

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

(Estd. 1965, Regd. No.1329, Website<http://www.irtsa.net>)

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No:IRTSA/CHQ/Memo/2022-6

Date:01.10.2022

Principal Executive Director (Staff) Railway Board

Respected Madam,

Sub: Grant of financial upgradation under MACPS for the employees promoted between 01.01.2006 and 29.08.2008 with the benefit of pay fixation in pre-revised pay scale which are merged by the 6th CPC.

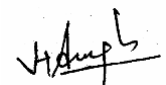
Ref: 1) Railway Board letter No.PC-V/2016/MACPS/11 (RBE No.31/2021) dated 22.04.2021.
2) PCPO/RCF letter No.2021-E/RCF/SUP/MECH/PAY FIXATION dated 16.09.2021.
3) RBE - 33 / 2016 - Cases of promotion taking place in the pre-revised pay structure between 1.1.2006 and the date of notification of CCS (RP) Rules, 2008.
4) Ministry of Finance, Department of Expenditure, O.M. No.F-2-1/2015-E.III (A), dated 16th October, 2015

- 1) We would like to draw your kind attention on denial of granting 3rd MACPS for Senior Section Engineers, who received promotional pay-fixation on promotion from Section Engineer to Senior Section Engineer in the 5th CPC scales between 01.01.2006 and 29.08.2008. They have opted for 6th CPC Grade Pay after their date of promotion. Pre-revised scale of SE in Rs.6500-10500 and SSE in pay scale Rs.7450-11500 were merged and given Grade Pay Rs.4600 in PB-2.
- 2) Denial of 3rd financial upgradation violates basic MACPS principal. Stand taken by the RCF administration will deprive seniors the 3rd financial upgradation, while juniors appointed later in the same entry grade will be eligible for 3rd financial upgradation. Illustration given in the annexure.
- 3) RBE No 33/2016, dated 08.04.2015 cited in reference No.2 implemented O.M. of Ministry of Finance, Department of Expenditure dated 16.10.2015 cited in reference No. 3 in Railways. The O.M. allowed pay fixation "in cases where promotion took place in the pre-revised pay structure between 1.1.2006 and the date of notification of Revised Pay Rules, 2008, when the pre-revised and revised pay scales were different and the posts carried the character of feeder and promotional grades", with the following conditions,

- a. Where posts being promotional grade for the feeder grade from where the promotion took place and where the posts were subsequently merged into a single post / grade.
 - b. Where FR 22 (I) (a) (1) was applicable for fixation of pay on promotion before promulgation of Revised Pay Rules in 2008.
 - c. Where the concerned employee had opted to come over to the revised pay structure from date occurring (i.e promotion)
 - d. Where concerned Recruitment Rules have been amended subsequently to provide for merger of these grades into a single grade/post.
- 4) Accordingly, chance for revised pay option was given to all those employees who earned their promotions from the pre-revised feeder grades to promotional grades which were subsequently merged into one common grade pay.
 - 5) But, Clarification issued in Railway Board letter RBE No. 31/2021 is specifically with reference to para 8.1 of RBE No 101/2009 not for the Finance Ministry O.M. dated 16th October, 2015.
 - 6) RBE No 101/2009, para 8.1 states that, Grade Pay of 5400 in PB-2 and Grade of Rs.5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of upgradation under MACPS.
 - 7) Moreover, Railway Board not used to give clarification independently for Finance Ministry's O.M.
 - 8) It is therefore requested that, RBE No. 31/2021 applicable for a specific Grade Pay in the pre-revised pay band structure should not be made applicable universally for all pre-revised feeder and promotional grades, where promotion took place in the pre-revised pay structure between 1.1.2006 and the date of notification of Revised Pay Rules, 2008.
 - 9) Not only serving employees, some of the employees retired/retiring are also affected because more than one year passed since the reference made by RCF to Railway Board.
 - 10) An expedite action is solicited from Railway Board.

Thanking you

Yours faithfully,



**(Harchandan Singh),
General Secretary, IRTSA**

Copy to

Secretary Establishment, Railway Board, Room No 227, Rail Bhavan, New Delhi – 110001

Illustration

| Counting of promotion / financial upgradation under MACPS in 6 th & 7 th CPC | Employee-1 | Employee-2 | Employee-3 |
|--|--|--|---|
| Appointment grade | Appointed as JE prior to 6 th CPC | Appointed as JE prior to 6 th CPC | Appointed as JE in 6 th CPC GP |
| Seniority based on date of appointment | Senior to employee-2 & 3 | Senior to employee-3, but junior to employee-1 | Junior to employee-1 & 2 |
| | Promotion to JE-I ignored due to the merger of JE-II and JE-I by 6 th CPC | Promotion to JE-I ignored due to the merger of JE-II and JE-I by 6 th CPC | 6 th CPC fixation for JE w.e.f. 01.01.2006 |
| 1 st promotion | Promoted from SE to SSE before 01.01.2006 | Promoted from SE to SSE between 01.01.2006 and 29.08.2008. Promotional fixation in 5 th CPC Scale. | Promoted from JE to SSE after 29.08.2008 and fixation in 6 th CPC GP |
| | 6 th CPC fixation w.e.f.01.01.2006 in GP 4600 | Opted for 6 th CPC GP system from the date of promotion. | Promotional fixation from the date of promotion in GP 4600 |
| 2 nd MACPS | GP 4800 or PL-8 | GP 4800 or PL-8 | GP 4800 or PL-8 |
| 3 rd MACPS | GP 5400 or PL-9 | Denied in RCF & PLW | GP 5400 or PL-9 |

Promotions earned in merged grades are not counted for the purpose of financial upgradation, since senior employees should not be put in disadvantageous position than junior employees recruited in the same grade.

Junior employee (cited as employee-3) appointed in 6th CPC GP system will be eligible for 3rd financial upgradation under MACPS in Pay Level-9.

Senior employee appointed prior to 6th CPC (cited as employee-1) and promoted as SSE prior to 6th CPC, who received promotional pay fixation from SE to SSE in 5th CPC period will be eligible for 3rd financial upgradation under MACPS in Pay Level-9.

Denial of 3rd financial upgradation for employees (cited as employee-2) who also received promotional pay fixation for SE to SSE in the 5th CPC scale is against the basic principle of ACP and MACPS.