



NFIR

Registration No. : RTU/Nnn/31/2012

National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

SRES

Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

No. IV/MACPS/09/2019

Dated: 09/08/2019

The Secretary (E),
Railway Board,
New Delhi
Dear Sir,

MACP - Who joined in lower grade

- Sub: Regulation of MACP in those cases of employees who joined in a new unit on their own request in lower grade/post-reg.
- Ref: (i) NFIR's PNM Item No. 37/2016.
(ii) Railway Board's letter o. PC-V/2009/MCP/9/SR dated 18/04/2016 addressed to GM (P), Southern Railway.
(iii) NFIR's letter No. IV/MACPS/09/Vol. 10 dated 09/06/2016.
(iv) Railway Board's letter No. PC-V/2010/ACP/Eco. R/2 dated 08/05/2017 addressed to GM (A), East Coast Railway.
(v) NFIR's letter No. IV/MACPS/09/Vol. 11 dated 01/12/2017 & 26/12/2018 to Railway Board.
(vi) Railway Board's letter No. PC-V/2016/PNM/NFIR/2 dated 22/04/2019 addressed to GS/NFIR.
(vii) NFIR's letter No. IV/MACPS/09/2019 dated 23/05/2019.

Federation feels disappointed that the MACPS issues raised by the NFIR in the PNM fora and also through letters, continued to remain pending for want of separate meeting to be held at the level of MS/FC. Federation still awaits the date for separate meeting, though agreed to, by the Board more than once.

Further to above, Federation invites kind attention of Railway Board to Board's letter No. PC-V/2016/PNM/NFIR/2 dated 22/04/2019 wherein remarks pertaining to NFIR's PNM Item No. 37/2016 relating to grant of financial upgradation under MACPS to the staff joined on request transfer in lower post were conveyed to the GS/NFIR as the item could not be discussed in the last PNM meeting for want of time. On perusal of the contents contained in enclosure to letter No. PC-V/2016/PNM/NFIR/2 dated 22/04/2019, Federation is of the view that the Railway Board have failed to appreciate the ground situation prevailing in the Zones/Divisions/field Units as a result of implementation of extant instructions in those cases of request transfer of staff of higher grade pay to lower grade pay in the recruitment grade where pay protection in lower pay scale has been permitted. Board's reply therefore, is not convincing, unacceptable to the Federation being in violation of existing instructions in view of facts/reasons mentioned hereunder:-

- i) Extant instructions permit request transfer of staff holding higher pay level to lower pay level in the recruitment pay scale with stipulation that the transfer be effected after effecting reversion of employee,
- ii) The instructions further provide that the pay protection with certain conditions would be admissible to those staff only who have completed 24 months service in the higher pay scale before seeking request transfer in the lower post (recruitment pay scale),

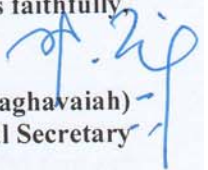
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- iii) Third and most important aspect is that in the Board's instructions dated 23.11.2015 as well in DoP&T OM dated 04/10/2012, there is no mention for denying the MACP when the pay of such staff who joined in lower Pay Scale is protected. On the other hand, in compliance to an agreement in the DC/JCM meeting, the Railway Ministry had issued orders for granting pay protection to those staff who joined on reversion to lower post on their own volition in new unit/organization. This decision should not be taken as the pretext for denying the MACPS benefit to the staff.

NFIR, therefore, once again requests the Railway Board to consider the Federation's demand and issue modified instructions to the Zonal Railways etc., taking into account the instructions contained in DoP&T O.M. dated 04/10/2012 in letter and spirit and grant benefit of MACP Scheme to those staff who have joined new organization/unit on request transfer after facing reversion. A copy of the instructions those issued may be endorsed to the Federation. It is again requested to arrange to fix separate meeting on all MACPS pending issues for discussion at the level of MS/FC early.

Yours faithfully,


(Dr. M. Raghavaiah)
General Secretary

Copy to the Executive Director/PC-I, Railway Board, DFCC Building, Pragati Maidan, Metro Bhavan, New Delhi for information and necessary action please.

Copy to the General Secretaries of affiliated Unions of NFIR.

Copy to the General Secretary, ECoRSC, Bhubaneswar with reference to letter No. ECoRSC/CENT/GS/NFIR/17/114 dated 24/11/2017.

File No. 37/2016 (PNM).

Media Centre/NFIR.