

MACPS

E.Rly's

Sl. No.	Question	Answer	RBE Authority No.	Authority letter No. & Date (CPO S. No.)	URL No.
Q. No.1.	MACPs Stands for	Modified Assured Career Progression Scheme	RBE 101/2009	CPO's Sl.No. 102/2009	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No.2.	MA C P Scheme introduced in the Railways	With effect from 01.09.2008	Para -8 of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No.3.	How many maximum financial up-gradation benefits (grade pay) can be granted under MA C P Scheme ?	Three	Para -1 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No.4.	Whether the benefit of financial up-gradation under MA C P Scheme is admissible to regular group 'A' and 'B' Employees?	Yes. To Gr.A unorganized service and Gr.B upto Sr.Scale, GP-6700	Para -3 of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No.5.	How many members in Screening Committee are nominated for giving benefits of Financial Up-gradation under MA C P Scheme?	Three	Para -4 of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No.6.	Mr. X is a clerk in PB-1 5200-20200 with Grade pay Rs. 1900 and eligible for benefit of Financial Up-gradation under MA C P Scheme after completion of 10 years regular service. Which grade pay will be admissible to him?	Rs. 2000/-	Para -2 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No.7.	Is benefit of Financial Up-gradation under MA C P Scheme admissible to an employee on completion of 10 years regular service in a grade pay ?	Yes.	Para -1 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf
Q. No.8.	Whether the benefit of 3% increment is admissible to a Railway Employee on his regular promotion while he has already taken benefit of Financial Up-gradation under MA C P Scheme?	No.	Para -4 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No.9.	A case of minor penalty charge sheet (SF-11) is pending against a Railway Employee. Will he be eligible for benefit of Financial Up-gradation under MA C P Scheme?	Yes	Para -18 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No.10.	Whether the benefit of grade pay earned as Financial Up-gradation under MA C P Scheme will be taken in to account while granting House Building advance to a Railway Employee?	Yes	Para -16 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No.11.	What is starting Bench Mark prescribed for granting Grade pay Rs. 5400 as benefit of Financial Up-gradation under MA C P Scheme ?	Good.	Para -17 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No.12.	Whether period of sanctioned study leave (deputation /foreign service) will be considered as regular service while granting benefit of Financial Up-gradation under MA C P Scheme.?	Yes.	Para -11 of annexure of RBE 101/2009	CPO's Sl.No. 102/2009	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No. 13	A Railway Employee can give an option for fixation of his pay under MACP Scheme from his next increment .	Yes	Para -7 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No. 14	The benefit of financial up-gradation under MA C P. Scheme is not admissible to regular group 'A' and 'B' Employees.	No, not correct	Para -3 of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf
Q. No. 15	Promotions earned in the post carrying same grade pay in the promotional hierarchy as per recruitment rules shall be counted for the purpose of MACPS	Yes	Para -8 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/
Q. No.16.	The benefit of 3% increment will not be admissible to a Railway Employee on his regular promotion while he has already taken benefit of Financial Up-gradation under MA C P Scheme. (Authority: Para -4 of annexure of RBE 101/2009)	Yes	Para-2 of RBE 215/2009	CPO's Sl.No. 199/2009	http://www.scr.indianrailways.gov.in/uploads/files/13C

Q. No.17.	Casual Labour period with temp. status in regular employment will not be accountable for granting benefit of Financial Up-gradation under MA C P Scheme.	FALSE			
Q. No. 18.	In MACPS Screening Committee, one member should be of reserved community.	No, not correct	RBE 101/09 Annexure Para 19	CPO's Sl.No. 102/2009	http://www.indianrailways.gov.in/railwayboard/upload
Q. No. 19	Reservation of 15 % for SC and 7.5% for ST will be applicable in MACPS .	No, not necessary	RBE 101/09 Annexure Para 19	Do	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf
