

GOVERNMENT OF INDIA/भारत सरकार  
MINISTRY OF RAILWAYS/रेल मंत्रालय  
(Railway Board) रेलवे बोर्ड

No PC-V/2011/M/3/AIRF

New Delhi, dated 07.07.2014

✓ The General Secretary  
AIRF  
4, State Entry Road,  
New Delhi-110055

Sir,

Sub:-Implementation of MACP Scheme over Indian Railways-Discrepancies-reg.

The undersigned is directed to refer to AIRF's letter No.AIRF/MACP (162), dated 05.05.2014. A copy of each of the references made to DoP&T on the specific issue and their reply is enclosed herewith. Since, DoP&T is the nodal department of Govt. on MACPS, this Ministry cannot deviate from the instructions/clarifications issued by them.

DA: As above.

Yours faithfully,

  
for Secretary/ Railway Board

Copy to: DE(IR), Railway Board-for information.

A.I.R.F.

No. AIRF/MACP (162)

Dated: July 1, 2014

forwarded to GSP, all affiliated Unions - for  
information, along with a copy of AIRF's ref to R&D on  
the subject.

Encl: As above

Extracts from file No. PC-2/2009/ACP/2/PT-3

GOVERNMENT OF INDIA/भारत सरकार  
MINISTRY OF RAILWAYS/रेल मंत्रालय  
(RAILWAY BOARD) रेलवे बोर्ड

Sub:- Recommendation of the Sixth Central Pay Commission – Modified Assured Career Progression Scheme (MACPS).

F/B  
The undersigned is directed to refer to the first issue of Item No. 12 of the summary record of discussion of the meeting of Joint Committee of MACPS held on 27-07-2012 wherein the issue relating to grant of third MACP to the employee who have completed 20 years of service after earning first promotion has been deliberated. It has been agreed to consider this issue on a basis of a reference to be made by the Ministry of Railways in this regard.

F/A  
In context of the above issue it is stated that as per DOP&T's O.M No. 35034/3/2008-Estt. (D) dated 19-5-2009, the MACP Scheme provides for grant of three financial upgradations on completion of 10, 20 and 30 years of service respectively counted from the direct entry grade of the employee. It further stipulates that financial upgradation under the Scheme will be admissible whenever an employee has spent 10 years continuously in the same Grade Pay. On receipt of references from Zonal Railways seeking clarifications as regards grant of second and third financial upgradation, the matter was considered in the light of DoP&T's aforementioned O.M dated 19-5-2009 and instructions dated 29-12-2011\* has been issued clarifying the position as under:-

- (a) The first financial upgradation would be admissible on completion of 10 years of service from the date of actual joining of the post in the entry grade.
- (b) The second financial upgradation would be admissible on completion of 20 years of service from the date of initial joining of the post or 10 years from the first financial upgradation /promotion, whichever is earlier.
- (c) The third financial upgradation would be admissible on 30 years of service from the date of actual joining of the post in the entry grade or 10 years from the date of second financial upgradation /promotion, whichever is earlier.

The Staff Side has demanded that in cases where employees have completed 20 years of service after first promotion, they should be straight way given third MACP from the date of completion of 20 years service with reference to their first promotion i.e. even if the condition of 30 years of service from the date of initial joining of the post on direct recruitment basis OR 10 years of service from the second financial upgradation/promotion are not fulfilled. To illustrate a case is given below:-

- |      |  |            |
|------|--|------------|
| i.   | Date of joining as JAA in GP-2800<br>(On Direct Recruitment basis) | 12-11-1984 |
| ii.  | Date of 1 <sup>st</sup> Promotion as AA in GP-4200                 | 08-11-1987 |
| iii. | No further Promotion has been earned                               |            |


As per Staff Side demand the employee has to be given 2<sup>nd</sup> and 3<sup>rd</sup> financial upgradation under MACPS from 01-09-08 as he has completed 20 years service from the

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date of his 1<sup>st</sup> promotion i.e 08-11-1987. As per policy position on MACPS as communicated vide DoP&T's aforementioned OM the employee can be given 2<sup>nd</sup> MACP on 01-09-08 and 3<sup>rd</sup> MACP on completion of 30 years of service w.e.f 12-11-1984 OR 10 years service from 2<sup>nd</sup> financial upgradation i.e 01-09-08, whichever is earlier. Since, in this case completion of 30 years service falls earlier, therefore, employee can be given financial upgradation w.e.f 12-11-2014.

