

Directorate General  
Sashastra Seema Bal  
East Block-V, R.K. Puram  
New Delhi - 110066

No. 1/Org/MACP/2018(186)/ 117

Dated: 10<sup>th</sup> January, 2019

**OFFICE MEMORANDUM**

This is in reference to DoP&T OM F. No. 35034/3/2015-Est.(D) dated 27/28.09.2016 regarding enhancement of Benchmark for financial up-gradation under MACP Scheme as per recommendations of the 7<sup>th</sup> CPC accepted by the Government.

Of late, field units have been seeking clarification regarding the applicability of benchmark 'Very Good' for considering financial up-gradation under MACP Scheme. The matter has been examined at FHQ and the following clarifications are issued for compliance by all concerned:-

- (i) For grant of financial up-gradation under the MACPS, the prescribed benchmark would be 'Very Good' for all the posts w.e.f. 25.07.2016.
- (ii) APAR grading 'Good' for the period prior to 25.07.2016 i.e. the date from which the new Benchmark made applicable, may be treated as 'Very Good' while considering such cases by the Screening Committee/BOO.
- (iii) There should be at least three 'Very Good' grading and other two not below 'Good' grading out of last five ACRs/APARs considering point No. (i) & (ii) in view for arriving at the prescribed Benchmark 'Very Good'. Some illustrations are given in the enclosed Annexure-A for guidance.

Encl:-As above.

  
9/1/19  
(Rakesh Kumar)  
Commandant (Org)

To

1. All Frontier Hqrs & SSB Academy
2. All Sector Hqrs & Composite Hospitals.
3. All Training Centre's & CSD & W. COMM.
4. All Bns. <sup>2<sup>ND</sup>-In-COMMAND</sup>
5. Pers-I, Pers-II, Pers-III, Training & Establishment Branches
5. Order File.

Period	ACR/APAR Grading	To be treated as (For MACPS)	Benchmark
<b>Illustration-1</b>			
2012-13	Good	Very Good	Very Good (eligible for financial upgradation)
2013-14	Good	Very Good	
2014-15	Good	Very Good	
2015-16	Very Good	Very Good	
2016-17	Very Good	Very Good	
<b>Illustration-2</b>			
2012-13	Good	Very Good	Very Good (eligible for financial upgradation)
2013-14	Good	Very Good	
2014-15	Good	Very Good	
2015-16	Good	Very Good	
2016-17	Very Good	Very Good	
<b>Illustration-3</b>			
2012-13	Below Good (0)	Below Good	Below Very Good (not eligible for financial upgradation)
2013-14	Below Good (0)	Below Good	
2014-15	Good	Very Good	
2015-16	Very Good	Very Good	
2016-17	Outstanding	Outstanding	
<b>Illustration-4</b>			
2012-13	Good	Very Good	Very Good (eligible for financial upgradation)
2013-14	Good	Very Good	
2014-15	Good	Very Good	
2015-16	Good	Very Good	
2016-17	Good	Good	
<b>Illustration-5</b>			
2012-13	Below Good (0)	Below Good	Below Very Good (not eligible for financial upgradation)
2013-14	Good	Very Good	
2014-15	Good	Very Good	
2015-16	Good	Very Good	
2016-17	Very Good	Very Good	

**Note:** ACR/APAR grading of 'Good' for the period 2012-13 to 2015-16 is to be treated as Very Good.

5/1/19