(केवल सरकारी उपयोग के लिए)
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दक्षिण मध्य रेलवे
South Central Railway

2010 वर्ष के दौरान जारी वर्गीकृत सारांश
सहित स्थापना क्रमिक परिपत्र और ग़ैर - क्रमिक परिपत्र

ESTABLISHMENT SERIAL CIRCULARS
WITH
CLASSIFIED SUMMARY
&
NON SERIAL CIRCULARS
ISSUED DURING THE YEAR- 2010

कार्मिक शाखा
PERSONNEL BRANCH

PREFACE

Instructions received on establishment matters from the Railway Board during 2010 have been circulated in the form of Establishment Serial Circulars for immediate implementation. The Serial Circulars are also published in the form of monthly booklets and supplied to all the HODs/DRMs/CWMs/Extra Divisional Officers including Supervisory officials. These circulars have also been placed on the railnet and can be viewed on the South Central Railway official website i.e. www.scrailway.gov.in.

The Establishment Serial Circulars issued during 2010 together with the classified summary as well as important non-serial circulars have been consolidated and brought out in the form of a year book so that the instructions will be readily available for easy reference to the officers dealing with establishment matters and to those staff who do not have access to the networking facilities.

Instructions on the Modified Assured Career Progression Scheme issued by the Railway Board together with subsequent clarifications received from the Board as well as clarifications issued locally have also been incorporated in this book.

MANOJ PANDE
Chief Personnel Officer

Secunderabad

INDEX OF SERIAL CIRCULARS ISSUED DURING THE YEAR 2010

INDEX NO & SUBJECT IN BRIEF	S.C. No	Page No.
1016 ALLOWANCES OTHER THAN HRA/CCA		
Board have decided that Hospital Patient Care Allowance /Patient Care Allowance may be paid continuously to the eligible Railway servants as per terms and conditions laid down in their letter dated 9.01.08 [SC No. 02/08] till the time Risk Insurance Scheme is implemented	01/2010	1
Board have decided that Risk Allowance may be paid to the eligible Railway servants till the Risk Insurance Scheme is formulated and implemented.	02/2010	1
Board have issued clarification regarding grant of Transport Allowance to officers in Grade Pay of ₹10,000 and ₹.12000 & those in HAG+ Scale.	13/2010	21
Board have revised rate of Ration Money Allowance from ₹36.91 to 42.72 per day per head w.e.f. 01.04.2009 to 31.03.2010 to non-gazetted RPF/RPSF personnel upto the rank of Inspector Grade I scale ₹6500-10500 (revised scale ₹9300-34800 Grade Pay ₹4600).	26/2010	30
Board's instructions that Transport Allowance can be granted to employees provided with official accommodation within one kilometer of office or within a campus housing the place of work and residence, is applicable to blind and orthopaedically handicapped railway employees also.	40/2010	44
Washing Allowance @ ₹ 60/- per month is granted to Safaiwalas working in Railway Colonies w.e.f. 15.4.2010. The rate of this allowance would be increased by 25% whenever the Dearness Allowance payable on the revised pay scales goes up by 50%.	58/2010	64
Revised rates of Special Allowance against specified posts revised w.e.f. 1.09.2008. The categories in respect of which special allowance is to be discontinued is also circulated .	66/2010	71
Board have clarified that the blind and orthopaedically handicapped Railway employees availing FRC facility are entitled for Transport Allowance as the condition of availing Residential Card Pass facility by a Railway employee has been delinked with grant of Transport Allowance vide Board's letter dated 23.01.2009.	80/2010	109
Railway servants in Grade Pay ₹4600/- [PB-2] and above drawing pay ₹18,050/- in the pay band [excluding Grade Pay] are entitled to travel by taxi /claim reimbursement of taxi hire charges for using one's own car for the purpose of undertaking local journeys at or near headquarters, **effective from 19.08.2010**.	120/2010	154
Ration Money Allowance payable to all non-gazetted RPF/RPSF personnel is revised from existing rate of ₹ 42.72 to ₹46.40 per day/per head, effective from 01.04.2010 to 31.03.2011.	126/2010	158
Board have clarified that the Additional Allowance, on which only DA is admissible, introduced for certain specified categories of running staff is admissible alongwith the revised pay structure from the date the concerned employees opt for the revised pay structure in VI CPC scales.	158/2010	202

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The rate of Special Allowance admissible to Gatekeepers posted at Civil Engineering Level Crossings, identified as difficult gates is revised from the existing rate of ₹150/- p.m. to ₹ 300/- p.m. with effect from 01.09.2008. [2] The rate of the Special Allowance may be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%.	181/2010	232
1018 BAN ON CREATION OF POSTS		
Board have decided that the Annual Review for gradewise percentage distribution of posts in Group 'C' categories, due to be conducted as on 01.04.2010 on the cadre strength of 01.04.2010, should be suspended. The decision to conduct the next Annual Review as on 2011 will be taken by Board in March-2011.	48/2010	50
1019 CASUAL LABOUR / SUBSTITUTES		
Instructions on engagement of Substitutes in erstwhile Group 'D' categories are circulated.	138 /2010	179
The provisions regarding Screening of the Substitutes for their absorption in regular service contained in para 5.1 & 5.2 of Board's letter dated 17.09.10 [SC No. 138/10] has been substituted. [2] Henceforth a Substitute who has acquired temporary status when considered for regularization of the services should be screened by a Committee consisting of three Railway Officers of appropriate rank one each belonging to SC/ST community, OBC community and Minority community. Also one member belonging to Personnel Department, the department for which recruitment is being made and one from the department other than Personnel Department.	183/2010	233
The engagement of Course Completed Act Apprentices as Substitutes on the railways in Pay Band-1 [Grade Pay ₹1800] under General Manager's power will be outside the purview of stipulation made in para 3.2[i] and [ii] of Board's letter dated 17.09.10 [SC No. 138/10] [the prescribed maximum number of substitutes that can be engaged in erstwhile Group 'D' and other categories during a year].	184/2010	234
1020 HRA/CCA		
Board have decided that those railway employees who on their transfer to New Zones/Division kept their families at the previous station of posting in hired accommodation after vacating the Company/Railway leased/Government accommodation which they were occupying and had to vacate subsequent to transfer to New Zones/Division, would also be entitled to the benefit of HRA at the rates applicable to the previous station of posting subject to fulfillment of other conditions mentioned in Board's letter of even number dated 09.03.2004 [SC No. 43/04].	156/2010	200
The currency of instructions on delegation of powers to GM and other heads of organisations directly controlling allotment of Rly. quarters to sanction HRA in the event of non-acceptance or surrender of Rly. accommodation valid upto 31-3-2010 is extended upto 31-3-2017	173/10	222

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1021 CONFIDENTIAL REPORTS		
Board have circulated the procedure for maintenance and preparation of Annual Performance Appraisal Reports [APAR] and communication of all entries recorded in APAR for fairness and transparency in public administration in respect of Gazetted and Non-gazetted staff. .	77/2010	87
The Integrity column should be left blank if there is any doubt or suspicion regarding officer's integrity and a separate secret note should be recorded and followed up. Though such a note is attached with the APAR, the same should not be disclosed to the officer reported upon. However, after the doubts or suspicions are cleared or substantiated, the Integrity column should be filled up accordingly and contents thereof communicated to the officer.	78/2010	89
Instructions on communication of Below Benchmark gradings in ACRs for the years prior to the reporting period 2008-09 reckonable in future DPCs for promotion and objective consideration of representations by the competent authority against remarks in the APAR or for upgradation of the final grading, are circulated.	139/2010	183
1022 COMPASSIONATE GROUND APPOINTMENT		
Board have reiterated their instructions that where an employee is totally incapacitated and is not in a position to continue in any post, because of his medical condition, he may be allowed to opt for retirement and request for appointment on compassionate ground to an eligible ward may be considered.	44/2010	46
Board have decided to allow additional [second] chance for passing aptitude test to compassionate ground appointees for post of Assistant Station Master and Assistant Loco Pilot, after a gap of three months instead of six months, in exceptional cases, based on merits of each case.	81/2010	109
Board have decided that General Manages may consider requests of compassionate appointment in respect of posts where Grade Pay is upto ₹.4200/.- and direct recruitment quota is more than 25%. Requests for considering CG appointment in posts having Grade pay of more than ₹4200/- and where DR quota is 25% or lesser, may be referred, on merits, for Board's consideration, in the prescribed proforma, with due justification and personal recommendation of the General Manager.	85/2010	111
Board have issued clarification on the subject of appointment of the wife /ward/legal heir in the case of commission vendor/ bearer who was eligible for absorption in the Railways but was declared totally medically unfit before his absorption subject to fulfillment of other conditions mentioned therein.	177/2010	227
1023 CONDUCT RULES		
The proper course to be taken for seeking redressal of grievance on service matters by a Railway servant and guidelines to deal with such representations is outlined.	92/2010	115
1025 CORRECTION SLIPS TO IREC Vol.I		
ACS No. 110 to Rule 107 of IREC Vol.I: Classification of Railway Services consequent upon introduction of RS[RP] Rules, 2008, has been substituted with effect from 08.01.10.	09/2010	15

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1028 CORRECTION SLIPS TO IREM, IRMM		
ACS to Para 612 A[2] of IRMM, 2000: Resignation tendered by Railway employees on permanent absorption in PSUs/ Autonomous Bodies is treated as "technical resignation" and they will become entitled to enroll themselves as members of RELHS subject to fulfillment of the prescribed conditions.	06/2010	05
Advance Correction Slip No. 213 to Paras 1004[i] and 1005 IREM Vol.I [1989 Edition]: The powers of the GMs for sanctioning investigation of arrear claim, has been enhanced from ₹5000 to ₹10,000/-.	28/2010	31
Advance Correction Slip No.2 to Indian Railway Administration and Finance , 1991 Edition- Para 1021[ii] of Chapter X on Advances and Arrears: The powers of the General Manager to sanction investigation of arrears claim over three years old has been enhanced from ₹5000/- to ₹10,000/-.	53/2010	59
Advance Correction Slip No. 214 to the IREM, Vol.I: [Para 648] The existing ceiling for grant of Dual Charge Allowance for combination of appointments has been enhanced to ₹80,000/- p.m. w.e.f. 01.01.2006. Aggregate of pay and additional pay shall in no case exceed ₹80,000/- p.m.	96/2010	125
ACS No. 216 to IREM: Note inserted under para 159[3] of Sub-Section-III of Section 'B' Chapter I of the Indian Railway Establishment Manual Vol. I [1989 Edition]: Board have clarified that the Compassionate Ground Appointees [CGA] holding degree/diploma/ITI qualification in the relevant railway related trade, if he/she gets appointed as Skilled Artisan in the trade in which he/she has acquired his/her degree/diploma/ITI they will undergo training for 6 months. In case of CGA holding degree/diploma/ITI appointed as Skilled Artisan in a trade different than that acquired by them, will have to undergo 3 years training. Practical training should be undertaken in shop floor and not in classrooms.	174/2010	223
1030 DAILY ALLOWANCE		
The 25% cut imposed on the per diem allowance [Daily Allowance] for journeys on duty in various countries/territories vide Board's letter dt. 12.6.01 [SC No. 130/01] has now been withdrawn. The revised rates of Daily allowance for journeys on duty in various countries/territories admissible with effect from 07.12.2010 is circulated.	178/2010	227
Board have communicated the revised rates for transportation of personal effects by road on transfer from the place of residence to Railway station at the old Headquarters and from the Railway Station to the place of residence at the new Headquarters, effective from 01.09.2008.	190/2010	240
1031 DEARNESS ALLOWANCE		
Grant of Dearness Relief to the Railway pensioners who are in receipt of provisional pension or pension in the pre-revised scale of 5th CPC w.e.f. 1.7.2008, 1.1.2009 and 1.7.2009: Board have communicated revised rates of Dearness Relief to the Railway pensioners who are in receipt of provisional pension and pension in the pre-revised scale of 5th CPC and to the surviving CPF beneficiaries who are in receipt of ex-gratia,	12/2010	19

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w.e.f. 1.7.2008, 1.1.2009 and 1.7.2009.		
Board have communicated orders enhancing the Dearness Allowance to Railway employees from **27% to 35%** w.e.f. **01.01.2010.**	47/2010	50
Dearness Relief payable to Central Government pensioners/ family pensioners has been enhanced from the existing rate of 27% to 35% w.e.f. 1st January, 2010.	71/2010	79
Grant of Dearness Relief to the Railway pensioners who are in receipt of provisional pension or pension in the pre-revised scale of 5th CPC: Board have communicated revised rates of Dearness Relief to the Railway pensioners who are in receipt of provisional pension and pension in the pre-revised scale of 5th CPC and to the surviving CPF beneficiaries who are in receipt of ex-gratia, w.e.f. 1.1.2010.	113/2010	144
Board have communicated orders enhancing the Dearness Allowance to Railway employees from **35% to 45%** w.e.f. **01.07.2010.**	135/2010	176
Dearness Relief payable to Central Government pensioners/ family pensioners has been enhanced from the existing rate of 35% to 45% w.e.f. 1st July, 2010.	151/2010	192
Grant of Dearness Relief to the Railway pensioners who are in receipt of provisional pension or pension in the pre-revised scale of 5th CPC: Board have communicated revised rates of Dearness Relief @ 103% to the Railway pensioners who are in receipt of provisional pension and pension in the pre-revised scale of 5th CPC and to the surviving CPF beneficiaries who are in receipt of ex-gratia, w.e.f. 1.7.2010.	169/2010	216
1032 DEPUTATION		
Deputation of Central Govt. Employees to ex-cadre Posts under Central/State Govts. and on Foreign service to Central/State PSUs/Autonomous Bodies: -The modified guidelines relating to deputation of Central Govt employees to ex-cadre posts under Central /State Govts. and on Foreign Service to Central/State PSUs/ABs, modified are circulated.	14/2010	22
Revised instructions on Regulation of pay, Deputation (duty) Allowance, tenure of deputation/ foreign service and other terms and conditions in cases of transfer on deputation/foreign service of Central Government Employees to ex-cadre posts under the Central Government/ State Governments/Public Sector Undertakings/ Autonomous Bodies, Universities/ UT Administration, Local Bodies etc. are circulated.	130/2010	160
1033 DISCIPLINE AND APPEAL RULES		
Board have issued broad parameters and guidelines for dealing with requests of railway servants seeking permission under Rule 12 of RS[Conduct Rules], 1966 for asking or accepting contributions or associating with raising of funds or other collection in cash or kind . [2] The powers to communicate sanction is to be exercised by GM/ PHOD /AGM /CHODs on the Zonal Headquarters in respect of staff and officers working under their control and by DRM/CWMs [in SAG] on the Divisions and in Workshops.	62/2020	66
The Appellate/Revising Authorities while considering the appeal/revision petition against the penalty of withholding of	88/2010	113

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increments imposed under the Vth CPC scales and continuing on 1.1.2006 or imposed/effected between 1.1.2006 and 4.9.2008, i.e., the date on which the 6th CPC scales were notified on Railways, may take into account the greater monetary loss that would be sustained by the appellant/petitioner on account of re-fixation of his pay under the 6th CPC scales from 1.1.2006 and take a suitable decision regarding the quantum of the penalty.		
The lower stages of pay in cases of Railway employees imposed with the penalty of reduction to lower time scale of pay is to be worked out on the basis of 3% of the basic pay rounded off to the nearest ₹10/- in terms of the provisions of the Revised Pay Rules, 2008.	180/2010	232
1034 REIMBURSEMENT OF TUITION FEES		
Board have clarified that: [1] Vidyalya Vikas Nidhi charged by Kendriya Vidyalayas is reimbursable as per items detailed in para 1[e] of DOP&T's OM circulated under their letter dt. 01.10.08 [SC 135/08] [2] Children Education Allowance is admissible for the two eldest surviving children only, except when the number of children exceeds two due to second child birth resulting in multiple births. [3] The words '*classes nursery to twelfth'* will include classes 1 to XII + 2 classes prior to class I irrespective of the nomenclature. [4] Recognised school/institution in this regard means a Govt. school or any educational institution whether in receipt of Govt. aid or not, recognized by the Central or State Govt. or Union Territory Administration or by University or a recognized educational authority having jurisdiction over the area where the institution is situated.	10/2010	17
Reimbursement of Hostel Subsidy for disabled children of Railway employees is payable at double the rates i.e. ₹6,000/- per month per child, subject to the conditions stipulated in Board's letter dated 01.10.2008 [SC No. 135/08].	140/2010	185
1036 FIXATION OF PAY		
Board have permitted stepping up of pay of seniors with reference to such of their directly recruited juniors borne on the same seniority list who are recruited on or after 1.1.2006 and whose basic pay is more than that of the seniors, subject to certain conditions.	34/2010	36
Board have issued clarification on fixation of pay on deputation after implementation of Railway Service (Revised Pay) Rules.	35/2010	38
Board have issued clarifications regarding fixation of pay in Sixth CPC scales in cases of Railway servants drawing pay at maximum of the scale or drawing stagnation increment[s] in the pre-revised scales	60/2010	64
Revised pay structure of the common category posts of Pharmacists cadre:– The word 'promotion' in para 3 of Board's letter circulated under SC No. 52/10 has been replaced with the word 'placement' . The placement of Pharmacist [non-functional grade] in PB 2 with grade pay of ₹ 4200 will be subject to vigilance clearance.	129/2010	160
Board have clarified that in the case of staff working in Construction organization on ex-cadre posts on ad-hoc basis,	141/2010	185

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their pay in the 6th CPC pay structure is to be fixed separately for cadre post and ex-cadre post as provided in Rule 7(1) of RSRP Rules,2008. Note 5 below Rule 7 is not applicable in their case.		
The employees who have exercised option to come over to the revised pay structure in terms of Rule 6[1] of RS[RP]2008, have been permitted to revise their initial option, if the option is more beneficial to them, which should be intimated to the Head of Office by the Rly. servant on or before 31.12.2010.	108/2010	138
Board's instructions regarding Stepping up of pay of Head Clerks at par with Senior Clerks in receipt of special pay of ₹70 p.m. , with effect from 01.01.1996 [SC No. 37/09] were issued in pursuance of the decision taken in respect of PNM/NFIR item No. 53/2005.	185/2010	234
1039 HOUSE BUILDING ADVANCE		
Enhancement of HBA if applied for can be granted for an amount equivalent to the difference between the previously sanctioned amount and the new amount determined on the basis of pay in the pay band subject to prescribed maximum limits and conditions, in the cases where HBA was sanctioned on or after 01.01.2006 but before 27.11.2008 [SC No. 26/09].	189/2010	238
1040 HONORARIUM		
The one month time stipulated in Board's instructions for payment of enhanced rate of honorarium for evaluation of answer sheets [SC No. 47/09] for promotion from Group 'C' to Group 'B', against LDCE and Departmental [SC No. 61/09] quotas has been relaxed to two months where the number of answer sheets to be evaluated exceeds 250.	11/2010	19
Institute for Defence Studies and Analysis (IDSA) has been incorporated in the list of recognized institutes [SC No. 52/99] which entitles Railway officials to claim 90% reimbursement of membership fee of IDSA.	20/2010	27
The two Institutes (1) Association of minimal access Surgeons of India (AMASI) & (2) Indian Association of gastro-intestinal endo-surgeons (IAGES) have been incorporated in the list of recognized institutes [SC No. 52/99], which entitles Railway officials to claim 90% reimbursement of membership fee of (AMASI) & (IAGES).	23/2010	29
Institute of Indian Association of Occupational Health (IAOH) has been incorporated in the list of recognized institutes [SC No. 52/99] which entitles Railway officials to claim 90% reimbursement of membership fee of IAOH.	25/2010	30
International Commission of Occupational Health [ICOH] has been incorporated in the list of recognized institutes [SC No. 52/99] which entitles Railway officials to claim 90% reimbursement of membership fee of ICOH.	59/2010	64
Grant of honorarium to the Railway Officers for evaluation of answer sheets of LDCE and 70% quota for promotion from Group 'C' to Group 'B': Board have clarified that officers who fail to meet the condition of submitting the evaluated answer sheets within one month, if the number of answer sheets are upto 250, and within two months, if the answer sheets exceed 250, may be paid honorarium at the earlier rate of ₹12/- per answer sheet.	99/2010	128

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Monthly honorarium payable to Homoeopathic/Ayurvedic Doctors, Ayurvedic Dispensers run by the SBF committees and subsidy on medicines (including dispensers honorarium if engaged by the SBF committees) revised w.e.f. 01.08.2010.	110/2010	142
1042 GROUP INSURANCE		
Central Government Employees Group Insurance Scheme 1980 – Table of Benefits for the Savings Fund for the period from 01.01.2010 to 31.12.2010 is issued	08/2010	12
The subscription towards CGEGIS and insurance coverage to the erstwhile Group 'D' employees placed in PB-1 with Grade Pay of ₹1800/- and classified as Group 'C' vide Board's letter dated 08.01.2010 [SC No. 09/2010], is enhanced to ₹30/- per month from 1st January of the next calendar year i.e. January – 2011.	149/2010	191
1044 INCREMENT		
The advance increments granted to the Stenographers in terms of the provisions contained Board's letter dated 7.11.1975 [SCR/SC's letter No. P.487/III PC/11/Imp Dt. 15.11.75] shall be treated as pay for all purposes. Past cases decided otherwise may be regulated accordingly.	125/2010	157
Board have clarified that qualifying service of less than six months on account of EOL (without medical certificate) between 1st July of the previous year till 30th June of the year under consideration shall have the effect of postponing the increment to 1st July of the next year except in the case of EOL granted due to inability of a Railway servant to join or rejoin duty on account of civil commotion etc. and for prosecuting higher technical and scientific studies. The stipulation of postponement of increment will also be applicable to the cases where the increment became due on 1.7.2006.	111/2010	143
1046 LEAVE RULES		
The benefit of encashment of both LAP and LHAP subject to overall limit of 300 days at the time of retirement has been extended to the spouse/members of the family of the Railway servant who retired during the period from 01.01.2006 to 31.08.2008, but who expired before availing the benefit.	61/2010	66
Female railway employees having children with disability upto 40% and mentally retarded children, can avail CCL for a maximum period of two years [i.e.730 days] till the children attain the age of 22 years, subject to the other terms and conditions stipulated.	63/2010	67
Board have decided to delete the condition that Child Care Leave[CCL] can be availed only if the employee has no LAP at her credit subject to certain conditions. These orders take effect from 01.09.2008 and LAP, if any, availed by women employees before availing CCL subsequent to the issue of Board's letter dated 12.12.2008 [198/08] may be adjusted against CCL, if so requested by the employee regardless of conditions specified therein.	142/2010	186
Board have issued certain clarifications regarding grant of Child Care Leave to female railway employees.	147/2010	189

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1049 MEDICAL FACILITIES		
ACS to Para 612 A[2] of IRMM, 2000: Resignation tendered by Railway employees on permanent absorption in PSUs/Autonomous Bodies is treated as "technical resignation" and they will become entitled to enroll themselves as members of RELHS subject to fulfillment of the prescribed conditions.	06/2010	5
The amount of Fixed Medical Allowance [FMA] granted to Railway Pensioners/Family Pensioners has been enhanced from ₹100/- to ₹300/- per month w.e.f. 01.09.2008. The other conditions for grant of FMA shall continue to be in force.	95/2010	125
1051-1 APPRENTICES		
Board have issued corrigendum revising the rates of stipend payable during the period of training to Section Engineer [Signal] and Section Engineer [Drawing /Design].	27/2010	31
Correction to Para 3.5 of Master Circular on Apprentices Act 1961 has been issued: Compliance of the provision to conduct of survey /re-survey every 2 years without any ban on fresh joint survey for the number of apprentices to be engaged for training under the Apprentices Act , 1961, should be ensured.	64/2010	69
Renewal of training facilities for Engineering Graduates and Diploma Holders under the Apprentice (Amendment) Act,1973 for the years 2010-11, 2011-12 and 2012-13: Board have allotted a total number of 14 slots for SCR [LGD Loco] as under: Degree Holders: 4; Diploma holders:10	67/2010	72
Notification issued by Ministry of Labour and Employment Directorate General of Employment & Training inserting new trades from S.No.28 to 45 under 'Centre of Excellence Trades Group for implementation under Apprenticeship Training Scheme, is circulated.	155/2010	197
Board have advised that the benefit of enhancing the upper age limit by 2 years will not be applicable to the trades of Foundryman, Sheet Metal Worker, Trade Welder [Gas & Electric] and Carpenter, where the entry qualification has been modified from 10th class passed to 8th class passed.	164/2010	211
Board have clarified that Course Completed Act Apprentices and Diploma /Degree holders trained under the Apprentices Act 1961 [as amended from time to time] in Railway establishment can also be considered, [similar to ITI, etc trained Act Apprentices engaged as substitutes] for engagement as substitutes in Group 'D' posts within the General Managers' powers in administrative exigencies, subject to their fulfillment of the extant instructions prescribed for such engagement.	176/2010	226
1051-11 EX-GRATIA		
Payment of Ex.Gratia lumpsum compensation to the families of Railway employees who die in harness in performance of bonafide official duties: It is clarified that a lump sum payment made gratuitously or by way of compensation or otherwise to the widow/ other legal heir of an employee who dies while still in active service, is not taxable as income under the Income Tax Act, 1961.	157/2010	201

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1051-13 PAY SCALES AND DESIGNATIONS		
Board have clarified that the posts designated as Sr. Accounts Assistants [who were promoted on seniority –cum-suitability basis to the extent of 5%], belong to the cadre of Section Officer [A/cs]/ TIA/ISA, would carry the same pay structure as available to the Section Officers [Accounts]/ /TIA/ISAs as notified vide Board's circular dated 22.9.08 [SC No.120/08]. They will retain the existing classification as Group 'C' and these orders will be effective from 05.04.07.	74/2010	83
Board have issued revised Pay Scales of Teachers in the Railway Degree College, Secunderabad and other measures for maintenance of standards in higher education.	79/2010	90
Board have circulated provisional designations of Group C categories where grades have been merged and granted common replacement pay structure/higher grade pay which by by itself will not entail any change in the existing duties and responsibilities, existing allocation of work between the posts of the same provisionally revised designations nor revision of pay structure.	134/2010	171
Revised pay scales of Railway School Teachers in miscellaneous categories w.e.f. 01.01.06 are circulated.	112/2010	143
Board have decided that Tower Wagon Drivers are not entitled for of pay scale of ₹5000-8000 at par with that of Goods Drivers an shall continue to be in the scale of ₹ 4000-6000 and ₹4500-700	172/2010	220
1051-15 STAFF BENEFIT FUND		
The per-capita contribution to the Staff Benefit Fund is revised as ₹500 for the year 2010-11 effective from 1st April 2010.	65/2010	70
1051-24 MISCELLANEOUS SUBJECTS		
The models Ford Icon BS III (Petrol), Accent GLE BS III (Petrol) and ISZ1800 MPFI(Petrol) have been added to the list of approved models of vehicles in the air conditioned category to be used as staff cars was circulated to the Railways.	18/2010	26
Board have circulated the National Policy on Safety, Health and Environment at Work Place.	49/2010	51
1051-25 BONUS		
PLB equivalent to 77 (seventy seven) days wages [₹ 8860] without any ceiling on wages for eligibility sanctioned for the financial year 2009-10 to all eligible non-gazetted Railway employees (excluding all RPF/RPSF personnel.	144/2010	187
Board have withdrawn the advice given in para 5 of their letter dated 07.10.10 [SC No. 144/10] that employees who receive their salary in bank accounts should be credited to their accounts unless an option is given by the employee to receive the PLB in cash and now decided that payment of PLB to eligible non-gazetted Railway employees [excluding all RPF/RPSF personnel] should be made as per last year's procedure.	150/2010	191
1052 NATIONAL HOLIDAY ALLOWANCE		
Rates of National Holiday Allowance:- The last pay range slab i.e. ₹9701-26170 appearing at S.No. 3 of the table contained in Board's letter dated 16.06.09 [SC No. 102/09] has been revised as ₹9701-and above [limited to non-gazetted staff].	04/2010	3

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1053 NIGHT DUTY ALLOWANCE		
[1] The rates of Night Duty Allowance w.e.f. 01.07.09 is circulated. [2] Board have clarified that all non-gazetted staff with grade pay of ₹4600/- & above would also be eligible for Night Duty Allowance at the rate prescribed against Grade Pay ₹4600/-.	05/2010	3
The rates of Night Duty Allowance to eligible staff w.e.f. 01.01.10 is circulated.	70/2010	78
The rates of Night Duty Allowance to eligible staff w.e.f. 01.07.10 is circulated.	162/2010	207
1055 OVERTIME		
The emoluments for the purpose of computation of rates of overtime allowance in respect of railway employees governed by Factories Act, Hours of Employment Regulations and those covered by rules under Departmental Overtime have been listed out. [2] The revised rates will be effective from 01.09.2008 [3] The measures to be taken for minimizing instances of overtime allowance have been listed out	39 /2010	43
1056 PASS RULES		
Instructions on Air Travel both domestic and international airlines on official account are circulated.	21/2010	28
The word " Adopted" should not be mentioned before son or daughter on the Pass/PTO to be issued to a railway servant since they are treated on par with natural born children under Railway Servants [Pass] Rules, 1986 [2nd edition, 1993].	84/2010	111
The Complimentary Card Pass issued to freedom fighters/their widows has been made valid for travel in 3rd AC of Rajdhani trains and Chair Car[CC] of Shatabdi/ Jan Shatabdi express trains along with a companion in same class, in addition to the existing facility of rail travel on All Indian Railways [except Metro Railway /Kolkata] in 1st Class /2nd AC along with a companion in same class.	94/2010	121
Board have reiterated the provisions contained in Rule-2 [a] &[b] of Schedule II of RS[Pass] Rules 1986, 2nd Edition 1993, on the issue of School Pass during vacations.	127/2010	159
The facility of automatic allotment of berths out of the emergency quota to cancer patients and their attendants available to the general public is now extended to cover Railway servants, their family members and dependants who are suffering from cancer and traveling for treatment on medical passes issued with an endorsement made on the pass that it is issued for traveling for cancer treatment.	115/2010	146
Retired railway employees/widows, who are 65 years of age but below 70 years of age and holding Ist Class/ I-A Post Retirement Complimentary Pass /Widow Pass, can avail the facility of companion in lieu of attendant in higher class on payment of full difference of fare between SL/II class and the class in which retired railway employee/widow travels in Jan Shatabdi Express trains, besides the existing travel facility alongwith a companion in SL/II class, subject to existing quota prescribed for reservation against Pass/PTOs.	143/2010	186

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The revised entitlement of rail travel facilities admissible to Members of Parliament is circulated.	166/2010	213
Board have clarified that the facility of 1st AC travel while on duty to JA Grade Officers is available only to those officers who are in administrative Grade, with basic pay ₹14,300 and above [in the 5th CPC scales] and this facility is not available to the officers serving on ad-hoc basis against JAG posts on charge allowance.	187/2010	237
1057 PAY COMMISSION CIRCULARS		
The revised pay structure in VI CPC scales for posts of Pharmacists cadre on the Railways based on the recommendations of the Fast Track Committee, is circulated.	52 /2010	58
1058 PENSION RULES		
Board have clarified that [1] non-intimation of physical/mental handicap of a child by a pensioner/spouse in is/her life time [2] disability manifesting itself after attaining 25 years [3] if disability is manifested before the age of 25 years but is certified by an authorized Medical Officer after attaining 25 years, **does not make a person ineligible for family pension.**	16/2010	25
Personnel and Accounts Departments of the Zonal Railways should undertake verification of correctness of emoluments of Railway servants at regular intervals and one such review should be done in the beginning of the third year preceding the date of retirement so that irregularities in pay and allowances, if any, are rectified and recoveries effected from the salary of the railway servant well before the retirement.	19/2010	27
Revision of pension of pre-1996 and pre-2006 retirees with reference to corresponding pay scales - While revising the pension/family pension of all pre-1996 and pre-2006 retirees irrespective of their date of retirement, the existing instructions that the pension should not be less than 50% /30% of the minimum of the corresponding scale as on 01.01.1996/01.01.2006 of the scale of pay held by the pensioners at the time of retirement/death while in service should be strictly followed.	36/2010	40
Instructions on Revision of 1/3rd commuted portion of pension in respect of Govt. servants who had drawn lumpsum payment on absorption in Public Sector Undertakings/Autonomous Bodies - The quantum of additional pension available to old pensioners and Dearness Relief thereon shall be on full pension as per instructions circulated in Board's letter 08.09.08 [SC No. 117/08]	37/2010	41
The procedure to be followed regarding restoration of 1/3rd commuted portion of pension in respect of Government servants who had drawn lumpsum payment on absorption in PSU/ Autonomous Bodies enumerated in Board's letter dated 20.09.07 [SC No. 132/07] has been upheld by the Hon'ble Supreme Court and representations, if any, received on this subject may be dealt with accordingly.	46/2010	48
Board have circulated DOP&PW's instructions reiterating that the pension/ family pension in respect of pre-2006 pensioners /family pensioners have been correctly fixed in the VI CPC scales taking into account the fitment weightage of 40% subject to the provision that the revised pension so calculated is not less than	55/2010	61

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50% of the minimum of the pay in the Pay Band and 30% of the minimum of the pay in the Pay Band in respect of family pensioners, subject to a minimum of ₹3500/-.		
Revision of Pension –pre 1996 pensioners: Board have clarified that the pension of all those employees who retired prior to 01.01.1996 has to be stepped up wherever admissible, w.r.t. the minimum pay of the corresponding scale, not the higher replacement scale.	56/2010	63
Board have circulated DOP&T's instructions on the procedure to be followed for inclusion of names of widowed/divorced daughters/parents in PPO forms after issue of PPOs .	72/2010	81
Board have circulated instructions on the method of regulation of pension and other retirement benefits of Government servants who were on Extraordinary leave/ unauthorized absence / suspension as on 01.01.2006 and retired / died thereafter without joining duty	98/2010	126
Board have issued clarifications on regulation of recovery of excess payment of retirement gratuity from the employees who retired voluntarily between 01.01.2006 and 02.09.2008, after getting the benefit of added years of service.	101/2010	130
Immediate action should be taken by the Accounts Department and Personnel Department to whom the pensioners/family pensioners /pension disbursing banks have submitted documents relating to proof of age for claiming additional pension.	103/2010	132
The family pension/retirement or death gratuity to the eligible family members of a Government servant/Pensioner reported missing and whose whereabouts are not known, may now be sanctioned after a period of six months from the date of registration of an FIR with the Police, subject to the extant conditions regarding grant / disbursal of retirement or death gratuity.	104/2010	133
Inclusion of names of the widowed or divorced daughter/ parents in the PPO : The procedure for inclusion of eligible family members for the purpose of family pension has been outlined to avoid delays in the pension sanctioning process.	106/2010	136
Employees who become entitled to pension on completion of 10 years of qualifying service in terms of Rule 69[2] of the RS [Pension] Rules, 1993, on or after 01.01.2006, are eligible for pension equal to 50% of the emoluments or average emoluments, whichever is more beneficial to them. This is also applicable to the employees who have been permanently absorbed in PSUs/Autonomous Bodies and have since become entitled to monthly pension.	119/2010	153
Board have reiterated the instructions that the retirement/death benefits of the Railway servants retiring from Construction Organisations is to be computed on the basis of the basic pay that they would have drawn in the cadre posts as per rules.	123/2010	156
Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission – Revision of pension of pre-2006 pensioners/family pensioners etc.: Where the pensioner/family pensioner has submitted any of the prescribed documents [viz., PAN Card, Matriculation certificate, Passport, CGHS Card, Driving Licence and Voter's ID	152/2010	194

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card] as proof of age/date of birth, etc., payment of additional pension /family pension, on provisional basis should continue to be made till 31.12.2010 or for a period of six months from the month in which the proof of age/date of birth was submitted by the pensioner/family pensioner, whichever is later.		
Special benefits in cases of death and disability in service – Board have enumerated the procedure for calculation of pension/family pension under Railway Services [Extraordinary Pension] Rules, 1993, w.e.f. 01.01.2006.	160/2010	204
Payment of Commutation Value of additional amount of pension in respect of employees who retired on/after 1.1.2006 but before 2.9.2008 and expired before exercising option for commutation of additional amount of pension may be made without obtaining fresh application duly following the procedure laid down in Rule 11 of the Railway Services [Commutation of Pension] Rules, 1993.	171/2010	219
Board have decided that [a] Post Retirement Pass Identity Card, [b] Widow Pass Identity Card and [c] Railway Medical Identity Card may also be accepted, in addition to the existing documents, as evidence of date of birth /age for payment of additional pension/family pension to pensioners/family pensioners on completion of 80 years of age and above.	175/2010	225
1060 PROMOTION RULES		
Board have issued clarification regarding status of panels/suitability lists etc. in cases where promotion procedure has been initiated /completed and panels / suitability lists were prepared /partly operated, for promotion to the posts which have been merged into one grade pay as a result of implementation of recommendations of 6th CPC.	03/2010	1
Board have clarified that the ACRs for the same period as required for DPC purposes are to be considered for grant of MACPS. [2] The practice of averaging ACRs ratings as followed in case of normal DPC is to be adopted with reference to the respective benchmark for MACP purposes.	15/2010	24
The entire temporary status service of substitutes followed by regularisation without break may be taken into account towards the minimum service of 10, 20 and 30 years for the purpose for the grant of financial upgradation under the MACP Scheme.	42/2010	45
Addl. Member (Staff) has clarified that the staff eligible for promotion under the normal circumstances should not be debarred from granting the MACP benefits on account of Confidential Report ratings.	43/2010	46
Promotion of Master Craftsman from Technician Grade I-Residency period: The post of MCM [redesignated as Sr.Technician] is no longer personal to Technician Grade I, but a part of the regular hierarchy in the artisan cadre, therefore, normal residency period of 2 years for promotion as Sr. Technician will apply and the staff who have put in a minimum of two years service as Technician Grade-I, may be considered for promotion as Senior Technician, provided they meet other stipulated criteria.	51/2010	57

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Eligibility conditions for promotion from Group 'C' to Group 'B' posts against 70% Selection / 30% LDCE quotas in the major departments having 'Organised Services' [except Accounts Department] are circulated.	54/2010	60
Board have issued orders of restructuring of the cadre of Asst. Loco Pilots with reference to cadre strength as on 1st May,2010.	69/2010	76
Board have circulated Career Advancement Scheme for Asst. Librarian Assistant Director of Physical Education /College Director of Physical Education, working in RDC/SC.	75/2010	84
Board have decided that the methodology adopted for filling up of promotional vacancies upto 31.08.2009 outlined in their letter dated 03.09.09 [SC No. 143/09] **should be continued to be applied for vacancies arising upto 31.12.2011**. [2] The benchmark for filling up the vacancies arising from 01.09.2009 to 31.12.2011 for posts carrying GP ₹4200 & 4600 will now be 6 and 8 marks out of 15 respectively, where promotion is to be ordered on the basis of 'Seniority-cum-suitability'.	82/2010	110
The merger of staff of Cash and Pay staff with Accounts staff is not administratively feasible. However, the staff of Cash and Pay Department can seek absorption in Accounts Department, on qualifying Appendix-II and Appendix-III IREM examinations.	83/2010	110
Selection against Intermediate Apprentices quota - The upper age limit for appearing in selection of Intermediate Apprentices for eventual absorption as JE-II in various technical departments has been raised from the existing limit of 45 years to 47 years.	90/2010	114
Board have clarified that an upgradation earned by the IRMS officers under the Dynamic ACP Scheme has all the attributes of a regular promotion, all benefits (including Silver Pass) available to IRMS officers on regular promotion, may be allowed to them on grant of higher Grade Pay earned under the DACP Scheme.	102/2010	132
1. Revised classification and mode of filling up of posts in the leftover categories viz. Catering Supervisors, IT cadre, Supervisors of Railway Printing Presses and UPC cadres is circulated. 2. The mode of filling up 'Suitability with prescribed benchmark', wherever prescribed in Board's letter dated 03.09.2009(S.C.No.143/09) should be read as 'Seniority-cum-suitability. 3. The benchmark for filling up of vacant posts as existed on 31.08.2009 and proposed to be filled up by 'Seniority-cum-suitability', in G.P. ₹.4200 will be 6 marks out of 15 and for posts in grade pay ₹4600 & above, 7 marks out of 15 marks. The benchmark for filling up the vacancies arising from 1.9.2009 to 31.12.2011 for posts carrying GP ₹4200 & 4600 will now be 6 and 8 marks respectively, wherever promotions are to be ordered on the basis of 'Seniority-cum-suitability'.	109/2010	139
Staff Car Drivers on the Railways, if they are unable to get promotion within the percentage based present system, may be	121/2010	155

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extended the benefits of financial upgradation under MACPS, as a fall back option. Para 13 of the annexure to MACPS [SC No. 85/09] has been modified to this effect. In other words, the Staff Car Driver Scheme and the MACPS shall run concurrently.		
Board have circulated the revised mode of filling up and classification of certain categories of posts in the pre-revised grade ₹6500-10500 which were allotted the grade pay of ₹4600 w.e.f. 01.01.2006.	159/2010	202
Board have decided that the regular Group 'D' non-matriculate employees who died in harness or have retired between 01.01.2006 and the date of notification of Railway Services (Revised Pay) Rules, 2008, should also be placed in PB-1 with grade pay of ₹1800/- with effect from 01.01.2006. It should be ensured that if any non-matriculate regular Group `D' employees have been on leave due to which they could not be retrained, they should be retrained immediately on joining duty.	161/2010	207
Board have issued point-wise clarifications pertaining to the implementation of MACP Scheme.	163/2010	208
Board have clarified that the regular service rendered by the Pharmacists in the pre-revised scale ₹.4500-7000 should be counted as service in Grade Pay of ₹2800 for being placed in Non-functional Grade of Pharmacists in Pay Band-2 (₹9300-34800), Grade Pay ₹4200.	168/2010	216
Board have clarified that **[1]** in cases of transfer, including unilateral transfer on request, the regular service rendered in previous organization/ office shall be counted along with the regular service in the new organization /office for the purpose of getting financial upgradation under MACPS **[2]** where the financial upgradation under MACPS happen to be in the promotional grade and benchmark for promotion is lower than the benchmark for getting the benefits under MACPS as mentioned in Para-17 of Board's letter dtd.10.06.09 [SC No.85/09], the benchmark for promotion shall apply to MACPS also.	191/2010	241
1062 QUARTERS		
Instructions on retention of Railway accommodation at the previous place of posting by Railway officers / staff proceeding on deputation to various Railway PSUs are circulated.	41/2010	44
Board have decided that the retention of Railway accommodation at the previous place of posting in favour of officers/staff posted to ECR & NWR may be permitted upto 31.03.2011 along with the provisions for school session, medical treatment etc.	87/2010	112
The facility of retention of railway accommodation extended to officers in the event of their post retirement engagement in RCT is extended to equally cover post retirement engagement in RRT also.	107/2010	137
Railway Board have granted extension of the permission for retention of Railway accommodation at the previous places of posting by the officers/staff on deputation to various Railway PSUs viz., CRIS, RVNL, MVRC & RLDA.	117/2010	150
The facility of retention of Railway accommodation at previous place of posting in favour of Officers/staff posted to Jammu-	146/2010	188

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Udhampur-Srinagar-Baramulla New Line Construction permitted upto 14.08.2009 is now extended for further period of 3 years upto 14.08.2012. [2] Henceforth retention of quarters is allowed at previous place of posting by officers/staff even in the case of allotment of quarter at their present place of posting i.e. Jammu-Udhampur-Srinagar project area and this facility is extended to the officers and staff posted to open line/maintenance works.		
Board have decided that the Railway Officers on their posting as DRMs [including all existing DRMs presently in possession of Rly. accommodation at their previous place of posting] may be permitted to retain Railway quarter at their previous place of posting for the whole tenure of their posting as DRMs on payment of normal rent.	153/2010	195
Board have decided that retention of Railway accommodation by the Railway officers/staff on deputation to CONCOR, CRIS, IRCON, IRCTC, IRFC, KRCL, MRVC, RVNL, RCIL, RITES, DFCCIL and RLDA at previous place of posting may be permitted up to 30.06.2013 or whenever their own quarters become available, whichever is earlier. Railway employees sent on special assignment to RITES or IRCON exclusively for railway works only would be permitted retention subject to certain conditions.	165/2010	213
1063 RECRUITMENT RULES		
The relaxation of upper age limit [five years] in favour of the residents of the State of Jammu & Kashmir for appointment to Central Civil Services and posts, recruitment to which are made through UPSC or SSC or otherwise by the Central Government has been extended for a further period of two years beyond 31-12-2009 i.e. upto 31-12-2011.	17/2010	25
Board have clarified that as per extant norms, Under-21 Junior Women's Hockey World Cup is a recognized tournament for considering the recruitment of women hockey players on Railways, against sports quota.	30/2010	33
The relaxation of 03 (three) years above the prescribed upper age limit for direct recruitment to all Group 'C' & 'D' posts including engagement of Substitutes current upto 3.2.2010, is extended further for a period of one year from 04.2.2010 to 03-02-2011.	31/2010	33
The monthly remuneration rates [consolidated] for posts in para medical categories in Group 'C' engaged on contract basis have been revised.	33 /2010	36
Modification of jurisdiction of RRB/Chennai - The indents of Group 'C' posts pertaining to Salem Division of Southern Railway should also be placed on Railway Recruitment Board/Chennai.	38/2010	42
Board have clarified that National Inter State Athletics Championships should not be considered for recruitment against sports quota & for incentive purposes.	57/2010	63
Conduct of typing skill test on Personal Computer [PC] : Infrastructure be developed to conduct typing skill test on Personal Computer only in future, while recruiting staff from open market. Till development of proper infrastructure, typing test be	68/2010	76

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conducted on Personal Computer, or, on manual typewriter, as per the choice of the candidate.		
It should be ensured that participation of players of Indian Railways is in the Games and Nationals organized by Sports Federations recognized by the Nodal Ministry of Sports & Youth Affairs, only. Merit certificates, medal performances of recognized games only should be counted for recruitments, incentives and for all establishment related issues.	76/2010	86
The currency of freeze to the extent of 25% of the vacancies falling in the DR Quota of Clerks in scale ₹3050-4590 and in Sr. Clerks in scale ₹4500-7000 and 20% in the category of Jr. Accounts Assistant and Accounts Clerks has been extended for a further period up to 31-12-2012. Rest of the vacancies may be filled up after reviewing the requirement of clerical staff.	93/2010	120
Appointment of land losers affected by land acquisition for railway projects : Board have enumerated the procedure for considering application from those who lost land on account of acquisition of land for the projects on Railways	105/2010	135
Sportspersons who were initially recruited in Group-D and after the implementation of VI CPC scales, upgraded in pay scale ₹5,200-20,200 with Grade Pay ₹1,800; and fulfilling the requisite sports norms for promotion from Group-D to Group-C as per Board's policy letter dated 30.3.07 [SC 55/07]; may be considered for out-of-turn promotions to next higher post in their cadre, subject to fulfilling the minimum educational qualification required for the promotional post.	114/2010	146
Board have outlined the system for transportation, storage and distribution of the question papers for conducting RRB Examinations against Centralised Employment Notifications.	118/2010	151
Board have clarified that employees recruited on the Railways on regular basis in Group-D or Group-C, other than on sports quota and acquires the minimum sports norms for out-of-turn promotion, as per norms; they can be considered for out-of-turn promotion to next higher post [within Group-C] in their cadre; subject to fulfilling the minimum educational qualification and other requisite service conditions for the promotional post. They will also be eligible for all other incentives as per rules.	132/2010	170
Instructions on filling up of vacancies in Pay Band-1 of ₹5200-20200 with Grade Pay of ₹1800 from Ex-servicemen are issued.	136/2010	177
The certificates/qualifications issued by State Madarsa Education Boards of Bihar, West Bengal, Chhattisgarh, Madhya Pradesh, and UP are recognized for the purpose of employment under the Central Government. These instructions are applicable to ongoing recruitment and the recruitment exercises to be initiated in future.	137/2010	178
Board have enumerated the procedure to be followed in considering applications for employment to PB-1 ₹5200-20200 with GP-1800 only, from land losers on account of acquisition of land for the projects on Railways [excluding those for deposit works].	154/2010	196
Revised system for setting, printing and distribution of the question papers for conducting RRB examinations against	167/2010	214

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Centralised Employment Notifications :- Board have issued certain clarifications on distribution of the question papers for conducting RRB examinations.		
[1] Due to acute shortage of loco-pilots [Dsl & Elec.] and guards owing to delay in filling up of such vacancies hampering the Railway services, Board have decided to permit re-engagement of retired loco –pilots [both diesel and electrical drivers] and guards in Group 'C', subject to certain conditions. [2] This arrangement will be applicable till November 2011. This will be terminated if adequate number of running staff becomes available in less than a year.	170/2010	218
Board's instructions on the subject of waiver of examination fee of women candidates, minority candidates and candidates belonging to economically backward classes while resorting to recruitment of staff from open market in PB-1 of ₹5200-20200 [Grade Pay: ₹1800] , is circulated.	179/2010	231
Board have declared sportspersons as a "Separate Class" for the purpose of recruitment on the Railways and outstanding sportspersons who are Class-8 passed can be considered for recruitment in [-]1S Pay Band. The regular pay band PB-1 of ₹ 5200-20200 along with grade pay of ₹1800 is to be allotted only on acquiring the minimum educational qualification under the recruitment rules or passing the requisite training test	182 /2010	233
Board have decided that henceforth **minimum educational qualification for recruitment in Pay Band-1 of ₹5,200-20,200 having Grade Pay of ₹1800/- will be 10th Pass or ITI or equivalent.** These instructions will be applicable for all future recruitment henceforth against direct recruitment quota through all modes.	186/2010	235
1065 RESERVATION		
Board have clarified that SC/ST candidates appointed by promotion on their own merit and seniority and not owing to reservation or relaxation of qualifications will be adjusted against unreserved points of reservation roster, irrespective of the fact whether the promotion is made by selection method or non-selection method These orders are effective from 21.08.1997, the date on which PBR was introduced on Railways. The staff already promoted prior to issue of Bd's letter dated 1.9.2010 are not to be reverted and shortfall in the category of SCs/STs, if any, is to be made good through vacancies arising in future.	122/2010	155
1067 RETIREMENT RULES		
1. The nomenclature of Safety Related Retirement Scheme [SRRS] has been modified as **Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS)** 2. The benefit of the Scheme has been extended to other safety categories of staff with grade pay of ₹1800 and the qualifying service has been reduced from 33 years to 20 years and age group from 55-57 years to 50-57 years in categories. 3. The condition of qualifying service (i.e. 33 years) and age group (i.e. 55 – 57 years) for Drivers will remain unchanged.	131/2010	169

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The Safety Related Retirement Scheme (SRRS-2004) now renamed as Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS) will also be applicable to Gangman /Trackman [in the age group of 50-57 years and having qualifying service of 20 years], who were already covered under the original SRSS-2004.	145/2010	188
Safety Related Retirement Scheme covering safety categories with Grade Pay of ₹ 1800/-: - Board have clarified that employees working against substantive post carrying Grade Pay ₹1800/- are entitled to seek retirement under the Liberalised Active Retirement Scheme for Guaranteed Employment for Safety Staff [LARSGESS], notwithstanding the fact that they have been granted Grade Pay higher than ₹1800/- under MACPS.	148/2010	190
1070 SELECTION RULES		
Retention period for evaluated answer sheets of written examinations conducted as a part of Selection/Suitability Test etc. for making promotions within & to Group 'C' posts, as well as Suitability Tests for compassionate ground appointments shall be for a period of One year from the date of publication of panel OR till panel exhausts OR till finalization of complaints/ investigation/ court cases against the selection/Suitability Test; if any; whichever of these three is later. **It should be ensured that vigilance clearance is obtained before the evaluated answer sheets are weeded out.**	50/2010	57
Board have reiterated their instructions that coding & decoding should be done by a single Personnel Officer [other than the evaluating officer] nominated for the purpose, even if examination is held at more than one centre and in no case it should be done by more than one officer.	89/2010	113
Instructions regarding retention period of evaluated answer sheets of written examinations held for promotions to Group 'B' posts through 70% Selection/ 30%LDCE, are circulated.	124/2010	157
Board have decided that selection for promotion to the post of Gangmate in Civil Engineering Department be made on the basis of the procedure in vogue prior to 07.08.2003 [SC No. 144/03], i.e. on the basis of viva-voce examination, instead of existing written test.	128/2010	159
Syllabus for 30% LDCE for promotion to Group 'B' post of ASTE in Signal & Telecommunication Department of Railways /Production Units is circulated.	116/2010	148
1074 SPECIAL CASUAL LEAVE		
Board have clarified that the additional benefit of 4 days special CL may also be granted to employees with disabilities who are availing 10/13 days Casual leave in terms of Board's letter dt. 20.2.98 [SC No. 59/98]	73/2010	82
Instructions on grant of Special Casual Leave/On Duty to Railway employees for participation in sports activities [All India Railways, National & International Championships and their Coaching Camps, recognized by RSPB] are circulated.	97/2010	126

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Board have decided to increase the maximum limit of Special Casual Leave to Railway sportspersons from 200 days to 330 days in a year for training under Centre of Excellence.	188/2010	237
1077 TRAINING FACILITIES		
The details and sequence of training programme and the training module for Supervisors of Signal and Telecom Department is circulated.	07/2010	5
Board have advised that immediate action should be taken on the recommendations No. 50 and 54 of the Report of Disaster Management Review Committee. It should also be ensured that at least one lecture on the subject of 'Disaster Management" forms part of all training programmes. In regard to implementation of recommendation No. 54, the possibility of associating local NGOs i.e. Mahila Samities, Civil Defence Organisation, Scouts & Guides etc. on taking care of and long term association in an institutional manner with families of those killed or injured in Railway disaster, may also be explored .	22/2010	29
[1] All Safaiwalas should be adequately trained, including by giving on the job training, so that they understand the need to keep the environment clean and healthy. Special emphasis should be laid on the collection and disposal of refuse, sewage and sullage in a scientific manner. [2] **October 2nd has been declared 'National Cleanliness Day" on the Railways and should be observed in true spirit each year.**	24/2010	30
Pass marks for trainees undergoing Initial, Promotional, Refresher or Specialised courses in training centres - ACS No.1/2010 to Manual on Management of Training: The Pass marks in the examination conducted by training centres at the end of the course for safety categories remains at 60% in Written and 60% in practical/ Viva with no relaxation for SC/ST. The Pass marks for Commercial paper [non-safety] would now be 50% both for Commercial and Operating staff.	91/2010	114
Revised instructions on messing facilities in respect of railway employees undergoing training in the Railway Training Centres are issued.	100/2010	129
1078 TRANSFERS		
Board have decided that such of the deemed deputationist staff who are still on the rolls of IRCTC may be given an opportunity to reconsider the option exercised by them earlier, and if they now so desire, may exercise option for permanent absorption in IRCTC within a period of 90 days. Such absorption would be on the same terms and conditions as had been allowed earlier in terms of deemed process of law and Department of Public Enterprises' guidelines.	29/2010	32
Revised guidelines on posting of husband and wife at the same station are issued.	32 /2010	34
Board have reiterated that while ensuring the compliance and the fundamental objectives of the scheme of periodical transfers of staff holding sensitive posts, the academic session of the children of the employees being transferred may also be kept in view within the ambit of the guidelines on the subject.	45/2010	47

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Board have clarified that in the cases of short distance transfers/relocation on retirement within urban agglomeration or to an outstation within 20 kms of the old Headquarters , one-third of the CTG will be admissible, provided a change of residence is actually involved.	86/2010	112
Board has decided that, as a temporary measure, the staff who are still waiting in IRCTC for posting orders being issued by their parent Railways, may be immediately repatriated to their original Railway from which they were earlier transferred to IRCTC and their services can be availed by the Railway concerned in Catering activities by keeping them on 'Supernumerary Posts' till further orders.	133/2010	171
New Catering Policy -2010- Board have enumerated the procedure for restoration of catering posts transferred to IRCTC.	192/2010	241

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SERIAL CIRCULAR No.01/2010
Pay Commission Circular No.198
No. P[PC]487/VICPC/Allowance Dated: 20-01-2010

Copy of Board's letter No. E[P&A]II/2008/AL-6 dated 11.01.2010 is forwarded for information, guidance and necessary action. Board's letters dated 09.01.08 and 02.09.09 quoted therein were circulated under SC Nos. 02/08 and 159/09, respectively.

Copy of Board's ltr. No. E[P&A]II/2008/AL-6 dated 11.01.2010 [RBE No.07/10]PC VI-198

Sub: Grant of Hospital Patient Care Allowance [HPCA] and Patient Care Allowance [PCA]

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Please refer to Railway Board's letter of even number dated 02.9.09 wherein sanction for payment of HPCA /PCA to the eligible Railway servants till 30.09.09 was conveyed.

2. It has now been decided by the Board that HPCA/PCA may be paid continuously to the eligible Railway servants as per terms and conditions laid down in Board's letter No. E[P&A]II-98/HW-6 dt. 9.01.2008 till the time Risk Insurance Scheme is implemented.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways

SERIAL CIRCULAR No.02/2010
Pay Commission Circular No.199
No. P[PC]487/VICPC/Allowance Dated: 20 -01-2010

Copy of Board's letter No. E[P&A]I/2008/SP-1/AD-3 dated 14.01.2010 is forwarded for information, guidance and necessary action. Board's letter dated 30.06.09 quoted therein was circulated under SC No. 113/09.

Copy of Board's ltr. No.E[P&A]I/2008/SP-1/AD-3 dated 14.01.2010 [RBE No.09/10]PC VI-199

Sub: Payment of Hospital Care Allowance/Patient Care Allowance to Group 'C' and 'D' (Non-Ministerial) employees working in hospitals, dispensaries and organizations.

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Please refer to Railway Board's letter of even number dated 30.06.2009 wherein sanction for payment of Risk Allowance to the eligible Railway servants till 30.06.2009 was conveyed.

2. It has now been decided by the Board that Risk Allowance may be paid to the eligible Railway servants till the Risk Insurance Scheme is formulated and implemented.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways

SERIAL CIRCULAR No. 03/2010
No. P[R]535/VII Dated:22 -01-2010

Copy of Board's letter No.E[NG]I-2008/PM1/15 dated 11.01.2010 is forwarded for information, guidance and necessary action. Board's letters dated 23.09.08 and 03.09.2009 quoted therein were circulated under SC Nos.124/08 and 143/09, respectively.

Copy of Board's ltr. No. E[NG]I-2008/PM1/15 dated 11.01.2010 [RBE No.08/10]

Sub: Implementation of recommendations of 6th CPC – Merger of grades – Promotion within the same grade pay – Classification and mode of filling up of non-gazetted posts – Status of panels finalized/selections initiated earlier etc.

***

Reference this Ministry's letter of even number dated 03.09.2009 on the above subject wherein revised mode for filling up of vacancies as existed on 31.08.2009 in merged grades, have been issued. In the above connection a number of references are being received from the Railways for clarification regarding status of panels/suitability lists etc. in cases where promotion procedure has been initiated /completed and panels / suitability lists were prepared /partly operated, for promotion to the posts which have been merged into one grade pay as a result of implementation of recommendations of 6th CPC. It was also indicated in the instructions contained in this Ministry's letter of even number dated 23.09.08 that merger of grades has affected the existing AVCs, therefore, no promotion shall be made in case of merged grades, except the categories of Loco Pilots and Guards. The matter has been considered by the Board and it has been decided that:

[i] in cases where even after merger, mode of filling up in merged grades, as indicted in the statement enclosed with letter dt. 03.09.2009, has not been changed, all such panels, suitability lists [if any] as finalized /partly operated before restriction was imposed on making promotion to such merged grades, which was effective from 04.09.2008, may be further operated. All other panels/suitability lists cease to exist i.e. the cases where a 'Non-Selection' post has been changed to 'Selection' or 'Suitability with Prescribed Benchmark' AND where a 'Selection' post has been changed to 'Non-Selection' or 'Suitability with Prescribed Benchmark' . In the above cases of change of classification/mode of filling up in merged grades, any promotion/filling up of vacancies on or after 04.09.2008, made through a mode other than prescribed in letter dated 03.09.2009 will be treated as adhoc and will not confer any right on the incumbents promoted /posted as such to hold or continue to hold the said post. In such cases of posts where mode of filling up has been changed vide letter dt. 03.09.2009, w.e.f. 04.09.2008 all posts should be filled up as per revised procedure. In case of Running Staff, where existing AVCs were continued any panel/suitability lists finalized before 03.09.2009 may first be operated to fill up the vacancies as existed on 31.08.2009 and then further action for making promotions, as indicated in letter dt. 03.09.2009 should be taken, in case panels/suitability lists finalized earlier have fallen short, in fulfilling the requirements upto 31.08.2009. All vacancies as have arisen on or after 01.09.2009 will be filled up after laying down regular scheme for the same, as indicated in this Ministry's letter of even number dt. 03.09.2009.

[ii] Similarly, selections /suitability tests etc. in above cases of merged grades, where mode of filling up has not changed, same may now be finalized. All other selections/suitability tests shall cease to exist.

[iii] It has also been decided that in case as a result of dispensation given at [ii] above, if a panel/suitability list is finalized by the Railways say on 31.12.2009, in such a case, as a one time measure, mandatory time gap between two selections etc., is not required to be observed and next selection etc. for filling up of vacancies as existed on 31.08.2009, may be conducted before such mandatory time gap. However, for further selection normal provision in this regard will apply.

SERIAL CIRCULAR No. 04/2010
Pay Commission Circular No. 181
No. P[PC]487/VICPC/Allowance Dated:28-01-2010

Copy of Board's letter No.E[P&A]I-2008/HL/2 dated 18.01.2010 is forwarded for information, guidance and necessary action. Board's letters dated 01.12.2008 and 16.06.2009 quoted therein were circulated under SC Nos. 188/08 and 102/09, respectively .

Copy of Board's ltr. No. E[P&A]I-2008/HL/2 dated 18.01.2010 [RBE No.13/10] PC VI 181

Sub: National Holiday Allowance –Revision of ceiling limit.
Ref: Railway Board's letter of even number dated 01.12.08 and 16.06.2009.

….

In view of the implementation of Modified Assured Progression Scheme [MACP] and the demand of employees Federations, the issue of revision in the last pay range slab, for admissibility of National Holiday Allowance has been considered by the Board and it has been decided to revise the last pay range slab i.e. ₹ 9701-26170 appearing at S.No. 3 of the table contained in Railway Board's letter of even number dated 16.06.2009. The revised pay range slabs will now be as under:

S.No.	Pay in the Pay Bands + Grade Pay as per VI CPC pay structure	Revised rates of NHA
(1)	(2)	(3)
1	Upto 7260	170
2	7261-9700	212
3	**9701-and above [limited to non-gazetted staff]**	**280**

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

3. This disposes of Western Railway's letter No. E[P&A]82/17/Vol.IV dated 07.01.2010

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SERIAL CIRCULAR No.05/2010
Pay Commission Circular No. 182
No. P[R] 66/NDA/IV Dated: 22-01-2010

Copy of Board's letter No.E[P&A]II-2008/HW-2 dated 18.01.2010 together with their letter dated 22.10.09 [RBE No.186/09] is forwarded for information, guidance and necessary action. Board's letters dated 16.12.2008 and 03.06.09, quoted therein were circulated under SC Nos. 197/08 and 83/09.

Copy of Board's ltr. No. E[P&A]II-2008/HW-2 dated 18.01.2010 [RBE No.14/10]PC VI 182

Sub: Rates of Night Duty Allowance w.e.f. 1.9.2008, 1.1.2009 & 1.7.2009

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Please refer to Board's letter of even number dt. 16.12.2008 and letter No. E[P&A]II/2009/HW-4 dated 03.06.2009 & 22.10.2009 on the above subject wherein the rates of Night Duty Allowance [NDA] w.e.f. 1.9.2008, 1.1.2009 and 1.7.2009 respectively consequent upon promulgation of Railway Services [Revised Pay] Rules 2008 & revision of rates of Dearness Allowance have been notified.

2. The employees Federations have represented to the Board that subsequent to introduction of MACP Scheme, Group 'C' staff who are working in Grade Pay above ₹4600/- are not getting Night Duty Allowance. The issue has, therefore, been examined by the Board and it has been decided that all non-gazetted staff with grade pay of ₹ 4600/- & above would also be eligible for Night Duty Allowance at the rate prescribed against Grade Pay ₹ 4600/- in annexure 'A' and 'B' to this Ministry's letters dt. 16.12.2008, 03.06.2009 and 22.10.2009 in terms of the provisions contained in para 1 of these letters.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

4. This also disposes of Western Railway's letter No. E[HER]487/48.Vol.III dt. 07.01.2010 and Diesel Loco Modernisation Works' letter No. DMW/P/PB/NDA dt. 24.12.2009.

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Copy of Board's letter No. E[P&A]II-2009/HW-4 dated 22.10.2009 [RBE No.186/09]

Sub: Rates of Night Duty Allowance w.e.f. 01.07.2009.

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Consequent to sanction of an additional instalment of Dearness Allowance vide this Ministry's letter No.PC-VI/2008/I/7/2/1 dated 18.09.2009, the President is pleased to decide that the rates of Night Duty Allowance, as notified vide Annexures 'A' and 'B' of Board's letter No.E(P&A)II-2009/HW-4 dated 03.06.2009 stand revised with effect from 01.07.2009 as indicated at Annexure 'A' in respect of 'Continuous', 'Intensive', 'Excluded' categories and workshop employees , and as indicated at Annexure 'B' in respect of 'Essentially Intermittent' categories respectively.

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

ANNEXURE 'A'				***ANNEXURE 'B'***			
Rates of Night Duty Allowance (NDA) with effect from 1.7.2009 for 'Intensive', 'Continuous' and 'Excluded' categories and Workshop staff				Rates of Night Duty Allowance (NDA) with effect from 1.7.2009 for Essentially Intermittent' categories of staff			
S.No.	Pay Band	Grade Pay	Rate of NDA (₹)	S.No.	Pay Band	Grade Pay	Rate of NDA(₹)
1	4440-7440	1300	42.75	1	4440-7440	1300	28.50
2	4440-7440	1400	43.35	2	4440-7440	1400	28.90
3	4440-7440	1600	44.55	3	4440-7440	1600	29.70
4	4440-7440	1650	44.85	4	4440-7440	1650	29.90
5	5200-20200	1800	85.65	5	5200-20200	1800	57.10
6	5200-20200	1900	86.25	6	5200-20200	1900	57.50
7	5200-20200	2000	86.85	7	5200-20200	2000	57.90
8	5200-20200	2400	89.20	8	5200-20200	2400	59.45
9	5200-20200	2800	91.55	9	5200-20200	2800	61.05
10	9300-34800	4200	155.05	10	9300-34800	4200	103.35
11	9300-34800	4600	157.40	11	9300-34800	4600	104.95

SERIAL CIRCULAR No.06/2010

No. P[R]438/CHS/IV Dated: 28 -01-2010

Copy of Board's letter No.2007/H/28/1/RELHS/Misc dated 30.11.2009 is forwarded for information, guidance and necessary action. Board's letter dated 16.04.86 quoted therein was circulated under SC No. 102/88.

Copy of Board's ltr. No. 2007/H/28/1/RELHS/Misc dated 30.11.2009 S.No.8 Health/2009

Sub: Joining of RELHS, 97 – Technical resignation.

Ref: Board's letter No. F[E]III/86/PN1/5 dated 16.4.86

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The matter regarding joining of Retired Railway Employees Liberalised Health Scheme, 97 [RELHS, 97] by Railway employees who submit resignation from Railway service on permanent absorption in PSUs had been under examination in Board's office.

2. It has been decided that the resignation submitted by the Railway employees on permanent absorption in PSUs is to be taken as "Technical Resignation" and that they should be permitted to join RELHS-97 subject to fulfillment of the conditions prescribed in this regard.

3. This issues with the concurrence of Finance Dte. of the Ministry of Railways.

4. Accordingly, an Advance Correction Slip, as an amendment to Para 612 A[2] of IRMM-2000, is enclosed.

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Advance Correction Slip to Para 612 A[2] of Indian Railway Medical Manual Third Edition, 2000

[2] Eligibility

The following may be inserted as item [iv] under the existing sentence
"These orders are not applicable to those Railway servants who quit service by resignation."

[iv]……However, the resignation tendered by Railway employees on permanent absorption in PSUs/Autonomous Bodies is treated as "technical resignation" and they will become entitled to enroll themselves as members of RELHS subject to fulfillment of the prescribed conditions."
[Authority: Board's ltr. No. 2007/H/28/1/RELHS/Misc dated 30.11.2009]

SERIAL CIRCULAR No.07/2010

No. P[R] 673/VI Dated:28-01-2010

Copy of Board's letter No. E(MPP)/2009/3/12 dated 21.12.2009 is forwarded for information, guidance and necessary action.

Copy of Board's letter No. E(MPP)/2009/3/12 dated 21.12.2009 (RBE No. 225/2009)

Sub: Revised Training Module for Supervisors of Signal & Telecom Department.

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The Report of the Task Force under Human Resource Reforms Committee constituted to review the Training Modules for S&T Department has since been received. The Board (ML&MS) have approved the training modules recommended by the Committee. Accordingly, the revised training module for Supervisors of Signal & Telecom Department are circulated herewith. The details and sequence of the training programme is annexed at Annexure I and the training module is annexed at Annexure II.

2. For better management of training, the following decisions/inputs are also communicated:

i) Institutional training programme for Supervisors of S&T Department be continued to be held at IRISET. However, to improve the field training component of induction programme, it has been decided that the same should be controlled by the respective training managers viz. CSE for Signalling Supervisors and CCE for Telecom Supervisors on the respective Railways.
ii) A 52 weeks induction programme with Institutional Training at IRISET in 2 phases has been approved for all categories of directly recruited Supervisors which includes 12 weeks of attachment without giving them independent charge, for gaining on the job experience.
iii) During the period of on the job attachment, the Trainee Supervisors should be attached with senior officials at the workplace, who would act as their mentors and guide them to learn how they are expected to discharge their official duties, when they are put on a working post. During this period, the Trainee Supervisors are not required to work independently or take decisions at their level, instead they would assist the officials with whom they are attached in discharge of their official duties. However, as the working in Telecom Branch does not have safety implications of the nature of Signal Branch, in the last phase of their training, the Telecom Branch Supervisors can be detailed on working post under the supervision of a senior official.
iv) Refresher course and promotion course for Signal and Telecom Supervisors have been merged in a single course of four weeks duration. This would be held at IRISET, as at present. The supervisors are required to undergo this course once in four years. In between this period, modular courses of duration of three days to a week should be developed to enable the Supervisors to update their knowledge on technical as well as general subjects such as quality circles, organizational behaviour, leadership, industrial relations and labour laws etc. These modular courses should be delivered at S&T Training Centres on Zonal Railways preferably or any other institutes as may be decided by the respective Zonal Railways.
v) The Course Content for General and Subsidiary Rules should be developed by IRISET, in consultation with the Railways and ZRTIs. This standardized course should be for 3 weeks period to be conducted by respective ZRTI's of the Railways in between the spells of field Training on the job attachment.
vi) The detailed course contents and lesson plans would be prepared by IRISET, as at present.

Annexure-1

The details and sequence of the training programme

Figure in weeks

S.No.	Module	JE(Signal)	SE(Signal)	JE(Tele)	SE(Tele)
1	Joining Formalities	1	1	1	1
2	Phase I at IRISET	14	12	14	12
3	Field Training	6	6	6	6
4	Phase II at IRISET	14	13	14	13
5	G&SR(ZRTI)	3	3	3	3
6	Attachment on a working post without independent charge	12	12	12	12
7	Special course on Managerial/Executive Skills	-	2	-	2
8	Presentation/Project Work	1	2	1	2
9	Posting Exam	1	1	1	1
	Total	52 weeks	52 weeks	52 weeks	52 weeks

ANNEXURE II

TRAINING MODULES OF INDUCTION AND REFRESHER COURSES FOR SUPERVISORY STAFF OF SIGNAL BRANCH.

Sl. No.	Subject	JE Sig. Ph.I	JE Sig. Ph.II	SE Sig. Ph.I	SE Sig. Ph.II	Inter JE Sig. Ph.I	Inter JE Sig .Ph.II	Refre-sher SSE /JE
1	Briefing & Registration	2	2	2	2	2	2	2
2	Basics of Signalling Engineering	16		16		10		
3	Interlocking Plans & Locking Concepts	18		18		12		
4	Mechanical Signalling – Single Wire & Rodding	14		14		8		
5	Mechanical Signalling – Double wire	8		8		8		
6	Locking Table	14		14		14		
7	Dog chart	10		10		10		
8	Colour Light & Automatic Signalling	10		10		06		2
9	Control Tables Indication & Signal Controls	16		16		14		
10	Interlocking with Metal-Carbon Relays	24		24		12		10
11	Circuit Practices- Metal to Carbon Relays	24		24		14		
12	Signalling Relays & Cables	10		10		6		
13	Reversers & Slot Circuits	10		10		4		2
14	Electric Point Machine & Signal machine	10		10		6		2
15	Block Working- S.L.Token & D.L.Block instruments	16		16		6		
16	Train Detection Track ckts	12		12		6		4
17	Signalling in 25 KV AC Electrified		10		10		6	4
18	Signalling General, Specifications & Safety		16		12		8	4
19	Power Supply for Signalling		8		8		6	4
20	Interlocking with Metal- Metal Relays		16		16		8	10
21	Panel Interlocking with Metal-Metal Relays		14		14		14	
22	RRI Siemens		10		10		10	
23	Circuit Practice- Siemens		18		18			
24	Electronic Interlocking		12		12		10	6
25	Tokenless Block Instrument for S.L.		16		16		10	
26	Intermediate Block Signalling, Block Working- Axle Counters		12		12		6	6
27	Train Detection Devices – Axle Counters-Analog & Digital		14		14		8	4
28	AWS,TPWS, Data loggers, ETCS, ACD		10		10		10	6
29	Construction, Maintenance Practices		10		10		6	
30	Mechanical Signalling Lab	18		18		14		

Sl. No.	Subject	JE Sig. Ph.I	JE Sig. Ph.II	SE Sig. Ph.I	SE Sig. Ph.II	Inter JE Sig. Ph.I	Inter JE Sig .Ph.II	Refre-sher SSE /JE
31	Out door Mech Sig. Lab	16		16		10		
32	Electrical Signalling Lab	40	32	40	32	12	18	10
33	Out door electrical sig lab	38		38		20		6
34	Block Lab	24	24	24	24	12	12	8
35	ODT lab		4		4			
36	Telephony Lab		2		2			
37	Control Lab		4		4		4	
38	OFC Lab		4		2			
39	Digital Lab.						2	
40	Microprocessor/Microcontroller Lab		4		4			
41	Line Plant Practice & Telecommunication Cables		4		4			
42	Principles of Telephony		4		4			
43	Train Traffic Control		4		4		4	
44	Optical Fibre Cables & Systems		4		4		4	
45	Mobile Train Radio Communication		2		2			
46	Information Technology & Hardware		2		2			
47	MS Office						6	
48	Auto CAD		10		10			
49	Vigilance		2		2		2	2
50	Rajbhasha		2		2		2	2
51	Tenders and Contracts		2		2		4	2
52	Establishment		6		6		4	4
53	Accounts		2		2		2	4
54	Accidents Case Studies		6		6		4	2
55	Disaster Management & Accident Communication		4		4		4	2
56	Library/Holidays/Extra Classes/CD-spare	32	30			13	18	
57	Comm Skills, Time Management, Team working, Group Disc., Quiz		12				12	
58	Stress Management		6				4	
59	Extn Lectures P.Way /C&W/Stores/Fire Fighting/First Aid/AV		10		10		8	6
60	Visit to Local Stations/Firms		8		8		18	
61	Visit to Out stations		18		12		18	
62	Project Assignment/Presentation	2	8	4	10	2	10	
63	Theory Exam	18	14	16	12	17	10	4
64	Practical Exam	16	16	18	16			
65	Open House Discussion	2	2	2	2	2	2	2
	Total Hours	420	420	390	360	240	270	120
	Total weeks	14	14	13	12	8	9	4

Each session would last for an hour and in each week 30 sessions would be conducted.

TRAINING MODULES OF INDUCTION AND REFRESHER COURSES FOR SUPERVISORY STAFF OF TELECOMMUNICATION BRANCH.

Sl. No.	Subject	JE Tel Ph.I	JE Tel Ph.II	SE Tel Ph.I	SE Tel Ph.II	Inter JE Tel Ph.I	Refre-sher SSE /JE
1	BFG+REG	4	2	2	2	2	2
2	S&T Org/Telecom wing/Manuals	4		4		2	
3	Circuit Components & Devices	4				2	
4	Network Analysis	6					
5	Electronics Fundamentals	8					
6	Applied Electronics	8		6		4	
7	Modulation Techniques (Analog & Digital	8		8		4	
8	Digital Electronics	12				8	
9	Microprocessors	12		6			
10	Microcontrollers	12		6			
11	Applications of Microprocessors & Microcontrollers	10					
12	Radio Propagation	8		6		8	
13	Electronic measurements	12		12		8	
14	Line Plant Practice (6 quad cable)	12		8		4	
15	Public Address system	10		8		6	
16	Power Plant practice	10		8		6	
17	Telephony principles – Instruments	6		4		6	
18	Introduction to SPC Exchanges	8		6			
19	Electronic Exchange – OKI	8			4		
20	Electronic exchange – C-DOT	8		8			
21	Multiplexing (Analog)	12		8		16	
22	Multiplexing(Digital)	16		16		8	
23	Train Traffic Control	12		10		4	
24	Microwave – Analog	8		6		6	
25	Microwave – Digital	12		12		4	
26	Data Communication & Networking (Part I	16		16		12	
27	Basic concepts of signaling	8		12		20	
28	Block signaling – Introduction	8		12			
29	Trolley working	2		2			
30	First aid & fire fighting	4		4		2	2
31	Computer basics (Excel)			4			
32	General (Stores 2 hrs, Estb. 2 hrs, Contracts 2 hrs, Accounts 1 Hr, Vigilance 1 Hr, DAR 1 Hr, Official Language 1 Hr.					10	
33	Microprocessor/Microcontrollers & Applications					6	
34	Passenger information system (PIS)					6	4
35	Power supply Protection arrangements					16	

Sl. No.	Subject	JE Tel Ph.I	JE Tel Ph.II	SE Tel Ph.I	SE Tel Ph.II	Inter JE Tel Ph.I	Refre-sher SSE /JE
36	Public Information system		12		12		
37	Power supply arrangements		8		10		
38	Sigg.in Telecom		12				
39	Electronic Exchange – ISDN		12		12		6
40	SDH Principles & Applications		24			12	
41	Mobile Communications (VHF, GSM, GSM-R, WLL-DECT, TETRA)		20				
42	Data communication & Networking (Part II)		20		20		
43	OFC Principles, Cable Details & laying		12		10	18	
44	SDH Equipment & Networks including EI interface		24				
45	Disaster management communication		8		8		2
46	Earthing & Lightning Protection for different Telecom Installations		10		8		2
47	Computer basics (Excel)		0				
48	MS Office(MS Acess)		0				
49	CAD		0				
50	Establishment matters		12		14		
51	Tenders & Contracts		8		9		
52	Accounts & Stores		8		12		
53	Introduction to quality standards such as CENELEC, ISO(an awareness)		4		4		
54	Introduction to RAM-Reliability Models		2				
55	Data acquisition, collection & stastical analysis to draw plans for practices for predictive & preventive maintenance, MTBF, MTBR calculations & Concepts		2				
56	Personality Development & Communication Skills		6		6		
57	Accident case study		2				
58	Field experiences		2				
59	Official language		2		2		2
60	Introduction to RAM-Reliability Models, MTBF, MTBR calculations & Concepts, Data acquisition, collection & stastical analysis to draw plans for practices for Predictive & preventive maintenance				2		
61	Signalling in Telecom Networks				10		
62	OFC Measurements & Networks				15		
63	Mobile Communications (VHF, GSM, GSM-R, WLL,DECT,TETRA)				14	2	
64	SDH				18		

Sl. No.	Subject	JE Tel Ph.I	JE Tel Ph.II	SE Tel Ph.I	SE Tel Ph.II	Inter JE Tel Ph.I	Refre-sher SSE /JE
65	Multiplexing-Digital (SDH)& Equipment						10
66	Multiplexing-Digital(PDH)						8
67	Control communication						4
68	Mobile Train Radio Communication						8
69	Data Communication & Networking, Intranets of Railways						10
70	Optic Fibre Cable & Systems, Sources, Detections, laying practices						8
	LABS						
1	Microprocessor & Microcontrollers	10		12		6	
2	Signalling Labs	10		12			
3	Electronics Lab	6		6		6	
4	Digital Electronics	8					
5	Out door Telecom Lab	10		16		12	2
6	Control Lab	12		12		12	4
7	MW Lab (Analog & Digital	12		12		10	
8	Computer Lab	0					
9	Telephony Lab	16		12		16	
10	Public Address System	6		6			
11	MUX Lab	16		10		18	
12	Data Communication & Networking Lab	8		6			
13	SDH lab		24			16	
14	OFC Lab		24		30	8	
15	Computer Lab (Internet & Railnet		10		12		
16	Data Communication & Networking		24		12		
17	Passenger information system		12		8	4	
18	Electronic Exchange Lab		12		18		
19	Mobile Communication Lab & DMC		12		6	4	
20	Networking Lab					8	6
21	PIS						2
22	Exchange						6
23	PDH MUX						6
24	DMW						4
25	OFC (Medium)						6
26	STM & DTA						12
	EXTENSION LECTURES	0	6	0	4	2	2
	AUDIO-VISUAL	6	8	10	12	0	0
	LOCAL VISIT	0	12	12	16	0	0
	STUDY TOUR	0	0	0	30	0	0
	GROUP DISCUSSION	0	10	0	8	0	0
	PROJECTS/MONOGRAPH	0	12	0	0	0	0
	THEORY EXAMINATIONS	18	28	28	28	18	2

Sl. No.	Subject	JE Tel Ph.I	JE Tel Ph.II	SE Tel Ph.I	SE Tel Ph.II	Inter JE Tel Ph.I	Refre-sher SSE /JE
	PRACTICAL EXAMINATIONS	12	12	10	12	10	0
	Open House Discussion	2	2	2	2	2	0
	Total Hours	420	420	360	390	354	120
	Total weeks	14	14	12	13	12	4

Each session would last for an hour and in each week 30 sessions would be conducted

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SERIAL CIRCULAR No.08/2010

No.P(PC)487/VI PC/CGEGIS Dated:28-01-2010

A copy of Board's letter No.PC-III/2000/GIS/2 dated 05.01.2010, forwarding Tables of Benefits for the Savings Fund for the period from 01.01.2010 to 31.12.2010 under CGEGIS, 1980 is forwarded for information, guidance and necessary action. Board's letter dated 15.01.09 quoted therein was circulated as SC No. 12/09.

Copy of Board's ltr. No. PC-III/2000/GIS/2 dated 05.01.2010 [RBE No.02/2010]

Sub: Central Government Employees Group Insurance Scheme, 1980 – Tables of Benefits for the Savings Fund For the period from 1.1.2010 to 31.12.2010.

…

In continuation of this Ministry's letter No.PC-III/2000/GIS/2 dated 15.01.2009, a copy of O.M.No. 7 (2)/EV/2009 dated 29.12.2009 of the Ministry of Finance, Department of Expenditure on the above subject is forwarded herewith for information and necessary action.

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Copy of Ministry of Finance, Department of Expenditure OM No. No. 7 (2)/EV/2009 dated 29.12.2009

Sub: Central Government Employees Group Insurance Scheme-1980 – Tables of Benefits for the savings fund for the period from 1.1.2010 to 31.12.2010.

…

The undersigned is directed to refer to this Ministry's O.M. No. 7(2)/EV/2008 dated 22nd December, 2008 forwarding therewith Tables of Benefits under CGEGIS for the year 2009. New Tables of Benefits for the savings fund of the Scheme based on a subscription of ₹10 per month from 1.1.1982 to 31.12.1989 and ₹ 15 per month w.e.f. 1.1.1990 onwards have been prepared for the year 2010 and a copy of the table is enclosed. Another Table of Benefits for the savings fund based on a subscription of ₹ 10 per month for those employees who had opted out of the revised rates of subscription w.e.f. 1.1.1990 have also been drawn up for the year 2010 and a copy of that table is also enclosed. The amounts in the Tables have been worked out on the basis of interest @ 10% per annum (compounded quarterly) for the period from 1.1.1982 to 31.12.1982, 11% per annum (compounded quarterly) w.e.f. 1.1.1983 to 31.12.1986, 12 % per annum (compounded quarterly) w.e.f. 1.1.1987 to 31.12.2000, 11% per annum (compounded quarterly) w.e.f. 1.1.2001 to 31.12.2001, 9.5% per annum (compounded quarterly) w.e.f. 1.1.2002 to 31.12.2002 and 9.0% per annum (compounded quarterly) w.e.f. 1.1.2003 to 31.12.2003 and 8% per annum (compounded quarterly) w.e.f. 1.1.2004 onwards. The mortality rate under the Scheme has

been taken as 3.75 per thousand per annum upto 31.12.1987 and 3.60 per thousand per annum thereafter in both the cases. While calculating the amount it has been assumed that the subscription has been recovered or will be recovered from the salary of the month in which a member ceases to be in service failing which it should be deducted from accumulated amounts payable.

2. In its application to the employees of Indian Audit and Accounts Department this Office Memorandum issues in consultation with the Comptroller and Auditor General of India.

CENTRAL GOVERNMENT EMPLOYEES GROUP INSURANCE SSCHEME 1980

Contribution @₹ .10/- P.M. upto 31.12.89 and ₹15/- throughout after 01.01.90

Accumulated value of contribution from 1st January of year of Entry to the month and year of cessation

Year of cessation of membership - 2010

Month of cessation of membership

Year of Entry	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1982	16378	16499	16618	16737	16859	16981	17106	17227	17354	17478	17606	17732
1983	14866	14977	15085	15196	15307	15418	15532	15646	15760	15874	15989	16106
1984	13504	13605	13705	13807	13908	14012	14115	14218	14322	14428	14534	14642
1985	12282	12374	12466	12559	12653	12747	12842	12937	13034	13131	13229	13325
1986	11184	11270	11356	11441	11527	11613	11702	11788	11877	11968	12056	12149
1987	10200	10280	10357	10437	10517	10598	10678	10757	10840	10923	11006	11090
1988	9323	9396	9468	9541	9615	9688	9764	9840	9915	9990	10068	10145
1989	8528	8597	8664	8732	8799	8868	8937	9005	9078	9148	9220	9290
1990	7821	7886	7948	8011	8076	8138	8203	8268	8334	8400	8465	8532
1991	6881	6938	6994	7051	7108	7166	7224	7283	7341	7400	7462	7519
1992	6045	6097	6147	6198	6250	6303	6355	6406	6460	6513	6568	6623
1993	5302	5350	5395	5441	5488	5535	5582	5629	5678	5725	5775	5822
1994	4643	4686	4727	4769	4810	4853	4895	4939	4981	5025	5069	5113
1995	4057	4095	4132	4170	4208	4246	4287	4324	4364	4403	4442	4483
1996	3537	3570	3605	3639	3674	3708	3745	3779	3814	3850	3886	3924
1997	3073	3103	3136	3168	3198	3231	3262	3294	3327	3360	3393	3424
1998	2662	2692	2718	2747	2776	2804	2836	2864	2894	2922	2952	2984
1999	2298	2323	2349	2374	2401	2426	2455	2481	2508	2535	2562	2589
2000	1971	1995	2020	2044	2068	2092	2117	2141	2166	2190	2215	2240
2001	1685	1706	1727	1750	1772	1794	1817	1839	1863	1885	1908	1930
2002	1429	1448	1468	1485	1505	1527	1547	1568	1592	1613	1633	1655
2003	1194	1212	1231	1250	1268	1287	1306	1325	1344	1365	1384	1402
2004	982	999	1016	1033	1050	1068	1085	1103	1121	1139	1157	1175
2005	786	802	818	833	849	866	882	898	915	931	948	965
2006	605	620	635	649	664	679	694	709	724	740	755	770
2007	439	452	465	479	493	507	520	534	548	562	577	591
2008	284	297	309	322	334	347	360	373	386	399	412	425
2009	142	153	165	177	188	200	212	224	236	248	260	272
2010	11	21	32	42	53	64	75	86	97	108	119	131

NOTE

Basis Used

From	To	Interest*	From	To	Interest*
1.1.82	31.12.82	10%	1.1.03	31.12.03	9.00%
1.1.83	31.12.86	11%	1.1.04	31.12.10	8.00%
1.1.87	31.12.00	12%			
1.1.01	31.12.01	11%			
1.1.02	31.12.02	9.50%			

*Interest p.a.compounded quarterly

Saving Fund: 68.75% from 1.1.82 to 31.12.87
70% from 1.1.88 and onwards

Insurance Fund: 31.25% from 1.1.82 to 31.12.87
30% from 1.1.88 and onwards.

CENTRAL GOVERNMENT EMPLOYEES GROUP INSURANCE SCHEME 1980

Contribution @ ₹10/- P.M. throughout

Accumulated value of contribution from 1st January of year of Entry to the month and year of cessation

Year of cessation of membership - 2010

Month of cessation of membership

Year of Entry	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1982	13775	13873	13969	14069	14170	14269	14372	14474	14577	14680	14783	14887
1983	12262	12351	12438	12528	12617	12708	12798	12889	12981	13075	13169	13263
1984	10897	10978	11056	11139	11217	11298	11380	11462	11545	11630	11712	11797
1985	9676	9748	9817	9891	9962	10035	10109	10182	10255	10331	10406	10482
1986	8578	8644	8708	8770	8835	8901	8967	9033	9099	9166	9234	9302
1987	7595	7651	7710	7768	7825	7885	7943	8003	8063	8122	8182	8243
1988	6716	6767	6819	6872	6924	6975	7030	7082	7137	7189	7245	7300
1989	5922	5968	6015	6060	6107	6156	6202	6251	6298	6346	6395	6446
1990	5216	5257	5300	5340	5382	5425	5468	5511	5555	5598	5642	5686
1991	4589	4625	4662	4702	4740	4777	4816	4855	4893	4933	4971	5010
1992	4032	4064	4098	4133	4168	4202	4236	4270	4305	4341	4375	4411
1993	3537	3565	3596	3628	3659	3690	3720	3751	3784	3815	3847	3880
1994	3096	3123	3150	3178	3207	3235	3263	3290	3320	3347	3377	3406
1995	2706	2729	2754	2779	2804	2831	2855	2881	2907	2933	2959	2985
1996	2358	2380	2404	2426	2449	2472	2495	2518	2541	2565	2588	2612
1997	2049	2070	2090	2111	2131	2153	2173	2195	2216	2237	2258	2281
1998	1776	1793	1812	1831	1850	1868	1888	1908	1927	1948	1967	1986
1999	1531	1549	1566	1584	1601	1617	1633	1651	1670	1688	1706	1724
2000	1316	1330	1347	1362	1378	1396	1411	1427	1445	1460	1477	1493
2001	1123	1137	1153	1166	1181	1196	1210	1227	1242	1257	1271	1288
2002	951	965	978	991	1005	1019	1032	1046	1060	1074	1088	1103
2003	796	808	821	833	846	858	871	884	897	909	923	936
2004	654	666	677	689	700	712	723	735	747	759	771	783
2005	524	535	545	556	566	577	588	599	610	621	632	643
2006	404	413	423	433	443	453	463	473	483	493	503	514
2007	292	301	310	319	329	338	347	356	366	375	384	394
2008	190	198	206	215	223	231	240	249	257	266	275	284
2009	95	102	110	118	126	133	141	149	157	165	173	181
2010	7	14	21	28	35	43	50	57	65	72	80	87

NOTE

Basis Used

From	To	Interest*
1.1.82	31.12.82	10%
1.1.83	31.12.86	11%
1.1.87	31.12.00	12%
1.1.01	31.12.01	11%
1.1.02	31.12.02	9.50%

From	To	Interest*
1.1.03	31.12.03	9.00%
1.1.04	31.12.10	8.00%

*Interest p.a.compounded quarterly

Saving Fund: 68.75% from 1.1.82 to 31.12.87
70% from 1.1.88 and onwards

Insurance Fund: 31.25% from 1.1.82 to 31.12.87
30% from 1.1.88 and onwards.

SERIAL CIRCULAR No.09/2010
Pay Commission Circular No. 177
No. P[R]436/IREC-I/Vol.IV Dated: 28 -01-2010

Copy of Board's letter No.PC.VI/2009/I/RSRP/4 dated 08.01.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. PC.VI/2009/I/RSRP/4 dated 08.01.2010 [RBE No.05/10]PC-VI-177

Sub: Classification of Railway Services consequent upon introduction of Railway Services [Revised Pay] Rules, 2008.

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In exercise of powers conferred by proviso to Article 309 of the Constitution of India, the President is hereby directs that with effect from the date of issue of these orders, subject to exceptions made in the footnotes below and also subject to such exceptions as Ministry of Railways may, by any general or special orders make from time to time, Railway Service posts shall be classified as follows:

S.No.	Description of Posts	Classification of posts
1[a] [b]	A Railway Service post in Apex Scale [₹ 80000 –fixed], Higher administrative Grade plus scale [₹.75500-80000] and HAG Scale [₹.67000-79000]; and A Railway Service post carrying Grade Pay ₹10000, ₹ 8900 and 8700 in Pay Band PB-4 [₹ 37400-67000] and Grade Pay ₹7600, ₹6600 and ₹ 5400 in Pay Band PB-3 [₹15600-39100] but excluding the posts falling in S.No. [2] & [3] below.	Group A [Gaz.]
2	A Railway Service post carrying Grade Pay ₹5400 and ₹ 4800 in Pay Band PB-2 [₹9300-34800] but excluding the posts falling in S.No.[3] below: The posts of Assistant Nursing Officer carrying Grade Pay ₹ 5400, Principal/Head Master/ Head Mistress [Secondary /High School & equivalent] [Basic Grade & Sr. Grade] carrying Grade Pay ₹ 5400 /6600 in Pay Band PB-3 [₹15600-39100] and Non-functional Grade of Group 'B' Gaz. Posts of various organized Railway services & RBSS/RBSSS carrying Grade Pay ₹5400 in Pay Band PB-3 [₹15600-39100] will continue to be classified as Group 'B' Gaz.]	Group B [Gaz.]
3	A Railway Service post carrying Grade Pay ₹4600 and ₹4200 in Pay Band PB-2 [₹9300-34800], Grade Pay ₹2800, ₹2400, ₹2000, ₹1900 and ₹1800 in Pay Band PB-1 [₹ 5200-20200] The posts of S.O.[Acs]/Sr. S.O. [Acs], TIA/Sr.TIA and ISA/Sr.ISA [Merged grades] carrying Grade Pay ₹4800 in Pay Band PB-2 [₹9300-34800], Nursing Sister carrying Grade Pay ₹4800 in Pay Band PB-2 [₹9300-34800], Matron /Chief Matron [Merged Grade] carrying Grade Pay ₹5400 in Pay Band PB-3 [₹15600-39100] Primary School Teacher/Trained Graduate Teacher/Post Graduate Teacher and equivalent [Basic/Senior/Selection Grade] carrying Grade Pay ₹ 4800/5400/6600 in Pay Band PB-2/PB-3 [₹9300-34800/15600-39100] will continue to be classified as Group 'C'.	Group C
4	A Railway Service post carrying Grade Pay ₹1650, ₹1600, ₹1400, ₹1300 in Pay Band -IS [₹4440-7440].	Group D [till the posts are upgraded]

Notes:

[a] A person placed in higher Grade Pay/ Pay Band under In-situ promotion scheme/ACP/MACP Schemes will continue to retain the classification of his Basic post.

[b] The classification of Non-functional posts, Sr. & Selection Grade posts of Teaching/School Staff will continue to remain the same as applicable to Basic Grade post.

[c] The Assistants of Railway Board Sectt. Service & Personal Assistants of Railway Board Sectt. Stenographers Service will continue to be classified as Group 'B' [Non-Gazetted] as laid down in respective service rules.

[d] If higher classification than that indicated above is presently prescribed for any specific post in the respective service rules, the same shall continue till further orders.

2. Posts created subsequent to date of effect of these orders as specific additions to existing cadres shall have the same classification as posts in the cadre to which they are added.
3. For the purpose of these orders Pay Band, in relation to a post, means the running Pay Bands specified in Part A, Section I, Column 5 of the First Schedule to the Railway Services [Revised Pay] Rules, 2008 & Board's letter No. PC VI/2008/I/RSRP/1 dated 11.09.2008.
4. Accordingly, the President is pleased to direct that Rule 107 of Indian Railway Establishment Code Vol.I [Fifth Edition-1985] shall be amended as in the Advance Correction Slip No. 110 enclosed.
5. This issues with the concurrence of the Finance directorate of the Ministry of Railways.

