

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

S.No. PC-VII/ 224

RBE No. 21/2025

No. PC-V/2020/M/1(NFIR)(E)

New Delhi, Dated - 11-03.2025

The General Manager  
All Zonal Railways & PUs

**Sub:-** Regulation of MACPS in case of promotion taking place in the pre-revised pay structure between 01.01.2006 and the date of notification of CCS (RP) Rules, 2008 and the subsequent merger of the pre-revised pay scales of the promotional and the feeder posts in a common Grade.

**Ref:-** Railway Board's letter dated 22.04.2021 (RBE No. 31/2021).

References from various Zonal Railways have been received in Board's office seeking clarification on regulation of MACP Scheme in cases involving promotion in the pre-revised pay structure between 01.01.2006 and the date of notification of the CCS (Revised Pay) Rules, 2008 i.e. 29.08.2008 and subsequent merger of pre-revised pay scales of promotional and feeder posts into a common Grade Pay on the basis of above referred letter.

2. The issue was referred to DoP&T. DoP&T re-examined the matter in the light of provisions of the ACP/MACP Scheme, clarifications issued thereon and the spirit thereof and has clarified as under:-

*"It may be noted that following acceptance of recommendations of VI CPC, merger of grades/posts became effective from 29.08.2008, whereas merger of pay scales as per CCS(RP) Rules, 2008 took place from 01.01.2006 itself. In terms of this Department's OM No. 20020/4/2010-Estt.(D) dated 13.09.2012, merger of posts was made effective from 29.08.2008 and promotions took place in the merged grade till then. It was also prescribed in the OM ibid that promotion earned between 01.01.2006 to 29.08.2008 will be protected as appointments/promotions are made as per the provisions of statutory Recruitment Rules applicable to the post/grade. Hence, promotions/financial upgradations under ACP Scheme from the pre-revised pay scales which were merged in a single grade pay from 01.01.2006 will be protected till 29.08.2008. Therefore, financial upgradations under ACP Scheme in the pay scale higher than what accrued to an employee on his regular promotion is not tenable.*

*However, para 5 of Annexure- I of MACPS provides for ignoring of promotions earned/upgradations granted under ACP Scheme in the past to those grades which now carry the same grade pay due to merger of pay scales/upgradation of posts as a part of the 6<sup>th</sup> CPC recommendations. The benefit of merger accrues with effect from the date of notification of the Recruitment Rules for the relevant post or 01.09.2008 whichever is later. Guidelines regarding grant of financial upgradations under MACPS including that of para 5 of Annexure-I of MACPS about ignoring of past promotions/financial*

*upgradations granted under ACP Scheme in the pre-revised pay scales which are now merged in to same Grade Pay, are effective from 01.09.2008 only.*

*In light of the position stated above, promotion earned by an employee during 01.01.2006 to 29.08.2008, even though in the same Grade Pay on account of both feeder grade and promotional grade carrying the same Grade Pay, entails the benefit of pay fixation under Rule 13 of CCS(RP) Rules, 2008. However, in case of merger of grades, it will be ignored from the date of notification of the Recruitment Rules for the relevant post or 01.09.2008 (date of implementation of MACP Scheme) whichever is later."*

3. Accordingly, it has been decided that all the cases on the subject matter may be decided/dealt with by the concerned ZRs/PUs in accordance with the above clarification received from DoP&T.

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



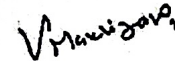
(Sudha A Kujur)

Dy. Director/Pay Commission  
Railway Board

No. PC-V/2020/M/1(NFIR)(E)

New Delhi, dated 11 .03.2025

Copy (with 40 spares) forwarded to Deputy Comptroller and Auditor General of India (Railways), New Delhi.



For Member (Finance), Railway Board

No. PC-V/2020/M/1(NFIR)(E)

New Delhi, dated 11 .03.2025

Copy forwarded to:-

- 1) The General Secretary, NFIR, Room No.256-A, Rail Bhavan, New Delhi (with 35 spares)
- 2) The General Secretary, AIRF, Room No. 253, Rail Bhavan, New Delhi (with 35 spares)
- 3) The Members of the National Council, Departmental Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (with 90 spares)
- 4) The Secretary General FROA.
- 5) All India SC/ST Railway Employees Association, Room No. 7, Rail Bhawan.
- 6) All India OBC Railway Employees Federation, Room No. 48, Rail Bhawan.
- 7) The Secretary General, All India RPF Association, Room No. 256-D, Rail Bhawan.
- 8) The Secretary General, IRPOF.
- 9) The Secretary, RBSS, Group 'A' Officers Association, Room No.402, Rail Bhawan, New Delhi.