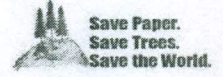


भारतीय सर्वेक्षण विभाग  
SURVEY OF INDIA



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भारत के महासर्वेक्षक का कार्यालय  
Office of the Surveyor General of India  
हाथीबड़कला एस्टेट, डाक बक्स सं० 37,  
Hathibarkala Estate, Post Box No.37,  
देहरादून-248001 (उत्तराखण्ड)-भारत।  
DEHRA DUN-248001 (UTTARAKHAND), INDIA

No.C- 234 /1902-MACP(Genl)

Dated : 12 January, 2018

To

**The Addl SGs:** Specialized Zone/ Southern Zone/ Northern Zone/ Western Zone/ Eastern Zone/ Central Zone/ North Eastern Zone/ IIS&M/Printing Zone.

**The Addl.SGs/Directors:** Survey (Air) and Delhi GDC/ International Bdy. Dte./Geodetic & Research Branch/ Digital Mapping Centre/National GDC/ MA&DC/Geographical Informatics System & Remote Sensing Directorate/ Kerala & Lakshadweep GDC/ Karnataka GDC/Tamilnadu, Puducherry and Andaman & Nicobar Islands GDC/ Andhra Pradesh GDC/Jammu & Kashmir GDC/Himachal Pradesh GDC/Punjab, Haryana & Chandigarh GDC/ Uttarakhand & West UP GDC/East Uttar Pradesh GDC/Rajasthan GDC/ Gujarat, Daman & Diu GDC/West Bengal & Sikkim GDC/Orissa GDC/Bihar GDC/Jharkhand GDC/Chhattisgarh GDC/Madhya Pradesh GDC/Maharashtra & Goa GDC/Assam & Nagaland GDC/Meghalaya & Arunachal Pradesh GDC/ Tripura, Manipur & Mizoram GDC/Northern Printing Group/Western Printing Group/Eastern Printing Group/Southern Printing Group.

The Establishment & Accounts Officer "A" SGO.

**Sub: Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees – Implementation of the 7<sup>th</sup> CPC recommendation – Clarification regarding benchmark of "Very Good" of APAR grading.**

With reference to the above subject matter it is informed that DoP&T and Ministry of Finance have issued some new guidelines vide their OM F.No.35034/3/2015-Estt.(D) dated 27/28-09-2016 and F.No.A-26017/ 127/2017-Ad.IIA dated 04-10-2017 respectively regarding "**Bench Mark Grading**" for granting financial up-gradations under MACP Scheme. The letters referred above are being up-loaded on Survey of India's website. It is requested that the said OMs may be downloaded and the guidelines mentioned therein may be followed while preparing MACP cases in respect of all the officials eligible for MACP benefits.

( Amardeep Singh )  
Col  
Deputy Surveyor General  
for Surveyor General of India

**Copy to:** The Web Admin, Survey of India alongwith photo copies of the above said OMs for information and necessary action.



**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 No. 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-Estt.D 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



FAX/SPEED POST

F. No. A-26017/127/2017-Ad.IIA  
Government of India  
Ministry of Finance  
Department of Revenue  
Central Board of Excise and Customs

North Block,  
New Delhi, the 04<sup>th</sup> October, 2017

To,  
All Cadre Controlling Authorities under CBEC

**Subject: Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees- Implementation of the 7<sup>th</sup> CPC recommendation-Clarification regarding revised benchmark of "Very Good" of APAR grading.**

Sir,

DoP&T vide OM NO.35034/3/2015-Estt(D) dated 28.09.2016 had clarified that with effect from 25.07.2016, for grant of financial upgradation under the MACPS, the prescribed benchmark would be 'Very Good' for all the posts.

2. The Board has been receiving a number of references from various field formations of CBEC, Associations and individuals on the subject mentioned above, seeking clarification whether the revised benchmark of 'Very Good' (w.e.f. 25.07.2016) may be applied to ACRs/APARs of 2015-16 and period prior to that, and whether the officers should be given opportunity to represent against the 'Good' grading of past ACRs/APARs.

3. The matter has been examined in consultation with DoP&T. DoP&T has opined that there is no question of allowing second opportunity of representation against the APAR which are post 2009 as these are already disclosed to the employees in APAR process. DoP&T vide OM dated 28.09.2016 has implemented the recommendations of 7<sup>th</sup> CPC, accepted by the Government for enhancing the benchmark for grant of MACP to 'Very Good'. These instructions are applicable w.e.f. 25.07.2016, the date of issue of Government Resolution by D/o Expenditure. Therefore, in cases where the MACP falls due on or after 25.07.2016, the revised benchmark of 'Very Good' is to be followed. In other words, the overall grading of the APARs reckonable for grant of MACP should be atleast 'Very Good'.

Yours faithfully,

  
04/10/2017

(M. K. Gupta)  
Under Secretary to the Government of India  
Tele. No. 011-23095528