

**GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)**

No.PC-V/2009/ACP/2

New Delhi, dated 29.12.2011

The General Managers (P)  
All Indian Railways & Pus

**Sub: Grant of financial upgradation under MACP scheme.**

In Board's office several references from Zonal Railways have been received seeking clarification regarding admissibility of financial upgradation 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 spent 10 years continuously in the same grade Pay. It is, thus, evident that 1<sup>st</sup> 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, 2<sup>nd</sup> financial upgradation on completion 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 and 3<sup>rd</sup> financial upgradation would be admissible on completion of 30 years service from the date of initial appointment or 10 years from the date of 2<sup>nd</sup> 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 1<sup>st</sup> financial upgradation would be admissible on completion of 10 years of service from the date of actual joining of post in the entry grade, 2<sup>nd</sup> financial upgradation on completion of 20 years of service from the date of initial appointment or 10 years from the date of 1<sup>st</sup> financial upgradation/promotion, whichever is earlier and 3<sup>rd</sup> financial upgradation would be admissible on completion of 30 years service from the date of initial appointment or 10 years from the date of 2<sup>nd</sup> 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' letter of even number dated 10.06.2009 (RBE No. 101/2009)

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