

EAST COAST RAILWAY



प्रधान मुख्य कार्मिक अधिकारी का कार्यालय/
Office of the Principal Chief Personnel Officer
रेल सदन, द्वितीय तल, भुवनेश्वर - 751017
Rail Sadan, IInd Floor, Bhubaneswar-751017
Date: 29.07.2020

No. ECoR/Pers/R/Clari-MACPs/2020

All PHODs/CHODs,
DRMs- SBP/WAT/KUR,
CWM/CRW/MCS, Dy. CPO (Con)/BBS.
Sr.DPOs-SBP/WAT/KUR & WPO/CRW/MCS.

Sub: Clarification regarding prescribed Benchmark while considering MACPs to Non-Gazetted Staff.


Ref: RBE No. 155/2016 and RBE-16/2020.

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The comprehensive MACP Scheme on acceptance of Seventh Central Pay Commission recommendations has been issued vide RBE No-16/2020. In the light of the recommendations of the 7th CPC, the Modified Assured Career Progression Scheme (MACPs) will continue to be administered at 10, 20 and 30 years as before. In order to implement a uniform policy all over ECoR, the following guidelines are hereby issued in respect of prescribed Benchmark while considering MACPs to NG staff.

1. In terms of RBE No-155/2016, for grant of financial up gradation under the MACPs, the prescribed Benchmark has been revised for all levels to "Very Good" w.e.f 25th July, 2016.
2. In compliance to RBE No-16/2020, enclosing DOPT's O.M. No-35034/3/2015-Estt. (D) dated-22.10.2019, Para-17 (i), **the revised benchmark of APARs i.e. "Very Good" shall be applicable for the year 2016-17 and subsequent years.**
3. While assessing the suitability of an employee for grant of MACP, the DSC (Departmental Screening Committee) shall assess the APARs in the reckoning period, the benchmark for the APARs for the years 2016-2017 and thereafter shall be "Very Good".
4. For Example, if a particular MACP falls due on or after 25.07.2016, the following benchmark for APARs are applicable for Level 11 and below:

APAR for the Year	Benchmark grading for MACP for Level-11 and below.
2015-16 and earlier	Good
2016-17	Very Good
2017-18 and subsequent years	Very Good


(R.N.A.Parida)

Chairman Railway Recruitment Cell
For Principal Chief Personnel Officer