

GOVERNMENT OF PUDUCHERRY
DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS
(PERSONNEL WING)

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No.A.32019/1/2009/DPAR/CCD(2)

Puducherry, dated 21.11.2016

I. D. NOTE / OFFICE MEMORANDUM

Sub: Public Services – Timely grant of financial upgradation under Modified Assured Career Progression Scheme and changes in the said Scheme consequent on acceptance of VII CPC recommendations- Communicated.

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A copy of the Office Memorandum No.35034/3/2008-Estt.(D) dated 18th February 2015 and No.35034/3/2015-Estt.(D) dated 27/28th September 2016 of the Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, New Delhi on the subject mentioned above is communicated herewith for information and strict compliance.

// BY ORDER //


(M. KANNAN)
21/11/16

UNDER SECRETARY TO GOVERNMENT

Encl: As stated.

To

All Secretariat Departments / Heads of Departments/ Offices.

Copy to:-

1. The Development Commissioner/ Secretaries to Government / Special Secretary to Government, Puducherry.
2. The Collector, Puducherry / Karaikal.
3. The Regional Administrator, Mahe / Yanam.
4. The Senior Technical Director & State Informatics Officer, NIC, Puducherry.
5. The Senior Private Secretary to Chief Secretary, Puducherry.
6. Stock file / C.R.B.

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

North Block, New Delhi, the 18th February, 2015

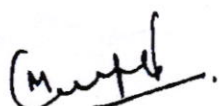
OFFICE MEMORANDUM

Subject:-MODIFIED ASSURED CAREER PROGRESSION SCHEME FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES-instructions regarding.

This Department on the recommendation of Sixth Central Pay Commission in Para 6.1.15 of its report and in supersession of previous Assured Career Progression Scheme, vide O.M. No. 35034/3/2008-Estt.(D) dated 19.05.2009 introduced the Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees which is operational w.e.f. 01.09.2008. MACP Scheme envisages the three financial upgradations at intervals of 10, 20 and 30 years of continuous regular service to all regularly appointed Group "A", "B", and "C" Central Government Civilian Employees.

2. As per para 6 of DOPT's O.M. No. 35034/3/2008-Estt.(D) dated 19.05.2009, the Screening Committee would follow a time-schedule and meet twice in a financial year - preferably in the first week of *January* and first week of *July* of a year for advance processing of the cases maturing in that half. Accordingly, cases maturing during the first-half (April-September) of a particular financial year would be taken up for consideration by the Screening Committee meeting in the first week of January. Similarly, the Screening Committee meeting in the first week of July of any financial year would process the cases that would be maturing during the second-half (October-March) of the same financial year.

3. It has come to notice of this Department that the benefits of MACPS are not being granted as per the schedule/provisions in the MACP Scheme leading to dissatisfaction and grievances among the employees. Therefore, Ministries/Departments are advised to ensure strict compliance to the time limits indicated in MACPS for grant of benefits under this scheme as and when the employees become eligible for such benefits.

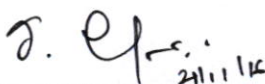

(Mukta Goel)
Director(E-I)
Tele. No. 23092479

All Ministries/Departments of the Government of India.

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6. Lok Sabha Secretariat, New Delhi.
7. Comptroller and Audit General of India, New Delhi.
8. The Secretary, Union Public Service Commission, New Delhi.
9. The Staff Selection Commission, New Delhi.
10. All attached/subordinate offices of the Ministry of Personnel, Public Grievances and Pensions.
11. Establishment (D) Section, DOP&T (10 Copies).
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// COPY //


(S. MURUGESAN)
SUPERINTENDENT (CCD)

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

North Block,
New Delhi

Dated the September 27, 2016

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OFFICE MEMORANDUM

Subject: Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees- Implementation of seventh CPC recommendations.

The Modified Assured Career Progression Scheme was introduced with effect from 01.09.2008 in pursuance of the recommendations of the Sixth Pay Commission by this Department's OM No.35034/3/2008-Estt(D) dated 19th May, 2009. Subsequently, clarifications/ FAQs were issued vide OM dated 16.11.2009, 09.09.2010, 01.04.2011, 13.06.2012, 04.10.2012 and 10.12.2014. These instructions are in force with effect from 01.09.2008.

2. The 7th Central Pay Commission (CPC) in para 5.1.44 of its report has recommended inter-alia as follows:

"MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPS will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organised Group 'A' Services."

3. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, the Modified Assured Career Progression Scheme (MACPS) will continue to be administered at 10, 20 and 30 years as before. Further, Para 1 and 2 of the existing Scheme (Annexure to this Department's OM No. 35024/3/2008-Estt.D dated 19th May, 2009) will be substituted by the following words:-

"1. There shall be three financial upgradations under the MACPS as per 7th CPC recommendations, counted from the direct entry grade on completion of 10, 20 and 30 years services respectively or 10 years of continuous service in the same level in Pay Matrix, whichever is earlier.

2. The MACPS envisages merely placement in the immediate next higher level in the Pay Matrix as given in PART A of Schedule of the CCS (Revised Pay) Rules, 2016. Thus, the level in the Pay Matrix at the time of financial upgradation under the MACPS can, in certain cases where regular promotion is not between two successive levels in the Pay Matrix, be different than what is available at the time of regular promotion. In such cases, the higher level in the Pay Matrix attached to the

next promotion post in the hierarchy of the concerned cadre/organisation will be given only at the time of regular promotion."

4. The 7th Central Pay Commission (CPC) in para 5.1.45 of its report has interalia recommended as follows:

"Benchmark for performance appraisal for promotion and financial upgradation under MACPS to be enhanced from 'Good' to 'Very Good'."

5. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the 7th CPC accepted by the Government, para 17 of the Scheme (Annexure to OM No. 35024/3/2008-Estt.D dated 19th May, 2009) shall be substituted by the following words:-

"17. For grant of financial upgradation under the MACPS, the prescribed benchmark would be 'Very Good' for all the posts."

6. These changes will come into effect from 25th July, 2016, i.e., from the date of resolution notified by Department of Expenditure, Ministry of Finance regarding acceptance of the recommendations of the 7th CPC.

7. The comprehensive MACP Scheme on acceptance of Seventh Central Pay Commission recommendations will be issued separately.

G. Jayanthi
(Jayanthi G.)
Director(E.I)
Tel: 23092479

To

All Ministries/Departments of Government of India.

Copy to:-

1. The President's Secretariat, New Delhi.
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6. The Lok Sabha Secretariat, New Delhi.
7. The Comptroller and Audit General of India, New Delhi.
8. The Secy, Union Public Service Commission, New Delhi
9. The Staff Selection Commission, New Delhi.
- 10 All attached offices under the Ministry of Personnel, Public Grievances and Pensions.
11. All Officers and Sections in the Department of Personnel and Training.
12. Establishment(D) Section, DoP&T (20 copies)
- ✓ 13. NIC for updation on the website

// COPY //

S. Murugesan
(S. MURUGESAN)
SUPERINTENDENT (CCD)