

**GOVERNMENT OF INDIA  
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
LOK SABHA**

UNSTARRED QUESTION NO:3338  
ANSWERED ON:16.03.2011  
ASSURED CAREER PROGRESSION SCHEME  
Jawale Shri Haribhau Madhav

**Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:**

- (a) the details fo Assured Career Progression (ACP) scheme introduced on 9 August, 1999 for the welfare of the Central Government employees;
- (b) whether the Government initiated and awarded this ACP scheme for all eligible employees of various pay band and grade pay; and
- (c) if not, the reasons therefor?

**Answer**

MINISTER OF THE STATE IN THE MINISTRY OF PARLIAMENTARY AFFAIRS; MINISTER OF THE STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCE AND PENSIONS AND MINISTER OF THE STATE IN THE MINISTRY OF PRIME MINISTER'S OFFICE (SHRI V. NARAYANASAMY)

(a), (b) and (c): To avoid genuine stagnation and hardship faced by the Central Government civilian employees due to lack of adequate promotional avenues, the Fifth Central Pay Commission (5th CPC) recommended introduction of an Assured Career Progression Scheme (ACPS). The Government approved the Scheme recommended by the 5th CPC as a 'safety net' to deal with the problem of genuine stagnation and hardship faced by the employee due to lack of adequate promotional avenues.

The Scheme was implemented w.e.f. 09.08.1999, which ensured two financial upgradations on completion of 12 and 24 years of regular service to Group 'B', 'C' & 'D' employees and isolated posts in Group 'A'. The benefits were allowed in the promotional hierarchy if the Government servant had not earned the regular promotions during this period. However, in case of isolated post, the financial upgradations were allowed in the standard/common pay structure recommended by the 5th CPC as contained in Annexure-II of ACPS dated 09.08.1999. The officers of Group 'A' service were, however, not covered under the Scheme on the ground that the regular promotions would be earned by them during their service career. The Scheme benefited a large number of employees who had been stagnating for long periods. The Scheme is available on the website of this Department ([www.persmin.nic.in](http://www.persmin.nic.in)>Establishment>Other Division/Section>ACP).

The ACP scheme has now been replaced with Modified Assured Career Progression Scheme (MACPS) on the basis of recommendations of the 6th Central Pay Commission w.e.f. 01.09.2008. However, the benefits during the period from 01.01.2006 to 31.08.2008 under the ACPS have been allowed in the revised pay structure recommended by the 6th CPC.