

Eastern Railway
(Personnel Department)

No. E.368/0/ACP/Pt.V

Kolkata, Dated: 22/08/2016

FA&CAO/ SDGM/PCE/CEE/CSTE/CME/COM/CCM/CAO(Con)
IG-cum-CSC/CMD

Divisional Railway Managers
Eastern Railway
HWH/SDAH/ASN/MLDT

Chief Works Managers
Eastern Railway
KPA/LLH/JMP/SW(HWH)

Sub: MACP Scheme - Clarification reg.

Doubts have been raised to deal with cases where grant of MACP benefit has later been found erroneous in terms of various eligibility conditions prescribed under the Scheme.

2. The matter has been examined. If the grant of financial upgradation under MACP Scheme to an employee is later found erroneous, the correct course of action is that the same should be got rectified immediately and an advice in this regard in the form of Office Order needs to be issued to all the concerned from the concerned **Cadre Dealing Office (CDO)**. For this purpose no clarification is required.

3. In this context, it is stated that there are various instructions issued from time to time, clarifying the eligibility conditions for grant of upgradation under the Scheme. All these instructions are categorical and unambiguous. Moreover, there are instructions issued vide FA&CAO/ER's vide letter No. FB/MACP/2010-11/100 dated 08/06/2011 based on Board's directive, in terms of which increase in salary on account of MACP is to be charged after vetting of fixation statement by associate accounts. Hence, it is desirable that the case of this kind should not occur.

4. Apart from the above, it is impressed upon that the status of the MACP Committee is akin to the Promotional Committee meant for the purpose of giving promotions in departmental selections. It is a settled position that the Promotional Committee has to assess every proposal for promotion on case to case basis and should not be guided merely by the overall grading that may be recorded in the ACRs/APARs. So, it is necessary to ensure by respective CDOs that all material information relating to the employee concerned are placed before the MACP Committee in the prescribed format along with relevant instructions on the subject, so that the MACP Committee can make an objective assessment of each case in assessing the suitability for grant of MACP.

This issues with the approval of Competent Authority.



(S. Chakraborty)

Sr. Personnel Officer/BGB
For Chief Personnel Officer
Phone No.24115

Copy to:

All Dy.CPOs/SPOs/APOs, Sr. Manager (Ptg. & Sty.), E. Rly, Kolkata.

ASTE/MW/M/HQ/E. Rly's w.r.t. his letter No.MW/M/5/MACPS dated 28/07/2016.

Sr. Personnel Officer/BGB
For Chief Personnel Officer