

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/MACPS/09/Part 11

Dated: 26/12/2018

The Director General (Personnel),
Railway Board,
New Delhi
Dear Sir,

Sub: MACPS issues raised by NFIR in the PNM Agenda Items and through letters-reg.

Ref: Railway Board's reply to GS/NFIR vide letter No. PC-V/2011/PNM/NFIR/2 dated 17th August, 2016.

Kindly find enclosed a list containing MACPS issues which were discussed in the NFIR's PNM meetings as well in the separate meetings. Kind attention is also invited to Railway Board's reply to GS/NFIR vide Board's letter dated 17th August, 2016.

As the issues continued to remain unsolved for years together, despite discussions in the past, NFIR proposes that a separate meeting at the level of MS/FC be convened urgently to discuss in detail and finalize the issues. Federation also reminds the Railway Board that when these issues were discussed in the past, it was decided that the non-finalized issues will be discussed between NFIR and Railway Board (MS/FC).

NFIR, therefore, requests to kindly arrange to fix the date for separate meeting at the level of MS/FC at the earliest. The date for meeting be finalized by both mutually.

DA/3 Sheets

Yours faithfully,

(Dr. M. Raghavaiah)
General Secretary

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

Copy to the General Secretaries of affiliated Unions of NFIR. Their views are solicited early.
Media Centre/NFIR.

Copy to respective files.

Annexure

Updated Position/remarks MACPS issues raised through PNM/NFIR agenda item(s) and letters:

Ref: Railway Board's letter No. 2016/E(LR)/1/NM1-16 dated 31/03/2017 to GS/NFIR.

PNM Item No.	Subject	Position/remarks furnished by Railway Board	Federation's views
1/2011	Grant of financial upgradation under MACPS to the staff who are in the same Grade Pay for more than 20 years.	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'	In Para 3.2 of the demand No. 2 of I.D. Note dated 17/05/2016 sent to DoP&T it is seen that the Railway Board have deliberately added "even if none of the conditions viz., 30 years of service from the date of initial joining of the post or completion of 10 years of service from the 2 nd financial upgradation / promotion is fulfilled" — for obtaining negative clarifications. The Federation does not agree to this.
18/2011	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 Department, 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'.	Board may refer Federation's views against PNM Item No. 1/2011 in Annexure 'A' enclosed. Federation reiterates that 3 rd MACP should be granted in those cases of staff stagnated for over 20 years from the date of first promotion. NFIR's letter dated 24/12/2018 may be connected for referring the matter again to DoP&T.
16/2011	Abolition of pay scales and introduction of upgraded pay scales with revised designation — case of SSE (Drawing) clarification on entry grade pay.	The matter has been duly examined in consultation with DoP&T and reply to Federation has been issued vide Board's letter dated 19/10/2016.	Federation's response sent vide letter dated 07/11/2016 has not yet been considered. This being deserving case of JE/SSE (Drawing) cadres who have been deprived of MACP, Federation urges to review for mitigating the problem.
15/2015	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 GP4200 in PB-2)-reg.	As requested by the Federation vide their letter dated 22/09/2016 to examine the matter in context of their letter No. IV/MACPS/09/Part 10 dated 09/05/2016. Accordingly, the matter has been examined and replied to NFIR vide Board's letter dated 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	Federation does not agree with the position explained in view of the fact that its reference dated 07/11/2016 has not been taken into account before taking a view. It should be appreciated that serving diploma holders were absorbed against D/R quota posts, pursuant to Railway Board's orders. Denying MACP on the pretext that

		course of action appears to be left available, the item may be closed.	they were granted restructuring benefit (w.e.f. 01/01/984) during the year 2006 is not correct as the staff were already working against the D/R quota posts prior to issuance of restructuring orders. South Central Railway's letter dated 15/19-11-2018 & Federation's letter No. IV/MSPCS/09/Part 11 dated 20/12/2018 may be connected.
46/2015	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 dated 21/02/2017. There appears no other course of action to be left available.	<p>The decision of the Railway Board conveyed vide letter dated 21/02/2017 to the Federation is not acceptable as the same being discriminatory for the reasons that the Technical Supervisors of DC Traction cannot be treated differently than the staff of other Technical Departments having similar educational qualification. The references made by NFIR may be examined properly for reaching conclusion. NFIR had given valid inputs to Board through its letters also.</p> <p>Railway Board's contention is totally erroneous due to the reason that JE-I and JE-II cannot be bifurcated (GP 4200), similarly the grades of SE & SSE (GP 4600) cannot be bifurcated to deny promotional benefit to the staff.</p>
24/2016	Denial of financial upgradation under MACP Scheme to the serving Graduate Clerks inducted against LDCE Quota on East Coast Railway.	<p>As decided in the meeting held on 19th & 20th May, 2016, E.Co. Railway have been asked to advise the rule and methodology under which the pay of the employees promoted as Sr. Clerks through LDCE against 13 1/3% quota has been fixed.</p> <p>Reply from E.Co. Railway is awaited. Further, as per para 2 of Board's letter dated 18/06/81 and also in terms of Board's letter dated 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>(i) The Senior Clerks were inducted against (D/R Quota) through LDCE and Pursuant to written test conducted by the Railway Service Commission (presently known as RRB). These posts therefore part of D/R Quota for which the rules for the direct recruitment have been followed and staff selected and absorbed.</p> <p>(ii) Since the recruitment rules provide induction through LDCE/GDCE, the condition contained in Board's letter dated</p>

			<p>13/12/2012 – item No. (i) is fulfilled therefore the staff should be granted MACP as already contended by NFIR.</p> <p>Federation's letter dated 26/04/2018 in response to Railway Board's letter dated 18/04/2018 has not been examined.</p>
37/2016	Financial upgradation under MACPS to the Staff joined on request transfer in lower post – correct implementation of extant orders.	The clarification given by the Railway Board vide letter No. PC-V/2009/MCP/9SR dated 18/04/2016 to the Southern Railway and dated 08/05/17 to East Coast Railway is unjustified and contrary to DoP&T's instructions. Please connect Federation's letter No. IV/MACPS/09/Vol. 11 dated 01/12/2017.	Reply awaited.
15/2017	Reckoning Grade Pay Rs. 4200/Level 6 of 7 th CPC Pay Matrix as entry Grade Pay for granting financial upgradation under MACPS to Station Masters category in Railways.	NFIR's letter No. IV/MACPS/09/Part 11 dated 04/01/2018 and 23/01/2018 addressed to Railway Board.	Federation awaits for Board's order which is to be issued on the lines of upgradation of the post of Station Master granted vide 7 th Central Pay Commission.
22/2017	Bench Mark for performance appraisal for promotion and financial upgradation under MACPS for the Railway employees – Arbitrary decision in violation of agreement reached with JCM (Staff Side).	In the meeting with CRB the subject was discussed and it was assured to take action for mitigating the problem duly taking into account the unique, peculiar and totally different working of the Railways. In this connection please refer NFIR's letter dated 18/12/2017.	Reply awaited
	Incorrect fixation of pay in the Non-functional Grade (GP 4200/-) in the case of Pharmacists working in the Medical Department on Indian Railways.	NFIR's letter No. I/2/Part IV dated 29/01/2018 addressed to Railway Board.	Board's response awaited.