway employees.			

A copy of Railway Board's letter No.PC-V/2009/ACP-2 dated 10.6.2009 circulated under RBE No.101/2009 (PC VI-110) is forwarded herewith for information , guidance and necessary action.

The cadre controlling officer shall constitute the first screening committee within one month from the date of issue of the instructions, to consider the cases maturing upto 30.06.2009 for grant of benefits under the MACPS.

Copy of Board's letter No.PC-V/2009/ACP-2 dated 10.6.2009 RBE No.101/2009 (PC VI-110)

Sub: Recommendations of the Sixth Central Pay Commission –Modified Assured Career Progression Scheme [MACPS] for Railway employees.

The Sixth Central Pay Commission in Para 6.1.15 of its report, has recommended Modified Assured Career Progression Scheme [MACPS]. As per the recommendations, financial upgradation will be available in the next higher Grade Pay whenever an employee has completed 12 years continuous service in the same grade. However, not more than two financial upgradations shall be given in the entire career, as was provided in the previous Scheme. The Scheme will also be available to all posts belonging to Group 'A' whether isolated or not. However, organized Group 'A' services will not be covered under the Scheme.

2. The Government has considered the recommendations of the Sixth Central Pay Commission for introduction of a MACPS and has accepted the same with further modification to grant three financial upgradations under the MACPS at intervals of 10, 20 and 30 years of continuous regular service.

3. The Scheme would be known as "MODIFIED ASSURED CAREER PROGRESSION SCHEME [MACPS] FOR RAILWAY EMPLOYEES. This scheme is in supersession of previous ACP Scheme and clarifications issued there under and shall be applicable to all regularly appointed Group 'A', 'B', and 'C' Railway employees except officers of the Organised Group 'A' service. The status of Group 'D' employees would cease on their completion of prescribed training as recommended by the Sixth Central Pay Commission and would be treated as Group 'C' employees. Casual employees, including those granted 'temporary status' and employees appointed in the Railways only on adhoc or contract basis shall not qualify for benefits under the aforesaid Scheme. The details of the MACP Scheme and conditions for grant of the financial upgradation under the Scheme are given in **Annexure.**

4. A Screening Committee shall be constituted in each Department to consider the case for grant of financial upgradations under the MACP Scheme. The Screening Committee shall consist of a **Chairperson** and **two members.** The members of the Committee shall comprise officers holding posts which are at least one level above the grade in which the MACP is to be considered and not below Senior Scale grade [PB-3, GP Rs.6600]. The Chairperson should be a grade above the members of the Committee.

5. The recommendations of the Screening Committee shall be placed before the Secretary in cases where the Committee is constituted in the Ministry / Department or before the Head of the organisation / competent authority in other cases for approval.

6. In order to prevent undue strain on the administrative machinery, the Screening Committee shall follow a **time-schedule** and meet twice in a financial year – preferably in the **first week of January** and **first week of July** of a year for **advance** processing of the cases maturing in that half. Accordingly, cases maturing during the first-half [April – September] of a particular financial year shall be taken up for consideration by the Screening Committee meeting in the first week of January. Similarly, the Screening Committee meeting in the first week of July of any financial year shall process the cases that would be maturing during the second-half [October – March] of the same financial year.

7. However, to make the MACP Scheme operational, the Cadre Controlling Authorities shall constitute the first Screening Committee within a month from the date of issue of these instructions to consider the cases maturing upto 30th June, 2009 for grant of benefits under the MACPS.
8. The scheme would be operational with effect from 01.09.2008. In other words, financial upgradations as per the provisions of the earlier ACP Scheme [of October ,1999] would be granted till 31.08.2008.
9. No stepping up of pay in the pay band or Grade Pay would be admissible with regard to junior getting more pay than the senior on account of pay fixation under MACP Scheme.
10. It is clarified that no past cases would be re-opened. Further, while implementing the MACP Scheme, the differences in pay scales on account of grant of financial upgradation under the old ACP Scheme [of October, 1999] and under the MACP Scheme within the same cadre shall not be construed as an anomaly.

ANNEXURE-I

MODIFIED ASSURED CAREER PROGRESSION SCHEME [MACPS]

[1]. There shall be three financial upgradations under the MACPS, 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 continuously in the same Grade-Pay.

[2]. The MACPS 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 Railway Services [Revised Pay] Rules, 2008. Thus, the Grade Pay at the time of financial upgradation under the MACPS can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher Grade Pay attached to the next promotion post in the hierarchy of the concerned cadre / organization will be given only at the time of regular promotion.

[3]. The financial upgradations under the MACPS would be admissible up to the highest Grade Pay of Rs.12000/- in the PB-4.

[4]. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme. Therefore, the pay shall be raised by 3% of the total pay in the Pay Band and the Grade Pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same Grade Pay as granted under MACPS. However, at the time of actual promotion if it happens to be in a post carrying higher Grade Pay than what is available under MACPS, no pay fixation would be available and only difference of Grade Pay would be made available. To illustrate, in case a Railway Servant joins as a direct recruit in the Grade Pay of Rs.1900 in PB-1 and he gets no promotion till completion of 10 years of service, he will be granted financial upgradation under MACPS in the next higher Grade Pay of Rs.2000 and his pay will be fixed by granting him one increment plus the difference of Grade Pay [i.e., Rs.100]. After availing financial upgradation under MACPS, if the Railway servant gets his regular promotion in the hierarchy of his cadre, which is to the grade of Rs.2400, on regular promotion, he will only be granted the difference of Grade Pay between Rs.2000 and Rs.2400. No additional increment will be granted at this stage.

[5]. 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 ACPS.

Illustration

The pre-revised hierarchy [in ascending order] in a particular organization was as follows:
Rs.5000-8000, Rs.5500-9000 & Rs.6500-10500.

- [a] A Railway servant who was recruited in the hierarchy in the pre-revised pay scale Rs.5000-8000 and who did not get a promotion even after 25 years of service prior to 1.1.2006, in his case as on 1.1.2006 he would have got two financial upgradations under ACP to the next grades in the hierarchy of his organisation, i.e., to the pre-revised scales of 5500-9000 and Rs.6500-10500.

- [b] Another Railway servant recruited in the same hierarchy in the pre-revised scale of Rs.5000-8000 has also completed about 25 years of service, but he got two promotions to the next higher grades of Rs.5500-9000 and Rs.6500-10500 during this period.

In the case of both [a] and [b] above, the promotions/financial upgradations granted under ACP to the pre-revised scales of Rs.5500-9000 and Rs.6500-10500 prior to 1.1.2006 will be ignored on account of merger of the pre-revised scales of Rs.5000-8000, Rs.5500-9000 & Rs.6500-10500 recommended by the Sixth CPC. As per Railway Services [RP] Rules, both of them will be granted Grade Pay of Rs.4200 in the Pay Band PB-2. After the implementation of MACPS, two financial upgradations will be granted both in the case of [a] and [b] above to the next higher Grade Pays of Rs.4600 and Rs.4800 in the Pay Band PB-2.

[6]. In the case of all the employees granted financial upgradations under ACPS till 01.01.2006, their revised pay will be fixed with reference to the pay scale granted to them under the ACPS.

6.1 In the case of ACP upgradations granted between 01.01.2006 and 31.08.2008, the Railway servant has the option under the Railway Services [RP] Rules, 2008 to have his pay fixed in the revised pay structure either [a] w.e.f. 01.01.2006 with reference to his re-revised scale as on 01.01.2006; or [b] w.e.f. the date of his financial upgradation under ACP with reference to the pre-revised scale granted under ACP. In case of option [b], he shall be entitled to draw his arrears of pay only from the date of his option i.e. the date of financial upgradation under ACP.

6.2 In cases where financial upgradation had been granted to Railway servants in the next higher scale in the hierarchy of their cadre as per the provisions of the ACP Scheme of October,1999 but whereas as a result of the implementation of Sixth CPC's recommendations, the next higher post in the hierarchy of the cadre has been upgraded by granting a higher Grade Pay, the pay of such employees in the revised pay structure will be fixed with reference to the higher Grade Pay granted to the post. To illustrate, in the case of Jr. Engineer in CPWD, who was granted 1st ACP in his hierarchy to the grade of Asst. Engineer in the pre-revised scale of Rs.6500-10500 corresponding to the revised Grade Pay of Rs.4200 in the Pay Band PB-2, he will now be granted Grade Pay of Rs.4600 in the Pay Band PB-2 consequent upon upgradation of the post of Asstt. Enggs. in CPWD by granting them the Grade Pay of Rs.4600 in PB-2 as a result of Sixth CPC's recommendations. However, from the date of implementation of the MACPS, all the financial upgradations under the Scheme should be done strictly in accordance with the hierarchy of Grade Pays in Pay Bands as notified vide Railway Services [Revised Pay] Rules, 2008.

[7]. With regard to fixation of his pay on grant of promotion / financial upgradation under MACP Scheme, a Railway servant has an option under Rule 1313 [1] [a][i] of the Indian Railway Establishment Code Vol.II, [Sixth Edition, 1987- Second Re-print -2005] {FR22[1] [a] [i]} to get his fixed in the higher post / Grade Pay either from the date of his promotion /upgradation or from the date of next increment viz., 1st July of the year. The pay and the date of increment would be fixed in accordance with clarification no.2 of Railway Board's letter No. PC-VI /2008/I/RSRP/1 dated 25.09.2008 [PC-VI/22, RBE No. 132/2008].

[8]. 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.

8.1. Consequent upon the implementation of Sixth CPC's recommendation, 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 MACPS.

[9]. '**Regular Service**' for the purpose of the MACPS 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. Service rendered on adhoc /contract basis before regular appointment on pre-appointment training shall not be taken into reckoning. However, past continuous regular service in another Government/ Department in a post carrying same Grade Pay prior to regular appointment in a new Department, without a break, shall also be counted towards qualifying regular service for the purposes of MACPS only [and not for the regular promotions]. However, benefits under the MACPS in such cases shall not be considered till the satisfactory completion of the probation period in the new post.

[10]. Past service rendered by a Railway employee in a State Government /statutory body / Autonomous body / Public Sector organization, before appointment in the Railways shall not be counted towards Regular Service.

[11]. 'Regular service' shall include all periods spent on deputation /foreign service, study leave and all other kinds of leave, duly sanctioned by the competent authority.

[12]. The MACPS shall also be applicable to work charged posts, if their service conditions are comparable with the staff of regular establishment.

[13]. Existing time-bound promotion scheme, including in-situ promotion scheme, /Staff Car Driver Scheme or any other kind of promotion scheme existing for a particular category of employees in the Railways, may continue to be operational for the concerned category of employees if it is decided by the concerned administrative authorities to retain such Schemes, after necessary consultations or they may switch-over to the MACPS. However, these Schemes shall not run concurrently with the MACPS.

[14]. The MACPS is directly applicable only to Railway employees. It will not get automatically extended to employees of I Autonomous / Statutory Bodies under the administrative control of Ministry of Railways. Keeping in view the financial implications involved, a conscious decision in this regard shall have to be taken by the Governing Body /Board of Directors and Ministry of Railways and where it is proposed to adopt the MACPS, prior concurrence of Ministry of Finance shall be obtained.

[15]. If a financial upgradation under the MACPS is deferred and not allowed after 10 years in a Grade Pay, due to the reason of the employees being unfit or due to departmental proceedings, etc., this would have consequential effect on the subsequent financial upgradation which would also get deferred to the extent of delay in grant of first financial upgradation.

[16]. On grant of financial upgradation under the Scheme, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted.

[17]. The financial upgradation would be on 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 of pay of Rs.6600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the Grade Pay of Rs.7600 and above.

[18]. 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 Railway Servants [Discipline and Appeal] Rules, 1968 and instructions issued thereunder.

