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**MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS)**  
**FOR JCOs/ OR IN INDIAN ARMY**

**Auth** : IHQ of MoD (Army) letter No B/33513/ACP/AG/PS-2 (c) dt 13 Jun 2011 and IHQ of MoD (Army) letter No B/33513/MACP/AG/PS-2(c) dt 10 Aug 2018.

1343. The Government has considered the recommendations of the Sixth Central Pay Commission for introduction of Modified Assured Career Progression Scheme (MACPS) and has accepted the same with further modification to grant three financial up-gradation under the MACPS at intervals of 8,16, 24 years of continuous regular service. The special Army Instruction 1/S/2008 dt 11 Oct 2008, in Para 15 thereof, lay down the basic parameter in this regard.

1344. The scheme would be known as “MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS) FOR THE PERSONNEL BELOW OFFICER RANK IN INDIAN ARMY”. This scheme is in supersession of previous ACP Scheme. The details of the MACP Scheme and conditions for grant of the financial up-gradation under the Scheme are given in Annexure-1 of Govt of India, Min of Def letter No 14 (1)/99-D (AG) dt 30 May 2011.

1345. The existing system of promotions will continue hitherto as applicable. A JCOs/ OR granted MACP will also continue to be considered for promotion as per existing norms and vacancies.

**Auth**: Govt of India, Min of Def letter No 14(1)/99(D) (AG) dt 30 May 2011 and IHQ of MoD (Army) letter No B/33513/ACP/AG/PS-2(c) dt 13 Jun 2011.

1346. **Applicability.** The scheme would be operational wef 01 Jan 2006. In other works, financial upgradations as per the provisions of the earlier ACP Scheme of 07 Aug 2003 would be granted till 31 Dec 2005.

**Auth**: IHQ of MoD (Army) letter No B/33513/MACP/AG/PS-2(c) dt 10 Aug 2018.

1347. **Financial Upgradation on MACP.** There shall be three financial upgradations under the MACPS, counted from the direct entry grade on completion of 8, 16 and 24 years service respectively. Financial upgradation under the Scheme will be admissible whenever a person has spent 8 years continuously, in the same grade pay.

1348. **Discp Criteria.** Discp criteria applicable for promotion will also apply for MACP upgradation. Thus, at the time of MACP up-gradation, an individual should meet discp criteria for promotion laid down vide IHQ of MoD (Army) letter No B/33513/AG/PS-2(c) dt 10 Oct 1997 as amended from time to time.

1349. **Effect of Med/ ACR Criteria.** There will be no Med/ ACR/ passing of promotion cadre criteria stipulated for MACP.

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1350. **Effect of Refusal of Promotion.** If an indl refuses promotion, MACP will also be denied. If an indl refuses promotion after MACP, earlier MACP will not be withdrawn. However, he will not be eligible for further MACP. If he again accepts promotion, MACP will also be deferred by the period of debarment due to refusal. Willingness for promotion will be assumed unless an indl states he is unwilling.

**Auth** : Govt of India, Min of Def letter No14(1)/99(D) (AG) dt 30 May 2011 and IHQ of MoD (Army) letter No B/33513/ACP/AG/PS-2(c) dt 13 Jun 2011.

1351. **Grant of Financial Upgradation under MACPS to Direct Entry Hav and JCOs.** Date of enrolment will be taken into account for counting of the period to grant of MACP to direct entry Hav and JCOs.

**Auth** : IHQ of MoD (Army) letter No B/33513/AG/PS-2(c) dt 18 Sep 2015.

1352. **Conduct of MACP in respect of RT (JCOs).** MACP in respect of affected RT JCOs will be completed by respective Record Offices under the provisions of IHQ of MoD (Army) SOP. Approval of the board proceedings will be obtained as per existing policy for all RT JCOs by concerned Record Offices. Henceforth, no board proceedings of MACP of RT JCOs will be submitted to Arty Records.

**Auth**: IHQ of MoD (Army) SOP A/20401/MP-8(I of R) dt 06 Apr 2016.

1353. **Grant of Financial Upgradation under MACPS to pers proceeding on Premature Discharge.**

(a) Premature discharge from service is due to domestic/ other compulsion that propels the indl to seek the same. If the indl before being discharged completes the mandatory service in which he automatically is authorized MACP and otherwise qualifies for MACP, it should be made available to him since he has served for that period.

(b) Premature discharge from service alone not be linked or act as a bar to MACP.

**Auth**: IHQ of MoD (Army) letter No B/33513/MACP/AG/PS-2(c) dt 19 Jan 2016.

1354. **MACP Scheme to the indls Born/ Enrolled on 1<sup>st</sup> day of month.** The benefits of MACP Scheme shall also stand extended to all eligible Army Personnel who are born or enrolled on 1<sup>st</sup> day of the month and retire on last day of previous month after fulfilling the length of service requirement for grant of MACP, subject to meeting the other criteria for MACP upgradations.

**Auth**: IHQ of MoD (Army) letter No B/33513/MACP/AG/PS-2(c) dt 16 Sep 2021.

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1355. **Stepping up of Pay.** No stepping up of pay in the pay band or grade pay would be admissible with regard to junior getting more pay than the senior or account of pay fixation under MACP Scheme.