Q. No. 20	An Employee who refused his regular promotion before becoming entitled to a financial up-gradation under MACPS shall not be eligible for financial up-gradation.	Yes, not eligible	Para -25 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf
Q. No. 21	A Group 'C' Employee is not eligible for getting the grade pay more than Rs. 4600. Eligible as per authority :	No, not correct. Eligible upto GP-5400	Para -2 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf
Q. No. 22	No stepping of pay and pay band or grade pay would be admissible with regard to junior getting more pay than the senior on account of pay fixation under MACPS.	Yes, stepping up not admissible	Para -9 of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/upload
Q. No. 23	A Railway Employee against whom a case of Major Penalty Charge Sheet (SF-5) is pending will be eligible for benefit of Financial Up-gradation under MA C P Scheme.	No, not correct	Para -18 of annexure of RBE 101/2009	CPO's Sl.No. 102/2009	http://www.indianrailways.gov.in/railwayboard/upload
Q. No.24	After giving benefits of Financial Up-gradation under MACPS, pay of a Clerk has been fixed Rs. 10590 + 2000 (G.P.) on 05.02.09. Tell what pay will be fixed on his regular promotion on 07.07.09 ?	10590 + 2800	RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/upload
Q. No.25	Highest Grade Pay which can be granted under MA C P Scheme ?	12000 in Pay Band-4	Para 3 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/upload
Q. No.26	A Law Assistant has been appointed in grade Rs. 1600-2660 on 01.03.1987, subsequently has been promoted in grade 2000-3200 on 08.08.1991 and in grade 7450-11500 on 04.04.98. How many Financial Up-gradation under MACPS should be admissible to him?	2	RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/upload
Q. No.27	Mr. X is a regular employee in PB-2 9300-34800 with Grade pay Rs. 5400 and eligible for benefit of Financial Up-gradation under MA C P Scheme after completion of 10 years regular service. Which grade pay will be admissible to him?	GP-5400 in PB-3	Para 8.1 of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/upload
Q. No.28	An Officer eligible for grade pay Rs. 7600 as financial up-gradation under MACPS, what benchmark will be applicable for assessing his suitability?	Very Good	Para 17 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/upload
Q. No.29	What percent of casual labour period with temp. status followed by regularized qualifying service period will be counted while giving benefit of financial up-gradation under MACPS?	50%	Para 2 of RBE No. 215/09	CPO's Sl.No. 199/2009	http://www.scr.indianrailways.gov.in/uploads/files/130
Q. No.30	Screening Committee will meet twice in a financial year in the first week of following months for finalizing financial up-gradation to eligible staff under MACPS?	January & July	Para -6 of RBE- 101/2009	CPO's Sl.No. 102/2009	http://www.indianrailways.gov.in/railwayboard/upload
Q. No.31	Will the Organized Group 'A' service be covered under MACP Scheme.?	Will Not	Para -3 of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/upload
Q. No.32	In MACPS Screening Committee , the Chairperson should generally be a grade above or below the members of the committee.	Above	Para -4 of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/upload
Q. No.33	The Financial Up-gradation under MACPS would be admissible up to highest Grade pay of Rs. 12000/- in PB 4	Yes, but in regard to unorganized service	Para -3 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/upload

Q. No.34	In MACPS past service rendered by a Railway Employee in Public sector Organization, before appointment in the Railway shall or shall not be counted towards regular service.	Not be counted	Para -10 of annexure of RBE 101/2009	Do	http://www.indianrailways.gov.in/railwayboard/upload
Q. No.35	For financial Up-gradation under MACPS, the "Regular Service" shall include	All Kind of Sanctioned Leave/Deputation/Foreign Service	Para -11 of annexure of RBE 101/2009	Do	
Q.No. 36	Whether the pay band would change in the hierarchy of Pay Bands & Grade Pay on grant of the benefits under MACPS?	The upgradations under MACPS are to be granted in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay as prescribed in the RS(RP)Rules, 2008.	RBE No. 143/2010	CPO's Sl.No. 132/2010	http://www.scr.indianrailways.gov.in/uploads/files/130
