

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

S. No. PC-VI/ 309

No. PC-V/2004/ACP/1

RBE No. 01 /2013

New Delhi, dated 14/01/2013

The General Managers

All Indian Railways & PUs (As per mailing list)

Subject:-Assured Career Progression Scheme (ACPS) for the Railway Employees -regarding.

Please refer to Board's letter No. PC-V/99/I/1/1, dated 01-10-1999 on the above subject Para-8 of the Annexure-1 of Board's above cited letter dt. 01-10-1999 provided as under:

"8. The financial upgradation under the ACP Scheme shall be purely personal to the employee and shall have no relevance to his/her seniority position. As such, there shall be no additional financial upgradation for the senior employee on the ground that the junior employee in the grade has got higher pay-scale under the ACP Scheme."

2. The ACP Scheme was applicable upto 31-08-2008 and was replaced by the Modified Career Progression Scheme (MACPS) with effect from 01-09-2008. As the revised pay scales are applicable w.e.f 01-01-2006, those employees who received ACP between 01-01-2006 to 31-08-2008 got financial upgradation under ACP Scheme in the revised pay scales.

3. Instances of senior employees who got benefit under ACP Scheme prior to 01-01-2006 and are drawing less pay than their juniors who got benefits under ACP Scheme after 01-01-2006 (i.e. between 01-01-2006 and 31-08-2008) have been considered in consultation with DoP&T and it has been decided to allow stepping up of pay in such case where the senior, but for the pay revision on account of 6th CPC, would have continued to draw higher pay, subject to the following conditions:-

- i. Both the junior and the senior Railway servants should belong to the same cadre and the posts in which they have been promoted/financially upgraded should be identical in the same cadre.
- ii. The pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- iii. The senior Railway servant should have been drawing equal or more pay than the junior before receiving ACP/Promotion.
- iv. The stipulations as contained in DOPT's O.M. No.4/7/92-Estt.(Pay-I) dated 04-11-1993 circulated vide Board's letter No.F(E)-11/94/PAI/2, dated 07-12-1994 (RBE No.108/94) along with revision of pay scales may be observed while granting such a stepping up of pay.

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

S. Hindi version is enclosed.

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