

F.No.35034/3/20 15-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

OFFICE MEMORANDUM

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

"MRCP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion to Higher Administrative Grade (HAG) level except members of Org '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, 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 25 July, 2016, i.e., from the date of resolution notified by Department of Expenditure, Ministry of Finance regarding acceptance of the recommendations of the 7thCPC.

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

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