Q.No. 37	Whether the benefits of MACPS would be allowed to the Railway servants who have been later inducted in the Organized Group "A" service?	No. The benefits under MACPS is not applicable to Group A officer of Organized Group A Services, as the officer under Organized Group A Services have already been allowed parity of two years on non-functional basis with the officers of Indian Administrative Services(IAS).	Do	Do	http://www.scr.indianrailways.gov.in/uploads/files/130
Q.No. 38	How will the benefits of ACP be granted. If due between 01.01.2006 and 31.08.2008?	<p>The new MACPS has come into effect w.e.f. 01.09.2008. However, the pay structure has been changed w.e.f. 01.01.2006. Therefore, the previous ACPs would be applicable in the new pay structure adopted w.e.f. 01.01.2006. Para 6.1 of Annexure-1 of MACPS is only for exercising option for coming over to the revised pay structure and not for grant of benefits under MACPS. The following illustrations would explain the position :</p> <p>(A) In the case of isolated post :</p> <p>Date of Appointment in entry grade in the pre-revised pay scale of Rs.4000-6000 : 01.10.1982.</p> <p>1st ACP granted on 01.10.1999:Rs.4500-7000(pre-revised), 2nd ACP due on 01.10.2006:Rs.5000-8000(pre-revised) [revised PB-2 Grade Pay of Rs.4200]</p> <p>3rd financial upgradation under the MACPS would be due on 01.10.2012(on completion of 30 years of continuous regular service) in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay i.e. Grade Pay of Rs.4600 in PB-2</p> <p>(B) In case of normal promotional hierarchy:</p> <p>Date of appointment in entry grade in the pre-revised pay scale of Rs.5500-9000: 01.10.1982</p> <p>1st ACP granted on 01.10.1999:Rs.6500-10500(pre-revised)</p> <p>2nd ACP due on 01.10.2006(as per existing hierarchy):Rs.10000-15200(pre-revised). Therefore, 2nd ACP would be in PB-3 with grade pay of Rs.6600(in terms of hierarchy available):</p> <p>3rd financial upgradation under MACPS would be due on 01.10.2012 in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay of Rs.7600.</p>	Do	Do	http://www.scr.indianrailways.gov.in/uploads/files/130
Q.No. 39	Whether the benefits of MACPS would be granted from the date of entry grade or from the date of their regular service/approved service counted under various service rules?	The benefits under MACPS would be available from the date of actual joining of the post in the entry grade.	RBE No. 143/2010	CPO's Sl.No. 132/2010	http://www.scr.indianrailways.gov.in/uploads/files/130

Q.No. 40	In a case where a person is appointed to an ex-cadre post in higher scale on deputation followed by absorption, whether the period spent on deputation period would be counted as continuous service in the grade or not for the purpose of MACPS?	(i) Where a person is appointed on direct recruitment/deputation basis from another post in the same grade, then past regular service as well as past promotions/ACP, in the earlier post, will be counted for computing regular service for the purpose of MACPS in the new hierarchy. (ii) However, where a person is appointed to an ex-cadre post in higher scale initially on deputation followed by absorption, while the service rendered in the earlier post, which was in a lower scale cannot be counted, there is no objection to the period spent initially on deputation in the ex-cadre post prior to absorption being counted towards regular service for the purpose of grant of financial upgradation under MACPS, as it is in the same Pay Band/Grade Pay of the post.	Do	Do	http://www.scr.indianrailways.gov.in/uploads/files/130
Q.No. 41	Whether the Pay Scale/Grade Pay of substantive post would be taken into account for appointment/selection to a higher post on deputation basis or the pay scale/grade pay carried by a Railway servant on account of financial upgradation(s) under ACP/MACP Scheme?	The pay scale/grade pay of substantive post would only be taken into account for deciding the eligibility for appointment/selection to a higher post on deputation basis/Ad Hoc basis	Do	Do	http://www.scr.indianrailways.gov.in/uploads/files/130