⊙ F/A

In view of the aforementioned Record of Discussions against the first issue of Item No.12 it may please be advised as to whether the clarifications issued by the Ministry of Railways vide its letter dated 29-12-2011 is in accordance with the DoP&T's O.M. dated 19-5-2009 OR benefit of 3<sup>rd</sup> financial upgradation under MACPS can be allowed to the employees who have completed 20 years of service after first promotion, even if none of the conditions viz. 30 years of service from the date of initial joining of the post or completion of 10 years of service from the second financial upgradation/promotion is fulfilled.

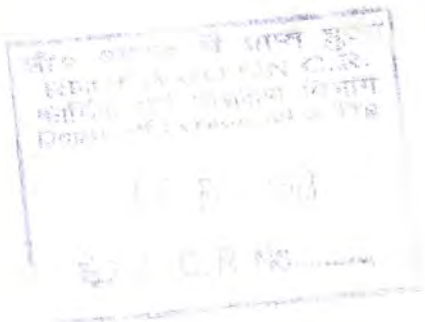


(N.P. Singh)

Dy. Director, Pay Commission-V  
Railway Board

Director, (Estt.I), DoP&T, North Block, New Delhi-110001  
Ministry of Railway's I.D Note No. PC-V/2009/ACP/2/Pt.3, dated 14 -02-2013

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Government of India  
Department of Personnel & Training  
Establishment (D)

Reference notes on pre-page.

2. The issue relating to grant of third financial upgradation under MACP Scheme to employees who have completed 20 years of service after earning first promotion has been considered by this Department in consultation with the Department of Expenditure.

3. Specific reference of Ministry of Railways was illustrated as under:

- i) Date of joining as JAA (GP Rs. 2800/-) (on DR basis) ---- 12.11.1984  
ii) Date of 1<sup>st</sup> Promotion as AA --- ---- 08.11.1987

In the above case, as he could not complete 24 years of service as on 31.08.2008, he could not avail 2<sup>nd</sup> ACP. The employee was allowed 2<sup>nd</sup> MACP w.e.f. 01.09.2008 and his eligibility for grant of 3<sup>rd</sup> MACP will be on completion of 30 years of service ie. w.e.f. 12.11.2014.

4. The basic concept of MACP Scheme is to provide 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> financial upgradations to an employee in consideration of completion of 10/20/30 years of regular service in the same scale/Grade Pay respectively. Regular service for grant of benefits commence from the direct entry grade. The Scheme also provides for grant of financial upgradation whenever a person has spent 10 years continuously in the same grade pay.

5. Even though the illustrations No. (i), (ii) and (iii) of para 28 of the Scheme suggest that while 2<sup>nd</sup> MACP could be given after overall 18 years and the 3<sup>rd</sup> one after overall 28 years, the fact remains that in both the cases the crucial 2<sup>nd</sup> and 3<sup>rd</sup> MACPS is being given only after the mandatory 10 years residency for the 2<sup>nd</sup> and 3<sup>rd</sup> MACP respectively. Thus, the 3<sup>rd</sup> MACP is intended to be given based on either 10 years from the 2<sup>nd</sup> MACP/Promotion or 30 years of the overall service. Either of these two conditions needs to be fulfilled. In this case, neither of these is fulfilled. The 2<sup>nd</sup> MACP is rightly given on 1.9.2008 – the date of effect of the MACPS itself. Now either 10 years from 01.09.2008 or overall 30 years service will need to be fulfilled for grant of the 3<sup>rd</sup> MACP ie. w.e.f. 12.11.2014. Hence, the proposal of the Ministry of Railways is not found to be covered within the parameters of the MACP Scheme.

