

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No. IRTSA/Memo RB / 2019-1

Date: 29-1-2019

Member Staff, Railway Board.  
Rail Bhawan, New Delhi-110001

Sir,

**Subject: Grant of Financial upgradation under MACPS – Appeal to treat APAR grading of ‘Good’ instead of ‘Very Good’ as eligible for MACPS for Group C as for the promotions for Group C.**

**Reference: Railway Board’s letter No. PC-V/20 6/MACPS/1 (RBE No. 155/2016) dated 19.12.2016**

We have to submit for your kind consideration that the criteria for eligibility for Financial Upgrading under MACPS, which was same as that for Promotions, has been changed for Group ‘C’ Staff, from APARs being “Good” earlier to that of APARs to be “Very Good” (as applicable for Group “A” Officers) vide orders cited above. This had a very adverse impact on a very large number of Group ‘C’ employees (who were already stagnating for many years due to lack of avenues of promotion).

2. The new criteria had made many Group ‘C’ employees graded as ‘Good’ to be ineligible for any financial upgradation under MACPS. Retrospective effect of this order was a further damper on the aspirations for some rise & motivation of employees starving for promotion. It was totally unjustified to have different criteria for Promotion and for MACPS. It also defeated the very purpose of MACPS for providing relief to those who could not get the regular promotions due to limited avenues of promotion on account of pyramidal cadre structure.

3. Railway Board vide its letter No. E(NG)I-2018/CR/2 (RBE No.29/2018) dated 27.02.2018 provided opportunity to the employees who had been awarded “Good” or below Grading in their previous years APARs, as a onetime measure, to represent for enhancing their grading for the purpose of MACPS. This order of Railway Board had given relief to some of the employees, but still many employees are left out from getting any relief mainly because the Appellate authorities found it to be impertinent & below dignity of their ilk to change grading awarded by the concerned officers.

4. It is, therefore, requested that necessary orders may please be issued for treating APAR Grading of ‘Good’ as eligible for MACPS for Group ‘C’ Staff so as to be the same as for their promotion.

Thanking you,

Yours’ faithfully,

Harchandan Singh,  
General Secretary, IRTSA

Copy for information & necessary action to:

➤ Secretary Establishment, Railway Board, Rail Bhawan, New Delhi - 110001