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भारतीय डाक विभाग  
DEPARTMENT OF POSTS, INDIA  
मुख्य पोस्टमास्टर जनरल का कार्यालय  
OFFICE OF THE CHIEF POSTMASTER GENERAL,  
पश्चिम बंगाल सर्किल / WEST BENGAL CIRCLE  
कोलकाता/ **KOLKATA - 700012.**

To,

1. The Postmaster General, Kolkata Region, Kolkata -700012/South Bengal Region, Kolkata -700012/MM & BD, Kolkata -700012/North Bengal Region, Siliguri-734001/Sikkim, Gangtok -737101/A&N Island, Port Blair-74401
2. The General Manager (PAF), Yogayog Bhawan, Kolkata-70001
3. The Director of Postal Services (HQ), Kolkata -700012/Kolkata Region, Kolkata -700012/South Bengal Region, Kolkata -700012/North Bengal Region, Siliguri-734001/Sikkim, Gangtok -737101/A&N Island, Port Blair-74401
4. The Director, Kolkata GPO, Kolkata -700001.
5. The Supdt. Engineer, Postal Civil Circle, Kolkata -700012The Executive Engineer, Postal Civil Division, No.I & II, Kolkata -700012.
6. The Executive Engineer, Postal Electrical Division, Kolkata -700012.
7. The Dy. Architect (P), Kolkata -700012.
8. The SSPOs, North Kolkata Divn, Kolkata -700037/SSPOs, East Kolkata Divn, Kolkata -700014/SSPOs South Kolkata Divn, Kolkata -700029/SSPOs, Central Kolkata Divn, Kolkata -700007/SSPOs, North Presidency Divn, Kolkata 700120/SSPOs South Presidency Divn. Baruipore -700144/SSPOs, Asansol Divn, Asansol -713301/SSPOs Bankura Divn, Bankura -722101/SSPOs Burdwan Divn. Burdwan -713101/SSPOs Howrah Divn, Howrah/SSPOs Midnapore Divn. Midnapore -721101/SSPOs South Hoogly Divn. Shreerampore -712201/SSPOs Jalpaiguri Divn, Jalpaiguri -735101
9. The SPOs South Presidency Divn. Baruipore -700144/SPOs, Nadia North Divn. Krishnagar/SPOs Nadia South Divn. Kalyani-741235/SPOs Barasat Division, Kolkata -700124/SPOs, Murshidabad Divn. Berhampore (WB)-742101/SPOs Birbhum Divn. Suri/SPOs, North Hoogly Divn. Chinsurah-712101/SPOs Purulia Divn. Purulia -723101/SPOs, Contai Divn, Contai-721401/SPOs Tamluk Divn. Tamluk-721401/SPOs Darjeeling Divn. Darjeeling -734101/SPOs Cooch Behar Divn, Cooch Behar -736101/SPOs Dinajpur Divn, Balurghat -733101/SPOs Malda Divn, Malda-732101.
10. The Supdt. Postal Store Depot, Kolkata -700002/Siliguri -734001/CSD, Kolkata -700007/Foreign Post, Kolkata -700001.
11. The SSRMs Kolkata RMS Divn, Kolkata -700001/SSRMs, AP Stg Divn Kolkata -700004/SSRMs WB Divn. Howrah -711101.
12. The SRMs, RMS SB Divn, Howrah-700001/RMS SG Divn, Siliguri -734001/RMS H Divn, Kolkata -700004.
13. The Sr. Manager, MMS, Kolkata -700015.
14. The Manager, RLO, Kolkata -700001.
15. The Sr. Postmaster, Alipore HO Kolkata -700027/Barabazar HPO Kolkata -700007.
16. The Sr. PS to CPMG, WB Circle, Kolkata -700012.
17. The PA to DPS HQ, Kolkata -700012.
18. All Group Officers, Circle Office, Kolkata -700012.
19. The Office Supdt. Circle Office, Kolkata -700012.

No: - Est/B/Z-7<sup>th</sup> CPC(MACPS)/2016

Dated at Kolkata-12 the 25.10.2016

**Subject: - Implementation of Government decision on recommendations of Seventh Central Pay Commission – clarification regarding.**

Kindly refer to the above. The following order on the subject noted below as mentioned in Directorate, New Delhi communication number along with Ministry of personnel, Public Grievances and Pensions, OM number is enclosed herewith for information and guidance and necessary action.

K.T.O.



Sl No	Directorate's No. & Date	Ministry of personnel, Public Grievances and Pensions, New-Delhi Office Memorandum No. & date	Subject
1	No.7-8/ 2016-PCC, dated 12.09.2016	Ministry of personnel, Public Grievances and Pensions, New-Delhi OM dated No.35034/3/2015-Estt(D), 27/28.09.2016	Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees-Implementation of Seventh CPC recommendation.

Encl : As stated above.

*[Signature]*  
25/09/16  
Asstt. Director of Postal Services (Staff, Estt & Plg.)  
O/o the Chief Postmaster General  
West Bengal Circle, Kolkata-12

Copy to :-

- 1) The ADPS (TO) CO, Kolkata -12 (for uploading the copy in Circle website)
- 2) All Circle Secretaries of Recognized Service Unions/Associations for information.

*[Signature]*  
25/09/16  
Asstt. Director of Postal Services (Staff, Estt & Plg.)  
O/o the Chief Postmaster General  
West Bengal Circle, Kolkata-12



ADPS(S, E&PN)/ESTT.  
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No. 7-8/2016-PCC  
Government of India  
Ministry of Communications  
Department of Posts



Dak Bhawan, Sansad Marg,  
New Delhi - 110001  
Date: 5-10-2016

To

All the Heads of Circle

Subject: - Implementation of Government's decision on the recommendations of Seventh Central Pay Commission - Clarifications regarding.

I am directed to re-circulate the following order on the subject noted below for information and necessary action.

S/No.	Office Memorandum	Subject
1.	OM No. 35034/3/2015-Estt. (D) issued DoP&T, Ministry of Personnel, Public Grievances and Pensions, New Delhi	Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees - Implementation of Seventh CPC recommendations.

Asstt. Director General (GDS/PCC)

Encl : As above

Copy to :-

1. Chief General Manager, PLI/BD Directorate, New Delhi.
2. Addl. Director General, Army Postal Corps, R.K. Puram, New Delhi - 110066.
3. Director, RAKNPA, Ghaziabad,
4. DDG (PAF)/JS&FA/ Secretary (PSB)
5. All Directors/Dy Director of Accounts (Postal)
6. Pr. Director of Audit (Postal), Delhi - 110054.
7. The Officer In-Charge, APS Record Office, Kamptee.
8. All Directors, Postal Training Centers.
9. All Recognized Unions/Associations/Federations
10. Sr. PPS to Secretary (Posts) / DG (Posts).
11. All Members / DDGs
12. Resident Auditor, Postal Directorate.
13. C&A (PB), PAP, GA (Admin), SPG/PE-I/PE-II.
14. Director, CEPT, Mysore - for uploading on the official website of the Department.



F.No.35034/3/2015-Estt.(D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

North Block,  
New Delhi

Dated the September 27, 2016  
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**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