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INDIAN COUNCIL OF AGRICULTURAL RESEARCH  
KRISHI BHAWAN: NEW DELHI

F. No. 21-61/2010-CDN

Date the 12<sup>th</sup> Oct., 2012

**ENDORSEMENT**

Department of Personnel, Public Grievances and Pensions(DOPT), Government of India, New Delhi has issued O.M. No. 35034/3/2008-Estt.(D)(Vol.II) dated 4.10.2012 regarding Clarification on Modified Assured Career Progression Scheme for the Central Government Civilian employees. The above mentioned O.M. is being uploaded on the ICAR Web-Site [www.icar.org.in](http://www.icar.org.in) for information and further guidance.

(J.N. Bhagat)  
Under Secretary (GAC)

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No. 35034/3/2008-Estt.(D) (Vol.II)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel & Training)  
Establishment (D)

North Block, New Delhi  
Dated: 4<sup>th</sup> October, 2012

**OFFICE MEMORANDUM**

Subject: Modified Assured Career Progression Scheme for the Central Government Civilian Employees – Clarification regarding

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Reference is invited to the Department of Personnel & Training OM No. 35034/3/2008-Estt.(D) dated 19.05.2009 with regard to Modified Assured Career Progression Scheme (MACPS). Pursuant to the discussions in the meeting of National Advisory Committee held on 17.7.2012 and subsequent meeting on 27.07.2012 held with the Staff Side and in continuation to clarifications issued vide this Department's O.M. No. 35034/3/2008-Estt.(D) (Vol.II) dated 01.11.2010, it is further clarified as under:

**2.(i) Financial upgradation under MACPS in the case of staff who joined another unit/organisation on request:**

This Department's OM No. 35034/3/2008-Estt.(D) (Vol.II) dated 01.11.2010 provides that in case of transfer 'including unilateral transfer on request', regular service rendered in previous organisation/office shall be counted alongwith the regular service in the new organisation/office for the purpose of getting financial upgradations under the MACPS. However, financial upgradation under the MACPS shall be allowed in the immediate next higher grade pay in the hierarchy of revised pay bands as given in CCS (Revised Pay) Rules, 2008. It is now further clarified that wherever an official, in accordance with terms and conditions of transfer on own volition to a lower post, is reverted to the lower Post/Grade from the promoted Post/Grade before being relieved for the new organisation/office, such past promotion in the previous organisation/ office will be ignored for the purpose of MACPS in the new organisation/office.

**2.(ii) Benchmark for MACP Scheme:**

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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This may kindly be seen for circulation in ICA, as it is relevant for us as well.

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3. The MACP Scheme issued by this Department vide OM No. 35034/3/2008-Estt.(D) dated 19<sup>th</sup> May, 2009 stands modified to the above extent.

4. Hindi version will follow.



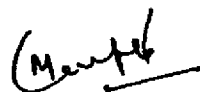
(Mukta Goel)  
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To

**All Ministries/Departments of the Government of India (As per standard list)**

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(Mukta Goel)  
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भारत सरकार

Government of India

कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय

Ministry of Personnel, Public Grievances and Pensions

(कार्मिक और प्रशिक्षण विभाग)

(Department of Personnel & Training)

स्थापना (घ)/Establishment (D)

नॉर्थ ब्लॉक, नई दिल्ली

North Block, New Delhi the 1<sup>st</sup> November, 2010

**OFFICE MEMORANDUM**

**Subject: Modified Assured Career Progression Scheme for the Central Government  
Civilian Employees - Clarification regarding.**

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A Joint Committee is set up to examine the anomalies pertaining to the **Modified Assured Career Progression Scheme (MACPS)** vide Department of Personnel & Training O.M. No.11/1/2010-JCA dated 03.05.2010.

2. During the joint committee meeting it was pointed out by the Staff Side that the word 'new organization' of the last line of para 24 of Annexure-I of MACPS dated 19.05.2009 was not in consonance with the spirit of the Scheme. The issue has been examined and it is clarified that in case of transfer 'including unilateral transfer on request, regular service rendered in previous organisation/office shall be counted alongwith the regular service in the new organisation/office for the purposes of getting financial upgradations under the MACPS. However, financial upgradation under the MACPS shall be allowed in the immediate next higher grade pay in the hierarchy of revised pay bands as given in CCS (Revised Pay) Rules, 2008. Para 24 of MACPS stands amended to this extent.

3. The Staff Side also raised an issue on the 'benchmark' for MACP as given in para 17 of Annexure-I of MACPS dated 19.05.2009, which provides 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. It was pointed out that in some cases the promotion to the next higher grade was made on the basis of 'fitness' as the method of promotion as specified in the relevant recruitment rules, was 'non-selection'. Therefore, in such cases benchmarks should not be insisted upon under the MACPS. The issue has been examined and it is clarified that where the financial upgradation under MACPS also happen to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefits under MACPS as mentioned in para 17 ibid, the benchmark for promotion shall apply to MACP also.

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

5. Hindi version will follow.

  
(Smita Kumar)  
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To

All Ministries/Departments of the Government of India (As per standard list).

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A. K. BARNASTAVA  
Under Secretary (B&T-C)