6. In view of the above, it is not possible to agree to the proposal for grant of third financial upgradation under MACP Scheme to employees who have completed 20 years of service after earning first promotion as the same involves alteration of the basic concept of the MACP Scheme.

7. This issues with the approval of JS(E).



(Mukta Goel)  
Director (E-I)

Ministry of Railways

DOPT I.D.No. 35034/4/2013-Estt(D) dated 10.09.2013

15413/C2/13

No.AIRF/MACPS (162)

Dated: 5<sup>th</sup> May, 2014

The Members Staff,  
Railway Board,  
New Delhi

Dear Sir,

**Sub: Implementation of MACP Scheme over Indian Railways - Discrepancies – Reg.**

Ref. (i) Board's letter No.PC-V/2009/ACP/2 dated 10/6/2009(RBE No.101/2009) and dated 29/12/2011  
(ii) Board's letter No. PC-V/2011/M/3/AIRF dated 25/2/2014

The Modified Assured Career Progression scheme (MACPS) came into effect in terms of RBE No.101/2009 dated 10/6/2009 modifying the ACP scheme already in vogue before this scheme. The Railway Board's letter supra gives detailed provisions of MACPS as also clarifies a number of related issues. The illustration on page No. 9 of the said letter states at (a) under Para 28 that ***"in case an employee had earned first promotion within a period less than 10 years, say in 8 years of regular service and then continues in same grade pay for further 10 years, without any promotions, he will be entitled for 2<sup>nd</sup> financial upgradation under MACP on completion of 8+10=18 years and 3<sup>rd</sup> financial upgradation on completion of further 10 years service i.e. after 8+10+10=28 years."***

Most of the Zonal Railways have implemented MACPS on the basis of above illustration in various categories of Railway staff. The Railway Board, however, while clarifying the matter vide their letter dated 29/12/2011 have stated that ***"1<sup>st</sup> financial upgradation would be on completion of 10 years of continues service in same grade pay, 2<sup>nd</sup> on completion of 20 years service from the date of initial appointment or 10 years from the date of 1<sup>st</sup> financial upgradation/promotion, whichever is earlier & 3<sup>rd</sup> financial upgradation would be admissible on completion of 30 years regular service of initial appointment or 10 years from the date of 2<sup>nd</sup> financial upgradation/promotion whichever is earlier."*** The illustration under Para 28 in the Board's letter dated 10/6/2009 has, however, been reiterated in the letter dated 29/12/2011 also. It is evident from the clarification that an employee would be eligible for 2<sup>nd</sup> & 3<sup>rd</sup> financial upgradation after completion of 10 & 20 years service from his/her first promotion.

However, the clarification further issued vide Board's letter under reference at S.No-2 is in contradiction to the above provisions so far as the concluding line of the said letter is concerned, which states that "It is not possible to agree to grant of 3<sup>rd</sup> financial upgradation under MACPS on completion of 20 years of service after 1<sup>st</sup> promotion/upgradation.

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The Board are therefore, requested to further look into the matter in totality, as this would undo the provision already made vide Railway Board's letter dated 10/6/2009 & 29/12/2011, resulting in a lot of recoveries from the staff in case of whom the MACPS has been implemented in terms of Railway Board's letter under reference at S.No-1. This issue may be discussed with AIRF threadbare, so that there is no contradiction creating confusion in implementation of MACPS prevailed over Indian Railways and recoveries, if any being initiated on this account in any Zonal Railway, may be stopped till finalization of this issue.

This may kindly be treated as urgent.

Yours faithfully,

  
(Shiva Gopal Mishra)  
General Secretary

Copy to: General Secretaries, all affiliated union - for information.