

No. 4-7/MACPS/2019-PCC  
Government of India  
Ministry of Communications  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi - 110001  
Date : 6 . 9 . 2021

To

1. All Chief Postmasters General / Postmasters General
2. Chief General Manager, BD Directorate / Parcel Directorate / PLI Directorate / CEPT.
3. Director, RAKNPA / Directors of All PTCs
4. Addl. Director General, Army Postal Service, R.K.Puram, New Delhi
5. All General Managers (Finance) / Directors Postal Accounts

Subject: Clarification on Modified Assured Career Progression (MACP) Scheme reg.

Sir / Madam,

This refers to various references received from administrative units and service associations seeking clarification on the following point of reference as to what will be the modalities for financial upgradation under MACP Scheme and pay fixation thereon, if a Central Govt. employee having availed the benefit of financial upgradation under MACP Scheme is promoted to Postman/Mail Guard or Postal/Sorting Assistant or Inspector Posts cadre (i.e. to the post which carry higher Grade Pay / pay Level in Pay Matrix than what is available under MACPS and have the element of direct recruitment) through Limited Department Competitive Examination (LDCE) immediate after availing the benefit of MACP, in terms of para-4, para-28(B)/27(B) of recent consolidated guidelines and DoP&T OM No. 35034/3/2015-Estt.(D) dated 08.09.2020.

2. The matter has been examined and it is clarified that if a Central Govt. employee who is promoted to either Postman/Mail Guard or Postal/Sorting Assistant or Inspector Posts cadre (i.e. to the post which carry higher Grade Pay / pay Level in Pay Matrix than what is available under MACPS and have the element of direct recruitment) through Limited Department Competitive Examination (LDCE) immediate after availing the benefits of 1<sup>st</sup> financial upgradation under MACP Scheme (not TBOP/BCR Scheme), the benefit of 2<sup>nd</sup> financial upgradation under MACP Scheme (in the next Grade Pay w.r.t. Grade Pay / pay Level held by Government servant) shall be admissible to him/her on completion of 20 years service from direct entry grade in terms of para-28(B) of OM dated 19.05.2009 & para-27(B) of OM dated 22.10.2009, if otherwise, admissible and the employee fulfils the other eligibility conditions.

In such cases, fixation on such regular promotion immediate after availing the benefit of financial upgradation under MACP, shall be subject to the provisions of para-4 of the OM on MACP Scheme as this Directorate OM No. 20-27/2015-SPN-II dated 20.08.2018 stands withdrawn vide OM No. 20-27/2015-SPN-II dated 29.06.2021. As such, **no pay fixation benefit with increment** would be available and only difference of grade pay would be available or shall be placed in the level to which he/she is promoted at a cell in the promoted level equal to the figure being drawn by him/her on account of MACP. If no such cell is available in the level to which promoted, he/she shall be placed at the next higher cell in that level. Provided the **Basic Pay** on promotion to these posts where entry pay for direct recruits appointed on or after 01.01.2006, as per Section-II of Par-A of First Schedule of CCS (RP) Rules, 2008, becomes applicable by virtue of the provision of the element of direct recruitment in....

the relevant recruitment rules, shall not be less than such entry pay w.e.f. 01.01.2006 in terms of D/o Expenditure OM No. 8-23/2017-E.IIIA dated 28.09.2018 as clarified vide DoP&T OM No. 35034/3/2015-Estt.(D) dated 08.09.2020. Further in 7<sup>th</sup> CPC pay structure, the pay cannot be less than the first stage of the relevant level to which promoted as provided vide Department of Expenditure OM No. 1-6/2016-IC dated 03.08.2017.