Q.No. 42	In a case where 1 st / 2 nd financial upgradations are postponed on account of the employees not found fit or due to departmental proceedings etc., whether this would have consequential effect on the 2 nd / 3 rd financial upgradation or not?	Yes, if a financial upgradation has been deferred/postponed on account of the employee not found fit or due to departmental proceedings etc., the 2 nd / 3 rd fin. upgradations under MACPS would have consequential effect (Pr 18 of Ann-I of MACPS referred)	Do	Do	http://www.scr.indianrailways.gov.in/uploads/files/130
Q.No. 43	In a case where the Railway servant has already earned three promotions and still stagnated in one grade for more than 10 years, whether he would be entitled for any further upgradation under MACPS?	No, since the Government servant has already earned three promotions, he would not be entitled to any further financial upgradation under MACPS.	Do	Do	http://www.scr.indianrailways.gov.in/uploads/files/130
Q.No. 44	Whether the pre-revised pay scale of Rs.2750-4400 in respect of Group D non-matriculate employees, would also be taken as merged to grade pay of Rs.1800 for the purpose of MACPS in view of merger of pre-revised pay scales of Rs.2550-3200, Rs.2610-3540, Rs.2610-4000 and Rs.2650-4000, which have been upgraded and replaced by the revised pay structure of grade pay of Rs.1800 in the pay band PB-1?	Yes	RBE No. 143/2010	CPO's SI.No. 132/2010	http://www.scr.indianrailways.gov.in/uploads/files/130
Q.No. 45	If a Railway servant on deputation earns upgradation under MACPS in the present cadre, whether he would be entitled to deputation(duty) allowance on the pay and emoluments granted under the MACPS or not?	No. While eligibility of an employee for appointment against ex-cadre posts in terms of the provisions of the RRs of the ex-cadre post will continue to determine with reference to the post/pay scale of the post held in the parent cadre on regular basis (and not with reference to the higher scale granted under ACP/MACP), such an officer, in the event of his selection, may be allowed to opt to draw the pay in the higher scale under ACP/MACP Scheme without deputation allowance during the period of deputation, if it is more beneficial than the normal entitlements under the existing general order regulating pay on appointment on deputation basis.	Do	Do	http://www.scr.indianrailways.gov.in/uploads/files/130
Q.No. 46	Since the pay scales of Group D employees have been merged and placed in the Grade Pay of Rs.1800, whether they are entitled for grant of increment @3% during pay fixation at every stage	Yes. On the analogy of point 22 of Annexure-I of MACPS, the pay of such Group D employees who have been placed in the Grade Pay of Rs.1800 w.e.f. 01.01.2006 shall be fixed successively in the next three immediate higher grade pays in the hierarchy of revised pay bands and grade pays allowing the benefit of 3% pay fixation at every stage.	Do	Do	http://www.scr.indianrailways.gov.in/uploads/files/130

Q.No. 47	Whether the entire temporary status service of substitutes followed by regularization without break may be taken into account towards the minimum service of 10,20 and 30 years for the purpose of grant of benefit under the MACP Scheme?	It is found that unlike casual labours whose 50% of temporary status service counts for pensionary benefits, temporary status service in full of the substitutes counts for pensionary benefits. It has, therefore, been decided that the entire temporary status service of substitutes followed by regularization without break may be taken into account towards the minimum service of 10,20 and 30 years for the grant of benefit under the MACP Scheme.	RBE No. 36/2010	CPO's Sl.No. 35/2010	
Q.No. 48	Whether the demand for ignoring of the promotion earned from CG-II(re-designated as Accounts Clerk) to CG-I(re-designated as Junior Accounts Assistant) prior to 1982 thereby declaring the entry grade Assistants cadre as CG-I(JAA) for the purpose of MACP Scheme may be taken into consideration?	The criteria for direct recruitment and condition for promotion from CG-II/Accounts Clerk to CG-I/JAA was same during the pre 1982 and post 1982 period, except for the increase in quantum of direct recruitment in CG-I/JAA. This, however, has no bearing on the regulation of MACP Scheme as it does not alter the equation of feeder and promotional post.			