[19]. The MACPS contemplates merely placement on personal basis in the immediate higher Grade Pay /grant of financial benefits only and shall not amount to actual/ functional promotion of the employees concerned. Therefore, no reservation orders/rosters shall apply to the MACPS, which shall extend its benefits uniformly to all eligible SC/ST employees also. However, the rules of reservation in promotion shall be ensured at the time of regular promotion. For this reason, it shall not be mandatory to associate members of SC/ST in the Screening Committee meant to consider cases for grant of financial upgradation under the Scheme.

[20]. Financial upgradation under the MACPS shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional financial upgradation for the senior employees on the ground that the junior employee in the grade has got higher pay/Grade Pay under MACPS.

[21]. Pay drawn in the Pay Band and the Grade Pay allowed under the MACPS shall be taken as the basis for determining the terminal benefits in respect of the retiring employee.

[22]. If the Group 'A' Railway employee, who was not covered under the ACP Scheme has now become entitled to say third financial upgradation directly, having completed 30 years regular service, his pay shall be fixed successively in next three immediate higher Grade Pays in the hierarchy of revised pay –bands and Grade Pays allowing the benefit of 3% pay fixation at every stage. Pay of persons becoming eligible for second financial upgradation may also be fixed accordingly.

[23]. In case an employee is declared surplus in his /her organization 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 organization shall be counted towards the regular service in his /her new organization for the purpose of giving financial upgradation under the MACPS.

[24]. In case of an employee after getting promotion /ACP seeks unilateral transfer on a lower post or lower scale, he will be entitled only for second and third financial upgradations on completion of 20/30 years of regular service under the MACPS, as the case may be, from the date of his initial appointment to the post in the new organization.

[25]. 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. If, however, financial upgradation has been allowed due to stagnation and the employee subsequently refuse the promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and the second or the next financial upgradation shall also be deferred to the extent of period of debarment due to the refusal.

[26]. Cases of persons holding higher posts purely on adhoc basis shall also be considered by the Screening Committee along with others. They may be allowed the benefit of financial upgradation on reversion to the lower post or if it is beneficial vis-à-vis the pay drawn on adhoc basis.

[27]. Employees on deputation need not revert to the parent Department for availing the benefit of financial upgradation under the MACPS. They may exercise a fresh option to draw the pay in the Pay Band and the Grade Pay of the post held by them or the pay plus Grade Pay admissible to them under the MACPS, whichever is beneficial.

[28]. **Illustrations:**

- A [i] If a Government servant [LDC] in PB-1 in the Grade Pay of Rs.1900 gets his first regular promotion [UDC] in the PB-1 in the Grade Pay of Rs.2400 on completion of 8 years of service and then continues in the same Grade Pay for further 10 years without any promotion then he would be eligible for 2nd financial upgradation under the MACPS in the PB-1 in the Grade Pay of Rs.2800 after completion of 18 years [8+10 years].
- [ii] In case he does not get any promotion thereafter, then he would get 3rd financial upgradation in the PB-II in Grade Pay of Rs.4200 on completion of further 10 years of service i.e. 28 years [8+10+10]
- [iii] However, if he gets 2nd promotion after 5 years of further service in the pay PB-II in the Grade Pay of Rs.4200 [**Asst. Grade/Grade'C'**] i.e. on completion of 23 years [8+10+5 years] then he would get 3rd financial upgradation after completion of 30 years of 30 years i.e. 10 years after the 2nd ACP in the PB-II in the Grade Pay of Rs.4600.

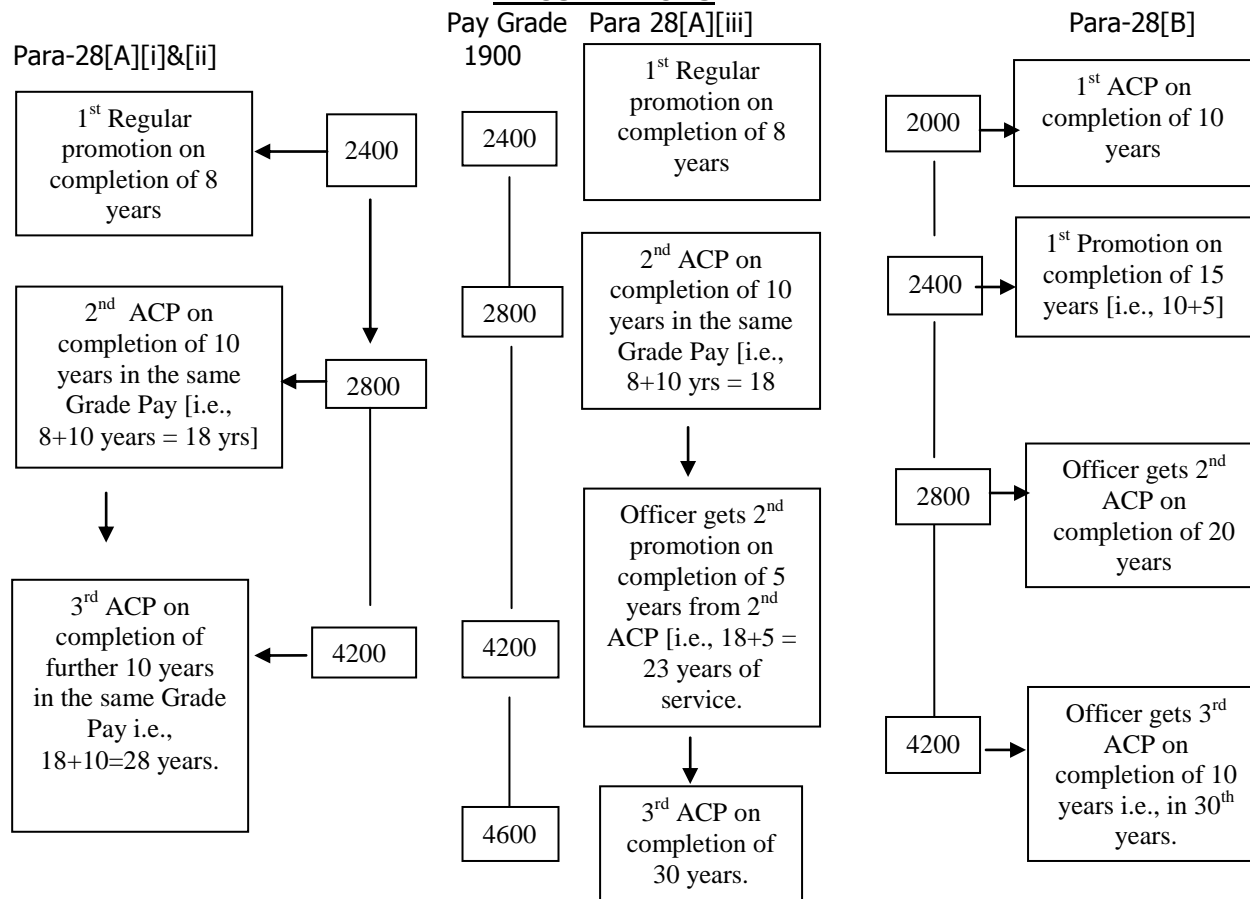
In the above scenario, the pay shall be raised by 3% of the total pay in the Pay Band and Grade Pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same Grade Pay or in the higher Grade Pay. Only the difference of Grade Pay would be admissible at the time of promotions.

- B. If a Railway servant [LDC] in PB-1 in the Grade Pay of Rs.1900 is granted 1st financial upgradation under the MACPS on completion of 10 years of service in the PB-1 in the Grade Pay of Rs.2000 and 5 years later he gets 1st regular promotion [UDC] in PB-1 in the Grade Pay of Rs.2400, and the 2nd financial upgradation under MACPS [in the next Grade Pay w.r.t. Grade Pay held by Railway servant] will be granted on completion 20 years of service in PB-1 in the Grade Pay of Rs.2800. On completion of 30 years of service, he will get 3rd ACP in the Grade Pay of Rs. 4200. However, if two promotions are earned before completion of 20 years, only 3rd financial upgradation would be admissible on completion of 10 years of

service in Grade Pay from the date of second promotion or at the 30th year of service , whichever is earlier.

- C. If a Railway servant has been granted either two regular promotions or 2nd financial upgradation under the ACP Scheme of October 1999 after completion of 24 years of regular service then only 3rd financial upgradation would be admissible to him under the MACPS on completion of 30 years of service provided that he has not earned third promotion in the hierarchy.

ILLUSTRATIONS



RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
215/2009	PC VI No. 168	168	191/2009
Board's letter No	PC-V/2009/ACP/2, dated 04.12.2009		
CPO/SC's letter No	P[PC]487/VI CPC/ACP, Dated: 18-12-2009		
Sub: -	Extension of the benefit of MACP Scheme to reckon 50% of the Temporary Status Casual Labour Service		
B.Ref -	SC 85/2009		

Please refer to Board's letter of even No., dated 10-06-2009 regarding the Modified Assured Career Progression Scheme (MACPS).

- The issue regarding extension of the scope of the MACP Scheme so as to count 50% of temporary status casual labour service on absorption in regular employment for the purpose of grant of benefit under the MACPS had been under consideration.
- The matter has been examined and it has been decided that 50% of temporary status casual labour service on absorption in regular employment may be taken into account towards the minimum service of 10, 20 and 30 years for the grant of benefit under the MACP Scheme on the analogy that the same is also reckoned as qualifying service for pension.
- This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
217/2009	[PC-VI-169]	169	197/2009
Board's letter No	PC-V/2009/ACP/2, dated 10-12-2009		
CPO/SC's letter No	P[PC]487/VI CPC/ACP, Dated: 31-12-2009		
Sub: -	Modified Assured Career Progression Scheme [MACPS] for the Railway Employees – Clarifications regarding		
B.Ref -	SC 85/2009		

Reference is invited to the Board's letter of even No., dated 10-06-09 regarding the Modified Assured Career Progression Scheme [MACPS]. Consequent upon the implementation of Sixth Pay Commissions recommendations, the four pre-revised Group-`D' pay scales viz., Rs. 2550-3200; Rs.2610-3540; Rs.2610-4000 and Rs. 2650-4000 have been upgraded and replaced by the revised pay structure of grade pay of Rs.1800/- in the pay band PB-1. As per the recommendations of Sixth CPC, Railway Servants in these four pre-revised Group-`D' scales have been granted the Group-`C' revised pay structure of grade pay of Rs.1800/- in the pay band PB1. It has been decided on the analogy of Para-5 of the Annexure to Board's letter dated 10-06-09 ibid that promotions earned or upgradations granted under ACP Scheme of 01.10.99 in the past to the four pay scales mentioned above, which now carry the grade pay of Rs.1800/- shall be ignored for the purpose of MACPS. However, promotions / financial upgradations earned by existing Group-`D' employees to grade pay of Rs.1900/- [pre-revised scales of Rs. 3050-75-3590-80-4590] shall be counted for the purpose of MACPS.

