



सत्यमेव जयते

## कर्मचारी भविष्य निधि संगठन

Employees Provident Fund Organisation

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

(MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA)

मुख्य कार्यालय/Head Office

प्लेट ए, ग्राउंडफ्लोर, ब्लॉक-II, ईस्ट किदवई नगर, नई दिल्ली-110023

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Website: www.epfindia.gov.in, www.epfindia.nic.in



No. (E- 41391) HRM-V/OA877of2020/2021 /1230

Date: 11 4 FEB 2025

To,

All Additional Central P.F. Commissioners (HQ)  
All Additional Central P.F. Commissioners (Zones),  
All RPFCS/OIC-in-Charge of Region

**Subject: Implementation of Common Judgment dated 31.08.2023 of Hon'ble Madras High Court in WP No. 5981 of 2018, 7675-77 of 2018, and WMP Nos. 7362 of 2018, 9579-81 of 2018 filed by UOI & Ors. Vs D. Ebenezer Rajkumar and 25 Ors. regarding grant of MACP to Social Security Assistants in EPFO.**

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Sir/Madam,


In terms of the approval of CBT in its 236<sup>th</sup> meeting with regard to agenda item no.13, the circular no. HRM-IV/60(1)2013/SSA/Pt/15378 dated 05.11.2015 (copy enclosed) is hereby withdrawn to the extent that placement in Level-5 (GP 2800) from Level-4 (GP 2400) shall not be counted as one MACP and any consequential MACP benefit may be granted in terms of the MACP Guidelines of DoPT.

2. It may be noted that upgradation from Level-5 (GP 2800) to Level-6 (GP 4200) shall be counted as one MACP. Therefore, the controlling officers are directed to take an undertaking from the beneficiaries to the effect that the upgradation from Level-5 to Level-6 shall be counted as one financial upgradation under MACPS.

(This issues with the approval of the CPFC)

Encl. as above

Yours faithfully,

  
14/2/25  
(S.K. Suman)

Additional Central P. F. Commissioner (HR)

## Undertaking

**Subject: Declaration Regarding Upgradation from Level-5 to Level-6 as One Financial Upgradation under MACPS**

I, ....., son/daughter of [Father's/Mother's Name], presently employed as [Designation], (EID No.) in [Office Name], do hereby solemnly declare and confirm the following:

1. That I have been granted financial upgradation from **Level-5 to Level-6** in the pay matrix.
2. I understand and accept that this upgradation shall be treated as **one financial upgradation** under the MACPS in accordance with the applicable rules and guidelines.
3. I have been informed and am fully aware that this financial upgradation will be accounted for in the calculation of any further entitlements or benefits under the MACPS framework.

I further undertake to comply with any directions or clarifications issued by the competent authority regarding this matter.

**Date:** .....

**Place:** .....

**Signature:**  
**Name:**  
**Designation:**  
**Employee ID:**

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SPEED POST



कर्मचारी भविष्य निधि संगठन  
Employees' Provident Fund Organisation  
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)  
(Ministry of Labour & Employment, Govt. Of India)  
मुख्य कार्यालय/Head Office

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No. HRM-IV/60(1)2013/SSA/Pt

Dated: 05 NOV 2015

To,

TS-318

All Addl. Central PF Commissioners (Zone),  
All Regional PF Commissioner in charge of the Region,  
All officers in charge of the Sub Regional Offices

**Sub: Grant of financial upgradation under MACP scheme in respect of eligible officials in the cadres of Social Security Assistant-regarding.**

Sir,

This is in reference to proposal received from various field offices for grant of financial upgradation under the MACP scheme in respect of eligible officials in the cadre of Social Security Assistants.

2. The MACP scheme for Central Civilian Government Employees is in supersession of earlier ACP Scheme. Under the MACP scheme three financial upgradation are allowed on completion of 10, 20, 30 years of regular service, counted from the direct entry grade. The MACP scheme envisages merely placement in the immediate next higher grade pay as given Section-I, Para A of the first schedule of the CCS (Revised pay) Rules, 2008, in case no promotion has been earned by the employee during this period. However, if the promotional hierarchy as per recruitment rule is such that promotives are earned in the same grade pay, then the same shall be counted for the purpose of MACPs.