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Advance Correction Slip to Indian Railway Establishment Code Vol.I [Fifth Edition-1985]
Second reprint edition-2003

Advance Correction Slip No. 110

Rule 107 of Indian Railway Establishment Code Vol.I [Fifth Edition-1985] shall be substituted as under:

107. [1] With effect from 08.01.2010 subject to exceptions made in the footnotes below and also subject to such exceptions as Ministry of Railways may, by any general or special orders make from time to time, Railway Service posts shall be classified as follows:

S.No.	Description of Posts	Classification of posts
1[a] [b]	A Railway Service post in Apex Scale [₹ 80000 –fixed], Higher administrative Grade plus scale [₹.75500-80000] and HAG Scale [₹67000-79000]; and A Railway Service post carrying Grade Pay ₹10000, ₹ 8900 and 8700 in Pay Band PB-4 [₹ 37400-67000] and Grade Pay ₹7600, ₹6600 and ₹ 5400 in Pay Band PB-3 [₹15600-39100] but excluding the posts falling in S.No. [2] & [3] below.	Group A [Gaz.]
2	A Railway Service post carrying Grade Pay ₹5400 and ₹ 4800 in Pay Band PB-2 [₹9300-34800] but excluding the posts falling in S.No.[3] below: The posts of Assistant Nursing Officer carrying Grade Pay ₹ 5400, Principal/Head Master/ Head Mistress [Secondary /High School & equivalent] [Basic Grade & Sr. Grade] carrying Grade Pay ₹ 5400 /6600 in Pay Band PB-3 [₹15600-39100] and Non-functional Grade of Group 'B' Gaz. Posts of various organized Railway services & RBSS/RBSSS carrying Grade Pay ₹5400 in Pay Band PB-3 [₹15600-39100] will continue to be classified as Group 'B' Gaz.]	Group B [Gaz.]

S.No.	Description of Posts	Classification of posts
3	A Railway Service post carrying Grade Pay ₹4600 and ₹4200 in Pay Band PB-2 [₹9300-34800], Grade Pay ₹2800, ₹2400, ₹2000, ₹1900 and ₹1800 in Pay Band PB-1 [₹ 5200-20200] The posts of S.O.[Acs]/Sr. S.O. [Acs], TIA/Sr.TIA and ISA/Sr.ISA [Merged grades] carrying Grade Pay ₹4800 in Pay Band PB-2 [₹9300-34800], Nursing Sister carrying Grade Pay ₹4800 in Pay Band PB-2 [₹9300-34800], Matron /Chief Matron [Merged Grade] carrying Grade Pay ₹5400 in Pay Band PB-3 [₹15600-39100] Primary School Teacher/Trained Graduate Teacher/Post Graduate Teacher and equivalent [Basic/Senior/Selection Grade] carrying Grade Pay ₹ 4800/5400/6600 in Pay Band PB-2/PB-3 [₹9300-34800/15600-39100] will continue to be classified as Group 'C'.	Group C
4	A Railway Service post carrying Grade Pay ₹1650, ₹1600, ₹1400, ₹1300 in Pay Band -IS [₹4440-7440].	Group D [till the posts are upgraded]

Notes:

[a] A person placed in higher Grade Pay/ Pay Band under In-situ promotion scheme/ACP/MACP Schemes will continue to retain the classification of his Basic post.

[b] The classification of Non-functional posts, Sr. & Selection Grade posts of Teaching/School Staff will continue to remain the same as applicable to Basic Grade post.

[c] The Assistants of Railway Board Sectt. Service & Personal Assistants of Railway Board Sectt. Stenographers Service will continue to be classified as Group 'B' [Non-Gazetted] as laid down in respective service rules.

[d] If higher classification than that indicated above is presently prescribed for any specific post in the respective service rules, the same shall continue till further orders.

2. Posts created subsequent to date of effect of these orders as specific additions to existing cadres shall have the same classification as posts in the cadre to which they are added.

3. For above purpose Pay Band, in relation to a post, means the running Pay Bands specified in Part A, Section I, Column 5 of the First Schedule to the Railway Services [Revised Pay] Rules, 2008 & Board's letter No. PC VI/2008/I/RSRP/1 dated 11.09.2008.

[Authority: Ministry of Railway's letter No. PC.VI/2009/I/RSRP/4 dated 08.01.2010]

SERIAL CIRCULAR No.10 /2010
Pay Commission Circular No. 175
No. P[R]249/III Dated:28-01-2010

Copy of Board's letter No.E[W]2008/ED-2/4 dated 04.01.2010 is forwarded for information, guidance and necessary action. Board's letters dated 01.10.2008, 19.12.2008, 04.05.2009,10.06.2009 and 06.11.2009 quoted therein were circulated under S.C Nos. 135/08, 207/08, 78/09, 93/09 and 181/09 respectively.

Copy of Board's ltr. No. E[W]2008/ED-2/4 dated 04.01.2010 [RBE No.01/10] PC VI No. 175

Sub: Children Education Allowance /Hostel Subsidy Clarification.

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Please refer to Railway Board's letter of even number dated 01.10.2008, followed by Board's letters of even number dated 19.12.2008, 04.05.2009, 10.06.2009 and 06.11.2009 containing revised policy instructions / clarifications on Children Education Allowance and Hostel Subsidy admissible to Railway Servants based on the recommendations of Sixth Central Pay Commission.

2. Now, DOP&T vide Office Memorandum No. 12011/16/2009-[Allowance] dated 13.11.2009 has clarified position in respect of reimbursement of Vidyalya Vikas Nidhi charged by Kendriya Vidyalayas and number of children covered under the scheme of Children Education Allowance. Through another Office Memorandum No.12011/03/2008-Estt.[Allowance] dated 23.11.2009, DOP&T has issued clarification in respect of definition of 'nursery' and ' recognized institutions'. Copies of both the Office Memorandums dated 13.11.2009 and 23.11.2009 are enclosed for guidance and information.

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Copy of Ministry of Personnel , PG & Pensions [DOP&T]'s OM No. 12011/16/2009-[Allowance] dated 13.11.2009

Sub: Children Education Allowance /Hostel Subsidy Clarification.

***

The undersigned is directed to refer to DOP&T OM No. 12011/3/2008-Estt.[Allowance] dated 2nd September, 2008 on the above subject and to say that this Department has been receiving various references from Government servants, Ministries/Department seeking clarification whether Vidyalya Vikas Nidhi [VVN] charged by Kendriya Vidyalayas is reimbursable as per items detailed in para 1[e] of the above mentioned OM. The matter has been considered in consultation with Ministry of Finance. It is clarified that Vidyalya Vikas Nidhi charged by Kendriya Vidyalayas will also form part of para 1[e] of the said OM and can be claimed for reimbursement under the scheme of Children Education Allowance subject to the annual ceiling of ₹12000 per child. Where Vidyalya Vikas Nidhi has not been admitted for reimbursement in past cases, the same may now be considered for reimbursement, subject to other conditions.

This Department has also been receiving references seeking clarification whether Children Education Allowance can be claimed in respect of any two children by Government Servants who have more than two children. It is clarified that Children Education Allowance is admissible for the two eldest surviving children only, except when the number of children exceeds two due to second child birth resulting in multiple births.

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Copy of Ministry of Personnel , PG & Pensions [DOP&T]'s OM No. 12011/03/2008-Estt.[Allowances] dated 23.11.2009

Sub: Clarification on Children Education Allowance

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The undersigned is directed to refer to DOP&T OM of even No. dated 2.9.2008 on the above subject. Para 1[c] of the said OM says

"Reimbursement will be applicable for expenditure on the education of school going children only i.e. for children from classes nursery to twelfth including classes eleventh and twelfth held by junior colleges or schools affiliated to Universities or Board of Education".

Various clarifications are being sought with regard to the definition of 'nursery' as the same is being called by different names in different institutions. This matter was considered in consultation with Ministry of Finance. It is clarified that ***'classes nursery to twelfth'*** will include classes 1 to XII + 2 classes prior to class I irrespective of the nomenclature.

It is further clarified that in respect of schools /institutions at nursery, primary and middle level not affiliated to any Board of education, the reimbursement under the Scheme may be allowed for the children studying in a recognized school /institution. Recognised school/institution in this regard means a Govt. school or any educational institution whether in receipt of Govt. aid or not, recognized by the Central or State Govt. or Union Territory Administration or by University or a recognized educational authority having jurisdiction over the area where the institution is situated.

SERIAL CIRCULAR No.11/2010

No. P[R] 299/V Dated:28-01-2010

Copy of Board's letter No. E(G)2001/HO 1-7 dated 29.12.2009 is forwarded for information, guidance and necessary action. Board's letter dated 03.03.2009 quoted therein was circulated under SC No. 47/09.

Copy of Board's ltr. No. E(G)2001/HO 1-7 dated 29.12.2009 (RBE No. 227/09)

Sub: Grant of honorarium to the Railway Officers/Staff for setting of question papers & evaluation of answer sheets for Limited Departmental Competitive Examination held for promotion from Group C to Group B.

***

Reference instructions contained in Board's letter of even number dated 03.03.2009 under which the rates of honorarium payable to the Railway officers/staff for setting of question papers and evaluation of answer sheets for Limited Departmental Competitive Examination held for promotion from Group C to Group B have been enhanced. It has inter-alia been stipulated in the said instructions that honorarium shall be paid for evaluation of answer sheets only if they are evaluated and returned within one month.

In view of the practical difficulties expressed by some Railways for returning the evaluated answer sheets within one month especially in cases where the number of answer sheets to be evaluated is very large, the matter has been reviewed by the Board and it has been decided that the prescribed time limit of one month may be relaxed to two months in such cases where the number of answer sheets to be evaluated exceeds 250.

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.12/ 2010

Pay Commission Circular No. 176

No. P[PC]487/VI/CPC/Pension Dated: 28-01-2010

Copy of Board's letter No.PC-V/2009/A/DR/1 dated 07.01.2010 is forwarded for information, guidance and necessary action. Board's letters dated 31.12.97, 08.10.2008 and 17.4.2009 quoted therein were circulated under S.C.Nos. 20/98, 158/08 and 57/09, respectively.

Copy of Board's letter No. PC-V/2009/A/DR/1 dated 07.01.2010(RBE No.4/2010)PC VI-176

Sub: Grant of Dearness Relief to the Railway pensioners who are in receipt of provisional pension or pension in the pre-revised scale of 5th CPC w.e.f. 1.7.2008, 1.1.2009 and 1.7.2009.

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A copy of each of Office Memoranda No.42/12/2009-P&PW(G) dated 22.10.2009 and 17.11.2009 of Ministry of Personnel, Public Grievances & Pensions (Department of Pension & Pensioners' Welfare) on the above subject are sent herewith for your information and necessary action.

2. In pursuance of the enhanced rates of ex-gratia to the surviving SRPF(C) retirees issued vide Board's letter No.F(E)III/98/PN1/Ex-Gr/3 dated 15.11.2006 para 1.2 of DOP&PW's O.M.dated 17.11.2009 may be read as under:-

> "The surviving Group 'A','B' , 'C' and 'D' SRPF (Contributory) beneficiaries who had retired from service during the period from 01.04.1957 to 31.12.1985 and have been sanctioned enhanced slab-wise ex-gratia @ ₹3000/-, ₹1000/-, ₹750/- and ₹ 650/- per month respectively w.e.f. 01.11.2006, in lieu of uniform rate of ₹ 600/- p.m. are entitled to Dearness Relief @ 73% w.e.f. 01.07.2009".

3. A concordance of various instructions and orders referred to in the enclosed office memoranda with reference to corresponding Railway instructions is indicated below:-

Sl.No.	Para No.	No .and date of Deptt. of Pension & Pensioners' Welfare O.M.	No. and date of Corresponding orders issued by Railway Board.
1.	1 of OM dated 22.10.2009	OM No.42/2/2008-P&PW(G) dated 12.9.08 and 25.9.2008.	PC-VI/2008/1/7/2/2 dt.8.10.2008
2	1 of OM dated 22.10.2009 & 17.11.09	OM No.42/12/2009-P&PW(G) dated 27.3.2009.	PC-VI/2008/1/7/2/2 dt.17.4.2009
3	2 of OM dated 17.11.2009	OM No.45/52/97/P&PW(E) dated 16.12.1997	F(E)III/97/PN1/Ex-Gr/3 dt.31.12.1997.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

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Copy of Ministry of Personnel, Public Grievances & Pensions (Department of Pension & Pensioners' Welfare)'s Office Memorandum No.42/12/2009-P&PW(G) dated 17.11.2009

Sub: Grant of Dearness Relief to the Central Government pensioners who are in receipt of provisional pension or pension in the pre-revised scale of 5th CPC w.e.f. 1.7.2009

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In continuation to this Department's OM of even No. dated 27th March,2009 and 22nd October, 2009 sanctioning the Dearness Relief to those Central Government pensioners who are in receipt of provisional pension or pension in the pre revised scales of 5th CPC, the President is pleased to grant the Dearness Relief to these Central Government pensioners as under:

1. Those who are in receipt of provisional pension or pension in the pre revised scales of 5th CPC are entitled to Dearness Relief @ 73% w.e.f. 1.7.2009.
2. The surviving CPF beneficiaries who have retired from service between the period 18.11.1960 to 31.12.1985 and are in receipt of ex-gratia @ ₹ 600/- p.m. w.e.f. 1.11.1997 under this Department's OM No.45/52/97-P&PW(E) dated 16.12.1997 are entitled to Dearness Relief @ 73% w.e.f. 1.7.2009.

2. The following categories of CPF beneficiaries who are in receipt of ex-gratia payment in terms of this Department's OM No.45/52/97-P&PW(E) dated 16.12.1997 are entitled to DR @ 65% w.e.f 1.7.2009.

(i) The widows and dependent children of the deceased CPF beneficiary who had retired from service prior to 1.1.1986 or who had died while in service prior to 1.1.1986 and are in receipt of Ex-gratia payment of ₹605/- p.m.

(ii) Central Government employees who had retired on CPF benefits before 8.11.1960 and are in receipt of Ex-gratia payment of ₹ 654/-, ₹ 659/-, ₹703/- and ₹ 965/-.

3. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide their UO No.363/EV/09, dated 23.10.2009 and UO No.373/EV/2009 dated 16.11.2009.

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Copy of Ministry of Personnel, Public Grievances & Pensions (Department of Pension & Pensioners' Welfare)'s Office Memorandum No.42/12/2009-P&PW(G) dated 22.10.2009

Sub: Grant of Dearness Relief to the Central Government pensioners who are in receipt of provisional pension or pension in the pre-revised scale of 5th CPC w.e.f. 1.7.2008 and 1.1.2009.

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In continuation to this Department's OMs No. 42/2/2008-P&W(G) dated 12th September,2008 and 25th September,2008 sanctioning the instalmment of DR admissible from 1.7.2008 and this Department's OM No.42/12/2009-P&PW(G) dated 27th March,2009 sanctioning the installment of DR admissible w.e.f. 1.1.2009 the undersigned is directed to say that the President is pleased to grant the DR to those Central Government pensioners who are in receipt of Provisional Pension or pension in the pre revised scales of 5th CPC at the rate of 54% w.e.f. 1.7.2008 and @ 64% w.e.f. 1.1.2009.

2. The other terms and conditions of this Department's OM dated 12.9.2008 and 27.3.2009 remain unchanged.

3. In their application to pensioners/family pensioners belonging to Indian Audit & Accounts Department, these orders are issued in consultation with C&AG.

4. This issues with the concurrence of Ministry of Finance Department of Expenditure vide their UO No.350/EV/09 dated 12.10.2009.

SERIAL CIRCULAR No.13/2010
Pay Commission Circular No. 150

No. P[PC]487/VI/CPC/Transport All. Dated:28-01-2010

Copy of Board's letter No. PC-V/2008/A/TA/2 dated 29.09.2009 is forwarded for information, guidance and necessary action. Board's letter dated 12.09.2008 quoted therein was circulated under SC No. 114/08.

Copy of Board's ltr. No. PC-V/2008/A/TA/2 dated 29.09.2009 [RBE No.179/09] PC-VI/150

Sub: Grant of Transport Allowance to officers in Grade Pay of ₹10,000 and ₹12000 & those in HAG+ Scale – clarification reg
Ref:Board's letter of No.PC-V/2008/A/TA/2 dt.12.09.2008 (RBE No.111/2008).

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On receipt of references seeking certain clarification regarding admissibility etc of Transport Allowance to officers in Grade Pay of ₹10000 and above the matter has been examined in Board's office and it is clarified as under:-

(a) The officers who are availing facility of earmarked official vehicles (Govt. owned or hired) are not entitled for grant of Transport Allowance.

(b) Grant of both the benefits viz Transport Allowance and earmarked vehicle is not admissible to any officer.

(c) If any officer who has availed the facility of earmarked vehicle had also availed Transport Allowance in the past the same has to be recovered.

2. Necessary action on above lines may please be taken while regulating grant of Transport Allowance to officers in Grade Pay of ₹ 10000 and above.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.14/2010
Pay Commission Circular No. 180
No. P[PC]487/VI/CPC Dated:28-01-2010

Copy of Board's letter No. F(E)II/2009/DE1/1 dated 12.01.2010 is forwarded for information, guidance and necessary action. Board's letter dated 05.12.94 and 04.04.2008 quoted therein was circulated under SC No. 21/95 and 51/08, respectively .

Copy of Board's ltr. No. F(E)II/2009/DE1/1 dated 12.01.2010 [RBE No.10/10]PC-VI-180

Sub: Deputation of Central Government Employees to ex-cadre posts under Central/State Government and on Foreign Service to Central/State PSUs/Autonomous Bodies.

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In continuation of Railway Board's letter No.F(E)II/94/DE-1/1 dt. 05.12.1994 and F(E)II/2008/DE-1/1 dt.04.04.2008, a copy of Ministry of Personnel, Public Grievances and Pension (Deptt. of Personnel & Training)'s Office Memorandum No.2/6/2009-Estt.(Pay.II) dated 25th February,2009 on the above subject is sent herewith for information and guidance. These instructions will apply mutatis mutandis to Railway employees also. Accordingly, the following provisions in modification to the existing instructions on deputation/foreign service will come into existence with immediate effect:-

(i) There shall be no extension of deputation period beyond 5th year.

(ii) Mandatory 'Cooling off' period of 3 years for the Railway officers upto the Joint Secretary level and one year for Additional Secretary Level posts after every Deputation period.

(iii) A Railway/Central Government employee shall be eligible for deputation/foreign service to State Governments/State Government Organizations/Government of UTs/International organizations/Autonomous bodies, trusts, societies, PSUs etc. not controlled by Central Government only after he has completed 9 years of service and is clear from the vigilance angle and has not dealt with the borrowing organizations in the last five years.

(iv) Such deputation/foreign service shall be limited to a maximum period of seven years in the entire service of Railway/Central Government servants.

(v) If during the period of deputation, on account of proforma promotion in the parent cadre under Next Below Rule or upgradation, the official concerned becomes entitled to a higher Pay Scale/Pay Band and Grade Pay in the parent cadre vis-à-vis that of the ex-cadre post, he will have the option either to continue in the deputation post (without availing of proforma promotion/upgradation) for the rest of the term or revert to his parent cadre within a period of six months. In case the official wishes to continue on deputation post, there shall be no pay fixation based on the proforma promotion/upgradation and he will continue to draw the pay being drawn by him.

Copy of Ministry of Personnel, Public Grievances and Pensions (Deptt.of Personnel & Training)'s Office Memorandum No.2/6/2009-Estt.(Pay.II) dated 25th February,2009

Sub: Deputation of Central Government Employees to ex-cadre posts under Central/State Government and on Foreign Service to Central/State PSUs/Autonomous Bodies.

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Reference is invited to this Department's O.M.No.2/29/91-Estt(Pay(II) dated 5th January,1994 which lays down the guidelines relating to deputation of Central Government Employees to ex-cadre posts under Central/State Governments and on Foreign service to Central/State PSUs/Autonomous Bodies. Para 8 of the O.M. lays down the procedure of extension of deputation/foreign service beyond the period prescribed in the Recruitment Rules of the ex-cadre posts.

2. It has now been decided to revise the existing Para 8 of the O.M. dated 5th January,1994 (read with O.M.No.2/29/91-Estt.(Pay II) dated 20th June,2006) relating to tenure of deputation as under:

8. Tenure of deputation/foreign service.

8.1 The period of deputation/foreign service shall be as per the Recruitment Rules of the ex-cadre post or 3 years in case no tenure regulations exist for the ex-cadre post.

8.2 In case where the period of deputation/foreign service prescribed in the RRs of the ex-cadre post is 3 years or less, the Administrative Ministry/borrowing Organisations may grant extension upto the 4th year after obtaining orders of their Secretary (in the Central Government)/Chief Secretary (in the State Government)/equivalent officer (in respect of other cases) and for the fifth year with the approval of the Minister of the borrowing Ministry/Department and in respect of other organizations, with the approval of the Minister of Ministry/Department with which they are administratively concerned.

8.3 The borrowing Ministries/Departments/Organisations may extend the period of deputation upto the fifth year where absolutely necessary in public interest, subject to the following conditions:

(i) where such extension is granted, it will be subject to the condition that no deputation (duty) allowance will be allowed beyond the fourth year, if the official concerned has opted to draw deputation (duty) allowance.

(ii) The extension would be subject to the prior approval of the lending organization, the consent of the official concerned and wherever necessary, the approval of the UPSC/State Public Service Commission and Appointment Committee of Cabinet (ACC).

(iii) If the borrowing organization wishes to retain an officer beyond the prescribed tenure, it shall initiate action for seeking concurrence of lending organization, individual concerned etc. six months before the date of expiry of tenure. In no case it should retain an official beyond the sanctioned term unless approval of the competent authority to grant further extension has been obtained.

No further extension shall be considered.

8.4 There shall be a mandatory "cooling off" period of three years after every period of deputation/foreign service upto Joint Secretary level posts and one year for Additional Secretary level posts.

8.5 A Central Government employee shall be eligible for deputation/foreign service to State Government/State Government Organizations/Government of UTs/Government of UTs Organizations/International Organizations/Autonomous bodies, trusts, societies, PSUs etc. not controlled by the Central Government only after he has

completed 9 years of service and is clear from the vigilance angle and has not dealt with the borrowing organization in the last five years. Such deputation/foreign service shall be limited to a maximum period of seven years in the entire service of a Central Government servant.

8.6 If during the period of deputation/foreign service, on account of proforma promotion in the parent cadre under Next Below Rule or upgradation, the official concerned becomes entitled to a higher Pay Scale/Pay Band and Grade Pay in the parent cadre vis-à-vis that of the ex-cadre post, he will have the option either to continue in the deputation post (without availing of proforma promotion/upgradation) for the rest of the term or revert to his/her parent cadre within a period of six months. In case the official wishes to continue on the deputation post, there shall be no pay fixation based on the proforma promotion/upgradation and he will continue to draw the pay being drawn by him.

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SERIAL CIRCULAR No.15/2010
Pay Commission Circular No. 187
No.P(PC)487/VI CPC/{ACP] Dated: 04-02-2010

Copy of Board's letter No.PC-V/2009/ACP/2 dated 03.02.2010 is forwarded for information, guidance and necessary action. Board's letter dated 10.6.09 quoted therein was circulated under SC No. 85/09. The ACR ratings as followed in the case of normal selections are as under:

(a)	Outstanding	:: 05 marks
(b)	Very Good	:: 04 marks
(c)	Good	:: 03 marks
(d)	Average	:: 02 marks
(e)	Below Average	:: 01 mark

Copy of Board's ltr. No. PC-V/2009/ACP/2 dated 03.02.2010 [RBE No.25/10]PC-VI 187]

Sub: Modified Assured Career Progression Scheme [MACPS] for the Railway employees – Clarifications regarding.

***

References have been received from some of the Railways seeking clarification as to whether while implementing MACPS in terms of Board's letter dated 10.06.2009, the benchmark prescribed in Para-17 of the Annexure has to be taken for the last three years or otherwise. The matter has been examined in consultation with DOP&T and it is clarified that ACRs for the same period as required for DPC purposes are to be considered while granting the benefits under MACP Scheme. Further, the practice of averaging ACRs ratings as followed in case of normal DPC be adopted with reference to the respective benchmark for MACP purposes.

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.16/2010

No. P[R]500/XXIII Dated:15-02-2010

Copy of Board's letter No.F[E]III/2005/PN1/32 dated 15.1.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. F[E]III/2005/PN1/32 dated 15.1.2010 [RBE No.12/10]

Sub: Grant of family pension to a son/daughter of a deceased Railway employee, suffering from any disorder/disability of mind/mentally retarded or physically crippled/disabled – clarification regarding.

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A number of references have been received from the zonal Railways, etc., seeking clarification on certain issues relating to grant of family pension to a son/daughter of a deceased Railway employee, suffering from any disorder /disability of mind/mentally retarded or physically crippled/disabled and is rendered incapable of earning a living even after attaining the age of 25 years, in terms of the provisions contained in Rule 75[6] of the Railway Services [Pension] Rules, 1993. The matter has been examined in consultation with the Department of Pension and Pensioners' Welfare, and the position is clarified as under:

S.No.	Clarification sought	Clarification given
[a]	Whether non-intimation of disability of a child by a pensioner/spouse in is/her life time renders the child ineligible for family pension?	Non-intimation of physical/mental handicap does not make a person ineligible for family pension.
[b]	Whether a disabled child would be ineligible for family pension if his/her disability is manifested after attaining the age of 25 years?	Disability manifesting itself after 25 years is also acceptable for disbursement of family pension.
[c]	Whether a disabled child would be ineligible for family pension if his/her disability is manifested before the age of 25 years but is certified by an authorized Medical Officer after attaining the said age?	No.

2. Accordingly, the Zonal Railways etc., are advised to settle cases of family pension of sons/daughters of deceased Railway employees, suffering from any disorder/disability of mind/mentally retarded or physically crippled/disabled and are rendered incapable of earning a living even after attaining the age of 25 years, which were pending on the Railways for want of the above clarification, at the earliest. While disposing of such cases, it should, however, be kept in view that **married** sons and daughters, whether suffering from any disorder /disability of mind/mentally retarded or physically crippled/disabled, are not eligible for family pension as per the extant instructions.

SERIAL CIRCULAR No.17/2010

No. P[R]563/IX Dated: 16-02-2010

Copy of Board's letter No. E[NG]II/95/RR-1/26 dated 22.01.2010 is forwarded for information, guidance and necessary action. Board's letter dated 11.02.2008 quoted therein was circulated under SC No. 24/08.

Copy of Board's ltr. No. E[NG]II/95/RR-1/26 dated 22.01.2010 [RBE No.19/10]

Sub: Age relaxation to the residents of the State of Jammu & Kashmir.

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Kindly refer to this Ministry's letter of even number dated 11-02-2008 [RBE No. 24/2008] forwarding therewith a copy of the Notification No. 15012/7/1991- Estt[D] dated

07-12-2007 issued by Ministry of Personnel, Public Grievances & Pensions [Department of Personnel & Training] on the subject quoted above.

Department of Personnel & Training have issued a further notification of same number dated 23-11-2009, extending the relaxation of age limit in favour of the residents of the State of Jammu & Kashmir for appointment to Central Civil Services and posts, recruitment to which are made through UPSC or SSC or otherwise by the Central Government for a further period of two years beyond 31.12.2009 i.e. up to 31.12.2011. A copy of the same is enclosed for guidance and compliance.

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Copy of Ministry of Personnel, Public Grievances & Pensions [Department of Personnel & Training]'s Notification No. 15012/7/1991 Estt[D] dated 23-11-2009

{ Published in Part II, Section 3, Sub-Section [i] of the Gazette of India [Extra-ordinary]}
G.S.R.839[E] - In exercise of the powers conferred by the proviso to article 309 and clause [5] of article 148 of the Constitution, and after consultation with the Comptroller and Auditor-General of India in relation to the persons serving in the Indian Audit and Accounts Department, the President hereby makes the following rules further to amend the Residents of the State of Jammu and Kashmir [Relaxation of Upper Age Limit for Recruitment to Central Civil Services and Posts] Rules, 1997, namely:

1. [1] These rules may be called the Residents of State of Jammu and Kashmir [Relaxation of Upper Age Limit for Recruitment to Central Civil Services and Posts] Amendment Rules, 2009

[2] They shall come into force on the date of their publication in the Official Gazette.

3. In the Residents of State of Jammu and Kashmir [Relaxation of Upper Age Limit for Recruitment to Central Civil Services and Posts] Rules, 1997, in rule 1, in sub-rule [3], for the figures '2009', the figures '2011' shall be substituted.

[F. No. 15012/7/1991 Estt[D]]

C.B.PALIWAL, Jt. Secy.

Note: The principal rules were published in the Gazette of India vide number [GSR 208[E] dated the 10th April, 1997] and subsequently amended vide the following:

[i] GSR 826 [E] dated the 27th December 1999

[ii] GSR 919 [E] dated the 22nd December 2001

[iii] GSR 879 [E] dated the 10th November, 2003

[iv] GSR 707[E] dated the 6th December, 2005

[v] GSR 761[E] dated the 7th December, 2007.

SERIAL CIRCULAR No.18/2010

No. P[R] Misc/V Dated:15-02-2010

Copy of Board's letter No.E(G)2000/AL4/13 pt. dated 22.01.2009 is forwarded for information, guidance and necessary action. Board's letter dated 01.05.06 quoted therein was circulated under S.C.No.70/06.

Copy of Board's letter No.E(G)2000/AL4/13 pt. dated 22.01.2009(RBE No.15/2009)

Sub: List of approved models to be used as staff cars

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Reference Board's letter of even number dated 01.05.2006 wherein list of approved models of vehicles to be used as staff cars was circulated to the Railways.

In addition to the models mentioned in the air conditioned category, in the Board's letter cited above, Ford Icon BS III (Petrol), Accent GLE BS III (Petrol) and ISZ1800 MPFI(Petrol) may also be considered for use as staff cars for the entitled officers.

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No19/2010

No. P[R] 500/XXIII Dated:15-02-2010

Copy of Board's letter No.F(E)III/2008/PN1/11dated 06.02.2009 is forwarded for information, guidance and necessary action.

Copy of Board's letter No. F(E)III/2008/PN1/11dated 06.02.2009 (RBE No.27/2009)

Sub: Verification of correctness of emoluments of Railway servants.

***

In terms of Rule 78 of Railway Services (Pension) Rules,1993, the Head of Office shall undertake the work of preparation of pension papers of retiring railway servants two years before the date of retirement. Rule 79(1)(b)(iii) of the Pension Rules ibid and Para 1023 of the Indian Railways Code for the Accounts Department stipulate that for the purpose of calculation of average emoluments, the Head of Office shall verify from the service book the correctness of the emoluments drawn or to be drawn during the last ten months of service and that verification of correctness of emoluments should not go back to a period beyond 24 months preceding the date of retirement.

2. In the backdrop of the rules quoted in para 1 above, one of the Zonal Railways has stated that difficulties are being experienced by the Railway in effecting recovery of the amount of overpayment of pay and allowances from the retirement gratuity of the retiring employees due to the provisions under these rules as also various Court orders though Rule 15 of the Railway Services (Pension) Rules,1993 provides for adjustment of overpayment of pay and allowances from the DCRG. AIRF has also raised the issue stating that withholding of settlement dues for the purpose of recovering overpayment of wages due to wrong fixation of pay a long time ago is causing pecuniary loss and harassment to retired railway servants.

3. The matter has been examined in consultation with the Accounts Directorate, Withholding of retirement gratuity for the purpose only of assessing overpayment of pay and allowances and effecting recovery thereof is a matter of concern for the retired railway servant as it causes hardship to him/her. With a view to obviate the need of effecting recovery of overpayment of pay and allowances from the retirement gratuity, the Personnel and Accounts Departments of the Zonal Railways are advised to undertake verification of correctness of emoluments of Railway servants at regular intervals and one such review should be done in the beginning of the third year preceding the date of retirement in order that irregularities in pay and allowances, if any, are rectified and recoveries effected from the salary of the railway servant well before the retirement.

SERIAL CIRCULAR No. 20 /2010

No. P[R]299/V Dated: 11-02-2010

Copy of Board's letter No.E(G)2009 FE1-2 dated 20.07.09 is forwarded for information, guidance and necessary action. Board's letter dated 29.04.88 quoted therein was circulated under S.C.No.52/99.

Copy of Board's letter No. E(G)2009 FE1-2 dated 20.07.09 (RBE No.133/09)

Sub: Inclusion of Institute for Defence Studies and Analysis (IDSA) in the list of recognized Institutions.

***

Ministry of Railways have decided that Institute for Defence Studies and Analysis (IDSA) be incorporated at the end of Annexure A, circulated vide Board letter No.E(G) 83 FE 1-4 dated 29.04.88. This will entitle Railway officials to 90% reimbursement of membership of IDSA.

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.21/2010

No. P[R]473/VII Dated:11-02-2010

Copy of Board's letter No. F(E)I/2006/AL-28/4 dated 27.7.09 is forwarded for information, guidance and necessary action. Board's letter dated 19.07.2006 quoted therein was circulated under S.C.No.111/2006.

Copy of Board's letter No. F(E)I/2006/AL-28/4 dated 27.7.09 (RBE No.137/09)

Sub: Air Travel on official account – both domestic and International.

***

In partial modification of Ministry of Finance's O.M.No.7(2)E.Coord/2005 dt.23.11.2005 circulated vide Board's letter No.2005-B-260 dt.14.12.2005 and in supersession of Ministry of Finance (Deptt. of Expenditure)'s O.M.No.19024/1/E.IV/2005 dt.24.3.2006, circulated vide Board's letter No.F(E)I/2006/AL-28/4 dt.19.7.2006, a copy of Ministry of Finance's O.M.No.19024/1/2009-E.IV dt.13.7.2009 regarding Air Travel on official account, both domestic and international, is circulated for information and strict adherence.

While allowing Air travel to officers, Ministry of Finance's instructions (on austerity measures) issued from time to time regarding ensuring of utmost economy by buying of cheapest fare in economy/business class travel etc. and availing of incentive schemes and concessional fares provided by the airlines (now Air India) are to be strictly observed.

Copy of Ministry of Finance's O.M.No. 19024/1/2009-E.IV dt.13.7.2009

Sub: Air Travel on official account – both domestic and International.

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In partial modification of this Ministry's OM No.F.No.7(2)E.Coord/2005 dated 23rd November,2005 and in supersession of this Ministry's OM No.19024/1/E.IV/2005 dated 24.3.2006, it has been decided that in all cases of air travel, both domestic and international, where the Government of India bears the cost of air passage, the officials concerned may travel only by Air India.

2. For travel to stations not connected by Air India, the officials may travel by Air India to the hub/point closest to their eventual destination, beyond which they may utilize the services of another airline which should also preferably be an alliance partner of Air India.

3. In all cases of deviation from these orders because of operational or other reasons or on account of non-availability, individual cases may be referred to the Ministry of Civil Aviation for relaxation.

4. All Ministries/Departments of the Government of India are requested to strictly adhere to these instructions.

5. These orders will also apply to officials in autonomous bodies funded by Government of India.

SERIAL CIRCULAR No.22/2010

No. P[R]673/VI Dated:16-02-2010

Copy of Board's letter No.E(MPP)2009/3/33 dated 29.7.09 is forwarded for information, guidance and necessary action. The information as called for in para 4 therein may be furnished to Board by SPO/Genl.

Copy of Board's letter No. E(MPP)2009/3/33 dated29.7.09 (RBE No. 138/09)

Sub: Report of the Disaster Management Review Committee – 2008.

***

Disaster Management Review Committee was set up by the Ministry of Railways under the Chairmanship of Shri Gajendra Narayan, IPS(Retd.) D.G. of Police (Vigilance, Bihar) to review the Disaster Management on the Railways. The Committee submitted its Report on 22.1.2008.

2. Recommendations No.50 & 54 of the above Report are reproduced below:

> "Recommendation No.50: Training to handle disasters – This recommendation of the High Level Committee has been reportedly implemented but during our visit we found that some of the officers were not even aware as to whom they should contact in case of a fire".
>
> "Recommendation No.54: A special module on taking care of and long term association in an institutional manner with families of those killed or injured in Railway disaster should be included in training programme of IRITM. This association should continue till all claims are settled through Railway Claims Tribunal".

3. The Railways and Training Institutions are requested to take immediate action on the above Recommendations and ensure that at least one lecture on the subject of 'Disaster Management" forms part of all training programmes. As far as implementation of Recommendation No.54 is concerned, the possibility of associating local NGOs i.e. Mahila Samities, Civil Defence Organisation, Scouts & Guides etc. may also be explored.

4. Implementation of the above Recommendations may please be confirmed.

SERIAL CIRCULAR No. 23/2010

No. P[R] 299/V Dated:11-02-2010

Copy of Board's letter No.E(G)2008 FE1-7 dated 09.09.09 is forwarded for information, guidance and necessary action. Board's letter dated 29.4.88 quoted therein was circulated under S.C.No.52/99.

Copy of Board's letter No. E(G)2008 FE1-7 dated 09.09.09 (RBE No.163/09)

Sub: Inclusion of (1) Association of minimal access Surgeons of India (AMASI) & (2) Indian Association of gastro-intestinal endo-surgeons (IAGES) in the list of recognized Institutions.

***

Ministry of Railways have decided that two Institutes (1) Association of minimal access Surgeons of India (AMASI) & (2) Indian Association of gastro-intestinal endo-surgeons (IAGES) be incorporated at the end of Annexure A, circulated vide Board's letter No.E(G) 83 FE 1-4 dated 29.04.88. This will entitle Railway officials to 90% reimbursement of membership of (AMASI) & (IAGES).

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No. 24/2010
No. P[R]673/VI Dated:11-02-2010

Copy of Board's letter No.E(MPP)2009/3/40 dated 18.9.09 is forwarded for information, guidance and necessary action.

Copy of Board's letter No. E(MPP)2009/3/40 dated 18.9.09 (RBE No.171/2009)

Sub: Action taken on the observations/recommendations contained in Eighty-Third Report of the Public Accounts Committee (14th Lok Sabha) on 'Cleanliness and Sanitation on Indian Railways'.

***

Para 129 of the observations of Audit on Action Taken Notes on the Recommendations of the 83rd Report presented by Public Accounts Committee (2008-09) is reproduced below:

"**Para 129: Cleaning activities in a large number of stations continue to be vested departmentally and it is imperative that Safaiwalas are adequately and appropriately trained".**

2. In view of the above, the Railways are requested to take immediate action on the above observation, and ensure that all Safaiwalas are adequately trained, including on the job training, and they also understand the need to keep the environment clean and healthy. Special emphasis should be laid on the collection and disposal of refuse, sewage and sullage in a scientific manner. In terms of Para 902 of Indian Railway Medical Manual Vol.II(Third edition – 2000), October 2nd has been declared 'National Cleanliness Day" on the Railways and should be observed in true spirit each year.

SERIAL CIRCULAR No.25/2010
No. P[R]299/V Dated:11-02-2010

Copy of Board's letter No.E(G)2009 FE1-3 dated 23.10.09 is forwarded for information, guidance and necessary action. Board's letter dated 29.04.88 quoted therein was circulated under S.C.No.52/99.

Copy of Board's ltr. No. E(G)2009 FE1-3 dated 23.10.09 (RBE No.188/09)

Sub: Inclusion of Institute of Indian Association of Occupational Health (IAOH) in the list of recognized Institutions.

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. Ministry of Railways have decided that Institute of Indian Association of Occupational Health (IAOH) be incorporated in the list of recognized National Associations/Societies (Annexure A), circulated vide Board's letter No.E(G) 83 FE 1-4 dated 29.04.88. This will entitle Railway officials to 90% reimbursement of membership fee of IAOH.

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.26/2010
Pay Commission Circular No. 174
No. P[PC]487/VICPC/Allowance Dated:18-02-2010

Copy of Board's letter No.E(P&A)I-2005/ALL/RPF/2 dated 31.12.2009 is forwarded for information, guidance and necessary action. Board's letter dated 10.06.2009 quoted therein was circulated under S.C.No.114/09.

Copy of Bd's letter No.E (P&A)I-2005/ALL/RPF/2 dated 31.12.2009 (RBE No. 228/2009, PC VI No.174)

Sub: Revision in the rate of Ration Money Allowance in respect of Non-gazetted RPF/RPSF personnel.

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In terms of Board's letter of even number dated 10.06.2009, non-gazetted RPF/RPSF personnel upto the rank of Inspector Grade I, scale ₹6500-10500 (revised scale ₹9300-34800 Grade Pay ₹4600) were entitled for Ration Money Allowance at par with Central Para Military Force (CPMF) personnel i.e. @ ₹36.91/- per day/per head w.e.f. 01.09.2008 to 31.03.2009.

2. It has now been decided to revise the rate of Ration Money Allowance from existing rate of ₹36.91 to ₹ 42.72 per head/per day w.e.f. 01.04.2009 to 31.3.2010.

3. Accordingly, sanction of the Ministry of Railways is hereby accorded post- facto to revise the rate of Ration Money Allowance from ₹.36.91 to 42.72 per day per head w.e.f. 01.04.2009 to 31.03.2010.

4. The other terms and conditions as stipulated in para 4 of Board's letter of even number dated 10.06.2009 remain unchanged.

5. This issues with the concurrence of the Finance Directorate of the Ministry of Railways

SERIAL CIRCULAR No. 27/2010
Pay Commission Circular No. 183
No. P(PC)/487/VI/CPC/Stipend Dated:18-02-2010

Copy of Board's letter No.PC-V/2008/PS/I[Stipend] dated 20.01.2010 is forwarded for information, guidance and necessary action. Board's letter dated 15.12.2008 quoted therein was circulated under SC No. 199/08.

Copy of Board's ltr. No. PC-V/2008/PS/I[Stipend] dated 20.01.2010 [RBE No.17/10]PC-VI-183

CORRIGENDUM

Sub: Revision of rates of stipend to apprentices and trainees on Railways.
Ref: Railway Board's letter of even number dated 15.12.2008 [S. No. PC-VI/61, RBE No. 198/2008]

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In the schedule enclosed in the above cited letter, Serial No. 8 and 36 may be read as follows:

Sl. No	Category	Training period	Revised Pay Band of the post (₹.)	Grade Pay (₹.)	Revised rates of stipend alongwith corresponding grade pay (₹)
S&T Department					
8	Section Engineer [Signal]	**One year**	9300-34800	4600	12540+4600
36	Section Engineer [Drawing/Design]	One year	9300-34800	**4600**	**12540+4600**

2. This issues with the concurrence of the Finance Directorate of Ministry of Railways.

SERIAL CIRCULAR No.28/2010
No. P[R]436/IREM/Vol.VIII Dated:16-02-2010

Copy of Board's letter No.E[G]2009 AL 1/16 dated 06.01.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[G]2009 AL 1/16 dated 06.01.2010 [RBE No.03/10]

Sub: Amendment to para 1004 and 1005 of IREM Vol.I [1989 Edition] – Raising the limit in respect of investigation of arrear claims.

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In terms of paragraph 1004 of IREM Vol.I [1989 edition] General Managers are authorized to sanction an investigation of arrear claims when the claim is not over three years old [irrespective of the amount involved] and when the claim is over three years old but the amount of the claim pertaining to the period beyond three years does not exceed ₹5000/-. In terms of para 1005 ibid, in cases where the amount of the claim for the period beyond three years exceeds ₹5000/- investigation of the portion within the three years limit is sanctioned by the General Manager and, the balance [i.e. portion beyond three years] is referred to Railway Board for orders.

On a demand raised by AIRF for enhancing the powers of the GMs for sanctioning investigation of arrear claim, the matter has been considered by Railway Board. It has been decided to enhance the existing ceiling of ₹ 5000/- [Rupees Five Thousand] referred to above to ₹ 10,000/- [Rupees Ten Thousand]. The existing time limit will however, continue to be three years.

Accordingly, the provision contained in paragraphs 1004 and 1005 of IREM Vol.I [1989 edition] stand amended as per the enclosed Advance Correction Slip No. 213.

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INDIAN RAILWAY ESTABLISHMENT MANUAL VOL.I [1989 Edition]
Advance Correction Slip No.213

The amount of ₹ 5000/- [Rupees Five Thousand] appearing in Paragraphs 1004[ii] and 1005 may be substituted by ₹ 10,000/- [Rupees Ten Thousand].

[Authority Railway Board's letter No. E[G]2009 AL 1/16 dated 06.01.2010]

SERIAL CIRCULAR No.29/2010

No. P[R] 676/II Dated: 11-02-2010

Copy of Board's letter No.E[NG]I-2003/TR/10 dated 18.01.2010 is forwarded for information, guidance and necessary action. Board's letter dated 31.3.2003 quoted therein was circulated under SC No. 77/2003.

Copy of Board's ltr. No. E[NG]I-2003/TR/10 dated 18.01.2010 [RBE No.15/10]

Sub: Transfer of staff on deemed deputation to IRCTC –exercise of option.

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As the Railways are aware, pursuant to the instructions contained in Board's letter No. 2002/TG-III/600/5 dated 04.02.2003 vide which catering activities of the Railways were transferred to IRCTC on "as is where is basis", an opportunity was given vide Board's letter of even number dated 31.3.2003, to all the Gr. 'C' and 'D' staff working in various catering/vending units of the Railways to exercise their option either for permanent absorption in IRCTC or for reversion to the Railways within a period of three years of the date of handing over of the catering activities to IRCTC, subject to the stipulated conditions.

2. The staff who opted to come back to the Railways were declared surplus and were/ are being re-deployed as per extant procedure in force for redeployment of surplus staff.

3. The issue whether another option may be given to such deemed deputationist staff who have opted for reversion to the Railways but are still continuing on the rolls of IRCTC, has been under consideration of the Board for some time. For this purpose a Committee consisting of Executive Directors of Railway Board, representatives of both the Federations and MD/IRCTC was constituted. The Committee has considered the

issue and inter-alia have recommended that another round of option may be given to the deemed deputationist staff who are still on the rolls of IRCTC.

4. The matter has been considered by the Board and as a special case, it has been decided that such of the deemed deputationist staff who are still on the rolls of IRCTC may be given an opportunity to reconsider the option exercised by them earlier, and if they now so desire, may exercise option for permanent absorption in IRCTC. Such absorption would be on the same terms and conditions as had been allowed earlier in terms of deemed process of law and Department of Public Enterprises' guidelines. Options shall have to be exercised within a period of 90 days from the date of issue of this letter and once exercised, the option shall be final.

5. In case option for permanent absorption in IRCTC is not exercised by the said staff within the period specified above, their cases are to be regulated in terms of the instructions contained in letter of even number dated 31.3.2003 and on reversion to the Railways, they are to be treated as surplus staff to be redeployed as per procedure already in force. Such staff are required to furnish a written undertaking that they shall not claim their original seniority for their further progress over the staff already promoted or redeployed in the cadre or elsewhere. Such staff would, however, be released from IRCTC only after receipt of posting order from the concerned zonal Railways which would ensure that on their reversion to the Railways, they do not have to unnecessarily wait for their posting.

SERIAL CIRCULAR No. 30 /2010

No. P[R]563/IX Dated:22 -02-2010

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarifications] dated 22.01.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[Sports]2007/Policy/4[Clarifications] dated 22.01.2010 [RBE No.18/10]

Sub:Under-21 Junior Women's Hockey World Cup – Clarification regarding.

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Northern Railway have raised a query about the reorganization of Under-21 Junior Women's Hockey World Cup for the purpose of recruitment on Railways against sports quota.

In this connection it is clarified that as per extant norms , Under-21 Junior Women's Hockey World Cup is a recognized tournament for considering the recruitment of women hockey players on Railways, against sports quota.

This disposes of NRSA's letter No.400E/4/Sports/Hockey dated 06.10.2009.

SERIAL CIRCULAR No. 31/2010

No. P[R]563/IX Dated:22 -02-2010

Copy of Board's letter No.E(NG)II-94/RR-1/29 dated 03.02.2010 is published for information, guidance and necessary action. Board's letters dated 10.5.99 and 16.2.2009 quoted therein were circulated as SC Nos. 145/99 and 30/2009, respectively.

Copy of Board's ltr. No. E(NG)II-94/RR-1/29 dated 03.02.2010 [RBE No.26/10]

Sub: Upper age limit for direct recruitment to Group 'C' and 'D' posts on the Railways.
Ref: Board's letter of even number dated 16.02.2009 (RBE No.32/2009)

...

Attention is invited to this Ministry's letter under reference vide which the currency of the relaxation contained in letter of even number dated 10.05.99 (RBE No.99/99) was extended for a period of one year i.e. upto 03-02-2010.

The matter has been reviewed and it has now been decided that this relaxation of 03 (three) years above the prescribed upper age limit for recruitment to all Group 'C' & 'D' posts including engagement of Substitutes may be extended further for a period of one year i.e. **upto 03-02-2011**. These orders take effect from 4.2.2010. Indents placed after 3.2.2010 may be suitably amended.

SERIAL CIRCULAR No. 32/2010
Pay Commission Circular No. 185
No. P[R]676/II Dated:22-02-2010

Copy of Board's letter No.E[NG]I-2009/TR/29 dated 02.02.2010 is forwarded for information, guidance and necessary action. Board's letters dated 01.10.71, 06.01.88 and 05.11.97 quoted therein were circulated under SC Nos. 282/71, 39/88 and 60/98, respectively.

Copy of Board's ltr. No. E[NG]I-2009/TR/29 dated 02.02.2010 [RBE No.23/10]PC-VI185

Sub:Posting of husband and wife at the same station.

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In view of the utmost importance attached to the enhancement of women's status in all walks of life and to enable them to lead a normal family life as also to ensure the education and welfare of the children, the instructions regarding posting of husband and wife at the same station were issued vide Ministry of Railway's letter No. E[NG]II/71/TR/14 dated 01.10.71, as reiterated in letter No. E[NG]I-86/TR/14 dated 06.01.88. Pursuant to a recommendation of the 5th CPC, the scope of these instructions was further widened and detailed guidelines were issued vide this Ministry's letter No. E[NG]I-97/TR/28 dated 05.11.97 in a consolidated form.

2. In the context of the need to make concerted efforts to increase representation of women in Central Government jobs, these guidelines have been reviewed to see whether the instructions could be made mandatory. It has been decided vide Deptt. of Personnel & Training's O.M. No. 28034/9/2009-Estt[A] dated 30.09.2009 that when both spouses are in the same Central Service or working in same Deptt. and if posts are available, they may mandatorily be posted at the same station.

3. The guidelines, as framed by DOP&T in view of the 6th CPC, have been examined in this Ministry and it has been decided to adopt these with certain modifications. Accordingly provisions of guidelines issued under Board's letter dated 05.11.97 ibid have been modified as under:

a. **Where both the spouses are railway employees and belong to the same seniority units:**
The husband & wife, if working in the same Department and if the required level of post is available, should invariably be posted together in order to enable them to lead a normal family life and look after the welfare of their children especially till the children attain 18 years of age. This will not apply on appointment under Central Staffing Scheme. Where only wife is a Government servant, the above concessions shall be applicable to the Govt. servant. Hence both the railway servants may be posted at the same station /place ensuring that one of them does not work as subordinate to the other.

b. Where both the spouses are railway servants but belong to different seniority units.

Efforts may be made to post both the railway servants at the station where posts at appropriate level exist in the respective seniority units failing which requests for change of the category may be considered sympathetically keeping in view all other relevant rules in the matter.

c. Where one of the spouses is a railway servant and the other belongs to All India Service or another Central Service.

The Railway servant should be posted at station/place in the Railway /Division/PU in whose territorial jurisdiction the place /state of posting of his/her spouse falls or as close to it as possible if there is no Railway Organisation /post at the place/state of posting of the spouse.

d. Where one of the spouses is a railway servant and the other belongs to a State Service.

The Railway servant should be posted at the station/place in the Railway /Division/PU in whose territorial jurisdiction the place /state of posting of his/her spouse falls. If it is not possible, if a request from the railway servant to the Controlling Authority of the spouse for his /her posting at the place of posting of the railway servant is received the same may be forwarded to the concerned authority for sympathetic consideration.

e. Where one of the spouses is a railway servant [All India Service] and the other is working in a Central/State/Public Sector Undertaking/Autonomous Body/Private Sector:

The Railway servant may apply to the controlling Authority for a posting at the place of posting of his/her spouse which may be considered favourably by the competent authority. If no post is available for posting of the railway servant at the place of posting of the spouse he/she may be posted to a place closer to the place of posting of the spouse. If this also is not possible application from the railway servant for posting of the spouse who is working in the Central/State/Public Sector Undertaking may be forwarded to the controlling authority of the spouse for his / her posting at or near the place of the railway servant.

4 Complaints are sometimes received that even if posts are available in the station of posting of the spouse, the administrative authorities do not accommodate the employees citing administrative reasons. In all such cases, the cadre controlling authority should strive to post the employee at the station of spouse and in case of inability to do so, specific reasons, therefor, may be communicated to the employee.

5. Although, normal channels of representations/complaints redressal mechanism exists, added safeguards to prevent non-compliance may be provided by ensuring that the complaints against non-adherence to the instructions are decided by the authorities at least one level above the authorities which took the original decision when they are below the SAG level/Head of PUs. All such representations should be considered and disposed off in a time bound manner.

6. While all out of efforts may be made to post the husband and wife at the same station, instructions issued by the Board from time to time in regard to request transfer/Change of category should be followed in all such cases. A separate register may be maintained at each Divisional and Zonal headquarters of the Railways for registering requests for transfers from railway servants for posting at the place of posting of their spouses, which may be reviewed from time to time, by competent authority.

SERIAL CIRCULAR No.33/2010

No. P[R]563/IX Dated:22 -02-2010

Copy of Board's letter No.E[NG]II/2005/RC-4/SC/2 dated 01.02.2010 is forwarded for information, guidance and necessary action. Board's letter dated 19.07.05 quoted therein was circulated under SC No.124/05.

Copy of Board's ltr. No. E[NG]II/2005/RC-4/SC/2 dated 01.02.2010 [RBE No.22/10]

Sub: Filling up posts in para-medical categories in Group 'C' on contract basis – revision of remuneration rates.
Ref: Board's letter No. E[NG]II/2004/RC-4/SC/2 dated 19.07.05

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The issue of revision of monthly remuneration rates for filling up of posts in para medical categories in Group 'C', on contract basis, has been engaging the attention of the Board. It has now been decided by the Ministry of Railways that the following monthly remuneration [consolidated] will be effective from the date of issue of the sanction.

[i] For the post in Grade [₹5200-20200] +GP ₹1800 + ₹ 8890 per month.

[ii] For the post in Grade [₹5200-20200] +GP ₹1900 + ₹ 9020 per month.

[iii] For the post in Grade [₹5200-20200] +GP ₹ 2000 + ₹ 9145 per month.

[iv] For the post in Grade [₹5200-20200] +GP ₹ 2400 + ₹ 9655 per month.

[v] For the post in Grade [₹5200-20200] +GP ₹ 2800 + ₹10160 per month.

[vi] For the post in Grade [₹9300-34800] +GP ₹.4200 + ₹17145 per month.

[vii] For the post in Grade [₹.9300-34800] +GP ₹4600 + ₹17655 per month.

2. Other terms and conditions as stipulated vide Board's letter under reference would continue to be the same.

3. This issues with the concurrence of the Finance Dte. of the Ministry of Railways [Railway Board]

SERIAL CIRCULAR No. 34 /2010

Pay Commission Circular No. 188

No. P[R]481/VII Dated:23 -02-2010

Copy of Board's letter No.PC-VI/2010/I/RSRP/1 dt. 17.2.2010 is forwarded for information, guidance and necessary action. Board's letter dated 11.9.08 quoted therein was circulated under S.C.No. 110/08.

Copy of Bd's ltr. No. PC-VI/2010/I/RSRP/1 dt. 17.2.2010 [RBE No.28/10] PC-VI/188

Sub: Applicability of minimum pay/stepping up of pay – clarification reg.

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A number of references have been received in this office regarding applicability, for departmental promotees, of minimum entry pay prescribed for direct recruits (appointed on or after 1.1.2006), in Section II of Part A of the First Schedule of RS(RP)Rules,2008. References have also been received regarding stepping up of pay of senior promotees with reference to such of their directly recruited juniors who are recruited on or after 1.1.2006 and whose basic pay is more than that of their seniors.

2. The matter has been examined in consultation with Ministry of Finance. In this connection it is clarified that the revised pay structure comprises grade pays and running pay bands and in the case of those Railway servants who were already in service before 1.1.2006, Sixth Pay Commission has not prescribed a minimum pay in the running pay band

with reference to the minimum entry level pay prescribed for direct recruits appointed on or after 1.1.2006. Further, the Sixth CPC has not prescribed minimum pay in the pay band for the purpose of fixation of pay on promotion in the case of any grade and fixing of minimum pay in the pay band in the case of each grade pay for departmental promotees would defeat the very purpose of introduction of running pay bands.

3. As far as the matter relating to bringing the pay of existing Railway servants as on 1.1.2006 at par with the pay of direct recruits recruited on or after 1.1.2006 is concerned, it is clarified that the pay of those Railway servants who joined the Railway as direct recruits on or after 1.1.2006 is to be fixed as per Section II, Part 'A' of the First Schedule to the RS(RP)Rules,2008 and the procedure of pay fixation is based on a specific recommendation of the Sixth Pay Commission, which has been accepted by the Government. As far as pay fixation in respect to those Railway servants who were already in service on 1.1.2006 is concerned, the same is to be done as per the provisions of Rule 7 of RS(RP)Rules,2008 and in accordance with the fitment tables annexed with this Ministry's letter No. PC-VI/2008/I/RSRP/1 dated 11.9.2008.

4. In the light of the foregoing, it is clarified that in terms of RS(RP)Rules,2008:-

(a) no minimum pay in the pay band can be prescribed in the case of promotion of Railway servants from one grade to another (except in the case of change in pay band); and

(b) pay of those Railway servants who were already in service on 1.1.2006 can not be fixed with reference to the minimum entry pay prescribed for those who joined the Railways as direct recruits on or after 1.1.2006 as per Section II, Part 'A' of the First Schedule to the RS(RP)Rules,2008.

5. However, stepping up of pay of seniors can be permitted with reference to such of their directly recruited juniors borne on the same seniority list who are recruited on or after 1.1.2006 and whose basic pay is more than that of the seniors, subject to the following conditions:-

(a) Stepping up of the basic pay of seniors can be claimed only in the case of those cadres which have an element of direct recruitment and in cases where a directly recruited junior is actually drawing more basic pay than the seniors. In such cases, the basic pay of the seniors will be stepped up with reference to the basic pay of the juniors. Stepping up will be applicable from the date junior direct recruit is actually drawing higher basic pay than the senior.

(b) Further, Railway servants cannot claim stepping up of their revised basic pay with reference to entry pay in the revised pay structure for direct recruits appointed on or after 1.1.2006 as laid down in Section II of Part A of First Schedule to the RS(RP)Rules,2008, if their cadre does not have an element of direct recruitment, or in cases where no junior is drawing basic pay higher than them.

(c) Stepping up of pay of the seniors shall not be applicable in cases where pay of direct recruits has been fixed at a higher stage on account of grant of advance increments etc. at the time of recruitment.

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.35/2010
Pay Commission Circular No.147
No. P[PC]487/VICPC/Deputation Dated:24-02-2010

Copy of Board's letter No.F(E)II/2009/DE1/3 dated 23.09.2009 is forwarded for information, guidance and necessary action. Board's letters dated 05.12.94 and 04.09.2008 quoted therein were circulated under S.C.No. 21/95 and 108/2008, respectively.

Copy of Board's ltr. No.F(E)II/2009/DE1/3 dtd 23.09.2009 [RBE No.174/09], PC-VI No.147

Sub: Fixation of pay on deputation after implementation of Railway Service (Revised Pay) Rules – clarification reg.

Ref: (i) Railway Services (Revised Pay) Rules, 2008 notified vide G.S.R.No.643(E) dated 4th September,2008.
(ii)Railway Board's letter No.F(E)II/94/DE-1/1 dated 5.12.1994.

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In continuation of the instructions issued vide Board's letter No.PC-VI/2008/I/RSRP/1 dated 25.9.2008, on the basis of Ministry of Finance, Department of Expenditure's Office Memorandum No.1/1/2008-IC dated 13.09.2008, a copy of further clarification issued by Ministry of Finance, Department of Expenditure vide their Office Memorandum of same number dated 26.03.2009 on the above subject is enclosed for information and guidance. The instructions contained therein will apply mutatis mutandis to Railway employees also.

Copy of Ministry of Finance Department of Expenditure's Office Memorandum F.No.1/1/2008-IC dated 26.03.2009

Sub: Fixation of pay on deputation after implementation of CCS (Revised Pay) Rules – clarification reg.

Vide this Department's OM of even number dated 13th September,2008 clarifications to the CCS (RP) Rules,2008 were issued. Clarifications 4 and 5 of the said O.M. indicate the position regarding fixation of pay of Government servants (including officers of Group 'A' services) in cases where they were on deputation and got promoted in the cadre subsequently while still on deputation and where Government servants go on deputation to a lower post, respectively.

2. Consequent upon the issue of the above Clarifications, individual representations and enquiries from some administrative ministries etc. have been received in this Department. While some clarifications were regarding applicability of Department of Personnel & Training (DoPT)O.M. number No.2/29/91-Estt.(Pay-II) dated 5.1.1994, others specifically related to pay fixation while on Central Deputation under the Central Staffing Scheme after the implementation of the revised pay structure as a result of Sixth CPC's recommendations. In this connection, it is hereby clarified that DoPT's consolidated instructions on the subject of transfer of Central Government employees on deputation/foreign service etc., issued vide their O.M. number No.2/29/91-Estt(Pay II) dated 05.01.1994 continue to be in vogue. In the light of the same, the following two set of clarifications are given. While clarifications under sub-heading (A) specifically relate to cases of deputation under the Central Staff Scheme alone, those under sub-heading (B) are applicable in all other cases of deputation:-

(A) CASES OF DEPUTATION UNDER THE CENTRAL STAFFING SCHEME.

i) The extant Rules relating to Central Staffing Scheme permit officers holding posts in the higher pay scales in their parent cadres to be eligible for deputations under the Central Staffing Scheme for posts in lower scales of pay. Since this

dispensation under the Central Staffing Scheme will continue to apply, Clarification 5 has been issued to regulate such cases;

ii) In cases where pay has been regulated in terms of Clarification 4 of this Department's OM of even number dated 13th September 2008, the pay of officers belonging to AIS/Group 'A' Services will be fixed on repatriation to their parent cadres from deputation under the Central Staffing Scheme by granting the grade pay of their substantive post in their cadre and fixing pay in the pay band with reference to the pay in the pay band of their next junior who has continued in the cadre giving notional benefit of increments as at present;

iii) In cases where officers of the AIS/Group 'A' services are on Deputation under the Central Staffing Scheme to a post with a lower grade pay than the grade pay attached to their substantive post in their parent cadre and where their pay has been regulated in terms of Clarification 5 of this Department's OM of even number dated 13th September, 2008; in such cases, on their subsequent appointment to a higher post while on deputation, the officers will be granted the grade pay of the higher post.

In the case of repatriation to their parent cadre, the Government servant will be granted the higher grade pay of their substantive post and their pay in the pay band will be fixed with reference to the pay in the pay band of their next junior who has continued in the cadre, giving notional benefit of increments as at present.

iv) As per DOPT O.M.No.31/5/2002-EO(MM.I) dated 28th February 2002, if an officer (of All India/Group A Service) has got non-functional Selection Grade in his/her parent cadre then he/she is eligible to draw his/her grade pay from the date he/she has been granted the Non-functional Selection Grade by his/her parent cadre plus deputation allowance but the post of Deputy Secretary held by him/her can be redesignated as Director only when he/she has completed 14 years of service, as on 1st July of the year in which 14 years are completed. Following the implementation of the Sixth CPC's recommendations, the conditions regarding appointment of Deputy Secretary under Central Staffing Scheme remain unaltered and, therefore, the provisions of the above clarification of EO(MM) Division still hold good.

B) <u>ALL OTHER CASES OF DEPUTATION</u>

(i) In terms of para 3.5 of DoPT O.M. dated 05.01.1994, a person in a higher scale of pay shall not be appointed on deputation to a post in a lower scale of pay. Accordingly, in the case of deputations other than under the Central Staffing Scheme, Government servants holding posts in a higher grade will continue to be ineligible for appointment on deputation to posts in the lower grades;

(ii) However, a Government servant already on deputation/foreign service as on 1.1.2006 would be entitled to exercise his option as prescribed in para 4 of DoPT O.M. dated 1.5.1994 for getting his pay fixed on deputation. This option will also be available for future deputations. Accordingly, in terms of sub para [c] of para 4.3 of DoPT O.M. dated 01.05.1994, which states that 'when the scale of pay of the parent post on the basis of which his emoluments are regulated during deputation/foreign service or of the ex-cadre post held by the Government servant on deputation/foreign service is revised either prospectively or from a retrospective date', Government servants on deputation can revise their option if the scale of pay of their parent post or the post held by them on deputation has been revised as a result of implementation of Sixth CPC's recommendations. This will ensure

that those Government servants whose parent post or the post held by them on deputation has been upgraded as a result of Sixth Central Pay Commission's recommendations will not suffer a monetary loss on this account, and

(iii) In cases where pay has been regulated in terms of Clarification 4 of this Department's OM of even number dated 13th September,2008, the pay of Government servants will be fixed on repatriation to their parent cadres by granting them the grade pay of their substantive post in their cadre and their pay in the pay band will be fixed with reference to the pay in the pay band of their next junior who has continued in the cadre, giving notional benefit of increments as at present.

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SERIAL CIRCULAR No.36/2010
Pay Commission Circular No. 186
No. P[PC]487/VICPC/Pension Dated:03-03-2010

Copy of Board's letter No. F(E)III/2008/PN1/12 dated 02.02.2010 is forwarded for information, guidance and necessary action. The compliance report called for in para 4 therein should be sent immediately to Dy.CPO/MPP & Res. immediately.

Board's letters dated 20.08.01, 18.11.08 and 27.08.09 quoted therein were circulated under S.C.Nos.195/01, 170/08 and 142/09, respectively.

Copy of Board's letter No. F(E)III/2008/PN1/12 dated 02.02.2010 (RBE No.24/10, PC-VI/186)

Sub: Revision of pension of pre-1996 and pre-2006 retirees with reference to corresponding pay scales.

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It has come to the notice of this office that some of the Zonal Railways, while revising pension/family pension of pre-1996 and pre-2006 retirees w.e.f 01.01.2006, have **incorrectly** indicated the corresponding Vth CPC scale of pay and VIth CPC pay band & grade pay in the revised PPOs, particularly in the case of pre-revised IVth CPC pay scale of ₹1400-2300. In this regard, it is reaffirmed that the scale of pay/pay band [Grade Pay] corresponding to IVth CPC scale of ₹1400-2300 in Vth CPC CPC and VIth CPC is ₹4500-7000 and ₹ 5200-20200 (GP- ₹2800) respectively, as has also been indicated in S.No.9 of Annexure-I of Department of Pension and Pensioners Welfare (DOP & PW)'s O.M. dated 14.10.2008, circulated on the Railways vide this office letter of even number dated 18.11.2008.

2. In terms of DOP&PW's OM. Dated 11.5.2001, adopted on the Railways vide this Ministry's letter No.F(E)III/99/PN1/20 dated 20-08-2001, pension/family pension of all pensioners irrespective of their date of retirement shall not be less than 50% /30% of the minimum of the corresponding scale as on 01.01.1996 of the scale of pay held by the pensioners at the time of retirement/death while in service. These instructions have been upheld by the Supreme Court, vide their judgement dated 23.11.2006, in the case of K.S.Krishnaswamy Vs. UOL, and this position has been brought to the notice of Zonal Railways etc., vide this office letter No.F(E)III/2004/PN1/34 dated 11.01.2007.

3. The corresponding IVth CPC, Vth CPC scales of pay and VIth CPC scales of pay/pay band & grade pay have been reiterated by the DOP&PW in their O.M. dated 14.10.2008 as subsequently modified vide O.M. dated 20.08.2009, circulated vide this office letters of even number dated 18.11.2009 and 27.08.2009, for the purpose

of revision of pension and family pension of pre-1996 and pre-2006 retirees. **The Zonal Railways etc., are, therefore, advised to strictly adhere to the instructions issued by DOP&PW and adopted by this Ministry, while revising pension/family pension of pre-1996 and pre-2006 retirees w.e.f. 01-01-2006.** All cases in which either pension/family pension has been revised or the revised PPOs have been issued indicating Vth CPC scale of pay and VIth CPC Pay Band/Grade Pay, otherwise than in accordance with DOP&PW's instructions, may be reviewed and revised PPOs issued at the earliest.

4. A compliance report may be furnished to this office **positively within two months.**

SERIAL CIRCULAR No. 37/2010
Pay Commission Circular No. 184
No. P[PC]487/VICPC/Pension Dated:03-03-2010

Copy of Board's letter No.F(E)III/2005/PN1/23 dated 27.01.2010 is forwarded for information, guidance and necessary action. Board's letters dated 26.3.87, 18.8.98, 20.09.2007, 30.5.2008, 08.09.08, 22.09.08 and 01.06.2009 quoted therein were circulated under Serial Circular Nos. 85/87, 234/98, 132/07, 76/08, 117/08, 123/08 and 105/09, respectively.

Copy of Board's ltr No. F(E)III/2005/PN1/23 dated 27.01.2010(RBE No.21/2010)PC-VI/184

Sub: Revision of 1/3rd commuted portion of pension in respect of Govt. servants who had drawn lumpsum payment on absorption in Public Sector Undertakings/Autonomous Bodies – Implementation of Government's decision on the recommendations of the 6th Central Pay Commission – regarding.

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A copy of Department of Pension and Pensioners' Welfare (DOP&PW)'s O.M. No.4/38/2008-P&PW(D) dated 19th January,2010 on the above subject is enclosed for information and compliance. These instructions will apply mutatis mutandis on the Railways also.

A concordance of DOP&PW's instructions referred to in the enclosed O.M. and Railway Board's corresponding instructions is given below:

S. No.	DOP&PW's instructions	Railway Board's corresponding instructions
1	O.M.No.34/2/86-P&PW dated 5.3.1987	Letter No.F(E)III/87/PN1/7 dated 26.3.1987
2	O.M.No.4/59/97-P&PW(D) dt. 14.7.1998	Letter No.F(E)III/96/PN1/9 dated 18.8.1998
3	O.M.No.4/79/2006-P&PW(D)dt. 6.9.2007	Letter of even number dated 20.9.2007
4	O.M.No.4/79/2006-P&PW(D) dt. 13.5.2008	Letter of even number dated 30.5.2008
5	O.M.No.38/37/08-P&PWA) dt. 1.09.2008	Letter No.F(E)III/2008/PN1/12 dt.08.09.2008
6	O.M.No.4/38/2008-P&PW(D) dt 15.9.2008	Letter of even number dated 22.09.2008
7	O.M.No.4/38/2008-P&PW(D)dt.27.05.2009	Letter of even number dated 01.06.2009.

It is reiterated that the circulars on pension policy issued by Finance Directorate are also being uploaded on Railway's website indianrailways.gov.in at the following location for information and necessary action of all concerned:

Railway Board Directorates ⟶ Finance ⟶ F(E)III CIRCULARS

Copy of Department of Pension and Pensioners' Welfare (DOP&PW)'s O.M. No.4/38/2008-P&PW(D) dated 19th January, 2010

Sub: Revision of 1/3rd commuted portion of pension in respect of Govt. servants who had drawn lumpsum payment on absorption in Public Sector Undertakings/Autonomous Bodies – Implementation of Government's decision on the recommendations of the 6th Central Pay Commission – regarding

***

The undersigned is directed to say that the restorable 1/3rd pension of the Government servants who had drawn lumpsum payment in respect of pro-rata pension (1/3rd as well as 2/3rd) on absorption in PSUs/Autonomous Bodies and have become entitled to restoration of 1/3rd commuted portion of pension as per the provisions of this Department's OM No.34/2/86-P&PW dated 5th March 87 after 15 years from the date of communication on 1.4.85 whichever is later, is regulated vide this Department O.M. No.4/59/97-P&PW(D) dated 14th July 1998, OM No.4/79/2006-P&PW(D) dated 6.9.07 and dated 13.5.08 as clarified from time to time.

In pursuance of Government's decision on the recommendations of Sixth Central Pay Commission, instructions have been issued for revision of 1/3rd restorable pension of absorbees with effect from 1.1.2006 vide this Department's OMs of even number dated 15.9.2008 and 27.5.2009.

The benefit of additional pension to old pensioners was regulated vide para 3 of this Department's OM dated 15.9.2008. The matter has been reconsidered and it has been decided that in supersession of instructions contained in para 3 of this Department's O.M. dated 15.9.2008, the quantum of additional pension available to old pensioners and Dearness Relief thereon shall be on full pension and regulated as per instructions contained in O.M.No.38/37/08-P&PW(A) dated 1.9.2008 as clarified from time to time.

This issues with the concurrence of Ministry of finance Department of Expenditure) vide their UO No.406/EV/2009 dated 21.12.209 and C&AG's UO No. 1-Audit (Rules)/12-2009 dated 12.1.2010.

SERIAL CIRCULAR No.38/2010

No. P[R]563/IX Dated: 03-03-2010

Copy of Board's letter No.E[RRB]/2006/25/14 dated 27.1.2010 is forwarded for information, guidance and necessary action. Board's letter dated 18.7.2006 quoted therein was circulated under SC No. 112/06.

Copy of Board's ltr. No. E[RRB]/2006/25/14 dated 27.1.2010 [RBE No.20/10] [RRCB No.1/10]

Sub: Modification of jurisdiction of RRB/Chennai.
Ref: Board's letter of even number dated 18.7.2006 [RRCB No. 13/2006]

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Board have decided that the indents of Group 'C' posts pertaining to Salem Division of Southern Railway shall be placed on Railway Recruitment Board/Chennai. Therefore, the modified jurisdiction of RRB/Chennai is as under:

S.No.	RRB	Railway/PU	Divisions/PUs
1	Chennai	[i] Southern Railway [ii] ICF	HQ Office of Southern Railway and Chennai, Tiruchchirappalli & Salem Divisions. ICF/Chennai

SERIAL CIRCULAR No.39/2010
Pay Commission Circular No. 189
No. P[PC]487/VICPC/Allowance Dated:03-03-2010

Copy of Board's letter No. PC-V/2008/A/O/3(OTA) dated 17-02-2010 is forwarded for information, guidance and necessary action.

Copy of Brd's letter No. PC-V/2008/A/O/3(OTA) dtd. 17-02-2010 [RBE No. 29/10]PC-VI/189

Sub: Grant of Overtime Allowance to Railway employees consequent upon revision of pay scales and allowances.

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Pursuant to the recommendations of the Sixth Pay Commission, the issue of revision of Over Time Allowance has been under consideration and in partial modification of the Board's earlier orders on the subject, it has been decided by the Board that the Railway employees who are governed by the Statutory Acts like the Factories Act, Hours of Employment Regulations or those covered under rules for Departmental Overtime and who have opted for the revised scales of pay in terms of Railway Services (Revised Pay) Rules, 2008, may be granted overtime allowance, on the basis of their emoluments in the revised scales of pay.

2. The emoluments, for the purpose of computation of rates of OTA will comprise the following:

a) **Railway employees governed by Factories Act.**

- Basic Pay (Pay in Pay Band + Grade Pay)
- Dearness Allowance
- House Rent Allowance
- Transport Allowance
- Cash equivalent of the advantage accruing through the concessional sale to workers of foodgrains and other articles, as the worker is for the time being entitled to (excluding wages for Overtime work or Bonus)

b) **Railway employees governed by HOER.**

- All the items as shown in (a) above except House Rent Allowance.

c) **Railway employees governed by rules Under Departmental Overtime**

(i) Employees working in Loco Sheds and C&W Depot.

- All the items as shown in (a) above except House Rent Allowance.

(ii) Other Railway employees governed under Departmental Orders.

- Basic Pay (Pay in Pay Band + Grade Pay)
- Dearness Allowance

3. The revised rates of Overtime allowance shall be effective from 01-09-2008.

4. With a view to minimize instances of OTA, General Managers may take following measures:-

a. Prepare an action plan for systematic and efficient utilization of manpower covering various aspects viz. filling up of vacancies, especially in Running staff and operational categories, proper management of sanction of leave and rational deployment of staff.

b. Conduct a fresh job analysis of the duties of Motor Car Drivers who are presently classified as 'Continuous' to determine their actual period of working requiring sustained attention.

c. Prefer hiring of vehicles for official use, if necessary.

d. Allow compensatory off to the staff booked on holidays due to exigencies.

e. Direct all the RRBs to follow a uniform pattern by giving compensatory off to their staff instead of OTA.

f. Review payment of OTA to supervisors in the Pay Band-2 except to those who are earmarked for breakdown duties, to minimize the incidence of OTA.

5. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.40/2010
Pay Commission Circular No. 191
No. P[PC]487/VICPC/Allowance Dated:03-03-2010

Copy of Board's letter No.PC-V/2008/A/TA/2 dated 17.02.2010 is forwarded for information, guidance and necessary action. Board's letter dated 12.09.2008 quoted therein was circulated under SC No. 114/2008.

Copy of Board's ltr. No. PC-V/2008/A/TA/2 dated 17.02.2010 [RBE No.31/10]PC-VI/191

Sub: Recommendations of the 6th Central Pay Commission – Grant of Transport Allowance to Railway employees – clarification reg.

***

In continuation to Board's letter of even number dated 12.09.2008, it is clarified that the condition in para 2[iii] of the letter dated 12.09.2008 ibid by which grant of Transport allowance to Railway employees provided with official accommodation within one kilometer of office or within a campus housing the place of work and residence was disallowed has been withdrawn, is also applicable to blind and orthopaedically handicapped Railway employees covered under Para 2[i] of the Board's letter dated 12.09.2008 ibid w.e.f. 01.09.2008.

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.41/2010
No. P[R] 554/VII Dated:15 -03-2010

Copy of Board's letter No.E[G]2008/QR1-15 dated 22.02.2010 is forwarded for information, guidance and necessary action. Board's letters dated 01.06.2001, 09.09.05, 20.11.06, 12.03.08 and 14.07.2008 quoted therein were circulated under SC Nos.119/01, 156/05, 206/06, 37/08 and 91/08, respectively.

Copy of Board's ltr. No.E[G]2008/QR1-15 dated 22.02.2010 [RBE No. 32/10]

Sub: Retention of Railway accommodation in the event of deputation to PSUs.

Ref: Board's letters Nos. E[G]2000 QR1-23 dt. 1.6.2001, E[G]2005 RN5-8 dt. 9.9.05, E[G]2006 QR1-14[A] dt. 20.11.06, E[G]2001 QR1-14[Pt] dt. 12.3.08 and E[G]2007 RN2-1 dt. 14.7.2008

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The issue of retention of Railway quarters at previous place of posting by the officers/

staff on deputation to various Railway PSUs was under review for quite some time. Railway Board in their meeting held on 28.01.2010 reviewed the prevailing instructions regarding retention of Railway accommodation at the previous place of posting by Railway officers / staff proceeding on deputation to Railway PSUs and decided as under:

[i] There shall be no further extension for retention of quarters/houses beyond 31.03.2010 in respect of officers posted in MRVC, IRCTC, KRCL, RAILTEL, IRCON and RITES. Although Board has agreed to regularise the retention of quarters beyond 31.03.2009 and up to 31.03.2010, however, such regularisation will be agreed to only in case of those officers who vacate the quarter by 31.03.2010.

[ii] In respect of officers posted in RVNL, RLDA and CRIS no further extension for retention of quarter is to be permitted beyond 30.06.2010

[iii] In respect of officers posted in DFCCIL, permission to retain quarter up to October, 2011, as granted earlier, will hold good.

[iv] Retention of railway houses in respect of UIC office in India will continue till the present incumbent being in position.

The instructions may be brought to the notice of all concerned for information and compliance and the relevant cases may be regulated accordingly.

This issues with the concurrence of Finance Directorate of Ministry of Railways.

SERIAL CIRCULAR No. 42/2010
Pay Commission Circular No.192
No. P[PC]487/VI/CPC/ACP Dated: 12-03-2010

Copy of Board's letter No.PC-V/2009/ACP/2 dated 25.02.2010 is forwarded for information, guidance and necessary action. Board's letter dated 04.12.2009 quoted therein was circulated under SC No. 191/2009.

Copy of Board's ltr. No. PC-V/2009/ACP/2 dated 25.02.2010 [RBE No.36/10]PC-VI No.192

Sub: Extension of the benefit of MACP Scheme to reckon entire Temporary Status service of substitutes

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Please refer to Board's letter of even number dated 04.12.2009 allowing 50% of Temporary status casual labour service on absorption in regular employment may be taken into account towards the minimum service of 10, 20 and 30 years for the grant of benefit under the MACP Scheme.

2. Further, on demand from both the federations that the entire service of the substitutes on their absorption in regular service may be reckoned for MACPS purposes, the matter has been carefully considered by the Board. It is found that unlike casual labour whose 50% of temporary status service counts for pensionary benefits, temporary status service in full of the substitutes counts for pensionary benefits. It has, therefore, been decided that the entire temporary status service of substitutes followed by regularisation without break may be taken into account towards the minimum service of 10, 20 and 30 years for the purpose of grant of benefit under the MACP Scheme.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.43/2010

No. P[PC]487/VI/CPC/ACP Dated: 17 -03-2010

Copy of AM[Staff]'s letter No.PC-V/2009/ACP/2/Pt.I dated 12.3.10 is forwarded for information, guidance and necessary action. Board's letter dated 03.02.2010 quoted therein was circulated under SC No15/2010.

Copy of AM(Staff)'s ltr. No. PC-V/2009/ACP/2/Pt.I dated 12.3.10

Sub: Recommendation of the 6th CPC –MACPS for Railway employees.

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Telephone calls are still being received from Federations on misinterpretation of Board's letter dated 03.02.2010 on the above subject.

It is clarified that the bench mark for awarding required MACP benefits cannot be higher to that of bench mark required for normal promotions. Therefore, staff eligible for normal promotion should not be debarred for awarding MACP on account of Confidential Reports ratings.

SERIAL CIRCULAR No.44/2010

No. P[R]268/I Dated:25-03-2010

Copy of Board's letter No.E[NG]II/2009/RC-1/Gen./2 dated 23.2.2010 is forwarded for information, guidance and necessary action. Board's letter dated 18.01.2000 quoted therein was circulated under SC No.21/2000. Copy of item No. 22/2009 of DC/JCM meeting held on August, 2009 is also enclosed.

Copy of Board's ltr. No. E[NG]II/2009/RC-1/Gen./2 dated 23.2.2010

Sub: Appointment on compassionate grounds in cases of medically incapacitated staff on the Railways.

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Pursuant to the discussions with respect to Item No. 22/2009 of DC/JCM meeting held in August, 2009, para [3] of Board's letter No. E[NG]II/95/RC-1/94 dated 18.01.2000 is reiterated, which stipulates that in cases where an employee is totally incapacitated and is not in a position to continue in any post, because of his medical condition, he may be allowed to opt for retirement. In such cases request for appointment on compassionate ground to an eligible ward may be considered.

Such incapacitated employees, if governed by the Railway Services [Pension] Rules, 1993 will be eligible for pensionary benefits as admissible under the said rules.

This issues with the concurrence of the Finance Directorate.

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Copy of Item No. 22/2009 of the DC/JCM meeting held in August, 2009.

Sub: Acceptance of voluntary retirement request of totally incapacitated staff with less than 20 years qualifying service – Grant of compassionate appointment to the wards of such incapacitated staff and grant of pension.

Prior to introduction of The Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation Act, 1995] services of the employees with disabilities, who were totally medically de-categorised, were terminated as per instructions then in vogue and in terms of para 55 of the Railway Servants [Pension] Rules, 1993, invalid pension is granted to the employees having put in more than 10 years qualifying service.

However, under the aforesaid Act, Railway employees found completely disabled for further service in any post are continued on rolls as supernumerary and wages are paid to them till they complete 60 years of age.

There are cases of totally medically de-categorised employees [bed-ridden and unable to move] with less than 20 years of qualifying service. Such staff intend to voluntarily retire and seek compassionate appointment to their wards.

Staff Side desires the Railway Board to take note of the fact that in the above type of situations, employees are paid wages till completion of 60 years of age while their contribution to the system is zero. Instead of keeping them on rolls, they may be retired on their written consent and their wards be considered for grant of compassionate appointment, thus incapacitated staff may be out of system and young candidates would get inducted who can contribute for the efficiency. Such retired staff may be granted settlement dues under Rule 55 of Railway Servants [Pension] Rules, 1993 read with Rule 69[2][b] of the rules or otherwise.

Staff Side, therefore urges upon the Railway Ministry to consider the points brought out as above and give decision, allowing retirement benefit and compassionate ground appointment to the wards of incapacitated staff.

SERIAL CIRCULAR No.45/2010

No. P[R]676/II Dated:25 -03-2010

Copy of Board's letter No.E[NG]I-2009/TR/7 dated 04.03.2010 is forwarded for information, guidance and necessary action. Board's letter dated 26.06.2000 quoted therein was circulated under SC No.147/2000.

In this connection attention is invited to this office letter of even number dated 29.12.2009, wherein while reiterating the extant instructions on periodical transfer of Railway employees holding sensitive posts, it was advised that advance action should be taken to circulate the list of staff who are due for periodical transfer in the month of January so that the transfer can be ordered during the month of March / April to enable the staff to plan the children's education and accommodation at the new station. Action taken report on the above may be furnished to the undersigned immediately, to apprise the position to CPO.

Copy of Board's ltr. No. E[NG]I-2009/TR/7 dated 04.03.2010 [RBE No.39/10]

Sub: Periodical transfer of Railway Employees holding sensitive posts on Railways.

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As the Railways are aware, in terms of existing instructions, Railway employees holding sensitive posts and who frequently come into contact with public and/or Contractors/Suppliers are required to be transferred every four years. For smooth implementation of the policy of periodical transfer, certain guidelines were also issued, vide Board's letter No. E[NG]I/2000/TR/17 dated 26.06.2000, wherein inter-alia provisions of periodical transfer of office bearers of recognized Unions in terms of Board's letter No. E[L]61 FE1-43 dated 31.07.1961, were also reiterated.

2. The Staff Side in the DC/JCM meeting held on 27th & 28th August, 2009, have demanded that periodical transfer should not be resorted to during academic session of children of the staff being transferred. In the light of the discussion, it is reiterated that while ensuring compliance and the fundamental objectives of the scheme of periodical transfers, the academic session of the children of the employees being transferred may also be kept in view within the ambit of the guidelines contained in Board's letter referred to above.

SERIAL CIRCULAR No. 46/2010

No. P[R]500/XXIII Dated: 30-03-2010

Copy of Board's letter No.F[E]III/2005/PN1/23 dated 23.02.2010 is forwarded for information, guidance and necessary action. Board's letters dated 26.3.87, 18.8.98 and 20.09.07 quoted therein were circulated under SC Nos. 85/87, 234/98 and 132/07, respectively.

Copy of Board's ltr. No. F[E]III/2005/PN1/23 dated 23.02.2010 [RBE No.33/10]

Sub:Implementation of the law against excess recovery from pension– non-deduction of the non-deductibles– representations of employees who had drawn lumpsum payment on absorption in PSU/Autonomous Bodies – clarification regarding.

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A copy of Department of Pension and Pensioners' Welfare [DOP&PW]'s O.M. No. 4/4/2008-P&PW[D] dated 27th January, 2010 on the above subject is enclosed for information and guidance.

2. A concordance of DOP&PW's instructions referred to in the enclosed O.M. and Railway Board's corresponding instructions is given below.

S.No	DOP&PW's instructions	Railway Board's corresponding instructions
1	O.M. No. 34/2/86-P&PW dated 5.3.1987	Letter No. F[E]III/87/PN1/7 dated 26.3.1987
2	O.M. No. 4/59/97-P&PW[D] dated 14.7.1998	Letter No. F[E]III/96/PN1/9 dated 18.8.1998
3	O.M. No. 4/79/2006-P&PW[D] dated 6.9.2007	Letter of even number dated 20.9.2007

Copy of Department of Pension and Pensioners' Welfare (DOP&PW)'s O.M. No.4/4/2008-P&PW(D) dated 27th January,2010

Sub: Implementation of the law against excess recovery from pension– non-deduction of the non-deductibles–representations– clarification regarding.

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This Deptt. has received a large number of identical representations on the above subject. The representations are from the Government servants who had drawn lump sum payment in respect of pro-rata pension (1/3rd as well as 2/3rd) on absorption in a PSU/Autonomous Body.

2. The Government servants who had drawn lump sum payment in respect of pro-rata pension (1/3rd as well as 2/3rd) on absorption in a PSU/Autonomous Body and have become entitled to restoration of 1/3rd commuted portion of pension as per the provisions of this Department's O.M. No.34/2/86-P&PW dated 5th March 87 after 15 years from the date of commutation or 1.4.85 whichever is later, were regulated vide this Department O.M.No.4/59/97-P&PW(D) dated 14th July 1998 as clarified from time to time. Andhra Pradesh High Court in its judgment dated 24.12.03 in Writ Petition No.8532 of 2003 followed by Supreme Court Judgment dated 29.11.06 in Civil Appeal No.5269 of 2006 arising out of SLP Nos.21647-648 of 2005 and Supreme Court Judgment dated 24.7.07 in Review Petition No.643 of 07 had decided as under:

"…. The public sector undertaking absorbees are also entitled for dearness relief etc. but not on entire pension commuted as on the date of retirement. Moreover they received lumpsum amount by way of terminal benefits on surrendering of 2/3rd pension. In that way, they have already parted with 2/3rd pension, it cannot be said to revive after 15 years. But, in case of Central government pensioners 2/3rd pension was continued to be received by them. Therefore, what is restored is 1/3rd pension which means full pension. But the same principle

cannot be applied to say that the absorbee will get full pension after 15 years in case those who had commuted 1/3rd pension and received terminal benefits for 2/3rd pension had he not surrendered, he continue to receive 2/3rd pension, the same principle apply as in case of Central Government employee. But having received the cash compensation in respect of the surrender value of 2/3rd, he cannot be allowed to say that he is also a pensioner as far as 2/3rd pension is concerned. Such absorbee stand on a different footing and they fall in a different class by themselves on this issue. Under those circumstances, the inescapable conclusion is that 1/3rd pension has to be arrived at only on the basis of the basic pension divided by three after completion of 15 years which becomes drawable as on the date of respective dates and not to be arrived by deducting ₹403/- from the pension. Therefore, the petitioner will be entitled to as follows:

Restorable Pension From 28.06.87 to 31.12.1995 Basic Pension (604/1/3rd)	• 201/- • 538/- Dearness Relief • 125/- additional Benefits;
Total	• 864/-
From 01.01.96 onwards(5th Pay Commission) 1/3rd of Basic Pension(1,350/1/3rd)	• 450/- • 185/- Interim Relief • 1,998/- Dearness Relief • 540/- Fitment
Total	• 3,173/-

In this case the employee had commuted minimum permissible pension i.e. 1/3rd. But, even if lesser portion is commuted, the pro-rata commuted portion has to be deducted from the basic pension to arrive at restorable pension, but however, he will get dearness relief, interim relief etc. on full basic pension"

3. The government had thereafter issued instructions implementing above direction of the Hon. Court vide OM dated 6.9.2007 . O.M. dated 6.9.2007 has been issued strictly in compliance of the direction of the Hon'ble Supreme Court vide operative part of judgement which has been reproduced in para 2 thereof before explaining modalities of implementation in para 3 of the above said O.M.

4. The decision of the court has resulted in following -

- The restorable pension of the Government servants who had drawn lump sum payment in respect of pro-rata pension (1/3rd as well as 2/3rd) on absorption in a PSU/Autonomous Body has been limited to the commuted portion only i.e. 1/3rd of pension.
- The 2/3rd pension for which terminal benefits were drawn is not to be restored.
- The benefits viz. DR, DP etc are taken in full while calculating restorable 1/3rd pension.

Further attention is drawn to following para in Hon'ble Supreme Court's judgement dated 26.4.2000 in Appeal No.4 in W.P.(C) No.11855/85; WPNo.(C)345/1999 and W.P.No.567/1995 in P.V.Sundara Rajan and Another Vs Union of India and others:-

"The parity claimed by Lt.Col.Malhotra and other absorbees who had commuted 100% pension, in our view, is entirely misplaced. The contention that what is commuted or given up is an amount and not the right to receive pension or right to receive post commutation revision and attendant benefits including dearness relief on the gross entitled pension on the dates they were granted to other Government pensioners, is only

illusory. The decision in the case of State of Tamil Nadu and Ors. V.V.S.Balakrishnan and Ors.(1994) Suppl.3 SCC 204) on which reliance was placed by Mr.Gopal Subramanium, Senior Advocate, has no applicability to the point in issue. Those who commuted 100% pension continue to remain non-pensioners till their pension is restored. In Welfare Association case (supra), persons who commuted the full pension and who will not be given any monthly pension by deeming monthly pension to have been reduced to nil has been treated as a separate category. Those who commute 100% pension are not entitled to the benefit of dearness relief on full pension or other benefits as claimed herein. We also do not find any discrimination in so far as this class is concerned".

All Ministries/Departments are advised that the representation, if any received on this subject, may be dealt with accordingly.

SERIAL CIRCULAR No.47/2010
Pay Commission Circular No.194
No.P(PC)487/VI/CPC/DA Dated:30-03-2010

A copy of Railway Board's letter No.PC/VI/2008/1/7/2/1 dated 26.03.2010, RBE No.172/2009 (PC-VI No.146) is forwarded herewith for information, guidance and necessary action. Board's letters dated 09.09.08 and 18.09.2009 quoted therein, were circulated as S.C.Nos.111/2008 & 158/2009, respectively.

Copy of Board's ltr. No. PC/VI/2008/1/7/2/1 dated 26.03.2010 [RBE No.45/10]PC No.194

Sub: Payment of Dearness Allowance (DA) to Railway employees – Revised rates effective from 01.01.2010.

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Please refer to this Ministry's letter of even number dated 18.09.2009 (S.No.PC-VI/146, RBE No.172/2009) on the subject mentioned above. The President is pleased to decide that the Dearness Allowance payable to Railway employees shall be enhanced from the existing rate of **27%** to **35%** with effect from **1st January, 2010**.

2. The provisions contained in Paras 3, 4 & 5 of this Ministry's letter of even number dated 09.09.2008 (S.No.PC-VI/3, RBE No.106/2008) shall continue to be applicable while regulating Dearness Allowance under these orders.

3. The additional installment of Dearness Allowance payable under these orders shall be paid in cash to all railway employees. The payment of arrears of Dearness Allowance for the months of January and February 2010 shall not be made before the date of disbursement of salary for March, 2010.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.48/2010
No. P[R]135 Dated: 30-03-2010

Copy of Board's letter No.PC-VI/2009/CRC/4 dated 26.3.2010 is forwarded for information, guidance and necessary action. Board's letter dated 23.2.2007 quoted therein was circulated under SC No. 34/2007.

Copy of Board's ltr. No. PC-VI/2009/CRC/4 dated 26.3.2010 [RBE No.44/10]

Sub: Suspension of Annual Review for gradewise percentage

distribution of posts in Group 'C' categories on Railways.

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Please connect Board's letter No. PC-III/2006/FE-1/2 dated 23.2.2007 vide which Railways/Units were advised that Annual Review of Group 'C' & 'D' cadres would be undertaken w.e.f. 01.04.2009 taking into account the cadre strength as on 01.04.2009.

Pursuant to the demand raised by Staff Side for suspension of Annual Review, Board have reviewed the matter and decided that the Annual Review due to be conducted as on 01.04.2010 on the cadre strength of 01.04.2010 should be suspended. The decision to conduct the next Annual Review as on 2011 will be taken in March-2011.

This issues with the concurrence of the Finance Directorate of this Ministry.

SERIAL CIRCULAR No.49/2010

No. P[R]Misc/VI Dated:31 -03-2010

Copy of Board's letter No.E[LL]2010/AT/FAC/1 dated 26.2.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[LL]2010/AT/FAC/1 dated 26.2.2010 [RBE No.38/10]

Sub: NATIONAL POLICY ON SAFETY, HEALTH AND ENVIRONMENT AT WORK PLACE.

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A copy of the ***NATIONAL POLICY ON SAFETY, HEALTH AND ENVIRONMENT AT WORK PLACE*** received from Ministry of Labour and Employment is sent herewith. The issues in the National Policy relevant to safety, health and environment are to be included in the policy documents wherever considered appropriate.

The policy aims to provide a framework prescribing action at all level and lays down the basic goals and objectives. It provides for the principles and general guidelines for all stakeholders such as Government, Inspection authorities, employers, research and development institutions, educational institutions etc. for developing safety culture and ensuring safety, health and environment at workplaces. It also envisages action for improving safety, health and environment and technical support, system of incentives, prevention strategies and their monitoring and inclusion of safety, health and environment aspects in other national policy documents. The policy is also available on the website of the Ministry of Labour and Employment: www.labour.nic.in.

