

**N F I R**

Registration No. : RTU/Nnn/31/2012

National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to :

**Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)**

No. IV/MACP/09/Part 11

Dated: 03/10/2017

Shri Ashwani Lohani,
Chairman,
Railway Board,
New Delhi

Dear Sir,

Sub: Bench Mark of "Very Good" introduced for granting Modified Assured Career Progression for the Railway employees-reg.

- Ref: (i) Railway Board's letter No. PC-V/2016/MACPS/1 dated 19/12/2016 (RBE No. 155/2016).
(ii) NFIR's letter No. IV/MACPS/09/Part 10 dated 09/01/2017 and 19/01/2017.
(iii) NFIR's letter No. IV/MACPS/09Part 10 dated 23rd Jan, 2017 addressed to CRB.

Kindly find enclosed copies of NFIR's letters listed below:-

- (i) Letter No. IV/NFIR/7 CPC (Imp)/2016/DoP&T dated 23/08/2016 addressed to the Cabinet Secretary.
(ii) Letter No. IV/MACPS/09/Part 10 dated 09/01/2017 addressed to Railway Board.
(iii) Letter No. IV/MACPS/09/Part 10 dated 19/01/2017 addressed to Railway Board.
(iv) Letter No. IV/MACPS/09/Part 10 dated 23rd Jan, 2017 addressed to CRB.

NFIR requests to kindly appreciate that the Railways working is unique, peculiar and totally different, while the average Railway employee performs his/her duties at different work places (example:- Track Maintainers, Technicians, Pointsmen, Loco Running & Traffic Staff etc.) in shift duties and after completion of their duty hours, they leave the work spot and again come back to duty as per the duty rosters/links or duty lists, as the case may be. How the 'Good' or 'Very Good' benchmark can be measured in these work situations.

The decision, upgrading the benchmark from 'Good' to 'Very Good' gives handle to higher level authorities to victimize those in lower pay levels. Most of the Railway employees are the field workers who perform assigned duties and leave the work places. In view of these peculiarities in the working system in Railways, applying 'Very Good' benchmark for considering financial upgradation under MACPS or for promotion is an unjustified step which needs to be taken up by the Railway Ministry with DoP&T seeking independence to the Railway Board to take a view according to Railways' conditions. I met your predecessor as well the Member Staff (recently retired) and explained the necessity to approach DoP&T for mitigating the problem so far as Railway employees are concerned.

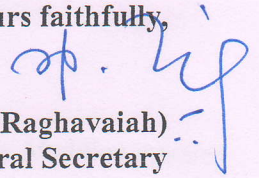
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I therefore, request your kind intervention to consider the merits/points brought out through my letters (copies enclosed) and see that the genuine interests of Railway employees are safeguarded and no scope is given to deprive them the MACP benefit on the pretext of not rated "Very Good".

DA/As above

Yours faithfully,


(Dr. M. Raghavaiah)
General Secretary

Copy together with the enclosures is forwarded to the Member Staff, Railway Board, New Delhi for information and necessary action please.

Copy together with the enclosures is forwarded to the Director General (Personnel), Railway Board, New Delhi for information and necessary action please.

Copy together with the enclosures is forwarded to the Addl. Member (Staff), Railway Board, New Delhi for information and necessary action please.

Copy together with the enclosures is forwarded to the Executive Director (IR), Railway Board, New Delhi for information and necessary action please.

✓ Copy to the General Secretaries of affiliated Unions of NFIR.
Media Centre/NFIR.

File No. IV/NFIR/7 CPC (Imp)/2016/R.B/Part I

File No. IV/NFIR/7 CPC (Imp)/2016/MoF.



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3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

No. IV/MACPS/09/Part 10

Dated: 23rd Jan' 2017

The Chairman,
Railway Board,
New Delhi.

Dear Sir,

Sub:- Benchmark norm from "Good" to "very good" for granting Modified Assured Career Progression to the Railway employees - reg.

Ref:- Railway Board's letter No. PC-V/2016/MACPS/1 dated 19/12/2016 (RBE No. 155/2016).

While enclosing copies of NFIR's letters sent to the Cabinet Secretary as well to the Railway Board on the subject, the Federation conveys that the General Secretaries of Federations met Cabinet Secretary on 19th January 2017 and explained the adverse implications on railway employees consequent upon the Government's decision, upgrading the benchmark for granting financial upgradation under MACPS to "Very Good". Responding to the Federations, the Cabinet Secretary assured that he would speak with CRB.

NFIR therefore requests to kindly look into the matter for preventing any injustice to stagnated railway staff, while considering financial upgradation under MACPS.

- Encls: 1. Copy of NFIR's letter No. IV/NFIR/7CPC(Imp)/2016/DoP&T
Dated 23/08/2016 addressed to Cabinet Secretary.
2. Copy of NFIR's letter No. IV/MACPS/09/Pt. 10 dated
09/01/2017 addressed to Railway Board.

