

Chennai  
-04-2017

To  
Sri. B.B.Verma,  
Financial Commissioner  
Railway Board,  
NewDelhi

Respected sir,

Sub : Seventh Pay Commission - Up-gradation  
posts of Sr. Section Officer Accounts , Sr.  
Traveling Inspector of Accounts / Senior  
Inspector of Stores Accounts to Level 9  
after completion of four years of service.

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This Association would like to bring the following few  
lines for your kind consideration and favorable orders  
please.

With a view to ameliorate the chances of Career  
advancement Govt. of India had introduced the Assured  
Career Progressive Scheme (ACP) w.e.f. 01.10.98,  
which envisages minimum two-upgradation in the entire  
career of the employee at an interval of 12 and 24 in  
departmental hierarchy. Subsequently the sixth Pay  
Commission suggested improvement to the ACP

scheme by recommending three up gradation at an interval of 10, 20 and 30 as per Schedule A and brought into effect from 1-9-2008 as MACPS. Though the scheme was well intended , it has brought into fore a new type of anomaly in the Indian Railway Accounts Cadre, wherein the juniors are drawing more pay than their seniors creating discontentment among the Senior employees. Employees appointed in CG11 in scale 950-1500 i.e. GP 1900 are ending with GP 4800 due to three promotions in entire cadre, whereas an employee recruited in CG1 in scale 1200-2040 i.e. GP 2800 were promoted in GP 5400 under MACP resulting anomaly that the senior supervisors were denied the benefit of MACP to GP 5400 despite clearing the Appendix 111A examination equivalent to SAS examination . Not only this clerical staff are drawing GP 5400 more than their Supervisors causing heartburn among the Accounts Supervisors fraternity. The aggrieved Senior Supervisors could not get justice from the Administration as there is no provision of stepping up pay in the MACPS. As per the Principles of natural justice, at no point of time , a junior cannot draw more pay than the senior. In this connection CAT Madras in O.A. No. 1075/2010 ordered the Railway Administration to allow stepping up pay to the applicants who are affected by the introduction of MACPS, on par with their Juniors.

However Railway Board had averred that relief will be given to those employees who had approached the Hon`ble CAT and it cannot be applied to other employees on the grounds that it is contrary to the policy instructions on the subject of MACPS issued by DOPT. In this context it is to mention that Apex court in civil Appeal No 3250/2006 had observed that `If there is an anomaly to the effect that the Senior Govt. servants are receiving lesser pay than their Juniors who entered the service from different sources of recruitment, certainly such Govt. servants are entitled to stepping up of their pay in order to bring them

on par with the salary which is being received by their Junior. In the light of the above observation , without amending FR22 C by the Hon`ble President of India, implementing the MACPS in its present form is totally unjustified, which however, is not possible since it will be contrary to the principle of Natural Justice. As the problem persists in the Railway Accounts Supervisory Cadre , the matter was raised several times in several fora and in the Judiciary. Several courts were also addressed this issue. As the Seventh Pay Commission is in offing the same was brought before the Committee suggesting that it would be prudent to either allow stepping up pay to all the aggrieved Senior employees or introduce the pattern of granting higher Grade Pay after completion of four years on par with Central Secretariat Staff.

In order to clear the anomaly the Seventh Pay Commission rightly recommended both option as suggested by the stake holders i.e. stepping up on par with the Juniors option 1 and granting of Level 9 after completion of four years of service as option 2. However while accepting the recommendations in toto, the Government of India referred the up-gradation of posts of Railway Accounts cadre to DOPT for taking a comprehensive view in the matter.

Hence this Association earnestly request your good self to intervene in the matter and render justice to the Railway Accounts Supervisor cadre by ordering the DOPT officials to clear the anomaly at the earliest.

Thanking you,

**Partha Bhattacharya**  
President