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Copy of Government of India, Ministry of Labour and Employment's NATIONAL POLICY ON SAFETY, HEALTH AND ENVIRONMENT AT WORK PLACE

1. PREAMBLE

1.1 The Constitution of India provide detailed provisions for the rights of the citizens and also lays down the Directive Principles of State Policy which set an aim to which the activities of the state are to be guided.

1.2 These Directive Principles provide

[a] for securing the health and strength of employees, men and women;

[b] that the tender age of children are not abused;

[c] that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength;

[d] just and humane conditions of work and maternity relief are provided; and

[e] that the Government shall take steps, by suitable legislation or in any other way, to secure the participation of employee in the management of undertakings, establishments or other organizations engaged in any industry.

1.3 On the basis of these Directive Principles as well as international instruments, Government is committed to regulate all economic activities for management of safety and health risks at workplaces and to provide measures so as to ensure safe and healthy working conditions for every working man and woman in the nation. Government recognizes that safety and health of workers has a positive impact on productivity and economic and social development. Prevention is an integral part of economic activities as high safety and health standard at work is as important as good business performance for new as well as existing industries.

1.4 The formulation of policy, priorities and strategies in occupational safety, health and environment at work places, is undertaken by national authorities in consultation with social partners for fulfilling such objectives. A critical role is played by the Government and the social partners, professional safety and health organizations in ensuring prevention and in also providing treatment, support and rehabilitation services.

1.5 Government of India firmly believes that without safe, clean environment as well as healthy working conditions, social justice and economic growth cannot be achieved and that safe and healthy working environment is recognized as a fundamental human right. Education, training, consultation and exchange of information and good practices are essential for prevention and promotion of such measures.

1.6 The changing job patterns and working relationships, the rise in self employment, greater sub-contracting, outsourcing of work, homework and the increasing number of employees working away from their establishment, pose problems to management of occupational safety and health risks at workplaces. New safety hazards and health risks will be appearing along with the transfer and adoption of new technologies. In addition, many of the well known conventional hazards will continue to be present at the workplace till the risks arising from exposure to these hazards are brought under adequate control. While advancements in technology have minimized or eliminated some hazards at workplace, new risks can emerge in their place which needs to be addressed.

1.7 Particular attention needs to be paid to the hazardous operations and of employees in risk prone conditions such as migrant employees and various vulnerable groups of employees arising out of greater mobility in the workforce with more people working for a number of employers, either consecutively or simultaneously.

1.8 The increasing use of chemicals, exposure to physical, chemical and biological agents with hazard potential unknown to people; the indiscriminate use of agro-chemicals including pesticides, agricultural machineries and equipment; industries with major accident risks; effects of computer controlled technologies and alarming influence of stress at work in many modern jobs pose serious safety, health and environmental risks.

1.9 The fundamental purpose of this National Policy on Safety, Health and Environment at workplace, is not only to eliminate the incidence of work related injuries, diseases, fatalities, disaster and loss of national assets and ensuring achievement of a high level of occupational safety, health and environment performance through proactive approaches but also to enhance the well-being of the employee and society, at large. The necessary changes in this area will be based on a co-ordinated national effort focused on clear national goals and objectives.

1.10 Every Ministry or Department may work out their detailed policy relevant to their working environment as per the guidelines on the National Policy.

2. **GOALS:**

The Government firmly believes that building and maintaining national preventive safety and health culture is the need of the hour. With a view to develop such a culture and to improve the safety, health and environment at work place, it is essential to meet the following requirements:

2.1 providing a statutory framework on Occupational Safety and Health in respect of all sectors of industrial activities including the construction sector, designing suitable control systems of compliance, enforcement and incentives for better compliance.

2.2 Providing administrative and technical support services.

2.3 Providing a system of incentives to employers and employees to achieve higher health and safety standards.

2.4 Providing for a system of non-financial incentives for improvement in safety and health.

2.5 Establishing and developing the research and development capability in emerging areas of risk and providing for effective control measures.

2.6 Focusing on prevention strategies and monitoring performance through improved data collection system on work related injuries and diseases.

2.7 Developing and providing required technical manpower and knowledge in the areas of safety, health and environment at workplaces in different sectors.

2.8 Promoting inclusion of safety, health and environment, improvement at workplaces as an important component in other relevant national policy documents.

2.9 Including safety and occupational health as an integral part of every operation.

3. **OBJECTIVES**:

3.1 The policy seeks to bring the national objectives into focus as a step towards improvement in safety, health and environment at workplace. The objectives are to achieve:-

a) Continuous reduction in the incidence of work related injuries, fatalities, diseases, disasters and loss of national assets

b) Improved coverage of work related injuries, fatalities and diseases and provide for a more comprehensive data base for facilitating better performance and monitoring.

c) Continuous enhancement of community awareness regarding safety, health and environment at workplace related areas.

d) Continually increasing community expectation of workplace health and safety standards.

e) Improving safety, health and environment at workplace by creation of “green jobs” contributing to sustainable enterprise development.

4. **ACTION PROGRAMME**:

For the purpose of achieving the goals and objectives mentioned in paragraphs 2 and 3 above, the following action programme is drawn up and where necessary time bound action programme would be initiated, namely:-

4.1 **Enforcement**

4.1.1 by providing an effective enforcement machinery as well as suitable provisions for compensation and rehabilitation of affected persons;

4.1.2 by effectively enforcing all applicable laws and regulations concerning safety, health and environment at workplaces in all economic activities through an adequate and effective labour inspection system;

4.1.3 By establishing suitable schemes for subsidy and provision of loans to enable effective implementation of the policy;

4.1.4 by ensuring that employers, employees and others have separate but complementary responsibilities and rights with respect to achieving safe and healthy working conditions;

4.1.5 by amending expeditiously existing laws relating to safety, health and environment and bring them in line with the relevant international instruments;

4.1.6 by monitoring the adoption of national standards through regulatory authorities;

4.1.7 by facilitating the sharing of best practices and experiences between national and international regulatory authorities;

4.1.8 by developing new and innovative enforcement methods including financial incentives that encourage and ensure improved workplace performance;

4.1.9 by making an enabling legislation on Safety, Health and Environment at Workplaces;

4.1.10 by setting up safety and health committees wherever deemed appropriate;

4.2 National Standards:

4.2.1 by developing appropriate standards, codes of practices and manuals on safety, health and environment for uniformity at national level in all economic activities consistent with international standards and implementation by the stake holders in true spirit;

4.2.2. by ensuring stakeholders awareness of and accessibility to applicable policy, documents, codes, regulations and standards;

4.3 Compliance

4.3.1 by encouraging the appropriate Government to assume the fullest responsibility for the administration and enforcement of occupational safety, health and environment at workplace, provide assistance in identifying their needs and responsibilities in the area of safety, health and environment at workplace, to develop plans and programmes in accordance with the provisions of the applicable Acts and to conduct experimental and demonstration projects in connection therewith;

4.3.2 by calling upon the co-operation of social partners in the supervision of application of legislations and regulations relating to safety, health and environment at work place;

4.3.3 by continuous improvement of Occupational Safety and Health by systems approach to the management of Occupational Safety and Health including developing guidance on Occupational Safety and Health management systems, strengthening voluntary actions, including mechanisms for self-regulatory concept and establishing auditing mechanisms which can test and authenticate occupational safety and health management systems;

4.3.4 by providing specific measures to prevent catastrophes, and to co-ordinate and specify the actions to be taken at different levels, particularly in the industrial zones with high potential risks;

4.3.5 by recognising the best safety and health practices and providing facilitation for their adoption.

4.3.6 by providing adequate penal provisions as deterrent for violation of laws for the time being in force;

4.3.7 by encouraging all concerned to adopt and commit to “Responsible Care” and / or “Corporate Social Responsibility” to improve safety, health and environment at workplace performance;

4.3.8 by ensuring a suitable accreditation machinery to recognize institutions, professionals and services relating to safety, health and environment at workplace for uniformity and greater coverage as also authenticating safe management system;

4.3.9 by encouraging employers to ensure occupational safety and health management systems, establish them in efficient manner to improve workplace safety and health;

4.3.10 by specifically focusing on such occupational diseases like pneumoconiosis and silicosis; developing a framework for its prevention and control as well as develop technical standards and guidelines for the same;

4.3.11 by promoting safe and clean technology and progressively replacing materials hazardous to human health and environment;

4.4. Awarness

4.4.1 by increasing awareness on safety, health and environment at workplace through appropriate means;

4.4.2 by providing forums for consultations with employers' representatives, employees representatives and community on matters of national concern relating to safety, health and environment at work place with the overall objective of creating awareness and enhancing national productivity;

4.4.3 by encouraging joint labour-management efforts to preserve, protect and promote national assets and to eliminate injuries and diseases arising out of employment;

4.4.4 by raising community awareness through structured, audience specific approach;

4.4.5 by continuously evaluating the impact of such awareness and information initiatives;

4.4.6 by maximizing gains from the substantial investment in awareness campaigns by sharing experience and learning;

4.4.7 by suitably incorporating teaching inputs on safety, health and environment at work place in schools, technical, medical, professional and vocational courses and distance education programme;

4.4.8. by securing good liaison arrangements with the International organisations;

4.4.9 by providing medical criteria wherever necessary which will assure insofar as practicable that no employee will suffer diminished health, functional capacity, or life expectancy as a result of his work place activities and that in the event of such occupational diseases having been contracted, is suitably compensated;

4.4.10. by providing practical guidance and encouraging employers and employees in their efforts to reduce the incidence of occupational safety and health risks at their places of employment and to impress upon employers and employees to institute new programmes and to improve existing programmes for providing safe and healthful working conditions, requiring employers to ensure that workers and their representatives are consulted, trained, informed and involved in all measures related to their safety and health at work;

4.5 **Research and Development**

4.5.1. by providing for research in the field of safety, health and environment at workplace, including the social and psychological factors involved, and by developing innovative methods, techniques including computer aided Risk Assessment Tools, and approaches for dealing with safety, health and environment at workplace problems which will help in establishing standards;

4.5.2. by exploring ways to discover latent diseases, establishing causal connections between diseases and work environmental conditions, updating list of occupational diseases and conducting other research relating to safety, health and environmental problems at workplace;

4.5.3 by establishing research priorities as per national requirements; exploring partnerships and improving communications with various national and international research bodies;

4.5.4 by ensuring a coordinated research approach and an optimal allocation of resources in Occupational Safety and Health sector for such purposes;

4.6 Occupational safety and health skills development

4.6.1. by building upon advances already made through employer and employee initiative for providing safe and healthy working conditions;

4.6.2 by providing for training programmes to increase the number and competence of personnel engaged in the field of occupational safety, health and environment at workplace;

4.6.3 by providing information and advice, in an appropriate manner, to employers and employees organizations, with a view to eliminating hazards or reducing them as far as practicable;

4.6.3. by establishing occupational health services aimed at protection and promotion of health of employee and improvement of working conditions and by providing employee access to these services in different sectors of economic activities;

4.6.5 by integrating health and safety into vocational, professional and labour related training programmes as also management training including small business practices;

4.6.6 by adopting Occupational Safety and Health training curricula in workplace and industry programmes;

4.7 **Data collection**

4.7.1 by compiling statistics relating to safety, health and environment at work places, prioritising key issues for action, conducting national studies or surveys or projects through governmental and non-governmental organizations;

4.7.2 by reinforcing and sharing of information and data on national occupational safety, health and environment at work place information amongst different stake holders through a national network system on occupational safety and Health;

4.7.3 by extending data coverage relevant to work-related injury and disease, including measures of exposure, and occupational groups that are currently excluded, such as self-employed people;

4.7.4 by extending data systems to allow timely reporting and provision of information;

4.7.5 by developing the means for improved access to information;

4.8 Review

4.8.1 An initial review and analysis shall be carried out to ascertain the current status of safety, health and environment at workplace and building a national occupational Safety and Health profile.

4.8.2 National Policy and the action programme shall be reviewed at least once in five years or earlier if felt necessary to assess relevance of the national goals and objectives.

5. Conclusion

5.1. There is a need to develop close involvement of social partners to meet the challenges ahead in the assessment and control of workplace risks by mobilizing local resources and extending protection to such working population and vulnerable groups where social protection is not adequate.

5.2 Government stands committed to review the National Policy on Safety, Health and Environment at Workplace and legislations through tripartite consultation, improve enforcement, compilation and analysis of statistics; develop special programmes for hazardous operations and other focus sectors, set up training mechanisms, create nation-wide awareness, arrange for mobilisation of available resources and expertise.

5.3 The National Policy and programme envisages total commitment and demonstration by all concerned stake holders such as Government and social partners. Our goals and objectives will be that through dedicated and concerted efforts consistent with the requirements of safety, health and environment at work place and thereby improving the quality of work and working life.

SERIAL CIRCULAR No.50/2010

No. P[R]605/XII Dated:31 -03-2010

Copy of Board's letter No.E[NG]I-2003/PM1/37 dated 18.3.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[NG]I-2003/PM1/37 dated 18.3.2010 [RBE No.41/10]

Sub: Retention period of evaluated Answer Sheets of examination conducted for Departmental Promotions- Promotions within and to Group 'C' posts & Suitability Test for C.G. appointments.

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The issue of laying down guidelines for retention period for evaluated answer sheets of written examinations conducted as a part of Selection/Suitability Test etc. for making promotions within & to Group 'C' posts, as well as Suitability Tests for compassionate ground appointments, has been engaging Board's attention for quite some time. The matter has accordingly been considered and it has been decided that retention period for evaluated answer sheets in above mentioned cases shall be:

[i] One year from the date of publication of panel

OR

[ii] till panel exhausts;

OR

[iii] till finalization of complaints/investigation/court cases against the selection/Suitability Test; if any;

whichever of the above three is later.

1.1 It may, however, please be ensured that vigilance clearance is obtained before the evaluated answer sheets are weeded out.

SERIAL CIRCULAR No. 51/2010

No. P[R]535/VII Dated: 31-03-2010

Copy of Board's letter No.E[NG]I-2010/PM7/1 dated 22.3.2010 is forwarded for information, guidance and necessary action. Board's letter dated 22.02.2005 quoted therein was circulated under SC No. 31/2005.

Copy of Board's ltr. No.E[NG]I-2010/PM7/1 dated 22.3.2010

Sub: Clarification regarding promotion of Master Craftsman from Technician Grade I-Residency period – clarification regarding.

***

Please refer to South East Central Railway's letter No. P/SECR/Ruling/ Promotion/ MCM/2604, dated 16.07.2009 on the above subject.

2. The issue regarding residency period for promotion from Technician Grade I to Senior Technician has been carefully considered by the Board in the light of instructions issued vide Board's letter No. E[NG]I-99/PM7/3 dated 22.02.2005 and it has been decided that since the post of MCM [redesignated as Sr.Technician] is no longer personal to Technician Grade I,

but a part of the regular hierarchy in the artisan cadre, therefore, normal residency period of 2 years for promotion as Sr. Technician shall apply. Accordingly the staff who have put in a minimum of two years service as Technician Grade-I, may be considered for promotion as Senior Technician, provided they meet other stipulated criteria. Past cases decided otherwise need not be reopened.

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Copy of CPO/SECR's letter No.P/SECR/Ruling/Promotion/MCM/2604 dated 16.07.2009

Sub: Clarification regarding promotion of Master Craftsman from Technician Grade I

Ref: [i] Board's letter No. PC-III/82/PS-3/10 dated 14.2.86
[ii] Board's letter No. E[NG]I/99/PM7/3 dt.22.2.2005 [RBE No. 31/05]

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In terms of Board's letter under reference [i] the post of Master Craftsman was personal to the incumbent and was available for promotion to employees working in Skilled Gr.I who complete ten years of continuous service in the same or allied grade in Skilled grade I, II & III inclusive of a period of atleast three years service in Skilled Gr.I.

In 2005, Board, vide letter dated 22.2.05, decided that the post of Master Craftsman [redesignated as Senior Technician] will no longer be personal to the Technician Gr.I but will form a regular hierarchy of artisan cadre thereby making it as a normal channel of promotion to Technician Gr.I. It was also decided that the post of Senior Technician will be filled from amongst Technician Gr.I on the basis of seniority-cum-suitability.

In the instructions of 2005, Board have not made it clear that in the light of the post being made a functional post in the hierarchy, whether the normal rules of promotion would apply or the service condition as stipulated vide instructions of 1986 would be continued. In other words, whether for promotion from Technician Gr.I to Senior Technician, an employee has to put in the minimum service of 10 years [including 3 years as Technician I] or like any other non-selection post he can be promoted after two years service in Technician-I.

While filling up the vacancies of MCM, difficulties are arising, as for example, the candidates who might have been appointed as Signal Maintainer-II who have not completed 10 years service in the artisan grade but have completed 3 years service in Signal Maintainer Gr.I, are not being considered for promotion for MCM. Due to this, the posts of MCM are lying vacant.

In this regard, this Railway's view is that 10 years service condition does not stand to logic as the post of MCM has become a normal channel of promotion to Technician Gr.I.

Board are requested to consider the matter and clarificatory guidelines may please be issued as to whether the 10 years service condition is still required to be followed or the normal residency period of two years for promotion will apply.

SERIAL CIRCULAR No.52 /2010
Pay Commission Circular No. 195

No. P[PC]487/VICPC/Imp/RSRP Dated:31-03-2010

Copy of Board's letter No.PC-VI/2009/I/RSRP/10 dated 30.03.2010 is forwarded for information, guidance and necessary action. Board's letters dated 11.09.08 and 22.12.2009 quoted therein were circulated under SC Nos.110/2008 and 193/09, respectively.

Copy of Board's ltr. No. PC-VI/2009/I/RSRP/10 dated 30.03.2010 [RBE No.47/10]PC No.195

Sub: Revised pay structure of the Pharmacists Cadre

***

While approving the Report of the Sixth Central Pay Commission, the Government referred the matter related to the pay scale of Pharmacists to a Fast Track Committee.

2. Based on the decision of the Government, on the recommendations of the Fast Track Committee, Ministry of Railways with the approval of the President have decided the following pay structure for the posts of Pharmacists cadre on the Railways w.e.f. 01.01.2006:

[in ₹]

Designation	Pre-revised pay scale [₹]	Pay structure approved on the recommendation of Fast Track Committee	Remarks.
Pharmacist [Entry Grade]	4500-7000	Grade Pay of ₹2800 in Pay Band-1 [₹5200-20200]	**Entry grade for Pharmacist Cadre:** Essential minimum educational qualifications of 10+2 in Science or its equivalent with 2 years Diploma in Pharmacy and Registration with Pharmacy Council of India or State Pharmacy Council
Pharmacist Grade II	5000-8000	Grade Pay of ₹4200 in Pay Band-2 [₹9300-34800]	Pharmacist Grade II and Grade I will be merged and designated as **Pharmacist [Non-Functional Grade].** This grade is to be granted to Pharmacist [Entry Grade] on non –functional basis after 2 years of regular service in the grade pay of ₹2800.
Pharmacist Grade I	5500-9000		

3. Consequent upon the implementation of the above pay structure, promotion from Pharmacist [Entry Grade] to the next higher grade of Pharmacist [Non-functional Grade] having grade pay of ₹4200 will be delinked from vacancies and will become non-functional and time-bound.

4. **The posts of Chief Pharmacist in the pre-revised scale of ₹ 6500-10500 will be placed in Grade Pay ₹4600 in terms of Board's letter No. PC-VI/2009/I/RSRP/8 dated 22.12.2009. Further, as stipulated in note 2 under schedule circulated vide Annexure 'B' of Board's letter No. PC-VI/2008/I/ RSRP/1 dated 11.09.2008 in case a post already existed in the pre-revised scale of ₹7450-11500, the posts being upgraded from the scale of ₹6500-10500 should be merged with the post in the scale of ₹7450-11500.**

5. This issues in consultation with Establishment, Management Services and Health Directorates and concurrence of the Finance Directorate of the Ministry of Railways.

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SERIAL CIRCULAR No.53/2010

No. P[R]436/IREM/VIII Dated: 22-04-2010

Copy of Board's letter No. E[G]2009 AL 1/16 dated 04.03.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[G]2009 AL 1/16 dated 04.03.2010 [RBE No. 40 /10]

Sub: Amendment to para 1021 of Indian Railway Administration and Finance, 1991 edition.

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Para 1021 of the Indian Railway Administration and Finance, 1991 edition may be amended as in the Advance Correction Slip No.2 enclosed.

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Indian Railway Administration and Finance, 1991 Edition
Advance Correction Slip No.2

The figure of ₹ 5000/- appearing in para 1021 stands amended read as ₹10,000/-.

[Authority: Railway Board's letter No. E[G]2009 AL 1/16 dated 04.03.2010]

SERIAL CIRCULAR No. 54/2010
No. P[R]605/XII Dated:26-04-2010

Copy of Board's letter No.E[GP]99/2/22 dated 29.03.2010 together with their letter dated 29.04.2009 is forwarded for information, guidance and necessary action. Board's letters dated 22.07.2004 and 26.12.2008 quoted therein were circulated under SC Nos.152/2004 and 210/2008, respectively.

Copy of Board's ltr. No. E[GP]99/2/22 dated 29.03.2010 [RBE No. 46 /10]

Sub:Eligibility conditions for promotion from Group 'C' to Group 'B' posts in the major departments having 'Organised Services' [except Accounts Department].
Ref: Railway Board's letters No. E[GP]99/2/22 dated 22.7.2004, 26.12.2008 and 29.04.2009.

***

In terms of instructions contained in Board's letter of even number dated 22.7.2004, Group 'C' employees with 03/05 years of non-fortuitous service in the grade the minimum of which is ₹ 5000/- and in higher Group 'C' grades [Vth CPC] are eligible for being considered for appearing in the 70% Selection/30% LDCE for promotion to Group 'B' in the major departments having 'Organised Services'. Consequent upon implementation of the pay scales recommended by the VI Pay Commission, instructions contained in Board's letter of even number dated 18.11.2004 regarding eligibility conditions for promotion to 70% quota of Group 'B' posts of Assistant Personnel Officers have since been modified vide Board's letter of even number dated 26.12.2008.

2. Now, consequent upon implementation of the pay scales recommended by the VI Pay Commission, the matter regarding eligibility conditions for appearing in the Selection/LDCE for promotion to Group 'B' posts in the major departments having 'Organised Services' [except Accounts Department], has been considered by the Board and it has been decided that:

i] For Group 'B' selection [70% quota], Group 'C' employees working in Pay Band PB-2 [₹ 9300-34800] with Grade Pay of ₹ 4200 and above with 3 years of non-fortuitous service in the grade [including non-fortuitous service rendered in the corresponding pre-revised grades] will be eligible.

ii] For Group 'B' selection [30% quota], Group 'C' employees working in Pay Band PB-2 [₹ 9300-34800] with Grade Pay of ₹ 4200 and above with 5 years of non-fortuitous service in the grade [including non-fortuitous service rendered in the corresponding pre-revised grades] will be eligible.

iii] In the integrated seniority of Group 'C' employees eligible for Group 'B' selections [70% quota], employees in Pay Band PB-2 . [₹9300-34800] with Grade Pay of ₹ 4600 will be placed above those in Pay Band PB-2 [₹9300-34800] with Grade Pay of ₹4200. In either category, the relative seniority of employees coming from different streams will be determined with reference to length of non-fortuitous service in the Scale of PB-2 +4600 or PB-2+4200, as the case may be.

3. Selections to Group 'B' which are already in progress may be proceeded with and finalized as per the existing principles. All fresh selections including those which have been initiated but where the written examination has not been held, should be held in accordance with the instructions contained herein. The LDCE, wherever the same is in force, is a part of the process of filling vacancies in Group 'B'. Therefore, whatever is followed in the case of 70% Selection, may also be followed in the case of corresponding LDCE.

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Copy of Board's ltr. No. E[GP]99/2/22 dated 29.04.2009

Sub:Preparation of integrated seniority lists of Group 'C' staff for selections to Group 'B' posts

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Consequent upon implementation of the recommendations of the VI Pay Commission, many categories of posts in the pre-revised scale of ₹6500-10500 have been given higher replacement scale i.e. Grade Pay of ₹4600 in Pay Band PB-2 [₹9300-34,800], which is the normal replacement scale for the pre-revised scale of ₹7450-11500. Now, with the merger of these pre-revised scales of ₹6500-10500 and ₹ 7450-11500 for many categories, references have been received in Board's office requesting for criteria to be adopted for preparing the integrated seniority list of Group 'C' staff appearing in Selections/LDCEs for promotion to Group 'B' posts.

2. Since, the matter regarding eligibility conditions for promotion to Group 'B' posts after the implementation of VI Pay Commission Scales is under consideration of the Board, it is advised that presently, Group 'B' selections may be continued as per the extant instructions of the Board, i.e. on the basis of combined length of non-fortuitous service in grade ₹6500-10500 [V CPC] and above ignoring promotions to the grade ₹7450-11500 [V CPC].

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SERIAL CIRCULAR No. 55/2010
Pay Commission Circular No. 196
No. P[PC]487/VICPC/IMP/Pension Dated: 23-04-2010

Copy of Board's letter No.F[E]III/2008/PN1/12 dated 01.04.2010 is forwarded for information, guidance and necessary action. Board's letter dated 08.09.2008, 08.10.2008, 18.11.2008 and 16.02.2009 quoted therein were circulated under SC Nos.117/2008, 157/2008, 170/2008 and 33/2009, respectively.

Copy of Board's ltr. No. F[E]III/2008/PN1/12 dated 01.04.2010 [RBE No.49 /10]PC No.196

Sub: Representations regarding revision of pension of pre-2006 pensioners

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A copy of Department of Pension & Pensioner's Welfare [DOP&PW]'s OM No. 38/37/08-P&PW[A] dated 19th March, 2010 on the above subject is enclosed for information.

2. A concordance of DOP&PW's instructions referred to in the enclosed OM and Railway Board's corresponding instructions is given below:

S.No	DOP&PW's instructions	Railway Board's corresponding instructions
1	OM No. 38/37/08-P&PW[A] dated 01.09.2008	Letter of even number dated 8.09.2008
2	OM No. 38/37/08-P&PW[A] dated 3.10.2008	Letter of even number dated 8.10.2008
3	OM No. 38/37/08-P&PW[A] dated 14.10.2008	Letter of even number dated 8.11.2008
4	OM No. 38/37/08-P&PW[A] dated 11.12.2009	Letter of even number dated 16.2.2009

Copy of Department of Pension & Pensioner's Welfare [DOP&PW]'s OM No. 38/37/08-P&PW[A] dated 19th March 2010

Sub: Representations regarding revision of pension of pre-2006 pensioners.

***

The undersigned is directed to say that orders for revision of pension/family pension of pre-2006 pensioners were issued vide this Department's OM of even number dated 1.9.2008. Para 4.1 of that OM lays down the manner in which the pension/family pension of pre-2006 pensioners is to be consolidated w.e.f. 1.1.2006. In accordance with these instructions, a fitment weightage @ 40% of the pre-2006 basic pension/family pension [excluding the merged dearness relief of 50%] is to be given for revision of the pension of pre-2006 pensioners/family pensioners.

2. Para 4.2 of the aforesaid OM further provides that fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the minimum of the pay in the pay band plus the grade pay corresponding to the pre-revised pay scale from which the pensioner had retired. In the case of HAG+ and above scales, this will be fifty percent of the minimum of the revised pay scale. It was clarified in the OM dated 3.10.2008 that the pension calculated at 50% of the minimum of pay in the pay band plus grade pay would be calculated at the minimum of pay in the pay band [irrespective of the pre-revised scale of pay] plus the grade pay corresponding to the pre-revised pay scale. The pension will be reduced pro-rata, where the pensioner had less than the maximum required service for full pension as per rule 49 of the CCS [Pension] Rules, 1972 as applicable before 1.1.2006 and in no case it will be less than ₹ 3500/- p.m. The fixation of family pension will be subject to the provision that the revised family pension, in no case, shall be lower than thirty percent of the sum of the minimum of the pay in the pay band and the grade pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired. A Table indicating the revised pension based on revised pay bands and grade pay was also annexed with this Department's OM dated 14.10.2008.

3. A large number of representations /references were received in this Department in regard to the provisions of para 4.2 of the OM dated 1.9.2008 and it was clarified in this Department's OM of even number dated 11.2.2009 that the instructions /clarifications issued in this regard were in consonance with the decision of the Government on the recommendations of the Sixth Central Pay Commission and no change was required to be made in this respect.

4. In spite of the above clarifications, representations are still being received from pre-2006 pensioners [including those who retired from the pre-revised S-29 pay scale i.e. ₹18400-22400] for higher revised pension in terms of para 4.2 of the O.M. dated 1.9.2008. Representations have also been received demanding a higher fitment weightage to the pre-2006 pensioners in revision of pension in terms of Para 4.1 of the said OM.

5. These representations have been examined in consultation with Ministry of Finance. It is reiterated that orders relating to revision of pension of pre-2006 pensioners /family pensioners have been correctly issued as per the recommendations of the Sixth Central Pay Commission and no change is required to be made in this respect.

6. All references /representations received in this Department on the above issues stand disposed off accordingly.

SERIAL CIRCULAR No.56/2010

No. P[R]500/XXII Dated:26-04-2010

Copy of Board's letter No. F[E]III/2008/PN1/12 dated 18.3.2010 is forwarded for information, guidance and necessary action. Board's letters dated 20.08.2001, 18.11.2008 and 02.02.2010 quoted therein were circulated under SC Nos. 195/01, 170/08 and 36/10, respectively.

Copy of Board's ltr. No. F[E]III/2008/PN1/12 dated 18.3.2010 [RBE No.42/10]

Sub: Revision of Pension –pre 1996 pensioners

***

Clarifications regarding revision of pension of pre 1996 and pre 2006 retirees with reference to minimum pay of the corresponding pay scales were issued vide this office letter of even number dated 02.02.2010. Ministry of Railways received a query from Central Railway on the same subject.

2. It is further clarified that the pay scale of ₹5000-8000 in Vth CPC was allotted to the Head Clerks who were in service on or after 01.01.1996. However, as per instructions dated 11.05.2001 of Department of Pension & Pensioners' Welfare [DOP&PW] and adopted by this Ministry vide letter No. F[E]III/99/PN1/20 dated 20.08.2001, pension of all those employees who retired prior to 01.01.1996 has to be stepped up wherever admissible, w.r.t. the minimum pay of the corresponding scale, not the higher replacement scale. The corresponding scale of pre-revised IVth CPC of ₹1400-2300 is ₹4500-7000 in Vth CPC, not ₹.5000-8000, as has also been reiterated in item No. 9 of DOP&PW's O.M. dated 14.10.2008, circulated vide this Ministry's letter of even number dated 18.11.2008.

3. This disposes of Central Railway's query addressed vide letter No. HPB/C.Bills/Misc. dated 19.01.2010.

SERIAL CIRCULAR No.57/2010

No. P[R]563/IX Dated: 26-04-2010

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarifications] dated 07.04.2010 is forwarded for information, guidance and necessary action. Board's letter dated 30.03.07 quoted therein was circulated under SC No. 55/2007.

Copy of Brd.'s ltr. No. E[Sports]2007/Policy/4[Clarifications] dated 07.04.2010 [RBE No.51/10]

Sub: Recruitment of Athletes in Railway against sports quota – Clarification regarding.

Ref: Board's policy letter No. E[Sports]2007/Policy/3 dated 30.03.2007

***

1. It is observed that in the discipline of Athletes some ZRs/PUs are considering National Inter State Athletics Championship for recruitment against sports quota.

2. This is not in pursuance of the laid down policy, therefore, National Inter State Athletics Championships should not be considered for recruitment & incentive purposes.

SERIAL CIRCULAR No.58/2010
No. P[R] 64/VI Dated:26-04-2010

Copy of Board's letter No.F[E]I/2007/AL-29/1 dated 15.4.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. F[E]I/2007/AL-29/1 dated 15.4.2010 [RBE No.55/10]

Sub: Grant of Washing Allowance to Safaiwalas working in Railway colonies.

***

Arising out of a Demand raised in the DC/JCM meeting, the issue regarding grant of Washing Allowance to Safaiwalas working in Railway colonies was under consideration of the Board for some time past. It has now been decided by the Board to extend the benefit of Washing Allowance to the category of Safaiwalas working in Railway colonies @ ₹.60/- per month.

2. The rate of this allowance would be increased by 25% whenever the Dearness Allowance payable on the revised pay scales goes up by 50%.

3. This will be effective from the date of issue of this order.

SERIAL CIRCULAR No.59/2010
No. P[R]299/V Dated: 30 -04-2010

Copy of Board's letter No.E[G]2010 FE1-2 dated 07.04.2010 is forwarded for information, guidance and necessary action. Board's letter dated 29.04.88 quoted therein was circulated under SC No.52/99.

Copy of Board's ltr. No. E[G]2010 FE1-2 dated 07.04.2010 [RBE No.50/10]

Sub:Inclusion of International Commission of Occupational Health [ICOH] in the list of recognized Institutions.

***

Ministry of Railways have decided that International Commission of Occupational Health [ICOH] be incorporated in the list of Annexure-B, circulated vide Board's letter No: E[G]83 FE1-4 dated 29.4.88. This will entitle Railway officials to 90% reimbursement of membership of ICOH.

This issues with the concurrence of the Finance Directorate of Ministry of Railways.

SERIAL CIRCULAR No.60/2010
Pay Commission Circular No.202
No. P[PC]487/VICPC/IMP/RSRP Dated:30-04-2010

Copy of Board's letter No.PC-VI/2010/I/RSRP/3 dated 23.4.2010 is forwarded for information, guidance and necessary action. Board's letter dated 11.2.2009 quoted therein was circulated under SC No.14/2009.

Copy of Board's ltr. No. PC-VI/2010/I/RSRP/3 dated 23.4.2010 [RBE No.61/10]PC No.202

Sub: Fixation of pay and grant of increments in the revised pay structure – Clarifications reg.

***

Following the notification of the Railway Services [Revised Pay] Rules, 2008, this Ministry has received references from some Railways seeking clarifications regarding fixation of pay in cases of Railway Servants drawing pay at maximum of the scale or drawing stagnation increment[s] in the pre-revised scale. The matter has been examined in consultation with Ministry of Finance, Department of Expenditure. The points of doubt and clarifications thereto are as under:

S.No.	Points of Doubt	Clarifications
1	As per the proviso to Rule 10 of Railway Services [Revised Pay] Rules, 2008, in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1st day of January, 2006. Whether the benefit of one additional increment under the proviso to Rule 10 of RS [RP] Rules, 2008 would be available even to those who had reached the maximum of the scale on 1.1.2005, i.e. drawing maximum of pay exactly for one year as on 1.1.2006?	As already clarified vide Clarification No. 5 issued vide Railway Board's letter No. PC-VI/2008/I/RSRP/1 dated 11.2.2009 [S.No. PC-VI/76, RBE No.28/2009] in all cases, where a Railway Servant has been granted an increment [whether normal annual increment or stagnation increment] after January 1, 2005, no increment will be allowed on 1.1.2006 at the time of fixation of pay in the revised pay structure. From the foregoing, it is evident that in cases where Railway Servants have been granted an increment [whether normal annual increment or stagnation increment] **after January 1, 2005,** no increment will be allowed on 1.1.2006 at the time of fixation of pay in the revised pay structure. In other words, those who were granted their last increment [whether normal annual increment or stagnation increment] **on or before 1.1.2005,** will be allowed an increment on 1.1.2006 at the time of fixation of their pay in the revised pay structure.
2	Whether even those employees who had already been granted one, two or three stagnation increments after reaching the maximum of the scale and thereafter drawing such pay for exactly one year [having drawn last stagnation increment on 1.1.2005] or more than one year as on 1.1.2006 are also to be granted benefit of one additional increment as per proviso to of Rule 10 of RS [RP] Rules, 2008?	
3	In accordance with Note 7 below Rule 7 of the Railway Services [Revised Pay] Rules, 2008, in cases where the revised pay of a Railway Servant who was, immediately before 1.1.2006, drawing more pay than another Railway Servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior. Whether the provisions of this note will be applicable in the situation where such a senior Railway Servant who was immediately before 1.1.2006 drawing more pay than another Railway Servant junior to him in the same cadre gets fixed at a stage lower than that of such junior due to grant of additional increment as per 1st proviso to Rule 10 of RS [RP] Rules, 2008?	Even though Note 7 below Rule 7of RS [RP] Rules, 2008, specifically states that the provisions contained therein shall be applicable in cases where pay fixation is done under Sub Rule [1] of Rule 7, it is clarified that the provisions of this Note shall also be applicable in the situations arising due to pay fixation of the junior employee under proviso to Rule 10 of RS [RP] Rules, 2008 .

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No. 61/2010
Pay Commission Circular No. 198
No. P[R]420/VI Dated: 30 -04-2010

Copy of Board's letter No.F[E]III/2008/LE-1/2 dated 19.04.2010 is forwarded for information, guidance and necessary action. Board's letters dated 8.10.2008 and 24.11.2009 quoted therein were circulated under SC Nos.159/08 and 187/09, respectively.

Copy of Board's ltr. No. F[E]III/2008/LE-1/2 dated 19.04.2010 [RBE No.56/10] PC-VI/198

Sub: Recommendations of the Sixth Central Pay Commission relating to encashment of leave –regarding.

***

Consequent upon implementation of the recommendations of the 6th Central Pay Commission, instructions were issued by the Department o Personnel & Training [DOP&T], vide their O.M. No. 14028/3/2008-Estt.[L] dated 25.9.2008, circulated on the zonal Railways etc. vide this office letter of even number dated 8.10.2008, permitting Railway servants encashment of both LAP and LHAP subject to overall limit of 300 days at the time of retirement. These instructions were effective from 1.9.2008. Subsequently DOP&T vide their O.M. No.14028/3/2008-Estt.[L], dated 16.11.2009, circulated on the zonal Railways etc. vide this office letter of even number dated 24.11.2009, modified the effective date of their O.M. dated 25.9.2008 to 1.1.2006, subject to the condition, inter-alia, that the benefit will be admissible in respect of past cases on receipt of applications to that effect from the pensioners concerned.

2. The aspect of grant of benefit of the above facility to the spouse/members of the family of such retirees, who retired during the period from 1.1.2006 till 31.8.2008 but expired before issue of letter dated 24.11.2009, has been examined in consultation with the DOP&T. It has been decided that the benefit of encashment of LHAP admissible in terms of the above instructions to such railway servants, who retired during the period from 1.1.2006 till 31.8.2008, but who expired before availing themselves of the benefit envisaged in this office letter of even number dated 8.10.2008, may be extended to the spouse/members of the family of such retirees on receipt of a written request from the spouse /eligible members of the family, on fulfillment of the prescribed conditions, subject to the overall limit of 300 days of both LAP and LHAP.

SERIAL CIRCULAR No. 62/2010
No. P[R]227/XVI Dated: 30 -04-2010

Copy of Board's letter No.E[D&A]2009 GS1-6 dated 21.4.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[D&A]2009 GS1-6 dated 21.4.2010 [RBE No.59/10]

Sub: Involvement of Railway servants in the raising of funds reg.

***

Instances of railway servants receiving contributions from persons/agencies who may or may not officially deal with the railways, through cheques, drafts or otherwise, towards events and functions as described in [i] to [iii] below have come to notice of the Ministry.

[i] celebration of foundation days of railway zones, jubilee celebrations of railways, railway units etc.

[ii] seminars, conferences and exhibitions organized by various service associations.

[iii] sports and other socio-cultural/welfare activities.

The methods generally adopted for collecting contributions are through advertisements in seminar premises, in souvenirs brought out on such occasions and /or participation or entrance fee. No prior permission is sought for such contributions.

2. In this connection, attention is invited to rule 12 of the Railway Services [Conduct] Rules, 1966 that no railway servant shall, except with the previous sanction of the government, ask for or accept contributions to or otherwise associate himself with the raising of, any fund or other collection in cash or in kind in pursuance of any object whatsoever.

3. The matter has been under consideration of the Ministry of Railways for laying down guidelines and broad parameters in connection with such requests. Accordingly, with respect to the provision in the Conduct Rules, for meeting requirements for activities [i] to [iii] of Para 1 above, it is hereby directed that

[i] a request for prior sanction under rule 12 shall be applied for and obtained.

[ii] contributions in this regard shall be received only through crossed cheque /demand draft, in the name of the proposer organization and shall be acknowledged through written receipts and records thereof will also be maintained meticulously.

[iii] contributions shall be accepted only from such persons /organizations who voluntarily associate with the occasion/event, to promote their business/ interest by way of, say, placing advertisements at the venue of the function/seminar premises or in the souvenir brought out on such occasions, or participate in response to notice from the organization in this regard.

[iv] fund raised shall be in the distinct bank account of the proposer organization. Expenditure, except that involving petty amounts, shall be made through cheque or draft.

4. The power of sanction of the Government is exercised by GM/PHOD/AGM/CHODs on the Zonal Headquarters/PUs/RSC/RE/Metro/RDSO and NF[C] in respect of staff and officers working under them and likewise by DRM on the Divisions and CWMs [in SAG] in Workshops. In respect of Railway Board's Office and offices directly under the control of Railway Board, the power will be exercised by concerned Member of the Board or Secretary, Railway Board.

SERIAL CIRCULAR No. 63/2010
Pay Commission Circular No.200
No. P[R]420/VI Dated: 30 -04-2010

Copy of Board's letter No.E[P&A]I-2008/CPC/LE-8 dated 23.04.2010 is forwarded for information, guidance and necessary action. Board's letters dated 23.10.2008 and 12.12.2008 quoted therein were circulated under SC Nos. 144/08 and 198/08, respectively.

Copy of Board's ltr. No. E[P&A]I-2008/CPC/LE-8 dated 23.04.2010 [RBE No.58/10]PC.VI-200

Sub: Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission – Child Care Leave –Waiving of age restriction of 18 years for Government servant having mentally challenged/disabled children

***

Please refer to Board's letter of even number dated 23.10.2008 and 12.12.2008 regarding grant of Child Care Leave [CCL].

2. Consequent upon the decision taken by the Government, the Ministry of Railways have decided to permit CCL to female railway employees having disabled children up to the age of 22 years for a maximum period of two years [i.e.730 days] subject to the other terms and conditions stipulated in Board's above referred letters. However, it is reiterated that CCL cannot be demanded as a matter of right and under no circumstances can any employee proceed on CCL without prior approval of the Leave sanctioning Authority.

3. Disabled Child having a minimum disability of 40% is elaborated in the Ministry of Social Justice and Empowerment's Notification No.16-18/97-NI.I dated 01.06.2001 [copy enclosed]. Documents relating to the handicap as specified in the above said Notification dated 1.6.2001, as well as a certificate from the Railway servant regarding dependency of the child on the railway servant would have to be submitted by the female railway employee. The CCL would be permitted to female railway employees only if the child is dependent on them.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

***

Copy of Extract of the Notification No.16-18/97-NI.I dtd. 01.06.2001 issued by the Ministry of Social Justice & Empowerment

Sub: Guidelines for evaluation of various disabilities and procedure for certification.

No.16-18/97-NI.I : In order to review the guidelines for evaluation of various disabilities and procedure for certification as given in the Ministry of Welfare's O.M. No.4-2/83-HW.III, dated the 6th August, 1986 and to recommend appropriate modifications/alterations keeping in view the Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation] Act, 1995, Government of India in Ministry of Social Justice and Empowerment, vide Order No. 16-18/97-NI.I dated 28.8.98, set up four committees under the Chairmanship of Director General of Health Services –one each in the area of mental retardation, Locomotor /Orthopaedic disability, Visual disability and Speech & Hearing disability. Subsequently, another Committee was also constituted on 21.7.1999 for evaluation, assessment of multiple disabilities and categorization and extent of disability and procedure for certification.

2. After having considered the reports of these committees the undersigned is directed to convey the approval of the President to notify the guidelines for evaluation of following disabilities and procedure for certification:

Visual impairment
Locomotor / Orthopaedic disability
Speech & hearing disability
Mental retardation.

Copy of the Report is enclosed herewith as **Annexure***.

3. The minimum degree of disability should be 40% in order to be eligible for any concessions/ benefits.

4. According to the Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation] Rules, 1996 notified by the Central Government in exercise of the powers conferred by sub-section [1] and [2] of section 73 of the Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation] Act, 1995 [1 of 1996], authorities to give disability Certificate will be a Medical Board duly constituted by the Central and the State Government. The State Government may constitute a Medical Board consisting of at least three members out of which at least one shall be a specialist in the particular field for assessing locomotor /Visual including low vision/hearing and speech disability, mental retardation and leprosy cured, as the case may be.

5. Specified test as indicated in **Annexure*** should be conducted by the medical board and recorded before a certificate is given.

6. The certificate would be valid for a period of five years for those whose disability is temporary and are below the age of 18 years. For those who acquire permanent disability, the validity can be shown as 'Permanent'.

7. The State Govt./UT Admn. may constitute the medical boards indicated in para 4 above immediately, if not done so far.

8. The Director General of Health Services, Ministry of Health and Family Welfare will be the final authority, should there arise any controversy/doubt regarding the interpretation of the definitions /classifications/evaluations/ tests etc.

Sd/-
[Gauri Chatterji]
Jt. Secy. to the Government of India

NOTE

*The Annexure mentioned above may please be seen from the Ministry of Social Justice and Empowerment Notification.

SERIAL CIRCULAR No. 64/2010
No. P[R]96/II Dated: 30 -04-2010

Copy of Board's letter No.E[MPP]97/6/7 dated 15.4.2010 is forwarded for information, guidance and necessary action. APO/M&El/HQ may take necessary steps to advise CWMs/LGD/GTPL and TPTY and Dy.CSTE/MFT to conduct survey/re-survey and advise Railway Board as envisaged in para 2 and 3 therein. Master Circular No. 8/2002 dated 22.7.2002 was circulated under S.C. No. 177/02.

Copy of Board's ltr. No. E[MPP]97/6/7 dated 15.4.2010 [RBE No.54/10]SC No.22 to MC No.8/2002

Sub: Training slots for Apprentices under the Apprentices Act, 1961 – Conducting fresh joint surveys.
Ref: Railway Board's letter No. E[MPP]97/6/7 dated 15.2.2000
***

Zonal Railways are aware that vide above cited reference, Ministry of Railways had decided that no fresh joint survey should be undertaken in the Railways till such instructions are issued from Board. These instructions were issued then in the light of seats identified on the basis of joint survey conducted along with RDAT officials and Railways representative with a view to utilizing the seats identified and in the wake of severe criticism from the Directorate General of Employment and Training, Ministry of Labour on the implementation of Apprentices Act on the Railways. With the advent of technological advancement and also changes in the working practices in the Railways and the fact that some skilled artisan categories have either become redundant or are not required and in lieu of new trade categories have emerged /are emerging for which survey is required to be conducted, to identify fresh training slots, for training of Apprentices, under the Act.

Recently, the Directorate General of Employment and Training have also brought to our notice that as per the Apprentices Act 1961, it is mandatory that survey/re-survey is conducted every 2 years by the Central Apprenticeship Advisers along with the In-charge of the Establishment.

In the light of the above, it has been decided to ensure compliance of the provision of the Apprentices Act 1961 and to conduct survey /re-survey every 2 years without any ban on fresh joint survey. The number of apprentices to be engaged for training under the Apprentices Act may be suitably advised to the Railway Board after survey/re-survey have been conducted.

Para 3.5 of the Master Circular No. 8/2002 dated 22.7.2002 stands modified accordingly.

SERIAL CIRCULAR No.65/2010

No. P[R]411 Dated: 30 -04-2010

Copy of Board's letter No.E[W]2010/FU-1/4 dated 26.04.2010 is forwarded for information, guidance and necessary action. Board's letter dated 17.08.09 quoted therein was circulated under SC No.148/09.

Copy of Board's ltr. No. E[W]2010/FU-1/4 dated 26.04.2010 [RBE No. 62/2010]

Sub: Staff Benefit Fund.
Ref: This office letter No. E[W]2009/FU-1/4 dated 17.08.2009

*****

Sanction of the Ministry of Railways is hereby communicated to per capita contribution of ₹500/- to Staff Benefit Fund for the year 2010-11 and distribution of this amount as follows:

Head/Activity	Allocation [₹
(I) General activities	
[i](a) [1]Education	72.75
(a)[2] Scholarship for higher education of girl children of staff in grade pay ₹1,800/- and below [@₹.1,200/- p.m.]	100.00
(a)[3] Scholarship for higher education of Male children of staff in grade pay ₹1,800/- and below [@₹1,000/- p.m.]	60.00
(b) Recreation other than sports	22.25
(c) Promotion of Cultural Activities	10.50
(d)[1] Relief of distress, sickness, etc.	50.00
(d)[2] Relief of distress, sickness, etc. for staff in grade pay ₹1,800 /- and below	50.00
(e) Women empowerment activities including higher education for girls	23.00
(f) Miscellaneous	10.50
(ii) Sports activities	20.00
(iii) Scouts activities	13.50
(iv) Indigenous system of medicine including Homoeopathy	22.50
(v) Immediate relief in times of crisis arising out of natural calamities	18.00
(vi)Training for developing occupational skills of physically/mentally challenged wards especially girls of railway employees	27.00
Total	**500.00**

2. With regard to item-(i) [d][2], viz. allocation for 'Relief of distress , sickness etc. for staff in grade pay ₹1,800/- and below', this will include instances of long sickness, extraordinary leave/leave without pay and the need to meet the cost of good prosthetics.

3. With regard to item-(i)[a] viz. scholarships, besides existing provisions regarding re-appropriation, the CSBF committees shall have powers to re-appropriate funds between items (i)[a][2] and (i)[a][3] depending upon demand. The preference, however, will be given

to girl children. Other modalities regarding scholarships as already advised vide para-2 of this office letter dated 17.8.2009 ibid shall equally apply in such cases.

4. These orders are effective from 1st April, 2010.

5. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.66/2010
Pay Commission Circular No. 204
No. P[PC]487/VICPC/IMP/ALLOW. Dated: 30 -04-2010

Copy of Board's letter No.E[P&A]I-2009/SP-1/Gen/1 dated 30.04.2010 is forwarded for information, guidance and necessary action.

Copy of Bd's ltr. No.E[P&A]I-2009/SP-1/Gen/1 dtd 30.04.2010[RBE No. 65/2010] PC VI No.204

Sub: Recommendations of the Sixth Central Pay Commission-
Decision relating to grant of Special Allowance.

*****

Pursuant to the recommendations of the Sixth Central Pay Commission relating to grant of Special Allowance, the President is pleased to decide that the Special Allowance already admissible against specified posts would stand **revised** as indicated in Annexure-A.

2. These orders would be effective from **1st September 2008**.

3. The rates of Special Allowances may be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50% except in the case of categories mentioned against item No.10 of Annexure 'A' i.e. Accounts staff. The decision for categories against item No.10 will be taken separately.

4. Special Allowance may be discontinued in respect of the categories indicated in Annexure 'B' with immediate effect.

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

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ANNEXURE 'A'

THE CATEGORIES [GROUP 'A', 'B', 'C' AND 'D'] OF STAFF WHOSE RATE OF SPECIAL ALLOWANCE HAS BEEN DOUBLED

S.No.	Category	Pay Scale w.e.f. 01.01.2006 ₹	Existing rate of Special Allowance [₹ p.m.]	Revised rate of Special Allowance [₹ p.m.]
1	2	3	4	5
1	Health and Malaria Inspector for additional duty of food inspection. {Gr.I, II,III and III [IV]}	9300-34800 +upto GP 4600	200	400
2	Commercial staff in-charge of Flag stations where Train passing duties are not involved.	5200-20200 +GP 2400 5200-20200 +GP 2000	40	80
3	Teachers doing library work: [i] ATP/Primary Schools [ii] Middle Schools, [iii] High/Sr.Secondary School / Inter College /Degree Colleges	9300-34800 + GP 4200 9300-34800 + GP 4600 9300-34800 + GP 4800	100 150 200	200 300 400
4	Announcers- ECRCs/Comml. Clerks /TCs for part time announcing work in addition to normal duties without restriction of grades		60	120
5	Train Supdt./ Dy.TS [Rajdhani Express]	9300-34800 + GP 4200	300	600
6	Steward Dy.TS [Rajdhani Express]	5200-20200+GP 2400	120	240

S.No.	Category	Pay Scale w.e.f. 01.01.2006 ₹	Existing rate of Special Allowance [₹ p.m.]	Revised rate of Special Allowance [₹ p.m.]
7	CTIs/TTEs for working in Headquarters Flying Squad	9300-34800 + GP 4200 5200-20200+GP 2800 5200-20200+GP 2400	100	200
8	Cook/Cook mate	5200-20200+GP 1800	40	80
9	Sr. Scale, J.A.Grade and S.A. Grade Officers entrusted with administrative control of Hindi works in terms of Railway Board's letter No. Hindi-85/OL-1/15/8 dated 26.5.1987	Sr.Scale	200	400
		J.A. Grade	300	600
		S.A. Grade	600	1200
10	**Qualification Pay** i. Clerks Grade II [Accounts Clerks]/Typists on passing Apendix-II Examination. ii. Sr. Accounts Assistant / Accounts Assistant/Stock Verifier/Typist/Stenographer on passing Appendix-III Examination		60 80/- [First Year] 140 [Second Year]	120 160/- [First Year] 280 [Second Year]

ANNEXURE 'B'

THE CATEGORIES OF EMPLOYEES [GROUP ' 'C' AND 'D'] WHOSE SPECIAL ALLOWANCE HAS TO BE DISCONTINUED WITH IMMEDIATE EFFECT.

S.No.	Category
1	2
1	Adrama/Bradma Operators
2.	Wireless Operators
3	Drivers [Centralised Freight Service]
4	Cipher Inspectors
5	Group 'D' Staff working as Stencil Cutting Machine Operators
6	Peons/Hamals/Daftries for doing Gestetner operating work
7	Franking Machine Operator
8	Box Boy
9	Hamals/Porter for operating Hand Cranes
10	Group 'D' staff exclusively engaged in photo copying job.

SERIAL CIRCULAR No.67/2010

No. P[R]96/II Dated: 30 -04-2010

Copy of Board's letter No.E[MPP]2010/6/2 dated 30.04.2010 is forwarded for information, guidance and necessary action. Board's letter dated 30.05.2007 quoted therein was circulated under SC No. 90/2007.

Copy of Board's ltr. No. E[MPP]2010/6/2 dtd. 30.04.2010 [RBE No. 64/2010] SC 23 to MC 8/02

Sub: Renewal of training facilities for Engineering Graduates and Diploma Holders under the Apprentice (Amendment) Act,1973 for the years 2010-11, 2011-12 and 2012-13.

Ref: Railway Board's letter No.E(MPP)2007/6/2 dated 30.05.2007 [RBE No. 82/2007].

*****

Ministry of Railways have decided to make available 902 training slots for providing practical training facilities to Engineering Graduates, Diploma Holders and students of Sandwich Course for three years i.e. for 2010-11, 2011-12 and 2012-13 as per statements annexed to this letter.

Ministry of Railways desire that in the event of seats earmarked for the Engineering Graduates not being utilized, the same may be filled by Diploma Holders in consultation with the Regional Board.

Railways/Production Units should pass on the details to the Ministry of Human Resource Development under intimation to this Ministry under clause 8[c] of Section 9 of the Apprentices Act,1961 as amended in 1973.

ANNEXURE I

Allocation of seats for Graduates /Diploma Holders under Apprentices [Amendment] Act, 1973

Mechanical Graduates/Diploma Holders in Railway installations during the years 2010-11, 2011-12 and 2012-13

Railway/Workshop/ Unit/Division	Slots for Degree Holders	Slots for Diploma Holders	Total
Central Railway			
Parel (Loco)	8	10	18
Matunga (C&W)	8	12	20
Eastern Railway			
Liluah (C&W)	6	11	17
Kanchrapara (Loco)	7	8	15
Kanchrapara (C&W)	6	11	17
Jamalpur	6	11	17
Northern Railway			
Charbagh	1	23	24
Alambagh	1	20	21
Kalka-Jagadhri	1	4	5
Amritsar	1	4	5
North Eastern Rly.			
Gorakhpur Shops	2	16	18
Izatnagar	1	10	11
Northeast Frontier Rly			
New Bongaigaon	3	3	6
Southern Railway			
Golden Rock	6	18	24
Perambur (Loco)	6	18	24
Perambur (C&W)	6	19	25
Arkonam (Engg.Work)	4	5	9
South Central Rly.			
Lallaguda (Loco)	4	10	14
South Eastern Rly. *			
Coaching Depot, Santragachi			2
Adra Division			4
Diesel Loco Shed/ Kharagpur			2
Kharagpur Workshop			7
Western Railway			
Parel	7	17	24
Dahod	4	11	15
North Central Rly.			
Jhansi (C&W)	1	17	18
North Western Rly.			
Ajmer	2	4	6
Jodhpur	1	7	8

Railway/Workshop/ Unit/Division	Slots for Degree Holders	Slots for Diploma Holders	Total
Bikaner	1	7	8
South Western Rly			
Hubli	5	16	21
Mysore	4	11	15
West Central Rly.			
Kota	3	6	9
CLW	7	18	25
DLW	4	12	16
ICF	10	19	29
RWF	5		5
Total	131	358	504
* **Note:** includes 15 of SER which have not been distributed between Degree & Diploma holders			

ANNEXURE II

Allocation of seats for Graduates /Diploma Holders under Apprentices [Amendment] Act, 1973

2) Statement showing the number of places for Electrical Graduates/Diploma Holders in Railway Institutions during the years 2010-11, 2011-12 and 2012-13

Railway/Workshop/ Unit/Division	No.of places for Degree Holders		No.of places for Diploma Holders		Total
	Electrical Traction	Electric Power	Electrician General	Electrician Traction	
Central Railway					
(a) Bombay Division					
(i) Kalyan Loco Shed	4	-	-	4	8
(ii) Kurla Car Shed	4	-	-	4	8
(iii) Traction Distribution	4	-	-	6	10
(iv) General Service	-	4	6	-	10
(b) Kalyan Power House	-	6	12	-	18
(c) Matunga Workshop	-	4	4	-	8
(d) Bhusawal Electric Loco Shed	4	-	-	4	8
(e) Bhusawal Divn. Traction Distribution	4	-	-	4	8
Eastern Railway					
(a) Howrah	4	-	-	4	8
(b) Nakraldanga Car Shed	2	-	-	2	4
(c) Asansol Electric Loco Shed	2	-	-	2	4
(d) Kancharapara Workshop	4	2	4	6	16
(e) Liluah Workshop	-	8	8	-	16
(f) Jamalpur	-	8	8	-	16
(g) Traction Distribution on Sealdah Divn.	4	-	-	4	8
(h) Traction Distribution on Howrah Divn.	4	-	-	4	8
Northern Railway					
(a) Lucknow Power House & Workshop	-	4	4	-	8
(b) General Services at Delhi Divn.	-	4	6	-	10
North Eastern Railway					

Railway/Workshop/ Unit/Division	No.of places for Degree Holders		No.of places for Diploma Holders		Total
	Electrical Traction	Electric Power	Electrician General	Electrician Traction	
Gorakhpur Workshop	-	2	6	-	8
Northeast Frontier Railway					
New Bongaigaon Workshop	-	2	4	-	6
Southern Railway					
(a) Tambaram EMU & Loco Shed	4	-	-	6	10
(b) Perambur Workshop	-	4	8	-	12
(c) Golden Rock Workshop	-	4	8	-	12
(d) Traction Distribution on Rayapuram Divn.	2	-	-	4	6
South Eastern Railway					
a) Tikiapra TMI Car Shed	-	-	-	-	4
b) Tata Electric Loco Shed	-	-	-	-	4
c) Kharagpur Workshop	-	-	-	-	4
d) Traction Distribution Chakradharpur Divn.	-	-	-	-	4
e) Santragachi Train Lighting Depot	-	-	-	-	4
Western Railway					
a) Bombay Division					
i) Mhalaxmi EMU Car Shed	4	-	-	6	10
ii) Traction Distribution	4	-	-	6	10
iii) General Services	-	4	6	-	10
b) Parel Workshop	-	4	6	-	10
c) Dahod Workshop	-	2	4	-	6
North Central Railway					
Kanpur Electric Loco Shed	4	-	-	6	10
North Western Railway					
Ajmer Workshop	-	4	6	-	10
South Western Railway					
a) Hubli	-	2	4	-	6
b) Mysore Workshop	-	2	4	-	6
Railway Electrification					
a) Northern Railway	4	-	-	4	8
b) South Eastern Railway	4	-	-	4	8
c) Western Railway	4	-	-	4	8
Chittaranjan Locomotive Works	4	4	8	8	24
Diesel Locomotive works	1	1	2	2	6
Integral Coach Factory		6	10		16
Total	75	81	128	94	398

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SERIAL CIRCULAR No.68/2010

No. P[R]563/VIII Dated: 27-05-2010

Copy of Board's letter No.E[NG]II/2009/RR-1/27 dated 05.05.10 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[NG]II/2009/RR-1/27 dated 05.05.10 [RBE No.69/10]

Sub: Conduct of typing skill test on Personal Computer [PC] regarding.

***

As the Railways are aware, in terms of extant procedure, in case of certain Group 'C' posts, a typing skill test is conducted while recruiting candidates from open market. Till now, this skill test was being conducted on manual typewriters. The issue of conduct of typing test on Personal Computer [PC] instead of manual typewriters has been under consideration of this Ministry.

It has now been decided that infrastructure be developed to conduct such typing skill test on Personal Computer only in future, while recruiting staff from open market. Till development of proper infrastructure, typing test be conducted on Personal Computer, or, on manual typewriter, as per the choice of the candidate.

SERIAL CIRCULAR No.69/2010

No. P[PC]487/VICPC/CRC/ALP Dated: 27-05-2010

Copy of Board's letter No.PC-VI/2010/CRC/1[Pt.1] dated 30.04.2010 is forwarded for information, guidance and necessary action. The restructuring may be completed expeditiously with matching savings by the respective Divisions and compliance reported through PCDO to the Secretary to CPO.

Copy of Board's ltr. No. PC-VI/2010/CRC/1[Pt.1] dated 30.04.2010 [RBE No.66/10]

Sub: Restructuring of the cadre of Assistant Loco Pilots

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The issue of cadre restructuring of the cadre of Assistant Loco Pilots has been under consideration of the Ministry of Railways in consultation with the Staff Side [AIRF & NFIR]. As a result of the review undertaken on the basis of functional, operational and administrative requirements, it has been decided with the approval of the President that the cadre of Assistant Loco Pilots should be restructured in accordance with the revised percentages as given below:

Category	Pay Band	Grade Pay	Existing Percentage	Revised Percentage
Sr. Assistant Loco Pilot	PB-1 [₹.5200-20200]	2400	30	80
Assistant Loco Pilot	PB-1 [₹5200-20200]	1900	70	20

While implementing these orders the following detailed instructions should be strictly and carefully adhered to:

Date of effect	1. The restructuring of the cadre will be with reference to the sanctioned cadre strength as on 1st May, 2010. The staff who will be placed in higher grade pay as a result of implementation of these orders will draw pay in higher grade pay from the date of effect.
Applicability	2. These orders will be applicable **on the regular cadres [excluding surplus & supernumerary posts]** of the Open Line establishments. 2.1 These orders will not be applicable to ex-cadre & work-charged posts which will continue to be based on worth of charge.
Pay Fixation	3. On placement in Pay Band-1, Grade Pay ₹2400, the pay will be fixed as per Rule 13 of RS[RP] Rules, 2008 with the benefit of one increment @ 3% of basic pay.
Existing classification and filling up of the vacancies	4. The existing classification of posts remains unchanged. Vacancies in the higher grade of ALP [Grade Pay ₹.2400] arising out of this restructuring will be filled up on the basis of scrutiny of service records and confidential reports. 4.1 Normal vacancies in the higher grade [Grade Pay ₹2400] existing on the date of effect and those arising on that date from this cadre restructuring should be filled in the following sequence: [i] from panels approved on or before date of effect and current on that date; [ii] and the balance in the manner indicated in para 4 above. 4.2 Such panels of higher grade of ALPs [Grade Pay ₹2400] which have not been finalized by date of effect as specified in these orders should be cancelled/abandoned. 4.3 All vacancies arising from the next day following the date of effect as specified in these orders will be filled by normal procedure. 4.4 All vacancies in higher grade of ALPs [Grade Pay ₹.2400] arising out of the restructuring should be filled up by senior employees who should be given benefit of the promotion w.e.f. the date of effect whereas for normal vacancies existing on the date of effect of these orders, junior employees should be posted and will get promotion and higher pay from the date of taking over the charge of the posts as per normal rules. 4.5 Employees who retire/resign or expire in between the period from the date of effect of these orders to the date of actual implementation of these orders, will be eligible for the fixation benefits and arrears under these orders from the date of effect of these orders, if they are otherwise entitled to the said benefit.
Minimum years of service in each grade	5. While implementing the restructuring orders, instructions regarding minimum period of service for promotion issued from time to time should be followed.
Provision of reservation	6. The existing instructions with regard to reservation of SC/ST wherever applicable will continue to apply.
D&A/Vigilance Clearance	7. Extant instructions for D&A Vigilance clearance will be applicable for effecting promotions under these orders with reference to date of effect of these orders.

Refusal of promotion	8. Such of the Staff as had refused promotion before issue of these orders and stand debarred for promotion may be considered for promotion, in relaxation of the extant Provisions as a one time exception, if they indicate in writing that they are willing to be considered for such promotion against the vacancies existing on date of effect of these orders and arising due to restructuring on the date of effect of these orders. This relaxation will not be applicable to vacancies arising after the date of effect of these orders.
Matching Savings	9. Entire scheme of restructuring is to be a self-financing and expenditure neutral proposition. For calculation of the financial implications, the revised basic pay [including the Grade Pay] corresponding to the midpoint of the pre-revised pay scales in respect of each post as listed in the fitment table circulated vide Railway Board's letter No. **PC-VI/2008/I/RSRP/1 dated 12.9.2008**, should be taken, along with the Dearness Allowance as applicable on date of effect of these orders. 9.1 **Before restructuring the cadre of Assistant Loco Pilot as per the revised percentage distribution of posts, matching savings will have to be ensured by the Railway.** Board desire that the General Managers should ensure that the restructuring is implemented expeditiously with matching saving without any exception and difficulty. There would be no restructuring without matching savings by surrender of posts by the concerned Railway.

This issues with the concurrence of Finance Directorate of this Ministry.

SERIAL CIRCULAR No.70/2010

No. P[R]66/NDA/IV Dated:27-05-2010

Copy of Board's letter No.E[P&A]II-2010/HW-4 dated 10.05.2010 is forwarded for information, guidance and necessary action. Board's letters dated 22.10.2009 and 26.03.10 quoted therein were circulated under SC Nos.05/10 and 47/10, respectively.

Copy of Board's letter. No. E[P&A]II-2010/HW-4 dated 10.05.2010 [RBE No.70/10]

Sub: Rates of Night Duty Allowance w.e.f. 01.01.2010

***

Consequent to sanction of an additional instalment of Dearness Allowance vide this Ministry's letter No.PC-VI/2008/I/7/2/1 dated 26.03.2010, the President is pleased to decide that the rates of Night Duty Allowance, as notified vide Annexures 'A' and 'B' of Board's letter No.E(P&A)II-2009/HW-4 dated 22.10.2009 stand revised with effect from 01.01.2010 as indicated at Annexure 'A' in respect of 'Continuous', 'Intensive', 'Excluded' categories and workshop employees , and as indicated at Annexure 'B' in respect of 'Essentially Intermittent' categories.

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

ANNEXURE 'A'				***ANNEXURE 'B'***			
Rates of Night Duty Allowance (NDA) with effect from 1.1.2010 for 'Intensive', 'Continuous' and 'Excluded' categories and Workshop staff				Rates of Night Duty Allowance (NDA) with effect from 1.1.2010 for Essentially Intermittent' categories of staff			
S.No.	Pay Band	Grade Pay	Rate of NDA (Rs)	S.No.	Pay Band	Grade Pay	Rate of NDA(Rs)
1	4440-7440	1300	45.45	1	4440-7440	1300	30.30
2	4440-7440	1400	46.10	2	4440-7440	1400	30.75
3	4440-7440	1600	47.35	3	4440-7440	1600	31.55
4	4440-7440	1650	47.65	4	4440-7440	1650	31.75
5	5200-20200	1800	91.05	5	5200-20200	1800	60.70
6	5200-20200	1900	91.65	6	5200-20200	1900	61.10
7	5200-20200	2000	92.30	7	5200-20200	2000	61.55
8	5200-20200	2400	94.80	8	5200-20200	2400	63.20
9	5200-20200	2800	97.35	9	5200-20200	2800	64.90
10	9300-34800	4200	164.85	10	9300-34800	4200	109.90
11	9300-34800	4600 [and above]	167.35	11	9300-34800	4600 [and above]	111.55

SERIAL CIRCULAR No.71/2010
Pay Commission Circular No. 201
No.P(PC)/487/VICPC/DA/Vol.II Dated:27-05-2010

Copy of Board's letter No. PC-VI/2008/1/7/2/2 dated 22.04.10 is forwarded for information, guidance and necessary action. Board's letters dated 18.08.98, 05.08.99, 2.8.2000, 20.7.2009 and 7.10.2009 quoted therein were circulated under SC Nos. 234/98, 212/99, 176/2000, 129/09 and 168/09, respectively.

Copy of Board's ltr. No. PC-VI/2008/1/7/2/2 dated 22.04.10 [RBE No.60/10] PC VI-201

Sub: Grant of Dearness Relief to Railway pensioners /family pensioners –Revised rate effective from 01.01.2010

***

A copy of Office Memorandum No. 42/18/2010-P&PW[G] dated 31.03.2010 of Ministry of Personnel, Public Grievances & Pensions [Department of Pension and Pensioners' Welfare] on the above subject is enclosed for your information and necessary action. These orders will apply mutatis mutandis on the Railways also.

2. A concordance of DOP&PW's instructions referred to in the enclosed Office Memorandum and Railway Board's corresponding Railway instructions are given below:

Sl. No.	Para No.	No. & date of Deptt. Of Pension & Pensioners' Welfare's O.M.	No. & date of corresponding orders issued by Railway Board
1.	1	O.M.No.42/12/2009 P&PW(G) dated 23.09.2009	PC-VI/2008/1/7/2/2 dated 7.10.2009
2.	2	(i) O.M.No.23/1/97-P&PW (B) dated 23.02.1998 (ii) O.M.No.23/3/2008–P&PW(B) dated 15.09.08	N.A
3.	3	(i) O.M.No.4/59/97-P&PW(D) dated 14.07.98 [ii] O.M.No.4/29/99-P&PW(D) dated 12.07.2000	(i) F(E)III/96/PN1/9 dt.18.08.98. (ii) F(E)III./96/PN1/9 dated 02.08.2000
4.	5	[i] O.M.No.45/73/97-P&PW(G) dt.2.07.99 [ii] OM No. F.No. 38/88/2008-P&PW[G] dated 9.7.2009	(i) F(E)III/99/PN1/21 dated 5.08.99 (ii) F(E)III/2008/PN1/13 dated 20.07.2009

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

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Copy of Office Memorandum No. 42/18/2010-P&PW[G] dated 31.03.2010 of Ministry of Personnel, Public Grievances & Pensions [Department of Pension and Pensioners' Welfare] [DOP&PW]

Sub: Grant of Dearness Relief to Central Government pensioners /family pensioners –Revised rate effective from 01.01.2010

***

The undersigned is directed to refer to this Department's O.M. No. 42/12/2009-P&PW[G] dated 23.09.2009 on the subject mentioned above and to state that the President is pleased to decide that the Dearness Relief payable to Central Government pensioners shall be enhanced from the existing rate of 27% to 35% w.e.f. 1st January, 2010.

2. These orders apply to [i] All Civilian Central Government Pensioners /Family Pensioners [ii] The Armed Forces Pensioners, Civilian Pensioners paid out of the Defence Service Estimates [iii] All India Service Pensioners [iv] Railway Pensioners and [v] The Burma Civilian pensioners /family pensioners and pensioners/families of displaced Government pensioners from Pakistan, who are Indian Nationals but receiving pension on behalf of Government of Pakistan, who are in receipt of ad-hoc ex-gratia allowance of ₹3500/- p.m. In terms of this Department's O.M.No.23/1/97-P&PW (B) dated 23.02.1998 read with this Department's O.M.No.23/3/2008–P&PW(B) dated 15.09.08.

3. Central Government Employees who had drawn lumpsum amount on absorption in a PSU /Autonomous body and have become eligible to restoration of 1/3rd commuted portion of pension as well as revision of the restored amount in terms of this Department's O.M.No.4/59/97-P&PW(D) dated 14.07.98 will also be entitled to the payment of DR @ 35% w.e.f. 1.1.2010 on full pension i.e. the revised pension which the absorbed employee would have received on the date of restoration had he not drawn lumpsum payment on absorption and Dearness Pension subject to fulfilment of the conditions laid down in para 5 of the O.M. dated 14.7.98. In this connection, instructions contained in this Department's O.M.No.4/ 29/99- P&PW(D) dated 12.07.2000 refers.

4. Payment of DR involving a fraction of a rupee shall be rounded off to the next higher rupee.

5. Other provisions governing grant of DR in respect of employed family pensioners and re-employed Central Government Pensioners will be regulated in accordance with the provisions contained in this Department's OM No. 45/73/97-P&PW(G) dt.2.07.99 as amended vide this Department's OM No. F.No. 38/88/2008-P&PW[G] dated 9th July, 2009. The provisions relating to regulation of DR where pensioner is in receipt of more than one pension will remain unchanged.

6. In the case of retired Judges of the Supreme Court and High Courts, necessary orders will be issued by the Department of Justice separately.

7. It will be the responsibility of the pension disbursing authorities, including the nationalized banks, etc. to calculate the quantum of DR payable in each individual case.

8. The offices of Accountant General and Authorised Public Sector Banks are requested to arrange payment of relief to pensioners etc. on the basis of the above instructions without waiting for any further instructions from the Comptroller and Auditor General of India and the Reserve Bank of India in view of letter No. 528-TA,II/34-80-II dated 23.04.1981 of the Comptroller and Auditor General of India addressed to all Accountant Generals and Reserve Bank of India Circular No. GANB No. 2958/GA-64 [ii] [CGL]/81 dated the 21st May, 1981 addressed to State Bank of India and its subsidiaries and all Nationalised Banks.

9. In their application to the pensioners /family pensioners belonging to Indian Audit and Accounts Department, these orders issue in consultation with C&AG.

10. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide their O.M.. No. 1[4]/EV/2004 dated 31.3.2010.

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SERIAL CIRCULAR No. 72/2010

No. P[R]500/XXII Dated: 27 -05-2010

Copy of Board's letter No.2007/AC-II/21/10 dated 02.03.10 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. 2007/AC-II/21/10 dated 02.03.10 [RBA No.4/10]

Sub: Inclusion of names of the widowed or divorced daughter/parents in the PPO – Procedure for –Regarding.

***

The matter regarding procedure to be followed for inclusion of names of widowed/divorced daughters/parents in PPO forms after issue of PPOs was under examination in consultation with Department of Pensions and Pensioners' Welfare. The position has since been clarified by DOP&PW vide their O.M. No. 1/6/08-P&PW[E] dated 27.1.2010 [copy enclosed].

Kindly take necessary action accordingly and ensure that no difficulty is faced by the eligible family members of deceased employees in grant of family pension.

***

Copy of DOP&PW's O.M. No. 1/6/08-P&PW[E] dated 27.1.2010

Sub: Inclusion of names of the widowed or divorced daughter/parents in the PPO – Procedure for –Regarding.

***

The undersigned is to refer to the Ministry of Railways [Railway Board]'s O.M. No.2007/ACII/21/10 dated 11.11.2008 and further to this Department's O.M. No. 1/6/08-P&PW[E] dated 13.2.2009 on the above noted subject and to state that it has been clarified vide this Department's O.M. No. 1/21/91-P&PW[E] dated 20.1.1993 that the revised PPO format introduced w.e.f.1.1.1990 contains provision for entry of details of all members of the family of the pensioner. The PPOs issued prior to 1.1.90 do not contain the names/details of children of the pensioner. In cases where the names of eligible children have not been mentioned in the PPO for various reasons, the pensioner can furnish a list of eligible children to the pension

sanctioning authority and obtain an acknowledgement thereof from that authority. This acknowledgement will be produced at the time of submission of family pension claim to the pension sanctioning authority. However, the production of an acknowledgement will not be a pre-condition to the processing of claim for family pension. Even the spouse of the deceased Government servant/pensioner can furnish the details of such Children, if not furnished by the Government servant/pensioner earlier, to the pension sanctioning authority as clarified vide this Department's O.M. No. 1/21/91-P&PW[E] dt.15.1.1999.

2. As regards the cases wherein eligibility of divorced or widowed daughter/parents occurs after issue of the PPO, it is hereby clarified that the pensioner or his/her spouse may intimate to the pension sanctioning authority the details / names of divorced or widowed daughter /parents, to the pension sanctioning authority as per the procedure indicated in para [1] above. Similarly, in cases where the pensioner or his/her spouse has expired, the widowed or divorced daughter/parents can themselves intimate such details to the pension sanctioning authority. However, the family pension in such cases can be processed by the pension sanctioning authority even without such intimation /acknowledgement, if sufficient proof of entitlement is produced by the claimant and all other condition for grant of family pension are fulfilled.

SERIAL CIRCULAR No. 73/2010

No. P[R]418/III Dated:28 -05-2010

Copy of Board's letter No.E[G]2008 LE 1/4 dated 3-5-2010 addressed to GM[P]/ER and GM[P]SECR and copied to GM's all Indian Railways, together with the enclosure is forwarded for information, guidance and necessary action. Board's letter dated 26.12.2008 quoted therein was circulated under SC No. 208/2008.

Copy of Board's ltr. No. E[G]2008 LE 1/4 dated 3-5-2010 addressed to GM[P]/ER, GM[P]SECR and copied to GM's all Indian Railways

Sub: Sixth Central Pay Commission- Special dispensation in the form of Special Casual Leave to Central Government employees with disabilities.

Ref: Eastern Railway's letter No. E.637/O/Pt.VI dated 2.7.2009 & SEC Railway's letter No. P/SECR/Ruling/Leave Rules/SCL/760 dated 20.03.2009.

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The matter has been examined in consultation with DOP&T and it is clarified that the instructions contained in Board's letter of even number dated 26.12.2008 are applicable to the employees with disabilities working in offices where more than 8 days casual leave are admissible.

*****

Copy of CPO/SECR's ltr. No. P/SECR/Ruling/Leave Rules/SCL/760 dated 20.03.2009

Sub: Sixth Central Pay Commission- Special dispensation in the form of Special Casual Leave to Central Government employees with disabilities.

Ref: Board's letter No. E[G]2008 LE 1/4 dated 26.12.2008 [RBE No.201/2008]

****

In terms of Board's letter under reference, instructions were issued regarding provision of additional Casual Leave in the form of Special Casual Leave for the employees with disabilities. It has been stipulated in the above said circular that the number of Casual Leave available for employees with disabilities should be 12 days as against 8 days for other employees.

A question has arisen as to whether this facility will be available for other employees with disabilities as defined in the Persons with Disabilities [Equal Opportunities, Protection of Rights & Full Participation] Act, 1995, who are availing of Casual Leave 10 days or 13 days at present in terms of Board's letter No. E[G]98LE 1-1 dt.20.2.98 [RBE No. 44/98].

Board are requested to issue guidelines in this regard.

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SERIAL CIRCULAR No.74/2010
Pay Commission Circular No. 208
No. P[PC]487/VICPC/Imp/RSRP Dated:28-05-2010

Copy of Board's letter No.PC-V/2007/PNM/DC-JCM/1 dated 17.5.2010 is forwarded for information, guidance and necessary action. Board's letters dated 05.04.2007 and 22.09.2008 quoted therein were circulated under SC Nos. 59/07 and 120/08, respectively.

Copy of Board's ltr. No. PC-V/2007/PNM/DC-JCM/1 dtd. 17.5.10[RBE No.75/10]PC VI-208

Sub: Railway Services [Revised Pay] Rules, 2008 – Schedule for Revised Scales of Pay- Clarification reg.
Ref: Board's letter No. PC-VI/2008/I/RSRP/1 dated 22.09.2008, RBE No.124/2008

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The pay structure of the posts of Section Officers [Accounts]/TIA/ISA in the pre-revised scale of pay of ₹6500-10500 was notified in the schedule circulated vide Board's letter referred above.

2. Earlier, the recruitment rules for these posts incorporated in Indian Railway Establishment Manual, Vol.-I, 1989 Edition were amended vide Advance Correction Slip No. 194 issued vide Board's letter No. PC-V/98/1/11/23[Pt.] [RBE No.54/2007] dated 05.04.2007 to provide for promotion of Accounts Assistants not qualified in Appendix-3 Examination on seniority-cum-suitability basis to the extent of 5% of these posts designated as Senior Accounts Assistants. It has now been decided by the Board to clarify that these posts of Sr. Accounts Assistants being the posts of cadre of Section Officer [A/cs]/TIA/ISA, would carry the same pay structure as available to the Section Officers [Accounts]/ /TIA/ISAs and notified vide Board's circular dated 22.9.2008 referred above. Further, like SO[A/cs.], Sr.Accounts Assistants will retain the existing classification as Group 'C'.

3. This will take effect from 05.04.2007.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

5. Pursuant to item nos.22 &23/2007 raised in the DC-JCM Meeting by the Federations this instruction clarifying the position is being issued.

SERIAL CIRCULAR No.75/2010
Pay Commission Circular No. 207
No. P[PC]487/VI CPC/IMP Dated:28-05-2010

Copy of Board's letter No.E[P&A]I-2007/PS-5/PE-3 dated 13.05.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[P&A]I-2007/PS-5/PE-3 dtd 13.05.2010 [RBE No.73/10]PC VI-207

Sub: Career Advancement Scheme for Librarian working in Railway Degree College, Secunderabad.

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The Ministry of Railways have decided to adopt the Career Advancement Scheme for Librarian, Railway Degree College, Secunderabad, as contained in Ministry of Human Resource Development, Department of Higher Education's letter No. F.No.1-9/99-U.II dated 22.9.2006, a copy of which is enclosed.

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

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Copy of Ministry of Human Resource Development , Department of Higher Education's F.No.1-9/99-U.II dated 22.09.2006

Sub: [i] Creation of posts of Professors in autonomous colleges
[ii] Career Advancement Scheme for Assistant Librarian/College Librarians/Assistant Director of Physical Education/College Director of Physical Education.

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Sir,

I am directed to say that the question of creation of posts of Professors in UGC recognized autonomous colleges and the revision of Career Advancement Schemes for Assistant Librarian /College Librarians /Assistant Director of Physical Education/College Director of Physical Education has been under consideration of the Government. In this connection , the following decisions have been taken:

1.Creation of posts of Professors in autonomous colleges:

Posts of Professor will be created in UGC recognized Autonomous Colleges in the ratio of 1:4:12 for Professors, Readers and Lecturers. The procedure of selection of Professor will be the same as that in the university.

2. Career Advancement Scheme for Assistant Librarian/College Librarians.

(i) Every Assistant Librarian in a University and a Librarian in a College, who is in the scale of pay of ₹8000-275-13500 will be eligible for placement in a Senior Scale of ₹10000-325-15200 if he/she has:

(a) completed 6 years of service as University Assistant Librarian/College Librarian after regular appointment;

(b) participated in two refresher courses/summer institutes, each of not less than four weeks duration or engaged in other appropriate continuing education programme of comparable quality, as may be specified by the UGC, and consistently satisfactory performance appraisal reports.

(ii) Every Assistant Librarian in the universities who has been placed in the Senior Scale will be eligible for promotion to the post of Deputy Librarian in the scale of pay of ₹12000-420-18300 if he/she has:

(a) completed 5 years of service in the Senior Scale provided that the requirement of 5 years will be relaxed if his/her total service is not less than 11 years;

(b) obtained a Ph.D. degree or has an equivalent published work;

(c) made significant contribution to the development of Library service in the University as evident from self-assessment, reports of referees, professional improvement in the Library services, etc; as the case may be;

(d) participated in two refresher courses/summer institutes, each of not less than four weeks duration or engaged in other appropriate continuing education programmes of comparable quality, as may be specified by the UGC after placement in the Senior Scale; and

(e) consistently satisfactory performance appraisal reports.

(iii) Promotion to the post of Deputy Librarian will be through a process of selection by a Selection Committee as in the case of promotion to the post of Readers. Posts of Deputy Librarians will be created for this purpose by upgrading the post of Assistant Librarian (Senior Scale).

(iv) Those Assistant Librarians in the universities in the Senior Scale who do not have Ph.D. degree or equivalent published work, but fulfill the other criteria, mentioned in para (ii) above, will be placed in the grade of ₹12000-420-18300, subject to the recommendations of the Committee. They will be designated as Assistant Librarian in the Selection Grade.

(v) The College Librarians who have been placed in the Senior Scale will also be eligible for placement in the Selection Grade of ₹12000-420-18300 if they fulfill the criteria prescribed for University Assistant Librarians (Senior Scale) as contained in paras (ii) & (iii) or (iv) above.

(vi) The Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade with 5 years as on 1/1/1996 shall be eligible for placement at the minimum of ₹14940/- as done in the case of Readers.

3. Career Advancement Scheme for Assistant Director of Physical Education/College Director of Physical Education.

(i) Every Assistant DPE/College DPE who is in the scale of pay of ₹8000-275-13500 will be eligible for placement in the Senior Scale of ₹10000-325-15200 if he/she has;

(a) Completed six years of service as University Assistant DPE/College DPE after regular appointment;

(b) Passed the physical fitness test;

(c) Consistently good appraisal reports;

(d) Should have attended at least one orientation and one refresher course of not less than four weeks duration each with proper and well-defined evaluation procedure;

(ii) Every Assistant DPE in Universities who has been placed in the Senior Scale will be eligible for promotion to the post of deputy DPE in the scale of pay of ₹12000-420-18300 if he/she has;

(a) Obtained a Ph.D. degree in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% of the marks or an equivalent grade of ‘B’ in the UGC 7 point scale at the Mater’s degree level;

(b) Five years experience as University Assistant DPE (Senior Scale)/College DPE (Senior Scale) or in the equivalent post in the same pay scale (excluding three years of research experience for Ph.D.)

(c) Evidence of organizing competitions and conducting coaching camps.

(d) Evidence of having produced good performance teams/athletes for inter-university/combined university and at higher level etc.

(e) Passed the physical fitness test; and

(f) Consistently good appraisal reports.

(iii) Promotion to the post of Deputy DPEs will be through a process of selection by a Selection Committee as in the case of promotion to the post of Readers. Posts of Deputy DPE will be created for this purpose by upgrading the post of Assistant DPEs (Senior Scale).

(iv) Those Assistant DPEs in the universities in the Senior Scale who do not have Ph.D. degree or equivalent published work, but fulfill the other criteria, mentioned in Para (ii) above, will be placed in the grade of ₹12000- 420-18300 subject to the recommendations of the Committee. They will be designated as Assistant DPEs in the Selection Grade.

(v) The College DPEs who have been placed in the Senior Scale will also be eligible for placement in the Selection Grade of ₹12000-420-18300 if they fulfill the criteria as prescribed for Assistant DPEs (Senior Scale) in Universities as contained in paras (ii) & (iii) or (iv) above. They will be designated as College DPEs in the selection grade.

(vi)The Deputy DPEs/Assistant DPEs (Selection Grade)/College DPEs (Selection Grade) with 5 years as on 1.1.1996 shall be eligible for placement at the minimum of ₹14940/- as done in the case of Readers.

4. Date of Implementation of the revised Career Advancement Scheme.

The Career Advancement Schemes as mentioned above will be effective, for the present, from 27.7.1998, i.e. the date from which the CAS for teachers is applicable under the existing orders, vide this Ministry's letter No.F.1- 22/97.U.I. dated 27.7.1998.

5. Age of Superannuation

It has been decided that the age of superannuation for Assistant Librarians/College Librarians and Assistant Directors of Physical Education/College Directors of Physical Education would henceforth be 62 years.

It is requested that the above may be brought to the notice of all concerned.

SERIAL CIRCULAR No.76/2010

No. P[R]563/IX Dated: 31-05-2010

Copy of Board's letter No.E[Sports]/2007/Policy/4[clarifications] dated 03.05.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[Sports]/2007/Policy/4[clarifications] dt. 03.05.2010[RBE No.67/10]

Sub: Sports Federations and consequent benefits

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Indian Railway receives grant to carry out its activities of promoting Games which is a public service and developmental activity. Ministry of Sports & Youth Affairs is the Nodal Ministry in the Govt. of India for recognition of sports and related recognition of Federations. RSPB also grants recognition to only those Federations which have been recognized by the Ministry of Sports and Youth Affairs.

At present, Sports Federation which do not have necessary recognition of the Ministry of Sports & Youth Affairs are as follows:

1. Ball Badminton Federation of India
2. Body Building Federation of India
3. Cycling Federation of India

Zonal Railways may kindly ensure that participation of players of Indian Railways is in the Games and Nationals organized by recognized Sports Federations only. Merit certificates, medal performance of only recognized games shall be counted for recruitments, incentives and for all establishment related issues.

These revised instructions shall be applicable from the date of issue of this letter.

This is for your kind information and necessary action.

SERIAL CIRCULAR No. 77/2010

No. P[R]184/V Dated: 31-05-2010

Copy of Board's letter No.E[NG]I-2009/CR/2 dated 30.04.2010 addressed to GM[P]/W.Rly and copied to GMs /All Zonal Railways, together with their letter dated 18.08.09 is forwarded for information, guidance and necessary action.

Copy of Board's letter No.E[NG]I-2009/CR/2 dated 30.04.2010 addressed to GM[P]/W.Rly and copied to GMs /All Zonal Railways.

Sub: Maintenance and preparation of Annual Performance Appraisal Report - communication of all entries for fairness and transparency in public administration.

Ref: CPO[A]/Western Railway's letter No. EP 246/0 Vol.IV dated 07.04.2010

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In reference to the above, it is hereby clarified that instructions issued vide Board's letter No. 2009/SCC/3/6 dated 18.08.2009 laying down the procedure for maintenance and preparation of Annual Performance Appraisal Report [APAR] and communication of all entries recorded in APAR for fairness and transparency in public administration etc., are applicable mutatis mutandis in the case of non-gazetted staff also. Railway may please ensure compliance of the same.

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Copy of Board's ltr. No.2009/SCC/3/6 dated 18.08.2009

Sub: Revised instructions regarding maintenance and preparation of Annual Performance Appraisal Report [APAR] [hitherto known as ACR]- communication of entries recorded in the APAR to the officer reported upon-reg.

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The matter regarding communication of entries in the Annual Confidential Reports {hereinafter called Annual Performance Appraisal Reports [APAR]} of the Government employees has been reviewed by the Department of Personnel & Training, Government of India. As per the revised guidelines circulated vide DoP&T.s O.M.No.21011/1/2005-Estt.(A)(Pt-ll) dated 14.05.2009, all entries in the APAR-for the year 2008-09 onwards should be communicated to the employees concerned. A copy of the O.M. is enclosed herewith.

2. It has been decided that above guidelines issued by Department of Personnel & Training should- be implemented on Indian Railways and Public Sector Undertakings under the Ministry of Railways.

3. It is requested that the revised guidelines regarding communication of all entries in the APARs and the procedure to deal with and decide upon the representations received from the employees against entries in their APARs, may be followed scrupulously with effect from the reporting year 2008-09 onwards.

4. It may be mentioned that all entries in the APAR shall be communicated to the officer reported upon by providing him scanned/Photostat copy of his APAR by the Railway or its Unit, where the APAR has been accepted.

5. It may also be mentioned that a number of APARs for the year 2008-09 in respect of Selection Grade and Senior Administrative Grade officers (with less than 23 years of service in Group 'A') finalized at Railway's level have already been received in Board's office. Therefore, wherever a representation by such an officer against entries in his APAR is received, the same may be considered and decided upon by the Accepting Authority (i.e., GM). Board may invariably be apprised of this at the earliest so that the relevant APAR is updated in Board's office.

Copy of DOP&T's OM No. No. 21011/1/2005-Estt (A) (Pt-II) dated 14th May, 2009

Sub:- Maintenance and preparation of Annual Performance Appraisal Reports communication of all entries for fairness and transparency in public administration.

…

The undersigned is directed to invite the attention of the Ministries/Departments to the existing provisions in regard to preparation and maintenance of Annual Confidential Reports which inter-alia provide that only adverse remarks should be communicated to the officer reported upon for representation, if any. The Supreme Court has held in their judgement dated 12.5.2008 in the case of Dev Dutt vs Union of India (Civil Appeal No.7631 of 2002) that the object of writing the confidential report and making entries is to give an opportunity to the public servant to improve the performance. The 2nd Administrative Reforms Commission in their 10th Report has also recommended that the performance appraisal system for all services be made more consultative and transparent on the lines of the PAR of the All India Services.

2. Keeping in view the above position, the matter regarding communication of entries in the ACRs in the case of civil services under the Government of India has been further reviewed and the undersigned is directed to convey the following decisions of the Government:-

(i) The existing nomenclature of the Annual Confidential Report will be modified as Annual Performance Assessment Report (APAR).

(ii) The full APAR including the overall grade and assessment of integrity shall be communicated to the concerned officer after the Report is complete with the remarks of the Reviewing Officer and the Accepting Authority wherever such system is in vogue. Where Government servant has only one supervisory level above him as in the case of personal staff attached to officers, such communication shall be made after the reporting officer has completed the performance assessment.

(iii) The Section entrusted with the maintenance of APARs after its receipt shall disclose the same to the officer reported upon.

(iv) The concerned officer shall be given the opportunity to make any representation against the entries and the final grading given in the Report within a period of fifteen days from the date of receipt of the entries in the APAR. The representation shall be restricted to the specific factual observations contained in the report leading to assessment of the officer in terms of attributes, work output etc. While communicating the entries, it shall be made clear that in case no representation is received within the fifteen days, it shall be deemed that he/she has no representation to make. If the concerned APAR Section does not receive any information from the concerned officer on or before fifteen days from the date of disclosure, the APAR will be treated as final.

(v) The new system of communicating the entries in the APAR shall be made applicable prospectively only with effect from the reporting period 2008-09 which is to be initiated after 1st April 2009.

(vi) The competent authority for considering adverse remarks under the existing instructions may consider the representation, if necessary, in consultation with the reporting and/or reviewing officer and shall decide the matter objectively based on the material placed before him within a period of thirty days from the date of receipt of the representation.

(vii) The competent authority after due consideration may reject the representation or may accept and modify the APAR accordingly. The decision of the competent authority and the final grading shall be communicated to the officer reported upon within fifteen days of receipt of the decision of the competent authority by the concerned APAR Section.

3. All Ministries/Departments are requested to bring to the notice of all the offices under them for strict implementation of the above instructions.

SERIAL CIRCULAR No.78/2010

No. P[R]184/V Dated: 31-05-2010

Copy of Board's letter No.2010/SCC/3/4 dated 09.03.2010 is forwarded for information, guidance and necessary action. Contents of Para 4[ii] therein was already circulated vide para 10 of the Compendium on Confidential Reports of Non-Gazetted Staff.

Copy of Board's ltr. No. 2010/SCC/3/4 dated 09.03. 2010

Sub: Filling up of integrity column in the APARs – regarding.

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Attention is invited to para 3.15 of the Brochure on Confidential Reports wherein the procedure for filling up the Integrity column of the APAR has been indicated.

2. It has been noticed in many cases that the authorities, while writing the APARs, have mentioned in the Integrity column the fact of the officer reported upon being in the Agreed List or Secret List as the case may be. As per procedure, these facts should not be mentioned in the Integrity column. The Railway Board have not issued such type of

instructions. This fact is never communicated to the officer as per the norms followed by Vigilance Organisation. Since 2008-09 onwards full APAR is disclosed to the officer reported upon, this fact also comes to his knowledge. The reporting officers are supposed to give their assessment regarding integrity of the officer during the period of the APAR.

3. As per existing instructions, if there is any doubt or suspicion regarding officer's integrity, the integrity column is left blank and a separate secret note is recorded and followed up. The said note is attached with the APAR. There is a possibility that the same also may be disclosed to the officer which is also not desirable.

4. In view of the position explained above, the following may please be ensured:

i] The fact that the officer reported upon is in Agreed List/Secret List should not be indicated in the Integrity column of the APAR.

ii] If there is any doubt or suspicion regarding officer's integrity, the Integrity column should be left blank and a separate secret note should be recorded and followed up. Though such a note is attached with the APAR, the same should not be disclosed to the officer reported upon. However, after the doubts or suspicions are cleared or substantiated, the Integrity column should be filled up accordingly and contents thereof communicated to the officer.