1356. The MACPS envisages merely placement in the immediate next higher grade pay in the hierarchy of the recommended revised pay bands and grade pay as given in SAI 1/S/2008.

1357. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme. Therefore, the pay shall be raised by 3% of the total pay in the pay band and grade pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same grade pay as granted under MACPS. However, at the time of actual promotion if it happens to be in a post carrying higher grade pay than what is available under MACPS, no pay fixation would be available and only difference of grade pay would be made available. To illustrate, in case a JCOs/ OR joins as a direct entry Sep in the grade pay of 2000 in PB-1 and he gets no promotion till completion of 8 years of service, he will be granted financial upgradation under MACPS in the next higher grade pay Rs 2400 and his pay will be fixed by granting him one increment plus the difference of grade pay (i.e. Rs 400). After availing financial upgradation under MACPS, if the JCOs/ OR gets his regular promotion in the hierarchy of his cadre, which is to the grade of Rs 2800, on regular promotion, he will only be granted the difference of grade pay between Rs 2400 and Rs 2800. No additional increment will be granted at this state.

1358. Promotions earned/ upgradation granted under the MACP Scheme in the past to those grades which now carry the same grade pay due to merger of pay scales/ upgradations of posts recommended by the Sixth Pay Commission shall be ignored for the purpose of granting upgradations under MACPS.

1359. **Effect on Rank/ Status.** On grant of financial upgradation under the Scheme, there will be no change with regard to designation, wearing of rank badges, employability and re-engagement criteria/ limits, which will continue to be governed by the actual rank, held by the JCOs/ OR. However, financial benefits linked to pay would be admissible viz. Family Accommodation Allowance, Transport Allowance, Travel Entitlements and Terminal benefits etc.

1360. The MACPS contemplates merely placement on personal basis in the immediate higher Grade Pay/ grant of financial benefits only and shall not amount to actual/ functional promotion of the JCOs/ OR concerned.

1361. Financial upgradation under the MACPS shall be purely personal to the JCOs/ OR and shall have no relevance to his seniority position. As such, there shall be no additional financial upgradation for the senior JCOs/ OR on the ground that the junior JCOs/ OR in the grade has get higher pay/ grade pay under the MACPS.

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1362. **Terminal Benefits.** Pay drawn in the pay band and the grade pay allowed under the MACPS shall be taken as the basis for determining the terminal benefits in respect of the retiring JCOs/ OR.

1363. If a JCOs/ OR who was not covered under the MACPS has now become entitled to say third financial upgradation directly, having completed 24 years regular service, his pay shall be fixed successively in next three immediate higher grade pays in the hierarchy of revised pay band and grade pays allowing the benefit of 3% pay fixation at every stage. Pay of persons becoming eligible for second financial upgradation may also be fixed accordingly.

1364. JCOs/ OR on deputation need not revert to the parent Department i.e. Army for availing the benefit of financial upgradation under the MACPS. They may exercise a fresh option to draw the pay in the pay band and the grade pay of the post held by them of the pay plus grade pay admissible to them under the MACPS whichever is beneficial.

1365. **Screening.** Screening will be done for grant of MACP by a committee/ bd to comprise of a min of a Presiding Offr (who should be a Commissioned Officer) and two members. Members to be a min of one rank higher than the highest rank of which MACP is being considered and the presiding offr to be min one rank higher than the members. Promotion bds should also screen indls for MACP. Screening bds in r/o centrally controlled cats will be verified by OIC Records. In any case the first Screening Committee must submit its proceedings within one month of receipt of this Adm Instrs, Service pers on ERE, staff etc will be granted MACP in situ.

**Pub of Pt II Orders for Grant of Financial Upgradation under MACPS.**

1366. Screening and publication of DO Part II of MACPS of GD pers is being done by respective unit. Hence, screening for grant of first, second and third MACP for NCOs/OR(GD Pers) who will complete 08, 16 and 24 yrs of service during disch drill in Depot Coy, The MADRAS Regt Centre after dispatch from unit will be completed by respective unit where indl is posted. In view of the above, all personal occurrences incl MACP of GD Pers up-to the dt of retirement will be published in unit Part II order alongwith "Adv Publication of Pensioners" and be handed over to concerned indl/ retiree before dispatch to Depot Coy, The MADRAS Regt Centre for tfr to pension est. MACPS of other than GD Pers (i.e. clks/ tdn) will be pub by Record Office. "Adv publication of Pensioners" will be endorsed in red ink on first page of Part II Order to facilitate PAO (OR) for adjustment of claims published in adv wef due dt.

1367. Pt II orders for grant of financial upgradation under MACPS in r/o JCOs/ OR posted on ERE will be published by their parent units. Hence, units/ ests to obtain willingness/ unwillingness certificate and option certificate from individual who are posted on ERE and publish the same accordingly.

**Auth:** IHQ of MoD (Army) (AG's Branch) letter No A/20048/MP (I of R) (a) dt 09 Oct 2012.

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1368. It is clarified that no past cases would be re-opened. Further, while implementing the MACP Scheme, the differences in pay scales on account of grant of financial upgradation under the old ACP Scheme (of August 2003) and under the MACP Scheme within the same cadre shall not be construed as an anomaly.

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