

EASTERN RAILWAY

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

Kolkata, dated 04.01.2011.

ALL CONCERNED

Sub: Modified Assured Career Progression Scheme  
(MACPS) for the Railway Employees  
- Clarification Regarding.

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The following copy of Railway Board's letter No.PC-V/2009/ACI/2 dated 28.12.2010 (S. No. PC-VI/242, RBE No. 188/2010) is forwarded herewith for information, guidance and necessary action. Board's earlier letters dated 10.06.2009 & 03.02.2010 mentioned therein were circulated under this office Serial Circular Nos. 102/2009 & 25/2010 respectively.

  
(P. D. Das)

Dy. Chief Personnel Officer/WS  
for Chief Personnel Officer

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Copy of Railway Board's letter No.PC-V/2009/ACP/2 dated 28.12.2010 (S. No. PC-VI/242, RBE No. 188/2010) addressed to GM (P) and others.

Sub: Modified Assured Career Progression  
Scheme (MACPS) for the Railway Employees  
- Clarification Regarding.

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Subsequent to the issue of Board's instructions dated 10.06.2009 regarding MACPS Scheme, a Joint Committee is set up to examine the anomalies pertaining to the Modified Assured Career Progression Scheme (MACPS) vide Department of Personnel and Training O.M. No. 11/1/2010-JCA, dated 03.05.2010.

2. During the Joint Committee meeting it was pointed out by the Staff Side that the word 'New Organization' of the last line of Para-24 of annexure of MACPS dated 10.06.2009 was not in consonance with the spirit of the Scheme. The issue has been examined and it is clarified 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 upgradation under the MACPS. However, financial upgradation under the MACPS 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. Para-24 of MACPS stands amended to this extent.

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3. The Staff side also raised an issue on the 'Benchmark' for MACPS as given in Para-17 of annexure of MACPS dated 10.06.2009, which provides that the financial upgradation would be on Non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-1. Thereafter for upgradation under the MACPS, the benchmark of 'Good' would be applicable till the grade pay of Rs.6600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of Rs.7600/- and above. It was pointed out that in some cases the promotion to the next higher grade was made on the basis of 'fitness' as the method of promotion as specified in the relevant recruitment rules, was non-selection. Therefore, in such cases benchmarks should not be insisted upon under the MACPS. The issue has been examined and it is clarified that where the financial upgradation under MACPS also happen to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefits under MACPS as mentioned in Para-17 *ibid*, the benchmark for promotion shall apply to MACPS also. This instruction is in continuation of Board's earlier instruction of even number dated 03.02.2010.

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

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**Index No. 1060 : Modified Assured Career Progression Scheme (MACPS) for the Railway Employees - Clarification Regarding.**