CIRCULAR

Sub: Clarifications regarding Modified Assured Career Progression Scheme (MACPS).

Please find enclosed herewith copy of Endorsement No.F.4(73)/Fin.(Estb-III)/2010-11/pt-II/DSI/329 dated 22.09.2010 received from Finance Department, GNCT of Delhi enclosing therewith following Office Memorandums from Govt. of India for information and necessary action:

<table>
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<th>S. No.</th>
<th>Name of the Ministry/ Department</th>
<th>O.M.No. &amp; Date</th>
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</table>

Encl: As above.

(Shashi Kaushal)
Addl. Director of Education (Coord.)

No.30-3(17)/Coord/Pay Commn./2008/Part file/15884-15943 Dated:- 6/10/10

Copy for information and necessary action to:-

1. PS to Pr. Secretary (Education), GNCT of Delhi, Old Secretariat, Delhi.
2. PS to Director (Education), Directorate of Education, GNCT of Delhi.
3. PS to Addl. Director of Education (Admn.), Directorate of Education.
4. PS to Addl. Director of Education (Fin.), Directorate of Education, Delhi.
5. DCA, Directorate of Education.
6. All DDEs Directorate of Education, Delhi.
7. All Branches of Headquarter through website of the department.
8. All Head of Schools, GNCT of Delhi through website of the department.
9. OS (IT) with the request to upload the Circular along with the enclosures on the website of the department.

(Shashi Kaushal)
Addl. Director of Education (Coord.)
ENDORSEMENT

A copy of the under mentioned paper is forwarded for information and necessary action to the following:-

1. All Head of Department, Govt. of NCT of Delhi.
2. All Pay & Accounts Officers, Pr. Accounts office, Govt. of NCT of Delhi.
3. Commissioner M.C.D., Town Hall, Chandini Chowk, Delhi.
5. Chief Executive Officer, Delhi Cantonment Board, Delhi.

(S. K. SAHA)
DEPUTY SECRETARY-I

List of paper forwarded

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OFFICE MEMORANDUM

Subject: Extension of Modified Assured Career Progression Scheme to the Staff Car Drivers of Central Government

The undersigned is directed to refer to this Department’s O.M. No. 35034/3/2008-Estt. (D) dated the 19th May, 2009 regarding introduction of Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees and to say that para 13 of Annexure-I of the Scheme provides that Existing time-bound promotion schemes, including in-situ promotion schemes, Staff Car Driver Scheme or any other kind of promotion scheme existing for a particular category of employees in a Ministry/Department or its offices, may continue to be operational for the concerned category of employees if it is decided by the concerned administrative authorities to retain such schemes, after necessary consultations or they may switch-over to the MACPS. However, these Schemes shall not run concurrently with the MACPS.

2. In pursuance of the decision taken in the meeting of the Departmental Council (JCM) of Department of Personnel & Training held on 08.05.2010 in respect Agenda Item No. 57.31, it has been decided in consultation with the Department of Expenditure the benefits of the MACPS shall also be extended to the regular Staff Car Drivers of the Central Government Ministries/Departments/Offices, as a fall back option, if they are unable to get promotion within the percentage based present system.

3. Para 13 of the Annexure-I of the MACPS accordingly stands modified to this effect. In other words, the Staff Car Driver Scheme and the MACPS shall run concurrently.

4. All Ministries/Departments may give wide circulation to this decision for general guidance and appropriate action in the matter

5. Hindi version will follow.

(Smtita Kumar)
Director (Estt. I)

To

All Ministries/Departments of the Government of India
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 OCM), 13-C, Ferozeshah Road, New Delhi.

6. All Staff Side Members of the National Council (JCM)

7. Department of Expenditure [E.II (A) Branch]

8. Establishment (D) Section - 100 copies.

9. NIC, DoPT, North Block for uploading of the OM in DOPT website.

OFFICE MEMORANDUM

Subject: Modified Assured Career Progression Scheme for the central Government civilian employees – Clarification regarding

