

RAJASTHAN STATE ROAD TRANSPORT CORPORATION, JAIPUR

Finance (Rules) Department

No. F4(13)Finance/Rules/175/2023/ 6554

Dated:- 12.12.2023

CIRCULAR

The Chairman is pleased to make the following regulations further to amend the Rajasthan State Road Transport Corporation Employees (Revised Pay) Regulations, 2017, namely:-

1. **Short title and commencement.** – (1) These regulations may be called the Rajasthan State Road Transport Corporation Employees Revised Pay (fourth amendment) Regulations, 2023.

(2) They shall be deemed to have come into force with effect from 01.04.2023.

2. **Amendment of Regulation 14.**– the existing regulation 14 shall be substituted by the following, namely:-

"14. Scheme of Modified Assured Career Progression (MACP). The scheme of Modified Assured Career Progression (MACP) with three financial upgradations shall be as under:-

- (1) The scheme will be available to all posts in Class IV, Ministerial, Subordinate Services and those holding isolated posts and drawing pay under these regulations excluding posts carrying Pay Level above L-20.

- (2) (i) For grant of Modified Assured Career Progression Scheme (MACP), the service shall be counted from the date of the regular appointment in Corporation service as per provision of service regulations. The First, Second and Third financial upgradation under MACP shall be admissible on completion of 9, 18 and 27 years of regular service respectively.

(ii) An employee who is promoted from one service/cadre to another service/cadre, his/her service for grant of MACP shall be counted from the date of initial regular appointment in Corporation service and he will be entitled to total three financial upgradation including availed as selection grade, ACP, promotion or MACP under these regulations.

(iii) Corporation employee who have already availed benefits of three financial upgradation under ACP including Selection Grade will not be eligible for the grant of MACP. Those Corporation employees who have availed benefit of one ACP/one promotion will be eligible for second and third MACP on completion of 18 and 27 years of regular service, respectively. Similarly, those Corporation Employees who have availed benefit of two ACP/two promotions/one promotion and one ACP, as the case may be, will be eligible for third MACP on completion of 27 years of regular service.

However, the Corporation employee who have already availed one or two or three benefits of financial upgradation under ACP including Selection Grade, as the case may be, will be eligible for re-fixation of pay under these regulations in the Pay Level of first or second or third MACP Pay Levels, as the case may be, by the following manner, namely:-

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Method of Re-fixation of pay as on 1st April, 2023.- A corporation employee who is drawing pay in a Pay Level as on 01.04.2023 under these regulations, if the present Pay Level of first or second or third ACP, as the case may be, is lower than Pay Level the first, second or third MACP admissible under these regulations, his/her pay shall be re-fixed in the admissible Pay Level of first or second or third MACP respectively, as the case may be, at an equal Cell of the applicable Pay Level, if no such Cell is available in the applicable Pay Level, the pay shall be fixed at the immediate next Cell in that applicable Pay Level in the Pay Matrix. In case the pay in the present Pay Level is less than the minimum of the first Cell of the admissible Pay Level of MACP, he shall be fixed at first Cell of revised MACP Pay Level in the Pay Matrix.

Illustration

1	Present Pay Level: L-13		Present Pay Level	MACP Pay Level
2	Basic Pay in L-13:58000	Levels	L-13	L-14
3	MACP admissible in Pay Level: L-14		53100	56100
4	Re-fixed pay in the MACP Pay Level i.e. L-14: 59500	Cells	54700	57800
			56300	59500
			58000	61300
			59700	63100
			61500	65000
			63300	67000

- (3) (i) The first MACP, wherever admissible in terms of these regulations to employees of Class-IV/Ministerial/Subordinate Service, shall be the Pay Level of the next promotion post in the same service/cadre;

Provided that in case there is no promotion post in the same service/cadre or the employee does not possess academic qualifications prescribed for promotion or in respect of the isolated posts, the first MACP shall be the Pay Level corresponding to his Pay Level of the post or ACP held as specified in sub-regulation (5).

- (ii) The second MACP, wherever admissible, in terms of these regulations to employees of Class-IV/Ministerial/Subordinate Service, shall be the Pay Level of the second promotion post available to that employee in the same service/cadre;

Provided that in case the second promotion, post available in the same service/cadre carries a Pay Level higher than the Pay Level L-14 or there is no second promotion post in the same service/cadre or the employee does not possess academic qualifications prescribed for promotion or in respect of the isolated posts, the second MACP shall be the Pay Level corresponding to his Pay Level of the post held or the ACP, as specified in sub-regulation (5).

