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

Serial Circular No.65/2025

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

Kolkata, Dated: 16/06/2025

All Concerned
(as per standard list)

Sub: Implementation of Modified Assured Career Progression (MACP) Scheme for the teaching staff in railway schools - reg.

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A copy of Ministry of Railways (Railway Board) letter bearing File no. E(P&A)I-2024/PS-5/PE-3,dated 12/06/2025 on the above cited subject is circulated herewith along with its enclosures, for information and further necessary action. Board's earlier letter dated 05/05/2025 (**RBE No.40/2025**) mentioned therein was circulated under this office serial no. 41/2025.

DA: As above.

16.06.25

(Md. Tarique)
Dy. Chief Personnel Officer/HQ
For Pr. Chief Personnel Officer
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Amana 16/06/25

Index No.1060: Implementation of Modified Assured Career Progression (MACP) Scheme for the teaching staff in railway schools - illustration in various possible scenarios.

GOVERNMENT OF INDIA (भारत सरकार)
MINISTRY OF RAILWAYS (रेल मंत्रालय)
(RAILWAY BOARD/ रेलवे बोर्ड)

No. E(P&A)I-2024/PS-5/PE-3 New Delhi, dated: 12.06.2025

The General Managers and PFAs,
All Indian Railways and Production Units etc.

Sub: Implementation of Modified Assured Career Progression (MACP) Scheme for the teaching staff in railway schools – reg.

Ref: Board's letter of even No. dt 05.05.25.

Approval of the Railway Board was communicated for implementing the Modified Assured Career Progression (MACP) Scheme and withdrawing the existing Career Advancement Scheme for teaching staff in railway schools w.e.f. 29.04.2025 vide Board's letter of even number dated 05.05.2025. Vide para 3 of the ibid letter it has been clarified that the placements in Senior Grades and Selection Grades already earned under CAS will be first adjusted against the financial upgradation(s) under MACP Scheme and any financial upgradation(s) due thereafter only will be granted subject to the fulfillment of all prescribed conditions for grant of financial upgradation(s) under the MACP Scheme.

2. In continuation of the said communication and with a view to ensuring a smooth transition from the existing CAS to the MACP Scheme, Annexures 1 and 2 may please be referred to for guidance.

i. Annexure 1 indicates certain scenarios which may be applicable in case of railway school teachers in service as on 29.04.2025 who would now be getting MACPS over CAS.

ii. Annexure 2 indicates the 7th CPC pay levels for the purpose of MACPS which the teachers joining in railway schools on and after 29.04.2025 would get.

2.1. The various possible scenarios in Annexure 1 are illustrative in nature but not exhaustive and any additional scenarios or discrepancies observed in the same may be brought to the notice of Railway Board.

DA: As above.

(Gaurav Puri)
Joint Director/ E(P&A)
Railway Board
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Annexure-1

Various Possible Scenarios arising in connection with granting MACPS to Primary Teachers 'PRTs'

Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. TGT in this case but before granting of 1st NF upgradation under CAS (II)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given (III)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade (L-7) and thereafter promotion to next higher category i.e. TGT in this case in L-7 (IV)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade in L-8. (V)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. TGT in this case (VI)
1st MACP will be granted in L-7 on completion of 10 years of regular service or on 29.04.2025, whichever is later. 2nd MACP and 3rd MACP would be governed as per the extant provisions in this regard.	1st MACP - PRT's promotion to Basic Grade of TGT in L-7 will be counted towards 1st MACP. 2nd MACP would be granted in L-8 on completion of total 20 years of regular service or 10 years from the date of promotion. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 2nd MACP before 29.04.2025, then 2nd MACP will be given w.e.f. 29.04.2025.	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP. 2nd MACP would be granted in L-8 on completion of 20 years of regular service or 10 years of regular service from the date of 1st NF upgradation under CAS which is counted towards 1st MACP. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP. 2nd MACP would be granted in L-8 on completion of 20 years of regular service or 10 years of regular service from the date of 1st NF upgradation under CAS which is counted towards 1st MACP. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 2nd MACP before 29.04.25, then 2nd MACP will be	1st MACP – 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP. 2nd MACP – 2nd NF upgradation under CAS to Selection Grade in L-8 under CAS will be counted towards 2nd MACP. 3rd MACP will be granted in L-9 on completion of total 30 years of service or on completion of 10 years of regular service from 2nd NF upgradation under CAS which is counted towards 2nd MACP,	1st MACP – 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP. 2nd MACP – 2nd NF upgradation under CAS to Selection Grade in L-8 under CAS will be counted towards 2nd MACP. 3rd MACP will be granted in L-9 on completion of total 30 years of service or on completion of 10 years of regular service from 2nd NF upgradation under CAS which is counted towards 2nd MACP, whichever is earlier.

Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. TGT in this case but before granting of 1st NF upgradation under CAS (II)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given (III)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade (L-7) and thereafter promotion to next higher category i.e. TGT in this case in L-7 (IV)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade in L-8. (V)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. TGT in this case (VI)
	If the employee becomes due for 2nd MACP after 29.04.2025, then 2nd MACP will be given on completion of total 20 years of regular service or on completion of 10 years of regular service from 1st MACP. 3rd MACP would be governed as per the extant provisions in this regard.	becomes due for 2nd MACP before 29.04.25, then 2nd MACP will be given w.e.f. 29.04.25. If the employee becomes due for 2nd MACP after 29.04.25, then 2nd MACP will be given on completion of 10 years of regular service from the date of 1st NF upgradation under CAS or completion of total 20 years of regular service. 3rd MACP would be governed as per the extant provisions in this regard.	given w.e.f. 29.04.25. If the employee becomes due for 2nd MACP after 29.04.25, then 2nd MACP will be given on completion of 10 years of regular service from the date of 1st NF upgradation under CAS or completion of total 20 years of regular service. 3rd MACP would be governed as per the extant provisions in this regard.	whichever is earlier.	Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2nd NF upgradation under CAS which is counted towards 2nd MACP, whichever is earlier.

Where MACP is to be granted after promotion to next higher category of teacher i.e. TGT in this case and thereafter 1st NF upgradation under CAS (VII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. TGT in this case and thereafter 1st upgradation under CAS as TGT. (VIII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. TGT in this case and thereafter 1st and 2nd upgradations under CAS as TGT. (IX)
1st MACP - PRT's promotion to Basic Grade of TGT in L-7 will be counted towards 1st MACP. 2nd MACP – After promotion as TGT, the 1st NF upgradation to Sr. Grade of TGT in L-8 will be counted towards 2nd MACP. 3rd MACP will be granted in L-9 on completion of total 30 years of service or on completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as TGT, whichever is earlier. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 1st NF upgradation under CAS after promotion as TGT which is counted towards 2nd MACP, whichever is earlier.	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP. 2nd MACP – After promotion as TGT in L-7, 1st NF upgradation to Sr. Grade of TGT in L-8 will be counted towards 2nd MACP. 3rd MACP will be granted in L-9 on completion of total 30 years of service or on completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as TGT, whichever is earlier. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 1ST NF upgradation under CAS after promotion as TGT which is counted towards 2nd MACP, whichever is earlier.	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP. 2nd MACP – After promotion as TGT in L-7, 1st NF upgradation to Sr. Grade of TGT in L-8 will be counted towards 2nd MACP. 3rd MACP - After promotion as TGT in L-7 and 1st NF upgradation to Sr. Grade of TGT in L-8, the 2nd NF upgradation to L-10 will be counted towards the 3rd MACP.

Various Possible Scenarios arising in connection with granting MACPS to 'TGTs'/ 'Headmasters in Primary Schools'

Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. PGT in this case but before granting of 1st NF upgradation under CAS. (II)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given (III)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade (L-8) and thereafter promotion to next higher category i.e. PGT in this case in L-8 (IV)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade in L-10. (V)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. PGT in this case (VI)
1st MACP will be granted in L-8 on completion of 10 years of regular service or on 29.04.2025, whichever is later. 2nd MACP and 3rd MACP would be governed as per the extant provisions in this regard.	1st MACP - TGT's promotion to Basic Grade of PGT in L-8 will be counted towards 1st MACP. 2nd MACP would be granted in L-9 on completion of total 20 years of regular service or 10 years from the date of promotion. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 2nd MACP before 29.04.2025, then 2nd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 2nd	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1st MACP. 2nd MACP would be granted in L-9 on completion of 20 years of regular service or 10 years of regular service from the date of 1st NF upgradation under CAS which is counted towards 1st MACP. Since the MACP Scheme is being implemented	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1st MACP. 2nd MACP would be granted in L-9 on completion of 20 years of regular service or 10 years of regular service from the date of 1st NF upgradation under CAS which is counted towards 1st MACP. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 2nd MACP before 29.04.25, then 2nd MACP will be given w.e.f. 29.04.25.	1st MACP – 1st NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1st MACP. 2nd MACP – 2nd NF upgradation under CAS to Selection Grade in L-10 will be counted towards 2nd MACP. 3rd MACP would be granted in L-11 on completion of total 30 years of service or on completion of 10 years of regular service from 2nd NF upgradation under CAS which is counted	1st MACP – 1st NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1st MACP. 2nd MACP – 2nd NF upgradation under CAS to Selection Grade in L-10 will be counted towards 2nd MACP. 3rd MACP would be granted in L-11 on completion of total 30 years of service or on completion of 10 years of regular service from 2nd NF upgradation under CAS which is counted towards 2nd MACP. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then

Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. PGT in this case but before granting of 1st NF upgradation under CAS. (II)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given (III)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade (L-8) and thereafter promotion to next higher category i.e. PGT in this case in L-8 (IV)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade in L-10. (V)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. PGT in this case (VI)
	MACP after 29.04.2025, then 2nd MACP will be given on completion of total 20 years of regular service or on completion of 10 years of regular service from 1st MACP. 3rd MACP would be governed as per the extant provisions in this regard.	w.e.f. 29.04.2025:- If the employee becomes due for 2nd MACP before 29.04.25, then 2nd MACP will be given w.e.f. 29.04.25. If the employee becomes due for 2nd MACP after 29.04.25, then 2nd MACP will be given on completion of 10 years of regular service from the date of 1st NF upgradation under CAS or completion of total 20 years of regular service.	If the employee becomes due for 2nd MACP after 29.04.25, then 2nd MACP will be given on completion of 10 years of regular service from the date of 1st NF upgradation under CAS or completion of total 20 years of regular service. 3rd MACP would be governed as per the extant provisions in this regard.	towards 2nd MACP. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2nd NF	the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2nd NF upgradation under CAS which is counted towards 2nd MACP, whichever is earlier.

Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. PGT in this case but before granting of 1st NF upgradation under CAS. (II)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given (III)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade (L-8) and thereafter promotion to next higher category i.e. PGT in this case in L-8 (IV)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade in L-10. (V)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. PGT in this case (VI)
		3rd MACP would be governed as per the extant provisions in this regard.		upgradation under CAS which is counted towards 2nd MACP, whichever is earlier.	

Where MACP is to be granted after promotion to next higher category of teacher i.e. PGT in this case and thereafter 1st NF upgradation under CAS (VII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. PGT in this case and thereafter 1st upgradation under CAS as PGT. (VIII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. PGT in this case and thereafter 1st and 2nd upgradations under CAS as PGT. (IX)
1st MACP - TGT's promotion to Basic Grade of PGT in L-8 will be counted towards 1st MACP. 2nd MACP – After promotion as PGT, the 1st NF upgradation to Sr. Grade of PGT in L-10 will be counted towards 2nd MACP. 3rd MACP will be granted in L-11 on completion of total 30 years of service or on completion of 10 years of regular	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1st MACP. 2nd MACP – After promotion as PGT in L-8, 1st NF upgradation to Sr. Grade of PGT in L-10 will be counted towards 2nd MACP. 3rd MACP will be granted in L-11 on completion of total 30 years of service or on completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as PGT, whichever is earlier.	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1st MACP. 2nd MACP – After promotion as PGT in L-8, 1st NF upgradation to Sr. Grade of PGT in L-10 will be counted towards 2nd MACP. 3rd MACP - After promotion as PGT in L-8 and 1st NF upgradation to Sr. Grade of PGT in L-10, the 2nd NF upgradation to L-11 will be counted towards the 3rd MACP.

Where MACP is to be granted after promotion to next higher category of teacher i.e. PGT in this case and thereafter 1st NF upgradation under CAS (VII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. PGT in this case and thereafter 1st upgradation under CAS as PGT. (VIII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. PGT in this case and thereafter 1st and 2nd upgradations under CAS as PGT. (IX)
service from 1st NF upgradation under CAS after promotion as PGT, whichever is earlier. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 1ST NF upgradation under CAS after promotion as PGT which is counted towards 2nd MACP, whichever is earlier.	Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 1ST NF upgradation under CAS after promotion as PGT which is counted towards 2nd MACP, whichever is earlier.	

