

GOVERNMENT OF INDIA/भारत सरकार  
MINISTRY OF RAILWAYS/रेल मंत्रालय  
(Railway Board) रेलवे बोर्ड

S.No. PC-VI/ 404  
No. PC-V/2016/MACPS/1

RBE No. 88 /2020  
New Delhi dated 13 -10-2020

The General Managers,  
All Indian Railways and PUs.  
(As per mailing list)

Sub: Fixation of pay on grant of benefit under Modified Assured Career Progression Scheme (MACPS) – Extension of the benefit of entry level pay provided in Board's letter dated 12-10-2018 (RBE No. 158/2018)

Reference is invited to para 4 of Annexure to Board's letter dated 10-6-2009 (RBE No. 101/2009) regarding regulation of fixation of pay at the time of regular promotion in the same or higher Grade Pay as granted under MACPS. Now DOP&T vide their OM 35034/3/2015-Estt.(D) dated 08-9-2020 (copy enclosed) has issued revised guidelines for fixation of pay of the employees who have been granted regular promotion after grant of financial upgradation under ACP/MACPS. These instructions shall apply mutatis-mutandis on the Railways also.

2. The Railway Board's instructions corresponding to the DOP&T/DOE's instructions referred to in their aforesaid OM dated 08-9-2020 are given as under:

S.No.	DOP&T's / DOE's instructions	Railway Board's corresponding instructions
1.	DOP&T's OM No.35034/3/2008-Estt.(D) dated 19-5-2009	Letter No. PC-V/2009/ACP/2 dated 10-6-2009 (RBE No.101/2009)
2.	DOE's OM No. 8-23/2017-E.IIIA dated 28-9-2018	Letter No. PC-VI/2018/I/RSRP/1 dated 12-10-2018 (RBE No.158/2018)

3. This issues with the concurrence of Finance Directorate of Ministry of Railways.

4. Hindi version is enclosed.

DA:As above.

(Sudha A Kujur)  
Deputy Director/Pay Commission  
Railway Board

भारत सरकार/GOVERNMENT OF INDIA  
रेल मंत्रालय/MINISTRY OF RAILWAYS  
(रेलवे बोर्ड/RAILWAY BOARD)

क्र.सं. पीसी-VI/ 404  
सं. पीसी-V/2016/एमएसीपीएस/1

आरबीई सं. 88 /2020  
नई दिल्ली, दिनांक 13-10-2020

महाप्रबंधक,  
सभी भारतीय रेलों और उत्पादन इकाइयां।  
(डाक सूची के अनुसार)

विषय: संशोधित सुनिश्चित करियर प्रोन्नयन योजना (एमएसीपीएस) के तहत लाभ देने पर वेतन निर्धारण - बोर्ड के दिनांक 12.10.2018 (आरबीई सं. 158/2018) के पत्र में दिये गए आरंभिक वेतन स्तर के लाभ को बढ़ाना।

आपका ध्यान बोर्ड के दिनांक 10.6.2009 (आरबीई सं. 101/2009) के पत्र के अनुलग्नक के पैरा 4 कि ओर आकृष्ट किया जाता है, जो एमएसीपीएस के तहत समान ग्रेड वेतन अथवा अन्य ग्रेड वेतन में दी जाने वाली नियमित पदोन्नति के समय वेतन के निर्धारण के विनियमन के संबंध में है। अब कार्मिक एवं प्रशिक्षण विभाग ने दिनांक 08.09.2020 के कार्यालय जापन सं.35034/3/2015-स्थापना.(डी) (प्रतिलिपि संलग्न) के तहत उन कर्मचारियों के वेतन निर्धारण के लिए संशोधित दिशानिर्देश जारी किए हैं, जिन्हें एसीपी/एमएसीपीएस के तहत वित्तीय उन्नयन देने के पश्चात नियमित पदोन्नति दी गई है। ये अनुदेश यथोचित परिवर्तनों सहित रेलों पर भी लागू होंगे।

2. कार्मिक एवं प्रशिक्षण विभाग/व्यय विभाग के दिनांक 08.09.2020 के उक्त कार्यालय जापन में दिये गए अनुदेशों के तदनु रूप रेलवे बोर्ड के अनुदेश निम्नानुसार हैं:

