

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

S. No.PC-VI/313

No. PC-V/2009/ACP/2

RBE No.08/2013

New Delhi, dated 31/01/2013

**The General Managers
All Indian Railways & PUs
(As per mailing list)**

Subject :- Modified ACP Scheme (MACPS) for Railway employees - clarification-regarding.

Reference is invited to the Board's letter of even number dated 10-06-2009 regarding the Modified Assured Career Progression Scheme (MACPS) to Railway employees. Pursuant to the discussions in the meeting of National Advisory Committee held on 17-07-12 and subsequent meeting on 27-07-2012 held with the Staff Side and in continuation to clarifications issued vide Board's letter of even number dated 28-12-2010, it is further clarified as under:

2(i). Financial upgradation under MACPS in the case of staff who joined another unit/organization on request.

Railway Board's letter of even number dated 28-12-2010 provides 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 upgradations under the MACP Scheme. However, financial upgradation under the MACP Scheme 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. It is now further clarified that wherever an official, in accordance with terms and conditions of transfer on own volition to a Lower post, is reverted to the lower Post/Grade from te promoted Post/Grade before

being relieved for the new organization/office, such past promotion in the previous organization/office will be ignored for the purpose of MACP Scheme in the new organization/office. In respect of those cases where benefit of pay protection have been allowed at the time of unilateral transfer to other organization/unit and thus the employee had carried the financial benefit of promotion, the promotion earned in previous organization has to be reckoned for the purpose of MACP Scheme.

2. (ii) Benchmark for MACP Scheme:

Para 17 of Annexure-1 of Railway Board's letter dt. 10-06-09 provide that the financial upgradation would be on Non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-I. 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 Rs.7600 and above. Railway Board's letter of even number dated 28-12-2010 provides that where the financial upgradation under MACPS also happens to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefit under MACPS as mentioned in para-17 ibid, the benchmark for promotion shall apply to MACP also. It is now further clarified that wherever promotions are given on non-selection basis (i.e. on seniority-cum-fitness basis), the prescribed benchmark as mentioned in para-17 of Annexure-I to Board's letter dated 10-06-2009 shall not apply for the purpose of grant of financial upgradation under MACP Scheme.

3. The instructions issued on MACP Scheme vide Board's letter of even number dated 10-06-2009 stands modified to the above extent.

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

5. Hindi version is enclosed.

[DoP&T's OM No.35034/3/2008-Estt.(D) (Vol.II), dt. 4th October, 2012]

sd/-

(N.P.Singh)

Dy. Director, Pay Commission-V
Railway Board