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC 25.02.09
Board's letter No	PC-V/2009/ACP/1 dated 11.02.2009		
CPO/SC's letter No	PC/487/VI CPC/ACP dated 25.02.2009		
Sub: -	Financial upgradation under ACP Scheme on implementation of revised pay structure under Sixth CPC.		
B.Ref -			

As a consequence of implementation of 6th CPC recommendations a new pay structure has come into existence with effect from 01.01.2006. With a view to regulate the ACP Scheme in context of new / revised pay structure a reference seeking certain clarification has been made to DOP&T which is the nodal Deptt. Of the Government on the subject i.e. ACP. In such a position, it is advised that implementation of ACP Scheme may please be suspended immediately till further instructions are issued from Board's office.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC 24.07.09
Board's letter No			
CPO/SC's letter No	P(PC)487/VI CPC/ACP Dt- 24 -7-2009.		
Sub: -	Recommendations of the Sixth Central Pay Commission – Modified Assured Career Progression Scheme (MACPS) for Railway employees.		
B.Ref -	SC 85/2009		

Attention is invited to Board's letter No.PC-V/2009/ACP/2 dated 10.6.2008, (S.CNo.85/2009) regarding Modified Assured Career Progression scheme for Railway employees w.e.f. 1.9.2008. It was advised in the above circular that the cadre controlling officer shall constitute the first screening committee within one month from the date of issue of the instructions, to consider the cases maturing upto 30.06.2009 for grant of benefits under the MACPS. Action in this regard would have been taken by the Cadre Controlling Officers.

The following further instructions are issued to regulate the benefit under MACPS to the eligible employees :-

1. MACPS is to be **granted by perusal of Service records / ACRS (as the case may be)** of the employees by the Screening Committee on non-functional basis as under:-
 - i) subject to declaring fitness in the hierarchy of grade pay within PB-1.
 - ii) Benchmark of 'good' till the grade pay of Rs.6600/- in PB-3.
 - iii) Benchmark of 'Very good' to the grade pay of Rs.7600/-and above.

ACRS/Working report of last 03 years, including the latest, should be considered for the above purpose.

ACRs /Service records (where applicable) and DAR/SPE/Vigilance clearances should be called for in respect of all the candidates who are eligible for the benefit of MACPS in advance so that the same can be put up to Screening Committee.

Where one or more ACRs have not been written for any reason during the relevant period the Screening Committee should consider the ACRs of the years preceding the period in question and, if in any case even these are not available, the Screening Committee should take the ACRs of lower grade into account, to complete the number of ACRs required to be considered. If this is also not possible, all the available ACRs should be taken into account. (Auth: SCR S.C.No.54/97)

2. Promotions/upgradations granted under the ACPS in the past to those grades which now carry the same grade pay due to merger of pay scales/ upgradations of posts shall be ignored for the purpose of granting financial upgradation under MACPS. (Item 5 of Annexure to Bd's letter)
For example, in case of employees who earned the financial upgradation/ promotion to the post of OS-II, OS-II Typing/ OS-I Typing/ Stenographer Gr. I / PS-II/ JE Gr.I prior to 1.1.2006, such promotions are to be ignored on account of merger of the pre-revised scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. In such cases financial upgradation to the next higher grade pay Rs.4600/- may be allowed on completion of requisite residency period provided he was initially recruited to Group 'C' category [Grade Pay Rs.1900].
3. Where employees got third promotion on regular basis on a date later to 01.09.2008, but entitled to benefit of 3rd financial upgradation from 1.9.2008, they may be allowed the benefit of 3rd ACP from 1.9.2008.
4. Cases where employees are due for MACPS as on 1.9.2008 and retired /medically de-categorised/expired subsequently are also to be allowed the benefit of ACP from the said date and pensionary benefits revised in such cases, accordingly.
5. Promotions earned in the post carrying same grade pay in the promotional hierarchy as per the rules shall be counted for the purpose of MACPS. This will apply in the case of horizontal promotions granted to running cadre i.e., promotion from Sr.Goods Driver in GP Rs.4200/- to Passenger Driver with GP Rs.4200/-.
6. Service rendered as a Trainee/Apprentice before regular absorption to a working post is not to be counted for the purpose of MACPS.
7. Where employees got two regular promotions without any financial upgradation under the earlier ACP Scheme- 1999 and are stagnating in the same grade pay for more than 10 years in the grade pay attached to the second promotion or on completion of 30 years of service, they are eligible for 3rd financial upgradation under new MACPS.
8. Fixation benefit i.e. 3% of pay plus GP in lower grade is not to be extended to staff transferred at their own request from higher grade to lower grades from one seniority unit to another with protection of pay at the time of grant of 2nd financial upgradation to the same higher grade.

The cases maturing upto 30.6.2009 for grant of benefit under MACPS to the eligible employees **should be completed by 28-8-2009** and compliance reported to Secretary to CPO to apprise the position to CPO.

This issues with the approval of CPO.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
25/2010	PC-VI 187	187	15/2010
Board's letter No	PC-V/2009/ACP/2 dated 03.02.2010		
CPO/SC's letter No	P(PC)487/VI CPC/{ACP] Dated: 04-02-2010		
Sub: -	Modified Assured Career Progression Scheme [MACPS] for the Railway employees – Clarifications regarding		
B.Ref -	SC 85/2009		

Copy of Board's letter No.PC-V/2009/ACP/2 dated 03.02.2010 is forwarded for information, guidance and necessary action. Board's letter dated 10.6.09 quoted therein was circulated under SC No. 85/09. The ACR ratings as followed in the case of normal selections are as under:

- (a) Outstanding :: 05 marks
- (b) Very Good :: 04 marks
- (c) Good :: 03 marks
- (d) Average :: 02 marks
- (e) Below Average :: 01 mark

Copy of Board's ltr. No. PC-V/2009/ACP/2 dated 03.02.2010
[RBE No.25/10]

Sub: Modified Assured Career Progression Scheme [MACPS] for the Railway employees – Clarifications regarding.

References have been received from some of the Railways seeking clarification as to whether while implementing MACPS in terms of Board's letter dated 10.06.2009, the benchmark prescribed in Para-17 of the Annexure has to be taken for the last three years or otherwise. The matter has been examined in consultation with DOP&T and it is clarified that ACRs for the same period as required for DPC purposes are to be considered while granting the benefits under MACP Scheme. Further, the practice of averaging ACRs ratings as followed in case of normal DPC be adopted with reference to the respective benchmark for MACP purposes.

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
36/2010	PC-VI No.192	192	42/2010
Board's letter No	PC-V/2009/ACP/2 dated 25.02.2010		
CPO/SC's letter No	P[PC]487/VI/CPC/ACP Dated: 12-03-2010		
Sub: -	Extension of the benefit of MACP Scheme to reckon entire Temporary Status service of substitutes		
B.Ref -	SC 191/2009		

Please refer to Board's letter of even number dated 04.12.2009 allowing 50% of Temporary status casual labour service on absorption in regular employment may be taken into account towards the minimum service of 10, 20 and 30 years for the grant of benefit under the MACP Scheme.

2. Further, on demand from both the federations that the entire service of the substitutes on their absorption in regular service may be reckoned for MACPS purposes, the matter has been carefully considered by the Board. It is found that unlike casual labour whose 50% of temporary status service counts for pensionary benefits, temporary status service in full of the substitutes counts for pensionary benefits. It has, therefore, been decided that the entire temporary status service of substitutes followed by regularisation without break may be taken into account towards the minimum service of 10, 20 and 30 years for the purpose of grant of benefit under the MACP Scheme.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			43/2010
Board's letter No	PC-V/2009/ACP/2/Pt.I dated 12.3.10		
CPO/SC's letter No	P[PC]487/VI/CPC/ACP Dated: 17 -03-2010		
Sub: -	Recommendation of the 6th CPC –MACPS for Railway employees.		
B.Ref -	SC 15/2010		

Telephone calls are still being received from Federations on misinterpretation of Board's letter dated 03.02.2010 on the above subject.

It is clarified that the bench mark for awarding required MACP benefits cannot be higher to that of bench mark required for normal promotions. Therefore, staff eligible for normal promotion should not be debarred for awarding MACP on account of Confidential Reports ratings.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
122/2010	PC VI/224	124	121/2010
Board's letter No	PC-V/2009/ACP/2 dated 18.08.2010		
CPO/SC's letter No	P[PC]487/VICPC/ACP Dated:31-08-2010		
Sub: -	Modified Assured Career Progression Scheme [MACPS] for the Railway Employees – Clarifications Regarding		
B.Ref -	SC 85/2009		

Reference is invited to the Board's letter of even number dated 10.06.2009 regarding the Modified Assured Career Progression Scheme [MACPS] to Railway employees. Para-13 of annexure of the scheme provides that the existing time-bound promotion Scheme, including in-situ promotion Scheme, Staff Car Driver Scheme or any other kind of promotion Scheme existing for a particular category of employees in Railways, may continue to be operational for the concerned category of employees if it is decided by the concerned administrative authorities to retain such Scheme, after necessary consultations or they may switch over to the MACP Scheme. However, these Schemes shall not run concurrently with the MACP Scheme.

2. In pursuance of the decision taken in the meeting of the Departmental Council [JCM] of Department of Personnel & Training held on 08.05.2010 in respect of Agenda item No. 57.31, it has been decided in consultation with the Department of Expenditure, that the benefits of the MACPS shall also be extended to the regular Staff Car Drivers of the Railways, as a fall back option, if they are unable to get promotion within the percentage based present system.

3. Para 13 of the annexure of the MACPS accordingly stands modified to this effect. In other words, the Staff Car Driver Scheme and the MACPS shall run concurrently.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			148/2010
Board's letter No	E[P&A]I-2010/RT-2 dated 07.10.2010		
CPO/SC's letter No	P[R]579/VI Dated:22-10-2010		
Sub: -	Safety Related Retirement Scheme covering safety categories with Grade Pay of 1800/-.		
B.Ref -	Serial Circular No.131/10 and 145/10		

AIRF and NFIR raised a doubt that a large number of staff working in Grade pay of ` 1800/- would not be eligible to avail the benefit of the above Scheme after financial upgradation under the MACPS.

[2]. The matter has been considered and it is clarified that for determining the eligibility for seeking retirement under the Liberalised Active Retirement Scheme for Guaranteed Employment for Safety Staff [LARSGESS], Grade Pay corresponding to the post against which the employee is working on regular basis will be taken into account. In other words, the staff working on the post with Grade pay of ` 1800/- will continue to be eligible for seeking retirement under the Scheme even after getting financial upgradation in Grade Pay higher than ` 1800/- under MACPS.

[3]. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
143/2010	PC VI-228	228	163/2010
Board's letter No PC-V/2009/ACP/2 dated 29.09.2010			
CPO/SC's letter No SCR/P-HQ/Ruling/O/933 / P[R]535/VII Dated:25-11-2010			
Sub: - Modified ACP Scheme [MACPS] for Railway employees – clarifications regarding			
B.Ref - SC 85/2009			

Copy of Board's letter No.PC-V/2009/ACP/2 dated 29.09.2010 is forwarded for information, guidance and necessary action. Board's letter dated 10.06.2009 quoted therein was circulated under Serial Circular No.85/09. A reference has been made to Railway Board seeking clarification in respect of item 3[B] which will be circulated on receipt.

