



SOUTHERN RAILWAY

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

Headquarters Office
Personnel Branch
Chennai - 600 003
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PBC No: 54 / 2013

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

Sub: Granting of Financial Upgradation under MACP Scheme
– Clarification reg.

Ref : Railway Board's letter No. PC-V/2009/ACP/2 dated 13-12-2012(RBE No. 142 / 2012, PBC No. 189 / 2012).

Consequent to issue of Railway Board's letter dated 13-12-2012 (RBE No. 142 / 2012), many doubts have been raised from various quarters as to how the the clarification given is to be followed.

In terms of the above cited letter, 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 to a 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 used i.e., "In same Grade Pay" and "Normal Promotion".

As clarified by Board, the following clarifications are given citing certain examples :

- (a) A Sr. Clerk on direct recruitment with GP Rs. 2800/- having earned two promotions to GP Rs. 4200/- and Rs.4600/- is entitled to be considered for 3rd Financial Upgradation to GP Rs. 4800/- under MACP Scheme subject to fulfilling other terms and conditions relating to the scheme.
- (b) A Technical supervisor on direct recruitment with GP Rs. 4200/- having earned one promotion to GP Rs. 4600/- is entitled to be considered for grant of 2nd and 3rd Financial Upgradation to GP Rs. 4800/- and GP Rs. 5400/- of PB 2 respectively under MACP Scheme subject to fulfilment of terms and conditions relating to the scheme.
- (c) A Sr. Section Engineer on direct recruitment with GP Rs. 4600/- is

entitled to be considered for grant of 1st, 2nd & 3rd Financial Upgradation to GP Rs. 4800/- in PB 2, GP Rs. 5400/- in PB-2, and GP Rs. 5400/- in PB-3 respectively under MACP Scheme subject to fulfilment of terms and conditions relating to the scheme.

- (d) A Chief Matron with GP Rs. 5400/- in PB-2 is entitled to be considered for Financial Upgradation under MACPS to the same GP Rs, 5400/- in PB-3, as per terms contained in Para 8.1 of Annexure to Board's letter dt. 10-06-2009 (RBE No. 101 / 2009, PBC No. 112/2009)
- (e) A Staff Nurse directly recruited with GP Rs. 4600/- is entitled to be considered for 3rd Financial Upgradation under MACP scheme to GP of Rs. 5400/- in PB-3 after earning two Promotion / Financial Upgradation to GP Rs. 4800/- and Rs. 5400/- in PB-2, subject to fulfilment of terms and conditions relating to the scheme.

It has been further clarified that 3 % increment as Pay Fixation in respect of employees who are granted Financial Upgradation to the same Grade Pay is to be allowed or not, (since as per RS(PR) Rules 2008 it is still not allowed) is under consideration in consultation with Ministry of Finance. Hence, for example a Sr. Technician on promotion / Financial Upgradation granted same Grade Pay, or when Goods Driver promoted / granted Financial Upgradation under MACP to the same Grade Pay of Rs. 4200/-, the pay fixation is under consideration and yet to be clarified.

The cases decided otherwise than as clarified above may be reviewed and action taken accordingly.

This is issued with the approval of CPO/MAS

M. _____
(M.SRINIVASALU) 20/5/13

Asst. Personnel Officer / Rules
for Chief Personnel Officer

Encl: as above

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