



PBC No. 122 / 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: 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.**

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

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)

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 7th 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.

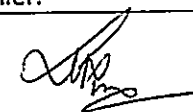
DA: As above.



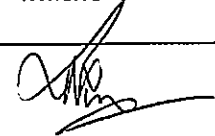
(Gaurav Puri)
Joint Director/ E(P&A)
Railway Board
Tele No. 011-47845119
Email Id:-gaurav.rb1@gov.in

Various Possible Scenarios arising in connection with granting MACPS to Primary Teachers 'PRTs'

Where MACP is to be granted before grant of 1 st 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 st NF upgradation under CAS	Where MACP is to be granted after 1 st NF upgradation under CAS to Sr. Grade has been given	Where MACP is to be granted after 1 st 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 nd NF upgradation under CAS to Selection Grade in L-8.	Where MACP is to be granted after the 2 nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. TGT in this case
(I)	(II)	(III)	(IV)	(V)	(VI)
<p>1st MACP will be granted in L-7 on completion of 10 years of regular service or on 29.04.2025, whichever is later.</p> <p>2nd MACP and 3rd MACP would be governed as per the extant provisions in this regard.</p>	<p>1st MACP - PRT's promotion to Basic Grade of TGT in L-7 will be counted towards 1st MACP.</p> <p>2nd MACP would be granted in L-8 on completion of total 20 years of regular service or 10 years from the date of promotion.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 2nd MACP before 29.04.2025, then 2nd MACP will be given w.e.f. 29.04.2025.</p>	<p>1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP.</p> <p>2nd MACP would be granted in L-8 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.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee</p>	<p>1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP.</p> <p>2nd MACP would be granted in L-8 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.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 2nd MACP before 29.04.25, then 2nd MACP will be</p>	<p>1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP.</p> <p>2nd MACP - 2nd NF upgradation under CAS to Selection Grade in L-8 under CAS will be counted towards 2nd MACP.</p> <p>3rd MACP will be granted in L-9 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,</p>	<p>1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP.</p> <p>2nd MACP - 2nd NF upgradation under CAS to Selection Grade in L-8 under CAS will be counted towards 2nd MACP.</p> <p>3rd MACP will be granted in L-9 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, whichever is earlier.</p>



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

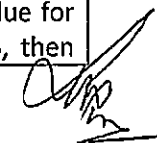


<p>Where MACP is to be granted after promotion to next higher category of teacher i.e. TGT in this case and thereafter 1st NF upgradation under CAS</p> <p>(VII)</p>	<p>Where MACP is to be granted after 1st NF upgradation under CAS to Sr. Grade, thereafter promotion to next higher category of teacher i.e. TGT in this case and thereafter 1st upgradation under CAS as TGT.</p> <p>(VIII)</p>	<p>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. TGT in this case and thereafter 1st and 2nd upgradations under CAS as TGT.</p> <p>(IX)</p>
<p><u>1st MACP</u> - PRT's promotion to Basic Grade of TGT in L-7 will be counted towards 1st MACP.</p> <p><u>2nd MACP</u> – After promotion as TGT, the 1st NF upgradation to Sr. Grade of TGT in L-8 will be counted towards 2nd MACP.</p> <p><u>3rd MACP</u> will be granted in L-9 on completion of total 30 years of service or on completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as TGT, whichever is earlier.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 3rd MACP <u>before</u> 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025.</p> <p>If the employee becomes due for 3rd MACP <u>after</u> 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 1st NF upgradation under CAS after promotion as TGT which is counted towards 2nd MACP, whichever is earlier.</p>	<p><u>1st MACP</u> - 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP.</p> <p><u>2nd MACP</u> – After promotion as TGT in L-7, 1st NF upgradation to Sr. Grade of TGT in L-8 will be counted towards 2nd MACP.</p> <p><u>3rd MACP</u> will be granted in L-9 on completion of total 30 years of service or on completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as TGT, whichever is earlier.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 3rd MACP <u>before</u> 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025.</p> <p>If the employee becomes due for 3rd MACP <u>after</u> 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 1st NF upgradation under CAS after promotion as TGT which is counted towards 2nd MACP, whichever is earlier.</p>	<p><u>1st MACP</u> - 1st NF upgradation under CAS to Sr. Grade in L-7 will be counted towards 1st MACP.</p> <p><u>2nd MACP</u> – After promotion as TGT in L-7, 1st NF upgradation to Sr. Grade of TGT in L-8 will be counted towards 2nd MACP.</p> <p><u>3rd MACP</u> - After promotion as TGT in L-7 and 1st NF upgradation to Sr. Grade of TGT in L-8, the 2nd NF upgradation to L-10 will be counted towards the 3rd MACP.</p>