5. The contents of this letter should also be circulated to all concerned officers for information and necessary action.

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SERIAL CIRCULAR No.79 /2010
Pay Commission Circular No. 205
No. P[PC]487/VICPC/IMP Dated:07-06-2010

A copy of Board's letter No.E[P&A]I-2010/PS-5/PE-2 dated 10.05.2010, RBE No.68/2010 [PC-VI No.205] regarding Revision of Pay Scales of Teachers in the Railway Degree College, Secunderabad and other measures for maintenance of standards in higher education is forwarded for information, guidance and necessary action.

Copy of Brd's ltr. No. E[P&A]I-2010/PS-5/PE-2 dt. 10.05.2010 [RBE No.68/10][PC VI No.205]

Sub: Revision of pay scales of teachers in the Railway Degree College, Secunderabad and other measures for maintenance of standards in higher education.

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The President is pleased to decide that the pay scales of the teachers and other academic staff working in the Railway Degree College, Secunderabad may be revised w.e.f. 01.01.2006 as contained in Ministry of Human Resource Development, Department of Higher Education's letter No. 1-32/2006-U.II/U.I[i] dated 31.12.2008, a copy of which is enclosed. A copy of letter No. F.3-1/2009 U.I dated 4.6.2009 received from the Ministry of HRD addressed to the Secretary U.G.C. containing Fitment Tables for the purpose of fixation of pay [Table No.1 to 9] is also enclosed.

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

3. Kindly report compliance of these orders expeditiously.

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Copy of Ministry of Human Resource Development, Department of Higher Education's letter No. 1-32/2006-U.II/U.I[i] dated 31.12.2008

Sub:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission.

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Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the University Grants Commission (UGC) based on the decisions taken at the meeting of the Commission held on 7-8 October 2008, to revise the pay scales of teachers in the Central Universities. The revision of pay scales of teachers shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter, and Regulations to be framed by the UGC in this behalf in accordance with the Scheme given below. The revised pay scales and other provisions of the Scheme are as under:-

1. General

(i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.

(iii) The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of ₹15600-39100 and ₹37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

(iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts-of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC.

(v) Up to 10% of the posts of Professors in universities shall be in the higher Academic Grade Pay of ₹12000 with eligibility conditions to be prescribed by the UGC.

(vi) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters' programmes in disciplines for which there is no NET.

2. Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-

(a) Assistant Professor/Associate Professors/ Professors in Colleges & Universities
(i) Persons entering the teaching profession in Universities and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of ₹8000-13500, shall be re-designated as Assistant Professors with the said AGP of ₹.6000.

(ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of ₹7000.

(iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of ₹7,000 after completion of 5 years service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of ₹7,000 only after completion of 6 years' service as Assistant Professor.

(v) The upward movement from AGP of ₹. 6000 to AGP of ₹7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the unrevised scale of ₹10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of ₹15600-39100 based on their present pay, with AGP of ₹7000.

(vii) Assistant Professors with completed service of 5 years at the AGP of ₹7000 shall be eligible , subject to other requirements laid down by the UGC, to move up to the AGP of ₹8000.

(viii) Posts of Associate Professor shall be in the Pay Band of ₹37400-67000, with AGP of ₹9000. Directly recruited Associate Professors shall be placed in the Pay Band of ₹37400-67000 with an AGP of ₹9000, at-the appropriate stage in the Pay Band nn terms of the conditions of appointment.

(ix) Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of ₹12000-18300 on 1.1.2006 shall be placed in Pay Band of ₹37400-67000 with AGP Pay of ₹ 9000 and shall be re-designated as Associate Professor.

(x) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of ₹12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of ₹15600-39100 with AGP of ₹8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of ₹37400-67000 and accordingly re-designated as Associate Professor.

(xi) Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of ₹37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.

(xii) Assistant Professors completing 3 years of teaching in the AGP of ₹8000 shall be eligible, subject to other conditions, that may be prescribed by the UGC and the university, to move to the Pay Band of ₹37400-67000 with AGP of ₹9000 and to be designated as Associate Professor.

(xiii) Associate Professor completing 3 years of service in the AGP of ₹9000 and possessing a Ph.D.degree in the relevant discipline shall be eligible to be appointed and designated as

Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the university. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be ₹37400-67000 with AGP of ₹10000.

(xiv) The pay of a directly recruited Professor shall be fixed at a stage not below ₹43000 in the Pay Band of ₹37400-67000, with the applicable AGP of ₹10000.

(xv) Ten percent of the posts of Professors in a university shall be in the higher AGP of ₹12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of ₹12000 shall be fixed at a stage less than ₹48000 along with the AGP.

(xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the UGC through Regulations and as may be laid down by the university.

(xvii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

(b) Professors in Under Graduate and Post Graduate Colleges:

(xviii) Ten percent of the number of sanctioned posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for merit promotion or direct recruitment/ deputation is not an integer, the same shall be rounded off to the next higher integer.

(xix) There shall be one post of Professor in each Department of a Post Graduate College and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/ deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer. The UGC shall issue

separate guidelines to ensure availability of minimum standards of academic infrastructure (library, research facilities etc.) for starting Post Graduate Courses in Colleges.

3. Pay Scales of Pro-Vice Chancellor/Vice Chancellor of Universities:
(i)Pro-Vice-Chancellor
The posts of Pro-Vice Chancellor shall be in the Pay Band of ₹37400-67000 with AGP of ₹10000 or ₹12000, as the case may be, along with a Special Allowance of ₹.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed ₹80,000.

(ii) Vice Chancellor
The posts of Vice Chancellor shall carry a fixed pay of ₹75000 along with a Special Allowance of ₹5000 per month.

4. Pay Scales of Principals in Colleges:
(i) Principal of Under Graduate Colleges

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of ₹37400-67000 with AGP of ₹10000, plus a Special Allowance of ₹2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of ₹10000.

(ii) Principal of Post Graduate Colleges

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of ₹37400-67000 with AGP of ₹10,000, plus a Special Allowance of ₹ 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of ₹10000.

5. Pay Scales and Career Advancement Scheme for Librarians etc:

(a) Assistant Librarian/ College Librarian:
(i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of ₹8000-13500 shall be placed in the Pay Band of ₹15600-39100 with AGP of ₹6000.

(ii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.

(b) Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale)

(i) The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of ₹10000-15200 shall be placed in the Pay Band of ₹15600-39100 with AGP of ₹7000.
(ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of ₹6000, and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of ₹7000 with in the Pay Band of ₹15600-39100.

(iii) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of ₹6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of ₹7000.

(iv) After completing service of 6 years in the AGP of ₹6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of ₹7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of ₹10000-15200 shall be fixed in the Pay Band of ₹15600-39100 with AGP of ₹7000. at an appropriate stage based on their present pay.

(c) Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(i) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of ₹15600-39100 with AGP of ₹8000 initially at the time of recruitment.

(ii) On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of ₹15600-39100, with Academic Grade Pay of ₹8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.

(iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

(iv) After completing 3 years in the Pay Band of ₹15600-39100 with an AGP of ₹8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of ₹37400-67000 and AGP of ₹9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.

(v) Assistant Librarians (Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of ₹7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of ₹8000.

(vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of ₹12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of ₹37400-67000 with an AGP of ₹. 9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of ₹12000-18300, for being eligible to be placed in the higher Pay Band of ₹37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of ₹8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).

(viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band ₹15600-39100 with AGP of ₹. 8000. They shall move to the Pay Band of ₹37400-67000 with AGP of ₹9000 after completing three years of service in the AGP of ₹8000.

(ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

(d) Librarian (University)

(i) The post of Librarian shall be in the Pay Band of ₹37400-67000 with the Academic Grade Pay of ₹10000.

(ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).

(iii) Deputy Librarian completing service of three years in the AGP of ₹9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' of the 6th CPC in the Pay Band of ₹3740-67000 with AGP of ₹ 10000.

6. Pay Scales and Career Advancement Scheme for Physical Education Personnel:

(a) Assistant Director of Physical Education(Assistant DPE)/ College Director of Physical Education (College DPE)

(i) The Assistant Director of Physical Education/ College DPE in the pre-revised pays scale of ₹8000-13500 shall be placed in the Pay Band of ₹15600-39100 with AGP of ₹ 6000.
(ii) Pay of incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of ₹15600-39100 with an AGP of ₹6000, in accordance with the 'fixation formula' of the 6th CPC.
(iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College DPE.

(b) Assistant Director of Physical Education (Senior Scale)/College DPE (Senior Scale)

(i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of ₹10000-15200 shall be placed in the Pay Band of ₹15600-39100 with AGP of ₹7000.

(ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of ₹ 6000 shall, after completing service of four years in the AGP of ₹6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, move to higher AGP of ₹ 7000 in the Pay Band of ₹ 15600-39100.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of ₹6000 shall, after completing service of five years in the AGP of ₹6000, be eligible for the higher AGP of ₹ 7000.

(iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/College DPE in the AGP of ₹6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of ₹ 7000.

(v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of ₹ 15600-39100 at an appropriate stage in the AGP of ₹7000, as per the 'fixation formula' of the 6th CPC.

(c) Deputy Director of Physical Education/Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade)

(i) After completing service of five years in the Pay Band of ₹15600-39100 with the AGP of ₹7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall move to AGP of ₹8000 in the Pay Band of ₹15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of ₹15600-39100 and the AGP of ₹8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) shall move to the Pay Band of ₹37400-67000 with the AGP of ₹9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade)

(iii) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE(Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of ₹12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of ₹37400-67000 with AGP of ₹9000.

(iv) All incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) whose services in the un-revised Pay Scale of ₹12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of ₹8000 in the Pay Band of ₹15600-39100 till they complete the required service of three years as Deputy DPE/ ADPE (Selection Grade)/ College DPE (Selection Grade) in the un-revised Pay Scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of ₹8000 in the Pay Band of ₹15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band ₹37400-67000 with AGP of₹. 9000.

(d) Director of Physical Education (University):

(i) Post of Director Physical Education in universities shall be in the Pay Band of ₹37400-67000 with AGP of ₹10000.

(ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.

(iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of ₹37400-67000 as per 'fixation formula' of the Government of India for 6th CPC.

7. Incentives for Ph.D./M.Phil and other higher qualification:

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the UGC.

(ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.

(iii) Those possessing Post Graduate degree in a professional course such as LL.M/M.Tech etc., recognised by the relevant Statutory Body/Council, shall also be entitled to 2 non-compounded advance increments at the entry level.

(iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.

(v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

(vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(viii) Teachers who acquire M.Phil. degree or a post graduate degree in a professional course recognised by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.

(ix) Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.

(x) Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D, at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xi) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xii) In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

(xiii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-

compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xiv) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.
(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.

(xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xvii) However, persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

(xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring M.Phil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.
(xxi) Not withstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil. under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

(xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

8. Other terms and conditions:

(a) Increments:

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

(ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of ₹15600-39100 to the Pay Band of ₹37400-67000.

(iv) All issues relating to grant of advance increments to teachers engaged in engineering/ technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

(b) Pay 'fixation formula':

The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted for teachers and equivalent positions in the Library and Physical Education Cadres.

(c) Allowances:

(i) Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with those accepted by the Central Government for Central Government employees on the recommendations of 6th Central Pay Commission and shall be applicable from 1.09.2008.

(ii) For teachers and equivalent positions in Library and Physical Education cadres in UGC maintained universities/colleges and institutions deemed to be universities, the rates of allowances as applicable to Central Government Group 'A' employees shall be adopted.

(iii) Teachers and equivalent positions in Library and Physical Education cadres, in UGC maintained universities/colleges and institutions deemed to be universities, with visual, orthopedic hearing or other disabilities under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the Central Government on the recommendations of 6th CPC for Central Government Employees with disabilities.

(d) Study Leave:

(i) University Grants Commission shall revise its guidelines in respect of granting study leave with pay for acquiring M. Phil etc. and Ph.D. in the relevant discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or M.Phil. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

(e) Research Promotion Grant:

(i) University Grants Commission shall prescribe a scheme with appropriate guidelines for providing by way of appropriate 'start up grants' to teachers and other cadres taking up research in all disciplines including basic science research as recommended by 'Prof. M.M. Sharma Committee on Strengthening of Basic Science Research' and suitably adopted for research in social sciences/humanities and other disciplines by the UGC.

(f) Age of Superannuation:

(i) In order to meet the situation arising out of shortage of teachers in universities and other teaching institutions and the consequent vacant positions therein, the age of superannuation for teachers in Central Educational Institutions has already been enhanced to sixty five years, vide the Department of Higher Education letter No.F.No.1-19/2006-U.II dated 23.3.2007, for those involved in class room teaching in order to attract eligible persons to the teaching career and to retain teachers in service for a longer period. Consequent on upward revision of the age of superannuation of teachers, the Central Government has already authorized the Central Universities, vide Department of Higher Education D.O. letter No.F.1-24/2006-Desk(U) dated 30.3.2007 to enhance the age of superannuation of Vice- Cencellors of Central Universities from 65 years to 70 years, subject to amendments in the respective statutes, with the approval of the competent authority (Visitor in the case of Central Universities).

(ii) Subject to availability of vacant positions and fitness, teachers shall also be re-employed on contract appointment beyond the age of sixty five years up to the age of seventy years. Re-employment beyond the age of superannuation shall, however, be done selectively, for a limited period of 3 years in the first instance and then for another further period of 2 years purely on the basis of merit, experience, area of specialization and peer group review and only against available vacant positions without affecting selection or promotion prospects of eligible teachers.

(ii) Whereas the enhancement of the age of superannuation for teachers engaged in class room teaching is intended to attract eligible persons to a career in teaching and to meet the shortage of teachers by retaining teachers in service for a longer period, and whereas there is no shortage in the categories of Librarians and Directors of Physical Education, the increase in the age of superannuation from the present sixty two years shall not be available to the categories of Librarians and Directors of Physical Education.

(g) Pension:

(i) For teachers and other cadres in UGC maintained institutions in receipt of pension, the Central Government rules for pension and gratuity as applicable to Central Government employees shall be applicable. Recommendations of Sixth Central Pay Commission in respect of pension for Central Government employees, including eligibility for full pension i.e. 50% of average pay or last pay drawn whichever is higher after 20 years of qualifying service, shall be adopted for only those teachers and other cadres who are already on pension in Central Universities/ colleges and other institutions deemed to be universities coming under the purview of the UGC .
(ii) In view of the new pension scheme effective from 1.1.2004, no new cases of conversion to pension scheme shall be allowed.

(h) Family Pension:

(i) Family Pension facilities as approved by the Central Government in respect of Central Government Employees on the recommendations of Sixth CPC shall be available to teachers and other cadres in Central Universities and other UGC maintained institutions who are eligible for such Pension at present.

(i) Additional Quantum of Pension to senior pensioners:

(i) The facility of additional quantum of pension accepted by the Central Government on the recommendation of 6th CPC for senior pensioners of the Central Government shall be extended to persons who are or were in teaching and other cadres on attaining the age of eighty years if they are already in pension scheme in Central Universities and other UGC maintained institutions.

(j) **Gratuity and Encashment of Leave:** Facilities of gratuity and encashment of leave accepted by the Central Government on the recommendation of 6th CPC for Central Government employees shall be extended to teachers and other cadres in Central Universities and other UGC maintained institutions.

(k) **Ex-Gratia Compensation**: Families of teachers and other cadres who die in performance of their bona fide duties shall be compensated in the same manner as similarly placed families of Central Government Employees.

(l) Provident Fund:

(i) In view of the present policy in regard to Contributory Provident Fund, the status quo shall continue.

(m) Consultancy Assignments:

(i) University Grants Commission shall work out a suitable model, for which the models of revenue sharing between institutions and consultant-teachers prevailing in the Indian Institutes of Technology, Indian Institutes of Management and other institutions may be taken into consideration.

(n) Anomalies of the last PRC:

(i) Anomalies and unimplemented recommendations of the last Pay Review Committee, if any, shall be examined by the University Grants Commission in consultation with the Ministry of Human Resource Development.

(o) Other recommendations of PRC and UGC:

(i) Recommendations made by the Pay Review Committee and the UGC in regard to the various selection processes, service and working conditions, training/ refresher courses etc. shall be considered appropriately by University Grants Commission with the approval of the Central Government, wherever required, or under the Commission's Regulations in accordance with the provisions of the University Grants Commission Act.

(p) Applicability of the Scheme:

(i) This Scheme shall be applicable to teachers and other equivalent cadres of Library and Physical Education in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by the UGC in this behalf. Universities implementing this Scheme shall be advised by the UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.

(ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.

(iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay and Grade Pay of the said categories of employees shall be fixed in the appropriate Pay

Bands relative to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 6th Central Pay Commission.

(iv) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/ scientific organizations of the Central Government.

(v) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

(a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision.

(b) The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure from its own sources.

(c) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 1.01.2006 to 31.03.2010.

(d) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 1.04.2010.

(e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 1.01.2006.

(f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, and may give effect to the revised bands/ scales of pay from a date on or after 1.01.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay Bands as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s).

(g) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and scales of pay mentioned herein above.

9. Date of implementation of revised pay and allowance and payment of arrears: (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-compounded advance increments shall take effect from 1.09.2008.

(ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09, after deduction of admissible income tax.

(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands

or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this Ministry's O.M. No. F.23-7/2008-IFD dated 23.10.2008., read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30.8.2008.

10. The revised Pay in the relevant Pay Band and the Academic Grade Pay together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

11. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008-E.III dated 30.09.2008.

12. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/decision of the Central Government.

sd/-
(R.Chakravarty)
Deputy Secy. to the Govt. of India

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Copy of Ministry of Human Resource Development [Dept. of Higher Education]'s Letter No. F-3-1/2009/U.I dated 04.06.2009

Sub:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges and as also for the posts of Registrar, Deputy Registrar, etc.

****

Sir,

I am directed to invite your attention to this Ministry's letter No. 1.32/2006-U.II/U.I[i] and No. 1-32/2006-U.II/U.I[ii] dated the 31st, December, 2008 a also your D.O. letter No. F.1-2/2009[EC] dated the 27th January, 2009, on the above subject and to forward herewith authenticated Fitment Tables [Table No. 1 to 9] for fixation of pay of the existing incumbents, who were in position as on 1.1.2006, in various categories of posts as indicted in the Tables, for appropriate action at your end.

sd/-
(R.Chakravarty)
Deputy Secy. to the Govt. of India

TABLE-1

(i) Incumbent Assistant Professor (ii) Incumbent Assistant Librarian / College Librarian (iii) Incumbent Asst. Director of Phy. Edu./ College Director of Physical Education

Pre-revised scale: **Revised Pay Band + Academic Grade Pay (AGP):**

- **8000-275-13500 [Group A entry]** **₹15600-39100 + AGP 6000**

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
8,000	15600	6000	21,600
8,275	15600	6000	21,600
8,550	15910	6000	21,910
8,825	16420	6000	22,420
9,100	16930	6000	22,930
9,375	17440	6000	23,440
9,650	17950	6000	23,950
9,925	18470	6000	24,470
10,200	18980	6000	24,980
10,475	19490	6000	25,490
10,750	20,000	6000	26,000
11,025	20,510	6000	26,510
11,300	21,020	6000	27,020

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
11,575	21,530	6000	27,530
11,850	22,050	6000	28,050
12,125	22,560	6000	28,560
12,400	23,070	6000	29,070
12,675	23,580	6000	29,580
12,950	24,090	6000	30,090
13,225	24,600	6000	30,600
13,500	25,110	6000	31,110
13,775	25,630	6000	31,630
14,050	26,140	6000	32,140
14,325	26,650	6000	32,650

TABLE-2

(i) Incumbent Assistant Professor [Formerly Lecturer (Sr. Scale)] (ii) Incumbent Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (iii) Incumbent Asst. Director of Physical Edu . (Sr. Scale)/ College DPE (Sr. Scale)

Pre-revised scale: ₹10000-325-15200 Revised Pay Band + AGP ₹15600-39100 +AGP 7000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
10,000	18,600	7000	25,600
10,325	19,210	7000	26,210
10,650	19,810	7000	26,810
10,975	20,420	7000	27,420
11,300	21,020	7000	28,020
11,625	21,630	7000	28,630
11,950	22,230	7000	29,230
12,275	22,840	7000	29,840
12,600	23,440	7000	30,440
12,925	24,050	7000	31,050
13,250	24,650	7000	31,650
13,575	25,250	7000	32,250
13,900	25,860	7000	32,860
14,225	26,460	7000	33,460
14,550	27,070	7000	34,070
14,875	27,670	7000	34,670
15,200	28,280	7000	35,280
15,525	28,880	7000	35,880
15,850	29,490	7000	36,490
16,175	30,090	7000	37,090

TABLE-3

(i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service (ii) Incumbent Dy. Librarian I Asst. Librarian (SG) College Librarian (SG) with less than 3 years of Service (ii) Incumbent Dy. DPE Asst. DPE(SG)/ College DPE(SG) with less than 3 years of Service

Pre-revised scale: ₹12000-420-18300 Revised Pay Band + AGP ₹15600-39100 +AGP 8000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12,000	22,320	8000	30,320
12,420	23,110	8000	31,110
12,840	23,890	8000	31,890
13,260	24,670	8000	32,670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390

TABLE-4

(i) Incumbent Readers and Lecturers (SG) with 3 years of Service
(ii) Incumbent Dy. Librarian Asst. Librarian (SG) / College Librarian (SG) with 3 years of Service
(iii) Incumbent Dy. DPE/ Asst. DPE(SG)/ College DPE(SG) with 3 years of Service
Pre-revised scale: ₹12000-420-18300 Revised Pay Band + AGP ₹37400-67000 +AGP 9000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
13,260	37,400	9000	46,400
13,680	37,400	9000	46,400
14,100	37,400	9000	46,400
14,520	37,400	9000	46,400
14,940	38,530	9000	47,530
15,360	38,530	9000	47,530
15,780	39,690	9000	48,690
16,200	39,690	9000	48,690
16,620	40,890	9000	49,890
17,040	40,890	9000	49,890
17,460	42,120	9000	51,120
17,880	42,120	9000	51,120
18,300	43,390	9000	52,390
18,720	43,390	9000	52,390
19,140	44,700	9000	53,700
19,560	44,700	9000	53,700

TABLE-5

(i) Incumbent Professor in Colleges and Universities

(ii) Incumbent Principals of PG Colleges

(iii) Incumbent Librarian (University)

(iv) Incumbent Director of Physical Edu . (University)

Pre-revised scale: Revised Pay Band + AGP
₹16400-450-20900-500-22400 [S.27 and S.29] ₹37400-67000 +AGP10000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
16,400	40,890	10000	50,890
16,850	40,890	10000	50,890
17,300	42,120	10000	52,120
17,750	42,120	10000	52,120
18,200	43,390	10000	53,390
18,650	43,390	10000	53,390
19,100	44,700	10000	54,700

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
19,550	44,700	10000	54,700
20,000	46,050	10000	56,050
20,450	46,050	10000	56,050
20,900	47,440	10000	57,440
21,400	47,440	10000	57,440
21,900	48,870	10000	58,870
22,400	48,870	10000	58,870
22,900	50,340	10000	60,340
23,400	50,340	10000	60,340
23,900	51,860	10000	61,860

TABLE-6

Incumbent Principals of UG Colleges

Pre-revised scale: ₹12000-420-18300 [minimum to be fixed at ₹12840]

Revised Pay Band + Academic Grade Pay ₹37400-67000 + AGP 10000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12,840	37,400	10000	47,400
13,260	37,400	10000	47,400
13,680	37,400	10000	47,400
14,100	37,400	10000	47,400
14,520	37,400	10000	47,400
14,940	38,530	10000	48,530
15,360	38,530	10000	48,530
15,780	39,690	10000	49,690
16,200	39,690	10000	49,690
16,620	40,890	10000	50,890
17,040	40,890	10000	50,890
17,460	42,120	10000	52,120
17,880	42,120	10000	52,120
18,300	43,390	10000	53,390
18,720	43,390	10000	53,390
19,140	44,700	10000	54,700
19,560	44,700	10000	54,700

TABLE-7

Incumbent Registrars in Universities and Deemed to be Universities fully funded by the Central Government

Pre-revised scale: Revised Pay Band + (GP): ₹16400-450-20900-500-22400 (S27 and S29) ₹37400-67000 +GP 10000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16,400	40,890	10000	50,890
16,850	40,890	10000	50,890
17,300	42,120	10000	52,120
17,750	42,120	10000	52,120
18,200	43,390	10000	53,390
18,650	43,390	10000	53,390
19,100	44,700	10000	54,700
19,550	44,700	10000	54,700

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
20,000	46,050	10000	56,050
20,450	46,050	10000	56,050
20,900	47,440	10000	57,440
21,400	47,440	10000	57,440
21,900	48,870	10000	58,870
22,400	48,870	10000	58,870
22,900	50,340	10000	60,340
23,400	50,340	10000	60,340
23,900	51,860	10000	61,860

TABLE-8

(I) Incumbent Dy. Registrar, Dy. Finance Officer, Dy. Controller of Examination with less than 5 years of Service in Universities and Deemed to be Universities fully funded by the Central Govt.

Pre-revised scale: ₹12000-420-18300 Revised Pay Band + GP ₹15600-39100 + GP 7600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12,000	22,320	7600	29,920
12,420	23,110	7600	30,710
12,840	23,890	7600	31,490
13,260	24,670	7600	32,270
13,680	25,450	7600	33,050
14,100	26,230	7600	33,830
14,520	27,010	7600	34,610
14,940	27,790	7600	35,390
15,360	28,570	7600	36,170
15,780	29,360	7600	36,960
16,200	30,140	7600	37,740
16,620	30,920	7600	38,520
17,040	31,700	7600	39,300
17,460	32,480	7600	40,080
17,880	33,260	7600	40,860
18,300	34,040	7600	41,640
18,720	34,820	7600	42,420
19,140	35,610	7600	43,210
19,560	36,390	7600	43,990

TABLE-9

(I) Incumbent Dy. Registrar / Dy. Finance Officer / Dy. Controller of Examination with 5 years of Service in Universities and Deemed to be Universities fully funded by the Central Government

Pre-revised scale: Revised Pay Band + GP
₹12000-420-18300 ₹37400-67000 + GP 8700

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
14,100	37,400	8700	46,100
14,520	37,400	8700	46,100
14,940	38,530	8700	47,230
15,360	38,530	8700	47,230
15,780	39,690	8700	48,390
16,200	39,690	8700	48,390
16,620	40,890	8700	49,590
17,040	40,890	8700	49,590

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
17,460	42,120	8700	50,820
17,880	42,120	8700	50,820
18,300	43,390	8700	52,090
18,720	43,390	8700	52,090
19,140	44,700	8700	53,400
19,560	44,700	8700	53,400

SERIAL CIRCULAR No.80/2010
Pay Commission Circular No. 206
No. P[PC]487/VICPC/ALL Dated: 08-06-2010

Copy of Board's letter No.PC-V/2009/A/TA/1 dated 10.05.2010 is forwarded for information, guidance and necessary action. Board's letters dated 12.09.2008 and 23.01.2009 quoted therein were circulated vide Serial Circular Nos. 114/08 and 01/09, respectively.

Copy of Board's ltr. No. PC-V/2009/A/TA/1 dated 10.05.2010 [RBE No.71/10] PC.VI/206

Sub: Transport Allowance to blind & orthopaedically handicapped Railway employees – clarification reg.

***

On receipt of a reference from All India Railwaymen's Federation [AIRF] regarding grant of Transport Allowance to blind and orthopaedically handicapped Railway employees availing FRC facility, the matter has been considered in Board's office and in context thereof, it is clarified that such blind and orthopaedically handicapped Railway employees are entitled for Transport Allowance in terms of Para-2[i] of Board's letter No. PC-V/2008/A/TA/2 dated 12.09.2008, as the condition of availing Residential Card Pass facility by a Railway employee has been delinked with grant of Transport Allowance vide Board's letter dated 23.01.2009.

2. In view of the above, Board's letter No. PC-V/2008/A/TA/2 dated 29.06.2009 addressed to Western Railway stands withdrawn.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No. 81/2010
No. P[R]268/I Dated:08-06-2010

Copy of Board's letter No.E[NG]II/2006/RC-1/Genl/9 dated 14.5.2010 is forwarded for information, guidance and necessary action. Board's letter dated 04.04.2007 quoted therein was circulated under SC No.57/2007.

Copy of Board's ltr. No. E[NG]II/2006/RC-1/Genl/9 dated 14.5.2010 [RBE No.74/10]

Sub: Compassionate ground appointment – extending second chance for Aptitude Test.

***

Attention is invited to this Ministry's letter of even number dated 4.4.2007 [RBE No. 53/2007] on the above subject.

Pursuant to a demand raised by the staff side, Ministry of Railways [Railway Board], have reconsidered the matter and have decided to allow additional [second] chance for passing aptitude test to compassionate ground appointees for post of Assistant Station Master and Assistant Loco Pilot, after a gap of three months instead of the present policy of six months, in exceptional cases, based on merits of each case.

SERIAL CIRCULAR No.82/2010
No. P[R]535/VII Dated:08-06-2010

Copy of Board's letter No.E[NG]I-2008/PM1/15 Vol.II dated 07.06.2010 is forwarded for information, guidance and necessary action. Board's letter dated 03.09.2009 quoted therein was circulated under Serial Circular No. 143/2009.

Copy of Board's ltr. No. E[NG]I-2008/PM1/15 Vol.II dated 07.06.2010 [RBE No.81/10]

Sub: Implementation of recommendations of 6th CPC – Merger of grades – Revised classification and mode of filling up of non-gazetted posts –Scheme for filling up of regular vacancies arisen on or after 01.09.2009

***

Reference this Ministry's letter of even number dated 03.09.2009 wherein it was indicated that scheme for filling up of vacancies arisen or after 01.09.2009 will be issued in due course. It has been decided that following methodology may be adopted for filling up of promotional vacancies as may arise till 31.12.2011:-

2. As indicated in the letter of even no. dated 03.09.2009, the bench mark for promotion to the posts carrying the Grade Pay ₹4200 on seniority-cum-suitability basis was prescribed as 6 marks while for posts with Grade Pay ₹4600 & above, the benchmark was 7 marks. This was permitted as a one time relaxation in order to fill up the vacancies arisen upto 31.08.2009, after merger of grades due to implementation of 6th CPC recommendations.

2.1 Now it has been decided that the above mentioned benchmarks for filling up the vacancies arising upto 31.12.2011 will be 6 and 8 marks out of 15 for posts in Grade Pay ₹4200 and ₹4600 & above respectively, wherever promotion is to be done on the basis of 'Seniority-cum-suitability'.

2.2 All other conditions as indicated in letter dt. 03.09.2009 shall remain unchanged.

SERIAL CIRCULAR No.83/2010
No. P[R]535/VII Dated: 11-06-2010

Copy of Board's letter No.E[NG]II/2007/PO/Genl./13 dated 19.05.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[NG]II/2007/PO/Genl./13 dated 19.05.2010

Sub: AIRF PNM Item No. 05/2008 – Merger of Cash and Pay staff with Accounts staff of Indian Railways.

***

The matter of merger of Cash and Pay staff with Accounts staff has been discussed in the PNM/AIRF meeting held with Railway Board. The above merger has not been found to be administratively feasible. However, the staff of Cash and Pay Department can seek absorption in Accounts Department, on qualifying Appendix-II and Appendix-III IREM examinations as per Board's letter No.2006/AC-II/20/10 dated 20.09.2006 [RBA-45/2006] and No.2000/AC-II/20/23[Vol.I] dated 16.09.2009 [RBA-44/2009].

SERIAL CIRCULAR No.84/2010
No. P[R]473/VIII Dated: 11 -06-2010

Copy of Board's letter No.E[W]2010/PS-5-1/2 dated 17.05.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[W]2010/PS-5-1/2 dated 17.05.2010

Sub: Mention of word "Adopted" on Railway Pass/PTO.

***

Arising out of a demand from a section of employees for doing away with practice of mentioning the word "adopted" on privilege pass/PTO in the case of adopted children of railway employees, the matter has been examined.

As per Railway Servants [Pass] Rules, 1986 [2nd edition, 1993], adopted child is at par with natural born child of a Railway Servant. In this connection attention is invited to Rule 2[A] and 3[i] of the Railway Servants [Pass] Rules, 1986 [2nd edition, 1993] which stipulate conditions regarding Pass /PTO facilities to the adopted child.

Since, the provisions do not stipulate mentioning the word "Adopted" before son or daughter on the Pass/PTO to be issued to a railway servant, the same should not be mentioned on the Pass/PTO.

All Zonal Railways/PUs, etc. may note for information and compliance.

SERIAL CIRCULAR No.85/2010
No. P[R]268/I Dated: 16-06-2010

Copy of Board's letter No.E[NG]II/2009/RC-1/SCR/39 dated 04.06.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[NG]II/2009/RC-1/SCR/39 dated 04.06.2010 [RBE No.80/10]

Sub: Appointment on compassionate grounds- Delegation of powers-regarding.

***

Consequent upon merger of a number of grades/category of posts and upgradation of scales of pay of various posts, in light of acceptance of recommendation of 6th Central Pay Commission, references have been received from Railways seeking clarification regarding powers vested with Railway Administration to consider appointment on compassionate grounds. Accordingly, the matter has been examined and it has been decided by the Board that General Manages, may consider, requests of compassionate appointment in respect of posts, where Grade Pay is upto ₹4200/.- and direct recruitment quota is more than 25%. Further, in cases having merit, where request is for considering appointment in posts having Grade pay of more than ₹4200/- or Grade Pay of ₹4200/- but where direct recruitment quota is 25% or lesser, such cases may be referred for Board's consideration, in the prescribed proforma, with due justification and personal recommendation of the General Manager.

SERIAL CIRCULAR No.86/2010

No. P[R]61/I Dated:16-06-2010

Copy of Board's letter No.F[E]I/2008/AL-28/15 dated 08.06.10 is forwarded for information, guidance and necessary action. Board's letters dated 01.05.98 and 01.12.2008 quoted therein were circulated under SC Nos.127/98 and 184/2008, respectively. In this connection this office letter of even number dated 16.4.2010 may be referred to wherein it was already clarified that Board's instructions circulated under SC No. 184/08 were issued in partial modification of their letter dated 01.05.98 [SC No. 127/98] and the employees are entitled for payment of CTG at one-third of one month's basic pay in the case of short distance transfers/relocation on retirement within a distance of 20 Kms involving change of residence.

Copy of Board's ltr. No. F[E]I/2008/AL-28/15 dated 08.06.10 [RBE No.83/10]

Sub: Travelling Allowance Rules- Implementation of the Sixth Central Pay Commission- Journey on Transfer.

***

With reference to Board's letter of even number dated 01.12.2008, a clarification was sought by one of the Federations regarding admissibility of Composite Transfer Grant for short distance transfers/relocation on retirement within urban agglomeration or to an outstation within 20 kms of the old Headquarters. In this context, it is clarified that Board's instructions contained in their letter dated 1.12.2008 are in partial modification of Board's letters No.F[E]I/98/AL-28/10[A], [B] & [C] dated 01.05.98. Annexure to the said letter dated 1.12.2008 specifically states that the provisions contained therein are applicable w.e.f. 01.09.08 and that all other terms and conditions governing grant of CTG will remain unchanged. Hence, in the cases of transfer of Railway servants to stations which are at a distance of less than 20Kms from the old station and of transfer within the same city, one-third of the Composite Transfer Grant will be admissible, provided a change of residence is actually involved. In the case of retiring Railway servants, who settle at the last station of posting itself or within a distance of less than 20 kms, they may be paid one-third of the Composite Transfer Grant subject to the condition that a change of residence is actually involved.

SERIAL CIRCULAR No. 87/2010

No. P[R]554/VII Dated:17 -06-2010

Copy of Board's letter No.E[G]2009 QR1-2 dated 02.06.2010 is forwarded for information, guidance and necessary action. Board's letter dated 22.05.09 quoted therein was circulated under Serial Circular No. 76/09.

Copy of Board's ltr. No. E[G]2009 QR1-2 dated 02.06.2010 [RBE No.79/10]

Sub: Extension of the period of retention of Railway accommodation at the previous place of posting in favour of officers/staff posted at ECR & NWR.

Ref: Board's letter No. E[G]2008 QR1-1 dated 22.05.09

***

The issue of retention of Railway accommodation at the previous place of posting in favour of officers/staff posted to ECR & NWR was examined by the full Board and after reviewing the actual position of availability of Railway accommodation in the ECR & NWR, it has been decided that retention of Railway accommodation at the previous place of posting in favour of officers/staff posted to ECR & NWR may be permitted upto 31.03.2011 [Thirty first March, Two thousand and eleven] along with the provisions for school session, medical treatment etc.

2. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No. 88/2010

No. P[R]227/XVI Dated:17-06-2010

Copy of Board's letter No.E[D&A]2009 RG6-45 dated 31.03.2010 is forwarded for information, guidance and necessary action. Board's letters dated 29.07.78 and 19.09.90 quoted therein were circulated under Serial Circular Nos. 138/78 and 140/90, respectively.

Copy of Board's ltr. No. E[D&A]2009 RG6-45 dated 31.03.2010 [RBE No.48/10]

Sub: Penalty of Withholding of increments imposed under Vth Central Pay Commission scales and operated as per VIth Central Pay Commission Scales effective from 01.01.2006.

***

Attention is invited to Board's letters No. E[D&A]78 RG6-17 dated 29.7.78 and No. E[D&A]90RG6-109 dated 19.09.90. In terms of these instructions issued in the context of implementation of IIIrd and IVth Pay Commission scales respectively, it was advised that the Appellate/Revising Authority, may, while considering the appeal/revision application submitted against the penalty of withholding of increments take into account the quantum of financial loss that would be sustained by the railway servant in the preceding pay scale and the greater monetary loss that would result /has resulted on re-fixation in the new Pay Commission scale and accordingly reduce or modify the penalty imposed.

Board have considered the matter further in the light of implementation of VIth Central Pay Commission scales from 1.1.2006 and desire that the Appellate/Revising Authorities while considering the appeal/revision petition against the penalty of withholding of increments imposed under the Vth Central Pay Commission scales and continuing on 1.1.2006 or imposed/effected between 1.1.2006 and 4.9.2008, that is, the date on which the VIth Central Pay Commission scales were notified on Railways, may also take into account the greater monetary loss that would be sustained by the appellant/petitioner on account of refixation of his pay under the VIth Central Pay Commission Scales from 1.1.2006 and take a suitable decision regarding the quantum of the penalty.

SERIAL CIRCULAR No. 89/2010

No. P[R]605/XII Dated:23-06-2010

Copy of Board's letter No.E[NG]I-2003/PM1/37 dated 08.06.2010 is forwarded for information, guidance and necessary action. Board's letter dated 23.03.2004 quoted therein was circulated under S.C. No. 49/2004.

Copy of Board's ltr. No. E[NG]I-2003/PM1/37 dated 08.06.2010 [RBE No.82/10]

Sub: Procedure for conducting selections for promotion to post classified as 'Selection' – Coding & decoding of roll numbers.

***

As Railways are aware in terms of instructions contained in this Ministry's letter of even number dated 23.03.2004, coding & decoding of roll numbers after the written test is over shall be the responsibility of the Personnel Officer of the department for which selection is held. In case of Personnel Department, the Personnel Officer other than the evaluating officer shall be the officer responsible for this purpose. The level of Personnel Officer for this purpose may be decided by the General Manager. However, it has been brought to the notice by the Central Vigilance Commission that Board's instructions indicated above are not being followed by the Railways. Recently in a selection on one of the Zonal Railways, it was noticed that due to large number of candidates, examination was conducted at more than one centre and coding of roll numbers was done by more than one officer, as against the extant instructions.

2. The matter has accordingly been considered and it is desired that Board's instructions in this regard should be scrupulously followed, i.e. coding & decoding shall be the responsibility of the single officer, i.e., Personnel Officer nominated for this purpose, even if examination is held at more than one centre and in no case it should be done by more than one officer. Similarly, in case of selections in Personnel Department, Personnel Officer other than evaluating officer shall be the officer responsible for this purpose and in no case evaluating officer shall be nominated for coding & decoding of roll numbers.

SERIAL CIRCULAR No.90 /2010

No. P[R] 535/VII Dated: 23-06-2010

Copy of Board's letter No.E[NG]I-1999/PM7/17 dated 09.06.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[NG]I-1999/PM7/17 dated 09.06.2010 [RBE No.85/10]

Sub: Filling up of posts of JE-II in pre-revised grade ₹5000-8000 [PB-2/G. P. ₹.4200 RSRP] – Selection against Intermediate Apprentices quota – Raising the upper age limit.

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As Railways are aware in terms of extant instructions upper age limit for appearing in selection of Intermediate Apprentices for eventual absorption as JE-II in various technical departments, wherever practice of induction of intermediate apprentices is in vogue, has been prescribed as 45 years. The issue of raising the above mentioned upper age limit has been raised by the Staff Side in the forum of DC-JCM. The matter has accordingly been considered by the Board and it has been decided that in above cases, the existing upper age limit of 45 years may be raised to 47 years.

SERIAL CIRCULAR No. 91 /2010

No. P[R]673/VI Dated:23 -06-2010

Copy of Board's letter No.E[MPP]2003/3/16 dated 09.06.2010 is forwarded for information, guidance and necessary action. Board's letters dated 10.07.03 and 03.06.04 quoted therein were circulated under Serial Circular Nos. 162/03 and 97/04, respectively.

Copy of Board's ltr. No. E[MPP]2003/3/16 dated 09.06.2010 [RBE No.84/10] Training Manual Correction Slip No. 1/2010

Sub:Pass marks for trainees undergoing Initial, Promotional, Refresher or Specialised courses in training centres.

***

During the DC/JCM meeting held on 27th & 28th August 2009, the Federation pointed out that Safety category staff had to secure 60% marks in non-safety subjects when non safety -category staff were required to secure only 50% marks, in non-safety subjects.

It has therefore been decided that only for commercial paper [non-safety] pass marks would be 50% both for Commercial and Operating staff respectively.

All other terms and conditions as stipulated in Board's letters of even number dated 10.7.03 [RBE No. 122/03] and 03.06.04 [RBE No. 113/04] remain the same.

The Ministry of Railways have decided to modify the Manual on Management of Training [Edition 1998] as per Correction Slip No. 1/2010 enclosed.

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Manual on Management of Training [June 1998]
Advance Correction Slip No. 1/2010

Para 5.5.4.1 of the Manual on Management of Training [June 1998] may be replaced as under:

5.5.4.1 Pass marks in the examination conducted by training centres at the end of the course for safety categories including running staff should be 60% i.e. staff must secure 60% in written and 60% in practical/Viva to qualify the exam with no relaxation for SC/ST. Where the examination consists of only written or viva or practical, staff must secure 60% marks in the same to qualify. For Commercial paper [non-safety] pass marks would be 50% both for Commercial and Operating staff respectively.

[Authority: Board's letter No.E[MPP]2003/3/16 dated 09.06.2010]

SERIAL CIRCULAR No. 92/2010
No. P[R] 227/XVI Dated: 28-06-2010

Copy of Board's letter No.E[D&A]2010 GS1-1 dated 25.5.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[D&A]2010 GS1-1 dated 25.5.2010 [RBE No.78/10]

Sub: Representations from Railway servants on service matters – regarding.

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Attention is invited to Board's letter No.E52 RG6-2 dated 04.11.1952 on the above subject, a copy of which is enclosed for ready reference. A copy of Board's letter No. E[D&A] 69 RG 6-3 dated 14.2.1969 laying down general principles governing advance copy of representations is also enclosed.

2. Department of Personnel and Training have now issued further instructions in the matter under the O.M. No. 11013/4/2010 Estt.[A] dated 19.04.2010. A copy of the same is enclosed along with a copy of DOP&T's earlier O.M. dated 01.11.1999 for strict compliance by all concerned.

Copy of Board's letter No.E52RG6-2 dated 4.11.1952

Sub: Representations from government servants for seeking redress by them in Courts of Law on matters arising out of their employment or conditions of service.

***

A copy each of the marginally noted Office Memorandum from the Ministry of Home Affairs, Government of India, on the above-mentioned subject is forwarded herewith for information and necessary action.

The Board desire that the instructions contained in paragraphs 2 and 4 of the Home ministry's Office Memorandum dated 30.04.1952, and those contained in paragraph 2 of their Memorandum dated 11.10.1952 may be brought to the notice of all Railway employees through the medium of the Railway Gazette etc.

Copy of office Memorandum No.118/52-Ests. Dated 30.4.1952. of Ministry of Home Affairs

Sub: Representations from government servants on service matters –advance copies. .

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References are frequently received in this Ministry enquiring whether the submission of advance copies of representations to higher authorities is permissible and as to the treatment that should be accorded to such copies. The matter has been carefully considered and the following instructions are issued for the guidance of all concerned:

2. Whenever, in any matter connected with his service rights or conditions, a Govt. servant wishes to press a claim or to seek redress of a grievance, the proper course for him is to address his immediate official superior or the Head of his office or such other authority at the lowest level as is competent to deal with the matter. An appeal or representation to a higher authority must not be made unless the appropriate lower authority has already rejected the claim or refused relief or ignored or unduly delayed the disposal of the case. Representations to still higher authorities [e.g. those addressed to the President, the Government, or to Hon. Ministers must not be made unless all means of securing attention or redress from lower authorities have been exhausted even in such cases the representation must be submitted through the proper channel [i.e. the Head of office, etc. concerned]. There will be no objection at that stage, but only at that stage, to an advance copy of the representation being sent direct.

3. The treatment by the higher authorities of advance copies of representations so received should be governed by the following general principles:

[a] If the advance copy does not clearly show that all means of securing attention or redress from lower authorities have been duly tried and exhausted, the representation should be ignored or rejected summarily on that ground, the reasons being communicated briefly to the Govt. servants. If the Govt. servant persists in thus prematurely addressing the higher authorities, suitable disciplinary action should be taken against him.

[b] If the advance copy shows clearly that all appropriate lower authorities have been duly addressed and exhausted it should be examined to ascertain whether on the facts as stated some grounds for interference or for further consideration appear, prima facie, to exist. Where no such grounds appear, the representation may be ignored or summarily rejected, the reasons being communicated briefly to the Govt. servant.

[c] Even where some grounds for interference or further consideration appear to exist, the appropriate lower authority should be asked, within a reasonable time, to forward the original representation, with report and comments on the points urged. There is ordinarily no justification for the passing of any orders on any representation without thus ascertaining the comments of the appropriate lower authority.

4. Some Govt. servants are in the habit of sending copies of their representations also to outside authorities i.e. authorities who are not directly concerned with the consideration thereof [e.g. other Hon. Minister, Secretary, Members of Parliament, [etc.]. This is a most objectionable practice, contradictory to official propriety and subversive of good discipline and all Govt. servants are expected to scrupulously eschew it.

5. Separate instructions exist in respect of officers of the All-India Services and those instructions do not apply to those officers.

6. It is requested that the above instructions may be brought to the notice of all Govt. servants.

Copy of Office Memorandum.25/52/52-Ests dated 11.10.1952 from Jt. Secretary to Govt. of India, Ministry of Home Affairs

Sub: Seeking redress in Courts of Law by Government servants of grievances arising out of their employment or conditions of service.

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Attention is invited to the instructions contain ed in this Ministry's O.M. No. 118/52-Ests. dated the 30th April 1952, which deals generally with circumstances and the manner in which Government servants can seek redress of grievances arising out of their employment or conditions of service.

2. Instances have occurred where Government servants have improperly had recourse to the Courts of Law in such matters. It is, therefore, considered necessary, in continuation with the instructions quoted above, to state that, in the matter of grievances arising out of a Government servant's employment or Conditions of service, the proper course is to seek redress from the appropriate departmental and Governmental Authorities. Any attempt by a Government servant to seek a decision on such issues in a Court of Law, [even in cases where such a remedy is legally admissible] without first exhausting the normal official channels of redress, can only be regarded as contrary to official propriety and subversive of good discipline and may well justify the initiation of disciplinary action against the Government servant.

Copy of Board's letter No. E[D&A]69 RG 6-3 dated 14.2.69

Sub: Representations from Railway servants on service matters – treatment of.

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Reference Board's letter No. E.52RG6-2 dated 4.11.1952 with which a copy of Ministry of Home Affairs' Office Memorandum No. 118/52/Ests. Dated 30.4.52 on the above subject was circulated to all Railway administrations and it was desired that paras 2 and 4 thereof may be brought to the notice of all railway employees. The Ministry of Home Affairs have once again intimated that undue delay occurs in the disposal of representations from Government servants in regard to matters connected with the service rights or conditions which causes hardship to the individuals concerned. They have, therefore, re-considered the matter and issued self contained revised instructions in this regard which are as under:

[i] Whenever, in any matter connected with service rights or conditions, a Government servant wishes to press a claim or to seek redress of a grievance, the proper course for him is to address his immediate official superior or the Head of his office or such other authority at the lowest level, as is competent to deal with the matter. The representations from Government servants on service matters may be broadly classified as follows:

[1] Representations/complaints regarding non-payment of salary /allowances or other dues;

[2] Representations on other service matters;

[3] Representations against the orders of the immediate superior authority; and

[4] Appeals and petitions under statutory rules and orders [eg. Classification, Control and Appeal Rules and the petition instructions].

[ii] In regard to representations of the type mentioned at [1] & [2] above, if the individual has not received a reply thereto within a month of its submission, he can address, or ask for an interview with the next higher officer for redress of his grievances. Such superior officer should immediately send for the papers and take such action as may be called for, without delay.

[iii] Representations of the type mentioned at [3] above, would be made generally only in cases where there is no provision under the statutory rules or orders for making appeals or petitions. Such representations also should be dealt with as expeditiously as possible. The provisions of the preceding paragraph would apply to such representations also, but not to later representations made by the same Government servant on the same subject after his earlier representation has been disposed off appropriately.

[iv] In regard to the representations of the type mentioned at [4] above, although the relevant rules or orders do not prescribe a time limit for disposing of appeals and petitions by the competent authority, it should be ensured that all such appeals and petitions receive prompt attention and are disposed within a reasonable time. If it is anticipated that an appeal or a petition cannot be disposed of within a month of its submission, an acknowledgement or an interim reply should be sent to the individual within a month.

2. The treatment of advance copies of representations received by still higher authorities should be governed by the following general principles:

[a] If the advance copy does not clearly show that all means of securing attention or redress from lower authorities have been duly tried and exhausted, the representation should be ignored or rejected summarily on that ground, the reasons being communicated briefly to the Government servant. If the Government servant persists in thus prematurely addressing the higher authorities, suitable disciplinary action should be taken against him.

[b] If the advance copy shows clearly that all appropriate lower authorities have been duly addressed and exhausted, it should be examined to ascertain whether on the facts as stated some grounds for interference or for further consideration appear, prima facie, to exist. Where no such grounds appear, the representation may be ignored or summarily rejected, the reasons being communicated briefly to the Government servant.

[c] Even where some grounds for interference or further consideration appear to exist, the appropriate lower authority should be asked, within a reasonable time, to forward the original representation, with report and comments on the points urged. There is ordinarily no justification for the passing of any orders on any representation without thus ascertaining the comments of the appropriate lower authority.

3. Some Government servants are in the habit of sending copies of their representations also to outside authorities i.e. authorities who are not directly concerned with the consideration thereof [e.g. other Hon. Minister, Secretary, Members of Parliament etc.]. This is a most objectionable practice, contrary to official propriety and subversive of good discipline and all Government servants are expected scrupulously to eschew it.

4. The Board desire that the above instructions should be brought to the notice of all officers for information and necessary action; while the contents of paragraphs 1[i], 1[ii], 1[iii] and 3 above should be brought to the notice of all Railway servants.

Sd/-
[B.D.Vatsalya]
Dy. Director, Establishment
Railway Board.

Copy of office Memorandum No. 11013/7/99-Estt. (A) dated 01.11.1999 of Ministry of Personnel, Public Grievances & Pensions [DOP&T]

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Sub: Representations from government servants on service matters.

***

The undersigned is directed to refer to the Ministry of Home Affairs O.M. No. 118/52-Ests. dated 30th April, 1952 on the subject mentioned above [copy enclosed for ready reference].

2. It has been envisaged in these instructions that whenever, in any matter connected with his service rights or conditions, a Govt. servant wishes to press a claim or to seek redress of a grievance, the proper course for him is to address his immediate official superior or the Head of his office or such other authority at the lowest level as is competent to deal with the matter. Of late, it is observed that there has been a tendency on the part of officers at different levels to by-pass the prescribed channels of representations and write directly to the high functionaries totally ignoring the prescribed channels. The problem is more acute in large Departments where often very junior employees at clerical level address multiple representations to the Minister, Prime Minister and other functionaries. Apart from individual representations, the service unions have also developed a tendency to write to the Ministers and Prime Minister on individual grievances. Some of these representations are often forwarded through Members of Parliament, in violation of Rule 20 of the CCS [Conduct] Rules, 1964.

3. Existing instructions clearly provide that representations on service matters should be forwarded through proper channel. The stage at which an advance copy of the representation may be sent to higher authorities has also been indicated. In MHA O.M. 25/34/68-Estt.[A] dated 20.12.68 [copy enclosed] time limits for disposal of various types of representations have been prescribed. If it is anticipated that an appeal or petition cannot be disposed of within a month of its submission, an acknowledgement or interim reply should be sent to the individual within a month.

4. Thus adequate instructions are available in the matter of submission of representations by the Government servants and treatment of the representations by the authorities concerned. As such submission of representations directly to higher authorities by-passing the prescribed channel of communication, has to be viewed seriously and appropriate disciplinary action should be taken against those who violate these instructions as it can rightly be treated as an unbecoming conduct attracting the provisions of Rule 3[1][iii] of the CCS [Conduct] Rules, 1964.

5. It is requested that these instructions may be brought to the notice of all Government servants and appropriate disciplinary action may be taken against those who violate these instructions.

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Copy of Office Memorandum No.11013/4/2010-Estt. (A) dated 19th April 2010 issued by the Ministry of Personnel, Public Grievances and Pensions [DOP&T]

Sub: Central Civil Services (Conduct) Rules, 1964 - Submission of representations by Government servants - instructions regarding.

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The undersigned is directed to refer to this Department's O.M. No. 11013/7/99-Estt. (A) dated 01.11.1999 on the abovementioned subject which indicates that the categories of representations from Government servants on service matters have been broadly identified as follows :-

(i) Representations/complaints regarding non-payment of salary/ allowances or other issues.

(ii) Representations on other service matters.

(iii) Representations against the orders of the immediate official superior authority; and

(iv) Appeals and petitions under statutory rules and orders (such as Central Civil Services (Classification, Control and Appeal) Rules, 1965 and the petition instructions.

(Apart from the above, sometimes, Government servants also submit advance copy of their representations to the authorities higher than the appropriate/Competent Authority.)

2. Necessary guidelines to deal with such representations are contained in the aforesaid O.M. which are to be followed by the administrative authorities. However, it is observed that some officials resort to the practice of sending repeated representations on the same issue which involves repeated examination of the same issue and bogs down the official machinery to the detriment of consideration of more important and time-bound issues. The matter has been considered by this Department. It needs to be emphasized that Government servants should desist from making frequent and numerous representations on the same issue. The second representation on the same issue will be examined only if it contains any fresh points regarding new developments or facts having a bearing on the issue. It has been decided that when representations have already been considered and replied, further representations exceeding two on the same issue will henceforth be ignored. A Government servant may make a representation to an authority higher than the lowest competent authority only when he is able to establish that all the points or submissions made therein have not been fully and properly considered by his immediate official superior, or the Head of Office concerned or such other authority at the lowest level competent to deal with the matter. Government servants should desist from prematurely addressing the higher authorities.

3. All the Ministries/Departments are requested to bring the above guidelines for the notice of all concerned for information and compliance.

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SERIAL CIRCULAR No.93/2010

No. P[R]563/IX Dated:30-06-2010

Copy of Board's letter No.E[NG]II/91/RR-1/20 dated 15-06-2010 is published for information, guidance and necessary action. Board's letter dated 16-03-07 quoted therein was circulated as SC No. 48/07.

The information called for in Para 2 of Board's letter cited should be furnished to Secy. to CPO for onward transmission to Railway Board.

Copy of Board's ltr. No. E[NG]II/91/RR-1/20 dated 15-06-2010 [RBE No.88/10]

Sub: Vacancies in Clerical Cadre – Direct Recruitment Quota.

...

Attention is invited to Board's letter of even number dated 16.03.2007 [RBE No. 42/2007] on the above subject, wherein instructions had been issued for freezing of 25% of the vacancies falling within the direct recruitment quota in the category of Clerks in Pay Band-1 of ₹5200-20200 (Grade Pay: ₹1900) and in Senior Clerks in Pay Band-1 of ₹5200-20200 (Grade Pay: ₹2800) and 20% in the category of Junior Accounts Assistant Pay Band-1 of ₹. 5200-20200 (Grade Pay: ₹2800) and Accounts Clerk in Pay Band-1 of ₹5200-20200 (Grade Pay: ₹1900). The question of continuance of the above freeze orders has been considered by the Board and it has been decided to extend the currency of the instructions mentioned for a further period up to 31.12.2012. Rest of the vacancies may be filled up after reviewing the requirement of clerical staff.

2. In this regard, Board also desire that the Railways and Production Units should furnish information regarding the sanctioned strength of Jr. Clerks, Sr. Clerks, Jr. Accounts Assistants and Accounts Clerks as on 1.4.92 and as on 01.1.2010.

3. The instructions will be effective form the date of expiry of earlier freeze order i.e. 01.01.2010.

SERIAL CIRCULAR No. 94/2010
No. P[R] 473/VIII Dated: 30-06-2010

Copy of Board's letter No.E[W]2007PS-5-3/10 dated 16.06.2010 together with their letter dated 31.08.89 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[W]2007PS-5-3/10 dated 16.06.2010 [RBE No.86/10]

Sub: Complimentary Card passes to freedom fighters and their widows – validity in Rajdhani/Shatabdi trains.

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In terms of Railway Board's letter No. E[W]89PS5-6/13 Vol.I dated 31.08.1989 freedom fighters/their widows receiving pension from Central revenues under the Swantantrata Sainik Samman Pension Scheme of Ministry of Home Affairs, are issued Complimentary Card passes on life time basis for free rail travel on All Indian Railways [except Metro Railway /Kolkata] in 1st Class /2nd AC along with a companion in same class by any train other than Rajdhani/Shatabdi trains.

2. The issue of permitting freedom fighter to travel in Rajdhani/Shatabdi trains on the Complimentary Card passes provided to them was under consideration of Ministry of Railways in consultation with Ministry of Home Affairs . It has now been decided that 1st Class/2nd AC Complimentary Card Passes issued to freedom fighters/their widows shall be valid for travel in 3rd AC of Rajdhani trains and Chair Car[CC] of Shatabdi/ Jan Shatabdi express trains along with a companion in same class, in addition to the existing facility. Accordingly to implement the decision, following may be stamped on the Complimentary Card passes issued to freedom fighters/their widows:

"Valid for travel in 3rd AC in Rajdhani trains and Chair Car [CC] in Shatabdi/Jan-Shatabdi trains along with a companion in same class.

Signature of the issuing authority."

3. Other conditions as contained in Board's letter dated 31.08.1989 shall remain same.

4. This issues with the concurrence of the Finance Directorate of Ministry of Railways.

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Copy of Board's letter No. E[W]89PS5-6/13 Vol.I dated 31.08.1989 [RBE No. 221/89]

Sub: Issue of Complimentary Card passes to freedom fighters and their widows.

*****

Ministry of Railways have decided that the Freedom Fighters receiving pension under the Swatantrata Sainik Samman Pension scheme from Central Revenues on account of their participation in the Freedom Struggle for the independence of the country and their widows receiving Freedom Fighters Pension may be issued First Class 'All India' Complimentary Card Passes, valid for two persons i.e. self and companion on a life-time basis. The passes are, however, to be granted for a period of one year from the date of issue in the first instance and renewed subsequently by the grant of fresh card passes again valid for a period of one year from the date of issue/renewal.

2. These passes will be issued on the same terms and conditions, as are given in Board's letter No.E(W)84PS5-6/8 Vol.II dated 27.05.1988, which are, for facility of reference and guidance, again reproduced below:

i) Entitlement:- Fresh First Class 'All India' Complimentary Card Passes should be given to the Freedom Fighters who are drawing pension under the Swatantrata Sainik Samman Pension scheme on account of their participation in the Freedom Struggle for the independence of the country and to their widows who are drawing pension from the Central Revenues. Freedom Fighters /their widows are entitled to take a companion, who may be any person, as desired by the Freedom Fighter/widow of Freedom Fighter. The card passes issued on the last occasion should be surrendered by the Freedom Fighters while approaching the Railway Authorities for issue of fresh Card Passes.

ii) Class of Eligibility:- First Class with permission to travel in AC Sleeper Class without making any additional payment.

iii) Type of Card Pass:- Specially designed First Class Complimentary Card Passes which have been/are being supplied to the Railway Administrations, may be issued to the Freedom Fighters and widows of freedom fighters.

iv) Validity of the Pass:- The passes now granted are being given on a life-time basis. The same will, however, be granted initially for a period of one year, to be renewed annually, thereafter, by following the same procedure as under:

v) Issuing Authorities:- The Office (Pass Section) of Divisional Railway Managers of the different Railways as well as the Zonal Railway Headquarters Office may be authorized to issue passes on receipt of :-

(a) Two passport size photographs of the Freedom Fighters /widow of Freedom Fighters, who is entitled to the pass;

(b) The Old Card Pass, if any, issued earlier and since expired; and

(c) Photocopy of and original Pensioner's half of the Pension Payment Order, the latter for verification, endorsement and return as stated in sub para (vii) below.

The fresh card passes will be issued from the same offices of the Zonal Railway Headquarters/Divisional Railway Managers, where from the previous Card Passes were issued. However, in case of emergency and exceptional circumstances, any one of the Zonal Railway Headquarters/Divisional Railway Managers may issue the pass on surrender of the old card pass and receipt of 2 copies of photographs. In such cases, however, the matter of having issued a fresh card pass shall be intimated to the Office of the Zonal Railway Headquarters/Divisional Headquarters concerned, wherefrom the original pass was issued for their reference and record.

vi) Travel Jurisdiction :- Card passes issued to the Freedom Fighters /widows of freedom fighters will be available over all Indian Railways from any station to any station, except on the Metro Railway, Calcutta. These passes will also not be available by Rajdhani Expresses/Shatabdi Expresses.

vii) Endorsement:- In those cases where old Card Pass is to be renewed, suitable endorsement in red ink should be made in fresh card pass under issue, giving the old card pass No. and date of issue. It will be appreciated if a suitable rubber stamp for the purpose could be got made and affixed on the fresh card pass. Suitable endorsement on the original Pensioner's half of the Pension Payment Order of the Freedom Fighters /widow of Freedom Fighters should also be made giving the fresh Card Pass No., date of issue and Date of Expiry under the signature of the Pass Issuing Authority concerned and the Pension Payment Order should be returned to the freedom fighter concerned immediately after doing the needful.

viii) Maintenance of Account :- The Pass Issuing Authorities at the Zonal Railway Headquarters and at the Divisional level may be directed to maintain a separate account in a proper ledger giving all the requisite details of the passes issued to the Freedom Fighters/widow of Freedom Fighters giving the following particulars:-

a)	Name of the Freedom Fighter/ Widow of Freedom Fighter	:
b)	Pension Payment Order Number and Date of Issue	:
c)	Issuing Authority of Pension Payment Order	:
d)	Name of Pension disbursing Authority – Treasury/Bank/ Post Office/Pay & Accounts Officer.	:
e)	Card Pass Number and date of issue	:
f)	Date of Expiry	:

The pass issuing authorities should also be directed to send intimation of having issued the Card Passes to the Freedom Fighters /Widows of Freedom Fighters to the Pension Disbursing Authorities viz., Nationalized Bank Branch/Post Office/Treasury/Pay & Account Officer, as the case may be, who makes the payment of pension, and whose name and address are given in the Pension Payment Order giving the requisite particulars i.e. name of the Freedom Fighter /Widows of Freedom Fighter, Pension Payment Order No., Card Pass No., Date of Issue, Date of Expiry, etc. for making necessary entries in their ledger as well as in the disburser's half of the Pension Payment Order in red ink . Acknowledgement form may be printed at the bottom of the letter addressed to the Disbursing Officer by the Pass Issuing Authority in order to ensure that a reply by the Disbursing Officer is duly sent.

ix) Return :- (a) The Pass Issuing Authorities at the Divisional level should also be instructed to submit a statement of account in regard to number of passes issued every month as in the proforma enclosed (Annexure 'A') in duplicate by 5th of the following month to the Headquarters Office. A consolidated monthly statement in the prescribed form (Annexure 'B') along with a copy of the statement as in Annexure 'A' supplied by the Divisional Headquarters should also be submitted to the Board's Office by the Headquarters of the respective Zonal Railway which should reach by 10th of the following month. For instance, the statement for the month ending September, 1989, should be furnished to the Board by 10th October, 1989, positively. Statement for the duplicate Card Passes issued in lieu of lost Card Passes may be sent separately along with statements referred to above and in the same proforma as at Annexure 'A'.

(b) However, a wireless message giving the total number of fresh Card Passes issued in a given month should be sent to Board's Office by 5th of the following month positively. While doing so, the number of blank Card Passes in stock should also be intimated separately to regulate supply of Card Passes from the Board's Office.

x) In case of loss of Card Pass a duplicate Card Pass may be issued. However, the matter of the loss of Card Pass should be reported to the nearest Railway Stations/Police Authorities. A sum of ₹150/- may be charged for the loss of Card Pass. Duplicate Card Pass will be valid up to the date of validity of the lost Card Pass.

xi) Widower or any other dependents of the Freedom Fighters/Widows will not be entitled to the complimentary card pass.

xii) Any person found using the Freedom Fighter's pass unauthorisedly will be taken up suitably under the extant rules.

xiii) The Card Pass will be returned to the Pass Issuing Authority on expiry of validity and kept in safe custody till reimbursement of the cost is received by the Board.

3. It may be reiterated that passes issued under the scheme will be valid for a period of one year from the date of issue and they will come up for renewal every year. These passes should not repeat not be made valid for more than one year at a time.

4. It may please be ensured that the Pass Issuing Authorities extend due courtesy and respect to the Freedom Fighters and do not cause any inconvenience to them.

5. Further, clarification/doubts, if any, in the matter should be sought/clarified from the Ministry of Railways promptly to ensure issue of the Card Passes to the Freedom Fighters /Widows of Freedom Fighters expeditiously.

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ANNEXURE 'A'

CARD PASSES TO FREEDOM FIGHTERS /WIDOWS

DETAILS OF FIRST CLASS/DUPLICATE* COMPLIMENTARY CARD PASSES ISSUED DURING THE MONTH OF _____.

RAILWAY_____.

Sl. No.	Name Freedom Fighter /Widow of Freedom Fighter	Pension Payment Order No.	Date of Issue	**Remarks**
1	2	3	4	

* Strike if not applicable.

ANNEXURE 'B'

RAILWAY_____

No. of Card Passes issued during the month of _____ (to be communicated through a wireless message with a confirmatory copy, every month)

(a) No. of fresh card passes issued for the first time :

(b) No. of card passes reissued on account of loss. :

(c) No. of card passes revalidated (issued for the second/subsequent time) :

(d) No. of blank Card Passes in stock. :

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SERIAL CIRCULAR No. 95/2010
Pay Commission Circular No.211
No. P[R]438/CHS/IV Dated:08-07-2010

Copy of Board's letter No.PC-V/2010/A/Med./1 dated 29.6.2010 is forwarded for information, guidance and necessary action. Board's letters dated 21.4.1999 and 15.9.2009 quoted therein were circulated under SC Nos.112/99 and 165/09, respectively.

Copy of Bd's ltr. No. .PC-V/2010/A/Med./1 dated 29.6.2010 [RBE No.92./10]PC VI-211

Sub: Grant of Fixed Medical Allowance [FMA] to the Railway pensioners/family pensioners – regarding.

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In pursuance of Government's decision on the recommendations of the Fifth Central Pay Commission, instructions regarding grant of Fixed Medical Allowance @ ₹100/- p.m. to Railway Pensioners/Family Pensioners were issued vide Board's letter No. PC-V/98/I/7/1/1 dated 21.4.99 and subsequently amended form time to time; the last being letter No. PC-V/2006/A/Med./1 dated 15.09.2009.

2. In this connection, Department of Pension & Pensioners' Welfare [DoP&PW], the nodal Department on the subject have advised vide OM No. 4/25/2008-P&PW[D], dated 25.05.2010 that the demand for enhancement of Fixed Medical Allowance has been under consideration of the Government for some time past and the amount of Fixed Medical Allowance has been enhanced from ₹100/- to ₹300/- per month. The other conditions for grant of Fixed Medical Allowance shall continue to be in force.

3. These orders shall take effect from 01.09.2008.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No. 96/2010
Pay Commission Circular No. 209
No. P[PC]487/VICPC/Allowances Dated: 09-07-2010

Copy of Board's letter No.F[E]Spl.2009/FR/1/3 dated 21.6.2010 is forwarded for information, guidance and necessary action. Board's letters dated 28.1.2000 and 22.02.2005 quoted therein were circulated under SC Nos. 39/2000 and 37/2005, respectively.

Copy of Bd's ltr. No. F[E]Spl.2009/FR/1/3 dated 21.6.10 PCVI No.209[RBE No.89/10]

Sub: Grant of Dual Charge Allowance for combination of Appointments.
Ref: Board's letters No. F[E]Spl.98/FR/1/1 dated 28.01.2000 and F[E]Spl.2004/FR/1/2 dated 22.02.2005

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Consequent upon introduction of revised scales of pay based on recommendations of Sixth Central Pay Commission, Ministry of Personnel, Public Grievances and Pension [Department of Personnel & Training] vide their Notification dated 21.01.2010 have amended the existing provision relating to the grant of Dual Charge Allowance for combination of appointments. In view thereof, the existing ceiling for grant of Dual Charge Allowance as modified vide Board's letters dated 28.01.2000 and 22.02.2005 will be enhanced to ₹80,000/- p.m. In other words, aggregate of pay and additional pay shall in no case exceed ₹80,000/- p.m.

2. All other terms and conditions governing the Dual Charge Allowance shall remain unchanged.

3. The revised orders are effective from 01.01.2006.

4. Accordingly, Advance Correction Slip No. 214 to the IREM, Vol.I [Revised Edition, 1989] is enclosed.

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Annexure

Advance Correction Slip No. 214 to the IREM, Vol.I [Revised Edition, 1989]

The following amendment may be further carried out in Chapter-VI Section V of IREM-Vol.I [Revised Edition, 1989] regarding grant of Dual Charge Allowance as under:

In sub para [a] of Para 648, as last amended vide Advance Correction Slip No. 94 under Board's letter No. F[E]Spl.98/FR/1/1 dated 28.01.2000, the figure of ₹26,000/- may be read as ₹80,000/-.

[Authority: Railway Board's letter No.F[E]Spl.2009/FR/1/3 dated 21.6.2010]

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SERIAL CIRCULAR No. 97/2010

No. P[R]418/III Dated: 09-07-2010

Copy of Board's letter No.2010/E[Sports]/4[2]/4 dated 23rd June 2010 is forwarded for information, guidance and necessary action.

Copy of Board's letter No. 2010/E[Sports]/4[2]/4 dated 23rd June 2010[RBE No.90/10]

Sub: On Duty /Special Casual Leave to Railway employees for participation in sports activities.

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For participation in all the All India Railways, National and International Championships and their Coaching Camps; all games recognized by Railway Sports Promotion Board for recruitment purpose, may be treated at par for granting Special Casual Leave / On Duty to Railway employees, as per extant norms; till further orders.

SERIAL CIRCULAR No. 98/2010

No. P[PC]487/VICPC/Pension Dated:19-07-2010

Copy of Board's letter No.F[E]III/2009/PN1/4 dated 24.06.2010 is forwarded for information, guidance and necessary action. Board's letters dated 08.09.08 and 15.09.08 quoted therein were circulated under Serial Circular Nos.117/08 and 118/08, respectively.

Copy of Bd's ltr. No. F[E]III/2009/PN1/4 dated 24.06.10[RBE No.91/10] PC VI No.210

Sub: Regulation of pension and other retirement benefits of Government servants who were on Extraordinary leave /unauthorized absence/ suspension as on 01.01.2006 and retired / died thereafter without joining duty.

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A copy of Department of Pension and Pensioners' Welfare [DOP&PW]'s OM No. 38/37/08-P&PW[A] dated 15th June, 2010 on the above subject is enclosed for information and compliance. These instructions will apply mutatis mutandis on the Railways also. Rule 33 of the CCS [Pension] Rules, 1972 corresponds to the Rule 49 of the Railway Services [Pension] Rules, 1993 and Rule 9[21][1][i] of the Fundamental Rules referred to therein corresponds to clause [i] of Rule 1303 of IREC –Vol.II/1987 Edition.

2. A concordance of DOP&PW's instructions referred to in the enclosed OM and Railway Board's corresponding instructions is given below:

S.No.	DOP&PW's instructions	Railway Board's corresponding instructions
1	O.M.No.38/37/08-P&PW[A]dated 01.09.2008	Letter No. F[E]III/2008/PN1/12 dated 08.09.2008
2	O.M.No.38/37/08-P&PW[A] dated 02.09.2008	Letter No. F[E]III/2008/PN1/13 dated 15.09.2008

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Copy of Department of Pension and Pensioners' Welfare [DOP&PW]'s OM No. 38/37/08-P&PW[A] dated 15th June, 2010

Sub: Regulation of pension and other retirement benefits of Government servants who were on Extraordinary leave/ unauthorized absence/ suspension as on 01.01.2006 and retired / died thereafter without joining duty.

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The undersigned is directed to say that in accordance with Rule 33 of the CCS [Pension] Rules, for calculation of pension, the expression 'emoluments' means basic pay as defined in Rule 9[21] [a] [i] of the Fundamental Rules which a Government servant was receiving immediately before his retirement or on the date of his death. In accordance with Note 3 under this rule, if a Government servant immediately before his retirement or death while in service had been absent from duty on extraordinary leave or had been under suspension, the period whereof does not count as service, the emoluments which he drew immediately before proceeding on such leave or being placed under suspension shall be the emoluments for the purposes of this rule.

2. Doubts have been raised in regard to the manner in which the pension and other retirement benefits of Government servants, who were on extraordinary leave / unauthorized absence / suspension as on 01.01.2006 and retired / died thereafter without joining duty, would be regulated. The matter has been examined in consultation with the Ministry of Finance [Department of Expenditure] and the following clarifications are issued:

Category of Government servant	Manner in which pension and other pensionary benefits are to be regulated
Government servant, who was on extraordinary leave /unauthorized absence – the period whereof does not count as qualifying service – as on 1.1.2006 and retired / died thereafter without joining duty.	In accordance with Rule 33 of CCS [Pension] Rules, 1972, the basic pay which he drew immediately before proceeding on such leave, shall be the emoluments for the purpose of pension. The pension/family pension thus calculated will be revised in accordance with the instructions contained in this Department's O.M. No. 38/37/08-P&PW[A] dated 1.9.2008 and will be paid to

	the pensioner /family pensioner from the date it becomes due. For the purpose of gratuity, the emoluments shall also include Dearness Allowance admissible on the date of retirement/death of the Government servant. The pension/family pension/commutation of pension and gratuity will be regulated in accordance with the rules/instructions applicable before 1.1.2006.
Government servant, who was on extraordinary eave – period whereof counts as qualifying service – as on 1.1.2006 and retired /died thereafter without joining duty.	The pay of such a Government servant will be notionally revised w.e.f. 1.1.2006 and this notionally revised basic pay will be reckoned as emoluments for the purpose of pension. For the purpose of gratuity, the emoluments shall also include Dearness Allowance admissible on the date of retirement /death of the Government servant. His pension/family pension, commutation of pension and gratuity will be regulated in accordance with the instructions contained in this Department's O.M. No. 38/37/08-P&PW[A] dated 2.9.2008 and will be paid to the pensioner from the date it becomes due.
Government servant, who was under suspension –as on 1.1.2006 and retired thereafter without joining duty.	Such a Government servant, on retirement is entitled to only provisional pension. The emoluments which he drew immediately before suspension shall be the emoluments for the purpose of provisional pension. This provisional pension will not be revised until the conclusion of the departmental/judicial proceedings and issue of final orders thereon.

3. These orders issue with the concurrence of Ministry of Finance [Department of Expenditure] vide their U.O. No. C-33/EV/2010 dated 13.5.2010.

4. In their application to the persons belonging to India Audit and Accounts Department these orders issue in consultation with the Comptroller and Auditor General of India.

SERIAL CIRCULAR No.99/2010

No. P[R] 229/V Dated:27-07-2010

Copy of Board's letter No.E[G]2010/HO1/11 dated 30.06.2010 is forwarded for information, guidance and necessary action. Board's letters dated 3.3.2009 and 29.12.2009 quoted therein were circulated under Serial Circular Nos. 47/09 and 11/10, respectively.

Copy of Board's ltr. No. E[G]2010/HO1/11 dated 30.06.2010 [RBE No.93/10]

Sub: Grant of honorarium to the Railway Officers/Staff for setting of question papers & evaluation of answer sheets for Limited Departmental Competitive Examination held for promotion from Group 'C' to Group 'B'.

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Reference Board's letters No. E[G]2001/HO1-7 dated 03.03.2009 and 29.12.2009 on the above subject enhancing the rates of honorarium payable to Railway officers /staff for setting of question paper and evaluation of answer sheets of Limited Departmental Competitive Examination held for promotion from Group 'C' to Group 'B'.

2. Doubts have been raised by some of the Railways regarding the honorarium to be paid to the officers who fail to meet the conditions stipulated in Board's letter dated 03.03.2009 and 29.12.2009 ibid of submitting the evaluated answer sheets within one month, if the number of answer sheets are upto 250, and within two months, if the answer sheets exceed 250.

3. The matter has been examined by the Board, and it is clarified that the officers who fail to meet the conditions mentioned above may be paid honorarium at the earlier rate of ₹12/- per answer sheet.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

5. This also disposes of Western Railway's letter No. E[G] 1024/0 [Vol.VII] dated 09.03.2010.

SERIAL CIRCULAR No.100/2010

No. P[R]673/VI Dated:27-07-2010

Copy of Board's letter No.E[MPP]2009/3/6 dated 01.07.2010 is forwarded for information, guidance and necessary action. Board's letter dated 24.5.76 quoted therein was circulated under Serial Circular No. 103/76.

Copy of Board's ltr. No. E[MPP]2009/3/6 dated 01.07.2010 [RBE No.94/10]

Sub: Messing facilities in respect of Group 'C' & 'D' staff undergoing training in Railway Training Centres – DC/JCM Item No.07/2007

Ref: Board's letter No. (i) E(Trg)73(32)/1 dated 24-5-76
(ii) E(Trg)80/35/4 dated 26-6-84 and
(iii) E(G)/91 AL6-1 dated 16-8-85

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As per the extant instructions, Railway employees nominated to undergo training, other than training in initial course in Railway Training Centres, are provided free messing, where it is compulsory. The messing rates for employees undergoing training are to be fixed on a uniform basis by the General Managers in consultation with their FA&CAOs. These rates correspond to roughly 80% of the daily allowance being spent on messing, so that wholesome food could be supplied. These instructions also provide for 20% of the rate of Daily Allowance being paid to the trainees for incidental expenses.

The question of revising instructions on messing facilities in respect of railway employees undergoing training in the Railway Training Centres has been under consideration of the Ministry of Railways. The matter was raised in the

DC/JCM(Railways) meeting and after due deliberations with the Federations, it has been decided that:

(i) All the trainees availing the messing facilities should pay the messing charges directly to the training centres before being relieved from the training courses. In the case of in service staff, 100% Daily Allowance claim may be allowed, once messing charges have been fully paid by such staff and if they are otherwise eligible.

(ii) The messing facilities should be gradually outsourced. Once outsourcing has been given effect to, the messing rates for employees undergoing training should be deducted from the trainees on the basis of actuals. Until the change to outsourcing takes place, messing rates should be fixed by the General Managers in consultation with their FA&CAOs. There would be no concept of free messing after issue of these instructions.

(iii) The plant & machinery and equipments wherever required by the mess in the Training Centres can be provided by the Administration. While petty repairs and contingencies costing up to ₹500/- per item should be met from the mess fund, expenditure on repairs and contingencies costing above ₹500/- on each occasion per item provided by the Railway Administrations should be undertaken by the Administration· themselves. No departmental staff such as Cooks, Bearers, Cleaners etc. should be made available for providing messing facilities, after outsourcing the same. The departmental staff wherever engaged in the mess in the Training Centres should be suitably redeployed.

(iv) No charges towards water, cess, rent and overheads should be recovered. These may be considered as part of the infrastructure.

(v) The nominated Training Manager of the Department concerned should supervise the function of mess in consultation with Principal/In charge of the training centres through a mess committee consisting of representatives of the trainees and Faculty of the training centres. The management of the mess should be the responsibility of the Mess Committee and the modalities of forming the Mess Committee may be decided by the Railway Administration themselves.

(vi) Guest charges, if any, should be fixed by the Training Centres on cost plus basis.

(vii) A Six-monthly Audit of the mess accounts should be ensured through Associate Finance of the Training Centres concerned and suitable honorarium paid. The rates of the honorarium should be worked out by the Training Centres in consultation with their Associate Finance.

(viii) The mess should function on no-profit-no-loss basis taken on annual basis and profits, if any, left over should be utilized for enhancing the sports and library activities of the training institution concerned.

The above guidelines are issued in supersession of all existing instructions on the subject.

This issues with the concurrence of the Finance Dte. of the Ministry of Railways.

SERIAL CIRCULAR No.101/2010
Pay Commission Circular No. 212
No. P[R]500/XXIII Dated:30-07-2010

Copy of Board's letter No.F[E]III/2008/PN1/13 dated 06.07.2010 is forwarded for information, guidance and necessary action. Board's letter dated 15.12.2009 quoted therein was circulated under Serial Circular No. 204/2009.

Copy of Bd's ltr.No.F[E]III/2008/PN1/13 dated 06.07.2010[RBE No.95/10]PC-VI/212

Sub: Grant of full pension to Government servants who retired on or after 01.01.2006 – recovery of excess payment of Retirement Gratuity from the employees who retired voluntarily after getting the benefit of added years of service – Clarification reg.

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The Department of Pension & Pensioners' Welfare (DOP&PW) vide their O.M. No.38/37/08-P&PW(A) dated 10.12.2009, circulated vide this Ministry's letter of even number dated 15.12.2009, have dispensed with the provision relating to linkage of full pension with 33 years of qualifying service, with effect from 01.01.2006 instead of 02.09.2008. These instructions, inter-alia, provide that the benefit of adding years of qualifying service for the purpose of computation of pension and gratuity shall stand withdrawn w.e.f. 01.01.2006. Simultaneously, para 4 of the said O.M. also provides that the overall calculation, may take into account revised gratuity and revised pension, including arrears up to the date of revision based on these instructions and that no recoveries would be made in the cases already settled.

2. In this connection, clarification has been sought from this office as to whether in the case of employees who retired voluntarily during the period from 01.01.2006 to 01.09.2008, after getting the benefit of adding years of service, the excess payment of gratuity is to be recovered or adjusted from the arrears of pension and commuted value of additional pension arising out of implementation of the instructions contained in DOP&PW's O.M. dated 10.12.2009 ibid. The matter has, therefore, been examined by this Ministry in consultation with DOP&PW and it is clarified that the recovery of excess payment of gratuity on the above account, shall be regulated as under:

S.No	Point	Clarification
1	In cases where the employees retired voluntarily after 1.1.2006 with pro-rata pension calculated for the qualifying service **less than 33 years**, pension will undergo upward revision and additional amount of pension will also be commutable.	Excess payment of gratuity on account of withdrawal of weightage w.e.f.01.01.06 will be adjusted against arrears of pension (and not commuted value of pension). However, this adjustment will be restricted to the amount of arrears of pension. If the recovery of gratuity is more than the amount of arrears of pension, no recovery in excess of arrears of pension will be made.
2	In cases where employees retired voluntarily after 1.1.2006 after getting the benefit of adding years of qualifying service and were granted pension @ 50% of emoluments/ average emoluments, as the case may be, due to their qualifying service having reached 33 years, there will be no revision in the amount of pension but the amount of retirement gratuity will undergo a change due to exclusion of the benefit of adding years of service, already extended to them.	Where there is no increase of pension, no recovery of gratuity will be made.

3. All Zonal Railways etc., are, therefore, advised to settle the cases of the employees who retired voluntarily after 01.01.2006 but before 02.09.2008, in accordance with the above clarification.

SERIAL CIRCULAR No.102/2010
Pay Commission Circular No. 214.
No. P[R]535/VII Dated:30-07-2010

Copy of Board's letter No.PC-V/2008/ACP/2 dated 07.07.2010 is forwarded for information, guidance and necessary action. Board's letter dated 07.01.2009 quoted therein was circulated under S C No. 04/2009.

Copy of Brd's ltr. No. PC-V/2008/ACP/2 dated 07.07.2010 [RBE No.96/10] PC-VI 214

Sub: Dynamic ACP Scheme for the officers of the Indian Railway Medical Service

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With reference to Board's letter of even number dated 7.1.2009 on the above subject, and pursuant to several references received from IRMS officers seeking clarification regarding the admissibility of benefits associated with the higher grade allotted to them under the DACP Scheme, such as issue of Silver Pass, etc. the matter has been examined and it is clarified that since an upgradation earned by the IRMS officers under the Dynamic ACP Scheme has all the attributes of a regular promotion, all benefits (including Silver Pass) which are available to IRMS officers on regular promotion, may also be allowed to them on grant of higher Grade Pay earned under the DACP Scheme.

2. This issues with the concurrence of the Finance Dte. of the Ministry of Railways.

SERIAL CIRCULAR No. 103/2010
Pay Commission Circular No. 213
No. P[R]500/XXIII Dated:30-07-2010

Copy of Board's letter No.F[E]III/2008/PN1/12 dated 07.07.2010 is forwarded for information, guidance and necessary action. Board's letters dated 26.5.09 and 19.08.2009 quoted therein were circulated under SC Nos.104/09 and 149/09, respectively.

Copy of Brd's ltr. No. F[E]III/2008/PN1/12 dated 07.07.2010 [RBE No.97/10]PC-VI 213

Sub:Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission – Revision of pension of pre-2006 pensioners/family pensioners etc.

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A copy of Department of Pension and Pensioners' Welfare (DOP&PW)'s O.M. No. 38/37/08-P&PW(A) dated 25th June, 2010 on the above subject is enclosed for information and strict compliance. Accounts Department of the Railways to whom the copies of documents relating to proof of age /date of birth have been forwarded by the pension disbursing banks for formal authorization of additional pension, and the Personnel Department of the Railways to whom such documents may have been forwarded by Accounts Departments for having the additional pension/family pension sanctioned from Head of Office/Head of Department, should take immediate action thereon so that the final authorization of additional pension/family pension could be issued at the earliest.

2. DOP&PW's O.Ms dated 21.5.2009 and 11.08.2009, referred to in the enclosed O.M. were circulated on the Railways vide this office letters of even number dated 26.5.2009 and 19.08.2009 respectively.

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Copy of Department of Pension and Pensioners' Welfare (DOP&PW)'s O.M. No. 38/37/08-P&PW(A) dated 25th June, 2010

Sub:Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission – Revision of pension of pre-2006 pensioners/family pensioners etc.

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The undersigned is directed to say that in this Department's O.M. of even number dated 21.5.2009 and 11.8.2009 it was provided that in case the' information regarding date of birth/age is not available in the PPO or the office records, certain documents would be accepted as proof of date of birth/age for payment of additional pension/family pension on completion of age of 80 years and above. It was also provided that the Pension Disbursing Authority/Bank will make payment of additional pension/family pension in the above manner, on provisional basis, up to a period of three months from the month in which the proof of age/date of birth is submitted by the pensioner/family pensioner. In such cases, the Pension Disbursing Authority/Bank will immediately send one copy each of the document submitted by the pensioner/family pensioner to the Pay and Accounts Officer/CPAO for formal authorisation of the additional pension/family pension. The Pension Disbursing Authority/Bank will make payment of additional pension/family pension beyond a period of three months only on receipt of such an authorisation from the Pay and Account Officer.

2. Certain Pension Disbursing Banks to whom the documentary proof of age was submitted by the pensioners/family pensioners have informed that many Pay & Accounts Offices, to whom the same is forwarded as per OM of even number dated 21.5.2009 ,have not communicated to them their final authorisation in accordance with the above instructions. These Banks are, therefore, finding it difficult to continue the payment of additional pension beyond three months in the absence of the formal authorisation. The PAOs who are receiving the proof of age may get it sanctioned from HOO/HOD as per procedure invariably. In case the pensioner/family pensioner is unable to submit any of the documents mentioned in OMs dated 21.5.2009 and 11.8.2009 but claims additional pension based on some other documentary evidence, such cases will be submitted to the administrative Ministry. If the administrative Ministry is satisfied about the claim of the pensioner/family pensioner, it will authorise additional pension/family pension accordingly. The decision of the Administrative Ministry in this regard will be final.

3. CGA is requested to advise all Pay & Accounts Officers to take immediate action for getting the additional pension sanctioned from Head of Office/HODs so that the final authorisation of the additional pension may be done by the PAOs.

SERIAL CIRCULAR No.104/2010

No. P[R]500/XXIII Dated:30-07-2010

Copy of Board's letter No.F[E]/III/2009/PN1/7 dated 13.07.2010 is forwarded for information, guidance and necessary action. Board's letters dated 19.9.1986, 27.3.1991, 21.1.1994 and 30.4.2009 quoted therein were circulated under Serial Circular Nos. 149/86, 60/91, 10/94 and 66/2009, respectively.

Copy of Board's ltr. No. F[E]/III/2009/PN1/7 dated 13.07.2010 [RBE No.98/10]

Sub: Grant of family pension to the dependent family members of a Railway servant pensioner reported missing - Reg.

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A copy of Department of Pension and Pensioners' Welfare [DOP&PW]'s O.M. No. 1/28/04-P&PW[E] dated 2nd July, 2010 on the above subject is enclosed for information and compliance. These instructions shall apply mutatis mutandis on the Railways also.

2. A concordance of DOP&PW's instructions referred to in the enclosed O.M. and Railway Board's corresponding instructions is given below:

S.No	DOP&PW's instructions	Railway Board's corresponding instructions
1	O.M. No. 1/17/86-P&PW dtd 29th August, 1986	F[E]III/86/PN1/17 dated 19.9.1986
2	O.M. No.1/17/86-P&PW[C] dtd 25th January, 1991	F[E]III/86/PN1/17 dated 27.3.1991
3	O.M.No.1[17]86-P&PW[E] dated 18th February, 1993	F[E]III/86/PN1/17 dated 21.1.1994
4.	O.M. No.1/28/04-P&PW[E] dated 31st March, 2009	F[E]III/2009/PN1/17dtd. 30.4.2009

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Copy of Department of Pension and Pensioners' Welfare's [DOP&PW]'s O.M. No. 1/28/04-P&PW[E] dated 2nd July, 2010

Sub: Grant of family pension to the dependent family members of a Government servant/pensioner reported missing - Reg.

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The undersigned is to invite a reference to this Department's earlier O.M. No.1/17/86-P&PW dated 29th August, 1986 and the subsequent clarifications issued vide O.M. No.1/17/86-P&PW(E) dated 18th February, 1993, O.M. No.1/17/86-P&PW(C) dated 25th January, 1991 and O.M. No.1/28/04-P&PW(E) dated 31st March, 2009, detailing therein instructions concerning grant of family pension to the eligible family members of the Government servants/Pensioners who have suddenly disappeared and whose whereabouts are not known, after a period of one year, or Government servants who have been kidnapped by insurgents/ terrorists, after a period of six months, reckoned from the date of registration of the FIR with the Police Authorities.

2. The staff side of the National Council (JCM) have been raising for quite some time the issue concerning withdrawal of the mandatory condition of one year prescribed in regard to sanction of family pension to the eligible family members of the pensioners who are reported missing while on pilgrimage, tour, etc., and sanction the family pension to the eligible family members within a period of two months from the date of filing of the FIR with the police. This demand of the staff side is based on the premise that this kind of stipulation in the rules has been causing a great deal of hardship to the families of such missing pensioners.

3. The matter has been considered in this Department in consultation with Ministry of Finance (Department of Expenditure). It has been observed from the earlier instructions issued in this regard by this Department that the same do not make any distinction between the Government servant and the pensioners but cover both of them for the purpose of grant of family pension. It has accordingly been decided that the family pension/retirement or death gratuity to the eligible family members of a Government servant/Pensioner reported missing and whose whereabouts are not known, may be sanctioned after a period of six months from the date of registration of an FIR with the

Police. This, however, would be subject to the instructions regarding grant/disbursal of retirement or death gratuity, etc., as contained in this Department's O.M. referred to above.

4. This issues with the concurrence of the Ministry of Finance, Department of Expenditure vide their U.O. No.367/EV/2010 dated 15.06.2010.

5. These orders, insofar as their applicability relates to the employees of the Indian Audit and Accounts Department, are being issued in consultation with the Comptroller and Auditor General of India, vide their U.O.43-Audit(Rules) / 28-2009 dt. 21.06.2010.

SERIAL CIRCULAR No.105/2010

No. P[R]563/IX Dated:30-07-2010

Copy of Board's letter No.E[NG]II/2010/RC-5/1 dated 16.07.2010 is forwarded for information, guidance and necessary action.

Copy of Board's ltr. No. E[NG]II/2010/RC-5/1 dated 16.07.2010 [RBE No.99/10]

Sub: Appointment of land losers affected by land acquisition for railway projects.

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In supersession of all previous instructions on the subject, it has been decided that Railway may call and consider applications for employment to PB-1 Pay Band of ₹5,200-20,200 with grade pay of ₹1800/- only, from land losers on account of acquisition of land for the projects on the Railways [excluding those for Deposit works]. Applications shall be invited, by Personnel Branch of Zonal Railways, from the land losers fulfilling the screening criteria as enumerated in para 2 below:

2. ***Screening Criteria*** :-

i. The applicant shall be a person (sole owner of land or son/daughter/husband /wife of the sole owner) whose land or a portion thereof has been acquired for the project. In case the land is owned by more than one person, the Competent Authority, as defined in the Railway (Amendment) Act, 2008/Land Acquisition Officer, will decide who shall be considered as applicant. Only one job shall be offered to an applicant from the land loser family.

ii. It must be ensured that the displaced person has not received any land from the State Government in lieu of his/her land acquired/being acquired for the project.

3. Railway administration should request the concerned Competent Authority/Land Acquisition Officer to issue certificates to those persons whose land has been acquired to facilitate proper verification of the claims.

4. An applicant claiming appointment shall be required to submit the application with his/her signatures and photos duly certified by local MP, MLA or any Gazetted Officer. Candidates shall also submit affidavits fulfilling eligibility criteria stipulated in para 2 above, duly certified by the Competent Authority / Land Acquisition Officer. This shall be co-ordinated by respective Divisional Railway Managers.

5. The applicant should normally fulfill the eligibility and other conditions prescribed for the post against direct recruitment quota from open market. In special cases, General Manger of the Railway can relax these conditions and in respect of educational qualifications, applicant with read/write only capability shall also be considered.

6. General Manager of the Railway in whose jurisdiction the land acquisition is to be undertaken, shall be responsible for ensuring a fair and transparent selection of candidates.

7. Once an offer of appointment has been made, no further application claiming appointment on ground of acquisition of the same piece of land shall be entertained.

8. These instructions normally will not be applicable in those cases where land acquisition process has been concluded by way of possession of land by Railway.

SERIAL CIRCULAR No.106/2010

No. P[R] 500/XXIII Dated:30-07-2010

Copy of Board's letter No.2007/AC-II/21/10 dated 12.7.2010 is forwarded for information, guidance and necessary action. Board's letter dated 02.03.2010 quoted therein was circulated under Serial Circular No. 72/2010.

Copy of Board's ltr. No. 2007/AC-II/21/10 dated 12.7.2010 [RBA No.16/10]

Sub: Inclusion of names of the widowed or divorced daughter/ parents in the PPO – Procedure for – Regarding.

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Please refer to Board's letter of even no. dated 02.03.2010 wherein a copy of DOP&PW's OM No. 1/6/08-P&PW[E] dated 27.01.2010 clarifying procedure to be followed for inclusion of names of widowed /divorced daughters/parents in PPO forms after issue of PPOs was circulated.

Now vide their O.M. dated 22.06.2010, DOP&PW has notified the procedure for inclusion of names of widowed or divorced or unmarried daughter /parents /dependent disabled siblings [i.e. brothers and sisters] in the PPO. A copy thereof is enclosed for information and necessary action.

Copy of DOP&PW's OM No. 1/6/08-P&PW[E] dated 22.06.2010

Sub: Inclusion of names of the widowed or divorced or unmarried daughter/ parents/ dependent disabled siblings (i.e. brothers and sisters) in the PPO – Procedure for – Regarding.

