





## av दक्षिण रेलवे Southern Railway प्रधान मुख्य कार्मिक अधिकारी कार्यालय Office of the Principal Chief Personnel Officer प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003 Headquarters, Personnel Department, Chennai-600003

सं/No: P(R) 535 / P / MACPS / Vol.VIII दिनांक/Dated: 18.06.2025

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM, Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS, Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD, DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

विषय/Sub:Implementation of Modified Assured Career Progression (MACP) Scheme for the teaching staff in railway schools - reg.

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A copy of the Railway Board's letter No. E(P&A)I-2024/PS-5/PE-3 dated 12.06.2025 alongwith Annexure - 1 on the above subject is enclosed for information, guidance, and necessary action.

Railway Board's letter dated 05.05.2025 referred to therein has been circulated as PBC No. 102 / 2025.

संलग्नक/Encl. 21 pages

CHILAKALAPUDI ANJANIKUMAR Digitally signed by CHILAKALAPUDI ANJANIKUMAR Date: 2025.06.18 14:43:27 +05'30'

सहायक कर्मचारी संबंधी अधिकारी/Asst Personnel Officer / IR & Trg. कृते प्रमुकाधि/For Principal Chief Personnel Officer

प्रतिलिपि/Copy to: The General Secretary/SRMU

The General Secretary / DREU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA

The General Secretary/NFIR

IT Section/PB/HQ - to upload in the SR website.

### GOVERNMENT OF INDIA (भारत सरकार) MINISTRY OF RAILWAYS (रेल मंत्रालय) (RAILWAY BOARD/ रेलवे वोर्ड)

No. E(P&A)I-2024/PS-5/PE-3

New Delhi, dated: 12.06.2025

The General Managers and PFAs, All Indian Railways and Production Units etc.

Sub: Implementation of Modified Assured Career Progression (MACP) Scheme for the teaching staff in railway schools – reg.

Ref: Board's letter of even No. dt 05.05.25.

Approval of the Railway Board was communicated for implementing the Modified Assured Career Progression (MACP) Scheme and withdrawing the existing Career Advancement Scheme for teaching staff in railway schools w.e.f. 29.04.2025 vide Board's letter of even number dated 05.05.2025. Vide para 3 of the ibid letter it has been clarified that the placements in Senior Grades and Selection Grades already earned under CAS will be first adjusted against the financial upgradation(s) under MACP Scheme and any financial upgradation(s) due thereafter only will be granted subject to the fulfillment of all prescribed conditions for grant of financial upgradation(s) under the MACP Scheme.

- 2. In continuation of the said communication and with a view to ensuring a smooth transition from the existing CAS to the MACP Scheme, Annexures 1 and 2 may please be referred to for guidance.
  - i. Annexure 1 indicates certain scenarios which may be applicable in case of railway school teachers in service as on 29.04.2025 who would now be getting MACPS over CAS.
  - ii. Annexure 2 indicates the 7<sup>th</sup> CPC pay levels for the purpose of MACPS which the teachers joining in railway schools on and after 29.04.2025 would get.
- 2.1. The various possible scenarios in Annexure 1 are illustrative in nature but not exhaustive and any additional scenarios or discrepancies observed in the same may be brought to the notice of Railway Board.

DA: As above.

(Gaurav Puri)
Joint Director/ E(P&A)
Railway Board
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## Various Possible Scenarios arising in connection with granting MACPS to Primary Teachers 'PRTs'

11/1 B44 CD !	Where MACP is to be	Where MACP is to be	Where MACP is to be	Where MACP is to be	Where MACP is to be
Where MACP is to		granted after 1st NF	granted after 1st NF	granted after the 2 <sup>nd</sup>	granted after the 2 <sup>nd</sup> NF
be granted before	granted after promotion	•	upgradation under CAS to	NF upgradation	upgradation under CAS
grant of 1 <sup>st</sup> NF	to next higher category of	upgradation under	•	under CAS to	to Selection Grade and
upgradation	teacher i.e. TGT in this	CAS to Sr. Grade has	Sr. Grade (L-7) and	Selection Grade in L-	thereafter promotion to
under CAS (less	case but before granting	been given	thereafter promotion to		next higher category i.e.
than 12 years of	of 1 <sup>st</sup> NF upgradation		next higher category i.e.	8.	TGT in this case
regular service)	under CAS		TGT in this case in L-7		161 in this case
<u>(I)</u>	<u>(II)</u>	11	<u>(IV)</u>	<u>(V)</u>	<u>(VI)</u>
ш	11	<u>(m)</u>		<u>1-1</u>	
	St	ast seem ast sur	1 <sup>st</sup> MACP - 1 <sup>st</sup> NF	1 <sup>st</sup> MACP - 1 <sup>st</sup> NF	1st MACP - 1st NF
1 <sup>st</sup> MACP will be	1 <sup>st</sup> MACP - PRT's	1st MACP - 1st NF		upgradation under	upgradation under
granted in L-7 on	promotion to Basic	upgradation under	upgradation under CAS	CAS to Sr. Grade in	CAS to Sr. Grade in L-7
completion of 10	Grade of TGT in L-7 will	CAS to Sr. Grade in	to Sr. Grade in L-7 will	L-7 will be counted	will be counted
years of regular	be counted towards 1 <sup>st</sup>	L-7 will be counted	be counted towards 1st	towards 1 <sup>st</sup> MACP.	towards 1 <sup>st</sup> MACP.
service or on	MACP.	towards 1 <sup>st</sup> MACP.	MACP.	towards 1 MACP.	LOWARDS I WACE.
29.04.2025,				and as on and as	2 <sup>nd</sup> MACP - 2 <sup>nd</sup> NF
whichever is later.	2 <sup>nd</sup> MACP would be	2 <sup>nd</sup> MACP would be	2 <sup>nd</sup> MACP would be	2 <sup>nd</sup> MACP - 2 <sup>nd</sup> NF	
	granted in L-8 on	granted in L-8 on	granted in L-8 on	upgradation under	upgradation under
2 <sup>nd</sup> MACP and 3 <sup>rd</sup>	completion of total 20	completion of 20	completion of 20 years	CAS to Selection	CAS to Selection Grade
MACP would be	years of regular service	years of regular	of regular service or 10	Grade in L-8 under	
governed as per	or 10 years from the	service or 10 years	years of regular service	CAS will be counted	be counted towards
the extant	date of promotion.	of regular service	from the date of 1st NF	towards 2 <sup>nd</sup> MACP.	2 <sup>nd</sup> MACP.
provisions in this		from the date of 1st	upgradation under CAS		
regard.	Since the MACP Scheme	NF upgradation	which is counted	3 <sup>rd</sup> MACP will be	<u>3<sup>rd</sup> MACP</u> will be
regard.	is being implemented	under CAS which is	towards 1 <sup>st</sup> MACP.	granted in L-9 on	granted in L-9 on
	w.e.f. 29.04.2025:-	counted towards		completion of total	completion of total 30
	W.E.I. 29.04.2025.	1 <sup>st</sup> MACP.	Since the MACP Scheme	30 years of service	years of service or on
I.	If the employee	I WIACI.	is being implemented	or on completion of	completion of 10 years
	If the employee	Since the MACP	w.e.f. 29.04.2025:-	10 years of regular	1 ' 1
	becomes due for 2 <sup>nd</sup>	1	W.G.I. 23.04.2023.	service from 2 <sup>nd</sup> NF	
	MACP <u>before</u>	1	If the employee	upgradation under	· -
	29.04.2025, then 2 <sup>nd</sup>	implemented w.e.f.	becomes due for 2 <sup>nd</sup>	CAS which is	
	MACP will be given	29.04.2025:-		counted towards	1 1
	w.e.f. 29.04.2025.		MACP before 29.04.25,		·
		If the employee	then 2 <sup>nd</sup> MACP will be	Z IVIACE,	- Carner.

