

## **MODIFIED ASSURED CAREER PROGRESSION SCHEME [MACP]**

The provision of Modified Assured Career Progression (MACP) will be made applicable to all grades of the non-teaching employees of Chanakya National Law University, Patna.

2. All regular/confirmed employees who are otherwise eligible for promotion but could not be granted the same because of unavailability of regularly sanctioned and vacant posts will be granted the benefits of the scheme after completion of 10, 20 and 30 years of regular service. For this purpose, the regular service will be reckoned from the date of joining on regular post or joining the post after adjustment/reemployment.

3. Under this scheme at each stage of completion of 10, 20 and 30 years of service an employee drawing salary in a particular matrix level will be granted the basic pay at next stage higher in the said matrix level and thereafter the basic pay will be suitably fixed in the next higher matrix level. For e.g. an employee in matrix level 1 after 10 years of service drawing basic salary of Rs. 23500/- (at stage 10) will be allowed one increment at stage 11 at Rs. 24200/- and then his basic pay will be fixed in Matrix level 2 at RS. 24500/- (next available basic pay in Matrix level 2).

4. The regular/confirmed employees working on single posts or the employees who could not be granted regular promotion will be entitled for the benefits of MACP after completion of 10, 20 and 30 years of regular service.

5. The benefits of this scheme will be allowed on personal basis and therefore, provisions of reservation will not be applicable.

6. The last pay drawn under this scheme will be taken into consideration for granting retiral benefits.

7. The scheme is being implemented on the recommendations of duly constituted Committee which will hold its meeting during the month of January and July and will place the same before the respective controlling authority.

8. Since under this scheme an employee has to be granted Assured financial upgradation on personal basis provided he has not been granted regular/officiating promotion, therefore, provision of reservation roaster will not be applicable in this case. Again since it is purely based from person to person to all eligible employees irrespective of their being under unreserved or any reserved category the reservation provisions are also not applicable.

9. In view of above, MACP may be made admissible to the different non-teaching post holders as par with the staff posted in the Secretariat of the State Govt. as per the details given hereunder:-

<b>SL. NO.</b>	<b>NAME OF POST</b>	<b>GRADE PAY</b>	<b>MATRIX LEVEL</b>	<b>Matrix level admissible after 1<sup>ST</sup> MACP (10 years)</b>	<b>Matrix level admissible after 2<sup>ND</sup> MACP (20 years)</b>	<b>Matrix level admissible after 3<sup>RD</sup> MACP (30 years)</b>
1.	Finance Officer	7600	12	13	13A	14
2.	Assistant Registrar	5400	9	10	11	12
3.	Assistant Controller of Examinations	5400	9	10	11	12
4.	Chief Security Officer	5400	9	10	11	12
5.	Resident Medical officer	5400	9	10	11	12
6.	Computer Programmer	5400	9	10	12	12
7.	Warden	4200	6	7	8	9
8.	Maintenance Engineer (Civil)	4200	6	7	8	9
9.	Maintenance Engineer(Electrical)	4200	6	7	8	9
10.	Accounts officer	4200 (4600) (admissible grade pay for determination of matrix level as per the 7 <sup>th</sup> Pay Commission Recommendations with effect from 1.1.2016)	7	8	9	10
11.	Personal Secretary	4200 (4600) (admissible grade pay for determination of matrix level as per the 7 <sup>th</sup> Pay Commission Recommendations with effect from 1.1.2016)	7	8	9	10

12.	Junior Accounts officer	4200	6	7	8	9
13.	Personal Assistant	2800	5	6	7	8
14.	Office Assistant (Sr.)	2800	5	6	7	8
15.	Sr. Library Assistant	2800	5	6	7	8
16.	Office Assistant	2400	4	5	6	7
17.	Office Assistant (Jr.)	2000	3	4	5	6
18.	Library Assistant	2400	4	5	6	7
19.	Computer Operator (Graduate/Under Graduate)	2800	5	6	7	8
		2400	4	5	6	7
20.	Assistant Warden	2400	4	5	6	7
21.	Firefighting Supervisor	2400	4	5	6	7
22.	Record Assistant	1900	2	3	4	5
23.	Lower Division Clerk	1900	2	3	4	5
24.	Electrician	1900	2	3	4	5
25.	Driver	1900	2	3	4	5
26.	Plumber	1900	2	3	4	5
27.	Medical Attendant	1800	1	2	3	4
28.	House keeping	1800	1	2	3	4
29.	Carpenter	1800	1	2	3	4
30.	Gardener	1800	1	2	3	4
31.	Attendant	1800	1	2	3	4
32.	Security staff	1800	1	2	3	4
33.	Cleaning staff	1800	1	2	3	4

The order will come into effect with effect from 01.09.2009 as resolved by the State Govt.

For any clarification/query/decision not stipulated above will be as per Finance Department resolution no. 756 dated 16.07.2010.

For interpretation of any provisions the decision of Hon'ble Vice-Chancellor shall be final and binding.

In case of any confusion, it may be solved according to the provisions laid down by the Government of Bihar.

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**Recommended by Finance Committee in its meeting dated 06.02.2021 and approved by the Executive Council vide its resolution dated 06.02.2021.**