Copy of Bd's ltr No. PC-V/2009/ACP/2 dated 29.09.2010 (RBE No.143/2010)

Sub:Modified ACP Scheme [MACPS] for Railway employees – clarifications regarding

In continuation to the Board's letter of even number dated 10.06.2009 notifying the Modified ACP Scheme for Railway employees, point-wise clarifications on certain issues pertaining to the MACPS, as received from the Department of Personnel & Training are indicated below:

S. N	Point of doubt	Clarification
1	Whether the Pay Band would change in the hierarchy of Pay Bands & Grade Pay on grant of the benefits under MACPS?	The upgradations under MACPS are to be granted in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay as prescribed in the RS[RP] Rules, 2008
2	Whether the benefits of MACPS would be allowed to the Railway servants who have been later on inducted in the Organized Group "A" Service	No. The benefit under MACPS is not applicable to Group 'A' officer of Organized Group 'A' Services, as the officer under Organized Group 'A' Services have already been allowed parity of two years on non-functional basis with the officers of Indian Administrative Services (IAS)
3	How will the benefits of ACP be granted if due between 01.01.2006 and 31.08.2008?	<p>The new MACPS has come into existence w.e.f. 01.09.2008. However, the pay structure has been changed w.e.f. 01.01.2006. Therefore the previous ACPS would be applicable in the new pay structure adopted w e f . 01.01.2006. Para 6.1 of Annexure-1 of MACPS is only for exercising option for coming over to the revised pay structure and not for grant of benefits under MACPS. The following illustrations would explain the position.</p> <p>[A] In the case of isolated post: Date of appointment in entry Grade in the pre-revised pay scale of ` 4000-6000: 01.10.1982 1st ACP granted on 01.10.1999 : ` 4500-7000 (pre-revised) 2nd ACP due on 01. 10. 2006 : ` 5000-8000 (pre-revised) [revised PB-2 Grade Pay of ` 4200] 3rd financial upgradation under the MACPS would be due on 01.10 2012 (on completion of 30 years of continuous regular service) in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay i.e. Grade Pay of ` 4600 in PB-2.</p> <p>[B] In the case of normal promotional hierarchy Date of appointment in entry Grade in the pre-revised pay scale of ` 5500-9000: 01.10.1982 1st ACP granted on 01.10.1999 : 6500-10500 (pre-revised) 2nd ACP due on 01.10.2006 (as per the existing hierarchy): 10000-15200 (pre-revised). Therefore, 2nd ACP would be in PB-3 with Grade Pay of ` 6600 (in terms of hierarchy available): 3rd financial upgradation under MACPS would be due on 01.10.2012 in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay of ` 7600.</p>

4	Whether the benefits of MACPS would be granted from the date of entry grade or from the date of their regular service/ approved service counted under various service rules?	The benefits under MACPS would be available from the date of actual joining of the post in the entry grade.
5	In a case where a person is appointed to an ex-cadre post in higher scale on deputation followed by absorption, whether the period spent on deputation would be counted as continuous service in the grade or not for the purpose of MACPS	(i) Where a person is appointed on direct recruitment/deputation basis from another post in the same grade, then past regular service as well as past promotions/ACP, in the earlier post, will be counted for computing regular service for the purpose of MACPS in the new hierarchy. (ii) However, where a person is appointed to an ex-cadre post in higher scale initially on deputation followed by absorption, while the service rendered in the earlier post, which was in a lower scale cannot be counted, there is no objection to the period spent initially on deputation in the ex-cadre post prior to absorption being counted towards regular service for the purposes of grant of financial upgradation under MACPS, as it is in the same Pay band/grade pay of the post.
6	Whether the pay scale /grade pay of substantive post would be taken into account for appointment /selection to a higher post on deputation basis or the pay scale /grade pay carried by a Railway servant on account of financial upgradation[s] under the ACP/MACP Scheme?	The pay scale /grade pay of substantive post would only be taken into account for deciding the eligibility for appointment /selection to a higher post on deputation basis.
7	In a case where 1 st /2 nd financial upgradations are postponed on account of the employees not found fit or due to departmental proceedings, etc. whether this would have consequential effect on the 2 nd /3 rd financial upgradation or not.	Yes. If a financial upgradation has been deferred/postponed on account of the employee not found fit or due to departmental proceedings, etc.. the 2 nd /3 rd financial upgradations under MACPS would have consequential effect. (Para 18 of Annexure-1 of MACPS referred).
8	In a case where the Railway servant has already earned three promotions and still stagnated in one grade for more than 10 years, whether he would be entitled for any further upgradation under MACPS?	No. Since the Railway servant has already earned three promotions, he would not be entitled for any further financial upgradation under MACPS.
9	Whether the pre-revised pay scale of ` 2750-4400 in respect of Group 'D' non matriculate employees, would also be taken as merged to grade pay of ` 1800 for the purpose of MACPS in view of merger of pre-revised pay scales of ` 2550-3200, ` 2610-3540, ` 2610-4000 and ` 2650-4000, which have been upgraded and replaced by the revised pay structure of grade pay of ` 1800 in the pay band PB-1.	Yes
10	If a Railway Servant on deputation earns upgradation under MACPS in the parent cadre, whether he would be entitled for deputation (duty) allowance on the pay and emoluments granted under the MACPS or not?	No. While eligibility of an employee for appointment against ex-cadre posts in terms of the provisions of the RRs of the ex-cadre post will continue to be determined with reference to the post/pay scale of the post held in the parent cadre on regular basis (and not with reference to the higher scale granted under ACP/MACP Scheme), such an officer, in the event of his selection, may be allowed to opt to draw the pay in the higher scale under ACP/MACP Scheme <u>without</u> deputation allowance during the period of deputation, if it is more beneficial than the normal entitlements under the existing general order regulating pay on appointment on deputation basis.
11	Since the pay scales of Group "D" employees have been merged and placed in the Grade Pay of Rs.1800, whether they are entitled for grant of increment @ 3% during pay fixation at every stage.	Yes. On the analogy of point 22 of Annexure-1 of MACPS, the pay of such Group "D" employees who have been placed in the Grade Pay of ` 1800 w.e.f. 01.01.2006 shall be fixed successively in the next three immediate higher grade pays in the hierarchy of revised pay bands and grade pays allowing the benefit of 3% pay fixation at every stage.

2. The MACPS should strictly be implemented in keeping with the instructions issued vide Board's letter dated 10.06.2009 ibid read with the aforesaid clarifications. [Authority DOP&T's OM No. No. 35034/3/2008-Estt (D) dated 09.09.2010]

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
188/2010	PC-VI-242	242	191/2010
Board's letter No CPO/SC's letter No SCR/P-HQ/Ruling/O/933/ P[R]535/VIII dated: 31-12-2010 Sub: - Modified Assured Career Progression Scheme [MACPS] for the Railway Employees – Clarifications – regarding B.Ref - SC 85/2009			

Copy of Board's letter No. PC-V/2009/ACP/2, dated 28.12.2010 is forwarded for information, guidance and necessary action. Board's letter dated 10.06.2009 quoted therein was circulated under SC No. 85/2009.

Subsequent to the issue of Board's instructions dated 10.06.2009 regarding MACP Scheme a Joint Committee is set up to examine the anomalies pertaining to the Modified Assured Career Progression Scheme [MACPS] vide Department of Personnel & Training O.M. No. 11/1/2010-JCA, dated 03.05.2010.

2. During the Joint Committee Meeting, it was pointed out by the Staff Side that the word 'New Organisation' of the last line of Para-24 of Annexure of MACPS dated 10.06.2009 was not in consonance with the spirit of the Scheme. The issue has been examined and it is clarified that in case of transfer 'including unilateral transfer on request', regular service rendered in previous organization/office shall be counted along with the regular service in the new organization/office for the purpose of getting financial upgradation under the MACPS. However, financial upgradation under the MACPS shall be allowed in the immediate next higher grade pay in the hierarchy of revised pay bands as given in Railway Services [Revised Pay] Rules, 2009. Para-24 of MACPS stands amended to this next.

3. The Staff Side also raised an issue on the 'Benchmark' for MACPS as given in Para-17 of Annexure of MACPS dated 10.06.2009 which provides that the financial upgradation would be on 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 ₹ 6,600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of ₹ 7,600/- and above. It was pointed out that in some cases the promotion to the next higher grade was made on the basis of 'fitness' as the method of promotion as specified in the relevant recruitment rules, was non-selection. Therefore, in such cases benchmarks should not be insisted upon under the MACPS. The issue has been examined and it is clarified that where the financial upgradation under MACPS also happen to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefits under MACPS as mentioned in Para-17 ibid, the benchmark for promotion shall apply to MACPS also. This instructions is in continuation of Board's earlier instruction of even number, dated 03.02.2010.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	P.C. No	CPO/SC Rly
			Ser Cir No
			OSC 12.03.2010
CPO/SC's letter No P[R]535/VII, dated 12.03.2010 Sub: - Modified Assured Career Progression Scheme for the Railway Servants – Clarifications– regarding.			

Attention is invited to Board's letter dated 10.06.2009, circulated under Sl.Cir.No. 85/09 regarding the Modified Assured Career Progression Scheme [MACPS] for the Railway Servants. Consequent upon introduction of the MACPS, clarifications have been sought by some of the divisions/units on certain issues in connection with implementation of MACPS. The doubts have been examined and clarifications are given below:

SN	Point of Doubt	Clarification
1.	Whether the service from the date of initial appointment into Railways or subsequent appointment to higher grade posts against Direct Recruitment Quota through RRB [Open Market] is to be counted for the purpose of grant of financial upgradation under MACPS to eligible employees.	Employees appointed to higher grade posts through RRBs from open market are to be treated as direct recruits in the higher grade to which they were appointed for the purpose of grant of financial upgradation under MACPS. However, in such cases service rendered in a lower grade pay is not to be counted for the purpose of grant of benefit under MACPS.

2.	Whether the case of employees initially engaged as Casual Labour and were granted temporary status in Group-`D`, but were absorbed as Technician Grade-III [Group-C] in scale ₹ 260-400/3050-4590 against 25% DR quota, is to be treated as promotion from Group-D to C for the purpose of grant of financial upgradation under MACPS or otherwise.	Casual Labour who were initially engaged in Group-`D` and subsequently absorbed in Group-`C` against 25% DR quota without absorption in Group-`D`, their absorption is not to be taken as promotion for the purpose of grant of financial upgradation under MACPS.
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This issues with the approval of CPO.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC 23.08.2010
Board's letter No _____ CPO/SC's letter No _____ P(R)535/VII, dated 23.08.2010 Sub: - Grant of MACP benefits to the Sr. Clerks selected under 13-1/3% Serving Graduates Quota. B.Ref - Board's Lr.No. PC-III/81/UPG/7, dt. 18.06.81.			

**FA&CAO/SC, Chairman/RRB/SC,
Dy.CPO/C/SC, Dy.CMM/G&S/MFT,
Dy.CE/EWS/LGD, DPO/NED,
WPO/LGDS, GTPL & TPTY,**

**Sr.DPOs/SC, HYB, BZA, GTL & GNT,
Principal/RDC/LGD, ZRTI/MLY,
Sr.Manager/P&S/SC,
APO/S&T/MFT.**

Copy of Railway Board's Lr.No. PC-V/2009/ACP/7/SCR, dated 29.07.2010 together with this Office letter of even No., dated 24.06.2010 on the above subject is forwarded for information, guidance and necessary action. Cases dealt with otherwise than in accordance with the Board's clarification may be re-opened and reviewed and necessary further action taken.

Copy of Board's Lr.No. PC-V/2009/ACP/7/SCR, dated 29.07.2010.

Sub: Grant of MACP benefits to the Sr.Clerks selected under 13-1/3% Serving Graduates Quota.

Ref: SCR's Lr.No. P[R]605/XII, dt. 24.06.2010.

With reference to the above mentioned letter, it is stated that LDCE is one of the methods for effecting promotions and, as such, the selection of Sr.Clerks against the 13-1/3% Serving Graduate Quota is a case of promotion. Therefore, the same cannot be treated at par with Direct Recruitment.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC 01.12.2010
Board's letter No _____ PC-V/2009/ACP/7/SCR, dt. 23.11.2010 CPO/SC's letter No _____ SCR/P-HQ/Ruling/0/881/ P[R]535/VII Dated: 01-12-2010. Sub: - Benefit of financial upgradation under MACP Scheme in Drawing Cadre of S&T, Civil, Electrical & Mechanical Departments. B.Ref - Bd's clarification Dt. 18.05.2010 circulated vide Lr.No. P[R]535/VII, Dt. 17.08.2010			

Copy of this Office Lr.No. P(R)535/XIII, dt. 26.10.2010 addressed to Railway Board together with Board's reply received under their Lr.No. PC-V/2009/ACP/7/SCR, dt. 23.11.2010 is enclosed for information, guidance and necessary action. **Board's clarification dated 18.05.2010 addressed to GM/P/N.Rly was already circulated under this Office Lr.No. P[R]535/VII, dated 17.08.2010**

to all Sr.DPOs/Sr.DFMs and Cadre Officers for taking necessary action in the matter.

