

North Block,  
New Delhi  
Dated the September 27, 2016

23

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 19<sup>th</sup> 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 7<sup>th</sup> 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 7<sup>th</sup> 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 N<sup>o</sup>- 35024/3/2008-Estt.D dated 19<sup>th</sup> May, 2009) will be substituted by the following words:-

"1. There shall be three financial upgradations under the MACPS as per 7<sup>th</sup> 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 7<sup>th</sup> 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 7<sup>th</sup> CPC accepted by the Government, para 17 of the Scheme (Annexure to OM No. 35024/3/2008-E-III dated 19<sup>th</sup> 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<sup>th</sup> July, 2016, i.e., from the date of resolution notified by Department of Expenditure, Ministry of Finance regarding acceptance of the recommendations of the 7<sup>th</sup> 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.
2. The Vice-president's Sectt, New Delhi
3. The Prime Minister's Office, New Delhi.
4. The Cabinet Secretariat, New Delhi.
5. The Rajya Sabha Secretariat, New Delhi.
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

8 Dec 11/2016  
18/10/16