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Where MACP is to be granted before grant of 1 <sup>st</sup> NF upgradation under CAS (less than 12 years of regular service)	Where MACP is to be granted after promotion to next higher category of teacher i.e. TGT in this case but before granting of 1 <sup>st</sup> NF upgradation under CAS	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade (L-7) and thereafter promotion to next higher category i.e. TGT in this case in L-7	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade in L- 8.	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e.  TGT in this case
(1)	( <u>(I1)</u> If the employee	(III) becomes due for	(IV) given w.e.f. 29.04.25.	(V) whichever is earlier.	
	becomes due for 2 <sup>nd</sup> MACP after 29.04.2025, then 2 <sup>nd</sup> MACP will be given on completion of total 20 years of regular service or on completion of 10 years of regular service from 1 <sup>st</sup> MACP.  3 <sup>rd</sup> MACP would be governed as per the extant provisions in this regard.	2 <sup>nd</sup> MACP before 29.04.25, then 2 <sup>nd</sup> MACP will be given w.e.f. 29.04.25.  If the employee becomes due for 2 <sup>nd</sup> MACP after 29.04.25, then 2 <sup>nd</sup> MACP will be given on completion of 10 years of regular service from the date of 1 <sup>st</sup> NF upgradation under CAS or completion of total 20 years of regular service.  3 <sup>rd</sup> MACP would be governed as per the extant provisions in this regard.	If the employee becomes due for 2 <sup>nd</sup> MACP after 29.04.25, then 2 <sup>nd</sup> MACP will be given on completion of 10 years of regular service from the date of 1 <sup>st</sup> NF upgradation under CAS or completion of total 20 years of regular service.  3 <sup>rd</sup> MACP would be governed as per the extant provisions in this regard.		Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-  If the employee becomes due for 3 <sup>rd</sup> MACP before 29.04.2025, then the 3 <sup>rd</sup> MACP will be given w.e.f. 29.04.2025.  If the employee becomes due for 3 <sup>rd</sup> MACP after 29.04.2025, then the 3 <sup>rd</sup> MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2 <sup>nd</sup> NF upgradation under CAS which is counted towards 2 <sup>nd</sup> MACP, whichever is earlier.
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Where MACP is to be granted after promotion to next higher category of teacher i.e. TGT in	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade,
this case and thereafter 1st NF upgradation	promotion to next higher category of teacher i.e.	thereafter promotion to next higher
under CAS	TGT in this case and thereafter 1 <sup>st</sup> upgradation	category of teacher i.e. TGT in this case and
under CAS	under CAS as TGT.	thereafter 1 <sup>st</sup> and 2 <sup>nd</sup> upgradations under
	and the second	CAS as TGT.
<u>(VII)</u>	(VIII)	(IX)
1,4117	12224	
1st MACP - PRT's promotion to Basic Grade of	1 <sup>st</sup> MACP - 1 <sup>st</sup> NF upgradation under CAS to Sr.	1 <sup>st</sup> MACP - 1 <sup>st</sup> NF upgradation under CAS to
TGT in L-7 will be counted towards 1 <sup>st</sup> MACP.	Grade in L-7 will be counted towards 1 <sup>st</sup> MACP.	Sr. Grade in L-7 will be counted towards 1st
101 III £ 7 WIN be counted towards 2		MACP.
2 <sup>nd</sup> MACP – After promotion as TGT, the 1 <sup>st</sup> NF	2 <sup>nd</sup> MACP - After promotion as TGT in L-7, 1 <sup>st</sup> NF	
upgradation to Sr. Grade of TGT in L-8 will be	upgradation to Sr. Grade of TGT in L-8 will be	$2^{nd}$ MACP – After promotion as TGT in L-7,
counted towards 2 <sup>nd</sup> MACP.	counted towards 2 <sup>nd</sup> MACP.	1 <sup>st</sup> NF upgradation to Sr. Grade of TGT in L-8
Sounded to works 2 minute.		will be counted towards 2 <sup>nd</sup> MACP.
3rd MACP will be granted in L-9 on completion	3 <sup>rd</sup> MACP will be granted in L-9 on completion of	
of total 30 years of service or on completion of	total 30 years of service or on completion of 10	3 <sup>rd</sup> MACP - After promotion as TGT in L-7
10 years of regular service from 1st NF	years of regular service from 1st NF upgradation	and 1st NF upgradation to Sr. Grade of TGT
upgradation under CAS after promotion as	under CAS after promotion as TGT, whichever is	in L-8, the 2 <sup>nd</sup> NF upgradation to L-10 will be
TGT, whichever is earlier.	earlier.	counted towards the 3rd MACP.
·		•
Since the MACP Scheme is being implemented	Since the MACP Scheme is being implemented	
w.e.f. 29.04.2025:-	w.e.f. 29.04.2025:-	
	<b></b>	
If the employee becomes due for 3 <sup>rd</sup> MACP	If the employee becomes due for 3 <sup>rd</sup> MACP <u>before</u>	
before 29.04.2025, then the 3 <sup>rd</sup> MACP will be	29.04.2025, then the 3 <sup>rd</sup> MACP will be given w.e.f.	
given w.e.f. 29.04.2025.	29.04.2025.	
	, a rd a	
If the employee becomes due for 3 <sup>rd</sup> MACP	If the employee becomes due for 3 <sup>rd</sup> MACP <u>after</u>	
after 29.04.2025, then the 3 <sup>rd</sup> MACP will be	29.04.2025, then the 3 <sup>rd</sup> MACP will be given on	
given on completion of total 30 years of	completion of total 30 years of regular service or	
regular service or on completion of 10 years of	on completion of 10 years of regular service from	
regular service from the date of 1st NF	the date of 1 <sup>ST</sup> NF upgradation under CAS after	
upgradation under CAS after promotion as TGT	promotion as TGT which is counted towards 2 <sup>nd</sup>	
which is counted towards 2 <sup>nd</sup> MACP, whichever	MACP, whichever is earlier.	
is earlier.		
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### Various Possible Scenarios arising in connection with granting MACPS to 'TGTs'/ 'Headmasters in Primary Schools'

