



Estt. Srl. No.67/2023  
RBE No- Nil

## EAST COAST RAILWAY

प्रधान मुख्य कार्मिक अधिकारी का कार्यालय/  
Office of the Principal Chief Personnel Officer  
रेल सदन, द्वितीय तल, भुवनेश्वर - 751017  
Rail Sadan, IInd Floor, Bhubaneswar-751017

ECoR/Pers/R/MACPs

Date: 25.05.2023

ALL PHODs/CHODs,  
DRMs/CWM/CAO &CPM,  
East Coast Railway, Bhubaneswar.

**Sub: Clarification regarding grant of financial upgradation under MACPs to Guards.**

A copy of Railway Board's Letter No PC-V/2021/MACP/25/ECOR(E) dated- 16.05.2023 on the above quoted subject is forwarded herewith for information guidance and necessary action.

Encl: As above,



(C.R. MURTHY)

Asst. Personnel Officer (HQ)  
For Principal Chief Personnel Officer.

### Copy to:-

1. Secy. to GM & AGM,
2. Chairman-RRB&RRC-BBS,
3. Dy. CPOs /Sr. DPOs, DPOs/SPOs, WPO/APOs of Personnel Department
4. General Secretary's- ECoRSC & ECoRSU.

RB-2967  
23/05/2023

1436848/2023/PC-V SECTION  
1/3067691/2023

PC-V/2021/MACP/25/ECOR(E)

Chos/NT  
05/Ruling ✓

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

2/5/23

No. PC-V/2021/MACP/25/ECOR(E)

New Delhi, dt. -5-2023

The General Manager (P)  
East Coast Railway,  
BHUBANESWAR

The General Manager (P)  
Central Railway,  
Chhatrapati Shivaji Terminus,  
Mumbai-400001.

The General Manager (P)  
Western Railway,  
Churchgate, Mumbai.

Sub: - Clarification reg. grant of financial upgradation under MACPS to Guards.

- Ref: - 1. ECoR's letter No.ECoR-HQ/PERS(R)/16/2021 (59/2021) dated 14-11-2011.  
2. CR's letter No. P/CR/HQ/ET/510/06-14 dated 31-01-2022.  
3. WR's letter No. ET/839/4/MACP/Train Manager/ADI, dated 24-11-2022 & 18-01-2023.

The matter referred vide letter under reference has been examined in Board's office in consultation with FE dte. It has been observed that Central Railway's letter dated 30-01-2019 is against the extant policy instructions on MACPS. Moreover, the case of guards category is covered vide Para 8 of annexure to Board's letter dated 10.06.2009 (RBE No. 101/2009) & clarification dated 13-12-2012(RBE No. 142/2012) wherein case of employee where promotion post is in same Grade Pay to that of feeder post, financial upgradation under ACP/MACP scheme CANNOT be to higher Grade Pay than what can be allowed to an employee on his regular promotion. Subsequently, while adjudicating CA No. 3328-3329/2018 (UOI & Ors. Vs Birendra Kujur & Ors.) involving the issue of grant of GP 4600 / 4800 under MACPS to the category of Guards, the Hon'ble Supreme Court vide its order dated 27.03.2018 has upheld Board's letter dated 13.12.2012 and rejected employees' claim for grant of GP 4600 & GP 4800 under MACPS. In light of above, the category of Guard are not eligible for 3<sup>rd</sup> financial upgradation beyond GP 4200 under MACPS.

2. The necessary action in view of above may please be taken.

Signed by Sudha A Kujur  
Date: 16-05-2023 16:42:00

( Sudha A. Kujur)  
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