



Federation of National Postal Organisations

T-24, Atul Grove Road, New Delhi-110 001

Mob.: 9959538622, e-mail: sivajivasireddy@gmail.com, Web : fnpo.org



SIVAJI VASIREDDY

Secretary General

No.: FNPO/MACPS/2026

Date: 01.10.2026

To
The Secretary
Department of Posts
Dak Bhawan
New Delhi – 110001

Subject: Request for reconsideration of the interpretation contained in DoPT I.D. Note No. 35034/6/2025-PPD(MACP) dated 20.01.2025 regarding refusal of promotion and subsequent financial upgradation under MACPS – reg.

Respected Sir,

I am directed to submit, on behalf of the Federation of National Postal Organisations (FNPO), the following issues concerning the implementation of the Modified Assured Career Progression Scheme (MACPS) in the Department of Posts.

The matter assumes considerable importance in view of the interpretation contained in DoPT I.D. Note No. 35034/6/2025-PPD(MACP) dated 20.01.2025, particularly regarding the effect of refusal of a vacancy-based promotion on subsequent financial upgradation under MACPS.

FNPO respectfully requests that the matter may kindly be examined comprehensively at the Directorate level and thereafter taken up with the Department of Personnel & Training (DoPT) for reconsideration/clarification, keeping in view the express provisions of **Para 24 of the consolidated MACPS guidelines dated 22.10.2019**, the prescribed period of debarment, practical administrative circumstances and relevant judicial decisions.

1. Reconsideration of DoPT I.D. Note dated 20.01.2025

The interpretation contained in the aforesaid I.D. Note has the effect that where an employee refuses a vacancy-based promotion before becoming eligible for the next financial upgradation, the employee becomes eligible for the next financial upgradation only after accepting a subsequent promotion, and the intervening period is not treated as stagnation for MACPS purposes.

FNPO submits that the above interpretation, particularly regarding the **extent and duration of the financial consequence of refusal**, requires reconsideration with reference to the specific language of Para 24 of the consolidated MACPS guidelines.

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Para 24 provides, inter alia, that the second or next financial upgradation shall be deferred **“to the extent of period of debarment due to the refusal of promotion.”** The expression **“to the extent of period of debarment”** therefore requires authoritative examination.

2. Consequence after expiry of the prescribed debarment period

The prescribed period of debarment arising from a particular refusal and the subsequent actual availability of a promotion are two distinct matters. After expiry of the prescribed debarment period, an employee may again become eligible for consideration for promotion. However, actual promotion may not arise immediately due to:

- non-availability of vacancy;
- delay in DPC/selection proceedings;
- seniority and zone-of-consideration requirements;
- restructuring or cadre-related circumstances; or
- other administrative reasons.

If the financial consequence of the original refusal continues until the employee actually accepts a subsequent promotion, the duration of such consequence effectively becomes dependent upon the occurrence of a future administrative event which is beyond the employee's control.

FNPO therefore requests that the matter may kindly be examined as to whether the consequence of a particular refusal can appropriately continue beyond the **prescribed period of debarment** merely because a subsequent vacancy-based promotion has not yet arisen.

3. Refusal of promotion and subsequent promotion are distinct events

The following two events require separate consideration:

- (a) refusal of a promotion and the resulting prescribed period of debarment; and
- (b) subsequent availability and acceptance of another promotion opportunity.

The first event arises from the employee's decision to refuse promotion and attracts the prescribed consequences for the applicable period.

The second event may occur much later and depends upon vacancies, DPC/selection proceedings, seniority and other administrative circumstances.

FNPO therefore requests that the financial consequence attributable to a particular refusal may be examined with reference to the **prescribed period of debarment**, rather than automatically extending it until the uncertain date on which a subsequent promotion is actually offered and accepted.

4. Interpretation with reference to the present MACPS

The present MACPS has superseded the earlier ACP Scheme and has its own framework of financial upgradations.

While earlier ACP instructions and administrative practices may provide historical background, FNPO submits that they should not be mechanically treated as controlling interpretations of the present MACPS without examining the language and structure of the scheme presently in force. This assumes particular significance because Para 24 of the consolidated MACPS specifically uses the expression:

“to the extent of period of debarment due to the refusal of promotion.”

The present provision therefore deserves an independent and fresh examination in the context of the existing MACPS.

5. Promotion of Postal Assistant to LSG where the same Pay Matrix Level has already been attained through MACP

Another important issue affecting Postal Assistants is the financial consequence of regular promotion from **Postal Assistant to LSG** where the official is already drawing the same Pay Matrix Level through an earlier MACP.

The issue is not the promotional status of LSG, but the financial consequence under MACPS where regular promotion does not result in movement to a higher Pay Matrix Level than the level already attained through financial upgradation.

The Department has earlier examined MACP-related issues concerning promotion from **Inspector Posts to Assistant Superintendent of Posts**, including Department of Posts communication No. 4-7/MACPS/2019-PCC dated 10.02.2021.

FNPO requests that the same principle may be examined in appropriate cases of **PA-to-LSG promotion**, so that employees who have already reached a particular financial level through MACP are treated uniformly and fairly.

