

01\_2000  
**SERIAL CIRCULAR No. 01/2000**  
**Letter No.P(R)299/IV dated: 06.01.2000**

Copy of Board's letter No. E(G)99/H01-3 dated 3.12.1999 is published for information , guidance and necessary action. Board's letter dated 6-1-97 quoted therein was circulated as SC No. 28/97.

*Copy of Board's letter No. E(G)99/H01-3 dated 3.12.1999 (RBE No.302/99)*

Sub: Rates of honorarium to functionaries engaged by RRBs in connection with conduct of examination.

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Ministry of Railways have reviewed the rates of honorarium payable to various functionaries like Town Incharge, Coordinating Supervisors, Invigilators etc. engaged by RRBs in connection with holding of examinations. After careful consideration of the matter, in supersession of Board's letter No.E(G)93 H01-5 dated 6.1.97, it has been decided to revise the rates of honorarium. As per Board's decision, honorarium payable to the functionaries detailed hereinbelow will be at the following rates.

Category of Functionaries	Rate of honorarium for single session	Rate of honorarium for double session for three Session	Rate of honorarium
Town Incharge	Rs.400.00	Rs.500.00	Rs.500.00
Coordinating Supervisors remuneration for actual Coordinating Supervisor is	Rs.300.00	Rs.400.00	Rs.400.00 In addition to the Session/day, if a Also engaged for making arrangements, a Further Sum of Rs.400/- shall be payable.
Officer Incharge Of the centres	Rs.170.00	Rs.250.00	Rs.300.00 In addition to the remuneration for actual session/ Day, if an Officer incharge of the centre is also Engaged for making arrangements, a further sum of Rs.250.00 shall be payable.
Invigilators	Rs.120.00	Rs.160.00	Rs.200.00
Group D Staff	Rs.60.00	Rs.90.00	Rs.100.00

The above rates will apply for all examinations conducted by the Railway Recruitment Boards viz. Mass categories, technical and others.

The revised rates would take effect from the date of issue of orders.

The above has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

02\_2000  
**SERIAL CIRCULAR No. 02/2000**  
P(R)436/IREC/Vol.I dated 6.1.2000

Copy of Board's letter No. E(P&A)I-97/CPC/LE-6 dated 8.12.99 is published for information , guidance and necessary action. Board's letter dated 10-11-97, 3-4-98 & 1-10-99 quoted therein were circulated as SC Nos. 192/97, 95/98 & 287/99 respectively.

*Copy of Board's letter No.E(P&A)I-97/CPC/LE-6 dated 8.12.99 (RBE No.303/99)*

Sub: Simplification of rules and procedures relating to Leave Rules Chapter V of the Indian Railway Establishment Code Volume I, 1985 Edition (Reprint Edition 1995)

Ref: Board's letters of even number dated 10.11.97, 3.4.98, 8.4.99 and 1.10.99.

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In exercise of the powers conferred by the proviso in Article 309 of the Constitution, the President is pleased to direct that Rule 551 of the Indian Railway Establishment Code, Volume I, 1985 edition (Reprint Edition 1995) may be amended as in the enclosed advance correction Slip No.73.

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

ADVANCE CORRECTION SLIP TO THE INDIAN RAILWAY ESTABLISHMENT CODE VOLUME –I  
1985 EDITION (REPRINT EDITION 1995)

Advance Correction Slip No.73

The following amendment may be made to Rule 551 of the Indian Railway Establishment Code, Volume I, 1985 Edition (Reprint Edition 1995)

Rue 551 – Maternity Leave

The figure "90 days" appearing in last line of Rule 551 (I) may be substituted with figure 135 days

(AUTHORITY: Board's letter No.E(P&A)I-97/CPC/LE-6 dated 10.11.97 and 3.4.98).

A new para as 551(A) may be inserted below the existing paras of the Rule 551.

RULE 551(A) PATERNITY LEAVE

A male railway servant (including an apprentice) with less than two surviving children may be granted Paternity leave for a period of 15 days during the confinement of his wife i.e. upto 15 days or upto six months from the date of delivery of child and if such leave is not availed of within this period it shall be treated as lapsed. It shall not be debited against the leave account and may be combined with any other kind of leave (as in the case of Maternity Leave). It shall not be refused under any circumstances. Paternity Leave too, like Maternity leave, can be sanctioned only in a single spell. During the period of such leave he shall be paid leave salary equal to the pay drawn immediately before proceeding on leave.

(AUTHORITY: Board's Lr.No.E(P&A)I-97/CPC/LE-6 dated 10.11.97, 3.4.98, 8.4.99 & 1.10.99).

03\_2000  
**SERIAL CIRCULAR No. 03/2000**  
**P[PC]487/V/97/Pension/VOL.II dated 17-1-2000.**

Copy of Board's letter No. F(E)III/98/PN1/29 Pt. Dated 29.12.99 is published for information, guidance and necessary action. Board's letter dated 10-3-98, 15-1-99 quoted therein were circulated as SC Nos.73/98 & 26/99, respectively.

*Copy of Board's letter No.F(E)III/98/PN1/29 Pt. Dated 29.12.99 (RBE No.318/99)*

Sub: Implementation of Government of India's decision on the recommendations of Vth Central Commission – Revision of Pension of Pre-1996 pensioners..

Ref: Board's Lr.No.F(E)III/98/PN1/2 dated 10.3.98 and No.F(E)III/98/PN1/29 dated 15.1.99.

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In accordance with the provisions contained in Board's letter No.F(E)III/98/PN1/29 dated 15.01.99, with effect from 1.1.96 pension/family pension in respect of all pensioners irrespective of the date of retirement shall not be less than 50% /30% of the minimum pay in the revised scale of pay introduced with effect from 1.1.96.

Representations have been received for taking into consideration the Running Allowance at the then existing rates for being added to the pay refixed on notional basis as on 1.1.86 and also to add the Running Allowance at the revised rates to the minimum of the revised scale of pay while considering stepping up consolidated pension on 1.1.96. The matter has been examined by the Board in great detail. The Running Allowance granted to the running staff does not form part of the scales of pay. It is a separate element, although it is taken into account for the purpose of computation of pension. For revision of pension of pre-86 pensioners in terms of DOP&PW's O.M.dated 10.2.98 circulated on the Railways on 10.3.98, the notional pay finally fixed as on 1.1.86 shall only be treated as average emoluments for calculation of pension in terms of these orders and the pension shall be calculated as on 1.1.86 as per the pension formula then prescribed. It is therefore clarified that:-

- (i) Running allowance is NOT to be taken into consideration after refixation of pay on notional basis on 1.1.86 in terms of DOP&PW's O.M No.45/86/97-P&PW(A) Pt.III dt 10.2.98 circulated vide Board's Lr.No.F(E)III/98/PN1/2 dt 10.3.98
- (ii) Running allowance is also NOT to be added to the minimum of the revised scale of pay as on 1.1.96 in cases where consolidated pension/family pension is to be stepped upto 50% / 30% in terms of Board's letter No.F(E)III/98/PN1/29 dt 15.1.99.

04\_2000  
**SERIAL CIRCULAR No. 04/2000**  
**Letter No. P[R]438/CHS/III dated 21-1-2000**

Copy of Board's letter No. 97/H/28/1 dated 27.12.1999 is published for information , guidance and necessary action. Board's letters dated 23-10-97, 15-1-99 & 17-5-99 quoted therein were circulated as SC Nos. 195/97, 26/99 & 120/99, respectively.

*Copy of Board's letter No.97/H/28/1 dated 27.12.1999.*

Sub: Retired Railway employees Liberalised Health Scheme.

Ref: Railway Board's Lr.No.97/H/28/1 dated 23.10.97 and 17.5.99.

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A number of references have been received in the Board seeking clarifications on interpretation of rules regarding rate of contribution to become member of RELHS.

It is clarified that the payment to be made by retired employees to be members of RELHS is to be regulated in the following manner in light of the instructions of even No.dated 23.10.97 and 17.5.99.

1. Those who retired prior to 1.1.96 and became members prior to 1.1.96, the membership contribution is their last pay drawn. No further payment is required.
2. Those who retired prior to 1.1.96 but became members after 1.1.96 or will become members now, the contribution is twice the revised basic pension in terms of Railway Board's letter No.FE(III)98/PN1/29 dated 15.1.99, as already detailed in Board's letter No.97/H/28/1 dated 17.5.99. Dues may be recovered or refund made in case of excess recovery.
3. Those who retired after 1.1.96 or will retire henceforth, the membership contribution is revised last pay drawn (after implementation of Vth CPC scales). Arrears, if any will have to be deposited by the retired employees.

This issues with the concurrence of Finance Directorate.

05\_2000  
**SERIAL CIRCULAR NO. 05/2000**  
**Letter No. P[R]182/IV dated 21-1-2000**

Copy of Board's letter No. E(D&A)99/GS1-1 dated 30.11.99 is published for information , guidance and necessary action.

*Copy of Board's letter No.E(D&A)99/GS1-1 dated 30.11.99 (RBE No.299/99).*

Sub: Acceptance of gifts by Railway Servants - Rule 13 of Railway Services (Conduct) Rules 1966.

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It has been clearly laid down in Rule 13 of Railway Service (Conduct) Rules, 1966 that save as otherwise provided therein no Railway servant shall accept or permit any member of his family or any other person acting on his behalf to accept any gift. Depending on the occasion on which the gift is to be accepted/has been accepted, value of the gift and relationship of the Railway servant with the person making the gift, provisions requiring intimation to the Government or prior permission of the Government are also clearly laid down in the said Rule.

Instances have been brought to the notice that these provisions of Rule 13 are not being observed strictly. It has been brought to the notice of the Prime Minister also that Government servants are accepting gifts on the occasion such as Diwali without observing provisions of Rule 13 of Conduct Rules. Central Vigilance Commission too, in one of the Vigilance cases, have recently observed this violation of Rule 13 and have advised for issuing instructions in this regard.

It is therefore, desired that provisions of Rule 13 of Railway Services (Conduct) Rules, 1966 may please be brought to the notice of all concerned for strict compliance.

06\_2000  
**SERIAL CIRCULAR No. 06/2000**  
**Letter No. P(R)535/II dated 21.1.2000**

Copy of Board's letter No. E(NG)/I/99/PM1/28 dated 13.12.99 is published for information , guidance and necessary action. Board's letters dated 9.12.98 and 19.2.99 quoted therein was circulated as SC Nos 31/99 and 99/99, respectively

*Copy of Board's letter No.E(NG)/I/99/PM1/28 dated 13.12.99(RBE No.295/99).*

Sub: Regulation of promotions on adhoc basis.

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In terms of Para 216-A(I) of Indian Railway Establishment Manual Vol. I (1989 Edition), as modified vide Advance Correction Slip No.65 and 72 issued under this Ministry's letter No.E(NG)/I/94/PM1/10 dated 9.12.98 and 19.2.99, selections/suitability tests/trade tests should be conducted timely, so as to obviate the need for making adhoc promotions both in selection and non-selection posts. Whenever adhoc promotions are found inescapable in the exigency of service, the same are to be ordered only for short duration upto 4 months from amongst the senior-most eligible staff strictly in accordance with the existing guidelines. In no case, second adhoc promotion is to be allowed under any circumstances.

It has come to the notice of the Ministry of Railways that, despite the above provisions in the IREM, the cases of double adhoc promotions still exist in violation of these provisions.

The Ministry of Railways desire that the controlling officers must ensure that adhoc promotions are resorted to only for short durations strictly in accordance with the provisions in para 216-A of the Manual and the second adhoc promotion is not allowed in any case.

07\_2000

**SERIAL CIRCULAR No. 07/2000**  
**P(R)535/II dated 21.1.2000**

Copy of Board's letter No..E(NG)/I-99/PM1/10 dated 16.12.99 is published for information , guidance and necessary action. Board's letters dated 29.4.99 and 6.10.99 quoted therein were circulated as SC Nos.128,131,138 and 291/99 (3), respectively.

*Copy of Board's letter No.E(NG)/I-99/PM1/10 dated 16.12.99 (RBE No.296/99).*

**CORRIGENDUM**

Sub: Promotion opportunities to Handicapped employees on the Railways.

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Substitute the following for the existing paras 2 and 3 of this Ministry's letter of even number dated 6.10.99:-

"2. In the PNM-NFIR meeting held on 20<sup>th</sup> – 21<sup>st</sup> April '99 the staff side brought to the notice of the Board that Physically/Visually Handicapped staff are not being considered for promotion to the next higher grade even in their turn. After discussions , it was decided to reiterate the extant instructions in respect of promotional prospects of handicapped staff ”.

The relevant instructions on the subject having already been issued by letter dated 29.04.99 referred to above the Board desire that the same should be scrupulously followed.

08\_2000

**SERIAL CIRCULAR No. 08/2000**  
**Letter No.P(R)563/III dated 21.1.2000**

Copy of Board's letter No. E(NG)/I-99/PM2/16 dated 15.12.99 is published for information , guidance and necessary action. Board's letters dated 20.8.93 and 23.12.98 quoted therein was circulated as SC Nos.90/93 and 28/99, respectively.

*Copy of Board's Lr No.E(NG)/I-99/PM2/16 dated 15.12.99 (RBE No.306/99).*

Sub: General Departmental Competitive examination for filling up 25% direct recruitment vacancies in specified Group "C" categories – Extension of currency.

Ref: Board's Lr No. E(NG)-I/92/PM2/16 dated 20.08.93 on the above subject.

The scheme of General Departmental Competitive Examination introduced vide Board's letter No.E(NG)I-92/PM2/16 dated 20.08.93 was last extended upto 31.12.99 vide their letter No.E(NG)I-98/PM2/28 dated 23.12.98.

The Board have decided that the scheme may be extended further upto 31.12.2000 as an interim measure.

09\_2000  
**SERIAL CIRCULAR No. 09/2000**  
**P(R)436/IEM/V dated 21.1.2000**

Copy of Board's letter No. E(W)/97/CN-1/15 dated 16.11.99 is published for information , guidance and necessary action. Board's letter dated 2/23.12.93 quoted therein was circulated as SC No.16/94.

*Copy of Board's letter No.E(W)/97/CN-1/15 dated 16.11.99 (RBE No.290/99 ) SC.No.2 to MC 38*

Sub: Amendment of provisions relating to Canteens Chapter XXII (Section-F) of Indian Railway Establishment Manual, Volume-II (1990 Edition).

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In exercise of the powers conferred by provisio to Article 309 of the Constitution, the President is pleased to direct that Chapter-XXII (Section-F) of Indian Railways Establishment Manual, Volume-II as amended vide ACS No.2 issued under Board's Lr.No.E(W)92CN1-16 dated 2/23.12.93, be amended as per enclosed Advance Correction Slip No.6.

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

**INDIAN RAILWAY ESTABLISHMENT MANUAL VOLUME-II(1990 EDITION)**  
**ADVANCE CORRECTION SLIP NO.6**  
**Chapter –xxii (Section F)**  
**RULES REGARDING STATUTORY AND NON-STATUTORY(RECOGNISED) CANTEENS**  
**ON INDIAN RAILWAYS.**

Following amendments may be made to the Chapter XXII (Section-F) of Indian Railway Establishment Manual Volume II (1990 Edition).

(1) Rule-2230 may be substituted by the following:

In addition to provision of Canteens as a statutory requirement under the Factories Act, 1948, the Railway Administrations may open canteens in establishments not governed by the Act, as necessary, as per provisions contained in Rule 2231 below.

(2) Rule-2232 may be modified and read as under:

The staff served by Canteens should be actively associated in the management. For this purpose, a Committee of management of staff should be formed in accordance with the rules framed by the State Government concerned in this regard to help in the day-to-day working of the canteens. However the Committee will have purely advisory functions. The Administrations can constitute a Staff Committee for the Management of the canteens, but the legal responsibility for the proper management rests not with the Committee but solely with the Railway Administration.

3. Rule 2233(I) may be modified and read as under:

These canteens should be run by a Committee of Management to be formed for the purpose.

4. Rule 2233(ii) may be modified as follows:

The words representatives of shareholders of the co-operative Society in case the canteen is managed by a co-operative society may be deleted.

5. Rule 2233(iii) may be deleted.

6. Rule 2233(iv) may be deleted

7. Rule 2234(1)(a)(i) may be read as 2234 (1) (a) and substituted by the following:

The Railway Administration may provide necessary accommodation gas equipment, sanitary and electric installations, furniture, cooking utensils, electricity and water.

8. Rule 2234 (1) (a) (ii) may be deleted.

9. Note below Rule 2234(1)(a)(ii) may be deleted.

10. Rule 2234(2) may be deleted.

11. Rule 2234(2) (b) may be read as Rule 2234(1)(b) and Substituted by the following:

The canteen accounts should be debited with the cost of working and running the canteen including cost of Crockery, cutlery, service, etc. required for the canteen.

12. Rule 2234(2)(c) may be read as Rule 2234(1)(c).

*AUTHORITY: Board's Lr.No.E(W)97CN1-15 dated 16.11.99).*

10\_2000  
**SERIAL CIRCULAR No. 10/2000**  
**Circular Letter No.P(R)473/II dated 24.1.2000**

Copy of Board's letter No. F(E)/99/AL-28/13 dated 10.12.99 is published for information , guidance and necessary action.

*Copy of Board's Lr. No.F(E)/99/AL-28/13 dated 10.12.99 (RBE No.304/99).*

Sub: Air Travel by Railway Servants.

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Instructions were issued vide Board's letter No.F(E)/93/AL-28/17 dated 6.8.94 that Railway Servants entitled to travel by air may be permitted to travel by a Private Airline only in cases when the station to which he/she has to go on official duty is not connected at all by Indian Airlines/Vayudoot. However, it has come to notice that these instructions are not being followed scrupulously.

Strict compliance of the above instructions in letter and spirit may be ensured.

11\_2000  
**SERIAL CIRCULAR No. 11/2000**  
**Circular letter No.P(R)184/IV dated 24.1.2000**

Copy of Board's letter No. E(NG)/I-99/CR/1 dated 16.12.99 is published for information , guidance and necessary action. Board's letters dated 6.1.81 and 22.4.87 quoted therein were circulated under Confidential letter No.P(R)184/Con. dated 12.5.87 and S.C.No.112/87, respectively.

Sub: Confidential Reports of non-gazetted staff – Separate column for safety consciousness.

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In terms of this Ministry's letter No.E(NG)II-77/CR/5 dated 6.1.81 safety records of staff as specified therein should be kept in the prescribed proforma (copy enclosed) which should be made available to the officer initiating the Confidential Report. In the same letter it has been stipulated that separate column "Safety Consciousness" should also be provided in the Confidential Reports forms of the Supervisory and Inspectorial staff who are not usually held responsible for accidents. However, some-how the column was not incorporated in the CR forms while circulating the revised formats under Board's letter No.E(NG)I-86/CR/8 dated 22.4.87. The relevant column may now be introduced in Annexure I, Annexure III and Annexure V of CR formats as under:

- (I) In Annexure-I: In part III insert the new column as column 3(h) After the existing column 3 (g) as under:

"3(h) Safety consciousness :

- (i) Knowledge of safe working Rules -----  
Whether he disregards safety in train operation for short term gains -----
- (ii) Whether he exercises sufficient supervision on the staff and equipment to ensure safety in train working ----- "

- (3) In Annexure III: In part III insert the new column as column 3 (h) after the existing column 3 (g) as under:

3 (h) Safety consciousness :

- (i) Knowledge of safe working Rules : -----
- (ii) Whether he disregards safety in train operation for Short-term gains -----
- (iii) Whether he exercise sufficient supervision on the staff and equipment to ensure safety in train working -----

- (4) In Annexure V: Substitute the following for the existing entries against the heading at S.No.9 "9. Safety consciousness:

- (i) knowledge of safe working Rules -----
- (ii) Whether he disregards safety in train operation for short term gains -----

(ENCLOSURE TO BOARD'S LETTER NO.E(NG)I-99/CR/1 DATED 16.12.99

PROFORMA FOR MAINTENANCE OF SAFETY RECORDS OF GROUP 'C' STAFF

Name ;  
Date of Recruitment ;  
Category ;  
Date of Superannuation ;  
Detailed particulars :

Sl. No.	Desig-Punish- imposed	Date and type of Accident and in-	Failure noticed during inspection which could lead to un-	Responsi bility direct/ contributory	ment
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volvement  
of the  
official  
in accident.

safe condition  
and corrective  
action taken

1            2            3            4            5            6

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NOTE

1. This proforma must be maintained in the service record.
2. This should be made available to the officer initiating Confidential report of the above employee.
3. Under column three, failure of staff which affects safety in train operation must be recorded irrespective of whether the failure resulted in an accident or not.
4. Punishment recorded will include written warning.

12\_2000

**SERIAL CIRCULAR No. 12/2000**  
**Circular Letter No.P(R)500/XVI dated 27.1.2000**

Copy of Board's letter No. E(G)99/H01-3 dated 3.12.1999 is published for information , guidance and necessary action.

*Copy of Board 's letter No.F(E)III/99/PN1/28 dated 20.12.99 (RBE No.314/99).*

Sub: Commutation of a fraction of Pension on finalisation of departmental/judicial proceedings.

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Railway servants retiring on superannuation are required to submit their pension papers in Form-8 along with details of the family in Form-6 eight months before the date of retirement. Further, in the event of commutation value of a fraction of pension being desired the necessary application for the same is required to be submitted either along with pension papers or at any other time so as to reach the Head of Office not later than three months before the date of superannuation. In terms of Rule 5 of Railway Services (Commutation of Pension) Rules, 1993, a Railway servant against whom departmental or judicial proceedings have been instituted before the date of retirement or a pensioner against whom such proceedings have been instituted after the date of his retirement, shall not be eligible to commute a fraction of the provisional pension/pension during the pendency of such proceedings. The rule does not, however, debar such a Railway servant from submitting the pension papers including the form for commutation of pension prior to the date of superannuation or any time thereafter. The eligibility to have a fraction of the pension commuted shall revive only after the conclusion of departmental or judicial proceedings depending on the outcome thereof.

2. It has come to the notice of the Railway Board that while these provisions are being followed invariably by the Railway administrations, the commutation value is being determined subsequently on the basis of the commutation factor as applicable on the date of final orders irrespective of whether the retired Railway servant is exonerated or imposed with a penalty. The matter has been examined carefully by the Railway Board in consultation with the Department of Pension & Pensioners' Welfare and it is clarified that calculation of commutation value in respect of such retired Railway servants should be regulated as per guidelines given in the subsequent paras.
3. If on finalisation of departmental/judicial proceedings, the retired Railway servant is exonerated, commutation of pension shall be deemed to have become absolute on the date following the date of retirement provided the Railway Servant had applied for commutation before the date of his retirement and the commutation value shall be calculated taking into account the commutation factor applicable on the date on which the commutation is deemed to have become absolute. Where the application for commutation is received after the date of retirement but not later than a period of one year from the date of final orders of exoneration the commutation shall be deemed to have become absolute on the date of receipt of application the commutation value shall be determined taking into account the commutation factor applicable

on the date on which the commutation became absolute, in all such cases the retired Railway servant shall not be required to undergo medical examination.

4. In the case of a retired Railway servant, who, on finalisation of departmental/judicial proceedings, is not exonerated but imposed with a penalty of withholding a part of pension or is conveyed the displeasure of the Government, commutation of pension shall be deemed to have become absolute on the date of final orders provided the application for commutation was received on or before the said date of final orders and the commutation value shall be determined taking into account the commutation factor applicable on the date on which the commutation became absolute. If the application for commutation is received after the date of final orders but not later than a period one year from the date of final orders, the commutation shall become absolute on the date on which the application is received and the commutation value shall be determined taking into account the commutation factor applicable on the date on which the commutation become absolute.
5. In respect of retired Railway servants whether exonerated or not, if the application for commutation is received on expiry of a period of one year from the date of final orders the commutation shall become absolute on the date on which the medical authority signs the medical examination report and the commutation value shall be determined taking into account the commutation factor applicable on the date on which the commutation become absolute.
6. In all the cases of commutation of pension dealt with in paras 3,4 and 5 above, the reduction in the amount of pension on account of commutation shall be regulated in accordance with provisions (a) and (b) to Rule-7 (1) of Railway Services (Commutation of Pension) Rules, 1993 and the reduced amount shall be restored on expiry of 15 years from the date of reduction.

13\_2000

**SERIAL CIRCULAR No. 13/2000**

**Circular Letter No.P(R)171/II dated 27.1.2000**

Copy of Board's letter No.99-E(SCT)/I/71/21 dated 24.12.99 is published for information , guidance and necessary action. Board's letters dated 3.12.98 and 16.3.99 quoted therein were circulated as SC Nos.33/99 and 104/99, respectively.

*Copy of Board letter No.99-E(SCT)/I/71/21 dated 24.12.99 (RBE No.315/99).*

Sub: Filling up of shortfall in promotional category through Direct recruitment in the category of Stenographers.

Ref: Railway Board's letter No.E(NG)II/98/RR-1/14 dated 3.12.98 and E(NG)II/98/RR-I/14 dated 16.3.99.

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In terms of Board's letters dated 3.12.98 and 16.3.99 mentioned above, the posts of stenographer of grade Rs.4000-6000 (RSRP) have to be filled up through three different modes as under:

- i) 25% by promotion by selection of shorthand knowing Clerks/Typists.
  - ii) 25% by General selection from serving Group C employees knowing shorthand and
  - iii) 50% plus, shortfall, if any, against the promotion quota at (i) and (ii) above, by direct recruitment through the agency of RRBs.
2. In the above context, one of the Production Units has raised the point as to whether the OBCs (who have no reservation in promotion) will have representation when the shortfall in categories No.(i) and No.(ii) is filled up through direct recruitment by adopting method No.(iii) above.
  3. In this regard, it is clarified that if any of the reserved/unreserved posts remain unfilled against promotion modes (i) and (ii) above , the same will be filled up through direct recruitment as per their original distribution between General/SC/ST categories. Such posts will continue to be

shown against relevant roster i.e. "promotion roster for Clerks and Typists" and roster for general selection from Group "C" employees' and the same will continue to be treated/shown as posts belonging to the promotion stream.

14\_2000  
**SERIAL CIRCULAR No. 14/2000**  
**Circular Letter No.P(R)605/VII dated 27.1.2000**

Copy of Board's letter No. E(NG)I-96/PM7/56 dated 09.12.99 is published for information , guidance and necessary action. Board's letter dated 2.2.98 quoted therein was circulated as SC No.67/98.

*Copy of Board's letter No.E(NG)I-96/PM7/56 dated 09.12.99 (RBE No.305/99).*

Sub: Procedure for filling up the posts of Skilled Artisans against 25% quota.

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Reference this Ministry's letter of even number dated 2.2.98 laying down the detailed procedure for filling up the 25% quota of vacancies in the category of Technician (Trade) in scale Rs.3050-4590 from amongst serving Khalasis and Khalasis Helpers (formerly known as unskilled and semi-skilled) with educational qualification laid down in Apprentices Act.

The question regarding the manner in which the case of persons who fail in the trade test envisaged in sub-para (iv) and (vi) of para-2 of this Ministry's letter of even number dated 2.2.98 should be regulated has been considered. It has been decided that persons who fail in the trade test may be subjected to the trade test again after a gap of six months and promoted if they pass the same. However, if they fail in the trade test so held they will not be promoted and will be required to appear in the fresh selection as and when held. The training wherever prescribed will not, however, be required to be repeated. Accordingly sub-para (iv) and (vi) of para-2 of this Ministry's letter *ibid* may be amplified as under:-

Add the following at the end of sub-para(iv) *ibid*:-

"Persons failing in the trade test may be subjected to the trade test again after a gap of six months and promoted if they pass the same. Those failing in the trade test so held will be required to appear in the selection afresh as and when held."

(i) Add the following at the end of sub-para (vi) *ibid*:-

"Persons failing in the trade test maybe subjected to the trade test again after a gap of six months and promoted if they pass the same. Those failing in the trade test so held will be required to appear in the selection afresh as and when held. They will not, however, be required to be subjected to training again".

3. The other stipulations in the Ministry's letter of even number dated 2.2.98 remain unchanged.

15\_2000  
**SERIAL CIRCULAR No. 15/2000**  
**Letter No.P(R)436/R.II/II dated 27.1.2000**

Copy of Board's letter No. E(P&A)I-98/CPC/PA/2 dated 19.11.99 is published for information , guidance and necessary action.

*Copy of Board's letter No.E(P&A)I-98/CPC/PA/2 dated 19.11.99 (RBE No.293/99).*

Sub: Amendment to the Indian Railway Establishment Code, Vol.II, 1987 edition.

.....

In exercise of the powers conferred by the proviso to Article-309 of the Constitution, the President is pleased to direct that Rule-1477 may be added to Chapter-14 of Indian Railway Establishment Code, Volume-II 1987 edition as in the Advance Correction Slip No.47 enclosed.

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

**ADVANCE CORRECTION SLIP NO.47 R.II/1987 EDITION**

**1427 DAILY OFFICIATING ALLOWANCE:**

When a non-gazetted railway servant belonging to the categories, as indicated in the attached Appendix, or the categories, if any, included in the list from time to time is put to officiate(a) in posts in continuous shift duties; (b) from a lower grade to higher grade and (c) in vacancies where a change of category is involved (but not for a change of grade only within the same category), he will be entitled to an allowance at daily rates revised from time to time terms as "Daily Officiating Allowance"

2. Where a period initially 21 days or less extends subsequently to more than 21 days the officiating allowance at the daily rates drawn upto 21 days should be allowed to stand, but if the period exceeds 21 days payment should be in accordance with the rules applicable for normal fixation of pay.
3. Daily officiating allowance will not be taken into account for any purpose, other than for reckoning over time under the terms of Hours of Employment Regulations and the Factories Act and recovery towards Income Tax.

(AUTHORITY: Board's letter No.E(P&A)I-98/CPC/PA/2 dated 19.11.1999).

**APPENDIX TO RULE 1427 OF INDIAN RAILWAY ESTABLISHMENT CODE VOL.II 1987 EDITION**

**CATEGORIES EXEMPTED FROM THE MINIMUM PERIOD OF OFFICIATING AND ELIGIBLE FOR DAILY OFFICIATING ALLOWANCE.**

S.No.	Category	Officiating as category
1.	(a) Group "D" (b) Safaiwala (c) Unskilled	(a) Group "D" /Supervisory (b) Sanitary Jamadar/Anti Malaria Mate. © Shunting Porter
2.	(a) Unskilled (b) Group D(TRAN) (c) Group D (d) Group D (e) Group D (f) Group D (g) Un skilled	(a) Khalasi Helper (b) Pointsman Gr.II/Leverman/Gr.II © Pointsman/Gr.II (d) Cook (e) Marker (f) Pump Attendant (g) Pointsmen Gr.II
3.	Group D	Stores Issuer/Tool Issuer/Material Checker/Collector.
4.	Unskilled	Technician (Trade)
5.	(a) Hospital Attendant (b) Steam Man	Dresser II/OTA III Crane Driver
6.	Sr.Gangman	Keyman
7.	(a) Khalasi Helper (b) Pointsman/Lever Man/	(a) Technician (Trade) (b)Leverman/Pointsman/

- |  |   |
|--|---|
| Cabinman<br>(c) Pointsman<br>(d) Compositor  | Cabinman<br>(c) Pointsman/Points Jamadar/<br>Leverman/asst.Brakesman<br>(d) Readers.  |
| 8. (a) Material checker/Collector<br>(b) Keyman  | (a) Material checker/Collector<br>(b) Mate.   |
| 9. (a) Sr.Pointsman<br>(b) Fitter/Boiler Maker<br>(c) Mate<br>(d) Cabinman<br>(e) Fitter<br>(f) Trains Clerk<br>(g) Ticket Collector | (a) Shunting Jamadar<br>(b) Supervisor Gr.II<br>(c) Supervisor (PW)<br>(d) Cabin Master<br>(e) Electrician<br>(f) Sr.Trains Clerk<br>(g) TTE. |
| 10. (a) Jr.Enquiry Clerk/<br>Trains Clerk.<br>(b) Technician (Trade)   | (a) Enquiry Clerk<br>(b) Supervisor (works).  |
| 11. (a) Fitter Qualified<br>(b) Technician (Trade)   | (a) Jr.Engineer Gr.II(C&W)<br>(b) Jr.Engineer Gr.II(C&W)  |
| 12.(a)Signaller<br>(b) Booking/Luggage/<br>Goods/Parcel Clerk.   | (a) Signaller<br>(b) Booking Clerk  |
| 13.(a) Signaller<br>(b) Skilled Artisan Gr.II  | (a) ASM/Signaller<br>(b) Skilled Artisan Gr.I   |
| 14.(a) Senior Trains Clerk<br>(b) Shunting Jamadar<br>(c) TTE  | (a) AYM/Yard Supervisor<br>(b) AYM<br>(c) Trains Conductor.   |
| 15.(a) Skilled Artisan Gr.I/<br>Supervisor<br>(b) ASM<br>(c) Signaller   | (a) Jr.Engineer Gr.II(C&W)<br><br>(b) SM/ASM/YM<br>(c) Head Signaller.  |
| 16.(a) Station Master/ASM<br>(b) Staff Nurse   | (a) SM/ASM<br>(b) Nursing Sister.   |
| 17. SM/ASM   | Dy.Station Superintendent.  |
| 18. Dy.SS  | Station Supdt.  |

16\_2000

**SERIAL CIRCULAR NO.16/2000**  
**Letter No.P(PC)487/V/97/Allow./Vol.II dated 25.1.2000**

Copy of Board's letter No. E(P&A)I-98/SP-1/Gen.3 dated 31.12.99 published for information , guidance and necessary action. Board's letter dated 9.10.98 quoted therein was circulated as SC No.287/98

*Copy of Board's letter No.E(P&A)I-98/SP-1/Gen.3 dated 31.12.99 (RBE No.320/99).*

Sub: Recommendation of the Fifth Central Pay Commission – Decision relating to grant of Special Pay.

Ref: Board's Lr.No.E(P&A)I-98/SP-1/GenI.1 dated 9.10.98.

.....  
CORRIGENDUM

Please substitute designations and pay scales in column Nos.2 and 3 respectively against S.No.5 of Annexure I(B) of Board's letter No.E(P&A)I-98/SP-1/Genl.1 dated 9.10.98 with the following:

Health & Malaria Inspector:	Grade I	Rs.7450-11500
	Grade II	Rs.6500-10500
	Grade III	Rs.5500-9000
	Grade II (IV)	Rs.5500-9000"

2. This has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

17\_2000

**SERIAL CIRCULAR NO.17/2000**  
**Letter No.P(R)500/XVI dated 28.1.2000**

Copy of Board's letter No. F(E)III/99/PN1/40 dated 30.11.99 is published for information , guidance and necessary action.

*Copy of Board's letter No.F(E)III/99/PN1/40 dated 30.11.99*

Sub: Dismissal of O.A.No.1368/97 filed by Shri A.Balakrishnan Vs. UOI and O.A.No.1372/97 filed by Sri C.B.Lal Vs UOI by CAT/Principal Bench/New Delhi vide their Judgement dt 27.10.99 as well as O.A.No.1205/97 Filed by Sri S.Sarath, Ex.Member Railway Board Vs. UOI by CAT/Madras vide their judgement dated 1.6.99 for grant of fresh pension option.

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A copy of the judgement dtd.27.10.99 of CAT, Principal Bench, New Delhi dismissing the O.A.No.1368/97 and O.A.No.1372/97 filed by S/Sri A.Balakrishnan and C.B.Lal, SRPF© retirees respectively along with a copy of judgement dated 1.6.99 of CAT/Madras dismissing the O.A.No.1205/97 filed by Shri S.Sarath, Ex.Member, Railway Board for grant of fresh pension option are circulated herewith for information and guidance. It is desired that in respect of similar applications if any, being contested by your Railway Before CATs/Courts or to be filed in future, effective counters should be filed in consultation with the conducting Railway Counsel, praying for dismissal of the applications on the basis of aforementioned judgements of CAT/Principal Bench, New Delhi and CAT/Madras.

**CENTRAL ADMINISTRATIVE TRIBUNAL PRINCIPAL BENCH**  
**OA-1368/97, OA-1372/97.**

New Delhi this the 27<sup>th</sup> day of October, 1999.

Hon'ble Mr.Justice V.Rajagopala Reddy, Vice-Chairman(J)Hon'ble Mrs. Shanta Shastri, Member (A).

OA-1368/97

Shri A.Balakrishnan, S/o Shri A.Parechan  
R/o Flat C-504, Dhaulagiri, Rail Vihar, Phase-I  
Sector 15 II, Gurgaon (Harayana) 122 001                      Applicant.  
(By Advocate Sri J.K.Bali)

- Versus -

Union of India through

1. The Chairman Railway Board & Secretary to the Ministry of Railways, Rail Bhawan, New Delhi 110 001.
2. The General Manager, Wheel and Axle Plant, Ministry of Railways Yelahanka, Bangalore 560 064(Karnataka Respondents (By Advocate Shri R.L.Dhawan)

O.A.No.1372/97

Shri C.B.Lal,  
S/o Late Shri K.B.Lal,  
R/o A-34 Anand Vihar  
Vikas Marg, Extension  
Delhi-110 092.  
(By Advocate Shri J.K.Bali)

Applicant

-Versus-

Union of India through  
The Chairman,  
Railway Board & Secretary  
To The Ministry of Railways  
Rail Bhawan, New Delhi 110 001.  
(By Advocate Shri P.S.Mehendru).

Respondent

ORDER

By Reddy J:

These two OAs can be disposed of by a common order as they involved similar questions of fact and law.

The applications, who were retired as officers to the Railways, way back in 1976 and 1977, make a futile attempt to move over to the Pension Scheme. Let us notice the facts in brief.

The applicant in OA-1372/97 was retired as Director, Mechanical Engineering, from the Ministry of Railways on attaining the age of superannuation on 31.12.76 whereas the applicant in OA-1368/97 was retired from the post of OSD, Wheel and Axle Plant, on 31.3.77. Their post retirement settlement dues were finalised in accordance with the State Railways Provident Fund (SRPF) Rules, 1977 (for short rules).

Prior to 1957, Railway servants on their retirement were not entitled for pension. The Pension scheme was introduced in the Railways on 16.11.57 and was made applicable to all the Railway Servants who entered service on or after 16.11.57. The employees were given appointments to opt to switch over to pension scheme. Such appointments were being extended from time to time. The applicants presumably satisfied with their own scheme did not opt for the pension scheme. Several times the opportunity to opt were extended and the applicants never chose to opt under the scheme for pension. It is the allegation of the applicants that subsequent to their retirement, in the letter dated 29.12.79 the Railway Board extended the opportunity to opt upto 31.12.78 to the persons who were even retired during the period from 1.1.73 to 31.12.78, but that order was not brought to their notice. It was submitted that if it were brought to their notice the applicants would have availed the benefit of the said extension. The applicants submit that they have made representations during 1995 to the Railway Board requesting them to treat their letters as their options to pension scheme from the date of representation. The applicants received Railway Board's letter on 23.9.96 in response, stating that the matter has been referred to the Vth Pay Commission whose recommendations were awaited. The applicants, not satisfied by the response filed the OA s. to declare that they are entitled to go over to the pension scheme as if they had opted for the said scheme prior to their retirement. It is contended by the learned counsel for applicants that their fundamental rights under Article 14 and 16 were violated by the Railways in as much as they were not put to notice or the opportunity to opt given in the order dated 29.12.79.

It is, however, contended by the learned counsel for the respondents that as the applicants had not opted to go over to the pension scheme even though they were given several opportunities to do so, they are not entitled to make any grievance after several years after their superannuation. It was also contended that the OAs are hit by Section 21 of A.T act and are liable to be dismissed on that ground alone.

The only question that arises in this case is whether the applicants can be permitted to opt for the pension scheme. The facts are not in dispute in the case. It is fairly conceded by the learned counsel for the applicants that the applicants have been superannuated in 1976 and 1977 respectively, while holding at that time very high positions in the Railways. Prior to 1957 there was no pension for the Railway servants. The scheme called State Railway Provident Fund (Contributory) (SRPF), Scheme was available the Railway servants and they were governed by the rules, as stated supra. In 1957 the pension scheme was introduced and all the Railway servants were given opportunity to opt for the pension scheme if they so choose. Such opportunities were being extended from time to time, at the request of the employees. More than eight opportunities were given to the applicants to opt for the pension scheme. Though many employees opted for it, the applicants have deliberately chosen not to opt for the scheme. They were duly retired on superannuation and after their retirement, their dues were settled under the existing SRPF scheme. They now seek after about 18 years of their retirement for the benefit scheme.

The learned counsel for the applicants place reliance upon the order dated 29.12.79 of the Railway Board to submit that the extension of time to opt which was granted upto 31.12.78 to the employees who retired during the period 1.1.73 to 31.12.78 was not brought to the notice of the applicants. It is, therefore, contended that they did not have an opportunity to opt under this order. The applicants having had several opportunities, more than eight times to exercise their options, while they were in service did not exercise option to join Pension scheme. They have decided to remain in SRPF scheme. No rule or regulation was brought to our attention to say that all the letters should be brought to the individual notice to the retirees. Reliance placed by the applicants on the circular dated 7.7.74(Annexure A-2) is wholly untenable. The instructions given by the Railway Board in the above circular are not applicable to the order dated 27.12.79 (A-12). It should be noticed that in the order dated 27.12.78, the Railway Board clarified that the extensions granted subsequent to the extensions granted in 1974 were applicable only to the employees who were in service. Thereafter Federation of the Railway requested the administration to apply the extension to all the retired employees who also opted for the pension scheme. In the order dated 29.12.79, it was decided to apply the extensions to all the retired employees who had opted till 31.12.78 also. Thus the above order came to be passed only at the request of the employees to avoid hardship to employees had erroneously opted. No fresh options were contemplated in the said order.

In 1997 SCC (L&S) 1996, the Hon'ble Supreme Court has held as follows:

The Controversy is no longer res-integra. The entitlement to the benefit of the pension was considered by this Court in Krishna Kumar Vs- Union of India. Following that judgment, this Court had set aside the order of the Tribunal. It is seen that the claim of the petitioner is that he did not have knowledge of the extension of the last date for giving the option. It is his case that he retired on 30.11.75 and he did not have any opportunity of knowledge the extended date. That is falsified by the record. For the first time, it was extended upto 1.1.1973. It was further extended upto 23.7.1974; thereafter, upto 25.6.1975, 30.6.1976, 3.1.1977, 12.7.1977, 17.4.1978, 7.12.1978 and the last of the extensions was till 31.12.1978. While he was in service, he has the opportunity to register the option on three occasions, namely on 1.1.1973, 23.7.1974, and 25.6.1975. He did not exercise the option at the time. The option was as regards the principle of gratuity. He thought that that would be a better principle advantageous to him. He withdrew the retiral benefits. Later, when the pension scheme was sought to be given to several persons, he came forward at a belated stage saying that he was not in the know of extension till 1991. When others were given benefit by the Tribunal, he came to file the petition. In view of the aforesaid

facts, it is hard to believe that he had no notice of exercising the option for the pensionary benefits. Under these circumstances, we do not find any illegality in the order passed by this Court for recalling the order.

The above decision squarely covers the present dispute. As in the above judgement of the Supreme Court the applicants were afforded more than 8 opportunities to exercise their options, but they declined. In the circumstances, it cannot be said that the applicants were denied reasonable opportunity to exercise option to come over to pension scheme. We do not consider it necessary to discuss all decisions cited by the learned counsel for the applicants in view of the above decision of the Supreme Court.

We are also of the view that the applicants are guilty of laches and the OAs are hopelessly barred by limitation. Even assuming that the order dated 29.12.79 gives a fresh cause of action to the applicants, had the applicant been aggrieved by the non-communication of the said order, they should have sought redressal by agitating the matter before a judicial forum immediately thereafter within the period of limitation. They filed the representation in 1995. No reason was given in the OA why they delayed till 1995. They do not also say that they came to know of the order only in 1995. It would be strange to have not known of it for about 15 years, particularly when they were such senior officers. However, in the absence of any valid reasons whatsoever, we have to hold that the OAs suffer from laches and the vice of limitation.

The OAs are liable to be dismissed on both the grounds.

The OAs are accordingly dismissed in the circumstances with costs of Rs.2,000/- in each case.

(Smt.Shanta Shastry)  
Member(A)

(V.Rajagopal Reddy)  
Vice-Chairman(J)

**CENTRAL ADMINISTRATIVE TRIBUNAL MADRAS BENCH**  
**OA-1205/97**

New Delhi this the 1st day of June, 1999.

Hon'ble Mr.D.V.R.S.G.Dattatreya, Member (J) Hon'ble Mr.S.Bapu, Member (A).

M.Sarath S/o Late S.Gopalan, 20 Ganapathy Colony, Teynampet, Chennai 600 018.

- Versus -

Union of India  
Ministry of Railways,  
Rail Bhavan, New Delhi 110 001.

2.The Chairman, Railway Board,  
Ministry of Railways, Rail Mantralaya, New Delhi 110 002 Respondents

By Advocates : M/s T.Kokilavani, for the applicant, but the Applicant argued in person.  
Mr.P.B.Krishnamurthy, for the respondents.

**O R D E R:** (Pronounced by the Hon'ble Mr.S.Bapu, Member (A))

The applicant, a retired Member of the Railway Board and governed by State Railway Provident Fund(SRPF) (Contributory) Scheme has filed this application for a direction to the second respondent to give the applicant a fresh opportunity, to opt for pension and permit him to come on par with those persons who retired prior to 1.1.1986. In Para -8 of the application, he has prayed for the following reliefs:-

8.1 The terms of the option applicable on January 31,1982, modified by the Government in 1987, but the applicant has not been given an opportunity to reconsider his option based on the

- original unmodified terms. The applicant should in keeping with the principles of natural justice, be treated as having option for pension from January 31, 1982;
- 8.2 Direct the respondents to accept his request for coming over to pension following the parallel of Sri K.V.Kasturi Rangan;
  - 8.3 The respondents should treat the applicant on par with his pensionary co-retirees in respect of any orders that the Government has issued or might issue improving the pensionary benefits.
  - 8.4 That the instructions of the Supreme Court in respect of the procedure for financial adjustments as ordered in the case of Sri D.R.R.Sastry be followed in the applicants case also.
  - 8.5 That the government may be directed to complete the financial adjustments within 3 months and within such time as this Hon'ble Tribunal may consider it fit and proper."
2. On the basis of the results of the competitive examination conducted by the then Federal Public Service Commission, the applicant was appointed in the Railways as Assistant Electrician Engineer Class-I on 17.11.1948. The applicant retired from Service on 31.7.84 as a Member of the Railway Board. When the applicant joined service, there was no pension scheme in the Railways. Railways had a retirement benefit scheme known as the State Railways Provident Fund (SRPF). Pension scheme was introduced only in 1957 and the scheme was liberalised in stages. As the time of introductions of pension scheme and later whenever liberalisation was ordered, the Government gave opportunities to the SRPF retirees to opt for the pension scheme. The date of eligibility to opt was usually declared to be the same as the date from which the scheme was liberalised and revised rules for pension took effect. As the orders for improvement of pension were usually issued subsequent to the date from which improvement was ordered to take effect, even persons who had retired before the issue of the relevant orders were asked to exercise their option if they had been in service on the specified date from which improvement of pension took effect. According to the applicant, this procedure was not followed when change over was ordered at the time of implementation of the recommendations of the Fourth Central Pay Commission. By that time the applicable had retired from service. The letter of the Railway Board dated 8.5.87 with regard to change over of Railway employees from SRPF (Contributory) Scheme to pension scheme on the basis of the recommendations of the IVth Central Pay Commission specified 1.1.1986 as the earliest date of eligibility for SRPF/CPF category. This letter applied to all SRPF/CPF beneficiaries who were in service on 1.1.1986. Para-5 of the same letter referred to the proposal for grant of ex-gratia payment to CPF beneficiaries who had retired prior to 1.1.86. The applicant having retired on 31.7.84 and hence not being in service on 1.1.1986 could not opt for the pension scheme. The applicant's case is that the OM dated 16.2.87 of the DOP and PW giving effect to the Govt's decision on the recommendations of the IVth CPC with regard to rationalisation of pension structure for pre 1.1.1986. Pensioners gave additional relief to pre- 1.1.1986 pensioners and in particular, para 4.1.(C) of the said OM covered his case and this OM is also referred to in the Railway Board's letter dated 20.4.87, which was prior to the letter of the Railway Board dated 8.5.87 and as there was alteration in Pension benefits w.e.from a date even before 1.1.1986, this applicant is entitled to opt for pension scheme w.e.from 31.1.82 as per para 4.1.(C) of the OM dated 16.4.87 of the DOP & P wand adopted by the Rly.Bd. in their letter dated 20.4.87. The applicant has further stated that one K.V.Kasturi Rangan who had retired in 1973 was allowed ex-post facto option to come over to pension scheme from CPF scheme and on the basis of the order in the case of K.V.Kasturi Rangan, the Supreme Court allowed similar benefit in the case of one D.R.R.Sastri. The applicant has submitted that he should be treated on par with K..V.Kasturi Rangan and allowed to come over to pension scheme w.e.from the date of his retirement viz. 31.7.84 in case his plea for entitlement to opt for the pension scheme w.e.from 31.1.82 is not acceptable.
  3. It is the case of the respondents that the applicant is not entitled to any of the reliefs sought for by him. A detailed reply statement has been filed. The submissions in the reply statement are as follows:-

The applicant has sought, nearly 14 years after his retirement, relief by way of grant of pension option in place of retirement benefits under SRPF(C) scheme. As such, the application is beyond the limitation period prescribed under Sec.21 of the Administrative Tribunals Act, hereinafter referred to as the Act. During the entire stretch of his Railway service since the introduction of the pension scheme on 16.11.57 till his superannuation on 31.7.84, the applicant got as many as ten opportunities to opt for the pension scheme. The applicant chose to remain a SRPF(C) scheme optee till the end and received all his retirement dues as SRPF(C) optee on his superannuation as

Member (Staff) Railway Board on 31.7.84. All this was neither by accident nor by compulsion and also not due to any ignorance of knowledge or opportunity of pension option during his service period. The applicant's option to remain in SRPF(C) scheme was a conscious and deliberate choice. After nearly 14 years of his retirement, he has now claimed that he should be singled out from out of the broad class of retirees who had availed of the pension option and also other pensioners as on date. The applicant is endeavouring to get an exceptional treatment against the decision of the Supreme Court in the Case of Krishna Kumar Vs. Union of India (1990(4) AXX 207). All points raised by the applicant with regard to para 4.1(C) of the OM dated 16.4.87 of the DOP &PW and also the Railway Board's letters dated 20.4.87 and 8.5.87 have been duly considered and settled by the Supreme Court in Krishena Kumar's case. The applicant's case is not similar to that of D.R.R.Sastri or Kasturi Rangan. The facts in the case of these two persons are totally different. Even after the judgment of the Supreme Court in Krishena Kumar's case, a number of SRPF(C) retirees individually made efforts to get pension option accepted but failed. Instances are the cases of V.K.Ramamurthy and A.J.Fabien. In the case of V.K.Ramamurthy his claim was denied by a Division bench of the Supreme Court in the Judgment dated 13.8.86 in W.P.(Civil) No.174 of 1996. The claim of A.J.Fabien was similarly rejected by order dated 9.12.96 in Civil Appeal No.16861 of 1996. The latter was in fact an order by the Supreme Court in the Civil Appeal by the Special Leave filed by the UOI against the order of the Ernakulam Bench of CAT in favour of Fabien. Further as per the recommendations of V CPC accepted by the Government, the applicant being a SRPF(C) retiree has become entitled to ex-gratia payment at the rate of Rs.600/- p.m.w.e.from 1.11.97 also Dearness relief at the rate of 5% w.e.from 1.11.97 as and this would bind the applicant into a class of SRPF(C) retirees and large number of retired members of the Railway Board like the applicant have already accepted this ex-gratia entitlement as SRPF(C) retirees and the applicant cannot be singled out and given exceptional treatment.

4. The applicant argued his case. His chief arguments were that the Railway Board's letter dated 8.5.87 should have extended the option facility to him to switch over to pension scheme and secondly he is entitled to the same treatment as K.V.Kasturi Rangan in whose case, option was allowed ex-post facto. The learned counsel for the respondents vehemently contended that the facts in Kasturi Rangan's and D.R.R.Sastri's cases were totally different from that of the applicant and the applicant while in service had not availed of the option to switch over to the pension scheme even though such option was allowed as many as ten times prior to his retirement and he is not entitled to any relief.
5. We have considered the matter. The first point raised by the respondents is about the limitation under Sec.21 of the Act. The applicant has stated that wrongful denial of pension is a continuing cause of action and further after he came to know of D.R.R.Sastri's case in February,1997, he made a representation to the Railway Board on 25.3.97 and he has not received any reply and further the 4<sup>th</sup> CPC had made specific recommendation that SRPF(C) retirees may be given a fresh opportunity to opt for pension and the Government did not take any action and the V CPC went back on the suggestion of the 4<sup>th</sup> CPC and hence his application is in time.
6. It is not disputed that at the time of his retirement, the applicant was governed by SRPF(C) scheme. He was not governed by the pension scheme. He has filed the application itself for a direction to permit him to opt for the pension scheme. So it cannot be said that it is a case of denial of pension which the applicant was entitled to as a matter of right as per rules. The Government's obligation towards an employee under SRPF/CPF scheme to give a matching contribution began as soon as his account was opened and ended with his retirement when his rights qua Govt. in respect of the PF got finally crystallised and thereafter no statutory obligation continued. Under the pension scheme, the Government's obligation does not begin until the employee retires when only it begins and continues till the death of that employee. The rights of a PF retiree is finally settled on his retirement whereafter no continuing obligation remained while on the other hand as regards the pension retirees obligation continues till their death. Thus, in the applicant's case, there was no continuing cause of action. Reliance on Sastri's case is misplaced. Further it cannot be said that any right with regard to option for pension accrued to the applicant from the recommendations of the 4<sup>th</sup> CPC. In the circumstances, the application itself is hit by the limitation under Sec.21 of the Act. However, as the application has already been admitted and heard, we proceed to consider the application on merits without prejudice to our finding regarding the limitation.

6. Pension scheme was introduced in the Railways on 16.11.1957 w.e.from 1.4.1957. The scheme become applicable to all Railway servants who entered service on or after 16.11.1957. With the introduction of the pension scheme, services were governed by SRPF/CPF rules. AT the time of introduction of pension scheme on the Railways, pension option was therefore, allowed to all those non-pensionable Railway servants who were in service on 1.4.57 or had joined the Railway service between 1.4.57 and 1.11.57 in preference to the PF scheme by which they were governed then. As a result of various improvements in service conditions or implementation of the Pay Commission recommendation etc., fresh options were allowed from time to time to the SRPF/CPF governed staff to join the pension scheme as these improvements had a bearing on the pensionary benefits in all, twelve options were allowed. The relevant details are as under:-

Sl.No.	Option No.	Rly.Bd's Lr.No. & date giving the option	Option applicable for persons in service as on	Option period
1	I	F(E)50/RT1/6 dt. 16.11.57	1.4.57 & those joined between 1.4.57 & 16.11.57	1.4.57 to 30.9.59
2	II	PC60/RB-2/2 dt. 17.9.60	1.7.59	1.7.59 to 31.12.60
3.	III	F(P)62 PN1/2 dt. 26.10.62	1.9.62	1.9.62 to 31.3.63
4.	IV	F(P)63PN1/40 dt. 17.1.64	1.1.64	1.1.64 to 30.9.64
5.	V	F(P)65PN1/41 dt, 3.3.66	31.12.65	31.12.65 to 30.6.66
6.	VI	F(E)III/68/PN1/2 dt.31.9.68	1.5.68	1.5.68 to 31.3.69
7.	VII	F(E)III 71/PN1/3 dt. 15.7.72	15.7.72	15.7.72 to 31.10.72
8	VIII	PC III 73PN/3 dt. 23.7.74	1.1.73	1.1.73 to 31.12.73
9.	IX	F(E)III/79/PN1/4 dt. 22.8.79	31.3.79	31.3.79 to 22.2.80
10	X	F(E)III/82/PN1/7 dt. 4.10.82	31.1.82	31.1.82 to 31.8.82
11.	XI	F(E)III 85/PN1/5 dt. 18.6.85	31.3.85	31.3.85 to 17.12.85
12	XII	PCIV/87/Imp/PN1 dt. 8.5.87	1.1.86	1.1.86 to 30.9.87

7. The applicant had been given the ten options in Sl.Nos. 1to 10 before his retirement on 31.7.84. He did not, however, choose to opt for pension scheme. This fact is not denied by the applicant. The applicant's only contention is that the 12<sup>th</sup> Option dated 8.5.87 which was allowed to all those who were in service as on 1.1.86 should have been extended to him even though he had retired on 31.7.84. This contention is raised solely on the ground that the OM dated 16.4.87 by the DOP &PW which was referred to in the Rly.Bd's letter dated 20-4-87 subsequent to which the 8.5.87 option was given had granted addition at relief pensioners who had retired on or after 31.1.82 but before 31.3.85 and this made the difference between SRPF(C) scheme and Pension Scheme. The answer to this is directly contained in Krishena Kumar's case (Supra) . CPF retirees and pension retirees belong to two distinct classes. The Supreme Court found that the cut off dates were not arbitrarily chosen but had nexus with the purpose for which the option was given. In the case of pensioners there was continuing obligation on the part of the State till the death of each of the pensioners. It cannot be said that the State's obligation towards its PF retirees must be the same as that towards the pension retirees. In the case of PF retirees, each one's rights having finally crystallised on the date of retirement and receipt of PF benefits and there being no continuing obligation thereafter,

they could not be treated at par with living pensioners. The court specifically held that there was no discrimination in the option letter dated 8.5.87 in giving the option only to persons who were in service as on 1.1.86. Following Krishena Kumar's case, the Supreme Court rejected similar claims in the case of V.K.Ramamurthy in Writ Petition (Civil) No.174 of 1996 and A.J.Fabien in Civil Appeal No.16861 of 1996 (supra).

9. The Supreme Court, after referring to several of its decisions bearing on the pension entitlement claims enunciated the following legal position in the case of V.Kasturi Vs. MD.SBI in the judgment dated 9.10.98 in C.A.No.5048 of 1998 ( 1998(5)SCALE 562).

#### Category: 1

If the person retiring is eligible for pension at the time of his retirement and if he survives till the time by subsequent amendment of the relevant pension scheme, he would become eligible to get enhanced pension or would become eligible to get more pension as per the new formula of computation of pension subsequently brought into force, he would be entitled to get the benefit of the amended pension provision from the date of such order as he would be a member of the very same class of pensioners when the additional benefit is being conferred on all of them. In such a situation the additional benefit available to the same class of pensioners cannot be denied to him on the ground that he had retired prior to the date on which the aforesaid additional benefit was conferred on all the members of the same class of pensioners who had survived by the time the scheme granting additional benefit to these pensioners came into force. (Para 21 of the judgment)

#### Category II

However, if an employee at the time of his retirement is not eligible for earning pension and stands outside the class of pensioners, if subsequently by amendment of relevant pension rules any beneficial umbrella of pension scheme is extended to cover a new class of pensioners and when non-pensioner might have survived, then, only if such extension of pension scheme to erstwhile non-pensioners is expressly made retrospective by the authorities promulgating such scheme, the erstwhile non-pensioner who had retired prior to the advent of such extended pension scheme can claim benefit of such a new extended pension scheme. If such new scheme is prospective only, old retiree non-pensioners cannot get the benefit of such a scheme even if they survive such new scheme. They will remain outside its sweep. (Para -22 of the judgment)

10. The case of the applicant falls in the second category. The 12<sup>th</sup> option dated 8.5.87 came into force on 1.1.1986 on which date the applicant was not in service. He had no vested right which entitled him to be given this option.
11. Before we part with this case, it is necessary to refer to the case of Kasturi Rangan and D.R.R.Sastry cited by the applicant. Kasturi Rangan retired from service w.e.from 14.3.73. The eighth option letter dated 23.7.74 which allowed the benefit of exercising the option to all persons in service as on 1.1.1973 was not communicated to Kasturi Rangan. He was entitled to communication and option as he retired after the cut off date viz. 1.1.1973. The respondents have stated that the prime consideration which governed in the mind of then Minister for Railways for allowing him to come over to the pension scheme is that the Railway Board did not intimate Shri Kasturi Rangan the availability of the pension option in terms of Bd's letter dated 23.7.74.
12. D.R.R.Sastri while serving the Indian Railways went on deputation to Heavy Engineering Corporation in the year 1972. He got permanently absorbed in the Heavy Engineering Corporation. He had, therefore, to resign from the Railways which was accepted by the Railway Board by letter dated 26.6.73.
13. As the eighth option letter dated 23.7.74 gave the option to switch over to pension scheme to all persons who were in service on 1.1.1973, Sastri was entitled to intimation. The Railway Bd's letter dated 23.7.74 was communicated to all the GMs with a direction that it shall be brought to the notice of all retired railway servants. Sastri's case is that although he was entitled to opt for the pension scheme as per Railway Board's letter dated 23.7.74, he could not avail of the

benefit as the said letter was not brought to his notice. It is on these special facts that the CAT Madras Bench directed the Govt. to allow D.R.R.Sastri the benefit of option for the pension scheme and the Supreme Court upheld it.

14. The case of the applicant is unlike that of Kasturi Ragan and D.R.R.Sastri. In fact, it is not the applicant's case that he had no knowledge or notice of any of the option letters applicable to him. The first ten option letters were applicable to him and he had full knowledge of all of them but he did not avail of the option. So the cases of D.R.R. Sastri and Kasturi Rajan will not help the applicant. There is no question of discrimination as the facts are that the employee was in service long before the date of issue of the option letter dated 23.7.74 and they had no intimation about the letter. It is on those facts that both were allowed to file the option later.

15. For the aforesaid reasons, applicant's plea for direction to the respondents to allow him fresh option to come over to pension scheme fails and he is not entitled to the relief sought.

The Railway Board in para 5 of the its letter dated 8.5.87 stated that a proposal to grant ex-gratia payment to the CPF beneficiaries, who had retired prior to 1.1.1986 and to the families of CPF beneficiaries who had died prior to 1.1.1986, on the basis of the recommendations of the Fourth Central Pay Commission, was separately under the consideration of the Government. Finally, based on the recommendations of the Fifth Pay Commission, the Government sanctioned ex-gratia payment to the SRPF (C) beneficiaries who had retired between the period 1.4.57 and 31.12.1985 @ Rs.600/- per month with effect from 1.11.1997. They also became entitled to Dearness Relief @ 5% w.e.f. 1.11.1997. Orders to this effect were issued on 27.1.1999. Eligible SRPF(C) retired were to make an application as per the form enclosed to the order dated 27.1.1998 for the grant of ex-gratia payment. Respondents have annexed to the reply statement a list showing the names of SRPF(C) retirees-officers who have been granted ex-gratia payment as per order dated 27..1.1998. The applicant is entitled to receive only such ex-gratia payment on proper application.

16. The OA is dismissed. No costs.

**Sd/-2.5.99**  
**Deputy Registrar.**

18\_2000  
**SERIAL CIRCULAR NO.18/2000**  
**Letter No.P(PC)487/V/Imp/97/Vol.III 1.2.2000**

Copy of Board's letter No. .PC-IV/86/Imp/36 dated 21.12.99 is published for information , guidance and necessary action. Board's letters dated 19.3.85, 5.6.87, 10.9.92, 22.6.93 and 15.2.96 quoted therein were circulated as SC Nos.48/85, 214/87, 149/92, 74/93 and 50/96 ,respectively.

*Copy of Board's Lr.No.PC-IV/86/Imp/36 dated 21.12.99 (RBE No.313/99).*

Sub: Fixation of pay of Group B Officers on promotion to Sr.Scale on adhoc basis and on induction in Jr.Time Scale Gr.'A".

Ref: Railway Board's Lr.No.dated 5.6.87, 10.9.92, 22.6.93 and 15.2.96.

Queries are being received from a few Railway Administrations regarding admissibility of option of fixation of pay from the date of next increment when a Gr B" Officer is promoted directly to Gr."A" Sr.Scale on adhoc basis and at the time of refixation on induction in Gr.A" (JTS)".

In this connection, attention is drawn to the clarification given against point No.4 of Board's letter No.E(P&A)II-81/PP-1 dated 19.3.85 wherein it was clarified that option under FR 22C is not permissible in respect of adhoc promotions. Further in the revised Rule 1313(FR 22(1)(a)(I) RII(erstwhile Fr 22-C) also, it is specifically laid down that above option is not permissible in the adhoc promotions.

The above option is also not envisaged in the specific method of pay refixation allowed to Gr."B" Officers on reduction in Gr."A" JTS w.e.f. 1.1.86, vide Board's letters of even number dated 10.09.92 and 22.6.93. The above position was already clarified to CPOs and FA&CAOs of All Indian Railways and Production Units vide this office endorsement of even number dated 15.2.96.

The pay of concerned officers may please be regulated/re-fixed accordingly, if already not done.

19\_2000

**SERIAL CIRCULAR NO.19/2000**  
**Letter No.P(PC)/487/V/Imp/97/Vol.III dated 3.2.2000**

Copy of Board's letter No. E(P&A)/I-99/PS-5/PE-1 dated 21.12.99 is published for information , guidance and necessary action.

*Copy of the Board's Lr.No.E(P&A)/I-99/PS-5/PE-1 dated 21.12.99 (RBE No.307/99) .*

Sub: Revision of pay scales of Teachers in the Railway Degree College, Secunderabad and other measures for maintenance of standards in Higher education.

.....

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. 01.01.1996 as contained in Annexure I to Ministry of Human Resource Development, Department of Education's letter No.F-1/22/97-U.I dated 27.7.98 and dt 6.11.98, a copy each of which is enclosed. The revised scales of pay including arrears of salary may be paid pending issue of the Regulations by the UGC governing the terms and conditions of service of teachers.

Consequent upon revision of scales of pay w.e.f 1.1.96, the teachers and other academic staff of the college would also be eligible for Dearness Allowance, House Rent Allowance, Transport Allowance, City Compensatory Allowance and other allowances at the same rates and from the same dates as applicable to the other Railway employees. In regard to their other entitlements like HBA and medical facilities, retirement benefits, group insurance scheme etc., they would continue to be eligible for the same as applicable to other Railway employees of corresponding status/scale, as may be relevant.

The age of superannuation of Lecturers would be 62 (sixty two) years. This provision would come into force from the date of issue of this letter.

Separate orders regarding Career Advancement Scheme will follow.

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

Copy of Ministry of Human Resource Development(Department of Education)'s letter No.F1-22/97-U.I dated 27-7-98 addressed to The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi 110 002.

Sub: Revision of pay scales of teachers in Central Universities following the revision  
Of pay scales of Central Government employees on the recommendations of the  
Fifth Central Pay Commission.

Sir,

I am directed to say that the Government of India have, after taking into consideration the recommendations made by the University Grants Commission, decided to revise the pay scales of teachers in the Central Universities. The revision of pay scales of teachers will be subject to various provisions of the scheme of revision of pay scales as contained in this etter, and the regulations to be

framed by the UGC in this behalf. The revised pay scales and other provisions of the scheme are as under:

1(I) Pay Scales.

A Statement showing the existing and revised scales of pay is attached as Annexure.

The revised scales of Demonstrators/Tutors is for the existing incumbents only. No fresh recruitment shall be made to the cadre of Demonstrators/Tutors.

(II) Incentives for Ph.D/M.Phil:

- (a) Four and two advance increments will be admissible to those who hold Ph.D and M.Phil Degrees, respectively, at the time of recruitment as Lecturers.
- (b) One increment will be admissible to those teachers with M.Phil who acquire Ph.D within two years of recruitment.
- (c) A Lecturer with Ph.D will be eligible for two advance increments when he moves into selection grade as Reader.
- (d) A teacher will be eligible for two advance increments as and when he acquires a Ph.D. Degree in his service career.

(iii) Career Advancement

- (a) Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D, five years for those with M.Phil, and six years for others as Lecturer, and for eligibility to move into the Grade of Lecturer (selection grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.
- (b) For movement into grades of Reader and above, the minimum eligibility criterion would be Ph.D. These teachers without Ph.D can go upto the level of Lecturer (selection grade).
- (c) A Reader with a minimum of eight years of service will be eligible for consideration for appointment as Professor.
- (d) For every upward movement, a selection process would be evolved, for which appropriate guidelines would be laid down by the UGC in consultation with the Government.

(iv) Rewarding the Merit:

- (a) A supertime scale of Rs.22000-500-24500 will be given to such Professors of Eminence who are directly recruited and have completed 28 years of service. The eligibility criteria and the selection process will be determined by the UGC.
- (b) University Grants Commission would prepare a specific scheme in consultation with Government to reward and recognise meritorious teachers who may not have M.Phil or Ph.D but who have made outstanding contributions in teaching and research.

(v) Allowances, effective date and fitment formula

- (a) The revised scales of pay as contained in the Annexure will be given prospective effect from the date of issue of this letter.
- (b) For the period from 1.1.96 to the day on which these decisions take effect, pay will be fixed in the replacement scales recommended by the UGC appointed pay review Committee as per Annexure-II.
- (c) Pay with effect from 1.1.96 in the revised scale of pay will be fixed after giving the benefit of one increment for every three increments earned in the pre-revised scales as stipulated in Rule 7 of Central Civil Services (Revised Pay) Rules, 1997, and governed by other relevant provisions of Central Civil Services (Revised Pay) Rules, 1997, as applicable.
- (d) Pay in the revised scales of pay as at Annexure I this letter shall be fixed at the same stage with reference to the stage admissible vide para C above. In cases where the same stage is not available, the pay may be fixed at the stage next above the pay admissible vide para C above.

- (e) The payment of arrears will be made in one instalment.
- (f) Teachers in Central Universities will be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance, City Compensatory Allowance and other Allowances at the same rates and date as applicable to the Central Government employees.

(vi) Age of Superannuation

The age of superannuation of university and College Teachers would be 62 years and thereafter no extension in service should be given. However, it will be open to a university or college to re-employ superannuated teacher according to the existing guidelines framed by the UGC upto the age of 65 years.

(vii) Professors for Colleges:

Posts of Professor will be created in UGC recognised 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. Other colleges of similar standard will be subsequently identified by the UGC as per the norms developed by the Commission in consultation with the Government.

(viii) Other terms and conditions of service of teachers

Other terms and conditions of service of Teachers shall be notified by the UGC by way of regulations incorporating the approved pay scales and other related conditions on the line of existing Scheme(s) with the approval of Government.

2. In the meantime, the revised scales of pay including arrears of salary may be given to teachers pending issue of Regulations by the UGC.
3. The above scheme will be applicable to the teachers in all the Central Universities and Colleges there under the Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales will be subject to the acceptance of all the conditions mentioned in this letter as well as the Regulations to be framed by the UGC in this behalf. The Universities may be advised to amend their statutes and ordinances in line with the Regulations within three months from that date of issue of this letter.
4. These orders are subject to the conditions as contained in para 4 of Ministry of Finance O.M.No.7(34)E.III-A/97 dated 2.12.1997 on pay revision of employees of quasi-government autonomous organisations, statutory bodies etc., set up and funded by the Central Government.
5. It is requested that necessary action may please be taken to revise the pay scales of teachers in the Central Universities and other institutions as per the conditions laid down in the instant letter and the Regulations to be framed by the UGC.
6. Anomalies, if any, in the implementation of the Scheme may be brought to the notice of the Department of Education, Ministry of Human Resource Development for clarification.

Copy of Ministry of Human Resource Development(Department of Education)'s letter.No.F I-22/97-U.I dated 6-11-98 addressed to The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi 110 002.

Sub: Revision of pay scales of teachers in Central Universities following the revision  
Of pay scales of Central Government employees on the recommendations of the  
Fifth Central Pay Commission.

Sir,

In continuation of this Ministry's letter of even number dated 27.7.1988 and in supersession of the letter dated 22.9.98 on the subject mentioned above, I am directed to say that the matter relating to revision of pay scale of University and College Teachers was further considered by the Government and it has been decided to make certain modifications in the scheme already notified by the Government vide our letter dated 27.7.1998. The modifications made in the existing scheme are as under:

1. Pay scales

- i) The revised scales mentioned in Annexure-I of our letter dated 27.7.1998 shall be effective from 1.1.96. Accordingly, the Annexure II enclosed with the letter referred to may be treated as withdrawn.
- ii) The fixation of pay of Lecturers (selection grade)/Readers in the pre-revised scale of Rs.3700-125-4950-150-5700 who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers (Selection Grade)/Readers as on 1.1.96, will be made in a manner that they get their pay fixed at the minimum of Rs.14940/- in the revised scale of Rs.12000-420-18300 as and when they completed five years in the grade.

2. Readers & Professors

The pay of Readers and Professors who were in the pre-revised scales of Rs.3000-5000 and Rs.4500-5700 will be fixed at the appropriate stage of the revised scale Rs.10000-325-15200 and Rs.16400-450-20900-500-22400 respectively as on 1.1.1996.

3. Pay scales of Controllers of Examination and Finance Officers.

The Controllers of Examination and the Finance Officers in the Universities will be given the same pay scale as applicable to the Registrars.

4. Age of Superannuation

The age of superannuation of 62 years indicated in para 1(vi) of our letter under reference shall also be applicable to Registrars, Librarians, Physical Education Personnel, Controllers of Examinations, Finance Officers and such other University employees who are being treated at par with the teachers and whose age of superannuation was 60 years.

5. Scheme for professional development incentives to Lecturers

The UGC will formulate a Scheme, in consultation with the Government, or giving professional development incentives in the form of cash allowances or assistance in kind or both to those Lecturers who register for M.Phil/Ph.D and whose pursuit of research is considered satisfactory by their guides.

6. Others terms and conditions.

The other terms and conditions mentioned in our letter dated 27.7.1998, except as modified above, will remain the same.

**SCALES OF PAY OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES.**

Sl.No.	Category	Existing scales of pay	Revised scale of pay
1.	University and College Teachers Lecturer	2200-75-2800-100-4000	8000-275-13500
2.	Lecturer(Sr.Scale)	3000-100-3500-125-5000	10000-325-15200

3.	Lecturer (Selection Grade/Reader)	3700-125-4950-150-5700	12000-420-18300
4.	Professor	4500-150-5700-200-7300	16400-450-20900-500-22400
5.	Principals of Colleges	I) 3700-125-4950-150-5700 II) 4500-150-5700-200-7300	i) 16400-420-18300 (Minimum to be fixed at 12840) ii) 16400-450-20900-500-22400 (Minimum to be fixed at 17300)
6.	Prov-Vice Chancellor	5000-200-7300	18400-500-22400
7.	Vice Chancellor	7600(fixed)	25000(fixed)
8.	For Universities: Registrar/Librarian/Director of Physical Education.	4500-150-5700-200-7300	16400-450-20900-500-22400
9.	Dy.Registrar/Dy.Librarian/Dy.Director of Physical Education.	3700-125-4950-150-5700	12000-420-18300
10.	Asst.Librarian/Asst.Documentation Officer(Sr.Scale)/Asst.Director of Physical Education(Sr.Scale)	3000-100-3500-125-5000	10000-325-15200
11.	Asst.Registrar/Asst.Librarian/Asst.Documentation Officer/Asst.Director of Physical Education.	2200-75-2600-100-4000	8000-275-13500
12.	For Colleges College Librarian(Selection Grade)/Director of Physical Education(Selection Grade)	3700-125-4950-150-5700	12000-420-18300
13.	College Librarian(Sr.Scale)Director of Physical Education (Sr.Scale)	3000-100-35---125-5000	10000-325-15200
14.	College Librarian/Director of Physical Education	2200-75-2800-100-4000	8000-275-13500
15.	Demonstrator/Tutors	1740-60-2700-EB-75-3000	5500-175-9000

20\_2000  
**SERIAL CIRCULAR NO.20/2000**  
**Letter No.P@/171/II dated 4.2.2000**

Copy of Board's letter No.98-E(SCT)/1/80/1 Pt.XI dated 10.12.99 is published for information guidance and necessary action.

*Copy of Board's letter No.98E(SCT)/1/80/1 Pt.XI dated 10.12.99 (RBE No.301/99).*

Sub: Recommendation by the Parliamentary Committee on the Welfare of SC/ST in its 8<sup>th</sup> Report vide para 4.26 – Special stipend/scholarship to SC/STs.

.....  
The Parliamentary Committee on the Welfare of SC/ST in its 8<sup>th</sup> Report vide para 4.26 has recommended as under:

They would like the Railway Board to adopt suitable measures to further augment the intake of Scheduled Caste and Scheduled Tribe students and teachers in these schools. The Committee

would also like the Railway Board to consider the feasibility of giving special stipends/scholarships to the Scheduled Caste/Scheduled Tribes students.

The above recommendation has been examined by Board's Office. As the Railway Schools on the Zonal Railways are affiliated to the State Education Boards, all the rules and regulations of the affiliating Board in the academic and other related matters are also applicable to Railway Schools.

It may please be ensured that the fee concession to SC/ST students and stipend/scholarships as entitled for the SC/ST students of non-railway schools is secured from the respective state government and the same is extended to the eligible SC/ST students in railway schools.

Compliance of instructions contained in Railway Board's letter No.E(W)/99/FUI-7 dated 9.11.1990 may also please be ensured.

21\_2000  
**SERIAL CIRCULAR NO. 21/2000**  
**Letter NO.P(R)/268 DATED 11.2.2000**

Copy of board's letter No.E(NG)/II/98/RC-1/94 dated 18.1.2000 is published for information, guidance and necessary action. Board's letter(s) dated 7.4.83, 3.9.83, 22.9.95 and 29.4.99 quoted therein were circulated as P(SC)268/Policy dated 18.1.2000, S.C.Nos.148/83, 134/95, 138/99, respectively.

*Copy of Board's letter No.E(NG)/II/95/RC-1/94 dated 18.1.2000 (RBE No.8/2000) SC No.39 to MC No.16.*

Sub: Appointment on compassionate grounds in cases of medical invalidation/decategorisation.

.....

Kindly refer to the instructions contained in Board's letters no.E(NG)III/78/RC-1/1 dated 7.4.83, 3.9.93 as well as Board's letter of even number dated 22.9.95 on the above mentioned subject.

Pursuant to the notification of "The persons with Disabilities (Equal Opportunities, protection of Rights and Full participation), Act, 1998", instructions were issued vide Board's letter no.E(NG)I/96/RE-3/9(2) dated 29.4.99, laying down inter-alia that, in cases where an employee has been medically invalidated/decategorised and where the Administration cannot find a suitable alternative post for such an employee, he may be kept on a supernumerary post in the grade in which he was working on a regular basis, till such time a suitable post can be identified or till his retirement, whichever is earlier. As these instructions provided for continuation in service of a medically invalidated decategorised employee, there would be no occasion for an employee to be retired from service on a medical ground. Therefore, according to these instructions, in such cases, the occasion to consider a request for appointment on compassionate ground of an eligible ward would not arise.

The matter has been reviewed pursuant to a demand raised by the staff side in the DC/JCM and it has now been decided 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.

In the cases of medical decategorisation i.e., those cases in which an employee becomes medically unfit for the post held at present but is fit to perform the duties of an alternative suitable post in lower medical category, the request for appointment on compassionate ground to an eligible ward will not be admissible, even if the employee chooses to retire voluntarily on his being declared medically decategorised. Such an employee may then either be continued in a supernumerary post or allowed to retire voluntarily if he so desires but without extending the benefit of appointment on compassionate grounds to a ward.

**22\_2000**  
**SERIAL CIRCULAR NO.22/2000**  
**Letter NO.P(R)/473/III DATED 16.2.2000**

Copy of Board's letter No.E(W)/95 PS5-1/33 dated 6.1.2000 is published for information, guidance and necessary action. Board's letter dated 30.6.87, 24.4.98 and 6.8.99 quoted therein were circulated as S.C.no.126/87, 123/98 and 233/99, respectively.

*Copy of Board's letter No.E(W)/95 PS 5-1/33 dated 6.1.2000 (RBE no.4/2000).*

Sub: Widow pass and Passes issued on medical grounds - Validity for travel on Rajdhani/Shatabdi train.

.....

Passes are issued to widows of Railway servants in terms of instructions contained in Board's letter No.E(W)/85 PS 5-8/2 dated 30.6.87 and No.E(W)/95 PS-5/1/29 dated 24.4.98. Similarly passes on medical grounds are also available to serving and retired Railway employees as per Board's letter No.E(W)/95/PS5- 1/33 dated 6.8.99.

It has since been decided by Board that passes issued to these two categories i.e., widows and on medical grounds shall be valid for travel in Rajdhani/Shatabdi Express trains, on the same conditions as are applicable to Railway employees of equivalent status. A special endorsement to this effect shall be made by the pass issuing authority, also indicating the class and number of berths allowed in the pass.

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

**23\_2000**  
**SERIAL CIRCULAR NO.23/2000**  
**Letter No.P(R)420/V dated 2.3.2000**

Copy of Board's letter No.E(P&A)/I-98/CPC/LE-1 dated 17.1.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(P&A)/I-98/CPC/LE-1 dated 17.1.2000.*

Sub: Commutation of leave.

.....

In terms of Para 52 of Indian Railway Establishment Code, Volume I grant of leave on Medical grounds to Group "A" and Group "B" officers is permitted only on production of a certificate of sickness from the appropriate Railway Medical Officer. Difficulties have been reported in some cases where the concerned officers could not obtain the certificate of sickness from the appropriate Railway Doctor.

The matter has been examined. Attention is invited in this regard to provisions contained in para 551 of Indian Railway Medical Manual, which lays down that a Railway Doctor may issue a certificate to cover the period of sickness from an earlier period only if he is requested by the administration for such a certificate and if he is satisfied about the genuineness of the case on the strength of medical evidence available with him, which should be recorded in detail.

The Board desire that the contents of the above para may be given wide publicity and brought to the notice of all cadre controlling/leave sanctioning authorities, who should also be asked to view such requests from employees belonging to Group "A" "B", "C" and "D" with reasonable compassion.

**24\_2000**  
**SERIAL CIRCULAR NO.24/2000**

**Letter No.P(R)/436/III DATED 16.2.2000**

Copy of Board's letter No.F(E)/I/99/AL-29/4 dated 6.1.2000 is published for information, guidance and necessary action. Board's letter dated 6.1.2000 quoted therein is circulated as S.C.no.25/2000.

*Copy of Board's letter No.F(E)/I/99/AL-29/4 dated 6.1.2000 (RBE No.1/2000).*

Sub: Amendment to Rule 1422 - R.II Washing Allowance.

.....  
In exercise of the powers conferred by the proviso to Article 309 of Constitution of India, the President is pleased to direct that para 1422 of IREC Volume II (First Reprint) 1987 Edition may be amended as per the Advance Correction Slip No.4 enclosed.

**ADVANCE CORRECTION SLIP NO.48 TO INDIAN RAILWAY ESTABLISHMENT  
CODE VOL.II (FIRST EDITION) 1987**

**RULE - 1422 - WASHING ALLOWANCE**

Please insert the following as "Note (2)" below the Note under Rule 1422 and the existing Note maybe re-numbered as "Note (1)". "Note (2)": The categories of Group "D" staff selected for grant of Washing Allowance are listed in para 706 of IREM Washing Allowance is also admissible to the staff car drivers, who are in Group "C" on the same terms and conditions as applicable to Group "D" staff.

(Authority: Board's letter No.F(E)/I/99/AL-29/4 dated 6.1.2000).

**25\_2000  
SERIAL CIRCULAR NO.25/2000  
Letter No.P(R)/436/IEM/IV DATED 16.2.2000**

Copy of Board's letter No.F(E)/I/99/AL-29/4(A) dated 6.1.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.F(E)/I/99/AL-29/4(A) dated 6.1.2000 (RBE No.2/2000).*

Sub: Amendment to Para 706 of IRE (1989 Edition Washing Allowance.

.....  
In exercise of the powers conferred by the Proviso to Article 309 of Constitution of India, the President is pleased to direct that para 706 of IREM (1989 edition) may be amended as per the Advance Correction Slip No.92 enclosed.

**ADVANCE CORRECTION SLIP NO.92 TO INDIAN RAILWAY  
ESTABLISHMENT MANUAL VOL.I(REVISED EDITION 1989)**

**PARA 706 - WASHING ALLOWANCE;**

Please substitute the existing para with the following: "The following categories of Group "D" staff and the staff Car Drivers (Group "C" have been selected for the payment of Washing Allowance in terms of Rule 1422 - R.II (1990).

- i) Such of the Class IV Railway Servants in schools as are provided with uniforms.
- ii) Class IV Railway servants in hospitals and dispensaries, such as dressers, X-Ray Attendants, Laboratory Attendants, Hospital Peons, Ayahs. Sweepers and Stretcher Bearers.
- iii) Drivers of Staff Cars.
- iv) Lift Attendants (Lift-men).

- v) All non-gazetted staff of RPF/RPSF.
- vi) Such of the Casual Labour who are employed as peons and Motor Drivers only in Administrative Offices or personally attached to the Divisional Engineers incharge of the Construction units/projects in the Construction Department of the Railways.
- vii) Ambulance Car Drivers.
- viii) Air Conditioned Coach Attendants.
- ix) Waiting/Retiring Room Attendants/Ayahs.
- x) Station Lift Attendants.
- xi) First class Coach Attendants.
- xii) Group 'D' staff working in Catering units either at stations or in Running Trains.
- xiii) Safaiwalas working at Railway stations engaged in sweeping/cleaning platforms/station buildings.

AUTHORITY; For (i) (ii) (iii) (iv) (vi), (vii) & (viii) –

Para 731 of IREM. (v) Board's letter No.E(P&A)I-98/ALL/RPF-4 dated 14.12.98. (ix),(x) & (xi) Board's letter No.F(E)I/86/AL/29/I dated 30.12.88

(xii) - Board's letter No.F(E)I/91/AL/29/1 dated 1.7.97

(xiii) - Board's letter No.F(E)I/92/AL-29/5 dated 3.5.94.

26\_2000  
**SERIAL CIRCULAR NO.26/2000**  
**Letter No.P(R)/436/RI DATED 16/2/2000**

Copy of Board's letter No. E(D&A)/99/GS-1/3 dated 7.1.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(D&A)/99/GS-1/3 dated 7.1.2000 (RBE No.3/2000).*

Sub: The Railway Services(Conduct)Rules 1966 Insertion of a new rule as Rule 22-A on prohibition of employment of children below 14 years of age.

.....

In exercise of powers conferred on him by the proviso to Article 309 of the Constitution, the President hereby directs that Rule 22-A shall be inserted after Rule 22 in the Railway Services (Conduct) Rules, 1966 contained in Appendix-I of the Indian Railway Establishment Code, Volume-I (5th edition, 1985) as in the advance correction slip No.74 R.I. sent herewith.

ADVANCE CORRECTION SLIP NO.74 R.I. (FIFTH EDITION, 1985)

APPENDIX I-R.I - RAILWAY SERVICES(CONDUCT)RULES 1966 INSERTION OF RULE 22-A.

After Rule 22 the following Rule shall be inserted, namely: "22-A: Prohibition regarding employment of children below 14 years of age.

No Railway Servant shall employ to work any child below the age of 14 years".

AUTHORITY; Railway Board's letter No.E(D&A)99/GS1-3 dated 7.1.2000.

27\_2000  
**SERIAL CIRCULAR NO.27/2000**  
**LETTER NO.P(R)/673 DATED 17.2.2000**

Copy of Board's letter No. E(Trg)/99/(22)/6 dated 22.11.99 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(Trg)/99/(22)/6 Dated 22.11.99 (RBE No.297/99) Training Manual Correction Slip 11/99.*

Sub: Delegation of powers to Heads of Centralised Training Institutions.

.....

Ministry of Railways (Railway Board) have decided to modify the "Manual on Management of Training" (Edition 1998) as per the correction slip enclosed.

**MANUAL ON MANAGEMENT OF TRAINING (JUNE 1998)**  
**ADVANCE CORRECTION SLIP NO.11/99**

(A) Para No.8.8.2 of the Manual on Management of Training (Edition 1998) may be read as under:

8.8.2: Honorarium to be paid to the visiting faculty:

From time to time Railway Board notifies the rate of honorarium payable and facilities to be extended to the visiting Lecturers. The rate of honorarium and facilities to Visiting Lecturers called by the Centralised Training Institutes are indicated in para 4.1.1. For delivering lectures to non-gazetted staff at the Railway Training Centres would be as under:

- a) Rs.150/- per day for lectures of one hour and 45 minutes duration subject to a maximum of Rs.450/- per week to Officers of Railways/Central or State Governments ordinarily rank of Joint Secretary to the Government and reputed academicians/special invitees.
- b) Rs.100/- per day for Lectures of one hour and 45 minutes duration subject to maximum of Rs.300/- per week to officers of Railways/Central or State Governments, other than these mentioned at (a) above.

(B) Para 4.1.1. may be inserted under para 4.1. of Chapter-4 of the Manual on Management of Training (Edition 1998) as under:

4.1.1. Delegation of Powers to the Heads of Centralised Training Institutes" In order to facilitate functioning of the Centralised Training Institutes, the Heads of these Institutions have been delegated specific powers as indicated in Appendix VI.

**APPENDIX VI**

**POWERS DELEGATED TO THE HEADS OF THE CENTRALIZED TRAINING INSTITUTIONS. STORES AND TRANSPORT MATTERS**

Item No.	Description of item/ Nature of power	Extent of power to be delegated	Whether finance concurrence is required
1	2	3	4
	1. Local purchase of non-	Upto Rs.1000/- per	Required for

stock items costing for offices, stationary, training material, low Rs.1000/-	petty items priced books on advanced technology for supply to	item without finance concurrence and upto Rs.5000/- per item with Finance Concurrence	more than
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1	2	3	4
	trainees, audio video film, software, equipments for labs, Classroom/office furniture offices automation equip- ment linen/bedding/ blankets for hostel	subject to annual ceiling of Rs.3 lakhs per annum	
2.	Hiring of transport in connection with conduct of courses	Upto Rs.1000/- per trip but not exceeding Rs.5000/- for any particular course subject to annual ceiling of Rs.1 lakh per annum.	Required
3.	Repairs of motor vehicles.	Upto Rs.5000/- in each case subject to ceiling of Rs.20000/- per vehicles per year	Required on each case exceeding Rs.2000/-
4.	Repairs & maintenance including entering into contract for annual maintenance service for computer & lab equipment and other office tools and plants.	i) Full powers subject following tender procedure ii) For single tender to award contract to authorised dealers approved of AGM of contaguous Railway would be required.	Required
5.	Payment of charges for E-Mail/Internet connection/rental etc.	Full powers upto five connections.	Not required
6.	Purchase of books, journals and others publications for library	Full powers	Finance concurrence not required for books costing upto Rs.1000/-(per Book),purchase of books costing more than Rs.1000 per book would re quire

prior concurrence.

**2. MISCELLANEOUS MATTERS;**

1.	To exercise the power of the "Head of an Office" in respect of ordinary contingent Expenditure	Full powers subject paras 1001,1011, 1015,1043,1044 and 1045, of IR Finance Code Vol.I	Not required
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1	2	3	4
2.	Expenditure on ceremonial occasions	Upto Rs.4000/- per occasion subject to ceiling of Rs.10000/- per annum	Not required
3.	Hiring of TV, Video Camera, VCR, LCD and other projection equipment	Full power subject to ceiling of Rs.10000/- per annum.	Required
4.	Condemnation of Office equipments, Training Kits/aids etc.	Full powers on recommendation of a duly constituted Survey Committee.	Not required
5.	To authorise payment for procurement of furniture/ utensils on replacement account of additional requirements through stores.	Full Powers	Required
6.	To write off irrecoverable losses of Cash, Stores.		
	a)When a Railway employee is any way responsible	Upto Rs.50000/- in each case	Required
	b)When a Railway employee is not in any way responsible	Upto Rs.1 lakh in each case	Required
7.	Facilities to visiting lecturers:		
(A)	Rate for honorarium to visiting lecturers	a)Rs.500/- per lecture of one hour 45 mts. duration to the officer of Rlys/Central/State Govt.Ordinary in the rank of Jt.Secy to Govt. and reputed academicians/ special invitees.	Required
		b)Rs.300/- per lecture of one hour 45 mits duration to the visiting lecturers other than mentioned in (a) above	Not required

(B) Travelling facilities to visiting faculty:

1	2	3	4
	i)Permission for air travel facility to eminent visiting faculty from outside the Railways when they are called to	Only Principal RSC/ Vadodara has been delegated power to permit Air travel by pement visiting	Not required
	deliver lectures for the high level courses	lecturers, subject to the following conditions i)The visiting faculty is entitled to travel by air under the rules of his organisation. ii) The distance involved is more than 500 kms. iii) The journey cannot be performed overnight by train/slip coach. iv) journey would invariably be by Economy class.  v)the annual total expenditure limited to Rs.50000/- No other CTIs have been delegated any power in this regard.	
	ii)Other visiting faculty including Railway officers retired in SA Grade and above	IAC complimentary PASS for self only or II AC complimentary pass for self and spouse with authority to travel by Rajdhani/ Shatabdi Express.	Not required
	iii) Retired Railway officers who were entitled to Gold Pass facilities during their service.	I-AC complimentary Pass for self and spouse with authority to travel by Rajdhani/ Shatabdi express.	Not required
	(C) Boarding & lodging land ocal transport facility to visiting lecturers	Free Boarding and local transfer facility from Railway station/airport to the Institute only to visiting faculty and spouse	Not required
8.	Sanctioning Award to meritorious officers in Trg.course in the forms of books to trainees	Rs.1000/- in each course subject to ceiling of Rs.15000/- per annum.	Not required

9	To enter into consultancy contract for developing training materials including audio/video works, Trg.design and development from a list of consultants on a Limited Tender basis.	Upto Rs.1 lakh subject to a maximum of Rs.5 lakhs per annum	Required
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1	2	3	4
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10.	To enter into contract for printing technical literature/in-house magazines/news letters	Upto Rs.25000/- per case subject to annual ceiling of Rs.100000/ per year and certification from Railway Press that the printing work cannot be handled by	Required
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11.	To call for and accept tenders for annual contract for washing and ironing of linens and Dry-cleaning of woollen blanket of Institutes Hostal, Guest House either on open tender basis or limited tender] basis.	Upto Rs.200000/- per case subject to observation of tender procedure.	Required
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12.	To incur expenditure towards presenting mementos to visiting Dignitaries.	Upto annual ceiling limit of Rs.5000/- per annum	Not required
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13.	To enter into contracts and make payment for conducting courses with the help of outside institutes/faculty either at Railway premises or premises of outside institution.	Full powers subject to ceiling of Rs.5 lakhs per annum	Required
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14.	Training of faculty members and staff in non Railway Institute.	Pro-rate registration Fee and over all Registration fee upto Rs.1500/- per day and Rs.10,000/- with ceiling of Rs.200000/- per annum.	Not required
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15.	Sanction of air travel facility in favour of SAG officers of CTIs	Full powers in respect of SA grade officers only with personal	Not required
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approval of Director/  
Principal.

16. To incur expenditure on Newspapers, Magazines and Recreation facilities to be provided to trainees. Full powers subject to ceiling of Rs.60000/- for RSC and Rs.40000/- per annum for other CTIs. Not required

28\_2000

**SERIAL CIRCULAR NO.28/2000**  
**Letter No. P(PC)/487/V/Imp/97/Vol.III dated 16.2.2000.**

Copy of Board's letter No. 91/M(W)/964/126/Pt. dated 17.12.99 is published for information, guidance and necessary action.

*Copy of Board's letter No.91/M(W)/964/126/Pt. dated 17.12.99 (RBE No.309/99).*

Sub: Revision of Incentive scheme.

...

The issue of review of Incentive Scheme being followed by Rail Coach Factory, Kapurthala has been under consideration of the Ministry of Railways for some time. The matter has been examined in detail, having due regard to the recommendations made by M/s RITES after studying the working of the present Incentive Scheme in Kapurthala. After detailed examination of various aspects related to the issue, the Railway Board has decided as under:

- i) The authorised direct man hours shall be reduced by 7% across the board, for all types of coaches in all the production groups.
- ii) The incentive bonus factor shall be in the minimum of pay scale for each category, presently eligible for production incentive.
- iii) An equalising factor of 1.3, i.e. 30% adhoc incentive shall be allowed for all the categories of staff presently eligible for production incentive.
- iv) Section Engineers in Rs.6500-10500 and Senior Section Engineers in Rs.7450-11500 directly supervising work of staff working on the shop floor will henceforth be entitled to monthly payment of incentive Bonus calculated at a flat rate of 15% of their Basic pay per month.
- v) The Painting activity carried out in the Furnishing shop and the shell painting shop shall not be merged in Group-III and the existing system shall continue.
- vi) The revised formulae for the calculation of authorised manpower, Group Performance Efficiency and the incentive payment calculation of the production groups as well as the Support shops, proposed by RCF should include the following deviations from the recommendations of M/s RITES.
  - a) A group's own GPE would be calculated on the basis of the following formula:-  
$$(1.2 \times \text{Eligible outturn in the month/base out turn for the month}) \times (100 - \text{Actual Absenteeism \% in the month})/84.$$
  - b) The incentive for the Support Shops shall be calculated on the basis of the following formula:-  
$$(\text{weighted avg.Inc.\% of all prod.groups}) \times (\text{Annual load in GS units as per Railway Board Target}/1000) \times (1 + 0.25) \times (\text{Authorised manpower of support shop}/ \text{On Roll manpower of support shops}) \times (100 - \text{actual absenteeism \% in the month for the Support Shop})/84.$$

- c) The weightage given to the group's own production and the RCF production as a whole shall continue to be 70% and 30% for the calculation of incentive.
- vii) There will be no trial period for the implementation of the reviewed incentive scheme. The revised scheme shall be implemented with effect from 1.9.99. The revised Due and Drawn Incentive, the former based on improved productivity norms, revised calculation formulae and incentive bonus factors, will be calculated for making the payment of incentive arrears.
- viii) The recommendations of M/s RITES of increasing the authorised manpowers in Support Shop by 33 and of providing an additional development group consisting of 35 men are not accepted.
- ix) The Machine Shop which was hitherto a part of Group V (Bogie shop) should be separated and categorised as a Support Shop.
- x) The outturn of Group IV for calculation of its GPE shall be based on the certification by the Quality Control Department. The out turn for calculation of RCF performance Factor shall be based on the Gate Passes accepted by RPF as is the current practice.
- xi) Learning Curve credit at the rate of 1.5, 1.25, 1.13, 1.06 and 1.03 times the authorised man hours of the concerned coach shall be given for the first coaches of a new design, while calculating the GPE of the concerned group.
- xii) The coverage of Support Departments Planning, Mechanical and Electrical design, Quality, GAIT and Time Office) under incentive scheme is not admissible.  
  
However, all three wings of Planning (Process, Industrial Engineering and Material), along with Quality Control and Quality Assurance Departments will be eligible for PCO Allowance as in other units.
- xiii) The next review of the incentive scheme shall be carried out after two years.
- xiv) The overtime booking in sections covered under incentive scheme should be eliminated completely.

This issues with the concurrence of Finance Directorate.

29\_2000  
**SERIAL CIRCULAR NO.29/2000**  
**LETTER NO.P(PC)/487/V/IMP/97/VOL.III DATED 16.2.2000**

Copy of Board's letter No. No.91/M(W)/964/126/Pt. dated 17.12.99 is published for information, guidance and necessary action.

*Copy of Board's letter No.91/M(W)/964/126/Pt. dated 17.12.99 (RBE No.310/99).*

Sub: Revision of Incentive scheme.

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The subject of review of Incentive Scheme being followed by Wheel and Axle Plant, Bangalore has been under consideration of the Ministry of Railways for some time. After detailed examination of various aspects related to the issue the Railway Board has decided as under:

- i) The plant capacity and standard man-hours shall be as follows:

Plant Capacity - Wheel = 8,800/month  
 Axles = 4,500/month

Standard Man-hours:  
- Wheel shops = 87,414  
- Axle shops = 41,724

These shall be subject to Annual review.

- ii) No bonus limit shall be 83% of plant capacity.
- iii) Incentive rates shall be based on the minimum of the pay scale of Gr.II operator and shall be
  - Wheel shops = Rs.0.55/wheel
  - Axle shops = Rs.1.07/axle.
- iv) Equivalence factors for incentive payment to various categories of staff shall be as recommended by GM/WAP.
- v) Equalizing factor of 1.3, i.e. 30% adhoc incentive, shall be allowed for all the categories of staff presently eligible for production incentive.
- vi) Section Engineers in Rs.6500-10500 and Senior Section Engineers in Rs.7450-11500 directly supervising work of staff working on the shop floor will hence forth be entitled to monthly payment of Incentive Bonus calculated at a flat rate of 15% of their Basic Pay per month.
- vii) The above changes shall be applicable w.e.f. 01.09.99 as has been done for CLW type of Incentive schemes. Revised due and drawn incentives, for former based on improved productivity norms shall be made for arrears payment.
- viii) There shall be no other change in the incentive scheme presently in vogue at WAP.
- ix) The overtime booking in sections covered under incentive scheme should be eliminated completely.

This issues with the concurrence of Finance Directorate.

**30\_2000**  
**SERIAL CIRCULAR NO.30/2000**  
**LETTER NO.P(PC)/487/V/IMP/97/VOL.III DATED 16.2.2000**

Copy of Board's letter No. 91/M(W)/964/126/Pt dated 17.12.99 is published for information, guidance and necessary action.

*Copy of Board's letter No.91/M(W)/964/126/Pt dated 17.12.99 (RBE No.311/99).*

Sub: Revision of Incentive Scheme.

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The subject of revision of Incentive Scheme has been under consideration of the Ministry of Railways for some time. After detailed examination, the Railway Board has decided as under with regard to various aspects related to the incentive scheme being followed by DCW, Patiala.

- i) The authorized direct man-hours shall be reduced by 05% in all production groups.
- ii) The bonus factor shall be minimum of the pay scale for each category as presently eligible for production incentive.
- iii) Equalizing factor of 1.3, i.e. 30% adhoc incentive, shall be allowed for all the categories of staff presently eligible for production incentive.

- iv) Section Engineers in Rs.6500-10500 and Senior Engineers in Rs.7450-11500 directly supervising work of staff working on the shop floor will henceforth be entitled to monthly payment of Incentive Bonus calculated at a flat rate of 15% of their Basic Pay per month.
- v) The above changes shall be applicable with effect from 1.9.99. Revised due and drawn incentives the former based on improved productivity norms shall be made for arrears payment.
- vi) There shall be following changes in the formulae for calculation of incentive bonus.
  - a)  $GPI = (1.2 \times \text{Eligible production in the month} / \text{base output}) \times (100 - \text{Actual Absentecism \% in the month}) / 84$
  - b) Incentive % for Groups 1.9 & 10 =  $(GPI - 1) \times (GPI/1.2)^3$ .

Note:  $(GPI/1.2)^3$  cannot have a value less than 1).

- c) Incentive % for Groups 2,3,4,5,6,7 & 8 =  $1(GPI-1) \times -- 80 + (DCW \text{ loco rebuilt outturn factor}-1) \times 20) \times (GPI/1.2)^2 \times (DCW \text{ loco rebuilt outturn factor}/1.2)$ .

Note:  $(GPI/1.2)^2 \times (DCW \text{ loco rebuilt out turn factor}/ 1.2)$  cannot have a value less than 1).

- vii) The incentive scheme shall be again reviewed after 2 years so that corrective action, if any, can be taken at that stage.

viii) The overtime booking in sections covered under incentive should be eliminated completely.

This issues with the concurrence of Finance Directorate.

**31\_2000**  
**SERIAL CIRCULAR NO.31/2000**  
**LETTER NO.P(PC)/487/V/IMP/97/VOL.III DATED 17/2/2000**

Copy of Board's letter No. PC-V/98/1/11/25 dated 20.1.2000 is published for information, guidance and necessary action.

*Circular letter No.PC-V/98/1/11/25 dated 20.1.2000(RBE No.13/2000).*

Sub: Implementation of Vth Central Pay Commission recommendations in regard to JA Grade and Selection Grade post in RPF.

The issue of implementation of V CPC's recommendations in regard to the JAG and Selection Grade in RPF as been under consideration and of the Board. The matter has been considered by the Ministry of Railways, with the approval of the President have decided to accept V CPC's recommendations contained in para 70.26 of their report as under:

- i) that 10 posts out of the total 25 in the pre-revised scale of Rs.4100-5300(RPS) be operated in the scale of Rs.4500-5700(RPS) Rs.14,300-18,300(RSRP) and the remaining 15 posts be placed in the grade of Rs.3700-5000(RPS)/Rs.12000-16500(RSRP) subject to provisions contained in Sub-para(ii) and para-2 below,
- ii) the pay scales of the incumbents who have already been promoted, as on date of issue of this letter, no Junior Administrative Grade on regular basis after satisfying the prescribed requirements under the Recommended at Rules for placement in the Gr.Rs.4100-5300(RPS), will be protected and they maybe placed in the grade Rs.14300-18300(RSRP) as one time relaxation and.
- iii) Five posts of DIG being operated and Deputy Chief Security Commissioners at present may continue in scale Rs.14300-18300 till further orders.

1. The revised pay scales will be effective from 1.1.96 or from the date the incumbents were actually promoted on a regular basis as Deputy Chief Security Commissioners after satisfying all prescribed conditions, whichever is later.
2. The vacancies, arising in future due to normal attrition, shall be operated in the grade of Rs.12000-16500(RSRP) till the number of posts in the grade of Rs.1200-16500(RSRP) becomes 15, leaving a balance of 10 posts in Rs.14300-18300(RSRP).
3. Amendment to the Recruitment Rules for the posts in scale Rs.12000-16500 etc. shall follow.

**32\_2000**  
**SERIAL LETTER NO.32/2000**  
**LETTER NO.P(PC)/487/V/IMP/97/VOL.II DATED 18/2/2000**

Copy of Board's letter No. PC-V/98/II/6/5 dated 18.1.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.PC-V/98/II/6/5 dated 18.1.2000 (RBE No.9/2000).*

Sub: Admissibility of RSRP Rules, 1997 to the employees on sick leave on 1.1.96 and whose services had been terminated due to medical invalidation, without resuming their duty.

...

The matter regarding applicability of RSRP Rules, 1997 to Railway servants who had been on sick leave on 1.1.96 and whose services had been terminated due to medical invalidation before they could resume their duty, had been under consideration in Board's office in consultation with Department of Personnel and Training and Ministry of Finance. It is clarified in this connection that in terms of Note-3 below Rule 7 of RSRP Rules, 1997, if a government servant was on leave on 1.1.96 the benefits of revised scales of pay are admissible to him from the date he resumes duty. In such cases the pay is required to be fixed in the revised scale on 1.1.96 on notional basis and actual benefit of pay allowed from the date of resuming duty. However, it has now been decided that in relaxation of Note-2 below Rule 6 of RSRP Rules, 1997, even those Railway servants who were on sick leave on 1.1.96 and had been retired subsequently on medical invalidation without resuming duty, would also be covered under Note-2 below Rule 6 of RSRP Rules, 1997 and they may be allowed the benefit of the revised pay.

**33\_2000**  
**SERIAL CIRCULAR NO.33/2000**  
**LETTER NO.P(PC)/487/V/97/QUARTERS DATED 21/2/2000**

Copy of Board's letter No. 98/LMB/10/62 dated 10/1/2000 is published for information, guidance and necessary action. Board's letter 24.7.89 quoted therein has been circulated as S.C.No.160/89.

*Copy of Board's letter No.98/LMB/10/62 dated 10/1/2000*

Sub: Entitlement of various types of house accommodation based on the revised pay scales recommended by the Central Fifth Pay Commission.

.....

Consequent upon the revision of the pay scales recommended by the Central Fifth Pay Commission, the revised entitlement for allotment of the staff quarters, in supersession of the Board's Letter No.88/LMB/21/79 dated 24.7.89, will be as under:

S.No. Category of staff/Officers and pay scales	Entitlement
1. All Group "D" staff	Type-I
2. All Group "C" staff who are in pay scales the	Type-II

maximum of which is less than Rs.4500/-

- |  |           |
|--|-----------|
| 3. All Group "C" staff who are in the pay scales the maximum of which is less than or equal to Rs.9800 but the minimum of which is equal to or more than Rs.4500/- | Type-III  |
| 4. All Group "C" staff who are in pay scales of Rs.6500-10500 and Rs.7450-11500.   | Type - IV |
| 5. a)All Assistant Officers  | Type - IV |
| b)All Senior scale Officers drawing a salary less than Rs.12000  | Type _ IV |
| 6. All senior scales officers drawing pay of Rs.12000 or more and all JAG/SG/SAG officers.   | Type - V  |

NOTE-I No.existing Type-IV or other type of quarters will be transferred from Non-Gazetted pool to Gazetted pool merely because the number of Group"C" staff eligible for such quarters in accordance with the above instructions, happens to be less than the number of available quarters.

