

Chapter 25

MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS)

25.1 ASSURED CAREER PROGRESSION SCHEME OF 1999

25.1.1 On the recommendation of the 5th Central Pay Commission, the Government introduced Assured Career Progression Scheme for Central Government civilian employees to overcome the problem of genuine stagnation and hardship faced by employees due to lack of promotional avenues.

The Scheme envisaged two financial upgradation at intervals of completion of 12/24 years of service in the promotional hierarchy subject to fulfillment of promotional norms, if no regular promotion has been availed by an employee during the period. The Scheme was in operation since its inception w.e.f. 09.08.1999 upto 31.08.2008. Benefits of the Scheme was available to Group B, C and D employees including isolated posts in Group A,B, C and D categories which have no promotional avenues.

[O.M. No. 35034/1/97-Estt \(D\) dated 09.08.1999](#)

Clarifications Issued on ACP Scheme :

25.1.2 Consequent upon introduction of the Scheme, doubts raised on the provisions of the Scheme by various quarters were examined and point-wise clarifications were issued.

[\[O.M. No.35034/1/97-Estt\(D\)Vol.-IV\) dated 10/02/2000; O.M. No.22034/4/99-Estt\(D\) dated 24/04/2000; O.M.No.35034/2/2001-Estt\(D\) dated 01/06/2001; O.M.No.35034/1/97-Estt\(D\) \(Vol-IV\) dated 18/07/2001; O.M. No.22034/5/2001-Estt\(D\) dated 20/08/2001; O.M.No.35034/1/2000-Estt\(D\) dated 12/09/2003 and O.M. No.35014/1/2003-Estt\(D\) dated 29/06/2004\]](#)

25.2 MODIFIED ASSURED CAREER PROGRESSION SCHEME(MACPS)

25.2.1 The Sixth Central Pay Commission in para 6.1.15 of its Report, has recommended for Modified Assured Career Progression Scheme (MACPS). The

Scheme is in supersession of previous ACP Scheme of 1999. The MACPS has come into force w.e.f. 01.09.2008 and the benefits of ACP Scheme of August, 1999 was admissible upto 31.08.2008. The MACPS envisages three financial upgradation in the immediate next higher grade pay of the Grade Pay hierarchy of the recommended revised pay bands and grade pay as given in Section I Part A of the first schedule of the CCS (Revised Pay) Rules, 2008, on completion of 10, 20 and 30 years of regular service counted from the direct entry grade either on direct recruitment or on absorption/re-employment basis. The Scheme is applicable to all posts belonging to Group "A" B and C employees whether isolated or not, except officers of the Organized Group "A" service.

[O.M. No.35034/3/2008-Estt.\(D\) dated 19.05.2009](#)

25.2.2 Clarifications Issued on MACP Scheme

Consequent upon introduction of the MACP Scheme, doubts raised on the provisions of the Scheme by various quarters were examined and point-wise clarifications were issued.

[[O.M. No.35034/3/2008-Estt\(D\) dated 16/11/2009](#); [O.M. No.35034/3/2010-Estt\(D\) dated 03/08/2010](#); [O.M. No. 35034/3/2008-Estt.\(D\) dated 09/09/2010](#); [O.M. No.35034/3/2008-Estt\(D\) dated 01/11/2010](#); [O.M. No. 35034/3/2008-Estt.\(D\) dated 24/12/2010](#); [O.M. No. 35034/9/2010-Estt\(D\) dated 10/02/2011](#); [O.M. No.35934/10/2011-Estt\(D\) dated 13/06/2012](#); [O.M. No. 35034/1/97-Estt.\(D\) dated 04/10/2012](#) and [O.M. No. 35034/3/2008-Estt.\(D\)\(Vol.II\) dated 04/10/2012](#)]

FAQs on MACPS

Frequently Asked Questions (FAQs) on the MACPS are available on the Department's website <http://www.persmin.nic.in/DOPT.asp>