Copy of Board's Lr.No. PC-V/2009/ACP/7/SCR, dated 23.11.2010.

Sub: Benefit of financial upgradation under MACP Scheme in Drawing Cadre of S&T, Civil, Electrical & Mechanical Departments.

Ref: SCR's Lr.No. P[R]535/VII, dated 26.10.2010.

With reference to the above mentioned letter, it is stated that the issue for extending the benefit of MACP Scheme to the employees, who had been recruited as Tracer in Drawing & Design Cadre has been examined in detail and then the instructions have been issued to Southern and Northern Railway vide Board's letter dt. 18.05.2010 respectively. NFIR's Lr.No. IV/MACPS/09/Pt.2, dt. 20.08.2010 has also been replied on similar lines. It is, therefore, reiterated that Board's instructions dt. 18.05.2010 should be adhered to.

x-x

Copy of this Office Lr.No. P[R]535/XIII, dated 26.10.2010.

Sub: Benefit of financial upgradation under MACP Scheme in Drawing Cadre of S&T, Civil, Electrical & Mechanical Departments.

Ref: Board's Lr.No. PC-V/2009/ACP/15/NR, dated 18.05.2010 addressed to Northern Railway.

The employees appointed as Tracers in S&T, Engineering, Mechanical & Electrical Departments on this Railway were extended the benefit of financial upgradations under MACPS to the Grade Pay ₹ 4600/-; ₹ 4800/- and ₹ 5400/- treating them as appointed to Grade Pay ₹ 4200/-.

Subsequently, clarification dated 18.05.2010 issued by the Board to Northern Railway was obtained and circulated for implementation on this Railway. It was also advised that necessary action be taken to review the cases dealt with otherwise than in accordance with the Board's clarificatory instructions.

General Secretary, SCRE Sangh in his letter dated 11.10.2010 [copy enclosed] has requested this office to issue necessary instructions to the Divisions/Units not to withdraw the benefit of financial upgradations extended to those who were appointed to the category of Tracers till a final decision is taken by the Government/Railway Ministry.

Since the request of GS/SCRE Sangh is against Board's clarificatory instructions dated 18.05.2010, Board are requested to examine the issue and advice in the matter early.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
06/2011	PC-VI 245	245	04/2011
Board's letter No	PC-V/2009/ACP/2, dt. 12.01.2011		
CPO/SC's letter No	SCR/P-HQ/Ruling/O/926, dated 18-01-2011 P[R]473/VIII.		
Sub: -	Entitlement of Pass facilities under MACPS – Clarification – Reg		
B.Ref -	SC 85/2009		

Copy of Board's Lr.No. PC-V/2009/ACP/2, dt. 12.01.2011 is forwarded for information, guidance and necessary action. Board's letters dated 10.06.2009 quoted therein was circulated under Serial Circular No. 85/2009. Board have clarified that the benefit of Passes/PTOs corresponding to the next higher Grade Pay granted under MACP Scheme will be available to employees. This position was already clarified vide this Office letter of even number, dated 13.01.2011.

Copy of Board's Lr.No. PC-V/2009/ACP/2, dt. 12.01.2011
[RBE No. 06/2011] PC-VI 245.

Sub: Entitlement of Pass facilities under MACPS – Clarification – Reg.
Ref: Board's letters of even number, dt. 10.06.2009.

The issue regarding the entitlement of privilege and other passes in case of employees, who have been granted financial upgradation under the MACP Scheme has been under consideration.

[2]. In terms of Para-16 of Annexure of Board's letter referred to above, financial upgradation under MACP Scheme is personal to the incumbent and entitles the employee to certain benefits which are linked to the pay drawn by the employee. Hence, the benefit of Passes/PTOs corresponding to the next higher Grade Pay granted under MACP Scheme will be available to the employee. It is also reiterated that the grant of financial upgradation under the MACP Scheme does not entail any change in the designation, classification and status of an employee. Accordingly, the benefits related to higher status inherent in the higher Pay Band and/or Grade Pay is not available to such an employee, who has been granted higher Grade Pay under the MACP Scheme.

[3]. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			25/2011
Board's letter No	PC-V/2010/MACP/7/ECR, dated 10.02.2011		
CPO/SC's letter No	SCR/P-HQ/Ruling/O/933, /... P[R]535/VIII. dated 28-02-2011.		
Sub: -	Grant of MACPS benefit to Guards category – Clarification – regarding		
B.Ref -	SC 110/2008....85/2009		

Copy of Board's letter No. PC-V/2010/MACP/7/ECR, dated 10.02.2011 is forwarded for information, guidance and necessary action. Board's letters dated 11.09.08 and 10.06.09 quoted therein were circulated under Serial Circular Nos. 110/08 and 85/09, respectively. In response to clarification sought vide this Office Lr.No. SCR/P/HQ/Ruling/ O/933, dt. 23-12-10 [copy enclosed] as to whether the non-functional promotions earned from Goods Guard with GP 2800/- to Sr.Goods Guard with GP 4200/- is to be counted as a promotion for the purpose of grant of benefits of financial upgradation under MACPS or otherwise. Board have replied that the placement/grant of higher Grade Pay from Goods Guard to Sr.Goods Guard on Non-functional basis should be reckoned as upgradation for the purpose of MACP Scheme.

Copy of Brd's letter No. PC-V/2010/MACP/7/ECR, dated 10.02.2011

Sub: Grant of MACPS benefit to Guards category – Clarification – regarding.

With reference to the letter above, it is stated that the matter has been examined in consultation with Department of Personnel & Training and it is clarified that every financial upgradation is to be counted as upgradation and offset against the financial upgradation under MACPS in terms of Board's letter dt. 10.06.09 [RBE No. 101/2009]. Therefore, the placement/grant of higher Grade Pay from Goods Guard to Sr.Goods Guard on Non-functional basis should be reckoned as upgradation for the purpose of MACP Scheme.

Further, the categories of Passenger Guard [5000-8000] & Sr.Passenger Guard [5500-9000] have been merged and allotted Grade Pay of ₹ 4200/- in PB-2 vide Board's letter dt. 11.09.08 [RBE No. 108/2008]. In terms of Para-8 of the Board's letter dt. 10.06.09 the promotion from Sr.Goods Guard to Passenger Guard should be counted for the purpose of MACPS and in terms of Para-5 of the said letter, the promotion from Passenger Guard to Sr. Passenger Guard should be ignored for MACPS. Therefore, an employee appointed as Goods Guard has earned following three promotions/financial upgradations till he reaches Mail/Express Guard, viz.,

- [i] From Goods Guard to Sr.Goods Guard.
- [ii] From Sr.Goods Guard to Passenger Guard.
- [iii] From Sr.Passenger Guard to Mail/Express Guard [Passenger Guard to Sr.Passenger Guard to be ignored].

Thus, such employees are not entitled to any further financial upgradation under MACP Scheme.

[This disposes of ECR's Lr.No. E/205[A]/O/ECR/HJP, dt. 26.08.10, SCR's Lr.No. SCR/P/HQ/Ruling/O/933, dt. 23.12.2010, CR's Lr.No. HPB/VI PC[R]/VIII, dt. 12.08.2010 and SECR's Lr.No. P/SECR/P-HQ/R/105/9/10609, dt. 22.09.10].

Copy of CPO/SC Lr. No. SCR/P/HQ/Ruling/O/933, Dt. 23.12.2010 addressed to Board

Sub: Implementation of MACP Scheme.

The posts in the category of Guards on Railways in V CPC / VI CPC is filled as under:

1.	Goods Guard / 4500-7000	60% by General Selection; 15% plus shortfall against General Selection & 25% plus shortfall against LDCE quota by DR.	Selection (Rectt. Grade)	PB-1 [2800]	60% by General Selection; 15% plus shortfall against General Selection & 25% plus shortfall against LDCE quota by DR.
2.	Sr.Goods Guard/ 5000-8000	100% Promotion	Non-Selection	PB-2 [4200]	100% Promotion
3.	Passenger Guard/ 5000-8000	100% Promotion	Selection	PB-2 [4200]	100% Promotion
4.	Sr.Passenger Guard/ 5500-9000	100% Promotion	Non-Selection		
5.	Mail/ Express Guard/ 5500-9000	100% Promotion	Non-Selection	PB-2 [4200]	100% Promotion

In this context, attention is invited to Board's Notification No. PC-VI/2008/1/RSRP/ 1, dt. 11.09.08 [RBE No. 108/2008] under which Schedules of Revised Scales of Pay Band and Grade pay was published, including Traffic Running [para 3.2 Guards category]. There was no mention about Sr.Goods Guard with Grade Pay of ₹ 4200/- in the hierarchy of Guards category in the above schedule. However, the erstwhile posts of Guards in the V CPC scales 5000-8000 and 5500-9000 are merged into one post carrying Grade Pay of ₹ 4200/-. Whereas in terms of Board's Lr.No. E[NG]I-2008/PM1/15, dated 03.09.09 [RBE NO. 161/09], the category of Sr.Goods Guard with GP ₹ 4200/- still exists in the hierarchy of Guards Category in Pay Band 9300-34800.

As per the hierarchy, Goods Guards are promoted/placed in **non-functional** higher scale of Sr.Goods Guard with GP-4200/-. On placement/promotion in such higher scale of Sr.Goods Guard on non-functional basis their pay is fixed under Rule 1313 FR-22-I[a] [2] R-II in terms of Board's Lr.No. PC-IV/93/JCM/DC/3, dt. 20.04.04 [RBE No. 89/04] duly allowing the difference in Grade Pay ₹ 1400/-. However, on functional promotion to the post of Passenger Guard involving duties and responsibilities of greater importance though in the same Grade Pay, benefit of fixation of 3% is allowed under Rule-13 of RS[RP] Rules, 2008 [RBE 103/08].

Para-5 of Annexure-I to Board's letter dt. 10.06.2009 [RBE No. 101/2009] stipulates that 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 6th CPC shall be ignored for the purpose of granting upgradations under MACPS.

While extending the benefit under MACPS a doubt has now arisen as to whether the non-functional placement/promotions earned from Goods Guard with GP ₹ 2800/- to Sr.Goods Guard with GP ₹ 4200/- is to be counted as a promotion for the purpose of grant of benefits of financial upgradation under MACPS or otherwise without assumption of duties/responsibilities of greater importance.

Board are requested to examine and issue necessary clarification in the matter early.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
22/2011			27/2011
Board's letter No	E[W]2010/FU-1/4, dated 15.02.2011		
CPO/SC's letter No	SCR/P-HQ/Ruling/O/965,P[R]411 dated 28-02-2011..		
Sub: -	Staff Benefit Fund – Continuance of benefits to staff receiving benefit of the MACP Scheme		
B.Ref -	SC 65/2010		

Copy of Board's letter No. E[W]2010/FU-1/4, dated 15.02.2011 is forwarded for information, guidance and necessary action. Board's letter dated 26.04.2010 quoted therein was circulated under Serial Circular No. 65/2010.

Copy of Brd's letter No. E[W]2010/FU-1/4, dated 15.02.2011 [RBE No. 22/2011].

Sub: Staff Benefit Fund – Continuance of benefits to staff receiving benefit of the MACP Scheme.

Ref: This Office letter of even No., dated 26.04.2010.

