

Tele : 011-2300 7257  
Fax : 011-2301 4903



Govt. of India Ministry of Defence  
**Dte of Human Resource Development**  
Defence Research & Development Org  
DRDO Bhawan, New Delhi- 110011

**DHRD/76066/OA-1019-1020/2013/ADE/C/M/01**

10 June 2019

To

The Director  
All Labs/Establishments

**Sub: MODIFIED ASSURED CAREER PROGRESSION (MACP) FOR DEFENCE RESEARCH AND DEVELOPMENT ORGANISATION TECHNICAL CADRE (DRTC).**

1. The subject government letter No. DHRD/76066/OA-1019-1020/2013/ADE/C/M/01/864/2019/D(R&D) dated 07 June 2019 is attached herewith for necessary action please.

  
(Rajesh Kumar)  
Dy. Director, HRD

**Copy to:**

Secretary DD(R&D) DRDO Bhawan	Secretary Deptt of Expenditure Ministry of Finance	Secretary Ministry of Personnel Public Grievance & Pension
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CDA(R&D), New Delhi

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Min of Def/D(R&D), New Delhi

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DHRD

**Ink Signed Copy to:**

CGDA, New Delhi

PCDA(R&D), New Delhi

O/o JS (E) & CAO, New Delhi

To

The Chairman, Research and Development  
Defence Research and Development Organisation  
Ministry of Defence, New Delhi

SUBJECT: **MODIFIED ASSURED CAREER PROGRESSION (MACP) FOR  
DEFENCE RESEARCH AND DEVELOPMENT ORGANISATION  
TECHNICAL CADRE (DRTC).**

Sir,

The undersigned is directed to refer to Modified Assured Career Progression (MACP) for the Central Government Civilian Employees notified by DOP&T vide O.M. No.35034/3/2008-Estt.(D) dated 19 May 2009 and DoPT's O.M. No. AB-14017/37/2008-Estt(RR) dated 10 Sep 2010, extending benefits of MACP to Scientists covered under DoPT's Modified Flexible Complementing Scheme. These Schemes had not been made applicable by DRDO to its DRTC cadre.

2. The issue has subsequently come up for consideration before the Hon'ble CAT Bangalore in the two separate cases Ms S. Vijayamma and Ms S. Geetanjali (both DRTC employee) Vs UOI and others under O.A. No. 1019/2013 and 1020/2013 respectively seeking financial upgradation under MACP. Hon'ble CAT on 8 Jan 2016 observed as under:-

"Had there been no ceiling in the number of eligible employees to be promoted to the next higher grade under the FCS then the question of any alternatively financial progression under the MACP would not have arisen. In spite of the fact that under Flexible Complimenting Scheme, the promotion from one grade to another grade in a cadre is not post based but by automatic upgradation of the existing post, there is a ceiling limit which bars 70% of the employees from getting promotion each assessment year even if they might meet required bench mark. Therefore rightly the Modified Flexible Complimenting Scheme allows for applicability of the MACP to the persons covered under FCS so that a person gets financial upgradation at least thrice in his/her service period instead of remaining stagnant in any grade throughout."

3. Accordingly, Hon'ble CAT decided the following:-

"The applicant is entitled to be considered under MACP Scheme and the respondents are therefore directed to constitute an Assessment Board for considering the case of the applicant for financial upgradation under MACP within three (3) months from the date of receipt of copy of the order. The respondents shall lay down the bench mark for grant of such financial benefits taking account the normal standards adopted for

granting promotion. In case the applicant meets the required stipulation for grant of MACP benefit, then she shall get the 2<sup>nd</sup> MACP w.e.f. 01.09.2008 and 3<sup>rd</sup> MACP on completion of 30 years of service."

4. The judgment of Hon'ble CAT was upheld by Hon'ble High Court of Karnataka through dismissal of DRDO's Writ Petition No. 61692/2016 on 13 Feb 2017. It was also upheld by Hon'ble Supreme Court through dismissal of DRDO's SLP No. 016823-016824/2017 on 06 July 2017. In view of this, judgment of Hon'ble CAT dated 08 Jan 2016 was implemented qua-applicants.

5. The matter has, subsequently, been examined in consultation with the Department of Expenditure, the Department of Legal Affairs and the Department Personnel and Training.

6. Considering all aspects, it has been decided by the Competent Authority to grant the benefit of Modified Assured Career Progression in conjunction with the existing Limited Flexible Complimenting Scheme (LFCS) to all DRTC employees in DRDO in the manner prescribed in Annexure-I to this letter.

7. This issues with the concurrence of Ministry of Defence/Finance (R&D) vide their Dy. No. 1547/Addl. FA(R&D) & JS dated 06 June 2019.

