

No.35034/3/2008-Estt.(D)

भारत सरकार

Government of India

कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय

Ministry of Personnel, Public Grievances and Pensions

(कार्मिक और प्रशिक्षण विभाग)

(Department of Personnel & Training)

स्थापना (घ)/Establishment (D)

नॉर्थ ब्लॉक, नई दिल्ली

North Block, New Delhi

Dated: 9<sup>th</sup> September, 2010

**OFFICE MEMORANDUM**

**SUBJECT:- MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS)  
FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES -  
CLARIFICATIONS REGARDING.**

The undersigned is directed to invite reference to the Department of Personnel and Training Office Memorandum of even number dated the 19<sup>th</sup> May, 2009 regarding the Modified Assured Career Progression Scheme (MACPS). Consequent upon introduction of the Scheme, clarifications have been sought by various Ministries/Departments about certain issues in connection with implementation of the MACPS. The doubts raised by various quarters have been duly examined and point-wise clarifications have accordingly been indicated in the Annexure.

2. The MACPS should strictly be implemented in keeping with the Department of Personnel and Training Office Memorandum of even number dated 19.05.2009 read with the aforesaid clarifications (Annexure).

3. All Ministries/Departments may give wide circulation to the contents of this O.M. for general guidance and appropriate action in the matter.

4. Hindi version would follow.

  
( Smita Kumar )

Director (Estt.I)

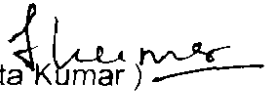
Tel.No.23092479

To

1. All Ministries/Departments of the Government of India (As per standard list).

Copy to :-

1. President's Secretariat/Vice President's Secretariat/Prime Minister's Office/Supreme Court/Rajya Sabha Secretariat/Lok Sabha Secretariat/Cabinet Secretariat/UPSC/CVC/C&AG/Central Administrative Tribunal (Principal Bench), New Delhi.
2. All attached/subordinate offices of the Ministry of Personnel, Public Grievances and Pensions.
3. Secretary, National Commission for Minorities.
4. Secretary, National Commission for Scheduled Castes/Scheduled Tribes.
5. Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi.
6. Ministry of Finance (Department of Expenditure) w.r.t. U.O. No.16(1)/Legal/2010 dated 06.09.2010.
7. All Staff Side Members of the National Council (JCM).
8. Establishment (D) Section - 100 copies.
- ✓ 9. NIC [for uploading this OM on the website of DOPT (ACP)].
10. Hindi Section, DOPT for Hindi version.

  
( Smita Kumar )  
Director (Estt.I)  
Tel.No.23092479

[Reference:- Office Memorandum No.35034/3/2008-Estt.(D) dated 09.09.2010]

S. No.	Point of doubt	Clarification
1	Whether the Pay Band would change in the hierarchy of Pay Bands & Grade Pay on grant of the benefits under MACPS?	<b>Yes.</b> The upgradations under MACPS is to be granted in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay as prescribed in the CCS (RP) Rules, 2008.
2	Whether the benefits of MACPS would be allowed to the Government servants who have been later on inducted in the Organized Group "A" Service.	<b>No.</b> The benefits under MACPS is not applicable to Group 'A' officer of Organised Group 'A' Services, as the officer under Organized Group 'A' Services have already been allowed parity of two years on non-functional basis with the officers of Indian Administrative Service (IAS).
3.	How will the benefits of ACP be granted if due between 01.01.2006 and 31.08.2008?	<p>The new MACPS has come into existence w.e.f. 01.09.2008. However, the pay structure has been changed w.e.f. 01.01.2006. Therefore the previous ACPS would be applicable in the new pay structure adopted w.e.f. 01.01.2006. <b>Para 6.1 of Annexure-I of MACPS is only for exercising option for coming over to the revised pay structure and not for grant of benefits under MACPS.</b> The following illustrations would explain the position:</p> <p><b>(A) In the case of isolated post:</b></p> <p>Date of appointment in entry Grade in the pre-revised pay scale of <b>Rs.4000-6000</b>: 01.10.1982</p> <p>1<sup>st</sup> ACP granted on 09.08.1999 :Rs.4500-7000 (pre-revised)</p> <p>2<sup>nd</sup> ACP due on 01.10.2006 :Rs.5000-8000 (pre-revised) [revised PB-2 Grade Pay of Rs.4200]</p> <p>3<sup>rd</sup> financial upgradation under the MACPS would be due on 01.10.2012 (on completion of 30 years of continuous regular service) in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay i.e. Grade Pay of Rs.4600 in PB-2.</p>

**(B) In the case of normal promotional hierarchy:**

Date of appointment in entry Grade in the pre-revised pay scale of Rs.5500-9000: 01.10.1982

1<sup>st</sup> ACP granted on 09.08.1999 :Rs.6500-10500 (pre-revised)

2<sup>nd</sup> ACP due on 01.10.2006 (as per the existing hierarchy) :Rs.10000-15200 (pre-revised).

