### FREQUENTLY ASKED QUESTIONS (FAQs) ON MODIFIED ASSURED CAREER PROGRESSION SCHEME

<table>
<thead>
<tr>
<th>Point of doubt</th>
<th>Clarification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. What is Modified Assured Career Progression Scheme (MACPS) ?</td>
<td>The MACP Scheme for Central Civilian Government Employees is in supersession of earlier ACP Scheme. Under the MACP Scheme three financial Up-gradations are allowed on completion of 10, 20, 30 years of regular service, counted from the direct entry grade. The MACPS envisages merely placement in the immediate next higher grade pay as given in Section I, Part –A of the first schedule of the CCS (Revised Pay) Rules 2008, in case no promotion has been earned by the employee during this period.</td>
</tr>
<tr>
<td>2. From which date the MACPS is effective?</td>
<td>The MACPS is effective w.e.f. 01.09.2008 or on completion of 10, 20 &amp; 30 years of continuous regular service, whichever is later. Financial upgradation will also be admissible whenever a person has spent 10 years continuously in the same grade pay. (Para 9 of OM dated 19/5/2009)</td>
</tr>
<tr>
<td>3. Who are entitled for financial upgradation under the MACPS?</td>
<td>The MACPS is applicable to all Central Government Civilian Employees.</td>
</tr>
<tr>
<td></td>
<td>Question</td>
</tr>
<tr>
<td>---</td>
<td>-------------------------------------------------------------------------</td>
</tr>
<tr>
<td>4</td>
<td>What norms are required to be fulfilled while granting the benefits under MACPS</td>
</tr>
<tr>
<td>5</td>
<td>Whether Pay Band would be changed at the time of grant of financial upgradation under MACPS</td>
</tr>
<tr>
<td>6</td>
<td>Whether the promotions in same grade would be counted for the purpose of MACPS?</td>
</tr>
<tr>
<td>7</td>
<td>How will the benefits of ACP be granted if due between 01.01.2006 and 31.08.2008</td>
</tr>
<tr>
<td>No.</td>
<td>Question</td>
</tr>
<tr>
<td>-----</td>
<td>--------------------------------------------------------------------------</td>
</tr>
<tr>
<td>8.</td>
<td>Whether adhoc appointment would be counted towards qualifying service for MACPS</td>
</tr>
<tr>
<td>9.</td>
<td>Whether State Government service shall be reckoned for the purpose of MACPS</td>
</tr>
<tr>
<td>10.</td>
<td>What are the periods included in the regular service?</td>
</tr>
<tr>
<td>11.</td>
<td>How is the MACPS to be extended to the employees of Autonomous and Statutory Bodies.</td>
</tr>
<tr>
<td>12.</td>
<td>Whether the cases of grant of financial upgradation allowed under the ACPS between 01.09.2008 and 19.05.2009, the date of issue of the Scheme are be reviewed?</td>
</tr>
<tr>
<td>13.</td>
<td>Whether the past continuous regular service in another Govt. Deptt. in a post carrying same grade pay prior to regular appointment in a new Deptt. without a break shall be counted towards qualifying regular service for the purpose of MACPS.</td>
</tr>
<tr>
<td>Question</td>
<td>Answer</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Upto what grade pay the benefits under the MACPS is allowed?</td>
<td>The benefits of MACPS are being up-to HAG scale of Rs.67000-79000/. (DOPT's O.M.No.35034/3/2008-Estt.(D) dated 24.12.2010)</td>
</tr>
<tr>
<td>How the cases of pre-revised pay scales (Rs.5000-8000 &amp; Rs.5500-9000</td>
<td>The cases would be regulated in accordance with para 5 of Annexure-I of MACPS. The Ministries/ Departments are expected to re-organise cadres and frame common RRs for the post in merged scales.</td>
</tr>
<tr>
<td>&amp; Rs.6500-10500 &amp; Rs.7450-11500) merged w.e.f. 01.01.2006 are to be</td>
<td></td>
</tr>
<tr>
<td>decided under MACPS?</td>
<td></td>
</tr>
<tr>
<td>Whether 'Non-functional Scale' of Rs.8000-13500 (revised to grade pay</td>
<td>Yes, in terms of para 8.1 of Annexure-I of MACPS dated 19.05.2009.</td>