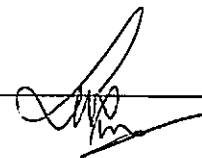


Various Possible Scenarios arising in connection with granting MACPS to 'TGTs'/ 'Headmasters in Primary Schools'

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

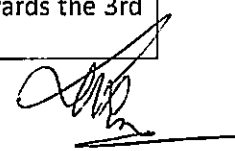


Where MACP is to be granted before grant of 1 st NF upgradation under CAS (less than 12 years of regular service)	Where MACP is to be granted after promotion to next higher category of teacher i.e. PGT in this case but before granting of 1 st NF upgradation under CAS.	Where MACP is to be granted after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

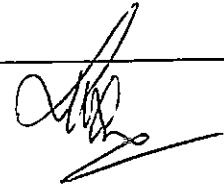


Where MACP is to be granted before grant of 1 st NF upgradation under CAS (less than 12 years of regular service)	Where MACP is to be granted after promotion to next higher category of teacher i.e. PGT in this case but before granting of 1 st NF upgradation under CAS.	Where MACP is to be granted after 1 st NF upgradation under CAS to Sr. Grade has been given	Where MACP is to be granted after 1 st 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 2 nd NF upgradation under CAS to Selection Grade in L-10.	Where MACP is to be granted after the 2 nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. PGT in this case
<u>(I)</u>	<u>(II)</u>	<u>(III)</u>	<u>(IV)</u>	<u>(V)</u>	<u>(VI)</u>
		3 rd MACP would be governed as per the extant provisions in this regard.		upgradation under CAS which is counted towards 2 nd MACP, whichever is earlier.	

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



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

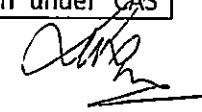


Various Possible Scenarios arising in connection with granting MACPS to 'PGTs' / 'Headmasters in Middle Schools'

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

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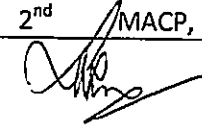
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Where MACP is to be granted before grant of 1 st NF upgradation under CAS (less than 12 years of regular service) (I)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case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

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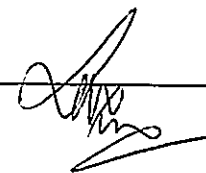
Where MACP is to be granted before grant of 1 st NF upgradation under CAS (less than 12 years of regular service)	Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B */ Headmaster Gr.A @ in this case but before granting of 1 st NF upgradation under CAS.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

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Where MACP is to be granted before grant of 1 st NF upgradation under CAS (less than 12 years of regular service) <u>(I)</u>	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 1 st NF upgradation under CAS. <u>(II)</u>	Where MACP is to be granted after 1 st NF upgradation under CAS to Sr. Grade has been given <u>(III)</u>	Where MACP is to be granted after 1 st 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 <u>(IV)</u>	Where MACP is to be granted after the 2 nd NF upgradation under CAS to Selection Grade in L-11 <u>(V)</u>	Where MACP is to be granted after the 2 nd 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>(VI)</u>
	service or on completion of 10 years of regular service from 1 st MACP. 3 rd MACP in L-13A would be governed as per the extant provisions in this regard.		for 3 rd MACP after 29.04.2025, then the 3 rd 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 nd NF upgradation under CAS which is counted towards 2 nd MACP, whichever is earlier.	completion of 10 years of regular service from the date of 2 nd NF upgradation under CAS which is counted towards 2 nd MACP, whichever is earlier.	