Where MACP is to be granted before grant of 1 <sup>st</sup> NF upgradation under CAS (less than 12 years of	Where MACP is to be granted after promotion to next higher category of teacher i.e. PGT in this case but before granting of 1st NF upgradation under CAS.	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade has been given	Where MACP is to be granted after 1 <sup>st</sup> NF upgradation under CAS to Sr. Grade (L-8) and thereafter promotion to next higher category i.e. PGT in this case in L-8	Where MACP is to be granted after the 2nd NF upgradation under CAS to Selection Grade in L-10.	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. PGT in this case
regular service)	<u>(11)</u>	<u>(III)</u>	<u>(IV)</u>	<u>(V)</u>	<u>(VI)</u>
1st MACP will be granted in L-8 on completion of 10 years of regular service or on 29.04.2025, whichever is later.  2nd MACP and 3rd MACP would be governed as per the extant provisions in this regard.	1st MACP - TGT's promotion to Basic Grade of PGT in L-8 will be counted towards 1st MACP.  2nd MACP would be granted in L-9 on completion of total 20 years of regular service or 10 years from the date of promotion.  Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-  If the employee becomes due for 2nd MACP before 29.04.2025, then 2nd MACP will be given w.e.f. 29.04.2025.  If the employee becomes due for 2nd MACP will be given w.e.f. 29.04.2025.	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1st MACP.  2nd MACP would be granted in L-9 on completion of 20 years of regular service or 10 years of regular service from the date of 1st NF upgradation under CAS which is counted towards 1st MACP.  Since the MACP Scheme is being implemented	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1st MACP.  2nd MACP would be granted in L-9 on completion of 20 years of regular service from the date of 1st NF upgradation under CAS which is counted towards 1st MACP.  Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-  If the employee becomes due for 2nd MACP before 29.04.25, then 2nd MACP will be given w.e.f. 29.04.25.	1st MACP — 1st NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1st MACP.  2nd MACP — 2nd NF upgradation under CAS to Selection Grade in L-10 will be counted towards 2nd MACP.  3rd MACP would be granted in L-11 on completion of total 30 years of service or on completion of 10 years of regular service from 2nd NF upgradation under CAS which is counted	1st MACP — 1st NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1st MACP.  2nd MACP — 2nd NF upgradation under CAS to Selection Grade in L-10 will be counted towards 2nd MACP.  3rd MACP would be granted in L-11 on completion of total 30 years of service or on completion of 10 years of regular service from 2nd NF upgradation under CAS which is counted towards 2nd MACP.  Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-  If the employee becomes due for 3rd MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025.  If the employee becomes due for 3rd MACP after 29.04.2025, then

Where MACP is	Where MACP is to be	Where MACP is to		Where MACP is to	Where MACP is to be granted
to be granted	granted after promotion	be granted after	granted after 1 <sup>st</sup> NF	be granted after the	after the 2 <sup>nd</sup> NF upgradation under
before grant of	to next higher category of	1st NF	upgradation under CAS to	2nd NF upgradation	
1 <sup>st</sup> NF	teacher i.e. PGT in this	upgradation	Sr. Grade (L-8) and	under CAS to	thereafter promotion to next
upgradation	case but before granting	under CAS to Sr.	thereafter promotion to	Selection Grade in	
under CAS (less	of 1st NF upgradation	Grade has been	next higher category i.e.	L-10.	case
than 12 years of	under CAS.	given	PGT in this case in L-8		
regular service)					
413	400				
<u>(1)</u>	<u>(II)</u>	<u>(III)</u>	<u>(IV)</u>	<u>(V)</u>	<u>(VI)</u>
	MACD offer 20 04 2025				·
	MACP <u>after</u> 29.04.2025, then 2 <sup>nd</sup> MACP will be	w.e.f.	If the employee	towards 2 <sup>nd</sup> MACP.	the 3 <sup>rd</sup> MACP will be given on
		29.04.2025:-	becomes due for 2 <sup>nd</sup>		completion of total 30 years of
	given on completion of	15.1	MACP <u>after</u> 29.04.25,	Since the MACP	regular service or on completion
	total 20 years of regular	If the employee	then 2 <sup>nd</sup> MACP will be	Scheme is being	of 10 years of regular service
	service or on completion	becomes due for	given on completion of	implemented	from the date of 2 <sup>nd</sup> NF
	of 10 years of regular service from 1 <sup>st</sup> MACP.	2 <sup>nd</sup> MACP <u>before</u>	10 years of regular	w.e.f. 29.04.2025:-	upgradation under CAS which is
	service from 1° MACP.	29.04.25, then	service from the date of		counted towards 2 <sup>nd</sup> MACP,
	aid BAACD	2 <sup>nd</sup> MACP will be	1 <sup>st</sup> NF upgradation under	If the employee	whichever is earlier.
	3 <sup>rd</sup> MACP would be	given w.e.f.	CAS or completion of	becomes due for	
	governed as per the	29.04.25.	total 20 years of regular	3 <sup>rd</sup> MACP <u>before</u>	
1	extant provisions in this	16.41	service.	29.04.2025, then	
	regard.	If the employee	ard	the 3 <sup>rd</sup> MACP will	
		becomes due for	3 <sup>rd</sup> MACP would be	be given w.e.f.	
		2 <sup>nd</sup> MACP <u>after</u>	governed as per the	29.04.2025.	
		29.04.25, then	extant provisions in this	If the employee	
		2 <sup>nd</sup> MACP will be	regard.	becomes due for	
		given on		ord seems o	
		completion of		3 <sup>rd</sup> MACP <u>after</u>	
		10 years of		29.04.2025, then	
		regular service		the 3 <sup>rd</sup> MACP will	
		from the date of 1st NF		be given on	
		- '		completion of	
		upgradation		total 30 years of	
		under CAS or completion of		regular service or	
		total 20 years of		on completion of	
		regular service.		10 years of regular	$\Lambda$
]		regular service.		service from the	//
				date of 2 <sup>nd</sup> NF	

Where MACP is to be granted before grant of 1 <sup>st</sup> NF upgradation under CAS (less than 12 years of regular service)	Where MACP is to be granted after promotion to next higher category of teacher i.e. PGT in this case but before granting of 1st NF upgradation under CAS.	be granted after 1st NF upgradation under CAS to Sr.	upgradation under CAS to Sr. Grade (L-8) and thereafter promotion to	be granted after the 2nd NF upgradation under CAS to	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. PGT in this case
<u>(1)</u>	<u>(11)</u>	<u>(III)</u>	<u>(IV)</u>	<u>(V)</u>	<u>(VI)</u>
		3 <sup>rd</sup> MACP would be governed as per the extant provisions in this regard.		upgradation under CAS which is counted towards 2 <sup>nd</sup> MACP, whichever is earlier.	

