



PBC No. 102 / 2025
RBE No. 40 / 2025

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: 16.05.2025

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.

A copy of the Railway Board's letter No. E(P&A)I-2004/PS-5/PE-3 dated 05.05.2025 on the above subject, is enclosed for information, guidance, and necessary action.

Railway Board's letters referred to therein have been circulated as given below :

Sl. No.	Railway Board letter No. and Date	PBC No.
1	PC-V/2016/MACPS/1 (RBE No. 16/2020) Dt. 04.02.2020	19/2020
2	PC-V/2009/ACP/2 (RBE No. 101/2009) Dt.10.06.2009	112/2009
3	E(P&A)I-87/PS-5/PE-5 Dt.11.01.1988	Copy enclosed

संलग्नक/Encl. 05 pages

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 बोर्ड)

आरबीई सं.40/2025

सं.ई(पीएंडए)I-2024/पीएस-5/पीई-3

नई दिल्ली, दिनांक: 05.05.2025

महाप्रबंधक और वित्त सलाहकार एवं मुख्य प्रशासनिक अधिकारी,
सभी क्षेत्रीय रेलें एवं उत्पादन इकाइयां आदि

विषय: रेलवे विद्यालयों में शिक्षण कर्मचारियों के लिए आशोधित सुनिश्चित कैरियर प्रोन्नयन (एमएसीपी) योजना के क्रियान्वयन के संबंध में।

संदर्भ:-(i) बोर्ड का दिनांक 11.01.1988 का पत्र संख्या ई(पीएंडए)I-87/पीएस-5/पीई-5.

(ii) बोर्ड का दिनांक 10.06.2009 का पत्र संख्या पीसी-V/2009/एसीपी/2 (आरबीई संख्या 101/2009) और दिनांक 04.02.2020 का पत्र संख्या पीसी-V/2016/एमएसीपीएस/1(आरबीई संख्या 16/2020).

रेलवे विद्यालयों में शिक्षक वर्तमान में संदर्भ (i) के अंतर्गत उद्धृत बोर्ड के पत्र द्वारा अधिसूचित कैरियर उन्नयन योजना (सीएस) द्वारा शासित हैं।

2. एतद्वारा उपरोक्त संदर्भ (ii) के अंतर्गत उद्धृत बोर्ड के दिनांक 10.06.2009 के पत्र द्वारा अधिसूचित एमएसीपी योजना के दायरे में रेलवे विद्यालयों के शिक्षकों को लाने के लिए अनुमोदन संसूचित किया जाता है। रेलवे स्कूलों में शिक्षण कर्मचारियों के लिए एमएसीपी योजना का कार्यान्वयन भावी प्रभाव से दिनांक 29.04.2025 अर्थात् रेलवे बोर्ड द्वारा अनुमोदन की तिथि से प्रभावी होगा। तदनुसार, रेलवे विद्यालयों के शिक्षकों के लिए एमएसीपी योजना की शुरुआत के साथ, बोर्ड के दिनांक 11.01.1988 के पत्र (संदर्भ (i)) द्वारा अधिसूचित मौजूदा कैरियर उन्नयन योजना दिनांक 29.04.2025 से वापस ली जाती है। बहरहाल, प्रशिक्षित स्नातक शिक्षक (टीजीटी), स्नातकोत्तर शिक्षक (पीजीटी) आदि के पदों पर रिक्तियों के लिए चयन हेतु मौजूदा प्रावधान, निर्धारित मानदंडों की पूर्ति के अध्वधीन जारी रहेंगे।

3. पहले से अर्जित सीनियर ग्रेड और चयन ग्रेड में स्थानन को एमएसीपी योजना के तहत वित्तीय उन्नयन के विरुद्ध पहले समायोजित किया जाएगा और उसके बाद देय कोई भी वित्तीय उन्नयन, एमएसीपी योजना के तहत वित्तीय उन्नयन को देने के लिए सभी निर्धारित शर्तों को पूरा करने के अध्वधीन ही प्रदान किया जाएगा।

