

Eastern Railway
(Personnel Department)
17, N. S. Road, Kolkata - 700 001

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

Kolkata, Dated: 28/07/2017

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

Divisional Railway Managers

HWH/SDAH/ASN/MLDT
Eastern Railway

Chief Works Managers

KPA/JMP/LLH/SW(HWH)
Eastern Railway

All Dy.CPOs/SPOs/APOs, & Dy.CAO (G), E.Rly., Kolkata

Sub: Modified Assured Career Progression Scheme for the Railway employees
- Clarification reg.

A reference has been received from one of the Departments, seeking clarifications/guidelines regarding (a) Procedure for dealing with those cases where the staff declared unfit for grant of MACP by the Screening Committee at the first opportunity due to not meeting the revised benchmark & thus, grant of MACP stands deferred, and (b) Date of effect of such financial upgradation, if declared fit subsequently, as per APARs gradation. The issues have been examined carefully and it is clarified as under:

(a) In terms of stipulations of para 6 of policy instructions on MACPS dated 10/06/09 (RBE no.101/09) circulated vide CPO's Sl. No. 102/09 and reiterated vide RBE no. 10/2016 (CPO's Sl. No. 12/2016), the Screening Committee shall meet twice in a financial year - preferably in the first week of January and the first week of July for advance processing of the cases maturing during the 1st half i.e. April-September and the 2nd half i.e. October-March for the same financial year respectively.

(b) Normally, a case, once considered, should be reviewed only in the Screening Committee to be held after one year. However, if an additional APAR report has become available in respect of such an employee before cases are processed for placing the other cases before the Screening Committee to be held in the second half, or if there is any other development which makes a material change in the matter of assessment from the position obtaining when the case was considered earlier by the Screening Committee, there is no objection to the case of such employee being considered in the subsequent Screening Committee to be held in the other half of the year.

(c) In cases, where the staff is found suitable only by a subsequent Screening Committee, the benefit of MACPS will be allowed to him only from the **date of meeting of the Screening Committee in which he is recommended for grant of MACP**. Subsequent financial upgradation under this Scheme in such cases shall be allowed only after completion of the required regular service from the date of first financial upgradation, subject to fulfillment of the prescribed conditions.

2. The above guidelines may be followed scrupulously.
3. This issues with the approval of the competent authority.

(This disposes of Dy.CAO (G)/ER's letter no. A/49/MACP/2009 dated 05/07/2017)


(U. Lahiri)

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