

Government of India(Bharat Sarkar)  
Ministry of Railways(Rail Mantralaya)  
(Railway Board)

113

08/4/17

No.2016/E(LR)/NM1-16

New Delhi, dt. .03.2017

The General Secretary,  
NFIR,  
3, Chelmsford Road,  
New Delhi-110 055.

Dear Sir,

**Sub: PNM/NFIR meeting held on 22<sup>nd</sup> & 23<sup>rd</sup> December, 2016**

\*\*\*\*

During the PNM/NFIR meeting held on 22<sup>nd</sup> & 23<sup>rd</sup> December, 2016, you had raised the following issue during your opening address:-

*"The General Secretary specially mentioned the cases of MACPS which are continued unresolved. He said, the meeting at the level of MS & FC is yet to be held while meetings at the level of EDs were held, but with no fruitful results. He specially requested the MS that on all MACPS issues raised by NFIR, detailed comments may be furnished soon so that a separate meeting can be held for fruitful discussions and decisions before it is too late."*

Accordingly, the comments of Pay Commission Dte. on MACPS issues are enclosed.

DA: As above

Yours faithfully,

(Debashis Mallik)  
Director, Estt.(IR)



NATIONAL FEDERATION OF INDIAN RAILWAYMEN (N.F.I.R.)  
3, Chelmsford Road, New Delhi

No. IV/MACPS/09/Part 10

Dated: 08/04/2017

Copy together with enclosures is forwarded to the General Secretaries of affiliated Unions of NFIR for comments.

C:/Media Centre/NFIR.

General Secretary  
(Dr. M. Raghavaiah)



**Position/remarks on MACPS issues raised in PNM/NFIR item(s)**

<b>Item No.</b>	<b>Subject</b>	<b>Position/remarks</b>
<b>1/2011</b>	Grant of financial upgradation under MACPS to the staff who are in the same Grade pay for more than 20 year.	The matter has twice been examined in consultation with DoP&T and DoP&T has not agreed for the same. Moreover, DoP&T being the nodal Deptt., this Ministry is not in position to deviate from the instructions/clarifications issued by them. As such, there appears to be no other option left. The long pending item may be 'closed'.
<b>16/2011</b>	Abolition of Pay Scale and Introduction of upgraded Pay Scale with revised designation – Senior Section Engineers (Drawing) – Clarification on entry Grade Pay – Reg.	The matter has been duly examined in consultation with DoP&T and reply to Federation has been issued vide Board's letter dt. 19.10.2016.
<b>56/2012</b>	Counting of service of D-2 Khalasis in CLW for extending benefits of financial upgradation under MACPS –reg.	The item has been discussed threadbare with the Federation and the reply given by CLW is comprehensive covering all the doubts on the issue. There appears to be no issue outstanding for discussion. The long pending item may be 'closed'.
<b>16/2013</b>	Non-grant of benefit under MACP Scheme to the Stock Verifiers working in Zonal Railways/Production Units-reg.	The relevant instructions for allowing benefit of MACPS to Stock Verifiers by not reckoning their promotion from AA to ASV, have been issued vide Board's letter dt.19.12.2016 (RBE No.156/2016). Thus, the item may be "CLOSED".
<b>17/2013</b>	Grant of financial upgradation under MACP Scheme - Wrongful clarification issued by the Railway Board.	Basically, the item is regarding grant of higher Grade Pay under MACPS in cases where feeder and promotional grade posts are in same Grade Pay. Meanwhile Federation vide their letter dt. 22.09.2016 had requested to make available the copy of reference made to DoP&T and reply thereto. Accordingly, the desired information has been furnished to the Federation vide Board's letter dt. 06.10.2016. Moreover, DoP&T being the nodal department of Govt. on MACPS, this Ministry can not deviate from the instructions/clarifications issued by them.