4. एमएसीपी योजना के संबंध में बोर्ड का दिनांक 10.06.2009 का पत्र संख्या पीसी-V/2009/एसीपी/2(आरबीई संख्या 101/2009) और दिनांक 04.02.2020 का पत्र संख्या पीसी-V/2016/एमएसीपीएस/1 (आरबीई संख्या 16/2020) में निर्धारित अन्य सभी नियम और शर्तें रेलवे स्कूलों में शिक्षण कर्मचारियों पर लागू होंगी।

5. इसे रेल मंत्रालय के वित्त निदेशालय की सहमति से जारी किया जा रहा है।

गौरव पुरी

(गौरव पुरी)

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

RBE No. 40/2025

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

New Delhi, Dated: 05.05.2025

**The General Managers and FA & CAOs,
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:- (i) Board's letter No. E(P&A)I-87/PS-5/PE-5 dated 11.01.1988.
(ii) Board's letter No. PC-V/2009/ACP/2 dated 10.06.2009 (RBE No. 101/2009)
and PC-V/2016/MACPS/1 dated 04.02.2020 (RBE No. 16/2020)**

Teachers in Railway schools are presently governed by the Career Advancement Scheme (CAS) notified vide Board's letter quoted under reference (i).

2. Approval of the Railway Board is hereby communicated for bringing the railway school teachers within the ambit of MACP Scheme notified vide Board's letter dated 10.06.2009 quoted under reference (ii) above. The implementation of the MACP Scheme for teaching staff in railway schools will take effect prospectively from 29.04.2025 i.e. the date of approval by Railway Board. Accordingly, with the introduction of the MACP Scheme for the railway school teachers, the existing Career Advancement Scheme notified vide Board's letter dated 11.01.1988 {ref. (i)} stands withdrawn w.e.f. 29.04.2025. However, the existing provisions for selection to the posts of Trained Graduate Teachers (TGTs), Post Graduate Teachers (PGTs), etc. against vacancies, subject to fulfillment of prescribed norms would continue.

3. The placements in Sr. Grades and Selection Grades already earned 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 fulfillment of all prescribed conditions for grant of financial upgradation(s) under MACP Scheme.

4. All other terms and conditions envisaged in Board's letters No. PC-V/2009/ACP/2 dated 10.06.2009 (RBE No. 101/2009) and PC-V/2016/MACPS/1 dated 04.02.2020 (RBE No. 16/2020) regarding the MACP Scheme shall be applicable to teaching staff in Railway schools.

5. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.



(Gaurav Puri)

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Government of India (Bharat Sarkar)
Ministry of Railways (Rail Mantralaya)
(Railway Board)

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No.E(P&A)I-87/PS-5/PE-5

New Delhi, the 11th January, 1986

The General Managers,
All Indian Railways including C.L.W., D.L.W., I.C.F. &
DG/RDSO.

Subject: Revision of pay scales of school teachers.

The Ministry of Railways have, on the recommendations of the National Commission on Teachers, under the Chairmanship of Prof. D.P. Chattopadhyay, decided that the Revised (4th Pay Commission) scales and Selection Grades for teachers on the Railways should be further revised as in the Annexure attached.

2. It has also been decided to grant a Teaching Allowance of Rs.100/-p.m. to Primary School teachers, Headmasters of Primary Schools, Trained Graduate teachers, Headmasters of Middle Schools and Post-Graduate teachers. A special allowance of Rs.150/- p.m. will be payable to Vice Principals and Principals of Senior Secondary Schools and Headmasters of Secondary Schools. These allowances will not have any additive value for any purpose whatsoever and will also not be reckonable for fixation of pay purposes.