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The undersigned is directed to state that it was clarified earlier vide this Department's O.M.No. 1/21/91-P&PW (E) dated 20.1.1993 that the revised PPO format introduced w.e.f. 1.1.1990 contains provision for entry of details of all members of the family of the pensioner. The PPOs issued prior to 1.1.90, however, do not contain the names/ details of children of the pensioner. In cases where the names of eligible children have not been mentioned in the PPO for various reasons, the pensioner can furnish a list of eligible children to the pension sanctioning authority and obtain an acknowledgement thereof from that authority. This acknowledgment will be produced at the time of submission of family pension claim to the pension sanctioning authority. However, the production of an acknowledgment will not be a pre-condition to the processing of claim for family pension. Even the spouse of the dead Government servant/ pensioner can furnish the details of such Children, if not furnished by the Government servant/pensioner earlier, to the pension sanctioning authority as clarified vide this Department's O.M. No. 1/21/91-P&PW (E) dt. 15.1.1999.

2. Representations have been received in this Department from Pensioners/family pensioners and Pensioners Associations indicating the reluctance on the part of Ministries/Departments/Organisations to include the names of eligible family members

(i.e. widowed/divorced/unmarried daughters; parents and dependent disabled siblings (i.e. brothers and sisters) in the PPO thereby delaying the sanction of family pension to such eligible family members. This is not only a source of frustration and denial of rightful claim to such eligible family members but at times causes undue hardship to them.

3. With a view to streamlining and cut delays in the pension sanctioning process, it is hereby clarified that in cases wherein eligibility of family members (i.e. divorced or widowed or unmarried daughter/ parents/ dependent disabled siblings (i.e. brothers/sisters) occurs after issue of the PPO, the pensioner himself or his/her spouse may intimate the details/ names of divorced or widowed or unmarried daughter/parents/dependent disabled siblings (i.e. brothers and sisters), to the pension sanctioning authority as per the procedure indicated in para (1) above. Similarly, in cases where the pensioner or his/her spouse has expired, the widowed or divorced or unmarried daughter/ parents/ dependent disabled sibling can themselves intimate such details to the pension sanctioning authority. However, the family pension in such cases can be processed by the pension sanctioning authority even without such intimation/acknowledgment, if sufficient proof of entitlement is produced by the claimant and all other conditions for grant of family pension are fulfilled.

4. This issues with the concurrence of the Ministry of Finance, Department of Expenditure vide their U.O. No.368/EV/2010 dated 15.06.2010.

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SERIAL CIRCULAR No. 107/2010

No. P[R]554/VII Dated:12-08-2010

Copy of Board's letter No.E[G]2006 QR1-14 dated 19.07.2010 is forwarded for information, guidance and necessary action. Board's letter dated 20.11.2006 quoted therein was circulated under Serial Circular No.205/2006.

Copy of Board's letter. No. E[G]2006 QR1-14 dated 19.07.2010 [RBE No.100/10]

ADDENDUM

Sub: Retention of Railway accommodation in the event of post retirement engagement in RRT.

Ref: Board's letter No.E[G]2006 QRI-14[B] dated 20.11.2006

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Following receipt of representation in regard to permission for retention of accommodation to officers in the event of their post retirement engagement in RRT the original instructions issued vide Board's above referred letter has been reviewed and it has been decided to include RRT in the ambit of the said instructions.

The relaxation granted vide Board's letter dated 20.11.2006 referred to above be ***in toto*** applicable in case of re-engagement to RRT. The abbreviation "RRT" may also be read along with "RCT" wherever mentioned in the original letter.

This issues with the concurrence of Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.108/2010
Pay Commission Circular No. 216
No. P[PC]487/VICPC/RSRP Dated:11-08-2010

Copy of Board's letter No.PC-VI/2010/RSRP/5 dated 22.07.2010 is forwarded for information, guidance and necessary action.

Copy of Brd's ltr. No. PC-VI/2010/RSRP/5 dated 22.07.2010 [RBE No.102/10] PC-VI 216

Sub: Railway Services [Revised Pay] Rules, 2008 – Revision of option exercised under Rule 6 of Railway Services [Revised Pay] Rules, 2008]

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In accordance with the provisions contained in Rule 11 of the Railway Services [Revised Pay] Rules, 2008, where a Railway servant opts to continue to draw his pay in the existing scale from the 1st day of January 2006 and switch over to the revised scale from a date later than the 1st day of January, 2006, his pay from the later date in the revised scale is required to be fixed under Rule 11[i] of the Railway Services [Revised Pay] Rules, 2008. As per Rule 5 of these Rules, this option to switch over to the revised pay structure from a date later than 1.1.2006 is available to a Railway servant:

[i] who elects to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

[ii] who has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale etc. the Railway servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation etc.

2. As per Rule 6[1] of Railway Services [Revised Pay] Rules, 2008 the option in the format appended to the Second Schedule was required to be exercised within three months from the date of issue of these Rules.

3. Further Rule 6[4] provided that the option once exercised shall be final. The Staff Side has represented on this issue and have requested that the first option exercised may not be treated as final keeping in view the new system of pay band and grade pays and those employees may be allowed to revise their option if the option is more beneficial to them.

4. On further consideration and in exercise of the powers available under Railway Services [Revised Pay] Rules, 2008, the President is pleased to decide that in relaxation of stipulation under Rule 6[4] of these Rules employees may be permitted to revise their initial option upto 31.12.2010 if the option is more beneficial to them. The revised option shall be intimated to the Head of his Office by the Railway servant in accordance with the provision of Rule 6[2] of the Revised Pay Rules, 2008.

5. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No. 109/2010

No. P[R]535/VII Dated:12 -08-2010

Copy of Board's letter No.E[NG]I-2008/PM1/15 dated 22.07.2010 is forwarded for information, guidance and necessary action. Board's letters dated 03.09.2009 and 07.06.2010 quoted therein were circulated under Serial Circular Nos. 143/09 and 82/2010, respectively.

Copy of Board's letter No. E[NG]I-2008/PM1/15 dated 22.07.2010 [RBE No.103/10]

Sub: Implementation of recommendations of 6th CPC – Merger of grades – Revised classification and mode of filling up of non-gazetted posts – Scheme for filling up of vacancies – Classification of left over categories.

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Reference this Ministry's letters of even number dated 03.09.2009 and 07.06.2010 on the above subject under which scheme for filling up of vacancies as existed on 31.08.2009 and as may arise till 31.12.2011, respectively were circulated to the Railways.

2. The mode of filling up 'Suitability with prescribed benchmark', wherever prescribed in this Ministry's letter of even number dated 03.09.2009 should be read as 'Seniority-cum-suitability.' All other conditions as indicated in letter dt. 03.09.2009 shall remain unaltered.

3. Under the scheme circulated vide letters indicated in para 1 above, classification and mode of filling up of posts in a few categories viz., Catering Supervisors [as a few posts of Catering Supervisors for VIP catering and quality control exist on Railways], IT cadre, Supervisors of Railway Printing Presses and UPC cadres, could not be laid down. The classification in these categories has since been considered and finalized in consultation with recognized Federations, as indicated in Annexure to this letter. Accordingly, benchmarking for filling up of vacant posts as existed on 31.08.2009 and proposed to be filled up by 'Seniority-cum-suitability', in G.P. ₹4200 shall be 6 marks out of 15 and 7 marks out of 15 marks for posts in grade pay ₹.4600 & above, as indicated in this Ministry's letter dt. 03.09.2009.

4. The scheme indicated in para 3 above, shall be applicable for filling up of vacancies as existed on 31.08.2009. All other conditions as prescribed in the letter dated 03.09.2009 and as have not been indicated in this letter, shall remain unaltered. For filling up of promotional vacancies arisen on or after 01.09.2009 and as may arise upto 31.12.2011, wherever posts are required to be filled up by 'Seniority-cum-suitability', the instructions contained in this Ministry's letter of even number dt 07.06.2010 shall be applicable.

4.1. The vacancies existing should be filled up immediately.

Revision of Classification of Posts consequent upon merger of grades as a result of Implementation of VI Central Pay Commission's Recommendations.

S.No.	Category/Existing scale	Existing mode of filling up	Existing Classification	Pay Band/ [Grade Pay]	*Revised position*		*Remarks*
					Revised mode of filling up	*Revised Classification*	
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
1	**ITCadre [except PRS]**						
	JE[IT]Gr.II/5000-8000	40% DR 60% Prom	Selection	PB-2 [4200]	*40% DR 60% Prom*	*Rectt./Entry grade [General Selection]*	*As regards other conditions, regarding qualification& experience as indicated in extant instructions for the cadre, shall continue to apply*
	JE[IT]Gr.I/5500-9000	100% Prom	Non-Selection				
	SE[IT]Gr.II/6500-10500	100% Prom	Selection	PB-2 [4600]	*100% Promotion*	*Seniority-cum-suitability*	
	SE[IT] Gr.I/7450-11500	100% Prom	Non-selection				
	IT Cadre of PRSs will continue to be filled up on ex-cadre basis as per extant instructions.						
2	**Unit Purchase Cell**						*As regards other conditions regarding qualification and experience as indicated in extant instructions for the cadre, shall continue to apply*
	Clerk-cum-Typists/ 4500-7000	66-2/3% DR 33-1/3% Promotion	Selection	PB-1[2800]	*66-2/3% DR 33-1/3% Promotion*	*Selection*	
	Chasing Inspector/ 5000-8000	50% DR 50% Promotion	Non-Selection	PB-2 [4200]	*50% DR 50% Promotion*	*Selection*	
	Purchase Assistant/ 5500-9000	100% Promotion	Selection				
	Purchase Supervisor/ 6500-10500	100% Promotion	Selection	PB-2 [4600]	*100% Promotion*	*Seniority-cum-suitability*	
3	**Catering Supervisors**						
	Catering Supervisor Gr.III/3200-4900	66-2/3% DR 33-1/3% Promotion OR 33-1/3% DR 66-2/3% Promotion	Selection	PB-1 [2000]	*33-1/3% DR 66-2/3% Promotion*	*Rectt./Entry grade [General Selection]*	*For posts kept for VIP Catering and Quality Control. All other catering activities have been hived off to IRCTC.*
	Catering Supervisor Gr.II /4000-6000	100% Promotion	Non-Selection	PB-1 [2400]	*100% Promotion*	*Non-Selection*	
	Catering Supervisor Gr.I / Catering Inspector Gr.III 5000-8000	20% DR 80%Prom.	Selection	PB-2[4200]	*20% DR 80%Prom.*	*Seniority-cum-suitability*	
	Catering Inspector Gr.II/ 5500-9000	100% Promotion	Non-Selection				
	Catering Inspector Gr.I /6500-10500	100% Promotion	Selection	PB-2[4600]	*100% Promotion*	*Seniority-cum-suitability*	

4	**Printing Press [Mechanical/Hand composing, Ticket Printing, Stereo, Machine, Binding Sections]**						
	JE-II/5000-8000	25% by Promotion of rankers 25% from amongst staff working in lower grades possessing the requisite qualification 50% by direct rectt.	Selection	PB-2[4200]	*25% by Promotion of rankers* *25% from amongst staff working in lower grades possessing the requisite qualification* *50% by direct rectt.*	*Selection*	*Promotion will be subject to possession of essential qualification and service wherever prescribed.*
	JE-I/5500-9000	100% Promotion	Non-selection				
4.1	**Reading Section**						***Promotions will be subject to possession of essential qualification and service wherever prescribed.***
	Head Reader/ 4500-7000	100% Promotion	Selection	PB-1[2800]	*100% Promotion*	*Selection*	
	JE-I/5500-9000	100% Promotion	Non-Selection	PB-2 [4200]	*100% Promotion*	*Seniority-cum-suitability*	
4.2	**Maintenance Section**						
	JE-II/5000-8000	100% by promotion [till suitable mechanics are available failing which DR]	Selection	PB-2 [4200	*100% by promotion [till suitable mechanics are available failing which DR]*	*Selection*	*There will no direct recruitment in G.P. Rs.4200 until suitable hands for promotion working as mechanics are available. Their promotion as SE will be subject to possession of requisite qualification.*
	JE-I/5500-9000	100% Promotion	Non-Selection				
4.3	**Section Engineers common to all cadres, as seniority from this grade is common to all departments and persons are utilized alternatively.**						
	SE /6500-10500	20% by direct rectt. 80% by Promotion	Selection	PB-2 [4600]	*20% by direct rectt.* *80% by Promotion*	*Seniority-cum-suitability*	*Promotions will be subject to possession of essential qualification and service wherever prescribed. Please see Note 2.*
	SSE /7450-11500	100% Promotion	Non-selection				
The posts in PCO will continue to be filled up on ex-cadre basis as per extant procedure.							

N.B.: 1. Qualifications, experience and eligibility conditions for promotion and direct recruitment [wherever applicable] to the posts in merged Grade Pays Rs.4200 and Rs.4600 will be same, as were applicable for posts in pre-revised grades Rs.5000-8000 and Rs.6500-10500, respectively.

2. Intention of prescribing a common cadre in grade pay Rs.4600 in Printing Presses is not to disturb the existing practice prevalent on Railways i.e., wherever separate cadres exists upto the posts of Sr. Section Engineers in pre-revised grade Rs.7450-11500 in each wing viz., Machine, Composing, Reading etc., the same may be continued as such with the revised classification as indicated above. Meaning thereby that promotion to the merged grade of Section Engineer and Sr. Section Engineer in grade pay Rs.4600, may be made on the basis of seniority-cum-suitability.

SERIAL CIRCULAR No. 110/2010
No. P[R]299/V Dated:18-08-2010

Copy of Board's letter No. E[W]2008/WE-1/10 dated 09.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated 07.01.09 quoted therein was circulated under Serial Circular No.07/09.

Copy of Board's letter No. E[W]2008/WE-1/10 dated 09.08.2010 [RBE No.-/10]

Sub: Homoeopathic/Ayurvedic Dispensaries under Staff Benefit Fund[SBF] – Revision in expenditure .

Ref: This Ministry's letter of even number dated 07.01.2009

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The issue regarding enhancement in the amount of honorarium admissible to the practitioners and dispensers in Homoeopathic / Ayurvedic dispensaries being run under the S B F was under consideration of this office.

2. The matter has been examined in the detail and in partial supersession of the instructions contained in this office letter of even number dated 07.01.2009 ibid, sanction of the Ministry of Railways is communicated to revision of expenditure on the Homoeopathic/Ayurvedic dispensaries being run by the Staff Benefit Fund Committees, as follows:

	Revised Rates of Expenditure
[a] Monthly honorarium for Homoeopathic / Ayurvedic practitioners	
i. 8 hrs. duration	• 21,000/- p.m.
ii. 4 hrs. duration	• 12,600/- p.m.
[b] Monthly honorarium for Ayurvedic Dispensers	• 7100/-p.m.
[c] Monthly subsidy on Medicines	
[i] Ayurvedic Dispensaries	• 8,000/- p.m. [No change]
[ii] Homeopathic Dispensaries	• 5,000/- p.m.[includes ₹2,000/- p.m. for dispenser, if required]

3. In case annual allotment for "Indigenous Systems of Medicine" under SBF [under which Homoeopathic and Ayurvedic dispensaries function] at ₹22.50 per capita is found inadequate to meet the increase in requirement of funds on account of the above revision in the honorarium, the additional expenditure necessitated due to revision under these orders would be met through re-appropriation from the head " Medical Services" as additional ad hoc contribution to the SBF, and the Medical Budget would be suitably augmented from Revenues. CPOs would advise CMDs about the additional funds required on this account so that the same could be reflected in the budgetary estimates.

4. These orders take effect from 1.8.2010.

5. This issues in consultation with the Health Directorate and with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No. 111/2010
Pay Commission Circular No. 219
No. P[R]359/IV Dated:23 -08-2010

Copy of Board's letter No.PC-VI/2008/I/RSRP/1 Pt.3 dated 05.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated 09.01.87 quoted therein was circulated under Serial Circular No. 17/87.

Copy of Brd's ltr. No. PC-VI/2008/I/RSRP/1 Pt.3 dt. 05.08.2010 [RBE No.110/10] PC VI-219

Sub: Regulation of the Date of Next Increment in case of Extra-Ordinary leave (without medical certificate) after implementation of the Railway Services [Revised Pay] Rules, 2008 – clarification regarding.

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Consequent upon the implementation of Railway Services [Revised Pay] Rules 2008, the increments in the revised pay structure are to be regulated in terms of Rule 10 of the Railway Services [Revised Pay] Rules 2008.This rule states that "there will be a uniform date of annual increment viz. 1st of July every year. Employees completing 6 months and above in the revised pay structure as on 1st July will be eligible to be granted the increment."

2. The issue of regulation of date of next increment in case of EOL (without medical certificate) after implementation of Railway Services [Revised Pay] Rules 2008, has been examined and it is clarified that except as provided under the conditions laid down in Railway Board's letter No. F[E]III/86/PN1/21 dated 09.01.87, qualifying service of less than six months on account of EOL (without medical certificate) between 1st July of the previous year till 30th June of the year under consideration shall have the effect of postponing the increment to 1st July of the next year. The same stipulation will also be applicable to those cases where the increment became due on 1.7.2006. In terms of Board's letter No. F[E]III/86/PN1/21 dated 09.01.87, EOL granted for the following purposes automatically counts as qualifying service for pension and for increments without any further sanctions:-

(i) EOL granted due to inability of a Railway servant to join or rejoin duty on account of civil commotion or natural calamity provided that the employee has no other type of leave to his credit.

(ii) EOL granted to a Railway servant for prosecuting higher technical and scientific studies.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No. 112/2010
Pay Commission Circular No. 221
No. P[PC]/487/VICPC/RSRP Dated: 23 -08-2010

Copy of Board's letter No.E(P&A)I-2009/PS-5/PE-4 dated 09.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated 22.09.08 quoted therein was circulated under Serial Circular No. 120/2008.

Copy of Brd's ltr No. E(P&A)I-2009/PS-5/PE-4 dtd 09.08.2010 [RBE No.111/10] PC VI-221

Sub: Revision of pay scales for Railway School Teachers in Misc. categories - on the recommendations of VI CPC.

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The Ministry of Railways on the accepted recommendations of VI CPC, had revised the pay structure for the Primary School Teachers, Trained Graduate Teachers, Post Graduate Teachers of Railways Schools vide Board's letter No.PC-VI/2008/I/ RSRP/1 dated 22.9.2008.

2. The issue regarding revision in the pay scales of misc. categories of teachers was under consideration of Board in consultation with the nodal Ministry i.e. Ministry of Human Resource Development. It has now been decided to revise the pay scales of these categories as follows:-

(i) Miscellaneous categories of Teachers such as Music Teacher etc. / Librarian whose pay structure was at par with Primary Teachers before 01.01.2006.

Post	Grade	Present Scale (₹)	Revised Scale(₹)
Music Teacher etc./Librarian	Basic Grade Senior Grade Selection Grade	4500 - 7000 5500 - 9000 6500 - 10500	9300 - 34800 + 4200 PB-2 9300 - 34800 + 4600 PB-2 9300 - 34800 + 4800 PB-2

(ii) Miscellaneous categories of Teachers such as Drawing Teacher, Music Teacher etc. / Librarian whose pay structure was at par with Trained Graduate Teachers before 01.01.2006.

Post	Grade	Present Scale (₹)	Revised Scale(₹)
Drawing / PET / Home Science / Yoga, Music Teacher etc. / Librarian	Basic Grade Senior Grade Selection Grade	5500 - 9000 6500 - 10500 7500 - 12000	9300 - 34800 + 4600 PB-2 9300 - 34800 + 4800 PB-2 15600 - 39100 +5400 PB-3

(iii) The pay scale of Head Master working in Primary Schools and Middle Schools are as under:-

Post	Grade	Present Scale (₹)	Revised Scale(₹)
Head Master working in Primary Schools.	Basic Grade Senior Grade Selection Grade	5500 - 9000 6500 - 10500 7500 - 12000	9300 - 34800 + 4600 PB-2 9300 - 34800 + 4800 PB-2 15600 - 39100 + 5400 PB-3
Head Master working in Middle Schools.	Basic Grade Senior Grade Selection Grade	6500 - 10500 7500 - 12000 8000 - 13500	9300 - 34800 + 4800 PB-2 15600 - 39100 + 5400 PB-3 15600 - 39100 + 6600 PB-3

3. The revised pay structure will take effect w.e.f. 1.1.2006.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No. 113/2010
Pay Commission Circular No. 222
No. P[PC]487/VICPC/Pension Dated: 23-08-2010

Copy of Board's letter No. PC-V/2009/A/DR/1 dated 10.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated 31.12.97 and 07.01.2010 quoted therein were circulated under Serial Circular Nos. 20/98 and 12/10, respectively.

Copy of Brd's letter. No.PC-V/2009/A/DR/1 dated 10.08.2010 [RBE No.115/10] PC VI-222

Sub: Grant of Dearness Relief to the Railway pensioners who are in receipt of provisional pension or pension in the pre-revised scale of 5th CPC w.e.f. 01.01.2010.

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A copy of Office Memoranda No.42/18/2010-P&PW(G) dated 29.06.2010 of Ministry of Personnel, Public Grievances & Pensions (Department of Pension & Pensioners' Welfare) on the above subject is sent herewith for your information and necessary action.

2. In pursuance of the enhanced rates of ex-gratia to the surviving SRPF(C) retirees issued vide Board's letter No.F(E)III/98/PN1/Ex-Gr/3 dated 15.11.2006 para 1[ii] of DOP&PW's O.M.dated 29.6.2010 may be read as under:-

> "The surviving Group 'A', 'B' , 'C' and 'D' SRPF (Contributory) beneficiaries who had retired from service during the period from 01.04.1957 to 31.12.1985 and have been sanctioned enhanced slab-wise ex-gratia @ ₹3000/-, ₹1000/-, ₹750/- and Rs.650/- per month respectively w.e.f. 01.11.2006, in lieu of uniform rate of ₹600/- p.m. are entitled to Dearness Relief @ 87% w.e.f. 01.01.2010".

3. A concordance of various instructions and orders referred to in the enclosed office memoranda with reference to corresponding Railway instructions is indicated below:-

Sl.No.	Para No.	No .and date of Deptt. of Pension & Pensioners' Welfare's O.M.	No. and date of Corresponding orders issued by Railway Board.
1	1 of OM dated 29.6.2010	OM No. 42/12/2009-P&PW[G] dated 17.11.2009	PC-V/2009/A/DR/1 dated 07.01.2010
2	2 of OM dated 17.11.2009	OM No.45/52/97/P&PW(E) dated 16.12.1997	F(E)III/97/PN1/Ex-Gr/3 dt.31.12.1997.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

Copy of O.M. F. No.42/18/2010-P&PW(G) dated 29.06.2010 of Ministry of Personnel, Public Grievances & Pensions (Department of Pension & Pensioners' Welfare)

Sub : Grant of Dearness Relief to Central Government pensioners who are in receipt of provisional pension or pension in the pre-revised scale of 5th CPC w.e.f. 1.1.2010.

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In continuation to this Department's OM No. 42/12/2009-P&PW(G) dated 17th November, 2009 sanctioning the Dearness Relief to those Central Government pensioners who are in receipt of provisional pension or pension in the pre-revised scales of 5th CPC, the President is pleased to grant the Dearness Relief to these Central Government pensioners as under :

(i) Those who are in receipt of provisional pension or pension in the pre revised scales of 5th CPC are entitled to Dearness Relief @ 87% w.e.f 1.1.2010.

(ii) The surviving CPF beneficiaries who have retired from service between the period 18.11.1960 to 31.12.1985 and are in receipt of ex-gratia @ ₹600/ p.m. w.e.f. 1.11.1997 under this Department's OM No. 45/52/97-P&PW(E) dated 16.12.1997 are entitled to Dearness Relief @ 87% w.e.f. 1.1.2010.

2. The following categories of CPF beneficiaries who are in receipt of ex¬gratia payment in terms of this Department's OM No. 45/52/97-P&PW(E) dated 16.12.1997 are entitled to DR @ 79% w.e.f. 1.1.2010.

(i) The widows and dependent children of the deceased CPF beneficiary who had retired from service prior to 1.1.1986 or who had died while in service prior to 1.1.1986 and are in receipt of Ex-gratia payment of ₹605/- p.m.

(ii) Central Government employees who had retired on CPF benefits before 8.11.1960 and are in receipt of Ex-gratia payment of ₹654/-, ₹659/-, ₹703/- and ₹965/-.

3. In their application to the pensioners/family pensioners belonging to Indian Audit and Accounts Department, these orders issue in consultation with the C&AG.

4. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide their UO No. 377/EV/2010 dated 28.6.2010.

SERIAL CIRCULAR No. 114/2010

No. P[R]563/IX Dated:23-08-2010

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarifications] dated 11.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated **30.03.2007-RBE No. 48/07** [not 30.02.07- RBE No. 28/07] quoted therein was circulated under Serial Circular No.55/07.

Copy of Bd's ltr. No. E[Sports]2007/Policy/4[Clarifications] dated 11.08.2010 [RBE No.117/10]

Sub:Out-of-turn promotions to sportspersons from Group-D to Group-C on sports account.

Ref: Board's letter No. E[Sports]2007/Policy/3 dated 30-02-07 [RBE No. 28/07]

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On the subject matter, Board have decided that the sportspersons who were initially recruited in Group-D and after the implementation of recommendations of 6th Central Pay Commission, upgraded in pay scale ₹5,200-20,200 with Grade Pay ₹1,800; and fulfilling the requisite sports norms for promotion from Group-D to Group-C as per Board's policy letter mentioned above; may be considered for out-of-turn promotions to next higher post in their cadre, subject to fulfilling the minimum educational qualification required for the promotional post.

SERIAL CIRCULAR No.115/2010

No. P[R]473/VIII Dated:27-08-2010

Copy of Board's letter No.E[W]2009/PS-5-1/23 dated 29.07.2010 is forwarded for information, guidance and necessary action. Copy of Board's letter No. 2005/TG-I/20/P dated 19.11.2008 quoted therein has been downloaded from the Ministry of Railways website and enclosed.

Copy of Board's letter. No. E[W]2009/PS-5-1/23 dated 29.07.2010 [RBE No. 108/10]

Sub: Allotment of berths out of the emergency quota to Railway servants & their family members etc. suffering from cancer and traveling for treatment on Medical Passes.

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Reference is invited to Board's letter No.2005/TG-I/20/P dated 19.11.2008 regarding automatic allotment of berths from Emergency Quota for cancer patients and their attendants where they do not get confirmed berths from General quota.

2. The above issue has been raised by AIRF in the PNM forum and it has been decided to extend the provisions of Board's letter dated 19.11.2008 ibid in the case of Railway servants, their family members and dependents who are suffering from cancer and traveling

on medical passes for treatment in hospitals away from their headquarters, for automatic access to emergency quota.

3. Accordingly, to facilitate automatic allotment of berths from emergency quota to Railway servants, their family members and dependents suffering from cancer and traveling for treatment on medical passes, a stamped endorsement should be made on the pass as follows:

" Issued for traveling for cancer treatment".

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Copy of Board's letter No.2005/TG-I/20/P dated 19.11.2008

Sub: Earmarking of Reservation quota for Cancer Patient.

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There has been demand for earmarking of separate quota for Cancer patient. At present this quota has been earmarked in Sleeper/AC-3 tier classes for Cancer Patient travelling either alone or accompanied by attendant on eligible concession order in 9 trains originating from Mumbai area of Central Railway.

2. The matter has been further reviewed and it has been decided as under:-

(i) The cancer patients and their attendants travelling on concessional tickets issued in exchange of concession certificate as mentioned in column 4 of S.N.11 of Annexure of Rule 101 of IRCA Coaching Tariff Part I, Vol-II approaching for reservation will be provided accommodation out of the general quota, if vacant at the time of booking.

(ii) In case all the confirmed berths are already booked, computerized Passenger Reservation System (PRS) will automatically access Emergency Quota and provide them confirmed berths out of the Emergency Quota of that class earmarked at originating/intermediate station, whose general quota was being accessed.

(iii) Hence the cancer patients travelling with their attendants would now be provided accommodation in following sequence:-

a) General quota- to the extent available(till wait list is started)

b) Cancer quota – to the extent available, wherever defined.

c) Emergency quota- to the extent available.

d) General wait list.

(iv) The emergency quota controlling authority before releasing the emergency quota will first check with the PRS terminal and should allot only the left over available berths in emergency quota so as to avoid any excess allotment of berths out of the emergency quota i.e. in case out of 20 berths earmarked as emergency quota in any class in a train, six berths has already been allotted to cancer patients and their attendants at the booking counter itself, the emergency quota controlling authority will release only 14 berths.

(v) In case subsequent to release of Emergency Quota, the number of actual availability of berths/seats gets reduced due to booking by Cancer Patients, Quota controlling authority would reduce the emergency quota allotment to that extent.

(vi) If any berth(s) booked by Cancer patient(s) against Emergency Quota is cancelled before preparation of charts, the same should revert to the Emergency Quota.

3. Necessary modifications in the software has been carried out by CRIS and have been offered to Zonal Railways for testing.

4. It is desired that this facility should be available on-line w.e.f. 01.12.08 for Cancer patients and their attendants travelling on concessional certificate.

5. Necessary instructions may be issued to all concerned and wide publicity should be given through all possible means for the information of general public.

SERIAL CIRCULAR No. 116 /2010

No. P[R]605/XII Dated:27-08-2010

Copy of Board's letter No.E[GP]2006/2/34 dated 09.08.2010 is forwarded for information, guidance and necessary action.

Copy of Board's letter. No. E[GP]2006/2/34 dated 09.08.2010 [RBE No.113/10]

Sub: Syllabus for 30% LDCE for promotion to Group 'B' post of ASTE in Signal & Telecommunication Department of Railways /Production Units.

Ref: Railway Board's letter No. E[GP]79/2/30/5 dated 09.09.1980

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A revised syllabus for Limited Departmental Competitive Examination [LDCE] for promotion from Group 'C' to Group 'B' posts in Signal & Telecommunication Department of Railways/ Production Units is enclosed for guidance. This may be given wide publicity and circulated amongst the eligible candidates.

2. The revised syllabus will be effective from the date of issue of this letter. However, LDCEs for which written examinations have already been held or which are at an advanced stage, need not be disturbed.

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Syllabus [Revised] for 30% LDCE for Promotion to Group 'B' ASTE in Signal & Telecommunication Department

Paper-I Maximum Marks 150 Pass Marks 90
Part-I General 50 Marks
I. **General Knowledge** • This section would contain questions of general interest and importance, which is acquired by general observation or reading with out specific text book study. Subjects of national importance as well as achievements of Railways are also to be covered. The standard of General Knowledge shall not be more rigorous than Matriculate level. • Official Language.
II. **General Mathematics** • Arithmetic and statistical operations, graphs, fractions, percentage, sampling & averages • Geometry – area & volume up to Higher Secondary /12th Standard level • Algebra, simultaneous equations etc up to Higher Secondary /12th Standard level • Mechanics –Velocity & acceleration, work done, horse power etc up to Higher Secondary /12th Standard level
III. **Strength of Material** • Various Engineering materials and their properties, bearings, stress & strain, fatigue, hardness, corrosion & surface finish
IV. **Physics & Basic Electricity** • Temperature & measurement • Mechanics-Newton's Law of motion, Velocity & Acceleration, Work, Energy, Power, Archimedes's principle etc

- Heat & work, expansion of solids, liquids & gases
- IC Engines, gas turbine heat recovery & thermal efficiency. Super charging & inter cooling
- Ohm's law, Coulomb's law, Faraday's law, Voltage, Current & Resistance, Wet & Dry Batteries, Power Factor.
- Simple motors & Dynamos – Principle of Working of Transformer, Relay, Fuse, Circuit Breaker
- Power Supply, AC&DC, Rectifiers

Part-II

Professional Subject **100 Marks**

Note: Four questions to be given from each part.
Six questions to be answered, three from each part.

Part A

Rules & Manuals

Rules for Opening of a Railways, Signal Engineering Manual, Telecommunication Engineering Manual, Store Procedures and Practices, AC Traction Manual, Block Working Manual, Schedule of Dimensions, Operation Manual, Disaster Management, Accident Manual – Accident Classification, Causes of Accidents and their prevention, Duties of First Official reaching the Accident Site, Enquiries, Failure Analysis & Investigations.

Part B

Fundamental Engineering & Applied Technology, Simple Structures, Dynamics, Simple Machinery, Magnetism, Electricity, Sound, Electrical Machinery and Circuits, Fundamental Electronics &Electronic Circuits, Power Supply Equipment and Systems. Protection Systems against Lightning & Surges, Principles of Optics & Optical Fibre Cable, Principles of Digital Electronics – Boolean Algebra, Digital Devices and their Applications, Data Communication Principles & Information Technology - Familiarity with Personal Computer Specifications ,Operating System – Windows, Operating and Application software, Basic LAN/WAN & Networking, Intranet/ Internet

Paper-II

Maximum Marks 150 Pass Marks 90

Part-I

Establishment Rules & Financial Rules 50 Marks

I . **Establishment Rules**

- General Conditions of service of Railway servants including rules regarding leave, joining time, passes etc
- Railway Servants D&A Rules, 1968 & amendments
- Railway Services Conduct Rules 1966 & amendment
- Retirement Benefits
- Payment of Wages, Allowances and Overtime
- Labour Laws including Payment of Wages Act, Workmen's Compensation Act, Hours of Employment Regulations, Factories Act, Industrial Disputes Act, Contract Labour Act
- Manpower Planning & Training
- Welfare measures in Railways

PNM, JCM & PREM

II. **FINANCIAL RULES**

- Parliamentary Control over Railway Finance – Public accountability, Cannons of Financial Propriety
- Railway Budget – Budgetary terms, types of Budgets, Budget Cycle, Demand for grants, Expenditure Classification
- Rule for allocation – Classification of Expenditure, Control over expenditure – Responsibility of accounting performance budgeting, Exchequer, General Financial results of working.
- Works Programme – Financial Justification of Works, Survey – Preparation of Estimates, Capital Budget, Control Over Expenditure, Capital Expenditure, re-appropriation
- Financial control over store expenditure – Purchase and stores keeping procedure – inventory control
- Financial and Cost Control in railway workshop
- Rules and Procedure relating to tenders and contracts for execution of works and procurement of stores, M&P Programme
- Procedure for processing and finalizing the audit objections and draft paras.
- Delegation of powers

Part-II

Professional Subject 100 Marks

Note: Four questions to be given from each part.

Six questions to be answered, minimum one from each part and maximum three from a part.

Part A

Signalling

Mechanical & Electrical Interlocking, Interlocking plans and locking tables, Block signalling, Electro-mechanical and Electrical Signalling, Automatic Signalling, Panel Interlocking, Route Relay Interlocking, Axle Counters, Track Circuits, Automatic Warning System, Train Protection & Warning System [TPWS] and /or Anti Collision Device [ACD], Centralised Traffic Control [CTC] Electronic Interlocking [EI], Data Loggers & Networking, LED Signals, Block Proving by Axle Counters [BPAC], Audio Frequency Track Circuits [AFTC], Integrated Power Supply [IPS[, etc.

Part B

Telecommunication

Overhead and underground cable system, Control office and way station and emergency control communication equipments, Telephone Exchange – Automatic, specialized communication and allied equipment like STM, DWDM etc in Railways, comprising HF, VHF and Microwave, GSM-R and/or Tetra for Mobile Train Radio, OFC and Quad cable, Communication in RE area, Data communication & IP Networks, Digital Electronic Exchanges, ISDN, Network Management Systems, networks for PRS, FOIS, TMS, UTS etc, concept of GPS.

Part C

Workshop practice – Raw material, processing, workshop machines and their utilization, Overhauling procedure and practices ,Inspection and Testing of components, testing procedure, commissioning and measurement, Integration, Testing & Certification of IPS/SMPS, DC-DC Converters, Invertors & Battery Chargers /Float Rectifiers, Block Instruments & Relays, Relay Technology – Different Types of Relays & their working, Block Instruments and Point Machines, Quality Control and Safety Practices.

SERIAL CIRCULAR No. 117/2010

No. P[R]554/VII Dated:27-08-2010

Copy of Board's letter No.E[G]2008/QR1-15 dated 10.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated 22.02.2010 quoted therein was circulated under Serial Circular No.41/2010

Copy of Board's letter. No. E[G]2008/QR1-15 dated 10.08.2010 [RBE No.114/10]

Sub: Retention of Railway accommodation in the event of deputation to PSUs.

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Pursuant to issue of instructions vide Board's letter of even number dated 22.02.2010

on retention of railway accommodation at previous places of posting by the officers/staff on deputation to Railway PSUs, the references received from various Railway PSUs were under consideration of Board for quite some time. In exercise of powers the Board have reviewed the position and have decided to relax the rules/instructions and extend the permission for retention of Railway accommodation at the previous places of posting up to the dates specified against each PSU in the following table:

S.No.	Name of PSU	Extension granted up to
1	CRIS	30.06.2011
2	RVNL	30.06.2011 or when quarters are available whichever is earlier
3	MRVC	30.06.2011 or when quarters are available whichever is earlier
4	RLDA	Jan 2012

The instructions may be brought to the notice of all concerned for information and compliance.

This issues with the concurrence of Finance Directorate of Ministry of Railways.

SERIAL CIRCULAR No.118/2010

No. P[R]563/IX Dated:30-08-2010

Copy of Board's letter No.2010/E[RRB]/25/27 dated 11.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated 28.10.2009 quoted therein was circulated under Serial Circular No.178/09 and letter dated 19.06.2010 addressed to Chariman/RRBs is regarding the postponement of written examination for the post of ECRC and Goods Guard scheduled on 27.06.10, till further notice.

Copy of Brd's ltr. No. 2010/E[RRB]/25/27 dated 11.08.2010 [RBE No.116/10]RRCB No.03/10

Sub: System for transportation, storage and distribution of the question papers for conducting RRB Examinations against Centralized Employment Notifications.

Ref: [i] Board's letter No. E[RRB]/2009/25/20 dated 28.10.2009 & [ii] Board's letter No. 2010/E[RRB]/25/24 dated 19.06.2010

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Railway Board has carried out a technical audit of the system of RRB examinations and the following modifications in transportation, storage and distribution of question papers for RRB examinations has been approved:

1. Transportation of Question Paper:

1.1 For each examination three sets of Question Booklets from three Confidential Agencies [in three different colour packing/ labeling] will be delivered to the Overall incharge of the town i.e. ADRM in case of Divisional Headquarters or Branch Officer who has to be nominated by DRM as receiver in case of places other than Divisional Headquarters, so as to reach them before 24 to 48 hours prior to commencement of examination.

1.2 Question Papers will be transported by the Confidential Agencies in sealed container with tamperproof locks.

1.3 There will be three sets of question papers for each town, each centre and each room.

2. Storage of Question Papers:

2.1 The Cartons /Boxes containing question papers will be kept in Divisional Cash Office or any other safe and secure place to be decided by DRM in case Cash Office is not available at a particular location or space in Cash Office not sufficient.

2.2 Such a place will be kept under the security of RPF Armed Guards on 24X7 basis.

2.3 During this period the question papers shall remain under the charge of ADRM in case of Divisional Headquarter or nominated branch officer in case of places other than Divisional Headquarter till they are handed over to the nominated Centre Coordinators for distribution on the date of examination.

3. Nomination of Centre Coordinators, Distribution of Question Papers and transportation of Answer sheets:

3.1 The nomination of Centre Coordinators shall be done by CPO of the concerned Railway. For a group of examination centres [say four to six depending upon the distances involved] one SG/JA Grade officer or Sr. Scale Officer [in case of non-availability of sufficient SG/JAG officers] should be nominated as Centre Coordinator who will receive the question papers from ADRM in case of Divisional Headquarter or Branch officer nominated by DRM in case of places other than Divisional Headquarter on the day of examination for further distribution.

3.2 On the date of examination, the ADRM or Branch officer nominated by DRM shall hand over 3 sets of question papers each printed in 4 jumbled series to the Centre Co-ordinators for further transportation and distribution to the Railway officer incharge of the centre at the examination centres/venues.

3.3 The Over all incharge of the Town and Centre Coordinators should ensure that the total quantity of question booklets for each centre has equal proportion of all the three sets of question papers.

3.4 The Centre Coordinators shall be provided vehicle and RPF escort by DRM.

3.5 OMR answer sheets, as per requirement, will be supplied by the concerned RRB to Town Incharge directly along with other examination material. Town Incharge will hand over the Attendance sheets and OMR Answer Sheets [1+1] to the Railway Officer incharge of the centre on the day of the examination only.

3.6 The coordinating supervisor of school/institute should open the cartons /boxes in the presence of the Railway officer incharge of the centre as well as two candidates and compare the contents with the packing list. In the event of any discrepancy between the contents and the packing list, it should be brought to the notice of Centre coordinator /overall incharge immediately on phone by the Railway officer incharge of the centre. Coordinating supervisor should not open the cartons/ boxes more than half an hour before commencement of examination. The Railway officer incharge of the centre shall be asked to ensure this.

3.7 The seals of question paper packets kept inside the cartons/ boxes should not be opened by the coordinating supervisor. They are to be opened only inside the examination hall /room by the invigilators in the presence of two candidates. The invigilators [one from Railway and one from school/ institute] shall obtain the signatures of two candidates on the seal certificates in the examination hall. The candidates shall write their roll numbers and names also in addition to affixing their signature. The invigilators shall also sign the seal certificates. Thereafter, he /she will open the packets and distribute the question papers amongst the examinee present in his / her hall.

3.8 The Railway officer incharge of the centre shall arrange to distribute the question papers to the candidates in such a way that the first candidate of the row gets the question paper from the first set, the second candidate gets the question paper of the second set, the third candidate gets the question paper of the third set and again the fourth candidate gets the question paper of the first set and so on.

3.9 Immediately after the examination, the Centre Coordinators will collect the answer sheets [one sealed packed of original OMRs for evaluating agency and one sealed packed of duplicate OMRs for RRCB] from each of the nominated exam centres and transport the same in the vehicle having RPF Armed Guards for handing over to the Town Incharge. The Town Incharge will hand over the sealed packets of original OMRs to the Confidential Evaluating Agency nominated by the Chairman of the concerned RRB and will arrange to handover the sealed packets of duplicate OMRs to RRCB directly.

3.10 **In case examination is conducted in two shifts, three more sets of question papers will be provided to the Over all Incharge of the town. For the question booklets for second shift, separate receiver and separate place of storage should be nominated.**

4. Duties of Officials:

4.1 Overall Incharge of the town:

The ADRM in case of Divisional Headquarter or branch officer who has to be nominated by DRM in case of places other than Divisional Headquarter will act as Over all Incharge of the town. The Overall Incharge of the town will receive the question papers as detailed in para 1.1 above and will be the custodian of question papers as detailed in para 2.1 above.

4.2 Town Incharge[s] of the Town:

4.2.1 CPO of the concerned Railway will nominate a JA Grade Officer to act as Town Incharge for a particular examination. In case the number of examination centres in a town is too many for one Town Incharge to manage, CPO may nominate more than one Town Incharge. The Town Incharge[s] will arrange to collect the OMR Answer Sheets alongwith other examination material from concerned RRB as detailed in para 3.5 above. The Town Incharge[s] will also arrange to handover the original OMRs / Duplicate OMRs as detailed in para 3.9 above.

4.3 Centre Coordinators:

4.3.1 JA Grade officers will be nominated as Centre Coordinators by the CPO of the concerned Railway as detailed in para 3.1 above. The Centre Coordinator will receive the question papers from Overall Incharge of the town and will collect the original / duplicate OMRs from the nominated centres as detailed in para 3.2 and 3.9 above respectively.

4.4 Railway Officer Incharge of the Centre:

One Railway Officer will be nominated to act as Railway Officer Incharge of the Centre by the ADRM in case of Officers of the Division/CPO in case of Headquarter Officers. The officer incharge of the centre will receive the question papers from the Centre Coordinator and ensure their distribution in the examination hall/room as detailed in para 3.6 to 3.8 above.

5. The above instructions shall be strictly followed for all the ensuing examinations to be conducted by Railway Recruitment Boards against the Centralized Employment Notifications till further orders.

SERIAL CIRCULAR No.119/2010
Pay Commission Circular No.223
No. P[PC]487/VI CPC/Pension Dated:31-08-2010

Copy of Board's letter No.F[E]III/2008/PN1/13 dated 12.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated 15.12.2009 quoted therein was circulated under Serial Circular No.204/2009.

Copy of Brd's ltr No. F[E]III/2008/PN1/13 dated 12.08.2010 [RBE No.118/10] PC.VI-223

Sub: Admissibility of full pension to Railway servants retiring on or after 01.01.2006 – regarding.

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Clarifications are being sought from this office by the Zonal Railway Administrations in connection with the revised instructions issued by the Department of Pension and Pensioners' Welfare regarding grant of full pension to Government servants retiring on or after 01.01.2006, and its applicability to those employees who are absorbed in Public Sector Undertakings/Autonomous bodies.

2. It is informed that the Department of Pension and Pensioners' Welfare, vide their O.M. dated 10.12.2009, circulated on the Zonal Railways etc. vide this office letter of even number dated 15.12.2009, has dispensed with the linkage of full pension with 33 years of qualifying service with effect from 01.01.2006, instead of the earlier cut off date of 02.09.2008. As such, all employees becoming entitled to pension on completion of 10 years of qualifying service in accordance with Rule 69[2] of the Railway Services [Pension] Rules, 1993, on or after 01.01.2006, are eligible for pension equal to 50% of the emoluments or average emoluments, whichever is more beneficial to them. With the issue of these instructions, the concept of pro-rata pension has ceased to exist with effect from 01.01.2006. This provision is equally applicable to those employees who have been permanently absorbed in PSUs/Autonomous Bodies and have since become entitled to monthly pension in terms of the extant instructions.

3. All the Zonal Railways etc. are, therefore, advised to settle the pending cases accordingly.

SERIAL CIRCULAR No.120/2010

No. P[R]75/VII Dated:31-08-2010

Copy of Board's letter No.F[E] I/2009/AL-28/42 dated 19.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated 12.3.1999 quoted therein was circulated under Serial Circular No.85/99.

Copy of Board's letter. No. F[E] I/2009/AL-28/42 dated 19.08.2010 [RBE No.123/10]

Sub: Revised admissibility to travel by taxi/reimbursement of taxi hire charges for using one's own car for local official journeys at or near headquarters.

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In terms of Para 4 of Board's letter No. F[E]I/98/AL-28/9 dated 12.3.1999, Railway employees drawing pay of ₹3200 and above in the 4th CPC scales of pay were entitled to perform official journeys by taxi locally within the city/urban agglomeration/contiguous locality in which the headquarters of the Railway servants are situated. In the wake of Government's decision to implement 6th CPC Pay Bands/Grade Pay, in partial modification of para 4 of the letter dt. 12.3.1999, it has been decided by the Ministry of Railways that the Railway servants in Grade Pay ₹4600/- [PB-2] and above and are drawing pay ₹18,050/- in the pay band [excluding Grade Pay] will be entitled to travel by taxi /claim reimbursement of taxi hire charges for using one's own car for the purpose of undertaking local journeys mentioned in the said letter dated 12.3.1999.

2. These orders are effective from the date of issue of this letter.

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SERIAL CIRCULAR No.121 /2010
Pay Commission Circular No. 224
No. P[PC]487/VICPC/ACP Dated:31-08-2010

Copy of Board's letter No.PC-V/2009/ACP/2 dated 18.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated 10.06.2009 quoted therein was circulated under Serial Circular No.85/09.

Copy of Brd's letter. No. PC-V/2009/ACP/2 dated 18.08.2010 [RBE No.122/10] PC VI/224

Sub: Modified Assured Career Progression Scheme [MACPS] for the Railway Employees – Clarifications Regarding.

***

Reference is invited to the Board's letter of even number dated 10.06.2009 regarding the Modified Assured Career Progression Scheme [MACPS] to Railway employees. Para-13 of annexure of the scheme provides that the existing time-bound promotion Scheme, including in-situ promotion Scheme, Staff Car Driver Scheme or any other kind of promotion Scheme existing for a particular category of employees in Railways, may continue to be operational for the concerned category of employees if it is decided by the concerned administrative authorities to retain such Scheme, after necessary consultations or they may switch over to the MACP Scheme. However, these Schemes shall not run concurrently with the MACP Scheme.

2. In pursuance of the decision taken in the meeting of the Departmental Council [JCM] of Department of Personnel & Training held on 08.05.2010 in respect of Agenda item No. 57.31, it has been decided in consultation with the Department of Expenditure, that the benefits of the MACPS shall also be extended to the regular Staff Car Drivers of the Railways, as a fall back option, if they are unable to get promotion within the percentage based present system.

3. Para 13 of the annexure of the MACPS accordingly stands modified to this effect. In other words, the Staff Car Driver Scheme and the MACPS shall run concurrently.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

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SERIAL CIRCULAR No. 122/2010
No. P[R]171/IV Dated: 14-09-2010

Copy of Board's letter No.99-E(SCT)I/25/13 dated 1.09.2010 is forwarded for information, guidance and necessary action. Board's letters dated 07-08-2002, 20-06-2003, 06-05-2005 and 29.01.2009 quoted therein were circulated under Serial Circular Nos.152/2002, 116/2003, 86/2005 and 17/2009, respectively.

Copy of Bd's ltr No.99-E(SCT)I/25/13 dtd 1.09.2010 (RBE No.126/2010)

Sub: Reservation in promotion – Treatment of SC/ST candidates promoted on their own merit.
Ref (i) Board's letter No.99-E(SCT)I/25/13 dated 07-08-2002 ,20-06-2003 and 06-05-2005.
(ii) Board's letter No.2008 –E(SCT)I/25/8 dated 29-01-2009

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Please refer to Board's letters quoted above wherein it has been clarified that SC/ST candidates promoted on their own merit will be adjusted against unreserved points. In this connection it was further clarified that instructions contained in Board's letters of even number dated 07.08.2002 and 20.06.2003 shall take effect from 07.08.2002.

2. Thereafter, vide Board's letter of even number dated 06.05.2005, it was clarified that since in the case of promotions by Non-Selection method, promotions are made on the basis of seniority-cum-fitness and the concept of merit is not involved in such promotions, instructions contained in Board's letter dated 07.08.2002 and 20.06.2003 referred to above do not apply to the promotions made by Non-Selection method.

3. The instructions on the above subject have since been reviewed by the Nodal Department i.e DOP&T in the light of CAT/Madras order in OA No. 900/2005 (S.Kalugasalamoorthy V/s UOI & others), upheld by Hon'ble High Court/Madras (WP No.15926/2007). Based on the decision communicated by DOP&T in the matter, it is now clarified that SC/ST candidates appointed by promotion on their own merit and seniority and not owing to reservation or relaxation of qualifications will be adjusted against unreserved points of reservation roster, irrespective of the fact whether the promotion is made by selection method or non-selection method. These orders shall take effect from 21.08.1997, the date on which post based reservation was introduced on Railways. However, the staff already promoted prior to issue of this letter may not be reverted. Shortfall in the category of SCs/STs, if any, shall be made good through vacancies arising in future.

4. Accordingly, Board's letters dated 06.05.2005 and 29.01.2009 referred to above are withdrawn herewith.

5. The above instructions may be brought to the notice of all concerned and may be ensured that the same are strictly and scrupulously implemented forthwith.

SERIAL CIRCULAR No. 123/2010

No. P[R]500/XXII Dated:09-09-2010

Copy of Board's letter No.F(E)III/2007/PN1/4 dated 19.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated 13.3.1972 quoted therein was circulated under Serial Circular No.312/1972.

Copy of Bd's ltr No.F(E)III/2007/PN1/4 dated 19.08.2010 (RBE No.124/2010)

Sub: Emoluments reckoned for calculating retirement/ death benefits of staff working in the Construction Organisations.

***

It has come to the notice of the Board that on certain Railways the retirement/death benefits of non-gazetted Railway servants, who retire from the service of Construction Organisations, are being sanctioned on the basis of higher amount of basic pay drawn by them on account of grant of higher grade posts/increments on adhoc basis than the amount of basic pay that would have been admissible had they been holding their cadre posts. This is in gross violation of the principles laid down in Board's letter No.E(NG)i/70/SR/6/43 dated 13.3.1972. Since the higher grade posts in the Construction Organisations are granted to the Railway servants not by virtue of their seniority in their cadre, reckoning of emoluments drawn in the higher grade given on adhoc basis for retirement/death benefits is against the provisions governing "emoluments" as contained in Railway Services (Pension) Rules,1993.

2. Board has desired that all Zonal Railways must uniformly follow the practice of computing the retirement/death benefits of the Railway servants retiring from Construction Organisations on the basis of the basic pay that they would have drawn in their cadre posts as per rules. The Zonal Railways are accordingly advised to ensure that the provisions under the Pension Rules as stated above are strictly complied with. In cases of Railway servants where the retirement and death benefits have been calculated in a manner contrary to the Rule position brought out in Para 1 above, the same should be rectified by following the due procedure and recoveries effected in a phased manner so that the retired Railway servants are not put to hardships.

SERIAL CIRCULAR No. 124/2010

No. P[R]605/XII Dated:15-09-2010

Copy of Board's letter No.E(GP)2010/2/27 dated 23.08.2010 together with their letter dated 9.12.1981 is forwarded for information, guidance and necessary action.

Copy of Bd's ltr. No. E(GP)2010/2/27 dated 23.08.2010 (RBE No.125/2010)

Sub: Retention period of evaluated Answer Sheets of written examination conducted for Departmental Promotions – Promotions to Group 'B' posts through 70% Selection/ 30% LDCE.

Ref: Railway Board's letter No.E(GP)81/2/69 dated 09.12.1981

***

The matter regarding formulation of guidelines for retention period of evaluated answer sheets of written examinations held for promotions to Group 'B' posts through 70% Selection/ 30% LDCE has been considered by the Board, and it has been decided that the retention period for evaluated answer sheets of these written examinations should be as under:-

i) One year from the date of publication of panel;

OR

ii) Till panel exhausts;

OR

iii) Till finalization of complaints/investigation/court cases against the Selection/Suitability Test, if any;

whichever of the above three is later.

2. Further, it may be ensured that vigilance clearance is obtained before the evaluated answer sheets are weeded out.

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Copy of Board's letter No.E(GP)81/2/69 dated 9.12.1981

Sub: Selection from Group 'C' to Group 'B' – Period of retention of answer books.

...

Replies received with reference to enquiries made by this Ministry reveal that no uniform practice is being followed on Railways in regard to the period of retention of answer books pertaining to selection for Group 'B' (Class II) posts. Attention in this connection is invited to the provisions contained in Part I – Records relating to establishment and house keeping work- departmental examinations of the Record Retention Schedule for Records common to all departments, which was circulated to the Railways under this Ministry's letter No. 76/O&M/49/1 dated 4.5.76 for guidance.

SERIAL CIRCULAR No. 125/2010

No. P[R]481/S&T Dated:15-09-2010

Copy of Board's letter No.PC-IV/2010/Increment/1 dated 19.08.2010 is forwarded for information, guidance and necessary action. Board's letters quoted therein were circulated as under:-

Board's letter & Date	This office S.C.No./ letter No.
PC-III/74/INC/3 dated 7.11.1975	P.487/III PC/11/Imp. Dated 15.11.1975
PC-IV/88/Increment/1 dated 27.10.89	S.C.No. 214/89
PC-V/2000/I/7/6/2 dt. 15.3.2001	S.C. No. 62/2001

Copy of Bd's ltr No. PC-IV/2010/Increment/1 dated 19.08.2010 (RBE No.119/2010)

Sub: Grant of advance increments to stenographers in subordinate offices for acquiring higher speed in short-hand – Acceptance of Award of Board of Arbitration- regarding.

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In accordance with the provisions contained in this Ministry's letter No.PC-III/74/INC/3 dated 7.11.1975 and letter No.PC-IV/88/Increment/1 dated 27.10.89, stenographers in the pay scale of ₹1200-2040 (Pre-revised) were granted one or two advance increments respectively on qualifying short – hand speed test at 100 or 120 wpm, both at recruitment stage and while in service. It was clarified vide letter dated 27.10.89 that these advance increments will not count as pay for allowances and as emoluments for pension/gratuity.

2. A demand was raised by the Staff Side, in the National Council (JCM) that the advance increments granted to stenographers be treated as pay for all purposes. The demand of the Staff Side was referred to the Board of Arbitration by the Department of Personnel & Training, vide CA Ref. No. 5 of 2004 which gave the following Award on 16.09.2005:-

"The advance increment sanctioned to the Stenographers in the subordinate offices as an incentive for passing the speed test of 100 wpm and 120 wpm should be treated as pay for all purposes."

3. The above Award has been considered by the Department of Personnel & Training in consultation with the Ministry of Finance and the President is pleased to accept the Award in CA Reference No. 5 of 2004. Accordingly, it has been decided that the advance increments granted to the Stenographers in subordinate Offices/Railways in terms of the provisions contained in this Ministry's letter dated 7.11.1975 shall be treated as pay for all purposes. Past cases decided otherwise may be regulated accordingly. This Ministry's letter No. PC-IV/88/Increment/1 dated 27.10.89 and PC-V/2000/I/7/6/2 dated 15.3.2001 shall be treated as amended to this extent.

4. This issues with the concurrence of Finance directorate of this Ministry.

SERIAL CIRCULAR No. 126/2010

No. P[R]64/VI Dated:15-09-2010

Copy of Board's letter No.E[P&A]I-2005/ALL/RPF/2 dated 17.08.2010 is forwarded for information, guidance and necessary action. Board's letters dated 10.06.09 and 31.12.2009 quoted therein were circulated under Serial Circular Nos. 114/09 and 26/2010, respectively.

Copy of Bd's ltr No. E[P&A]I-2005/ALL/RPF/2 dated 17.08.2010 (RBE No.121/2010)

Sub: Revision in the rate of Ration Money Allowance in respect of Non-gazetted RPF/RPSF personnel.

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In terms of Board's letter of even number dated 31.12.2009, non-gazetted RPF/RPSF personnel were entitled for Ration Money Allowance at par with Central Para Military Force (CPMF) personnel i.e. @ ₹42.72/- per day/per head w.e.f. 01.04.2009 to 31.03.2010.

2. It has now been decided to revise the rate of Ration Money Allowance from existing rate of ₹42.72 to ₹46.40 per head/per day w.e.f. 01.04.2010 to 31.3.2011.

3. Accordingly, sanction of the Ministry of Railways is hereby accorded post- facto to revise the rate of Ration Money Allowance from ₹42.72 to ₹46.40 per head/ per day w.e.f 01.04.2010 to 31.3.2011.

4. The other terms and conditions as stipulated in para 4 of Board's letter of even number dated 10.06.2009 remain unchanged.

5. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.127/2010

No. P[R]473/VIII Dated:17-09-2010

Copy of Board's letter No.E[W]2010/PS5-1/11 dated 23.07.2010 is forwarded for information, guidance and necessary action.

Copy of Board's letter. No. E[W]2010/PS5-1/11 dated 23.07.2010 [RBE No.104/10]

Sub: Issue of School Passes during vacations –PNM-AIRF Item No.10/10

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AIRF in the aforesaid item have represented that School Passes are issued after production of vacation certificate which is issued by the educational institutions only 10 to 30 days in advance, resulting in inadequate time for obtaining confirmed train reservation on School Pass. The Federation has requested for replacement of the existing procedure to enable the parents to obtain such passes well in advance for the purpose of obtaining confirmed reservation in trains in respect of their wards.

2. In this connection, attention is invited to the provisions contained in Rule-2 [a] & [b] of Schedule II [Pass on Privilege Account] of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] which provide as follows:

[a] The School Certificate should be submitted once a year at the beginning of the academic session. However, where the studies are discontinued, an intimation of the same should immediately be given to the Pass issuing Authorities. A certificate, may, however, be insisted in case of doubt as regards continuance of studies.

[b] In those cases, where a pass is issued without production of the School Certificate, the School Certificate should be submitted within a period of one month from the date of issue of the pass.

3. Board desire that the aforesaid rules should be followed scrupulously.

SERIAL CIRCULAR No. 128/2010

No. P[R]605/XII Dated:17-09-2010

Copy of Board's letter No.E[NG]I-2000/PM1/41 dated 28.07.2010 is forwarded for information, guidance and necessary action. Board's letter dated 07.08.2003 quoted therein was circulated under Serial Circular No.144/03.

Copy of Board's letter. No. E[NG]I-2000/PM1/41 dated 28.07.2010 [RBE No.105/10]

Sub: Procedure for holding selection to the post of Gangmate in Civil Engineering Department

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Reference this Ministry's letter of even number dated 07.08.2003.

2. The Staff Side in the forum of DC-JCM had demanded that for promotion from 'Keyman' to 'Gangmate" in Civil Engineering Department, requirement of conducting written test may be dispensed with and Railways may revert back to policy in vogue prior to the introduction of Written Test for promotion to the post of Gangmate, i.e. viva-voce examination.

3. The matter has accordingly, been considered by the Board and it has been decided that selection for promotion to the post of Gangmate in Civil Engineering Department may be made on the basis of procedure in vogue prior to 07.08.2003, i.e. on the basis of viva-voce examination, instead of existing written test.

3.1. The revised selection procedure will be applicable to selections notified on or after the date of issue of this letter.

3.2. All the remaining provisions as mentioned in this Ministry's earlier letter of even number dated 07.08.2003 read with ACS No.150 issued thereunder will remain altered.

SERIAL CIRCULAR No.129/2010

Pay Commission Circular No. 220

No. P[R]481/VIII Dated:17-09-2010

Copy of Board's letter No.PC VI/2009/I/RSRP/10 dated 05.08.2010 is forwarded for information, guidance and necessary action. Board's letter dated 30.03.2010 quoted therein was circulated under Serial Circular No.52/2010.

Copy of Brd's ltr. No. PC VI/2009/I/RSRP/10 dtd. 05.08.2010 [RBE No.109/10] PC VI-220

Sub: ***Revised pay structure of the common category posts of Pharmacists cadre – clarification reg.***

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Attention is invited to Railway Board's letter of even number dated 30.03.2010 on the above subject

2. As per para 2 of Board's letter dated 30.03.2010 Pharmacist Grade- II and Grade I will be merged and designated as Pharmacist (non- functional grade) in PB 2 with grade pay of ₹4200/- and the grade will be granted to Pharmacist (entry grade) on non-functional basis after 2 years of regular service in the grade pay of ₹2800. In view of this, the word 'promotion' appearing in para 3 of the letter may be read as 'placement'. Such placement will, however, be subject to vigilance clearance.

3. This issues in consultation with Establishment and Health Directorates and concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.130/2010

Pay Commission Circular No. 217

No. P[R]219 Dated:30-09-2010

Copy of Board's letter No.2010/F[E]II/1[1]/1 dated 28.07.2010 is forwarded for information, guidance and necessary action. Board's letter dated 05.12.1994 quoted therein was circulated under Serial Circular No.21/95.

Copy of Brd's ltr. No. 2010/F[E]II/1[1]/1 dated 28.07.2010 [RBE No.106] PC VI-217

Sub: Transfer on deputation/foreign service of Central Government Employees to ex-cadre posts under the Central Government/ State Governments/Public Sector Undertakings/Autonomous Bodies, Universities/ UT Administration, Local Bodies etc. and vice–versa – Regulation of pay, Deputation (duty) Allowance, tenure of deputation/ foreign service and other terms and conditions – regarding.

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The terms and conditions of appointment on deputation/foreign service in accordance with Recruitment Rules of the ex-cadre posts, under the same or some other departments of Central Government, State Governments/Union Territories Administrations / Local Bodies or under Central /State PSUs/Autonomous Bodies etc. and vice-versa contained in DOP&T's OM No. 2/29/91-Estt.[Pay.II] dated 5th January, 1994 [adopted in Board's office vide letter No. F[E]II/94/DE-1/1 dated 5.12.94] as amended from time to time, have now been suitably revised and consolidated as per their OM No. 6/8/2009-Estt.[Pay.II] dated 17th June, 2010. A copy of the same is sent herewith for information and guidance. The orders contained therein will apply mutatis-mutandis to Railway employees also.

The above orders will take effect from 1.1.2006 and shall be applicable to all officers who were on deputation on 1.1.2006 or appointed thereafter except for the revised rates of deputation [duty] allowance which shall be applicable from 1.9.2008 as mentioned below para 6.1. thereof.

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Copy of Ministry of Personnel, Public Grievances & Pensions, DOP&T's OM No. 6/8/2009-Estt. (Pay II) dated 17th June, 2010.

Sub:Transfer on deputation/foreign service of Central Government Employees to ex-cadre posts under the Central Government/ State Governments/Public Sector Undertakings/Autonomous Bodies, Universities/ UT Administration, Local Bodies etc. and vice–versa – Regulation of pay, Deputation (duty) Allowance, tenure of deputation/ foreign service and other terms and conditions – regarding.

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The undersigned is directed to refer to this Department's O.M. No.2/29/91-Estt. (Pay II) dated 5'" January, 1994 as amended/revised from time to time. A need has been felt to consolidate all these orders in one place and accordingly, it has been decided, in consultation with Department of Expenditure, to bring out a self contained O.M. in supersession of OM dated 5.1.94 and subsequent amendments on the subject, incorporating the provisions of earlier orders with suitable modifications, wherever necessary.

2. Application

2.1 These orders will apply to all Central Government employees, who are regularly appointed on deputation/foreign service in accordance with Recruitment Rules of the ex-cadre posts, under the same or some other Departments of Central Government or under the State Governments/ Union Territories Administration/ Local Bodies or under Central/ State PSUs/Autonomous Bodies etc. set up or controlled by Central/State Governments provided the foreign service under such PSUs/autonomous bodies has been permitted in relaxation of appointment on immediate absorption basis. These orders will also cover the cases of regular appointment on deputation/foreign service of employees of State Government/local bodies etc. as well as PSUs/Autonomous Bodies of Central/ State Governments as per recruitment rules in the Central Government.

2.2 However, the following cases shall not be covered under these orders for whom separate orders exist:
(a) Members of the All India Services and those deputed to posts, whose terms are regulated under specific statutory rules or orders;

(b) Officers appointed on deputation to posts under the Central Staffing Scheme (CSS) for whom separate orders as issued from time to time will continue to apply;

(c) Deputation to posts operated outside India;

(d) Appointments of a specific category of employees to a specified class of posts, such as appointments made in the Personal Staff of Ministers etc., in respect of which special orders are already in existence. However, the terms and conditions set out in this O.M. will apply to those cases to the extent these are not specifically covered under such special orders.

(e) Appointments of the nature of deemed deputation or transfers to ex-cadre posts made in exigencies of service with the specific condition that no deputation (duty) allowance will be admissible – e.g. (i) interim arrangements in the event of conversion of a Government office/organisation or a portion thereof into a PSU/ autonomous body or vice-versa; and (ii) appointments to the same post in another cadre.

3. Scope of Term 'deputation/ foreign service' – Restrictions on treating an appointment as on deputation/ foreign service.

3.1 The terms deputation/foreign service will cover only those appointments that are made by transfer on a temporary basis provided the transfer is outside the normal field of deployment and is in public interest. The question whether the transfer is outside the normal field of deployment or not will be decided by the authority which controls the service or post from which the employee is transferred.

3.2 The following types of appointments will not be treated as deputation/foreign service for the purposes of these orders:
(a) appointment of serving employees made either by promotion or by direct recruitment from amongst open market candidates whether on permanent or temporary basis.

(b) permanent appointment made by transfer.

(c)Temporary appointment made on the basis of personal requests of employees.

(d) Arrangements necessitated by staff imbalances arising on re-organisation of offices on the same or different stations, subject to the specific condition that no deputation (duty) allowance will be admissible in such cases.

3.3 A person in a higher Grade Pay/scale of pay shall not be appointed on deputation to a post in lower Grade Pay/scale of pay if the deputation is from Central Government to Central Government and also in cases where the scale of pay and dearness allowance in the parent cadre post and ex-cadre post are similar.

3.4 However, no appointment on deputation/foreign service shall be made from/to Central Government/ an organisation where the pay scale and DA in the parent cadre post and ex-cadre post are dissimilar, if the basic pay in the parent cadre increased by one increment plus dearness allowance(s) including interim relief if any, admissible to a person in the parent cadre post exceeds the basic pay plus dearness allowance (s) including interim relief, if any, at the maximum of the pay scale of the ex-cadre post. In the revised pay structure, the

maximum of the scale would mean the sum of the Grade Pay of the ex-cadre post and maximum of the Pay Band PB 4 i.e. ₹67000. For example, if the ex-cadre post is in the Grade Pay of ₹4200, then the maximum would be ₹71200 i.e. ₹4200 plus ₹67000 (maximum of PB 4).

4. Exercise of option

4.1 An employee appointed on deputation/foreign service, may elect to draw either the pay in the scale of pay of deputation/foreign service post or his/her basic pay in the parent cadre plus deputation (duty) allowance thereon plus personal pay, if any. However, in case of Government employees on deputation/ foreign service to CPSEs, this option will not be allowed and their pay will be governed in terms of the orders issued by Department of Public Enterprises vide OM dated 26.11.2008 and clarifications issued thereafter.

4.2 The borrowing authority shall obtain the option of the employee within one month from the date of joining the ex-cadre post unless the employee has himself furnished the option.

4.3 The option once exercised shall be final.

4.4 However, the employee may revise the option under the following circumstances which will be effective from the date of occurrence of the same:

(a) When he/she receives proforma promotion or is appointed to non-functional selection grade or up-gradation of scale in the parent cadre;

(b) When he/she is reverted to a lower grade in the parent cadre;

(c) When the scale of pay of the parent post on the basis of which his emoluments are regulated during deputation/foreign service or of the ex-cadre post held by the employee on deputation/foreign service is revised either prospectively or from a retrospective date.

(d) Based on the revised/same option of the employee, in the event of proforma promotion/appointment to non-functional Selection Grade/revision/upgradation of scales of pay in the parent cadre, his/her pay will be re-fixed with reference to the revised entitlement of pay in the parent cadre. However, if the initial option was for the pay scale of the deputation post and no change in option already exercised is envisaged, the pay already drawn in deputation post will be protected if the pay re-fixed is less.

Note: Revision in the rates of DA, HRA or any other allowance either in the parent or borrowing organisation shall not be an occasion for revision of the earlier option.

4.5. If the pay of an employee in his cadre post undergoes downward revision, the pay in the ex-cadre post is also liable to be re-fixed on the basis of revised pay and in accordance with the revised option or existing option if the employee does not revise his option.

5. Pay fixation

5.1 When an employee on deputation/Foreign Service elects to draw pay in the scale of pay attached to the ex-cadre post, his/ her pay may be fixed as under:

(i) Deputation from Central Government to Central Government

If the scale of pay/Grade Pay of the ex-cadre post is higher, the pay may be fixed after adding one increment to the existing pay in the Pay Band of the parent cadre post. The grade pay corresponding to the ex-cadre post would thereafter be granted in addition to this

pay in the pay band. However, in cases where the fixation of pay in the ex-cadre post involves change of Pay Band also, if the pay in the pay band after adding the increment is less than the minimum of the pay band corresponding to the grade pay of the ex-cadre post, the pay in the pay band will be fixed at the minimum of the Pay Band.

In case the Grade Pay/scale of employee's cadre post and the ex-cadre post are identical, the employee would continue to draw his/her existing basic pay.

In case the Grade pay of the ex-cadre post is upto ₹10000, the Basic Pay, from time to time after pay fixation should not exceed the maximum of the pay band PB-4(₹.67000) plus the grade pay of the post held on deputation. In case the ex-cadre post is in the HAG or HAG+ pay scale, the Basic Pay, from time to time after pay fixation should not exceed ₹79000 or₹80000 respectively.

(ii) In foreign service/ Reverse Foreign Service
(a) when the pay scale of the post in the parent cadre and that attached to ex-cadre post are based on the same index level and the DA pattern is also same, the pay may be fixed as under (i) above.
(b) If the appointment is made to a post whose pay structure and/ or DA pattern is dissimilar to that in the parent organisation, pay may be fixed by adding one increment to the pay in the parent cadre post in the scale of his regular parent post (and if he/she was drawing pay at the maximum of the scale, by the increment last drawn) and equating the pay so raised plus dearness allowance (and additional or ad-hoc dearness allowance, Interim relief etc., if any) with emoluments comprising of pay plus DA, ADA, Interim relief etc., if any, admissible, in the borrowing organisation and the pay may be fixed at the stage in the pay scale of the ex-cadre post at which total emoluments admissible in the ex-cadre post as above equal the emoluments drawn in the cadre.

5.2 In cases of appointment from one ex-cadre post to another ex-cadre post where the employee opts to draw pay in the scale of the ex-cadre post, the pay in the second or subsequent ex-cadre post should be fixed under the normal rules with reference to the pay in the cadre post only. However, in respect of appointments to ex-cadre posts carrying Grade Pay identical to that of the ex-cadre post(s) held on an earlier occasion(s), it may be ensured that the pay drawn in subsequent appointment should not be less than the pay drawn earlier.

5.3 In cases of appointments to a second or subsequent ex-cadre post(s) in a higher pay scale/grade pay than that of the previous ex cadre post, the pay may be fixed with reference to the pay drawn in the cadre post and if the pay so fixed happens to be less than the pay drawn in the previous ex-cadre post, the difference may be allowed as personal pay to be absorbed in future increases in pay. This is subject to the condition that on both the occasions, the employee should have opted to draw pay in the scales of pay/Grade Pay attached to the ex-cadre posts.

Note-1: The term parent post and basic pay means the post held on regular basis in the parent organisation and pay drawn/ admissible in such a post respectively.

Note-2: An officer who may be holding a higher post on adhoc basis in the cadre at the time of proceeding on deputation/ foreign service would be considered to have vacated the post held on adhoc basis and proceeded on deputation/ foreign service from his/her regular post. During the period of deputation/ foreign service, he/she shall earn notional increments in the parent cadre post. On reversion, if he/she is re-appointed to the higher post on regular or adhoc basis his pay will get fixed with reference to the pay admissible in the lower post on the date of such re-appointment. In such cases, if his pay gets fixed at a stage lower than that of his junior(s) who continued to serve in the cadre, no stepping up will be admissible as per extant rules in so far as Central Government employees are concerned. However, if the

pay so fixed is less than the pay drawn earlier while holding the post on ad-hoc basis the pay earlier drawn will be protected. Therefore, those Central Government employees who are already holding a higher post on ad-hoc basis or expecting it shortly in the parent cadre may weigh all relevant considerations before opting for deputation/foreign service. This note of caution will be applicable to employees of other organisations wishing to apply for posts on deputation in Central Government, if governed by similar rules in parent organisation.

Note-3: Pay of an officer appointed on deputation/foreign service on adhoc basis pending selection of a regular incumbent may also be regulated in accordance with provisions of Para 5.1 & 6.1 of this O.M.

Note-4: The provisions of this Para as well as Para 6 will not apply to appointments on Personal Staff of Ministers. Such appointments will be regulated by separate specific orders issued by the Government in that behalf.

6. Deputation (duty) Allowance

6.1 The deputation (duty) allowance admissible shall be at the following rates:

(a) In case of deputation within the same station, the allowance will be paid at the rate of 5% of basic pay subject to a maximum of ₹2000 p.m.; and

(b) In other cases, Deputation (Duty) Allowance will be payable at the rate of 10% of the employee's basic pay subject to a maximum of ₹4000/- p.m.

(c) The deputation (duty) allowance as above shall further be restricted as under:

Basic Pay, from time to time, plus Deputation (Duty) Allowance shall not exceed the maximum of the pay band PB-4 (₹67000) plus the grade pay of the post held on deputation in case the Grade Pay of the post held on deputation is upto ₹10000. In case the post held on deputation is in the HAG or HAG+ pay scales, the Basic Pay, from time to time, plus Deputation (Duty) Allowance should not exceed ₹79000 and ₹80000 respectively.

Note: Basic Pay in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay/allowance etc.

The rates of deputation (duty) allowance as above shall take effect from 1.9.2008.

Note: 1 The term 'same station' for the purpose will be determined with reference to the station where the person was on duty before proceeding on deputation.

Note: 2 Where there is no change in the headquarters with reference to the last post held, the transfer should be treated as within the same station and when there is change in headquarters it would be treated as not in the same station. So far as places falling within the same urban agglomeration of the old headquarters are concerned, they would be treated as transfer within the same station.

6.2 Special rates of deputation (duty) allowance may be admissible under separate orders in any particular area on account of the condition of living there being particularly arduous or unattractive. Where special rate is more favourable than that given in Para 6.1 above, employees deputed to the area will be given the benefit of the special rate.

6.3.1 If an employee with the permission of the competent authority, proceeds on deputation/foreign service from one ex-cadre post to another ex-cadre post in the same or

another organisation without reverting to his parent cadre, and if the second ex-cadre post is at the same station as the first one, the rate of deputation (duty) allowance would remain unchanged.

6.3.2 In cases where a person on deputation/foreign service is transferred by the borrowing authority from one station to another without any change in the post held by him, the rate of deputation (duty) allowance will be refixed as per 6.1 (b).

7. Admissibility of pay, allowances & benefits while on deputation/foreign service

7.1 Any project allowance admissible in a project area in the borrowing organisation may be drawn in addition to deputation (duty) allowance.

7.2 Any special allowance granted to an employee in the parent Department under FR 9(25) or a corresponding. rule of parent organisation should not be allowed in addition to deputation (duty) allowance. However, the borrowing department may allow in addition to deputation (duty) allowance, under special circumstances, any special allowance attached to the post held by the employee in his/her parent Department, by suitably restricting the deputation (duty) allowance. This will require the specific and prior approval of Department of Personnel & Training.

7.3 In case special allowance is attached to the scale of pay of the ex-cadre post and the employee has opted to draw pay in that scale, then, in addition to the pay in that scale, he will also be entitled to draw such special allowance. However, such special allowance will not be admissible if he has opted to draw pay in the parent cadre scale/grade pay plus deputation (duty) allowance.

7.4 Personal pay, if any, drawn by an employee in his parent department will continue to be admissible on deputation/foreign service if he/she opts to draw pay in the parent cadre scale/grade pay plus deputation (duty) allowance. No deputation (duty) allowance on this personal pay will however, be admissible.

7.5 Increments – The employee will draw increment in the parent cadre grade or in the scale of pay /grade pay attached to the deputation post as the case may be, depending on whether he has opted for the parent cadre pay plus deputation (duty) allowance or the pay scale /grade pay of the deputation post. If he has opted for pay scale/grade pay of the deputation post, notional increments shall also continue to accrue to him in the post held on regular basis in the parent cadre/ organisation for the purpose of regulation of pay on repatriation to the parent post at the end of the tenure.

7.6 Admissibility of allowances and benefits while on deputation/ foreign service.

(a) Such allowances as are not admissible to regular employees of corresponding status in the borrowing organisation shall not be admissible to the officer on deputation/foreign service, even if they were admissible in the parent organisation.

(b) Following allowances will be regulated with mutual consent of the lending and borrowing organisation:

(i) HRA/Transport Allowance
(ii) Joining time and Joining Time Pay.
(iii) Travelling Allowances and Transfer T.A.
(iv) Children Education Allowance.
(v) LTC.

(c) Following allowances/facilities will be regulated in accordance with the rules as explained against each:

(i) Dearness Allowance – The employee shall be entitled to dearness allowance at the rates prevailing in the borrowing organisation or in the lending organisation depending on whether he has opted to draw pay in the pay scale/grade pay of the ex-cadre post or the parent grade plus deputation (duty) allowance.

(ii) Medical Facilities – This will be regulated in accordance with the rules of the borrowing organisation.

(iii) Leave – An officer on deputation/foreign service shall be regulated by the Leave Rules of the parent organisation. If however an employee proceeds from vacation department to non-vacation department, or vice-versa, he shall be governed by Leave Rules of the borrowing organisation. At the time of reversion from the deputation post to the parent cadre, the borrowing organisation may allow him/her leave not exceeding two months. The employee should apply for further leave to his Cadre Controlling Authority.

7.7 Leave salary/Pension/NPS Contribution.
(i) As at present, allocation of leave salary and pension contribution between different Ministries/Departments of Central Government and between Central and State Government has been dispensed with. In such cases of deputation from Central Government to State Government and vice-versa, liability for bearing leave salary vests with the Department from which the officer proceeds on leave or which sanctioned leave and no contributions are payable to the lending organisation. Liability for pension/ employee's contribution to CPF will be borne by the parent department, to which the officer permanently belongs at the time of retirement and no proportionate contribution will be recovered.

(ii) in case of deputation of Central Government employees on foreign service terms to Central Public Sector Undertakings/ State Public Sector Undertakings and Autonomous Bodies! etc., leave salary contribution (except for the period of leave availed of on foreign service) and pension contribution/CPF (Employer's share) contribution are required to be paid either by the employee himself or by the borrowing organisation to the Central Government.

(iii) In cases of reverse deputation from Central Public Sector Undertakings! State Public Sector Undertakings/ Autonomous Bodies/local bodies to Central Government, the question regarding leave salary and pension contribution will be decided by mutual consent.

(iv) In case of employees covered under New Pension Scheme (NPS), the borrowing department shall make matching contribution to the NPS account of the employee.

8. Tenure of deputation/foreign service.
8.1 The period of deputation/foreign service shall be as per the Recruitment Rules of the ex-cadre post or 3 years in case no tenure regulations exist for the ex-cadre post.

8.2. In case where the period of deputation/foreign service prescribed in the recruitment rules of the ex-cadre post is 3 years or less, the Administrative Ministry/borrowing organisation may grant extension upto the 4th year after obtaining orders of their Secretary (in the Central Government)/Chief Secretary (in the State Government)/ equivalent officer (in respect of other cases) and for the fifth year with the approval of the Minister of the borrowing Ministry/Department and in respect of other organisations with the approval of the Minister of the borrowing Ministry/Department with which they are administratively concerned.

8.3.1 The borrowing Ministries/Departments/Organisations may extend the period of deputation upto the fifth year where absolutely necessary in public interest, subject to the following conditions:

(i) The extension would be subject to the prior approval of the lending organisation, the consent of the official concerned and wherever necessary, the approval of the UPSC/ State Public Service Commission and Appointment Committee of Cabinet (ACC).

(ii) If the borrowing organisation wishes to retain an officer beyond the prescribed tenure, it shall initiate action for seeking concurrence of lending organisation, individual concerned etc. six months before the date of expiry of tenure. In no case it should retain an official beyond the sanctioned term unless prior approval of the competent authority to grant further extension has been obtained.

(iii) No further extension beyond the fifth year shall be considered.

8.3.2 Where extension is granted up to the fifth year, the official concerned will continue to be allowed deputation (duty) allowance, if he/she has opted to draw deputation (duty) allowance.

8.4 There shall be a mandatory 'cooling off' period of three years after every period of deputation/foreign service up to Joint Secretary level posts and one year for Additional Secretary level posts.

8.5 A Central Government employee shall be eligible for deputation/foreign service to posts in State Government/ State Government Organisations/Government of UTs/ Government of UT's Organisations/ Autonomous Bodies, Trusts, Societies, PSUs etc. not controlled by the Central Government only after he has completed 9 years of service and is clear from the vigilance angle.

8.6 If during the period of deputation/ foreign service, on account of proforma promotion in the parent cadre the official concerned becomes entitled to a higher Pay Scale/ Pay Band & Grade Pay in the parent cadre vis-a-vis that of the ex-cadre post, the official shall complete his/her normal /extended tenure of deputation already sanctioned with the approval of the competent authority. The pay shall be regulated as under:

(a) If the Grade pay of the officer in the parent cadre becomes higher than that of the deputation post after getting proforma promotion, he may be allowed the pay in the pay band + Grade Pay of the post to which he is promoted till the time he completes the normal/extended period of deputation (if he gets proforma promotion in the extended period) already sanctioned, if he so opts. No extension in the period of deputation shall be allowed to him after completing the sanctioned period of deputation.

(b) If he draws the pay in the pay band + Grade pay attached to the deputation post, on reversion to his parent cadre, his pay may be fixed by allowing him notional increments in his regular post in the parent department + the Grade pay attached to it.

(c) if the Grade pay of the officer in the parent cadre becomes higher than that of the deputation post on getting financial upgradation under the ACP/IMACP scheme, the officer may be allowed to draw the pay in the pay band + Grade Pay to which he becomes entitled to under the ACP/MACPS, if opted for by him, as laid down in Para 27 of Annexure I to the DOPT OM No. 35034/3/2008 -Estt. (D) dated 19th May, 2009.

<u>9. Premature reversion of deputationist to parent cadre.</u>

Normally, when an employee is appointed on deputation/ foreign service, his services are placed at the disposal of the parent Ministry/ Department at the end of the tenure. However, as and when a situation arises for premature reversion to the parent cadre of the deputationist, his services could be so returned after giving an advance notice of at least three months to the lending Ministry/ Department and the employee concerned.

10. Relaxation of conditions.

Any relaxation of these terms and conditions will require the prior concurrence of the Department of Personnel & training.

11. Date of Effect

These orders will take effect from 1.1.2006 and shall be applicable to all officers who were on deputation on 1.1.2006 or appointed thereafter except for the revised rates of deputation (duty) allowance which shall be applicable from 1.9.2008 as mentioned below Para 6.1 of this OM.

12. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders will apply for deputation outside Indian Audit and Accounts Department as concurred in by the Comptroller and Auditor General of India.

SERIAL CIRCULAR No.131/2010

No. P[R]579/VI Dated:21-09-2010

Copy of Board's letter No. E(P&A)I -2010/RT-2 dated 11.09.2010 is forwarded for information, guidance and necessary action. Board's letter dated 02.01.2004 quoted therein was circulated under Serial Circular No. 12/2004.

Copy of Brd's ltr. No. E(P&A)I -2010/RT-2 dated 11.09.2010 [RBE No.131/10]

Sub: Safety Related Retirement Scheme covering safety categories with grade pay of ₹ 1800/-.

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Please refer to Board's letter No. E(P &A) I – 2001/RT-2 (KW) dated 02.01.2004 regarding introduction of Safety Related Retirement Scheme (SRRS) for Drivers and Gangmen.

2. It has now been decided to extend the benefit of Scheme to other safety categories of staff with a grade pay of `₹ 1800/- p.m. The qualifying service has been reduced from 33 years to 20 years and the eligibility age group from 55 – 57 years to 50 – 57 years for seeking retirement under the Scheme in the case of Safety categories with Grade Pay of ₹1800. The list of Safety categories covered under the scheme is enclosed as Annexure.

2.1 It has also been decided to modify the nomenclature of the Scheme as Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS) with grade pay of ₹.1800. However, the employment under the scheme would be guaranteed only to those found eligible / suitable and finally selected as per procedure.

3. The condition of qualifying service (i.e. 33 years) and age group (i.e. 55 – 57 years) for Drivers will remain unchanged.

4. It is also reiterated that the retirement of the employee be considered only if the ward is found suitable in all respects. Retirement of the employee and appointment of the ward should take place simultaneously.

5. The other terms and conditions of the scheme will remain unchanged.

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

***

Annexure

Annexure to Railway Board's letter No. E[P&A]I-2010/RT-2 dated 11.09.2010

Safety categories with Grade Pay of ₹₹1800

A. Operating Department

1. Pointsman
2. Shuntman
3. Leverman
4. Gateman
5. Traffic Porters

B. Civil Engineering Department

1. Gateman
2. Trolleyman
3. Keyman

C Signal & Telecommunication Department

1. Khalasi/Khalasi Helper re-designated as Helper Grade II & Grade I attached to ESM/MSM/TCM/WTM

D Mechanical & Electrical Department

1. Khalasi/Khalasi Helper re-designated as Helper Grade II & Grade I assisting Loco Fitters/C&W Fitters/Fitters in Diesel Sheds [Open Line & Workshops]/EMU/Elect. Sheds [Open Line & Workshops] and Train Lighting & A C Fitters [Open Line & Workshops]
2. Crane Jamadar & Crane Khalasis.

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SERIAL CIRCULAR No.132/2010

No. P[R]563/IX Dated: 30-09-2010

Copy of Board's letter No.E[Sports]2007/Policy/4(Clarifications) dated 13.09.2010 is forwarded for information, guidance and necessary action. Board's letter dated 30.03.2007 quoted therein was circulated under Serial Circular No.55/07.

Copy of Brd's ltr. No. E[Sports]2007/Policy/4(Clarifications) dated 13.09.2010 [RBE No.132/10]

Sub: Out-of-turn promotions to Railway employees on sports account, who are recruited on Railways other than the sports quota.

Ref: Board's letter No. E[Sports]2007/Policy/3 dated 30.03.2007 [RBE No. 48/2007]

***

In reference to Board's policy letter mentioned above it is clarified that if any person recruited on the Railways on regular basis in Group-D or Group-C, other than the

sports quota and acquires the minimum sports norms for out-of-turn promotion, as per norms; he/she can be considered for out-of-turn promotion to next higher post [within Group-C] in his/her cadre; subject to fulfilling the minimum educational qualification and other requisite service conditions for the promotional post. For his/her sports achievements, he/she shall also be eligible for all other incentives, as per rules.

SERIAL CIRCULAR No.133/2010

No. P[R]676/II Dated:30-09-2010

Copy of Board's letter No.E[NG]I-2003/TR/10 dated 07.09.2010 is forwarded for information, guidance and necessary action. Board's letter dated 18.01.2010 quoted therein was circulated under Serial Circular No.29/2010 .

Copy of Brd's ltr. No. E[NG]I-2003/TR/10 dated 07.09.2010 [RBE No.127/10]

Sub: Repatriation of deemed deputationists staff in IRCTC to the Railways – Their engagement in Railway catering regarding.

***

Attention is invited to Para 5 of Board's letter dated 18.01.2010, vide which, another opportunity was given to those deemed deputationists who are on the roll of IRCTC subject to certain conditions, one of which was that such staff would however, be released from IRCTC only after receipt of posting order from the concerned zonal Railways so that they do not have to unnecessarily wait for their posting.

2. The matter has again been considered by the Board and it has now been decided, as a temporary measure, that the staff who are still waiting in IRCTC for posting orders being issued by their parent Railways, may be immediately repatriated to their original Railway from which they were earlier transferred to IRCTC and their services can be availed by the Railway concerned in Catering activities by keeping them on 'Supernumerary Posts' till further order is issued and norms for filling up are decided.

SERIAL CIRCULAR No.134/2010

Pay Commission Circular No. 226

No. P[PC]487/VICPC/Imp/Designations Dated:21-09-2010

Copy of Board's letter No. PC-VI/2008/I/1/1 dated 14.09.2010 is forwarded for information, guidance and necessary action. Board's letter dated 11.09.2008 quoted therein was circulated under Serial Circular No.110/2008.

Copy of Board's letter No.PC-VI/2008/I/1/1 dt.14.09.2010 (PC-VI No.226, RBE No.134)

Sub: Provisional designations of certain Group 'C' categories.

***

In pursuance to the implementation of recommendations of 6th Central Pay Commission, the issue of revision of designations of Group 'C' categories where pre-revised pay scales (as per 5th CPC) have been merged and granted common replacement pay structure/higher grade pay had been under consideration of this Ministry. It has now been decided in consultation with both the Federations that existing designations of Group C categories where grades have been merged and granted common replacement pay structure/higher grade pay, may be replaced provisionally by the designations as shown in the Annexure A to this letter.

2. In terms of footnote 1 to Board's letter No.PC-VI/2008/RSRP/1 dated 11.09.2008 wherever the posts in different pre-revised pay scales have been placed in one common pay band and grade pay, the same stand merged with functions, unless specified otherwise. Pending rationalization of duties and responsibilities, staff in these categories may continue

to perform the existing duties and responsibilities to which such other duties and responsibilities as considered appropriate may be added by the administration. The provisional revised designations as shown in this annexure by themselves will not entail any change in the existing duties and responsibilities, existing allocation of work between the posts of the same provisionally revised designations nor revision of pay structure.

