SALIENT FEATURES OF ACCEPTED RECOMMENDATIONS OF 6TH CENTRAL PAY COMMISSION.

1. Pay scales revised from 1st January 2006. Allowances like HRA, CCA,NHA,NDA etc., at revised rates allowed from 1st September, 2008.
2. To remove stagnation, Running Pay Bands for all posts in the Railways introduced (below Rs.26,000 in V CPC scales)
3. Four distinct running pay bands accepted – one running band each for all categories of employees in Group 'C' & 'B' with 2 running pay bands for Group 'A' posts.
4. Group 'D' employees possessing the minimum qualification of Matric or ITI is to be placed in PB-1 pay band straightaway with grade pay of Rs.1800/-. Such of those Group 'D' who do not possess the said qualifications are to be upgraded and placed in the Group 'C' running pay band PB-1 after they are suitably re-trained.
5. Minimum salary at the entry level of PB-1 pay band is fixed at Rs.7000/- (Rs.5200 as pay in the pay band plus Rs.1800 as grade pay) and the maximum is Rs.90,000/- fixed (Cabinet Secretary).
6. The total number of grades reduced to 20 spread across four distinct running pay bands; as against 35 standard pay scales existing earlier.
7. Uniform date of annual increment, viz. 1st July of every year introduced in all cases. Rate of annual increment is 3% of the pay in the Pay Band plus the corresponding Grade Pay which will be rounded off to the next multiple of 10/-. In the case of PB-3, variable rates of increment at 3% and 4% have been provided. The higher rate of increment will be granted to not more than 20% of the strength of officers in PB-3.
8. In the case of promotion from one grade pay to another in the revised pay structure, one increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.
9. Base year of the Consumer Price Index (CPI) for computation of dearness allowance is revised to 2001 from 1982.
10. Existing rate of HRA at 30% retained for A-1 and A Cities. B-1 & B-2 cities are allowed 20% HRA as against 15% earlier. C and un-classified cities are given 10% HRA as against 7.5% / 5% earlier. The classification of cities are now classified as 'X' for A-1 & A class cities, 'Y' for B-1 & B-2 class cities and 'Z' for 'C' and un-classified cities.
11. Compensatory (City) allowance is abolished . The rate of Transport allowance is fixed according to the Grade pay being drawn by the employees. Dearness allowance sanctioned from time to time is also to be allowed on the Fixed Transport allowance (min Tr. Allow is Rs.600/- and Maximum is Rs.3200/- in A-1 & A class cities and Rs.400 and 1600 in other cities).Distance restriction of 1 Km from residence for entitlement is withdrawn. Officers drawing Grade pay of Rs.10,000 & 12000 and HAG+ scale who are entitled to the use of official car may be given option either to use the existing facility or to draw Rs.7000/- plus DA thereon. The blind or orthopaedically handicapped employees in terms of this Ministry's

letter No. PC-V/97/I/7/12 dated 16.12.97 (SCR S.C.No.220/97) shall continue to draw this allowance at double the normal rates, which shall, in no case, be less than Rs.1000/- per month plus the applicable rate of dearness allowance

12. Reimbursement of Tuition Fees revised to max. Rs.1,000/- per month from 1.9.2008 subject to annual ceiling of Rs.12,000/- for children of Railway Employees from Nursery to 12th class held by Junior Colleges or schools affiliated to Universities or Boards of Education subject to a maximum of 2 children. Hostel Subsidy revised from Rs.300 to Rs.3000. However, both hostel subsidy and Children Education Allowance cannot be availed concurrently.
13. Maternity leave to women employees enhanced to 180 days from 135 days w.e.f 1.9.2008.
14. Child Care leave introduced to women employees upto a maximum of 730 days during their entire service for taking care of upto two children below the age of 18 years whether for rearing or to look after any of their needs like examination, sickness etc., subject to the condition that they do not have any earned leave at their credit. Prior sanction of the competent authority is to be taken for availing the Child Care Leave.
15. Special Casual Leave for 4 [four] days in a calendar year, in addition to the 8 days to the other employees has been granted to Railway employees with disabilities as defined in the Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation] Act, 1995, for specific requirements relating to the disability of the official.
16. The quantum of natural calamity advance admissible to non-gazetted Railway Servants under the provisions of Para 1123(A) of IREM Vol.I enhanced from Rs.2500/-(Rs. Two thousand five hundred only) to Rs.5000/- (Rs.Five thousand only) irrespective of their pay.
17. Encashment of LAP of 10 days at the time of availing Railway Passes/PTOs while in service, once in two years subject to a maximum of 60 days during the entire career, introduced. This is subject to [1] availing at least an equivalent duration of LAP [2] balance of at least 30 days of LAP remaining at credit after period of encashment as well as leave availed of [3] Only Pay in the Pay Band , Grade Pay and DA admissible on that date without any HRA / Transport Allowance will be paid as leave encashment.

    Railway servants directly engaged in running of trains viz. all the running staff including Drivers, Assistant Drivers, Motormen, Shunters, Guards etc. and Station Masters/ Assistant Station Masters are exempt from the requirement of availing of passes and equal duration of LAP for availing the benefit of encashment of 10 days of LAP.
18. Encashment of LHAP at the time of retirement introduced w.e.f. 01.09.08 - both earned leave and Half Pay Leave can be considered for encashment subject to overall limit of 300 days. Cash equivalent to earned leave shall continue unchanged. Cash equivalent payable for Half Pay Leave shall be equal to leave salary as admissible for Half Pay Leave plus Dearness Allowance admissible on the leave salary without any reduction being made on account of pension and PEG. To make up the shortfall of LAP, no commutation of LHAP is permissible.
19. Minimum Pension raised to Rs.3500/- and maximum Rs. 45000/-.
20. Family Pension continue to be paid at 30% of last pay drawn subject to a minimum of Rs.3500/- and maximum of 27,000/-.
21. Additional quantum of pension/family pension from 20% to 100% introduced to the pensioners /family pensioners in the age group of 80-100 and above.

22. Fitment weightage of 40% is extended to pre-2006 retirees /family pensioners.
23. Linkage of full pension with 33 years of qualifying service is dispensed with effect 2nd September, 2008. **A Railway servant who has rendered 20 years of qualifying service**, retiring after 2-9-2008, shall be eligible for 50% of the emoluments or average emoluments during the last ten months, whichever is more beneficial to him.
24. The maximum limit of retirement/death gratuity increased to 10 lakhs from existing 3.5 lakhs.
25. The period for which enhanced family pension payable to the family of a railway servant who dies in service, is extended to ten years without any upper age limit. Family pensioners in receipt of enhanced family pension on 01.01.06 are also covered under this provision.
26. Constant Attendant Allowance of Rs.3000/- p.m. introduced in the case of pensioners who retired on disability pension under RS[EOP] Rules for 100% disability [where the individual is completely dependent on somebody else for day to day functions], in addition to the disability pension, effective from 01.01.06 . This is also payable to pensioners who retried before 01.01.06 and fulfilling the conditions stipulated.
27. Commutation value payable to retirees revised w.e.f. **02.09.08.**
28. For the first time Government have decided that the limits of certain advances/allowances are to be automatically raised by 25% everytime the dearness allowance on the revised pay structure goes up by 50%

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INDEX OF ESTABLISHMENT SERIAL CIRCULARS ISSUED DURING THE YEAR 2008.

SUBJECT	S.C. No	Page No.
1004-I - Industrial Employment (Standing Orders) Central Rules 1946		
Amendments to the Industrial Employment (Standing Orders) Central Rules, 1946 circulated	68 /2008	94
1016 ALLOWANCES OTHER THAN HRA/CCA		
Hospital Patient Care Allowance and Patient Care Allowance has been introduced in respect of the specified Group C & D [non-Ministerial] railway employees working in railway hospitals and health units / clinics, w.e. from 1.1.2008. With the introduction of the above allowance, Night Duty Allowance and /or Risk Allowance, if admissible to these specified categories of staff, cease to be admissible w.e.f. 01-01-2008.	02/2008	01
Medical Officers who have been provided with official vehicles/staff cars will not be eligible for monthly Conveyance Allowance. However, if such Medical Officers, who perform 20 domiciliary visits beyond office hours, certify that official vehicle was not provided, Conveyance Allowance may be allowed.	45/2008	68
RPF/RPSF personnel **working as investigating Inspector on deputation basis in Vigilance Organisation** may be granted Ration Money Allowance and Ad-hoc bonus in lieu of PLB from the financial year 2008-09.	77 /2008	105
Senior Supervisors of workshop cadre [whether working in workshops or PCO] when deputed as Chief Saf Officers / Safety Officers may be granted Special Allowance @ 7.5% [at the same	88/2008	118

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rate as that of PCO Allowance] with effect from 04.07.08.		
Board have communicated the revised rate of Transport Allowance w.e.f.01.09.2008 consequent upon the decision taken by the Government on the recommendations of VI CPC	114/2008	179
Board have communicated the revised instructions regarding grant of Non Practising Allowance at revised rates to IRMS officers	121/2008	253
The rate of Cycle [Maintenance] Allowance has been revised from Rs.30/- to Rs.60/- per month with effect from 01.09.2008. The terms and conditions as contained in Railway Ministry's decision below Rule 1606 of IREC [Vol.II]-2005 Edition for grant of this allowance will remain unchanged	127/2008	259
Board have circulated the revised rates of Special Compensatory (Scheduled/Tribal Area) Allowance, with effect from 1.9.2008, to the Railway employees in 6th CPC scales.	129/2008	261
Physically handicapped casual labourers having temporary status are entitled to Transport Allowance at double the normal rates subject to terms and conditions contained in Board's letter No.F(E)-I-78/AL-7/5 dated 23.10.78.[SC No. 186/78]	131/2008	262
Board have communicated the revised instructions regarding grant of Special Compensatory (Remote Locality) Allowance to Railway Employees.	132 /2008	263
Board have communicated the revised instructions regarding grant of Special (Duty) Allowance for Railway Employees serving in the North Eastern Region.	134/2008	266
Ration Money Allowance from Rs.761/- to Rs. 861/- per head per month has been revised upto the rank of Inspector Grade I, scale Rs.6500-10500 for the financial year 2008-2009 [w.e.f. 01.04.2008 to 31.03.2009].	137/2008	270
Rate of Washing Allowance revised from Rs. 30/- to Rs. 60/- per month to Group 'C' and 'D' staff with effect from 01.09.08.	146/2008	279
Special Allowance for child care @ Rs.1000 per month for a maximum of two children upto two years of age is to be granted for women with disabilities. Reimbursement of education allowance for disabled children of Railway employees should be paid at double the normal rates subject to annual ceiling of Rs.24,000/-. These orders are effective from 01.09.08. Disability means a person having a minimum disability of 40%.	147/2008	280
Rates of Conveyance Allowance to Railway employees admissible under Rule 1606 (4) of IREC Vol.II (2005 Edition), revised with effect from 01.09.2008. The rates of this allowance will be increased by 25% whenever the Dearness Allowance payable on the revised pay scales goes up by 50%.	154/2008	291
Board have issued revised rates of Railway Board Tenure Allowance applicable to officers of Organized Group 'A' Railway Services on their appointment as Deputy Directors/Joint Directors/Directors in Railway Board's office.	161/2008	305
Board have communicated its decision regarding grant of Deputation (Duty) Allowance.	163 /2008	308
Board have communicated revised rates of Special Compensatory (Bad Climate) Allowance.	164 /2008	309
The rate of Night Patrolling Allowance admissible to permanent Gangman and Casual Labour with temporary status revised from Rs.3/- to Rs.6/- per night with effect from 01.09.2008.	173 /2008	326
Board have communicated rates of Special Compensatory (Hill Area) Allowance for Railway Employees with effect from 01.09.08.	179/2008	330
The rates of Project Allowance and Compenstory [Construction /	186/2008	340

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Survey] Allowance are revised with effect from 01.09.2008 as: [i] For posts in grade pay of Rs.5400/- and and pay scale of HAG+ and above : Rs.1500/- p.m. [ii] For posts in grade pay of less than Rs.5400 : Rs.1000/- p.m		
Washing Allowance @ Rs.60/- per month is granted to all the Dressers/Operation Theatre Assistants who are given uniform, with effect from the date of issue of Board's letter i.e. 14.11.2008.	191/2008	345
1017 ADVANCES –GENERAL		
The quantum of natural calamity advance admissible to non-gazetted Railway Servants under the provisions of Para 1123(A) of IREM Vol.I is enhanced from Rs.2500/-(Rs. Two thousand five hundred only) to Rs.5000/- (Rs.five thousand only) w.e.f. 01.09.2008 .	185/2008	340
1018 BAN ON CREATION OF POSTS.	.	
Creation of posts in Group 'C' & 'D' required for Maintenance and operation of new assets: In continuation to Board's letter dated 05.04.06 [S.C. No. 82/06] delegating the powers to create posts in safety and operational categories on 1:1 basis to DRMs, Board have now decided that DRMs may be allowed to create posts in higher grade also by surrendering equivalent money value, with the approval of General Manager, other instructions remaining the same.	13 /2008	13
Board have decided that posts of gatemen may be created as per existing norms for manning of unmanned level crossing wherever felt necessary, with matching surrender from existing vacancies including safety category vacancies in accordance with extant instructions.	40 /2008	64
Rightsizing manpower - Instructions on Budget / Expenditure Management Economy Measures, rationalization of expenditure and measures for augmentation of revenues.	148 /2008	282
1020 HRA/CCA		
Board have issued instructions upgrading the admissibility of Compensatory City Allowance (CCA) and House Rent Allowance (HRA) and the rate of HRA w.e.f. 01.09.2008, consequent upon the decision taken by the Government on the recommendations of VI CPC	115/2008	181
The currency of instructions that Railway employees posted to new Zones/ new Divisions may be allowed to draw HRA admissible at the last place of posting for a period of 2 years from the date of relief from the old posting has been extended upto 31st August, 2009 in respect of employees posted to ECR and 31st March, 2008 in respect of employees posted to NWR, SWR and WCR.	176/2008	327
1022 COMPASSIONATE GROUND APPOINTMENT		
Board have clarified that till instructions regarding revised qualification for recruitment to PB-1 Pay Band of Rs.5200-20200 with grade pay of Rs.1800/- are notified /issued by them, the existing practice may be continued for recruitment to Group 'D' **on compassionate grounds** .	204/2008	358
1023 CONDUCT RULES		
Complaints Committee constituted to enquire into the complaints of sexual harassment made against officers of the level of Secretary and Additional Secretary and equivalent level in Ministries, Departments and organizations directly under the control of the Central Government other than Central PSUs, is circulated.	190/2008	344

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1025 CORRECTION TO IREC Vol.I		
ACS No. 106 to the IREC Vol.I: Rule No. 805[1] and [2] amended: Staff Benefit Fund – The per capita contribution to the Staff Benefit Fund has been revised to Rs. 35/-.	42/2008	65
Board have clarified that the pay of Rs.900/- mentioned in Board's letter dated 24.10.80 equates to the pay of Rs.9000/- [Rupees Nine Thousand] as per the normal replacement scales under the Vth CPC. Thus, Group C [Class-III] on railways who are working in scales of pay the maximum of which is Rs.9000/- [Rupees Nine Thousand] or above are also required to submit an annual return of their immovable property.	53/2008	76
ACS No. 107 to IREC Vol.I 1985 Edn. [Second Reprint Edn, 2003] Rule 540-A added: Leave on Average Pay up to 10 days can be encashed at the time of availing of Passes for a maximum of 60 days in the entire career subject to the condition that successive encashment cannot be made before a minimum period of two years has elapsed and the leave so encashed at the time of availing Railway Passes should not be deducted from the maximum amount of Leave on Average Pay encashable at the time of retirement.	153/2008	289
1028 ADVANCE CORRECTION SLIP TO IREM		
Board have issued corrigendum to ACS No.197 issued vide their letter dated 07.12.07 [SC No. 171/07].	28/2008	30
ACS No. 201 to IREM Vol.I, 1989 Edn. : Para 163[2][i] amended. The minimum educational qualification for direct recruitment to the post of Health and Malaria Inspector Grade III in scale Rs.5500-9000 is revised as B.Sc. [Chemistry] plus – [a] One year Diploma of Health /Sanitary Inspector; **OR** [b] One year National Trade Certificate [NTC] in Health Sanitary Inspector awarded by National Council for Vocational Training, Ministry of Labour & Employment, Government of India, New Delhi.	75/2008	102
Advance Correction Slip No. 202 to IREM Vol.I, 1989 Edition: New para 167B on Recruitment & Promotion Rules for filling up the posts of Dental Hygienist in the pay scale of Rs.5000-8000 has been added.	85/2008	114
Recruitment Rules for the post of Dental Hygenist in the pay scale of Rs.5000-8000 in Medical Department - Board have issued Corrigendum to their letter dated 25.6.08 [SC No. 85/08].	141/2008	272
ACS- 203 to IREM Volume I: Para 1125 and 1125[i] Non-gazetted employees whose Grade Pay does not exceed Rs.4800/- (Four thousand eight hundred only) per month shall be eligible for Festival Advance and the amount of Festival Advance shall be increased from existing Rs.1,500 (one thousand five hundred) to Rs.3,000 (Three thousand)	162/2008	307
[1] Advance Correction Slips to IREM Volume I, 1989 Edn: ACS No. 204 to Para 1107: Employees who are in receipt of grade pay of Rs. 2,800 are eligible for an amount of Rs. 3000/- as an interest free advance for purchase of Bi-cycle.. ACS No. 205 to Para 1129: Advance for Warm Clothing revised as Rs.3000/- and treated as Interest free advance. ACS No. 206: Para 1131 deleted. Advance to Group 'D' Railway servants for purchase of table fans is discontinued. [2] The advances for purchase of warm clothing and bicycle granted /sanctioned after 7.10.2008 shall be treated as interest free advances.	167/2008	312
1030 DAILY ALLOWANCE		

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Staff Car Drivers are not entitled to draw D.A. during the period of their prescribed hours of duty even if they move out in their official car beyond eight Kms. from their headquarters. However, they are entitled to draw Overtime Allowance [OTA] for the period of work performed beyond the prescribed hours of duty. For performing local journeys of distance exceeding 8 Kms. beyond prescribed hours of duty involving absence of a night from headquarters, they are entitled to draw D.A. under ordinary rules admissible to other employees, for the period beyond duty hours, in addition to OTA. In case the journey does not involve their absence of one night from their headquarters, they are entitled to opt to draw either OTA or DA on any day on which such journeys have been undertaken.	35 /2008	37
Board have communicated revised Travelling allowance rules for Journey on Tour effective from 01.09.2008.	183/2008	334
Board have communicated revised Travelling allowance rules for Journey on Transfer effective from 01.09.2008.	184/2008	337
1031 DEARNESS ALLOWANCE		
Rate of Dearness Allowance to all Railway employees has been revised from 41% to 47% of pay with effect from 01.01.2008.	32/2008	34
Board have clarified that the additional instalment of DA @ 6% for the month of March 2008 along with arrears for January and February 2008 may be drawn and charged separately in 2008-2009.	33/2008	35
Rate of Dearness Relief to Railway Pensioners/ Family Pensioners revised from 41% to 47%	58/2008	82
Merger of Dearness Allowance equal to 50% of basic pay with the basic pay w.e.f. 1.4.2004: Board have issued clarification on reckoning of Dearness Pay for computation of specific benefits as mentioned in Rule 25 of 'The Rules for payment of Running and other Allowances to the Running staff on Railways,1981'.	84/2008	113
Board have communicated the rates of D.A. admissible to Railway employees w.e.f. 01.01.2006 to 01.07.2008 on the revised pay as under. 01.01.2006 : NIL (where applicable) 01.07.2006 : 2% + NPA " 01.01.2007 : 6% + NPA " 01.07.2007 : 9% + NPA " 01.01.2008 : 12% + NPA " 01.07.2008 : 16% + NPA "	111/2008	177
Revised rates of Dearness Relief to Railway Pensioners effective from 1.1.2006, 1.7.2006, 1.1.2007, 1.7.2007, 1.1.2008, 1.7.2008 are circulated.	158/2008	300
The rate of Dearness Allowance in respect of Railway servants who continue to draw their pay and emoluments in the pre-revised scale of pay, the revised rate of Dearness Allowance w.e.f. 1.1.2008 is revised as under . Pay up to Rs.3500 p.m. / Pay above Rs.3500 and up to Rs.6000 p.m. / Pay above Rs.6000 p.m. 390% / 293% [Rs.13650] / 254% [Rs.17580]	195/2008	348
The rates of DA admissible to Railway employees, who opted to continue in the pre-revised scales of pay based on the 5th CPC's recommendations, shall be enhanced from the existing 47% to 54% w.e.f. 1.7.2008.	196/2008	348
1032 DEPUTATION RULES		
Deputation of Central Govt. Employees to ex-cadre Posts under Central/State Govts. and on Foreign service to Central/State PSUs/Autonomous Bodies: -The guidelines relating to deputation	51/2008	72

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of Central Govt employees to ex-cadre posts under Central /State Govts. and on Foreign Service to Central/State PSUs/ABs, laid down by the DoP&T are circulated.		
1033 DISCIPLINE & APPEAL RULES		
The Hon'ble Supreme Court in its judgement dated 19.04.07 held that the Disciplinary Authority is not required to furnish a copy of the advice tendered by the Union Public Service Commission to the Charged Officer before the final order of penalty is passed. Cases of similar nature in the various courts of law / CAT may be disposed of on the basis of the law laid down by the Hon'ble Supreme Court in the judgement.	34/2008	35
1. The Writ Petition against orders of Hon'ble CAT, Principal Bench, New Delhi quashing the instructions contained in Board's letters dated 28.6.96 [128/96] and 2.2.98 [54/98] has been withdrawn. 2. The orders of Hon'ble CAT, Principal Bench, New Delhi that Government's Displeasure should not be communicated to the retired railway servant, stands.	56/2008	80
The penalty of reduction to a lower time-scale of pay, grade, post or service whether for a specified period or indefinite period should be stated clearly in the order so that the intention is conveyed to the Railway servant in unambiguous terms and he is afforded full opportunity for submission of his appeal as provided in the rules.	59/2008	84
Board have reiterated the instructions on speedy finalization of disciplinary cases duly adhering to the time frame laid down for completion of various stages of disciplinary proceedings. [2] The disciplinary authorities should carefully ascertain their competence before passing orders in a case so that delay on account of correcting an invalid order may be avoided.	136/2008	269
Appointment of retired officials as Inquiry Officer for conducting departmental inquiry – Board have reiterated the provisions contained in Rule 9 [2] of RS[D&A] Rules, 1968 that retired railway servant can also be appointed as Inquiry Officer for conducting departmental inquiry . Railways should challenge the orders of CAT/High Court, as the case may be, which rules against appointment of a retd. Railway servant as the Inquiry Officer in a departmental disciplinary inquiry.	149/2008	286
1034 EDUCATIONAL ASSISTANCE & REIMBURSEMENT OF FEES		
Recommendations of the Sixth Central Pay Commission regarding grant of Children Education Assistance and Reimbursement of Tuition fee, effective from 01.09.2008 is circulated. i) Children Education Allowance and Reimbursement of Tuition Fee which were hitherto payable separately is now merged and would henceforth be known as 'Children Education Allowance Scheme'. ii) The annual ceiling fixed for reimbursement of Children Education allowance is Rs.12,000/-. Reimbursement will be allowed to a Railway servant upto a maximum of 2 school going children iii) Reimbursement will be applicable for expenditure on the education of school going children only i.e., for children from classes ***nursery to twelfth, held by junior colleges or schools*** affiliated to Universities or Boards of Education. Hostel subsidy reimbursed upto Rs.3,000/- p.m, subject to a maximum of 2 children. However, both hostel subsidy and Children Education Allowance **cannot** be availed concurrently.	135/2008	267
Board have issued clarifications to the instructions on Children	207/2008	361

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Education Allowance and Hostel Subsidy admissible to Government servants based on the recommendations of 6th CPC.		
1038 FAMILY WELFARE PROGRAMMES		
Board have communicated instructions regarding payment of Family Planning Allowance at revised rates.	145/2008	277
1040 HONORARIUM		
Consequent to the change in the name of 'The Institution of Electrical Engineers', Savoy Place, London appearing at S.No. 6 of Annexure –B of Board's letter dt. 29.04.88 [S.C. No.79/97] to 'The Institution of Engineering & Technology', with the contact details remaining the same; the benefit of 90% reimbursement of membership/ subscription fees is permitted to the said 'The Institution of Engineering & Technology,' from 31.03.06 onwards.	60/2008	87
The rate of honorarium to Yoga instructors in the Railway Training Centres given in Board's letter dated 06.03.07 [SC No. 43/07] has been corrected to **Rs. 75/- per hour per instructor** instead of Rs.75/- per hour per day per instructor .	70 /2008	97
The rates of honorarium payable to various functionaries viz., Town-in-Charge, Coordinating Supervisor, Asst. Supervisor, Centre-in-Charge, Invigilator, Gr.D Staff/Daily wagers, Clerks, Dictator, Time Keeper/Text Checker, Official Members of Interview Committee, Paper-setter and Evaluator of stenography and typing scripts, engaged by the RRBs for conducting examinations have been revised with effect from 04.07.2008.	87/2008	117
1041 Hours of Employment Regulations		
Central Government has notified Sri S. Krishnan, Addl. Secretary in the Ministry of Labour and Employment as the Appellate Authority to hear Appeals under Rule 4 (2) of Railway Servants (Hours of work and Periods of Rest) Rules, 2005.	83/2008	112
1043 GROUP INSURANCE SCHEME		
Central Government Employees Group Insurance Scheme 1980 – Table of Benefits for the Savings Fund for the period from 01.01.2008 to 31.12.2008 is issued	19/2008	16
1043 INCENTIVES		
Incentive for acquiring higher Scientific/Accounts /Technical Qualification to Group 'C' employees: Group 'C' employees who acquired the specified qualifications prior to 01.07.1988 and given cash award of Rs.200 / two advance increments as per Bd's letter No. E[NG]64/RC1/25 dated 14.5.66 [S.C. No. 68/68] may also be considered and given balance two / four increments, as the case may be, in accordance with the Bd's letter No. E[NG] I/87/IC2/1 dated 29.05.89 [S.C. No. 111/89] w.e.f. 04.05.90 in the scale and stage at which they were drawing their pay / scale on 04.05.90.	26/2008	29
1046 LEAVE RULES		
Sixth Central Pay Commission relating to Maternity Leave and Child Care Leave: [1] The existing ceiling of 135 days Maternity Leave provided in Rule 551(1) has been enhanced to 180 days. A woman employee in whose case the period of 135 days of maternity leave has not expired on 01.09.2008 will also be entitled to the maternity leave of 180 days. [2] Women employees having minor children may be granted Child Care Leave during which leave salary equal to pay drawn immediately before proceeding on leave, by an authority competent to grant leave, for a maximum period of two years for two eldest surviving children. CCL can be taken in more than one spell.	144 /2008	276

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Both Earned Leave and Half Pay Leave shall be considered for encashment of leave subject to overall limit of 300 days. The cash equivalent payable for Earned Leave shall continue unchanged. Cash equivalent payable for Half Pay Leave shall be equal to leave salary as admissible for Half Pay Leave plus Dearness Allowance admissible on the leave salary without any reduction being made on account of pension and pension equivalent of other retirement benefits payable. To make up the shortfall in Earned Leave no commutation of Half Pay Leave shall be permissible.	159/2008	303
Encashment of LAP while in service:- Board have clarified that the term passes for the purpose of leave encashment would include Privilege Passes as well as Privilege Ticket Orders.	193/2008	346
Board have issued clarification regarding the procedure for grant of Child Care Leave.	198/2008	351
Board have decided that the Railway servants who are directly engaged in running of trains viz. all the running staff including Drivers, Assistant Drivers, Motormen, Shunters, Guards etc. and Station Masters/ Assistant Station Masters should be exempted from the requirement of availing of passes and equal duration of LAP for availing the benefit of encashment of 10 days of LAP	200/2008	355
1049 MEDICAL FACILITIES		
Grant of Fixed Medical Allowance @Rs.100/- per month to Railway pensioners and family pensioners- Fixed Medical Allowance is granted to those Railway Pensioners / Family Pensioners, who reside beyond 2.5 kms, from Railway Hospital / Health Units and are eligible for being enrolled under a health scheme, in terms of Board's letter No. 97/H/28/1 dated 23.10.1997[SC No. 195/97] irrespective of the fact whether they are members of RELHS, or not.	18 /2008	16
1051-1 APPRENTICES		
Notification issued by Ministry of Labour and Employment Directorate General of Employment & Training giving a list of 27 trades under 'Centre of Excellence Trades Group for implementation under Apprenticeship Training Scheme, is circulated.	23/2008	23
The rates of stipend to be paid to the Apprentices under the category Engineering Graduates / Diploma Holders have been revised with effect from 7th January, 2008.	74/2008	101
Notification amending Apprentices Act 1961 [36 of 2007] is circulated.	100/2008	126
The rates of stipend to Special Class Apprentices have been revised with effect from 01.09.2008.	192/2008	345
Revised rates of stipend payable to Apprentices/Trainees on Railways w.e.f. 1.9.2008, is communicated.	199/2008	351
Supplementary Circular to MC No. 08/02: Age for engagement of Act Apprentices for training on Railways has been modified as under: [i] ITI candidates – 15 years to 24 years of age [ii] Non-ITI candidates 15 to 22 years of age [iii] Upper age limit is relaxable by 5 years and 3 years in the cases of SCs/STs and OBCs, respectively.	203/2008	358
1051-7 HOLIDAY HOMES		
Board have clarified that the facility of holiday homes as extended to retired Railway employees vide Board's letters dated 5.3.1976 and 19.3.1982 will also be available to the employees who resign technically from railway service for the purpose of permanent absorption in Public Sector Undertakings /Autonomous Bodies and	112/2008	178

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are entitled to Post-Retirement Complimentary Passes.		
1051-11 EX-GRATIA		
Board have reiterated that cases involving ex-gratia compensation to families of railway servants who die in performance of their bonafide official duties should be finalized within the stipulated time limit of three months.	78/2008	106
Ex.Gratia lumpsum compensation to be paid to the families of Railway employees who die in harness in performance of bonafide official duties, revised with effect from 01.01.2006.	138/2008	270
1051-13 PAY SCALE AND DESIGNATIONS		
Board have issued orders restructuring the category of District Extension Educator/Extension Educator of Medical department, as per certain procedure, with prospective effect(i.e., from the first of the month following the date of issue of Board's orders).	20/2008	19
Board have issued orders redistributing the posts of Dieticians in various grades on Indian Railways w.e.f. 15.01.2008.	21/2008	22
Board have desired that the Railways should review the position in all the Diesel/Electric Loco/EMU Sheds under their control and take corrective steps immediately to ensure that the upgraded Group 'D' posts are not taken into account while implementing cadre restructuring vide Railway Board's letter dated 09.10.2003	101/2008	128
Board have communicated clarifications regarding the date of next increment, the method of fixation of pay on promotion after 1.1.2006, use of fitment tables for cases of fixation under Rule 11 of Railway Services (Revised Pay) Rules, 2008, fixation of pay of railway servants who were on deputation on 01.01.2006 and got promoted in the cadre subsequently while still on deputation etc.	133/2008	264
Board have communicated instructions regarding placement and fixation of pay of Group 'D' Railway employees (other than RPF/RPSF) in Grade Pay Rs.1800 in Pay Band (Rs.5200-20200)	155/2008	291
Railway Services (Revised Pay) Rules, 2008 – amendments to the Schedules for Revised Scales of Pay circulated.	156/2008	293
Board have issued clarification regarding fixation of pay in the pay bands where posts have been upgraded as a result of 6th CPC recommendations	168/2008	313
Private Secretaries Grade I in pre-revised scale Rs.7500-12000 {revised pay structure PB-2 (Rs.9300-34800), GP Rs.4800} on the Indian Railways will be eligible to be placed in Non-functional grade of PB-2 (Rs.9300-34800) GP Rs.5400 on completion of 4 years of regular service in existing scale Rs.7500-12000 {PB-2 (Rs.9300-34800) GP Rs.4800} with effect from 01.01.2006.	171/2008	324
RS[RP] Rules, 2008 – Schedules for Revised scales of pay in respect of Rajbhasha Superintendent, is circulated	172/2008	325
1051-15 STAFF BENEFIT FUND		
The distribution of per capita annual contribution of Rs.35/- under Staff Benefit Fund has been modified. Sanction has also been communicated for additional contribution to Staff Benefit Fund @ Rs.315/- per capita for the year 2008-09.	177/2008	328
Central Staff Benefit Committees on Railways etc. are empowered to include degree courses in the already approved courses for the purpose of grant of scholarship in terms of the conditions /priorities laid down in Board's letter dated 19.11.85 and other instructions issued from time to time subject to recognition of the course by the recognized universities / State Govts.	178/2008	329

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Instructions on revision of Pension of Accounts Staff who were allotted higher pay scales who were allotted higher pay scales and who retired during the period of 01.01.1996 to 18.02.2003.	209/2008	363
1051-25 PRODUCTIVITY LINKED BONUS		
Productivity LINKED Bonus equivalent to 73 days wages [Rs.8399/-] without any ceiling on wages for eligibility has been sanctioned for the financial year 2007-2008 to all non-gazetted Railway employees	125/2008	258
Ad-hoc bonus equivalent to 30 [thirty] days emoluments without any eligibility wage ceiling has been sanctioned to all the Group C & D RPF/RPSF personnel for the financial year 2007-08, subject to certain terms and conditions. The calculation ceiling of Rs.2500/- will remain unchanged.	151/2008	288
The wage calculation ceiling for the purpose of payment of adhoc bonus to Group C and D RPF/RPSF personnel has been enhanced from Rs.2500/- p.m. to Rs.3500/-p.m. w.e.f. 01.04.2006 Accordingly, arrears of adhoc bonus for the financial years 2006-07 and 2007-08 may be worked out and paid to the eligible personnel.	152/2008	289
Board have withdrawn their instructions dated 11.10.2004 reducing the amount of PLB for the financial 2003-04 from Rs.4849/- to 4836/- and decided to make residual payment of Rs.13/- to the eligible employees through salary bills.	189/2008	343
1051-26 MISCELLANEOUS SUBJECTS		
Board have decided that the use of Logo of the concerned Railway / PU on the Gold plated silver medals presented to retiring railway servants be discontinued. However, the Indian Railways 'Logo' will be continued to be shown on one side and the name of the Zonal Railway / PU may be shown on the other side, other instructions regarding design of the medal remaining unchanged.	06/2008	08
1051-26 MISCELLANEOUS SUBJECT		
In addition to Secretary/Members of Railway Board, GM/AGM, DRM/ADRMs, officers of equivalent status as the General Managers i.e. Director General/Railway Staff College, Director General/Railway Health Services, Director General/Railway Protection Force, Director General/RDSO etc. have also been extended the facility of use of an exclusive staff car.	139/2008	271
1052 NATIONAL HOLIDAY ALLOWANCE		
The rates of National Holiday Allowance have been revised w.e.f. 1.09.08. The rates of this allowance will be increased by 25% whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.	188/2008	342
1053 NIGHT DUTY ALLOWANCE		
The rates of Night Duty Allowance have been revised with effect from 01.01.2008.	50/2008	71
The rates of Night Duty Allowance in RS[RP] Rules, 2008 with effect from 1.9.2008 is circulated.	197/2008	350
1056 PASS RULES		
Board have reiterated that the travel authority issued to retired Railway Officers of Selection Grade and above empanelled as Inquiry Officers in D&AR cases arising out of vigilance investigations to undertake journey either for conduct of Inquiry or for training or any other official purpose in this connection on the authorisation of the SDGM/CVO, should invariably mention "**Special Pass**" as provided for in Board's letter dated 07.08.2000 [SC No. 191/2000] to obviate any confusion / harassment to the retired Railway Inquiry Officers.	44 /2008	67

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Facility of Card Passes & Cheque Passes should not be provided to the Contractors & Staff working with the Contractors to rule out the possibility of misuse of such Free Pass facility by non-Railway persons.	47/2008	69
1. The Complimentary Card Pass issued to recipients of Ashok Chakra, their widows and widows of posthumous awardees of Ashok Chakra, shall henceforth be issued 1st Class /2nd AC Complimentary Card Pass[i.e. Orange Cover hard bound Card Pass with three Golden Stripes across the face of the Card Pass below the national emblem with the category stamped on the inside of the Card Pass] valid for travel in 2nd AC /3rd AC of Rajdhani Express and Chair Car [CC] of Shatabdi / Jan Shatabdi Express trains, along with a companion in same class. 2. The existing Card pass being issued to Ashok Chakra awardees [i.e. Card Pass common for Ashok Chakra/Kirti Chakra/Shourya Chakra] shall now onwards be used only for recipients of Kirti Chakra and Shourya Chakra with the words 'Excluding Ashok Chakra awardees" stamped on the inside till new setoff Card Passes get printed.	57/2008	81
ACS 56 to RS[Pass Rules, 1986 [Second Edition 1993] :[1] Period of service rendered by employees in non-railway departments or establishments prior to joining railway service will not count except where such non-railway service has been counted along with railway service for pensionary benefits. [2] In respect of Railway Servants whose past non-railway service has been counted along with railway service for pensionary benefits, a weightage equivalent to half of such non-railway service will be taken into account for the purpose of making good the shortfall in the minimum required 20 years of railway service so that they become eligible to the number of Post Retirement Complimentary Passes as admissible on completion of 20 years minimum service. In other words, this benefit will not make the retired employees eligible for higher number of passes.	65 /2008	90
Advance Correction Slip No. 57 to RS[Pass] Rules, 1986 [Second Edn. 1993] issued. Item No. 41 in Schedule VII [Special Passes] has been replaced: Retired Rly. Officers of Group 'B' gazetted posts and above empanelled as Rly. Inquiry Officers in D&AR cases are to be issued Special Pass to undertake journey either for conduct of inquiry or for training or any other official purpose in this connection.	73/2008	100
The income ceiling w.e.f. 01-01-2008 for dependent relatives for the purpose of issue of passes/PTOs has been fixed at Rs. 3308/- i.e. Rs.1500/- (pension/family pension)+ Rs.750 (DP) + 47% of Rs.2250 (1500+750) thereon or 15% of the pay [excluding DP] of the Railway servant, whichever is more.	79/2008	106
Advance Correction Slip No. 58 to RS [Pass] Rules, 1993: Item 3[iv], [v] & [xiv] of Schedule -II under heading "General Rules", Item No. [i] under Column 4 of Schedule -IV and item Nos. 11 & 12 under Annexure 'C' substituted. The validity period of half set of Privilege /Post Retirement Complimentary / Widow Passes and PTOs is raised to four months from the date of issue as in the case of full set Passes.	90 /2008	120
Entitlement for travel alone in First AC coupe in respect of Gold Pass holders in trains other than Rajdhani/Shatabdi Express has been outlined.	107/2008	132
ACS No. 60 to RS [Pass] Rules, 1986 [Second Edition, 1993] :	126/2008	258

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Schedule-I, Item No[1] amended: A Railway Servant in Group 'A' or 'B', who has undertaken journey in inspection carriage/saloon alongwith his/her family and is required to cut short his tour/or return to headquarters by air or by some other means of transport leaving behind his family, the family of such Railway Servant be permitted to return to the headquarters in the same saloon.		
1057 PAY COMMISSION RULES		
Board have circulated the Railway Services [Revised Pay] Rules 2008 effective from 01.01.2006.	108/2008	133
Board have circulated Schedules showing the revised pay structure applicable to the various categories of Railway employees in Group 'D', 'C', 'B', 'A' with effect from 01.01.2006	110/2008	151
Board have communicated instructions on fixation of pay for Running Staff in the VI CPC Scales	116/2008	184
Board have communicated Schedules for Revised Scales of Pay in respect of certain categories of Commercial, Medical, Teaching staff, Accounts departments under 6th Central Pay Commission.	120/2008	251
Board have communicated Schedules for Revised Scales of Pay in respect of certain specified posts under 6th Central Pay Commission	122/2008	254
Board have communicated the revised instructions regarding restoration of 1/3rd Commuted portion of pension in respect of Government servants who had drawn lumpsum payment on absorption in Central Public Sector Undertakings/Central Autonomous Bodies	123/2008	255
1058 PENSION RULES		
GPF Rules are not applicable to the Govt. servants appointed on or after 01-01-04. However, the methodology given in Rules 10 & 11 of the GPF Rules [Rule 910 R-I] regarding realization of 'subscriptions' and 'interest' are applicable in the case of those Govt. employees who are covered by NPS and are on deputation to other departments as per the advise of Dept. of Economic Affairs.	03/2008	02
Revision of Pension of pre-1986 retired running staff – Supreme Court has upheld Board's instructions dt 29.12.99 that running allowance is not to be taken into consideration after refixation of pay on notional basis on 1.1.1986 and the notional pay finally fixed as on 1.1.1986 shall only be treated as average emoluments for calculation of pension/family pension; and Running allowance is not to be added to the minimum of the revised scale of pay as on 1.1.1996 in cases where consolidated pension / family pension is to be stepped up to 50% / 30% . Overpayments, if any, arising out of implementation of Bd's letter dt. 29.12.99, made to the pensioner / family pensioner should, however, not be recovered.	04/2008	03
Encashment of un-utilized leave in respect of Railway/ Govt.employees absorbed in PSU/AB consequent upon conversion of Govt./Railway Department/office into PSU/AB.- Board have clarified that there is no provision for payment of leave salary liabilities by the Railways / Government at the time of absorption of the Railway/Government servant in PSU/AB. Encashment of unutilized leave in the credit of the absorbed employees at the time of retirement / superannuation is to be paid from the budget of PSU/Autonomous body .	30/2008	32
It is clarified that the employees who were required to undergo departmental training relating to jobs prior to 1.1.04 before they were put on regular employment and were in receipt of stipend	46/2008	68

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during such training will also be covered under the RS [Pension] Rules, 1993 provided the period spent on such training was eligible for being counted as qualifying service under the RS [Pension] Rules, 1993.		
Demand of Govt. servants who opted for lumpsum on their absorption in PSUs/CABs for release of balance pension and DR and during pre-restoration period and beyond –DOP&T have clarified that such of those absorbees who commuted 100% pension continue to remain non-pensioners till their pension is restored and they are not entitled to the benefit of dearness relief on full pension or other benefits. It has further been clarified that pension of these absorbees have to be restored in accordance with the provisions contained in DOP&T's OM dated 14.07.98 [SC No. 234/98]. Representations, if any received on this subject, may be dealt with accordingly.	52 /2008	75
The clarifications issued by DOP&PW regarding restoration of 1/3rd commuted portion of pension in respect of Government servants who had drawn lumpsum payment on absorption in public sector undertakings /autonomous bodies is circulated.	76/2008	103
Board have reiterated that in all cases where the penalty of removal/ dismissal from service has been imposed, the orders for or against grant of compassionate allowance or gratuity or both should invariably be passed without fail either at the time of imposing the penalty of removal/dismissal or immediately thereafter, so as to avoid any repercussion at a later stage. Where no mention regarding grant of compassionate allowance or otherwise has been made, the case may re-submitted to the concerned competent authority for decision for or against sanction of compassionate allowance or gratuity or both.	96 /2008	124
Board have issued clarifications regarding eligibility of divorced / widowed daughter for grant of family pension.	105/2008	130
Board have communicated the revised instructions regarding revision of pension of pre-2006 pensioners/family pensioners etc. on the recommendations of VI CPC	117/2008	189
Board have communicated the revised instructions regarding pension/gratuity/ commutation of pension/family pension/ disability pension to railway pensioners on the recommendations of VI CPC	118/2008	245
Board have clarified that only forty percent of difference of total subscription at enhanced rates of SRPF/NPS and that recovered earlier in pre revised pay scales has to be deducted from the first instalment of arrears payable (i.e.,40%) and the balance SRPF/NPS recoveries at enhanced rates be made at the time of payment of remaining sixty percent of payable arrears in next financial year	128/2008	260
Clarifications on the revision of provisions regarding pension/gratuity /commutation of pension / family pension / disability pension in 6th CPC scales issued on the following points :[1] Payment of pension at 50% of the minimum of the pay in the pay band and grade pay [2] additional quantum of pension/ family pension to old pensioners [3] payment of enhanced family pension to the widow /widower [4] constant attendance allowance [5] computing average in the case of railway servants who have opted for fixation of pay in the revised pay band and retired within ten months [6] pension of railway servants who retained the pre-	142/2008	272

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revised scale of pay and also retired from the pre-revised scale of pay between 01.01.06 to 02.09.08.		
Board have clarified that a railway servant against whom any departmental or judicial proceedings are not pending on the date of retirement or he is not placed under suspension on the date of retirement, shall not be denied the final pensionary benefits, including commutation of pension, as may be due to him in accordance with provisions contained in Railway Services (Pension) Rules,1993.	143/2008	275
Board have certain clarifications/modifications to the instructions on revision of pension of pre-2006 pensioners/family pensioners issued under Board's letter circulated under SC No. 117/08.	157/2008	294
Board have issued revised "Form of intimation by the Pension Disbursing Authority to the Central Pension Accounting Office /Pay and Accounts Office regarding consolidation of pension" circulated as Annexure II under their letter dated 08.09.08 [SC No. 117/08]	160/2008	304
Board have amended Rule 75 [6] [b] & [c], inserted Rule 75 [15] [ii A], added Explanation after Rule 15 and amended Form 6, on family pension of Railway Services [Pension] Rules, 1993.	165 /2008	310
Board have reiterated that in cases where a decision has already been taken by the disciplinary authority not to grant compassionate allowance, such a decision is final, which should not be reviewed at any later stage. However, in partial modification of their Lt. dated 09.05.2005 (S.C.No.90/05), decided that out of the past cases in which the DA had not passed any specific orders for or against grant of compassionate allowance, if any case appears to be deserving for consideration being given, may be reviewed by the DA concerned on receipt of representations of dismissed/removed employees or the family members of the deceased employees subject to certain conditions.	169/2008	315
Board have issued instruction to organize a monitoring mechanism to ensure disbursement of enhanced pension /family pension by 30.11.2008	170/2008	316
Board have clarified that there is no change in the manner of calculation of interest on delayed payment of gratuity i.e. interest should be calculated at the rate applicable to SRPF deposits **compounded annually**. [2] Past cases where simple interest has been paid may be re-opened and the difference between simple interest and compound interest may be paid.	174/2008	326
The disability pension / family pension under the RS[EOP] Rules in respect of the Railway servants who retire / die after 01.01.2006 has been modified.	194/2008	346
Board have clarified that only those Government servants, who retired during 1.1.2006 to 1.9.2006 after completion of 33 years of qualifying service, will be eligible for full pension and the pension of those Government servants, who retired during 1.1.2006 to 1.9.2008 with qualifying service of less than 33 years, will continue to be proportionate to the full pension based on their actual qualifying service.	201/2008	355
1060 PROMOTION RULES		
Board have decided that with effect from 5-4-2007 the non-Appendix 3 IREM exam qualified Accounts Assistants may be granted the benefit of financial upgradation under the rules of ACP Scheme in the scale of Rs.6500-10500	15 /2008	14
Board have clarified that with the merger of the posts of Sr. Cashier Gr.I with the posts of IOC/ADC, the posts of Sr. Cashier	25/2008	29

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Gr.I has lost their entity and all posts [existing posts of IOC/ADC and posts of Sr. Cashier Gr.I] will be designated as IOC/ADC. Further, there will be no separate fixation of pay under Rule 1313[1][a] 1 [erstwhile FR22C] for the existing posts of IOC/ADC. The existing designation Sr. Cashier Gr.II is to be designated as Sr. Cashier. Existing incumbent as on the date of issue of Board's letter dt. 27.07.07 [SC 109/07] will draw the honorarium as per existing entitlement as personal to them and future incumbents will be treated at par with erstwhile Sr. Cashier Grade- I.		
Promotion from Group 'C' to Group 'B' – Counting of service rendered in old unit for the purpose of determining eligibility for promotion to Group 'B' posts.: Board have clarified that the instructions on counting of service rendered in old unit for the purpose of determining eligibility for promotion in the new unit in the case of persons transferred on request basis in the same category of posts and assigned bottom seniority subject to certain conditions, are applicable for reckoning the minimum qualifying service of Group 'C' employees for promotion within Group 'C' posts and for promotion to Group 'B' posts also.	49 /2008	70
Introduction of 20% LDCE [GDCE] quota in the categories of OS-II in scale Rs.5500-9000 and Personnel Inspector in scale Rs.6500-10500: Board have clarified that it is left to the concerned to examine the eligibility of the employees to include them for the LDCE examination in the category of OS-II in scale Rs.5500-9000 and Personnel Inspector in scale Rs.6500-10500. At present, it is confirmed that if a Jr. Clerk has completed seven years of service in the Grade Rs.3050-4590 and is a Graduate, then he/she will be eligible to be included for the examination.	54/2008	78
Board have decided that the normal vacancies for Group 'B' post of Assistant Law Officer in scale Rs.7500-12000 i.e. excluding those Group 'B' posts which were upgraded vide Board's letter No. 2003 E[GC] 12-14Pt.I[06] dated 09.03.2006, may continue to be filled as per the extant Recruitment Rules notified in 1992. [2] Chief Law Assistants in scale Rs.7450-11500 [revised scale] with 3 years of regular service in the grade may be considered for promotion as Assistant Law Officer, pending a decision on further upgradation of posts of Chief Law Assistants to Group 'B'.	64/2008	89
Upgradation of 80% of Group 'B' posts of all major departments – Procedure for allotment of the higher scale: Board have decided that for consideration of officers for placement in the higher Group 'B' scale of Rs.8000-13500, the senior Group 'B' officer should be deemed to have rendered the service put in by his immediate junior, and if that happens to be 3 years or more, he should be considered for placement in the higher Group 'B' scale of Rs.8000-13500.	66/2008	91
Upgradation of 80% of Group 'B' posts of all major departments- Board have enumerated the procedure for allotment of higher scale in Group 'B' posts.	67/2008	93
The syllabus for 30% LDCE for promotion to Group 'B' post of AME/AWM in Mechanical Department of Railways / Production Units together with the clarification that the topic of 'Official Language' may be included as part of General Knowledge in Paper I as provided for in terms of Board's letter No. Hindi-81/OL-14/12 dt.14.01.1982, is circulated.	81/2008	108
Board have issued instructions on regularization of adhoc promotions to the Group 'B' posts of Asst. Pharmacy Officer, Asst.	86/2008	115

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Health Education Officer, Asst. Health Officer and Asst. Physiotherapy Officer, ordered after due selection held, in accordance with Board's letter dated 30.11.99.		
The inadvertent mention that W.P. No. 2607/2001 before the High Court of Mumbai has been dismissed in Board's letter dated 26.11.2007 [SC No. 165/07] is now deleted.	97/2008	124
Board have decided that in the eventuality of non-availability of Shunters, General Managers may consider Diesel/Elect. Assistants [redesignated as Asstt. Loco Pilot [Diesel / Elect.] with 2 years service as Diesel Asstt. /Elect. Asstt. and 60,000 km. experience on foot-plate for selection for promotion to the post of Loco Pilot [Goods] subject to certain conditions.	109/2008	149
Board have decided that promotions within the merged grades (i.e. from the lower grade to next higher grade of 5th CPC scales) or within upgraded & merged in higher grade pay, should not be made till further orders. However, this will not apply to the cases of promotion of running categories viz. Loco Pilots and Guards as well as horizontal promotions, wherein the existing channel of promotion will continue till further orders.	124/2008	257
Manning the posts of Railway Electrification Projects- In case **after taking recourse to existing procedure /relaxations** on manning of posts in RE Projects, staff requirements are not met, CORE, in such a case may fill up the vacancies by calling volunteers from all Indian Railways subject to certain conditions.	182/2008	332
Employees working in Pay Band PB-2 [Rs.9300-34,800] with Grade Pay of Rs.4200/- and in higher Group 'C' scales will be eligible to appear for Group 'B' Selections for the post of Asst. Personnel Officer, against 70% quota, provided they have rendered not less than 3 years of non-fortuitous service in the Grade.	210/2008	364
1061 PROVIDENT FUND		
The accumulations at the credit of the subscribers to State Railway Provident Fund for the financial year 2008-09 beginning on 01.04.08 shall carry interest at the rate of 8% (Eight per cent) per annum.	175/2008	327
1062 QUARTERS		
Retention of Railway accommodation by Railway employees during the period of maternity leave may be allowed for the period of maternity leave plus other kinds of leave granted in continuation subject to a maximum of one year on payment of normal licence fee. These instructions may be deemed to have come into force with retrospective effect from 05.07.2000.	22/2008	22
The facility of retention of quarters at previous place of posting in favour of officers / staff posted to Jammu-Udhampur-Srinagar-Baramulla New Line Construction Project has been extended for a further period of two years from 15.08.07 to 14.08.09.	37 /2008	38
Railway employees on deputation to the Rail Land Development Authority [RLDA] who do not have Railway accommodation shall be eligible to get Railway accommodation from the concerned Railway Administration at their place of posting. The above provision would be valid only till Rail Land Development Authority [RLDA] completes the construction of its own quarters, which is to be ascertained on yearly basis by the accommodation /quarter allotting authorities from RLDA directly.	55/2008	79
The facility of retention of Railway accommodation at the previous	63/2008	88

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place of posting in favour of the Officers/Staff posted to New Zones of SW, EC, NW & WC Railways has been uniformly extended upto 31.03.08. Retention of accommodation beyond March, 2008 can be permitted under normal rules as in the case of transfer. No further extension beyond March, 2008 will be permitted		
Officers/staff joining UIC offices [International Union of Railways] in India, on deputation, may be permitted to retain Railway accommodation at their previous place of posting for a period of five years or till the period of deputation, whichever is less.	91 /2008	121
Rates of rent to be recovered for Railway accommodation allotted to Railway employees owning houses at the station of posting revised with effect from 01.07.2008 – If income from house does not exceed Rs. 12,000/- p.m. **Normal licence fee.** If income from house exceeds Rs.12,000/- p.m. - but does not exceed Rs.20,000/- p.m. : **Twice the normal licence fee** If income exceeds Rs.20,000/- p.m.: **Thrice the normal licence fee**.	99/2008	125
Board have decided that as a special case, retention of Railway accommodation at the previous place of posting in favour of officers/staff posted to ECR may be permitted up to 31.08.2009.	113/2008	179
The license fee (Standard Rent) for residential accommodation over Indian Railways has been revised with effect from 1.1.2009.	206/2008	359
1063 RECRUITMENT RULES		
Wheel Projects Organisation / Patna, is now included in the jurisdiction of RRB/Patna for placing indents of Group 'C' posts.	01/2008	01
Henceforth, qualification for direct recruitment to the category of Senior P. Way Supervisor in the pay scale of Rs.5000-8000 will be Diploma in Engineering or B.Sc. with Physics & Mathematics or B.Sc.[Honours] in Physics with Mathematics as secondary/ subsidiary subject or B.Sc.[Honours] with Maths with Physics as secondary / subsidiary subject.	05/2008	07
Board have now decided that all Commission Vendors / Bearers working in departmental catering units of different railways whose age is below sixty years, should be absorbed in the railway service with immediate effect in group D post. It has been decided that one more opportunity may be given for absorption of commission bearers / vendors, in addition to the two opportunities already given for regularization.	08/2008	09
Board have clarified that the discipline " Aquatics" figuring in Para 2.4 of Board's letter dated 30.03.2007 [SC No. 55/07] consists of three events, namely, Swimming, Water Polo and Diving for recruitment of sportspersons on Indian Railways.	09 /2008	10
The Diploma and Degree Certificates in Mechanical Engineering awarded by Institute of Mechanical Engineers [India], Mumbai, are to be recognized for employment in Central Government.	10 /2008	10
Educational qualification for recruitment to Group 'C' posts in Civil Engineering Department on the Railways, revised with effect from 25.01.2008.	11/2008	11
The relaxation of 03 [three] years above the prescribed upper age limit for direct recruitment to all Group 'C' and 'D' posts including engagement of substitutes current upto 03-02-2008 is extended for further period of 01 [one] year from 04-02-2008 to 03-02-2009.	12/2008	13
The words 'Tools and Disc Making" in column 4 [Revised qualification] of	16 /2008	15

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table in para 3 of Board's letter dated 27.09.07 [SC No. 135/07] has been corrected to read as "Tools and Die Making."		
Promotion of sportspersons from Group-D to Group-C on sports account: Board have clarified that personal approval of General Manager is required for granting promotion to sportspersons from Group-D to Group-C, on sports account on out-of-turn basis.	17 /2008	15
The relaxation of age limit in favour of the residents of the State of Jammu & Kashmir for appointment to Central Civil Services and posts, recruitment to which are made through UPSC or SSC or otherwise by the Central Government has been extended for a further period of two years beyond 31-12-2007 i.e. upto 31-12-2009.	24/2008	28
The educational qualification for recruitment to Group 'C' posts in S&T Department viz., of TCM-III, JE-II[Tele], SE[Tele], Technician Gr. III [Signal] {erstwhile ESM-III}, JE-II [Signal] and SE[Signal] has been revised with effect from 10.03.2008. Ongoing recruitments for these categories where notification has been published will be governed by past instructions.	31/2008	32
Board have clarified that for granting out of turn promotions to sportspersons within Group-C, the sports achievements as mentioned in Para 9.4.1.1[ii] & 9.4.2.1 [ii] of their letter dated 30.03.07[SC No. 55/07] shall be within immediate preceding five years, at the time of considering such cases.	36 /2008	37
The competent authority for recruitment of sportspersons in Group-C and Group-D against sports quota shall be the same as detailed in Rule 215 of the IREC Volume I .	38 /2008	38
In supersession of Board's letter dated 15-09-2000 [SC No. 207/2000] circulating department-wise list of posts identified on the Railways for recruitment of Physically Handicapped persons in the categories, a fresh list of department-wise identified posts suitable for persons with disabilities is circulated.	39 /2008	38
Para 9.5.1[ii] of Board's letter dated 30.03.2007 [SC No.55/07] has been deleted. Out-of-turn promotions from Group-D to Group-C will be considered only on the basis of a Sportsperson acquiring the extant sports norms for recruitment to Group-C or Gold Medal winning performance in any Championship w.e.f 25.03.2008. Board have clarified that the condition of age limit i.e., 18-25 years, as mentioned in Para 5 is only for recruitment of sportspersons at initial stage, through Talent Scouting and Open Advertisement.	43 /2008	66
All the licensed porters who are upto the age of 50 years and minimum age of 18 years as on 26.02.2008 are to be appointed to the posts of Gangman subject to the fulfillment of certain conditions, as a one time measure.	48/2008	69
Board have decided that the licensed porters who are unable to "read and write" may be empanelled and appointed provisionally subject to the condition that they would acquire the requisite literacy / ability to "read and write" within a period of two months from the date of appointment. The candidates may be placed in the panel according to their date of birth.	62/2008	88
Board have clarified that there is no need to conduct Physical Efficiency Test for appointment of Licence Porters to the post of Gangman.	69/2008	97
Recruitment of Group 'D' staff on Indian Railways:- Board have decided that the number of candidates called for document verification shall be 20% over & above the number of	80/2008	107

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vacancies to avoid shortfall, subject to certain conditions.		
The educational qualification of Diploma in Engineering etc., prescribed for direct recruitment to the category of Senior P. Way Supervisor in the pay scale of Rs.5000-8000 prescribed vide Board's letter dated 15.01.2008 [SC NO. 05/2008] may be read as **Diploma in Civil Engineering / Civil Engineering [Transportation].**	82 /2008	112
New para No.9.3A on grant of Incentives to Referees / Umpires has been inserted in Board's letter dated 30.03.2007 [S.C. No. 55/2007]. The instructions contained in para 9.3A will be effective from 09.07.08.	89 /2008	119
Board have clarified that there is no provision of reservation / age relaxation for SC/ST/OBC candidates for recruitment against sports quota on Indian Railways.	92/2008	121
Revised jurisdiction of Railway Recruitment Boards Kolkata and Malda for Group 'C' recruitment is circulated.	93/2008	122
Recruitment of sportspersons on Indian Railways against sports quota: Board have included the medal winning performance in Commonwealth and Asian Games Championships in the norms for recruitment on Railways against sports quota in Group 'C' category.	95/2008	123
Board have decided that in future all the matters of sportspersons related to establishment issues like recruitment , out-of-turn promotion, incentives, transfer and pertaining to similar service matters will be dealt with by the Personnel Department of the concerned Zonal Railway /Production Unit . Correspondence to Railway Board from Zonal Rlys/Production Units on these subjects should come through the Personnel Department only.	103/2008	129
Board have decided to extend the currency of the scheme of General Departmental Competitive Examination (GDCE) from 31.03.2008 to 31.03.2011 on existing terms and conditions.	106/2008	132
Out –of-turn promotion to sportspersons from Group –D to Group-C on sports account:- Board have clarified that the provisions for considering grant of out-of-turn promotion from Group-D to Group-C , according to Para 9.5.1[ii] of Board's letter dated 30.03.2007 [SC No. 55/07] will hold good for cases where the sportsperson represented Indian Railways team on two occasions in National Championships completed before 25.03.2008.	140/2008	271
Calling of candidates over and above the number of vacancies for document verification in case of Group 'C' posts:- In cases where the panel is to be formed for a single vacancy, the number of candidates to be called for document verification should be two and not one, in order to ensure that time, money and effort spent in holding the selection process does not go waste in case the sole candidate selected is found ineligible due to documents not being in order or does not turn up.	150/2008	288
Recruitment of sportspersons in Group-D against Sports Quota through Open Advertisement - Board have clarified that the Group –D Open Advertisement Quota allotted to a Division /Workshop/ Head Quarter of a Zonal Railway **can not be transferred to another** Division /Workshop/ Head Quarter.	181/2008	332
Sports norms for recruitment of sportspersons against sports quota in Group-C and Group-D posts on Indian Railways in the game of Cricket and the sports achievements to be considered for grant of incentives to Indian Railways sportspersons are revised .	187/2008	342

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Relaxation to sportspersons for acquiring minimum educational qualification, on out-of-turn promotion – Board have reiterated that the cases for extension in the time limit for acquiring the minimum educational qualification are to be referred to Railway Board immediately after completion of the prescribed time limit since GM has no powers to extend the prescribed time limit. If he/she is unable to acquire the same within the prescribed time limit, sportsperson should be reverted to the original grade immediately after the completion of the prescribed time limit.	205/2008	359
1064 RE-EMPLOYMENT		
Daily remuneration payable to retired employees engaged on daily basis has been revised w.e.f. 20.03.2008	41/2008	65
1065 RESERVATION RULES		
The Hon'ble Supreme Court has upheld the validity Constitution [85th] Amendment Act-2001. Thus SC/ST Railway servants shall on their promotion by virtue of rule of reservation / roster, be entitled to consequential seniority also in terms of Board's instructions circulated under SC Nos. 48/02, 231/02 and 9/05.	29 /2008	31
The Hon'ble Supreme Court has upheld the decision of the Government that the policy of reservation is applicable to the cadre restructuring exercise undertaken pursuant to instructions contained in Board's letter dated. 09.10.2003 [SC No. 191/03].	98/2008	125
1067 RETIREMENT		
Voluntary retirement of railway employees – Request for withdrawal of notice for Voluntary Retirement submitted by the employees within the three month period should be considered in a reasonable and rational manner and refused only if there are valid reasons for doing so which should be recorded as well as conveyed to the concerned employee within the stipulated time to avoid unnecessary court cases. Copy of judgement dt. 30.11.02 passed by the Hon'ble CAT/Jabalpur in OA No. 21/05 Shri Ramayan Ram, Master Craftsman, W.C. Railway Vs. U.O.I. is also circulated.	72/2008	98
1068 RUNNING ALLOWANCE		
Board have decided that : [1] the pay element in Running Allowance for running staff is 30% of the basic pay under the RS(RP) Rules,2008 for computation of the specified benefits excluding retirement benefits. For the purpose of computation of retirement benefits of running staff, an additional quantum of 55% of basic pay under the RS(RP) Rules, 2008 is to be reckoned. [2] In the case of Loco Inspectors governed by the scheme contained in Bd's ltr No.E(P&A)II/83/RS-10)(iv) dt. 25.11.1992, an additional quantum of 30% of basic pay under the RS(RP) Rules,2008 would be reckoned for the purpose of computation of pensionary benefits only. 3. The rates of Kilometreage Allowance and ALK at outstation for running staff in the RS(RP) Rules,2008, are revised w.e.f. 1.09.08	202/2008	356
1070 SELECTION RULES		
Board have accepted the recommendation No. 39 of Committee on Career Advancement Planning for Group 'D' staff on Railways [Ansari Committee] regarding circulation of question Banks for written examination for promotion from Group 'D' to Group 'C'. Instructions contained in their letter dated 06.11.06 [SC No. 196/06] that for conducting written examinations for promotions to and within Group 'C' question banks should be prepared and	14 /2008.	14

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circulated to the staff, are reiterated. The question banks should be updated regularly in accordance with changing technology and job requirement.		
Corrigendum to the procedure for conduct of aptitude test for selection / promotion of staff working in safety categories is circulated.	27 /2008	30
Board have decided that marks secured by all the candidates in Group 'B' selections/LDCEs i.e, marks of the written test and also the total marks (wherever applicable) may be notified by the Railway Administration.	102/2008	128
In the written test held for Selections / LDCEs for promotion to Group 'B' posts, the answers to objective type questions, wherever included, in the written examination, no corrections of any type should be permitted. The answers where corrections have been made, shall not be evaluated at all. This instruction should be made part of the instructions printed on the question paper/answer sheets so that there is no room for complaint from any candidate.	180/2008	331
1072 SETTLEMENT RULES		
Board have reiterated that the service records of all the employees should be properly maintained and updated in time and the movement meticulously watched. In case of loss / misplacement of Service Records, the officials responsible for safe custody of these documents should be held accountable and immediate action should be taken to reconstruct the same as per extant instructions so that retirement dues are not held up for want of service records.	94 /2008	122
1074 SPECIAL CASUAL LEAVE		
Special Casual Leave for not more than 10 [Ten] days in a calendar year may be granted, subject to exigencies of work, to differently abled Central Government Servants with disabilities as defined in the Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation] Act, 1995 for participating in the Conference / Seminars / Training / Workshop related to Disability and Development related programmes organized at National and State level agencies to be specified by the Ministry of Social Justice and Empowerment.	07/2008	08
The period of pre-participating Coaching Camp, if any, actual days of participation in the event, and the time spent in travelling to and from the tournaments / meets of National/ International importance, by Railway employees spared on the advice of RSPB, shall be treated as ON DUTY. This facility may also be extended to Managers/ Coaches/ Masseurs/ Doctors as may be approved or required by the Federations under rules, to Administer/ Coach/ Manage the teams participating in these sports events.	61 /2008	87
Special Casual Leave may be granted to the handicapped sportspersons at par with the general sportspersons through the corresponding Federations, etc. recognized by the Ministry of Youth Affairs and Sports [Government of India]	119/2008	251
Special Casual Leave for 4 [four] days in a calendar year is granted to Railway employees with disabilities as defined in the Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation] Act, 1995, for specific requirements relating to the disability of the official, effective from 01.09.2008.	208/2008	362
1077 TRAINING FACILITIES		
Correction Slip No. 1/2008 to Manual on Management of Training [1998] on training period of Skilled Artisans is circulated.	71/2008	97

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Instructions on training of Group 'D' staff for placement in PB 1 Grade Pay Rs.1800 are issued.	130/2008	261
1078 TRANSFERS		
The minimum service condition of 5 years will not be applied in case of mutual transfers, request transfers of compassionate appointees, and in those cases where transfer is sought on the ground of employee's spouse working in Central/State Government [2] In case of Group 'D' employees, the minimum service condition stands reduced from 5 (five) to 3 (three) years [3] Registered requests for Inter-Division, Intra- Division and Inter-Railway transfers should be uploaded on Railnet.	104/2008	129

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SERIAL CIRCULAR NO. 01 /2008

No.P(R)563/VIII Date: 22-01–2008

Copy of Board's letter No.E[RRB]/2006/25/14 dated 28-12-2007 is published for information, guidance and necessary action. Board's letters dated 08-05-03 and 18-08-04 and 18-07-06 quoted therein were circulated as SC No. 98/03, 155/04, and 112/06, respectively.

Copy of Bd's letter No. E[RRB]/2006/25/14 dated 28-12-2007
(RBE No.163/07) [RRCB 07/2007]

Sub: Modification in jurisdiction of RRB/Patna.
Ref: i] Board's letters No. E[RRB]2002/25/40 dated 28-03-03 [RRCB No. 8/03] & dated 18-08-04 [RRCB No. 12/04]
ii] Board's letter No. 99/E[RRB]25/11 dated 08-05-03 [RRCB No. 09/03]
iii] Board's letter of even number dated 18-07-2006

***

Board have decided that the indents of Group 'C' posts pertaining to Wheel Projects Organisation /Patna shall be placed on Railway Recruitment Board / Patna. Therefore, the modified jurisdiction of RRB/Patna is as under:

S.No	RRB	Railway / PU	Divisions / PUs
1	Patna	East Central Wheel Projects Organisation	HQ Office of East Central Railway and Mughalsarai & Danapur Divisions Wheel Projects Organisation / Patna

SERIAL CIRCULAR NO. 02 /2008
No.P(R)/ 64/V Date: 31-01–2008

Copy of Board's letter No.E[P&A] II-98/HW-6 dated 09-01-2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[P&A] II-98/HW-6 dated 09-01-2008 (RBE No.01 /08)

Sub: Grant of Hospital Patient Care Allowance and Patient Care Allowance to Group C & D [non-Ministerial] Railway employees working in Railway Hospitals & Health Units / Clinics – DC/JCM Item No. 34/99.

….

The issue regarding grant of Hospital Patient Care Allowance and Patient Care Allowance to Group C & D [non-Ministerial] railway employees working in railway hospitals and health units / clinics has been under consideration of this Ministry for some time past subsequent to the issue having been raised by the Staff side in the DC/JCM meeting. The matter has been considered and the President is now pleased to decide that Hospital Patient Care Allowance and Patient Care Allowance may be introduced in respect of the Group C & D [non-Ministerial] railway employees working in railway hospitals and health units / clinics, specified in Para 2[a] below.

2. Grant of Hospital Patient Care Allowance and Patient Care Allowance shall be subject to fulfillment of the following conditions:-

a] The grant of these allowances shall be limited to the following categories of Group C & D [non-ministerial] railway employees working in railway hospitals and health units / clinics:

i] Radiographer

ii] Pharmacists [except exclusive Store Pharmacists and not involved in dispensing of medicines]

iii] Laboratory Staff

iv] Medical Technicians required to come in direct physical contact with patients [ECG, EEG, Cardiac Pump, Dialysis etc.]

v] Ambulance Drivers

vi] Dressers

vii] Operation Theatre Assistants

viii] Attendants / Ayahs

ix] Ambulance cleaners

x] Stretcher bearers

xi] Safaiwalas.

b] Hospital Patient Care Allowance shall be admissible to the above specified Group C & D [non-ministerial] railway employees working either in [i] railway hospitals having 30 beds or more, or [ii] super specialty railway hospitals having 10 beds or more.

c] Patient Care Allowance shall be admissible to the above specified Group C & D [non-ministerial] railway employees working either in [i] railway hospitals having less than 30 beds, or [ii] super specialty railway hospitals having less than 10 beds, or [iii] railway health units / clinics.

d] Hospital Patient Care Allowance would be admissible @ Rs.700/- p.m. to the above specified Group C [non-ministerial] railway employees, and @ Rs. 695/- p.m. to the above specified Group D [non-ministerial] railway employees.

e] Patient Care Allowance would be admissible @ Rs. 690/-p.m. to the above specified Group C & D [non-ministerial] railway employees.

f] Hospital Patient Care Allowance / Patient Care Allowance would be admissible w.e.f. 01-01-2008.

g] Night Duty Allowance and / or Risk Allowance, if admissible to the above categories of staff, shall cease to be admissible to them w.e.f. 01-01-2008.

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

SERIAL CIRCULAR No. 03 /2008

No.P(R)/500/XXII Date: 31 -01–2008

Copy of Board's letter No.2004/AC-II/21/1 dated 19-12-2007 is published for information, guidance and necessary action.

Copy of Bd's letter No. 2004/AC-II/21/1 dated 19-12-2007 (RBA No. 35/07)

Sub: Clarifications on New Pension System [NPS].

…..

The matter regarding the month in which the employee's contribution towards New Pension System recovered from the employees on deputation or whose wage period does not coincide with calendar month will be shown, as also interest payable on such contribution was under examination in Ministry of Personnel, Public Grievances & Pension. In this regard a copy of clarification received therefrom is enclosed for information and necessary action.

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Copy of Ministry of Personnel, Public Grievances & Pensions, Department of Pension and Pensioners Welfare, New Delhi's O.M. No. 20/1/07-P&PW[F] dated 18-09-2007.

Sub: Clarification on New Pension System [NPS].

….

The undersigned is directed to refer to M/O Railway's OM No. 2004/AC-II/21/1 Pt. dated 5/7/2007 on the above subject and to say that as per Rule 9 of the GPF Rules, when a subscriber is transferred to foreign service or sent on deputation out of India, he shall remain subject to the rules of the Fund in the same manner as if he were not so transferred or sent on deputation. In view of this, Rules 10 & 11 of GPF Rules regarding ' realization of subscriptions' and 'interest' are applicable in the case of persons sent on deputation, as well.

2. It may be clarified that the GPF Rules are not applicable to the Government servants appointed on or after 1/1/2004. The above clarification is only for the purpose of adopting the methodology in the GPF Rules in the case of those Government employees who are covered by 'NPS' and are on deputation to the other Departments, as per the advice of DEA.

SERIAL CIRCULAR NO. 04 /2008

No.P(R)/500/XXII Date: 31-01-2008

Copy of Board's letter No.F[E]III/2000/PN1/67 dated 10.01.2008 is published for information, guidance and necessary action. Board's letters dated 10.03.98, 15.01.99, and 29.12.99 quoted therein were circulated as SC No.73/98, 26/99 and 03/2000, respectively .

Copy of Bd's letter No. F[E]III/2000/PN1/67 dated 10.01.2008 (RBE No. 02/08)

Sub: Revision of Pension of retired running staff -Regarding

….

Instructions have been issued vide Board's letter No. F[E]III/98/PN1/29pt. dt. 29.12.1999 clarifying that for revision of pension / family pension of pre-1986 pensioners in terms of DOP&PW's O.M. dated 10.02.1998, circulated on the Railways on 10.03.1998, the notional pay finally fixed as on 1.1.1986 shall only be treated as average emoluments and pension / family pension shall be calculated as on 1.1.1986 as per the pension formula then prescribed, and that

[i] Running Allowance is NOT to be taken into consideration after refixation of pay on notional basis on 1.1.1986 in terms of DOP & PW's O.M. No. 45/86/97-P&PW[A] dated 10.02.98 circulated vide Board's letter No. F[E]III/98/PN1/2 dated 10.03.98; and

[ii] Running Allowance is also NOT to be added to the minimum of the revised scale of pay as on 01.01.1996 in cases where consolidated pension / family pension is to be stepped up to 50% / 30% in terms of Board's letter No. F[E]III/98/PN1/29 dated 15.1.1999.

2. A number of retired running staff have challenged the said clarificatory instructions by filing applications before various benches of CAT. In one such case, the application filed by Shri S.R. Dhingra & Others, CAT/ Principal Bench/ New Delhi, vide orders dt. 22.1.12002 set aside the clarificatory instructions dt. 29.12.1999. Northern Railway filed Writ Petition No. 4648/2002 before the Delhi High Court challenging CAT/New Delhi's orders dated 22.1.2002. Considering the importance of the policy issue involved in this case, on a prayer made by the Northern Railway, the Writ Petition was transferred to the Hon'ble Supreme Court. The Supreme Court, in their interim order dt. 9.5.2006, which was circulated vide Board's letter of even number dt. 11.8.2006, stayed proceedings in certain similar cases pending before Delhi, and Punjab & Haryana High Courts and Central Administrative Tribunal till final adjudication of the Transfer Petition.

3. Supreme Court, in their final judgement delivered on 14.12.2007, upheld Board's instructions dated 29.12.1999. While setting aside CAT/PB/New Delhi's orders dated 22.1.2002 the Court ordered that their decision will govern all similar matters pending in the High Courts or Tribunal. The Court also ordered that any amount already paid to the respondents and other similarly situated persons should not be recovered from them. A copy of the Supreme Court's judgement dt. 14.12.2007 is enclosed.

4. In the light of the above, the matter has been carefully considered by the Board and it has been decided to comply with the judgement of the Supreme Court. Accordingly, Zonal Railways are advised to treat the pension / family pension in respect of retired running staff revised in terms of Board's clarificatory instructions dt. 29.12.1999 as final and not to recover overpayment made to the pensioners and family pensioners. Railways are also advised to have similar cases pending before the High Courts and Tribunal disposed of on the basis of the judgement dt. 14.12.2007 of the Supreme Court.

IN THE SUPREME COURT OF INDIA
CIVIL ORIGINAL JURISDICTION
TRANSFER CASE [CIVIL] NO. 106 OF 2006

Union of India Petitioner

-versus-

S.R. Dhingra and others Respondent[s]

JUDGEMENT

MARKANDEY KATJU, J.

1. Writ Petition No. 4648/2002 titled Union of India and another vs S.R. Dhingra and others was filed in the Delhi High Court and was thereafter transferred to this Court by order dated 9.5.2006 in Transfer Petition [Civil] No. 278 of 2005.

2. It appears that similar matters were pending before the Delhi High Court, Punjab & Haryana High Court and Central Administrative Tribunal and further proceedings in those cases were ordered to be stayed awaiting the judgement in the matter which was transferred to this Court by the order dated 9.5.2006.

3. The facts of the case are that in the Railways there are certain employees such as drivers, guards, shunters, etc., who go along with the railway train and are categorized as 'Running Staff'. Such staffs are entitled to an allowance called 'Running Allowance' which is apart from their salary. Computation of pension after retirement in the railways is made on the basis of average emoluments plus a part of the running allowance which is included in average emoluments in terms of Rule 2544[g] of the Indian Railway Establishment Code. The present dispute relates to the pension for the running staff who retired prior to 1986.

4. Prior to its amendment Rule 2544[g] running allowance upto a maximum of 75% of pay and other allowances was added to the pay for computing pension. Subsequently, by notification dated 5.12.1998 Rule 2544 was amended, and the maximum limit of the running allowance was fixed at 45% of the pay in the revised scale of pay. Thereafter by another amendment this was raised to 55% of the average pay.

5. The validity of this amendment was challenged before the Central Administrative Tribunal by means of a petition which was allowed by the Ernakulam Bench by the order dated 20.4.1990 and the impunged notification was quashed to the extent that the amendment of Rule 2544[g] was given retrospective effect.

6. A contrary view was taken by another Bench of the Tribunal and hence the matter was referred to a Full Bench, and the Full Bench agreed with the view taken by the Ernakulam Bench.

7. The matter was then carried in appeal to this Court in Chairman, Railways Board and others vs. C.R. Rangadhamaiah and others 1997[6] SCC 623 which gave its judgement on 25.7.1997, upholding the decision of the Full Bench of the Tribunal.

8. It may be mentioned that the Tribunal had struck down the retrospective operation of the notification dated 5.12.1988 issued in exercise of the power of the President under the proviso to Article 309 of the Constitution whereby Rule 2544 of the Indian Railway Establishment Code was amended with retrospective effect. In the aforesaid decision this Court dismissed the appeals filed by the Union of India and the Railway Administration and upheld the view taken by the Full Bench of the Tribunal.

9. To implement the aforesaid decision of this Court the Railway Board issued instructions on 14.10.1997 that the pension and other retrial benefits of the railway running staff who retired between 1.1.1973 to 4.12.1988 should be re-computed, and arrears on account of re-computation of pension be paid to them accordingly.

10. In the meanwhile the Fifth Pay Commission report was rendered and in implementation of some of the recommendations in respect of the pre-1986 retirees the Department of Personnel & PW issued OM dated 27.10.1997 that pension / family pension will be consolidated w.e.f. 1.1.1996 by adding together their existing pension / family pension, dearness relief, interim relief I and interim relief II and fitment weightage of 40%. The said revision was to be done on the basis of existing pension. It is not in dispute that the said relief was extended to the respondents herein and all those similarly placed with the respondents.

11. In order to implement another recommendation of the 5th Pay Commission to give parity to the pre-1986 retirees with the post 1986 retirees, it was decided to fix the pay of the pre-1986 retirees as on 1.1.1986. However, it was specifically provided that the pay so fixed would be treated as average emoluments. Accordingly, on 10.2.21998, a further Office Memorandum was issued providing for fixation of notional pay of all those Government servants who retired prior to 1.1.1986 as on 1.1.1986. The pay was to be fixed on notional basis in the scale revised with effect from 1.1.1986. It was provided that the notional pay so arrived as on 1.1.1986 shall be treated as average emoluments for the purpose of calculation of pension and accordingly the pension shall be calculated as on 1.1.1986 as per the pension formula then prescribed. [The then formula was 50% of average emoluments. Thus 50% of the pay notionally fixed was to be treated as pension of the respective pre-1986 retirees].

12. Learned Addl. Solicitor General Shri Amarendra Sharan, appearing for the appellants submitted that the OM dated 10.2.1998 is very clear that what is to be fixed is the pay on notional basis, and pay, according to the rules, does not include running allowance. However, running

allowance is a relevant factor for calculating average emoluments. He submitted that the said OM clearly provides that the notional pay so arrived at will be treated as average emoluments, meaning thereby that all other elements provided in rule 2544 which otherwise could have been added to pay for arriving at average emoluments were expressly excluded. He further submitted that the pay notionally fixed includes existing [pre-1986] basic pay, dearness pay, additional dearness allowance, ad hoc dearness allowance, first and second instalments of interim relief calculated on basic pay plus 30% basic pay in the existing scale as pay element of running allowance, and fitment weightage at the rate of 20% of existing basic pay.

13. On 24.7.1998, it was clarified by the department that in cases where the amount of revised 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 already drawn by pre-1986 retirees, there is no need to revise the existing pension and issue a revised PPO.

14. Due to certain doubts and confusion, a clarification was sought as to whether running allowance was to be added again while fixing the pay notionally as per the OM dated 10.2.1998. On 29.12.1999, the Railway Board issued clarification that running allowance was not to be taken into consideration at the time of re-fixation of pay on notional basis on 1.1.1986.

15. The said clarification was challenged by way of an Original Application before the Central Administrative Tribunal by the respondents. On 22.10.2000 the appellants [respondents in OA] contested the original application of the respondents [appellants in OA] before the Central Administrative Tribunal, Principal Bench, New Delhi by filing their detailed counter reply dated 28.5.2001 in which preliminary objections were also raised regarding maintainability of the original applications. It was pointed out that only the pay was to be notionally fixed as per the OM dated 10.2.1998, and therefore, there was no need to add running allowance again since running allowance would be added only if on the basis of pay so fixed the average emoluments was to be recalculated. The said course of recalculation of average emoluments was specifically excluded by the said OM dated 10.2.1998.

16. On 22.1.2002, the Central Administrative Tribunal, Principal Bench, New Delhi passed an order allowing the O.A. of the respondents herein and quashed the Railway Board's clarification dated 29.12.1999. Thereafter various writ petitions were filed in the Delhi High Court and ultimately writ petition No. 4648/2002 was transferred to this Court by order of this Court dated 9.5.2006 [as already stated above].

17. We have carefully perused the record and heard learned counsel for the parties.

18. Learned counsel for the appellant submitted that the pension of the respondents which was recomputed on the basis of the judgement of this Court in Chairman, Railway Board and others vs. C.R. Rangadhamaiah and others [supra] is fully protected and the respondents will continue to take the benefits in future also. However, he submitted that the pensionary benefits of the respondents who retired prior to 1.1.1986 was to be determined by fixing notional pay w.e.f. 1.1.1986 and further pension was to be refixed w.e.f. 1.1.1986 without taking into consideration the running allowance as per the policy of the Railway Board for implementation of the recommendation of the 5th Central Pay Commission while revising the retrial benefits w.e.f. 1.1.1986. He submitted that there was no infirmity in the policy issued by the Department of Personnel & PW and adopted by the Railway Board, and subsequent circulars issued by the Railway Board regarding release of retrial benefits to the employees who retired prior to 1.1.1986.

19. Learned Additional Solicitor General submitted that while fixing the pension notionally, due to a clerical mistake it has been fixed at much higher amount, and this error, when discovered, was later rectified and the pension of the respondents was correctly revised w.e.f. 1.1.1986.

20. We have carefully considered the submission of the learned counsels for the parties and we are in agreement with the submission of the learned Additional Solicitor General.

21. In this connection it may be mentioned that the Railway Board vide its letter dated 29.12.1999 issued a clarification to the earlier instructions dated 10.2.1998 issued by the Department of Personnel & PW, which is the nodal department of the Government of India for framing policy instructions on pensionary matters.

22. It has also been clarified by the Department of Personnel & PW vide their O.M. No. 45/86/97-P&PW[A]Pt.III dated 24.7.1998 circulated vide Railway Board's letter No. F[E]III/98/PN1/2 dated 2.9.1998 that if the pension revised on notional fixation of pay as on 1.1.1986 happens to be less

than the pension already drawn by the pensioner the same should not be reduced to their disadvantage. In the case of Medical Officers, the Department of Personnel & P Pensioner's Welfare have already clarified vide their OM No. 45/3/99-P&PW[A] dated 12.10.1999 circulated vide Railway Board's letter No. F[E]III/98/PN-1/29 dated 12.11.1999 that non-practising allowance which was already taken into account for calculating the pension and other benefits at the time of retirement is not to be added to the pay of the pre-1986 retirees revised on notional basis as on 1.1.1986, as the same is not permissible in terms of para No. 2 of their instructions dated 10.2.1998. The nature of running allowance is similar to that of non-practising allowance, and the Railway Board issued instructions dated 29.12.1999 clarifying that running allowance is not to be added to the pay of pre-1986 retirees revised on notional basis as on 1.1.1986.

23. We are of the opinion that the clarification of the Railway Board issued dated 29.12.1999 clarifying that the running allowance which was already taken into account for pension and other benefits at the time of retirement is not to be added to the pay of pre-1986 retirees revised on notional basis as on 1.1.1986 is valid. It appears that due to a clerical error the notional benefits of the respondents w.e.f. 1.1.1986 was wrongly fixed and such retired employees are getting excess pension. It is well-settled that a mistake does not confer any right to any party, and can be corrected.

24. We are of the opinion that the benefit of running allowance has to be taken into consideration for computing pension only once. It had been taken into consideration while fixing the pension of the respondents at the time of their retirement. In our opinion it is not required to be taken into account again for any future calculation.

25. It is well settled that when two sets of employees of the same rank retire at different points of time , one set cannot claim the benefit extended to the other set on the ground that they are similarly situated. Though they retired with the same rank, they are not of the same class or homogeneous group. Hence Article 14 has no application. The employer can validly fix a cut-off date for introducing any new pension / retirement scheme or for discontinuance of any existing scheme. What is discriminatory is introduction of a benefit retrospectively, [or prospectively] fixing a cut-off date arbitrarily thereby dividing a single homogeneous class of pensioners into two groups and subjecting them to different treatment { vide Col. B.J. Akkara [Retd] vs. Govt. Of India, [2006] 11 SCC 709, D.S. Nakara vs Union of India [1983] 1 SCC 305, Krishna Kumar vs Union of India [1990] 4 SCC 207, Indian Ex-Services League vs Union of India [1991] 2 SCC 104, V. Kasturi vs. Managing Director, State Bank of India [1998] 8 SCC 30 and Union of India vs. Dr. Vijayapurapu Subbayamma [2000] 7 SCC 662}.

26. In view of the above, we are of the opinion that the benefit of running allowance which has been given to the respondent at the time of retirement is not to be given again vide Office Memorandum dated 10.2.1998.

27 Accordingly Writ Petition No. 4648/2002 which has been transferred to this Court is allowed and the order of the Central Administrative Tribunal dated 22.1.2002 is set aside. This decision will govern all similar matters pending in the High Courts or Tribunal.

28. However, any amount already paid to the respondents and other similarly situation persons shall not be recovered from them.

29. The Transfer Case stands allowed.

Sd/-
[A.K. Mathur]
Sd/-
[Markandey Katju]

New Delhi
December 14, 2007.

SERIAL CIRCULAR NO. 05 /2008

No.P(R)/563/VIII Date: 31-01-2008

Copy of Board's letter No.E{NG}-II/2007/RR-1/61 dated 15-1-2008 is published for information, guidance and necessary action. Board's letter dated 03.07.2007 quoted therein was circulated as SC No.101/2007.

Copy of Bd's letter No. E{NG}-II/2007/RR-1/61 dated 15-1-2008 (RBE No. 05/08)

Sub: Educational qualification for direct recruitment to the category of Senior P. Way Supervisor in the pay scale of Rs.5000-8000 on the Railways.

….

In terms of instructions contained in Board's letter No. E[NG]I-2007/PM5/5 dated 3-7-2007 [RBE No. 94/2007] the qualification prescribed for direct recruitment to the category of Senior P. Way Supervisor in the pay scale of Rs.5000-8000 is B.Sc. with Physics & Maths or Diploma holders in Engineering.

2. The above qualification has been reviewed in consultation with Civil Engineering Directorate of this Ministry and it has been decided that henceforth qualification for direct recruitment to the category of Senior P. Way Supervisor in the pay scale of Rs.5000-8000 will be Diploma in Engineering or B.Sc. with Physics & Mathematics or B.Sc.[Honours] in Physics with Mathematics as secondary/ subsidiary subject or B.Sc.[Honours] with Maths with Physics as secondary / subsidiary subject.

3. The qualification as laid down above for the post of Senior P. Way Supervisor will have prospective effect. Notifications already published by Railway Recruitment Boards and panels already made available to Railway Establishment will be governed by earlier instructions on the subject.

SERIAL CIRCULAR NO. 06 /2008

No.P(R)/Misc/V Date: 31-01-2008

Copy of Board's letter No.E[W]2006/WE-5/1 dated 18-1-2008 is published for information, guidance and necessary action. Board's letter dated 20.03.06 quoted therein was circulated as SC No. 46/06.

Copy of Bd's letter No. E[W]2006/WE-5/1 dated 18-1-2008 (RBE No. 09 /08)

Sub: Presentation of Gold plated Medals to retiring railway servants.

….

Reference Board's letter of even number dated 20.03.06 and subsequent instructions in the matter.

2. Clarification has been sought with regard to use of Zonal Railways Logos on the Gold plated silver medals presented to retiring railway servants in view of Board's letter No. 2007/PR/13/5 dated 12.03.2007 advising Railways to discontinue the use of their individual Logos.

3. It has been decided that in view of the Board's ibid letter dated 12.03.07, the instructions issued vide Board's ibid letter dated 20.03.2006 regarding presentation of Gold plated silver medals to retiring railway servants stand partially modified to the extent that 'Logo of the concerned Railway / PU' be discontinued. However, the Indian Railways 'Logo' will be continued to be shown on one side and the name of the Zonal Railway / PU may be shown on the other side. Other instructions with regard to design of the medal remain unchanged.

SERIAL CIRCULAR NO. 07 /2008

No.P(R)/418/III Date:31-01-2008

Copy of Board's letter No.E[G]2007/LE-1/1 dated 22.01.08 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[G]2007/LE-1/1 dated 22.01.08 (RBE No. 10/08)

Sub: Grant of Special Casual Leave to differently abled Railway employees.

….

A copy of Ministry of Personnel, Public Grievances and Pensions, [Department of Personnel and Training]'s O.M. No. 28016/02/2007-Estt[A] dated 14.11.2007 is circulated for information and guidance. These instructions shall apply mutatis mutandis on the Railways also.

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Copy of Ministry of Personnel, Public Grievances and Pensions, [Department of Personnel and Training]'s O.M. No. 28016/02/2007-Estt[A] dated 14.11.2007

OFFICE MEMORANDUM

Sub: Grant of Special Casual Leave to differently abled Central Government employees.

***

The undersigned is directed to say that this Department had received representations from differently abled persons for grant of Special Casual Leave to participate in conferences / workshops/ seminars / trainings for Disability and Development related programmes.

2. The question of granting Special Casual Leave to differently abled Central Government Employees has been considered and it has been decided that subject to exigencies of work, Special Casual Leave for not more than 10 [Ten] days in a calendar year may be granted to differently abled Central Government Servants with disabilities as defined in the Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation] Act, 1995 for participating in the Conference / Seminars / Training / Workshop related to Disability and Development related programmes organized at National and State level agencies to be specified by the Ministry of Social Justice and Empowerment.

3. The period of absence in excess of 10 days is to be treated as regular leave of the kind due and admissible. Special Casual Leave under these orders will be allowed to be combined with regular leave as a special case.

4. The power of granting Special Casual Leave under these orders will be exercised by the Heads of Departments concerned.

SERIAL CIRCULAR NO. 08 /2008

No.P(R)/564/V Date: 31 -01–2008

Copy of Board's letter No.2004/TG-III/639/2 dated 18.01.2008 is published for information, guidance and necessary action. Board's letter dated 01.12.2005 quoted therein was circulated as SC No.216/05.

Copy of Bd's letter No. 2004/TG-III/639/2 dated 18.01.2008 (RBE No. -/08)

Sub: Absorption of Commission Vendors / Bearers in railway services over Indian Railways

….

Please refer to Board's letter of even no. dt. 02.08.2005 and 01.12.2005 regarding absorption of Commission Vendor / Bearers over Indian Railways, wherein inter-alia it has been mentioned that only those Commission Vendors / Bearers who are below the age of fifty-nine years as on 01.04.2005 will get two opportunities to be absorbed in group 'D' post on the railways.

In continuation with the above the Board has reviewed the earlier instructions and revised instructions are issued as follows:

[a] All Commission Vendor / Bearers working in departmental catering units of different railways whose age is below sixty years should be absorbed in the railway service with immediate effect in group D post.

[b] Further Board has reviewed its instructions of even no. dt. 01.12.2005 ' that not more than two opportunities should be given for such regularisation' and now it has been decided that one more opportunity in addition to above may be given for absorption of commission bearers / vendors.

[c] Further, all other instructions mentioned in Board's letter of even no. dt. 2.08.2005 and 01.12.2005 will remain unchanged.

All railways should undertake special drive to absorb the Commission Vendors / Bearers as per revised instructions at the earliest.

SERIAL CIRCULAR NO. 09 /2008
No.P(R)/563/VIII Date: 31-01–2008

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarification] dated 24.01.2008 is published for information, guidance and necessary action. Board's letter dated 30.03.2007 quoted therein was circulated as SC No.55/2007.

Copy of Bd's letter No. E[Sports]2007/Policy/4[Clarification] dated 24.01.2008 (RBE No.12/08)

Sub: Clarification in regard to the game of Water Polo.
Ref: SRSA's letter No. SRSA/AQ/WP/2007 dated 5-12-2007.

….

Kindly refer to SRSA's letter mentioned above regarding non-figuring of Water Polo game in the extant Policy letter No. E[Sports]/2007/Policy/3 dated 30.03.2007 under Para 2.4 at Page 2.

2. In this connection, it is clarified that the discipline "Aquatics" as figured against ***Para 2.4*** of Board's policy ibid consist of three events i.e. Swimming, Water Polo and Diving.

3. This also disposes SRSA's letter No. SRSA/AQ/WP/2007 dated 05.12.2007.

SERIAL CIRCULAR NO. 10 /2008
No.P(R)/563/VIII Date: 31 -01–2008

Copy of Board's letter No.E[NG]-II/2008/RR-1/1 dated 24.01.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[NG]-II/2008/RR-1/1 dated 24.01.2008 (RBE No. 11/08)

Sub: Acceptance of certificates/ qualifications awarded by the Institute of Mechanical Engineers [India], Mumbai.