		As such, there appears to be no issue outstanding for discussion. The item may be 'Closed'.
<b>19/2014</b>	Denial of revised V CPC pay scale-Injustice meted out to Midwives on Western Railway.	As desired by the Federation, the matter has been examined based on the information regarding recruitment qualification and pay scale at the time of recruitment obtained from Western Railway and reply to Federation has been issued vide Board's letter dt.12.05.2016. As such, no action is pending. The item may be "CLOSED".
<b>15/2015</b>	Grant of financial upgradation under MACPS to SSE –Drawing (formerly diploma holder tracers) appointed against D.R. Quota vacancies as Assistant Draftsman (presently JE-Drawing with GP-4200 in PB-2) – reg.	As requested by the Federation vide their letter dt. 22.09.16 to examine the matter in context of their letter No.IV/MACPS/09/Part 10, dt. 09.05.2016. Accordingly, the matter has been examined and replied to NFIR vide Board's letter dt. 21.10.2016. Further, DoP&T has already been consulted on the issue and they have not agreed to the proposal saying that the services should be reckoned from the date of direct recruitment as mentioned in the policy circular issued in this regard. As no other course of action appears to be left available, the item may be 'closed'.
<b>46/2015</b>	Grant of financial upgradation under MACPS to the Technical Supervisors of DC Traction and presently working as JE/SSE.	As requested by the Federation, the matter has been reviewed based on the information obtained from Central Railway as well as in light of the extant instructions on the subject and accordingly, Federation have been replied vide Board's letter dt. 21.02.2017. There appears no other course of action to be left available.
<b>47/2015</b>	Grant of MACP to the former Traffic Signallers/A2 Signallers absorbed as ASMs/SMs on North Eastern Railway-reg.	As requested by the Federation to examine the matter in context of their letter dt.12.09.2016. The same has accordingly been examined and replied to the Federation vide Board's letter dt.02.01.2017.
<b>24/2016</b>	Denial of financial upgradation under MACP Scheme to the serving Graduate Clerks inducted against LDCE Quota on East Coast Railway.	As decided in the meeting held on 19 <sup>th</sup> & 20 <sup>th</sup> May, 2016, E.Co.Railway have been asked to advise the rule and methodology under which the pay of the employees



		<p>promoted as Sr. Clerks through LDCE against 13 1/3% quota has been fixed. Reply from E.Co.Railway is awaited. Further, as per para 2 of Board's letter dt. 18.06.81 and also in terms of Board's letter dt. 07.10.97 benefit of pay fixation has been allowed on promotion to Sr. Clerks post through LDCE. Therefore, this promotion has to be counted for the purpose of MACPS.</p>
--	--	--

\*\*\*\*\*

		<p>The Ministry has not deviated from the instructions issued by them. There appears to be no issue outstanding for discussion. Thus, the item may be closed.</p>
		<p>The matter has twice been examined in consultation with DoP&amp;T and DoP&amp;T has agreed for the same. Moreover, DoP&amp;T being a nodal Deptt. this Ministry is not in a position to deviate from the instructions/indications issued by them. As such, there appears to be no other option left.</p> <p>The long pending item may be closed.</p>
3.	Grant of financial upgradation under MACP in the promotional hierarchy (university of Grade Pay hierarchy)- as per judgment of various Courts.	<p>The factual position/details about the cadres where ACP Scheme is more advantageous than MACPS as contended by the Staff Side have ascertained from Railway. The Staff Side is requested to submit the details.</p>
4.	MACP benefits to railway employees- Cases of employees joining another unit/organization on request (Railway Board's Letter No: PC-V/2008/ACP/2 dt. 31/01/2013 - NIR's letter dt. 25/07/2013).	<p>As desired by the Staff Side, necessary instructions have been issued vide Board's letter dt.23.11.2015 (RBE No.147/2015) and thereafter a correspondence has also been issued vide Board's letter dt.17.02.2016 (RBE No.10/2016).</p>
5.	Provision of all benefits on financial upgradation under MACPS including emoluments for travel & treatment in hospitals etc.	<p>In the meeting Staff Side was requested to come out with specific entitlement which are being denied to such Staff. No reply from the Staff Side has been received so far.</p>
6.	Non-grant of benefit of financial upgradation under MACPS to the staff on North Western Railway.	<p>As decided in the meeting, the matter has been examined after obtaining information from N.W.Railway and reply to the Staff Side has been issued vide Board's letter dated 17.03.2017.</p>
7.	Grant of financial upgradation under MACPS to the Staff who are in the	<p>The matter has twice been examined in consultation with DoP&amp;T and DoP&amp;T has</p>