3. Action taken be advised to this Ministry.

Annexure'A'

PROVISIONAL DESIGNATIONS
Annexure to Board's letter No. PC-VI/2008/I/1/1 dt.14.09.2010

S. No.	Category/Existing Designation	Revised Pay structure		
		Pay Band	Grade Pay ₹	Provisional Revised Designation.
	RAILWAYS/PRODUCTION UNITS			
1.	**COMMERCIAL DEPARTMENT**			
1.1	**Commercial Clerks**:			
	Chief Commercial Clerk	PB-2	4200	Chief Commercial Clerk
	Head Commercial Clerk			
1.2	**Ticket Checking Staff**			
	Travelling Ticket Inspector	PB-2	4200	Travelling Ticket Inspector/ Hd.Ticket Collector
	Hd.Ticket Collector/ Sr.Travelling Ticket Examiner			
1.3	**Enquiry-cum-Reservation Clerk**			
	Reservation Supervisor Gr.II	PB-2	4200	Reservation Supervisor Gr.II
	Enquiry cum Reservation Clerk Gr.I			
1.4	**Commercial Inspectors**			
	Commercial Inspector-I (Marketing/ Claims/Rates/R&D)	PB-2	4600	Chief Commercial Inspectors-(Marketing/Claims/Rates/ R&D)
	Commercial Inspector -II (Marketing / Claims/Rates/R&D)			
	Commercial Inspector-III (Marketing/ Claims/Rates/ R&D)	PB-2	4200	Commercial Inspector-(Marketing/Claims/Rates/ R&D)
	Commercial Inspector-IV (Marketing/ Claims/Rates/ R&D)			
1.5	**Law Assistants**			
	Chief Law Assistant	PB-2	4600	Chief Law Assistant
	Law Assistant			
1.6	**Catering Inspectors**			
	Catering Inspector Gr.II	PB-2	4200	Catering Inspector
	Catering Inspector Gr.III/Ctg.Sup.Gr.I			
2.	**TRAFFIC TRANSPORTATION DEPARTMENT**:			
2.1	**Station Masters**			
	Station Superintendent	PB-2	4600	Station Superintendent
	Dy.Station Superintendent			
	Station Master	PB-2	4200	Station Master
	Asstt.Station Master/ Station Master			
2.2	**Controllers**			
	Chief Controller	PB-2	4600	Chief Controller
	Dy.Chief Controller			
2.3	**Traffic Signallers:**			
	Inspector Wireless (Traffic) Gr.II	PB-2	4200	Inspector Wireless (Traffic) Gr.II
	Head Signaller			
2.4	**Train Clerks**			
	Chief Train Clerk	PB-2	4200	Chief Train Clerk
	Head Train Clerk			

S. No.	Category/Existing Designation	Revised Pay structure		
		Pay Band	Grade Pay ₹	Provisional Revised Designation.
2.5	**RUNNING STAFF**			
2.5.1	**Loco Running:**			
	Loco Pilot (Passenger) Gr.I/ Sr.Motorman	PB-2	4200	Loco Pilot (Passenger) /Sr.Motorman
	Loco Pilot (Passenger) Gr.II/ Motorman			
	Loco Pilot(Goods) Grade I	PB-2	4200	Loco Pilot(Goods)
	Loco Pilot(Goods) Grade II			
2.5.2	**Traffic Running**			
	Sr.Passenger Guard	PB-2	4200	Sr.Passenger Guard
	Passenger Guard			
3.	**CIVIL ENGINEERING DEPARTMENT:**			
	Technical Supervisors			
	Sr.Section Engineer	PB-2	4600	Sr.Section Engineer
	Section Engineer			
	Jr.Engineer Grade.I	PB-2	4200	Jr.Engineer
	Jr.Engineer Grade II			
3.2	**Drawing/Design Staff:**			
	Sr.Section Engineer(Drawing/Design)	PB-2	4600	Sr.Section Engineer(Drawing/ Design)
	Section Engineer(Drawing/Design)			
	Jr.Engineer Grade.I(Drawing/Design)	PB-2	4200	Jr.Engineer (Drawing/ Design)
	Jr.Engineer Grade II(Drawing/Design)			
4.	**MECHANICAL ENGINEERING DEPARTMENT**			
4.1	**Technical Supervisors:**			
	Sr.Section Engineer	PB-2	4600	Sr. Section Engineer
	Section Engineer			
	Jr.Engineer Grade.I	PB-2	4200	Jr.Engineer
	Jr.Engineer Grade.II			
4.2	**Drawing/Design Staff:**			
	Sr.Section Engineer(Drawing/Design)	PB-2	4600	Sr.Section Engineer(Drawing/ Design)
	Section Engineer(Drawing/Design)			
	Jr.Engineer Grade.I(Drawing/Design)	PB-2	4200	Jr.Engineer Grade (Drawing/ Design)
	Jr.Engineer Grade.II(Drawing/Design)			
4.3	Loco Inspectors			
	Chief Loco Inspector	PB-2	4600	Chief Loco Inspector
	Loco Inspector			
4.4	**Loco Maintenance**			
	Sr.Section Engineer(Loco)	PB-2	4600	Sr.Section Engineer (Loco)
	Section Engineer(Loco)			
4.5	**Chemical & Metallurgical Staff**			
	Chemical & Metallurgical Superintendent Gr.I	PB-2	4600	Chemical & Metallurgical Superintendent
	Chemical & Metallurgical Superintendent Gr.II			
	Chemical & Metallurgical Assistant Gr.I	PB-2	4200	Chemical & Metallurgical Assistant
	Chemical & Metallurgical Assistant Gr.II			
5.	**ELECTRICAL ENGINEERING DEPARTMENT**			
5.1	**Technical Supervisors:**			
	Sr.Section Engineer	PB-2	4600	Sr.Section Engineer
	Section Engineer			
	Jr.Engineer Grade.I	PB-2	4200	Jr.Engineer
	Jr.Engineer Grade.II			
5.2	**Drawing/Design Staff:**			
	Sr.Section Engineer(Drawing/Design)	PB-2	4600	Sr.Section Engineer(Drawing/ Design)
	Section Engineer(Drawing/Design)			
	Jr.Engineer Grade.I(Drawing/Design)	PB-2	4200	Jr.Engineer (Drawing/ Design)
	Jr.Engineer Grade.II(Drawing/Design)			

S. No.	Category/Existing Designation	Revised Pay structure		
		Pay Band	Grade Pay ₹	Provisional Revised Designation.
5.3	**Loco Inspectors**			
	Chief Loco Inspector	PB-2	4600	Chief Loco Inspector
	Loco Inspector			
5.4	**Loco Maintenance**			
	Sr.Section Engineer(Loco)	PB-2	4600	Sr.Section Engineer (Loco)
	Section Engineer(Loco)			
6.	**SIGNAL & TELECOMMUNICATION ENGINEERING DEPARTMENT.**			
	Technical Supervisors:			
	Sr.Section Engineer	PB-2	4600	Sr.Section Engineer
	Section Engineer			
	Jr.Engineer Grade.I	PB-2	4200	Jr.Engineer
	Jr.Engineer Grade.II			
6.2	**Drawing/Design Staff:**			
	Sr.Section Engineer (Drawing/Design)	PB-2	4600	Sr.Section Engineer(Drawing/ Design)
	Section Engineer(Drawing/Design)			
	Jr.Engineer Grade.I(Drawing/Design)	PB-2	4200	Jr.Engineer (Drawing/Design)
	Jr.Engineer Grade.II(Drawing/Design)			
6.3	**Telephone Operators**			
	Chief Telephone Operator	PB-2	4200	Chief Telephone Operator
	Head Telephone Operator			
7.	**STORES DEPARTMENT**			
7.1	**Technical Supervisors:**			
	Sr.Section Engineer(Printing)	PB-2	4600	Sr.Section Engineer(Printing)
	Section Engineer(Printing)			
	Jr.Engineer Grade.I(Printing)	PB-2	4200	Jr.Engineer(Printing)
	Jr.Engineer Grade.II(Printing)			
7.2	**Depot Material Superintendent**			
	Chief Depot Material Superintendent	PB-2	4600	Chief Depot Material Superintendent
	Depot Material Superintendent Gr.I			
	Depot Material Superintendent Gr.II	PB-2	4200	Depot Material Superintendent
	Depot Material Superintendent Gr.III			
7.3	**Shipping Inspectors**			
	Head Shipping Inspector	PB-2	4600	Head Shipping Inspector
	Chief Shipping Inspector			
	Sr. Shipping Inspector	PB-2	4200	Sr.Shipping Inspector
	Shipping Inspector			
8.	**PERSONEL DEPARTMENT**			
8.1	Chief Staff & Welfare Inspector	PB-2	4600	Chief Staff & Welfare Inspector
	Staff & Welfare Inspector Gr.I			
	Staff & Welfare Inspector Gr.II	PB-2	4200	Staff & Welfare Inspector
	Staff & Welfare Inspector Gr.III			
9.	**MEDICAL DEPARTMENT**			
9.1	**Lab Staff**			
	Chief Lab Superintendent	PB-2	4600	Chief Lab Superintendent
	Lab Superintendent Gr.I			
	Lab Superintendent Gr.II	PB-2	4200	Lab Superintendent
	Lab Superintendent Gr.III			
9.2	**Pharmacists:**			
	Chief Pharmacist –I	PB-2	4600	Chief Pharmacist
	Chief Pharmacist-II			
	Pharmacist-I	PB-2	4200	Pharmacist-I
	Pharmacist-II			

S. No.	Category/Existing Designation	Revised Pay structure		
		Pay Band	Grade Pay ₹	Provisional Revised Designation.
9.3	**Health & Malaria Inspectors:**			
	Health & Malaria Inspector Gr.I	PB-2	4600	Health & Malaria Inspector Grade I
	Health & Malaria Inspector Gr.II			
9.4	**Extension Educators:**			
	Sr.District Extension Educator	PB-2	4600	Sr.District Extension Educator
	District Extension Educator			
9.5	**Radiographers:**			
	Chief Radiographer/X-Ray Technician	PB-2	4200	Chief Radiographer/X-Ray Technician
	Radiographer/X-Ray Technician Gr.I			
	Radiographer/X-Ray Technician Gr.II	PB-1	2800	Radiographer/X-Ray Technician
	Radiographer/X-Ray Technician Gr.III			
9.6	**Nursing Staff**			
	Chief Matron	PB-3	5400	Chief Matron
	Matron			
10	**GENERAL**			
10.1	**Ministerial Staff (other than Accounts Department)**			
	Chief Office Superintendent	PB-2	4600	Chief Office Superintendent
	Office Superintendent Grade I			
	Office Superintendent Grade II	PB-2	4200	Office Superintendent
	Head Clerk			
10.2	**Stenographers**			
	Stenographer Gr.I	PB-2	4200	Stenographer Gr.I
	Stenographer Gr.II			
10.3	**Typists**			
	Chief Typist	PB-2	4200	Chief Typist
	Head Typist			
10.4	**Canteen Staff:**			
	Head Canteen Manager	PB-2	4200	Head Canteen Manager
	Sr. Canteen Manager			
11	**Workshops:**			
11.1	**Time Keeping Staff (ER,SER & DMW)**			
	Chief Time Keeper	PB-2	4200	Chief Time Keeper
	Head Time Keeper			
12	**Accounts Department:**			
12.1	**Statistical Inspectors**			
	Statistical Inspector Gr.II	PB-2	4200	Statistical Inspector Gr.II
	Statistical Inspector Gr.III			
12.2	**SO(A/cs)TIA/ISA**			
	Sr.Section Officer (A/cs)	PB-2	4800	Sr.Section Officer (A/cs)
	Section Officer (A/cs)			
	Sr.Inspector of Stores Accounts	PB-2	4800	Sr.Inspector of Stores Accounts
	Inspector of Stores Accounts			
	Sr.Travelling Inspector of Accounts	PB-2	4800	Sr.Travelling Inspector of Accounts
	Travelling Inspector of Accounts			
12.3	**Finger Print Examiners:**			
	Sr.Finger Print Examiner	PB-2	4200	Sr. Finger Print Examiner
	Finger Print Examiner			
13	**EDP CENTRE**			
13.1	**EDP Staff**			
	Senior Engineer (IT) Grade I	PB-2	4600	Senior Engineer (IT)
	Senior Engineer (IT) Grade II			
	Jr. Engineer (IT) Grade I	PB-2	4200	Jr. Engineer (IT)
	Jr. Engineer (IT) Grade II			

S. No.	Category/Existing Designation	Revised Pay structure		
		Pay Band	Grade Pay ₹	Provisional Revised Designation.
14.	**Categories specific for RDSO**			
14.1	**M&C Directorate/RDSO**			
	Chemical/Metallurgical Supervisor Gr.I(Research)	PB-2	4600	Chemical/Metallurgical Supervisor (Research)
	Chemical/Metallurgical Supervisor Gr.II(Research)			
14.2	**Psycho Technical Cell/RDSO**			
	Scientific Supervisor Gr.I	PB-2	4600	Scientific Supervisor
	Scientific Supervisor Gr.II			
14.3	**Research Staff/RDSO**			
	Sr.Section Engineer(Research)	PB-2	4600	Sr.Section Engineer (Research)
	Section Engineer(Research)			
	Jr. Engineer-I(Research)	PB-2	4200	Jr. Engineer (Research)
	Jr. Engineer-II(Research)			
14.4	**Design Staff/RDSO**			
	Sr.Section Engineer(Design)	PB-2	4600	Sr.Section Engineer(Design)
	Section Engineer(Design)			
	Jr.Engineer Grade.I(Design)	PB-2	4200	Jr.Engineer (Design)
	Jr.Engineer Grade.II(Design)			
14.5	**Technical Staff/RDSO**			
	Sr.Section Engineer (Mech. etc)	PB-2	4600	Sr.Section Engineer (Mech. etc)
	Section Engineer (Mech. etc)			

Note: The provisional revised designations as shown in this annexure by themselves will not entail any change in the existing duties and responsibilities, existing allocation of work between the posts of the same provisionally revised designations nor revision of pay structure.

SERIAL CIRCULAR No.135/2010
Pay Commission Circular No. 227
No. P[PC]487/VICPC/DA Dated: 22-09-2010

Copy of Board's letter No. PC-VI/2008/I/7/2/1 dated 22.09.2010 is forwarded for information, guidance and necessary action. Board's letter dated 26.03.10 quoted therein was circulated under Serial Circular No. 47/2010.

Copy of Board's letter No. PC-VI/2008/I/7/2/1 dated 22.09.2010 (PC-VI No.227, RBE No.139)

Sub: Payment of Dearness Allowance (DA) to Railway employees – Revised rates effective from 01.07.2010.

***

Please refer to this Ministry's letter of even number dated 26.03.2010 (S.No.PC-VI/194, RBE No.45/2010) on the subject mentioned above. The President is pleased to decide that the Dearness Allowance payable to Railway employees shall be enhanced from the existing rate of **35%** to **45%** with effect from **1st July, 2010**.

2. The provisions contained in Paras 3, 4 & 5 of this Ministry's letter of even number dated 09.09.2008 (S.No.PC-VI/3, RBE No.106/2008) shall continue to be applicable while regulating Dearness Allowance under these orders.

3. The additional installment of Dearness Allowance payable under these orders shall be paid in cash to all railway employees. The arrears may be charged to the salary bill for September, 2010 and no honorarium is payable for preparing separate bill for this purpose.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

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Copy of Ministry of Finance, Department of Expenditure's OM No. 1[6]/2010-E-II[B] dated 22.09.2010

Sub: Payment of Dearness Allowance (DA) to Central Government employees – Revised rates effective from 01.07.2010.

***

The undersigned is directed to refer to this Ministry's Office Memorandum No. 1[3]/2009-E-II[B] dated 26th March, 2010 on the subject mentioned above and to say that the President is pleased to decide that the Dearness Allowance payable to Central Government employees shall be enhanced from the existing rate of 35% to 45% with effect from 1st July, 2010.

2. The provisions contained in paras 3,4, and 5 of this Ministry's O.M. No. 1[3]/2008-E-II[B] dated 29th August, 2008 shall continue to be applicable while regulating Dearness Allowance under these orders.

3. The additional instalment of Dearness Allowance payable under these orders shall be paid in cash to all Central Government employees.

4. These orders shall also apply to the civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant head of the Defence Services Estimates. In regard to Armed Forces personnel and Railway employees separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.

5. Insofar as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

SERIAL CIRCULAR No.136/2010

No. P[R]563/IX Dated:24-09-2010

Copy of Board's letter No.2009/E[NG]-II/RR-1/10 dated 10.09.2010 is forwarded for information, guidance and necessary action.

Copy of Brd's ltr. No. 2009/E[NG]-II/RR-1/10 dated 10.09.2010 [RBE No.130/10]

Sub: Filling up of vacancies in Pay Band-1 of ` 5200-20200 with Grade Pay of ` 1800 from Ex-servicemen.

***

The issue of filling up of vacancies exclusively from amongst ex-servicemen [ESM] has been under consideration of this Ministry.

2. After detailed deliberations, it has been decided by Ministry of Railways [Railway Board] that a recruitment exercise be initiated by all zonal railways to fill up erstwhile Group 'D' vacancies against ex-servicemen quota to the extent of 20% quota prescribed for them through open advertisement in Pay Band-1 of ₹5200-20200 with Grade Pay of ₹1800 by clubbing the requirement of all Divisions/Workshops/ Production Units and other organizations falling within the jurisdiction of the zonal Railway shall be clubbed together for the purpose of recruitment keeping in view the following:

[i] ESM may be recruited exclusively through open advertisement to fill up 20% vacancies in PB-I Pay band of ₹ 5200-20200 with Grade Pay of ₹ 1800 [erstwhile Group D posts] and panel be formed on the basis of their length of military service;

[ii] The extant procedure of Physical Efficiency Test followed by Written Test be dispensed with for this recruitment;

[iii] The recruitment shall be on the basis of scrutiny of applications and the ex-serviceman should be medically fit for the job being considered for.

[iv] The age limit for such recruitments shall be as per laid down norms, i.e., ESM who have put in not less than six months continuous service will be given relaxation in age limit to the extent of period of service plus three years.

[v] ESM who has retired after putting in 15 years of service and has passed Army Class-I certificate or equivalent will be considered eligible.

[vi] SC/ST/OBC category of ESM so appointed shall be adjusted against their quota. However, if their number exceeds the prescribed quota of reservation, the number in excess shall be adjusted against unreserved category. Being a direct recruitment quota, in future SCs/STs/OBCs appointed against unreserved slots shall not be reverted back to reserved slots.

SERIAL CIRCULAR No.137/2010

No. P[R]563/IX Dated:30-09-2010

Copy of Board's letter No.E[NG]-II/2003/RR-1/36 dated 09.09.2010 is forwarded for information, guidance and necessary action.

Copy of Brd's ltr. No. E[NG]-II/2003/RR-1/36 dated 09.09.2010 [RBE No.128/10]

Sub: Recognition of Certificates/Qualifications issued by State Madarsa Education Boards for the purpose of employment.

***

A copy of office Memorandum No. 42012/13/2007-Estt[D] dated 23.2.2010 issued by Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training on the above subject is sent herewith for guidance and compliance.

These instructions will be applicable to ongoing recruitment and the recruitment exercises to be initiated in future. Cases pertaining to recruitments finalized prior to the date of issue of these instructions need not be re-opened.

*****

Copy of office Memorandum No. 42012/13/2007-Estt[D] dated 23.2.2010 issued by Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training

Sub: Recognition of Certificates/Qualifications issued by State Madarsa Education Boards for the purpose of employment under the Central Government .

***

The undersigned is directed to say that the Central Government has accepted the following recommendations relating to equivalence and the guiding principles that should be in place for grant of such equivalence to the various examinations conducted by the Madarsa Boards of the country with those of the main stream Boards of Secondary and Senior Secondary Education for the purpose of Higher Education as the case may be:

[i] The Madarsa seeking equivalence need to affiliate themselves with the corresponding State Madarsa Board.

[ii] In a State which has no functioning Madarsa Board the Madarsas existing in that State may affiliate themselves to the Madarsa Board of any other neighbouring State, so that the students enrolled in Madarsas do not face any difficulty in their attempt at horizontal and vertical mobility and employment.

[iii] The certificates/qualifications of the Madarsa Board which have been granted equivalence by the corresponding State Board of Education to that of their Secondary and Senior Secondary qualifications may be considered equivalent by the Central Board of Secondary Education [CBSE], Council of Boards of School Education in India [COBSE] and/or by any other School Examination Board, for the purpose of employment.

The Government of India, in consultation with Ministry of HRD have decided to recognize the certificates/qualifications issued by the following State Madarsa Education Boards for the purpose of employment under the Central Government:

S.No.	Name of the Board	Examination Conducted	Equivalence to Classes
1	Bihar State Madarsa Education Board, Patna, Bihar	Wastania Fauquania Maulvi	VIII X XII
2	West Bengal Board of Madarsa Education, Kolkatta, West Bengal	High Madarsa, Alim Fazil	X XII
3	Chhattisgarh Madarsa Board, Raipur, Chhattisgarh	Urdu Adib, Urdu Mahir, Urdu Moulim, High School Patrachar Pathyakram Adim Higher Secondary Patrachar Pathyakram	X XII
4	Madhya Pradesh Madarsa Board, Bhopal, MP	Middle Urdu Adeeb, Urdu Mahir, Urdu Moulim, Moulvi, Madhyamik Alim, Higher Secondary	VII X XII
5	UP Madarsa Education Board, Lucknow, UP	Munshi, Moulvi Alim	X XII

SERIAL CIRCULAR No.138/2010

No. P[R]407/ IX Dated: 30-09-2010

Copy of Board's letter No.E[NG]-II/2008/SB/SR/15 dated 17.09.2010 is forwarded for information, guidance and necessary action. Board's letters quoted therein were circulated as under:

Board's letter dted	SC/Letter No.
29.01.91	P[R]464/MC-20 dt. 20.03.91
04.11.92	162/92
04.01.2001	27/2001
12.09.2005	160/05
24.06.2009	108/09

Copy of Brd's ltr. No. E[NG]-II/2008/SB/SR/15 dated 17.09.2010 [RBE No.137/10]

Sub: Appointment of Substitutes on the railways

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The issue regarding revision of provisions contained in Master Circular No.20/1991 issued vide this Ministry's letter No. E[NG]-II/90/SB/10/Master Circular dated 29.1.1991 has been under consideration of this Ministry. After detailed examination by the Board, it has been decided that in supersession of the following mentioned provisions/instructions:

[i] Para 1512 to 1515 of Indian Railway Establishment Manual, Volume-I [1989 edition];

[ii] Master Circular No.20/91 issued vide RBE No.12/91 dated 29.01.91 including all the circulars numbering 54 quoted in Master Circular pages 8 to 10;

[iii] Letter No. E[NG]-II/90/SB/10/MC dated 4.11.1992

[iv] Letter No. E[NG]-II/2001/SB/2 dated 4.1.2001

[v] Letter No. E[NG]-II/2005/SB/6 dated 12.09.2005 and

[vi] Letter No. E[NG]-II/2008/SB/8 dated 24.06.2009

The following instructions on the subject of engagement of Substitutes in erstwhile Group 'D' categories will be applicable :-

2. Definition:

"Substitutes" refer to persons engaged in Indian Railway Establishments on regular scales of pay and allowances applicable to posts falling vacant and the process of filling up is delayed and the post cannot be kept vacant due to exigencies of work otherwise railway service may be adversely affected.

3. Circumstances for engagement of "Substitutes":

3.1 Substitutes in erstwhile Group 'D' should be engaged with the prior personal approval of the General Manager, while those in Group 'C' shall require prior approval of the Railway Board. They should be engaged only in the following circumstances:

[i] The process of filling up of vacancies is delayed; and

[ii] The posts cannot be kept vacant without adversely affecting the railway services;

3.2 Maximum number of Substitutes that can be engaged in a year in erstwhile Group 'D' posts

[i] Maximum number of substitutes which can be engaged in a financial year in the following categories would be 10% of the vacancies calculated as on 1st April of the year to be filled up during the financial year;

[a] Safety;

[b] Train operations [operating staff of Operating, Mechanical, Civil, S&T and Electrical]

[ii] For other categories, the maximum number of substitutes that can be engaged is 2% of the vacancies in these categories.

Chief Personnel Officer [CPO] will calculate the 10% and 2% vacancies at the beginning of each financial year.

3.3 Substitutes in erstwhile Group 'D' should be engaged as per following practice /procedure.

[i] Applications addressed to General Manager will be received in General Manager's office from various sources

[ii] Committee of three Senior Administrative Grade [SAG] officers, nominated by General Manager, will scrutinize applications and make recommendations which will be put up for approval of General Manager through Chief Personnel Officer[CPO]

[iii] The applications recommended by the Committee will be forwarded to the Personnel Department for verification of certificates, etc.

[iv] After due verification of educational qualifications, certificates etc., the eligible applications along with the requirement of substitutes received from DRMs/Heads of Units, through the Chief Personnel Officer, will be put up for General Manager's approval, by the Personnel Department.

[v] Keeping the exigencies of services and suitability of the candidate, General Manager will decide the Department and Division /Unit where the candidate is to be engaged as per para 3.2

[vi] Formal letter of engagement will be sent to the Division /Unit by the Personnel Department;

[vii] To avoid any fraud/impersonation etc., the Division/Unit will get the letter verified/authenticated from CPO's office and then issue Engagement Letter to the candidate

[viii] Proper records should be maintained with reference to the number of applications received, number of applications rejected etc. Records of the applications which are no longer required to be retained should be shredded/weeded out.

4. Benefits:

4.1. Substitutes engaged should be paid regular scales of pay and allowances admissible to the post against which they have been appointed irrespective of the nature or duration of the vacancy.

4.2. They should be allowed all the rights and privileges as are admissible to temporary Railway employees on attainment of temporary status on completion of four months continuous service.

4.3 The conferment of temporary status after completion of four months continuous service does not entitle them to automatic absorption/appointment to Railway service unless they are selected in the approved manner for appointment or absorption to regular posts.

4.4 The period of service of substitutes will be counted for full pensionary benefits from the date of completion of four months continuous service provided it is followed by absorption in regular service, without break.

4.5 While regularizing the services of substitutes, age limit for recruitment to erstwhile Group 'D' posts may be relaxed to the extent of their total service rendered as substitute which may be either continuous or in broken periods subject to maximum of 40 years not exceeded in case of General candidates, 43 in case of OBC and 45 in case of SC/ST.

4.6 Substitutes who wish to apply for the posts advertised by the Railway Recruitment Boards may be given relaxation in age to the extent of service put in by them, continuous or in broken spells subject to maximum of 40 years not exceeded in case of General candidates, 43 in case of OBC and 45 in case of SC/ST.

4.7 Festival/Flood advances: The substitutes who have attained temporary status and have put in one and half years of continuous service should be granted these advances on the same conditions provided they furnish two sureties from permanent Railway servants.

4.8. Substitutes are eligible for medical facilities for self only in the out-patient Department. The service cards etc. of the employee may be utilised as identification cards for this purpose.

4.9. When substitutes are selected for absorption in regular service and sent for medical examinations, the standard of medical examination should be of relaxed standard as prescribed for re-employment during service.

5. Screening of the Substitutes for their absorption in regular service.

5.1 A person who is continued to work as a Substitute for prolonged period shall be considered for regularization of his/her services provided he/she has put in a minimum of 05 [five] years of service.

5.2 A screening Committee should be constituted to screen the substitutes with temporary status for their absorption in regular posts. Such screening Committee should consist of at least three Railway Officers of appropriate rank, one belonging to SC/ST communities and another to minority community.

5.3. Screening/Empanelment of substitute for the purpose of absorption in regular employment be restricted to only those who are in the current substitute registers.

5.4 Though no roster is required to be maintained, the intake of SC/ST/OBC while engaging substitutes against each individual category in the various departments should not be below the prescribed percentage of reservation in favour of these communities.

5.5 The Screening Committee should make good shortfall, if any, by resorting to direct recruitment from open market in each erstwhile Group 'D' category.

5.6 Screening of substitutes for absorption in regular employment may be made by the Screening Committee with reference to the vacancies available at the material time.

5.7 As long as it is established from records that the substitutes have been enrolled within the age limit, relaxation at the time of actual absorption should be automatic.

5.8 In old cases, where the age limit was not observed, relaxation of age at the time of regular absorption should be considered sympathetically. CPOs /DRMs are empowered to grant such relaxations.

5.9 Substitutes will be eligible for absorption in regular employment only if they fulfill the requisite eligibility criteria for the post in question. Relaxation in educational qualification may be granted by retraining such persons as followed in case of Group 'D' staff on implementation of 6th Pay Commission.

5.10 When called for screening, substitutes will be issued passes for their journeys and the period treated as on duty.

5.11 Gaps which may occur in service of Substitutes between two engagements should be ignored for the purpose of temporary status on completion of four months service.

6. Date of appointment

The date of appointment of a substitute to be recorded in the Service Book against the column "Date of appointment" should be the date on which he/she attains temporary status after continuous service of four months if the same is followed by his/her regular absorption. Otherwise, it should be the date on which he/she is regularly appointed/absorbed.

7. Break in service.

The following cases of absence will not be considered as "break in service" for determining the four months continuous service for the purpose of absorption in regular employment:

a. The periods of absence of a substitute who is under medical treatment with injury sustained on duty covered by the provisions of Workman's Compensation Act;

b. Authorised absence not exceeding 20 days during the preceding six months.

NOTE

i. The term "authorised absence" for this purpose covers permission granted by the Supervisory Official in-charge to be away from the work for the period specified.

ii. Unauthorised absence or stoppage of work will be treated as a break in continuity of employment.

c. Days of rest even under HOER or under the statutory enactments and the days on which the establishment employing the substitutes remains closed will not be counted against the limit of 20 days authorised absence.

8. Service Register

A register should be maintained for recording the names of all "Substitutes" whenever employed according to the Unit of recruitment, e.g. Divisions, Workshop etc. strictly in the order of their employment at the time of their initial engagement.

9. General

9.1 These instructions will be in force from the date of issue of this circular.

9.2 Existing instructions regarding Bungalow Peon/TADK will continue to remain in force.

10. Advance Correction Slip [ACS] to Indian Railway Establishment Manual Volume-I will follow.

SERIAL CIRCULAR No.139/2010

No. P[R]184/V Dated: 30-09-2010

Copy of Board's letter No.E[NG]I-2009/CR/2 dated 17.09.2010 is forwarded for information, guidance and necessary action.

Copy of Brd's ltr. No. E[NG]I-2009/CR/2 dated 17.09.2010 [RBE No.136/10]

Sub: Communication of Below Benchmark ACRs for the years prior to 2008-09 reckonable in future DPCs for promotion.

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Department of Personnel & Training , vide their O.M. No. 21011/1/2010-Estt.A dated 13.04.2010 [copy enclosed], have mentioned that if any employee is to be considered for promotion in a future DPC and his ACRs prior to the period 2008-09 which would be reckonable for assessment of his fitness in such future DPCs contain final grading that are below the benchmark for his next promotion, before such ACRs are placed before the DPC, the concerned employee will be given a copy of the relevant ACR for his representation, if any, within 15 days of such communication. It may be noted that only below benchmark ACR for the period relevant to promotion need be disclosed.

2. It has also been mentioned in DoP&T's above O.M. that the competent authorities considering representations of the employees against entries /grading in their ACRs/APARs should be informed that the decision on the representation may be taken objectively after taking into account the views of Reporting /Reviewing officers, if they are still in service, and in case of upgradation of the final grading given in the APAR, specific reasons therefor may also be given in the order of the competent authority.

3. Board have decided to implement the instructions contained in DoP&T's above mentioned O.M. on Railways for promotion within Group 'C'. It is, therefore, requested that while holding Departmental Promotion Committees for promotions of the employees in future, the above instructions may be taken care of and complied with.

Copy of DOP& T's O.M. No. 21011/1/2010-Estt.A dated 13.04.2010.

Sub : Below Benchmark gradings in ACRs prior to the reporting period 2008-09 and objective consideration of representation by the competent authority against remarks in the APAR or for upgradation of the final grading.

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The undersigned is directed to say that prior to the reporting period 2008-09, only the adverse remarks in the ACRs had to be communicated to the concerned officer for representation, if any to be considered by the competent authority. The question of treating the grading in the ACR which is below the benchmark for next promotion has been considered in this Department and it has been decided that if an employee is to be considered for promotion in a future DPC and his ACRs prior to the period 2008-09 which would be reckonable for assessment of his fitness in such future DPCs contain final grading which are below the benchmark for his next promotion, before such ACRs are placed before the DPC, the concerned employee will be given a copy of the relevant ACR for his representation, if any, within 15 days of such communication. It may be noted that only below benchmark ACR for the period relevant to promotion need be sent. There is no need to send below benchmark ACRs of other years.

2. As per existing instructions, representations against the remarks or for upgradation of the final grading given in the APAR (previously known as ACR) should be examined by the competent authority in consultation, if necessary, with the Reporting and the Reviewing Officer, if any. While considering the representation, the competent authority decides the matter objectively in a quasi-judicial manner on the basis of material placed before it. This would imply that the competent authority shall take into account the contentions of the officer who has represented against the particular remarks/grading in the APAR and the views of the Reporting and Reviewing officer if they are still in service on the points raised in the representation vis-a-vis the remarks/gradings given by them in the APAR. The UPSC has informed this Department that the Commission has observed that while deciding such representations, the competent authorities sometimes do not take into account the views of Reporting/Reviewing Officers if they are still in service. The Commission has further observed that in a majority of such cases, the competent authority does not give specific reasons for upgrading the below benchmark ACR/APAR gradings at par with the benchmark for next promotion.

3. All Ministries/Departments are therefore requested to inform the competent authorities while forwarding such cases to them to decide on the representations against the remarks or for upgradation of the grading in the APAR that the decision on the representation may be taken objectively after taking into account the views of the concerned Reporting/Reviewing Officers if they are still in service and in case of upgradation of the final grading given in the APAR, specific reasons therefor may also be given in the order of the competent authority.

SERIAL CIRCULAR No.140/2010

No. P[R]249/III Dated:30-09-2010

Copy of Board's letter No.E[W]2008/ED-2/5 dated 14.09.2010 is forwarded for information, guidance and necessary action. Board's letters dated 01.10.2008 and 13.10.2008 quoted therein were circulated under S.C Nos.135/08 and 147/08, respectively. Disability means a person having a minimum Disability of 40% as elaborated in Min. of Welfare's Notification No. 16-18/97-NI.I dated 1.6.2001 [SC No. 147/08].

Copy of Brd's ltr. No. E[W]2008/ED-2/5 dated 14.09.2010 [RBE No.135/10]

Sub:Special Allowance for child care for women with disabilities and Education Allowance for disabled children of Railway employees – recommendations of the VIth Central Pay Commission.

***

1. In terms of Para 2 of Department of Personnel & Training [DOP&T]'s OM No. 12011/04/2008-Estt.[Allowance] dated 11.09.2008, circulated on the Railways vide Board's letter of even number dated 13.10.2008, reimbursement of Education Allowance for disabled children of Railway employees was granted at double the normal rates prescribed i.e. ` 24,000/- per annum per child.

2. The matter regarding admissibility of double the amount of Hostel Subsidy for disabled children has been under consideration in consultation with DOP&T and it has been decided that the Hostel Subsidy for disabled children of Railway employees shall be payable at double the rates i.e. ₹6,000/- per month per child, subject to the conditions as stipulated in DOP&T's OM No.12011/03/2008-Estt.[Allowance] dated 02.09.2008 circulated on the Railways vide Board's letter No. E[W]2008/ED-2/4 dated 01.10.2008.

3. This issues with the concurrence of Finance Directorate of Ministry of Railways.

SERIAL CIRCULAR No.141/2010
Pay Commission Circular No.225

No. P[R]481/VIII Dated:30-09-2010

Copy of Board's letter No.PC-VI/2009/I/RSRP/6 dated 14.09.2010 is forwarded for information, guidance and necessary action. RS(RP)Rules, 2008, quoted therein was circulated as SC No. 110/08.

Copy of Bd's ltr No. PC-VI/2009/I/RSRP/6 dated 14.09.2010 [RBE No.133/10][PC VI-225]

Sub: Fixation of Pay in merged grades for working on ad-hoc basis on ex-cadre posts in Construction Organisations.

***

As per Rule (7) of RS(RP)Rules, 2008, initial pay of a Railway servant shall be fixed separately(i) in respect of his substantive pay in the permanent post on which the employee holds a lien and (ii) in respect of his pay in the officiating post held by him.

2. As per note 5 below Rule 7 of RSRP Rules, 2008, "Where a Railway servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only and the pay so fixed shall be treated as substantive pay."

3. Clarifications are being sought by the zonal railways regarding fixation of pay of staff working in Construction Organisation on ex-cadre posts on ad-hoc basis in merged grades. The matter has been examined and it is clarified that in the case of staff working in Construction organization on ex-cadre posts on ad-hoc basis, their pay in the 6th CPC pay structure is to be fixed separately for cadre post and ex-cadre post as provided in Rule 7(1) of RSRP, 2008. Note 5 below Rule 7 is not applicable in their case.

4. This issues in consultation with Establishment Directorate and with the concurrence of the Finance Directorate of the Ministry of Railways.

5. This disposes of CAO(Const. & MTP), Southern Railway's letter No.P/524/I/P/CN dated 12.8.2009 and Southern Railway's letter No.P(R) 524 dated 31.8.2009.

SERIAL CIRCULAR No.142/2010
PAY COMMISSION CIRCULAR No.229
No. P[R]420/VI Dated: 08-10-2010

Copy of Board's letter No.E[P&A]I-2008/CPC/LE-8 dated 04.10.2010 is forwarded for information, guidance and necessary action. Board's letters dated 23.10.2008, 12.12.2008 and 23.4.2010 quoted therein were circulated under Serial Circular Nos. 144/08, 198/08 and 63/10, respectively.

Copy of Bd's ltr No. E[P&A]I-2008/CPC/LE-8 dtd 04.10.2010(RBE No.144/2010)PC-VI/229

Sub: Child Care Leave in respect of female railway employees as a result of Sixth Central Pay Commission recommendations - Clarification regarding

***

Please refer to Board's letters of even number dated 23.10.2008 and 12.12.2008 and 23.4.2010 regarding grant of Child Care Leave [CCL].

2. In pursuance of the decision taken by the Government, the Ministry of Railways have decided to delete the condition that CCL can be availed only if the employee concerned has no LAP at her credit, subject to the following conditions:-

(i) CCL may not be granted in more than 3 spells in a calendar year.

(ii) CCL may not be granted for less than 15 days.

(iii) CCL should not ordinarily be granted during the probation period except in case of certain extreme situations where the leave sanctioning authority is fully satisfied about the need of Child Care Leave to the probationer. It may also be ensured that the period for which this leave is sanctioned during probation is minimal.

3. It is reiterated that the CCL is to be treated like LAP and sanctioned as such.

4. These orders take effect from 1.9.2008. LAP, if any, availed by women employees before availing CCL subsequent to the issue of Board's letter of even number dated 12.12.2008 may be adjusted against CCL, if so requested by the employee regardless of condition 2[i] and 2[ii] above.

5. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.143/2010
No. P[R]473/VIII Dated:18 -10-2010

Copy of Board's letter No.E[W]2009/PS-5-8/1 dated 23.09.2010 is forwarded for information, guidance and necessary action. Board's letters dated 17.2.04, 15.06.07, 09.09.09 quoted therein were circulated under Serial Circular Nos.33/04, 95/07 and 155/09, respectively.

Copy of Bd's ltr No. E[W]2009/PS-5-8/1 dated 23.09.2010 (RBE No.140/2010)

Sub: Provision of companion in lieu of attendant to First Class/1st 'A' Post Retirement Complimentary Pass/Widow Pass holders in Jan Shatabdi Express trains.

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As per instructions contained in Board's letters No. E[W] 96 PS5-8/2 dated 17.02.2004 and 15.6.2007, facility of companion in lieu of attendant is available to retired railway employees/widows, who are 65 years of age and above, and holding Ist Class/ I-A Post Retirement Complimentary Pass /Widow Pass, in higher class on payment of full difference of fare between SL/II class and the class in which retired railway employee/widow travels, besides the existing travel facility alongwith a companion in SL/II class. This provision is however not applicable for journey by Jan Shatabdi Express Trains which is regulated by instructions contained in this office letter No. E[W]2000 PS5-1/17 dated 17.12.2004.

2. On a reference from AIRF, the matter has been considered and it has been decided that the provisions regarding companion as laid-down in Board's letters dated 17.02.2004 and 15.06.2007 ibid will henceforth also apply in the case of retired railway employees/widow pass holders of 65 years and above but below 70 years of age and holding 1st class/ 1st 'A' Post Retirement Complimentary Pass /Widow Pass, in respect of journey by Jan Shatabdi Express Trains subject to the existing quota prescribed for reservation against Pass/PTOs . Separate instructions exist in the case of such persons of 70 years and above under Board's letter No. E[W]96PS5-8/2 dated 09.09.09.

3. These instructions may be brought to the notice of all concerned.

4. This issues with the concurrence of the Finance and Commercial Directorates of the Ministry of Railways.

SERIAL CIRCULAR No. 144/2010

No.P(R)583/Bonus/IV Dated: 07-10-2010

Copy of Board's letter No. E[P&A)II/2010/PLB-4 dated 7.10.2010 is forwarded for information, guidance and necessary action. Immediate necessary action may be taken to arrange payment of PLB in cash to all eligible employees on priority basis.

Copy of Bd's letter No. E[P&A)II/2010/PLB-4 dated 7.10.2010 (RBE No.147/2010)

Sub: Payment of Productivity Linked Bonus to all eligible non-gazetted Railway employees for the financial year 2009-2010.

***

The President is pleased to sanction Productivity Linked Bonus (PLB) equivalent to **77 days [Seventy seven]** days wages without any ceiling on wages for eligibility for the financial year 2009-10 to all eligible non-gazetted Railway employees (excluding all RPF/RPSF personnel). Where wages exceed ` 3500/- per month, Productivity Linked Bonus will be calculated as if 'wages' are ` 3500/- p.m.

2 'Wages' for the purpose of calculating Productivity Linked Bonus shall include 'Basic pay' as defined in the Railway Services (Revised Pay) Rules, 2008 and dearness allowance drawn during the financial year 2009-10. Other conditions of eligibility, method of calculation of wages, etc., as prescribed in this Ministry's instructions and clarifications issued from time to time, shall remain unchanged.

3. It has also been decided that in the case of eligible employees mentioned in Para-1 above who were not placed under suspension, or had not quit service/retired/expired during the financial year 2009-10 or were on leave where leave salary admissible is not less than that admissible on leave on average pay, may be paid an amount of ` **8860/-** towards Productivity Linked Bonus for the financial year 2009-10. In the case of employees other than those mentioned above, the amount of Productivity Linked Bonus may be calculated in accordance with the extant instructions on the subject.

4. Further, in relaxation to the provisions in Rules 905(2), 908 and 909 of State Railway Provident Fund Rules, as contained in Chapter 9 of R.I/1985 edition [2003 Reprint Edition], such of the subscribers to the SRPF as are entitled to Productivity Linked Bonus may, if they so desire, deposit the whole or part of the amount admissible under the Scheme in their respective State Railway Provident Fund Accounts.

5. It is also advised that the admissible amount in respect of employees who receive their salary in bank accounts be credited to their accounts unless such employees give an option to receive the PLB in cash.

6. Payment of Productivity Linked Bonus for the financial year 2009-10 to all eligible non-gazetted Railway employees mentioned in Para 1 above should be made on priority before the commencement of the puja holidays.

7. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.145/2010

No. P[R]579/VI Dated:12-10-2010

Copy of Board's letter No. E(P&A)I-2010/RT-2 dated 24.09.2010 is forwarded for information, guidance and necessary action. Board's letter dated 11.09.10 quoted therein was circulated under Serial Circular No.131/10.

Copy of Bd's letter No. E(P&A)I -2010/RT-2 dated 24.09.2010 (RBE No.141/2010)

Sub: Safety Related Retirement Scheme covering safety categories with grade pay of ` 1800/-.

Ref: Board's letter of even number dated 11.09.2010

***

The Safety Related Retirement Scheme (SRRS-2004) now renamed as Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS) vide Board's above referred letter will also be applicable to Gangman /Trackman who were already covered under the original SRRS-2004. In other words, Gangman/Trackman in the age group of 50-57 years and having qualifying service of 20 years are eligible to seek retirement under the Scheme.

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.146 /2010

No. P[R]554/VII Dated:12 -10-2010

Copy of Board's letter No. E[G]2001 QR1-14 dated 27.09.10 is forwarded for information, guidance and necessary action. Board's letter 12.03.2008 dated quoted therein was circulated under Serial Circular No.37/08.

Copy of Bd's ltr No. E[G]2001 QR1-14 dated 27.09.10 (RBE No.142/2010)

Sub: Retention of Railway accommodation at the previous places of posting in favour of the officers/staff posted to Jammu-Udhampur-Srinagar-Baramulla New Line Construction Project and to open line maintenance work.

***

Retention of Railway accommodation at the previous places of posting in favour of officers/staff posted to Jammu-Udhampur-Srinagar New Line Construction Project was last permitted up to 14.08.2009. Following receipt of proposals from various sections and in view of non completion of **the** work within the stipulated time period the issue of further extension of the relaxation was under consideration of Board for quite some time.

2. The matter has been considered by the Board and in exercise of powers vested with the full Board for making reasonable relaxations in public interest in all or any of the existing provisions regarding allotment/retention of Railway quarters and charging the rate therefor for a class/ group of employees the full Board has decided as under:

[i] Vide Board's letter No. E[G] 2001 QR1-14 dated 12.03.2008 officers/staff posted to Jammu-Udhampur-Srinagar-Baramulla New Line Construction Project was permitted to retention of Railway accommodation at previous place of posting upto the target date of completion of the project i.e. up to 14.08.2009. Such officers/staff will now be entitled to retention of Railway accommodation at previous place of posting for a further period of 3 years i.e. up to 14.08.2012 or the completion of the project whichever is earlier.

[ii] It has also been decided to allow henceforth retention of quarters at previous place of posting by the officers/staff even in case of allotment of quarter at their present place of posting i.e. Jammu-Udhampur-Srinagar project area.

[iii] Henceforth the facility of retention of Railway accommodation at previous place of posting and present place of posting i.e. Jammu-Udhampur-Srinagar project area is also extended to the officers/staff posted to the open line/maintenance works.

3. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.147/2010

No. P[R]420/VI Dated: 18-10-2010

Copy of Board's letter No.E[P&A]I-2009/CPC/LE-10 dated 30.09.2010 is forwarded for information, guidance and necessary action.

Copy of Bd's ltr No. E[P&A]I-2009/CPC/LE-10 dated 30.09.2010

Sub: Introduction of Child Care Leave in respect of Railway Servants - Clarification regarding

***

Certain points raised by one of the Zonal railway in regard to grant of Child Care Leave [CCL] to female railway employees have been considered in consultation with DOP&T. Point-wise clarification is given as below:

S.No.	Point	Clarification
1	Limit of Maximum/Minimum leave upto which, Child Care Leave can be sanctioned in one spell.	1&2 : Maximum limit of CCL is 730 days and minimum limit is 15 days. CCL cannot be availed more than three times in a year.
2	Whether there should be any minimum gap in between one spell to another spell.	
3	Whether any vacancy arising out of child care leave for a period of one year and more can be filled through promotion.	Same procedure may be followed as is followed in case of vacancy arising out of LAP

4	Is child care leave admissible in aspect of adopted minor children.	Since the instructions regarding grant of CCL do not differentiate between adoptee mother and biological mother, CCL may be sanctioned to adoptee mother also subject to fulfillment of the conditions stipulated for grant of this leave.
5	How/When does LAP/LHAP get credited to the leave account of the employees proceeding on CCL? Is it to be credited on 1st Jan and 1st July respectively as per extant practice?	LAP & LHAP may be credited as per the extant practice.
6	As per extant rules leave of any kind can be availed to a maximum of 5 years at a stretch, whether CCL also is to be included in the ambit of 5 years.	CCL is to be included in the ambit of 5 years.
7	Is the female Rly. Servant proceeding on CCL eligible for HRA if so for what period?	In terms of the provisions contained in Rule 1707[i], [ii] & [iii] of IREC Vol.II, HRA would be admissible to female Railway servants proceeding on CCL.
8	Whether Lady officers proceeding on CCL retain their bungalow peons and upto what period?	Since CCL is to be treated like LAP, rules applicable for retaining the facility of Bungalow Peon during LAP may also be followed in the case of an employee proceeding on CCL
9	Whether the female employees proceeding on CCL will receive the annual increment in normal course even in case the leave period exceeds more than a year as single spell.	The provisions contained in Rule 1320[b][i] and [ii] IREC Volume II, may be applied in case of CCL also. If the Railway servant is on CCL on the day of increment, the increment will come into effect only on the date she reports for duty.

This disposes of Central Railway's letter No. AC/Admn. Gaz/VI PC/Corres dated 26.5.2009.

SERIAL CIRCULAR No.148/2010

No. P[R]579/VI Dated: 22-10-2010

Copy of Board's letter No.E[P&A]I-2010/RT-2 dated 07.10.2010 is forwarded for information, guidance and necessary action. Board's letters dated 11.09.10 and 24.09.10 quoted therein were circulated under Serial Circular Nos. 131/10 and 145/10, respectively.

Copy of Bd's ltr No. E[P&A]I-2010/RT-2 dated 07.10.2010

Sub: Safety Related Retirement Scheme covering safety categories with Grade Pay of ₹1800/-.

Ref: Board's letter of even number dated 11.09.2010 and 24.09.2010

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AIRF and NFIR raised a doubt that a large number of staff working in Grade pay of ₹ 1800/- would not be eligible to avail the benefit of the above Scheme after financial upgradation under the MACPS.

2. The matter has been considered and it is clarified that for determining the eligibility for seeking retirement under the Liberalised Active Retirement Scheme for Guaranteed Employment for Safety Staff [LARSGESS], Grade Pay corresponding to the post against which the employee is working on regular basis will be taken into account. In other words, the staff working on the post with Grade pay of ₹1800/- will continue to be eligible for seeking retirement under the Scheme even after getting financial upgradation in Grade Pay higher than ₹1800/- under MACPS.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.149 /2010
PAY COMMISSION CIRCULAR No.230
No. P[R]381 Dated: 28 -10-2010

Copy of Board's letter No.PC-VI/2010/GIS/1 dated 06.10.2010 is forwarded for information, guidance and necessary action. Board's letters dated 19.09.89 and 08.01.2010 quoted therein were circulated under Serial Circular Nos. 204/89 and 09/2010, respectively.

Copy of Bd's ltr No. PC-VI/2010/GIS/1 dated 06.10.2010 (RBE No.145/2010)PC-VI 230

Sub: Rate of monthly subscription and insurance cover under CGEGIS - 1980 for erstwhile Group 'D' employees placed in PB-1, Grade Pay ₹ 1800/- and classified as Group 'C'

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Attention is invited to Ministry of Finance's O.M. No. E.7[5]-EV/89 dated 15.05.1989 updating the Central Government Employees Group Insurance Scheme-1980 [CGEGIS], circulated vide Board's letter No. PC-III/89/GIS/1 dated 19.09.1989.

2. Consequent upon implementation of recommendations of 6th Central Pay Commission as accepted by the Government and issue of revised classification vide Board's letter No. PC-VI/2009/I/RSRP/4 dated 08.01.2010, the issue of rate of recovery of monthly subscription and insurance cover under CGEGIS-1980 for erstwhile Group 'D' employees placed in PB-1, Grade Pay ₹1800/-, have been under consideration in consultation with Ministry of Finance, the nodal Ministry for this purpose, for some time.

3. It has now been decided that subscription towards CGEGIS and insurance coverage to the erstwhile Group 'D' employees placed in PB-1 with Grade Pay of ₹1800/- and classified as Group 'C' vide Board's letter No. PC-VI/2009/I/RSRP/4 dated 08.01.2010 [RBE No. 05/2010], may be enhanced @ ₹30/- per month from 1st January of the next calendar year i.e. January – 2011.

4. This issues with the concurrence of Finance Directorate of this Ministry.

SERIAL CIRCULAR No.150/2010
No. P[R]583/IV Dated:26-10-2010

Copy of Board's letter No.E[P&A}II-2010/PLB-4 dated 08.10.2010 is forwarded for information, guidance and necessary action. Board's letters dated 07.10.2010 quoted therein was circulated under Serial Circular No.144/2010.

Copy of Bd's ltr No. E[P&A}II-2010/PLB-4 dated 08.10.2010 (RBE No.148/2010)

Sub: Payment of Productivity Linked Bonus to all eligible non-gazetted Railway employees for the financial year 2009-2010

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Attention is invited to Para 5 of Board's letter of even number dated 07.10.2010 on the above subject wherein in has been advised that the admissible amount of PLB in respect of employees who receive their salary in bank accounts be credited to their accounts unless such employees give an option to receive the PLB in cash.

2. On re-consideration, it has now been decided that the advice given in Para 5 of Board's letter ibid may be treated as withdrawn and the payment of PLB to eligible non-gazetted Railway employees [excluding all RPF/RPSF personnel] may be made as was done during last year.

3. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.151/2010
PAY COMMISSION CIRCULAR No.231
No. P(PC)/487/VICPC/DA/Vol.II Dated: 28-10-2010

Copy of Board's letter No. PC-VI/2008/1/7/2/2 dated 11.10.2010 is forwarded for information, guidance and necessary action. Board's letters dated 18.08.98, 05.08.99, 2.8.2000, 20.7.2009 and 22.04.2010 quoted therein were circulated under SC Nos. 234/98, 212/99, 176/2000, 129/09 and 71/10, respectively.

Copy of Bd's ltr No. PC-VI/2008/1/7/2/2 dated 11.10.2010 (RBE No.149/2010)PC VI-231

Sub: Grant of Dearness Relief to Railway pensioners /family pensioners –Revised rate effective from 01.07.2010

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A copy of Office Memorandum No. 42/18/2010-P&PW[G] dated 27.09.2010 of Ministry of Personnel, Public Grievances & Pensions [Department of Pension and Pensioners' Welfare] on the above subject is enclosed for your information and necessary action. These orders will apply mutatis mutandis on the Railways also.

2. A concordance of DOP&PW's instructions referred to in the enclosed Office Memorandum and Railway Board's corresponding instructions are given below:

Sl. No.	Para No.	No. & date of Deptt. Of Pension & Pensioners' Welfare's O.M.	No. & date of corresponding orders issued by Railway Board
1.	1	O.M. No. 42/18/2010-P&PW[G] dated 31.03.2010	PC-VI/2008/1/7/2/2 dated 22.04.2010
2.	2	(i) O.M.No.23/1/97-P&PW (B) dated 23.02.1998 (ii) O.M.No.23/3/2008–P&PW(B) dated 15.09.08	N.A
3.	3	(i) O.M.No.4/59/97-P&PW(D) dated 14.07.98 [ii] O.M.No.4/29/99-P&PW(D) dated 12.07.2000	(i) F(E)III/96/PN1/9 dt.18.08.98. (ii) F(E)III./96/PN1/9 dated 02.08.2000
4.	5	[i] O.M.No.45/73/97-P&PW(G) dt.2.07.99 [ii] OM No. 38/88/2008-P&PW[G] dated 9.7.2009	(i) F(E)III/99/PN1/21 dated 5.08.99 (ii) F(E)III/2008/PN1/13 dated 20.07.2009

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

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Copy of Office Memorandum No. 42/18/2010-P&PW[G] dated 27.09.2010 of Ministry of Personnel, Public Grievances & Pensions [Department of Pension and Pensioners' Welfare] [DOP&PW]

Sub: Grant of Dearness Relief to Central Government pensioners /family pensioners –Revised rate effective from 01.07.2010

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The undersigned is directed to refer to this Department's O.M. No. 42/18/2010-P&PW[G] dated 31.03.2010 on the subject mentioned above and to state that the President is pleased to decide that the Dearness Relief payable to Central Government pensioners shall be enhanced from the existing rate of 35% to 45% w.e.f. 1st July, 2010.

2. These orders apply to [i] All Civilian Central Government Pensioners /Family Pensioners [ii] The Armed Forces Pensioners, Civilian Pensioners paid out of the Defence Service Estimates [iii] All India Service Pensioners [iv] Railway Pensioners and [v] The Burma Civilian pensioners /family pensioners and pensioners/families of displaced Government pensioners from Pakistan, who are Indian Nationals but receiving pension on behalf of Government of Pakistan, who are in receipt of ad-hoc ex-gratia allowance of ₹3500/- p.m. In terms of this Department's O.M.No.23/1/97-P&PW (B) dated 23.02.1998 read with this Department's O.M.No.23/3/2008–P&PW(B) dated 15.09.2008.

3. Central Government Employees who had drawn lumpsum amount on absorption in a PSU /Autonomous body and have become eligible to restoration of 1/3rd commuted portion of pension as well as revision of the restored amount in terms of this Department's O.M.No.4/59/97-P&PW(D) dated 14.07.98 will also be entitled to the payment of DR @ 45% w.e.f. 1.7.2010 on full pension i.e. the revised pension which the absorbed employee would have received on the date of restoration had he not drawn lumpsum payment on absorption and Dearness Pension subject to fulfilment of the conditions laid down in para 5 of the O.M. dated 14.7.98. In this connection, instructions contained in this Department's O.M.No.4/ 29/99- P&PW(D) dated 12.07.2000 refers.

4. Payment of DR involving a fraction of a rupee shall be rounded off to the next higher rupee.

5. Other provisions governing grant of DR in respect of employed family pensioners and re-employed Central Government Pensioners will be regulated in accordance with the provisions contained in this Department's OM No. 45/73/97-P&PW(G) dt.2.07.99 as amended vide this Department's OM No. F.No. 38/88/2008-P&PW[G] dated 9th July, 2009. The provisions relating to regulation of DR where pensioner is in receipt of more than one pension will remain unchanged.

6. In the case of retired Judges of the Supreme Court and High Courts, necessary orders will be issued by the Department of Justice separately.

7. It will be the responsibility of the pension disbursing authorities, including the nationalized banks, etc. to calculate the quantum of DR payable in each individual case.

8. The offices of Accountant General and Authorised Public Sector Banks are requested to arrange payment of relief to pensioners etc. on the basis of the above instructions without waiting for any further instructions from the Comptroller and Auditor General of India and the Reserve Bank of India in view of letter No. 528-TA,II/34-80-II dated 23.04.1981 of the Comptroller and Auditor General of India addressed to all Accountant Generals and Reserve Bank of India Circular No. GANB No. 2958/GA-64 [ii] [CGL]/81 dated the 21st May, 1981 addressed to State Bank of India and its subsidiaries and all Nationalised Banks.

9. In their application to the pensioners /family pensioners belonging to Indian Audit and Accounts Department, these orders issue in consultation with C&AG.

10. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide their O.M.. No. 1[4]/EV/2004 dated 24th September, 2010.

SERIAL CIRCULAR No.152/2010
PAY COMMISSION CIRCULAR No.232
No. P[R] 500/XXIII Dated: 27 -10-2010

Copy of Board's letter No.F[E]III/2008/PN1/12 dated 11.10.2010 is forwarded for information, guidance and necessary action. Board's letters dated 26.5.09, 19.08.2009 and 07.07.2010 quoted therein were circulated under SC Nos.104/09, 149/09 and 103/10, respectively.

Copy of Bd's ltr No.F[E]III/2008/PN1/12 dated 11.10.2010 (RBE No.150/2010)PC VI-232

Sub:Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission – Revision of pension of pre-2006 pensioners/family pensioners etc.

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A copy of Department of Pension and Pensioners' Welfare (DOP&PW)'s O.M. No. 38/37/08-P&PW(A) dated 28th September, 2010 on the above subject is enclosed for information and strict compliance. These instructions shall apply mutatis mutandis on the Railways also. DOP&PW's O.Ms dated 21.5.2009, 11.08.2009 and 25.6.2010, referred to in the enclosed O.M., were circulated on the Railways vide this office letters of even number dated 26.5.2009, 19.08.2009 and 07.07.2010, respectively.

Copy of Department of Pension and Pensioners' Welfare (DOP&PW)'s O.M. No. 38/37/08-P&PW(A) dated 28th September, 2010

Sub:Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission – Revision of pension of pre-2006 pensioners/family pensioners etc.

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The undersigned is directed to say that in this Department's O.M. of even number dated 21.5.2009 and 11.8.2009 it was provided that in case the' information regarding date of birth/age is not available in the PPO or the office records, certain documents viz., PAN Card, Matriculation certificate, Passport, CGHS Card, Driving Licence and Voter's ID card would be accepted as proof of date of birth/age for payment of additional pension/family pension on completion of age of 80 years and above. It was also provided that the Pension Disbursing Authority/Bank will make payment of additional pension/family pension in the above manner, on provisional basis, up to a period of three months from the month in which the proof of age/date of birth is submitted by the pensioner/family pensioner. In such cases, the Pension Disbursing Authority/Bank will immediately send one copy each of the document submitted by the pensioner/family pensioner to the Pay and Accounts Officer/CPAO for formal authorisation of the additional pension/family pension. The Pension Disbursing Authority/Bank will make payment of additional pension/family pension beyond a period of three months only on receipt of such an authorisation from the Pay and Account Officer. These instructions were reiterated in this Department's O.M. of even number dated 25.6.2010.

2. It has been brought to the notice of this Department that, in many cases, final authorization could not be communicated by Pay & Accounts Offices to the Pension Disbursing Banks even after expiry of the stipulated period of three months from the month in which the proof of age/date of birth was submitted by the pensioner/family pensioner on account of non-receipt of sanction from the Heads of Offices.

3. Considering the hardship that is likely to be caused to the old pensioners/family pensioners due to discontinuance of additional pension by the Pension Disbursing Authority/Bank in such cases, it has been decided that where the pensioner/family pensioner has submitted any of the prescribed documents as proof of age/date of birth, etc., payment of additional pension /family pension, on provisional basis will continue to be made till 31.12.2010 or for a period of six months from the month in which the proof of age/date of birth was submitted by the pensioner/family pensioner, whichever is later. The Heads of Offices may ensure that all formalities regarding sanction may be taken up and additional pension sanctioned within the same period. In case the pensioner/family pensioner is unable to submit any of the documents mentioned in OMs dated 21.5.2009 and 11.8.2009 but claims additional pension based on some other documentary evidence, such cases will be submitted to the administrative Ministry. If the administrative Ministry is satisfied about the claim of the pensioner/family pensioner, it will authorize additional pension/family pension accordingly. The decision of the Administrative Ministry in this regard will be final.

SERIAL CIRCULAR No.153/2010

No. P[R]554/VII Dated:29 -10-2010

Copy of Board's letter No.E[G]2010QR1-1[DRMs] dated 06.10.2010 together with their letter 17.05.2010 is forwarded for information, guidance and necessary action.

Copy of Bd's ltr No. E[G]2010QR1-1[DRMs] dated 06.10.2010 (RBE No.146/2010)

Sub: Retention of railway quarter by Railway officers posted as Divisional Railway Managers[DRMs]

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In continuation of Board's letter of even number dated 17.05.2010, Ministry of Railways, Railway Board in exercise of their powers have reviewed the matter of admissibility of the benefit of retention of Railway accommodation at the previous places of posting in favour of the Divisional Railway Managers [DRMs] and have decided that the instructions issued vide Board's letter [No. E[G]2010QR1-1[DRMs] dated 17.05.2010] in the matter of retention of quarters by the Divisional Railway Managers shall also be applicable to all existing Divisional Railway Managers who are presently in possession of Railway accommodation at their previous place of posting.

2. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

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Copy of Bd's ltr No. E[G]2010QR1-1[DRMs] dated 17.05.2010 (RBE No.76/2010)

Sub: Retention of railway quarter at the previous place of posting by Railway officials posted as Divisional Railway Managers[DRMs]

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A proposal for permitting the Railway Officers posted as Divisional Railway Managers [DRMs] to retain Railway accommodation at the previous place of posting had been under consideration of the Board for some time past. In exercise of the powers vested with the full Board for making reasonable relaxations in public interest in all or any of the existing provisions regarding allotment/retention of Railway accommodation and charging of rent therefor for a class/group of employees, the Board have decided that the Railway Officers on their posting as Divisional Railway Managers [DRMs] may be permitted to retain Railway quarter at their previous place of posting for the whole tenure of their posting as Divisional Railway Managers [DRM] on payment of normal rent.

2. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.154/2010

No. P[R]563/IX Dated:29 -10-2010

Copy of Board's letter No.E[NG]II/2010/RC-5/1 dated 28.09.2010 is forwarded for information, guidance and necessary action. Board's letter dated 16.07.2010 quoted therein was circulated under Serial Circular No.105/2010 and Corrigendum dated 13.08.2010 [RBE No. 120/2010] was not circulated as the corrections were already carried out while circulating SC No. 105/2010.

Copy of Bd's ltr No. E[NG]II/2010/RC-5/1 dated 28.09.2010

Sub: Appointment of land losers affected by land acquisition for railway projects.

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The consolidated instructions issued under letter of even number dated 16.07.2010 and subsequent corrigendum dated 13.08.2010 may be read as under:

In supersession of all previous instructions on the subject, it has been decided that Railways may call and consider applications for employment to PB-1 Pay Band of ₹ 5200-20200 with grade pay of ₹1800/- only, from land losers on account of acquisition of land for the projects on the Railways [excluding those for Deposit works]. Applications shall be invited, by Personnel Branch of Zonal Railways, from the land losers fulfilling the screening criteria as enumerated in para 2 below:

2. ***Screening Criteria*** :-

i. The applicant shall be a person (sole owner of land or son/daughter/husband /wife of the sole owner) whose land or a portion thereof has been acquired for the project. In case the land is owned by more than one person, the Competent Authority, as defined in the Railway (Amendment) Act, 2008/Land Acquisition Officer, will decide who shall be considered as applicant. Only one job shall be offered to an applicant from the land loser family.

ii. It must be ensured that the displaced person has not received any land from the State Government in lieu of his/her land acquired/being acquired for the project.

3. Railway administration should request the concerned Competent Authority/Land Acquisition Officer to issue certificates to those persons whose land has been acquired to facilitate proper verification of the claims.

4. An applicant claiming appointment shall be required to submit the application with his/her signatures and photos duly certified by local MP, MLA or any Gazetted Officer. Candidates shall also submit affidavits fulfilling eligibility criteria stipulated in para 2 above, duly certified by the Competent Authority / Land Acquisition Officer. This shall be co-ordinated by respective Divisional Railway Managers.

5. The applicant should normally fulfill the eligibility and other conditions prescribed for the post against direct recruitment quota from open market. In special cases, General Manger of the Railway can relax these conditions and in respect of educational qualifications, applicant with read/write only capability shall also be considered.

6. General Manager of the Railway in whose jurisdiction the land acquisition is to be undertaken, shall be responsible for ensuring a fair and transparent selection of candidates.

7. Once an offer of appointment has been made, no further application claiming appointment on ground of acquisition of the same piece of land shall be entertained.

8. These instructions normally will not be applicable in those cases where land acquisition process has been concluded by way of possession of land by Railway.

SERIAL CIRCULAR No.155/2010
No. P[R]96/II Dated:29-10-2010

Copy of Board's letter No.E[MPP]/2006/6/11 dated 11.10.2010 is forwarded for information, guidance and necessary action. The designations of trades upto S.No. 27 issued by the Ministry of Labour and Employment Directorate General of Employment & Training was circulated under SC No. 23/08.

Copy of Bd's ltr No. E[MPP]/2006/6/11 dated 11.10.2010 (RBE No.151/2010)
SC No.24 to MC No. 8/2002

Sub: Forwarding of Gazette Notification G.S.R. No. 609[E]- Apprentices Act, 1961

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A copy of the Notification No. G.S.R. 609 [E] dated 21st July 2010 published in Part II, section 3, sub-section [i] of the Gazette of India regarding the designation of trades for Trade Apprentices under the Apprentices Act, 1961 is enclosed for information, guidance and necessary action .

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Copy of Notification F.No.DGET-2[2]/2009-AP dated 21st July 2010 issued by Ministry of Labour and Employment, Directorate General of Employment and Training published in The Gazette of India – Extraordinary Part-II Section 3[i]

G.S.R. 609 [E] – In exercise of the powers conferred by Sub-section [i] of Section 37 of the Apprentices Act, 1961 [52 of 1961], the Central Government, after consulting the Central Apprenticeship Council, hereby makes the following rules further to amend the Apprenticeship Rules, 1992, namely:-

1. [1] These rules may be called the Apprenticeship [Second Amendment] Rules, 2010.
   [2] They shall come into force on the date of their publication in the Official Gazette.

2. In the Apprenticeship Rules, 1992, in Schedule I, under Group No. 35 after serial No. 27 and the entries relating thereto, the following shall be inserted, namely:

1	2	3	4	5	6	7	8
28	Mechanic [Non-conventional Power Generation, Battery and Inverter.]	8282.10	1:5	Two years	Broad Based Basic Training in Electrical Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Non-conventional Power Generation, Battery and Inverter.	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
29	Mechanic[Repair and Maintenance of instruments used in Electrical Engineering]	7241.10	1:5	Two years	Broad Based Basic Training in Electrical Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Repair and Maintenance of instruments used in Electrical Engineering	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.

1	2	3	4	5	6	7	8
30	Extrusion Machine Operator [Plastic]	8232.20	1:3	Two years	Broad Based Basic Training in Plastic Processing Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Extrusion Process	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
31	Injection Moulding Machine Operator	8232.25	1:3	Two years	Broad Based Basic Training in Plastic Processing Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Injection Moulding Process	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
32	Blow Moulding Machine Operator	8232.35	1:3	Two years	Broad Based Basic Training in Plastic Processing Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Blow Moulding Process	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
33	House keeper [Hotel]	5121.10	1:5	Two years	Broad Based Basic Training in Hospitality Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Accommodation Operation /House Keeping	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
34	Assistant Front Office Manager	5121.25	1:5	Two years	Broad Based Basic Training in Hospitality Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Front Office Management	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
35	Apprentice Food Production [Cookery]	5122.20	1:5	Two years	Broad Based Basic Training in Hospitality Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Food Production [Cookery]	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
36	Apprentice Food and	5123.20	1:5	Two years	Broad Based Basic Training in Hospitality	One year	Passed 10th class

1	2	3	4	5	6	7	8
	Beverage Service [Stewardship]				Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Food and Beverage Service [Stewardship]	and six months	examination under 10+2 system of education or its equivalent.
37	Computer and Peripherals Hardware Repair and Maintenance Mechanic	3114.10 5220.25	1:4	Two years	Broad Based Basic Training in Information Technology Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Repair and Maintenance of Hardware of Computer and Peripherals.	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
38	Computer Networking Technician	4122.10 4112.20 4113.35	1:4	Two years	Broad Based Basic Training in Information Technology Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Computer Networking	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
39	Multimedia and Web Page Designer	4113.30	1:4	Two years	Broad Based Basic Training in Information Technology Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Multimedia and Web Page Designing	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
40	Process Plant Operator	8152.10	1:3	Two years	Broad Based Basic Training in Process Plant Maintenance Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Operator Chemical Plant	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
41	Utility Operator	8161.30	1:3	Two years	Broad Based Basic Training in Process Plant Maintenance Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Operation & Maintenance of Boiler and Steam Turbine.	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.

1	2	3	4	5	6	7	8
42	Maintenance Mechanic	8159.79	1:3	Two years	Broad Based Basic Training in Process Plant Maintenance Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Mechanical Maintenance of Process Plant	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
43	Electrical Mechanic	7241.20	1:3	Two years	Broad Based Basic Training in Process Plant Maintenance Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Electrical Maintenance of Process Plant	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
44	Instrument Controller	7241.10	1:3	Two years	Broad Based Basic Training in Process Plant Maintenance Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Electronic & Instrument Maintenance of Process Plant	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
45	Technician Fabricator	7212.30	1:3	Two years	Broad Based Basic Training in Process Plant Maintenance Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Fabrication and Designing of Steel Structure.	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.

[F.No. DGET-2[2]/2009-AP]
Sharada Prasad, Director General/ Jt. Secy.

Note: The Principal rules were published in the Gazette of India vide No. G.S.R. 356 dt. 1st August, 1992 and last amended vide number G.S.R… 507 [E], dated the 16th June, 2010.

SERIAL CIRCULAR No.156/2010
No. P[R]54/IV Dated:29-10-2010

Copy of Board's letter No.E[P&A]II-98/HRA-6 dated 20.10.2010 is forwarded for information, guidance and necessary action. Board's letter dated 09.03.2004 quoted therein was circulated under Serial Circular No. 43/04.

Copy of Bd's ltr No. E[P&A]II-98/HRA-6 dated 20.10.2010 (RBE No.155/2010)

Sub: Grant of House Rent Allowance to Railway employees posted to new Zones/New Divisions -Regarding.

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Attention is invited to the instructions contained in Board's letter of even number dated 09.03.2004 allowing the House Rent Allowance to the railway employees posted to New Zones/Divisions at the rates admissible at their last place of posting during the period from 02.09.2002 to 31.8.2009.

2. The issue regarding admissibility of benefit of House Rent Allowance at the rate prevalent at the previous place of posting to those railway employees who on their transfer to New Zones/Division keep their families at the previous station of posting in hired accommodation after vacating the Company/Railway leased/Government accommodation which they were occupying and had to vacate subsequent to transfer to New Zones/Division has been under consideration. The matter has been considered and in partial modification to Board's letter of even number dated 09.03.2004, it has been decided that such railway employees would also be entitled to the benefit of House Rent Allowance at the rates applicable to the previous station of posting as per the Scheme subject to fulfillment of other conditions mentioned in Board's letter of even number dated 09.03.2004.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.157/2010

No. P[R]500/Ex-gratia/I Dated:29-10-2010

Copy of Board's letter No.E[W]2010/CP-1/3 dated 13.10.2010 is forwarded for information, guidance and necessary action. Board's letter dated 30.09.2008 [not 30.09.2008] quoted therein was circulated under Serial Circular No.138/08.

Copy of Bd's ltr No. E[W]2010/CP-1/3 dated 13.10.2010 (RBE No.152/2010)

Sub: Payment of Ex.Gratia lumpsum compensation to the families of Railway employees who die in harness in performance of bonafide official duties-Taxability reg.

Ref: Board's letter No. E[W]2008/CP-1/7 dated 30.08.2008.

….

A clarification has been sought whether lumpsum payment made on account of ex-gratia compensation to widow /legal heir of Railway employee who dies in harness in performance of bonafide official duties is taxable or not. The matter has been examined in consultation with Finance Directorate and it is advised that all matters regarding recovery of Income Tax are governed by the provisions of Income Tax Act, 1961 and various instructions issued by Ministry of Finance.

2. Accordingly, in this regard, a copy of circular No. 573 dated 21.08.1990 issued by Ministry of Finance [Central Board of Direct Taxes] is enclosed for information. The relevant extract of the circular reads as under:

"[3] Taxability of lump-sum payment made gratuitously or by way of compensation or otherwise to widow/ other legal heir of an employee – Regarding:

Clarifications have been sought from the Central Board of Direct Taxes whether a lump sum payment made gratuitously or by way of compensation or otherwise to the widow or other legal heir of an employee who dies while still in active service, is taxable as income under the Income Tax Act, 1961.

[2] This issue has been examined by the Board and it is clarified that any such lump sum payment will not be taxable as income under the aforesaid Act."

[This disposes of N.F. Railway's letter No. E/322/41[W]Ex-gratia-163 dt. 17.2.2010]

SERIAL CIRCULAR No.158/2010
PAY COMMISSION CIRCULAR No.234
No. SCR/P-HQ/Ruling/O/815 Dated 18-11-2010
No. P[R]64/VI Dated: 18-11-2010

Copy of Board's letter No.PC-VI/2010/I/RSRP/4 dated 02.11.2010 is forwarded for information, guidance and necessary action. Board's letter dated 11.09.2008 quoted therein was circulated under Serial Circular No.110/08.

Copy of Bd's ltr No. PC-VI/2010/I/RSRP/4 dated 02.11.2010 (RBE No.159/2010)

Sub: Railway Services [Revised Pay] Rules, 2008 – Schedules for Revised Scales of Pay – Clarification regarding Additional Allowance.

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Please refer to item 3 of Annexure 'B' of Ministry of Railways letter No. PC-VI/2008/I/RSRP/1 dated 11.09.2008 [S.No. PC-VI/2 & RBE No.108/2008] circulating schedules of revised pay structure for running staff effective from 1.1.2006. Based on the recommendations of the 6th CPC, the concept of Additional Allowance [on which DA is payable] has also been introduced for certain specified categories of running staff as laid down therein. Doubts are being expressed regarding the date of effect of grant of Additional Allowance to the above categories. It is clarified that the Additional Allowance is admissible to the specified categories of running staff alongwith the revised pay structure from the date the concerned employees opt the revised pay structure. Further, except Dearness Allowance, no other benefit is admissible on Additional Allowance,

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.159/2010
No. SCR/P-HQ/Ruling/O/874 Dated 18-11-2010
No. P[R]481/VIII

Copy of Board's letter No.E[NG]I-2008/PM1/15 Pt. dated 03.11.2010 is forwarded for information, guidance and necessary action. Board's letters dated 03.09.2009, 22.12.2009, 17.5.2010 and 07.06.2010 quoted therein were circulated under Serial Circular Nos. 143/09, 193/09, 74/10 and 82/10 respectively.

Copy of Bd's ltr No. E[NG]I-2008/PM1/15 Pt. dated 03.11.2010 (RBE No.160/2010)

Sub: Implementation of recommendations of 6th CPC- Merger of grades Upgradation of categories as existed in pre-revised grade ` 6500-10500 as existed in grade pay ` 4200 to grade pay ` 4600 – Revised classification and mode of filling up of non-gazetted posts.

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Reference this Ministry's letters of even number dated 03.09.2009 & 07.06.2010 on the above subject under which scheme for filling up of vacancies as existed on 31.08.2009 & as may arise till 31.12.2011, have been circulated to the Railways.

2. Under the scheme circulated vide letter dated 03.09.2009 a few posts as existed in pre-revised grade ₹ 6500-10500, which were allotted the grade pay of ₹ 4200, were shown as merged with posts in pre-revised grades ₹5000-8000 & 5500-9000. Subsequently, vide

this Ministry's letter No. PC-VI/2009/1/RSRP/8 dated 22.12.2009, all posts as existed in pre-revised grade ₹6500-10500 on 01.01.2006, have been allotted the grade pay ₹4600. Apart from this, vide this Ministry's letter No. PC-V/2007/PNM/DC-JCM/1, dated 17.05.2010, Sr. Accounts Assistants which were in pre-revised grade ₹6500-10500 and were shown in grade pay ₹4200, have been allotted grade pay ₹ 4800. Accordingly, the revision of hierarchy of posts in such cases has been considered. Necessary corrections to be carried out in relevant columns of the statement enclosed with letter dated 03.09.2009 against such categories, have been indicated in the statement enclosed herewith.

3. In the cases of upgradation of posts as indicated in the statement, vacancy assessment made on the basis of combined cadre strength of pre-revised grade ₹5000-8000 & 5500-9000, 6500-10500, shall be reviewed and all posts /vacancies as existed in pre-revised grade ₹6500-10500 , which have since been upgraded, shall be separated. Any promotion made against the vacancies of pre-revised grade ₹6500-10500 on the basis of instructions contained in letter dated 03.09.2009, shall also be reviewed in terms of instructions contained in annexure. Similarly, indents for direct recruitment, if any placed on RRBs based on the combined posts of merged grade pay ₹4200 as indicated in letter dated 03.09.2009, may also be modified suitably. Filling up of promotional posts as separated from grade pay ₹4200 & upgraded to grade pay ₹4600 & ₹4800 in above cases and as proposed to be filled up by seniority-cum-suitability, shall be made on the basis of 7 marks out of 15 marks in last three years' ACRs against the vacancies as existed on 31.08.2009. Filling up of promotional vacancies arisen on or after 01.09.2009 and as may arise upto 31.12.2011 in above cases will be based on the instructions contained in letter dated 07.06.2010.

4. All other conditions, as have not been indicated in this letter shall remain unaltered as indicated in the letter dated 03.09.2009.

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Annexure

S.No.	Category & grade in 5th CPC [in ₹]	Pay Band/ Grade Pay in rupees	Revised position		Remarks
			Revised mode of filling up	Revised Classification	
[1]	[2]	[3]	[4]	[5]	[6]
Transportation Department					
1	Chief Inspector of Telegraph Traffic/ ` 6500-10500	PB2 / 4600	100% Promotion	Seniority-cum-suitability	
Commercial Department					
2	Chief Transit Inspector ` 6500-10500	PB2 / 4600	100% Promotion	Seniority-cum-suitability	Category exists on Western Railway only
Signal and Telecom Department					
3	Cipher Inspector ` 6500-10500	PB2 / 4600	100% Promotion	Seniority-cum-suitability	
Medical Department					
4	Physiotherapist Gr.I/ ` 6500-10500	PB2 / 4600	100% Promotion	Seniority-cum-suitability	
5	Chief Pharmacist Gr.II / ` 6500-10500	PB2 / 4600	100% Promotion	Seniority-cum-suitability	Please see note 1
6	Health & Malaria Inpector Gr.II /` 6500-10500	PB2 / 4600	100% Promotion	Seniority-cum-suitability	Please see note 1
7	District Extension Educator /` 6500-10500	PB2 / 4600	100% Promotion	Seniority-cum-suitability	Please see note 1
Other Categories including General Administration and Accounts Staff					
8	Divisional Cashier / /` 6500-10500	PB2 / 4600	100% Promotion	Seniority-cum-suitability	
9	Chief Finger Print Examiner /` 6500-10500	PB2/ 4600	100% Promotion	Seniority-cum-suitability	
10	Supdt. Typist /` 6500-10500	PB2/ 4600	100% Promotion	Seniority-cum-suitability	
11	Private Secretary /` 6500-10500	PB2/ 4600	100% Promotion	Seniority-cum-suitability	

S.No.	Category & grade in 5th CPC [in ₹]	Pay Band/ Grade Pay in rupees	Revised position		Remarks
			Revised mode of filling up	Revised Classification	
[1]	[2]	[3]	[4]	[5]	[6]
12	Sr. Accounts Assistant /` 6500-10500	PB2/ 4600	100% Promotion	Seniority-cum-suitability	Please see note 2
Staff of Psycho Technical Cell					
13	Scientific Supervisor /` 6500-10500	PB2/ 4600	100% Promotion	Seniority-cum-suitability	Please see note 1

Note 1: The posts in pre-revised grade ₹6500-10500 should be merged with posts in pre-revised ₹7450-11500.

2. The category of Sr. Accounts Asstt. in pre-revised grade ₹6500-10500 has been placed in grade pay ₹4800 however, this category should not be merged with the merged grade of S.O[A/cs]/TIA/ISA in pre-revised grade ₹6500-10500 and Sr. S.O. [A/cs]/ Sr.TIA/ Sr.ISA in pre-revised grade ₹7450-11500.

SERIAL CIRCULAR No.160/2010
PAY COMMISSION CIRCULAR No.233

No. SCR/P-HQ/Ruling/O/937 Dated 18-11-2010
No. P[R]500/XXII

Copy of Board's letter No.F[E]III/2008/PN1/20 dated 19.10.2010 is forwarded for information, guidance and necessary action. Board's letters dated 8.3.2000, 8.9.2008 and 25.11.2008 quoted therein were circulated under Serial Circular Nos. 67/2000, 117/2008 and 194/2008, respectively.

Copy of Bd's ltr No. F[E]III/2008/PN1/20 dated 19.10.2010 (RBE No.154/2010)PC-VI-233

Sub: Special benefits in cases of death and disability in service – payment of disability pension/family pension-regarding

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A copy of Department of Pension and Pensioner's Welfare [DOP&PW]'s O.M. No. 45/3/2008-P&PW[F] dated 30th September, 2010 on the above subject is enclosed for information and compliance. These instructions shall apply mutatis mutandis on the Railways also. CCS [Extraordinary Pension] Rules corresponds to Railway Services [Extra Ordinary Pension] Rules, 1993 and DOP&PW's O.M.s dated 3.2.2000, 1.9.2008 and 18.11.2008 referred to in the enclosed O.M., were circulated on the Railways vide this office letters number F[E]III/2000/PN1/16 dated 8.3.2000, F[E]III/2008/PN1/12 dated 8.9.2008 and letter of even number dated 25.11.2008 respectively.

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Copy of Department of Pension and Pensioner's Welfare [DOP&PW]'s O.M. No. 45/3/2008-P&PW[F] dated 30th September, 2010

OFFICE MEMORANDUM

Sub: Special benefits in cases of death and disability in service – payment of disability pension/family pension-regarding

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The undersigned is directed to say that the pension of pensioner/family pensioners who were drawing pension/family pension as on 1.1.2006 under the CCS(EOP) Rules is to be revised in accordance with Department of Pension & Pensioners' Welfare Office Memorandum No.38/37/2008-P&P&W(A) dated 1.9.2008.

2. The question of modified parity between past and present pensioners, covered under the Central Civil Services (Extraordinary Pension) Rules/Liberalized Pensionary Award Scheme, on the lines of benefits sanctioned for ordinary pensioners/family pensioners, has

been under the consideration of the Government. It has now been decided that the revision of pre-2006 pensioners/family pensioners coming under this category would be done as under:-

(A) The past cases of pre-2006 pensioners/family pensioners will be revised under Para 4.1 of this Department's OM NO. 38/37/2008-P&P&W (A) dated 1.9.2008 as is being done hithertofore and the revised pension on the basis of the provisions of this OM worked out.

(B) The pension/family pension shall also be calculated as on 1.1.2006 by applying the following procedure:

I. Family Pension for Categories B & C

(a) Where the deceased Government servant was not holding a pensionable post :

40% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, subject to a minimum of ₹4550/-

(b) Where the deceased Government servant was holding a pensionable post :

60% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, subject to a minimum of ₹.7,000/-

In case where the widow dies or remarries, the children shall be paid family pension at the rates mentioned at (a) or (b) above, as applicable, and the same rate shall also apply to fatherless/motherless children. In both cases, family pension shall be paid to children for the period during which they would have been eligible for family pension under the CCS (Pension) Rules. Dependent parents/brothers/sisters etc. shall be paid family pension one-half the rate applicable to widows/fatherless or motherless children.

II. Family Pension under Categories D & E

Family pension shall be calculated as the minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee.

(a) If the Government servant is not survived by his widow but is survived by child/children only, all children together shall be eligible for family pension at the rate of 60% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, subject to a minimum of ₹7000/-.

(b) When the Government servant dies as a bachelor or as a widower without children, dependent pension will be admissible to parent without reference to pecuniary circumstances, at the rate of 75% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, if both parents are alive, and at the rate of 60% if only one of them is alive.

III. Disability Pension for Categories B & C

(a) Disability pension would comprise of a service element equal to 50% of minimum of Pay in the Pay Band plus Grade Pay or the minimum Basic Pay in the revised Scale in case of HAG and above, applicable from 1-1-2006, corresponding to the scale of pay last held by

the employee, to be reduced proportionately, if the employee did not have required qualifying service for full pension, plus disability element equal to 30% of the same minimum basic pay, for 100% disability.

(b) For disability less than 100%, disability element shall be reduced proportionately. In cases of disability pension where permanent disability is not less that 60%, the disability pension (i.e. total of service element plus disability element) shall not be less than 60% of the minimum of pay in the Pay Band plus Grade Pay or the minimum basic pay in the revised Scale of pay in case of HAG and above, corresponding to the scale of pay last held by the employee, subject to a minimum of ₹ 7000/- per month.

IV. Disability Pension for Category D

(a) Disability pension would comprise of a service element equal to 50% of minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee subject to proportionate reduction in case his qualifying service up to the deemed date of retirement falls short of full qualifying service and disability element equal to 30% of the same minimum of Pay in the Pay Band plus Grade Pay / minimum Basic Pay in the revised Scale of Pay, subject to the condition that the aggregate of service and disability element shall not be less than 80% of the minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay, in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, for 100% disability.

(b) For lower percentage of the disability, proportionate reduction would be made in disability element as provided in OM dated 3.2.2000 as amended vide O.M.No.45/3/2008-P&PW (F) dated 18.11.2008

V. Disability Pension for Cases under Category E

(a) Disability pension would comprise of a service element equal to 50% of minimum of Pay in the Pay Band plus Grade Pay or the minimum Basic pay in the revised Scale of pay in case of HAG and above applicable from 1-1-2006, corresponding to the scale of pay last held by the employee subject to proportionate reduction in case his qualifying service upto deemed date of retirement falls short of full qualifying service and disability element equal to the same minimum of pay in the Pay Band plus Grade Pay or the minimum Basic Pay in the revised Scale of Pay in case of HAG and above, corresponding to the scale of pay last held by the employee, for 100% disability subject to the condition that the aggregate of service and disability elements shall not exceed the minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay, in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, for 100% disability.

The condition that the aggregate of service and disability elements shall not exceed the minimum of Pay in the Pay Band plus Grade Pay/minimum Basic Pay in the revised Scale of Pay, in case of HAG and above, applicable from 1.1.2006, corresponding to the scale of pay last held by the employee, for 100% disability stands withdrawn w.e.f. 1.7.2009.

(b) For lower percentage of the disability, proportionate reduction would be made in disability element as provided in OM dated 3.2.2000 as amended vide O.M. No.45/3/2008-P&PW (F) dated 18.11.2008.

3. After the revised pension/family pension has been calculated in accordance with the methods indicated in (A) & (B) above, the higher of the two shall be granted as revised pension w.e.f. 1.1.2006.

4. All other terms and conditions in the O.M. dated 3.2.2000, as amended vide O.M. No.45/3/2008-P&PW (F) dated 18.11.2008 shall remain unchanged.

5. This issues with the concurrence of the Ministry of Finance, Department of Expenditure U.O. No.403/EV/2010 dated 28.7.2010.

6. Insofar as persons belonging to the Indian Audit & Accounts Department, these orders issue after consultation with the Comptroller & Auditor General of India.

SERIAL CIRCULAR No.161/2010
PAY COMMISSION CIRCULAR No.236
No. SCR/P-HQ/Ruling/O/933 Dated:12-11-2010
No. P[R]535/VII

Copy of Board's letter No. PC-VI/2008/I/3/1 dated 08.11.2010 is forwarded for information, guidance and necessary action. Board's letter dated 12.1.2009 quoted therein was circulated under Serial Circular No.3/2009.

Copy of Bd's ltr No. PC-VI/2008/I/3/1 dated 08.11.2010 (RBE No.162/2010)PC VI-236

Sub: Clarifications regarding pay fixation of existing Group `D' Employees in the revised pay structure.

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Attention is invited to Railway Board's letter of even number dated 12.01.2009 wherein clarifications were provided regarding various aspects of placement of the existing Group 'D' employees in the revised pay structure.

2 As per the clarification at Sl.No.1 of Railway Board's letter dated 12.01.2009, those regular Group `D' employees who did not posses the minimum qualification and who have retired/died in harness between 01.01.2006 and date of notification of Revised Pay Rules, 2008 will be granted pay band -IS and the grade pay corresponding to their pre-revised pay scale as notified in Railway Services (Revised Pay) Rules, 2008.

3. The aforesaid issue was raised in the 46th Ordinary Meeting of the National Council (JCM) held on 15 May, 2010 and the Staff Side had requested that the cases relating to the non-matriculate class IV employees who retired or died between January 2006 and the date of Notification of Revised Pay Rules, without any re-training be re-considered and such employees should be granted the benefit by re-fixing their pension/family pension at par with those employees who were retrained and whose pay was fixed in PB-1 with grade pay of ₹.1800/-.

4. The request of Staff Side on the subject has been considered by the Government and it has been decided that the regular Group 'D' non-matriculate employees who died in harness or have retired between 01.01.2006 and the date of notification of Railway Services (Revised Pay) Rules, 2008, i.e. 04.09.2008, from the Railways would also be placed in PB-1 with grade pay of ₹1800/- with effect from 01.01.2006. It should however be ensured that if any non-matriculate regular Group `D' employees have been on leave due to which they could not be retrained, they should be retrained immediately on joining duty.

5. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.162/2010
No. SCR/P-HQ/Ruling/O/826 Dated: 18-11-2010
No. P[R]66/NDA/IV

Copy of Board's letter No.E[P&A] II-2010/HW-4 dated 27.10.2010 is forwarded for information, guidance and necessary action. Board's letters dated 10.05.10 and 22.09.2010 quoted therein were circulated under Serial Circular Nos.70/10 and 135/10, respectively.

Copy of Bd's ltr No. E[P&A] II-2010/HW-4 dated 27.10.2010 (RBE No.156/2010)

Sub: Rates of Night Duty Allowance w.e.f. 01.07.2010

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Consequent to sanction of an additional instalment of Dearness Allowance vide this Ministry's letter No.PC-VI/2008/I/7/2/1 dated 22.09.2010, the President is pleased to decide that the rates of Night Duty Allowance, as notified vide Annexures 'A' and 'B' of Board's letter of even number dated 10.05.2010 stand revised with effect from 01.07.2010 as indicated at Annexure 'A' in respect of 'Continuous', 'Intensive', 'Excluded' categories and workshop employees , and as indicated at Annexure 'B' in respect of 'Essentially Intermittent' categories.

2. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

ANNEXURE 'A'				***ANNEXURE 'B'***			
Rates of Night Duty Allowance (NDA) with effect from 1.7.2010 for 'Intensive', 'Continuous' and 'Excluded' categories and Workshop staff				Rates of Night Duty Allowance (NDA) with effect from 1.7.2010 for Essentially Intermittent' categories of staff			
S.No.	Pay Band	Grade Pay	Rate of NDA (₹)	S.No.	Pay Band	Grade Pay	Rate of NDA (₹)
1	4440-7440	1300	48.85	1	4440-7440	1300	32.55
2	4440-7440	1400	49.50	2	4440-7440	1400	33.00
3	4440-7440	1600	50.85	3	4440-7440	1600	33.90
4	4440-7440	1650	51.20	4	4440-7440	1650	34.15
5	5200-20200	1800	97.80	5	5200-20200	1800	65.20
6	5200-20200	1900	98.45	6	5200-20200	1900	65.65
7	5200-20200	2000	99.15	7	5200-20200	2000	66.10
8	5200-20200	2400	101.85	8	5200-20200	2400	67.90
9	5200-20200	2800	104.55	9	5200-20200	2800	69.70
10	9300-34800	4200	177.05	10	9300-34800	4200	118.05
11	9300-34800	4600 [and above]	179.75	11	9300-34800	4600 [and above]	119.85

SERIAL CIRCULAR No.163/2010
PAY COMMISSION CIRCULAR No.228
No. SCR/P-HQ/Ruling/O/933 Dated:25-11-2010
No. P[R]535/VII

Copy of Board's letter No.PC-V/2009/ACP/2 dated 29.09.2010 is forwarded for information, guidance and necessary action. Board's letter dated 10.06.2009 quoted therein was circulated under Serial Circular No.85/09. A reference has been made to Railway Board seeking clarification in respect of item 3[B] which will be circulated on receipt.

Copy of Bd's ltr No. PC-V/2009/ACP/2 dated 29.09.2010 (RBE No.143/2010)PC VI-228

Sub:Modified ACP Scheme [MACPS] for Railway employees – clarifications regarding

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In continuation to the Board's letter of even number dated 10.06.2009 notifying the Modified ACP Scheme for Railway employees, point-wise clarifications on certain issues pertaining to the MACPS, as received from the Department of Personnel & Training are indicated below:

S.No.	Point of doubt	Clarification
1	Whether the Pay Band would change in the hierarchy of Pay Bands & Grade Pay on grant of the benefits under MACPS?	The upgradations under MACPS are to be granted in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay as prescribed in the RS[RP] Rules, 2008
2	Whether the benefits of MACPS would be allowed to the Railway servants who have been later on inducted in the Organized Group "A" Service	No. The benefit under MACPS is not applicable to Group 'A' officer of Organised Group 'A' Services, as the officer under Organized Group 'A' Services have already been allowed parity of two years on non-functional basis with the officers of Indian Administrative Services (IAS)
3	How will the benefits of ACP be granted if due between 01.01.2006 and 31.08.2008?	The new MACPS has come into existence w.e.f. 01.09.2008. However, the pay structure has been changed w.e.f. 01.01.2006. Therefore the previous ACPS would be applicable in the new pay structure adopted w e f . 01.01.2006. **Para 6.1 of Annexure-1 of MACPS is only for exercising option for coming over to the revised pay structure and not for grant of benefits under MACPS.** The following illustrations would explain the position: **(A) In the case of isolated post**: Date of appointment in entry Grade in the pre-revised pay scale of **₹4000-6000**: 01.10.1982 1st ACP granted on 01.10.1999 : **₹4500-7000 (pre-revised)** 2nd ACP due on 01. 10. 2006 : **₹5000-8000 (pre-revised)** **[revised PB-2 Grade Pay of ₹4200]** 3rd financial upgradation under the MACPS would be due on 01.10 2012 (on completion of 30 years of continuous regular service) in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay i.e. Grade Pay of ₹4600 in PB-2. **(B) In the case of normal promotional hierarchy**: Date of appointment in entry Grade in the pre-revised pay scale of **₹5500-9000: 01.10.1982** 1st ACP granted on 01.10.1999 : **₹6500-10500 (pre-revised)** 2nd ACP due on 01.10.2006 (as per the existing hierarchy): **₹10000-15200 (pre-revised). Therefore, 2nd ACP would be in PB-3 with Grade Pay of ₹6600 (in terms of hierarchy available):** 3rd financial upgradation under MACPS would be due on 01.10.2012 in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay of ₹7600.

S.No.	Point of doubt	Clarification
4	Whether the benefits of MACPS would be granted from the date of entry grade or from the date of their regular service/approved service counted under various service rules?	The benefits under MACPS would be available from the date of actual joining of the post in the entry grade.
5	In a case where a person is appointed to an ex-cadre post in higher scale on deputation followed by absorption, whether the period spent on deputation would be counted as continuous service in the grade or not for the purpose of MACPS	(i) Where a person is appointed on direct recruitment/deputation basis from another post in the same grade, then past regular service as well as past promotions/ACP, in the earlier post, will be counted for computing regular service for the purpose of MACPS in the new hierarchy. (ii) However, where a person is appointed to an ex-cadre post in higher scale initially on deputation followed by absorption, while the service rendered in the earlier post, which was in a lower scale cannot be counted, there is no objection to the period spent initially on deputation in the ex-cadre post prior to absorption being counted towards regular service for the purposes of grant of financial upgradation under MACPS, as it is in the same Pay band/grade pay of the post.
6	Whether the pay scale /grade pay of substantive post would be taken into account for appointment /selection to a higher post on deputation basis or the pay scale /grade pay carried by a Railway servant on account of financial upgradation[s] under the ACP/MACP Scheme?	The pay scale /grade pay of substantive post would only be taken into account for deciding the eligibility for appointment /selection to a higher post on deputation basis.
7	In a case where 1st/2nd~ financial upgradations are postponed on account of the employees not found fit or due to departmental proceedings, etc. whether this would have consequential effect on the 2nd/3rd financial upgradation or not.	Yes. If a financial upgradation has been deferred/postponed on account of the employee not found fit or due to departmental proceedings, etc.. the 2nd/3rd financial upgradations under MACPS would have consequential effect. (Para 18 of Annexure-1 of MACPS referred).
8	In a case where the Railway servant has already earned three promotions and still stagnated in one grade for more than 10 years, whether he would be entitled for any further upgradation under MACPS?	No. Since the Railway servant has already earned three promotions, he would not be entitled for any further financial upgradation under MACPS.

S.No.	Point of doubt	Clarification
9	Whether the pre-revised pay scale of ₹2750-4400 in respect of Group 'D' non matriculate employees, would also be taken as merged to grade pay of ₹1800 for the purpose of MACPS in view of merger of pre-revised pay scales of ₹2550-3200, ₹2610-3540, ₹2610-4000 and ₹2650-4000, which have been upgraded and replaced by the revised pay structure of grade pay of ₹1800 in the pay band PB-1**.**	Yes
10	If a Railway Servant on deputation earns upgradation under MACPS in the parent cadre, whether he would be entitled for deputation (duty) allowance on the pay and emoluments granted under the MACPS or not?	No. While eligibility of an employee for appointment against ex-cadre posts in terms of the provisions of the RRs of the ex-cadre post will continue to be determined with reference to the post/pay scale of the post held in the parent cadre on regular basis (and not with reference to the higher scale granted under ACPS/MACPS), such an officer, in the event of his selection, may be allowed to opt to draw the pay in the higher scale under ACP/MACP Scheme without deputation allowance during the period of deputation, if it is more beneficial than the normal entitlements under the existing general order regulating pay on appointment on deputation basis.
11	Since the pay scales of Group "D" employees have been merged and placed in the Grade Pay of ₹1800, whether they are entitled for grant of increment @ 3% during pay fixation at every stage.	Yes. On the analogy of point 22 of Annexure-1 of MACPS, the pay of such Group "D" employees who have been placed in the Grade Pay of `1800 w.e.f. 01.01.2006 shall be fixed successively in the next three immediate higher grade pays in the hierarchy of revised pay bands and grade pays allowing the benefit of 3% pay fixation at every stage.

2. The MACPS should strictly be implemented in keeping with the instructions issued vide Board's letter dated 10.06.2009 ibid read with the aforesaid clarifications.

[Authority DOP&T's OM No. No. 35034/3/2008-Estt (D) dated 09.09.2010]

SERIAL CIRCULAR No.164/2010

No. SCR/P/HQ/Ruling/O/802 Dated:25-11-2010

No. P[R]96/II

Copy of Board's letter No.E[MPP]2001/6/7 dated 28.10.2010 together with their letter dated 31.12.2008 is forwarded for information, guidance and necessary action. Board's letter dated 08.09.06 quoted therein was circulated under Serial Circular No.148/06.

Sub: Apprentices Act 1961 – Upper age limit for selecting Candidates for training.

***

Kindly refer Board's letter of even number dated 31.12.2008 [RBE No. 204/2008] enclosing therein the list of designated trades in which the minimum qualification has been raised from 8th pass to 10th pass so that the benefit of raising the maximum age limit by 2 years be provided to the candidates selected for training under Apprentices Act 1961.