Some of the Zonal Railways have sought clarification as to whether the staff in Grade Pay ₹ 1800/- and below and eligible for benefits of scholarship for higher education and relief of distress/sickness etc., under items 1[i][a][2], 1[i][a][3] and 1[i][d][2] of this Office letter dated 26.04.2010 ibid are entitled for these benefits even after being placed in higher Grade Pay under the MACP Scheme.

2. The matter has been considered and it is clarified that since even after placement in higher Grade Pay under the MACP Scheme the employee continues to retain the classification of his/her basic post, such staff continue to be eligible for these benefits under SBF. The grant of these benefits shall, however, be subject to the staff in the lower Grade Pay being given precedence.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
39/2011	PC-VI 252	252	44/2011
Board's letter No	PC-V/2009/ACP/2, dt. 25.03.2011		
CPO/SC's letter No	SCR/P-HQ/Ruling/O/933,.. P[R]535/VIII dated 31-03-2011.		
Sub: -	MACPS for the Railway Employees – Clarifications – regarding		
B.Ref -	SC 85/2009		

Copy of Board's Lr.No. PC-V/2009/ACP/2, dt. 25.03.2011 is forwarded for information, guidance and necessary action. Board's letter dated 10.06.2009 quoted therein was circulated under Serial Circular No. 85/2009. It is reiterated that the organized Group-`A' Services are not covered under the Modified Assured Career Progression Scheme [MACPS] in terms of Board's letter dated 10.06.2009 [Sl.Cir.No. 85/09].

Sub: MACPS for the Railway Employees – Clarifications – regarding.

Please refer to Board's letter of even No., dt. 10.06.09 wherein the financial upgradation under the Modified Assured Career Progression Scheme [MACPS] has been allowed upto the higher Grade Pay of ₹ 12,000/- in the Pay Band-4. Consequent upon introduction of the new HAG scale of ₹ 67000-79000 in replacement of ₹ 37400-67000 with Grade pay of ₹ 12,000/- in PB-4, it is clarified that the benefits of financial upgradation under the MACPS shall be available to the aforementioned HAG scale also.

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

[DOP&T's OM NO. 35043/3/2008-Estt.[D], dt. 24.12.2010]

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			53/2011
Board's letter No	PC-V/2009/ACP/2, dt. 20.04.2011		
CPO/SC's letter No	SCR/P-HQ/Ruling/O/933, /..... P[R]535/VIII. dated 29-04-2011		
Sub: -	Modified Assured Career Progression Scheme [MACPS] for the Railway Employees – Clarifications – regarding		
B.Ref -			

Copy of Board's Lr.No. PC-V/2009/ACP/2, dt. 20.04.2011 is forwarded for information, guidance and necessary action.

Copy of Board's Lr.No. PC-V/2009/ACP/2, dt. 20.04.2011

Sub: Modified Assured Career Progression Scheme [MACPS] for the Railway Employees – Clarifications – regarding.

References from various Zonal Railways have been received in Board's Office seeking clarification as to whether the placement of Pharmacists in the Grade Pay of ₹ 4200/- in PB-2 on completion of 2 years service in the Grade Pay of ₹ 2800/- in PB-1 [Entry Grade], is to be taken into account for the purpose of MACPS or otherwise.

The matter has been examined in consultation with DOP&T, the nodal department of Govt. for MACP Scheme, and it has been clarified that every financial upgradation has to be treated as an upgradation. Accordingly, the placement of Pharmacists in Grade Pay of ₹ 4200/- in PB-2 on completion of 2 years regular service in the Grade Pay of ₹ 2800/- in PB-1 [Entry Grade] has to be counted/treated as one upgradation under the MACP Scheme.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
93/2011	PC-VI 265	265	90/2011
Board's letter No PC-V/2009/ACP/2, dt. 20.06.2011			
CPO/SC's letter No SCR/P-HQ/Ruling/O/933, / P[R] 535/VIII dated 29-06-2011			
Sub: - Grant of Financial Upgradation under MACPS to the direct recruit Graduate Engineers of Drawing Cadre – Clarification – reg.			
B.Ref - SC 252/1998			

A copy of Board's Lr.No. PC-V/2009/ACP/2, dt. 20.06.2011 is forwarded for information, guidance and necessary action. Board's letter dated 28.09.1998 quoted therein was circulated under Sl.Cir.No. 252/1998.

Copy of Board's Lr.No. PC-V/2009/ACP/2, dt. 20.06.2011 [RBE No. 93/2011].

Sub: Grant of Financial Upgradation under MACPS to the direct recruit Graduate Engineers of Drawing Cadre – Clarification – reg.

Kindly refer to Board's letter dated 28.09.98 [RBE No. 223/98] regarding allotment of pay scales to Drawing, Design and Estimating Staff, wherein interalia, instructions were also issued stating that Engineering Graduates recruited in the scale of ₹ 5500-9000 be promoted to the scale of ₹ 6500-10500 against 20% DR quota on the basis of LDCE.

Subsequent to the introduction of the MACP Scheme, the issue regarding grant of financial upgradation under MACP Scheme to the Engineering Graduates recruited in pay scale of ₹ 5500-9000 prior to 01-09-08 at par with Engineering Graduates recruited in pay scale of ₹ 6500-10500 has been under examination in consultation with the Department of Personnel & Training (DOP&T), the nodal department of Government on MACP Scheme.

In this connection, it is clarified that Engineering Graduates recruited initially in the grade of ₹ 5500-9000 & promoted to ₹ 6500-10500 against the 20% DR quota in terms of Board's letter dt. 28.09.98 ibid be treated at par with the fresh recruits in the scale of ₹ 6500-10500 w.e.f., the date they were promoted to the pay scale of ₹ 6500-10500 for the purpose of MACP Scheme.

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC 25.05.2011
Board's letter No			
CPO/SC's letter No SCR/P-HQ/Ruling/O/933/ P[R]535/VIII Dated: 25-05-2011.			
Sub: - Grant of financial upgradations under the MACP Scheme			
B.Ref -			

FA&CAO; All Sr.DPOs, WPOs, Sr.DFM's & WAOs.

Copy of this office letter of even No., dt. 11.04.2011 and Board's reply thereto is forwarded for information, guidance and necessary action. *The clarification issued to WPO/TPTY and copied to all Sr.DPOs/WPOs under this Office Lr.No. P[R] 535/VII, dt. 26.07.10 on the subject matter is withdrawn.* Necessary action may be taken to review the cases dealt otherwise than in accordance with Board's clarification and over-payment, if any, recovered.

CPO/SC's Letter Dated 11-04-2011 addressed to Railway Board.

Sub: Grant of financial upgradations under the MACP Scheme.

In terms of Board's letter dated 10.06.09 [RBE No. 101/2009], there shall be three financial upgradations under the MACPS, 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 continuously in the same Grade Pay.

It was also indicated in the above circular that 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 the pay scales/upgradations of posts recommended by the 6th CPC shall be ignored for the purpose of granting upgradations under MACPS.

As per Para-28 of Annexure-I to Board's letter dt. 10.06.09, where an employee has earned one regular promotion after five years of appointment, and stagnated for more than 10 years in the same grade pay, he is to be considered for grant of second financial upgradation to next higher grade pay, in which case the employee need not necessarily complete 20 years of service from the date of appointment.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			25/2012
Board's letter No	PC-V/2009/ACP/2, dt. 13.02.2012		
CPO/SC's letter No	P[R]535/VIII, dated 07-03-2012		
Sub: -	Clarification regarding admissibility of financial upgradation under MACPS to the eligible employees, who have refused adhoc promotion		
B.Ref -	SC 85/2009		

Copy of Board's Lr.No. PC-V/2009/ACP/2, dt. 13.02.2012 is forwarded for information, guidance and necessary action. Board's letter dated 10.06.2009 quoted therein was circulated under SC No. 85/2009.

Copy of Board's Lr.No. PC-V/2009/ACP/2, dt. 13.02.2012.

Sub: Clarification regarding admissibility of financial upgradation under MACPS to the eligible employees, who have refused adhoc promotion.

References from various Zonal Railways have been received in Board's office seeking clarification regarding admissibility of financial upgradation under MACPS to the employees, who have refused and adhoc promotion.

The matter has been examined in consultation with DOP&T, the nodal department of the Government for MACP Scheme and it is clarified that the instructions under ACP/ MACP Scheme regarding refusal of promotion is applicable in cases of regular promotions only. Therefore, the employees, who have refused adhoc promotions are entitled to grant of financial upgradation under MACPS subject to fulfillment of other terms and conditions as contained in Board's letter of even No., dt. 10.06.2009 [RBE No. 101/2009].

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
100/2012			99/2012
Board's letter No	PC-V/2009/ACP/2, dated 12.09.2012		
CPO/SC's letter No	P[R] 535/IX, dated 21.09.2012		
Sub: -	MACP Scheme for Railway Servants – Treatment of employees selected under LDCE / GDCE – Clarification – Reg.		
B.Ref -			

A Copy of Railway Board's letter No. PC-V/2009/ACP/2, dated 12.09.2012 is forwarded for information, guidance and necessary action.

Copy of Railway Board's letter No. PC-V/2009/ACP/2, dated 12.09.2012
[RBE No. 100/2012]

Sub: MACP Scheme for Railway Servants – Treatment of employees selected under LDCE / GDCE – Clarification – Reg.

References have been received from Zonal Railways seeking clarification regarding grant of benefits under MACPS in respect of the employees qualifying through LDCE / GDCE. The matter has been examined in consultation with Department of Personnel & Training [DoP&T], the nodal department of Government on MACPS and it has been decided as under:

- (i) If the relevant RRs provide for filling up of vacancies in a grade by Direct Recruitment, induction of an employee to that grade through LDCE/GDCE may be treated as Direct Recruitment for the purpose of grant of financial upgradation under MACPS. In such cases past service rendered in a lower Pay Scale / Grade Pay shall NOT be continued for the purpose of MACP Scheme.
- (ii) If the relevant RRs prescribe a Promotion Quota to be filled on the basis of LDCE / GDCE, such appointment would be treated as promotion for the purpose of benefit under the MACPS and in such cases, past regular service shall also be counted for further benefits, if any, under the MACP Scheme.

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
142/2012	PC-VI/307		137/2012
Board's letter No	PC-V/2009/ACP/2, dated 13.12.2012		
CPO/SC's letter No	P[R] 535/IX, dated 27.12.2012		
Sub: - Grant of financial upgradation under MACP Scheme – Clarification – Reg			
B.Ref -			

A Copy of Railway Board's letter No. PC-V/2009/ACP/2, dated 13.12.2012 is forwarded for information, guidance and necessary action.

Copy of Railway Board's letter No. PC-V/2009/ACP/2, dated 13.12.2012
[RBE No. 142/2012] PC-VI/307 .

Sub: Grant of financial upgradation under MACP Scheme – Clarification – Reg.

References have been received from Zonal Railways seeking clarification as to what Grade Pay would be admissible under MACP Scheme to an employee holding feeder post in a cadre where promotional post is in the same Grade Pay. The matter has been examined in consultation with Department of Personnel & Training [DOP & T], the nodal department of the Government on MACP Scheme and it is clarified that ACP / MACP Schemes have been introduced by the Government in order to mitigate the problems of genuine stagnation faced by employees due to lack of promotional avenues. Thus, financial upgradations under ACP / MACP Schemes CANNOT be to higher Grade Pay than what can be allowed to an employee on his normal promotion. In such cases financial upgradation under MACP Scheme would be granted to the same Grade Pay.

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC 13.06.2012
Board's letter No			
CPO/SC's letter No	P[R]/535/IX. Dated: 13-06-2012.		
Sub: - Financial implication on implementation of MACPS.			