Various Possible Scenarios arising in connection with granting MACPS to 'PGTs'/ 'Headmasters in Middle Schools'

Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case but before granting of 1st NF upgradation under CAS. (II)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given (III)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr.Grade (L-10) and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case (IV)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade in L-11 (V)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case (VI)
1st MACP will be granted in L-9 on completion of 10 years of regular service or on 29.04.2025, whichever is later. 2nd MACP and 3rd MACP would be governed as per the extant provisions in this regard.	Case 1 – Where promotion is to Basic Grade of Headmaster Gr. B* 1st MACP - PGT's promotion to Basic Grade of Headmaster Gr. 'B' in L-10 will be counted towards 1st MACP. 2nd MACP would be granted in L-11 on completion of total 20 years of regular service or 10 years from the date of promotion. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 2nd MACP before	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP. 2nd MACP would be granted in L-11 on completion of 20 years of regular service or 10 years of regular service from the date of 1st upgradation under CAS which is counted towards 1st MACP. Since the MACP Scheme is being implemented	Case 1 – Where promotion is to Basic Grade of Headmaster Gr.B* after 1st NF upgradation under CAS 1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP. 2nd MACP would be granted in L-11 on completion of total 20 years of regular service or 10 years from the date of 1st upgradation under CAS which is counted towards 1st MACP. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due	1st MACP – 1st NF upgradation under CAS to Sr. Grade in L-10will be counted towards 1st MACP. 2nd MACP – 2nd NF upgradation under CAS to Selection Grade in L-11 will be counted towards 2nd MACP. 3rd MACP will	Case 1 – Where promotion is to Basic Grade of Headmaster Gr.B* after 2nd NF upgradation under CAS 1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP. 2nd MACP – 2nd NF upgradation under CAS to Selection Grade in L-11 will be counted towards 2nd MACP. 3rd MACP will be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from the 2nd NF upgradation under CAS

* shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

@ shall mean Principal/Headmaster/ Headmistress of Intermediate College/ Higher Secondary Schools/ Higher Secondary Multipurpose Schools (Gr. A)

Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case but before granting of 1st NF upgradation under CAS. (II)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given (III)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr.Grade (L-10) and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case (IV)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade in L-11 (V)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case (VI)
	29.04.2025, then 2nd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 2nd MACP after 29.04.2025, then 2nd MACP will be given on completion of total 20 years of regular service or on completion of 10 years of regular service from 1st MACP. 3rd MACP in L-12 would be governed as per the extant provisions in this regard. Case 2 - – Where promotion is to Basic Grade of Headmaster Gr. A@ 1st MACP - PGT's promotion to Basic Grade of Headmaster Gr. A@ in L-12	w.e.f. 29.04.2025:- If the employee becomes due for 2nd MACP before 29.04.25, then 2nd MACP will be given w.e.f. 29.04.25. If the employee becomes due for 2nd MACP after 29.04.25, then 2nd MACP will be given on completion of 10 years of regular service from the date of 1st upgradation under CAS or completion of total 20 years of regular service.	for 2nd MACP before 29.04.2025, then 2nd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 2nd MACP after 29.04.2025, then 2nd MACP will be given on completion of total 20 years of regular service or on completion of 10 years of regular service from 1st MACP. 3rd MACP in L-12 would be governed as per the extant provisions in this regard. Case 2 – Where promotion is to Basic Grade of Headmaster Gr. 'A' after 1st upgradation under CAS 1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st	be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from the 2nd NF upgradation under CAS which is counted towards 2nd MACP. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-	which is counted towards 2nd MACP. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2nd NF upgradation under CAS which is counted towards 2nd MACP,

* shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

@ shall mean Principal/Headmaster/ Headmistress of Intermediate College/ Higher Secondary Schools/ Higher Secondary Multipurpose Schools (Gr. A)

Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case but before granting of 1st NF upgradation under CAS. (II)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given (III)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr.Grade (L-10) and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case (IV)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade in L-11 (V)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case (VI)
	will be counted towards 1st MACP. 2nd MACP would be granted in L-13 on completion of total 20 years of regular service or 10 years from the date of promotion. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 2nd MACP before 29.04.2025, then 2nd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 2nd MACP after 29.04.2025, then 2nd MACP will be given on completion of total 20 years of regular	3rd MACP would be governed as per the extant provisions in this regard.	MACP. 2nd MACP – Promotion to Basic Grade of Headmaster Gr. A@ in L-12 will be counted towards 2nd MACP. 3rd MACP would be granted in L-13 on completion of total 30 years of regular service or 10 years of regular service from the date of promotion, whichever is earlier. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due	If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on	whichever is earlier. Case 2 –where promotion is to Basic Grade of Headmaster Gr. A@ after 2nd upgradation under CAS 1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP. 2nd MACP – 2nd NF upgradation under CAS to Selection Grade in L-11 will be counted towards 2nd MACP. 3rd MACP – Promotion to Basic Grade of Headmaster Gr. A@ in L-12 would be counted towards 3rd MACP.

* shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

@ shall mean Principal/Headmaster/ Headmistress of Intermediate College/ Higher Secondary Schools/ Higher Secondary Multipurpose Schools (Gr. A)

Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case but before granting of 1st NF upgradation under CAS. (II)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given (III)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr.Grade (L-10) and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case (IV)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade in L-11 (V)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case (VI)
	service or on completion of 10 years of regular service from 1st MACP. 3rd MACP in L-13A would be governed as per the extant provisions in this regard.		for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2nd NF upgradation under CAS which is counted towards 2nd MACP, whichever is earlier.	completion of 10 years of regular service from the date of 2nd NF upgradation under CAS which is counted towards 2nd MACP, whichever is earlier.	

* shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

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Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B*/ Headmaster Gr.A@ in this case and thereafter 1st NF upgradation under CAS in the next higher category (VII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.B*/ Headmaster Gr.A@in this case and thereafter 1st upgradation under CAS as Headmaster Gr.B*/ Headmaster Gr.A@. (VIII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.B*/ Headmaster Gr.A@ in this case and thereafter 1st and 2nd upgradations under CAS as Headmaster Gr.B*/ Headmaster Gr.A@. (IX)
Case 1 – Where promotion is to Basic Grade of Headmaster Gr.B* 1st MACP - PGT's promotion to Basic Grade of Headmaster Gr.B* in L-10 will be counted towards 1st MACP. 2nd MACP - After promotion as Headmaster Gr.B*, the 1st NF upgradation to Sr. Grade of Headmaster Gr. B in L-11 will be counted towards 2nd MACP. 3rd MACP will be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as Headmaster Gr.B*, whichever is earlier. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then 3rd MACP will be given on	Case 1 – Where promotion is to Basic Grade of Headmaster Gr.B* after 1st NF upgradation under CAS 1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP. 2nd MACP - After promotion as Headmaster Gr.B, the 1st NF upgradation to Sr. Grade of Headmaster Gr.B*in L-11 will be counted towards 2nd MACP. 3rd MACP will be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as Headmaster Gr.B*, whichever is earlier. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then 3rd MACP will be given on completion of total 30 years of regular service or on	Case 1 – Where promotion is to Basic Grade of Headmaster Gr.B* after 1st NF upgradation under CAS 1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP. 2nd MACP - After promotion as Headmaster Gr.B*, the 1st NF upgradation to Sr. Grade of Headmaster Gr.B*in L-11 will be counted towards 2nd MACP. As there is no 2nd NF upgradation under CAS for Headmaster Gr.B*:- 3rd MACP will be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from the date 1ST NF upgradation to Sr.Grade of Headmaster Gr.B* under CAS, whichever is earlier. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP

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Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B*/ Headmaster Gr.A@ in this case and thereafter 1st NF upgradation under CAS in the next higher category (VII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.B*/ Headmaster Gr.A@in this case and thereafter 1st upgradation under CAS as Headmaster Gr.B*/ Headmaster Gr.A@. (VIII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.B*/ Headmaster Gr.A@ in this case and thereafter 1st and 2nd upgradations under CAS as Headmaster Gr.B*/ Headmaster Gr.A@. (IX)
completion of total 20 years of regular service or on completion of 10 years of regular service from 2nd MACP. Case 2 - – Where promotion is to Basic Grade of Headmaster Gr. A@ 1st MACP - PGT's promotion to Basic Grade of Headmaster Gr. A@ in L-12will be counted towards 1st MACP. As there are no NF upgradations under CAS for Headmasters/ Gr. 'A':- 2nd MACP will be granted in L-13on completion of total 20 years of service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr. A@. 3rd MACP will be granted in L-13A on completion of total 30 years of service or on completion of 10 years of regular service from 2nd MACP, whichever is earlier. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 2nd/ 3rd MACP	completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as Headmaster Gr.B*, whichever is earlier. Case 2 - – Where promotion is to Basic Grade of Headmaster Gr. A@ after 1st NF upgradation under CAS 1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP. 2nd MACP - PGT's promotion to Basic Grade of Headmaster Gr. A@ in L-12 will be counted towards 2nd MACP. As there are no NF upgradations under CAS for Headmaster Gr. A@:- 3rd MACP will be granted in L-13 on completion of total 30 years of service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr. A@. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before	before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service on completion of 10 years of regular service from the date of 1ST NF upgradation to Sr.Grade of Headmaster Gr.B* under CAS, whichever is earlier. Case 2 - – Where promotion is to Basic Grade of Headmaster Gr. A@ after 1st NF upgradation under CAS 1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP. 2nd MACP - PGT's promotion to Basic Grade of Headmaster Gr. 'A' in L-12 will be counted towards 2nd MACP. As there are no NF upgradations under CAS for Headmaster Gr. A@:-

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Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B*/ Headmaster Gr.A@ in this case and thereafter 1st NF upgradation under CAS in the next higher category (VII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.B*/ Headmaster Gr.A@in this case and thereafter 1st upgradation under CAS as Headmaster Gr.B*/ Headmaster Gr.A@. (VIII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.B*/ Headmaster Gr.A@ in this case and thereafter 1st and 2nd upgradations under CAS as Headmaster Gr.B*/ Headmaster Gr.A@. (IX)
before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the 2nd MACP, whichever is earlier.	29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr. A@, whichever is earlier.	3rd MACP will be granted in L-13 on completion of total 30 years of service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr. A@, whichever is earlier. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr. A@, whichever is earlier.

* shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

@ shall mean Principal/Headmaster/ Headmistress of Intermediate College/ Higher Secondary Schools/ Higher Secondary Multipurpose Schools (Gr. A)

Various Possible Scenarios arising in connection with granting MACPS to 'Principal/ Headmaster (Secondary/ High School and equivalent)' Gr. 'B'/ Gazetted

Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case but before granting of 1st NF upgradation under CAS. (II)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given (III)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr.Grade (L-11) and thereafter promotion to next higher category i.e. Headmaster Gr.A@ in this case (IV)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade (V)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. Headmaster Gr. A@ in this case (VI)
1st MACP will be granted in L-11 on completion of 10 years of regular service or on 29.04.2025, whichever is later. 2nd MACP and 3rd MACP would be governed as per the extant provisions in this regard.	1st MACP – Headmaster Gr. B*'s promotion to Basic Grade of Headmaster Gr. A@ in L-12 will be counted towards 1st MACP. 2nd MACP would be granted in L-13 on completion of total 20 years of regular service or 10 years from the date of promotion. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 2nd MACP before 29.04.2025, then 2nd MACP	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-11 will be counted towards 1st MACP. 2nd MACP would be granted in L-12 on completion of 20 years of regular service or 10 years of regular service from the date of 1st upgradation under CAS which is counted towards 1st MACP. If the employee becomes due for 2nd MACP before 29.04.25, then 2nd MACP will be given w.e.f. 29.04.25. If the employee becomes due	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-11 will be counted towards 1st MACP. 2nd MACP – Headmaster Gr. B*'s promotion to Basic Grade of Headmaster Gr.A@ in L-12 will be counted towards 2nd MACP. 3rd MACP in L-13 would be governed as per the extant provisions in this regard. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-	There are no Grades available beyond Sr.Grade (L-11) for this category of teachers under CAS and therefore, these scenarios would not arise.	

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Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case but before granting of 1st NF upgradation under CAS. (II)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given (III)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr.Grade (L-11) and thereafter promotion to next higher category i.e. Headmaster Gr.A@ in this case (IV)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade (V)	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. Headmaster Gr. A@ in this case (VI)
	will be given w.e.f. 29.04.2025. If the employee becomes due for 2nd MACP after 29.04.2025, then 2nd MACP will be given on completion of total 20 years of regular service or on completion of 10 years of regular service from 1st MACP. 3rd MACP in L-13A would be governed as per the extant provisions in this regard.	for 2nd MACP after 29.04.25, then 2nd MACP will be given on completion of 10 years of regular service from the date of 1st upgradation under CAS or completion of total 20 years of regular service. 3rd MACP would be governed as per the extant provisions in this regard.	If the employee becomes due for 3rd MACP before 29.04.2025, then 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from 2nd MACP, whichever is earlier.		