In terms of Board's letter No. E[MPP]2006/6/11 dated 08.09.06 [RBE No. 126/06] the entry qualification of the following trades had been modified from Passed 10th to Passed 8th class:

[a] Foundryman
[b] Sheet Metal Worker
[c] Trade Welder [Gas & Electric] and
[d] Carpenter

In view of the above, the benefit of enhancing the upper age limit by 2 years to the above trades will not be applicable.

Copy of Bd's ltr No. E[MPP]2001/6/7 dated 31.12.2008 (RBE No.204/2008)

CORRIGENDUM

Sub: Apprentices Act 1961 – Upper age limit for selecting Candidates for training.

***

Reference Board's letter of even number dated 01.12.08 on the above subject.

2. Annexure-I as mentioned in para 2 of above referred letter which was not enclosed inadvertently is enclosed.

***

ANNEXURE-I

Trades in which minimum education qualification has been raised from 8th pass to 10th pass vide Board's letter No. E[MPP]2001/6/7 dated 22.07.02

S.No.	Trades	Minimum educational qualification vide Master Circular No. E[MPP] 90/6/5 dated 31.10.90	Revised minimum educational qualification vide Master Circular No. E[MPP] 2001/6/7 dated 22.07.02
GROUP No.1 – MACHINE SHOP TRADES			
1	Fitter	Passed 8th class examination or its equivalent	Passed 10th class examination under 10+2 system of education or its equivalent
2	Turner	Passed 8th class examination or its equivalent	Passed 10th class examination under 10+2 system of education or its equivalent
3	Machinist	Passed 8th class examination or its equivalent	Passed 10th class examination under 10+2 system of education or its equivalent
4	Machinist [Grinder]	Passed 8th class examination or its equivalent	Passed 10th class examination under 10+2 system of education or its equivalent
Group No.3- Metal Working Trades Group			
5	Sheet Metal Worker	Passed 8th class examination or its equivalent	Passed 10th class examination under 10+2 system of education or its equivalent
6	Welder [Gas Electric]	Passed 8th class examination or its equivalent	Passed 10th class examination under 10+2 system of education or its equivalent

S.No.	Trades	Minimum educational qualification vide Master Circular No. E[MPP] 90/6/5 dated 31.10.90	Revised minimum educational qualification vide Master Circular No. E[MPP] 2001/6/7 dated 22.07.02
Group No. 4 Electrical Trades Group			
7	Wireman	Passed 8th class examination or its equivalent	Passed 10th class examination under 10+2 system of education or its equivalent
Group No. 5 – Building and Furniture Trades Group			
8	Carpenter	Passed 8th class examination or its equivalent	Passed 10th class examination under 10+2 system of education or its equivalent
Group No. 10 Heat Engines Trades Group			
9	Mechanic [Motor Vehicle]	Passed 8th class examination or its equivalent	Passed 10th class examination under 10+2 system of education or its equivalent
10	Mechanic [Diesel]	Passed 8th class examination or its equivalent	Passed 10th class examination under 10+2 system of education or its equivalent

SERIAL CIRCULAR No.165/2010

No. SCR/P/HQ/Ruling/O/938 Dated:30-11-2010
No. P[R]554/VII

Copy of Board's letter No.E[G]2008/QR1-15 dated 01.11.2010 is forwarded for information, guidance and necessary action. Board's letters dated 20.11.06, 22.02.10 and 10.08.10 quoted therein were circulated under Serial Circular Nos.206/06, 41/10 and 117/10 respectively.

Copy of Bd's ltr No. E[G]2008/QR1-15 dated 01.11.2010 (RBE No.158/2010)

Sub:Retention of Railway accommodation in the event of deputation to PSUs.

***

The instructions issued earlier vide letters of even number dated 22.02.2010 and 10.08.2010 in regard to retention of quarters at previous places of postings by officers /staff on deputation to Railway PSUs have been reviewed by the Board and it has been decided that retention of Railway accommodation by the Railway officers/staff on deputation to CONCOR, CRIS, IRCON, IRCTC, IRFC, KRCL, MRVC, RVNL, RCIL, RITES, DFCCIL and RLDA be permitted up to 30.06.2013 or whenever their own quarters become available, whichever is earlier. The employees on deputation to IRCON and RITES will continue to be governed by the instructions contained at Para 4 of Board's letter No. E[G]2006 QR1-14[A] dated 20.11.2006

This issues with the concurrence of Finance Directorate of Ministry of Railways.

SERIAL CIRCULAR No.166/2010

No. SCR/P-HQ/Ruling/O/926 Dated:30-11-2010
No. P[R]473/VIII

Copy of Board's letter No.E[W]2010/PS5-7/2 dated 11.11.2010 is forwarded for information, guidance and necessary action. Board's letter dated 14.7.2000 quoted therein was circulated under Serial Circular No.163/2000.

Copy of Bd's ltr No. E[W]2010/PS5-7/2 dated 11.11.2010

Sub: Rail Travel facilities available to Members of Parliament, their spouse and companions.

***

The Members of Parliament are provided rail travel facilities as per provisions of "The Salary, Allowances and Pension of Members of Parliament Act, 1954" as amended from time to time. Based on the provisions of aforesaid Act, rail travel entitlements of Members of Parliament were last circulated in terms of Railway Board's letter No. E[W]95/PS 5-7/12 dated 14.07.2000. Recently, Government has notified "The Salary, Allowances and Pension of Members of Parliament [Amendment] Act, 2010 [No. 37 of 2010] in terms of Gazette Notification dated 22.09.2010 so as to revise the entitlements of Members of Parliament. Accordingly, revised entitlements of rail travel admissible as on date to Member of Parliament are as indicated below:

i] Free travel in First Class Air-Conditioned or Executive Class in any train with the spouse, if any, from any place in India to any other place in India.

ii] Free Air-Conditioned two-tier accommodation for one person to accompany the Member.

iii] A Member having no spouse has been allowed to take one person with him in place of spouse in AC-Ist Class/Executive Class in rail journey along with the companion already allowed in AC-2 tier.

iv] The spouse of a Member of Parliament shall be entitled to travel by railway in First Class Air-Conditioned or Executive Class in any train from the usual place to residence of the Member to Delhi and back any number of times. When Parliament is in session such journey by the spouse from usual place of residence of Member to Delhi and back may be partly by air and partly by rail subject to the condition that number of journeys by air shall not exceed eight in a year.

v] A Member who is blind or who is, in the opinion of the Chairman of the Council of States or, as the case may be, the Speaker of the House of the People, so incapacitated physically as to require the facility of an attendant shall be allowed to take an attendant with him in same class of rail journey in which he himself travels in lieu of the companion earlier allowed in AC-2 tier. This will be in addition to the spouse already allowed to accompany such Member in the AC-Ist Class/Executive Class of rail journey.

2. The above entitlements may be brought to the notice of all concerned.

SERIAL CIRCULAR No.167/2010

No.SCR/P-HQ/Ruling/O/946 Dated:30-11-2010

No. P[R]563/IX

Copy of Board's letter No.2010/E[RRB]/25/27 dated 03/11.11.2010 together with their letter dated 06.09.10 is forwarded for information, guidance and necessary action. Board's letter dated 11.08.2010 quoted therein was circulated under Serial Circular No.118/10.

Copy of Bd's ltr No. 2010/E[RRB]/25/27 dated 03/11.11.2010

Sub:Revised system for setting, printing and distribution of the question papers for conducting RRB examinations against Centralised Employment Notifications.

Ref: Railway Board's letters of even number dated 11.08.2010 [RBE No. 116/2010] and 06.09.2010.

***

As per revised methodology for conduct of RRB examinations issued vide above referred letter; first examination was conducted on 26.09.2010. On the basis of feedback and practical experience, following concerns are clarified:

1. The guidelines that the number of schools attached to the centre coordinators from 4 to 6 schools, is of indicative nature. The number of schools attached to the centre coordinator may be reduced based on the time required in transporting the question booklets to various schools, location factors like conditions of roads, traffic congestion etc. Thus the number of schools attached to centre coordinator can be worked out by the CPO of the Zonal Railway in consultation with Chairman/RRB.

2. The duties of the centre coordinators shall also include:

[a] Assessment of time required for transportation of question booklets by visiting various locations/routes in advance and submit the feedback to the overall town in-charge i.e. ADRM in case of Divisional HQ or nominated branch officer in case of places other than Divisional HQ.

[b] To ensure that the question booklets reach all the schools at least one hour in advance.

[c] For locations/areas prone to traffic jams, adequate cushion for such unforeseen circumstances should be kept.

3. In general, the question booklets will be handed over to the Receiver 48 hours prior to commencement of examination. In case the question booklets reach the receiving official even before 48 hours, the same has to be accepted at the earliest as it is highly unsafe to keep such secret documents on road.

There were instances where trucks carrying booklets were kept waiting for hours in recently concluded examination on 26.09.2010 and such a situation needs to be avoided in future.

4. It may be noted that the role of overall town in-charges [i.e. ADRM in case of Divisional HQ or nominated branch officer in case of places other than Divisional HQ] is not only limited to safe custody & distribution of question booklets but also for smooth conduct of examinations as implied by the term " overall town in-charge" with the help of town in-charges, centre coordinators, centre/venue in-charges, invigilators etc.

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Copy of Bd's ltr No. 2010/E[RRB]/25/27 dated 06.09.2010

Sub: System for transportation, storage and distribution of the question papers for conducting RRB examinations against Centralised Employment Notifications.

Ref: [i] Board's letter No. E[RRB]/2009/25/20 dated 28.10.2009 [RRCB No. 04/2009]
[ii] Board's letter of even number dated 11.08.2010 [RBE No. 116/2010 and RRCB No. 03/2010]

***

After carrying out a technical audit of the system of RRB examinations, Railway Board has issued instructions for transportation, storage and distribution of the question papers for conducting RRB examinations against Centralised Employment Notifications vide letter under reference [ii] above. Para 3.5 of the letter under reference reads as follows:

> *OMR sheets, as per requirement will be supplied by the concerned RRB to Town In-charge directly along with other examination material. Town In-charge will hand over the attendance sheet and OMR Answer Sheets[1+1] to the Railway Officer In-charge of the Centre on the day of examination only.*

2. One of the Railways have proposed that in order to save time on the day of examination, Town In-charge should be permitted to hand over the OMR Answer Sheets to the Centre Coordinators for further distribution to Railway Officer In-charge of the Centre alongwith other examination materials.

3. Board have no objection for following the above alternative. CPOs and harimen/ RRBs, after mutual discussions, may adopt any one of the alternatives as per their convenience.

SERIAL CIRCULAR No.168/2010
PAY COMMISSION CIRCULAR No.238
No. SCR/P-HQ/Ruling/O/933 Dated:30-11-2010
No. P[R]535/VII

Copy of Board's letter No.PC-VI/2010/IR-N/2 dated 19.11.2010 is forwarded for information, guidance and necessary action. Board's letter dated 30.03.2010 quoted therein was circulated under Serial Circular No.52/2010.

Copy of Bd's ltr No. PC-VI/2010/IR-N/2 dated 19.11.2010 (RBE No.165/2010)PC VI-238

Sub: Placement of Pharmacists in the Entry Grade Pay of ₹4200/-(NFG) on completion of 2 years service in the Grade Pay ₹2800/-

***

In terms of Board's letter No.PC-VI/2009/1/RSRP/10 dated 30.03.2010, the Pharmacists (Entry Grade) in the pre-revised scale ₹4500-7000 have been granted Grade Pay ₹2800 in Pay Band-1 (₹ 5200-20200) w.e.f.01.01.2006. On completion of two years of regular service in the Grade Pay of ₹2800, the Pharmacists (Entry Grade) in PB-1 (₹5200-20200) are eligible to be granted non-functional upgradation to the next higher Grade Pay of ₹4200 in the Pay Band-2 (₹9300-34800).

2. A reference has been received from NFIR stating that some of the Zonal Railways are insisting on rendering of two years service by the Pharmacists in Grade Pay ₹2800 for being placed in Pay Band-2, Grade Pay ₹4200 in the revised pay structure ignoring the service rendered by them in the pre-revised pay scale ₹4500-7000 and requested for issue of suitable clarification to the effect that the service put in by them in the pre-revised scale of ₹4500-7000 which corresponds to Grade Pay ₹ 2800/-should also be taken into account for counting two years service in Grade Pay ₹2800 stipulated in Board's letter No.PC-VI/2009/I/RSRP/10 dated 30.03.2010.

3. The matter has been considered in Board's Office and it is clarified that the regular service rendered by the Pharmacists in the pre-revised scale ₹4500-7000 should be counted as service in Grade Pay of ₹2800 for being placed in Non-functional Grade of Pharmacists in Pay Band-2 (₹9300-34800), Grade Pay ₹4200 in terms of Board's letter No.PC-VI/2009/I/RSRP/10 dated 30.03.2010.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.169/2010
PAY COMMISSION CIRCULAR No.237
No. SCR/P-HQ/Ruling/O/937 Dated:30-11-2010
No. P[R]500/XXII

Copy of Board's letter No. PC-V/2009/A/DR/1 dated 16.11.2010 is forwarded for

information, guidance and necessary action. Board's letters dated 31.12.97, 15.11.06, 10.08.10 quoted therein were circulated under Serial Circular Nos.20/98, 203/06 and 113/10 respectively.

Copy of Bd's ltr No. PC-V/2009/A/DR/1 dated 16.11.2010 (RBE No.163/2010)PC VI-237

Sub: Grant of Dearness Relief to the Railway pensioners who are in receipt of provisional pension or pension in the pre-revised scale of 5th CPC w.e.f. 01.07.2010.

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A copy of Office Memorandum No.42/18/2010-P&PW(G) dated 27.10.2010 of Ministry of Personnel, Public Grievances & Pensions (Department of Pension & Pensioners' Welfare) on the above subject is sent herewith for your information and necessary action.

2. In pursuance of the enhanced rates of ex-gratia to the surviving SRPF(C) retirees issued vide Board's letter No.F(E)III/98/PN1/Ex-Gr/3 dated 15.11.2006 para 1[ii] of DOP&PW's O.M.dated 27.10.2010 may be read as under:-

"The surviving Group 'A', 'B' , 'C' and 'D' SRPF (Contributory) beneficiaries who had retired from service during the period from 01.04.1957 to 31.12.1985 and have been sanctioned enhanced slab-wise ex-gratia @ ` 3000/-, ` 1000/-, ` 750/- and ` 650/- per month respectively w.e.f. 01.11.2006, in lieu of uniform rate of ` 600/- p.m. are entitled to Dearness Relief @ 103% w.e.f. 01.07.2010".

3. A concordance of various instructions and orders referred to in the enclosed office memoranda with reference to corresponding Railway instructions is indicated below:-

Sl.No.	Para No. & Date of OM	No .and date of Deptt. of Pension & Pensioners' Welfare's O.M.	No. and date of Corresponding orders issued by Railway Board.
1	Para-1 of OM dated 27.10.2010	OM No. 42/18/2010-P&PW[G] dated 29.06.2010	PC-V/2009/A/DR/1 dated 10.08.2010
2	Para-2 of OM dated 27.10.2010	OM No.45/52/97/P&PW(E) dated 16.12.1997	F(E)III/97/PN1/Ex-Gr/3 dt.31.12.1997.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

Copy of O.M. F. No.42/18/2010-P&PW(G) dated 27.10.2010 of Ministry of Personnel, Public Grievances & Pensions (Department of Pension & Pensioners' Welfare)

Sub : Grant of Dearness Relief to Central Government pensioners who are in receipt of provisional pension or pension in the pre-revised scale of 5th CPC w.e.f. 1.7.2010.

****

In continuation to this Department's OM No. 42/18/2010-P&PW(G) dated 29th June, 2010 sanctioning the Dearness Relief to those Central Government pensioners who are in receipt of provisional pension or pension in the pre-revised scales of 5th CPC, the President is pleased to grant the Dearness Relief to these Central Government pensioners as under :

(i) Those who are in receipt of provisional pension or pension in the pre revised scales of 5th CPC are entitled to Dearness Relief @ 103% w.e.f 1.7.2010.

(ii) The surviving CPF beneficiaries who have retired from service between the period 18.11.1960 to 31.12.1985 and are in receipt of ex-gratia @ ` 600/ p.m. w.e.f. 1.11.1997

under this Department's OM No. 45/52/97-P&PW(E) dated 16.12.1997 are entitled to Dearness Relief @ 103% w.e.f. 1.7.2010.

2. The following categories of CPF beneficiaries who are in receipt of ex¬gratia payment in terms of this Department's OM No. 45/52/97-P&PW(E) dated 16.12.1997 are entitled to DR @ 95% w.e.f. 1.7.2010.

(i) The widows and dependent children of the deceased CPF beneficiary who had retired from service prior to 1.1.1986 or who had died while in service prior to 1.1.1986 and are in receipt of Ex-gratia payment of ` 605/- p.m.

(ii) Central Government employees who had retired on CPF benefits before 8.11.1960 and are in receipt of Ex-gratia payment of ` 654/-, ` 659/-, ` 703/- and ` 965/-.

3. Payment of DR involving a fraction of a rupee shall be rounded off to the next higher rupee. In their application to the pensioners/family pensioners belonging to Indian Audit and Accounts Department, these orders issue in consultation with the C&AG.

4. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide their UO No. 1[4]/EV/2004 dated 12.10.2010

SERIAL CIRCULAR No.170/2010

No. SCR/P-HQ/Ruling/O/946 Dated:30-11-2010
No. P[R]563/IX

Copy of Board's letter No.E[NG]II/2010/RC-4/6 dated 16.11.2010 and addendum dated 24.11.2010 are forwarded for information, guidance and necessary action. Board's letter dated 11.12.2009 quoted therein was circulated under Serial Circular No.192/09.

Copy of Bd's ltr No. E[NG]II/2010/RC-4/6 dated 16.11.2010 (RBE No.164/2010)

Sub: Re-engagement of retired staff on daily remuneration basis for the post of loco pilots [both diesel and electrical drivers] and guards.

***

Due to acute shortage of loco-pilots [both diesel and electrical drivers] and guards owing to delay in filling up of such vacancies through authorized modes of recruitment hampering the Railway's services, Ministry of Railways [Railway Board] have decided to permit re-engagement of retired loco –pilots [both diesel and electrical drivers] and guards in Group 'C', on following conditions:

1. Railway should issue necessary notification for such re-engagement by giving wide publicity through open advertisement so that all may get equal opportunity.
2. Re-engaged employees should not have been covered under the Safety Related Retirement Scheme. [LARSGESS]
3. While engaging such staff, medical fitness of the appropriate category should be obtained.
4. Suitability/competency of the staff should also be adjudged before engaging and the issue of their safety record should be addressed while selecting them.
5. Such re-engaged Diesel/Electric Loco Pilot and Guards should be utilized on non-running duties only such as Lobby Supervisors/PCRs etc.
6. Maximum age limit for such re-engagement shall be 62 years and this limit shall not be exceeded in case of any retired railway employees during the period of re-engagement.

7. While engaging such staff and assigning duties to them, it must be ensured that safety and other operational requirements are adequately addressed.

8. Remuneration to such staff be made as stipulated vide this Ministry's letter No. E[NG]II/2007/RC-4/CORE/1 dated 11.12.2009 [in each and every case of engagement of retired employee, the daily allowances plus full pension should not exceed the last pay drawn].

This issues with the concurrence of the Finance Directorate of Ministry of Railways [Railway Board].

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Copy of Bd's ltr No. E[NG]II/2010/RC-4/6 dated 24.11.2010 (RBE No.168/2010)

ADDENDUM

Sub: Re-engagement of retired staff on daily remuneration basis for the post of loco pilots [both diesel and electrical drivers] and guards.

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In the instructions issued vide Board's letter of even number dated 16.11.2010 [RBE No. 164/10] , following sub-para may be added below sub-para 8:

"9. Validity of this arrangement/scheme will be applicable till November 2011. The arrangement may be terminated if adequate number of running staff becomes available in less than a year. "

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SERIAL CIRCULAR No.171/2010
PAY COMMISSION CIRCULAR No.235

No. SCR/P-HQ/Ruling/O/937 Dated:14-12-2010
No. P[R]500/XXII

Copy of Board's letter No. F[E]III/2008/PN1/13 dated 04.11.2010 is forwarded for information, guidance and necessary action. Board's letter dated15.09.2008 quoted therein was circulated under Serial Circular No.118/08.

Copy of Bd's ltr No.F[E]III/2008/PN1/13 dated 04.11.2010(RBE No.161/2010)PC VI-235

Sub: Payment of commutation value of additional amount of pension in respect of employees who retired on/after 01.01.2006 but before 02.09.2008 and expired before exercising option for commutation of additional amount of pension – regarding.

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A copy of Department of Pension and Pensioners' Welfare [DOP&PW]'s O.M. No. 38/79/08-P&PW[G] dated 27th October, 2010 on the above subject is enclosed for information and compliance. These instructions shall apply mutatis mutandis on the Railways also. DOP&PW's OM dated 02.09.2008, referred to in the enclosed O.M. was adopted on the Railways vide this office letter of even number dated 15.09.2008, and Rule 10 of the CCS [Commutation of Pension] Rules, 1981 corresponds to Rule 11 of the Railway Services [Commutation of Pension] Rules, 1993. For the purpose of calculating the commutation value of commutable portion of additional pension, new substituted Table as at Annexure to Board's letter of even number dated 15.09.2008 should be applied.

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Copy of Department of Pension and Pensioners' Welfare [DOP&PW]'s O.M. No. 38/79/08-P&PW[G] dated 27th October, 2010

OFFICE MEMORANDUM

Sub: Payment of Commutation Value of additional amount of pension in respect of employees who retired on/after 1.1.2006 but before 2.9.2008 and expired before exercising option for commutation of additional amount of pension – Regarding.

****

As per the provisions contained in para 9.3 of this Department's OM No. 38/37/08-P&PW(A) dated 2nd September, 2008, the revised table of commutation value for pension will be used for all commutations of pension which become absolute after the date of issue of this OM. In the case of those pensioners, in whose case commutation of pension became absolute on or after 1.1.2006 but before the issue of this OM, the pre-revised Table of Commutation value for pension will be used for payment of commutation of pension based on pre revised pay/pension. Such pensioners shall have an option to commute the amount of pension that has become additionally commutable on account of retrospective revision of pay/pension on implementation of the recommendations of the Sixth Central Pay Commission. On exercising such an option by the pensioner, the revised Table of Commutation Value for pension will be used for the commutation of the additional amount of pension that has become commutable on account of retrospective revision of pay/pension. In all cases where the date of retirement/commutation of pension is on or after 2.9.2008, the revised Table of Commutation Value for pension will be used for commutation of entire pension.

2. References have been received from various Departments seeking clarification from this Department whether the commutation value of additional pension in respect of such employees who had retired during the period between 1.1.2006 and 2.9.2008 and died before exercising option is payable to the eligible member of family or not. The issue has been examined in consultation with Ministry of Finance, Department of Expenditure who has observed that the Pay Commissions' intention was that the pensioner should exercise a conscious choice in view of the fact that the commutation table has changed w.e.f. 1.1.2006. As such, in these cases, the Rule 10 of CCS (Commutation of Pension) Rules, 1981 may be followed and difference in commuted value be paid without fresh applications. The intention was not to deny the higher capitalized value on account of revision of pension.

3. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide their UO No. 456/EV/2010 dated 18.10.2010.

SERIAL CIRCULAR No.172/2010
No.SCR/P/HQ/Ruling/O/874 Dated 14 -12- 2010
No.P(R)481/VIII

Copy of Board's letter No.PC-V/2000/CC/16/Pt. dated 15.11.2010 is forwarded for information, guidance and necessary action. Board's RBE No. 152/2001 quoted therein was circulated under Serial Circular No.202/2001.

Copy of Bd's ltr No. PC-V/2000/CC/16/Pt. dated 15.11.2010

Sub: Grant of pay scale to Tower Wagon Drivers at par with the Goods Drivers – Hon'ble Supreme Court's judgement in SLP[C] No.365/2007

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Arising out of an SLP[C] No.365/2007 [UOI & Ors. vs. Jagdish Pandey & Ors] filed by Railway Administration regarding the grant of pay scale to Tower Wagon Drivers at par with the Goods Train Drivers, the Hon'ble Supreme Court vide their order dated 08.07.2010 while dismissing the said SLP have further observed, interalia, as under:

"...During the course of arguments this was also brought to our notice that most of the respondents in the present appeal have already retired from service and there exist no justification for affecting any recoveries from their salaries as they have already worked and received their salaries as granted by the Union of India.

For the reasons afore stated, we find no legal infirmity in the judgements of the Tribunal and the High Court. While dismissing this appeal we make it clear that this judgement will not affect the right of Union of India to pass an appropriate order in relation to the pay scale applicable to any class of its employees including the respondents afresh and in accordance with law. We do hope that if such an order is passed it will be upon proper application of mind and after taking into consideration appropriate material and /or data."

2. Keeping in view the specific observation of Hon'ble Supreme Court regarding the position of the respondents involved in this case, it has been decided to comply with as a special case. Further, in compliance of the above observations of the Hon'ble Supreme Court the issue regarding grant of pay parity to Tower Wagon Drivers with Goods Train Drivers has been considered by the Competent Authority and it has been observed as under:

2.1 That as regards eligibility and the mode of filling up the post, it is seen that the post of Goods Drivers is filled up from Shunter/Asst. Drivers on promotion. Further in terms of Board's orders RBE No. 152/2001, educational qualification for the post is Matriculate and Act Apprentice passed or ITI passed or Diploma in Mech./Elec./Electronics in lieu of ITI. Whereas, the post of Tower Wagon Drivers are filled up from the existing Motor Vehicle Drivers for which educational qualification is class VIII Pass with ability to read and understand the traffic rules and other electrical safety rules along with heavy Motor Driving License.

2.2 That the nature of duties & responsibilities of Goods Drivers is much more strenuous and difficult vis-à-vis that of Tower Wagon Drivers [TWDs]. While Goods Drivers have immensely greater responsibility of driving a Goods Train independently with large number of wagons and the job calls for great amount of alacrity and concentration, Tower Wagon Drivers drive single Motor Car only on specified area to carry staff for attending brake downs in their jurisdiction within about 30 Kms.

2.2.1 That normal duty hours of Goods Drivers are 10 hours, while that of TWDs is 8 hours.

2.2.2 That Goods Drivers are responsible for running extremely heavy duty Locomotives varying from 3850 to 6000 Horse Power, while the type of Tower wagons driven by TWDs are of a maximum of 530 Horse Power.

2.2.3 That a Goods Driver has to study log book and inspect the Locomotive [Engine] and follow other instructions as laid down in the Operating Manual of the particular class of Locos. No such work is required to be done by TWDs.

2.2.4 That several other technical aspects are involved in the job profile of a Goods Driver such as careful examination of the State of OHE of his own line and lines in proximity, the Under- Gear, the brake of the train, lower the Pantograph and earth the Locomotive before carrying out any work in the high tension Compartment. TWDs are not required to perform any such technical or specialized work.

2.2.5 That Goods Drivers have to work with different load like 58 'N'/loaded, 40 BCN, 40BOX, 41BRH loaded/empty. They have to also keenly observe Signal, the vacuum and pressure Gauge, etc. to ensure that everything is in order.

2.2.6 That while taking charge of the train, Goods Driver has to check continuity

integrity/completion of rake, Brake continuity test ensuring adequate brake power, revalidation of brake power/vacuum certificate. ON the contrary, TWDs are not required to perform any such responsibility.

2.2.7 That Goods Drivers have to undergo Technical Refresher course training for Two weeks for every three years. TWDs are not required to undertake any such training.

2.2.8 That at the time of signing on duty, a Goods Driver has to read various registers such as ON Duty Register, Green Notice Register, Caution Order Register, Current Safety Instruction, Current Technical Circulars, Breath Analyser Test Register, Line abnormalities register etc. No such reading of books or registers is done by TWDs.

2.2.9 That while signing off from duty, Goods Drivers are required to fill up Combined Trains Report, Line abnormalities like Signal, Track, Loco defect Register etc and they have to perform any other kind of additional prescribed work. Tower Wagon Drivers are free of all such duties.

2.3 That in view of the onerous responsibility and more sensitive nature of the job profile of Goods Driver, a training period of 90 days is prescribed for them despite the fact that they are from the same Loco feeder stream i.e. Asstt. Driver. The training period of Tower Wagon Drivers is of merely 30 days.

3. From the above position, it is clear that in terms of appointment, recruitment, qualifications, nature of duties and level of responsibilities and also training period, TWDs are not comparable with Goods Drivers.

4. Further, the Hon'ble Supreme Court, in their judgements on various occasions, have held that unless there is wholesome and complete identity between the two categories, there lies no case for pay parity amongst them.

5. In view of the above observations, the competent authority have decided that Tower Wagon Drivers are not entitled for grant of pay scale of ₹5000-8000 at par with that of Goods Drivers and they shall continue to be in the scale of ₹4000-6000 and ₹4500-7000.

SERIAL CIRCULAR No.173/2010

No. SCR/P-HQ/Ruling/O/ 811 Dated:29-12-2010

No. P[R] 54/VI

Copy of Board's letter No.E(P&A)II-2010/HRA-2 dated 8.12.2010 is forwarded for information, guidance and necessary action. Board's letters dated 16-5-88, 14-2-96, 12-7-99, 16-3-2000, 16-10-2002 and 9-5-2003 quoted therein were circulated under Serial Circular Nos. 81/88, 44/96, 178/99,80/2000, 225/02 &107/03, respectively.

Copy of Board's letter No E(P&A)II-2010/HRA-2 dated 8.12.2010 (RBE No.176/2010).

Sub: Admissibility of House Rent Allowance in the event of non-acceptance or surrender of railway residential accommodation.

Ref: Board's letters No.(i) E(P&A)II-87/HRA-15 dated 16.5.1988, (ii) E(P&A)II-95/ HRA-3 dated 14.2.1996, (iii) E(P&A)II-99/HRA-2 dated 12.7.1999 & 16.3.2000,
(iv) E(P&A)II-2002/HRA-4 dated 16.10.2002 and
(v) No. E(P&A)II-2002/HRA-4 dated 9.5.2003.

Attention is invited to Board's letters quoted above delegating powers to the General Managers and other heads of organisations directly controlling allotment of quarters to railway servants for sanction of House Rent Allowance in accordance with the prescribed conditions to the categories of railway employees specified therein. This delegation of powers was valid upto 31.3.2010.

2. The question of renewing this delegation of powers beyond 31.3.2010 has been engaging the attention of the Board. On the basis of the reports received from the Zonal Railways and Production Units, the matter has been considered and the Board have decided to renew the sanction contained in para 5 of their letter dated 16.5.1988 ibid and as amended/modified from time to time, **w.e.f. 1.4.2010 upto 31.3.2017** whereafter the question of renewing this delegation will be considered by the Board and a fresh sanction, if necessary, issued on the basis of reports received from the General Managers etc. directly controlling allotment of quarters, in regard to the position of availability of railway accommodation under their control.

3. In case at any point of time it transpires that some accommodation is likely to remain vacant/un-occupied due to lack of demand, it should be made compulsory to submit applications for such types where there is surplus accommodation and consequently, the employees entitled for such types would not be eligible to draw House Rent Allowance.

4 This delegation is also subject to the over-riding condition that these orders are liable to be withdrawn/modified at any time during this period, if it is considered necessary by the Board to do so.

5. This has the approval of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.174/2010

No. SCR/P-HQ/Ruling/O/855 Dated:31-12-2010

No. P[R]436/IREM/VIII

Copy of Board's letter No.E[MPP]2004/3/8 dated 24.11.2010 together with their letter dated 11.03.08 is forwarded for information, guidance and necessary action. Board's letter dated 30.04.2008 quoted therein was circulated under Serial Circular No.71/08.

Copy of Bd's ltr No. E[MPP]2004/3/8 dated 24.11.2010 (RBE No.166/2010)Training Manual Correction Slip No. 1/2010

Sub: Training period of Skilled Artisans.

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In terms of Board's letter of even number dated 11.03.2008 [RBE No. 34/2008] and 30.04.2008 [RBE No. 61/2008] para 159[3] of Indian Railway Establishment Manual Vol. I [1989 Edition] has been amended as under:

a	Course Completed Act Apprentices trained in Railway Establishments	Nil
b	Course Completed Act Apprentices trained in non-Railway Establishments	6 months
c	Diploma Holders	6 months
d	ITI passed candidates	6 months
e	Matriculate or any non-technical higher qualification	3 years
f	Degree holders in their relevant fields	6 months

2. The matter has been reviewed in the light of relevance of a trade to Railway working and after due deliberations, the following clarification is being issued:

" The Compassionate Ground Appointees [CGA] holding degree/diploma/ITI qualification in the relevant railway related trade, if he/she gets appointed as Skilled Artisan in the trade in which he/she has acquired his/her degree/diploma/ITI they will undergo training for 6 months. In case of CGA holding degree/diploma/ITI appointed as Skilled Artisan in a trade different than that acquired by them, will have to undergo 3 years training. Practical training should be undertaken in shop floor and not in classrooms."

3. The Indian Railway Establishment Manual Vol.I [1989 Edition] is accordingly amended as in Advance Correction Slip No. 216 enclosed.

4. The Ministry of Railways have decided that the Manual on Management of Training may be amended as per attached Advance Correction Slip No. 1/2010.

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Indian Railway Establishment Manual Vol.I [1989 Edition] Advance Correction Slip No. 216

Insert the following Note under para 159[3] of Sub-Section-III of Section 'B' Chapter I of the Indian Railway Establishment Manual Vol. I [1989 Edition]:

"NOTE: The Compassionate Ground Appointees [CGA] holding degree/diploma/ITI qualification in the relevant railway related trade, if he/she gets appointed as Skilled Artisan in the trade in which he/she has acquired his/her degree/diploma/ITI they will undergo training for 6 months. In case of CGA holding degree/diploma/ITI appointed as Skilled Artisan in a trade different than that acquired by them, will have to undergo 3 years training. Practical training should be undertaken in shop floor and not in classrooms."

[Authority: Railway Board's letter No.E[MPP]2004/3/8 dated 24.11.2010]

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Manual on Management of Training [June 1998] Advance Correction Slip No. 1/2010.

Item No. VII of appendix II of the Manual on Management of Training [Edition1998] may be replaced as under:-

[i]	Course Completed Act Apprentices trained in Railway Establishments	Nil
[ii]	Course Completed Act Apprentices trained in non-Railway Establishments	6 months
[iii]	Diploma Holders	6 months
[iv]	ITI passed candidates	6 months
[v]	Matriculate or any non-technical higher qualification	3 years
[vi]	Degree holders in their relevant fields	6 months

"NOTE: The Compassionate Ground Appointees [CGA] holding degree/diploma/ITI qualification in the relevant railway related trade, if he/she gets appointed as Skilled Artisan in the trade in which he/she has acquired his/her degree/diploma/ITI they will undergo training for 6 months. In case of CGA holding degree/diploma/ITI appointed as Skilled Artisan in a trade different than that acquired by them, will have to undergo 3 years training. Practical training should be undertaken in shop floor and not in classrooms."

[Authority: Railway Board's letter No.E[MPP]2004/3/8 dated 24.11.2010]

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Copy of Board's letter No.E[MPP]2004/3/8 dated 11.03.2008 RBE No. 34/08 Training Manual Correction Slip No. 1/08

Sub: Training period of Skilled Artisans.

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In terms of Board's letter of even number dated 05.12.06 [RBE No. 184/2006] para 159[3] of Indian Railway Establishment Manual Vol. I [1989 Edition] was amended and the training period of the skilled Artisans depending on the qualification has been specified as under:

i]	Course Completed Act Apprentices trained in Railway Establishments	Nil
ii]	Course Completed Act Apprentices trained in non-Railway Establishments	6 months
iii]	Diploma Holders	6 months
iv]	ITI passed candidates	6 months
v]	Matriculates	3 years

2. The matter relating to training period of the degree holders appointed as skilled artisans has been discussed and Board has decided that the training period of the degree holders appointed as skilled Artisans in their relevant field, either through open market or through compassionate ground, be reduced to 6 months and practical training be undertaken in shop floor and not in classrooms or on tours. It has also been decided that the training period of 3 years be specified for matriculates or any non-technical higher qualification.

3. The Indian Railway Establishment Manual Vol.I [1989 Edition] is accordingly amended as in Advance Correction Slip No. 200 enclosed.

4. The Ministry of Railways have decided that the Manual on Management of Training may be amended as per attached Advance Correction Slip No. 1/2008.

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Indian Railway Establishment Manual Vol.I [1989 Edition] Advance Correction Slip No. 200

Amend the following sub-para [v] and also insert sub-para [vi] under para 159[3] of Sub-section-III of Section 'B' Chapter-I of Indian Railway Establishment Manual Vol.I [1989 Edition]

"[v] Matriculate or any non-technical higher qualification.
[vi] Degree holders in their relevant field – 6 months"

[Authority: Board's letter No.E[MPP]2004/3/8 dated 11.03.2008]

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SERIAL CIRCULAR No.175/2010
PAY COMMISSION CIRCULAR No.239
No. SCR/P-HQ/Ruling/O/937 Dated:31-12-2010
No. P[R]500/XXII

Copy of Board's letter No.F[E]III/2008/PN1/12 dated 29.11.2010 is forwarded for information, guidance and necessary action. Board's letters dated 08.09.2008, 26.5.2009 and 19.08.2009 quoted therein were circulated under Serial Circular Nos.117/08, 104/09 and 149/09, respectively.

Copy of Bd's ltr No. F[E]III/2008/PN1/12 dated 29.11.2010 (RBE No.169/2010)PC-VI 239

Sub:Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission- Revision of pension of pre-2006 pensioners /family pensioners etc.

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In terms of instructions issued vide DOP&PW's OM No. 38/37/08-P&PW[A] dated 21.5.2009, circulated on the Railways vide this office letter of even number dated 26.5.2009, the duly attested copies of following documents can be considered for the purpose of payment of additional pension /family pension to pensioners/family pensioners on completion of 80 years of age and above:

[i] PAN Card
[ii] Matriculation Certificate [containing the information regarding date of birth]
[iii] Passport
[iv] CGHS Card
[v] Driving Licence [if it contains date of birth]

2. Subsequently, DOP&PW vide their OM No. 38/37/08-P&PW[A] dated 11.08.2009, circulated on the Railways vide this office letter of even number dated 19.08.2009, issued instructions to accept Voters' ID Card also as proof of date of birth/age for payment of additional pension/family pension on completion of 80 years of age and above subject to the following conditions:

[i] The pensioner/family pensioner certifies that he/she is not a matriculate [The Matriculation Certificate should be insisted upon in the case of matriculate pensioners/family pensioners]

[ii] The pensioner certifies that he/she does not have any of the documents mentioned in para 1 above.

3. In this context, one of the Zonal Railways has sought clarification whether Post Retirement Pass I/Card, Widow Pass I/Card and Railway Medical I/Card issued by Railway Administrations to pensioners/family pensioners may be accepted as evidence of date of birth/age for payment of additional pension/family pension in terms of Department of Pension & Pensioners' Welfare [DOP&PW]'s OM No. 38/37-P&PW[A] dated 1.9.2008 circulated vide letter No. . F[E]III/2008/PN1/12 dated 08.09.2008. The matter has been examined and it has been decided by the Board that [a] Post Retirement Pass I/Card, [b] Widow Pass I/Card and [c] Railway Medical I/Card, may also be accepted as evidence of date of birth /age for payment of additional pension/family pension to pensioners/family pensioners on completion of 80 years of age and above. All Zonal Railways etc., are, therefore, advised to dispose of the pending cases at the earliest.

SERIAL CIRCULAR No.176/2010

No. SCR/P-HQ/Ruling/O/802 Dated: 31-12-2010
No. P[R]96/II

Copy of Board's letter No. E[MPP]2005/6/1 dated 02.12.2010 together with their letter dated 21.6.2004 is forwarded for information, guidance and necessary action.

Copy of Bd's ltr No. E[MPP]2005/6/1 dated 02.12.2010 (RBE No.171/2010)

Sub: Engagement of Course Completed Act Apprentices as substitutes in Group 'D' on Indian Railways.

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Board vide its letter No. E[MPP]2002/12/26/Vol.II dated 21.06.2004 had clarified that Course Completed Act Apprentices can be engaged as Substitutes in Group 'D' under General Manager's powers in administrative exigencies.

It is further clarified that Diploma /Degree holders trained under the Apprentices Act 1961 [as amended from time to time] in Railway establishment can also be considered,

[similar to ITI, etc trained Act Apprentices engaged as substitutes] for engagement as substitutes in Group 'D' posts within the General Managers' powers in administrative exigencies, subject to their fulfillment of the extant instructions prescribed for such engagement.

Copy of Board's letter No. E[MPP]2002/12/26/Vol.II dated 21.06.2004 [RBE No. 136/04]

Sub: Engagement of Course Completed Act Apprentices

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Some of the Railways have in the past approached Board to clarify as to whether Course Completed Act Apprentices can be engaged as Substitutes in Group 'D'. It is clarified that Course Completed Act Apprentices can be engaged as Substitutes in Group 'D' under GMs' powers in administrative exigencies, subject to their fulfillment of the extant instructions prescribed for such engagements.

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SERIAL CIRCULAR No.177/2010

No. SCR/P-HQ/Ruling/O/832 Dated:31-12-2010

No. P[R]268/II

Copy of Board's letter No.E[NG]II/2006/RC1/Genl./1 dated 06.12.2010 is forwarded for information, guidance and necessary action. Board's letter dated 07.06.2007 quoted therein was circulated under Serial Circular No.89/07. In terms of condition No. 3[ii] of Board's letter dated 07.06.2007, the eligible ward of commission vendor / bearer may be considered for appointment if they have availed their chances but failed in medical examination before absorption.

Copy of Bd's ltr No. E[NG]II/2006/RC1/Genl./1 dated 06.12.2010 (RBE No.173/2010)

Sub: Appointment to the wife / ward / legal heir in case of death of Commission Vendors / Bearers.

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Attention is invited to this Ministry's letter of even number dated 07.06.2007 [RBE No. 84/2007] regarding appointment to the wife/ward/legal heir in case of death of Commission Vendors /Bearers.

2. Pursuant to a discussion held with staff side, it is clarified that stipulation made vide para 3 [ii] of RBE No.84/07 would be equally applicable in favour of ward/ spouse of commission vendor/ bearer who was eligible for absorption in the Railways but was declared totally medically unfit before his absorption subject to fulfilling of other conditions mentioned therein.

SERIAL CIRCULAR No.178/2010

No. SCR/P-HQ/Ruling/O/812 Dated:31-12-2010

No. P[R]75/VIII

Copy of Board's letter No.2010/F[E]II/AL1/1 dated 07.12.2010 is forwarded for information, guidance and necessary action. Board's letters dated 24.10.2000 and 12.06.2001 quoted therein were circulated under Serial Circular Nos.228/2000 and 130/01, respectively.

Copy of Bd's ltr No. 2010/F[E]II/AL1/1 dated 07.12.2010 (RBE No.174/2010)

Sub: Rates of daily allowance for journeys on duty in various countries- restoration of full Daily Allowance rates.
Ref: Board's letters number F[E]II/2000/AL1/1 dated 24.10.2000 and 12.6.2001
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In pursuance of the direction given by Ministry of Finance, daily allowance for journeys on duty in various countries were reduced by 25% in terms of the instructions issued by Ministry of External Affairs vide their order No. Q/FD/695/3/2000 dated 01.12.2000 which were adopted in Railways vide Board's letter No. F[E]II/2000/AL1/1 dated 12.06.2001.

Ministry of External Affairs vide their Order No. Q/FD/695/3/2000 dated 21st September, 2010 in pursuance of the Ministry of Finance's directives have decided to withdraw the 25% cut imposed on per diem allowance rates in various countries/territories. A copy of the revised daily allowance admissible is enclosed as Annexure for information and guidance. The revised rates are applicable on the Railways from the date of issue of the letter.

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Copy of Ministry of External Affairs' order No.Q/FD/695/3/2000 dated 21st September, 2010

O R D E R

Sub: Restoration of full Daily Allowance Rates.

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In supersession of this Ministry's Order of even number dated 1st December, 2000 conveying reduced rates of Daily Allowance in pursuance of Ministry of Finance, Department of Expenditure's Office Memorandum No.7(4) E-Coord/2000 dated 24.9.2000 regarding guidelines on expenditure management and enforcement of austerity measures, sanction of the President is hereby accorded to withdraw the 25% cut imposed on per diem allowance for journeys on duty abroad. The Daily Allowance rates in various countries /territories are given in the Annexure.

2. This order takes effect from September 21, 2010.

3. All other terms and conditions on daily allowance for journeys on duty abroad shall remain unchanged.

4. This issues with the concurrence of the Ministry of Finance, Department of Expenditure, vide their I.D. .No.19053/1/2010-E.IV dated 10th September, 2010 and Internal Finance Division of this Ministry vide Dy.No.1977/AS[FA]/10 dt. 15.9.2010.

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S.No.	Name of the Country	Daily Allowance (US$)	S.No.	Name of the Country	Daily Allowance (US$)
1	Afghanistan	75.00	19.	Belize	60.00
2.	Albania	75.00	20.	Belarus	75.00
3.	Algeria	75.00	21.	Benin	60.00
4.	American Samoa	60.00	22.	Bermuda	75.00
5.	Angola	75.00	23.	Bhutan	60.00
6	Anguilla	75.00	24.	Bolivia	75.00
7..	Antigua	75.00	25.	Botswana	75.00
8.	Argentina	75.00	26.	Bosnia Herzegovina	75.00
9.	Armenia	75.00	27.	Brazil	75.00
10.	Australia	100.00	28.	British Virgin Islands	60.00
11.	Austria	100.00	29.	Brunei	100.00
12.	Azerbaijan	75.00	30.	Bulgaria	75.00
13.	Aruba	75.00	31.	Burkina Faso	60.00
14.	Bahamas	75.00	32.	Burundi	60.00
15.	Bahrain	75.00	33.	Cameroon	60.00
16.	Bangladesh	60.00	34.	Canada	100.00
17.	Barbados	75.00	35.	Cape Verde Islands	60.00
18.	Belgium	100.00	36.	Cayman Islands	60.00

S.No.	Name of the Country	Daily Allowance (US$)	S.No.	Name of the Country	Daily Allowance (US$)
37.	Central African Republic	60.00	92.	Ivory Coast	60.00
38.	Chad	60.00	93.	Jamaica	75.00
39.	Chile	75.00	94.	Japan	100.00
40.	China	100.00	95.	Jordan	60.00
41.	Colombia	75.00	96.	Kampuchea(Cambodia)	75.00
42.	Comoros	60.00	97	Kazakhstan	75.00
43.	Congo	60.00	98	Kenya	60.00
44.	Cooks Island	60.00	99	Kiribati	60.00
45.	Costa Rica	75.00	100	Korea(North)	60.00
46.	Croatia	75.00	101	Korea(South)	100.00
47.	Cuba	75.00	102	Kuwait	75.00
48.	Cyprus	100.00	103	Kyrgyzstan	75.00
49.	Czech Republic	75.00	104	Laos	60.00
50.	Denmark	100.00	105	Latvia	75.00
51.	Djibouti	60.00	106	Lebanon	60.00
52.	Dominica	75.00	107	Lesotho	60.00
53	Dominican Rep.	75.00	108	Liberia	60.00
54.	Ecuador	75.00	109	Libya	60.00
55.	Egypt	75.00	110	Lithuania	100.00
56	El Salvador	75.00	111	Luxembourg	100.00
57,	Eritrea	60.00	112.	Macao	100.00
58.	Equatorial Guinea	60.00	113	Madagascar	60.00
59.	Estonia	75.00	114	Malawi	60.00
60.	Ethiopia	60.00	115	Malaysia	75.00
61	Fiji	100.00	116	Maldives	60.00
62.	Finland	100.00	117	Mali	60.00
63.	France	100.00	118	Malta	100.00
64.	French Guinea	75.00	119	Martinique	75.00
65.	Gabon	60.00	120	Macedonia	75.00
66	Gambia	60.00	121	Mauritania	60.00
67.	Gaza (PNA)	75.00	122	Mauritius	60.00
68.	Georgia	75.00	123	Mexico	75.00
69.	Germany	100.00	124	Micronesia	100.00
70.	Ghana	60.00	125	Moldova	75.00
71.	Gibraltar	100.00	126	Monaco	60.00
72.	Greece	100.00	127	Montenegro	75.00
73.	Grenada	75.00	128	Mongolia	60.00
74.	Guadeloupe	75.00	129	Monsterrat	75.00
75	Guam	60.00	130	Morocco	60.00
76.	Guatemala	75.00	131	Mozambique	60.00
77.	Guinea	60.00	132	Myanmar	60.00
78.	Guinea Bissau	60.00	133	Namibia	75.00
79.	Guyana	75.00	134	Nauru	60.00
80.	Haiti	75.00	135	Nepal	60.00
81.	Honduras	75.00	136	Netherland	100.00
82	Hong Kong	100.00	137	Nether Antille	75.00
83.	Holy See(Vatican	100.00	138	New Caledonia	60.00
84	Hungary	75.00	139	New Zealand	100.00
85.	Iceland	100.00	140	Nicaragua	75.00
86	Indonesia	75.00	141	Niger	60.00
87	Iran	75.00	142	Nigeria	60.00
88	Iraq	75.00	143	Niue	60.00
89	Ireland	100.00	144	Norway	100.00
90.	Israel	75.00	145	Oman	75.00
91.	Italy	100.00	146	Pacific Islands(Trust Territory)	75.00

S.No.	Name of the Country	Daily Allowance (US$)	S.No.	Name of the Country	Daily Allowance (US$)
147	Pakistan	60.00	201	U.S.A.	100.00
148	Panama	75.00	202	Russian Federation	75.00
149	Papua New Guinea	100.00	203	Ukraine	75.00
150	Paraguay	75.00	204	Uruguay	75.00
151	Puerto Rico	75.00	205	U.S.Virgin Islands	60.00
152	Principality of Liechtenstein (Vaduz)	100.00	206	Uzbekistan	75.00
153	Peru	75.00	207	Vanautu	75.00
154	Philippines	75.00	208	Venezuela	75.00
155	Poland	75.00	209	Vietnam	60.00
156	Portugal	100.00	210	Yemen	60.00
157	Qatar	75.00	211	Wallis Fortune Islands	60.00
158	Reunion	60.00	212	Zaire	60.00
159	Republic of Palau	75.00	213	Zambia	60.00
160	Republic of Slovenia	100.00	214	Zimbabwe	75.00
161	Republic of San Marino	100.00			
162	Romania	100.00			
163	Rwanda	60.00			
164	Samoa	60.00			
165	Sai Tome & Principe	60.00			
166	Saudi Arabia	75.00			
167	Senegal	60.00			
168	Serbia	75.00			
169	Seychelles	75.00			
170	Sieral Leone	60.00			
171	Singapore	75.00			
172	Slovak Republic	75.00			
173	Solomon Islands	60.00			
174	Somalia	60.00			
175	South Africa	75.00			
176	Spain	100.00			
177	Sri Lanka	60.00			
178	St.Kitts & Nevis	60.00			
179	St.Lucia	60.00			
180	St.Vincent & Grenadines	60.00			
181	Sudan	60.00			
182	Surinam	75.00			
183	Swaziland	60.00			
184	Sweden	100.00			
185	Switzerland	100.00			
186	Syria	75.00			
187	Tajikistan	75.00			
188	Tanzania	60.00			
189	Thailand	75.00			
190	Togo	60.00			
191	Tonga	60.00			
192	Trinidad & Tobago	75.00			
193	Tunisia	60.00			
194	Turkey	100.00			
195	Turkmenistan	75.00			
196	Turks & Caicos	75.00			
197	Tuvalu	60.00			
198	Uganda	60.00			
199	U.A.E.	75.00			
200	U.K	100.00			

SERIAL CIRCULAR No.179/2010

No. SCR/P-HQ/Ruling/O/946 Dated: 31 -12-2010

No. P[R]563/VIII

Copy of Board's letter No.E[NG]-II/96/RR-1/62/Vol.II dated 08.12.2010 together with their letter dated 28.10.2009 is forwarded for information, guidance and necessary action.

Copy of Bd's ltr No. E[NG]-II/96/RR-1/62/Vol.II dated 08.12.2010 (RBE No.175/2010)

Sub: Waiver of examination fee for women candidates, minority candidates and candidates belonging to economically backward classes.

***

Pursuant to the announcement made by Hon'ble Minister of Railways in her Budget [Railway] Speech 2010-2011, the issue of waiver of examination fee of women candidates, minority candidates and candidates belonging to economically backward classes while resorting to recruitment of staff from open market in the Pay Band-1 of ₹5200-20200 [Grade Pay: ₹1800] has been under consideration of this Ministry.

It has now been decided that the instructions contained in this Ministry's letter No. E[RRB]/2009/25/21 dated 28.10.2009 [RRCB No. 05/2009] will be applicable while recruiting staff from open market in the Pay Band-1 of ₹5200-20200 [Grade pay ₹1800].

This issues with the concurrence of Finance Directorate of Ministry of Railways [Railway Board].

*****

Copy of Board's letter No. E[RRB]/2009/25/21 dated 28.10.2009 [RRCB No. 05/2009]

Sub: Waiver of examination fee for women candidates, minority candidates and candidates belonging to economically backward classes.

***

Ministry of Railways [Railway Board] have decided to waive off the examination fee for women candidates and candidates belonging to minorities and economically backward classes.

2. Minorities will mean Muslims, Christians, Sikhs, Buddhists and Zorastrians [Parsis].

3. Economically backward classes will mean the candidates whose family income is less than ₹50,000 per annum. The following authorities are authorized to issue income certificates for the purpose of identifying economically backward classes:

[i] District Magistrate or any other Revenue Officer upto the level of Tehsildar.
[ii] Sitting Member of Parliament of Lok Sabha for persons of their own constituency.
[iii] BPL Card or any other certificate issued by Central Government under a recognized poverty alleviation programme or Izzat MST issued by Railways.
[iv] Union Minister may also recommend to Chairman /RRBs for any persons from anywhere in the country.
[v] Sitting Member of Parliament of Rajya Sabha for persons of the district in which these MPs normally reside.

4. The income certificate issued by the authorities mentioned in Para-3 above would have to be on Format-A which is enclosed herewith. This would have to be issued on the letter head of the issuing authority.

5. This order will come into effect from the date of issue of this order in respect of all Employment Notifications to be issued by RRBs thereafter.

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

7. The above provision may be clearly mentioned in the Employment Notifications issued by the Railway Recruitment Boards.

****

FORMAT -A

FORMAT OF INCOME CERTIFICATE TO BE ISSUED ON LETTER HEAD AS PER PARA 3 OF LETTER No. E[RRB]/2009/25/21 DATED 28.10.2009

INCOME CERTIFICATE FOR WAIVER OF EXAMINATION FEES FOR RRB EXAMINATIONS

1. Name of the candidate:
2. Father's name:
3. Age:
4. Residential Address:
5. Annual Family Income [in words and figures]:
6. Date of issue:
7. Signature: _____ [Name]
8. Stamp of issuing authority.

****

SERIAL CIRCULAR No.180/2010

No. SCR/P-HQ/Ruling/O/860 Dated: 31-12-2010

No. P[R]227/XVII

Copy of Board's letter No.E[D&A]2008RG6-36 dated 16.12.2010 is forwarded for information, guidance and necessary action.

Copy of Bd's ltr No. E[D&A]2008RG6-36 dated 16.12.2010 (RBE No.179/2010)

Sub: Determination of stage[s] in the penalty of reduction to lower stage in the time scale of pay following implementation of the recommendations of the VIth Central Pay Commission

***

Certain aspects of implementation of penalties having pay element, following acceptance of the recommendations of the VIth Central Pay Commission, are being examined in consultation with the Department of Personnel & Training. On the issue of determining stage[s] in respect of the penalty of 'reduction to lower stage in time scale of pay', the Department have advised that as per the Revised Pay Rules, 2008, the quantum of increment has been changed from a fixed amount to an amount of 3% of the basic pay rounded off to the nearest ₹10/-. This provision does not call for any amendment to the Discipline and Appeal Rules. The lower stages of pay in such cases have to be worked out as per the aforesaid provisions of the Revised Pay Rules, 2008.

SERIAL CIRCULAR No.181/2010

No. SCR/P-HQ/Ruling/O/816 Dated:31-12-2010

No. P[R]64/VII

Copy of Board's letter No.E[P&A]I-2009/SP-1/CE-1 dated 20.12.2010 is forwarded for information, guidance and necessary action. Board's letter dated 27.01.2003 quoted therein

was circulated under Serial Circular No.40/03. Necessary action may be taken to arrange payment of Special Allowance to Gatekeepers posted at Civil Engineering Level Crossings identified as difficult gates at revised rates with effect from 01.09.2008.

Copy of Bd's ltr No. E[P&A]I-2009/SP-1/CE-1 dated 20.12.2010 (RBE No.180/2010)

Sub:Special Allowance to Gatekeepers of Civil Engineering Level Crossings identified as difficult gates.

Ref: Board's letter No. E[P&A]I-97/SP-1/CE-1 dated 27.01.2003.

***

Pursuant to implementation of the accepted recommendations of the Sixth Central Pay Commission relating to grant of Special Allowance, the issue relating to grant of Special Allowance to Gatekeepers posted at Civil Engineering Level Crossings, identified as difficult gates, has been under consideration of the Board. This issue has also been raised by the Federations.

2. Board has decided, to revise the rate of Special Allowance admissible to Gatekeepers posted at Civil Engineering Level Crossings, identified as difficult gates from the existing rate of ₹150/- p.m. to ₹ 300/- p.m.

3. The rates of the Special Allowance may be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%.

4. The other terms and conditions stipulated in Board's above referred letter will remain the same.

5. These orders would be effective from 1st September, 2008.

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.182/2010

No. SCR/P-HQ/Ruling/O/946 Dated:31-12-2010

No. P[R]563/VIII

Copy of Board's letter No.2010/E[Sports]4[1]/1 Pt.[E.Q] dated 21.12.2010 is forwarded for information, guidance and necessary action.

Copy of Bd's ltr No. 2010/E[Sports]4[1]/1 Pt.[E.Q] dated 21.12.2010 (RBE No.181/2010)

Sub: Minimum educational qualification for sportspersons for recruitment against sports quota

***

It has been decided by Ministry of Railways [Railway Board] to declare sportspersons as a "Separate Class" for the purpose of recruitment on the Railways. In view of this, as a special case, outstanding sportspersons who are Class-8 passed can be considered for recruitment in [-]1S Pay Band. Such sportspersons will be given the regular pay band PB-1 of ₹ 5200-20200 along with grade pay of ₹1800 only on acquiring the minimum educational qualification under the recruitment rules or passing the requisite training test.

SERIAL CIRCULAR No.183/2010

No. SCR/P-HQ/Ruling/O/842 Dated: 31-12-2010

No. P[R]407/IX

Copy of Board's letter No.E[NG]-II/2008/SB/SR/15 dated 21.12.2010 is forwarded for information, guidance and necessary action. Board's letter dated 17.09.2010 quoted therein was circulated under Serial Circular No. 138/2010.

Copy of Bd's ltr No. E[NG]-II/2008/SB/SR/15 dated 21.12.2010 (RBE No.182/2010)

Sub:Engagement of Substitutes on the railways in Pay Band -1 [Grade Pay: ₹1800].

Ref: This office letter of even number dated 17.09.2010 [RBE No. 137/2010].

***

Attention is invited to instructions contained in para 5.1 & 5.2 of letter under reference.

The matter has been re-considered by the Board and it has been decided that the said provisions stand deleted with the issue of this instruction.

Henceforth, a person who continues to work as a Substitute and has acquired temporary status, when considered for regularization of his/her services, be screened by a Screening Committee. The Committee for the purpose shall consist of three Railway Officers of appropriate rank one each belonging to SC/ST community, OBC community and Minority community. Also, one member shall belong to Personnel Department, the department for which recruitment is being made and one from the department other than Personnel Department.

SERIAL CIRCULAR No.184/2010

No. SCR/P-HQ/Ruling/O/842 Dated: 31-12-2010

No. P[R]407/IX

Copy of Board's letter No.E[NG]-II/2010/SB/DMW/23 dated 21.12.2010 is forwarded for information, guidance and necessary action. Board's letter dated 17.09.2010 quoted therein was circulated under Serial Circular No. 138/2010.

Copy of Bd's ltr No. E[NG]-II/2010/SB/DMW/23 dated 21.12.2010 (RBE No.183/2010)

Sub:Engagement of Substitutes on the railways in Pay Band -1 [Grade Pay: ₹1800].

***

The issue of engagement of Course Completed Act Apprentices as Substitutes on the railways in Pay Band-1 [Grade Pay ₹1800] under General Manager's power, outside the purview of instructions contained in letter No. E[NG]-II/2008/SB/SR/15 dated 17.09.2010 [RBE No. 137/2010], has been under consideration of this Ministry.

The matter has been examined by the Board and it has been decided that engagement of Course Completed Act Apprentices as substitute, will be outside the purview of stipulation made vide para 3.2[i] & [ii] of this Ministry's letter ibid.

[This disposes of CLW/CRJ letter No. GMA/MR/CON/Substitute, dated 11.11.2010]

SERIAL CIRCULAR No.185/2010

PAY COMMISSION CIRCULAR No.241

No. SCR/P-HQ/Ruling/O/963 Dated:31-12-2010

No. P[R]633/II

Copy of Board's letter No.PC-V/99/I/6/1 dated 23.12.2010 is forwarded for information, guidance and necessary action. Board's letter dated 19.02.2009 quoted therein was circulated under Serial Circular No.37/2009.

Copy of Bd's ltr No. PC-V/99/I/6/1 dated 23.12.2010 (RBE No.185/2010)PC-VI/241

CORRIGENDUM

Sub: Stepping up of pay of Head Clerks at par with Senior Clerks in receipt of special pay of ₹70/- p.m

***

Attention is invited to Board's letter of even number dated 19.2.2009 [RBE No. 37/2009] on the above subject, whereby instructions regarding Stepping up of pay of Head Clerks at par with Senior Clerks in receipt of special pay of ₹70 p.m. were issued. Below para 5 of the said letter, para 6 is being added as under:

> "6. The above instructions are being issued in pursuance of the decision taken in respect of PNM/NFIR item No. 53/2005."

SERIAL CIRCULAR No.186/2010

No. SCR/P-HQ/Ruling/O/946 Dated:31-12-2010

No. P[R]563/IX

Copy of Board's letter No.E(NG)-II/2009/RR-1/10/Pt. dated 09.12.2010 is forwarded for information, guidance and necessary action. Board's letters dated 4.12.1998, 29.10.2008 and 08.12.10 quoted therein were circulated under Serial Circular Nos.110/99, 155/08 and 179/10 respectively.

Copy of Board's letter No. E(NG)-II/2009/RR-1/10/Pt. dated 09.12.2010

Sub: Recruitment of staff from open market in Pay Band-1 of ₹5200-20200 having Grade Pay of ₹1800/-.

***

Attention is invited to instructions contained in para 3(iv) of Board's letter No.PC-VI/2008/1/3/1, dated 29.10.2008 (RBE No.160/2008), interalia stating that the instructions regarding minimum educational qualification for fresh recruitment to Railway Services in PB-1 Grade pay ₹1800 (erstwhile Group 'D' posts) would be issued separately by the Establishment Directorate.

2. The Ministry of Railways have decided that henceforth minimum educational qualification for recruitment in Pay Band-1 of ₹5,200-20,200 having Grade Pay of ₹1800/- will be 10th Pass or ITI or equivalent. These instructions will be applicable for all future recruitment henceforth against direct recruitment quota through all modes.

3. As regards the ongoing recruitment exercises presently under way on Central Railway, Eastern Railway, East Coast Railway, East Central Railway, Northeast Frontier Railway, North Eastern Railway, North Central Railway, Southern Railway, South Western Railway and West Central Railway, the same will adhere to the prescribed minimum qualification of 8th pass as laid down vide letter No. E(NG)II/98/RR-1/107 dated 4.12.1998 (RBE No.277/98).

4. All Railways are directed to initiate the recruitment process immediately to fill up current vacancies including anticipated vacancies for the next two years as well as resultant vacancies owing to promotion of staff to higher grades etc., excluding the vacancies worked out on the basis of prescribed percentage against ex-servicemen quota for which separate recruitment is in progress, with the revised minimum qualification of 10th pass or ITI or equivalent. Railways may also ensure filling up of Physically Handicapped quota including backlog vacancies in this recruitment exercise.

5. The Railways mentioned in Para 3 above should also initiate recruitment to fill up the vacancies accrued beyond the vacancies already notified for which recruitment is in progress.

6. All Railways should initiate the process by way of issue of notification in the national and local dailies, etc. by 15th December,2010, positively. Candidates may be given two months time to submit their applications and candidates from Andaman & Nicobar, Lakshadweep Islands etc. will be given 15 days extra as per extant rules in response to the above notification.

7. It has further been decided that written examination will be held on the same day simultaneously by all the railways. Similarly Physical Efficiency Test (PET) will also be held during the same period simultaneously by all the Railways. These instructions should be prominently mentioned in the notification.

8. The format of application should be limited to a single page only. A draft format of application form is enclosed herewith for necessary action which may be modified suitably depending on the local requirements.

9. Instructions contained in letter No.E(NG)II/96/RR-1/62/Vol.II dated 8.12.2010 regarding waiver of fee for women, minority communities and economically weaker sections will apply.

10. All General Managers are to ensure that Railway Recruitment Cells (RRCs) are strengthened sufficiently by providing accommodation, equipment, vehicles, security, manpower, etc., so that the recruitment process is completed smoothly without any problem.

Railway Recruitment Cell / South Central Railway Employment Notice Number – RRC/SCR/GroupD/1/2010	For Office use only: Control Number: Roll Number :

1. **Category / Post applied for**: (Indicate your order of priority / choice in the box below).
You will be considered for the posts applied only.

Option / preference	Category Number	Name of the Post	Option / preference	Category Number	Name of the Post
1.			4.		
2.			5.		
3.			6.		

Paste (do not pin or staple) here your recent colour passport size photo (The photograph shall not be more than 3 months old.)

Signature of the candidate

2. Name of Candidate :

3. Father's name:

4.Date of Birth: (DD/MM/YYYY):

5. Community: (Tick): SC ST OB UR **6.Are you Physically Disabled:** VH HH OH

7. Address for communication:

P I N C O D E -

12. **Nearest railway Station:**
(In English only for issue of free railway pass for SC /ST candidates)

8.	Nationality	
9.	Religion	
10.	SEX	
11.	Marital Status	

13. Visible Marks of Identification : **(moles etc on your body)**	1. 2.

14. Do you seek age relaxation under any of the category mentioned below? (Tick appropriate box)

SC	ST	OB	Physically Disabled	Course Completed Act Apprentice	Judicially separated / divorced woman / widow	Ex-Servicemen	Railway Employee

15. Educational Qualifications:

Qualification	University / Board	Year of passing	% of marks
SSC / 10th class			
ITI			
Others			

16**. List of Documents enclosed:** (fill in the details of the copies of certificates / documents enclosed.)

i)	iii)	v)
ii)	iv)	vi)

17. Details of IPO /Demand Draft enclosed with the application:

Name of the Post office / Bank	Serial Number & Date	Amount

18. Choice of Language for written examination:

19. Declaration by the candidate: (copy the passage in the box below in your own hand writing):
I hereby declare that all the particulars given above by me are true and to the best of my knowledge. I am aware that in the event of any information furnished by me is found false / incorrect at any stage, my candidature will be rejected summarily and I am also liable for criminal action. I will abide by the instructions given in the notification.

Place: Date:	Left hand Thumb Impression	Signature of the applicant

SERIAL CIRCULAR No.187/2010

No. SCR/P-HQ/Ruling/O/926 Dated:31-12-2010

No. P[R]473/VIII

Copy of Board's letter No.E[W]2010/PS5-1/25 dated 15.12.2010 is forwarded for information, guidance and necessary action. Board's letters No. E[W]2007/PS5-1/3 and E[W]2007/PS5-1/3[A] dated 04.05.2007 quoted therein were circulated under Serial Circular Nos.77/07 and 78/07, respectively.

Copy of Bd's ltr No. E[W]2010/PS5-1/25 dated 15.12.2010

Sub:Facility of 1st AC travel while on duty to JA Grade Officers.

***

In terms of the instructions contained in Board's letter No. E[W]2007/PS5-1/3 dated 04.05.2007 and E[W]2007/PS5-1/3[A] dated 04.05.2007 the railway officer drawing basic pay of ₹14300/- and above in administrative grade can travel in 1st AC while on duty subject to issue of an authority to this effect by the railway administration.

2. It has been brought to Board's notice that some Railways are allowing 1st AC travel facility while on duty to JA Grade Officers working on ad-hoc basis on charge allowance. In this connection, it is clarified that since this facility is only available to those officers who are in administrative Grade, with basic pay ₹14,300 and above [in the 5th CPC scales], the officers serving on ad-hoc basis against JA Posts on charge allowance are not entitled to this facility.

****

SERIAL CIRCULAR No.188/2010

No. SCR/P-HQ/Ruling/O/962 Dated:31-12-2010

No. P[R]418/III

Copy of Board's letter No.2010/E[Sports]/4[2]/7[COE] dated 15.12.2010 is forwarded for information, guidance and necessary action. Board's letter dated 17.11.2000 quoted therein was circulated under Serial Circular No. .

Copy of Bd's ltr No. 2010/E[Sports]/4[2]/7[COE] dated 15.12.2010 (RBE No.178/2010)

Sub: Increase in maximum limit of Special Casual Leave to sportspersons from 200 to 330 days, for training under Centre of Excellence.

Ref: This office letter No. E[Sports]2000/Policy/COE dated 17.11.2000

***

Sports Authority of India vide their letter No. SAI/OPS/STC/Policy/09/40 dated 27.03.2009 have informed that during the meeting of 55th Finance Committee held on 22nd January and 12th February 2009 and 36th Governing Body Meeting held on 23rd February 2009; it was decided to increase the training period of Centre of Excellence trainees from 200 days to 330 days in a year.

2. The matter has been considered by the Board and in partial supersession of instructions contained in Para 3[1] of letter dt. 17.11.2000 ibid, it has been decided to increase the maximum limit of Special Casual Leave to Railway sportspersons from 200 days to 330 days in a year for training under Centre of Excellence. The other terms and conditions contained in this office letter dt. 17.11.2000 ibid, shall remain unchanged.

3. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

Copy of RSPB's letter No. E[Sports]2000/Policy/COE dated 17.11.2000

Sub: Centre of Excellence conducted by Sports Authority of India (SAI).

****

Sports Authority of India have started a training scheme in selected disciplines to give extensive training to promising sportspersons in various regions under a "Centre of Excellence" scheme to impart them regular competitive training to prepare them for International Competitions. The duration of this training progranmme will be around 200 days in a year. The cost of the entire training will be borne by Sports Authority of India. During this training period sportspersons will be released on demand for representing their units in Inter - Departmental, National Competitions etc.

The question of granting SCL to Railway Sportspersons has been examined and it has been decided that the Railway Sportspersons who are selected by the Sports Authority of India to attend this training programme may be granted SCL by their respective Railways on the advice from Sports Authority of India.

While granting SCL all Units may ensure the following:

1. The duration of SCL should not exceed 200 days in a Calendar year.
2. Periodical attendance may be obtained from SAI; and
3. List of such sportspersons may be sent to RSPB indicating the period, events etc.

Such CL will be in addition to the SCL being granted under the extant rules.

SERIAL CIRCULAR No.189/2010
PAY COMMISSION CIRCULAR No.240
No. SCR/P-HQ/Ruling/O/ 804 Dated:31-12-2010
No. P[R]23/VI

Copy of Board's letter No.F[E]Spl.2008/ADV.3/6 dated 22.12.2010 is forwarded for information, guidance and necessary action. Board's letter dated 16.11.2000 and Ministry of Urban Development's O.M. dated 27.11.2008 quoted therein were circulated under Serial Circular Nos.245/2000 and 26/09, respectively.

Copy of Bd's ltr No. F[E]Spl.2008/ADV.3/6 dtd. 22.12.2010(RBE No.184/2010)PC VI-240

Sub: House Building Advance-enhancement in past cases.

***

Ministry of Urban Development's OM No. I-17011/2(1)/2009-H.III dated 14.07.2010 on the above mentioned subject is hereby circulated for information and guidance. Ministry of Urban Development's OM No. I-17015/16/92-H.III dated 17.10.2000 mentioned thereon was circulated on the Railways vide Board's letter No. F[E]Spl.2000/ADV/3/7 dated 16.11.2000. The same will be applicable to Railway Servants mutatis mutandis. The applications for enhanced HBA should be submitted within six months from the date of issue of this letter.

2. All other provisions like eligibility, repaying capacity, recovery etc. will remain unchanged.

****

Copy of Ministry of Urban Development, (Housing -III section)'s
OM No.I-17011/2(1)/2009-H.III dated 14.07.2010

Sub:Interest bearing advances /Sixth Central Pay Commission recommendation on House Building Advance-enhancement in past cases-regarding.

****

The undersigned is directed to invite attention to this Ministry's O.M.No.I-17011/11(4)/2008-H.III dated 27th November, 2008 on the above subject and to say that it has been decided in consultation with Ministry of Finance to make the afore-said orders applicable with effect from 1st January, 2006. Accordingly, an enhancement of House Building Advance, if applied for, may be granted for an amount equivalent to the difference between the previously sanctioned amount and the new amount determined on the basis of pay in the pay band, in past cases, where HBA was sanctioned on or after 1-1-2006 but before 27-11-2008 subject to complying following conditions:-

(a) The Government servant should not have drawn the entire amount of HBA sanctioned under earlier orders and /or where construction is not completed/full cost towards acquisition of house/flat is yet to be paid.

(b) There will be no deviation from the approved plan of construction on the basis of which the original sanction of House Building Advance was accorded. The revised cost of the original plan can, however, be considered for determining the additional amount, subject to the prescribed maximum limits.

(c) Supplementary Mortgage Deed, Personal Bond and Sureties will be drawn and executed at the expense of the loanee.

(d) The actual entitlement will be restricted to the repaying capacity computed on the basis of the formula laid down in this Ministry's O.M. No.I-17015/16/92-H.III. dated 17.10.2000. It should be ensured that the entire amount of advance with interest is recovered before retirement of the Government servant.

(e) Rate of Interest: The rate of interest chargeable in such cases would be as per the slab applicable to the total sanctioned amount i.e. amount already sanctioned on or after 1-1-2006 but before 27.11.2008 plus the enhanced sanction. However, the new rate of interest would be chargeable only on collective amount that would remain outstanding on grant of enhancement of HBA i.e. the unpaid portion of previously sanctioned HBA plus the enhancement so granted. Thus, the amount of HBA that has already been re-paid on old rates will not attract the fresh interest charges.

2. However, the existing limit of maximum admissible amount of ₹7.50 lakh for the purpose of construction/purchase of new house/flat and ₹1.80 lakh would remain unchanged. In other words, the sum total of previously sanctioned HBA and the enhancement granted under these orders cannot exceed the aforesaid limits. In any case, not more than one enhancement is admissible to a Govt. employee.

3. The applications for enhanced HBA should be submitted within six months from the date of issue of this order.

4. Ministries/Departments whose branch offices are situated in the far flung areas like in case of Ministry of Defence, etc., are advised to give wider publicity to these orders through modern communication mean like facimile e-mail, web-sites etc. so that there is no occasion for any representation for extending the time limit of six months on the grounds of receiving these orders late.

SERIAL CIRCULAR No.190/2010
PAY COMMISSION CIRCULAR No.243
No. SCR/P-HQ/Ruling/O/829 Dated:31-12-2010
No. P[R]75/VIII

Copy of Board's letter No. F(E)I/2008/AL-28/15 dated 29.12.2010 is forwarded for information, guidance and necessary action. Board's letters dated 01.05.1998 01.12.2008 quoted therein were circulated under Serial Circular Nos. 127/98 and 184/08, respectively.

Copy of Bd's ltr No. F(E)I/2008/AL-28/15 dated 29.12.2010(RBE No.189 /10) PC VI/243

Sub:Travelling Allowance Rules–Implementation of the recommendations of the Sixth Central Pay Commission- Journey on Transfer.

***

In pursuance of the decision taken by the Government on the recommendation of the 6th Central Pay Commission relating to Travelling Allowance entitlement, revised entitlement of T.A for journeys on transfer was notified vide Board's letter of even number dated 01.12.2008. The provision under para C of the Annexure to the letter dated 01.12.2008 has led to lowering of the per km. rates for transportation of personal effects by road on transfer in the case of A-I/A/B-I class cities. The provision under para C of the said letter has been reviewed and it has now been decided to replace the existing provisions contained therein under para C with the following:

"C. **TRANSPORTATION OF HOUSE HOLD EFFECTS ON TRANSFER**

The rates for transportation of personal effects by Road from the place of residence to the Railway Station at the old headquarters and from Railway station to the place of residence, at the new headquarters will be as under:

Grade Pay	Rate per km for transport by road (₹. Per km)	
	X&Y class cities*	Z class cities*
Officers drawing grade pay of ₹4200 and above and those in pay scale HAG + and above.	30.00 (₹.0.005 per kg. per km)	18.00 (₹.0.003 per kg. per km)
Officers drawing grade pay of ₹.2800/-	15.00 (₹ 0.005 per kg. per km)	9.00 (₹.0.003 per kg. per km)
Officers drawing grade pay below ₹2800/-	7.50 (₹ 0.005 per kg. per km)	4.60 (₹ 0.0031 per kg. per km)

The rates for transporting the entitled weight by Steamer will be equal to the prevailing rates prescribed by such transport in ships operated by Shipping Corporation of India.

* As per classification of cities for the purpose of admissibility of House Rent Allowance.

2. Attention is also invited to para B of the Annexure to Board's letter dated 01.12.2008, which regulates the payment of Composite Transfer Grant. In this connection, it is reiterated that the components and incidentals which were merged/subsumed with the Composite Transfer Grant, as per para A.1 of the Annexure to Board's letter No. F[E]I/98/AL-28/10[A] dated 01.05.1998 remain unchanged.

3. The revised provisions as under para 1 above, shall be applicable w.e.f. 01.09.2008, i.e. the date from which revised TA rules are applicable.

SERIAL CIRCULAR No. 191/2010
PAY COMMISSION CIRCULAR No.242
No. SCR/P-HQ/Ruling/O/933 Dated:31-12-2010
No. P[R]535/VIII

Copy of Board's letter No.PC-V/2009/ACP/2 dated 28.12.2010 is forwarded for information, guidance and necessary action. Board's letter dated 10.06.09 quoted therein was circulated under Serial Circular No.85/09.

Copy of Bd's ltr No. PC-V/2009/ACP/2 dated 28.12.2010 (RBE No.188/2010) PC VI 242

Sub: Modified Assured Career Progression Scheme [MACPS] for the Railway employees – Clarifications regarding.

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Subsequent to the issue of Board's instructions dated 10.06.2009 regarding MACP Scheme a Joint Committee is set up to examine the anomalies pertaining to the Modified Assured Career Progression Scheme [MACPS] vide Department of Personnel & Training O.M. No. 11/1/2010-JCA, dated 03.05.2010.

2. During the Joint Committee meeting it was pointed out by the Staff Side that the word 'New Organisation' of the last line of Para-24 of annexure of MACPS dated 10.6.2009 was not in consonance with the spirit of the Scheme. The issue has been examined and it is clarified that in case of transfer 'including unilateral transfer on request', regular service rendered in previous organization/ office shall be counted along with the regular service in the new organization /office for the purpose of getting financial upgradation under the MACPS. However, financial upgradation under the MACPS shall be allowed in the immediate next higher grade pay in the hierarchy of revised pay bands as given in Railway Services [Revised Pay] Rules, 2008. Para-24 of MACPS stands amended to this extent.

3. The Staff Side also raised an issue on the 'Benchmark' for MACPS as given in Para-17 of annexure of MACPS dated 10.06.2009 which provides that the financial upgradation would be on Non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-1. Thereafter for upgradation under the MACPS, the bench of 'Good' would be applicable till the grade pay of ₹ 6600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of R₹ 7600/- and above. It was pointed out that in some cases the promotion to the next higher grade was made on the basis of 'fitness' as the method of promotion as specified in the relevant recruitment rules, was non-selection. Therefore, in such cases benchmarks should not be insisted upon under the MACPS. The issue has been examined and it is clarified that where the financial upgradation under MACPS also happen to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefits under MACPS as mentioned in Para-17 ibid, the benchmark for promotion shall apply to MACPS also. This instruction is in continuation of Board's earlier instruction of even number dated 03.02.2010.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR No.192/2010
No. SCR/P-HQ/Ruling/O/984 Dated:31-12-2010
No. P[R]676/II

Copy of Board's letter No.E[NG]I-2003/TR/10 dated 28.12.2010 is forwarded for information, guidance and necessary action. Board's letter dated 31.3.03 quoted therein was circulated under Serial Circular No.77/2003.

Copy of Bd's ltr No. E[NG]I-2003/TR/10 dated 28.12.2010 (RBE No.187/2010)

Sub: New Catering Policy -2010- Restoration of catering posts transferred to IRCTC

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As the Railways are aware, with the announcement of New Catering Policy-2010, all the catering activities are to be taken over by the Railways. In order to revive departmental catering activities as envisaged in the said policy, the matter has accordingly been considered carefully by the Board in consultation with both the Federations and it has been decided to adopt the following procedure to streamline the cadre being revived.

2. Creation of cadre and posts- [i] At the time of formation of IRCTC, approximately 5269 staff alongwith their posts [1284 Group 'C' and 3985 Group 'D' now placed in Group 'C'] were transferred to IRCTC in terms of Board's letter of even number dated 31.03.2003. The details as obtained from Railways are given in Annexure 'A'. These figures are provisional and Railways have to restore the posts which were actually surrendered. As a first step, these 5269 posts break-up as indicated against each Railway may be revived in the catering department. Restoration of posts as on 31.3.2003 will not require any money value from the vacancy bank because as per the instructions the surrendered money value was not to be credited to vacancy bank. In case any Railway has credited the amount in vacancy bank the same should be taken back for restoration of the post.

[ii] Additional posts required, commensurate to present workload, beyond the sanctioned strength as on 31.03.2003, normal procedure of creation of posts may be followed in consultation with their Associate Finance.

3. Manning of the posts:

[i] The following three categories of erstwhile catering staff are available in the Railways:

[a] Existing skeleton staff in the catering department,

[b] Staff repatriated from IRCTC awaiting redeployment

[c] Original catering staff [who were on deemed deputation] who have returned from IRCTC and have already been redeployed in other departments and

[d] Staff who are on deemed deputation to IRCTC and awaiting repatriation

(ii) In order to take the advantage of their past experience, option may be called for from the original catering staff who, at the time of formation of IRCTC, opted to remain in the Railways and have been redeployed in other departments after being declared surplus. Remaining other staff as described under item No (a), (b) & (d) would not be given any option and allowed to work in catering cadre only.

4. Seniority : The seniority of the above staff including the staff who opts for catering department vide 3(i)(b) may be assigned the position existed before they were transferred to IRCTC as on 31.03.2003. In order to bring, the staff of catering department at par with others, it has been decided, as an incentive, that the posts as on 31.03.2003, will be restructured as per the table given below .-

Categories	Pay Scale	% age Structured in 1993	6th CPC Structure	Suggested Structure as on 01.01.11
Catering Inspectors	2000-3200/ 6500-10500	15	PB-2, GP-4600	17
	1600-2660/ 5500-9000	20	PB-2, GP-4200	48
	1400-2300/ 5000-8000	25		
	1200-2040/ 4000-6000	20	PB-1, GP-2400	20
	975-1540/ 3200-4900	20	PB-1, GP-2000	15
Bill Issuer/ Catering Stores Clerks	975-1540/ 3200-4900	45	PB-1, GP-2000	60
	825-1200/ 2750-4400	55	PB-1, GP-1800	40
Commercial Cooks	1320-2040/ 5000-8000	15	PB-2, GP-4200	20
	1200-1800/ 4500-7000	25	PB-1, GP-2800	30
	950-1500/ 3050-4590	30	PB-1, GP-1900	25
	800-1150/ 2650-4000	30	PB-1, GP-1800	25
Head Waiter/Head Bearer [Comml.]	825-1200/ 2750-4400	50	PB-1, GP-1800	100
	800-1150/ 2650-4000	50		

5. The posts will be upgraded within the financial neutrality. The upgraded post may be filled up from the staff through promotion as per procedure to be issued separately.

6. The upgradation of posts is provisional.

This issues with the concurrence of Finance Directorate of Railway Board.

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ANNEXURE ‘A’ TO BOARD’S LETTER No. E[NG]I-2003/TR/10 Dt. 28.12.2010

Details of deemed deputationists staff [zone-wise]		
Railways	Total no. of staff who went to IRCTC on deemed deputation	
	Group ‘C’	Group ‘D’
CR	217	430
ER	151	570
NR	60	206
NER	19	45
NFR	40	9
SR	271	901
SCR	153	473
SER	70	307
WR	138	345
ECR	42	168
ECoR	35	213
NCR	56	190
NWR	5	7
SECR	4	47
SWR	19	65
WCR	4	9
Total	1284	3985

IMPORTANT INSTRUCTIONS CIRCULATED AS NON-SERIAL CIRCULARS DURING 2010

Letter No.PLE/445/Cir/Vol.IX. Dt. 05 .01.10.

All concerned

Copy of Railway Board's letter No.E(LL)2009/AT/MW/1 dated 26.11.09 (RBE No.207/2009) is forwarded for information, guidance and necessary action. Board's letter dt.03.06.09 quoted therein was circulated vide letter of even no. dt.23.7.09.

Copy of Board's letter No.E(LL)2009/AT/MW/1 dt.26.11.09 (RBE No.207/2009)

Sub: Revision of minimum rates of wages and Variable Dearness Allowance.

Further to this Ministry's letter of even No. dated 3.6.09, copy of each of Orders No.1/21(5)/2009/LS.II, 1/21(4)/2009-LS.II, No.1/21(7)/2009-LS.II & No.1/21/(6)/2009-LS.II dated 30.9.09 received from Ministry of Labour & Employment revising the rates of variable dearness allowance for workers engaged in (i) Loading and Unloading Operations in Railway Goods Sheds, Parcel offices of Railways and other Goods sheds, godowns, ware houses etc. (ii) Stone mines for stone breaking and stone crushing, (iii)employment of watch and ward and (iv) sweeping and cleaning excluding activities prohibited under the Employment of Manual scavengers and Construction of Dry Latrines (Prohibition) Act, 1993 respectively w.e.f. 1.10.2009, is sent herewith for information, guidance and necessary action.

This issues with the concurrence of the Finance Directorate of Ministry of Railways.

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Copy of Ministry of Labour & Employment Office of the Chief Labour Commissioner 's Order No. 1/21(5)2009 LS.II Dated 30.09.09

ORDER

In exercise of the powers conferred by Central Government vide notification No.S.O.1284(E), dated 20.5.09 of the Ministry of Labour & Employment the undersigned, orders the payment of Variable dearness allowance, consumer price index number for the preceding period of six month ending on 30.6.09 reaching 149.66 from 133.00 (Base 2001=100) and thereby resulting in an increase of 16.66 points for industrial workers and directs that this order shall come into force from 1.10.09

I. RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN LOADING AND UNLOADING IN (i) GOODS-SHEDS, PARCEL OFFICES OF RAILWAYS, (ii) OTHER GOODSHEDS, GODOWNS, WAREHOUSES, ETC. AND (iii) DOCKS AND PORTS would be as under:-

AREA	RATES OF V.D.A.(IN ₹)
'A'	23.00
'B'	19.00
'C'	15.00

II. Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.09 would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY				
	Basic Wages (₹)		V.D.A. (₹)		Total (₹)
'A'	180.00	+	23.00	=	203.00
'B'	150.00	+	19.00	=	169.00
'C'	120.00	+	15.00	=	135.00

The classification of workers under different categories and the classification of cities under different areas will be the same as in the notification referred to in para 1 as amended from time to time. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26.8.2008.

Sd/-
(S.K.MUKHOPADHYAY)
CHIEF LABOUR COMMISSIONER (C)

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Copy of Ministry of Labour & Employment Office of the Chief Labour Commissioner 's Order No. 1/21(7)2009 LS.II Dated 30.09.09

ORDER

In exercise of the powers conferred by Central Government **vide** notification No.S.O.2232(E) & 2233 dated 18.9.08 of the Ministry of Labour & Employment the undersigned, orders the payment of Variable dearness allowance, the employees engaged in **"Employment of Watch and Ward"** on the basis of rise in the average consumer price index number reaching 149.66 from 133.00 (Base 2001=100) and thereby resulting in an increase of 16.66 points calculated on the basis of average for the period of six months ending on 30.6.09. The rates of variable dearness allowance w.e.f. 1.10.09 shall be as under:

I.RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN WATCH AND WARD (without arms) would be as under:-

AREA	RATES OF V.D.A.(IN ₹)
'A'	23.00
'B'	19.00
'C'	15.00

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.09 to the employees in Watch and ward (without arms) would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY				
	Basic Wages (₹)		V.D.A. (₹)		Total (₹)
'A'	180.00	+	23.00	=	203.00
'B'	150.00	+	19.00	=	169.00
'C'	120.00	+	15.00	=	135.00

II. RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN WATCH AND WARD (with arms) would be as under:-

AREA	RATES OF V.D.A.(IN ₹.) PER DAY
'A'	25.00
'B'	22.00
'C'	18.00

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.09 to employees employed in Watch and Ward (with arms) would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY				
	Basic Wages (₹)		V.D.A. (₹)		Total (₹)
'A'	200.00	+	25.00	=	225.00
'B'	170.00	+	22.00	=	192.00
'C'	140.00	+	18.00	=	158.00

The classification of workers under different categories and the classification of cities under different areas will be the same as in the notification referred to in para 1 as amended from time to time. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26.8.2008.

Sd/-
(S.K.MUKHOPADHYAY)
CHIEF LABOUR COMMISSIONER (C)

Encl: as above.

Copy of Ministry of Labour & Employment Office of the Chief Labour Commissioner 's Order No.1/21(6)2009 LS.II dated 30.09.09

ORDER

In exercise of the powers conferred by Central Government vide notification No.S.O.1994(E), dated 07.08.2008 of the Ministry of Labour & Employment the undersigned, orders the payment of Variable dearness allowance the employees engaged in **"Employment of sweeping and cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993"** w.e.f. 1.10.09 on the basis of rise in the average consumer price index number reaching 149.66 from 133.00 (Base 2001=100) and thereby resulting in an increase of 16.66 points calculated on the basis of average for the period of six months ending 30.6.09. The rates of variable dearness allowance w.e.f. 1.10.09 shall be as under:

II. RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN **"Employment of sweeping and cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993"** would be as under:-

AREA	RATES OF V.D.A.(IN ₹)
'A'	23.00
'B'	19.00
'C'	15.00

II. Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.09 would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY				
	Basic Wages (₹.)		V.D.A. (₹)		Total (₹)
'A'	180.00	+	23.00	=	203.00
'B'	150.00	+	19.00	=	169.00
'C'	120.00	+	15.00	=	135.00

The classification of workers under different categories and the classification of cities under different areas will be the same as in the notification referred to in para 1 as amended from time to time. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26.8.2008.

Sd/-
(S.K.MUKHOPADHYAY)
CHIEF LABOUR COMMISSIONER (C)

Encl: as above.

ANNEXURE – I

A R E A 'A'

Ahmedabad	(UA)	Greater Bombay	(UA)	Chennai	(UA)
Bangalore	(UA)	Hyderabad	(UA)	Nagpur	(UA)
Calcutta	(UA)	Kanpur	(UA)	Delhi	(UA)
Lucknow	(UA)				

A R E A 'B'

Agra	(UA)	Ghaziabad	(UA)	Meerut	(UA)
Ajmer	(UA)	Gorakhpur	(UA)	Moradabad	(UA)
Aligarh	(UA)	Guwahati		Mysore	(UA)
Allahabad	(UA)	Guntur		Nasik	(UA)
Amaravati	(UA)	Gwalior	(UA)	Pune	(UA)
Aurangabad	(UA)	Indore	(UA)	Patna	(UA)
Bareilly	(UA)	Hubli-dharwad		Raipur	
Bhavnagar/Bhopal		Jabalpur	(UA)	Rajkot	
Bikaner		Jaipur	(UA)	Ranchi	(UA)
Bhubaneshwar		Jalandhar		Sholapur	(UA)
Amritsar		Jamshedpur	(UA)	Srinagar	(UA)
Calicut	(UA)	Jodhpur		Surat	(UA)
Chandigarh	(UA)	Kolhapur	(UA)	Thiruvananthapuram	(UA)
Cochin	(UA)	Kalyan		Ulhasnagar	
Coimbatore	(UA)	Kota	(UA)	Vadodara	(UA)
Cuttack	(UA)	Ludhiana		Varanasi	(UA)
Durgapur		Madurai	(UA)	Visakhapatnam	(UA)
				Warangal	

Faridabad Complex
AREA : 'C' will comprise all areas not mentioned in this list.
NB: U.A. stands for Urban Agglomeration.

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No.1/21(4)2009 LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)

New Delhi, dated the 30 September, 2009

O R D E R

In exercise of the powers conferred by Central Government vide notification No.S.O.278(E), dated 3rd March, 2006 of the Ministry of Labour & Employment the undersigned orders the payment of Variable Dearness Allowance to workers engaged in stone mines for stone breaking & stone crushing w.e.f 1-10-2009 on the bases of rise in the average consumer price Index number reaching 692.5 from 676.75 (Base: 1982 =100) and thereby resulting in an increase of 16.20 point calculated on the basis of average for the period of six months ending on 30-06-2009. The rates of Variable Dearness Allowance w.e.f 1-10-2009 as under:-

	Item of work	Rates of Variable Dearness Allowance as on 01-10-2009.
1.	Excavation & removal of over burden with 50 meters lift.	
(i)	Soft Soil	• 33.31
(ii)	Soft Soil with rock	• 49.96
(iii)	Rock	• 66.63
2.	Removal and stacking of rejected stones with 50 meters lead 1.5 Meters lift.	• 26.65
3.	Stone breaking or Stone Crushing for the Stone size of:-	
(i)	1.0 inch to 1.5 inches	• 206.55
(ii)	Above 1.5 inches to 3.0 inches	• 176.55
(iii)	Above 3.0 inches to 5.0 inches	• 103.27
(iv)	Above 5.0 inches	• 84.95

Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 1-10-2009 to the employees employed in Stone breaking or stone Crushing shall be as under:-

	Category	Basic Wages		VDA		Total
4.	Excavation & removal of Over burden with 50 meters Lead/1.5 Meters lift.					
(i)	Soft Soil	• 103.53	+	• 33.31 =		• 136.84
(ii)	Soft Soil with rock	• 157.78	+	• 49.96 =		• 207.74
(iii)	Rock	• 208.09	+	• 66.63 =		• 274.72
2.	Removal and stacking of rejected stones with 50 meters lead 1.5 meters lift	• 28.44	+	• 26.65 =		• 109.09
4.	Stone Breaking or Stone Crushing for the stone size of:-					
	Category	Basic Wages		VDA		Total
(i)	1.0 inch to 1.5 inches	• 646.44	+	• 206.55=		• 852.99
(ii)	Above 1.5 inches to 3.0 inches	• 552.12	+	• 176.55=		• 728.67
(iii)	Above 3.0 inches to 5.0 inches	• 322.69	+	• 103.27=		• 425.96
(iv)	Above 5.0	• 264.47	+	• 84.95 =		• 349.42

5. The workers employed on minimum guaranteed time rate of wages per day would be entitled to time rate of minimum wages plus special allowance, if any, for unskilled category of above ground workers revised from time to time by the Central Government in respect of scheduled employment in stone mines.

* Per 2.831 cube meters (100 cubic feet)

** Per truck of 5.662 cubic meters (200 cft)

(S.K. MUKHOPADHYAY)
Chief labour commissioner (C)

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Letter No. P[R]420/VI Dated:28 .01.2010

ALL CONCERNED

Sub:System improvement for verification and maintenance of Leave Accounts
Ref: This office letter of even number dated 04.12.09

…

Instructions of Railway Board have been circulated from time to time reiterating the need for proper maintenance, verification and timely updating of the leave records. Despite this, preventive checks conducted by Vigilance Branch have revealed the following irregularities in maintenance of leave accounts resulting in overpayment :

[i] Leave accounts are not being updated.
[ii] While crediting/debiting of leave accounts and carrying forward the balances from one page to another, either excess or less are shown.
[iii] While affording half yearly credit of LAP or LHAP, reduction of leave on account of EOL or periods of absence or suspension treated as *dies non* in the previous half year period is not made.
[iv] Certification of check by competent authority is not recorded.
[v] Test checks of leave records are not effectively conducted by Accounts Inspection teams periodically to improve the system as per extant instructions.

2. Therefore, the following instructions should be adhered to strictly:

2.1 In field units where leave records are maintained in the unit itself, the leave application should be put up to the Sr. Supervisor / officer who is competent to sanction the leave alongwith the leave record duly posted, who after sanctioning the leave should also initial the leave record in token of having sanctioned the leave.