NOTE-II Employees in old pay scale of Rs.1320-2040(Revised pay scale Rs.4000-6000) who have already been allotted Type III quarters in terms of earlier orders dated 24.7.89 may retain the Type III quarters. However, all new allotment should be made as per entitlements in this letter.

**34\_2000**  
**SERIAL CIRCULAR NO.34/2000**  
**LETTER NO.P.487/PC/CGEGIS DATED 22.2.2000**

Copy of Board's letter No. PC-III/87/GIS/1 dated 4.6.99 is published for information, guidance and necessary action. Board's letter dated 8.1.96 quoted therein has been circulated as S.C.No.37/96.

*Copy of Board's letter No.PC-III/87/GIS/1 dated 4.6.99 (RBE No.131/99).*

Sub: Central Government Employees Group Insurance Scheme, 1980 - Tables of Benefits for the savings fund for the period from 1.1.99 to 31.12.99.

...

In continuation of this Ministry's letter of even number dated 8.1.96 a copy of O.M.No.7(2)/EV/97 dated 4.5.99 of the Ministry of Finance, Department of Expenditure, on the above subject is published herewith for information and necessary action.

*Copy of Ministry of Finance, Department of Expenditure, New Delhi letter No.7(2)/EV/99 dated 4th May, 1999.*

**OFFICE MEMORANDUM**

Sub: Central Government Employees Group Insurance Schemes - 1980 - Tables of Benefits for the savings fund for the period from 1.1.1999 to 31.12.1999.

.....

The undersigned is directed to refer to this Ministry's O.M.No.7(2)/EV/95 dated 28th December 1995 forwarding therewith Tables of Benefits under CGEGIS for the years 1996, 1997 and 1998 New Tables of Benefits for the savings fund of the Scheme based on a subscription of Rs.10 per month from 1.1.1982 to 31.12.1989 and Rs.15 per month w.e.f. 1.1.1990 onwards have been prepared for the year 1999 and a copy of the same is enclosed. Another Table of Benefit for the savings fund based on a subscription of Rs.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 1999 and a copy of the same is also enclosed. While preparing the Tables the mortality rate has been taken as 3.75 per thousand per annum upto 10.12.1987 and 3.60 per thousand per annum thereafter in both the cases. The amounts in the Tables have been worked out on the basis of interest at the rate of 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 and 12% per annum (compounded quarterly) w.e.f. 1.1.1987 onwards. While calculating the amount it has been assumed that full 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.

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

**35\_2000**  
**SERIAL LETTER NO.35/2000**  
**Letter N.P(R)/439 DATED 25.2.2000**

Copy of Board's letter No. E(GP)/99/2/75 dated 21.12.99 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(GP)/99/2/75 dated 21.12.99.*

Sub: Medical Examination of employees for promotion to Group "B" post of Assistant Chemist and Metallurgist

With reference to the amendment to para-531 of the Indian Railway Medical Manual, vide letter No.97/H/5/3 dated 16/17.9.97, clarification has been sought whether Group "C" employees for promotion to Group "B" post of Assistant Chemist and Metallurgist in the Chemical and Metallurgical Organisation are to be examined for medical fitness under para 531(a) or 531(b) of the IRMM.

In this connection it is pointed out that the Cadre of CMT organisation is entirely separate from that of Mechanical Department. There are separate Recruitment Rules governing the posts of AMEs in Mechanical Deptt. and ACMTs in CMT organisation. The cadres are not, at any level, combined. Further the Assistant Chemist and Metallurgist or the incumbents of the higher grades in the CMT organisation are not called upon to perform the duties which involve train working or use of trolley on open line.

It is, therefore, clarified that the medical examination for the promotion to Group "B" post of Assistant Chemist and Metallurgist may be conducted as for the categories under para 531(b) of the IRMM.

(This disposes of ICF's letter No.PB/99/12/Rules/9/11 dated 3.12.99).

**36\_2000**  
**SERIAL CIRCULAR NO.36/2000**  
**Letter No.P(R)436/IREM/IV DATED 24.2.2000**

Copy of Board's letter No. E(NG)/II/99/-RR1/66 dated 28.1.2000 is published for information, guidance and necessary action. Board's letter dated 28.9.98 quoted therein was circulated as S.C.No.254/98.

*Copy of Board's letter No.E(NG)/II/99/-RR1/66 dated 28.1.2000 (RBE No.17/2000). SC No.23 to MC No.32.*

Sub: Minimum educational qualification for direct recruitment to the post of Skilled Artisans.  
Ref: i)Board's Lr.No.E(NG)/II/78/RC-1/9 dt.24.2.79

....  
Attention is invited to the letters under reference and para 159 of IREM,Vol.I (1989 Edition), vide which it has inter-alia been laid down that open market recruitment may be made to the post of Skilled Artisans from amongst candidates who are Course Completed Act Apprentice/ITI Pass /Matriculates.

2. The matter has been review by the Board and it has been decided that henceforth, the minimum educational qualification for Direct Recruitment to the post of Skilled Artisans (including that of Diesel/Elect.Loco/EMU maintenance trades in scale Rs.3050-4590 will be 'Course Completed Act Apprenticeship/ITI Pass in relevant Trade '.

Indian Railway Establishment Manual may also be amended as in Advance Correction Slip No.93 enclosed.

**INDIAN RAILWAY ESTABLISHMENT MANUAL VOLUME I (1989 EDITION)**  
**Advance Correction Slip No.93**

Chapter-I Section "B" Subsection-III - Recruitment and Training

1. Substitute the 2nd and 3rd line of para 159(1)(i) with the following words and figures, deleting the word 'matriculates'. "Act Apprentices, ITI passed candidates in relevant trades from open market/serving".

2. "Add the following after para 159(1)(iii):-

"Note:for Diesel/Electric Loco/EMU sheds the percentages as in paras(i),(ii) and (iii) above may be read as 60%, 20% and 20% respectively".

3. Para 159(3)(iv) may be deleted.

(Authority:Railway Board's letter No.PC-V/97/II/11/7 dated 28.9.98 and No.E(NG)/II/99/RR-1/66 dated 28.01.2000).

**37\_2000**  
**SERIAL CIRCULAR NO.37/2000**  
**Letter No.P(R)473/III DATED 24/2/2000**

Copy of Board's letter No. E(W)/98/PS5-1/72 (Pt) dated 20.1.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/98/PS5-1/72 (Pt) dated 20.1.2000 (RBE No.10/2000).*

Sub: Endorsement of break journey on Passes.

.....  
In terms of item 3(vi) of Schedule-II of the Railway Servants(Pass) Rules, 1986, break journey en-route is permissible on passes at any station, as desired by the Pass holder. For this purpose, necessary endorsement is made by way of station codes inscribed in the space provided for mentioning the break journeys in the pass. A demand was made in the Staff Council Meeting of the Integral Coach Factory held in December, 1998 that en-block endorsement, of break journeys may be permitted in the Passes without any restriction. The matter has been carefully considered and it has been decided that the present practice of endorsing the break journey by way of station codes should continue. In addition, the Station Master/Ticket Collectors may be authorised to make on endorsement an the pass in case an un- scheduled break journey is desired by the Pass holder due to any unforeseen circumstances.

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

**38\_2000**  
**SERIAL CIRCULAR NO.38/2000**  
**Letter No.P(R)436/RI DATED 24.2.2000**

Copy of Board's letter No. E(G)/99/FR 1-1 dated 20.1.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(G)/99/FR 1-1 dated 20.1.2000 (RBE No.6/2000).*

Sub: Revision of Rule regarding date of birth in the Service Record.

....

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the President is pleased to direct that a note as under may be added below Rule 225(4)(iii) of Chapter 2 of IREC Vol.I (1985 edition) as in the Advance Correction Slip No.75 forwarded herewith.

**INDIAN RAILWAY ESTABLISHMENT CODE VOL.I**  
**Advance Correction Slip No.75**  
**Rule 225(4) (iii) of Chapter 2**

Please add the following as Railway Board decision below the said Rule:

"Note: The source/basis on which the date of birth has been recorded in the Service Records of the employee at the time of entering service may be recorded below the date of birth recorded".

(AUTHORITY: Railway Board's Lr.No.E(G)/99/FR-1/1 dated .1.2000)

**39\_2000**  
**SERIAL CIRCULAR NO.39/2000**  
**Letter No.P(PC)487/V/97/Allow/Vol.II dated 24.2.2000**

Copy of Board's letter No. F(E)/Spl.98/FR/1/1 dated 28.1.2000 is published for information, guidance and necessary action. Board's letter 106/91 & 40/98, respectively dated 5-6-91 & 31-12-97 quoted therein has been circulated as S.C.Nos.

*Copy of Board's letter No.F(E)/Spl.98/FR/1/1 dated 28.1.2000 (RBE No.14/2000)*

Sub: Grant of Dual Charge Allowance for combination of Appointments.

Ref: Board's Lr.No.F(E)/Spl.91/FR/Misc/3 dated 5.6.91 and F(E)/Spl.97/FR/1/1 dated 31.12.97 relating to Para 645(a) and 648(a) of IREM/Vol.I (Revised Edition) 1989.

Consequent upon introduction of revised scale of pay based on recommendations of the fifth Central Pay Commission, Ministry of Personnel, Public Grievances and Pension (Department of Personnel and Training) vide their notification No.4/3/97- Estt(Pay II) dated 12.3.99 have amended the existing provisions relating to the grant of Dual Charge Allowance for combination of appointments. In view thereof the existing provisions as modified earlier vide Advance Correction Slip No.1 & 33 circulated under Board's letter dated 5.6.91 and 31.12.97 mentioned above are further amended as under:

- i) Dual charge allowance will be admissible only if the additional charge is held for a period exceeding 45 days.
- ii) Aggregate of pay and additional pay shall not exceed Rs.26,000/- p.m.

2. The revised orders are effective from 15.3.1999.

NOTE: i) For the period between 1.1.96 to 15.3.99 while the ceiling of Rs.8000/- may be worked out notionally as per pre-revised salaries, payment of 10% of the presumptive pay may be made with reference to the pay in the revised scale.

- ii) For the period subsequent to 15.3.99 the payment on revised scales will be made with the provision if a minimum period of 45 days. Cases already dealt with otherwise need not be re-opened.
3. Accordingly, Advance correction Slip No.94 to the IREM Vol.I (Revised Edition, 1989) Annexure "A" is enclosed herewith Necessary amendments maybe made in the IREM (Vol.I) Revised Edition, 1989.

Other terms and conditions governing the Dual charge Allowance shall remain unchanged.

**Annexure "A"**

**ADVANCE CORRECTION SLIP NO.94**

The following amendments may be further carried out in Chapter VI, Section V of IREM Vol.I (Revised Edition 1989) re-garding grant of Dual Charge Allowance as under:

In Sub-Para (a) of Para 645, as last amended vide Advance Correction Slip No.33 under Board's letter No.F(E)/Spl.97/FR-1/1 dated 31.12.97 substitute the words "for a period exceeding 30 days" appearing in line 13 as "for a period exceeding 45 days".

In sub para (a) of Para 648, as last amended vide advance correction slip No.1 under Board's letter No.F(E)/Spl.91/FR/Misc/3 dated 5.6.91 the figure of Rs.8000/- may be read as Rs.26000/-.

AUTHORITY: Railway Board's letter No.F(E)/Spl.98/FR/1/1 dated 28.01.2000).

**40\_2000**  
**SERIAL CIRCULAR NO.40/2000**  
**LETTER NO.P(R)/75/V DATED 25.2.2000**

Copy of Board's letter No. E(LR)/1/99/Misc dated 18.1.2000 is published for information, guidance and necessary action. Board's letter dated 5.1.99 quoted therein was circulated as S.C.No.44/99.

*Copy of Board's letter No.E(LR)/1/99/Misc dated 18.1.2000.*

Sub: Rates of Daily Allowance for Staff side Members of the Departmental/National Councils and 3rd level/Regional Council of JCM.

.....  
In continuation of Board's letter of even No.dated 5.1.99 a copy of revised instructions dated 29.7.99, received from the Under Secretary, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training on the above subject is enclosed for information and guidance.

.....  
Copy of Lr.No.8/4/98-JCA dated 29th July' 99 received from Ministry of Personnel, P.G. & Pensions(Department of Personnel & Training), New Delhi.

**OFFICE MEMORANDUM**

Sub: Date of effect of Revised D.A.rates for JCM Members

.....  
The under signed is directed to refer to this Department's O.M. of even number dated 17.11.98 on the above subject and to say that these orders shall be effective from 1st October, 1997 instead of 17.4.1998.

**41\_2000**  
**SERIAL CIRCULAR NO.41/2000**

**LETTER NO.P(PC)/487/V/97/ALLOWANCE/VOL.II DT.28.2.2000**

Copy of Board's letter No : E (Ps As/I99/SP-1/ gal.2 dated 21-1-2000 is published for information guidance duly action. Board's letter dated 9-10-98 & 236-99 quoted therein were circulated as SC Nos ; 287/98 & 175/99, respectively.

Copy of Board's letter No.E(P&A)/1-99/SP-1/Genl.2 dated 21.1.2000(RBE No.12/2000).

Sub: Recommendation of the Fifth Central Pay Commission Decision relating to grant of Special Pay.

Ref: 1.Board's Lr.No.E(P&A)1-98/SP-1/Genl.1 dated  
9.10.98.Board's Lr of even number dated 23.6.99  
2.Board's letter of even No.dated 18.10.99

.....  
The rate of qualification pay of Accounts Staff passing Appendix 2-A examination consequent upon revision of scales of pay on the basis of recommendations of the Fifth Central Pay Commission has been revised vide S.No.3(a) of Annexure "D" of Board's letter No.E(P&A)/1-98/SP-1/Genl-1 dated 9.10.98. It was clarified vide Board's letter of even number dated 23.6.99 that the existing special pay, termed as Special Allowance is *sugeneris* and shall not count for any other benefit, such as dearness allowance, house rent allowance, compensatory allowances, pension, gratuity' fixation of pay on promotion etc. This was also reiterated vide Board's letter of even number dated 18.10.99.

It has now been decided in consultation with the Ministry of Finance that the Special Allowance & Rs.60/- per month payable only to Clerks Grade II of Accounts Deptt. shall continue to be treated as part of the pay only for the purpose of fixation of pay on promotion to the next higher grade. It will not be reckoned as pay for other purpose like DA, HRA, CCA Pension, gratuity etc.

All other terms and conditions shall remain unchanged.

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

**42\_2000**  
**SERIAL CIRCULAR NO.42/2000**

**LETTER NO.P.487/PC/CGEGIS dated 28.2.2000**

Copy of Board's letter No.PC-III-----dated 25.1.2000 (RBE No.16/2000) Board's letter dt 4-5-99 was circulated 34/99.

Sub: Central Government Employees Group Insurance Scheme 1980 - Table of Benefits for the saving fund for the period from 1.1.2000 to 31.12.2000.

.....  
In continuation of this Ministry's letter of even No.dated 4.5.99 a copy of O.M.No.7(2)/EV/99 dated 19.1.2000 of the Ministry of Finance, Department of Expenditure on the above subject is forwarded herewith for information and necessary action.

Copy of letter No.7(2)/EV/99 dated 19th January, 2000 received from Govt.of India, Ministry of Finance, Department of Expenditure, New Delhi.

**OFFICE MEMORANDUM**

Sub: Central Government Employee Group Insurance Scheme 1980 - "Tables of Benefits for the savings fund for the period from 1.1.2000 to 31.12.2000.

.....  
The undersigned is directed to refer to this Ministry's O.M.of even No.dated 4th May, 1999 forwarding therewith Tables of Benefits under CGEGIS for the year 1999. New Tables of Benefits for the savings fund of the scheme based on a subscription of Rs.10/- per month from 1.1.1982 to 31.12.1989 and Rs.15/- per month w.e.f. 1.1.1990 onwards have been prepared for the year 2000

and a copy of the same is enclosed. Another table of Benefits for the savings fund based on a subscription of Rs.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 2000 and a copy of the same 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) 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 and 12% per annum (compounded quarterly) w.e.f. 1.1.1987 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.

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.

**43\_2000**  
**SERIAL CIRCULAR NO.43/2000**  
**LETTER NO.P(R)/227/XII DATED 02/03/2000**

Copy of board's letter No.E(D&A)/93/RG 6-61 dated 11.01.2000 (RBE No.5/2000).

Sub: Revision of a Disciplinary action after the Retirement of Railway employee from service.

.....

Attention of the Railways is invited to item (v) of the clarifications to the RS(D&A) Rules issued under Board's letter No.E(D&A)/96/RG6-22 dated 3.10.96 regarding permissibility of revision under Rule 25 of RS(D&A) Rules after retirement of the Railway employee. The matter has since been considered in consultation with the Department of Personnel and Ministry of Law and it has been decided that revision/review of cases already finalised before retirement of the Railway employee cannot be initiated after his retirement with a view to impose a cut in his pensionary benefits. There is however, no bar to continuing under Rule 9 of RS(Pension)Rules, 1993 the reversionary proceedings initiated by way of suo-moto revision provided show cause notice had been issued before retirement or where a revision petition submitted by the employee was pending on the date of his retirement from service.

**44\_2000**  
**SERIAL CIRCULAR NO.44/2000**  
**LETTER NO.P(R)/299/IV DATED 2.3.2000**

Copy of Board's letter No.E(G)/98/H01-9 dated 1.2.2000 (RBE No.18/2000).

Sub: Grant of Honorarium for contributing articles etc. in the Indian Railways Technical Bulletin published by RDSO/Lucknow.

.....

Reference instructions issued under Railway Ministry's letter No.E(G)/60/H01-28 dated 30.09.63 as modified vide letter No.E(G)/88/H01-27 dated 31.05.89 and No.E(G)/96/H01-5 dtd.4.9.96.

Ministry of Railways have reviewed the matter and have decided to enhance the payment of honorarium for articles published in Indian Railways Technical Bulletin (other than articles adjudged 1st, 2nd and 3rd for which cash prize is given) to Rs.400/- (Rupees four hundred only) per article. The other terms and conditions, as prescribed in Board's letter No.E(G)/60/H01-28 dated 30.09.63 including non-admissibility of honorarium to RDSO staff/officers would continue to apply.

The above has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

**45\_2000**

**SERIAL CIRCULAR NO.45/2000**  
**LETTER NO.P(R)227/XII DATED 2.3.2000**

Copy of Board's letter No.E(D&A)/99/RG 6-40 dated 13.1.2000 (RBE No.7/2000).

Sub: Comments of the disciplinary authority on the appeal under Rule 21(3) to the RS(D&A) Rules Regarding.

.....

In the Departmental Council Meeting under the JCM Scheme, held recently on 30.11.99 and 1.12.99, the staff side had raised the issue relating to comments to be furnished by the Disciplinary Authority on the appeal in terms of Rule 21(3) of the RS(D&A) Rules and had expressed the view that these provisions come in the way of a fair and impartial decision by the Appellate Authority.

Board, on consideration of the matter, have observed that the comments of the Disciplinary Authority on the appeal only intend to clarify the position on the various points raised by the appellant with reference to the orders of the Disciplinary Authority. These comments thereby facilitate consideration of the appeal by the appellate authority without putting the appellant to any disadvantage. However, it has to be ensured that, while forwarding appeals to the Appellate Authority, the Disciplinary Authority confines its comments to the points raised in the appeal without commenting on any extraneous circumstances on which the charged official has had no opportunity to explain his position. Board desire that the above directions be brought to the notice of all the authorities concerned on your Railway for their guidance and strict compliance.

**46\_2000**  
**SERIAL CIRCULAR NO.46/2000**  
**CIRCULAR LETTER NO.P(R)/436/IEM/IV DATED 8.3.2000**

Copy of Board's letter No.E(NG)/I-99/TR/15 dated 08.02.2000 (RBE No.24/2000). S.C.No.9 to MC No.24.

Sub: Transfer on request on bottom seniority -Amendment to Indian Railway Establishment Manual.

.....

In terms of Note (ii) below Para 312 of the Indian Railway Establishment Manual, Volume-I, 1989, transfer on request of railway employees working in grades in which there is an element of direct recruitment can be accepted on bottom seniority in such grades. No such transfer is permissible in the intermediate grades, in which all the posts are filled by promotion of staff from the lower grade(s) and there is no element of direct recruitment. It is not however, necessary that the employees seeking transfer should possess the educational qualifications prescribed for direct recruitment to the post to which transfer is sought.

The Central Administrative Tribunal/Chandigarh in its judgment dated 22.9.98 in O.A.No.413/HR/98 filed by Sri Anand Prakash and others in the matter of transfer on request against direct recruitment vacancies quashed the instructions contained in this Ministry's letter No.E(NG)/65/SR6/31 dated 1.4.1966 which stipulates that it is not necessary for the employees seeking transfer to possess the educational qualifications laid down for direct recruitment to the relevant post. The Central Administrative Tribunal also questioned the transfer of employees against direct recruitment quota vacancies in the absence of a provision in the rules for filling up posts in a grade by transfer. The Punjab and Haryana High Court at Chandigarh has upheld the judgment of the CAT Chandigarh. The SLP filed against the said judgment in the Supreme Court has also been dismissed.

The matter has been considered by the Ministry of Railways in consultation with the Legal Advisor/Railway Board in the light of the above development and it has been decided that henceforth for transfer of employees on request on bottom seniority in recruitment grades the employees should possess the qualification prescribed for recruitment to the relevant post.

The Indian Railway Establishment Manual, Volume I, 1989 may also be amended accordingly as in the Advance correction Slips No.95 and 96 enclosed.

**INDIAN RAILWAY ESTABLISHMENT MANUAL VOLUME-I 1989**  
**CHAPTER III RULES REGULATING SENIORITY OF NON-GAZETTED RAILWAY SERVANTS.**  
**Advance Correction Slip No.95**

Substitute the following for the existing Note(ii) below Para 312:

"(ii) the expression "relevant grade" applies to grades where there is an element of direct recruitment Transfer on request from railway employees working in such grades may be accepted provided they fulfill the educational qualifications laid down for direct recruitment to the post. No such transfers should be allowed in the intermediate grades in which all the posts are filled entirely by promotion of staff from the lower grade(s) and there is no element of direct recruitment".

(AUTHORITY:Ministry of Railway's letter No.E(NG)I-99/TR/15 dated 08.02.2000).

**INDIAN RAILWAY ESTABLISHMENT MANUAL VOLUME-I 1989**  
**CHAPTER-I SECTION 'B' SUB-SECTION-I – GENERAL**  
**Advance Correction Slip No.96**

After the existing para 102, a new para 102-A may be inserted as follows:

"102-A Notwithstanding the provisions contained in this Chapter, transfers on request on bottom seniority in the grades having an element of direct recruitment will be permissible against the quota prescribed for direct recruitment, provided that the employees seeking transfer possesses the qualification prescribed for direct recruitment to the post to which transfer is sought for".

(AUTHORITY;Ministry of Railway's Lr.No.E(NG)I-99/TR/15 dated 8.2.2000).

**47\_2000**  
**SERIAL CIRCULAR NO.47/2000**  
**LETTER NO.P(R)500/XVII DATED 8.3.2000**

Copy of Board's letter No.F(E)/III/99/PN1/35 dated 21.1.2000 (RBE No.15/2000).

Sub: Implementation of recommendations contained in para 61 of 44th Report of Parliamentary Standing Committee on Ministry of Home Affairs Time Schedule for disbursement of Pension - Regarding.

A copy of Department of Pension & Pensioners' Welfare's O.M.No.38/64/98-P&PW(F) dated 5.10.99 is circulated for information and guidance. These instructions shall apply mutatis mutandis on the Railways also.

In regard to DOP&T's Note dated 2.8.99 and U.O dt.6.8.99 of Department of Expenditure referred to in sub-paras (f) and (g) of the aforementioned O.M. dt 5.10.99, it is stated that these are Inter-Departmental references which merely state that interest is not payable on delayed payment of CGEGIS and Leave Encashment as these are not in the nature of retirement benefits.

3. In so far as Notification dt 27.10.97 issued by the Ministry of Labour amending the Employees Pension Scheme, 1995, it is stated that the same is not applicable in the case of Railway employees.

4. Rule 68 of CCS(Pension) Rules, 1972 referred to in the aforementioned OM dt 5.10.99 corresponds to Rule 87 of Railway Services (Pension) Rules, 1993 and Rule 56 to 63 of CCS(Pension) Rules, 1972 correspond to Rules 76 to 83, other corresponding rules are as under:

CCS (Pension)Rules 1972

Railway Services(Pension)Rules ,1993

64		91
65		85
66		84
67		86
69		10
70		90
71,73	15	
72		16
74		88
75,76	deleted	

.....

Copy of Ministry of Personnel, Public Grievances & Pensions Department of Pension & Pensioners' Welfare) New Delhi's letter No.38/64/98-P&PW(F) dated 5th October 1999.

#### OFFICE MEMORANDUM

Sub: Implementation of recommendations contained in Para 61 of 44th Report of Parliamentary Standing Committee on Ministry of Home Affairs, Time Schedule for disbursement of Pension - Regarding.

.....

In para 61 of the 44th Report of Parliamentary Standing Committee on MHA, the Committee had observed that timely payment of pension and retirement dues is not being made to the retiring employees of Union Government. The Committee drew attention to the Employees Provident Fund Scheme and the Notification issued by the Ministry of Labour on 27.10.97 amending the Employees Pension Scheme 1995. In terms of provisions under Employees Provident Fund and Misc., Provisions Act, 1952, the Ministry of Labour inserted a new provision "17A payment of Pension" which inter-alia says that "in case the Commissioner fails without sufficient cause to settle a claim complete in all respects within 30 days, the Commissioner shall be liable for the delay beyond the said period and penal interest at the rate of 12% per annum may be charged on the benefit amount and the same may be deducted from the salary of the Commissioner". On the same analogy the Committee has recommended the simple provisions may be formulated and enforced to ensure timely payment of pension and retirement dues to the retiring employees of Union Government.

As per CCS(Pension) Rules, 1972 no interest is payable on delayed payment of pensions/commuted value of Pension. However, the above recommendation of the Committee on delayed payment of retirement dues has been examined in this Department in consultation with Department of Personnel & Training and Department of Expenditure, Ministry of Finance and it has been decided to implement the recommendation as detailed below.

- a) All pensioners' dues are to be settled by strictly following the procedures laid down in Rules 56 to 76 of CCS(Pension)Rules, 1972.
- b) Wherever delays are anticipated provisional pension should be sanctioned immediately.
- c) Any delay in processing of pension resulting in pension not being authorised on the last working day of retirement of the government servant, should be reported by the Head of Office to the next higher authority who would watch the settlement of delayed cases.
- d) In respect of delayed payment of gratuity wherever it results in payment of penal interest at the rate applicable to GPF deposit (at present 12% per annum compounded annually) under Rule 68 of CCS (Pension)Rules 1972. Secretary of the Administrative Ministry of Department would initiate action to fix responsibility at all levels to recover the amount from the concerned Dealing

official, Supervisor and Head of Office in proportion to their salary by following the prescribed procedures for the purpose. This should be strictly enforced with immediate effect.

- e) Once it has been decided to pay gratuity the amount should be paid immediately pending a decision regarding payment of interest. This would reduce the interest liability if any on payment of delayed gratuity.
  - f) In the matter of delayed payment of leave encashment the Department of Personnel & Training in their Note dated 2.8.99 has clarified that there is no provision under CCS(Leave)Rules for payment of interest or for fixing responsibility. Moreover, encashment of leave is a benefit granted under the leave rules and not a pensionary benefit.
  - g) In the matter of CGEGIS, the Department of Expenditure Ministry of Finance in their U.O.No.709/EV/99 dated 6.8.99 has clarified that payments under CGEGIS cannot be termed as terminal benefit. As payments under this scheme are made in accordance with the Tables of benefit which takes into account interest upto the date of cessation of service, no interest is payable on account of delayed payments under the scheme. They have also clarified that CGEGIS payment cannot be withheld and no Government dues can be recovered from the accumulation except the amount claimed by the financial institution as due from the employee on account of loans taken for house building purpose.
3. Contents of this GM may also be brought to the notice of concerned attached/subordinate/field organisations under the administrative control of respective Ministry/Department, for compliance.
  4. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

**48\_2000**  
**SERIAL CIRCULAR NO.48/2000**  
**LETTER NO.P(R)/436/RI/III DATED 10/3/2000**

Copy of Board's letter No.E(P&A)1-98/CPC/LE-6 dated 11.2.2000 (RBE No.22/2000).

Sub: Simplification of rules and procedures relating to Leave Rules -Chapter V of the Indian Railway Establishment Code Volume I, 1985 Edition Reprint Edition 1995).

Ref: Board's letter of even No.dated 21.5.99.

.....

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the president is pleased to direct that Rule 551 of the Indian Railway Establishment Code, Vol.I, 1985 Edition (Reprint Edition-1995) be amended as in the enclosed advance correction slip No.76.

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

**ADVANCE CORRECTION SLIP TO THE INDIAN RAILWAY ESTABLISHMENT CODE,  
VOLUME I, 1985 EDITION (REPRINT EDITION 1995)**

Advance Correction Slip No.76

Rule 551--R-I

A new Rule 551 (B) maybe inserted below Rule 551-A,

Rule 551(B) - Paternity Leave to male casual Railway employee who has been granted temporary status.

A male casual Railway employee who has been granted temporary status with less than two surviving children may be granted Paternity leave for a period of 15 days during the confinement period of his wife. The leave should be applied for and availed of at least partly, or at least commence within a period of 135 days of child birth. The paternity leave can commence prior to child birth so long as the date of birth of child falls during the period of such leave. It shall not be debited against the leave account and may be combined with pro-rata leave on average pay admissible to the Casual Railway employees (as in the case of Maternity leave). Paternity leave too, like Maternity leave, can be sanctioned only in a single spell. During the period of such leave he shall be paid wages, in respect of the working days equal to the wages drawn immediately before proceeding on leave.

(AUTHORITY: Board's letter No.E(P&A) I-98/CPC/LE-6 dated 21.5.99)

**49\_2000**  
**SERIAL CIRCULAR NO.49/2000**  
**LETTER NO.P(R)/500/EX-GRAITA DATED 10.3.2000**

Copy of Board's letter No.E(W)/99/CP-1/1 dated 9.2.2000.

Sub: Payment of Ex-gratia lumpsum compensation to families of Railway employees.  
Ref: N.F.Railway's Ir.no.E/322/41(W) dt.9.12.99

.....

Reference N.F.Railway's letter cited above requesting following clarifications regarding scheme of Ex-gratia compensation communicated under Board's letter No.E(W)/99/CP-1/1 dated 5th November 1999.

- a) Whether the scheme of Ex-gratia applies to those employees also who are covered under Workmen's Compensation Act or is restricted only to those to whom the WCA does not apply; and
- (b) Whether the scheme is applicable to RPF personnel?

Board have considered the matter. It is clarified that the Scheme of Ex.Gratia contained in DOP&PW's O.M.No.45/55/97-P&PW(C), dated 11th Sept. 1998 annexed to Board's letter referred to above, applies to all Railway Servants. This includes RPF personnel and Railway Servants covered under Workmen's Compensation Act also. However, the compensation, if any, paid under WCA should be reduced from the lumpsum amount payable under the scheme of Ex.gratia.This issues with the concurrence of Finance Directorate of the Ministry of Railways.

**50\_2000**  
**CIRCULAR NO.50/2000**  
**LETTER NO.P(R)/473/III DATED 16.3.2000**

Copy of Board's letter No.E(G)/96 AL 12/2 dated 24.2.2000.

Sub: Facility of air travel for officers posted in the NE Region.

.....

In partial modification of Board's letters of even number dated 1.1.99 and 24.8.99 and in supersession of paras(2) (i) to 2 (v) & para I (i) to I. (iii) thereof respectively, Board have decided as under:

- i) Group "A" officers will be permitted reimbursement of air-travel from any airport on N.F.Railway to the hometown of the officers and back for self spouse and dependent children (not exceeding two) once in a calendar year on surrender of one set of privilege pass. The restriction of reimbursement being limited only to the extent of the fare from Guwahati to Calcutta and back thus stands removed.

The hometown mentioned at (i) above will be the place as declared by the officer when he joins service on N.F.Railway. Subsequent change in hometown will normally not be permitted. However, in exceptional circumstances, the change can be permitted with the personal approval of the General Manager.

- iii) For Group 'B' officers, the facility of air travel as was available prior to 1984 stands restored with the modification that the reimburseent air travel will be permissible once a year between any airport on N.F.Railway to Calcutta and back (instead of Guwahati to Calcutta and back) for self, spouse and dependent children (not exceeding two), on surrender of one set of privilege pass.

All other conditions regarding grant of this facility will continue to be applicable.

These orders will be effective from the calender year 2000.

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

**51\_2000**  
**SERIAL CIRCULAR NO.51/2000**  
**CIRCULAR LETTER NO.P(R)500/XVII DATED 16.3.2000**

Copy of Board's letter No.F(E)/III/2000/PN1/2 dated 18.2.2000 (RBE No.29/2000).

Sub: Admissibility of family pension under liberalised Pensionary awards in case of compassionate grounds appointments - Clarification regarding.

.....

Instances have come to Board's notice that Liberalised family pension is being denied by some of the Railways to the dependent family members of Railway servants killed by terrorists etc., while on duty, on the basis of the stipulation contained in para-5 of Board's letter No.F(E)/III/84/PN1/20 dated 16.3.85 to the effect that appointment on compassionate ground should not be given in cases where Liberalised Pensionary Awards have been granted. Therefore, in cases where Compassionate appointments are offered to the dependent family members of the deceased Railway employees even after 1.1.86, papers are not being forwarded to Board's office by the Railways for grant of Liberalised Family Pension in such cases.

Attention in this connection is invited to para-11 of consolidated instructions issued vide Board's letter No.F(E)/III/90/PN1/29 dated 16.10.90 wherein it is stated that these orders apply to all cases arising on or after 1.1.86. Therefore, it is clarified that the stipulation contained in para-5 of Board's letter dated 16.3.85 is no longer applicable to cases arising on or after 1.1.86, as no such restriction has been laid down in Board's letter dated 16.10.99. The cases arising on or after 1.1.86 may, therefore, be dealt with accordingly.

**52\_2000**  
**SERIAL CIRCULAR NO.52/2000**  
**LETTER NO.P(R)/227/XVII DATED 16.3.2000**

Copy of Board's letter No.E(D&A)/98 RG 6-52 dated 3.1.2000.

Sub: Exercise of Disciplinary powers of PHOD under Schedule III to the RS(D&A)Rules.

.....

On individual references received from DCW and RCF, instructions had been issued to these units that the disciplinary powers of PHOD under Schedule III to the RS(D&A) Rules may be exercised on these units by the co-ordinating HODs who are in Sr.Administrative Grade.

Board have decided that the above dispensation would be applicable to the other Production units also. Board have also decided that since there are no PHODs on the new Zonal Railways, the powers of PHOD under schedule III to the RS(D&A) Rules may be exercised also by the co-

ordinating HODs in Sr.Administrative Grade/HODs in Sr.Administrative Grade who are in independent charge in the new Zones.

**53\_2000**  
**SERIAL CIRCULAR NO.53/200**  
**LETTER NO.P(PC)/487/V/97/PENSION/VOL.I DATED 16.3.2000**

Copy of Bd's letter No : F (E) III 99/PNI/12 dt 8-2-2000 (RBE 21/2000)

Sub: Revision of Pension in respect of post 1.1.1996 Pensioners.

.....

There are instances when certain categories of posts were granted revised pay scales w.e.f. 1.1.1996 which were later improved also w.e.f. 1.1.96. Pay scales of Artisans Grade I and General Managers may be cited as illustrative references in this regard. As a consequence, it has come to notice that in a few cases, while refixing the pay in the higher revised scales, there is a downward revision in the basic pay, with the result that the amount of pension/family pension in cases of retirements during the period also undergoes reduction in such cases. In terms of Rule 90 of Railway services (Pension) Rules, 1993, Pension once sanctioned after final assessment shall not be revised to the disadvantage of the Railway servant unless such revision becomes necessary on account of detection of clerical error subsequently. In view of this rule position, it is clarified that in respect of those Railway servants who retired on or after 1.1.96 and for whom pension has been sanctioned based on the revised scale of pay initially allotted, and subsequently their pay was refixed downwards in a higher replacement scales of pay, the pension originally fixed should not be reduced even if the basic pay undergoes reduction since such cases cannot be treated as cases of clerical error.

**54\_2000**  
**SERIAL CIRCULAR NO.54/2000**  
**LETTER NO.P(PC)/487/V/97/ALLOWANCES/VOL.II DT 16.3.2000**

Copy of Board's letter No.PC-V/97/I/7/17 dated 9.2.2000 (RBE No.23/2000).

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

Ref: Board's letter of even number dated 9.2.98.

....

Consequent upon revision of pay scales w.e.f.1.1.96 instructions were issued on the subject of rate of overtime Allowance in reference to revised pay scales vide Board's letter of even number dated 9.2.98. The question as to whether Transport Allowance should also be included within the purview of emoluments has been under consideration for sometime past. The matter has been examined in consultation with the Ministry of Labour and it is clarified that Clause (2) of Section 59 of the Factories Act 1948 provides that 'ordinary rate of wages means the basic wages plus such allowance, including the cash equivalent of the advantage accruing through the concessional scale to workers, as the worker is for the time being entitled to, but does not include a bonus and wages for over time work. Accordingly, since the Transport Allowance has not been excluded from the compensatory allowance etc. under clause(2) of Section 59 of the Factories Act, all other allowances like HRA, CCA, Transport Allowance etc. should be included in the basic rate of wages for the purpose of computation of Overtime Allowance.

In view of above,an additional Sub-Clause may be added under Clause (a) para (4) of Board's letter of even number dated 9.2.98 under reference (S.No.PC-V/42, RBE no.32/98) as under:

"vi) Transport Allowance'."

**55\_2000**  
**SERIAL CIRCULAR NO.55/2000**

**LETTER NO.P(PC)/478/V/IMP/97/VOL.III DATED 16.3.2000**

Copy of Board's letter No.PC-V/99/1/11/2/ dated 2.2.2000(RBE No.19/2000).

Sub: ACP scheme for Railway Servants - Clarification regarding.

.....

Pursuant to the V CPC's recommendations, the entry grade of Dieticians on the Railways was revised to Rs.5500-9000 vide Board's letter No.PC-V/97//RSRP/1 dated 16.10.97. The issue of according adequate promotional avenue to the category of Dieticians was under consideration of the Ministry for quite some time. In the background of ACP scheme having been adopted on the Railways, the Ministry of Railways have not decided that the higher grades for the Dieticians have to be found through ACP scheme. While the first financial upgradation of Dieticians will be to the standard grade of Rs.6500-10500, for second ACP, the grade of Rs.7500-12000(RSRP) instead of standard grade Rs : 7450-11500 shall be available for the dieticians, in accordance with specific recommendations of V CPC. As such the Dieticians will be eligible for career progression in the following manner subject to all other terms and conditions laid down in Railway Board's letter No.PC-V/99/1/1/1 dated 1.10.99.

Designation	IV CPC scales (Rs.)	Replacement scale (Rs.)	Equivalent Revised scales(Rs.)	Remarks
Dietician Grade III	1400-2300	1640-2900	5500-9000	Already introduced
Dietician Grade II	2300-3500	6500-10500	to be found through ACP scheme	
Dietician Grade I	2500-4000	7500-12000	To be found through ACP scheme.	

**56\_2000  
SERIAL CIRCULAR NO.56/2000  
CIRCULAR LETTER NO.P(R)/268 DATED 23.3.2000**

Copy of Board's letter No.E(NG)/II/99/RC-1/Gen.9/JCM-DC dated 15.2.2000 (RBE No.20/2000) S.C.No.40 to MC No.16.

Sub: Appointment on compassionate ground -Acquisition of higher educational qualification.

.....

The scheme of compassionate appointments has been evolved with the idea of providing relief in a situation where the family is subjected to financial distress due to the sudden loss of income from the bread-winner, consequent to his death in harness or retirement due to medical invalidation. Requests for appointment on compassionate ground are, thus, expected to be made immediately after the event warranting such an appointment. All the same, a period of five years has been laid down as the normal time limit within which request for compassionate appointment can be considered. In cases where the widow is unable to take up appointment for herself and the children are minor, this limit can be relaxed for the first son/first daughter on the merits of the case.

However, there can be instances where a ward, even though eligible for compassionate appointment at the time of death of the employee, may be pursuing an educational course, the completion of which would make him eligible for appointment to a grade higher than that for which he would have been suitable as per the qualifications possessed by him at the time of the death/medical invalidation of the 'Railway employee. Representations have been received in some such cases that the same may be kept open and the screening done after the candidate completes the course he/she had taken up. This issue had also been raised in the DC/JCM meeting held in May 1999.

The matter has been considered by the Board and it has been decided that an eligible dependent of a Railway employee, who dies in harness or is retired due to medical invalidation may be allowed to complete the educational course that he may have taken up, so that he maybe considered for appointment on compassionate ground in a grade/post commensurate with the higher qualification provided he acquires the higher qualification and applies for higher grade post within the prescribed period of five years. This will be subject to the condition that only one such chance can be availed by the candidate during the period of five years.

**57\_2000**  
**SERIAL CIRCULAR NO.57/2000**  
**CIRCULAR LETTER NO.P(PC)/487/V/IMP/97/VOL.IV DATED 28.3.2000**

Copy of Board's letter No.PC-V/97/1/11/12 dated 21.2.2000 (RBE No.30/2000).

Sub: Introduction of apex Group C scales in the cadre of Extension Educators. recommendations of V CPC.

.....

The issue of introduction of apex Group 'C' scale of Rs.7450-11500(RSRP) in pursuance of recommendations of V CPC for the category of extension educators has been under consideration of the Ministry of Railways for sometime past. The matter has been examined and the Ministry of Railways with the approval of the President have decided to introduce apex Group 'C' scale of Rs.7450-11500(RSRP) to the extent indicated in para 2(a) below for the category of extension educators by upgradation of equal number of posts of District Extension Educators/Statistical Assistants in the grade of Rs.6500-10500 (RSRP). Simultaneously, an equivalent number of posts in the grade Rs.5500-9000 shall stand upgraded to Rs.6500-10500. While implementing these orders the following detailed instructions should be strictly and carefully adhered to.

2(a) Number of posts to be upgraded to Rs.7450-11500:

One post in each of the Nine Zonal Railway(excluding the new Zones) and one post in Railway Board.

(b) Date of effect:

Existing staff who are placed in the higher grade as a result of implementation of these orders will drawn pay in the said higher grade with effect from the date of issue of these orders

(c) (i)Applicability to various cadres:

These orders will be applicable to regular cadres on open line Establishments including Workshops and Production Units and will include posts of rest givers and leave reserves

(ii) These orders will not be applicable to ex-cadre and work charged posts which will continue to be based on worth of charge.

(d) Pay fixation:

Fixation of pay of staff placed in the grade Rs.7450-11500 will be done in accordance with under Rule 1313(R-II) (FR-22 I(a)(I) with the usual option for pay fixation under extant instructions.

(e) Basic functions, duties and responsibilities:

Since the posts are being created on functional consideration such posts should be pinpointed and should include duties of higher importance. The benefit will become admissible only to the duly selected staff, and that too after they move to the pinpointed posts.

(f) Provision of Reservation:

The existing instructions with regard to reservation of SC/STs will continue to apply while filling up posts in the new grades.

(g) Procedure for filling up the posts:

The posts in the grade Rs.7450-11500 will be filled through selection from amongst staff working in the lower grade of Rs.6500-10500 subject to fulfilment of the normal residency period of two years.

**58\_2000**  
**SERIAL CIRCULAR NO.58/2000**  
**LETTER NO.P(PC)/487/V/97/PENSION/VOL.II DATED 28.3.2000**

Copy of Board's letter No.F(E)/III/2000/PN1/13 dated 2.3.2000(RBE No.35/2000.)

Sub: Implementation of Government's decision on the recommendations of the V CPC relating to retirement benefits.

.....

Instances have been brought to the notice of the Board where the amount of revised pension sanctioned in terms of DOP&PW's O.M.No.45/86/97-P&PW(A)/Pt.III dated 10.2.1998 circulated under Board's letter No.F(E)/III/98/PN1/2 dated 10.3.98 has been further revised downwards to the disadvantage of the pensioners. In this connection attention is invited to DOP&PW's O.M.No.45/86/97-P&PW(A)/Pt.III dated 24.7.98 circulated under Board's letter No.F(E)/III/98/PN1/2 dated 2.9.98, according to which where the amount of pension/family pension arrived at on the basis of notional fixation of pay as on 1.1.1986 happens to be less than the amount of consolidated pension/family pension already drawn by the pre 1.1.1986 pensioners/family pensioners w.e.f. 1.1.1986 there is no need to revise the existing pension/family pension as such a revision to the disadvantage of the pensioners/family pensioners is in violation of Rule 90 of Railway Services (Pension) Rules, 1993. This apart, Board's letter No.F(E)/III/98/PN1/29 dated 15.1.1999 do not envisage any reduction being made if the amount of revised/consolidated pension/ family pension is more than 50% and 30% respectively of the minimum pay in the revised scales of pay introduced with effect from 1.1.1996 of the post last held by the retired/deceased Railway servant at the time of retirement. On the contrary, Board's letter dated 15.1.1999 authorises upward revision of pension/family pension upto 50%/30% of the revised scales of pay if the revised/consolidated pension/family pension is less than 50%/30% of the said scales of pay.

In view of the above position, it is clarified that if the amount of pension/family pension in respect of all the Retired Railway Servants revised and/or consolidated in terms of Board's letter No.F(E)/III/97/PN1/22 dated 5.11.1997 and 23.10.1998, DOP&PW's O.M.no.45/86/97-P&PW(A)/Pt.II dt.27.10.97 circulated vide Board's letter No.F(E)/III/97/PN1/23 dated 7.11.97 DOP&PW's O.M.No.45/86/97-P&PW(A)/Pt.IV dt 8.5.98 circulated vide Board's letter No.F(E)/III/98/PN1/11 dt 5.6.98 circulated and DOP&PW's O.M.No.45/86/97-P&PW(A)/Pt.III dt 10.2.98 circulated vide Board's letter No.F(E)/III/98/PN1/2 dated 10.3.98 works out to be less than 50%/30% of the minimum pay in the revised scales of pay introduced w.e.f. 1.1.1996 the same may be raised to 50%/30% of the said minimum pay as per the instructions contained in Board's letter dated 15.1.1999. In other cases where the amount of Pension/family pension revised and/or consolidated happens to be more than 50%/30% of the said minimum pay, the same should be treated as the final basic pension/family pension as on 1.1.1996 in the case of pre 1.1.1996 retirees and in the case of post 1.1.1996 retired/deceased railway servants as on the date following the date of retirement/death.

The cases of revision of pension/family pension to the disadvantage of the pensioner/family pensioner, if any already done, may be re-opened and revised again in accordance with the foregoing clarification.

**59\_2000**  
**SERIAL CIRCULAR NO.59/2000**  
**CIRCULAR LETTER NO.P(R)/171/III DATED 4.4.2000**

Copy of Board's letter No.2000/E(SCT)/1/71/1 dated 3.3.2000 RBE.No.36/2000).

Sub: Dealing with internal disputes of all India Scheduled Castes and Scheduled Tribes Railway Employees Association and All India OBC Railway Employees Federation/Association.

.....

One of the Zonal Railways have sought Board's guidelines as to how to deal with the situation when a rival group of existing OBC Association has formed a separate Association duly registering it under the Societies Act, 1860 and has desired its recognition and circulation of its list of office bearers and extension of facilities to them.

Board after a careful consideration desire that recognition and extension of facilities to more than one SC/ST and OBC Association/Federation should not be considered. If the office bearers of this Association/Federation have any internal disputes amongst themselves, they may settle them as per their bye-laws. If the disputes remain still unsettled, they may resort to legal means i.e. they may approach an appropriate court of law/nominated authority such as registrar of societies which/who has a jurisdiction and power to deal such cases.

This disposes of Southern Railway's letter No.P(R)/171/OBC/Confdt. dated 05.01.2000.

**60\_2000**  
**SERIAL CIRCULAR NO.60/2000**  
**CIRCULAR LETTER NO.P(R)/171/III DATED 7.4.2000**

Copy of Board's letter No.97-E(SCT)/I/49/14 dated 27.3.2000 (RBE No.57/2000).

Sub: Qualifying marks in promotion to SC/ST candidates in Safety/non-safety categories.

.....

Railway Board have issued instructions from time to time for grant of relaxation in qualifying marks in promotional category posts in favour of SCs/STs.

Ministry of Railways after careful consideration have decided that relaxations in qualifying marks stand withdrawn from the date of issue of this letter. It is emphasized for clarity that the withdrawal is for relaxations in qualifying marks only. Scheduled Castes/Scheduled Tribes continue to be judged by excluding the seniority marks wherever they are required to be taken into consideration both in Safety and non-safety category posts.

Selections which are already finalised on the basis of earlier instructions will not be required to be reviewed or revised. However, selections which are under process of finalisation will be finalised as per revised instructions.

**61\_2000**  
**SERIAL CIRCULAR NO.61/2000**  
**CIRCULAR LETTER NO.P(R)/227/XIII DATED 11.4.2000**

Sub: Delegation of powers in respect of the Railway Servants(D&A) Rules 1968.

.....

In the Railway Board's letter No.E(D&A)/80/RG/6-21 dated 8.7.82, circulated under this office Serial Circular No.113/82, clarification of the disciplinary powers in respect of ADRMs/DRMs, functional HODs/PHODs were issued as under:

- i) Appeal against penalties imposed by DRMs will be dealt with by PHOD where there are more than one HOD.
- ii) In respect of divisional units directly under the control of Headquarters, the HODs incharge of the Units will deal appeals and revision petitions.
- iii) In respect of Medical Department orders passed by the Chief Medical Superintendents will be dealt with the Chief Medical Officer, now Chief Medical Director.

Subsequently, on a reference made by the N.F.Railway, Board by reference No.E(D&A)/83/RG 6-45 dt 5.10.1990, circulated under this office Serial Circular No.137/90, clarified that functional HOD can also deal with appeal and revision - power concurrently exercised by the PHOD. Based on these clarifications, instructions were issued by S.C.Railway under references No.P(R)/227/IX dated 13.2.91 and P(R)/227/X dated 6.11.91 mentioning therein that appeal/revision petition will be with functional HOD.

As per the Schedule II appended to the Railway Servants (Discipline and Appeal) Rules 1968, circulated under Serial Circular No.31/1992, all Senior Administrative Grade Officers (in the case of all Zonal Railways, this will be confined to only SAG officers at Hqrs.offices) in scale Rs.5900-6700/7300-7600(RS-86) including PHODs are empowered to exercise disciplinary powers.

The matter has been re-examined.

It has now been decided that wherever DRMs are the disciplinary/appellate authorities, appeal or revision as the case may be, lies to the PHOD of the department in which the charged official is working and NOT to be functional HOD. It has also been decided that the functional HODs shall continue to be the appellate/revising authorities in cases where ADRMs have dealt with the cases in the capacity of disciplinary/appellate authorities, as the case may be.

These instructions may strictly be adhered to while dealing with DAR cases in future.

This issues with the approval of the General Manager.

**62\_2000**  
**SERIAL CIRCULAR NO.62/2000**  
**CIRCULAR LETTER NO.P(R)/171/III DATED 20.4.2000**

Copy of Board's letter No.97-E(SCT)/1/25/24 dated 10.3.2000 (RBE No.40/2000).

Sub: Assignment of seniority among SC/ST candidates in selection posts.

.....  
Attention is invited to paras 2(i) and 2(ii) of Board's letter of even No.dated 30.6.99 on the above referred subject, vide which the instructions contained in Board's letter No.83-E(SCT)/42/1 dated 14.4.83 and No.90-E(SCT)/1/26/3 dated 2.9.90 regarding placement of SC/ST candidates who qualify on general standard vis-a-vis those SC/ST candidates who qualify on relaxed standard had been reiterated.

In this regard, one of the Railways has sought a clarification whether in a Selection/LDCE senior SC/ST candidate who qualifies with relaxed standard will rank senior to a junior SC/ST candidate who qualifies with general standard.

It is clarified that within the SC/ST employees empanelled through a selection/LDCE those SCs/STs who are empanelled without relaxation will be treated as senior vis-a-vis those SCs/STs who are empanelled with relaxed standard.

This disposes of Central Railway's reference No.HPS/875/8/C/PNM-DRMs/1807 (3) dated 17.12.1999.

**63\_2000**  
**SERIAL CIRCULAR NO.63/2000**  
**CIRCULAR LETTER NO.P(PC)/487/V/97/DA DATED 17.4.2000**

Copy of Board's letter No.PC-V/97/1/7/14 dated 7.4.2000(RBE No.68/2000).

Sub: Payment of Dearness Allowance to Railway Employees Revised Rates effective from 01.01.2000.

.....

Reference to this Ministry's letter of even number dated 7.4.2000 (S.No.PC-V/264 RBE No.68/2000) on the subject mentioned above. The President is pleased to decide that the Dearness Allowance payable to Railway employees with effect from 1.1.2000 shall stand modified as follows:

Date from which payable	Rate of Dearness Allowance per month
01.01.2000	38% of pay

The provisions contained in paras 3 and 4 of this Ministry's letter No.PC-V/97/1/7/14 dated 16.10.1997 (S.No.PC-V/3 RBE no.139/97) shall continue to be applicable, while regulating Dearness Allowance under these orders.

The additional instalment of Dearness Allowance payable under these orders shall be paid in cash to all Railway Employees

The payment on account of Dearness Allowance involving fraction of 50 paise and above may be rounded off to the next higher rupee and the fractions of less than 50 paise may be ignored.

**64\_2000**  
**SERIAL CIRCULAR NO.64/2000**  
**LETTER NO.P(R)/563/III DATED 25.4.2000**

Copy of Board's letter No.E(NG)/II/99/RR-1/81 dated 21.3.2000 (RBE No.49/2000) S.C.No.24 to MC 32.

Sub: Recruitment to Group D posts – clarification regarding shadow panels.

.....  
The matter regarding formation of shadow panels for recruitment to Group 'D' posts has been under consideration of the Board. It has now been decided that while no shadow panel should be formed, the shortfall due to the candidates offered appointment not turning up or candidates not being able to join due to their medical unfitness, may be made good by Railway Recruitment Boards making available to the Railways the additional candidates to the extent of shortfall by going down below in the merit list subject to the following conditions:

- i) Number of persons finally supplied and engaged should not exceed the number of persons initially placed in the panel and supplied to the Railway.
- ii) Railways should return to RRBs papers of the candidates who had not responded or joined against which only an equal number should be sent by the RRBs to the Railways. However, in cases where candidates are being considered for appointment in alternative categories because of their medical unfitness in terms of Board's letter No.99/E(RRB)/ 25/12 dated 20.08.99, a suitable advice may be sent to RRB concerned.
- iii) Scheduled Caste/Scheduled Tribes candidates failing to medical test/failing to join, should be replaced by SC/ST candidates only.

**65\_2000**  
**SERIAL CIRCULAR NO.65/2000**  
**LETTER NO.P(R)/563/III DATED 25.04.2000**

Copy of Board's letter No.E(NG)/II/2000/RR-1/17 dated 22-3-2000 (RBE No.50/2000) SC No.25 to MC No.32.

Sub: Recruitment of Teachers and Skilled Artisans.

.....

Kindly refer to the instructions contained in Board's letter No.99/E(RRB)/25/2 dated 18.03.99, regarding elimination of viva-voce (Interview) in recruitment through Railway Recruitment Boards in respect of most of the Group 'C' categories. The aforesaid letter includes the category of 'Skilled Artisans' in Group III and that of 'Teachers' in Group IV.

Doubts have been raised by some of the Railway Administrations whether recruitment to the categories of 'Teachers' and 'Skilled Artisans (Technicians Gr.III), which were hitherto being undertaken by the Railway Administrations, will now be done through the Railway Recruitment Board, in view of the instructions contained in the aforesaid letter.

It is clarified that recruitment to the categories of Teachers and Skilled Artisans (Technicians - Gr.III) will also be undertaken by the Railway Recruitment Board. Indents for filling up the direct recruitment quota vacancies in these categories, for which the selection process has not so far been initiated (i.e. Employment Notices have not been issued) by the recruitment units may be placed with the concerned Railway Recruitment Board.

66\_2000  
**SERIAL CIRCULAR NO.66/2000**  
**LETTER NO.P(PC)/487/V/IMP/97/VOL.IV DATED 20.4.2000**

Copy of Board's letter No.PC-V/97/II/7/16 dated 24.2.2000 (RBE No.31/2000).

Sub: Fixation of pay of Running staff - Drop in emoluments.

.....

In terms of Railway Service (Revised Pay) Rules, 1997, for the purpose of pay fixation in the revised pay scales, an element of 40% of Basic Pay in the pre-revised scale was to be added to the existing emoluments and pay in the revised scales was required to be fixed at a stage next above the amount so arrived at. According to the first proviso to Rule 7(1) of the Railway Services (Revised Pay) Rules, 1997, if the amount so arrived at worked out as more than the maximum of the revised scale, the pay was to be fixed at the maximum of the revised scale.

It had been reported by the Staff side (AIRF& NFIR) in the DC/JCM Forum that the methodology of pay fixation as indicated above has led to hardship in the case of a few categories of staff in the Railways, more notably some categories of running staff. Since allowances such as dearness allowance are permitted to such staff in reference to their basic pay + 30% thereof, the existing emoluments in the case of Running Staff, together with fitment benefit of 40% of basic pay in pre-revised scale added upto figures such beyond the maximum of the revised pay scales in many cases. Actual pay fixation has been allowed in such cases on the maximum of the respective pay scales in accordance with the extant provisions in RSRP Rules.

The staff side had accordingly demanded protection of total emoluments together with 40% fitment benefit in all such cases. In the above context, a reference had been made to Ministry of Finance to consider the demand of the staff side. A decision in this regard is awaited. During discussions held with staff side during the DG/JCM meeting held on 30.11.99, the staff side pointed that in several cases, even the pay under IV CPC scales plus DA and other Allowance/IR as on 1.1.96 work out to a figure in excess of the maximum of the corresponding revised scales. This has necessitated recovery of excess payment made to such staff in the pre-revised scales covering varying period since 1.1.1996. On a demand that no recovery should be effected in such cases, it was decided to review the matter.

The matter has since been examined and it has been decided that recoveries in such cases where the actual emoluments received under pre-revised scales exceeded the emoluments becoming due on option for the revised scales of pay pertaining to the period between January, 1996 to October 1997 maybe ended till a final decision is received from the Ministry of Finance. However, for the subsequent period, the employees concerned shall continue to draw only the emoluments due in the revised pay scales opted for by them.

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

67\_2000  
**SERIAL CIRCULAR NO.67/2000**  
**LETTER NO.P(PC)/487/V/97/PENSION/VOL.II DATED 20.4.2000**

Copy of the Board's letter No.F(E)/III/2000/PN1/16 dated 08.03.2000 (RBE No.39/2000)

Sub: Special benefits in cases of death and disability in Service Payment of disability pension/family pension recommendations of the Vth CPC.

.....

A copy of DOP&PW's O.M.No.45/22/97/P&PW(C) dated 3.2.2000 is circulated for information and guidance. These instructions shall apply mutatis mutandis is on the Railways.

A concordance of various orders referred to in the enclosed O.M. with reference to corresponding Railway instructions is indicated below.

S.No.	Para No.	O.M.No.& date of DOP&PW's Orders	No. and date of corresponding issued by Railway Board
1,	3	45/55/97/P&PW(C) dt.11.09.1998	E(W)/99/CP-1/1 dated 05.11.1999
2.	6	45/96/97/P&PW(A) Pt.II dt. 27.10.97	F(E)/III/97/PN1/23 dated 7.11.1997
3.	6	45/10/98-P&PW(A) dtd 17.12.1998	F(E)/III/98/PN1/29 dated 15.01.1999.

Copy of letter No.45/22/97-P&PW(C) dated 3rd February, 2000 received from Ministry of Personnel, Public Grievances and pensions, Deptt of Pension and Pensioners' Welfare. New Delhi.

**OFFICE MEMORANDUM**

Sub: Special benefits in cases of death and disability in service - payment of disability pension/family pension - recommendations of the fifth Central Pay Commission.

.....

The undersigned is directed to say that the Fifth Central Pay Commission, Inter Alia, recommended that for determining the compensation payable for death or disability under different circumstances, the cases could be broadly categorised in five distinct categories as under:

**Category "A":**

Death or disability due to natural causes not attributable to Government Service, Examples would be chronic ailments like heart and renal diseases, prolonged illness, accidents while not on duty etc.

**Category 'B'**

Death or disability due to causes which are accepted as attributable to or aggravated by Government service. Diseases contracted because of continued exposure to a hostile work environment, subjected to extreme weather conditions or occupational hazards resulting in death or disability would be examples.

**Category 'C'**

Death or disability due to accidents in the performance of duties. Some examples are accidents while traveling on duty on government vehicles or public transport, a journey on duty is performed by service aircraft, mishaps at sea, electrocution while on duty, etc.

## Category'D'

Death or disability attributable to acts of violence by terrorists, anti-social elements, etc. whether in their performance of duties or otherwise. Apart from cases of death or injury sustained by personnel of the Central Police Organisations while employed in aid of the Civil administration in quelling agitation, riots or revolt by demonstrators, other public servants including police personnel, etc. bomb blasts in public places or transport, indiscriminate shooting incidents in public, etc. would be covered under this category.

## Category 'E'

Death or disability arising as a result of (a) attack by or during action against extremists. anti-social element, etc. and (b) enemy action in international war or border skir-mishes and Warlike situations, including cases which are attributable to (i) extremists acts, exploding mines etc. while on way to an operational area (ii) kidnapping by extremists and (iii) battle inoculation as part of raining exercises with live ammunition.

2. The Fifth Central Pay Commission recommended various relief packages for the above categories, in modification of the existing provisions on the subject.

3. The recommendations of the Commission have been under consideration of the Government for some time. Orders have already been issued regarding ex-gratia payment in case of death in service vide this Dept's OM No.45/55/97-P&PW(C) dated 11.09.98 In respect of disability pension/family pension, the President is now pleased to decide as under:

- i) Cases covered under the Category(A) would continue to be covered under the normal existing provision of CCS(Pension)/Rules.
- ii) In cases covered under categories (B) (C), (D) &(E) the scales of the family pension/disability pension would be as under:

### I. Family Pension - for categories B & C

(1) Distinction between widows without children or those with children, for determination of the quantum of Extra-ordinary family pension shall stand abolished. The quantum of monthly extraordinary family pension for all categories of widows shall be

- a) where the deceased government servant was not holding a pensionable post:  
40% of basic pay subject to a minimum of Rs.1650/-
- b) Where the deceased Government servant was holding a pensionable post:  
60% of basic pay subject a minimum of Rs.2500/-.

(2) 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 category 'D' and 'E'

(1) Family pension in cases, falling under categories D & E shall be determined under the existing provision of LIBERALISED Pensionary Awards Scheme.

2) If the Government servant is not survived by widow but is survived by child/children only, all children together shall be eligible for family pension at the rate of 60% of basic pay subject to a minimum of Rs.2500/-. Children allowance, as admissible now, shall stand abolished.

3) When the Government servant dies a bachelor or as a widower without children, dependent pension will be comissible to parent without reference to pecuniary circumstances, at the rate of 75% of pay last drawn if both parents are alive and at the rate of 60% if only one of them is alive.

III Disability Pension - for cases covered under Categories B and C

(1) Normal pension and gratuity admissible under the CCS (Pension) Rules, 1972 plus disability pension equal to 30% of basic pay, for 100% disability.

(2) For lower percentage of disability, the monthly disability pension shall be proportionately lower as at present, provided that where permanent disability is not less than 60%, the total pension(i.e. pension or service gratuity admissible under the ordinary pension rules plus disability pension as indicated at (1) above), shall not be less than 60% of basic paysubject to a minimum of Rs.2500/-.

IV Disability Pension - For cases covered under Category'D'

(1) Disability pension comprising a service element equal to the retiring pension and gratuity to which the employee would have been entitled to on the basis of his pay on the date of invalidation but counting service upto the date on which he would have retired in the normal course and disability element equal in amount to normal family pension subject to the condition that the aggregate of the service and disability element shall not be less than 80% of the pay last drawn, for 100% disability.

(2) For lower percentage of disability, the disability element shall be proportionately lower as at present.

V. Disability pension - For cases covered under category 'E'

(1) Disability pension, comprising a service element equal to the retiring pension and gratuity to which theemployee would have been entitled to on the basis of hispay on the date of invalidation but counting service upto the date on which he would have retired in normal course and disability element equal in amount to the pay last drawn subject to the condition that the aggregate of the service and disability elements shall not exceed the pay last drawn, for 100% disability.

(2) For lower percentage of disability, the disability element shall be proportionately lower as at present.

4. Other terms and conditions in the CCS(EOP) Rules and Liberalised Pensionary Awards Scheme which are not specifically modified by these orders shall continue to remain operation.

5. The Fifth Central Pay Commission also suggested certain procedural changes. These have also been considered by the Government. The President is now pleased to decided as under:

(i) The extent of disability or functional incapacity shall be determined in the following manner for purposes of computing the disability element forming part of benefits:

Percentage of disability assessed by Medical Board	Percentage to be reckoned for computation of disability element
Less than 50	50
Between 50 and 75	75
Between 76 and 100	100

(i) The findings of the Medical Board on the extent of disability would be treated as final and binding unless the employee himself seeks a review by preferring an appeal to an Authority immediately superior to the one who had constituted the Board. In case the appeal is accepted and a review Medical Board is constituted, the findings of the Board would be binding on all parties.

The extent of disability as determined and accepted would be treated as final and the employees would not be required to appear for Medical Board periodically for the purpose of obtaining a certificate that the disability continues to persist.

(iii) Different department and offices shall have the powers to grant disability/family pension covered under the Government orders and instructions issued on the subject. They shall exercise these powers, wherever, necessary, in consultation with the Financial Advisers. Only in cases not covered strictly in terms of the Government guidelines and instructions, reference to Department of Pension and Pensioners' Welfare shall be made.

6. These orders will be effective from 1.1.1996. The past cases of pre-1996 pensioners/family pensioners will be revised under this Dept's OM No.45/86/97-P&PW(A) Part-II dated 27.10.1997. Such consolidated pension, shall however, be subject to the provisions of the Dept's OM No.45/10/98-P&PW(A) dated 17.12.98.

7. This issues with the concurrence of the Ministry of Finance, Department of Expenditure vide their U.O.No.20/EV/2000 dated 6.1.2000.

8. In so far as employees of Indian Audit and Accounts Department are concerned, these orders have been issued after consultation with the C & AG OF India.

68\_2000  
**SERIAL CIRCULAR NO.68/2000**  
**LETTER NO.P(PC)/487/v/97/ALLOWANCE/VOL.II DATED 20.4.2000.**

Copy of Board's letter No.F(E)/I/99/AL-28/14 dated 9.3.2000(RBE No.38/2000).

Sub: Reckoning of Non-practicing Allowances(NPA) payable to Medical Officers - for the purpose of computation of TA entitlements including Composite Transport Grant.

.....

Some Railways have sought clarification whether the non-practicing allowance admissible to Railway Doctors is to be taken into account for determining the TA entitlements (including Composite Transfer Grant).

In this connection attention is invited to Board's letter No.PC-V/97/1/7/15 dated 13.4.98, which stipulates that NPA is to be reckoned as pay for all service benefits. Accordingly NPA is also to be added to the basic pay of the Railway Doctors for computing their TA entitlements (including Composite Transfer Grant). subject to the prescribed ceiling of Rs.29,500/-.

69\_2000  
**SERIAL CIRCULAR NO.69/2000**  
**LETTER NO.P(R)/39/IV DATED 19.4.2000**

Sub: Surrender of posts - Consultation with recognised unions.

.....

In this office circular of even number dated 25.10.96, it was mentioned that the DRMs who had identified surplus posts which they would like to surrender will discuss with their local unions before finalisation and the reaction from the Unions should be received within 30 days at the divisional level and if not agreed, PHODs will give 15 more days time to the Unions at the Headquarters, if no consensus is arrived at even at this stage, the papers should be put up to the General Manager for decision. These instructions were issued locally on the South Central Railway.

Subsequently, the Board had, under their letter No.E(MPP-98)1/1 dated 17.9.98 (RBE No.212/98) communicated their decision pursuant to the demand raised by the NFIR that in cases of surrender of large number of posts in a particular category and where the safeguard in regard to promotional prospects of employees are likely to be infringed, the recognised Unions should be explained the reasons and rationals for such surrender of posts and the views of the recognised Unions in the matter should be given due consideration.

The procedure relating to surrender of posts was discussed as an administrative subject in the 11th PREM meeting held on 24.1.2000 and it was decided that to expedite the proposal for surrender of posts, a revised procedural order would be issued.

In pursuance of the above said decision and in view of the Board's instructions, the procedure adopted on this railway as per the guidelines issued under this office letter of even No. dated 25.10.1996 was reviewed and as result of the review, the following orders are issued:

1. The posts identified for surrender duly vetted by the Associated Accounts should be advised to both the Unions at the divisional level and their views should be solicited.
2. At the divisional level, the Unions should be asked to furnish their views within 2 weeks of the date of issue of the letter.
3. In case no reply is received in 2 weeks or they are not in agreement with the surrender, the views should be put up to the Divisional Railway Manager who should decide on the surrender of posts finally taking into account the views of the Unions.
4. In respect of the posts to be surrendered in Hqrs. office the final decision shall be taken by the Principal/Coordinating HOD of the department.
5. In respect of Workshops headed by SAG Officers the decision may be taken by such officers. In case of Workshops and other units not headed by SAG Officers the decision is to be taken by the respective functional HoD who is in charge of the staff matters of the respective units, while initiation can be done at the level of units in charge.

This office letter of even no. dated 25.10.1996 is modified to the above extent. As regards surrender of posts for procurement of Computer is concerned, the procedure order issued vide this office letter No.P(R)/39/IV dated 16.11.1999 will continue to be followed.

The above instructions will come into force with immediate effect and issues with the approval of General Manager.

70\_2000  
**SERIAL CIRCULAR NO.70/2000**  
**LETTER NO.P(PC)/487/V/97/LEAVE RULES DATED 25.4.2000**

Copy of Board's letter No.E(P&A)/I/2000/CPC/LE-3 dated 15.3.2000(RBE No.42/2000.)

- Sub: Enhancement of the ceiling on accumulation of Leave on Average Pay from 240 days to 300 days Procedure for crediting LAP for Railway employees clarification thereof.
- Ref: Board's letter No.E(P&A)/1-99/CPC/LE-1 dated 1.7.1999

.....

The date of effect of the Board's above letter is revised from 1.7.99 to 1.7.97.

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

71\_2000  
**SERIAL CIRCULAR NO.71/2000**  
**LETTER NO.P(R)/473/III DATED 26.4.2000**

Copy of Board's letter No.E(W)/96 PS5-1/15 dated 22.3.2000(RBE No.46/2000).

- Sub: Use of Metal Pass and School Pass over KRC.
- Ref: KRC's Lr.No.KR/CO/P/Passes(Policy) dated 29.1.2000 and dated 16.2.2000.

.....

It is clarified that the reciprocal arrangement with KRCL about the use of passes over each other's jurisdiction envisages the same travel facilities not the same kind of passes. Since Metal/

Card/Cheque passes on Indian Railways and Card/Cheque passes on KRCL are normal type of passes, they shall continue to be valid on each other's jurisdiction, subject to conditions laid down in Board's letter of even number dated 9.4.1999.

2. As agreed to vide your letter No.KR/CO/P/Passes(policy) dated 16.2.2000, it has been decided by the Board that school passes issued by the Indian Railways and the KRCL will henceforth be valid on each other's jurisdiction on reciprocal basis.

3. This issues with the concurrence of Financial Director-ate of Board's office.

72\_2000  
**SERIAL CIRCULAR NO.72/2000**  
**CIRCULAR LETTER NO.P(R)/563/III DATED 26/4/2000**

Copy of Board's letter No.E(Sports)/98/Rectt.Policy/2 dtd.24.2.2000 (RBE No.32/2000).

Sub: Recruitment of Sports persons in Group "C" and Group "D" through Open dvertisements -issue of Passes to SC/ST candidates.

.....  
A question has been raised as to the need for free passes to the SC/ST candidates for attending the trial/interview in connection with recruitment against Sports Quota, through Open advertisements.

After considering the matter in detail, the Ministry of Railways(Railway Board) have decided that free pass facility may be extended to the SC/ST candidates for attending the trial/interview for recruitment against sports quota through Open Advertisements, as given to the SC/ST candidates called for written test/interview for recruitment on the Railways by Railway Administrations and Railway Recruitment Board.

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

73\_2000  
**SERIAL CIRCULAR NO.73/2000**  
**LETTER NO.P(R)/563/III DATED 26.4.2000**

Copy of Board's letter No.E(Sports)/98/Rectt.Policy/2 dated 23.3.2000.

Sub: Composition of Recruitment Committee for the recruitment of Sports persons in Group 'C' and 'D' posts against Sports Quota.

.....  
Some of the Zonal Railways have sought clarification whether members of SC/ST/OBC Communities are required to be nominated in the Selection Committees for recruitment against sports quota posts through open advertisement. This issues has been examined in consultation with the Ministry of Personnel Public Grievances and Pensions, who have advised that there is no instruction to nominate SC/ST/OBC member on recruitment committees for appointments against sports quota.

In view of the above, it is herewith clarified that it is not necessary to include members of SC/ST/OBC Communities in the Selection Committees for recruitment against Sports Quota.

74\_2000  
**SERIAL CIRCULAR NO.74/2000**  
**LETTER NO.P(R)/563/III DATED 26.4.2000**

Copy of Board's letter No.E(NG)/II/99/RR-5/3 dated 24.3.2000 (RBE No.54/2000).

Sub: Recruitment in Group "D" in Mechanical Workshops.

.....

In Board's letter of even number dated 24.6.99 it has been advised that induction in Group 'D' category in Workshops controlled by Mechanical Directorate should be put on hold.

The matter has been reviewed afresh by the Board and it has been decided that the instructions of 24.6.99 will apply only to all repair workshops controlled by Mechanical Directorate and to ICF, CLW and DLW.

75\_2000

**SERIAL CIRCULAR NO.75/2000  
LETTER NO.P(R)/500/EXGRATIA DATED 26.4.2000**

Copy of Board's letter No.E(W)/99/CP-1/1 dated 13.3.2000

Sub: Payment of Ex-gratia Lumpsum Compensation to the families of Railway Servants.  
Ref: Board's letter of even no.dated 5.11.99.

.....

Queries have been received whether Board's instructions regarding payment of Ex-gratia lumpsum compensation communicated under Board's letter referred to above, are effective from 1st August, 1997 as stipulated in DOP and PW's orders dated 11th September, 1998 (circulated vide Board's letter *ibid*) or from the date of issue of Board's instructions.

It is hereby clarified that since instructions contained in DOP O.M.No.45/55/97-P&PW(C), dated 11th September 1998 are applicable to Railway Servants *mutatis mutandis*, these also apply to all cases of death of Railway Servants in harness occurring on or after 1st August, 1997 as stipulated in para-9 of the O.M.

This issues in consultation with Finance Directorate of the Ministry of Railways.

76\_2000

**SERIAL CIRCULAR NO.76/2000  
LETTER NO.P(R)/171/III DATED 27.4.2000**

Copy of Board's letter No.97-E(SCT)/1/25/25 dated 13.3.2000 (RBE No.43/2000).

Sub: Relaxation of 10% marks in the minimum qualifying marks in Appendix IIA and Appendix IIIA examination to SC/ST employees.  
Ref: Railway Board;s letters(i)No.E(SCT)/72/OM/15/5 dated 11.1.73 (ii)No.97-E(SCT)-1/25/25 dated 8.9.98

.....

One of the Zonal Railways has sought Board's guidance, as to how 10% relaxation in qualifying marks is to be allowed to SC/ST candidates in Appendix IIA and Appendix IIIA examinations i.e. whether 10% relaxation will be provided with reference to the total marks or with reference to the standard qualifying marks (in the former case, the relaxation in an examination of 100 marks will consist of 10 marks; whereas in the latter case, the relaxation in reference to standard qualifying marks of 40 will consist of 4 marks).

It is herewith clarified that the extent of 10% relaxation is to be allowed to SC/ST candidates on the total marks, and not on the minimum passing marks. in other words, in an examination of 100 marks, if the general candidates have to secure minimum 40 marks to pass, the SC/ST candidates will have to secure 30 marks.

It may happen that certain Railways/Production units may be following a different practice. Therefore, this clarification will have prospective effect. The cases which have been decided and settled earlier otherwise need not be re-opened.

77\_2000

**SERIAL CIRCULAR NO.77/2000**  
**LETTER No.P(PC)/487/V/97/PENSION/VOL.II DATED 2.5.2000**

Copy of Board's letter No.F(E)/III/98/PN1/12 dated 23.3.2000(RBE No.51/2000).

Sub: Revision of pension of pre-1986 pensioners - clarification Regarding.

Ref: Board's letter No.F(E)/III/96/PN1/2 dt.10.3.98

.....

On receipt of a number of references from various quarters in regard to the emoluments to be taken into account for fixation of pay on notional basis on 1.1.86 in the case of pre-1986 retirees as also for the purpose of revision of their pension based on this notional pay, the matter has been examined in consultation with DOP&PW.

2. It is clarified that the pay of the pre 1.1.1986 retirees has to be fixed on notional basis in terms of rule 7 of Railway Services (Revised Pay) Rules 1986, viz., by increasing the existing emoluments (as defined in rules ibid) by 20% of the basic pay and then the same has to be fixed in the revised scale at the next stage. Since stagnation increments, special pay, deputation allowance, personal pay, desk allowance etc, have not been treated as emoluments for the purpose of fixation of pay under these rules, they will not be taken into account while fixing notional pay as on 1.1.86 in the case of pre 1.1.1986 retirees.

3. Further, keeping in view the fact that notional pay finally fixed as on 1.1.86 shall only be treated as average emoluments for calculation of pension in terms of DOP&PW's O.M.No.dated 10.2.98 circulated on the Railways vide Board's letter No.F(EP/III/98/pN1/2 dated 10.3.98, these elements viz., stagnation increments, special pay, deputation allowance, personal pay, desk allowance etc., will not be admissible over and above the pay fixed on notional basis as on 1.1.86.

78\_2000

**SERIAL CIRCULAR NO.78/2000**  
**LETTER NO.P(PC)/487/V/97/PENSION/VOL.II Dtd.2.5.2000**

Copy of Board's letter No.PC-V/97/1/9/6 dated 24.3.2000 (RBE No.53/2000.)

Sub: Payment of Dearness Relief on Ex-gratia payment to surviving SRPF(C) retirees - Revised Rates effective from 1.7.99.

.....

In terms of Board's letter No.F(E)/III/97/PN1/Ex.Gr.5 dated 27.1.99, orders were issued for grant of ex-gratia payment to the SRPF(C) beneficiaries who retired on superannuation during the period from 1.4.57 to 31.12.65 @ Rs.600/- p.m. along with Dearness Relief @ 5% thereon w.e.f. 1.11.97 subject to the condition that such persons should have rendered at least 20 years of continuous service prior to their superannuation.

2. The question of Dearness Relief to the surviving SRPF(C) retirees referred to above has been reconsidered. Having due regard to the fact that the Ex-gratia payment in their cases has been introduced for the first time only with effect from November 1, 1997 and that they were not entitled to any Ex-Gratia payments, Dearness Relief and Interim Relief thereon prior to this date, it has been decided that these surviving SRPF(C) retirees may be paid Dearness Relief at the rate of 13 per cent with effect from November, 1, 1997 and at the rates of 16 per cent, 22 per cent, 32 per cent and 37 per cent with effect from January 1, 1998, July 1, 1998, January 1, 1999 and July 1, 1999 respectively as admissible to Railway pensioners. Future instalments of Dearness Relief shall also be regulated as applicable in respect of the Railway Pensioners based on the orders issued by this Ministry from time to time. Payment of this revised rate of Dearness Relief to these beneficiaries may be made directly by the disbursing authorities without any further authorisation from

concerned Accounts Officers/Heads of offices etc., where sanction for ex-gratia has already been issued.

3. The other provisions contained in Railway Board's letter No.F(E)/III/97/PN1/Ex-gratia/5 dated 27.1.98 shall remain unchanged.

4. The payment on account of Dearness Relief involving fraction of a rupee may be rounded off to the next higher rupee.

79\_2000

79\_2000

**SERIAL CIRCULAR NO.79/2000  
LETTER NO.P(PC)/487/V/IMP/97/VOL.IV DATED 2.5.2000**

Copy of Board's letter No.PC-V/97/F-II/6(Pt.I) dated 23.3.2000(RBE No.47/2000).

Sub: Allotment of appropriate pay scales to the Railway Occupational Therapists on Railways -V CPC's Recommendations.

.....

The issue of allotment of appropriate pay scales to Occupational Therapists on the Railways in light of the recommendations of V CPC has been under consideration of the Board.

2. The matter has been carefully examined in the Ministry of Railways. It has been noted that even though no specific recommendations have been made by the V CPC in regard to pay scales for Occupational Therapists working on the Railways, identical pay structure has been recommended by them for Physiotherapists and Occupational Therapists on the Civil side. It has also been noted that recruitment qualifications of Occupational Therapists and Physiotherapists are similar both in the Railways and on the civil side. Further, the nature of duties is also similar. It has accordingly been decided that Occupational Therapists, like Physiotherapists should be allotted the initial entry grade of Rs.5500-9000.

3. Accordingly, the posts of Occupational Therapists in Central and Eastern Railways presently being operated in the grade Rs.6500-10500 under in situ promotion scheme, should be operated in the grade of Rs.5500-9000 as and when the existing posts fall vacant in future. In Northern Railway, the scale of Rs.5500-9000 should be allotted to the post of Occupational Therapist presently being operated in grade Rs.4500-7000 with effect from 1.1.1996.

80\_2000

**SERIAL CIRCULAR NO.80/2000  
LETTER NO.P(R)/54/V DATED 4.5.2000**

Copy of Board's letter No.E(P&A)/II-99/HRA-2 dated 16.3.2000 (RBE No.46/2000).

Sub: Admissibility of House Rent Allowance in the event of non-acceptance or surrender of railway residential accommodation.

Ref: Board's letter No.E(P&A)/II-87/HRA-15 dated 16.5.1988 No.E(P&A)/II-95/HRA-3 dated 14.2.1996 and No.E(P&A)/II-99/HRA-2 dated 12.7.1999.

.....

In terms of the instructions contained in Board's letter No.PC-67/JCM-2 dated 10.7.1967 and as modified/clarified from time to time, Railway employees who are eligible for Railway accommodation and (i) who do not submit applications for such accommodation or(ii) who, after submitting applications for such accommodation, refuse to accept accommodation when offered/allotted or (iii) who, after having accepted such accommodation, surrender it, may be paid House Rent Allowance, if otherwise, admissible, on fulfillment of the prescribed conditions. In terms of

the instructions contained in Board's letters dated 16.5.88 and 12.7.99, powers to issue sanction for eligibility to House Rent Allowance in the above type of cases stand delegated to the General Managers and other Heads of Organisations, directly controlling allotment of quarters to Railway employees and also to the Divisional Railway Managers/Chief Workshop Managers in-charge of Workshops as are controlling housing pools. This concession is however, not admissible to employees for whom Railway accommodation is specifically earmarked or to those employees, whose occupation of Railway quarters is essential for easy accessibility during emergencies, efficient discharge of their duties etc.

2 The issue regarding further delegation of these powers has been considered by the Board and it has been decided that sanction for eligibility to House Rent Allowance in the type of cases mentioned in Para 1 above may be issued by the departmental head of the respective department at the headquarters office in respect of Workshops and other units/organisations where there are no Senior Administrative Grade officers controlling housing pools and by the PHOD or the nominated HOD of each department in respect of the quarters under the control of the respective departments in the headquarters office.

3. The other terms and conditions contained in Board's letter dated 12.7.1999 remain unchanged.

81\_2000  
**SERIAL CIRCULAR NO.81/2000**  
**LETTER NO.P(R)/473/III DATED 08.05.2000**

Copy of Board's letter No.E(W)/2000/PS5-6/21 dated 23.3.2000.

Sub: Permission to Freedom Fighters to travel by Rajdhani or Shatabdi Express trains during the Millenium year.

.....

While presenting Railway Budget 2000-2001 the Hon'ble Minister of Railways had announced that "Freedom Fighters will be given a millenium gift for travel of one journey by Rajdhani or Shatabdi Express train of choice from any station to any destination and back". In compliance of this announcement, it has been decided that:

- (i) one cheque Pass for self and a companion from any station to any other station and back valid by Rajdhani/Shatabdi express trains may be issued to Freedom Fighters who are entitled to Freedom Fighter Card Passes. The validity of the Cheque Passes should be for 3 months. This millennium gift pass should be availed by the Freedom Fighters before 31.12.2000. The pass will be issued by the same authority who issues the Freedom Fighters Card Pass.
- (ii) The cheque pass will be valid for travel by II AC of Rajdhani Express train and Chair Car of Shatabdi Express train, as the case may be.
- (iii) An entry will be made in the pensioners half of pension payment order, while issuing cheque passes to the freedom fighters.
- (iv) It may be ensured that a proper accountal of such passes being issued is maintained and the same may be advised separately alongwith monthly statement being sent to Board's office in response to Board's letter No.E(W)/99 PS5-6/76 dated 29.12.1999.

This issues in consultation with the associate Finance.

82\_2000  
**SERIAL CIRCULAR NO.82/2000**  
**LETTER NO.P(PC)/487/V/97/ALLOWANCE/VOL.II DATED 16.5.2000.**

Copy of the Railway Board's letter No.PC.V/97/1/7/17 dated 3.4.2000(RBE No.58/2000).

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

Ref: Board's letter of even No.dated 9.2.98.

.....

Consequent upon revision of pay scales w.e.f. 1.1.96, instructions were issued on the subject of rate of overtime allowance in reference to revised pay scales vide Board's letter of even number dated 9.2.88. The question as to whether Dearness Allowance should also be included within the purview of emoluments in the case of employees who are paid Over Time Allowance under Rule 1505 R-II(1987 edition) read together with Railway Board's letter No.E(LL)/89/AT/FAC/1-13 dated 27.2.82 has been under consideration. It has now been decided that over time allowance payable under Rule 1505 R-II (1987 edition) shall continue to be computed on the basis of revised rates of pay plus Dearness Allowance.

This Dearness Allowance forming part of the emoluments as clarified above for the purpose of computation of rates of Over Time Allowance may be taken into consideration with effect from the dates and at the rates, notified from time to time.

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

83\_2000

**SERIAL CIRCULAR NO.83/2000**  
**LETTER NO.P(PC)/487/V/97/PENSION/VOL.II DATED 16.5.2000**

Copy of Board's letter No.F(E)/III/2000/PN1/6 dated 7.4.2000 (RBE No.70/2000).

Sub: Revision of pension of the retirees of the period from 1.1.1986 to 30.6.1987 who had opted to retain IIIrd CPC scales of pay.

.....

In terms of para 12 of Board's letter No.PC-IV/87/Imp/PN1/1 dated 15.4.1987 regulating revision of pension in implementation of Government's decision on the recommendation of the IV Central Pay Commission, the Railway servants who had retired during the period from 1.1.1986 to 30.6.1987 were given an option to retain the pre-revised III CPC scales of pay and to have their pension calculated under the rules in force prior to 1.1.1986, and some of the retirees who had exercised the option as such were allowed to draw personal pension as a separate element without any dearness relief thereon.

The matter regarding revision of the pension of the above mentioned retirees has been examined in consultation with the nodal department i.e. DOP & PW and it is clarified that such retirees are to be treated as pre-86 retirees for notional fixation of their pay and pension in terms of DOP&PW's O.Ms dated 10.2.98 and 17.12.98 circulated on the Railways vide Board's letter No.F(E)/III/98/PN1/2 dated 10/3/98 and No.F(E)/III/98/PN1/29 dated 15.1.99. However, any personal pension sanctioned to them will have to be discontinued w.e.f. 1.1.1996.

84\_2000

**SERIAL CIRCULAR NO.84/2000**  
**Letter No.P(PC)/487/V/97/Stipend DATED 16.5.2000**

Copy of Board's letter No.PC/IV/86/Imp/50 dated 7.4.2000 (RBE No.67/2000).

Sub: Fixation of stipend/pay of Railway Servants undergoing training after selection against General Departmental Competitive Examination.

.....

As the Railways are aware, the scheme of General Departmental Competitive Examination was introduced in terms of Board's letter No.E(NG)/92/PM2/16 dated 20.08.93 to fill up a portion of direct recruitment quota posts from amongst regular Railway employees with same eligibility qualification and standard of examination as prescribed for direct recruitment. The duration of training period for persons selected against GDCE have also been made at par with that for direct recruits vide Board's letter No.E(MPP)/98/3/33 dated 15.3.99.

The question regarding regulation of pay/stipend of Railway servants selected against GDCE and undergoing training has also been under consideration of the Ministry of Railways for some time. It has now been decided that in view of the position obtaining as indicated para-1 above, the Pay/stipend of these trainees/apprentices may be regulated under the provisions of Rule 1315 (FR-22 B)R-II.

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

85\_2000  
**SERIAL CIRCULAR NO.85/2000**  
**LETTER NO.P(R)/473/III DATED 17.5.2000**

Copy of Board's letter No.E(W)97/PS 5-1/62-A dated 7.4.2000 (RBE No.63/2000).

Sub: Revised pay limits for entitlement of "RCP" and "School Card Pass".

.....  
Consequent to the revision of pay scales on the basis of recommendation of the V Central Pay Commission, the question of revision of existing entitlement to "RCP" and "School Card Pass" has been under consideration of the Ministry of Railways (Railway Board).

2. It has now been decided by Board that the pay limit for entitlement of I Class on RCP and School Card Pass shall be as follows:

- (i) employees appointed before 01.04.1987 and whose pay is Rs.6700/- or above or in a scale the minimum of which is Rs.6500/-
- (ii) employees who are appointed between 01.04.1987 and 01.02.1999 and whose pay is Rs.7250/- and above or in a scale the minimum of which is Rs.6500/-
- (iii) employees who are appointed after 01.02.1999 and whose pay is Rs.7600/- or above or in a scale minimum of which is Rs.6500/- or above.

In all other aspects, the provisions of Railway servants (Pass) Rules, 1986 shall apply.

In view of above, Schedule III(School Pass) and Schedule VI(Residential Card Pass) of Railway Servants(Pass) Rules, 1986 (Second Edition 1998) may be amended as in the Advance Correction Slip No.21 enclosed.

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

**ADVANCE CORRECTION SLIP NO.21 TO THE RAILWAY SERVANTS(PASS)RULES**  
**1986 (2ND EDITION 1993).**

1) Schedule III (School Pass)

Replace Column No.3 against School Card Passes as under:

- i) In the case of "A" or Group "B" railway employees their student sons/daughters may be issued with First Class school card pass.
- ii) In the case of Group "C" railway employees appointed prior to 01.04.1987 whose pay is Rs.6700/- or above or in a scale minimum of which is Rs.6500/- their student sons/daughters may be issued with First Class School Card Pass.
- iii) In the case of Group "C" and Group "D" railway employees appointed prior to 01.04.1987 whose pay is less than Rs.6700/- their student sons/daughters may be issued with second class/sleeper class school card pass.

- iv) In the case of Group "C" Railway employees appointed during 01.04.1987 to 01.02.1999 whose pay is Rs.7250/- and above or in a scale the minimum of which is Rs.6500/- their student sons/daughters may be issued with First Class School Card Pass.
- v) In the case of Group "C" and Group "D" railway employees appointed on or after 1.4.87, whose pay is less than Rs.7250/- their student sons/daughters may be issued with Second Class/Sleeper class school card pass.
- vi) In the case of Group "C" and Group "D" railway employees appointed after 01.02.1999 whose pay is Rs.7600/- or above or in a scale the minimum of which is Rs.6500/- their student son/daughter may be issued with First Class school card pass.
- vii) In the case of Group "C" and Group "D" employees appointed after 01.02.1999 whose pay is less than Rs.7600/- their student son/daughter may be issued with second class/sleeper class school card pass.
- viii) In non-suburban sections, however the normal class of entitlement at as on privilege account would be admissible.

II. Schedule VI (Residential Card Pass).

Replace: Column No.3 with the following:

- (i) Group A & B First Class "A" on suburban sections.
- (ii) Group C & D
- a) Appointed prior to 01.04.1887 :Drawing pay of Rs.6700/- or First Class in above or in scale the Suburban sections minimum of which is Rs.6500/-. Less than Rs.6700/- II Class/Sleeper class in suburban sections.
- b) Appointed during 01.04.1987 to 01.02.1999 Drawing pay of Rs.7250/- or First Class in above or in scale the Suburban sections. minimum of which is Rs.6500/- Less than Rs.7250/- II Class/Sleeper class in suburban sections.
- c) Appointed after 01.02.1999 Drawing Rs.7600/- or above, I Class in suburban or in scale the minimum sections. of which is Rs.6500/- of above less than Rs.7600/- II Class/Sleeper class in suburban sections.

NOTE;

- (i) For non-suburban sections the normal class of entitlement as on privilege accounts is admissible.
- (ii) No attendant is allowed in Residential Card Pass.

(AUTHORITY: Board's letter No.E(W)/97 P S5-1/62-A dated 30.03.2000).

86\_2000  
**SERIAL CIRCULAR NO.86/2000**  
**LETTER NO.P(R)/436/IEM/IV DATED 17.5.2000**

Copy of Board's letter No.E(NG)/II/99/RR-1/97 dated 4.4.2000 (RBE No.60/2000) SC No.26 to MC No.32.

Sub: Qualification for recruitment to the post of Radiographer/Gr.III (Rs.975-1540/4000-6000).

.....

Attention is invited to Para 164(2) of IREM, Vol.I (1989 edition) and Board's letter No.E(NG)/II/93/RR-1/7 dated 23.6.94 laying down the qualification for the post of Radiographer Gr.III.

The matter has been reviewed by the Board and it has been decided that henceforth, the qualification for recruitment to the post of Radiographer Gr.III will be 10 + 2 with Diploma in Radiography/X-Ray Technician/Radiodiagnosis Technology (2 years course) from recognised Institute. Science Graduate with Diploma in Radiography/X-Ray Technician/Radiodiagnosis Technology (2 years course) will be preferred".

Indian Railway Establishment manual may also be amended as in Advance Correction Slip No.98 enclosed.

**INDIAN RAILWAY ESTABLISHMENT MANUAL VOLUME I (1989 EDITION)**  
Advance Correction Slip No.98

Chapter-I, Section B, Subsection-III -Recruitment & Training:

Substitute the following for the existing words and figures in Para 164(2).

10+2 with Diploma in Radiography/X-Ray Technician/Radiodiagnosis Technology (2 years course) from recognised Institute. Science Graduate with Diploma in Radiography/X-Ray Technician/Radiodiagnosis Technology (2 years course) will be preferred.

AUTHORITY; Railway Board's letter No.E(NG)II/99/RR-1/97 dated 04.04.2000).

87\_2000  
**SERIAL CIRCULAR NO.87/2000**  
**CIRCULAR LETTER NO.P(R)/438/IREC/VOL.IV DATED 17.5.2000**

Copy of Board's letter No.E(G)/99 ALI/20 dated 7.4.2000 (RBE No.44/2000).

Sub: Amendment to para 1004 and 1005 of IREM Vol.I of IREM (1989 edition) - Raising the limit in respect of investigation of arrears claim - (item 44/99 PNM/AIRF).

.....

In terms of paragraph 1004 of IREM Vol.I (1989 edition) General Managers are authorised 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 Rs.1000/-. In terms of para 1005 ibid, in cases where the amount of the claim for the period beyond three years exceeds Rs.1000/- 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 the demand of AIRF in the PNM Meeting held on 30.11/1.12.99 the matter has been considered by Railway Board. it has been decided to enhance the existing ceiling of Rs.1000/- (Rupees one thousand) referred to above to Rs.5000/-(Rs.Five Thousand only) The existing time limit will however, continue to be three years.

Accordingly, Ministry of Railways have amended paragraphs 1004 and 1005 of IREM Vol.I (1989 edition) as per the Advance Correction Slip No.97 appended below:

**INDIAN RAILWAY ESTABLISHMENT MANUAL VOL.I (1989 EDITION)**  
**ADVANCE CORRECTION SLIP NO.97**

The amount of Rs.1000/-(Rupees One Thousand) appearing in paragraphs 1004(ii) and 1005 may be substituted by Rs.5000/- (Rupees Five Thousand only).

AUTHORITY: Railway Board's Lr.No.E(G)/99/ALI/20 dated 7.4.2000)

88\_2000  
**SERIAL CIRCULAR NO.88/2000**  
**CIRCULAR LETTER NO.P(R)/299/IV DATED 17.5.2000**

Copy of Board's letter No.E(G)/2000 H01/1 dated 5.4.2000 (RBE No.62/2000).

Sub: Honorarium to Nucleus Cipher Operators.

....

Ministry of Railways have reviewed the rates of Honorarium payable to Nucleus Cipher Operators, as laid down in Board's letter No.E(G)/95/H01/1 dated 5.5.95. It has been decided to revise the rates of Honorarium payable to Nucleus Cipher Operators as under:

- i) Category "A" Nucleus Operators maybe paid an Honorarium @ Rs.27/- per day with a minimum of Rs.1800/-per annum.
- ii) Category "B" Nucleus Operators may be paid an Honorarium @ Rs.1800/- per annum. When these Operators are utilised as Category "A" they will be entitled to Honorarium as at (i) above.

2. Other provisions contained in the letter No.E(G)/84/H01/11 dated 10.9.85 will continue to be in force.

These orders take effect from the date of issue.

4. The above has the sanction of the President and issues with the concurrence of Finance Directorate of Ministry of Railways.

89\_2000  
**SERIAL CIRCULAR NO.89/2000**  
**LETTER NO.P(R)/535/II DATED 17.5.2000**

Copy of Board's letter No.E(NG)/II/9/RR-1/90 dated 11.4.2000 (RBE No.64/2000) SC No.28 to MC No.32.

Sub: Filling up the posts of Health Visitors (Multi Purpose) in the Medical Deptt.

.....

Reference this Ministry's letter No.E(NG)II/83/PO/135 dated 3.5.83, 94/H(FW)/1/1 dated 25.11.94 and PC/V/98/1/11/18(A) dated 10.6.98 regarding method of recruitment to the various categories of posts in the Family Welfare Organisation, surrender of posts of Lady Health Visitors in the organisation and introduction of additional Higher Grade of Rs.5500-9000 with the designation of Head Lady Health Visitor, respectively.

2. The question inter-alia of mode of filling up the post of Lady Health Visitors attached to Chest Clinics and Obstetrics Wing in the Medical Department has been reviewed by the Ministry of Railways who have decided as under:

- (i) Designation: The posts in various grades may be re-designated as under:

<b>GRADE</b>	<b>EXISTING DESIGNATION</b>	<b>REVISED DESIGNATION</b>
4000-6000	Lady Health Visitor	Health Visitor (Multipurpose)
4500-7000	Sr.Lady Health Visitor	Sr.Lady Health Visitor (Multipurpose)
5500-9000	Head Lady Health Visitor	Head Health Visitor (Multipurpose)

- (ii) Duties: The duties attached to the post of Health Visitors (Multi purpose) will include domicilliary visits for follow up of TB cases, Ante/natal care and Postnatal care cases, health education with special emphasis on positive health, National Health Programmes and AIDS.

3) Method of filling up: The posts of Health Visitors (multipurpose) will now be filled as under:

- (a) 50% by direct recruitment of Matriculates with with multipurpose workers course from recognised institutes by Central/State Government with three years field experience as an additional desirable qualification other conditions of recruitment remaining the same and
- (b) 50% by promotion of Midwives and ANMs with three years regular service, shortfall, if any, being added to direct recruitment quota at (a) above.

90\_2000  
**SERIAL CIRCULAR NO.90/2000**  
**LETTER NO.P(R)/535/II DATED 17.5.2000**

Copy of Board's letter No.E(NG)I-96/CFP/19 dated 7.4.2000 (RBE No.66/2000).

Sub: Promotion of Group "D" employees to Group "C" posts in the Ministerial Cadre - Possession of typing qualification.

.....

In terms of the instructions contained in this Ministry's letter of even number dated 3.2.97 promotions from Group "D" to Group "C" against 33 1/3% quota in the Ministerial cadre and from clerks to Sr.Clerks against LDCE quota are to be allowed on provisional basis and the concerned staff given two years time from the date of promotion to qualify in the prescribed typewriting test. In case of their failure to qualify in the typewriting test within this period, they are liable to be reverted.

It has come to the notice of this Ministry that the staff promoted on provisional basis in terms of above instructions are either subjected to the requisite typewriting test at the fag end of the two year period or only after the expiry of the two year period. Such a procedure not only results in delayed action to process reversion of staff who fail in the type-writing test but also gives rise to a legitimate grievance amongst the concerned staff that they are not subjected to the typewriting test in time.

The Ministry of Railways have considered the matter and wish to clarify that concerned staff should be given at least three chances before completion of two years period to qualify in the typewriting test. In order to ensure that sufficient chances are availed of by the concerned staff, the Railways may arrange at least three typewriting tests with a gap of six months between tests within a period of two years from the date of promotion on provisional basis. Once this process is over, action to revert those who fail in the test should be initiated well in time.

91\_2000  
**SERIAL CIRCULAR NO.91/2000**  
**CIRCULAR LETTER NO.P(R)/535/II DATED 17.5.2000**

Copy of Board's letter No.E(NG)I-2000/PM7/2 dated 5.4.2000 (RBE No.55/2000).

Sub: Introduction of additional pay scales -Recommendation of V CPC - Relaxation of qualification for promotion of existing Lab Assistants in pay scale Rs.3200-4900 in the Chemical and Metallurgical Wing - Regarding.

.....

In terms of the instructions contained in this Ministry's letter No.PC-V/98/II/11/18 (Pt) dated 17.8.98 for recruitment/promotion to the grade of Lab.Assistants in pay scale Rs.3050-4590 the qualification has been prescribed as Matriculation with Science plus Diploma / Certificate in Lab.Technology (including DMLT) or 10 + 2 with Science.

The question of relaxing the above qualification for promotion to the specified higher grade in the Chemical and metallurgical wing in respect of the existing Lab.Assistant in grade Rs.3200-4900 holding the grade as personal to them as on 1.8.98 has been considered by the Ministry of Railways. It has been decided that the existing Laboratory Assistants Grade.III in the cadre as on the date of effect of the orders contained in this Ministry's letter dated 17.8.98 referred to above, i.e. 1.8.98, shall continue to be considered for promotion as Lab Assistants Grade II (Scale Rs.4000-6000) and then as lab Assistant Grade I (scale Rs.4500-7000) on the basis of qualifications in vogue prior to coming into force of the revised qualifications viz., Matriculation with Science and further as JCMA in the pay scale of Rs.5000-8000 against the promotion quota with relaxation of qualification of B.Sc. with Physics and Chemistry with 45% marks to Matriculation with Science when so promoted as JCMA, they will also be considered eligible for appearing in the selection for promotion to the post of CMA in the pay scale of Rs.5500-9000 after they pass the test conducted by the RDSO with the requisite standard as per existing provision.

It has also been decided that for future recruits with revised qualification of Matriculation with Science plus Diploma certificate in Lab Technology (including DMLT) or 10 + 2 with science, the qualification of B.Sc., with Physics and Chemistry with 45% marks for promotion as JCMA will stand relaxed to such revised qualification in lieu of existing relaxation to "Matriculation with Science".

92\_2000  
**SERIAL CIRCULAR NO.92/2000**  
**LETTER NO.P(R)/436/RI DATED 17.05.2000**

Copy of Board's letter No.E(NG)/I-98/CN-5/2 dated 5.2.99 (RBE No.6/99 ) SC No.1 to MC No.19.

Sub: Concept of lien.

.....

As the Railways are aware, with the simplification of confirmation procedure delinking confirmation from the availability of permanent posts, the concept of lien has undergone a change vide instructions contained in this Ministry's letter No.E(NG)/I/88/CN5/2 dated 20.1.89 followed by Advance Correction Slip No.58 issued under this ministry's letter No.E(NG)/I/98/CN5/1 dated 12.10.98. This has necessitated amend ment of Rules regarding retention/termination/transfer of lien as contained in Indian Railway Establishment Code Vol.I 5th Edition 1985 (Reprint Edition 1995).

Accordingly, in exercise of powers conferred by the proviso to Article 309 of the Constitution, the President is pleased to decide that the Indian Railway Establishment Code, Vol.I 5th Edition 1985 (Reprint Edition 1995) may be amended as in Advance Correction Slip No.70 enclosed.

**INDIAN RAILWAY ESTABLISHMENT CODE VOL.I FIFTH EDITION 1985**  
**REPRINT EDITION 1995**  
**ADVANCE CORRECTION SLIP NO.70**

I.Chapter I - General:

1. In Rule 103, for the existing sub-rule (28) the following sub-rule shall be substituted, namely:

"(28) Lien means the title of a Railway servant to hold on regular basis either immediately or on the termination of a period or periods of absence, a post, including a tenure post, to which he has been appointed on regular basis and on which he is not on probation. Provided that the title to hold a regular post shall be subject to the condition that the junior most person in the grade will be liable to be reverted to the lower grade if the number of persons so entitled is more than the posts available in that grade".

II. Chapter - 2 -General conditions of service:

1. In Rule 227
2. (i) For the existing clause(a), the following rules shall be substituted, namely.

"227 A competent authority may transfer a Railway servant from one post to another provided that, except:

- 1) On account of inefficiency or misbehavior, or
- 2) On his written request.

a Railway servant shall not be transferred to, or except in a case of dual charge, appointed to officiate in a post carrying less pay than the pay of the post on which he holds a lien".

(ii) Clause (b) shall be omitted.

Rule 238 shall be omitted.

3. For the existing Rule 239 the following Rule shall be substituted, namely.

"239 unless in any case it is otherwise provided in these rules, a Railway servant on acquiring a lien on a post will cease to hold the lien previously acquired on any other post".

4. For the existing Rule 240, the following rule shall be substituted, namely:

"240 A Railway Servant who has acquired lien on a post retains the lien on that post -

- (a) while performing the duties of that post.
- (b) while on foreign service, or holding a temporary post, or officiating in another post.

(c) during joining time on transfer to another post, unless he is transferred along with his title to a post on lower pay, in which case his lien is transferred to the new post from the date on which he is relieved of his duties in the earlier post, and

- (d) while on leave, and
- (e) while under suspension provided that no lien of a Railway Servant shall be retained.

(i) where a Railway servant has proceeded on immediate absorption basis to a post or service outside his service/cadre/post in the Government from the date of absorption, and

(ii) on foreign service/deputation beyond the maximum limit admissible under the orders of the Government issued from time to time.

4.1 Govt. of India's order appearing below the existing Rule 240 shall be omitted.

5. Rule 241 shall be omitted.

6. In Rule 242:

(i) For the existing clause(a) the following clause shall be substituted, namely.

"(a) Except as provided in rule 240 and clause(b) of this rule, a Railway Servant's lien on a post may in no circumstances be terminated, if the results will be to leave him without a lien upon a regular post".

(ii) For the existing clause(b), the following clause shall be substituted, namely:

"(b)A Railway Servant's lien on a post shall stand terminated on his acquiring a lien on another post (whether under the Central Government or State Government) outside the cadre on which he is borne".