Q.No. 49	What will be the benchmark for MACPS?	As given in Para 17 of annexure of MACPS dated 10.06.2009 which provides that the financial upgradation would be on non-functional basis, subject to fitness, in the hierarchy of grade pay within PB-1. Thereafter, for upgradation under the MACPS the benchmark of good would be applicable till the grade pay of Rs.6600/- in PB-3. The benchmark will be very good for financial upgradation to the grade pay of Rs.7600/- and above. It was pointed out that in some cases the promotion to the next higher grade was made on the basis of fitness as the method of promotion as specified in the relevant recruitment rules, was non-selection. Therefore, in such cases benchmarks should not be insisted upon under the MACPS. The issue has been examined and it is clarified that where the financial upgradation under MACPS also happen, to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefits under MACPS as mentioned in Para 17 ibid, the benchmark for promotion shall apply for MACPS also.	RBE No. 188/2010	CPO's Sl.No.01/2011	http://www.scr.indianrailways.gov.in/uploads/files/130
Q.No. 50	Whether financial benefit under MACP scheme against a person who had a pending DAR case under major penalty for which the benefit of MACP could not be extended, but after the disposal of the case can be extended to that person or not?	When the staff concerned has got DA and Vigilance clearance from the competent authority, there cannot be any hitch to extend the benefit of MACP scheme on completion of stipulated time period, as regular service.		No.E368/O/ACP/Pt.III dated 05.09.2011.	
Q.No. 51	Regarding granting the benefit of financial upgradation under MACP scheme in cases where regular promotion was offered but refused by the employee?	No	RBE No. 101/2009	CPO's Serial Circular No. 102/2009	
Q.No. 52	Whether a staff is eligible for MACP after completion of 10 years on the same grade as he is eligible to get the same on 30 th years of his service if the person concerned gets promotion twice though in the same grade due to his reversion on his own request?	Concerned staff is eligible for 2 nd MACP and 3 rd MACP on completion of 30 years of service		No.E368/O/ACP(Vol.I) DATED 25.02.2010.	
Q.No. 53	Whether the staff who has been absorbed against LDCE are eligible to be granted financial upgradation under MACPS from the date of their entry grade into the higher grade?	Movement of Junior Clerks to the post of Senior Clerks(through LDCE) should be reckoned as a promotion for the purpose of MACP scheme.	No.PC-V/2009/ACP/21/SER dated 16.03.2010	CPO's Serial Circular No. 64/2010	
Q.No. 54	Staff eligible for normal promotion whether should be debarred from awarding MACP on account of Confidential Report Ratings?	No	No.PC-V/2009/ACP/2/Pt.V dated 12.03.2010	CPO's Serial Circular No. 40/2010	http://www.indianrailways.gov.in/railwayboard/uploads/
Q.No. 55	Whether the category of Guards is eligible to get financial upgradation under MACPS in the immediate next higher grade pay in the hierarchy of the recommended revised pay bands and grade pay as per terms and conditions as provided therein?	Yes	RBE No. 101/2009	CPO's Serial Circular No. 102/2009	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf

Q.No. 56	Whether the benefit of MACP be extended to a Railway employee against whom criminal case is pending and is under trial?	In respect of Railway servant against whom criminal charge is pending is to be excluded from the list of qualified persons for promotion.		is requested to explore the possibility for final hearing of the case so that due benefit can be extended to the	
Q.No. 57	Whether a staff who got transferred to a lower post on his own request has to render 20/30 years of regular service in the new organization for being eligible to get 2 nd / 3 rd financial upgradations under MACPS as the case may be, ignoring his past service rendered in the previous organization?	It is clarified that in such cases, the past regular continuous service of employees who have come on unilateral transfer in a lower post or lower scale should be counted while determining 20/30 years of regular service for being eligible to get 2 nd / 3 rd financial upgradation under the scheme, as the case may be in the new organization.		No.E368/O/ACP/Vol.I dated 05.10.2010.	
Q.No. 58	Whether promotions earned in the post carrying same grade pay in the promotional hierarchy as per recruitment rules shall be counted for the purpose of MACPS?	Yes	RBE No. 101/2009	CPO's Serial Circular No. 102/2009	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf
Q.No. 59	Whether grading in ACR interfere regarding extending the benefit of MACP to a particular railway employee?	The benchmark for awarding required MACP benefits cannot be higher to that of benchmark required for normal promotions. Therefore, staff eligible for normal promotion should not be debarred for awarding MACP on account of Confidential Reports Ratings.	No.E(NG)/I/92/CR/3 dated 01.03.1993.	No.E368/O/ACP/Pt.I dated 09.04.2010	
Q.No. 60	MACP to Tracers : A person joined in GP-1900. Got MACP in GP-2800. Thereafter promotion order issued in GP-2800. Promotion was refused time and again. Ultimately accepted promotion in GP-2800. Thereafter completed 20 years of service. Is the employee eligible for MACPs benefits?	Not eligible for 2 nd MACP.	Para 25 of Annexure of RBE No. 101/2009	CPO's Sl.No. 102/2009.	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf
Q.No. 61	Should only Sr.Scale Personnel Deptt.Officers be a member of the selection committee for all MACP related selection process?				
