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All India Railwaymen's Federation

(Estd, 1924)

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Dated: July 17, 2009

No.AIRF/NC/JCM/GC

The Secretary (Staff Side),
National Council (JCM),
13-C, Ferozshah Road,
New Delhi

Dear Com.,

Sub: Modified Assured Career Progression Scheme (MACPS)

Ref: DoP&T's O.M.No.35034/3/2008-Estt. (D) Dated 19.5.2009

We do appreciate that the Modified Assured Career Progression Scheme (MACP), notified vide above cited O.M. of the DoP&T, is an improvement over the existing ACP Scheme as well as over the Sixth Pay Commission recommendations, especially in respect of number of financial upgradings which have been increased from 2 in lifetime (instead of after 12 and 24 years of service as existing and proposed by the VI CPC) to 3 in the entire career, i.e. after 10, 20 and 30 years of service.

There are, however, some pitfalls in the scheme which need to be removed to meet the ends of justice and in consonance with basic purpose of the scheme effectively:

1. **Date of effect** - MACP Scheme is operational w.e.f. 01.09.2008 (in terms para 9 of above cited orders of DoP&T). This is unjustified. Since MACPS is related with the pay and not with the allowances. Therefore, date of implementation of MACP should be 1.1.2006 (like Revised Pay Rules, 2008).
2. **Stepping up of pay for difference in pay under old and MACP** - No past cases would be re-opened (in terms para 11 of orders on MACP Scheme cited above) and while implementing MACP Scheme, differences in pay scales on account of grant of financial upgradation under old ACP Scheme (of August 1999) and under Modified ACP Scheme within the same cadre shall not be construed as an anomaly. This is unjustified, especially in the case of a senior getting his upgrading under old ACPS (say in August, 2008) and the junior getting it later (say in September, 2008) under Modified ACPS, pay of the junior will be higher than that of the senior. Therefore, employees should be given an option to get stepping up of pay on account of old ACP and Modified ACPS.

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3. **Promotion through LDCE should be considered as entry grade** - Staff who get their promotion through Limited Departmental Competitive Examination(LDCE) especially technicians on the Railways who are promoted through LDCE as Intermediate JEs are given one and half year training like direct recruit JEs who are recruited through Railway Recruitment Board. No other category goes through such a training equal to that of direct recruited JEs or Intermediate JEs on the Railways.

As such, it is requested that promotion through Limited Departmental Competitive Examination(LDCE) should be considered as entry grade for the purpose of financial upgradation through MACPS and Intermediate JEs should be given three financial upgradations after promotion as JEs.

4. **Grade pays of promotion grade and upgradation under MACP should be the same** MACPS envisages merely placement in the immediate next higher grade pay in the recommended revised pay bands and grade pay as given in Revised Pay Rules, 2008. Thus, the grade pay at the time of financial upgradation in certain cases where regular promotion is not between two successive grades can be different than what is available at the time of regular promotion. In such cases, higher grade pay attached to next promotional post in the concerned cadre will be given only at the time of regular promotion. This is anomalous as apparent from the following example:-

Grade Pay of Rs.5400 is now in two pay bands, viz. PB-2 and PB-3. The grade pay of Rs.5400 in PB-2 and Rs.5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of upgradations. Graduate Engineers in the Railways who are recruited in Grade Pay Rs.4600(PB-2) on their regular promotion will be placed in Grade Pay Rs.4800 after their first promotion, then Grade Pay Rs.5400 after their second promotion and then Grade Pay Rs.6600 after their third promotion. But in the MACPS, on third financial upgradation they will be placed only in Grade Pay Rs.5400(PB-3) which is against the basic recommendations of VI CPC.

It is requested that the financial upgradation should be Grade Pay as available in the cadre. Both on promotion and financial upgradation, the employees should be placed in the next grade pay in the cadre.

5. **Benchmarking** - It is requested that in order to avoid any victimization "**Benchmarking**" (referred to in Annexure-1, point 17 of MACPS) **should be dispensed with**. Those who do not have any departmental action or punishment or an adverse Confidential Report should be eligible for the financial up-gradation.
6. **Unilateral transfer** - In case of an employee after getting promotion/ACP seeks unilateral transfer on a lower post or lower scale, he will be entitled only for second and third financial upgradations on completion of 20/30 years of regular service under MACPS, as the case may be, from the date of his initial appointment to the post in the new organization(as per Annexure-1, point 24 of MACPS). This is totally unjustified and should be rectified.

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It is, therefore, requested that the MACP should be awarded from lower scale post to which employee got unilateral transfer.

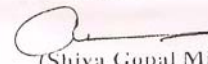
7. Parity between Defence and Civilian Personnel - As per decision of government on MACP, Defence personnel will get financial upgradation under MACP after 8, 16 and 24 years while their Civilian counterparts will get the same after 10, 20 and 30 years of service.

It is, therefore, requested that discrimination between Defence and Civilian employees should be removed - both to meet the ends of natural justice as well as to provide requisite motivation to Civilian employees whose contribution to the nation building is equally vital.

8. Consolidated clarifications - Some parts of the orders on the old ACP Scheme, issued vide DoP&T's O.M. No.35034/1/97-List(12) dated August 9, 1999 and many clarifications issued thereof, are still relevant.

It is requested that consolidated clarifications be issued - whether old clarifications are applicable, modified or are now redundant, instead of clarifying these points individually after getting fresh queries from various ends.

Yours faithfully,


(Shiva Gopal Mishra)
General Secretary


Copy to: General Secretaries, all affiliated unions for information.