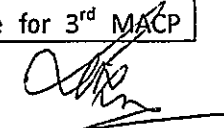
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<p>Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B*/ Headmaster Gr.A@ in this case and thereafter 1st NF upgradation under CAS in the next higher category</p> <p style="text-align: center;"><u>(VII)</u></p>	<p>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@.</p> <p style="text-align: center;"><u>(VIII)</u></p>	<p>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@.</p> <p style="text-align: center;"><u>(IX)</u></p>
<p><u>Case 1 – Where promotion is to Basic Grade of Headmaster Gr.B*</u></p> <p><u>1st MACP</u> - PGT's promotion to Basic Grade of Headmaster Gr.B* in L-10 will be counted towards 1st MACP.</p> <p><u>2nd MACP</u> - After promotion as Headmaster Gr.B*, the 1st NF upgradation to Sr. Grade of Headmaster Gr. B in L-11 will be counted towards 2nd MACP.</p> <p><u>3rd MACP</u> will be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as Headmaster Gr.B*, whichever is earlier.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 3rd MACP <u>before</u> 29.04.2025, then 3rd MACP will be given w.e.f. 29.04.2025.</p> <p>If the employee becomes due for 3rd MACP <u>after</u> 29.04.2025, then 3rd MACP will be given on</p>	<p><u>Case 1 – Where promotion is to Basic Grade of Headmaster Gr.B* after 1st NF upgradation under CAS</u></p> <p><u>1st MACP</u> - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP.</p> <p><u>2nd MACP</u> - After promotion as Headmaster Gr.B, the 1st NF upgradation to Sr. Grade of Headmaster Gr.B* in L-11 will be counted towards 2nd MACP.</p> <p><u>3rd MACP</u> will be granted in L-12 on completion of total 30 years of service or on completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as Headmaster Gr.B*, whichever is earlier.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 3rd MACP <u>before</u> 29.04.2025, then 3rd MACP will be given w.e.f. 29.04.2025.</p> <p>If the employee becomes due for 3rd MACP <u>after</u> 29.04.2025, then 3rd MACP will be given on completion of total 30 years of regular service or on</p>	<p><u>Case 1 – Where promotion is to Basic Grade of Headmaster Gr.B* after 1st NF upgradation under CAS</u></p> <p><u>1st MACP</u> - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP.</p> <p><u>2nd MACP</u> - After promotion as Headmaster Gr.B*, the 1st NF upgradation to Sr. Grade of Headmaster Gr.B* in L-11 will be counted towards 2nd MACP.</p> <p>As there is no 2nd NF upgradation under CAS for Headmaster Gr.B*:-</p> <p><u>3rd MACP</u> 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 1st NF upgradation to Sr. Grade of Headmaster Gr.B* under CAS, whichever is earlier.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 3rd MACP</p>