6. “Very Good” APAR benchmark – need for uniform methodology

FNPO also requests authoritative clarification regarding the methodology for applying the **“Very Good” APAR benchmark** under Para 17 of the consolidated MACPS guidelines.

At field level, there appears to be an interpretation requiring **“Very Good” grading in each of the five APARs** of the relevant reckoning period, effectively resulting in a 5-out-of-5 requirement.

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The Federation requests that DoPT may kindly clarify whether every APAR must individually carry the "Very Good" grading or whether the APARs are required to be assessed/reckoned in accordance with the methodology contemplated under the applicable MACPS instructions and benchmark-related instructions.

FNPO also invites attention to DG SSB OM No. 1/Org/MACP/2018(186)/J17 dated 10.01.2019, which may be considered as a relevant Central Government reference while examining the methodology.

A uniform methodology is essential so that similarly situated officials are not subjected to different interpretations merely because their cases are processed by different Divisions.

7. Need for uniform and legally sustainable implementation

The above issues have significant implications for uniform implementation of MACPS throughout the Department.

In particular, where the financial consequence of a refusal is linked to the eventual acceptance of a future promotion, employees who have undergone the same prescribed period of debarment may face substantially different financial consequences merely because subsequent promotion opportunities arise at different points of time.

Similarly, inconsistent application of the APAR benchmark can result in different treatment of similarly situated employees.

FNPO therefore requests that the Department may ensure certainty, uniformity and consistency in implementation so as to minimise recurring representations and litigation.

8. Judicial decisions requiring consideration

FNPO further requests that the issue relating to refusal of promotion, debarment and subsequent MACP entitlement may kindly be examined in the light of the following judicial decisions referred to in the enclosed material:

1. **Nagendra G. vs. Department of Posts & Others**, CAT Bangalore, O.A. No. 170/00248/2024, decided on 10.11.2025; and
2. **Bhaktimayee Tripathy vs. Department of Posts & Others**, CAT Cuttack, O.A. No. 260/00050/2023, decided on 21.08.2026.

These decisions merit consideration while examining the interpretation and application of Para 24 of MACPS.

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PRAYER

In view of the foregoing, FNPO respectfully requests the Department of Posts to kindly:

1. **Examine comprehensively** the implications of DoPT I.D. Note No. 35034/6/2025-PPD(MACP) dated 20.01.2025 in the context of employees of the Department of Posts.
2. Examine whether continuation of the financial consequence of a particular refusal until actual acceptance of a subsequent promotion is consistent with the expression **“to the extent of period of debarment due to the refusal of promotion”** contained in Para 24 of the consolidated MACPS guidelines.
3. Examine the position where the prescribed debarment period has expired and the employee is again eligible for consideration for promotion, but an actual promotion opportunity does not arise for a considerable period due to vacancy position or other administrative circumstances.
4. Examine separately the expiry of the debarment period and the subsequent availability/acceptance of promotion.
5. Examine the matter with reference to the **present MACPS**, rather than mechanically applying interpretations originating under the erstwhile ACP framework.
6. Specifically examine the financial consequences of **PA-to-LSG promotion where the official is already drawing the same Pay Matrix Level through MACP**, and obtain appropriate clarification from DoPT wherever necessary.
7. Ensure a **uniform methodology for applying the “Very Good” APAR benchmark** under Para 17 of MACPS and clarify the precise manner in which APAR gradings are to be reckoned.
8. Take up the above issues with **DoPT for reconsideration/clarification** of the interpretation contained in the I.D. Note dated 20.01.2025.
9. Request DoPT to issue a **fresh, reasoned, authoritative and uniformly applicable clarification** after considering Para 24 of the present MACPS, practical administrative consequences and relevant judicial developments.
10. Examine the cases of officials who have already suffered or are presently suffering postponement of MACP solely on account of the interpretation contained in the aforesaid I.D. Note and, subject to the final decision of the competent authority, extend the benefit of the clarified position to similarly situated officials.
11. Take up the matter with **DoPT on priority**, in the interest of fairness, uniformity, administrative certainty and avoidance of recurring litigation.

Conclusion

FNPO respectfully submits that the issue is not intended to eliminate the legitimate consequences of refusal of promotion. The issue is to determine the **proper extent and duration of such consequences under the present MACPS**.

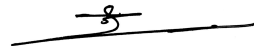
A refusal may attract the prescribed period of debarment and corresponding consequences. However, after expiry of that prescribed period, the subsequent availability of an actual promotion is a separate administrative event which may depend upon vacancies, DPC/selection proceedings, seniority and other circumstances beyond the employee's control.

The expression "to the extent of period of debarment due to the refusal of promotion" occurring in Para 24 therefore deserves careful and authoritative examination.

FNPO also requests a uniform decision regarding the financial consequences of PA-to-LSG promotion where the same Pay Matrix Level has already been attained through MACP and regarding the precise methodology for applying the "Very Good" APAR benchmark.

The Federation therefore requests the Postal Directorate to kindly examine the matter comprehensively and take it up with DoPT for appropriate reconsideration/clarification in the interest of **fairness, uniformity, certainty and objective implementation of MACPS throughout the Department of Posts.**

Yours faithfully,


(Sivaji Vasireddy)
Secretary General