- (iii) The third MACP, wherever admissible, in terms of these regulations to employees of Class-IV/Ministerial/Subordinate Service, shall be the Pay Level of the third promotion post available to that employee in the same service/cadre;

Provided that in case the third promotion, post available in the same service/cadre carries a Pay Level higher than the Pay Level L-14 or there is no third promotion post in the same service/cadre or the employees does not possess academic qualifications prescribed for promotion or in respect of the isolated posts, the third MACP shall be the Pay Level corresponding to his Pay Level of the post held or the ACP, as specified in sub-regulation (5).

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(iv) The first, second and third MACP in terms of these regulations to employees who is directly recruited in Corporation Service, shall be eligible the Pay Level of the first, second or third promotion post available to that employee in the same service/cadre after completion of 9, 18 and 27 years of service respectively.

Provided that the Pay Level of the promotion post is more than three Pay Levels higher to the post held, then the MACP shall be granted in the next third Pay Level from existing Pay Level instead of Pay Level or promotion post.

Provided further that the grant of MACP shall be restricted to the Pay level L-20.

(v) The employee who is promoted from one service/cadre to another service/cadre shall be eligible for further MACP, if due, after 18 years or 27 years of service, as the case may be, of the respective promotion post of the service/cadre.

Provided that the Pay Level of the promotion post is more than three Pay Levels higher to the post held, then the MACP shall be granted in the next third Pay Level from existing Pay Level instead of Pay Level of promotion post.

- (4) For grant of financial upgradation under the Modified Assured Career Progression (MACP) Scheme, the period of service of Nine, Eighteen or Twenty Seven years, as the case may be, shall be counted from the date of regular appointment in accordance with the provisions contained in the relevant recruitment regulations. The period during which a Corporation employee remained/remains on extra ordinary leave with or without medical certificate shall also be counted for reckoning the period or service for grant of MACP except the extended period of probation trainee.
- (5) In case there is no post for first, second or third promotion, as the case may be, in the same service/cadre or the employee does not possess academic qualifications prescribed for promotion or in respect of the isolated posts, the MACP shall be as specified below:-

S.No.	Pay Level	Pay Level in MACP
1	L-1	L-2
2	L-2	L-3
3	L-3	L-4
4	L-4	L-5
5	L-5	L-8
6	L-6	L-8
7	L-7	L-8
8	L-8	L-10
9	L-9	L-10
10	L-10	(i) L-12 – In those cases where next promotion post is in Corporation Service (ii) L-11 – in other cases.
11	L-11	L-12
12	L-12	L-14
13	L-13	L-15
14	L-14	L-15
15	L-15	L-16
16	L-16	L-17
17	L-17	L-18
18	L-18	L-19
19	L-19	L-20

- (6) A Corporation employee who is eligible for financial upgradation under MACP Scheme have an option to elect the Pay Level of existing ACP Scheme or Pay Level under MACP Scheme, whichever is beneficial to him/her till the promotion or next financial upgradation. The Corporation employee shall exercise the option in writing within three months of the date of publication of this regulation. The option once exercised shall be final.
- (7) The authority competent to make appointment on the post held by the Corporation employee shall be competent to grant MACP.
- (8) The fixation of pay in case of financial upgradation under the MACP scheme from one Level to another in the revised pay structure shall be made in the following manner, namely:-

One increment shall be given in the present Pay Level from which the employee is granted MACP. The figure so arrived shall be placed at the next Cell in Pay Level of the MACP.