7. For the existing Rule 243, the following rule shall be substituted, namely.

"243, subject to the provisions of Rule 227 a competent authority may transfer to another post in the same cadre, the lien of a Railway Servant who is not performing the duties of the post to which the lien relates".

7.1 Govt.of India's decision below the existing Rule 243 shall be omitted.

AUTHORITY; Railway Board's letter No.E(NG)/I-98/CN5/2 dated 5.2.99).

93\_2000  
**SERIAL CIRCULAR NO.93/2000**  
**LETTER NO.P(R)/96/I DATED 17.5.2000**

Copy of Board's letter No.E(NG)/II/96/RR-1/34 dated 6.4.2000 (RBE No.61/2000) SC No.27 to MC no.32).

Sub: Recruitment of Course Completed Act Apprentices on the Railways -Diploma Holders and Graduate Engineers.

.....  
Attention is invited to Board's letters of even number dated 26.8.96 and 13.7.99 wherein it has been laid down that for recruitment to the post of Artisans and to Group "D" posts, other things being equal, a candidate who is a Course Completed Act Apprentice trained in the relevant trade in the Railway Establishment will be given preference over a candidate who is not such an apprentice.

The matter regarding giving similar preference to Diploma Holders and Graduate Engineers has further been examined by the Board. It has been decided that, other things being equal, Diploma Holders and Graduate Engineers, who have been given training under the Apprentices Act, 1961, may be given preference over those who are not apprentices, in recruitments to Group "C" posts for which Engineering Diploma and Engineering degree have respectively been laid down as prescribed qualifications.

3 In other words, while there will be no change in the procedure of recruitments and the selection for recruitment will be in accordance with the merits of the eligible candidates, where other things are equal between two or more candidates, the candidate who is trained under the Apprentices Act 1961 in Railway Establishment will be given reference in the recruitment over the candidate who is not such an apprentices.

94\_2000  
**SERIAL CIRCULAR NO.94/2000**  
**CIRCULAR LETTER NO.P(R)/39/IV DATED 22.5.2000**

Copy of Board's letter No.E(G)/99/EC2-3 dated 18.04.2000 (RBE No.74/2000).

Sub: Surrender of Surplus posts in Railway Workshops having CLW pattern Incentive Scheme.

.....  
As a result of revision in Allowed Timings, consequent to the increase in incentive hourly rates as communicated vide Railway Board's letter No.PC.V/98/I/7/4/1 dated 21.6.1999, the requirement of staff under Incentive Scheme in Railway Workshops would require downward revision. The Railway Board have decided that:

- (i) Surrender of all surplus posts in railway workshops as a result of revision of Allowed Time, maybe made in recruitment grades only in Gr."C" or "D" as the case may be Correspondingly, any creation of posts in railway workshops should also be in the lowest recruitment grades till further orders.

- (ii) All vacant posts rendered surplus as a result of revision of Allowed Time in terms of order dated 21.6.99, will be surrendered without crediting the same to the vacancy bank. In other words, money value of vacant posts will not be used for creation of fresh posts.
- (iii) However, the posts which are manned but surplus to requirement will be declared as special supernumerary. These posts may be used as matching surrender for creation in areas where the need for creation of additional posts due to additional assets/increase in level of activity is independently justified subject to the condition that staff holding these special supernumerary posts be necessarily redeployed against these posts.
2. The instructions contained in Railway Board's letter of even number dated 19.7.1999 stand superseded.
3. This issues with the concurrence of the Finance Directorate of Ministry of Railways.

95\_2000  
**SERIAL CIRCULAR NO.95/2000**  
**CIRCULAR LETTER NO.P(R)/676/I DATED 22.5.2000**

Copy of Board's letter No.E(NG)/I-2000/TR/13 dated 18.4.2000 (RBE No.75/2000) SC No.10 to MC No.24.

Sub: Posting of Government Employees who have children with hearing impairment or multiple disability.

.....

Please find enclosed a copy of the Department of Personnel and Training's O.M.No.36035/1/2000-Estt(Res) dated 18.2.2000 on the above subject. The instructions contained in this O.M.will be applicable to Railway employees mutates mutandis.

Copy of Office Memorandum No.36035/1/2000-Estt(Res) dated 18th Feb. 2000 from D.P.Bharwaj, Under Secretary to the Govt of India, Ministry of Personnel, Public Grievances & Training, DOPsT'.

Sub: Posting of Government employees who have children with hearing impairment or multiple disability.

.....

The undersigned is directed to say that there has been a demand that an employed parent of a child suffering from hearing impairment or multiple disability may be given posting to their own preferred linguistic Zone or State where educational facility for their hearing impaired or multiple disabled child exist and that too in the same language exists. This demand has been made on the ground that the disabled children may have opportunities of learning in one single language, as these children cannot cope up with learning their subjects in more than one language, as a result of transfer of their parents from one State to another.

2. The matter has been examined considering that the facilities for medical care and education of children with hearing impairment or multiple disability may not be available at all stations, such requests from the parents of a child suffering from hearing impairment or multiple disability, may as far as possible, be considered sympathetically. Where, however, this may not be possible, efforts may be made to accommodate such a Government servant in the same state to the extent possible.

3. All the Ministries/Departments, etc. are requested to bring these instructions to the notice of all the appointing authorities under their control

96\_2000  
**SERIAL CIRCULAR NO.96/2000**  
**LETTER NO.P(R)/583/V DATED 25.5.2000**

Sub: Incentives for acquiring higher qualification.

.....  
Reference this Ministry's letter No.E(Trg)94(28)I dated 5.7.95 regarding grant of incentives to Group "B" officers for acquiring higher qualifications and letter No.E(NG)/I-93/IC2/B dated 2.1.96 read with their letter dated 12.9.97, regarding grant of incentives to Gr."C" Railway employees for acquiring higher qualification.

2. The question of review of above instructions including addition of fresh qualifications to the existing ones has been under consideration of the Ministry of Railways in consultation with the Deptt. of Personnel and Training. It has now been decided to amplify the list of qualifications the acquisition of which will entitle the individuals to grant of lumpsum incentives as shown in the Annexure to this letter.

3. The revised scheme of incentives will be effective from the date of issue of this letter. In other words the qualifications specified in the Annexure acquired on or after the date of issue of this letter will qualify for the amount of specified lumpsum incentive.

3.1 However, the individuals who were eligible for grant of lumpsum incentives in terms of existing instructions, will be entitled to grant of lumpsum incentive on the old scale in respect of qualifications acquired upto the day preceding the date of issue of this letter.

3.2. For the purpose of paras 3 and 3.1 above the date of acquiring the qualifications will be the last date of the prescribed examination and not the date of publication of the results.

4. The revised scheme will apply to officers and staff in Group "A"B", & "C".

5. The following conditions will apply to the grant of lumpsum incentive.

- i) Incentive should be allowed only for the qualifications, the acquisition of which is directly related to the functions of the post held by the Railway servant or the functions to be performed in the next higher post and the qualifications should contribute to the efficiency of the Railway servant. In the case of qualifications being useful in the discharge of functions in the next higher grade the grant of incentive maybe considered on actual promotion to the higher grade.
- ii) No incentive would be allowed for purely academic or literary subjects and accordingly incentives need not be considered for qualification like Degree in Humanities.
- iii) The incentive will not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post.
- iv) The quantum of incentive will be uniform for all the posts irrespective of their classification or grade or the department.
- v) The incentive will not be admissible where the Government servant is sponsored by the government or he avails of study leave for acquiring the qualification. Only those officiate who have acquired the higher qualification fully at their own cost and where the Railways have not borne any part of the expenses therefore will be entitled for grant of incentives.
- vi) The incentive would be given only for higher qualification acquired after induction into service and not for possession of higher qualification at the time of entry in service.
- vii) No incentive would be admissible if an appointment is made in relaxation of the educational qualifications. No incentive would be admissible if the employee acquires the requisite qualification for such appointment at a later date.

- viii) The qualifications meriting grant of incentive should be recognized by the all India Council for Technical Education, Department of Electronics, Deemed University University or recognized by the Government.
- ix) Officials acquiring more than one prescribed qualification will be entitled for incentives for all such additional qualifications.
- x) Officials who avail the incentives should remain in service for atleast three years after acquiring higher qualificatins.

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

**ANNEXURE TO BOARD'S LETTER NO.E(TRG)94/28/1 DATED 17.4.2000  
REGARDING GRANT OF LUMP SUM INCENTIVE FOR ACQUIRING HIGHER  
QUALIFICATION.**

S.No.	Deptt.	Higher qualification	Amount of Lumpsum incentive
1.	Accounts Department	i)On passing Part-I or "A" or Intermediate or pre-final exam of + BBSS ICWAI/ Institute of Chartered Accountants of India /Institute of Chartered Financial Analysts of India.	Rs.4000
		ii)on passing Part-II or "B" or Final Exam of ICWAI/ Institute of Chartered Accountants of India/ Institute of Chartered Financial Analysts of India	Rs.8000
		iii)On Passing Intermediate Exam of the Institute of Company Secretaries of India.	Rs.2000
		iv)On passing Final Exam of the Institute of Company Secretaries of India.	Rs.4000
	All Technical Departments including Stores	i)AMIE Section "A" in the relevant discipline	Rs.3000
		ii)AMIE Section "B" in the relevant discipline	Rs.5000
		iii)Degree in Engg.(BE/B.Tech)directly in the relevant discipline	Rs.8000
		iv)Post Graduate Degree or equivalent in Engg in respective discipline	Rs.10000
3 A]	Stores Dept. + Stock Verifiers in Accounts Dept.	i)Diploma in Engg. or Studentship Course in Materials Management (SMM) of Indian Institute of Material Management.	Rs.4000
		ii)Graduate Diploma in Materials Management (GDMM)from Indian Institute of Material Management.	Rs.5000
3 B]	Stores Dept.	iii)PG Diploma in Materials Management from Institute/University/Deemed University etc. recognised by the All India Council for Technical Education Govt of India.	Rs.6000
4.	Chemical Metallurgical	On passing an examination equivalent to a degree in Metallurgy by Chemists in Railway	Rs.8000

Organisation	Laboratories and Research Assistants doing Metallurgical work if they were possessing a Degree in Chemistry at the time of recruitment.	
5. Personnel Deptt. + RBSS	On acquiring Post Graduate Diploma in Personnel Management of Industrial Relations conducted by a recognized University or any other recognised Institution.	Rs.6000
6. Traffic and Commercial	i)Diploma in Marketing and Business Transportation Development.	Rs.4000
	ii)Diploma in Transport Economics Deptt.	Rs.4000
7. General	i)Ph.D in the field relevant to functions of the Govt.servant.	Rs.10000
	ii)Diploma or equivalent in Computer Science/ Computer Applications/ Information Technology relevant to the functions of the government servant.	Rs.4000
	iii)PG Diploma in Computer Science/ Computer Applications/ Information Technology relevant to the functions of the Govt. servant.	Rs.6000
	iv)Degree in Computer Sciences/Computer Applications/Information Technology relevant to the functions of the Govt. servant.	Rs.8000
	v)Post Graduate Degree in computer science/ computer applications/ Information Technology relevant to the functions of Govt.servant.	Rs.10000
	vi)Multi skill diploma in relevant fields	Rs.4000

97\_2000

**SERIAL CIRCULAR NO.97/2000  
CIRCULAR LETTER NO.P(R)/418/III DATED 25.5.2000**

Copy of Board's letter No.E(G)/97/LE 2/12 dated 20.4.2000 (RBE No.45/2000).

Sub: Grant of Special Casual Leave to ex-servicemen for appearing before Medical Re-survey Board.

.....

Board has been periodically receiving proposals from Zonal Railways and Production Units regarding grant of Special Casual leave to Ex.Servicemen for the period spent by them before the medical Re-survey Board for reassessment of their disability to draw military pension.

In this context it is clarified that the DOP & AR(now Department of Personnel and Training) have already issued instructions vide their OM No.28016/12/75-BSTS(B) dated 4.5.1976 circulated vide Railway Board's letter of even number dated 10.7.99, delegating the powers to the Head of Departments and Ministries/Departments to decide about grant of special Casual Leave to ex-servicemen reemployed as Civilian, for appearing before Medical Re-survey Board. Attention in this

context is invited to SR-2(10) corresponding to Rule 2202(9) of R-II Fifth Edition 1972, in Appendix XXXVIII thereof the list of officers (copy enclosed) Declared to be Heads of Departments on the Railways have been given. The powers of granting Special Casual Leave in terms of the orders contained in Board's letter of even number dated 20.7.99 can therefore be exercised by the officers so listed.

**APPENDIX XXXVIII  
LIST OF OFFICERS DECLARED TO BE HEADS OF DEPARTMENTS  
(SEC. RULE 2202(9))**

1. General Managers.
2. Senior Deputy General Managers.
3. Chief Engineers.
4. Chief Commercial Superintendents.
5. Chief Operating Superintendents.
6. Chief Mechanical Engineers
7. Chief Electrical Engineers
8. Chief Signal and Tele-Communication Engineers
9. Controller of Stores.
10. Chief Medical Officers.
11. Financial Advisors and Chief Accounts Officers.
12. Engineers in Chief of Lines under Construction or Survey.
13. Chief Design Engineer in charge
14. Secretary, Railway Board.
15. Director, Railway Testing and Research Center.
16. The Port Administrative Officer, Visakapatnam Port.
17. The Chief Security Officers
18. Chief Personnel Officer.
19. Principal, Railway Staff College, Baroda.

98\_2000  
**SERIAL CIRCULAR NO.98/2000  
LETTER NO.P(R)/673/I DATED 25.5.2000**

Copy of Board's letter No.E(MPP)/95/19/6/Pt. dated 25.2.2000 (RBE No.26/2000).

Sub: Monetary incentive in the form of Training Allowance to Faculty members deputed to Group "C" & "D" Technical Training Centres.

.....

Kindly refer to this Ministry's letter No.E(MPP)/94/13/4 dated 20.9.95 wherein sanction of the Ministry of Railways was communicated for grant of training allowance to the various training centers.

The Ministry of Railways had been considering the question of extending the Benefit of grant of training allowance to the faculty members of other training centers. It has now been decided that faculty members, both gazetted and nongazetted, drawn on deputation from the field for the purpose of imparting training in the following 16 training centers may be granted Training Allowance @ 15% in terms of extent orders.

<b>Railway</b>	<b>Name of the Training Center</b>
CR	1. RPF Training Centre/Kurudradi/CR
ER	2. Divisional Loco Training Centre/Asansol/ER
	3. RPF Training Centre/Dhanbad/ER
NR	4. Divisional Training Centre/Moradabad/NR
NER	5. RPF Training Centre/Gorakhpur/NER
NFR	6. Diesel Traction Training Centre/Malda/NFR
	7. RPF Training Centre/Digboi/NFR
	8. S&T Training Centre/Pandu/NFR
SR	9. RPF Training Centre/Trichy/SR.
SCR	10. Civil Engg. training Centre/Guntakal/SCR
	11. Diesel Traction Training Centre/Kazipet/SCR

	12.Diesel Traction Training Centre/Rajahmundry/SCR
SER	13.Diesel Traction Training Centre(NG)Nagpur/SER
	14.RPF Training Centre/Midnapore/SER
WR	15.RPF Training Centre/Valsad/WR
WAP	16.Technical Training Centre/Bangalore/WAP.

3. Training Centers being managed by CSC/SR.DME/DME/AME/AEE/ASTE/ASC should in the first instance be re designated as Principals and since management of training institutes is a full time job, it is necessary that the incumbent to the post of Principals should be put exclusively on these assignments. Principals of these training centers would, therefore, be eligible for grant of training allowance after these posts are held by them on full time basis and after the selection is made in the manner as detailed in para 5(g) below:

4. With a view to enable the principals of these training centers to give due attention to training and to exercise a proper supervision, it is also necessary that these principals should be physically located in these centers. The grant of 15% training allowance to the faculty is subject to the CSC./Sr.DME/DME/AME/AEE/ASTE/ASC assuming full administrative charge of the training centers. They will in effect relieve the Chief Instructor of all administrative functions who will then carry out direct training to staff.

5,The following guidelines should be observed for sanction of the training allowance.

- a) Faculty members, both gazetted and non gazetted, who are drawn on deputation from the field and whose duty is to impart training/education to the trainees may be granted "Training Allowance" at the rate of 15% of the basic pay in the revised scales of pay.
- b) Consequent to the grant of "Training Allowance" as mentioned in para(a) above, the existing training allowance, special pay, deputation pay and allowances thereon will not be admissible to the faculty members drawn on deputation to these training centers.
- c) Faculty means "An employee" of the Government who joins a training institute meant for training government officials as a faculty member and whose work is to impart training/teaching. This will also include the principals of the training institutes. However, faculty members recruited directly and specifically for the training institutions are not eligible for this "Training Allowance".
- d) Staff whether on deputation from the field or transferred or locally recruited who are not directly engaged in imparting training/education will not be eligible for the "Training Allowance".
- e) Training Allowance will be admissible to the faculty members without any ceiling and will not form the part of pay as defined in FR(9)(21) (2003(21)-R-II, but however, will count for purpose or leave salary.
- f) Deputation period of faculty members shall not exceed eight years in any case any under any circumstances.
- g) The admissibility of the allowance in each individual case will be examined by a Committee at appropriate level to be constituted as per Board's letter no.E(MPP)/94/3/14 dated 23.9.94. These committees would adopt a strict selection process to find excellent trainers for such appointment. The guidelines for such selection should not only take into account the outstanding service records but also good training capability and aptitude for the job. Regard should also be given for participation in trainers training course, keenness of interest taken by the officials in providing requisite training to their subordinates in the various jobs held by them and to their performance in their earlier assignment, if any, in posts relating to training. The above instructions should be read with Board's letter no.E(MPP)/86/13/2 dated 16.11.1998. It should be ensured that before the training centre/school and trainers are sanctioned this allowance, they must satisfy the above guidelines. The trainers not recommended by the Committee should be repatriated to their respective parent cadres. Adhoc appointees will not be allowed this training allowance till they are regularised.

6) These orders will take effect from 1.2.2000.

7. It is further clarified that until such time the screening is done and the faculty members not found fit are repatriated to their respective parent cadres, such persons who have worked as faculty members on deputation may be allowed Training Allowance from the date of joining or 1.2.2000 whichever is later, till the date of reversion.

8. This has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

99\_2000  
**SERIAL CIRCULAR NO.99/2000**  
**CIRCULAR LETTER NO.P(R)/64/IV DATED 25.5.2000**

Copy of Board's letter No.E(P&A)II/98/RS-16 dated 18.4.2000 (RBE No.71/2000).

Sub: Grant of Allowance in lieu of kilometreage to the running staff kept unutilised on account of cancellation of train services.

.....  
Pursuant to the discussions held in a meeting in the forum of JCM/DC, it was decided by the Board in 1986 that in the event of gauge conversion which is an anticipated and planned activity necessitating curtailment of train services for a specific period, the running staff could be relieved of running duties and deployed or granted leave during the period of cancellation of trains. It was also decided therein that opportunities should also be taken to depute such staff for Refresher/promotion and other courses, so that they may not lose their potential for earning allowance in lieu of kilometreage at headquarters or outstation rates, as the case may be, during such periods. instructions were accordingly issued vide Board's letter no.E(P&A)II/83/Rs-21 dated 20.10.1986.

2. It has been brought to the notice of the Board in the PNM/AIRF that during gauge conversion on a Railway, a large number of Running staff could not be utilised for the Running duty and also non-running duty. Except a few, the rest were not sent for any refresher course/training etc. and as such the staff concerned were idling.

3. The matter has been considered by the Board who have issue desired attention of the Railways being drawn again to the above mentioned instructions of 20.10.1986. Accordingly Board desire that in the event of gauge conversion, the following action should invariably be taken by the Railway Administrations.

- i) The gauge conversion being on anticipated and planned activity, necessitating curtailment of train services for a specific period, the running staff should be relieved of running duties and should be delayed or granted leave during the period of cancellation of trains.
- ii) Opportunities should also be taken to depute them for Refresher/promotion and other courses, so that they may not loss in potential for earning allowance in lieu of kilometers at headquarters or outstation rates, as the case may be during such periods.

100\_2000  
**SERIAL CIRCULAR NO.100/2000**  
**CIRCULAR LETTER NO.P(R)/64/IV DATED 22.5.2000**

Copy of Board's letter No.E(P&A)I-99/ALL/RPF/I dated 31.5.99 (RBE no.121/99) PC V No.183/99.

Sub: Grant of Ration money in lieu of Rationsubsidy and extra Duty Allowance to Non-Gazetted RPF/RPSF personnel with effect from 1st August, 1997 on introduction of revised scales of pay on the recommendations of V Central Pay Commission.

.....  
In continuation of the orders contained in this ministry's letter No.E(P&A)/I-98/ALL/RPF/1 dated 1.4.98 and 19.8.98 the President is pleased to decide that the non-gazetted RPF/RPSF personnel upto the rank of Inspector Grade I (Rs.6500-10500) on the Railways shall be entitled to Ration money Allowance @ Rs.585/- per head per month with effect from 1.4.98 to 30.9.98 and the Rs.612/- per head per month with effect from 1.10.98 until further orders.

2. other terms and conditions as stipulated in the Board's letter of even number dated 1.4.98 shall remain unchanged.

The orders being effective from 1.4.98 arrears as may be due may be calculated and disbursed, subject to availability of funds.

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

101\_2000  
**SERIAL CIRCULAR NO.101/2000**  
**LETTER NO.P(R)/500/XVI DATED 25.5.2000**

Copy of Board's letter no.F(E)/III/97/PN1/9 dated 27.12.99 (RBE No.317/99).

Sub: Permanent absorption of Railway servants in public sector undertakings/autonomous bodies change of option from 100% commutation to 1/3rd commutation.

.....  
On receipt of a few references in Board's office from former Railway servants permanently absorbed in PSUs/Autonomous Bodies, seeking an opportunity to revise their option to commute one third pension instead of 100 per cent pension already availed of by them, the matter has been examined in consultation with the Department of pension and pensioners' Welfare. It is clarified that the option once exercised by a Railway servant on his permanent absorption in a PSU/Autonomous Body is to be treated as final and the request for change of option from lumpsum payment in lieu of monthly pension to one third commutation of pension cannot be permitted at any later stage.

102\_2000  
**SERIAL CIRCULAR NO.102/2000**  
**LETTER NO.P(R)/673/I DATED 24.5.2000**

Copy of Board's letter No.E(MPP)/98/3/8 dated 2.9.99 is forwarded for information, guidance and necessary action.

*Copy of Board's letter No.E(MPP)/98/3/8 dated 2.9.99 (RBE No.222/99).*

Sub: Initial Training of Assistant Drivers (Diesel/Electri).

.....  
The Ministry of Railways have decided to modify the Manual on Management of Training" (Edition, 1998) as per the Correction Slip enclosed.

**MANUAL ON MANAGEMENT OF TRAINING (JUNE 1998)**  
**ADVANCE CORRECTION SLIP NO.10/99**

Item No.9 and 10 under Item No.II of Appendix II of the Manual on Management of Training (Edition 1998) may be inserted as:

9)Assistant Driver (Diesel)	9 months
10)Assistant Driver (Electric)	9 months

(Authority: Board's Lr.No.E(MPP)/98/3/6 dated 22.6.98).

103\_2000  
**SERIAL CIRCULAR NO.103/2000**  
**LETTER NO.P(R)/535/I DATED 24.5.2000**

Copy of Board's letter No.E(NG)/I-98/PM 10/3 dated 7.4.2000 is forwarded for information, guidance and necessary action. Board's letter dated 9.9.99 quoted therein was circulated as S.C.no.261/99.

*Copy of Board's letter No.E(NG)/I-98/PM10/3 dated 7.4.2000 (RBE No.65/2000).*

Sub: Filling up the post of Health and Malaria Inspectors in scale Rs.7450-11500.

.....

In terms of this Ministry's letter of even number dated 9.9.99, the classification of the post of Health and Malaria Inspector in the pay scale of Rs.650-10500 and Rs.7450-11500 has been revised as "non-selection" and "selection" respectively.

The NFIR have demanded that Health and Malaria Inspectors who have entered the grade Rs.6500-10500 on the basis of selection as per the classification then in force should be exempted from appearing in the selection again for promotion to the next higher grade Rs.7450-11500 which has now been classified as selection.

The matter has been considered carefully by the Ministry of Railways. It has now been decided that the Health and Malaria Inspectors who are working in the grade Rs.6500-10500 on regular basis and entered the grade either in the pre-revised scale Rs.1600-2660 or in the revised scale Rs.6500-10500 on the basis of positive act of selection as distinct from modified selection under the scheme of restructuring, may be exempted from appearing in the selection for promotion to the next higher grade of Rs.7450-11500. Such staff will be considered for promotion to grade Rs.7450-11500 in their turn on seniority-cum-suitability basis.

104\_2000  
**SERIAL CIRCULAR NO.104/2000**  
**LETTER NO.P(R)/583/AWARDS/I DATED 24.5.2000**

Copy of Board's letter No.E(W)/99/ED-2/1 dated 24.3.2000 is forwarded for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/99/ED-2/1 dated 24.3.2000 (RE No.52/2000).*

Sub: Railway Schools - Scheme of annual awards.

.....

With the impetus given to improvement of quality of education in Railway Schools, a need was felt to institute a suitable scheme of awards to generate a spirit of competition amongst the Railway schools and provide incentives to the Principals/Head Masters/Teachers/Students of Railway Schools to achieve excellence. Accordingly, the Board have decided to introduce a scheme of annual awards with effect from the academic year 1999 2000 as per the details given below:

2. The scheme will comprise of the annual awards:

A) At Zonal Railways Level:

- i) Best Teacher Rs.4000/- each Railway
- ii) Best Student Rs.3000/- each Railway
- iii) Principal/Head Master of best school Rs.4500/- each Railway
- iv) Best School Running shield

B) At Board's level

- i) Best Teacher Rs.5000/-

- ii) Best Student           Rs.4000/-
- iii) Principal/Head Master Rs.5000/-  
of Best School
- iv) Best School           Running shield.

3. The award will be decided as per the following parameters:

A) Award for the Best Teacher

- i) The Railways will select the best school teacher on their system every year on the basis of performance in the proceeding academic year taking into account the following aspects.
  - a) Effectiveness of teaching as reflected, among other things, in the academic results of the students.
  - b) Reputation of the teacher for higher dedication to work.
  - c) Leadership qualities which inspire the student.
  - d) Capacity for prompting extra curricular activities.
- ii) The award will consist of Rs.4000/- + citation.
- iii) Out of the best teachers selected in individual Railways. Railway Board will select the best teacher of the year on Indian Railways as a whole. The award for the best teacher on the entire Indian Railway system will consist of Rs.5000/- + citation.

B) Award for the best Student:

- i) The Railways will select the best student of the Railway.
- ii) The award will consist of Rs.3000/- + citation.
- iii) Out of the best students selected on individual Railways, the Railway Board will select the best student of the Railway schools on Indian Railways as a whole. The award will consist of Rs. 4000/- citation.

C) Award for the Best School

Railways will introduce a running shield for the best school on their system on the basis of the following criteria:

- a) Academic performance (Weightage 50%)  
This will be adjusted on the basis of the pass percentage, total number of distinctions achieved and percentage of students passing in 1st divisions both public exams and in local exams.
- b) Performance in extra curricular activities:
  - i) Achievements in games and sports (weightage 20%)(only district, state and national level achievements to be taken into consideration).
  - ii) Achievements in literary and cultural activities like elocution, quiz, dramatics, music, dance etc.
  - iii) Scouts and Guides (weightage 10%)
  - iv) Total enrollment
  - v) Number of awardees of Rajya Puraskar and Rashtrapati puraskar.

From amongst the best schools identified in individual units, the railway board will select the best Railway school of the Indian Railways as a whole and award a running shield to the school.

c) Award for the best Principal/Head Master

- i) The Principal/Head Master of the School identified as the best school on the individual railway will be given an award of Rs.4500/- + citation.

ii) The Principal/head Master of the school adjudged as the best on Indian Railways as a whole will be given a personal award of Rs.5000/- + citation.

4. The awards will be given during the Railway Week Celebrations.

5. For the purpose of this scheme, schools on CLW and DLW shall be clubbed with the schools of Eastern and Northern Railways respectively ICF, RCF, DCW and W&AP do not have any Railway school. Railway schools on new zones may be clubbed with the schools on parent railways.

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

7. The expenditure may be met from the existing budgetary allotment under D.No.12-681.

105\_2000  
**SERIAL CIRCULAR NO.105/2000**  
**LETTER NO.P(R)/473/III DATED 26.5.2000**

Copy of Board's letter No.E(W)/95/PS5-1/29 dated 21.12.99 (RBE No.312/99) is forwarded for information, guidance and necessary action. Board's letter dated 30.6.87 quoted there in was circulated as S.C.no.126/87.

*Copy of Board's letter No.E(W)/95/PS5-1/29 dated 21.12.99 (RBE No.312/99).*

Sub: Passes for Widows of Railway employees.

.....

As the Railways are aware, in terms of Board's letter No.E(W)/85/PS5-8/2 dated 30.6.87, widows shall not be eligible to the facility of widow pass, if they become eligible to the pass facilities due to their son's/daughter's employment on the Railways. Arising out of a demand from NFIR, the matter has been reviewed by the Board and it has been decided that widows of ex-Railway employees who are dependent on their son/daughter employed on the Railways, may exercise an option either to avail of pass facility as a dependent widowed mother by getting their name included in the privilege pass drawn by their son/daughter or they may draw pass(es) as per their entitlement under the "widow pass" scheme. However, while considering her as a dependent widowed mother, the income ceiling limit as fixed from time to time for "dependent" as defined in proviso to clause 2(c) of the Railway Servants (Pass) Rules, 1986 will be taken into account. This option once exercised shall be final and irreversible.

2. In view of the above, Schedule V (Widow Pass) of Railway Servants (Pass) Rules, 1986 may be amended as in the Advance Correction Slip No.20 enclosed.

This has the concurrence of Finance Directorate of Ministry of Railways.

**ADVANCE CORRECTION SLIP NO.20 TO THE RAILWAY SERVANTS (PASS)**  
**RULES, 1986 (2ND EDITION 1993).**

Add the following under item (ii) (b), Column (3) of Schedule V, after the word "re-marriage".

"However, the widow may exercise an option either to avail of pass facility as a dependent widowed mother by getting her name included in the privilege pass drawn by her son/daughter or she may draw pass(es) as per her entitlement under the "widow Pass" scheme. Option once exercised shall be final and irreversible".

(Authority:Board's Lr.No.E(W)/95 PS5-1/29 dated 21.12.99).

106\_2000  
**SERIAL CIRCULAR NO.106/2000**

**LETTER NO.P(R)/563/III DATED 25.5.2000**

Copy of Board's letter No.98/E/(RRB)/25/52 dated 7.4.99 is forwarded for information guidance and necessary action.

*Copy of Board's letter No.98/E/(RRB)/25/52 dated 7.4.99 (RBE No.67/99).*

Sub: Enhancement in examination fees.

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In order to partially set off the heavy burden expenditure incurred on conduct of examinations by Railway Recruitment Boards, the Railway Board have decided to enhance the examination fees as under:

- |   |   |
|---|---|
| (i) Examinations for posts carrying pay scale upto Rs.3050-4590.                      | Rs.40/- (examination fee is inclusive of postal expenses).          |
| (ii) Examinations for posts carrying pay scale beyond Rs.3050-4590.                   | Rs.60/- (examination fee is inclusive of postal expenses).          |
| (iii) Candidates belonging to SC/ST/Ex-servicemen/ Physically Handicapped categories. | No examination fees. They will pay Rs.10/- towards postal expenses. |

RRBs shall now use window-type envelopes so as to check the incident of sending the call letters on wrong address. Candidates should not be asked to send self-addressed envelopes.

The enhanced examination fee/postal expenses shall be applicable to the notifications published after the issue of these orders.

This issues with the concurrence of the Finance Directorate of Railway Board.

107\_2000

**SERIAL CIRCULAR NO.107/2000  
LETTER NO.P(R)/420/V DATED 24.5.2000**

Copy of Board's letter No.E(P&A)/I/97/CPC/LE-6 dated 8.4.99 is forwarded for information, guidance and necessary action. Board's letter(s) dated 10.11.97 and 3.4.98 quoted therein were circulated as S.C.Nos.192/97 and 95/98 respectively.

*Copy of Board's letter No.E(P&A)/I-97/CPC/LE-6 dated 8.4.99 (RBE No.63/99) PC-V/166.*

Sub: Recommendation of the Fifth Central Pay Commission relating to enhancement of quantum of Maternity Leave and to allow Paternity Leave in respect of Railway employees - Clarification regarding.

Ref: Board's letter No.E(P&A)I-97/CPC/LE-6 dated 10.11.97 and 3.4.98.

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In continuation of Board's above cited letter it is clarified that paternity Leave may be allowed to male Railway employees in case leave is applied for and availed of, at least partly, within a period of 135 days of child birth. The leave should either be utilised fully or atleast commence within 135 days of child birth. The paternity Leave can commence prior to child birth so long as the date of birth of child falls during the period of such leave. paternity leave, like Maternity leave, may be sanctioned only in a single spell.

108\_2000  
**SERIAL CIRCULAR NO.108/2000**  
**LETTER NO.P(R)/436/III DATED 02.06.2000**

Copy of Board's letter No.F(E)/I/99/AL-7/1 dated 26.3.99 is forwarded for information, guidance and necessary action. Board's letter dated 16.12.97, 27.5.98 and 6.11.98 quoted therein were circulated as S.C.Nos. 220/97, 150/98 and 312/98 respectively.

*Copy of Board's letter No.F(E)/I/99/AL-7/1 dated 26.3.99 (RBE No.59/99) P.C.V.No.165.*

Sub: Admissibility of Conveyance charges - Clarification in the context of Transport Allowance.

Ref: 1)Board's letter No.PC-V/97/1/7/12 dated 16.12.97 and 27.5.98 regarding Transport Allowance.  
2)Board's Lr.No.E(G)/98/AL-4/14 dated 6.11.98, on the above subject.  
3)Sub-Rule (7) and (8) and Govt.of India's Decision below sub-rule (8) of Rule 1641-R.II (1990 Re-print).

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Under the extant rules, conveyance hire charges, are not permitted, in any circumstances for the journeys between office and residence. However, in exceptional cases, when the Railway employees are detained in office upto late hours at night in connection with urgent official work which could not be post-poned till the next working day, they could be reimbursed for journeys performed from office to residence between 20.00 hrs and 06.00 hrs, the actual conveyance hire charges upto a maximum amount of Rs.150/- per month.

2. It has since been clarified by the Ministry of Finance that commutation of the employee to and from office is taken care of by the payment of Transport Allowance. Accordingly, no conveyance hire charges, are admissible at all for the journeys performed between office and residence, under any circumstances.

3. In the light of the above clarification, the codal provisions have since been reviewed. Para 2102(d)(i),(ii) and (iii) of IREM Vol.II have since been deleted vide ACS No.4 IREM circulated vide Board's letter No.E(G)/98/AL-4/14 dated 6.11.98.

4. It has since been decided, with the approval of the President, that sub-rule (7) and Railway Board's Decision below sub-rule(8), below Rule 1641-R.II(90 edition) may also be deleted.

5. Accordingly, in exercise of the powers conferred vide proviso to Article 309 of the Constitution, the President is pleased to direct that sub-rule (7) and Govt. of India's Decision below sub-rule (8) below Rule 1641 of Indian Railway Establishment Code (Vol.II) (1990 edition) may be deleted as per advance correction slip No.39 enclosed.

**ADVANCE CORRECTION SLIP TO INDIAN RAILWAY ESTABLISHMENT CODE**  
**VOLUME II (FIRST REPRINT) 1990**  
**Advance Correction Slip No.39**

Chapter 16 - Travelling Allowance Rules

Section VIII - Journeys at or Near Headquarters.

Please delete Sub-Rule (7) and Govt of India's Decision below Rule 1641-R.II Sub-Rule (8) below Rule 1641-R.II shall however, stand.

(Authority: Board's letters No.(1)E(G)98 AL.4/14 dated 6.11.98 and (2) No.F(E)/I/99/AL-7/1 dated 26.3.99.

109\_2000  
**SERIAL CIRCULAR NO.109/2000**

**LETTER NO.P®/54/v DATED 31.5.2000**

Copy of Board's letter No.E(P&A)/II.98/HRA-6 dated 15.4.99, is forwarded for information, guidance and necessary action. Board's letter dated 6.1.97 quoted therein was circulated as S.C.no.33/97.

*Copy of Board's letter No.E(P&A)/II/98/HRA-6 dated 15.4.99, (RBE No.79/99).*

Sub: Grant of house Rent Allowance to Railway employees joining the newly set-up Zonal Railway – Regarding.

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The issue regarding grant of House Rent Allowance at the rates admissible at the last place of posting in respect of Railway employees joining the newly set-up Zonal Railways has been under consideration of the Board for some time.

The matter has been considered in Detail and the President is now pleased to decide in partial supersession of the existing Rules/order on the subject that Railway employees joining the newly set-up Zonal Railways may be allowed to draw House Rent Allowance admissible, at the last place of posting subject to the following conditions:

3. Only those employees who were in receipt of House Rent Allowance at the last station of posting before joining any of the newly set-up Zonal Railways will be eligible to draw house Rent Allowance at the same rate it was admissible to them at that station. House Rent Allowance at the rates admissible at the new place of posting would not be admissible in such cases.
4. The concerned employee, should fulfill all the conditions prescribed for draw of House Rent Allowance at the new place of posting also.
5. House Rent Allowance in terms of para(a) above will be admissible only if the same is financially advantageous to the concerned employee.
6. The accommodation at the last station of posting in respect of which House Rent Allowance is being claimed should be put up to the bonafide use of the members of the family.
7. This benefit would be admissible only on the specific option of the concerned employee.
8. This benefit would be admissible only till such period the benefit of facility of retention of Railway Accommodation at the previous place of posting in terms of Board's letter No.E(G)/96QRI-30 dt 6.1.1997 and as extended from time to time is admissible.
9. All other conditions for grant of House Rent Allowance should be satisfied.
10. These instructions shall be effective from the date of issue of this letter.
11. This issues with the concurrence of the Finance Directorate of the Ministry of Railways.

110\_2000

**SERIAL CIRCULAR NO.110/2000**

**Letter No.P(PC)/487/V/97/PENSION/VOL.II DATED 29.5.2000**

Copy of Board's letter No. F(E)/III/99/PN1/21 dated 26.4.2000 is published for information , guidance and necessary action. Board's letter dated 5.8.99 quoted therein was circulated as SC No 212/99.

*Copy of Board's letter No.F(E)/III/99/PN1/21 dated 26.4.2000 (RBE No.78/2000).*

Sub: Payment of DR to employed family pensioners/re-employed pensioners.

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Instructions have been issued for grant of Dearness Relief(DR)to re-employed pensioners and employed family pensioners vide DOP&PW's O.M.No.45/73/97-P&PW(G) dated 2.7.1999 circulated on the Railways vide Board's letter of even number dated 5.8.1999. With reference to these instructions, clarifications have been sought by some of the Zonal Railways on certain points which have since been considered in this Ministry in consultation with DOP&PW. It is hereby clarified that no dependency certificate is required to be produced by employed family pensioners for payment of DR on Family Pension as stated in para 4(I) of DOP&PW's O.M. dated 2.7.1999. Further, in the case of re-employed pensioner retired from a civil/military post in the Central Govt. and holding a post not included in classified "A" Group but in whose case pension is taken into account while fixing the pay on re-employment, DR on pension will be admissible if on re-employment, pay has been fixed at the minimum of the pay of the re-employed post.

111\_2000  
**SERIAL CIRCULAR NO.111/2000**  
**Letter No..P(PC)/487/V/IMP/97/VOL.IV DATED 30.5.2000**

Copy of Board's letter No. PC-V/97/1/11/3 dated 26.4.2000 is published for information , guidance and necessary action. Board's letter dated 28.9.98 quoted therein was circulated as SC No, 252/98.

*Copy of Board's letter No.PC-V/97/1/11/3 dated 26.4.2000 (RBE No.79/2000) .*

Sub: Pay scales of Drawing, Design and Estimating staff in Production Units.

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Pursuant to the V CPC recommendations orders regarding allotment of appropriate pay structure etc. relating to the staff working in Drawing, Design and Estimating cadre in the open line Establishment including Workshops in the Zonal Railways were issued vide Board's letter of even number dated 28.9.99. The main features of the said orders are (i) introduction of apex Group C scale of Rs.7450-11500 (RPS) in the cadre and (ii) abolition of the lowest grade of Rs.4000-6000(RPS) i.e. the post of Assistant Draftsman in a phased manner.

2 Board's letter dated 28.9.98 envisages the following percentage structure for this category of staff in the Zonal Railways.

Pre-revised scale(Rs.)	Revised scale (Rs.)	Existing %age	Revised %age
1	2	3	4
1200-2040	4000-6000	20 (to be surrendered)	10
1400-2300	5000-8000	20	30
1600-2660	5500-9000	25	20
2000-3200	6500-10500	35	35.5
--	7450-11500	--	4.5

The question of bringing the recruitment pattern etc. for the category of Design/Drawing/Estimating staff for Production Units on the lines of orders issued vide Board's letter of even number dated 28.9.98 for analogous categories of staff working in Zonal Railways has been under consideration of Ministry of Railways for some time. The matter has been examined and it has been decided that the pay structure and recruitment/career advancement pattern of the Drawing/Design cadre of the Production Units be brought at par with the pay structure and recruitment/career advancement pattern now available in the Zonal Railways as per the guidelines given below.

- a) The category of Assistant Draftsman in the grade of Rs.4000-6000 in the Production Units be abolished, with 50% of the posts being surrendered on vacation by present incumbents and the remaining 50% also on vacation by present incumbents being upgraded to the grade Rs.5000-8000.
- b) In future, direct recruitment should take place in the grade Rs.5000-8000 from amongst engineering diploma holders and in the grade Rs.6500-10500 from amongst engineering degree holders. The direct recruitment in Grade Rs.5000-8000 will be to the extent of 100% after all posts in the lower grade of Rs.4000-6000 are phased out in the manner indicated above. Direct recruitment in the grade Rs.6500-10500 will be to the extent of 20% as in the case of Zonal Railways.
- c) With surrender of 50% of posts presently being operated in the grade Rs.4000-6000 (10% of the cadre), the remaining 90% posts of the cadre should be distributed in the ratio of 4.5 in Rs.7450-11500, 35.5 in the grade of Rs.6500-10500, 20 in the grade Rs.5500-9000 and 30 in grade Rs.5000-8000. This will bring the cadre structure of the drawing/design cadre in PUs at par with the Zonal Railways and
- d) As in the case of Zonal Railways the posts in the grade Rs.6500-10500 will be filled up following a process of selection from amongst Departmental candidates possessing degree in engineering by throwing open to them the direct recruitment quota for a period of four years, or till such time that no such staff remain, whichever is earlier.

3. In this connection, GMs/ICF and RCF may also please refer to Board's letter of even No. dated 24.2.2000.

112\_2000  
**SERIAL CIRCULAR NO.112/2000**  
**Letter No.P(PC)/487/V/IMP/97/VOL.IV DATED 2.6.2000**

Copy of Board's letter No. PC/V/99/I/1/1 dated 11.5.2000 is published for information, guidance and necessary action. Board's letter dated 1.10.99 quoted therein was circulated as SC No. 276/99.

*Copy of Board's letter No.PC/V/99/I/1/1 dated 11.5.2000 (RBE No.87/2000).*

Sub: Assured Career Progression Scheme for the Railway employees -Clarifications regarding.

.....  
 The undersigned is directed to draw attention to Railway Board's letter of even No. dated 1.10.99, regarding Assured Career Progression Scheme (ACPS). Consequent upon introduction of the Scheme, clarifications have been sought by various Railways/PUs about certain issues in connection with implementation of the ACPS. The doubts raised by various quarters have been duly examined and point-wise clarification are accordingly indicted in the Annexure to this letter.

2. The ACP scheme should strictly be implemented in keeping with the Board's letter of even number dated 1.10.99, read with the aforesaid clarifications (Annexure) C cases where the ACP scheme has already been implemented shall be reviewed/rectified if the same are not found to be in accordance with the scheme/clarifications.

12. All the Railways/Production Units may give wide circulation These clarificatry instructions for general guidance and appropriate Action in the matter.

**ANNEXURE**

(Reference "Rly.Board's Lr.No.PC-V/99/1/1/1 dated 1.10.99).

S.No. Points of doubt	Clarification
1. Two posts carrying different	Since the benefits of

pay scales constituting two rungs in a hierarchy have now been placed in the same pay scale as a result of rationalisation of pay scales. This has resulted into change in the hierarchy in as much as two posts, which constituted feeder and promotion grades in the pre-merged scenario have become one grade. The position may be clarified further by way of the following illustrations prior to the implementation of the Fifth Central Pay Commission recommendation two categories of posts were in the pay scales of Rs.1200-1800 and Rs.1320-2040 respectively, the latter being promotion post for the former. Both the posts have now been placed in the pay scale of Rs.4000-6000. How the benefits of the ACP scheme is to be allowed in such cases?

2. Some employees have been allowed selection grade/ in-situ promotions though these grades are not a part of the defined hierarchy. Whether this is to be considered as promotion for the purpose of ACPS? Mobility under ACPs is to be allowed in the existing hierarchy. As such, if any selection grade/in-situ promotion has been allowed to employees which is not a part of the hierarchy, it shall not be counted as

S.No. Points of doubt	Clarification
Also what will be the situation if selection grade has been allowed in lieu of higher pay scale?	promotion for the purpose of ACPS. For illustration sake, we consider a hypothetical cadre in which staff appointed in the grade Rs.5000-8000 are allowed the scale of Rs.5500-9000 on completion of five years of regular service. The scale of Rs.5500-9000/ is not a part of the defined hierarchy for them. In such cases, the pay scale which is not a part of the hierarchy may be treated to have been withdrawn. However, fall in pay resulting out of this shall be protected by granting personal pay in the aforesaid direct

entry grade be adjusted against future increments. Moreover as per condition No.13 of ACPS, such existing (previous)schemes would be discontinued with the adoption of ACPS. However, in the cases of common category of posts, the existing hierarchy in relation to a cadre would mean the restructured grades recommended by the Fifth Central Pay Commission.

3. An isolated post in the pay scales of Rs.3050-4590 has been allowed in situ promotion in the grade of Rs.4000-6000 whereas as per Annexure II of Board's letter dated 1.10.99 next scale is Rs.3200-4900 What should be the grade allowed under ACPS?

In such isolated cases, we may grant benefits to the incumbents of such isolated posts on a dynamic basis as per condition No.7 of ACPs as circulated vide Board's letter dated 1.10.99

4. In a case where a person is appointed to a post on transfer (absorption) basis from another post. Whether 12 years and 24 years of service for the purpose of ACPS will count from the initial appointment or otherwise?

The benefits under ACPS are limited to higher pay scale and do not confer designation duties and responsibilities of the higher post. Hence the basic criterion to allow the higher pay scale under ACPS should be whether a person is working in the same pay scale for the prescribed period of 12/24 years. Consequently, so

S.No. Points of doubt

Clarification

long as a person is in the same pay scale during the period in question, it is

5. Whether a Government servant who is direct recruit in one grade and subsequently joins another post again as direct recruit, is eligible for first financial upgradation under ACPS after completion of 12 years of service counted from the first appointment or from the subsequent second appointment as direct recruit?

immaterial whether he has been holding different posts in the same pay scale. As such, if a Government servant has been appointed to another post in the same pay scale either as a direct recruit or on absorption (transfer) basis or first on deputation basis and later on absorbed (on transfer basis), it should not make any difference for the purpose of

6. An employee appointed initially ACPS so long as he is in the on deputation to a post same pay scales. In other words

absorbed subsequently, whether past promotion as well as absorption maybe termed as past regular service in the promotion or direct recruitment. same pay scale, even if it what will be the case if was on different posts an employee on deputation holds for which appointment was a post in the same pay scale made by different methods as that of the post held by like direct recruitment, him in the present cadre? Also, absorption (transfer)deputa what will be the situation if tion or at different places he was holding a post in the should be taken into account parent cadre carrying for computing the prescribed a lower pay scale? a period of service for the purpose of ACPS. Also, in case of absorption(transfer)/ deputation in the aforesaid situation, promotions earned in the previous/present organisations, together with the past regular service shall also count for the purpose of ACPS. However, if the appointment is made to higher pay scale either as on direct recruitment or on absorption(transfer) basis or first on deputation basis and later on absorbed(on transfer basis). such appointment shall be treated as direct recruitment and past service/promotion shall not count for benefits under ACPS. Needless to say, in cases of transfer on administrative grounds involving only change of station within the same department, the service rendered in the same grade at

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S.No. Points of doubt

Clarification

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at two stations may count for ACPS, as such transfers are within the same organisation ordered generally for administrative considerations and the service rendered in the earlier station counts as eligibility service for promotion.

7. Whether the instructions on ACPS are applicable to the employees working in the instrumentalities like autonomous/judicial/ statutory bodies? Similarly whether the orders are

ACPS is applicable only to Central Government civilian employees including Railway employees and, as such, does not get automatically extended to autonomous/statutory bodies. A conscious decision

applicable to the employees working in industries governed by certified standing orders, Factories Act and Industrial Disputes Act etc.

in this regard shall have to be taken by the governing body competent authority/organisation concerned. In relation to others, specific cases shall be examined in consultation with the Ministry of Railways.

8. Appointment on the basis of limited departmental examination by which an employee joined a new service should be treated as promotion or not, for example, whether Group D employees appointed as Junior Clerks or Grade D Stenographers appointed from amongst Junior Clerks should be treated as direct recruits or not in the respective higher grades.

If the relevant Recruitment Rules provide for filling up of vacancies of Stenographers grade "D" /Junior Stenographers by direct recruitment induction of Junior Clerks to the aforesaid grade through Limited Departmental Competitive Examination may be treated as direct recruitment for the purpose of benefit under ACPS. However, in such cases, services rendered in a lower pay scales shall not be counted for the purpose of benefit under ACPS. The case of Group "D" employees who become Junior Clerks on basis of departmental examination stand on different footing. In their case, relevant Recruitment Rules prescribe a promotion quota to be filled up on the basis of departmental examination. Therefore, such appointments shall be counted as promotion for the purpose of ACPS. In such situations, past regular

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S.No. Points of doubt

Clarification

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service shall also be counted for further benefits, if any, under the scheme.

9. A merged pre-revised pay-scale of Rs.775-1150 was allowed to Group D employees as a result of an agreement with the Staff side in the national Council of JCM. Those Group D employees drawing Rs.1030/-(pre-revised) or above as basic pay have been allowed S-3 (revised) (Rs.2650-4000) and those drawing less have

The issue of demerger of the integrated pay scale of Rs.775-1150 is already under consideration of the National Anomaly Committee. It has not been agreed either to treat the promotion to S-2 and S-3 as one or for merging the pay scales. As the merger of the pay scales earlier was as a result of an agreement only with a view to providing certain relief to

been allowed S-2(revised) (Rs.2610-3540). The replacement scales of Rs.2610-3540 and Rs.2650-4000 should be treated as one. Since S-4 (revised) (Rs.2750-4400) does not operate in the Railway Board office, Group "D" employees in Railway Board should be given second upgradation in S-5 i.e. Rs.3050-4590/-.

the stagnating employees, it cannot, in itself, be the ground for allowing additional benefits. As such, an employee of Railway Board inducted in S-1 and now placed in S-2 shall be allowed one more upgradation i.e. in S-3 under ACPS. An employee inducted in S-1 and now placed in S-3 shall not be allowed any further upgradation as he has already availed of two financial upgradations.

10. When an employee in Group C scale is given financial upgradation in Group B scale, whether it shall have the approval of the authority competent to appoint persons in the upgraded scale.

while the Scheme provides for only financial upgradations to an individual and not the upgradation of the post held by him, the classification of the post held by the officer should be with reference to the scale of pay of the post held by Government Servant on regular basis and not with reference to the higher scale of pay granted to the Government servant on upgradation under ACPS. However, upgradation under ACPS may be allowed with the approval of the authority competent to make on appointment in the upgraded scales/grades.

11. Whether ex-servicemen who have been re-employed after giving relaxation in age and educational qualification prescribed

Yes, The ACPS is meant for the Central Government civilian employees including Railway employees. As such, ex-service men, re-employed as Railway

S.No.	Points of doubt	Clarification
	in relevant Recruitment/ Service Rules for particular post as direct recruit are to be allowed ACP benefits on completion of 12/24 years of service after re-employment in civilian post?	employees, shall be entitled for upgradation under the Scheme on completion of 12/24 years of service after direct recruitment in the Railway employment. Also, such category of persons would already be drawing pension on the basis of their service in the armed forces.
12.	An employee gets first promotion after 20 years of regular service. In terms of relevant recruit-	Upgradations under the Scheme are to be allowed on completion of 12/24 years of service counted from direct entry in

<p>ment/service Rules, required eligibility service is 8 years for the next promotion, whether upgradation under ACPS is to be allowed on completion of 24 years of service from direct recruitment i.e. four years after the first promotion or on completion of 8 years of regular service after first promotion as per the recruitment Rules.</p>	<p>the Government employment including Railway employment. If an employee gets first regular promotion on completion of 20 years of service, he will be entitled to second financial upgradation under ACPS on completion of 4 years of service after such first regular promotion, though the Recruitment/Service Rules prescribe higher length of regular service in grade for next promotion.</p>
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13. An employee who may have completed 25 years of service shall be entitled for - No - two upgradation directly along with other employees who may have completed 24 years of service. This would create an anomaly in as much as 5 years of service of the former would get neutralised. Therefore the upgradation could be allowed notionally from the date of completion 12/24 years of regular service and actual financial benefit could be given from the date of meeting of the screening committee.

<p>14. The relevant Recruitment/ service rules prescribed departmental examination/ trade test for vacancy based promotion. However this need not be insisted for upgradation under ACPS.</p>	<p>As per the scheme(condition No.6), all promotion norms have to be fulfilled for upgradation under the scheme. As such, no upgradation shall be allowed if an employee fails to qualify departmental/trade test etc prescribed for the purpose of regular promotion.</p>
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S.No. Points of doubt

Clarification

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<p>15. An employee who has completed 24 years of service is to be allowed two upgradation direct what will be the mode of fixation of pay of the employee?</p>	<p>The following illustration shall clarify the doubt. An incumbent in the pay scale of Rs.4000-6000(S-7) has put in 24 years of regular service without a regular promotion. The incumbent shall be allowed two upgradation i.e. to S-8 and S-9. His pay shall first be fixed in S-8 and then in S-9.</p>
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<p>16. If special pay has been allowed in lieu of separate pay-scales,whether</p>	<p>Special pay allowed shall not be counted as promotion for the purpose of ACPS.</p>
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this should be treated as promotion for the purpose of ACPS and also whether the special pay is to be taken into account while fixing the pay under ACPS?

Also, the special pay drawn in the lower post, in lieu, of a higher pay scale shall be taken into account for fixation of pay under ACPS subject to the fulfillment of the following conditions:

- i) The special pay in the lower post should have been granted in lieu of separate higher scale.
- ii) If the special pay has been drawn in the lower post continuously for a minimum period of three years on the date of promotion the pay in the higher post will be fixed under the normal rules, treating the special pay as part of the basic pay. In other cases, the pay in the time scale of the higher post will be fixed under the normal rules, with reference to the basic pay drawn in the lower post (including the Spl. Pay) where this results in drop emoluments the difference between the pay so fixed and the pay plus special pay drawn in the lower post will be allowed in the form personal pay to be absorbed in future increase of pay
- iii) In both kinds of cases referred to in clause ( II ) above, it should be certified that, but for the promotion the Govt. servant would have continued to draw the spl. pay in the lower posts.

17. Points of doubt:

Based on the categorisation of Libraries, the following pay scales for posts in libraries have been prescribed in terms of Board's letter No.PC-V/90/IMP/3 dated 12.10.92.

Post	Pay-scales (Pre-revised)	Pay-scales ( Revised )
Library and Information Assistant.	1400-2600	5000-8000
Sr.Library and Information Assistant	1640-2900	5500-9000
Assistant Library and Information Officer	2000-3500	6500-10500
Library and Information Officer.	3000-4500	10000-15200

In a number of cases, depending on the work etc. there are only first two categories of posts in a Library. What should be the channel for upward mobility under ACPS of the Library staff in such cases.

#### Clarification

In order to secure uniformity in the upward mobility of the library staff under the ACPS, it has been decided to adopt the aforesaid pay scales subject to the prescribed terms and conditions.

However, grant of higher pay scale under ACPS will, as per condition No.6 not result in change in the designation etc. of the beneficiary.

18. On upgradation under ACPS, Yes, The financial benefit of an employee shall be fixed under the provision of FR 22(l)a(1). Whether on option for fixation of pay in the higher grade based on the date of increment may also be allowed

allowed under ACPS shall be final and no pay fixation benefit shall accrue at the time of regular promotion. In other words, upgradation under ACPS shall be treated on par with regular promotion in so far as pay fixation is concerned. Therefore, the option of pay fixation in the next higher grade based on the date of increment may be allowed.

19(a)Annexure-I of ACPS stipulated that if the first upgradation gets postponed on account of the employee not found fit for due to departmental proceedings etc., this would have consequential effect on the second upgradation which would also get deferred accordingly. In other words, the employee who has been denied the first financial upgradation (meaning withholding of this benefit) would again be penalised even after having completed 24 years of regular service. This certainly is a case of double jeopardy and should not be inflicted.

In regard to deferment of grant of ACP benefits on account of disciplinary proceedings or refusal of promotion, it is mentioned that the ACPS in the matter has to follow the same pattern as that obtains in the case of regular promotion. The basic idea behind making this provision is that there shall be uniformity of treatment both in the case of ACPS and regular promotions. Moreover, the Government has already modified/moderated the fifth central pay commission recommendation that in case of refusal to accept regular promotion subsequently, the employee concerned should be reverted from the higher grade granted under ACPS. The Scheme adopted by the Government, as such, guards against this adverse effect and thereby has already brought about an improvement upon the pay commission

b) Annexure I of ACPS unnecessarily provides for deferment of second financial upgradation by the period for which an

employee is debarred from regular promotion in the higher grade. In other words, it connects the second upgradation under ACPS with regular promotion to the 1st ACP grade. This is quite unwarranted as the schemes of ACP and regular promotions are to run concurrently and parallel to each other and should, therefore, not be connected in the manner it has been done. This condition may, therefore, be withdrawn.

recommendation in this regard.

20(a) Appointment in Junior Clerk grade from Group D should not be treated as promotion because Junior Clerk is not in the direct line of promotion for Group "D" employees. Two services are altogether different. No Group "D" employee can be appointed/promoted to Group C post like junior Clerk etc. who does not possess the educational qualification prescribed in the recruitment rules. The Group D employees have to satisfy certain minimum standards on selection and only then they are eligible for appointment to Group C posts like Junior Clerks.

(a) As already clarified in relation to item at S.No.8 in the existing arrangement specified quota or Junior Clerk vacancies are filled by Group D staff on the basis of Limited Departmental Competitive Examination. As such, post of Junior Clerk may be treated as promotion post under ACP for Group D staff.

(b) A number of Group D employees are appointed as Dispatch Riders/staff car Drivers, Gestener Operators etc. Since these posts are not in the direct line of promotion for Group D employees and are in the normal course meant to be filled by direct recruitment, such appointment should not be treated as promotion for ACPS.

The appointment of Group D employees as Dispatch Rider/ staff car driver is on transfer basis in a higher pay scale. This point has already been clarified in relation to item at S.Nos.4,5, and 6 above.

21. An employee may be given second upgradation under ACPS as soon as he completes 12 years of regular service from the date of his earlier promotion or as soon as he completes 24 years of regular service, whichever is earlier.

The periodicity of 12/24 years of regular service for grant of upgradations under ACPS cannot be relaxed. Grant of the first regular promotion prior to completion of 12 years of regular service from the direct entry

grade shall have no bearing on the periodicity of the second upgradation under ACPS, which shall be granted only after completion of 24 years of regular service and only if the second regular promotion has not been earned in between.

22. Junior/Senior clerks in administration offices of the Railways are having overlapping duties as well as overlapping scales of pay. Both are inter-changeable. In fact division in the duties is more artificial than real. Therefore, promotion of Junior Clerks to the post of Senior Clerks should not be treated as promotion for the purpose of ACPS.

Both the posts constitute two rungs in a hierarchy and, as such, promotion of Junior Clerks as Senior Clerks shall be treated as promotion for the purpose of ACPS. Moreover, ACPS is not designed to interfere with the existing cadre structure.

23. The condition 8 of the Annexure-I of Board's letter dated 1.10.1999 operates very harshly against senior employees. It will give rise to serious anomalies in a situation where junior employee in a grade being direct recruit are given ACP upgradation on completing period of residency, claims of senior employees in the same grade and in the same department are ignored merely on the ground that they have already been promoted twice earlier. It would, as such, be very unfair to ignore the claim of seniors as that would lead to heart burning and demoralisation.

The ACPS is to act as a "Safety net" to provide relief in cases of acute stagnation. The concept of "senior-junior" is quite alien to the idea behind the ACPS recommended by the fifth Central Pay Commission which had also quite specifically recommended against it. Benefits granted under the scheme are "personal" in nature and in recognition of long hardships faced by stagnating employees. Moreover, it does not grant any status related benefits nor does it change the seniority position. Senior will continue to be senior even if his junior has earned upgradations under ACPS. Relief granted to Railway servants facing stagnation/hardships, as visualised by ACPS, cannot provide a ground for claiming identical relief by others who are not similarly circumstanced.

24. All retirement and other terminal benefits would be granted on the basis of actual pay drawn in the upgraded ACP

Yes. the retirement/terminal benefits would be on the basis of up-graded pay-scales, if

scale and condition No.6 of Annexure I to the effect that it would not confer any privileges related to higher status would not be invoked to deny the retirement/terminal benefits based on the actual pay drawn in 1st/2nd ACP grades at the time of retirement.

any, granted under ACPS.

25. Whether the upgradation under ACPS are to be allowed to the employee who are on deputation in other organisations on training/on study leave?

It has been clarified vide condition No.6 of ACPS that such upgradation shall not entitle for deputation to higher posts. Therefore, as a corollary, upgradation under ACPS shall be allowed, in respect of employees who are on deputation, only on notional basis, as otherwise such upgradation in the cadre may have bearing on the deputation pay of the official. However, an employee will get the actual benefit on the basis of such notional pay fixation under ACPS with prospective effect only on repatriation. Similarly, since an employee draws leave salary while on leave, he will get similar treatment as allowed to a person on deputation. However, upgradation under ACPS may be allowed to an employee who is on training as he is on duty for all practical purposes.

26. Whether the benefit of past service will be extended to temporary status employees after their regularisation.

No the benefit of past service shall not be extended to temporary status employee after their regularisation for the purpose of ACPS.

27. What is an isolated post for the purpose of the ACP scheme.

Isolated post is a stand alone post, having neither feeder grade nor promotional grade. As such, a post having no promotional grade but having a feeder grade and vice-versa shall not be treated as isolated post for the purpose of ACPS.

28. Where the cadres/hierarchy is limited to two grades only, what should be the pay-scale for grant of second upgradation under ACPS? Such a cadre/hierarchy shall not fall in the isolated category as defined at S.No.29 above. Hence, the standard/common pay scales mentioned in Annexure-II Board's letter dated 1.10.99 shall not be applicable in such cases. Action in such cases may, therefore, be taken as per following clarifications:

(i) If such cadre/hierarchy exists in the Ministry/department concerned, the second upgradation may be allowed in keeping with the pay scale of an analogous grade of a cadre/post in the same Ministry/Department. However, if no such grade exists in the Ministry/Department concerned, comparison may be made with an analogous grade available in other Ministries/departments.

(ii) In the case of attached subordinate offices, the second upgradation under ACPS may be given keeping with the pay scale of an analogous grade of a cadre/post of the concerned office. However, if no such cadre/post exists in the concerned offices, comparison may be made with an analogous grade available in other attached subordinate offices of the Ministry/department concerned.

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The matter has been considered in Retail and the president is now pleased to decide in partial supersession of the existing Rules/offers on the subject that Railway employees joining the newly set-up Zonal Railways may be allowed to draw House Rent Allowance admissible, at the last place of posting subject to the following conditions:

- a) Only those employees who were in receipt of House Rent Allowance at the last station of posting before joining any of the newly set-up Zonal Railways will be eligible to draw house Rent Allowance at the same rate it was admissible to them at that station. House Rent Allowance at the rates admissible at the new place of posting would not be admissible in such cases.

- b) The concerned employee, should fulfill all the conditions prescribed for draw of House Rent Allowance at the new place of posting also.
- c) House Rent Allowance in terms of para(a) above will be admissible only if the same is financially advantageous to the concerned employee.
- d) The accommodation at the last station of posting in respect of which House Rent Allowance is being claimed should be put up to the bonafied use of the members of the family.
- e) This benefit would be admissible only on the specific option of the concerned employee.
- f) This benefit would be admissible only till such period the benefit of facility of retention of Railway Accommodation at the previous place of posting in terms of Board's letter No.E(G)/96QRI-30 dt 6.1.1997 and as extended from time to time is admissible.
- g) All other conditions for grant of House Rent Allowance should be satisfied.

3. These instructions shall be effective from the date of issue of this letter.

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

113\_2000  
**SERIAL CIRCULAR NO.113/2000**  
**Letter No.P(PC)/487/V/97/PENSION/VOL.II DATED 5.6.2000**

Copy of Board's letter No.F(E)/III/98/PN1/11 dated 9.5.2000 along with its enclosure is sent herewith for information, guidance and necessary action.

Board's letters mentioned therein were circulated under S.C.Nos.119/99, 152/98, 16/99, 26/99 & 119/99 respectively.

*Copy of Board's letter No.F(E)/III/98/PN1/11 dated 9.5.2000 (RBE No.85/2000).*

Sub: Implementation of Government's decision on the recommendations of the Fifth Central Pay Commission - Revision of Pension of pre and Post 1986 pensioners/family pensioners etc. Extension of date of submission of application for revision of pension/family pension.

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A copy of DOP&PW's O.M.No.45/86/97-P&PW(A) Part-III dated 31.3.2000 extending the date of submission of application for revision of pension/family pension of pre and post-1986 pensioners/family pensioners upto 30.09.2000, is circulated for information and guidance. These instructions will apply mutatis mutandis on the Railways also.

DOP&PW's OM No.45/86/97-P&PW(A) Part III dated 8.4.1999 referred to in their aforesaid OM dated 31.3.2000 was circulated on the Railways vide Board's letter No.F(E)/III/98/PN1/29 dated 23.4.99. Their other OM No.45/86/97-P&PW(A)/Pt.IV dated 8.5.1998, 30.11.98 and OM No.45/10/98-P&PW(A) dated 17.12.1998 referred to therein were circulated and adopted vide Board's letters of even No.dated 5.6.98 23.12.98, and letter No.FE)/III/98/PN1/29 dated 15.01.99.

Copy of Ministry of Personnel, Public Grievances and Pensions Department of Pension and Pensioners Welfare letter No.45/96/97-P&PW(A) Part III dated 31st March, 2000.

**OFFICE MEMORANDUM**

Sub: Implementation of Government's decision on the recommendations of the Fifth Central Pay Commission - Revision of Pension of Pre and post 1986 pensioners/family

pensioners etc. Extension of date of submission of application for revision of pension/family pension.

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The undersigned is directed to refer to this Department's O.M. of even number dated 08.02.1999 extension the date of submission of application for revision of pension/family pension of pre-1986 pensioners/family pensioners upto 31.3.2000. Representations have been received in this department for extending the date for submission of applications beyond 31.3.2000. The matter has been considered in this department and it has been decided to extend the date of submission of application for revision of pension/family pension in such cases upto 30.09.2000. However, Defence civilian pensioners will continue to be governed by the orders issued by the Ministry of Defence.

Similarly it has also been decided to extend the date of submission of applications for revision of pension/family pension with reference to this department's OM No. (i) 45/86/97-P&PW(A)/Part IV dated 8.5.1998 read with OM dated 30.11.1998 and dated 17.12.1998 for submission of applications by the pensioners covered under these OM upto 30.09.2000.

Ministry of Agriculture etc. are requested to bring the contents of these orders to the notice of heads of Departments/Controller of Accounts, Pay and Accounts Officers and Attached and Subordinate offices under them on top priority basis. All Pension Disbursing Authority are also advised to prominently display these orders on their notice boards for the benefit of the pensioners/family pensioners.

114\_2000

**SERIAL CIRCULAR NO.114/2000**  
**Letter No.P(R)/436/IEM/IV DATED 7.6.2000**

Copy of Board's letter No.F(E)/I/99/AL-29/4/(A) dated 10.5.2000 is published for information, guidance and necessary action. Board's letter dated 6.1.2000 quoted therein was circulated as S.C.No. 25/2000.

*Copy of Board's letter No.F(E)/I/99/AL-29/4(A) dated 10.5.2000 (RBE No.83/2000).*

**CORRIGENDUM**

Sub: Amendment to Para 706 of IEM(1989Edition) Washing Allowance.

Ref: Board' letter of even No.dated 6.1.2000'

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In exercise of the powers conferred by the proviso to Article 309 of Constitution of India, the President is pleased to direct that item (vi) of Para 706 Washing Allowance issued vide ACS No.92 to IEM Vol.I (Revised Edition 1989) may be read as under:

"Group "D" staff/peons/Motor Drivers including Casual labour employed as such, working in eadquarters/ Administrative Offices/or personally attached to the DEN-IC of the construction units/projects.

115\_2000

**SERIAL CIRCULAR NO.115/2000**  
**Letter No.P(R)/535/II DATED 7.6.2000**

Copy of Board's letter No.E(NG)/I-2000/PM1/6 dated 18.4.2000 is published for information, guidance and necessary action. Board's letter dated 14.2.97 and 17.2.98 quoted therein were circulated as S.C.Nos.40/97 and 78/98 respectively.

Sub: Calculation of vacancies for Non-selection posts.

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In terms of instructions contained in Board's letter No.E(NG)I-96/PM1/6/JCM-DC dated 14.2.97 read with Para 214(c)/(ii) of Indian Railway Establishment Manual, Volume – I (1989 edition) as amended by ACS No.35 circulated with their letter No.E(NG)I-97/PM1/31 dated 17.2.98 in respect of 'Non-selection' posts, promotion to which is based on scrutiny of Record of service/Confidential Reports only, the vacancies anticipated to occur during the next one year instead of six months were to be taken into account, as trial measure, upto 30.06.99, after which the position was to be reviewed.

The matter has been reviewed by the Board who have decided that the currency of the instructions contained in para-3 of Board's letter dated 14.2.97 may be extended upto 30.06.2002.

116\_2000  
**SERIAL CIRCULAR NO.116/2000**  
**Letter No.P(R)/554/IV DATED 7.6.2000**

Copy of Board's letter No.E(G)/99/QR1-16 dated 20.4.2000 is published for information, guidance and necessary action. The information called for in para-3 therein may be furnished to this office immediately.

*Copy of board's letter No.E(G)/99/QR1-16 dated 20.4.2000 (RBE No.73/2000).*

Sub: Implementation of the interim orders of the High Court of Delhi in Writ Petition No.5057 of 1999 on retention/allotment of Railway Quarters.

.....

The various issues related to the powers of the Ministry of Railways to frame orders and guidelines for allotment and retention of Railway Accommodation and to make exceptions thereof have become sub-judice as a result of Writ Petition No.5057 of 1999 filed by the Federation of Railway Officers.

During the proceedings of the above Writ the Hon'ble High Court passed an interim order on 28.9.99 that the Respondents (Ministry of Railways) should make allotment only in accordance with the existing rules, guidelines, criteria, circulars and Office orders. In the hearing on 13.3.2000, while re-iterating the operation of its interim order of 28.9.99, the Hon'ble Court further clarified that the interim order of 28.9.99 applies even to retention quarters. The Hon'ble Court further directed that no person will be allowed to retain railway quarter in violation of existing rules, guidelines, criteria and circulars.

In pursuance of the above interim directions of the Hon'ble Court, the Board have already been directing the Zonal Railways/PUs in individual cases to strictly observe Board's orders and guidelines in matters of allotment/retention of Railway Quarters. Now, in pursuance of the Hon'ble Court's interim directions mentioned above, the Board have decided that the following instructions should be strictly implemented by the Zonal Railways/Production units.

- i) Allotment of Railway Quarters should be strictly as per existing orders/guidelines, and no retention of Railway Quarter should be allowed beyond the period permissible under the extant orders. This shall apply to both the existing and the future cases.
- iii) In cases where occupation of Railway Quarter is unauthorisedly continued beyond the period of retention permitted under the rules, the allotment should be cancelled and the continued occupation should be declared as unauthorised. For such period of unauthorised retention of Railway Quarter damage rent should be charged. Simultaneously, eviction proceedings should also be initiated.

- iii) There should be no let up in the enforcement of the eviction order after the same is passed by the competent authority.

A report of action initiated/taken in this regard may be furnished within a fortnight to enable position being put up to Board. While furnishing the information the number of cases in which damage rent has been levied and the number of cases in which eviction proceedings have been initiated should also be indicated.

117\_2000  
**SERIAL CIRCULAR NO.117/200**  
**Letter No.P(R)/66/NDA DATED 7.6.2000**

Copy of Board's letter No.E(P&A)/II-2000/HW-3 dated 28.4.2000 is published for information, guidance and necessary action. Board's letter(s) dated 28.9.99 and 7.4.2000 quoted therein were circulated as S.C.no.283/99 and 63/2000 respectively.

*Copy of board's letter No.E(P&A)/II/2000/HW-3 dated 28.4.2000 (RBE No.77/2000).*

Sub: Rates of Night Duty Allowance w.e.f. 1.1.2000.

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Consequent to sanction of an additional instalment of Dearness Allowance, vide this Ministry's letter No.PC.V/97/1/7/14 dated 7.4.2000, the President is pleased to decide that the rates of Night Duty Allowance, as notified in Annexure "A" and "B" of Board's letter No.E(P&A)II-99/HW-2 dated 28.9.99 shall be revised as in Annexure "A" in respect of 'Continuous', 'Intensive', 'Excluded' categories and Workshop employees and as in Annexure "B" in respect of 'Essentially Intermittent' categories w.e.f. 01.01.2000.

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

**ANNEXURE 'A'**

**RATES OF NIGHT DUTY ALLOWANCE WITH EFFECT FROM 01.01.2000 FOR 'INTENSIVE' 'CONTINUOUS' AND 'EXCLUDED' CATEGORIES AND WORKSHOP STAFF AT THE VARIOUS PLACES CLASSIFIED AS 'A-1, 'A' 'B-1', B-2' AND ORDINARY LOCALITIES INCLUDING 'C' CLASS CITIES.**

Sl. No.	Pay slabs in V Commission's scales	'A-1'	'A'	'B-1'	'B-2'	Ordinary localities including 'c' class cities.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1.	2550-2605	16.95	16.85	16.75	16.65	16.55
2.	2606-2790	17.75	17.60	17.55	17.45	17.30
3.	2791-3230	19.90	19.75	19.65	19.50	19.35
4.	3231-3440	22.00	21.85	21.70	21.60	21.40
5.	3241-4125	24.85	24.75	24.60	24.45	24.30
6.	4126-4270	27.55	27.40	27.25	27.10	26.95
7.	4271-4480	28.65	28.55	28.40	28.25	28.10
8.	4481-4630	30.15	29.95	29.70	29.55	29.25
9.	4631-4870	31.40	31.20	30.95	30.80	30.50
10.	4871-5165	33.15	32.90	32.65	32.50	32.20
11.	5166-5465	35.05	34.80	34.60	34.40	34.10
12.	5466-6210	38.40	38.15	37.95	37.75	37.45
13.	6211-6655	42.70	42.40	42.15	41.85	41.30
14.	6656-6955	45.10	44.80	44.50	44.25	43.70
15.	6956-7850 & above	48.90	48.65	48.35	48.05	47.50

**Annexure 'B'**

**RATES OF NIGHT DUTY ALLOWANCE WITH EFFECT FROM 01.01.2000 FOR ESSENTIALLY INTERMITTENT CATEGORIES AT THE VARIOUS PLACES CLASSIFIED AS 'A-1, 'A' 'B-1', B-2' AND ORDINARY LOCALITIES INCLUDING 'C' CLASS CITIES.**

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Sl. Pay slabs in V Pay 'A-1' 'A' 'B-1' 'B-2' Ordinary  
 No. Commission's scales localities  
 including  
 'c' class cities.

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1. 2550-2605	11.30	11.25	11.15	11.10	11.05
2. 2606-2790	11.85	11.75	11.70	11.65	11.55
3. 2791-3230	13.25	13.15	13.10	13.00	12.90
4. 3231-3440	14.65	14.55	14.45	14.40	14.25
5. 3241-4125	16.55	16.50	16.40	16.30	16.20
6. 4126-4270	18.35	18.25	18.15	18.05	17.95
7. 4271-4480	19.10	19.05	18.95	18.85	18.75
8. 4481-4630	20.10	19.95	19.80	19.70	19.50
9. 4631-4870	20.95	20.80	20.65	20.55	20.35
10. 4871-5165	22.10	21.95	21.75	21.65	21.45
11. 5166-5465	23.35	23.20	23.05	22.95	22.75
12. 5466-6210	25.60	25.45	25.30	25.15	24.95
13. 6211-6655	28.45	28.25	28.10	27.90	27.55
14. 6656-6955	30.05	29.85	29.65	29.50	29.15
15. 6956-7850 & above	32.60	32.45	32.25	32.05	31.65

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118\_2000  
**SERIAL CIRCULAR NO.118/2000**  
**Letter No.P(R)/436/IREM/VOL.IV DATED 7/6/2000**

Copy of Board's letter No.E(G)/99 AL-1/20 dated 15.5.2000 published for information, guidance and necessary action. Board's letter dated 7.4.2000 quoted therein was circulated as S.C.No.87/2000.

*Copy of Board's letter No.E(G)/99 AL-1/20 dated 15.5.2000.*

Sub: Amendment to para 1004 and 1005 of IREM Vol.I of IREM (1999 edition) - Raising the limit in receipt of investigation of arrears claims - (item 44/99 DC/JCM meeting).

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Further to Board's letter of even number dated 7.4.2000 you are requested to read the first sentence of second para thereof as "on the demand of staff side in the DC/JCM meeting held on 30.11.99 and 1.12.99 the matter has been considered by the Railway Board.

119\_2000  
**SERIAL CIRCULAR NO.119/2000**  
**Letter No.P(R)/541/V DATED 9.6.2000**

Copy of Board's letter No.F(E)/III/2000/PF1/1 dated 1.5.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.F(E)/III/2000/PF1/1 dated 1.5.2000 (RBE No.81/2000).*

Sub: State Railway Provident Fund -Rate of interest during the year 2000-2001.

.....

The accumulations at the credit of the subscribers to State Railway Provident Fund for the Financial year beginning on 1.4.2000 shall carry interest at the rate of 11% (eleven per cent) per annum.

In this connection a copy of Resolution No.F5(1)- PD/2000 dated 3.4.2000 received from the Ministry of Finance (Department of Economic Affairs) is also enclosed for information and guidance.

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(PUBLISHED IN PART I OF SECTION 1 OF GAZETTE OF INDIA)  
Ministry of Finance (Department of Economic Affairs), New Delhi's  
letter No.F.5(1)-PD/2000 dated 3rd April 2000.

#### RESOLUTION

It is announced for general information that during the year 2000-2001 accumulations at the credit of subscribers to the General Provident Fund and other similar funds shall carry interest at the rate of 11% (eleven per cent) per annum. This rate will be in force during the financial year beginning on 1.4.2000.

The funds concerned are:

1. The General Provident Fund (Central Services)
2. The Contributory, Provident Fund (India)
3. The All India Services Provident Fund
4. The State Railway Provident Fund
5. The General Provident Fund (Defence Services)
6. The Indian Ordnance Department Provident Fund.
7. The Indian Ordnance Factories Workman's Provident Fund
8. The Indian Naval Dockyard Workmen's Provident Fund
9. The Defence Services Officers Provident Fund.
10. The Armed Forces Personnel Provident Fund.

2. Ordered that the Resolution be published in Gazette of India.

120\_2000  
**SERIAL CIRCULAR NO.120/2000**  
**Letter No.P(R)/563/III DATED 09.06.2000**

Copy of Board's letter No.E(NG)/II/91/RR-I/20 dated 27.3.2000 is published for information, and necessary action, Board's letter quoted therein were circulated under S.C.Nos.176/91, 31/94, 72/97, 35/98, 93/99 and Lr.No.P(R)/563/I dated 21.2.97 respectively.

*Copy of board's letter No.E(NG)/II/91/RR-1/20 dated 27.3.2000 (RBE no.56/2000).*

Sub: Vacancies in Clerical Cadre - Direct Recruitment Quota.

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Attention is invited to board's letter of even number dated 3.12.91, 25.3.94, 28.11.96, 10.3.97, 2.1.98 and 18.3.99 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 scale Rs.950-1500 (Rs.3050-4590) and in Sr.Clerks in scale Rs.1200-2040(Rs.4500-7000) and 20% in the category of Junior Accounts Assistant and Accounts clerks. The question of continuance of the above freeze orders has been considered carefully by the Board and it has been decided to extend the currency of the instructions mentioned for a further period upto 31.12.2000.

In this connection attention is particularly invited to para 3 of the Board's letter dated 3.12.91 wherein it was required that the Railways and Production units should critically review the unfilled vacancies and progressively surrender the posts not required utilising the surrenders as matching surrender for creation of additional posts in more productive areas.

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 1.1.2000.

121\_2000  
**SERIAL CIRCULAR NO.121/2000**  
**Letter No.P(R)/436/IEM/VOL.IV DATED 21.7.2000**

Copy of Board's letter No.E(NG)/I/98/PM9/7 dated 31.5.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/I/98/PM9/7 dated 31.5.2000 (RBE No.105/2000).*

Sub: Amendment of IREM.

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The President is pleased to decide that the Indian Railway Establishment Manual, Vol.I, 1989 may be amended as in the Advance Correction Slip No.108 enclosed.

**INDIAN RAILWAY ESTABLISHMENT MANUAL VOLI 1989**  
ADVANCE CORRECTION SLIP NO.108  
*Chapter I, Section B, Sub-Section III*

Rules Regulating Recruitment & Training

Add the following proviso to sub-para (6) of Para 171 as modified by Advance Correction Slip No.17:-

"Provided that in the event of non-availability of App.III qualified staff for promotion as Section Officer(Acs), Inspector of Stores Accounts (ISA) and Travelling Inspector of Accounts (TIA) the posts may be filled by transfer on deputation of staff holding analogous posts under the Comptroller & Auditor General of India, Central/State Governments on terms and conditions contained in Rule 2023 of Indian Railway Establishment Code, Vol.II (First Reprint) 1990 with further condition that such deputationists maybe repatriated prematurely to their parent cadre as and when and to the extent qualified Departmental App.III Accounts staff become available and eligible for promotion.

122\_2000

**SERIAL CIRCULAR NO.122/2000**  
**Letter No.P(PC)/487/V/97/PENSION/VOL.II DT 8.6.2000**

Copy of Board's letter No.PC-V/97/1/9/6 dated 11.5.2000 along with its enclosure is sent herewith for information, guidance and necessary action. Board's letters mentioned therein were circulated under S.C.No. 20/98,44/98,234/98 & 212/99 respectively.

*Copy of Board's letter No.PC-V/97/1/9/6 dated 11.5.2000 (RBE No.88/2000).*

Sub: Grant of Dearness Relief to Railway Pensioners/Family Pensioner - Revised rates effective from 1.1.2000.

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A copy of Office memorandum No.42/3/2000-P&PW(G) dated 6.4.2000 of Ministry of Personnel, Public Grievance & Pensions (Department of Pension and Pensioners' Welfare) on the above subject is sent herewith for your information and necessary action. As stated in para-2 thereof, these orders will apply to Railway pensioners also.

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

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Sl. No.	Para No. & Date of Deptt of pension & pensioners' welfare's O.M.	No. & date of corresponding orders issued by Rly.Board.
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1.	42/2/99-P&PW(G) dated 15.9.99	PC-V/97/II/9/6 dtd.30.9.99 (RBE No.248/99,S.No.PC-V/225)
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Sl. No.	Para No. & Date of Deptt of pension & pensioners' welfare's O.M.	No. & date of corresponding orders issued by Rly.Board.
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2.	231/97-P&PW(B) dt 23.2.98	N.A
3.	4/59/97-P&PW(D) dt 14.7.98.	F(E)/III/96/PN1/9 dt.18.8.98
4.	45/52/97-P&PW(E) dt 16.12.97	F(E)/III/96/PN1/9 dt 18.8.98
	i)F(E)/III/97/PN1/Ex-gratia/3 dt 31.12.97 RBE No.194/97 S.No.PC-V/28).	
	ii)F(E)/III/97/PN1/Ex-gratia/5 dt 27.1.98 (RBE No.19/98 S.No.PC-V/38).	
5.	45/73/97-P&PW(G) dt 2.7.99.	F(E)/III/99/PN1/21 dt 5.8.99

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Copy of Ministry of Personnel, Public Grievances & Pensions DOP & PN Office  
Memorandum No.42/3/2000/P&PW(G) dated 6-4-2000.

Sub: Grant of dearness relief to Central Government pensioners/family pensioners -  
Revised rate effective from 1.1.2000.

The undersigned is directed to refer to this department's OM No.42/2/99-P&PW(G) dated 15.9.99 sanctioning the instalment of dearness relief admissible from 1.7.99 and to say that the President is pleased to decide that dearness relief shall be paid to the Central Government Pensioners/Family Pensioners to compensate them for the rise in cost of living beyond average Consumer Price Index 306.33 (as on 1.1.1996 at the rate of 38% w.e.f. 1.1.2000 in supersession of the rate mentioned in the OM dated 15.9.99 referred to above.

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 Services 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 adhoc ex-gratia allowance of Rs.1275/-p.m. in terms of this Department's OM No.23/1/97-P&PW dated 23.2.1998.

3. Central Government Employees who had drawn lumpsum payment on absorption in a PSU/Autonomous body and have become entitled to restoration of 1/3<sup>rd</sup> commuted portion of pension as well as revision of the restored amount in terms of this department's OM No.4/59/97-P&PW(D) dated 14.7.98 will also be entitled to the payment of DR @ 38% on the restored amount of 1/3<sup>rd</sup> commuted portion of pension w.e.f. 1.1.2000.

4. The surviving CPF beneficiaries who had retired from service between the period 18.11.1960 to 31.12.1985 and are in receipt of ex-gratia @ Rs.600/- p.m. with effect from 1.11.1997 under this Department's O.M. No. 45/52/97-P&PW(E) dated 16.12.1997 are entitled to Dearness Relief @ 38% w.e.f. 1.1.2000.

5. 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 will be paid DR 30% w.e.f. 1.1.2000.

i) The widows and dependent children of the deceased CPF beneficiary who had retired from service prior to 1.1.198 or who had died while in service prior 1.1.1986 and are in receipt of ex-gratia payment of Rs.605/-p.m.

ii) Central Government employees who had retired on CPF benefits before 18.11.1960 and are in receipt of ex-gratia payment of Rs.654/-, Rs.659/-, Rs.703/- and Rs.965/-.

6. Payment of dearness relief involving a fraction of a rupee shall be rounded off to the next higher rupee.

7. Other provisions governing grant of dearness relief in respect of employed family pensioners and re-employed Central Government Pensioners (except Defence pensioners) will be regulated in accordance with the provisions contained in this Department's OM No.45/73/97-P&PW(G) dated 2.7.99. The provisions relating to regulation of DR where pensioner is in receipt of more than one pension will remain unchanged.

8. In the case of retired Supreme Court and High Court Judges necessary orders will be issued by the Department of Justice separately.

9. It will be the responsibility of the pension disbursing authority including the nationalised banks, etc. to calculate the quantum of dearness relief payable in each individual case.

10. The Accountants General and Authorised Public Sector Banks are requested to arrange payment of relief to pensioners etc. on the basis of above instructions without waiting for any further instructions from the Comptroller and Auditor General of India and the Reserve Banks of India in view of letter No.528-TA,II/84/80-II dated 23.4.1981 of the Comptroller and Auditor General of India addressed to all accountants General and Reserve Bank of India Circular No.GANB No.2958/GA-64(ii) (CGL)/81 dated the 21<sup>st</sup> May,1981 addressed to State Bank of India and its subsidiaries and all Nationalised Banks.

11. In their application to the employees belonging to India Audit and Accounts Department these orders issue in consultation with the G&AG.

12. This issue with the concurrence of Ministry of Finance, Department of Expenditure vide their D.O.No.306/EV/2000 dated 5.4.2000.

123\_2000  
**SERIAL CIRCULAR NO.123/2000**  
**Letter No.P (R)/473/III DATED 12.6.2000**

Copy of Board's letter No.99/TG-1/20/P dated 15.5.2000 is published for information, guidance and necessary action. Board's letter dated 9.1.95 quoted therein was circulated as S.C.no.31/95.

***Copy of Board's letter No.99/TG-1/20/P dated 15.5.2000***

Sub: Entitlement for travel by Rajdhani and Shatabdi Express trains on Privilege/ Post-retirement complementary passes.  
Ref: Board;s Ir.No.E(G)/93 PS5-1/1 dated 9.1.95.

.....  
It has come to the notice of Board that the fares are not being collected correctly in cases where payment of the difference between the class of travel and the class of entitlement are involved in Rajdhani and Shatabdi trains. It is observed that the distance table of Rajdhani and Shatabdi trains has not been incorporated for the purpose of calculation of the difference of fare. It is reiterated that these instructions may be followed strictly and the word fare wherever appears in the order means all inclusive fare both in Rajdhani and Shatabdi trains. Thus, whenever the point to point fares are not concurrently available the distance table fares for Rajdhani and Shatabdi issued vide letter No.TCII/2910/99 dated 18.3.2000 should be used for the purpose of calculation. In sections where Rajdhani and Shatabdi trains are not running concurrently, the comparison may be made with the basic fare on the basis of distance and catering charges added as chargeable for the journey in Shatabdi.

124\_2000

**SERIAL CIRCULAR NO.124/2000**  
**Letter No.P(R)/500/XVI DATED 24.6.2000**

Copy of Board's letter No.F(E)/III/99/PN1/38 (Modification) dated 23.5.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.F(E)/III/99/PN1/38 (Modification) dated 23.5.2000 (RBE No.100/2000).*

**TO BE PUBLISHED TO GAZETTE OF INDIA PART II SECTION 3 SUB-SECTION(II).**

Ministry of Rlys, Railway Board (RBE No.100/2000) No.F(E)/III/99/PN1/38 (Modification), New Delhi dt. 23.5.2000.

**NOTIFICATION**

S.O.No. In exercise of the powers conferred by the proviso to Article 309 and clause (5) of Article 148 of the Constitution, the President hereby makes the following rules further to amend the Railway Services (Pension) Rules, 1993 namely:

- (i) These rules maybe called the Railway Services (Pension) First Amendment Rules, 2000.
  - (ii) They shall come into force from the date of their publication in the official gazette.
2. In Rule 9 of Railway Services (Pension) Rules 1993, hereinafter referred to as the said rules, the figure "96" occurring in the last sentence of sub rule (3), shall be substituted by the figure "10".
  3. In Rule 14 of the said rules, clause (vii) shall be substituted as under:  
"(vii) Apprentice period of Special Class Apprentices"
  4. In Rule 20 of the said rules, the word "sixteen" occurring in the sub-proviso (b) to the second proviso shall be substituted by the word "eighteen".
  5. In rule 23 of the said rules, the words "and also the last two years of apprenticeship period of special class appren-tices" shall be deleted.
  6. In proviso to Rule 36 of said rules the words "other than extraordinary leave granted on medical certificate, the appointing authority may, at the time" occurring before the word "Provided" maybe inserted between the word "extra ordinary leave" and "of".
  7. In the proviso to sub-rule (6) of Rule 75 of the said rules, after the words "disability of mind" wherever they occur, the words, "including mentally retarded" shall be inserted.
  8. In the proviso to sub-rule (6) of Rule 75 of the said rules, after the clause (c), the following clause shall be inserted as clause (d) by renaming the existing clause (d) as clause (e):  
  
"(d) In the case of a mentally retarded son or daughter the family pension shall be payable to a person nominated by the Railway servant or the pensioner, as the case may be, and in case no such

nomination has been furnished to the Head of Office by such Railway servant or pensioner during his life time, to the person nominated by the spouse of such Railway servant or family pensioner, as the case may be, later on".

9. In sub-rule (2) of Rule 97, in the clause (b), the words "The Accounts Officer shall intimate to the" shall be substituted by the words "The payment of family pension shall be".

10. In Rule 8 of Railway Services (Extra-ordinary Pension) Rules, 1993, the words "which the rupee is not legal tender. In the a neatly" shall be substituted by the words "India in rupees unless the payee resides permanently".

**sd/-(A.R.Prasad)**  
**Director Finance(Estt)Rly.Board.**

**FOOT NOTE:** The Railway Services (Pension) Rules, 3 were published as S.O.No.930(E) dt 3rd December 1993. The rules were subsequently amended vide Ministry of Railways notifications given below:

- i) No.F(E)/III/94/PN1/31(Amendment) dt 3.2.95 published as S.O.No.511 on 25.2.95.
- ii) No.E(G)/94/EM1-6 dtd 31.3.95 published as S.O. No.1026 dt 15.4.95.

125\_2000  
**SERIAL CIRCULAR NO.125/2000**  
**Letter No.P(R)/500/XVI DATED 24.6.2000**

Copy of Board's letter No.F(E)/III/97/PN1/14(Amendment) dated 24.5.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.F(E)/III/97/PN1/14(Amendment) dated 24.5.2000 (RBE No.101/2000).*

**TO BE PUBLISHED IN GAZETTE OF INDIA PART II, SECTION-3 SUB-SECTION II.**

Govt.of India Ministry of Railways, Railway Board. New Delhi Lr.No.F(E)/III/97/PN1/14 (Amendment).

**NOTIFICATION**

S.O..... In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes following rules further to amend the Railway Service (Pension) Rules, 1993 namely:

- i) These rules may be called the Railway Services (Pension) Second Amendment Rules, 2000
- ii) They shall come into force on the date of their publication in the official gazette.

2. In Rule 16 of the Railway Services (Pension) Rules, 1993, for sub-rule(8) the following sub-rule shall be substituted, namely:

(8)(a) In case where a railway accommodation is not vacated after superannuation of the railway servant or after cessation of his services such as on voluntary retirement, compulsory retirement, medical invalidation, or death, then, the full amount of retirement gratuity, death gratuity or special contribution to provident fund, as the case may be, shall be withheld.

(b) The amount withheld under clause(a) shall remain with the railway administration in the form of cash.

(c) In case the railway accommodation is not vacated even after the permissible period of retention after the superannuation, retirement, cessation of service or death, as the case may be, the

railway administration shall have the right to withhold, recover, or adjust from the death-cum-retirement gratuity, the normal rent, special licence fee or damage rent, as may be due from the ex-railway employee and return only the balance, if any, on vacation of the railway accommodation.

(d) Any amount remaining unpaid after the adjustment made under clause (c), may also be recovered without the consent of the pensioner by the concerned Accounts Officer from the dearness relief of the pensioner until full recovery of such dues has been made.

Dispute, if any, regarding recovery of damages or rent from the ex-railway employee shall be subject to adjudication by the concerned Estate Officer appointed under the Public Premises (Eviction of Unauthorised Occupation) Act, 1971 (40 of 1971).

**SD/-(A.K.Prasad)**  
**Director Finance(Estt)Rly.Board.**

FOOT NOTE: (i)Railway Services (Pension) Rules, 1993 were published as S.O.930(E) dt 3rd December, 1993, The rules were subsequently amended vide Ministry of Railways notification given below:

- i) No.F(E)/III/94/PN1/31(Amendment) dt 3.2.95 published as S.O.No.511 dt 25.2.95.
- ii) No.E(G)/94/EM 1-6 dt 31.3.95 published as S.O.No.1026 dt 15.4.95.
- iii) No.F(E)/III/99/PN1/38(Modification) dt 23.5.2000.

126\_2000  
**SERIAL CIRCULAR NO.126/2000**  
**Letter No.P(R)/563/II DATED 22.6.2000**

Copy of Board's letter No.E(NG)/II/99/RR-2/3 dated 4.5.2000 and E(NG)/II/86/RR-2/3 dated 26.5.88 are published for information, guidance and necessary action. Board's letter dated 17.9.98 quoted therein as circulated as S.C.No.263/98.

*Copy of Board's letter No.E(NG)/II/99/RR-2/3 dated 4.5.2000 (RBE No.82/2000)*  
*S.C.no.5 to M.C.No.7.*

Sub: Recruitment against Scouts and Guides quota -Procedure for.

.....  
Reference this Ministry's letter No.E(NG)/II/86/RR-2/3 dated 26.5.88 and various other instructions as consolidated in Master Circular No.7/90 issued under this Ministry's letter No.E(NG)/II/90/RR-2/1/Master Circular dated 22.10.90 regarding recruitment against Cultural/Scouts and Guides quota and qualifications etc. therefor.

The question of streamlining the procedure for recruitment against Scouts and Guides quota has been under consideration of the Ministry of Railways for some time past. It has now been decided to lay down the following procedure.

- i) Recruitment should be done by the Railway Administration themselves.
- ii) The recruitment against the quota should be done by open advertisement following the procedure laid down in this Ministry's letter No.E(NG)/II/96/RR-1/62 dated 17.9.98.
- iii) The educational qualifications for consideration for appointment against the quota will be the same as applicable for recruitment to Group "C" and Group "D" categories respectively.
- iv) The recruitment will be done only in the following initial grades.

Group "C" Grade Rs.3050-4590/3200-4900

Group "D" Grade Rs.2550-3200.

v) The annual quota for recruitment is as under:

- Group "C" : 4 per Railway per year  
1 per Production unit per year
- Group "D" : Not more than 2 per division/  
Production unit per year.

Note: Northern Railway may recruit additional 1 per year in Group C and 2 per year in Group D who may be posted in RDSO, in terms of Bd's Ir No.E(NG)II/96/RR-2/2 dated 10.3.99 and 19.4.99).

vi) Powers for recruitment of Scouts and Guides in Group "D" may be delegated to the DRMs by the General Manager.

vii) Age limits as applicable for recruitment to other equivalent categories shall be followed.

viii) Applications shall be called for separately for Group "C" and Group "D" posts. The selections shall also be conducted separately for Group "C" and "D" posts. A candidate may apply both for Group "C" and Group "D" posts.

ix) The following qualifications would apply for recruitment of Scouts/guides to Group "C" and Group "D" posts.

a) A President's Scout/Guide/Ranger/Rover

or

Himalayan Wood Badge Holder

or

A pre-HWB trained Scout leader/Advanced Trained Guide/Leader/Captain.

b) Should have been an active member of a Scouts Organisation for at least 3 years in the recent past and should continue to be active.

c) Should have attended at least one event at national level and one or two events at state level.

Or

Should have a good record of participation in Scouts/Guide activities at Unit/district level.

x) The candidates, who apply in response to notification issued and are found eligible for consideration for appointment against scouts and guides quota should be assessed on the following basis.

A) Written test

50 MARKS

The written test will consist of 50 objective type questions relating to Scouts and Guides organisation and its activities as per syllabus outlined in Annexure-I for Group "C" and Annexure-II for Group "D"

B)

35 MARKS

Scouts/Guides qualifications over and above the minimum prescribed as eligibility condition. 35 marks

a)

7 marks

Participation in International event one event 5 marks two or more events

b)

7 marks

Participation in National Events/ National Jamboree (No marks for the first event. The same being the minimum eligibility condition First additional event 5 marks, two additional events or beyond - 7 marks).

- c) 7 marks  
Participation in Jamboree on the Indian Railways (one event 5 marks, two or more events 7 marks).
- d) 7 marks  
Events/Rallies attended at state level(one event 5 marks two or more events 7 marks).
- e) 7 marks  
Specialised Scout/Guide course Pioneering/ Mapping and standard judging course / vocational craft course (one course 5 marks two or more courses 7 marks).
- (C) Personality test/Interview 15 marks
- Total 100 marks  
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- xi) For Group "C" selection, the recruitment committee shall consist of three SAG officers to be nominated by the General Manager whereas for Group "D" selections, the committee shall consist of three JA Grade Officers. One of them should be an officer holding honorary post of Commissioner(Scouts/Guides). One of the three members should necessarily be from Personnel Department.
- xii) Higher fixation of pay will not be admissible to persons appointed against Scouts and Guides quota.
- xiii) The persons appointed against Scouts and Guides quota to the categories of Clerks will be required to possess proficiency in Typing within a period of two years from the date of appointment, and their appointment will be provisional subject to acquisition of the prescribed typing qualification within the stipulated on period (Board's letter No.E(NG)II/98/RR-2/7 dated 3.8.99).

3. Other conditions of Recruitment will be the same as applicable to recruitment to quivalent categories.

#### **ANNEXURE I**

#### **PROPOSED SYLLABUS FOR SELECTION UNDER SCOUTS AND GUIDES QUOTA FOR GROUP 'C' POSTS**

History of Scouting/Guiding Law and Promise Organisation Distt. and State Level, Training Center - Distt and State level knowledge of Books, Scouting for Boys/Guiding for Girls in India, Motto left hand shake, Salute, prayer, Flag Song, National Anthem, know the National and Scouting Flags, Social Services at various occasions, Hiking, Proficiency Badges. How these are earned. Stages in Scouting/Guiding. Thinking Day Progressive Training of Scouts/Guides/Rovers/Rangers; Pioneering. Handicrafts, Indian Railway/Jamboree, National Jamboree, Jamboree on the Air.

Organisation at National level, National Training Centres WAGGGS/WOSm-Uprashtrapati Award Competition; Prime Minister Shield Competition, Community Development programmes, Aims and Methods of Scouting, How Scouting is useful in producing better citizens?.

#### **ANNEXURE II**

#### **PROPOSED SYLLABUS FOR SELECTION UNDER SCOUTS AND GUIDES QUOTA FOR GROUP 'D' POSTS**

History of Scouting/guiding: Law and Promise; Organisation - 'Dist & State Level' Training Centre -Dist & State level, knowledge of Books; Scouting for Boys/Guiding for Girls in India; motto left hand shake salute; Prayer; Flag song; National Anthem; know the National & Scouting flags; Social services at various occasions; Hiking; Proficiency Badges, How these are earned Stages in

Scouting/Guiding. Thinking Day; Progressive Training of Scouts/Guides/Rivers/Rangers, pioneering; Handicrafts; Indian Railway Jamboree; National Jamboree, Jamboree on the Air.

Copy of Board's letter No.E(NG)/II/86/RR-2/3 dated 26.5.1988.

Sub: Qualifications for appointment of Scouts and Guides to Group "C" and Group "D" posts against the cultural quota.

.....

Attention is invited to the marginally noted letters which prescribe the President's Award of other special awards besides outstanding dt.19.9.79 achievements in Scouting for appointment of

- 2)E(NG)/III couts/Guides to Group "C" (to be adjusted  
29/RR1/25 against the cultural quota). Instructions also  
dt.25.8.80 exist for recruitment of Scouts and Guides in  
3)E(NG)/III Group "D". A question has been raised by Railway  
79/RR1/25 Administration whether the same consideration  
dt.13.5.82 can be given to the Scouters and Guiders who have  
4)E(NG)/II passed the Advanced Training Courses as are given  
84/RR2/1 to the winners of President's Award or other special  
dt 14.9.84 awards, in the matter of recruitment against the aforesaid quotas.

In this context, the Railway Board have reviewed in some detail, the qualifications etc. for recruitment against the quotas referred to above. They have now decided that the following qualifications/conditions would apply for recruitment of scouts/ guides in Group "C" and Group "D" posts.

- i) A President's Scout/Guide/Ranger/Rover  
or  
Himalayan wood Badge Holder  
or  
A pre-HWB Trained Scout Leader/Advanced/Trained Guide Leader/Captain.
- ii) Should have been an active member of a Scouts organisation for at least 3 years in the recent past and continued to be active
- iii) Should have attended at least one event at National level and one or two events at state level.  
Or  
Should have a good record of participation in scouts/guides activities at unit/district level.
- iv) Should fulfill necessary conditions regarding age, qualification etc., for class III/class IV appointment, as per the extant rules.
- v) Written declaration may be obtained from the candidate that he/she will serve the scout/guide movement in the event of his/her selection.
- vi) Since there will be a number of aspirants, it is necessary that applications are called for from those who fulfill the above qualifications with necessary certificates and separate tests conducted from Group "C" and "D" posts to select the best amongst them. There should be no ban for any person to appear for both Group "C" and "D" selections separately, if he/she so desires.

127\_2000

**SERIAL CIRCULAR NO.127/200**  
**Letter No.P(PC)/487/V/IMP/97/VOL.IV DATED 21.06.2000**

A copy of the Board's letter No.PC.V/99/CC/16(SC) dated 19.5.2000 along with the enclosures is sent herewith for information, guidance and necessary action. Board's letter dated 28-9-98 quoted therein was circulated under S.C.Nos. 254/98.

*Copy of Board's letter No.PC-V/99/CC/16(SC) dated 19.5.2000.*

Sub: Judgement of the Hon'ble Supreme Court in W.P. No.289/99 regarding pay scales of Khalasis in Diesel/Electric Loco sheds.

\*\*\*\*\*  
The Technical Employees' Association of Railways (TEAR) Northern Railway had filed a writ petition No.289/99 in the Supreme Court challenging Railway Board's letter No. PC-V/97/1/11/7 dated 28.09.98, issued consequent upon implementation of recommendations of the V CPC contained in para-54.23 of their report. The petitioners had assailed the validity of the above mentioned circular on the contention that Khalasis who are already in service, did not possess the qualification of Matriculation/I.T.I. and if such a circular is allowed to operate, there will be stagnation and therefore the impugned circular be quashed. The Hon'ble Supreme Court vide its order dated 31.3.2000 have held the view as under:

For maintaining efficiency of service, the higher qualification is required for discharge of the duties in the higher positions and therefore, prescribing such qualifications cannot be held to be arbitrary or irrational. In the case in hand, the Board has issued circular in consonance with the recommendation of the pay commission. In that view of the matter we see no infirmity with the impugned circular so as to be interfered with by this court. The writ petition is accordingly dismissed.

A copy of each of the writ petition No.289/99 and the order of the Hon'ble Supreme Court is sent herewith. Since similar cases are pending in some of the benches of CAT the above order of the Supreme Court should be brought to the notice of the CAT in the relevant Court cases by appropriately filing suitable rejoinder in the matter and during oral arguments by the defending counsel.

**IN THE SUPREME COURT OF INDIA ORIGINAL CIVIL JURISDICTION  
WRIT PETITION (C) NO. 289 OF 1999**

Technical Employees Assn of Railway and Anr.

Petitioners

Versus

Ministry of Railways and Ors.

Respondents.

**ORDER**

The Technical Employees Associations of Railways through its President is the petitioner here assailing the validity of circular dated 28.9.98 issued by the Railway Board.

We entertained this petition under Article 32 of the Constitution even though the petitioner could have approached the High Court merely because employees of the Railways are from different parts of the country. The circular in question which is being assailed provides that for promotion from the post of Khalasi the higher qualification of matriculation and ITI pass should be achieved.

The petitioner's contention is that Khalasi who are already in service and not possess the aforesaid qualification and if such a circular is allowed to operate, there will be stagnation and therefore the impugned circular be quashed being hit by Articles 14 and 6 of the Constitution of India. Prescribing higher qualification for purpose of promotion whether permissible under law no longer remains res-integrate. As early as in the case of the Union of India and Ors. Vs. Dr (Mrs) S.B.Kohli and Anr (1973(3) SCC 592) in a matter relating to the Central Health Service Rules, this Court has held that it would be open for the employer to prescribe qualifications both for direct recruitment as well as for promotion. To the same affect, the judgment of this Court in Mohammed Shujat Ali and Ors. Vs. Union of India & ors. (1975 (3) Sec.76) and the decision of this Court

in Tamil Nadu Water Supply case reported in 1991(6) Sec.282. For maintaining efficiency of service, the higher qualification is required for discharge of the duties in the higher position therefore, prescribing such qualifications cannot be held to be arbitrary or irrational. On the case in hand, the Board has issued circular in consonance with the recommendation of the Pay Commission. In that view of the matter, we see no infirmity with the impugned circular so as to be interfered with by this court. The Writ Petition is accordingly dismissed.