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Where MACP is to be granted after promotion to next higher category of teacher i.e. PGT in this case and thereafter 1 <sup>st</sup> NF upgradation under CAS	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. PGT in this case and thereafter 1 <sup>st</sup> upgradation under CAS as PGT.	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. PGT in this case and thereafter 1 <sup>st</sup> and 2 <sup>nd</sup> upgradations under CAS as PGT.
<u>(VII)</u>	<u>(VIII)</u>	<u>(IX)</u>
1 <sup>st</sup> MACP - TGT's promotion to Basic Grade of PGT in L-8 will be counted towards 1 <sup>st</sup> MACP.	1 <sup>st</sup> MACP - 1 <sup>st</sup> NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1 <sup>st</sup> MACP.	1 <sup>st</sup> MACP - 1 <sup>st</sup> NF upgradation under CAS to Sr. Grade in L-8 will be counted towards 1 <sup>st</sup> MACP.
2 <sup>nd</sup> MACP – After promotion as PGT, the 1 <sup>st</sup> NF upgradation to Sr. Grade of PGT in L-10 will be counted towards 2 <sup>nd</sup> MACP.	$2^{nd}$ MACP — After promotion as PGT in L-8, 1 <sup>st</sup> NF upgradation to Sr. Grade of PGT in L-10 will be counted towards $2^{nd}$ MACP.	2 <sup>nd</sup> MACP — After promotion as PGT in L-8, 1 <sup>st</sup> NF upgradation to Sr. Grade of PGT in L-10 will be counted towards 2 <sup>nd</sup> MACP.
3 <sup>rd</sup> MACP will be granted in L-11 on completion of total 30 years of service or on completion of 10 years of regular	3 <sup>rd</sup> MACP will be granted in L-11 on completion of total 30 years of service or on completion of 10 years of regular service from 1 <sup>st</sup> NF upgradation under CAS after promotion as PGT, whichever is earlier.	3 <sup>rd</sup> MACP - After promotion as PGT in L-8 and 1 <sup>st</sup> NF upgradation to Sr. Grade of PGT in L-10, the 2 <sup>nd</sup> NF upgradation to L-11 will be counted towards the 3rd MACP.

Where MACP is to be granted after promotion to next higher category of teacher i.e. PGT in this case and thereafter 1 <sup>st</sup> NF upgradation under CAS	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. PGT in this case and thereafter 1 <sup>st</sup> upgradation under CAS as PGT.	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. PGT in this case and thereafter 1 <sup>st</sup> and 2 <sup>nd</sup> upgradations under CAS as PGT.
<u>(VII)</u>	<u>(VIII)</u>	( <u>1X)</u>
service from 1 <sup>st</sup> NF upgradation under CAS after promotion as PGT, whichever is earlier.	Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-	
Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-  If the employee becomes due for 3 <sup>rd</sup> MACP before 29.04.2025, then the 3 <sup>rd</sup> MACP will be given w.e.f. 29.04.2025.  If the employee becomes due for 3 <sup>rd</sup> MACP after 29.04.2025, then the 3 <sup>rd</sup> MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 1 <sup>ST</sup> NF upgradation under CAS after promotion as PGT which is counted towards 2 <sup>nd</sup> MACP, whichever is earlier.		

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## Various Possible Scenarios arising in connection with granting MACPS to 'PGTs'/ 'Headmasters in Middle Schools'

Where MACP is to be granted before grant of 1 <sup>st</sup> NF upgradation under CAS (less than 12 years of regular service)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case but before granting of 1st NF upgradation under CAS.	Where MACP is to be granted after 1 <sup>st</sup> NF upgradation under CAS to Sr. Grade has been given	Where MACP is to be granted after 1st NF upgradation under CAS to Sr.Grade (L-10) and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade in L-11	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e.  Headmaster Gr.B */ Headmaster Gr.A @ in this case
(1)	<u>(II)</u>	<u>(III)</u>	<u>(IV)</u>	<u>(V)</u>	<u>(VI)</u>
1st MACP will be granted in L-9 on completion of 10 years of regular service or on 29.04.2025, whichever is later.  2nd MACP and 3rd MACP would be governed as per the extant provisions in this regard.	Case 1 – Where promotion is to Basic Grade of Headmaster Gr. B*  1st MACP - PGT's promotion to Basic Grade of Headmaster Gr. 'B' in L-10 will be counted towards 1st MACP.  2nd MACP would be granted in L-11 on completion of total 20 years of regular service or 10 years from the date of promotion.  Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-  If the employee becomes due for 2nd MACP before	1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP.  2nd MACP would be granted in L-11 on completion of 20 years of regular service or 10 years of regular service from the date of 1st upgradation under CAS which is counted towards 1st MACP.  Since the MACP Scheme is being implemented	Case 1 – Where promotion is to Basic Grade of Headmaster Gr.B* after 1st NF upgradation under CAS  1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP.  2nd MACP would be granted in L-11 on completion of total 20 years of regular service or 10 years from the date of 1st upgradation under CAS which is counted towards 1st MACP.  Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-  If the employee becomes due	1st MACP — 1st NF upgradation under CAS to Sr. Grade in L- 10will be counted towards 1st MACP.  2nd MACP — 2nd NF upgradation under CAS to Selection Grade in L-11 will be counted towards 2nd MACP.	Case 1 – Where promotion is to Basic Grade of Headmaster Gr.B* after 2 <sup>nd</sup> NF upgradation under CAS  1 <sup>st</sup> MACP - 1 <sup>st</sup> NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1 <sup>st</sup> MACP.  2 <sup>nd</sup> MACP - 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade in L-11 will be counted towards 2 <sup>nd</sup> MACP.  3 <sup>rd</sup> MACP will be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from the 2 <sup>nd</sup> NF upgradation under CAS

<sup>\*</sup> shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

@ shall mean Principal/Headmaster/ Headmistress of Intermediate College/ Higher Secondary Schools/ Higher Secondary Multipurpose Schools (Gr. A)