Illustration(i)

1	Pay Level in the revised Pay structure: L-5		Present Pay Level	MACP Pay Level
2	Basic Pay in L-5: 27100	Levels	L-5	L-8
3	Granted MACP in Pay Level L-8		26300	26300
4	Pay after one increment in Pay Level L-5:27900		27100	27100
5	Pay in the MACP Pay Level i.e. L-8 : 28700	Cells	27900	27900
			28700	28700
			29600	29600
			30500	30500
			31400	31400

Illustration(ii)

1	Pay Level in the revised Pay structure: L-11		Present Pay Level	MACP Pay Level
2	Basic Pay in L-11: 50800	Levels	L-11	L-12
3	Granted MACP in Pay Level L-12		49300	48400
4	Pay after one increment in Pay Level L-11:52300		50800	49900
5	Pay in the MACP Pay Level i.e. L-12 : 52900	Cells	52300	51400
			53900	52900
			55500	54500
			57200	56100
			58900	57800

- (9) There shall be no further fixation of pay at the time of regular promotion, if promotion is in the same Pay Level as granted under ACP/MACP. However, if promotion is on the post carrying higher Pay Level than only the pay in that Pay Level in the Pay Matrix shall be fixed at the equal Cell and if there is no equal Cell than at the immediate next Cell.
- (10) The detailed guidelines for grant of Modified Assured Career Progressions (MACP) shall be as contained in Schedule-V appended to these regulations.

3. Amendment of Regulation-15. – the existing regulation 15 shall be deleted.

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4. **Amendment of Schedule-V.** – the existing Schedule V appended to regulation 14 shall be substituted, by the following, namely:-

Schedule V
(Regulation No. 14)

**Guidelines for grant of Modified Assured Career Progression Scheme (MACP)
to Corporation Employees**

Under Regulation 14 of these regulations, the Corporation employees are eligible for three financial upgradations. The detailed guidelines for grant of Modified Assured Career Progression (MACP) shall be as under:-

- (1) (i) Regular service for the purpose of grant of MACP shall be as defined in regulation 5(xiii) reproduced below:-

"5(xiii) 'Regular Service' means and includes service rendered by a Corporation Employee on his appointment after regular selection in accordance with the provisions contained in the relevant recruitment regulations for the post. The period of service rendered on ad-hoc basis/urgent temporary basis shall not be counted as the regular service. In other words the period or service which is countable for seniority shall only be counted as regular service."

(ii) Regular service for grant of benefits under the MACP Scheme shall be counted from the date of joining of a post in direct entry Level on regular basis on direct recruitment.

(iii) Service rendered on ad-hoc/contract basis before regular appointment shall not be taken into reckoning. However, past continuous regular service on a post carrying same Level prior to regular appointment on a new post, without a break, shall also be counted towards qualifying regular service for the purpose of MACP only (and not for the regular promotions). However, benefits under the MACP in such cases shall not be considered till the satisfactory completion of the probation period in the new post.

(iv) 'Regular Service' shall include all periods spent on deputation/foreign service, study leave and all other kind of leave except Extraordinary leave for which probation trainee period has been extended by the sanction the competent authority.

- (2) (i) The financial upgradation would be on non-functional basis subject to satisfactory service record on the basis of which the concerned employee is eligible for promotion on higher post. For this purpose, the service record of the concerned employee of last continuous 9 years' service is to be seen. In cases where the service record of last continuous 9 years is not available, the following procedure shall be adopted:-

- (a) In case 9 years Annual Performance Appraisal Report (APAR) of Corporation Employees are not available for grant of MACP in that case up to 2 APARs of previous years of employees shall be taken into account.
- (b) Even after 9 years APAR is not available than remaining APAR may be considered of the next years for grant of MACP.
- (c) Any departmental or criminal proceeding may not be pending.
- (d) In the past years annual increments were regularly granted.
- (e) The controlling officer shall issue a certificate of satisfactory service.

(ii) In case of employee who could not be granted MACP due to his unsatisfactory record, he will be granted MACP from the date he becomes eligible for promotion to the higher post on the basis of satisfactory service record subject to the fulfilment of other conditions prescribed in this regard.

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(iii) The appointing authority shall also obtain an affidavit from the employee with reference to having only two children on or after 01.06.2002 prior to granting MACP. An employee who has more than two children on or after 01.06.2002 shall not be granted MACP/next MACP for three years from the date on which his/her MACP becomes due and it would have no consequential effect on the next/subsequent grant of MACP. The employee having more than two children shall not be deemed to have been disqualified, so long as the number of children he/she has on 01.06.2002 does not increase;

Provided that where an employee has only one child from earlier delivery but more than one child is born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.

Provided further that while counting the total number of children of an employee, the child born from earlier delivery and having disability shall not be counted.

Provided further also that any Corporation Employee who is remarried, which is not against any law and before such remarriage he/she is not disqualified for grant of Modified Assured Career Progression, if any child is born out of single delivery from such remarriage.