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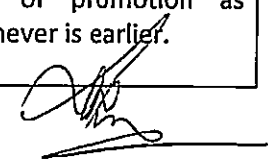
<p>Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.B*/ Headmaster Gr.A@ in this case and thereafter 1st NF upgradation under CAS in the next higher category</p> <p style="text-align: center;"><u>(VII)</u></p>	<p>Where MACP is to be granted after 1st NF 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@.</p> <p style="text-align: center;"><u>(VIII)</u></p>	<p>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@.</p> <p style="text-align: center;"><u>(IX)</u></p>
<p>completion of total 20 years of regular service or on completion of 10 years of regular service from 2nd MACP.</p> <p><u>Case 2 - - Where promotion is to Basic Grade of Headmaster Gr. A@</u></p> <p><u>1st MACP</u> - PGT's promotion to Basic Grade of Headmaster Gr. A@ in L-12 will be counted towards 1st MACP.</p> <p>As there are no NF upgradations under CAS for Headmasters/ Gr. 'A':-</p> <p><u>2nd MACP</u> 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@.</p> <p><u>3rd MACP</u> will be granted in L-13A on completion of total 30 years of service or on completion of 10 years of regular service from 2nd MACP, whichever is earlier.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 2nd/ 3rd MACP</p>	<p>completion of 10 years of regular service from 1st NF upgradation under CAS after promotion as Headmaster Gr.B*, whichever is earlier.</p> <p><u>Case 2 - - Where promotion is to Basic Grade of Headmaster Gr. A@ after 1st NF upgradation under CAS</u></p> <p><u>1st MACP</u> - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP.</p> <p><u>2nd MACP</u> - PGT's promotion to Basic Grade of Headmaster Gr. A@ in L-12 will be counted towards 2nd MACP.</p> <p>As there are no NF upgradations under CAS for Headmaster Gr. A@:-</p> <p><u>3rd 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@.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 3rd MACP <u>before</u></p>	<p><u>before</u> 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025.</p> <p>If the employee becomes due for 3rd MACP <u>after</u> 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 1st NF upgradation to Sr. Grade of Headmaster Gr.B* under CAS, whichever is earlier.</p> <p><u>Case 2 - - Where promotion is to Basic Grade of Headmaster Gr. A@ after 1st NF upgradation under CAS</u></p> <p><u>1st MACP</u> - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP.</p> <p><u>2nd MACP</u> - PGT's promotion to Basic Grade of Headmaster Gr. 'A' in L-12 will be counted towards 2nd MACP.</p> <p>As there are no NF upgradations under CAS for Headmaster Gr. A@:-</p>

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<p>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</p> <p style="text-align: center;"><u>(VII)</u></p>	<p>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@.</p> <p style="text-align: center;"><u>(VIII)</u></p>	<p>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@.</p> <p style="text-align: center;"><u>(IX)</u></p>
<p><u>before</u> 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025.</p> <p>If the employee becomes due for 3rd MACP <u>after</u> 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 2nd MACP, whichever is earlier.</p>	<p>29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025.</p> <p>If the employee becomes due for 3rd MACP <u>after</u> 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.</p>	<p>3rd 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@, whichever is earlier.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 3rd MACP <u>before</u> 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025.</p> <p>If the employee becomes due for 3rd MACP <u>after</u> 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.</p>



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

Where MACP is to be granted before grant of 1 st 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 st NF upgradation under CAS.	Where MACP is to be granted after 1 st NF upgradation under CAS to Sr. Grade has been given	Where MACP is to be granted after 1 st 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 nd NF upgradation under CAS to Selection Grade	Where MACP is to be granted after the 2 nd NF upgradation under CAS to Selection Grade and thereafter promotion to next higher category i.e. Headmaster Gr. A@ in this case
(I)	(II)	(III)	(IV)	(V)	(VI)
<p>1st MACP will be granted in L-11 on completion of 10 years of regular service or on 29.04.2025, whichever is later.</p> <p>2nd MACP and 3rd MACP would be governed as per the extant provisions in this regard.</p>	<p>1st MACP – Headmaster Gr. B*'s promotion to Basic Grade of Headmaster Gr. A@ in L-12 will be counted towards 1st MACP.</p> <p>2nd MACP would be granted in L-13 on completion of total 20 years of regular service or 10 years from the date of promotion.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 2nd MACP <u>before</u> 29.04.2025, then 2nd MACP</p>	<p>1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-11 will be counted towards 1st MACP.</p> <p>2nd MACP would be granted in L-12 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.</p> <p>If the employee becomes due for 2nd MACP <u>before</u> 29.04.25, then 2nd MACP will be given w.e.f. 29.04.25.</p> <p>If the employee becomes due</p>	<p>1st MACP - 1st NF upgradation under CAS to Sr. Grade in L-11 will be counted towards 1st MACP.</p> <p>2nd MACP – Headmaster Gr. B*'s promotion to Basic Grade of Headmaster Gr.A@ in L-12 will be counted towards 2nd MACP.</p> <p>3rd MACP in L-13 would be governed as per the extant provisions in this regard.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p>	<p>There are no Grades available beyond Sr.Grade (L-11) for this category of teachers under CAS and therefore, these scenarios would not arise.</p>	