Where MACP is to be granted before grant of 1 <sup>st</sup> NF upgradation under CAS (less than 12 years of regular service)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case but before granting of 1st NF upgradation under CAS.	Where MACP is to be granted after 1 <sup>st</sup> NF upgradation under CAS to Sr. Grade has been given	Where MACP is to be granted after 1st NF upgradation under CAS to Sr.Grade (L-10) and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade in L-11	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e.  Headmaster Gr.B */ Headmaster Gr.A @ in this case
<u>m</u>	<u>(W)</u>	<u>(III)</u>	<u>(IV)</u>	<u>(V)</u>	<u>(VI)</u>
	29.04.2025, then 2 <sup>nd</sup> MACP will be given w.e.f. 29.04.2025.  If the employee becomes due for 2 <sup>nd</sup> MACP after 29.04.2025, then 2 <sup>nd</sup> MACP will be given on completion of total 20 years of regular service or on completion of 10 years of regular service from 1 <sup>st</sup> MACP.  3 <sup>rd</sup> MACP in L-12 would be governed as per the extant provisions in this regard.  Case 2 - Where promotion is to Basic Grade of Headmaster Gr. A@  1 <sup>st</sup> MACP - PGT's promotion to Basic Grade of Headmaster Gr. A@ in L-12	w.e.f. 29.04.2025:-  If the employee becomes due for 2 <sup>nd</sup> MACP before 29.04.25, then 2 <sup>nd</sup> MACP will be given w.e.f. 29.04.25.  If the employee becomes due for 2 <sup>nd</sup> MACP after 29.04.25, then 2 <sup>nd</sup> MACP will be given on completion of 10 years of regular service from the date of 1 <sup>st</sup> upgradation under CAS or completion of total 20 years of regular service.	for 2 <sup>nd</sup> MACP before 29.04.2025, then 2 <sup>nd</sup> MACP will be given w.e.f. 29.04.2025.  If the employee becomes due for 2 <sup>nd</sup> MACP after 29.04.2025, then 2 <sup>nd</sup> MACP will be given on completion of total 20 years of regular service or on completion of 10 years of regular service from 1 <sup>st</sup> MACP.  3 <sup>rd</sup> MACP in L-12 would be governed as per the extant provisions in this regard.  Case 2 — Where promotion is to Basic Grade of Headmaster Gr. 'A' after 1 <sup>st</sup> upgradation under CAS  1 <sup>st</sup> MACP - 1 <sup>st</sup> NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1 <sup>st</sup>	be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from the 2 <sup>nd</sup> NF upgradation under CAS which is counted towards 2 <sup>nd</sup> MACP.  Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-	which is counted towards 2 <sup>nd</sup> MACP.  Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-  If the employee becomes due for 3 <sup>rd</sup> MACP before 29.04.2025, then the 3 <sup>rd</sup> MACP will be given w.e.f. 29.04.2025.  If the employee becomes due for 3 <sup>rd</sup> MACP after 29.04.2025, then the 3 <sup>rd</sup> MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2 <sup>nd</sup> NF upgradation under CAS which is counted towards 2 <sup>nd</sup> MACP,

<sup>\*</sup> shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

Where MACP is to be granted before grant of 1st NF upgradation under CAS (less than 12 years of regular service)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case but before granting of 1st NF upgradation under CAS.	Where MACP is to be granted after 1 <sup>st</sup> NF upgradation under CAS to Sr. Grade has been given	Where MACP is to be granted after 1 <sup>st</sup> NF upgradation under CAS to Sr.Grade (L-10) and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade in L-11	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e.  Headmaster Gr.B */ Headmaster Gr.A @ in this case
		7:22			
	will be counted towards 1 <sup>st</sup> MACP.	3 <sup>rd</sup> MACP would	MACP.	If the employee	whichever is earlier.
	IVIACE.	be governed as	2 <sup>nd</sup> MACP – Promotion to Basic	becomes due	Case 2 -where promotion is
	2 <sup>nd</sup> MACP would be granted	per the extant	Grade of Headmaster Gr. A@	for 3 <sup>rd</sup> MACP	to Basic Grade of
	in L-13 on completion of	provisions in this	in L-12 will be counted	<u>before</u>	Headmaster Gr. A@ after
	total 20 years of regular	regard.	towards 2 <sup>nd</sup> MACP.	29.04.2025,	2 <sup>nd</sup> upgradation under CAS
	service or 10 years from the		-4	then the 3 <sup>rd</sup>	
	date of promotion.		3 <sup>rd</sup> MACP would be granted in	MACP will be	1st MACP - 1st NF
			L-13 on completion of total 30	given w.e.f.	upgradation under CAS to
	Since the MACP Scheme is		years of regular service or 10	29.04.2025.	Sr. Grade in L-10 will be counted towards 1 <sup>st</sup> MACP.
	being implemented w.e.f. 29.04.2025:-		years of regular service from the date of promotion,	If the	counted towards 1 WACP.
	29,04.2023		whichever is earlier.	employee	2 <sup>nd</sup> MACP – 2 <sup>nd</sup> NF
	If the employee becomes		innancial is carnet.	becomes due	upgradation under CAS to
`	due for 2 <sup>nd</sup> MACP <u>before</u>		Since the MACP Scheme is	for 3 <sup>rd</sup> MACP	Selection Grade in L-11 will
	29.04.2025, then 2 <sup>nd</sup> MACP		being implemented w.e.f.	<u>after</u>	be counted towards 2 <sup>nd</sup>
	will be given w.e.f.		29.04.2025:-	29.04.2025,	MACP.
	29.04.2025.			then the 3 <sup>rd</sup>	- rel
			If the employee becomes due	MACP will be	3 <sup>rd</sup> MACP – Promotion to
	If the employee becomes		for 3 <sup>rd</sup> MACP <u>before</u>	given on	Basic Grade of Headmaster
	due for 2 <sup>nd</sup> MACP <u>after</u> 29.04.2025, then 2 <sup>nd</sup> MACP		29.04.2025, then the 3 <sup>rd</sup> MACP will be given w.e.f. 29.04.2025.	completion of total 30 years	Gr. A@ in L-12 would be counted towards 3 <sup>rd</sup> MACP.
	will be given on completion		wiii be giveii w.e.i. 23.04.2025.	of regular	Counted towards 5 WACP.
	of total 20 years of regular		If the employee becomes due	service or on	1
L	o. total 25 years of regular		e emplojae becomes ade	30.7.00 01 011	7 1/10

<sup>\*</sup> shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

Where MACP is to be granted before grant of 1 <sup>st</sup> NF upgradation under CAS (less than 12 years of regular service)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case but before granting of 1st NF upgradation under CAS.	Where MACP is to be granted after 1 <sup>st</sup> NF upgradation under CAS to Sr. Grade has been given	Where MACP is to be granted after 1st NF upgradation under CAS to Sr.Grade (L-10) and thereafter promotion to next higher category i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade in L-11	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e.  Headmaster Gr.B */ Headmaster Gr.A @ in this case
<u>(1)</u>	<u>(II)</u>	(111)	(IV)	( <u>n</u>	<u>(VI)</u>
	service or on completion of 10 years of regular service from 1 <sup>st</sup> MACP.  3 <sup>rd</sup> MACP in L-13A would be governed as per the extant provisions in this regard.		for 3 <sup>rd</sup> MACP <u>after</u> 29.04.2025, then the 3 <sup>rd</sup> MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2 <sup>nd</sup> NF upgradation under CAS which is counted towards 2 <sup>nd</sup> MACP, whichever is earlier.	completion of 10 years of regular service from the date of 2 <sup>nd</sup> NF upgradation under CAS which is counted towards 2 <sup>nd</sup> MACP, whichever is earlier.	