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@ shall mean Principal/Headmaster/ Headmistress of Intermediate College/ Higher Secondary Schools/ Higher Secondary Multipurpose Schools (Gr. A)

Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1st NF upgradation under CAS in the next higher category as Headmaster Gr.A@ (VII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1st upgradation under CAS as Headmaster Gr.A@. (VIII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1st and 2nd upgradations under CAS as Headmaster Headmaster Gr.A@. (IX)
1st MACP – Headmaster Gr.B*'s promotion to Basic Grade of Headmaster Gr.A@ in L-12 will be counted towards 1st MACP. As there are no NF upgradations under CAS for Headmasters/ Gr.A@:- 2nd MACP will be granted in L-13 on completion of total 20 years of service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr.A@. 3rd MACP will be granted in L-13A on completion of total 30 years of service or on completion of 10 years of regular service from 2nd MACP, whichever is earlier. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 2nd/ 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-11 will be counted towards 1st MACP. 2nd MACP – Headmaster Gr.B*'s promotion to Basic Grade of Headmaster Gr.A@ in L-12 will be counted towards 2nd MACP. As there are no NF upgradations under CAS for Headmasters/ Gr.A@:- 3rd MACP will be granted in L-13 on completion of total 30 years of service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr.A@. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP. 2nd MACP - PGT's promotion to Basic Grade of Headmaster Gr. 'A' in L-12 will be counted towards 2nd MACP. As there are no NF upgradations under CAS for Headmasters/ Gr. 'A':- 3rd MACP will be granted in L-13 on completion of total 30 years of service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr. 'A'. Since the MACP Scheme is being implemented w.e.f. 29.04.2025:- If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or

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Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1st NF upgradation under CAS in the next higher category as Headmaster Gr.A@ (VII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1st upgradation under CAS as Headmaster Gr.A@. (VIII)	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1st and 2nd upgradations under CAS as Headmaster Headmaster Gr.A@. (IX)
29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2nd NF upgradation under CAS which is counted towards 2nd MACP, whichever is earlier.	given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2nd NF upgradation under CAS which is counted towards 2nd MACP, whichever is earlier.	on completion of 10 years of regular service from the date of 2nd MACP, whichever is earlier.

* shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

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Scenarios arising in connection with granting MACPS to Principal/ Headmaster/ Headmistress of Intermediate College/ Higher Secondary Schools/ Higher Secondary Multipurpose Schools Group 'A'(Gazetted)

Incumbents of this category may come via the process of selection from Gr. 'B' Principal/ Headmaster (Secondary/ High School and equivalent) or from PGTs or through direct rectt. (RRs dt 17.03.1980)

Direct Rectt. Grade is L-12. **As there are no Grades available beyond the recruitment grade of L-12 for this category of teachers, they do not get upgradations either to Sr. Grade or Selection Grade under CAS.**

1st MACP (L-13) – On completion of 10 years of regular service in the entry grade or 29.04.2025, whichever is later.

2nd MACP (L-13A) – On completion of 20 years of regular service in the entry grade or 10 years of regular service from the date of 1st MACP.

3rd MACP (L-14) – On completion of 30 years of regular service in the entry grade or 10 years of regular service from the date of 2nd MACP, whichever is earlier.

Annexure 2

S.No.	Post	Entry Pay Level as per 7th CPC	7th CPC pay levels to be granted for MACPS to railway school teachers joining on and after 29.04.2025		
			1st MACP	2nd MACP	3rd MACP
1.	Primary Teacher	L-6	L-7	L-8	L-9
2.	TGT	L-7	L-8	L-9	L-10
3.	PGT	L-8	L-9	L-10	L-11
4.	Headmasters in Primary Schools	L-7	L-8	L-9	L-10
5.	Headmasters in Middle schools	L-8	L-9	L-10	L-11
6.	Principal/ Headmaster in Secondary School/ equivalent) Gr. 'B' Gazetted	L-10	L-11	L-12	L-13
7.	Principals/ Headmasters of Higher Secondary Schools/eq. (Gr. 'A' Gazetted)	L-12	L-13	L-13A	L-14