</tr>
<tr>
<td>of Rs.5400 in PB-3) would be viewed as one financial upgradation for</td>
<td></td>
</tr>
<tr>
<td>the purpose of MACPS.</td>
<td></td>
</tr>
<tr>
<td>Whether 'time bound promotion' scheme including 'in-situ promotion'</td>
<td>No. (Para 13 of MACPS)</td>
</tr>
<tr>
<td>scheme can run concurrently with MACPS.</td>
<td></td>
</tr>
<tr>
<td>Whether Staff Car Driver Scheme can run concurrently with MACPS</td>
<td>DOPT vide O.M. No.35011/03/2008-Estt.(D), 30/07/2010 has extended the benefits of MACPS to Staff Car Drivers as a fall back option.</td>
</tr>
<tr>
<td>Whether the placement of erstwhile Gr. D employees as Staff Car Driver,</td>
<td>No. The model RRs for Staff Car Drivers provide deputation/ absorption as a method of appointment for erstwhile Gr. D employees. The placement as staff Car Driver is not in the hierarchy hence the same would not be counted as promotion under MACPS. The regular service for the MACPS would be from the date of appointment as Staff Car Driver.</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td><strong>20.</strong> Whether designation, classification or higher status would change on account of financial upgradation under MACPS</td>
<td><strong>21.</strong> If a financial upgradation under the MACPS is deferred due to the reason of the employees being 'unfit' or due to departmental proceedings, etc, whether this would have consequential effect on the subsequent financial upgradation.</td>
</tr>
<tr>
<td></td>
<td><strong>22.</strong> Whether the stepping up of pay would be admissible if a junior is getting more pay than the senior on account of grant of financial upgradation under MACPS.</td>
</tr>
<tr>
<td><strong>23.</strong> Whether the regular service rendered by an employee if declared surplus in his/her organisation and appointed in the same grade pay or lower grade pay shall be counted towards the regular service in a new organization for the purpose of MACPS.</td>
<td>No stepping up of pay in the band or grade pay would be admissible with regard to junior getting more pay than the senior on account of pay fixation under MACPS. (Para 10 of OM dated 19/5/2009)</td>
</tr>
<tr>
<td><strong>24.</strong> In case of transfer including unilateral transfer own request, whether regular service rendered in previous organisation/office shall be counted alongwith the regular service in the new organization for the purpose of MACPS.</td>
<td></td>
</tr>
<tr>
<td>25.</td>
<td>If a regular promotion has been offered but was refused by the employees before becoming entitled to a financial upgradation under the MACPS, whether financial upgradation shall be allowed to such a Government servant.</td>
</tr>
</tbody>
</table>
Frequently Asked Questions (FAQs) on Modified Assured Career Progression Scheme (MACPS)

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Doubts</th>
<th>Clarification</th>
</tr>
</thead>
<tbody>
<tr>
<td>26</td>
<td>Whether the benefits of ACPS would be allowed in respect of isolated</td>
<td>Yes. Since the pre-revised Rs.5000-8000 &amp; Rs.5500-9000 and Rs.6500-10500 &amp; Rs.7450-11500 (isolated cases) have been merged into single grade pay of Rs.4200 and Rs.4600 respectively w.e.f. 01.01.2006, the benefits of 1st and 2nd financial upgradations under the ACPS should be considered/allowed in the grade pays of Rs.4600 and Rs.4800 in PB-2, as the case may be, due between 01.01.2006 and 31.08.2008 in respect of isolated cases in terms of para 5 of Annexure-I of MACPS dated 19.05.2009.</td>
</tr>
<tr>
<td></td>
<td>cases due between 01.01.2006 and 31.08.2008 where the pre-revised pay scales of Rs.5000-8000 &amp; Rs.5500-9000 and Rs.6500-10500 &amp; Rs.7450-11500 have been merged into single grade pay of Rs.4200 and Rs.4600 respectively w.e.f. 01.01.2006?</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>In a hypothetical situation cadre hierarchy was as follows:</td>