**Therefore, 2<sup>nd</sup> ACP would be in PB-3 with Grade Pay of Rs.6600 (in terms of hierarchy available):**

3<sup>rd</sup> financial upgradation under MACPS would be due on 01.10.2012 in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay of Rs.7600.

4 Whether the benefits of MACPS would be granted from the date of entry grade or from the date of their regular service/approved service counted under various service rules.

The benefits under MACPS would be available from the date of actual joining of the post in the entry grade.

5 In a case where a person is appointed to an ex-cadre post in higher scale on deputation followed by absorption, whether the period spent on deputation period would be counted as continuous service in the grade or not for the purpose of MACPS.

(i) Where a person is appointed on direct recruitment/deputation basis from another post in the same grade, then past regular service as well as past promotions/ACP, in the earlier post, will be counted for computing regular service for the purpose of MACPS in the new hierarchy.

(ii) However, where a person is appointed to an ex-cadre post in higher scale initially on deputation followed by absorption, while the service rendered in the earlier post, which was in a lower scale cannot be counted, there is no objection to the period spent initially on deputation in the ex-cadre post prior to absorption being counted towards regular service for the purposes of grant of financial upgradation under MACPS, as it is in the same Pay band/grade pay of the post.

- 6 Whether the pay scale/grade pay of substantive post would be taken into account for appointment/selection to a higher post on deputation basis or the pay scale/grade pay carrying by a Government servant on account of financial upgradation(s) under ACP/MACP Scheme. The pay scale/grade pay of substantive post would only be taken into account for deciding the eligibility for appointment/selection to a higher post on deputation basis.
- 7 In a case where 1<sup>st</sup>/2<sup>nd</sup> financial upgradations are postponed on account of the employees not found fit or due to departmental proceedings, etc. whether this would have consequential effect on the 2<sup>nd</sup>/3<sup>rd</sup> financial upgradation or not. Yes. If a financial upgradation has been deferred/postponed on account of the employee not found fit or due to departmental proceedings, etc., the 2<sup>nd</sup>/3<sup>rd</sup> financial upgradations under MACPS would have consequential effect. (Para 18 of Annexure-I of MACPS referred).
- 8 In a case where the Government servant have already earned three promotions and still stagnated in one grade for more than 10 years, whether he would be entitle for any further upgradation under MACPS. No. Since the Government servant has already earned three promotions, he would not be entitled for any further financial upgradation under MACPS.
- 9 Whether the pre-revised pay scale of Rs.2750-4400 in respect of Group 'D' non-matriculate employees, would also be taken as merged to grade pay of Rs.1800 for the purpose of MACPS in view of merger of pre-revised pay scales of Rs.2550-3200, Rs.2610-3540, Rs.2610-4000 and Rs.2650-4000, which have been upgraded and replaced by the revised pay structure of grade pay of Rs.1800 in the pay band PB-1. Yes.

## 6 ##

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| 10 | <p>If a Govt. Servant on deputation earns upgradation under MACPS in the parent cadre, whether he would be entitled for deputation (duty) allowance on the pay and emoluments granted under the MACPS or not?</p> | <p>No. While eligibility of an employee for appointment against ex-cadre posts in terms of the provisions of the RRs of the ex-cadre post will continue to be determined with reference to the post/pay scale of the post held in the parent cadre on regular basis (and not with reference to the higher scale granted under ACPS/MACPS), such an officer, in the event of his selection, may be allowed to opt to draw the pay in the higher scale under ACP/MACP Scheme <u>without</u> deputation allowance during the period of deputation, if it is more beneficial than the normal entitlements under the existing general order regulating pay on appointment on deputation basis.</p> |
| 11 | <p>Since the pay scales of Group "D" employees have been merged and placed in the Grade Pay of Rs.1800, whether they are entitled for grant of increment @ 3% during pay fixation at every stage.</p>             | <p>Yes, On the analogy of point 22 of Annexure-I of MACPS, the pay of such Group "D" employees who have been placed in the Grade Pay of Rs.1800 w.e.f. 01.01.2006 shall be fixed successively in the next three immediate higher grade pays in the hierarchy of revised pay-bands and grade pays allowing the benefit of 3% pay fixation at every stage.</p>  |