Sr.DPO/SC, HYB, BZA, GTL, GNT, NED,
WPOs/LGDS, GTPL, TPYS, APO/S&T/MFT :

Sub: Financial implication on implementation of MACPS.

Attention is invited to FA&CAO/SC's Lr.No. A/ICC/MACP, dt. 26.03.2012 wherein instructions were issued that all the cases involving MACPS are to be invariably got vetted by the respective associate accounts before the issue of memorandum and drawal of pay and allowances. It was also indicated in the above letter that proceedings [consisting of working sheets & notings] of the screening committee is to be submitted for ready reference.

Based on the above, CPO addressed a letter to FA&CAO stating that once a screening committee is constituted and their recommendations are accepted by the competent authority, it becomes sacrosanct and no other authority except a higher authority or vigilance can question the proceedings or the correctness by the accepting authority. Therefore, the letter of FA&CAO instructing that the cases involving MACPS are to be invariably got vetted before the issue of memorandum and that proceedings consisting of working sheets, notings of screening committee should also be submitted for ready reference is not correct and interferes with the functioning of selection/screening committee and such a stand is not acceptable.

All the Sr.DPOs/WPOs are advised not to adhere to the provision of submitting the copy of the proceedings & notings of the screening committee to associate finance. However, a copy of memorandum granting the benefit of financial upgradations to eligible staff together with copy of service record only needs to be sent to associate finance for pre-vetting of pay fixations.

This issues with the approval of CPO.

C/- All Cadre Officers in HQrs Office for information & similar action.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC 23.11.2012
Board's letter No	PC-V/2009/ACP/7/SCR, dated 06.11.2012		
CPO/SC's letter No	P[R] 535/IX. Dated: 23-11-2012.		
Sub: - MACPS – Computing of EOL towards regular service.			
B.Ref -			

A Copy of Railway Board's letter No. PC-V/2009/ACP/7/SCR, dated 06.11.2012 together with FA&CAO/SC's Lr Dt.17.07.2012 quoted therein is forwarded for information, guidance and necessary action.

Copy of Railway Board's letter No. PC-V/2009/ACP/7/SCR, dated 06.11.2012.

Sub: MACPS – Computing of EOL towards regular service.

Ref: SCR's Lr.NO. AEN/MACPS, dated 17.07.2012.

With reference to the letter above, it is stated that the matter has been examined in consultation with Department of Personnel & Training [DOP & T] and it is clarified that unless the Competent Authority has specifically decided to exclude the period from counting as regular service, EOL period without Medical Grounds duly sanctioned by the Competent Authority will also be counted as regular service for the purpose of grant of financial upgradations under MACPS.

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Copy of FA&CAO/SC's letter No. AEN/MACPS, dated 17.07.2012 .

Sub: MACPS – Computing of EOL towards regular service.

Modified Assured Career Progression Scheme [MACPS] introduced vide Lr.No. PC-V/2009/ACP/2, dated 10.06.2009 envisages granting of financial up-gradation to employees on completion of 10 / 20 / 30 years service or on completion of 10 years service in the same grade pay. In terms of item No. 9 of Annexure to above Board's letter, regular service for the purpose of MACPS shall commence from the date of joining a post in direct recruitment grade on a regular basis either on direct recruitment basis or on absorption/ re-employment basis. Service rendered on adhoc/contract basis/pre-appointment training shall not be taken for reckoning regular service. Further, in terms of Para No. 11 of the said Board's letter, the regular service shall include all periods spent on deputation/ foreign service, study leave and all other kinds of leave duly sanctioned by the Competent Authority.

There are instances where the leave to staff is being sanctioned by the Competent Authority as Leave Without Pay [LWP] with / without Medical Certificate. In terms of Para 539 of IREM, EOL [Extra Ordinary Leave] can be granted to an employee where no leave is admissible or other leave is admissible, but the employee applies for grant of EOL. Since the EOL as well as LWP is without pay, the sanctioned LWP is taken as EOL.

Now a doubt has arisen whether the period of such LWP [with / without medical certificate] which is covered by sanction can be reckoned for computing regular service for the purpose of granting benefit under MACPS.

Board are requested to issue necessary clarification in this regard.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
8/2013	PC-VI-313		13/2013
Board's letter No	PC-V/2009/ACP/2, dated 31.01.2013		
CPO/SC's letter No	P[R]535/IX, dated 13-02-2013		
Sub: -	Modified ACP Scheme [MACPS] for Railway Employees – Clarification – Regarding		
B.Ref -	85/2009 and 191/2010		

Copy of Board's letter No. PC-V/2009/ACP/2, dated 31.01.2013 is forwarded for information, guidance and necessary action. Board's letters dated 10.06.2009 and 28.12.2010 quoted therein were circulated under Serial Circular Nos. 85/2009 and 191/2010 respectively.

Copy of Board's letter No. PC-V/2009/ACP/2, dated 31.01.2013
[RBE No. 08/2013] PC-VI-313.

Sub: Modified ACP Scheme [MACPS] for Railway Employees – Clarification – Regarding.

Reference is invited to the Bd's lr of even No., Dt. 10.06.2009 regarding MACPS to Railway Employees. Pursuant to the discussions in the meeting of National Advisory Committee held on 17.07.2012 and subsequent meeting on 27.07.2012 held with the Staff Side and in continuation to clarifications issued vide Board's letter of even No., dated 28.12.2010, it is further clarified as under:

2 (i) Financial Upgradation under MACPS in the case of staff, who joined another unit/organisation on request:

Railway Board's letter of even No., dated 26.12.2010 provides that in case of transfer including unilateral transfer on request, regular service rendered in previous organisation/office shall be counted along with the regular service in the new organisation/office for the purpose of getting financial upgradations under the MACP scheme. However, financial upgradation under the MACP Scheme shall be allowed in the immediate next higher grade pay in the hierarchy of the revised Pay Bands as given in the Railway Services (Revised Pay) Rules, 2008. It is now further clarified that wherever an official, in accordance with terms and conditions of transfer on own volition to a lower post, is reverted to the lower Post/Grade from the promoted Post/Grade **before being relieved for the new organisation/office**, such past promotion in the previous organisation/ office will be ignored for the purpose of MACP Scheme in the new Organisation/Office. In respect of those cases where benefit of pay protection have been allowed at the time of unilateral transfer to other organisation/unit and thus the employee had earned the financial benefit of promotion, the promotion earned in previous organisation has to be reckoned for the purpose of MACP Scheme.

2 (ii) Benchmark for MACP Scheme:

Para-17 of Annexure-1 of Railway Board's letter dated 10.06.2009 provide that the financial upgradation would be on 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. 6,600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of Rs. 7,600/- and above. Railway Board's letter of even No., dated 28.12.2010 provides that where the financial upgradation under MACPS also happens to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefit under MACP Scheme as mentioned in Para-17 *ibid*, the benchmark for promotion shall apply to MACP also. It is now further clarified that wherever promotions are given on non-selection basis (i.e., on seniority-cum-fitness basis), the prescribed benchmark as mentioned in Para-17 of Annexure-1 to Board's letter dated 10.06.2009 shall not apply for the purpose of grant of financial upgradation under MACP Scheme.

3. The instructions issued on MACP Scheme vide Board's letter of even No., dated 10.06.2009 stands modified to the above extent.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC 04.02.2013
CPO/SC's letter No P[R] 521/IV. Dated: 04-02-2013			
Sub: - Investigation of arrear claim of pay and allowance to Non-Gazetted Railway Servants			

The Divisions / Units are aware that Railway Board in their Lr.No. PC-V/2009/ACP-2, dated 10.06.2009 [Sl.Cir.NO. 85/2009] issued instructions for granting the benefit of financial upgradation under the MACPS to eligible employees, retrospectively from 01.09.2008. Arrears of pay and allowances in such cases are to be allowed from 01.09.2008.

It has been brought to the notice by the organized labour that on certain Divisions / Units, the period of 3 years is being reckoned from the date from which the benefit had accrued and Board's sanction is sought for payment of arrear claims of pay and allowances for the period over and above three years.

Attention is invited to this Office Lr.No. P(R) 521/IV, dated 07.04.2000 wherein instructions were issued for reckoning the period of 3 years for payment of arrear claims of pay and allowances to Non-Gazetted Staff [copy enclosed]. It was made clear in the above letter that in respect of claims of arrears arising as a result of issue of orders by the Railway Board giving retrospective benefit, the time limit for arriving at the period of delay is to be calculated from the date of issue of Board's letter and not from the date from which benefit had accrued.

The instructions on the subject are reiterated for compliance.

C/- GS/SCRMU for information w.r.t., Lr.No. SCRMU/CO, dated 31.12.2012.

Copy of P[R] 521/IV. Dated 07.04.2010

Sub: Investigation of arrear claims of pay and allowance to Non-Gazetted Railway Servants.

Investigation of arrear claims fall under the following categories:

1. Where arrears accrue as a result of delayed action on the part of the individual employee/ Railway Administration, e.g., claims of arrears due to stepping up of pay, revision of pay, Family Planning Allowance etc., fall under this category.
2. Claims of arrears arising as a result of issue of orders by the Railway Board giving retrospective benefit like re-fixation of pay due to exercise of option by the employees, whose increment is due on 01.01.1986, where Board issued orders only on 05.05.1995 [Sl.Cir. No. 57/1995].

While in respect of the first category, the period of delay is to be reckoned from the date of accrual of the benefit to the employee, in the second category of cases, the time limit for arriving at the period of delay is to be calculated from the date of issue of Board's letter and not from the date from which benefit had accrued.

This issues with the concurrence of FA&CAO/SC.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
Bd's Ir dt. 05.03.2013			
Board's letter No	PC-V/2009/ACP/20/CLW,	dt. 05.03.2013.	
CPO/SC's letter No			
Sub: - Granting 3rd financial upgradation under MACP Scheme – Clarification			

The GM (P), Chittaranan Locomotive Works, CHITTARANJAN.Sub: **Granting 3rd financial upgradation under MACP Scheme – Clarification**

Ref: CLW's Lr.No. CMA/Ruling.453, dated 19.02.2013.

With reference to CLW's above cited letter, it is stated that Board's Letter dated 13.12.2012 has been issued as a sequel to the instructions contained in Para-8 of Annexure to Board's Policy instruction on MACPS, dated 10.06.2009 [RBE No. 101/2009] and therefore has to be viewed in context thereof only. Further, while implementing MACP Scheme these instructions i.e., Para-8 of Annexure to Board's instruction dated 10.06.2009 and Board's letter dated 13.12.2012 has to be seen in light of the cadre structure / hierarchy of progression that has emerged as a result of implementation of 6th CPC pay structure.

As regards example No. 1(a), it is stated that a Technical Supervisor, who has joined in GP-4200/- on direct basis and have earned promotion to next post in Grade Pay of Rs. 4600/- is entitled to be considered for grant of 2nd and 3rd financial upgradations to GP: 4800/- and GP: 5400/- in PB-2 respectively under MACPS subject to fulfillment of terms & conditions relating to the Scheme.

As regards example No. 1(b) it is stated that a directly recruited SSE in GP of Rs. 4600/- is entitled to be considered for grant of 1st, 2nd, and 3rd financial upgradations to the GP: Rs. 4800/- / PB-2, GP: 5400/- / PB-2 and GP: 5400/- / PB-3 respectively under MACPS subject to fulfillment of terms & conditions relating to the Scheme.

As regards example No. (1) (c), the point on which clarification has been sought is not clear.

As regards example No. II (a), it is stated that the next promotional post for Chief Matron's Post is Assistant Nursing Officer (ANO). In same Grade pay of Rs. 5400/- / PB-3, therefore, Chief Matron entitled to be considered for 3rd financial upgradation to the same Grade Pay of Rs. 5400/- in PB-3 in terms of Board's letter dated 13.12.2012 [RBE No. 142/2012].