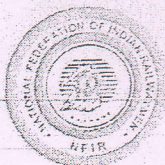
Yours faithfully,

(Dr M. Raghavaiah)
General Secretary

Ph. : 011-23343305, 65027299, Rly. 22283, 22626, Fax : 011-23744013, Rly. 22382, Telegram : RAILMAZDOR

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Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

No. IV/NFIR/7 CPC (Imp)/2016/DoP&T

Dated: 23/08/2016

The Cabinet Secretary,
Government of India,
Rashtrapati Bhavan,
New Delhi

Dear Sir,

Sub: Implementation of Modified Assured Career Progression Scheme (MACPS) for the Central Government Employees – revision of benchmark from “Good” to “Very Good”-reg.

At the outset it is brought to your kind notice that the National Federation of Indian Railwaymen (NFIR) is a recognized Federation and is also one of the major constituents of JCM (Staff Side).

The Federation brings to your kind notice that after introduction of the Modified Assured Career Progression Scheme (MACPS) w.e.f. 01st June 2009, the JCM (Staff Side) took up the issue relating to the benchmark laid down for granting financial upgradation under the scheme at the level of DoP&T and discussed in the Joint Committee Meetings and National Advisory Committee Meetings held on 17/07/2012 and 27/07/2012, urging upon the Government to reconsider the benchmark concept taking into consideration the norms laid down for promotion of staff. After discussions, the DoP&T vide O.M. No. 35034/3/2008-Estt. (D) (Vol. II) dated 1st November 2010 & 4th October 2012 had issued instructions that the benchmark maintained for filling the vacancy through promotion by selection/non-selection/fitness be adopted for granting financial upgradation instead insisting upon the benchmark “Very Good” recommended by the 6th Central Pay Commission.

From the above position, it could be noticed that there was an agreement with JCM (Staff Side) relating to financial upgradation under MACPS dispensing with the benchmark “Very Good” recommended by the 6th Central Pay Commission.

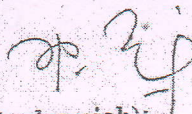
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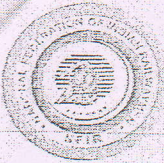
Federation however, expresses its disappointment over the recent decision (Resolution No. 1-2/2016-IC dated 25th July 2016) issued by the Ministry of Finance (Department of Expenditure) introducing the benchmark "Very Good" for granting financial upgradation pursuant to the recommendation of the 7th Central Pay Commission. The Government could have taken into consideration the bilateral agreement reached with the JCM (Staff Side) and the decision communicated under DoP&T O.M. dated 1st November 2010 and 4th October 2012 for continuing the standard prescribed already for granting MACP. Ignoring the said decision and introducing the benchmark concept of "Very Good" for granting MACP is illogical particularly in the context of earlier bilateral agreement reached in the formal meetings held with the JCM (Staff Side).

NFIR, therefore, requests the Cabinet Secretary to kindly get the matter reviewed for the purpose of enforcing the decision given vide DoP&T O.M. dated 01/11/2010 and 04/10/2012 without any dilution.

Yours faithfully,


(Dr. M. Raghavaiah)
General Secretary

Copy to the Secretary, Ministry of Finance (Department of Expenditure), North Block, New Delhi-110001 for information and necessary action please.
Copy to the Secretary, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) North Block, New Delhi for information and necessary action please.
Copy to the Chairman, Railway Board, New Delhi for information and necessary action please.
Copy to the Member Staff, Railway Board, New Delhi for information and necessary action please.



National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to:

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

No. IV/MACP/09/Part 10

Dated: 09/01/2017

The Secretary (E),
Railway Board,
New Delhi
Dear Sir,

Sub: Bench Mark for granting Modified Assured Career Progression for the Railway employees –Arbitrary decision of DoP&T in violation of agreement reached with JCM (Staff Side)-reg.

Ref: Railway Board's letter No. PC-V/2016/MACPS/1 dated 19/12/2016 (RBE No. 155/2016).

Federation invites kind attention of the Railway Board to the instructions issued vide letter dated 19/12/2016 (RBE No. 155/2016) – specifically to Para 4 & 5 wherein Benchmark for performance appraisal for promotion and financial upgradation under MACPS has been enhanced arbitrarily from the present "Good" to "Very Good", on the authority of DoP&T's OM No. 35034/3/2015-Estt. (D) dated 28/09/2016.

