



## Western Railway Employees' Union

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**J. R. Bhosale**  
General Secretary

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To  
GM (E) – CCG

Sub.:Grant of MACPS to Train Managers, not extending the benefit of three promotions in entire service – regarding.

Earlier Railway Board vide letter No. PC-III/91/CRC/1 dated 27.01.1993 (RBE No. 19/93) issued restructuring of Gr. C&D staff. In continuation, the Board vide letter No. PC-III/91/CRC/1 dated 14.07.1993 (RBE No. 106/93) issued designations of upgraded posts in relevant grades of Traffic & Transportation department and mode of filling up of posts. Accordingly, the posts of Sr. Goods Guard and Sr. Passenger Guard have been designated in higher scale of pay. Consequent upon recommendations of 6<sup>th</sup> CPC, the post of Passenger Guard and Sr. Passenger Guard have been merged and designated as Sr. Passenger Guard vide RBE No. 134/2010 dated 14.09.2010.

Railway Board vide letter No. PC-V/2009/ACP/2 Dated 10.06.2009 (RBE No. 101/2009) devised three promotions/up gradations to railway employees in his entire service. However, Guards particularly appointed in PB-1 GP-2800 are not extended the benefit of three promotion/up gradation in their entire service for the reason mentioned here under:

The categories of Passenger Guard (5000-8000) and Sr. Passenger Guard (5500-9000) have been merged and allotted Grade Pay of Rs. 4200 in PB-2vide Railway Board RBE No. 108/2008 dated 11.09.2008. Further, Railway Board vide RBE No. 101/2009 issued order that, the promotion from Sr. Goods Guard to Passenger Guard should be counted and promotion from Passenger Guard to Sr. Passenger Guard should be ignored for the purpose of MACPS. Accordingly, in terms of Railway Board clarification issued vide letter No. PC-V/2010/MACP/7/ECR dated 10.02.2011 that, how three promotions/financial up gradation earned by an employee appointed as Goods Guard. Viz.:

- i. From Goods Guard to Sr. Goods Guard
- ii. From Sr. Goods Guard to Passenger Guard &
- iii. From Passenger Guard to Mail/Express Guard (Passenger Guard to Sr. Passenger Guard to be ignored)

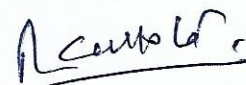
Hereafter, Railway Board vide letter No. PC-VI/2011/IC/I dated 12.09.2013 (RBE No. 95/2013) issued clarification for extending benefit of promotional pay fixation as per the provisions of Rule 13(i) of RSRP Rules, 2008 in the situation of functional promotions where feeder and promotional posts have been placed in the same Pay Band and Grade Pay. Subsequently Railway Board vide letter No. PC-VI/2011/IC/I dated 22.05.2014 (RBE No. 54/2014) issued specific clarification regarding fixation of pay under Rule 13 in case of Running staff. Accordingly, promotional increment under Rule 13 of RS(RP) Rules, 2008 made admissible in case of promotion from Goods Guard GP-2800 to Sr. Goods Guard GP-4200 and Sr. Passenger Guard to Mail/Exp. Guard in GP-4200. However, functional promotion from Sr. Goods Guard to Sr. Passenger Guard such benefit of promotional increment has not been made admissible.

In view of above, it is clearly evident that an employee appointed as Goods Guard in GP-2800 gets benefit of fixation of pay on promotion/up gradation only twice in his entire service. Thereby the provision contained in Railway Board orders, issued under RBE No. 101/2009 are violated and very concept of granting three up gradations in the entire service under MACPS is defeated.

In this context your attention is invited to clarification issued by Railway Board vide letter No. PC-V/2009/ACP/2 dated 13.12.2012 (RBE No. 142/2012). This has created the doubt. The content of letter reads as, *"an employee holding feeder post in a cadre where promotional post is in the same Grade Pay, financial up gradation under ACP / MACP scheme cannot be to a higher Grade Pay than what can be allowed to an employee on his normal promotion and would be granted the same Grade Pay. The doubts were with regard to the terms used i.e., "In same Grade Pay" and "Normal Promotion". Subsequently, in order to clarify doubt, first Railway Board vide latter No. PC-V/2009/ACP/20/CLW dated 05.03.2013 and then GM(E)-CCG vide letter No. EP 839/0 Vol. V dated 17.09.2013 (WR PS No. 73/2013) issued clarification. Accordingly it was clarified that, the instructions issued under Board's letter dated 10.06.2009 and 13.12.2012 has to be seen in the light of the cadre structure/hierarchy of progression that has emerged as a result of implementation of 6<sup>th</sup> CPC. Inconsequence of, benefit of MACPS has been granted to certain categories in either GP available in normal channel of promotion or the next GP that is available in hierarchy of all GPs or PBs irrespective of where higher grade pay is not available on normal promotion."* Considering irredeemable financial loss and injustice to Guard category, WREU is of the considered opinion that, on the same analogy Guards now Train Managers should be extended the benefit of MACPS in the higher grade pay.

The Goods Guards GP-2800 promoted as M/E Guards are getting pay fixation benefit at the rate of 3% twice only therefore as per NC-JCM decision wherever 3% fixation benefit is not given and promoted in same GP. It should not be counted as promotion for giving the MACP benefit.

You are therefore requested to extend the benefit of 3<sup>rd</sup> MACPS to Guards in GP-4600.



✓ General Secretary