….

A copy of notification No. F.23-2/2001-TSIII dated 24.11.2006 issued by Ministry of Human Resource Development, Department of Higher Education on the above noted subject is sent herewith for guidance and compliance.

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Copy of Notification No. F.23-2/2001-TSIII dated 24.11.2006 issued by Ministry of Human Resource Development, Department of Higher Education.

To be published in Gazette of India Part- I Section-I
NOTIFICATION

No. F.23-2/2001-TS III. The Institute of Mechanical Engineers [India], Mumbai has been running Section A & B of Association Membership course, equivalent to Degree in Mechanical Engineering since 1976, vide this Ministry's letter No. F.18-31/71-T.2 dated 28.05.1976 and Part I & II of Technician Engineers [T], equivalent to Diploma in Mechanical Engineering from a State Polytechnic, since 1988, vide this Ministry's letter No. F.1-5/87/T.7/T.13 dated 11.07.1988. In the year 2002, while withdrawing the recognition of these courses, Government of India allowed the IME [India] , Mumbai to approach this Ministry for recognition of their Diploma / Degree courses only after the removal of all the deficiencies pointed out by the AICTE. Accordingly, the above Institute submitted a request alongwith the requisite material for review and consideration of this Department. This Department got the material re-examined by AICTE. AICTE, through its Expert Committee re-examined both the courses and submitted its recommendations with revision of syllabus for both the courses.

The High Level Committee for recognition of educational qualification considered the matter in its meeting held on 16-10-2006 and on its recommendations, Government of India has decided the following:

[i] The recognition of the courses run by IME, Mumbai may be restored with effect from 16-10.2006. With this recognition IME will run the courses based on new syllabus approved by All India Council for Technical Education [AICTE]. As per the approval, the Technician Engineers courses Part I & II [Diploma Level] will have 22 papers in place of existing 14 papers and Degree level course of Section A & B of Associate Membership will include 24 papers in place of 11 papers at present. In addition to this, there will be nine elective subjects. After completing theory papers, students will have to undergo at least 3 months mandatory apprenticeship / practical training / project report at an All India Council for Technical Education approved Polytechnic for Part I & II of Technician Engineers Course for award of Certificate equivalent to Diploma in Mechanical Engineering and the Apprenticeship / Practical training of the same duration in AICTE approved Degree Colleges for award of Certificate equivalent to Bachelors Degree in Mechanical Engineering for Section A & B of Associate Membership Course.

[ii] The students who were registered prior to 10.06.2002 for part I & II of Technician Engineers [Diploma Level] and Section A & B of Associate Membership course [Degree Level] will be allowed to complete the courses with pre-revised syllabus till the next scheduled examination, to be held in December, 2006. Their Degree / Diploma will be recognized for employment in Central Government. Those who do not complete their courses by that time [December 2006], will have to follow the revised syllabus.

SERIAL CIRCULAR NO.11 /2008

No.P(R)/563/VIII Date: 31-01-2008

Copy of Board's letter No.E[NG]-II/2007/RR-1/30 dated 25-01-2008 is published for information, guidance and necessary action. Board's letter dated 18-05-2001 quoted therein was circulated as SC No.118/2001.

Copy of Bd's letter No. E[NG]-II/2007/RR-1/30 dated 25-01-2008 (RBE No.13 /08)

Sub: Educational qualification for recruitment to Group 'C' posts in Civil Engineering Department on the Railways.

Ref: Letter No. E[NG]-II/2001/RR-1/6 dated 18-05-2001 [RBE No. 97/2001]

….

The issue of review of prescribed educational qualification for direct recruitment to supervisory post of Junior Engineer, Gr.II [Rs.5,000-8,000] and Section Engineer [Rs.6,500-10,500] in Civil Engineering Department has been under examination of Ministry of Railways [Railway Board].

This review was necessitated owing to demand raised in meeting with Chairmen, Railway Recruitment Boards held in June 2007 wherein several Railway Recruitment Boards stated that pure Civil/ Mechanical Engineering as a subject is rarely chosen by students in a Degree or Diploma course now-a-days. These days preference is given by students for specialized courses like Construction / Structural / Production/Instrumentation Engineering etc. As only Degree / Diploma in Civil / Mechanical Engineering are accepted as qualification for the posts of Section Engineer and Junior Engineer, Grade II respectively in Civil Engineering Department on the Railways, it results in rejection of large number of applications and Railways do not get appropriate number of candidates from open market.

In consultation with Civil Engineering Directorate of this Ministry, it has now been decided by the Board that henceforth direct recruitment qualification for the following posts in Civil Engineering department on the Railways will be as under:

S.No.	Post	Existing qualification for DR	Proposed qualification for DR
i	JE-II [P.Way] { Erstwhile PWI, Gr.III} Rs.5000-8000	Diploma in Civil Engg.	Diploma in Civil Engineering / Civil Engineering [Transportation] **Note**: Indenting Railway shall have the discretion to specify the number of candidates

S.No.	Post	Existing qualification for DR	Proposed qualification for DR
			required from each discipline, subject to a rider that at least 50% of the intake shall be from Civil Engineering alone. All candidates selected will be borne on the common cadre.
ii	SE [P.Way] {Erstwhile PWI, Gr.I} Rs.6500-10500	Degree in Civil Engineering	No change
iii	JE-II/Works {Erstwhile IOW, Gr.III} Rs.5000-8000	Diploma in Civil Engineering	Diploma in Civil Engg. /Civil Engineering [Construction Technology]/Civil Engineering [Public Health]/Civil Engineering [Water Resources]/Civil Engineering [Transportation. **Note**: Indenting Railway shall have the discretion to specify the number of candidates required from each discipline, subject to a rider that at least 50% of the intake shall be from Civil Engineering alone. All candidates selected will be borne on the common cadre.
iv	SE [Works] {Erstwhile IOW, Gr.I} Rs.6500-10500	Degree in Civil Engineering	No change.
v	JE-II [Bridge] {Erstwhile BRI, Gr.III} Rs.5000-8000	Diploma in Civil or Mechanical Engineering. Note: The Railway while placing indent may specify how many candidates with Diploma in Civil Engineering and how many with Mechanical Engineering are required. After recruitment both these groups will continue to be borne on a common cadre.	Diploma in Civil or Civil Engineering [Construction Technology] Note: Indenting Railway shall have the discretion to specify the number of candidates required from each discipline, subject to a rider that at least 50% of the intake shall be from Civil Engineering alone. All candidates selected will be borne on the common cadre.
vi	S E [Bridge] {Erstwhile BRI Gr.I } Rs.6500-10500	Degree in Civil Engineering	No Change.

These instructions will be effective from the date of its issue and ongoing recruitments for the above said categories where notification has been published will be governed by past instructions on the subject.

Advance Correction Slip (ACS) to Indian Railway Establishment Manual, Volume-I (1989 edition) will follow.

SERIAL CIRCULAR NO. 12 /2008

No.P(R)/563/VIII Date: 31-01-2008

Copy of Board's letter No.E[NG]-II/94/RR-1/29 dated 25-01-2008 is published for information, guidance and necessary action. Board's letters dated 10-05-99, 24-02-2006 and 05-02-07 quoted therein were circulated as SC Nos. 145/99, 33/06 and 26/07, respectively.

Copy of Bd's letter No. E[NG]-II/94/RR-1/29 dated 25-01-2008 (RBE No. 14/08)

Sub:Upper age limit for direct recruitment to Group 'C' and 'D' posts on the Railways

Ref: Board's letter of even number dated 05-02-2007 [RBE No. 18/2007]

….

Attention is invited to this Ministry's letter under reference vide which the currency of the relaxation contained in letter of even number dated 10-05-99 [RBE No. 99/99] was extended for a period of one year i.e. upto 03-02-2008.

The matter has been reviewed and it has now been decided that this relaxation of 03 [three] years above the prescribed upper age limit for recruitment to all Group 'C' & 'D' posts including engagement of Substitutes may be extended further for a period of one year i.e. up to 03-02-2009.

SERIAL CIRCULAR NO. 13/2008

No.P(R)/39/V Date: 18.02.2008

Copy of Board's letter No.E[MPP]2007/1/102 dated 23.01.2008 is published for information, guidance and necessary action. Board's letter dated 05.04.06 quoted therein was circulated as SC No.82/2006.

Copy of Bd's letter No. E[MPP]2007/1/102 dated 23.01.2008 (RBE No.04 /08)

Sub: Creation of posts in Group 'C' & 'D' required for Maintenance and operation of new assets.

Ref: Board's letter No. E[MPP]2003/1/88 dated 05.04.2006 [R.B.E. No. 45/2006]

***

In continuation of Board's letter No. E[MPP]2003/1/88 dated 05.04.2006, the issue of creation of posts in Group 'C' & 'D' for operation and maintenance of new assets in higher grade has been considered and it has been decided that the DRMs may be allowed to create posts in higher grades by surrendering equivalent money value for the same with the approval of General Manager. Other instructions in this office letter No. E[MPP]2003/1/88 dated 05.04.2006, will remain the same.

This issues with the concurrence of the finance directorate of the Ministry of Railways.

SERIAL CIRCULAR NO. 14 /2008

No.P(R)/605/XI Date: 18 .02.2008

Copy of Board's letter No.E[NG]I-2008/CFP/2 dated 30-1-2008 is published for information, guidance and necessary action. Board's letter dated 06.11.2006 quoted therein was circulated as SC No.196/2006.

Copy of Bd's letter No. E[NG]I-2008/CFP/2 dated 30-1-2008 (RBE No.15 /08)

Sub: Written examinations conducted for promotion from Group 'D' to Group 'C' – Preparation of Question Banks.

….

The Committee on Career Advancement Planning for Group 'D' staff on Railways [Ansari Committee] in its report vide Recommendation No. 39 has made the following recommendation:

> "39. Wherever written tests are prescribed for the present, the same should continue. Elaborate syllabi, as well as model question papers may be framed for the guidance of candidates as well as examiners."

2. The Ministry of Railways have considered the above recommendation and accepted the same. The Railways are also aware that instructions vide this Ministry's letter No. E[NG]I-2006/PM1/34 dated 06.11.2006, already exist that for written examinations conducted for promotion to and within Group 'C', question banks should be prepared and circulated to the staff and that the same should be updated regularly in accordance with changing technology and job requirement. Accordingly, if not already done, question banks should be prepared immediately as per syllabus prescribed and circulated amongst the staff.

SERIAL CIRCULAR NO. 15 /2008

No.P(R)/535/VII Date: 18.02.2008

Copy of Board's letter No. PC-V/2007/PNM/DC-JCM/1 dated 31.1.2008 is published for information guidance and necessary action. Board's letter dated 05.04.2007 quoted therein was circulated under Serial Circular No. 59/2007.

Copy of Board's letter No. PC-V/2007/PNM/DC-JCM/1 dated 31-1-2008 [RBE No. 17/2008]

Sub: Assured Career Progression Scheme for Railway Servants – clarification.

Pursuant to the issue of Board's letter dated 5-4-2007 regarding earmarking of 5% posts of Section Officer [Accounts], opening up a separate channel of promotion as Sr. Accounts Assistants for non-Appendix 3 IREM exam qualified Accounts Assistants, references were received from Railways seeking clarification on grant of financial upgradation under the ACPS in the scale of Rs.6500-10500 to the Accounts Assistants who have not qualified the Appendix 3 exam.

2. In this connection, the matter has been reconsidered and it has been decided that the non-Appendix 3 IREM exam qualified Accounts Assistants may be granted the benefit of financial upgradation under the rules of the ACP Scheme in the scale of Rs.6500-10500.

3. The order will take effect from 5-4-2007.

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

SERIAL CIRCULAR NO. 16 /2008

No.P(R)/563/VIII Date: 18.02.2008

Copy of Board's letter No.E[NG]-II/2007/RR-1/31 dated 04.02.2008 is published for information, guidance and necessary action. Board's letter dated 27-09-2007 quoted therein was circulated as SC No. 135/2007.

Copy of Bd's letter No. E[NG]-II/2007/RR-1/31 dated 04.02.2008 (RBE No.18 /08)

CORRIGENDUM

Sub: Educational qualification for recruitment to Group 'C' posts in Mechanical Engineering Department on the Railways.
Ref: Board's letter of even number dated 27.09.2007 [RBE No. 122/2007]

….

The words **" Tools & Disc Making"** appearing under head **"** revised qualification" in column 4 of the table in para-3 of aforesaid letter may be read as " **Tools & Die Making".**

SERIAL CIRCULAR NO. 17 /2008

No.P(R)/563/VIII Date: 18.02.2008

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarifications] dated 05.02.2008 is published for information, guidance and necessary action. Board's letter dated 30.03.2007 quoted therein was circulated as SC No.55/2007.

Copy of Bd's letter No. E[Sports]2007/Policy/4[Clarifications] dated 05.02.2008 (RBE No. 21/08)

Sub: Promotion of sportspersons from Group-D to Group-C on sports account.
Ref: Board's policy letter No. E[Sports]2007/Policy/3 dated 30-03-07 [RBE No. 48/07]

….

Please refer to Para 9.5 of Board's policy letter mentioned above regarding promotion of sportspersons from Group-D to Group-C on sports account, on out-of-turn basis.

In this connection it is clarified that personal approval of General Manager shall be required for granting promotion to sportspersons from Group-D to Group-C, on sports account on out-of-turn basis, as per Para 9.5 of Board's policy letter No. E[Sports]/2007/Policy/3 dated 30.03.2007 [RBE No. 48/2007].

This also disposes SRSA's letter No. Z.769/P/Vol.IV dt. 13.12.2007.

SERIAL CIRCULAR NO. 18 /2008

No.P(R)/439/CHS/IV Date: 29-02–2008

Copy of Board's letter No. PC-V/98/I/7/1/1 dated 07.02.2008 is published herewith for information and necessary action. Board's letter dated 23.10.97 quoted therein was circulated under Serial Circular No. 195 /97.

Copy of Bd's letter No. PC-V/98/I/7/1/1 dated 07.02.2008 (RBE No.22 /08)

Sub: Grant of Fixed Medical Allowance @Rs.100/- per month to Railway pensioners and family pensioners – Clarification reg. .

References have been received from Railway pensioners / family pensioners, Banks & other establishments seeking clarification on the issue of payment of Fixed Medical Allowance @ Rs.100/- per month to Railway pensioners / family pensioners irrespective of the fact whether they are members or not of RELHS, or, any other health scheme. There have also been demands to eliminate the distance criterion of 2.5 km, for the purpose of grant of Fixed Medical Allowance.

In this connection, it is stated that as per extant instructions, Fixed Medical Allowance is granted to only those Railway Pensioners / Family Pensioners, who reside beyond 2.5 kms, from Railway Hospital / Health Units, irrespective of the fact whether they are members, or not, of RELHS. It is, reiterated, that the pensioner is, however, required to be eligible for being enrolled under a health scheme, in terms of Board's letter No. 97/H/28/1 dated 23.10.1997 and actual enrolment under the scheme, is not compulsory. As regards the distance limit, it is clarified that the distance limit of 2.5 kms has been imposed by Hon'ble CAT/Ernakulam and subsequently, upheld by the Hon'ble Supreme Court. As such, altering this limit, or eliminating the same, is beyond the competence of this department. Railways are requested to dispose of cases pertaining to Fixed Medical Allowance, on the above lines.

SERIAL CIRCULAR No. 19 /2008

No. PC-III/2000/GIS/2 Date: 21-02-2008

A copy of Board's letter No.PC-III/2000/GIS/2 dated 15.01.2008 is published for information, guidance and necessary action. Board's letter dated 11.01.2007 quoted therein was circulated as S.C.No.19/2007.

Copy of Bd's letter No.PC-III/2000/GIS/2 dated 15.01.2008 (RBE No.7/2008) PC No.457

Sub: Central Government employees Group Insurance Scheme, 1980 – Tables of Benefits for the Savings Fund for the period from 01.01.2008 to 31.12.2008.

******

In continuation of this Ministry's letter No. PC-III/2000/GIS/2 dated 11.01.2007, a copy of O.M. No.7(3)/EV/2007 dated 18.12.2007 of the Ministry of Finance, Department of Expenditure on the above subject is forwarded herewith for information and necessary action.

Copy of Ministry of Finance, Department of Expenditure OM No.7(3)/EV/2007 Dated: 18th December, 2007

Sub: Central Government Employees Group Insurance Scheme-1980 – Tables of Benefits for the savings fund for the period from 1.1.2008 to 31.12.2008.

***

The undersigned is directed to refer to this Ministry's O.M. No. 7(3)/EV/2006 dated 12th December 2006 forwarding therewith Tables of Benefits under CGEGIS for the year 2007. 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 2008 and a copy of the table 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 2008 and a copy of that table is also enclosed. The amounts in the Tables have been worked out on the basis of interest @ 10% per annum (compounded quarterly) for the period from 1.1.1982 to 31.1.1982, 11% per annum (compounded quarterly) w.e.f. 1.1.1983 to 31.12.1986, 12 % per annum (compounded quarterly) w.e.f. 1.1.1987 to 31.12.2000, 11% per annum (compounded quarterly) w.e.f. 1.1.2001 to 31.12.2001, 9.5% per annum (compounded quarterly) w.e.f. 1.1.2002 to 31.12.2002 and 9.0% per annum (compounded quarterly) w.e.f. 1.1.2003 to 31.12.2003 and 8% per annum (compounded quarterly) w.e.f. 1.1..2004 onwards. The mortality rate under the Scheme has been taken as 3.75 per thousand per annum upto 31.12.1987 and 3.60 per thousand per annum thereafter in both the cases. While calculating the amount it has been assumed that the subscription has been recovered or will be recovered from the salary of the month in which a member ceases to be in service failing which it should be deducted from accumulated amounts payable.

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

CENTRAL GOVT.EMPLOYEES GROUP INSURANCE SCHEME 1980

Contribution @ Rs.10/- p.m. upto 31.12.89 and Rs.15 throughout after 1.1.90

Accumulated value of contribution from 1st January of year of Entry to the month and year of cessation - Year of cessation of membership – 2008

Year of cessation of membership – 2008												
Year of entry	**Month** of cessation of membership											
	Jan	Feb.	Mar	Apr.	May	Jun	Jul	Aug	Sep	Oct.	Nov.	Dec.
1982	13746	13850	13951	14052	14157	14261	14367	14471	14579	14685	14794	14902
1983	12456	12551	12642	12738	12832	12927	13025	13122	13219	13316	13414	13514
1984	11294	11379	11465	11552	11638	11727	11815	11902	11992	12082	12173	12264
1985	10250	10329	10407	10487	10567	10647	10728	10810	10892	10975	11059	11141
1986	9313	9387	9460	9532	9606	9679	9758	9829	9905	9982	10058	10136
1987	8473	8542	8607	8675	8744	8813	8881	8949	9020	9090	9161	9233
1988	7725	7787	7849	7911	7974	8037	8101	8166	8230	8294	8361	8426
1989	7046	7105	7162	7220	7278	7336	7395	7454	7515	7575	7637	7696
1990	6443	6498	6551	6605	6660	6714	6769	6825	6881	6937	6993	7050
1991	5641	5689	5737	5786	5834	5883	5933	5984	6033	6084	6136	6185
1992	4927	4972	5014	5057	5102	5147	5191	5235	5281	5326	5373	5420
1993	4293	4334	4372	4411	4452	4492	4532	4572	4614	4654	4697	4736
1994	3731	3767	3802	3838	3873	3909	3946	3983	4019	4057	4094	4132
1995	3220	3262	3295	3327	3359	3391	3426	3458	3492	3525	3559	3594
1996	2786	2814	2845	2874	2903	2933	2964	2993	3023	3054	3084	3117
1997	2390	2416	2444	2471	2497	2525	2552	2579	2607	2635	2664	2690
1998	2040	2065	2088	2112	2137	2161	2188	2212	2238	2262	2287	2314
1999	1729	1751	1772	1794	1817	1838	1863	1886	1909	1931	1954	1977
2000	1450	1471	1492	1513	1533	1553	1575	1595	1617	1637	1658	1680
2001	1206	1223	1242	1261	1280	1299	1318	1337	1357	1376	1397	1415
2002	987	1003	1020	1035	1053	1071	1088	1106	1126	1144	1162	1181
2003	787	803	818	834	850	866	882	899	915	933	949	965
2004	605	620	635	649	664	679	694	709	724	740	755	770
2005	439	452	465	479	493	507	520	534	548	562	577	591
2006	284	297	309	322	334	347	360	373	386	399	412	425

Year of cessation of membership – 2008												
Year of entry	**Month** of cessation of membership											
	Jan	Feb.	Mar	Apr.	May	Jun	Jul	Aug	Sep	Oct.	Nov.	Dec.
2007	142	153	165	177	188	200	212	224	236	248	260	272
2008	11	21	32	42	53	64	75	86	97	108	119	131

Note: Basis Used

From	To	Interest*
1.1.82	31.12.82	10%
1.1.83	31.12.86	11%
1.1.87	31.12.00	12%
1.1.01	31.12.01	11%
1.1.02	31.12.02	9.50%
1.1.03	31.12.03	9.00%
1.1.04	31.12.08	8.00%

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

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

*Interest p.a. compounded quarterly

CENTRAL GOVT.EMPLOYES GROUP INSURANCE SCHEME 1980

Contribution @ Rs.10/- p.m. throughout

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

Month of cessation of membership

Year of entry	Jan	Feb.	Mar	Apr.	May	Jun	Jul	Aug	Sep	Oct.	Nov.	Dec.
1982	11602	11686	11767	11853	11939	12024	12111	12199	12286	12374	12462	12551
1983	10311	10387	10461	10538	10613	10692	10768	10846	10924	11004	11085	11165
1984	9146	9215	9281	9352	9419	9488	9558	9628	9698	9771	9841	9914
1985	8104	8165	8224	8287	8348	8410	8473	8536	8598	8662	8726	8792
1986	7167	7223	7277	7331	7386	7442	7498	7555	7611	7668	7726	7784
1987	6327	6376	6425	6475	6524	6575	6624	6675	6727	6778	6828	6881
1988	5577	5621	5665	5710	5754	5799	5845	5890	5936	5981	6028	6075
1989	4900	4939	4979	5017	5057	5099	5139	5180	5220	5262	5303	5346
1990	4297	4332	4368	4403	4439	4475	4512	4548	4587	4623	4661	4698
1991	3762	3792	3825	3858	3890	3922	3956	3989	4022	4055	4088	4121
1992	3286	3314	3343	3373	3403	3432	3461	3490	3520	3550	3579	3610
1993	2864	2888	2914	2942	2968	2994	3021	3047	3075	3101	3129	3156
1994	2487	2511	2534	2558	2582	2606	2630	2653	2679	2702	2727	2752
1995	2154	2174	2196	2217	2239	2261	2282	2304	2326	2349	2371	2393
1996	1858	1876	1897	1915	1935	1955	1974	1995	2013	2034	2054	2075
1997	1594	1612	1629	1647	1664	1683	1700	1719	1736	1754	1772	1792
1998	1361	1375	1392	1408	1425	1440	1457	1474	1490	1508	1524	1540
1999	1152	1167	1182	1197	1212	1225	1239	1255	1270	1285	1301	1316
2000	969	980	995	1008	1021	1036	1050	1063	1078	1092	1106	1120
2001	804	816	829	840	853	866	878	892	905	918	930	944
2002	657	668	680	691	703	715	726	738	750	762	774	786
2003	525	535	546	556	567	578	588	599	610	621	633	644
2004	404	413	423	433	443	453	463	473	483	493	503	514
2005	292	301	310	319	329	338	347	356	366	375	384	394
2006	190	198	206	215	223	231	240	249	257	266	275	284
2007	95	102	110	118	126	133	141	149	157	165	173	181
2008	7	14	21	28	35	43	50	57	65	72	80	87

Note: Basis Used

From	To	Interest*
1.1.82	31.12.82	10%
1.1.83	31.12.86	11%

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

1.1.87	31.12.00	12%	Insurance Fund: 31.25% from 1.1.82 to 31.12.87
1.1.01	31.12.01	11%	
1.1.02	31.12.02	9.50%	
1.1.03	31.12.03	9.00%	30% from 1.1.88 and onwards
1.1.04	31.12.08	8.00%	

*Interest p.a. compounded quarterly

SERIAL CIRCULAR NO.20/2008

No.P(PC)487/V/6CRC/Vol.V Dt.24-2-2008.

Copy of Board's letter No.PC-III/2007/CRC/04 dated 31.01.2008 is published for information, guidance and necessary action.

Copy of Board's letter No.PC-III/2007/CRC/04 dated 31.01.2008 (RBE No.16/2008) P.C. NO.459

Sub: Cadre Restructuring of certain Group 'C' cadres - Medical Department.

The Ministry of Railways have had under review Group 'C' cadres of District Extension Educator/Extension Educator of Medical Department in consultation with the staff side with a view to strengthen and rationalize the staffing pattern on Railways. As a result of the review undertaken on the basis of functional, operational and administrative requirements, it has been decided with the approval of the President that the category of District Extension Educator/Extension Educator of Medical Department should be restructured as per procedure given below:

(i) One post of District Extension Educator/Extension Educator in scale Rs.6500-10500 may be upgraded to scale Rs.7450-11500 **provided there are more than one posts in the existing lower scale Rs.6500-10500**.

(ii) If the condition at (i) above is not fulfilled then one post in scale Rs.5500-9000 may be upgraded to scale Rs.6500-10500 **provided there are more than one post in the existing lower scale Rs.5500-9000.**

While implementing these orders the following detailed instructions should be strictly and carefully adhered to:

Date of effect	1.	The upgradation would be made effective prospectively (i.e., from the first of the month following the date of issue of these orders).
Applicability to various cadres	2.	These orders will be applicable on the regular cadres (excluding surplus & supernumerary posts) of the Open Line establishments including Workshops and Production Units.
	2.1	These orders will not be applicable to ex-cadre & work-charged posts. Only those temporary posts which are in operation for atleast three years may be taken into account for the purpose of above restructuring.
Pay Fixation (Rule 1313 (FR 22)-RII	3	Staff selected and posted against the additional higher grade posts as a result of above upgradation will have their pay fixed under Rule 1313 (FR-22)(I)(a)(1)-R-II from the first of the month following the date of issue of these orders with the usual option for pay fixation under extant rules.
Existing classification and filling up of the vacancies.	4.	The existing classification of the posts covered by these orders as 'selection' and 'non-selection' as the case may be, remains unchanged. However, for the purpose of implementation of these orders, if an individual Railway servant becomes due for promotion to a post classified as a 'selection' post, the existing selection procedure will stand modified in such a case to the extent that the selection will

		be based only on scrutiny of service records and confidential reports without holding any written and / or viva-voce test. Naturally under this procedure the categorization as 'outstanding' will not figure in the panels. This modified selection procedure has been decided upon by the Ministry of Railways as a one time exception by a special dispensation, with the objective of expediting the implementation of these orders. Similarly for posts classified as ' non-selection' at the time of this restructuring the promotion will be based only on scrutiny of service records and confidential reports.
	4.1	Normal vacancies existing on date of effect of these orders (except direct recruitment quota) and those arising on that date from this cadre restructuring should be filled in the following sequence:-
		(i) from panels approved on or before date of effect of these orders and current on that date;
		(ii) and the balance in the manner indicated in para 4 above.
	4.2	Such selections which have not been finalized till date of effect of these orders should be cancelled/abandoned.
	4.3	All vacancies arising from the next day of date of effect of these orders will be filled by normal selection procedure.
	4.4	All vacancies arising out of the restructuring should be filled up by senior employees who should be given benefit of the promotion from the date of effect of these orders whereas for the normal vacancies existing on the date of effect of these orders, junior employees should be posted by modified selection procedure but they will get promotion and higher pay from the date of taking over the posts as per normal rules.
	4.5	Employees who retire/resign in between the period from the date of effect of these orders to the date of actual implementation of these orders, will be eligible for the fixation benefits and arrears under these orders from the date of effect of these orders.
	5.	Extant instructions for D&A/Vigilance clearance will be applicable for effecting promotions under these orders with reference to the date of effect of these orders.
Minimum years of service in each grade	6.	While implementing the restructuring orders, instructions regarding minimum period of service for promotion issued from time to time should be followed. In other words, residency period prescribed for promotions to various categories should not be relaxed.
Basic functions duties and responsibilities	7.	Since the cadres as detailed in the Annexures to this letter are being restructured on functional, operational and administrative considerations, the posts being placed in higher scales of pay as a result of restructuring should include additional duties and responsibilities of greater importance.
Provision of reservation	8.	The existing instructions with regard to reservation to SC/ST community wherever applicable will continue to apply.

Pin pointing of posts	9.	The administration should take steps to pin-point the additional posts arising out of this restructuring/upgradation as per administrative requirements. However, in those cases where due to pin-pointing of posts staff is required to join duties in the upgraded posts at a different station, such staff may be allowed the benefit of upgradation/ promotion on "as is where is basis" for the time being and allowed to join the pin pointed post at the new station within six months time from the date of issue of promotion order, subject to the satisfaction of HOD on merit in each case.
Refusal of promotion	10.	Such of the staff as had refused promotion before the date of effect of these orders and stand debarred for promotion may be considered for promotion, in relaxation of the extant provisions as a one time exception, if they indicate in writing that they are willing to be considered for such promotion against the vacancies existing on the date of effect of these orders and arising due to restructuring on the date. This relaxation will not be applicable to vacancies arising after the date of effect of these orders.
Matching Savings	11.	Entire scheme of restructuring is to be a self-financing and expenditure neutral proposition. Financial implications should be worked out taking into account the mid points of the scales of pay of the respective posts (mean of the minima & maxima of the scale), existing number of posts and revised number of posts in the grade. After working out the financial implications, the matching savings should be arranged by the department. **But before restructuring the cadre, matching savings will have to be ensured and if the Department/**
		Railways are not able to provide the matching savings, the category will not be restructured. While ensuring effective surrender of posts of equivalent financial value, the existing vacant posts available on the date of effect of these orders should be considered for the purpose of off-setting the cost of restructuring/ financial effects of restructuring. Board desire that the General Managers should ensure that the restructuring/upgradation is implemented expeditiously with matching savings without any exception and difficulty. There would be no restructuring without matching savings by surrender of posts.

This issues in consultation with the Establishment & Health Directorates and with the concurrence of Finance Directorate of this Ministry.

SERIAL CIRCULAR NO.21/2008

No:P(PC)487/V/IMP/97/Vol.V Date:20.02.2008

A copy of Board's letter No:PC-V/2003/1/11/1 dated 15.01.2008 is published for information, guidance and necessary action.

Copy of Board's letter No:PC-V/2003/1/11/1 dated 15.01.2008 (PC-V/494, RBE No:6/2008)

Sub: Redistribution of the post of Dieticians.
Ref: Board's letter of even number dated:08.01.2004

Subsequent to issue of Board's letter under reference, it was informed that the actual cadre strength of Dieticians on Indian Railway is more than 19. Information called for from the Railways indicates that the total sanctioned strength of Dieticians on Indian Railways is 25. It has, therefore, been decided to redistribute the posts of Dieticians as under:-

Category	Pay Scale	No.of posts
Dietician	(Rs.5500-9000)	14 Posts
Sr. Dietician	(Rs.6500-10500)	8 Posts
Assistant Dietetics Officer	(Rs.7500-12000)	3 Posts

The above distribution will be effective from the date of issue of this letter.

SERIAL CIRCULAR NO. 22 /2008

No.P(R)/554/VII Date:29-02–2008

Copy of Board's letter No.E[G]2006 QR1-19 dated 06.02.08 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[G]2006 QR1-19 dated 06.02.08 (RBE No. 20/08)

Sub: Retention of Railway accommodation by Railway employees during the period of Maternity Leave.

….

As per the existing provisions, retention of Railway accommodation in case of maternity leave is permitted for the period of maternity leave plus leave granted in continuation subject to a maximum of 5 months.

The above instructions have been reviewed keeping in view the fact that the quantum of maternity leave has been enhanced to 135 days plus any other leave combined therewith upto one year. It has now been decided that the retention of Railway accommodation in case of maternity leave may be allowed for the period of maternity leave plus other kinds of leave granted in continuation subject to a maximum of one year on payment of normal licence fee. These instructions may be deemed to have come into force with retrospective effect from 05.07.2000, i.e., the date when the said instructions came into force on the civil side.

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

SERIAL CIRCULAR NO. 23 /2008

No.P(R)/96/II Date: 29-02–2008

Copy of Board's letter No.E[MPP]2006/6/11 dated 11.02.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[MPP]2006/6/11 dated 11.02.2008 (RBE No.23 /08)[SC No. 15 to MC 8]

Sub: Forwarding of notification – reg.

….

Kindly find enclosed a copy of the Notification G.S.R. 696 [E] dated 7th November 2007 published in Part II, section 3, sub-section [i] of the Gazette of India issued by Ministry of Labour & Directorate General of Employment & Training relating to the designation of 27 trades under 'Centre of Excellence Trades Group' for implementation under Apprenticeship Training Scheme.

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Copy of Notification F.No.DGET-23[5]/3005/2006-AP dated 7th November, 2007 issued by Ministry of Labour and Employment, Directorate General of Employment and Training published in The Gazette of India – Extraordinary Part-II Section 3[i]

G.S.R. 696[E] – In exercise of the powers conferred by Sub-section [i] of Section 37 of the Apprentices Act, 1961 [52 of 1961], the Central Government, after consulting the Central Apprenticeship Council, hereby makes the following rules further to amend the Apprenticeship Rules, 1992, namely:-

1. [1] These rules may be called the Apprenticeship [Seventh Amendment] Rules, 2007.

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

2. In the Apprenticeship Rules, 1992, in Schedule I, after Group No. 34 and the entries relating thereto, the following shall be inserted, namely:

1	2	3	4	5	6	7	8
'Group No. 35 –Centre of Excellence Trades Group:							
1	Mechanic Automobile [Advance Petrol Engine]	7233.22	1:2	Two years	Broad Based Basic Training in Automobile Sector under Centre of Excellence Scheme and Advance module of Centre of Excellence Scheme in Servicing and Overhauling of Automobiles [Petrol]	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
2	Mechanic Automobile [Advance Diesel Engine]	7233.24	1:2	Two years	Broad Based Basic Training in Automobile Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Servicing and Overhauling of Automobiles [Diesel]	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
3	Mechanic Auto Electronics	7242.10	1:2	Two years	Broad Based Basic Training in Automobile Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Auto Electrical, Auto Electronics and Air-conditioning in Automobiles	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
4	Mechanic [Denting, Painting and Welding]	7142.20 7213.30	1:2	Two years	Broad Based Basic Training in Automobile Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Denting - Painting and Welding	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
5	TIG/MIG Welder	7212.10 7212.20 7212.30 7212.65 8231.35	1:3	Two years	Broad Based Basic Training in Fabrication [Fitting and Welding] Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in TIG/MIG Welding	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
6	Structural Welder	7212.10 7212.20 7212.30 7212.65 8231.35	1:3	Two years	Broad Based Basic Training in Fabrication [Fitting and Welding] Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Structural Welding	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
7	Welder [Pipe and Pressure	7212.10 7212.20	1:2	Two years	Broad Based Basic Training in Fabrication	One year	Passed 10th class

1	2	3	4	5	6	7	8
	Vessels]	7212.30 7212.65 8231.35			[Fitting and Welding] Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Pressure Vessels and Pipe Welding	and six months	examination under 10+2 system of education or its equivalent.
8	Chemical Laboratory Assistant	3111.30	1:2	Two years	Broad Based Basic Training in Chemical Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Laboratory Assistant	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
9	Advance Mechanic [Instruments]	7311.10 7311.30 7241.10	1:2	Two years	Broad Based Basic Training in Chemical Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Instruments Mechanic	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
10	CAD-CAM Operator –cum-Programmer	3121.20	1:2	Two years	Broad Based Basic Training in Production and Manufacturing Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in CAD/CAM	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
11	Advanced Welder	7212.10 7212.20 7212.30 7212.65 8231.35	1:2	Two years	Broad Based Basic Training in Production and Manufacturing Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Advanced Welding	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
12	Jigs and Fixtures Maker	7222.30	1:2	Two years	Broad Based Basic Training in Production and Manufacturing Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Manufacturing of Jigs and Fixtures	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
13	Quality Assurance Assistant	3152.90	1:2	Two years	Broad Based Basic Training in Production and Manufacturing Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Quality Engineering	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
14	CNC Programmer-cum-Operator	3121.20	1:3	Two years	Broad Based Basic Training in Production and Manufacturing Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in CNC Machining	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
15	Operator PLC	8211.90	1:2	Two	Broad Based Basic	One	Passed 10th

1	2	3	4	5	6	7	8
	System			years	Training in Production and Manufacturing Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in PLC and Automation	year and six months	class examination under 10+2 system of education or its equivalent.
16	Mechanic Electrical Domestic [Appliances]	7233.58	1:2	Two years	Broad Based Basic Training in Electrical Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Repair and Maintenance of Domestic Appliances	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
17	Mechanic [HT, LT, Equipments and Cable Jointing]	7245.20	1:2	Two years	Broad Based Basic Training in Electrical Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Operation and Maintenance of equipments used in HT, LT Sub-station and Cable Jointing	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
18	Mechanic [Electrical Power Drives]	7241.20 7242.10	1:2	Two years	Broad Based Basic Training in Electrical Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Repair and Maintenance of Electronic Test Equipment.	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
19	Mechanic [Embedded Systems and PLC]	8211.90	1:2	Two years	Broad Based Basic Training in Electronics Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Embedded Systems and PLC	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
20	Mechanic Power Electronics [Inverters, UPS, and Maintenance of Drives]	7241.10 7242.10	1:2	Two years	Broad Based Basic Training in Electronics Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Inverters, UPS, Voltage Stabilizer and Industrial Drives	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
21	Mechanic [DTH and other Communication System]	7243.10 7244.20	1:2	Two years	Broad Based Basic Training in Electronics Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Communication System	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
22	Mechanic [Domestic, Commercial Refrigeration and Air Conditioning Machines	7233.50	1:2	Two years	Broad Based Basic Training in Refrigeration and Air-conditioning Sector under Centre of Excellence Scheme	One year and six months	Passed 10th class examination under 10+2 system of education or its

1	2	3	4	5	6	7	8
					and Advanced module of Centre of Excellence Scheme in Domestic, Commercial Refrigeration and Air-Conditioning		equivalent.
23	Mechanic [Central Air-conditioning Plant, Industrial cooling and Package Air-conditioning]	8281.25 8169.30	1:2	Two years	Broad Based Basic Training in Refrigeration and Air-conditioning Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Central Air-conditioning Plant, Industrial cooling and Package Air-conditioning	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
24	Mechanic [Cold storage, Ice Plant and Ice candy plant	7413.50 8169.30	1:2	Two years	Broad Based Basic Training in Refrigeration and Air-conditioning Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Cold Storage, Ice plant and Ice candy plant	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
25	Computer Aided Pattern Maker	7222.80 7422.38 7434.20 7435.10 7442.16	1:2	Two years	Broad Based Basic Training in Apparel Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Computer Aided and Pattern Making	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
26	Fashion Designing Assistant	3471.40	1:2	Two years	Broad Based Basic Training in Apparel Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Fashion Designing	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.
27	Shirts and Trousers Maker	7433.25 7433.30	1:4	Two years	Broad Based Basic Training in Apparel Sector under Centre of Excellence Scheme and Advanced module of Centre of Excellence Scheme in Shirts and Trousers Maker	One year and six months	Passed 10th class examination under 10+2 system of education or its equivalent.

Note: The Principal rules were published in the Gazette of India vide No. G.S.R. 356 dt. 1st August, 1992 and last amended vide number G.S.R… 576[E], dated the 6th September, 2007.

SERIAL CIRCULAR NO. 24 /2008

No.P(R)/563/VII Date: 29-02–2008

Copy of Board's letter No.E[NG]II/95/RR-1/26 dated 11.02.2008 is published for information, guidance and necessary action. Board's letter dated 05.04.2006 quoted therein was circulated as SC No.54/06.

Copy of Bd's letter No. E[NG]II/95/RR-1/26 dated 11.02.2008 (RBE No. 24/08)

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

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Kindly refer to this Ministry's letter of even number dated 05-04-2006 [RBE No. 43/2006] forwarding therewith a copy of the Notification No. 15012/7/1991- Estt[D] dated 06-12-2005 issued by Ministry of Personnel, Public Grievances & Pensions [Department of Personnel & Training] on the subject quoted above.

Department of Personnel & Training have issued a further notification of same number dated 07-12-2007, extending the relaxation of age limit in favour of the residents of the State of Jammu & Kashmir for appointment to Central Civil Services and posts, recruitment to which are made through UPSC or SSC or otherwise by the Central Government for a further period of two years beyond 31-12-2007 i.e. up to 31-12-2009. A copy of the same is enclosed for guidance and compliance.

Copy of Ministry of Personnel, Public Grievances & Pensions [Department of Personnel & Training]'s Notification No. 15012/7/1991 Estt[D] dated 07-12-2007

{To Be Published in Part II, Section 3, Sub-Section [i] of the Gazette of India [Extra-ordinary]}

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

1. These rules may be called the Residents of State of Jammu and Kashmir [Relaxation of Upper Age Limit for Recruitment to Central Civil Services and Posts] Amendment Rules, 2007
2. They shall come into force on the date of their publication in the Official Gazette.
3. In the Residents of State of Jammu and Kashmir [Relaxation of Upper Age Limit for Recruitment to Central Civil Services and Posts] Rules, 1997, in rule 1, in sub-rule [3], for figures '2007' the figures '2009' shall be substituted.

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

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

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

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

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

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

SERIAL CIRCULAR NO.25 /2008

No.P(R)/535/VII Date: 29-02–2008

Copy of Board's letter No.E[NG]I-2004/PM9/2 dated 18-2-2008 is published for information, guidance and necessary action. Board's letter dated 27.07.2007 quoted therein was circulated as SC No.109/07.

Copy of Bd's letter No. E[NG]I-2004/PM9/2 dated 18-2-2008 (RBE No. 25/08)

Sub: Promotion of Asstt. Divisional Cashier / Inspector of Cashier in the pay scale of Rs.5500-9000 to the supervisory post of Divisional Cashier in the pay scale of Rs.6500-10,500.

….

Reference Board's letter of even number dated 27.07.2007 on the above subject.

2. Western Railway has raised certain queries regarding designation of Sr. Cashier Gr.I, fixation of pay and payment of honorarium.

3. It is clarified that with the merger of the posts of Sr. Cashier Gr.I with the posts of IOC/ADC [as they are in the identical grade], the posts of Sr. Cashier Gr.I has lost their entity and all posts [existing posts of IOC/ADC and posts of Sr. Cashier Gr.I] will be designated as IOC/ADC. Further, there will be no separate fixation of pay under Rule 1313[1][a] 1 [erstwhile FR22C] for the existing posts of IOC/ADC. The existing designation Sr.Cashier Gr.II may also be designated as Sr. Cashier.

4. As regards payments of honorarium is concerned, it is stated that the existing incumbent as on the date of issue of Board's letter dated 27.07.2007 will continue to draw the honorarium as per existing entitlement as personal to them. However, future incumbents will be treated at par with erstwhile Sr. Cashier Gr.I.

5. This disposes of Western Railway's letter No. CP/ADM/E.1025/ ADC[P] /IOC/DC[P] dated 10.12.2007.

SERIAL CIRCULAR NO.26 /2008

No.P(R)/359/IV Date:29-02–2008

Copy of Board's letter No.E[NG]I-2008/IC-2/1 dated 21.02.2008 is published for information, guidance and necessary action. Board's letters dated 14.05.66, 29.05.89, 04.05.90 and 12.11.2001 quoted therein were circulated as SC Nos.68/68, 111/89 and 261/01, respectively.

Copy of Bd's letter No. E[NG]I-2008/IC-2/1 dated 21.02.2008 (RBE No. 27/08)

Sub: Incentive for acquiring higher Scientific/ Accounts/ Technical Qualification to Group 'C' employees.

….

Reference Board's letter No. E[NG]64/RC 1/25 dated 14.05.66 and No. E[NG] I/87/IC2/1 dated 29.05.89 read with Board's letter No. E[NG] I/97/IC2/4 dated 12.11.2001 regarding grant of incentives to Group 'C' employees for acquiring higher Scientific /Accounts/Technical Qualification.

2. The Central Administrative Tribunal vide its order dated 27.11.2007 in O.A. No.333 of 2007 filed by Shri M.C. Talukdar, has directed to consider the claim of applicant for advance increments if he is identically situated like applicants [Shri Ashok Sengupta & others] in O.A. No. 270 of 1996 and the scheme extended to Group 'B' officers who were given increased number of increments from 04.05.1990.

3. The matter has been considered by the Ministry of Railways in the light of the above development and it has been decided that the Group 'C' employees who acquired the specified qualifications prior to 01.07.1988 and given cash award of Rs.200 / two advance increments as per Board's letter No. E[NG]64/RC1/25 dated 14.5.66 may also be considered and given balance two / four increments, as the case may be, in accordance with the Board's letter No. E[NG] I/87/IC2/1 dated 29.05.89 w.e.f. 04.05.90 in the scale and stage at which they were drawing their pay / scale on 04.05.90.

4. This issues with the concurrence of the Finance Directorate of the Ministry of Railways [Railway Board].

SERIAL CIRCULAR NO. 27 /2008
No.P(R)/605/X Date: 29-02–2008

Copy of Director General/ Psychotechnical /RDSO/LKO's letter No. Pt./P.P. dated 04.05.2007 on the subject of selection to the posts in safety category is published for guidance, information and necessary action. Instructions contained in Serial Circular Nos. 21/06 and 64/06 may be referred to wherein the procedure for conduct of Aptitude Test was circulated.

Copy of Director General/ Psychotechnical /RDSO/LKO's letter No. Pt./P.P dated 04.05.2007

Sub: Procedure for conduct of aptitude test for selection / promotion of personnel working in safety categories on Indian Railways- Corrigendum reg.

Ref: Railway Board's letter No. E[NG]I-2002/PM1/31 dated 05.04.2007.

….

Para 4.2 and 4.3 of the above procedure may be read as follows:

4.2 The marks obtained in written test, record of service, etc, would be added to the marks obtained in aptitude test to prepare a combined merit list, in which maximum marks would be 100. Maximum marks allotted to aptitude test would be 20. The ratio of written test marks to aptitude test marks shall be 5:2.

4.3 A candidate who fails to qualify in aptitude test can reappear in the aptitude test on qualifying the next selection / suitability test, which has to be a fresh selection conducted after a time gap of six months or more. There is no restriction on number of times a candidate can reappear in aptitude test.

SERIAL CIRCULAR NO. 28 /2008
No.P(R)/436/IREM/VII Date: 17 -03–2008

Copy of Board's letter No.F[E]Spl.2007/ADV/3/5 dated 21-2-08 is published for information, guidance and necessary action. Board's letter dated 07.12.2007 quoted therein was circulated as SC No.171/07.

Copy of Bd's letter No. F[E]Spl.2007/ADV/3/5 dated 21-2-08 (RBE No. 26/08)

CORRIGENDUM

Sub: Amendment to IREM-Para 1132 of Chapter XI – Inclusion of Private Insurance Companies approved by Insurance Regulatory Development Authority [IRDA], for the purpose of insurance of the houses/flats constructed/ purchased with the help of House Building Advance.

Ref: Board's letter of even number dated 7.12.2007

….

In the Advance Correction Slip No. 197 enclosed with the above referred letter, su-para 19[i] should be read as 14[i] as Para 19 was re-numbered as 14 vide Advance Correction Slip No. 180/2005.

SERIAL CIRCULAR NO. 29/2008
No.P(R)/171/IV Date:17 -03–2008

Copy of Board's letter No.E[NG]I-97/SR6/3 Vol.IV dated 29.02.2008 is published for information, guidance and necessary action. Board's letters dated 08.03.02, 21.11.2002 and 13.01.05, quoted therein were circulated as SC Nos.48/02, 231/02 and 9/05, respectively.

Copy of Bd's letter No. E[NG]I-97/SR6/3 Vol.IV dated 29.02.2008 (RBE No. 29/08)

Sub: Principles for determining the seniority of staff belonging to SC/ST promoted earlier vis-à-vis, General /OBC staff promoted later.
Ref: [i] Board's letter No. E[NG]I-97/SR6/3 [Vol.III] dated 08.03.2002
[ii] Board's letter No. E[NG]I-97/SR6/3 [Vol.IV] dated 13.01.2005

….

The Railways are aware that in pursuance of the Constitution [85th] Amendment Act-2001, instructions were issued vide this Ministry's letter dated 08.03.2002 quoted above that w.e.f. 17.06.95 SC/ST Railway servants shall on their promotion by virtue of rule of reservation / roster, be entitled to consequential seniority also. These instructions were, however, reiterated vide this Ministry's letter of even number dated 21.11.2002 for implementation subject to final outcome of the Writ Petitions pending before the Hon'ble Supreme Court.

The Railways would also be aware that while disposing off the aforesaid Writ Petitions the Hon'ble Supreme Court in their order dated 19.10.2006 in the case of M. Nagaraj & Ors. V/s UOI & Ors. have, inter-alia, upheld the validity of Constitution [85th] Amendment Act, 2001. So far as other issues discussed in Apex Court's judgement, relevant clarifications have since been issued by DOP&T vide their O.M. No. 36036/2/2007-Estt.[Res] dated 29-03-2007 and circulated vide this Ministry's letter No. 97-E[SCT]I/49/25 dated 29-05-2007. Thus, in the light of the Hon'ble Supreme Court's order dated 19-10-2006, the seniority of the SC/ST Railway servants promoted by virtue of rule of reservation/roster shall be regulated in terms of instructions contained in Board's letters dated 08.03.2002 and 13.01.2005 referred to above.

SERIAL CIRCULAR NO.30 /2008

No.P(R)/500/XX I Date: 14-03–2008

Copy of Board's letter No. F[E]III/2003/PN1/1 dated 03.03.2008 is published for information, guidance and necessary action. Board's letter dated 10.03.2005 quoted therein was circulated as SC No.45/05.

Copy of Bd's letter No. F[E]III/2003/PN1/1 dated 03.03.2008 (RBE No. 28/08)

Sub: Terms and conditions of payment of pensionary benefits in respect of Railway Government employees absorbed in Autonomous Bodies/ Public Sector Undertaking consequent upon conversion of Government /Railway Department / Office into Autonomous Body/Public Sector Undertaking – Encashment of unutilized leave of such employees

….

In terms of sub-rule [16] of Rule 53 A of Railway Services {Pension] Rules, 1993 [added vide Notification No. F[E]III/2003/PN1/1 dated 10.03.2005], in case of railway servants who, on conversion of a Railway Department into a Central Autonomous Body or Public Sector Undertaking, get absorbed in it and opt for pensionary benefits on the basis of combined service rendered by them in the Railways and in the PSU or Autonomous Body, the Government is required to discharge its pensionary liability by paying in lumpsum as a one time payment to the Pension Fund, the pro-rata pension or service gratuity and retirement gratuity for the service rendered till the date of absorption of the railway servants in the PSUs/Autonomous bodies. A point has been raised as to whether in such cases in addition to lump sum pro-rata pension or service gratuity and retirement gratuity; the Railways / Government also have to discharge liability towards leave encashment of such absorbed employees.

The matter has been examined in consultation with Department of Pension and Pensioners' Welfare and it is clarified that there is no provision for payment of leave salary liabilities by the Railways / Government at the time of absorption of the Railway/Government servant. Encashment of unutilized leave in the credit of the absorbed employees at the time of retirement / superannuation is to be paid from the budget of PSU/Autonomous body.

It is reiterated that the clarification contained in para 2 above is applicable only in cases of those employees who get absorbed in the PSUs/Autonomous Bodies on conversion of a Government /Railway Department into a Central Autonomous Body or a Public Sector Undertaking and opt for pensionary benefits on the basis of combined service rendered by them in the Government / Railways and in PSU /Autonomous Body, not in other cases of permanent absorption.

SERIAL CIRCULAR NO. 31 /2008

No.P(R)/563/VIII Date:19 -03–2008

Copy of Board's letter No. E(NG)-II/2007/RR-1/34 dated 10.03.2008 is published for information, guidance and necessary action. Board's letters dated 11.7.91,18.11.97 & 7.2.2001 quoted therein were circulated as SC Nos.114/91, 14/98 and 31/01, respectively.

Copy of Bd's letter No. E(NG)-II/2007/RR-1/34 dated 10.03.2008 (RBE No. 33/08)

Sub: Educational qualification for recruitment to Group 'C' posts in S&T Department on the Railways.

Ref: Letters No.E(NG)II/91/RR-1/3 dt.11.7.91 (RBE No.129/91), E(NG)II//97/RR-1/78 dt.18.11.97 (RBE No. 163/97) and E(NG)II/2001/RR-1/4 dt. 7.2.01 (RBE No.28/01).

…

The issue of review of prescribed educational qualification for direct recruitment to Artisan and Supervisory posts in S&T Department has been under examination of Ministry of Railways (Railway Board).

2. In consultation with Signal & Telecommunication Directorate of this Ministry, it has now been decided that henceforth direct recruitment qualification for the various posts in S&T department on the Railways will be as under :-

Post	Existing Qualification	Revised Qualification
TCM-III **Rs.3050-4590**	Matriculation and (a) ITI certificate in Electrical /Radio/ Wireless/Telecom/TV Trade and one year casual TCM/WM in S&T Department ; or (b) Casual TCM/WM for 03 years in S&T Department; or (c) A pass in + 2 stage in Higher Secondary with Physics and Maths	(i) Matriculation plus ITI/Act Apprenticeship in Electrician/ Electrical Fitter/Wireman /Electronics/ Information Technology /TV & Radio trades; **or** (ii)Diploma holders in Electrical/ Electronics/Microprocessor/Industrial Electronics/ TV Engineering/ Fibre Optic Communication/ Electronic Instrumentation/ Communication/Sound & TV Engg./Industrial Control/ Control Information Science/ Technology/ Process Control/ Telecommunication /Applied Electronics/ Computer Application/ Computer Networking /Data Networks/ Power Electronics/ Information Technology/ Digital Electronics/Radio Engineering; **or** (iii) Pass in +2 stage with Physics and Maths
JE-II(Tele) **Rs.5000-8000**	Diploma in Electrical/Electronics/ Telecommunication Engineering or equivalent	Diploma holders in Electrical/ Electronics/ Microprocessor/Industrial Electronics/TV Engineering/Fibre Optic Communication/Electronics Instrumentation/ Radio engineering /Computer Networking /Data Network/ Power Electronics /Information Technology/Communication/Sound & T.V. Engineering/ Industrial Control/ Control Information Science/ Information Technology /Process Control/

		Telecommunication/Applied Electronics/ Computer Application/ Digital Electronics
SE(Tele) Rs.6500-10500	BE in Electrical/Electronics / Telecommunication Engineering OR M.Sc., (Electronics)	(i) MSC(Electronics); **Or** (ii) 04 (four) year Degree holders in Electrical/Electronics/Microprocessor/Industrial Electronics/TV Engineering/Fibre Optic Communication /Electronic Instrumentation/ Communication/Sound & TV Engineering/ Industrial Control / Control Information Science/Technology/Process Control/ Telecommunication/ Applied Electronics/ Computer Application/Engineering Science/ Technology/ Digital Electronics/ Radio Engineering / Data Networking /Computer networking/Power Electronics/Information Technology.
Technician, Gr. -III (Signal) {Erstwhile ESM-III} **Rs. 3050-4590**	Matriculation and (a) ITI certificate in Electrician/Electrical Fitter/ Wireman Trade and one year casual ESM in S&T Department; or (b) Casual ESM/Electric Fitter for 03 years in S&T Department; or (c)A pass in + 2 stage with Physics and Maths in Higher Secondary or equivalent	(i) Matriculation plus ITI/Act Apprenticeship in Electrician/Electrical Fitter/Wireman/ Electronics/Information Technology/TV & Radio/Instrumentation/ Computer/ Computer Networking /Data Networking; **Or** (ii) 10+2 with Physics and Maths; **Or** (iii) 03 (Three) year Diploma in Engineering in Electrical/Electronics/Microprocessor/TV Engineering/Fibre Optical Communication/ Telecommunication/Communication/Sound & TV Engineering /Industrial Control/Electronic Instrumentation/Industrial Electronics/ Applied Electronics/ Digital Electronics/Power Electronics/ Information Science/Information Technology / Computer Application/Computer Engineering / Computer Science/Computer Technology.
JE-II (Signal) Rs.5000-8000	Diploma in Electrical/Electronics/ Telecommunication Engineering or equivalent	03 (Three) year Diploma in Engineering in Electrical/Electronics/Microprocessor/TV Engineering /Fibre Optical Communication/ Telecommunication /Communication/Sound & TV Engineering/Industrial Control/Electronic Instrumentation/Industrial Electronics/ Applied Electronics/Digital Electronics/Power Electronics/ Information Science/ Information Technology/Computer Application / Computer Engineering/ Computer Science/Computer Technology.
SE(Signal) **Rs.6500-10500**	B.E in Electrical/Electronics/ Telecommunication Engineering	(i) 04 (four) year Degree in Engineering in Electrical/Electronics/Microprocessor/TV Engineering/Fibre Optical Communication/ Telecommunication /Communication / Sound & TV Engineering/Industrial Control/Electronic Instrumentation/Industrial Electronics/ Applied Electronics/Digital Electronics/ Power Electronics /Information Science/ Information Technology/ Computer Application/Computer Engineering/Computer Science/Computer Technology; **Or** (ii) M.Sc. (Electronics/Physics/Computer Science)

3. These instructions will be effective from the date of its issue and ongoing recruitments for the above said categories where notification has been published will be governed by past instructions on the subject.

4. Review of direct recruitment qualification for the category of Technician, Grade-II (Signal) { erstwhile ESM-II} in the pay-scale of Rs.4,000-6,000 is still under consideration. Therefore, extant instructions may be followed for recruitment to this category.

5. Advance Correction Slip (ACS) to Indian Railway Establishment Manual, Volume-I (1989 edition) will follow.

SERIAL CIRCULAR NO. 32 /2008

No. P(PC)487/V//97/DA Date: 19 -03–2008

A copy of Board's letter No. PC-V/97/1/7/14 dated 19.03.2008 is published for information, guidance and necessary action. Board's letters dated 16.10.1997 and 13.09.2007 quoted therein were circulated as SC Nos.171/97 and 120/07, respectively.

Copy of Bd's letter No. PC-V/97/1/7/14 dated 19.03.2008 (RBE No.41 /08)[PC-V/407]

Sub: Payment of Dearness Allowance to Railway employees – Revised rates effective from 1.1.2008

….

Reference to this Ministry's letter of even number dated 13-09-2007 (S.No.PC-V/490, RBE No.115/2007) on the subject mentioned above. The President is pleased to decide that the Dearness Allowance payable to Railway employees with effect from 1st January, 2008 shall stand modified as follows:-

Date from which payable	Rate of Dearness Allowance per month
01-01-2008	47% of pay

2. The provisions contained in Paras 3 and 4 of this Ministry's letter No.PC-V/97/I/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.

3. The additional instalment of Dearness Allowance payable under these orders shall be paid in cash to all Railway employees. The payment of arrears for the months of January and February, 2008 shall not be made before the date of disbursement of salary of March, 2008 and no honorarium is payable for preparing separate bill for this purpose.

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

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

SERIAL CIRCULAR NO. 33 /2008

No. P(PC)487/V/97/DA Date: 26 -03–2008

A copy of Board's letter No. PC-V/97/1/7/14 dated 20.03.2008 is published for information, guidance and necessary action. Board's letters dated 19.03.2008 quoted therein was circulated as SC No.32/2008.

Copy of Bd's letter No. PC-V/97/1/7/14 dated 20.03.2008 (RBE No.43 /08)[PC-V/498]

Sub: Payment of Dearness Allowance to Railway employees – Revised rates effective from 1.1.2008

***

In continuation of the Board's letter of even number dated 19.03.2008, it is clarified that the additional instalment of DA@ 6% for the month of March 2008 along with arrears for January and February 2008 may be drawn and charged separately in 2008-2009.

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

SERIAL CIRCULAR NO. 34 /2008

No.P(R)/227/XV Date:31 -03–2008

Copy of Board's letter No.E[D&A] 2008 RG6-9 dated 11-03-2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[D&A] 2008 RG6-9 dated 11-03-2008 (RBE No. 35/08)

Sub: Advice of the Union Public Service Commission [UPSC] in the disciplinary cases to be communicated to the delinquent employee along with the final order of penalty.

….

A copy of Department of Personnel and Training's O.M. No.11012/10/2007-Estt.[A] dated 07.01.2008 on the above subject is sent herewith. The contents of the above O.M. may please be brought to the notice of all concerned on your Railway for their information and guidance. The corresponding provisions to Rule 32 of the Central Civil Services [Classification, Control and Appeal] Rules, 1965; mentioned in the first para of the O.M. dated 07.01.2008, are contained in Rule 28 of the Railway Servants [Discipline and Appeal] Rules, 1968.

Copy of Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training's O.M. No.11012/10/2007-Estt.[A] dated 07.01.2008

Sub: Central Civil Services [Classification, Control and Appeal] Rules, 1965 – Advice of the Union Public Service Commission [UPSC] in the disciplinary cases to be communicated to the delinquent employee along with the final order of penalty.

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The undersigned is directed to refer to the provisions of rule 32 of the Central Civil Services [Classification, Control and Appeal] Rules, 1965 and to say that the nature of consultation with the Union Public Service Commission {UPSC} and the manner of communication of the advice of the UPSC to the delinquent Government servant have been subject matter of litigation in some cases in CAT/High Courts etc. The questions raised from time to time are whether consultation with the UPSC under Article 320 [3] [c] of the Constitution is mandatory and binding on the appropriate authority; and whether a copy of the UPSC's advice should be furnished to the charged officer before the order imposing a penalty is issued. The Hon'ble Supreme Court of India has finally decided the matter in its judgement dated the 19th April, 2007 in Civil Appeal No. 2067 of 2007 [Union of India and Another vs. T.V. Patel].

2. In the above judgement, the Hon'ble Supreme Court referred to the cases of State of U.P. vs. Mandbodhan Lal Srivastava [Constitution Bench of the Hon'ble Supreme Court] [1958 SCR 533] and Ram Gopal Chaturvedi vs. State of Madhya Pradesh [three Judge Bench] [1969 {2} SCC 240] and did not agree with the contentions on behalf of the respondent that non-supply of a copy of the advice tendered by the UPSC before the final order was passed deprived the delinquent officer of making an effective representation and that it, therefore, vitiates the order. The Hon'ble Supreme Court held as follows:

> "In view of the law settled by the Constitution Bench of this Court in the case of Srivastava [supra] we hold that the provisions of Article 320[3] [c] of the Constitution of India are not mandatory and they do not confer any rights on the public servant so that the absence of consultation or any irregularity in consultation process or furnishing a copy of the advice tendered by the UPSC, if any, does not afford the delinquent government servant a cause of action in a court of law."

3. The judgement of the Hon'ble Supreme Court in the case of S.N. Narula vs. Union of India and others [SLP [c] 12188/2003], on the facts and circumstances of that case apparently did not lay down any law. Whereas in the later judgement in T.V. Patel's case delivered on 19.04.2007, the Apex Court has laid down law relying on two earlier decisions of the Apex Court, one of the Constitution Bench and another of a three Judge Bench. In view of the judgement dated 19.04.2007 of the Hon'ble Supreme Court it is clear that the Disciplinary Authority is not required to furnish a copy of the advice

tendered by the Union Public Service Commission to the Charged Officer before the final order of penalty is passed.

4. All Ministries/Departments / Offices etc. are, therefore, requested to comply with the existing provisions of CCS[CCA] Rules, 1965 and bring the contents of this O.M. to the notice of all concerned for adopting a uniform stand and to make serious efforts to get the litigation cases on this subject disposed of by the various courts on the basis of the law laid down by the Hon'ble Supreme Court in the judgements referred to in the preceding paragraphs.

SERIAL CIRCULAR NO. 35 /2008

No.P(R)/75/VII Date: 31-03–2008

Copy of Board's letter No.F[E]I/2006/AL-28/15 dated 12.03.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. F[E]I/2006/AL-28/15 dated 12.03.2008 (RBE No.32 /08)

Sub: Admissibility of Daily Allowance to Staff Car Drivers.

….

On receipt of a reference from one of the field units regarding admissibility of Daily Allowance [DA] to Staff Car Drivers, who move out of their headquarters beyond 8 Kms. in their official car on duty, the matter has been examined in Board's office. During the course of the examination, it has come to the notice of the Board that different practices are being followed by the Zonal Railways in this respect, hence it has been desired by the Board to clarify the extant provisions in order that the same are followed uniformly by all concerned. Accordingly, the Zonal Railways, etc. are advised to regulate payment of D.A. to Staff Car Drivers as per the extant provisions, briefly stated in Para 2 below.

2. Staff Car Drivers are not entitled to draw D.A. during the period of their prescribed hours of duty even if they move out in their official car beyond eight Kms. from their headquarters. As per the provisions contained in Supplementary Rule 186 and Government of India's order [1] there under, read with Note 8 under Rule 26 of Staff Car Rules, Staff Car Drivers are entitled to draw Overtime Allowance [OTA] for the period of work performed beyond the prescribed hours of duty. When they perform local journeys for distance exceeding 8 Kms. beyond prescribed hours of duty and such journeys involve absence of a night from headquarters, they are entitled to draw D.A. under ordinary rules admissible to other employees, for the period beyond duty hours, in addition to OTA. In case the journey does not involve their absence of one night from their headquarters, they are entitled to draw DA for the period beyond duty hours subject to the condition that no OTA shall be payable for the period with reference to which D.A has been drawn. In such cases, they have the option to draw either OTA or DA on any day on which such journeys have been undertaken.

SERIAL CIRCULAR NO. 36 /2008

No.P(R)563/VIII Date: 31 -03–2008

Copy of Board's letter No. E[Sports]2007/Policy/4[Clarifications] dated 03.03.2008 is published for information, guidance and necessary action. Board's letter dated 30.03.2007 quoted therein was circulated as SC No.55/07.

Copy of Bd's ltr. No. E[Sports]2007/Policy/4[Clarifications] dtd 03.03.2008 (RBE No.30 /08)

Sub: Out of turn promotion to sportspersons on sports account – clarification regarding.

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

….

Please refer to Para 9.4.1.1[ii] and 9.4.2.1[ii] of Board's policy letter mentioned above regarding out-of-turn promotion to sportspersons on sports account, within Group-C.

In this connection it is clarified that the sports achievements as mentioned in Para 9.4.1.1[ii] & 9.4.2.1 [ii] for granting out of turn promotions to sportspersons within Group-C, shall be within immediate preceding five years, at the time of considering such cases.

This also disposes ER's letter No. CPO/SC/SAS/Prom/Pt.III[loose-II] dt. 04.01.2008.

SERIAL CIRCULAR NO. 37 /2008
No.P(R)/554/VII Date: 31-03–2008

Copy of Board's letter No.E[G] 2001/QR1-14 [Pt.] dated 12.03.08 is published for information, guidance and necessary action. Board's letter dated 12.07.04 quoted therein was circulated as SC No.127/04.

Copy of Bd's letter No. E[G] 2001/QR1-14 [Pt.] dated 12.03.08 (RBE No. 30/08)

Sub: Retention of Railway accommodation at the previous place of posting in favour of the officers/staff posted to Jammu-Udhampur-Srinagar-Baramulla New Line Construction Project.

Retention of Railway accommodation at the previous place of posting in favour of officers/staff posted to Jammu-Udhampur-Srinagar New Line Construction Project was permitted upto the target date of completion of the project i.e. 15.08.07, vide Board's letter No. E(G)2001 QR1-14 dated 12.7.2004.

As the said project could not be completed by August, 2007 due to technical reasons, Railway Board has decided that officers/staff posted to Jammu-Udhampur-Srinagar-Baramullah New Line Construction Project will be entitled to retention of Railway accommodation at previous place of posting for a further period of 2 years i.e. upto 14.08.09.

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

This disposes of Northern Railway's letter No. 290-W/14/W.Q/.Pt.15/02 dated 31.07.07.

SERIAL CIRCULAR NO. 38 /2008
No.P(R)/563/VIII Date:31-03–2008

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarifications] dated 11.03.2008 is published for information, guidance and necessary action. Board's letter dated 30.03.2007 quoted therein was circulated as SC No.55/2007.

Copy of Bd's letter No. E[Sports]2007/Policy/4[Clarifications] dated 11.03.2008 (RBE No.37 /08)

Sub: Recruitment of sports persons against sports quota – clarification regarding.
Ref: Board's policy letter No. E[Sports]/2007/Policy/3 dated 30.03.2007 [RBE No.48/2007].

….

Please refer to Board's letter mentioned above containing instructions for recruitment of sportspersons on Indian Railways.

In this connection it is clarified that the competent authority for recruitment of sportspersons in Group-C and Group-D against sports quota, shall be the same as mentioned in the Para 215 of Indian Railways Establishment Code, Volume-I.

This also disposes CRSA's letter No. CRSA/RECT/07-08 dt. 04.02.2008.

SERIAL CIRCULAR NO. 39 /2008
No.P(R)/563/VIII Date: 31-03–2008

Copy of Board's letter No.E[NG]-II/2006/LG-5/4 dated 07-03-2008 is published for information, guidance and necessary action. Board's letter dated 15-09-2000 quoted therein was circulated as SC No.207/2000.

Copy of Bd's letter No. E[NG]-II/2006/LG-5/4 dated 07-03-2008 (RBE No.- /08)

Sub: Reservation of jobs for physically handicapped persons in Group 'C' and 'D' categories – list of jobs/posts identified suitable for them.

….

Ministry of Social Justice & Empowerment have identified jobs / posts suitable to be held by persons with disabilities vide their notification No.16-25/99.NI.I dated 31.5.2001 to give effect to 3% reservation to the persons with disabilities.

In line with the guidelines ibid, this Ministry have identified the jobs/posts [department-wise] suitable for persons with disabilities. A list of identified posts is enclosed for information and compliance.

These instructions supercede earlier guideline issued on the subject vide Board's letter No. E[NG]II/99/RC-2/18 dated 15-09-2000.

Further, this list is not exhaustive and Railway administration should identify more jobs/posts [which is not included in the enclosed list] locally so that more persons with disabilities can be provided employment opportunities on the Railways.

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Jobs/Posts Identified on Railways for Physically Handicapped Persons

Visually Handicapped – Accounts Department			
Group 'C'		Group 'D'	
1	Statistical Assistant	1	Daftry, Attender
2	Head Clerk	2	Peon, Office Boy
3	Office Asstt./ Sr.Clerk	3	Dusting Man, Farash
4	Clerical and other Supervisors (not elsewhere specified)	4	Telegraph Messenger
5	Private Secretary-cum-Stenographer : PA	5	Messenger, Dak Peon
6	Stenographer, Stenotypist	6	Khalasi
7	Typist		
8	Accounts Clerks		
9	Computer Operator		
10	Data Processing Computer		
11	Data Entry Clerk		
12	Clerks, General		

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Orthopaedically Handicapped – Accounts Department			
Group 'C'		Group 'D'	
1	Statistical Assistant	1	Office Assistant
2	Accountant	2	Daftry Attendant
3	Hand Writing Expert	3	Peon, office(Boy)
4	Finger Print Expert	4	Dustingman/Farash
5	SO's Office Suptds. : Head Clerks: Section Incharges, Head Asstt. Supervisor (Clerical)	5	Unskilled Machine Operator
6	Inspector & Supervisor; other (Clerical)	6	Duplicating Machine Operator
7	Office Assistant/Senior Clerks	7	Messenger, Dak Peon Peon
8	Clerical and other Supervisors (not elsewhere specified)	8	Khalasi
9	Private Secretary-cum-Stenographer; PA		
10	Stenographer, Stenotypist		
11	Jr.Stenographer		
12	Typist/Hindi		
13	Accounts Clerk		
14	Ledger Clerk, Ledger Keeper		
15	Cashier, General		
16	Cashier, Bank Staff		
17	Audit Clerk		
18	Clerk, Cost Accounting		
19	Book Keeper Cashier and related Worker (NEC)		
20	Calculating Machine Operator, Accounting Machine Operator		
21	Book Keeping Machine Operator		
22	Machine Supervisor Data Processing Machine Supdt. Data Processing		
23	Data Entry Operator		
24	Tabulating Machine Operator		
25	Clerk, General		
26	Upper Division Clerk		
27	Lower Division Clerk		
28	Record Keeper		
29	Stock Verifier		
30	Xerox Operator		
31	Cashier Cash Counter/Cash Clerk, Clerk Cash Counter		

Jobs/Posts Identified on Railways for Physically Handicapped Persons			
Hearing Handicapped – Accounts Department			
Group 'C'		**Group 'D'**	
1	Computer Top	1	Daftry Attendant
2	Statistical Assistant	2	Peon, office Boy
3	Typist	3	Dustingman, Farash
4	Key Punch Operator, Card Punching Machine Operator, Card Punch Operator	4	Unskilled Officer Worker
5	Stenographer, Typist and Card and Tape Punching Machine Operator(NEC)	5	Duplicating Machine Operator, Cyclostyle Machine Operator
6	Book Keepers, General	6	Office Attendants
7	Accounts Clerk	7	Khalasi
8	Ledger Clerk, Ledger Keepers,		
9	Book Keepers, Cashiers & related Workers (NEC)		
10	Computer Operator		
11	Calculating Machine Operator, Accounting Machine Operator		
12	Machine Supervisor, Data Processing, Machine Supdt. Data Processing		
13	Clerks, General		
14	Coder Clerk		
15	Accountant		
16	Tabulating Machine Operator		

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Visually Handicapped – Civil Engineering Department			
Group 'C'		**Group 'D'**	
1	Head Clerk	1	Daftry Attender
2	Office Assistant/ Sr. Clerk	2	Peon, office Boy
3	Clerical and other Supervisors (not elsewhere specified)	3	Dusting Man, Farash
4	Private Secretary-cum-Stenographer : PA	4	Telegraph Messenger
5	Stenographer, Stenotypist	5	Messenger, Dak Peon
6	Typist	6	Carpenter Helper
7	Computer Operator	7	Khalasi
8	Data Processing Computer		
9	Data Entry Clerk		
10	Clerks, General		
11	Gardener, General		
12	Plumber, General		
13	Pipe		
14	Borer		
15	Glazer		
16	Polisher		
17	Furniture Maker Cane		
18	Caner		
19	Fitter, General		

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Orthopaedically Handicapped – Civil Engineering Department			
Group 'C'		**Group 'D'**	
1	Laboratory Assistant - Soil	1	Office Assistant
2	Laboratory Assistant – Chemical	2	Daftry Attendant
3	Jr.Engineer, Civil	3	Peon, office(Boy)
4	Surveyor	4	Dustingman/Farash
5	Work Inspector, Engg.	5	Unskilled Machine Operator
6	Draughtsman, Archives	6	Duplicating Machine Operator
7	Draughtsman, Civil	7	Messenger, Dak Peon Peon
8	Draughtsman, Structural	8	Watchman
9	Draughtsman, Topographical	9	Head Mali
10	Laboratory Assistant, Chemical Engg.	10	Carpenter Helper
11	Topographical Auxiliary	11	Khalasi
12	Tracer		
13	Archivist		
14	SO's Office Suptds: Head Clerks: Section Incharge, Head Asstt. Supervisor(Clerical)		
15	Inspector & Supervisor; other (Clerical)		
16	Office Assistant/Senior Clerks		
17	Clerical and other Supervisors (not elsewhere specified)		
18	Private Secretary-cum-Stenographer; PA		
19	Stenographer, Stenotypist		
20	Jr.Stenographer		
21	Typist/Hindi		
22	Key Punch Operator, Card Punching Machine Operator, Card Punch Operator		
23	Sorting Machine Operator, Punch Card Sorting Machine Operator		
24	Data Entry Operator		
25	Clerks, General		
26	Upper Division Clerk		
27	Lower Division Clerk		
28	Record Keeper		
29	Xerox Operator		
30	Upholsterer (Furniture)		
31	Trimmer, Machine		
32	Trimmer, Hand		
33	Furniture Maker, Wood		
34	Cabinet Maker		
35	Wood Turner, Machine		
36	Wood Turner, Hand		
37	Router, Wood		
38	Planter, Wood		
39	Moulder, Wood		
40	Joint Machine Operator		
41	Driller, Wood		
42	Pattern Maker, Wood		
43	Wood Lacquerer		
44	Polisher		
45	Fitter, General		
46	Fitter		
47	Charge Hand (Fitter)		
48	Charge hand (Painter)		

49	Mistry (Plumber)		
50	Plumber, General		
51	Pipe Fitter		
52	Plumber and Pipe Fitting Operatives		
53	Welder, Gas		
54	Painter, Building		
55	Painter, Steel Structure		
56	Painter, General		
57	Painter, Sign or Letter		
58	Painter, Brush		
59	Painter, Wood work and Furniture		
60	Furniture Maker, Cane		
61	Caner		
62	Pump Operator		
63	Carpenter, General		
64	Machine Supervisor, Data Processing, Machine Supdt. Data Processing		
65	Planer		
66	Driller Metal, General		
67	Borer		
68	Concrete Mixer (Mosaic Tile)		
69	Plane Tabler, Ground Surveyor		

Jobs/Posts Identified on Railways for Physically Handicapped Persons			
Hearing Handicapped – Civil Engineering Department			
Group 'C'		**Group 'D'**	
1	Laboratory Assistant - Soil	1	Daftry Attendant
2	Laboratory Assistant – Chemical	2	Peon, officeBoy
3	Surveyor, Photogrammatic	3	Dustingman/Farash
4	Work Inspector, Engg.	4	Unskilled Office Worker
5	Instrument Engineer	5	Duplicating Machine Operator, Cyclostyle Machine Operator
6	Draughtsman, Archives	6	Office Attendant
7	Draughtsman, Civil	7	Khalasi
8	Draughtsman, Structure		
9	Draughtsman, Topographical		
10	Laboratory Asstt. Chemical Engg. Gen.		
11	Plane Tabler Ground Surveyor		
12	Topographical Auxiliary		
13	Computer Top		
14	Tracer		
15	Archivist		
16	Presentation Asstt. Archives		
17	Sculptor		
18	Painter – Fine Art		
19	Decorators		
20	Furniture Designer		
21	Typist		
22	Key Punch Operator, Card Punching Machine Operator, Card Punch Operator		
23	Stenographer, Typist and Card and Tape Punching Machine Operator (NEC)		
24	Computer Operator		
25	Book Keeping Machine Operator		
26	Sorting Machine Operator, Punch Card Sorting Machine Operator		
27	Coding Machine Operator		
28	Tabulating Machine Operator		
29	Clerks, General		

30	Time Keeper		
31	Time Keeper, Starter, Vehicle Time Keeper		
32	Coder Clerk		
33	Nurseryman		
34	Gardener, General		
35	Gatherer, Firewood		
36	Cane Cutter		
37	Wood Cutter		
38	Wood Chopping Machine Operator		
39	Upholsterer (Furniture)		
40	Trimmer, Machine		
41	Trimmer, Hand		
42	Carpenter, General		
43	Carpenter, Construction		
44	Carpenter, Structural		
45	Jointer, Wood		
46	Furniture Maker, Wood		
47	Cabinet Maker		
48	Wood Turner, Machine		
49	Shaper, Wood		
50	Router, Wood		
51	Planer, Wood		
52	Moulder		
53	Joint Machine Operator		
54	Driller, Wood		
55	Pattern Maker, Wood		
56	Wood Lacquerer		
57	Borer		
58	Polisher		
59	Fitter, General		
60	Plumber, General		
61	Pipe Fitter		
62	Plumbing and Pipe Fitting Operatives		
63	Welder, Gas		
64	Sheet Metal Worker, Structure		
65	Riveter		
66	Painter, Building		
67	Painter, Steel Structure		
68	Painter, General		
69	Painter, Spray		
70	Painter, Sign or Letter		
71	Painter, Brush		
72	Painter, Wood work and Furniture		
73	Furniture Maker, Cane		
74	Caner		
75	Pump Operator		
76	Fitter		
77	Carpenter		
78	Charge Hand (Painter)		
79	Letter Painter		
80	Enamel Painter		
81	Suryeyor, Topographical		
82	Lab Assistant, Metallurgical		
83	Book Keeper, General		
84	Accounts Clerk		
85	Impregnator, Wood		
86	Wood Sawyer, Hand Metal		
87	Concrete Mixer (Mosaic Tile)		
88	Polishing Machine Operator		
89	Building Insulator, Hand		
90	Glazier, Construction		
91	White Washer		
92	Distemperer, Building		

93	Blue Printer		
94	Fitter, Construction		

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Visually Handicapped – Commercial Department			
Group 'C'		**Group 'D'**	
1	Head Clerk	1	Daftry, Attender
2	Office Asstt./Sr.Clerk	2	Peon, Office Boy
3	Clerical and other Supervisors(not elsewhere specified)	3	Dusting Man, Farash
4	Private Secretary-cum-Stenographer : PA	4	Telegraph Messenger
5	Stenographer, Stenotypist	5	Messenger, Dak Peon
6	Typist	6	Khalasi
7	Computer Operator		
8	Data Processing Computer		
9	Data Entry Clerk		
10	Clerks, General		
11	Enquiry Clerk or Information Clerk		
12	Receptionist (Hotel)		
13	Reception Clerk: Receptionist		
14	Ticket Collector; Railways		

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Orthopaedically Handicapped – Commercial Department			
Group 'C'		**Group 'D'**	
1	SO's, Office Suptds. Head Clerks; Section Incharge, Head Asstt. Supervisor (Clerical)	1	Office Assistant
2	Inspector & Supervisor; other (Clerical)	2	Daftry, Attendant
3	Office Assistant/Senior Clerks	3	Peon, Office (Boy)
4	Clerical and other Supervisors (not elsewhere specified)	4	Bearer
5	Private Secretary-cum-Stenographer; PA	5	Wash boy/Dish Cleaner
6	Stenographer, Stenotypist	6	Dustingman/Farash
7	Jr.Stenographer	7	Unskilled Machine Operator
8	Typist/Hindi	8	Duplicating Machine Operator
9	Clerks, General	9	Messenger, Dak Peon Peon
10	Upper Division Clerk	10	Cook, Industrial
11	Lower Division Clerk	11	Cook
12	Record keeper	12	Water Carrier
13	Enquiry Clerk or Information Clerk	13	Halwai
14	Receptionist (Hotel)	14	Khalasi
15	Reception Clerk, Receptionist	15	Safaiwala
16	Reservation Clerk, Transport		
17	Booking Clerk, Transport		
18	Ticket Collector, Railways		
19	Travelling Ticket Examiner, Railways		
20	Ticket Examiner, Ticket Checker, Asstt. Traffic Inspector		
21	Xerox Operator		
22	Platform Inspector		
23	Rates Inspector		
24	Claims Inspector, Railways		
25	Brakeman Railway Luggage Guard		
26	Goods Supervisor, Railways		
27	Tourist Guide		
28	Tailor, General		

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Hearing Handicapped – Commercial Department	
Group 'C'	**Group 'D'**

1	Computer Top	1	Daftry Attendant
2	Typist	2	Peon, officeBoy
3	Stenographer, Typist and Card and Tape Punching Machine Operator (NEC)	3	Dustingman, Farash
4	Computer Operator	4	Unskilled Officer Worker
5	Clerks, General	5	Duplicating Machine Operator, Cyclostyle Machine Operator
6	Coder Clerk	6	Pantryman
7	Ticket Collector, Railways	7	Carrier
		8	Office Attendants
		9	Khalasi
		10	Safaiwala

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Visually Handicapped – Electrical Department			
Group 'C'		**Group 'D'**	
1	Head Clerk	1	Daftry, Attender
2	Office Asstt./Sr.Clerk	2	Peon, Office Boy
3	Clerical and other Supervisor (not elsewhere specified)	3	Dusting Man, Farash
4	Private Secretary-cum-Stenographer : PA	4	Telegraph Messenger
5	Stenographer, Stenotypist	5	Messenger, Dak Peon
6	Typist	6	Khalasi
7	Computer Operator		
8	Data Processing Computer		
9	Data Entry Clerk		
10	Clerks, General		
11	Electroplater		
12	Fitter, General		

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Orthopaedically Handicapped – Electrical Department			
Group 'C'		**Group 'D'**	
1	Jr.Engineer, Electrical	1	Office Assistant
2	Jr.Engineer, Electronics	2	Daftry Attendant
3	Draughtsman, Elect.	3	Peon, office(Boy)
4	SO's, Office Suptds. : Head Clerks; Section Incharge, Head Asstt. Supervisor (Clerical)	4	Dustingman/Farash
5	Inspector & Supervisor, other (Clerical)	5	Unskilled Machine Operator
6	Office Assistant/Senior Clerks	6	Duplication Machine Operator
7	Clerical and other Supervisors (not elsewhere specified)	7	Messenger, Dak Peon Peon
8	Private Secretary-cum-Stenographer; PA	8	Watchman
9	Stenographer, Stenotypist	9	Carpenter Helper
10	Jr.Stenographer	10	Khalasi
11	Typist/Hindi		
12	Key Punch Operator: Card Punching Machine Operator, Card Punch Operator		
13	Sorting Machine Operator, Punch Card Sorting Machine Operator		
14	Data Entry Operator		
15	Clerks, General		
16	Upper Division Clerk		
17	Lower Division Clerk		
18	Record Keeper		
19	Time Keeper		
20	Xerox Operator		
21	Tech.Assistant (Elect.)		
22	Carpenter, General		
23	Radial Driller		
24	Fitter, General		
25	Fitter		
26	Charge hand (Fitter)		
27	Charge hand (Electrician)		
28	Electrical Inspector/Supervisor		
29	Electrician Grade-I		
30	Machine Precision, Instrument, Elect.		
31	Adjuster, Relays		

32	Armature Winder		
33	Coil Winder, Machine		
34	Battery Servicing Man		
35	Auto Electrician/Battery Servicing Man		
36	Battery Repairer		
37	Operator Impregnation Plant (Elect. Equip Mfg.)		
38	Welder, Electric		
39	Painter, General		
40	Air Condition and Ref. mechanic		
41	Pump Operator		
42	Ledger Clerk/Keeper		
43	Machine Supervisor, Data Processing/ Machine Supdt. Data Processing		
44	Book Keeping Machine Operator		
45	Time Keeper Starter Vehicle, Time Keeper		
46	Carpenter, General		
47	Mortised Operator		
48	Tool Setter, Press		
49	Planer		
50	Polisher		

Jobs/Posts Identified on Railways for Physically Handicapped Persons			
Hearing Handicapped – Electrical Department			
Group 'C'		Group 'D'	
1	Draughtsman, Elect.	1	Daftry Attendant
2	Computer Top	2	Peon, officeBoy
3	Typist	3	Dustingman, Farash
4	Stenographer, Typist and Card & Tape Punching Machine Operator (NEC)	4	Unskilled Officer Worker
5	Computer Operator	5	Duplicating Machine Operator, Cyclostyle Operator
6	Clerks, General	6	Office Attendants
7	Time Keeper	7	Khalasi
8	Time Keeper, Starter, Vehicle Time Keeper		
9	Coder Clerk		
10	Electroplater		
11	Carpenter, General		
12	Fitter, General		
13	Assembler, Refrigerator and Air Conditioning Unit		
14	Mechanic, Precision Instrument, Electrical		
15	Adjuster – Relays		
16	Wireman, Light and Power		
17	Electrician, Automobiles		
18	Electrical Wiring Operator		
19	Lineman, Light and Power		
20	Cable Jointer		
21	Lineman and Cable Joining Operatives		
22	Armature Winder		
23	Coil Wilder, Machine		
24	Battery Servicing Man		
25	Operator Impregnation Plant (Elect. Equipment Mfg)		
26	Metal Sealer (Elect.)		
27	Welder, Electric		
28	Painter, Steel Structure		
29	Painter, General		
30	Painter, Spray		
31	Pump Operator		
32	Fitter		
33	Air Condition and Refrigeration Mechanic		
34	Carpenter		
35	Charge Hand (Electrician)		
36	Tech. Asstt. (Elect.)		
37	Accounts Clerks		
38	Sorting Machine Operator, Punch Card Sorting		

	Machine Operator		
39	Coding Machine Operator		
40	Tabulating Machine Operator		
41	Rivetting Machine Operator		
42	Mortised Operator		
43	Fret Saw machine Operator		
44	Tool Setter, Press		
45	Planer		
46	Radial Driller		
47	Polisher		
48	Gas Cutter		

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Visually Handicapped – General Department			
Group 'C'		**Group 'D'**	
1	Legal Assistant	1	Daftry, Attender
2	Head Clerk	2	Peon, Office Boy
3	Office Asstt./Sr.Clerk	3	Dustingman, Farash
4	Clerical and other Supervisor (not elsewhere specified)	4	Telegraph Messenger
5	Private Secretary-cum-Stenographer : PA	5	Messenger, Dak Peon
6	Stenographer, Stenotypist	6	Washing Machine Operator
7	Typist	7	Khalasi
8	Computer Operator		
9	Data Processing Computer		
10	Data Entry Clerk		
11	Clerks, General		
12	Library Clerk, Library Assistant		

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Orthopaedically Handicapped – General Department			
Group 'C'		**Group 'D'**	
1	Librarian	1	Office Assistant
2	Librarian, Films	2	Daftry Attendant
3	Library Information Assistant	3	Peon, office(Boy)
4	SO's Office Suptds.: Head Clerks; Section Incharge, Head Asstt. Supervisor (Clerical)	4	Bearer
5	Inspector & Supervisor; other (Clerical)	5	Wash boy/Dish Cleaner
6	Office Assistant /Senior Clerks	6	Dustingman/Farash
7	Clerical and other Supervisors (not elsewhere specified)	7	Unskilled Machine Operator
8	Private Secretary-cum-Stenographer; PA	8	Duplicating Machine Operator
9	Stenographer, Stenotypist	9	Messenger, Dak Peon Peon
10	Jr.Stenographer	10	Cook, Industrial
11	Typist/Hindi	11	Cook
12	Clerks, General	12	Washing Machine Operator
13	Upper Division Clerk	13	Drying Machine Operator
14	Lower Division Clerk	14	Halwai
15	Record Keeper	15	Khalasi
16	Reception Clerk: Receptionist	16	Janitorial Assistant
17	Library Clerk, Library Asstt.	17	Cyclostyle Machine Operator/ Messenger
18	Xerox Operator		
19	Machine Supervisor, Data Processing/ Machine Supdt., Data Processing		

Jobs/Posts Identified on Railways for Physically Handicapped Persons			
Hearing Handicapped – General Department			
Group 'C'		Group 'D'	
1	Computer Top	1	Daftry Attendant
2	Typist	2	Peon, officeBoy
3	Stenographer, Typist and Card and Tape Punching Machine Operator [NEC]	3	Dustingman, Farash
4	Computer Operator	4	Unskilled Office Worker
5	Machine Supervisor, Data Processing, Machine Supdt. Data Processing	5	Duplicating Machine Operator Cyclostyle Machine Operator
6	Clerks, General	6	Office Attendants
7	Coder Clerk	7	Janitorial Assistant
		8	Khalasi

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Visually Handicapped – Mechanical Department			
Group 'C'		Group 'D'	
1	Head Clerk	1	Daftry, Attender
2	Office Asstt./Sr.Clerk	2	Peon, Office Boy
3	Clerical and other Supervisors (not elsewhere specified)	3	Dusting man, Farash
4	Private Secretary-cum-Stenographer : PA	4	Telegraph Messenger
5	Stenographer, Stenotypist	5	Messenger, Dak Peon
6	Typist	6	Carpenter Helper
7	Computer Operator	7	Khalasi
8	Data Processing Computer		
9	Data Entry Clerk		
10	Clerks, General		
11	Time Keeper		
12	Electroplater		
13	Enameller, Chemical		
14	Galvanizer		
15	Dipper, Coaltar		
16	Metal Sprayer		
17	Degreaser		
18	Rumbler		
19	Picker		
20	Machine Operator		
21	Metal Stamper		
22	Fitter, General		
23	Greaser		
24	Lift Operator		
25	Polisher		
26	Machinist		
27	Painter		
28	Fitter, Millwright		

Orthopaedically Handicapped – Mechanical Department			
Group 'C'		Group 'D'	
1	Jr. Engineer, Mechanical	1	Office Assistant
2	Jr. Engineer, Industrial Engg.	2	Duftry, Attendant
3	Draughtsman, Mech.	3	Peon, office[Boy]
4	Laboratory Assistant, Metallurgical	4	Dustingman / Farash
5	Laboratory Attendant	5	Unskilled Machine Operator

6	SO's,Office Suptds.: Head Clerks; Section Incharge, Head Asstt. Supervisor [Clerical]	6	Duplicating Machine Oerator
7	Inspector & Supervisor; other [Clerical]	7	Messenger, Dak Peon Peon
8	Office Assistant / Senior Clerks	8	Cleaners
9	Clerical and other Supervisors [not elsewhere specified]	9	Watchman
10	Private Secretary-cum-Stenographer; PA	10	Grinding Machine Operator
11	Stenographer, Stenotypist	11	Grinding Machine Attendant
12	Jr. Stenographer	12	Carpenter Helper
13	Typist / Hindi	13	Khalasi
14	Key Punch Operator; Card Punching Machine Operator, Card Punch Operator	14	Machine Operator
15	Machine Supervisor Data Processing, Machine Supdt. Data Processing	15	Safaiwala
16	Sorting Machine Operator, Punch Card Sorting Machine Operator	16	Cobbler
17	Data Entry Operator		
18	Clerks, General		
19	Upper Division Clerks		
20	Lower Division Clerks		
21	Record Keeper		
22	Time Keeper		
23	Time Keeper Starter Vehicle Time Keeper		
24	Xerox Operator		
25	Loco Foreman		
26	Train Examiner		
27	Tech. Assistant [Mech.]		
28	Cleaners		
29	Electroplater		
30	Metal Sprayer		
31	Tailor, General		
32	Upholsterer [Furniture]		
33	Trimmer, Machine		
34	Rivetting Machine Operator		
35	Carpenter, General		
36	Shaper, Machine		
37	Mortise Operator		
38	Tenoning Machine Operator		
39	Driller, Wood		
40	Dowel Machine Operator		
41	Pattern Maker, Wood		
42	Technician (Tool & Die Making)		
43	Tool Room Attendant		
44	Tool Setter, General		
45	Tool Setter, Press		
46	Machinist, General		
47	Turner		
48	Shaper		
49	Planer		
50	Slotter		
51	Miller		
52	Gear Cutter		
53	Heavy duty End, Mill Operator		
54	Driller Metal, General		
55	Radial Driller		
56	Borer		
57	Cylinder Borer		
58	Machine Operator		
59	Grinder, General		
60	Grinder, Crankshaft		
61	Roll Grinder		
62	Surface Grinder		