<td>In terms of clarification given on point of doubt no.3 issued vide DOPT's O.M. No.35034/3/2008-Estt.(D) dated 9.9.2010, the benefits of ACPS would be applicable in the new pay structure adopted w.e.f. 1.1.2006 in the promotional hierarchy.</td>
</tr>
<tr>
<td></td>
<td>Rs.5000-8000 (revised GP 4200)</td>
<td>(i): Since the pre-revised pay scales Rs.5000-8000 &amp; Rs.5500-9000 have been merged and placed in PB-2 with grade pay of Rs.4200, 1st financial upgradation would be allowed in the grade pays of Rs.4600, subject to fulfillment of promotional norms as stipulated in condition no.6 of Annexure-I ACPS dated 9.8.1999, in terms of clarification given on point of doubt no.1 of ACPS dated 10.02.2000.</td>
</tr>
<tr>
<td></td>
<td>Rs.5500-9000 (revised GP 4200)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rs.6500-10500 (revised GP 4600)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rs.7450-11500 (revised GP 4600)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rs.10000-15200 (revised GP 6600)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(i) What would be the 1st financial upgradeation under the ACPS for a</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Government employee recruited in pre-revised pay scale of Rs.5000-8000,</td>
<td></td>
</tr>
<tr>
<td></td>
<td>who has completed his 12 years of regular service on 12.04.2007 (between 1.1.2006 and 31.8.2008);</td>
<td></td>
</tr>
<tr>
<td>(ii)</td>
<td>What would be 2\textsuperscript{nd} financial upgradation for employee recruited in 5000-8000, who has completed 24 years of regular service on 12.04.2007 (between 1.1.2006 and 31.8.2008)</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td></td>
</tr>
<tr>
<td>Since the pre-revised pay scales Rs.6500-10500 &amp; Rs.7450-11500 have been merged and placed in PB-2 with grade pay of Rs.4600, 2\textsuperscript{nd} financial upgradation would be allowed in the grade pay of Rs.6600, subject to fulfillment of promotional norms (after framing of RRs post merger) as stipulated in condition no.6 of Annexure-I ACPS dated 9.8.1999, in terms of clarification given on point of doubt no.1 of ACPS dated 10.02.2000.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>(iii)</th>
<th>If a Government servant recruited in the pre-revised pay scale of Rs.5000-8000 has been promoted in the promotional hierarchy in the pre-revised pay scale of Rs.5500-9000 prior to 1.1.2006 (and he has put in 14 years of regular service) then would there be any claim for financial upgradation under ACPS</th>
</tr>
</thead>
<tbody>
<tr>
<td>(iii): The pre-revised pay scales Rs.5000-8000 &amp; Rs.5500-9000 have been merged and placed in PB-2 with grade pays of Rs.4200 w.e.f. 1.1.2006. Hence, the promotion would be ignored as he has completed his 12 years of regular service and the benefit of 1\textsuperscript{st} ACP would accordingly be allowed in the promotional hierarchy i.e. in the grade pay of Rs.4600 w.e.f. 01.01.2006.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>(iv)</th>
<th>If the above Government servant had put in 22 years as on 31.08.2008, then what would be the entitlement in MACP</th>
</tr>
</thead>
<tbody>
<tr>
<td>(iv): As given above, the 1\textsuperscript{st} ACP would be in PB-2 grade pay of Rs.4600 after ignoring the previous promotion. Thereafter, since employee has completed more than 20 years of regular service on 01.09.2008, he would be entitled for 2\textsuperscript{nd} financial upgradation under the MACPS in the immediate next higher grade pay of Rs.4800 in PB-2 subject to fulfillment of condition as stipulated in para 17 of Annexure-I of MACPS dated 19.05.2009.</td>
<td></td>
</tr>
</tbody>
</table>

F.No. 35034/3/2008-Estt.(D)