(3) In the matter of disciplinary proceedings, grant of benefit under the MACPS shall be subject to rules/regulations governing normal promotion. Such cases shall, therefore, be regulated under the provisions of the Rajasthan Civil Services (Classification, Control and Appeal) Rules, 1958 and instructions issued thereunder.

(4) The effect of penalty on grant of MACP shall be given as under:-

Kind of Penalty	Effect on MACP
Censure	MACP will be deferred for one year for penalty of each order of censure.
Withholding of annual increment(s) without cumulative effect	MACP will be deferred for one year for each order of penalty of withholding of annual increment(s) without cumulative effective.
Withholding of annual increment(s) with cumulative effect	MACP will be deferred for number of years for which penalty of withholding of number of annual increment(s) has been imposed. Each order will have separate effect on grant of MACP.
Penalty of withholding of promotion	MACP will be deferred for the period for which promotion has been deprived. If in the order of deprive of promotion the period has not been indicated in that case MACP will be deferred for a period of 7 years.
Recovery from pay of the whole or part of any pecuniary loss caused to the Corporation by negligence or breach of any law, rule or order	MACP will be deferred for one year for each order of penalty
Reduction to a lower service, grade or post, or to a lower time scale or to lower stage in the time scale	MACP will be deferred for a period of 7 years.
In the case of pension to an amount lower than that due under the rules	MACP will be deferred for the period for which pension/part of pension has been retained. MACP will not be allowed in case 100% pension has been withheld. Each order will have separate effect on grant of MACP.

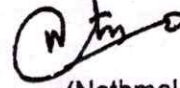
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- (5) The MACPs contemplates merely placement on personal basis in the relevant Level for financial benefits only and shall not amount to actual/functional promotion of the employees concerned.
- (6) If a financial upgradation under the MACPs is deferred and not allowed due to non-availability of 9 years' satisfactory APAR or adverse remarks in the APAR or due to penalty under Rule 17 of Rajasthan Civil Services (CCA) Rules, 1958, would not have consequential effect on grant of subsequent financial upgradation;

Provided that MACPs is deferred due to penalty under Rule 16 of the Rajasthan Civil Services (CCA) Rules, 1958, would have consequential effect on the subsequent financial upgradation which would also get deferred to the extent of delay in grant of previous financial upgradation.

- (7) On grant of financial upgradation under the Scheme, there shall be no change in the designation, classification or higher status.
- (8) Financial upgradation under the MACPs shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional financial upgradation for the senior employees on the ground that the junior employee in the Level has got higher Level under the MACPs.
- (9) Pay drawn in the Level allowed under the MACPs scheme shall be taken as the basis for determining the terminal benefits in respect of the retiring employee.
- (10) In case an employee is declared surplus in his/her cadre and appointed in the same Level or lower Level in the new cadre, the regular service rendered by his/her in the previous cadre shall be counted towards the regular service in his/her new cadre for the purpose of giving financial upgradation under the MACPs.
- (11) If a regular promotion has been offered but was refused by the employee before becoming entitled to a financial upgradation, no financial upgradation shall be allowed as such an employee has not been stagnated due to lack of opportunities. If, however, financial upgradation has been allowed due to stagnation and the employee subsequently refuses the promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion gain and the next financial upgradation shall also be deferred to the extent of period of deferment due to the refusal.
- (12) Illustration:-
 - (i) If a Corporation employee (Junior Assistant/Clerk Gr.II) in Level-5 gets his first regular promotion in Level-8 on completion of 8 years of service and then completes service of further 10 years without any promotion then he would be eligible for 2nd financial upgradation under the MACP after completion of 18 years (8+10 years).
 - (ii) In case he does not get any promotion thereafter, then he would get 3rd financial upgradation on completion of further 9 years of service i.e. after 27 years (8+10+9 years).

- (13) The next annual increment date shall remain unchanged after grant of MACP.
- (14) The word 'Level' shall also include 'grade Pay and Scale of Pay', if any.



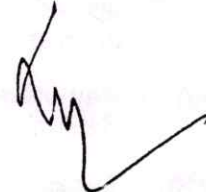
(Nathmal Didel)
Managing Director

Dated:- 12-12-2023

No. F4(13)Finance/Rules/175/2023/ 6554

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(Ram Gopal Pareek)
Financial Advisor