Q.No. 62	Does pay band change with MACPS?	Pay Band corresponding to GP should be given in general. Only in case of any staff with GP Rs.4800(Pay Band-2) next MACP benefit will be in GP 5400(Pay Band-2).	Para 8.1 of Annexure of RBE No. 101/2009	CPO's Sl.No. 102/2009.	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf
Q.No. 63	An employee joined in GP Rs.1900 and got MACPS benefit in GP Rs.2000. Can s/he get fixation benefit in case of future promotion in his cadre in GP Rs.2800?	Fixation benefit as enjoyed at the time of MACPS cannot be repeated at the time of regular promotion in GP Rs.2800.	Para 4 and Para 28A(iii) of Annexure of RBE No. 101/2009	CPO's Sl.No. 102/2009.	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf
Q.No. 64	A staff joined Railways in a post of lower GP. Thereafter, s/he got further direct recruitment in Railways in higher GP. What GP and period of service should be counted for the benefit of MACPS ?	Previous service will not be counted. Date of joining and service period in the new entry grade will be considered for MACPS.	Board's letter No.PC-V/2009/ACP/12/ER dated 30.12.2011	Letter No.E368/O/ACP/Vol.I dated 05.01.2012 addressed to DRM/SDAH	
Q.No. 65	What will be the MACPS Pay Band and GP for a staff who joined in entry GP Rs.4600?	MACPS 1 : Pay Band-2, GP-Rs.4800 MACPS 2 : Pay Band-2, GP-Rs.5400 MACPS 3 : Pay Band-3, GP-Rs.5400	Para 8.1 of Annexure of RBE No. 101/2009	CPO's Sl.No. 102/2009.	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf
Q.No. 66	A staff joined in GP Rs.1900, got MACP benefit in GP Rs.2000 and subsequently got promotion in GP Rs.2800. Another staff joined in GP Rs.1900, got promotion in Rs.2800. What will be the MACP scheme in above two cases ?	Case 1 Joined-Rs.1900 MACP-Rs.2000 Promoted Rs.2800 MACP Rs.4200 Case 2 Joined Rs.1900 Promoted Rs.2800 MACP Rs. 4200 MACP Rs.4600	RBE No. 101/2009	CPO's Sl.No. 102/2009.	http://www.indianrailways.gov.in/railwayboard/uploads/directorate/pay_comm/PC6/rbe_101.pdf

Child care Leave:

Sl. No.	Question	Clarification	RBE Authority No.	Serial Circular No.
