



WESTERN RAILWAY

Headquarter Office  
Churchgate,  
Mumbai- 400 020.

P.S.No.73/2013

No.EP 839/0 VOL.V

Date: 17 /09/2013.

All DRMs/CWMs and Units Incharge  
C/-General Secretary WREU-GTR, WRMS-BCT  
C/-ZS-All India SC-ST Railway Employees Assn.' W'Zone, Mumbai  
C/- ZS-All India OBC Railway Employees Assn.' Mumbai

Sub: Grant of Financial Upgradation under MACP Scheme –  
Clarification regarding.

Ref: (i) This office letter No. EP 839/0 Vol. IV  
E/PC/767/0 sr.No.99 dated 18/06/2009  
(P.S.No. 109/2009).  
(ii) This office letter No. EP 839/0 Vol. V dated 04/01/2013  
(P.S. No. 133/2012)

Consequent upon the issue of Railway Board's letter dated 13/12/2012 (RBE 142/2012) circulated under this office letter of even No. dated 04/01/2013 (PS No. 133/2012) many doubts have been raised from various divisions/ workshops/ Units as to how the MACP is to be granted on issue of this letter.

In terms of the above letter under reference (ii) an employee holding feeder post in a cadre where promotional post is in the same Grade Pay, financial upgradation under ACP/MACP scheme cannot be higher Grade Pay than what can be allowed to an employee on his normal promotion and would be granted the same Grade Pay. The doubts were with regard to the terms "in same Grade Pay" and "Normal Promotion". While implementing MACP Scheme the instructions i.e. Para 8.1 of Annexure to Board's letter dated 10/06/2009(RBE 101/2009 P.S No: 109/2009) and Board's letter dated 13/12/2012(P.S. No. 133/2012)has to be seen in the light of the cadre structure /hierarchy of progression that has emerged as a result of implementation of 6 th CPC pay structure.

The presumption that there is no channel of promotion is available to CLA, SSE, JE, Steno, etc. is not correct. All these categorise have channel of promotions to higher posts. The next GP or PB to be awarded in MACP is the one that is either the GP available in the normal channel of promotion or the next GP that is available in Hierarchy of all GPs or the PBs, e.g. GP Rs. 5400/- is now in two Pay Bands Viz. PB-2 and PB-3. Therefore , the GP of Rs. 5400/- in PB-2 and Rs 5400/- in PB-3 shall be treated as separate Grade pay for the purpose of grant of upgradation under MACPS.As clarified by Board, the following clarifications are given with certain examples:

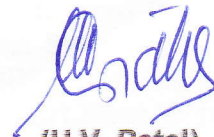
(a) A Direct Recruit Sr. Clerk with GP Rs. 2800/- having earned two promotions to GP Rs. 4200 and Rs. 4600/- is entitled to be considered for 3<sup>rd</sup> Financial

Upgradation to GP Rs. 4800/- under MACP Scheme subject to fulfilling the other terms and conditions relating to the scheme.

- (b) A Technical Supervisor with GP Rs. 4200/- on Direct Recruitment having earned one promotion to GP Rs. 4600/- is entitled to be considered for grant of 2<sup>nd</sup> & 3<sup>rd</sup> Financial Upgradation to GP Rs. 4800/- & GP Rs. 5400 /- in PB-2 respectively under MACP Scheme subject to fulfilling the other terms and conditions relating to the scheme.
- (c) A Sr. Section Engineer with GP Rs.4600/- on Direct Recruitment is entitled to be considered for grant of 1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup> Financial Upgradation to GP 4800/- & GP Rs. 5400 /- in PB-2 and GP Rs. 5400/- in PB-3 respectively under MACP Scheme subject to fulfilling the other terms and conditions relating to the scheme.
- (d) A Chief Matron with GP Rs. 5400/- in PB-2 is entitled to be considered for grant of Financial Upgradation under MACP to the same GP Rs. 5400/- in PB -3, as per terms contained in para 8.1 of Annexure to Board's letter dated 10/06/2009 (RBE 101/2009 P.S No. 109/2009) and Board's letter dated 13/12/2012 (RBE 142/2012, P.S. No. 133/2012) subject to fulfilling the other terms and conditions relating to the scheme.
- (e) A Staff Nurse directly recruited with GP Rs. 4600/- is entitled to be considered for 3<sup>rd</sup> Financial upgradation under MACP scheme to GP of Rs. 5400/- in PB-3 after earning two Promotions/Financial Upgradations to GP Rs. 4800/- and Rs. 5400/- in PB-2 , subject to fulfilment of terms and conditions relating to the scheme.

Necessary action may be taken accordingly.

This is issued with the approval of CPO.



(U.V. Patel)  
Dy.CPO (HRD)  
For General Manager (E)