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



* 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)

<p>Where MACP is to be granted after promotion to next higher category of teacher i.e. Headmaster Gr.A@ in this case and thereafter 1st NF upgradation under CAS in the next higher category as Headmaster Gr.A@</p> <p style="text-align: center;"><u>(VII)</u></p>	<p>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@.</p> <p style="text-align: center;"><u>(VIII)</u></p>	<p>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@.</p> <p style="text-align: center;"><u>(IX)</u></p>
<p><u>1st MACP</u> – Headmaster Gr.B*'s promotion to Basic Grade of Headmaster Gr.A@ in L-12 will be counted towards 1st MACP.</p> <p>As there are no NF upgradations under CAS for Headmasters/ Gr.A@:-</p> <p><u>2nd MACP</u> 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@.</p> <p><u>3rd MACP</u> will be granted in L-13A on completion of total 30 years of service or on completion of 10 years of regular service from 2nd MACP, whichever is earlier.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 2nd/ 3rd MACP <u>before</u> 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025.</p> <p>If the employee becomes due for 3rd MACP <u>after</u></p>	<p><u>1st MACP</u> - 1st NF upgradation under CAS to Sr. Grade in L-11 will be counted towards 1st MACP.</p> <p><u>2nd MACP</u> – Headmaster Gr.B*'s promotion to Basic Grade of Headmaster Gr.A@ in L-12 will be counted towards 2nd MACP.</p> <p>As there are no NF upgradations under CAS for Headmasters/ Gr.A@:-</p> <p><u>3rd 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@.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 3rd MACP <u>before</u> 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025.</p> <p>If the employee becomes due for 3rd MACP <u>after</u> 29.04.2025, then the 3rd MACP will be</p>	<p><u>1st MACP</u> - 1st NF upgradation under CAS to Sr. Grade in L-10 will be counted towards 1st MACP.</p> <p><u>2nd MACP</u> - PGT's promotion to Basic Grade of Headmaster Gr. 'A' in L-12 will be counted towards 2nd MACP.</p> <p>As there are no NF upgradations under CAS for Headmasters/ Gr. 'A':-</p> <p><u>3rd 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'.</p> <p>Since the MACP Scheme is being implemented w.e.f. 29.04.2025:-</p> <p>If the employee becomes due for 3rd MACP <u>before</u> 29.04.2025, then the 3rd MACP will be given w.e.f. 29.04.2025.</p> <p>If the employee becomes due for 3rd MACP <u>after</u> 29.04.2025, then the 3rd MACP will be given on completion of total 30 years of regular service or</p>

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



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

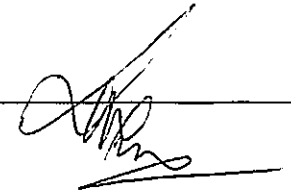
Incumbents of this category may come via the process of selection from Gr. 'B' Principal/ Headmaster (Secondary/ High School and equivalent) or from PGTs or through direct rectt. (RRs dt 17.03.1980)

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.

3rd 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 2nd MACP, whichever is earlier.



Annexure 2

S.No.	Post	Entry Pay Level as per 7 th CPC	7 th CPC pay levels to be granted for MACPS to railway school teachers joining on and after 29.04.2025		
			1 st MACP	2 nd MACP	3 rd 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