2. In this connection, Federation desires to convey that the action of the DoP&T as well the Railway Board is not justified in view of the points mentioned hereunder:-

- The issue of enhancement of Benchmark from "Good" to "Very Good" was raised by the Staff Side (NC/JCM) earlier in the National Advisory Committee meetings held on 17/07/2012 & 22/07/2012 and pursuant to the discussions, it was decided that the prescribed benchmark as mentioned in para 17 of Annexure-I of MACP Scheme dated 19/05/2009 shall not apply for the purpose of grant of financial upgradation under MACP Scheme. Accordingly, DoP&T had issued clarification vide Para 2 (ii) of OM No. 35034/3/2008-Estt (D) (Vol. II) dated 04th October 2012 to all ministries & other Departments of the Central Government to fulfill the commitment. Extract of the same is placed below:-

"Para 17 of Annexure-I of the MACP Scheme provide that the financial upgradation would be on non-functional basis subject to fitness, in the hierarchy of Grade Pay within the PB-1. Thereafter for upgradation under the MACPS, the benchmark of 'Good' would be applicable till the grade pay of Rs. 6600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the Grade Pay of Rs. 7600/- and above. This Department's OM No. 35034/3/2008-Estt. (D) (Vol. II) dated 01/11/2010 provides that where the financial upgradation under MACPS also happens to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefit under MACPS as mentioned in Para 17 *ibid*, the benchmark for promotion shall apply to MACP also. It is now further clarified that wherever promotions are given on non-selection basis. (i.e. on seniority-cum-fitness basis), the prescribed benchmark as mentioned in Para 17 of Annexure-I of MACP Scheme dated 19/05/2009 shall not apply for the purpose of grant of financial upgradation under MACP Scheme."

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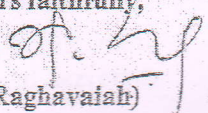
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- The Federation vide its letter dated 23/08/2016 brought to the notice of the Secretary/DoP&T, MoF, CRB, MS etc., the contents of the agreement and questioned the decision of DoP&T to introduce the benchmark "Very Good" for granting financial upgradation under MACPS, contending that the decision of MoF is gross violation of the agreement.
- 3. Federation however feels sad to convey that the Railway Board instead of bringing to the notice of the Government (MoF and DoP&T) the contents of the agreement and OM dated 01st November 2010 & 04th October 2012, have issued instructions for upgrading the benchmark for promotion and granting financial upgradation under MACPS to "Very Good" without realizing following ground realities:-
 - "What will be the fate of employees whose performance has been rated as 'Good/fit' for promotion against 'Selection' and 'Non-selection' posts and deserve to be promoted in all eventualities/situations-the reason being that the employees adjudged as "Below Average" are not to be considered for promotion with further stipulation as to whether 'Adverse' remarks entered in the appraisal have been conveyed and the representation/appeal of the employee have been disposed of etc and what decision has been taken by the competent authority in each case.
 - The decision of the DoP&T & Railway Board is in violation of DoP&T OM dated 01/11/2010 & 04/10/2012 and also breach of agreement with the JCM (Staff Side) vide dated 17/07/2012 & 27/07/2012 and also arbitrary."

While enclosing copy of Federation's communication dated 23/08/2016, NFIR requests the Railway Board to convey our strong protest to DoP&T and also propose for withdrawal of DoP&T O.M. dated 28/09/2016.

DA/As above

Yours faithfully,


(Dr. M. Raghavaiah)
General Secretary



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No. IV/MACPS/09/Part 10

Dated: 19/01/2017

The Secretary (E),
Railway Board,
New Delhi
Dear Sir,

Sub: Benchmark norm for granting Modified Assured Career Progression to the Railway employees – Miss-interpretation of recent decision to the disadvantage of staff – reg.

- Ref: (i) Railway Board's letter No. PC-V/2016/MACPS/1 dated 1
9/12/2016 (RBE No. 155/2016).
(ii) NFIR's letter No. IV/MACPS/09/Part 10 dated 09/01/2017
addressed to Railway Board.

Complaints have been received that the Zonal Railways are denying financial upgradation benefit under MACPS to those staff who have been graded "Good" during previous 2 or 3 years, by applying the recently decided "very good" benchmark. The staff are extremely unhappy over deprivation of financial upgradation on the pretext that they did not have "very good" ACR/APAR during the preceding 2 or 3 years.

NFIR desires that the Railway Board may issue appropriate clarification to Zonal Railways to grant financial upgradation to those whose ACR/APAR is "good" in the preceding years as the revised benchmark "very good" should not be taken as "criteria" for preceding years.

NFIR therefore requests the Railway Board to clarify to Zonal Railways etc., suitably. DoP&T may also be conveyed the points brought out by NFIR in its letter dated 09/01/2017 for review in the light of commitment given in the National Advisory Committee meetings held with the Official Side of the Government on 17th July, 2012 & 22nd July, 2012 at North Block, New Delhi.

Yours faithfully,

(Dr. M. Raghavaiah)
General Secretary

Copy to the Executive Director, PC-I, Railway Board, Metro Bhavan, DFCC Building, Pragati Maidan, New Delhi for information and necessary action please.