



**SOUTHERN RAILWAY**

No.P(R)535/P/MACPS/Vol.III

Headquarters Office  
Personnel Branch  
Chennai- 600 003  
Dated: 27-02-2013

**RBE No. 8 / 2013**

**PBC No: 17 / 2013**

All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /  
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Wokshops / other Units, etc.,  
(As per mailing list -'A')

**Sub: Modified ACP Scheme (MACPS) for Railway employees –  
clarifications - regarding.**

\*\*\*

A copy Railway Board's letter No.PC-V/2009/ACP/2 dated 31-01-2013 on the above subject is enclosed herewith for information, guidance and necessary action.

Railway Board's letter dated 10-06-2009 & 28-12-2010 referred therein have been circulated as PBC No. 112 / 2009 dated 18-06-2009 & PBC No. PBC No. 217 / 2010 dated 30-12-2010 respectively.

M. ——— 28/2/13

(M.SRINIVASALU)

Asst.Personnel Officer / Rules  
for Chief Personnel Officer

Encl: as above

Copy to : The Genl.Secy. SRMU  
The Genl.Secy. DREU  
The Genl.Secy. AISCSTREA  
The Genl.Secy. AIOBCREA

GOVERNMENT OF INDIA (भारत सरकार)  
MINISTRY OF RAILWAYS (रेल मंत्रालय)  
RAILWAY BOARD (रेलवे बोर्ड)

S. No. PC-VI/ 313  
No. PC-V/2009/ACP/2



RBE No. 08 /2013  
New Delhi, dated 31/01/2013

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

**Subject:-Modified ACP Scheme (MACPS) for Railway employees—clarification—regarding.**

Reference is invited to the Board's letter of even number dated 10-06-2009 regarding the Modified Assured Career Progression Scheme (MACPS) to Railway employees. Pursuant to the discussions in the meeting of National Advisory Committee held on 17-07-12 and subsequent meeting on 27-07-2012 held with the Staff Side and in continuation to clarifications issued vide Board's letter of even number dated 28-12-2010, it is further clarified as under:-

**2(i). Financial upgradation under MACPS in the case of staff who joined another unit/organization on request.**

Railway Board's letter of even number dated 28-12-2010 provides that in case of transfer 'including unilateral transfer on request', regular service rendered in previous organization/office shall be counted along with the regular service in the new organization/office for the purpose of getting financial upgradations under the MACP Scheme. However, financial upgradation under the MACP Scheme 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. It is now further clarified that wherever an official, in accordance with terms and conditions of transfer on own volition to a lower post, is reverted to the lower Post/Grade from the promoted Post/Grade before being relieved for the new organization/office, such past promotion in the previous organization/office will be ignored for the purpose of MACP Scheme in the new organization/office. In respect of those cases where benefit of pay protection have been allowed at the time of unilateral transfer to other organization/unit and thus the employee had carried the financial benefit of promotion, the promotion earned in previous organization has to be reckoned for the purpose of MACP Scheme.

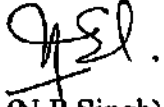
**2. (ii) Benchmark for MACP Scheme:**

Para 17 of Annexure-1 of Railway Board's letter dt. 10-06-09 provide 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 ₹6600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of ₹7600 and above. Railway Board's letter of even

number dated 28-12-2010 provides that where the financial upgradation under MACPS also happens to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefit under MACPS as mentioned in para-17 *ibid*, the benchmark for promotion shall apply to MACP also. It is now further clarified that wherever promotions are given on non-selection basis (i.e. on seniority-cum-fitness basis), the prescribed benchmark as mentioned in para-17 of Annexure-I to Board's letter dated 10-06-2009 shall not apply for the purpose of grant of financial upgradation under MACP Scheme.

3. The instructions issued on MACP Scheme vide Board's letter of even number dated 10-06-2009 stands modified to the above extent.
4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.
5. Hindi version is enclosed.

{DoP&T's OM No.35034/3/2008-Estt.(D) (Vol.II), dt.4<sup>th</sup> October, 2012}

  
(N.P. Singh)  
Dy. Director, Pay Commission-V  
Railway Board

No. PC-V/2009/ACP/2 New Delhi dated 31/01/2013  
Copy (with 40 spares) forwarded to Deputy Comptroller and Auditor General of India  
(Railways), New Delhi.

  
For Financial Commissioner, Railways

No. PC-V/2009/ACP/2 New Delhi, dated 31/01/2013

**Copy forwarded to:-**

- 1) The General Secretary, NFIR, Room No.256-A, Rail Bhavan, New Delhi (with 35 spares)
- 2) The General Secretary, AIRF, Room No. 253, Rail Bhavan, New Delhi (with 35 spares)
- 3) The Members of the National Council, Departmental Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (with 90 spares)
- 4) The Secretary General FROA
- 5) The Secretary, RBSS, Group 'A' Officers Association
- 6) The President, Railway Board Group 'B' Officers' Association
- 7) The Secretary General, All India RPF Association
- 8) The Secretary, Railway Board Ministerial Staff Association
- 9) The Secretary, Railway Board Class IV Staff Association
- 10) Railway Board Promottee Officers Association, Room No, 341-C, Rail Bhawan.
- 11) Secretary General, Indian Railway Promottee Officers Federation, Room No.268,R.B.

  
For Secretary, Railway Board