63	Thread Grinder		
64	Lapper Grinder		
65	Glazier Grinder		
66	Polisher		
67	Grinder, Tool and Cutter		
68	Saw Grinder, Machine		
69	Saw Grinder, Hand		
70	Metal Spinner		
71	Power Press Operator, Metal		
72	Ball Lapping Machine Operator		
73	Dividing Machine Operator		
74	Metal Stamper		
75	Machine Precision Instrument, General		
76	Machine Precision Instrument, Mech.		
77	Fitter, General		
78	Fitter		
79	Motor Mechanic Helper		
80	Millwright Mechanics		
81	Charge hand (Fitter)		
82	Charge hand (Painter)		
83	Welder, Gas		
84	Welder, Machine		
85	Gas Cutter		
86	Brazer		
87	Sheet Metal Worker, General		
88	Sheet Metal Worker, Structural		
89	Sheet Metal Machine Operator		
90	Dent Remover		
91	Tinsmith		
92	Coppersmith		
93	Tin Coater		
94	Plater/Welder		
95	Pantograph Machine Operator		
96	Lens Grinder		
97	Lens Polisher (Optical)		
98	Edger (Optical Glass)		
99	Lens Centrer and Edger (Optical)		
100	Wheel Grinder Glass		
101	Edge Finisher (Glass)		
102	Painter, General		
103	Painter, Spray		
104	Oiler and Greaser, Stationery		
105	Oiler		
106	Cleaner Motor Vehicle		
107	Greaser		
108	Crane Hooker		
109	Material Handling Assistant		
110	Lift Operator/Man		
111	Motor Metal Worker		
112	Compresser Attendant		
113	Lab. Analyst		
114	Book Keeping Machine Operator		
115	Printer Machine Operator		
116	B Setter Drop Forging Machine		
117	Log Marker		
118	Rigger		
Jobs/Posts Identified on Railways for Physically Handicapped Persons			
Hearing Handicapped – Mechanical Department			
Group 'C'		**Group 'D'**	
1	Draughtsman, Mech	1	Daftry Attendant
2	Laboratory Asstt. Metallurgical	2	Peon, officeBoy
3	Computer Top	3	Dustingman, Farash

4	Typist	4	Unskilled Office Worker
5	Key Punch Operator, Card Punching Machine Operator, Card Punch Operator	5	Duplicating Machine Operator, Cyclostyle Machine Operator
6	Stenographer, Typist and Card and Tape Punching Machine Operator (NEC)	6	Office Attendants
7	Computer Operator	7	Cleaners
8	Book Keeping Machine Operator	8	Khalasi
9	Machine Supervisor, Data Processing Machine Supdt. Data Processing	9	Safaiwala
10	Sorting Machine Operator, Punch Card Sorting Machine Operator	10	Cobbler
11	Coding Machine Operator		
12	Tabulating Machine Operator		
13	Clerks, General		
14	Time Keeper		
15	Time Keeper, Starter, Vehicle Time keeper		
16	Coder Clerk		
17	Train Examiner		
18	Washing Plant Operator		
19	Electroplater		
20	Hardness Tester, Metal		
21	Washing Machine Attendant		
22	Upholsterer (Furniture)		
23	Trimmer, Machine		
24	Trimmer, Hand		
25	Rivetting Machine Operator		
26	Carpenter, General		
27	Mortised Operator		
28	Tenoning Machine Operator		
29	Joint Machine Operator		
30	Dowel Machine Operator		
31	Pattern Maker, Wood		
32	Tool Setter, General		
33	Tool Setter, Press		
34	Setter, Automatic Machine		
35	Machinist, General		
36	Turner		
37	Turner & Capstan Lathe Operator		
38	Shaper		
39	Planer		
40	Planer, Edge		
41	Slotter		
42	Miller		
43	Gear Cutter		
44	Heavy Duty and End Mill Operator		
45	Driller Metal, General		
46	Radial Driller		
47	Borer		
48	Cylinder		
49	Grinder, General		
50	Grinder, Crank Shaft		
51	Roll Grinder		
52	Surface Grinder		
53	Thread Grinder		
54	Honer		

55	Lapper		
56	Glazer		
57	Polisher		
58	Grinder Tool and Cutter		
59	Saw Grinder, Machine		
60	Saw Grinder, Hand		
61	Metal Spinner		
62	Power Press Operator, Metal		
63	Ball Lapping Machine Operator		
64	Dividing Machine Operator		
65	Machine Precision Instrument (General)		
66	Machine Instrument (Mechanic)		
67	Fitter, General		
68	Cable Jointer		
69	Welder, Machine		
70	Gas Cutter		
71	Brazer		
72	Sheet Metal Worker, General		
73	Sheet Metal Machine Operator		
74	Tinsmith		
75	Tin Coater		
76	Boiler Fitter		
77	Tubesmith Boiler		
78	Boiler Maker		
79	Erector, Structural		
80	Fitter, Structural		
81	Fitter, Construction		
82	Lens Grinder		
83	Lens Polisher (Optical)		
84	Edger (Optical Glass)		
85	Lens Centrer & Edger (Optical)		
86	Wheel Grinder, Glass		
87	Edge Finisher, Glass		
88	Painter, Steel Structure		
89	Painter, General		
90	Painter, Spray		
91	Painter, Brush		
92	Tool Room Attendant		
93	Cleaners		
94	Motor Mechanic		
95	Furnace Man		
96	Motor Attendant		
97	Fireman		
98	Crane Cleaner		
99	Fitter		
100	Millwright Mechanics		
101	Compressor Attendant		
102	Boiler Attendant Grade-I		
103	Carpenter		
104	Charge Hand (Painter)		
105	Gas Equipment Repair Fitter		
106	Diesel Fitter		
107	Coppersmith		
108	Tech. Asstt. (Mech.)		
109	Lab. Analyst		
110	Accounts Clerk		

111	Metal Sprayer		
112	Wood Sawyer, Hand Metal		
113	Tailor, General		
114	Driller Wood		
115	B Setter, Drop Forging Machine		
116	Rivetor		
117	Pattern Maker, Wood		
118	Log Marker		
119	Plater		
120	Rigger		

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Visually Handicapped – Medical Department			
Group 'C'		**Group 'D'**	
1	Medical Social Worker	1	Daftry, Attender
2	Head Clerk	2	Peon, Office Boy
3	Office Asstt./ Sr.Clerk	3	Dusting Man, Farash
4	Clerical and other Supervisors (not elsewhere specified)	4	Telegraph Messenger
5	Private Secretary-cum-Stenographer : PA	5	Messenger, Dak Peon
6	Stenographer, Stenotypist	6	Khalasi
7	Typist		
8	Computer Operator		
9	Data Processing Computer		
10	Data Entry Clerk		
11	Clerks, General		

Jobs/Posts Identified on Railways for Physically Handicapped Persons

Orthopaedically Handicapped – Medical Department			
Group 'C'		**Group 'D'**	
1	Pathologist	1	Office Assistant
2	Laboratory Assistant, Clinical	2	Daftry Attendant
3	Orthodontist/Prosthodontist	3	Peon, office(Boy)
4	Dietician	4	Dustingman/Farash
5	Dresser	5	Unskilled Machine Operator
6	Dental Assistant	6	Duplicating Machine Operator
7	Laboratory Assistant, Pharmaceutical	7	Messenger, Dak Peon Peon
8	Optometrists & Opticians	8	Cook
9	Medical Social Worker	9	Sweeper, Wet
10	Laboratory Attendant	10	Sweeper
11	SO's Office Suptds. : Head Clerks; Section Incharge, Head Asstt. Supervisor (Clerical)	11	Sweeper/Safaiwala
12	Inspector & Supervisor; other (Clerical)	12	Sweeper Cleaners and related Workers
13	Office Assistant/Senior Clerks	13	Khalasi
14	Clerical and other Supervisors (not elsewhere specified)	14	Washing Machine Operator
15	Private Secretary-cum-Stenographer; PA	15	Drying Machine Operator
16	Stenographer, Stenotypist		
17	Jr.Stenographer		
18	Typist/Hindi		
19	Clerks, General		

20	Upper Division Clerk		
21	Lower Division Clerk		
22	Record Keeper		
23	Xerox Operator		
24	Orthopaedic Appliance and Limb Technician		
25	Prosthetist		
26	Orthotist		
27	Mechanic, Dental		
28	Lab. Analyst		
29	Machine Supervisor, Data Processing/ Machine Supdt., Data Processing		

Jobs /Posts identified on Railways for Physically Handicapped Persons
Hearing Handicapped – Medical Department

Group 'C'		Group 'D'	
1	Laboratory Assistant – Physical	1	Daftry Attendant
2	Laboratory Asst – Food & Beverages	2	Peon, office(Boy)
3	Computer Top	3	Dustingman / Farash
4	Laboratory Asst-Clinical	4	Unskilled Office Worker
5	Laboratory Asst – Pharmaceutical	5	Duplicating Machine Operator, Cyclostyle Machine Operator
6	Food Inspector	6	Linen Keeper
7	Typist	7	Cook, Institutional
8	Stenographer, Typist & Card and Tape Punching Machine Operator (NEC)	8	Kitchen Porter
9	Computer Operator	9	Sweeper, Dry
10	Clerks, General	10	Sweeper, Wet
11	Coder Clerk	11	Sweeper, Sewer
12	Orthopedic Appliance & Limb Technician	12	Sweeper, Cleaners & related workers, others
13	Mechanic, Dental	13	Dhobi
14	Cleaners	14	Washing Machine operator
15	Jamadar	15	Drying Machine Operator
		16	Office Attendants
		17	Laundry Man
		18	Cleaners
		19	Khalasi

Jobs /Posts identified on Railways for Physically Handicapped Persons
Visually Handicapped – Personnel Department

Group 'C'		Group 'D'	
1	Statistical Asst.	1	Daftry, Attender
2	Language Specialist	2	Peon, Office Boy
3	Middle School Teacher	3	Dusting man, Farash
4	Language Teacher Middle School	4	Telegraph Messenger
5	Primary School Teachers	5	Messenger, Dak Peon
6	Teacher, Blind	6	Khalasi
7	Instructor, Craft		
8	Instrument Musician, String Instrument		
9	Instrumental Musician, Percussion Instrument		
10	Instrument Musician		
11	Head Clerk		
12	School Inspector		
13	Office Assistant / Sr.Clerk		
14	Clerical and Other Supervisors (Not elsewhere specified)		
15	Private Secretary – Cum Stenographer : PA		
16	Stenographer, Steno Typist		
17	Typist		

18	Computer Operator		
19	Data Processing Computer		
20	Data Entry Clerk		
21	Clerks, General		

Jobs /Posts identified on Railways for Physically Handicapped Persons
Orthopaedically Handicapped – Personnel Department

Group 'C'		Group 'D'	
1	Statistical Asst	1	Office Assistant
2	Translator	2	Daftry Attendant
3	Hindi Translator	3	Peon, office(Boy)
4	Legal Assistant	4	Dusting Man / Farash
5	Higher Secondary & Secondary School Teacher	5	Unskilled Machine Operator
6	Language Teacher, HS & Secondary School	6	Duplicating Machine Operator
7	HS and Secondary School Teacher, Other than those listed elsewhere	7	Messenger, Dak Peon Peon
8	Middle School Teacher	8	Khalasi
9	Language Teacher, Middle School (TGT)		
10	Primary School Teacher		
11	Teacher, Infant School		
12	Special Teacher for the Blind / Low Vision		
13	Special Teacher for Hearing and Speach Handicapped		
14	Crafts Teacher / Instructor		
15	Instructor / Craft		
16	Art Teacher / Instructor		
17	Art Teacher		
18	Music Teacher / Vocal Musician		
19	Music Teacher / Instrumental Musician		
20	SO's Office Superintendent; Head Clerks, Section Incharge, Head Asst, Supervisor (Clerical)		
21	Inspector & Supervisor, Other (Clerical)		
22	School Inspector		
23	Office Assistant / Sr.Clerks		
24	Clerical and other Supervisors (not elsewhere specified)		
25	Private Secretary cum stenographer ; PA		
26	Stenographer, Steno Typist		
27	Jr.Stenographer		
28	Typist Hindi		
29	Computer		
30	Machine Supervisor Data Processing Machine Supdt., Data Processing		
31	Clerks , General		
32	Upper Division Clerk		
33	Lower Division Clerk		
34	Record Keeper		
35	Xerox Operator		
36	Coder Clerk		

Jobs /Posts identified on Railways for Physically Handicapped Persons
Hearing Handicapped – Personnel Department

Group 'C'		Group 'D'	
1	Computer Top	1	Daftry Attendant
2	School Inspector	2	Peon, officeBoy

3	Typist	3	Dusting Man / Farash
4	Stenographer, Typist & Card and Tape Punching Machine Operator (NEC)	4	Unskilled Office Worker
5	Computer Operator	5	Duplicating Machine Operator, Cyclostyle Machine Operator
6	Clerks, General	6	Office Attendants
7	Coder Clerk	7	Khalasi
8	Art Teacher	8	
9	Craft Teacher		
10	Book Keeper, General		
11	Book Keeping Machine Operator		
12	Machine Supervisor, Data Processing, Machine Supdt. Data Processing		
13	Statistical Assistant		

Jobs /Posts identified on Railways for Physically Handicapped Persons
Visually Handicapped – Signal & Telecom Department

Group 'C'		Group 'D'	
1	Head Clerk	1	Daftry Attender
2	Office Asst/ Sr.Clerk	2	Peon, office Boy
3	Clerical & Other Supervisors (not else where specified)	3	Dusting Man , Farash
4	Private Secretary cum Stenographer; PA	4	Telegraph Messenger
5	Stenographer, Steno Typist	5	Messenger, Dak Peon
6	Typist	6	Carpenter Helper
7	TelePrinter Operator, Tele Type Operator	7	Khalasi
8	Computer Operator		
9	Data Processing Computer		
10	Data Entry Clerk		
11	Clerks, General		
12	Telephone Supervisor		
13	Monitor , Telephone		
14	Telegraph Messenger		
15	Communication Workers, Others		
16	Telephone Operator		
17	Cummer Teleprinting		
18	Telephones, Telegraphs & related Telecommunication Operators		
19	Radio Operators		
20	Radio Mechanic cum Operator		
21	Polisher		

Jobs /Posts identified on Railways for Physically Handicapped Persons
Orthopaedically Handicapped – Signal & Telecom Department

Group 'C'		Group 'D'	
1	Jr.Engineer, Telecommunication	1	Office Assistant
2	Telecom Technical Assistant	2	Telex Operator
3	Supervisor, Telegraph	3	Daftry Attendant
4	Monitor, Telegraph	4	Peon, office Boy
5	SO's, Office Superintendent: Head Clerks, Section Incharge, Head Assistant, Supervisor (clerical)	5	Dustingman / Farash
6	Inspector and Supervisor, Other (Clerical)	6	Unskilled Machine Operator
7	Office Asst / Sr.Clerks	7	Duplicating Machine Operator
8	Clerical and other supervisors (not elsewhere specified)	8	Telegraph Messenger
9	Private Secretary cum Stenographer: PA	9	Messenger, Dak Peon
10	Stenographer , Steno Typist	10	Telephone Operator
11	Jr.Stenographer	11	Watchman
12	Typist Hindi	12	Carpenter Helper
13	Teleprinter Operator/ Teletype operator	13	Khalasi
14	Key Punch Operator, Card Punching Machine Operator, Card Punch Operator		
15	Data Entry Operator		
16	Clerks, General		
17	Upper Division Clerks		
18	Lower Division Clerks		
19	Record Keeper		
20	Xerox Operator		
21	Telegraph Master Controller, Telegraph		
22	Inspector, Telegraph Messenger, Telegraph Master Messenger		
23	Supervisor Telephone, Engg. Supervisor Phone Monitor		
24	Monitor, Telephone		
25	Supervisor, Wireless		
26	Contract Officer, Telephone Engg. Supervisor Phone (Outdoor)		
27	Line Inspector Telegraph & Telephone		
28	Telephone Inspector		
29	Telegraph Messengers		
30	Communication Workers & Others		
31	Telephone Operator		
32	Telephone Operator (local)		
33	Telephone Operator (PBX)		
34	Telegraphists		
35	Telegraphists, Overseas		
36	Station Officer, Overseas Communication Engg. Overseas Communication		
37	Wireless Operator		
38	Testing Telegraphists Telegraph Traffic Inspector		
39	Fault Controller Telephone		
40	Telephone Telegraph & Related Telecommunication Operator		
41	Tailor, General		
42	Carpenter, General		
43	Watch Repairer		
44	Fitter, General		

45	Fitter		
46	Adjuster, Relays		
47	Form Layer, Cable (Telephone and Telegraph Equipment Mfg)		
48	Radio Mechanic cum Operator		
49	Senior Functioner (Telephone Equipment Mfg)		
50	Junior Functioner (Telephone Equipment Mfg.)		
51	Wiring Inspector and Bank Tester (Tele and Telegraph Mft)		
52	Inspector Assembly (Telephone & Tele Equipment Mfg.)		
53	Sound Recording Equipment Operator		
54	Painter, General		
55	Machine Supervisor, Data Processing/ Machine Supdt, Data Processing		
56	Sorting Machine Operator / Punch Card Sorting Machine Operator		
57	Time Keeper Starter Vehicle Time Keeper		
58	Mortised Operator		
59	Planer		

Jobs/Posts identified on Railways for Physically Handicapped Persons
Hearing Handicapped – Signal & Telecom Department

Group 'C'		Group 'D'	
1	Computer Top	1	Daftry, Attendant
2	Typist	2	Peon, Office Boy
3	Stenographer, Typist & Card & Tape Punching Machine Operator (NEC)	3	Dusting Man, Farash
4	Computer Operator	4	Unskilled Office Worker
5	Clerks, General	5	Duplicating Machine Operator, Cyclostyling Machine Operator
6	Coder clerk	6	Telegraph Messenger
7	Communication workers	7	Office Attendants
8	Telephone Operator	8	Khalasi
9	Station Technical Asst. Overseas Communications		
10	Testing Telegraphists Telegraph Traffic Inspector		
11	Telephone, Telegraphs and related Telecommunication Operators		
12	Carpenter, General		
13	Mechanic, Optical Instrument		
14	Adjuster – Relays		
15	Form Layer, Cable (Telephone & Telegraph Equipment Mfg.)		
16	Painter, Steel Structure		
17	Painter General		
18	Fitter		
19	Carpenter		
20	Mortised Operator		
21	Planer		
22	Book Keeper, General		
23	Accounts Clerks		
24	Book Keeping Machine Operator		
25	Coding Machine Operator		
26	Tabulating Machine Operator		
27	Time Keeper		
28	Time Keeper / Starter, Vehicle Time Keeper		
29	Tailor, General		
30	Watch Repairer		

Jobs /Posts identified on Railways for Physically Handicapped Persons
Visually Handicapped – Stores Department

Group 'C'		Group 'D'	
1	Head Clerk	1	Daftry, Attendant
2	Office Asst. , Sr.Clerk	2	Peon, Office Boy
3	Clerical & Other Supervisors (not elsewhere specified)	3	Dusting Man, Farash
4	Private Secretary-cum-Stenographer : PA	4	Telegraph Messenger
5	Stenographer, Stenotypist	5	Messenger, Dak Peon
6	Typist	6	Packer, Hand
7	Computer Operator	7	Labeller
8	Data Processing Computer	8	Khalasi
9	Data Entry Clerk		
10	Clerks, General		
11	Proof Reader (Braille)		
12	Purchase Operator		
13	Store Keeper		
14	Bulk Handling		
15	Paper Machine Moulder		
16	Binder		

Jobs /Posts identified on Railways for Physically Handicapped Persons
Orthopaedically Handicapped – Store Department

Group 'C'		Group 'D'	
1	SO's Office Supdts.: Head Clerks, Section Incharge, Head Asst. Supervisor (Clerical)	1	Office Assistant
2	Inspector & Supervisor, Other (Clerical)	2	Daftry, Attendant
3	Office Asst/ Senior Clerks	3	Peon, office(Boy)
4	Clerical & Other Supervisors (not else where specified)	4	Dustingman / Farash
5	Private Secretary-cum-Stenographer; PA	5	Unskilled Machine Operator
6	Stenographer, Stenotypist	6	Duplicating Machine Operator
7	Jr.Stenographer	7	Messenger, Dak Peon Peon
8	Typist / Hindi	8	Book Binder
9	Clerks, General	9	Packer, Hand
10	Upper Division clerk	10	Packer, Machine
11	Lower Division clerk	11	Labeller
12	Record Keeper	12	Stenciller
13	Store Keeper Asstt.	13	Stamper, Hand
14	Store Keeper, Store Clerk, Godown Keeper, Warehouseman	14	Khalasi
15	Store Distributer		
16	Stock Verifier		
17	Proof Reader (Braille)		
18	Xerox Operator		
19	Fitter Press Operator		
20	Tailor, General		
21	Master Cutter, Garment		
22	Trimmer, Hand		
23	Furniture Maker, Wood		
24	Tool Setter, Press		
25	Purchase Assistant		
26	Store Keeper		
27	Bulk Handling		
28	Job Printer		
29	Compositor, Hand		
30	Impositor		
31	Distributor		
32	Lino Operator		
33	Mono Operator		
34	Type Caster		
35	Maker up Photo Type Setting		
36	Photo Type Setting, Machine Operator		
37	Press Man (Flat bed, Letter Press)		
38	Machineman, Hand Printing		
39	Machineman, Automatic Printing		
40	Machineman, Rotary Printing		
41	Machineman, Offset Printing		

42	Machineman, Direct Lithographic Printing		
43	Retoucher, Lithographic		
44	Mounter		
45	Binder		
46	Map and Chart Counter		
47	Book Binder and related worker, other		
48	Printer, Photographic		
49	Printing Machine Operator, Photographic		
50	Developer, Photographic		
51	Film Developing Machine Operator		
52	Enlarger, Photographic		
53	Retoucher, Photographic		
54	Stencil Cutter, Silk Screen Printing		
55	Silk Screen Printer		
56	Bulk Handling Assistant		
57	Ledger Clerk / Keeper		
58	Key Punch Operator / Card Punch Operator		
59	Machine Supervisor, Data Processing / Machine Supdt., Data Processing		
60	Book Keeping Machine Operator		
61	Time Keeper / Starter Vehicle Time Keeper		

Jobs /Posts identified on Railways for Physically Handicapped Persons

Hearing Handicapped – Stores Department

Group 'C'		Group 'D'	
1	Computer Top	1	Daftry Attendant
2	Typist	2	Peon, office Boy
3	Stenographer, Typist and Card and Tape Punching Machine Operator (NEC)	3	Dustingman, Farash
4	Computer Operator	4	Unskilled office worker
5	Clerks, General	5	Duplicating Machine Operator, Cyclostyle Machine Operator
6	Time Keeper	6	Callenderman, Handmade Paper
7	Time Keeper, Starter, Vehicle Time Keeper	7	Packer, Hand
8	Coder clerk	8	Labeller
9	Tailor, General	9	Stenciller
10	Trimmer, Hand	10	Stamper, Hand
11	Tool Setter, Press	11	Office Attendants
12	Setter Drop Forging Machine	12	Packer
13	Setter, Automatic Machine	13	Khalasi
14	Laminating Press Operator (Plastics)		
15	Printing Machine Operator (Plastics)		
16	Job, Printer		
17	Compositor, Hand		
18	Impositor		
19	Distributor		
20	Lino Operator		
21	Mono Operator		
22	Type Caster		
23	Make-up-Photo Type Setting		
24	Photo Type Setting Machine Operator		
25	Pressman (Flat bed, Letter Press)		
26	Machineman, Hand Printing		
27	Machineman, Automatic Printing		
28	Machineman, Direct Lithographic Printing		
29	Stereo Matrix Moulder		
30	Stereo Type Caster		
31	Lithographic Artist		
32	Retoucher, Lithographic		
33	Mounter		
34	Router		
35	Cameraman, Photo Machine Mechanic		
36	Photostat Cameraman		
37	Photostat Camera Operator		
38	Transferer, Photo Mechanical		
39	Etcher Photo Engraving		
40	Book Binder		

41	Map and Chart Mounter		
42	Book Mender		
43	Book Binder and related worker other		
44	Printer Photographic		
45	Printing Machine Operator Photographs		
46	Developer Photographs		
47	Film Developing Machine Operator		
48	Roller Maker		
49	Stencil Cutter, Silk Screen Printing		
50	Silk Screen Printer		
51	Store Keeper		
52	Purchase Assistant		
53	Store Keeper		
54	Bulk Handling Assistant		
55	Material Handling Assistant		
56	Book Keeper, General		
57	Accounts Clerk		
58	Tabulating Machine Operator		
59	Book Keeping Machine Operator		
60	Master Cutter (Garment)		
61	Furniture Maker, Wood		
62	Mono Caster		
63	Machineman, Offset Printing		

Jobs /Posts identified on Railways for Physically Handicapped Persons
Visually Handicapped – Traffic Department

Group 'C'		Group 'D'	
1	Head Clerk	1	Daftry, Attender
2	Office Asst. /Sr.Clerk	2	Peon, Office Boy
3	Clerical and other Supervisors (not elsewhere specified)	3	Dustingman, Farash
4	Private Secretary-cum-Stenographer :PA	4	Telegraph Messenger
5	Stenographer, Stenotypist	5	Messenger, Dak Peon
6	Typist	6	Khalasi
7	Computer Operator		
8	Data Processing Computer		
9	Data Entry Clerk		
10	Clerks, General		

Jobs /Posts identified on Railways for Physically Handicapped Persons
Orthopaedically Handicapped – Traffic Department

Group 'C'		Group 'D'	
1	SO's, Office Supdts. Head Clerks, Section Incharge, Head Asstt., Supervisor (Clerical)	1	Office Assistant
2	Inspector & Supervisor, Other (Clerical)	2	Daftry Attendant
3	Office Assistant / Senior Clerks	3	Peon, office(Boy)
4	Clerical and other Supervisors (not elsewhere specified)	4	Dustingman / Farash
5	Private Secretary-cum-Stenographer: PA	5	Unskilled Machine Operator
6	Stenographer, Stenotypist	6	Duplicating Machine Operator
7	Jr.Stenographer	7	Messenger, Dak Peon Peon
8	Typist / Hindi	8	Khalasi
9	Clerks, General		
10	Upper Division Clerk		
11	Lower Division Clerk		
12	Record Keeper		
13	Xerox Operator		

14	Station Master, Railways		
15	Section Controller, Railway, Traffic Controller, Railway		
16	Traffic Inspector, Railways		
17	Yard Master, Railways		
18	Head Train Recorder, Head Number Taker, Head Train Clerk		
19	Controller, Train		
20	Traffic Regulator, Train		
21	Traffic Inspector, Train		
22	Guard, Passenger Train		
23	Guard, Goods Train		
24	Conductor Guard, Railways		
25	Passenger Guard, Railways		
26	Mail Guard, RMS		
27	Machine Supervisor, Data Processing / Machine Supdt., Data Processing		

Jobs /Posts identified on Railways for Physically Handicapped Persons
Hearing Handicapped – Traffic Department

Group 'C'		Group 'D'	
1	Computer Top	1	Daftry Attendant
2	Typist	2	Peon, office Boy
3	Stenographer, Typist and Card and Tape Punching Machine Operator (NEC)	3	Dustingman . Farash
4	Computer Operator	4	Unskilled Office Worker
5	Clerks, General	5	Duplicating Machine Operator, Cyclostyle Machine Operator
6	Coder Clerk	6	Office Attendants
7	Head Train Recorder, Head Number Taker, Head Train clerk	7	Khalasi
8	Surveyor, Topographical		
9	Surveyor, Photogrammatic		

SERIAL CIRCULAR NO. 40 /2008
No.P(R)/39/V Date:31-03–2008

Copy of Board's letter No.E[MPP]2008/1/2 dated 12.03.08 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[MPP]2008/1/2 dated 12.03.08 (RBE No.36 /08)
Sub: Creation of posts in Safety Category

….

Board has decided that Railways may create posts of gatemen as per existing norms for manning of unmanned level crossing wherever felt necessary with matching surrender from existing vacancies including safety category vacancies in accordance with extant instructions.

This issues with the concurrence of the finance directorate of the Ministry of Railways.

SERIAL CIRCULAR NO. 41 /2008
No.P(R)/288/I Date: 31 -03–2008

Copy of Board's letter No.E[NG]II/2007/RC4/CORE/1 dated 20.03.08 is published for information, guidance and necessary action. Board's letter dated 03.02.98 quoted therein was circulated as SC No.68/98.

Copy of Bd's letter No. E[NG]II/2007/RC4/CORE/1 dated 20.03.08 (RBE No. 42/08)

Sub: Engagement of retired employees, on daily remuneration basis – revision of rates.
Ref: No. E[NG]II/97/RC-4/8 dated 03.02.1998.

….

The Ministry of Railways have decided that the rates of the daily allowances may be revised as under. These rates will be effective from the date of issue of the sanction.

[i]	For posts in Grade [Rs.3050-4590 & Rs.4000-6000]	Rs.155 per day
[ii]	For posts in Grade [Rs.4500-7000 & Rs.5000-8000]	Rs.215 per day
[iii]	For posts in Grade [Rs.5500-9000]	Rs.255 per day
[iv]	For posts in Grade [Rs.6500-10500 & 7450-11500]	Rs.320 per day

2. Other terms and conditions would continue to be the same as per Board's letter quoted above.

SERIAL CIRCULAR NO.42 /2008
No.P(R)/436/R-I/IV Date: 17-04–2008

Copy of Board's letter No.E[W]2007/FU-1/1 dated 13.03.2008 is published for information, guidance and necessary action. Board's letters dated 18.04.2007 and 19.11.2007 quoted as authority in the Correction Slip were circulated as SC Nos. 67/07 and 164/07, respectively.

Copy of Bd's letter No. E[W]2007/FU-1/1 dated 13.03.2008 (RBE No.38 /08)

Sub: Amendment of provisions relating to Staff Benefit Fund-Chapter 8 of Indian Railways Establishment Code Volume I [5th Edition 1985] [Second Reprint Edition-2003].

….

In exercise of the powers conferred by proviso to Article 309 of the Constitution, the President is pleased to direct that Rule 805 of Chapter-8 of Indian Railway Establishment Code Volume-I be amended as per enclosed Advance Correction Slip No. 106.

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

***

Indian Railway Establishment Code Volume-I
[5th Edition 1985] [Second Reprint Edition-2003].
Chapter-8 -Railway Staff Benefit Fund

Advance Correction Slip No. 106 –Rule 805

[1] Rule 805[1] may be substituted by the following:

In addition to the credits to the Fund detailed in Rule 804, there shall be credited to the fund on the 1st April of each financial year an annual grant from the revenues of the Railway at a per capita rate of Rs.35.00 based on the sanctioned strength of non-gazetted Railway employees, permanent and temporary, as on the 31st March, posts charged to capital being excluded. The Fund shall be credited provisionally on the 1st April each year with an amount equal to the contribution for the previous year, the necessary adjustment being made as soon as the correct amount of the contribution has been determined. The distribution of Rs.35/-amongst different activities will be as under:

(i) General activities viz. Education, recreation, amusement, cultural, relief of distress, sickness and miscellaneous items:-	
(a) Education	Rs.4.75
(b) Recreation other than sports	Rs.2.25
(c) Promotion of Cultural Activities	Rs.0.50
(d) Relief of distress, sickness, etc.	Rs.7.50
(e) Women empowerment activities	Rs.0.50
(f) Miscellaneous	Rs.0.50
(ii) Sports activities	Rs.5.00
(iii) Scouts activities	Rs.3.50
(iv) Recreational facilities to Officers and Supervisory staff	Rs.3.00
(v) Indigenous system of medicine including Homoeopathy	Rs.2.50

(vi) Immediate relief in times of crisis arising out of natural calamities	Rs.3.00
(vii]Training for developing occupational skills of physically/mentally challenged wards especially girls of railway employees	Rs.2.00
Total	**Rs.35.00**

[Authority: Board's letter No. E[W]2007/FU-1/1 dated 18-4-2007]

[3] Note 3 below Rule 805[2] may be substituted as follows:

Based on the overall per capita contribution of Rs.5.00 for sports activities, sports allotments shall continue to be made by the Ministry of Railways in consultation with the Railway Sports Promotion Board, to the Railways/Production Units.

Similarly, allotment of Rs.3.50 for scouting activities will also be made by the Ministry of Railways Rs.3/- per capita allotted for "Immediate relief in times of crisis arising out of natural calamities" will be made from the "SBF Calamity Relief Fund" at the level of the Ministry of Railways. Therefore, allotment for Rs.11.50 will be made centrally by Ministry of Railways [Railway Board]. Augmentation to the SBF by Railways will thus be at the rate of Rs.23.50 per capita [Rs.35.00minus Rs.11.50].

[Authority: Board's letter No. E[W]2007/FU-1/1 dated 18-4-2007 and 19-11-2007]

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SERIAL CIRCULAR NO. 43 /2008

No.P(R)563/VIII Date: 17-04–2008

Copy of Board's letter No. E[Sports]2007/Policy/4[Clarifications] dated 25.03.2008 is published for information, guidance and necessary action. Board's letter dated 30.03.2007 quoted therein was circulated as SC No.55/07.

Copy of Bd's letter No. E[Sports]2007/Policy/4[Clarifications] dated 25.03.2008(RBE No.44/08)

Sub: Out of turn promotion to sportspersons on sports account – clarification regarding.

Ref: Board's policy letter No. E[Sports]2007/Policy/3 dated 30.03.2007 [RBE No. 48/2007]

….

Please refer to Para 9.4 and 9.5 of Board's policy letter mentioned above regarding promotion to sportspersons on out-of-turn basis, within Group-C and from Group-D to Group-C, on sports account.

Ministry of Railways [Railway Board] have decided to **delete Para 9.5.1[ii]** of Board's policy letter dt. 30.03.2007, referred above. Therefore, from the date of issue of this letter, no promotion shall be granted to a sportsperson from Group-D to Group-C, on the basis of only representation of Indian Railways in National Championships on two occasions.

Regarding age limit for granting promotion to sportspersons on out-of-turn basis, within Group-C or from Group-D to Group-C, on sports account, it is clarified that the condition of age limit, **as mentioned in Para 5 is only for recruitment of sportspersons at initial stage, through Talent Scouting and Open Advertisement**. Therefore, if a sportsperson acquire the sports norms as mentioned in Para 9.4 & 9.5 of Board's policy letter dt. 30.03.2007, referred above; he/she will be eligible for considering his/her promotion from Group-D to Group-C or within Group-C, on out-of-turn basis, on sports account.

This also disposes WCRSA's letter No. WCRSA/Out of Turn Promotion/1410/2008 dt. 21.01.2008.

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SERIAL CIRCULAR NO.44 /2008

No.P(R)/473/VII Date: 17-04–2008

Copy of Board's letter No.E[W]2000 PS5-1/24 dated 18-03-2008 is published for information, guidance and necessary action. Board's letter dated 07-08-2000 quoted therein was circulated as SC No.191/2000.

Copy of Bd's letter No. E[W]2000 PS5-1/24 dated 18-03-2008 (RBE No.- /08)

Sub: Issue of Special Passes to retired Railway Officers of Selection Grade and above empanelled as Inquiry Officers – Amendment of Schedule VII of Railway Servants [Pass] Rules, 1986 [Second Edition,1993].

….

In terms of Board's letter of even number dated 07.08.2000, Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] have been amended as per Advance Correction Slip No. 28. This provides for issue of Special Passes in favour of retired Railway Officers of Selection Grade and above who are empanelled as Railway Inquiry Officers in D&AR cases arising out of vigilance investigations to undertake journey either for conduct of Inquiry or for training or any other official purpose in this connection on the authorisation of the SDGM/CVO. It has come to the notice of the Board that some of the Zonal Railways are issuing travel authority to such retired Railway Inquiry Officers and endorsing them as Duty Pass under these rules. The computer at the PRS disallows a ticket against the concession code of Duty Pass as soon as more than 60 years is entered against the age. Since the Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] provide for issue of Special Passes in favour of retired Railway Officers empanelled as Inquiry Officers as provided in the rules amended as per ACS No. 28, it is reiterated that the travel authority should invariably mention "Special Pass" and not Duty Pass with a view to obviate any confusion/harassment to these retired Railway Inquiry Officers.

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SERIAL CIRCULAR NO. 45 /2008

No.P(R)/75/VII Date: 17-04–2008

Copy of Board's letter No.F[E]I/2006/AL-7/5 dated 27.03.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. F[E]I/2006/AL-7/5 dated 27.03.2008 (RBE No.46/08)

Sub: Grant of conveyance allowance to medical officers.

….

One of the Railways has raised a doubt whether Medical Officers provided with official vehicle are eligible for conveyance allowance or not.

2. The matter has been examined in Board's office and it is clarified that Medical Officers being provided with official vehicles/staff cars would not be eligible for monthly Conveyance Allowance. However, if such Medical Officers, who perform 20 domiciliary visits beyond office hours, certify that official vehicle was not provided, Conveyance Allowance may be allowed.

3. This disposes of Central Railway's letter No. AC/EG/Medical/Misc dated 05.10.2006 & 24.01.2008.

***

SERIAL CIRCULAR NO. 46 /2008

No.P(R)/500/XXII Date: 17-04–2008

Copy of Board's letter No.FE[III]/2004/NPS/1 dated 27.03.2008 is published for information, guidance and necessary action. Board's letter dated 14.11.2006 quoted therein was circulated as SC No.201/2006.

Copy of Bd's letter No. FE[III]/2004/NPS/1 dated 27.03.2008 (RBE No.47 /08)

Sub: Applicability of Railway Services [Pension] Rules, 1993 in respect of those put on induction training prior to 1.1.2004 and were in receipt of stipend.

….

A copy of Department of Pension & Pensioners' Welfare [DOP&PW]'s O.M. No. 38/58/06-P&PW[A] dated 5th March, 2008 is forwarded herewith for information and compliance. The orders contained therein apply mutatis mutandis on the Railways. CCS [Pension] Rules, 1972 referred to in the said O.M. corresponds to Railway Services [Pension] Rules, 1993. DOP&PW's O.M. of even number dated 11th October, 2006 quoted in the O.M. was circulated on the Railways vide Board's letter of even number dated 14.11.2006.

Copy of Ministry of Personnel, P.G. & Pensions, Department of Pension & Pensioners' Welfare [DOP&PW]'s O.M. No. 38/58/06-P&PW[A] dated 5th March, 2008

OFFICE MEMORANDUM

Sub: Applicability of CCS [Pension] Rules, 1972 in respect of those put on induction training prior to 1.1.2004 and were in receipt of stipend.

***

The undersigned is directed to state that the existing CCS [Pension] Rules, 1972 are applicable to Government Servants appointed on or before 31st December, 2003. Vide this Department's OM of even No. dated 11th October, 2006, it was clarified that the employees who were put on induction training prior to 1.1.2004 and were paid salary from that date would be covered under CCS[Pension] Rules, 1972.

2. The staff side of the National Council [JCM] has sought further clarification whether the cases of persons who are put on induction training prior to 1.1.2004 but were in receipt of stipend would be covered under the CCS [Pension] Rules, 1972.

3. The matter has been further examined and it is now clarified that the employees who were required to undergo departmental training relating to jobs prior to 1.1.04 before they were put on regular employment and were in receipt of stipend during such training would also be covered under the CCS [Pension] Rules, 1972 provided the period spent on such training was eligible for being counted as qualifying service under the CCS [Pension] Rules, 1972.

SERIAL CIRCULAR NO. 47 /2008

No.P(R)/473/VII Date:17 -04–2008

Copy of Board's letter No.E[W]2007 PS5-6/53 dated 27.03.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[W]2007 PS5-6/53 dated 27.03.2008 (RBE No.48 /08)

Sub: Issue of Passes to Contractors and the Staff working with the Contractors.

….

In terms of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] Passes can be issued in favour of non-Railway persons under certain conditions as laid-down in Schedule VII of the Pass Rules. In case Railway has to issue Passes to non-Railway persons for purposes connected with Railway working, such cases are required to be sent to Board for approval.

2. A case has come to the notice of Board in which a provision for issue of Ist class Card Passes & Cheque Passes to Contractors & Staff working with the Contractors has been incorporated in the contract agreement on one of the Railways, which does not have Board's approval. This has been viewed seriously by Board and it has been decided that facilities of Card Passes & Cheque Passes should not be provided to the Contractors & Staff working with the Contractors with a view to rule out possibility of misuse of such Free Pass facility by non-Railway persons.

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

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SERIAL CIRCULAR NO. 48 /2008

No.P(R)/563/VIII Date:11-04–2008

Copy of Board's letter No.E[NG]II/2008/RR-3/1 dated 01.04.2008 is published for information, guidance and necessary action. Action may be initiated to nominate the Screening Committee to adjudge the suitability for appointment as Gangmen as per the norms laid down therein. This exercise is to be completed within two months of the date of issue of Board's letter i.e. within 31.05.2008 The details of the number of licensed porters as on 26/2/2008, age, community and other relevant data together with the

details of the number of license porters appointed after due process of screening, may be compiled and furnished to SPO/Res & Rect.

Copy of Bd's letter No. E[NG]II/2008/RR-3/1 dated 01.04.2008 (RBE No. 50/08)

Sub: Appointment of licensed porters to the post of Gangmen.

….

Pursuant to the announcement made by Hon'ble Minister for Railways in his Budget Speech for the year 2008-2009 in the Parliament, the matter has been considered by the Ministry of Railways [Railway Board] and it has been decided that as a one time measure, all those licensed porters who are upto the age of 50 years and minimum age of 18 years as on 26.02.2008 may be appointed to the posts of Gangman subject to the fulfillment of following conditions:

i] Only those license porters will be considered for appointment who were possessing a valid license in terms of extant rules as on 26.02.2008 i.e. the date of announcement in Parliament.

ii] Educational qualification may be kept as 'Read and Write'.

iii] The appointment will be subject to surrendering the license and badge and right to be a license porter. No subsequent transfer of license would be allowed.

iv] The license porters should be medically fit for the post of Gangmen.

v] The genuineness and authenticity of every claimant as a license porter for appointment is to be established and authenticated by the Sr.DCM.

vi] The screening for appointment will be done by a Committee of 03 [three] Jr. Scale Officers of Commercial , Personnel and Civil Engineering Department nominated by Divisional Railway Manager. The Screening Committee would adjudge the candidates as per appointment criteria including 'read and write'. The recommendations of the Screening Committee would be approved by DRM. However, their placement will be done within the zonal jurisdiction in which they are working as license porters.

The above exercise should be **completed within two months** from the date of issue of this letter.

***

SERIAL CIRCULAR NO. 49 /2008

No.P(R)/535/VI Date: 17-04–2008

Copy of Board's letter No.E[GP]2005/2/74 dated 13.03.2008 is published for information, guidance and necessary action. Board's letters dated 17.04.1997 and 21.03.2006 quoted therein were circulated as SC Nos.96/1997 and 41/2006, respectively.

Copy of Bd's letter No. E[GP]2005/2/74 dated 13.03.2008 (RBE No. 40/08)

Sub: Promotion from Group 'C' to Group 'B' – Counting of service rendered in old unit for the purpose of determining eligibility for promotion to Group 'B' posts.

….

Instructions have been issued under Board's letter No. E[NG]I-2006/PM1/5 dated 21.03.2006 [RBE No. 34/2006], whereby, in partial modification of instructions issued under Board's letter No. E[NG]I-96/PM4/14 dated 17.04.1997, it has been decided that in case of persons transferred on request basis to a new unit in the same category of posts, and assigned bottom seniority therein, the service rendered by them in the previous unit may be reckoned for determining their eligibility wherever a minimum length of service is prescribed as a condition, for promotion in the new unit, subject to the condition that the length of service which is so allowed to be counted does not exceed the length of service of their immediate senior in the new unit.

2. In this regard, it is hereby clarified that the above instructions are applicable for reckoning the minimum qualifying service of Group 'C' employees, in case of own request transfer to a new

unit in the same category of posts, for determining their eligibility for promotion to Group 'B' posts also.

SERIAL CIRCULAR NO. 50 /2008

No.P(R)/66/NDA/IV Date: 28-04–2008

Copy of Board's letter No. E[P&A]II-2008/HW-1 dated 07.04.2008 is published for information, guidance and necessary action. Board's letters dated 03.10.2007 and 19.03.2008 quoted therein were circulated as SC Nos. 140/07 and 32/08, respectively.

Copy of Bd's letter No. E[P&A]II-2008/HW-1 dated 07.04.2008 (RBE No. 52/08)

Sub: Rates of Night Duty Allowance w.e.f. 01-01-2008.

….

Consequent to sanction of an additional instalment of Dearness Allowance vide this Ministry's letter No. PC-V/97/I/7/14 dated 19-03-2008, the President is pleased to decide that the rates of Night Duty Allowance, as notified vide Annexures 'A' and 'B' of Board's letter No. E[P&A]II-2007/HW-1 dated 03-10-2007 stand revised with effect from 01.01.2008 as indicated at **Annexure 'A'** in respect of 'Continuous', 'Intensive', 'Excluded', categories and workshop employees, and as indicated at **Annexure 'B'** in respect of 'Essentially Intermittent' categories respectively.

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

ANNEXURE 'A'

Rates of Night Duty Allowance with effect from 1.1.2008 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.

S.No.	Pay slabs in Vth Pay Commission's scales	A-1	A	B-1	B-2	Ordinary localities including 'C' class cities
1	2550 - 2605	27.00	26.90	26.75	26.60	26.45
2	2606 - 2790	28.25	28.10	27.95	27.85	27.65
3	2791 -3230	31.80	31.60	31.35	31.20	30.90
4	3231 - 3440	35.15	34.90	34.70	34.50	34.20
5	3441 - 4125	39.75	39.50	39.25	39.10	38.80
6	4126 - 4270	44.45	44.15	43.90	43.60	43.05
7	4271 - 4480	46.25	46.00	45.70	45.45	44.90
8	4481 - 4630	48.10	47.85	47.55	47.30	46.75
9	4631 - 4870	50.15	49.85	49.55	49.30	48.75
10	4871 - 5165	52.85	52.60	52.30	52.00	51.45
11	5166 - 5465	55.90	55.65	55.35	55.10	54.50
12	5466 - 6210	61.25	61.00	60.70	60.45	59.85
13	6211 - 6655	67.40	67.10	66.80	66.55	66.00
14	6656 - 6955	71.20	70.90	70.65	70.35	69.80
15	6956 - 7850 & above	77.30	77.05	76.75	76.50	75.95

ANNEXURE 'B'

Rates of Night Duty Allowance with effect from 1.1.2008 for Essentially Intermittent categories at the various places classified as 'A-1', 'A', B-1, B-2, and Ordinary localities including 'C' Class Cities.

S.No.	Pay slabs in Vth	A-1	A	B-1	B-2	Ordinary localities

	Pay Commission's scales					including 'C' class cities
1	2550-2605	18.00	17.95	17.85	17.75	17.65
2	2606-2790	18.85	18.75	18.65	18.55	18.45
3	2791-3230	21.20	21.05	20.90	20.80	20.60
4	3231-344 0	23.45	23.25	23.15	23.00	22.80
5	3441-4125	26.50	26.35	26.15	26.05	25.85
6	4126-4270	29.65	29.45	29.25	29.05	28.70
7	4271-4480	30.85	30.65	30.45	30.30	29.95
8	4481-4630	32.05	31.90	31.70	31.55	31.15
9	4631-4870	33.45	33.25	33.05	32.85	32.50
10	4871-5165	35.25	35.05	34.85	34.65	34.30
11	5166-5465	37.25	37.10	36.90	36.75	36.35
12	5466-6210	40.85	40.65	40.45	40.30	39.90
13	6211-6655	44.95	44.75	44.55	44.35	44.00
14	6656-6955	47.45	47.25	47.10	46.90	46.55
15	6956-7850 & above	51.55	51.35	51.15	51.00	50.65

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SERIAL CIRCULAR NO. 51 /2008

No.P(R)/219 Date:28 -04–2008

Copy of Board's letter No.F[E]II/2008/DE1/1 dated 04.04.2008 is published for information, guidance and necessary action. Board's letter dated 05.12.1994 quoted therein was circulated as SC No.21/95.

Copy of Bd's letter No. F[E]II/2008/DE1/1 dated 04.04.2008 (RBE No. 51 /08)

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

….

In continuation of Board's letter No. F[E]II/94/DE1/1 dated 05.12.1994, a copy of Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training's Office Memorandum No. 6/7/2003-Estt [PayII] dated 7th January, 2008 on the above subject, along with copies of DOP&T's Office Memorandum dated 20th June 2006 and 29th November, 2006 mentioned therein, is sent herewith for information and guidance. These orders will apply mutatis-mutandis to Railway employees also.

Copy of Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training's Office Memorandum No. 6/7/2003-Estt [PayII] dated 7th January, 2008

OFFICE MEMORANDUM

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

***

Reference is invited to this Department's OM No. 2/29/91-Estt. [Pay II] dated 5th January, 1994 which lays down the guidelines relating to deputation of Central Government Employees to ex-cadre posts under Central/State Governments and on Foreign Service to Central/State PSUs/Autonomous Bodies.

2. Para 8.4 of this O.M. lays down that in cases where extension is beyond the fifth year or second year in excess of the period prescribed in the Recruitment Rules, the same would be allowed only after obtaining the approval of the Department of Personnel and Training, whether Central Government is the lending organization or the borrowing organization.

3. It has now been decided to delegate the powers for extending the deputation in respect of Group 'C' & 'D' officials beyond the fifth year or second year in excess of the period prescribed in the Recruitment Rules of the ex-cadre posts to the Borrowing Authorities /Administrative Ministries /Departments. In such cases, the Competent Authority for granting approval for extending the deputation period would be the Secretary of the Borrowing Authority / Administrative Department for the 4th year or the first year beyond the normal period prescribed the Recruitment Rules and the Minister in charge thereafter. However, while considering the extension, all other conditions laid down in this Department's O.M. dated 5th January, 1994, as amended from time to time, may be taken into consideration and the following may specifically be examined:

[i] Whether the procedure for granting extension has been followed viz., whether the individual's consent and the prior approval of the lending authority has been obtained.

[ii] Whether the officer has been given pro-forma promotion under NBR during the period of deputation.

[iii] If the scale of the parent cadre post has become higher after grant of pro-forma promotion, whether the pay has been regulated in terms of Para 8.7 and 8.8 of the O.M. dated 05.01.94 read with O.M. dated 20th June, 2006.

[iv] Whether the initial appointment on deputation itself was from a higher scale to a lower scale [which is not permissible as per the guidelines] and if so whether the approval of the competent authority has been obtained for such an appointment.

[v] In cases of overstay on deputation, the cases may be examined in terms of the provisions laid down in DOP&T's O.M. No. AB.14017/30/2006-Estt.[RR] dated 29th November, 2006.

If any of the conditions are not fulfilled, the proposal may be sent to the Department of Personnel & Training for consideration.

4. These orders will take effect from the date of issue. Insofar as the persons serving in the Indian Audit & Accounts Department are concerned, these orders will apply for deputation outside Indian Audit & Accounts Department. Deputations within Indian Audit & Accounts Department will be regulated as per orders issued by the office of the Comptroller & Auditor General of India.

Copy of Ministry of Personnel, Public Grievances and Pensions, DOP&T's O.M. No. 2/29/91-Estt. Pay II dated 20th June, 2006.

OFFICE MEMORANDUM

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

***

Reference is invited to this Department's OM of even number dated 5th January, 1994 which lays down the guidelines relating to deputation of Central Government employees to ex-cadre posts under Central /State Governments and on Foreign Service to Central/State/PSUs/Autonomous Bodies.

Para 8.8 of this OM lays down that if during the period of deputation, on account of pro-forma promotion in the parent cadre under the Next Below Rule, the employee becomes entitled to a scale of pay higher than the scale of pay attached to the ex-cadre post, he may be allowed to complete the normal tenure of deputation, subject to the provisions laid down in Para 8.7 but no further extension of the period of deputation should be allowed in such cases.

The proposal for incorporating a provision for making the officers on deputation eligible for the benefit of pro-forma promotion if it becomes due to them while they are in the extended period of deputation, has been under consideration of the Government. It has now been decided that if an officer becomes due for pro-forma promotion in his parent cadre while in the extended period of deputation, he may be allowed the benefit of pro-forma promotion and complete the extended tenure already sanctioned but may not be given any further extension in the deputation period.

Accordingly, Para 8.8 of OM dated 5.1.94 is amended to read as under:

"8.8. If during the period of deputation, on account of pro-forma promotion in the parent cadre under the Next Below Rule, the employee becomes entitled to a scale of pay higher than the scale of pay attached to the ex-cadre post, he may be allowed to complete the normal/extended tenure of deputation already sanctioned, subject to 8.7 above but no further extension of the period of deputation should be allowed in such cases."

Insofar as the persons serving in the Indian Audit & Accounts Department are concerned, these orders are being issued after consultation with the Comptroller & Auditor General of India.

Copy of Ministry of Personnel, Public Grievances and Pensions, DOP&T's O.M. No. AB.14017/30/2006-Estt.[RR] dated 29th November, 2006.

OFFICE MEMORANDUM

Sub: Implications of overstay while on deputation.

**

It has been brought to the notice of the Government that even though the terms and conditions of deputation issued by the various Ministries/Departments/Offices specify the period of deputation, there have been a number of cases of overstay without the approval of the competent authority. A number of proposals for regularization of such overstay are also being received for approval by the Competent Authority. It is necessary to ensure that there is no laxity on the part of the controlling authorities in relieving the deputationist and the deputationist should not go by the presumption that he needs to join his parent cadre only after being formally relieved by the borrowing department. It has, therefore, been decided that in future all cases of deputation shall be regulated by the following conditions viz.,

[i] The terms and conditions of deputation shall clearly lay down not only period of deputation as per the Recruitment Rules for the post or as approved by the competent authority but also the date of relieving of the deputationist. No further orders for relieving the officer will be necessary.

[ii] The deputationist officer including those who are presently on deputation would be deemed to have been relieved on the date of expiry of the deputation period unless the competent authority has with requisite approvals, extended the period of deputation, in writing, prior to the date of its expiry. It will be responsibility of the immediate superior officer to ensure that the deputationist

does not overstay. In cases where officers are on deputation on the date of issue of these orders and the normal tenures are getting over in a period of six months, the concerned officers / Organisations may be allowed an extension of not more than one month on a case to case basis with the approval of the DOPT.

[iii] That in the event of the officer overstaying for any reason whatsoever, he is liable to disciplinary action and other adverse Civil / Service consequences which would include that the period of unauthorized overstay shall not count against service for the purpose of pension and that any increment due during the period of unauthorized overstay shall be deferred, with cumulative effect, till the date on which the officer rejoins his parent cadre.

2. Written consent of the officer concerned shall be taken to the terms and conditions of deputation [inclusive of the conditions in para 1 ibid] before the deputation orders are issued. The contents of these instructions will be conveyed to all officers presently on deputation for information / compliance.

3. These instructions will apply to all deputationists including State Government Officers/ All India Services officers joining Central Government posts on deputation and to officers proceeding on deputation to State Government / autonomous & statutory institutions /Foreign Bodies, etc.

4. If the borrowing Organisations would like a relaxation from these terms, they should obtain approval of DOPT to it, prior to the start of deputation.

SERIAL CIRCULAR NO.52 /2008

No.P(R)/500/XXII Date: 30-04–2008

Copy of Board's letter No.F[E]III/2005/PN1/23 dated 26.03.2008 is published for information, guidance and necessary action. Board's letters dated 18.08.1998 and 20.09.2007 quoted therein were circulated as SC Nos.234/98 and 132/07, respectively.

Copy of Bd's letter No. F[E]III/2005/PN1/23 dated 26.03.2008 (RBE No.45/08)

Sub: Demand of Govt. servants who opted for lumpsum on their absorption in PSUs/CABs for release of balance pension and DR and during pre-restoration period and beyond – clarification regarding.

….

A copy of Department of Pension & Pensioner's Welfare [DOP&PW]'s O.M. No. 4/4/2008-P&PW[D] dated 20.02.2008 on the above subject, is forwarded herewith for information and guidance. DOP&PW's O.M. Nos. 4/79/2006-P&PW[D] dated 06.09.2007 and 4/59/97 – P&PW[D] dated 14.07.1998 quoted in the O.M. were circulated on the Railways vide Board's letter of even numbers dated 20.09.2007 and F[E]III/96/PN 1/9 dated 18.08.1998, respectively.

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Copy of Minstry of Personnel, Public Grievances & Pensions, Department of Pension & Pensioner's Welfare [DOP&PW]'s O.M. No. 4/4/2008-P&PW[D] dated 20.02.2008

OFFICE MEMORANDUM

Sub: Demand of Govt. servants who opted for lumpsum on their absorption in PSUs/CABs for release of balance pension and DR and during/ pre-restoration period and beyond – clarification regarding.

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This Department has received representations on the above noted subject. In this regard, the undersigned is directed to state that the Government has issued instructions on restoration of 1/3rd commuted portion of pension in respect of Government servants who had drawn lump sum payment on absorption in public sector undertaking / autonomous bodies implementing the Andhra Pradesh High Court judgement dated 24.12.03 in Writ Petition No. 8532 of 2003 followed by the Supreme Court judgement dated 29.11.2006 in Civil Appeal No. 5269 of 2006 arising out of SLP Nos. 21647-648 of 2005 and the Supreme Court judgement dated 24.07.2007 in Review Petition No. 643/07 vide O.M. No. 4/79/2006-P&PW[D] dated 6.09.2007 in consultation with the Ministry of Law & Justice and Ministry of Finance [Department of Expenditure]. It is clarified that this OM dated 6.9.2007 has been issued strictly in compliance of the direction of the Hon'ble Supreme Court vide operative part of judgement which

has been reproduced in para 2 thereof before explaining modalities of implementation in para 3 of the above said OM.

2. Attention is drawn to the following para in Hon'ble Supreme Court's judgement dated 26.4.2000 in Apeal No. 4 in W.P.[C] No. 11855/85; WP No. [C] 345/1999 and WP No. 567/1995 in P.V. Sundara Rajan and another Vs. Union of India and Others:-

" The parity claimed by Lt.Col. Malhotra and other absorbees who had commuted 100% pension, in our view is entirely misplaced. The contention that what is commuted or given up is an amount and not the right to receive pension or right to receive post-commutation revision and attendant benefits including dearness relief on the gross entitled pension on the dates they were granted to other Government pensioners is only illusory. The decision in the case of State of Tamil Nadu and Ors. vs. V.S. Balakrishnan and Ors. [1994] Suppl. 3 [SCC 204] on which reliance was placed by Mr. Gopal Subramanium, Senior Advocate, has no applicability to the point in issue. Those who commuted 100% pension continue to remain non-pensioners till their pension is restored. In Welfare Association Case [supra], persons who commuted the full pension and who will not be given any monthly pension by deeming monthly pension to have been reduced to nil has been treated as a separate category. Those who commute 100% pension are not entitled to the benefit of dearness relief on full pension or other benefits as claimed herein. We also do not find any discrimination insofar as this class is concerned."

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

4. It is further clarified that pension of absorbees in question will have to be restored in accordance with the provision contained in this Department's O.M. No. 4/79/2006-P&PW[D] dated 6.9.2007 read with O.M. No. 4/59/97-P&PW[D] dated 14.7.98.

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SERIAL CIRCULAR NO. 53 /2008

No.P(R)/436/IREC-I/IV Date: 30-04–2008

Copy of Board's letter No.E[D&A]2007 GS1-1 dated 28.03.08 together with this Railway's letter No. P[R]436/IREC/IV dated 24.12.2007 is published for information, guidance and necessary action. Board's letters dated 24.10.80 and 26.10.07 quoted therein were circulated as SC Nos.44/86 and 149/07, respectively.

Copy of Bd's letter No. E[D&A]2007 GS1-1 dated 28.03.08 (RBE No. 49/08)

Sub: Incorporation of Railway Ministry's Decision No. 11 below Rule 18 of Railway Services [Conduct] Rules, 1966-equivalent to pay of Rs.900/- mentioned therein in the Vth CPC scales of pay – clarification reg.

….

Attention of the Railways is invited to ACS No. 104 issued under Board's letter of even number dated 26.10.2007 incorporating provisions contained in Board's letter No. E[D&A]78 GS1-14 dated 24.10.80 as " Railway Ministry's Decision NO.11" below Rule 18 of Railway Services [Conduct] Rules, 1966. The relevant provisions stipulates that besides Group A and Group B Railway servants, Supervisory Staff of Group C [Class III] on railways who are working in scales of pay the maximum of which is Rs.900/- and above, should also submit an annual return regarding their immovable property.

2. A doubt has been expressed as to what pay is to be taken as equivalent to the aforesaid pay of Rs.900/-, in the Vth CPC scales of pay. It is clarified that the pay of Rs.900/- mentioned in Board's letter dated 24.10.80 equates to the pay of Rs.9000/- [Rupees Nine Thousand] as per the normal replacement scales under the Vth Central Pay Commission. Thus, in terms of Railway Board's letter dated 24.10.80 referred to above, Supervisory staff of Group C [Class-III] on railways who are working in scales of pay the maximum of which is Rs.9000/- [Rupees Nine Thousand] or above are also required to submit an annual return of their immovable property.

[This also disposes of South Central Railway's letter No. P[R]436/IREC/IV dated 24.12.2007]

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Copy of this Railway's letter No. P[R]436/IREC/IV dated 24.12.2007

Sub: Submission of annual return regarding the immovable property inherited by non-gazetted employees.

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Railway Ministry's decision No. 11 below Rule 18 of Railway Services [Conduct] Rules, 1966 communicated under Board's letter No. E[D&A]2007/GS1-1 dated 26.10.2007 [RBE No. 135/07] stipulates that Supervisory staff of Group 'C' [Class-III] on railways working in scales of pay the maximum of which is Rs.900/- and above, should also submit an annual return regarding the immovable property inherited by him, or owned or acquired by him, or held by him on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other person. The return should be submitted within three months of his first appointment in the grade and thereafter in the month of January every year.

A doubt has now arisen as to what pay is to be taken as equivalent to Rs.900/- in V CPC scales of pay.

This Railway is of the opinion that Supervisory staff of Group 'C' on Railways working in scales of pay the maximum of which is Rs.10,500 [RSRP] and above are required to submit annual return in terms of Railway Ministry's decision No.11 below Rule 18.

Board are requested to examine the issue and confirm the presumption of this Railway.

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SERIAL CIRCULAR NO. 54 /2008

No.P(R)/535/VI Date: 29-04–2008

Copy of Board's letter No. E[NG]I-2005/PM1/20 dated 25.08.2005 [translated from Hindi version] addressed to Chairman RRB/ Bhopal together with the Chairman/RRB/Bhopal's letter [translated from Hindi] is published for information, guidance and necessary action. Board's letter dated 17.06.2005 quoted therein was circulated as SC No.107/05.

Copy of Bd's letter No. E[NG]I-2005/PM1/20 dated 25.08.2005 addressed to Chairman RRB/Bhopal and copied to GM's all Indian Railways

Sub: Introduction of 20% LDCE quota in the categories of OS-II in scale Rs.5500-9000 and Personnel Inspector in scale Rs.6500-10500-clarification.

….

Kindly refer to Chairman, Railway Recruitment Board, Bhopal's letter No. RRB/Bhopal/Railway Board/87-C dated 06.07.2005 on the subject cited above.

2. Clarifications sought pertaining to various items mentioned in the above letter appear to be unnecessary. At present the item-wise position is as under:

[i] So far as item No. 1 is concerned, the eligibility of the employees to include them for the examination should be examined by the concerned Railways. At present, it is confirmed that if a Jr. Clerk has completed seven years of service in the Grade Rs.3050-4590 and is a Graduate, then he will be eligible to be included for the examination.

[ii] There is no age limitation for his inclusion in the examination.

[iii] So far as item 3 is concerned, it is clarified that since the final panel has to be issued by the Railway Recruitment Board, the evaluation has to be done as per the extant procedure.

[iv] So far as the issues raised at item No. 4 & 5 are concerned, the Question papers will be prepared keeping in view the RRB's syllabus. The Question paper will comprise of descriptive and objective type of questions and questions on Rajbhasha also should be included. The descriptive and objective type of questions should be in the ratio of approximately 75:25 [on the basis of the

marks]. The negative marking evaluation on the objective type of questions will be done as per the rules of RRB.

[v] The decision on the issue raised at item No. 6 should be taken by the RRB itself.

[vi] In regard to item No. 7 it is clarified that as per the extant directives there is provision to impart pre-training to SC/ST candidates for their promotion in safety categories only.

[vii] So far as items No. 8 and 9 are concerned, it is clarified that in order to secure a place in the panel, it is mandatory for the candidates belonging to general category to obtain 60% in each category of the written examination and in grand total separately.

According to the general relaxations given, candidates belonging to SC/ST should obtain 50% marks in each category in the written examination and in grand total separately for passing this examination.

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Copy of CM/RRB/Bhopal's letter No. RRB/Bhopal/Railway Board/87-C addressed to the Railway Board.

Sub: Introduction of 20% LDCE [GDCE] quota in the categories of OS-II in scale Rs.5500-9000 and Personnel Inspector in scale Rs.6500-10500.

Ref: Your letter No. E[NG]I/2005/PM1/20 dated 17.06.2005.

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As per your letter cited above, it was proposed to conduct the above selection by RRB. Hence kindly arrange to provide directions in regard to the following points so as to conduct the selection without any doubts so that transparency could be maintained:

[i] Under 3[i], it is not clear that after how much of period of service rendered under a specific post & scale the candidate becomes eligible. For example, the employees completing 07 years of service in the Jr. Clerk grade of Rs.3050-4590 [RS] only are eligible or not?

[ii] What will be the age limit of the applicant along with the service period?

[iii] Under 3[ii], 15% weightage on the basis of service records is determined by whom? Whether service has to be taken into account from the concerned Zonal Railways / Production Units in the form of information chart on the basis of Service Records and whether any evaluation Committee would recommend for this determination or whether chart is received directly? Or whether evaluation is done by the Railway Recruitment Board? Kindly furnish the clear procedure and directions.

[iv] Whether the question paper given under 3[iii] is objective type or narrative type? Whether Rajbhasha question is included or not as per the policy laid down for departmental examinations?

[v] Under 3[iii] during the evaluation of the question paper, negative marking is done as per the policy of RRB or not?

[vi] What is the procedure laid down for the preparation of the Question paper?

[vii] Whether declaration of pre-training that is given to the employees of reserved categories regularly of Zonal Railways / Production Units should be taken by the RRB before the conduct of the examination.

[viii] Under 3[iv] the tips related to securing less than 60% of average marks of general relaxation given to SC/ST employees may be described clearly.

[ix] Under 3[ii], 60% marks should be secured separately by the employees at 85% and 15% and securing 60% is compulsory out of the total marks.

Kindly furnish proper guidelines on the above items.

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SERIAL CIRCULAR NO.55 /2008

No.P(R)/554/VII Date:30-04–2008

Copy of Board's letter No.E[G]2007 RN5-3 dated 16.4.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[G]2007 RN5-3 dated 16.4.2008 (RBE No.55 /08)

Sub: Allotment of Railway accommodation at the place of posting to Railway employees on deputation to Rail Land Development Authority [RLDA]

….

In accordance with the Para 11[2] of Rail Land Development Authority [Pay & Allowance, terms & conditions of service of Members, Officers & other Railway employees] Rules, 2007, published in the Gazette of India Extraordinary Part II-Section-3-Sub-Section[i] dated 04.01.07, Railway employees on deputation to the Rail Land Development Authority [RLDA] who do not have Railway accommodation shall be eligible to get Railway accommodation from the concerned Railway Administration at their place of posting. As clarified in the gazette notification, ibid, Railway Administration for this purpose shall be Railway Board, for posting at Delhi and concerned Division or Zonal Railway Head Quarter at other places.

The above provision of allotment would be valid only till Rail Land Development Authority [RLDA] completes the construction of its own quarters, which may be ascertained on yearly basis by the accommodation /quarter allotting authorities from RLDA directly.

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

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SERIAL CIRCULAR NO. 56 /2008

No.P(R)/227/XV Date:30-04–2008

Copy of Board's letter No.E[D&A]2003 RG6-35 dated 21.04.2008 is published for information, guidance and necessary action. Board's letters dated 28.6.96 and 02.02.98 quoted therein were circulated as SC Nos.128/96 and 54/98, respectively. Copy of Board's confidential letter dated 30.09.2003 quoted therein is also enclosed for information.

Copy of Bd's letter No. E[D&A]2003 RG6-35 dated 21.04.2008 (RBE No.56 /08)

Sub: Communication of Government's Displeasure to Retired Railway servants reg.

….

Attention of the Railways is invited to Board's letter of even number dated 30.09.2003 on the above subject. It was informed that the instructions contained in Board's letters No. E[D&A]95 RG6-32 dated 28.6.96 and 2.2.98 authorising communication of Government's Displeasure to the retired railway servants has been quashed by CAT, Principal Bench, New Delhi, against which Writ Petition is being filed. It was also advised that in these circumstances Government's Displeasure, may not be communicated to the retired railway servants in terms of above instructions, till further orders.

2. A Writ Petition had been filed against the aforesaid orders of Hon'ble CAT, Principal Bench, New Delhi. However, the same has since been withdrawn. Hon'ble CAT, Principal Bench, New Delhi's aforesaid order has thereby attained finality. Since the instructions dated 28.6.96 and 2.2.98 referred to in Para 1 of the above stand quashed , Government's Displeasure should not be communicated to the retired railway servant.

Copy of Board's Confidential letter No. E[D&A]2003/RG6-35 dated 30.09.2003

Sub: Communication of Government's Displeasure to retired Railway servants..

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Attention is invited to Board's letters No. E[D&A]95 RG6-32 dated 28.6.96 and 2.2.98 on the above subject. In terms of these letters, 'Government's Displeasure' can also be communicated to Railway servants who have retired from service. A schedule of authorities who would be competent to communicate 'Government's Displeasure' to retired railway servants was also issued.

Recently in a case, CAT/Principal Bench have quashed the above instructions. Necessary action is being taken to file a Writ Petition against the order of the Hon'ble Tribunal and also to obtain a stay against the same.

In the meanwhile, 'Government's Displeasure' may not be communicated to any Railway servant in terms of instructions of 28.6.1996 and 2.2.1998 referred to above, till further orders.

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SERIAL CIRCULAR NO. 57/2008

No.P(R)/473/VII Date:30 -04–2008

Copy of Board's letter No.E[W]2008/PS 5-6/8 dated 09.04.2008 is published for information, guidance and necessary action. Board's letters dated 23.02.96, 04.07.96, 25.02.2003 and 06.10.2004 quoted therein were circulated as SC Nos. 69/96, 98/96, 56/03 and 189/04, respectively.

Copy of Bd's letter No. E[W]2008/PS 5-6/8 dated 09.04.2008 (RBE No.54 /08)

Sub: Complimentary Card Passes issued to Defence Personnel recipients of Ashok Chakra – validity in Rajdhani/Shatabdi/ Jan Shatabdi Express trains.

Ref: Railway Board's letters No. E[W]96/PS5-6/22 dated 23.02.96 and 04.07.96, No. E[W]2002/PS5-6/99 dated 25.02.2003 and E[W]2004/PS5-6/55 dated 06.10.2004.

….

Instructions were issued vide Railway Board's letters dated 23.02.96 and 04.07.96 referred to above, for grant of First Class/2nd AC Complimentary Card Passes to Defence personnel recipients of Gallantry awards of Chakra Series and widows of posthumous Gallantry awardees of Chakra Series viz., Param Vir Chakra, Maha Vir Chakra, Vir Chakra, Ashok Chakra, Kirti Chakra and Shourya Chakra, alongwith a companion, available for travel from any Railway Station to any Railway Station on Indian Railways [except Metro Railway/Kolkata] by any train except Rajdhani and Shatabdi Express trains. Subsequently, in terms of instructions contained in Board's letter dated 25.02.2003, the Complimentary Card Passes issued to recipients and widows of posthumous awardees of Param Vir Chakra, Maha Vir Chakra and Vir Chakra were made valid for travel in AC 2 tier /AC 3 tier of Rajdhani Express and Chair Car [CC] of Shatabdi / Jan Shatabdi Express trains. As a further decision, as conveyed under Board's letter dated 6.10.2004, the facility of Complimentary Card Pass was extended to widows of the recipient of Gallantry award on the death of the awardees.

2. Ministry of Railways have now decided to extend the facility of travel by Rajdhani / Shatabdi / Jan Shatabdi trains to recipients of Ashok Chakra, as is available to recipients of Param Vir Chakra, Maha Vir Chakra and Vir Chakra. Accordingly, Defence personnel recipients of Ashok Chakra, their widows and widows of posthumous awardees of Ashok Chakra, as stated above, shall henceforth be issued 1st Class / 2nd AC Complimentary Card Pass valid for travel in 2nd AC /3rd AC of Rajdhani Express and Chair Car [CC] of Shatabdi / Jan Shatabdi Express trains, along with a companion in same class. It has been accordingly decided that the Card Passes presently issued to Ashok Chakra awardees should be withdrawn and they may now be issued Complimentary Card Pass meant for recipients of Param Vir Chakra, Maha Vir Chakra and Vir Chakra [i.e. Orange Cover hard bound Card Pass with three Golden Stripes across the face of the Card Pass below the national emblem] with following stamped on the inside of the Card Pass:

" Category – Ashok Chakra".

3. The existing Card pass being issued to Ashok Chakra awardees [i.e. Card Pass common for Ashok Chakra/Kirti Chakra/Shourya Chakra] shall now onwards be used only for recipients of Kirti Chakra and Shourya Chakra and following should be stamped on inside of these passes for the time being till new set of Card Passes get printed:

" Excluding Ashok Chakra awardees".

4. Other conditions governing issue of Complimentary Card Passes to recipients of Gallantry awards shall remain same.

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

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SERIAL CIRCULAR NO.58/2008

No.P(PC)487/V/97/DA Date:30.04.2008

A copy of Board's letter No.PC-V/97/1/9/6 dated 08.04.2008 is published for information, guidance and necessary action. Board's letter dated 15.11.2006 quoted therein was circulated under S.C.No.203/2006

Copy of Board's letter No. PC-V/97/1/9/6 dated 08.04.2008 (RBE No.53/2008)

Sub: Grant of Dearness Relief to Railway Pensioners/Family Pensioner – revised rates effective from 01.01.2008.

A copy of Office Memorandum No.42/2/2008-P&PW(G) dated 19.03.2008 of Ministry of Personnel, Public Grievances & 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.

2. In pursuance of the enhanced rates of ex-gratia to the surviving SRPF(C) retirees issued vide Board's letter No.F(E) III/98/PNI/Ex. Gr./3 dated 15.11.2006, para 4 of the DOP&PW's O.M. enclosed herewith may be read as under:

The surviving Group 'A', 'B', 'C' and 'D' SRPF (Contributory) beneficiaries who had retired from service during the period from 1.4.1957 to 31.12.1985 and have been sanctioned enhanced slab-wise ex-gratia @ Rs.3000/-, Rs.1000/-, Rs.750/- and Rs.650/- per month respectively w.e.f. 1.11.2006, in lieu of uniform rate of Rs.600/- pm are entitled to Dearness Relief @ 47% with effect from 01.01.2008.

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

Sl.No.	Para No.	No. & Date of Deptt. of Pension & Pensioners' Welfare's O.M.	No. & Date of corresponding orders issued by Railway Board
1.	1	42/2/2007-P&PW(G) dtd. 18.09.2007	PC-V/97/I/9/6 dtd.15.10.2007 (RBE No.130/2007, S.No.PC-V/492)
2.	2	23/1/97-P&PW(B) dt.23.2.98	N.A.
3.	3	4/59/97-P&PW(D) dt.14.7.98 4/29/99-P&PW(D) dt.12.7.2000	F(E)III/96/PN1/9 dt.18.8.98 F(E)III/96/PN1/9 dt.2.8.2000 RBE No.138/2K
4.	4 & 5	45/52/97-P&PW(E) dt.16.12.97	(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.	7	45/73/97-P&PW(G) dt.2.7.99	F(E)III/99/PN1/21 dt.5.8.99

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

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Copy of O.M.No.42/2/2008 – P&PW(G) dt.19.03.2008 issued by the Ministry of Personnel, Public Grievances and Pensions, Department of Pension and Pensioners' Welfare

Subject: Grant of dearness relief to Central Government pensioners/family pensioners – Revised rate effective from 01.01.2008.

The undersigned is directed to refer to this Department's OM No.42/2/2007-P&PW(G) dated 18.09.2007 sanctioning the instalment of Dearness Relief (DR) admissible from 01.07.2007 and to say that the President is pleased to decide that DR shall be paid to the Central Government

Pensioners/Family Pensioners to compensate them for the rise in cost of living at the rate of 47% w.e.f. 01.01.2008 in supersession of the rate mentioned in the OM dated 18.09.2007 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 Service Estimates, (iii) All India Service pensioners (iv)Railway Pensioners and (v) The Burma Civilian pensioners/family pensioners and pensioners/families of displaced Government pensioners from Pakistan, who are Indian Nationals but receiving pension on behalf of Government of Pakistan, who are in receipt of adhoc ex-gratia allowance of Rs.1275/- pm in terms of this Department's OM No.23/1/97-P&PW(B) dated 23.02.1998.

3. Central Government Employees who had drawn lumpsum amount on absorption in a PSU/Autonomous body and have become eligible to restoration of 1/3rd commuted portion of pension as well as revision of the restored amount in terms of this department's OM No.4/59/97-P&PW(D) dated 14.07.1998 will also be entitled to the payment of DR @ 47% w.e.f. 01.01.2008 on full pension i.e., the revised pension which the absorbed employee would have received on the date of restoration had he not drawn lumpsum payment on absorption and Dearness Pension subject to fulfillment of the conditions laid down in para 5 of the O.M. dated 14.07.98. In this connection, instructions contained in this Dept.'s O.M.No.4/29/99-P&PW(D) dated 12.07.2000 O.M. No.4/31/2000-P&PW(D) dated 16.01.2001 and O.M. No.4/79/2006-P&PW(D) dated 06.09.2007 refers.

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 01.11.1997 under this Department' O.M.No.45/52/97-P&PW(E) dated 16.12.1997 are entitled to Dearness Relief @ 47% w.e.f. 01.01.2008.

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 @ 39% w.e.f. 01.01.2008.

(i) The widows and dependent children of the deceased CPF beneficiary who had retired from service prior to 01.01.1986 or who had died while in service prior to 01.01.1986 and are in receipt of Ex-gratia payment of Rs.605/- p.m.

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

6. Payment of DR involving a fraction of a rupee shall be rounded off to the next higher rupee.

7. Other provisions governing grant of DR in respect of employed family pensioners and re-employed Central Government Pensioners will be regulated in accordance with the provisions contained in this Department's O.M.No.45/73/97-P&PW(G) dated 02.07.1999. 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 nationalized banks, etc. to calculate the quantum of DR payable in each individual case.

10. The offices of Accountant General and Authorised Public Sector Banks are requested to arrange payment of relief to pensioner etc. on the basis of above instructions without waiting for any further instructions from the Comptroller and Auditor General of India and the Reserve Bank of India in view of letter No.528-TA, II/34-80-II dated 23/04/1981 of the Comptroller and Auditor General of India addressed to all Accountant Generals and Reserve Bank of India Circular No.GANB No.2958/GA-64 (ii) (CGL)/81 dated the 21st May, 1981 addressed to State Bank of India and its subsidiaries and all Nationalised Banks.

11. In their application to the pensioners/family pensioners belonging to Indian Audit and Accounts Department these orders issue in consultation with the C&AG.

12. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide their U.O. No.1(4)/EV/2004 dated 19.03.2008.

SERIAL CIRCULAR NO. 59 /2008

No.P(R)/227/XV Date: 16-05–2008

Copy of Board's letter No.E[D&A]2008 RG6-11 dated 21.4.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[D&A]2008 RG6-11 dated 21.4.2008 (RBE No.57 /08)

Sub: Penalty of reduction to a lower time scale of pay, grade, post or service-imposition on permanent basis reg.

….

A copy of Department of Personnel and Training's O.M. No. 11012/2/2005-Estt.[A] dated 14.5.2007 on the above subject is sent herewith. The contents of the O.M. may please be brought to the notice of all concerned on your Railway for their information and guidance. Provisions of MHA's O.M.s of 10.10.62 and 07.06.64 mentioned in Para 5 of the O.M. dated 14.5.2007 have been issued on the Railways under Board's letter No. E[D&A]62 RG6-46 dated 30.07.64 [copy enclosed]. Though Clause [vi] of Rule 11 of the CCS [CCA] Rules, 1965 pertaining to the penalty of reduction to lower grade/ post brought out in Para 1 of O.M. dated 14.5.2007 is slightly differently worded compared to the provisions in Clause [vi] of Rule 6 of RS[D&A] Rules, 1968, there is no material difference between these rules in respect of the said penalty.

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Copy of Ministry of Personnel, Public Grievances and Pensions [Department of Personnel and Training]'s O.M. No. 11012/2/2005-Estt.[A] dated 14.5.2007.

Sub: Imposition of penalty of reduction to a lower time scale of pay, grade, post or service.

….

Attention of the Ministries/Departments is invited to the provisions of rule 11 of the Central Civil Services [Classification, Control and Appeal] Rules, 1965. Clause [vi] thereof provides for the imposition on a Government servant of a penalty of reduction to lower time scale of pay, grade, post or Service which shall ordinarily be a bar to the promotion of the Government servant to the time scale of pay, grade, post or Service from which he was reduced with or without further directions regarding conditions of restoration to the grade or post or service from which the Government servant was reduced, and his seniority and pay on such restoration to that grade , post or Service.

2. The Staff side of the National Council [JCM] has made a request that the penalty of reduction to lower time scale of pay in the said clause [vi] should not be imposed on the Charged Officer on a permanent basis on the ground that it is harsh and does not allow the employee to be promoted to the next grade even if he improves his working and the Competent Authority later finds him fit for promotion. The Staff Side has suggested that the penalty in question should be for a specified time-period with clear directions regarding restoration to the higher grade.

3. The existing rule position is that the imposition of the penalty of reduction to a lower grade, post or service is normally a bar to the promotion to a higher grade, post or service [from which he was reduced] unless the conditions of restoration are specified. It is open to the Disciplinary Authority to prescribe the conditions of restoration to the higher grade in deserving cases.

4. The minor penalties and major penalties in rule 11 of the CCS [CCA] Rules, 1965 have been graded in order of the severity to be awarded to a charged Government servant in proportion to the gravity of misconduct/negligence which has given rise to the charge-sheet. While the major penalties of compulsory retirement, removal from service and dismissal from service have been included as clauses [vii], [viii] and [ix] of the said rule 11, the penalty of reduction to a lower time scale of pay, grade, post or Service has been incorporated therein as clause [vi]. This clause also provides that

while imposing this penalty, the Disciplinary Authority or the Appellate /Revision Authority is also required to indicate in the penalty order whether or not the individual charged Government servant would be eligible for restoration to the grade/post or Service from which he was reduced and his seniority and pay on such restoration and the conditions for such restoration. It will, therefore, be seen that the penalty has been provided to be awarded to an individual who may not be sent out of Government service [through dismissal/removal etc.] but who needs to be given a very severe penalty in view of the gravity of his misconduct.

5. Attention in this connection is also invited to the Government of India, MHA O.M. No. 9/13/92-Estt. [D] dated 10.10.1962 and No. 9/30/63-Estt. [D] dated 07.02.1964 [copies enclosed] which stipulates that an order imposing the penalty of reduction to a lower service, grade or post or to a lower time-scale should invariably specify the period of reduction unless the clear intention is that the reduction should be permanent or for an indefinite period. These instructions also indicate the manner in which the order should be framed when the reduction is for specified period or indefinite period. In case the intention of the Competent Authority is to award the penalty of reduction on permanent basis, the same may be specifically stated in the order so that the intention is conveyed to the Government servant in unambiguous terms and he is afforded full opportunity for submission of his appeal as provided in the rules.

6. Ministries/Departments are requested to please bring the above to the notice of all concerned for information and necessary action.

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Copy of Board's letter No. E[D&A]62RG6-46 dated 30.07.1964

Sub: Fixation of seniority of a Railway servant reduced to a lower post/grade/service for a specified period as a measure of penalty and subsequently re-promoted to higher post after the expiry of the period of punishment.

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Attention is invited to Rule 1707[1] [iv] – R.I. which provides for the imposition of the penalty of:

[1] Reduction to a lower stage in a time scale

Or

[2] Reduction to a lower service, grade or post, or to a lower time-scale.

2. As regards item [1] above, Rule 2025[1] -R.II and Note [1] under Rule 1715-R.I. provide that if a Railway servant is reduced as a measure of penalty to a lower stage in his time-scale, the authority ordering such reduction shall state the period for which it shall be effective and whether on restoration, the period of reduction shall operate to postpone his future increments and, if so, to what extent. In such cases, the seniority of the person concerned shall remain unaffected.

3. As regards item [2] above, Rule 2025[2]-R.II and Note [2] below Rule 1715-R.II provide that if a Railway servant is reduced as a measure of penalty to a lower service grade or post or a lower time-scale, the Disciplinary Authority ordering the reduction may or may not specify the period for which the reduction shall be effective but where the period is specified, that authority shall also state whether, on restoration, the period of reduction shall operate to postpone future increments and, if so, to what extent. The scope of Rule 2025 [2]-R.II has been clarified in Board's letters No. F[E]60-FR-1/4[I] & [II] dated 27.10.1960 and F[E]61-FR1/2 dated 10.07.1961.

4. The Board have now decided that the penalty of reduction to a lower service, grade or post, or to a lower time-scale should invariably be imposed for a specified period unless it is considered necessary that the period of reduction should be for an indefinite period. Where the order imposing such penalty does not specify the period of reduction and there is coupled with it an order declaring the Railway servant permanently unfit for promotion, the question of re-promotion will, obviously, not arise. In other cases where the period of reduction is not specified, the Railway servant should be deemed to be reduced for an indefinite period, i.e. till such date as, on the basis of his performance subsequent to the order of reduction, he may be considered fit for promotion. On re-promotion, the seniority of such a Railway servant should be determined by the date of re-promotion. In all such cases, the person loses his original seniority in the higher service, grade or post in entirety. On re-

promotion, the seniority of such a Railway servant should be determined by the date of re-promotion without regard to the service rendered by him in such service, grade or post prior to his reduction.

In cases where the penalty of reduction to a lower service, grade or post or lower time-scale is for a specified period, on expiry of the specified period, the employee concerned should be re-promoted automatically to the post from which he was reduced. The seniority in the original service, grade or post or time-scale, should be fixed in such cases as follows:

[a] In cases where the reduction is not to operate to postpone future increments, the seniority of the Railway servant should be fixed in the higher service, grade or post or the higher time-scale at what it would have been but for his reduction.

[b] Where the reduction is to operate to postpone future increments, the seniority of the Railway servant should be fixed by giving credit for the period of service rendered by him in the higher service, grade or post or higher time-scale prior to his reduction.

5. An order imposing the penalty of reduction to a lower service, grade or post or to a lower time-scale should, inter alia, invariably specify -

[i] the period of reduction, unless the clear intention is that the reduction should be permanent or for an indefinite period; and

[ii] where the period of reduction is specified, whether on re-promotion, the Railway servant will regain his original seniority in the higher service, grade or post or higher time-scale which had been assigned to him prior to the imposition of the penalty.

If the order of reduction is intended for an indefinite period, the order should be framed on the following lines:

" A is reduced to the lower post/grade/service of X until he is found fit by the competent authority to be restored to the higher post/grade/service of Y."

In cases where it is intended that the fitness of the Railway servant for re-promotion or restoration to his original position will be considered only after a specified period, the order should be made on the following lines:

"A is reduced to the lower post/grade/service of X until he is found fit, after a period of _____years from the date of this order, to be restored to the higher post of Y."

6. These instructions will have effect from the date of issue of this letter. Cases dealt with previously in accordance with the practice in vogue on Railways need not be re-opened.

SERIAL CIRCULAR NO. 60 /2008

No.P(R)/299/V Date: 16 -05–2008

Copy of Board's letter No.E[G]2008 FE1/1 dated 21.04.2008 is published for information, guidance and necessary action. Board's letter dated 29.04.1988 quoted therein was circulated as SC No.79/1997.

Copy of Bd's letter No. E[G]2008 FE1/1 dated 21.04.2008 (RBE No.58 /08)

Sub: Recommendation No. 67 of the Railway Accident Enquiry Committee, 1978 [Sikri Committee] – 90% reimbursement of membership fee in respect of recognized professional Institutions/Societies.

….

A list of Institutions/Societies for which 90% reimbursement of membership/ subscription fees is permitted, was circulated vide Board's letter No. E[G]83 FEI-4 dated 29.04.88. At S.No. 6 of the list of International Institutions [Annexure-B] of the said letter, appears the name of 'The Institution of Electrical Engineers', Savoy Place, London. From 31.03.06, the name of the 'Institution of Electrical Engineers' has changed to 'The Institution of Engineering & Technology,' while all the contact details, remain the same.

Accordingly, it has been decided that the name of the institution at S.No.6 of the list of International Institutions [Annexure-B] of the letter No. E[G]83 FEI-4 dated 29.04.88 may be read as 'The Institution of Engineering & Technology,' Savoy Place, London, WC 2R OLB, Tele No. [01] 240 1871. The benefit of 90% reimbursement of membership/subscription fees is permitted to the said 'The Institution of Engineering & Technology,' from 31.03.06 onwards.

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

SERIAL CIRCULAR NO. 61 /2008

No.P(R)/418/III Date:16 -05–2008

Copy of Board's letter No.E[Sports]2008/Policy/1[SCL/Duty] dated 22.04.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[Sports]2008/Policy/1[SCL/Duty] dated 22.04.2008 (RBE No.59/08)

Sub: Treating the period of participation in sporting events of National or international importance and pre-participating Coaching Camp as "On Duty".

….

Ministry of Railways [Railway Board] have decided that in the case of Railway employees, who are selected to participate in sporting events of National or International importance; the period of actual days on which they participate in the event, as also the time spent in traveling to and from, such tournaments / meets shall be treated as on duty.

Further, if any pre-participating Coaching Camp is held in connection with the above mentioned events and the Railway Servant is required to attend the same, this period may also be treated as on duty. This facility may also be extended to Managers/ Coaches/ Masseurs/ Doctors as may be approved or required by the Federations under rules, to Administer/ Coach/Manage the teams participating in sports events of National/International importance.

However, players/officials nominated by the Federations for participation in the sporting events of National/International importance and pre-participating Coaching Camp, shall be spared only on the advice of Railway Sports Promotion Board.

These instructions issue with the concurrence of Finance Directorate of the Ministry of Railways [Railway Board].

SERIAL CIRCULAR NO. 62 /2008

No.P(R)/563/VIII Date:22-05–2008

Copy of Board's letter No.E[NG]II/2008/RR-3/1 dated 07.05.08 is published for information, guidance and necessary action. The clause contained in para 2 thereof may be incorporated in the appointment letters issued to the licensed porters who are screened for the post of Gangman and who are unable to read and write. Board's letter dated 01.04.08 quoted therein was circulated as SC No.48/08.

Copy of Bd's letter No. E[NG]II/2008/RR-3/1 dated 07.05.08 (RBE No. -/08)

Sub: Appointment of License Porters to the Post of Gangman

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Various Zonal Railways have pointed out that a large number of License Porters who are being considered for appointment as Gangmen are unable to fulfill the condition of "read and write" as stipulated in para [ii] of Board's letter of even number dated 01.04.2008.

2. The matter has been considered by the Board and it has been decided that the licensed porters who are unable to "read and write" may be empanelled and appointed provisionally subject to the condition that they would acquire the requisite literacy / ability to "read and write" within a period of two months from the date of appointment.

3. It is also clarified that the candidates may be placed in the panel according to their date of birth.

SERIAL CIRCULAR NO. 63 /2008
No.P(R)/554/VII Date:22 -05–2008

Copy of Board's letter No.E[G]2008 QR1-1 dated 02.05.2008 is published for information, guidance and necessary action. Board's letter dated 08.08.07 quoted therein was circulated as SC No.117/07.

Copy of Bd's letter No. E[G]2008 QR1-1 dated 02.05.2008 (RBE No. 63/08)

Sub: Retention of Railway accommodation at the previous place of posting in favour of officers / staff posted to EC, NW, SW & WC Railways.

….

In terms of Board's letter No. E[G]2007 QR1-5 dated 08.08.07, Railway officers/ staff, on their posting to South Western, East Central, North Western & West Central Railways were permitted retention of Railway quarters at their previous place of posting upto 30.11.07, 31.12.07, 31.08.07 and 31.12.07, respectively, on payment of normal license fee.

On requests made by these New Zones, Railway Board have further reviewed the matter and have decided that the facility of retention of Railway accommodation at the previous place of posting in favour of the Officers/Staff posted to New Zones of South Western, East Central, North Western & West Central Railways may be uniformly extended upto 31.03.08. Retention of accommodation beyond March, 2008 as is permitted under normal rules of transfer shall also be admissible. No further extension beyond March, 2008 will be permitted.

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

SERIAL CIRCULAR NO. 64 /2008
No.P(R)/535/VI Date: 30-05–2008

Copy of Board's letter No. E[GP]2005/2/26 dated 04.02.2008 together with their letter dated 18.05.2007 is published for information, guidance and necessary action.

Copy of Board's letter No. E[GP]2005/2/26 dated 04.02.2008 [RBE No. 19/2008]

Sub: Selection for Promotion to Group 'B' post of Assistant Law Officer in scale Rs.7500-12000.

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In continuation of Board's letter of even number dated 18.05.2007 [RBE No. 78/2007], it has been decided by the Board that the normal vacancies for Group 'B' post of Assistant Law Officer in scale Rs.7500-12000 i.e. excluding those Group 'B' posts which were upgraded vide Board's letter No. 2003 E[GC] 12-14Pt.I[06] dated 09.03.2006, may continue to be filled as per the extant Recruitment Rules notified in 1992. Hence, Chief Law Assistants in scale Rs.7450-11500 [revised scale] with 3 years of regular service in the grade may be considered for promotion as Assistant Law Officer, pending a decision on further upgradation of posts of Chief Law Assistants to Group 'B'.

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Copy of Bd's letter No.E[GP]2005/2/26 Dated 18-05-2007 (RBE No. 78 /07)

Sub: Selection for Promotion to Group 'B' post of Law Officer in scale Rs.7500-12000.

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Please refer to Board's letter No. 2003 E[GC]12-14 Pt.I [06] dt. 09.03.2006 regarding restructuring of the Gazetted cadre of the legal department of the new Zones and Divisions, in terms of which 11 posts of Chief Law Assistants [Scale Rs.7450-11500] have been upgraded to Group 'B' posts as Law Officer [scale Rs.7500-12000].

2.0 In this context, it has been decided by the Board that the upgraded Group 'B' post of Law Officer may be filled by the senior most Chief Law Assistant in Scale Rs.7450-11500 subject to the candidate being found fit for promotion to Group 'B', through a screening process consisting of written examination and viva voce [including assessment of record of service] with the same qualifying marks as prescribed for Group 'B' selections.

3.0 It is further clarified that the above procedure is to be followed for filling up only those Group 'B' posts of Law officer that have been upgraded in terms of Board's letter dated 9.3.2006 referred to in para 1 above and not for the normal vacancies in the Group 'B' posts, for which separate instructions may be awaited.

SERIAL CIRCULAR NO. 65 /2008

No.P(R)/473/VII Date:22-05–2008

Copy of Board's letter No.E[W]2006 PS 5-1/28 dated 08.05.2008 is published for information, guidance and necessary action. Board's letter dated 18.04.07 quoted therein was circulated as SC No. 66/07.

Copy of Bd's letter No. E[W]2006 PS 5-1/28 dated 08.05.2008 (RBE No.65 /08)

Sub: Qualifying service for issue of Post Retirement Complimentary Passes.

….

Pursuant to the announcement made by the Hon'ble M.R. during presentation of Railway Budget 2007-2008, instructions were issued vide Board's letter of even number dated 18.04.2007 for taking into account a weightage equivalent to half of their previous non-railway service rendered in Central Government, by Ex-servicemen and Central Government employees recruited in the Railways, for determining their eligibility for Post Retirement Complimentary Passes on the basis of length of service in the Railways under the Pass Rules.

