

JCM

STAFF SIDE OF NATIONAL COUNCIL – JCM

for

CENTRAL GOVERNMENT EMPLOYEES

MEMORANDUM

Submitted to

th
8 Central Pay
Commission

On Common Service Matters of
Central Government Employees
&
Existing Pensioners Demands

14th of April, 2026

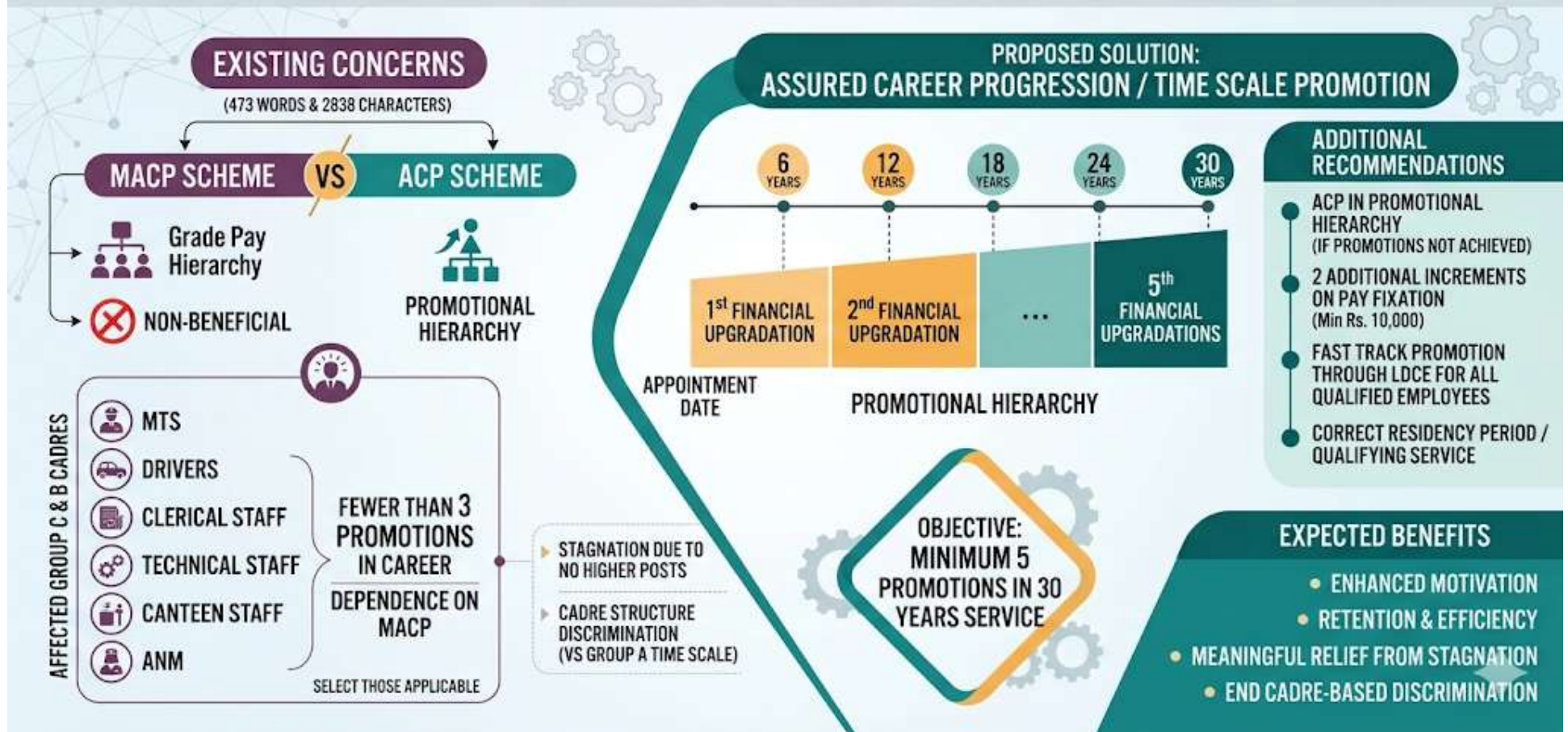
8. Career Progression

The following categories on the Career Progression are applicable:

- Modified Assured Career Progression (MACP)
- Any other

STAFF SIDE OF NATIONAL COUNCIL - JCM (MEMORANDUM SUBMITTED TO 8TH CENTRAL PAY COMMISSION)

CONCERNS & PROPOSALS: CAREER PROGRESSION & MACP FOR CENTRAL GOVERNMENT EMPLOYEES



Career Progression

Q 8 What concerns / views do you face related to Career Progression ?

Select those which are applicable

Modified Assured Career Progression (MACP) any

Other

(473 WORDS & 2838 CHARACTERS)

What concerns / views do you face related to Career Progression ?

As mentioned in the team under Cadre Management and also considering the non-beneficial MACP scheme since the MACP is in the Grade Pay Hierarchy and not in the Promotional Hierarchy which was the case with ACP scheme, and also taking que from the system of time bound promotion available to Group A officers, we propose that all the category of Central Government Employees should be given minimum 5 Promotions in a service career of 30 years. This we are proposing since many cadres in Group C like MTS, Fire Fighting Category, Drivers, Clerical Staffs, Store Keeping Staffs, Stenographers, EDP Staff, Telephone Operators, Artisan Staffs, Drawing Office Staff, Tradesman Mate (Semiskilled), Cooks, Industrial Canteen Employees, ANM etc don't get even 3 promotions in their service career and majority of them have to depend on MACP scheme which is of no benefit when compare to the ACP scheme. The promotion Scheme for all category of Group "C" and Group "B" Employees should be in a time scale manner (Time Sale Promotion). This is required due to non-availability of higher posts due to the cadre structure and also employees recruited in the same batch almost belongs to the same age group and for years together vacancies doesn't arise in the higher posts. Moreover, time Scale Promotion Scheme is available in the case of Group "A" Officers, how the Group "C" and Group "B" employees can be discriminated. Therefore the Cadre structure of each category should be structured to ensure minimum 5 promotions in their service span of 30 years.

In view of the above we propose that minimum 5 Financial upgradations in the Promotional Hierarchy in a time scale manner as given below as Assured Career Progression / Non Functional Upgradation etc.

- 1) First Financial upgradation after 6 years of service from the date of appointment.
- 2) Second Financial upgradation after 12 years of service from the date of appointment.
- 3) Third Financial upgradation after 18 years of service from the date of appointment.
- 4) Forth Financial upgradation after 24 years of service from the date of appointment.
- 5) Fifth Financial upgradations after 30 years of service from the date of appointment.

In case if any employee is not getting promotions as mentioned above then such employees may be given ACP in their promotional hierarchy, which means 5 ACP also will be in force apart from the above time scale promotion policy.

This will go a long way which enhances motivation, retention and efficiency. This will also provide meaningful relief from stagnation. Moreover, the cadre-based discrimination in faster promotions etc. will come to an end. In any promotion / financial upgradation 2 additional increments should be granted during Pay Fixation subject to a minimum benefit of Rs.10000.

As recommended by 6th CPC all qualified employees irrespective of their grade / post may be allowed for Fast Track Promotion through Limited Departmental Competitive Examination (LDCE) in higher posts.

The existing residency period / qualifying service as mentioned in the DOPT OM for every promotion is a long spam of period. This needs to be corrected in view of our above proposal of time scale promotion / financial upgradation (ACP).