क्र.सं.	कार्मिक एवं प्रशिक्षण विभाग/व्यय विभाग के अनुदेश	रेलवे बोर्ड के तदनु रूपी अनुदेश
1.	कार्मिक एवं प्रशिक्षण विभाग का दिनांक 19.5.2009 का कार्यालय जापन सं.35034/3/2008-स्थापना (डी)	दिनांक 10.6.2009 का पत्र सं. पीसी-V/2009/एसीपी/2 (आरबीई सं.101/2009)
2.	व्यय विभाग का दिनांक 28.9.2018 का कार्यालय जापन सं. 8-23/2017-ई.।।।ए	दिनांक 12.10.2018 का पत्र सं. पीसी-VI/2018/।।आरएसआरपी/1 (आरबीई सं.158/2018)

3. इसे रेल मंत्रालय के वित्त निदेशालय की सहमति से जारी किया जा रहा है।

संलग्नक: यथोक्त



(सुधा ए कुजूर)  
उप निदेशक/वेतन आयोग  
रेलवे बोर्ड



No. PC-V/2016/MACPS/1

New Delhi dated. 13-10-2020

Copy (with 40 spares) forwarded to Deputy Comptroller and Auditor General of India (Railways), New Delhi.

*V. Manu*  
for Member (Finance), Railways

No. PC-V/2016/MACPS/1

New Delhi, dated 13-10-2020

**Copy forwarded to:-**

- 1) The General Secretary, NFIR, Room No.256-A, Rail Bhavan, New Delhi (with 35 spares)
- 2) The General Secretary, AIRF, Room No. 253, Rail Bhavan, New Delhi (with 35 spares)
- 3) The Members of the National Council, Departmental Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (with 90 spares)
- 4) The Secretary General FROA
- 5) The Secretary, RBSS, Group 'A' Officers Association
- 6) The President, Railway Board Group 'B' Officers' Association
- 7) The Secretary General, All India RPF Association
- 8) The Secretary, Railway Board Ministerial Staff Association
- 9) The Secretary, Railway Board Class IV Staff Association
- 10) Railway Board Promottee Officers Association, Room No, 341-C, Rail Bhawan.
- 11) Secretary General, Indian Rly. Promottee Officers Federation, Room No.268, Rail Bhawan.

*[Signature]*  
for Secretary, Railway Board

**Copy to:-**

1. The GMs, N.F. Railway (Const.), CAO, SR (Const.) and CR (Const.)
2. PFAs, All Indian Railways, PUs, NFR (Const.), SR (Const.) & CR (Const.)
3. The Director General, RDSO, Lucknow
4. The General Manager and FA & CAO, Metro Railway/Calcutta
5. The CAO and PFA, COFMOW/New Delhi
6. The General Manager and FA & CAO, CORE/Allahabad
7. The Director General, Railway Staff College/Vadodara
8. The CAO (Const.), MTP(R)/Mumbai
9. The CAO (Const.), MTP(R)/Chennai
10. The Director, CAMTECH/Gwalior-474020
11. The Director, IRICEN/Pune, IRIEEN/Nasik Road, IRIMEE/Jamalpur, IRISSET/Secunderabad
12. The Managing Director, RITES, IRCON, IRFC, CONCOR, Executive Director, CRIS
13. The Chairman and Managing Director, KRC Limited/New Delhi
14. O/o Chief Project Administrator (Telecom), IRCOT Consultancy, Shivaji Bridge/New Delhi.
15. The Director (Movement), Railways/Calcutta
16. The Joint Director(Finance), RDSO, Lucknow
17. The Joint Director, Mil Rail, Ministry of Defence
18. The Joint Director, Iron & Steel, 3, Koila Ghat Street/Calcutta
19. Chief Mining Advisor, Ministry of Railways, Dhanbad, Bihar
20. The Chairman, RCC, Lok Sabha Secretariat/New Delhi
21. The Chairman, RCT/Delhi
22. The Chairman, RRT/Chennai
23. The Chairman, RRB/Ajmer, Ahmedabad, Allahabad, Bangalore, Bhopal, Bhubaneshwar, Chandigarh, Chennai, Calcutta, Jammu, Gorakhpur, Guwahati, Malda, Mumbai, Muzaffarpur, Patna, Ranchi, Secunderabad and Trivandrum
24. The Editor, 'Bhartiya Rail', Room No.469, Rail Bhawan.
25. The Editor 'Indian Railways', Room No.411, Rail Bhawan.
26. The Pay & Accounts Officer, Ministry of Railways (Railway Board)
27. The General Secretary, IRCA, DRM Office Complex, State Entry Road, New Delhi
28. The Commissioner, Railway Safety/Lucknow
29. M/s Bahri Brothers, Lajpat Rai Market/Delhi
30. The Editor, 'Rail Rajbhasha', Rom No.543, Rail Bhawan