1.	Who among the employees may be granted CCL by an authority competent to grant leave ?.	Female railway employees.	158/2008	132/08
2.	From which date this facility is available ?	From 01.09.2008	158/2008	132/08
3.	What is the purpose of CCL ?	Purpose of CCL is taking care of "up to two children for rearing or to look after any of their needs like examination, sickness etc.	158/2008	132/08
4.	What is the maximum period of CCL that can be availed during entire service period.	CCL can be given for a maximum period of two years (i.e., 730 days) during entire service period.	158/2008	132/08
5.	Can a female employee get 730 days CCL for each of 2 children separately ?	No. 730 days leave is for entire service period.	158/2008	132/08
6.	Can CCL be admissible to mother of a child of any year of age ?	CCL is not admissible if the child is eighteen years of age or older.	158/2008	132/08
7.	What amount of salary is admissible to the woman employee during CCL period ?	During the period of CCL the woman employee shall be paid leave salary equal to the pay drawn immediately before proceeding on leave	158/2008	132/08
8.	Should CCL be availed in one spell only ?	CCL can be availed of in more than one spell.	158/2008	132/08
9.	Should CCL be debited against leave account ?	No. CCL shall not be debited against the leave account	158/2008	132/08
10.	Can CCL also be allowed for third year as leave not due (without production of medical certificate) ?	Yes. CCL may also be allowed for third year as leave not due (without production of medical certificate).	158/2008	132/08
11.	Can CCL be combined with leave of the kind due and admissible.	Yes.	158/2008	132/08
12.	If an Woman employee has got more than 2 surviving children of less than 18 years of age, CCL can be given against whom ?	CCL shall be admissible for two eldest surviving children only.	158/2008	132/08
13.	How the CCL should be maintained in Service Record.	CCL should be maintained in specific proforma as issued by Rly. Bd. (RBE No. 158/08, circulated by CPO Serial No. 132/08) and it should be kept along with the Service Book.	158/2008	132/08
14.	Can CCL may be demanded as a matter of right ?	No. CCL cannot be demanded as a matter of right.	195/2008	165/2008
15.	Can CCL may be given as post-facto ?	Under no circumstances can any employee proceed on CCL without prior proper approval of the leave by the leave sanctioning authority.	195/2008	165/2008
16.	For sanctioning and such purposes, how should CCL be treated ?	CCL is to be treated like the earned leave and sanctioned as such.	195/2008	165/2008
17.	Should Saturdays, Sundays, Gazetted Holidays etc. falling during the period of leave would also count for CCL, as in case of Earned Leave.	Saturdays, Sundays, Gazetted Holidays etc. falling during the period of leave would also count for CCL, as in case of Earned Leave.	195/2008	165/2008
18.	How CCL will be treated prior to 18.11.08 ? Whether CCL to be adjusted with any kind of leave and the procedure of deduction ?	CCL sanctioned prior to 18.11.08 shall be treated as CCL and shall be deducted from CCL account. No adjustment against any other kind of leave shall be made in this regard.	195/2008	165/2008
19.	For how many spells CCL may be granted ?	CCL may not be granted for more than 03 spells in a calendar year.	No.E(P&A) I-2009/CPC/LE-10 dtd. 30.9.2010 +	129/2010+133/2010

20.	What is the minimum period for the grant of CCL for a single spell ?	CCL may not be granted for less than 15 days in one spell.	144/2010	
21.	Whether CCL should be granted during the probation period ?	CCL should not be granted during the probation period except in case of certain extreme situation.	144/2010	129/2010+ 133/2010
22.	Whether Leave on Average pay availed for any purpose can be converted into Child Care Leave ? How should applications where the purpose of availing Leave has been indicated as 'Urgent Work' but the applicant claims to have utilized the leave for taking care of the needs of the child, be treated ?	Child Care Leave is sanctioned to women employees having minor children, for rearing or for looking after their needs like examination, sickness etc. Hence, leave on average pay availed specifically for this purpose only should be converted.	21/2011	15/2011
23.	Whether all Leave on Average pay availed irrespective of number of days i.e. less than 15 days and number of spells can be converted ? In cases where the CCL spills over to the next year (For examples 30 days CCL from 27 th December), whether the leave should be treated as one spell or two spells ?	No. As the instructions contained in this office letter dtd. 4.10.2010 ibid have been given retrospective effect, all the conditions specified therein would have to be fulfilled for conversion of the Leave on Average Pay in to Child Care Leave. In cases where the leave spills over to the next year, it may be treated as one spell against the year in which the leave commences.	21/2011	15/2011