128\_2000  
**SERIAL CIRCULAR NO.128/2000**  
**Letter No.P(R)/436/IEM/IV DATED 22.6.2000**

Copy of Board's letter No.E(NG)/I-99/PM1/29 dated 20.4.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/I-99/PM1/29 dated 20.4.2000 (RBE No.69/2000).*

Sub: Rules regulating recruitment and training of non-gazetted Railway Servants - amendment of IREM.

.....

Recommendation No.4.3 contained in the Railway Safety Review Committee's Report, 1998 (Pt.I) is that, in case there is a shortfall in promotions through LDCE (Limited Departmental Competitive Examination), the unfilled quota should be added to Direct Recruitment Quota.

The present position in this regard is that the extant instructions stipulate addition of shortfalls against LDCE quota to direct recruitment quota in respect of some of the categories such as Junior Engineer/Gr.II(Works), Supervisor (P.Way), Goods Guards, Sr.Clerks etc., whereas there are no such specific instructions for certain other categories.

The Ministry of Railways have considered the aforesaid recommendation of the Railway Safety Review Committee and have decided to accept the same, so as to cover the balance categories for uniformity in this regard. It has also been decided to follow the same principle in respect of the shortfalls against Inter Apprentice quota.

Accordingly, the Indian Railway Establishment Manual, Volume I (1989 edition) may be amended as in the Advance Correction Slip No.99 to 106 enclosed.

**INDIAN RAILWAY ESTABLISHMENT MANUAL VOLUME-I(1989 EDITION)**  
**ADVANCE CORRECTION SLIP NO.99**

Chapter I, Section"B" Sub-Section III - Recruitment & Training.

In Para-125(1) substitute the following for the existing clause(i)

"(i)15% plus shortfall, if any, against LDCE quota as at (ii) below, by direct recruitment through the Railway Recruitment Boards; and

(AUTHORITY: Ministry of Railway's letter No.E(NG)/I-99/PM1/29 dated 20.04.2000.

**ADVANCE CORRECTION SLIP NO.100**

Chapter I, Section"B" Sub-Section III - Recruitment & Training

In Para 130(1) substitute the following for the existing clause(i)

"(i)15% plus shortfall, if any, against LDCE quota as at (ii) below, by direct recruitment through the Railway Recruitment Boards, and"

**AUTHORITY:**Ministry of Railway's Lr.No.E(NG)/I-99/PM1/29 dated 20.04.2000.

**ADVANCE CORRECTION SLIP NO.101**

Chapter I, Section "B" Sub-Section III -Recruitment & Training

In Para 141(1) substitute the following for the existing clause(i)

"(i)50% plus shortfall, if any, against inter apprentice quota as at (ii) below, from open market through the Railway Recruitment Boards and".

*AUTHORITY:* Ministry of Railway's Lr.No.E(NG)I-99/PM1/29 dated 20.04.2000.

**ADVANCE CORRECTION SLIP NO.102**

Chapter I, Section"B" Sub-Section III Recruitment & Training

In Para 142(1) as amended vide ACS No.60, substitute the following for the existing clause (i)"

"(i)50% plus shortfall, if any, against inter apprentices quota as at (ii) below, from open market through the Railway Recruitment Boards and"

*AUTHORITY:*Ministry of Railway's letter No.E(NG)I-99/PM1/29 dated 20.04.2000.

**ADVANCE CORRECTION SLIP NO.103**

Chapter I, Section"B" Sub-Section III - Recruitment & Training

In para 146A(I) as introduced vide ACS No.91, substitute the following for the existing clause (i).

"(i)50% plus shortfall, if any, against inter apprentice quota as at (iii) below, from open market through the Railway Recruitment Boards; and"

*AUTHORITY:* Ministry of Railway's Lr.No.E(NG)I-99/PM1/29 dated 20.04.200.

**ADVANCE CORRECTION SLIP NO.104**

Chapter I, Section"B", Sub-Section III Recruitment & Training

In Para 147(i) substitute the following for the existing clause(i)

"(i)40% plus shortfall, if any, against inter apprentice quota as at (ii) below, by direct recruitment through the Railway Recruitment Boards and"

*AUTHORITY:* Ministry of Railway's letter No.E(NG)I-99/PM1/29 dated 20.04.2000.

**ADVANCE CORRECTION SLIP NO.105**

Chapter I, Section "B" Sub-Section III, Recruitment & Training

In para 148(i) substitute the following for the existing clause (i).

"(i) 50% plus shortfall, if any, against inter apprentice quota as at (ii) below, by direct recruitment through the Railway Recruitment Boards; and

*AUTHORITY:* Ministry of Railway's Lr.No.E(NG)I-99/PM1/29 dated 20.04.2000.

**ADVANCE CORRECTION SLIP NO.106**

Chapter I, Section "B" Sub-Section III, Recruitment & Training

In para 159(i) as modified vide ACS No.93 substitute the following for the existing clause (i).

"(i)25% plus shortfall, if any, against LDCE quota as at (ii) below, by selection from course completed Act Apprentices, and ITI pass candidates in relevant trades from the open market, serving employees who are "course completed act apprentices or ITI qualified could be considered against this quota allowing age relaxation as applicable to serving employees and"

AUTHORITY: Ministry of Railway's letter No.E(NG)I-99/PM1/29 dated 20.04.2000.

129\_2000  
**SERIAL CIRCULAR NO.129/2000**

**Letter No.P(LE)445/CIRCULAR/VOL.VII DATED 22.6.2000**

Copy of Board's letter No.E(LL)/2000 AT/MW/1 dated 23.5.2000 along with copy of order bearing No.1(2)/99-LS-II dated 7.2.2000 issued by Ministry of Labour directing that the rates of variable dearness, the allowance payable in accordance with Ministry of Labour's order No.1(23)/98-LS-II dt 26.3.99(Circulated) as S.C.No.185/99) shall continue to be paid, for a period of six months effective from 1.10.99 to these workers who are employed in certain scheduled employments mentioned above is sent herewith for information and guidance.

Copy of Board's letter No.E(LL)/2000/AT/MW/1 dated 23.5.2000 (RBE No.93/2000).

Further to this Ministry's letter No.E(LL)/99 AT/MW/2 dated 30.6.99 please find enclosed a copy of order No.1(2)/99-LS-I dated 7.2.2000 received from the Ministry of Labour directing that the rates of variable dearness allowance payable in accordance with Ministry of labour's order No.1(23)/98-LS-II dated 26.3.99 shall continue to be paid for a period of six months effective from 1.10.99 to these workers who are employed in certain scheduled employments mentioned above. This is for information, guidance and necessary action.

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

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Government of India/Ministry of Labour, Office of the Chief labour Commissioner(C), New Delhi Ir.No.1(2)/99-LS-II dated 7th February, 2000.

In exercise of the powers conferred by Central Government vide notification No.S.O.512(E) dated 12.7.94, No.S.O.513(E) dated 12.7.94 and No.S.O.514(E) dated 12.7.94 of the Ministry of Labour and in furtherance of these aforesaid notification and as directed by the appropriate Government vide their decision dated 2nd February 2000 on file No.P.11033/3/99-WC(MW) the undersigned, hereby orders that the rates of variable dearness, the Allowance payable vide this office order No.1(23)/98-LS.II dated 26.3.99 shall continue to be paid to the workers for a period of six months effective 1.10.99 employed in employments in the construction and maintenance of Road and building operations, Stone breaking and Stone Crushing, Maintenance of Buildings and the construction and Maintenance of Runways, Red Oxide, Quarte, Quartzit, Silice, Magnetite, Granite, Laterite, Stone, kyanite, Steatite, (Including Lines producing Soap Stone and Talc), Ochre, Asbestos, Fire Clay, Copper, Uranium, Gypsum, Barytes, Graphite, Dolomite, China Clay, White Clay, Clay, Wolfram, Manganese, Folspar, Bauxite, Iron Ore, Hematite, Rock Phosphate, Caromite, Magnetite, Marble Calcite and Mica Mine, Loading and unloading in Railways Goods sheds and in Ashpit Cleaning in Railways.

130\_2000  
**SERIAL CIRCULAR NO.130/2000**  
**Letter No.P/LE/445/CIRCULAR/VOL.VII DATED 22.6.2000**

Copy of Board's letter No.E(LL)/2000/AT/MW/1 dated 24.5.2000 along with copy of order bearing No.1(4)/2000-LS.II dated 13.3.2000 issued by Ministry of Labour notifying the rates of

variable dearness allowance and minimum wages with effect from 1.4.2000 for employees employed in employment referred to above is sent herewith for information and guidance.

*Copy of Board's letter No.E(LL)/2000/AT/MW/1 dated 24.5.2000 (RBE No.94/2000).*

Sub: Rates of variable dearness allowance for employees employed in employments,  
i) in the construction or maintenance of roads or in building operations.  
ii) in stone breaking and stone crushing  
iii) in maintenance of buildings  
iv) in loading and unloading in Railways' Goods sheds and Ash-pit cleaning in Railway, laying of under ground cables, electric lines water supply lines and sewerage pipe lines.

Ref: Ministry of Railways's Lr.No.E{LL}/93/AT/MW/4 dated 21.10.94 and E(LL)/94/AT/MW/4 dated 21.10.94.

.....

Further to this Ministry's letter of even number dated 23.5.2000, please find enclosed a copy of Order No.1(4)/2000-LS- II dated 13.3.2000 received from the Ministry of Labour revising the rates of variable dearness allowance and the minimum wages w.e.f. 1st April, 2000 for employees employed in the employments mentioned above is sent herewith for information, guidance and necessary action.

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

Copy of Ministry of Labour, Office of the Chief Labour Commissioner(C), New Delhi's letter No.1(4)/2000/LS-II dated 13.3.2000.

## ORDER

In exercise of the powers conferred by Central Government vide notification No.S.O.512(E), dated 12.7.94, No.S.O.513(E) dated 12.7.94 and No.S.O.514(E), dated 12.7.94 of the Ministry of Labour and in furtherance of these aforesaid notification the undersigned hereby, revises the rates of variable Dearness Allowance ordered vide this office order No.1(2)/99-LS.II dated 7.2.2000 on the basis of the average consumer price index number for the proceeding period of six months ending on 31.12.99 viz 2124.00 (Base 1960 = 100) for industrial workers as under and directs that this order shall come into force on the 1st April, 2000.

i) Rates of V.D.A. for employees employed in employments (i)In the construction and maintenance of Roads and in building operations (ii)In stone breaking and Stone Crushing, (iii) In maintenance of buildings and (iv) In the construction and Maintenance of Runways.

Category	Rate of V.D.A. (in Rs.) per day	
	A and B Area	C area
1. Unskilled	23.19	18.98
2. Semi-skilled unskilled/supervisory	27.39	23.19
3. Skilled/Clerical	33.73	29.52
4. Highly skilled	42.18	33.73

Rates of V.D.A for employees employed in Red Oxide Quartz, Quartzite, silica, Magnesite, Granite, Laterite, Stone Kyanite, Steatite (including Mines Producing Soap and Talc) Dohre, Asbestos, Fire Clay, Copper, Uranium, Gypsum, Barytes, Graphite, Dolomite, China Clay, While Clay, Clay, Wolfram, Manganese, Felspar, Bauxite, Iron ore, Hematite, Rock Phosphate, Chromite, Magnetite, Marble, Calcite and Mica Mines.

Category	Rates of V.D.A. (in Rs.) per day	
	For work above ground	For work below ground.
1. Unskilled	18.98	23.19
2. Semi-skilled/ unskilled/supervisory	23.19	27.43
3. Skilled/clerical	27.43	33.73
4. Highly skilled	33.73	40.07.

III. Rates of V.D.A. for employees employed in loading and unloading in Railways, Goods sheds and in Ashpit cleaning in Railways

Area	Rates of V.D.A.(in Rs.)per day
"A"	27.82
"B"	21.93
"C"	19.38

IV. Rates of V.D.A. for employees employed in Agriculture:

A further order would issue separately.

2. Therefore, the minimum rates of wages showing the basic rates and V.D.A. payable w.e.f. 1.4.2000 to the employees employed in the following employments will be as under:

A (i) In the construction or maintenance of Roads or in Building Operations, (ii) In Stone Breaking or Stone Crushing, (iii) In Maintenance of Buildings and (iv) In the construction and Maintenance of Runways.

Category of workers	Area			
	Basic wages Rs.	V.D.A Rs.	Basic wages Rs.	V.D.A Rs.
1.Unskilled	36.00	+ 25.19	34.00	+ 23.19
Total	59.19		57.19	46.98
2.Semi-skilled/ Un-silled	43.00	+ 27.39	41.00	+ 27.39
Supervisory Total	70.39		68.39	57.19
3.Skilled/ clerical	57.00	+ 33.73	51.00	+ 33.73
Total	90.73		84.73	72.52
4. Highly skilled	65.00	+ 42.48	63.00	+ 42.18
Total	107.18		105.18	84.73

Employment in Red oxide, Quartz Quartzite, Silica, Graphite, Magnesite, Granite, Laterite, Stone, Kyanite, Steatite (including Mines Producing Soap Stone and Talc), Ochre, Asbestos, Fire Clay, Copper, uranium, Iron ore, Hematite, Rock Phosphate, Chromite, Clay, white clay, Magnetite, Gypsum, Barytes, Dolomite, China Clay, Wolfram, Manganese, Felspar, Bauxite, Marble, Calcite and Mica Mines.

B.

Category of	For work above Ground	For work below ground
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workers	-----		-----	
	Basic Wages Rs.	V.D.A. Rs.	Basic Wages Rs.	V.D.A. Rs.
1.Unskilled	28.00	+ 18.98	34.00	+ 23.19
Total:	46.98		57.19	
2.Semi-skilled/ un-skilled supervisory	34.00	+ 23.19	41.00	+ 27.43
Total	57.19		68.43	
3.Skilled/clerical	41.00	+ 27.43	50.00	+ 33.73
Total	68.43		83.73	
4. Highly skilled	50.00	+ 33.73	60.00	+ 40.07
	83.73		100.07	

C. Employment in loading and unloading in Railways, Goods-sheds and in Ashpit cleaning in Railways.

Area	Rates of wages plus V.D.A. per day		
	Basic Wages Rs.	V.D.A. Rs.	Total Rs.
"A"	42.00	+ 27.82	= 69.82
"B"	33.00	+ 21.93	= 54.93
"C"	29.00	+ 19.38	= 48.38

The classification of workers under different categories and the classification of cities under different areas will be the same as in the notifications referred to in para-1 as amended from time to time. the present classification of cities into Areas "A" "B" and "C" is enclosed at Annexure I for ready reference.

**Annexure-I**

**AREA 'A'**

Ahmedabad (UA) Greater Bombay (UA) Madras (UA)  
 Bangalore (UA) Hyderabad (UA) Nagpur (UA)  
 Calcutta (UA) Kanpur (UA)  
 Delhi (UA) Lucknow (UA)

**AREA 'B'**

Agra (UA) Ghaziabad (UA) Meerut (UA)  
 Ajmer (UA) Gorakhpur (UA) Moradabad (UA)  
 Aligarh (UA) Guwahati Mysore (UA)  
 Allahabad (UA) Guntur Nasik (UA)  
 Amaravati 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)  
 Bhubaneswar Jalandhar Sholapur (UA)  
 Amritsar Jamshedpur (UA) Surat (UA)  
 Calicut (UA) Jodhpur Srinagar (UA)  
 Chandigarh (UA) Kolhapur (UA) Thiruvananthapuram (UA)  
 Cochin (UA) Kalyan Ulhasnagar  
 Coimbatore (UA) Kota Vadodara (UA)

Cuttack (UA) Ludhiana Varanasi (UA)  
Durgapur Madurai (UA) Vijayawada (UA)  
Faridabad Complex Vishakhapatnam(UA)  
Warangal

Area "C" will comprise all areas not mentioned in this list

NB: U.A. stands for Urban Agglomeration.

131\_2000

**SERIAL CIRCULAR NO.131/2000**  
**Letter No.P(R)/296/LE DATED 23.6.2000**

Copy of Board's letter No.E(LL)/99/AT/FAC/3 dated 17.5.2000 is forwarded for information, guidance and necessary action.

*Copy of Board's letter No.E(LL)/99/AT/FAC/3 dated 17.5.2000 (RBE No.91/2000).*

Sub: Appointment of Safety Officers in Workshops.

.....

The issue of appointment of Safety Officers in production units/Railway Workshops has been under consideration of this Ministry for quite sometime. It has now been decided that the required number of Safety Officers as per the norms laid down by the respective State Governments should be appointed from the existing supervisory cadre of the Railway Workshops in grade Rs.7450-11500 and Rs.6500-10500. The qualifications and experience prescribed, brief details of duties and other service conditions of Chief Safety Officer/Safety officer are as under:

**QUALIFICATIONS :**

- \* Should be an engineering graduate with minimum two years supervisory experience or a diploma holder in any branch of engineering/technology with practical experience of not less than 5 years.
- \* The safety officer is required to possess a degree or diploma in industrial safety from a recognized institute.
- \* If the selected supervisor is not having degree or diploma in Industrial Safety, then he should be sent for training in Industrial Safety to Central LABOUR Institute (CLI) or Regional Labour Institute (RLI).
- \* Preference should be given to those having knowledge of language spoken by majority of workers.

**CONDITION OF SERVICE OF SAFETY OFFICERS:**

The number of Safety officers to be appointed in a factory may exceed one depending upon the number of workers employed and the rules framed by the State Government where the factory is located. Whenever more than one Safety Officer is required to be appointed, one of them is required to be designated as Chief Safety Officer and should have status higher than the others. The Chief Safety officer/Safety Officer of the workshop would report directly to the Workshop In-charge.

**DUTIES OF SAFETY OFFICERS:**

Chief Safety Officer/Safety Officer would carry out duties as laid down in the Rules framed by State Government under the Factories Act including planning and organising measures for effective control of workmen safety.

**Other Conditions:**

- i) The posts of Chief Safety Officer/Safety Officer may be provided in Grades Rs.7450-11500 and Rs.6500-10500 by re-designating the required number of posts from the existing sanction of

posts of supervisors of the workshops. The total strength of posts of supervisors which include the posts that are designated as Safety Officers will remain unchanged.

- ii) Selection for appointment of Chief Safety Officer/Safety Officer should be made from among the candidates applying for the post as per extant rules.
- iii) The post of Chief Safety/Safety Officer would be ex-cadre.

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

132\_2000  
**SERIAL CIRCULAR NO.132/2000**  
**Letter No.P(PC)/487/V/IMP/97/VOL.IV DATED 23.6.2000**

Copy of Board's letter No.F(E)/II/99/FR/1/1 dated 26.5.2000 is sent herewith for information, guidance and necessary action. Railway Board's letter dt. 27.9.99 mentioned therein had been circulated under S.C.No.274/99.

*Copy of Board's letter No.F(E)/II/99/FR/1/1 dated 26.5.2000(RBE No.90/2000).*

**CORRIGENDUM**

Sub: Minimum benefit on promotion - Recommendation of the V Central Pay Commission.

.....

Reference Railway Board's letter of even number dated 27.9.99 (PC.V No.223/99 RBE No.244/99) on the above subject. Para 4 of the aforesaid letter may be read as under:

“ These orders shall take effect from 01.01.1996. “

133\_2000  
**SERIAL CIRCULAR NO.133/2000**  
**Letter No.P(R)/268 DATED 30.6.2000**

Copy of Board's letter No.E(NG)/II/2000/RC-1/Gen/16/JCM/DC dated 19.06.2000 is published for information, guidance and necessary action. Board's letter dated 28.01.2000 quoted therein was circulated as Serial Circular No.36/2000 dated 24.02.2000.

*Copy of Board's letter No.E(NG)/II/2000/RC-1/Gen/16/JCM/DC dated 19.06.2000 (RBE No.113/2000) Supplementary Circular No.41 to MC No.16.*

Sub: Appointment on compassionate grounds - Revision of minimum educational qualification for direct recruitment to the post of Skilled Artisan.

.....

Attention is invited to Board's letter No.E(NG)/II/99/RR-1/66 dated 28.01.2000 laying down the minimum educational qualification for direct recruitment to the post of Skilled Artisans in scale Rs.3050-4590 as 'Course completed Act Apprentice Ship/ITI pass in relevant trade'.

In the above context an item No.28/2000 has been tabled by the staff side in the JCM/DC forum seeking revision of educational qualification for recruitment of skilled Artisans grade III for compassionate appointment due to hardship faced by them.

The matter has been reviewed by the Board and it has been decided that for appointment on compassionate grounds, the minimum qualification should be prescribed as 10th pass. However, the recruitment qualification for open market recruitment will continue to be as laid down in Board's letter dated 28.01.2000. The training period for such compassionate appointment will be 3 (three) years as against the training period of 6 months for open market recruitment.

134\_2000  
**SERIAL CIRCULAR NO.134/2000**  
**Letter No.P(R)/436/IRMM DATED 7.7.2000**

Copy of Board's letter No.2000/H/23/1 dated 25.5.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.2000/H/23/1 dated 25.5.2000.*

Sub: Certificate of invalidation from service - amendment to Para 550 of IRMM, 2000.

The existing para 550 of IRMM, 2000 regarding issue of certificate of invalidation from service may be corrected to read as under:

"Para 550: Certificate of invalidation from service"

- i) A Railway employee shall not be invalidated out of service on account of ill-health except on the certificate of a Medical Board. Such a certificate will be issued in the prescribed form as given in Annexure XV to this Chapter, in triplicate. The certificates should be serially numbered.
- ii) If the Medical Board is unable to say with certainty that the Railway employee will never again be fit for service, the Medical Board will recommend leave not exceeding one year in the first instance. Such leave should not be extended without further reference to Medical board.
- iii) The employees will be considered invalidated with effect from the date of recommendation of the Medical Board in case the same is accepted by the Chief Medical Director.

135\_2000  
**SERIAL CIRCULAR NO.135/2000**  
**Letter No.P/LE/723/CIR/VOL,II DATED 7.7.2000**

Copy of Board's letter No.E(LL)/2000/WC/1 dated 01.06.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(LL)2000/WC/1 dated 1.6.2000*

Sub: Payment of compensation under WC ACT - delay in disbursement of payment.

A number of instances have come to the notice of Railway Board wherein there had been unduly long delays in settling the claims preferred under the W.C.Act, which lead to Railways paying large sums of money towards interest as also penalty for delay in settling the claims. Further, there is again inordinate delay in the claimants getting the payment from the W.C Commissioner even after the Railways depositing the cheques with the W.C.Commissioner's office. The delays that the claimants encountered were for couple of years in some cases, which shows the callousness and lack of appreciation on the part of the staff and officers concerned in appreciating the untold sufferings meted out to the families which lost their breadwinners. Besides the Railways being blamed for not discharging the moral responsibility to their employees, the interest and fines paid due to delay also work as a big drain on the Railway Finance. Hence, it has been decided that the following procedure will be followed while settling the compensation claims under W.C.Act hereafter.

The Railway administrations should settle all claims under W.C.Act with utmost promptness and endorse a copy of the letter to the claimants also while making the payment with the W.C.Commissioner so as to enable the claimant to pursue the matter further with the W.C.Commissioner and get the payment of compensation in time. With a view to ensure speedy settlements of compensation claims, the Railway administrations should evolve suitable mechanism to settle all claims expeditiously and in cases where the Railway has to pay interest and fine for

delayed payment, the entire amount payable towards fine and interest should be recovered from the officers and staff held responsible for such delay.

136\_2000  
**SERIAL CIRCULAR NO.136/2000**  
**Letter No.P(R)/23/VI DATED 12.7.2000**

Copy of Board's letter No.F(E)/Spl.2000/ADV/3/1 dated 7.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.F(E)/Spl.2000/Adv/3/1 dated 7.6.2000*

Sub: Grant of House Building Advance for Construction of a House on upper floor by obtaining roof rights through a "will".

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A question had arisen regarding admissibility of House building Advance for construction of a house on upper floor, when roof rights have been acquired through a "WILL" given by ones parents/relatives.

Matter was examined in consultation with Ministry of Urban Development who have clarified that House Building Advance can be sanctioned only if the concerned employee has a clear, absolute and marketable title over the property. Obtaining roof rights of upper floor through a "WILL" does not give any such title. Therefore, House Building Advance is not admissible in any case of this nature.

It is desirable that while processing cases of House building Advance above mentioned clarification must be observed scrupulously.

137\_2000  
**SERIAL CIRCULAR NO.137/2000**  
**Letter No.P(R)/299/IV DATED 11.7.2000**

Copy of Board's letter No.E(G)/99 HO1-18 dated 8.6.2000 is published for information, guidance and necessary action. Board's letter dated 22.3.96 quoted therein was circulated as S.C.No.66/96.

*Copy of Board's letter No.E(G)/99 HO1-18 dated 8.6.2000 (RBE No.111/2000).*

Sub: Grant of honorarium for delivering lectures in Zonal Training Schools/Centers.

.....

Ministry of Railway have reviewed the rates of honorarium payable to visiting lecturers in Zonal Training Schools/Centers and have in supersession of their instructions contained in letter No.E(G)/96/HO1-2 dated 22.3.96 revised the rates of honorarium as indicated below:

- |   |  |
|---|--|
| For Delivering lectures to non-gazetted staff at Zonal Training Schools | a) Rs.300/- per day for lectures of one hour and 45 minutes duration subject to a maximum of Rs.900/- per week to officers of Railway/Central State Governments ordinarily of the rank of joint secretary to the Government and reputed academicians/special invitees. |
|   | b) Rs.200/- per day for lectures of one hour and 45 minutes duration subject to a maximum of   |

Rs.600/- per week to Officers  
of Railways/Central/State  
Governments other than those  
mentioned at (a) above.

It may be noted that not more than 15 per cent of the total training session organised by the Zonal Training Schools/Centres should be covered by the lectures by the visiting faculty. This restriction should be strictly followed.

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

138\_2000  
**SERIAL CIRCULAR NO.138/2000**  
**Letter No.P(R)/473/III DATED 11.07.2000**

139\_2000  
**SERIAL CIRCULAR NO.139/2000**  
**Letter No.P(R)/473/III DATED 11.07.2000**

Copy of Board's letter No.E(W)/99 PS 5-1/56 dated 8.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/99/PS 5-1/56 dated 8.6.2000 (RBE No.110/2000).*

Sub: Issue of Special Passes to claimants of compensation of Railway accidents where their attendance is ordered by Railway Claims Tribunal - Amendment of Schedule VII of Railway Servants (Pass) Rules, 1986.

A proposal to issue special passes to the victims of train accidents or their relatives to pursue their claims for compensation before the Railway Claims Tribunal has been under consideration of the Ministry of Railways. It has since been decided that Sleeper Class cheque passes from the place of residence to the place of hearing and back may be issued to the victims/claimants of the Railway accidents falling under Section 124 and 124-A of the Railways Act 1989, when their attendance is ordered by the Railway Claims Tribunal.

In view of the above decision, Schedule VII of the Railway Servants (Pass) Rules 1986 (Second Edition 1993) may be amended as per the Advance Correction Slip No.24 enclosed.

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

**ADVANCE CORRECTION SLIP NO.24 TO THE RAILWAY SERVANTS (PASS)  
RULES 1986 (2ND EDITION 1993).**

The following may be added as item 40 in Schedule VII (Special Passes) of Railway Servants (Pass) Rules, 1986 (2nd Edition 1993).

Category	Condition of entitlement	Entitlement/facilities
40 Claimants before Railway Claims	Passes may be issued to the victims/	Sleeper Class cheque passes from the place

Tribunal	claimants of Railway accidents failing under Sections 124 & 124-A of the Railway Act, 1989	of residence to the place of hearing and back shall be issued when attendance of the claimants is ordered by Railway Claims Tribunal in respect of cases falling under sections 124 & 124-A of the Rly.Act 1989.
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AUTHORITY; Board's Lr No.E(W)/97/PS5-1/5 dt.8.6.2000.

140\_2000  
**SERIAL CIRCULAR NO.140/2000**  
**Letter No.P(R)/473/III DATED 14.7.2000**

Copy of Board's letter No.E(W)/2000/PS/5-1/17 dated 9.6.2000 is published for information, guidance and necessary action. Board's letters dated 9.1.95 and 28.5.96 quoted therein were circulated as S.C.nos.31/95 and 93/96 respectively.

*Copy of Board's letter No.E(W)/2000/PS/5-1/17 dated 9.6.2000 (RBE No.109/2000).*

Sub: Entitlement for travel by Rajdhani and Shatabdi Express trains on Privilege/Post-retirement complimentary passes.

.....

Instructions were last issued vide Board's letter No.E(W)/93/PS5-1/1 dated 9.1.95 and D.O.No.E(W)/94/PPS/5-1/5 dated 28.5.96 regarding entitlement for travel by Rajdhani/Shatabdi Express trains on Duty/Privilege/Post-retirement complimentary passes. Consequent upon revision of pay scales on the basis of recommendations of Vth PC the entitlement for travel in Rajdhani/Shatabdi Express trains, may be revised as follows:

**(A) ENTITLEMENT TO TRAVEL ON DUTY BY RAJDHANI/SHATABDI EXPRESS:**

STATUS	RAJDHANI EXPRESS	SHATABDI EXPRESS
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i)Gold Pass holders	First AC Coupe or four berths in 2-AC	Four seats in Executive Class/Chair Car.
ii)Silver Pass holders	One berth in First AC or two berths in 2-AC or four berths in 3-AC	Two seats in Executive CLASS or four seats in Chair Car.
iii)Metal and & First "A" Pass Holders (Pay Rs.14300/- and above).	-do-	-do-
iv)Metal and First "A" Pass holders (Pay Rs.12000/- and above but less than	One berth in 2-AC or two berths in 3-AC	Two seats in AC Chair Car

Rs.14300/-).

v)Metal and "A" pass holders (Pay less than Rs.12000/-	-do-	-do-
vi)First Class pass holders	One berth in 3-AC	One seat in AC chair Car.

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NOTE: Gold Pass holders are entitled to coupe accommodation even when travelling alone and can also take their family members in the coupe in Rajdhani Express trains.

**(B) ENTITLEMENT TO TRAVEL ON EACH PRIVILEGE AND POST RETIREMENT COMPLIMENTARY PASS.**

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<b>STATUS</b>	<b>RAJDHANI EXPRESS</b>	<b>SHATABDI EXPRESS</b>
i)Retired and serving Bd. members	Two berths in I-AC or two berths in 2-AC or four berths in 3-AC	Two seats in Executive Class or two seats in Chair Car.
ii)Serving officers with pay Rs.22400/- and above and retired officers of Equivalent status.	One berth in I-AC (on payment of 1/3rd of difference of fare between I-AC & 2-AC of Rajdhani)or two berths in 2-AC or four berths in 3-AC	One seat in Executive Class (on payment of difference of fare between Executive Class & Second AC of Rajdhani)or two seats in chair car.
iii)Serving officers with pay Rs.14300/- & above and retired officers of equivalent status.	Two berths in 2-AC or four berths in 3-AC	Two seats in Chair Car
iv)Serving officers with pay below Rs.14300/- and retired officers of equivalent status.	One berth in 2-AC or two berths in 3-AC	Two seats in Chair Car
v)Other serving and retired First Class Pass holders.	-do-	-do-

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NOTE:

- i) In the case of serving Chairman and Members of the Railway Board travelling on their own privilege passes, the facility to travel in I-AC of all trains including Rajdhani Express and in Executive Class of Shatabdi express, without payment of any difference in fares will be admissible not only to themselves and their spouses, but to all members of the family who are entitled to travel on privilege passes, subject to the maximum of two berths in I-AC or two seats in the Executive Class. This facility will be available even if the Chairman/Members is not travelling along with them. Spouses of retired Chairman/Members of the Railway Board

travelling alone on their post retirement complimentary passes would also be entitled to the facility of travel in I-AC and Executive Class, without payment of any difference in fares.

ii) For the purpose of item (ii) above, the equivalent status of retired Railway employees will be as follows:

Officers who retired between 1.7.59 - 31.12.72 with a basic pay of Rs.3000/- and above officers who retired between 1.1.73 - 31.12.85 with basic pay of Rs.3000/- and above/officers who retired between 1.1.86 -31.12.95 with a basic pay of Rs.7300/- and above.

iii) For the purpose of item (iii) above, the equivalent status will be as follows:-

Officers who retired between 1.7.59 - 31.12.72 with a basic pay of Rs.1880/- and above officers who retired between 1.1.73 - 31.12.85 with basic pay of Rs.1980/- and above officers who retired between 1.1.86 - 31.12.95 with a basic pay of Rs.4500/- and above.

iv) For the purpose of item (iv) above, the equivalent status will be as follows:

Officers who retired between 1.7.59-31.12.72 with a basic pay below Rs.1880/- officers who retired between 1.1.73-31.12.85 with a basic pay below Rs.1980/- and officers who retired between 1.1.86-31.12.95 with a basic pay below Rs.4500/-.

2. The Privilege/Post-retirement complimentary pass holders will be permitted to travel within the quota earmarked for pass holders by those trains. Preference will be given to the Duty Pass holders in allotment of berths/seats.

3. These instructions should be brought to the notice of all concerned.

4. These instructions are in supersession of all earlier orders issued on this subject.

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

141\_2000  
**SERIAL CIRCULAR 141/2000**  
**Letter No.P(R)/473/III DATED 17.7.2000**

Copy of Board's letter No.E(W)/99 PS 5-1/10 dated 31.5.2000 together with their letter No.E(W)/99 PS 5-1/9 dated 17.2.92 (RBE No.29/92) is published for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/99 PS 5-1/10 dated 31.5.2000 (RBE No.104/2000).*

Sub: Surrender of Metal Pass by retiring Railway Officers.

.....

Instructions already exist vide Board's letter No.E(W)/89 PS5-1/9 dated 17.2.1992 that retiring officers shall return the Metal pass, before/at the time of retirement, failing which post-retirement complimentary pass shall be forfeited till such time the Metal Pass is surrendered or 3 times the cost of the Metal Pass is remitted by the retired Railway Officer.

Instances have come to the notice of Board that Duty Pass (Metal Pass or Card Pass) issued to Railway Officers are not being surrendered before/at the time of retirement, which has resulted in its misuse in some cases. It has, therefore, been decided by Board that retiring Railway servant shall obtain a "No Objection Certificate" from Pass Section and submit it to the concerned authorities before his settlement dues are released.

3. In view of above, Schedule I Part-II of Railway Servants(Pass) Rules, 1986 (Second Edition, 1993) may be amended as in Advance Correction Slip No.22 enclosed.

4. In all other respects, the provision of Railway Servants (Pass) Rules, 1986 shall apply.

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

**ADVANCE CORRECTION SLIP NO.22 TO RAILWAY SERVANTS (PASS) RULES  
1986 ( 2nd EDITION 1993 )**

Insert Note 3 under Note 2 below Schedule I, Part II (Re-numbering the existing Note 3 as 4) as follows:

"It will be the responsibility of the railway servant to surrender his Metal Pass or Duty Card Pass or to pay the penalty therefor if lost, before demitting office on superannuation or otherwise. The railway servant must obtain the "No Objection Certificate" from the Pass Section and submit it to the concerned authorities before his settlement dues are released".

(Authority: Board's Ir.No.E(W)/99 PS 5-1/10 dated 31.5.2000).

*Copy of Board's letter No.E(W)/89/PS 5-1/9 dated 17.2.1992.*

Sub: Return of Metal Pass by the Retiring Officers.

.....

Instances have come to the notice of the Ministry of Railways, of Railway Officers not surrendering, at the time of retirement, the Metal passes issued to them while in service for travel on duty.

The matter has been considered by the Ministry of Railways and it has been decided that the following measures may be taken to eliminate misuse of the Metal Passes by retired officers.

- (i) Officers who have already retired but who have not yet surrendered the Metal Passes issued to them and in whose cases settlement dues have already been paid, may be directed to return the Metal Passes forthwith. If the Metal Pass is not returned by the retired Officer pursuant to the issue of such directions, three times the cost of the Metal Pass, as revised from time to time may be levied. In case of non-payment, issue of post-retirement complimentary passes may be withheld under advice to them, till such time the Metal Passes are surrendered or the cost, as referred to above, is recovered as the case may be.
- (ii) Officers retiring in future may be directed to return the Metal Passes, before/at the time of retirement, failing which the officer may be advised that he would forfeit post-retirement complimentary passes till such time the Metal Passes are surrendered or an amount equivalent to three times the cost of the Metal Pass is remitted by the retired Railway Officer.

In both cases, as above, the invalidity of the Metal pass must be suitably notified to all concerned.

3. However, in respect of serving employees who report loss of Metal Pass, the penalty of recovery of the cost of the Metal pass may continue to be levied, as hitherto.

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

142\_2000  
**SERIAL CIRCULAR NO.142/2000**  
**Letter No.P/LE/347/Cir dated 13.7.2000**

Copy of Board's letter No.E(LL)/98-HER/9 dated 6.7.2000 is published for information, guidance and necessary action.

*Copy of Board's Lr No.E(LL)/98-HER/9 dt 6.7.2000.*

Sub: Exemption from the provisions of Railways Act, 1989 in respect of staff operating the "track machines".

.....

The Committee on "Machine and Man power Deployment for Track Machines on Indian Railways" constituted by this Ministry has interalia recommended that 3 weeks duty roster followed by one week continuous rest at headquarters may be adopted for the staff deployed on Track Machines, keeping in view the peculiar nature of the work involved.

The Ministry of Railways have examined the recommendation and have decided in consultation with the Ministry of Labour that the staff working on Track machines may be rostered to work for a period of 3 weeks at a stretch followed by continuous rest for a period of one week at the headquarters. The three week continuous roster will include the actual period of journey undertaken from headquarters to the place of work and back. The individuals shall not be employed for more than 12 hours on any day. In respect of overtime, the staff will be governed by the extant instructions under HOER in regard to the principle of averaging.

The above instructions will be valid for a period of three years. This is temporary exemption from the provision of Railways Act, 1989.

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

143\_2000

**SERIAL CIRCULARNO.143/2000**  
**Letter No.P(R)/676/II DATED 20.7.2000**

Copy of Board's letter No.E(NG)/I-2000/TE/12 dated 28.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/I-2000/TR/12 dated 28.6.2000*  
*Supplementary Circular No.12 to MC No.24 (RBE No.127/2000).*

Sub: Inter/Intra Railway own request transfer of TGTs/post Graduate Teachers of Railway School.

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One of the Railways has raised a query as to whether in the event of non-availability of suitable eligible teachers from the lower grade, by way of promotion, requests for inter/intra-railway transfer in the categories of TGTs/PGTs can be entertained or otherwise.

As the Railways are aware, there are no fixed percent-ages for recruitment and promotion in the categories of PGTs and TGTs and the practice prevalent in this regard is to fill up the posts by promotion to the extent serving Teachers with requisite qualifications are available and found suitable and the shortfall, if any, made good by direct recruitment. The matter has been examined by the Ministry of Railways in this back-ground. It has since been decided that requests from TGTs/PGTs for their inter/intra-railway transfers on acceptance of bottom seniority in the respective recruitment (basic) grade maybe considered against posts which cannot be filled by promotion for want of suitable qualified serving teachers in the relevant unit and are otherwise necessarily to be filled by direct recruitment from the open market. For this purpose the Railways etc may evolve a suitable system in case the same does not already exist.

144\_2000  
**SERIAL CIRCULAR NO.144/2000**  
**Letter No. P(R)/563/III DATED 21.07.2000**

Copy of board's letter No.E(NG)/II/90/RR-2/1 dated 19.6.2000 is published for information, guidance and necessary action. Board's letter dated 22.10.90, 17.9.98 and 3.3.99 quoted therein were circulated under letter No.P(R)/464/MC dated 16.11.90 (MC No.7/90), S.C.Nos.263/98, 87/99 respectively.

*Copy of Board's letter No.E(NG)/II/90/RR-2/1 dated 19.6.2000  
(RBE No.117/2000) S.C.No.6 to MC No.7.*

Sub: Recruitment against Cultural Quota - procedure for.

.....

Reference this Ministry's instructions as consolidated in Master Circular No.7/90 issued under letter No.E(NG)/II/90/RR-2/1 Master Circular dated 22.10.90 regarding recruitment against Cultural/Scouts and Guides quota and qualifications etc. there-for.

2. The question of streamlining the procedure for recruitment against Cultural quota has been under consideration of the Ministry of Railways. It has now been decided to lay down the following procedure.

- (i) Recruitment should be done by the Railway Administration themselves.
- (ii) The Recruitment against the quota should be done by open advertisement following the procedure laid down in this Ministry's letter No.E(NG)/II/96/RR-1/62 dated 17.9.98.
- (iii) The educational qualifications for consideration for appointment against the quota will be the same as applicable for recruitment to Group "C" categories.
- (iv) The recruitment will be done only in the initial grade of Rs.3050-4590/Rs.3200-4900.
- (v) The annual quota for recruitment is as under:
  - 4 per Railway per year
  - 2 per production unit per year.
- (vi) Age limits as applicable for recruitment to other equivalent categories shall be followed.
- (vii) The following qualifications would apply for recruitment to Group "C" posts against cultural quota.

ESSENTIAL:

- a) Educational qualification. The minimum qualification prescribed for Group "C" recruitment.
- b) Possession of degree/diploma/certificate in music/ dance/drama etc. from Govt.recognised institute.

DESIRABLE:

- c) Experience in the field and performance given on AIR/Doordarsan etc.
- d) Prizes won at National Level.
- (viii) The candidates who apply in response to notification issued and are found eligible for consideration for appointment against Cultural quota should be assessed on the following basis.

(A) Written test:

(Note: The written test will consist 50 marks of objective type questions).

(B) Assessment of talent in the relevant field on:

a) the basis of practical demonstration 35 marks

b) Testimonials/prizes etc. 15 marks

TOTAL 100 marks

(ix) The Recruitment Committee shall consist of three members to be nominated by the General Manager, which will include one SAG Officer from personnel department, second SAG, officer from any other department and an outside member of appropriate standing in the relevant field or a faculty member of any recognised university/cultural institution or a representative from Doordarshan/AIR etc. as the third member.

(x) Higher fixation of pay will not be admissible to persons appointed against Cultural quota.

(xi) The persons appointed against Cultural quota to the categories of Clerks will be required to possess proficiency in typing within a period of two years from the date of appointment, and their appointment will be provisional subject to acquiring the prescribed typing qualification within the stipulated period.

(Board's letter No.E(NG)/II/98/RR-2/7 dated 3.3.99).

3. Other instructions of Recruitment will be the same as applicable to recruitment to other equivalent categories.

145\_2000  
**SERIAL CIRCULAR NO.145/2000**  
**Letter No.P(R)/359/IV DATED 21.7.2000**

Copy of Board's letter No.E(NG)/I/99/IC2/3 dated 27.6.2000 is published for information, guidance and necessary action. Board's letters dated 14.5.66, 2.1.96, 12.9.97 and 17.4.2000 quoted therein were circulated as S.C.Nos.60/68,35/96, 177/97, and 96/2000 respectively. Where the posts of CWMs(SAG) are downgraded and operated, the sanction is to be obtained from the respective SAG officers in Hqrs.

*Copy of Board's letter No.E(NG)/I/99/II/IC2/3 dated 27.6.2000  
(RBE No.124/2000) S.C.No.4 to MC No.46.*

Sub: Incentive to Group "C" employees for acquiring High Technical/professional qualifications.

.....

In terms of the instructions contained in this Ministry's letter No.E(NG)/64/RCI/25 dated 14.5.66, as last modified through its letter No.E(NG)/I/93/IC2/5 dated 2.1.96 and 12.9.97, and letter No.E(TRG)/94/28/1 dated 17.4.2000, Group "C" railway employees are allowed lumpsum incentive on the scale indicated in the instructions for acquiring higher technical/professional qualifications as indicated therein and the powers to grant such incentives rest with the heads of Departments.

2. A demand has been raised in PNM/NFIR that the powers to grant incentives maybe delegated to the Divisional Railway Managers(DRMs) in order to expedite disposal of such cases. The matter has been considered by the Board and it has been decided that, while the powers to sanction incentive to Group "C" staff working in the Headquarters offices will continue to be exercised by HODs in

consultation with FA&CAOs, the same may be exercised by DRMs/CWMs in respect of Group "C" staff working in the Divisions/Workshops in consultation with Sr.DAOs/Workshop Accounts officers.

146\_2000  
**SERIAL CIRCULAR NO.146/2000**  
**Letter No. P(R)/563/III DATED 21.7.2000**

Copy of Board's letter No.E(NG)/II/99/RR-1/64 dated 28.6.2000 is published for information, guidance and necessary action. Board's letters dated 20.8.92,2.9.98 and 24.8.99 quoted therein were circulated under S.C.Nos.19/96, 251/98, 256/99 respectively.

*Copy of Board's letter No.E(NG)/II/99/RR-1/64 dated 28.6.2000  
(RBE No.125/2000) S.C.No.32 to MC No.32.*

Sub: Minimum Educational Qualification for Recruitment of Diesel/Electric Assistants in scale Rs.3050-4590.

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E(NG)/II/86/ RC-2/24 dt.9.1.90 6.6.90, 25.4.91, 20.8.92, E(NG)/II/ 95/RR-1/30 dt.10.11.95 & E(NG)/II/90/ PM/7/34(vol.II) dt.2.9.98 & 24.8.99.	In terms of instructions contained in this Ministry's Lrs quoted in the margin the minimum educational qualification for recruitment to the post of Diesel Assistants/Electric Assistants is Matriculation or its equivalent under the 10 + 2 system plus ITI or Act Apprenticeship pass under the Apprentices Act, 1961 in any of the following trades. (i)Fitter (ii)Turner (iii)Machinist (iv)Electrician (v)Instrument Mechanic (vi)Ref. and Air Conditioning mechanic (iv)Milwright/Maintenance mechanic, (viii)Mechanic (Radio & TV) (ix)Electronics Mechanic (x) mechanic (Motor Vehicle), (xi)Wireman and (xii) Tractor Mechanic.
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The matter has been considered further and it has been decided that the following three trades may be added to the list of trades already specified as indicated above.

i) Tool and Die maker

ii) Sheet Metal worker and

iii) Armature and Coil Binder.

(This also disposes off Central Railway's letter No.HPB/706/RT/D/GDCE dated 29.7.99).

147\_2000  
**SERIAL CIRCULAR NO.147/2000**  
**Letter No.P(R)/676/I DATED 27.7.2000**

Copy of Board's letter No.E(NG)/I-2000/TR/17 dated 26.6.2000 is published for information, guidance and necessary action. Board's letters quoted therein were circulated under S.C.Nos.56/79,22/80,99/80, 30/86, 208/87. 212/89, 102/95,308/98, 66/99 respectively.

*Copy of Board's letter No.E(NG)/-2000/TR/17 dated 26.6.2000  
(RBE No.123/2000) SC No.11 to MC 24.*

Sub: Periodical transfers of Railway employees.

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1. E(NG)/II/78/TR/85 dated 27.4.79	In terms of the instructions contained in the Ministry's
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2. E(NG)/II/78/TR/82 dated 7.2.80 marginally noted letters, Railway employees holding sensitive posts.
3. E(NG)/II/80/TR/28 dated 22.8.80, 31.12.81, 19.2.86 and 16.10.87 including those who frequently come into contact with public and/or contractors/suppliers are required to be transferred every four years.
4. E(NG)/II/87/TR/34 dt.27.9.89 and 17.11.92 For this purpose, a comprehensive list of sensitive posts has also been circulated. The thrust of these instructions is on transfer from one place to another
5. E(NG)/II/94/TR/29 dt.2.5.95 However, when transfer of such employees to a different place is not possible, they are to be shifted to a different seats in the same place to meet the requirement of periodical transfer.
6. E(NG)/II/96/TR/42 dt.26.11.96

1. E(NG)/II/80/TR/28 dated 22.1.82, 19.2.86, 16.10.87, 21.7.88 and 13.4.89 2. Instructions also exist vide this Ministry's letter quoted in the margin that Ticket Checking staff as also other staff in mass contact areas, detected to be indulging in malpractices should be sent on inter divisional transfers as a matter of policy.
2. E(NG)/II/92/TR/32/JCM(DC) dated 10.8.93, 5.5.94 and 29.6.95 Besides the staff who have repeatedly figured in substantiated vigilance cases and where penalties have been imposed, are required to be reviewed at appropriate level and such staff are also to be transferred on inter- divisional basis.
3. E(NG)/II-98/TR/11 dated 30.10.98 and 2.11.98

3. It has been brought to the notice of this Ministry that the extant instructions on periodical transfer are being interpreted differently by different Railways. The matter has, therefore, been considered by the Board and the position is clarified in the following paragraphs.

4. The instructions for periodical transfer of railway employees cover two broad categories of staff:

- (i) (a) The first category includes staff of the commercial Department (such as Commercial Supervisors, Enquiry-cum-Reservation Clerks/Booking Clerks, Goods Clerks, parcel Clerks, Ticket Checking staff etc.) and the staff of the operating Department (SS/SM/ASMs etc.).

(b) In order to avoid large scale dislocation in the case of this category of staff, periodical transfers may, as far as possible, but effected without involving a change of a residence of the staff concerned, so long as the fundamental objective of such transfers can be achieved by transferring such staff to a different location in the same station to a different station in the same urban agglomeration.

(c) However, the instructions regarding inter- divisional/inter-railway transfer of staff detected to be indulging in malpractices or substantiated or vigilance cases shall continue to be strictly complied with.

- (ii) In the second category, consisting mainly of staff working in offices such as pay bill sections, stores offices, Accounts offices, Fuel Sections, Medical Department etc., who cannot normally be transferred to another place for reasons like the seniority unit being different/very small, the office being localised etc., a change in seat which will result in change in the nature of job being performed by the staff, will meet the requirements of periodical transfer.

5. In the cases of transfers of office bearers of the two recognised unions to another place outside the existing trade Union jurisdiction, the instructions contained in Railway Board's letter

No.E(L)/611/E 1-43 dated 31.7.61 shall be applicable. Accordingly, the proposed periodical transfer, if it involve change in the trade Union jurisdiction may be allowed to pend till the next Selection of the Union office bearers subject to the maximum period of one year, provided the transfer is not necessitated earlier under circumstances indicated in para 4(i)(c) above.

148\_2000  
**SERIAL CIRCULAR NO.148/2000**  
**Letter No.P(R)/436/IREM/IV DATED 27.7.2000**

Copy of board's letter No.E(NG)/I/98/PM1/43 dated 22.5.2000 is published for information, guidance and necessary action.

*Copy of board's letter No.E(NG)/I/98/PM1/43 dated 22.5.2000 (RBE No.92/2000).*

Sub: Constitution of Selection Boards for promotion of Group "C" staff / Amendment to Indian Railway Estt. Manual, Volume I (1989 edition).

.....

In terms of Para 217(b) of IREM Vol.I (1989 Edition) selection boards for making recommendation for promotion of Group "C" staff, are required to be constituted under the orders of General Managers or HOD or other competent authority not lower than a Divisional Railway Manager.

It has been represented to this Ministry that the above provisions inter-alia result in delay in disposal of matters especially in cases where rectification of a panel is called for and the matter necessarily requires reference to the Zonal Hqrs.office. The matter has been considered by the Ministry of Railways who have decided that henceforth Additional Divisional Railway Managers (ADRM)s, who are in Senior Administrative grade and Chief Workshop Managers may also be authorised to constitute selection Boards.

3. The Indian Railway Establishment Manual may, therefore, be amended as in the ACS No.107 enclosed.

**INDIAN RAILWAY ESTABLISHMENT MANUAL VOLUME-I (1989 EDITION)**  
**ADVANCE CORRECTION SLIP NO.107**

Chapter II, Section-8 - Rules governing promotion of Group "C" staff:

In Para 217:

Substitute the following for the existing sub-para (b)" "Selection Boards may be constituted under the order of the General Manager or Head of the Department or other competent authority not lower than a Divisional Railway Manager/ Additional Divisional Railway Manager/Chief Workshop Manager".

AUTHORITY; MINISTRY OF RLY'S LR.NO.E(NG)/I/98/PM1/3 DT.22.5.2000.

149\_2000  
**SERIAL CIRCULAR NO.149/2000**  
**Letter No.P(R)/436/IRMM DATED 27.7.2000**

Copy of Board's letter No.2000/H/28/1/RELHS dated 23.6.2000 is published for information, guidance and necessary action. Board's letter dated 17.5.99 quoted therein waa circulated under S.C.No.120/99.

*Copy of Board's letter No.2000/H/28/1/RELHS dated 23.6.2000.*

Sub: Retired employees Liberalised Health Scheme.

.....

In continuation of Board's letter No.97/H/28/1 dated 17.5.99 (Para 2.1 (c), it has been decided that the rate of contribution for RELHS membership applicable to SRPF optees for whom Ex-gratia payment has been approved, will also be applicable to their widows.

This issues with the concurrence of Finance Directorate of Railway Board.

ADVANCE CORRECTION SLIP TO PARA 612 OF IRMM 2000

Para 612 (A) 'RELHS 1997'

Sub Para (b) (iii) of para 612 (A) (4) may be corrected to read as under:

"For SRPF optees: For those SRPF optees or their widows for whom ex-gratia payment has been approved on the basis of the recommendations of the V CPC, a one time contribution at twice the ex-gratia monthly payment maybe deposited".

(AUTHORITY; BOARD'S Lr.No.2000/H/28/1 (RELHS) dated 23.6.2000.

150\_2000

**SERIAL CIRCULAR NO.150/2000**  
**Letter No.P(R)/605/VIII DATED 27.7.2000**

Copy of Board's letter No.E(NG)/I-2000/PM2/4 dated 8.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/I-2000/PM2/4 dated 8.6.2000 (RBE No.107/2000).*

Sub: Filling up of the posts of Shunting Master/Gr.II in Operating Department - Classification of posts as 'Selection' or 'Non-Selection' in the V PC scales.

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Consequent upon merger of the grades of Shunting Jamadar and Shunting Master Gr.II in the IV Pay Commission scales of pay of Rs.1200-1800 and Rs.1200-2040 respectively into a single revised (V PC) scales of pay of Rs.4000-6000 with effect from 01.01.96, the issue of classification of the posts in the merged grade has been under consideration of the Ministry of Railways. It has now been decided to keep the classification as under:

Category	Pre-revised scale of pay (in Rs.)	Existing classification	Designation and revised scale of pay (in Rs. is brackets.)	Revised classification
1. Shunting Jamadar	1200-1800	Selection	Shunting Master Gr.II (Rs.4000-6000)	Non-selection
2. Shunting Master Gr.II	1200-2040	----	----	Non selection
3. Shunting Master Gr.I	1400-2300	Selection	Shunting Master/Gr.I (Rs.5000-8000.)	Selection

<a href="#">151</a>	<a href="#">152</a>	<a href="#">153</a>	<a href="#">154</a>	<a href="#">155</a>	<a href="#">156</a>	<a href="#">157</a>	<a href="#">158</a>	<a href="#">159</a>	<a href="#">160</a>	<a href="#">161</a>	<a href="#">162</a>
<a href="#">163</a>	<a href="#">164</a>	<a href="#">165</a>	<a href="#">166</a>	<a href="#">167</a>	<a href="#">168</a>	<a href="#">169</a>	<a href="#">170</a>	<a href="#">171</a>	<a href="#">172</a>	<a href="#">173</a>	<a href="#">174</a>
<a href="#">175</a>	<a href="#">176</a>	<a href="#">177</a>	<a href="#">178</a>	<a href="#">179</a>	<a href="#">180</a>	<a href="#">181</a>	<a href="#">182</a>	<a href="#">183</a>	<a href="#">184</a>	<a href="#">185</a>	<a href="#">186</a>



**151\_2000**  
**SERIAL CIRCULAR NO.151/2000**  
**Letter No.P(R)/227/XIII DATED 27.7.2000**

Copy of Board's letter No.E(D&A)/99/RG6-26 dated 19.6.2000 is published for information.

*Copy of Board's letter No.E(D&A)/99 RG6-26 dated 19.6.2000 (RBE No.115/2000).*

Sub: Status of the disciplinary case in the event of Death of the charged official.

.....  
The question whether the disciplinary case initiated against a Railway Servant under the Railway Servants (Discipline and Appeal) Rules, 1968 could be closed in the event of death of the charged official during the pendency of the proceedings, has come up for consideration of this Ministry on quite a few occasions in the recent past. It is clarified that the disciplinary proceedings should be closed immediately on the death of the charged railway servant.

**152\_2000**  
**SERIAL CIRCULAR NO.152/2000**  
**Letter No.P(R)/563/III DATED 01/08/2000**

Copy of Board's letter No.E(Sports)/2000/Policy/2 dated 19.06.2000 is published for information, guidance and necessary action. Board's letter dated 21.09.98 quoted therein was circulated as S.C.No.249/98.

*Copy of Board's letter No.E(Sports)/2000/Policy/2 dated 19.6.2000 (RBE No.120/2000).*

Sub: Revised instructions for recruitment of Sports persons - Sports Quota, Sports norms and Incentives.

.....  
In supersession of the instructions on the above subject issued vide Railway Board's letter No.E(Sports)/98/Rectt.Policy/2 dated 21.09.1998 the following revised instructions will be applicable for recruitment of sports persons. Besides, the earlier instructions in respect of out of turn promotion, incentives in shape of additional increments to sports persons and Coaches have been modified and given below:

2. The Board have considered the matter regarding sports requirement on the Railways and have decided that recruitment both in Group "C" and Group "D" upto 50% of the total quota of sports recruitment, including the share of the Railway Sports promotion Board pool, would be through talent scouting and balance 50% would be filled up by advertisements.

### 3. SPORTS QUOTA

3.1 In the light of the foregoing, the revised distribution of quota for recruitment of sports persons in Group "C" and Group "D" through talent scouting and open advertisements will now be as under.

#### **GROUP 'C'**

Railway/PUs	Open Advt. Railway/PUs quota	Talent Scouting Rly/PUs quota	Total RSPB's quota	
(A) Central, Eastern Northern, Southern South Central, South Eastern and	24	16	8	48

Western.				
(B)North Eastern and Northeast Frontier	18	12	6	36
(C)CLW, DLW & ICF	12	8	4	24
(D)DCW, RCF, W&AP & Metro Rly,Calcutta.	5	3	2	10

#### **GROUP 'D'**

(A) Each Division and Headquarters of the Railway.	4	2	2	8
(B) CLW,DLW,ICF & RDSO	10	6	4	20
(C) DCW, RCF, W&AP & Metro Rly.,Calcutta.	5	3	2	10
(D) Workshops (having the staff strength of 4000 or more).	2	1	-	3

#### **NOTE:**

- (1) The recruitment should be done only in recognised games as per list at the Annexure-I
- (2) Greater emphasis should be on those games recognised by RSPB which are played mostly by the common people in India and where the Railways have already excelled.
- (3) Quota of RSPB's pool will be operated by RSPB.

#### **3.2. RECRUITMENT OF SPORTS PERSONS IN SKILLED CADRE IN THE PRODUCTION UNITS:**

- 3.2.1 The three Production units viz. CLW, DLW & ICF are permitted to recruit upto eight and RCF, DCW and W&AP are permitted to recruit upto four sports persons in the category of skilled Artisans (in the initial recruitment grade) waiving the prescribed training period. This will be within their normal annual quota. Such recruitment of sports persons against skilled cadre should be counted against the 25% direct recruitment of skilled artisans vide Board's letter No.E(NG)/III/78/RC-1/9 dated 24.2.79.

#### **4. MINIMUM NORMS FOR RECRUITMENT OF SPORTSPERSONS**

- 4.1 The minimum norms for recruitment of sportspersons against sports quota, both for the recruitment through Talent scouting scheme and Open Advertisements, on Railway are indicated below.

##### **4.2 Group 'C'**

- 4.2.1 Sportsperson who has represented in any of the games recognised by Railway Sports Promotion Board:

- (i) The country as a member of Junior/Senior team in prestigious International Meets. Such sportspersons must have also medal winning performance in National Championship or
- (ii) Zonal teams within the country and the team should have obtained at least 3<sup>rd</sup> position in Inter-Zonal Championships at All India level. The only exceptions will be for games like Hockey, Football, Volleyball, Basketball and Kabaddi, where 4<sup>th</sup> position will also be taken into consideration.

Or

- (iii) a State or equivalent unit in National Championships whether in Senior or Junior section and obtained at least 3<sup>rd</sup> position in individual events or atleast 4<sup>th</sup> position in team games.

Or

- (iv) a University in All India Inter-University Championships (organised under the aegis of Association of Indian Universities) and should have obtained atleast second position in individual events or atleast third position in team games.

Or

- (v) a State School team in National School Games for Schools (conducted under the aegis of All Indian School Games Federations) and should have obtained the first position both in individual or team games.

Or

- (vi) sportsperson who was a member of a team securing first or second position at the Federation Cup.

#### 4.2.2. NOTE

- (a) Performance in Indian Style wrestling will not be taken into account for recruitment purpose.
- (b) In Cricket(Men) players who have participated in Ranji Trophy(Knock-out stage, at least in quarter-finals stage in M.A.Chidambaram Trophy and Rest of India will also be eligible in addition to the norms listed above.
- (c) In Table Tennis and Badminton, players with current All India Ranking upto 16 in Seniors and upto 8 in Juniors will also be eligible. In the case of Tennis, players with current All India Ranking upto 10 in seniors and upto 8 in Juniors will also be eligible. The ranking for the purpose of recruitment will be current Annual Ranking.
- (d) In Golf, I.G.U.ranked players from 1-25 ( order of Merit/Amateur Merit list) will also be eligible for recruitment to Group 'C'.
- (e) For recruitment purpose, (norms under para 4.2.1(iii) ) only Sr.National, Jr.National will be taken into consideration, National Games, Rural Meets, Festival Meets and other siminlar tournaments will not be considered.

#### 4.3 Group 'D'

Sportsperson concerned should have represented at District in Junior/Senior State Championship and obtained atleast 3<sup>rd</sup> position either in individual or team events.

Or

Sportsperson concerned should have represented State School/University/State Junior or Senior Team in National School Games/Inter University Championships Junior or Senior National Championships except Marathon and Cross Country. In such case obtaining of a position need not be insisted upon.

4.4 For recruitment in Group 'C' and Group 'D' both under Talent Scouting and Open Advertisement, the above achievements should be in the immediate preceding 2 years for the Talent Scouting Scheme and immediate preceding 3 years for the recruitment through open advertisements and the sportsperson should be an active player.

4.5 In the case of recruitment in Group 'C' and 'D' through Talent Scouting preference should be given to sportspersons having higher levels of achievements within the prescribed sports norms as laid down in para 4.2 and 4.3 above.

## 5. AGE LIMIT

### 5.1 Talent Scouting

- 5.1.1 The age limit for recruitment through talent scouting scheme will be 18-25 years both for Group 'C' and 'D' categories.
- 5.1.2 The lower and upper age relaxation for recruitment of sportspersons through Talent Scouting will be granted only by the Board.

### 5.2 Open Advertisement

- 5.2.1 The age limit for recruitment through Open advertisement will also be 18-25 years both for Group 'C' and 'D' categories. No relaxation in lower or upper age limit will be permissible in such recruitments.

## 6. Educational Qualification

### 6.1 Talent Scouting

- 6.1.1 Sportspersons recruited through Talent Scouting Scheme process the minimum educational qualification as application to the post in which he/she is appointed. However, in cases where he/she does not possess the minimum educational qualification, he/she may be appointed with the approval of Railway Board, by relaxing the educational qualification norms subject his/her acquiring the minimum qualification within a period of three years from the date of such appointments.

### 6.2 Open Advertisement

- 6.2.1 No relaxation in minimum educational qualification will be permissible in recruitments through Open Advertisements.

## 7. Procedure for Recruitment

### 7.1 Talent Scouting

7.1.1. Appointments against sports quota in Group C category under Talent Scouting should be given only after trials except when the sportspersons have represented the Country in recent prestigious International Meets in the team games or in the Individual events. Such sportspersons must have also a medal winning performance at National Level in a recent Sr/Jr.National Championship. If any sportsperson has obtained upto third position in the individual event at the Senior National Level concluded in the last three/four months, no trials will be necessary. However, in team games, trial is necessary.

7.1.2. In respect of appointments in Group 'D' against Talent Scouting, it should be given only after trials except in the case of sportspersons have obtained 1<sup>st</sup> position in recent Sr. State Championships.

7.1.3. For the purpose of trials for recruitment both in Group C & D through Talent Scouting, a trial Committee may be nominated by the President of concerned Sports Association Headquarters level and by DRM at Divisional level. The Committee will comprise of 3 officials with experience of Sports including one JAG officer, a sports officer and a Coach of that particular sports discipline in which recruitment is to be done. The trials should be conducted in the presence of all the 3 members of the Trial Committee.

### 7.2 Open Advertisements

7.2.1 The recruitment of sportspersons by open advertisements will be done in terms of detailed instructions and guidelines contained in Board's letter No. E[Sports]98/Rectt.Policy/2 dated 13-11-1998, with the following modification of para 2.2.[i] , 2.3 [i] & 2.4 of the said letter.

[a] The age limit for recruitment of sportspersons against open advertisement quota will be 18-25 years.

[b] The Recruitment Committee for recruitment to Group C posts will consist of 3 members of the rank of SAG, to be nominated with the approval of competent authority. The same committee may be nominated for recruitment to Group-D posts also at Headquarters level. However, for recruitment to Group -D posts at Divisional level, the conditions stipulated in para - 2.4 of Board's letter dt. 13-11-98 will remain. Further inclusion of Members of SC/ST/OBC in the Selection Committee for recruitment against sports quota will not be necessary as clarified in Board's letter No. E[Sports]98/Rectt.Policy/2 dated 23-3-2000.

7.2.2. The instructions contained in Board's letter No. E[Sports]98/Rectt.Policy/2 dated 11-12-98, regarding distribution of marks for the selection of sportspersons through Open Advertisements are modified as under:

Trial	40
Interview:	
a) Assessment of Sports achievements	50
b) Educational qualification	10
	-----
Total	100
	-----

Note

Trials should be conducted in the presence of all 3 members of the Recruitment Committee. The interview of successful candidates should invariably held on the same day just after the trial or at the most next day of the trial.

7.2.3. FEE

The processing fee for recruitment of sportspersons in Group C and D through open advertisements will be equivalent to the examination fee as prescribed for recruitment through RRBs from time to time.

8. Fixation of Pay - Talent Scouting:

8.1. Board have decided that the Railways/Pus will have power to fix the pay at the time of initial recruitment of outstanding sports persons through Talent Scouting with additional increments as follows:

Sl.No.	Grade	Fixation of pay at initial recruitment.
1(a)	2550-3200 Rs.2960	Sportspersons having Gold Medal winning performance at Sr.State level or more achievements.
(b)	2610-3540 Rs.3090	-do-
2(a)	3050.4590 Rs.3425 (5 increments) Rs.3650 (8 increments) Rs.3875 (11 increments) Rs.4350 17 increments)	Gold Medal winning performance in National or All India Inter-University. Bronze/Silver Medal Winning performance in Sr.National.  Gold Medal winning performance in Sr.National.  Performance better than above.
(b)	3200-4900	Benefit of higher fixation be given same number of

		addl.increments on same performance as in the case of item No.2(a).
3(a)	4000.6000Rs.4400 (4 increments)  Rs.4700 (7 increments)  Rs.5200 (12 increments)  Rs.5700 (17 increments)	Consistent Medal winning performance in Sr.National atleast one Gold at one occasion or participation in Jr.International with upto 3 <sup>rd</sup> position in individual event/upto 4 <sup>th</sup> position team games.  Consistent Gold Medal winning performance in Sr.National or in Jr.International, upto 2 <sup>nd</sup> position in individual event/upto 3 <sup>rd</sup> position in team games. If sportsperson has represented the country in Sr.International Meets in addition to the consistent Gold Medal winning performance in Sr.National. If sportspersons has represented the country more than once/medal winning performance in Sr.International meet provided one has gold medal winning performances at Sr.National level as well.
(b)	4500-7000	Both the grades 4000-6000 and 4500-7000 are the next higher grade to the grade Rs.3050-4590. It is upto the sportspersons whether he/she joins as Sr.TC (4000-6000) or as Sr.Clerk (4500-7000). Benefit of higher fixation be given with same number of addl.increments on the same performance as in the case of item No.3 above (4000-6000).

## 8.2

As regards recruitment in intermediate grade for which approval is to be sought the Board, the Railways/Pus may observe the following guidelines while sending proposals to the Board.

Sl.No.	Grade		Fixation at initial Recruitment.
1(a)	4000-6000	Rs.4400 (4 increments)	Same achievements as mentioned above under Para 8.1.(3a)
		Rs.4700 (7 increments)	-do-
		Rs.5200 (12 increments)	-do-
		Rs.5700 (17 increments)	-do-
(b)	4500-7000		Same achievements as indicated above in para 8.1(3b)
	5000-8000	Rs.5900	Consistent medal winning performance in International meets apart from the consistent Gold medal winning performance at Sr.National level.
		Rs.6500	In addition to above, consistent performance in Sr.International meets, atleast with one Gold medal.
	5500-9000	Rs.5850	Consistent Gold medal winning performance in International meets in addition to consistent Gold medal winning performance at Sr.National level.
		Rs.6375	Consistent Gold medal winning performance in Sr.International meets on more than two occasions and also consistent Gold medal winning performance

			at Sr.National level.
	6500-10500	Rs.7500	This grade may be given to only really outstanding sports persons who have won number of medals in International level including Asian Games, Common Wealth Games etc./who have secured upto 4 <sup>th</sup> position in Olympic Games.
		Rs.8100	Medal winning performance in Olympic Games.

### 8.3 FIXATION OF PAY ON RECRUITMENT THROUGH OPEN ADVERTISEMENTS

8.3.1 Normally the fixation of pay of the Sportspersons recruited through open advertisements will be at the minimum of the scale. However, the Selection Committees can recommend fixation at higher stage for outstanding performance observing the same guidelines as are for the fixation of initial stage in Talent Scouting recruitment given in para 8.1 above subject to the higher stage.

Scale of pay	Fixation permitted upto
Goupd'D'	
Rs.2550-3200	Rs.2960/-
Rs.2610-3540	Rs.3090/-
Group'C'	
Rs.3050-4590	Rs.3875/-
Rs.3200-4900	Rs.3880/-
Rs.4500-7000	Rs.4875/-

### 9. INCENTIVE

9.1. Excellence in International Meets.

9.1.1 International meets will be categorised as under for award of additional increments:

Category'A' Olympic Games

Category'B' World Championships, World Cup, Asian Games

Category 'C' Common Wealth Championships, Commonwealth Games, Asian Championships.

9.1.2 Grant of incentives for medal winning performance in Olympics - category-A will be considered on merits on receipt of results. For medal winning performances in other International events irrespective of the sportsperson winning Gold/Silver/Bronze medal, upto three increments in games falling in Category-B, upto two increments for those coming in category C may be granted by Board. These increments will, however, be in addition to those if any, granted on the performance in national events.

9.2 Excellence at National Level.

- i) Two increments for Gold Medal winning performance during the National Championships.
- ii) One increment if found justified for silver or bronze medal winning performance during the national Championships.

Note: The above increments may be granted by Railways on the advice of Railway Sports Promotion Board.

9.3 Additional Increment to Coaches.

9.3.1. It has been decided that performance of all coaches attached to Indian Railways team will be reviewed once in a calendar year and the Coaches who render exemplary service and

contribute to the good performances of Indian Railways teams may be granted a cash award of Rs.10,000 or one additional increment subject to a maximum of five (5) increments in Service career. The awards/increments to Coaches will, however, be granted only with the approval of the Railway Board.

#### 9.4 Out of Turn Promotion.

9.4.1 Board, have also decided that first out of turn promotion may be given to the truly outstanding sportspersons by the General Managers based on the following criteria.

##### 9.4.2 Within Group 'C'

- a) Sportspersons who represented the country in International prestigious meets and perform creditably i.e. medal performance or represented Railways in the National meets in three occasions with medal winning performance in each meet.
- b) the sportspersons should have put in three years service in the existing grade, where relaxation of this limit is required, the case is to be referred to the Railway Board.
- c) Not more than one out of turn promotion will be given by the Railway Administrations; and
- d) As far as possible, the out of turn promotion should be to a Grade where there is a direct recruitment quota and his promotion should be counted against direct recruitment quota. The General Manager will, however, have discretion.

#### 9.5 Second out of turn promotion.

A second and subsequent out of turn promotion which is to be recommended in really outstanding and deserving cases, is to be granted at Railway Board's level only if any sportsperson.

- a) represents the country in International prestigious Meets such as Olympic Games, Asian Games, Commonwealth Games Asian Championships, Commonwealth Championships etc. after 1<sup>st</sup>/previous out of turn promotion and performs outstandingly or
- b) represents Railways on 5 occasions after 1<sup>st</sup>/previous out of turn promotion in National and gives medal winning performance in each meet.

##### 9.5.1 Higher fixation on out of turn promotion.

In cases of out of turn promotion, the pay may be fixed at higher stage taking into consideration the sports achievements and the present pay of the concerned sportspersons. The higher fixation will be given by Railway Board.

#### 9.6. Promotion from Group 'D' to Group 'C'

9.6.1 Board have decided that sportspersons recruited in Group 'D' categories may be considered for promotion on out of turn basis if

- a) during the course of their sports career on the Railways they fulfill the current norms for recruitment in Group 'C' category subject to the minimum educational qualification being fulfilled. OR
- b) they represent Railways in the national Championships on two occasions subject to the minimum education qualification being fulfilled.

#### NOTE:

- (1) If a Sportsperson acquires the sports norms as per (a) or (b) above but does not possess the minimum educational qualification, the Railway Administration may recommend such promotion case for relaxation to the Board. Such cases will be considered by the Board with the proviso that he/she has to acquire the required minimum educational qualification within a period of three years from the date of such promotion.

(2) If the sportsperson promoted in accordance with Note (1) above, is not able to acquire the minimum educational qualification within three years he would be reverted to the original grade. However, in exceptional cases where the promoted sportsperson continues to excel at the National level and/or participates in international event, the case may be referred to Board with GM's approval for relaxation of minimum educational qualification norms/extension in time limit.

9.6.2. Such an out of turn promotion of sportspersons from Group 'D' to Group 'C' will not be considered as out of turn promotion for the purpose of counting of out of turn promotions. Similarly, for such an out of turn promotion, the condition regarding minimum period of service also need not be insisted upon.

10. Maintenance of Recruitment Records.

For maintenance of the papers relating to recruitment against sports quota, the guidelines prescribed for maintenance of records for recruitments through RRBs may be adopted.

11 In case any of the Railways/Units have already made some recruitments during the current year in terms of the earlier instructions contained in Board's letter No.E(Sports)98/Rectt.Policy/2 dated 21.9.98, they will ensure that the total recruitments both in Group C and D do not exceed the total quota earmarked to them as per para-3 above.

12. These instructions shall be applicable with immediate effect.

ANNEXURE-I

LIST OF DISCIPLINES RECOGNISED BY RSPB

1.	Acquatics	(Men,Women only in Diving)
2.	Athletics	(Men & Women)
3.	Badminton	(Men & Women)
4.	Ball Badminton	
5.	Basketball	(Men & Women)
6.	Billiards & Snooker	
7.	Body Building	
8.	Boxing	
9.	Bridge	
10.	Chess	(Men & Women)
11.	Cricket	(Men & Women)
12.	Cross Country	(Men & Women)
13.	Cycling	(Men & Women)
14.	Football	
15.	Gold	
16.	Gymnastics	(Man & Women)
17.	Hockey	(Men & Women)
18.	Kabaddi	(Men & Women)
19.	Powerlifting	
20.	Shooting	(Men & Women)
21.	Table Tennis	(Men & Women)
22.	Tennis	
23.	Volleyball	(Men & Women)
24.	Weightlifting	(Men & Women)
25.	Wrestling	

153\_2000  
**SERIAL CIRCULAR NO.153/2000**  
**CIRCULAR LETTER NO.P(R)/563/III DATED 2.8.2000**

Copy of Board's letter No.E(NG)/II/2000/RC-2/13 dated 28.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/II/2000/RC-2/13 dated 28.6.2000  
(RBE No.126/2000) SC No.4 to MC 13.*

Sub: Clarification as to whether 3% reservation for person with disabilities could be with reference to identified posts only or to the total sanctioned strength in the cadre.

.....

Further to Board's letter No. E(NG)/II/85/RC-2/74 dated 26.6.86 circulating a copy of DOP&T's OM No.36035/17/85-Estt. (SCT) dated 1.4.86 a copy of OM No.36035/4/99 Estt.(Res) dated 29.3.2000 received from the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training), on the above subject is enclosed herewith for information and guidance.

Accordingly, 3% of the vacancies would continue to be reserved for persons or class of persons with disability with reference to total strength of the cadre in Group "C" and "D" posts as per the instructions issued vide Board's letter No.E(NG)/II/85/RC-2/74 dated 26.6.86, keeping in view the provisions of Section 72 of the PWD Act. However, in so far as Group A and B posts are concerned, 3% reservation as laid down in terms of DOP&T's O.M.No.36035/16/91-Estt (SCT) dated 18.2.97 (copy enclosed) would be with reference to only the identified posts in a cadre in accordance with Section 33 of the said Act and not the total strength of a cadre.

.....

**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS, DEPARTMENT  
OF PERSONNEL AND TRAINING NEW DELHI's letter No.36035/4/99-  
Estt(Res) dated the 25th March, 2000.**

#### **OFFICE MEMORANDUM**

Sub: Clarification as to whether 3% reservation for persons with disabilities would be with reference to identified posts only or to the total sanctioned strength in the cadre.

.....

The undersigned is directed to invite a reference to this Department's O.M.No.36035/17/85-Estt(SCT) dated 01.04.1986, according to which 3% of the vacancies are required to be reserved for Physically handicapped persons in Group "C" and "D" posts with reference to total strength of the cadre. However, according to the instructions contained in this Department's O.M.No.36035/16/91-Estt. (SCT) dated 18.02.1997, 3% of the vacancies are required to be reserved for persons with disabilities in Group A and B posts with reference to the identified posts in a cadre.

A question has been raised as to whether the percentage of vacancies not less than 3 are required to be reserved for persons or class of persons with reference to the total strength of the establishment in each Ministry/Department/Office or only in the posts identified for each disability, subject of course to the exemption of any establishment from the provisions of the Act, if felt necessary.

The matter has been examined in consultation with the Ministry of Law, Department of Legal Affairs. In accordance with the clarification given by the Ministry, 3% of the vacancies would continue to be reserved for persons or class of persons with disability with reference to total strength of the cadre in Group C and D posts as per the instructions issued vide this Department's O.M.No.36035/17/85-Estt (SCT) dated 01.04.1986 keeping in view the provisions of the Section 72 of the PWD Act. However, in so far as Group A and B posts are concerned, 3% reservation as laid down in terms of this Department's O.M.No.36035/16/91-Estt(SCT) dated 18.2.1997 which were issued after the provisions of PWD Act came into force, would be with reference to only the identified posts in a cadre in accordance with Section 33 of the said Act and not the total strength of a cadre.

All the Ministries/Departments, etc. are requested to bring the instructions on pre-page to the notice of all the heads of Departments and appointing authorities under their control for necessary compliance.

**sd/-(P.Kumar)**  
**Dy.Secretary to the Govt.of India**

.....

**DEPARTMENT OF PERSONNEL AND TRAINING MINISTRY OF PERSONNEL,  
PUBLIC GRIEVANCES AND PENSION New Delhi's LETTER NO.36035/16/91-  
Estt (SCT) dated 18th February, 1997.**

**OFFICE MEMORANDUM**

Sub: Reservation for the physically handicapped persons in Group A&B posts/services under the Central Government.

.....

The undersigned is directed to state that Section 33 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 provides that Government shall appoint in every establishment such percentages of vacancies not less than 3% for persons or class of persons with disability of which 1% each shall be reserved for persons suffering from

- i) Blindness or low vision
- ii) hearing impairment
- iii) locomotor disability or cerebral palsy.

in the posts identified for each disability.

With the enactment of this law, the reservation to Physically handicapped stood extended to identified Group A and B posts filled through Direct Recruitment.

For, effecting the reservation for Physically Handicapped in Group A and B posts, a separate register of 100 points will be maintained in each identified post filled through Direct Recruitment in which point No.33, 67 and 100 will be reserved for Physically Handicapped. Each Head of Department may start the point No.33 with any category of disability. However, it must be ensured that there is proper rotation of reservation among the categories of disabilities if the post is identified for more than one category of disability. The Physically handicapped persons appointed under reservation provided for them as per the point in the above mentioned register should be placed in appropriate category, viz. SC/ST/General candidates depending upon the category to which they belong in the reservation roster. This is because the utilisation of the reservation point will be in accordance with the principles of interlocking of vertical and horizontal reservations laid down in the Supreme Court judgement in Indira Sawhney's case (W.P.No.93C of 1990). The reservation for SC/ST/OBCs, which is additive, is called vertical reservation and the reservation for Physically handicapped persons is termed as Horizontal reservation. The horizontal reservation cuts across the vertical reservation (what is called inter-locking reservation) and the person selected against the physically handicapped quota will have to be placed in the appropriate category i.e. if he belongs to SC category.

It may also be mentioned that with a view to properly identifying the Group A and B posts considered suitable for reservation, and also to review the identification done in 1986,(vide this Department's O.M.No.36034/4/86-Estt(SCT) dated 25.11.86) in the light of subsequent experience, an expert committee is proposed to be set up shortly, orders on this will follow.

All the Ministries/Departments, are requested to bring the above instructions to the notice of all the Heads of Department and appointing authorities under their control for necessary compliance.

**sd/- ( Y. G. Prasad )**

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154\_2000  
**SERIAL CIRCULAR NO.154/2000**  
**CIRCULAR LETTER NO.P(R)/564/V DATED 2.8.2000**

Copy of Board's letter No.E(NG)/II/99/RR-1/15 dated 30.5.2000 is published for information, guidance and necessary action. Board's letters dated 26.8.77, 11.6.97 quoted therein were circulated as S.C.Nos.111/77 and 114/97 respectively.

*Copy of Board's letter No.E(NG)/II/99/RR-1/15 dated 30.5.2000  
 (RBE No.103/2000) S.C.No.29 to MC 32.*

Sub: Recruitment in Group "D" category on the Railways of the staff working in quasi-administrative offices/organizations connected with Railways.

.....

Attention is invited to Board's letter No.E(NG)/II/95/RR-1/40 dated 11.6.97, wherein it was laid down that the staff working in the quasi-administrative offices or organizations connected with the Railways, will henceforth have to compete along with other eligible candidates for recruitment to the Railway services as and when notifications for recruitment to Group "D" posts etc. are issued by the Railways/RRBs.

A demand had been raised by both the recognised staff federations that those staff of quasi-administrative offices/organizations who were working in these offices as on 10.6.97 should be considered for absorption in Railway services, as was being done earlier in terms of Board's letter No.E(NG)/III/77/RR-1/5 dated 26.8.77.

The matter has been considered by the Board, It has now been decided that, as a one time relaxation, the Railways may consider absorption of only those staff of quasi-administrative offices/organizations who were on roll continuously for a period of at least three years as on 10.6.97, and are still on roll, subject to fulfillment of prescribed educational qualification required for recruitment to Group "D" posts. Such staff should have been engaged within the prescribed age limit. Such absorption should be resorted to only after exhausting the list of ex-casual labour borne on the live, casual Labour Registers/Supplementary Live Casual Labour Registers. The Units/Bodies whose staff are proposed to be absorbed in this manner and their total number should however be first intimated to the Board and the process should be undertaken only after Board's clearance. Proposals sent to the Board for such clearance should have the personal approval of the General Manager.

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155\_2000  
**SERIAL CIRCULAR NO.155/2000**  
**CIRCULAR LETTER NO.P(R)/473/III DATED 1.8.2000**

Copy of Board's Letter No.E(W)/99 PS 5-1/52 dated 16.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/99 PS 5-1/52 dated 16.6.2000 (RBE No.112/2000).*

Sub: Grant of Special (Complimentary) Passes to Non-Railwaymen - Powers of General Managers.

.....

It has been brought to the notice of the Board that in the absence of any provision in the Pass Rules regarding General Manager's power to issue Special Pass to non-Railwaymen in connection with train working like trial runs etc., all such cases have to be referred to the Railway Board for

sanction which sometimes result in avoidable delays. Earlier, para 1515 of IREM (1968 Edition) had authorised General Managers to issue passes to non-Railwaymen in connection with train working.

2. The matter has been considered by the Board and it has been decided to empower General Managers to issue passes of appropriate class to non-railwaymen in connection with train working like trial runs etc.

3 In view of the above, Schedule 7 of the Railway Servants (Pass) Rules, 1986 be amended as per the Advance Correction Slip No.25 (enclosed).

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

**ADVANCE CORRECTION SLIP NO.25 TO RAILWAY SERVANTS (PASS) RULES,  
1986 ( 2ND EDITION, 1993 ).**

Add the following as item No.39 in Schedule VII (Special Pass)

(39) Non-Railwaymen: GM may issue passes of appropriate class in connection with train working like trial runs etc.

AUTHORITY: Railway Board's letter No.E(W)/99/PS 5-1/52 dated 16.6.2000.

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156\_2000  
**SERIAL CIRCULAR NO.156/2000**

**CIRCULAR LETTER NO.P(R)/541/IV DATED 4.8.2000**

Copy of Board's letter No.E(W)/97/WE-1/13 dated 29.5.2000 is published for information, guidance and necessary action. Board's letter dated 20.10.98 quoted therein was circulated as S.C.No.279/98.

*Copy of Board's letter No.E(W)/97/WE-1/13 dated 29.5.2000 (RBE No.102/2000).*

Sub: Deposit Linked Insurance Scheme for Subscribers to SRPF.

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Vide this Ministry's letter No.E(W)/97/WE-1/13 dated 20.10.1998 maximum additional amount payable under Deposit Linked Insurance Scheme was revised to Rs.60,000/- The slabs of minimum balance to be maintained by Railway Servants in their SRPF accounts under the Scheme were also revised through this letter.

Queries have been received as to whether the revised instructions are effective from the date of issue of Board's letter i.e. 20.10.98 or from a retrospective date, and also whether the existing and revised instructions are to continue simultaneously for some period in order to extend the benefit of the existing scheme to those subscribers who do not fulfill the revised conditions.

It is hereby clarified that the revised instructions issued under Board's letter dated 20.10.1998 are effective from 25.4.1998.

It has also been decided that pre-revised scheme which existed before issue of Board's letter dated 20.10.1998 shall apply in cases of death of subscribers on or before 30.5.2000 and to whom the revised scheme does not apply.

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

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157\_2000  
**SERIAL CIRCULAR NO.157/2000**  
**CIRCULAR LETTER NO.P(R)/473/III DATED 4.8.2000**

Copy of Board's letter No.E(W)/96-PS-5-9/1 dated 20.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/96/PS 5-9/1 dated 20.6.2000 (RBE No.80/2000).*

Sub: Revised entitlement of Kit pass on transfer /retirement.

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Consequent upon the revision of Pay Scales on the basis of recommendations of the V Pay Commission, the question of revision of existing entitlements to Kit Pass on transfer/retirement has been under consideration of Ministry of Railways (Railway Board).

2. It has now been decided that the entitlement in the revised scales of pay under RS(RP) Rules, 1997 shall be as under:

(i) Employees Appointed to Railway Service prior to 1.5.76.

Group "A" "B" "C" & "D"

There shall be no change in the existing entitlements to Kit passes of Group "A""B" "C"and "D" employees appointed to Railway service prior to 1.5.76. However, the Group"A", "B" and "C" employees will be entitled to 8 % of the admissible amount of Composite Transfer Grant and Group "D" employees will be entitled to 90% of the admissible amount of composite transfer grant under separate orders issued by the Ministry of Railways. But, if these employees opt for transportation of their personal effects on the same scales as admissible to post 1.5.76 appointees to Railway Service, as prescribed in (ii) below, by a mode other than VPU, they will be entitled to the full amount of Composite Transfer Grant as regulated under separate orders.

(ii) Employees appointed to Railway Service on or after 1.5.76.

a) Railway Servants drawing a pay of Rs.16,400 and above	Full 4-wheeler wagon plus one 4-wheeler wagon for Motor Car or 6,000 kgs by goods train plus one 4-wheeler wagon for Motor Car or One container (40 Feet EU) or Two containers (20 feet EU)(including cost of door-to-door movement of container) plus one 4-wheeler wagon for Motor Car. or One VPU by Passenger carrying train subject to cut of 20% in the admissible amount of composite transfer grant if 25% if a car is carried in the VPU and of 25% if car is not carried
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b) Railway Servants drawing Rs.8000 and above but less than Rs..16400/-	Full 4-wheeler wagon plus one four wheeler wagon for Motor Car or 6000 kgs by goods train plus one 4-wheeler wagon for Motor Car. or One container (1 TEU)(including cost of
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door-to-door movement of container)  
plus one 4-wheeler wagon for Motor Car.  
or  
One VP/VPU by Passenger carrying trains  
subject to cut of 20% in the admissible  
amount of Composite Transfer Grant if  
a Car is carried in the VPU and of 25%  
If car is not carried.

(c) Railway servants drawing Rs.6500 and above but less than Rs.8000/- 3000 kgs of luggage by goods train plus one 4-wheeler wagon for Motor Car or one Motor Cycle/Scooter by Goods Train.

(d) Railway servants drawing Rs.4100 and above but less than Rs.6500. 1500 kgs of luggage plus one Motor Cycle/Scooter/Moped/Bicycle by goods train

\*(e) Railway servants drawing pay below Rs.4100 1000 kgs of luggage plus one Motor Cycle/Scooter/Moped/Bicycle by goods train.

\* such of those employees as are in receipt of a revised pay of Rs.3350/- p.m. and above, may also be permitted to transport 1500 kgs of personal effects.

#### NOTES

(A) A pass for carrying a dog may also be issued in all cases from (a) to (e) above.

(B) In regard to employees appointed on or after 1.5.1976 belonging to all Groups, free transportation of House hold effects upto the specified limits, as laid down above, may be permitted by passenger carrying/parcel trains provided there is adequate capacity for such movement and the earning potential of the Railways does not get affected.

3. In view of the above, Schedule 1 (Duty Pass) of Railway Servants (Pass) Rules, 1986 may be amended as in the Advance Correction Slip No.23 enclosed.

4. In all other respects, the provisions of Railway Servants (Pass) Rules, 1986 will apply.

5. This issue with the concurrence of Finance Directorate of Board's office.

#### **ADVANCE CORRECTION SLIP NO.23 TO RAILWAY SERVANTS(PASS) RULES, 1986 (2ND EDITION).**

The existing provisions of Schedule I governing entitlement of Kit Passes to Group "A", "B", "C" and "D" Railway employees may be deleted and the following may be incorporated.

(i) Officers appointed to Railway service prior to 1.5.76

#### Group "A" & "B"

(a) Two wagons by Goods Train, one Motor Wagon (4-wheeler) and one cattle wagon/horse box

or

One Motor and Parcel Van (8 wheeler) by Passenger train and one cattle wagon/horse box.

Or

One Motor Wagon (4-wheeler) and one wagon by goods train and one Cattle wagon/horse box to the transferred station and one wagon to any other station or from any other station to the transferred station not exceeding the distance between the old station and the transferred station.

(b) A Pass for carrying a dog.

Group "C"

(a) One wagon by goods train and one motor wagon or horse box or cattle wagon.

(b) A pass for carrying a dog

Group "D"

(a) A kit pass for carrying 10 quintals of luggage provided that where the competent authority is satisfied that the railway servant is in possession of more luggage he may be allowed a kit pass for carrying a higher quantity of luggage upto a wagon by goods train.

(b) A pass for carrying a dog.

NOTE:

The Group "A" "B" and "C" employees appointed to Railway Service prior to 01.05.1976 will, however, be entitled only to 80% of the admissible amount of Composite Transfer Grant and the Group "D" employees will be entitled only to 90% of the admissible amount of Composite Transfer Grant. If the pre 01.05.1976 entrants to Railway Service exercise an option for transportation of their personal effects at the same scale and subject to be same conditions as applicable to the post 01.05.1976 entrants, by a mode other than a VPU, they will be entitled to full amount of Composite Transfer Grant as regulated under separate orders.

(ii) Employees appointed on or after 01.05.1976.

(a) Railway servants drawing a pay of Rs.16400 and above	Full 4-wheeler wagon plus one 4-wheeler wagon for Motor car or 6000 kgs by goods train plus one 4-wheeler wagon or Motor Car. or One container (40 feet EU) or two containers (20 feet EU) (including cost of door to door movement of container) plus one 4-wheeler wagon for Motor Car. or One VPU by passenger carrying train subject to cut of 20% in the admissible amount of composite transfer grant if a car is carried in the VPU and of 25% if car is not carried.
(b) Railway servants drawing Rs.8000 and above but less than Rs.16400	Full 4-wheeler wagon plus one four wheeler wagon for Motor car. or 6000 kgs by goods train plus one 4-wheeler wagon for Motor Car. or

One container (1 TEU) including cost of door-to-door movement of container) plus one 4-wheeler wagon for Motor Car.

or

One VP/VPU by passenger carrying trains subject to cut of 20% in the admissible amount of composite transfer grant if a car is carried in the VPU and of 25% if car is not carried.

(c) Railway servants drawing Rs.6500/- and above but less than Rs.8000/-

3000 kgs of luggage by goods train plus one 4-wheeler wagon for Motor Car or one Motor Cycle/scooter by Goods train.

(d) Railway servants drawing Rs.4100/- and above but less than Rs.6500/-

1500 kgs of luggage plus one Motor Cycle/ Scooter/Moped/Bicycle by goods train.

\* (e) Railway servants drawing pay below Rs.4100/-.

1000 kgs of luggage plus one motor cycle scooter/Moped/Bicycle by goods train.

\* Such of those employees as are in receipt of a revised pay of Rs.3350/- p.m. and above, may also be permitted to transport 1500 kgs of personal effects.

#### NOTES:

(a) A pass for carrying a dog may also be issued in all cases from (a) to (e) above.

(b) In regard to employees appointed on or after 01.05.1976 belonging to all Groups, free transportation of household effects upto the specified limits, as laid down above, maybe permitted by passenger carrying/parcel trains provided there is adequate capacity for such movement and the earning potential of the Railways does not get effected.

AUTHORITY: Board's Lr.No.E(W)/96 PS5-9/1 dated 1.6.2000.

158\_2000

**SERIAL CIRCULAR NO.158/2000  
CIRCULAR LETTER NO.P(R)/605/VIII DATED 23.8.2000**

Copy of Board's letter No.E(NG)/I-99/PM10/10 dated 6.7.2000 is published for information, guidance and necessary action. Board's letters dated 17.8.98, 13.7.99 quoted therein were circulated as S.C.No.227/98 and 199/99 respectively.

*Copy of Board's letter No.E(NG)/I-99/PM10/10 dated 6.7.2000 (RBE No.131/2000).*

Sub: Promotion of Laboratory staff in the Medical Department -Qualification regarding.

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Reference instructions contained in this Ministry's letter No.PC-V/98/I/11/18(pt) dated 17.8.98 and PC/V/97/1/11/25(2) dated 13.7.99 regarding introduction of additional pay scales of Laboratory staff and qualifications for recruitment and promotion.

The question of further relaxing the qualification as prescribed for promotion to grades beyond the grade of Rs.5000-8000 in the cadre of laboratory Supdt in the Medical Department has been

considered by the Ministry of Railways pursuant to staff side demand in this regard in the DC/JCM. It has been decided that:

(i) Lab Supdt. in grade Rs.5000-8000 having the qualification of Matriculation with Science + DMLT with 7years service in the grade Rs.5000-8000 may also be considered eligible for promotion to the post of Lab.Supdt Grade II in the pay scale of Rs.5500-9000.

ii) Staff so promoted to grade Rs.5500-9000 with relaxed qualification will be eligible for promotion to the next higher grade of Lab Supdt Gr.I in scale Rs.6500-10500 only after they have completed a minimum service of 5 years in the grade Rs.5500-9000.

iii) For promotion to the highest Group "C" posts of Chief Lab Supdt in scale Rs.7450-11500 in the cadre, only persons with the qualification of B.Sc. with Bio-Chemistry/Micro Biology/Life Science or equivalent + DMLT as per Board's letter of 17.8.98 plus existing staff as on 1.8.98 having the qualification of B.Sc. with Chemistry with at least one year's training in public Health Laboratory would be eligible.

3. It has also been decided that the classification of posts in the various grades of Lab.Supdts will be as under:

		Existing	Revised
Lab Supdt.Gr.III	Rs,5000-8000	Selection	Selection
Lab Supdt Gr.II	Rs.5500/9000	Selection	Non-Selection
Lab Supdt Gr.I	Rs.6500-10500	Non-selection	Selection
Chief Lab Supdt	Rs.7450-11500	Non-selection	Non-selection.

159\_2000

**SERIAL CIRCULAR NO.159/2000**  
**CIRCULAR LETTER NO.P(R)/473/III DATED 30.08.2000**

Copy of Board's letter No.E(W)/97/PS 5-1/71 dated 7.7.2000 is published for information, guidance and necessary action. Board's letter dated 11.5.2000 quoted therein was circulated as .C.No.122/2000.

*Copy of Board's letter No.E(W)/97 PS 5-1/71 dated 7.7.2000*

Sub: Grant of Privilege Passes/PTOs to dependent relatives -Raising the income ceiling.

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Reference is invited to Board's letter of even No.dated 29.11.99 on the above mentioned subject, whereby the income ceiling for dependency was revised w.ef. 1.7.99 as Rs.2055/- i.e. Rs.1500/- (Pension/family pension) plus Rs.555/- (Dearness Relief on Rs.1500/-) or 15% of the pay of Railway servant, whichever is more.

Consequent upon increase in Dearness Relief to Pensioners/Family Pensioners w.e.f. 1.1.2000, in terms of Board's circular No.PC-V/97/1/9/6 dated 11.5.2000, a dependent relative in relation to a Railway servant as described in Railway Servants (Pass) Rules, 1986, shall be deemed to be wholly dependent on the Railway servant only if his/her income w.e.f. 01.01.2000 from all sources including pension, dearness relief in terms of Board's circular No.PC-V/97/1/9/6 dated 11.5.2000, does not exceed Rs.2070/- p.m. i.e. Rs.1500/- (pension/family pension) plus Rs.570/- (Dearness relief on Rs.1500/-) or 15% of the pay of the Railway servant, whichever is more.

160\_2000

**SERIAL CIRCULAR NO.160/2000**

**CIRCULAR LETTER NO.P(R)/171/III DATED 09.08.2000**

Copy of Board's letter No.97-E(SCT)/I/49/14/Pt. dated 7.7.2000 is published for information, guidance and necessary action. Board's letter dated 27.3.2000 and quoted therein was circulated as S.C.No.60/2000.

*Copy of Board's letter No.97-E(SCT)/I/49/14/Pt dated 7.7.2000.*

Sub: Continuation of Best Amongst Failures scheme in non-safety categories - Reg. Clarification etc.

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Some of the Zonal Railways have requested for a clarification whether the 'Best amongst the failures' scheme as detailed in para 10.2 of Chapter X of the Brochure on Reservation for SCs and STs in Railway Services 3rd Edition 1985 and Board's various letters issued from time to time will continue to be followed even after issue of Board's letter No.97-E(SCT)/I/49/14 dated 27.3.2000 withdrawing relaxation in qualifying marks.

The Board has considered the matter carefully in the light of Hon'ble Supreme Court's approval of the (best amongst the failures) scheme in the case of Akhil Bhartiya Soshit Karmachari Sangh Vs. UOI (AIR 1981 SC 298) para 60 is produced below:

"A comprehensive programme of balancing administrative competency with adequacy of SC & ST representation was attempted by the Railway Board in Annexure M which provided for in-service training for candidates who were below standard. This letter of the Board dated 31st August, 1974 recalled the earlier letter of 27.4.1959 which provided"

"While filling the posts on promotion, however, candidates of these communities should be judged in a sympathetic manner and arrangements made where necessary to give to such staff additional training and coaching, to bring them upto the standard of others".

The underlying concept of the above scheme is quite different from the scheme of relaxation in qualifying marks in which best among the failed SC/ST candidates are given adhoc promotions for six months for in-service training, thereafter on assessment of their performance, they are empanelled if the performance is satisfactory otherwise they are reverted.

In view of above, it is clarified that the best among the failures scheme will continue to be followed as per extant instructions on the subject.

161\_2000

**SERIAL CIRCULAR NO.161/2000  
CIRCULAR LETTER NO.P(R)/299/IV DATED 30.8.2000**

Copy of Board's letter No.E(G)/99/H01/3 dated 13.7.2000 is published for information, guidance and necessary action. Board's letter dated 30.12.99 as quoted therein was circulated as S.C.No.1/2000.

*Copy of Board's letter No.E(G)/99 M01-3 dated 13.7.2000 (RBE No.132/2000).*

Sub: Rate of Honorarium to functionaries in connection with examinations conducted by RRBs.

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Ref: RB's Lr.No.RRB/SC/REC/201/Vol.VI dt 30.12.99.

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Further to Board's letter of even number dated 3.12.99, it has been decided that the Assistant Supervisors engage for the conduct of examination by RRBs would be paid Honorarium at the following rates.

Category of functionary	Rate of Honorarium for single session	Rate of Honorarium double session	Rate of Honorarium for three sessions
Assistant Supervisor	Rs.160.00	Rs.225.00	Rs.250.00

The above rates will apply for all examinations conducted by the Railway Recruitment Boards viz. mass categories, technical and others.

The above has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

162\_2000

**SERIAL CIRCULAR NO.162/2000  
CIRCULAR LETTER NO.P(R)/563/III DATED 14.09.2000**

Copy of Board's letter No.E(NG)/II/2000/RR-1/17 dated 13.7.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/II/2000/RR-1/17 dated 13.7.2000  
(RBE No.134/2000) S.C.No.33 to M.C.No.32.*

Sub: Recruitment of Assistant Cooks (Rs.2650-4000) and Senior Cooks Rs.4000-8000

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Please refer to Board's letter No.E(NG)/II/85/RC-3/66 dated 28.10.85 and to paras 134 and 135 of IREM, Volume-I, 1989 edition laying down the procedure for filling up the vacancies of Assistant Cooks and Senior Cooks.

In Partial modification of the above provision, it has been decided that, henceforth, the vacancies in the posts of Assistant Cook (Rs.2650-4000) and Senior Cook (Rs.4000-6000) will be filled up through the agency of Railway Recruitment Board.

163\_2000

**SERIAL CIRCULAR NO.163/2000  
CIRCULAR LETTER NO.P(R)/473/III DATED 30.8.2000**

Copy of Board's letter No.E(W)/95/PS5-7/12 dated 14.7.2000 is published for information, guidance and necessary action. Board's letter dated 7.10.98 and 22.4.99 quoted therein were circulated as S.C.No. 273/98, and 130/99 respectively.

*Copy of board's letter No.E(W)/95 PS5-7/12 dated 14.7.2000.*

Sub: Rail Travel facilities available to members of parliament their spouses and companions

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Rail travel facilities of Members of Parliament are governed by salary, allowances and Pension of Members of Parliament Act, 1954. There have been several amendments to the said Act in the recent past, the latest being on 7.6.2000. In super-session of earlier instructions issued vide Board's letter of even number dated 7.10.1998 and 22.4.99, the entitlements of rail travel facilities of Members of Parliament as on date are brought out as 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-I/Executive Class in rail journey along with the companion already allowed in the AC-2-tier.

iv) The spouse of a Member shall be entitled to travel by Railway in First Class Air Conditioned or Executive Class in any train or by Air or Partly by Rail and partly by Air from the usual place of the residence of the Member to Delhi and back once during every session and twice in Budget session of Parliament subject to the condition that total number of each such journey either to Delhi or back shall not exceed eight in a year.

v) A Member who is blind, or who is in the opinion 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 a same class of rail journey in which he himself travel in lieu of the companion earlier allowed in AC 2-tier. This will in addition to the spouse already allowed to accompany such Member in the AC-I/Executive class of rail journey.

2. The above entitlements may be brought to the notice of all concerned.

164\_2000  
**SERIAL CIRCULAR NO.164/2000**  
**CIRCULAR LETTER NO.P(R)/500/EX-GRATIA DATED 30.08.2000**

Copy of Board's letter No.E(W)/99/CP-1/1 dated 10.7.2000 is published for information, guidance and necessary action. Board's letter dated 5.11.99, quoted therein was circu-lated as S.C.No.337/99.

*Copy of Board;s letter No.E(W)/99/CP-1/1 dated 10.7.2000.*

Sub: Payment of Ex-gratia lumpsum compensation to families of Railway Employees.  
Ref: Board's letter of even No.dated 5.11.99.

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As per provisions of para-7 of Board's letter under reference the powers to decide the admissibility of and entitle-ment of Ex.Gratia lumpsum compensation in each individual case have been vested in the Ministry of Railways(Railway Board). A proposal has been received to relax these provisions and delegate these powers to General Managers.

The matter has been considered. As per policy guidelines of the Govt. the powers to decide admissibility of and entitlement to Ex.Gratia lumpsum compensation in terms of Board's letter dated 5.11.99 are vested in this Ministry and cannot be further delegated.

This is for information and necessary action of all Zonal Railways/PUs etc.

165\_2000  
**SERIAL CIRCULAR NO.165/2000**  
**CIRCULAR LETTER NO.P(R)/171/III DATED 11.8.2000**

Copy of Board's letter No.99-E(SCT)/I/25/29 dated 22.6.2000 is forwarded for information, guidance and necessary action. Board's letter dated 21.8.97 quoted therein was circulated as S.C.No.157/97.

*Copy of Board's letter No.99-E(SCT)/I/25/29 dated 22.6.2000 (RBE No.118/2000).*

**CORRIGENDUM**

Please refer to para - 11 of Board's letter No.95-E(SCT)/I/49/5(1) dated 21.08.97. The last sentence of the para i.e. "The OBC(s)/SC(s)/ST(s) if appointed in future against Sports/Cultural/Scouts quota etc. posts, these will not be adjusted against reserved points as their

appointment(s) is/are due to their excellence in these fields" may be deleted. After deletion, para-11 would read as under:

"SC/ST & OBC candidates appointed earlier on compassionate grounds or the surplus staff adjusted in a new cadre against unreserved roster point will not be required to be adjusted against the reserved points of the rosters whereas, if a reserved point is filled up by compassionate/surplus staff appointed who has/have been the member of SC/ST/OBC reserved point will be deemed to be consumed and adjusted against reserved point in the new roster. The Sports persons so appointed should be adjusted in the recruitment/ reservation roster against the category viz. SC/ST/OBC/ General to which he/she belongs, i.e. a sports person who is SC will be counted against the SC reservation point, if he belongs to ST/OBC he will be counted against ST/OBC point, and if he belongs to general category he will be shown against the general category vacancy point in the reservation roster".

The selection already finalised on the basis of earlier instructions will not be required to be reviewed or revised. However, selections which are under process of finalisation will be finalised as per revised instructions.

166\_2000  
**SERIAL CIRCULAR NO.166/2000**  
**CIRCULAR LETTER NO.P(R)563/III DATED 10.08.2000**

Copy of Board's letter No.E(NG)/II-93/RR-1/104 dated 16.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/II/98/RR-1/104 dated 16.6.2000 (RBE No.116/2000).*

Sub: Recognition of Diploma in Construction Technology awarded by Father Agnel Polytechnic, Vashi, New Mumbai.

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The Staff side have raised a demand in the DC under the JCM scheme that the Diploma in Construction Technology awarded by Father Agnel Polytechnic, Vashi, New Mumbai may be treated as equivalent to Diploma in Civil Engineering for recruitment to various posts in the Railways for which qualification of Diploma in Civil Engineering has been prescribed.

