



N F I R

National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

No. IV/MACPS/09/Part 9

Dated: 05/01/2016

The Secretary (E),
Railway Board,
New Delhi

Dear Sir,

Sub: Grant of financial up-gradation under MACPS in the promotional hierarchy- (instead of Grade Pay hierarchy) - Item No. 3 of Record Note of discussion held between the Federation and EDs, Railway Board on 12/10/2015 on MACPS Anomalies-reg.

Ref: Railway Board's letter No. PC-V/M/4/NFIR/pt dated 04/01/2016.

NFIR provides below the details of the cadres to whom ACP Scheme was more advantageous than the MACP Scheme introduced by the Railway Board w.e.f. 01/09/2008 – Board's letter No. PC-V/2009/ACP/2 dated 10/06/2009:-

	<u>ACP Scheme</u>	<u>MACP Scheme</u>
(i)	Jr. Clerk/Office Clerk/Accounts Clerk (Pay Scale Rs. 3050-4590-5 th CPC/GP 1900/-)	Jr. Clerk/Office Clerk/Accounts Clerk (Pay Scale Rs. 3050-4590-5 th CPC/GP 1900/-)
	↓	↓
	Pay Scale Rs. 4500-7000/GP 2800/- on completion of 12 years service.	Pay Scale Rs. 3200-4900/GP 2000/- on completion of 10 years of service under MACPS
	↓	↓
	Pay Scale Rs. 5000-8000/GP 4200/- on completion of 24 years of service	Pay Scale Rs. 4000-6000/GP 2400/- on completion of 20 years of service
		↓
		*Pay Scale Rs. 4500-7000/GP 2800/- On completion of 30 years of service

Note: *The above comparison clearly establishes the fact that under ACP Scheme the staff got financial up-gradation in Pay Scale Rs. 5000-8000/GP 4200/- on completion of 24 years of service whereas under MACP Scheme, the staff gets GP 2800/- (replacement Grade Pay) on completion of three decades and they cannot dream of reaching GP 4200 (PB-2) under MACPS.

	<u>ACP Scheme</u>	<u>MACP Scheme</u>
(ii)	Technician Grade-III (Pay Scale Rs. 3050-4590/GP 1900/-)	Technician Grade-III (Pay Scale Rs. 3050-4590/GP 1900/-)
	↓	↓
	Pay Scale Rs. 4000-6000/GP 2400/- on completion of 12 years of service	Pay Scale Rs. 3200-4900/GP 2000/- on completion of 10 years of service under MACPS
	↓	↓
	Pay Scale Rs. 4500-7000/GP 2800/- on completion of 24 years of service	Pay Scale Rs. 4000-6000/GP 2400/- on completion of 20 years of service
		↓
		*Pay Scale Rs. 4500-7000/GP 2800/- on completion of 30 years of service

Note: *The employee has to wait for 6 years more to get GP 2800/- which is the replacement pay scale of Rs. 4500-7000 (Vth CPC) under MACP Scheme.

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(iii) **ACP Scheme**
Commercial Clerk
 (Pay Scale Rs. 3200-4900/GP 2000/-)
 ↓
 Pay Scale Rs. 4500-7000/GP 2800/-
 on completion of 12 years of service
 ↓
 Pay Scale Rs. 5000-8000/GP 4200/-
 on completion of 24 years of service

MACP Scheme
Commercial Clerk
 (Pay Scale Rs. 3200-4900/GP 2000/-)
 ↓
 Pay Scale Rs. 4000-6000/GP 2400/-
 on completion of 10 years of service under MACPS
 ↓
 Pay Scale Rs. 4500-7000/GP 2800/-
 on completion of 20 years of service
 ↓
 *Pay Scale Rs. 5000-8000/GP 4200/-
 on completion of 30 years of service

Note: *The employee has to wait for 6 years more to get GP 4200/- under MACP Scheme.

(iv) **Stenographer**
 (Pay Scale Rs. 4000-6000/GP 2400/-)
 ↓
 Pay Scale Rs. 5000-8000/GP 4200/-
 on completion of 12 years of service
 ↓
 Pay Scale Rs. 6500-10500/GP 4600/-
 On completion of 24 years of service

Stenographer
 (Pay Scale Rs. 4000-6000/GP 2400/-)
 ↓
 Pay Scale Rs. 4500-7000/GP 2800/-
 on completion of 10 years of service under MACPS
 ↓
 Pay Scale Rs. 5000-8000/GP 4200/-
 on completion of 20 years of service
 ↓
 *Pay Scale Rs. 6500-10500/GP 4600/-
 on completion of 30 years of service

Note: *While the Stenographer got 5000-8000/GP 4200/- on completion of 12 years under ACP, he should wait for 20 years under MACPS. Similarly he should complete 30 years for becoming eligible for GP 4600/- whereas under ACPS he could become eligible on completion of 24 years service.

The comparative position between ACPS and MACPS as mentioned above establishes that in Railways the employees have been put to grave disadvantage leading to serious resentment against MACP Scheme

Yours faithfully,

(Dr. M. Raghavaiah)
 General Secretary

Copy to the Executive Director, PC-I, Railway Board, DFCC Building, Pragati Maidan, Metro Bhavan, New Delhi for information and necessary action please.

Copy to the Director, E(IR), Railway Board, New Delhi.

✓ Copy to the General Secretaries of affiliated Unions of NFIR for information and circulation among staff. Copy of Board's letter dated 04/01/2016 is enclosed.

Media Centre/NFIR.

File No. 4/2011(DC).

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

No. PC-V/M/4/NFIR/pt

New Delhi, dated ~~01/01/2015~~
4/01/2016

✓ The General Secretary,
NFIR,
3, Chelmsford Road,
New Delhi-55

The General Secretary,
AIRF,
4, State Entry Road,
New Delhi-55


Sirs,

Sub:-Grant of financial upgradation under MACPS in the promotional hierarchy-
(instead of Grade Pay hierarchy)-reg.

The undersigned is directed to refer to item No.3 of the record note of discussions held on 12.10.2015 on MACPS anomalies. In respect of the item No.3, it has been decided to identify the cadres for whom ACP Scheme is more advantageous than MACP Scheme. Thereafter, a reference will be made to DoP&T.

In view of the minutes of the meeting, it is requested to provide the details of the cadres to whom ACP Scheme is more advantageous than MACP Scheme along with supporting documents so that a reference may be made to DoP&T.

Yours faithfully,


for Secretary, Railway Board

Copy to: DE(IR), Railway Board