**Position/remarks on other MACPS issues raised by NFIR**

Item No.	Issues	Position/remarks
1.	Financial upgradation under MACPS to the directly recruited Graduate Engg-Considering entry grade pay as Rs. 4600/- for the purpose of MACP to all the directly recruited Engg. Graduates in Design/Drawing Cadre and other Cadres.	The matter has been consulted with DoPT and they have advised that the demand does not cover in the MACPS as the Scheme provides for counting service from direct entry grade. Further, DoPT being the nodal department, this Ministry can not deviate from the instructions issued by them. There appears to be no issue outstanding for discussion. Thus, the item may be 'Closed'.
2.	Third financial upgradation under MACPS on completion of 20 years of service from the first promotion or 10 years after second promotion or 30 years after regular appointment whichever is earlier.	The matter has twice been examined in consultation with DoP&T and DoP&T has not agreed for the same. Moreover, DoP&T being the nodal deptt., this Ministry is not in position to deviate from the instructions/clarifications issued by them. As such, there appears to be no other option left. The long pending item may be 'closed'.
3.	Grant of financial upgradation under MACP in the promotional hierarchy- (instead of Grade Pay hierarchy)- as per judgment of various Courts.	The factual position/details about the cadres where ACP Scheme is more advantageous than MACPS as contended by the Federations have ascertained from Railways. The same is under examination.
4.	MACP benefits to railway employees- Cases of employees joining another unit/organization on request. (Railway Board's Letter No. PC-V/2009/ACP/2 dt. 31/01/2013 – NFIR's letter dt 29/07/2013).	As desired by the Staff Side, necessary instructions have been issued vide Board's letter dt.23.11.2015 (RBE No.147/2015) and thereafter a corrigendum has also been issued vide Board's letter dt.17.02.2016 (RBE No.19/2016).
5.	Provision of all benefits on financial upgradation under MACPS-including entitlements for travel & treatment in hospital etc.	In the meeting Staff Side was requested to come out with specific entitlement which are being denied to such Staff. No reply from the Staff Side has been received so far.
6.	Non-grant of benefit of financial upgradation under MACPS to the staff on North Western Railway.	As decided in the meeting, the matter has been examined after obtaining information from N.W.Railway and reply to the Staff Side has been issued vide Board's letter dated 17.03.2017.
7.	Grant of financial upgradation under MACPS to the Staff who are in the	The matter has twice been examined in consultation with DoP&T and DoP&T has



	same Grade Pay for more than 20 years.	not agreed for the same. Moreover, DoP&T being the nodal deptt., this Ministry is not in position to deviate from the instructions/clarifications issued by them. As such, there appears to be no other option left. The long item pending may be 'closed'.
8.	Abolition of pay scales and introduction of upgraded pay scale with revised designation – SSE Drawing clarification on Entry Grade Pay.	Federation has requested that the matter may be examined in context of their letter dt.05.09.2016. Accordingly, the same has been duly examined in consultation with DoP&T and reply to Federation has been issued vide Board's letter dt. 19.10.2016.
9.	Non-grant of financial upgradation under MACPS to Stock Verifiers working in Zonal Railways/PUs.	The relevant instructions for allowing benefit of MACPS to Stock Verifiers by not reckoning their promotion from AA to ASV, have been issued vide Board's letter dt.19.12.2016 (RBE No.156/2016). Thus, the item may be "CLOSED".
10.	Grant of financial upgradation under MACP Scheme- Wrongful clarifications issued by the Railway Board.	Basically, the item is regarding grant of higher Grade Pay under MACPS in cases where feeder and promotional grade posts are in same Grade Pay. Federation vide their letter dt. 22.09.2016 have requested to make available the copy of reference made to DoP&T and reply thereto. Accordingly, the desired information has been furnished to the Federation vide Board's letter dt. 06.10.2016. Moreover, DoP&T being the nodal department of Govt. on MACPS, this Ministry can not deviate from the instructions/clarifications issued by them. As such, there appears to be no issue outstanding for discussion. The item may be 'Closed'.
11.	Wrong implementation of MACP Scheme in IT Cadre/Granting of financial benefit under MACP Scheme to EDP Staff.	The matter has been consulted with DoPT and they have advised to examine and decide the matter in terms of clarification No.35 of DoP&T's OM dt. 18.7.2001. Accordingly, the same is under examination.

\*\*\*\*\*