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(R.K. Mishra)
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GOVERNMENT OF INDIA (भारत सरकार)
MINISTRY OF RAILWAYS (रेल मंत्रालय)
Railway Board (रेलवे बोर्ड)

S.No.PC-VI/242
No.PC-V/2009/ACP/2

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RBE No.188/2010
New Delhi, dated 28-12-2010


The General Manager (P)
All Indian Railways & PUs
(As per mailing list)

**Sub:-Modified Assured Career Progression Scheme (MACPS) for the Railways
Employees-Clarifications Regarding.**

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, dt. 03-05-2010.

2. During the Joint Committee meeting it was pointed out by the Staff Side that the word 'New Organization' of the last line of Para-24 of annexure of MACPS dated 10-6-2009 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, 2008. Para-24 of MACPS stands amended to this extent.
3. The Staff Side also raised an issue on the 'Benchmark' for MACPS as given in Para-17 of annexure of MACPS dated 10-6-2009, 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 ₹6600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of ₹7600/- 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 instruction 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.
5. Hindi version will follow.

{DoP&T's OM No.35034/3/2008-Estt. (D) (Vol.II), dated 01-11-2010}


(N.P. Singh)
Dy. Director, Pay Commission - V
Railway Board