

**GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
Railway Board**

S.No.PC-VI/307  
No.PC-V/2009/ACP/2

RBE No.142/2012  
New Delhi, dated 13/12/2012

The General Manager/OSDs/CAO(R)  
All Indian Railways & PUs  
(As per mailing list)

**Sub:-Grant of financial upgradation under MACP Scheme-Clarification reg.**

References have been received from Zonal Railways seeking clarification as to what Grade Pay would be admissible under MACP Scheme to an employee holding feeder post in a cadre where promotional post is in the same Grade Pay. The matter has been examined in consultation with Department of Personnel & Training (DoP&T), the nodal department of the Government on MACP Scheme and it is clarified that ACP/MACP Schemes have been introduced by the Government in order to mitigate the problems of genuine stagnation faced by employees due to lack of promotional avenues.

Thus, financial upgradations under ACP/MACP Schemes CANNOT be to higher Grade Pay than what are be allowed to an employee on his normal promotion. In such cases financial upgradation under MACP Scheme would be granted to the same Grade Pay.

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

Hindi version is enclosed.

(N.P. Singh)  
Dy. Director/Pay Commission-V  
Railway Board