31. Rail Vikas Nigam Ltd., C-2/10, Safdarjang Development Area, Aurbindo Marg, N. Delhi-16  
32. President, RBSS Group 'A' Officer Association, Room No.370, Rail Bhawan, New Delhi.

(Sudha A Kujur)  
Deputy Director/Pay Commission  
Railway Board.

**Copy to :-**

EDPG/MR,PS/MR, OSD/MR, EDPG/MRCC, PS/MoS(S), ED/Innovation(MoS/S), EDPG/MoS(S), PS/MoS(G), EDPG/MOS(G), CRB, FC, MS, MT, ME, MRS, MTR, Secy., DG(S&T), DG/Personnel, DG/RHS, DG/RPF, DG/RS.

All Additional Members/PEDs

All Executive Directors/Joint Secretaries.

DE(N), Dir(MPP), DE(G), DPC-I, Dir./NFR/Fin., DS(D), DS(G), JDPC JDE(N), JDE(GC), JDE(Gaz), JDE(W), JDE(GP), JDE(Res.) I, JDE(L), JDF(E), JDPG, DDE(W) I, II, III, DDF(E) I, II & III, DDE(Rep)-I, II, III, DDPC-V, DDPC-VI, DDPC-VII, DDE(P&A)I, DDE(P&A)II, USE(O)I, US(D&A) I & II, DDE(LR) I, II & III/Railway Board.

**Copy to :-**

Cash - I, II, & III, Budget, E(P&A) I & II, E(G), E(NG) I & II, E(rep)-I, II, III, PC - III, IV, VI, VII, LRDSS, E(Trg.), E(MPP), E(LR) I & II, F(E) - I, II & III, F(E) Special, Security (E), Accounts III, ERB - I, II, III, IV, V & D, G(Pass), G(Acc), E(Welfare), E(SCT), E(O) I, II III & III(CC), E(GR) I & II, E(GP), E(GC), PR, E(D&A), **C&IS- for posting the order on website.**

\* \* \* \* \*



F. No.35034/3/2015-Estt.(D)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training

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North Block, New Delhi  
Dated the 8<sup>th</sup> September, 2020.

**OFFICE MEMORANDUM**

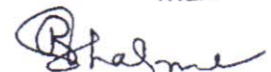
**Subject: Fixation of pay on grant of benefit under Modified Assured Career Progression Scheme (MACPS) - Extension of the benefit of entry level pay provided in DoE's OM dated 28.9.2018 – reg.**

The undersigned is directed to refer to the guidelines on MACPS (Para 4 of Annexure-I to OM No. No.35034/3/2008-Estt. (D) dated 19.5.2009) which provides that the benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme i.e. the pay shall be raised by 3% of the total pay in the pay band and the grade pay drawn before such upgradation. The said guideline further provides that there shall, however, be no further fixation of pay at the time of regular promotion if it is in the same grade pay as granted under MACPS. However, at the time of actual promotion if it happens to be in a post carrying higher grade pay than what is available under MACPS, no pay fixation would be available and only difference of grade pay would be made available. Similar provisions had been prescribed for fixation of pay under ACP Scheme.