2. With reference to the above instructions, certain issues have been raised by some of the Zonal Railways. The issues raised have been considered by the Board and it is clarified as under:-

[i] The decision to count half of the previous Central Government service is for the purpose of making good the shortfall in the minimum required Railway service of the lateral entrants to Railway service, in order that they become eligible for Post Retirement Complimentary Passes. In such cases, the number of Post Retirement Complimentary Passes shall be as admissible on completion of 20 years of railway service only. In other words, this benefit will not make the retired employees eligible for higher number of passes.

[ii] The decision to count half of past service of Ex-servicemen and Central Government employees along with railway service, for determining their eligibility for Post Retirement Complimentary Passes, has been taken on the ground that their past service is also counted for pensionary benefits . There is no provision in the Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] to determine whether the past non-Railway service can be counted along with railway service or not. Since such a provision exists only in Railway Services [Pension] Rules, 1993, the benefit envisaged in Board's letter dated 18-4-2007 shall accrue only to those employees whose past service has been counted along with railway service for pensionary benefits.

[iii] The benefit of counting half of the previous Central Government service, as laid down in Board's letter dated 18.04.2007, shall also be available to all those, who had retired prior to 18.04.2007.

3. Further to the instructions dated 18.04.2007 under reference, it has now been decided by the Ministry of Railways that the benefit of counting half of previous Government Service for determining the eligibility for Post Retirement Complimentary Passes shall also be available to all the retired railway servants where previous non-railway service has been counted along with railway service for pensionary benefits.

4. It has therefore been decided that provision contained in [xi] below Column No.3 in Schedule-IV [Post Retirement Complimentary Pass] of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] which have earlier been amended as per Advance Correction Slip No. 53 in terms of Board's letter of even number dated 18.04.2007 may further be amended as per enclosed Advance Correction Slip No. 56.

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

Advance Correction Slip No. 56 to the Railway Servants [Pass] Rules, 1986 [Second Edition, 1993

Item No. [xi] below Column No. 3 in Schedule IV [Post Retirement Complimentary Pass] of Railway Servants [Pass] Rules 1986 [Second Edition, 1993] may be substituted as under:
[xi] Period of service rendered by employees in non-railway departments or establishments prior to joining railway service will not count except where such non-railway service has been counted along with railway service for pensionary benefits. In respect of Railway Servants whose past non-railway service has been counted along with railway service for pensionary benefits, a weightage equivalent to half of such non-railway service will be taken into account for the purpose of making good the shortfall in the minimum required 20 years of railway service in order that they become eligible for Post Retirement Complimentary Passes and in such cases the number of Post Retirement Complimentary Passes shall be as admissible on completion of minimum required twenty [20] years of Railway service only.

[Authority: Board's letter No.E[W]2006 PS 5-1/28 dated 08.05.2008]

SERIAL CIRCULAR NO. 66 /2008

No.P(R)/535/VI Date: 30-05–2008

Copy of Board's letter No. E[GP]2003/2/22 dated 13.03.2008 together with their letter dated 09.12.98 is published for information, guidance and necessary action. Board's letter dated 16.06.2003 quoted therein was circulated as SC No. 118/2003.

Copy of Board's letter No. E[GP]2003/2/22 dated 13.03.2008 [RBE No. 39/2008]

Sub: Upgradation of 80% of Group 'B' posts of all major departments – Procedure for allotment of the higher scale.

….

Attention is invited to Board's letter No E[GP]98/2/82 dated 09.12.98 [RBE No. 278/98] and Board's letter of even number dated 16.06.2003 [RBE No. 93/2003], wherein the procedure for allotment of the higher Group 'B' scale of Rs. 8000-13500 in Accounts department and other major departments respectively was advised. In terms of these instructions, Group 'B' officers with a minimum of three years regular service in scale Rs.7500-12000 are eligible to be considered for placement in the higher scale of Rs.8000-13500.

2. The question of eligibility of a senior employee who has not completed 3 years regular service in scale Rs.7500-12000 with his junior having already completed 3 years and being considered for placement in the higher scale has been examined by the Board. It has been decided by the Board that for consideration of officers for placement in the higher Group 'B' scale of Rs.8000-13500, the senior Group 'B' officer should be deemed to have rendered the service put in by his immediate junior, and if that happens to be 3 years or more, he should be considered for placement in the higher Group 'B' scale of Rs.8000-13500.

3. This decision takes effect from the date of issue of the instructions.

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Copy of Bd's letter No. E[GP]98/2/82 Dated 09-12-1998 (RBE No. 278 /98)

Sub: Upgradation of 80% of posts of Assistant Accounts Officers – Group 'B' - Procedure for allotment of the higher scale.

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Revised pay scale of Rs.8000-13500 has been allotted to 80% of the Group 'B' posts of Assistant Accounts Officers vide Notifications No. PC-V/97/1/EC/1 [Pt.1] dated 05.02.1998 and 09.02.1998. The Board have now decided that the following procedure should be adopted for placement of the officers in the higher scale.

2. **Procedure for the placement in higher scale**

2.1 AAOs with minimum of three years regular service in scale Rs.7500-12000, including that in the corresponding pre-revised scales, will be eligible for consideration for placement in the higher scale of Rs.8000-13500.

2.2 The Group 'B' Officers who are officiating in Senior Scale, after having been found suitable by the Committee of HODs as per extant procedure, will be straightaway placed in the higher Group 'B' scale of Rs.8000-13500.

2.3 Placement in the remaining posts, if any, which have been allotted the higher scale of Rs.8000-13500 will be made by adopting the principle of seniority-cum-fitness in the following manner:

2.3.1 All the Group 'B' Officers who fulfill the minimum eligibility condition of 3 years regular service, excluding the officers who are straightaway placed in the higher scale as per para 2.2 above, will be considered for placement in the higher scale by a Committee of HODs.

2.3.2 The General Manager will constitute the Committee for the purpose which will consist of FA&CAO, CPO and one other HOD. If none of the members of the Committee belong to SC/ST, an officer belonging to SC/ST, not below JAG, may be co-opted as member of the Committee.

2.3.3 The same procedure for assessment of suitability, as has been prescribed for *adhoc* promotion of Group 'B' officers to Senior Scale, will be adopted by the Committee for placement in the higher Group 'B' scale of Rs.8000-13500, i.e. the Committee may assess the fitness of the officer based on his performance as reflected in his Confidential Reports for the preceding 5 years period. The Committee should categorise the officers as 'Fit' or 'Not yet Fit' on the basis of overall assessment from the Reports and not merely on the basis of grading/ fitness assigned in the Reports. Those categorized as 'Fit' should be placed in the higher scale of pay in the order of their seniority, upto the number of posts in the higher scale which are required to be filled.

2.3.4 The recommendations of the Committee will be submitted to the General Manager for approval and placement in the higher scale will be ordered accordingly.

2.4 The placement in scale Rs.8000-13500. as per paras 2.2 and 2.3 above, will be effective from 1.1.1996 as specified in the amendment to the RS[RP] Rules, 1997, vide Notification dated 5.2.1998 mentioned above.

2.5 The designation of Group 'B' Officers placed in Scale 7500-12000 will be Assistant Accounts Officers and of those in scale Rs.8000-13500 will be Accounts Officers.

3. **Fixation of pay in the higher scale**

3.1 The pay of the Accounts Officers placed in Scale Rs.8000-13500 may be fixed in the higher scale w.e.f. 1.1.1996 applying principles of FR22[C] [Rule 1316 of R-II].

3.2 For those who are officiating in Senior Scale with Grade pay, the pay may be refixed in scale Rs.3000-4500 /Rs.10000-15200, after first fixing the pay in Scale 8000-13500.

3.3 Once the Accounts Officers who are placed in the higher scale are absorbed in the Group A / Junior Scale of IRAS [the scale of pay of which is also Rs.8000-13500], refixation of pay in Senior Scale, if already officiating therein, may not be done.

4. **Seniority for purposes of absorption in Group A / Junior Scale and *adhoc* promotion to Senior Scale**.

4.1 The Accounts Officers even after their placement in Scale Rs.8000-13500 will be classified as Group B only.

4.2 For the purpose of promotion to Group A / Junior Scale of IRAS, the placement of officers in the higher scale of Rs.8000-13500 may not be given any weightage, as is in the case of Group B officers who are placed in the Senior Scale of Rs.10,000-15200 on *adhoc* basis. All the Group B Officers whether in Scale Rs.7500-12000 or in scale Rs.8000-13500 may be arranged in the order of their original seniority in Group B for the purpose of consideration for promotion to Group A / Junior Scale of IRAS or for promotion on *adhoc* basis to Senior Scale. Similarly, the eligibility condition should remain as minimum 3 years non-fortuitous service in Group B irrespective of whether the officer is in scale Rs.7500-12000 or in scale Rs.8000-13500. This will be in tune with the declaration in the Explanatory Memorandum to the RS[RP] Amendment Rules, 1997 which states that the retrospective effect [from 1.1.1996] being given to these rules will not affect adversely any employee to whom these rules apply. In case seniority is to be redrawn on the basis of placement in the higher scale of pay w.e.f. 1.1.1996 it may adversely affect the officers who are already promoted to Group A/Junior scale of IRAS or who are already officiating in Senior Scale on adhoc basis.

5. Necessary action may accordingly be taken urgently.

SERIAL CIRCULAR NO. 67 /2008

No.P(R)/535/VI Date:23 -05–2008

Copy of Board's letter No. E[GP]2003/2/22 dated 01.05.2008 is published for information, guidance and necessary action. Board's letters dated 25.04.03, 16.06.03 and 12.07.07 quoted therein were circulated as SC Nos.100/03, 118/03 and 106/07, respectively.

Copy of Board's letter No. E[GP]2003/2/22 dated 01.05.2008 [RBE No. 62/08]

Sub: Upgradation of 80% of Group 'B' posts of all major departments- Procedure for allotment of the higher scale.

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In terms of Ministry of Railways Notification No. PC-V/97/1/EC/1 dated 9.2.98 and 25.4.03, the pay scale of Rs.8000-13500 has been allotted to 80% of Group 'B' officers on roll. Attention is also invited to Board's letter No. E[GP]98/2/82 dated 09.12.98 [RBE No. 278/98] and Board's letter of even number dated 16.6.2003 [RBE No. 93/2003], outlining the procedure for allotment of the higher Group 'B' scale of Rs.8000-13500. Further, instructions have been issued under Board's letter No. PC-V/97/1/EC/1 dated 12.07.2007, that if, after an assessment of the number of posts to be operated in the higher scale is done on 1st January and 1st July, there is a shortfall in the number of eligible officers for placement in the higher grade and if some officers become eligible during the 6 months period, then, to the extent of shortfall, such officers can be placed in the higher grade from the date they become eligible.

2. The question of forming an extended panel of officers to be placed in the higher grade, in lieu of officers who would be retiring during the intervening period between the two reviews done on 1st January / 1st July, has been considered by the Board. It has been decided that while preparing a panel of officers to be placed in the higher Group 'B' scale on 1st January / 1st July, every year, an extended panel may also be prepared in lieu of officers in the higher Group 'B' grade who would be retiring during the 6 months period between the reviews. The extended panel will be operated as and when the officers retire and the benefit should be granted from such dates only.

3. In this context, the following aspects may be kept in view:

[i] The assessment of the number of posts to be operated in the higher scale will continue to be based on the Group 'B' officers on roll as on 1st January / 1st July only i.e. there will be no change

in the number of posts to be operated in the higher grade during the intervening period between the two reviews.

[ii] The assessment and selection of officers to be placed in the higher grade should be completed before 1st January /1st July every year.

This decision takes effect from the date of issue of the instructions.

SERIAL CIRCULAR NO.68 /2008

No.P/LE/363/IEM/Cir Date: 28.05.08

Copy of Railway Boards letter No. E(LL) 2008/AT/IEM/1 Dt.25.04.08 (RBE No.60) along with a copy of the Notification No. GSR No.655 (E) dated 10.10.07 and corrigendum Notification No. GSR 708 (E) dated 13.11.07 issued by Ministry of Labour and Employment carrying out amendments to the Industrial Employment (Standing Orders) Central Rules, 1946 is published for information, guidance and necessary action.

Copy of Board's letter No. E(LL)2008/AT/IEM/1 Dt.25.04.08 (RBE No.60)

Sub: Amendments to the Industrial Employment (Standing Orders) Central Rules, 1946

* * *

A copy of the Notification No.GSR No. 655(E) dated 10.10.2007 and Corrigendum Notification No. GSR 708 (E) dated 13.11.2007 issued by Ministry of Labour and Employment carrying out amendments to the Industrial Employment (Standing Orders) Central Rules, 1946 is enclosed herewith for information and necessary action.

Copy of Ministry of Labour and Employment's Notification No S- 13025/13/2003IR(PL) dated 17.01.2008

Sub: Publication of Notification in Part II Section 3, sub-section (i) of The Gazette of India, Extra Ordinary dated 10.10.2007 to amend the Industrial Employment (Standing Orders) Central Rules, 1946.

* * *

The undersigned is directed to forward herewith a copy of the Notification GSR No.655(E) dated 10.10.2007 and corrigendum Notification No. GSR 708(E) dated 13.11.2007 (Both in English and Hindi versions) containing the Industrial Employment (Standing Orders) Central (Amendment) Rules, 2007.

MINISTRY OF LABOUR AND EMPLOYMENT NOTIFICATION
New Delhi, the 10th October, 2007

G.S.R. 655(E):-- Whereas, certain draft rules further to amend the Industrial Employment (Standing Orders) Central Rules, 1946 were published as required by Subsection (1) of Section 15 of the Industrial Employment (Standing Orders) Act, 1946 (20 of 1946) in the Gazette of India, in Part II, Section 3, Sub-Section (i), dated the 30th September, 2004, at Pages 1-5 vide the notification of the Ministry of Labour and Employment No.G.S.R.651(E) for inviting objections and suggestions from all persons likely to be affected thereby on or before the expiry of a period of forty-five days from the date of publication of the said notification in the Official Gazette;

And, whereas, copies of the said Gazette was made available to the public on the 30th September, 2004.

And, whereas, the objections and suggestions received from the public on the said draft have been duly considered;

Now, therefore, in exercise of the powers conferred by sub-section (1) of Section 15 read with clauses (a) and (b) of sub-section (2) of the said Section of the Industrial Employment (Standing Order) Act, 1946 (20 of 1946), the Central Government hereby makes the following rules further to amend the Industrial Employment (Standing Orders) Central Rules, 1946, namely:-

1. (1) These rules may be called the Industrial Employment (Standing Orders) Central (Amendment) Rules, 2007.

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

2. In the Schedule to the Industrial Employment(Standing Orders) Act, 1946, in item 1, for the words "badlis or fixed term employment", the word "badlis" shall be substituted.

3. In the Industrial Employment (Standing Orders) Central Rules, 1946, -----

(a) in rule 5, item (4A) shall be omitted; (b) in Schedule 1, ---

(i) in paragraph 2, in sub-paragraph (a), item (3A) shall be omitted;

(ii) in paragraph 2, sub-paragraph (h) shall be omitted;

(iii) in paragraph 13, for sub-paragraph (2), the following sub-paragraph shall be substituted, namely ----

"(2) No temporary workman, whether monthly-rated, weekly rated or piece rated and no probationer or badli shall be entitled to any notice or pay in lieu thereof, in his services are terminated :
Provided that no temporary workman shall be terminated by way of punishment unless he has been given an opportunity of explaining the charges of misconduct, alleged against him in the manner prescribed in paragraph 14."

(c) in Schedule IA :-

(i) in paragraph 3, in sub-paragraph (a), item (iii A) shall be omitted;

(ii) in paragraph 3, sub-paragraph (h) shall be omitted;

(iii) in paragraph 13, for sub-paragraph (b), the following sub-paragraph shall be substituted, namely:--

"(b) Subject to the provisions of the Industrial Disputes Act, 1947, (14 of 1947), no notice of termination of employment shall be necessary in the case of temporary and badli workmen:

Provided that a temporary workman, who has completed three months continuous service, shall be given two weeks notice of the intention to terminate his employment if such termination is not in accordance with the terms of the contract of his employment:

Provided further that when the services of a temporary workman, who has not completed three month's continuous service, are terminated before the completion of the term of employment given to him, he shall be informed of the reasons for termination in writing and when the services of a badli workman are terminated before the return to work of the permanent incumbent or the expiry of his (badli's) term of employment, he shall be informed of the reasons for such termination in writing".

(F.No.S-11025/13/2003-IR(PL) S. Krishnan, Addl. Secy.

Note: 'The Principal rules were published in the Gazette of India vide notification number I.R. 11(37), dated the 18th December, 1946 and subsequently amended by

(i) No.G.S.R. 208 dated 31.01.1954	(vii) No.G.S.R. 1573 dated 10.10.1967
(ii) No.G.S.R. 556 dated 24.02.956	(viii) No.G.S.R. 1732 dated 12.05.1967
(iii) No.G.S.R. 557 dated 30.04.1959	(ix) No.G.S.R. 824 dated 30.06.1975
(iv) No.G.S.R. 655 dated 3.06.1960	(x) No.G.S.R. 30E dated 17.01.1983
(v) No.G.S.R. 1166 dated 28.06.1963	(xi) No.G.S.R. 386 dated 05.11.1999
(vi) No.G.S.R. 1123 dt.18.07.1967	(xii) No.G.S.R. 936(E) dated 10.12.2003

MINISTRY OF LABOUR AND EMPLOYMENT CORRIGENDUM

New Delhi, the 13th November, 2007

G.S.R. 708(E).----- In partial modification of this Ministry's Notification No.G.S.R.655(E) published in the Gazette of India, Extraordinary on 10th October, 2007. The following corrigendum is being issued:-

(i) In clause 3(b) (2) at page 3"," may be read after the word "piece rated" in line three.

(ii) Similarly in clause 3 (b) (2) at page 3 in the fifth line the words "in" may be read as "if' after the word "thereof'.

(iii) Lastly at the end of the Notification in "Note" at Sl.No.(ii) the year may be read as "1956" instead of"956".

Sd/-

S. KRISHNAN, Addl. Secy.

SERIAL CIRCULAR NO. 69 / 2008

No.P(R)/563/VIII Date:28-05–2008

Copy of Board's letter No.E[NG]II/2008/RR-3/1 dated 29.04.2008 is published for information, guidance and necessary action. Board's letter dated 1.4.2008 quoted therein was circulated under S.C.No.48/2008.

Copy of Bd's letter No. E[NG]II/2008/RR-3/1 dated 29.04.2008

Sub: Appointment of licensed porters to the post of Gangman.

….

One of the zonal railways have sought clarification whether Physical Efficiency Test (PET) as prescribed for recruitment of Group 'D' post from the open market or any other Physical Test is required for appointment of Licence Porters to the post of Gangman.

The above doubt has arisen because of the fact that stipulation has been made in para (vi) of Board's letter of even number dated 01/04/2008 inter-alia mentioning that the Screening Committee would adjudge the candidates as per **appointment criteria** including read & write.

The matter has been considered by the Board and it is clarified that there is no need to conduct Physical Efficiency Test for appointment of Licence Porters to the post of Gangman.

(This also disposes of NF Railway's letter No.E/227/Con/RECTT/Pt.-I dated 28-4-2008)

SERIAL CIRCULAR NO. 70 /2008

No.P(R)/299/V Date:30 -05–2008

Copy of Board's letter No.E[MPP]2005/3/28 dated 06.05.2008 is published for information, guidance and necessary action. Board's letter dated 06.03.07 quoted therein was circulated as SC No.43/07.

Copy of Bd's letter No. E[MPP]2005/3/28 dated 06.05.2008 (RBE No. 64/08)

Sub: Yoga Training in Railway Training Centres – Honorarium to Instructors.

….

Reference Board's letter of even number dated 06.03.07 [RBE No. 31/2007] on the above subject.

2. The words "@ Rs.75/- **per hour per day per instructor"** appearing in the 3rd and 4th lines of the above referred letter should be corrected to read as "@ Rs.75/- **per hour per instructor".**

3. All other terms and conditions will, however, remain the same.

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

[This disposes of Director /STC / Bangalore's letter No. STC/ Yoga dated 2.2.08 on the subject].

CIRCULAR NO. 71 /2008

No.P(R)/673/VI Date: 16-06–2008

Copy of Board's letter No.E[MPP]2004/3/8 dated 30.04.08 is published for information, guidance and necessary action. Board's letter dated 11.03.08 quoted therein has not been received on this Railway. The same will be obtained and circulated on receipt.

Copy of Bd's letter No. E[MPP]2004/3/8 dated 30.04.08 (RBE No. 61/08)Training Manual Correction Slip No. 1/2008

CORRIGENDUM

Sub: Training period of Skilled Artisans

….

Reference Board's letter of even number dated 11.03.08 [RBE No. 34/2008] on the above subject.

2. Advance Correction Slip No. 1/2008 as mentioned in para 4 of the above referred letter was not enclosed inadvertently.

3. A copy of Advance Correction Slip No. 1/2008 to the Manual on Management of Training [1998 Edition] is enclosed for incorporating the same in the Board's letter referred above.

*****

Manual on Management of Training [June 1998]
Advance Correction Slip No. 1/2008

Item No. VII of Appendix II of the Manual on Management of Training [Edition 1998] may be replaced as under:

i]	Course Completed Act Apprentices trained in Railway Establishments	Nil
ii]	Course Completed Act Apprentices trained in non-Railway Establishments	6 months
iii]	Diploma Holders	6 months
iv]	ITI passed candidates	6 months
v]	Matriculate or any non-technical higher qualification	3 years
vi]	Degree holders in their relevant field	6 months

[Authority: Railway Board's letter No. E[MPP]2004/3/8 dt. 30.04.2008]

SERIAL CIRCULAR NO. 72 /2008
No.P(R)/579/VI Date: 16-06–2008

Copy of Board's letter No. E[P&A]I-2007/RT-1 dated 26.05.2008 is published for information, guidance and necessary action. Board's letter dated 09.11.1977 and 05.11.2001 quoted therein were circulated as SC Nos. 140/77 and 99/2002, respectively.

Copy of Bd's letter No. E[P&A]I-2007/RT-1 dated 26.05.2008 (RBE No. - /08)

Sub: Voluntary retirement of railway employees –withdrawal of request for voluntary retirement within notice period – clarification regarding.

Ref: Railway Board's letter No. [i] E[P&A]I-2000/RT-9 dated 05.11.2001 [ii] E[P&A}I-77/RT-46 dated 09.11.1977

….

It has come to the notice that the instructions regarding consideration of the request for voluntary retirement or withdrawal of notice for voluntary retirement envisaged in Board's above referred letters are not being followed scrupulously by certain Railways resulting in invitation of un-necessary court cases.

2. It is reiterated that the Railways should consider such requests in a reasonable and rational manner and refuse only if there are valid reasons for doing so which should also be recorded and conveyed to the concerned employee within the stipulated time.

3. A copy of judgement dt. 30.11.2002 in a similar case passed by the Hon'ble CAT/ Jabalpur in O.A. No. 21/05 filed by Shri Ramayan Ram, Master Craftsman, W.C. Railway Vs. U.O.I. is enclosed herewith for perusal. All the railways are advised to bring the above contents and the observations of the Hon'ble CAT to the notice of their respective Divisions as well.

***

CENTRAL ADMINISTRATIVE TRIBUNAL, JABALPUR BENCH

O.A. No. 21/05

Jabalpur, this the 30th day of November, 2006.

CORAM

Hon'ble Dr. G.C. Srivastava, Vice Chairman
Hon'ble Mr. A.K. Gaur, Judicial Member

Ramayan Ram
Son of late Shri Sakhi Chand Ram
Master Craftsman, Electrical Loco Shed, Nai Katni Junction, Katni
R/o Bajrang Colony, Katni. Applicant
[By advocate Shri Manish Soni]

Versus

1. Union of India through
The Secretary
Ministry of Railways
New Delhi.

2. Divisional Railway Manager
West Central Railway
Jabalpur

3. Sr. Divisional Electrical Engineer
[TRS] Electrical Loco Shed
New Katni Junction
Katni Respondents.
[By advocate Shri S.P. Sinha]

ORDER

By Dr. G.C. Srivastava, Vice Chairman

1. This Original Application has been filed against the rejection of the applicant's request seeking withdrawal of his application for voluntary retirement. The request has been rejected vide order dated 30.06.04 [A-1] without assigning any reasons. Accordingly the applicant has sought for the following reliefs.

[i] Set aside the impugned order dated 30.06.04 [A-1] passed by the respondent No. 2.
[ii] Direct the respondents to take back the applicant in service immediately with all consequential benefits with retrospective effect.

2. Heard the learned counsel appearing for the parties.

3. It is an admitted fact that the applicant sought voluntary retirement through his application dated 29.03.2004 [A-2] on the ground that he was physically unwell and had some family problems. It is also a fact that the applicant submitted another application on 14.06.2004 [A-3] seeking withdrawal of the earlier application on the ground that he was facing economic hardship.

4. Learned counsel for the respondents drew our attention to the instructions issued vide R.B.E. No. 212/2001 laying down the guidelines about voluntary retirement of Railway employees [R-3]. As per these guidelines, the following procedure is to be followed while considering requests for withdrawal of notices for voluntary retirement.

i. An employee who wishes to withdraw his/her notice for voluntary retirement, before expiry of the prescribed three month period, should indicate clearly in his/her request the circumstances/reasons for withdrawing the same.

ii Such an application may be made by the concerned employee, even after the competent authority has accepted his/her request for voluntary retirement, provided it is submitted before expiry of the three month period.

iii The competent authority should consider the request for withdrawal of the notice for voluntary retirement in a reasonable and rational manner and refuse such a request only if there are valid reasons for doing so, which should be recorded by way of a speaking order.

Although the learned counsel for the respondents has stated the reasons as contained in Annexure R-2 for rejecting the request, we find that these grounds were not communicated to the applicant and also on perusal of the grounds which were allegedly communicated by the Senior Divisional Electrical Engineer vide Annexure R-2, these are not sustainable in the eyes of law inasmuch as the grounds are related to performance of the applicant which do not constitute valid reasons for rejection of his request for withdrawal of the voluntary retirement notice.

5. Learned counsel for the applicant has cited the following case in support of his case:

Union of India and another Vs. Wing Commander – T. Parthasarathy, reported in [2001] 1 SCC188.

6. In view of this ruling and also the rules and guidelines issued by the respondent Railways, it is clear that the request for withdrawal of notice for voluntary retirement, which was received by the respondents within three months, should have been accepted or if it was rejected, it should have been done with valid grounds. Since no valid ground was given or are in existence, we are of the view that the impugned order [A-1] deserves to be quashed and set aside. We accordingly quash and set aside the impugned order and direct the respondents to take the applicant back in service with effect from the date he was voluntarily retired and pay him all consequential benefits within three months from the date of receipt of this order.

Sd/-	sd/-
[A.K. Gaur]	[Dr. G.C. Srivastava]
Judicial Member	Vice Chairman

SERIAL CIRCULAR NO. 73 /2008

No.P(R)/473/VII Date: 20-06–2008

Copy of Board's letter No.E[W]2000 PS5-1/24 dated 27.05.2008 is published for information, guidance and necessary action. Board's letter dated 07.08.2000 quoted therein was circulated as SC Nos.191/2000.

Copy of Bd's letter No. E[W]2000 PS5-1/24 dated 27.05.2008 (RBE No. 66/08)

Sub: Issue of Special Passes to retired Railway Officers empanelled as Inquiry Officers – Amendment of Schedule VII of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993]

….

Instructions were issued vide Board's letter of even number dated 07.08.2000 regarding travel entitlement of retired Railway Officers of Selection Grade and above who are empanelled as Railway 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. Accordingly, Schedule VII [Special Passes] of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] was amended as per ACS No. 28 providing issue of Special Pass to the empanelled Inquiry Officers of the class to which a serving Railway Officer of equivalent rank is entitled while on duty for self only and an attendant in second/sleeper class from 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.

2. The matter of extending the above facility to retired Railway Officers of JA Grade and below upto Group 'B' [Gazetted] who are empanelled as Inquiry Officers has been under consideration of the Board. Board have now decided that the instructions issued vide letter of even number dated 07.08.2000 will also be applicable to retired Railway Officers empanelled as Inquiry Officers of J.A. Grade and below upto Group 'B' [Gazetted].

3. In view of the above, Schedule VII of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] may be amended as per the Advance Correction Slip No. 57 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. 57 Railway Servants [Pass] Rules, 1986 [Second Edition, 1993]

Item No. 41 in Schedule VII [Special Passes] of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] under the column heading " Condition of Entitlement" be replaced as under:-

" Retired Railway Officers of Group 'B' gazetted posts and above who are empanelled as Railway 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".

[Authority: Bd's letter No. E[W]2000 PS5-1/24 dated 27.05.2008]

SERIAL CIRCULAR NO. 74 /2008

No.P(R)/96/II Date: 23-06–2008

Copy of Board's letter No.E[MPP]2006/6/3 dated 30.05.2008 is published for information, guidance and necessary action. Board's letter dated and 12/11.07.2001 quoted therein was circulated under SC No. 157/2001. Action as envisaged in para 3 of Board's letter may be taken by the Workshops and report submitted to the cadre officer [SPO/M&EL].

Copy of Bd's letter No. E[MPP]2006/6/3 dated 30.05.2008 (RBE No.67 /08)SC 16 to MC 08/2002

Sub:Apprentices Act, 1961 – Payment of stipend to the Engineering Graduates / Diploma Holders – Increase in the rate of.
Ref: Board's letter No. E[MPP]/2000/6/5 dated 12.07.2001

….

Please find enclosed a copy of letter No. DGET-23[1] 2003-AP dated 22.01.2008 received from Directorate General of Employment & Training, Ministry of Labour & Employment forwarding notification regarding revision of rates of Stipend for Graduate, Technician and Technician [Vocational] Apprentices under Apprenticeship Training Scheme.

2. It has accordingly been decided by the Board that the Apprentices under the category Engineering Graduates / Diploma Holders should be paid stipend with effect from 7th January, 2008 at the revised rates as notified in the Ministry of Labour's notification referred to above. The expenditure should be met from within the existing allotment.

3. Board's instructions relating to raising debits to Ministry of Human Resources Development as issued vide letter No. E[MPP]93/6/2 dated 26.07.95 will hold good in the instant case.

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

***

Copy of Notification No. DGET-23[1] /2003-AP dated 22.01.2008 issued by Directorate General of Employment & Training, Ministry of Labour & Employment, published in the Gazette of India [Extraordinary] Part II- Section 3[i]

Notification

New Delhi, the 7th January, 2008.

G.S.R. 17[E]- In exercise of the powers conferred by sub-section [1] of Section 37 of the Apprentices Act, 1961 [52 of 1961] and after consulting the Central Apprenticeship Council, the Central Government hereby makes the following rules further to amend the Apprenticeship Rules, 1992, namely:-

1. [1] These rules may be called the Apprenticeship [Amendment] Rules, 2008. [2] They shall come into force on the date of their publication in the Official Gazette

2. In the Apprenticeship Rules, 1992, in rule 11, sub-rule[2] for clauses [a], [b], [c], [d] and [e] and entries relating thereto, the following shall be substituted, namely:-

"[a] Graduate Apprentices	Rs.2600 per month
[b] Sandwich Course [Students from Degree Institutions]	Rs.1850 per month
[c] Technician Apprentices	Rs.1850 per month
[d] Sandwich Course [Students from Diploma Institutions]	Rs.1510 per month
[e] Technician [Vocational] Apprentices	Rs.1440 per month"

[F.No. DGET-23[1]/2003-AP]
SHARDA PRASAD, Director General/Jt.Secy.

Footnote: The principal rules were published in the Gazette of India vide number G.S.R. 356, dated the 1st August, 1992 and last amended vide number G.S.R. 696 [E], dated the 7th November, 2007.

SERIAL CIRCULAR NO. 75 /2008

No.P(R)/436/IREM/VII Date: 20-06–2008

Copy of Board's letter No.E[NG]-II/2007/RR-1/49 dated 30.05.2008 is published for information, guidance and necessary action. Board's letter dated 03.04.2001 quoted therein was circulated as SC No. 85/2001.

Copy of Bd's letter No. E[NG]-II/2007/RR-1/49 dated 30.05.2008 (RBE No. 68/08)

Sub: Recruitment qualification for the post of Health & Malaria Inspector – III [Rs. 5500-9000].

….

Attention is invited to Board's letter No. E[NG]II/99/RR-1/91 dated 03.04.2001 [RBE No. 69/2001], inter-alia laying down the qualification of **B.Sc. [Chemistry] plus one year Diploma of Health / Sanitary Inspector** for direct recruitment to the post of Health & Malaria Inspector, Grade-III [Rs.5500-9000].

2. The matter has further been reviewed in consultation with Health Directorate of this Ministry and it has now been decided by the Board that the minimum educational qualification for the post of Health & Malaria Inspector Grade-III [Rs.5500-9000] for direct recruitment from the open market may be revised as :-

" **B.Sc. [Chemistry] plus**

[a] One year Diploma of Health /Sanitary Inspector; OR

[b] One year National Trade Certificate [NTC] in Health Sanitary Inspector awarded by National Council for Vocational Training, Ministry of Labour & Employment, Government of India, New Delhi."

3. These instructions will be effective from the date of issue of this letter. Indents placed with Railway Recruitment Boards for the direct recruitment to aforesaid category where notification has not

been published may be suitably amended. Also, for indents placed with RRBs where notification has been published and closing date has not lapsed, suitable corrigendum may be issued.

4. Indian Railway Establishment Manual, Volume I [1989 Edition] may be amended as per Advance Correction Slip No. 201 enclosed.

****

Indian Railway Establishment Manual, Volume I [1989 Edition]

Chapter –I, Section 'B', Subsection –III

Advance Correction Slip No. 201

Substitute the following for the existing in Para 163 [2] [i] as introduced vide ACS No. 116:

B.Sc. [Chemistry]; plus

[a] One year Diploma of Health /Sanitary Inspector; OR

[b] One year National Trade Certificate [NTC] in Health Sanitary Inspector awarded by National Council for Vocational Training, Ministry of Labour & Employment, Government of India, New Delhi.

[**Authority:** Railway Board's letters No. E[NG]-II/99/RR-1/91 dated 03.04.2001 and E[NG]-II/2007/RR-1/49 dated 30.05.2008]

SERIAL CIRCULAR NO. 76 /2008

No.P(R)/500/XXII Date:20-06–2008

Copy of Board's letter No.F[E]III/2005/PN1/23 dated 30.05.2008 is published for information, guidance and necessary action. Board's letter dated 29.11.83, 26.03.87, 18.8.98, 08.03.99 and 20.09.07 quoted therein were circulated as SC Nos. 185/83, 85/87, 234/98, 81/99 and 132/07, respectively.

Copy of Bd's letter No. F[E]III/2005/PN1/23 dated 30.05.2008 (RBE No. 69/08)

Sub: Restoration of 1/3rd commuted portion of pension in respect of Government servants who had drawn lumpsum payment on absorption in public sector undertakings /autonomous bodies – implementation of Andhra Pradesh High Court judgement dated 24.12.03 in Writ Petition No. 8532 of 2003 followed by the Supreme Court judgement dated 29.11.06 in Civil Appeal No. 5269 of 2006 arising out of SLP Nos. 21647 – 648 of 2005 and the Supreme Court judgement dated 24.07.07 in Review Petition No. 643 of 07 ----Board's letter of even number dated 20.09.2007 – clarification regarding.

….

A copy of Department of Pension & Pensioner's Welfare [DOP & PW]'s O.M. No. 4/79/2006-P&PW[D] dated 13.05.2008 containing certain clarifications with reference to their earlier O.M. dated 6th September, 2007, circulated vide Board's letter of even number dated 20.09.2007, on the above mentioned subject, is forwarded herewith for information and guidance.

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

S.No.	DOP&PW/Department of Expenditure's instructions	Railway Board's corresponding instructions
1.	Department of Expenditure O.M. No.F.1/[3]-EV/83 dated 22.10.1983	Letter No. F[E]III/83/PN1/8 dated 29.11.1983
2	DOP&PW's O.M. No. 34/2/86-P&PW dated 05.03.1987	Letter No. F[E]III/87/PN1/7 dated 26.03.1987
3	DOP&PW's O.M. No. 4/59/97-P&PW(D) dt.14.7.98	Letter No. F(E)III/96/PNI/9 dt.18.08.98
4	DOP&PW's O.M. No. 4/59/98-P&PW(D) dt.12.01.99 & corrigendum of even number dated	Letter No. F(E)III/96/PNI/9 dt.08.03.99

	5.02.1999	

Copy of Department of Pension & Pensioner's Welfare [DOP & PW]'s O.M. No. 4/79/2006-P&PW[D] dated 13.05.2008

OFFICE MEMORANDUM

Sub: Restoration of 1/3rd commuted portion of pension in respect of Government servants who had drawn lumpsum payment on absorption in public sector undertakings /autonomous bodies – implementation of Andhra Pradesh High Court judgement dated 24.12.03 in Writ Petition No. 8532 of 2003 followed by the Supreme Court judgement dated 29.11.06 in Civil Appeal No. 5269 of 2006 arising out of SLP Nos. 21647 – 648 of 2005 and the Supreme Court judgement dated 24.07.07 in Review Petition No. 643 of 07 ----O.M. dated 06.09.2007 – clarification regarding.

….

The undersigned is directed to say that the Government servants who had drawn lumpsum payment in respect of pro-rata pension [1/3rd as well as 2/3rd on absorption in a PSU /Autonomous Body and have become entitled to restoration of 1/3rd commuted portion of pension as per the provisions of this Department's OM No. 34.2.86-P&PW dated 5th March 87 after 15 years from the date of commutation or 1.4.85 whichever is later, are regulated vide this Department O.M. No. 4/59/97-P&PW[D] dated 14th July 1998 and OM No. 4/79/2006-P&PW[D] dated 6.09.2007.

2. The modalities of implementation of above judgement have been detailed in OM of even no. dated 6.09.2007. However, this department has been receiving requests for certain clarifications from individuals; associations and Ministries/Deptts. The matter has been examined and is clarified as below:

S.No.	Point raised	Clarification
1	In para 3[i] [b] I whether the date 31.12.85 is w.r.t. pension or Dearness Relief	The date mentioned is w.r.t. pension i.e. the pension as on 31.12.85 is to be taken into account.
2	In para 3[i] [b] I what is the rate of Dearness Relief	The rate of Dearness Relief which was taken into account for revision of pension i.e. as on 1.1.1986 is to be applied.
3	In para 3[ii] [b] whether the date 31.12.95 is w.r.t. pension or Dearness Relief	The date mentioned is w.r.t. pension i.e. the pension as on 31.12.95 is to be taken into account.
4	In para 3[ii] [b] I what is the rate of Dearness relief	The rate of Dearness Relief which was taken into account for revision of pension i.e. as on 1.1.1996 is to be applied.
5	In para 3[ii] [b] I what is full pension as on 31.12.85	The full pension shall be actual full pension sanctioned or the revised pension [in case of pre 1979 pensioners] as per the Liberalised Pension formula of 1979 [Dept. of Expenditure OM No. F.1[3]-EV/83 dated 22.10.83
	In para 3[ii] [b] I what is full pension as on 31.12.95	The full pension shall be actual full pension sanctioned [in case of post 1986 pensioners] or revised notional full pension [in case of pre-1986 pensioners] as per guidelines given in OM No. 4/59/97-P&PW[D] dated 14.07.1998 and OM No. 4/59/98-P&PW[D] dated 12.01.99 read with corrigendum of even No. dated 5.02.99.

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SERIAL CIRCULAR NO. 77 /2008

No.P(R)/64/VI Date: 30 -06–2008

Copy of Board's letter No.E[P&A]I-2007/ALL/RPF-1 dated 04.06.2008 is published for information, guidance and necessary action. Board's letter dated 21.09.87 quoted therein was circulated under letter No. P[R]583/Bonus/II dated 12.11.87 and letter dated 23.09.87 is being obtained from Board and will be circulated on receipt.

Copy of Bd's letter No. E[P&A]I-2007/ALL/RPF-1 dated 04.06.2008 (RBE No.70 /08)

Sub: Grant of Ration Money Allowance and Ad-hoc Bonus instead of Productivity Linked Bonus [PLB] to RPF/RPSF staff working as investigating Inspectors in Vigilance Organisation.
Ref: Board's letter No. E[P&A]II/87/PLB-4 dated 21.9.87 and dated 23.9.87

….

It has been brought to the notice of Railway Board that inspite of the instructions referred to above, almost all the railways are granting PLB instead of ad-hoc bonus to the RPF/RPSF personnel on **deputation as investigating Inspector in Vigilance Organisation.**

2.The matter has been considered by the Board and it has been decided that RPF/RPSF personnel **working as investigating Inspector on deputation basis in Vigilance Organisation** may be granted Ration Money Allowance and Ad-hoc bonus in lieu of PLB from the financial year 2008-09.

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

SERIAL CIRCULAR NO. 78/2008

No.P(R)/500/Ex-gratia/I Date: 26-06–2008

Copy of Board's letter No.E[W]2008/CP-1/1 dated 10.06.2008 is published for information, guidance and necessary action. Board's letters dated 05.11.99 and 01.05.2007 quoted therein were circulated as SC Nos. 337/99 and 72/2007, respectively. The details of cases pending for more than three months along with the reasons for delay may be sent to SPO/E&HQ for onward transmission to Railway Board.

Copy of Bd's letter No. E[W]2008/CP-1/1 dated 10.06.2008 (RBE No. - /08)

Sub: Payment of Ex-gratia compensation to families of railway servants who die in performance of their bona fide official duties.

….

It has come to notice that on one of the Zonal Railways, a case involving payment of ex-gratia compensation was finalized and payment made to the widow after a lapse of 8 years. Similar instances of inordinate delay in the matter elsewhere have also come to the light despite Board's instructions stipulating the time limit of three months for finalizing such cases having been reiterated. Such delays have also attracted judicial scrutiny in a few cases which has been viewed seriously by Board.

2. Vide Board's letter No. E[W]2006/CP-1/37 dated 01.05.2007, the powers to sanction the ex-gratia compensation in terms of Board's orders issued under letter No. E[W]99/CP-1/1 dated 05.11.99 [RBE No. 285/99] have been delegated to the General Managers and equivalents.

3. Board desires that necessary action may be taken to ensure compliance to various orders issued from Board's office in the matter and the cases finalized within three months.

The details of cases pending for more than three months along with reasons of delay may also be advised to this office by 15th July, 2008.

SERIAL CIRCULAR NO. 79 /2008

No.P(R)/473/VIII Date:30 -06–2008

Copy of Board's letter No. E[W]97PS5-1/71 dated 12.06.2008 is published for information, guidance and necessary action. Board's letters dated 12.11.2007 and 08.04.2008 quoted therein were circulated as SC Nos. 162/07 and 58/08, respectively.

Copy of Bd's letter No. E[W]97PS5-1/71 dated 12.06.2008 (RBE No.71 /08)

Sub: Grant of Privilege Passes/PTOs to dependent relatives – Raising the income ceiling.

….

Reference is invited to Board's letter of even number dated 12-11-2007 on the above mentioned subject, whereby the income ceiling for dependency was revised w.e.f. 01.07.2007 as Rs. 3173/- p.m.

i.e. Rs.1500/- (pension/family pension) plus + Rs.750/- [DP] + 41% of Rs.2250 [1500+750] or 15% of the pay of Railway servant, whichever is more.

2. Consequent upon increase in Dearness Relief to pensioners/family pensioners, w.e.f. 01.01.2008 in terms of Board's Circular No.PC-V/97/I/9/6 dated 08.04.2008 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. 01.01.2008 including pension, dearness pay and dearness relief in terms of Board's letter No.PC-V/97/I/9/6 dated 08.04.2008 does not exceed Rs.3308/- i.e. Rs.1500/- (pension/family pension)+ Rs.750 (DP) + 47% of Rs.2250 (1500+750) or 15% of the pay [excluding D.P.] of Railway servant, whichever is more.

SERIAL CIRCULAR NO. 80 /2008

No.P(R)/563/VIII Date: 30 -06–2008

Copy of Board's letter No.E[NG]-II/96/RR-1/62/Vol.II dated 17.06.2008 is published for information, guidance and necessary action. Board's letters dated 18.07.05, 29.09.05, 01.11.06 and 12.03.07 quoted therein were circulated as S.C. Nos.126/05, 176/05, 190/06 and 107/07, respectively.

Copy of Bd's letter No. E[NG]-II/96/RR-1/62/Vol.II dated 17.06.2008 (RBE No.73 /08)

Sub: Recruitment of Group 'D' staff on Indian Railways – Calling of candidates for document verification regarding

Ref: This office letter of even number dated 18.07.2005 [RBE No. 121/2005], 29.09.2005 [RBE No. 166/2005], 1.11.2006 [RBE No. 164/2006] and 12.3.2007 [RBE No. 37/2007].

….

As per the instructions circulated vide letters quoted above, presently the procedure for recruitment of Group 'D' posts on the railways consists of a Physical Efficiency Test [PET] followed by written test of PET qualified candidates.

2. A clarification has been sought by one of the zonal railways regarding the ratio in which the candidates are to be called for document verification after written examination vis-à-vis number of vacancies to be filled up.

3. The issue has been examined and it has now been decided by the Board that the number of candidates called for document verification shall be 20% over & above the number of vacancies.

4. This shall, however, be done with the following proviso:

[i] It has to be brought out clearly in the Call Letter to the candidate that the purpose of calling 20% candidates over and above the number of vacancies at the time of document verification is primarily to avoid shortfall in the panel and that merely calling a candidate for document verification does not, in any way, entitle him/her to an appointment in the railways;

[ii] Even where the number of candidates available after document verification exceeds the number of vacancies, the panel finalized by RRC [Railway Recruitment Cell] shall be equal to number of vacancies only. In case, the Railway administration after giving stipulated joining time to the selected candidates, certifies that certain number of candidates have not turned up within the specified period, another panel equal to the number of candidates finally not turning up for taking appointment will be supplied by RRC. Before calling for replacement in-lieu of the candidates finally not turning up for taking appointment, CPO shall personally satisfy himself that the procedure for cancellation of the offer of appointment to the originally empanelled candidates has been strictly followed. Under no circumstances, the number of candidates covered in the original as well as replacement panels shall exceed the number of the vacancies indented by the railway; and

[iii] Replacement panels shall include only such number of reserved /un-reserved candidates as have not turned up as per original panel.

5. These instructions will be applicable to the selections wherever Call Letters to the candidates for document verification are yet to be issued.

[This disposes of East Central Railway's letter No. ECR/HRD/RRC/PET/Gr. 'D' dated 28.3.2008]

SERIAL CIRCULAR NO. 81 /2008

No.P(R)/535/VII Date: 30 -06–2008

Copy of Board's letter No.E[GP]2005/2/8 dated 20.06.2008 together with their letter dated 22.03.2007 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[GP]2005/2/8 dated 20.06.2008 (RBE No. 74 /2008)

Sub: Syllabus for 30% LDCE for promotion to Group 'B' post of AME/AWM in Mechanical Department of Railways/ Production Units.

Ref: Railway Board's letter No. E[GP]2005/2/8 dated 22.03.2007.

….

With reference to Board's letter of even number dated 22.03.2007 prescribing revised syllabus for 30% LDCE for filling up Group 'B' post of AME/AWM in Mechanical department, it is clarified that the topic of 'Official Language' may be included as part of General Knowledge in Paper I as provided for in terms of Board's letter No. Hindi-81/OL-14/12 dt.14.01.1982.

Copy of Bd's letter No. E[GP]2005/2/8 dated 22.03.2007 (RBE No. 40 /2007)

Sub: Syllabus for 30% LDCE for promotion to Group 'B' post of AME/AWM in Mechanical Department of Railways/ Production Units.

Ref: Railway Board's letter No. E[GP]79/2/30/3 dated 12.11.1979.

****

A revised syllabus for Limited Departmental Competitive Examination [LDCE] for promotion from Group 'C' to Group 'B' posts in Mechanical Department of Railways / Production Units is enclosed for guidance. This may be given wide publicity and circulated amongst the eligible candidates.

2. The revised syllabus will be effective from the date of issue of this letter. However, LDCEs for which written examinations have already been held or which are at an advanced stage, need not be disturbed.

PROPOSED SYLLABUS FOR 30% LDCE FOR PROMOTION TO GROUP 'B' FOR AME/AWM IN MECHANICAL DEPARTMENT.

PAPER I MAXIMUM MARKS 150 PASS MARKS 90
PART A – GENERAL PORTION – 50 MARKS
GENERAL KNOWLEDGE This section would contain questions of general interest and importance which is acquired by general observation and reading without specific text book study. Subjects of national importance as well as achievements of railways will also be covered. The standard of General Knowledge shall not be more rigorous than Matriculation.
GENERAL MATHEMATICS • Arithmetic & Statistical operations Graphs, Fractions, Percentage, Samplings & Averages • Geometry – Area & Volume upto Higher Secondary / Class 12 Standard. • Algebra, simultaneous equations etc. upto Higher Secondary / Class 12 standard Mechanics Velocity & Acceleration, work done & horse power etc. upto Higher Secondary / Class 12 standard.
STRENGTH OF MATERIAL
Various Engineering materials and their properties, Bearings, Stress & Strain, Fatigue, hardness, corrosion & Surface finish.

PHYSICS & BASIC ELECTIRICITY

- Temperature & its measurement
- Mechanics: Newton's Laws of Motion, Velocity & Acceleration, work, energy, power, Archimedes Principle etc.
- Heat & Work, Expansion of Solids, Liquids & Gases
- IC Engines, Gas Turbines, Heat Recovery & Thermal Efficiency, Supercharging & Intercooling
- Ohm's Law, Coulombs Law, Faraday's Laws, Voltage, Current & Resistance, wet & dry batteries, power factor
- Simple Motors & Dynamos – Principle & working, transformer, relay, fuse, circuit breakers
- Power Supply, AC & DC, Rectification

PART B PROFESSIONAL PORTION -100 MARKS
GENERAL

- Out of commission [under repair] percentage for different types of rolling stock & motive power and how to minimize the same
- Different types of Locomotive, Coaches & wagon Stock in use on the Railways
- Prevention of hot boxes on motive power/ rolling stock & maintenance of roller bearings
- Disaster Management – Accident Classification, duties of first official to reach at accident site, causes of accidents and their prevention, existing disaster management system & its short comings, recommendations of high level committee, accident Enquiry
- Corporate Safety Plan, RSRC Recommendations
- Benchmarking
- Quality improvement in Work area
- Failure analysis
- Performance Indices
- Items to be inspected at workplace
- Health & Safety standards in Shops sheds & depots.

STORES

- Classification of Stores
- Procedure for drawal of stores
- Indenting Procedures
- Procurement methods- Local purchase, Spot purchase, Bulletin tender, Advertised tender, Limited tender, Tender Committee, Direct Purchasing
- Schedule of Powers
- Incoming inspection requirements
- Scrap

INFORMATION TECHNOLOGY

- Familiarity with Personal Computer Specs – Processor, RAM, Hard Disk, Floppy, CD, Multimedia etc.
- Operating System – Windows
    - Starting & closing programs
    - Creating /Saving/Copying/Moving files in PC and moving files from one PC to another PC
    - Utilities /Accessories: Disk Cleanup, Defrag, Antivirus, CD Burning
- Basic MS Word, Excel and PowerPoint
- Basic Local Area Networks: Servers, Hubs, Switches, Structured Cabling, Nodes, Network applications
- Using Internet: Email, Browsing, Searching

OTHER ISSUES

Environment, Quality Management Systems ISO 9000 & ISO 14000

PROPOSED SYLLABUS FOR PAPER –II
MAXIMUM MARKS 150 PASS MARKS 90

Sufficient number of questions shall be included in each of the disciplines to enable a candidate to answer the questions upto full 150 marks.
Part-A consists of Establishment & Financial rules worth 50 marks

Part –B contains Professional portion of 100 Marks in Four sections representing various streams of Mechanical Branch – Division & Workshop Management, Diesel Locomotives, Carriage & Wagon and Workshops. Candidates can attempt questions from their own discipline or from more than one discipline if he so desires to complete upto 100 marks.

PART-A [Establishment & Financial Rules] – 50 Marks

ESTABLISHMENT RULES

- General Conditions of service of Railway servants including rules regarding leave, joining time, passes
- Railway Servants D&A Rules, 1968
- Railway Services Conduct Rules 1966
- Retirement Benefits
- Payment of Wages, Allowances and Overtime
- Labour Laws including Payment of Wages Act, Workmen's Compensation Act, Hours of Employment Regulations, Factories Act, Industrial Disputes Act, Contract Labour Act
- Manpower Planning & training
- Welfare measures in Railways
- PNM, JCM & PREM

FINANCIAL RULES

- Parliamentary Control over Railway Finance – Public accountability, Cannons of Financial Propriety
- Railway Budget – Budgetary terms, types of Budgets, Budget Cycle, Demand for grants, Expenditure Classification
- Works Programme – Financial Justification of Works – Preparation of Estimates, Capital Budget, Control Over Capital Expenditure
- Financial and Cost Control in railway workshops, Sheds & Depot
- Delegation of powers
- M&P Programme, RSP

PART-B -Professional Portion – 100 Marks

DIVISIONAL WORKING & OPERATIONS MANAGEMENT

- Working Time Table
- Working in Control Office
- Power Plan & Engine Utilisation
- HOER & Crew Planning
- Running rooms & crew booking point management
- Fuelling Installations Management
- Running staff training
- Load Trials
- Drivers Grading System
- Accident Classification, definitions, ART Ordering, Role of Supervisors & Officers at accident site Management
- 140 ton Crane Constructions & safety in operations

DIESEL LOCOMOTIVES

- Preventive maintenance schedules
- Latest design improvements in diesel locomotives to reduce failures on line
- Design improvements in bogies to make them fit for high speed operation
- Brake system of diesel locos including working of expressors and vigilance control devices and their maintenance
- Cooling water system of diesel engines
- Fuel oil system of diesel engines
- Control of lubricating oil consumption
- Safety devices used on diesel engines and locomotives
- Testing equipment required in sheds for governors and fuel injection pumps, Non-destructive testing such as Zyglo & magnaflux
- Trouble shooting on locomotives running on the railways
- Fuel economy on diesel locomotives
- Maintenance requirements of different assemblies like – Traction motor / Tractor Generator, express or, Turbo supercharger, power assembly, cylinder head

- Thermal loading of engine components
- Under gear maintenance
- Suspension bearings, wheels
- Excitation system, transition, dynamic braking, carbon brushes, relays & contactors
- Load Box Testing
- Improvements made in ALCO locomotives
- DEMUs-types, system & trouble shooting
- Biodiesel, CNG
- Introduction to GM Locomotives and its systems

CARRIAGE &WAGON

- Coaching stock –preventive maintenance schedules in Coaching Depots including IOH, POH Schedules in shops
- Wagon Stock Preventive maintenance including ROH in depots and POH Schedules in shops
- IRCA rules for rejectable defects
- ICF Bogies and their maintenance in sick line / shops
- Casnub Bogie & its modifications for high speed
- Corrosion repairs to coaching and goods stock
- Couplers & Draw gear, Train Parting & measures to avoid the same
- Water availability in coaches
- Fire prevention on Trains
- Air Brake system –Twin pipe and single pipe. Under frame & bogie mounted brake system, Test rig, Checking timings, trouble shooting, DV defects, slack adjustment methods. Brake Binding
- Passenger amenity items
- Coach Housekeeping
- Maintenance Pattern of freight trains including CC Rakes & Coaching stock maintenance including Revised policy Circular -4
- Neutral train examination
- Ride index
- Anti-Telescopic features
- Maintenance of various components like DV, SAB, PEASD
- Latest design improvements of Carriage & wagons to improve their performance and speed potential
- LHB Coaches & BLC Wagons
- Construction, Design & Maintenance of Tank Wagons

WORKSHOPS

- System of labour accountal GA Cards for time keeping documents, tally sheets, Job/Route Cards, inspection & rate fixing
- Rules & Calculations under incentive scheme
- Paints & painting systems
- Different types of machine tools such as lathes, milling machines, shapers, planers, cutting tools and cutting speeds
- CNC machines
- CLW pattern of incentive scheme, Group Incentive scheme
- Different types of welding processes, welding defects
- Wheels, tyres & axles and their ultrasonic testing
- Heat treatment of ferrous items such as surface hardening, annealing, normalizing etc
- Roller Bearing & Cartridge Bearings
- Injury free features in coaches
- Material handling

SERIAL CIRCULAR NO. 82 /2008

No.P(R)/563/VIII Date:30 -06–2008

Copy of Board's letter No.E[NG]-II/2007/RR-1/61 dated 24.06.2008 is published for information, guidance and necessary action. Board's letter dated 15.01.2008 quoted therein was circulated as SC No. 05/2008.

Copy of Bd's letter No. E[NG]-II/2007/RR-1/61 dated 24.06.2008 (RBE No.75 /08)

Sub: Educational qualification for direct recruitment to the category of Senior P.Way Supervisor in the pay scale of Rs.5000-8000 on the Railways.

….

Attention is invited to Board's letter of even number dated 15.01.2008 [RBE No. 5/2008], wherein, qualification for direct recruitment to the category of Senior P.Way Supervisor in the pay scale of Rs.5000-8000 has been prescribed as **Diploma in Engineering or B.Sc. with Physics & Mathematics or B.Sc. [Honours] in Physics with Mathematics as secondary / subsidiary subject or B.Sc. [Honours] in Maths with Physics as secondary /subsidiary subject.**

Confirmation has been sought for by one of the Railway Recruitment Boards whether the **Diploma in Engineering** cited in the qualification above may be construed as **Diploma in Civil Engineering.**

The matter has been examined in consultation with Civil Engineering Directorate of this Ministry and it has now been decided that henceforth Diploma in Engineering appearing in para 2 of letter dated 15.01.2008 may be read as Diploma in Civil Engineering /Civil Engineering [Transportation].

[This disposes of RRB/Bangalore's letter No. RRB/BNC/RT/Policy/Qual/2008 dated 21.4.2008]

SERIAL CIRCULAR NO. 83/08

No.P/LE/389/ HER/P Date:30.06.08

Copy of Railway Board's letter No.E(LL)2006/HER/16, dt.29.05.08 notifying Shri K. Krishnan, Additional Secretary, in the Ministry of Labour and Employment as Appellate Authority to hear Appeals under Rule 4(2) of Railway Servants (Hours of Work and Period of Rest) Rules, 2005 is published for information, guidance and necessary action. The Railway Servants Hours of Work and Period of Rest) Rules, 2005 was circulated as Serial Circular No.134/05.

Copy of Railway Board's letter No.E(LL)2006/HER/16, dt.25.04.07

Sub: Appeals under Rules 4(2) of Railway Servants (Hours of work and Period of Rest) Rules, 2005.

* * *

A copy of the notification No.Z.20025/06/2006/CLS.I dt.27.10.07 received from Ministry of Labour and Employment, notifying Shri K. Krishnan, Additional Secretary, in the Ministry of Labour and Employment as Appellate Authority to hear appeals under Rule 4(2) of Railway Servants (Hours of Work and Period of Rest) Rules, 2005 is sent herewith for information and guidance.

Extract from the Gazette of India: Part II, Sec.3, Sub.Sec.(ii) appearing on Page No.9170, dt.27.10.07 of Ministry of Labour. Notification dt.17.10.07

S.O.3190:- In exercise of the powers conferred by Rule 4 (2) of Railway Servants (Hours of Work and Period of Rest) Rules, 2005 under Section 136 of the Indian Railway Act, 1989 (24 of 1989) the Central Government hereby notifies Sri S. Krishnan, Additional Secretary in the Ministry of Labour and Employment as Appellate Authority to hear Appeals under the said Rules, with effect from the date of its publication in the official Gazette.

SERIAL CIRCULAR NO. 84 /2008

No.P(R)/53/IV Date: 17-07–2008

Copy of Board's letter No.E[P&A]II-2006/RS-28 dated 02.07.2008 is published for information, guidance and necessary action. Board's letters dated 11.03.04, 08.11.05 and 24.04.07 quoted therein were circulated as SC Nos.36/04, 196/05 and 69/07, respectively.

Copy of Bd's letter No. E[P&A]II-2006/RS-28 dated 02.07.2008 (RBE No.77 /08)

Sub: Merger of Dearness Allowance equal to 50% of basic pay with the basic pay w.e.f. 1.4.2004.

….

One of the zonal railways have sought clarification whether Dearness Pay is to be reckoned for the purpose of fixation of pay of the running staff in stationary posts.

2. The matter has been examined and it is advised that the governing principle for reckoning Dearness Pay for various purposes is contained in Para 2 of this office letter No. PC-V/2004/A/DA/1 dated 11.03.2004 which stipulates that Dearness Pay would be counted for purposes like payment of allowances, transfer grant, retirement benefits, contribution to GPF, Licence Fee, monthly contribution for CGHS, various advances, etc. As these instructions do not provide for reckoning of Dearness Pay for the purpose of fixation of pay, Board have decided that Para 2 of this office letter of even number dated 24.4.2007 may be substituted to read as under:-

"2. The matter has been examined in detail by the Board and it is revealed that the instructions contained in letter No.E(P&A)II-2005/RS-28 dated 8.11.2005 are in conflict with the instructions contained in letter No.PC-V/2004/A/DA/1 dated11.3.2004. In supersession of the instructions contained in letter dt. 08-11-2005 ibid, it is clarified that w.e.f. 1-4-2004, Dearness pay, calculated on Basic pay + 30% thereof shall also be reckoned as pay for the purpose of computation of the specific benefits as mentioned in Rule 25 (excluding(a),(d) and (g) thereof) contained in " The Rules for payment of Running and other Allowances to the Running staff on Railways,1981". An illustration is given below:-

Basic pay [BP]	=	Rs. 5,000	
Pay element @ 30% of BP	=	Rs.1,500	
Dearness Pay (DP)	=	Rs.3,250	(Computed on BP+ 30% of BP)
Dearness Allowance [DA]	=	Rs.2,828	(29% of (BP+DP+30% of BP))
HRA	=	Rs.2,925	(30% of (BP+DP+30% of BP))
Leave Salary (1 day)	=	Rs. 419	((BP+DP+DA+30% of BP)/30)"

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

SERIAL CIRCULAR NO. 85 /2008

No.P(R)/436/IREM/VIII Date: 17 -07–2008

Copy of Board's letter No.E[NG]II/2007/RR-1/60 dated 25.06.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[NG]II/2007/RR-1/60 dated 25.06.2008 (RBE No.76 /08)

Sub: Recruitment Rules for the post of Dental Hygienist in the pay scale of Rs.5000-8000 in Medical Department on the railways.

….

The issue of laying down R&P Rules for filling up the post of Dental Hygienist in the pay scale of Rs.5000-8000 has been under examination of this Ministry.

2. The issue has been examined in consultation with Health and Pay-Commission Directorates of this Ministry and after detailed deliberation, it has now been decided by the Board that the vacancies in the category of Dental Hygienist [Gr.5000-8000] on the Railways may be filled up as under:

[i] The vacancies in the category of **Dental Hygienist** in the pay scale of Rs.5000-8000 will be filled up 100% through direct recruitment through the agency of Railway Recruitment Board.

[ii] The **qualification** for direct recruitment to the post of **Dental Hygienist** in the pay scale of Rs.5000-8000 shall be as under:

a] Degree in Science [Biology] from a recognized University or equivalent;
b] Diploma/Certificate course [2 years] in Dental Hygiene from an Institute recognized by Dental Council of India;

c] Registered with Dental Council of India as Dental Hygienist ; and
d] Two years experience as Dental Hygienist.

NOTE: Qualification regarding experience is relaxable at the discretion of the competent authority in case of candidates belonging to Scheduled Castes or Scheduled Tribes, if, at any stage of selection the competent authority is of the opinion that sufficient number of candidates belonging to these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

[iii] **Age Limit**: Between 18-30 years

[iv] **Channel of Promotion/Higher Grade**: Persons inducted as Dental Hygienist be made aware at the beginning itself that they will be only given two ACPs [Assured Career Progression] during the course of their entire service.

3. These instructions will be applicable from the date of issue of this letter.

4. Indian Railway Establishment Manual, Volume-I [1989 Edition] may be amended as per **Advance Correction Slip No. 202** enclosed.

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Indian Railway Establishment Manual, Volume-I [1989 Edition]
Chapter –I, Section 'B', Subsection-III
Advance Correction Slip No. 202

1. Add the following as new para **167B** below existing para **167A** with the caption as indicated:

"[x] **DENTAL HYGIENIST**:

167B.[1] The vacancies in the category of **Dental Hygienist** in the pay scale of Rs.5000-8000 will be filled up 100% through direct recruitment through the agency of Railway Recruitment Board.

[2] [i] The **qualification** for direct recruitment to the post of **Dental Hygienist** in the pay scale of Rs.5000-8000 shall be as under:

a] Degree in Science [Biology] from a recognized University or equivalent;
b] Diploma/Certificate course [2 years] in Dental Hygiene from an Institute recognized by Dental Council of India;
c] Registered with Dental Council of India as Dental Hygienist ; and
d] Two years experience as Dental Hygienist.

NOTE: Qualification regarding experience is relaxable at the discretion of the competent authority in case of candidates belonging to Scheduled Castes or Scheduled Tribes, if, at any stage of selection the competent authority is of the opinion that sufficient number of candidates belonging to these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

[ii] **Age Limit**: Between 18-30 years

[3] **Channel of Promotion/Higher Grade**: Persons inducted as Dental Hygienist be made aware at the beginning itself that they will be only given two ACPs [Assured Career Progression] during the course of their entire service.

[Authority: Railway Board's letter No. E[NG]-II/2007/RR-1/60 dated 25.06.2008] "

SERIAL CIRCULAR NO. 86 /2008
No.P(R)/535/VII Date: 21-07–2008

Copy of Board's letter No.E[GP]99/2/69 dated 02.07.2008 together with a copy of Board's letter dated 30.11.99 is published for information, guidance and necessary action. Board's letters dated 10.05.98 and 08.04.99 [not 08.05.99] quoted therein were circulated as SC Nos.132/98 and 263/99, respectively.

Copy of Bd's letter No. E[GP]99/2/69 dated 02.07.2008 (RBE No.78/08)

Sub: Selection for promotion to Group 'B' post of Assistant Pharmacy Officer, Assistant Health Education Officer, Assistant Health Officer and Assistant Physiotherapy Officer in Medical Department.

….

Based on the recommendations of the Vth CPC, Group 'B' posts of Assistant Pharmacy Officer, Assistant Health Education Officer, Assistant Health Officer and Assistant Physiotherapy Officer, in scale Rs.7500-12000 were sanctioned in terms of Board's letters No. PC-V/98/I/11/18[A] dated 10.05.98 and PC-V/97/I/11/12 dated 08.05.99. However, as Recruitment Rules for these posts were yet to be notified in consultation with UPSC, instructions were issued under Board's letter No. E[GP] 99/2/69 dated 30.11.99, to fill these posts on adhoc basis through normal process of selection including written test and viva-voce [including assessment of record of service], from amongst the eligible Group 'C' staff.

2. Recruitment Rules for the post of Assistant Pharmacy Officer, Assistant Health Education Officer and Assistant Health Officer have been notified vide Ministry of Railways Notification No. 99/E/[GRR]/1/2 dated 20.11.2007, and Recruitment Rules for the post of Assistant Physiotherapy Officer have been notified vide Ministry of Railways Notification No. 99/E/[GRR]/1/2 dated 03.04.2008. In view of these Recruitment Rules, the matter regarding regularization of Group 'B' service of employees promoted on adhoc basis after due selection, held in accordance with Board's letter No. E[GP]/99/2/69 dated 30.11.99, has been considered by the Board. It has been decided that the adhoc promotion of Group 'C' staff to Group 'B' post of Assistant Pharmacy Officer, Assistant Health Education Officer, Assistant Health Officer and Assistant Physiotherapy Officer, after due selection in terms of Board's letter No. E[GP]/99/2/69 dated 30.11.99, may be regularized from the date from which they were promoted on adhoc basis.

***

Copy of Board's letter No. E[GP]/99/2/69 dated 30.11.99

Sub: Selection for promotion to Group 'B' post of Assistant Pharmacy Officer, Assistant Health Officer, Assistant Health Education Officer and Assistant Physiotherapy Officer in Medical Department.

Ref: Board's letters No. PC-V/98/I/11/18[A] dated 10.05.98 and PC-V/97/I/11/12 dated 08.04.99

***

Vide Board's letters referred to above, Group 'B' posts of Assistant Pharmacy Officer, Assistant Health Officer and Assistant Health Education Officer and Assistant Physiotherapy Officer in scale Rs.7500-12000, have been sanctioned. Recruitment Rules for these posts are under finalization in consultation with the UPSC. In the meantime, Board has decided that these posts may be filled on adhoc basis by promotion through normal process of selection which will include a written test and viva-voce from among eligible Group 'C' staff. The written test shall consist of one paper only covering Technical / Professional knowledge and Establishment & Finance Rules.

2. Conditions of eligibility are as under:

[i] Assistant Pharmacy Officer: Group 'C' Pharmacists with 3 years regular service in the grade of Rs.6500-10500 and higher grades and possessing Degree/Diploma in Pharmacy from a recognized Institution.

[ii] Assistant Health Officer: Group 'C' Health & Malaria Inspectors with 3 years regular service in the grade of Rs.6500-10500 and higher grades and possessing Degree/Diploma in Health from a recognized Institution.

[iii] Assistant Health Education Officer: Group 'C' staff in the categories of District Extension Educators, Statistical Assistants and Extension Educators having 5 years regular service in the grade of Rs.5500-9000 and higher grades and possessing Degree from a recognized University.

[iv] Assistant Physiotherapy Officer: Group 'C' Physiotherapists having 5 years regular service in the grade of Rs. 5500-9000 and higher grades and possessing Degree/Diploma in Physiotherapy from a recognized Institution.

3. Constitution of the CPC: Except in the case of Assistant Physiotherapy Officer the DPC will be constituted by the General Manager of the Zonal Railway concerned consisting of 3 Heads of Deptts. including the Chief Medical Director and the Chief Personnel Officer. If none of the officer constituting the DPC belongs to either Scheduled Caste or Scheduled Tribe, a fourth officer belonging to Scheduled Caste or Scheduled Tribe holding the rank not lower than the Junior Administrative Grade may be nominated. In the case of Assistant Physiotherapy Officer, the DPC will be constituted by the Director General, Railway Health Services, consisting of 3 SAG Officers of Ministry of Railways including one SAG officer each from Health Dte. and Management /Establishment Dte. A fourth Officer belonging to either SC or ST will also be nominated if none of the 3 officers belongs to SC/ST.

4. Integrated Seniority list of eligible staff: For the purpose of eligibility list, the seniority of eligible staff of Production Units shall be clubbed with the contiguous Zonal Railway. For the purpose of selection to the post of Assistant Physiotherapy Officer, the seniority list of eligible staff of Zonal Railways and Production Units shall be maintained at Railway Board. Necessary action may please be taken accordingly.

SERIAL CIRCULAR NO. 87 /2008

No.P(R)/299/V Date: 17 -07–2008

Copy of Board's letter No.E[G]2004 HO1/15 dated 04.07.2008 is published for information, guidance and necessary action. Board's letter dated 03.06.05 quoted therein was circulated as SC No.104/2005.

Copy of Bd's letter No. E[G]2004 HO1/15 dated 04.07.2008 (RBE No.79 /08)

Sub: Enhancement in the rates of honorarium payable to various functionaries engaged by the RRBs for conducting examinations

....

Ministry of Railways have reviewed the existing rates of honorarium payable to various functionaries engaged by RRBs in connection with holding of examinations as laid down in Board's letter of even number dated 03.06.05. The rates of honorarium payable to various functionaries have been revised as detailed hereunder:-

S.No.	Functionary	Rates in (Rupees)			
		One session	Two sessions	Three sessions	**Norms for payment**
1	Town-in-Charge	500(1500)	1000(2000)	1000(2000)	Remuneration for actual session/day plus one day payment of Rs. 1000/- for making arrangements etc.
2	Coordinating Supervisor	400(1150)	600(1350)	600(1350)	Remuneration for actual session/day plus one day payment of Rs. 750/- for making arrangements etc.
3	Assistant Supervisor	300	450	450	Remuneration for actual session/day of exam/test only.
4	Centre-in-charge	350(850)	500(1000)	600(1100)	Remuneration for actual

					session/day plus one day payment of Rs.500/ for making arrangements etc.
5	Invigilator	250	350	450	Remuneration for actual session/day of exam/test only.
6	Group-D Staff/ Daily wagers.	150	200	250	Attached to Supervisor for stitching/sealing and despatch etc may be paid for actual day of examination/test plus payment @ Rs. 200/- for two days. Waterman may be paid for actual session/day of exam/ test only.
7	Clerks attached to Supervisor	150(400)	250(500)	300(500)	Remuneration for actual session/day of exam/ test plus two days payment @ Rs. 250/- per day for making arrangements and preparation of accounts.
8	Dictator	Rs. 320/- for the first dictation and Rs. 160/- for each subsequent dictation subject to a maximum of Rs. 800/- per day.			Remuneration for actual session/day of exam/test only.
9	Time Keeper/Text Checker	Rs. 240/- per day of single session and Rs. 400/- per day for double session.			Remuneration for actual session/day of exam/test only.
10	Official members of interview committee	Rs. 750/- per day of meeting of the interview Board.			When the official member actually attends at the place at which he/she has been involved by the RRB to be present.
11	Setting of question paper	Rs.20/- per question (Objective type)			
12	Evaluation of Steno-graphy scripts	Rs.30/- per script of Stenography test [maximum Rs. 240/-]			
13	Evaluation of typing scripts.	Rs. 24/- per script of type test [maximum Rs. 120/-]			

2. The above rates will apply to all examinations conducted by RRBs viz. mass categories, technical and others.
3. The revised rates would take effect from the date of issue of the order.
4. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

SERIAL CIRCULAR NO. 88 /2008

No.P(R)/64/VI Date: 21-07–2008

Copy of Board's letter No.E[P&A]I/2008/SP-1/WS-1 dated 04.07.2008 is published for information, guidance and necessary action. Board's letter dated 10.08.99 quoted therein was circulated as SC No.211/99.

Copy of Bd's letter No. E[P&A]I/2008/SP-1/WS-1 dated 04.07.2008 (RBE No. 80/08)

Sub: Grant of Special Allowance to Chief Safety Officers/Safety Officers.

….

The proposal regarding provision of Special Allowance to Chief Safety Officer/Safety Officer on the line of PCO Allowance being given to SSEs /SEs posted in Production Control Organisation in

terms of Board's letter No. E[P&A] I-99/SP-1/WS-1 dated 10.8.99 was under consideration of the Board.

2. It has been decided that Senior Supervisors of workshop cadre [whether working in workshops or PCO] when deputed as Chief Safety Officers / Safety Officers may be granted Special Allowance @ 7.5% [at the same rate as that of PCO Allowance].

3. Others terms and conditions as contained in Board's letter No. E[P&A] I-99/SP-1/WS-1 dated 10.8.99 will remain same.

4. These orders take effect from the date of issue of this letter.

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

SERIAL CIRCULAR NO. 89/2008

No.P(R)/563/VII Date: 31-07–2008

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarifications] dated 09.07.08 is published for information, guidance and necessary action. Board's letter dated 30.03.07 quoted therein was circulated as SC No.55/07.

Copy of Bd's letter No. E[Sports]2007/Policy/4[Clarifications] dated 09.07.08 (RBE No. 81/08)

Sub: Incentives to Referees/Umpires.
Ref: Board's policy letter No. E[Sports]/2007/Policy/3 dated 30.03.2007 [RBE No. 48/2007]

….

Please refer to Board's policy letter mentioned above. Ministry of Railways [Railway Board] have decided to grant incentives to Referees /Umpires who excel at the International level, as per the Para given below. This new para shall be inserted after Para 9.3 of the Board's above referred policy letter dated 30.03.2007, and numbered as 9.3A and be read as under:-

Para No. **9.3A: Incentives to Referees/Umpires:**

Two advance increments may be granted for each event, subject to total five increments in the entire career, to Referees/Umpires who excel at the International level in the sports events recognized by the National Sports Federations. The increments so granted would be continued to be drawn at the same rate till retirement. The term 'excellence' would mean that the Umpire /Referee has been accepted as a Referees / Umpire by the International Federation governing the particular sports discipline and has performed the duties in International Competitions recognized by the such International Federation. However, no such incentive will be allowed to those Referees/Umpires, who perform such duties at the National level.

These instructions will take effect from the date of issue of this letter.

This issue with the concurrence of the Finance Directorate of the Ministry of Railways [Railway Board].

SERIAL CIRCULAR NO. 90 /2008

No.P(R)/473/VIII Date: 31 -07-2008

Copy of Board's letter No.E[W]2007 PS 5-1/9 dated 10.07.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[W]2007 PS 5-1/9 dated 10.07.2008 (RBE No.82 /08)

Sub: Extending the validity of half set of Privilege Passes, Post Retirement Complimentary Passes, Widow Passes and Privilege Ticket Orders [PTOs].

….

In terms of extant provisions contained in Railway Servants [Pass] Rules, 1986 [Second Edition, 1993], a half set of Privilege Pass shall be valid for three months and one set shall be valid for four months from the date of issue irrespective of whether the inward journey is for the same station or any other station. Under these rules, PTOs are valid for three months from the date of issue.

2. Consequent upon the decision of the Board to enhance the period of advance reservation from 60 days to 90 days vide Commercial Circular No. 5 of 2008 dated 10.01.2008, a number of representations have been received for enhancing the validity period of half set Passes & PTOs in order to facilitate securing confirmed reservations on such Passes and PTOs. The issue has been considered by Board and it has been decided that the validity period of half set of Privilege /Post Retirement Complimentary / Widow Passes and PTOs shall be raised to four months from the date of issue as in the case of full set Passes. Accordingly, Item 3[iv], [v],& [xiv] of Schedule -II under heading "General Rules", Item No. [i] under Column 4 of Schedule -IV and item Nos. 11 & 12 under Annexure 'C' of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] should be revised as per Advance Correction Slip No. 58.

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

Advance Correction Slip No. 58 to the Railway Servants [Pass] Rules, 1986 [Second Edition, 1993]

Item 3 [iv] [v] and [xiv] of Schedule -II under heading "General Rules relating to Privilege Passes/PTOs" of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] may be amended as under:-

[iv]:- A half set or one set of Privilege Pass shall be valid for four months from the date of issue irrespective of whether the inward journey is for the same station or any other station.

[v]:- Privilege Ticket Order [PTO] shall be valid for four months from the date of issue .

[xiv]:- When an employee has availed all passes due to him / her in a calendar year, one set of passes and/or one set of PTO may be issued to him/her for journeys commencing in the next year only and the Pass/PTO may be debited to the next year's pass account. Such advance issue of Pass/PTO should not exceed 60 days of the current year from the date of issue. These Passes/PTO may be valid for 4 months from the date of issue.

2. Item [i] under column 4 "other facilities" of Schedule-IV, Post Retirement Complimentary Pass of Railway Servants [Pass] Rules 1986 [Second Edition, 1993] may be amended as under:

[i] :- A retired Railway servant may be issued on his /her request one set of Complimentary Pass 60 days in advance of the current calendar year from the date of issue for journeys commencing in the next year duly debiting such issue of Complimentary Pass in the next year's account. The validity of Pass will be for four months from the date of issue.

3. Item Nos. 11 & 12 under Annexure 'C' of Railway Servants [Pass] Rules 1986 [Second Edition, 1993] may be amended as under:

[11] Incorrect issue of a Pass by pass issuing authority for a period exceeding four months and its use by a Railway servant or his family after the period of availability.

[12] Correct issue of Pass by the pass issuing authority for a period not exceeding four months and its use by a Railway servant or his family after the period of availability.

[Authority: Railway Board's letter No. E[W]2007 PS 5-1/9 dated 10.07.2008]
****

SERIAL CIRCULAR NO. 91 /2008
No.P(R)/554/VII Date: 31-07–2008

Copy of Board's letter No.E[G]2007 RN2-1 dated 14.07.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No.E[G]2007 RN2-1 dated 14.07.2008 (RBE No. 84/08)

Sub: Proposal for Retention of Railway accommodation for officers/staff joining UIC offices in India, on deputation.

….

Regional units of UIC [International Union of Railways], i.e. Indian Railway Strategic Management Institute [IRSMI] and Asia Regional Unit [ARU] are being setup in New Delhi in association with UIC.

Railway Board have decided that such officers/staff joining UIC offices in India, on deputation, may be permitted to retain Railway accommodation at their previous place of posting for a period of five years or till the period of deputation, whichever is less.

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

SERIAL CIRCULAR NO. 92/2008
No.P(R)/563/VIII Date: 31-07–2008

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarifications] dated 16.07.2008 is published for information, guidance and necessary action. Board's letter dated 30.03.2007 quoted therein was circulated as SC No.55/2007 .

Copy of Bd's letter No. E[Sports]2007/Policy/4[Clarifications] dated 16.07.2008 (RBE No.85/08)

Sub: Age relaxation to SC/ST/OBC candidates for recruitment against Sports Quota through Open Advertisement – clarification regarding
Ref: Board's policy letter No. E[Sports]2007/Policy/3 dated 30.03.2007.

….

Please refer to Board's policy letter mentioned above. Regarding age relaxation to SC/ST/OBC candidates for recruitment against Sports Quota through Open Advertisement, it is clarified that there is no provision of reservation for SC/ST/OBC candidates for recruitment against sports quota on Indian Railways. Therefore, there is no provision for age relaxation to SC/ST/OBC candidates for recruitment against sports through Open Advertisement.

[This also disposes DLW's letter No. DLW/Wel/22/Rectt.2008-09 [Policy] dt. 04.07.2008]

SERIAL CIRCULAR NO. 93 /2008
No.P(R)/563/VIII Date: 31-07–2008

Copy of Board's letter No.E[RRB]/2008/25/16 dated 17.07.2008 is published for information, guidance and necessary action. Board's letter dated 18.07.06 quoted therein was circulated as SC No.112/06.

Copy of Bd's letter No. E[RRB]/2008/25/16 dated 17.07.2008 (RRCB No.06 /08)

Sub: Jurisdiction of RRB/Kolkata and RRB/Malda
Ref: Board's letter No. E[RRB]/2006/25/14 dated 18.07.06.

….

In partial modification of above letter, Board have decided that the revised jurisdiction of Railway Recruitment Boards Kolkata and Malda for Group 'C' recruitment will be as under:-

S.No.	RRB	Railway	Divisions/PUs
1.	Malda	Eastern South Eastern Northeast Frontier	Malda & Asansol Divisions Adra Division Alipurduar Division
2.	Kolkata	Eastern South Eastern	HQ office of E.Rly., Howrah & Sealdah Divisions HQ office of SE Rly., Kharagpur Division Metro Railway CLW/Chittaranjan

SERIAL CIRCULAR NO. 94 /2008

No.P(R)/626/III Date:31 -07–2008

Copy of Board's letter No. E(G)2008 FR1/1 dated 18.7.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E(G)2008 FR1/1 dated 18.7.2008 (RBE No. 86 /08)

Sub: Avoidance of delay in finalization of terminal benefits – loss of Service Book.

…

It has come to the notice of the Board that in certain cases there has been abnormal delay in the finalization of retirement benefits due to the loss of Service Books of the employees. As a result, tremendous hardship is experienced by such retired employees due to no fault of theirs. Sometimes, delay in finalization of settlement dues has prompted the retired employees to approach the National Human Rights Commission, etc., and even resort to legal remedies, which has often put the Railway administrations in an embarrassing position.

2. Board, taking a serious note of the situation, has desired that recurrence of such lapses on the part of the employees should be dealt with sternly. In order to avoid hardship to the retiring employees, it is reiterated that the service records of all the employees should be properly maintained and updated in time in terms of extant instructions and their movement should be meticulously watched. In case of loss/misplacement of Service Records, the officials responsible for safe custody of these documents should be accounted for and immediate action should be taken to reconstruct the same as per extant instructions in order that retirement dues are not held up for want of service records.

SERIAL CIRCULAR NO. 95 /2008

No.P(R)/563/VIII Date: 19 -08–2008

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarifications] dated 01.08.2008 is published for information, guidance and necessary action. Board's letter dated 30.03.2007 quoted therein was circulated as SC No.55/2007.

Copy of Bd's letter No. E[Sports]2007/Policy/4[Clarifications] dated 01.08.2008 (RBE No.91 /08)

Sub: Recruitment of sportspersons on Indian Railways against sports quota
Ref: Board's policy letter No. E[Sports]/2007/Policy/3 dated 30.03.2007 [RBE No. 48/2007].

….

The proposals of Zonal Railways for inclusion of Commonwealth Championships and Asian Championships in the norms for recruitment in Group-C against sports quota have been considered by the

Ministry of Railways [Railway Board]. Board have decided to include the medal winning performance in both championships in the norms for recruitment on Railways against sports quota in Group-C.

Therefore, in the Board's policy letter dt. 30.03.2007 referred above, a new para shall be inserted after para 4.1[iv] and numbered as 4.1[v] and be read as under:

"***Represented the country in the international championships as mentioned in Category-C [except USIC Championships] under Para 3 and obtained at least 3rd Position".***

Accordingly, Para 9.5.1[iii] shall also be revised and henceforth be read as under:-

"Gold Medal winning performance in USIC Championships [Category-C]".
{Clarification*:* For promotion from Group-D to Group-C on out-of-turn basis on sports account, medal winning performance in Commonwealth & Asian Championships will be covered under Para 9.5.1[i]**}**

These instructions will take effect from the date of issue of this letter.

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

SERIAL CIRCULAR NO.96 /2008

No.P(R)/500/XXIII Date: 22-08–2008

Copy of Board's letter No.F(E)III/2003/PN!/5 dated 31.7.2008 is published for information, guidance and necessary action. Board's letter dated 9.05.2005 quoted therein was circulated as SC No.90/2005.The powers to sanction compassionate allowance or gratuity or both or otherwise is a discretionary power vested in the authority competent to remove/dismiss the Railway servant, to be exercised suo-motu at the time of passing orders of dismissal/removal from service. **In cases where no mention has been made regarding grant of compassionate allowance while passing orders of removal/dismissal, the concerned Head of Office shall resubmit the case to the competent authority, without fail, for a decision**. It may also be noted that the minimum qualifying service of ten years is a pre-requisite for sanction of compassionate allowance.

Copy of Bd's letter No. F(E)III/2003/PN!/5 dated 31.7.2008 (RBE No.89 /08)

Sub: Procedure for grant of compassionate allowance on removal/dismissal from service.

****

Instructions for grant of compassionate allowance or otherwise were reiterated vide Board's letter of even number dated 9.5.2005, which, inter-alia, provided that the decision for grant of compassionate allowance or gratuity or both or otherwise in terms of Rule 65 of Railway Services (Pension) Rules,1993, should be taken at the time of passing orders of removal/dismissal, and in case no mention in this regard is made by the competent authority while passing orders of removal/dismissal, the concerned Head of Office shall resubmit the case file along with relevant information of the case and guidelines of the concerned competent authority and obtain its decision for or against sanction of compassionate allowance or gratuity or both.

2. It has been brought to the notice of the Board that these instructions are not being scrupulously followed in all cases where the penalty of removal/dismissal has been imposed and that the Hon'ble Tribunals/Courts are taking serious view of consideration not being given in the matter by the Disciplinary Authorities at appropriate stage. As desired by the Board, it is once again reiterated that in all cases where the penalty of removal/dismissal from service is imposed, the orders for or against grant of compassionate allowance or gratuity or both should invariably be passed without fail either at the time of imposing the penalty of removal/dismissal or immediately thereafter, so as to avoid any repercussion at a later stage.

SERIAL CIRCULAR NO. 97 /2008

No.P(R)/535/VII Date: 20 -08–2008

Copy of Board's letter No.E[NG]I-2007/PM1/10 dated 31.07.2008 is published for information, guidance and necessary action. Board's letter dated 26.11.2007 quoted therein was circulated as SC No.165/07.

Copy of Bd's letter No. E[NG]I-2007/PM1/10 dated 31.07.2008 (RBE No.90 /08)

CORRIGENDUM

Sub: Selection for promotion to the posts classified as 'Selection' – Determination of eligibility for calling the candidates in viva-voce test.

....

In this Ministry's letter of even number dt. 26.11.2007 inadvertently a mention was made that W.P. No.2607/2001 before High Court of Mumbai has also been dismissed which, however, is not correct. The reference to same may, therefore, be treated as deleted.

SERIAL CIRCULAR NO. 98/2008

No.P(Res)171/Policy /Vol.XI Dt. 20.08.2008

Copy of Board's letter No.2004-E(SCT)1/49/11/Pt, dt. 04.08.2008 is published for information, guidance and necessary action. Board's Circular No.PC.III/2003/CRC/6, dt. 09.10.2003 mentioned therein was circulated as S.C.No.191/2003.

Copy of Board's letter No.2004-E(SCT)1/49/11/Pt, dt. 04.08.2008

Sub: Hon'ble Supreme Court's Order dated 29.07.2008 in C.A.No.6934-46/2005, UOI Vs. Pushpa Rani & Others.

* * *

Para -14 of Railway Board's circular No.PC-III/2003/CRC/6, dt. 09.10.2003 provided reservation in restructuring of cadre. The said para-14 was challenged in a number of OAs (13 in all) before the Hon'ble CAT/Chandigarh by staff of general community. Hon'ble CAT/Chandigarh by a common order dated. 24.12.2004 quashed para-14 of Railway Board's circular.

Hon'ble Tribunal's order was challenged by Railway Administration by filing Writ Petitions before Hon'ble High Court Punjab&Haryana, Chandigarh, Hon'ble High Court dismissed the Contempt Writ Petitions in limini. As this was against the Government Policy in regard to reservation and maintenance of roster, an SLP was filed before the Supreme Court (SLP No. 13137-13146/2005 UOI Vs. Pushpa Rani & Others). The mater came up before Supreme Court on 14.11.2005 and the Hon'ble Court was pleased to admit the same and grant leave (CA No. 6934-46/2005).

Final hearing of the case came up before Hon'ble Supreme Court on various dates in March and April'2008. The hearing was concluded on 22.04.2008. However, the judgement was reserved. Hon'ble Supreme Court was pleased to pronounce its judgement on 29.07.2008. Operative part of the order is as under:-

> "We have heard learned counsel for the parties. In view of the findings recorded by us in Civil appeals that policy of reservation is applicable to the cadre restructuring exercise undertaken pursuant to the policy contained in letter dated. 09.10.2003, the orders impugned in civil appeal arising out of Special Leave Petition (Civil) No.5045 of 2007 are liable to be set aside.
> In the result, the appeals are allowed and the impugned orders are quashed. As a consequence, **the original applications filed by the respondents in all the cases shall stand dismissed**. However, parties are left to bear their own costs."

In view of Hon'ble Supreme Court's order above, it has been decided that para-14 of Board's letter No.PC-III/2003/CRC/6, dated 09.10.2003 will remain operative. Railways may place the copy of the judgement of Hon'ble Supreme Court before Tribunals and Courts wherever cases are pending, for closure of the cases. The Railway will have to set right the position as per para-14 of Board's letter dated 09.10.2003 of the panels, wherever they have been adjusted as per orders of various Tribunals and High Courts, where reservation was not granted in restructuring.

Certified copy of the judgement dated 29.07.2008 will be sent to All Indian Railways as and when the same is available.

Action taken in the matter may please be advised to this office.

SERIAL CIRCULAR NO. 99 /2008

No.P(R)/554/VII Date: 29 -08–2008

Copy of Board's letter No.E[G]2008 QR1-7 dated 06.08.08 is published for information, guidance and necessary action. Board's letter dated 11.07.84 quoted therein was circulated as SC No.81/84.

Copy of Bd's letter No. E[G]2008 QR1-7 dated 06.08.08 (RBE No. 93/08)

Sub: Rates of recovery of rent for Railway accommodation allotted to Railway employees owning houses at the station of posting.

….

In partial modification of this Ministry's letter No. E[G]77 QR1-53 dated 11.07.84 on the above cited subject, Board have decided to revise the slabs of rental income and the rental liability in respect of the Railway employees owning houses at or near the station of their posting, as given below:

S.No.	SLAB OF RENT FROM OWNED HOUSE	RATE OF RENT TO BE CHARGED
i	If income from house does not exceed Rs. 12,000/- p.m.	Normal licence fee.
ii.	If income from house exceeds Rs.12,000/- p.m. but does not exceed Rs.20,000/- p.m.	Twice the normal licence fee
iii	If income exceeds Rs.20,000/- p.m.	Thrice the normal licence fee.

2. These orders will come into effect from 01.07.2008.

3. All other existing terms and conditions will remain the same.

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

SERIAL CIRCULAR NO. 100 /2008

No.P(R)/96/II Date: 29-08–2008

Copy of Board's letter No.E[MPP]2006/6/11 dated 23.07.08 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[MPP]2006/6/11 dated 23.07.08 (RBE No.87 /08)SC No.17 to MC 8

Sub: Forwarding of notification – Apprentices [Amendments Act 2007 [36 of 2007]

….

A copy of the Notification No. G.S.R. 152[E] dated 28th January 2008 published in Part II, section 3, sub-section [ii] of the Extraordinary Gazette of India issued by Ministry of Labour & Employment, Directorate General of Employment & Training relating to the Apprentices [Amendment] Act, 2007 [36 of 2007] to be effective from Ist day of February, 2008 is enclosed for information, guidance and necessary action.

***

Copy of the Gazette of India- Extraordinary, Part II Section I, dated September 20,2007:

Ministry of Law and Justice [Legislative Department]

New Delhi the 20th September, 2007

The following Act of Parliament received the assent of the President on the 19th September, 2007, and is hereby published for general information:

The Apprentices [Amendment] Act, 2007
No. 36 of 2007

Dated 19th September, 2007

An Act further to amend the Apprentices Act, 1961.

Be it enacted by Parliament in the Fifty-eighth Year of the Republic of India as follows:-

Be it enacted by Parliament in the Fifty-eighth Year of the Republic of India as follows:-

Short title and commence-ment

1. [1] This Act may be called the Apprentices [Amendment] Act, 2007.

[2] It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

52 of 1961

Insertion of new Section 3B

2. In the Apprentices Act, 1961 [hereinafter referred to as the principal Act], after section 3A, the following section shall be inserted, namely:

Reservation of training places for Other Backward Classes in designated trades

3B [1] In every designated trade, training places shall be reserved by the employer for the Other Backward Classes and where there is more than one designated trade in an establishment, such training places shall be reserved also on the basis of the total number of apprentices in all the designated trades in such establishment .

[2] The number of training places to be reserved for the Other Backward Classes under sub-section [1] shall be such as may be prescribed, having regard to the population of the Other Backward Classes in the State concerned."

Amendment of Section 8

3. In section 8 of the principal Act, in sub-section [3] for the second proviso, the following proviso shall be substituted, namely:-

"Provided further that the Apprenticeship Adviser may, on a representation made to him by an employer and keeping in view the more realistic employment potential, training facilities and other relevant factors, permit him to engage such number of apprentices for a designated trade as is lesser than the number arrived at by the ratio for that trade, not being lesser than fifty per cent of the number so arrived at, subject to the condition that the employer shall engage apprentices in other trades in excess in number equivalent to such shortfall.".

Amendment of Section 10

4. In section 10 of the principal Act, for sub-section [2], the following sub-section shall be substituted, namely:

"[2] Related instruction shall be imparted at the cost of employer and the employer shall, when so required, afford all facilities for imparting such instruction."

{K.N. Chaturvedi}
Secy. to the Govt. of India.

