

**GOVERNMENT OF RAJASTHAN
FINANCE DEPARTMENT
(RULES DIVISION)**

No. F. 15(1)FD/Rules/2017 Pt.

Jaipur, dated: 06 OCT 2023

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Rajasthan hereby makes the following rules further to amend the Rajasthan Civil Services (Revised Pay) Rules, 2017, namely: -

1. Short title and commencement. - (1) These rules may be called the Rajasthan Civil Services (Revised Pay) (Fifth Amendment) Rules, 2023.

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

2. Amendment of Rule 14.- the existing rule 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 Government servants in Class IV, Ministerial, Subordinate, State Services and those holding isolated posts and drawing pay under these rules excluding posts carrying Pay Level above L-20 and State Service officers of Rajasthan Medical & Health Service and Rajasthan Medical Education Service who are eligible for promotion under Dynamic Assured Career Progression Scheme (DACP).

(2) (i) For grant of Modified Assured Career Progression Scheme (MACP), the service shall be counted from the date of the regular appointment in Government service as per provisions of service rules. 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 Government service and he will be entitled to total three financial upgradation including availed as selection grade, ACP, promotion or MACP under these rules.

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- (iii) Government servant who have already availed benefits of three financial upgradation under ACP including Selection Grade will not be eligible for the grant of MACP. Those Government servants 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 Government servants 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 Government servant 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 rules in the Pay Level of first or second or third MACP Pay Levels, as the case may be, by the following manner, namely: -

Method of Re-fixation of pay as on 1st April, 2023. — A Government servant who is drawing pay in a Pay Level as on 01.04.2023 under these rules, 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 rules, 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 that 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			
3	MACP admissible in Pay Level: L-14	Levels	L-13	L-14
4	Re-fixed Pay in the MACP Pay Level i.e. L-14: 59500	Cells	53100	56100
			54700	57800
			56300	59500
			58000	61300
			59700	63100
			61500	65000
			63300	67000

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

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Provided that in case there is no next 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-rule (5).

- (ii) The second MACP, wherever admissible, in terms of these rules 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-rule (5).

- (iii) The third MACP, wherever admissible, in terms of these rules 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-rule (5).

- (iv) The first, second and third MACP in terms of these rules to employees who is directly recruited in State 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 of 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 rules. The period during which a Government servant remained/ remains on extra ordinary leave with or without medical certificate shall also be counted for reckoning the period of 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 State 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 Government servant 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 Government Servant shall exercise the option in writing within three months of the date of publication of this rule. The option once exercised shall be final.
- (7) The authority competent to make appointment on the post held by the Government servant 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	Cells	26300	26300
4	Pay after giving one increment in Pay Level L-5: 27900		27100	27100
5	Pay in the MACP Pay Level i.e L-8 : 28700		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	Cells	49300	48400
4	Pay after giving one increment in Pay Level L-11: 52300		50800	49900
5	Pay in the MACP Pay Level i.e. L-12: 52900		52300	51400
			53900	52900
			55500	54500
			57200	56100
		58900	57800	

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(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-VI appended to these rules."

3. Amendment of Rule 15.- the existing rule 15 shall be deleted.

4. Amendment of Schedule-VI. - the existing Schedule VI appended to rule 14 shall be substituted, by the following, namely: -

**Schedule VI
(Rule No. 14)**

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

Under Rule 14 of these rules, the Government servants 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 Rule 5(xiii) reproduced below; -

"5(xiii) "Regular Service" means and includes service rendered by a Government servant on his appointment after regular selection in accordance with the provisions contained in the relevant recruitment rules for that 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 of 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 in another Government Department in a post carrying same Level prior to regular appointment in a new Department, 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. To illustrate, in case of Patwari regularly recruited is appointed to another post of LDC in the same Level, the period of service rendered by him as Patwari shall be reckoned for the purpose of grant of MACP as LDC after satisfactory completion of probation period.

(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 of 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 Government Servant 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 that 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 fulfillment of other conditions prescribed in this regard.

(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 Government Servant 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 under this clause, he/she shall be entitled to 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 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 government 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 a 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.

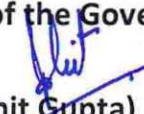
- (5) The MACPs contemplates merely placement on personal basis in the relevant Level for financial benefits only and shall not amount to actual / functional promotion of the employees concerned.
- (6) If a financial upgradation under the MACPs is deferred and not allowed due to non-availability of 9 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.

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- (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 department and appointed in the same Level or lower Level in the new department, the regular service rendered by him / her in the previous department shall be counted towards the regular service in his / her new department 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 again 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 Government servant (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.
2. Further clarifications, required if any, be addressed to the Rules Division of the Finance Department.

By order of the Governor,

(Rohit Gupta)
Secretary to the Government,
Finance (Budget).

Copy forwarded to -

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2. Principal Secretary to Hon'ble Chief Minister.
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2. Registrar General, Rajasthan High Court, Jodhpur / Jaipur.
3. Secretary, Rajasthan Public Service Commission, Ajmer.
4. Secretary, Lokayukta Sachivalaya, Rajasthan, Jaipur.

 6/11/23

(Suresh Kumar Verma)
Joint Secretary to the Government.

(RCS(RP)2017 – 10/2023)