It is clarified that in terms of Ministry of Human Resource Development (Deptt. of Education)'s notification No.F-7-3/95-TS-IV dated 16.4.96 the Diploma/Certificate awarded by the various State Board's of Technical Education/State Technical Examination boards are recognised for the purpose of employment to posts and services under Central Government the appropriate field provided the Diploma/Certificate awarded by these Boards is recognised by the All India Council for Technical Education. Since the Father Agnel Polytechnic Vashi, New Mumbai is affiliated to the Maharashtra State Board of Technical Education and the All India Council for Technical Education have also certified that the Diploma in Construction Technology (Sandwich pattern) conducted by the said Polytechnic is recognised by them since 1993-94, the same may be treated as equivalent to Diploma in Civil Engineering for recruitment in the relevant field in the Railways.

This also disposes of Central Railway's letter No.H/PB/706/RT/D/Policy dated 1.7.98

167\_2000  
**SERIAL CIRCULAR NO.167/2000**  
**CIRCULAR LETTER NO.P(R)/541/I DATED 11.08.2000**

Copy of Board's letter No.E(LL)/86/AT/GRA 1 dated 30.6.2000 is published for information, guidance and necessary action. Board's letter dated 26.2.86 quoted therein was circulated under

Lr.No.P(R)/541 dated 3.4.86. Necessary action may be taken in terms of para-6 of Board's letter and a compliance report sent to this office before 15.09.2000.

*Copy of Board's letter No.E(LL)86/AT/GRA 1-2 dated 30.6.2000 (RBE No.130/2000).*

Sub: Payment of Gratuity Act 1972 and the Rules framed thereunder - Application to Casual Labour on Railways.

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In implementation of the judgement of the Supreme Court of India, the provisions of the payment of Gratuity Act 1972 were made applicable to all Casual Labour employed on Railways vide Board's letter No.E(LL)/85/AAT/GRA/1-1 dated 26.2.86. While instructing the Railways to take necessary steps to comply with the provisions of the Act for payment of gratuity to the Casual Labour, whether employed on daily or monthly rates, in the event of their demitting service due to superannuation/retirement etc., it was indicated that further instructions for regulating payment of gratuity under the payment of Gratuity Act in respect of such of the casual labour who continued to be in employment on their appointment against regular posts as also those who were proposed to be appointed to regular service would follow.

2. Though the provisions of the payment of Gratuity Act 1972 shall continue to be applicable to the casual labour for the purpose of calculating gratuity for the period of casual labour service up to the date preceeding the date of absorption, it has now been decided by the Board that such of the casual labour who continued to be in service and were/are absorbed against regular vacancies, shall be allowed to exercise an option as under:(i) payment of Gratuity under the provisions of the payment of Gratuity Act 1972 for the period of service up to the date preceeding the date of absorption and for payment of gratuity and pension for the period of regular service under the provisions of the Railway Services (Pension) Rules, 1993; or(ii) to payment of gratuity and pension counting half of the service rendered in temporary status and full service rendered on regular basis under the provisions of the Railway Services (Pension) rules, 1993, besides gratuity under PG Act for the period preceeding the attaining of temporary status.

3.1 In case option (i) above is exercised, the Railway servants who have since retired/ceased to be in employment will become eligible for payment of gratuity for the period of casual labour service up to the date preceding the date of absorption under the provisions of the payment of Gratuity Act 1972 worked out on the basis of the wages admissible on the last date of temporary status service and for the period of delay in payment of and for the period of delay in payment of gratuity, i.e., for the period from the date of absorption up to the end of the month preceding the date on which the payment is made, the amount of gratuity so worked out will carry an interest at the simple rate not exceeding the rate notified by the Government from time to time for repayment of long term deposits. The Railway servants who have been absorbed against regular vacancies and are still in service shall be paid gratuity forthwith calculated under the provisions of the payment of Gratuity Act, 1972 for the period of Casual Labour service upto the date proceeding the date of absorption together with interest at the simple rate as specified above for the period of delay in payment i.e. from the date it became due for payment upto the end of the month proceeding the date on which the payment is made. At the time of retirement/final cessation, the Railway servant shall be settled under the provisions of the Railway Services (Pension) Rules for the period of service from the date of absorption upto the date of retirement/final cessation.

3.2 In all such cases where a retired employee opts for payment of gratuity under the payment of Gratuity Act for period upto the date of absorption, the over payments, if any, due to 50% of this period having been counted for pensionary benefits at the time of settlement, would be recovered/adjusted along with same rate of interest as payable under payment of Gratuity Act, 1972.

4. In case option (ii) above is exercised, half of the period of temporary status service and full period of regular service will be taken into account for grant of pensionary benefits under the Railway Services (Pension) Rules, 1993. If the Railway Servant is eligible to draw gratuity under the provisions of the payment of Gratuity Act, 1972, for the period of service prior to grant of temporary status, the same shall be worked out on the basis of emoluments admissible on the date preceeding

the date on which he was granted temporary status. The amount of gratuity thus worked out shall be paid along with the interest at the rate specified above for the period of delay i.e. from the date it became due for payment following grant of temporary status upto the end of the month proceeding the date on which the payment is made.

5. Immediately on payment of gratuity, an endorsement shall be made by the Head of office in the service records of the concerned Casual labour/Railway Servant and a copy of the sanction order shall also be pasted therein.

6. The Railways shall suo moto take steps to examine all the past cases on the basis of records available and settle the claims accordingly. For this purpose, all the claimants maybe suitably addressed on the basis of particulars available with the Railways, so that the claimants or their legal heirs can claim the payment without delay. The Railway Administration shall extend all assistance to the retired as well as the serving Railway servants to exercise the option judiciously in order that the option exercised is advantageous to them. A compliance report may be sent to Board's office by 30.09.2000, duly indicating the total number of claims received, the number of claims settled and the reasons for delay in settlement.

7. This issues with the concurrence of the Finance Directorate of the Ministry of Railway.

168\_2000  
**SERIAL CIRCULAR NO.168/2000**  
**CIRCULAR LETTER NO.P(R)/500/XVII DATED 31.08.2000**

Copy of Board's letter No.F(E)III/98/PN1/29 dated 13.07.2000 is published for information guidance and necessary action. Board's letters dated 10.3.98, 5.6.98 and 15.01.99 quoted therein were circulated as S.C.nos.73/98, 158/98, and 26/99 respectively.

*Copy of Board's letter No.F(E)/III/98/PN1/29 dated 13.07.2000 (RBE No.133/2000).*

Sub: Implementation of Government's decisions on the recommendations of the 5th CPC relating to retirement benefits.  
Ref: Board's letter of even No.dated 15.01.1999.

.....

Representations have been received in this office that revision of pension/family pension is not being done in terms of Board's letter referred to above even in cases where applications have already been received for revision of pension/family pension from the pre-86 pensioners/family pensioners in terms of Board's letter No.F(E)/III/98/PN1/2 dated 10.3.98 and in respect of Railway Servants who retired/died during the period from 01.01.86 to 31.12.95 in terms of Board's letter No.F(E)/III/98/PN1/11 dated 5.6.98.

It is once again reiterated that action to revise pension/family pension in terms of orders contained in Board's letter of even No. dated 15.01.99 should be initiated suo-moto by the Head of office in cases where applications have already been received in pursuance of the earlier orders regardless of the fact whether their cases have already been finalised or are in the process a finalisation as laid down in paras 2.4, 3.4 and 4.3 of Board's orders dated 15.01.99.

169\_2000  
**SERIAL CIRCULAR NO.169/2000**  
**CIRCULAR LETTER NO.P/R/554/IV DATED 30.8.2000**

Copy of Board's letter No.E(G)/99/QRI-16/Pt.III dated 18.7.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(G)/99/QRI-16/Pt.III dated 18.7.2000 (RBE No.136/2000).*

Sub: Allotment of Quarter and retention thereof on transfer etc. powers to relax.

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At present, provisions regarding allotment/retention of Railway Quarters and charging of rent in respect of such accommo-dation are contained in general orders/guidelines etc., in Railway Board's Master Circular No.49 E(G)/92 QRI-20(Master Circular) dated 19.1.93, as further amended from time to time. Board have now decided to incorporate the following in the existing instruc-tions.

#### POWERS TO RELAX

Notwithstanding anything contained in the general orders, guidelines etc. in regard to allotment/retention and charging of rent in respect of Railway accommodation in Railway Board's Master Circular No.49 (No.E(G)/92 QRI-20 -Master Circular dated 19.1.93 as further amended from time to time, the Ministry of Railways (Railway Board) for reasons to be recorded in writing, may make reasonable relaxations in public interest in all or any of the existing provisions therein regarding allotment/retention of Railway accommodation and charging of rent therefore.

Decisions making relaxations as above, communicated by issue of general orders shall be taken by the full Board which shall consider the proposal in relation to the laid down policy, guidelines, vis-a-vis the operational and administrative needs of Railways.

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

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170\_2000  
**SERIAL CIRCULAR NO.170/2000**  
**CIRCULAR LETTER NO.P(R)/420/V DATED 21.9.2000**

Copy of Board's letter No.E(G)/91/LE 1-3 dated 13.1.93 not received earlier, has been obtained from Board and is published together with the enclosure for information guidance necessary action. Board's letter dated 30.6.89 quoted therein was circulated as S.C.No.138/89.

*Copy of Board's letter No.E(G)/91/LE 1-3 dated 13.1.93 (RBE No.5/93).*

Sub: Recasting of leave accounts of the employees whose leave accounts reported to be missing.

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During the meeting of DC under the JCM Scheme held on 5/6/9.91 when the question about recasting of leave accounts of the Railway employees whose leave accounts are reported to be missing was raised, it was explained that the matter is being examined in consultation with the Railway Administrations.

The matter has accordingly been examined and it is considered that in cases of a part of leave account being lost, the balance brought forward, as indicated in the part leave account still available, should not be ignored but should be accepted as authentic and the cumulative balance worked out on the basis of the same. In other cases of missing leave accounts these can be reconstructed on the basis of leave account charts, pay bill ledgers, service register entries, office orders on leave, the employee's own statement, muter rolls, absentee state-ments etc. provisions contained in Rule 1019-1021 of MRPR are also relevant.

The practice being followed by Eastern Railway appears to be satisfactory. A copy of letter No.E.637/O/Pt.II dated 5/17.9.91 is therefore enclosed for guidance. There is also a practice that leave at credit as on 1st Jan. and also as on 1st July is advised to all the employees which may also be followed.

Attention is also invited to the general instructions issued vide letter No.E(G)/83/LE1/3 dated 30.06.89. The Railway Ministry desire that these instructions be followed rigidly so that the difficulties being faced by the Railway employees particularly at the time of retirement are avoided.

//COPY//

Copy of E/Rly's letter No.E.637/O/Pt.II dated the 5th/17th Sept 91, addressed to the Secy, Rly Board, New Delhi.

Sub: Recasting of leave account of the employees whose leave account are reported to be missing.

Ref: 1) Board's Lr.No.E(G)/91/LE1/3 dated 9.8.91.  
2) Board's letter No.E(G)/91/LE1-3 dtd.26.8.91.

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The issue has been examined and this Railway has the following recommendation to offer.

1. From the incremental stages since appointment it is to be ascertained whether there was any LWP or period(s) which do not quality for earning leave viz. suspension, dies-non etc. If there is any period of LWP for more than 2(two) days at a stretch, it should be assumed that the leave account bears no credit on that date.

2. The length of service after that date or if there is no such LWP from the date of appointment, leave that would have been earned upto the date of missing of the leave record should be calculated. While calculating the leave earned, it should be seen that the balance of leave (Leave on Average pay) on that date is not more than 180/240 days as the case may be.

3. To ascertain the quantum of leave taken, the following procedure should be adopted. Leave(LAP) taken during the 5(five) years from the date the leave record is available should be totaled up and divided by 5 (five) to find out the yearly average of LWP taken. Applying this factor in the number of years of service upto the date for which the leave record are lost, the quantum of leave that might have been enjoyed can be worked out.

4. The difference of 2 and 3 above will give the balance of LAP upto the date the leave record is not available. Balance so arrived at should be recorded as balance brought forward from the date leave record is available in the leave account, which should be attested by one Accounts Officer and one Personnel officer/Leave record maintaining officer. Thereafter, the leave upto the date of retirement of the date of such attestation, as the case may, should be updated.

171\_2000

**SERIAL CIRCULAR NO.171/2000**  
**CIRCULAR LETTER NO.P(R)/568 DATED 30.8.2000**

Copy of Board's letter No.E(NG)/II/99/RR-1/76 dated 28.7.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/II/99/RR-1/76 dated 28.7.2000  
(RBE No.145/2000) S.C.No.34 to MC No.32.*

Sub: Diploma/Degree awarded by Universities/Institution in Russian Federation/  
CGIS countries.

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A clarification was sought by one of the RRBs regarding recognition of the Degree/Diploma certificates issued from earstwhile USSR.

It is clarified that - 5 years "Diploma" Engineering" Master of Science in Engineering awarded by the accredited Uni-versities/Higher Educational Institutions in Russian Federation/CGIS Countries including Samara State Technical Univer-sity has been recognised as equivalent to BE Degree of an Indian University.

172\_2000  
**SERIAL CIRCULAR NO.172/2000**  
**CIRCULAR LETTER NO.P(R)/436/RI/VOL.III DATED 21.9.2000**

Copy of Board's letter No.F(E)/III/2000/PF1/2 dated 26.7.2000 is published for information, guidance and necessary action. Board's letter dated 6.6.1986 quoted therein was circu-lated as S.C.no.80/86.

*Copy of Board's letter No.F(E)/III/2000/PF1/2 dated 26.7.2000(RBE No.141/2000)*

Sub: Amendment to IREC/Vol.I (1985 Edition) -Rule 921 thereof regarding Incentive Bonus Scheme for subscribers to SRPF.

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In terms of Board's letter No.F(E)/III/82/IT/1 dated 6.6.86 when the interest rate on P.F.Subscription was raised from 10.5% to 12% w.e.f. 1.4.86 for the financial year 1986-87, the system of grant of incentive Bonus to subscribers to SRPF was discontinued.

2. In view of the above, in exercise of the powers conferred by proviso to Article 309 of the Constitution, the President is pleased to direct that Rule 921 of IRCC Vol.I 1985 Edition (reprint edition 1995) regarding Incentive Bonus Scheme may be deleted as per Advance Correction Slip No.77 sent herewith with as Annexure.

**ANNEXURE**

**INDIAN RAILWAY ESTABLISHMENT CODE VOL.I (REPRINT EDITION 1995)**

**RULE 921/R-I**

**Advance Correction Slip No.77**

Rule 921 regarding Incentive Bonus Scheme may be deleted.  
(Ministry of Railways letter No.F(E)/III/82/IT/1 dated 6.6.86 and 19.9.86 and F(E)/III-2000-PF-1-2 dated 26.7.2000.

173\_2000  
**SERIAL CIRCULAR NO.173/2000**  
**CIRCULAR LETTER NO.P(R)/358/IV DATED 30.8.2000**

Copy of Board's letter No.E(Sports)2000/Policy/Inc/4 dated 24.7.2000 is published for information, guidance and neces-sary action. Board's letter dated 25.5.90 quoted therein was circulated as S.C.no.41/91.

*Copy of Board's letter no.E(Sports)/2000/Policy/Inc/4 dated 24.7.2000 (RBE No.139/2000).*

Sub: Increments to Sportspersons and Coaches.

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A question has been raised as to whether the advance increments granted to Sports persons and Coaches on medal winning performance in National and International Meets in terms of Board's letter No.E(NG)/II/90/RR-3/3 dated 25.5.90 will be reckoned for the purpose of fixation of pay, retirement benefits, calculation of DA, CCA etc.

2. The matter has been considered by Board and it is hereby clarified that such advance increments granted to Sports-persons and Coaches will be treated as pay for all purposes and

these increments will not be absorbed in future increments. All the benefits such as calculation of DA, HRA, CCA fixation of pay on promotion, retirement benefits etc. will be admissible on such increments.

3. Such increments will take effect from the first day of the following month of the concluding day of the championship.

4. This issues with the concurrence of Finance Directorate of the Ministry of Railways. (This disposes of SERSA's letter No.SERSA/incentive/99/569 dated 23.7.99).

174\_2000  
**SERIAL CIRCULAR NO.174/2000**  
**CIRCULAR LETTER NO.P(R)/436/R.I/VOL.III DATED 30.8.2000**

Copy of Board's letter No.E(P&A)I-2000/CPC/LE-3 dated 1.8.2000 is published for information, guidance and necessary action. Board's letters dated 1.7.99 and 15.3.2000 quoted therein were circulated as S.C.No.183/99 and 70/2000 respectively.

*Copy of Board's letter No.E(P&A)I-2000/CPC/LE-3 dated 1.8.2000 RBE No.143/2000.*

Sub: Simplification of rules and procedure relating to Leave Rules - Chapter V of the Indian Railway Establishment Code Volume I, 1985 Edition (Reprint Edition 1995).  
Ref: Board's letter of even number dated 15.3.2000 and No.E(P&A)I-99/CPC/LE-I dated 1.7.99.

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In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the President is pleased to direct that Rule 523(1) of the Indian Railway Establishment Code, Volume-I, 1985 Edition (Reprint Edition 1995) may be amended as in the enclosed advance correction slip No.78.

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

**ADVANCE CORRECTION SLIP TO THE INDIAN RAILWAY ESTABLISHMENT CODE  
VOLUME-I, 1985 EDITION (REPRINT EDITION 1995).**

Advance Correction Slip No.78 Rule 523 - Leave on Average Pay

A new sub rule 523(1)(d) may be inserted below 523(1)(c).

The following procedure for crediting LAP on 1st Jan/1st July w.e.f 1.7.1997 in respect of Railway employees may be adopted.

(i) In case of Railway employees, having at their credit Leave on Average Pay of 285 days or less as on 1st January/1st July of a year, LAP of 15 days or proportionately less in respect of retiring persons or those leaving service during the next half year may continue to be credited to their leave account in advance as at present.

(ii) In cases where the Leave on Average Pay at credit as on 1st January/1st July is 300 days or less but more than 285 days credit of LAP for 15 days may be kept separately and first adjusted against any LAP that the Railway Servant may take during the ensuing half year and the balance, if any, credited to the LAP account at the close of the half year subject to the ceiling of 300 days. If the LAP taken during the half year is more than 15 days the amount in excess of 15 days will, however, have to be debited to the leave account.

(Authority: Board's letter No.E(P&A)I-99/CPC/LE-1 dated 1.7.99 E(P&A)I-2000/CPC/LE-3 dated 15.3.2000 & 1.8.2000).

175\_2000  
**SERIAL CIRCULAR NO.175/2000**  
**CIRCULAR LETTER NO.P(R)/473/III DATED 31.08.2000**

Copy of Board's letter No.E(W)/2000/PS 5-6/65 dated 31.7.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/2000/PS 5-6/65 dated 31.7.2000  
(RBE no.146/2000).*

Sub: Issue of Special Passes to artist invited by Women's Welfare Organisation in relaxation of item (24)(iii) of Schedule VII (Special Passes) of Railway Servants Pass Rules, 1986.

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As per item (24)(iii) column (3) of schedule VII (Special Passes) of Railway Servants pass Rules, 1986, (1993 edition) not more than 4 First Class and 10 Second Class single journey passes in a calender year may be issued in favour of artists who are invited by the authorised organisations e.g. Railway Women's organisations etc. to give performance for charitable purposes, the net proceeds of which are credited to their funds and utilised for Railway men's Welfare and/or contributed to the Railway minister's Welfare and Relief Fund.

Of late, requests for issue of Complimentary passes to artists invited by the Women's Welfare organization far exceeding the number laid down as per item (24)(iii), column (3) of Sched-ule VII (Special Passes) of Railway servants Pass Rules, 1986 are being received from Zonal Railways. It has now been decided by Board that keeping in view the purpose for which these artists are being arranged on the one hand and at the same time to keep a check on the number of complimentary passes to be issued, not more than 5 first class and 15 second class passes in a calender year for a Zonal Railway/Production Unit may be issued in favour of artists instead of 4 first class and 10 second class passes. Accordingly item (24) (iii) of Schedule VII (Special Passes) should be amended as in the Advanced Correction Slip No.26 enclosed. Any requirement of Special Passes in excess of the revised limit will have to be met by the concerned organisa-tion and no requests for relaxation of the limit will be entertained by Board.

3. In all other respects, the provision of Railway Servants(Pass) Rules, 1986 shall apply.

4. This has the concurrence of Finance Directorate of the Ministry of Railways.

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**ADVANCE CORRECTION SLIP NO.27 TO THE RAILWAY SERVANTS(PASS)  
RULES, 1986 (2ND EDITION 1993).**

Item No.(24) (iii) Column (3) of Schedule VII (Special Passes) is revised as under:

"Not more than 5 first class and 15 second class passes in a calendar year may be issued in favour of artists who are invited by the authorised organisations e.g. Railway Women's Organisations etc. to give performance for charitable purposes, the net proceeds of which are credited to their funds and utilised for Railwayman's Welfare and/or contributed to the Railway Minister's Welfare and Relief Fund. Such passes should not also be issued for more than two occasions in a year for a Zonal Railway/Production Unit and should be for single journey either inward or outward. Any requirement of Special Passes in excess of 5 First Class and 15 second Class in a calender year will have to be met by the concerned organisation".

(AUTHORITY; Board's letter No.E(W)/2000/PS 5-6/65 dated 31.7.2000).

176\_2000  
**SERIAL CIRCULAR NO.176/2000**  
**CIRCULAR LETTER NO.P(R)/500/XVI DATED 31.08.2000**

Copy of Board's letter No.F(E)/III/96/PN1/9 dated 2.8.2000 is published for information, guidance and necessary action. Board's letter dated 18.8.98 quoted therein was circulated as .C.No.234/98.

*Copy of Board's letter No.F(E)/III/96/PN1/9 dated 2.8.2000 (RBE No.138/2000).*

Sub: Restoration of 1/3rd commuted portion of pension after 15 years from the date of commutation or 1.4.85, whichever is later in respect of Government Servants who had drawn lump-sum payment on absorption in PSU/Autonomous Body – Implementation of Supreme Court Judgement dated 26.4.2000

.....

In partial modification of the instructions contained in DOP&PW's OM No.4/59/97-P&PW(D) dated 14.7.98 circulated on the Railways vide Board's letter of even number dated 18.8.1998 on the above subject, a copy of DOp&PW's O.M.No.4/29/99-P&PW(D) dated 12.7.2000 granting dearness relief on full pension from the date of restoration to those Government/Railway servants who had drawn lump sum payment on absorption in Public Sector undertakings/Autonomous Bodies, and had become entitled to restoration of 1/3rd commuted portion of pension, is sent herewith. Instructions contained therein apply mutatis mutandis on the Railways.

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Copy of Ministry of Personnel, Public Grievances and Pensions, Department of Pension & Pensioners Welfare's Office Memorandum No.4/29/99-P&PW(D) dated 12.6.2000.

Sub: Restoration of 1/3rd commuted portion of pension after 15 years from the date of commutation or 1.4.85 whichever is later in respect of Government servants who had drawn lumpsum payment on absorbtion in PSU/Autonomous Body - Implementation of Supreme Court Judgement dated 26.4.2000.

.....

Attention is drawn to the instructions contained in this Department's O.M.No.4/59/97/P&PW(D) dated 14th July 1998 on the above subject. In terms of para 4 of this O.M., dearness relief on the revised restored amount of 1/3rd commuted portion of pension is payable at the same rate of which it has been made admissible to other Central Government pensioners from time to time. Subject to the conditions laid down in para 5 of the O.M. The Supreme Court in its judgement dated 26.4.2000 in I.A.No.1 in W.P.(C) No.567 of 1995 (with I.A.No.4 in W.P.(C) No.11855 of 1985, W.P.No.(C)No.345 of 1999 and W.P.(C) No.576 of 1999) has, inter-alia, ruled that Central Govt. absorbees in PSUs etc. who have become entitled to restoration of 1/3rd commuted portion of pension are entitled to the payment of dearness relief on full pension at par with the Central Govt. pensioners.

The modalities of implementing Supreme Court Judgement dated 26.4.2000 has been under active consideration of the Government. The President is now pleased to decide that Govt.servants who had drawn lumpsum payment on absorption in a PSU/Autonomous Body and have become entitled to the restoration of 1/3rd commuted portion of pension in terms of the Supreme Court judgement dated 15.12.1995 shall, apart from the payment of revised restored amount of 1/3rd commuted portion of pension, be also entitled to the payment of dearness relief on full pension from the date of restoration, instead of dearness relief on the revised restored amount of 1/3rd commuted portion of pension. In other words, dearness relief shall be payable on full pension i.e. the revised pension which the absorbed employee would have received on the date of restoration of 1/3rd commuted portion of pension had he not drawn lumpsum payment on absorption. The payment of dearness relief will, however, be subject to the conditions laid down in para 5 of O.M. dated 14th July 1998.

3. Para-4 of the O.M. dated 14.7.1998 shall, therefore, be deemed to have been modified as indicated above.

4. The Pension sanctioning Authorities, viz.,the Ministry/Department/Office where the absorbed employee was em-mployed prior to absorption in a PSU/Autonomous Body will have to work out the arrears payable on account of payment of dearness relief on full pension and issue necessary sanction through the normal channel, viz. CPAO for its payment by the Banks/Pension

Disbursing Authorities etc. Dearness relief/arrears of dearness relief already paid to the absorbed employee under O.M. dated 14.7.1998 should be adjusted while making payment under these orders. The pension sanctioning authority will also have to issue suitable directions through the CPAO etc. to the concerned bank/PDA for payment of dearness relief on full pension at the rate prescribed by the Government from time to time.

5. Where the death of an absorbee has taken place after 15 years from the date of commutation of pension or 1.4.1985, whichever is later, and he had become entitled to the benefit of restoration of commuted portion of pension, the family member(s) legal heir(s) will be entitled to claim the arrears of dearness relief becoming due in accordance with the provisions contained in this order.

6. This issues with the concurrence of Ministry of Finance, Deptt of Expenditure vide their U.O.Note.No.41/C/EV/2000 dated 26.06.2000.

177\_2000  
**SERIAL CIRCULAR NO.177/2000**  
**CIRCULAR LETTER NO.P(R)/268 DATED 31.08.2000**

Copy of Board's letter No.E(NG)II/99/RC-1/SC-8 dated 1.8.2000 is published for information, guidance and necessary action. Board's letters dated 4.3.99 and 29.7.99 quoted therein were circulated as S.C.No.89/99 and 215/99 respectively.

*Copy of Board's letter No.E(NG)III/RC-1/SC-8 dated 1.8.2000  
(RBE No.140/2000).S.C.No.42 to MC no.16.*

Sub: Appointment on compassionate grounds in Group "D" posts - Minimum educational qualification.

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Attention is invited to Board's letter No.E(NG)II/98/RC-1/139 dated 04.03.99 laying down that the Educational qualification of class VIIIth Pass for appointment to Group "D" will also apply to appointments on compassionate grounds. It had been further clarified vide Board's letter of even number dated 29.07.99, that candidates who have been approved for appointment on compassionate grounds prior to 4.3.99 could be exempted from possessing qualification of class VIIIth Pass.

A demand has been tabled by the staff side in the JCM/DC (No.19/2000) seeking to exempt those persons, whose cases were under scrutiny or under process for compassionate appointment prior to 04.03.99, from possessing the minimum qualification of eighth class.

The matter has been considered by the Board and it has been decided that further to Board's letter dated 29.07.99 the cases which were under scrutiny or under process for compassionate appointment in Group "D" before the issue of Board's letter of 4.3.99 should be exempted from possessing the minimum qualification of eighth class.

178\_2000  
**SERIAL CIRCULAR NO.178/2000**  
**CIRCULAR LETTER NO.P(R)/473/III DATED 30.08.2000**

Copy of Board's letter No.E(W)/96 PS 5-8/2 dated 24.7.2000 is published for information, guidance and necessary action. Board's letter dated 16.2.96 and 5.1.99 quoted therein were circulated as S.C.no.49/96 and 53/99 respectively.

*Copy of Board's letter No.E(W)/96 PS 5-8/2 dated 24.7.2000 (RBE No.142/2000).*

Sub: Provision of a Companion in the Pass for widows who are 65 years of age and above and inclusion of widowed mother of deceased Railway employees in widow pass.

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As the Railways are aware, under Board's letter of even number dated 5.1.1999, senior citizen 1st Class/1st "A" post retirement complimentary pass holders have been allowed the option of either to carry an "Attendant" in sleeper class/2nd Class while they themselves are traveling in 1st Class/AC 2-tier on the authority of 1st/1st "A" post-retirement complimentary passes or to carry a "companion" in sleeper class/2nd class in lieu of an attendant if they themselves travel in sleeper class/2nd class. Queries have been raised whether this option would be admissible to widows above the age of 65 years holding 1st Class/1st "A" widow pass.

2. Railways are also aware that dependent widow mother of a retired Railway employee has been allowed to be included in his/her post-retirement complimentary passes as a family member vide Board's letter no.E(W)/95 PS5-1/6 dated 16.02.1996. On this analogy, requests have been received from certain widows for inclusion of their mothers-in-law in the widow passes.

3. The above two issues have been considered carefully by the Board and it has been decided that dependent widow mother or the deceased Railway employee may be allowed to be included in the widow pass as a family member of the widow. It has also been decided that the 1st Class/1st A widow Pass holders may be allowed the facility to carry a Companion instead of an attendant, subject to the following conditions:

- (i) the facility of a companion will be provided only on the 1st Class/1st "A" widow passes in which there is already a provision to carry on attendant as per the Railway Servants (Pass) Rules, 1986.
- (ii) The facility of a companion will be allowed only to widow pass holders who are above the age of 65 years.
- iii) The facility of companion in lieu of attendant will be permitted only when the pass holder and/or eligible members of family above the age of 65 years will be traveling along with the Companion in Sleeper/2nd Class. In other words, if any other eligible member of the family below the age of 65 years is included in the pass, then the facility of travel in Sleeper/2nd Class with a Companion will not be permitted.

Accordingly, Senior Citizen 1st Class/1st "A" widow pass holders will have the option either to carry an "Attendant" in sleeper/2nd Class while they themselves are traveling in 1st Class/AC 2-tier or to carry a "Companion" in Sleeper/2nd Class in lieu of an "Attendant" if the pass holders themselves travel in Sleeper/2nd Class. In case a "Companion" is preferred to an "Attendant, the pass issuing authorities shall obtain a specific request for the same from the widow pass holder and mention the ages of the persons not less than 65 years to be included in the pass and the following endorsement shall be made on the pass.

"Companion in lieu of Attendant permitted when the pass holder travels in Sleeper Class/2nd Class"

4. The Railway Servants(Pass) Rules, 1986 may accordingly be amended as per Advance Correction Slip No.26 enclosed.

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

**ADVANCE CORRECTION SLIP NO.26 TO THE RAILWAY SERVANTS (PASS)**

**RULES, 1986 (2ND EDITION 1993).**

I. Replace item (ii) (a) under column No.3 of Schedule-V (widow pass) with the following:

(ii)(a) dependent relatives are not entitled to be included in such passes. However, dependent widow mother of the deceased railway employee may be included in the widow pass as a family member of the widow.

II. Add the following under column 3 below item (b) in Schedule V (widow Pass):

(c) "Senior Citizen 1st/1st "A" widow pass holders can carry a companion in lieu of an Attendant subject to the following conditions:

(i) The facility of a Companion will be provided only on the 1st Class/1st "A" widow passes in which there is already a provision to carry an Attendant as per the Railway Servants(Pass) Rules, 1986.

(ii) The facility of a Companion will be allowed only to widow pass holders who are above the age of 65 years.

(iii) The facility of Companion in lieu of Attendant will be permitted only when the pass holder and/or eligible members of family above the age of 65 years will be traveling along with the Companion in Sleeper/2nd Class. In other words, if any other eligible member of the family below the age of 65 years is included in the pass, then the facility of travel in sleeper/2nd class with a companion will not be permitted.

Accordingly, Senior Citizen 1st Class/1st "A" widow pass holders will have the option either to carry an "Attendant in Sleeper/2nd Class while they themselves are traveling in 1st Class/AC-2 tier or to carry a "Companion" in Sleeper/2nd Class in lieu of an "Attendant" if the pass holders themselves travel in sleeper/2nd class. In case a companion is preferred to an attendant, the pass issuing authorities shall obtain a specific request for the same from the widow pass holder and mention the ages of the persons not less than 65 years to be included in the pass and the following endorsement shall be made on the pass:

"Companion in lieu of Attendant permitted when the pass holder travels in Sleeper Class/2nd Class".

Authority: Board's letter No.E(W)/96 PS5-8/2 dated 24.7.2000).

179\_2000  
**SERIAL CIRCULAR NO.179/2000**  
**CIRCULAR LETTER NO.P(R)/563/III DATED 30.08.2000**

Copy of Board's letter No.E(NG)/II/94/RR-1/29 dated 2.8.2000 is published for information, guidance and necessary action. Board's letter dated 10.5.99 quoted therein was circulated as S.C.no.145/99.

*Copy of Board's letter No.E(NG)/II/94/RR-1/29 dated 2.8.2000 (RBE no.147/2000)  
supplementary circular No.35 to Master Circular No.32.*

Sub: Upper Age limit for direct recruitment to Group "C" and "D" categories on the Railways.

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Attention is invited to Board's letter of even No.dated 10.5.99 raising the upper age limit by 2 years on a regular basis w.e.f. 1.6.99 for direct recruitment to all Group "C" and "D" categories, including engagement of Substitutes on the Railways for a period upto 3.8.2000. Relaxation of upper age limit of 3 years was also allowed upto 3.8.2000.

2. The matter has been reviewed by the Board and it has been decided that the currency of the relaxation contained in Board's letter of even no.dated 10.5.99 may be extended further for a period of 3 years i.e. upto 3.8.2003.

180\_2000  
**SERIAL CIRCULAR NO.180/2000**  
**CIRCULAR LETTER NO.P(R)/182/IV DATED 31.8.2000**

Copy of Board's letter No.E(D&A)/2000 GS1-3 dated 27.6.2000 is published for information, guidance and necessary action. Board's letters dated 13.12.76, 7.4.86 and 21.5.92 quoted therein were circulated as S.C.Nos.233/76, 58/86 and 85/92 respectively.

*Copy of Board's letter No.E(D&A)2000/GS1-3 dated 27.6.2000.*

Sub: Intimation to the Government under Rule 18(3) of Railway Services (Conduct) Rules of different types of transactions.

Ref: South Eastern Railway's Lr.No.P/R/30/247/Pt.X dated 16.2.2000.

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Attention is invited to Board's letters No.E(D&A)/76 GS 1-35 dated 13.12.76, No.E(D&A)/85/GS 1-3 dated 7.4.86 and No.E(D&A)/92 GS 1-2 dated 21.5.92, wherein some of the points raised in your letter have been clarified. However, the position in respect of all the transactions referred to in your letter is clarified as under:

2. Day to day savings Bank transactions (either with a Bank or with a Post Office) and current Accounts with Banks do not come within the purview of Rule 18(3) of Railway Services (Conduct) Rules. Hence, these transactions need not be reported to the prescribed authority under Rule 18(3).

3. As regards (i) shares, securities, debentures and mutual funds (ii) national savings certificates, postal certificates, units of the Unit Trust of India (iii) Bonds issued by banks, government etc. (iv) fixed deposit with banks (v) fixed deposit with Public Limited Companies (whether in the private sector or the public sector), intimation to the prescribed authority under Rule 18(3) of Railway Services(Conduct) Rules, will be necessary if the monetary limits laid down therein are exceeded.

4. In respect of transactions in shares, securities, debentures and mutual fund schemes, in addition to the intimation in respect of individual transactions where the limits prescribed in Rule 18(3) are exceeded, a further intimation to the prescribed authority is also required in the following cases

- (i) Group "A" and "B" officers if the total transactions in shares, securities, debentures or mutual fund scheme exceeds Rs.50,000/- during the calender year.
- (ii) Group "C" & "D" officers - if the total transactions in shares, securities, debentures or mutual funds scheme exceeds Rs.25,000/- during the Calender year.

5. As regards Life Insurance policies.

- (i) If the annual premium of the LIC Policy exceeds the monetary limits laid down in Rule 18(3) intimation to the prescribed authority will be necessary. However, in this case, when the employee receives the sum assured as survival benefit or maturity of the policy, he need not submit any reporting this regard.
- (ii) If the annual premium of the LIC policy is less than the monetary limits laid down in Rule 18(3) intimation to the prescribed authority is not required. However, in such cases, the employee should submit a report to the prescribed authority at the time of receiving the sum assured as survival benefit on maturity of the policy

6. As regards deposits with private companies, since such companies are different from Public Limited Companies which receive deposits from the Public on authorisation given by the

Government under the Companies (Acceptance of Deposits from the Public) Rules, 1975, these will attract Rule 16(4)(i)(b) of Railway Services (Conduct) Rules as these transactions would amount to lending money on interest. Hence deposit with private companies is not permitted except where previous sanction of the Government has been obtained.

181\_2000  
**SERIAL CIRCULAR NO.181/2000**  
**CIRCULAR LETTER NO.P(R)/605/VIII DATED 21.09.2000**

Copy of Board's letter No.E(NG)/I96/PM4/13 dated 14.7.2000 is published for information, guidance and necessary action. Board's letters dated 25.4.97 and 9.9.98 quoted therein were circulated as S.C.No.115/97 and 20/99 respectively.

*Copy of Board's letter No.E(NG)/I-96/PM4/13 dated 14.7.2000 (RBE No.115/2000).*

Sub: Eligibility for promotion to the post of Welfare Inspector in scale Rs.5000-8000(RSRP).

.....

In terms of eligibility conditions for appearing in the selection for promotion to the post of Welfare Inspectors as laid down in this Ministry's letter No.E(NG)/65/PM1/37 dated 24.5.66 and clarified/modified from time to time and consolidated in this Ministry's letter No.E(NG)/I/96/PM4/13 dated 25.4.97 read with their letter of same number dated 19.1.98 and E(NG)/I/98/PM4/3 dated 9.9.98, the following staff are also eligible :

- (i) Staff in possession of any of the specified professional qualifications, namely, Diploma in Labour Welfare/Social Welfare, Labour laws, LLB with papers in Labour Laws, P.G.Diploma in Personnel Management and MBA with papers in Personnel Management irrespective of grade or length of service or other educational qualifications and
- (ii) Staff in grade(s) Rs.4500-7000 and Rs.4000-6000 with less than five years service in the grade(s) but having the qualification of graduation.

2. The matter has been reviewed and it has been decided that the staff fulfilling the above conditions will be eligible to appear in the selection for promotion as Welfare Inspector only after they have successfully completed the probation in the respective grade.

3. Past cases decided otherwise will not be reopened.

182\_2000  
**SERIAL CIRCULAR NO.182/2000**  
**CIRCULAR LETTER NO.P(R)/171/III DATED 21.09.2000**

Copy of Board's letter No.E(MPP)/96/3/23 dated 21.7.2000 along with Board's letter dated 4.4.2000 quoted therein are forwarded for information, guidance and necessary action.

*Copy of Board's letter No.E(MPP)/96/3/23 dated 21.7.2000 (RBE No.137/2000).*

Sub: Imparting mandatory training to eligible SC and ST employees before selection for promotion from Group 'C' to Group 'B'.

Ref: Board's letter of even No.dated 4.4.2000.

.....

A few Railways have raised doubts regarding the duration of training to eligible SC/ST employees before selection for promotion from Group "C" to Group "B".

The matter has been considered by Ministry of Railways and it has been decided that the training period should be for 3-4 weeks and for all the departments it is left to the Railways/Units to decide between these limits so as to cover the syllabus fully.

Board's letter referred to above may, therefore, be modified. The course SNT-21 under the head "COURSE INDEX" at page-1 of the "Approved Module for Stagewise Training of Group "C" and "D" staff of S&T department booklet may be read as :

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SNT-21*	Pre-selection coaching to SC/ST candidates for selection to Group "B"	3-4 Prior to to Group "B" 24 selection.
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Accordingly, the course details of the S&T Training Modules at page-24 may be modified as per Annexure attached.

**Annexure**

**SNT -21 STAGE: PRE-SELECTION COACHING TO SC/ST CANDIDATES FOR SELECTION TO GROUP "B"**

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Signal and Telecom		
TRADE: SSE/SE (Sig & Tele) BELONGING TO SC/ST.		DURATION: 3-4 WEEKS
MODULE	DESCRIPTION	DAYS
ST/69	Contents to be decided depending on needs analysis of the Group of Trainees.	

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Copy of Board's letter No.E(MPP)/96/3/23 dated 4.4.2000 (RBE No.59/2000) addressed to the General Manager/OSDs, All Indian Railways Director/IRISET/Secunderabad and others.

Sub: Analysis of stage-wise training needs of Group "C" and "D" staff of S&T Department - Revised Training Courses(SNTs) & Modules(STs).

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Please refer Board's letter of even number dated 31.08.1999 enclosing therein a booklet on Approved Modules for stagewise training of Group "C" and "D" staff of S&T Department, Inter-alia indicating therein training module (No.SNT-21) pre-promotional courses for Group "B" selection. It is clarified that this training module, i.e. SNT-21 is mandatory for SC/ST candidates only. The Course No.SNT-21 under the hand 'COURSE INDEX" at page/-1 of the above booklet may be read as:

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SNT-21*	Pre-selection coaching to SC/ST candidates for selection to Group "B"	6	Prior to Group B selection	24
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Accordingly the course details of the above Training Module at page-24 maybe modified as per Annexure attached.

**Annexure**

**SNT-21\* STAGE: PRE-SELECTION COACHING TO SC/ST CANDIDATES FOR SELECTION TO GROUP B SIGNAL & TELECOM**

TRADE: SSE/SE(SIG & Tele)      Duration: 6 weeks  
Belonging to SC/ST.

Model	Description	Days
ST/69	Contents to be decided Depending on needs analysis Of the group of trainees.	

183\_2000  
**SERIAL CIRCULAR NO.183/2000**  
**CIRCULAR LETTER NO.P(R)/171/III DATED 21.09.2000**

Copy of Board's letter No.2000-E(SCT)/I/25/19 dated 04.08.2000 is published for information, guidance and necessary action. Board's letter dated 21.08.97(1), 21.08.97(2), quoted therein were circulated as S.C./Nos.156/97 and 157/97 respectively.

*Copy of Board's letter No.2000-E(SCT)/I/25/19 dated 4.8.2000 (RBE No.149/2000).*

Sub: Treatment of backlog vacancies reserved for SCs/STs as a distinct group and non-applicability of 50 percent ceiling thereon.

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A copy of Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training)'s Office Memorandum No.36012/5/97-Estt(Res)/Vol.II dated 20.07.2000 is enclosed for information and strict compliance.

With reference to Para-3 of DOP&T's O.M.dated 20.7.2000 it is clarified that the backlog of vacancies would be determined with reference to the post based rosters keeping in view the instructions issued vide Board's letter Nos.95-E(SCT)/I/49/5(1) dated 21.08.97 in case of Direct Recruitment and 95-E(SCT)/I/49/5(2) dated 21.08.97 in case of promotions.

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Copy of Ministry of Personnel, Public Grievances and Pensions Deptt of personnel and Training Estt (Reservation) Sections letter No.36012/5/97-Estt(Res)/Vol.II dated 20th July 2000.

**OFFICE MEMORANDUM**

Sub: Treatment of backlog vacancies reserved for SCs and STs as a distinct group and non-applicability of 50 percent ceiling thereon.

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The undersigned is directed to invite a reference to Department of Personnel and Training's O..No.36012/5/97-Estt(Res) dated 29th August, 1997 wherein it was laid down that 50 per cent limit on reservation shall apply to current as well as backlog vacancies and that backlog of reserved vacancies shall not be treated as distinct group for the purpose of 50 percent limit on reservation and to say that the matter has been reviewed. Consequently, Article 16(4B) has been incorporated in the Constitution by the Constitution (Eighty First Amendment) Act, 2000 which provides as under :

"Nothing in this article shall prevent the State from considering any unfilled vacancies of a year which are reserved for being filled up in that year in accordance with any provision for reservation made under clause(4) or clause(4A) as a separate class of vacancies to be filled up in any succeeding year or years and such class of vacancies shall not be considered together with the vacancies of the year in which they are being filled up for determining the ceiling of fifty percent reservation on total number of vacancies of that year".

In pursuance of the provisions of Article 16 (4B) of the Constitution, it has been decided that in partial modification of the instructions issued vide this Department's O.M.No.36012/5/97-Estt(Res) dated the 29th August 1997, the reserved vacancies for Scheduled Castes and Scheduled Tribes in all cases of direct recruitment and promotion, wherever applicable, which have remained unfilled in the earlier year(s) i.e. backlog and/or carried forward vacancies would be treated as a separate and distinct group and will not be considered together with the reserved vacancies of the year in which they are being filled up for determining the ceiling of 50 per cent reservation on total number of vacancies of that year. In other words, the ceiling of 50 per cent on filling up of reserved vacancies would apply only on the reserved vacancies which arise in the current year and the backlog/carried forward reserved vacancies for SCs/STs of earlier year would be treated as a separate and distinct group and would not be subject to any ceiling. However, backlog and/or carried forward reservation will automatically lapse in a cadre as soon as combined representation of a reserved category in direct recruitment as well as promotion is either equal to or more than the prescribed number of reserved posts in the relevant post-based rosters.

3. As the Ministries are aware reservation with effect from 2.7.1997 is linked to post based rosters. The backlog of vacancies would, be determined with reference to the post based rosters keeping in view the instructions issued vide this Department's O.M.No.36012/2/96-Estt(Res) dated the 2nd July 1997.

4. The Ministries/Departments etc. are requested to carry out a review for early assessment of the backlog vacancies in respect of SCs & STs both by way of direct recruitment and promotion and make concerted efforts to fill up backlog vacancies.

5. This order takes effect from the date of issue.

6. All Ministries/departments are requested to bring the instructions also to the notice of their Attached/Subordinate offices and autonomous bodies/public sector undertakings under their control for compliance.

184\_2000

**SERIAL CIRCULAR NO.184/2000**  
**LETTER NO.P(PC)/487/V/IMP/97/VOL.IV DATED 31.08.2000**

Copy of Board's letter No.PC-V/97/C/4 dated 30.6.2000 published for information guidance and necessary action. Railway Board's letter mentioned therein was circulated vide S.C.No.222/97.

*Copy of Board's letter No.PC-V/97/C/4 dated 30.06.2000 (RBE No.129/2000).*

Sub: Revision of pay scales of RPF Combatised staff.

Ref: Railway Board's letter No.PC-V/97/G/4 dated 4.12.97.

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In partial modification of instructions contained in Railway Board's letter of even number dated 4.12.97 regarding pay scales of certain categories of RPF/RPSF staff (combatised) it has been decided by the Board to give effect to revised pay scales to such staff with effect from 10.10.97, the date from which the rationalised pay scales have been implemented for the non-gazetted cadres of Central Police Organisations, instead of 4.12.1997.

185\_2000

**SERIAL CIRCULAR NO.185/2000**  
**LETTER NO.P(PC)/487/V/IMP/97/VOL.IV DATED 31.8.2000**

Copy of Board's letter no.PC-V/2000/I/11/3(Gaz) dated 14.7.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.PC-V/2000/I/11/3(Gaz) dated 14.7.2000 (RBE No.135/2000).*

Sub: Grant of Non-Functional Selection Grade to the organised Group "A" Railway Services increase in percentage ceiling.

Ref: PC-IV's Lr.No.PC-IV/Imp/19 dated 24.8.97.

.....

In terms of Railway Board's letter referred to above, a non-functional selection grade(NFSG) had been introduced in all organised Group "A" Railway Services. Grant of this grade to officers working in JAG was subject to the conditions as prescribed/modified from time to time by the Department of Personnel and Training and also by Ministry of Railways. In terms of these instructions, the number of posts in NFSG shall not exceed 15% of the Senior Duty Posts (i.e. all duty posts at the level of Senior time scale and above in the cadre).

The matter related to the percentage ceiling on NFSG has been reconsidered by the Government and in partial modification of the existing scheme it has been decided that in the case of the organised Group "A" Central Services, the existing ceiling of 15% in the case of NFSG shall be increased to 30% with effect from 06.06.2000.

3. Salient features of the scheme of non-functional selection grade are summarised below:

(i) The number of posts in NFSG shall not exceed 30% of the senior duty posts (i.e. all duty posts at the level of Senior Time Scale and above in the cadre).

(ii) There shall be no increase in the overall strength of the cadre.

(iii) The officers shall first hold the post in the basic grade of Junior Administrative Grade (JAG) before they could be considered for appointment to NFSG.

(iv) Since NFSG is a segment of JAG, the strength in NFSG shall not exceed the number of posts available in JAG

(v) No member (officer) of the Service shall be eligible for appointment to NFSG until he has entered the fourteenth years calculated from the year of service on the 1st January of the year following the year following the year of examination on the basis of which the member was recruited.

(vi) Appointment to NFSG shall be made subject to suitability in terms of procedure laid down earlier.

(vii) Appointment to NFSG shall be made by the Railway Board the General Managers will have no powers to place Officers in this grade even in an adhoc capacity.

4. The Ministry of Railways have also decided that these orders shall apply to officers belonging to various organised Group "A" services in the Railways including the Engineering Services and Indian Railways Medical Service and excluding RPF.

5. As NFSG is a segment of JAG and is also "non-functional" in character, appointment to NFSG will not be treated as a promotion but merely a placement in the higher pay scale.

6. These instructions take effect from 06.06.2000.

186\_2000

**SERIAL CIRCULAR NO.186/2000**  
**LETTER NO.P(PC)/487/V/97/ALLOWANCE/VOL.II DATED 5.9.2000**

Copy of Board's letter No.E(GP)/99/1/33 dated 12.7.2000 is published for information, guidance and necessary action.

Sub: Payment of charge allowance to Group "B" officers posted to look after duties in Senior Scale.

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In certain cases, Group "B" officers when detailed to look after duties of the Sr. Scale posts are allowed charge allowance of Rs.300/- per month in addition to their pay in group "B" subject to certain conditions in terms of Board's letter No.E(GP)/97/1/24 dated 13.11.87. In the context of the revision in the pay scales based on the Fifth Central Pay Commission's accommodations, the quantum of charge allowance presently being allowed has been reviewed and it has been decided that the existing charge allowance be raised to Rs.750/- per month in addition to pay in Group "B" subject to condition that pay plus charge allowance should not exceed the pay that would have been admissible had it been fixed under Rule 1313 (FR.22)-II on regular promotion to Sr. Scale.

2. The benefit of charge allowance on the above basis in the revised (5th pay commission) scale of pay shall be effective from 1.1.96 or from the date on which the officer has elected to come over to the new scales of pay, as the case may be. For officers who have elected to retain the old scales of pay in respect of the posts regularly held by them in the pre-revised scales, the above orders shall be admissible only from the date they come over to the revised scales of pay; till such time pay plus charge allowance wherever such officers have been posted to look after duties in senior scale on or after 1.1.96 shall be regulated under the orders already in force.

3. In all cases where postings to look after duties in Senior Scale have taken place on or after 1.1.96 the pay of the officer shall be re-fixed on the above lines and arrears, as may be due shall be paid.

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

187\_2000  
**SERIAL CIRCULAR NO.187/2000**  
**LETTER NO.P(R)/605/VIII DATED 14.10.2000**

Copy of Board's letter No.E(NG)/II/92/PO/RDSO/1 dated 11.8.2000 is forwarded for information, guidance and necessary action.

Copy of Board's letter No.E(NG)/II/92/PO/RDSO/1 dated 11.8.2000.

Sub: Follow-up action on the recommendation of the High Powered Committee on Psycho-Tech. cells -Setting up of Psycho Technical Units on Zonal Railways.

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Attention is invited to the Board's letter of even No. dated 8.4.93 and 30.3.94 directing the Railways to create additional non-gazetted posts in psycho technical categories to facilitate conducting of psycho test on decentralised basis on the Railways.

The instructions contained in the aforesaid letters were directed to be held in abeyance vide instructions contained in Board's letter of even No. dated 23.8.95. The matter has been reconsidered by the Board and it has been decided that the instructions issued vide Board's letter dated 23.8.95 ibid be canceled and the instructions contained in Board's letter No.E(NG)/II/92/PO/RDSO/1 dated 8/4/93 and 30/3/94 ibid may be implemented.

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

188\_2000  
**SERIAL CIRCULAR NO.188/2000**  
**LETTER NO.P(R)/299/IV DATED 23.10.2000**

Copy of Board's letter No.E(G)/99 FE1-1 dated 10.8.2000 is published for information, guidance and necessary action Board's letter dated 24.8.93 quoted therein was circulated as S.C.no.87/93.

*Copy of Board's letter No.E(G)/99/FE1-1 dated 10.8.2000 (RBE No.95/2000).*

Sub: Recommendation No.67 of the Railway Accidents Enquiry Committee, 1978 (Sikri Committee) Implementation of.

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In order to give encouragement to Officers and Supervisors to take up membership of technical and Professional National/International Institutions in improving their technical/professional competence, as recommended in para 67 of Railway Accident Enquiry Committee 1978. Board after accepting this recommendation issued instructions for allowing reimbursement of 90% of membership/subscription fee to Railway Officers for becoming members of professional institutions/societies recognised by the Board for the purpose.

Initially only Officers of the rank of Principal HODs were permitted 90% reimbursement of membership fee of one national/international institute. Thereafter, in 1988 the benefit of the scheme/facility was extended to officers of the rank of JA Grade and above. In 1993, the scheme was further liberalised and officers in Sr.and Jr.Scale and Sr.Supervisors in grade Rs.2375- 3500(RPS) and Rs.2000-3200(RPS) were also brought under the ambit of the scheme. Keeping in view the fast pace of technological advancement in all areas following the process of liberalisation/globalisation of country's economy and the IT revolution, Board re-viewed the policy in 1999 and allowed officers in JA Grade and above, the facilities of such reimbursement upto the maximum of 5 national/international institutions/societies including maximum 2 international institutions vide Board's letter No.E(G)/99 FE1-1 dated 5.5.1999.

On further review, Ministry of Railways have in partial modification of board's letter No.E(G)/99/FE1-1 dated 24.8.93 have decided that individual request from Sr.Scale/Jr.Scale officers and Sr.Subordinates in the grade of Rs.2375-3500 (RPS) and Rs.2000-3200 (RPS) may be considered for allowing 90% reimbursement of membership fee in respect of two national/international institutions/societies in deserving cases of which not more than one will be international institution. In respect of 90% reimbursement for second institution, Board's prior approval would be required.

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

189\_2000

**SERIAL CIRCULAR NO.189/2000  
LETTER NO.P(R)/673/II DATED 17.10.2000**

Copy of Board's letter No.E(MPP)2000/3/10 dated 10.8.2000 together with their letter dated 21.11.1961 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(MPP)2000/3/10 dated 10.8.2000 (RBE No.96/2000).*

Sub: Training of Apprentices/Trainees - Repeat course.

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In partial modification of Board's letter No.E(NG)/58/RCI/150 dated 21.11.61 on the subject mentioned above, it has been decided that:

- a) The Trainees/Apprentices, other than those covered under the Apprentices Act, 1961, may be given one repeat course or 2nd chance without any stipend or any other remuneration.

- b) The Trainees/Apprentices, other than those covered under the Apprentices Act, 1961, belonging to OBC categories may be given one repeat course or 2nd chance without any stipend or any other remuneration.
- c) The Trainees/Apprentices, other than those covered under the Apprentices Act 1961 belonging to SC/ST categories may be given 2nd chance with stipend/pay and the third chance, without stipend or any other remuneration.

2. The above order would cover the directly recruited Intermediate Apprentices/LDCE and GDCE candidates.

Copy of Board's letter No. E(NG)/58 RCB/150 dated 21st November 1961.

Sub: Recruitment and training of Apprentices/Trainees - Repeat Courses - Stipends.

.....

The Railway Board have had under consideration the question of providing repeat courses to the Apprentices/Trainees who fail to complete the prescribed training satisfactorily. After a careful examination, they have decided that the undermentioned instructions should be followed by all Railways uniformly.

i) Stipend should be withheld when an extension/a repeat course is considered necessary at the end of prescribed period of training for the reasons that the Apprentice has failed to complete the prescribed training satisfactorily. The stipend need not, however, be withheld at an intermediate stage but it should be considered on individual merits whether the Apprentice should continue to receive training or be discharged.

(ii) So far as the persons recruited as Trainees in the categories of Signallers, Commercial Clerks, Ticket Collectors, Accounts Clerks, Tracers, Guards etc., are concerned, if the existing terms of appointment do not allow stoppage of stipend/pay for the extended period of training, the services of such of the trainees as do not complete the prescribed period of training satisfactorily should be terminated in accordance with the terms of appointment for example by giving 14 days' notice. After the termination of their services, they will cease to be Railway servants. If the Railway administration desire to give a repeat course to such trainees as have ceased to be Railway servants, this should be done by the competent authority and in individual cases, such trainees may be asked whether they are willing to have a repeat course without stipend, which should be arranged by the Railway Administration.

As regards future trainees in the above categories, it should be prescribed in the terms of appointment that a repeat course, if considered necessary by the administration, shall be given without stipend or any other remuneration.

(iii) Scheduled Caste/Scheduled Tribe Apprentices/Trainees may be given a second chance with stipend/pay and the third chance, if considered necessary, without stipend/pay.

The grant of stipend/pay during the second chance of training in item (iii) above has the sanction of the President.

190\_2000

**SERIAL CIRCULAR NO.190/2000**  
**LETTER NO.P(R)/473/III DATED 20/10/2000**

Copy of Board's letter No.E(W)/96/PS 5-1/27 dated 12.8.2000 is published for information, guidance and necessary action.

*Copy of board's letter No.E(W)/96/PS 5-1/27 dated 12.8.2000 (RBE No.97/2000).*

Sub: School Pass - permitting student wards of Railway employees on Rajdhani/Shatabdi Express trains.

1. In terms of provision under Schedule III of Railway Servants ((Pass) Rules, 1986 (2nd Edition, 1993) eligible student son/daughter of Railway employees are granted 3 sets or 6 half sets of school passes in a year. These passes at present are not valid for journey in the Rajdhani/Shatabdi express trains.

2. The issue regarding making school pass valid for journey in Rajdhani/Shatabdi express trains has been considered by Board and it has now been decided that School Pass issued to eligible son/daughter of Railway employees may be made valid for journey on Rajdhani/Shatabdi express trains, subject to the normal "Pass Quota". The condition of entitlement shall be as on privilege pass of Railway employees.

3. An endorsement as "valid for journey in the entitled class of Rajdhani/Shatabdi express trains" shall be made on the School pass by the pass issuing authority.

4. This issues with the concurrence of Finance and Commercial Directorates of Ministry of Railways.

191\_2000  
**SERIAL CIRCULAR NO.191/2000**  
**LETTER NO.P(R)/473/III DATED 17.10.2000**

Copy of Board's letter No.E(W)/2000/PS 5-1/24 dated 7.8.2000 is forwarded for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/2000/PS 5-1/24 dated 7.8.2000 (RBE No.148/2000).*

Sub: Issue of Special Passes to retired Railway officers empanelled as Inquiry Officers -  
Amendment of Schedule VII of Railway Servants (Pass) Rules 1986 (2nd Edition, 1993)

.....

While approving the terms and conditions for empanelment of senior retired officers as Inquiry Officers in DAR cases, board had approved payment of TA/DA to the RIOs at the same scale as the entitlement of serving officers of equal status, if RIO was required to undertake a journey for official purpose.

However, the entitlement of the class of travel was not clearly stated in the said terms and conditions.

2. After giving careful consideration in the matter the Board have decided that the retired Railway Officers of Selection Grade and above, who are empanelled as RIOs to conduct inquiry into charges against Gazetted Railway Officers under the D&A Rules may while travelling on official work be granted passes for self only, in the same class to which serving officers of equiva-lent rank are entitled while on duty, and an attendant in sleeper/second class when required to undertake journeys from the place of their residence to the Zonal Railway headquarters where the inquiry is conducted or to the place near the residence of retired COs where inquiry is conducted owing to ill-health of COs and in the case of training from the place of their residence to the place where training programmes are conducted or for any other official purpose in this connection. The authorisation for issue of such a pass shall be given either by the SDGM or by the CVO.

In view of the above, Schedule VII of Railway Servants (Pass) Rules, 1986 (Second Edition, 1993) may be amended as per Advance Correction Slip No.28 enclosed.

4. In all other respects, the provision of Railway Servants (Pass) Rules, 1986 (Second Edition 1993) shall apply.

5. This issues with the concurrence of the Finance Direc-torate of the Ministry of Railways.

**Advance Correction Slip No.28 to Railway Servants(Pass) Rules 1986 (2nd Edition, 1993).**

The following may be added as item "(41)" in Schedule VII (Special Passes) of Railway Servants (Pass) Rules, 1986 (2nd Edition 1993).

Condition of entitlement	Entitlement/ facilities.
(41) Retired Railway Officers of selection grade and above as Railway officer of equivalent Inquiry Officers in D&AR cases to undertake journey either for conduct of inquiry or for training or any other official purpose in this connection	A Pass of the class for self only, to which a serving Railway officer of equivalent rank in entitled while on duty and an attendant in second/sleeper class from the place of residence to the place of residence to the Zonal Railway Headquarters and in some cases to the place near the residence of retired COs where inquiry is conducted owing to ill-health of the CO and in case of training, to the place where training programmes are conducted on authorisation of the SDGM/CVOs.

Authority: Board's letter No.E(W)/2000/PS 5-1/24 dated 7.8.2000.

192\_2000  
**SERIAL CIRCULAR NO.192/2000**  
**LETTER NO.P(R)/535/II DATED 19.10.2000**

Copy of Board's letter No.E(NG)/I-2000/CEP/12 dated 11.8.2000 is published for information, guidance and necessary action. Board's letter quoted therein were circulated under S.C.No.70/92, 35/93. respectively.

*Copy of Board's letter No.E(NG)/I-2000/CEP/12 dated 11.8.2000 (RBE No.152/2000).*

Sub: Promotion from Gr.D to Gr.C.

...

In terms of Para 189 of IREM (Vol.I, 1989 Edition), 33 1/3% of the posts in the lowest grade of Commercial Clerks, Ticket Collectors, Train Clerks, Number Takers, Store Clerks etc. are to be earmarked for promotion of Railway Servants in Group D categories for whom no regular avenue of promotion exist, the Group C categories being suitably linked with specified group "D" categories on the basis of Broad affinity of work. It was further clarified vide this ministry's letter No.E(NG)/I-91/CFP/26, dated 30.4.92 that the employees who were otherwise eligible for consideration for promotion to Group "C" would continue to be eligible for such consideration irrespective of the fact that they have since been placed in Group "C" scales of pay of Rs.825-1200(RPS)/2750-4400(RSRP) and 950-1500(RPS)/3050-4590(RSRP) as a result of restructuring. This was followed by correction to the IREM vide ACS No.8 issued under this Ministry's letter No.E(NG)/I-91/CFP/26 dated 10.3.93 inserting a Note at the end of para 189 to the effect that employees in lower group "C" scales of Rs.825-1200/950-1400 for whom no regular avenue of promotion exists will also be eligible to appear in the selection held for promotion of group "D" employees to Group "C" against the prescribed quota. This means that those who get promoted to Group "C" grade of Rs.950-1500/3050-4590 in the normal course (as distinct from restructuring) and for whom regular avenue is available will not be eligible for promotion against 33 1/3% quota.

2. It has however, come to the notice of this Ministry that some of the categories which have avenue of promotion in their own channel are also being considered for promotion to Gr."C" posts against 33 1/3% quota which is earmarked only for promotion to employees in Group "D" and lower Group "C" scales for whom no regular avenue of promotion exists. For example, on some of the Railways pointsman "A" who have regular avenues of promotion to categories like switchmen and shunting Jamadar in grade Rs.4000-6000 and Goods Guards and ASMs in grade Rs.4500-7000 are also being considered for promotion against the 33 1/3% quota.

The matter has been considered by the Board and it has been decided that Railways may review the relevant AVCs in the light of the provisions in the IREM as indicated above and the changes that have taken place in recent past as a result of restructuring of cadres and implementation of 5th pay commission recommendations, in terms of which higher Gr."C" grades are now available in regular channel.

193\_2000  
**SERIAL CIRCULAR NO.193/2000**  
**LETTER NO.P(R)/612 DATED 20.10.2000**

Copy of Board's letter No.E(NG)/I-97/SR6/3/(vol.III) dated 8.8.2000 is published for information, guidance and necessary action. Board's letters dated 28.2.97 and 15.5.98 quoted therein were circulated as S.C.nos.61/97, and 166/98 respectively.

The judgment dated 16.9.99 quoted in para-2 of Board's letter relates to 1999 SCC(L&S) 1239 between Ajit Singh and others(II) and State of Punjab.

*Copy of Board's letter No.E(NG)/I-97/SR6/3 (Vol.III) dated 8.8.2000 (RBE No.151/2000).*

Sub: Principles for determining the seniority of staff belonging to SC/ST promoted earlier vis-a-vis, General/OBC staff promoted later.

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Please refer to para-319A of Indian Railways Establishment Manual Vol.I (1989) introduced vide ACS No.25 as further modified vide ACS No.44 issued under this Ministry's letters of even number dated 28.2.97 and 15.5.98 respectively regarding seniority of staff belonging to SC/ST promoted earlier vis-a-vis General/OBC staff promoted later.

2. As the Railways are aware, the Five judge constitution Bench of the Hon'ble Supreme Court in their judgement dated 16.9.99 reported as 1999(7) SCC-209 have laid down/clarified the principles for determining the seniority of SC/ST staff promoted earlier vis-a-vis General/OBC staff promoted later. However, the question of revising the existing instructions on the subject is still under consideration of the Government, i.e. Department of Personnel and Training.

3. The Ministry of Railways have considered the matter in consultation with the Department of Personnel and Training and wish to clarify that, pending issue of revised instructions, specific orders of CAT(s)/Court(s), if any, to implement the Hon'ble Supreme Court judgement dated 16.9.99 should be complied with.

194\_2000  
**SERIAL CIRCULAR NO.194/2000**  
**LETTER NO.P(R)/268 DATED 17.10.2000**

Copy of Board's letter No.E(NG)/II-99/RC-1/Gen/19 dated 22.8.2000 is published for information, guidance and necessary action.

*Copy of board's letter No.E(NG)/II-99/RC-1/Gen/19 dated 22.08.2000 Supplementary Circular.No.44 to MC No.16 (RBE No.153/2000).*

Sub: Appointment on compassionate ground -termination of service.

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The object of the scheme of providing appointment on compassionate grounds to an eligible dependent family member of a Railway employee, who dies in harness or is retired on being totally medically incapacitated, is to relieve the dependent family members from financial distress caused by the death.

It is, therefore, incumbent on the part of a person appointed on compassionate grounds to look after the other family members who were wholly dependent on the ex-employee for their sustenance.

Cases have come to the notice of the Board where a ward of an ex-Railway employee, appointed on compassionate ground, had discontinued looking after the widowed mother and the other dependent brothers/sisters. It has, therefore, been decided that any person being considered for appointment on compassionate ground, should give an undertaking in writing that he/she will maintain properly the other family members who have been dependent on the Railway employee and in case it is proved subsequently that the family members are being neglected or are not being properly maintained by him/her, his/her appointment may be terminated forthwith. For this purpose, the details of the dependent family members may be obtained and kept on record at the time the request for compassionate appointment is made (as given in the Annexure).

## ANNEXURE

1. Particulars of all dependent family members of the Railway servant (if, some are employed, their income and whether they are living together or separately).

S.No.	Name(s)	Relationship with the Govt. servant.	Age	Address (if employed particulars of employment and emoluments).	Employed or not
1	2	3	4	5	6
1.					
2.					
3.					
4.					
5.					

## II. DECLARATION/UNDERTAKING

1. I hereby declare that the facts given by me above, are, to the best of my knowledge, correct. If any of the facts herein mentioned are found to be incorrect or false at a future date, my services may be terminated.

2. I hereby also declare that I shall maintain properly the other family members who have been dependent (details given above) on Railway servant mentioned against I(a) of part-A of this form and in case it is proved at any time that the said family members are being neglected or not being properly maintained by me, further during the period of their dependency my appointment may be terminated.

Date

Signature of the candidate  
Name  
Address

I have verified that the facts mentioned above by the candidate are correct.

Date

Signature of the Welfare Officer  
Name  
Address

195\_2000  
**SERIAL CIRCULAR NO.195/2000**  
**LETTER NO.P(R)/96/I DATED 23.10.2000**

Copy of Board's letter No.E(NG)/II/99/RR-1/11 dated 24.8.2000 is published for information, guidance and necessary action. Board's letters quoted therein were circulated under S.C.Nos.117/88, 58/90, 126/96, 207/99, and 93/2000 respectively.

*Copy of Board's letter No.E(NG)/II/99/RR-1/11 dated 24.8.2000  
(RBE No.154/2000) S.C.No.36 to MC No.32.*

Sub: Recruitment of Act Apprentices to the post of Diesel/Electric Asstts. in scale Rs.3050-4590.

.....

Attention is invited to Board's letters quoted in the margin regarding age relaxation and preference to be given to Course Completed Act Apprentices in the recruitment to various posts.

The matter regarding extending similar preference to the Act Apprentices for recruitment to the posts of Diesel/Electric Assistants was under consideration of the Board. It has now been decided that, henceforth, for recruitment to the posts of Diesel/Electric Assistants (Rs.3050-4590).

- (i) Other things being equal, Course completed Act Apprentices trained in the Railway establishment shall be given preference over a candidate who is not such an apprentice.
- (ii) Upper age limit in case of a candidate who is a Course Completed Act Apprentice shall be relaxed to the extent of period for which the Apprentice had undergone training as per the normal period of training as laid down in the Apprentices Act.

E(NG) II/88/RE-3	Dt.	24-6-1988.
E(NG) II/88/RE-3	Dt.	30-3-1990.
E(NG) II/88/RRI-34	Dt.	26-8-1996.
E(NG) II/88/RRI-34	Dt.	13-7-1999.
E(NG) II/88/RRI-34	Dt.	06-4-2000.

196\_2000  
**SERIAL CIRCULAR NO.196/2000**  
**LETTER NO.P/LE/724/P/VOL.III DATED 29.9.2000**

Copy of Board's letter No.E(LL)/99 AT/CNR/18 dated 29.8.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(LL)/99/AT/CNR/18 dated 29/8/2000 (RBE No.155/2000).*

Sub: Contract Labour (Regulation & Abolition) Central (Amendment) Rules/2000.

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A copy of the notification No.S-16011/1/98-LW dated 30.6.2000 issued by the Ministry of Labour on the above subject is sent herewith for information and guidance.

**THE GAZETTE OF INDIA EXTRAORDINARY**

**MINISTRY OF LABOUR NOTIFICATION NEW DELHI THE 30TH JUNE 2000**

G.S.R.574(E) - Whereas the draft of certain rules further to amend the Contract Labour (Regulation and Abolition) Central Rules, 1971 was published as required by sub-section (1) of Section 35 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) in the Gazette of India, Extraordinary, Part II, Section 3 Sub-section (i) dated 16th November, 1999 under the

Notification of Government of India in the Ministry of labour no.GSR 774(E) dated 16th November, 1999 inviting objections and suggestions from all persons likely to be affected thereby within a period of forty-five days from the date on which copies of the said notification, as published in the official Gazette were made available to the Public. And whereas the copies of the said notification were made available to the public on 17th November, 1999.

And whereas no objections or suggestions have been received from the public.

Now, therefore, in exercise of the powers conferred by Section-35 of the said Act, the Central Government hereby makes the following rules further to amend the Contract labour (Regulation and Abolition) Central Rules, 1971 namely:

1. (1) These rules may be called the Contract Labour (Regulation and Abolition) Central (Amendment) Rules 2000.  
(2) They shall come into force on the date of their publication in the official Gazette.
2. (1) In the Contract Labour (Regulation and Abolition) Central Rules 1971.
  - (a) In the Annexure to Form VI in conditions 5 and 6 for the words and brackets, "Chief Labour Commissioner (Central)" wherever they occur, the words and brackets "Deputy Chief labour Commissioner (Central) shall be substituted.
  - (b) In the Annexure to Form XI in conditions 5 and 6 for the words and brackets "Chief Labour Commissioner (Central)" wherever they occur, the words and brackets "Deputy Chief Labour Commissioner (Central) shall be substituted.

(F.No.S.16011/1/98/LW)  
S.K.Das, Director General(Labour  
Welfare/Jt.Secretary.

FOOT NOTE: Principal notification was issued vide GSR No.191dated 1st February, 1971, last amended vide GSR No.419(E) dated 21st January 1999.

197\_2000  
**SERIAL CIRCULAR NO.197/2000**  
**LETTER NO.P(R)/473/III DATED 29.9.2000**

Copy of Board's letter No.E(W)/2000/PS/5-1/17 dated 7.9.2000 is published for information, guidance and necessary action. Board's letter dated 9.6.2000 quoted therein was circulated as S.C.no.140/2000.

*Copy of Board's letter No.E(W)/2000/PS/5-1/17 dated 7.9.2000 (RBE No.158/2000).*

Sub: Entitlement for travel by Rajdhani and Shatabdi Express trains on Duty/Privilege/Post-retirement Complimentary passes.

Ref: Board's letter of even number dated 9.6.2000.

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In slight modification of the instructions contained in paras a(ii) and b(ii) of Board's letter of even number dated 9.6.2000 Board have decided as follows:

- (i) Officers holding sliver passes would be entitled to avail one extra berth for the eligible family member in 1st AC of Rajdhani Express on payment of 1/3rd difference of fare between the 1st AC and 2nd AC fare of Rajdhani Express trains.

- (ii) On privilege and post-retirement complimentary passes, serving officers with pay of Rs.22400 and above and retired officers of equivalent status would be entitled to have one seat in executive class of Shatabdi Exp.

2. Accordingly, the entitlement for travel by Rajdhani/shatabdi express trains on duty/privilege/post-retirement complimentary passes would stand revised as per Annexure.

3. The Privilege/post-retirement complimentary pass holders will be permitted to travel within the quota earmarked for pass holders by these trains. Preference will be given to the Duty Pass holders in allotment of berths/seats.

4. These instructions should be brought to the notice of all concerned.

5. These instructions are in supersession of all earlier orders issued on this subject.

6. This issues with the concurrence of Commercial and Finance Directorates of the Ministry of Railways.

**ENTITLEMENT FOR TRAVEL BY RAJDHANI AND SHATABDI EXPRESS TRAINS ON DUTY/PRIVILEGE/POST-RETIREMENT COMPLIMENTARY PASSES**

**(A) Entitlement for travel on duty by Rajdhani/Shatabdi express**

Status	Rajdhani Express	Shatabdi express
i)Gold Pass holders	First AC coupe or four berths in 2-AC	Four seats in executive Class/chair car.
ii) Siver Pass holder	One berth in First AC for self and one extra berth for the eligible family member on payment of 1/3rd difference of fare between 1st AC and 2nd AC of Rajdhani Exp. trains. or Two berths in 2-AC or our berths in 3-AC.	Two seats in Executive class or four seats in
iii)Metal and First "A" pass holders (Pay Rs.14300/- and above).	One berth in 1st AC or 2 berths in 2nd AC or 4 berths in 3rd AC	Two sets in Executive Class or four seats in Chair car
iv) Metal and First "A" Pass holders (Pay Rs.12000/- and above but less than Rs.14300/-).	One berth in2-AC or two berths in 3-AC	Two seats in AC Chair Car
v)Metal and First "A" Pass holders (Pay less than Rs.12000/-).	-do-	-do-

vi) First Class  
Pass holders.

One berth in 3-AC

One seat in AC Chair Car

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NOTE:

- i) Gold Pass holders are entitled to coupe accommodation even when traveling alone and can also take their family members in the coupe in Rajdhani Express trains.
- ii) The serving officers who were drawing pay of Rs.4500/- and above in the IV CPC scale of pay and were entitled to one berth in 1st AC/2 berths in 2nd AC/4 berths in 3-AC in Rajdhani Express and two seats in Executive class/Four seats in chair car in Shatabdi express during the period 1.1.96 to 31.1.99 will continue to get the same entitlement even if their pay in the revised scale of pay falls short of Rs.14300/-.

**(B) Entitlement to travel on each privilege and post-retirement complimentary pass**

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Status	Rajdhani Express	Shatabdi express
i) Retired and serving Board members	Two berths in 1-AC or two berths in 2-AC or four berths in 3-AC	Two seats in Executive class or two seats in chair car.
ii) Serving Officers with pay Rs. 22400/- and above and retired officers of equivalent status.	One berth in 1-AC on payment of 1/3rd of difference of fare between 1-AC and 2-AC (Rajdhani) or two berths in 2-AC or four berths in 3-AC	One seat in Executive Class OR two seats in chair car
iii) Serving officers with pay Rs.14300/- and above and retired officers of equivalent status.	Two berths in 2-AC or four berths in 3-AC	Two seats in Chair car
iv) Serving officers with pay below Rs.14300/- and retired officers of equivalent status.	One berth in 2-AC or two berths in 3-AC	Two seats in Chair car
v) other serving and retired first class pass holders.	-do-	-do-

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NOTE:

- i) In the case of serving chairman and Member of the Railway Board traveling on their own privilege passes, the facility to travel in 1-AC of all trains including Rajdhani Express and in Executive class of Shatabdi express, without payment of any difference in fares will be admissible not only to themselves and their spouses, but to all members of the family who are entitled to travel on privilege passes, subject to the maximum of two berths in 1-AC or two seats in the Executive Class. This facility will be available even if the Chairman/Members is not traveling along with them. Spouses of retired chairman/Members of the Railway Board traveling alone on their post retirement complimentary passes would also be entitled to the facility of travel in 1-AC and Executive Class, without payment of any difference in fares.

ii) For the purpose of item (ii) above, the equivalent status of retired Railway employees will be as follows:

Officers who retired between 1.7.59 - 31.12.72 with a basic pay of Rs.3000/- and above officers who retired between 1.1.86 - 31.12.95 with a basic pay of Rs.7300/- and above.

iii) For the purpose of item (iii) above, the equivalent status will be as follows:

Officers who retired between 1.7.59 - 31.12.72 with a basic pay of Rs.1880/- and above/officers who retired between 1.1.73 - 31.12.85 with a basic pay of Rs.1980/- and above/officers who retired between 1.1.86 - 31.12.95 with a basic pay of Rs.4500/- and above.

iv) For the purpose of item iv) above, the equivalent status will be as follows:

Officers who retired between 1.7.59 - 31.12.72 with a basic pay below Rs.1880/- officers who retired between 1.1.73 - 31.12.85 with a basic pay below Rs.1980/- and officers who retired between 1.1.86 - 31.12.95 with a basic pay below Rs.4500/-.

198\_2000  
**SERIAL CIRCULAR NO.198/2000**  
**LETTER NO.P(PC)/487/V/97/DA DATED 29.09.2000**

Sub: Payment of Dearness Allowance to Railway employees - Revised effect from 1.7.2000.

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Copy of Board's letter No.PC-V/97/1/7/14 dated 27.9.2000 on the above subject is published for information, guidance and necessary action.

Railway Board's published letter dated 7.4.2000 & 16.10.2000 SC.No. 63/2000 and 171/97 mentioned therein were circulated as under:

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*Copy of Board's letter No.PC-V/67/1/7/14 dated 27.8.2000 (RBE No.171/2000).*

Sub: Payment of Dearness Allowance to Railway employees Revised Rates effective from 1.7.2000.

\*\*\*\*\*

Reference to the Ministry's letter of even No.dated 7.4.2000 (S.No.PC-V/264 RBE No.68/2000) on the subject mentioned above. The President is pleased to decide that the Dearness Allowance payable to Railway employees with effect from 1st July, 2000 shall stand modified as follows:

Date from which payable	Rate of Dearness Allowance per month
01.07.2000	41% of pay

2. The provisions contained in paras 3 and 4 of this Ministry's letter No.PC-V/97/7/14 dated 16.10.97 (S.no.PC-V/3 RD no.193/97) 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.

4. The payment on account of Dearness/Allowance involving fraction of 50 paise and above may be rounded off to the next higher rupee and the fractions of less than 50 paise may be ignored.

199\_2000

**SERIAL CIRCULAR NO.199/2000**  
**LETTER NO.P(R)/436/IRMM DATED 17.10.2000**

Copy of Board's letter No.2000/H/PNM-AIRF dated 5.9.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.2000/H/PNM-AIRF dated 5.9.2000 (S.No.8 of health/2000).*

Sub: Removal of age limit of 25 years in respect of medical facilities for dependent children of serving Railway employees and Pensioner.

.....

Ministry of Railways have decided to elaborate/amend para-601 (5) and 601(6) of IRMM, 2000 as under:

(5) "Family Members", for purposes of these rules, will include -

(a) Consort-

- (i) wife of Railway employee, whether she is earning or not
- (ii) husband of a Railway employee, whether he is earning or not;

b) Sons -

- (i) sons under 21 years of age provided they are wholly dependent on the Railway employee;
- (ii) sons over 21 years of age without an upper age limit, even if not a student or invalid, provided he is wholly dependent on and resides with the Railway employee;

(c) daughters -

- (i) unmarried daughters, irrespective of whether they are earning or not and irrespective of their age;
- (ii) married daughters under 18 years of age and widowed daughters, irrespective of their age, provided they are wholly dependent on the Railway employee;

(d) Step-sons, unmarried step-daughters, married step-daughters and one adopted child, subject to the age limit prescribed in (b) and (c) above, provided they are wholly dependent on the Railway employee.

NOTE: In a case where both husband and wife are Railway employees, the wife maybe allowed to avail herself of the medical attendance and treatment facilities either according to her own status or according to the status of her husband whichever is more favorable, the children may also be allowed these concessions according to the status of either of their parents and the preferential claim of reimbursement of medical expenses.

(6) "Dependent relatives" for these rules, will include all such persons as are eligible for passes under the Pass Rules and will thus include:

- (a) mother/step-mother; if a widow
- (b) unmarried or widowed sisters or step-sister if father is not alive
- (c) brother/step-brothers under 21 years of age, if father is not alive;

provided that the above are wholly dependent on and reside with the Railway employee. The words "wholly dependent" mean a person who does not have independent income more than 15% of the emoluments of the Railway servant concerned or Rs.1500/- plus dearness relief thereon, which-ever is more.

Note:

- (i) The age limit prescribed in the case of brothers/step-brothers will not apply to bonafide students of recognised educational institutions and to invalids on appropriate certification by Railway Medical officer.

ii) Mother includes adoptive mother only in cases in which the mother has legally adopted the Railway employee as a child and has, since adoption, always been recognised as mother. A railway employee may not obtain free medical attention for his real mother as well as for an adoptive mother.

This issues with the concurrence of Finance Director-ate of Railway Board.

An advance correction slip with respect to 601(5) and (6) of IRMM, 2000 is also enclosed for ready reference.-

S.NO.8/HEALTH'2000

Advance Correction Slip to Para 601(5) AND 601(6) OF IRMM 2000

Para 601(5) and 601(6) may be corrected to read as under:

(5) "Family members" for purpose of these rules will include

(a) Consort-

- (i) wife of a Railway employee, whether she is earning or not
- (ii) husband of a Railway employee, whether he is earning or not.

(b) Sons

- (i) sons under 21 years of age provided they are wholly dependent on the Railway employee
- (ii) sons over 21 years of age without an upper age limit, even if not a student or invalid, provided he is wholly dependent on and resides with the Rly employee.

(c) Daughters:

- (i) unmarried daughters, irrespective of whether they are earning or not and irrespective of their age;
- (ii) married daughters under 18 years of age and widowed daughters, irrespective of their age, provided they are wholly dependent on the Railway employee;

(d) step-sons, unmarried step-daughters, married step-daughters and one adopted child, subject to the age limit prescribed in (b) and (c) above, provided they are wholly dependent on the Railway employee.

Note: In a case where both husband and wife are Railway employees, the wife may be allowed to avail herself of the medical attendance and treatment facilities either according to her own status or according to the status of her husband whichever is more favorable, the children may also be allowed these concessions according to the status of either of their parents and the preferential claim of reimbursement of medical expenses.

(6) "Dependent relatives" for these rules, will include all such persons as are eligible for passes under the pass rules and will thus include:-

(A) mother/step-mother; if a widow;

(B) unmarried or widowed sisters or step-sisters if father is not alive.

(C) brother/step-brothers under 21 years of age, if father is not alive; provided that the above are wholly dependent on and reside with the Railway employee. The words "wholly dependent" mean a person who does not have independent income more than 15% of the emoluments of the Railway servant concerned or Rs.1500 plus dearness relief thereon whichever is more.

Note:

i) The age limit prescribed in the case of brothers/step- brothers will not apply to bonafide students of recognised educational institutions and to invalids on appropriate certification by Railway Medical officer.

(ii) Mother includes adoptive mother only in cases in which the mother has legally adopted the Railway employee as a child and has, since adoption, always been recognised as the mother. A railway employee may not obtain free medical attention of his real mother as well as for an adoptive mother.

AUTHORITY:Board's letter No.2000/H/PNM/AIRF dated 5.9.2000).

200\_2000  
**SERIAL CIRCULAR NO.200/2000**  
**LETTER NO.P(R)/563/III DATED 2.11.2000**

Copy of Board's letter No.99/RRB/26/12 dated 7.8.2000 is published for information, guidance and necessary action. Board's letter dated 20.8.99 quoted therein was circulated as S.C.No.243/99, copies of Board's letter dated 26.10.62 and 10.7.58 quoted therein are also enclosed.

*Copy of Board's letter No.99/E(RRB)/25/12 dated 7.8.2000 (RBE No.150/2000) RRCB No.6/2000*

Sub: Recruitment of medically unfit direct recruits in alternative categories.

Ref: Board's letter No.99/E(RRB)/25/12 dated 20.8.99.

.....

General Managers were authorised, vide Board's letter referred to above, to consider requests from candidates of non-technical categories also, who fail in prescribed medical examination after empanelment by RRB, for their posting in alternative categories subject to certain conditions mentioned in the letter under reference. It is further clarified that General Managers' powers of offering alternative appointment to such candidate will cover Group D categories also, subject to a restriction that the General Managers may offer, at their discretion, alternative appointment in another equivalent category for which the medically failed candidate is fit, only if the alternative category being offered is one for which Board's approval has been obtained already for filling up vacancies. Board's permission or filling up vacancies in any particular category should not be sought merely for accommodating such candidates.

2. It is reiterated that these instructions will apply to all candidates both from reserved as well as non-reserved communities and for all categories of recruitment to Group C and D posts subject to restrictions for Group D categories mentioned in Para-I above, and other conditions mentioned in Board's letter of even number dated 20.8.99 and the following earlier instructions:

- i) Lr.No.84-E(SCT)/25/14 dated 7.11.85 and
- ii) Lr.No.E(NG)/62/RC1/95 dated 26.10.62.

Copy of Board's letter No.E(NG)/62 RC1/95 dated 26th October 1962.

Sub: Recruitment of medically unfitted direct recruits in alternative categories.

.....

On a review of the matter, the Board in partial super-session of the instructions contained in Board's letter No.E(NG)/58/R/CI/25 dated 10th July, 1958, (copy enclosed for ready reference) have decided that if a candidate selected for a technical category fails in the prescribed medical examination, he may be considered for an alternative technical category provided he possesses the requisite qualification and there is a shortage in that category subject to his being medically fit for that category.

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Copy of Confidential letter No.E(NG)/58/R/CI/25 dated 10th July 1958.

Sub Employment of medically unfitted direct recruits in alternative categories.

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Reference Board's confidential letter No.E 55-RR1/25/3 dated 24th September 1955. The Board have reconsidered the matter and decided to cancel these orders. Henceforth the direct recruits on failing to pass the prescribed medical examination should not be considered for employment in alternative categories.

This is also in partial supersession of the orders contained in Board's confidential letter No.E 55 RR/1/25/3(c) dated 7th May, 1956 (copy enclosed).

201\_2000  
**SERIAL CIRCULAR NO.201/2000**  
**LETTER NO.P(R)/64/IV DATED 30.10.2000**

Copy of Board's letter No.F(E)/Spl.98/FR/1/1 dated 11.09.2000 is published for information, guidance and necessary action.

*Copy of board's letter No.F(E)/Spl.98/FR/1/1 dated 11.09.2000 (RBE No.156/2000).*

Sub Grant of Dual charge allowance - counting of leave availed of during.

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A copy of Ministry of Personnel, PG & Pensions, Department of Personnel and Training's O.M.No.4/1/2000-Estt (Pay-II) dated 6.7.2000 on the subject mentioned above is enclosed herewith for information and guidance. Instructions contained therein would apply to Railway servants mutatis-mutandis.

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Copy of Ministry of Personnel, PG & Pensions, Department of Personnel, PG & Pension's O.M.No.4/1/2000 Estt (Pay II) dated 6.7.2000.

Sub Dual charge arrangements - Effect of leave availed of during.

.....

The undersigned is directed to refer to Ministry of Railways O.M.No.F(E)/Spl.98/FR/1/1 dated 5.6.2000 on the subject mentioned above and to clarify that if a Government Officer is formally appointed to hold full charge of another post in addition to his normal duty under FR-49 leave availed by that officer during the period of holding full charge of another post will be taken into account for counting the period of dual charge arrangement.

202\_2000  
**SERIAL CIRCULAR NO.202/2000**  
**LETTER NO.P(R)/673/I DATED 30.10.2000**

Copy of Board's letter No.E(MPP)/96/3/23 dated 7.9.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(MPP)/96/3/23 dated 7.9.2000 (RBE No.157/2000).*

Sub Analysis of stage-wise training needs of Group "C" and "D" Staff of S&T Department - Revised Training Course.

.....

Please refer Board's letter of even number dated 31.8.99 on the subject mentioned above.

Para 4.3 of the Board's letter quoted above may please be replaced with the following:

"4.3 Now, a staff is required to visit the Training centers atleast once in three years for the Refresher Course. In addition staff may be nominated for the Recommendatory Course".

Accordingly the course No.SNT-4, SNT-5 and SNT-6 under the head "COURSE INDEX" at page 1 of the booklet on Approved Modules for Stageswise Training of Group "C" and "D" staff of S&T department may be read as:

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SNT-4	Refresher Course for ESM	4	Once in 3 years	6
SNT-5	Refresher Course for TCM/WTM	4	Once in 3 years	7
SNT-6	Refresher Course for MSM	4	Once in 3 years	8

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In view of the above revised training programme and keeping in mind the rapid technological changes coming in S&T equipments, the training plan for S&T artisan staff with reference to Refresher Courses and equipment course would be as under:

Year 1 Refresher Course  
Year 2/3 Equipment Course  
Year 4 Refresher Course.

To further clarify the point it is stated that if a batch of S&T staff having undergone training in refresher course during 2000 would undergo equipment course either in 2001 and 2002 and would be due for refresher training in 2003 and so on.

This may be implemented on priority and a feedback on the courses having been conducted may be sent to Board for a appraisal.

203\_2000  
**SERIAL CIRCULAR NO.203/2000**  
**CIRCULAR LETTER NO.P(R)/500/XVI DATED 27.10.2000**

Copy of Board's letter No.F(E)/III/98/PN1/4 dated 11.9.2000 is published for information, guidance and necessary action. Board's letter dated 5.11.1997 and 9.9.99 quoted therein were circulated as S.C.no.181/97 and 259/99 respectively.

*Copy of Board's letter No.F(E)/III/98/PN1/4 dated 11.9.2000 (RBE No.160/2000).*

Sub: Implementation of Government's decision on the recommendation of the Vth CPC - Revision of provisions regarding pension/commutation of pension.

.....  
In terms of para 7.2(a) of Board's letter No.F(E)/III/97/PN1/22 dated 5.11.97 for the purpose of grant of family pension, the definition of "family" shall also include parents who were wholly dependent on the Railway servant when he/she was alive provided the deceased employee had left behind neither a widow nor a child entitled to receive the family pension. A few references have been received seeking clarification as to the authority competent to issue the dependency certificate for sanction of family pension in such cases.

The matter has been examined in Board's office and it is clarified that at item (i) of para 1 of DOP&PW's O.M. dated 21.7.99 circulated on the Railways vide Board's letter of even number dated 9.9.99, it has been clearly stipulated that it will be the responsibility of the pension sanctioning authorities concerned to satisfy themselves, based on a scrutiny of the service records and other relevant documents, that the parents were, in fact, wholly dependent on the deceased Government servant when he/she was alive and that he/she had not left behind any of the other specified beneficiaries who have a prior claim to the family pension. In view of this, the dependency of the parents has to be ascertained from the service records of the deceased employee and other documents, if any, and therefore, the need for issue of a dependency certificate by any authority would not arise in such cases. However, once the family pension is sanctioned to the dependent parents and children on having fulfilled all the conditions, including dependency criterion, continuance of the same will depend upon production of income certificate and fulfillment of other conditions stipulated in paras (ii), (iii) and (iv) of para-1 of DOP&PW's O.M. dated 21st July, 1999 referred to above.

It is also clarified in this context that in cases where the Railway servant/pensioner had left behind either a spouse or a child or both entitled to draw family pension, the dependent parents cannot be considered as part of the family and their turn for family pension will not materialise at all.

204\_2000

**SERIAL CIRCULAR NO.204/2000**  
**LETTER NO.P(R)/564/V DATED 23.10.2000**

Copy of Board's letter No.99(RRB)/25/11 dated 21.9.2000 is published for information, guidance and necessary action. Board's letter dated 21.4.99 quoted therein was circulated as S.C.No.80/99.

*Copy of Board's letter No.99/E(RRB)/25/11 dated 21.9.2000  
(RBE No.167/2000)RRCD No.8/2000.*

Sub: Recruitment to Group "D" posts.

.....

In supercession of the instructions contained in Board's letter No.99/E(RRB)/25/11 dated 21.4.99 Board have decid-ed that all recruitments to Group "D" posts will, henceforth, be undertaken by the Railway Administrations themselves, as was the practice prior to 21.4.99. Consequently, the provisions made in Chapter VI of RRB Manual (2000) relating to Group "D" recruitment stand deleted.

205\_2000  
**SERIAL CIRCULAR NO.205/2000**  
**LETTER NO.P(PC)/487/V/IMP/97/VOL.IV DATED 11.10.2000.**

Copy of Board's letter No.PC-V/97/R-II/48 dated 15.9.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.PC-V/97/R-II/48 dated 15.9.2000(RBE No.165/2000).*

Sub: Implementation of recommendations of V CPC regarding Stenographers on the Railways.

.....

The recommendations of the V Central Pay Commission, contained in Para 83,230 of their report on the subject of level of stenographic assistance to officers in Senior Administrative Grade (SAG) and above in the Zonal Railways have been under consideration of this Ministry. After examining all relevant aspects, the Ministry of Railways, with the approval of the President have decided as follows:

I. General Managers (and equivalent officers) in the grade Rs.24500-26000 and Additional General Managers in the Railways in the grade Rs.22400-24500 should be provided stenographic assistance in the grade of Rs.8000-13500 by providing one post each in this grade. The required number of posts in this grade will be created by upgrading an equal number of posts in the grade Rs.7500-12000. However, if adequate number of posts in grade Rs.7500-12000 are not available the posts in grade Rs.8000-13500 will be provided by upgrading posts in the grade Rs.6500-10500. The newly created posts in the grade of Rs.8000-13500 will be Gazetted posts in Group B. Recruitment rules and other conditions for placement in this grade will be issued separately.

II. All HAG officers (Rs.22400-24500). co-ordinating HODs (Rs.18400-22400) and DRMs (Rs.18400-22400) should be provided with one stenographer each in the grade Rs.7500-12000. The required number of posts in this grade will be created by upgrading an equal number of posts in the grade Rs.6500-10500.

III The remaining SAG officers should be provided with stenographic assistance in the grade of Rs.6500-10500.

As regards the staff to be placed in grade Rs.7500-12000, the benefit of the improved grade will become available only on the date(s) when the laid down selection procedure has been followed and completed.

IV. Date of effect :

Insofar as placement in the grade Rs. 8000-13500 is concerned, the recruit rules and other condition includes date of effect will be notified separately.

V Pay Fixation

Staff selected and posted against the higher grade posts as a result of introduction of the new scales will have their pay fixed under Rule 1313(R-II) (FR-22-I(A)(i) with the usual option for pay fixation as per extant instructions.

VI. Provision of Reservation:

The existing instructions with regard to reservation will continue to apply while filling up posts in the new grades.

206\_2000  
**SERIAL CIRCULAR NO.206/2000**  
**LETTER NO.P(PC)/487/V/IMP/97/VOL.IV DATED 13.10.2000**

Copy of Board's letter No.PC-V/99/1/6/1/(pt) dated 26.9.2000 is published for information, guidance and necessary action. Board's letter mentioned therein had been circulated vide S.C.No.216/98.

*Copy of Board's letter No.PC-V/99/1/6/1(Pt) dated 26.9.2000 (RBE No.169/2000).*

Sub: Fixation of pay of Sr.Clerks in receipt of special pay of Rs.70/- in IV CPC scales but now have been placed in the higher grade of Rs.5000-8000.

Ref; Rly.Board's Lr.No.PC-V/97/1/11/24 dated 17.8.98.

.....

References have been received from a few Railways seek-ing clarification regarding fixation of pay of Sr.Clerks who were earlier in receipt of special pay of Rs.70/- under IV CPC pay scales but have now been placed in the higher grade of Rs.5000-8000. The matter has been examined in Board's office and the following clarifications are furnished:

(i) The pay of Sr.Clerks who were in receipt of special pay of Rs.70/- prior to 1.1.96 under IV CPC scales is to be fixed directly in the higher scale of Rs.5000-8000 in terms of Rule 7 of RSRP Rules, 1997.

(ii) In cases where the individuals concerned who were in receipt of special pay prior to 1.1.96 so desire, option to switch over to the grade of Rs.5000-8000 from the date of next increment may be allowed in terms of FR 22(I)(a)(i) but in such cases, special pay of Rs.70/- will not be counted for the purpose of fixation in the scale of Rs.5000-8000 and

(iii) Sr.Clerks who were granted special pay on or after 1.1.96 (i.e. before Board's orders dated 17.8.1998) were issued or could be acted upon) would be first fixed in the grade of Rs.4500-7000 as on 1.1.96 under RSRP Rules, 1997 and thereafter in the grade of Rs.5000-8000 under FR 22(I)(a)(i) from the date of grant of special pay of Rs.70/-. However, in such cases, special pay of Rs.70/- would not be counted for fixation in the scale of Rs.5000-8000 The amount of special pay already received by such staff should be adjusted against arrears of pay and allowance becoming due on placement in the grade Rs.5000-8000.

2. This disposes of Eastern Railway's letter No.E.839/2/Misc/GMCR/Spl.Pay/Pt.I dated 16.8.99. ICFs letter No.PB/SIC/2/Engg/Vol. dated 13.8.99 and Southern Railway's letter No.P(PC)/524/VPC/Vol.II dated 17.5.2000.

207\_2000  
**SERIAL CIRCULAR NO.207/2000**  
**LETTER NO.P(RC)/563/P/VOL.VII DATED 31.10.2000**

Copy of Board's letter No.E(NG)/11/99/RC-2/18 dated 15.9.2000 is published for information, guidance and necessary action.

Sub: Reservation of jobs for Physically Handicapped persons in Group "C" and Group "D" - List of categories identified as suitable for OH, VH, and HH persons.

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Please find enclosed a Department-wise list of post presently identified on the Railways for recruitment of physically handicapped persons in the categories of (1) Visually Handi-capped (2)Orthopaedically handicapped and (3) Hearing handicapped.

Railway Administration should also identify more categories locally (which is not included in the enclosed list) and advise the Railway Board of such additional categories and also indicate against each such categories, the functional classification and physical requirement - of the job so that more disabled persons are provided with employment opportunities in the Government.

Department-wise list of posts presently identified on the Railways for recruitment of Physically Handicapped persons in the categories of

- (1) Visually Handicapped
- (2) Orthopaedically Handicapped
- (3) Hearing Handicapped.

**ANNEXURE**

CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS'S FOR PHYSICALLY HANDICAPPED QUOTA

CATEGORY	DEPARTMENT	ACCOUNTS
Visually/ Handicapped	Group "C"	Group "D"
	1. Clerks	1. Peon
	2. Typist	2. Cleaner
	3. Steno	3. Waterman

CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS FOR PHYSICALLY HANDI-CAPPED QUOTA

CATEGORY	DEPARTMENT	ACCOUNT
ORTHOPEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1. Section Officer/office Supdt/Head Clerk/Head Asst./Section Incharge/ Supervisors (Clerical)	Nil
	2. Office Asst/Senior Clerks	
	3. Clerical & other Supervisors (not elsewhere specified)	
	4. Clerks (General)	
	5. ledger Clerk/Keeper	
	6. Machine Supervisor, Data Processing/Machine Supdt. Data processing.	
	7. Statistical Assistant	
	8. Hand Writing Expert.	
	9. Finger Print Expert	
	10. Audit Clerk	

11. Accounts Clerk
12. Cashier (General)
13. Cashier Cash Counter/Cash Clerk, Clerk Cash Counter
14. Clerk, Cost Accounting
15. Calculating Machine Operator/ Accounting Machine Operator.

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS FOR PHYSICALLY HANDICAPPED QUOTA.  
 -----

CATEGORY	DEPARTMENT	ACCOUNTS
HEARING HANDICAPPED	GROUP 'C'	GROUP 'D'
	1. Statistical Assistant	-Nil-
	2. Key punch Operator/Card Punch Operator	
	3. Computer	
	4. Accounts Clerk	
	5. Calculating machine operator/ Accounting machine operator.	
	6. Machine Supervisor, data Processing Machine Supdt. Data processing.	
	7. Tabulating machine operator.	

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY FOR PHYSICALLY HANDICAPPED QUOTA.  
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CATEGORY	DEPARTMENT-CIVIL	
VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	Clerk	Peon
	TYPIST	Cleaner
	Steno	Waterman
	Polisher	Chowkidar
	Painter	
	Fitter General	

-----  
 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDICAPPED QUOTA  
 -----

CATEGORY	DEPARTMENT - CIVIL	
ORTHOPAEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1. Section office Supdt/ Nil Head Clerk/Head Asstt. Supervisors (Clerical)	
	2. Office Asst/Senior Clerks	
	3. Clerical and other supervisors (not elsewhere specified)	
	4. Lab Asstt. Soil	
	5. Lab Asstt. Chemical	
	6. Draughtsman, Archives	
	7. Draughtsman, Civil	
	8. Draughtsman, Structure	
	9. Draughtsman, Topographical	

10. Lab.Asstt.Chemical, Engg Genl.
11. Topographical Auxiliary
12. Machine Supervisor, Data processing
13. Key Punch Operator/Card Punch Operator
14. Sorting Machine Operator/Punch Card  
Sorting Machine Operator
15. Upholsterer (furniture)
16. Trimmer, Machine
17. Trimmer Hand
18. Carpenter, Genl.
19. Furniture Maker, Wood
20. Wood Turner, Machine
21. Cabinet maker
22. Jointer machine Operator
23. Driller wood
24. Wood Lacquerer
25. Planner
26. Driller metal, General
27. Borer
28. Polisher
29. Concrete Mixer (Mosaic Tile)
30. Plane Tabler, Ground Surveyor
31. Pattern maker, wood
32. Clerks, general.

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS FOR PHYSICALLY  
HANDICAPPED QUOTA

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CATEGORY                      DEPARTMENT - CIVIL

---

HEARING HANDICAPPED      GROUP 'C'                      GROUP 'D'

---

- |  |     |  |
|--|-----|--|
|  | NIL |  |
| 1. LAB ASST. SOIL  |     |  |
| 2. Lab Asst. Chemical  |     |  |
| 3. Surveyor, Topographical   |     |  |
| 4. Surveyor Photogrammetric  |     |  |
| 5. Works Inspector, Engineering                                      |     |  |
| 6. Draughts men, Archives  |     |  |
| 7. Draftsmen, Civil  |     |  |
| 8. Draughtsmen, Structural   |     |  |
| 9. Draughtsmen, Topographical  |     |  |
| 10. Lab Asstt Chem.Engg General                                      |     |  |
| 11. Lab Asstt. metallurgical   |     |  |
| 12. Topographical Auxiliary  |     |  |
| 13. Book Keeper (General)  |     |  |
| 14. Accounts Clerk   |     |  |
| 15. Book Keeping machine Operator                                    |     |  |
| 16. Sorting Machine Operator, Punch Card<br>Sorting Machine Operator |     |  |
| 17. Coding Machine Operator  |     |  |
| 18. Tabulating Machine Operator                                      |     |  |
| 19. Clerk (General)  |     |  |
| 20. Time keeper  |     |  |
| 21. Time Keeper/Starter Vehicle<br>time keeper                       |     |  |
| 22. Gardener, General.   |     |  |
| 23. Impregnator wood   |     |  |
| 24. Wood Sawyer, Hand Metal  |     |  |
| 25. Upholsterer (furniture)  |     |  |

26. Trimmer, machine
27. Trimmer, Hand
28. Carpenter, General
29. Carpenter (Cons)
30. Jointer (wood)
31. Furnituremaker, wood
32. Cabinet maker
33. Wood Turner, Machine
34. Jointer Machine Operator,
35. Driller, wood
36. Wood Lacquerer
37. Planner
38. Borer
39. Polisher
40. Plumber, General
41. Pipe fitter
42. Plumbing and Pipe fitting Operatives
43. Welder, Gas
44. Painter, building
45. Painter steel, structure
46. Painter, General
47. Painter, Sign or letter
48. Painter Spray
49. Painter, . Brush
50. Painter, Wood Work & Furniture
51. Concrete Mixer (Mosaic Tile)
52. Polishing machine Operator.
53. Building Insulator, Hand
54. Glazier, Constt.
55. White Washer
56. Distemperer, Bldg
57. Plane Tabler, Ground Surveyor
58. Blue Printer
59. Fitter Construction.

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS FOR PHYSICALLY  
HANDICAPPED QUOTA.

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CATEGORY                      DEPARTMENT - COMMERCIAL

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VISUALLY HANDICAPPED      GROUP 'C'                      GROUP 'D'

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- |  |           |             |
|--|-----------|-------------|
|  | 1. Clerks | 1. Peon     |
|  | 2. Typist | 2. Cleaner  |
|  | 3. Steno  | 3. Waterman |

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
CAPPED QUOTA

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CATEGORY                      DEPARTMENT - COMMERCIAL

---

Orthopaedically      GROUP 'C'                      GROUP 'D'

Handicapped

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- |  |                    |
|--|--------------------|
| 1. Section Officer/Office Supdt<br>Head Clerk/Head Asst.<br>Section-in-charge/ | Cook Institutional |
|--|--------------------|

- Supervisors (Clerical).
2. Office Asst/Sr.Clerks
3. Clerical & other supervisors  
(not elsewhere specified)
4. Clerks (General)
5. Inspectors/Supervisors/  
others (Clerical)
6. Enquiry Clerk or information Clerk
7. Receptionist (Hotel)
8. Receptionist Clerk/Receptionist
9. Reservation Clerk/Transport
10. Ticket Collector, Railways
11. Section Controller, Railways/  
Traffic Controller Railways.
12. Platform Inspector
13. Claims Inspector, Railways
14. Goods Supervisor Railways
15. Tourist Guide
16. Brakes man, Railway Luggage Guard
17. Head Train Recorder, head number  
Taker, Head Train Clerk.
18. Booking Clerk, Transport
19. Rates Inspector
20. Tailor, General

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
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CATEGORY	DEPARTMENT - ELECTRICAL	
VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1. Clerk	1. Peon
	2. Typist	2. Cleaner
	3. Steno	3. Waterman
	4. Polisher	4. Chowkidar

-----  
 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY  
 HANDICAPPED QUOTA  
 -----

CATEGORY	DEPARTMENT - ELECTRICAL	
Orthopaedically Handicapped	Group "C"	Group "D"
	1. Section Officer/Office Supdt Head Clerk/Head Asst./ Section-in-charge/Supervisors (clerical).	Nil
	2. Office Asstt/Senior Clerks	
	3. Clerical and other supervisors (not elsewhere specified)	
	4. Ledger Clerk/Keeper	
	5. Key Punch Operator/Card Punch Operator	
	6. Machine Supervisor, Data Processing/ Machine Supdt. Data Processing	
	7. Draughtsman, Electrical	
	8. Book Keeping Machine Operator	

9. Sorting Machine Operator/Punch  
Card Sorting machine operator
10. Time keeper starter vehicle  
time keeper
11. Carpenter, General
12. Mortised Operator
13. A tool setter, press
14. Planner
15. Radial Driller
16. Polisher
17. Machine Precision Instrument, Elec.
18. Adjuster, Relays
19. Annexure winder
20. Coil Winder, machine
21. Battery Servicing man
22. Battery repairer
23. Operator Impregnation plant  
(Electrical Equipment Manufacturing).
24. Clerks (General).

