

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



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No:IRTSA/Memo-34

Date: 09.12.2024

Additional Member (HR) Railway Board, New Delhi

Respected Madam,

Sub: Providing opportunity for submitting representations against gradings below "very good" recorded in APARs for the year 2020-21, 2021-22 & 2022-23 for the purpose of MACPS.

- 1) We would like to draw your kind attention to our meeting held on 24th October 2024 in your esteemed chamber, regarding the subject mentioned above.
- 2) During our submission, we highlighted that due to certain teething issues outlined in our memorandum dated 24th October 2024 (a copy is enclosed), some employees are being denied their financial upgradation under the Modified Assured Career Progression Scheme (MACPS), despite the acceptance of their representations against APAR gradings below "Very Good" in physical mode.
- 3) A concern was raised during the discussion regarding the potential impact of extending a one-time opportunity for submitting representations against gradings below "Very Good" in the APARs for the years 2020-21, 2021-22, and 2022-23. It was pointed out that this might affect the promotion decisions made based on APARs during the same period.
- 4) In this context, we wish to submit that, as per Railway Board's letter No. E[NG]I-2008/PM1/15 dated 03.09.2009 and 21.11.2011, along with subsequent clarifications, it has been stipulated that for promotions based on the "Seniority-cum-Suitability" principle, a benchmark of 6 and 8 marks out of 15 for posts in the Grade Pay of Rs. 4200 and Rs. 4600, respectively, is applicable. These benchmarks are lower than the "Outstanding" grade (equivalent to 12 marks) required for financial upgradation under MACPS. The request for revision of APAR grading (from "Good" to "Very Good") is limited to these specific grades for the relevant years for a few.
- 5) Therefore, extending the one-time opportunity to submit representations against gradings below "Very Good" in the APARs for the purpose of MACPS will not affect the promotion decisions based on APARs during the same period.
- 6) **In light of the above, we once again request that a one-time opportunity be provided for submitting representations against gradings below "Very Good" in the APARs for the years 2020-21, 2021-22, and 2022-23. Furthermore, we request that cases where reviews have already been decided on physical mode also be allowed for reconsideration.**

We sincerely hope for a favorable response to resolve this matter.

Yours' truly

K.V.RAMESH
General Secretary, IRTSA

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No:IRTSA/Memo-34

Date: 24.10.2024

Additional Member (HR) Railway Board, New Delhi

Respected Madam,

Sub: Providing opportunity for submitting representations against gradings below "very good" recorded in APARs for the year 2020-21, 2021-22 & 2022-23 for the purpose of MACPS.

- 1) Problems are being encountered in processing of APARs through HRMS which is being a new system. Employees as well as Zonal Railways/Production Units are not well familiarised with the procedure on providing opportunities for submitting representation against gradings below "very good" recorded in APARs.
- 2) Since both on-line & physical mode in processing APAR was allowed upto 31st October 2021 for the year 2020-21 (RB letter No. PC-VII/2021/HRMS/49 dated 01.10.2021), some of the Railways were hoping that similar procedure will be followed for providing opportunity for submitting representation against gradings below "very good" recorded for the year 2020-21.
- 3) Some of the representations of employees against gradings below "very good" recorded in their APARs could not be processed for reasons such as confusion about competent authority, transfer of competent authority, retirement of competent authority, some of the divisions /workshops accepted physical representations, etc.
- 4) For the reasons briefed above some of the representations submitted by employees against gradings below "very good" recorded in their APARs for the year 2021-21 and 2021-22 could not be processed.
- 5) Some of the APARs (and further representations on gradings) for the year 2022-23 could not be completed within prescribed time schedule and extended time upto 15th July 2024 (RB letter No. PC-VII/2024/HRMS/10 dated 24.06.2024) because of transfer / retirement of reviewing officers.
- 6) Railway Board issued clarification about competent authority to consider the representation against adverse remarks in APAR of a non-gazetted Railway Employee through RBE No. 89/2024 dated 24.09.2024 only.
- 7) Because of the teething issues explained above some of the employees are denied of their financial upgradation under MACPS, even though their representation against grading below 'very good' has been accepted on physical mode.
- 8) **It is therefore requested to provide one time opportunity for submitting representations against gradings below "very good" recorded in APARs for the year 2020-21, 2021-22 & 2022-23. Cases of review already decided on physical mode may also be allowed.**

Thank you in anticipation

Yours' truly

K.V.RAMESH
General Secretary, IRTSA