

WESTERN RAILWAY

P.S.No.5/2011

Headquarter Office,
Churchgate, Mumbai-20

No. EP 839/0 Vol. IV

Date: 13.01.2011

To,
All DRMs / CWMs & Units Incharge,
C/- Genl. Secy., WREU-GTR / WRMS-BCT.
C/- GS-All India SC/ST Rly Employees. Assn, 'W' Zone, Mumbai
C/- GS-All India OBC Rly Empl. Assn, Mumbai.

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

A copy of Railway Board's letters No. PC-V/2009/ACP/2 dated 28.12.10
(PC-VI No.242 and RBE No. 188/2010) is sent herewith for information,
guidance and necessary action.

Rly Bd's letter dt. 10.6.09 & 3.2.10 referred to therein have been circulated
vide this office letter dt. 18.6.09 (P.S. No. 109/09) & dt. 12.2.10 (PS No. 22/2010)
respectively.

Encl: As above.

(Rita Hemrajani)
For General Manager(E)

Copy of Railway Board's letter No. PC-V/2009/ACP/2 dated 28.12.10 (PC-VI
No.242 and RBE No. 188/2010) addressed to the General Manager, All Zonal
Railway and Production Units.

Sub: Modified Assured Career Progression Scheme (MACPS) for the
Railways Employees – Clarifications Regarding.

Subsequent to the issue of Board's instructions dated 10.6.2009 regarding
MACP Scheme, a Joint Committee is set up to examine the anomalies pertaining
to the Modified Assured Career Progression scheme (MACPS) vide Department
of Personnel & Training O.M. No. 114/2010-JCA, dt., 2.5.2010.

2. During the Joint Committee meeting it was pointed out by the Staff Side
that the word 'New Organisation' of the last line of Para-24 of Annexure of

MACPS dated 10.6.2009 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 organisation/Office shall be counted along with the regular service in the new organisation/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 the extent.

3. The Staff Side also raised an issue on the 'Benchmark' for MACPS as given in Para 17 of annexure of MACPS dated 10.6.2009, 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 mention 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 3.2.2010.

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

5. Hindi version will follow.

(DoP&T's OM No. 35034/3/2008-Estt. (D)(Vol. II) dated 1.11.2010)