2. The Department of Expenditure (DoE) issued OM No. 8-23/2017-E.IIIA dated 28.9.2018, *inter-alia* providing that in respect of those posts where entry pay for direct recruits appointed on or after 1.1.2006, as per Section-II of Part A of First Schedule of CCS(RP) Rules, 2008, becomes applicable by virtue of the provision of the element of direct recruitment in the relevant recruitment rules, the pay of Central Government employees who were appointed to such posts by way of promotion on or after 1.1.2006 and whose pay, as fixed under Rule 13 of CCS(RP) Rules, 2008, happens to be lower than the said entry pay, shall not be less than such entry pay from the date of their promotion taking place on or after 1.1.2006.

3. A number of references have been received in this Department seeking clarification as to whether the benefit of entry level pay prescribed for direct recruits as per Section-II of Part A of First Schedule of CCS(RP) Rules, 2008 and allowed on promotion on or after 1.1.2006, in terms of DoE's OM dated 28.9.2018, can be extended to cases where financial upgradation have been granted to employees under ACPS till 31.8.2008 or under MACPS on or after 1.9.2008, in the same Grade Pay which is also the Grade Pay applicable for the promotion post and the promotional post has an element of direct recruitment, irrespective of whether the employee has been subsequently promoted to the said promotional post or not on or after 1.1.2006, as the pay once fixed under ACPS/MACPS is final and no re-fixation of pay is allowed on actual promotion. It is clarified that the benefit of entry level pay prescribed for direct recruits in terms of DoE's OM dated 28.9.2018 cannot be allowed at the time of grant of financial upgradation under ACPS between 1.1.2006 to 31.8.2008 or MACPS between 1.9.2008 to 31.12.2015 (6<sup>th</sup> CPC period), since financial upgradation under ACPS/MACPS cannot be treated strictly as a substitute for regular promotion.

...2/-



4. However, due to the condition that pay once fixed on grant of financial upgradation is not to be re-fixed at the time of regular promotion, as provided in the guidelines on ACPS/MACPS, the issue of extension of benefit allowed under DoE's OM dated 28.9.2018, to those employees, who were granted financial upgradation under ACPS and subsequently promoted on regular basis on or after 1.1.2006 or who were granted financial upgradation under MACPS and subsequently promoted on regular basis between 1.9.2008 till 31.12.2015 to posts carrying the same Grade Pay in which they have been granted financial upgradation, and where the promotional post has an element of direct recruitment and where the pay drawn by such employees at the time of their regular promotion is lower than the entry level pay prescribed for direct recruits in Section-II of Part A of First Schedule of CCS(RP) Rules, 2008, has been considered in consultation with the Department of Expenditure.

5. Accordingly, where promotion between 1.1.2006 to 31.12.2015 is to a post having an element of direct recruitment, it has been decided to extend the benefit allowed under DoE's OM dated 28.9.2018, in the following cases, by allowing refixation of pay of employees on the date of their regular promotion at the stage equivalent to the minimum entry level pay, if on the date of their regular promotion it is lower than the minimum entry level pay prescribed for direct recruits under Section-II of Part A of First Schedule of CCS(RP) Rules, 2008:-

- (i) employees who have earned financial upgradation under ACPS prior to 1.1.2006 and have been subsequently promoted on regular basis on or after 1.1.2006;
- (ii) employees who have earned financial upgradation under ACPS between 1.1.2006 and 31.8.2008 and have been subsequently promoted on regular basis; and
- (iii) employees who have earned financial upgradation under MACPS on or after 1.9.2008 and have been subsequently promoted on regular basis to a post carrying the same Grade Pay in which they have been granted financial upgradation.

6. All Ministries/Departments are requested to bring these instructions to the notice of all concerned.

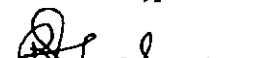
  
(Rajesh Sharma)

Under Secretary to the Government of India

**To**  
**All Ministries/Departments of the Government of India.**

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. The Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi.
4. All Staff Side Members of the National Council (JCM).
5. PS to MoS(PP) for kind information of Hon'ble MoS(PP)/PSO to Secretary (P)
6. NIC [for uploading this OM on the website of DOPT (under the Heading 'ACP Scheme')].
7. Hindi Section, DoPT for Hindi Translation.

  
(Rajesh Sharma)