The detailed position for clerical cadre (now SSA) at entry grade in EPFO are elaborated for clarity as under:-

- (i). Initially the direct recruitment channel at entry grade was LDC in Group C and Peon (Grade D -existing).
- (ii). The promotion in UDC cadre was made by 100% quota through Department Promotion. There was no provision for recruitment under DR quota.

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- (iii). Effective 03/01/2004 the cadre of LDC & UDC in EPFO were merged and re-designated as SSA.
  - (iv). The conversion of LDC was subject to passing a skill test as per Recruitment Rules and all UDC who were holding the post of either regular or adhoc were deemed to have been re-designated as SSA from the date of notification of recruitment rules i.e. 03/01/2004.
  - (v). The cadre of LDC and UDC were declared as dying cadre. Only 576 posts were retained in LDC cadre for providing exclusive promotional avenues to MTS vide notification of Recruitment Rules, 2006.
  - (vi). There was provision to provide the benefits under Time Bound Promotion Scheme in the clerical cadre the incumbents who completed combined 17 years service in LDC and UDC cadre and holding the regular post in UDC cadre, were entitle to get the benefits of next higher post of Head Clerk (now SS).
  - (vii). 10% of senior most UDCs were enjoying the benefits of pay scale of Head Clerk (SS) and they were called as Assistant vide Head office letter, dated 02/09/1999.
  - (viii). TBP Scheme was discontinued on 08/10/2007 and own-scheme of time scale in the cadre of SSA in place of TBP was introduced vide Head office letter, dated 15/11/2007. On completion of 4 years service in SSA cadre the incumbents are eligible to get the benefits in the pay band-I Rs. 5200-20200 with grade pay of Rs. 2800 and 60% of total sanctioned strength are entitled to get the benefits in pay band of Rs. 9300-34800 with grade pay of Rs. 4200.
  - (ix). Para 13 of MACP scheme does not permit to run concurrently the existing TBP including in-situ promotion scheme or any other kind of promotion scheme for a particular category of employees in Ministry/Department or its offices with the MACPs.
  - (x). Para 8 of MACP scheme envisages that promotion earned in the post carrying same grade pay in the promotional hierarchy as per Recruitment Rules shall be counted for the purpose of MACPs.
3. In view of the above facts and the provision of MACP scheme, the details called for from the field offices vide Head office letter no.HRM-IV/60(1)2013/SSA/Pt./24539, dated 21/11/2014 were examined. On examination it has found that some field offices had granted MACP scheme in the grade pay of Rs. 4600 to those officials who had already been granted three promotion/upgradation i.e. promotion for LDC to UDC in the pay scale of Rs. 4000-6000 (pre-revised) and thereafter financial upgradation under our own

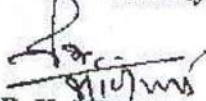
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scheme in the grade pay of Rs. 2800 and Rs. 4200. This is not admissible. It is, therefore, requested to examine in detail all such cases and recover the excess amount, if any.

4. Further appointment to the post of SSA under direct recruitment was held in 2006. Since the department had adopted own financial upgradation scheme which is much beneficial than the government MACP scheme. The incumbent recruited as SSA on DR got financial upgradation, on completion of 4 years service in the grade pay of Rs. 2800 and subsequently they are considered under 60% of total sanctioned strength in the grade pay of Rs. 4200. However, the matter has been referred to govt. seeking necessary guidelines as to whether grant of Third financial upgradation under MACP scheme in r/o eligible candidates can be provided alongwith the financial upgradation to SSA to the grade pay Rs. 2800 & 4200 in view of the facts given above. Further action would be taken after reply is received from the govt.

5. However, if there are cases of MACP which do not fall under the category at para 3 and 4 they may be examined in view of facts given above and the provision/illustrations under MACP scheme and may be referred to this office in case of any doubts.

Yours faithfully,

  
(P. K. UDGATA)

ADDL. CENTRAL P.F. COMMISSIONER (HQ)

Copy to:-

1. RPFC-II (NDC) to upload on website.
2. PS to CPFC
3. PS to FA & CAO
4. Director (Audit)
5. RPFC (ASD)



(AMIT SINGLA)

REGIONAL PF COMMISSIONER-II(HRM)