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY  
HANDICAPPED QUOTA

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CATEGORY                      DEPARTMENT - ELECTRICAL

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HEARING  
HANDICAPPED

GROUP 'C'

GROUP 'D'

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- |  |            |
|--|------------|
| <ol style="list-style-type: none"> <li>1. Draftsman, Electrical</li> <li>2. Accounts Clerk</li> <li>3. Sorting Machine Operator Punch<br/>card sorting Machine Operator</li> <li>4. Coding machine operator</li> <li>5. Tabulating machine operator</li> <li>6. Time keeping/starter vehicle time<br/>keeper</li> <li>7. Electroplater</li> <li>8. Riveting Machine operator</li> <li>9. Carpenter Genl</li> <li>10. Mortised operator</li> <li>11. Fret saw machine operator</li> <li>12. A tool setter, press</li> <li>13. Planner</li> <li>14. Radial Driller</li> <li>15. Polisher</li> <li>16. Assembler refrigerator and Air<br/>Conditioning unit.</li> <li>17. Machine, Precision, Instrument Elec.</li> <li>18. Adjuster, Relays</li> <li>19. Wireman, Light and Power</li> <li>20. Electrician, Automobile</li> <li>21. Electrical wiring operatives</li> <li>22. Lineman, Light and power</li> <li>23. Lineman and Cable joining operatives</li> <li>24. Armature Winder</li> <li>25. Coil Winter machine</li> <li>26. Operator, Impregnation plant<br/>(Elec.Equip, Mft).</li> <li>27. Metre Dealer, Electrical</li> </ol> | <p>Nil</p> |
|--|------------|

28. Welder, Electric
29. Gas Cutter
30. Painter, Spray.

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
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CATEGORY                      DEPARTMENT - GENERAL  
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VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1. Clerk	1. Peon
	2. Typist	2. Cleaner
	3. Steno	3. Waterman
	4. Reception Clerk	
	5. Music Teacher	
	6. Packer	
	7. Labeller	

-----  
 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
 -----

CATEGORY                      DEPARTMENT - GENERAL  
 -----

ORTHOPAEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Section Officer/Office Supdt, Head Clerk/Head Asst./Section in-charge Supervisors(Clerical)	1)Peon 2)Office Boy 3)Dustingman 4)Farash
	2)Office Asst/Sr.Clerks 3)Clerical & other supervisors (not elsewhere specified).	5)Duplicating Machine operator 6)Cyclo-style machine operator Messenger
	4)Machine supervisor,Data Progressing/Machine Supdt. Data Processing	7)Dok Peon 8)Cook Institutional 9)Washing machine Operator
	5)Librarian 6)Librarian film 7)Clerks (General) 8)Teacher, Infant school 9)Library Clerk/Library Asst.	10)Drying machine Operator

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY  
 HANDICAPPED QUOTA  
 -----

CATEGORY                      DEPARTMENT - MECHANICAL  
 -----

VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1) Clerk	1)Peon
	2) Typist	2)Cleaner
	3) Steno	3)Waterman
	4) Polisher	4)Chowkidar
	5) Machinist	
	6) Painter	
	7) Fitter Millwright	
	8) Fitter General	

-----  
 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY  
 HANDICAPPED QUOTA  
 -----

CATEGORY	DEPARTMENT - MECHANICAL	
ORTHOPAEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Section Officer/Office Supdt Head Clerk/Head Asst./ Section-in-charge/Supervisors (clerical). 2)Office Asst./Sr.Clerks 3)Clerical & other supervisors (not elsewhere specified) 4)Key punch operator/Card Punch Operator 5)Machine supervisor, Data processing Machine Supdt./Data processing 6)Draughtsman, Mechanical 7)Lab.Asst. Metallurgical 8)Book Keeping Machine Operator. 9)Sorting machine Operator/ Punch Card sorting Machine Operator. 10)Time keeper starter vehicle time keeper 11)Electroplater. 12)Tailor,General 13)Upholsterer (furniture) 14)Trimmer, Machine 15)Carpenter, Genl. 16)Mortised Operator 17)Driller, wood 18)Dowel machine operator 19)A tool setter press 20)Shaper 21)Planner 22)Slotter 23)Gear cutter 24)Heavy duty and Mill Operator 25)Driller, Metal,General. 26)Borer 27)Cylinder Borer 28)Grinder, Genl. 29)Grinder, Crank shaft 30)Roll Grinder 31)Surface Grinder 32)Thread Grinder 33)Lapper 34)Glazer 35)Polisher 36)Grinder tool and cutter. 37)Saw grinder, machine 38)Saw grinder, hand 39)Power press operator, metal 40)Ball lapping machine operator 41)Dividing Machine operator 42)Welder, machine 43)Brazer 44)Tinsmith	-Nil-

- 45) Tin coater
- 46) Lens grinder
- 47) Lens polisher, optical
- 48) Edger, optical glass
- 49) Lens centerer and Edger optical
- 50) Wheel Grinder, glass
- 51) Edge Finisher, glass
- 52) Yard Foreman, Railway
- 53) Pattern maker, wood
- 54) Clerks (General)
- 55) Printer Machine Operator
- 56) Tenoning machine operator
- 57) B. Setter Drop Forging Machine
- 58) Radial Driller.

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-CAPPED QUOTA.

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CATEGORY	DEPARTMENT - MECHANICAL	
HEARING HANDICAPPED	GROUP 'C'	GROUP 'D'
	1) Draughtsman Mechanical	-Nil-
	2) Lab Asstt. Metallurgical	
	3) Accounts Clerk	
	4) Book Keeping Machine Operator	
	5) Sorting Machine Operator Punch Card Sorting Machine Operator	
	6) Coding machine Operator	
	7) Tabulating Machine Operator	
	8) Clerks (General)	
	9) Time Keeper	
	10) Time Keeper/Starter Vehicle Time Keeper	
	11) Metal Sprayer	
	12) Wood sawyer, Hand Metal	
	13) Tailor, General	
	14) Upholsterer (furniture)	
	15) Trimmer, Machine	
	16) Riverting Machine Operator	
	17) Carpenter, General	
	18) Mortised Operator	
	19) Tenoning Machine Operator	
	20) Jointer Machine Operator	
	21) Driller, Wood	
	22) Dowel Machine Operator	
	23) A Tool Setter, press	
	24) B. Setter, Drop Forging Machine	
	25) Shaper	
	26) Planner	
	27) Slotter	
	28) Gear Cutter	
	29) Heavy Duty End Mill Operator	
	30) Radial Driller	
	31) Borer	
	32) Grinder, General	
	33) Grinder, Crank shaft	
	34) Roll Grinder	
	35) Surface Grinder	
	36) Thread Grinder	

- 37) Lapper
- 38) Glazer
- 39) Polisher
- 40) Grinder, Tool & Cutter
- 41) Saw Grinder, Machine
- 42) Saw Grinder, Hand
- 43) Power press Operator, Metal
- 44) Ball lapping Machine operator
- 45) Dividing Machine Operator
- 46) Cable Joints
- 47) Welder, Machine
- 48) Gas Cutter
- 49) Brazier
- 50) Sheet Metal worker, General
- 51) Tin Smith
- 52) Tin Coater
- 53) Boiler Fitter
- 54) Tube Smith, Boiler
- 55) Boiler maker
- 56) Erector, Struct
- 57) Fitter, Struct
- 58) Rivator
- 59) Lens Grinder
- 60) Lens Polisher, Optical
- 61) Edger, Optical Glass
- 62) Lens Centerer & Edger, Optical
- 63) Wheel Grinder, Glass
- 64) Edge Finisher, Glass
- 65) Painter General
- 66) Painter, Spray
- 67) Hardness tester, metal
- 68) Pattern maker, wood.

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS FOR PHYSICALLY HANDI-CAPPED QUOTA.

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CATEGORY            DEPARTMENT - MEDICAL

---

ORTHOPAEDICALLY  
HANDICAPPED

GROUP 'C'

GROUP 'D'

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>1) Section Officer/Office Supdt/Head Clerk</li> <li>Head Asst. Supervisors</li> <li>Clerical</li> <li>2) Office Supdt/Sr. Clerks</li> <li>3) Clerical &amp; other Supervisors (not elsewhere specified)</li> <li>3) Machine Supervisor, Data Processing/Machine Supdt</li> <li>Data processing</li> <li>4) Clerks General</li> <li>5) Mechanic, Dental.</li> </ul> | <ul style="list-style-type: none"> <li>1) Cook Institutional</li> <li>2) Washing Machine Operator</li> <li>3) Drying Machine Operator</li> </ul> |
|---|--|

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-CAPPED QUOTA

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CATEGORY            DEPARTMENT - MEDICAL

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HEARING  
HANDICAPPED

GROUP 'C'

GROUP 'D'

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>1)Laboratory Assistant Physical</li> <li>2)Laboratory Asst. Clinical</li> <li>3)Orthopaedic Appliances and Limb Technician</li> <li>4)Mechanic, Dental</li> </ul> | <ul style="list-style-type: none"> <li>1) Liner Keeper</li> <li>2)Cook Institutional</li> <li>3)Sweeper Dry</li> <li>4)Sweeper Wet</li> <li>5)Sweeper Sewer</li> <li>6)Sweeper Cleaner and Related workers/water carriers/others</li> <li>7)Dhobi washing Machine Operator</li> <li>8)Drying Machine Operator.</li> </ul> |
|--|---|

CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS'S FOR PHYSICALLY HANDICAPPED QUOTA

CATEGORY DEPARTMENT - PERSONNEL

VISUALLY HANDICAPPED GROUP 'C' GROUP'D'

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>1. Clerk</li> <li>2. Typist</li> <li>3. Steno</li> </ul> | <ul style="list-style-type: none"> <li>1. Peon</li> <li>2. Cleaner</li> <li>3. Waterman</li> </ul> |
|---|--|

CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-CAPPED QUOTA

CATEGORY DEPARTMENT - PERSONNEL

ORTHOPAEDICALLY HANDICAPPED GROUP 'C' GROUP 'D'

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>1)Section Officer/Office Supdt Head Clerk/Head Asst. Section In-charge/Supervisors (clerical)</li> <li>2)Office Asst/Senior Clerks</li> <li>3)Clerical and other Supervisors (not elsewhere specified)</li> <li>4)Private Secretary-cum-Stenographer/Personal Assistant</li> <li>5)PA</li> <li>6)Steno-Typists/Stenographers</li> <li>7)Clerks (General)</li> <li>8)Machine Supervisor, Data Processing Machine Supdt.Data Processing</li> <li>9)Statistical Asst.</li> <li>10)Higher Secondary &amp; Secondary School Teacher</li> <li>11)Language Teacher, Higher Secondary and Secondary School</li> <li>12)Middle School Teacher (other than those mentioned elsewhere).</li> <li>13)Primary School Teacher (others)</li> <li>14)Art Teacher</li> <li>15)Inspectors/Supervisors/others</li> </ul> | <ul style="list-style-type: none"> <li>1)Daftary</li> <li>2)Attendant</li> </ul> |
|--|--|

- (clerical)
- 16)Computer
- 17)Coder Clerk
- 18)Translator
- 19)Legal Assistant
- 20)Higher Secondary  
(Secondary School Teacher  
(not elsewhere specified)
- 21)Middle School Teachers
- 22)Language Teacher, Middle School
- 23)Primary School Teachers
- 24)Typists.

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
CAPPED QUOTA

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CATEGORY	DEPARTMENT - PERSONNEL
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HEARING HANDICAPPED	GROUP 'C'	GROUP 'D'
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- |  |   |             |
|--|---|-------------|
|  | 1)Typist  | 1)Daftry    |
|  | 2)Book Keeper(General)  | 2)Attendant |
|  | 3)Computer  |             |
|  | 4)Book Keeping Machine<br>Operator                                      |             |
|  | 5)Machine Supervior Data<br>Processing Machine Supdt<br>Data Processing |             |
|  | 6)Coder Clerk   |             |
|  | 7)Statistical Assistant.  |             |
- 

CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
CAPPED QUOTA

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CATEGORY	DEPARTMENT - S & T
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ORTHOPAEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
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- |  |   |     |
|--|---|-----|
|  | 1)Section Officer/Office Supdt<br>Head Clerk/Head Asst./<br>Section In-charge/Supervisors(clerical) | Nil |
|  | 2)Office Asst/Senior Clerks   |     |
|  | 3)Clerical and other Supervisors<br>(not elsewhere specified)                                       |     |
|  | 4)Key punch operator/Card Punch Operator  |     |
|  | 5)Machine Supervisor, Data Processing/<br>Machine.  |     |
|  | 6)Teleprinter operator/Teletype Operator  |     |
|  | 7)Sorting Machine Operator/Punch Card<br>Sorting Machine Operator.                                  |     |
|  | 8)Time Keeper Starter Vehicle Time Keeper   |     |
|  | 9)Telegraph Master Controller Telegraph   |     |
|  | 10)Monitor, Telephone   |     |
|  | 11)Supervisor, Wireless   |     |
|  | 12)Communication Workers, others  |     |
|  | 13)Telephone Operator (Local)   |     |
|  | 14)Telephone, Telegraph & related<br>Telecommunication Operator                                     |     |

- 15)Tailor General
- 16)Form layer, Cable(Telephone and Telegraph equip Mfg.)
- 17)Sound Recording Equipment Operator
- 18)Supervisor Tele Engg.Supervisor Telegraph
- 19)Inspectors/Supervisors/others  
Clerical, Clerks (General)
- 20)Telephone Operator (PBX)
- 21)Telegraphists
- 22)Carpenter, General
- 23)Mortised Operator
- 24)Planner
- 25)Watch Repairer
- 26)Adjustor, Relays.

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY  
 HANDICAPPED QUOTA  
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CATEGORY	DEPARTMENT - S&T	
VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1.Clerk	1)Peon
	2.Typist	2)Cleaner
	3)Steno	3)Waterman
	4)Tele Operator	4)Chowkidar
	5)Polisher.	

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
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CATEGORY	DEPARTMENT - STORES	
VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Clerk	1)Peon
	2)Typist	2)Cleaner
	3)Steno	3)Waterman
	4)Chowkidar	

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTAS  
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CATEGORY	DEPARTMENT - S & T	
HEARING HANDICAPPED	GROUP 'C'	GROUP'D'
	1)Mortised Operator	Nil
	2)Planner	
	3)Adjuster Relays	
	4)Book Keeper (General)	
	5)Accounts Clerk	
	6)Book Keeping Machine Operator	
	7)Coding Machine Operator	
	8)Tabulating Machine Operator	
	9)Time Keeper	
	10)Time keeper/Starter Vehicle Time Keeper	

- 11)Tailor (General)
- 12)Carpenter (General)
- 13)Mortised Operator
- 14)Planner
- 15)Watch repairer
- 16)Form Layer, Cable(Telephone & Telegraph Equipment MFT)
- 17)Painter, General

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
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CATEGORY            DEPARTMENT - STORE

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HEARING HANDICAPPED    GROUP 'C'

GROUP 'D'

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- 1)A Tool setter, Press
- 2)Book Keeper (General)
- 3)Accounts Clerk
- 4)Tabulating Machine Operator  
Book Keeping Machine Operator
- 5)Time Keeper
- 6)Tailor, General
- 7)Master Cutter, (Garment)
- 8)Trimmer, Hand
- 9)Furniture maker, wood
- 10)Compositor, Hand
- 11)Distributor, letter press
- 12)Line Operator
- 13)Mono Operator
- 15)Maker-up photo type setting
- 16)Photo type setting machine operator
- 17)Machine man, hand printing
- 18)Machine man, automatic printing
- 19)Machine man, offset printing
- 20)Stereo matrix Molder
- 21)Stereotype caster
- 22)Retoucher, Lithographic
- 23)Mounter
- 24)Cameraman, Photomachine Mach.
- 25)Photostat Camera Operator
- 26)Book winder related workers and others
- 27)Stencil cutter, silk screen printing
- 28)Silk Screen Printer
- 29)Pressman (flat bed, letter press)
- 30) Impositor
- 31)Lithographic Artist
- 32)Photostat Cameraman
- 33)Book Binder
- 34)Clerks (General)

Nil

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
 -----

CATEGORY            DEPARTMENT - STORES

-----

ORTHOPAEDICALLY    GROUP 'C'  
 HANDICAPPED

GROUP 'D'

-----

- 1)Section Officer/office Supdt/  
Head Clerk/Head Asst/Section  
In-charge/Supervisors(Clerical) Nil
- 2) Office Asst/Senior Clerks
- 3)Clerical & other Supervisors  
(not elsewhere specified)
- 4)Ledger clerk/keeper
- 5)Key punch operator/card punch operator
- 6)Machine Supervisor, Data Processing/  
Machine Supdt, Data Processing
- 7)Book keeping Machine Operator
- 8)Stock Distributor
- 9)Stock Verifier
- 10)Time Keeper/Starter Vehicle Time Keeper
- 11)Master Cutter (Garments)
- 12)Furniture maker, wood
- 13) Trimmer, Hand
- 14)A tool setter press
- 15)Compositor, Hand
- 16)Imposer
- 17)Distributor, letter press
- 18)Line Operator
- 19)Mono Operator
- 20)Maker up, photo type setting
- 21)Photo type setting machine operator
- 22)Lithographic Artist
- 23)Retoucher, Lithographic
- 24)Mounter
- 25)Book Binder
- 26)Book Binder and related workers, others
- 27)Stencil cutter
- 28)Silk screen painting
- 29)Silk Screen Printer
- 30)Tailor, General
- 31)Store Keeper,Store Clerk Godown Keeper  
warehouseman.
- 32)Clerks(General)

-----  
HANDICAPPED QUOTA

-----  
CATEGORY DEPARTMENT - TRAFFIC

-----  
VISUALLY  
HANDICAPPED

GROUP 'C'

GROUP 'D'

- 1. Clerks  
2. Typist  
3. Steno

1. Peon  
2. Cleaner  
3. Waterman

-----  
CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
CAPPED QUOTA

-----  
CATEGORY DEPARTMENT - TRAFFIC

-----  
ORTHOPAEDICALLY HANDICAPPED GROUP 'C'

GROUP 'D'

- 1)Section Officer/Office  
Supdt/Head Clerk/  
Head Asst/Section In-

Nil

charge/Supervisors(Clerical)  
 2)Office Supdt/Sr.Clerks  
 3)Clerical and other Supervisors  
 (not elsewhere specified)  
 4)Clerks (General)  
 5)Section Controller Railways  
 Traffic Controller Railways  
 6)Controller, Train  
 7)Conductor, Guard Railways  
 8)Passenger Guide, Railways  
 9)Machine Supervisor Data Processing,  
 Machine Supdt. Data Processing.

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA.

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CATEGORY	DEPARTMENT - TRAFFIC	
HEARING HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Surveyor, Topographical 2)Surveyor, Photogrammatic.	Nil

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208\_2000  
**SERIAL CIRCULAR NO.208/2000**  
**LETTER NO.P(R)/23/HBA/VI DATED 4.12.2000**

Copy of Board's letter No.F(E)/Spl.2000/Adv.3/4 dated 11.09.2000 together with their letter dated 10.11.71 is forwarded for information, guidance and necessary action.

Copy of Board's letter No.F(E)/Spl.2000/Adv.3/4 dated 11.09.2000 (RBE No.162/2000).

Sub:Form of Mortgage Deed to be executed when  
 the property is 'lease hold'.

-----

It has come to notice that on procuring flats through IRWO etc., loanees could not execute mortgage deed within the stipulated period of 3 months of the drawal of House Building Advance due to non supply of land lease papers by IRWO.

Attention in this connection is drawn to para-2 of Ministry of Works and housing's O.m. No.I/17011/9/71-ED (H)-III dated 5.7.1971 circulated through Board's letter no.F(E0/III/71/Adv/3/3 (ii) dated 10.11.71, which provides that 'Form No.4"B"' should be brought into use, for executing mortgage deed in the case of purchase of ready built house/flat on the lease hold land, the absolute right of which is not vested in the purchaser.

In view of the clear provision already existing, an indicated above, the mortgage deed must be executed within the stipulated period.

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Copy of Ministry of Works and Housing's O.M.No.I/17011/9/71-ED(H)/III dated 5.7.1971, circulated through Board's letter

Sub:Form of Mortgage Deed to be executed when  
the property is leasehold.

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The undersigned is directed to state that Government of India have, of late, been receiving references from several departments that in the case of ready-built houses/flats sold by Delhi Development Authority, mortgage deeds could not be executed in several cases, within the stipulated period of 3 months of the drawl of house building advance, as prescribed in Rule 5(a)(5). The main reason adduced therefor is that the existing standardised "Form No.4" contains several references to 'lease-deed' which cannot, however, be made available by Delhi Development Authority, as its execution has to await formation of a registered agency of flat/house owners, which will take some time.

2. The Government have, therefore, considered the matter and decided that in pursuance of the advice given by the Ministry of Law, vide their U.O.No.10998/71, dated 23.2.71 (addressed to Ministry of Home Affairs), and a revised Form, named 'Form No.4-B' annexed to this Memorandum will be brought into use, to provide for the execution of mortgage deed, in the case of purchase of ready-built house/flat on the leasehold land, the absolute right of which is not vested in the purchaser and the existing standard Form No.4 may continue to be used for the purpose of construction of a house on the leasehold land as heretofor.

3. it is needless to add that blanks in the forms of mortgage deed should be filled in carefully, before finalising each and every documents, which should invariably be registered.

4. Necessary amendment to House Building Advance Rules will be issued in due course.

#### F O R M NO.4-B

Form of Mortgage Deed to be executed in the case of purchase of ready-built house/flat on leasehold land, the absolute right of which is not vested in the purchaser.

#### RULE 5(a)

The indenture made this \_\_\_\_\_ day of \_\_\_\_\_ one thousand nine hundred and \_\_\_\_\_ between \_\_\_\_\_ son of \_\_\_\_\_ of \_\_\_\_\_ at present employed as \_\_\_\_\_ in the Ministry/Office of \_\_\_\_\_ as \_\_\_\_\_ (hereinafter called "THE MORTGAGOR" which expression shall unless excluded by or repugnant to the subject or context include his/her heirs, executors, administrators, and assigns) of the ONE PART and the PRESIDENT OF INDIA (hereinafter called 'THE MORTGAGEE' which expression shall unless excluded by or repugnant to the subject or context include his successors in office and assigns) of the OTHER PART.

WHEREAS the Borrower had under the provision of the Rules framed by the Government of India to regulate the grant of advances to Central Government Servants for building, etc., of houses (hereinafter referred to as the "said rules", which

expression shall, where the context so admits, include any amendment thereof or addition for the time being in force) applied to the Government for an advance of Rupees \_\_\_\_\_ to purchase a ready/built house as aforesaid and the Government had sanctioned an advance of Rupees \_\_\_\_\_ to the Borrower, vide the Ministry/Office letter No. \_\_\_\_\_ dated \_\_\_\_\_ a copy of which is annexed to these presents for the purpose aforesaid on the terms and conditions set forth thereon.

AND WHEREAS on the \_\_\_\_\_ at the time of drawl of the said loan an agreement was executed by the between the mortgager and the mortgagee whereby the mortgagor inter alia undertook to execute a document mortgaging the said flat to the mortgagee as Security for the amount advanced to mortgager as also for the interest payable for the said amount in the form provided by the said rules.

AND WHEREAS by a deed of conveyance dated the \_\_\_\_\_ day of \_\_\_\_\_ executed by and between the Delhi Development Authority of the one part and the mortgagor of the other part for consideration in the said indenture mentioned the Delhi Development Authority sole, transferred and assigned the properties more particularly mentioned in the schedule to the said documents as also the schedule hereunder to the mortgager on terms and conditions in the said indenture mentioned.

AND WHEREAS the consideration for the said transfer was paid by the mortgagor out of the Government loan of Rs. \_\_\_\_\_ advanced to him.

#### NOW THIS INDENTURE WITNESSES AS FOLLOWS

(i)(a) In pursuance of the said Rules and in consideration of the said advance sanctioned/paid by the MORTGAGEE to the MORTGAGOR pursuant to the provisions contained in this said Rules and MORTGAGOR BOTH hereby convenient with the MORTGAGEE that the MORTGAGOR shall always duly observe and perform all the terms and conditions of the said Rules and shall repay to the MORTGAGEE the said advance of Rs. \_\_\_\_\_ (Rupees \_\_\_\_\_ only) by \* \_\_\_\_\_ monthly installments of Rs. \_\_\_\_\_ (Rupees \_\_\_\_\_ only) from the pay of the Mortgagor commencing from the month of \_\_\_\_\_ Nineteen hundred and \_\_\_\_\_ i.e. from the pay of the month following that in which the advance is drawn and the Mortgagor hereby authorises the mortgagee to make deduction from his monthly pay/leave salary/subsistence allowance of the amount of such installments and the Mortgagor shall after paying the full amount of the advances also pay interest due thereon in \$ \_\_\_\_\_ monthly installments in the manner and on the terms specified in the said Rules. Provided that the mortgagor shall repay the entire advance with interest in full before the date on which he/she is due to retire from service, failing which the Mortgagee shall be entitled to enforce this security of the Mortgage \_\_\_\_\_ at any time thereafter and recover the balance of the advance then due together with interest and costs of recovery by the sale of the mortgaged property or in such other manner as may be permissible under the law. It will, however, be open to the Mortgagor to repay the amount in a shorter period.

(i)(b) In pursuance of the said Rules and in consideration of the said advance sanctioned/paid by the MORTGAGEE to the MORTGAGOR pursuant to provisions contained in the said Rules the MORTGAGOR BOTH hereby convenient with the MORTGAGEE that the Mortgagor shall always duly observe and perform all the terms and conditions of the said Rules and shall repay to the MORTGAGEE the said advance of Rs. \_\_\_\_\_ (Rupees \_\_\_\_\_ only) by \_\_\_\_\_ monthly installments of Rs. \_\_\_\_\_ from the pay of the Mortgagor commencing from the month of \_\_\_\_\_ 19\_\_\_\_ or from the pay of the month following that in which the advance is drawn, till the date of his superannuation and the balance then remaining outstanding on his superannuation together with the interest on the amount advanced from the date of the advance to the date of repayment from his gratuity/death-cum-retirement gratuity and the Mortgager hereby authorises the Mortgagee to make deductions from his monthly pay/leave salary/subsistence allowance of the amount of such installments and from his gratuity/death-cum/retirement gratuity of such of the balances remaining unpaid at the date of his death/retirement/superannuation as hereinbefore mentioned, failing which the mortgages shall be entitled to enforce this security of the Mortgage at any time thereafter and recover the balance of the advance than due together with interest and cost of recovery by sale of the mortgaged property or in such other manner as may be permissible under the law. It will, however, be open to the Mortgager to repay the amount in a shorter period.

NOTE: Delete Clause(i)(a) or (i)(b) whichever is in-applicable:

\* This will not be more than 180

\$ This will not be more than 60

(ii) If the MORTGAGOR shall utilise the advance for a purpose other than that for which the advance is sanctioned, or if the MORTGAGOR shall become insolvent or shall cease to be in a service for any reason other than normal retirement/superannuation or if he/she dies before payment of the advance in full, or if the MORTGAGOR shall fail to observe or perform any of the terms,

conditions and stipulations specified in the said Rules and on his/her part to be observed and performed then and in any such case the whole of the principal amount of the advance or so much thereof as shall then remain due and unpaid shall become payable forthwith to the MORTGAGEE with interest thereof at \_\_\_\_\_ per cent per annum calculated from the date of the payment by the MORTGAGEE of the first installment of the said advance. Notwithstanding anything contained herein, if the Mortgagor utilises the advance for a purpose other than that for which the advance is sanctioned, it shall be open to the Mortgagee to take such disciplinary action against the Mortgagor as may be appropriate under the Rules of service applicable to the mortgagor.

(iii) In further pursuance of the said Rules and for the consideration aforesaid and to secure repayment of the aforesaid advance and interest as shall at any time or times hereinafter be due to the Mortgagee under the terms of these present the Mortgagor Both hereby grant, convey, transfer or assure unto the Mortgagee, ALL AND SINGULAR the said property comprised in the said

Conveyance dated \_\_\_\_\_ and more particularly described in the Schedule hereunder written together with buildings to be erected by the Mortgagor on the said property, if any, (hereinafter referred to as the Mortgaged property) or materials for the time being therein with all rights, easements and appurtenances to the said mortgaged property or any of them belonging subject to convenient by the purchaser and the conditions therein contained to HOLD the same unto the Mortgagee absolutely but subject to the terms and covenants of the said Conveyance and subject nevertheless to the proviso for redemption hereinafter contained PROVIDED ALWAYS AND it is hereby agreed and declared by and between the parties hereto that if the MORTGAGOR shall duly pay to the MORTGAGEE the said principal sum and interest hereby secured in the manner herein provided and also the other moneys (if any) determined to be payable by the MORTGAGOR to the MORTGAGEE under the terms and conditions of the said Rules, then the Mortgagee will at any time thereafter upon the request and at the cost of the MORTGAGOR reconvey, retransfer and reassure the said mortgaged property unto and to the use of the Mortgagor or as he may direct.

(iv) AND IT IS HEREBY EXPRESSLY AGREED AND DECLARED that if there shall be any breach by the mortgagor of the covenant on his/her part herein contained or if the MORTGAGOR shall become insolvent or shall cease to be in service for any reason other than normal retirement/superannuation or if he/she died before all the dues payable to the MORTGAGEE under these presents together with interest thereon shall have been fully paid off or if the said advance or any part thereof becomes payable forthwith under these presents or otherwise then and in any of such cases it shall be lawful for the MORTGAGEE TO SELL without the intervention of the court, the said Mortgaged property or any part thereof either together or in parcels and either by public auction or by private contract with power to buy in or rescind any contract for sale and to resell without being responsible for any loss which may be occasioned thereby and to do and execute all such acts and assurances for effectuating any such sale as the MORTGAGEE shall think fit and IT IS HEREBY declared that the receipt of the Mortgagee for the purchase money of the premises sold or any part thereof shall effectually discharge the purchaser or purchasers from AND IT IS HEREBY DECLARED THAT THE MORTGAGEE shall hold the moneys to arise from any sale in pursuance of the aforesaid power UPON TRUST in the first place there out to pay all the expenses incurred on such sale\* (and in the next place of pay to \_\_\_\_\_ the Delhi Development Authority the Lesser of the Mortgaged property \_\_\_\_\_ 50 percent of the unearned increase pursuant to clause \_\_\_\_\_ of the said lease) and then to pay moneys in or towards the satisfaction of the moneys for the time being owing on the security of these presents and the balance if any to be paid to the Mortgager.

(v) "In the event of the sale or foreclosure of the Mortgaged or charged property, the lesser (President of India) shall be entitled to claim and recover fifty percent of the unearned increase in the value of the residential plot as aforesaid and the amount Of the Lesser's share of the said unearned increased shall be the first charge, having priority over the said mortgage or charge. The decision of the Lessor in respect of the market value of the

said residential plot shall be final and binding on all parties concerned provided that the lessor shall have the pre-emptive right to purchase the mortgaged or charged property after deducting fifty percent of the unearned increase as aforesaid.

\* In case of Nazul lands in Delhi and in similar case wherever applicable

(vi) THE MORTGAGOR HEREBY covenants with the MORTGAGEE as follows:

(a) THAT THE MORTGAGOR NOW HATH IN HIMSELF/HERSELF GOOD RIGHT and lawful authority to grant, convey, transfer, assign and assure the MORTGAGED property unto and to the use of the MORTGAGEE in a manner aforesaid.

(b) That the Mortgagor shall carry out the construction of the house/additions to living accommodation in the aforesaid house exactly in accordance with the approved plan and specifications on the basis of which the above advance has been computed and sanctioned unless a departure therefrom is permitted by the Mortgagee. The mortgagor shall certify, when applying for instalments of advance admissible at the plinth/roof level, that the construction is being carried out in accordance with the plan and estimates furnished by him to the mortgagee, that the construction has reached plinth/roof level and that the amount already drawn out of the sanctioned advance has actually been used on the construction of the house. he/She will allow the Mortgagee to carry out either by himself, or through his representative an inspection to verify the correctness of the aforesaid certificates. If a false certificate is furnished by the Mortgagor, he/she will be liable to pay to the Mortgagee forthwith the entire advance received by her/him together with interest thereon at \_\_\_\_\_ per cent per annum and further will also be liable to appropriate disciplinary action under the rules of service applicable to the Mortgagor.

\*(c) That the Mortgagor shall complete the construction of the house/additions to living accommodation in the aforesaid house within eighteen months of \*\* \_\_\_\_\_ unless an extension of time is allowed in writing by the Mortgagee, in case of default the Mortgagor shall be liable to repay forthwith the entire amount advanced to him together with interest calculated under the said Rules, in one lump sum. The Mortgagor shall report to the Mortgagee the date of completion of the house and furnish a certificate to the Mortgagee that the full amount of the advance has been utilised for the purpose for which it was sanctioned.

(d) That the MORTGAGOR shall immediately insure the house at his own cost, with the Life Insurance Corporation of India for a sum of less than the amount of the said aforesaid advance and shall keep it so insured against loss or damage by fire, flood and lightning as provided in the said Rules till the advance is fully repaid to the Mortgagee and deposit the policy of insurance with the Mortgagee. The mortgagor shall pay regularly the premium in respect of the said insurance from time to time and will when required produce to the MORTGAGEE, the premium receipts for inspection. In the event of failure on the part of the MORTGAGOR to effect the insurance against fire, flood and

lightning if shall be lawful but not obligatory for the MORTGAGEE to insure the said house at the cost of the MORTGAGEE and add the amount of premium to the outstanding amount of the advance and the Mortgagor shall there upon be liable to pay interest thereon as if The amount of the premium had been advanced to him as part of The aforesaid advance at \_\_\_\_\_ till the amount is repaid to the Mortgagee or is recovered as if it were an amount covered by the security of these presents. The mortgagor shall give a letter to the Mortgagee as often as required addressed to the Insurer, with which the house is insured with a view, to enable the Mortgagee to notify to the Insurer the fact that the Mortgagee is Interested in the insurance policy secured.

@ In the case of plots purchased from Delhi Development Authority  
\* Clauses(b) & (c) are not applicable when the advance is for the purchase of ready built house.

\*\*here mention the date on which the first instalment of the advance is paid to the Mortgagor.

(e) That the Mortgagor shall maintain the aforesaid house in good repair at his own cost and shall pay the Municipal and other local rates, taxes and all other outgoing in respect of the mortgaged property regularly until the advance has been repaid to the Mortgagee in full. The Mortgagor shall also furnish to the Mortgagee an annual certificate to the above effect.

(f) The Mortgagor shall afford facility to the Mortgagee for carrying out inspections after completion of the house to ensure that it is maintained in good repair until the advance has been repaid in full.

(g) The Mortgagor shall refund to the Mortgagee any amount together with interest, if any, due thereon drawn on account of the advance in excess of the expenditure incurred, for which the advance was sanctioned.

(h) That the said Conveyance Deed, dated \_\_\_\_\_ is now valid and subsisting lease of the said Mortgaged property and are in nowise void or voidable and the rents and the covenants and conditions in and by the indenture of Lease reserved have been paid, performed and observed upto the date of these presents and that the same is assignable in the manner hereinbefore stated.

(i) That the Mortgagor will be long as any money shall remain owing on security of the said mortgaged property, hereinbefore expressed to be hereby assigned and in any case for the period of the said arrangement, duly observe all the covenants by the Lease and conditions contained in the said Indenture of lease referred against all actions, suits, proceedings, costs charges, claims and demands which will be incurred or sustained by reasons of the non-payment of the said rent of the breach, non-performance or non-observance of the said covenants and conditions or any of them.

(j) that the Mortgagor shall not during the continuance of these presents charge, encumber, alien or otherwise dispose of the Mortgaged property. However, if the Mortgagor covenants to create a second mortgage in favour of any other financial insti-

tution, he shall not do so without obtaining the prior permission of the Mortgagee and on the consent being given, the draft of the second mortgage will be submitted to the Mortgagee for approval.

Provided, always that in the event of the Mortgagor creating a second Mortgage on the same premises only by deposit of title deeds in favour of a financial institution including HDFC or a Bank, the Mortgagee may, at the written request of the Mortgagor and the financial institution concerned to this Mortgagee, hand over such documents of title to the said premises as are in possession of this Mortgagee, to the said financial institution for the sole purpose of creating the said proposed second mortgage.

It is a strict condition that before the said documents of title are handed over by the Mortgagee to the said financial institution as hereinbefore provided, that the said financial institution and the Mortgagor shall assure and undertake to the Mortgagees in writing in such form as may be determined by this Mortgagee that:

### F O R M S

- (l) The said documents of title shall be held and retained by the financial institution concerned only as a second Mortgage subject and subordinate to the rights of this Mortgagee hereunder:
- (ii) the said financial institution shall not at any time or for any reason part with such title deeds without consent of this mortgagee first had and obtained and on such conditions as may be imposed by this Mortgagee at its discretion.
- (iii) after at any time, the said financial institution ceases to be second mortgagee of the said premises, the said financial institution shall be obliged to return the said title deeds to this Mortgagee only, whether or not any demand in this behalf is made by this Mortgagee.
- (iv) the said financial institution shall produce or cause to be produced the said title deeds as and when required by this Mortgagee for any reason whatsoever regardless of whether the said proposed second mortgage due to be in existence or otherwise discharged; this will be in the understanding that as soon as the purpose if served, the same shall be returned by the Mortgagee to the financial institution, to be dispensed subject to these conditions.
- (v) nothing in these provisions shall be construed to create any financial or other obligations or liabilities in this Mortgagee, vis-a-vis the said financial institution or shall in any manner alter, abridge or abrogate the rights of this Mortgagee hereunder, who shall always be and continue to be the paramount mortgagee.
- (k) Notwithstanding anything contained herein, the Mortgagee shall be entitled to recover the balance of the advance with

interest remaining unpaid at the time of his retirement or death preceding retirement from the whole or any specified part of the gratuity that may be sanctioned to the Mortgagor.

SCHEDULE ABOVE REFERRED TO  
(To be filled in by Mortgagor)

IN WITNESS WHEREOF THE MORTGAGOR has hereunto set his hand Shri \_\_\_\_\_ in the Ministry/Office of \_\_\_\_\_ and on behalf of the President of India has hereunto set his hand.

Signed by the said (Mortgagor) \_\_\_\_\_  
In the Presence of

1st Witness  
Address  
Occupation

2nd Witness  
Address  
Occupation

Signed by Shri \_\_\_\_\_ in the Ministry/Office of \_\_\_\_\_ for and on behalf and by order and direction of the president of India \_\_\_\_\_

In the Presence of

1st Witness  
Address  
Occupation

2nd Witness  
Address  
occupation

SUPPLEMENTARY MORTGAGE DEED

This indenture made this \_\_\_\_\_ day of \_\_\_\_\_ one thousand nine hundred and eighty \_\_\_\_\_ between Shri \_\_\_\_\_ son of Shri \_\_\_\_\_ resident of \_\_\_\_\_ now residing at \_\_\_\_\_ and employed as \_\_\_\_\_ in the \*Ministry/\*Office of the \_\_\_\_\_ (hereinafter called the "Mortgagor", which expression shall unless excluded by or repugnant to the subject or context, include his heirs, executors, administrators, legal representatives and assigns) of the one part and the President of India (hereinafter called 'the Mortgagee' which expression shall unless excluded by or repugnant to the subject or context include his successors in office and assigns) of the other part is Supplemental to the Deed of Mortgage, dated \_\_\_\_\_ day of \_\_\_\_\_ one thousand nine hundred and \_\_\_\_\_ executed by the said Shri \_\_\_\_\_ in favour of the President of India (hereinafter referred to as 'the said original indenture of Mortgage').

WHEREAS:

(i) The mortgagor applied under the Rules to regulate the grant of advance to Central Government servants for building etc. of houses issued by the Government of India in the late Ministry of works, Housing and Supply with their O.M. No.H.II-27(5)/54, dated 12.4.56 hereinafter referred to as 'the said rules', to the Mortgagee for an advance of Rs. \_\_\_\_\_ (Rupees \_\_\_\_\_ only) for the purpose of enabling the Mortgagor to \*construct a house/enlarge living accommodation/purchase a ready-built house.

(ii) The Mortgagee agreed to advance to the Mortgagor the said sum of Rs. \_\_\_\_\_ (Rupees \_\_\_\_\_ only) hereinafter referred to as 'the original loan', on the terms and conditions as detailed in the said 'Original Indenture of Mortgage and the Mortgagor agreed to repay to the Mortgagee the Original Loan in \_\_\_\_\_ equal monthly instalments of Rs. \_\_\_\_\_ each commencing from the month of \_\_\_\_\_.

(iii) In consideration of the Original Loan the Mortgagor transferred, assigned and conveyed the properties mentioned in the Schedule to the said Original Mortgage Deed and also in the Schedule hereunder written to the President of India by way of security for payment of the said sum together with interest.

(iv) The mortgagor has already drawn \*full original loan/ \_\_\_\_\_ instalments of Rs. \_\_\_\_\_ and Rs. \_\_\_\_\_ and Rs. \_\_\_\_\_ and Rs. \_\_\_\_\_ respectively out of the original loan.

\* delete if not applicable

(v) The Mortgagor has already repaid towards the original loan \_\_\_\_\_ equal monthly instalments of Rs. \_\_\_\_\_ each amounting to Rs. \_\_\_\_\_.

(vi) In pursuance of the Government of India in the late Ministry of works, Housing and Rehabilitation (Department of works and Housing) O.M.No.10-11/62-H.III, dated the 16.1.61, the Mortgagor applied to the Mortgagee for an additional loan of Rs. \_\_\_\_\_ for the purpose of enabling the Mortgagor to complete the \*construction/\*enlargement/\*purchase of the house on the premises described in the Schedule hereunder written.

(vii) The Mortgagee is agreeable to advance to the Mortgagor the said additional sum of Rs. \_\_\_\_\_ hereinafter referred to as the additional loan' on the terms and conditions hereinafter appearing.

(viii) In pursuance of the Government of India, in the late Ministry of works, Housing and Rehabilitation (Department of Works and Housing) O.M.No.10-1/60 H.III dated 4.5.63 the Mortgagor is desirous of repaying the Original loan/unrepaid portion of the original loan and/the additional loan in more convenient instalments.

NOW THIS INDENTURE WITNESSETH AS FOLLOWS:

(i) In pursuance of the said Rules and in consideration of the premises and the additional loan now sanctioned to the Mortgagor pursuant to the provisions contained in the said rules

and mortgagor death hereby covenant with the Mortgagee that the Mortgagor shall always duly observe and perform all the terms and conditions of the said Rules and shall repay to the Mortgagee the sum of Rs.\_\_\_\_\_ due under the said original Indenture of Mortgage (and the sum of Rs.\_\_\_\_\_ the Additional Loan aggregating to Rs.\_\_\_\_\_)\* in \_\_\_\_\_ equal monthly instalments of Rs.\_\_\_\_ each and shall after paying the said (aggregate)\* sum of \_\_\_\_\_ also pay interest in \_\_\_\_\_ equal monthly instalments in the manner and at the rate specified in the said Rules. The remaining amount, if any, of the said (aggregate)\* sum of Rs.\_\_\_\_\_ and/or interest accrued will be recovered from the amount of gratuity/death-cum/retirement gratuity due to the mortgagor on the date of his superannuation/death/retirement. The recovery of the said (aggregate)\* sum of Rs.\_\_\_\_\_ will commence from the pay of the mortgagor from the month of \*\* \_\_\_\_\_ 199\_\_\_\_ and the Mortgagor hereby authorises the Mortgagee to make deductions from his monthly pay/leave salary of the amount of such instalments.

(ii) The mortgagor both hereby declare that the property comprised in the said original mortgage deed and also described in the Schedule hereunder written shall also be a security for and be charged with payment of the additional loan now sanctioned as if the additional loan had formed a part of the principal sum secured by the said original deed.

(iii) And it is hereby agreed and declared that all covenants, powers and provisions contained in the said original Indenture of mortgage in regard to the principal money and the instalments payable under the said original indenture of Mortgage shall apply to the (said additional loan and)\* instalments payable under these presents and except as varied hereby all the terms and conditions of the said original indenture of Mortgage shall remain in full force and effect.

\* Delete in cases where no additional loan has been applied for

\*\* In cases where repayment of the original loan has not commenced, this should not be later than the 18th month of the date of drawl of the first instalment in case of construction or enlargement and not later than the month following the date of drawl of the advance for purchase of a ready-built house. In other cases, this should not be later than the month following the execution of supplementary deed.

Recital (v) to be deleted in case where no repayment of any part of the original loan has been made.

Recitals(vi) and (vii) and clause (ii) to be deleted in case where no additional loan has been applied for.

Recital(viii) to be deleted in case no variation in the made of repayment is intended.

#### THE SCHEDULE ABOVE REFERRED TO

All the plot of land bearing No.\_\_\_\_\_ having an area of \_\_\_\_\_ square metres (\_\_\_\_) with all essments, appurtenances, rights of way, passage situated\_\_\_\_\_ and bounded as below:-

North  
South  
East  
West

IN WITNESS whereof the mortgagor has hereunto set his hand and Shri \_\_\_\_\_ for and on behalf of the President of India has set his hand

(sd) \_\_\_\_\_  
(Mortgagor)

In the presence of

1st witness  
Address  
Occupation

2nd witness  
Address  
Occupation

Signed by Shri \_\_\_\_\_ in the Ministry/Office of the \_\_\_\_\_ for and on behalf of the president of India.

In the Presence of

1st witness  
address  
occupation

2nd witness  
address  
occupation.

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209\_2000  
SERIAL CIRCULAR NO.209/2000  
CIRCULAR LETTER NO.P(R)/299/IV DATED 27.11.2000

Copy of Board's letter No.E(G)/2000/H01-5 dated 19.9.2000 together with their letter dated 7.7.89 are published for information, guidance and necessary action.

Copy of Board's letter No.E(G)/2000 H01-5 dated 19.9.2000 (RBE No.164/2000).

Sub:Grant of honorarium to the Railway Officer/staff for setting question papers and evaluation of answer sheets in connection with the examination conducted by Railway Training Centers.

.....

Ministry of Railways have had under consideration the question of increase in the rates of honorarium for setting question papers and evaluation of answer books, as prescribed in the Board's letter No.E(G)/87 H01-6 dated 7.7.89. it has now been decided in suppression of Board's letter dated 7.7.89 that Gazetted Officers and Sr./Jr.Subordinates who are not staff of

the training Centers and required to set question papers and evaluate the answer books in connection with the examinations conducted by the various Railway Training Centers may be paid honorarium as indicated below:

For setting question papers Rs.150/- per question paper

For evaluation of answer sheet Rs.5/- per answer sheet.

The above has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

.....

Copy of Board's Lr.No.E(G)/87 H01-6 dated 7.7.89(RBE No.174/89).

Sub:Grant of honorarium to the Railway officers/  
staff for setting question papers and evaluation  
of answer books in connection with the examinations  
conducted by the Railway Technical Centers/Schools.

.....

Reference instructions contained in Railway Ministry's letter No.E(G)/81 H01-6 dated 30.6.1981 on the above noted subject.

The Railway ministry have had under consideration the question of increase in the rates of honorarium for setting question papers and evaluation of answer books as prescribed in the above mentioned letter. Accordingly, on further consideration of the matter they have now decided that the Gazetted Officers and Senior/Junior Subordinates who are not on the staff of the Center/School and required to set question papers and evaluate the answer books in connection with the examinations conducted by various Railway Technical Training Centers/Schools, may be paid the honorarium as indicated below:

- i)For setting question papers Re.0.50 per paper
- ii)For evaluation of answer books Rs.1.50 per answer book

The above has the sanction of the President and issues with the concurrence of the Finance Directorate of the ministry of Railways.

(This disposes of the Northern Railway's Lr.No.843-E/22/XVII/Trg/EIB dated 18.3.1987).

210\_2000  
**SERIAL CIRCULAR NO.210/2000**  
**LETTER NO.P(R)/436/IRMM DATED 24.11.2000**

Copy of Board's letter No.99/H/6-4/Policy dated 20.9.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.99/H/6-4/Policy dated 20.9.2000.*

Sub: Delegation of Powers-referral of Railway beneficiaries to Non-Railway Medical Institutions for special investigations/CT scan/MRI

.....  
The Ministry of Railways in partial modification of the orders contained in Board's letters No.91/H/6-4/26 dated 5.1.94 and 5.12.97 and 91/H/6-4/26/Pt. dated 21.4.98 have decided to further enhance the powers delegated to Zonal Railways to sanction the post of Special investigations, CT Scan and MRI upto Rs.10,000/-.

2. All other terms and conditions as stipulated in this respect from time to time and the level of functionaries to which delegation has been made, will remain unchanged.

3. The cases where the cost of special investigations/CT scan/MRI exceeds the limit of Rs.10,000/- the same would continue to be referred to the Ministry of Railways, duly concurred in by the FA&CAO.

4. The above has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

5. Accordingly, an advance correction slip No.7 of Health/2000 with respect to notes under Para 601(2)(1) para 663 and 664 of IRMM 2000 is also enclosed for ready reference.

#### ADVANCE CORRECTION SLIP NO.7 OF HEALTH/2000

The following amendments may be carried out in Chapter VI of IRMM-2000 regarding reimbursement of expenses on Special Investigations including CT scan and MRI:

In Note under para 601(2/6) figure "Rs.3000/-" may be re-placed with Rs.10000/-.

In para 663(i) and (ii) figure "Rs.3500/-" may be replaced with Rs.10,000/-"

In Para 664 figure "Rs.4500/-" may be replaced with Rs.10000/-. (Board's letter No.99/H/6-4/Policy dated 20.09.2000).

211\_2000

#### SERIAL CIRCULAR NO.211/2000

#### CIRCULAR LETTER NO.P(R)/24 DATED 27.11.2000

Copy of Board's letter No.2000-8-306 dated 20/25.9.2000 is forwarded for information, guidance and necessary action.

Copy of Board's letter No.2000-8-306 dated 20/25.9.2000.

Sub:Rate of Interest to be changed on advance for purchase of Conveyance during 1998-99 1999-2000 and 2000-2001.

.....  
A copy of each of Ministry of Finance's OM No.5(3)-PD/98 dated 15th April, 1998, OM No.5(2)-PD/99 dated 5th May, 1999 and OM No.5(2)-PD/2000 dated 10th April, 2000 regarding rate of interest to be charged on advances sanctioned during the year 1998-99, 1999-2000 and 2000-2001 respectively, for purchase of conveyance is enclosed.

2. The instructions contained therein will apply mutatis -

mutandis to Railway employees.

.....

Copy of Ministry of Finance, Department of Economic Affairs, New Delhi letter No.F.No.5(2)-PD/2000 dated 10th April, 2000.

OFFICE MEMORANDUM

Sub:Advance to Government servants - Rate of interest for purchase of conveyance during 2000-2001.

....

The undersigned is directed to state that the rates of interest for advance sanctioned to the Government servants for purchase of conveyance during 2000-2001 i.e. from 1st April, 2000 to 31st March, 2001 will be as under:

	Rate of interest per annual
i)Advance for purchase of Bicycle	8%
ii)Advance for purchase of conveyance other than motor car (viz. motor cycle, scooter etc.,)	10.5%
iii)Advance for purchase of Motor car.	14%

Copy of Ministry of Finance, Department of Economic Affairs, New Delhi letter No.F.No.5(2)-PD/99 dated 5th May, 1999.

OFFICE MEMORANDUM

Sub:Advance to government servants - Rate of Interest for Purchase of conveyances during 1999-2000.

.....

The undersigned is directed to state that the rates of interest for advance sanctioned to the Government servants for purchase of conveyances during 1999-2000 i.e. from 1st April, 1999 to 31st March, 2000 will continue to be at the same level as for 1998-99 as under:

	Rate of interest per annum
i) Advance for purchase of bicycle	9%
ii) Advance for purchase of conveyance other than motor car (viz., Motor Cycle, Scooter etc.)	11.5%
iii) Advance for purchase of Motor Car	15%



etc.

Kindly ensure implementation of this training plan.

The Ministry of Railways have decided to modify the "Manual on Management of Training" Edition, 1998 as per the correction Slip enclosed.

MANUAL ON MANAGEMENT OF TRAINING (JUNE 1998)  
ADVANCE CORRECTION SLIP NO.1/2000

(i) Item No.VIII under Appendix-II of the Manual on Management of Training (Edition 1998) may be inserted as:

VIII Chemist & Metallurgical Supervisors and Staff

- |   |           |
|---|-----------|
| 1)Chemical & Metallurgical Assistant (Rs.5000-8000) | 12 months |
| 2)Chemical & Metallurgical Assistant (Rs.5500-9000) | 12 months |

(ii)Traffic(Commercial)Department and Stores Department under Appendix III of the Manual on Management of Training (Edition 1998) may be numbered as "VI" and "VII"respectively.

(iii)Item No.VIII under Appendix-III of the Manual on Management of Training (Edition 1998) may be inserted as:

VIII Chemist & Metallurgist Supervisors and staff:

- |   |         |                 |
|---|---------|-----------------|
| 1)Lab Assistant in all Grade                              | 3 weeks | once in 5 years |
| 2)Chemical & Metallurgical Assistant in all grades        | 4 weeks | once in 5 years |
| 3)Chemical & Metallurgical Superintendents in all grades. | 4 weeks | once in 5 years |

213\_2000

**SERIAL CIRCULAR NO.213/2000**  
**LETTER NO.P(R)/583/IV DATED 23.11.2000**

Copy of Board's letter No.E(TRG)/94(28)/1 dated 21.9.2000 is published for information, guidance and necessary action. Board's letter dated 17.4.2000 quoted therein was circulated as S.C.No.96/2000.

*Copy of Board's letter No.E(TRG)/94 (28)1 dated 21.9.2000.*

Sub: Incentives for acquiring fresh higher qualifications.

....

Reference Board's letter No.E(TRG)/94(28)/1 dated 17.4.2000 enclosing therewith a list of higher qualifications, acquiring of which would qualify officers/officials of Indian Railways for grant of incentives.

Deptt. of Personnel and Training have clarified/instructed that item 7(vi) of the list, viz., "Multi skill diploma in relevant fields" would contain the following qualifications.

Deptt.	Higher qualification	Amount
PR Deptt (Gr.A,B & C)	Post Graduate Diploma in Public Relations.	Rs.4000/-
Personnel Deptt (Gr.A,B & C)	Post Graduate Diploma in Human Resource Development.	Rs.4000/-
All Deptts (Gr.A,B & C)	Diploma in Financial Management/ Operational Management	Rs.4000/-
Gr."C" of Statistical Deptt.	Diploma in Statistics	Rs.4000/-
Commercial Deptt (Gr.A,B & C)	Diploma in Marketing & Sales Management	Rs.4000/-

3. All other terms and conditions as envisaged in letter dated 17.4.2000 will remain the same.

14. This issues with the concurrence of the Finance Directorate of the Ministry of Railways, Railway Board.

214\_2000

**SERIAL CIRCULAR NO.214/2000  
CIRCULAR LETTER NO.P(R)/268 DATED 31.10.2000**

Copy of Board's letter No.E(NG)/II/99/RC-1/Genl/23 dated 30.11.99 is published for information, guidance and necessary action.

In terms of the Board's letter, the General Manager is pleased to delegate the powers to consider cases of compassionate appointment to HODs/DRMs/CWMs, where request have been made for the first son/first daughter provided the case is not more than 20 years old and the application has been made within 2 years from the date of attainment of majority of the candidate. The delegation is only with reference to relaxation in the time limit.

*Copy of Board's letter No.E(NG)/II/99/RC-1/Genl/23 dated 30.11.99  
(RBE no.300/99 SC No.38 to MC 16).*

Sub: Appointment on compassionate ground - delegation of powers.

.....

Attention is invited to Board's letter No.E(NG)/II/84/RC-1/26 dated 22.12.94 read with letter dated 06.10.95 under which powers have been delegated to the General Managers for considering cases of compassionate appointments where request have been made for the first son/first daughter within a period of twenty years of the employee's demise, subject to the conditions stipulated therein.

2. The matter has been further considered by the Board, pursuant to a demand raised by the Organised labour in the JCM/DC, and it has been decided that powers may be delegated to DRMs/HODs/CWMs to consider cases of compassionate appointments where requests have been made for the first son/first daughter, provided the case is not more than twenty years old and the application has been submitted within 2 years from the date of attainment of majority of the candidate.

215\_2000  
**SERIAL CIRCULAR NO.215/2000**  
**LETTER NO.P(PC)/487/V/97/STAND DESIGN DATED 02.11.2000**

Copy of the Railway Board's letter No.PC-III/93/Stand/1 dated 18.10.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.PC-III/93/Stand/1 dated 18.10.2000 (RBE No.183/2000).*

Sub: Revision of designation.

.....

Railway Board in consultation with both the Federations have decided to revise the following designations as indicated against each:

Existing Designation	Scale of pay	Revised designation
i) Khalasi	2550-3200	Helper Gr.II
ii) Khalasi helper	2650-4000	Helper Gr.I

The revised designations as detailed above will not entail any change in the pay scales, duties and responsibilities, level of supervision, selection procedure, method of recruitment, classification under HOER and eligibility conditions prescribed for the various posts or the avenues of promotion. The percentage distribution of posts will also remain unchanged by the revision of the designations.

216\_2000  
**SERIAL CIRCULAR NO.216/2000**  
**LETTER NO.P(R)/500/XVII DATED 27.11.2000**

Copy of Board's letter No.F(E)/III/98/PN1/29 pt.I dated 5.10.2000 is published for information, guidance and necessary action. Board's letter dated 15.1.99 quoted therein was circu-lated as S.C.no.26/99 dated 22.1.99.

In the context of revision of pension/family pension to 50%/30% of the minimum pay in the revised scales of pay introduced w.e.f. 1.1.96, Board have clarified that in respect of Railway Servants who were detailed to look after the duties of higher post on adhoc basis and who were in receipt of charge allowance, the scales of pay in the V CPC shall be corresponding to the scales of pay of the post held by them substantively, at the time of retirement/death.

*Copy of Board's letter No.F(E)/III/98/PN1/29/Pt.I dated 5.10.2000 (RBE No.173/2000).*

Sub: Revision of pension to 50%/30% of the minimum pay in the revised scale of pay introduced w.e.f 1.1.96 - Clarification regarding.

.....

Consequent upon the instructions issued vide Board's letter No.F(E)/III/98/PN1/29 dated 15.1.99 for revision of pension/family pension to 50%/30% of the minimum pay in the revised scale of pay introduced w.e.f. 1.1.1996, reference have been received from various quarters seeking clarification as to the relevant scale of pay to be considered for working out minimum pension/family pension in cases where the retired/deceased Railway servants held higher posts on adhoc basis prior to 1.1.96. The matter has been examined in consultation with the department of Pension and Pensioners' Welfare and the Department of Expenditure.

2. it is clarified that the Railway servants who are detailed to look after the duties of higher posts on adhoc basis, are not given the scales of pay of the higher posts. This is so because they are either not due for regular promotion to the higher posts as per recruitment rules or are not duly selected for appointment to the posts with the formal approval of the competent authority after following the prescribed procedure. This is purely an interim administrative arrangement pending appointment of regular incumbents to the posts. Such Railway servants continue to draw pay and increments in the scales of pay to which they are borne substantively. In addition, they are granted charge allowance at the prescribed rates, as a compensation for performing duties of higher scales of pay. On their retirement/death while in service, pensionary benefits are determined on the basis of emoluments drawn in the scales of pay held by them substantively though the charge allowance is also taken into account for the purpose.

3. In view of the foregoing in the case of Railway servants who had retired/died prior to 1.1.1986 while holding higher posts on adhoc basis without having been assigned the scales of pay of the higher posts, for the purpose of revision of pension/family pension the pay last drawn by them should be revised on notional basis as on 1.1.1986 in the IV CPC scales of pay corresponding to the scales of pay of the posts held by them substantively. Likewise, for the purpose of upward revision of pension/family pension upto 50%/30% respectively of the minimum pay in the revised scales of pay introduced w.e.f. 1.1.96 both in the case of those who had retired/died prior to 1986 and during 1.1.1986 to 31.12.1995, the scales of pay introduced w.e.f. 1.1.96 corresponding to the scales of pay of the posts held by them substantively at the time of retirement/death should only be taken into account. In other words while revising the pension/family pension on notional fixation of pay as on 1.1.86 or for revision of pension/family pension as on 1.1.96, the revised IV and V CPC scales of pay corresponding to the substantive scales held by the Railway Servants at the time of retirement/death only should be considered as the charge allowance was already included while calculating the original basic pension which get consolidated on 1.1.86/1.1.96 as per the extant guidelines.

217\_2000  
**SERIAL CIRCULAR NO.217/2000**  
**LETTER NO.P(R)/436/R.II DATED 27.11.2000**

Copy of Board's letter No.E(P&A)/I-2000/FE-4/2 dated 11.10.2000 is published for information, guidance and necessary action. Board's letter dated 19.11.99, quoted therein was circulated as S.C.No.15/2000.

*Copy of Board's letter No.E(P&A)/I-2000/FE-4/2 dated 11.10.2000 (RBE No.175/2000).*

Sub: Corrigendum to the ACS No.47 to Indian Railway Establishment Code, Vol.II 1987 Edition - regarding Daily Officiating Allowance.

Ref: Board's letter No.E(P&A)/I-98/CPC/PA-2 dated 19.11.99.

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**CORRIGENDUM**

In advance correction slip No.47 R-II/1987 Edition circulated vide Board's letter under reference, in Appendix Sl.Nos.9(c) and 9(e) may be deleted, Renumber existing Sl.Nos.9(d), 9(f) and 9(g) as 9(c), 9(d) and 9(e).

2. Add "Sl.No.10(b) Fitter (b) Supervisor (Electrical) below Sl.No.10(a) and "Sl.No.10(d) Mate (d) Supervisor (PW) below Sl.No.10(c) by renumbering existing Sl.No.10(b) and Sl.No.10(c).

3. This has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

218\_2000

**SERIAL CIRCULAR NO.218/2000**  
**LETTER NO.P(R)/531 DATED 24.11.2000**

Copy of Board's letter No.E(NG)/I/96/CFP/27 dated 10.10.2000 is published for information, guidance and necessary action.

*Copy of Board's letter no.E(NG)/I/96/CFP/27 dated 10.10.2000 (RBE No.176/2000).*

Sub: Promotional prospects of Gr. "D" Staff with no regular avenue of promotion to specified Gr. "C" posts.

In terms of Para 189 of IREM (Vol.I 1989 edition) 33-1/3% of the posts in the lowest grade of Commercial Clerks, Ticket Collectors, office Clerks etc. are to be earmarked for promotion of Railway Servants in Group "D" categories for whom no regular avenue of promotion exist the Group "C" categories being suitably linked with specified Group "D" categories on the basis of Broad affinity of work.

2. A joint Sub-Committee constituted under the DC/JCM consisting of representatives of official side and both the Federations to go into the question of promotion prospects of Group "D" staff has recommended that the existing Group "D" promotion quota of 33-1/3% covered under para 189 of IREM be increased to 50%. The joint sub-committee has also recommended that the enhanced quota of 16-2/3% may be filled from amongst Matriculate Group "D" employees with a minimum of two years regular service in the concerned seniority unit and that the selection against the enhanced quota may be entirely competitive and on the basis of merit.

3. The Board have considered the matter and have accepted the recommendation of the sub-committee. The standard of selection consisting of a written test and interview will be commensurate with the qualification of Matriculation and the panel will be formed strictly on the basis of merit. However, the existing 33-1/3% quota will continue to be filled up as per existing procedure.

4. Necessary amendments to the IREM will follow.

219\_2000  
**SERIAL CIRCULAR NO.219/2000**  
**LETTER NO.P(R)/535/I DATED 24.11.2000**

Copy of Board's letter No.E(NG)/I-2000/PM5/14 dated 11.10.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/I-2000/PM5/14 dated 11.10.2000 (RBE No.177/2000).*

Sub: Filling up of the posts of Technical Supervisors in USFD Wing in the Civil Engg.

.....

In Para 3.1(a) of the guidelines for controlling rail fractures circulated along with the then Member Engineering, Railway Board's D.O. letter no.89/CL/II/PRA/65 dated 3.8.90 it was inter-alia stipulated that all posts of PWIs/USFD (since redesignated as JE/Gr.II/JE/Gr.I/Section Engineer/Sr.Section Engineer/USFD) should be operated as ex-cadre posts. The information collected from some of the Railways has revealed that the present practice on different Railways in this respect is not uniform.

The matter has been considered by the Board and it has been decided that the posts being operated in USFD wing may be operated as Ex.cadre posts.

220\_2000  
**SERIAL CIRCULAR NO.220/2000**

**LETTER NO.P(R)/268 DATED 27.11.2000**

Copy of Board's letter No.E(NG)/II/98/RC-1/64 dated 28.7.2000 is published herewith for information, guidance and necessary action. Board's letter dated 6.10.95 and 30.11.99 quoted therein were circulated at S.C.Nos.136/95 and 214/2000 respectively

*Copy of board's letter No.E(NG)/II/98/RC-1/64 dated 28.7.2000  
(RBE no.144/2000 - S.C.No.43 to MC-16)*

Sub: Appointment on compassionate grounds – Delegation of powers.

Ref; 1) Board's Lr. No.E(NG)II/84/RC-1/26 dt.6.10.95.  
2) Board's Lr.No.E(NG)II/99/RC-1/Gen/23 dt 30.11.99

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Attention is invited to Board's letter no.E(NG)II/84/RC-1/26 dated 6.10.95 in terms of which the GMs are empowered to consider time barred cases which are upto 20 years old from the date of death of the Railway employee, provided appointment is sought for the first son/first daughter and that application for appointment is submitted within 2 years of attaining the age of majority by the candidate. These powers have since been redelegated to DRMs/CWMs/HODs vide Board's letter dated 30.11.99.

The matter has been further considered by the Board and it has been decided that the General Managers may also be authorised to consider the requests of compassionate appointments in respect of cases upto 20 years old in the following types of cases subject to the condition that these powers will be exercised by him personally and not to be delegated further.

- i) Compassionate appointment of 1st son/1st daughter where request has been made after a period of 5 years from the date of medical invalidation.
- ii) Compassionate appointment of other than 1st son/1st daughter where requests have been made after a period of 5 years from the date of death.
- iii) Consideration of application submitted more than 2 years after the candidate became major.

3. While considering such requests for compassionate appointment, the General Manager should satisfy himself on the basis of a balanced and objective assessment of the financial condition of the family, that the grounds for compassionate appointment in each such case is justified, having regard to the number of dependents, assets and liabilities left by the Railway employee, income of any member of the family, as also his liability, including the aspect of whether the earning member is residing with the family of the deceased employee and whether he provides any support to the other members of the family, so that the facility of appointment on compassionate grounds is not circumvented or misused by putting forward the ground that the eldest son of the employee is staying separately and not supporting the family.

221\_2000

**SERIAL CIRCULAR NO.221/2000  
LETTER NO.P(R)/563/III DATED 27.11.2000**

Copy of Board's letter No.E(RRB)/2000/25/1 dated 27.9.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(RRB)/2000/25/1 dated 27.9.2000  
(RBE No.170/2000) RRCB No.7/2000.*

Sub: Proforma for placing requisition for candidates by Railways/PUs for recruitment of Group "C" posts.

.....



Signature :  
Name :  
Designation :  
(of competent office)

222\_2000  
**CIRCULAR NO.222/2000**  
**LETTER NO.P(R)/436/IREM/IV DATED 27.11.2000**

Copy of Board's letter No.E(NG)/I-2000/PM1/30 dated 12.10.2000 is forwarded for information, guidance and necessary action. Board's letter dated 16.11.98 quoted therein was circulated as Serial Circular No.12/99.

*Copy of Board's letter No.E(NG)/I-2000/PM1/30 dated 12.10.2000 (RBE No.174/2000).*

Sub: Procedure for filling up "Selection" and "General Selection" posts.

.....  
In terms of Para 219 (1) and 219(i) (iii) of IREM, Vol.I (1989 edition), as modified under ACS No.66 forwarded under Board's letter No.E(NG)/I/98/PM1/11 dated 16.11.98 for the purpose of formation of panels for filling up selection and General Section posts respectively, candidates securing a total of more than 80% marks are to be classed as "Outstanding".

The Board have reviewed the matter and it has now been decided that, for the purpose of formation of panels for filling up Selection and General Section posts, candidates securing 80% or more marks should be classed as outstanding.

The Indian Railway Establishment Manual may also be amended as in the Advance Correction Slip No.111 enclosed.

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**INDIAN RAILWAY ESTABLISHMENT MANUAL VOLUME-I (1980 EDITION)**  
**ADVANCE CORRECTION SLIP NO.111**

- Chapter II Section-B - Rules governing promotion of Group "C" staff. In para 219:
- i) For the existing words and figures 'more than 80% marks' appearing in sub-para (i) substitute the words and figures "80% or more marks".
  - ii) For the existing words and figures "more than 80% marks" appearing in sub-para (i) (iii) substitute the words and figures "80% or more marks".

AUTHORITY: Ministry of Railway's letter No.E(NG)/I-98/PM1/11 dated 16.11.98 and E(NG)/I-2000/PM1/30 dt 12.10.2000.

223\_2000  
**SERIAL CIRCULAR NO.223/2000**  
**LETTER NO.P(R)/66/NDA DATED 24.11.2000**

Copy of Board's letter No.E(P&A)/II-2000/HW-3 dated 18.10.2000 is published for information, guidance and necessary action. Board's letter dated 27.9.2000 quoted therein was circulated as S.C.No.198/2000.

*Copy of Board's letter No.E(P&A)/II-2000/HW-3 dated 18.10.2000 (RBE No.178/2000).*

Sub: Rates of Night Duty Allowance w.e.f. 01.07.2000.

.....

Consequent to sanction of an additional instalment of Dearness Allowance, vide this Ministry's letter no.PC-V/97/1/7/14 dated 27.9.2000, the President is pleased to decide that the rates of night Duty Allowance, as notified vide Annexure "A" and "B" of Board's letter of even number dated 28.4.2000 stand revised w.e.f. 1.7.2000 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.

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

**ANNEXURE 'A'**

**RATES OF NIGHT DUTY ALLOWANCE WITH EFFECT FROM 01.07.2000 FOR 'INTENSIVE', 'CONTINUOUS' AND 'EXCLUDED' CATEGORIES AND WORKSHOP STAFF AT THE VARIOUS PLACES CLASSIFIED AS 'A-1' 'A' 'B-1' 'B-2' AND ORDINARY LOCALITIES INCLUDING 'C' CLASS CITIES.**

Sl. No.	Pay slabs in Vth commission's scales	"A-1"	"A"	"B-1"	"B-2"	Ordinary Localities including "C" Class cities
		Rs.	Rs.	Rs.	Rs.	Rs.
1.	2550-2605	17.35	17.20	17.10	17.00	16.90
2.	2606-2790	18.10	18.00	17.90	17.80	17.70
3.	2791-3230	20.35	20.20	20.05	19.90	19.75
4.	3231-3440	22.45	22.30	22.20	22.05	21.90
5.	3441-4125	25.40	25.25	25.10	24.95	24.80
6.	4126-4270	28.10	27.95	27.85	27.70	27.55
7.	4271-4480	29.30	29.15	29.00	28.85	28.70
8.	4481-4630	30.80	30.60	30.35	30.20	29.90
9.	4631-4870	32.10	31.85	31.60	31.45	31.15
10.	4871-5165	33.85	33.60	33.35	33.20	32.90
11.	5166-5465	35.80	35.55	35.35	35.15	34.85
12.	5466-6210	39.20	39.00	38.75	38.60	38.30
13.	6211-6655	43.60	43.30	43.05	42.75	42.20
14.	6656-6955	46.05	45.75	45.45	45.20	44.65
15.	6956-7850 and above	49.95	49.65	49.40	49.10	48.55

**ANNEXURE 'B'**

**RATES OF NIGHT DUTY ALLOWANCE WITH EFFECT FROM 01.07.2000 FOR 'ESSENTIALLY INTERMITTENT' CATEGORIES AT THE VARIOUS PLACES CLASSIFIED ON 'A-1' 'A' 'B-1' 'B-2' AND ORDINARY LOCALITIES INCLUDING 'C' CLASS CITIES.**

Sl. No.	Pay slabs in Vth commission's scales	"A-1"	"A"	"B-1"	"B-2"	Ordinary Localities including "C" Class cities
		Rs.	Rs.	Rs.	Rs.	Rs.
1.	2550-2605	11.55	11.45	11.40	11.35	11.25
2.	2606-2790	12.05	12.00	11.95	11.85	11.80
3.	2791-3230	13.55	13.45	13.35	13.25	13.15
4.	3231-3440	14.95	14.85	14.80	14.70	14.60
5.	3441-4125	16.95	16.85	16.75	16.65	16.55
6.	4126-4270	18.75	18.65	18.55	18.45	18.35
7.	4271-4480	19.55	19.45	19.35	19.25	19.15
8.	4481-4630	20.55	20.40	20.25	20.15	19.95

9. 4631-4870	21.40	21.25	21.05	20.95	20.75
10.4871-5165	22.55	22.40	22.25	22.15	21.95
11.5166-5465	23.85	23.70	23.55	23.45	23.25
12.5466-6210	26.15	26.00	25.85	25.75	25.55
13.6211-6655	29.05	28.85	28.70	28.50	28.15
14.6656-6955	30.70	30.50	30.30	30.15	29.75
15.6956-7850	33.30	33.10	32.95	32.75	32.35
and above					

224\_2000  
**SERIAL CIRCULAR NO.224/2000**  
**LETTER NO.P(R)/473/III DATED 24.11.2000**

Copy of Board's letter No.E(W)/2000/PS5-1/17 dated 13.10.2000 is published for information, guidance and necessary action. Board's letter dated 7.9.2000 quoted therein was circulated as S.C. No.197/2000.

*Copy of Board's letter no.E(W)/2000/PS5-1/17 dated 13.10.2000 (RBE No.179/2000).*

Sub: Entitlement for travel by Rajdhani and Shatabdi Express trains on Duty Privilege/  
Post-retirement complimentary passes.

Ref: Board's Lr. of even No.dated 7.9.2000.

.....  
 With reference to item B (iii) of Board's letter referred to above, it is clarified that serving officers with pay Rs.4500 and above in the IV CPC scale of pay and retired officers of equivalent status who were entitled to 2 berths in 2-AC or 4 berths in 3-AC or 2 seats in Chair Car on each privilege and post-retirement complimentary pass prior to revision of scales under V CPC would continue to get the same entitlement even if their pay in the revised scale falls short of Rs.14300/- as envisaged in Board's letter dated 7.9.2000.

2. In all other aspects, the provisions of Railway Servants (Pass) Rules, will apply.

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

225\_2000  
**SERIAL CIRCULAR NO.225/2000**  
**LETTER NO.P(R)/436/IREM/IV DATED 23.11.2000**

Copy of Board's letter No.E(NG)/I-98/PM28/1 dated 16.10.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/I-98/PM28/1 dated 16.10.2000 (RBE No.180/2000).*

Sub: Eligibility of filling up the promotional quota for the post of Law Assistant Gr.Rs.6500-10500.

.....  
 In terms of para 131(1)(ii) and (2)(iii) of Indian Railway Establishment Manual (Vol.I, 1989 Edition), 66 2/3% of the posts in the category of Law Assistant in the pay scale of Rs.6500-10500 are filled by promotion by selection from amongst serving employees with atleast 5 years service and possessing a Degree in Law irrespective of the department in which they may be working.

The existing method as indicated above does not specify the grades from which the serving staff would be eligible and there is no uniformity in this regard on the Railways/PUs. The Ministry of Railways have since considered the matter in consultation with both the Federations and it has been decided that serving employees in grades lower than the grade Rs.6500-10500 having 5 years regular service in Group C and possessing a Degree in Law, irrespective of the department in which the eligible employees may be working, should be eligible to appear in the selection for promotion against 66 2/3% of the posts in the category of Law Assistant grade Grade Rs.6500-10500.

3. The Indian Railway Establishment Manual may also be amended accordingly as in Advance Correction Slip No.110 enclosed.

(This also disposes of DLW's Lr.No.W/P/27/180/59E/PBR Law Assist-ant dated 2.2.99).

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**INDIAN RAILWAY ESTABLISHMENT MANUAL, VOLUME-I (1989 EDITION)  
ADVANCE CORRECTION SLIP NO.110**

Chapter-I, Section-B, Sub-section III - Recruitment and Training:

In para 131 substitute the following for the existing sub-para (2)(iii).

(iii) Qualification for promotees: The remaining quota of 66 2/3% of posts should be filled by promotion, on the basis of selection, of serving employees in grades lower than the grade of Rs.6500-10500, having 5 years regular service in Group C and possessing a Degree in Law, irrespective of the department in which the eligible employees may be working. The shortfall against promotion quota, if any, will be filled by direct recruitment.

(Authority: Ministry of Railway's Lr.No.E(NG)/I-98/PM28/1 dated 16.10.2000).

226\_2000  
**SERIAL CIRCULAR NO.226/2000  
LETTER NO.P(R)/673/I DATED 24.11.2000**

Copy of board's letter No.E(MPP)/94/3/17 (Pt)(Reconst) dated 17.10.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(MPP)/94/3/17(Pt)(Reconst) dated 17.10.2000  
(RBE No.181/2000).*

Sub:Training of TXRs in Ultrasonic testing.

.....

Board has been for some time considering the need for exposing TXRs in Ultrasonic testing. it has now been decided that the training module No.SR/ME/44 under training programme (SR Mech-3) enclosed vide Board's letter of even number dated 28.9.95 pertaining to Apprentice Train Examiner/DH may be modified as under:

Mod No.	Description	Weeks	Certification
SR ME/44	BTC/CLW monitored Department Training	45	
SR ME/44/A	Ultrasonic Testing in STCs	1	

An "Appreciation Training Programme on Ultrasonic testing will be organised in the respective supervisor's Training Center. However, before the course is organised in the STCs, 2 competent trainers involved in training of TXRs may be deputed to RDSO for a special course of one week duration which would be organised from 4.12.2000 to 8.12.2000 and would also receive necessary training material.

It is, however, clarified that the course is only an appreciation course and would not lead to the trainee junior Engineer being certified as competent to do ultrasonic Testing by the STCs. Only those of in-service supervisors who actually need to do ultrasonic testing and only those having

undergone the above appreciation course will be given one month course at RDSO followed by a competency certificate for UST.

Railways are directed to modify the training programme and ensure that all future batches of JE(C&W)/TXRs undergo training accordingly.

227\_2000  
SERIAL CIRCULAR NO.227/2000  
CIRCULAR LETTER NO.P(R)/605/VIII DATED 27.11.2000

Copy of Board's letter No.E(NG)I-99/PM10/10 dated 19.10.2000 is published for information, guidance and necessary action.

Copy of Board's letter No. No.E(NG)I-99/PM10/10 dated 19.10.2000 (RBE No.184/2000).

Sub:Filling up the post of Lab.Suptd Gr.I in scale Rs. 6500-10500 in the Medical department.

In terms of this Ministry's letter of even No. dated 6.7.2000, the classification of the posts of Lab.Suptd.Gr.II in the pay scale of Rs. 5500-9000 and Lab.Suptd. Gr.I in the pay scale of Rs. 6500-10500 has been revised as "Non-selection " and "Selection" respectively.

2. The question of exempting the Lab.Suptd. Grade II in Grade Rs. 5500-9000 who entered the grade on the basis of positive act of selection from appearing in the selection again for their promotion to the next higher grade of Rs. 6500-10500 has been considered by the Ministry of Railways inter-alia pursuant to discussion in the PNM/NFIR meeting held on 2-4/5/2000

3. It has now been decided that the Lab.Suptd. Gr.II who are working in the grade Rs. 5500-9000 on regular basis and entered the grade either in the pre-revised scale Rs. 1640-2900 or in the revised scale Rs. 5500-9000 on the basis of positive act of selection as distinct from modified selection under the scheme of restructuring, may be exempted from appearing in the selection for promotion to the next higher grade Rs. 6500-10500. Such staff will be considered for promotion to grade Rs. 6500-10500 in their turn on seniority-cum-suitability basis.

228\_2000  
**SERIAL CIRCULAR NO.228/2000**  
**CIRCULAR LETTER NO.P(R)/75/V DATED 24.11.2000**

Copy of Board's letter No.F(E)/II/2000/AL.1/1 dated 24.10.2000 is published for information, guidance and necessary action. Board's letter dated 4.2.97, quoted therein was circulated as S.C.no.52/97.

*Copy of Board's letter No.F(E)/II/2000/AL/1 dated 24.10.2000 (RBE no.187/2000).*

Sub: Rates of Daily Allowance for journeys on duty in various countries.

Ref: Board's Ir.No.F(E)/II/96/AL1/1 dated 4.2.1997

....

The rates of daily allowance for journeys on duty in various countries as contained in Ministry of External Affairs order No.Q/FD/695/1/90 dated the 11th November, 1996 were circu- lated vide Board's letter referred to above.

With a view to further control the growth in non-plan, non-developmental expenditure, it has been decided by the Ministry of Finance, Department of Expenditure, to enforce certain austerity measures with immediate effect. Accordingly, the permissible per diem allowance for travel abroad shall stand reduced by 25% for all countries, officials/non-officials. Those instructions shall also apply to autonomous institutions and PSUs.

The above reduction shall apply from the date of issue of this letter.

151\_2000  
**SERIAL CIRCULAR NO.151/2000**  
**Letter No.P(R)/227/XIII DATED 27.7.2000**

Copy of Board's letter No.E(D&A)/99/RG6-26 dated 19.6.2000 is published for information.

*Copy of Board's letter No.E(D&A)/99 RG6-26 dated 19.6.2000 (RBE No.115/2000).*

Sub: Status of the disciplinary case in the event of Death of the charged official.

.....

The question whether the disciplinary case initiated against a Railway Servant under the Railway Servants (Discipline and Appeal) Rules, 1968 could be closed in the event of death of the charged official during the pendency of the proceedings, has come up for consideration of this Ministry on quite a few occasions in the recent past. It is clarified that the disciplinary proceedings should be closed immediately on the death of the charged railway servant.

152\_2000  
**SERIAL CIRCULAR NO.152/2000**  
**Letter No.P(R)/563/III DATED 01/08/2000**

Copy of Board's letter No.E(Sports)/2000/Policy/2 dated 19.06.2000 is published for information, guidance and necessary action. Board's letter dated 21.09.98 quoted therein was circulated as S.C.No.249/98.

*Copy of Board's letter No.E(Sports)/2000/Policy/2 dated 19.6.2000 (RBE No.120/2000).*

Sub: Revised instructions for recruitment of Sports persons - Sports Quota, Sports norms and Incentives.

.....

In supersession of the instructions on the above subject issued vide Railway Board's letter No.E(Sports)/98/Rectt.Policy/2 dated 21.09.1998 the following revised instructions will be applicable for recruitment of sports persons. Besides, the earlier instructions in respect of out of turn promotion, incentives in shape of additional increments to sports persons and Coaches have been modified and given below:

2. The Board have considered the matter regarding sports requirement on the Railways and have decided that recruitment both in Group "C" and Group "D" upto 50% of the total quota of sports recruitment, including the share of the Railway Sports promotion Board pool, would be through talent scouting and balance 50% would be filled up by advertisements.

### 3. SPORTS QUOTA

3.1 In the light of the foregoing, the revised distribution of quota for recruitment of sports persons in Group "C" and Group "D" through talent scouting and open advertisements will now be as under.

**GROUP 'C'**

Railway/PUs	Open Advt. Railway/PUs quota	Talent Scouting Rly/PUs quota	RSPB's quota	Total
(A) Central, Eastern Northern, Southern South Central, South Eastern and Western.	24	16	8	48
(B) North Eastern and Northeast Frontier	18	12	6	36
(C) CLW, DLW & ICF	12	8	4	24
(D) DCW, RCF, W&AP & Metro Rly, Calcutta.	5	3	2	10

**GROUP 'D'**

(A) Each Division and Headquarters of the Railway.	4	2	2	8
(B) CLW, DLW, ICF & RDSO	10	6	4	20
(C) DCW, RCF, W&AP & Metro Rly., Calcutta.	5	3	2	10
(D) Workshops (having the staff strength of 4000 or more).	2	1	-	3

**NOTE:**

- (1) The recruitment should be done only in recognised games as per list at the Annexure-I
- (2) Greater emphasis should be on those games recognised by RSPB which are played mostly by the common people in India and where the Railways have already excelled.
- (3) Quota of RSPB's pool will be operated by RSPB.

**3.2. RECRUITMENT OF SPORTS PERSONS IN SKILLED CADRE IN THE PRODUCTION UNITS:**

- 3.2.1 The three Production units viz. CLW, DLW & ICF are permitted to recruit upto eight and RCF, DCW and W&AP are permitted to recruit upto four sports persons in the category of skilled Artisans (in the initial recruitment grade) waiving the prescribed training period. This will be within their normal annual quota. Such recruitment of sports persons against skilled cadre should be counted against the 25% direct recruitment of skilled artisans vide Board's letter No.E(NG)/III/78/RC-1/9 dated 24.2.79.

**8. MINIMUM NORMS FOR RECRUITMENT OF SPORTSPERSONS**

- 8.1 The minimum norms for recruitment of sportspersons against sports quota, both for the recruitment through Talent scouting scheme and Open Advertisements, on Railway are indicated below.

**8.2 Group 'C'**

- 4.2.1 Sportsperson who has represented in any of the games recognised by Railway Sports Promotion Board:

- (iii) The country as a member of Junior/Senior team in prestigious International Meets. Such sportspersons must have also medal winning performance in National Championship or
- (ii) Zonal teams within the country and the team should have obtained at least 3<sup>rd</sup> position in Inter-Zonal Championships at All India level. The only exceptions will be for games like Hockey, Football, Volleyball, Basketball and Kabaddi, where 4<sup>th</sup> position will also be taken into consideration.

Or

- (vii) a State or equivalent unit in National Championships whether in Senior or Junior section and obtained at least 3<sup>rd</sup> position in individual events or atleast 4<sup>th</sup> position in team games.

Or

- (viii) a University in All India Inter-University Championships (organised under the aegis of Association of Indian Universities) and should have obtained atleast second position in individual events or atleast third position in team games.

Or

- (ix) a State School team in National School Games for Schools (conducted under the aegis of All Indian School Games Federations) and should have obtained the first position both in individual or team games.

Or

- (x) sportsperson who was a member of a team securing first or second position at the Federation Cup.

#### 4.2.2. NOTE

- (f) Performance in Indian Style wrestling will not be taken into account for recruitment purpose.
- (g) In Cricket(Men) players who have participated in Ranji Trophy(Knock-out stage, at least in quarter-finals stage in M.A.Chidambaram Trophy and Rest of India will also be eligible in addition to the norms listed above.
- (h) In Table Tennis and Badminton, players with current All India Ranking upto 16 in Seniors and upto 8 in Juniors will also be eligible. In the case of Tennis, players with current All India Ranking upto 10 in seniors and upto 8 in Juniors will also be eligible. The ranking for the purpose of recruitment will be current Annual Ranking.
- (i) In Golf, I.G.U.ranked players from 1-25 ( order of Merit/Amateur Merit list) will also be eligible for recruitment to Group 'C'.
- (j) For recruitment purpose, (norms under para 4.2.1(iii) ) only Sr.National, Jr.National will be taken into consideration, National Games, Rural Meets, Festival Meets and other siminlar tournaments will not be considered.

#### 8.3 Group 'D'

Sportsperson concerned should have represented at District in Junior/Senior State Championship and obtained atleast 3<sup>rd</sup> position either in individual or team events.

Or

Sportsperson concerned should have represented State School/University/State Junior or Senior Team in National School Games/Inter University Championships Junior or Senior National Championships except Marathon and Cross Country. In such case obtaining of a position need not be insisted upon.

4.4 For recruitment in Group 'C' and Group 'D' both under Talent Scouting and Open Advertisement, the above achievements should be in the immediate preceding 2 years for the Talent Scouting Scheme and immediate preceding 3 years for the recruitment through open advertisements and the sportsperson should be an active player.

4.6 In the case of recruitment in Group 'C' and 'D' through Talent Scouting preference should be given to sportspersons having higher levels of achievements within the prescribed sports norms as laid down in para 4.2 and 4.3 above.

#### 9. AGE LIMIT

##### 9.1 Talent Scouting

9.1.1 The age limit for recruitment through talent scouting scheme will be 18-25 years both for Group 'C' and 'D' categories.

9.1.2 The lower and upper age relaxation for recruitment of sportspersons through Talent Scouting will be granted only by the Board.

9.2 Open Advertisement

9.2.1 The age limit for recruitment through Open advertisement will also be 18-25 years both for Group 'C' and 'D' categories. No relaxation in lower or upper age limit will be permissible in such recruitments.

10. Educational Qualification

10.1 Talent Scouting

10.1.1 Sportspersons recruited through Talent Scouting Scheme process the minimum educational qualification as application to the post in which he/she is appointed. However, in cases where he/she does not possess the minimum educational qualification, he/she may be appointed with the approval of Railway Board, by relaxing the educational qualification norms subject his/her acquiring the minimum qualification within a period of three years from the date of such appointments.

10.2 Open Advertisement

10.2.1 No relaxation in minimum educational qualification will be permissible in recruitments through Open Advertisements.

11. Procedure for Recruitment

11.1 Talent Scouting

7.1.1. Appointments against sports quota in Group C category under Talent Scouting should be given only after trials except when the sportspersons have represented the Country in recent prestigious International Meets in the team games or in the Individual events. Such sportspersons must have also a medal winning performance at National Level in a recent Sr/Jr.National Championship. If any sportsperson has obtained upto third position in the individual event at the Senior National Level concluded in the last three/four months, no trials will be necessary. However, in team games, trial is necessary.

7.1.4. In respect of appointments in Group 'D' against Talent Scouting, it should be given only after trials except in the case of sportspersons have obtained 1<sup>st</sup> position in recent Sr. State Championships.

7.1.5. For the purpose of trials for recruitment both in Group C & D through Talent Scouting, a trial Committee may be nominated by the President of concerned Sports Association Headquarters level and by DRM at Divisional level. The Committee will comprise of 3 officials with experience of Sports including one JAG officer, a sports officer and a Coach of that particular sports discipline in which recruitment is to be done. The trials should be conducted in the presence of all the 3 members of the Trial Committee.

11.2 Open Advertisements

11.2.1 The recruitment of sportspersons by open advertisements will be done in terms of detailed instructions and guidelines contained in Board's letter No. E[Sports]98/Rectt.Policy/2 dated 13-11-1998, with the following modification of para 2.2.[i] , 2.3 [i] & 2.4 of the said letter.

[a] The age limit for recruitment of sportspersons against open advertisement quota will be 18-25 years.

[b] The Recruitment Committee for recruitment to Group C posts will consist of 3 members of the rank of SAG, to be nominated with the approval of competent authority. The same committee may be nominated for recruitment to Group-D posts also at Headquarters level. However, for recruitment to Group -D posts at Divisional level, the conditions stipulated in para - 2.4 of Board's letter dt. 13-11-98 will remain. Further inclusion of Members of SC/ST/OBC in the Selection Committee for recruitment against sports quota will not be necessary as clarified in Board's letter No. E[Sports]98/Rectt.Policy/2 dated 23-3-2000.

8.2.2. The instructions contained in Board's letter No. E[Sports]98/Rectt.Policy/2 dated 11-12-98, regarding distribution of marks for the selection of sportspersons through Open Advertisements are modified as under:

Trial	40
Interview:	
a) Assessment of Sports achievements	50
b) Educational qualification	10
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Note

Trials should be conducted in the presence of all 3 members of the Recruitment Committee. The interview of successful candidates should invariably held on the same day just after the trial or at the most next day of the trial.

8.2.3. FEE

The processing fee for recruitment of sportspersons in Group C and D through open advertisements will be equivalent to the examination fee as prescribed for recruitment through RRBs from time to time.

9. Fixation of Pay - Talent Scouting:

9.2. Board have decided that the Railways/Pus will have power to fix the pay at the time of initial recruitment of outstanding sports persons through Talent Scouting with additional increments as follows:

Sl.No.	Grade	Fixation of pay at initial recruitment.
1(a)	2550-3200 Rs.2960	Sportspersons having Gold Medal winning performance at Sr.State level or more achievements.
(b)	2610-3540 Rs.3090	-do-
2(a)	3050.4591 Rs.3425 (5 increments) Rs.3650 (8 increments) Rs.3875 (11 increments) Rs.4350 17 increments)	Gold Medal winning performance in National or All India Inter-University. Bronze/Silver Medal Winning performance in Sr.National.  Gold Medal winning performance in Sr.National.  Performance better than above.
(b)	3200-4900	Benefit of higher fixation be given same number of addl.increments on same performance as in the case of item No.2(a).
3(a)	4000.6001 Rs.4400 (4 increments)  Rs.4700 (7 increments) Rs.5200 (12 increments) Rs.5700 (17 increments)	Consistent Medal winning performance in Sr.National atleast one Gold at one occasion or participation in Jr.International with upto 3 <sup>rd</sup> position in individual event/upto 4 <sup>th</sup> position team games.  Consistent Gold Medal winning performance in Sr.National or in Jr.International, upto 2 <sup>nd</sup> position in individual event/upto 3 <sup>rd</sup> position in team games. If sportsperson has represented the country in Sr.International Meets in addition to the consistent Gold Medal winning performance in Sr.National. If sportspersons has represented the country more than once/medal winning performance in Sr.International meet provided one has gold medal winning performances at Sr.National level as well.
(b)	4500-7000	Both the grades 4000-6000 and 4500-7000 are the next higher grade to the grade Rs.3050-4590. It is upto the sportspersons whether he/she joins as Sr.TC (4000-6000) or as Sr.Clerk (4500-7000). Benefit of higher fixation be given with same number of addl.increments on the same performance as in the case of item No.3 above (4000-6000).

## 8.4

As regards recruitment in intermediate grade for which approval is to be sought the Board, the Railways/Pus may observe the following guidelines while sending proposals to the Board.

Sl.No.	Grade	Fixation at initial Recruitment.
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1(a)	4000-6000	Rs.4400 (4 increments)	Same achievements as mentioned above under Para 8.1.(3(a))
		Rs.4700 (7 increments)	-do-
		Rs.5200 (12 increments)	-do-
		Rs.5700 (17 increments)	-do-
(b)	4500-7000		Same achievements as indicated above in para 8.1(3b)
	5000-8000	Rs.5900	Consistent medal winning performance in International meets apart from the consistent Gold medal winning performance at Sr.National level.
		Rs.6500	In addition to above, consistent performance in Sr.International meets, atleast with one Gold medal.
	5500-9000	Rs.5850	Consistent Gold medal winning performance in International meets in addition to consistent Gold medal winning performance at Sr.National level.
		Rs.6375	Consistent Gold medal winning performance in Sr.International meets on more than two occasions and also consistent Gold medal winning performance at Sr.National level.
	6500-10500	Rs.7500	This grade may be given to only really outstanding sports persons who have won number of medals in International level including Asian Games, Common Wealth Games etc./who have secured upto 4 <sup>th</sup> position in Olympic Games.
		Rs.8100	Medal winning performance in Olympic Games.

#### 8.5 FIXATION OF PAY ON RECRUITMENT THROUGH OPEN ADVERTISEMENTS

8.5.1 Normally the fixation of pay of the Sportspersons recruited through open advertisements will be at the minimum of the scale. However, the Selection Committees can recommend fixation at higher stage for outstanding performance observing the same guidelines as are for the fixation of initial stage in Talent Scouting recruitment given in para 8.1 above subject to the higher stage.

Scale of pay	Fixation permitted upto
Goupd'D'	
Rs.2550-3200	Rs.2960/-
Rs.2610-3540	Rs.3090/-
Group'C'	
Rs.3050-4590	Rs.3875/-
Rs.3200-4900	Rs.3880/-
Rs.4500-7000	Rs.4875/-

#### 10. INCENTIVE

10.1. Excellence in International Meets.

9.5.2 International meets will be categorised as under for award of additional increments:

Category'A'	Olympic Games
Category'B'	World Championships, World Cup, Asian Games
Category 'C'	Common Wealth Championships, Commonwealth Games, Asian Championships.

9.5.3 Grant of incentives for medal winning performance in Olympics - category-A will be considered on merits on receipt of results. For medal winning performances in other International events irrespective of the sportsperson winning Gold/Silver/Bronze medal, upto three increments in games falling in Category-B,

upto two increments for those coming in category C may be granted by Board. These increments will, however, be in addition to those if any, granted on the performance in national events.

9.6 Excellence at National Level.

- iii) Two increments for Gold Medal winning performance during the National Championships.
- iv) One increment if found justified for silver or bronze medal winning performance during the national Championships.

Note: The above increments may be granted by Railways on the advice of Railway Sports Promotion Board.

9.7 Additional Increment to Coaches.

9.3.2. It has been decided that performance of all coaches attached to Indian Railways team will be reviewed once in a calendar year and the Coaches who render exemplary service and contribute to the good performances of Indian Railways teams may be granted a cash award of Rs.10,000 or one additional increment subject to a maximum of five (5) increments in Service career. The awards/increments to Coaches will, however, be granted only with the approval of the Railway Board.

9.8 Out of Turn Promotion.

9.8.1 Board, have also decided that first out of turn promotion may be given to the truly outstanding sportspersons by the General Managers based on the following criteria.

9.8.2 Within Group 'C'

- e) Sportspersons who represented the country in International prestigious meets and perform creditably i.e. medal performance or represented Railways in the National meets in three occasions with medal winning performance in each meet.
- f) the sportspersons should have put in three years service in the existing grade, where relaxation of this limit is required, the case is to be referred to the Railway Board.
- g) Not more than one out of turn promotion will be given by the Railway Administrations; and
- h) As far as possible, the out of turn promotion should be to a Grade where there is a direct recruitment quota and his promotion should be counted against direct recruitment quota. The General Manager will, however, have discretion.

9.9 Second out of turn promotion.

A second and subsequent out of turn promotion which is to be recommended in really outstanding and deserving cases, is to be granted at Railway Board's level only if any sportsperson.

- c) represents the country in International prestigious Meets such as Olympic Games, Asian Games, Commonwealth Games Asian Championships, Commonwealth Championships etc. after 1<sup>st</sup>/previous out of turn promotion and performs outstandingly or
- d) represents Railways on 5 occasions after 1<sup>st</sup>/previous out of turn promotion in National and gives medal winning performance in each meet.

9.9.1 Higher fixation on out of turn promotion.

In cases of out of turn promotion, the pay may be fixed at higher stage taking into consideration the sports achievements and the present pay of the concerned sportspersons. The higher fixation will be given by Railway Board.

9.7. Promotion from Group 'D' to Group 'C'

9.6.2 Board have decided that sportspersons recruited in Group 'D' categories may be considered for promotion on out of turn basis if

- c) during the course of their sports career on the Railways they fulfill the current norms for recruitment in Group 'C' category subject to the minimum educational qualification being fulfilled. OR
- d) they represent Railways in the national Championships on two occasions subject to the minimum education qualification being fulfilled.

NOTE:

- (3) If a Sports person acquires the sports norms as per (a) or (b) above but does not possess the minimum educational qualification, the Railway Administration may recommend such promotion case for relaxation to the Board. Such cases will be considered by the Board with the proviso that he/she has to acquire the required minimum educational qualification within a period of three years from the date of such promotion.
- (4) If the sports person promoted in accordance with Note (1) above, is not able to acquire the minimum educational qualification within three years he would be reverted to the original grade. However, in exceptional cases where the promoted sports person continues to excel at the National level and/or participates in international event, the case may be referred to Board with GM's approval for relaxation of minimum educational qualification norms/extension in time limit.
- 9.6.3. Such an out of turn promotion of sports persons from Group 'D' to Group 'C' will not be considered as out of turn promotion for the purpose of counting of out of turn promotions. Similarly, for such an out of turn promotion, the condition regarding minimum period of service also need not be insisted upon.

10. Maintenance of Recruitment Records.

For maintenance of the papers relating to recruitment against sports quota, the guidelines prescribed for maintenance of records for recruitments through RRBs may be adopted.

11 In case any of the Railways/Units have already made some recruitments during the current year in terms of the earlier instructions contained in Board's letter No.E(Sports)98/Rectt.Policy/2 dated 21.9.98, they will ensure that the total recruitments both in Group C and D do not exceed the total quota earmarked to them as per para-3 above.

13. These instructions shall be applicable with immediate effect.

ANNEXURE-I

LIST OF DISCIPLINES RECOGNISED BY RSPB

1.	Acquatics	(Men, Women only in Diving)
2.	Athletics	(Men & Women)
3.	Badminton	(Men & Women)
4.	Ball Badminton	
5.	Basketball	(Men & Women)
6.	Billiards & Snooker	
7.	Body Building	
8.	Boxing	
9.	Bridge	
10.	Chess	(Men & Women)
11.	Cricket	(Men & Women)
12.	Cross Country	(Men & Women)
13.	Cycling	(Men & n Women)
14.	Football	
15.	Gold	
16.	Gymnastics	(Man & Women)
17.	Hockey	(Men & Women)
18.	Kabaddi	(Men & Women)
19.	Powerlifting	
20.	Shooting	(Men & Women)
21.	Table Tennis	(Men & Women)
22.	Tennis	
23.	Volleyball	(Men & Women)
24.	Weightlifting	(Men & Women)
25.	Wrestling	

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**SERIAL CIRCULAR NO.153/2000  
CIRCULAR LETTER NO.P(R)/563/III DATED 2.8.2000**

Copy of Board's letter No.E(NG)/II/2000/RC-2/13 dated 28.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/II/2000/RC-2/13 dated 28.6.2000  
(RBE No.126/2000) SC No.4 to MC 13.*

Sub: Clarification as to whether 3% reservation for person with disabilities could be with reference to identified posts only or to the total sanctioned strength in the cadre.

.....

Further to Board's letter No. E(NG)/II/85/RC-2/74 dated 26.6.86 circulating a copy of DOP&T's OM No.36035/17/85-Estt. (SCT) dated 1.4.86 a copy of OM No.36035/4/99 Estt.(Res) dated 29.3.2000 received from the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training), on the above subject is enclosed herewith for information and guidance.

Accordingly, 3% of the vacancies would continue to be reserved for persons or class of persons with disability with reference to total strength of the cadre in Group "C" and "D" posts as per the instructions issued vide Board's letter No.E(NG)/II/85/RC-2/74 dated 26.6.86, keeping in view the provisions of Section 72 of the PWD Act. However, in so far as Group A and B posts are concerned, 3% reservation as laid down in terms of DOP&T's O.M.No.36035/16/91-Estt (SCT) dated 18.2.97 (copy enclosed) would be with reference to only the identified posts in a cadre in accordance with Section 33 of the said Act and not the total strength of a cadre.

.....

**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS, DEPARTMENT  
OF PERSONNEL AND TRAINING NEW DELHI's letter No.36035/4/99-  
Estt(Res) dated the 25th March, 2000.**

**OFFICE MEMORANDUM**

Sub: Clarification as to whether 3% reservation for persons with disabilities would be with reference to identified posts only or to the total sanctioned strength in the cadre.

.....

The undersigned is directed to invite a reference to this Department's O.M.No.36035/17/85-Estt(SCT) dated 01.04.1986, according to which 3% of the vacancies are required to be reserved for Physically handicapped persons in Group "C" and "D" posts with reference to total strength of the cadre. However, according to the instructions contained in this Department's O.M.No.36035/16/91-Estt. (SCT) dated 18.02.1997, 3% of the vacancies are required to be reserved for persons with disabilities in Group A and B posts with reference to the identified posts in a cadre.

A question has been raised as to whether the percentage of vacancies not less than 3 are required to be reserved for persons or class of persons with reference to the total strength of the establishment in each Ministry/Department/Office or only in the posts identified for each disability, subject of course to the exemption of any establishment from the provisions of the Act, if felt necessary.

The matter has been examined in consultation with the Ministry of Law, Department of Legal Affairs. In accordance with the clarification given by the Ministry, 3% of the vacancies would continue to be reserved for persons or class of persons with disability with reference to total strength of the cadre in Group C and D posts as per the instructions issued vide this Department's O.M.No.36035/17/85-Estt (SCT) dated 01.04.1986 keeping in view the provisions of the Section 72 of the PWD Act. However, in so far as Group A and B posts are concerned, 3% reservation as laid down in terms of this Department's O.M.No.36035/16/91-Estt(SCT) dated 18.2.1997 which were issued after the provisions of PWD Act came into force, would be with reference to only the identified posts in a cadre in accordance with Section 33 of the said Act and not the total strength of a cadre.

All the Ministries/Departments, etc. are requested to bring the instructions on pre-page to the notice of all the heads of Departments and appointing authorities under their control for necessary compliance.

**sd/-(P.Kumar)  
Dy.Secretary to the Govt.of India**

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**DEPARTMENT OF PERSONNEL AND TRAINING MINISTRY OF PERSONNEL,  
PUBLIC GRIEVANCES AND PENSION New Delhi's LETTER NO.36035/16/91-**

Estt (SCT) dated 18th February, 1997.

**OFFICE MEMORANDUM**

Sub: Reservation for the physically handicapped persons in Group A&B posts/services under the Central Government.

.....

The undersigned is directed to state that Section 33 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 provides that Government shall appoint in every establishment such percentages of vacancies not less than 3% for persons or class of persons with disability of which 1% each shall be reserved for persons suffering from

- i) Blindness or low vision
- ii) hearing impairment
- iii) locomotor disability or cerebral palsy.

in the posts identified for each disability.

With the enactment of this law, the reservation to Physically handicapped stood extended to identified Group A and B posts filled through Direct Recruitment.

For, effecting the reservation for Physically Handicapped in Group A and B posts, a separate register of 100 points will be maintained in each identified post filled through Direct Recruitment in which point No.33, 67 and 100 will be reserved for Physically Handicapped. Each Head of Department may start the point No.33 with any category of disability. However, it must be ensured that there is proper rotation of reservation among the categories of disabilities if the post is identified for more than one category of disability. The Physically handicapped persons appointed under reservation provided for them as per the point in the above mentioned register should be placed in appropriate category, viz. SC/ST/General candidates depending upon the category to which they belong in the reservation roster. This is because the utilisation of the reservation point will be in accordance with the principles of interlocking of vertical and horizontal reservations laid down in the Supreme Court judgement in Indira Sawhney's case (W.P.No.93C of 1990). The reservation for SC/ST/OBCs, which is additive, is called vertical reservation and the reservation for Physically handicapped persons is termed as Horizontal reservation. The horizontal reservation cuts across the vertical reservation (what is called interlocking reservation) and the person selected against the physically handicapped quota will have to be placed in the appropriate category i.e. if he belongs to SC category.

It may also be mentioned that with a view to properly identifying the Group A and B posts considered suitable for reservation, and also to review the identification done in 1986, (vide this Department's O.M.No.36034/4/86-Estt(SCT) dated 25.11.86) in the light of subsequent experience, an expert committee is proposed to be set up shortly, orders on this will follow.

All the Ministries/Departments, are requested to bring the above instructions to the notice of all the Heads of Department and appointing authorities under their control for necessary compliance.

**sd/- ( Y. G. Prasad )  
Director**

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**SERIAL CIRCULAR NO.154/2000  
CIRCULAR LETTER NO.P(R)/564/V DATED 2.8.2000**

Copy of Board's letter No.E(NG)/II/99/RR-1/15 dated 30.5.2000 is published for information, guidance and necessary action. Board's letters dated 26.8.77, 11.6.97 quoted therein were circulated as S.C.Nos.111/77 and 114/97 respectively.

*Copy of Board's letter No.E(NG)/II/99/RR-1/15 dated 30.5.2000  
(RBE No.103/2000) S.C.No.29 to MC 32.*

Sub: Recruitment in Group "D" category on the Railways of the staff working in quasi-administrative offices/organizations connected with Railways.

.....

