

**Southern Railway****Office Order No: 70 /WP/2014****Sub: Financial Upgradation under MACP – Engg Dept, (SSE/P.Way/MNM)****Ref: Rly Board. Lr. No: PC- V/2009/ACP/2 dated 10.06.2009, RBE No: 101/2009  
(PBC 112/2009) and dated 04.12.2009 (RBE No: 215/2009)**

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In terms of Rly. Board letter cited above , the under mentioned Retired employees of SSE/P.Way/MNM section are granted financial Upgradation under MACP Scheme duly counting the 50% of Temporary Status Casual Labour service on absorption in regular employment towards the minimum Service of 10,20,30 years for the grant of Benefit under MACP Scheme.

SL. No.	Name of the Employee (Shri/ Smt)	Design/Stn Grade Pay Sub GP MACP GP	Date of Ty.Status/ Regular Appt	MACP Granted	PB/GP	From	Remarks
1.	R.Menattan (03917058)	Retd. Tr.Man 1800 (Sub) 2000 (On MACP)	<u>25.06.76</u> 09.04.84	III MACP	PB-I/ 2400	24.05.10	1 Day Abs
2.	M.K.Muthalah (03919468)	Retd. Tr.Man 1800 (Sub) 2000 (On MACP)	<u>21.08.77</u> 13.08.87	III MACP	PB-I/ 2400	19.08.12	---
3.	R.Nagammal, (04535133)	Ex-Trackwoman 1800(sub) 1900(on MACP)	21.08.90	II MACP	PB-I/ 2000	02.11.10	101 Days Abs

**The Above financial Upgradation is subject to the following terms and conditions.**

1. There is No DAR/ SPE/ Vigilance cases pending /Contemplated against them.
2. The Upgradation will take effect from the date shown against each.
3. There will be no change in the designation or the nature of duties performed. The status of the Employee will remain unchanged.
4. The Financial Upgradation under the MACP Scheme shall be purely personal to the employee concerned and shall have no relevance to seniority position i.e., this will not confer on them any claim in seniority position.
5. Grant of higher pay band and grade pay under MACP scheme shall be conditioned to the fact that an employees while accepting the said benefits

*(Signature)*  
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shall be deemed to have given their unqualified acceptance for regular promotion on occurrence of vacancy subsequently.

6. The MACP envisages merely placement in the immediate next higher grade pay in the hierarchy of the recommended revised pay band and grade pay as given in section. I, Part A of the first schedule of the Rly. Services (Revised pay) Rules, 2008. Thus the Grade pay at the time of financial upgradation under the MACPs can in certain cases where regular promotion is not between two successive grades be different than what is available at the next promotion post in the hierarchy of the concerned cadre /organization will be given at the time of regular promotion.
7. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the scheme. Therefore the the pay shall be raised by 3% of total pay in the pay band the grade pay drawn before such upgradation. There shall, however be no further fixation of pay at the time of regular promotion if it is in the same grade pay as granted under MACPs. However, at the time of actual promotion if it happens to be in a post carrying higher grade pay than what is available under MACPs no pay fixation would be available and only difference of grade pay would be made available.
8. On grant of financial upgradation under MACPs scheme, the employee has an option for fixation of pay under Rule 1313(1)(a)(i) of the IREC-II (sixth edition 1987-2<sup>nd</sup> Reprint -2005) to get his pay fixed in the higher post/grade pay either from the date of his promotion/upgradation or from the date of his next increment viz, 1<sup>st</sup> July of the year. The pay and the date of increment would be fixed in accordance with clarification No.2 of Rly. Bds. letter No.PC-VI/2008/1/RSRP/1 dated 25.09.08 (PC-VI/22 RBE No.132/2008)
9. Financial upgradation entitles the employees concerned to avail advances, loans, passes/PTOs, higher type of accommodation, TA etc. which are based on the pay drawn without conferring any privilege related to higher status.

**This has the approval of the competent Authority.**

  
(T.Sankaran)

Asst. Personnel Officer/Tfc.  
/Divisional Personnel Officer/MDU

Divisional Office,  
Personnel Branch,  
Madurai  
Date:- 01.04.2014  
No.U/P. 535/I/WP/MACP

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