Copy of the Notification No. G.S.R. 152[E] dated 28th January 2008 published I Part II, section 3, sub-section [ii] of the Extraordinary Gazette of India issued by Ministry of Labour & Employment, Directorate General of Employment & Training

S.O. 152[E]. – In exercise of the powers conferred by sub-section [2] of Section 1 of the Apprentices [Amendment] Act, 2007 [36 of 2007], the Central Government hereby appoints the 1st day of February, 2008 *as the date on which the said Act shall come into force*.

[F.No. DGET-23[9][2909]/2002-AP]
Sharada Prasad, Director General/Jt.Secy.

SERIAL CIRCULAR No.101/2008

No.P(PC)487/V/97/IMP/Vol.V Date: 20 08.2008

A Copy of Railway Board's letter No.PC-III/2004/DC-JCM/II dated 23.07.2008 is published for information, guidance and necessary action. Board's letter dated 28.09.1998 mentioned therein has been circulated as S.C.No.254/98.

Copy of Railway Board's letter No.PC-III/2004/DC-JCM/II dated 23.07.2008 (RBE No.88/2008)

Sub: Upgraded Group 'D' posts in Scale Rs.3050-4590(Group 'C') of Diesel/Elect. Loco/EMU Sheds.

******

Attention is invited to Board's letter No.PC-V/97/1/11/7 dated 28.09.1998 wherein pursuant to the recommendations of the 5th Central Pay Commission, 50% of posts as on 01.09.1998 in the Group 'D' categories of Diesel/Electric Loco/EMU Sheds (Khalasi in Scale Rs.2550-3200 and Khalasi Helper in Scale Rs.2650-4000) were upgraded to Scale Rs.3050-4590. It was stipulated therein that there would be no consequent increase in the number of posts in the grades higher than Rs.3050-4590. In other words, the skilled artisan cadre would not get automatically restructured in accordance with the prescribed percentages with enlarged base in the grade Rs.3050-4590.

It has been brought to the attention of the Board that some Sheds on some Railways have erroneously taken into account these additional posts for the purpose of implementation of Railway Board's letter No.PC-III/2003/CRC/6 dated 09.10.2003 although there were no specific instructions contained therein for the same. It is reiterated that the posts upgraded vide Board's letter dated 28.09.1998 were not to be included for implementation of Railway Board's letter dated 09.10.2003.

Accordingly, Board desires that the Railways should review the position in all the Diesel/Electric Loco/EMU Sheds under their control and take corrective steps immediately to ensure that the upgraded Group 'D' posts are not taken into account while implementing cadre restructuring vide Railway Board's letter dated 09.10.2003.

Action taken on the issue may please be advised to Railway Board.

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

SERIAL CIRCULAR NO. 102 /2008

No.P(R)/605/XI Date: 29-08–2008.

Copy of Board's letter No.E(GP)2008/2/27 dated 5.8.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E(GP)2008/2/27 Dated 5.8.2008 (RBE No. 92/08)

Sub: Disclosure of marks secured by candidates in the written test held for Selections/LDCEs, for promotion to Group 'B' posts.

….

A clarification has been sought from Railway Board by one of the Railway Units on whether the marks secured by candidates in the written test for Selections/LDCEs, for promotion to Group 'B' posts may be furnished to them, since applications are being received from candidates under Right to Information (RTI) Act, 2005, requesting for disclosure of marks obtained by them.

2. The matter has been considered by the Board and it has been decided that in order to avoid unnecessary applications under RTI Act seeking details of marks secured by candidates in Group 'B' selections/LDCEs, marks of the written test and also the total marks (wherever applicable) secured by all the candidates, may be notified by the Railway Administration.

SERIAL CIRCULAR NO. 103 /2008

No.P(R)/563/VIII Date: 29-08–2008.

Copy of Board's letter No. E[Sports]/2008/Policy/3 dated 11.08.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[Sports]/2008/Policy/3 dated 11.08.2008 (RBE No. 95/08)

Sub: Dealing of cases related to recruitment, out-of-turn promotion, incentives, transfer and other service matters of sports persons by the Personnel Branch.

….

Ministry of Railways [Railway Board] have decided that in future all the matters of sportspersons related to establishment issues like recruitment, out-of-turn promotion, incentives, transfer and pertaining to similar service matters will be dealt with by the Personnel Department of the concerned Zonal Railway /Production Unit.

Correspondence to Railway Board from Zonal Railways / Production Units on the above mentioned subjects should come through the Personnel Department, only.

This issues with the approval of Board [MS] and President, Railway Sports Promotion Board [RSPB].

SERIAL CIRCULAR No. 104/ 2008

No.P(R)/676/II Date: 29-08–2008

Copy of Board's letter No. E(Rep)I-2006/Transfer/Misc./1 dated 25-8-2008 is published for information, guidance and necessary action. Board's letters dated 21.11.01 and 23.10.06 were circulated as Serial Circulars No. 269/2001 & 185/2006, respectively.

Copy of Bd's letter No. E(Rep)I-2006/Transfer/Misc./1 dated 25-8-2008 (RBE No.- /08)

Sub: Inter-Railway Transfer cases – Streamlining.
Ref: Board's letter of even No. dated 23.10.2006.

…

Attention is invited to the condition as laid down in Board's letter under reference regarding completion of minimum 5 (five) years service (including training period) for considering the inter-Railway request transfers in respect of non-gazetted employees working on Zonal Railways/Production Units.

The matter has been reviewed and Board has decided that –

a) This minimum service condition will not be applied in case of mutual transfers, request transfers of compassionate appointees, and in those cases where transfer is sought on the ground of employee's spouse working in Central/State Government;

b) In case of Group 'D' employees, the minimum service condition stands reduced from 5 (five) to 3 (three) years;

c) On the lines of putting up inter-division and intra-division transfer requests on Railnet as already instructed vide Board's letter under reference, Zonal Railways/PUs should also upload registered inter-Railway transfer requests on Railnet.

The instructions contained in Board's letter No. E(NG)I-2001/TR/16 dated 21st November, 2001 regarding prevention of fraudulent transfers should be scrupulously followed as earlier.

SERIAL CIRCULAR NO. 105 /2008

No.P(R)/500/XXIII Date: 29-08–2008

Copy of Board's letter No.F[E]III/2007/PN1/5 dated 20.08.2008 is published for information, guidance and necessary action. Board's letters dated 16.3.2005 and 13.10.2006 quoted therein were circulated as SC Nos.46/05 and 178/06, respectively. With the issue of Board's clarifications on eligibility of divorced / widowed daughter for grant of family pensions, the clarifications issued under this office letter No. P[R]500/XXII dated 20.04.2007 [copy enclosed] stand modified to that extent.

Copy of Bd's letter No. F[E]III/2007/PN1/5 dated 20.08.2008 (RBE No. 98/08)

Sub: Eligibility of divorced/widowed daughter for grant of family pension – Clarification regarding.

….

Instructions were issued vide Board's letters No. F[E]III/98/PN1/4 dated16.03.2005 and 13.10.2006 extending the scope of family pension to widowed / divorced daughter beyond 25 years of age subject to fulfillment of all other conditions prescribed in the case of son/daughter. A few references have been received from different Railways seeking clarification on certain issues related to these instructions, which have been examined in consultation with Department of Pension and Pensioners' Welfare and it is clarified as under:

S.No.	Issue Raised	Clarification
[i]	Whether a daughter who is divorced/ attains widowhood at any age is eligible for family pension [e.g. at the age of 60, 70…]?	Yes; a widowed /divorced daughter shall be eligible for family pension irrespective of her age at the time of becoming widow / divorcee subject to fulfillment of certain conditions, including the income criterion, as stipulated in the relevant provisions of Railway Services [Pension] Rules, 1993 and the orders issued thereunder.
[ii]	Whether the divorced / widowed daughter is eligible for family pension even after the cessation of pension / family pension to the employee /widow / dependents [when all the members of the family cease to draw family pension and there is a gap of one or more years].	Yes; Divorced /widowed daughter will be eligible for family pension after the cessation of pension /family pension to the employee /widow. The orders shall, however, apply prospectively as and when such a contingency happens.
[iii]	Whether the divorced / widowed daughter is eligible for family pension even when she has children who are gainfully employed	Yes; The criteria as provided in the rule is that the income of the divorced /widowed daughter should not exceed Rs.2550/- p.m. from employment in the govt., the private sector, self employment, etc. The main consideration here is whether she is earning more than Rs.2550/- p.m. or not.
[iv]	How the claim of an elder daughter becoming widow or getting divorced while her younger widowed /divorced sister is already in receipt of family pension, is to be regulated?	In such a situation the younger widowed/ divorced daughter may continue to draw the family pension for life. The elder widowed/ divorced daughter would get the family pension only after the younger daughter who is in receipt of family pension, becomes ineligible by way of death / income criteria etc. as provided in the Rules.

Copy of this office letter No.P(R)500/XXII dated 20 -4-2007

Sub: Sanction of Family pension for life time to widowed / divorced dependent daughter beyond the age of 25 years of age.

…

Reference DRM/P/GTL's letter No.G/P.500/Family pension dt. 19.2.2007 on the above subject.

The points raised by the DRM/P/GTL in the above letter in connection with implementation of Board's orders dt. 13.10.2006 [Serial Circular No. 178/06] regarding grant of family pension to widowed/divorced daughters even after attaining the age of 25 years are clarified as under.

Points	Clarification
1.Whether Family pension can be sanctioned to widowed / divorced daughters having minor children even beyond the majority of their children as, such daughters can depend on their children after majority.	Yes. So long as the widowed/ divorced daughter is dependent on the Pensioner, the family pension can be granted, subject to inclusion of the name of the widowed/divorced daughter in the official records before the death of the pensioner.
2. Whether Family pension can be sanctioned to widowed / divorced daughters, who are deserted by their major earning sons / daughters.	Family pension can be sanctioned to such a widow/divorced daughter who is dependent on the Pensioner only notwithstanding the fact that the widowed/divorced daughter has major earning sons/daughters.
3. Whether once Family pension is sanctioned to widowed./ divorced daughters from whom periodical non-marriage and income certificates are to be obtained or not.	Once family pension is sanctioned and the Banks/ Post Offices authorized to arrange the same, the non-employment/ marriage certificate is required to be submitted by the family pensioners to the respective banks in November of every year.
4. Whether Family pension can be sanctioned to Muslim Divorced daughters based on the Talak Deed obtained at Masjid from the Mullah or they should be asked to submit the Divorce Certificate from the Competent Court of Law.	If the personal law of a particular community permits, the family pension can be sanctioned to widowed/divorced daughters. Since Muslim/Hindu/Christian Personal Law are valid in India; divorce obtained under religious Law be accepted.
5. If the widowed daughter at the age of above 50 years applies for Family pension, can she be sanctioned family pension	As already advised by Board family pension can be sanctioned to the widowed/divorced daughter even after attaining the age of 25 years, family pension can be sanctioned to such an applicant provided she is dependent on the pensioner after the widowhood/ divorce and the administration has been intimated of the same by the pensioner. Where the same was not intimated to the administration before the demise of the Pensioner, the applicants will be required to produce the death certificate of her husband / Divorce certificate issued by the competent court as the case may be besides establishing the fact that she was dependent on the pensioner.
6. Whether the name of widowed/divorced daughters, on the request of Pensioner/Family Pensioner can be included in PPO.	***Yes, on the request of the Pensioners only***, the name of the widowed/divorced daughters can be included in the PPO. Where it was not intimated by the Pensioner, action may be taken as clarified against point No.5 above.

Instructions exist that clarifications sought on policy issues from Headquarters should invariably be sent under the signature of Sr.DPO /DPO. The above instructions are reiterated for strict adherence and clarifications sought without the approval of Sr. DPO/DPO will not be entertained in future.

This issues with the approval of CPO.

SERIAL CIRCULAR NO. 106 /2008

No.P(R)/563/VIII Date: 29-08–2008

Copy of Board's letter No.E[NG]I-2008/PM1/6 dated 22.08.2008 is published for information, guidance and necessary action. Board's letter dated 06.05.2005 quoted therein was circulated as SC No.64/2005.

Copy of Bd's letter No. E[NG]I-2008/PM1/6 dated 22.08.2008 (RBE No.100 /08)

Sub: General Departmental Competitive Examination (GDCE) for filling up of 25% net direct recruitment quota vacancies in Gr.C categories – extension of currency upto 31.03.2011.

….

As the Railways are aware the currency of the scheme of General Departmental Competitive Examination (GDCE) has been extended from time to time and the currency of this scheme was last extended up to 31.3.2008 vide this Ministry's letter No.E(NG)I-2005/PM2/1 dt. 06.05.2005. After considering the views of Zonal Railways /Production Units regarding its further continuance, it has been decided to extend the currency of the scheme upto 31.03.2011 on existing terms and conditions.

SERIAL CIRCULAR NO.107 /2008

No.P(R)/473/VIII Date: 29-08–2008

Copy of Board's letter No.E[W]2008 PS 5-1/31 dated 11.08.2008 is published for information, guidance and necessary action. Board's letter dated 16.02.2004 quoted therein was circulated as SC No. 34/ 2004.

Copy of Bd's letter No. E[W]2008 PS 5-1/31 dated 11.08.2008 (RBE No. 94/08)

Sub: Entitlement for travel alone in First AC coupe in respect of Gold Pass holders in trains other than Rajdhani Express.

….

Instructions were issued vide Board's letter No. E[W]93 PS 5-1/1 dated 16.02.2004 providing that Gold Pass holders traveling on duty by Rajdhani Express trains are entitled for I-AC coupe accommodation even when they travel alone and they can also take their family members in the coupe [2 berths]. It has been decided by Board that similar facility may also be extended to Gold Pass holders in trains other than Rajdhani /Shatabdi trains. It has therefore been decided to amend the first item in respect of Gold Pass holders under Column 3 "conditions of entitlement" in Schedule I – Duty Pass of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] as per Advance Correction Slip No. 59.

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

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Advance Correction Slip No. 59 to the Railway Servants [Pass] Rules, 1986 [Second Edition, 1993]

The first item in respect of Gold Pass holders under Column 3 – "Conditions of entitlement" in Schedule I – Duty Pass of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] may be amended as under:

Gold Pass holder while traveling with members of his family is entitled to travel in any class over Indian Railways.

Note:- While traveling with family the holder of a Gold Pass may have:

[a] not more than two berths in First AC Class and two berths in AC Sleeper / First Class or

[b] not more than four berths in A.C. Sleeper / First Class or

[c] First AC coupe [2 berths] even when traveling alone and can also take their family members in the coupe.

Permitted to carry a dog in case First AC /First Class coupe is allotted exclusively.

[Authority: Railway Board's letter No. E[W]2008 PS 5-1/31 dated 11.08.2008]

SERIAL CIRCULAR NO.108/2008

No.P(PC)/487/VICPC Date: 06.09.2008

Pay Commission Circular No.1

Sub: Implementation of VI Central Pay Commission Recommendations

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A copy of Railway Board's Notification No.PC-VI/2008/I/RSRP/I dated 04.09.08 circulated under RBE No.103/2008 regarding implementation of VI Central Pay Commission recommendations is published for information and necessary action. The said notification is also uploaded on the Website, http:/www.scrailway. gov.in with a separate window for Pay Commission Circulars, which may be downloaded at your end.

Copy of Railway Board's Notification No.PC-VI/2008/I/RSRP/I dated 04.09.2008 (RBE No.103/2008)

MINISTRY OF RAILWAYS
[RAILWAY BOARD]

NOTIFICATION

New Delhi, the 4TH September, 2008

GSR: 643[E] In exercise of the powers conferred by the proviso to article 309, of the Constitution, the President hereby makes the following rules, namely : -

1. ***Short title and commencement*** -

(1) These rules may be called the Railway Services (Revised Pay) Rules, 2008.

(2) They shall be deemed to have come into force on the 1st day of January, 2006.

2. ***Categories of Railway servants to whom the rules apply***: -

(1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to Railway services.

(2) These rules shall not apply to : -

(i) Permanent employees of former Indian States absorbed in Railway Services so long as such persons continue to be governed by the pre-absorption conditions of service under the Railway services

(ii) persons locally recruited for service in Diplomatic, Consular or other Indian establishments in foreign countries;

(iii) persons not in whole-time employment;

(iv) persons paid out of contingencies;

(v) persons paid otherwise than on a monthly basis including those paid only on a piece-rate basis;

(vi) persons employed on contract except where the contract provides otherwise;

(vii) persons re-employed in Railway service after retirement;

(viii) any other class or category of persons whom the President may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. ***Definitions*** – In these rules, unless the context otherwise requires -

(1) "existing basic pay" means pay drawn in the prescribed existing scale of pay, including stagnation increment(s), but does not include any other type of pay like 'special pay', etc.

(2) "existing scale" in relation to a Railway servant means the present scale applicable to the post held by the Railway servant (or, as the case may be, personal scale applicable to him) as on the 1st day of January, 2006 whether in a substantive or officiating capacity.

Explanation- In the case of a Railway servant, who was on the 1st day of January, 2006 on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, "existing scale" includes the scale applicable to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or, as the case may be, but for his officiating in a higher post;

(3) "existing emoluments" mean the sum of (i) existing basic pay, (ii) dearness pay appropriate to the basic pay and (iii) dearness allowance appropriate to the basic pay + dearness pay at index average 536 (1982=100).

(4) "present scale" in relation to any post/grade specified in column 2 of the First Schedule means the scale of pay specified against that post in column 3 thereof;

(5) "pay in the pay band" means pay drawn in the running pay bands specified in Column 5 of the First Schedule.

(6) "grade pay" is the fixed amount corresponding to the pre-revised pay scales/ posts.

(7) "revised pay structure" in relation to any post specified in column 2 of the First Schedule means the pay band and grade pay specified against that post or the pay scale specified in column 5 & 6 thereof, unless a different revised pay band and grade pay or pay scale is notified separately for that post.

(8) "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.

In the case of Railway servants in the pay scales of HAG+, apex scale, basic pay means the pay in the prescribed scale.

(9) "revised emoluments" means the pay in the pay band plus the grade pay of a Railway servant in the revised pay structure or the basic pay in HAG+ & above and includes the revised non-practising allowance, if any, admissible to him, in addition.

(10) "Schedule" means a schedule annexed to these rules.

4. ***Scale of pay of posts*** - The pay band and grade pay or the pay scale, as applicable, of every post/grade specified in column 2 of the First Schedule shall be as specified against it in column 5 & 6 thereof.

5. ***Drawal of pay in the revised pay structure*** – Save as otherwise provided in these rules, a Railway servants hall draw pay in the revised pay structure applicable to the post to which he is appointed;

Provided that a Railway servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Provided further that in cases where a Railway servant has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale etc., the Railway servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.

Explanation 1 - The option to retain the existing scale under the provisos to this rule shall be admissible only in respect of one existing scale.

Explanation 2 - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2006, whether for the first time in Railway service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation 3 - Where a Railway servant exercises the option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under Rule 1313 FR 22 of Indian Railway Establishment Code Volume II , or any other rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. ***Exercise of Option -***

(1) The option under the provisos to Rule 5 shall be exercised in writing in the form appended to the Second Schedule so as to reach the authority mentioned in sub rule (2) within three months of the date of publication of these rules or where an existing scale has been

revised by any order made subsequent to that date, within three months of the date of such order.

Provided that –

(i) in the case of a Railway servant who is, on the date of such publication or, as the case may be, date of such order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and

(ii) where a Railway servant is under suspension on the 1st day of January, 2006 , the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.

(2) The option shall be intimated by the Railway servant to the Head of his Office.

(3) **If the intimation regarding option is not received within the time mentioned in sub-rule (1), the Railway servant shall be deemed to have elected to be governed by the revised pay structure with effect on and from the 1st day of January, 2006.**

(4) The option once exercised shall be final.

Note 1 - **Persons whose services were terminated on or after the 1st January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge or disciplinary grounds, are entitled to the benefits of this rule.**

Note 2 - **Persons who have died on or after the 1st day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.**

Note 3 - **Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.**

7. ***Fixation of initial pay in the revised pay structure:***

(1) The initial pay of a Railway servant who elects, or is deemed to have elected under sub-rule (3) of rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2006, shall, unless in any case the President by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-

(A) in the case of all employees:-

(i) the pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.

(ii) if the minimum of the revised pay band/ pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale;

Provided further that:-

Where, in the fixation of pay, the pay of Railway servants drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be

calculated on the pay in the pay band. Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching.

In the case of pay scales in higher administrative grade (HAG) in the pay band PB-4, benefit of increments due to bunching shall be given taking into account all the stages in different pay scales in this grade. In the case of HAG+ scale, benefit of one increment for every two stages in the pre-revised scale will be granted in the revised pay scale.

If by stepping up of the pay as above, the pay of a Railway servant gets fixed at a stage in the revised pay band/ pay scale (where applicable) which is higher than the stage in the revised pay band at which the pay of a Railway servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

(iii) The pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable.

Note - ***Illustration 1*** on the above is provided in the Explanatory Memorandum to these Rules.

(B) In the case of employees who are in receipt of special pay/allowance in addition to pay in the existing scale which has been recommended for replacement by a pay band and grade pay without any special pay/allowance, pay shall be fixed in the revised pay structure in accordance with the provisions of clause (A) above.

(C) In the case of employees who are in receipt of special pay component with any other nomenclature in addition to pay in the existing scales, such as personal pay for promoting small family norms, special pay to Parliament Assistants, Central (Deputation on Tenure) Allowance, etc., and in whose case the same has been replaced in the revised pay structure with corresponding allowance/pay at the same rate or at a different rate, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above. In such cases, the allowance at the new rate as recommended shall be drawn in addition to pay in the revised pay structure from the date specified in the individual notifications related to these allowances.

(D) In the case of medical officers who are in receipt of non-practising allowance, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above except that, in such cases, the pre-revised dearness allowance appropriate to the non-practising allowance admissible at index average 536 (1982 = 100) shall be added while fixing the pay in the revised pay band, and in such cases, non-practising allowance at the new rates shall be drawn with effect from 1.1.2006 or the date of option for revised pay structure, in addition to the pay so fixed in the revised pay structure. ***Illustration 2*** in this regard is in the Explanatory Memorandum to these Rules.

Note 1 - (a) In the case of Group D employees, the pay in the revised pay structure will be fixed initially in the -1S pay band as per Clause (A) above with the appropriate grade pay and arrears paid accordingly. Thereafter, pay of such of those Group D employees who already possess the revised minimum qualifications recommended by the Commission prescribed for entry into PB-1 would be fixed with effect from 1.1.2006 in PB-1 with grade pay of Rs.1800.

(b) Such of those existing Group D employees who do not possess the revised minimum qualifications for entry into PB-1 would be retrained by the concerned Department preferably within a period of six months so that payment of arrears on account of upgradation are not delayed. After re-training, these Group D staff will also be placed in the Pay Band PB-1 with the grade pay of Rs.1800 with effect from 1.1.2006 and arrears drawn accordingly. Once placed in the PB-1 Pay Band, this category of Group D staff will regain their seniority vis-à-vis the other category of Group D staff that already possessed the minimum qualifications and were, therefore, placed in the PB-1 Pay Band as on 1.1.2006. Inter-se seniority of all the employees in erstwhile Group D will be fully maintained with Group D employee in a higher pre-revised pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same pre-revised pay scale, seniority which existed prior to revision would continue.

(c) Arrears shall be payable with effect from 1.1.2006 in both the cases i.e. to those Group D employees who possess the qualifications and are placed in PB-1 straight away and those Group D employees who do not possess the qualifications and are placed after re-training. ***Illustration 3*** in regard to fixation of pay for Group D staff is in the Explanatory Memorandum to these Rules.

Note 2 A - Where a post has been upgraded as a result of the recommendations of the Sixth CPC as indicated in the Schedule to these Rules, the fixation of pay in the applicable pay band will be done in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale will be payable in addition. ***Illustration 4*** A in this regard is in the Explanatory Memorandum to these Rules.

Note 2 B- In the case of merger of pay scales, pay in the revised pay bands will be fixed in the manner prescribed in accordance with clause [A][i] and [ii] of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the merged scale will be payable in addition. ***Illustration 4*** B in this regard is in the Explanatory Memorandum to these Rules.

Note 3 - A Railway servant who is on leave on the 1st day of January, 2006 and is entitled to leave salary shall become entitled to pay in the revised pay structure from 1.1.2006 or the date of option for the revised pay structure. Similarly, where a Railway servant is on study leave on the first day of January, 2006 he will be entitled to the benefits under these Rules from 1.1.2006 or the date of option.

Note 4 - A Railway servant under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order on the pending disciplinary proceedings.

Note 5 - Where a Railway servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Note shall apply mutatis mutandis, to Railway servants holding in an officiating capacity, posts on different existing scales which have been replaced by the revised pay structure.

Note 6 - Where the `existing emoluments' exceed the revised emoluments in the case of any Railway servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 7 - Where in the fixation of pay under sub-rule (1), the pay of a Railway servant, who, in the existing scale was drawing immediately before the 1st day of January, 2006 more pay than another Railway servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay band as that of the junior.

Note 8 - Where a Railway servant is in receipt of personal pay on the 1st day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Railway servant as personal pay to be absorbed in future increases in pay.

Note 9 - In the case of employees who are in receipt of personal pay for passing Hindi Pragya, Hindi Typewriting, Hindi Shorthand and such other examinations under the "Hindi Teaching Scheme", or on successfully undergoing training in cash and accounts matters prior to the 1st day of January, 2006, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised pay structure, they would continue to draw personal pay after fixation of their pay in the revised pay structure on and from the 1st day of January, 2006 or subsequently for the period for which they would have drawn it but for the fixation of their pay in the revised pay structure. The quantum of such personal pay would be paid at the appropriate rate of increment in the revised pay structure from the date of fixation of pay for the period for which the employee would have continued to draw it.

Explanation - For the purpose of this Note, "appropriate rate of increment in the revised pay structure" means 3% of the sum of the pay in the pay band and the grade pay at the stage at which the pay of the employee is fixed in the revised pay structure.

Note 10 - In cases where a senior Railway servant promoted to a higher post before the 1st day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2006, the pay in the pay band of the senior Railway servant

should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Railway servant subject to the fulfillment of the following conditions, namely: -

(a) both the junior and the senior Railway servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.

(b) the pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.

(c) the senior Railway servants at the time of promotion should have been drawing equal or more pay than the junior.

(d) the anomaly should be directly as a result of the application of the provisions of FR 22 of Indian Railway Establishment Code Volume II or any other rule or order regulating pay fixation on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior officer.

(2) Subject to the provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the stage next above the substantive pay.

8. ***Fixation of pay in the revised pay structure of employees appointed as fresh recruits on or after 1.1.2006*** – Section II of Part A of the First Schedule of these Rules indicates the entry level pay in the pay band at which the pay of direct recruits to a particular post carrying a specific grade pay will be fixed on or after 1.1.2006.

This will also be applied in the case of those recruited between 1.1.2006 and the date of issue of this Notification. In such cases, where the emoluments in the pre-revised pay scale(s) [i.e., basic pay in the pre-revised pay scale(s) plus Dearness Pay plus Dearness Allowance applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

9. ***Rate of increment in the revised pay structure –***The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band. ***Illustration 5*** in this regard is in the Explanatory Memorandum to these Rules. In the case of PB-3, variable rates of increment at 3% and 4% have been provided. The higher rate of increment will be granted to not more than 20% of the strength of officers in PB-3.

Separate instructions in regard to variable increment will be issued through executive orders.

10. ***Date of next increment in the revised pay structure*** - There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the revised pay structure as on 1st of July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January, 2007.

Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1st day of January, 2006. Thereafter, the provision of Rule 10 would apply.

Provided that in cases where an employee reaches the maximum of his pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the pay band reaches the maximum of PB-4, after which no further increments will be granted.

Note 1 - In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior Government servant, now drawing his pay at equal or lower stage in the lower scale of pay, happens to draw more pay in the pay band in the revised pay structure than the pay of the senior Railway servant in the existing higher scale, the pay in the pay band of the senior Railway

servant hall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with Rule 10.

11. ***Fixation of pay in the revised pay structure subsequent to the 1st day of January, 2006. -*** Where a Railway servant continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than the 1st day of January, 2006, his pay from the later date in the revised pay structure shall be fixed in the following manner:-

(i) Pay in the pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that date and the pre-revised dearness allowance based on rates applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 and will then become the pay in the applicable pay band. In addition to this, the grade pay corresponding to the pre-revised pay scale will be payable. Where the Railway servant is in receipt of special pay or non-practising allowance, the methodology followed will be as prescribed in Rule 7 (i), (B), (C) or (D) as applicable, except that the basic pay and dearness pay to be taken into account will be the basic pay and dearness pay applicable as on that date but dearness allowance will be calculated as per rates applicable on 1.1.2006.

12. ***Fixation of pay on reappointment after the 1st day of January, 2006 to a post held prior to that date*** - A Railway servant who had officiated in a post prior to the 1st day of January, 2006 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised pay structure shall be allowed the benefit of the proviso to Fundamental Rule 22, to the extent it would have been admissible had he been holding that post on the 1st day of January, 2006, and had elected the revised pay structure on and from that date.

13. ***Fixation of pay on promotion on or after 1.1.2006*** – In the case of promotion from one grade pay to another in the revised pay structure, the fixation will be done as follows:-

(i) One increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

(ii) In the case of promotion from PB-4 to HAG+, after adding one increment in the manner prescribed in Rule 9, the pay in the pay band and existing grade pay will be added and the resultant figure will become the basic pay in HAG+. This shall not exceed Rs. 80,000, the maximum of the scale. For Railway servants in receipt of NPA, pay plus NPA will not exceed Rs. 85,000.

14. ***Mode of payment of arrears of pay*** - The arrears shall be paid in cash in two instalments. The first instalment should be restricted to 40% of the total arrears. The remaining 60% of arrears should be paid during the next financial year.

Explanation - For the purposes of this rule:

(a) "arrears of pay" in relation to a Railway servant, means the difference between:

(i) the aggregate of the pay and allowances to which he is entitled on account of the revision of his pay and allowances under these rules, for the relevant period. Revised allowances (except for dearness allowance and non-practising allowance) will be payable only with effect from 1.9.2008; and

(ii) the aggregate of the pay and allowances to which he would have been entitled (whether such pay and allowances had been received or not) for that period had his pay and allowances not been so revised.

(b) "relevant period" means the period commencing on the 1st day of January, 2006 and ending with the 31st August, 2008.

15. ***Overriding effect of Rules*** - The provisions of the Railway Fundamental rules, the Railway Services (Revision of Pay) Rules, 1947, the Railway Services (Authorised Pay) Rules, 1960, the Railway Services (Revised Pay) Rules, 1973, Railway Services (Revised Pay) Rules, 1986 and Railway Services (Revised Pay)

Rules, 1997 shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

16. ***Power to relax*** - Where the President is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

17. ***Interpretation*** - If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Railway Board for decision.

THE FIRST SCHEDULE
(SEE RULES 3 & 4)
PART – A
Section I

Revised Pay structure for posts carrying scales in Group 'D', 'C', 'B' & 'A', except posts for which different revised pay structure is notified separately, in the offices of [1] Railway Board Secretariat, [2] Railway Staff College, Vadodara, [3] Railway Rates Tribunal, Chennai, [4] Railway Claims Tribunal, New Delhi, [5] Rail Movements [Coal], Calcutta, [6] All Railway Recruitment Boards, [7] Indian Railway Institute of Signal Engineering & Telecommunication, Secunderabad [8] Indian Railway Institute of Civil Engineering, Pune [9] Indian Railway Institute of Electrical Engineering, Nasik, [10] Indian Railway Institute of Mechanical and Electrical Engineering, Jamalpur, [11] Centre for Advanced Maintenance Technology, Gwalior [12] J.R. RPF Academy, Lucknow [13] Indian Railway Institute of Transportation Management, Lucknow .

(In Rs.)

Present Scale			Revised Pay Structure		
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	9300-34800	4200
12	S-10A	6000-190-9800	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	9300-34800	5400
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
18	S-19	10000-325-15200	PB-3	15600-39100	6600
19	S-21	12000-375-16500	PB-3	15600-39100	7600
20	S-24	14300-400-18300	PB-4	37400-67000	8700
21	S-26	16400-450-20000	PB-4	37400-67000	8900
22	S-27	16400-450-20900	PB-4	37400-67000	8900
23	S-29	18400-500-22400	PB-4	37400-67000	10000
24	S-30	22400-525-24500	PB-4	37400-67000	12000
25	S-31	22400-600-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil

Present Scale			Revised Pay Structure		
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
26	S-32	24050-650-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
27	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil

Notes:

[i] The revised pay structure is applicable for all categories of Railway servants irrespective of their designations strictly on the basis of the existing scales of pay except as may be specifically prescribed otherwise by Ministry of Railways [Railway Board].

[ii] Group 'B' gazetted officers in the existing scale of Rs.8000-13500 in all the Organised Services will be granted Grade Pay of Rs.5400 in PB-3 retaining the existing classification of Group 'B' gazetted.

[iii] The existing classification of Railway servants in Group 'D', 'C', 'B' & 'A' on the basis of the existing scales of pay will continue in the revised pay structure till further orders except as may be specifically prescribed otherwise by Ministry of Railways [Railway Board]. No change in the classification should be made in the revised scales.

Section II

Entry Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006

PB-1 (Rs.5200-20200)

Grade pay	Pay in the Pay Band	Total
1,800	5,200	7,000
1,900	5,830	7,730
2,000	6,460	8,460
2,400	7,510	9,910
2,800	8,560	11,360

PB-2 (Rs.9300-34800)

Grade pay	Pay in the Pay Band	Total
4,200	9,300	13,500
4,600	12,540	17,140
4,800	13,350	18,150

PB-3 (Rs.15600-39100)

Grade pay	Pay in the Pay Band	Total
5,400	15,600	21,000
6,600	18,750	25,350
7,600	21,900	29,500

PB-4 (Rs.37400-67000)

Grade pay	Pay in the Pay Band	Total
8,700	37,400	46,100
8,900	40,200	49,100
10,000	43,000	53,000
12,000	47,100	59,100

Part B

REVISED PAY BANDS AND GRADE PAYS FOR CERTAIN SPECIFIED POSTS IN RAILWAY BOARD'S OFFICE.

(In Rupees)

Sl. No.	Post	Present scale	Revised Pay Scale	Corresponding Pay Band & Grade Pay	
				Pay Band	Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	Section Officer of RBSS and PS of RBSSS [Group B Gazetted]	6500-10500 8000-13500 [Group B Gazetted] (on completion of four years)	7500-12000 8000-13500 (on completion of four years)	PB-2 PB-3	4800 5400 (on completion of 4 years). They will retain the existing classification of Group 'B'

THE SECOND SCHEDULE

Form of Option

[See Rule 6(1)]

*(i) I _____hereby elect the revised pay structure with effect from 1st January, 2006.

*(ii) I _____ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

* the date of my next increment
The date of my subsequent increment
raising my pay to Rs.
I vacate or cease to draw pay in the existing scale.
The date of my promotion to _____

Existing Scale _____

Signature _____
Name _____
Designation_____
Office in which employed_____

Date:
Station:

* To be scored out, if not applicable.

ACKNOWLEDGEMENT

Received from Shri /Smt/Kum_____*S/o, D/o, W/o_____ Designation _____office / Station _____ an option :

*(i) electing the revised pay structure with effect from 1st January, 2006.

*(ii) electing to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

* the date of his next increment
*The date of his subsequent increment raising his pay to Rs.
he vacates or ceases to draw pay in the existing scale.
The date of hispromotion to _____

Existing Scale _____

Signature _____
Name _____
Designation_____
Office in which employed_____

Date:
Station:

* To be scored out, if not applicable.

The First Schedule relates to only posts in the Office of the Railway Board and its attached and subordinate offices. The schedule in respect of posts of Railways, Production Units, Projects Units and other offices is being issued separately under executive orders.

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MEMORANDUM EXPLANATORY TO THE RAILWAY SERVICES (REVISED PAY) RULES , 2008

Rule 1 - This rule is self-explanatory.

Rule 2 - This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded under clause (2), the rules are applicable to all persons under the rule making control of the President serving under the administrative control of the Railway Board.

Rule 3 & 4 - These rules are self-explanatory.

Rule 5 - The intention is that all Railway servants should be brought over to the revised pay structure except those who elect to draw pay in the existing scales. Those who exercise the option to continue on the existing scales of pay will continue to draw the dearness allowance at the rates in force on the 1st January, 2006 and the dearness allowance will count towards the emoluments for pension, etc. to the extent it so counted on the said date. If a Railway servant is holding a permanent post in a substantive capacity and officiating in a higher post, or would have officiated in one or more posts but for his being on deputation etc., he has the option to retain the existing scale only in respect of one scale. Such a Railway servant may retain the existing scale applicable to a permanent post or any one of the officiating posts. In respect of the remaining posts he will necessarily have to be brought over to the revised pay structure.

Rule 6 - This rule prescribes the manner in which option has to be exercised and also the authority who should be apprised of such option. The option has to be exercised in the appropriate form appended to the rules. It should be noted that it is not sufficient for a Railway servant to exercise the option within the specified time limit but also to ensure that it reaches the prescribed authority within the time limit. In the case of persons who are outside India at the time these rules are promulgated, the period within which the option has to be exercised is three months from the date they take over charge of the post in India. In the case of Railway servants the revised pay structure of whose posts are announced subsequent to the date of issue of these rules, the period of three months will run from the date of such announcement.

Persons who have retired between 1st January 2006 and the date of issue of these rules are also eligible to exercise option.

Rule 7(1) - This rule deals with the actual fixation of pay in the existing scales on 1st January, 2006. A few illustrations indicating the manner in which pay of Railway servants should be fixed under this sub-rule subject to stepping up of pay under Notes below rule 7(1) are given in the attached Annexure.

Rule 7(2) - The benefit of this rule is not admissible in cases where a Railway servant has elected the revised pay structure in respect of his substantive post, but has retained the existing scale in respect of an officiating post.

Rule 8 - This Rule prescribes the method of fixation of pay of employees appointed as fresh recruits on or after 1.1.2006.

Rule 9 & 10 - These rules prescribe the manner in which the next increment in the new scale should be regulated. The provisos to this rule are intended to eliminate the anomalies of junior Railway servants drawing more pay than their senior by the operation of substantive part of this rule and also taking care of the Railway servants who have been drawing pay at the maximum of the existing scale for more than one year as on 1.1.2006 and also those Railway servants who have been stagnating at the maximum of the existing scale and are actually in receipt of stagnation increment on ad hoc basis.

Rule 11 to 17 - These rules are self-explanatory.

Mathew John,
Secretary, Railway Board.

Illustration 1 : Fixation of initial pay in the revised pay structure

1.	Existing Scale of Pay	Rs.4000-100-6000
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Existing basic pay as on 1.1.2006	Rs.4800
4.	Pay after multiplication by a factor of 1.86	Rs. 8928 (Rounded off to Rs.8930)
5.	Pay in the Pay Band PB-2	Rs.8930
6.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.8930
7.	Grade Pay attached to the scale	Rs.2400
8.	Revised basic pay – total of pay in the pay band and grade pay	Rs.11330

Illustration 2 : Fixation of initial pay in the revised pay structure of medical officers

1.	Existing Scale of Pay	Rs.10000-15200
2.	Pay Band applicable	PB-3 Rs.15600-39100
3.	Existing basic pay as on 1.1.2006 Dearness Pay [DP] on pay + NPA 25% NPA on Basic Pay + DP Dearness Allowance [DA] @24% Existing Emoluments	Rs.10000 Rs.6250 Rs.4063 Rs.4875 [24% of BP+DP+NPA] Rs.25188 rounded off to Rs.25190
4.	Revised Pay after multiplication by a factor of 1.86 on Basic Pay	Rs.18600
5	DA on NPA	Rs.976 [24% of 4063]
6	Pay in the Pay Band attached to the scale	Rs.19580 [Rs.18600+Rs.976=Rs.19576 rounded off]
7	Grade Pay attached to the scale	Rs.6600
8	Revised basic pay – total of pay in the pay band and grade pay	Rs.26180
9	Revised NPA	Rs.6545

Illustration 3

Stage 1 : Initial fixation of Group D employee in -1S

1.	Existing Scale of Pay	Rs.2500-55-2660-60-3200
2.	Pay Band applicable	-1S Rs.4440-7440
3.	Existing basic pay as on 1.1.2006	Rs.2840
4.	Pay after multiplication by a factor of 1.86	Rs.5282 (Rounded off to Rs.5290)
5.	Pay in the Pay Band	Rs.5290
6.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.5290
7.	Grade Pay attached to the scale	Rs.1300
8.	Revised basic pay – total of pay in the pay band and grade pay	Rs.6590

Stage 2 : Fixation of Group D employee possessing requisite qualification or after retraining

1.	Existing Scale of Pay	Rs.2500-55-2660-60-3200
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Existing basic pay as on 1.1.2006	Rs.2840
4.	Pay after multiplication by a factor of 1.86	Rs.5282 (Rounded off to Rs.5290)
5.	Pay in the Pay Band PB-1	Rs.5290
6.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.5530
7.	Grade Pay attached to the scale	Rs.1800
8.	Revised basic pay – total of pay in the pay band and grade pay	Rs.7330

Illustration 4 A : Pay fixation in cases where posts have been upgraded example posts in pre-revised pay scale of Rs. 3050-75-3950-80-4590 to 3200-85-4900 scale

1.	Existing Scale of Pay	Rs.3050-4590 (Corresponding Grade Pay Rs.1900)
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Upgraded to the Scale of Pay	Rs.3200-4900 (Corresponding Grade Pay Rs.2000)
4.	Existing basic pay as on 1.1.2006	Rs.3125
5.	Pay after multiplication by a factor of 1.86	Rs. 5813 (Rounded off to Rs.5820)
6.	Pay in the Pay Band	Rs.5820
7.	Pay in the Pay Band after including benefit of bunching in the pre-revised scale of Rs.3050-4590, if admissible	Rs.6060
8.	Grade Pay attached to the scale of Rs.3200-4900	Rs.2000
9.	Revised basic pay – total of pay in the pay band and grade pay	Rs.8060

Illustration 4 B : Pay fixation in cases where pay scales have been merged example

pre-revised pay scales of Rs. 5000-8000, 5500-9000 and Rs.6500-10500

1.	Existing Scale of Pay	Rs.5000-150-8000
2.	Pay Band applicable	PB-2 Rs.9300-34800
3.	Merged with the Scale of Pay	Rs.6500-200-10500
4.	Existing basic pay as on 1.1.2006	Rs.5600
5.	Pay after multiplication by a factor of 1.86	Rs. 10416 (Rounded off to Rs.10420)
6.	Pay in the Pay Band PB-2	Rs.10420
7.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.10420
8.	Grade Pay attached to the scale of Rs.6500-200-10500	Rs.4200
9.	Revised basic pay – total of pay in the pay band and grade pay	Rs.14620

Illustration 5 : Pay fixation on grant of increment in the revised pay structure_

1.	Pay in the PB-2	Rs.9300
2.	Grade Pay	Rs.4200
3.	Total of pay + grade pay	Rs.13500
4.	Rate of increment	3% of 3 above
5.	Amount of increment	Rs.405 rounded off to Rs.410
6.	Pay in the pay band after increment	Rs.9300 + 410
7.	Pay after increment	Rs.9710
8.	Grade pay applicable	Rs.4200

SERIAL CIRCULAR NO. 109 /2008

No.P(R)/535/VI Date: 12 -09–2008

Copy of Board's letter No.E[NG]I-2006/PM7/21 dated 22.08.2008 is published for information, guidance and necessary action. Board's letters dated 03.08.95 and 1.5.96 quoted therein are also enclosed herewith.

Copy of Bd's letter No. E[NG]I-2006/PM7/21 dated 22.08.2008 (RBE No. 101/08)

Sub: Promotion of non-gazetted staff in loco running cadre – posts of Goods Driver redesignated as Loco Pilots [Goods]

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In terms of provisions of this Ministry's letter No. E[NG]I-94/PM7/16 Pt.I dated 1.5.96, whenever the Railways are unable to fill in the vacancies of Goods Driver through Shunters in terms of Board's letters of same number dated 3.8.95 and dated 13.12.1995, Railways may, with the personal approval of General Manager, also consider First Fireman / Diesel/ Elect. Asstts. [including Shunters with less than 3 months service] for filling up the vacancies of Goods Drivers provided they have put in:-

i] six years service [combined as Second Fireman and First Fireman / Diesel Asst./ Elect. Asstts.].
ii] two years service as First Fireman / Diesel Asst./ Elect. Asstts; and
iii] 60,000 km. experience on foot-plate as First Fireman / Diesel Asst./ Elect. Asstts.

2. In view of the fact that the posts of Second Fireman and First Fireman are no longer in existence, some of the Railways are experiencing difficulties in filling up the posts of Goods Driver as per the conditions stipulated in letter dated 1.5.96.

3. The matter has, accordingly, been considered by the Board and it has been decided that in the eventuality of non-availability of Shunters, General Managers may consider Diesel/Elect. Assistants { redesignated as Asstt. Loco Pilot [Diesel / Elect.]} with 2 years service as Diesel Asstt. /Elect. Asstt. and 60,000 km. experience on foot-plate for selection for promotion to the post of Loco Pilot [Goods] subject to the following conditions:

i] Suitability of such Asst. Loco Pilots to work independently as Driver {Loco Pilot [Goods]} shall be personally certified by the Mechanical/Electrical officer [as the case may be], incharge of Power of the Division concerned.

ii] Such promotee drivers be placed under the supervision of a dedicated Loco Inspector for 5 trips or 500 kms of driving whichever is earlier;

iii] For sections classified as 'ghats', such promotee drivers may work with a regular driver as 'co-driver' for seven days or 1000 kms. whichever is later.

iv] Provision of hands on training for independent loco driving to Diesel / Electrical Assistants in their induction and refresher courses shall be included in the course content for the promotional trainings.

v] Training centres should be got equipped with simulators progressively.

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Copy of Board's letter No. E[NG]I-94/PM7/16 dated 3.8.95 [RBE No. 84/95]

Sub: Promotion of staff in Loco running cadre – relaxation in two years rule – reg.

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As the Railways are aware, with a view to overcome the difficulties being experienced by the Railways in filling up vacancies of Goods Drivers due to non-availability of Shunters with two years service, the condition of minimum service of two years in the immediate lower grade for promotion as Goods Driver was relaxed by the Board under their letter No. E[NG]I-84/PM7/43 dated 1.4.87. Under this letter, First Firemen/Diesel/Electric Assistants in scale Rs. 950-1500 were also made eligible for promotion as Goods Driver in scale Rs.1350-2200, alongwith Shunters in scale Rs.1200-2040, subject to certain conditions. This dispensation was extended from time to time and was last valid upto 30.12.94.

2. The feed back received from the Railways has revealed that the problem of shortage of eligible employees for promotion as Goods Drivers still continues to be faced by the Railways. The matter has, therefore, been reviewed by the Board and in modification of the above instructions, it has been decided that the two years' service required as shunter for promotion as Goods Driver as per normal rules, may be relaxed, with the personal approval of the G.M. , upto three months, if so warranted in administrative interest. However, only Shunters shall henceforth be considered for promotion as Goods Driver.

3. It has also been decided by the Board that the two years' service condition may be relaxed by the Railways in other loco running categories as well with the personal approval of the General Manager, whenever such relaxation is found to be inescapable in the interest of administration, subject to the condition of minimum service of one year in the immediate lower grade being enforced.

4. In either case, if the difficulties are still faced by the Railways, they may refer the matter to the Board for consideration on a case to case basis.

5. The above dispensation will be valid for a period of one year w.e.f. the date of issue or the revision of policy, whichever is earlier.

[This also disposes of S.C. Rly's reference No. P/529/TP/LRS/Pt.III dt. 27.4.95]

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Copy of Board's letter No. E[NG]I-94/PM7/16/Pt.I dated 1.5.96 [RBE No. 40/96]

Sub: Promotion of staff in Loco running cadre – post of Goods Drivers.

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Attention is invited to Board's letter No. E[NG]I-94/PM7/16 dated 3.8.95 laying down that the posts of Goods Drivers in scale Rs.1350-2200 may be filled only by promotion of Shunters in scale Rs.1200-2040/Rs.1350-2200 with at least three months service in the grade and that for such promotion the residency period of two years in the lower grade for promotion to the next higher grade may be relaxed, with the personal approval of G.M. upto three months, if so warranted in administrative interest. It was subsequently clarified vide Board's letter No. E[NG]I/94/PM7/16 dated 13.12.95 that the relaxation of the residency period as above would mean that Shunters with 8 months of service or more as such will be eligible for being considered for the post of Goods Driver.

2. Some of the Railways have brought to the notice of the Board that they are having difficulties in filling up the vacancies of Goods Drivers inspite of relaxation granted under Board's letter dated 3.8.95 due to very small cadre of Shunters or due to refusal of Shunters for being considered for promotion as Goods Driver.

2.1 The Board have reviewed the matter and have decided as an interim measure, that whenever the Railways are unable to fill up the vacancies of Goods Drivers in terms of Board's letters dated

3.8.95 and dated 13.12.95, the Railways may, with the personal approval of their General Manager also consider First Firemen/Diesel/Elect.Assts./ [including Shunters with less than 3 months service] for filling up the vacancies of Goods Drivers provided they have put in:

[i] six years service [combined as Second Fireman and First Fireman/Diesel Assistant/Electric Assistant];
[ii] two years service as First Fireman/Diesel Assistant/Electric Assistant; and
[iii] 60,000 Kms. experience of foot-plate as First Fireman/Diesel Assistant/ Electric Assistant];

3. The above dispensation will have prospective effect and will remain valid till further orders in this regard.

SERIAL CIRCULAR NO.110/2008
No.P(PC)/487/VICPC Date: 12.09.2008
Pay Commission Circular No.2

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A copy of Railway Board's Notification No.PC-VI/2008/I/RSRP/I dated 11.09.08 circulated under RBE No.108/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services [Revised Pay] Rules, 2008 is uploaded on the Website, scrailway.gov.in which may be downloaded and necessary action for drawal of wages and payment of arrears in the revised scales of pay.

Copy of Railway Board's letter No.PC-VI/2008/I/RSRP/I dated 11.09.2008 (RBE No.108/2008)

Sub: Railway Services [Revised Pay] Rules, 2008 – Schedules of Revised Scales of Pay.

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Reference Railway Services [Revised Pay] Rules, 2008, notified vide G.S.R. No. 643-E dated 4.9.2008 and forwarded with Railway Board's endorsement No. PC-VI/2008/I/RSRP/1 dated 4.9.2008 on the above subject.

2. Schedule in two parts viz. Annexure 'A' and 'B' showing the revised pay structure applicable to the various categories of Railway employees in Group 'D', 'C', 'B' and 'A' is enclosed. Notification for Group 'A' and 'B' where higher replacement pay structure is to be given will be issued separately. The revised pay structure take effect from 1st January, 2006. The schedule has the sanction of the President.

3. In terms of Rule 6 of the Railway Services [Revised Pay] Rules, 2008, Railway servants are required to exercise their options in the format appended as Second Schedule to the Rules. The sequence of action to be taken on receipt of the option will be as follows:

[i] The manner of initial fixation of pay in the revised pay structure has been indicated in Rule 7 of the Railway Services [Revised Pay] Rules, 2008. On the basis of this Rule, detailed Fixation Tables for each stage in each of the pre-revised scales have been circulated by the Ministry of Finance under their OM No. F. No. 1/1/2008-IC dated 30.08.2008. The Fixation Tables pertaining to the scales of pay structure as applicable in the First Schedule to the Ministry of Railways' notification referred to above and Schedules annexed with this letter are enclosed as Annex-E of this letter. These may be used for the purpose of fixation in the revised pay structure as on 1.1.2006. The detailed Fixation Tables in respect of running staff are being issued separately.

[ii] The Tables in Annex-E will be applicable in cases where the Government has approved normal replacement pay scales. In cases of upgradation of posts and merger of pre-revised pay scales, fixation of pay will be done as prescribed in Note 2A and 2B below Rule 7[1] and in the manner indicated in illustration 4A & 4B respectively of the Explanatory Memorandum to the Railway Services [Revised Pay] Rules, 2008.

[iii] In terms of the Railway Services [Revised Pay] Rules, 2008, there shall be a uniform date of increment i.e. 1st July of the year after implementation of the revised pay structure. Consequently in the case of employees whose date of next increment falls on 1.1.2006, the increment will be drawn in the

pre-revised scale and pay fixed in accordance with the tables after including this increment. The next increment in the revised pay structure in such cases will be drawn on 1st July 2006.

[iv] On fixation of pay in the applicable revised pay bands and grade pay or in the pay scale, as the case may be pay and allowances for the month of September, 2008 [or wage period of September – October, 2008] may be drawn and paid on the basis of the revised pay structure and the applicable allowances thereon after deduction of enhanced subscription to the State Railway Provident Fund which will be calculated with reference to the revised basic pay. Insofar as the employees who have joined on or after 1.1.2004 are concerned, the enhanced deductions under the New Pension Scheme will be calculated with reference to the revised basic pay and DA thereon.

"Basic Pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

[v] Bills may be draw separately in respect of the arrears of pay and allowances for the period from January 1, 2006 to August 31, 2008. The aggregate arrears computed after deduction of subscription at enhanced rates of SRPF and New Pension Scheme with reference to the revised pay, may be paid in two instalments, the first being restricted to 40% of the aggregate arrears. DDOs/PAOs concerned will ensure that action is taken simultaneously in regard to Government's contribution towards enhanced subscription. Orders in regard to the payment of the second instalment of arrears will be issued separately.

[vi] Similar sequential action as indicated above may be taken for the authorization of the revised pay and allowances of those employees whose options might be received later.

4. The revised rates of all allowances, such as House Rent Allowance, Transport Allowance, Children Education Allowance, Special Compensatory Allowance, Special Duty Allowance etc. will be paid prospectively w.e.f. 1.09.08. Accordingly, no arrears will be paid in respect of these allowances. However, Dearness Allowance and Non-Practising Allowance for medical doctors at rates notified separately, will be payable w.e.f. 1.1.2006 or from the date of option.

5. With a view to expediting the authorization and disbursement of arrears, it has been decided that the arrear claims may be paid without pre-check of the fixation of pay in the revised scales of pay. The facility to disburse the arrears without pre-check of fixation of pay will not, however, be available in respect of those Government servants who have relinquished service on account of dismissal, resignation, discharge, retirement etc. after the date of implementation of the Pay Commission's recommendations but before the preparation and drawal of the arrear claims, as well as in respect of those employees who has expired prior to exercising their option for the drawal of pay in the revised scales.

6. In order to ensure correct and systematic fixation of pay in the revised pay structure, a Proforma for the purpose [Statement of Fixation of Pay is enclosed [Annex-C]. The statement should be prepared in triplicate and one copy thereof should be pasted in the Service Book of the Railway employee, the second copy kept for office record and the third copy to be set to the Accounts Officer for post check. The instalment of Dearness Allowance sanctioned from 1.7.2006 onwards in the present scale will be adjusted against the instalments & Dearness Allowance payable under revised formula in the arrears on account of revision of pay scales.

7. The requirement of pre-check of pay fixation having dispensed with, it is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayments that might have to be recovered subsequently. The Drawing & Disbursing Officers should, therefore make it clear to the employees under their administrative control, while disbursing the arrears, that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking may also be obtained in writing from every employee at the time of disbursement of the arrears/pay and allowances for September, 2008 [or wage period of September-October] to the effect that any excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised scales will be refunded by him to Government either by adjustment against future payments or otherwise. A specimen form of the undertaking is also enclosed [Annex-D].

8. In authorizing the arrears, Income Tax due may also be deducted and credited to Government in accordance with the instructions on the subject. In case a Government servant wishes to deposit his arrears in his State Railway Provident Fund account, this may be permitted.

9. On receipt of the necessary options action for drawal and disbursement of arrears should be completed immediately.

Annexure A

THE FIRST SCHEDULE
Section I

Revised Pay structure for posts carrying scales in Group 'D', 'C', 'B' & 'A', except posts for which different revised pay structure is notified separately.

(In Rs.)

Present Scale			Revised Pay Structure		
Sl. No.	**Post/ Grade**	**Present Scale**	**Name of Pay Band/ Scale**	**Corresponding Pay Bands/ Scales**	**Corresponding Grade Pay**
(1)	**(2)**	**(3)**	**(4)**	**(5)**	**(6)**
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	9300-34800	4200
12	S-10A	6000-190-9800	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	9300-34800	5400
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
18	S-19	10000-325-15200	PB-3	15600-39100	6600
19	S-21	12000-375-16500	PB-3	15600-39100	7600
20	S-24	14300-400-18300	PB-4	37400-67000	8700
21	S-26	16400-450-20000	PB-4	37400-67000	8900
22	S-27	16400-450-20900	PB-4	37400-67000	8900
23	S-29	18400-500-22400	PB-4	37400-67000	10000
24	S-30	22400-525-24500	PB-4	37400-67000	12000
25	S-31	22400-600-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
26	S-32	24050-650-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil

Present Scale			Revised Pay Structure		
Sl. No.	**Post/ Grade**	**Present Scale**	**Name of Pay Band/ Scale**	**Corresponding Pay Bands/ Scales**	**Correspondin g Grade Pay**
(1)	**(2)**	**(3)**	**(4)**	**(5)**	**(6)**
27	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil

Notes:

[i] The revised pay structure is applicable for all categories of Railway servants irrespective of their designations strictly on the basis of the existing scales of pay except as may be specifically prescribed otherwise by Ministry of Railways [Railway Board].

[ii] Group 'B' gazetted officers in the existing scale of Rs.8000-13500 in all the Organised Services will be granted Grade Pay of Rs.5400 in PB-3 retaining the existing classification of Group 'B' gazetted.

[iii] The existing classification of Railway servants in Group 'D', 'C', 'B' & 'A' on the basis of the existing scales of pay will continue in the revised pay structure till further orders except as may be specifically prescribed otherwise by Ministry of Railways [Railway Board]. No change in the classification should be made in the revised scales.

Section II

Entry Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006

PB-1 (Rs.5200-20200)

Grade pay	Pay in the Pay Band	Total
1,800	5,200	7,000
1,900	5,830	7,730
2,000	6,460	8,460
2,400	7,510	9,910
2,800	8,560	11,360

PB-2 (Rs.9300-34800)

Grade pay	Pay in the Pay Band	Total
4,200	9,300	13,500
4,600	12,540	17,140
4,800	13,350	18,150

PB-3 (Rs.15600-39100)

Grade pay	Pay in the Pay Band	Total
5,400	15,600	21,000
6,600	18,750	25,350
7,600	21,900	29,500

PB-4 (Rs.37400-67000)

Grade pay	Pay in the Pay Band	Total
8,700	37,400	46,100
8,900	40,200	49,100
10,000	43,000	53,000
12,000	47,100	59,100

Revised Pay Band & Grade Pay of certain specified categories of Staff

ZONAL RAILWAYS/PRODUCTION UNITS

S. No.	Post	Present Scale (Rs.)	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding Pay Bands (Rs.)	Grade Pay (Rs.)	
1	2	3	4	5	6	7
	Important : See Notes at end of this Annexure					
1	**COMMERCIAL DEPARTMENT**					
1.1	**Commercial Clerks :**					
	(i) Commercial Superintendent	6500-10500	PB-2	9300-34800	4600	
1.2	**Ticket Check Staff :**					
	(i) Chief Ticket Inspector	6500-10500	PB-2	9300-34800	4600	
1.3	**Enquiry cum Reservation Clerk :**					
	(i) Chief Enquiry & Reservation Supervisor	6500-10500	PB-2	9300-34800	4600	
1.4	**Commercial Inspectors :**					
	(i) Comml. Inspector Grade-II (Marketing/Claims/Rates/R & D)	6500-10500	PB-2	9300-34800	4600	
1.5	**Law Assistants :**					
	(i) Law Assistant	6500-10500	PB-2	9300-34800	4600	
1.6	**Publicity Inspectors :**					
	(i) Chief Publicity Inspector	6500-10500	PB-2	9300-34800	4600	
1.7	**Catering Inspectors :**					
	(i) Chief Catering Inspector	6500-10500	PB-2	9300-34800	4600	
2	**TRAFFIC TRANSPORTATION DEPARTMENT**					
2.1	**Station Masters :**					
	(i) Dy. Station Superintendent	6500-10500	PB-2	9300-34800	4600	
2.2	**Controllers :**					
	(i) Dy. Chief Controller	6500-10500	PB-2	9300-34800	4600	
3	**RUNNING STAFF**					
3.1	**Loco Running :**					
	(i) Loco Pilot (Mail)	6000-9800	PB-2	9300-34800	4200	(i) Additional Allowance Rs. 1000/-
	(ii) Loco Pilot (Passenger) Gr. I/ Sr. Motorman (iii) Loco Pilot (Passenger) Gr. II/ Motorman	6000-9800 5500-9000	PB-2	9300-34800	4200	(i) Merged (ii) Additional Allowance Rs. 500/-
	(iv) Loco Pilot (Goods) Gr. I (v) Loco Pilot (Goods) Gr. II	5500-9000 5000-8000	PB-2	9300-34800	4200	i) Merged
	(vI) Loco Pilot (Shunting) Gr. I	5000-8000	PB-2	9300-34800	4200	
3.2	**TRAFFIC RUNNING**					
	(i) Mail Guard	5500-9000	PB-2	9300-34800	4200	i) Additional Allowance Rs.500/-pm.
	ii) Sr. Passenger Guard	5500-9000	PB-2	9300-34800	4200	i) merged

S. No.	Post	Present Scale	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding Pay Bands (Rs.)	Grade Pay (Rs.)	
1	2	3	4	5	6	7
	Important : See Notes at end of this Annexure					
	iii) Passenger Guard	5000-8000				
	Note: (i) DA WILL BE PAYABLE ON THE ADDITIONAL ALLOWANCE					
4	**CIVIL ENGINEERING DEPARTMENT:**					
4.1	Technical Supervisors:					
	(i) Section Engineer	6500-10500	PB-2	9300-34800	4600	
4.2	Drawing / Design Staff:					
	(i) SE(Drawing/Design)	6500-10500	PB-2	9300-34800	4600	
5	**MECHANICAL ENGINEERING DEPARTMENT**					
5.1	Technical Supervisors:					
	(i) Section Engineer	6500-10500	PB-2	9300-34800	4600	
5.2	Drawing / Design Staff:					
	(i) SE(Drawing/Design)	6500-10500	PB-2	9300-34800	4600	
5.3	Loco Inspectors:					
	Loco Inspector	6500-10500	PB-2	9300-34800	4600	
5.4	Loco Maintenance					
	i) Section Engineer (Loco)	6500-10500	PB-2	9300-34800	4600	
5.5	Chemical & Metallurgical Staff					
	Chemical & Metallurgical Superintendent Gr. II	6500-10500	PB-2	9300-34800	4600	
6	**ELECTRICAL ENGINEERING DEPARTMENT**					
6.1	Technical Supervisors:					
	(i) Section Engineer	6500-10500	PB-2	9300-34800	4600	
6.2	Drawing / Design Staff:					
	(i) SE(Drawing/Design)	6500-10500	PB-2	9300-34800	4600	
6.3	Loco Inspectors:					
	Loco Inspector	6500-10500	PB-2	9300-34800	4600	
6.4	Loco Maintenance					
	i) Section Engineer (Loco)	6500-10500	PB-2	9300-34800	4600	
7	**SIGNAL & TELECOMMUNICATION ENGINEERING DEPARTMENT**					
7.1	Technical Supervisors:					
	(i) Section Engineer	6500-10500	PB-2	9300-34800	4600	
7.2	Drawing / Design Staff:					
	(i) SE(Drawing/Design)	6500-10500	PB-2	9300-34800	4600	
8	**STORES DEPARTMENT**					
8.1	Technical Supervisors:					
	(i) Section Engineer(Printing)	6500-10500	PB-2	9300-34800	4600	
8.2	Depot Material Superintendent					
	Depot Material Supdt. Gr. I	6500-10500	PB-2	9300-34800	4600	
9	**MEDICAL DEPARTMENT**					
9.1	Lab Staff					

S. No.	Post	Present Scale	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding Pay Bands (Rs.)	Grade Pay (Rs.)	
1	2	3	4	5	6	7
	Important : See Notes at end of this Annexure					
	i) Lab Supdt. Gr. I	6500-10500	PB-2	9300-34800	4600	
9.2	Dietician					
	Sr. Dietician	6500-10500	PB-2	9300-34800	4600	
10	**GENERAL**					
10.1	Ministerial Staff (other than Accounts Department)					
	i) Office Supdt. - I	6500-10500	PB-2	9300-34800	4600	
11	**EDP Centre**					
11.1	Data processing Staff					
	i) Data processing Supdt.	6500-10500	PB-2	9300-34800	4600	
12	**Zonal Railway (WORKSHOPS)/PUs**					
12.1	Time Keeping Staff: (separate cadre on ER,SER & DMW only)					
	i) Superintendent (Time keeping)	6500-10500	PB-2	9300-34800	4600	
13	**RPF/RPSF:**					
	i) Constable	3050-4590	PB-I	5200-20200	2000	
	ii) Head Constable	3200-4900	PB-I	5200-20200	2400	
	iii) Assistant Sub- Inspector	4000-6000	PB-I	5200-20200	2800	
	iv) Inspector	6500-10500	PB-2	9300-34800	4600	
14	**Categories specific to RDSO:**					
14.1	Section Research Engineer	6500-10500	PB-2	9300-34800	4600	
14.2	Section Engineer (Design)	6500-10500	PB-2	9300-34800	4600	
14.3	Technical					
	Section Engineer (Mech. etc)	6500-10500	PB-2	9300-34800	4600	
14.4	M&C Directorate					
	i) Chemical & Metallurgical Supervisor Gr. II (Research)	6500-10500	PB-2	9300-34800	4600	

Notes:

1)As the posts in existing scales Rs.5000-8000 and Rs. 5500-9000(where both exist) in the cadre of the specific categories specified in this annexure have been placed in identical grade pay Rs.4200 in PB-2(corresponding to existing Rs.6500-10500), unless otherwise specified they will stand merged along with functions. Rationalization of functions as also revised designations, AVC, Recruitment Rules, Classification as selection/non selection etc., as decided by the Railway Board, will be issued through separate orders.

2)In categories as given in this annexure where the existing Rs.6500-10500 is to be placed in higher replacement of Grade Pay Rs. 4600in PB-2 (corresponding to existing Rs 7450-11500), wherever posts already exist in the existing scale Rs. 7450-11500 (GP RS 4600 in PB-2) they will stand merged along with functions. Rationalization of functions as also revised designations. AVC, Recruitment Rules, classification as selection/ non selection etc, for the merged posts as well as for those posts in categories/ cadres where the apex grade pay of Rs.4600 has been introduced, will be issued by Railway Board separately.

3) In all other categories/cadres except where otherwise subsequently by Ministry of Railways (Railway Board), the posts in the existing scales Rs. 5000-8000, Rs 5500-11500 will stand merged in Grade Pay Rs4200 in Pay Band 2 along with functions. Rationalization of functions as also revised designations, AVC, Recruitment Rules classification as selection/non selection etc., will be issued by Railway Board through separate orders.

4) Recommendations of the Sixth Central Pay Commission on Pay scales for certain other categories are under examination. Pending decision, the normal replacement pay structure as in the First Schedule would apply.

XXXXXXXXXX.

Annexure-C

Statement of Fixation of Pay under Railway Services(Revised Pay)Rules, 2008

1(a)	Name of the Railway Servant	:
(b)	S/o, D/o	:
(c)	Department	:
(d)	Station at which working	:
2.	Designation of the post in which pay is to be fixed as on January 1, 2006	:
3. (a)	Status (Substantive /Officiating/Under ACP)	:
(b)	Whether running staff (Yes/No)	:
(c)	Whether Medical Officer (Yes/No)	:
4.	Pre-revised scales (s) applicable for the post(in case More than one scale of pay is applicable for the post And these have been merged in pursuance of the Recommendation of the Sixth CPC in a single revised scale, the scale of pay in which the employees was actually drawing his pay should be specified.	:
5.	Existing emoluments as on January 1, 2006	:
(a)	Basic Pay (including Stagnation Increments, if any	:
(b)	Dearness Pay	:
(c)	Dearness Allowance applicable at AICPI average 536 (1982=100)	:
(d)	Total existing emoluments [(a) to (c)]	:
6.	Revised pay band and grade pay corresponding to the pre-revised scale shown at Sl. No. 4 above (in the case of HAG+and above the appropriate Scale may be mentioned)	:
7.	Pay in the revised pay band/scale in which pay is to be fixed as per the fitment table attached at Annexure- (Table No____)	:
8.	Grade Pay to be applied in terms of Rule 4 of Rs (RP) Rules, 2008	:
9.	Stepped up pay reference to the revised pay of Junior	:

If applicable [Notes 7 and 10 below Rule 7(I) of RS (RP) Rules, 2008] Name and pay of the junior also to be indicated distinctly.

10. Revised Pay with reference to the Substantive Pay in Cases where the pay fixed in the officiating post is lower Than the pay fixed in the substantive post if applicable [Sub Rule) 2) of Rule7] :

11. Personal Pay, if any [Notes 6 and 8 below Rule 7 (I)] :

12. Revised emoluments after fixation :

    (a) Pay in the Revised Pay Band/Pay Scale :

    (b) Grade Pay :

    (c) Special Pay, if admissible (Sub Rule 1(c) of Rule 7) :

    (d) Personal Pay, if admissible :

    (e) Non-Practicing Allowance, if admissible [Sub Rule 1 (D) of Rule 7] :

13. Date of next increment (Rule 9 & 10) and pay grant of Increment :

Date of Increment **Pay after Increment**

Pay in the Pay Band/Scale	**Grade Pay(Wherever applicable**

14. Any other relevant information :

Date: **Signature & Designation of Personnel Officer**

Signature & Designation of the Associate Accounts Officer

Remarks of the Accounts Officer (Internal Audit)

Annexure-D

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or nay excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature: ----------

Name: ----------

Designation: ----------

Date:
Station:

ANNEXURE-'E'

Fitment Tables

Pre-revised scales (S-1)
Rs.2550-55-2660-60-3200

Revised Pay Band + Grade Pay
-1S Rs.4440-7440+ Rs.1300

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,550	4,750	1,300	6,050
2605	4850	1,300	6150
2660	4950	1,300	6250
2720	5060	1,300	6360
2780	5180	1,300	6480
2840	5290	1,300	6590
2900	5400	1,300	6700
2960	5510	1,300	6810
3020	5620	1,300	6920
3080	5730	1,300	7030
3140	5840	1,300	7140
3200	5960	1,300	7260
3260	6070	1,300	7370
3320	6180	1,300	7480
3380	6290	1,300	7590

Pre-revised scales (S-2)
Rs.2610-60-3150-65-3540

Revised Pay Band + Grade Pay
-1S Rs.4440-7440+ Rs.1400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2610	4860	1400	6260
2670	4970	1400	6370
2730	5080	1400	6480
2790	5190	1400	6590
2850	5310	1400	6710
2910	5420	1400	6820
2970	5530	1400	6930
3030	5640	1400	7040
3090	5750	1400	7150
3150	5860	1400	7260
3215	5980	1400	7380
3280	6110	1400	7510
3345	6230	1400	7630
3410	6350	1400	7750
3475	6470	1400	7870
3540	6590	1400	7990
3605	6710	1400	8110
3670	6830	1400	8230
3735	6950	1400	8350

Pre-revised scales (S-2A)
Rs.2610-60-2910-65-3300-70-4000

Revised Pay Band + Grade Pay
-1S Rs.4440-7440+ Rs.1600

Pre-revised Basic Pay	Revised Pay

	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2610	4860	1600	6460
2670	4970	1600	6570
2730	5080	1600	6680
2790	5190	1600	6790
2850	5310	1600	6910
2910	5420	1600	7020
2975	5540	1600	7140
3040	5660	1600	7260
3105	5780	1600	7380
3170	5900	1600	7500
3235	6020	1600	7620
3300	6140	1600	7740
3370	6270	1600	7870
3440	6400	1600	8000
3510	6530	1600	8130
3580	6660	1600	8260
3650	6790	1600	8390
3720	6920	1600	8520
3790	7050	1600	8650
3860	7180	1600	8780
3930	7310	1600	8910
4000	7440	1600	9040
4070	7570	1600	9170
4140	7700	1600	9300
4210	7840	1600	9440

Pre-revised scales (S-3)
Rs.2650-65-3300-70-4000

Revised Pay Band + Grade Pay
-1S Rs.4440-7440+ Rs.1650

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2650	4930	1650	6580
2715	5050	1650	6700
2780	5180	1650	6830
2845	5300	1650	6950
2910	5420	1650	7070
2975	5540	1650	7190
3040	5660	1650	7310
3105	5780	1650	7430
3170	5900	1650	7550
3235	6020	1650	7670
3300	6140	1650	7790
3370	6270	1650	7920
3440	6400	1650	8050
3510	6530	1650	8180
3580	6660	1650	8310
3650	6790	1650	8440
3720	6920	1650	8570
3790	7050	1650	8700
3860	7180	1650	8830
3930	7310	1650	8960
4000	7440	1650	9090
4070	7570	1650	9220
4140	7700	1650	9350
4210	7840	1650	9490

Fitment of existing Group D employees on upgradation to Group C

Pre-revised scales (S-1)
Rs.2550-55-2660-60-3200

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200+ Rs.1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,550	5200	1,800	7000
2605	5200	1,800	7000
2660	5360	1,800	7160
2720	5360	1,800	7160
2780	5530	1,800	7330
2840	5530	1,800	7330
2900	5700	1,800	7500
2960	5700	1,800	7500
3020	5880	1,800	7680
3080	5880	1,800	7680
3140	6060	1,800	7860
3200	6060	1,800	7860
3260	6070	1,800	7870
3320	6180	1,800	7980
3380	6290	1,800	8090

Pre-revised scales (S-2)
Rs.2610-60-3150-65-3540

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200+ Rs.1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2610	5200	1,800	7000
2670	5360	1,800	7160
2730	5360	1,800	7160
2790	5530	1,800	7330
2850	5530	1,800	7330
2910	5700	1,800	7500
2970	5700	1,800	7500
3030	5880	1,800	7680
3090	5880	1,800	7680
3150	6060	1,800	7860
3215	6060	1,800	7860
3280	6110	1,800	7910
3345	6230	1,800	8030
3410	6350	1,800	8150
3475	6470	1,800	8270
3540	6590	1,800	8390
3605	6710	1,800	8510
3670	6830	1,800	8630
3735	6950	1,800	8750

Pre-revised scales (S-2A)
Rs.2610-60-2910-65-3300-70-4000

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200+ Rs.1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2610	5200	1,800	7000
2670	5360	1,800	7160
2730	5360	1,800	7160
2790	5530	1,800	7330

2850	5530	1,800	7330
2910	5700	1,800	7500
2975	5700	1,800	7500
3040	5880	1,800	7680
3105	5880	1,800	7680
3170	6060	1,800	7860
3235	6060	1,800	7860
3300	6140	1,800	7940
3370	6270	1,800	8070
3440	6400	1,800	8200
3510	6530	1,800	8330
3580	6660	1,800	8460
3650	6790	1,800	8590
3720	6920	1,800	8720
3790	7050	1,800	8850
3860	7180	1,800	8980
3930	7310	1,800	9110
4000	7440	1,800	9240
4070	7570	1,800	9370
4140	7700	1,800	9500
4210	7840	1,800	9640

Pre-revised scales (S-3)
Rs.2650-65-3300-70-4000

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200+ Rs.1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2650	5360	1,800	7160
2715	5360	1,800	7160
2780	5530	1,800	7330
2845	5530	1,800	7330
2910	5700	1,800	7500
2975	5700	1,800	7500
3040	5880	1,800	7680
3105	5880	1,800	7680
3170	6060	1,800	7860
3235	6060	1,800	7860
3300	6140	1,800	7940
3370	6270	1,800	8070
3440	6400	1,800	8200
3510	6530	1,800	8330
3580	6660	1,800	8460
3650	6790	1,800	8590
3720	6920	1,800	8720
3790	7050	1,800	8850
3860	7180	1,800	8980
3930	7310	1,800	9110
4000	7440	1,800	9240
4070	7570	1,800	9370
4140	7700	1,800	9500
4210	7840	1,800	9640

Pre-revised scales (S-4)
Rs.2750-70-3800-75-4000

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200+ Rs.1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay

2750	5530	1800	7330
2820	5530	1800	7330
2890	5700	1800	7500
2960	5700	1800	7500
3030	5880	1800	7680
3100	5880	1800	7680
3170	6060	1800	7860
3240	6060	1800	7860
3310	6160	1800	7960
3380	6290	1800	8090
3450	6420	1800	8220
3520	6550	1800	8350
3590	6680	1800	8480
3660	6810	1800	8610
3730	6940	1800	8740
3800	7070	1800	8870
3875	7210	1800	9010
3950	7350	1800	9150
4025	7490	1800	9290
4100	7630	1800	9430
4175	7770	1800	9570
4250	7910	1800	9710
4325	8050	1800	9850
4400	8190	1800	9990
4475	8330	1800	10130
4550	8470	1800	10270
4625	8610	1800	10410

Pre-revised scales (S-5)
Rs.3050-75-3950-80-4590

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200+ Rs.1900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3050	5880	1900	7780
3125	6060	1900	7960
3200	6060	1900	7960
3275	6100	1900	8000
3350	6240	1900	8140
3425	6380	1900	8280
3500	6510	1900	8410
3575	6650	1900	8550
3650	6790	1900	8690
3725	6930	1900	8830
3800	7070	1900	8970
3875	7210	1900	9110
3950	7350	1900	9250
4030	7500	1900	9400
4110	7650	1900	9550
4190	7800	1900	9700
4270	7950	1900	9850
4350	8100	1900	10000
4430	8240	1900	10140
4510	8390	1900	10290
4590	8540	1900	10440
4670	8690	1900	10590
4750	8840	1900	10740
4830	8990	1900	10890

Pre-revised scales (S-6)
Rs.3200-85-4900

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200+ Rs.2000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3200	6060	2000	8060
3285	6110	2000	8110
3370	6270	2000	8270
3455	6430	2000	8430
3540	6590	2000	8590
3625	6750	2000	8750
3710	6910	2000	8910
3795	7060	2000	9060
3880	7220	2000	9220
3965	7380	2000	9380
4050	7540	2000	9540
4135	7700	2000	9700
4220	7850	2000	9850
4305	8010	2000	10010
4390	8170	2000	10170
4475	8330	2000	10330
4560	8490	2000	10490
4645	8640	2000	10640
4730	8800	2000	10800
4815	8960	2000	10960
4900	9120	2000	11120
4985	9280	2000	11280

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5070	9430	2000	11430
5155	9590	2000	11590

Pre-revised scales (S-7)
Rs.4000-100-6000

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200+ Rs.2400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4000	7440	2400	9840
4100	7630	2400	10030
4200	7820	2400	10220
4300	8000	2400	10400
4400	8190	2400	10590
4500	8370	2400	10770
4600	8560	2400	10960
4700	8750	2400	11150
4800	8930	2400	11330
4900	9120	2400	11520
5000	9300	2400	11700
5100	9490	2400	11890
5200	9680	2400	12080
5300	9860	2400	12260
5400	10050	2400	12450
5500	10230	2400	12630
5600	10420	2400	12820
5700	10610	2400	13010
5800	10790	2400	13190
5900	10980	2400	13380
6000	11160	2400	13560
6100	11350	2400	13750
6200	11540	2400	13940
6300	11720	2400	14120

Pre-revised scales (S-8)
Rs.4500-125-7000

Revised Pay Band + Grade Pay
PB-1 Rs.5200-20200+ Rs.2800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4500	8370	2800	11710
4625	8610	2800	11410
4750	8840	2800	11640
4875	9070	2800	11870
5000	9300	2800	12100
5125	9540	2800	12340
5250	9770	2800	12570
5375	10000	2800	12800
5500	10230	2800	13030
5625	10470	2800	13270
5750	10700	2800	13500
5875	10930	2800	13730
6000	11160	2800	13960
6125	11400	2800	14200
6250	11630	2800	14430
6375	11860	2800	14660
6500	12090	2800	14890

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6625	12330	2800	15130
6750	12560	2800	15360
6875	12790	2800	15590
7000	13020	2800	15820
7125	13260	2800	16060
7250	13490	2800	16290
7375	13720	2800	16520

Pre-revised scales (S-9)
Rs.5000-150-8000

Revised Pay Band + Grade Pay
PB2 Rs.9300-34800+ Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5000	9300	4200	13500
5150	9580	4200	13780
5300	9860	4200	14060
5450	10140	4200	14340
5600	10420	4200	14620
5750	10700	4200	14900
5900	10980	4200	15180
6050	11260	4200	15460
6200	11540	4200	15740
6350	11820	4200	16020
6500	12090	4200	16290
6650	12370	4200	16570
6800	12650	4200	16850
6950	12930	4200	17130
7100	13210	4200	17410
7250	13490	4200	17690
7400	13770	4200	17970
7550	14050	4200	18250
7700	14330	4200	18530
7850	14610	4200	18810
8000	14880	4200	19080
8150	15160	4200	19360
8300	15440	4200	19640
8450	15720	4200	19920

Pre-revised scales (S-10)
Rs.5500-175-9000

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800+ Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5500	10230	4200	14430
5675	10560	4200	14760
5850	10890	4200	15090
6025	11210	4200	15410
6200	11540	4200	15740
6375	11860	4200	16060

6550	12190	4200	16390
6725	12510	4200	16710
6900	12840	4200	17040
7075	13160	4200	17360
7250	13490	4200	17690
7425	13820	4200	18020
7600	14140	4200	18340
7775	14470	4200	18670
7950	14790	4200	18990
8125	15120	4200	19320
8300	15440	4200	19640
8475	15770	4200	19970
8650	16090	4200	20290
8825	16420	4200	20620
9000	16740	4200	20940
9175	17070	4200	21270
9350	17400	4200	21600
9525	17720	4200	21920

Pre-revised scales (S-12)
Rs.6500-200-10500

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800+ Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6500	12090	4200	16290
6700	12470	4200	16670
6900	12840	4200	17040
7100	13210	4200	17410
7300	13580	4200	17780
7500	13950	4200	18150
7700	14330	4200	18530
7900	14700	4200	18900
8100	15070	4200	19270
8300	15440	4200	19640
8500	15810	4200	20010
8700	16190	4200	20390
8900	16560	4200	20760
9100	16930	4200	21130
9300	17300	4200	21500
9500	17670	4200	21870
9700	18050	4200	22250
9900	18420	4200	22620
10100	18790	4200	22990
10300	19160	4200	23360
10500	19530	4200	23730
10700	19910	4200	24110
10900	20280	4200	24480
11100	20650	4200	24850

Pre-revised scales (S-13)
Rs.7450-225-11500

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800+ Rs.4600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7450	13860	4600	18460
7675	14280	4600	18880
7900	14700	4600	19300

8125	15120	4600	19720
8350	15540	4600	20140
8575	15950	4600	20550
8800	16370	4600	20970
9025	16790	4600	21390
9250	17210	4600	21810
9475	17630	4600	22230
9700	18050	4600	22650
9925	18470	4600	23070
10150	18880	4600	23480
10375	19300	4600	23900
10600	19720	4600	24320
10825	20140	4600	24740
11050	20560	4600	25160
11275	20980	4600	25580
11500	21390	4600	25990
11725	21810	4600	26410
11950	22230	4600	26830
12175	22650	4600	27250

Pre-revised scales (S-14)
Rs.7500-250-12000

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800+ Rs.4800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7500	13950	4800	18750
7750	14420	4800	19220
8000	14880	4800	19680
8250	15350	4800	20150
8500	15810	4800	20610
8750	16280	4800	21080
9000	16740	4800	21540
9250	17210	4800	22010
9500	17670	4800	22470
9750	18140	4800	22940
10000	18600	4800	23400
10250	19070	4800	23870
10500	19530	4800	24330
10750	20000	4800	24800
11000	20460	4800	25260
11250	20930	4800	25730
11500	21390	4800	26190
11750	21860	4800	26660
12000	22320	4800	27120
12250	22790	4800	27590
12500	23250	4800	28050
12750	23720	4800	28520

Pre-revised scales (S-15)
Rs.8000-275-13500

Revised Pay Band + Grade Pay
PB-2 Rs.9300-34800+ Rs.5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
8000	14880	5400	20280
8275	15400	5400	20800
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050

New (Group A Entry)
Rs.8000-275-13500

Revised Pay Band + Grade Pay
PB-3 Rs.15600-39100+ Rs.5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
8000	15600	5400	21000
8275	15600	5400	21000
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510

13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050

Pre-revised scales (S-19) Revised Pay Band + Grade Pay
Rs.10000-325-15200 PB-3 Rs.15600-39100+ Rs.6600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
10000	18600	6600	25200
10325	19210	6600	25810
10650	19810	6600	26410
10975	20420	6600	27020
11300	21020	6600	27620
11625	21630	6600	28230
11950	22230	6600	28830
12275	22840	6600	29440
12600	23440	6600	30040
12925	24050	6600	30650
13250	24650	6600	31250
13575	25250	6600	31850
13900	25860	6600	32460
14225	26460	6600	33060
14550	27070	6600	33670
14875	27670	6600	34270
15200	28280	6600	34880
15525	28880	6600	35480
15850	29490	6600	36090
16715	30090	6600	36690

Pre-revised scales (S-21) Revised Pay Band + Grade Pay
Rs.12000-375-16500 PB-3 Rs.15600-39100+ Rs.7600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12000	22320	7600	29920
12375	23020	7600	30620
12750	23720	7600	31320
13125	24420	7600	32020
13500	25110	7600	32710
13875	25810	7600	33410
14250	26510	7600	34110
14625	27210	7600	34810
15000	27900	7600	35500
15375	28600	7600	36200
15750	29300	7600	36900
16125	30000	7600	37600
16500	30690	7600	38290
16875	31390	7600	38990
17250	32090	7600	39690
17625	32790	7600	40390

Pre-revised scales (S-24) Revised Pay Band + Grade Pay

Rs.14300-400-18300 PB-4 Rs.37400-67000+8700

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
14300	37400	8700	46100
14700	37400	8700	46100
15100	38530	8700	47230
15500	38530	8700	47230
15900	39690	8700	48390
16300	39690	8700	48390
16700	40890	8700	49590
17100	40890	8700	49590
17500	42120	8700	50820
17900	42120	8700	50820
18300	43390	8700	52090
18700	43390	8700	52090
19100	44700	8700	53400
19500	44700	8700	53400

Pre-revised scales (S-26) Revised Pay Band + Grade Pay
Rs.16400-450-20000 PB-4 Rs.37400-67000+8900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16400	39690	8900	48590
16850	40890	8900	49790
17300	40890	8900	49790
17750	42120	8900	51020
18200	42120	8900	51020
18650	43390	8900	52290
19100	43390	8900	52290
19550	44700	8900	53600
20000	44700	8900	53600
20450	46050	8900	54950
20900	46050	8900	54950
21350	47440	8900	56340

Pre-revised scales (S-27) Revised Pay Band + Grade Pay
Rs.16400-450-20900 PB-4 Rs.37400-67000+8900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16400	39690	8900	48590
16850	40890	8900	49790
17300	40890	8900	49790
17750	42120	8900	51020
18200	42120	8900	51020
18650	43390	8900	52290
19100	43390	8900	52290
19550	44700	8900	53600
20000	44700	8900	53600

20450	46050	8900	54950
20900	46050	8900	54950
21350	47440	8900	56340
21800	47440	8900	56340
22250	48870	8900	57770

Pre-revised scales (S-29)
Rs.18400-500-22400

Revised Pay Band + Grade Pay
PB-4 Rs.37400-67000+10000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
18400	44700	10000	54700
18900	46050	10000	56050
19400	46050	10000	56050
19900	47440	10000	57440
20400	47440	10000	57440
20900	48870	10000	58870
21400	48870	10000	58870
21900	50340	10000	60340
22400	51850	10000	61850
22900	53410	10000	63410
23400	55020	10000	65020
23900	56680	10000	66680

Note: The last three stages in each of the pay scales above relates to fixation for those drawing stagnation increment in the pre-revised scale.

Pre-revised scales (S-30)
Rs.22400-525-24500

Revised Pay Band + Grade Pay
PB-4 Rs.37400-67000+12000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
22400	51850	12000	63850
22925	53410	12000	65410
23450	55020	12000	67020
23975	56680	12000	68680
24500	58380	12000	70380

Pre-revised scales (S-31)
Rs.22400-600-26000

Revised Pay scale
HAG+ Rs.75500-80000

Pre-revised Basic Pay	Revised Basic Pay
22400	75500
23000	75500
23600	77765
24200	77765
24800	80000
25400	80000
26000	80000

Pre-revised scales (S-32)
Rs.24050-650-26000

Revised Pay scale
HAG+Rs.75500-80000

Pre-revised Basic Pay	Revised Basic Pay
24050	77765
24700	80000
25350	80000
26000	80000

Pre-revised scales (S-33)
Rs.26000 (fixed)

Revised Pay scale
Apex Scale Rs.80000 (fixed)

Pre-revised Basic Pay	Revised Basic Pay
26000(fixed)	80000(fixed)

SERIAL CIRCULAR NO.111/2008
No.P(PC)/487/VICPC Date: 12.09.2008
Pay Commission Circular No.3

Sub: Implementation of VI Central Pay Commission Recommendations.
***

A copy of Railway Board's letter No.PC-VI/2008/1/7/2/1 dated 09.09.2008 is published for information, guidance and necessary action.Board's letter dated 01.01.206,01.07.2006. 01.01.2007, 01.07.2007, 01.01.2008 and 01.07.2008 quoted therein were circulated under S.C.Nos.48/06, 145/06, 46/2007, 120/07 and 32/08.

Copy of Board's letter No. PC-VI/2008/I/7/2/1 dated 09.09.2008 [RBE No. 106/2008]

Sub: Recommendations of the Sixth Central Pay Commission-Decision of Government relating to grant of Dearness Allowance to Railway Servants-Revised rates effective from 01.01.2006, 01.07.2006, 01.01.2007, 01.07.2007, 01.01.2008 and 01.07.2008
***

Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Dearness Allowance, the President is pleased to decide that the Dearness Allowance admissible to all categories of Railway employees shall be admissible from the dates mentioned below at the following rates:

Dates from which payable	Rate of Dearness Allowance per mensem
From 01.012006	No Dearness Allowance
From 01.07.2006	2% of basic pay + NPA, where applicable
From 01.012007	6% of basic pay + NPA, where applicable
From 01.07.2007	9% of basic pay + NPA, where applicable
From 01.012008	12% of basic pay + NPA, where applicable
From 01.07.2008	16% of basic pay + NPA, where applicable

2. The payment of Dearness Allowance under these orders from the dates indicated above shall be made after adjusting the installments of Dearness Allowance already sanctioned and paid to Railway employees w.e.f. 01.01.2006, 01.07.2006, 01.01.2007, 01.07.2007, 01.01.2008 vide this Ministry's letters No. PC-V/97/I/7/14 dated 05.04.2006, 12.09.2006, 22.3.2007, 13.09.2007 and 19.03.2008.

3. The term 'basic pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Railway servants in the pay scales of HAG+ and apex scale, basic pay means the pay in the prescribed scale. For the purpose of calculation of dearness allowance, non-practising allowance, where applicable, shall be taken into account as at present.

4. The Dearness Allowance will continue to be a distinct element of remuneration and will not be treated as pay within the ambit of Rule 1303 [FR9{21}], Indian Railway Establishment Code, Volume II [Sixth Edition-1987]-Second Reprint 2005.

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

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

SERIAL CIRCULAR NO. 112 /2008

No.P(R)/332/XVIII Date: 17 -09 –2008

Copy of Board's letter No.E[W]2008/WE-2/8 dated 13.08.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[W]2008/WE-2/8 dated 13.08.2008 (RBE No.96 /08)

Sub: Extension of holiday home facility to retired Railway employees.

….

Instructions were issued vide Board's letter No. E[W]80 WE2-7 dated 19.03.1982 that the retired non-gazetted Railway employees may be permitted to occupy Railway holiday homes on the same terms and conditions as laid down in respect of Railway officers vide Board's letter No. E[W]74 WE2-7 dated 5.03.1976 [copies enclosed].

2. A question has been raised whether the benefit of above-mentioned instructions is available to the officers/ employees who resign technically from Railway service for the purpose of permanent absorption in Public Sector Undertakings /Autonomous Bodies.

3. The matter has been considered by the Board and it is clarified that the facility of holiday homes as extended to retired Railway employees vide Board's letters dated 5.3.1976 and 19.3.1982 will also be available to the employees who resign technically from railway service for the purpose of permanent absorption in Public Sector Undertakings /Autonomous Bodies and are entitled to Post-Retirement Complimentary Passes.

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

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Copy of Board's letter No. E[W]80WE2-7 dated 19-03-1982

Sub: Occupation of Holiday Homes by retired non-gazetted Railway employees.

***

The question of occupation of Railway Holiday Homes by retired non-gazetted Railway employees has been under consideration of the Ministry of Railways since sometime past. This item has also been a subject of discussion in the Departmental Council meeting held on 28th and 29th January, 1982. As agreed to in the said meeting Ministry of Railways have decided that the retired non-gazetted Railway employees may be permitted to occupy Railway Holiday Homes on the same terms and conditions as laid down in respect of Railway Officers vide this Ministry's letter No. E[W]74WE2-7 dated 5.3.76 [copy enclosed for ready reference].

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Copy of Board's letter No. E[W]74 WE2-7 dated 5-3-76

Sub: Occupation of Holiday Homes by retired Railway Officers.

***

The question of occupation of Railway Holiday Homes by retired Railway Officers has been under consideration of the Railway Minister. It has been decided that in supersession of all previous orders, retired Railway Officers may be permitted to occupy Railway Holiday Homes only when those are not required by serving Railway Officers. The allotment can be for a maximum of seven days at a time and not more than one suite should be allotted to them. The allottee should be advised at the

time of allotment that his allotment is liable to be cancelled if required during the period by a serving railway officer.

As regards the charges, the total amount recoverable in a month [a month will be taken to mean thirty days] should be equal to 15% of the last pay drawn by that retired railway officer. Daily rate can, therefore be worked out as 15% of the last pay drawn divided by thirty. Charges for electricity air conditioning and heating arrangements provided if any, should be recovered in addition. Retired railway servants, when they apply for allotment for such accommodation, should alongwith their application furnish the particulars of the last post held and last pay drawn.

SERIAL CIRCULAR NO. 113 /2008

No.P(R)/554/VII Date: 17 -09–2008

Copy of Board's letter No.E[G]2008QR1-1 dated 05-09-2008 is published for information, guidance and necessary action. Board's letter dated 02.05.08 quoted therein was circulated as SC No.63/08.

Copy of Bd's letter No. E[G]2008QR1-1 dated 05-09-2008 (RBE No. 104/08)

Sub: Retention of railway accommodation at the previous place of posting in favour of officers/staff posted to New Zones.
Ref: Board's letter of even number dated 02.05.08

….

The issue of retention of railway accommodation at the previous place of posting in favour of officers/staff posted to New Zones was examined by the full Board and after reviewing the actual availability of Railway accommodation in the New Zones, they have decided that as a special case, retention of Railway accommodation at the previous place of posting in favour of officers/staff posted to ECR may be permitted up to 31.08.2009 [Thirty first August, two thousand and nine].

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

SERIAL CIRCULAR NO.114/2008

No.P(PC)/487/VICPC/Tra.All. Date: 16.09.2008

Pay Commission Circular No.6

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

****

A copy of Railway Board's letter No.PC-VI/2008/A/TA/2 dated 12.09.2008, RBE No.111/08 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for grant of Transport Allowance to Railway employees.

