



EAST COAST RAILWAY

मुख्य कार्मिक अधिकारी का कार्यालय/
Office of the Chief Personnel Officer
द्वितीय तल, - 751 017
Rail Sadan, IInd Floor, Bhubaneswar-751 017

स्थापना क्रमांक/ Estt. Srl. No. 180/2016
पूतरे/कार्मिक/आर/ECOR/Pers/R/MACP

RBE No- 155/2016
Date: 30.12. 2016

सेवा मे,

सभी प्रमुख विभागाध्यक्षों/समन्वयक विभागाध्यक्षों, पू त रे/भुवनेश्वर
मं.रे.प्र/व.मं.का.अधिकारी/मं.का.अधिकारी-खोरधारोड,वालातेरु, संबलपुर,
मु;कारखाना प्रबंधक/कारखाना कार्मिक अधिकारी- मंचेश्वर, अतिरिक्त रजिस्ट्रार/रेल दावा अधिकरण,
व.का अधिकारी(नि)/भुवनेश्वर
महा सचिव/इकोर श्र. कां., महा सचिव/इकोर श्र. यू.,
महा सचिव/एआई ओ बी सी आर ई ए, महा सचिव/ ए आई एस सी एस टी आर ई ए

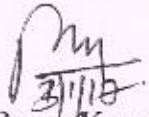
विषय /Sub: Modified Assured Career Progression Scheme (MACPS) for the
Railway Employees- Implementation of seventh CPC
recommendations.

पूतरे के विषय क्रमांक/ECOR's Subject Serial No. EPS-21/2016

उपर्युक्त विषय पर बोर्ड पत्र सं PC-V/2016/MACPS/1 दिनांक 19.12.2016 की
प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु अग्रेषित है।

A copy of the Board's letter No. PC-V/2016/MACPS/1 dated 19.12.2016 on the
above quoted subject is forwarded herewith for information, guidance and necessary
action.

Encl: As above,


(L. Prem Kumar)

Dy.Chief Personnel Officer(IR&W)
For Chief Personnel Officer

प्रतिलिपि प्रेषित/Copy to :

- 1) महाप्रबंधक के सचिव/पूर्व तट रेलवे, भुवनेश्वर
- 2) मुकाधि/मुकाधि(प्रशा.), उप म.प्र. अध्यक्ष(रेलवे भर्ती प्रकोष्ठ)
- 3) उप मुख्य प्रबंधक(सू.प्रौ), उप मुकाधि(औ.सं.एवं कल्याण), वकाधि(इंजी.)
- 4) वकाधि(मुख्या.), वकाधि(स्टाफ), वकाधि(राज. एवं न्याया.)
- 5) मुकाधि के निजी सचिव/सहा.कार्मिक अधि.(मुख्या.-1),सहा.कार्मिक अधि.(कल्याण),
- 6) सहा.कार्मिक अधि.(बिल), सहा.कार्मिक अधि.(भर्ती),

Handwritten notes and signatures at the top left of the page.

GOVERNMENT OF INDIA/भारत सरकार
MINISTRY OF RAILWAYS/रेल मंत्रालय
(Railway Board) रेलवे बोर्ड

Handwritten notes and signatures at the top right of the page, including 'CPO' and '27/12'.

S. No. PC-VII/12
No. PC-V/2016/MACPS/1

RBE No. 15572016
New Delhi, dated 19.12.2016

The General Managers
All Indian Railways & PUs
(As per mailing list)

Handwritten signatures and initials on the right side, including 'CPO', 'IR', and '26/12'.

Handwritten note: 'E. Co. Rly'

Subject: - Modified Assured Career Progression Scheme (MACPS) for the Railway Employees-Implementation of seventh CPC recommendations.

The Modified Assured Career Progression Scheme was introduced with effect from 01.09.2008 in pursuance of the recommendations of the Sixth Pay Commission by this Ministry's letter No. PC-V/2009/ACP/2, dated 10.06.2009 (RBE No.101/2009). Thereafter, subsequent amendments/clarifications were issued from time to time. These instructions are in force with effect from 01.09.2008.

2. The 7th Central Pay Commission (CPC) in para 5.1.44 of its report has recommended inter-alia as follows:

"MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPS will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organised Group 'A' Services."

3. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, the Modified Assured Career Progression Scheme (MACPS) will continue to be administered at 10, 20 and 30 years as before. Further, Para 1 and 2 of the existing Scheme (Annexure to this Ministry's letter No. PC-V/2009/ACP/2, dt. 10.06.2009) will be substituted by the following words:-

1. There shall be three financial upgradations under the MACPS as per 7th CPC recommendations, counted from the direct entry grade on completion of 10, 20 and 30 years services respectively or 10 years of continuous service in the same level in Pay Matrix, whichever is earlier

2. The MACPS envisage merely placement in the immediate next higher level in the Pay Matrix as given in PART 'A' of Schedule of Railway Services (Revised Pay) Rules, 2016. Thus, the level in the Pay Matrix at the time of financial upgradation under the MACPS can, in certain cases be different than what is available in the normal hierarchy at the time of

regular promotion in one's own AVC. In such cases, the higher level in the Pay Matrix attached to the next promotion post in the hierarchy of the concerned cadre/organization will be given only at the time of regular promotion."

4. The 7th Central Pay Commission (CPC) in para 5.1.45 of its report has inter-alia recommended as follow:-

"Benchmark for performance appraisal for promotion and financial upgradation under MACPS to be enhanced from 'Good' to 'Very Good'."

5. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, para 17 of the Scheme (Annexure to Board's letter No. PC-V/2009/ACP/2, dt. 10.06.2009) shall be substituted by the following words:-

"17. For grant of financial upgradation under the MACPS, the prescribed benchmark would be 'Very Good' for all the posts."

6. These changes will come into effect from 25th July, 2016, i.e., from the date of resolution notified by Department of Expenditure, Ministry of Finance regarding acceptance of the recommendations of the 7th CPC.

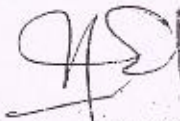
6.1 MACPS where it was due earlier to 25.07.2016, but not decided yet due to Administrative delay, will be decided as per criteria prevalent at that time. Cases that became due on or after 25.07.2016, will be decided as per new criteria. However, Past cases, decided otherwise, need not be re-opened.

7. The comprehensive MACP Scheme on acceptance of Seventh Central Pay Commission recommendations will be issued separately.

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

9. Hindi version is enclosed.

{Authority:DoP&T's OM No. 35034/3/2015-Estt.(D), dt.28.09.2016}



(N.P.Singh)

Dy. Director, Pay Commission-V
Railway Board

No. PC-V/2016/MACPS/1

New Delhi dt. 19.12.2016

Copy (with 40 spares) forwarded to Deputy Comptroller and Auditor General of India (Railways), New Delhi.



for Financial Commissioner, Railways