Yours faithfully

*Harsha Rani*  
2/6/19

(Harsha Rani)

Under Secretary to the Government of India

**Copy to:**

The Secretary  
Department of Expenditure  
Ministry of Finance

The Secretary  
Ministry of Personnel  
Public Grievance & Pension

The CGDA, New Delhi, DADS, New Delhi  
The CDA(R&D), New Delhi, JCDA(R&D), Bangalore  
The JCDA(R&D), Pune, JCDA(R&D), Hyderabad  
The JCDA(R&D), Dehradun, The AO(R&D), Balasore  
Min of Def/D(R&D), Min of Def/Finance(R&D), New Delhi  
R&D HQrs- DHRD, DOP, DFA(R&D), SO to SA to RM, DGs R&D  
All DRDO Cluster labs

**Copy Signed in ink to:**

CGDA, New Delhi, PCDA (R&D), New Delhi, O/o JS (E) & CAO

**Grant of Modified Assured Career Progression (MACP) to Defence Research and Development Organisation Technical Cadre (DRTC)**

01. This shall be applicable to all Group A, B, and C employees of DRTC. Casual employees including those granted temporary status, adhoc appointment, contract appointment shall not qualify for this benefits.

02. On grant of financial upgradation under the scheme, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted.

03. MACP for DRTC will be applicable with effect from 01 Sep 2008.

04. There shall be three financial upgradations under the MACP for DRTC counted from the direct entry grade on completion of 10, 20 and 30 years of regular service or whenever a person has spent 10 years of regular service continuously in same grade pay/ pay level and does not get promotion under LFCS inspite of meeting the benchmark due to percentage stipulation under the DRTC Rules.

05. The consideration and grant of financial upgradation under the MACPS for DRTC shall be subject to meeting the following conditions:-

(a) For grant of benefit under MACPS for DRTC, the employee has to meet the promotional norms, including the benchmark for promotion prescribed in the guidelines issued by CEPTAM, from time to time.

(b) On completion of prescribed residency service for promotion, the employee has to appear for assessment for promotion each year. In case an employee intends not to appear in the assessment in any year, She/he has to submit an application giving valid reasons, for not appearing in the assessment.

In case the request is not accepted by the competent authority, then the employee will have to appear in the assessment. Not doing so will be treated as refusal of promotion and will have an effect of postponing the grant of MACP by one year.

In cases prior to issue of this letter and after 01 Sep 2008, employees who have appeared in the assessment at least on three occasions will be considered for grant of MACP, subject to meeting the promotional norms/ benchmark. The competent authority may relax this condition by maximum one year in very exceptional cases based on genuine and sufficient reasons to be recorded in writing.

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(c) Provided that in above mentioned cases, the meeting of benchmark will be decided by the Screening Committee based on the latest available assessments and CPARs/APARs relevant to the year in which the MACP is becoming due.

(d) Cases prior to 01 Sep 2008 will not be considered.

**06.** Since financial upgradation under MACPS is not a regular promotion, the employees will have to appear for assessment for regular promotion even after grant of MACP.

**07.** CEPTAM will be the nodal agency for issuing further guidelines/instructions in respect of implementation of MACP for DRTC employees. In the case of central assessment, the Screening Committees shall be constituted for granting MACPS to such individuals in CEPTAM with the approval of Chairman CEPTAM. In the case of Local Assessments, the Screening Committees shall be constituted in Lab for individuals under Local Assessment with the approval of Lab Director to consider the cases for grant of financial upgradations under the MACP Scheme. The Screening Committees shall consist of a Chairperson and two members. The members of the Committee shall comprise officers holding posts which are at least one level above the grade in which the MACP is to be considered but not below the rank of Under Secretary and equivalent in the Govt of India. The Chairperson should be at least one grade above the members of the Committee.

**08.** The recommendations of the Screening Committee for grant of MACP shall be placed before the Appointing Authority/Competent Authority for approval before actual grant of MACP.

**09.** The Screening Committee shall follow a regular time schedule and meet twice a year at an interval of six months. Cases of employees who will be due to get MACP benefit in the next six months will be considered in advance i.e. before the individual completes requisite 10/20/30 years of service so that the benefit can be granted to employees in time.

**10.** Further guidelines for implementation of MACP as required will be issued by CEPTAM for the respective grades under Local/Central Assessment.

**11.** All other provisions regarding MACP shall be applicable as per the DOP&T O.M. No.35034/3/2008-Estt.(D) dated 19 May 2009 as amended/clarified vide guidelines/FAQs issued by DOP&T from time to time.

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