Copy of Railway Board's letter No.PC-VI/2008/A/TA/2 dated 12.09.2008 (RBE No.111/2008)

Sub: Recommendations of the Sixth Central Pay Commission – Grant of Transport Allowance to Railway employees

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Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission regarding Transport Allowance vide Ministry of Finance's Resolution No.1/1/2008-I C dated 29.8.2008 and promulgation of the Railway Services [Revised Pay] Rules, 2008, the President is pleased to decide that in modification of this Ministry's letter No. PC-V/97/I/7/12 dated 16.12.1997, the Railway employees shall be entitled to Transport Allowance at the following rates:

Employees drawing Grade Pay of	Rate of Transport Allowance per month

	In 13 cities* classified as A-1/A earlier	Other places
Grade pay of Rs.5400 & above	Rs.3200 + DA thereon	Rs.1600 + DA thereon
[i] Grade pay of Rs.4200, 4600 and Rs.4800 [ii] those drawing grade pay below Rs.4200 but drawing pay in the pay band equal to Rs.7440 & above	Rs.1600 + DA thereon	Rs.800+ DA thereon
Grade pay below 4200 and pay in the pay band below Rs.7440	Rs.600+ DA thereon	Rs.400+ DA thereon

*Hyderabad [UA], Delhi [UA], Bangalore [UA], Greater Mumbai [UA], Chennai [UA], Kolkata [UA], Admedabad [UA], Surat [UA], Nagpur [UA], Pune [UA], Jaipur [UA] Lucknow [UA], and Kanpur [UA].

2. The grant of Transport Allowance shall be subject to the following conditions:

[i] The blind or orthopaedically handicapped employees in terms of this Ministry's letter No. PC-V/97/I/7/12 dated 16.12.97 shall continue to draw this allowance at double the normal rates, which shall, in no case, be less than Rs.1000/- per month plus the applicable rate of dearness allowance. The other conditions of Board's letter No. F[E]I-78/AL-7/5 dated 23.10.78 related to grant of conveyance allowance to blind and orthopaedically handicapped Railway employees shall remain unchanged.

[ii] The allowance shall not be admissible to those employees who have been provided with the facility of Government transport.

[iii] The condition contained in para 2[ii] of Board's letter No. PC-V/97/I/7/12 dated 16.12.97 by which the grant of Transport Allowance to employees provided with official accommodation within one kilometer of office or within a campus housing the place of work and residence was disallowed, <u>has been withdrawn</u>.

[iv] In respect of those employees who opt to retain their pre-revised scales of pay, the corresponding Grade Pay of the pay scale/corresponding pay scale of the post occupied on 01.01.2006 as indicated in Railway Services [Revised Pay] Rules, 2008 would determine the allowance under these orders.

3. Officers drawing grade pay of Rs.10,000 & Rs.12,000 and those in the HAG+ scale who are entitled to the use of official car in terms of Board's letter No. E[G]95AL4-9 dated 06.11.1995 shall be given the option to avail themselves of the existing facility or to draw the Transport Allowance at the rate of Rs.7000/- p.m. plus dearness allowance thereon.

4. In the case of employees who are presently availing the facility of residential card passes of any type [including for spouse and children, children's school RCP etc], an option may be given to the employee. In case they opt for the transport allowance they may be paid the allowance at the rates as applicable to them subject to the condition that the existing facility of RCP of any type as well as the facility of traveling on card pass/metal pass on suburban sections for non-official duties would be withdrawn from the date they opt for the transport allowance.

5. In the case of the employees presently availing of the facility of workmen trains, an option is to be given to the employees as a group to either avail themselves of the existing facility or to switch over to the payment of transport allowance as admissible under these orders.

6. The order shall take effect from September 1,2008.

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

<u>SERIAL CIRCULAR NO. 115/2008</u>

No.P(PC)/487/VICPC/HRA Date: 16.09.2008

<u>Pay Commission Circular No.5</u>

Sub: Decision of the Government on the recommendations of VI Central Pay Commission relating to grant of Compensatory City Allowance and House Rent Allowance to Railway employees

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A copy of Railway Board's letter No.E(P&A)II-2008/HRA-10 dated 12.09.2008, a circular under RBE No.110/08 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for Compensatory City Allowance and House Rent Allowance to Railway employees.

Copy of Board's letter No. E[P&A]II-2008/HRA-10 dated 12.09.2008 [RBE No. 110/2008]

Sub: Decision of Government on the recommendations of the Sixth Central Pay Commission relating to grant of Compensatory [City] Allowance and House Rent Allowance to Railway employees

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Consequent upon the decision taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Compensatory [City] Allowance [CCA] and House Rent Allowance [HRA], the President is pleased to decide that, in modification of Railway Board's letter No. PC-65/HRA-1/3 dated 21.07.1965 as amended from time to time, letter No. PC-V/97/1/7/13 dated 16.10.1997 and letter No. E[P&A]II-2004/HRA-16 dated 28.1.2005, the admissibility of these allowances shall be as under:

[i] COMPENSATORY [CITY] ALLOWANCE:

The Compensatory [City] Allowance stands **ABOLISHED**.

[ii] HOUSE RENT ALLOWANCE:

2. Based on the recommendations of the Sixth Central Pay Commission, the earlier classification of cities for the purpose of grant of HRA has been revised viz. A-1 to 'X' and A,B-1 & B-2 to 'Y' and C & Unclassified to 'Z'. In determining the revised classification, the population of urban Agglomeration area of the city has been taken into consideration. Accordingly, the rates of House Rent Allowance shall be as under:

Classification of Cities /Towns	Rate of House Rent Allowance as a percentage of [Basic Pay + NPA where applicable]
X	30%
Y	20%
Z	10%

3. The term 'basic pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay etc. In the case of railway servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

4. In respect of those employees who opt to retain the pre-revised scales of pay, the pay for the purpose of these orders shall also include, in addition to the basic pay in the applicable pre-revised scales, Stagnation increment(s), Dearness pay and Non-Practising Allowance as per orders in force on 1.1.2006.

5. The list of cities/towns classified as "X", "Y" and "Z" for the purpose of House Rent Allowance is enclosed as Annexure to these orders.

6. The following orders have been issued by this Ministry in the past for grant of HRA/CCA at higher rates to the Railway employees posted within the municipal area:-

(i) Letter No.E(P&A)II/74/HRA/35 dated 22.3.75 (HRA/CCA at Delhi rates in Faridabad Complex).
(ii) Letter No.E(P&A)II/79/HRA/4 dated 26.5.79 (HRA/CCA at Delhi rates in Ghaziabad Municipal area).
(iii) Letter No.E(P&A)II/89/HRA/41 dated 24.6.91 (HRA/CCA at Delhi rates in Noida).
(iv) Letter No.E(P&A)II/82/HRA/19 dated 24.9.82 (HRA at Mumbai rates in Navi Mumbai).
(v) Letter No.E(P&A)II/87/HRA/32 dated 23.12.87 (HRA/CCA at Jalandhar rates in Jalandhar Cantonment).
(vi) Letter No.E(P&A)II/85/JCM/NC/9/HRA/CCA dated 5.2.87 (HRA/CCA at Delhi rates in Gurgoan).
(vii) Letter No.E(P&A)II/89/CCA/3 dated 8.2.89 (CCA at B-2 class rates in Jamnagar).
(viii) Letter No.E(P&A)II/85/JCM/DC/7 dated 31.12.86 (HRA at 'C' class rates in Mahe).
(ix) Letter No.E(P&A)II/92/HRA/2 dated 15.5.92 (HRA at 'C' class rates in Goa and UT of Daman and Diu).
(x) Letter No.E(S)65/CPC/AL-7 dated 22.11.1965 (HRA at 'C' class rates in Coonoor)
(xi) Letter No.PC3/74/JCM 5 dated 11.10.79 and Letter No.E(P&A)II/81HRA/8 dated 1.6.81 (CCA in cities mentioned in these orders on the basis of costliness).
(xii) Para 4 of Letter No.E(P&A)II/90/HRA/CCA-18 dated 19.7.93 (HRA at 'A', 'B-1' & 'B-2' Class rates in Shillong.
(xiii) Letter No.PC-III/77/NC/JCM6 dated 17.4.79 (HRA at 'C' class rates in hill stations).
(xiv) Letter No.E(P&A)II/98/HRA/4 dated 18.2.98 (HRA at B-2 class rates in Jammu).
(xv) Letter No.E(P&A)II/97/HRA/19 dated 4.6.98 (Classification of Kolkata and Chennai as 'A-1' class cities).
(xvi) Letter No.E(P&A)II/2004/HRA/4 dated 13.7.04 (HRA at 'B-1' class rates in Goa & Port Blair and at C' class rates in the rural areas of A & N and Lakshadweep Islands).

However due to [i] inclusion of Navi Mumbai within the UA of Greater Mumbai as per 2001 census, [ii] placement of existing 'C' class cities/towns as well as Unclassified place under new category 'Z' [iii] abolition of CCA and [iv] upgradation of Jammu, Kolkata & Chennai on account of inclusion of UA, the special dispensation shall continue to be extended only to the following cities:

[i] Faridabad, Ghaziabad, Noida and Gurgaon at 'X' class city rates
[ii] Jalandar Cantt, Shillong, Goa & Port Blair at 'Y' class city rates.

7. All other conditions governing grant of HRA under existing orders shall continue to apply.

8. These orders shall be effective from September 1,2008.

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

Annexure

LIST OF CITIES /TOWNS WHERE HOUSE RENT ALLOWANCE IS ADMISSIBLE TO RAILWAY EMPLOYEES.

S.No.	STATES	CITIES CLASSIFIED AS 'X'	CITIES CLASSIFIED AS 'Y'
1.	Andhra Pradesh	Hyderabad [UA]	Vijayawada [UA], Warangal [UA], Visakhapatnam [UA], Guntur
2.	Assam	-	Guwahati [UA]
3.	Bihar	-	Patna [UA]
4.	Chandigarh	-	Chandigarh
5.	Chhatisgarh	-	Durg –Bhilai Nagar [UA], Raipur [UA]

6.	Delhi	Delhi [UA]	
7.	Gujarat	-	Ahmedabad [UA], Rajkot [UA], Jamnagar [UA], Bhavnagar [UA], Vadodara [UA], Surat [UA],
8.	Haryana	-	Faridabad *
9.	Jammu & Kashmir	-	Srinagar [UA], Jammu [UA]
10.	Jharkand	-	Jamshedpur [UA], Dhanbad [UA], Ranchi [UA]
11.	Karnataka	Bengaluru [UA]	Belgaum [UA], Hubli –Dharwad, Mangalore [UA], Mysore [UA]
12.	Kerala	-	Kozhikode [UA], Kochi [UA], Thiruvananthapuram [UA].
13.	Madhya Pradesh	-	Gwalior [UA], Indore [UA], Bhopal [UA], Jabalpur [UA]
14.	Maharashtra	Greater Mumbai [UA]	Amaravati, Nagpur [UA], Aurangabad [UA], Nashik [UA], Bhiwandi [UA], Pune [UA], Solapur, Kolhapur [UA]
15.	Orissa	-	Cuttack [UA], Bhubaneshwar [UA]
16.	Punjab	-	Amritsar [UA], Jalandhar [UA], Ludhiana
17.	Pondicherry	-	Pondicherry [UA]
18.	Rajasthan	-	Bikaner, Jaipur, Jodhpur [UA], Kota [UA]
19.	Tamil Nadu	Chennai [UA]	Salem [UA], Tiruppur [UA], Coimbatore [UA], Tiruchirappalli [UA], Madurai [UA]
20.	Uttarakhand	-	Dehradun [UA]
21.	Uttar Pradesh	-	Moradabad, Meerut [UA], Ghaziabad* Aligarh, Bareily [UA], Lucknow [UA], Kanpur [UA], Allahabad [UA], Gorakhpur, Varanasi [UA]
2	West Bengal	Kolkata [UA]	Asansol [UA]

*Only for the purpose of extending HRA on the basis of dependency.

NOTE: The remaining cities/towns in various States/UTs which are not covered by classification, as 'X' or 'Y' are classified as 'Z' for the purpose of HRA.

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SERIAL CIRCULAR NO.116/2008

No.P(PC)/487/VICPC/Fixation of Pay Date: 16.09.2008

Pay Commission Circular No.4

A copy of Railway Board's letter No.PC-VI/2008/1/RSRP/1 dated 12.09.2008 circulated under RBE No.109/08 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for fixation of pay for Running staff.

Copy of Board's letter No.PC-VI/2008/I/RSRP/I dated 12.09.2008 (RBE No.109/2008)

Sub: Implementation of Sixth Central Pay Commission's recommendation – Fixation of pay for Running staff.

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Please refer to Board's letter of even number dated 11.09.2008 wherein detailed instructions regarding fixation of pay in the revised pay structure have been given. Detailed fixation tables for each stage in each of the pre-revised scales have also been provided as Annexure to that letter.

2. Detailed fixation tables [FTR 1-7] for each stage in each of the pre-revised scales of Running staff are enclosed. Provision for stagnation increments has also been made in each of the table. The fixation tables are worked out in consultation with the Ministry of Finance.

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

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Annexure to Railway Board's letter No. PC-VI / 2008 / I / RSRP / I dated: 12.09.08.

Fixation Table NO. FTR/1

Pre-revised scales (S-4) Rs.2750-70-3800-75-4400

Revised Pay Band + Grade Pay PB-1 Rs. 5200-20200 + Rs. 1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2750	5830	1800	7630
2820	5980	1800	7780
2890	6130	1800	7930
2960	6270	1800	8070
3030	6420	1800	8220
3100	6570	1800	8370
3170	6720	1800	8520
3240	6870	1800	8670
3310	7020	1800	8820
3380	7160	1800	8960
3450	7310	1800	9110
3520	7460	1800	9260
3590	7610	1800	9410
3660	7760	1800	9560
3730	7900	1800	9700

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3800	8050	1800	9850
3875	8210	1800	10010
3950	8370	1800	10170
4025	8530	1800	10330
4100	8690	1800	10490
4175	8850	1800	10650
4250	9010	1800	10810
4325	9160	1800	10960
4400	9320	1800	11120
4475	**9480**	**1800**	**11280**
4550	**9640**	**1800**	**11440**
4625	**9800**	**1800**	**11600**

Annexure to Railway Board's letter No. PC-VI / 2008 / I / RSRP / I dated: 12.09.08.

Fixation Table NO. FTR/2

Pre-revised scales (S-5)
Rs.3050-75-3950-80-4590

Revised Pay Band + Grade Pay
PB-1 Rs. 5200-20200 + Rs. 1900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3050	6460	1900	8360
3125	6620	1900	8520
3200	6780	1900	8680
3275	6940	1900	8840
3350	7100	1900	9000
3425	7260	1900	9160
3500	7420	1900	9320
3575	7580	1900	9480
3650	7740	1900	9640
3725	7890	1900	9790
3800	8050	1900	9950
3875	8210	1900	10110
3950	8370	1900	10270
4030	8540	1900	10440
4110	8710	1900	10610
4190	8880	1900	10780
4270	9050	1900	10950
4350	9220	1900	11120
4430	9390	1900	11290
4510	9560	1900	11460
4590	9730	1900	11630
4670	**9900**	**1900**	**11800**
4750	**10070**	**1900**	**11970**
4830	**10230**	**1900**	**12130**

Annexure to Railway Board's letter No. PC-VI / 2008 / I / RSRP / I dated: 12.09.08.

Fixation Table NO. FTR/3

Pre-revised scales (S-7) Rs.4000-100-6000

Revised Pay Band + Grade Pay PB-1 Rs. 5200-20200 + Rs. 2400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4000	8480	2400	10880
4100	8690	2400	11090
4200	8900	2400	11300
4300	9110	2400	11510
4400	9320	2400	11720
4500	9540	2400	11940
4600	9750	2400	12150
4700	9960	2400	12360
4800	10170	2400	12570
4900	10380	2400	12780
5000	10590	2400	12990
5100	10810	2400	13210
5200	11020	2400	13420
5300	11230	2400	13630
5400	11440	2400	13840
5500	11650	2400	14050
5600	11870	2400	14270
5700	12080	2400	14480
5800	12290	2400	14690
5900	12500	2400	14900
6000	12710	2400	15110
6100	**12920**	**2400**	**15320**
6200	**13140**	**2400**	**15540**
6300	**13350**	**2400**	**15750**

Annexure to Railway Board's letter No. PC-VI / 2008 / I / RSRP / I dated: 12.09.08.

Fixation Table NO. FTR/4

Pre-revised scales (S-8) Rs.4500-125-7000

Revised Pay Band + Grade Pay PB-1 Rs. 5200-20200 + Rs. 2800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Pay in the Pay Band
4500	9540	2800	12340
4625	9800	2800	12600
4750	10070	2800	12870
4875	10330	2800	13130
5000	10590	2800	13390
5125	10860	2800	13660
5250	11120	2800	13920
5375	11390	2800	14190
5500	11650	2800	14450
5625	11920	2800	14720
5750	12180	2800	14980
5875	12450	2800	15250

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Pay in the Pay Band
6000	12710	2800	15510
6125	12980	2800	15780
6250	13240	2800	16040
6375	13510	2800	16310
6500	13770	2800	16570
6625	14040	2800	16840
6750	14300	2800	17100
6875	14570	2800	17370
7000	14830	2800	17630
7125	**15100**	**2800**	**17900**
7250	**15360**	**2800**	**18160**
7375	**15620**	**2800**	**18420**

Annexure to Railway Board's letter No. PC-VI / 2008 / I / RSRP / I dated: 12.09.08.

Fixation Table NO. FTR/5

Pre-revised scales (S-9)
Rs.5000-150-8000

Revised Pay Band + Grade Pay
PB-1 Rs. 9300-34800 + Rs. 4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Pay in the Pay Band
5000	10590	4200	14790
5150	10910	4200	15110
5300	11230	4200	15430
5450	11550	4200	15750
5600	11870	4200	16070
5750	12180	4200	16380
5900	12500	4200	16700
6050	12820	4200	17020
6200	13140	4200	17340
6350	13450	4200	17650
6500	13770	4200	17970
6650	14090	4200	18290
6800	14410	4200	18610
6950	14720	4200	18920
7100	15040	4200	19240
7250	15360	4200	19560
7400	15680	4200	19880
7550	16000	4200	20200
7700	16310	4200	20510
7850	16630	4200	20830
8000	16950	4200	21150
8150	**17270**	**4200**	**21470**
8300	**17580**	**4200**	**21780**
8450	**17900**	**4200**	**22100**

Annexure to Railway Board's letter No. PC-VI / 2008 / I / RSRP / I dated: 12.09.08.

Fixation Table NO. FTR/6

Pre-revised scales (S-10)
Rs.5500-175-9000

Revised Pay Band + Grade Pay
PB-1 Rs. 9300-34800 + Rs. 4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Pay in the Pay Band
5500	11650	4200	15850
5675	12020	4200	16220
5850	12390	4200	16590
6025	12770	4200	16970
6200	13140	4200	17340
6375	13510	4200	17710
6550	13880	4200	18080
6725	14250	4200	18450
6900	14620	4200	18820
7075	14990	4200	19190
7250	15360	4200	19560
7425	15730	4200	19930
7600	16100	4200	20300
7775	16470	4200	20670
7950	16840	4200	21040
8125	17210	4200	21410
8300	17580	4200	21780
8475	17950	4200	22150
8650	18330	4200	22530
8825	18700	4200	22900
9000	19070	4200	23270
9175	**19440**	**4200**	**23640**
9350	**19810**	**4200**	**24010**
9525	**20180**	**4200**	**24380**

Annexure to Railway Board's letter No. PC-VI / 2008 / I / RSRP / I dated: 12.09.08.

Fixation Table NO. FTR/7

Pre-revised scales (S-10A)
Rs.6500-190-9800

Revised Pay Band + Grade Pay
PB-2 Rs. 9300-34800 + Rs. 4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Pay in the Pay Band
6000	12710	4200	16910
6190	13110	4200	17310
6380	13520	4200	17720
6570	13920	4200	18120
6760	14320	4200	18520
6960	14720	4200	18920

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Pay in the Pay Band
7140	15130	4200	19330
7330	15530	4200	19730
7520	15930	4200	20130
7710	16330	4200	20530
7900	16740	4200	20940
8090	17140	4200	21340
8280	17540	4200	21740
8470	17940	4200	22140
8660	18350	4200	22550
8850	18750	4200	22950
9040	19150	4200	23350
9230	19550	4200	23750
9420	19960	4200	24160
9610	20360	4200	24560
9800	20760	4200	24960
9990	**21160**	**4200**	**25360**
10180	**21570**	**4200**	**25770**
10370	**21970**	**4200**	**26170**

SERIAL CIRCULAR NO. 117/2008

No.P(PC)/487/VICPC/Pension Date: 17.09.2008

Pay Commission Circular No.7

Sub: Recommendations of 6th Central Pay Commission – Revision of pension of pre-2006 pensioners/family pensioners etc.

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A copy of Railway Board's letter No.F(E)III/2008/PN1/12 dated 08.09.2008, RBE No.105/08 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for revision of pension of pre-2006 pensioners/family pensioners etc.

Copy of Railway Board's letter No.F(E)III/2008/PN1/12 dated 08.09.2008 (RBE No.105/2008)

Sub: Implementation of Government's recommendations of 6th Central Pay Commission – Revision of pension of pre-2006 pensioners/family pensioners etc.

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In pursuance of Government's decision on the recommendations of Sixth Central Pay Commission, the Department of Pension & Pensioners' Welfare [DOP&PW], vide their O.M. No. F.No. 38/37/08-P&PW[A] dated 1st September, 2008, has issued instructions for revision of pre-2006 pensioners/family pensioners, which are available on websites [i] india.gov.in and [ii] finmin.nic.in. In terms of para 2.1 of the O.M., the instructions contained therein apply to all pensioners / family pensioners, who were drawing pension / family pension on 1.1.2006 under the Central Civil Services [Pension] Rules, 1972, CCS [Extraordinary Pension] Rules and the corresponding rules applicable to Railway pensioners. The corresponding rules applicable to Railway pensioners /family pensioners are Railway Services [Pension] Rules, 1993 and Railway Services [Extraordinary Pension] Rules, 1993. A copy of said O.M. may be downloaded and in compliance with the instructions contained in paras 11 & 12 thereof, action to issue revised PPOs, in respect of Railway Pensioners / family pensioners, wherever necessary, taken as expeditiously as possible.

1. This letter alongwith DOP&PW's O.M. dated 1st September, 2008 referred to in para 1 above, has also been uploaded on Railways web site indianrailways.gov.in. at following location:

Railway Board Directorates – Finance – F[E] III CIRCULARS .

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Copy of Department of Pension & Pensioners' Welfare [DOP&PW]'s O.M. No. F.No. 38/37/08-P&PW[A] dated 1st September, 2008

Sub: Implementation of Government's recommendations of 6th Central Pay Commission – Revision of pension of pre-2006 pensioners/family pensioners etc.

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The undersigned is directed to say that in pursuance of Government's decision on the recommendations of Sixth Central Pay Commission, sanction of the President is hereby accorded to the regulation, with effect from 1.1.2006, of pension / family pension of all the pre-2006 pensioners / family pensioners in the manner indicated in the succeeding paragraphs. Separate orders will be issued in respect of employees who retired / died on or after 1.1.2006.

2.1 These orders apply to all pensioners/family pensioners who were drawing pension/family pension on 1.1.2006 under the Central Civil Services [Pension] Rules, 1972, CCS [Extraordinary Pension] Rules and the corresponding rules applicable to Railway pensioners and pensioners of All India Services, including officers of the Indian Civil Services retired from service on or after 1.1.1973.

2.2 Separate orders will be issued by the Ministry of Defence in regard to Armed Forces pensioners / family pensioners.

2.3 These orders do not also apply to retired High Court and Supreme Court Judges and other Constitutional / Statutory Authorities whose pension etc., is governed by separate rules/ orders.

3.1 In these orders:

a. Existing pensioner or Existing Family pensioner means a pensioner who was drawing /entitled to pension/ family pension on 31.12.2005.

b. Existing pension means the basic pension inclusive or commuted portion, if any, due on 31.12.2005. It covers all classes of pension under the CCS [Pension] Rules, 1972 as also Disability Pension under the CCS [Extraordinary Pension] Rules and the corresponding rules applicable to Railway employees and Members of All India Services.

c. Existing family pension means the basic family pension drawn on 31.12.2005 under the CCS [Pension] Rules and the corresponding rules applicable to Railway employees and members of All India

d. Services.

4.1 The pension/family pension of existing pre-2006 pensioners /family pensioners will be consolidated with effect from 1.1.2006 by adding together:

a. The existing pension/family pension.

b. Dearness Pension, where applicable.

c. Dearness Relief upto AICPI [IW] average index 536 [Base year 1982=100] i.e. @ 24% of Basic Pension / Basic Family Pension plus dearness pension as admissible vide this Department's OM No. 42/2/2006-P&PW[G] dated 5.4.2006.

d. Fitment weightage @ 40% of the existing pension /family pension.

e. Where the existing pension in [i] above includes the effect of merger of 50% of dearness relief w.e.f. 1.4.2004, the existing pension for the purpose of fitment weightage will be re-calculated after excluding the merged dearness relief of 50% from the pension.

f. The amount so arrived at will be regarded as consolidated pension /family pension with effect from 1.1.2006.

4.2 The fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the minimum of the pay in the pay band plus the grade pay corresponding

to the pre-revised pay scale from which the pensioner had retired. In the case of HAG+ and above scales, this will be fifty percent of the minimum of the revised pay scale.

4.3 Since the consolidated pension will be inclusive of the commuted portion of pension, if any, the commuted portion will be deducted from the said amount while making monthly disbursement.

The upper ceiling on pension / family pension laid down in the Department of Pension and Pensioner's Welfare Office Memorandum No. 45/86/97-P&PW[A] [Part-I] dated 27.10.1997 has been increased from Rs.15,000/- and Rs.9000/- to 50% and 30% respectively of the highest pay in the Government [The highest pay in the Government is Rs. 90,000 since 1.1.2006].

The quantum of pension /family pension available to the old pensioners /family pensioners shall be increased as follows:

Age of Pensioners/Family pensioner	Additional quantum of pension
From 80 years to less than 85 years	20% of revised basic Pension / Family pension
From 85 years to less than 90 years	30% of revised basic Pension / Family pension
From 90 years to less than 95 years	40% of revised basic Pension / Family pension
From 95 years to less than 100 years	50% of revised basic Pension / Family pension
100 years or more	100% of revised basic Pension / Family pension

The amount of additional pension will be shown distinctly in the pension payment order. For example, in case where a pensioner is more than 80 years of age and his/her consolidated pension in terms of para 4.1 and 4.2 above is Rs.10,000 p.m., the pension will be shown as [i] Basic Pension = Rs.10,000 and [ii] Additional Pension =Rs.2,000 p.m. The pension on his/her attaining the age of 85 years will be shown as [i] Basic pension = Rs.10,000 and [ii] Additional Pension =Rs.3,000 p.m.

Some of the existing pensioners who retired between 31.3.1985 and 31.12.1985 are in receipt of personal pension. The said personal pension will continue to be granted as separate element and will not be merged into the pension as consolidated above.

Since the consolidated pension/family pension arrived as per paragraph 4.1 includes dearness relief upto average index level 536 [Base Year 1982=100], dearness relief will be admissible thereon only beyond index average 536 [Base Year 1982=100] in accordance with the revised scheme of dearness relief for which orders are being issued separately. The four instalments of dearness relief sanctioned earlier from 1.7.2006, 1.1.2007, 1.7.2007 and 1.1.2008 in this Department's Office Memorandum No. 42/2/2006-P&PW[G] dated 15.9.2006, Office Memorandum No. 42/2/2006-P&PW[G] dated 23.3.2007, Office Memorandum No. 42/2/2006-P&PW[G] dated 19.3.2008 respectively shall be adjusted against revised Dearness Relief becoming due on the consolidated pension /family pension.

5.1.1 Where the consolidated pension / family pension in terms of paragraph 4 above works out to an amount less than Rs.3500/- the same shall be stepped upto Rs. 3500/-. This will be regarded as pension / family pension with effect from 1.1.2006. In the case of pensioners who are in receipt of more than one pension, the floor ceiling of Rs.3500/- will apply to the total of all pensions taken together.

5.1.2 Where the disability pension under the CCS[EOP] Rules is drawn in addition to invalid pension under the CCS[Pension] Rules, 1972, the minimum limit of Rs.3500/- will apply to total of two pensions as indicated in paragraph 5.1. Where the disability pension is drawn in isolation, the minimum limit of Rs.3500/- will apply for 100% disability. For lesser degree of disability the minimum limit will be proportionately less.

6. The employed/re-employed pensioners/family pensioners are not getting dearness relief on pension at present under the extant orders. In their case of notional dearness relief which would have been admissible to them but for their employment / re-employment will be taken into account for

consolidation of their pension in terms of paragraph 4.1 above as if they were drawing the dearness relief. Their pay will be re-fixed w.e.f. 1.1.2006 with reference to consolidated pension becoming admissible to them. Dearness relief beyond 1.1.2006 will, however, not be admissible to them during the period of employment / re-employment.

7. The cases of Central Government employees who have been permanently absorbed in public sector undertakings /autonomous bodies will be regulated as follows:

a. Pension:

Where the Government servants on permanent absorption in public sector undertakings/ autonomous bodies continue to draw pension separately from the Government, the pension of such absorbees will be updated in terms of these orders. In cases where the Government servants have drawn one time lump sum terminal benefits equal to 100% of their pensions and have become entitled to the restoration of one-third commuted portion of pension as per Supreme Court Judgement dated 15.12.1995, their cases will not be covered by these orders.

b. Family Pension:

In cases where on permanent absorption in public sector undertakings/autonomous bodies, the terms of absorption permit grant of family pension under the CCS[Pension] Rules, 1972 or the corresponding rules applicable to Railway Employees /members of All India Services, the family pension being drawn by family pensioners will be updated in accordance with these orders.

8. All Pension Disbursing Authorities including Public Sector Banks handing disbursement of pension to the Central Government pensioner are hereby authorized to pay pension / family pension to existing pensioners / family pensioners at the consolidated rates in terms of para 4.1 above without any further authorization from the concerned Accounts Officers /Head of office etc. A table indicating the existing basic pension /family pension without Dearness Pension, the basic pension/family pension with Dearness pension and the revised consolidated pension /family pension is enclosed for ready reference [Annexure-I]. This table may be used where the pensioner is in receipt of a single pension only. Where a pensioner is in receipt of more than one pension, consolidation may be done separately in terms of paragraph 4.1 and as indicated in paragraph 5 floor ceiling of Rs.3500/- may be applied to total pension from all sources taken together. Wherever the age of pension /family pensioner is available on the pension payment orders, the additional pension /family pension in terms of para 4.5 may also be paid by the pension disbursing authorities immediately without any further authorization from the concerned Accounts Officer/ Head of Office, etc. A suitable entry regarding the revised consolidated pension shall be recorded by the pension Disbursing Authorities in both halves of the Pension Payment Order. An intimation regarding disbursement of revised pension may be sent by the pension disbursing authorities to the office of CPAO and Accounts Officer which has issued the PPO in the form given at Annexure-II so that the latter can update the Pension Payment Order Register maintained by him. An acknowledgement shall be obtained by the Pension Disbursing Authorities from Office of CPAO and the respective Accounts officers in this behalf.

9. The consolidated pension /family pension as worked out in accordance with provisions of Para 4.1. above shall be treated as final 'Basic Pension' with effect from 1.1.2006 and shall qualify for grant of Dearness Relief sanctioned thereafter.

10. 40% of the arrears of pension will be paid in the year 2008-09 and the remaining 60% in the year 2009-10.

11. It shall be the responsibility of the Head of the Department of the Ministry, Department, Office, etc., from which the Government servant had retired or where he was working prior to is demise to revise the pension / family pension of all pensioners / family pensioners with effect from 1st January

2006 in accordance with the provisions mentioned in para 4.1 and 4.2 above and to issue revised Pension Payment Order [PPOs]. Action to revise pension /family pension in terms of these provisions shall be initiated suo moto by the concerned Heads of Departments. In the case of the Defence Civilian Employees, however, the procedure prescribed in this regard by the Ministry of Defence shall be followed. It is emphasised that the Pension Sanctioning Authority, in no case, will as the pensioner / family pensioner to surrender his /her original Pension Payment Order [PPO] for issuing revised authority. In case, however, the age of pensioner /family pensioner is not available on the PPO/office records, the same shall be obtained from the pensioner / family pensioner and indicated in the revised PPO. The authenticity of the age declared by the pensioner / family pensioner shall be verified by the pension sanctioning authority. It may also be ensured that a copy of the revised PPO should be invariably endorsed to the pensioner /family pensioner.

12. It is considered desirable that the benefit of these orders should reach the pensioners as expeditiously as possible. To achieve this objective, it is desired that all Pension Disbursing Authorities should ensure that the revised pension and the first instalment of arrears due to the pensioners in terms of para 4.1. and para 4.5. above is paid to the pensioners or credited to their account by 30th September, 2008 or before, positively. Instructions regarding release of second instalment of arrears will be issued later. Concerted efforts should be made by all the authorities concerned to ensure that the revised PPOs are issued, wherever necessary, with the utmost expedition in terms of para 4.1 and 4.2 and 4.5 above and arrears are paid in terms of para 10 above and arrears are paid in terms of para 10 above within two months from the date of issue of this O.M.

13. In their application to the persons belonging to Indian Audit and Accounts Department these orders issue in consultation with the Comptroller and Auditor General of India.

14. Ministry of Agriculture etc, are requested to bring the contents of these Orders to the notice of Controller of Accounts/Pay and Accounts Officers and Attached and subordinate Offices under them on a top priority basis. All pension disbursing offices are also advised to prominently display these orders on their notice boards for the benefit of pensioners.

15. Hindi version will follow.

(Rajni Razdan)

Secretary to the Government of India.

To

All Ministries/Departments of Government of India

Copy to : as per mailing list.

Note :	1. Baisc Pension includes commuted value of Pension 2. BP (pre-2006) without DP (column 1) means Basic Pension/Family Pension without Dearness Pension/Family Dearness Pension before 1.4.2004. 3. BP (pre-2006) with DP (column 2) means Basic Pension/Family Pension with Dearness Pension/Family Dearness Pension after 1.4.2004

* Revised consolidated Pension in respect of fixed scale of Pay of Secretary and Cabinet Secretary

ANNEXURE – II

Form of intimation by the Pension Disbursing Authority to the Central Pension Accounting Office/ Pay and Accounts Office regarding consolidation of pension in terms of Department of Pension and Pensioners Welfare Office Memorandum No. 38/37/08-P&PW(A)-Part-II dated.

1. Name of the Pensioner/Family Pensioner :
2. PPO NO.
3. Date of Birth / Age
4. Date of retirement / Death (in case of family pension)
5. Savings Bank A/c No.
6. Name of the Bank/Paying Branch
7. Bank Code No.
8. Computation of Consolidated pension/family pension

   Pension/* Family Pension/* Family Pension (At enhanced rate)

Pension	Family Pension/Enhanced Family Pension
(A) Existing basic pension (inclusive of commuted portion) (excluding the effect of merger of 50% of dearness relief)	(A) Existing basic Family Pension/Enhance family pension (excluding the effect of merger of 50% of dearness relief)
(B) Dearness Pension	(B) Dearness Pension
(C) Dearness Relief upto CPI 550 (Base year 1982=100) i.e. 24% of family Pension as drawn	(C) Dearness Relief upto CPI 550 (Base year 1982=100) i.e. 24% of family Pension as drawn
(D) 40% of the Basic Pension as at (A) above	(D) 40% of the Basic Pension as at (A) above
(F) Consolidated Pension (A+B+C+D)	(F) Consolidated Pension (A+B+C+D)

Note :

1. The final revision of pension in respect of pensioner will be done by the Pay & Accounts Officer concerned.
2. The final revision of Family will also be done by the Pay & Accounts Office concerned.

(* It not applicable draw a line accorss)

9. Whether consolidated pension/family pension is final or allowed as immediate relief.
10. Remarks, if any.

Signature of Pension Disbursing Authority

To
1. Central Pension Account Office
Ministry of Finance
Department of Expenditure
Trikoot-II, Bhaiji Cama Place,
New Delhi – 110 066.
2. Central Pay & Accounts Office

SERIAL CIRCULAR NO. 118/2008
No.P(PC)/487/VICPC/PensionDate: 17.09.2008
Pay Commission Circular No.8

Sub: Recommendations of 6th Central Pay Commission – Revision of provisions regulating pension/gratuity/ commutation of pension/family pension/ disability pension

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A copy of Railway Board's letter No.F(E)III/2008/PN1/13 dated 15.09.2008, RBE No.112/08 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for grant of pension/gratuity/ commutation of pension/family pension/ disability pension Railway pensioners.

Copy of Railway Board's letter No.F(E)III/2008/PN1/13 dated 15.09.2008 (RBE No.112/2008)

Sub: Implementation of Government's decision on the recommendations of 6th Central Pay Commission – Revision of provisions regulating pension/gratuity/ commutation of pension/family pension/ disability pension

…

1. In pursuance of Government's decision on the recommendations of the Sixth Central Pay Commission, the President is pleased to introduce the following modifications in the rules regulating pension; Retirement/Death/Service Gratuity/Family Pension and disability Pension under the Railway Services (Pension) Rules,1993 hereafter referred to as Pension Rules and Commutation of Pension under Railway Services (Commutation of Pension) Rules,1993 and Railway Services (Extraordinary Pension) Rules,1993.

2. These orders apply to Railway employees governed by the Railway Services (Pension) Rules,1993.

DATE OF EFFECT

3.1 Save as otherwise mentioned in these orders, the revised provisions as per these orders shall apply to Railway servants who retire/die in harness on or after 1.1.2006. Separate orders have been issued in respect of employees who retired before 1.1.2006.

3.2 Where pension/family pension/gratuity/commutation of pension, etc. has already been sanctioned in cases occurring on or after 1.1.2006, the same shall be revised in terms of these orders. In cases where pension has been finally sanctioned on the pre-revised orders and if it happens to be more beneficial than the pension becoming due under these orders, the pension already sanctioned shall not be revised to the disadvantage of the pensioner in view of Rule 90 of the Pension Rules.

3. EMOLUMENTS

4.1 The term 'Emoluments' for purposes of calculating various pensionary benefits other than various kinds of Gratuity shall have the same meaning as in Rule 49 of the Pension Rules.

4.2 Basic Pay in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay etc.

4.3 In the case of all kinds of Gratuity, DA admissible on the date of retirement/death shall continue to be treated as emoluments along with the emoluments as defined in Paragraph 4.1 above.

PENSION

5.1 A Railway servant retiring in accordance with the provisions of the Pension Rules before completing qualifying service of ten years shall not be entitled to pension but he shall continue to be entitled to service gratuity in terms of Rule 69[1] of the Pension Rules.

5.2 Linkage of full pension with 33 years of qualifying service shall be dispensed with. Once a Railway servant has rendered the minimum qualifying service or twenty years, pension shall be paid at 50% of the emoluments or average emoluments received during the last 10 months, whichever is more beneficial to him.

5.3 In cases where Railway servant becomes entitled to pension on completion of 10 years of qualifying service in accordance with Rule 69[2] of the Pension Rules, pension in those cases shall also be paid at 50% of the emoluments or average emoluments whichever is more beneficial to the Railway servant.

5.4 The revised provisions for calculation of pension in para 5.2 and para 5.3 above shall come into force with effect from 2nd September, 2008 and shall be applicable to Railway servants retiring on or after that date. The Railway servants who have retired ***on or after 1.1.2006 but before 2nd September, 2008*** will continue to be governed by the Rules/orders which were in force immediately before coming into effect of these orders.

5.5 The amount of pension shall be subject to a minimum of Rs.3500/- and maximum upto 50% of highest pay in the Government [The highest pay in the Govt. is Rs.90,000 since 1.1.2006].

5.6 The provisions of clauses [a] to [c] of sub-rule [2] of Rule 69 of the Pension Rules shall stand modified to the extent mentioned in para 5.1 to para 5.5 above. The other provisions contained in Rule 69 shall continue to apply.

5.7 The quantum of pension available to the old pensioners shall be increased as follows:-

Age of Pensioner	**Additional quantum of pension**
From 80 years to less than 85 years	20% of basic pension
From 85 years to less than 90 years	30% of basic pension
From 90 years to less than 95 years	40% of basic pension
From 95 years to less than 100 years	50% of basic pension
100 years or more	100% of basic pension

The Pension sanctioning Authorities should ensure that the date of birth and the age of a pensioner is invariably indicated in the pension payment order to facilitate payment of additional pension by the Pension Disbursing Authority as soon as it becomes due. The amount of additional pension will be shown distinctly in the pension payment order. For example, in case where a pensioner is more than 80 years of age and his pension is Rs.10,000 p.m. the pension will be shown as (i) Basic pension = Rs.10,000 and (ii) Additional pension = Rs.2,000 p.m. The pension on his attaining the age of 85 years will be shown as (i) Basic pension = Rs.10,000 and (ii) additional pension = Rs.3,000 p.m.

GRATUITY

6. The maximum limit of all kinds of gratuity shall be Rs.10 lakh. Accordingly, first proviso under Rule 70(i)(b) of Pension Rules shall stand modified to the effect that the amount of retirement gratuity or death gratuity payable under this Rule shall in no case exceed Rs.10 lakh.

ADDITION TO QUALIFYING SERVICE.

7.1 In view of revised provisions for computation of pension in para 5 above, the extant benefit of adding years of qualifying service for the purpose of computation of pension shall stand withdrawn with effect from ***2nd September,2008***. Rule 45 and 66 of the Pension Rules shall stand modified to this extent.

FAMILY PENSION 1964

8.1 Family pension shall be calculated at a uniform rate of 30% of basic pay in all cases and shall be subject to a minimum of Rs.3500/- p.m. and maximum of 30% of the highest pay in the Government. [The highest pay in the Govt. is Rs.90,000 since 1.1.2006]. Rule 75[2] relating to Family Pension, 1964 under Pension Rules shall stand modified to this extent.

8.2 The enhanced family pension under Rule 75[4][i][a] shall be payable to the family of a Railway servant who dies in service from the date of death of the Railway servant for a period of ten years, without any upper age limit. Rule 75[4][i][a] shall stand modified to this extent. There will be no change in the period for payment of enhanced family pension to the family in the case of death of a pensioner.

8.3 The quantum of family pension available to the old family pensioners shall be increased as follows:

Age of family pensioner	Additional quantum of family pension
From 80 years to less than 85 years	20% of basic family pension
From 85 years to less than 90 years	30% of basic family pension
From 90 years to less than 95 years	40% of basic family pension
From 95 years to less than 100 years	50% of basic family pension
100 years or more	100% of basic family pension

The Pension Sanctioning Authorities should ensure that the date of birth and the age of a family pensioner is invariably indicated in the Form 6 [regarding details of family] and the pension payment order to facilitate payment of additional family pension by the pension disbursing authority as soon as it becomes due. The amount of additional family pension will be shown distinctly in the pension payment order. For example, in case where a family pensioner is more than 80 years of age and his/her family pension is Rs.10,000 p.m. the pension will be shown as [i] Basic family pension = Rs.10,00 and [ii] Additional family pension = Rs. 2,000 p.m. The family pension on his/her attaining the age of 85 years will be shown as [i] Basic family pension = Rs.10,000 and [ii] additional pension = Rs. 3,000 p.m.

8.4 For the purpose of grant of Family Pension, the 'Family' shall be categorized as under:

Category -I

[a] Widow or widower, upto the date of death or re-marriage, whichever is earlier.

[b] Son/daughter [including widowed daughter], upto the date of his/her marriage/re-marriage or till the date he/she starts earning or till the age of 25 years, whichever is the earliest.

Category -II

[c] Unmarried /Widowed/Divorced daughter, not covered by Category-I above, upto the date of marriage/re-marriage or till the date she starts earning or upto the date of death, whichever is earliest.

[d] 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. Family pension to dependent parents and unmarried/divorced/widowed daughter will continue till the date of death.

Family pension to unmarried/widowed /divorced daughters in Category-II and dependent parents shall be payable only after the other eligible family members in Category-I have ceased to be eligible to receive family pension and there is no disabled child to receive the family pension. Grant of family pension to children in respective categories shall be payable in order of their date of birth and younger of them will not be eligible for family pension unless the next above him /her has become ineligible for grant of family pension in that category.

8.5. The dependency criteria for the purpose of family pension shall be the minimum family pension along with dearness relief thereon.

8.6. The childless widow of a deceased Railway servant shall continue to be paid family pension even after her remarriage subject to the condition that the family pension shall cease once her independent income from all other sources becomes equal to or higher than the minimum prescribed family pension in the Central Government. The family pensioner in such cases, would be required to give a declaration regarding her income from other sources to the pension disbursing authority every six months.

COMMUTATION OF PENSION

9.1 A Government servant shall continue to be entitled to commute for a lumpsum payment upto 40% of his pension.

9.2 The existing Table of Commutation Value for Pension Annexed to the Railway Services [Commutation of Pension] Rules, 1993 shall be substituted by a new Table at Annexure of this letter.

9.3 The revised Table of Commutation Value for pension will be used for all commutations of pension which become absolute after 2nd September, 2008. In the case of those pensioners, in whose case commutation of pension became absolute on or after 1.1.2006 but before 2nd September, 2008, the pre-revised Table of Commutation Value for Pension will be used for payment of commutation of pension based on pre-revised pay/pension. Such pensioners shall have an option to commute the amount of pension that has become additionally commutable on account of retrospective revision of pay/pension on implementation of the recommendations of the Sixth Central Pay Commission. On exercising such an option by the pensioner, the revised Table of Commutation Value for Pension will be used for the commutation of the additional amount of pension that has become commutable on account of retrospective revision of pay/pension. In all cases where the date of retirement / commutation of pension is on or after 2nd September, 2008, the revised Table of Commutation Value for Pension will be used for commutation of entire pension.

9.4 Provisions of Railway Services [Commutation of Pension] Rules, 1993 shall stand modified in accordance with para 9.2 and 9.3 above.

CONSTANT ATTENDANT ALLOWANCE

10.1. In the case of pensioners who retired on disability pension under the Railway Services [Extraordinary Pension] Rules, 1993 for 100% disability [where the individual is completely dependent on somebody else for day to day functions] a Constant Attendant Allowance of Rs.3000/- p.m. shall be allowed in addition to the disability pension, on the lines existing in Defence Forces. The Railway Services [Extraordinary Pension] Rules, 1993 shall stand modified to this extent.

11. For the purpose of computing average emoluments in the case of Railway servants who have opted for fixation of pay in the revised Pay Structure and retire within 10 months from the date of coming over to the revised Pay Structure, basic pay for 10 months period preceding retirement shall be calculated by taking into account pay as follows:

[i] For the period during which pay is drawn in revised Pay Structure – Pay drawn in the prescribed pay band plus the applicable grade pay.

[ii] For the remaining period during which pay is drawn in pre-revised scale of pay – Basic pay plus dearness pay and actual DA appropriate to the basic pay at the rate in force on 1.1.2006 drawn during the relevant period.

SPECIAL PROVISION FOR THOSE WHO RETAIN THE PRE-REVISED SCALE OF PAY

12. The pension and death-cum-retirement gratuity of those who have elected to continue to draw pay in the pre-revised scale of pay in terms of Rule 5 of the Railway Services [Revised Pay] Rules, 2008 and have retired or will be retiring after 01.01.2006, shall be regulated as follows:

[i] The term 'Emoluments' will mean 'Pay' as defined in Rule 1303[i]/R-II [FR9 [21] [a] [i]] and will include Dearness Pay and DA upto average AICPI 536 [Base year 1982=100].

[ii] Pension will be calculated at 50% of emoluments or average emoluments whichever is more beneficial to the employee.

[iii] Death-cum-retirement gratuity shall be admissible with reference to emoluments as at [i] above plus dearness allowance, under the order in force immediately before coming into effect of these orders. The maximum amount of gratuity should not exceed Rs.3,50,000/- in terms of Railway Board's letter No. F[E]III/97/PN1/22 dated 5.11.1997.

[iv] Commutation of pension shall be admissible in accordance with the orders in force immediately before coming into effect of these orders.

[v] Family pension shall be allowed in accordance with orders applicable prior to the issue of these orders and shall be calculated with reference to basic pay in the pre-revised scale. To the family pension so calculated dearness relief upto average AICPI 536 [Base year 1982=100] at the rate contained in Railway Board's letter No. PV-V/97/1/9/6 dated 21.4.2006 shall be added. The amount so arrived at will be regarded as the family pension for regulating payment of dearness relief beyond average AICPI 536.

13. Formal amendments to The Railway Services [Pension] Rules, 1993, Railway Services [Extraordinary Pension] Rules, 1993 and Railway Services [Commutation of Pension] Rules, 1993 in terms of the decisions contained in this letter will issue in due course. Provisions of the Railway Services [Pension] Rules, 1993, Railway Services [Extraordinary Pension] Rules, 1993 and Railway Services [Commutation of Pension] Rules, 1993 which are not specifically modified by these orders, will remain unaffected.

14. The pension/family pension in terms of these orders will qualify for dearness relief beyond average AICPI 536 under the revised pattern being introduced on the recommendations of the Sixth Central Commission.

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Annexure

COMMUTATION VALUE FOR A PENSION OF Re.1 PER ANNUM

Age next birthday	Commutation value expressed as No. of year's purchase	Age next birthday	Commutation value expressed as No. of year's purchase	Age next birthday	Commutation value expressed as No. of year's purchase
20	9.188	41	9.075	62	8. 093
21	9.187	42	9.059	63	7.982
22	9.186	43	9.040	64	7.862
23	9.185	44	9.019	65	7.731
24	9.184	45	8.996	66	7.591
25	9.183	46	8.971	67	7.431
26	9.182	47	8.943	68	7.262
27	9.180	48	8.913	69	7.083
28	9.178	49	8.881	70	6.897
29	9.176	50	8.846	71	6.703
30	9.173	51	8.808	72	6.502
31	9.169	52	8.768	73	6.296
32	9.164	53	8.724	74	6.085
33	9.159	54	8.678	75	5.872
34	9.152	55	8.627	76	5.657
35	9.145	56	8.572	77	5.443
36	9.136	57	8.512	78	5.229

37	**9.126**	**58**	**8.446**	**79**	**5.018**
38	**9.116**	**59**	**8.371**	**80**	**4.812**
39	**9.103**	**60**	**8.287**	**81**	**4.611**
40	**9.090**	**61**	**8.194**		

SERIAL CIRCULAR NO. 119/2008

No.P(R)/418/III Date: 24 -09–2008

Copy of Board's letter No.E[Sports]/2008/Policy/5/SCL[Handicap] dated 28.08.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[Sports]/2008/Policy/5/SCL[Handicap] dated 28.08.2008 (RBE 102/2008)

Sub: Special Casual leave to physically handicapped sportspersons.

….

Ministry of Railways [Railway Board] have decided that Special Casual Leave may be granted to the handicapped sportspersons at par with the general sportspersons through the corresponding Federations, etc. recognized by the Ministry of Youth Affairs and Sports [Government of India].

SERIAL CIRCULAR NO.120/2008

No.P(PC)/487/VICPC Date: 23.09.2008

Pay Commission Circular No.9

Sub: Recommendations of 6th Central Pay Commission – Schedules for Revised Scales of Pay

****

A copy of Railway Board's letter No.PC-VI/2008/I/RSRP/1 (S.No. PC-VI/18) dated 22.09.2008, RBE No.124/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for drawal of wages and payment of arrears in the revised scales of pay.

Copy of Railway Board's letter No. PC-VI/2008/I/RSRP/1 dated 22.09.2008, RBE No.124/2008

Sub: Railway Services [Revised Pay] Rules, 2008 – Schedules for Revised Scales of Pay..

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In continuance to Annexure 'B' of Schedule circulated under this Ministry's letter No. PC-VI/2008/I/RSRP/1 dated 11.09.2008 [S.No. PC-VI/2], the following may be inserted as indicated against each, to the said letters:

S.No	Post	Present Scale [Rs]	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding pay bands [Rs]	Grade Pay [Rs]	
1	2	3	4	5	6	7
Important: See notes at end of annexure B to the Ministry of Railways' letter of even number dt. 11.09.2008 [S.No. PC VI/2] alongwith note 5 appended to this letter						
1	**COMMERCIAL DEPARTMENT**					
1.1	Commercial Clerk					
[ii]	Sr. Commercial Clerk	4000-6000	PB-1	5200-20200	2800	
1.8	Transit Clerks [Western Railway only]					
[i]	Sr. Transit Clerk	4000-6000	PB-1	5200-20200	2800	

S.No	Post	Present Scale [Rs]	Revised Pay Band & Grade Pay			Remarks
			Name of Pay Band	Corresponding pay bands [Rs]	Grade Pay [Rs]	
1	2	3	4	5	6	7
9.	**MEDICAL DEPARTMENT**					
9.3	Nursing Staff					
[i]	Chief Matron*	7450-11500	PB-3	15600-39100	5400	i) merged
[ii]	Matron*	6500-10500				ii) see note below
(iii)	Nursing Sister *	5500-9000	PB-2	9300-34800	4800	i) see note below
(iv)	Staff Nurse *	5000-8000	PB-2	9300-34800	4600	i) see note below

* Note: i) These categories will retain their existing classification as Group 'C' . ii) Also see notes at end of annexure.

9.4	**Radiographer**:					
(i)	Radiographer	4000-6000	PB-1	5200-20200	2800	
10	**GENERAL**					
10.2	**Teaching Staff (Railway Schools** : i) see note below					
(i)	**Primary School Teacher (**) i) see note below**					
	Selection Grade	6500-10500	PB-2	9300-34800	4800	
	Senior Grade	5500-9000	PB-2	9300-34800	4600	
	Basic Grade	4500-7000	PB-2	9300-34800	4200	
(ii)	**Trained Graduate Teacher (**) i) see note below**					
	Selection Grade	7500-12000	PB-2	9300-34800	5400	
	Senior Grade	6500-10500	PB-2	9300-34800	4800	
	Basic Grade	5500-9000	PB-2	9300-34800	4600	
(iii)	**Post Graduate Teacher (**) i) see note below**					
	Selection Grade	8000-13500	PB-3	15600-39100	6600	
	Senior Grade	7500-12000	PB-3	15600-39100	5400	
	Basic Grade	6500-10500	PB-2	9300-34800	4800	
** i) These categories will retain their existing classification as Group 'C' ii) Residency period will remain unchanged						
15	**SO(A/cs.)/TIA/ISA***					
(i)	Sr.Section Officer	7540-11500	PB-2	9300-34800	4800	i) merged
(ii)	Section Officer	6500-10500				ii) see note below
iii)	Sr.TIA	7540-11500	PB-2	9300-34800	4800	i) merged
iv)	TIA	6500-10500				ii) see note below
v)	Sr.ISA	7540-11500	PB-2	9300-34800	4800	i) merged
vi)	ISA	6500-10500				ii) see note below

*Note i] These categories will retain their existing classification as Group 'C'
ii] Also see notes at end of annexure.

NOTES

The following note should be inserted as Note 5] below existing notes 1] to 4] at the end of Annexure B to the Ministry of Railways' letter of even number dt. 11.09.2008 [S.No.PC-VI/2]

5] Where categories /cadres have been merged as specifically indicated in the schedule and placed in higher replacement pay structure either in PB-3 or PB-2 as the case may be, rationalization of functions as also revised designations, AVC, Recruitment Rules, classification as Selection /non-selection etc., as decided by the Railway Board, will be issued through separate orders.

[Recommendations of the Sixth Central Pay Commission on pay scales for certain other categories are under examination. Pending decision, the normal replacement pay structure as in the First Schedule would apply].

SERIAL CIRCULAR NO. 121/2008

No.P(PC)/487/VICPC/Allowance Date: 23.09.2008

Pay Commission Circular No.10

A copy of Railway Board's letter No.PC-V/2008/A/O/1(NPA) dated 22.09.2008, RBE No.122/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for grant of Non Practising Allowance (NPA) at revised rates to IRMS officers.

Copy of Railway Board's letter No.PC-V/2008/A/O/1(NPA) dated 22.09.2008 (RBE No.122/2008)

Sub: Recommendations of 6th Central Pay Commission – Grant of Non Practising Allowance (NPA) at revised rates to IRMS officers

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The Sixth Central Pay Commission has recommended that Doctors should continue to be paid Non-Practising Allowance at the existing rate of 25% of the aggregate of the band pay and grade pay subject to the condition that the Basic Pay + NPA does not exceed Rs.85000/-. Consequent upon acceptance of recommendations of the Sixth Central Pay Commission by the Government, the President is pleased to decide that, in modification of this Ministry's letter No. PC-V/97/1/7/15 dated 31.3.1998, the Non-Practising Allowance may continue to be paid at the existing rate of 25% of Basic Pay subject to the condition that the Basic Pay + NPA does not exceed Rs.85000/-

2. The term 'basic pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG + and above, basic pay means the pay in the prescribed scale.

3. The revised rate of NPA would be effective from the date an employee draws pay in the revised scale applicable to him in accordance with the provisions of the Railway Services [Revised Pay] Rules, 2008.

4. The NPA should be restricted to those Medical Posts for which a Medical qualification recognized under the Indian Medical Council Act, 1956 or under the Dentists Act, 1948 has been prescribed as an essential qualification.

5. The Non-Practising Allowance will be treated as pay for the purpose of computing Dearness Allowance, entitlement of Travelling Allowance and other allowances as well as for calculation of retirement benefits.

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

SERIAL CIRCULAR NO.122/2008

No.P(PC)/487/VICPC Date:24.09.2008

Pay Commission Circular No.11

Sub: Recommendations of 6th Central Pay Commission – Schedules for Revised Scales of Pay

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A copy of Railway Board's Notification No.PC-VI/2008/1/RSRP/1 dated 23.09.2008, RBE No.128/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for drawal of wages and payment of arrears in the revised scales of pay.

Copy of Railway Board's Notification No. PC-VI/2008/1/RSRP/1 dated 23.09.2008, RBE No.128/2008

G.S.R.674(E)- In exercise of the powers conferred by the proviso to Article 309 of the Constitution , the President hereby makes the following rules, namely;-

1. Short title and commencement :- (1) These rules may be called the Railway Services (Revised Pay) First Amendment Rules,2008.
(2) They shall be deemed to have come into force on the 1st day of January,2006

2. Below PART-B of the First Schedule to the Railway Services (Revised Pay) Rules,2008, the following entry shall be inserted, namely:-

PART –C

Revised Pay Band and Grade Pay for certain specified posts in Zonal Railways/Production Units and other Railway Offices

S.No.	Post	Present Scale Rs.	Revised Pay Band & Grade Pay		
			Name of Pay Band	Corresponding Pay Bands (Rs.)	Grade Pay (Rs.)
1	Assistant Accounts Officer (Group 'B' Gazetted)	7500-12000	PB-2	9300-34800	5400 (Existing classification of Group 'B' Gazetted to be retained.
2.	Assistant Nursing Officer(Group 'B' Gazetted)	7500-12000	PB-3	15600-39100	5400 (Existing classification of Group 'B' Gazetted to be retained
3	Principal/Head Master (Secondary/High School & equivalent) Group 'B' Gazetted	7500-12000 (Basic Grade)	PB-3	15600-39100	5400 (Existing classification of Group 'B' Gazetted to be retained
		8000-13500 (Senior Grade)	PB-3	15600-39100	6600 (Existing classification of Group 'B' Gazetted to be retained
	Principals/Head Master / Head Mistress,Intermediate College/ Higher Secondary Schools / Higher Secondary Multi-purpose Schools (Group 'A' Gazetted)	10000-15200	PB-3	15600-39100	7600 (Group 'A'
	Assistant Library & Information Officers of departmental libraries only (including Railway Board' NRM) (Group 'B' Gazetted)	6500-10500	PB-2	9300-34800	4600 (Existing classification of Group 'B' Gazetted to be retained.

Note: The principal Rules were published in the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (i), vide No.GSR 643 (E) , dated 4.9.2008.

SERIAL CIRCULAR NO. 123/2008

No.P(PC)/487/VICPC/Pension Date: 24.09.2008

Pay Commission Circular No.12

Sub: Restoration of 1/3rd Commuted portion of pension in respect of Government servants who had drawn lumpsum payment on absorption in Central Public Sector Undertakings/Central Autonomous Bodies - Implementations of Government's decision on Recommendations of 6th Central Pay Commission.

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A copy of Railway Board's letter No.F(E)III/2005/PN1/23 dated 22.09.2008, RBE No.120/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for implementation of the decision regarding restoration of 1/3rd Commuted portion of pension in respect of Government servants who had drawn lumpsum payment on absorption in Central Public Sector Undertakings/Central Autonomous Bodies

Copy of Railway Board's letter No.F(E)III/2005/PN1/23 dated 22.09.2008 (RBE No.120/2008)

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

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A copy of Department of Pension & Pensioners' Welfare [DOP&PW]'s O.M. No. 4/38/2008-P&PW[D] dated 15th September, 2008 on the above subject is forwarded herewith for information and compliance. These instructions will apply mutatis mutandis on the Railways also.

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

S.No.	DOP&PW's instructions	Railway Board's corresponding instructions
1	O.M. No. 34/2/86-P&PW dt. 05.03.87	Letter No. F[E]III/87/PN1/7 dt. 26-03-1987
2	O.M. No. 4/59/97-P&PW[D] dt.14.07-1998	Letter No. F[E]III/96/PN1/9 dt. 18-08-1998
3	O.M. No. 4/79/2006--P&PW[D] dated 06.09-2007	Letter of even number dt.. 20.09.2007
4	O.M. No. 4/79/2006--P&PW[D] dated. 13.05.2008	Letter of even number dt.. 30.05.2008
5	O.M. No. 38/37/08--P&PW[A] dated. 1.09.2008	Letter No. F[E]III/2008/PN1/12 dt. 08.09.2008

2. The circulars on pension policy issued by Finance Directorate are also being uploaded on railway website indianrailways.gov.in at the following location for information and necessary action of all concerned:

Railway Board Directorates – Finance – F[E]III CIRCULARS

Copy of Ministry of Personnel, Public Grievances & Pensions [Department of Pension & Pensioners' Welfare]'s O.M. No. 4/38 /2008-P&PW[D] dated 15th September, 2008

Sub: Restoration of 1/3rd Commuted portion of pension in respect of Government servants who had drawn lumpsum payment on absorption in Central Public Sector Undertakings/Central Autonomous Bodies - Implementations of Government's decision on Recommendations of 6th Central Pay Commission

****

The undersigned is directed to say that the restorable 1/3rd pension of the Government servants who had drawn lump sum payment in respect of pro-rata pension [1/3rd as well as 2/3rd] on absorption in a PSU/Autonomous Body and have become entitled to restoration of 1/3rd commuted portion of pension as per the provisions of this Department's O.M. No. 34/2/86-P&PW dated 5th March 87 after 15 years from the date of commutation or 1-4-85 whichever is later, are regulated vide this Department's O.M. No. 4/59/97-P&PW[D] dated 14th July 1998 , O.M.No.4/79/2006-P&PW[D] dated 6th September 2007 and dated 13.5.2008 as clarified form time to time.

2. In pursuance of Government's decision on the recommendations of Sixth Central Pay Commission, instructions have been issued for revision of pension of pre-2006 pensioners/family pensioners vide Deptt. of Pension & Pensioners Welfare's OM No. 38/37/08-P&PW[A] dated 1st September, 2008. Accordingly sanction of the President is hereby accorded for revision of 1/3rd restorable pension of absorbees with effect from 1.1.2006, as explained hereunder:

A. As on 01.01.2006, the full pension of the abosrbees shall be notionally revised w.e.f. 1.1.2006 based on full pension as on 31.12.2005 in accordance with the instructions for revision of pension, issued for implementing the 6th Pay Commission Recommendations vide OM No. 38/37/08--P&PW[A] dated. 1st September, 2008. Benefit of additional pension available to old pensioners will be granted as indicated in para 3 below.

B. The restorable 1/3rd pension shall be the sum of the following:
   i. 1/3rd of full pension as on 31.12.2005
   ii. Dearness Pension on the full pension as on 31.12.2005
   iii. Dearness Relief upto AICPI [IW] average index 536 [Base year 1982-100] i.e. @ 24% of Basic full pension plus dearness pension.
   iv. Fitment weightage @ 40% of the full pension as on 31.12.2005.

3. The quantum of 1/3rd restorable pension as per para 2[B] above shall be further increased in respect of old pensioners as follows:

Age of pensioner	Additional quantum
From 80 years to less than 85 years	20% of revised 1/3rd restorable pension
From 85 years to less than 90 years	30% of revised 1/3rd restorable pension
From 90 years to less than 95 years	40% of revised 1/3rd restorable pension
From 95 years to less than 100 years	50% of revised 1/3rd restorable pension
100 years or more	100% of revised 1/3rd restorable pension

The amount of additional pension will be shown distinctly in the pension payment order.

4. Payment of DR shall be on full pension as per instructions issued from time to time and is subject to the condition that the absorbed employee was not re-employed /employed under the Central Government or State Government or a Corporation /Company/Body /Bank under them in India or abroad, including permanent absorption in such Corporation /Company/Body /Bank at the time of restoration.

5. The benefit of revision of restored amount of 1/3rd commuted portion of pension shall be admissible w.e.f. 1.1.2006 or from the date the commuted portion of pension is restored, whichever is later.

6. This issues with the concurrence of Ministry of Finance [Department of Expenditure] vide their UO No. 4.2/11/2008-IC dated 10.09.2008.

SERIAL CIRCULAR NO. 124 /2008

No.P(R)/535/VII Date:26 -09–2008

Copy of Board's letter No.E(NG)I-2008/PM1/15 dated 23.9.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E(NG)I-2008/PM1/15 dated 23.9.2008 (RBE No. 127/08)

***Sub:** Implementation of recommendations of 6th CPC- merger of grades – promotion within the same grade pay*

….

As a result of acceptance of recommendations of 6th CPC in many cases two existing grades have been merged into one grade pay or posts have been upgraded & merged with higher grade thereby affecting the existing channel of promotion of the staff. Accordingly the matter of promotion of non-gazetted staff within such merged or upgraded & merged within same grade pay posts has been considered and it has been decided that promotions within the merged grades (i.e. from the lower grade to next higher grade of 5th CPC scales) or within upgraded & merged in higher grade pay, should not be made herein after till further orders.

2. However, this will not apply to the cases of promotion of running categories viz. Loco Pilots and Guards as well as horizontal promotions, wherein the existing channel of promotion will continue till further orders.

SERIAL CIRCULAR NO. 125 /2008

No.P(R)583/Bonus/IV Dt. 03-10-2008

Copy of Board's letter No.E[P&A)II/2008/PLB-10 dated 3.10.2008 is published for information, guidance and necessary action. Board's letter dated 20.9.2002 quoted therein was circulated as SC No.180/2002.

Copy of Bd's letter No.E[P&A)II/2008/PLB-10 dtd. 3.10.2008 (RBE No.142/2008)

Sub:1)Payment of Productivity Linked Bonus to all eligible non-gazetted Railway employees for the financial year 2007-2008.
2) Enhancement of wage calculation ceiling prescribed for payment of PLB.

****

The President is pleased to sanction Productivity Linked Bonus (PLB) equivalent to 73(seventy three) days wages without any ceiling on wages for eligibility for the financial year 2007-08 to all eligible non-gazetted Railway employees(excluding all RPF/RPSF personnel). The maximum wage calculation ceiling for payment of PLB has been enhanced from Rs.2500/- p.m to Rs.3500/- p.m w.e.f.1.4.2006. Where wages exceed Rs.3500/- per month, Productivity Linked Bonus will be calculated as if 'wages' are Rs.3500/- p.m.

2 'Wages' for the purpose of calculating Productivity Linked Bonus shall include 'Basic pay' as defined in the Railway Services (Revised Pay) Rules,2008 and dearness allowance drawn during the financial year 2007-08. In partial modification of the instructions contained in para 2(d) of this office letter No.E(P&A)II/2001/PLB-14 dated 20.9.2002, it has been decided that the total wages arrived at for the 12 months are to be divided by 365 days even in a leap year. Other conditions of eligibility, method of calculation of wages, etc., as prescribed in this Ministry's instructions and clarifications issued from time to time shall remain unchanged.

3. It has also been decided that in the case of eligible employees mentioned in Para-1 above who were not placed under suspension, or had not quit service/retired/expired during the financial year 2007-08 or were on leave where leave salary admissible is not less than that admissible on leave on average pay, may be paid an amount of Rs.8399/- towards Productivity Linked Bonus for the financial year 2007-08. In the case of employees other than those mentioned above, the amount of Productivity Linked Bonus may be calculated in accordance with the extant instructions on the subject.

4. The Ministry of Railways have also decided that in relaxation of the provisions in Rules 905(2), 908 and 909 of State Railway Provident Fund Rules, as contained in Chapter 9 of R.I/1985 edition, such of the subscribers to the SRPF as are entitled to Productivity Linked Bonus may, if they so desire, deposit the whole or part of the amount admissible under the Scheme in their respective State Railway Provident Fund Accounts.

5. Payment of Productivity Linked Bonus for the financial year 2007-08 to all eligible non-gazetted Railway employees mentioned in Para 1 above should be made on priority basis.

6. After payment of PLB for the financial year 2007-08 has been made, arrears of PLB becoming due for the financial year 2006-07 on account of enhancement in the PLB wage computation ceiling to Rs.3500/- p.m w.e.f. 1.4.2006 may be worked out and paid to the eligible employees.

Sd/-
[D.M.Gautam]
Executive Director/Pay Commission-I
Railway Board.

SERIAL CIRCULAR NO. 126 /2008

No.P(R)/473/VIII Date:10 -10–2008

Copy of Board's letter No.E[W]2007 PS5-1/6 dated 11.09.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[W]2007 PS5-1/6 dated 11.09.2008 (RBE No. 107/08)

Sub: Entitlement of family of Railway Officers to travel alone in saloon.

....

The extant provision in Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] provide that if a Railway Servant in Group 'A' or 'B' is required to cut short his tour/or return to headquarters by air or by some other means of transport leaving behind his family, he may be allowed return journey pass of the same class as on privilege account for his family to enable them to return to the headquarters. In such situation if a Railway Officer had undertaken journey on duty in a saloon, the empty inspection carriage or saloon has to be hauled back to Headquarters of the Railway Servant.

2. The issue has been considered by Board and it has been decided that if a Railway Servant in Group 'A' or 'B', who has undertaken journey in inspection carriage/saloon alongwith his/her family, is required to cut short his tour/or return to headquarters by air or by some other means of transport leaving behind his family, the family of such Railway Servant be permitted to return to the headquarters in the same saloon. Accordingly, item No. [1] under the heading of 'General Rules Relating to Duty Passes' of Schedule I [Duty Pass] of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] may be amended as per Advance Correction Slip No. 60 enclosed.

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

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Advance Correction Slip No. 60 to Railway Servants [Pass] Rules, 1986 [Second Edition, 1993]

Item No. [1] under the heading, "General Rules relating to Duty Passes" of Schedule-I {Duty Pass} of Railway Servants [Pass] Rules, 1986 [Second Edition, 1993] may be amended as under:

If a Railway Servant of Group 'A' or 'B' is required to cut short his tour and/or return to headquarters by air or by some other means of transport leaving behind his family, he may be allowed return journey pass of the same class as on privilege account for his family to enable them to return to the headquarters with the exception that where the Railway Servant proceeds on tour in an inspection carriage / saloon with his family, the family of such a Railway Servant be permitted to return to the headquarters in the same saloon.

[Authority: Railway Board's No. E[W]2007 PS5-1/6 dated 11.09.2008]

SERIAL CIRCULAR NO.127 /2008

No.P(PC)/487/VI/CPC/Allowance Date: 08-10–2008

Pay Commission Circular No. 16

A copy of Board's letter No.F[E]I/2008/AL-7/2 dated 18.09.2008, RBE No. 115/2008 is published for information, guidance and necessary action. regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules,2008 is enclosed.

Necessary action may be taken for payment of Cycle [Maintenance] Allowance at revised rates.

Copy of Bd's letter No. F[E]I/2008/AL-7/2 dated 18.09.2008 (RBE No. 115/08)[PC-VI No.11]

Sub: Cycle [Maintenance] Allowance – Recommendations of the Sixth Central Pay Commission – Revision of rates.

….

Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission related to the above mentioned allowance and in supersession of Board's letter No. F[E]I/93/AL-7/1 dated 04.08.1993, the President is pleased to revise the rate of Cycle [Maintenance] Allowance from Rs.30/- to Rs.60/- per month. The terms and conditions as contained in Railway Ministry's decision below Rule 1606 of IREC [Vol.II]-2005 Edition for grant of this allowance will remain unchanged.

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

3. These orders will be effective from September 01,2008.

SERIAL CIRCULAR NO. 128 /2008

No.P(PC)/487/VI CPC/Pension Date: 8 -10–2008

Pay Commission Circular No.18

A copy of Board's letter No.2008/DFA/VI-CPC (S.No.PC-VI/25) dated 1.10.2008, regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules,2008 is published. Necessary action may be taken for deduction of subscription at enhanced rates of SRPF/New Pension Scheme from arrears accruing on account of the recommendations of the VI Central Pay Commission.

Copy of Board's lr. No.2008/DFA/VI-CPC (S.No.PC-VI/25) dated 1.10.2008 (RBE NO.138/08)

Ref: Deduction of subscription at enhanced rates of SRPF/New Pension Scheme from arrears accruing on account of implementation of the recommendations of the VI Central Pay Commission.

…

With reference to Para 3(v) of Board's letter No.PC-VI/2008/I/RSRP/1 dated 11.9.2008 (RBE No.108/2008), it is clarified that only forty percent of difference of total subscription at enhanced rates of SRPF/NPS and that recovered earlier in pre revised pay scales has to be deducted from the first instalment of arrears payable (i.e.,40%). Further, balance SRPF/NPS recoveries at enhanced rates be made at the time of payment of remaining sixty percent of payable arrears in next financial year.

2. It has also been decided in relaxation of provisions of Rules 905(2), 908 and 909 of SRPF Rules as contained in IREC Vol.I (1985 Ed.) that

(i) In case a subscriber's PF plus voluntary PF as already recovered is more than PF due to be deducted on revised pay, there is no need to further deduct PF from the arrears. This should be done at the discretion of the subscriber.

(ii) If a subscriber desires to deposit the whole or part of his arrears in his/her Provident Fund Account, he/she may be allowed to do so.

3. Para 2 has the sanction of the President and this letter issues with the concurrence of the Finance Directorate.

SERIAL CIRCULAR NO. 129 /2008

No.P(PC)/487/VI CPC/Allowance Date: 8 -10–2008

Pay Commission Circular No. 17

A copy of Board's letter No.F(E)I/2008/AL-4/7 (PC-VI No.12) dated 18.9.2008, regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules,2008 is published. Necessary action for payment of Special Compensatory (Scheduled /Tribal Area) Allowance at revised rates may be taken.

Copy of Bd's letter No. F(E)I/2008/AL-4/7 (PC-VI No.12) dated 18.9.2008, (RBE No.116 /08)

Sub: Special Compensatory (Scheduled/Tribal Area) Allowance – Recommendations of the Sixth Central Pay Commission – Revision of rates.

…

Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission related to the above mentioned allowance, the President is pleased to decide that in modification of Board's letter No.PC-IV/87/Imp./AL-1 dated 30.7.87 as amended from time to time read with letter No. F(E)I/98/AL-4/5 dated 02.09.98 & 5.11.98 and F(E)I/2005/AL-4/5 dated 21.02.06, Special Compensatory (Scheduled/Tribal Area) Allowance to the Railway employees shall be admissible at the following rates:-

Grade Pay	Rate per month

	(Rs.)
Employees drawing grade pay of Rs.5400/- and above and pay scale of HAG+ and above	400
For posts in the grade pay of less than Rs.5400/-	240

2. In case of those employees who opt to retain the pre-revised scale of pay, the corresponding Grade Pay of the pay scale/corresponding pay scale of the post occupied on 1.1.2006, as indicated in Railway Services (Revised Pay) Rules, 2008 would determine the allowance under these orders.
3. All other terms and conditions governing the grant of Special Compensatory (Scheduled/Tribal Area) Allowance shall continue to be applicable.
4. These orders shall take effect from September,1, 2008
5. The rates of this allowance shall automatically increase by 25% ,whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.
6. In places where more than one Special Compensatory Allowance is admissible, the Railway employees posted in such stations will have the option to choose the allowance which benefits them the most.

….

SERIAL CIRCULAR NO.130/08
Pay Commission Circular No.13
No.P(PC)/487/VICPC/IMP Date:08.10.2008

A copy of Railway Board's letter No.E[MPP]2008/3/17 dated 24.09.2008, RBE No.117/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. Necessary action for training of Group D staff for placement in PB-1 Grade Pay Rs.1800/-.

Copy of Railway Board's letter No.PC-VI/13 dated 24.09.2008, RBE No.117/2008 [PC-VI/13]

Sub: Sixth CPC Recommendation as accepted by Government – Training of Group 'D' staff for placement in PB-1 Grade Pay Rs.1800/-.

….

The Sixth Pay Commission has recommended that the existing Group 'D' category employees should be upgraded to Group 'C' in Pay Band 1 Grade Pay Rs.1800. Those employees who do not possess minimum qualifications prescribed should be trained with emphasis on multi-skilling and upgraded. The Government has since accepted the recommendation.

2. Accordingly, Railways are required to take following action:

i] Identify the existing Group 'D' staff who do not possess the qualification of Matric /ITI.

ii] Such staff should be imparted suitable training by the concerned executive department with emphasis on multi-skilling.

iii] The job content of the trained staff would thus include multiple task handling which would facilitate putting a single employee to perform a number of jobs/tasks.

iv] Most of the staff have long years of experience and already perform tasks which require multiple skills. These staff would require guidance to make them adequately trained.

v] Training should be imparted on seniority basis [i.e staff in regular Group 'D' scale at higher seniority positions should be trained first] so that a senior Group 'D' staff due for training is not over-taken by a similar junior Group 'D' staff.

vi] It is expected that Railways would meet the target of training the staff at the earliest.

3. Detailed instructions regarding procedure for placement in Pay Band 1 Grade Pay 1800/- will be issued separately.

SERIAL CIRCULAR NO. 131 /2008
No.P(PC)/487/VI CPC/Allowance Date: 8-10–2008
Pay Commission Circular No. 14

A copy of Board's letter No.PC-V/2008/A/TA/1 (S.No.PC-V/500) dated 22.9.2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules,2008 is published. Necessary action may be taken for payment of Transport Allowance to physically handicapped casual labourers having temporary status at double the normal rates.

Copy of Bd's letter No. PC-V/2008/A/TA/1 (S.No.PC-V/500) dated 22.9.2008
(RBE No.123 /08)

Sub: Grant of Transport Allowance to physically handicapped casual labourers having temporary status at double the normal rates.

….

The benefit of Transport Allowance was extended to casual labourers having temporary status vide Board's letter No.PC-V/97/I/7/12 dated 10.6.98 (RBE No.119/98). It has now been decided by the Government that physically handicapped casual labourers having temporary status are entitled to Transport Allowance at double the normal rates subject to terms and conditions contained in Board's letter No.F(E)-I-78/AL-7/5 dated 23.10.78.

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

SERIAL CIRCULAR No. 132 /2008
No.P(PC)/487/VICPC/Allowance Date: 16.10.2008
Pay Commission Circular No.13

Sub: Special Compensatory (Remote Locality) Allowance – Recommendations of Sixth Central Pay Commission.

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A copy of Railway Board's letter No. F(E)I/2008/AL-4/6 dated 22.09.2008, RBE No.119/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. Necessary action may be taken for grant of Special Compensatory (Remote Locality) Allowance to Railway Employees.

Copy of Railway Board's letter No.F(E)I/2008/AL-4/6 dated 22.09.2008, RBE No.119/2008 [PC- VI No. 15]

Sub: Special Compensatory (Remote Locality) Allowance – Recommendations of Sixth Central Pay Commission-
Revision of Rates.

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Please refer to Board's orders No. PC-IV/86/Imp./AL-25 dated 22.10.86, 12.11.86 and 17.6.87 and No.F(E)I/86/AL-4/4 dated 25.03.87, No.F(E)I/91/AL-4/10 dated 30.08.1991, No.F(E)I/98/AL-4/6 dated 2.09.98, 28.9.98 and 07.01.99 and No.F(E)I/2005/AL-4/2 dated 22.03.2005 relating to the grant of Special Compensatory [Remote Locality] Allowance to Railway employees serving in different States and Union Territories. The recommendations of the Sixth Central Pay Commission relating to this allowance have been considered by the Government. The President is now pleased to decide that the Special Compensatory [Remote Locality] Allowance to the Railway employees, serving in the specified areas in different States and Union Territories listed as Parts A, B, C & D in the Annexure to this letter shall be admissible at the following rates:
+

Category	Part A [Rs. Pm]	Part B [Rs. Pm]	Part C [Rs. Pm]	Part D [Rs. Pm]
For posts in the grade pay of Rs.5400 and above and pay scale of HAG+ and above	2600	2100	1500	400
For posts in the grade pay less than Rs.5400	2000	1600	1200	320

2. In case of those employees who opt to retain the pre-revised scale of pay, the corresponding Grade Pay of the pay scale / corresponding pay scale of the post occupied on 1.1.2006, as indicated in the Railway Services [Revised Pay] Rules 2008 would determine the allowance under these orders.

3. All other terms and conditions governing the grant of Special Compensatory [Remote Locality] Allowance including the classification of different areas for the specific purpose of this allowance shall continue to be applicable.

4. **These orders shall take effect from September 1, 2008.**

5. In case any other Special Compensatory Allowance[s] are also admissible at a particular place, the Railway employees working there will have the option to choose the allowance which benefits them the most.

6. The rates of this allowance shall automatically increase by 25% whenever the Dearness Allowance payable on revised pay structure goes up by 50%.

SERIAL CIRCULAR No. 133/08

No.P(PC)/487/VICPC/IMP Date:16.10.2008

Pay Commission Circular No.19

Sub: Recommendations of 6th Central Pay Commission – Clarification on Railway Services (Revised Pay) Rules, 2008

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A copy of Railway Board's letter No.PC-VI/2008/1/RSRP/1 dated 25.09.2008, RBE No.132/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. While fixing the pay of Railway servants under Railway Services (Revised Pay) Rules, 2008, necessary action may be taken according to the clarification issued by Board in its said letter.

Copy of Railway Board's letter No.PC-VI/2008/1/RSRP/1 dated 25.09.2008
[RBE No.132/2008, PC-VI No.22]

Sub: Clarifications on Railway Services (Revised Pay) Rules, 2008.

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The undersigned is directed to refer to the Railway Services [Revised Pay] Rules, 2008, notified vide G.S.R. No. 643[E] dated 4th September, 2008 and to state that clarifications are being sought regarding the date of next increment, the method of fixation of pay on promotion after 01.01.2006, use of fitment tables for cases of pay fixation under Rule 11 of RS[RP] Rules, 2008, fixation of pay of railway servants who were on deputation on 1.1.06 and got promoted in the cadre subsequently while still on deputation etc.

2. In this connection, the following clarifications are issued:

Clarification 1: The date of next increment

[i] As per Rule 10 of RS[RP] Rules, 2008 there will be one uniform date of annual increment, viz., 1st July of every year. Railway servants completing 6 months and above in the revised pay structure as on 1st of July will be eligible to be granted the increment. Accordingly, all railway servants who earned their last increment between 02.01.2005 and 01.01.2006 would get their next increment on 01.07.2006.

[ii] For those employees whose date of next increment falls on 01.01.2006, the instructions already provide for granting an increment in the pre-revised pay scale as on 01.01.2006 and then fixing their pay in the revised pay scales. Such railway servants would also get their next increment on 01.07.2006.

Clarification 2: The method of fixation of pay on promotion after 01.01.2006:

On promotion from one grade to another /financial upgradation under ACP, a railway servant has an option under Rule 1313 [FR22[I][a][1] Indian Railway Establishment Code Vol.II [Sixth Edition 1987 -2nd Reprint, 2005] to get his pay fixed in the higher post either from the date of his promotion, or from date of his next increment, viz., 1st July of the year. The pay will be fixed in the following manner in the revised pay structure:

[a] In case the railway servant opts to get his pay fixed from his date of next increment, then , on the date of promotion, pay in the pay band shall continue unchanged, but the grade pay of the higher post will be granted. Further refixation will be done on the date of his next increment i.e. 1st July. On that day, he will be granted two increments; one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion shall be taken into account. To illustrate, if the basic pay prior to the date of promotion was Rs.100, first increment would be computed on Rs.100 and the second on Rs.103.

[b] In case the railway servant opts to get his pay fixed in the higher grade form the date of his promotion, he shall get his first increment in the higher grade on the next 1st July if he was promoted between 2nd July and 1st January. However, if he was promoted between 2nd January and 30th June of a particular year, he shall get his increment on 1st July of next year.

Clarification 3: Use of fitment tables for cases of pay fixation under Rule 11 of RS[RP] Rules, 2008.

Rule 11 of RS[RP] Rules, 2008 provides for fixation of pay in the revised pay structure subsequent to the 1st day of January, 2006. When the pay of a railway servant will be fixed as per Rule 11 on a date subsequent to 01.01.2006, the fitment tables annexed with Board's letter of even number dated 11.09.2008 will be used as prescribed in the relevant provisions contained in para 2 of the said letter. The pre-revised pay to be reckoned in such cases will be the pay of the railway servant on the day of such fixation.

Clarification 4: Fixation of pay of railway servants who were on deputation and got promoted in the cadre subsequently while still on deputation.

[i] In case the railway servant was on deputation on 1.1.06 and got promoted to a higher post in his cadre after 1.1.06, but was not granted proforma promotion under the 'Next Below Rule', his pay will get fixed w.e.f. 1.1.06 in the grade which he was holding on 1.1.06.

[ii] In case the railway servant had been granted proforma promotion under the 'Next Below Rule', his pay will be fixed using the provisions of 'Next Below Rule' as explained in [iii] below:

[iii] In the revised pay structure, the pay of a Railway servant would be regulated in the following manner on grant of proforma promotion to him under 'Next Below Rule.'

[a] In case a Railway servant on deputation to a post gets promoted in his cadre to a post in a higher grade, his pay in the pay band will be fixed with reference to the pay in the pay band of the employee immediately junior to him in the cadre of his service. However, the railway servant in question would continue to draw the grade pay attached to the deputation post for the remaining duration of the deputation.

[b] In case a Railway servant on deputation to a post in PB-4 gets promoted in his cadre to a post in HAG+, his basic pay will be fixed with reference to the basic pay of the employee immediately junior to him in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79, 000.

[c] In case a Railway servant on deputation to a post in PB-4 gets promoted in his cadre to a post in the apex scale, his basic pay will be fixed with reference to the basic pay of the employee immediately junior to him in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000.

[d] In case a Railway servant on deputation to a post in HAG+ gets promoted in his cadre to a post in the apex scale, his basic pay will be fixed with reference to the basic pay of the employee immediately junior to him in the cadre of his service.

Clarification 5: Fixation of pay of Railway servants who go on deputation to a lower post.

[i] In case a Railway servant goes on deputation to a post carrying a lower grade pay, his pay in the pay band would continue unchanged, but he will be granted the grade pay of the lower post for the entire duration of the deputation.

[ii] In case a Railway servant in HAG+ scale goes on deputation to a lower post in PB-4, his basic pay in the deputation post will be fixed at a stage equal to his basic pay in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000.

[iii] In case a Railway servant in the apex scale goes on deputation to a lower post in PB-4, his pay in the pay band will be fixed at the maximum of the PB-4 [Rs.67000] and he will be granted the grade pay attached to the deputation post, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000. In case deputation is from the apex scale to a post in HAG+, the basic pay will be protected in HAG+.

Clarification 6: Procedure for placing employees in upgraded scales in case of merger of scales / upgradations recommended by the Sixth CPC.

[i] Where **all** posts in one or more pre-revised scales are **merged** with a higher pre-revised scale and given a common replacement scale/grade pay, the suitability of the incumbents need not be assessed for granting them the higher replacement scale / grade pay and the incumbents will automatically be granted the replacement pay scale /grade pay recommended by the Commission. Their pay will be fixed in accordance with the fitment table annexed to Board's letter of even number dated 11.09.08.

[ii] Similarly, in the case of **upgradations recommendation by the Pay Commission,** i.e., where **all** posts in a particular grade have been granted a higher replacement pay scale / grade pay, the suitability of the incumbents need not be assessed for granting them the higher replacement scale/ grade pay. The incumbents will automatically be granted the replacement pay scale / grade pay recommended by the Commission. Their pay in the pay band will be fixed with reference to their fitment table corresponding to pre-revised pay scale. However, the grade pay corresponding to the upgraded post will be granted.

Note: Railway Services [Revised Pay] Rules, 2008 define the term 'basic pay' in the revised pay structure as the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.. In the case of Railway servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

SERIAL CIRCULAR NO.134 /2008

No.P(PC)/487/VICPC/Allowance Date: 16.10.2008

Pay Commission Circular No.14

Sub: Special (Duty) Allowance for Railway Employees serving in the North Eastern Region – Recommendations of Sixth Central Pay Commission.

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A copy of Railway Board's letter No.F(E)I/2008/AL-4/8 dated 18.09.2008, RBE No.118/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services

(Revised Pay) Rules, 2008 is published. Necessary action may be taken for grant of Special (Duty) Allowance for Railway Employees serving in the North Eastern Region.

Copy of Railway Board's letter No. F(E)I/2008/AL-4/8 dated 18.09.2008, RBE No.118/2008 PC-VI No. 14.

Sub: Special (Duty) Allowance for Railway Employees serving in the North Eastern Region – Recommendations of Sixth Central Pay Commission.

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Special [Duty] Allowance is admissible @ 12.5% of the basic pay as prescribed in Para 2.1 of Board's letter No. PC.V/98/1/7/5 dated 05.01.99 to those employees who have 'All India Transfer Liability' and are drafted to serve in the NE Region of NF Railway on tenure basis. Consequent upon the decision taken by the Government on the recommendations of Sixth Central Pay Commission, the President is now pleased to decide in partial modification of Board's letter No. PC-V/98/1/7/5 dated 05.01.99 that Special Duty Allowance shall be admissible to the Railway employees including All India Service Officers @ 12.5% of the revised Basic Pay + NPA [where applicable] irrespective of whether the transfer [including on initial appointment] is from outside the North Eastern Region or from another area of that Region. The existing condition that employees should have All India Transfer Liability has also been dispensed with.

2. The term 'basic pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay etc. In the case of Railway employees in the pay scales of HAG+ and above, the basic pay means the pay in the prescribed scale.

3. In respect of those employees who opt to retain their pre-revised scales of pay, the pay for the purpose of these orders shall also include, in addition to the basic pay in the applicable pre-revised scale including stagnation increment[s] and Non-Practicing Allowance [NPA], Dearness Pay as per orders in force on 01.01.06.

4. **These orders shall take effect from September 1, 2008.**

SERIAL CIRCULAR NO. 135 /2008

No.P(PC)/487/VICPC/Allowance Date:16-10–2008

Pay Commission Circular No. 24

A copy of Board's letter No.E(W)2008/ED-2/4 dated 1.10.2008, regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules,2008 is published. Necessary action may be taken for grant of Children Education Assistance and Reimbursement of Tuition Fee.

Copy of Bd's letter No. E(W)2008/ED-2/4 dated 1.10.2008 (RBE No.135 /08) PC-VI No. 24

Sub: Recommendations of the Sixth Central Pay Commission – implementation of decisions relating to the grant of Children Education Assistance and Reimbursement of Tuition Fee.

…

A copy of the Office Memorandum No.12011/03/2008-Estt.(Allowance) dated 02.9.2008 of the Ministry of Personnel, Public Grievances and Pensions (Deptt. of Personnel & Training) conveying Government's decisions on the recommendations of Sixth Central Pay Commission relating to Children Education Assistance and Reimbursement of Tuition Fee is enclosed. These instructions shall apply mutatis mutandis to Railway employees and shall be effective from 1st September, 2008. Accordingly, the existing instructions on the subject shall stand amended to the extent the policy has been revised in terms of the instructions dated 2.9.2008.

Copy of the Office Memorandum No.12011/03/2008-Estt.(Allowance) dated 02.9.2008

of the Ministry of Personnel, Public Grievances and Pensions (DOP & T)

Sub: Recommendations of the Sixth Central Pay Commission – implementation of decisions relating to the grant of Children Education Assistance and Reimbursement of Tuition Fee.

Consequent upon the decisions taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of all earlier orders on the subject of Children Education Allowance and Reimbursement of Tuition Fee, the President is pleased to issue the following instructions:-

(a) Children Education Allowance and Reimbursement of Tuition Fee which were hitherto payable separately will be merged and will henceforth be known as 'Children Education Allowance Scheme'.

(b) Under the Scheme of Children Education Allowance reimbursement can be availed by Government Servants upto a maximum of 2 children.

(c) Reimbursement as indicated above will be applicable for expenditure on the education of school going children only i.e., for children from classes nursery to twelfth, including classes eleventh and twelfth held by junior colleges or schools affiliated to Universities or Boards of Education.

(d) Henceforth, the reimbursement of Children Education Allowance shall have no nexus with the performance of the child in his class. In other words, even if a child fails in a particular class, the reimbursement of Children Education Allowance shall not be stopped.

(e) Reimbursement for the following items can be claimed under this Scheme:

Tuition Fee, admission fee, laboratory fee, special fee charged for agriculture, electronics, music or any other subject, Fee charged for practical work under the programme of work experience, fee paid for the use of any aid or appliance by the child, library fee, games/sports fee and fee for extra-curricular activities. This also includes reimbursement for purchase of one set of text books and notebooks, two sets of uniforms and one set of school shoes which can be claimed for a child, in a year.

(f) The annual ceiling fixed for reimbursement of Children Education allowance is Rs.12000/-

(g) Under this scheme, reimbursement can be claimed once every quarter. The amount that can be claimed in a quarter could be more than Rs.3,000 and in another less than Rs.3000, subject to the annual ceiling of Rs.12000 per child being maintained.

(h) In case both the spouses are Government servants, only one of them can avail reimbursement under Children Education Allowance.

(i) Hostel subsidy will be reimbursed upto the maximum limit of Rs.3000 per month per child subject to a maximum of 2 children. However, both hostel subsidy and Children Education Allowance **cannot** be availed concurrently.

(j) The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

2. In order to ensure that Government servants have no difficulty in claiming reimbursement, the procedure under this Scheme is being kept simple. Reimbursement should henceforth be made on the submission of original receipts on the basis of self-certification by the Government servant.

3.These orders shall be effective from 1st September,2008.

4.Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

SERIAL CIRCULAR NO.136 /2008

No.P(R)/227/XV Date: 27 -10–2008

Copy of Board's letter No.E[D&A]2008/RG6-29 dated 23.09.2008 is published for information, guidance and necessary action. Board's letters dated 30.05.85, 3.4.86 and 2.7.04 quoted therein

were circulated as SC Nos.90/85, 65/86 and,118/04 respectively and letter dated 09.02.90 vide lt. No. P[R]227/Con dt. 21.02.90.

Copy of Bd's letter No. E[D&A]2008/RG6-29 dated 23.09.2008 (RBE No. 121/08)

Sub: Need for speedy finalization of disciplinary cases regarding

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Union Public Service Commission while tendering advice in the disciplinary case of a Railway servant have expressed concern regarding the delay in processing of such cases and have desired that the procedure for conducting inquiries/disciplinary proceedings be streamlined to avoid long delays in these cases.

