

WESTERN RAILWAY

P.S.No.29/2014

Headquarter Office,
Churchgate, Mumbai-20

No. EP 839/0 Vol.V(L)

Date: 28.03.2014

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

Sub: Grant of financial upgradation under MACPS- clarifications-reg.

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A copy of Railway Board's letter No.PC-V/2009/ACP/11/WR dt.26.02.2014 alongwith copy of this Railway's letter No.E(HQ)839/14/2(BRC) dt.14.10.2013 under which reference was made to Railway Board for clarification is enclosed herewith.

Railway Board's letters referred therein have already been circulated under this office letters quoted below :-

Sr. No.	Rly.Bd's letter No.& date	Circulated under this office letter No. & date
1.	No.PC-V/2009/ACP/2 dtd.29.12.2011	No.EP 839/0 Vol.V dtd.16.01.2012 (P.S.No.02/2012)

Encl: As above.



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

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

New Delhi, dated 26.02.2014

No PC-V/2009/ACP/11/WR

The General Manager (P)
Western Railway
Mumbai

(Kind Attn.: Shri S.K.Albela/CPO(IR))

Sub:-Grant of financial upgradation under MACPS -clarifications-reg.

Ref:-WR's letter No. E(HQ)839/14/2 (BRC), dated 14.10.2013 followed by reminder dt.22.10.2013.

With reference to the letter above, it is stated that in terms of Board's instructions dt.29.12.2011 the benefit of 3rd financial upgradation under MACP Scheme is admissible on completion of 30 years service from the date of initial appointment or 10 years from the date of 2nd financial upgradation/promotion, whichever is earlier, subject of fulfillment of other terms and condition related therewith. Anywhere is not mentioned that the 3rd financial upgradation is allowed on completion of 20 years service from 1st promotion.

As regards, the issue relating to grant of 3rd financial upgradation under MACP Scheme to the employees who have been completed 20 years of service after earning first promotion/financial upgradation has been examined in consultation with DoP&T, the nodal department of Govt. on MACP Scheme. In the matter, DoP&T have advised that 3rd MACPS is to be given based on either 10 years from 2nd MACP/promotion or 30 years of the overall service. They have further advised that it is not possible to agree for grant of third financial upgradation under MACPS on completion of 20 years of service after 1st promotion as the same involves alteration of the basic concept of MACP Scheme.

In the extant case, the employee would get 2nd financial upgradation on 01.09.08 and 3rd financial upgradation would be allowed on 01.01.2013 i.e 30 years service from initial appointment, provided that he does not get promoted meanwhile, subject to fulfillment of other terms and conditions as related therewith.


(N.P.Singh)

Dy. Director, Pay Commission-V
Railway Board



WESTERN RAILWAY

Headquarter Office,
Churchgate, Mumbai 20

No. E(HQ)839/14/2 (BRC)

Date: 14.10.2013

The Secretary (E),
Railway Board,
New Delhi

Sub: Recommendations of the Sixth Central Pay
Commission – Modified Assured Career
Progression
Scheme (MACPS) for Railway employees.
Ref: Railway Board's letter date 18.6.2009(RBE
No.101/09) and dated 29.12.2011.

Under para:26(A) of Railway Board's letter dated 18.6.2009,
following illustrations were given:


- (i) "If a Railway servant (LDC) in PB-1 in the Grade Pay of Rs.1900 gets his first regular promotion (UDC) in PB-1 in the Grade Pay of Rs.2400 on completion of 8 years of service and then continues in the same Grade Pay for further 10 years without any promotion then he would be eligible for 2nd financial upgradation under the MACPS in the PB-1 in the Grade Pay of Rs.2800 after completion of 18 years (8+10 years).
- (ii) In case he does not get any promotion thereafter, then he would get 3rd financial upgradation in PB-2 in Grade Pay of Rs.4200 on completion of further 10 years of service i.e. after 28 years (8+10+10).
- (iii) However, if he gets 2nd promotion after 5 years of further service in PB-2 in the Grade Pay of Rs.4200 (Assistant Grade/Grade 'C') i.e. on completion of 23 years (8+10+5 years) then he would get 3rd financial upgradation after completion of 30 years i.e. 10 years after the 2nd ACP in PB-2 in the Grade Pay of Rs.4600."

While implementing MACP Scheme in light of illustration No.(i) & (ii) above, some doubts have been arisen on this Railway. One such instance is mentioned below:

"A" was appointed on 1.1.1983 and he got his 1st promotion under normal course w.e.f 1.1.86 and thereafter no further promotion till implementation of MACP Scheme i.e. upto 1.9.2008. He has completed more than 20 years in one grade after his first normal promotion.

After going through the clarification issued by Rly Bd vide their letter No.PC-V/2009/ACP/2 dt. 29.12.2011, this issue is not becoming clear.

In view of above, Board are requested to kindly advise whether "A" will get 2nd and 3rd MACP on 1.9.2008 as he has completed more than 20 years of service in one grade on 1.9.2008 or otherwise?


(G.S. Yadav)
Dy. CPO(HQ)
For General Manager(E)