2.2 In respect of other field units, where the leave records are maintained centrally in the divisional offices, the following procedure should be followed :

In the field offices the supervisors who are competent to sanction leave, should maintain a register called Leave Register. This register should be page-numbered and each employee working under him should be allotted a few pages. The registers should have columns similar to the leave record format. The credit balance of LAP and LHAP as on 1.1.1997 should be entered in this register. Thereafter, whenever any staff working under the senior supervisor / officer applies for leave, the details of the leave asked for should be entered in the register. The leave applied for should thereafter be deducted from the opening balance and the resultant balance shown in the relevant columns. The leave application, along with the register, should be put up to the senior supervisor/officer and they should sanction the leave only after signing the said register and making an entry in the leave application to that effect, indicating the serial number and the page number of the register.

3. Para 2.3 of Board's letter circulated under Serial Circular No. 16/97 further stipulates that Branch Officers /Personnel Officers, Supervisors and Staff and Welfare Inspectors [S&WIs] should conduct frequent checks including surprise checks to ensure that the leave record maintenance is not lagging behind and is maintained up-to-date. Accounts inspections should be conducted as per extant instructions and leave records checked with the salary bills to ensure that there is no discrepancy between the absentee statement and postings in the leave records /registers.

4. Further, Board under their letter dated 24.04.03 [CPO/SC's SC No. 90/2003] enumerated the steps to be taken to ensure effective implementation of the instructions by way of computerisation of leave records and reflection of leave balance in the salary slips.

5. In order to see that the leave accounts of the employees are maintained properly checks by officers of Personnel and Accounts Departments as well as Executive officers should be intensified. Staff & Welfare Inspectors and Accounts Inspection teams should be entrusted with the duty of checking of leave accounts /attendance registers during their inspections. Wherever necessary, staff should be educated on the correct procedures of maintenance of leave accounts.

6. The above instructions should be scrupulously followed and strict action be taken against those staff who fail to maintain the leave accounts properly.

7. This supersedes the instructions issued under this office letter of even number dated 02.12.09.

This issues with the approval of the competent authority.

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Letter No. P[R]500/NPS Dated: 22-12-2009

ALL CONCERNED

Sub: Additional Relief on death/disability of Government servants covered by the New Defined Contribution Pension System [NPS].

Ref: Board's letter No. 2008/AC-II/21/19 dated 29.05.09 [SCR SC No. 97/09]

***

In terms of extant instructions the pension of the Railway servants appointed on or after 01.01.04 is to be regulated by the New Defined Contribution Pension System [NPS].

Considering the hardships being faced by the employees, appointed on or after 1.1.2004, who are discharged on invalidation /disablement and by the families of such employees who have died during service since 1.1.2004, the following benefits have been extended to Railway Servants covered by the New Pension Scheme, **on provisional basis** till further orders, in terms of Board's letter dated 29.5.2009 [SC No. 97/09] :

I] ***Retirement from Government service on invalidation not attributable to Government duty:***

[i] Invalid Pension calculated in terms of Rule 55 and Rule 69 of Railway Services [Pension] Rules, 1993.

[ii] Retirement gratuity calculated in terms of Rule 70 of Railway Services [Pension] Rules, 1993.

II] ***Death in service <u>not attributable</u> to Government duty***:

[i] Family Pension [including enhanced family pension] computed in terms of Rule 75 of Railway Services [Pension] Rules, 1993.

[ii] Death gratuity computed in terms of Rule 70 of Railway Services [Pension] Rules, 1993.

III] ***Discharge from Government service due to disease /injury <u>attributable</u> to Government duty.***

[i] Disability Pension computed in terms of Railway Services [Extraordinary Pension] Rules.

[ii] Retirement gratuity computed in terms of Railway Services [Extraordinary Pension] Rules read with Rule 70 of the RS [Pension] Rules, 1993.

IV] ***Death in service <u>attributable</u> to Government duty:***

[i] Extraordinary Family Pension computed in terms of Railway Services [Extraordinary Pension] Rules and Scheme for Liberalised Pensionary Awards.

[ii] Death gratuity computed in terms of Rule 70 of Railway Services [Pension] Rules, 1993.

The employee / his family is also to be paid Dearness Pension /Dearness Relief admissible from time to time in addition to the above benefits, **<u>on provisional basis</u>**.

SCRES vide subject No. 125/89/09 of the Agenda for the 125th PNM meeting has suggested to intimate the families covered by the above orders and assist them in getting the benefits envisaged.

Cases may be identified and benefits extended in terms of the above provisions of RS {Pension} Rules, 1993.

Divisions/Units may therefore identify the cases of Railway servants appointed on or after 01.01.04 who retired on invalidation or discharged from Railway service/ died while in service. Staff & Welfare Inspectors may be deputed to contact the families of such Railway servants to advise the benefits admissible to them and obtain the settlement papers for processing the cases for arranging settlement. The entire process of arranging additional relief admissible to the Railway servants covered by the NPS should be completed within one month and the same may be apprised in the monthly PCDO submitted to HQrs.

This issues in consultation with FA&CAO/SC.

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<u>Letter No.P.90/DAR/Correspondence Date: 04 .02.2010</u>

<u>All Concerned</u>

Sub: D&AR cases – imposition of penalties – Review of the procedure.

Ref: Railway Board's letter No.E(D&A)2008 RG 6-29 dt.04.08.09 circulated as Serial Circular No.137/2009(RBE No.140/09).

* * *

AGM, Chairman of Public Grievances Redressal Machinery, while reviewing the procedure followed by the divisions in imposition of major penalties, observed that the procedural irregularities in the process of DAR cases are mainly resulting in Court cases and DPG cases for Compassionate Allowance.

Railway Board while reiterating the need for speedy finalization of the disciplinary cases under their letter dt.4.08.09 (RBE No.140/09) cited under reference have also observed that often the delay in finalization of the disciplinary cases is because of non-fulfilment of certain provisions by Disciplinary Authorities and the Inquiry Officers.

It is the responsibility of all those dealing with DAR cases either as dealers of the files or as Disciplinary/Appellate authority to observe the rules and procedures. However, to ensure uniformity and avoid unintended errors, all major penalty cases should necessarily be routed through Personnel Branch at the important stages viz. issuance of charge sheet, consideration and forwarding the Inquiry Officer's Report to the charged employee and on conclusion while imposing the major penalty.

Personnel Branch while vetting the proposals should observe the guidelines as indicated in the annexure enclosed to ensure procedural irregularities does not crop up in the cases. D&AR sections of the divisions and Headquarters should be strengthened to meet the requirements to this extent.

Encl: Annexure.

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Check list to be observed by the Personnel Branch while **vetting the proposal** in D&AR cases.

Sl. No.		Yes	No	Not Applicable
I.	**Issuance of Charge Sheet:**			
1.	The charges framed are specific and not vague			
2.	The Railway Services (Conduct) Rules, 1966/Rules violated by the charged employee is quoted in the charge sheet.			
3.	The charge sheet is issued by the Disciplinary Authority prescribed in the Schedules.			
4.	Relied upon documents quoted in the charge sheet are supplied to the Charged Employee.			
5.	List of witnesses are mentioned in the charge sheet			
6.	Charge sheet and relied upon documents are supplied to the charged employee and acknowledgement obtained			
II.	**Consideration of Inquiry Officer's Report:**			
1.	Nomination of I.O. is done in the prescribed format and copies of the same are supplied to the Charged employee. MC. NO.67 is supplied to I.O along with the appointment Order			
2.	Inquiry is conducted as per the procedure laid down in Rule 9 of D&A Rules, 1968			
3.	Inquiry Officer's Report contains analysis of the charges and evidence taken on record.			

Sl. No.		Yes	No	Not Applicable
4.	Inquiry Officer has sent copies of notices of Inquiry to the charged employee and supplied day to day proceedings (including ex-Parte inquiry)			
5.	Reasons for disagreement of the DA with the findings of I.O. is communicated to the charged employee to submit his representation thereon.			
III.	**Imposing the penalty:**			
1.	The orders of D.A/A.A./R.A. are reasoned speaking orders covering all important aspects related to the case and points raised by the Charged employee in his defence statement			
2.	Correct Appellate/Revisionary Authorities are mentioned in the Notice imposing the penalty.			
IV.	**Vigilance Cases:**			
1.	In Vigilance related cases whether the Vigilance Organisation is consulted to ascertain the adequacy of the penalty before issue of NIP.			
V.	**Accident Cases:**			
1.	In Safety related accident cases whether punishment proposed is in consonance with the Railway Board's instructions issued under Safety Circular no.99/Safety/AR6/ 11 dt.23.04.99.			
2.	Whether the instructions/guidelines issued under S.C.No.87/94 was followed.			
3.	Whether safety department has been consulted in cases of accidents or where safety norms/rules have been violated as per S.C.No.63/2003			

Signature:

Dealing Clerk (**Disciplinary Authority**)
(Personnel Branch)

***

Letter No.P(R)61/I Dated 16-4 - 2010

ALL CONCERNED

Sub: Payment of Composite Transfer Grant within a distance of 20 Kms.

…

In the case of transfers which are within a distance of 20 Kms from the headquarters or transfers within the same city/urban agglomeration involving change of residence, composite transfer grant [CTG] is admissible at the rate of one third of one month's basic pay in terms of board's orders dated 1.5.98 (S.C.No.127/98)

Consequent upon implementation of Sixth CPC, Railway Board issued revised instructions for payment of CTG in the revised scales, circulated under S.C.No.184/08.

It has been brought to the notice of the administration that in some Divisions/Units composite transfer grant [CTG] is not being allowed to the staff transferred within a distance of 20 Kms involving change of residence after implementation of the Sixth CPC scales.

Since Board's instructions dated 01.12.08 [SC 184/08] are issued in partial modification of their earlier letter dated 01.05.98, it is clarified that composite transfer grant [CTG] for transfers within a distance of 20 Kms involving change of residence is admissible at the rate of 1/3rd of one month's basic pay.

This issues in consultation with FA&CAO/SC and has the approval of competent authority.

****

Letter No. P[R]535/VII Dated: 12 .03.2010

ALL CONCERNED

Sub: Modified Assured Career Progression Scheme for the Railway Servants – Clarifications regarding.

…

Attention is invited to Board's letter dated 10.06.2009, circulated under SC No. 85/09 regarding the Modified Assured Career Progression Scheme [MACPS] for the Railway Servants. Consequent upon introduction of the MACPS, clarifications have been sought by some of the divisions/ units on certain issues in connection with implementation of MACPS. The doubts have been examined and clarifications are given below:

S.No.	Point of Doubt	Clarification
1	Whether the service from the date of initial appointment into Railways or subsequent appointment to higher grade posts against Direct Recruitment Quota through RRB [Open market] is to be counted for the purpose of grant of financial upgradation under MACPS to eligible employees.	Employees appointed to higher grade posts through RRBs from open market are to be treated as direct recruits in the higher grade to which they were appointed for the purpose of grant of financial upgradation under MACPS. However, in such cases service rendered in a lower grade pay is not to be counted for the purpose of grant of benefit under MACPS.
2	Whether the case of employees initially engaged as Casual Labour and were granted temporary status in Group D, but were absorbed as Technician Grade III [Group C] in scale ₹260-400/3050-4590 against 25% DR quota, is to treated as promotion from Group D to C for the purpose of grant of financial upgradation under MACPS or otherwise.	Casual labour who were initially engaged in Group 'D' and subsequently absorbed in Group 'C' against 25% DR quota without absorption in Group 'D', their absorption is not to be taken as promotion for the purpose of grant of financial upgradation under MACPS.

This issues with the approval of CPO.

****

Letter No. P[R] 182/V Dated:28.06.2010

Sub: Submission of annual return of immovable property by non-gazetted staff.

…

In terms of Board's letter No. E[D&A]2007 GS1-1 dated 17.6.09 [SC No. 98/09] Supervisory staff who are working in posts in Pay Band-2 [9300-34800] with Grade Pay of ₹4600/- and above should submit a return of immovable property inherited by him, or owned or acquired by him, or held by him on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other person within three months of his first appointment in the grade and thereafter in the month of January every year.

Further, in terms of Railway Ministry's Decision No.12 incorporated under ACS No. 104 to Appendix-I of RS[Conduct] Rule [SC No. 149/07], the Commercial staff in all grades, viz., Reservation Clerks, Parcel Clerks, Booking Clerks, TTEs and TCs, should, besides submitting a property return on their initial appointment as required in Rule 18(1)(i) of the RS (Conduct) Rules, submit a return of their immovable property at the time of every promotion, as also at the time of submitting documents for pension (approximately two years prior to superannuation).

During the checks conducted by the Vigilance Department in the Divisions/Units, it has come to light that none of the staff who are required to submit return of property have submitted the same.

Proforma in which the property return is required to be submitted by the staff is enclosed which may be supplied by the officer initiating ACRs of the employees. The same may be kept under the custody of Secretary to the respective PHODs in Headquarters, Confidential Cell under exclusive control of DRMs/CWMs in respect of Divisions/Workshops and officer concerned with the assistance of PA/Steno in Extra-Divl.units. The following may be included as item No.3 in Part-II Self Appraisal to be filled by the Supervisory staff.

3. "Please state whether the annual immovable property return for the calendar year filed within the prescribed date i.e., 31st January of the year following the calendar year. If not, the date of filing of the return should be given."

The annual property return may be preserved and may be destroyed after a period of 1 year from the date of demise and 5 years from the date of retirement of the Railway servant. However, where annual property return of an employee is required to be submitted for scrutiny in a court case or Vigilance/Departmental proceedings, the same may be retained till the judicial process is over.

Besides reiterating the Board's instructions on the subject, it is advised that the immovable property return in the proforma attached may invariably be obtained by the officer in-charge of the unit/division/section from all Commercial staff in all grades [viz., Reservation Clerks, Parcel Clerks, Booking Clerks, TTEs and TCs] and in the case of other departments, from the employees working in the posts with Grade Pay 4600/- and above.

This issues with the approval of the Competent authority.

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दक्षिण मध्य रेलवे SOUTH CENTRAL RAILWAY

फार्म नं. 1/ FORM No. 1

पहली नियुक्ति की तारीख 31 दिसंबर ..... को अचल संपत्ति का विवरण (उदा : भूमि, मकान, दुकान, अन्य भवन आदि)

STATEMENT OF IMMOVABLE PROPERTY * AS ON FIRST APPOINTMENT/AS ON 31st DECEMBER _____(e.g. LANDS, HOUSE, SHOPS, other Buildings, etc.)

कर्मचारी का नाम ..... जन्म तिथि ..... विभाग ..... धारित पद ..... वेतन रु. ..... ग्रेड पे .....
(स्पष्ट अक्षरों में)
NAME OF THE EMPLOYEE _____ Date of Birth _____ Department _____ Post held _____ Pay Rs. _____ Grade Pay _____
(in Block Letters)

क्र. सं. Sl. No.	संपत्ति का विवरण Description of Property	सही स्थान (जिला, डिवीजन, तालुक व गांव का नाम, जिस में संपत्ति है तथा उसका विशिष्ट नं. आदि) Precise Location (Name of Dist., Division, Taluq & Village in which the property is situated and also its distinctive No. etc.)	भूमि का क्षेत्र फल (भूमि तथा भवनों के मामले में) Area of land (in case of land and building/s)	भूमि का प्रकार (भूमिगत संपत्ति के मामले में) Nature of land (in case of landed property)	संपत्ति मे हिस्से का प्रतिशत Extent of interest	संपत्ति स्वयं के नाम पर न हो तो किसके नाम पर हैं बताएं और उसका सरकारी कर्मचारी के साथ क्या रिश्ता है ? If not in own name, state in whose name held, and his/her relationship if any, to the Govt. servant	अधिग्रहण की तारीख Date of acquisition	*** कैसे प्राप्त की गई (क्रय, बंधक, पट्टे, वंशागत उपहार या किसी अन्य स्त्रोत से प्राप्त जिस से प्राप्त की गई उस व्यक्ति/ उन व्यक्तियों के विवरण सहित नाम : (पता और संबंधित व्यक्तियों के साथ सरकारी सेवक का संबंध (कृपया निम्नलिखित नोट 1 देखें) *** How acquired (whether by purchase, inheritance, mortgage, lease & name with details gift or otherwise) of person/s from whom acquired (address & connection of the Govt. servant if any with the person/s concerned) (Please see Note 1 below)	** संपत्ति का मूल्य (निम्नलिखित नोट नं. 2 देखें) ** Value of the property (see Note 2 below)	निर्धारित प्राधिकारी की स्वीकृति संबंधी विवरण Particulars of sanction of prescribed authority	संपत्ति से प्राप्त कुल वार्षिक आय Total annual income from the property	अभ्युक्ति Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13

तारीख Date :_____

हस्ताक्षर Signature :_____

टिप्पणी : 1) कालम (9) के प्रयोजन के लिए 'लीज' शब्द का अर्थ यह है कि अचल संपत्ति वर्ष दर वर्ष के लिए या एक वर्ष की अवधि से अधिक के लिए पट्टे पर देना या एक वर्ष का अग्रिम किराया सरकारी कर्मचारी के साथ लेन देन रखने वाले व्यक्ति से संपत्ति ली गई हो तो, उससे कहाँ कैसे और कब अचल संपत्ति का लीज प्राप्त किया गया है, ऐसे लीज को लीज शब्द पर ध्यान दिये बिना अर्थात चाहे, यह अल्पावधि या लंबी अवधि के लिए हो और किराये के भुगतान पर हो, आदि का विवरण उस कालम में दर्शाया जाए।

2) कालम 10 में यह बताएं : (क) जहां संपत्ति क्रय, बंधक या लीज के जरिए प्राप्त की गई हो तो क्या ऐसे अधिग्रहण के लिए मूल्य या प्रीमियम का भुगतान किया गया है। (ख) यदि इसे लीज पर दिया गया हो तो कुल वार्षिक किराये पर प्राप्त राशि और (ग) जहाँ संपत्ति वंशागत, उपहार या विनिमय द्वारा प्राप्त की गई हो, तो उसका लगभग मूल्य।

*) अनावश्यक मद काट दें।

**) जहाँ सही मूल्य आकलित करना संभव न हो तो वर्तमान स्थिति की तुलना में संबंधित लगभग मूल्य का उल्लेख करें।

***) अल्पावधि लीज भी शामिल है।

NOTE : 1) For purpose of Column 9, the term "Lease" would mean a lease of immovable property from year to year or for any term exceeding one year or reserving a yearly rent. Where, haw and when the lease of immovable property is obtained from a person having official dealings with the Govt. Servant, such a lease should be shown in this column irrespective of term of the lease, whether it is short term or long term, and the periodicity of payment of rent.

2) In column 10 should be shown – (a) Whether the property has been acquired by purchase, mortgage or lease, the price or premium paid for such acquisition: (b) Where it has been acquired by lease, the total annual rent thereof, also and (c) Where the acquisition is by inheritance, gift or exchange, the approximate value of the property so acquired.

*) Inapplicable clause to be struck out.

**) In case where it is not possible to assess the value accurately, the approximate value in relation to present conditions may be indicated.

***) Includes short term lease also.

Letter No.P(R)676/II Dt.12-7-2010

All PHODs, DRMs, CWMs

Sub:Inter Railway request transfer of staff of S.C. Railway to other Railways.

****

A large number of references received from Hon'ble MPs are about Railway request transfers [IRT] of staff.

In one of the cases, it was observed that the IRT application of an employee for transfer to another Zonal Railway submitted during the year 2005 was not forwarded from this Railway on the plea that there is acute shortage of staff in that category. Such a situation prevails in all categories where IRT applications are not forwarded due to shortage of staff.

Non-forwarding of IRT application leads to the employee losing his turn in the list in the railway where he wants transfer. On the other hand, if the application is forwarded, this can be added as an anticipated vacancy while placing indents on RRB for recruitment.

In case, acceptance is received from the concerned Railway for transfer of the candidate, relief can be made on administrative convenience when situation improves.

Hence, IRT applications that fulfill all conditions should be forwarded to the concerned Railways for the process of transfer with a condition that ***their relief will be subject to proper replacement in the cadre in the event of materialization of the request transfer***. This will enable the administration to give convincing reply to MP/MLA/MR references also.

This issues with the approval of the General Manager.

C/- Sr.DPOs/GTL,BZA,GNT,SC,HYB & NED
C/- All Personnel Officers in Headquarters.

Letter No.P(R)500/NPS Dt.27-7-2010

Sr.DPOs/SC, HYB, BZA, GNT, GTL, NED

Sub:Implementation of New Defined Contributory Pension System – Indication of PRAN in Last Pay Certificates.

****

The Divisions / Units are aware that a New Defined Contributory Pension System for the new entrants to Central Government service was introduced w.e.f. 01.01.2004. As per extant instructions of the Railway Board, the accumulations under New Pension System [NPS] are to be transferred to National Securities and Depository Limited [NSDL]. A Permanent Retirement Account Number [PRAN] has been allotted by NSDL to each employee who joined service after 01.01.2004. The contributions payable by the Railway servants as well as the matching contribution from the Government are to be regularly deposited in a non-withdrawable pension account clearly indicating the PRAN No. allotted to the employees by NSDL.

In terms of extant instructions employees are liable for transfer from one seniority unit to another necessitating issue of Last Pay Certificate for drawal of salary in the new bill unit. In respect of employees who joined service after 01.01.2004 and transferred to new bill unit/ accounting unit, Permanent Retirement Account Number [PRAN] should invariably be indicated by the bill drawing Officers in the LPCs to facilitate correct transfer of accumulations to the respective account.

*****

Copy to: FA&CAO/SC: for information w.r.t. letter No. A/PF/NPF/PO2/Vol.II dt. 02.07.10

***

Letter No.PLE/445/Cir/Vol.IX. Dt.30.07.10.

All concerned

Copy of Railway Board's letter No.E(LL)2009/AT/MW/1 dated 14.06.10 (RBE No.87/2010) is forwarded for information, guidance and necessary action. Board's letter dt.27.11.09 quoted therein was circulated vide letter of even no. dt.05.01.10.

Copy of Board's letter No.E(LL)2009/AT/MW/1 dt.14.06.10 (RBE No.87/2010)

Sub: Revision of minimum rates of wages and Variable Dearness Allowance.

***

Further to this Ministry's letter of even number dated 27.11.09, copy of each of Orders No.1/4(4)2009-LS.II and No.1/4(5)/2010-LS.II, No.1/4(6)2010-LS.II and No.1/4/7/2010-LS.II dated 25.03.2010 received from Ministry of Labour & Employment revising the rates of variable dearness allowance for contract workers engaged in(i) Stone mines for stone breaking and stone crushing, (ii) Loading and Unloading Operations in Railway Goods Sheds, Parcel offices of Railways and other Goods sheds, godowns, ware houses etc. (iii) sweeping and cleaning excluding activities prohibited under the Employment of Manual scavengers and Construction of Dry Latrines (Prohibition) Act, 1993 and (iv) employment of watch and ward respectively w.e.f. 1.4.2010, is sent herewith for information, guidance and necessary action.

This issues with the concurrence of the Finance Directorate of Ministry of Railways.

Copy of Ministry of Labour & Employment's [Office of the Chief Labour Commissioner (C)] Order No.1/4/(4)2009 LS-II dated 25.3.2010

O R D E R

In exercise of the powers conferred by Central Government vide notification No.S.O.278(E), dated 3rd March, 2006 of the Ministry of Labour & Employment, the undersigned orders the payment of Variable Dearness Allowance to workers engaged in stone mines for stone breaking & stone crushing w.e.f. 1.4.2010 on the bases of rise in the average consumer price index number reaching 761.63 from 692.95 (Base: 1982 = 100) and thereby resulting in an increase of 68.68 point calculated on the basis of average for the period of six months ending on 31.12.2009. The rates of Variable Dearness Allowance w.e.f. 1.4.2010 as under:

Item of work		Rates of Variable Dearness Allowance as on 1.4.2010
1.	Excavation & removal of over burden with 50 meters lead/1.5 meters lift*	
i)	Soft soil	• 47.05
ii)	Soft soil with rock	• 70.56
iii)	Rock	• 94.10
2.	Removal and stacking of rejected stones with 50 meters lead 1.5 Meters lift*	• 37.64
3.	Stone breaking or Stone crushing size of category**	
i)	1.0 inch to 1.5 inches	• 291.71
ii)	Above 1.5 inches to 3.0 inches	• 249.35
iii)	Above 3.0 inches to 5.0 inches	• 145.85
iv)	Above 5.0 inches	• 119.98

Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 1.4.2010 to the employees employed in Stone breaking or stone crushing shall be as under:

	Category	Basic Wages		VDA		Total
1	Excavation & removal of over burden with 50 meters lead/1.5 Meters lift*					
i)	Soft soil	• 103.53	+	• 47.05	=	• 150.58
ii)	Soft soil with rock	• 157.78	+	• .70.56	=	• 228.34
iii)	Rock	• .208.09	+	• 94.10	=	• 302.19
2.	Removal and stacking of rejected stones with 50 meters lead 1.5 Meters lift*	• .82.44	+	• 37.64	=	• 120.08
3.	Stone breaking or Stone crushing size of category**					
	Category	Basic Wages		VDA		Total
i)	1.0 inch to 1.5 inches	• 646.44	+	• 291.71	=	• 938.15
ii)	Above 1.5 inches to 3.0 inches	• 552.12	+	• 249.35	=	• 801.47
iii)	Above 3.0 inches to 5.0 inches	• 322.69	+	• 145.85	=	• 468.54
iv)	Above 5.0 inches	• 254.47	+	• 119.98	=	• 384.45

4. The workers employed on minimum guaranteed time rate of wages per day would be entitled to time rate of minimum wages plus special allowance, if any, for unskilled category of above ground workers revised from time to time by the Central Government in respect of scheduled employment in stone mines.

- Per 2.831 cube meters (100 cubic fee)

** Per truck of 5.662 cubic meters (200 cft)

Sd/-
(S.K.MUKHOPADHYAY)
CHIEF LABOUR COMMISSIONER(C)

*****

Copy of Ministry of Labour & Employment's [Office of the Chief labour Commissioner ©] Order No.1/4(5)2010 LS.II dated 25.03.2010

In exercise of the powers conferred by Central Government vide notification No.S.O.1284(E), dated 20.5.09 of the Ministry of Labour & Employment the undersigned, orders the payment of Variable dearness allowance, consumer price index number for the preceding period of six month ending on 31.12.09 reaching 164.50 from 149.66 (Base 2001=100) and thereby resulting in an increase of 14.84 points for industrial workers and directs that this order shall come into force from 1.4.10.

III. RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN LOADING AND UNLOADING IN (i) GOODS-SHEDS, PARCEL OFFICES OF RAILWAYS, (ii) OTHER GOODSHEDS, GODOWNS, WAREHOUSES, ETC. AND (iii) DOCKS AND PORTS would be as under:-

AREA	RATES OF V.D.A.(IN ₹.)
'A'	44.00
'B'	36.00
'C'	29.00

II. Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.4.2010 would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY Basic Wages (₹)		V.D.A. (₹)		Total (₹)
'A'	180.00	+	44.00	=	224.00
'B'	150.00	+	36.00	=	186.00
'C'	120.00	+	29.00	=	149.00

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26.8.2008.

The classification of workers under different categories and the classification of cities under different areas will be the same as in the notification referred to in para 1 as amended from time to time. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Sd/-
(S.K.MUKHOPADHYAY)
CHIEF LABOUR COMMISSIONER (C)

***

Copy of Ministry of Labour & Employment's [Office of the Chief Labour Commissioner ©] Order No.1/4(6)/2010-LS.II dated 25.3.2010

O R D E R

In exercise of the powers conferred by Central Government vide Notification No.S.O.1994(E) dated 7th Aug. 2008 of the Ministry of Labour & Employment, the undersigned orders the payment of Variable Dearness Allowance the employees engaged in "Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993" w.e.f. 1.4.2010 on the basis of rise in the average consumer price index number reaching 164.5 from 149.66 (Base 2001-100) and thereby resulting in an increase of 14.84 points calculated on the basis of average for the period of six months ending on 31.12.2009. The rates of Variable Dearness Allowance w.e.f. 1.4.2010 shall be as under:-

RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN "EMPLOYMENT OF SWEEPING AND CLEANING EXCLUDING ACTIVITIES PROHIBITED UNDER THE EMPLOYMENT OF MANUAL SCAVENGERS AND CONSTRUCTION OF DRY LATRINES (PROHIBITION) ACT, 1993 would be as under:-

AREA	RATES OF V.D.A.(IN ₹) PER DAY
'A'	44.00
'B'	36.00
'C'	29.00

II. Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.10 would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY Basic Wages (₹)		V.D.A. (₹)		Total (₹)
'A'	180.00	+	44.00	=	224.00
'B'	150.00	+	36.00	=	186.00
'C'	120.00	+	29.00	=	149.00

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26.8.2008.

The classification of workers under different categories and the classification of cities under different areas will be same as in the notification referred to in para 1 as amended from time to time. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Sd/-
(S.K.MUKHOPADHYAY)
CHIEF LABOUR COMMISSIONER (C)

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Copy of Ministry of Labour & Employment's [Office of the Chief labour Commissioner ©] Order No.1/4(7)2010 LS.II dated 25.3.2010

In exercise of the powers conferred by Central Government vide notification No.S.O.2232(E) & 2233 dated 18.9.08 of the Ministry of Labour & Employment the undersigned, orders the payment of Variable dearness allowance, the employees engaged in "Employment of Watch and Ward" on the basis of rise in the average consumer price index number reaching 164.50 from 149.66 (Base 2001=100) and thereby resulting in an increase of 14.84 points calculated on the basis of average for the period of 6 months ending on 31/12/09. The rates of variable dearness allowance w.e.f. 1.4.2010 shall be as under;

I.RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN WATCH AND WARD (without arms) would be as under:-

AREA	RATES OF V.D.A.(IN ₹)
'A'	44.00
'B'	36.00
'C'	29.00

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2010 to the employees employed in Watch and ward (without arms) would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY				
	Basic Wages (₹)		V.D.A. (₹)		Total (₹)
'A'	180.00	+	44.00	=	224.00
'B'	150.00	+	36.00	=	186.00
'C'	120.00	+	29.00	=	149.00

II. RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN WATCH AND WARD (with arms) would be as under:-

AREA	RATES OF V.D.A.(IN ₹) PER DAY
'A'	48.00
'B'	41.00
'C'	34.00

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.10 to employees employed in Watch and Ward (with arms) would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY				
	Basic Wages (₹)		V.D.A. (₹)		Total (₹)
'A'	200.00	+	48.00	=	248.00
'B'	170.00	+	41.00	=	211.00
'C'	140.00	+	24.00	=	174 .00

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26.8.2008.

The classification of workers under different categories and the classification of cities under different areas will be the same as in the notification referred to in para 1 as amended from time to time. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Sd/-
(S.K.MUKHOPADHYAY)
CHIEF LABOUR COMMISSIONER (C)

ANNEXURE - I

A R E A 'A'

Ahmedabad	(UA)	Greater Bombay	(UA)	Chennai	(UA)
Bangalore	(UA)	Hyderabad	(UA)	Nagpur	(UA)
Calcutta	(UA)	Kanpur	(UA)	Delhi	(UA)
Lucknow	(UA)				

A R E A 'B'

Agra	(UA)	Ghaziabad	(UA)	Meerut	(UA)
Ajmer	(UA)	Gorakhpur	(UA)	Moradabad	(UA)
Aligarh	(UA)	Guwahati		Mysore	(UA)
Allahabad	(UA)	Guntur		Nasik	(UA)
Amaravati	(UA)	Gwalior	(UA)	Pune	(UA)
Aurangabad	(UA)	Indore	(UA)	Patna	(UA)
Bareilly	(UA)	Hubli-dharwad		Raipur	
Bhavnagar/Bhopal		Jabalpur	(UA)	Rajkot	
Bikaner		Jaipur	(UA)	Ranchi	(UA)
Bhubaneshwar		Jalandhar		Sholapur	(UA)
Amritsar		Jamshedpur	(UA)	Srinagar	(UA)
Calicut	(UA)	Jodhpur		Surat	(UA)
Chandigarh	(UA)	Kolhapur	(UA)	Thiruvananthapuram	(UA)
Cochin	(UA)	Kalyan		Ulhasnagar	
Coimbatore	(UA)	Kota	(UA)	Vadodara	(UA)
Cuttack	(UA)	Ludhiana		Varanasi	(UA)
Durgapur		Madurai	(UA)	Vijayawada	(UA)
				Visakhapatnam	(UA)
				Warangal	

Faridabad Complex
AREA : 'C' will comprise all areas not mentioned in this list.
NB: U.A. stands for Urban Agglomeration.

Letter No.P(R)535/VII Dt.23-8-2010

FA&CAO/SC, Chariman/RRB/SC
Sr.DPOs /SC,HYB,BZA,GTL, & GNT
Dy.CPO/C/SC, Dy.CMM/G&S/MFT,
Principal/RDC/LGD, ZRTI/MLY,
Dy.CE/EWS/LGD DPO/NED,
Sr.Manager/P&S/SC
WPO/LGDS,GTPL & TPTY
APO/S&T/MFT

Sub: Grant of MACP benefits to the Sr. Clerks selected under 13-1/3% Serving Graduates Quota
Ref: Board's letter No.PC-III/81/UPG/7 dated 18.6.81.
***

Copy of Railway Board's letter No. PC-V/2009/ACP/7/SCR dated 29.7.2010 together with this office letter of even number dated 24.06.2010 on the above subject is forwarded for information, guidance and necessary action.

Cases dealt with otherwise than in accordance with the Board's clarification may be re-opened and reviewed and necessary further action taken.

*****

Copy of Board's letter No.PC-V/2009/ACP/7/SCR dated 29.07.2010

Sub: Grant of MACP benefit to the Sr. Clerks selected under 13-1/3% serving Graduate Quota.

Ref: SCR's letter No. P[R]605/XII dated 24.06.2010
***

With reference to the above mentioned letter, it is stated that LDCE is one of the methods for effecting promotions and, as such, the selection of Sr. Clerks against the 13-1/3% serving Graduate quota is a case of promotion. Therefore, the same cannot be treated at par with Direct Recruitment.

sd/-
[N.P. Singh]
Dy. Director, Pay Commission-V
Railway Board

Letter No.P(R)481/VIII Dt. 30 -8-2010

CSTE,CSTE/Con, CEE,PCE,

CAO/C,COS,CELE,FA&CAO,

SDGM,CPRO,CCM,COM,CCO, CME,CMD,CSC/RPF,

Dy.CPO/C/SC, Secy.to GM

Sr.DPO/SC,HYB,GTL,BZA,NED & GNT

Sr.DFM /SC,HYB,GTL,BZA,NED & GNT,

CWMs/LGD, GTPL, TPTY, Dy.CSTE/S&T/MFT,

WPOs/LGD, GTPL, TPTY

Copy of Board's letter No.E[O]III-2008/PL/05 dated 03.06.2010 is forwarded for information, guidance and necessary action.

Copy of Bd's letter No. E[O]III-2008/PL/05 dated 03.06.2010

Sub: Clarification in regard to fixation of pay in revised pay Scale under Railway Services (Revised Pay) Rules,2008

Ref: Bd's earlier letters of even No. dated 11.2.2009 & 10.09.2009

…

The Ministry of Railways have decided that on *ad hoc* promotion in Group A Railway Services/posts in the revised (VI Pay Commission) Pay Bands, the following charge allowance will be admissible.

a)	From Junior Scale to Senior Scale	• 1500/-
b)	From Senior Scale to JA Grade	• 1500/-
c)	From JA Grade/Selection Grade to SA Grade	• 1700/-
d)	From SA Grade to HA Grade	• 2000/-

2. In all the above situations pay plus charge allowance should not exceed the pay that would have been admissible had it been fixed under Rule 1313 (FR22)R-II on regular promotion.

3. The benefit of charge allowance on the above basis in the revised (6th Pay Commission) Pay Bands shall be effective from 01.01.2006 or from the date on which the officer has elected to come over to the new Pay Bands, as the case may be.

4. No officiating arrangements, short term or long term, will be permissible in the Selection Grade [non-functional] as and when orders for the same are issued.

5. In all the cases, where ad hoc promotions to the revised scales have taken place on or after 01.01.2006, the pay of the officer shall be refixed on the above lines and arrears, as may be due, shall be paid to the officers.

6. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

*****

Letter No. P[R]227/XVI Dated:31-08-2010

ALL CONCERNED

Copy of Board's letter No.2010/V-1/DAR/1/3 dated 10.08.2010 is forwarded for information, guidance and necessary action.

Copy of Board's letter. No. 2010/V-1/DAR/1/3 dated 10.08.2010

Sub: Issuing the Questionnaire by name for obtaining clarifications of the Railway Servant under investigation.

***

Keeping in view the instructions laid down in para 411.5 of the Indian Railway Vigilance Manual, 2006 Edition, that the Railway servant against whom the complaint is being investigated should normally be afforded an opportunity to furnish his clarifications vis-à-vis the allegations against him, in the form of a questionnaire given to him by the Vigilance Officer. Very often the questionnaire gets acknowledged by the personal staff of the officer and at a later stage the officer pleads that he has not been given the opportunity to represent his case as he has not received the questionnaire. To overcome this situation, it has now been decided that the questionnaire prepared must be sent to the Officer/Official concerned by name and acknowledgement obtained. Acknowledgement by the office staff or any other officer will not be accepted. This may be brought to the notice of all concerned.

This has the approval of Adviser [Vigilance] and Chief Vigilance Officer of Ministry of Railways.

****

No. P[R]Misc/V Dated:15-09-2010

ALL CONCERNED

Copy of Board's letter No.2010/O&M/2/7 dated 19.08.2010 is forwarded for information, guidance and necessary action. Henceforth the new symbol of rupee as given therein should invariably be used in all official documents.

Copy of Board's letter No. 2010/O&M/2/7 dated 19.08.2010

Sub: Symbol for Indian Rupee

***

In accordance with orders of Director General {DOC dated 26.7.10, the symbol of Indian rupee will be as under :

2. It is desired, that henceforth in all official documents while referring to Indian Rupee the above symbol is to be invariably used in place of writing Rs or Re etc. Suitable instructions in this regard may be issued to all PHODs/HODs/DRMs/ADRMs, CPROs and other concerned down the line for information, guidance and compliance.

****

Letter No.P(R)69/III Dated 06.10. 2010

ALL CONCERNED

Sub: Payment of Kilometerage allowance to Loco Inspectors attached to Administrative offices .

…

In terms of Rule 1514 and 1515 of Indian Railway Establishment Code Vol.II, the Loco Inspectors drawn from the loco running staff are entitled to Kilometerage allowance for actual Kilometerage performed on foot plate in connection with training and monitoring of the work of Loco Running staff on footplate of the Loco of moving trains. Loco Inspectors when they are employed on other than footplate duties outside their headquarters beyond the radius of 08 Kilometers, are entitled to an allowance in lieu of Kilometerage (ALK) at the prescribed rates equivalent to 160 Kilometers per day.

During investigations by Vigilance Department, it was detected that 100% Kilometerage allowance was claimed by a Loco Inspector fraudulently without actually performing the footplate duties and remaining in his headquarters. The said Loco Inspector neither obtained approval of the Controlling Officer for his tour nor maintained his tour diary but claimed the Running allowance which is highly irregular.

In order to avoid fraudulent claims of Kilometerage allowance by the Loco Inspectors and other Running staff attached to Administrative offices, the procedure as given below may be followed by the Controlling officers.

1. Proper time journals as in the case of Running staff are required to be maintained based on which claims of Kilometerage allowance shall be allowed.
2. Their movement out of headquarters shall be duly approved by the Controlling Officers in advance or, in case of emergency, immediately on return to the headquarters.
3. The officers certifying the claim for Kilometrage allowance should check approval of tour programmes, verify the record of footplate duties performed by the Loco Inspector and the names of the Loco Running staff whose work has been monitored. In the absence of such certification, the claim for Kilometrage allowance shall not be allowed.

This issues with the approval of the Competent Authority.

***

Letter No. P[R]564/BP/III Dated: 08 -10-2010

ALL CONCERNED

Copy of Board's letter No.2010/ERB-5/22/1 dated 10.09.2010 is forwarded for information, guidance and necessary action. Board's letter dated 14.12.2009 quoted therein was circulated under letter of even number dated 31.12.2009.

Copy of Bd's ltr No. 2010/ERB-5/22/1 dated 10.09.2010

Sub: Instructions regarding engagement of fresh TADK by Directors and equivalent Officers in Board's office.

Ref: Board's letter No. 2009/ERB-5/3/4 dated 14.12.2009

***

Vide Para 1 & 2 of the letter under reference [Copy enclosed], it had categorically been advised to all Zonal Railways /PUs that Director level officers coming to Board on transfer will have to bring the TADK already working with them. In Para-4 of the said letter, it had been directed that, with a view to ensuring uniformity, category of a Bungalow Peon/Khalasi/TADK should be changed only after a period of 3 years on all Zonal Railways /PUs.

2. It has now come to notice that some Director level officers have got the category of their Bungalow Peon/Khalasi/TADK changed before / after 3 years either on Railways or in Board's office and thereafter made a request for engagement of a fresh TADK in Board's office. It is clearly mentioned in Para-1 of the above referred letter that fresh induction would be permitted in case of only those officers who have never been provided a TADK. As such, the provision for the change of category of earlier TADK after 3 years does not entitle them to induction of a fresh TADK in Board's office. They will have to bring their TADK with them if they want to have the facility of TADK in Board's office irrespective of the provision regarding change of category. This may be brought to the notice of all concerned.

****

Copy of Board's letter No. 2009/ERB-5/3/4 dated 14.12.2009

Sub: Instructions regarding engagement of fresh TADK by Director and equivalent Officers in Board's office.

***

In terms of Board's Order No. 2006/ERB-5/13/9 dated 04.07.2006 [copy enclosed] facility of TADK was extended to Director and equivalent officers of Railway Board with the stipulation that:

"…. While for the existing Directors induction of fresh TADKs would be permitted, they would have to take the TADKs with them in case they are posted out within the Railway system and remain entitled for a TADK. Those who come in future from the field would have to get the TADK already working with them. Fresh induction would only be permitted in case of those officers who never had been provided a TADK."

2. It has come to the notice that due to ignorance of Board's above instructions, some officers could not bring Bungalow Khalasi/Peon working with them on transfer from Zonal Railways/PUs to Board's office and made request for engagement of fresh TADKs.

3. Board have decided that all the Zonal Railways/PUs may be advised to circulate the said orders for wide publicity among their officers so that they are aware of the same and do not face any difficulty during their tenure in Board's office.

4. Besides the above, Board has also taken notice of the fact that there is no uniform duration regarding the change of category of Bungalow Peon/Khalasi/TADK provided by the various Zonal Railways/PUs to their officers. Board have, therefore, decided that **with a view to ensuring uniformity, henceforth category of a Bungalow Peon/Khalasi/TADK should be changed only after three years.**

****

No.P(R)605/XII Dated 08-10- 2010

ALL PHODs/ HODs

DRMs/CWMs, Sr.DPOs/DPO/WPOs

Sub: Irregularities in the departmental selections – System Improvement

***

In terms of para 219[c][i] of IREM Vol.I, 1989 Edition, in the written test held as part of the selection for promotion to posts classified as 'Selection', objective type questions should be set for about 50% [in the range of 45% to 55%] of the total marks for the written test.

Further, in terms of Serial Circular No. 24/85 and 51/85, the "Key" in respect of the objective type questions is required to be provided by the officer who sets the question paper to the evaluating officer , where two officers are nominated in the Selection Board. The "Key" should be sent to the evaluating officer in a sealed cover through the officer conducting the examination.

Instructions were also issued vide this office letter No. P[R]605/XII dated 27.03.08 that in order to achieve the objective of proper and uniform evaluation, the officer evaluating the answer books before starting the evaluation, should keep ready correct answers for the questions separately for the objective type and narrative type and then evaluate the answers. The evaluating officers should evaluate the answers properly, uniformly, fairly, reasonably, objectively and judiciously.

It has been observed by the Administration that several discrepancies as under have occurred in the evaluation of answer books of the written examinations held as part of selections for promotions within Group 'C' and from Group 'C' to Group 'B', thereby inviting complaints/vigilance investigations and court cases from the employees:

1. Evaluating officers, in some cases, have awarded marks for wrong answers based on the key provided by the paper setting officer and no marks have been awarded for correct answers.
2. The objective type questions set are found to be ambiguous leading to multiple/ alternate correct answers.
3. The alternate answers written by the candidates are treated as incorrect on the ground that the same is not mentioned in the "Key".

The above discrepancies have resulted in situations where the candidates who have written correct answers to the objective type questions are being declared as unsuccessful in the written examination and thereby not empanelled. In such selections, ineligible candidates are declared as qualified.

Candidates who have been declared as not qualified, are obtaining copies of the answer books under RTIA and are approaching the Hon'ble CATs / Courts/Vigilance Department etc. duly enclosing the Railway Board's authority in support of the correct answers to the objective type questions, for redressal of their grievances, putting the Administration in an embarrassing situation.

In addition to the existing instructions on the subject, to avoid situations as above the following further guidelines are issued which may be impressed upon all the officers nominated as paper setting and evaluating officers to be vigilant in setting the question papers / evaluating answer books.

[1] Utmost care should be taken to set the objective type questions that do not have multiple / ambiguous answers.

[2] The paper evaluating officer should go through the Key to the objective type questions provided by the paper setting officer before evaluation and arrive at the correctness keeping in view the latest Board's instructions / local instructions if any.

[3] In case of alternative possible correct answers to the objective type questions, written by the candidates, other than the one provided in the Key, he should consult the paper setting officer and evaluate the answers duly apprising the Chairman of the Selection Board.

The above guidelines should be followed scrupulously by the officers nominated to set the question paper setting /evaluate answer books.

This issues with the approval of the competent authority.

***

Letter No. P[R]227/XVII Dated: 29 -10-2010

ALL PHODs, DRMs, CWMs
Extra Divisional Units

Copy of Board's letter No.2010/V-1/DAR/1/4 dated 05.08.2010 is forwarded for information, guidance and necessary action.

Copy of Bd's ltr No. 2010/V-1/DAR/1/4 dated 05.08.2010 (RBV No.13/2010)

Sub: Representation against Administrative action –procedure regarding.

***

Please refer to Board's letters of even number dated 16.8.2004 [RBV No. 19/2004] and 6.10.2005 [RBV No. 21/2005] laying down that a Railway servant has a right to appeal/represent against an order of recorded warning.

In spite of issue of these instructions, certain instances have come to notice where recorded warnings have been administered to the concerned Railway Servant without issuing a show cause notice thereby denying him an opportunity to explain his conduct. It is once again reiterated that where it is proposed to administer recorded warning, the person concerned should be given a chance to explain the reasons, if any, which led him to do the acts of omission or commission disapproved of. Action to administer the Recorded Warning may be taken only after the reply of the Railway servant is considered by the competent authority, but not found acceptable. **The Railway Servant concerned should be given a chance to represent against an order of recorded warning.**

*****

No.SCR/P/HQ/Ruling/O/984 Dated 24 -11- 2010
No. P(R)676/II

ALL PHODs, CHODs,
DRMs, CWMs,
Sr. DPOs, WPOs

Sub: Periodical transfer of Railway employees holding sensitive posts.

…

Railway employees holding sensitive posts, including those who frequently come into contact with public and/or contractors/suppliers are required to be transferred every 4 years as per the list of sensitive posts contained in Serial Circular Nos.212/89, 70/95, 108/02, 195/02, 61/05, 35/06 and 54/2009, respectively. However, where transfer to a different place is not possible the staff are to be shifted to a different seat in the same place to meet the requirement of periodical transfer. For clerical staff working on sensitive posts/seats, rotational shifting from desk to desk will meet the requirements of periodical transfer under Board's letter dt.27.04.79 (S.C No.69/79).

Necessary guidelines for advance action to be taken in the periodical transfer of Railway employees holding sensitive posts have been issued under this office letter of even number dated 29.12.2009 [copy enclosed]. In case some of the staff proposed to be transferred are office bearers of recognised unions, 15 days notice should be issued to the General Secretary with a copy to the Divisional Secretary. In case the Union does not agree to the proposed transfer, the papers should be put up to DRM. If it is decided to seek orders of the General Manager, the details including the period of stay of the office bearer at various stations should be forwarded to the Headquarters [Cadre Controlling Personnel Officer]. Simultaneously a letter should also be sent to the Union/Sangh informing them that the case has been forwarded for GM's final decision.

All the PHODs, CHODs, DRMs and CWMs are requested to take advance action on the subject so that the transfers are ordered well before the commencement of the academic year.

Besides reiterating the above instructions it may be kept in view that staff who are due for retirement in the next 2 years i.e. upto 31.03.2012 should not be transferred under this Scheme. However, GM can exercise his discretion to transfer staff from station/post against whom there are complaints. (Auth.: Bd's lr. No.E(NG)I-81/TR/19 dt.23.05.81).

It is also clarified that while periodical transfers are essential for staff holding sensitive posts, the Railway administration can transfer any employee in routine administrative course also.

This issues with the approval of CPO.

****

No.SCR/P/HQ/Ruling/O/874 Dated 25-11- 2010
No.P(R)481/VIII

ALL CONCERNED

Sub: Railway Services [Revised Pay] Rules, 2008 – Revision of option exercised under Rule 6 of Railway Services [Revised Pay] Rules, 2008]

Ref:Board's letter No.PC-VI/2010/RSRP/5 dated 22.07.2010 circulated under SCR SC No. 108/2010

…

A copy of Board's instructions on the above subject circulated under this office Serial Circular No. 108/2010 is enclosed. In terms of these instructions, the employees who have exercised option to come over to the revised pay structure [VI CPC scales] in terms of Rule 6 [1] of RS[RP] Rules, 2008, have been permitted to revise their initial option, if the option is more beneficial to them, **which should be intimated to the Head of Office by the Railway servant on or before 31.12.2010**.

All the Sr. DPOs / WPOs and Extra Divisional Officers are requested to give wide publicity to the above instructions besides displaying the same on the Notice Boards in all Stations, Depots, Offices and in all prominent places. Staff and Welfare Inspectors/ Surplus Teachers may be deputed to educate the staff in the stations and depots/ units to avoid representations from the staff /organized labour at a later date. Necessary instructions may also be issued from the Divisions/ Units to all Senior Supervisors to obtain the revised options from the staff working under their control.

The number of revised options received from the employees of the Divisions/Units and the action taken during a fortnight may be advised department-wise to Secretary to

CPO of this office to apprise the position to CPO till the target date of completion of options.

This issues with the approval of CPO.

****

No. SCR/P-HQ/Ruling/O/802 Dated: 30-11-2010
No. P[R] /96/II

ALL CONCERNED

Copy of the Notification No. DGET-23[4] (3304)/2010-AP dated 18th October, 2010 issued by the Ministry of Labour and Employment, Directorate General of Employment and Training published in Gazette of India, Extraordinary, Part II, Section-3, Sub-section [i] is forwarded for information, guidance and necessary action.

Copy of Ministry of Labour And Employment (Directorate General of Employment and Training)'s Notification No. DGET-23[4] (3304)/2010-AP dated 18th October, 2010.

G.S.R. 838[E].- In exercise of the powers conferred by Sub-section (1) of Section 37 of the Apprenticeship Act, 1961 (52 of 1961), the Central Government, after consulting the Central Apprenticeship Council, hereby makes the following rules further to amend the Apprenticeship Rules, 1992, namely;-

1. (1) These rules may be called the Apprenticeship (Fifth Amendment) Rules, 2010.

   (2) They shall come into force on the date of their publication in Official Gazette.

2. In the Apprenticeship Rules, 1992, in rule 11, in sub-rule(1) for clauses(a), (b), (c) and (d) and entries relating thereto, the following shall be substituted , namely-

" (a) During the First year of training ₹1490/- per month
(b) During the Second Year of training ₹1700/- per month
(c) During the Third Year of training ₹1970/- per month
(d) During the Fourth year of training ₹2220/- per month

(F.No.DGET- 23[4] (3304)/2010-AP)
ANIL SWARUP, Director General/Jt.Secy.

Note: The principal rules were published in the Gazette of India vide number G.S. R 356, dated the 1st August, 1992 and last amended vide GSR 733[E] dated the 8th September, 2010.

****

No. SCR/P-HQ/Ruling/O/881 Dated:01-12-2010
No. P[R]524

ALL CONCERNED

Sub: Revision of Designation of the merged posts of Yard Porters and Pointsmen 'B' in Pay Band-1 GP ₹ 1800 as Asst. Pointsman on South Central Railway.

****

Consequent on implementation of the VI CPC scales, the posts of Yard Porters in scale ₹ 2550-3200 and Pointsman 'B' in scale ₹2610-3540 have been merged and allotted a single Grade Pay ₹1800 in Pay Band-1 ₹5200-20200. Due to the merger of grades, the issue of change of designation in respect of Yard Porters in scale ₹ 2550-3200 and Pointsman 'B' in scale ₹2610-3540 has been under consideration of this office for some time.

The matter has been examined and it is decided to revise the designation of the combined grades of Yard Porters [₹ 2550-3200] and Pointsman 'B' [₹2610-3540] to **'ASSISTANT POINTSMAN'** in PB-1 5200-20200 with GP 1800 . However, they will continue to discharge the duties assigned to them in the erstwhile posts. Accordingly necessary modifications may be made in the official records.

This issues with the approval of COM and CPO.

****

SOUTH CENTRAL RAILWAY
Headquarters Office,
Personnel Department/SC
Dated:01-12-2010

No. SCR/P-HQ/Ruling/O/881
No. P[R]35/VII

ALL CONCERNED

Copy of this office letter No.P(R)535/XIII dated 26-10-2010 addressed to Railway Board together with Board's reply received under their letter No. PC-V/2009/ACP/7/SCR dated 23.11.2010 is enclosed for information, guidance and necessary action. Board's clarification dated 18.5.2010 addressed to GM[P]/N.Rly was already circulated under this office letter No.P[R]535/VII dated 17.8.2010 to all Sr.DPOs/Sr.DFMs and Cadre Officers for taking necessary action in the matter.

Copy of Board's letter No. PC-V/2009/ACP/7/SCR dated 23.11.2010

Sub: Benefit of financial upgradation under MACP Scheme in Drawing Cadre of S&T, Civil, Electrical & Mechanical Departments.
***Ref: SCR's letter No.* P(R)535/VII dated 26-10-2010 .**

*****

With reference to the above mentioned letter it is stated that the issue for extending the benefit of MACP Scheme to the employees who had been recruited as Tracer in Drawing & Design cadre has been examined in detail and then the instructions have been issued to Southern and Northern Railway vide Board's letter dt. 18.5.2010 respectively. NFIR's letter No. IV/MACPS/09/pt.2, dt. 20.08.2010 has also been replied on similar lines. It is, therefore reiterated that Board's instructions dt. 18.5.2010 should be adhered to.

****

Copy of this office letter No.P(R)535/XIII dated 26-10-2010

Sub: Benefit of financial upgradation under MACP Scheme in Drawing Cadre of S&T, Civil, Electrical & Mechanical Departments.
Ref: Board's letter No. PC-V/2009/ACP/15/NR dated 18.05.2010 addressed to Northern Railway.

…

The employees appointed as Tracers in S&T, Engineering, Mechanical & Electrical Departments on this Railway were extended the benefit of financial upgradations under MACPS to the Grade Pay 4600, 4800 and 5400 treating them as appointed to Grade Pay 4200.

Subsequently, clarification dated 18.05.2010 issued by the Board to Northern Railway was obtained and circulated for implementation on this Railway. It was also advised that necessary action be taken to review the cases dealt with otherwise than in accordance with the Board's clarificatory instructions.

General Secretary, SCRE Sangh in his letter dated 11.10.2010 [copy enclosed] has requested this office to issue necessary instructions to the Divisions/Units not to withdraw the benefit of financial upgradations extended to those who were appointed to the category of Tracers till a final decision is taken by the Government /Railway Ministry.

Since the request of GS/SCRE Sangh is against Board's clarificatory instructions dated 18.5.2010, Board are requested to examine the issue and advice in the matter early.

****

No.SCR/P/HQ/Ruling/O/975 Dated 30 -12- 2010
No. P[R]605/XII

PHODs/CWMs
Sr.DPOs/WPOs

Sub: Conduct of screening test for appointment on Compassionate grounds for Group 'C' posts.

…

During preventive checks conducted by Vigilance department in the conduct of screening tests for appointment on Compassionate Grounds for Group 'C' posts in certain Divisions, it has come to light that some candidates are either disclosing their identity by writing their name or their father/husband's name in the letter writing or marking certain symbols in the answers booklets thereby defeating the secrecy of the selection process.

In terms of Note[1] and Note[2] below para 9.1 of Board's letter No.E(NG)I-98/PM1/17 dated 20.10.1999 (S.C.No.320/99) read with their letter dated 30.10.2001 (S.C.No.245/2001), evaluating the answer sheets with the fly-leaves and without dummy roll numbers is not allowed. Similarly, evaluation of answer sheets even without fly leaves and with dummy roll numbers where the candidates have written their names or roll number in other sheets of the answer book is also not allowed.

It is also made clear on the top-sheet of answer booklets that the candidate should fill the particulars in his own handwriting in the space provided and should not write these particulars anywhere else. Further name, signature & other indications of the candidate should not appear in the answer book other than the specified place, otherwise the answer book will not be evaluated.

Despite the existence of the above instructions in the written examinations conducted as part of screening tests for appointment on Compassionate grounds, some of the candidates continue to write their names or make certain symbols in the answer booklets supplied to them, thereby giving room for revealing their identity to the evaluating officer.

In order to prevent recurrence of such incidents in future and also to streamline the conduct of written examinations for appointment on Compassionate grounds, the following further guidelines are issued:

(1) The following may be included in the general instructions being issued by the paper setting officer if not included earlier : "The candidates should write their

name and roll number in the space provided on the fly leaf only and disclosure of the identity by way of making certain symbol/mark or signature in the other sheets of the answer book and in letter writing type questions, the candidate should write 'xyz' in the place of the applicant's name.

(2) The officer in-charge /invigilators who is conducting the written examination should also warn the candidates of the consequences of disclosure of identity in the answer booklets other than the space provided before the commencement of examination.

This issues with the approval of the competent authority.

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No.SCR/P/HQ/Ruling/O/890 Dated 31-12- 2010
No. P[R]356/V

ALL CONCERNED

A copy of Board's letter No.F(X)I-91/23/3 dated 28.12.2010 together with the Ministry of Finance(CBDT)'s notification S.O.2820(E) dated 22-11-2010 is forwarded for information, guidance and necessary action. Board's letter dated 13.7.2000 referred to therein was circulated under this office letter No.P(R)356/III dated 14.12.2000.

Running allowance drawn by the Running staff to the extent of 70% subject to a maximum of ₹10,000 per month is to be allowed as exemption for computing income tax w.e.f 1.9.2008 as mentioned in Ministry of Finance (Central Board of Direct Taxes (CBDT)'s Notification issued under S.O.No 2820(E) dated 22nd November,2010. Necessary action may please be taken to work out Income Tax accordingly.

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Copy of Board's letter No.F(X)I-91/23/3 dated 28.12.2010

Sub: Reckoning of Running Allowance as pay for the purpose of deduction of Income Tax .

…

In continuation of Board's letter of even number dated 13.7.2000, a copy of the Notification of Ministry of Finance (Central Board of Direct Taxes) No.S.O. 2820(E) dated 22nd November, 2010 regarding substitution of the letters, figures and words "₹6,000/- per month" with letters, figures and words, "₹10,000/- per month", in the Income Tax rules 1962 in rule – 2BB in sub rule (2) in the table against serial number 4 in column 4 is enclosed for information and guidance.

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Copy of the Notification S.O.2820(E) dated 22-11-2010 of Ministry of Finance (CBDT)

S.O.2820(E) – In exercise of the powers conferred by section 295 read with clause (14) of Section 10 of the Income-tax Act,1961 (43 of 1961), the Central Board of Direct Taxes hereby makes the following rule further to amend Income-tax Rules,1962, namely:-

1(1) These Rules may be called the Income-tax (8th Amendment) Rules,2010

(2)They shall be deemed to have come into force retrospectively with effect from 1st day of September,2008.

(2) In the Income-tax Rules,1962, in rule 2 BB, the sub-rule(2), in the Table, against serial number 4, in column 4 for letters, figures and words "₹6,000 per month" the letters, figures and words, "₹10,000 per month" shall be substituted.

[Notification No.85/2010 /F.No.149/45/2010-SO(TPL)

V.A.OJHA, Under Secy.(Tax Policy and Legislation)

Note:- The principal rules were published under Notification No. S.O.969(E), dated the 26th March, 1962 and last amended by Income tax (7th Amendment) Rules,2010 vide Notification No.S.O.1638(E) dated 9.7.2010

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CONSOLIDATED INSTRUCTIONS ON
MODIFIED ASSURED CAREER PROGRESSION SCHEME [MACPS]
FOR RAILWAY EMPLOYEES.

I. The Sixth Central Pay Commission in Para 6.1.15 of its report, has recommended Modified Assured Career Progression Scheme [MACPS] [S.C. No. 85/09]. The Government has considered the recommendations of the Sixth Central Pay Commission for introduction of a MACPS and has accepted the same with further modification to grant three financial upgradations under the MACPS at intervals of 10, 20 and 30 years of continuous regular service.

3. The Scheme is known as "MODIFIED ASSURED CAREER PROGRESSION SCHEME [MACPS] FOR RAILWAY EMPLOYEES. This scheme is issued in supersession of previous ACP Scheme and clarifications issued there under and shall be applicable to all regularly appointed Group 'A', 'B', and 'C' Railway employees **except officers of the Organised Group 'A' service**. The status of Group 'D' employees would cease on their completion of prescribed training as recommended by the Sixth Central Pay Commission and would be treated as Group 'C' employees. Casual employees, including those granted 'temporary status' and employees appointed in the Railways only on adhoc or contract basis shall not qualify for benefits under the aforesaid Scheme. The details of the MACP Scheme and conditions for grant of the financial upgradation under the Scheme are given in **Annexure.**

4. A Screening Committee shall be constituted in each Department to consider the case for grant of financial upgradations under the MACP Scheme. The Screening Committee shall consist of a **Chairperson** and **two members.** The members of the Committee shall comprise officers holding posts which are at least one level above the grade in which the MACP is to be considered and not below Senior Scale grade [PB-3, GP ₹6600]. The Chairperson should be a grade above the members of the Committee.

5. The recommendations of the Screening Committee shall be placed before the Secretary in cases where the Committee is constituted in the Ministry / Department or before the Head of the organisation / competent authority in other cases for approval.

6. In order to prevent undue strain on the administrative machinery, the Screening Committee shall follow a **time-schedule** and meet twice in a financial year – preferably in the first week of ***January*** and first week of ***July*** of a year for advance processing of the cases maturing in that half. Accordingly, cases maturing during the first-half [April – September] of a particular financial year shall be taken up for consideration by the Screening Committee meeting in the first week of January. Similarly, the Screening Committee meeting in the first week of July of any financial year shall process the cases that would be maturing during the second-half [October – March] of the same financial year.

7. However, to make the MACP Scheme operational, the Cadre Controlling Authorities shall constitute the first Screening Committee within a month from the date of issue of these instructions to consider the cases maturing upto 30th June, 2009 for grant of benefits under the MACPS.

8. The scheme would be operational with effect from 01.09.2008. In other words, financial upgradations as per the provisions of the earlier ACP Scheme [of October ,1999] would be granted till 31.08.2008.

9. No stepping up of pay in the pay band or Grade Pay would be admissible with regard to junior getting more pay than the senior on account of pay fixation under MACP Scheme.

11. It is clarified that no past cases would be re-opened. Further, while implementing the MACP Scheme, the differences in pay scales on account of grant of financial upgradation under the old ACP Scheme [of October, 1999] and under the MACP Scheme within the same cadre shall not be construed as an anomaly.

ANNEXURE-I

MODIFIED ASSURED CAREER PROGRESSION SCHEME [MACPS]

1. There shall be three financial upgradations under the MACPS, counted from the direct entry grade on completion of 10, 20 and 30 years of service respectively. Financial upgradation under the Scheme will be admissible whenever a person has spent 10 years continuously in the same Grade-Pay.

2. The MACPS envisages merely placement in the immediate next higher Grade Pay in the hierarchy of the recommended revised Pay Bands and Grade Pay as given in Section-I, Part-A of the first schedule of the Railway Services [Revised Pay] Rules, 2008. Thus, the Grade Pay at the time of financial upgradation under the MACPS can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher Grade Pay attached to the next promotion post in the hierarchy of the concerned cadre / organization will be given only at the time of regular promotion.

3. The financial upgradations under the MACPS would be admissible up to the highest Grade Pay of ₹12000/- in the PB-4.

4. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme. Therefore, the pay shall be raised by 3% of the total pay in the Pay Band and the Grade Pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same Grade Pay as granted under MACPS. However, at the time of actual promotion if it happens to be in a post carrying higher Grade Pay than what is available under MACPS, no pay fixation would be available and only difference of Grade Pay would be made available. **To illustrate,** in case a Railway Servant joins as a direct recruit in the Grade Pay of ₹1900 in PB-1 and he gets no promotion till completion of 10 years of service, he will be granted financial upgradation under MACPS in the next higher Grade Pay of ₹2000 and his pay will be fixed by granting him one increment plus the difference of Grade Pay [i.e., ₹100]. After availing financial upgradation under MACPS, if the Railway servant gets his regular promotion in the hierarchy of his cadre, which is to the grade of ₹2400, on regular promotion, he will only be granted the difference of Grade Pay between ₹2000 and ₹2400. No additional increment will be granted at this stage.

5. Promotions earned /upgradations granted under the ACP Scheme in the past to those grades which now carry the same Grade Pay due to merger of pay scales / upgradations of posts recommended by the Sixth Pay Commission shall be ignored for the purpose of granting upgradations under Modified ACPS.

Illustration

The pre-revised hierarchy [in ascending order] in a particular organization was as follows: ₹5000-8000, ₹5500-9000 & ₹6500-10500.

[a] A Railway servant who was recruited in the hierarchy in the pre-revised pay scale ₹5000-8000 and who did not get a promotion even after 25 years of service prior to 1.1.2006, in his case as on 1.1.2006 he would have got two financial upgradations under ACP to the next grades in the hierarchy of his organisation, i.e., to the pre-revised scales of 5500-9000 and ₹6500-10500.

[b] Another Railway servant recruited in the same hierarchy in the pre-revised scale of ₹5000-8000 has also completed about 25 years of service, but he got two promotions to the next higher grades of ₹5500-9000 and ₹6500-10500 during this period.

In the case of both [a] and [b] above, the promotions/financial upgradations granted under ACP to the pre-revised scales of ₹5500-9000 and ₹6500-10500 prior to 1.1.2006 will be ignored on account of merger of the pre-revised scales of ₹5000-8000, ₹5500-9000 & ₹6500-10500 recommended by the Sixth CPC. As per Railway Services [RP] Rules, both of them will be granted Grade Pay of ₹4200 in the Pay Band PB-2. After the implementation of MACPS, two financial upgradations will be granted both in the case of [a] and [b] above to the next higher Grade Pays of ₹4600 and ₹4800 in the Pay Band PB-2.

6. In the case of all the employees granted financial upgradations under ACPS till 01.01.2006, their revised pay will be fixed with reference to the pay scale granted to them under the ACPS.

6.1 In the case of ACP upgradations granted between 01.01.2006 and 31.08.2008, the Railway servant has the option under the Railway Services [RP] Rules, 2008 to have his pay fixed in the revised pay structure either [a] w.e.f. 0101.2006 with reference to his re-revised scale as on 01.01.2006; or [b] w.e.f. the date of his financial upgradation under ACP with reference to the pre-revised scale granted under ACP. In case of option [b], he shall be entitled to draw his arrears of pay only from the date of his option i.e. the date of financial upgradation under ACP.

6.2 In cases where financial upgradation had been granted to Railway servants in the next higher scale in the hierarchy of their cadre as per the provisions of the ACP Scheme of October,1999 but whereas as a result of the implementation of Sixth CPC's recommendations, the next higher post in the hierarchy of the cadre has been upgraded by granting a higher Grade Pay, the pay of such employees in the revised pay structure will be fixed with reference to the higher Grade Pay granted to the post. To illustrate, in the case of Jr. Engineer in CPWD, who was granted 1st ACP in his hierarchy to the grade of Asst. Engineer in the pre-revised scale of ₹6500-10500 corresponding to the revised Grade Pay of ₹4200 in the Pay Band PB-2, he will now be granted Grade Pay of ₹4600 in the Pay Band PB-2 consequent upon upgradation of the post of Asstt. Enggs. in CPWD by granting them the Grade Pay of ₹4600 in PB-2 as a result of Sixth CPC's recommendations. However, from the date of implementation of the MACPS, all the financial upgradations under the Scheme should be done strictly in accordance with the hierarchy of Grade Pays in Pay Bands as notified vide Railway Services [Revised Pay] Rules, 2008.

7. With regard to fixation of his pay on grant of promotion / financial upgradation under MACP Scheme, a Railway servant has an option under Rule 1313 [1] [a][i] of the Indian Railway Establishment Code Vol.II, [Sixth Edition, 1987- Second Re-print -2005] {FR22[1] [a] [i]} to get his fixed in the higher post / Grade Pay either from the date of his promotion /upgradation or from the date of next increment viz., 1st July of the year. The pay and the date of increment would be fixed in accordance with clarification no.2 of Railway Board's letter No. PC-VI /2008/I/RSRP/1 dated 25.09.2008 [PC-VI/22, RBE No. 132/2008].

8. Promotions earned in the post carrying same Grade Pay in the promotional hierarchy as per Recruitment Rules shall be counted for the purpose of MACPS.

8.1. Consequent upon the implementation of Sixth CPC's recommendation, Grade Pay of ₹5400 is now in two pay bands viz., PB-2 and PB-3. The Grade Pay of ₹5400 in PB-2 and ₹5400 in PB-3 shall be treated as separate Grade Pays for the purpose of grant of upgradations under MACPS.

9. ‘**Regular Service’** for the purpose of the MACPS shall commence from the date of joining of a post in direct entry grade on a regular basis either on direct recruitment basis or on absorption /re-employment basis. Service rendered on adhoc /contract basis before regular appointment on pre-appointment training shall not be taken into reckoning. However, past continuous regular service in another Government/ Department in a post carrying same Grade Pay prior to regular appointment in a new Department, without a break, shall also be counted towards qualifying regular service for the purposes of MACPS only [and not for the regular promotions]. However, benefits under the MACPS in such cases shall not be considered till the satisfactory completion of the probation period in the new post.

10. Past service rendered by a Railway employee in a State Government /statutory body / Autonomous body / Public Sector organization, before appointment in the Railways shall not be counted towards Regular Service.

11. ‘Regular service’ shall include all periods spent on deputation /foreign service, study leave and all other kinds of leave, duly sanctioned by the competent authority.

12. The MACPS shall also be applicable to work charged posts, if their service conditions are comparable with the staff of regular establishment.

13. Existing time-bound promotion scheme, including in-situ promotion scheme, /Staff Car Driver Scheme or any other kind of promotion scheme existing for a particular category of employees in the Railways, may continue to be operational for the concerned category of employees if it is decided by the concerned administrative authorities to retain such Schemes, after necessary consultations or they may switch-over to the MACPS. However, these Schemes shall not run concurrently with the MACPS.

14. The MACPS is directly applicable only to Railway employees. It will not get automatically extended to employees of Autonomous / Statutory Bodies under the administrative control of Ministry of Railways. Keeping in view the financial implications involved, a conscious decision in this regard shall have to be taken by the Governing Body /Board of Directors and Ministry of Railways and where it is proposed to adopt the MACPS, prior concurrence of Ministry of Finance shall be obtained.

15. If a financial upgradation under the MACPS is deferred and not allowed after 10 years in a Grade Pay, due to the reason of the employees being unfit or due to departmental proceedings, etc., this would have consequential effect on the subsequent financial upgradation which would also get deferred to the extent of delay in grant of first financial upgradation.

16. On grant of financial upgradation under the Scheme, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted.

17. The financial upgradation would be on non-functional basis subject to fitness, in the hierarchy of Grade Pay within the PB-1. Thereafter for upgradation under the MACPS the benchmark of ‘good’ would be applicable till the grade of pay of ₹6600/- in PB-3. The benchmark will be ‘Very Good’ for financial upgradation to the Grade Pay of ₹7600 and above.

18. In the matter of disciplinary /penalty 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 Railway Servants [Discipline and Appeal] Rules, 1968 and instructions issued thereunder.

19. The MACPS contemplates merely placement on personal basis in the immediate higher Grade Pay /grant of financial benefits only and shall not amount to actual/ functional promotion of the employees concerned. Therefore, no reservation orders/rosters shall apply to the MACPS, which shall extend its benefits uniformly to all eligible SC/ST employees also. However, the rules of reservation in promotion shall be ensured at the time of regular

promotion. For this reason, it shall not be mandatory to associate members of SC/ST in the Screening Committee meant to consider cases for grant of financial upgradation under the Scheme.

20. 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 grade has got higher pay/Grade Pay under MACPS.

21. Pay drawn in the Pay Band and the Grade Pay allowed under the MACPS shall be taken as the basis for determining the terminal benefits in respect of the retiring employee.

22. If the Group 'A' Railway employee, who was not covered under the ACP Scheme has now become entitled to say third financial upgradation directly, having completed 30 years regular service, his pay shall be fixed successively in next three immediate higher Grade Pays in the hierarchy of revised pay –bands and Grade Pays allowing the benefit of 3% pay fixation at every stage. Pay of persons becoming eligible for second financial upgradation may also be fixed accordingly.

23. In case an employee is declared surplus in his /her organization and appointed in the same pay-scale or lower scale of pay in the new organization, the regular service rendered by him / her in the previous organization shall be counted towards the regular service in his /her new organization for the purpose of giving financial upgradation under the MACPS.

24. In case of an employee after getting promotion /ACP seeks unilateral transfer on a lower post or lower scale, he will be entitled only for second and third financial upgradations on completion of 20/30 years of regular service under the MACPS, as the case may be, from the date of his initial appointment to the post in the new organization.

25. 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 refuse 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 second or the next financial upgradation shall also be deferred to the extent of period of debarment due to the refusal.

26. Cases of persons holding higher posts purely on adhoc basis shall also be considered by the Screening Committee along with others. They may be allowed the benefit of financial upgradation on reversion to the lower post or if it is beneficial vis-à-vis the pay drawn on adhoc basis.

27. Employees on deputation need not revert to the parent Department for availing the benefit of financial upgradation under the MACPS. They may exercise a fresh option to draw the pay in the Pay Band and the Grade Pay of the post held by them or the pay plus Grade Pay admissible to them under the MACPS, whichever is beneficial.

28. **Illustrations:**

A [i] If a Government servant [LDC] in PB-1 in the Grade Pay of ₹1900 gets his first regular promotion [UDC] in the PB-1 in the Grade Pay of ₹2400 on completion of 8 years of service and then continues in the same Grade Pay for further 10 years without any promotion then he would be eligible for 2nd financial upgradation under the MACPS in the PB-1 in the Grade Pay of ₹2800 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 in the PB-II in Grade Pay of ₹4200 on completion of further 10 years of service i.e. 28 years [8+10+10]

[iii] However, if he gets 2nd promotion after 5 years of further service in the pay PB-II in the Grade Pay of ₹4200 **[Asst. Grade/Grade'C']** i.e. on completion of 23 years

[8+10+5 years] then he would get 3rd financial upgradation after completion of 30 years of 30 years i.e. 10 years after the 2nd ACP in the PB-II in the Grade Pay of ₹4600.

In the above scenario, the pay shall be raised by 3% of the total pay in the Pay Band and Grade Pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same Grade Pay <u>or in the higher Grade Pay.</u> Only the difference of Grade Pay would be admissible at the time of promotions.

B. If a Railway servant [LDC] in PB-1 in the Grade Pay of ₹1900 is granted 1st financial upgradation under the MACPS on completion of 10 years of service in the PB-1 in the Grade Pay of ₹2000 and 5 years later he gets 1st regular promotion [UDC] in PB-1 in the Grade Pay of ₹2400, and the 2nd financial upgradation under MACPS [in the next Grade Pay w.r.t. Grade Pay held by Railway servant] will be granted on completion 20 years of service in PB-1 in the Grade Pay of ₹2800. On completion of 30 years of service, he will get 3rd ACP in the Grade Pay of ₹4200. However, if two promotions are earned before completion of 20 years, only 3rd financial upgradation would be admissible on completion of 10 years of service in Grade Pay from the date of second promotion or at the 30th year of service , whichever is earlier.

C. If a Railway servant has been granted either two regular promotions or 2nd financial upgradation under the ACP Scheme of October 1999 after completion of 24 years of regular service then only 3rd financial upgradation would be admissible to him under the MACPS on completion of 30 years of service provided that he has not earned third promotion in the hierarchy.

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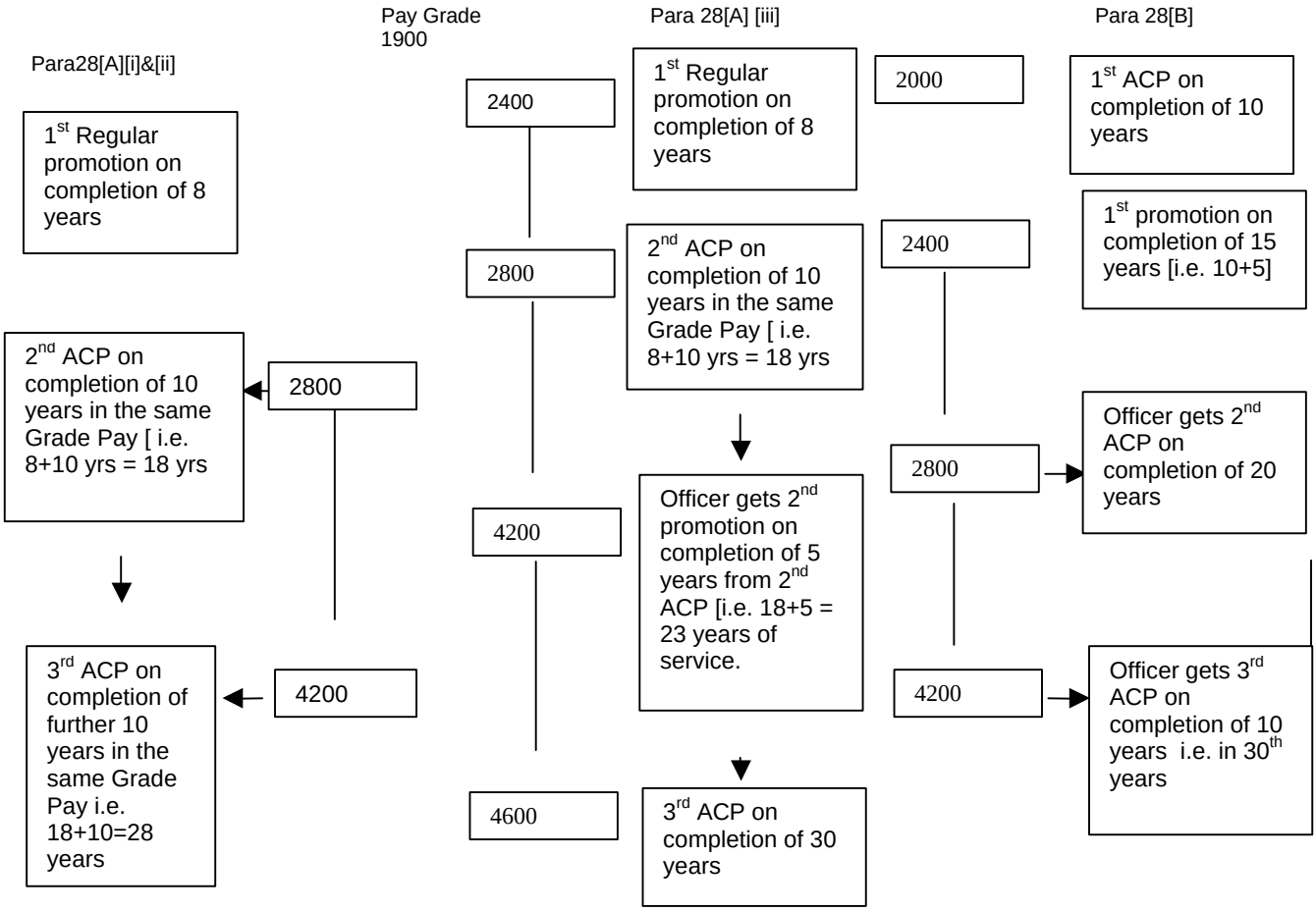
<u>ILLUSTRATIONS</u>



II. Railway Board vide their letter No.PC-V/2009/ACP/2 dated 4.12.2009 [SC No. 191/2009] **decided that 50% of temporary status casual labour service on absorption in regular employment may be taken into account towards the minimum service of 10, 20 and 30 years** for the grant of benefit under the MACP Scheme on the analogy that the same is also reckoned as qualifying service for pension.

III. It was further clarified that as the four pre-revised Group 'D' pay scales viz., ₹2550-3200, ₹2610-3540, ₹2610-4000 and ₹2650-4000 were upgraded and replaced by the revised pay structure of grade pay of ₹1800/- in the pay band PB-1 and granted the Group 'C' revised pay structure of grade pay of ₹1800 in the pay band PB-1, the promotions earned or upgradations granted under ACP Scheme of 01.10.1999 in the past to the four pay scales mentioned above, which now carry the grade pay of ₹1800/- shall be ignored for the purpose of MACPS. However promotions/financial upgradations earned by existing Group 'D' employees to grade pay of ₹1900 /-(pre-revised scales of ₹3050-75-3590-80-4590) shall be counted for the purpose of MACPS. [Authority: Board's letter No.PC-V/2009/ACP/2 dated 10.12.2009 –SC No. 197/2009]

IV. The following instructions were issued with the approval of CPO, to regulate the benefit under MACPS to the eligible employees [letter No. P(PC)487/VI CPC/ACP dated 24.07.2009]

1. MACPS is to be **granted by perusal of Service records / ACRS (as the case may be)** of the employees by the Screening Committee on non-functional basis as under:-

i) subject to declaring fitness in the hierarchy of grade pay within PB-1.
ii) Benchmark of 'good' till the grade pay of ₹6600/- in PB-3.
iii) Benchmark of 'Very good' to the grade pay of ₹7600/-and above.

ACRS/Working report of last 03 years, including the latest, should be considered for the above purpose.

ACRs /Service records (where applicable) and DAR/SPE/Vigilance clearances should be called for in respect of all the candidates who are eligible for the benefit of MACPS in advance so that the same can be put up to Screening Committee.

Where one or more ACRs have not been written for any reason during the relevant period the Screening Committee should consider the ACRs of the years preceding the period in question and, if in any case even these are not available, the Screening Committee should take the ACRs of lower grade into account, to complete the number of ACRs required to be considered. If this is also not possible, all the available ACRs should be taken into account. (Auth: SCR S.C.No.54/97)

2. Promotions/upgradations granted under the ACPS in the past to those grades which now carry the same grade pay due to merger of pay scales/ upgradations of posts shall be ignored for the purpose of granting financial upgradation under MACPS. (Item 5 of Annexure to Bd's letter)

For example, in case of employees who earned the financial upgradation/ promotion to the post of OS-II, OS-II Typing, Stenographer Gr. I / JE Gr.I prior to 1.1.2006, such promotions are to be ignored on account of merger of the pre-revised scales of ₹5000-8000, ₹5500-9000. In such cases financial upgradation to the next higher grade pay ₹4600/- may be allowed on completion of requisite residency period provided he was initially recruited to Group 'C' category [Grade Pay ₹1900].

3. Where employees got third promotion on regular basis on a date later to 01.09.2008, but entitled to benefit of 3rd financial upgradation from 1.9.2008, they may be allowed the benefit of 3rd ACP from 1.9.2008.

4. Cases where employees are due for MACPS as on 1.9.2008 and retired /medically de-categorised/expired subsequently are also to be allowed the benefit of ACP from the said date and pensionary benefits revised in such cases, accordingly.

5. Promotions earned in the post carrying same grade pay in the promotional hierarchy as per the rules shall be counted for the purpose of MACPS. This will apply in the case of horizontal promotions granted to running cadre i.e., promotion from Sr.Goods Driver in GP ₹4200/- to Passenger Driver with GP ₹4200/-.

6. Service rendered as a Trainee/Apprentice before regular absorption to a working post is not to be counted for the purpose of MACPS.

7. Where employees got two regular promotions without any financial upgradation under the earlier ACP Scheme- 1999 and are stagnating in the same grade pay for more than 10 years in the grade pay attached to the second promotion or on completion of 30 years of service, they are eligible for 3rd financial upgradation under new MACPS.

8. Fixation benefit i.e. 3% of pay plus GP in lower grade <u>is not to be extended</u> to staff transferred at their own request from higher grade to lower grades from one seniority unit to another <u>with protection of pay</u> at the time of grant of 2nd financial upgradation to the same higher grade.

The cases maturing upto 30.6.2009 for grant of benefit under MACPS to the eligible employees <u>should be completed by 28-8-2009</u> and compliance reported to Secretary to CPO to apprise the position to CPO.

IV. ACRs for the same period as required for DPC purposes are to be considered while granting the benefits under MACP Scheme. The practice of averaging ACR ratings as followed in case of normal DPC is to be adopted with reference to the respective benchmark for MACP purposes. [ACR rating for normal selections: [a] Outstanding: 05 marks [b] Very Good: 04 marks [c] Good: 03 marks [d] Average: 02 marks [e] Below Average: 01 mark. [Authority : SC No. 15/10]

It is also clarified that the bench mark for awarding required MACP benefits cannot be higher to that of bench mark required for normal promotions. Therefore, staff eligible for normal promotion should not be debarred for awarding MACP on account of Confidential Reports ratings. . [Authority : SC No. 43/10]

S.No.	Point of doubt	Clarification
1	Whether the service from the date of initial appointment into Railways or subsequent appointment to higher grade posts against Direct recruitment quota through RRB (Open Market) is to be counted for the purpose of grant of financial upgradation under MACPS to eligible employees	Employees appointed to higher grade posts through RRBs from open market are to be treated as direct recruits in the higher grade to which they were appointed for the purpose of grant of financial upgradation under MACPS. However, in such cases services rendered in a lower grade pay is not to be counted for the purpose of grant of benefit under MACPS

S.No.	Point of doubt	Clarification
2	Whether the case of employees initially engaged as Casual Labour and were granted temporary status in Group D, but were absorbed as Technicial Grade III (Group 'C') in scale ₹260-400/3050-4590 against 25% DR quota, is to be treated as promotion from Group 'D' to 'C' for the purpose of grant of financial upgradation under MACPS or otherwise.	Casual labour who were initially engaged in Group 'D' and subsequently absorbed in Group 'C' against 25% DR quota without absorption in Group 'D' , their absorption is not to be taken as promotion for the purpose of grant of financial upgradation under MACPS.

(Clarification issued under P®535/VII dated 12.03.2010)

V. The entire temporary status service of substitutes followed by regularisation without break may be taken into account towards the minimum service of 10, 20 and 30 years for the purpose of grant of benefit under the MACP Scheme. [Authority: SC No. 42/10].

VI. Para-13 of annexure of the scheme provides that the existing time-bound promotion Scheme, including in-situ promotion Scheme, Staff Car Driver Scheme or any other kind of promotion Scheme existing for a particular category of employees in Railways, may continue to be operational for the concerned category of employees if it is decided by the concerned administrative authorities to retain such Scheme, after necessary consultations or they may switch over to the MACP Scheme. This has been subsequently modified vide Board's instructions circulated under SC No. 121/10 to the effect that the benefits of the MACPS shall also be extended to the regular Staff Car Drivers of the Railways, as a fall back option, if they are unable to get promotion within the percentage based present system. In other words, the Staff Car Driver Scheme and the MACPS shall run concurrently.

The MACPS contemplates mere placement on personal basis in the immediate higher grade pay/grant of financial benefits only and shall not amount to actual/functional promotion of the employees concerned. Further, written examinations/trade tests are dispensed with for granting benefits under MACPS w.e.f 1.9.2008. Therefore, employees who were/are medically decategorised and are kept on special supernumerary posts can also be considered along with others for grant of benefits under MACPS subject to other conditions such as benchmark, DAR/SPE /Vigilance clearance, etc. Cases where employees are due for MACPS as on 1.9.2008 and retired/medically de-categorised and subsequently expired before absorption in an alternative post/expired while in service, are also to be allowed the benefit of MACPS from the said date and pensionary benefits revised in such cases accordingly.

(Clarification issued under Lr.No. P[R]535/VII dated 19.7.2010 to Sr.DPO/BZA)

LDCE is one of the methods for effecting promotions and, as such, the selection of Sr.Clerks against the 13-1/3% serving Graduate quota is a case of promotion. Therefore, the same cannot be treated at par with Direct recruitment.

(Board's letter No.PC-V/2009/ACP/7/SCR dated 29.7.2010, circulated under CPO/SC's Lr.No.P[R]535/VII dated 23.8.2010)

Railway Board have clarified under their letter No. No.PC-V/2009/ACP/15/NR dated 18.05.2010 addressed to GM[P]Northern Railway that employees recruited as Tracer in pay scale of ₹260-430(RS), equivalent to Grade Pay of ₹2000/- in PB-1 in 6th CPC pay structure, have already earned two promotions by reaching Sr.Draftsman post (resdesignated as JE=II), first as Jr./Assistant Draftsman pay scale of ₹330-560(RS), equivalent to Grade Pay of ₹2400/- in PB-1, and Second as Sr. Draftsman pay scale of ₹425-700(RS), equivalent to Grade Pay of ₹4200/- in PB-2 in 6hth CPC structure. Therefore, such employees are due for third financial upgradation only to the Grade pay of ₹4600/- in PB-2 under MACP Scheme subject to fulfillment of other terms and conditions related therewith.

(Circulated on S.C.Railway under Letter No.P[R]535/VII dated 17.8.2010 and 1.12.2010)

VII. In order to determine the eligibility for seeking retirement under the Liberalised Active Retirement Scheme for Guaranteed Employment for Safety Staff [LARSGESS], Grade Pay corresponding to the post against which the employee is working on regular basis will be taken into account i.e., the staff working on the post with Grade pay of ₹1800/- will continue to be eligible for seeking retirement under the Scheme even after getting financial upgradation in Grade Pay higher than ₹1800/- under MACPS. [Authority: SC No. 148/10].

VIII. Board vide their letter circulated under SC No. 163/10 issued point wise clarification on certain issues pertaining to MACPS as under:

S.No.	Point of doubt	Clarification
1	Whether the Pay Band would change in the hierarchy of Pay Bands & Grade Pay on grant of the benefits under MACPS?	The upgradations under MACPS are to be granted in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay as prescribed in the RS[RP] Rules, 2008
2	Whether the benefits of MACPS would be allowed to the Railway servants who have been later on inducted in the Organized Group "A" Service	No. The benefit under MACPS is not applicable to Group 'A' officer of Organised Group 'A' Services, as the officer under Organized Group 'A' Services have already been allowed parity of two years on non-functional basis with the officers of Indian Administrative Services (IAS)
3	How will the benefits of ACP be granted if due between 01.01.2006 and 31.08.2008?	The new MACPS has come into existence w.e.f. 01.09.2008. However, the pay structure has been changed w.e.f. 01.01.2006. Therefore the previous ACPS would be applicable in the new pay structure adopted w e f . 01.01.2006. **Para 6.1 of Annexure-1 of MACPS is only for exercising option for coming over to the revised pay structure and not for grant of benefits under MACPS.** The following illustrations would explain the position: **(A) In the case of isolated post**: Date of appointment in entry Grade in the pre-revised pay scale of ₹**4000-6000**: 01.10.1982 1st ACP granted on 01.10.1999 : ₹**4500-7000 (pre-revised)** 2nd ACP due on 01. 10. 2006 : ₹**5000-8000 (pre-revised)** **[revised PB-2 Grade Pay of ₹4200]** 3rd financial upgradation under the MACPS would be due on 01.10 2012 (on completion of 30 years of continuous regular service) in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay i.e. Grade Pay of ` 4600 in PB-2.

S.No.	Point of doubt	Clarification
		(B) In the case of normal promotional hierarchy: Date of appointment in entry Grade in the pre-revised pay scale of **₹5500-9000: 01.10.1982** 1st ACP granted on 01.10.1999 : **₹6500-10500 (pre-revised)** 2nd ACP due on 01.10.2006 (as per the existing hierarchy): **₹10000-15200 (pre-revised). Therefore, 2nd ACP would be in PB-3 with Grade Pay of ₹6600 (in terms of hierarchy available):** 3rd financial upgradation under MACPS would be due on 01.10.2012 in the immediate next higher grade pay in the hierarchy of recommended revised pay band and grade pay of ₹7600.
4	Whether the benefits of MACPS would be granted from the date of entry grade or from the date of their regular service/approved service counted under various service rules?	The benefits under MACPS would be available from the date of actual joining of the post in the entry grade.
5	In a case where a person is appointed to an ex-cadre post in higher scale on deputation followed by absorption, whether the period spent on deputation would be counted as continuous service in the grade or not for the purpose of MACPS	(i) Where a person is appointed on direct recruitment/deputation basis from another post in the same grade, then past regular service as well as past promotions/ACP, in the earlier post, will be counted for computing regular service for the purpose of MACPS in the new hierarchy. (ii) However, where a person is appointed to an ex-cadre post in higher scale initially on deputation followed by absorption, while the service rendered in the earlier post, which was in a lower scale cannot be counted, there is no objection to the period spent initially on deputation in the ex-cadre post prior to absorption being counted towards regular service for the purposes of grant of financial upgradation under MACPS, as it is in the same Pay band/grade pay of the post.
6	Whether the pay scale /grade pay of substantive post would be taken into account for appointment /selection to a higher post on deputation basis or the pay scale /grade pay carried by a Railway servant on account of financial upgradation[s] under the ACP/MACP Scheme?	The pay scale /grade pay of substantive post would only be taken into account for deciding the eligibility for appointment /selection to a higher post on deputation basis.

S.No.	Point of doubt	Clarification
7	In a case where 1st/2nd~ financial upgradations are postponed on account of the employees not found fit or due to departmental proceedings, etc. whether this would have consequential effect on the 2nd/3rd financial upgradation or not.	Yes. If a financial upgradation has been deferred/postponed on account of the employee not found fit or due to departmental proceedings, etc.. the 2nd/3rd financial upgradations under MACPS would have consequential effect. (Para 18 of Annexure-1 of MACPS referred).
8	In a case where the Railway servant has already earned three promotions and still stagnated in one grade for more than 10 years, whether he would be entitled for any further upgradation under MACPS?	No. Since the Railway servant has already earned three promotions, he would not be entitled for any further financial upgradation under MACPS.
9	Whether the pre-revised pay scale of ₹2750-4400 in respect of Group 'D' non matriculate employees, would also be taken as merged to grade pay of ₹1800 for the purpose of MACPS in view of merger of pre-revised pay scales of ₹2550-3200, ₹2610-3540, ₹2610-4000 and ₹2650-4000, which have been upgraded and replaced by the revised pay structure of grade pay of ₹1800 in the pay band PB-1**.**	Yes
10	If a Railway Servant on deputation earns upgradation under MACPS in the parent cadre, whether he would be entitled for deputation (duty) allowance on the pay and emoluments granted under the MACPS or not?	No. While eligibility of an employee for appointment against ex-cadre posts in terms of the provisions of the RRs of the ex-cadre post will continue to be determined with reference to the post/pay scale of the post held in the parent cadre on regular basis (and not with reference to the higher scale granted under ACPS/MACPS), such an officer, in the event of his selection, may be allowed to opt to draw the pay in the higher scale under ACP/MACP Scheme without deputation allowance during the period of deputation, if it is more beneficial than the normal entitlements under the existing general order regulating pay on appointment on deputation basis.

S.No.	Point of doubt	Clarification
11	Since the pay scales of Group "D" employees have been merged and placed in the Grade Pay of ₹1800, whether they are entitled for grant of increment @ 3% during pay fixation at every stage.	Yes. On the analogy of point 22 of Annexure-1 of MACPS, the pay of such Group "D" employees who have been placed in the Grade Pay of ₹1800 w.e.f. 01.01.2006 shall be fixed successively in the next three immediate higher grade pays in the hierarchy of revised pay bands and grade pays allowing the benefit of 3% pay fixation at every stage.

IX. It was clarified that in case of transfer 'including unilateral transfer on request', regular service rendered in previous organization/ office shall be counted along with the regular service in the new organization /office for the purpose of getting financial upgradation under the MACPS. Further, it was also clarified that where the financial upgradation under MACPS also happen to be in the promotional grade and benchmark for promotion is lower than the benchmark for granting the benefits under MACPS as mentioned in Para-17 ibid, the benchmark for promotion shall apply to MACPS also. [SC No. 191/2010]

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