Attention is invited to Board's letter No.E(NG)/II/95/RR-1/40 dated 11.6.97, wherein it was laid down that the staff working in the quasi-administrative offices or organizations connected with the Railways, will henceforth have to compete along with other eligible candidates for recruitment to the Railway services as and when notifications for recruitment to Group "D" posts etc. are issued by the Railways/RRBs.

A demand had been raised by both the recognised staff federations that those staff of quasi-administrative offices/organizations who were working in these offices as on 10.6.97 should be considered for absorption in Railway services, as was being done earlier in terms of Board's letter No.E(NG)/III/77/RR-1/5 dated 26.8.77.

The matter has been considered by the Board, It has now been decided that, as a one time relaxation, the Railways may consider absorption of only those staff of quasi-administrative offices/organizations who were on roll continuously for a period of at least three years as on 10.6.97, and are still on roll, subject to fulfillment of prescribed educational qualification required for recruitment to Group "D" posts. Such staff should have been engaged within the prescribed age limit. Such absorption should be resorted to only after exhausting the list of ex-casual labour borne on the live, casual Labour Registers/Supplementary Live Casual Labour Registers. The Units/Bodies whose staff are proposed to be absorbed in this manner and their total number should however be first intimated to the Board and the process should be undertaken only after Board's clearance. Proposals sent to the Board for such clearance should have the personal approval of the General Manager.

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**SERIAL CIRCULAR NO.155/2000  
CIRCULAR LETTER NO.P(R)/473/III DATED 1.8.2000**

Copy of Board's Letter No.E(W)/99 PS 5-1/52 dated 16.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/99 PS 5-1/52 dated 16.6.2000 (RBE No.112/2000).*

Sub: Grant of Special (Complimentary) Passes to Non-Railwaymen - Powers of General Managers.

.....

It has been brought to the notice of the Board that in the absence of any provision in the Pass Rules regarding General Manager's power to issue Special Pass to non-Railwaymen in connection with train working like trial runs etc., all such cases have to be referred to the Railway Board for sanction which sometimes result in avoidable delays. Earlier, para 1515 of IREM (1968 Edition) had authorised General Managers to issue passes to non-Railwaymen in connection with train working.

2. The matter has been considered by the Board and it has been decided to empower General Managers to issue passes of appropriate class to non-railwaymen in connection with train working like trial runs etc.

3 In view of the above, Schedule 7 of the Railway Servants (Pass) Rules, 1986 be amended as per the Advance Correction Slip No.25 (enclosed).

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

**ADVANCE CORRECTION SLIP NO.25 TO RAILWAY SERVANTS (PASS) RULES,  
1986 ( 2ND EDITION, 1993 ).**

Add the following as item No.39 in Schedule VII (Special Pass)

(39) Non-Railwaymen: GM may issue passes of appropriate class in connection with train working like trial runs etc.

AUTHORITY: Railway Board's letter No.E(W)/99/PS 5-1/52 dated 16.6.2000.

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**SERIAL CIRCULAR NO.156/2000  
CIRCULAR LETTER NO.P(R)/541/IV DATED 4.8.2000**

Copy of Board's letter No.E(W)/97/WE-1/13 dated 29.5.2000 is published for information, guidance and necessary action. Board's letter dated 20.10.98 quoted therein was circulated as S.C.No.279/98.

*Copy of Board's letter No.E(W)/97/WE-1/13 dated 29.5.2000 (RBE No.102/2000).*

Sub: Deposit Linked Insurance Scheme for Subscribers to SRPF.

.....

Vide this Ministry's letter No.E(W)/97/WE-1/13 dated 20.10.1998 maximum additional amount payable under Deposit Linked Insurance Scheme was revised to Rs.60,000/- The slabs of minimum balance to be maintained by Railway Servants in their SRPF accounts under the Scheme were also revised through this letter.

Queries have been received as to whether the revised instructions are effective from the date of issue of Board's letter i.e. 20.10.98 or from a retrospective date, and also whether the existing and revised instructions are to continue simultaneously for some period in order to extend the benefit of the existing scheme to those subscribers who do not fulfill the revised conditions.

It is hereby clarified that the revised instructions issued under Board's letter dated 20.10.1998 are effective from 25.4.1998.

It has also been decided that pre-revised scheme which existed before issue of Board's letter dated 20.10.1998 shall apply in cases of death of subscribers on or before 30.5.2000 and to whom the revised scheme does not apply.

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

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157\_2000

**SERIAL CIRCULAR NO.157/2000  
CIRCULAR LETTER NO.P(R)/473/III DATED 4.8.2000**

Copy of Board's letter No.E(W)/96-PS-5-9/1 dated 20.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/96/PS 5-9/1 dated 20.6.2000 (RBE No.80/2000).*

Sub: Revised entitlement of Kit pass on transfer /retirement.

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Consequent upon the revision of Pay Scales on the basis of recommendations of the V Pay Commission, the question of revision of existing entitlements to Kit Pass on transfer/retirement has been under consideration of Ministry of Railways (Railway Board).

2. It has now been decided that the entitlement in the revised scales of pay under RS(RP) Rules, 1997 shall be as under:

(i) Employees Appointed to Railway Service prior to 1.5.76.

Group "A" "B" "C" & "D"

There shall be no change in the existing entitlements to Kit passes of Group "A""B" "C"and "D" employees appointed to Railway service prior to 1.5.76. However, the Group"A", "B" and "C" employees will be entitled to 8 % of the admissible amount of Composite Transfer Grant and Group "D" employees will be entitled to 90% of the admissible amount of composite transfer grant under separate orders issued by the Ministry of Railways. But, if these employees opt for transportation of their personal effects on the same scales as admissible to post 1.5.76 appointees to Railway Service, as prescribed in (ii) below, by a mode other than VPU, they will be entitled to the full amount of Composite Transfer Grant as regulated under separate orders.

(ii) Employees appointed to Railway Service on or after 1.5.76.

a) Railway Servants drawing a pay of Full 4-wheeler wagon plus one 4-wheeler wagon for Motor Car

Rs.16,400 and above	<p>or 6,000 kgs by goods train plus one 4-wheeler wagon for Motor Car or One container (40 Feet EU) or Two containers (20 feet EU)(including cost of door-to-door movement of container) plus one 4-wheeler wagon for Motor Car. or One VPU by Passenger carrying train subject to cut of 20% in the admissible amount of composite transfer grant if 25% if a car is carried in the VPU and of 25% if car is not carried</p>
b) Railway Servants drawing Rs.8000 and above but less than Rs..16400/-	<p>Full 4-wheeler wagon plus one four wheeler wagon for Motor Car or 6000 kgs by goods train plus one 4-wheeler wagon for Motor Car. or One container (1 TEU)(including cost of door-to-door movement of container) plus one 4-wheeler wagon for Motor Car. or One VP/VPU by Passenger carrying trains subject to cut of 20% in the admissible amount of Composite Transfer Grant if a Car is carried in the VPU and of 25% If car is not carried.</p>
(c) Railway servants drawing Rs.6500 and above but less than Rs.8000/-	3000 kgs of luggage by goods train plus one 4-wheeler wagon for Motor Car or one Motor Cycle/Scooter by Goods Train.
(d)Railway servants drawing Rs.4100 and above but less than Rs.6500.	1500 kgs of luggage plus one Motor Cycle/Scooter/Moped/Bicycle by goods train
*(e)Railway servants drawing pay below Rs.4100	1000 kgs of luggage plus one Motor Cycle/Scooter/Moped/Bicycle by goods train.

\* such of those employees as are in receipt of a revised pay of Rs.3350/- p.m. and above, may also be permitted to transport 1500 kgs of personal effects.

#### NOTES

(B) A pass for carrying a dog may also be issued in all cases from (a) to(e)above.

(B) In regard to employees appointed on or after 1.5.1976 belonging to all Groups, free transportation of House hold effects upto the specified limits, as laid down above, may be permitted by passenger carrying/parcel trains provided there is adequate capacity for such movement and the earning potential of the Railways does not get affected.

3. In view of the above, Schedule 1 (Duty Pass) of Railway Servants (Pass) Rules, 1986 may be amended as in the Advance Correction Slip No.23 enclosed.

4. In all other respects, the provisions of Railway Servants (Pass) Rules, 1986 will apply.

5. This issue with the concurrence of Finance Directorate of Board's office.

**ADVANCE CORRECTION SLIP NO.23 TO RAILWAY SERVANTS(PASS) RULES,  
1986 (2ND EDITION).**

The existing provisions of Schedule I governing entitlement of Kit Passes to Group "A", "B", "C" and "D" Railway employees may be deleted and the following may be incorporated.

(i) Officers appointed to Railway service prior to 1.5.76

Group "A" & "B"

(b) Two wagons by Goods Train, one Motor Wagon (4-wheeler) and one cattle wagon/horse box

or

One Motor and Parcel Van (8 wheeler) by Passenger train and one cattle wagon/horse box.

Or

One Motor Wagon (4-wheeler) and one wagon by goods train and one Cattle wagon/horse box to the transferred station and one wagon to any other station or from any other station to the transferred station not exceeding the distance between the old station and the transferred station.

(b) A Pass for carrying a dog.

Group "C"

(b) One wagon by goods train and one motor wagon or horse box or cattle wagon.

(b) A pass for carrying a dog

Group "D"

(b) A kit pass for carrying 10 quintals of luggage provided that where the competent authority is satisfied that the railway servant is in possession of more luggage he may be allowed a kit pass for carrying a higher quantity of luggage upto a wagon by goods train.

(b) A pass for carrying a dog.

NOTE:

The Group "A" "B" and "C" employees appointed to Railway Service prior to 01.05.1976 will, however, been entitled only to 80% of the admissible amount of Composite Transfer Grant and the Group "D" employees will be entitled only to 90% of the admissible amount of Composite Transfer Grant. If the pre 01.05.1976 entrants to Railway Service exercise an option for transportation of their personal effects at the same scale and subject to be same conditions as applicable to the post 01.05.1976 entrants, by a mode other than a VPU, they will be entitled to full amount of Composite Transfer Grant as regulated under separate orders.

(ii) Employees appointed on or after 01.05.1976.

(a) Railway servants drawing a pay of Rs.16400 and above	Full 4-wheeler wagon plus one 4-wheeler wagon for Motor car or 6000 kgs by goods train plus one 4-wheeler wagon or Motor Car. or One container (40 feet EU) or two containers (20 feet EU) (including cost of door to door movement of container) plus one 4-wheeler wagon for Motor Car. or One VPU by passenger carrying train
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subject to cut of 20% in the admissible amount of composite transfer grant if a car is carried in the VPU and of 25% if car is not carried.

- (b) Railway servants drawing Rs.8000 and above but less than Rs.16400
- Full 4-wheeler wagon plus one four wheeler wagon for Motor car.  
or  
6000 kgs by goods train plus one 4-wheeler wagon for Motor Car.  
or  
One container (1 TEU) including cost of door-to-door movement of container) plus one 4-wheeler wagon for Motor Car.  
or  
One VP/VPU by passenger carrying trains subject to cut of 20% in the admissible amount of composite transfer grant if a car is carried in the VPU and of 25% if car is not carried.
- (c) Railway servants drawing Rs.6500/- and above but less than Rs.8000/-
- 3000 kgs of luggage by goods train plus one 4-wheeler wagon for Motor Car or one Motor Cycle/scooter by Goods train.
- (d) Railway servants drawing Rs.4100/- and above but less than Rs.6500/-
- 1500 kgs of luggage plus one Motor Cycle/ Scooter/Moped/Bicycle by goods train.
- \* (e) Railway servants drawing pay below Rs.4100/-
- 1000 kgs of luggage plus one motor cycle scooter/Moped/Bicycle by goods train.

\* Such of those employees as are in receipt of a revised pay of Rs.3350/- p.m. and above, may also be permitted to transport 1500 kgs of personal effects.

**NOTES:**

(a) A pass for carrying a dog may also be issued in all cases from (a) to (e) above.

(b) In regard to employees appointed on or after 01.05.1976 belonging to all Groups, free transportation of household effects upto the specified limits, as laid down above, maybe permitted by passenger carrying/parcel trains provided there is adequate capacity for such movement and the earning potential of the Railways does not get effected.

AUTHORITY: Board's Lr.No.E(W)/96 PS5-9/1 dated 1.6.2000.

158\_2000

**SERIAL CIRCULAR NO.158/2000  
CIRCULAR LETTER NO.P(R)/605/VIII DATED 23.8.2000**

Copy of Board's letter No.E(NG)/I-99/PM10/10 dated 6.7.2000 is published for information, guidance and necessary action. Board's letters dated 17.8.98, 13.7.99 quoted therein were circulated as S.C.No.227/98 and 199/99 respectively.

*Copy of Board's letter No.E(NG)/I-99/PM10/10 dated 6.7.2000 (RBE No.131/2000).*

Sub: Promotion of Laboratory staff in the Medical Department -Qualification regarding.

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Reference instructions contained in this Ministry's letter No.PC-V/98/I/11/18(pt) dated 17.8.98 and PC/V/97/1/11/25(2) dated 13.7.99 regarding introduction of additional pay scales of Laboratory staff and qualifications for recruitment and promotion.

The question of further relaxing the qualification as prescribed for promotion to grades beyond the grade of Rs.5000-8000 in the cadre of laboratory Supdt in the Medical Department has been considered by the Ministry of Railways pursuant to staff side demand in this regard in the DC/JCM. It has been decided that:

(i) Lab Supdt. in grade Rs.5000-8000 having the qualification of Matriculation with Science + DMLT with 7years service in the grade Rs.5000-8000 may also be considered eligible for promotion to the post of Lab.Supdt Grade II in the pay scale of Rs.5500-9000.

ii) Staff so promoted to grade Rs.5500-9000 with relaxed qualification will be eligible for promotion to the next higher grade of Lab Supdt Gr.I in scale Rs.6500-10500 only after they have completed a minimum service of 5 years in the grade Rs.5500-9000.

iii) For promotion to the highest Group "C" posts of Chief Lab Supdt in scale Rs.7450-11500 in the cadre, only persons with the qualification of B.Sc. with Bio-Chemistry/Micro Biology/Life Science or equivalent + DMLT as per Board's letter of 17.8.98 plus existing staff as on 1.8.98 having the qualification of B.Sc. with Chemistry with at least one year's training in public Health Laboratory would be eligible.

3. It has also been decided that the classification of posts in the various grades of Lab.Supdts will be as under:

		Existing Selection	Revised Selection
Lab Supdt.Gr.III	Rs,5000-8000	Selection	Selection
Lab Supdt Gr.II	Rs.5500/9000	Selection	Non-Selection
Lab Supdt Gr.I	Rs.6500-10500	Non-selection	Selection
Chief Lab Supdt	Rs.7450-11500	Non-selection	Non-selection.

159\_2000

**SERIAL CIRCULAR NO.159/2000**  
**CIRCULAR LETTER NO.P(R)/473/III DATED 30.08.2000**

Copy of Board's letter No.E(W)/97/PS 5-1/71 dated 7.7.2000 is published for information, guidance and necessary action. Board's letter dated 11.5.2000 quoted therein was circulated as .C.No.122/2000.

*Copy of Board's letter No.E(W)/97 PS 5-1/71 dated 7.7.2000*

Sub: Grant of Privilege Passes/PTOs to dependent relatives -Raising the income ceiling.

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Reference is invited to Board's letter of even No.dated 29.11.99 on the above mentioned subject, whereby the income ceiling for dependency was revised w.ef. 1.7.99 as Rs.2055/- i.e. Rs.1500/- (Pension/family pension) plus Rs.555/- (Dearness Relief on Rs.1500/-) or 15% of the pay of Railway servant, whichever is more.

Consequent upon increase in Dearness Relief to Pensioners/Family Pensioners w.e.f. 1.1.2000, in terms of Board's circular No.PC-V/97/1/9/6 dated 11.5.2000, a dependent relative in relation to a Railway servant as described in Railway Servants (Pass) Rules, 1986, shall be deemed to be wholly dependent on the Railway servant only if his/her income w.e.f. 01.01.2000 from all sources including pension, dearness relief in terms of Board's circular No.PC-V/97/1/9/6 dated 11.5.2000, does not exceed Rs.2070/- p.m. i.e. Rs.1500/- (pension/family pension) plus Rs.570/- (Dearness relief on Rs.1500/-) or 15% of the pay of the Railway servant, whichever is more.

160\_2000

**SERIAL CIRCULAR NO.160/2000**  
**CIRCULAR LETTER NO.P(R)/171/III DATED 09.08.2000**

Copy of Board's letter No.97-E(SCT)/I/49/14/Pt. dated 7.7.2000 is published for information, guidance and necessary action. Board's letter dated 27.3.2000 and quoted therein was circulated as S.C.No.60/2000.

*Copy of Board's letter No.97-E(SCT)/I/49/14/Pt dated 7.7.2000.*

Sub: Continuation of Best Amongst Failures scheme in non-safety categories - Reg. Clarification etc.

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Some of the Zonal Railways have requested for a clarification whether the 'Best amongst the failures' scheme as detailed in para 10.2 of Chapter X of the Brochure on Reservation for SCs and STs in Railway Services 3rd Edition 1985 and Board's various letters issued from time to time will continue to be followed even after issue of Board's letter No.97-E(SCT)/I/49/14 dated 27.3.2000 withdrawing relaxation in qualifying marks.

The Board has considered the matter carefully in the light of Hon'ble Supreme Court's approval of the (best amongst the failures) scheme in the case of Akhil Bhartiya Soshit Karmachari Sangh Vs. UOI (AIR 1981 SC 298) para 60 is produced below:

"A comprehensive programme of balancing administrative competency with adequacy of SC & ST representation was attempted by the Railway Board in Annexure M which provided for in-service training for candidates who were below standard. This letter of the Board dated 31st August, 1974 recalled the earlier letter of 27.4.1959 which provided"

"While filling the posts on promotion, however, candidates of these communities should be judged in a sympathetic manner and arrangements made where necessary to give to such staff additional training and coaching, to bring them upto the standard of others".

The underlying concept of the above scheme is quite different from the scheme of relaxation in qualifying marks in which best among the failed SC/ST candidates are given adhoc promotions for six months for in-service training, thereafter on assessment of their performance, they are empanelled if the performance is satisfactory otherwise they are reverted.

In view of above, it is clarified that the best among the failures scheme will continue to be followed as per extant instructions on the subject.

161\_2000

**SERIAL CIRCULAR NO.161/2000  
CIRCULAR LETTER NO.P(R)/299/IV DATED 30.8.2000**

Copy of Board's letter No.E(G)/99/H01/3 dated 13.7.2000 is published for information, guidance and necessary action. Board's letter dated 30.12.99 as quoted therein was circulated as S.C.No.1/2000.

*Copy of Board's letter No.E(G)/99 M01-3 dated 13.7.2000 (RBE No.132/2000).*

Sub: Rate of Honorarium to functionaries in connection with examinations conducted by RRBs.

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Ref: RB's Lr.No.RRB/SC/REC/201/Vol.VI dt 30.12.99.

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Further to Board's letter of even number dated 3.12.99, it has been decided that the Assistant Supervisors engage for the conduct of examination by RRBs would be paid Honorarium at the following rates.

Category of functionary	Rate of Honorarium for single session	Rate of Honorarium double session	Rate of Honorarium for three sessions
Assistant Supervisor	Rs.160.00	Rs.225.00	Rs.250.00

The above rates will apply for all examinations conducted by the Railway Recruitment Boards viz. mass categories, technical and others.

The above has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

162\_2000

**SERIAL CIRCULAR NO.162/2000**  
**CIRCULAR LETTER NO.P(R)/563/III DATED 14.09.2000**

Copy of Board's letter No.E(NG)/II/2000/RR-1/17 dated 13.7.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/II/2000/RR-1/17 dated 13.7.2000  
(RBE No.134/2000) S.C.No.33 to M.C.No.32.*

Sub: Recruitment of Assistant Cooks (Rs.2650-4000) and Senior Cooks Rs.4000-8000

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Please refer to Board's letter No.E(NG)/II/85/RC-3/66 dated 28.10.85 and to paras 134 and 135 of IREM, Volume-I, 1989 edition laying down the procedure for filling up the vacancies of Assistant Cooks and Senior Cooks.

In Partial modification of the above provision, it has been decided that, henceforth, the vacancies in the posts of Assistant Cook (Rs.2650-4000) and Senior Cook (Rs.4000-6000) will be filled up through the agency of Railway Recruitment Board.

163\_2000

**SERIAL CIRCULAR NO.163/2000**  
**CIRCULAR LETTER NO.P(R)/473/III DATED 30.8.2000**

Copy of Board's letter No.E(W)/95/PS5-7/12 dated 14.7.2000 is published for information, guidance and necessary action. Board's letter dated 7.10.98 and 22.4.99 quoted therein were circulated as S.C.No. 273/98, and 130/99 respectively.

*Copy of board's letter No.E(W)/95 PS5-7/12 dated 14.7.2000.*

Sub: Rail Travel facilities available to members of parliament their spouses and companions

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Rail travel facilities of Members of Parliament are governed by salary, allowances and Pension of Members of Parliament Act, 1954. There have been several amendments to the said Act in the recent past, the latest being on 7.6.2000. In super-session of earlier instructions issued vide Board's letter of even number dated 7.10.1998 and 22.4.99, the entitlements of rail travel facilities of Members of Parliament as on date are brought out as 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-I/Executive Class in rail journey along with the companion already allowed in the AC-2-tier.

iv) The spouse of a Member shall be entitled to travel by Railway in First Class Air Conditioned or Executive Class in any train or by Air or Partly by Rail and partly by Air from the usual place of the residence of the Member to Delhi and back once during every session and twice in Budget session of Parliament subject to the condition that total number of each such journey either to Delhi or back shall not exceed eight in a year.

v) A Member who is blind, or who is in the opinion 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 a same class of rail journey in which he himself travel in lieu of the companion earlier allowed in AC 2-tier. This will in addition to the spouse already allowed to accompany such Member in the AC-I/Executive class of rail journey.

2. The above entitlements may be brought to the notice of all concerned.

164\_2000

**SERIAL CIRCULAR NO.164/2000**

**CIRCULAR LETTER NO.P(R)/500/EX-GRATIA DATED 30.08.2000**

Copy of Board's letter No.E(W)/99/CP-1/1 dated 10.7.2000 is published for information, guidance and necessary action. Board's letter dated 5.11.99, quoted therein was circulated as S.C.No.337/99.

*Copy of Board's letter No.E(W)/99/CP-1/1 dated 10.7.2000.*

Sub: Payment of Ex-gratia lumpsum compensation to families of Railway Employees.  
Ref: Board's letter of even No.dated 5.11.99.

As per provisions of para-7 of Board's letter under reference the powers to decide the admissibility of and entitlement of Ex.Gratia lumpsum compensation in each individual case have been vested in the Ministry of Railways(Railway Board). A proposal has been received to relax these provisions and delegate these powers to General Managers.

The matter has been considered. As per policy guidelines of the Govt. the powers to decide admissibility of and entitlement to Ex.Gratia lumpsum compensation in terms of Board's letter dated 5.11.99 are vested in this Ministry and cannot be further delegated.

This is for information and necessary action of all Zonal Railways/PUs etc.

165\_2000

**SERIAL CIRCULAR NO.165/2000  
CIRCULAR LETTER NO.P(R)/171/III DATED 11.8.2000**

Copy of Board's letter No.99-E(SCT)/I/25/29 dated 22.6.2000 is forwarded for information, guidance and necessary action. Board's letter dated 21.8.97 quoted therein was circulated as S.C.No.157/97.

*Copy of Board's letter No.99-E(SCT)/I/25/29 dated 22.6.2000 (RBE No.118/2000).*

**CORRIGENDUM**

Please refer to para - 11 of Board's letter No.95-E(SCT)/I/49/5(1) dated 21.08.97. The last sentence of the para i.e. "The OBC(s)/SC(s)/ST(s) if appointed in future against Sports/Cultural/Scouts quota etc. posts, these will not be adjusted against reserved points as their appointment(s) is/are due to their excellence in these fields" may be deleted. After deletion, para-11 would read as under:

"SC/ST & OBC candidates appointed earlier on compassionate grounds or the surplus staff adjusted in a new cadre against unreserved roster point will not be required to be adjusted against the reserved points of the rosters whereas, if a reserved point is filled up by compassionate/surplus staff appointed who has/have been the member of SC/ST/OBC reserved point will be deemed to be consumed and adjusted against reserved point in the new roster. The Sports persons so appointed should be adjusted in the recruitment/ reservation roster against the category viz. SC/ST/OBC/ General to which he/she belongs, i.e. a sports person who is SC will be counted against the SC reservation point, if he belongs to ST/OBC he will be counted against ST/OBC point, and if he belongs to general category he will be shown against the general category vacancy point in the reservation roster".

The selection already finalised on the basis of earlier instructions will not be required to be reviewed or revised. However, selections which are under process of finalisation will be finalised as per revised instructions.

166\_2000

**SERIAL CIRCULAR NO.166/2000  
CIRCULAR LETTER NO.P(R)563/III DATED 10.08.2000**

Copy of Board's letter No.E(NG)/II-93/RR-1/104 dated 16.6.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/II/98/RR-1/104 dated 16.6.2000 (RBE No.116/2000).*

Sub: Recognition of Diploma in Construction Technology awarded by Father Agnel Polytechnic, Vashi, New Mumbai.

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The Staff side have raised a demand in the DC under the JCM scheme that the Diploma in Construction Technology awarded by Father Agnel Polytechnic, Vashi, New Mumbai may be treated as equivalent to Diploma in Civil Engineering for recruitment to various posts in the Railways for which qualification of Diploma in Civil Engineering has been prescribed.

It is clarified that in terms of Ministry of Human Resource Development (Deptt. of Education)'s notification No.F-7-3/95-TS-IV dated 16.4.96 the Diploma/Certificate awarded by the various State Board's of Technical Education/State Technical Examination boards are recognised for the purpose of employment to posts and services under Central Government the appropriate field provided the Diploma/Certificate awarded by these Boards is recognised by the All India Council for Technical Education. Since the Father Agnel Polytechnic Vashi, New Mumbai is affiliated to the Maharashtra State Board of Technical Education and the All India Council for Technical Education have also certified that the Diploma in Construction Technology (Sandwich pattern) conducted by the said Polytechnic is recognised by them since 1993-94, the same may be treated as equivalent to Diploma in Civil Engineering for recruitment in the relevant field in the Railways.

This also disposes of Central Railway's letter No.H/PB/706/RT/D/Policy dated 1.7.98

167\_2000

**SERIAL CIRCULAR NO.167/2000**  
**CIRCULAR LETTER NO.P(R)/541/I DATED 11.08.2000**

Copy of Board's letter No.E(LL)/86/AT/GRA 1 dated 30.6.2000 is published for information, guidance and necessary action. Board's letter dated 26.2.86 quoted therein was circulated under Lr.No.P(R)/541 dated 3.4.86. Necessary action may be taken in terms of para-6 of Board's letter and a compliance report sent to this office before 15.09.2000.

*Copy of Board's letter No.E(LL)86/AT/GRA 1-2 dated 30.6.2000 (RBE No.130/2000).*

Sub: Payment of Gratuity Act 1972 and the Rules framed thereunder - Application to Casual Labour on Railways.

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In implementation of the judgement of the Supreme Court of India, the provisions of the payment of Gratuity Act 1972 were made applicable to all Casual Labour employed on Railways vide Board's letter No.E(LL)/85/AAT/GRA/1-1 dated 26.2.86. While instructing the Railways to take necessary steps to comply with the provisions of the Act for payment of gratuity to the Casual Labour, whether employed on daily or monthly rates, in the event of their demitting service due to superannuation/retirement etc., it was indicated that further instructions for regulating payment of gratuity under the payment of Gratuity Act in respect of such of the casual labour who continued to be in employment on their appointment against regular posts as also those who were proposed to be appointed to regular service would follow.

2. Though the provisions of the payment of Gratuity Act 1972 shall continue to be applicable to the casual labour for the purpose of calculating gratuity for the period of casual labour service up to the date preceeding the date of absorption, it has now been decided by the Board that such of the casual labour who continued to be in service and were/are absorbed against regular vacancies, shall be allowed to exercise an option as under:(i) payment of Gratuity under the provisions of the payment of Gratuity Act 1972 for the period of service up to the date preceeding the date of absorption and for payment of gratuity and pension for the period of regular service under the provisions of the Railway Services (Pension) Rules, 1993; or(ii) to payment of gratuity and pension counting half of the service rendered in temporary status and full service rendered on regular basis under the provisions of the Railway Services (Pension) rules, 1993, besides gratuity under PG Act for the period preceeding the attaining of temporary status.

3.1 In case option (i) above is exercised, the Railway servants who have since retired/ceased to be in employment will become eligible for payment of gratuity for the period of casual labour service up to the date preceeding the date of absorption under the provisions of the payment of Gratuity Act 1972 worked out on the basis of the wages admissible on the last date of temporary status service and for the period of delay in payment of and for the period of delay in payment of gratuity, i.e., for the period from the date of absorption up to the and of the month preceeding the date on which the payment is made, the amount of gratuity so worked out will carry an interest at the simple rate not exceeding the rate notified by the Government from time to time for repayment of long term deposits. The Railway servants who have been absorbed against regular vacancies and are still in service shall be paid gratuity forthwith callculated under the provisions of the payment of Gratuity Act, 1972 for the period of Casual Labour service upto the date preceeding the date of absorption to-gether with interest at the simple rate as specified

above for the period of delay in payment i.e. from the date it became due for payment upto the end of the month preceeding the date on which the payment is made. At the time of retirement/final cessation, the Railway servant shall be settled under the provisions of the Railway Services (Pension) Rules for the period of service from the date of absorption upto the date of retirement/final cessation.

3.2 In all such cases where a retired employee opts for payment of gratuity under the payment of Gratuity Act for period upto the date of absorption, the over payments, if any, due to 50% of this period having been counted for pensionary benefits at the time of settlement, would be recovered/adjusted along with same rate of interest as payable under payment of Gratuity Act, 1972.

4. In case option (ii) above is exercised, half of the period of temporary status service and full period of regular service will be taken into account for grant of pensionary benefits under the Railway Services (Pension) Rules, 1993. If the Railway Servant is eligible to draw gratuity under the provisions of the payment of Gratuity Act, 1972, for the period of service prior to grant of temporary status, the same shall be worked out on the basis of emoluments admissible on the date preceeding the date on which he was granted temporary status. The amount of gratuity thus worked out shall be paid along with the interest at the rate specified above for the period of delay i.e. from the date it became due for payment following grant of temporary status upto the end of the month preceeding the date on which the payment is made.

5. Immediately on payment of gratuity, an endorsement shall be made by the Head of office in the service records of the concerned Casual labour/Railway Servant and a copy of the sanction order shall also be pasted therein.

6. The Railways shall suo moto take steps to examine all the past cases on the basis of records available and settle the claims accordingly. For this purpose, all the claimants maybe suitably addressed on the basis of particulars available with the Railways, so that the claimants or their legal heirs can claim the payment without delay. The Railway Administration shall extend all assistance to the retired as well as the serving Railway servants to exercise the option judiciously in order that the option exercised is advantageous to them. A compliance report may be sent to Board's office by 30.09.2000, duly indicating the total number of claims received, the number of claims settled and the reasons for delay in settlement.

7. This issues with the concurrence of the Finance Directorate of the Ministry of Railway.

168\_2000

**SERIAL CIRCULAR NO.168/2000  
CIRCULAR LETTER NO.P(R)/500/XVII DATED 31.08.2000**

Copy of Board's letter No.F(E)III/98/PN1/29 dated 13.07.2000 is published for information guidance and necessary action. Board's letters dated 10.3.98, 5.6.98 and 15.01.99 quoted therein were circulated as S.C.nos.73/98, 158/98, and 26/99 respectively.

*Copy of Board's letter No.F(E)III/98/PN1/29 dated 13.07.2000 (RBE No.133/2000).*

Sub: Implementation of Government's decisions on the recommendations of the 5th CPC relating to retirement benefits.

Ref: Board's letter of even No.dated 15.01.1999.

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Representations have been received in this office that revision of pension/family pension is not being done in terms of Board's letter referred to above even in cases where applications have already been received for revision of pension/family pension from the pre-86 pensioners/family pensioners in terms of Board's letter No.F(E)III/98/PN1/2 dated 10.3.98 and in respect of Railway Servants who retired/died during the period from 01.01.86 to 31.12.95 in terms of Board's letter No.F(E)III/98/PN1/11 dated 5.6.98.

It is once again reiterated that action to revise pension/family pension in terms of orders contained in Board's letter of even No. dated 15.01.99 should be initiated suo-moto by the Head of office in cases where applications have already been received in pursuance of the earlier orders regardless of the fact whether their cases have already been finalised or are in the process a finalisation as laid down in paras 2.4, 3.4 and 4.3 of Board's orders dated 15.01.99.

169\_2000

**SERIAL CIRCULAR NO.169/2000  
CIRCULAR LETTER NO.P/R/554/IV DATED 30.8.2000**

Copy of Board's letter No.E(G)/99/QRI-16/Pt.III dated 18.7.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(G)99/QRI-16/Pt.III dated 18.7.2000 (RBE No.136/2000).*

Sub: Allotment of Quarter and retention thereof on transfer etc. powers to relax.

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At present, provisions regarding allotment/retention of Railway Quarters and charging of rent in respect of such accommodation are contained in general orders/guidelines etc., in Railway Board's Master Circular No.49 E(G)/92 QRI-20(Master Circular) dated 19.1.93, as further amended from time to time. Board have now decided to incorporate the following in the existing instructions.

#### POWERS TO RELAX

Notwithstanding anything contained in the general orders, guidelines etc. in regard to allotment/retention and charging of rent in respect of Railway accommodation in Railway Board's Master Circular No.49 (No.E(G)/92 QRI-20 -Master Circular dated 19.1.93 as further amended from time to time, the Ministry of Railways (Railway Board) for reasons to be recorded in writing, may make reasonable relaxations in public interest in all or any of the existing provisions therein regarding allotment/retention of Railway accommodation and charging of rent therefore.

Decisions making relaxations as above, communicated by issue of general orders shall be taken by the full Board which shall consider the proposal in relation to the laid down policy, guidelines, vis-a-vis the operational and administrative needs of Railways.

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

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170\_2000  
**SERIAL CIRCULAR NO.170/2000**  
**CIRCULAR LETTER NO.P(R)/420/V DATED 21.9.2000**

Copy of Board's letter No.E(G)/91/LE 1-3 dated 13.1.93 not received earlier, has been obtained from Board and is published together with the enclosure for information guidance necessary action. Board's letter dated 30.6.89 quoted therein was circulated as S.C.No.138/89.

*Copy of Board's letter No.E(G)/91/LE 1-3 dated 13.1.93 (RBE No.5/93).*

Sub: Recasting of leave accounts of the employees whose leave accounts reported to be missing.

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During the meeting of DC under the JCM Scheme held on 5/6/9.91 when the question about recasting of leave accounts of the Railway employees whose leave accounts are reported to be missing was raised, it was explained that the matter is being examined in consultation with the Railway Administrations.

The matter has accordingly been examined and it is considered that in cases of a part of leave account being lost, the balance brought forward, as indicated in the part leave account still available, should not be ignored but should be accepted as authentic and the cumulative balance worked out on the basis of the same. In other cases of missing leave accounts these can be reconstructed on the basis of leave account charts, pay bill ledgers, service register entries, office orders on leave, the employee's own statement, muter rolls, absentee state-ments etc. provisions contained in Rule 1019-1021 of MRPR are also relevant.

The practice being followed by Eastern Railway appears to be satisfactory. A copy of letter No.E.637/O/Pt.II dated 5/17.9.91 is therefore enclosed for guidance. There is also a practice that leave at credit as on 1st Jan. and also as on 1st July is advised to all the employees which may also be followed.

Attention is also invited to the general instructions issued vide letter No.E(G)/83/LE1/3 dated 30.06.89. The Railway Ministry desire that these instructions be followed rigidly so that the difficulties being faced by the Railway employees particularly at the time of retirement are avoided.

Copy of E/Rly's letter No.E.637/O/Pt.II dated the 5th/17th Sept 91, addressed to the Secy, Rly Board, New Delhi.

Sub: Recasting of leave account of the employees whose leave account are reported to be missing.

Ref: 1) Board's Lr.No.E(G)/91/LE1/3 dated 9.8.91.  
2) Board's letter No.E(G)/91/LE1-3 dtd.26.8.91.

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The issue has been examined and this Railway has the following recommendation to offer.

1. From the incremental stages since appointment it is to be ascertained whether there was any LWP or period(s) which do not qualify for earning leave viz. suspension, dies-non etc. If there is any period of LWP for more than 2(two) days at a stretch, it should be assumed that the leave account bears no credit on that date.

2. The length of service after that date or if there is no such LWP from the date of appointment, leave that would have been earned upto the date of missing of the leave record should be calculated. While calculating the leave earned, it should be seen that the balance of leave (Leave on Average pay) on that date is not more than 180/240 days as the case may be.

3. To ascertain the quantum of leave taken, the following procedure should be adopted. Leave(LAP) taken during the 5(five) years from the date the leave record is available should be totaled up and divided by 5 (five) to find out the yearly average of LWP taken. Applying this factor in the number of years of service upto the date for which the leave record are lost, the quantum of leave that might have been enjoyed can be worked out.

4. The difference of 2 and 3 above will give the balance of LAP upto the date the leave record is not available. Balance so arrived at should be recorded as balance brought forward from the date leave record is available in the leave account, which should be attested by one Accounts Officer and one Personnel officer/Leave record maintaining officer. Thereafter, the leave upto the date of retirement of the date of such attestation, as the case may, should be updated.

171\_2000

**SERIAL CIRCULAR NO.171/2000  
CIRCULAR LETTER NO.P(R)/568 DATED 30.8.2000**

Copy of Board's letter No.E(NG)/II/99/RR-1/76 dated 28.7.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/II/99/RR-1/76 dated 28.7.2000  
(RBE No.145/2000) S.C.No.34 to MC No.32.*

Sub: Diploma/Degree awarded by Universities/Institution in Russian Federation/CGIS countries.

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A clarification was sought by one of the RRBs regarding recognition of the Degree/Diploma certificates issued from erstwhile USSR.

It is clarified that - 5 years "Diploma" Engineering" Master of Science in Engineering awarded by the accredited Uni-versities/Higher Educational Institutions in Russian Federation/CGIS Countries including Samara State Technical Univer-sity has been recognised as equivalent to BE Degree of an Indian University.

172\_2000

**SERIAL CIRCULAR NO.172/2000  
CIRCULAR LETTER NO.P(R)/436/RI/VOL.III DATED 21.9.2000**

Copy of Board's letter No.F(E)/III/2000/PF1/2 dated 26.7.2000 is published for information, guidance and necessary action. Board's letter dated 6.6.1986 quoted therein was circu-lated as S.C.no.80/86.

*Copy of Board's letter No.F(E)/III/2000/PF1/2 dated 26.7.2000(RBE No.141/2000)*

Sub: Amendment to IREC/Vol.I (1985 Edition) -Rule 921 thereof regarding Incentive Bonus Scheme for subscribers to SRPF.

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In terms of Board's letter No.F(E)/III/82/IT/1 dated 6.6.86 when the interest rate on P.F.Subscription was raised from 10.5% to 12% w.e.f. 1.4.86 for the financial year 1986-87, the system of grant of incentive Bonus to subscribers to SRPF was discontinued.

2. In view of the above, in exercise of the powers conferred by proviso to Article 309 of the Constitution, the President is pleased to direct that Rule 921 of IRCC Vol.I 1985 Edition (reprint edition 1995) regarding Incentive Bonus Scheme may be deleted as per Advance Correction Slip No.77 sent herewith with as Annexure.

**ANNEXURE**

**INDIAN RAILWAY ESTABLISHMENT CODE VOL.I (REPRINT EDITION 1995)**

**RULE 921/R-I**

**Advance Correction Slip No.77**

Rule 921 regarding Incentive Bonus Scheme may be deleted.

(Ministry of Railways letter No.F(E)/III/82/IT/1 dated 6.6.86 and 19.9.86 and F(E)/III-2000-PF-1-2 dated 26.7.2000.

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**SERIAL CIRCULAR NO.173/2000  
CIRCULAR LETTER NO.P(R)/358/IV DATED 30.8.2000**

Copy of Board's letter No.E(Sports)2000/Policy/Inc/4 dated 24.7.2000 is published for information, guidance and necessary action. Board's letter dated 25.5.90 quoted therein was circulated as S.C.no.41/91.

*Copy of Board's letter no.E(Sports)/2000/Policy/Inc/4 dated 24.7.2000 (RBE No.139/2000).*

Sub: Increments to Sportspersons and Coaches.

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A question has been raised as to whether the advance increments granted to Sports persons and Coaches on medal winning performance in National and International Meets in terms of Board's letter No.E(NG)/II/90/RR-3/3 dated 25.5.90 will be reckoned for the purpose of fixation of pay, retirement benefits, calculation of DA, CCA etc.

2. The matter has been considered by Board and it is hereby clarified that such advance increments granted to Sports-persons and Coaches will be treated as pay for all purposes and these increments will not be absorbed in future increments. All the benefits such as calculation of DA, HRA, CCA fixation of pay on promotion, retirement benefits etc. will be admissible on such increments.

3. Such increments will take effect from the first day of the following month of the concluding day of the championship.

4. This issues with the concurrence of Finance Directorate of the Ministry of Railways. (This disposes of SERSA's letter No.SERSA/incentive/99/569 dated 23.7.99).

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**SERIAL CIRCULAR NO.174/2000  
CIRCULAR LETTER NO.P(R)/436/R.I/VOL.III DATED 30.8.2000**

Copy of Board's letter No.E(P&A)I-2000/CPC/LE-3 dated 1.8.2000 is published for information, guidance and necessary action. Board's letters dated 1.7.99 and 15.3.2000 quoted therein were circulated as S.C.No.183/99 and 70/2000 respectively.

*Copy of Board's letter No.E(P&A)I-2000/CPC/LE-3 dated 1.8.2000 RBE No.143/2000.*

Sub: Simplification of rules and procedure relating to Leave Rules - Chapter V of the Indian Railway Establishment Code Volume I, 1985 Edition (Reprint Edition 1995).

Ref: Board's letter of even number dated 15.3.2000 and No.E(P&A)I-99/CPC/LE-I dated 1.7.99.

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In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the President is pleased to direct that Rule 523(1) of the Indian Railway Establishment Code, Volume-I, 1985 Edition (Reprint Edition 1995) may be amended as in the enclosed advance correction slip No.78.

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

**ADVANCE CORRECTION SLIP TO THE INDIAN RAILWAY ESTABLISHMENT CODE  
VOLUME-I, 1985 EDITION (REPRINT EDITION 1995).**

Advance Correction Slip No.78 Rule 523 - Leave on Average Pay

A new sub rule 523(1)(d) may be inserted below 523(1)(c).

The following procedure for crediting LAP on 1st Jan/1st July w.e.f 1.7.1997 in respect of Railway employees may be adopted.

(i) In case of Railway employees, having at their credit Leave on Average Pay of 285 days or less as on 1st January/1st July of a year, LAP of 15 days or proportionately less in respect of retiring persons or those leaving service during the next half year may continue to be credited to their leave account in advance as at present.

(ii) In cases where the Leave on Average Pay at credit as on 1st January/1st July is 300 days or less but more than 285 days credit of LAP for 15 days may be kept separately and first adjusted against any LAP that the Railway Servant may take during the ensuing half year and the balance, if any, credited to the LAP account at the close of the half year subject to the ceiling of 300 days. If the LAP taken during the half year is more than 15 days the amount in excess of 15 days will, however, have to be debited to the leave account.

(Authority: Board's letter No.E(P&A)/I-99/CPC/LE-1 dated 1.7.99 E(P&A)/I-2000/CPC/LE-3 dated 15.3.2000 & 1.8.2000).

175\_2000

**SERIAL CIRCULAR NO.175/2000  
CIRCULAR LETTER NO.P(R)/473/III DATED 31.08.2000**

Copy of Board's letter No.E(W)/2000/PS 5-6/65 dated 31.7.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/2000/PS 5-6/65 dated 31.7.2000  
(RBE no.146/2000).*

Sub: Issue of Special Passes to artist invited by Women's Welfare Organisation in relaxation of item (24)(iii) of Schedule VII (Special Passes) of Railway Servants Pass Rules, 1986.

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As per item (24)(iii) column (3) of schedule VII (Special Passes) of Railway Servants pass Rules, 1986, (1993 edition) not more than 4 First Class and 10 Second Class single journey passes in a calender year may be issued in favour of artists who are invited by the authorised organisations e.g. Railway Women's organisations etc. to give performance for charitable purposes, the net proceeds of which are credited to their funds and utilised for Railway men's Welfare and/or contributed to the Railway minister's Welfare and Relief Fund.

Of late, requests for issue of Complimentary passes to artists invited by the Women's Welfare organization far exceeding the number laid down as per item (24)(iii), column (3) of Sched-ule VII (Special Passes) of Railway servants Pass Rules, 1986 are being received from Zonal Railways. It has now been decided by Board that keeping in view the purpose for which these artists are being arranged on the one hand and at the same time to keep a check on the number of complimentary passes to be issued, not more than 5 first class and 15 second class passes in a calender year for a Zonal Railway/Production Unit may be issued in favour of artists instead of 4 first class and 10 second class passes. Accordingly item (24) (iii) of Schedule VII (Special Passes) should be amended as in the Advanced Correction Slip No.26 enclosed. Any requirement of Special Passes in excess of the revised limit will have to be met by the concerned organisa-tion and no requests for relaxation of the limit will be entertained by Board.

3. In all other respects, the provision of Railway Servants(Pass) Rules, 1986 shall apply.

4. This has the concurrence of Finance Directorate of the Ministry of Railways.

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**ADVANCE CORRECTION SLIP NO.27 TO THE RAILWAY SERVANTS(PASS)  
RULES, 1986 (2ND EDITION 1993).**

Item No.(24) (iii) Column (3) of Schedule VII (Special Passes) is revised as under:

"Not more than 5 first class and 15 second class passes in a calendar year may be issued in favour of artists who are invited by the authorised organisations e.g. Railway Women's Organisations etc. to give performance for charitable purposes, the net proceeds of which are credited to their funds and utilised for Railwayman's Welfare and/or contributed to the Railway Minister's Welfare and Relief Fund. Such passes should not also be issued for more than two occasions in a year for a Zonal Railway/Production Unit and should be for single journey either inward or outward. Any requirement of Special Passes in excess of 5 First Class and 15 second Class in a calendar year will have to be met by the concerned organisation".

(AUTHORITY; Board's letter No.E(W)/2000/PS 5-6/65 dated 31.7.2000).

176\_2000

**SERIAL CIRCULAR NO.176/2000  
CIRCULAR LETTER NO.P(R)/500/XVI DATED 31.08.2000**

Copy of Board's letter No.F(E)/III/96/PN1/9 dated 2.8.2000 is published for information, guidance and necessary action. Board's letter dated 18.8.98 quoted therein was circulated as .C.No.234/98.

*Copy of Board's letter No.F(E)/III/96/PN1/9 dated 2.8.2000 (RBE No.138/2000).*

Sub: Restoration of 1/3rd commuted portion of pension after 15 years from the date of commutation or 1.4.85, whichever is later in respect of Government Servants who had drawn lump-sum payment on absorption in PSU/Autonomous Body – Implementation of Supreme Court Judgement dated 26.4.2000

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In partial modification of the instructions contained in DOP&PW's OM No.4/59/97-P&PW(D) dated 14.7.98 circulated on the Railways vide Board's letter of even number dated 18.8.1998 on the above subject, a copy of DOp&PW's O.M.No.4/29/99-P&PW(D) dated 12.7.2000 granting dearness relief on full pension from the date of restoration to those Government/Railway servants who had drawn lump sum payment on absorption in Public Sector undertakings/Autonomous Bodies, and had become entitled to restoration of 1/3rd commuted portion of pension, is sent herewith. Instructions contained therein apply mutatis mutandis on the Railways.

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Copy of Ministry of Personnel, Public Grievances and Pensions, Department of Pension & Pensioners Welfare's Office Memorandum No.4/29/99-P&PW(D) dated 12.6.2000.

Sub: Restoration of 1/3rd commuted portion of pension after 15 years from the date of commutation or 1.4.85 whichever is later in respect of Government servants who had drawn lumpsum payment on absorption in PSU/Autonomous Body - Implementation of Supreme Court Judgement dated 26.4.2000.

.....

Attention is drawn to the instructions contained in this Department's O.M.No.4/59/97/P&PW(D) dated 14th July 1998 on the above subject. In terms of para 4 of this O.M., dearness relief on the revised restored amount of 1/3rd commuted portion of pension is payable at the same rate of which it has been made admissible to other Central Government pensioners from time to time. Subject to the conditions laid down in para 5 of the O.M. The Supreme Court in its judgement dated 26.4.2000 in I.A.No.1 in W.P.(C) No.567 of 1995 (with I.A.No.4 in W.P.(C) No.11855 of 1985, W.P.No.(C)No.345 of 1999 and W.P.(C) No.576 of 1999) has, inter-alia, ruled that Central Govt. absorbees in PSUs etc. who have become entitled to restoration of 1/3rd commuted portion of pension are entitled to the payment of dearness relief on full pension at par with the Central Govt. pensioners.

The modalities of implementing Supreme Court Judgement dated 26.4.2000 has been under active consideration of the Government. The President is now pleased to decide that Govt.servants who had drawn lumpsum payment on absorption in a PSU/Autonomous Body and have become entitled to the restoration

of 1/3rd commuted portion of pension in terms of the Supreme Court judgement dated 15.12.1995 shall, apart from the payment of revised restored amount of 1/3rd commuted portion of pension, be also entitled to the payment of dearness relief on full pension from the date of restoration, instead of dearness relief on the revised restored amount of 1/3rd commuted portion of pension. In other words, dearness relief shall be payable on full pension i.e. the revised pension which the absorbed employee would have received on the date of restoration of 1/3rd commuted portion of pension had he not drawn lumpsum payment on absorption. The payment of dearness relief will, however, be subject to the conditions laid down in para 5 of O.M. dated 14th July 1998.

3. Para-4 of the O.M. dated 14.7.1998 shall, therefore, be deemed to have been modified as indicated above.

4. The Pension sanctioning Authorities, viz., the Ministry/Department/Office where the absorbed employee was employed prior to absorption in a PSU/Autonomous Body will have to work out the arrears payable on account of payment of dearness relief on full pension and issue necessary sanction through the normal channel, viz. CPAO for its payment by the Banks/Pension Disbursing Authorities etc. Dearness relief/arrears of dearness relief already paid to the absorbed employee under O.M. dated 14.7.1998 should be adjusted while making payment under these orders. The pension sanctioning authority will also have to issue suitable directions through the CPAO etc. to the concerned bank/PDA for payment of dearness relief on full pension at the rate prescribed by the Government from time to time.

5. Where the death of an absorbee has taken place after 15 years from the date of commutation of pension or 1.4.1985, whichever is later, and he had become entitled to the benefit of restoration of commuted portion of pension, the family member(s) legal heir(s) will be entitled to claim the arrears of dearness relief becoming due in accordance with the provisions contained in this order.

6. This issues with the concurrence of Ministry of Finance, Deptt of Expenditure vide their U.O.Note.No.41/C/EV/2000 dated 26.06.2000.

177\_2000

**SERIAL CIRCULAR NO.177/2000**  
**CIRCULAR LETTER NO.P(R)/268 DATED 31.08.2000**

Copy of Board's letter No.E(NG)II/99/RC-1/SC-8 dated 1.8.2000 is published for information, guidance and necessary action. Board's letters dated 4.3.99 and 29.7.99 quoted therein were circulated as S.C.No.89/99 and 215/99 respectively.

*Copy of Board's letter No.E(NG)III/RC-1/SC-8 dated 1.8.2000  
(RBE No.140/2000).S.C.No.42 to MC no.16.*

Sub: Appointment on compassionate grounds in Group "D" posts - Minimum educational qualification.

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Attention is invited to Board's letter No.E(NG)II/98/RC-1/139 dated 04.03.99 laying down that the Educational qualification of class VIIIth Pass for appointment to Group "D" will also apply to appointments on compassionate grounds. It had been further clarified vide Board's letter of even number dated 29.07.99, that candidates who have been approved for appointment on compassionate grounds prior to 4.3.99 could be exempted from possessing qualification of class VIIIth Pass.

A demand has been tabled by the staff side in the JCM/DC (No.19/2000) seeking to exempt those persons, whose cases were under scrutiny or under process for compassionate appointment prior to 04.03.99, from possessing the minimum qualification of eighth class.

The matter has been considered by the Board and it has been decided that further to Board's letter dated 29.07.99 the cases which were under scrutiny or under process for compassionate appointment in Group "D" before the issue of Board's letter of 4.3.99 should be exempted from possessing the minimum qualification of eighth class.

178\_2000

**SERIAL CIRCULAR NO.178/2000**  
**CIRCULAR LETTER NO.P(R)/473/III DATED 30.08.2000**

Copy of Board's letter No.E(W)/96 PS 5-8/2 dated 24.7.2000 is published for information, guidance and necessary action. Board's letter dated 16.2.96 and 5.1.99 quoted therein were circulated as S.C.no.49/96 and 53/99 respectively.

*Copy of Board's letter No.E(W)/96 PS 5-8/2 dated 24.7.2000 (RBE No.142/2000).*

Sub: Provision of a Companion in the Pass for widows who are 65 years of age and above and inclusion of widowed mother of deceased Railway employees in widow pass.

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As the Railways are aware, under Board's letter of even number dated 5.1.1999, senior citizen 1st Class/1st "A" post retirement complimentary pass holders have been allowed the option of either to carry an "Attendant" in sleeper class/2nd Class while they themselves are traveling in 1st Class/AC 2-tier on the authority of 1st/1st "A" post-retirement complimentary passes or to carry a "companion" in sleeper class/2nd class in lieu of an attendant if they themselves travel in sleeper class/2nd class. Queries have been raised whether this option would be admissible to widows above the age of 65 years holding 1st Class/1st "A" widow pass.

2. Railways are also aware that dependent widow mother of a retired Railway employee has been allowed to be included in his/her post-retirement complimentary passes as a family member vide Board's letter no.E(W)/95 PS5-1/6 dated 16.02.1996. On this analogy, requests have been received from certain widows for inclusion of their mothers-in-law in the widow passes.

3. The above two issues have been considered carefully by the Board and it has been decided that dependent widow mother or the deceased Railway employee may be allowed to be included in the widow pass as a family member of the widow. It has also been decided that the 1st Class/1st A widow Pass holders may be allowed the facility to carry a Companion instead of an attendant, subject to the following conditions:

- (i) the facility of a companion will be provided only on the 1st Class/1st "A" widow passes in which there is already a provision to carry on attendant as per the Railway Servants (Pass) Rules, 1986.
- (ii) The facility of a companion will be allowed only to widow pass holders who are above the age of 65 years.
- iii) The facility of companion in lieu of attendant will be permitted only when the pass holder and/or eligible members of family above the age of 65 years will be traveling along with the Companion in Sleeper/2nd Class. In other words, if any other eligible member of the family below the age of 65 years is included in the pass, then the facility of travel in Sleeper/2nd Class with a Companion will not be permitted.

Accordingly, Senior Citizen 1st Class/1st "A" widow pass holders will have the option either to carry an "Attendant" in sleeper/2nd Class while they themselves are traveling in 1st Class/AC 2-tier or to carry a "Companion" in Sleeper/2nd Class in lieu of an "Attendant" if the pass holders themselves travel in Sleeper/2nd Class. In case a "Companion" is preferred to an "Attendant, the pass issuing authorities shall obtain a specific request for the same from the widow pass holder and mention the ages of the persons not less than 65 years to be included in the pass and the following endorsement shall be made on the pass.

"Companion in lieu of Attendant permitted when the pass holder travels in Sleeper Class/2nd Class"

4. The Railway Servants(Pass) Rules, 1986 may accordingly be amended as per Advance Correction Slip No.26 enclosed.

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

#### **ADVANCE CORRECTION SLIP NO.26 TO THE RAILWAY SERVANTS (PASS)**

##### **RULES, 1986 (2ND EDITION 1993).**

I. Replace item (ii) (a) under column No.3 of Schedule-V (widow pass) with the following:

(ii)(a) dependent relatives are not entitled to be included in such passes. However, dependent widow mother of the deceased railway employee may be included in the widow pass as a family member of the widow.

II. Add the following under column 3 below item (b) in Schedule V (widow Pass):

(c) "Senior Citizen 1st/1st "A" widow pass holders can carry a companion in lieu of an Attendant subject to the following conditions:

(i) The facility of a Companion will be provided only on the 1st Class/1st "A" widow passes in which there is already a provision to carry an Attendant as per the Railway Servants(Pass) Rules, 1986.

(ii) The facility of a Companion will be allowed only to widow pass holders who are above the age of 65 years.

(iii) The facility of Companion in lieu of Attendant will be permitted only when the pass holder and/or eligible members of family above the age of 65 years will be traveling along with the Companion in Sleeper/2nd Class. In other words, if any other eligible member of the family below the age of 65 years is included in the pass, then the facility of travel in sleeper/2nd class with a companion will not be permitted.

Accordingly, Senior Citizen 1st Class/1st "A" widow pass holders will have the option either to carry an "Attendant in Sleeper/2nd Class while they themselves are traveling in 1st Class/AC-2 tier or to carry a "Companion" in Sleeper/2nd Class in lieu of an "Attendant" if the pass holders themselves travel in sleeper/2nd class. In case a companion is preferred to an attendant, the pass issuing authorities shall obtain a specific request for the same from the widow pass holder and mention the ages of the persons not less than 65 years to be included in the pass and the following endorsement shall be made on the pass:

"Companion in lieu of Attendant permitted when the pass holder travels in Sleeper Class/2nd Class".

Authority: Board's letter No.E(W)/96 PS5-8/2 dated 24.7.2000).

179\_2000

**SERIAL CIRCULAR NO.179/2000**  
**CIRCULAR LETTER NO.P(R)/563/III DATED 30.08.2000**

Copy of Board's letter No.E(NG)/II/94/RR-1/29 dated 2.8.2000 is published for information, guidance and necessary action. Board's letter dated 10.5.99 quoted therein was circulated as S.C.no.145/99.

*Copy of Board's letter No.E(NG)/II/94/RR-1/29 dated 2.8.2000 (RBE no.147/2000) supplementary circular No.35 to Master Circular No.32.*

Sub: Upper Age limit for direct recruitment to Group "C" and "D" categories on the Railways.

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Attention is invited to Board's letter of even No.dated 10.5.99 raising the upper age limit by 2 years on a regular basis w.e.f. 1.6.99 for direct recruitment to all Group "C" and "D" categories, including engagement of Substitutes on the Railways for a period upto 3.8.2000. Relaxation of upper age limit of 3 years was also allowed upto 3.8.2000.

2. The matter has been reviewed by the Board and it has been decided that the currency of the relaxation contained in Board's letter of even no.dated 10.5.99 may be extended further for a period of 3 years i.e. upto 3.8.2003.

180\_2000

**SERIAL CIRCULAR NO.180/2000**  
**CIRCULAR LETTER NO.P(R)/182/IV DATED 31.8.2000**

Copy of Board's letter No.E(D&A)/2000 GS1-3 dated 27.6.2000 is published for information, guidance and necessary action. Board's letters dated 13.12.76, 7.4.86 and 21.5.92 quoted therein were circulated as S.C.Nos.233/76, 58/86 and 85/92 respectively.

*Copy of Board's letter No.E(D&A)2000/GS1-3 dated 27.6.2000.*

Sub: Intimation to the Government under Rule 18(3) of Railway Services (Conduct) Rules of different types of transactions.

Ref: South Eastern Railway's Lr.No.P/R/30/247/Pt.X dated 16.2.2000.

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Attention is invited to Board's letters No.E(D&A)/76 GS 1-35 dated 13.12.76, No.E(D&A)/85/GS 1-3 dated 7.4.86 and No.E(D&A)/92 GS 1-2 dated 21.5.92, wherein some of the points raised in your letter have been clarified. However, the position in respect of all the transactions referred to in your letter is clarified as under:

2. Day to day savings Bank transactions (either with a Bank or with a Post Office) and current Accounts with Banks do not come within the purview of Rule 18(3) of Railway Services (Conduct) Rules. Hence, these transactions need not be reported to the prescribed authority under Rule 18(3).

3. As regards (i) shares, securities, debentures and mutual funds (ii) national savings certificates, postal certificates, units of the Unit Trust of India (iii) Bonds issued by banks, government etc. (iv) fixed deposit with banks (v) fixed deposit with Public Limited Companies (whether in the private sector or the public sector), intimation to the prescribed authority under Rule 18(3) of Railway Services(Conduct) Rules, will be necessary if the monetary limits laid down therein are exceeded.

4. In respect of transactions in shares, securities, debentures and mutual fund schemes, in addition to the intimation in respect of individual transactions where the limits prescribed in Rule 18(3) are exceeded, a further intimation to the prescribed authority is also required in the following cases

- (i) Group "A" and "B" officers if the total transactions in shares, securities, debentures or mutual fund scheme exceeds Rs.50,000/- during the calendar year.
- (ii) Group "C" & "D" officers - if the total transactions in shares, securities, debentures or mutual funds scheme exceeds Rs.25,000/- during the Calendar year.

5. As regards Life Insurance policies.

- (i) If the annual premium of the LIC Policy exceeds the monetary limits laid down in Rule 18(3) intimation to the prescribed authority will be necessary. However, in this case, when the employee receives the sum assured as survival benefit or maturity of the policy, he need not submit any reporting this regard.
- (ii) If the annual premium of the LIC policy is less than the monetary limits laid down in Rule 18(3) intimation to the prescribed authority is not required. However, in such cases, the employee should submit a report to the prescribed authority at the time of receiving the sum assured as survival benefit on maturity of the policy

6. As regards deposits with private companies, since such companies are different from Public Limited Companies which receive deposits from the Public on authorisation given by the Government under the Companies (Acceptance of Deposits from the Public) Rules, 1975, these will attract Rule 16(4)(i)(b) of Railway Services (Conduct) Rules as these transactions would amount to lending money on interest. Hence deposit with private companies is not permitted except where previous sanction of the Government has been obtained.

181\_2000

**SERIAL CIRCULAR NO.181/2000**  
**CIRCULAR LETTER NO.P(R)/605/VIII DATED 21.09.2000**

Copy of Board's letter No.E(NG)/I96/PM4/13 dated 14.7.2000 is published for information, guidance and necessary action. Board's letters dated 25.4.97 and 9.9.98 quoted therein were circulated as S.C.No.115/97 and 20/99 respectively.

*Copy of Board's letter No.E(NG)/I-96/PM4/13 dated 14.7.2000 (RBE No.115/2000).*

Sub: Eligibility for promotion to the post of Welfare Inspector in scale Rs.5000-8000(RSRP).

.....

In terms of eligibility conditions for appearing in the selection for promotion to the post of Welfare Inspectors as laid down in this Ministry's letter No.E(NG)/65/PM1/37 dated 24.5.66 and clarified/modified from time to time and consolidated in this Ministry's letter No.E(NG)/I/96/PM4/13 dated 25.4.97 read with their letter of same number dated 19.1.98 and E(NG)/I/98/PM4/3 dated 9.9.98, the following staff are also eligible :

- (i) Staff in possession of any of the specified professional qualifications, namely, Diploma in Labour Welfare/Social Welfare, Labour laws, LLB with papers in Labour Laws, P.G.Diploma in Personnel

Management and MBA with papers in Personnel Management irrespective of grade or length of service or other educational qualifications and

- (ii) Staff in grade(s) Rs.4500-7000 and Rs.4000-6000 with less than five years service in the grade(s) but having the qualification of graduation.

2. The matter has been reviewed and it has been decided that the staff fulfilling the above conditions will be eligible to appear in the selection for promotion as Welfare Inspector only after they have successfully completed the probation in the respective grade.

3. Past cases decided otherwise will not be reopened.

182\_2000

**SERIAL CIRCULAR NO.182/2000  
CIRCULAR LETTER NO.P(R)/171/III DATED 21.09.2000**

Copy of Board's letter No.E(MPP)/96/3/23 dated 21.7.2000 along with Board's letter dated 4.4.2000 quoted therein are forwarded for information, guidance and necessary action.

*Copy of Board's letter No.E(MPP)/96/3/23 dated 21.7.2000 (RBE No.137/2000).*

Sub: Imparting mandatory training to eligible SC and ST employees before selection for promotion from Group 'C' to Group 'B'.

Ref: Board's letter of even No.dated 4.4.2000.

.....

A few Railways have raised doubts regarding the duration of training to eligible SC/ST employees before selection for promotion from Group "C" to Group "B".

The matter has been considered by Ministry of Railways and it has been decided that the training period should be for 3-4 weeks and for all the departments it is left to the Railways/Units to decide between these limits so as to cover the syllabus fully.

Board's letter referred to above may, therefore, be modified. The course SNT-21 under the head "COURSE INDEX" at page-1 of the "Approved Module for Stagewise Training of Group "C" and "D" staff of S&T department booklet may be read as :

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SNT-21*	Pre-selection coaching to SC/ST candidates for selection to Group "B"	3-4 Prior to to Group "B" 24 selection.
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Accordingly, the course details of the S&T Training Modules at page-24 may be modified as per Annexure attached.

**Annexure**

**SNT -21 STAGE: PRE-SELECTION COACHING TO SC/ST CANDIDATES FOR SELECTION TO GROUP "B"**

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Signal and Telecom

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TRADE: SSE/SE (Sig & Tele) DURATION: 3-4 WEEKS  
BELONGING TO SC/ST.

MODULE	DESCRIPTION	DAYS
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ST/69	Contents to be decided depending on needs analysis of the Group of Trainees.	
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Copy of Board's letter No.E(MPP)/96/3/23 dated 4.4.2000 (RBE No.59/2000) addressed to the General Manager/OSDs, All Indian Railways Director/IRISET/Secunderabad and others.

Sub: Analysis of stage-wise training needs of Group "C" and "D" staff of S&T Department - Revised Training Courses(SNTs) & Modules(STs).

.....

Please refer Board's letter of even number dated 31.08.1999 enclosing therein a booklet on Approved Modules for stagewise training of Group "C" and "D" staff of S&T Department, Inter-alia indicating therein training module (No.SNT-21) pre-promotional courses for Group "B" selection. It is clarified that this training module, i.e. SNT-21 is mandatory for SC/ST candidates only. The Course No.SNT-21 under the hand 'COURSE INDEX' at page/-1 of the above booklet may be read as:

SNT-21*	Pre-selection coaching to SC/ST candidates for selection to Group "B"	6	Prior to Group B selection	24
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Accordingly the course details of the above Training Module at page-24 maybe modified as per Annexure attached.

**Annexure**

**SNT-21\* STAGE: PRE-SELECTION COACHING TO SC/ST CANDIDATES FOR SELECTION TO GROUP B SIGNAL & TELECOM**

TRADE: SSE/SE(SIG & Tele) Duration: 6 weeks  
Belonging to SC/ST.

Model	Description	Days
ST/69	Contents to be decided Depending on needs analysis Of the group of trainees.	

183\_2000

**SERIAL CIRCULAR NO.183/2000  
CIRCULAR LETTER NO.P(R)/171/III DATED 21.09.2000**

Copy of Board's letter No.2000-E(SCT)/I/25/19 dated 04.08.2000 is published for information, guidance and necessary action. Board's letter dated 21.08.97(1), 21.08.97(2), quoted therein were circulated as S.C./Nos.156/97 and 157/97 respectively.

*Copy of Board's letter No.2000-E(SCT)/I/25/19 dated 4.8.2000 (RBE No.149/2000).*

Sub: Treatment of backlog vacancies reserved for SCs/STs as a distinct group and non-applicability of 50 percent ceiling thereon.

.....

A copy of Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training)'s Office Memorandum No.36012/5/97-Estt(Res)/Vol.II dated 20.07.2000 is enclosed for information and strict compliance.

With reference to Para-3 of DOP&T's O.M.dated 20.7.2000 it is clarified that the backlog of vacancies would be determined with reference to the post based rosters keeping in view the instructions issued vide Board's letter Nos.95-E(SCT)/I/49/5(1) dated 21.08.97 in case of Direct Recruitment and 95-E(SCT)/I/49/5(2) dated 21.08.97 in case of promotions.

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Copy of Ministry of Personnel, Public Grievances and Pensions Deptt of personnel and Training Estt (Reservation) Sections letter No.36012/5/97-Estt(Res)/Vol.II dated 20th July 2000.

## OFFICE MEMORANDUM

Sub: Treatment of backlog vacancies reserved for SCs and STs as a distinct group and non-applicability of 50 percent ceiling thereon.

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The undersigned is directed to invite a reference to Department of Personnel and Training's O..No.36012/5/97-Estt(Res) dated 29th August, 1997 wherein it was laid down that 50 per cent limit on reservation shall apply to current as well as backlog vacancies and that backlog of reserved vacancies shall not be treated as distinct group for the purpose of 50 percent limit on reservation and to say that the matter has been reviewed. Consequently, Article 16(4B) has been incorporated in the Constitution by the Constitution (Eighty First Amendment) Act, 2000 which provides as under :

"Nothing in this article shall prevent the State from considering any unfilled vacancies of a year which are reserved for being filled up in that year in accordance with any provision for reservation made under clause(4) or clause(4A) as a separate class of vacancies to be filled up in any succeeding year or years and such class of vacancies shall not be considered together with the vacancies of the year in which they are being filled up for determining the ceiling of fifty percent reservation on total number of vacancies of that year".

In pursuance of the provisions of Article 16 (4B) of the Constitution, it has been decided that in partial modification of the instructions issued vide this Department's O.M.No.36012/5/97-Estt(Res) dated the 29th August 1997, the reserved vacancies for Scheduled Castes and Scheduled Tribes in all cases of direct recruitment and promotion, wherever applicable, which have remained unfilled in the earlier year(s) i.e. backlog and/or carried forward vacancies would be treated as a separate and distinct group and will not be considered together with the reserved vacancies of the year in which they are being filled up for determining the ceiling of 50 per cent reservation on total number of vacancies of that year. In other words, the ceiling of 50 per cent on filling up of reserved vacancies would apply only on the reserved vacancies which arise in the current year and the backlog/carried forward reserved vacancies for SCs/STs of earlier year would be treated as a separate and distinct group and would not be subject to any ceiling. However, backlog and/or carried forward reservation will automatically lapse in a cadre as soon as combined representation of a reserved category in direct recruitment as well as promotion is either equal to or more than the prescribed number of reserved posts in the relevant post-based rosters.

3. As the Ministries are aware reservation with effect from 2.7.1997 is linked to post based rosters. The backlog of vacancies would, be determined with reference to the post based rosters keeping in view the instructions issued vide this Department's O.M.No.36012/2/96-Estt(Res) dated the 2nd July 1997.

4. The Ministries/Departments etc. are requested to carry out a review for early assessment of the backlog vacancies in respect of SCs & STs both by way of direct recruitment and promotion and make concerted efforts to fill up backlog vacancies.

5. This order takes effect from the date of issue.

6. All Ministries/departments are requested to bring the instructions also to the notice of their Attached/Subordinate offices and autonomous bodies/public sector undertakings under their control for compliance.

184\_2000

### **SERIAL CIRCULAR NO.184/2000 LETTER NO.P(PC)/487/V/IMP/97/VOL.IV DATED 31.08.2000**

Copy of Board's letter No.PC-V/97/C/4 dated 30.6.2000 published for information guidance and necessary action. Railway Board's letter mentioned therein was circulated vide S.C.No.222/97.

*Copy of Board's letter No.PC-V/97/C/4 dated 30.06.2000 (RBE No.129/2000).*

Sub: Revision of pay scales of RPF Combatised staff.

Ref: Railway Board's letter No.PC-V/97/G/4 dated 4.12.97.

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In partial modification of instructions contained in Railway Board's letter of even number dated 4.12.97 regarding pay scales of certain categories of RPF/RPSF staff (combatised) it has been decided by the Board to give effect to revised pay scales to such staff with effect from 10.10.97, the date from which the

rationalised pay scales have been implemented for the non-gazetted cadres of Central Police Organisations, instead of 4.12.1997.

185\_2000

**SERIAL CIRCULAR NO.185/2000**  
**LETTER NO.P(PC)/487/V/IMP/97/VOL.IV DATED 31.8.2000**

Copy of Board's letter no.PC-V/2000/I/11/3(Gaz) dated 14.7.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.PC-V/2000/I/11/3(Gaz) dated 14.7.2000 (RBE No.135/2000).*

Sub: Grant of Non-Functional Selection Grade to the organised Group "A" Railway Services increase in percentage ceiling.

Ref: PC-IV's Lr.No.PC-IV/Imp/19 dated 24.8.97.

.....

In terms of Railway Board's letter referred to above, a non-functional selection grade(NFSG) had been introduced in all organised Group "A" Railway Services. Grant of this grade to officers working in JAG was subject to the conditions as prescribed/modified from time to time by the Department of Personnel and Training and also by Ministry of Railways. In terms of these instructions, the number of posts in NFSG shall not exceed 15% of the Senior Duty Posts (i.e. all duty posts at the level of Senior time scale and above in the cadre).

The matter related to the percentage ceiling on NFSG has been reconsidered by the Government and in partial modification of the existing scheme it has been decided that in the case of the organised Group "A" Central Services, the existing ceiling of 15% in the case of NFSG shall be increased to 30% with effect from 06.06.2000.

3. Salient features of the scheme of non-functional selection grade are summarised below:

(i) The number of posts in NFSG shall not exceed 30% of the senior duty posts (i.e. all duty posts at the level of Senior Time Scale and above in the cadre).

(ii) There shall be no increase in the overall strength of the cadre.

(iii) The officers shall first hold the post in the basic grade of Junior Administrative Grade (JAG) before they could be considered for appointment to NFSG.

(iv) Since NFSG is a segment of JAG, the strength in NFSG shall not exceed the number of posts available in JAG

(v) No member (officer) of the Service shall be eligible for appointment to NFSG until he has entered the fourteenth years calculated from the year of service on the 1st January of the year following the year of examination on the basis of which the member was recruited.

(vi) Appointment to NFSG shall be made subject to suitability in terms of procedure laid down earlier.

(vii) Appointment to NFSG shall be made by the Railway Board the General Managers will have no powers to place Officers in this grade even in an adhoc capacity.

4. The Ministry of Railways have also decided that these orders shall apply to officers belonging to various organised Group "A" services in the Railways including the Engineering Services and Indian Railways Medical Service and excluding RPF.

5. As NFSG is a segment of JAG and is also "non-functional" in character, appointment to NFSG will not be treated as a promotion but merely a placement in the higher pay scale.

6. These instructions take effect from 06.06.2000.

186\_2000

**SERIAL CIRCULAR NO.186/2000**

**LETTER NO.P(PC)/487/V/97/ALLOWANCE/VOL.II DATED 5.9.2000**

Copy of Board's letter No.E(GP)/99/1/33 dated 12.7.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(GP)/99/1/33 dated 12.7.2000 (RBE No.128/2000)*

Sub: Payment of charge allowance to Group "B" officers posted to look after duties in Senior Scale.

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In certain cases, Group "B" officers when detailed to look after duties of the Sr.Scale posts are allowed charge allowance of Rs.300/- per month in addition to their pay in group "B" subject to certain conditions in terms of Board's letter No.E(GP)/97/1/24 dated 13.11.87. In the context of the revision in the pay scales based on the Fifth Central Pay Commission's accommodations, the quantum of charge allowance presently being allowed has been reviewed and it has been decided that the existing charge allowance be raised to Rs.750/- per month in addition to pay in Group "B" subject to condition that pay plus charge allowance should not exceed the pay that would have been admissible had it been fixed under Rule 1313 (FR.22)-II on regular promotion to Sr.Scale.

2. The benefit of charge allowance on the above basis in the revised (5th pay commission) scale of pay shall be effective from 1.1.96 or from the date on which the officer has elected to come over to the new scales of pay, as the case may be. For officers who have elected to retain the old scales of pay in respect of the posts regularly held by them in the pre-revised scales, the above orders shall be admissible only from the date they come over to the revised scales of pay; till such time pay plus charge allowance wherever such officers have been posted to look after duties in senior scale on or after 1.1.96 shall be regulated under the orders already in force.

3. In all cases where postings to look after duties in Senior Scale have taken place on or after 1.1.96 the pay of the officer shall be re-fixed on the above lines and arrears, as may be due shall be paid.

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

187\_2000

**SERIAL CIRCULAR NO.187/2000  
LETTER NO.P(R)/605/VIII DATED 14.10.2000**

Copy of Board's letter No.E(NG)/II/92/PO/RDSO/1 dated 11.8.2000 is forwarded for information, guidance and necessary action.

Copy of Board's letter No.E(NG)/II/92/PO/RDSO/1 dated 11.8.2000.

Sub: Follow-up action on the recommendation of the High Powered Committee on Psycho-Tech. cells  
-Setting up of Psycho Technical Units on Zonal Railways.

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Attention is invited to the Board's letter of even No.dated 8.4.93 and 30.3.94 directing the Railways to create additional non-gazetted posts in psycho technical categories to facilitate conducting of psycho test on decentralised basis on the Railways.

The instructions contained in the aforesaid letters were directed to be held in abeyance vide instructions contained in Board's letter of even No.dated 23.8.95. The matter has been reconsidered by the Board and it has been decided that the instructions issued vide Board's letter dated 23.8.95 ibid be canceled and the instructions contained in Board's letter No.E(NG)/II/92/PO/RDSO/1 dated 8/4/93 and 30/3/94 ibid may be implemented.

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

188\_2000

**SERIAL CIRCULAR NO.188/2000  
LETTER NO.P(R)/299/IV DATED 23.10.2000**

Copy of Board's letter No.E(G)/99 FE1-1 dated 10.8.2000 is published for information, guidance and necessary action Board's letter dated 24.8.93 quoted therein was circulated as S.C.no.87/93.

Sub: Recommendation No.67 of the Railway Accidents Enquiry Committee, 1978 (Sikri Committee) Implementation of.

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In order to give encouragement to Officers and Supervisors to take up membership of technical and Professional National/International Institutions in improving their technical/professional competence, as recommended in para 67 of Railway Accident Enquiry Committee 1978. Board after accepting this recommendation issued instructions for allowing reimbursement of 90% of membership/subscription fee to Railway Officers for becoming members of professional institutions/societies recognised by the Board for the purpose.

Initially only Officers of the rank of Principal HODs were permitted 90% reimbursement of membership fee of one national/international institute. Thereafter, in 1988 the benefit of the scheme/facility was extended to officers of the rank of JA Grade and above. In 1993, the scheme was further liberalised and officers in Sr.and Jr.Scale and Sr.Supervisors in grade Rs.2375-3500(RPS) and Rs.2000-3200(RPS) were also brought under the ambit of the scheme. Keeping in view the fast pace of technological advancement in all areas following the process of liberalisation/globalisation of country's economy and the IT revolution, Board re-viewed the policy in 1999 and allowed officers in JA Grade and above, the facilities of such reimbursement upto the maximum of 5 national/international institutions/societies including maximum 2 international institutions vide Board's letter No.E(G)/99 FE1-1 dated 5.5.1999.

On further review, Ministry of Railways have in partial modification of board's letter No.E(G)/99/FE1-1 dated 24.8.93 have decided that individual request from Sr.Scale/Jr.Scale officers and Sr.Subordinates in the grade of Rs.2375-3500 (RPS) and Rs.2000-3200 (RPS) may be considered for allowing 90% reimbursement of membership fee in respect of two national/international institutions/societies in deserving cases of which not more than one will be international institution. In respect of 90% reimbursement for second institution, Board's prior approval would be required.

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

189\_2000

**SERIAL CIRCULAR NO.189/2000  
LETTER NO.P(R)/673/II DATED 17.10.2000**

Copy of Board's letter No.E(MPP)2000/3/10 dated 10.8.2000 together with their letter dated 21.11.1961 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(MPP)2000/3/10 dated 10.8.2000 (RBE No.96/2000).*

Sub: Training of Apprentices/Trainees - Repeat course.

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In partial modification of Board's letter No.E(NG)/58/RCI/150 dated 21.11.61 on the subject mentioned above, it has been decided that:

- a) The Trainees/Apprentices, other than those covered under the Apprentices Act, 1961, may be given one repeat course or 2nd chance without any stipend or any other remuneration.
- b) The Trainees/Apprentices, other than those covered under the Apprentices Act, 1961, belonging to OBC categories may be given one repeat course or 2nd chance without any stipend or any other remuneration.
- c) The Trainees/Apprentices, other than those covered under the Apprentices Act 1961 belonging to SC/ST categories may be given 2nd chance with stipend/pay and the third chance, without stipend or any other remuneration.

2. The above order would cover the directly recruited Intermediate Apprentices/LDCE and GDCE candidates.

Copy of Board's letter No. E(NG)/58 RCB/150 dated 21st November 1961.

Sub: Recruitment and training of Apprentices/Trainees - Repeat Courses - Stipends.

.....

The Railway Board have had under consideration the question of providing repeat courses to the Apprentices/Trainees who fail to complete the prescribed training satisfactorily. After a careful examination, they have decided that the undermentioned instructions should be followed by all Railways uniformly.

i) Stipend should be withheld when an extension/a repeat course is considered necessary at the end of prescribed period of training for the reasons that the Apprentice has failed to complete the prescribed training satisfactorily. The stipend need not, however, be withheld at an intermediate stage but it should be considered on individual merits whether the Apprentice should continue to receive training or be discharged.

(ii) So far as the persons recruited as Trainees in the categories of Signallers, Commercial Clerks, Ticket Collectors, Accounts Clerks, Tracers, Guards etc., are concerned, if the existing terms of appointment do not allow stoppage of stipend/pay for the extended period of training, the services of such of the trainees as do not complete the prescribed period of training satisfactorily should be terminated in accordance with the terms of appointment for example by giving 14 days' notice. After the termination of their services, they will cease to be Railway servants. If the Railway administration desire to give a repeat course to such trainees as have ceased to be Railway servants, this should be done by the competent authority and in individual cases, such trainees may be asked whether they are willing to have a repeat course without stipend, which should be arranged by the Railway Administration.

As regards future trainees in the above categories, it should be prescribed in the terms of appointment that a repeat course, if considered necessary by the administration, shall be given without stipend or any other remuneration.

(iii) Scheduled Caste/Scheduled Tribe Apprentices/Trainees may be given a second chance with stipend/pay and the third chance, if considered necessary, without stipend/pay.

The grant of stipend/pay during the second chance of training in item (iii) above has the sanction of the President.

190\_2000

**SERIAL CIRCULAR NO.190/2000  
LETTER NO.P(R)/473/III DATED 20/10/2000**

Copy of Board's letter No.E(W)/96/PS 5-1/27 dated 12.8.2000 is published for information, guidance and necessary action.

*Copy of board's letter No.E(W)/96/PS 5-1/27 dated 12.8.2000 (RBE No.97/2000).*

Sub: School Pass - permitting student wards of Railway employees on Rajdhani/Shatabdi Express trains.

1. In terms of provision under Schedule III of Railway Servants ((Pass) Rules, 1986 (2nd Edition, 1993) eligible student son/daughter of Railway employees are granted 3 sets or 6 half sets of school passes in a year. These passes at present are not valid for journey in the Rajdhani/Shatabdi express trains.

2. The issue regarding making school pass valid for journey in Rajdhani/Shatabdi express trains has been considered by Board and it has now been decided that School Pass issued to eligible son/daughter of Railway employees may be made valid for journey on Rajdhani/Shatabdi express trains, subject to the normal "Pass Quota". The condition of entitlement shall be as on privilege pass of Railway employees.

3. An endorsement as "valid for journey in the entitled class of Rajdhani/Shatabdi express trains" shall be made on the School pass by the pass issuing authority.

4. This issues with the concurrence of Finance and Commercial Directorates of Ministry of Railways.

191\_2000

**SERIAL CIRCULAR NO.191/2000  
LETTER NO.P(R)/473/III DATED 17.10.2000**

Copy of Board's letter No.E(W)/2000/PS 5-1/24 dated 7.8.2000 is forwarded for information, guidance and necessary action.

*Copy of Board's letter No.E(W)/2000/PS 5-1/24 dated 7.8.2000 (RBE No.148/2000).*

Sub: Issue of Special Passes to retired Railway officers empanelled as Inquiry Officers -  
Amendment of Schedule VII of Railway Servants (Pass) Rules 1986 (2nd Edition, 1993)

.....

While approving the terms and conditions for empanelment of senior retired officers as Inquiry Officers in DAR cases, board had approved payment of TA/DA to the RIOs at the same scale as the entitlement of serving officers of equal status, if RIO was required to undertake a journey for official purpose.

However, the entitlement of the class of travel was not clearly stated in the said terms and conditions.

2. After giving careful consideration in the matter the Board have decided that the retired Railway Officers of Selection Grade and above, who are empanelled as RIOs to conduct inquiry into charges against Gazetted Railway Officers under the D&A Rules may while travelling on official work be granted passes for self only, in the same class to which serving officers of equivalent rank are entitled while on duty, and an attendant in sleeper/second class when required to undertake journeys from the place of their residence to the Zonal Railway headquarters where the inquiry is conducted or to the place near the residence of retired COs where inquiry is conducted owing to ill-health of COs and in the case of training from the place of their residence to the place where training programmes are conducted or for any other official purpose in this connection. The authorisation for issue of such a pass shall be given either by the SDGM or by the CVO.

In view of the above, Schedule VII of Railway Servants (Pass) Rules, 1986 (Second Edition, 1993) may be amended as per Advance Correction Slip No.28 enclosed.

4. In all other respects, the provision of Railway Servants (Pass) Rules, 1986 (Second Edition 1993) shall apply.

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

**Advance Correction Slip No.28 to Railway Servants(Pass) Rules 1986 (2nd Edition, 1993).**

The following may be added as item "(41)" in Schedule VII (Special Passes) of Railway Servants (Pass) Rules, 1986 (2nd Edition 1993).

Condition of entitlement	Entitlement/ facilities.
(41) Retired Railway Officers of selection grade and above officer of equivalent Inquiry Officers in D&AR cases to undertake journey either for conduct of inquiry or for training or any other official purpose in this connection	A Pass of the class for self only, to which a serving Railway officer of equivalent rank in entitled while on duty and an attendant in second/sleeper class from the place of residence to the place of residence to the Zonal Railway Headquarters and in some cases to the place near the residence of retired COs where inquiry is conducted owing to ill-health of the CO and in case of training, to the place where training programmes are conducted on authorisation of the SDGM/CVOs.

Authority: Board's letter No.E(W)/2000/PS 5-1/24 dated 7.8.2000.

192\_2000

**SERIAL CIRCULAR NO.192/2000  
LETTER NO.P(R)/535/II DATED 19.10.2000**

Copy of Board's letter No.E(NG)/I-2000/CEP/12 dated 11.8.2000 is published for information, guidance and necessary action. Board's letter quoted therein were circulated under S.C.No.70/92, 35/93. respectively.

*Copy of Board's letter No.E(NG)/I-2000/CEP/12 dated 11.8.2000 (RBE No.152/2000).*

Sub: Promotion from Gr.D to Gr.C.

...

In terms of Para 189 of IREM (Vol.I, 1989 Edition), 33 1/3% of the posts in the lowest grade of Commercial Clerks, Ticket Collectors, Train Clerks, Number Takers, Store Clerks etc. are to be earmarked for promotion of Railway Servants in Group D categories for whom no regular avenue of promotion exist, the Group C categories being suitably linked with specified group "D" categories on the basis of Broad affinity of

work. It was further clarified vide this ministry's letter No.E(NG)I-91/CFP/26, dated 30.4.92 that the employees who were otherwise eligible for consideration for promotion to Group "C" would continue to be eligible for such consideration irrespective of the fact that they have since been placed in Group "C" scales of pay of Rs.825-1200(RPS)/2750-4400(RSRP) and 950-1500(RPS)/3050-4590(RSRP) as a result of restructuring. This was followed by correction to the IREM vide ACS No.8 issued under this Ministry's letter No.E(NG)I-91/CFP/26 dated 10.3.93 inserting a Note at the end of para 189 to the effect that employees in lower group "C" scales of Rs.825-1200/950-1400 for whom no regular avenue of promotion exists will also be eligible to appear in the selection held for promotion of group "D" employees to Group "C" against the prescribed quota. This means that those who get promoted to Group "C" grade of Rs.950-1500/3050-4590 in the normal course (as distinct from restructuring) and for whom regular avenue is available will not be eligible for promotion against 33 1/3% quota.

2. It has however, come to the notice of this Ministry that some of the categories which have avenue of promotion in their own channel are also being considered for promotion to Gr."C" posts against 33 1/3% quota which is earmarked only for promotion to employees in Group "D" and lower Group "C" scales for whom no regular avenue of promotion exists. For example, on some of the Railways pointsman "A" who have regular avenues of promotion to categories like switchmen and shunting Jamadar in grade Rs.4000-6000 and Goods Guards and ASMs in grade Rs.4500-7000 are also being considered for promotion against the 33 1/3% quota.

The matter has been considered by the Board and it has been decided that Railways may review the relevant AVCs in the light of the provisions in the IREM as indicated above and the changes that have taken place in recent past as a result of restructuring of cadres and implementation of 5th pay commission recommendations, in terms of which higher Gr."C" grades are now available in regular channel.

193\_2000  
**SERIAL CIRCULAR NO.193/2000**  
**LETTER NO.P(R)/612 DATED 20.10.2000**

Copy of Board's letter No.E(NG)I-97/SR6/3(vol.III) dated 8.8.2000 is published for information, guidance and necessary action. Board's letters dated 28.2.97 and 15.5.98 quoted therein were circulated as S.C.nos.61/97, and 166/98 respectively.

The judgment dated 16.9.99 quoted in para-2 of Board's letter relates to 1999 SCC(L&S) 1239 between Ajit Singh and others(II) and State of Punjab.

*Copy of Board's letter No.E(NG)I-97/SR6/3 (Vol.III) dated 8.8.2000 (RBE No.151/2000).*

Sub: Principles for determining the seniority of staff belonging to SC/ST promoted earlier vis-a-vis, General/OBC staff promoted later.

.....

Please refer to para-319A of Indian Railways Establishment Manual Vol.I (1989) introduced vide ACS No.25 as further modified vide ACS No.44 issued under this Ministry's letters of even number dated 28.2.97 and 15.5.98 respectively regarding seniority of staff belonging to SC/ST promoted earlier vis-a-vis General/OBC staff promoted later.

2. As the Railways are aware, the Five judge constitution Bench of the Hon'ble Supreme Court in their judgement dated 16.9.99 reported as 1999(7) SCC-209 have laid down/clarified the principles for determining the seniority of SC/ST staff promoted earlier vis-a-vis General/OBC staff promoted later. However, the question of revising the existing instructions on the subject is still under consideration of the Government, i.e. Department of Personnel and Training.

3. The Ministry of Railways have considered the matter in consultation with the Department of Personnel and Training and wish to clarify that, pending issue of revised instructions, specific orders of CAT(s)/Court(s), if any, to implement the Hon'ble Supreme Court judgement dated 16.9.99 should be complied with.

194\_2000  
**SERIAL CIRCULAR NO.194/2000**  
**LETTER NO.P(R)/268 DATED 17.10.2000**

Copy of Board's letter No.E(NG)II-99/RC-1/GenI/19 dated 22.8.2000 is published for information, guidance and necessary action.

Sub: Appointment on compassionate ground -termination of service.

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The object of the scheme of providing appointment on compassionate grounds to an eligible dependent family member of a Railway employee, who dies in harness or is retired on being totally medically incapacitated, is to relieve the dependent family members from financial distress caused by the death.

It is, therefore, incumbent on the part of a person appointed on compassionate grounds to look after the other family members who were wholly dependent on the ex-employee for their sustenance.

Cases have come to the notice of the Board where a ward of an ex-Railway employee, appointed on compassionate ground, had discontinued looking after the widowed mother and the other dependent brothers/sisters. It has, therefore, been decided that any person being considered for appointment on compassionate ground, should give an undertaking in writing that he/she will maintain properly the other family members who have been dependent on the Railway employee and in case it is proved subsequently that the family members are being neglected or are not being properly maintained by him/her, his/her appointment may be terminated forthwith. For this purpose, the details of the dependent family members may be obtained and kept on record at the time the request for compassionate appointment is made (as given in the Annexure).

**ANNEXURE**

1. Particulars of all dependent family members of the Railway servant (if, some are employed, their income and whether they are living together or separately).

S.No.	Name(s)	Relationship with the Govt. servant.	Age	Address (if employed particulars of employment and emoluments).	Employed or not
1	2	3	4	5	6
1.					
2.					
3.					
4.					
5.					

**II. DECLARATION/UNDERTAKING**

1. I hereby declare that the facts given by me above, are, to the best of my knowledge, correct. If any of the facts herein mentioned are found to be incorrect or false at a future date, my services may be terminated.

2. I hereby also declare that I shall maintain properly the other family members who have been dependent (details given above) on Railway servant mentioned against I(a) of part-A of this form and in case it is proved at any time that the said family members are being neglected or not being properly maintained by me, further during the period of their dependency my appointment may be terminated.

Date	Signature of the candidate
	Name
	Address

I have verified that the facts mentioned above by the candidate are correct.

Date	Signature of the Welfare Officer
	Name
	Address

**LETTER NO.P(R)/96/I DATED 23.10.2000**

Copy of Board's letter No.E(NG)/II/99/RR-1/11 dated 24.8.2000 is published for information, guidance and necessary action. Board's letters quoted therein were circulated under S.C.Nos.117/88, 58/90, 126/96, 207/99, and 93/2000 respectively.

*Copy of Board's letter No.E(NG)/II/99/RR-1/11 dated 24.8.2000  
(RBE No.154/2000) S.C.No.36 to MC No.32.*

Sub: Recruitment of Act Apprentices to the post of Diesel/Electric Asstts. in scale Rs.3050-4590.

.....

Attention is invited to Board's letters quoted in the margin regarding age relaxation and preference to be given to Course Completed Act Apprentices in the recruitment to various posts.

The matter regarding extending similar preference to the Act Apprentices for recruitment to the posts of Diesel/Electric Assistants was under consideration of the Board. It has now been decided that, henceforth, for recruitment to the posts of Diesel/Electric Assistants (Rs.3050-4590).

(i) Other things being equal, Course completed Act Apprentices trained in the Railway establishment shall be given preference over a candidate who is not such an apprentice.

(iv) Upper age limit in case of a candidate who is a Course Completed Act Apprentice shall be relaxed to the extent of period for which the Apprentice had undergone training as per the normal period of training as laid down in the Apprentices Act.

E(NG) II/88/RE-3	Dt.	24-6-1988.
E(NG) II/88/RE-3	Dt.	30-3-1990.
E(NG) II/88/RRI-34	Dt.	26-8-1996.
E(NG) II/88/RRI-34	Dt.	13-7-1999.
E(NG) II/88/RRI-34	Dt.	06-4-2000.

196\_2000

**SERIAL CIRCULAR NO.196/2000  
LETTER NO.P/LE/724/P/VOL.III DATED 29.9.2000**

Copy of Board's letter No.E(LL)/99 AT/CNR/18 dated 29.8.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(LL)/99/AT/CNR/18 dated 29/8/2000 (RBE No.155/2000).*

Sub: Contract Labour (Regulation & Abolition) Central (Amendment) Rules/2000.

.....

A copy of the notification No.S-16011/1/98-LW dated 30.6.2000 issued by the Ministry of Labour on the above subject is sent herewith for information and guidance.

**THE GAZETTE OF INDIA EXTRAORDINARY**

**MINISTRY OF LABOUR NOTIFICATION NEW DELHI THE 30TH JUNE 2000**

G.S.R.574(E) - Whereas the draft of certain rules further to amend the Contract Labour (Regulation and Abolition) Central Rules, 1971 was published as required by sub-section (1) of Section 35 of the Contract Labour (Regulation and Abolition) Act, 1970 (37) of 1970 in the Gazette of India, Extraordinary, Part II, Section 3 Sub-section (i) dated 16th November, 1999 under the Notification of Government of India in the Ministry of labour no.GSR 774(E) dated 16th November, 1999 inviting objections and suggestions from all persons likely to be affected thereby within a period of forty-five days from the date on which copies of the said notification, as published in the official Gazette were made available to the Public. And whereas the copies of the said notification were made available to the public on 17th November, 1999.

And whereas no objections or suggestions have been received from the public.

Now, therefore, in exercise of the powers conferred by Section-35 of the said Act, the Central Government hereby makes the following rules further to amend the Contract labour (Regulation and Abolition) Central Rules, 1971 namely:

1. (1) These rules may be called the Contract Labour (Regulation and Abolition) Central (Amendment) Rules 2000.  
(2) They shall come into force on the date of their publication in the official Gazette.
2. (1) In the Contract Labour (Regulation and Abolition) Central Rules 1971.
  - (a) In the Annexure to Form VI in conditions 5 and 6 for the words and brackets, "Chief Labour Commissioner (Central)" wherever they occur, the words and brackets "Deputy Chief labour Commissioner (Central) shall be substituted.
  - (b) In the Annexure to Form XI in conditions 5 and 6 for the words and brackets "Chief Labour Commissioner (Central)" wherever they occur, the words and brackets "Deputy Chief Labour Commissioner (Central) shall be substituted.

(F.No.S.16011/1/98/LW)  
S.K.Das, Director General(Labour  
Welfare/Jt.Secretary.

FOOT NOTE: Principal notification was issued vide GSR No.191 dated 1st February, 1971, last amended vide GSR No.419(E) dated 21st January 1999.

197\_2000  
**SERIAL CIRCULAR NO.197/2000**  
**LETTER NO.P(R)/473/III DATED 29.9.2000**

Copy of Board's letter No.E(W)/2000/PS/5-1/17 dated 7.9.2000 is published for information, guidance and necessary action. Board's letter dated 9.6.2000 quoted therein was circulated as S.C.no.140/2000.

*Copy of Board's letter No.E(W)/2000/PS/5-1/17 dated 7.9.2000 (RBE No.158/2000).*

Sub: Entitlement for travel by Rajdhani and Shatabdi Express trains on Duty/Privilege/Post-retirement Complimentary passes.

Ref: Board's letter of even number dated 9.6.2000.

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In slight modification of the instructions contained in paras a(ii) and b(ii) of Board's letter of even number dated 9.6.2000 Board have decided as follows:

- (i) Officers holding sliver passes would be entitled to avail one extra berth for the eligible family member in 1st AC of Rajdhani Express on payment of 1/3rd difference of fare between the 1st AC and 2nd AC fare of Rajdhani Express trains.
- (ii) On privilege and post-retirement complimentary passes, serving officers with pay of Rs.22400 and above and retired officers of equivalent status would be entitled to have one seat in executive class of Shatabdi Exp.

2. Accordingly, the entitlement for travel by Rajdhani/shatabdi express trains on duty/privilege/post-retirement complimentary passes would stand revised as per Annexure.

3. The Privilege/post-retirement complimentary pass holders will be permitted to travel within the quota earmarked for pass holders by these trains. Preference will be given to the Duty Pass holders in allotment of berths/seats.

4. These instructions should be brought to the notice of all concerned.

5. These instructions are in supersession of all earlier orders issued on this subject.

6. This issues with the concurrence of Commercial and Finance Directorates of the Ministry of Railways.

**ENTITLEMENT FOR TRAVEL BY RAJDHANI AND SHATABDI EXPRESS TRAINS ON DUTY/PRIVILEGE/POST-RETIREMENT COMPLIMENTARY PASSES**

**(A) Entitlement for travel on duty by Rajdhani/Shatabdi express**

Status	Rajdhani Express	Shatabdi express
i) Gold Pass holders	First AC coupe or four berths in 2-AC	Four seats in executive Class/chair car.
ii) Silver Pass holder	One berth in First AC for self and one extra berth for the eligible family member on payment of 1/3rd difference of fare between 1st AC and 2nd AC of Rajdhani Exp. trains. or Two berths in 2-AC or four berths in 3-AC.	Two seats in Executive class or four seats in
iii) Metal and First "A" pass holders (Pay Rs.14300/- and above).	One berth in 1st AC or 2 berths in 2nd AC or 4 berths in 3rd AC	Two sets in Executive Class or four seats in Chair car
iv) Metal and First "A" Pass holders (Pay Rs.12000/- and above but less than Rs.14300/-).	One berth in 2-AC or two berths in 3-AC	Two seats in AC Chair Car
v) Metal and First "A" Pass holders (Pay less than Rs.12000/-).	-do-	-do-
vi) First Class Pass holders.	One berth in 3-AC	One seat in AC Chair Car

**NOTE;**

- i) Gold Pass holders are entitled to coupe accommodation even when traveling alone and can also take their family members in the coupe in Rajdhani Express trains.
- ii) The serving officers who were drawing pay of Rs.4500/- and above in the IV CPC scale of pay and were entitled to one berth in 1st AC/2 berths in 2nd AC/4 berths in 3-AC in Rajdhani Express and two seats in Executive class/Four seats in chair car in Shatabdi express during the period 1.1.96 to 31.1.99 will continue to get the same entitlement even if their pay in the revised scale of pay falls short of Rs.14300/-.

**(B) Entitlement to travel on each privilege and post-retirement complimentary pass**

Status	Rajdhani Express	Shatabdi express
i) Retired and	Two berths in 1-AC	Two seats in Executive

serving Board members	or two berths in 2-AC or four berths in 3-AC	class or two seats in chair car.
ii) Serving Officers with pay Rs. 22400/- and above and retired officers of equivalent status.	One berth in 1-AC on payment of 1/3rd of difference of fare between I-AC and 2-AC Rajdhani) or two berths in 2-AC or four berths in 3-AC	One seat in Executive Class OR two seats in chair car
iii) Serving officers with pay Rs.14300/- and above and retired officers of equivalent status.	Two berths in 2-AC or four berths in 3-AC	Two seats in Chair car
iv) Serving officers with pay below Rs.14300/- and retired officers of equivalent status.	One berths in 2-AC or two berths in 3-AC	Two seats in Chair car
v) other serving and retired first class pass holders.	-do-	-do-

NOTE:

- i) In the case of serving chairman and Member of the Railway Board traveling on their own privilege passes, the facility to travel in I-AC of all trains including Rajdhani Express and in Executive class of Shatabdi express, without payment of any difference in fares will be admissible not only to themselves and their spouses, but to all members of the family who are entitled to travel on privilege passes, subject to the maximum of two berths in I-AC or two seats in the Executive Class. This facility will be available even if the Chairman/Members is not traveling along with them. Spouses of retired chairman/Members of the Railway Board traveling alone on their post retirement complimentary passes would also be entitled to the facility of travel in I-AC and Executive Class, without payment of any difference in fares.
- ii) For the purpose of item (ii) above, the equivalent status of retired Railway employees will be as follows:  
Officers who retired between 1.7.59 - 31.12.72 with a basic pay of Rs.3000/- and above officers who retired between 1.1.86 - 31.12.95 with a basic pay of Rs.7300/- and above.
- iii) For the purpose of item (iii) above, the equivalent status will be as follows:  
Officers who retired between 1.7.59 - 31.12.72 with a basic pay of Rs.1880/- and above/officers who retired between 1.1.73 - 31.12.85 with a basic pay of Rs.1980/- and above/officers who retired between 1.1.86 - 31.12.95 with a basic pay of Rs.4500/- and above.
- iv) For the purpose of item iv) above, the equivalent status will be as follows:  
Officers who retired between 1.7.59 - 31.12.72 with a basic pay below Rs.1880/- officers who retired between 1.1.73 - 31.12.85 with a basic pay below Rs.1980/- and officers who retired between 1.1.86 - 31.12.95 with a basic pay below Rs.4500/-.

198\_2000

**SERIAL CIRCULAR NO.198/2000  
LETTER NO.P(PC)/487/V/97/DA DATED 29.09.2000**

Sub: Payment of Dearness Allowance to Railway employees - Revised effect from 1.7.2000.

Copy of Board's letter No.PC-V/97/1/7/14 dated 27.9.2000 on the above subject is published for information, guidance and necessary action.

Railway Board's published letter dated 7.4.2000 & 16.10.2000 SC.No. 63/2000 and 171/97 mentioned therein were circulated as under:

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*Copy of Board's letter No.PC-V/67/1/7/14 dated 27.8.2000 (RBE No.171/2000).*

Sub: Payment of Dearness Allowance to Railway employees Revised Rates effective from 1.7.2000.

.....

Reference to the Ministry's letter of even No. dated 7.4.2000 (S.No.PC-V/264 RBE No.68/2000) on the subject mentioned above. The President is pleased to decide that the Dearness Allowance payable to Railway employees with effect from 1st July, 2000 shall stand modified as follows:

Date from which payable	Rate of Dearness Allowance per month
01.07.2000	41% of pay

2. The provisions contained in paras 3 and 4 of this Ministry's letter No.PC-V/97/7/14 dated 16.10.97 (S.no.PC-V/3 RD no.193/97) 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.

4. The payment on account of Dearness/Allowance involving fraction of 50 paise and above may be rounded off to the next higher rupee and the fractions of less than 50 paise may be ignored.

199\_2000

**SERIAL CIRCULAR NO.199/2000  
LETTER NO.P(R)/436/IRMM DATED 17.10.2000**

Copy of Board's letter No.2000/H/PNM-AIRF dated 5.9.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.2000/H/PNM-AIRF dated 5.9.2000 (S.No.8 of health/2000).*

Sub: Removal of age limit of 25 years in respect of medical facilities for dependent children of serving Railway employees and Pensioner.

.....

Ministry of Railways have decided to elaborate/amend para-601 (5) and 601(6) of IRMM, 2000 as under:

(5) "Family Members", for purposes of these rules, will include -

(a) Consort-

- (i) wife of Railway employee, whether she is earning or not
- (ii) husband of a Railway employee, whether he is earning or not;

b) Sons -

- (i) sons under 21 years of age provided they are wholly dependent on the Railway employee;
- (ii) sons over 21 years of age without an upper age limit, even if not a student or invalid, provided he is wholly dependent on and resides with the Railway employee;

(c) daughters -

- (i) unmarried daughters, irrespective of whether they are earning or not and irrespective of their age;
- (ii) married daughters under 18 years of age and widowed daughters, irrespective of their age, provided they are wholly dependent on the Railway employee;

(d) Step-sons, unmarried step-daughters, married step-daughters and one adopted child, subject to the age limit prescribed in (b) and (c) above, provided they are wholly dependent on the Railway employee.

NOTE: In a case where both husband and wife are Railway employees, the wife maybe allowed to avail herself of the medical attendance and treatment facilities either according to her own status or according to the status of her husband whichever is more favorable, the children may also be allowed these concessions

according to the status of either of their parents and the preferential claim of reimbursement of medical expenses.

(6) "Dependent relatives" for these rules, will include all such persons as are eligible for passes under the Pass Rules and will thus include:

- (a) mother/step-mother; if a widow
- (b) unmarried or widowed sisters or step-sister if father is not alive
- (c) brother/step-brothers under 21 years of age, if father is not alive;

provided that the above are wholly dependent on and reside with the Railway employee. The words "wholly dependent" mean a person who does not have independent income more than 15% of the emoluments of the Railway servant concerned or Rs.1500/- plus dearness relief thereon, which-ever is more.

Note:

(i) The age limit prescribed in the case of brothers/step-brothers will not apply to bonafide students of recognised educational institutions and to invalids on appropriate certification by Railway Medical officer.

ii) Mother includes adoptive mother only in cases in which the mother has legally adopted the Railway employee as a child and has, since adoption, always been recognised as mother. A railway employee may not obtain free medical attention for his real mother as well as for an adoptive mother.

This issues with the concurrence of Finance Director-ate of Railway Board.

An advance correction slip with respect to 601(5) and (6) of IRMM, 2000 is also enclosed for ready reference.-

S.NO.8/HEALTH'2000

Advance Correction Slip to Para 601(5) AND 601(6) OF IRMM 2000

Para 601(5) and 601(6) may be corrected to read as under:

(5) "Family members" for purpose of these rules will include

(a) Consort-

- (i) wife of a Railway employee, whether she is earning or not
- (ii) husband of a Railway employee, whether he is earning or not.

(b) Sons

- (i) sons under 21 years of age provided they are wholly dependent on the Railway employee
- (ii) sons over 21 years of age without an upper age limit, even if not a student or invalid, provided he is wholly dependent on and resides with the Rly employee.