As regards example No. II (b), a Staff Nurse directly recruited in GP: Rs. 4600/- is entitled to be considered for 3rd Financial upgradation under MACPS to the Grade Pay of Rs.5400/- in PB-3 in terms of the provisions contained in Para 8.1 of Annexure to Board's letter dated 10.06.2009 [RBE No. 101/2009].

Sd/- xxx [N.P. Singh] /

Dy. Director, Pay Commission-V, /Railway Board.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
Non Ser Cir dt. 21.08.2013			
CPO/SC's letter No	P[R] 481/IX Dated 21.08.2013		
Sub: - Grant of increment after regular promotion in the cases where lower Grade pay granted under MACPS before regular promotion			
B.Ref - Sr DPO/BZA' s letter No SCR/P-BZA/359/T.Cadre/GD s dated 29.07.13			

It is advised that condition No.4 of Annexure-I to Board's letter circulated under SC No 85/2009 is clear that the benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of MACP. There shall however be no further fixation of pay at the time of regular promotion if it is in the same GP as granted under MACPS. However, at the time of actual promotion, if it happens to be in a post carrying higher GP than what is available under MACPS, no pay fixation would be available and only difference of GP would be allowed.

Employees granted financial up gradation under MACP and exercised option for fixation of pay and subsequently promoted on regular basis to a post in the same GP/ Higher GP than what is available under MACP, are not eligible to exercise option for fixation of pay on such regular promotion in terms of Board's instructions supra.

Sd/- xxx [M SREERAMULU] /
SPO/RULES/SECUNDERABAD

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC 10.07.14
Board's letter No	PC-V/2009/ACP/2, dated 27.06.2014		
CPO/SC's letter No	P[R]/535/IX. Dated 10.07.2014		
Sub: -	Erroneous implementation of MACP Scheme on Railways		
B.Ref -	Bd's Lr Dt. 29.12.2011 circulated under Lr.No. P[R]535/VIII, Dt. 20.01.2012 [copy enclosed]		

Copy of Board's Lr.No. PC-V/2009/ACP/2, dated 27.06.2014 is forwarded for information, guidance and necessary action. Board's letter dated 29.12.2011 quoted therein was circulated under Lr.No. P[R]535/VIII, dated 20.01.2012 [copy enclosed].

Copy of Board's Lr.No. PC-V/2009/ACP/2, dated 27.06.2014.

Sub: Erroneous implementation of MACP Scheme on Railways.

It has been brought to the notice of Board's Office through its Vigilance Directorate that on some of the Railways, 3rd financial upgradation under MACP Scheme is being allowed on completion of 20 years of service from 1st promotion considering deemed, 2nd MACPS of the concerned employee well before 01.09.2008. As the MACP Scheme has come into effect from 01.09.2008 only such an assumption is blatantly flawed.

In this regard, attention is invited to Board's letter of even No., dated 29.12.2011 whereby it has been categorically clarified that 3rd financial upgradation is admissible either on completion of 30 years service from the date of initial appointment OR further 10 years from the date of 2nd financial upgradation / promotion, whichever is earlier.

It is, therefore, emphasized that the instructions communicated vide Board's letter dated 29.12.2011 may please be strictly adhered to as any deviation therefrom may attract vigilance action. Further, necessary remedial action, wherever required, may please be taken immediately.

Sd/- xxx[N.P. Singh]Dy.Director/
Pay Commission-V, Railway Board.

Copy of Letter No. P[R]/535/VIII, Dated: 20-01-2012.

Copy of Board's Lr.No. PC-V/2009/ACP/2, dated 29.12.2011 is forwarded for information, guidance and necessary action. Board's letter dated 10.06.2009 quoted therein was circulated under Sl. Cir. No. 85/2009.

Copy of Board's Lr.No. PC-V/2009/ACP/2, dated 29.12.2011.

Sub: Grant of Financial Upgradation under MACP Scheme.

In Board's office several references from Zonal Railways have been received seeking guidelines regarding admissibility of financial upgradations under MACP Scheme.

In this connection, attention is invited to Para-1 of Annexure to Board's letter dated 10.06.2009 [RBE No. 101/2009], wherein it is mentioned that the MACP Scheme envisages three financial upgradations counted from the direct entry grade on completion of 10, 20 and 30 years of regular service respectively. Financial upgradation under the scheme is admissible wherever an employee has spent 10 years continuously in the same Grade Pay. It is, thus, evident that 1st financial upgradation would be admissible on completion of 10 years of regular service from the date of actual joining of the post in the entry grade, 2nd financial upgradation on completion of 20 years service from the date of initial appointment or 10 years from the date of 1st financial upgradation / promotion, whichever is earlier, and 3rd financial upgradation would be admissible on completion of 30 years service from the date of initial appointment or 10 years from the date of 2nd financial upgradation / promotion, whichever is earlier, if the employee has not earned three promotions in thirty years span of regular service.

Further, the illustration under Para-28 also demonstrates that 1st financial upgradation would be admissible on completion of 10 years of regular service from the date of actual joining of the post in the entry grade, 2nd financial upgradation on completion of 20 years service from the date of initial appointment or 10 years from the date of 1st financial upgradation / promotion, whichever is earlier, and 3rd financial upgradation would be admissible on completion of 30 years service from the date of initial appointment or 10 years from the date of 2nd financial upgradation / promotion, whichever is earlier.

It is, therefore, advised that financial upgradation under MACP Scheme may be regulated strictly as per the stipulations contained in Board's letter of even No., dated 10.06.2009 [RBE No. 101/2009].

Sd/- xxx
[N.P. Singh]Dy.Director/
Pay Commission-V, Railway Board.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			71/2014
Board's letter No	PC-V/2009/ACP/2, dated 01.07.2014		
CPO/SC's letter No	P(R) 535/IX, dated 17.07.2014		
Sub: -	Modified Assured Career Progression Scheme – Clarification – regarding		
B.Ref -			

A Copy of Railway Board's letter No. PC-V/2009/ACP/2, dated 01.07.2014 is forwarded for information, guidance and necessary action.

Copy of Railway Board's letter No. PC-V/2009/ACP/2, dated 01.07.2014

Sub: Modified Assured Career Progression Scheme – Clarification – regarding

References have been received in Board's Office seeking clarifications as to whether extra-ordinary leave [EOL] without medical certificate is to be taken into account for the purpose of MACP Scheme.

The issue has been examined in consultation with Department of Personnel & Training [DOP&T] and it is clarified that unless the competent authority has specifically decided to exclude the period from counting as regular service. EOL period without Medical Grounds duly sanctioned by the Competent Authority will also be counted as regular service for the purpose of grant of financial upgradations under MACP Scheme.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC Dt. 31.07.2015
Board's letter No			
CPO/SC's letter No	P [R] 184/V Dated 31.07.2015		
Sub: -	Grading of APAR (ACR) for Selections/MACP		
B.Ref -			

It has been brought to the notice that in various selections and MACP etc., the overall grading in APAR (ACR) is taken what is given by the Reporting Authority. Thus, grading given by the Reviewing Authority as well as by the Accepting Authority is not given due attention. It is clarified that in all selections and in MACPs, the overall grading should be taken which is given by the final authority ie. Reviewing Authority/Accepting Authority that would be the correct and final grading as the overall grading given by Reporting Officer is subject to revision by Reviewing/ Accepting authority.

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC Dt.28.01.2015
Board's letter No CPO/SC's letter No P [R] 535/IX Dated 28.01.2015 Sub: - Circulation of favourable judgements for contesting similar cases			

- [a] On the issue of stepping up of pay/Grade Pay of the senior employee at par with the juniors drawing higher Grade Pay under MACP Scheme, an O.A No. 951/2011 (Augustine Roy Rozaio & others Vs. UOI & others) was filed before CAT Madras. Hon'ble Tribunal vide their order dt. 31/10/2014 have dismissed the OA rejecting the applicants' claim for grant of higher Grade Pay at par with their juniors who are drawing that higher Grade pay under MACP Scheme and upheld clause 20 of Board's policy instructions dt. 10/06/2009. While dismissing the O.A the Hon'ble Tribunal have relied on the order dt. 22/03/2013 of CAT full bench at Eranakulam in O.A No. 1103/2011 holding the previous order of CAT/Madras in O.A No. 966967/2010 as passed *per-incuriam*.
- [b] The staffing pattern of EDP Centres, comprising five grades of Rs. 45007000, 5000-8000, 5500-9000, 6500-10500, and 7450-11,500; was reorganised as IT Cadre, comprising four grades of Rs. 5000-8000, 5500-9000, 6500-10500, and 7450-11,500 in terms of Board's letters dt. 17/11/2004 (RBA No. 42/2004) and Dt. 16/11/2006 (RBA No. 60/2006). The incumbents were adjusted in corresponding/equivalent grade in the new IT Cadre and the employees in grade 4500-7000(i.e. DEOs) were placed in the grade of Rs. 5000-8000 (JE/IT-Grade-II) through modified selection procedure on completion of five year service in the lower grade. An O.A No. 50/2012 was filed by Shri. Tarani Kanta Sanna seeking grant of financial upgradation under MACPS ignoring promotion from the grade of Rs. 4500-7000(revised to GP-2800) to the grade of Rs. 5000-8000(revised to GP-4200). The Hon 'ble Tribunal vide their order dt. 05/06/2014 have dismissed the O.A rejecting applicant's claim for ignoring the promotion.
- [c] "While implementing the MACP Scheme, the differences in pay scales on account of grant of financial upgradation under the old ACP Scheme (of October 1999) and under the MACP Scheme within the same cadre shall not be construed as an anomaly." (emphasis supplied)

Judgment forwarded vide Letter No. P [R] 535/IX Dated 28.01.2015
[sharing of information regarding favourable Judgment]

RBE No	Board's PC NO	CPO/SC Rly	
		P.C. No	Ser Cir No
			OSC Dt. 18.05.2015
Board's letter No CPO/SC's letter No P [R] 535/X Dated 18.05.2015 Sub: - Circulation of favourable judgements for contesting similar cases			

Court Case - WP No. 5082/2013 [Swarn Pal Singh & Others Vs UOI & Others]

The claim of the petitioners is as under

- Grant of financial upgradation under MACP Scheme in their promotional hierarchy instead of hierarchy of PB and GP as stipulated in policy instructions on MACPS and,
- Fixation of pay in Pay Band at the minima prescribed for direct recruits in that GP.

Hon'ble Delhi High Court wide order dt.17/03/2015 have dismissed the writ petition rejecting the claim of the petitioners.

Judgment forwarded vide Letter No. P [R] 535/X Dated 18.05.2015
[sharing of information regarding favourable Judgment]



Wishing a happy and cheerful retired life to our beloved
-Divisional Personnel Officer - Vijayawada Division -



Shri ROSHAN AHMAD

It gives me an immense pleasure to release this compilation on "M A C P Scheme" on the eve of retirement of Shri ROSHAN AHMAD, our beloved Divisional Personnel Officer.

It is experienced that considerable delay coupled with misinterpretation of framed rules is taking place in extending the benefits under the Scheme. Probably it might be due to unawareness of orders, issued time and again, on the subject both at the Supervisory Level and at the lower levels resulting in unrest among the staff apart from avoidable litigation.

I hope this Compilation helps in this regard.

I congratulate Shri M HARE RAM/ Ch. OS/Personnel and Shri V RAMANATHAN (Retd Ch. OS/Personnel) for their determination and concerted efforts in bringing out this 'HandOut'

Vijayawada
31st August - 2015

(M SREERAMULU)
Sr DPO / BZA

Your valuable suggestions are solicited and may please be dropped to the addressee (s)

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