3. The revised pay scales, Teaching Allowance and Special Allowance will be applicable w.e.f. 1.1.1986. The arrears of pay for the period from 1.1.1986 to 31.3.1986, which will accrue, over and above the arrears of pay consequent upon the introduction of the revised scales of pay on the recommendations of the 4th Pay Commission, vide this Ministry's letter No.PC-IV/86/IMP/Schedule/1 dated 24.9.1986, shall be deposited in the Provident Fund Accounts of the employees. Amendments to the Railway Services (Revised Pay) Rules 1986, regulating the fixation of pay in the newly introduced scales will follow separately.

...2/-

4. The allotment of the revised scales, as in the Annexure will be subject to the following conditions:-

- 1) While senior grade to Primary School teachers, Trained Graduate teachers/Headmasters of Primary Schools and Post-Graduate teachers/Headmasters of Middle Schools will be granted after 12 years in the basic grade, the selection grade(non-functional) will be granted after 12 years of service in the senior grade and will be further subject to the attainment of the prescribed level of qualification, viz. Trained-Graduate teacher's qualification in respect of Primary School teachers, and Post-Graduate teacher's qualification in respect of Trained-Graduate teachers. Both the conditions, viz. completion of 12 years service in the senior grade and acquisition of the prescribed level of additional qualification, must be satisfied for becoming eligible to the selection grade in these cases. *deleted* For the ~~Vice-Principals~~ Headmasters of Secondary Schools, there will be only senior grade after 12 years and no selection grade.
- ii) The number of posts in selection grade(non-functional) for Primary School teachers, Trained-Graduate teachers/Headmasters of Primary School, Post-Graduate teacher/Headmaster of Middle School will be restricted to 20% of the number of posts in the senior grade of the respective cadre.
- iii) The senior grade and selection grade(non-functional) shall be given only after screening regarding satisfactory performance by an appropriate Departmental Promotion Committee.
- iv) Every teacher would be required to participate in an in-service training programme of at least 3 weeks duration before he/she passes an efficiency bar or is promoted to senior grade or selection grade, i.e. once in every six years; provided that, where arrangements for such training cannot be made, the appointing authority may exempt a category of teachers for a specific period of time. The Ministry of Railways would like it to be ensured that suitable in-service training programmes of the prescribed duration are introduced so that the need for a special dispensation will arise in the rarest of rare cases.

- v) Although for purposes of grant of selection grade, Primary School teachers and Trained-Graduate teachers will be required to obtain higher qualifications, they will not be required to shift to an institution of higher level.
- vi) Appointment to the posts of Principals, ~~Subs~~ (Vice-Principals) and Headmasters will be made in all schools on the basis of merit.
5. There will be no change in the classification and status of Trained Graduate teachers appointed to the selection grade of Rs.2000-3500 and Post-Graduate teachers appointed to the selection grade of Rs.2200-4000. Accordingly, their status will continue to remain as Group 'C' (Class III) [and Group 'B' (Class II) respectively.] *deleted vide L.O. No. 18-2-1991*
6. Post-Graduate teachers in scale Rs.1640-2900, when appointed to the senior grade of Rs.2000-3500, will become ~~eligible~~ *not* eligible for Group 'B' (Class II) status. Accordingly, appointments to the scale of Rs.2000-3500 in the case of Post-Graduate teachers will be by selection by a Group 'B' (Class II) Departmental Promotion Committee.
7. Vice-Principals in scale Rs.2000-3500 Group 'B' (Class II) can be appointed to the senior grade of Rs.2200-4000 (Junior Scale Group 'A' (Class I) on the Railways), on completion of 12 years service, only after they have been duly screened by the Union Public Service Commission for initial appointment to Group 'A' (Class I - Junior Scale). Accordingly, all such proposals will be referred to the Railway Board for screening through the U.P.S.C. *directed vide L.O. No. 18-2-1991*
8. Ministry of Railways desire early implementation of these orders.
9. Kindly acknowledge receipt of this communication.
10. Hindi version will follow.

K. Venkatesan
(K. VENKATESAN)
DIRECTOR ESTABLISHMENT (P&A)
RAILWAY BOARD

DM: ASOVE