<sup>\*</sup> shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B\*/ Headmaster Gr.A@ in this case and thereafter 1<sup>st</sup> NF upgradation under CAS in the next higher category

### (VII)

<u>Case 1 – Where promotion is to Basic Grade of</u> Headmaster Gr.B\*

1<sup>st</sup> MACP - PGT's promotion to Basic Grade of Headmaster Gr.B\* in L-10 will be counted towards 1<sup>st</sup> MACP.

2<sup>nd</sup> MACP - After promotion as Headmaster Gr.B\*, the 1<sup>st</sup> NF upgradation to Sr. Grade of Headmaster Gr. B in L-11 will be counted towards 2<sup>nd</sup> MACP.

3<sup>rd</sup> MACP will be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from 1<sup>st</sup> NF upgradation under CAS after promotion as Headmaster Gr.B\*, whichever is earlier.

Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-

If the employee becomes due for 3<sup>rd</sup> MACP before 29.04.2025, then 3<sup>rd</sup> MACP will be given w.e.f. 29.04.2025.

If the employee becomes due for 3<sup>rd</sup> MACP <u>after</u> 29.04.2025, then 3<sup>rd</sup> MACP will be given on

Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.B\*/ Headmaster Gr.A@in this case and thereafter 1st upgradation under CAS as Headmaster Gr.B\*/ Headmaster Gr.A@.

(VIII)

<u>Case 1</u> – <u>Where promotion is to Basic Grade of Headmaster Gr.B\* after 1<sup>st</sup> NF upgradation under CAS</u>

1<sup>st</sup> MACP - 1<sup>st</sup> NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1<sup>st</sup> MACP.

2<sup>nd</sup> MACP - After promotion as Headmaster Gr.B, the 1<sup>st</sup> NF upgradation to Sr. Grade of Headmaster Gr.B\*in L-11 will be counted towards 2<sup>nd</sup> MACP.

3<sup>rd</sup> MACP will be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from 1<sup>st</sup> NF upgradation under CAS after promotion as Headmaster Gr.B\*, whichever is earlier.

Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-

If the employee becomes due for 3<sup>rd</sup> MACP <u>before</u> 29.04.2025, then 3<sup>rd</sup> MACP will be given w.e.f. 29.04.2025.

If the employee becomes due for 3<sup>rd</sup> MACP <u>after</u> 29.04.2025, then 3<sup>rd</sup> MACP will be given on completion of total 30 years of regular service or on

Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.B\*/ Headmaster Gr.A@ in this case and thereafter 1st and 2nd upgradations under CAS as Headmaster Gr.B\*/ Headmaster Gr.A@.

(IX)

Case 1 – Where promotion is to Basic Grade of Headmaster Gr.B\* after 1<sup>st</sup> NF upgradation under CAS

1<sup>st</sup> MACP - 1<sup>st</sup> NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1<sup>st</sup> MACP.

2<sup>nd</sup> MACP - After promotion as Headmaster Gr.B\*, the 1<sup>st</sup> NF upgradation to Sr. Grade of Headmaster Gr.B\*in L-11 will be counted towards 2<sup>nd</sup> MACP.

As there is no 2<sup>nd</sup> NF upgradation under CAS for Headmaster Gr.B\*:-

3<sup>rd</sup> MACP will be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from the date 1<sup>ST</sup> NF upgradation to Sr.Grade of Headmaster Gr.B\* under CAS, whichever is earlier.

Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-

If the employee becomes due for 3rd MACP

<sup>\*</sup> shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B\*/ Headmaster Gr.A@ in this case and thereafter 1st NF upgradation under CAS in the next higher category

#### (VII)

completion of total 20 years of regular service or on completion of 10 years of regular service from 2<sup>nd</sup> MACP.

Case 2 - - Where promotion is to Basic Grade of Headmaster Gr. A@

1<sup>st</sup> MACP - PGT's promotion to Basic Grade of Headmaster Gr. A@ in L-12will be counted towards 1<sup>st</sup> MACP.

As there are no NF upgradations under CAS for Headmasters/ Gr. 'A':-

2<sup>nd</sup> MACP will be granted in L-13on completion of total 20 years of service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr. A@.

3<sup>rd</sup> MACP will be granted in L-13A on completion of total 30 years of service or on completion of 10 years of regular service from 2<sup>nd</sup> MACP. whichever is earlier.

Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-

Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.B\*/ Headmaster Gr.A@in this case and thereafter 1st upgradation under CAS as Headmaster Gr.B\*/ Headmaster Gr.A@. (VIII)

completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as Headmaster Gr.B\*, whichever is earlier.

Case 2 - - Where promotion is to Basic Grade of Headmaster Gr. A@ after 1st NF upgradation under CAS

1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP.

2<sup>nd</sup> MACP - PGT's promotion to Basic Grade of Headmaster Gr. A@ in L-12 will be counted towards 2<sup>nd</sup> MACP.

As there are no NF upgradations under CAS for Headmaster Gr. A@:-

3<sup>rd</sup> MACP will be granted in L-13 on completion of total 30 years of service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr. A@.

Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-

If the employee becomes due for 2<sup>nd</sup>/ 3<sup>rd</sup> MACP | If the employee becomes due for 3<sup>rd</sup> MACP before

Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.B\*/ Headmaster Gr.A@ in this case and thereafter 1st and 2nd upgradations under CAS as Headmaster Gr.B\*/ Headmaster Gr.A@.

before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025.

If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service on completion of 10 years of regular service from the date of 1<sup>ST</sup> NF upgradation to Sr.Grade of Headmaster Gr.B\* under CAS. whichever is earlier.

Case 2 - - Where promotion is to Basic Grade of Headmaster Gr. A@ after 1st NF upgradation under CAS

1<sup>st</sup> MACP - 1<sup>st</sup> NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP.

2<sup>nd</sup> MACP - PGT's promotion to Basic Grade of Headmaster Gr. 'A' in L-12 will be counted towards 2<sup>nd</sup> MACP.