To illustrate-

i. If a Central Govt. employee, who was appointed (direct entry) as Postal Assistant (in the corresponding scale to Grade Pay Rs.2400/-) on 01.09.1997 and granted 1<sup>st</sup> financial upgradation under MACP Scheme w.e.f. 01.09.2008 (in Grade Pay Rs.2800/-), earns 1<sup>st</sup> regular promotion through LDCE to Inspector Posts cadre on 01.09.2010 in Grade Pay Rs.4600/- / Level-7 and completes 20 years of service on 01.09.2017, the 2<sup>nd</sup> financial upgradation under MACPS in the Level-8 of Pay Matrix (in the next Grade Pay w.r.t. Grade Pay / pay Level held by Government servant) will be granted on completion of 20 years of service i.e. 01.09.2017. The modalities shall be as follows:-

Event	W.e.f.	Pay Scale	Remarks
Postal Assistant	01.09.1997	Grade Pay Rs.2400	Entry Grade
1 <sup>st</sup> MACP	01.09.2008	Grade Pay Rs.2800	On completion of 10 years service. Pay fixation as per FR-22(I)(a)(1).
Inspector Posts	01.09.2010	Grade Pay Rs.4600	1 <sup>st</sup> regular promotion (through LDCE). No pay fixation with increment. Only difference of GP i.e. Rs.1800 is to be added in the basic pay (para-4 of MACPS). Provided the basic pay shall not be less than the entry pay i.e. Rs.17,140/- (DoP&T OM dated 08.09.2020).
2 <sup>nd</sup> MACP	01.09.2017	Level-8 (GP Rs.4800/-)	On completion of 20 years service. Pay fixation as per FR-22(I)(a)(1).

ii. If a Central Govt. employee, who was appointed (direct entry) as MTS (in the corresponding scale to Grade Pay Rs.1800/-) on 01.08.1990 and granted 1<sup>st</sup> financial upgradation under MACP Scheme w.e.f. 01.09.2008 in term of para-5 of MACPS (in Grade Pay Rs.1900/-), earns regular promotions, 1<sup>st</sup> to Postman on 01.09.2009, 2<sup>nd</sup> to Postal Assistant (through LDCE) on 01.09.2013 & 3<sup>rd</sup> to Inspector Posts cadre (through LDCE) on 01.01.2021 and completes 20 and 30 years of service as on 01.08.2010 & 01.08.2020 respectively, the modalities for financial upgradation under MACPS and pay fixation thereon shall be as follows:-

Event	W.e.f.	Pay Scale	Remarks
MTS	01.08.1990	GP Rs.1800	Entry Grade (initial scale Rs.2650-4000 stands merged with TBOP scale Rs.2750-4400 w.e.f. 01.01.2006 to corresponding GP Rs.1800/- as a result of 6 <sup>th</sup> CPC recommendations).
1 <sup>st</sup> MACP	01.09.2008	GP Rs.1900	In term of para-5 of MACPS on merger of various scales of MTS as a result of recommendation of 6 <sup>th</sup> CPC. Pay fixation as per FR-22(I)(a)(1).
Postman	01.09.2009	GP Rs.2000	1 <sup>st</sup> regular promotion. No pay fixation. Only difference of GP i.e. Rs.100 is to be added in the basic pay provided it shall not be less than the entry pay i.e. Rs.8460/-
2 <sup>nd</sup> MACP	01.08.2010	GP Rs.2400	On completion of 20 years service. Pay fixation as per FR-22(I)(a)(1).
Postal Assistant	01.09.2013	GP Rs.2400	2 <sup>nd</sup> regular promotion (through LDCE). No fixation benefit with increment would be available provided the basic pay on promotion shall not be less than the entry pay i.e. Rs.9910/- (in term of DoP&T OM dated 08.09.2020).