24.	Whether those who have availed Child Care leave for more than three spells with less than 15 days can avail further Child Care Leave for the remaining period of current year ?	No. As per the instructions contained in this office letter dtd. 4.10.2010 ibid, CCL may not be granted in more than three spells. Hence, CCL may not be allowed for more than three times irrespective of the number of days or times Child Care Leave has been availed earlier. Past cases need not be reopened.	21/2011	15/2011
25.	Whether encashment of leave admissible in terms of Rule 540-A, Indian Railway Establishment Code Vol.-I, 1985 edition can be availed during Child Care Leave ?	The benefit of encashment of Leave on Average Pay admissible in terms of Rule 540-A, Indian Railway Establishment Code Vo.-I, 1985 edition cannot be availed during Child Care Leave as the same is granted for the specific purpose for taking care of a minor child for rearing or for looking after any other needs of the child during examination, sickness etc.	21/2011	15/2011
26.	Grant of maximum/minimum leave up to which child care leave can be sanctioned in one spell.	1 & 2 maximum limit of CCL is 730 days and minimum limit is 15 days CCL cannot be avail more than three times in a year.	No.E.637/0 /Pt.IV dtd. 30.9.2010	129/2010
27.	Whether there should be any minimum gap in between one spell to another spell			
28.	Whether any vacancy arising out of child care leave for a period of one year and more can be filled through promotion	Same procedure may be followed as is followed in case of vacancy arising out of LAP		
29.	Is Child Care Leave admissible in aspect of adopted minor children	Since the instructions regarding grant of CCL do not differentiate between adoptee mother and biological mother, CCL may be sanctioned to adoptee mother also subject to fulfillment conditions stipulated for grant of this leave.	-do-	-do-
30.	How/when does LAP/LHAP gets credited to the leave account of the employees proceeding on CCL ? Is it to be created on 1 st January and 1 st July respectively as per extant practice ?	LAP and LHPA may be credited as per extant practice.	-do-	-do-
31.	As per extant rules leave of any kind can be availed to a maximum of five year at a stretch, whether CCL also in to be included in the admit of give years ?	CCL is to be included in the ambit of five years.	-do-	-do-
32.	Is the female railway servant proceeding on CCL eligible for HRA, if so for what period ?	In terms of the provisions contained in Rule 17-7(i) & (ii) of IREC Vol.-II, HRA would be admissible to female railway servant proceeding on CCL	-do-	-do-
33.	Whether Lady Officers proceeding on CCL retain their Bungalow peons and up to what period ?	Since CCL is to be treated like LAP, rule applicable for retaining the facility of Bungalow peon during LAP may also be followed in the case of an employee proceeding on CCL.	-do-	-do-

34.	Whether female employees proceeding on CCL will receive the annual increment in normal course even in case the leave period exceeds more than a year as single spell	The provisions contained in Rule 1320 (b) (i) and (ii) IREC Vol. II may be applicable in the case of CCL also. If the railway servant is on CCL on the day of increment , the increment will come into effect only on the date she reports for duty.	No.E. (P&A)-2009/CPC/LE-ID dtd. 30.9.2010	129/10
35.	CCL may be granted in how may spells in a Calendar year	Three spells	144/10 Para-2 (i)	133/2010
36.	What is the minimum number of days in one spell of CCL	Fifteen days	144/10 Para-2 (ii)	133/2010
37.	Is CCL admissible during probation period ?	Should not ordinarily be granted except in certain extreme situation	144/10 Para-2 (iii)	133/2010
38.	If any woman employee availed LAP for the purpose of child care before issue of Railway Board's letter, but not before 1.9.2008, can it be treated as CCL ?		144/10 Para-3	133/2010
39.	For mother of disabled child CCL is applicable upto what age of such child	22 years, subject to minimum disability of 40 % as elaborated in Ministry of Social Justice & Empowerment's notification No.16-18/97-N.I dtd. 1.6.2011	58/201	50/2010
40.	If a woman employee has LHAP in her credit should she get CCL, if she is otherwise eligible ?	Yes,	66/2009	76/2009
41.	If a woman employee has LAP in her credit should she get CCL, if she is otherwise eligible ?	Yes.	144/2010	133/10
42.	If CCL is sanctioned, can the woman employee extend this leave ?	CCL is always a pre-sanctioned leave. Any CCL beyond the already sanctioned leave, would be treated as another spell of leave (CCL) and it requires prior sanction.	21/2011	15/2011
43.	If CCL is started in the month of Dec. and the spell continuous to Jan of the next year, then whether this should be treated as spell of CCL of the previous year or the next one ?	The CCL must have been sanctioned in the month of Dec of the previous year or before. Therefore, this will be treated as the spell of the year when it was started.	21/2011	15/11