2. The need for speedy finalization of disciplinary cases has already been emphasized from time to time in the past. A model time schedule for finalization of these cases has already been laid down under Board's letter No. E[D&A]86RG6-41 dated 3.4.86 read with their letter No. E[D&A]90RG6-18 dated 9.2.90. This schedule also incorporates the time frame for completion of various stages of disciplinary proceedings. It has also been emphasized that where the disciplinary authority does not find it practicable to adhere to this time schedule rigidly, steps should be taken to minimize the additional time likely to be taken over and above the time schedule.

3. Various measures have also been suggested under Board's letter No. E[D&A]85 RG6-21 dated 30.5.85 to facilitate expeditious disposal of disciplinary cases. These include supplying copies of documents relied upon on behalf of the disciplinary authority to the charged official along with the charge sheet wherever possible, laying down a definite time bound programme for inspection of listed documents/submission of the list of defence documents/ defence witnesses etc. at the preliminary hearing, holding regular hearings on day to day basis; not allowing adjournments on frivolous grounds, adhering to the time limits laid down in the rules for certain stages of disciplinary proceedings etc. Instructions issued under Board's letter No. E[D&A]2004 RG6-14 dated 2.7.2004 also list various measures to streamline the conduct of disciplinary proceedings to reduce delay. It inter-alia envisages grant of leave to the charged official for preparation and submission of defence to the charge sheet and relieving inquiry officer from his normal duties for the period specified therein so that he could attend to the inquiry on full time basis and submit the report.

4. ***The existing guidelines may please be brought to the notice of all concerned authorities on your Railway and it may be impressed upon them to adhere to these guidelines scrupulously in the interest of speedy finalization of disciplinary cases. Apart from the above, the disciplinary authorities should also be advised to carefully ascertain their competence before passing orders in a case so that delay on account of correcting an invalid order may be avoided. An effective mechanism may also be devised for monitoring of disciplinary cases so that no case is left unattended at any stage for no apparent reason.***

SERIAL CIRCULAR NO. 137 /2008

No.P(R)/64/III Dated: 27.10.2008

Copy of Board's letter No. E[P&A]I-2005/ALL/RPF/2 dated 23.09.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[P&A]I-2005/ALL/RPF/2 dated 23.09.2008 (RBE No. 126/08)

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

….

In terms of Board's letter of even number dated 17.01.2008, non gazetted RPF/RPSF personnel upto the rank of Inspector Grade I, scale Rs.6500-10500 were entitled for Ration Money Allowance at par with Central para Military Force [CPMF] personnel i.e. @ Rs.761 per head per month w.e.f. 01.04.2007 to 31.03.2008.

2. It has now been decided to revise the rate of Ration Money Allowance from Rs.761/- to Rs. 861/- per head per month w.e.f. 01.04.2008 to 31.03.2009.

3. Accordingly, sanction of the Ministry of Railways is hereby accorded to revise the rate of Ration Money Allowance from Rs.761/- to Rs. 861/- per head per month upto the rank of Inspector Grade I, scale Rs.6500-10500 for the financial year 2008-2009 [w.e.f. 01.04.2008 to 31.03.2009].

4. The other terms and conditions as stipulated in Board's letter No. E[P&A]I-98/ALL/RPF/1 dated 01.04.1998 shall remain unchanged.

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

SERIAL CIRCULAR NO. 138 /2008

No.P(R)/500/Ex-gratia/I Date: 31-10–2008

Copy of Board's letter No. E[W]2008/CP-1/7 dated 30.09.2008 is published for information, guidance and necessary action. Board's letter dated 05.11.99 quoted therein was circulated as SC No.337/99 .

Copy of Bd's letter No. E[W]2008/CP-1/7 dated 30.09.2008 (RBE No.136 /08)

Sub: Payment of Ex.Gratia lumpsum compensation to the families of Railway employees who die in harness in performance of bonafide official duties.
Ref: Board's letter No. E[W]99/CP-1/1 dated 05.11.99.

….

In partial modification of OM No. 45/55/97-P&PW[C] dated 11th Sept., 1998 circulated under Board's letter dated 05.11.99 under reference on the above mentioned subject, sub- paras [a] to [c] under para-5 of the DOP&PW's OM dated 11.09.1998 since amended vide their OM No. 38/37/08-P&PW[A] dated 02.09.2008 may be substituted and read as under:

a]	Death occurring due to accidents in the course of performance of duties	Rs.10.00 lakh
b]	Death occurring in the course of performance of duties attributable to acts of violence by terrorists, anti-social elements. Etc.	Rs.10.00 lakh
c]	Death occurring during [a] enemy action in international war or border skirmishes and [b] action against militants, terrorists, extremists etc.	Rs.15.00 lakh
d]	Death occurring while on duty in the specified high altitude, inaccessible border posts, etc. on account of natural disasters, extreme weather conditions.	Rs.15.00 lakh

2. These orders are applicable in the case of Railway servants who die in harness on or after 01.01.2006.

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

SERIAL CIRCULAR NO. 139 /2008

No.P(R)/Misc.V Date: 31 -10–2008

Copy of Board's letter No.E[G]2007 AL4/6 Pt. dated 30.09.2008 is published for information, guidance and necessary action. Board's letter dated 08.08.2007 quoted therein were circulated as SC No.114/07.

Copy of Bd's letter No. E[G]2007 AL4/6 Pt. dated 30.09.2008 (RBE No.134 /08)

Sub: Entitlement of staff cars.

….

In terms of instructions contained in Board's letter of even number dated 08.08.2007, except for the vehicles of the following officers, all other vehicles will be taken on hire:-

[a] Secretary /Railway Board, all Members of Board and above.

[b] GM and AGM with one standby vehicle for Zonal Railway Headquarters.

[c] DRM and ADRM.

With the issue of aforesaid instructions, some high ranking officers who were earlier entitled to the exclusive use of staff cars have been denied of this facility.

It has now been decided by the Board that in addition to the officers mentioned at [a] to [c] above, officers of equivalent status as the General Managers i.e. Director General/Railway Staff College, Director General/Railway Health Services, Director General/Railway Protection Force, Director General/RDSO etc. may also be extended the facility of use of an exclusive staff car.

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

SERIAL CIRCULAR NO. 140 /2008

No.P(R)/563/VII Date: 21-10–2008

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarifications] dated 7.10.2008 is published for information, guidance and necessary action. Board's letters dated 30.03.2007 and 25.03.2008 quoted therein were circulated as SC Nos.55/07 and 43/08 respectively.

Copy of Bd's letter No. E[Sports]2007/Policy/4[Clarifications] dated 7.10.2008 (RBE No.140 /08)

Sub: Out –of-turn promotion to sportspersons from Group –D to Group-C on sports account – clarification regarding.

Ref: Board's letter Nos. E[Sports]2007/Policy/3[dated 30.03.2007[RBE No. 43/2007] and E[Sports]2007/Policy/4[Clarifications] dated 25.03.2008 [RBE No. 44/2008].

….

Please refer to Board's letters mentioned above. Vide Board's letter dated 25.03.2008 [RBE No. 44/2008], it was decided to delete Para 9.5.1 [ii] of Board's policy letter dated 30.03.2007 [RBE No. 48/2007].

In this connection it is clarified that as the instructions for deletion of Para 9.5.1[ii] of Board's policy letter dated 30.03.2007 were issued on 25.03.2008; therefore a sportsperson represented Indian Railways team on two occasions, in National Championships completed before 25.03.2008, may be considered for granting out-of-turn promotion from Group-D to Group-C, according to Para 9.5.1[ii]. However, representation of Indian Railways team in National Championships on two occasions should be in the sports discipline against which a sportsperson is recruited.

This also disposes WCR's letter No. WCRSA/Out of Turn Promotion/1410/2008 dt. 19.9.2008.

SERIAL CIRCULAR NO. 141 /2008

No.P(R)/436/IREM/VII Date: 27-10–2008

Copy of Board's letter No.E[NG]-II/2007/RR-1/60 dated 03.10.2008 is published for information, guidance and necessary action. Board's letter dated 25.6.2008 quoted therein were circulated as SC No. 85/08.

Copy of Bd's letter No. E[NG]-II/2007/RR-1/60 dated 03.10.2008 (RBE No.141/08)

CORRIGENDUM

Sub: Recruitment Rules for the post of Dental Hygenist in the pay scale of Rs.5000-8000 in Medical Department on the railways.

….

Para Nos. 167B & 167A appearing in Advance Correction Slip [ACS] No. 202 issued as an enclosure to Board's letter of even number dated 25.6.2008 [RBE No. 76/2008] may be read as 167C & 167 B respectively.

SERIAL CIRCULAR NO.142 /2008

No.P(PC)/487/VI/CPC/Pension Date: 21-10–2008

Pay Commission Circular No. 32

A copy of Board's letter No.F[E] III/ 2008/PN1/13 dated 10.10.2008, RBE No. 149/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules,2008 is published. Necessary action regarding revision of provisions regulating pension/gratuity/commutation of pension/family pension/disability pension may be taken accordingly.

Copy of Bd's letter No. F[E] III/ 2008/PN1/13 dated 10.10.2008, (PC-VI-32)RBE No. 149/2008

Sub: Implementation of government's decision on the recommendations of the Sixth Central Pay Commission – Revision of provisions regulating pension/gratuity/commutation of pension/ family pension / disability pension.

…

In pursuance of Government's decision on the recommendation of the Sixth Central Pay Commission, orders were issued vide Board's letter of even number dt. 15.9.2008 for introducing modifications in the rules regulating pension, Retirement/Death/Service Gratuity, Family Pension and Disability Pension under the Railway Services (Pension) Rules 1993, and Commutation of Pension under Railway Services (Commutation of Pension) Rules,1993, and Railway Services (Extraordinary Pension) Rules,1993. A number of references are being received in this Ministry seeking clarifications in regard to various provisions of the aforesaid letter. The matter has been considered in consultation with the Department of Pension & Pensioners' Welfare and the Department of Expenditure and the following clarifications/ modifications are made in regard to the aforesaid letter dt. 15.9.2008:

S.No.	Point raised in regard to Board's letter No.F(E)III/2008/PN1/13 dt. 15.9.2008	Clarification/modification
1.	**Para 5.2 to Para 5.4** Whether the recommendation of the Sixth CPC for payment of pension at 50% of the average emoluments received during the last 10 months or the pay last drawn, whichever is more beneficial to the retiring employees, will also take effect from 2nd September,2008	(i) **Yes**. The Sixth Central Pay Commission has recommended in para 5.1.33 of its Report that linkage of full pension with 33 years of qualifying service should be dispensed with. Once an employee renders the minimum pensionable service of 20 years, pension should be paid at 50% of the average emoluments received during the past 10 months or the pay last drawn, whichever is more beneficial to the retiring employee. In para 6.5.3, the Commission has recommended that the recommendation regarding payment of full pension on completion of 20 years of qualifying service will take effect only prospectively for all Government employees other than PBORs in Defence Forces from the date it is accepted by the government. The recommendation in para 5.1.33 is to be taken as one package and in view of para 6.5.3 of the report of Sixth CPC, the whole recommendation in para 5.1.33 has been given prospective effect. (ii) It is, however, clarified that the pension of a post 1.1.2006 pensioner shall also not be lower

		than fifty percent of the sum of the minimum of the pay in the pay band and the grade pay (or 50% of the minimum of the scale in the case of HAG+ and above) from which the pensioner has retired. For example, if a pensioner has retired in the grade pay of Rs.10,000/- p.m in the pay band of Rs.37,400-67,000, his minimum guaranteed pension would be 50% of Rs.37,400 + 10,000 i.e., Rs.23,700). For those who have retired between 1.1.2006 and 2.9.2008, the pension will be reduced pro-rata, where the pensioner had less than the maximum required service for full pension as per rule 69 of Railway Services (Pension) Rules,1993, as applicable during that period and in no case it will be less than Rs.3500 p.m. In case the pension calculated in accordance with rule 69 of Railway Services (Pension) Rules,1993 as applicable before 2.9.2008, is higher than the pension calculated in the manner indicated above, the same (higher pension) will be treated as Basic Pension.
2	**Para 5.7 and Para 8.3** Whether the additional pension/ family pension available to old pensioners would be payable from the date of attaining the age of 80 years or above or from the first day of the month in which the date of birth falls.	The additional quantum of pension / family pension, on attaining the age of 80 years and above, would be admissible from the 1st day of the month in which his date of birth falls. For example, of a pensioner / family pensioner completes age of 80 years in the month of August, 2008, he will be entitled to additional pension / family pension w.e.f. 1.8.2008. Those pensioners / family pensioners whose date of birth is 1st August, will also be entitled to additional pension/ family pension w.e.f. 1.8.2008 on attaining the age of 80 years and above.
3	**Para 8.2** Whether the period of 10 years for payment of enhanced family pension would also apply in the case of a Railway servant who died before 1.1.2006 and in respect of whom the family was receiving enhanced family pension as on 1.1.2006.	Yes. The period of 10 years for payment of enhanced family pension will count from the date of death of the Railway servant. These orders will, however, not apply in a case where the period of seven years for payment of enhanced family pension has already been completed as on 1.1.2006 and the family was in receipt of normal family pension on that date.
4.	**Para 10.1** [a] Whether the Constant Attendant Allowance is payable from 1.1.2006 or from 2.9.2008 [b] Whether the pensioners who retired on disability pension **before 1.1.2006** would also be entitled to Constant Attendant Allowance [c] Whether Dearness Relief will be admissible on Constant Attendant	[a] Constant Attendant Allowance is payable from 1.1.2006 [b] Yes, the pensioners who retired on disability pension **before 1.1.2006** and fulfilling the conditions mentioned in para 10.1 would also be entitled to Constant Attendant Allowance. [c] No.

	Allowance	
5	**Para 11** The Railway servants who retired within 10 months from 1.1.1996 were allowed the benefit of notional increase of 40% on the pre-1996 basic pay for the purpose of calculation of average emoluments. Whether similar benefit would be given in the case of Railway servants who have retired within 10 months from the date of coming over to the revised Pay structure after 1.1.2006.	For the purpose of computing average emoluments in the case of Railway servants who have opted for fixation of pay in the revised Pay Band and retire within 10 months from the date of coming over to the revised Pay Band, basic pay for 10 months period preceding retirement shall be calculated by taking into account pay as follows: [i] For the period during which pay is drawn in revised Pay Structure – Pay drawn in the prescribed pay band plus the applicable grade pay or the pay in the pay scale in the case of HAG+ and above. [ii] For the remaining period during which pay is drawn in pre-revised scale of pay – [a] Basic pay plus dearness pay and actual DA appropriate to the basic pay at the rates in force on 1.1.2006 drawn during the relevant period. [b] Notional increase of the basic pay by applying the fitment benefit of 40% on the basic pay in the pre-revised pay scale. The clarification [ii] against S.No.1 above will also be applicable in such cases. Para 11 will stand modified to this extent.
6.	**Para 12 [ii]** Whether the benefit of calculation of pension @ 50% of emoluments will be available to Railway servants who retain the pre-revised scale of pay and also retire from the pre-revised scale of pay.	The provision in para 12[ii] of the letter dated 15.9.2008 will be applicable in the case o those who retire on or after 2.9.2008. Pension of Railway servant who retain the pre-revised scale of pay and also retired from the pre-revised scale of pay between 1.1.2006 and 2.9.2008 will be calculated at 50% of average emoluments in accordance with the orders in force immediately before 2.9.2008. Para 12[ii] will stand modified to this extent.

2. It is impressed upon the Zonal Railways etc. to keep in view the above clarifications while disposing of the cases of revision of pension / family pension.

SERIAL CIRCULAR NO.143 /2008

No.P(PC)/487/VI/CPC/Pension Date: 21-10–2008

A copy of Board's letter No.F[E] III/ 2008/PN1/6 dated 15.10.2008, RBE No. 115/2008 is published for information, guidance and necessary action. regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules,2008 is published.

Necessary action regarding institution of proceedings against retired Railway servants under Rule 9 of Railway Services (Pension) Rules,1993 with regard to release of pensionary benefits may be taken accordingly.

Copy of Bd's letter No. F[E] III/2008/PN1/6 dated 15.10.2008, (RBE No. 155/2008)

Sub: Institution of proceedings against retired Railway servants under rule 9 of Railway Services(Pension) Rules,1993 –release of pensionary benefits reg.

...

In terms of Rule 9 of Railway Services (Pension) Rules,1993, a railway servant against whom departmental or judicial proceedings instituted before his retirement are pending finalization on the date of his retirement, after the final retirement of the railway servant such proceedings shall be deemed to be proceedings under Rule 9 of Railway Services (Pension) Rules,1993 and he shall be paid provisional pension from the date of retirement upto the date on which final orders are passed by the competent authority after the conclusion of departmental or judicial proceedings.

2. An instance has come to the notice of the Board in that a retired railway servant of a Zonal Railway was issued a Charge Memorandum under Rule 9 of Railway Services (Pension) Rules,1993 after his retirement. Though a decision had been taken before his retirement in consultation with Central Vigilance Commission to proceed against him under Railway Servants (Discipline & Appeal) Rules,1968 which, due to unavoidable circumstances, could not be implemented before his retirement. However, on his retirement the Railway sanctioned him only the provisional pension. The retired railway servant requested for sanction of final pension and payment of commutation value on the grounds that as on the date of retirement no disciplinary proceedings were pending against him nor he was under suspension.

3. Considering the seriousness of the issue as it involved an important question of policy and interpretation of Rule 9 of Railway Services (Pension) Rules,1993 and Rule 4 of Railway Services (Commutation of Pension) Rules,1993, the matter has been examined in consultation with the Department of Pension & Pensioners' Welfare and it is clarified that a railway servant against whom any departmental or judicial proceedings are not pending on the date of retirement or he is not placed under suspension on the date of retirement, shall not be denied the final pensionary benefits, including commutation of pension, as may be due to him in accordance with provisions contained in Railway Services (Pension) Rules,1993.

SERIAL CIRCULAR NO. 144 /2008

No.P(PC)/487/VI/CPC/Leave Date: 27-10–2008

Pay Commission Circular No. 38

A copy of Board's letter No. E(P&A)I-2008/CPC/LE-8 dated 23.10.2008, RBE No. 158/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published.

Copy of Bd's letter No. E(P&A)I-2008/CPC/LE-8 dated 23.10.2008, RBE No. 158/2008 [PC-VI No.38]

***Sub: Recommendations of the Sixth Central Pay Commission relating to enhancement of quantum of Maternity Leave and introduction of Child Care Leave in respect of Railway Servants*.**

…

Consequent upon the decisions taken by the Govt. on the recommendations of the Sixth Central Pay Commission relating to Maternity Leave and Child Care Leave, the President is pleased to decide that the existing provisions of the Liberalized Leave Rules,1949 may be treated as modified as follows:-

(a) The existing ceiling of 135 days Maternity Leave provided in Rule 551(1) shall be enhanced to 180 days.

(b) Leave of the kind due and admissible (including commuted leave for a period not exceeding 60 days and leave not due) that can be granted in continuation with Maternity Leave provided in Rule 551(3)(b) shall be increased from one year to two years. The period of Extra Ordinary Leave without Medical Certificate, if any, shall not be treated as qualifying service for the purpose of pension, annual increment etc.

(c) Women employees having minor children may be granted Child Care Leave by an authority competent to grant leave, for a maximum period of two years (i.e.730 days) during their entire service for taking care of upto two children whether for rearing or to look after any of their needs like examination, sickness etc. Child Care Leave shall not

be admissible if the child is eighteen years of age or older. During the period of such leave, the women employees shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. It may be availed of in more than one spell. Child Care Leave shall not be debited against the leave account. Child Care Leave may also be allowed for the third year as leave not due (without production of medical certificate). It may be combined with leave of the kind due and admissible.

(d) The Child Care Leave shall be admissible for two eldest surviving children only.

(e) The leave account for child care leave shall be maintained in the proforma enclosed, and it shall be kept alongwith the Service Book of the Government Servant concerned.

2. These orders shall take effect from 1st September,2008.

3. In view of paragragh 2 above, a woman employee in whose case the period of 135 days of maternity leave has not expired on the said date shall also be entitled to the maternity leave of 180 days.

4. Correction Slip to Liberalised Leave Rules,1949 contained in Indian Railway Establishment Code, Vol.I,1985 Edition is being issued separately.

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

PROFORMA FOR MAINTAINING CHILD CARE LEAVE ACCOUNT

PERIOD OF CHILD CARE LEAVE TAKEN		BALANCE OF CHILD CARE LEAVE		SIGNATURE & DESIGNATION OF THE CERTIFYING OFFICER
From	To	Balance	Date	
[1]	[2]	[3]	[4]	

SERIAL CIRCULAR No.145/2008

No.P(PC)/487/VICPC/Allowance Date:31.10.2008

A copy of Railway Board's letter No.PC-VI/2008/A/0/2/(FPA) dated 14.10.2008, RBE No.151/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. Necessary action may be taken for payment of Family Planning Allowance at revised rates.

Copy of Railway Board's letter No.PC-VI/2008/A/0/2/(FPA) dated 14.10.2008, RBE No.151/2008

Sub: Revision in the rates of Family Planning Allowance for adoption of small family norms following the recommendations of the Sixth Central Pay Commission

****

Consequent upon the implementation of the revised pay structure by the Government with effect from 1st January, 2006 on the basis of recommendations of the Sixth Central Pay Commission and in partial modification of Board's letter No. PC-V/99/I/7/6/2 dated 21.07.99 [RBE No. 180/99] the President is pleased to sanction the revised Family Planning Allowance at double the existing amount of the

Family Planning Allowance, subject to minimum of Rs.210/- per month as indicated in Column 7 of Annexure to this order.

2. The allowance will be related to the Grade Pay corresponding to the post against which the employee concerned had initially earned or will earn the Family Planning Allowance. All other terms and conditions governing the grant of Family Planning Allowance shall remain unchanged.

3. These orders will be effective from 1st September, 2008.

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

Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay	Rate of Family Planning Allowance
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300	210
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400	
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600	
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650	
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800	
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900	
7	S-6	3200-85-4900	PB-1	5200-20200	2000	
8	S-7	4000-100-6000	PB-1	5200-20200	2400	
9	S-8	4500-125-7000	PB-1	5200-20200	2800	250
10	S-9	5000-150-8000	PB-2	9300-34800	4200	400
11	S-10	5500-175-9000	PB-2	9300-34800	4200	
12	S-10A	6000-190-9800	PB-2	9300-34800	4200	
13	S-11	6500-200-6900	PB-2	9300-34800	4200	
14	S-12	6500-200-10500	PB-2	9300-34800	4200	
15	S-13	7450-225-11500	PB-2	9300-34800	4600	450
16	S-14	7500-250-12000	PB-2	9300-34800	4800	500
17	S-15	8000-275-13500	PB-2	9300-34800	5400	550
18	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400	
19	S-16	9000	PB-3	15600-39100	5400	
20	S-17	9000-275-9550	PB-3	15600-39100	5400	
21	S-18	10325-325-10975	PB-3	15600-39100	6600	650
22	S-19	10000-325-15200	PB-3	15600-39100	6600	
23	S-20	10650-325-15850	PB-3	15600-39100	6600	
24	S-21	12000-375-16500	PB-3	15600-39100	7600	750
25	S-22	12750-375-16500	PB-3	15600-39100	7600	
26	S-23	12000-375-18000	PB-3	15600-39100	7600	
27	S-24	14300-400-18300	PB-4	37400-67000	8700	800
28	S-25	15100-400-18300	PB-4	37400-67000	8700	
29	S-26	16400-450-20000	PB-4	37400-67000	8900	900
30	S-27	16400-450-20900	PB-4	37400-67000	8900	
31	S-28	14300-450-22400	PB-4	37400-67000	10000	1000
32	S-29	18400-500-22400	PB-4	37400-67000	10000	

SERIAL CIRCULAR NO.146/2008

No.P(PC)/487/VICPC/Allowance Date:31.10.2008

Pay Commission Circular No. 23

A copy of Railway Board's letter No.F(E)I/2008/AL-29/1 dated 30.09.2008, RBE No.137/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. Necessary action may be taken for payment of Washing Allowance at revised rates.

Copy of Railway Board's letter No.F(E)I/2008/AL-29/1 dated 30.09.2008, RBE No.137/2008 [PC VI-23]

Sub: Washing Allowance - Recommendations of the 6th Central Pay Commission – Revision of rates.

****

Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to the grant of Washing Allowance, in partial modification of Board's letter No. F[E]I/2000/AL-29/2 dated 9.02.2001 read with Board's letter No. F[E]I/2002/AL-29/1 dated 18.09.2002 and No.F[E]I/2001/AL-29/2 dated 5/12.05.2003, the President is pleased to revise the rate of Washing Allowance from Rs.30/- to Rs.60/- per month to Gr. 'C' & 'D' Railway employees who have been supplied with uniforms as per Annexure enclosed.

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

3. The other terms and conditions for the grant of this allowance will remain unchanged.

4. These orders will be effective from 1st September, 2008.

***

Annexure

Washing Allowance

The following categories of Group 'D' Staff and the Staff Car Drivers (Group 'C') are eligible for the payment of Washing Allowance in terms of Rule 1422- R.II (2005 Edn): -

i. Such of Class IV Railways servants in schools as are provided with uniforms.
ii. Class IV Railways servants in hospitals and dispensaries, such as 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. Group 'D' staff/Peons/Motor Drivers including casual labour employed as such, working in Headquarters/Administrative Offices/or personally attached to the DEN-IC of the construction Units/Projects.
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 in Railway Stations engaged in sweeping/cleaning platforms/ station buildings.
xiv. Group 'D' staff in the statutory/non-statutory Railway canteens [Granted on the judgement of CAT] :
[a] Bearers
[b] Halwais, Asst. Halwais, Cooks & Tea/Coffee Makers
[c] Dish Cleaners
[d] Sweepers

[Authority: Board's letter No. F(E)I/99/AL-29/4 , dated 06.01.2000
[2] Board's Corrigendum No. F(E)I/99/AL-29/4 (A), dated 10.5.2000 [for para [vi] of Board's letter No. F(E)I/99/AL-29/4 (A), dated 06.01.2000]
[3] Board's letter No. F(E)I/2002/AL-29/I, dated 18.09.2002
[4] Board's letter No. F(E)I/2001/AL-29/2 dated 05/12.05.2003]

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SERIAL CIRCULAR NO. 147 /2008
No.P(PC)487/VI CPC/Allowance Date: 31-10–2008
Pay Commission Circular No. 33

Copy of Board's letter No.E[W]2008/ED-2/5 dated 13.10.2008 is published for information, guidance and necessary action. Board's letter dated 01.10.2008 quoted therein was circulated as SC No.135/2008.

Copy of Bd's letter No. E[W]2008/ED-2/5 dated 13.10.2008 (RBE No. 150/08) [PC-VI No. 33]

Sub: Grant of Special Allowance for child care for women with disabilities and Education Allowance for disabled children of Railway employees – recommendations of VIth Central Pay Commission.

….

A copy of the Office Memorandum No. 12011/04/2008-Estt.[Allowance] dated 11.09.2008 of the Ministry of Personnel, Public Grievances and Pensions [Deptt. of Personnel & Training] conveying Government's decisions on the recommendations of Sixth Central Pay Commission regarding grant of Special Allowance for child care for women with disabilities and Education Allowance at double the normal rate for disabled children of Government employees is enclosed. These instructions shall apply mutatis mutandis to Railway employees and shall be effective from 1st September, 2008.

2. The rest of the conditions will be the same as stipulated vide DOP&T's O.M. No. 12011/03/2008 Estt.[Allowance] dated 2nd September, 2008 on the subject and circulated vide Railway Board's letter No. E[W]2008/ED-2/4 dated 01.10.2008.

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Copy of Office Memorandum No. 12011/04/2008-Estt.[Allowance] dated 11.09.2008 of the Ministry of Personnel, Public Grievances and Pensions [Deptt. of Personnel & Training]

Sub: Recommendations of Sixth Central Pay Commission- Implementation of decisions relating to Special Allowance for child care for women with disabilities and Education Allowance for disabled children of Govt. employees

***

Consequent upon the decision taken by the Government on the recommendations made by the Sixth Central Pay Commission for providing extra benefits to women employees with disabilities especially when they have young children and children with disability, the President is pleased to issue the following instructions:

[i] Women with disabilities shall be paid Rs.1000/- per month as Special Allowance for Child Care. The allowance shall be payable from the time of the child's birth till the child is two years old.
[ii] It shall be payable for a maximum of two children.
[iii] Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No. 16-18/97-NI.I dated 01.06.2001 [Annexure]
[iv] The above limit would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

2. Reimbursement of Education Allowance for disabled children of Government employees shall be payable at double the normal rates prescribed. The annual ceiling fixed for reimbursement of Children Education Allowance for disabled children of Government Employees is Rs.24000. The rest of the conditions will be the same as stipulated vide OM No. 12011/03/2008-Estt.[Allowance] dated 2nd September, 2008 on the subject.

3. Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No. 16-18/97-NI.I dated 1.6.2001 [Annexure].

4. These orders shall be effective from 1st September, 2008.

5. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

***

Annexure

Extracts of the Notification
Ministry of Social Justice and Empowerment
Notification

New Delhi the 1st June 2001

Sub: Guidelines for evaluation of various disabilities and procedure for certification

***

No. 16-18/97-NI.I dated 1.6.2001. In order to review the guidelines for evaluation of various disabilities and procedure for certification as given in the Ministry of Welfare's OM No. 4-2/83-HW.III dated the 6th August, 1986 and to recommend appropriate modifications /alterations keeping in view the Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation] Act, 1995, Government of India in Ministry of Social Justice and Empowerment, vide Order No. 16-18/97-NI.I, dated 28.08.98 set up four committees under the Chairmanship of Director General of Health Services – one each in the area of mental retardation, Locomotor / Orthopaedic disability, Visual disability and Speech & Hearing disability. Subsequently, another Committee was also constituted on 21.7.1999 for evaluation, assessment of multiple disabilities and categorization and extent of disability and procedure for certification.

2. After having considered the reports of these committees the undersigned is directed to convey the approval of the President to notify the guidelines for evaluation of following disabilities and procedure for certification.

Visual impairment

Locomotor /Orthopaedic disability

Speech & hearing disability

Mental retardation.

Copy of Report is enclosed herewith as **Annexure***

3. The minimum degree of disability should be 40% in order to be eligible for any concessions/benefits.

4. According to the Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation] Rules, 1996, notified by the Central Government in exercise of the powers conferred by sub-section [1] and [2] of section 73 of the Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation] Act, 1995 [1 of 1996], authorities to give disability Certificate will be a Medical Board duly constituted by the Central and the State Government. The State government may constitute a Medical Board consisting of at least three members out of which at least one shall be a specialist in the particular field for assessing locomotor /Visual including low vision / hearing and speech disability, mental retardation and leprosy cured, as the case may be.

5. Specified test as indicted in **Annexure*** should be conducted by the medical board and recorded before a certificate is given.

6. The certificate would be valid for a period of five years for those whose disability is temporary and are below the age 18 years. For those who acquire permanent disability, the validity can be shown as 'Permanent'.

7. The State Govts. /UT Admn. may constitute the medical boards indicated in para 4 above immediately, if not done so far.

8. The Director General of Health Services, Ministry of Health and Family Welfare will be the final authority, should there arise any controversy / doubt regarding the interpretation of the definitions / classifications / evaluations tests etc.

[Gauri Chatterji]
Joint Secretary to the Government of India

NOTE:

* The Annexure mentioned above may please be seen from the Ministry of Social Justice and Empowerment notification.

SERIAL CIRCULAR NO. 148 /2008

No.P(R)/39/V Date: 31-10–2008

Copy of Board's letter No.E[MPP]2008/1/78 dated 30.09.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[MPP]2008/1/78 dated 30.09.2008 (RBE No.133 /08)

Sub: Rightsizing manpower –Instructions regarding.

….

A copy of Ministry of Finance's office Memorandum No. 7[2]/E-Coord/2005 dated 23.11.2005 on the subject of "Budget / Expenditure Management: Economy Measures, rationalization of expenditure and measures for augmentation of revenues" is enclosed with specific reference to para 8 of instructions for information, guidance and necessary action for dealing with cases relating to creation of new posts.

2. However, there is no change in the instructions issued earlier with regard to rightsizing the manpower.

***

Copy of Ministry of Finance's Office Memorandum No. 7[2]/E-Coord/2005 dated 23.11.2005

Sub: Budget/Expenditure Management: Economy measures, rationalization of expenditure and measures for augmentation of revenues.

***

Government have decided to introduce certain measures related to the captioned subject. In partial supersession of this Ministry's O.M No. 7[5]E-Coord/2004 dated September 24, 2004 on the subject cited above, the following modified measures for fiscal prudence and economy are introduced which shall be strictly observed with immediate effect:

A. Economy in expenditure

1. The need for avoiding ostentatious expenditure is emphasized upon. Government offices should be managed with every economy in operating expenses such as maintenance of buildings and office equipments, lighting, conservancy, stationery and postage etc. Austerity must be reflected in furnishing of offices /offices at residences also. Expenditure on office expenses, foreign travel, overtime allowance/ honorarium, hiring of vehicles, telephone charges, petrol, oil and lubricants, and seminars /conferences will, therefore, be restricted in 2005-06 to average of actual expenditure incurred in 2002-03, 2003-04 and 2004-05 through appropriate economy measures. No re-appropriation of funds to augment these heads of expenditure would be allowed during the current financial year. The expenditure limit prescribed for these purposes shall strictly be enforced.

2. Foreign travel should be restricted to unavoidable official engagements and Cabinet Secretariat instructions dated 14.09.2005 on the subject particularly the norms of number and purpose of visits, strictly complied with. Travel abroad of spouses at official expense, where required for protocol purposes, will be kept to the most minimum and strictly in accordance with the requirement, with suitable guidelines to be issued by Ministry of Defence / Ministry of Home Affairs in this regard. There shall, however, be a total ban on foreign travel for Study Tours , Seminars, Workshops etc., funded by the Government of India except for annual and other formal meetings of bilateral /multilateral bodies. Size of official delegations, where foreign travel is essential shall be restricted to the bare minimum.

3. The air travel, both domestic and overseas on official account would now be permissible on airlines other than Air India / Indian Airlines also, provided the criteria for selecting the alternative airline for official travel are based on better and more competitive prices being offered by the other airlines. Various incentive schemes and concessional fares offered by Air India/Indian Airlines will also be fully utilized to ensure utmost economy in air travel. This would apply both to officials within India and to officials posted abroad. MEA will also make consequential changes in Rules, in consultation with DOPT and the Department of Expenditure. General guidelines for domestic / overseas air travel would also be modified accordingly by DOPT and Department of Expenditure.

4. While officials are entitled to various classes of Air Travel depending on seniority etc., it is hoped that utmost economy would be observed while exercising the choice and bookings in the First Class should be eschewed unless considered necessary for protocol purposes. In particular, in delegations led by Ministers, irrespective of entitlement, no member of the delegation should choose to travel by a class higher than the one chosen by the Minister.

5. To curtail the expenditure on telephones, Ministries /Departments would now also be able to avail of services of providers other than MTNL/BSNL, provided the criteria for selecting the alternative service provider are based on better and more competitive rates being offered by the latter.

6. Due economy should be observed in organizing Conferences/Seminars /Workshops etc., with these being restricted to only those which are absolutely essential. Existing guidelines for holding such events and prescribed expenditure ceilings, should be strictly enforced. Where possible and appropriate, such events / activities, to the extent deemed essential, be organized under Public Private Partnership with the partner contributing substantially to the expenditure.

7. Purchase of new vehicles is banned until further orders. Exceptions will be allowed only in unavoidable case, including for meeting the operational requirements of Defence Forces and Central Para Military Forces, with prior concurrence of the Department of Expenditure, Ministry of Finance.

8. There shall be a ban on creation of new posts in all Ministries / Departments / Autonomous Institutions till further orders. Any unavoidable proposals for the creation of posts, including Groups 'B', 'C', and 'D' posts, will continue to be referred to the Ministry of Finance [Department of Expenditure] for approval. The proposals would necessarily have to be based on ' new organisation ' and accompanied by matching savings from existing related establishments. Outsourcing of routine services such as cleaning, maintenance, moving papers / dak etc., may be encouraged.

9. Every Ministry /Department shall undertake a review of all the posts lying vacant for more than six months in the Ministry /Department and in the Attached and Subordinate Offices, etc., in consultation with the Ministry of Finance [Department of Expenditure] so as to identify posts which can be abolished. These reviews must be completed by March 31, 2006 and details of vacant posts in the respective Ministries and those identified for abolition intimated to the Department of Expenditure immediately thereafter. Till the review is completed no posts lying vacant for more than six months should be filled up except with the prior approval of the Ministry of Finance [Department of Expenditure].

10. Implementation of existing instructions of DoP&T OM No. 2/8/2001-PIC dated 16.5.2001 concerning 10% cut in posts and abolition of posts lying vacant for more than one year will be ensured.

11. In respect of provisions regarding deployment of surplus staff, all efforts will be made for regular posting of the employees transferred to the Surplus Cell within a period of six months.

12. The transfer policies and the frequency and the periodicity of transfers of officials whether within the country or overseas shall be reviewed as frequent transfers cause avoidable instability, resulting in inadequate development of expertise and grasp of the responsibilities, <u>besides</u> resulting in avoidable expenditure. All Ministries, including Ministry of External Affairs, shall review the policies with a view to ensuring longer tenures at posting, thereby reducing the expenses on allowances and transfers.

13. Increased use of Information and Communications Technology should be further encouraged, with a view to ensuring better utilization of resources available with the Government and improved delivery of public services. Cabinet Secretariat are already monitoring the progress in this behalf. Departments will immediately complete preparing roadmaps of systems' development in this regard, keeping present and future user

requirements in view. Besides, improving quality and efficiency of public services, this should also bring down the unit cost of delivery of public services. Each department will identify and shortlist specific areas of cost control by December 31, 2005. Services / Consultancy from the office of the Chief Advisor [Cost] under the Department of Expenditure would be available to the Ministries /Departments wishing to take the assistance in undertaking the exercise in this regard.

B. Observance of discipline in transfers to States, Public Sector Undertakings and Autonomous Bodies in Central /State / Local level.

14. No amount will be released to any entity [including State Governments], which has defaulted in furnishing utilization certificates for grants-in-aid released by Central Government in the past without clearance from the Ministry of Finance. In respect of all grants released prior to April 1, 2004, two months' notice may be given to the concerned entities to furnish the required utilization certificates, failing which the amount will be deducted from future releases and credited to government revenue as "refund of unused grants".

15. Ministries/Departments will not transfer funds under any Plan scheme in relaxation of conditionalities attached to such transfers [Such as matching funding]. Where a scheme contemplates a prior determination of each State's entitlement of Central Budget support, the actual disbursements will be limited to these entitlements. Specifically, it will not be open to any Ministry/Department to release excess funds to any State by diverting "savings" in respect of another State as the practice tends to aggravate imbalances.

16. The State Governments will, henceforth, furnish monthly return of Plan expenditure – Central, Centrally Sponsored or State Plan to respective Ministries /Departments alongwith a report on amounts outstanding in their Public Account in respect of Central and Centrally Sponsored Schemes.

C. Encouraging additional revenue and internal resource generation.

17. With a view to encouraging greater effort at garnering revenues in the Government, schemes would be evolved by the revenue generating / earning /collecting Ministries /Departments on the principle of an amount equal to 1% of the incremental revenue being earmarked as incentive provision in the next year's budget for enhancing the organizational efficiency, infrastructure and wherewithal. Each department willing to participate will work out the details of relevant schemes based on this principle of enhanced provisions for augmenting operational efficiency arising out of the incremental revenues earned beyond the budget targets, and submit for the approval of the competent authority and the Ministry of Finance [Department of Expenditure] by December 31, 2005. Similarly, schemes would also be considered for achieving economy in expenditure against an identified benchmark.

18. With a view to reducing dependence of autonomous bodies on budgetary support and set them on a course of greater self-reliance, the general purpose deficit grants in 2005-06 will be reduced to 95% of actual amount of average of such grants given in 2002-03, 2003-04 and 2004-05. In 2006-07, these will be further reduced to the level of 90%. This reduction will not apply for grants given for a specific project.

D. Returns on investment by Government and non-tax receipts.

19. All profit –making Public Sector Enterprises [PSEs], which are essentially commercial enterprises, subject to specific guidelines issued from time to time, will declare a minimum dividend on equity of 20 per cent or a minimum dividend pay out of 20% of post-tax profits, whichever is higher, subject to availability of disposable profits. In respect of Oil, Petroleum, Chemical and other

infrastructure sectors this amount would be 30%. Besides, profit making companies with large cash surpluses and without firm plans for reinvestment shall declare special dividends. PSEs having large cash/free reserves and sustainable profitability will issue bonus shares. Companies with high market price of shares will consider stock splits.

20. Profit making Joint Venture companies would also normally give a minimum dividend of 20% or 30% on equity depending on the sector as mentioned in the previous para.

21. Other non-tax receipts, including applicable user charges, shall be collected fully without fail, and also reviewed to aim at recovering at least the cost of the service. Each Ministry / Department will review user charges, licence fees, service charges, fees charged for products sold by them, documents, forms of various kinds and the like, applicable to all organizations under them.

22. Timely repayment of loans provided by the Government to the PSEs and due payment of fees / charges on Government Guarantees will be ensured through effective monitoring by Ministries / Departments.

E. Budget formulation and implementation.

23. All on-going programmes and schemes, both plan and non-Plan, will be carefully reviewed, scrutinized and evaluated to determine their continued relevance. This exercise shall be taken up immediately and completed by December 31, 2005. Planning Commission have already initiated the process in respect of the Plan Schemes.

24. Budget Estimates and Revised Estimates shall be prepared with reference to the commitments made in the Outcome Budget and fiscal discipline enforced in implementation of programmes / projects to ensure ‘ value for money’ .

25. Deviations of expenditure from the prescribed budgetary ceilings shall not be permitted. It must also be ensured that no fresh financial commitments are made on items which are not provided for in the budget approved by the Parliament. The administrative Ministries / Departments will be fully accountable for unauthorized expenditure over and above the appropriations.

26. The instances of incurring or committing expenditure in a particular year and postponing the actual payment of bills to the subsequent financial year are improper, and must be discontinued forthwith.

27. Budget formulation should lay greater emphasis on explicit recognition of the revenue constraints and a realistic projection of the budgetary allocations required for various projects / schemes and there must be strict and rigid adherence to budgetary ceilings. All procedures laid down for approving and for incurring expenditure on schemes both Plan and Non-Plan will be followed scrupulously.

28. Each Ministry /Department would be expected to keep an account of the financial yields of the above mentioned measures implemented in the Ministry / Department. Financial Advisers will monitor the progress in this regard and will bring the progress /bottlenecks to the note of the Secretaries concerned on monthly basis. The results will also find mention in their monthly D.O. report to Secretary [Expenditure].

SERIAL CIRCULAR NO. 149 /2008

No.P(R)/227/XV Date: 31 -10–2008

Copy of Board's letter No.E[D&A]2006 RG6-38 dated 16.10.2008 is published for information, guidance and necessary action.

Copy of Bd’s letter No. E[D&A]2006 RG6-38 dated 16.10.2008 (RBE No.- /08)

Sub: Appointment of retired officials as Inquiry Officer for conducting departmental inquiry reg.

….

A number of cases have recently come to the notice of this Ministry where the Courts have set aside the inquiry reports in the departmental disciplinary cases on the ground that the inquiry had been conducted by a retired railway servant. It has been held that the term 'other authority' mentioned in Rule 9 [2] of Railway Servants [Discipline and Appeal] Rules, 1968 does not include a retired railway servant and that if the Railways wants that retired railway servants should also be brought within the scope of 'other authority', suitable amendment in the Rule itself be required. Reliance has also been placed on Supreme Court judgement in the case of Ravi Mallick Vs. National Film Development Corporation Ltd. & Ors reported in [2004]13 SCC 427. It has also been observed that a retired railway servant has no administrative control over his subordinates or an authority to carry out the purposes of taking evidence under the Rules.

2. The matter has been examined by the Ministry of Railways in consultation with the Department of Personnel & Training. Existing rules as such do not prescribe any condition or prohibit any one from being made inquiry authority. Therefore, any person including a retired railway servant may be appointed as inquiry authority in a departmental disciplinary inquiry. Any inference that the rules exclude retired railway servants from being made the inquiry authority in the departmental inquiries has no basis. Since the rules already do not lay down any conditions or prohibit any one from being made inquiry authority, there is also no cause for making any specific mention of retired railway servants therein. The inquiry authority is only the delegate of the disciplinary authority whenever the disciplinary authority itself is not enquiring into the matter. The question of his exercising or not exercising administrative control over a person or persons involved in the departmental disciplinary inquiry therefore, is not relevant. His appointment by the disciplinary authority automatically enables him to exercise powers required to conduct the inquiry.

3. The reliance of the Courts on the Supreme Court judgement in the Ravi Mallick case mentioned in Para 1 above, is also not appropriate. Extracts of the above judgement as brought out in the relevant Court orders shows that the judgement had been delivered by the apex court in the context of particular service rules viz., NFDC Service Rules and Regulations. These rules stipulated that only public servants can be appointed as Inquiry Officers. The apex court had merely ruled that a retired officer would not come up within the definition of Public Servant for the purpose of these rules. There is, however, no stipulation either in the Railway Servants [Discipline and Appeal] Rules, 1968 or in the Public Servants [Inquiries] Act, 1850 mentioned in Rule 9[2] of these rules that the inquiry can be conducted by the Public Servants only. The above referred judgement of the apex court thus, is inapplicable to the railway servants.

4. Ministry of Railways have therefore, decided that Railways should challenge the orders of the Central Administrative Tribunal or of the High Court, as the case may be, which rules against appointment of a retired railway servant as the inquiry officer in a departmental disciplinary inquiry. The position brought out in Para 2 and 3 above may be appropriately used while contesting/ arguing cases before the Court. Vigilance Directorate, Railway Board's Office have under their letter No. 94/V-1/CVC/1/4 dated 29.07.08, circulated a few judgements where the Courts have upheld the appointment of retired railway servant as inquiry officer in departmental disciplinary inquiry. Subsequently, a copy of Ministry of Personnel, Public Grievances and Pensions [Department of Personnel and Training] O.M. dated 15.4.87 which permits engagement of retired Government servants to conduct departmental inquiries in individual cases was also circulated under their letter No. 2007/V-1/DAR/1/9 dated 23.09.2008 for information and guidance. Contents of the above referred letters may also be utilized by the Railways to strengthen their cases pending before the Hon'ble CAT/ Hon'ble High Courts in which the appointment of a retied railway servant as inquiry officer has been challenged.

SERIAL CIRCULAR NO. 150 /2008

No.P(R)/563/VIII Date: 31-10–2008

Copy of Board's letter No.E[RRB]/2008/25/10 dated 16.10.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[RRB]/2008/25/10 dated 16.10.2008 (RRCB No.12 /08)

Sub: Calling of candidates over and above the number of vacancies for document verification in case of Group 'C' posts – modification

….

In continuation of Board's order of even number dated 25.07.2008 [RRCB No. 9/2008] on the above subject, it has been decided by the Board that in such cases where **the panel is to be formed for a single vacancy, even then the number of candidates to be called for document verification should be two and not one.** This would ensure that time, money and effort spent in holding the selection process does not go waste in case the sole candidate selected is found ineligible due to documents not being in order or does not turn up for joining after offer of appointment.

2. This disposes of Chairman/RRB, Ahmedabad's letter No.RRB/ADI/16/Vol.VII dated 29.09.2008

SERIAL CIRCULAR NO. 151 /2008

No.P(R)/583/Bonus/IV Date: 31-10–2008

Copy of Board's letter No.E[P&A]II-2008/Bonus-1 dated 23-09-2008 is published for information, guidance and necessary action.

Copy of Bd's ltr. No. E[P&A]II-2008/Bonus-1 dated 23-09-2008 (RBE No.125 /08)

Sub: Grant of ad-hoc bonus for 30 days to the Group C & D RPF /RPSF personnel for the financial year 2007-2008

****

The President is pleased to decide that all Group C and D RPF/RPSF personnel, may be granted ad-hoc bonus equivalent to 30[thirty] days emoluments for the financial year 2007-2008, without any eligibility wage ceiling. The calculation ceiling of Rs.2500/- will remain unchanged.

2. The benefit will be admissible subject to the following terms and conditions:

a] Only those Group C and D RPF/RPSF personnel, who were in service on 31-3-2008 and have rendered at least six months of continuous service during the year 2007-2008 will be eligible for payment under these orders. Pro-rata payment will be admissible to the eligible personnel for period of continuous service during the year ranging from six months to a full year, the eligibility period being taken in terms of number of months of service [rounded to the nearest number of months].

b] The quantum of ad-hoc bonus will be worked out on the basis of average emoluments/ calculation ceiling, whichever is lower. To calculate ad-hoc bonus for one day, the average emoluments in a year will be divided by 30.4 (average number of days in a month). This will thereafter be multiplied by the number of days of bonus granted. To illustrate, taking the calculation ceiling of Rs.2500/- (where actual average emoluments exceed Rs.2500/-), ad-hoc bonus for thirty days would work out to Rs.2500 x 30/30.4 = Rs.2467.10 (rounded off to Rs.2467/-).

c) All payments under these orders will be rounded off to the nearest rupee.

d) In the matter where the aforesaid provisions are silent, clarificatory orders issued vide this Ministry's letter No.E(P&A)II-88/Bonus-3 dated 29.12.1988, as amended from time to time, would hold good.

e) All the Group C & D RPF/RPSF personnel, regardless of whether they are in uniform or out of uniform and regardless of place of their posting, shall be eligible only for ad-hoc bonus in terms of these orders.

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

SERIAL CIRCULAR NO. 152 /2008

No.P(R)/583/Bonus/IV Date: 31 -10–2008

Copy of Board's letter No. E[P&A]II-2008/Bonus-1 dated 14-10-2008 is published for information, guidance and necessary action. Board's letter dated 23-09-2008 quoted therein was circulated as S.C. No. 151/2008.

Copy of Bd's letter No. E[P&A]II-2008/Bonus-1 dated 14-10-2008 (RBE No.152 /08)

Sub: Payment of arrears of ad-hoc bonus to Group C & D RPF/RPSF personnel for the financial years 2006-07 and 2007-08.

….

Attention is invited to this office letter No. E[P&A]II-2007/Bonus-1 dated 5.10.2007 and even number dated 23.09.2008, sanctioning ad-hoc bonus to Group C and D RPF/RPSF personnel for the financial years 2006-07 and 2007-08 respectively, with wage calculation ceiling of Rs.2500/-p.m.

2. The matter regarding enhancement in the wage calculation ceiling for the purpose of payment of adhoc bonus to the eligible Group C and D RPF/RPSF personnel was under consideration of the Government. The matter has been considered and the President is pleased to enhance the wage calculation ceiling from Rs.2500/- p.m. to Rs.3500/-p.m. w.e.f. 01.04.2006 for the purpose of payment of adhoc bonus to Group C and D RPF/RPSF personnel. Accordingly, arrears of adhoc bonus for the financial years 2006-07 and 2007-08 may be worked out and paid to the eligible personnel.

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

SERIAL CIRCULAR No.153/2008
Pay Commission Circular No. 40
No.P(PC)/487/VICPC/Allowance Date: 03.11.2008

A copy of Railway Board's letter No.F(E)III/2008/LE-1/1 dated 29.10.2008, RBE No.161/2008 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. Necessary action may be taken for allowing encashment of LAP.

Copy of Railway Board's letter No.F(E)III/2008/LE-1/1 dated 29.10.2008, [PC-VI 40] RBE No.161/2008

Sub: Sixth Central Pay Commission – Recommendation relating to encashment of LAP – Acceptance of.

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The Government have accepted the recommendation of the Sixth Central Pay Commission to allow the railway servants to avail themselves of encashment of Leave on Average Pay up to 10 days at the time of availing of Passes for a maximum of 60 days in the entire career subject to the condition that successive encashment cannot be made before a minimum period of two years has elapsed and the leave so encashed at the time of availing Railway Passes should not be deducted from the maximum amount of HLeave on Average Pay encashable at the time of retirement. Consequently, the employees would be eligible to encash up to 300 days of LAP at the time of their retirement, even though they may have encashed LAP of 60 days during their career while availing Railway Passes. These orders shall be effective from 1st September, 2008.

2. Accordingly, in exercise of the powers conferred by the proviso to Article 309 of the Constitution, the President is pleased to direct that Rule 540-A may be added under the existing Rules 540 of Railway Services (Liberalised Leave) Rules, 1949, of the Indian Railway Establishment Code Vol.I, 1985 Edition (Second Re-print Edition 2003) as per Advance Correction Slip No.**107** enclosed.

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Indian Railway Establishment Code Vol.I, 1985 Edition (Second Re-print Edition 2003) CHAPTER 5 LEAVE RULES

Advance Correction Slip No.**107**

Add Rule 540-A under the existing Rule 540

540-A Encashment of Leave on Average Pay along with Railway Pass while in service:

A Railway Servant shall be permitted to encash leave on average pay upto 10 at the time of availing of Railway Passes while in service, subject to the condition that:

[1] leave on average pay of at least an equivalent duration is also availed of simultaneously;

[2] a balance of at least 30 days of leave on average pay should be available to his credit after taking into account the period of encashment as well as leave availed of.

[3] the total leave so encashed during the entire career shall not exceed 60 days in the aggregate subject to the condition that successive encashment cannot be made before a minimum period of two years has elapsed;

[4] the cash equivalent shall be calculated as follows namely:-

$$\text{Cash equivalent} = \frac{\text{Pay in the respective pay band plus grade pay admissible on the date of availing of Railway Pass plus dearness allowance admissible on that date}}{30} \times \text{Number of days of leave on average pay subject to the Maximum 10 days at one time}$$

No House Rent Allowance or Transport Allowance shall be payable;

[5] The period of leave encashed shall not be deducted from the quantum of leave encashable under Rule 550."

[Authority: Ministry of Railway's letter No. F(E)III/2008/LE-1/1 dated 29-10-2008]

SERIAL CIRCULAR NO. 154/2008
Pay Commission Circular No. 26
PC/487/VICPC/Allowance dated 03.11.08

Sub: Revision of Rates of Conveyance Allowance to Railway employees - Recommendations of the Sixth Central Pay Commission.

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A copy of Railway Board's letter No. F[E]1/2008/AL-7/3 dated 03.10.2008 [RBE No. 140/08, PC-VI No. 26] regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services [Revised] Rules 2008 is published for necessary action.

Copy of Railway Board's Lr.No.F(E)I/2008/AL-7/3 dated 03-10-2008
(R.B.E. No.140 & PC-VI No.26).

Sub: Revision of Rates of Conveyance Allowance to Railway employees - Recommendations of the Sixth Central Pay Commission.

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Consequent upon the decision taken by the Government on the recommendations of the Sixth Central Pay Commission relating to the grant of Conveyance Allowance and in partial modification of Board's letter No. F(E)I/2000/AL-7/4 dated 31-05-2001, the President is pleased to revise the rates of Conveyance Allowance to Railway employees admissible under Rule 1606 (4) of IREC Vol.II (2005 Edition), as under:-

	FIXED CONVEYANCE ALLOWANCE	
Average monthly travel on official duty	For journeys by own motor car (in Rs. per month)	For journeys by other modes of conveyance (in Rs. per month)
201-300 Kms	1120	370
301-450 Kms	1680	480
451-600 Kms	2070	640
601-800 Kms	2430	750
Above 800 Kms	3000	850

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

3. The other terms and conditions for the grant of this allowance will remain unchanged.

4. These orders will be effective from 1st September, 2008.

SERIAL CIRCULAR NO. 155/2008
Pay Commission Circular No.39
No.P(PC)/487/VICPC/IMP Date: 04.11.2008

Sub: Recommendations of 6th Central Pay Commission – Instructions regarding placement and fixation of pay of Group 'D' Railway employees (other than RPF/RPSF) in Grade Pay Rs.1800 in Pay Band (Rs.5200-20200)

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A copy of Railway Board's letter No. PC-VI/2008/I/3/1 dated 29.10.2008, RBE No.160/2008 (PC-VI/39) regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. Instructions issued in the said Board's letter may be followed while placement and fixation of pay of Group 'D' Railway employees (other than RPF/RPSF) in Grade Pay Rs.1800 in Pay Band (Rs.5200-20200).

Copy of Railway Board's letter No.PC-VI/2008/I/3/1 dated 29.10.2008, RBE No.160/2008 (PC-VI/39)

Sub: Recommendations of the Sixth Central Pay Commission – Instructions regarding placement and fixation of pay of Group 'D' Railway employees (other than RPF/RPSF) in Grade Pay Rs.1800 in Pay Band I (Rs.5200-20200).

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Attention is invited to Note 1 below Rule 7 of Railway Services (Revised Pay) Rules, 2008 notified vide Notification No.PC-VI/2008/1/RSRP/1 dt.4-9-2008, GSR No.643(E), according to which pay of the existing Group 'D' staff is to be fixed initially in the -1S pay band with appropriate grade pay. Thereafter further placement was to be made in Grade pay Rs.1800 in pay Band PB-1 (Rs.5200-20200) subject to conditions. Accordingly, Ministry of Railways with the approval of the President have decided that the existing Group 'D' posts in Grade Pay Rs.1300, Rs.1400, Rs.1600 and Rs.1650 in Pay Band –1S (Rs.4440-7440) (Corresponding to pre-revised scales Rs.2550-3200, Rs.2610-3540, Rs.2610-4000 and Rs.2650-4000) are placed in Grade Pay Rs.1800 in Pay Band PB-1 (Rs.5200-20200) (corresponding to pre-revised scales Rs.2750-4400) w.e.f. 1-1-2006. These posts (as also posts where already existing in pre-revised Rs.2750-4400 in the cadre/category) stand merged along with functions. The placement of existing Group 'D' staff in PB-1 will be as stipulated in these instructions.

2. Reference is also invited to Board's letter E(MPP)2008/3/17, dt.24-09-2008 regarding retraining of those existing regular Group 'D' staff who do not possess the revised minimum qualifications of Matric or ITI. Action in this regard would also have been taken by the Railways.

3. Consequent to the above, further action for placement of the existing regular Group 'D' staff (ref. rule 2 of RSRP Rules, 2008), as on the date of notification of Railway Services Revised Pay rules 2008, circulated vide GSR No.643E dt.4-9-08, in PB-1 Rs.5200-20200 with Grade Pay Rs.1800 will be regulated as follows:-

i. Such of those regular Group 'D' staff as on rolls on 1-1-06 who already possess the revised minimum qualification mentioned above as well as those who have been retrained may be placed in Grade Pay Rs.1800 in PB-1 as per existing seniority and their pay refixed w.e.f. 1-1-2006 in PB-1 with Grade Pay of Rs.1800 in accordance with the Fixation Tables provided for the purpose (Grade Pay 1800, PB-1) as circulated vide Annexure E of Board's letter No.PC VI/2008/I/RSRP/1 dated 11-09-2008. Arrears as may be due, may be drawn accordingly.

ii. Inter-se-seniority of all the employees in erstwhile Group 'D' will be fully maintained with Group 'D' employee in a higher pre-revised pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same pre-revised pay scale, seniority which existed prior to revision would continue.

iii. The existing Group 'D' staff placed in PB-1 Grade Pay Rs.1800 would continue to perform the existing functions, in addition to functions that may be prescribed subsequently i.e. after placement in PB-1.

iv. Revised designations will follow.

v. Similarly, Group 'D' staff already recruited on regular basis after 1-1-2006 will also be allowed the benefit of corresponding revised pay structure in -1S / PB-1 Pay Band (effective from the date of their recruitment) as applicable to those in service as on 1-1-2006 subject to the provision of retraining, wherever applicable. Fixation/ re-fixation of pay in such cases will, however, be in accordance with Rule 8 and other relevant provisions of RS(RP) Rules, 2008 as applicable to post 1-1-06 recruits. Arrears as may be due, may be drawn accordingly.

vi. The instructions regarding minimum educational qualifications for fresh recruitment to Railway services in PB-1 Grade Pay Rs.1800 and revision of AVCs etc. would be issued separately by Establishment Directorate.

4. Instructions regarding placement of Group 'D' employees of RPF/RPSF in PB-1 will be issued separately.

5. This issues in consultation with the Establishment Directorate and with the concurrence of Finance Directorate of this Ministry.

SERIAL CIRCULAR NO. 156/2008
Pay Commission Circular No.41
No.P(PC)/487/VICPC/IMP Date:10.11.2008

Sub: Recommendations of 6th Central Pay Commission – Schedules for Revised Scales of Pay

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A copy of Railway Board's letter No. PC-VI/2008/I/RSRP/1 dated 31.10.2008, RBE No.162/2008 (PC-VI/41) regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. Action may be taken for drawing pay as per the Schedules for Revised Scales of Pay indicated in the Board's letter.

Copy of Railway Board's No. No. PC-VI/2008/I/RSRP/1 dated 31.10.2008, RBE No.162/2008 (PC-VI/41)

Sub: Railway Services (Revised Pay) Rules, 2008 – Schedules for Revised Scales of Pay.

In continuation to Annexure 'B' of Schedule circulated vide Ministry of Railways' letter No.PC-VI/2008/I/RSRP/1 dated 11-09-2008 (S.No.PCVI/2 RBE No.108/2008) as further amended vide this Ministry's letter of even number dated 22-09-2008 (S.No.PCVI/18 RBE No.124/2008), the President is pleased to decide that the following may be inserted as indicated against each, in the said letters:-

S. No.	Post	Present Scale (Rs.)	Revised Pay Band & Grade Pay		
			Name of Pay Band	Corresponding Pay Band (Rs.)	Grade Pay (Rs.)
1	2	3	4	5	6
	Important: See Notes below				
2	**TRAFFIC TRANSPORTATION:**				
2.3	**Wagon Movement Inspector:**				
(i)	Wagon Movement Inspector	6500-10500	PB-2	9300-34800	4600
8	**STORES:**				
8.3					

[i]	Shipping Inspector	6500-10500	PB-2	9300-34800	4600
10	**GENERAL:**				
10.3	**Statistical Inspectors**:				
(i)	Statistical Inspector Gr-I	6500-10500	PB-2	9300-34800	4600
14	**Categories specific to RDSO:**				
14.5	**Psyco Technical Cell:**				
(i)	Scientific Supervisor Gr-II	6500-10500	PB-2	9300-34800	4600
16	**PERSONNEL:**				
16.1	**Staff & Welfare Inspectors:**				
(i)	Staff & Welfare Inspector	6500-10500	PB-2	9300-34800	4600

Important: See notes (1) to (4) of the end of Annexure – 'B' to the Ministry of Railways' letter of even number dated 11-09-2008 and note (5) as inserted vide letter of even number dated 22-09-2008.

Notes: The following notes should be inserted as Notes 6) to 8) below existing notes 1) to 5) of the end of annexure 'B' to the Ministry of Railways' letter of even number dt.11-9-2008 as modified vide letter of even number dt.22-9-2008:

6) As decided by the Government, the recommendations of 6th CPC regarding revised pay scale of Master Craftsman (Sr. Technician) in the Railways is to be referred to Fast Track Committee and pending decision of the Government normal replacement pay structure (viz. PB-2; GP Rs.4200) would apply. Thus above category / existing Master Craftsmen (Sr. Technician) would continue to be separate from that of Jr. Engineers in identical revised pay structure, as per the position already existing.

7) Sr. P. Way Supervisors in existing scale Rs.5000-8000 would continue as a separate category in normal replacement pay structure (PB-2, GP Rs.4200) till further orders to be issued by the Ministry of Railways.

8) The revised pay structure of combatised RPF/RPSF staff, as recommended by 6th CPC, has already been notified vide S.No.13 of Annexure 'B' of this Ministry's letter of even number dt. 11-9-2008. The Artisan staff of RPF/RPSF will be allotted normal replacement pay structure as indicated in Annexure 'A' (First Schedule) of Ministry of Railways' letter of even number dt.11-9-2008.

(Recommendations of 6th CPC on pay scales for certain other categories are under examination. Pending decision, the normal replacement pay structure as in the First Schedule would apply)

SERIAL CIRCULAR NO. 157 /2008
Pay Commission Circular No.29

No.P(PC)/487/VICPC/Pension Date: 11.11.2008

Sub: Recommendations of 6th Central Pay Commission – Revision of pension of pre-2006 pensioners/family pensioners etc.

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A copy of Railway Board's letter No.F(E)III/2008/PN1/12 dated 08.10.2008, RBE No.146/08 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for revision of pension of pre-2006 pensioners/family pensioners etc.

Copy of Railway Board's letter No.F(E)III/2008/PN1/12 dated 08.10.2008 (RBE No.146/2008) (PC-VI—29)

Sub: Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission –Revision of pension of pre-2006 pensioners/family pensioners etc.

….

In continuation of Board's letter of even number dated 08.09.2008, advising the Zonal Railways, etc., to comply with the instructions contained in paras 11 and 12 of O.M. No. F.No.38/37/08-P&PW[A] dated 1st September, 2008 issued by the Department of Pension & Pensioners' Welfare [DOP&PW] in implementation of Government's decision on the recommendation of the Sixth Central Pay Commission for revision of pension of pre-2006 pensioners/family pensioners, etc., certain clarifications /modifications in regard to various provisions of the aforesaid O.M. dated 1st September, 2008 issued vide DOP&PW's O.M. No. 38/37/08-P&PW[A] Pt.I dated 3rd October, 2008, are circulated for information and necessary action.

Copy of Ministry of Personnel, Public Grievances & Pensions, DOP&PW's O.M. No. 38/37/08-P&PW[A] Pt.I dated 3rd October, 2008

Sub: Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission –Revision of pension of pre-2006 pensioners/family pensioners etc.

….

The undersigned is directed to say that in pursuance of Government's decision on the recommendations of Sixth Central Pay Commission, sanction of the President was accorded to the regulation, with effect from 1.1.2006, of pension / family pension of all the pre-2006 pensioners /family pensioners in the manner indicated in this Department's O.M. No. 38/37/08-P&PW[A] dated 1.9. 2008. A number of references are being received in this Department seeking clarifications in regard to various provisions of the aforesaid O.M. The matter has been considered in consultation with the Ministry of Finance, Department of Expenditure and the following clarifications /modifications are made in regard to the aforesaid OM dated 1.9.2008:

Provision in the OM No. 38/37/08-P&PW[A] dated 1.9.2008	**Clarification / modification**
3.1 In these orders: a. Existing pensioner or Existing family pensioner means a pensioner who was drawing / entitled to pension / family pension on 31.12.2005. b. Existing pension means the basic pension inclusive of commuted portion, if any, due on 31.12.2005. It covers all classes of pension under the CCS [Pension] Rules, 1972 as also Disability Pension under the CCS [Extraordinary Pension] Rules and the corresponding rules applicable to Railway employees and Member of All India Services. c. Existing family pension means the basic family pension drawn on 31.12.2005 under the CCS [Pension] Rules and the corresponding rules applicable to Railway employees and Members of All India Services.	The 'existing pensioner or family pensioner' would include a pensioner /family pensioner who became entitled to pension / family pension w.e.f. 1.1.2006 consequent on retirement / death of Government Servant on 31.12.2005. Similarly 'existing pension or existing family pension' would include a pension/family pension which became due w.e.f. 1.1.2006 consequent on retirement / death of Government Servant on 31.12.2005.
4.2 The fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the sum of the minimum of the pay in the pay	The pension calculated at 50% of the minimum of pay in the pay band plus grade pay would be calculated [i] at the minimum of the pay in the pay band [irrespective of pre-revised scale of

band and the grade pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired.	pay] plus the grade pay corresponding to the pre-revised pay scale. For example, if a pensioner had retired in the pre-revised scale of pay of Rs.18400-22400, the corresponding pay band being Rs. 37400-67000 and the corresponding grade pay being Rs.10,000/- p.m. his minimum guaranteed pension would be 50% of Rs.37,400 + Rs.10000 [i.e. Rs.23,700]. A statement indicating the minimum pension corresponding to each of the pre-2006 scales of pay is enclosed at Annexure. The pension will be reduced pro-rata, where the pensioner had less than the maximum required service for full pension as per rule 49 of the CCS [Pension] Rules, 1972 as applicable on 01.01.2006 and in no case it will be less than Rs.3500/- p.m. In case the pension consolidated as per para 4.1. of OM No. 38/37/08-P&PW[A] dated 1.9. 2008 is higher than the pension calculated in the manner indicated above, the same [higher consolidated pension] will be treated as Basic Pension. The fixation of family pension will be subject to the provision that the revised family pension, in no case, shall be lower than thirty percent of the sum of the minimum of the pay in the pay band and the grade pay thereon corresponding to the pre-revised pay scale in which the pensioner /deceased Government servant had last worked. In case the family pension consolidated as per para 4.1 of O.M. No. 38/37/08-P&PW[A] dated 1.9. 2008 is higher than the family pension calculated in the manner indicated above, the same [higher consolidated family pension] will be treated as Basic family Pension.
4.5. The quantum of family pension available to the old pensioners/family pensioners shall be increased as follows: Age of pensioner/ Family pensioner — Additional quantum of pension From 80 years to Less than 85 years — 20% of revised basic pension/family pension From 85 years to Less than 90 years — 30% of revised basic pension/family pension From 90 years to Less than 95 years — 40% of revised basic pension/family pension From 95 years to — 50% of revised basic	[i] The additional quantum of pension/family pension , on attaining the age of 80 years and above, would be admissible from the 1st day of the month in which his date of birth falls. For example, if a pensioner / family pensioner completes age of 80 years on any date in the month of August, 2008 he will be entitled to additional pension / family pension w.e.f. 1.8.2008. Those pensioners/ family pensioners whose date of birth is 1st August, will also be entitled to additional pension / family pension w.e.f. 1.8.2008 on attaining the age of 80 years and above. [ii] Dearness Relief will also be admissible on the additional quantum of pension available to

Less than 100 years pension/family pension 100 years or more 100 %of the revised Basic pension /family pension	the old pensioners, in accordance with the orders issued from time to time.
4.6 Some of the existing pensioners who retired between 31.3.1985 and 31.12.1985 are in receipt of personal pension. The said personal pension will continue to be granted as a separate element and will not be merged into the pension as consolidated above.	Personal pension was discontinued vide Department of Pension and PW O.M. No. 45/86/97-P&PW[A] [Pt.IV] dated 21.9.2000. Therefore, this para may be treated as deleted.
5.1 Where the consolidated pension / family pension in terms of paragraph 4 above works out to an amount less than Rs.3500/- the same shall be stepped up to Rs.3500/-. This will be regarded as pension /family pension with effect from 1.1.2006. In the case of pensioners who are in receipt of more than one pension, the floor ceiling of Rs.3500/- will apply to the total of all pensions taken together.	It was clarified in Department of Pension and PW O.M. No. 38/38/02-P&PW[A] [Pt.IV] dated 23.4.2003 that in respect of civil and military pension, the floor ceiling taking the two pensions together will not apply and the individual pensions will be governed by respective pension rules. These instructions would continue to apply in the context of revised floor ceiling of Rs.3500/- p.m. Accordingly, the floor ceiling of Rs.3500 will apply individually to the civil and military pension. In case a person is in receipt of pension as well as family pension, the floor ceiling of Rs.3500 will apply individually to such pension and family pension. [Para 5.1 will stand modified to this extent.]
5.2 Where the disability pension under the CCS[EOP] Rules, is drawn in addition to invalid pension under the CCS [Pension] Rules, 1972, the minimum limit of Rs.3500/- will apply to total of two pensions as indicated in paragraph 5.1. Where the disability pension is drawn in isolation, the minimum limit of Rs.3500 will apply for 100% disability. For lesser degree of disability the minimum limit will be proportionately less.	It was clarified in Department of Pension and PW's O.M. No. 45/86/87-P&PW[A] dated 07.8.2001 that the element of disability pension and invalid pension may be treated as distinct pensions. The invalid pension may continue to be regulated as per the CCS [Pension]Rules subject to certain minimum amount* and the extraordinary disability pension may continue to be treated as a separate element and this should be fixed as per the degree of disability. This will be subject to the further condition that the amount of disability pension and invalid pension should in no case exceed the last pay drawn. These instructions would continue to apply in the context of revised minimum pension of Rs.3500/- p.m. Para 5.2 will stand modified to this extent. [* certain minimum amount refers to the amount calculated as per the provisions of Rule 49[2][c] of CCS[Pension Rules, 1972]
6. The employed /re-employed pensioners / family pensioners are not getting dearness relief on pension at present under the extant orders. In their case the notional dearness relief which would have been admissible to them but for their employment /re-employment will be taken into account for consolidation of	Instructions were issued vide Department of Pension & PW OM No. 45/73/97-P&PW[G] dated 2.7.1999 for regulation of dearness relief when pay on re-employment is fixed at the minimum ignoring the full pension and also for regulation of dearness relief of employed family pensioners. These instructions would

their pension. In terms of paragraph 4.1 above as they were drawing the dearness relief. Their pay will be re-fixed w.e.f. 1.1.2006 with reference to consolidated pension becoming admissible to them. Dearness relief beyond 1.1.2006 will, however, not be admissible to them during the period of employment /re-employment.	continue to apply in the context of revised pension on implementation of the recommendations of the Sixth Central Pay Commission. Para 6 will stand modified to this extent.

2. It is impressed upon all the Ministries /Departments of the Government of India to keep in view the above clarifications while disposing of the cases of revision of pension / family pension. They are also advised to dispose the representations received by them from pensioners on the above issues without refering them to this Department.

3. This issues with the concurrence of Ministry of Finance [Department of Expenditure] vide their I.C. U.O. No. 4.2/23/2008-IC dated 30.09.2008.

Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding 6th CPCPay Bands/ Scales	Correspond-ing Grade Pay	Pension *=50% of sum of min of PB+GP / scales	Family Pension* *=30% of sum of min. of PB +GP/scales
(1)	**(2)**	**(3)**	**(4)**	**(5)**	**(6)**	**(7)**	**(8)**
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300	3500	3500
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400	3500	3500
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600	3500	3500
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650	3500	3500
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800	3500	3500
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900	3550	3500
7	S-6	3200-85-4900	PB-1	5200-20200	2000	3600	3500
8	S-7	4000-100-6000	PB-1	5200-20200	2400	3800	3500
9	S-8	4500-125-7000	PB-1	5200-20200	2800	4000	3500
10	S-9	5000-150-8000	PB-2	9300-34800	4200	6750	4050
11	S-10	5500-175-9000	PB-2	9300-34800	4200	6750	4050
12	S-11	6500-200-6900	PB-2	9300-34800	4200	6750	4050
13	S-12	6500-200-10500	PB-2	9300-34800	4200	6750	4050
14	S-13	7450-225-11500	PB-2	9300-34800	4600	6950	4170
15	S-14	7500-250-12000	PB-2	9300-34800	4800	7050	4230
16	S-15	8000-275-13500	PB-2	9300-34800	5400	7350	4410
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400	10500	6300
18	S-16	9000	PB-3	15600-39100	5400	10500	6300
19	S-17	9000-275-9550	PB-3	15600-39100	5400	10500	6300
20	S-18	10325-325-10975	PB-3	15600-39100	6600	11100	6660
21	S-19	10000-325-15200	PB-3	15600-39100	6600	11100	6660
22	S-20	10650-325-15850	PB-3	15600-39100	6600	11100	6660
23	S-21	12000-375-16500	PB-3	15600-39100	7600	11600	6960
24	S-22	12750-375-16500	PB-3	15600-39100	7600	11600	6960
25	S-23	12000-375-18000	PB-3	15600-39100	7600	11600	6960
26	S-24	14300-400-18300	PB-4	37400-67000	8700	23050	13830
27	S-25	15100-400-18300	PB-4	37400-67000	8700	23050	13830
28	S-26	16400-450-20000	PB-4	37400-67000	8900	23150	13890
29	S-27	16400-450-20900	PB-4	37400-67000	8900	23150	13890

Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding 6th CPCPay Bands/ Scales	Correspond-ing Grade Pay	Pension *=50% of sum of min of PB+GP / scales	Family Pension** =30% of sum of min. of PB +GP/scales
30	S-28	14300-450-22400	PB-4	37400-67000	10000	23700	14220
31	S-29	18400-500-22400	PB-4	37400-67000	10000	23700	14220
32	S-30	22400-525-24500	PB-4	37400-67000	12000	24700	14820
33	S-31	22400-600-26000	HAG+ Scale	75500-80000	Nil	37750	22650
34	S-32	24050-650-26000	HAG+ Scale	75500- 80000	Nil	37750	22650
35	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil	40000	24000
36	S-34	30000 (Fixed)	Cab. Sec.	90000 [Fixed]	Nil	45000	27000

Note I : As per Para 4.2 of OM No. 38/37/08-P&PW[A] dated 1.9.08, the revised pension of those who retired after completing maximum required qualifying service [i.e. 33 years] before 1.1.2006 cannot be less than the pension indicated in column 7 above [i.e. 50% of the sum of Minimum of Pay Band and Grade Pay / scale corresponding to the scale of pay the pensioners held at the time of their retirement]. The pension in Col.7 above will be reduced pro-rata, where the pensioner had less than the maximum required qualifying service [i.e. 33 years] for full pension as per Rule 49 of the CCS [Pension] Rules, 1972 as applicable on 1.1.2006 and in no case it will be less than Rs.3500/- p.m. In case, the pension consolidated as per Para 4.1 of above OM is higher than the pension calculated in the manner above, the same [higher pension] will be treated as Basic pension.

**Note 2: The revised family pension in respect of those pensioners who retired before 1.1.2006 and the Government servants who died before 1.1.2006 cannot be less than the pension indicated in column 8 above [i.e. 30% of the sum of Minimum of Pay Band and Grade pay / scale corresponding to the scale of pay the pensioner held at the time of their retirement]. In case, the family pension consolidated as per Para 4.1 of above OM is higher than the family pension indicated in column 8 above, the same [higher family pension] will be treated as Basic family pension.

SERIAL CIRCULAR NO.158 /2008

No.P(PC)/487/VICPC/Pension Date: 11.11.2008

Pay Commission Circular No.28

A copy of Railway Board's letter No.PC-VI/2008/I/7/2/2 dated 08.10.2008, RBE No.145/08 regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for grant of Dearness Relief to Railway Pensioners at revised rates effective 1.1.2006, 1.7.2006, 1.1.2007, 1.7.2007, 1.1.2008, 1.7.2008.

Copy of Bd's letter No. PC-VI/2008/I/7/2/2 dated 08.10.2008, PC.VI/28 (RBE No.145/08)

Sub: Recommendation of 6th Central Pay Commission – Decision of Government relating to grant of Dearness Relief to Railway Pensioners/Family Pensioners – revised rates effective from 0.1.01.2006, 01.07.2006, 0.1.01.2007, 01.07.2007, 0.1.01.2008 and 01.07.2008

….

A copy each of Office Memoranda No. 42/2/2008 P&PW[G] dated 12.09.2008 and 25.09.2008 of Ministry of Personnel, Public Grievances & Pensions [Department of Pension and Pensioners' Welfare] on the above subject are sent herewith for your information and necessary action. These orders will apply mutatis mutandis on the Railways also.

2. The rates of Dearness Relief in respect of the categories of SRPF[C] beneficiaries as mentioned in the Board's letter No. PC-V/97/I/9/6 dated 08.04.2008 would be issued separately.

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

S.No.	Para No.	No. & date of Deptt. of Pension & Pensioner's Welfare's O.M.	No. & date of Corresponding orders issued by Railway Board
1.	1	38/37/08-P&PW[A] dtd. 1.9.2008 38/37/08-P&PW[A] dtd. 2.9.2008	F[E]III/2008/PN1/12 dtd 8.9.2008 F[E]III/2008/PN1/13 dtd 15.9.08
2.	2	42/2/2006 P&PW[G] dtd 5.4.06 w.e.f. 1.1.06 42/2/2006 P&PW[G] dtd 15.9.06 w.e.f. 1.7.06 42/2/2007 P&PW[G] dtd 29.3.07 w.e.f. 1.1.07 42/2/2007 P&PW[G] dtd 18.9.07 w.e.f. 1.7.07 42/2/2008 P&PW[G] dtd 19.3.08 w.e.f. 1.1.08	PC-V/97/I/9/6 dtd. 21.4.06 w.e.f.1.1.06 PC-V/97/I/9/6 dtd. 28.9.06 w.e.f.1.7.06 PC-V/97/I/9/6 dtd. 19.4.07 w.e.f.1.1.07 PC-V/97/I/9/6 dtd. 15.10.076 w.e.f.1.7.07 PC-V/97/I/9/6 dtd. 8.4.08 w.e.f.1.1.08
3.	3	23/1/97 –P&PW[B] dtd. 23.2.98	N.A.
4.	4	4/59/97P&PW[D] dtd. 14.7.98 4/29/99 P&PW dtd.12.7.2000 4/31/2000-P&PW[D] dtd 16.1.2001 4/79/2006/P&PW[D] dtd. 6.9.07 4/38/2008 P&PW[D] dtd. 15.9.08	F[E]III/96/PN1/9 dtd 18.8.98 F[E]III/96/PN1/9 dtd 2.8.2000 F[E]III/96/PN1/9 dtd 13.2.2001 F[E]III/2005/PN1/23 dtd.20.9.2007 F[E]III/2005/PN1/23 dtd.22.9.2008
5.	5	45/52/97-P&PW[E] dtd.16.12.97	[i] F[E]III/97/PN1/Ex-gratia/3 dtd 311.2.97 [ii] F[E]III/97/PN1/ Ex-gratia/5 dtd 27.1.98
6.	7	45/73/97-P&PW[G] dtd. 2.7.99	F[E]III/99/PN1/21 dtd. 5.8.99

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

Copy of Ministry of Personnel, PG & Pensions, DOP&PW's, Office Memorandum No. 42/2/2008 P&PW[G] dated 02.09.2008

Sub: Recommendation of 6th Central Pay Commission – Decision of Government relating to grant of Dearness Relief to Central Government Pensioners/Family Pensioners – revised rates effective from 0.1.01.2006, 01.07.2006, 0.1.01.2007, 01.07.2007, 0.1.01.2008 and 01.07.2008

***

In partial modification of this Department's OM of even number dated 12.9.2008, the following additions/ deletions are being made:

i. In para 3, the following may be added in the end: **" read with this Department's OM No. 23/3/2008 P&PW[B] dated 15.9.2008".**

ii. In para 4, in the last line the date **"12.9.2008"** may please be read as **"15.9.2008"**.

iii. After para 4, an additional para 4[A] may be inserted as under:

"**the rates of DR in respect of the categories of CPF beneficiaries as mentioned in this Department's O.M. of even No. dt. 19.03.08, would be issued separately."**

Copy of Ministry of Personnel, PG & Pensions, DOP&PW's, Office Memorandum No. 42/2/2008 P&PW[G] dated 12.09.2008

Sub: Recommendation of 6th Central Pay Commission – Decision of Government relating to grant of Dearness Relief to Central Government Pensioners/Family Pensioners – revised rates effective from 0.1.01.2006, 01.07.2006, 0.1.01.2007, 01.07.2007, 0.1.01.2008 and 01.07.2008

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The undersigned is directed to say that consequent upon the decision taken by the Government on the recommendation of 6th Central Pay Commission relating to Dearness Relief, the President is pleased to decide that the Dearness Relief admissible to all categories of Central Government pensioners /family pensioners shall be admissible from the dates mentioned below at the rates:

Date from which payable	Rate of Dearness Relief per mensem
From 1.1.2006	No Dearness Relief
From 1.7.2006	2% of basic pension /family pension

From 1.1.2007	6% of basic pension /family pension
From 1.7.2007	9% of basic pension /family pension
From 1.1.2008	12% of basic pension /family pension
From 1.7.2008	16% of basic pension /family pension

Note: Dearness Relief at the rates indicated in above table will also be admissible on the additional basic pension/ additional family pension available to older pensioners/ family pensioners based on their age as indicated in this Department's OM No. 38/37/08-P&PW[A] dated 1.9.2008 and 2.9.2008.

2. The payment of Dearness Relief under these orders from the dates indicated above shall be made after adjusting the instalments of enhanced Dearness Relief already sanctioned and paid to Central Government pensioners / family pensioners w.e.f. 1.1.2006 vide OM No. 42/2/2006 P&PW[G] dtd 5.4.2006, w.e.f. 1.7.2006 vide OM No. 42/2/2006 P&PW[G] dtd 15.9.06, w.e.f. 1.1.2007 vide O.M. No. 42/2/2007 P&PW[G] dtd 29.3.07, w.e.f. 1.7.2007 vide O.M. No. 42/2/2007 P&PW[G] dtd 18.9.07, w.e.f. 1.1.2008 vide O.M. No. 42/2/2008 P&PW[G] dtd 19.3.08.

3. These orders apply to [i] All Civilian Central Government Pensioners /Family pensioners [ii] The Armed Forces Pensioners /family pensioners, Civilian Pensioners /family pensioners, [iv] Railway Pensioners /family pensioners, [v] The Burma Civilian Pensioners /family pensioners, and pensioners / families of displaced Governments pensioners from Pakistan, who are Indian Nationals but receiving pension / family pension on behalf of Government of Pakistan, who are in receipt of ad-hoc ex-gratia allowance of Rs.1275/- p.m. in terms of this Department's OM No. 23/1/97-P&PW[B] dated 23.2.1998.

4. Central Government employees who had drawn lumpsum amount on absorption in a PSU/Autonomous Body and have become eligible for the restoration of 1/3rd 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 14.7.1998 will also be entitled to the payment of revised rates as per the table given above of Dearness relief w.e.f. 1.1.2006 on the full pension /family pension i.e. the revised pension/family pension which the absorbed employee would have received on the date of restoration had he not drawn lumpsum payment on absorption and Dearness pension subject to fulfillment of the conditions laid down in para 5 of the OM dated 14.7.1998. In this connection instructions contained in this Department's OM No. 4/29/99-P&PW[D] dated 12.7.2000, OM No. 4/31/2000-P&PW[D] dated 16.1.2001 and OM No. 4/79/2006-P&PW[D] dated 6.9.2007 and OM No. 4/38/2008P&PW[D] dated 12.9.2008, refers.

5. The other categories of CPF beneficiaries, their widows and diseased children 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 continue to be governed by the said OM.

6. Payment of DR involving a fraction of a rupee shall be rounded off to the next higher rupee.

7. Other provisions governing grant of DR respect of employed family pensioners and re-employed Central Government Pensioners will be regulated in accordance with the provisions contained in this Departments OM No. 45/73/97-P&PW[G] dated 2.7.1999. 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 nationalized banks, etc. to calculate the quantum of DR payable in each individual case.

10. The offices of Accountant General and Authorised Public Sector Banks are requested to arrange payment of relief to pensioner etc. on the basis of above instructions without waiting for any further instructions from the Comptroller and Auditor General of India and the Reserve Bank of India in view of letter No. 528-TA, II/34-80-II dated 23.4.1981 of the Comptroller and Auditor General of India addressed to all Accountant Generals and the Reserve Bank of India Circular No. GANB No. 2958/GA-

64[ii] [CGL]/81 dated the 21st May 1981 addressed to State Bank of India and its subsidiaries and all Nationalised Banks.

11. In their application to the pensioners /family pensioners belonging to Indian Audit and Accounts Department these orders issue in consultation with the C&AG.

12. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide their UO No. 1[4]EV/2004 dated 9.9.2008.

SERIAL CIRCULAR NO. 159/2008

No.P(PC)/487/VICPC/Allowance Date: 11.11.2008

Pay Commission Circular No.31

A copy of Railway Board's letter No.F(E)III/2008/LE-1/2 dated 08.10.2008, RBE No.148/08 (PCVI-31) regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for allowing encashment of leave in respect of railway employees.

Copy of Railway Board's letter No.F(E)III/2008/LE-1/2 dtd 08.10.2008, RBE No.148/08 (PCVI-31)

Sub: Recommendations of the Sixth Central Pay Commission relating to encashment of leave in respect of Railway employees.

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A copy of Department of Personnel & Training [DOP&T]'s O.M. No. 14028/3/2008-Estt.[L] dated 25th September, 2008 on the above mentioned subject is forwarded herewith for information and compliance. These instructions shall apply mutatis mutandis on the Railways also.

2. Formal amendment to Railway Services [Liberalised Leave] Rules, 1949 under Chapter V of Indian Railway Establishment Code Vol.I [Fifth Edition 1985] [Second Reprint Edition – 2003] shall be issued separately.

Copy of Department of Personnel & Training [DOP&T]'s O.M. No. 14028/3/2008-Estt.[L] dated 25th September, 2008

Sub: Recommendations of the Sixth Central Pay Commission relating to encashment of leave in respect of Central Government civilian employees.

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Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to encashment of leave in respect of Central Government civilian employees, the President is pleased to decide that in supersession of all earlier orders on the subject, both Earned Leave and Half Pay Leave shall be considered for encashment of leave subject to overall limit of 300 days. The cash equivalent payable for Earned Leave shall continue unchanged. However, cash equivalent payable for Half Pay Leave shall be equal to leave salary as admissible for Half Pay Leave plus Dearness Allowance admissible on the leave salary without any reduction being made on account of pension and pension equivalent of other retirement benefits payable. To make up the shortfall in Earned Leave no commutation of Half Pay Leave shall be permissible . The Cash equivalent for half pay leave component shall, henceforth, be calculated in the manner indicated below:

$$\text{Cash payment in lieu of half pay leave component} = \frac{\text{Half pay leave salary admissible on the date of retirement plus Dearness Allowance admissible on that date}}{30} \times \text{Number of days of half pay leave at credit subject to the total of earned leave and HPL at credit not exceeding 300 days.}$$

1. These orders shall take effect from 1st September, 2008.

2. Formal amendments to the Central Civil Services [Leave] Rules, 1972 are being issued separately.

3. Insofar as persons service in the Indian Audit & Accounts Departments are concerned, these orders are issued in consultation with the Comptroller & Auditor General of India.

SERIAL CIRCULAR NO. 160 /2008
No.P(PC)/487/VICPC/PensionDate: 11.11.2008
Pay Commission Circular No.27

Sub: Recommendations of 6th Central Pay Commission – revision of pension of pre-2006 pensioners/family pensioners etc.

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A copy of Railway Board's letter No.PC-VI/2008/PN1/12 dated 07.10.2008, RBE No.143/08 (PCVI-27) regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for revision of pension of pre-2006 pensioners/family pensioners etc.

Copy of Bd's letter No.F[E]III/2008/PN1/12 dated 7.10.2008 (RBE No. 143/08) [PC-VI: 27]

Sub: Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission -Revision of pension of pre-2006 pensioners / family pensioners etc.

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A copy of Department of Pension & Pensioners' Welfare [DOP&PW]'s O.M. No. 38/37/08-P&PW [A] dated 1st October, 2008 containing corrigendum to their earlier O.M. No. 38/37/08-P&PW [A] dated 1st September, 2008, adopted vide Board's letter of even number dated 8.9.2008, on the above mentioned subject, is forwarded herewith for information and compliance. This will apply mutatis mutandis on the Railways also.

Copy of Department of Pension & Pensioners' Welfare [DOP&PW]'s O.M. No. 38/37/08-P&PW [A] dated 1st October, 2008

CORRIGENDUM

Sub: Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission -Revision of pension of pre-2006 pensioners / family pensioners etc.

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In this Department's O.M. No. 38/37/08-P&PW[A] dated 1st September, 2008 on the above subject, Annexure II regarding "Form of intimation by the Pension Disbursing Authority to the Central Pension Accounting Office /Pay and Accounts Office regarding consolidation of pension" may be substituted by the enclosed revised 'Annexure-II'.

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[Revised]

Annexure II

For of intimation by the Pension Disbursing Authority to the Central Pension Accounting Office /Pay and Accounts Office regarding consolidation of pension /family pension in terms of Department of Pension and Pensioner's Welfare Office Memorandum No. 38/37/08-P&PW[A] dated 1.09.2008.

1. Name of the Pensioner / Family Pensioner
2. PPO No.
3. Date of Birth / age
4. Date of retirement /Death [in case of family pension]
5. Savings Bank A/C No.
6. Name of Bank /Paying Branch

7. Bank Code No.
8. Computation of consolidated pension/family pension
*Pension/*Family Pension / Family Pension[At enhanced rate]

Pension	Family Pension /Enhanced Family Pension
[A] Existing basic pension [inclusive of commuted portion] [excluding the effect of merger of 50% of dearness relief] [B] Dearness Pension [C] Dearness Relief upto AICPI [IW] Average Index 536 [Base year 1982=100] i.e. 24% of [A]+ [B] above [D] 40% of the Basic Pension as at [A] above [E] Consolidated Pension [A+B+C+D]	[A] Existing basic Family Pension/Enhanced family pension [excluding the effect of merger of 50% of dearness relief] [B] Dearness Pension [C] Dearness Relief upto AICPI [IW] Average Index 536 [Base year 1982=100] i.e. 24% of [A]+ [B] above [D] 40% of the Basic Family Pension as at [A] above [E] Consolidated Family Pension [A+B+C+D]

NOTE:

1. The final revision of pension in respect of pensioners will be done by the Pay & Accounts Office concerned.
2. The final revision of Family Pension will also be done by the Pay & Accounts Office concerned.

[* If not applicable draw a line across]

9. Whether consolidated pension/family pension is final or allowed as immediate relief.
10. Remarks, if any.

SIGNATURE OF PENSION DISBURSING AUTHORITY

To,

1. Central Pension Accounting Office
Ministry of Finance ,
Department of Expenditure
Trikoot-II, Bhikaji Cama Place
New Delhi 110 066
2. Concerned Pay & Accounts Office.

SERIAL CIRCULAR NO. 161/2008

No.P(PC)/487/VICPC/Allowance Date: 1.11.2008

Pay Commission Circular No.36

Sub: Recommendations of 6th Central Pay Commission – Revision of the rates of Railway Board Tenure Allowance applicable to officers of Organized Group 'A' Railway Services on their appointment as Deputy Directors/Joint Directors/Directors in Railway Board's office

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A copy of Railway Board's letter No.PC-VI/2008/I/7/5/3 dated 14.10.2008, RBE No.154/08 (PCVI-36) regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for grant of Railway Board Tenure Allowance at revised rates to officers of Organized Group 'A' Railway Services on their appointment as Deputy Directors/Joint Directors/Directors in Railway Board's office.

Copy of Railway Board's letter No.PC-VI/2008/I/7/5/3 dtd 14.10.2008, RBE No.154/08 (PCVI-36)

Sub: Implementation of the recommendations of Sixth Central Pay Commission – Revision of the rates of Railway Board Tenure Allowance applicable to officers of Organised Group 'A' Railway Services on their appointment as Deputy Directors/Joint Directors/ Directors in Railway Board's office.

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The officers of Organised Group 'A' Railway Services posted as Deputy Directors/ Joint Directors and Directors in the Railway Board are entitled for the payment of Railway Board Tenure Allowance in terms of this office letter No.PC-V/98/I/7/3 dated 28-05-98.

2. Consequent upon the acceptance of the Report of Sixth Central Pay Commission by the Government, the President is pleased to decide that on their posting as Dy. Directors, Joint Directors and Directors in the office of Railway Board, the officers of the Organised Group 'A' Railway Services will be entitled to draw their basic pay plus Railway Board Tenure Allowance on the terms and conditions as stipulated in para 4 below.

3. The President is further pleased to decide that the officers of the non-Railway organized Group 'A' services on their appointment to the posts of Dy. Directors/Joint Directors/Directors in the Railway Board Secretariat will be entitled either to get their pay fixed in the applicable revised pay bands and grade pay attached to the post or to draw basic pay plus Tenure Allowance, on the terms and conditions as stipulated in para 4 below.