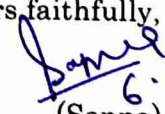


3 <sup>rd</sup> MACP	01.08.2020	Level-5	On completion of 30 years service. Pay fixation as per FR-22(I)(a)(1).
Inspector Posts	01.01.2021	Level-7	3 <sup>rd</sup> regular promotion (through LDCE). <b>No pay fixation with increment.</b> Only simple replacement to the Level-7 at a cell equal to the figure being drawn by him on account of MACP. If no such cell is available in the level-7, he shall be placed at the next higher cell in that level. <b>Provided pay cannot be less than the first stage of the Level-7 i.e. Rs.44,900/-</b> in terms of Department of Expenditure OM No. 1-6/2016-IC dated 03.08.2017.
On subsequent promotion (4 <sup>th</sup> ), if any, fixation benefit under FR-22(I)(a)(1) shall be admissible.			

iii. If a Central Govt. employee, who was appointed (direct entry) as Postman on 01.01.1985 and granted TBOP in the scale (Rs.3200-4900) w.e.f. 01.01.2001, earns regular promotions to the posts vis 1<sup>st</sup> Postal Assistant (through LDCE) on 01.09.2002, 2<sup>nd</sup> LSG on 01.01.2009, 3<sup>rd</sup> HSG-II on 01.03.2015 & PS Gr.'B' / AAO (through LDCE) on 01.07.2015 and completes 20 & 30 years of service on 01.01.2005 & 01.01.2015 respectively, the modalities for financial upgradation and pay fixation thereon shall be as follows:-

Event	W.e.f.	Pay Scale	Remarks
Postman	01.01.1985	3050-4590	Entry Grade. (initial scale Rs. 825-1200 upgraded to Rs.3050-4590 w.e.f. 01.01.1996)
TBOP	01.01.2001	3200-4900	On completion of 16 years of service. Pay fixation under FR-22(I)(a)(1).
Postal Assistant	01.09.2002	4000-6000	Regular promotion. Pay fixation under FR-22(I)(a)(1).
2 <sup>nd</sup> MACP	01.09.2008	GP Rs.2800	On completion of 20 years service in terms of para-5 of MACPS due to upgradation of the scale of Postman as a result of recommendation of 6 <sup>th</sup> CPC to Rs.3200-4900 (Grade Pay Rs.2000/-). Pay fixation as per FR-22(I)(a)(1).
LSG	01.01.2009	GP Rs.2800	2 <sup>nd</sup> regular promotion. <b>No pay fixation.</b>
3 <sup>rd</sup> MACP	01.01.2015	GP Rs.4200	On completion of 30 years service. Pay fixation as per FR-22(I)(a)(1).
HSG-II	01.03.2015	GP Rs.4200	3 <sup>rd</sup> regular promotion. <b>No pay fixation.</b>
PS Gr.'B' / Asstt. Accounts Officer (AAO)	01.07.2015	GP Rs.4800/-	4 <sup>th</sup> regular promotion through LDCE. <b>Pay fixation as per FR-22(I)(a)(1).</b> Since both the posts PS Gr.'B' and AAO had no element of direct recruitment, the benefit of fixation at the minimum of entry pay i.e. Rs.18,150/-, in terms of D/o Expenditure OM dated 28.09.2018 & DoP&T OM dated 08.09.2020 (ibid), <b>shall not be admissible.</b> Although, the provisions of D/o Expenditure OM No. 1-6/2016-IC dated 03.08.2017 shall be applicable.

3. It is therefore, requested to bring these clarification to the notice of all concerned immediately and ensure strict adherence in true spirit.

Yours faithfully,  
  
 (Sapna)  
 ADG (GDS/PCC)

Contd..

Copy to :-

1. PS to MoC / MoS for Communications.
2. PS to Secretary (Posts) / PS to Director General (Postal Services).
3. PS to Addl. DG (Co-ordination)/ Member (Banking)/ Member (O)/ Member (P)/ Member (Planning & HRD)/ Member (PLI)/ Member (Tech).
4. Additional Secretary & Financial Adviser.
5. Sr. Deputy Director General (Vigilance) & CVO / Sr. DDG (PAF)
6. Director General P&T (Audit), Civil Lines, New Delhi .
7. Secretary, Postal Services Board/ All Deputy Directors General.
8. Chief Engineer (Civil), Postal Directorate.
9. All Sections of Postal Directorate.
10. All recognized Federations / Unions / Associations.
11. GM, CEPT for uploading the order on the India Post web site under Establishment subject.
12. Guard File.

**ISSUED**