As there are no NF upgradations under CAS for Headmaster Gr. A@:-

@ shall mean Principal/Headmaster/ Headmistress of Intermediate College/ Higher Secondary Schools/ Higher Secondary Multipurpose Schools (Gr. A)

<sup>\*</sup> shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

Where MACP is to be granted after promotion to Where MACP is to be granted after 1st NF Where MACP is to be granted after 1st NF next higher category of teacher i.e. Headmaster upgradation under CAS to Sr. Grade, thereafter upgradation under CAS to Sr. Grade, thereafter Gr.B\*/ Headmaster Gr.A@ in this case and promotion to next higher category of teacher i.e. promotion to next higher category of teacher thereafter 1st NF upgradation under CAS in the Headmaster Gr.B\*/ Headmaster Gr.A@in this case i.e. Headmaster Gr.B\*/ Headmaster Gr.A@ in next higher category and thereafter 1st upgradation under CAS as this case and thereafter 1st and 2nd upgradations Headmaster Gr.B\*/ Headmaster Gr.A@. under CAS as Headmaster Gr.B\*/ Headmaster (VII) (VIII) Gr.A@. (IX) before 29.04.2025, then the 3rd MACP will be 29.04.2025, then the 3rd MACP will be given w.e.f. 3<sup>rd</sup> MACP will be granted in L-13 on completion given w.e.f. 29.04.2025. 29.04.2025. of total 30 years of service or on completion of 10 years of regular service from the date of If the employee becomes due for 3<sup>rd</sup> MACP after If the employee becomes due for 3<sup>rd</sup> MACP after promotion as Headmaster Gr. A@, whichever is 29.04.2025, then the 3<sup>rd</sup> MACP will be given on 29.04.2025, then the 3rd MACP will be given on earlier. completion of total 30 years of regular service or completion of total 30 years of regular service or on on completion of 10 years of regular service from completion of 10 years of regular service from the Since the MACP Scheme is being implemented the 2<sup>nd</sup> MACP, whichever is earlier. date of promotion as Headmaster Gr. A@, whichever w.e.f. 29.04.2025:is earlier. If the employee becomes due for 3<sup>rd</sup> MACP before 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025. If the employee becomes due for 3rd MACP after 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr. A@, whichever is earlier.

<sup>\*</sup> shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

# Various Possible Scenarios arising in connection with granting MACPS to 'Principal/ Headmaster (Secondary/ High School and equivalent)' Gr. 'B'/ Gazetted

1.01				·	
Where MACP is to	Where MACP is to be	Where MACP is to be granted	Where MACP is to be	Where MACP	Where MACP is to be
be granted before	granted after promotion to	after 1 <sup>st</sup> NF upgradation under	granted after 1 <sup>st</sup> NF	is to be	granted after the 2 <sup>nd</sup>
grant of 1 <sup>st</sup> NF	next higher category of	CAS to Sr. Grade has been given	upgradation under CAS to	granted after	NF upgradation under
upgradation under	teacher i.e. Headmaster		Sr.Grade (L-11) and	the 2 <sup>nd</sup> NF	CAS to Selection
CAS (less than 12	Gr.A@ in this case but		thereafter promotion to	upgradation	Grade and thereafter
years of regular	before granting of 1 <sup>st</sup> NF		next higher category i.e.	under CAS to	promotion to next
service)	upgradation under CAS.	İ	Headmaster Gr.A@ in this	Selection	higher category i.e.
			case	Grade	Headmaster Gr. A@
					in this case
<u>(1)</u>	<u>(II)</u>	<u>(III)</u>	<u>(IV)</u>	<u>(V)</u>	in this case
		<del>'</del>	<del></del>		
					(VI)
1 <sup>st</sup> MACP will be	1 <sup>st</sup> MACP – Headmaster Gr.	1 <sup>st</sup> MACP - 1 <sup>st</sup> NF upgradation	1 <sup>st</sup> MACP - 1 <sup>st</sup> NF	There are n	
granted in L-11 on	B*'s promotion to Basic	under CAS to Sr. Grade in L-11	upgradation under CAS to		ade (L-11) for this
completion of 10	Grade of Headmaster Gr.	will be counted towards 1st	Sr. Grade in L-11 will be		achers under CAS and
years of regular	A@ in L-12 will be counted	MACP.	counted towards 1 <sup>st</sup> MACP.		
service or on	towards 1 <sup>st</sup> MACP.	WINCI :	counted towards 1 MACF.	<del>-</del>	e scenarios would not
29.04.2025,	towards 1 www.cr.	2 <sup>nd</sup> MACP would be granted in	2 <sup>nd</sup> MACP – Headmaster Gr.	arise.	
whichever is later.	2 <sup>nd</sup> MACP would be granted	L-12 on completion of 20 years	B*'s promotion to Basic		
Williams of 15 later.	in L-13 on completion of	of regular service or 10 years	Grade of Headmaster		
2 <sup>nd</sup> MACP and 3 <sup>rd</sup>	total 20 years of regular	of regular service from the	Gr.A@ in L-12 will be		
MACP would be	service or 10 years from the	date of 1 <sup>st</sup> upgradation under	counted towards 2 <sup>nd</sup> MACP.		
governed as per the	date of promotion.	CAS which is counted towards	counted towards 2 MACP.		
extant provisions in	date of promotion.	1 <sup>st</sup> MACP.	214 144 22 144		
•	Since the NAACD Coherence is	I MACP.	3 <sup>rd</sup> MACP in L-13 would be		
this regard.	Since the MACP Scheme is	If the annulance !	governed as per the extant		
	being implemented w.e.f.	If the employee becomes due	provisions in this regard.		
	29.04.2025:-	for 2 <sup>nd</sup> MACP <u>before</u> 29.04.25,	<u>.                                    </u>		
	is it.	then 2 <sup>nd</sup> MACP will be given	Since the MACP Scheme is		1
	If the employee becomes	w.e.f. 29.04.25.	being implemented w.e.f.		
	due for 2 <sup>nd</sup> MACP <u>before</u>		29.04.2025:-		
	29.04.2025, then 2 <sup>nd</sup> MACP	If the employee becomes due		<del></del>	(MX)

<sup>\*</sup> shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

Where MACP is to be granted before grant of 1 <sup>st</sup> NF upgradation under CAS (less than 12 years of regular service)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case but before granting of 1 <sup>st</sup> NF upgradation under CAS.	Where MACP is to be granted after 1 <sup>st</sup> NF upgradation under CAS to Sr. Grade has been given	Where MACP is to be granted after 1 <sup>st</sup> NF upgradation under CAS to Sr.Grade (L-11) and thereafter promotion to next higher category i.e. Headmaster Gr.A@ in this case	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade	Where MACP is to be granted after the 2 <sup>nd</sup> NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. Headmaster Gr. A@ in this case
<u>m</u>	<u>(II)</u>	<u>(III)</u>	<u>(IV)</u>	<u>(V)</u>	( 5 5 5 5
					<u>(VI)</u>
	will be given w.e.f. 29.04.2025.  If the employee becomes due for 2 <sup>nd</sup> MACP after 29.04.2025, then 2 <sup>nd</sup> MACP will be given on completion of total 20 years of regular service or on completion of 10 years of regular service from 1 <sup>st</sup> MACP.  3 <sup>rd</sup> MACP in L-13A would be governed as per the extant provisions in this regard.	for 2 <sup>nd</sup> MACP <u>after</u> 29.04.25, then 2 <sup>nd</sup> MACP will be given on completion of 10 years of regular service from the date of 1 <sup>st</sup> upgradation under CAS or completion of total 20 years of regular service.  3 <sup>rd</sup> MACP would be governed as per the extant provisions in this regard.	If the employee becomes due for 3 <sup>rd</sup> MACP <u>before</u> 29.04.2025, then 3 <sup>rd</sup> MACP will be given w.e.f. 29.04.2025.  If the employee becomes due for 3 <sup>rd</sup> MACP <u>after</u> 29.04.2025, then 3 <sup>rd</sup> MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from 2 <sup>nd</sup> MACP, whichever is earlier.		

