



# भारतीय प्रतिरक्षा मजदूर संघ Bharatiya Pratiraksha Mazdoor Sangh

(AN ALL INDIA FEDERATION OF DEFENCE WORKERS)

(AN INDUSTRIAL UNIT OF B.M.S.)

(RECOGNISED BY MINISTRY OF DEFENCE, GOVT. OF INDIA)

**CENTRAL OFFICE : 2-A, NAVIN MARKET, KANPUR-1 • PH.: (0512) 2332222 • FAX : (0512) 2296229**  
**Mob. : 09335621629, 09415726924, 09415733686 • E-mail : gensecbpms@yahoo.co.in, cecbpms@yahoo.in**

**Dated: 17.04.2026**

**Dear Members,**

**Kindly go through the draft on 8<sup>th</sup> CPC on the topics of Promotion Policy, Minimum Qualifying Service, Dynamic Career Progression Scheme & Exemption of APAR for MTS and IEs.**

**Kindly offer your valuable suggestions.**

With regards,

Sincerely Yours

**(Rabindra Kr Mishra)**  
General Secretary

## **Promotion Policies**

### **1. Existing Vacancy Based Promotion System to Dynamic Promotion Scheme**

It is proposed to replace the existing **vacancy-based promotion system** with a **Dynamic Promotion Scheme (DPS)** in Central Government services. Under DPS, promotions shall be granted based on predefined eligibility criteria rather than the availability of vacancies.

The current system results in prolonged stagnation, unequal career progression, and reduced employee motivation due to limited promotional vacancies. Employees with similar merit and service records often face differing career outcomes purely due to structural constraints. This Dynamic Promotion Scheme will include-

- **Eligibility-Based Promotion:** Promotion upon completion of prescribed service period, performance benchmarks, and vigilance clearance.
- **Delinking from Vacancies:** Promotions not restricted by sanctioned post availability.
- **Time-Bound Progression:** Assured career advancement at fixed intervals.

### **2. Revision in minimum qualifying service required for promotion**

With reference to DoPT O.M. No. **AB-14017/4/2021-Estt.(RR)** dated **20 September 2022**, issued by the Department of Personnel & Training, Government of India, prescribing minimum qualifying service for promotion between pay levels:

It is submitted that the Federation has proposed **merger of certain pay levels** under the forthcoming **8th Central Pay Commission**, specifically:

- **Level 2 & Level 3**
- **Level 4 & Level 5**
- **Level 9 & Level 10**

The objective of the above merger is to reduce stagnation and provide a rationalized promotional hierarchy.

Further, the Federation strongly recommends that **minimum qualifying service for promotion from one level to the next should not exceed five years (wherever it is more than five years)** in any case. This is essential to ensure timely career progression, maintain employee motivation, and bring uniformity across cadres.

The proposal seeks consideration in the interest of fairness, efficiency, and improved human resource management in Central Government services.

### **3. Demand before 8th Central Pay Commission regarding DPC and Retrospective Promotion**

In terms of DoPT instructions (O.M. dated 08.09.1998), annual Departmental Promotion Committee (DPC) meetings can be dispensed with only after the appointing authority certifies that no vacancies exist or no officers are due for confirmation during the relevant year.

It is submitted that in many cases, such mandatory certification is not issued, and DPCs are not convened in time, leading to undue delay in promotions and loss to eligible employees.

**The Federation, therefore, demands that:**

- In all cases where the appointing authority has **not issued the prescribed certificate for dispensing with DPC**, it shall be deemed that DPC ought to have been held.
- Consequently, the **recommendations of the earliest DPC when convened should be given retrospective effect.**
- Such retrospective promotion should be effective **from the date the employee became eligible for promotion**, with all consequential benefits, including seniority and pay fixation.

This measure is essential to ensure accountability in timely conduct of DPCs and to safeguard employees from administrative delays beyond their control.

### **4. Demand for Exemption from APAR in Cases Where Trade Test is Prescribed for Promotion**

It is submitted that Multi-Tasking Staff (NIEs & IEs) and Industrial Employees have historically been kept outside the ambit of the Annual Performance Appraisal Report (APAR) system, considering the nature of their duties and existing evaluation mechanisms.

The duties performed by MTS and Industrial Employees are largely **routine, manual, and task-oriented**, involving activities such as cleaning, maintenance, loading/unloading, and other support services. These roles:

- Do not involve policy formulation, supervisory responsibilities, or independent decision-making.
- Are **output-based and physically verifiable**, making formal appraisal redundant.

Therefore, the MTS (IEs & NIEs) Category and Industrial Employees should be kept outside the ambit of APAR where trade test is required for promotion.

## **5. Dynamic Assured Career Progression**

### **a) Existing Provision**

At present, the Modified Assured Career Progression (MACP) Scheme provides financial upgradation after **10 years of stagnation**, with a maximum of **three upgradations** during the entire service.

### **b) Limitations of the Present Scheme**

The existing system does not adequately meet the **career aspirations of employees**, as the long interval of 10 years leads to **prolonged stagnation**, adversely affecting morale, motivation, and productivity—particularly in cadres with limited promotional avenues.

### **c) Need for Reform**

There is a need for a more **dynamic and responsive progression system** that ensures timely financial growth and reduces stagnation, in line with modern service conditions.

### **d) Proposal**

It is proposed to replace the existing MACP Scheme with a **Dynamic Assured Career Progression (DACP) Scheme**, with the following features:

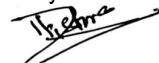
- **Financial upgradation after every 6 years** of service in the same pay level or post.
- **Minimum Five upgradations** during the entire service career.

### **Justification**

The proposed system would ensure **more frequent career progression**, improve employee morale, and create a **fair and equitable framework**, especially for employees with limited promotional opportunities.

The existing MACP Scheme be replaced with a **Dynamic Assured Career Progression Scheme**, providing **upgradation every 6 years with a minimum five opportunities during entire service career**.

Sincerely Yours



**(Rabindra Kr Mishra)**  
General Secretary