The undersigned is directed to invite reference to the Department of Personnel & Training (DCP&T)'s Office Memorandum of even number dated the 19th May, 2009 on the subject cited above. Consequent upon introduction of the Modified Assured Career Progression Scheme (MACPS), in view of para 14 of the Annexure-i of the Scheme, a number of proposals/references seeking extension of the Scheme to Central Autonomous/Statutory Bodies under various Ministries/Departments have been received by the Department of Expenditure. The Department of Expenditure has felt that keeping the large number of Central Autonomous/Statutory Bodies in view, it would be appropriate to delegate the power the approving such proposals to the administrative Ministries/Departments concerned. The Department of Expenditure has accordingly approved for extending the benefits of the MACPS to the Central Autonomous/Statutory Bodies under various Ministries/Departments subject to them satisfying the following four conditions:

(i) The earlier ACP Scheme was also implemented/adopted by the said Autonomous/Statutory Body.

(ii) The proposal to adopt MACP Scheme has been approved by the Governing Body/Board of Directors.

(iii) The Administrative Ministry/Financial Adviser of the Ministry has concurred with the proposal.

(iv) The financial implications of adoption of MACP Scheme have been taken into account by the Organisation/Body and the additional financial implications can be met by it within the existing Budget Grants.

2. As per the revised arrangement, the proposal shall be processed by the Financial Advisor concerned in the first instance and subject to it meeting the requirements spelt out at (i), (ii) and (iv) above, he would obtain the orders of the administrative Head/Secretary concerned for approving the extension of MACPS to such a body.
3. Above is brought to the notice of all concerned Ministry/Department in continuation of para 14 of Annexure-I of MACPS dated 19.05.2009.

4. Hindi version will follow.

(A.K. Srivastava)
Under Secretary to the Government of India

To

1. All Ministries/Departments of the Government of India

2. 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

3. All attached/subordinate offices of the Ministry of Personnel, Public Grievances and Pensions.

4. Secretary, National Commission for Minorities.

5. Secretary, National Commission for Scheduled Castes/Scheduled Tribes.

6. Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi.

7. All Staff Side Members of the National Council (JCM).

8. Ministry of Finance, Department of Expenditure (E III (A) Branch) w.r.t. their I.D. No.7/13/2010-E III (A) dated 18.06.2010.

9. Establishment (D) Section - **100 copies**

10. NIC, DOP&T, North Block, New Delhi for uploading of OM in DOP&T's website.

11. Hindi Section for Hindi version.

(A.K. Srivastava)
Under Secretary to the Government of India
OFFICE MEMORANDUM

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

The undersigned is directed to invite reference to the Department of Personnel and Training Office Memorandum of even number dated the 19th 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 (C) 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
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<th>Clarification</th>
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<tr>
<td>1</td>
<td>Whether the Pay Band would change in the hierarchy of Pay Bands &amp; Grade Pay on grant of the benefits under MACPS?</td>
<td>Yes. 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.</td>
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<tr>
<td>2</td>
<td>Whether the benefits of MACPS would be allowed to the Government servants who have been later on inducted in the Organized Group 'A' Service</td>
<td>No. 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).</td>
</tr>
<tr>
<td>3</td>
<td>How will the benefits of ACP be granted if due between 01.01.2006 and 31.08.2008?</td>
<td>The new MACPS has come into existence w.e.f. 01.08.2008. 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. 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. The following illustrations would explain the position:</td>
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</table>

**(A) In the case of isolated post:**

Date of appointment in entry Grade in the pre-revised pay scale of Rs.4000-6000: 01.10.1982

1st ACP granted on 09.09.1999

:Rs.4500-7000 (pre-revised)

2nd ACP due on 01.10.2006

:Rs.5000-8000 (pre-revised)

[revised PB-2 Grade Pay of Rs.4200]

3rd 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.
(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

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

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

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

3rd 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.

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

(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.

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.

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.
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.

7. In a case where 1st/2nd 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 2nd/3rd financial upgradation or not.

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 entitled for any further 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.2610-3640, Rs.2610-4900 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.

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.

Yes. If a financial upgradation has been deferred/postponed on account of the employee not found fit or due to departmental proceedings, etc., the 2nd/3rd financial upgradations under MACPS would have consequential effect. (Para 18 of Annexure-I of MACPS referred).

No. Since the Government servant has already earned three promotions, he would not be entitled for any further financial upgradation under MACPS.

Yes.
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?

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 without 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.

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.

Yes, On the analogy of point 22 of Annexure-I or 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.