<sup>\*</sup> shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1<sup>st</sup> NF upgradation under CAS in the next higher category as Headmaster Gr.A@

Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1<sup>st</sup> upgradation under CAS as Headmaster Gr.A@.

Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1st and 2nd upgradations under CAS as Headmaster Headmaster Gr.A@.

### (VII)

### <u>(VIII)</u>

### (IX)

<u>1<sup>st</sup> MACP</u> — Headmaster Gr.B\*'s promotion to Basic Grade of Headmaster Gr.A@ in L-12 will be counted towards 1<sup>st</sup> MACP.

As there are no NF upgradations under CAS for Headmasters/ Gr.A@:-

 $2^{nd}$  MACP will be granted in L-13 on completion of total 20 years of service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr.A@.

 $3^{rd}$  MACP will be granted in L-13A on completion of total 30 years of service or on completion of 10 years of regular service from  $2^{nd}$  MACP, whichever is earlier.

Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-

If the employee becomes due for 2<sup>nd</sup>/ 3<sup>rd</sup> MACP before 29.04.2025, then the 3<sup>rd</sup> MACP will be given w.e.f. 29.04.2025.

If the employee becomes due for 3rd MACP after

<u>1<sup>st</sup> MACP</u> - 1<sup>st</sup> NF upgradation under CAS to Sr. Grade in L-11 will be counted towards 1<sup>st</sup> MACP.

<u>2<sup>nd</sup> MACP</u> – Headmaster Gr.B\*'s promotion to Basic Grade of Headmaster Gr.A@ in L-12 will be counted towards 2<sup>nd</sup> MACP.

As there are no NF upgradations under CAS for Headmasters/ Gr.A@:-

<u>3<sup>rd</sup> MACP</u> will be granted in L-13 on completion of total 30 years of service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr.A@.

Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-

If the employee becomes due for 3<sup>rd</sup> MACP before 29.04.2025, then the 3<sup>rd</sup> MACP will be given w.e.f. 29.04.2025.

If the employee becomes due for 3<sup>rd</sup> MACP after 29.04.2025, then the 3<sup>rd</sup> MACP will be

1<sup>st</sup> MACP - 1<sup>st</sup> NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1<sup>st</sup> MACP.

2<sup>nd</sup> MACP - PGT's promotion to Basic Grade of Headmaster Gr. 'A' in L-12 will be counted towards 2<sup>nd</sup> MACP.

As there are no NF upgradations under CAS for Headmasters/ Gr. 'A':-

<u>3<sup>rd</sup> MACP</u> will be granted in L-13 on completion of total 30 years of service or on completion of 10 years of regular service from the date of promotion as Headmaster Gr. 'A'.

Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-

If the employee becomes due for  $3^{rd}$  MACP before 29.04.2025, then the  $3^{rd}$  MACP will be given w.e.f. 29.04.2025.

If the employee becomes due for 3<sup>rd</sup> MACP <u>after</u> 29.04.2025, then the 3<sup>rd</sup> MACP will be given on completion of total 30 years of regular service/or

@ shall mean Principal/Headmaster/ Headmistress of Intermediate College/ Higher Secondary Schools/ Higher Secondary Multipurpose Schools (Gr. A)

<sup>\*</sup> shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1 <sup>st</sup> NF upgradation under CAS in the next higher category as Headmaster Gr.A@	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1st upgradation under CAS as Headmaster Gr.A@.	Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1st and 2 <sup>nd</sup> upgradations under CAS as Headmaster Headmaster Gr.A@.
<u>(VII)</u>	<u>(VIII)</u>	<u>(IX)</u>
29.04.2025, then the 3 <sup>rd</sup> MACP will be given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2 <sup>nd</sup> NF upgradation under CAS which is counted towards 2 <sup>nd</sup> MACP, whichever is earlier.	given on completion of total 30 years of regular service or on completion of 10 years of regular service from the date of 2 <sup>nd</sup> NF upgradation under CAS which is counted towards 2 <sup>nd</sup> MACP, whichever is earlier.	on completion of 10 years of regular service from the date of 2 <sup>nd</sup> MACP, whichever is earlier.

<sup>\*</sup> shall mean Principal/ Headmaster of Secondary/ High Schools & equivalent (Gr.B)

## Scenarios arising in connection with granting MACPS to Principal/ Headmaster/ Headmistress of Intermediate College/ Higher Secondary Schools/ Higher Secondary Multipurpose Schools Group 'A'(Gazetted)

Incumbents of this category may come via the process of selection from Gr. 'B' Principal/ Headmaster (Secondary/ High School and equivalent) or from PGTs or through direct rectt. (RRs dt 17.03.1980)

Direct Rectt. Grade is L-12. As there are no Grades available beyond the recruitment grade of L-12 for this category of teachers, they do not get upgradations either to Sr. Grade or Selection Grade under CAS.

1st MACP (L-13) - On completion of 10 years of regular service in the entry grade or 29.04.2025, whichever is later.

2nd MACP (L-13A) - On completion of 20 years of regular service in the entry grade or 10 years of regular service from the date of 1st MACP.

3<sup>rd</sup> MACP (L-14) – On completion of 30 years of regular service in the entry grade or 10 years of regular service from the date of 2<sup>nd</sup> MACP, whichever is earlier.

### Annexure 2

S.No.	Post	Entry Pay Level as per 7 <sup>th</sup> CPC	MACPS to	railway school	ay levels to be granted for illway school teachers joining and after 29.04.2025	
			1 <sup>st</sup> MACP	2 <sup>nd</sup> MACP	3 <sup>rd</sup> MACP	
1.	Primary Teacher	L-6	L-7	L-8	L-9	
2.	TGT	L-7	L-8	L-9	L-10	
3.	PGT	L-8	L-9	L-10	L-11	
4.	Headmasters in Primary Schools	L-7	L-8	L-9	L-10	
5.	Headmasters in Middle schools	L-8	L-9	L-10	L-11	
6.	Principal/ Headmaster in Secondary School/ equivalent) Gr. 'B' Gazetted	L-10	L-11	L-12	L-13	
7.	Principals/ Headmasters of Higher Secondary Schools/eq. (Gr. 'A' Gazetted)	L-12	L-13	L-13A	L-14	

All