(c) Daughters:

- (i) unmarried daughters, irrespective of whether they are earning or not and irrespective of their age;
- (ii) married daughters under 18 years of age and widowed daughters, irrespective of their age, provided they are wholly dependent on the Railway employee;

(d) step-sons, unmarried step-daughters, married step-daughters and one adopted child, subject to the age limit prescribed in (b) and (c) above, provided they are wholly dependent on the Railway employee.

Note: In a case where both husband and wife are Railway employees, the wife may be allowed to avail herself of the medical attendance and treatment facilities either according to her own status or according to the status of her husband whichever is more favorable, the children may also be allowed these concessions according to the status of either of their parents and the preferential claim of reimbursement of medical expenses.

(6) "Dependent relatives" for these rules, will include all such persons as are eligible for passes under the pass rules and will thus include:-

- (A) mother/step-mother; if a widow;
- (B) unmarried or widowed sisters or step-sisters if father is not alive.
- (C) brother/step-brothers under 21 years of age, if father is not alive; provided that the above are wholly dependent on and reside with the Railway employee. The words "wholly dependent" mean a person who does not have independent income more than 15% of the emoluments of the Railway servant concerned or Rs.1500 plus dearness relief thereon whichever is more.

Note:

- i) The age limit prescribed in the case of brothers/step- brothers will not apply to bonafide students of recognised educational institutions and to invalids on appropriate certification by Railway Medical officer.
- (ii) Mother includes adoptive mother only in cases in which the mother has legally adopted the Railway employee as a child and has, since adoption, always been recognised as the mother. A railway employee may not obtain free medical attention of his real mother as well as for an adoptive mother.

AUTHORITY:Board's letter No.2000/H/PNM/AIRF dated 5.9.2000).

200\_2000  
**SERIAL CIRCULAR NO.200/2000**  
**LETTER NO.P(R)/563/III DATED 2.11.2000**

Copy of Board's letter No.99/RRB/26/12 dated 7.8.2000 is published for information, guidance and necessary action. Board's letter dated 20.8.99 quoted therein was circulated as S.C.No.243/99, copies of Board's letter dated 26.10.62 and 10.7.58 quoted therein are also enclosed.

*Copy of Board's letter No.99/E(RRB)/25/12 dated 7.8.2000 (RBE No.150/2000) RRCB No.6/2000*

Sub: Recruitment of medically unfit direct recruits in alternative categories.

Ref: Board's letter No.99/E(RRB)/25/12 dated 20.8.99.

.....

General Managers were authorised, vide Board's letter referred to above, to consider requests from candidates of non-technical categories also, who fail in prescribed medical examination after empanelment by RRB, for their posting in alternative categories subject to certain conditions mentioned in the letter under reference. It is further clarified that General Managers' powers of offering alternative appointment to such candidate will cover Group D categories also, subject to a restriction that the General Managers may offer, at their discretion, alternative appointment in another equivalent category for which the medically failed candidate is fit, only if the alternative category being offered is one for which Board's approval has been obtained already for filling up vacancies. Board's permission or filling up vacancies in any particular category should not be sought merely for accommodating such candidates.

2. It is reiterated that these instructions will apply to all candidates both from reserved as well as non-reserved communities and for all categories of recruitment to Group C and D posts subject to restrictions for Group D categories mentioned in Para-I above, and other conditions mentioned in Board's letter of even number dated 20.8.99 and the following earlier instructions:

- i) Lr.No.84-E(SCT)/25/14 dated 7.11.85 and
- ii) Lr.No.E(NG)/62/RC1/95 dated 26.10.62.

Copy of Board's letter No.E(NG)/62 RC1/95 dated 26th October 1962.

Sub: Recruitment of medically unfitted direct recruits in alternative categories.

.....

On a review of the matter, the Board in partial super-session of the instructions contained in Board's letter No.E(NG)/58/R/CI/25 dated 10th July, 1958, (copy enclosed for ready reference) have decided that if a candidate selected for a technical category fails in the prescribed medical examination, he may be considered for an alternative technical category provided he possesses the requisite qualification and there is a shortage in that category subject to his being medically fit for that category.

.....

Copy of Confidential letter No.E(NG)/58/R/CI/25 dated 10th July 1958.

Sub Employment of medically unfitted direct recruits in alternative categories.

.....

Reference Board's confidential letter No.E 55-RR1/25/3 dated 24th September 1955. The Board have reconsidered the matter and decided to cancel these orders. Henceforth the direct recruits on failing to pass the prescribed medical examination should not be considered for employment in alternative categories.

This is also in partial supersession of the orders contained in Board's confidential letter No.E 55 RR/1/25/3(c) dated 7th May, 1956 (copy enclosed).

201\_2000  
**SERIAL CIRCULAR NO.201/2000**  
**LETTER NO.P(R)/64/IV DATED 30.10.2000**

Copy of Board's letter No.F(E)/Spl.98/FR/1/1 dated 11.09.2000 is published for information, guidance and necessary action.

*Copy of board's letter No.F(E)/Spl.98/FR/1/1 dated 11.09.2000 (RBE No.156/2000).*

Sub Grant of Dual charge allowance - counting of leave availed of during.

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A copy of Ministry of Personnel, PG & Pensions, Department of Personnel and Training's O.M.No.4/1/2000-Estt (Pay-II) dated 6.7.2000 on the subject mentioned above is enclosed here- with for information and guidance. Instructions contained therein would apply to Railway servants mutatis-mutandis.

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Copy of Ministry of Personnel, PG & Pensions, Department of Personnel, PG & Pension's O.M.No.4/1/2000 Estt (Pay II) dated 6.7.2000.

Sub Dual charge arrangements - Effect of leave availed of during.

.....

The undersigned is directed to refer to Ministry of Railways O.M.No.F(E)/Spl.98/FR/1/1 dated 5.6.2000 on the subject mentioned above and to clarify that if a Government Officer is formally appointed to hold full charge of another post in addition to his normal duty under FR-49 leave availed by that officer during the period of holding full charge of another post will be taken into account for counting the period of dual charge arrangement.

202\_2000  
**SERIAL CIRCULAR NO.202/2000**  
**LETTER NO.P(R)/673/I DATED 30.10.2000**

Copy of Board's letter No.E(MPP)/96/3/23 dated 7.9.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(MPP)/96/3/23 dated 7.9.2000 (RBE No.157/2000).*

Sub Analysis of stage-wise training needs of Group "C" and "D" Staff of S&T Department - Revised Training Course.

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Please refer Board's letter of even number dated 31.8.99 on the subject mentioned above.

Para 4.3 of the Board's letter quoted above may please be replaced with the following:

"4.3 Now, a staff is required to visit the Training centers atleast once in three years for the Refresher Course. In addition staff may be nominated for the Recommendatory Course".

Accordingly the course No.SNT-4, SNT-5 and SNT-6 under the head "COURSE INDEX" at page 1 of the booklet on Approved Modules for Stagewise Training of Group "C" and "D" staff of S&T department may be read as:

SNT-4	Refresher Course for ESM	4	Once in 3 years	6
SNT-5	Refresher Course for TCM/WTM	4	Once in 3 years	7
SNT-6	Refresher Course for MSM	4	Once in 3 years	8

In view of the above revised training programme and keeping in mind the rapid technological changes coming in S&T equipments, the training plan for S&T artisan staff with refer- ence to Refresher Courses and equipment course would be as under:

Year 1 Refresher Course  
Year 2/3 Equipment Course

To further clarify the point it is stated that if a batch of S&T staff having undergone training in refresher course during 2000 would undergo equipment course either in 2001 and 2002 and would be due for refresher training in 2003 and so on.

This may be implemented on priority and a feedback on the courses having been conducted may be sent to Board for a appraisal.

203\_2000  
**SERIAL CIRCULAR NO.203/2000**  
**CIRCULAR LETTER NO.P(R)/500/XVI DATED 27.10.2000**

Copy of Board's letter No.F(E)/III/98/PN1/4 dated 11.9.2000 is published for information, guidance and necessary action. Board's letter dated 5.11.1997 and 9.9.99 quoted therein were circulated as S.C.no.181/97 and 259/99 respectively.

*Copy of Board's letter No.F(E)/III/98/PN1/4 dated 11.9.2000 (RBE No.160/2000).*

Sub: Implementation of Government's decision on the recommendation of the Vth CPC - Revision of provisions regarding pension/commutation of pension.

.....  
In terms of para 7.2(a) of Board's letter No.F(E)/III/97/PN1/22 dated 5.11.97 for the purpose of grant of family pension, the definition of "family" shall also include parents who were wholly dependent on the Railway servant when he/she was alive provided the deceased employee had left behind neither a widow nor a child entitled to receive the family pension. A few references have been received seeking clarification as to the authority competent to issue the dependency certificate for sanction of family pension in such cases.

The matter has been examined in Board's office and it is clarified that at item (i) of para 1 of DOP&PW's O.M. dated 21.7.99 circulated on the Railways vide Board's letter of even number dated 9.9.99, it has been clearly stipulated that it will be the responsibility of the pension sanctioning authorities concerned to satisfy themselves, based on a scrutiny of the service records and other relevant documents, that the parents were, in fact, wholly dependent on the deceased Government servant when he/she was alive and that he/she had not left behind any of the other specified beneficiaries who have a prior claim to the family pension. In view of this, the dependency of the parents has to be ascertained from the service records of the deceased employee and other documents, if any, and therefore, the need for issue of a dependency certificate by any authority would not arise in such cases. However, once the family pension is sanctioned to the dependent parents and children on having fulfilled all the conditions, including dependency criterion, continuance of the same will depend upon production of income certificate and fulfillment of other conditions stipulated in paras (ii), (iii) and (iv) of para-1 of DOP&PW's O.M. dated 21st July, 1999 referred to above.

It is also clarified in this context that in cases where the Railway servant/pensioner had left behind either a spouse or a child or both entitled to draw family pension, the dependent parents cannot be considered as part of the family and their turn for family pension will not materialise at all.

204\_2000  
**SERIAL CIRCULAR NO.204/2000**  
**LETTER NO.P(R)/564/V DATED 23.10.2000**

Copy of Board's letter No.99(RRB)/25/11 dated 21.9.2000 is published for information, guidance and necessary action. Board's letter dated 21.4.99 quoted therein was circulated as S.C.No.80/99.

*Copy of Board's letter No.99/E(RRB)/25/11 dated 21.9.2000*  
*(RBE No.167/2000)RRCD No.8/2000.*

Sub: Recruitment to Group "D" posts.

.....  
In supersession of the instructions contained in Board's letter No.99/E(RRB)/25/11 dated 21.4.99 Board have decided that all recruitments to Group "D" posts will, henceforth, be undertaken by the Railway Administrations themselves, as was the practice prior to 21.4.99. Consequently, the provisions made in Chapter VI of RRB Manual (2000) relating to Group "D" recruitment stand deleted.

205\_2000  
**SERIAL CIRCULAR NO.205/2000**

**LETTER NO.P(PC)/487/V/IMP/97/VOL.IV DATED 11.10.2000.**

Copy of Board's letter No.PC-V/97/R-II/48 dated 15.9.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.PC-V/97/R-II/48 dated 15.9.2000(RBE No.165/2000).*

Sub: Implementation of recommendations of V CPC regarding Stenographers on the Railways.

.....

The recommendations of the V Central Pay Commission, contained in Para 83,230 of their report on the subject of level of stenographic assistance to officers in Senior Administrative Grade (SAG) and above in the Zonal Railways have been under consideration of this Ministry. After examining all relevant aspects, the Ministry of Railways, with the approval of the President have decided as follows:

I. General Managers (and equivalent officers) in the grade Rs.24500-26000 and Additional General Managers in the Railways in the grade Rs.22400-24500 should be provided stenographic assistance in the grade of Rs.8000-13500 by providing one post each in this grade. The required number of posts in this grade will be created by upgrading an equal number of posts in the grade Rs.7500-12000. However, if adequate number of posts in grade Rs.7500-12000 are not available the posts in grade Rs.8000-13500 will be provided by upgrading posts in the grade Rs.6500-10500. The newly created posts in the grade of Rs.8000-13500 will be Gazetted posts in Group B. Recruitment rules and other conditions for placement in this grade will be issued separately.

II. All HAG officers (Rs.22400-24500). co-ordinating HODs (Rs.18400-22400) and DRMs (Rs.18400-22400) should be provided with one stenographer each in the grade Rs.7500-12000. The required number of posts in this grade will be created by upgrading an equal number of posts in the grade Rs.6500-10500.

III The remaining SAG officers should be provided with stenographic assistance in the grade of Rs.6500-10500.

As regards the staff to be placed in grade Rs.7500-12000, the benefit of the improved grade will become available only on the date(s) when the laid down selection procedure has been followed and completed.

IV. Date of effect :

Insofar as placement in the grade Rs. 8000-13500 is concerned, the recruit rules and other condition includes date of effect will be notified separately.

V Pay Fixation

Staff selected and posted against the higher grade posts as a result of introduction of the new scales will have their pay fixed under Rule 1313(R-II) (FR-22-I(A)(i) with the usual option for pay fixation as per extant instructions.

VI. Provision of Reservation:

The existing instructions with regard to reservation will continue to apply while filling up posts in the new grades.

206\_2000

**SERIAL CIRCULAR NO.206/2000**

**LETTER NO.P(PC)/487/V/IMP/97/VOL.IV DATED 13.10.2000**

Copy of Board's letter No.PC-V/99/1/6/1/(pt) dated 26.9.2000 is published for information, guidance and necessary action. Board's letter mentioned therein had been circulated vide S.C.No.216/98.

*Copy of Board's letter No.PC-V/99/1/6/1/(Pt) dated 26.9.2000 (RBE No.169/2000).*

Sub: Fixation of pay of Sr.Clerks in receipt of special pay of Rs.70/- in IV CPC scales but now have been placed in the higher grade of Rs.5000-8000.

Ref; Rly.Board's Lr.No.PC-V/97/1/11/24 dated 17.8.98.

.....

References have been received from a few Railways seek-ing clarification regarding fixation of pay of Sr.Clerks who were earlier in receipt of special pay of Rs.70/- under IV CPC pay scales but have now been placed in the higher grade of Rs.5000-8000. The matter has been examined in Board's office and the following clarifications are furnished:

(i) The pay of Sr.Clerks who were in receipt of special pay of Rs.70/- prior to 1.1.96 under IV CPC scales is to be fixed directly in the higher scale of Rs.5000-8000 in terms of Rule 7 of RSRP Rules, 1997.

(ii) In cases where the individuals concerned who were in receipt of special pay prior to 1.1.96 so desire, option to switch over to the grade of Rs.5000-8000 from the date of next increment may be allowed in terms of FR 22(I) (a)(i) but in such cases, special pay of Rs.70/- will not be counted for the purpose of fixation in the scale of Rs.5000-8000 and

(iii) Sr.Clerks who were granted special pay on or after 1.1.96 (i.e. before Board's orders dated 17.8.1998) were issued or could be acted upon) would be first fixed in the grade of Rs.4500-7000 as on 1.1.96 under RSRP Rules, 1997 and thereafter in the grade of Rs.5000-8000 under FR 22(I)(a)(i) from the date of grant of special pay of Rs.70/-. However, in such cases, special pay of Rs.70/- would not be counted for fixation in the scale of Rs.5000-8000. The amount of special pay already received by such staff should be adjusted against arrears of pay and allowance becoming due on placement in the grade Rs.5000-8000.

2. This disposes of Eastern Railway's letter No.E.839/2/Misc/GMCR/Spl.Pay/Pt.I dated 16.8.99. ICFs letter No.PB/SIC/2/Engg/Vol. dated 13.8.99 and Southern Railway's letter No.P(PC)/524/VPC/Vol.II dated 17.5.2000.

207\_2000  
**SERIAL CIRCULAR NO.207/2000**  
**LETTER NO.P(RC)/563/P/VOL.VII DATED 31.10.2000**

Copy of Board's letter No.E(NG)/II/99/RC-2/18 dated 15.9.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/II/99/RC-2/18 dated 15.9.2000.*

Sub: Reservation of jobs for Physically Handicapped persons in Group "C" and Group "D" - List of categories identified as suitable for OH, VH, and HH persons.

.....

Please find enclosed a Department-wise list of post presently identified on the Railways for recruitment of physically handicapped persons in the categories of (1) Visually Handi-capped (2) Orthopaedically handicapped and (3) Hearing handicapped.

Railway Administration should also identify more categories locally (which is not included in the enclosed list) and advise the Railway Board of such additional categories and also indicate against each such categories, the functional classification and physical requirement - of the job so that more disabled persons are provided with employment opportunities in the Government.

Department-wise list of posts presently identified on the Railways for recruitment of Physically Handicapped persons in the categories of

- (1) Visually Handicapped
- (2) Orthopaedically Handicapped
- (3) Hearing Handicapped.

**ANNEXURE**

CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS'S FOR PHYSICALLY HANDICAPPED QUOTA

CATEGORY	DEPARTMENT	ACCOUNTS
Visually/ Handicapped	Group "C"	Group "D"
	1. Clerks	1. Peon
	2. Typist	2. Cleaner
	3. Steno	3. Waterman

CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS FOR PHYSICALLY HANDI-CAPPED QUOTA

CATEGORY	DEPARTMENT	ACCOUNT
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ORTHOPEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
-------------------------------	-----------	-----------

- |   |  |     |
|---|--|-----|
| 1. Section Officer/office<br>Supdt/Head Clerk/Head<br>Asst./Section Incharge/<br>Supervisors (Clerical) |  | Nil |
| 2. Office Asst/Senior Clerks  |  |     |
| 3. Clerical & other Supervisors<br>(not elsewhere specified)  |  |     |
| 4. Clerks (General)   |  |     |
| 5. ledger Clerk/Keeper  |  |     |
| 6. Machine Supervisor, Data<br>Processing/Machine Supdt.<br>Data processing.                            |  |     |
| 7. Statistical Assistant  |  |     |
| 8. Hand Writing Expert.   |  |     |
| 9. Finger Print Expert  |  |     |
| 10. Audit Clerk   |  |     |
| 11. Accounts Clerk  |  |     |
| 12. Cashier (General)   |  |     |
| 13. Cashier Cash Counter/Cash<br>Clerk, Clerk Cash Counter  |  |     |
| 14. Clerk, Cost Accounting  |  |     |
| 15. Calculating Machine Operator/<br>Accounting Machine Operator.                                       |  |     |

CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS FOR PHYSICALLY  
HANDICAPPED QUOTA.

CATEGORY	DEPARTMENT	ACCOUNTS
----------	------------	----------

HEARING HANDICAPPED	GROUP 'C'	GROUP 'D'
---------------------	-----------	-----------

- |   |  |       |
|---|--|-------|
| 1. Statistical Assistant  |  | -Nil- |
| 2. Key punch Operator/Card<br>Punch Operator                              |  |       |
| 3. Computer   |  |       |
| 4. Accounts Clerk   |  |       |
| 5. Calculating machine operator/<br>Accounting machine operator.          |  |       |
| 6. Machine Supervisor, data Processing<br>Machine Supdt. Data processing. |  |       |
| 7. Tabulating machine operator.   |  |       |

CATEGORIES PRESENTLY AVAILABLE ON RAILWAY FOR PHYSICALLY  
HANDICAPPED QUOTA.

CATEGORY	DEPARTMENT-CIVIL
----------	------------------

VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
----------------------	-----------	-----------

- |                |  |           |
|----------------|--|-----------|
| Clerk          |  | Peon      |
| TYPIST         |  | Cleaner   |
| Steno          |  | Waterman  |
| Polisher       |  | Chowkidar |
| Painter        |  |           |
| Fitter General |  |           |

CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
CAPPED QUOTA

CATEGORY	DEPARTMENT - CIVIL
----------	--------------------

- 
1. Section office Supdt/ Nil  
Head Clerk/Head Asstt.  
Supervisors (Clerical)
  2. Office Asst/Senior Clerks
  3. Clerical and other supervisors  
(not elsewhere specified)
  4. Lab Asstt. Soil
  5. Lab Asstt. Chemical
  6. Draughtsman, Archives
  7. Draughtsman, Civil
  8. Draughtsman, Structure
  9. Draughtsman, Topographical
  10. Lab.Asstt.Chemical, Engg Genl.
  11. Topographical Auxiliary
  12. Machine Supervisor, Data processing
  13. Key Punch Operator/Card Punch Operator
  14. Sorting Machine Operator/Punch Card  
Sorting Machine Operator
  15. Upholsterer (furniture)
  16. Trimmer, Machine
  17. Trimmer Hand
  18. Carpenter, Genl.
  19. Furniture Maker, Wood
  20. Wood Turner, Machine
  21. Cabinet maker
  22. Jointer machine Operator
  23. Driller wood
  24. Wood Lacquerer
  25. Planner
  26. Driller metal, General
  27. Borer
  28. Polisher
  29. Concrete Mixer (Mosaic Tile)
  30. Plane Tabler, Ground Surveyor
  31. Pattern maker, wood
  32. Clerks, general.

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS FOR PHYSICALLY  
HANDICAPPED QUOTA

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CATEGORY DEPARTMENT - CIVIL

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HEARING HANDICAPPED GROUP 'C' GROUP 'D'

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- |  |     |
|--|-----|
| 1. LAB ASST. SOIL  | NIL |
| 2. Lab Asst. Chemical  |     |
| 3. Surveyor, Topographical   |     |
| 4. Surveyor Photogrammatic   |     |
| 5. Works Inspector, Engineering                                      |     |
| 6. Draughts men, Archives  |     |
| 7. Draftsmen, Civil  |     |
| 8. Draughtsmen, Structural   |     |
| 9. Draughtsmen, Topographical  |     |
| 10. Lab Asstt Chem.Engg General                                      |     |
| 11. Lab Asstt. metallurgical   |     |
| 12. Topographical Auxiliary  |     |
| 13. Book Keeper (General)  |     |
| 14. Accounts Clerk   |     |
| 15. Book Keeping machine Operator                                    |     |
| 16. Sorting Machine Operator, Punch Card<br>Sorting Machine Operator |     |
| 17. Coding Machine Operator  |     |
| 18. Tabulating Machine Operator                                      |     |

19. Clerk (General)
20. Time keeper
21. Time Keeper/Starter Vehicle  
time keeper
22. Gardener, General.
23. Impregnator wood
24. Wood Sawyer, Hand Metal
25. Upholsterer (furniture)
26. Trimmer, machine
27. Trimmer, Hand
28. Carpenter, General
29. Carpenter (Cons)
30. Jointer (wood)
31. Furnituremaker, wood
32. Cabinet maker
33. Wood Turner, Machine
34. Jointer Machine Operator,
35. Driller, wood
36. Wood Lacquerer
37. Planner
38. Borer
39. Polisher
40. Plumber, GeneralL
41. Pipe fitter
42. Plumbing and Pipe fitting Operatives
43. Welder, Gas
44. Painter, building
45. Painter steel, structure
46. Painter, General
47. Painter, Sign or letter
48. Painter Spray
49. Painter,. Brush
50. Painter, Wood Work & Furniture
51. Concrete Mixer (Mosaic Tile)
52. Polishing machine Operator.
53. Building Insulator, Hand
54. Glazier, Constt.
55. White Washer
56. Distemperer, Bldg
57. Plane Tabler, Ground Surveyor
58. Blue Printer
59. Fitter Construction.

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS FOR PHYSICALLY  
 HANDICAPPED QUOTA.  
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CATEGORY                      DEPARTMENT - COMMERCIAL

VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1. Clerks	1. Peon
	2. Typist	2. Cleaner
	3. Steno	3. Waterman

-----  
 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
 -----

CATEGORY                      DEPARTMENT - COMMERCIAL

Orthopaedically Handicapped	GROUP 'C'	GROUP 'D'
	1. Section Officer/Office Supdt	Cook Institutional

- Head Clerk/Head Asst.  
Section-in-charge/  
Supervisors (Clerical).
- 2. Office Asst/Sr.Clerks
- 3. Clerical & other supervisors  
(not elsewhere specified)
- 4. Clerks (General)
- 5. Inspectors/Supervisors/  
others (Clerical)
- 6. Enquiry Clerk or information Clerk
- 7. Receptionist (Hotel)
- 8. Receptionist Clerk/Receptionist
- 9. Reservation Clerk/Transport
- 10. Ticket Collector, Railways
- 11. Section Controller, Railways/  
Traffic Controller Railways.
- 12. Platform Inspector
- 13. Claims Inspector, Railways
- 14. Goods Supervisor Railways
- 15. Tourist Guide
- 16. Brakes man, Railway Luggage Guard
- 17. Head Train Recorder, head number  
Taker, Head Train Clerk.
- 18. Booking Clerk, Transport
- 19. Rates Inspector
- 20. Tailor, General

-----  
 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
 -----

CATEGORY	DEPARTMENT - ELECTRICAL	
VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1. Clerk	1. Peon
	2. Typist	2. Cleaner
	3. Steno	3. Waterman
	4. Polisher	4. Chowkidar

-----  
 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY  
 HANDICAPPED QUOTA  
 -----

CATEGORY	DEPARTMENT - ELECTRICAL	
Orthopaedically Handicapped	Group "C"	Group "D"
	1. Section Officer/Office Supdt Head Clerk/Head Asst./ Section-in-charge/Supervisors (clerical).	Nil
	2. Office Asstt/Senior Clerks	
	3. Clerical and other supervisors (not elsewhere specified)	
	4. Ledger Clerk/Keeper	
	5. Key Punch Operator/Card Punch Operator	
	6. Machine Supervisor, Data Processing/ Machine Supdt. Data Processing	
	7. Draughtsman, Electrical	
	8. Book Keeping Machine Operator	
	9. Sorting Machine Operator/Punch Card Sorting machine operator	
	10. Time keeper starter vehicle time keeper	

11. Carpenter, General
12. Mortised Operator
13. A tool setter, press
14. Planner
15. Radial Driller
16. Polisher
17. Machine Precision Instrument, Elec.
18. Adjuster, Relays
19. Annexure winder
20. Coil Winder, machine
21. Battery Servicing man
22. Battery repairer
23. Operator Impregnation plant  
(Electrical Equipment Manufacturing).
24. Clerks (General).

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY  
 HANDICAPPED QUOTA  
 -----

CATEGORY                      DEPARTMENT - ELECTRICAL  
 -----

HEARING HANDICAPPED	GROUP 'C'	GROUP 'D'
------------------------	-----------	-----------

- |  |  |     |
|--|--|-----|
|  | 1. Draftsman, Electrical   | Nil |
|  | 2. Accounts Clerk  |     |
|  | 3. Sorting Machine Operator Punch<br>card sorting Machine Operator |     |
|  | 4. Coding machine operator   |     |
|  | 5. Tabulating machine operator                                     |     |
|  | 6. Time keeping/starter vehicle time<br>keeper                     |     |
|  | 7. Electroplater   |     |
|  | 8. Riveting Machine operator                                       |     |
|  | 9. Carpenter Genl  |     |
|  | 10. Mortised operator  |     |
|  | 11. Fret saw machine operator                                      |     |
|  | 12. A tool setter, press   |     |
|  | 13. Planner  |     |
|  | 14. Radial Driller   |     |
|  | 15. Polisher   |     |
|  | 16. Assembler refrigerator and Air<br>Conditioning unit.           |     |
|  | 17. Machine, Precision, Instrument Elec.                           |     |
|  | 18. Adjuster, Relays   |     |
|  | 19. Wireman, Light and Power                                       |     |
|  | 20. Electrician, Automobile  |     |
|  | 21. Electrical wiring operatives                                   |     |
|  | 22. Lineman, Light and power                                       |     |
|  | 23. Lineman and Cable joining operatives                           |     |
|  | 24. Armature Winder  |     |
|  | 25. Coil Winter machine  |     |
|  | 26. Operator, Impregnation plant<br>(Elec.Equip, Mft).             |     |
|  | 27. Metre Dealer, Electrical                                       |     |
|  | 28. Welder, Electric   |     |
|  | 29. Gas Cutter   |     |
|  | 30. Painter, Spray.  |     |

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
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CATEGORY                      DEPARTMENT - GENERAL  
 -----

VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
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- |                    |             |
|--------------------|-------------|
| 1. Clerk           | 1. Peon     |
| 2. Typist          | 2. Cleaner  |
| 3. Steno           | 3. Waterman |
| 4. Reception Clerk |             |
| 5. Music Teacher   |             |
| 6. Packer          |             |
| 7. Labeller        |             |

CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-CAPPED QUOTA

CATEGORY	DEPARTMENT - GENERAL	
ORTHOPAEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Section Officer/Office Supdt, Head Clerk/Head Asst./Section in-charge Supervisors(Clerical)	1)Peon 2)Office Boy 3)Dustingman 4)Farash 5)Duplicating Machine operator 6)Cyclo-style machine operator Messenger
	2)Office Asst./Sr.Clerks 3)Clerical & other supervisors (not elsewhere specified).	7)Dok Peon 8)Cook Institutional 9)Washing machine Operator 10)Drying machine Operator
	4)Machine supervisor,Data Progressing/Machine Supdt. Data Processing 5)Librarian 6)Librarian film 7)Clerks (General) 8)Teacher, Infant school 9)Library Clerk/Library Asst.	

CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDICAPPED QUOTA

CATEGORY	DEPARTMENT - MECHANICAL	
VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1) Clerk 2) Typist 3) Steno 4) Polisher 5) Machinist 6) Painter 7) Fitter Millwright 8) Fitter General	1)Peon 2)Cleaner 3)Waterman 4)Chowkidar

CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDICAPPED QUOTA

CATEGORY	DEPARTMENT - MECHANICAL	
ORTHOPAEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Section Officer/Office Supdt Head Clerk/Head Asst./ Section-in-charge/Supervisors (clerical). 2)Office Asst./Sr.Clerks 3)Clerical & other supervisors (not elsewhere specified)	-Nil-

- 4)Key punch operator/Card Punch Operator
- 5)Machine supervisor, Data processing  
Machine Supdt./Data processing
- 6)Draughtsman, Mechanical
- 7)Lab.Asst. Metallurgical
- 8)Book Keeping Machine Operator.
- 9)Sorting machine Operator/  
Punch Card sorting Machine Operator.
- 10)Time keeper starter vehicle time keeper
- 11)Electroplater.
- 12)Tailor,General
- 13)Upholsterer (furniture)
- 14)Trimmer, Machine
- 15)Carpenter, Genl.
- 16)Mortised Operator
- 17)Driller, wood
- 18)Dowel machine operator
- 19)A tool setter press
- 20)Shaper
- 21)Planner
- 22)Slotter
- 23)Gear cutter
- 24)Heavy duty and Mill Operator
- 25)Driller, Metal,General.
- 26)Borer
- 27)Cylinder Borer
- 28)Grinder, Genl.
- 29)Grinder, Crank shaft
- 30)Roll Grinder
- 31)Surface Grinder
- 32)Thread Grinder
- 33)Lapper
- 34)Glazer
- 35)Polisher
- 36)Grinder tool and cutter.
- 37)Saw grinder, machine
- 38)Saw grinder, hand
- 39)Power press operator, metal
- 40)Ball lapping machine operator
- 41)Dividing Machine operator
- 42)Welder, machine
- 43)Brazer
- 44)Tinsmith
- 45)Tin coater
- 46)Lens grinder
- 47)Lens polisher, optical
- 48)Edger, optical glass
- 49)Lens centerer and Edger optical
- 50)Wheel Grinder, glass
- 51)Edge Finisher, glass
- 52)Yard Foreman, Railway
- 53)Pattern maker, wood
- 54)Clerks (General)
- 55)Printer Machine Operator
- 56)Tenoning machine operator
- 57)B.Setter Drop Forging Machine
- 58)Radial Driller.

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA.  
 -----

CATEGORY                      DEPARTMENT - MECHANICAL  
 -----

HEARING HANDICAPPED    GROUP C'

GROUP 'D'

-----

- Nil-
- 1) Draughtsman Mechanical
  - 2) Lab Asstt. Metallurgical
  - 3) Accounts Clerk
  - 4) Book Keeping Machine Operator
  - 5) Sorting Machine Operator Punch Card Sorting Machine Operator
  - 6) Coding machine Operator
  - 7) Tabulating Machine Operator
  - 8) Clerks (General)
  - 9) Time Keeper
  - 10) Time Keeper/Starter Vehicle Time Keeper
  - 11) Metal Sprayer
  - 12) Wood sawyer, Hand Metal
  - 13) Tailor, General
  - 14) Upholsterer (furniture)
  - 15) Trimmer, Machine
  - 16) Riveting Machine Operator
  - 17) Carpenter, General
  - 18) Mortised Operator
  - 19) Tenoning Machine Operator
  - 20) Jointer Machine Operator
  - 21) Driller, Wood
  - 22) Dowel Machine Operator
  - 23) A Tool Setter, press
  - 24) B. Setter, Drop Forging Machine
  - 25) Shaper
  - 26) Planner
  - 27) Slotter
  - 28) Gear Cutter
  - 29) Heavy Duty End Mill Operator
  - 30) Radial Driller
  - 31) Borer
  - 32) Grinder, General
  - 33) Grinder, Crank shaft
  - 34) Roll Grinder
  - 35) Surface Grinder
  - 36) Thread Grinder
  - 37) Lapper
  - 38) Glazer
  - 39) Polisher
  - 40) Grinder, Tool & Cutter
  - 41) Saw Grinder, Machine
  - 42) Saw Grinder, Hand
  - 43) Power press Operator, Metal
  - 44) Ball lapping Machine operator
  - 45) Dividing Machine Operator
  - 46) Cable Jointer
  - 47) Welder, Machine
  - 48) Gas Cutter
  - 49) Brazier
  - 50) Sheet Metal worker, General
  - 51) Tin Smith
  - 52) Tin Coater
  - 53) Boiler Fitter
  - 54) Tube Smith, Boiler
  - 55) Boiler maker
  - 56) Erector, Struct
  - 57) Fitter, Struct
  - 58) Rivator
  - 59) Lens Grinder
  - 60) Lens Polisher, Optical
  - 61) Edger, Optical Glass
  - 62) Lens Centerer & Edger, Optical
  - 63) Wheel Grinder, Glass
  - 64) Edge Finisher, Glass

- 65)Painter General
- 66)Painter, Spray
- 67)Hardness tester, metal
- 68)Pattern maker, wood.

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS FOR PHYSICALLY HANDI-  
 CAPPED QUOTA.  
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CATEGORY	DEPARTMENT - MEDICAL	
ORTHOPAEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Section Officer/Office Supdt/Head Clerk Head Asst.Supervisors Clerical 2)Office Supdt/Sr.Clerks 3)Clerical & other Supervisors (not elsewhere specified) 3)Machine Supervisor, Data Processing/Machine Supdt Data processing 4)Clerks General 5)Mechanic, Dental.	1)Cook Institutional 2)Washing Machine Operator 3)Drying Machine Operator

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
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CATEGORY	DEPARTMENT - MEDICAL	
HEARING HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Laboratory Assistant Physical 2)Laboratory Asst. Clinical 3)Orthopaedic Appliances and Limb Technician 4)Mechanic, Dental	1) Liner Keeper 2)Cook Institutional 3)Sweeper Dry 4)Sweeper Wet 5)Sweeper Sewer 6)Sweeper Cleaner and Related workers/water carriers/others 7)Dhobi washing Machine Operator 8)Drying Machine Operator.

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAYS'S FOR PHYSICALLY  
 HANDICAPPED QUOTA  
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CATEGORY	DEPARTMENT - PERSONNEL	
VISUALLY HANDICAPPED	GROUP 'C'	GROUP'D'
	1. Clerk 2. Typist 3. Steno	1. Peon 2. Cleaner 3. Waterman

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
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CATEGORY	DEPARTMENT - PERSONNEL	
ORTHOPAEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'

- 
- |  |                          |
|--|--------------------------|
| 1)Section Officer/Office Supdt<br>Head Clerk/Head Asst.<br>Section In-charge/Supervisors<br>(clerical) | 1)Daftary<br>2)Attendant |
| 2)Office Asst/Senior Clerks  |                          |
| 3)Clerical and other Supervisors<br>(not elsewhere specified)  |                          |
| 4)Private Secretary-cum-<br>Stenographer/Personal Assistant  |                          |
| 5)PA   |                          |
| 6)Steno-Typists/Stenographers  |                          |
| 7)Clerks (General)   |                          |
| 8)Machine Supervisor, Data Processing<br>Machine Supdt.Data Processing                                 |                          |
| 9)Statistical Asst.  |                          |
| 10)Higher Secondary & Secondary<br>School Teacher  |                          |
| 11)Language Teacher, Higher Secondary<br>and Secondary School  |                          |
| 12)Middle School Teacher (other than<br>those mentioned elsewhere).                                    |                          |
| 13)Primary School Teacher (others)   |                          |
| 14)Art Teacher   |                          |
| 15)Inspectors/Supervisors/others<br>(clerical)   |                          |
| 16)Computer  |                          |
| 17)Coder Clerk   |                          |
| 18)Translator  |                          |
| 19)Legal Assistant   |                          |
| 20)Higher Secondary<br>(Secondary School Teacher<br>(not elsewhere specified)                          |                          |
| 21)Middle School Teachers  |                          |
| 22)Language Teacher, Middle School   |                          |
| 23)Primary School Teachers   |                          |
| 24)Typists.  |                          |
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CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
CAPPED QUOTA

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CATEGORY	DEPARTMENT - PERSONNEL	
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HEARING HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Typist	1)Daftary
	2)Book Keeper(General)	2)Attendant
	3)Computer	
	4)Book Keeping Machine Operator	
	5)Machine Supervisor Data Processing Machine Supdt Data Processing	
	6)Coder Clerk	
	7)Statistical Assistant.	

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
CAPPED QUOTA

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CATEGORY	DEPARTMENT - S & T	
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ORTHOPAEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Section Officer/Office Supdt	Nil

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- Head Clerk/Head Asst./
- Section In-charge/Supervisors(clerical)
- 2)Office Asst/Senior Clerks
- 3)Clerical and other Supervisors  
(not elsewhere specified)
- 4)Key punch operator/Card Punch Operator
- 5)Machine Supervisor, Data Processing/  
Machine.
- 6)Teleprinter operator/Teletype Operator
- 7)Sorting Machine Operator/Punch Card  
Sorting Machine Operator.
- 8)Time Keeper Starter Vehicle Time Keeper
- 9)Telegraph Master Controller Telegraph
- 10)Monitor, Telephone
- 11)Supervisor, Wireless
- 12)Communication Workers, others
- 13)Telephone Operator (Local)
- 14)Telephone, Telegraph & related  
Telecommunication Operator
- 15)Tailor General
- 16)Form layer, Cable(Telephone and  
Telegraph equip Mfg.)
- 17)Sound Recording Equipment Operator
- 18)Supervisor Tele Engg.Supervisor Telegraph
- 19)Inspectors/Supervisors/others  
Clerical, Clerks (General)
- 20)Telephone Operator (PBX)
- 21)Telegraphists
- 22)Carpenter, General
- 23)Mortised Operator
- 24)Planner
- 25)Watch Repairer
- 26)Adjustor, Relays.

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY  
 HANDICAPPED QUOTA  
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CATEGORY	DEPARTMENT - S&T	
VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1.Clerk	1)Peon
	2.Typist	2)Cleaner
	3)Steno	3)Waterman
	4)Tele Operator	4)Chowkidar
	5)Polisher.	

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTA  
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CATEGORY	DEPARTMENT - STORES	
VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Clerk	1)Peon
	2)Typist	2)Cleaner
	3)Steno	3)Waterman
	4)Chowkidar	

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-  
 CAPPED QUOTAS  
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CATEGORY	DEPARTMENT - S & T	
HEARING HANDICAPPED	GROUP 'C'	GROUP'D'

- 
- 1) Mortised Operator Nil
  - 2) Planner
  - 3) Adjuster Relays
  - 4) Book Keeper (General)
  - 5) Accounts Clerk
  - 6) Book Keeping Machine Operator
  - 7) Coding Machine Operator
  - 8) Tabulating Machine Operator
  - 9) Time Keeper
  - 10) Time keeper/Starter Vehicle Time Keeper
  - 11) Tailor (General)
  - 12) Carpenter (General)
  - 13) Mortised Operator
  - 14) Planner
  - 15) Watch repairer
  - 16) Form Layer, Cable (Telephone & Telegraph Equipment MFT)
  - 17) Painter, General

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-CAPPED QUOTA

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CATEGORY	DEPARTMENT - STORE
HEARING HANDICAPPED	GROUP 'C' <span style="float: right;">GROUP 'D'</span>
	<ul style="list-style-type: none"> <li>1) A Tool setter, Press Nil</li> <li>2) Book Keeper (General)</li> <li>3) Accounts Clerk</li> <li>4) Tabulating Machine Operator</li> <li>Book Keeping Machine Operator</li> <li>5) Time Keeper</li> <li>6) Tailor, General</li> <li>7) Master Cutter, (Garment)</li> <li>8) Trimmer, Hand</li> <li>9) Furniture maker, wood</li> <li>10) Compositor, Hand</li> <li>11) Distributor, letter press</li> <li>12) Line Operator</li> <li>13) Mono Operator</li> <li>15) Maker-up photo type setting</li> <li>16) Photo type setting machine operator</li> <li>17) Machine man, hand printing</li> <li>18) Machine man, automatic printing</li> <li>19) Machine man, offset printing</li> <li>20) Stereo matrix Molder</li> <li>21) Stereotype caster</li> <li>22) Retoucher, Lithographic</li> <li>23) Mounter</li> <li>24) Cameraman, Photomachine Mach.</li> <li>25) Photostat Camera Operator</li> <li>26) Book winder related workers and others</li> <li>27) Stencil cutter, silk screen printing</li> <li>28) Silk Screen Printer</li> <li>29) Pressman (flat bed, letter press)</li> <li>30) Impositor</li> <li>31) Lithographic Artist</li> <li>32) Photostat Cameraman</li> <li>33) Book Binder</li> <li>34) Clerks (General)</li> </ul>

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CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-

CAPPED QUOTA

CATEGORY	DEPARTMENT - STORES	
ORTHOPAEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Section Officer/office Supdt/ Head Clerk/Head Asst/Section In-charge/Supervisors(Clerical) 2) Office Asst/Senior Clerks 3)Clerical & other Supervisors (not elsewhere specified) 4)Ledger clerk/keeper 5)Key punch operator/card punch operator 6)Machine Supervisor, Data Processing/ Machine Supdt, Data Processing 7)Book keeping Machine Operator 8)Stock Distributor 9)Stock Verifier 10)Time Keeper/Starter Vehicle Time Keeper 11)Master Cutter (Garments) 12)Furniture maker, wood 13) Trimmer, Hand 14)A tool setter press 15)Compositor, Hand 16)Impositor 17)Distributor, letter press 18)Line Operator 19)Mono Operator 20)Maker up, photo type setting 21)Photo type setting machine operator 22)Lithographic Artist 23)Retoucher, Lithographic 24)Mounter 25)Book Binder 26)Book Binder and related workers, others 27)Stencil cutter 28)Silk screen painting 29)Silk Screen Printer 30)Tailor, General 31)Store Keeper,Store Clerk Godown Keeper warehouseman. 32)Clerks(General)	Nil

HANDICAPPED QUOTA

CATEGORY	DEPARTMENT - TRAFFIC	
VISUALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1. Clerks 2. Typist 3. Steno	1. Peon 2. Cleaner 3. Waterman

CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-CAPPED QUOTA

CATEGORY	DEPARTMENT - TRAFFIC	
ORTHOPAEDICALLY HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Section Officer/Office Supdt/Head Clerk/	Nil

Head Asst/Section In-charge/Supervisors(Clerical)  
 2)Office Supdt/Sr.Clerks  
 3)Clerical and other Supervisors (not elsewhere specified)  
 4)Clerks (General)  
 5)Section Controller Railways  
 Traffic Controller Railways  
 6)Controller, Train  
 7)Conductor, Guard Railways  
 8)Passenger Guide, Railways  
 9)Machine Supervisor Data Processing,  
 Machine Supdt. Data Processing.

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 CATEGORIES PRESENTLY AVAILABLE ON RAILWAY'S FOR PHYSICALLY HANDI-CAPPED QUOTA.  
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CATEGORY	DEPARTMENT - TRAFFIC	
HEARING HANDICAPPED	GROUP 'C'	GROUP 'D'
	1)Surveyor, Topographical 2)Surveyor, Photogrammatic.	Nil

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208\_2000  
**SERIAL CIRCULAR NO.208/2000**  
**LETTER NO.P(R)/23/HBA/VI DATED 4.12.2000**

Copy of Board's letter No.F(E)/Spl.2000/Adv.3/4 dated 11.09.2000 together with their letter dated 10.11.71 is forwarded for information, guidance and necessary action.

Copy of Board's letter No.F(E)/Spl.2000/Adv.3/4 dated 11.09.2000 (RBE No.162/2000).

Sub:Form of Mortgage Deed to be executed when the property is 'lease hold'.  
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It has come to notice that on procuring flats through IRWO etc., loanees could not execute mortgage deed within the stipulated period of 3 months of the drawal of House Building Advance due to non supply of land lease papers by IRWO.

Attention in this connection is drawn to para-2 of Ministry of Works and housing's O.m. No.I/17011/9/71-ED (H)-III dated 5.7.1971 circulated through Board's letter no.F(E0/III/71/Adv/3/3 (ii) dated 10.11.71, which provides that 'Form No.4"B"' should be brought into use, for executing mortgage deed in the case of purchase of ready built house/flat on the lease hold land, the absolute right of which is not vested in the purchaser.

In view of the clear provision already existing, an indicated above, the mortgage deed must be executed within the stipulated period.  
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Copy of Ministry of Works and Housing's O.M.No.I/17011/9/71-ED(H)/III dated 5.7.1971, circulated through Board's letter no.F(E)/III/71/Adv/3/3(ii) dated 10.11.1971.

Sub:Form of Mortgage Deed to be executed when the property is leasehold.  
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The undersigned is directed to state that Government of India have, of late, been receiving references from several departments that in the case of ready-built houses/flats sold by Delhi Development Authority, mortgage deeds could not be executed in several cases, within the stipulated period of 3 months of the draw of house building advance, as prescribed in Rule 5(a)(5). The main reason adduced therefor is that the existing standardised "Form No.4" contains several references to 'lease-deed' which cannot, however, be made available by Delhi Development Authority, as its execution has to await formation of a registered agency of flat/house owners, which will take some time.

2. The Government have, therefore, considered the matter and decided that in pursuance of the advice given by the Ministry of Law, vide their U.O.No.10998/71, dated 23.2.71 (addressed to Ministry of Home Affairs), and a revised Form, named 'Form No.4-B' annexed to this Memorandum will be brought into use, to provide for the execution of mortgage deed, in the case of purchase of ready-built house/flat on the leasehold land, the absolute right of which is not vested in the purchaser and the existing standard Form No.4 may continue to be used for the purpose of construction of a house on the leasehold land as heretofore.

3. It is needless to add that blanks in the forms of mortgage deed should be filled in carefully, before finalising each and every documents, which should invariably be registered.

4. Necessary amendment to House Building Advance Rules will be issued in due course.

#### F O R M NO.4-B

Form of Mortgage Deed to be executed in the case of purchase of ready-built house/flat on leasehold land, the absolute right of which is not vested in the purchaser.

#### RULE 5(a)

The indenture made this \_\_\_\_\_ day of \_\_\_\_\_ one thousand nine hundred and \_\_\_\_\_ between \_\_\_\_\_ son of \_\_\_\_\_ of \_\_\_\_\_ at present employed as \_\_\_\_\_ in the Ministry/Office of \_\_\_\_\_ as \_\_\_\_\_ (hereinafter called "THE MORTGAGOR" which expression shall unless excluded by or repugnant to the subject or context include his/her heirs, executors, administrators, and assigns) of the ONE PART and the PRESIDENT OF INDIA (hereinafter called 'THE MORTGAGEE' which expression shall unless excluded by or repugnant to the subject or context include his successors in office and assigns) of the OTHER PART.

WHEREAS the Borrower had under the provision of the Rules framed by the Government of India to regulate the grant of advances to Central Government Servants for building, etc., of houses (hereinafter referred to as the "said rules", which expression shall, where the context so admits, include any amendment thereof or addition for the time being in force) applied to the Government for an advance of Rupees \_\_\_\_\_ to purchase a ready-built house as aforesaid and the Government had sanctioned an advance of Rupees \_\_\_\_\_ to the Borrower, vide the Ministry/Office letter No. \_\_\_\_\_ dated \_\_\_\_\_ a copy of which is annexed to these presents for the purpose aforesaid on the terms and conditions set forth thereon.

AND WHEREAS on the \_\_\_\_\_ at the time of draw of

the said loan an agreement was executed by the between the mortgager and the mortgagee whereby the mortgagor inter alia undertook to execute a document mortgaging the said flat to the mortgagee as Security for the amount advanced to mortgager as also for the interest payable for the said amount in the form provided by the said rules.

AND WHEREAS by a deed of conveyance dated the \_\_\_\_\_ day of \_\_\_\_\_ executed by and between the Delhi Development Authority of the one part and the mortgagor of the other part for consideration in the said indenture mentioned the Delhi Development Authority sole, transferred and assigned the properties more particularly mentioned in the schedule to the said documents as also the schedule hereunder to the mortgager on terms and conditions in the said indenture mentioned.

AND WHEREAS the consideration for the said transfer was paid by the mortgagor out of the Government loan of Rs. \_\_\_\_\_ advanced to him.

#### NOW THIS INDENTURE WITNESSES AS FOLLOWS

(i)(a) In pursuance of the said Rules and in consideration of the said advance sanctioned/paid by the MORTGAGEE to the MORTGAGOR pursuant to the provisions contained in this said Rules and MORTGAGOR BOTH hereby convenient with the MORTGAGEE that the MORTGAGOR shall always duly observe and perform all the terms and conditions of the said Rules and shall repay to the MORTGAGEE the said advance of Rs. \_\_\_\_\_ (Rupees \_\_\_\_\_ only) by \* \_\_\_\_\_ monthly installments of Rs. \_\_\_\_\_ (Rupees \_\_\_\_\_ only) from the pay of the Mortgagor commencing from the month of \_\_\_\_\_ Nineteen hundred and \_\_\_\_\_ i.e. from the pay of the month following that in which the advance is drawn and the Mortgagor hereby authorises the mortgagee to make deduction from his monthly pay/leave salary/subsistence allowance of the amount of such installments and the Mortgagor shall after paying the full amount of the advances also pay interest due thereon in \$ \_\_\_\_\_ monthly installments in the manner and on the terms specified in the said Rules. Provided that the mortgagor shall repay the entire advance with interest in full before the date on which he/she is due to retire from service, failing which the Mortgagee shall be entitled to enforce this security of the Mortgage \_\_\_\_\_ at any time thereafter and recover the balance of the advance then due together with interest and costs of recovery by the sale of the mortgaged property or in such other manner as may be permissible under the law. It will, however, be open to the Mortgagor to repay the amount in a shorter period.

(i)(b) In pursuance of the said Rules and in consideration of the said advance sanctioned/paid by the MORTGAGEE to the MORTGAGOR pursuant to provisions contained in the said Rules the MORTGAGOR BOTH hereby convenient with the MORTGAGEE that the Mortgagor shall always duly observe and perform all the terms and conditions of the said Rules and shall repay to the MORTGAGEE the said advance of Rs. \_\_\_\_\_ (Rupees \_\_\_\_\_ only) by \_\_\_\_\_ monthly installments of Rs. \_\_\_\_\_ from the pay of the Mortgagor commencing from the month of \_\_\_\_\_ 19\_\_\_\_ or from the pay of the month following that in which the advance is drawn, till the date of his superannuation and the balance then remaining outstanding on his superannuation together with the interest on the amount advanced from the date of the advance to the date of repayment from his gratuity/death-cum-retirement gratuity and the Mortgagor hereby authorises the Mortgagee to make deductions from his monthly pay/leave salary/subsistence

allowance of the amount of such installments and from his gratuity/death-cum/retirement gratuity of such of the balances remaining unpaid at the date of his death/retirement/superannuation as hereinbefore mentioned, failing which the mortgages shall be entitled to enforce this security of the Mortgage at any time thereafter and recover the balance of the advance than due together with interest and cost of recovery by sale of the mortgaged property or in such other manner as may be permissible under the law. It will, however, be open to the Mortgager to repay the amount in a shorter period.

NOTE: Delete Clause(i)(a) or (i)(b) whichever is in-applicable:

\* This will not be more than 180

\$ This will not be more than 60

(ii) If the MORTGAGOR shall utilise the advance for a purpose other than that for which the advance is sanctioned, or if the MORTGAGOR shall become insolvent or shall cease to be in a service for any reason other than normal retirement/superannuation or if he/she dies before payment of the advance in full, or if the MORTGAGOR shall fail to observe or perform any of the terms,

conditions and stipulations specified in the said Rules and on his/her part to be observed and performed then and in any such case the whole of the principal amount of the advance or so much thereof as shall then remain due and unpaid shall become payable forthwith to the MORTGAGEE with interest thereof at \_\_\_\_\_ per cent per annum calculated from the date of the payment by the MORTGAGEE of the first installment of the said advance. Notwithstanding anything contained herein, if the Mortgagor utilises the advance for a purpose other than that for which the advance is sanctioned, it shall be open to the Mortgagee to take such disciplinary action against the Mortgagor as may be appropriate under the Rules of service applicable to the mortgagor.

(iii) In further pursuance of the said Rules and for the consideration aforesaid and to secure repayment of the aforesaid advance and interest as shall at any time or times hereinafter be due to the Mortgagee under the terms of these present the Mortgagor Both hereby grant, convey, transfer or assure unto the Mortgagee, ALL AND SINGULAR the said property comprised in the said Conveyance dated \_\_\_\_\_ and more particularly described in the Schedule hereunder written together with buildings to be erected by the Mortgagor on the said property, if any, (hereinafter referred to as the Mortgaged property) or materials for the time being therein with all rights, easements and appurtenances to the said mortgaged property or any of them belonging subject to convenient by the purchaser and the conditions therein contained to HOLD the same unto the Mortgagee absolutely but subject to the terms and covenants of the said Conveyance and subject nevertheless to the proviso for redemption hereinafter contained PROVIDED ALWAYS AND it is hereby agreed and declared by and between the parties hereto that if the MORTGAGOR shall duly pay to the MORTGAGEE the said principal sum and interest hereby secured in the manner herein provided and also the other moneys (if any) determined to be payable by the MORTGAGOR to the MORTGAGEE under the terms and conditions of the said Rules, then the Mortgagee will at any time thereafter upon the request and at the cost of the MORTGAGOR reconvey, retransfer and reassure the said mortgaged property unto and to the use of the Mortgagor or as he may direct.

(iv) AND IT IS HEREBY EXPRESSLY AGREED AND DECLARED that if there shall be any breach by the mortgagor of the covenantd on

his/her part herein contained or if the MORTGAGOR shall become insolvent or shall cease to be in service for any reason other than normal retirement/superannuation or if he/she died before all the dues payable to the MORTGAGEE under these presents together with interest thereon shall have been fully paid off or if the said advance or any part thereof becomes payable forthwith under these presents or otherwise then and in any of such cases it shall be lawful for the MORTGAGEE TO SELL without the intervention of the court, the said Mortgaged property or any part thereof either together or in parcels and either by public auction or by private contract with power to buy in or rescind any contract for sale and to resell without being responsible for any loss which may be occasioned thereby and to do and execute all such acts and assurances for effectuating any such sale as the MORTGAGEE shall think fit and IT IS HEREBY declared that the receipt of the Mortgagee for the purchase money of the premises sold or any part thereof shall effectually discharge the purchaser or purchasers from AND IT IS HEREBY DECLARED THAT THE MORTGAGEE shall hold the moneys to arise from any sale in pursuance of the aforesaid power UPON TRUST in the first place there out to pay all the expenses incurred on such sale\* (and in the next place of pay to \_\_\_\_\_ the Delhi Development Authority the Lesser of the Mortgaged property \_\_\_\_\_ 50 percent of the unearned increase pursuant to clause \_\_\_\_\_ of the said lease) and then to pay moneys in or towards the satisfaction of the moneys for the time being owing on the security of these presents and the balance if any to be paid to the Mortgager.

(v) "In the event of the sale or foreclosure of the Mortgaged or charged property, the lesser (President of India) shall be entitled to claim and recover fifty percent of the unearned increase in the value of the residential plot as aforesaid and the amount Of the Lesser's share of the said unearned increased shall be the first charge, having priority over the said mortgage or charge. The decision of the Lessor in respect of the market value of the said residential plot shall be final and binding on all parties concerned provided that the lessor shall have the pre-emptive right to purchase the mortgaged or charged property after deducting fifty percent of the unearned increase as aforesaid.

\* In case of Nazul lands in Delhi and in similar case wherever applicable

(vi) THE mortgagor HEREBY covenants with the MORTGAGEE as follows:

(a) THAT THE MORTGAGOR NOW HATH IN HIMSELF/HERSELF GOOD RIGHT and lawful authority to grant, convey, transfer, assign and assure the MORTGAGED property unto and to the use of the MORTGAGEE in a manner aforesaid.

(b) That the Mortgagor shall carry out the construction of the house/additions to living accommodation in the aforesaid house exactly in accordance with the approved plan and specifications on the basis of which the above advance has been computed and sanctioned unless a departure therefrom is permitted by the Mortgagee. The mortgagor shall certify, when applying for instalments of advance admissible at the plinth/roof level, that the constructions is being carried out in accordance with the plan and estimates furnished by him to the mortgagee, that the construction. has reached plinth/roof level and that the amount already drawn out of the sanctioned advance has actually been used on the construction of the house. he/She will allow the Mortgagee to carry out either by himself, or through his

representative an inspection to verify the correctness of the afore said certificates. If a false certificate is furnished by the Mortgager, he/she will be liable to pay to the Mortgages forthwith the entire advance received by her/him together with interest thereon that \_\_\_\_\_ per cent per annum and further will also be liable to appropriate disciplinary action under the rules of service applicable to the Mortgagor.

\*(c) That the Mortgager shall complete the construction of the house/additions to living accommodation in the aforesaid house within eighteen months of \*\*\_\_\_\_\_ unless an extension of time is allowed in writing by the Mortgagee, in case of default the Mortgagor shall be liable to repay forthwith the entire amount advanced to him together with interest calculated under the said Rules, in one lump sum. The Mortgagor shall report to the Mortgagee the date of completion of the house and furnish a certificate to the Mortgagee that the full amount of the advance has been utilised for the purpose for which it was sanctioned.

(d) That the MORTGAGOR shall immediately insure the house at his own cost, with the Life Insurance Corporation of India for a sum of less than the amount of the said aforesaid advance and shall keep it so insured against loss or damage by fire, flood and lightning as provided in the said Rules till the advance is fully repaid to the Mortgagee and deposit the policy of insurance with the Mortgagee. The mortgagor shall pay regularly the premium in respect of the said insurance from time to time and will when required produce to the MORTGAGEE, the premium receipts for inspection. In the event of failure on the part of the MORTGAGOR to effect the insurance against fire, flood and lightning if shall be lawful but not obligatory for the MORTGAGEE to insure the said house at the cost of the MORTGAGEE and add the amount of premium to the outstanding amount of the advance and the Mortgagor shall there upon be liable to pay interest thereon as if The amount of the premium had been advanced to him as part of The aforesaid advance at \_\_\_\_\_ till the amount is repaid to the Mortgagee or is recovered as if it were an amount covered by the security of these presents. The mortgagor shall give a letter to the Mortgagee as often as required addressed to the Insurer, with which the house is insured with a view, to enable to the Mortgagee to notify to the Insurer the fact that the Mortgagee is Interested in the insurance policy secured.

@ In the case of plots purchased from Delhi Development Authority  
\* Clauses(b) & (c) are not applicable when the advance is for the purchase of ready built house.

\*\*here mention the date on which the first instalment of the advance is paid to the Mortgagor.

(e) That the Mortgagor shall maintain the aforesaid house in good repair at his own cost and shall pay the Municipal and other local rates, taxes and all other outgoing in respect of the mortgaged property regularly until the advance has been repaid to the Mortgagee in full. The Mortgagor shall also furnish to the Mortgagee an annual certificate to the above effect.

(f) The Mortgagor shall afford facility to the Mortgagee for carrying out inspections after completion of the house to ensure that it is maintained in good repair until the advance has been repaid in full.

(g) The Mortgagor shall refund to the Mortgagee any amount together with interest, if any, due thereon drawn on account of the advance in excess of the expenditure incurred, for which the

advance was sanctioned.

(h) That the said Conveyance Deed, dated \_\_\_\_\_ is now valid and subsisting lease of the said Mortgaged property and are in nowise void or voidable and the rents and the covenants and conditions in and by the indenture of Lease reserved have been paid, performed and observed upto the date of these presents and that the same is assignable in the manner hereinbefore stated.

(i) That the Mortgagor will be long as any money shall remain owing on security of the said mortgaged property, hereinbefore expressed to be hereby assigned and in any case for the period of the said arrangement, duly observe all the covenants by the Lease and conditions contained in the said Indenture of lease referred against all actions, suits, proceedings, costs charges, claims and demands which will be incurred or sustained by reasons of the non-payment of the said rent of the breach, non-performance or non-observance of the said covenants and conditions or any of them.

(j) that the Mortgagor shall not during the continuance of these presents charge, encumber, alien or otherwise dispose of the Mortgaged property. However, if the Mortgagor covenants to create a second mortgage in favour of any other financial institution, he shall not do so without obtaining the prior permission of the Mortgagee and on the consent being given, the draft of the second mortgage will be submitted to the Mortgagee for approval.

Provided, always that in the event of the Mortgagor creating a second Mortgage on the same premises only by deposit of title deeds in favour of a financial institution including HDFC or a Bank, the Mortgagee may, at the written request of the Mortgagor and the financial institution concerned to this Mortgagee, hand over such documents of title to the said premises as are in possession of this Mortgagee, to the said financial institution for the sole purpose of creating the said proposed second mortgage.

It is a strict condition that before the said documents of title are handed over by the Mortgagee to the said financial institution as hereinbefore provided, that the said financial institution and the Mortgagor shall assure and undertake to the Mortgagees in writing in such form as may be determined by this Mortgagee that:

#### F O R M S

- (I) The said documents of title shall be held and retained by the financial institution concerned only as a second Mortgage subject and subordinate to the rights of this Mortgagee hereunder:
- (ii) the said financial institution shall not at any time or for any reason part with such title deeds without consent of this mortgagee first had and obtained and on such conditions as may be imposed by this Mortgagee at its discretion.
- (iii) after at any time, the said financial institution ceases to be second mortgagee of the said premises, the said financial institution shall be obliged to return the said title deeds to this Mortgagee only, whether or not any demand in this behalf is made by this Mortgagee.

- (iv) the said financial institution shall produce or cause to be produced the said title deeds as and when required by this Mortgagee for any reason whatsoever regardless of whether the said proposed second mortgage due to be in existence or otherwise discharged; this will be in the understanding that as soon as the purpose if served, the same shall be returned by the Mortgagee to the financial institution, to be dispensed subject to these conditions.
- (v) nothing in these provisions shall be construed to create any financial or other obligations or liabilities in this Mortgagee, vis-a-vis the said financial institution or shall in any manner alter, abridge or abrogate the rights of this Mortgagee hereunder, who shall always be and continue to be the paramount mortgagee.

(k) Notwithstanding anything contained herein, the Mortgagee shall be entitled to recover the balance of the advance with interest remaining unpaid at the time of his retirement or death preceding retirement from the whole or any specified part of the gratuity that may be sanctioned to the Mortgagor.

SCHEDULE ABOVE REFERRED TO  
(To be filled in by Mortgagor)

IN WITNESS WHEREOF THE MORTGAGOR has hereunto set his hand Shri \_\_\_\_\_ in the Ministry/Office of \_\_\_\_\_ and on behalf of the President of India has hereunto set his hand.

Signed by the said (Mortgagor) \_\_\_\_\_  
In the Presence of

1st Witness  
Address  
Occupation

2nd Witness  
Address  
Occupation

Signed by Shri \_\_\_\_\_ in the Ministry/Office of \_\_\_\_\_ for and on behalf and by order and direction of the president of India \_\_\_\_\_

In the Presence of

1st Witness  
Address  
Occupation

2nd Witness  
Address  
occupation

SUPPLEMENTARY MORTGAGE DEED

This indenture made this \_\_\_\_\_ day of \_\_\_\_\_ one thousand nine hundred and eighty \_\_\_\_\_ between Shri \_\_\_\_\_ son of Shri \_\_\_\_\_ resident of \_\_\_\_\_ now residing at \_\_\_\_\_ and employed as \_\_\_\_\_ in the \*Ministry/\*Office of the \_\_\_\_\_ (hereinafter called the "Mortgagor", which expression shall unless excluded by or repugnant to the subject or context, include his heirs, executors,

administrators, legal representatives and assigns) of the one part and the President of India (hereinafter called 'the Mortgagee' which expression shall unless excluded by or repugnant to the subject or context include his successors in office and assigns) of the other part is Supplemental to the Deed of Mortgage, dated \_\_\_\_\_ day of \_\_\_\_\_ one thousand nine hundred and \_\_\_\_\_ executed by the said Shri \_\_\_\_\_ in favour of the President of India (hereinafter referred to as 'the said original indenture of Mortgage').

WHEREAS:

(i) The mortgagor applied under the Rules to regulate the grant of advance to Central Government servants for building etc. of houses issued by the Government of India in the late Ministry of works, Housing and Supply with their O.M. No.H.II-27(5)/54, dated 12.4.56 hereinafter referred to as 'the said rules', to the Mortgagee for an advance of Rs. \_\_\_\_\_ (Rupees \_\_\_\_\_ only) for the purpose of enabling the Mortgagor to \*construct a house/enlarge living accommodation/purchase a ready-built house.

(ii) The Mortgagee agreed to advance to the Mortgagor the said sum of Rs. \_\_\_\_\_ (Rupees \_\_\_\_\_ only) hereinafter referred to as 'the original loan', on the terms and conditions as detailed in the said 'Original Indenture of Mortgage and the Mortgagor agreed to repay to the Mortgagee the Original Loan in \_\_\_\_\_ equal monthly instalments of Rs. \_\_\_\_\_ each commencing from the month of \_\_\_\_\_.

(iii) In consideration of the Original Loan the Mortgagor transferred, assigned and conveyed the properties mentioned in the Schedule to the said Original Mortgage Deed and also in the Schedule hereunder written to the President of India by way of security for payment of the said sum together with interest.

(iv) The mortgagor has already drawn \*full original loan/ \_\_\_\_\_ instalments of Rs. \_\_\_\_\_ and Rs. \_\_\_\_\_ and Rs. \_\_\_\_\_ and Rs. \_\_\_\_\_ respectively out of the original loan.

\* delete if not applicable

(v) The Mortgagor has already repaid towards the original loan \_\_\_\_\_ equal monthly instalments of Rs. \_\_\_\_\_ each amounting to Rs. \_\_\_\_\_.

(vi) In pursuance of the Government of India in the late Ministry of works, Housing and Rehabilitation (Department of works and Housing) O.M.No.10-11/62-H.III, dated the 16.1.61, the Mortgagor applied to the Mortgagee for an additional loan of Rs. \_\_\_\_\_ for the purpose of enabling the Mortgagor to complete the \*construction/\*enlargement/\*purchase of the house on the premises described in the Schedule hereunder written.

(vii) The Mortgagee is agreeable to advance to the Mortgagor the said additional sum of Rs. \_\_\_\_\_ hereinafter referred to as the additional loan' on the terms and conditions hereinafter appearing.

(viii) In pursuance of the Government of India, in the late Ministry of works, Housing and Rehabilitation (Department of Works and Housing) O.M.No.10-1/60 H.III dated 4.5.63 the Mortgagor is desirous of repaying the Original loan/unrepaid portion of the original loan and/the additional loan in more convenient instalments.

NOW THIS INDENTURE WITNESSETH AS FOLLOWS:

(i) In pursuance of the said Rules and in consideration of the premises and the additional loan now sanctioned to the Mortgagor pursuant to the provisions contained in the said rules and mortgagor death hereby covenant with the Mortgagee that the Mortgagor shall always duly observe and perform all the terms and conditions of the said Rules and shall repay to the Mortgagee the sum of Rs.\_\_\_\_\_ due under the said original Indenture of Mortgage (and the sum of Rs.\_\_\_\_\_ the Additional Loan aggregating to Rs.\_\_\_\_\_) \* in \_\_\_\_\_ equal monthly instalments of Rs.\_\_\_\_\_ each and shall after paying the said (aggregate)\* sum of \_\_\_\_\_ also pay interest in \_\_\_\_\_ equal monthly instalments in the manner and at the rate specified in the said Rules. The remaining amount, if any, of the said (aggregate)\* sum of Rs.\_\_\_\_\_ and/or interest accrued will be recovered from the amount of gratuity/death-cum/retirement gratuity due to the mortgagor on the date of his superannuation/death/retirement. The recovery of the said (aggregate)\* sum of Rs.\_\_\_\_\_ will commence from the pay of the mortgagor from the month of \*\* \_\_\_\_\_199\_\_\_\_ and the Mortgagor hereby authorises the Mortgagee to make deductions from his monthly pay/leave salary of the amount of such instalments.

(ii) The mortgagor both hereby declare that the property comprised in the said original mortgage deed and also described in the Schedule hereunder written shall also be a security for and be charged with payment of the additional loan now sanctioned as if the additional loan had formed a part of the principal sum secured by the said original deed.

(iii) And it is hereby agreed and declared that all covenants, powers and provisions contained in the said original Indenture of mortgage in regard to the principal money and the instalments payable under the said original indenture of Mortgage shall apply to the (said additional loan and)\* instalments payable under these presents and except as varied hereby all the terms and conditions of the said original indenture of Mortgage shall remain in full force and effect.

\* Delete in cases where no additional loan has been applied for

\*\* In cases where repayment of the original loan has not commenced, this should not be later than the 18th month of the date of drawl of the first instalment in case of construction or enlargement and not later than the month following the date of drawl of the advance for purchase of a ready-built house. In other cases, this should not be later than the month following the execution of supplementary deed.

Recital (v) to be deleted in case where no repayment of any part of the original loan has been made.

Recitals(vi) and (vii) and clause (ii) to be deleted in case where no additional loan has been applied for.

Recital(viii) to be deleted in case no variation in the made of repayment is intended.

#### THE SCHEDULE ABOVE REFERRED TO

All the plot of land bearing No.\_\_\_\_\_ having an area of \_\_\_\_\_ square metres (\_\_\_\_\_) with all essments, appurtenances, rights of way, passage situated\_\_\_\_\_ and bounded as below:-

North  
South  
East  
West

IN WITNESS whereof the mortgagor has hereunto set his hand and Shri \_\_\_\_\_ for and on behalf of the President of India has set his hand

(sd) \_\_\_\_\_  
(Mortgagor)

In the presence of

1st witness  
Address  
Occupation

2nd witness  
Address  
Occupation

Signed by Shri \_\_\_\_\_ in the Ministry/Office of the \_\_\_\_\_ for and on behalf of the president of India.

In the Presence of

1st witness  
address  
occupation

2nd witness  
address  
occupation.

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209\_2000

SERIAL CIRCULAR NO.209/2000  
CIRCULAR LETTER NO.P(R)/299/IV DATED 27.11.2000

Copy of Board's letter No.E(G)/2000/H01-5 dated 19.9.2000 together with their letter dated 7.7.89 are published for information, guidance and necessary action.

Copy of Board's letter No.E(G)/2000 H01-5 dated 19.9.2000 (RBE No.164/2000).

Sub:Grant of honorarium to the Railway Officer/staff for setting question papers and evaluation of answer sheets in connection with the examination conducted by Railway Training Centers.

.....

Ministry of Railways have had under consideration the question of increase in the rates of honorarium for setting question papers and evaluation of answer books, as prescribed in the Board's letter No.E(G)/87 H01-6 dated 7.7.89. it has now been decided in suppression of Board's letter dated 7.7.89 that Gazetted Officers and Sr./Jr.Subordinates who are not staff of the training Centers and required to set question papers and evaluate the answer books in connection with the examinations conducted by the various Railway Training Centers may be paid honorarium as indicated below:

For setting question papers                      Rs.150/- per question paper

For evaluation of answer sheet Rs.5/- per answer sheet.

The above has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

.....

Copy of Board's Lr.No.E(G)/87 H01-6 dated 7.7.89 (RBE No.174/89).

Sub: Grant of honorarium to the Railway officers/ staff for setting question papers and evaluation of answer books in connection with the examinations conducted by the Railway Technical Centers/Schools.

.....

Reference instructions contained in Railway Ministry's letter No.E(G)/81 H01-6 dated 30.6.1981 on the above noted subject.

The Railway ministry have had under consideration the question of increase in the rates of honorarium for setting question papers and evaluation of answer books as prescribed in the above mentioned letter. Accordingly, on further consideration of the matter they have now decided that the Gazetted Officers and Senior/Junior Subordinates who are not on the staff of the Center/School and required to set question papers and evaluate the answer books in connection with the examinations conducted by various Railway Technical Training Centers/Schools, may be paid the honorarium as indicated below:

- i) For setting question papers Re.0.50 per paper
- ii) For evaluation of answer books Rs.1.50 per answer book

The above has the sanction of the President and issues with the concurrence of the Finance Directorate of the ministry of Railways.

(This disposes of the Northern Railway's Lr.No.843-E/22/XVII/Trg/EIB dated 18.3.1987).

210\_2000  
**SERIAL CIRCULAR NO.210/2000**  
**LETTER NO.P(R)/436/IRMM DATED 24.11.2000**

Copy of Board's letter No.99/H/6-4/Policy dated 20.9.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.99/H/6-4/Policy dated 20.9.2000.*

Sub: Delegation of Powers-referral of Railway beneficiaries to Non-Railway Medical Institutions for special investigations/CT scan/MRI

.....

The Ministry of Railways in partial modification of the orders contained in Board's letters No.91/H/6-4/26 dated 5.1.94 and 5.12.97 and 91/H/6-4/26/Pt. dated 21.4.98 have decided to further enhance the powers delegated to Zonal Railways to sanction the post of Special investigations, CT Scan and MRI upto Rs.10,000/-.

2. All other terms and conditions as stipulated in this respect from time to time and the level of functionaries to which delegation has been made, will remain unchanged.

3. The cases where the cost of special investigations/CT scan/MRI exceeds the limit of Rs.10,000/- the same would continue to be referred to the Ministry of Railways, duly concurred in by the FA&CAO.

4. The above has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

5. Accordingly, an advance correction slip No.7 of Health/2000 with respect to notes under Para 601(2)(1) para 663 and 664 of IRMM 2000 is also enclosed for ready reference.

ADVANCE CORRECTION SLIP NO.7 OF HEALTH/2000

The following amendments may be carried out in Chapter VI of IRMM-2000 regarding reimbursement of expenses on Special Investigations including CT scan and MRI:

In Note under para 601(2/6) figure "Rs.3000/-" may be re-placed with Rs.10000/-.

In para 663(i) and (ii) figure "Rs.3500/-" may be replaced with Rs.10,000/-"

In Para 664 figure "Rs.4500/- may be replaced with Rs.10000/- (Board's letter No.99/H/6-4/Policy dated 20.09.2000).

211\_2000

SERIAL CIRCULAR NO.211/2000

CIRCULAR LETTER NO.P(R)/24 DATED 27.11.2000

Copy of Board's letter No.2000-8-306 dated 20/25.9.2000 is forwarded for information, guidance and necessary action.

Copy of Board's letter No.2000-8-306 dated 20/25.9.2000.

Sub:Rate of Interest to be changed on advance for purchase of Conveyance during 1998-99 1999-2000 and 2000-2001.

.....

A copy of each of Ministry of Finance's OM No.5(3)-PD/98 dated 15th April, 1998, OM No.5(2)-PD/99 dated 5th May, 1999 and OM No.5(2)-PD/2000 dated 10th April, 2000 regarding rate of interest to be charged on advances sanctioned during the year 1998-99, 1999-2000 and 2000-2001 respectively, for purchase of conveyance is enclosed.

2. The instructions contained therein will apply mutatis - mutandis to Railway employees.

.....

Copy of Ministry of Finance, Department of Economic Affairs, New Delhi letter No.F.No.5(2)-PD/2000 dated 10th April, 2000.

OFFICE MEMORANDUM

Sub:Advance to Government servants - Rate of interest for purchase of conveyance during 2000-2001.

....

The undersigned is directed to state that the rates of interest for advance sanctioned to the Government servants for purchase of conveyance during 2000-2001 i.e. from 1st April, 2000 to 31st March, 2001 will be as under:

	Rate of interest per annual
i) Advance for purchase of Bicycle	8%
ii) Advance for purchase of conveyance other than motor car (viz. motor cycle, scooter etc.,)	10.5%
iii) Advance for purchase of Motor car.	14%

Copy of Ministry of Finance, Department of Economic Affairs, New Delhi letter No.F.No.5(2)-PD/99 dated 5th May, 1999.

OFFICE MEMORANDUM

Sub: Advance to government servants - Rate of Interest for Purchase of conveyances during 1999-2000.

.....

The undersigned is directed to state that the rates of interest for advance sanctioned to the Government servants for purchase of conveyances during 1999-2000 i.e. from 1st April, 1999 to 31st March, 2000 will continue to be at the same level as for 1998-99 as under:

	Rate of interest per annum
i) Advance for purchase of bicycle	9%
ii) Advance for purchase of conveyance other than motor car (viz., Motor Cycle, Scooter etc.)	11.5%
iii) Advance for purchase of Motor Car	15%

**212\_2000**

SERIAL CIRCULAR NO.212/2000  
CIRCULAR LETTER NO.P(R)/673/I DATED 27.11.2000

Copy of Board's letter No.E(MPP)/96/3/34 dated 21.9.2000 is forwarded for information, guidance and necessary action.

Copy of Board's letter No.E(MPP)/96/3/34 dated 21.9.2000 (RBE No.166/2000) Training Manual Correction Slip No.1/2000.

Sub: Training Plan of Chemist & Metallurgist Supervisors

and staff of Indian Railways.

.....

Ministry of Railways has been considering the need for having a training plan for the Chemist and Metallurgist Supervisors and staff of Indian Railways. Training plan given

below has since been finalised for these categories.

- |  |  |
|--|--|
| 1. Lab Attendant in grade<br>Rs.2550/3200                          | Locally arranged<br>Induction Course as per local<br>needs   |
| 2. Lab Assistant in all grades                                     | Combined Refresher course of<br>3 weeks duration periodicity<br>being once in 5 years.   |
| 3. Chemical & Metallurgical<br>Assistant in Grade<br>Rs.5000-8000  | Induction Course (for these<br>recruited directly)<br>6 months duration plus<br>6 months field training in<br>their respective railways<br>promotional course (for these<br>promoted as CMA grade<br>Rs.5000-8000) 8 weeks duration.   |
| 4. Chemical & Metallurgical<br>Assistant in all grades             | Refresher course of 4 weeks<br>duration once in 5 years.   |
| 5. Chemical & Metallurgical<br>Assistants in grade<br>Rs.5500-9000 | Induction course (for these<br>recruited directly)<br>3 months duration plus<br>9 months field training in their<br>respective railways.<br>Promotional course (for these<br>promoted as CMA grade Rs.5500-<br>9000) 8 weeks duration. |
| 6. Chemical & Metallurgical<br>Superintendents in all<br>grades.   | Combined refresher course of<br>4 weeks duration once in 5 years   |

Courses at item 2 to 4 above would be conducted at  
STC/Lucknow/WR for staff of all Railways/Production Units, etc.  
and those at 5 and 6 above at IRIMEE/Jamalpur, who will circulate  
the calender for these courses to all concerned for nominations  
etc.

Kindly ensure implementation of this training plan.

The Ministry of Railways have decided to modify the  
"Manual on Management of Training" Edition, 1998 as per the  
correction Slip enclosed.

MANUAL ON MANAGEMENT OF TRAINING (JUNE 1998)  
ADVANCE CORRECTION SLIP NO.1/2000

- (i) Item No.VIII under Appendix-II of the Manual on Management  
of Training (Edition 1998) may be inserted as:

VIII Chemist & Metallurgical Supervisors and Staff

- |   |           |
|---|-----------|
| 1) Chemical & Metallurgical<br>Assistant (Rs.5000-8000) | 12 months |
| 2) Chemical & Metallurgical<br>Assistant (Rs.5500-9000) | 12 months |

- (ii) Traffic (Commercial) Department and Stores Department under  
Appendix III of the Manual on Management of Training  
(Edition 1998) may be numbered as "VI" and "VII" respectively.

- (iii) Item No.VIII under Appendix-III of the Manual on Management  
of Training (Edition 1998) may be inserted as:

VIII Chemist & Metallurgist Supervisors and staff:

- 1) Lab Assistant in all Grade 3 weeks once in 5 years  
 2) Chemical & Metallurgical Assistant in all grades 4 weeks once in 5 years  
 3) Chemical & Metallurgical Superintendents in all grades. 4 weeks once in 5 years

213\_2000  
**SERIAL CIRCULAR NO.213/2000**  
**LETTER NO.P(R)/583/IV DATED 23.11.2000**

Copy of Board's letter No.E(TRG)/94(28)/1 dated 21.9.2000 is published for information, guidance and necessary action. Board's letter dated 17.4.2000 quoted therein was circulated as S.C.No.96/2000.

*Copy of Board's letter No.E(TRG)/94 (28)1 dated 21.9.2000.*

Sub: Incentives for acquiring fresh higher qualifications.

Reference Board's letter No.E(TRG)/94(28)/1 dated 17.4.2000 enclosing therewith a list of higher qualifications, acquiring of which would qualify officers/officials of Indian Railways for grant of incentives.

Deptt. of Personnel and Training have clarified/instructed that item 7(vi) of the list, viz., "Multi skill diploma in relevant fields" would contain the following qualifications.

Deptt.	Higher qualification	Amount
PR Deptt (Gr.A,B & C)	Post Graduate Diploma in Public Relations.	Rs.4000/-
Personnel Deptt (Gr.A,B & C)	Post Graduate Diploma in Human Resource Development.	Rs.4000/-
All Deptts (Gr.A,B & C)	Diploma in Financial Management/ Operational Management	Rs.4000/-
Gr."C" of Statistical Deptt.	Diploma in Statistics	Rs.4000/-
Commercial Deptt (Gr.A,B & C)	Diploma in Marketing & Sales Management	Rs.4000/-

3. All other terms and conditions as envisaged in letter dated 17.4.2000 will remain the same.

15. This issues with the concurrence of the Finance Directorate of the Ministry of Railways, Railway Board.

214\_2000  
**SERIAL CIRCULAR NO.214/2000**  
**CIRCULAR LETTER NO.P(R)/268 DATED 31.10.2000**

Copy of Board's letter No.E(NG)/II/99/RC-1/Genl/23 dated 30.11.99 is published for information, guidance and necessary action.

In terms of the Board's letter, the General Manager is pleased to delegate the powers to consider cases of compassionate appointment to HODs/DRMs/CWMs, where request have been made for the first son/first daughter provided the case is not more than 20 years old and the application has been made within 2 years from the date of attainment of majority of the candidate. The delegation is only with reference to relaxation in the time limit.

Sub: Appointment on compassionate ground - delegation of powers.

.....

Attention is invited to Board's letter No.E(NG)/II/84/RC-1/26 dated 22.12.94 read with letter dated 06.10.95 under which powers have been delegated to the General Managers for considering cases of compassionate appointments where request have been made for the first son/first daughter within a period of twenty years of the employee's demise, subject to the conditions stipulated therein.

2. The matter has been further considered by the Board, pursuant to a demand raised by the Organised labour in the JCM/DC, and it has been decided that powers may be delegated to DRMs/HODs/CWMs to consider cases of compassionate appointments where requests have been made for the first son/first daughter, provided the case is not more than twenty years old and the application has been submitted within 2 years from the date of attainment of majority of the candidate.

215\_2000  
**SERIAL CIRCULAR NO.215/2000**  
**LETTER NO.P(PC)/487/V/97/STAND DESIGN DATED 02.11.2000**

Copy of the Railway Board's letter No.PC-III/93/Stand/1 dated 18.10.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.PC-III/93/Stand/1 dated 18.10.2000 (RBE No.183/2000).*

Sub: Revision of designation.

.....

Railway Board in consultation with both the Federations have decided to revise the following designations as indicated against each:

Existing Designation	Scale of pay	Revised designation
i) Khalasi	2550-3200	Helper Gr.II
ii) Khalasi helper	2650-4000	Helper Gr.I

The revised designations as detailed above will not entail any change in the pay scales, duties and responsibilities, level of supervision, selection procedure, method of recruitment, classification under HOER and eligibility conditions prescribed for the various posts or the avenues of promotion. The percentage distribution of posts will also remain unchanged by the revision of the designations.

216\_2000  
**SERIAL CIRCULAR NO.216/2000**  
**LETTER NO.P(R)/500/XVII DATED 27.11.2000**

Copy of Board's letter No.F(E)/III/98/PN1/29 pt.I dated 5.10.2000 is published for information, guidance and necessary action. Board's letter dated 15.1.99 quoted therein was circulated as S.C.no.26/99 dated 22.1.99.

In the context of revision of pension/family pension to 50%/30% of the minimum pay in the revised scales of pay introduced w.e.f. 1.1.96, Board have clarified that in respect of Railway Servants who were detailed to look after the duties of higher post on adhoc basis and who were in receipt of charge allowance, the scales of pay in the V CPC shall be corresponding to the scales of pay of the post held by them substantively, at the time of retirement/death.

*Copy of Board's letter No.F(E)/III/98/PN1/29/Pt.I dated 5.10.2000 (RBE No.173/2000).*

Sub: Revision of pension to 50%/30% of the minimum pay in the revised scale of pay introduced w.e.f 1.1.96 - Clarification regarding.

.....

Consequent upon the instructions issued vide Board's letter No.F(E)/III/98/PN1/29 dated 15.1.99 for revision of pension/family pension to 50%/30% of the minimum pay in the revised scale of pay introduced w.e.f. 1.1.1996, reference have been received from various quarters seeking clarification as to the relevant scale of pay to be considered for working out minimum pension/family pension in cases where the retired/deceased Railway servants held higher posts on adhoc basis prior to 1.1.96. The matter has been examined in consultation with the department of Pension and Pensioners' Welfare and the Department of Expenditure.

2. it is clarified that the Railway servants who are detailed to look after the duties of higher posts on adhoc basis, are not given the scales of pay of the higher posts. This is so because they are either not due for regular promotion to the higher posts as per recruitment rules or are not duly selected for appointment to the posts with the formal approval of the competent authority after following the prescribed procedure. This is purely an interim administrative arrangement pending appointment of regular incumbents to the posts. Such Railway servants continue to draw pay and increments in the scales of pay to which they are borne substantively. in addition, they are granted charge allowance at the prescribed rates, as a compensation for performing duties of higher scales of pay. On their retirement/death while in service, pensionary benefits are determined on the basis of emoluments drawn in the scales of pay held by them substantively though the charge allowance is also taken into account for the purpose.

3. In view of the foregoing in the case of Railway servants who had retired/died prior to 1.1.1986 while holding higher posts on adhoc basis without having been assigned the scales of pay of the higher posts, for the purpose of revision of pension/family pension the pay last drawn by them should be revised on notional basis as on 1.1.1986 in the IV CPC scales of pay corresponding to the scales of pay of the posts held by them substantively. Likewise, for the purpose of upward revision of pension/family pension upto 50%/30% respectively of the minimum pay in the revised scales of pay introduced w.e.f. 1.1.96 both in the case of those who had retired/died prior to 1986 and during 1.1.1986 to 31.12.1995, the scales of pay introduced w.e.f. 1.1.96 corresponding to the scales of pay of the posts held by them substantively at the time of retirement/death should only be taken into account. In other words while revising the pension/family pension on notional fixation of pay as on 1.1.86 or for revision of pension/family pension as on 1.1.96, the revised IV and V CPC scales of pay corresponding to the substantive scales held by the Railway Servants at the time of retirement/death only should be considered as the charge allowance was already included while calculating the original basic pension which get consolidated on 1.1.86/1.1.96 as per the extant guidelines.

217\_2000  
**SERIAL CIRCULAR NO.217/2000**  
**LETTER NO.P(R)/436/R.II DATED 27.11.2000**

Copy of Board's letter No.E(P&A)/I-2000/FE-4/2 dated 11.10.2000 is published for information, guidance and necessary action. Board's letter dated 19.11.99, quoted therein was circu-lated as S.C.No.15/2000.

*Copy of Board's letter No.E(P&A)/I-2000/FE-4/2 dated 11.10.2000 (RBE No.175/2000).*

Sub: Corrigendum to the ACS No.47 to Indian Railway Establishment Code, Vol.II 1987 Edition - regarding Daily Officiating Allowance.

Ref: Board's letter No.E(P&A)/I-98/CPC/PA-2 dated dated 19.11.99.

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**CORRIGENDUM**

In advance correction slip No.47 R-II/1987 Edition circulated vide Board's letter under reference, in Appendix Sl.Nos.9(c) and 9(e) may be deleted, Renumber existing Sl.Nos.9(d), 9(f) and 9(g) as 9(c), 9(d) and 9(e).

2. Add "Sl.No.10(b) Fitter (b) Supervisor (Electrical) below Sl.No.10(a) and "Sl.No.10(d) Mate (d) Supervisor (PW) below Sl.No.10(c) by renumbering existing Sl.No.10(b) and Sl.No.10(c).

3. This has the sanction of the President and issues with the concurrence of the Finance Directorate of the Ministry of Railways.

218\_2000

**SERIAL CIRCULAR NO.218/2000  
LETTER NO.P(R)/531 DATED 24.11.2000**

Copy of Board's letter No.E(NG)/I/96/CFP/27 dated 10.10.2000 is published for information, guidance and necessary action.

*Copy of Board's letter no.E(NG)/I/96/CFP/27 dated 10.10.2000 (RBE No.176/2000).*

Sub: Promotional prospects of Gr. "D" Staff with no regular avenue of promotion to specified Gr. "C" posts.

In terms of Para 189 of IREM (Vol.I 1989 edition) 33-1/3% of the posts in the lowest grade of Commercial Clerks, Ticket Collectors, office Clerks etc. are to be earmarked for promotion of Railway Servants in Group "D" categories for whom no regular avenue of promotion exist the Group "C" categories being suitably linked with specified Group "D" categories on the basis of Broad affinity of work.

2. A joint Sub-Committee constituted under the DC/JCM consisting of representatives of official side and both the Federations to go into the question of promotion prospects of Group "D" staff has recommended that the existing Group "D" promotion quota of 33-1/3% covered under para 189 of IREM be increased to 50%. The joint sub-committee has also recommended that the enhanced quota of 16-2/3% may be filled from amongst Matriculate Group "D" employees with a minimum of two years regular service in the concerned seniority unit and that the selection against the enhanced quota may be entirely competitive and on the basis of merit.

3. The Board have considered the matter and have accepted the recommendation of the sub-committee. The standard of selection consisting of a written test and interview will be commensurate with the qualification of Matriculation and the panel will be formed strictly on the basis of merit. However, the existing 33-1/3% quota will continue to be filled up as per existing procedure.

4. Necessary amendments to the IREM will follow.

219\_2000  
**SERIAL CIRCULAR NO.219/2000  
LETTER NO.P(R)/535/I DATED 24.11.2000**

Copy of Board's letter No.E(NG)/I-2000/PM5/14 dated 11.10.2000 is pulished for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/I-2000/PM5/14 dated 11.10.2000 (RBE No.177/2000).*

Sub: Filling up of the posts of Technical Supervisors in USFD Wing in the Civil Engg.

.....

In Para 3.1(a) of the guidelines for controlling rail fractures circulated along with the then Member Engineering, Railway Board's D.O. letter no.89/CL/II/PRA/65 dated 3.8.90 it was inter-alia stipulated that all posts of PWs/USFD (since redesisg-nated as JE/Gr.II/JE/Gr.I/Section Engineer/Sr.Section Engineer/USFD) should be operated as ex-cadre posts. The information collected from some of the Railways has revealed that the present practice on different Railways in this respect is not uniform.

The matter has been considered by the Board and it has been decided that the posts being operated in USFD wing may be operated as Ex.cadre posts.

220\_2000  
**SERIAL CIRCULAR NO.220/2000  
LETTER NO.P(R)/268 DATED 27.11.2000**

Copy of Board's letter No.E(NG)/II/98/RC-1/64 dated 28.7.2000 is published herewith for information, guidance and necessary action. Board's letter dated 6.10.95 and 30.11.99 quoted therein were circulated at S.C.Nos.136/95 and 214/2000 respectively

*Copy of board's letter No.E(NG)/II/98/RC-1/64 dated 28.7.2000  
(RBE no.144/2000 - S.C.No.43 to MC-16)*

Sub: Appointment on compassionate grounds – Delegation of powers.

Ref; 1) Board's Lr. No.E(NG)II/84/RC-1/26 dt.6.10.95.  
2) Board's Lr.No.E(NG)II/99/RC-1/Gen/23 dt 30.11.99

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Attention is invited to Board's letter no.E(NG)II/84/RC-1/26 dated 6.10.95 in terms of which the GMs are empowered to consider time barred cases which are upto 20 years old from the date of death of the Railway employee, provided appointment is sought for the first son/first daughter and that application for appointment is submitted within 2 years of attaining the age of majority by the candidate. These powers have since been redelegated to DRMs/CWMs/HODs vide Board's letter dated 30.11.99.

The matter has been further considered by the Board and it has been decided that the General Managers may also be authorised to consider the requests of compassionate appointments in respect of cases upto 20 years old in the following types of cases subject to the condition that these powers will be exercised by him personally and not to be delegated further.

- i) Compassionate appointment of 1st son/1st daughter where request has been made after a period of 5 years from the date of medical invalidation.
- ii) Compassionate appointment of other than 1st son/1st daughter where requests have been made after a period of 5 years from the date of death.
- iii) Consideration of application submitted more than 2 years after the candidate became major.

3. While considering such requests for compassionate appointment, the General Manager should satisfy himself on the basis of a balanced and objective assessment of the financial condition of the family, that the grounds for compassionate appointment in each such case is justified, having regard to the number of dependents, assets and liabilities left by the Railway employee, income of any member of the family, as also his liability, including the aspect of whether the earning member is residing with the family of the deceased employee and whether he provides any support to the other members of the family, so that the facility of appointment on compassionate grounds is not circumvented or misused by putting forward the ground that the eldest son of the employee is staying separately and not supporting the family.

221\_2000

**SERIAL CIRCULAR NO.221/2000  
LETTER NO.P(R)/563/III DATED 27.11.2000**

Copy of Board's letter No.E(RRB)/2000/25/1 dated 27.9.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(RRB)/2000/25/1 dated 27.9.2000  
(RBE No.170/2000) RRCB No.7/2000.*

Sub: Proforma for placing requisition for candidates by Railways/PUs for recruitment of Group "C" posts.

.....

In order to bring uniformity in the format for placing requisition by the Zonal Railways/PUs on RRBs for candidates to be selected for recruitment to various Group "C" posts, the enclosed proforma should be used for placement of indents on the RRBs. Attention is invited particularly to the certificates which are to be endorsed as per items 14 and 15 of this proforma. RRBs should not entertain indents if these certificates are not given.

**REQUISITION FOR CANDIDATES REQUIRED FOR APPOINTMENT  
TO GROUP 'C' SERVICES**

-----  
Indent placed by: (Mention Name of Rly/PU)

Indent placed on: (Mention Name of RRB)

Indent Number

Date:

-----  
1. Designation of the post

2. Pay scale

3. Likely Minimum starting  
emoluments.

4. Vacancies

-----  
RESERVED

-----  
UNRESERVED      SC   ST   OBC EX-SERVICEMEN      TOTAL  
-----

5. Qualifications Required:
  - a) Minimum educational/Technical qualifications(s)
  - b) Experience
  - c) Acceptable equivalent qualifications, if any.
6. Normal age limits.
7. Relaxations admissible in Upper age limit to different categories of candidates:
  - a) SC/ST
  - b) Ex.Servicemen
  - c) Serving Railway Employees
  - d) Other serving Govt. Employees
  - e)Others (Please specify)
8. Standard of medical examination:
9. Period of probation, if any:
10. Places where the candidate will be required to serve
- 11.Period of training if any
- 12.Stipend admissible during training period
13. Details of agreement/Security deposit/ Bond, to be signed/furnished by the candidates.
14. Certificate of handicap quota reservation:

It is certified that 3% reservation has been provided for physically handicapped persons against these vacancies. The details of posts earmarked for the physically handicapped are as under:

Category of Handicap	Number of posts reserved and designation	Unit and cadre where reserved.
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- i) VH
- ii) HH
- iii) OH

15. Certificate of utilisation of previous panel:- it is certified that all candidates borne on the last panel received from RRB for this category have been offered appointment.

OR

\_\_\_\_\_ candidates from a panel of \_\_\_\_\_ which was the last panel received from RRB have been offered appointment already.

The remaining candidates will be sent offer of appointment by \_\_\_\_\_ (date).

16. Any special instructions:

Signature :  
Name :  
Designation :  
(of competent office)

222\_2000  
**CIRCULAR NO.222/2000**  
**LETTER NO.P(R)/436/IREM/IV DATED 27.11.2000**

Copy of Board's letter No.E(NG)/I-2000/PM1/30 dated 12.10.2000 is forwarded for information, guidance and necessary action. Board's letter dated 16.11.98 quoted therein was circu-lated as Serial Circular No.12/99.

*Copy of Board's letter No.E(NG)/I-2000/PM1/30 dated 12.10.2000 (RBE No.174/2000).*

Sub: Procedure for filling up "Selection" and "General Selection" posts.

.....

In terms of Para 219 (1) and 219(i) (iii) of IREM, Vol.I (1989 edition), as modified under ACS No.66 forwarded under Board's letter No.E(NG)/98/PM1/11 dated 16.11.98 for the purpose of formation of panels for filling up selection and General Section posts respectively, candidates securing a total of more than 80% marks are to be classed as "Outstanding".

The Board have reviewed the matter and it has now been decided that, for the purpose of formation of panels for filling up Selection and General Section posts, candidates securing 80% or more marks should be classed as outstanding.

The Indian Railway Establishment Manual may also be amended as in the Advance Correction Slip No.111 enclosed.

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**INDIAN RAILWAY ESTABLISHMENT MANUAL VOLUME-I (1980 EDITION)  
ADVANCE CORRECTION SLIP NO.111**

- Chapter II Section-B - Rules governing promotion of Group "C" staff. In para 219:
- i) For the existing words and figures 'more than 80% marks' appearing in sub-para (i) substitute the words and figures "80% or more marks".
  - ii) For the existing words and figures "more than 80% marks" appearing in sub-para (i) (iii) substitute the words and figures "80% or more marks".

AUTHORITY: Ministry of Railway's letter No.E(NG)I-98/PM1/11 dated 16.11.98 and E(NG)I-2000/PM1/30 dt 12.10.2000.

223\_2000

**SERIAL CIRCULAR NO.223/2000  
LETTER NO.P(R)/66/NDA DATED 24.11.2000**

Copy of Board's letter No.E(P&A)/II-2000/HW-3 dated 18.10.2000 is published for information, guidance and necessary action. Board's letter dated 27.9.2000 quoted therein was circulated as S.C.No.198/2000.

*Copy of Board's letter No.E(P&A)/II-2000/HW-3 dated 18.10.2000  
(RBE No.178/2000).*

Sub: Rates of Night Duty Allowance w.e.f. 01.07.2000.

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Consequent to sanction of an additional instalment of Dearness Allowance, vide this Ministry's letter no.PC-V/97/1/7/14 dated 27.9.2000, the President is pleased to decide that the rates of night Duty Allowance, as notified vide Annexure "A" and "B" of Board's letter of even number dated 28.4.2000 stand revised w.e.f. 1.7.2000 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.

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

**ANNEXURE 'A'**

**RATES OF NIGHT DUTY ALLOWANCE WITH EFFECT FROM 01.07.2000 FOR  
'INTENSIVE', 'CONTINUOUS' AND 'EXCLUDED' CATEGORIES AND WORKSHOP  
STAFF AT THE VARIOUS PLACES CLASSIFIED AS 'A-1' 'A' 'B-1' 'B-2'  
AND ORDINARY LOCALITIES INCLUDING 'C' CLASS CITIES.**

Sl. No.	Pay slabs in Vth commission's scales	"A-1"	"A"	"B-1"	"B-2"	Ordinary Localities including "C" Class cities
1.	2550-2605	Rs. 17.35	Rs. 17.20	Rs. 17.10	Rs. 17.00	Rs. 16.90
2.	2606-2790	18.10	18.00	17.90	17.80	17.70
3.	2791-3230	20.35	20.20	20.05	19.90	19.75
4.	3231-3440	22.45	22.30	22.20	22.05	21.90
5.	3441-4125	25.40	25.25	25.10	24.95	24.80
6.	4126-4270	28.10	27.95	27.85	27.70	27.55
7.	4271-4480	29.30	29.15	29.00	28.85	28.70
8.	4481-4630	30.80	30.60	30.35	30.20	29.90
9.	4631-4870	32.10	31.85	31.60	31.45	31.15
10.	4871-5165	33.85	33.60	33.35	33.20	32.90

11.5166-5465	35.80	35.55	35.35	35.15	34.85
12.5466-6210	39.20	39.00	38.75	38.60	38.30
13.6211-6655	43.60	43.30	43.05	42.75	42.20
14.6656-6955	46.05	45.75	45.45	45.20	44.65
15.6956-7850	49.95	49.65	49.40	49.10	48.55
and above					

**ANNEXURE 'B'**

**RATES OF NIGHT DUTY ALLOWANCE WITH EFFECT FROM 01.07.2000 FOR  
'ESSENTIALLY INTERMITTENT' CATEGORIES AT THE VARIOUS PLACES  
CLASSIFIED ON 'A-1' 'A' 'B-1' 'B-2' AND ORDINARY LOCALITIES  
INCLUDING 'C' CLASS CITIES.**

Sl. No.	Pay slabs in Vth commission's scales	"A-1"	"A"	"B-1"	"B-2"	Ordinary Localities including "C" Class cities
		Rs.	Rs.	Rs.	Rs.	Rs.
1.	2550-2605	11.55	11.45	11.40	11.35	11.25
2.	2606-2790	12.05	12.00	11.95	11.85	11.80
3.	2791-3230	13.55	13.45	13.35	13.25	13.15
4.	3231-3440	14.95	14.85	14.80	14.70	14.60
5.	3441-4125	16.95	16.85	16.75	16.65	16.55
6.	4126-4270	18.75	18.65	18.55	18.45	18.35
7.	4271-4480	19.55	19.45	19.35	19.25	19.15
8.	4481-4630	20.55	20.40	20.25	20.15	19.95
9.	4631-4870	21.40	21.25	21.05	20.95	20.75
10.	4871-5165	22.55	22.40	22.25	22.15	21.95
11.	5166-5465	23.85	23.70	23.55	23.45	23.25
12.	5466-6210	26.15	26.00	25.85	25.75	25.55
13.	6211-6655	29.05	28.85	28.70	28.50	28.15
14.	6656-6955	30.70	30.50	30.30	30.15	29.75
15.	6956-7850	33.30	33.10	32.95	32.75	32.35
	and above					

224\_2000  
**SERIAL CIRCULAR NO.224/2000  
LETTER NO.P(R)/473/III DATED 24.11.2000**

Copy of Board's letter No.E(W)/2000/PS5-1/17 dated 13.10.2000 is published for information, guidance and necessary action. Board's letter dated 7.9.2000 quoted therein was circu-lated as S.C. No.197/2000.

*Copy of Board's letter no.E(W)/2000/PS5-1/17 dated 13.10.2000 (RBE No.179/2000).*

Sub: Entitlement for travel by Rajdhani and Shatabdi Express trains on Duty Privilege/  
Post-retirement complimentary passes.  
Ref: Board's Lr. of even No.dated 7.9.2000.

.....  
With reference to item B (iii) of Board's letter referred to above, it is clarified that serving officers with pay Rs.4500 and above in the IV CPC scale of pay and retired officers of equivalent status who were entitled to 2 berths in 2-AC or 4 berths in 3-AC or 2 seats in Chair Car on each privilege and post-retirement complimentary pass prior to revision of scales under V CPC would continue to get the same entitlement even if their pay in the revised scale falls short of Rs.14300/- as envisaged in Board's letter dated 7.9.2000.

2. In all other aspects, the provisions of Railway Servants (Pass) Rules, will apply.
3. This issues with the concurrence of Finance Directorate of Ministry of Railways.

225\_2000  
**SERIAL CIRCULAR NO.225/2000  
LETTER NO.P(R)/436/IREM/IV DATED 23.11.2000**

Copy of Board's letter No.E(NG)/I-98/PM28/1 dated 16.10.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(NG)/I-98/PM28/1 dated 16.10.2000 (RBE No.180/2000).*

Sub: Eligibility of filling up the promotional quota for the post of Law Assistant Gr.Rs.6500-10500.

.....  
In terms of para 131(1)(ii) and (2)(iii) of Indian Railway Establishment Manual (Vol.I, 1989 Edition), 66 2/3% of the posts in the category of Law Assistant in the pay scale of Rs.6500-10500 are filled by promotion by selection from amongst serving employees with atleast 5 years service and possessing a Degree in Law irrespective of the department in which they may be working.

The existing method as indicated above does not specify the grades from which the serving staff would be eligible and there is no uniformity in this regard on the Railways/PUs. The Ministry of Railways have since considered the matter in consultation with both the Federations and it has been decided that serving employees in grades lower than the grade Rs.6500-10500 having 5 years regular service in Group C and possessing a Degree in Law, irrespective of the department in which the eligible employees may be working, should be eligible to appear in the selection for promotion against 66 2/3% of the posts in the category of Law Assistant grade Grade Rs.6500-10500.

3. The Indian Railway Establishment Manual may also be amended accordingly as in Advance Correction Slip No.110 enclosed.

(This also disposes of DLW's Lr.No.W/P/27/180/59E/PBR Law Assist-ant dated 2.2.99).

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**INDIAN RAILWAY ESTABLISHMENT MANUAL, VOLUME-I (1989 EDITION)  
ADVANCE CORRECTION SLIP NO.110**

Chapter-I, Section-B, Sub-section III - Recruitment and Training:

In para 131 substitute the following for the existing sub-para (2)(iii).

(iii) Qualification for promotees: The remaining quota of 66 2/3% of posts should be filled by promotion, on the basis of selection, of serving employees in grades lower than the grade of Rs.6500-10500, having 5 years regular service in Group C and possessing a Degree in Law, irrespective of the department in which the eligible employees may be working. The shortfall against promotion quota, if any, will be filled by direct recruitment.

(Authority: Ministry of Railway's Lr.No.E(NG)/I-98/PM28/1 dated 16.10.2000).

226\_2000

**SERIAL CIRCULAR NO.226/2000  
LETTER NO.P(R)/673/I DATED 24.11.2000**

Copy of board's letter No.E(MPP)/94/3/17 (Pt)(Reconst) dated 17.10.2000 is published for information, guidance and necessary action.

*Copy of Board's letter No.E(MPP)/94/3/17(Pt)(Reconst) dated 17.10.2000  
(RBE No.181/2000).*

Sub: Training of TXRs in Ultrasonic testing.

.....  
Board has been for some time considering the need for exposing TXRs in Ultrasonic testing. it has now been decided that the training module No.SR/ME/44 under training programme (SR Mech-3) enclosed vide Board's letter of even number dated 28.9.95 pertaining to Apprentice Train Examiner/DH may be modified as under:

Mod No.	Description	Weeks	Certification
SR ME/44	BTC/CLW monitored Department Training	45	



....

The rates of daily allowance for journeys on duty in various countries as contained in Ministry of External Affairs order No.Q/FD/695/1/90 dated the 11th November, 1996 were circulated vide Board's letter referred to above.

With a view to further control the growth in non-plan, non-developmental expenditure, it has been decided by the Ministry of Finance, Department of Expenditure, to enforce certain austerity measures with immediate effect. Accordingly, the permissible per diem allowance for travel abroad shall stand reduced by 25% for all countries, officials/non-officials. Those instructions shall also apply to autonomous institutions and PSUs.

The above reduction shall apply from the date of issue of this letter.