4. The terms and conditions for drawing Railway Board Tenure Allowance on posting in Railway Board's office will be as under:-

(i) The Officers of Organised Group 'A' Railway Services as well as the Officers of the non-Railway Organised Group 'A' service posted in the Railway Board's office as Deputy Directors/Joint Directors/Directors will be subjected to a prescribed tenure, on the expiry of which they will be reverted to field posts in Zonal Railways/ Production Units/ Construction Organisations etc..

(ii) Officers belonging to organized Group 'A' Railway Services posted in Railway Board's office as Dy. Directors/Joint Directors/Directors will be paid Railway Board Tenure Allowance at the rate of 10% of their basic pay, subject to a ceiling of Rs.4000.

(iii) The allowance will not be paid beyond the normal tenure of 3 years for Dy. Directors, 4 years for Joint Directors and 5 years for Directors.

(iv) No allowance will be admissible to the officers of the Services posted as Executive Directors and above in the Railway Board's office.

(v) This allowance shall not be admissible to those Dy.Directors/ Joint Directors/ Directors who are given extension or re-employment after superannuation.

(vi) In cases where the tenure posting is to a post with a lower grade pay, the officer going to such a post will draw the grade pay attached to the tenure post without any change in the band pay that was being drawn in the post being held before such tenure posting.

'Basic Pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.

5. These orders shall take effect from 1st September, 2008.
6. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

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SERIAL CIRCULAR NO. 162/2008
Pay Commission Circular No. 43
No.P(PC)/487/VICPC/Allowance Date: 12.11.2008

Sub: Recommendations of 6th Central Pay Commission – Revision of eligibility limit and amount of Festival Advance

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A copy of Railway Board's letter No.E(LL)2008/FA/1 dated 05.11.2008, RBE No.168/08 (PC-VI S.No.43) regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for revising eligibility limit and amount of Festival Advance payable to Railway employees.

Copy of Railway Board's letter No.E(LL)2008/FA/1 dated 05.11.2008,

Sub: Revision of eligibility limit and amount of Festival Advance.
Ref: Board's letter No.E(LL)2004/FA/1 dated 25.10.2004.

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In pursuance of the decision taken by the Government on the Sixth Pay Commission's recommendations relating to advances, the President has been pleased to decide that non-gazetted employees whose Grade Pay does not exceed Rs.4800/- (Four thousand eight hundred only) per month shall be eligible for Festival Advance and the amount of Festival Advance shall be increased from existing Rs.1,500 (one thousand five hundred) to Rs.3,000 (Three thousand).

The rates of the advance shall be increased by 25% every time dearness allowance on revised pay bands increases by 50%.

These orders are effective from 7.10.2008. However, the cases where the advance has been sanctioned under the existing provisions need not be re-opened.

The other terms and conditions remain unchanged.

Advance correction slip No.203 to Para 1125 of the Indian Railway Establishment Manual, Volume I (Revised Edition 1989) is also enclosed for necessary action.

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

Indian Railway Establishment Manual Volume I (Revised Edition 1989)
Advance correction slip No.203 - Page No.141 Chapter XI

Para 1125 – For the words "Basic pay not exceeding Rs.12,450/- (Rupees Twelve thousand four hundred fifty only) per month, the words "Grade Pay of Rs.4800/- (Four thousand eight hundred)" shall be substituted.

Para 1125 (i) Substitute Rs.3000/- (Three thousand) in place of Rs.1500/- (One thousand five hundred).

(Railway Board's letter No.E(LL)2008/FA/1 dated 05.11.2008)

SERIAL CIRCULAR NO. 163 /2008

Pay Commission Circular No. 20

No.P(PC)/487/VICPC/Allowance Date: 14.11.2008

Sub: Recommendations of 6th Central Pay Commission – Grant of Deputation (Duty) Allowance

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A copy of Railway Board's letter No.F(E)II/2008/DE/2 dated 24.09.2008, RBE No.129/08 (PCVI-20) regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for grant of Deputation (Duty) Allowance.

Copy of Railway Board's letter No.F(E)II/2008/DE/2 dated 24.09.2008,
RBE No.129/08 (PCVI-20)

Sub: Grant of Deputation (Duty) Allowance –
Recommendations of Sixth Central Pay Commission.

A copy of Ministry of Personnel, Public Grievances & Pensions, Department of Personnel and Training)'s Office Memorandum No.2/22(B)/2008-Estt.(Pay.II) dated 3rd September,2008 on the above subject is sent herewith for information and guidance. These orders will apply mutatis-mutandis to Railway employees also.

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Copy of Ministry of Personnel, Public Grievances & Pensions, Department of Personnel and Training)'s Office Memorandum No.2/22(B)/2008-Estt.(Pay.II) dated 3rd September, 2008

Sub: Grant of Deputation (Duty) Allowance –
Recommendations of Sixth Central Pay Commission.

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Consequent upon the acceptance of the Report of the Sixth Central Pay Commission by the Government, the President is pleased to decide the following regarding Deputation (Duty) Allowance:-

[a] Deputation (Duty) Allowance will continue to be paid in case of appointments made in public interest outside the normal field of deployment.

[b] In case of deputation within the same station the allowance will be paid at the rate of 5% of basic pay subject to a maximum of Rs.2000/- p.m and

[c] In other case, Deputation (Duty) Allowance will be payable at the rate of 10% of basic pay subject to a maximum of Rs. 4000 p.m.

'Basic pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.

2. Insofar as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.

3. These orders shall take effect from 1st September, 2008.

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SERIAL CIRCULAR NO. 164 /2008
Pay Commission Circular No.09
No.P(PC)/487/VICPC/Allowance Date: 17.11.2008

Sub: Recommendations of 6th Central Pay Commission – Special Compensatory (Bad Climate) Allowance – Revision of rates

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A copy of Railway Board's letter No.F(E)I/2008/AL-4/5 dated 16.09.2008, RBE No.114/08 (PC-VI No.09) regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. The same is also uploaded on the website, scrailway.gov.in which may be downloaded and necessary action taken for grant of Special Compensatory (Bad Climate) Allowance at the rates revised by Board.

Copy of Board's letter No.F(E)I/2008/AL-4/5 dtd 16.09.2008, RBE No.114 /08 (PC-VI No.09)

Sub: Special Compensatory (Bad Climate) Allowance Recommendations of the Sixth Central Pay Commission – Revision of rates.

Consequent upon the decision taken by the Government on the recommendations of the Sixth Central Pay Commission relating to the grant of Special Compensatory (Bad Climate) Allowance vide Ministry of Finance (Department of Expenditure)'s Office Memorandum No. 5(1)/2008-E.II(B) dated 29.08.08, the President is pleased to decide that, in modification of Railway Board's letters No.PC-III/74/CCA/3 dated 16.04.74 and No.PC-IV/86/IMP./AL210 dated 14.10.86 and dated 02.06.87, as amended from time to time, read with Board's letter No.F(E)I/98/AL-4/2 dated 26.6.98, No.F(E)I/2005/AL-4/6 dated 21.02.06 and 25.05.06, the Special Compensatory (Bad Climate) Allowance to the Railway employees posted in unhealthy localities shall be revised at the following rates:-

Grade Pay	Rate per month (Rs.)
For posts in the grade pay of Rs.5400/- and pay scale of HAG + and above	400

For posts in the grade pay of less than Rs.5400/-	240

In the case of those employees who opt to retain the pre-revised scale of pay, corresponding Grade Pay of the pay scale/corresponding pay scale of the post occupied on 1.1.2006, as indicated in Railway Services (Revised Pay) Rules, 2008 would determine the allowance under these orders.

All other terms and conditions governing the grant of Bad Climate/Unhealthy Locality Allowance shall continue to be applicable.

These orders shall take effect from September 1, 2008.

The rate of this allowance shall automatically increase by 25% whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.

In case there are any other Special Compensatory Allowance(s) admissible at a particular place, the Railway employees working there will have the option to choose the allowance which benefits them the most.

SERIAL CIRCULAR NO.165 /2008

No.P(R)/500/XXIII Date: 21-11–2008

Copy of Board's Notification No.F[E]III/2008/PN1/10 dated 22.10.2008 is published for information, guidance and necessary action.

Copy of Bd's Notification No.F[E]III/2008/PN1/10 dated 22.10.2008 (RBE No. 157/08)

(TO BE PUBLISHED IN THE GAZETTE OF INDIA PART II, SECTION 3, SUB-SECTION [ii])

Notification

S.O. – In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules further to amend the Railway Services [Pension] Rules, 1993, namely :-

1. Short title and commencement.- [1] These rules may be called the Railway Services [Pension] [Amendment] Rules, 2008.

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

2. Amendment of rule 75.- In the Railway Services [Pension] Rules, 1993, in rule 75, -

[I] In sub-rule [6], in the proviso,-

[i] in condition [b], for the words " a medical officer not below the rank of a Divisional Medical Officer", the words " Medical Board" shall be substituted;

[ii] in condition [c], for the words, "shall produce every three years a certificate from a medical officer not below the rank of Divisional Medical Officer", the words, " shall produce, once, if the disability is permanent, and once in every five years, if the disability is temporary, a certificate from a Medical Board" shall be substituted;

[2] in sub-rule [15], after clause [ii], the following clause shall be inserted namely,-

"[ii A] As and when the disability referred to in the proviso to sub-rule [6] manifests itself in a child which makes him /her unable to earn his/her living, the fact shall be brought to the notice of the Head of Office duly supported by a Medical Certificate from a Medical Board. After receipt of Medical

Certificate, the Head of Office may indicate in Form 6 as to whether disability is permanent or temporary. As and when the claim for family pension arises, the legal guardian of the child shall make an application supported by a fresh Medical Certificate from a Medical Board that the child is still suffering from the disability";

[3] after sub-rule [15], the following explanation shall be inserted, namely,-

"*Explanation*.- For the purposes of this sub-rule and sub-rule [6], "Medical Board" means a Medical Board consisting of a Medical Director or a Chief Medical Superintendent or Incharge of a Zonal Hospital or Division or his nominee as Chairperson and two other members, one of them at least shall be Specialist in the particular area of mental or physical disability.".

[4] Amendment to Form 6.- In Form 6 of the said rules, below item number 6 relating to Details of family as on ……., in heading, for the words, "Whether the child is physically handicapped", the words, " Whether the child is physically or mentally handicapped or if the child is suffering from disability, whether it is permanent or temporary" shall be substituted.

[File No. No.F[E]III/2008/PN1/10]
Sd/-
[Mathew John]
Secretary, Railway Board.

Note: The Railway Services [Pension] Rules, 1993 were published in the Gazette of India, Extraordinary, vide, notification number S.O. 930 dated the 3rd December, 1993 and subsequently amended as follows:

S.No.	Notification No.	Date	Published in the Gazette of India Part II Section 3 Sub-Section [ii]	
			S.O. No.	Date of Publication
1	F[E]III/94/PN1/31[Amendment]	03-02-1995	511	25-02-1995
2	E[G]94 EM1-6	31-03-1995	1026	15-04-1995
3	F[E]III/99/PN1/38[Modification]	23-05-2000	1554	15-07-2000
4	F[E]III/97/PN1/14[Amendment]	24-05-2000	1553	15-07-2000
5	F[E]III/2000/PN1/23	18-10-2001	1081	30-03-2002
6	E[G]2002 EM1/1	23-08-2002	1214[E]	04-11-2004
7	F[E]III/2003/PN1/38[Amendment]1	30-12-2003	1488 [E]	30-12-2003
8	F[E]III/2004/PN1/21[Amendment]	07-12-2004	3191	18-12-2004
9	F[E]III/2003/PN1/25	20-01-2005	399	05-02-2005
10	F[E]III/2003/PN1/1	10-03-2005	1001	19-03-2005
11	F[E]III/2003/PN1/1 dated	30-03-2006	1306	08-04-2006
12	E[G]2007/EM1/1	19.09.2007	3005	13.10.2007

SERIAL CIRCULAR NO.166/2008
Pay Commission Circular No. 14
No.P(PC)/487/VICPC/Allowance Date:16.11.2008

Sub: Special (Duty) Allowance for Railway Employees serving in the North Eastern Region - Recommendations of 6th Central Pay Commission
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A copy of Railway Board's letter No.F(E)I/2008/AL-4/8 dated 18.09.2008 RBE No.118 (PC-VI No.14) regarding implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. Necessary action may be taken for grant of Special (Duty) Allowance for Railway Employees serving in the North Eastern Region.

Copy of Railway Board's No.F(E)I/2008/AL-4/8 dated 18.09.2008, RBE No.118 (PC-VI No.14)

Sub: Special (Duty) Allowance for Railway Employees serving in the North Eastern Region - Recommendations of 6th Central Pay Commission

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Special [Duty] Allowance is admissible @ 12.5% of the basic pay as prescribed in Para 2.1 of Board's letter No. PC-V/98/1/7/5 dated 05.01.99 to those employees who have 'All India Transfer Liability' and are drafted to serve in the NE Region of NF Railway on tenure basis. Consequent upon the decision taken by the Government on the recommendations of Sixth Central Pay Commission, the President is now pleased to decide in partial modification of Board's letter No. PC-V/98/1/7/5 dated 05.01.99 that Special Duty Allowance shall be admissible to the Railway employees including All India Service Officers @ 12.5 % of the revised Basic Pay + NPA [where applicable] irrespective of whether the transfer [including on initial appointment] is from outside the North Eastern Region or from another area of that region. The existing condition that employees should have All India Transfer Liability has also been dispensed with.

2. The term 'basic pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay etc. In the case of Railway employees in the pay scales of HAG + and above, basic pay means the pay in the prescribed scale.

3. In respect of those employees who opt to retain their pre-revised scales of pay, the pay for the purpose of these orders shall also include, in addition to the basic pay in the applicable pre-revised scales including stagnation increment[s] and Non-Practising Allowance [NPA], Dearness Pay as per orders in force on 01.01.06.

4. **These orders shall take effect from September 1, 2008.**

…

SERIAL CIRCULAR NO. 167 /2008

No.P(R)/436/IREM/Vol.VIII Date: 26 -11–2008

Pay Commission Circular No. 44

Copy of Board's letter No.F[E]Spl.2008/ADV.2/2 dated 7.11.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. F[E]Spl.2008/ADV.2/2 dated 7.11.2008 (RBE No.171 /08)PC-VI/44

Sub: Grant of Advances –Sixth Pay Commission recommendations- Amendment to Bi-cycle Advance, Warm Clothing Advance and Table Fan Advance rules.

….

Consequent upon introduction of the revised scales of pay based on the recommendations of the Sixth Pay Commission, the Ministry of Finance vide their OM No. 12[1]E.II[A]/2008 dated 7th October, 2008 have amended the existing provisions relating to the grant of advances for purchase of Bi-cycle/Warm Clothing /Table Fan. Accordingly the existing rules relating to the grant of similar advances to railway servants are hereby amended as per the Advance Correction Slips to the Chapter XI of the Indian Railway Establishment Manual, Volume I, Revised Edition, 1989 enclosed as Annexure.

2. The revised orders will take effect from 07.10.2008. The cases where the advances have already been sanctioned need not be reopened.

3. The advance for purchase of table fan will stand discontinued. The advances for purchase of warm clothing and bicycle granted /sanctioned after 7.10.2008 shall be treated as interest free advances.

4. The rates of these advances shall be increased by 25% every time dearness allowance on revised pay bands increases by 50%.

5. The other terms and conditions governing the grant of above advances shall remain unchanged.

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Indian Railway Establishment Manual, Volume I, [Revised Edition, 1989]

The following amendments /additions may be carried out in the Chapter XI of IREM Vol.I [Revised Edition -1989].

Advance Correction Slip No. 204
CYCLE ADVANCE

In clause [1] of **Para 1107** relating to the eligibility for Cycle Advance, for the words and figures **" who is in receipt of basic pay and dearness pay taken-together_does not exceed Rs.7,500/- [Rupees Seven thousand five hundred] per month",** the words and figures **" whose grade pay does not exceed Rs.2,800/- [Rupees Two thousand eight hundred]"**, shall be substituted.

In clause [1] [i] of Para 1107 relating to amount of advance admissible, for the words **"shall not exceed Rs.1,500/- [Rupees one thousand five hundred]",** the words and figures, **"shall not exceed Rs.3000/- [Rupees Three thousand]",** shall be substituted.

Note:- Since cycle advance is now an interest free advance, Para 1108 [6] relating to recovery of interest would not be applicable to cycle advance.

[No. F[E]Spl.2008/ADV.2/2 dated 7.11.2008]

Advance Correction Slip No. 205
ADVANCE FOR PURCHASE OF WARM CLOTHING TO RAILWAY SERVANTS TRANSFERRED FROM THE PLAINS TO HILL STATION

In sub clause [i] of **Para 1129** relating to the amount of Warm Clothing Advance admissible, for the words **" the advance will be interest –bearing and should not exceed Rs.1,500/- [Rupees one thousand five hundred] in each case",** the words and figures **"The advance will be INTEREST FREE and should not exceed Rs.3,000/- [Rupees Three Thousand] in each case"**, shall be substituted.

As this is now an interest free advance, sub-clause [ii] of para 1129 stands deleted.

Accordingly, Sub clauses [iii], [iv], [v], [vi] and [vii] may be renumbered as [ii], [iii], [iv], [v], [vi], respectively. In Sub-clause [iv] now renumbered as [iii], the lines " The amount of the interest will be recovered in an additional instalment in the month following the month in which the recovery of the principal is completed. It should be calculated on balances outstanding on the last day of each month", should be deleted.

[No. F[E]Spl.2008/ADV.2/2 dated 7.11.2008]

Advance Correction Slip No. 206
ADVANCE TO GROUP 'D' RAILWAY SERVANTS FOR THE PURCHASE OF TABLE FANS

Since this advance has been discontinued, Para 1131 relating to Advances to Group 'D' Railway servants for the purchase of Table Fans should be deleted.

[No. F[E]Spl.2008/ADV.2/2 dated 7.11.2008]

SERIAL CIRCULAR NO. 168/08
Pay Commission Circular No.45
No.P(PC)/487/VICPC/IMP Date:27.11.2008

Railway Board vide its letter No.PC-VI/2008/1/RSRP/1 dated 11.11.2008, RBE No.172/2008 (PC-VI/45) have issued clarification regarding fixation of pay in the pay bands where posts have been upgraded as a result of 6th CPC recommendations (copy enclosed). Necessary action may be taken accordingly.

Copy of Board's ltr. No. No.PC-VI/2008/1/RSRP/1 dtd 11.11.2008 RBE No.172/2008 (PC-VI/45)

Subject: Fixation of pay in the pay bands where posts have been upgraded as a result of recommendations of Sixth CPC – Clarification regarding.

Note 2 A below Rule 7 of the RS(RP) Rules, 2008 states as under:-

"Note 2 A Where a post has been upgraded as a result of the recommendations of the Sixth CPC as indicated in the Schedule to these Rules, the fixation of pay in the applicable pay band will be done in the manner prescribed in accordance with Clause (A)(i) and (ii) of Rule 7 by multiplying the existing basic pay as on 01.01.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale will be payable in addition. Illustration 4/A in this regard is in the Explanatory Memorandum to these Rules".

Accordingly, in cases of upgradation of posts as a result of recommendations of Sixth CPC, the fitment table attached with the letter of even number dated 11.09.2008 corresponding to the pre-revised scale shall be used for the purpose of determination of pay in the pay band. To the pay in the pay band so determined, the grade pay corresponding to the upgraded post is to be added. This will be the revised pay of the Railway Servant who has been upgraded as a Result of Sixth CPC recommendation.

To illustrate, RPF/RPSF Constables (Combatised) have been upgraded from pre-revised scale of Rs.3050-4590 to the pay scale of Rs.3200-4900 corresponding to the grade pay of Rs.2000 in PB-1. In the case of a RPF/RPSF Combatised Constable drawing the basic pay of Rs.3575 as on 01.01.2006, his pay in the pay band will be fixed in accordance with the fitment table of the pre-revised scale of Rs.3050-4590. Hence, his revised pay in the pay band will be Rs.6650 as per the table corresponding to the pre-revised scale of Rs.3050-4590. To this, the Grade Pay of Rs.2000 corresponding to the upgraded pay scale Rs.3200-4900 will be added. Consequently, his revised basic pay would be Rs.8650 as on 01.01.2006.

The above procedure is to be adopted in all cases where pay scales have been upgraded by the Pay Commission, including Constabulary and other Combatised ranks in the RPF/RPSF, Assistants and Section Officers in the Railway Board, Accounts staff and the common category cadres of Teachers and Nurses etc. This list is illustrative and not exhaustive. Similar procedure is to be adopted for Running Staff subject to the condition that in their case fitment tables circulated vide Board's letter of even number dated 12.9.2008 will be used for determination of pay in the pay band.

All Zonal Railways/Production Units are directed to ensure that in no case is there any deviation from the above (subject to other provisions of RS(RP) Rules,2008). Pay fixed in the case of upgradations in any manner other than the above, will be rectified.

SERIAL CIRCULAR NO.169 /2008

P(R)500/XXIII Date: 21 -11–2008

Copy of Board's letter No.F(E)III/2003/PN1/5 dated 4.11.2008 is published for information, guidance and necessary action. Board's letter dated 9.5.2005 quoted therein was circulated as SC No.90/2005.

Copy of Bd's letter No. F(E)III/2003/PN1/5 dated 4.11.2008 (RBE No. 164/08)

Sub: Grant of Compassionate Allowance

….

In terms of proviso to Rule 65(1) of Railway Services(Pension) Rules,1993, the authority competent to dismiss or remove a Railway servant from service may, if the case is deserving of special consideration, sanction a Compassionate allowance not exceeding two-thirds of pension or gratuity or both which would have been admissible to him if he had retired on compensation pension. This is the discretionary power vested in the authority competent to dismiss or remove a railway servant, to be exercised by that authority suo-motu, at the time of passing orders of dismissal or removal from service or immediately thereafter.

2. Para 1 of Board's letter of even number dated 9.5.2005 stipulates that past cases where the competent authority, in exercise of its discretionary powers, had not sanctioned compassionate allowance at the time of passing orders of removal/dismissal or immediately thereafter, cannot be reopened for review on the basis of representations received from the removed/dismissed employees and members of their family at a later date. In this connection, a number of representations have been received from different quarters for reviewing deserving genuine cases where the competent authority had not passed specific orders for or against grant of compassionate allowance. The issue has also been raised in DC/JCM Meeting held in December, 2007.

3. The matter has, therefore, been considered by the Board in consultation with Department of Pension and Pensioners' Welfare and it has been decided to reiterate that in cases where a decision has already been taken by the disciplinary authority not to grant compassionate allowance, such a decision is final, which should not be reviewed at any later stage. However, in partial modification of Board's letter dated 09.05.2005, it has also been decided by the Board that out of the past cases in which the disciplinary authority had not passed any specific orders for or against grant of compassionate allowance, if any case appears to be deserving for consideration being given, may be reviewed by the disciplinary authority concerned on receipt of representations of dismissed/removed employees or the family members of the deceased employees keeping in view the following conditions:

(i) Only those past cases can be reviewed where records pertaining to D&A proceedings and Service records are available. D&A proceedings are essential to take a fair decision duly considering the gravity of the offence and other aspects involved therein and to confirm that the question of sanction or otherwise of compassionate allowance was not considered by the competent authority at any stage. Service records are essential to adjudge the kind of service rendered by the dismissed/removed employee and to determine the net qualifying service for working out the quantum of compassionate allowance, if sanctioned.

(ii) Each case will have to be considered on its merits and conclusion reached on the question whether there were any extenuating factors associated with the case that would make the punishment of dismissal/removal, which though imposed in the interest of the Railways, appear unduly hard on the individual.

(iii) Not only the grounds on which the Railway servant was removed/dismissed, but also the kind of service rendered should be taken into account.

(iv) Award of compassionate allowance should not be considered if the Railway servant had been dishonest, which was a ground for his removal/dismissal.

(v) Though poverty is not an essential condition precedent to the award of compassionate allowance, due consideration can be made of the individual's spouse and children dependent upon him.

4. On review of such cases, if the competent authority sanctions compassionate allowance to a dismissed/removed Railway servant, the same shall be effective from the date of removal/dismissal. In case the competent authority decides to sanction family pension to the spouse or eligible family member of the deceased Railway servant, compassionate allowance shall be sanctioned notionally from the date of dismissal/removal to make the family eligible for family pension and in such cases family pension shall be payable for the period commencing from the date following the date of death of the removed/dismissed Railway servant.

SERIAL CIRCULAR NO. 170/08
Pay Commission Circular No.49
No.P(PC)/487/VICPC Date:21.11.2008

A copy of Railway Board's letter No. F[E]III/2008/PN1/12 dated 18.11.08 circulated under RBE No.181/2008 (PC-VI/49) regarding revision of pension of pre-2006 pensioners / family pensioners etc. is published for necessary action.

Dy.CPO/IT & Welfare has been nominated to monitor the progress at Headquarters level and also to co-ordinate with FA&CAO and Divisions/Units. Sr.DPOs/ DPOs/WPOs /Other extra-divisional Bill drawing Officers may monitor the progress at Division/ Workshop /Unit level and furnish the information as required in terms of para 3[a] of Board's letter directly to Dy.CPO/IT & Welfare, regularly.

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Sub:Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission – Revision of pension of pre-2006 pensioners/family pensioners etc.

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The instructions issued by the Department of Pension & Pensioners Welfare (DOP&PW) in implementation of the Government's decision on the recommendations of the Sixth Central Pay Commission for revision of pension of pre-2006 pensioners/family pensioners, etc. vide O.M.No.F.No.38/37/08-P&PW(A) dated 1st September,2008 and clarification/modification thereto issued vide O.M.No.38/37/08-P&PW(A) Pt.1 dated 3rd October,2008 were circulated vide Board's letter of even number dated 8.9.2008 and 8.10.2008 respectively.

In continuation of the aforesaid O.Ms dated 1st September,2008 and 3rd October,2008, the DOP&PW has issued O.M.No.38/37/08-P&PW(A) Pt.1 dated 14th October, 2008 authorising the pension disbursing Public Sector Banks to revise and disburse the enhanced pension and arrears in terms of para 4.2 of the OM dated 1st September,2008. The OM dated 14th October,2008 is circulated for information and necessary action.

In accordance with the provision contained in para 7 of the O.M. dated 14.10.2008, the question of devising a monitoring mechanism to ensure disbursement of enhanced pension and family pension to all concerned by 30.11.2008, has been considered by the Board and it has been decided that:

(a) Chief Personnel Officer (CPO) should nominate officers of Personnel Department in the Headquarters and Divisions/other offices to monitor the progress of revision of pension by Pension Sanctioning Authorities and submission of the cases to Associate Accounts Offices. The progress made in the revision of pension cases showing number of cases due for revision; cases revised and sent to Accounts should be monitored on weekly basis by the CPO to ensure that target laid down by DOP&PW is strictly adhered to. The CPOs should report the position in the monthly d.o. to MS.

(b) FA&CAOs should nominate Dy.CAO in charge of pension work at HQ Office and head of Accounts Offices at Division/Workshops etc. to monitor progress of the cases so received from Personnel Department and ensure that these are scrutinized and revised Pension Payment Advices are issued within a weeks' time. The nominated officers should report the progress to FA&CAOs fortnightly, reporting the position of cases received, cleared and pending in Accounts Offices, alongwith reasons for delays in disposal of these cases. The position of the cases received in Accounts should be reconciled with the Personnel Department and a certificate to this effect, be invariably recorded in the report before

advising the position to FA&CAO. The FA&CAOs should report the progress of clearance of cases received in Accounts Offices to FC(Rlys) in their MCDOs alongwith reasons for delay in finalization of pending cases.

Copy of Ministry of Personnel, Public Grievances & Pensions, Department of Pension & Pensioners Welfare's O.M.No.38/37/08-P&PW(A) Pt.1 dt.14th October,2008.

Sub: Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission – Revision of pension of pre-2006 pensioners/family pensioners etc.

The undersigned is directed to say that in pursuance of Government's decision on the recommendations of Sixth Central Pay Commission, sanction of the President was accorded to the regulation, with effect from 1.1.2006, of pension/family pension of all the pre-2006 pensioners/family pensioners in the manner indicated in this Department's O.M.No.38/37/08-P&PW(A) dated 1.9.2008. Clarifications on certain provisions were also issued vide O.M.No.38/37/08/ P&PW(A) Pt.I dated 3.10.2008.

A large number of representations are being received in this Department regarding delay in payment of pension/family pension and arrears to the pre-2006 pensioners/family pensioners. The matter has been reviewed in consultation with all concerned including the pension disbursing banks. In this connection, the following revised instructions are issued for implementation by all concerned.

Wherever, the pension is disbursed through Public Sector Banks, the Banks will pay and disburse the pension and arrears in accordance with the ready reckoner and also the additional pension to old pensioners/family pensioners (wherever the date of birth is available in the PPO) within a week from the date of issue of this OM.

A revised concordance table (Annexure-I) of the pre-1996, pre-2006 and post-2006 pay scales/pay bands is enclosed to facilitate payment of revised pension/family pension in terms of para 4.2 of the OM dated 1.9.2008 (as clarified vide OM dated 3.10.2008) in all cases where fixation of pension under that provision is more beneficial. Some illustrations for calculation of pension/family pension in terms of para 4.2 ibid have been given in Annexure II. It will be the responsibility of the pension disbursing public sector banks to revise and disburse the enhanced pension and arrears in terms of para 4.2 of the OM dated 1.9.2008. Dearness relief at the rates notified from time to time will also be admissible on such revised pension. All the pension disbursing public sector banks are requested to revise and disburse the enhanced pension (with dearness relief) and arrears in terms of para 4.2 of the OM dated 1.9.2008 within one month from the date of issue of this OM. A suitable entry regarding the revised pension shall be recorded by the pension Disbursing Authorities in both halves of the Pension Payment Order. An intimation regarding disbursement of revised pension may be sent by the pension disbursing authorities to the office of CPAO and Accounts which had issued the PPO in the revised Form given at Annexure III so that they can verify the pension so revised and update the Pension Payment Order Register, etc. An acknowledgement shall be obtained by the Pension Disbursing Authorities from office of CPAO and the respective Accounts Officers in this behalf.

In case any information regarding date of birth, scale of pay or the qualifying service, etc. is not available with the bank, the bank may obtain the requisite information from the concerned Pay and Accounts Officer/CPAO. It will be the responsibility of the concerned Pay and Accounts Officer/CPAO to provide the information from the available records within two weeks of the receipt of request from the bank.

Suitable guidelines on the methodology to be adopted for payment of additional pension to old pensioners in cases where the date of birth is not available in the PPO as well as in the office records of CPAO/Pay and Accounts Office will be issued separately.

CGA/CPAO will devise their own monitoring mechanism to ensure that enhanced pension and arrears are disbursed to all civil/pensioners/family pensioners by 30.11.2008 positively. Similarly instructions may be issued by Ministry of Defence and Ministry of Railways to their concerned Accounts Department accordingly.

REVISED PENSION BASED ON REVISED PAY BANDS AND GRADE PAYS FOR POSTS (CARRYING PRESENT SCALES IN GROUP A,B,C & D AS PER SIXTH CENTRAL PAY COMMISSION.

(Refer para 4 of OM No.38/37/08-P&PW(A) dated 14.10.2008 D/o Pension & PW)

Sl. No.	Pay scale w.e.f. 1.1.1986	Post/Grade and Pay scale w.e.f. 1.1.1996 Present Scale		Name of Pay Band/ Scale	Corresponding 6th CPC Pay Bands/ Scales	Corresponding Grade Pay	Pension *=50% of sum of min of PB+GP / scales	Family Pension**=30% of sum of min. of PB +GP/scales
		Grade	Scale					
(1)	2	3	4	5	6	7	8	9
1	750-12-870-14-940	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300	3500	3500
2	775-12-871-12-1025	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400	3500	3500
3	775-12-871-14-955-15-1030-20-1150	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600	3500	3500
4	800-15-1010-20-1150	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650	3500	3500
5	825-15-900-20-1200	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800	3500	3500
6	950-20-1150-25-1400 950-20-1150-25-1500 1150-25-1500	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900	3550	3500
7	975-25-1150-30-1540 975-25-1150-30-1660	S-6	3200-85-4900	PB-1	5200-20200	2000	3600	3500
8	1200-30-1440-30-1800 1200-30-1560-40-2040 1320-30-1560-40-2040	S-7	4000-100-6000	PB-1	5200-20200	2400	3800	3500
9	1350-30-1440-40-1800-50-2200 1400-40-1800-50-2300	S-8	4500-125-7000	PB-1	5200-20200	2800	4000	3500
10	1400-40-1600-50-2300-60-2600 1600-50-2300-60-2660	S-9	5000-150-8000	PB-2	9300-34800	4200	6750	4050
11	1640-60-2600-75-2900	S-10	5500-175-9000	PB-2	9300-34800	4200	6750	4050
12	2000-60-2120	S-11	6000-200-6900	PB-2	9300-34800	4200	6750	4050
13	2000-60-2300-75-3200	S-12	6500-200-10500	PB-2	9300-34800	4200	6750	4050

	2000-60-2300-75-3200-3500							
14	2375-75-3200-100-3500 2375-75-3200-100-3500-125-3750	S-13	7450-225-11500	PB-2	9300-34800	4600	6950	4170
15	2500-4000	S-14	7500-250-12000	PB-2	9300-34800	4800	7050	4230
16	2200-75-2800-100-4000 2300-100-2800	S-15	8000-275-13500	PB-2	9300-34800	5400	7350	4410
17	2200-75-2800-100-4000	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400	10500	6300
18	2630/-fixed	S-16	9000	PB-3	15600-39100	5400	10500	6300
19	2630-75-2780	S-17	9000-275-9550	PB-3	15600-39100	5400	10500	6300
20	3150-100-3350	S-18	10325-325-10975	PB-3	15600-39100	6600	11100	6660
21	3000-125-3625 3000-100-3500-124-4500 3000-100-3500-125-5000	S-19	10000-325-15200	PB-3	15600-39100	6600	11100	6660
22	3200-100-3700-125-4700	S-20	10650-325-15850	PB-3	15600-39100	6600	11100	6660
23	3700-150-4450 3700-125-4700-150-5000	S-21	12000-375-16500	PB-3	15600-39100	7600	11600	6960
24	3950-125-4700-150-5000	S-22	12750-375-16500	PB-3	15600-39100	7600	11600	6960
25	3700-125-4950-150-5700	S-23	12000-375-18000	PB-3	15600-39100	7600	11600	6960
26	4100-125-4850-150-5300 4500-150-5700	S-24	14300-400-18300	PB-4	37400-67000	8700	23050	13830
27	4800-150-5700	S-25	15100-400-18300	PB-4	37400-67000	8700	23050	13830
28	5100-150-5700 5100-150-6150 5100-150-5700-200-6300	S-26	16400-450-20000	PB-4	37400-67000	8900	23150	13890
29	5100-150-6300-200-6700	S-27	16400-450-20900	PB-4	37400-67000	8900	23150	13890
30	4500-150-5700-200-7300	S-28	14300-450-22400	PB-4	37400-67000	10000	23700	14220
31	5900-200-6700 5900-200-7300	S-29	18400-500-22400	PB-4	37400-67000	10000	23700	14220
32	7300-100-7600	S-30	22400-525-	PB-4	37400-67000	12000	24700	14820

			24500					
33	7300-200-7500-250-8000	S-31	22400-600-26000	HAG+ Scale	75500- -80000	Nil	37750	22650
34	7600/-fixed 7600-100-8000	S-32	24050-650-26000	HAG+ Scale	75500- -80000	Nil	37750	22650
35	8000/-fixed	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil	40000	24000
36	9000/-fixed	S-34	30000 (Fixed)	Cab. Sec.	90000 [Fixed]	Nil	45000	27000

*Note 1: As per Para 4.2 of OM No.38/37/08-P&PW(A) dated 1.9.2008, the revised pension of those who retired after completing maximum required qualifying service (i.e. 33 years) before 1.1.2006 cannot be less than the pension indicated in column 8 above (i.e. 50% of the sum of minimum of Pay Band and Grade pay/scale corresponding to the scale of pay the pensioners held at the time of their retirement). The pension in col.8 above will be reduced pro-rata, where the pensioner had less than the maximum required qualifying service (i.e. 33 years) for full pension as per Rule 49 of the CCS (Pension) Rules, 1972 as applicable on 1.1.2006 and in no case it will be less than Rs.3500/-p.m. In case, the pension consolidated as per Para 4.1 of above OM is higher than the pension calculated in the manner above, the same (higher pension) will be treated as basic pension.

**Note-2. The revised family pension in respect of those pensioners who retired before 1.1.2006 and the Government servants who died before 1.1.2006 cannot be less than the pension indicated in column 9 above (i.e. 30% of the sum of Minimum of Pay Band and Grade pay/scale corresponding to the scale of pay the pensioners held at the time of their retirement). In case, the family pension consolidated as per Para 4.1 of above OM is higher than the family pension indicated in column 9 above, the same (higher family pension) will be treated as Basic family pension.

ANNEXURE II

Illustrations for fixation of pension/family pension in terms of para 4.2 of OM dt.01.09.2008

Pension.

S. No.	Description	No.1	No.2	No.3	No.4	No.5	No.6
1	Date of retirement	31.01.1985	30.09.1984	31.01.1998	30.6.1995	30.09.2000	31.01.2005
2	Scale of p[ay:	3000-4500	4500-7000	-	-	-	-
	(i)From 1.1.1986(notional for pre-1986 retirees)	-	-	5000-8000	8000(fixed)	22400-24500	18400-22400
	(ii)at the time of retirement(actual for others)						
3.	Pay Band and grade pay or scale of pay(for HAG and above posts) corresponding to pre-revised pay scales mentioned in 2(i) or 2(ii) ABOVE.	PB-3 15500-39100 GP 6600	PB-4 37400-67000 GP 8700	PB-2 9300-34800 GP 4200	80000/- (fixed)	PB-4 37400-67000 GP 12000/-	PB-4 37400-67000 GP 10000/-
4.	Qualifying service at the time of retirement	33 years	16 ½ years	33 years	27 ½ years	33 years	22 years
5.	Pension						
	(i) As revised w.e.f. 01.01.1986(for pre 1996 retirees)	5000	3575	-	10834	-	-

	(ii)As fixed(for retirees between 01.01.1996 to 31.3.2004)	-	-	2500	-	11200	-
	(iii) As fixed (for retirees between 1.4.2004 to 31.12.2005)	-	-	-	-	-	10200
6	Consolidated pension as per Ready Reckoner annexed with OM No.38/37//08-P&PW(A) dt.1.9.08(Para 4.1)	11300	8081	5650	24486	25312	15365
7.	50% of minimum of pay in Pay Band + Grade Pay or 50% of minimum of pay in pay scale for HAG and above posts (Para 4.2)	11100	23050	5750	4000	24700	23700
8.	Pension in terms of para 4.2 of OM dt.1.9.2008 based on qualifying service	11100	11525	6760	33334	24700	15800
9.	Pension payable (S.No.6 or S.No.8 whichever is higher)	11300	11525	6750	3334	253123	15800

ANNEXURE ii(contd)

FAMILY PENSION

S. No.	Description	No.1	No.2	No.3	No.4	No.5	No.6
1	Date of retirement/Date of Death(in the case of death of serving employees	31.01.1985	30.09.1984	31.01.1998	30.6.1995	30.09.2000	31.01.2005
2.	Scale of pay:						
	(i)From 1.1.1986(notional for pre-1986 retirement/death)	3000-4500	4500-7000	-	-	-	-
	(ii)at the time of retirement(actual for others)	-	-	5000-8000	8000(fixed)	22400-24500	18400-22400
3.	Pay Band and grade pay or scale of pay(for HAG and above posts) corresponding to pre-revised pay scales mentioned in 2(i) or 2(ii) ABOVE.	PB-3 15500-39100 GP 6600	PB-4 37400-67000 GP 8700	PB-2 9300-34800 GP 4200	80000/- (fixed)	PB-4 37400-67000 GP 12000/-	PB-4 37400-67000 GP 10000/-
4.	Family Pension						
	(iv) As revised w.e.f. 01.01.1986(for pre 1996 retirement/death)	3000	4530	-	7800	-	-
	(v) As fixed(for retirees between 01.01.1996 to 31.3.2004)	-	-	1680	-	7350	-
	(vi) As fixed (for retirees between 1.4.2004 to 31.12.2005)	-	-	-	-	-	9180
5.	Consolidated pension as per	6780	10238	3797	17628	16611	13832

	Ready Reckoner						
6.	30% of minimum of pay in Pay Band + Grade Pay or 30% of minimum of pay in pay scale for HAG and above posts	6660	13830	4050	24000	14820	14220
7	Pension payable (S.No.5 or S.No. 6 whichever is higher)	6780	13830	4050	24000	16611	14220

(Revised)

Annexure III

Form of intimation by the Pension Disbursing Authority to the Central Pension Accounting Office/Pay and Accounts Office regarding consolidation of pension/family pension in terms of Department of Pension and Pensioners Welfare Office Memorandum No.38/37/08-P&PW(A) dated

1. Name of the Pensioner/Family Pensioner
2. PPO No.
3. Date of Birth/age
4. Date of retirement/death (in case of family pension)
5. Scale of pay on the date of retirement/death
6. Corresponding pay band and grade pay/scale w.e.f. 1.1.2006
7. Saving Bank A/c No.
8. Name of the Bank/Paying Branch
9. Bank Code No.

Computation of Pension

Part A

10. Computation of consolidated pension/family pension

*Pension/*Family Pension/*Family Pension(at enhanced rate)

Pension

(A) Existing basic pension(inclusive of commuted portion) (excluding the effect of merger of 50% of dearness relief)

(B) Dearness Pension

(C) Dearness Relief upto AICPI(IW) Average Index 536 (Base year 1982 = 100) i.e. 24% of (A)+(B) above

(D) 40% of the Basic Pension as at (A) above

(E) Consolidated Pension (A+B+C+D)

Family pension/Enhanced Family pension

(A) Existing basic Family Pension/Enhanced family pension (excluding the effect of merger of 50% of dearness relief)

(B) Dearness Pension

(C) Dearness Relief upto AICPI(IW) Average Index 536 (Base year 1982 = 100) i.e. 24% of (A)+(B) above

(D) 40% of the Basic Family Pension as at (A) above

(E) Consolidated Family Pension (A+B+C+D)

Part B

11. Computation of consolidated pension/family pension in terms of para 4.2 of OM dated 1.9.2008 as clarified vide OM dated 3.10.2008.

Pension

Family pension

(i) 50% of the minimum of the pay band/pay scale + Grade pay(where applicable	(i) 30% of the minimum of the pay band/pay scale + Grade pay(where applicable
(ii) Qualifying service (maximum of 33 years)	--
Pension=(i) x (ii) ---------- 33	Family pension: 30% of the minimum of the pay band/pay scale + Grade pay (where applicable)

12. Pension/Family pension actually paid (i.e. Part A or Part B whichever is higher)

Note:

1. The verification/final revision of pension/family pension in respect of pensioners will be done by the Pay & Accounts Office concerned.

13. Remarks, if any.

SIGNATURE OF PENSION DISBURSING AUTHORITY

To
1. Central Pension Accounting Office
Ministry of Finance
Department of Expenditure,
Trikoot-II, Bhikaji Cama place,
New Delhi 110 066
2. Concerned Pay & Accounts Office.

SERIAL CIRCULAR NO. 171/08
Pay Commission Circular No.51

No.P(PC)/487/VICPC/IMP Date:28.11.2008

Sub: Introduction of nonfunctional grade PB-2 (Rs.9300-34800) GP Rs.5400 for Private Secretaries Grade I in existing scale Rs.7500-12000 {PB-2 (Rs.9300-34800) GP Rs.4800)}.

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A copy of Railway Board's letter No. PC-VI/2008/I/5/4 dated 20.11.2008 (S.No.PC VI/51 RBE No.185/2008) regarding introduction of non-functional grade PB-2 [9300-34800] Grade Pay Rs.5400 for Private Secretaries Grade-I in existing scale Rs.7500-12000 {PB-2 [Rs.9300-34800] GP Rs.4800} is published for necessary action.

Copy of Board's ltr No. PC VI/2008/I/5/4 dated 20.11.2008 (S.No.PC VI/51 RBE No.185/2008)

Sub: Introduction of nonfunctional grade PB-2 (Rs.9300-34800) GP Rs.5400 for Private Secretaries Grade I in existing scale Rs.7500-12000 {PB-2 (Rs.9300-34800) GP Rs.4800)}.

***

Consequent upon acceptance of the recommendations of the Sixth Central Pay Commission by the Government, President is pleased to decide that Private Secretaries Grade I in pre-revised scale Rs.7500-12000 {revised pay structure PB-2 (Rs.9300-34800), GP Rs.4800} on the Indian Railways will be eligible to be placed in Non-functional grade of PB-2 (Rs.9300-34800) GP Rs.5400 on completion of 4 years of regular service in existing scale Rs.7500-12000 {PB-2 (Rs.9300-34800) GP Rs.4800}.

There will be no change in the existing classification of the posts as Group 'B' Gazetted on being operated in non-functional grade of PB-2 (Rs.9300-34800) GP Rs.5400.

Consequent upon introduction of non-functional grade in PB-2 (Rs.9300-34800) GP Rs.5400, the functional posts in existing scale Rs.8000-13500 (revised pay structure PB-2 (Rs.9300-34800), GP Rs.5400} designated as PPS Gr.II would not be operated as a separate functional grade. These posts in existing grade Rs.8000-13500 {PB-2 (Rs.9300-34800) GP Rs.5400} will also be filled up by those placed in PB-2 (Rs.9300-34800) GP Rs.5400 as per the new dispensation after clubbing the sanctioned strength of all the above posts in PB-2 (Rs.9300-34800) GP Rs.4800 and 5400 together. The existing incumbents holding posts of PPS Grade II in existing scale Rs.8000-13500 (PB-2 (Rs.9300-34800) GP Rs.5400) will be adjusted against the newly introduced nonfunctional Grade in PB-2 (Rs.9300-34800) GP Rs.5400. The existing incumbents in functional grade Rs.8000-13500/PB-2 (Rs.9300-34800) GP 5400 not adjusted in the new dispensation may continue to hold existing posts of PPS Gr.II on personal basis till they are so adjusted/vacate the posts.

These orders would be effective from 1.1.2006. Procedure for placement in the nonfunctional grade will be issued through separate instructions.

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

SERIAL CIRCULAR NO. 172/08
Pay Commission Circular No.50
No.P(PC)/487/VICPC/IMP Date:28.11.2008

A copy of Railway Board's letter No. PC-VI/2008/I/RSRP/1 dated 19.11.2008 (S.No.PC VI/50 RBE No.184/2008) regarding Schedules for Revised Scales of Pay on implementation of VI Central Pay Commission recommendations i.e. Railway Services [Revised Pay] Rules, 2008 is published. Necessary action may be taken for drawal of wages in the revised scales of pay.

Copy of Board's ltr No. PC-VI/2008/I/RSRP/1 dated 19.11.2008 (PC VI/50 RBE184/2008)

Sub: Railway Services (Revised Pay) Rules,2008 –
Schedules for Revised Scales of pay.
***

In continuation to Annexure B of Schedule circulated vide Ministry of Railways' letter No.PC-VI/2008/I/RSRP/I dated 11.09.2008 (RBE No.108/2008) as further amended vide this Ministry's letter of even number dated 22.09.2008 (RBE No.124/2008) and 30.10.2008 (RBE No.162/2008), the President is pleased to decide that the following may be inserted as indicated against each, in the said letters:-

SN	Post	Present scale (Rs.)	Revised Pay Band & Grade Pay		
			Name of Pay Band	Corresponding Pay Band (Rs.)	Grade Pay (Rs.)
1	2	3	4	5	6

10. GENERAL
10.4 Rajbhasha Staff:
(i) Rajbhasha Superintendent 6500-10500 PB-2 9300-34800 4600
(Recommendations of the 6th CPC on pay scales for certain other categories are under examination. Pending decision, the normal replacement pay structure as in the First Schedule would apply)

SERIAL CIRCULAR NO. 173 /2008
No.P(R)/64/IV Date: 25 -11–2008
Pay Commission Circular No. 42

Copy of Board's letter No.E[P&A]I-2008/AL/3 dated 3.11.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[P&A]I-2008/AL/3 dated 3.11.2008 PC VI No.42(RBE163 /08)

Sub: Night Patrolling Allowance – Recommendation of VIth CPC Revision of rates.

….

In pursuance of the decision taken by the Government on the recommendations of the Sixth Central Pay Commission relating to revision of allowances specific to Ministries, the President is pleased to revise the rate of Night Patrolling Allowance from Rs.3/- to Rs.6/- per night.

2. Night Patrolling Allowance will be admissible to the permanent Gangman and Casual Labour with temporary status.

3. The rate of this allowance will be increased by 25% whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.

4. These orders will be effective from September 01, 2008.

SERIAL CIRCULAR NO. 174 /2008

No.P(R)/500/XXIII Date: 28 -11–2008

Copy of Board's letter No.F[E]III/2002/ PN1/17 dated 06.11.2008 is published for information, guidance and necessary action. Board's letters dated 01.11.94 and 27.06.02 quoted therein were circulated as SC No.1/95 and 133/02, respectively .

Copy of Bd's letter No. F[E]III/2002/PN1/17 dated 06.11.2008 (RBE No. 169/08)

Sub: Payment of interest on delayed payment of gratuity – manner of calculation reg.

….

Instructions were issued vide Board's letter No. F[E]III/94/PN1/28 dated 01.11.1994 inter-alia providing that where the payment of DCRG has been delayed beyond 3 months from the date of retirement, interest at the rate applicable to SRPF deposits [then 12 per cent per annum, compounded annually] will be paid to retired / dependents of deceased Railway servant. Subsequently, instructions were issued in supersession of earlier instructions dated 01.11.1994, vide Board's letter of even number dated 27.06.2002 wherein the provision for payment of interest on delayed payment of DCRG was simply reiterated without mentioning therein the words "compounded annually".

2. In this regard, a point has been raised under RTI Act, 2005 as to whether the manner of calculation of interest on delayed payment of gratuity has been changed from 'compound' to 'simple interest' consequent upon issue of Board's letter dated 27.6.2002. Since Board's aforementioned instructions were based on the corresponding instructions issued by the Department of Pension and Pensioner's Welfare, the matter has been examined in consultation with that Department and it is clarified that there is no change in the manner of calculation of interest on delayed payment of gratuity i.e. interest should be calculated at the rate applicable to SRPF deposits compounded annually.

3. The Zonal Railways etc. are advised that past cases, where simple interest has been paid, may be re-opened and the difference between simple interest and compound interest may be paid.

SERIAL CIRCULAR NO.175 /2008

No.P(R)/541/IV Date: 28 -11–2008

Copy of Board's letter No. F(E)III/2003/PF 1/1 dt. 07.11 .08 is published for information, guidance and necessary action.

Copy of Bd's letter No. F(E)III/2003/PF 1/1 dt. 07.11 .08 (RBE No. 170/08)

Sub: State Railway Provident Fund - Rate of interest during the year 2008-09.

….

The accumulations at the credit of the subscribers to State Railway Provident Fund for the financial year beginning on 01.04.08 shall carry interest at the rate of 8% (Eight per cent) per annum.

2. In this connection a copy of Resolution No. F. No. 5(1)-B[PD]/2008 dt. 30th October, 2008 received from the Ministry of Finance (Dept. of Economic Affairs) is also enclosed for information and guidance.

Copy of Ministry of Finance (Department of Economic Affairs) New Delhi, Resolution No. F. No. 5(1)-B[PD]/2008 dt. 30th October, 2008 (Published in Part I Section 1 of Gazette of India).

R E S O L U T I O N

It is announced for general information that during the year 2008-2009, accumulations at the credit of subscribers to the General Provident Fund and other similar funds shall continue to carry interest at the rate of 8% (Eight per cent) per annum. This rate will be in force during the financial year beginning on 01.04.2008. 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 Workmen'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.

SERIAL CIRCULAR NO. 176 /2008

No.P(R)/54/VI Date: 28 -11–2008

Copy of Board's letter No. E[P&A]II-98/HRA-6 dated 24.10.2008 is published for information, guidance and necessary action. Board's letters dated 9.3.2004, 9.8.2006, 12.12.2007, 2.5.2008 and 5.9.08 quoted therein were circulated as SC No.43/04, 144/06, 172/07, 63/08, and 113/08 respectively.

Copy of Bd's letter No. E[P&A]II-98/HRA-6 dated 24.10.2008 (RBE No.159 /08)

Sub: Grant of House Rent Allowance to Railway employees posted to new Zones / new Divisions- Regarding.

….

The question of extending the currency of the sanction contained in this office letter of even number dated 9-3-2004 as extended vide letter of even number dated 9.08.2005, 9.8.2006 and 12.12.2007 has been considered by the Board subsequent to issue of letters No. E[G]2008 QR1-1 dated 2-5-2008 and 5.9.08 and it has been decided to extend currency of the instructions contained in letter dated 9-03-2004 ibid upto the dates specified against each new Zone, as under:

East Central Railway	:	31st August, 2009
North Western Railway	:	31st March, 2008
South Western Railway	:	31st March, 2008
West Central Railway	:	31st March, 2008

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

SERIAL CIRCULAR NO. 177 /2008

No.P(R)/411 Date: 28-11–2008

Copy of Board's letter No.E[W]2008/FU-1/2 dated 5.11.2008 is published for information, guidance and necessary action. Board's letters dated 8.8.97 and 18.4.07 quoted therein were circulated as SC Nos. 298/98 and 67/07, respectively.

Copy of Bd's letter No. E[W]2008/FU-1/2 dated 5.11.2008 (RBE No. 166/08)

Sub: Staff Benefit Fund.
Ref: Ministry of Railways letter No. E[W]2007/FU-1/1 dated 18.4.2007

….

In pursuance of discussions held in the DC-JCM, Ministry of Railways have decided to modify the distribution of per capita annual contribution of Rs.35/- under Staff Benefit Fund sanctioned vide Board's letter under reference above as follows. Sanction is also communicated for additional ad hoc contribution to Staff Benefit Fund @ Rs.315/- per capita for the year 2008-09 to be allocated as per column-3 below.

[1]	Annual Allotment of Rs.35/- [2]	Additional Allotment of Rs.315/- [3]
	Rs.	Rs.
(i) General activities		
(a) Education	Rs.4.75	70
(b) Recreation other than sports	Rs.2.25	35
(c) Promotion of Cultural Activities	Rs.0.50	10
(d) Relief of distress, sickness, etc.	Rs.10.50	60
(e) Women empowerment activities	Rs.0.50	10
(f) Miscellaneous	Rs.0.50	20
(ii) Sports activities	Rs.5.00	30
(iii) Scouts activities	Rs.3.50	10
(iv) Indigenous system of medicine including Homoeopathy	Rs.2.50	20
(v) Immediate relief in times of crisis arising out of natural calamities	Rs.3.00	25
(vi)Training for developing occupational skills of physically/mentally challenged wards especially girls of railway employees	Rs.2.00	25
Total	**Rs.35.00**	**315.00**

3. However, re-appropriation of funds amongst the activities under SBF is permitted with the GM's personal approval taking into account the local conditions insofar as additional allotment is concerned. The annual allotment shall continue to be subject to re-appropriation conditions advised vide Board's letter No. E[W]97/FU-1/2 dated 8.8.1997.

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

SERIAL CIRCULAR NO.178 /2008
No.P(R)/411 Date: 28-11–2008

Copy of Board's letter No. E[W]2008/FU-1/5 dated 5.11.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[W]2008/FU-1/5 dated 5.11.2008 (RBE No. 167/08)

Sub: Grant of Scholarship for technical education under Staff Benefit Fund.

….

Inclusion of new degree courses in the scheme of scholarships for technical education under the Staff Benefit Fund has been under consideration. After careful consideration of the matter keeping in view the constantly evolving academic scenario, Ministry of Railways have decided to empower central Staff Benefit Committees on Railways etc. with regard to inclusion of degree courses in the already approved courses for the purpose of grant of scholarship in terms of the conditions /priorities laid down vide Board's letter No. E[W]85/FU/1-4 dated 19.11.1985 [enclosed] and other instructions issued from time to time and subject to recognition of the course by the recognized universities / State Govts.

[This disposes of N.F. Railway's letter No. E/260/180[W] dated 21.7.2008]

****

Copy of Board's letter No. E[W]85/FU/1-4 dated 19.11.1985

Sub: Grant of Scholarships for technical education.
Ref: Board's letter No. E.56FU1-6 dated 14.8.56 and No. E[W]57FU1-2[Pt.A(1)] dated 22.5.58.

*****

In continuation of the extant instructions in regard to grant of technical scholarships to wards of Railway employees from the Staff Benefit Fund, the Ministry of Transport, Department of Railways have decided as under:

1. Before a technical scholarship is granted, it should be ensured that the student who is sanctioned the scholarship is not in receipt of any other financial assistance from the institution where he may be studying or from any other source. For this purpose the wards of Railway employees will be required to produce a certificate from their respective school/ Institution that they are not in receipt of any scholarships from that school / Institution or any other source alongwith their application for claiming scholarship from the Railway Staff Benefit Fund.

2. At present, the following priorities have been laid down for the guidance of the SBF Committees for the allotment of scholarships:

   [a] Highest priority to be given to applicants studying for Degree courses in Medicine and various branches of Engineering.

   [b] Second priority for diploma courses in Medicine and Engineering.

   [c] Third priority to be given to applicants studying for Degree courses in pure sciences, if the quota of scholarship to a Railway is not fully availed of by [a] and [b] categories above.

It has been decided now that Degree Courses in Computer Science, Architecture and Environment Planning being prosecuted in an Engineering Institution may be assigned priority number one along with the present prescribed Degree courses in Medicine and various branches of Engineering, and Diploma courses in Computer Sciences, Architecture and Environment Planning may be given second priority alongwith Diploma courses in Medicine and Engineering.

This issues with the approval of the Finance Directorate in the Ministry of Transport, Department of Railways.

SERIAL CIRCULAR NO.179 /2008

No.P(PC)/487/VICPC/Allowance Date:28.11.2008

Pay Commission Circular No. 10

A copy of Railway Board's letter No. F(E)I/2008/AL-4/4 dated 16.09.2008 RBE No.113/08 (PC-VI No.10) regarding Special Compensatory (Hill Area) Allowance on implementation of VI Central Pay Commission recommendations i.e. Railway Services (Revised Pay) Rules, 2008 is published. Necessary action may be taken for grant of Special Compensatory (Hill Area) Allowance to Railway Employees at the rates mentioned in Board's letter.

Copy of Board's letter No. F(E)I/2008/AL-4/4 dated 16.09.2008 RBE No.113/08 (PC-VI No.10)

Sub: Special Compensatory (Hill Area) Allowance - Recommendations of 6th Central Pay Commission – Revision of Rates

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The recommendations of the Sixth Central Pay Commission relating to the Special Compensatory [Hill Area] Allowance have been considered by the Government. The Government is pleased to decide that, in modification of this Ministry's letter No. F[E]64/AL-4/4 dated 6.7.64 as amended from time to time, letter No. F(E)I/98/AL-4/8 dated 13.10.98 and No. F(E)I/2005/AL-4/4 dated 21.2.06, Special Compensatory [Hill Area] Allowance to the Railway employees shall be admissible at the following rates:

Category	[Rate per month in Rs.] Altitude of the place at 1000 Metres and above mean Sea Level.
For posts in the grade pay of Rs.5400 and above and pay scale of HAG+ and above	600/-
For posts in the grade pay of less than Rs.5400/-	480/-

2. In case of those employees who opt to retain the pre-revised scale of pay, the corresponding Grade Pay of the pay scale / corresponding pay scale of the post occupied on 1.1.2006, as indicated in Railway Services [Revised Pay] Rules, 2008 would determine the allowance under these orders.

3. The rate of this allowance shall automatically increase by 25% whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.

4. All other terms and conditions governing the grant of Special Compensatory [Hill Area] Allowance shall continue to be applicable.

5. These orders shall take effect from September 1, 2008.

6. In places where more than one Special Compensatory Allowance is admissible, the Railway employees posted in such stations will have the option to choose the allowance which benefits them the most.

SERIAL CIRCULAR NO.180 /2008

No.P(R)/605/XI Date:28 -11–2008

Copy of Board's letter No.E[GP]2006/2/59 dated 14.11.2008 is published for information, guidance and necessary action. These instructions should form part of the notifications issued for filling up posts from Group 'C' to Group 'B' against 70% selection / 30% LDCE.

Copy of Bd's letter No. E[GP]2006/2/59 dated 14.11.2008 (RBE No.176 /08)

Sub: Instructions for candidates appearing in written examination of 70% Selection / 30% LDCE for promotion from Group 'C' to Group 'B' posts.

….

In the written test for Selections / LDCEs for1 promotion to Group 'B' posts, the implications of making corrections in the answers to objective type questions and whether such corrections by the candidates should be permitted, has been considered by the Board.

2. It has been decided that in the answers to objective type questions, wherever such questions are included in the written examination, no corrections of any type may be permitted. In case any correction is made, that answer shall not be evaluated at all. The correction may be any one of the following types [the list is illustrative and not exhaustive]:

[a] Cutting;
[b] Over writing;
[c] Erasing;
[d] Scoring off a ticked answer in multiple-choice and ticking another answer; &
[e] Modifying the answer in any way.

3. It may be mentioned here that the term objective type questions will include questions of the following type:

[a] Multiple choice questions;
[b] Answer in yes or no;
[c] Fill in the blanks [maximum four words];
[d] Match the following; &
[e] Any other type of question[s] for which answer is to be given in one word.

4. These instructions should be widely circulated so that all the staff concerned are fully aware of the implications of making corrections in their answers to objective type question[s], and these may also be made part of the instructions printed on the question paper/answer sheets so that there is no room for complaint from any candidate.

SERIAL CIRCULAR NO. 181 /2008
No.P(R)/563/VIII Date: 28 -11–2008

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarifications] dated 12.11.2008 is published for information, guidance and necessary action. Board's letter dated 30.03.2007 quoted therein was circulated as SC No.55/07.

Copy of Bd's letter No. E[Sports]2007/Policy/4[Clarifications] dated 12.11.2008 (RBE No.173/08)

Sub: Recruitment of sportspersons in Group-D against Sports Quota through Open Advertisement – clarification regarding.
Ref: Board's letter No. E[Sports]/2007/Policy/3 dated 30.03.2007 [RBE No. 48/2007].

….

Please refer to Para 2 of Board's letter mentioned above regarding Sports Quota for recruitment of sportspersons on Indian Railways.

Regarding reallocation of Group-D Open Advertisement Quota by General Manager from one Division /Workshop /Head Quarter to another Division /Workshop/ Head Quarter; it is clarified that there is no such provision in the existing rules. Therefore, the Group –D Open Advertisement Quota allotted to a Division /Workshop/ Head Quarter of a Zonal Railway **can not be transferred to another** Division /Workshop/ Head Quarter.

This also disposes ER's letter No. CPO/SC/SAS/Quota/Pt.II dated 21.10.2008

SERIAL CIRCULAR NO. 182 /2008
No.P(R)/535/VII Date: 28 -11–2008

Copy of Board's letter No.E[NG]I-2007/PM 1/9 dated 19.11.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[NG]I-2007/PM 1/9 dated 19.11.2008 (RBE No. 183/08)

Sub: Manning the posts of Railway Electrification Projects – Filling up of posts by calling volunteers from All Indian Railways.

….

In terms of extant procedure all vacancies of Construction and Other Projects are required to be reported to the concerned Open Line Unit / Railway Division in whose territorial jurisdiction such projects are located, which while assessing vacancies for selection posts within the cadre also include all the vacancies reported upon by a Construction Organisation including Railway Electrification and other Projects. Besides, to facilitate better manning of RE projects further relaxations in extant procedure like posting of staff in Construction / RE by Open Line Units on adhoc basis against short term vacancies in one grade higher than the one held by them on regular basis in open line, etc. have also been extended. However, it has been reported that above measures have still fallen short in fulfilling the staff requirement of CORE and the problem has become severe with higher targets to be achieved.

2. The matter has accordingly been considered by the Board and it has been decided that in case **after taking recourse to existing procedure /relaxations** regarding the manning of posts in RE as quoted above CORE's staff requirements are not met CORE, in such a case may fill up the vacancies by calling volunteers from all Indian Railways on the following principles:-

[i] Applications may be invited by CORE from the suitable Railway staff of All Indian Railways and Production Units for posting in various RE Projects.

[ii] A comprehensive procedure regarding the method of filling up the post indicating the designation, scale of pay, staff eligible for manning the posts, tenure etc. should be prescribed by Personnel Depth. of CORE before any notification is issued by it. While prescribing the procedure as indicated above care should be taken to ensure that it does not contain any provision which is inconsistent with or contrary to any provision/ instructions laid down by the Board regarding selection /suitability and posting. The tenure should not be more than five years. Once such procedure has been prescribed the same shall be adhered to without fail.

[iii] Staff working in the same grade on regular basis failing which the staff working in immediate lower grade on regular basis having rendered minimum two years service in that grade would only be eligible to volunteer for posting in RE Projects.

[iv] In the notification calling for volunteers as well as in orders of posting it should be made clear to the staff that any position assigned to them in RE will be purely a temporary one for as long as they are working there and this will not automatically entitle such persons to any preferential treatment on their parent Railway in the matter of promotion to higher posts which will be governed by normal rules applicable to that category. The benefit of service rendered in RE Project shall not be taken into consideration for any purpose including eligibility for selection to higher grade posts in Open Line. Since the concerned staff will continue to have their lien in their parent unit, they will be considered for promotions to higher grade posts, if any, only in their parent unit. Therefore, CORE will have no power to grant any promotion to such staff.

[v] The fixation in higher grade in CORE will not be considered for calculation of pensionary benefits etc. and the normal rules for fixation of pensionary benefits will apply.

[vi] CORE may, as far as possible, relieve the staff before one year of retirement date of employees so that their regular fixation etc., in their parent cadre could be done.

[vii] Applications of only those volunteers which have been duly forwarded by concerned Railway Administrations shall be considered/entertained by CORE.

[viii] The staff whose applications have been forwarded for posting in CORE by Railway Administration shall have to be relieved immediately in the event of their selection.

3. Further action in the matter may be taken accordingly.

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

SERIAL CIRCULAR No. 183/2008
Pay Commission Circular No. 55
No.P[PC]/487/VI CPC /Allowance dated 02.12.2008

Sub: Travelling Allowance Rules – Implementation of the Sixth Central Pay Commission- journey on Tour.

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A copy of Railway Board's letter No. F(E)I/2008/AL-28/14 dated 01.12.2008 R.B.E. No.192/2008 (PC-VI No.55) regarding Travelling Allowance Rules on implementation of VI Central Pay Commission is published. Necessary action may be taken for payment of traveling allowance to railway employees for performing Journey on Tour under the rules prescribed in the Board's letter.

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Copy of Railway Board's Lr.No.F(E)I/2008/AL-28/14 dated 01.12.2008
(R.B.E. No.192/2008 & PC-VI No.55).

Sub: Travelling Allowance Rules – Implementation of the Sixth Central Pay Commission- journey on Tour.

In pursuance of the decision taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Travelling Allowance entitlements, sanction of the President is conveyed in partial modification of Board's letter No.F(E)I/98/AL-28/9 dated 24.4.98 to the revision in the Railway Travelling Allowance Rules as per the Annexure to this letter.

The Grade Pay for determining the TA/DA entitlement is as indicated in the Railway Services (Revised Pay) Rules, 2008.

The term pay for the purpose of these orders refers to basic pay as defined in Rule 3(8) of the Railway Services (Revised Pay) Rules, 2008 and includes the revised non-practicing allowance, if any, admissible in addition.

In respect of those employees who opt to continue in their pre-revised scales of pay, the corresponding Grade Pay of the pay scales of the post occupied on 1.1.2006 would determine the TA/DA entitlements under these orders.

These orders shall take effect from 1st September, 2008. However, if the Travelling Allowance entitlements in terms of the revised entitlements now prescribed result in a lowering of the existing entitlements in the case of any individual, groups or classes of employees, the entitlements, particularly in respect of mode of travel, class of accommodation, etc. shall not be lowered. They will instead continue to be governed by the earlier orders on the subject till such time as they become eligible, in the normal course, for the higher entitlements.

It may be noted that no additional funds will be provided on account of revision in TA/DA entitlement. It may, therefore, be ensured that permission to official travel is given judiciously and restricted only to absolutely essential official requirements.

Employees who had undertaken tours between September 1, 2008 and the date of issue of these revised orders and whose TA claims have been settled with reference to their existing entitlement may also be permitted to submit supplementary claims based on their revised entitlements and draw the arrears on this account.

Annexure to Railway Board letter No. F(E)I/2008/AL-28/14 dated 01.12.2008

In partial modification of Railway Travelling Allowance Rules contained in Chapter 16 IREC Vol.II (2005 Edition) and Board's letter No.F(E)I/98/AL-28/9 dated 24.4.98, the following provisions will be applicable with effect from 1.9.2008.

2. **Entitlement for Journeys on Tour**

A. Travel Entitlement within the country

1. **Journeys by Air**

The entitlements for journeys by Air on duty (tour) will continue to be governed vide Rule 1636 IREC VOL-II (2005 Edition) and will be as follows:

(i) Officers drawing grade pay of Rs.10,000/-, Rs.12,000/-, HAG + and above may travel by Business/Club Class.
(ii) Other officers and non-officials, authorized to travel by air, may travel by Economy Class.
The revised travel entitlements in addition to the existing conditions would be subject to following:

Henceforth, all mileage points earned by Railway employees on tickets purchased for official travel shall be utilized by the Railway for other official travel by their officers. Any usage of these mileage points for purposes of private travel by an officer will attract departmental action. This is to ensure that the benefits out of official travel, which is funded by the Railway, should accrue to the Railway. These orders will be applicable in the case of mileage points earned after 23rd September,2008. It is the responsibility of the officer concerned to ensure that free mileage points are used only for official travel and not for personal trips. Any other incentives and similar packages such as free companion etc. should be so negotiated that the benefits come to the Railway.

B. **Journey by Air (International)**

i)	Officers of and above the level of Secretary to the Government of India and equivalent status.	First Class
ii)	Officers drawing grade pay of Rs.10,000/- and above and those in pay scale of HAG +	Business/Club Class
iii)	Others	Economy class

C. (i) **Entitlement for journeys by Sea or by River Steamer**

Grade Pay	Entitlement
Officers drawing grade pay of Rs.5400 and above and those in pay scale of HAG + and above.	Highest Class
Officers drawing grade pay of Rs.4200 Rs.4600 and Rs.4800/-	If there be two classes only on the steamer, the lower class
Officers drawing grade pay of Rs.2400/- and Rs.2800/-	If there be two classes only on the steamer, the lower class If there be three classes, the middle of the second class If there be four classes, the third class
Officers drawing grade pay less than Rs.2400/-	The lowest class.

(iii) Accommodation entitlements for travel between the mainland and the A&N Group of Islands and Lakshadweep Group of Island by ships operated by the Shipping Corporation of India Limited will be as follows:-

Grade Pay	**Entitlement**
Officers drawing grade pay of Rs.5400 and above and those in pay scale of HAG + and above.	Deluxe Class
Officers drawing grade pay of Rs,4200/-,	First/'A' Cabin class

Rs.4600 and Rs.4800/-	
Officers drawing grade pay of Rs.2400/- and Rs.2800/-	Second /'B' Cabin class
Officers drawing grade pay less than Rs.2400/-	Bunk class

D. **Mileage Allowance for journey by Road**

In partial modification of Rule 1607(5) – IREC-Vol.II(2005 Edn.), the grade pay ranges for travel by public bus/auto-rickshaw/scooter/motor cycle, full tax/taxi/own car is revised as indicated below:

Grade Pay (1)	**Entitlement (2)**
(i)Officers drawing grade pay of Rs.10,000 and above and those in pay scale of HAG + and above.	Actual fare by any type of public bus including air conditioned bus Or At prescribed rates of AC taxi when the journey is actually performed by AC Taxi Or At prescribed rates for auto rickshaw for journeys by auto-rickshaw, own scooter, motor cycle, moped etc.
(ii)Officers drawing grade pay of Rs.5400, Rs.6600, Rs.7600, Rs.8700 and Rs.8900/-	Same as at (i) above with the exception that journeys by AC taxi will not be permissible.
(iii)Officers drawing grade pay of Rs.4200, Rs.4600 and Rs.4800	Same as at (ii) above
(iv)Officers drawing grade pay of Rs.2400 and above but less than Rs.4200/-.	Actual fare by any type of public bus other than air conditioned bus Or At prescribed rates for auto rickshaw for journeys by auto-rickshaw/ own scooter/motor cycle/moped etc.
(v)Officers drawing grade pay below Rs.2400/-	Actual fare by ordinary public bus only Or At prescribed rates for auto rickshaw/own scooter/motorcycle/moped etc.

(b) Mileage allowance for road journeys shall be regulated at the following rates in places where no specific rates have been prescribed either by the Director of Transport of the concerned State or of the neighbouring States:

i)	For journeys performed in own car/taxi	Rs.16 per km
ii)	For journeys performed by auto-rickshaw own scooter	Rs.8 per km

[c] The rate of Mileage Allowance for journeys on bicycle and foot on tour and transfer is revised from 60 paise to Rs.1.20 per Kilometer.

3. **Daily Allowance on Tour**

In supersession of Rule 1611 – IREC Vol.II(2005 Edn.) & Board's letter No.F(E)I/98/AL-28-9 dated 24.4.98, the grouping of grade pay ranges and the rates of Daily Allowance are revised as follows with effect from Ist September,2008, subject to the existing conditions:

Grade Pay	**Daily Allowance (per day)**
Officers drawing grade pay of Rs.10000 and above and those in pay scale of HAG + and above.	Rs.520
Officers drawing grade pay of Rs.7600 to	Rs.460

Rs.8900/-	
Officers drawing grade pay of Rs.5400 to Rs.6600/-	Rs.400
Officers drawing grade pay of Rs.4200 to 4800/-	Rs.340/-
Officers drawing grade pay of below Rs.4200/-	Rs.210

4. The TA/DA rates mentioned in para 2 D(b) and (c) (mileage for road journey by taxi/own car/auto-rickshaw/own scooter/bicycle etc.) and para (3) (daily allowance on tour) of this Annexure, shall automatically increase by 25% whenever Dearness Allowance payable on the revised pay structure goes up by 50%.

SERIAL CIRCULAR No. 184/2008
Pay Commission Circular No. 56
No. P[PC]/487/VI CPC/Allowance dated 03.12.2008

A copy of Railway Board's letter No. F(E)I/2008/AL-28/15 dated 01.12.2008 R.B.E. No.193/2008 (PC-VI No.56) regarding Travelling Allowance Rules for Journey on Transfer on implementation of VI Central Pay Commission is published. Necessary action may be taken for payment of traveling allowance to railway employees at revised rates for performing Journey on Transfer under the rules prescribed in the Board's letter.

Copy of Railway Board's Lr.No.F(E)I/2008/AL-28/15 dated 01.12.2008
(R.B.E. No.193/2008 & PC-VI No.56).

Sub: Travelling Allowance Rules – Implementation of the Sixth Central Pay Commission- journey on Transfer.

In pursuance of the decision taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Travelling Allowance entitlements, sanction of the President is conveyed in partial modification of Board's letter nos.F(E)I/98/AL-28/10(A),(B) & (C) dated 01.05.98 to the revision in the Railway Travelling Allowance Rules as per the Annexure to this letter.

The Grade Pay for determining the Transfer Grant entitlement is as indicated in the Railway Services (Revised Pay) Rules, 2008.

The term pay for the purpose of these orders refers to basic pay as defined in Rule 3(8) of the Railway Services (Revised Pay) Rules,2008 and includes the revised non-practicing allowance, if any, admissible in addition.

In respect of those employees who opt to continue in their pre-revised scales of pay, the corresponding Grade Pay of the pay scales of the post occupied on 1.1.2006 would determine the TA/DA entitlements under these orders. However, for determining Composite Transfer Grant for such employees, the term pay shall also include, in addition to the basic pay in the pre-revised scales, stagnation increments, Dearness Pay and NPA as per orders in force on 1.1.2006.

These orders shall take effect from Ist September,2008. However, if the Travelling Allowance entitlements in terms of the revised entitlements now prescribed result in a lowering of the existing entitlements in the case of any individual, groups or classes of employees, the entitlements, particularly in respect of mode of travel, class of accommodation, etc. shall not be lowered. They will instead continue to be governed by the earlier orders on the subject till such time as they become eligible, in the normal course, for the higher entitlements.

The claims submitted in respect of journey made on or after Ist September,2008 may be regulated in accordance with these orders.

It may be noted that no additional funds will be provided on account of revision in TA/DA entitlement. It may, therefore, be ensured that permission to official travel is given judiciously and restricted only to absolutely essential official requirements.

Annexure to Ministry of Railway (Railway Board) letter No. F(E)I/2008/AL-28/15 dated 01.12.2008

In continuation of Board's letter no.F(E)I/98/AL-28/10(A), (B) & (C) dated 01.05.98, the following provisions are applicable with effect from 1.9.2008. All other terms and conditions governing grant of CTG will remain unchanged.

Entitlement for Journeys on Transfer

A. Accommodation and Mileage Allowance Entitlements:

1. **Journeys by Air**

Officers drawing grade pay of Rs.12,000/- and those in pay scale of HAG+ and above may travel by air, at their discretion, to join the new HQs, on transfer. Officers in the grade pay of Rs.10,000/- may also be permitted to travel by air with the approval of Competent Authority, subject to exigency and where joining at transfer station has to be effected with immediate effect. This would also be subject to fulfillment of conditions as per Board's letter no.F(E)I/2003/AL-28/7 dated 16.9.2003. The air fare will, however, be admissible for self only. No family member of any Railway servant is entitled to travel by air on transfer.

2. **Jouneys By Rail**

Free passes, as admissible under Rules, may be issued to a Railway servant and his family members.

3. A Railway servant is not entitled to travel by road, between stations connected by rail. However, between stations not connected by rail a railway servant and his family members may travel by road. The entitlements for journeys by road will be same as admissible for the journeys on tour as indicated in Board's letter no.F(E)I/2008/AL/28/14 dated 01.12.08. The actual admissible Road Mileage Allowance shall be regulated at the following rates in places where no specific rates have been prescribed either by the Director of Transport of the concerned State or of the neighbouring States.

i) For journeys performed in own car/taxi : Rs.16 per km
ii) For journeys performed by auto rickshaw Own scooter, etc. : Rs. 8 per km

The rate of Mileage Allowance for journeys on bicycle on transfer is revised from 60 paise to Rs.1.20 per kilometer.

B. **COMPOSITE TRANSFER GRANT ON TRANSFER**

In the case of transfer involving a change of station located at a distance of or more than 20 kms from each other, the Composite Transfer Grant shall be computed as below:

i)	Officers in the pay scale of HAG+ and above.	One month's basic pay as drawn in the pay scale
ii)	All other officers	Equal to one month's pay as drawn in the prescribed pay band plus the applicable grade pay

At present only on transfer grant is permitted if the transfer of husband and wife takes place within 6 months of each other from the same place to the same place. With effect from the date of implementation of these orders, in cases where the transfer take place within six months, but after 60 days of the transfer of the spouse, fifty percent of the transfer grant on transfer shall be allowed to the

spouse transferred later. No transfer grant shall be admissible to the spouse transferred later, in case both the transfers are ordered within 60 days. The existing provisions shall continue to be applicable in case of transfer after a period of six months or more. Other rules precluding transfer grant in case of transfer at own request or transfer other than in public interest, shall continue to apply unchanged in their case.

C. **TRANSPORTATION OF HOUSE HOLD EFFECTS ON TRANSFER**

The rates for transportation of personal effects by Road from the place of residence to the Railway Station at the old headquarters and from Railway station to the place of residence, at the new headquarters will be as under:

Grade Pay	Rate per km for transport by road (Rs. Per km)
Officers drawing grade pay of Rs.4200 and above and those in pay scale HAG + and above.	18.00 (Rs.0.30 per kg per km)
Officers drawing grade pay of Rs.2800/-	9.00 (Rs.0.31 per kg per km)
Officers drawing grade pay below Rs.2800/-	4.60 (Rs.0.31 per kg per km)

The rates for transporting the entitled weight by Steamer will be equal to the prevailing rates prescribed by such transport in ships operated by Shipping Corporation of India.

D. **TA ENTITLEMENTS ON RETIREMENT**

Composite Transfer Grant on retirement

To settle down at places other than the last station(s) of their duty located at a distance of or more than 20 kms, the Composite Transfer Grant shall be computed as below:

i)	Officers in the pay scale of HAG+ and above.	One month's basic pay as drawn in the pay scale
ii)	All other officers	Equal to one month's pay as drawn in the prescribed pay band plus the applicable grade pay

E. The rates mentioned in Para A (3) & (4) (mileage for road journey by taxi/own car/auto rickshaw/own scooter/bicycle etc.) and Para C(the rates of transportation of personal effects) of this Annexure, shall automatically increase by 25% whenever Dearness Allowance payable on the revised pay structure goes up by 50%.

SERIAL CIRCULAR NO. 185/2008
Pay Commission Circular No. 46
Letter No. P[PC]/487/VI CPC/Allowance dated 05.12.2008

A copy of Railway Board's letter No. .E(G)2008/AD 1/1 dated 14.11.2008 R.B.E. No.175/2008 (PC-VI No.46) regarding enhancement of quantum of Natural Calamity Advance, consequent on recommendation of VI Central Pay Commission is published. Necessary action may be taken for enhancement of quantum of Natural Calamity Advance.

Copy of Board's Lr.No.E(G)2008/AD 1/1 dated 14.11.2008 (R.B.E. No.175/08 & PC-VI No.46).

Sub: Enhancement in the quantum of Natural Calamity Advance – consequent on recommendation of the 6th Pay Commission.

Consequent on the recommendation of the 6th Pay Commission, the Ministry of Railways have, with the approval of the President, decided to enhance, with immediate effect, the quantum of natural calamity advance admissible to non-gazetted Railway Servants under the provisions of Para 1123(A) of IREM Vol.I from Rs.2500/-(Rs. Two thousand five hundred only) to Rs.5000/- (Rs.five thousand

only) irrespective of their pay. Other conditions for sanctioning of the advance contained in Para 1123(A) of IREM as modified/clarified from time to time will remain the same.

The rates of this advance shall be increased by 25% every time dearness allowance on revised pay bands increased by 50%.

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

SERIAL CIRCULAR NO. 186/2008
Pay Commission Circular No. 47
Letter No. P[PC]/487/VI CPC/Allowance dated 05.12.2008

A copy of Railway Board's letter No. .E(G)2008/AL12-4 dated 14.11.2008 R.B.E. No.177/2008 (PC-VI No.47) regarding implementation of VI Central Pay Commission is published. Necessary action may be taken for payment of Compensatory (Construction/Survey) Allowance at revised rates.

Copy of Board's Lr.No.E(G)2008/AL 12-4 dtd 14.11.2008 (R.B.E. No.177/ 08 & PC-VI No.47).

Sub: Recommendations of Sixth Central Pay Commission – Project Advance and Compensatory (Construction/Survey) Allowance – Revision of rates.

Consequent upon the decision taken by the Government on the recommendation of the 6th Central Pay Commission circulated vide Ministry of Finance (Deptt.of Expenditure) O.M.No.6(3)2008-E.II.B dated 29.8.08, the rates of Project Allowance have been revised w.e.f. September,1,2008.

Ministry of Railways have considered the question of revision of rates of Project Allowance and Compensatory (Construction/Survey) Allowance notified vide Board's letter No.E(G)98/AL 12-1 dated 22.9.98 (Corresponding to MOF's O.M.No.6(6)97/E.II(B) dated 1.4.1998) and it has been decided with the sanction of the President that the rates of Project Allowance and Compensatory (Construction/Survey) Allowance shall be revised as follows:

(a) Project Allowance.

Grade Pay	Rate per month (Rs.)
For posts in the grade pay of Rs.5400/- and above and pay scale of HAG + and above.	1500
For posts in the grade pay of less than Rs.5400/-	1000

The Railway employees whose offices are in the project area, but not specifically for the work of the project, and the projects are covered by the Ministry of Finance's O.M.No.20011/5/73-E.IV(B) dated 17.1.1975 on Project Allowance circulated under Board's letter No.E(G)73 AL 12-27 dated 27.11.78 and No.PC-IV/86/Imp/AL-15 dated 14.10.86 shall, however, be entitled to Project Allowance only at 50% of the above rates.

(b) Compensatory (Construction/Survey) Allowance.
Project Allowance.

Grade Pay	Rate per month (Rs.)
For posts in the grade pay of Rs.5400/- and above and pay scale of HAG + and above.	1500
For posts in the grade pay of less than Rs.5400/-	1000

3. CONDITIONS

i) In the case of those employees who opt to retain the pre-revised scale of pay, corresponding Grade Pay of the pay scale/corresponding pay scale of the post occupied on

1.1.2006, as indicated in Railway Services (Revised Pay) Rules, 2008 would determine the allowance under these orders.

ii) These orders will take effect from September,2008.

iii) The rates of these allowance shall automatically increase by 25%, whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.

iv) All others terms and conditions governing the grant of these allowance shall remain unchanged.

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

SERIAL CIRCULAR NO. 187 /2008

No.P(R)/563/VIII Date: 18-12–2008

Copy of Board's letter No.E[Sports]2007/Policy/4 [Clarifications] dated 20.11.2008 is published for information, guidance and necessary action. Board's letter dated 30.03.2007 quoted therein was circulated as SC No.55/07 .

Copy of Bd's letter No. E[Sports]2007/Policy/4 [Clarifications] dated 20.11.2008(RBE No.186 /08)

Sub: Sports norms for recruitment of sportspersons on Indian Railways against sports quota in the game of Cricket.

Ref: Board's policy letter No. E[Sports]2007/Policy/3 dated 30.03.2007 [RBE No. 48/2007]

….

Please refer to Para 4.3[e] of Board's policy letter mentioned above regarding sports norms for recruitment of sportspersons on Indian Railways against sports quota in the game of Cricket [Men & Women].

2. The format of domestic tournaments in Women Cricket has been changed by the Board of Control for Cricket in India [BCCI], after taking over the Women Cricket activities from the Women Cricket Association of India. Railway Board have therefore revised the sports norms for Women Cricket and as per the revised format the following tournaments and sports achievements in Women Cricket shall be considered for recruitment in Group-C and Group-D:

S.No	Name of Championship	Category	Minimum Sports Achievement for Recruitment in	
			Group-C	Group-D
1	Zonal League One Day Limited Overs Tournament	Senior	Finalist of Super League Stage	Participation in any Stage
2	Inter Zonal One Day Limited Overs Tournament	Senior	Finalist	Participation
3	Zonal League and All India Knock Out Tournament – Two Day Games	Senior	Semi-Finalist	Participation in any Stage
4	Inter State [U-19] Women's One Day Limited Overs Tournament – Zonal League and All India Super League	Junior [U-19]	Finalist of All India Super League Stage	Participation in any Stage

3. Board have also decided to delete **"Note" below para 4.3[e]** of Board's policy letter dated 30.03.2007 referred above. Therefore, henceforth, as per the provisions made under para 9 of Board's said policy letter; all the sports achievements as mentioned in para 4.3[e], including sports achievements mentioned in pre-para, shall be considered for granting incentives to Indian Railways sportspersons.

SERIAL CIRCULAR NO. 188 /2008

Pay Commission Circular No. 54

No.P(PC)/487/VICPC/Allowance Date: 17 -12–2008

A copy of Board's letter No.E[P&A]I-2008/HL/2 dated 01.12.2008 is published for information, guidance and necessary action. Board's letter dated 18.2.98 quoted therein was circulated as SC No.56/98.

Copy of Bd's letter No. E[P&A]I-2008/HL/2 dated 01.12.2008 PCVI -54 (RBE No. 190/08)

Sub: National Holiday Allowance – Recommendation of VIth CPC – Revision of rates.

….

In pursuance of the decision taken by the Government on the recommendations of the Sixth Central Pay Commission relating to revision of allowances specific to Ministries, the President is pleased to revise the rates of National Holiday Allowance as under:

S.No.	Pay in the pay band + grade pay as per VI CPC pay structure	Revised rates of NHA
1	Upto 7260	170
2	7261-9700	212
3	9701-23730	280

2. The rates of this allowance will be increased by 25% whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.

3. These orders will be effective from September 01, 2008.

4. The other terms and conditions as contained in Board's letter No. E[P&A]I-97/HL/2 dated 18.2.98 for grant of this allowance shall remain unchanged.

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

SERIAL CIRCULAR NO. 189 /2008

No.P(R)/583/Bonus/IV Date:18 -12–2008

Copy of Board's letter No.E[P&A]II-2005/PLB-5 dated 14.11.2008 is published for information, guidance and necessary action. Railway Board in their letter dated 04.10.2004 [SC No. 182/04] communicated sanction for payment of PLB for the financial year 2003-04 equivalent to 59 days wages i.e. Rs.4849/-. Subsequently, a corrigendum to the above letter was issued vide message dated 11.10.2008 [not 13.10.2004; -circulated under letter No. P[R]583/IV dated 13.10.2004] correcting the figure Rs.4849/- as 4836/-. Board have now decided that the instructions dt. 11.10.2004 advising the Zonal Railways to correct the figure to Rs.4836/ -are to be treated as withdrawn and directed to take action to make the residual payment of Rs.13/- (thirteen only) to the eligible employees along with the salary bills. Necessary action may accordingly be taken.

Copy of Bd's letter No. E[P&A]II-2005/PLB-5 dated 14.11.2008 (RBE No.178 /08)

Sub: Payment of Productivity Linked Bonus to non-gazetted Group 'B', 'C' & 'D' Railway employees for the financial year 2003-04.

….

Please refer to the instructions contained in this office letters No. E[P&A]II-2004/PLB-5 dated 4.10.2004 and 13.10.2004 on the above subject.

2. Pursuant to the judgement delivered by CAT/Ernakulam Bench on 17.4.2007 in OA No.879/2004, upheld by the High Court /Ernakulam vide their order dated 25.10.2007 in WP[C]

No.29597/2007 and also by the Hon'ble Supreme Court vide their order dated 18.7.2008 in SLP[C] No. 9199/2008, it has been decided that this office corrigendum No. E[P&A]II-2004/PLB-5 dated 13.10.2004 be treated as withdrawn. Action may accordingly be taken to make the residual payment to the eligible employees, duly combining the same with their salary payments.

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

SERIAL CIRCULAR NO.190 /2008

No.P(R)/182/VI Date: 31-12–2008

Copy of Board's letter No.E[D&A]2008 GS1-6 dated 19.11.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[D&A]2008 GS1-6 dated 19.11.2008 (RBE No. 182/08)

Sub: Constitution of a Complaints Committee to enquire into complaints of sexual harassment made against officers of the level of Secretary and Additional Secretary to the Government of India.

....

A copy of Cabinet Secretariat's order No. 501/28/1/2008-CA.V dated 26.9.2008 on the above subject is sent herewith for information and necessary action at your end.

***

Copy of Cabinet Secretariat, Rashtrapathi Bhavan's order No. 501/28/1/2008-CA.V dated 26.9.2008

ORDER No.1

Sub: Constitution of a Complaints Committee to enquire into complaints of sexual harassment made against officers of the level of Secretary and Additional Secretary to the Government of India.

***

With the approval of the Prime Minister, it has been decided to constitute a Complaints Committee to enquire into the complaints of sexual harassment made against officers of the level of Secretary and Additional Secretary and equivalent level in Ministries, Departments and organizations directly under the control of the Central Government other than Central PSUs.

2. The Committee will proceed in accordance with guidelines laid down by the Supreme Court in the case of Visakha and Others vs. State of Rajasthan. The composition of the Committee will be as follows:

i.	Ms. Rathi Vinay Jha, [IAS retired], Secretary – General, World Travel and Tourism Council, New Delhi.	-Chairperson
ii.	Ms. Indu Agnihotri Senior Fellow, Centre for Women's Development Studies, New Delhi.	- Member
iii.	A senior officer with experience of the sector or department to which the complaint relates [to be nominated for each case separately depending upon the Department /Ministry to which the complaint relates]	- Member

3. The committee will have a tenure of 3 years from the date of issue of this order and will be serviced b y the Cabinet Secretariat.

SERIAL CIRCULAR NO. 191 /2008
No.P(R)/64/VI Date: 18-12–2008

Copy of Board's letter No.F[E]I/2005/AL-29/2 dated 14.11.2008 is published for information, guidance and necessary action. Board's letter dated 5/12.05.03 quoted therein was circulated as SC No. 95/2003.

Copy of Bd's letter No. F[E]I/2005/AL-29/2 dated 14.11.2008 (RBE No. 174/08)

Sub: Grant of Washing Allowance to all the Dressers/Operation Theatre Assistants.

….

In terms of Board's order No. F[E]I/2001/AL-29/2 dated 5/12.05.2003, Washing Allowance to Dressers and Operation Theatre Assistants was discontinued w.e.f. 1.05.2003, since after the implementation of 5th CPC, Dressers and Operation Theatre Assistants who were in the scales of Gr. 'D' i.e. 2610-3540, 2650-4000 and 2750-4400 were upgraded and merged in the scale of Rs.3050-4590, thereby placing them in Gr. 'C'.

After careful consideration of the demand from AIRF, it has been decided to grant Washing Allowance @ Rs.60/- per month to all the Dressers/Operation Theatre Assistants who are given uniform, with effect from the date of issue of this order.

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

SERIAL CIRCULAR NO. 192 /2008
Pay Commission Circular No. 52
No.P(PC)VI/2008/Stipend Date:19-12–2008

A copy of Board's letter No.PC-V/2008/PS/2/SCRA dated 25.11.2008 is published for information, guidance and necessary action. Board's letter dated 17.7.98 quoted therein was circulated as SC No. 197/98.

Copy of Bd's ltr No. PC-V/2008/PS/2/SCRA dated 25.11.2008 PC VI-52 (RBE No.188/08)

Sub: Revised rates of stipend to Special Class Railway Apprentices
Ref: Railway Board's letter No. PC-V/98/I/5/4 dated 17.7.98

***

Consequent upon the promulgation of Railway Services [Revised Pay] Rules, 2008, on the basis of the recommendations of the Sixth Central Pay Commission, the issue of revision of the rates of stipend to Special Class Railway Apprentices has been under consideration. The President is pleased to decide the following revised rates of stipend for SCRAs:

Year	Existing rate of stipend per month [Rs.]	Revised rate of stipend per month [Rs.]
First	4000	9100
Second	4000	9100
Third	4200	9400
Fourth [First six months]	4200	9400
[Last six months]	4400	9700

2. These orders will take effect from 01.09.2008.

3. The apprentices will draw the revised rates of Dearness Allowance appropriate to the revised rates of stipend.

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

SERIAL CIRCULAR NO. 193 /2008
Pay Commission Circular No. 57
No.P(PC)/487/VICPC/Allowance Date:19-12–2008

A copy of Board's letter No.F(E)III/2008/LE-1/1 dated 03.12.2008, RBE No.194/2008 is published for information, guidance and necessary action. Board's letter dated 29.10.2008 quoted therein was circulated as SC No.153/2008.

Copy of Bd's letter No. F(E)III/2008/LE-1/1 dated 03.12.2008 PCVI-57 (RBE No.194 /08)

Sub: Sixth Central Pay Commission – Recommendation relating to encashment of LAP – Acceptance of.

….

With reference to Board's letter of even number dated 29.10.2008, one of the Railways has raised an issue as to whether encashment of LAP upto 10 days can be sanctioned to a Railway employee at the time of availing Privilege Ticket Orders [PTOs] rather than Privilege Passes. In this regard, it is clarified that the term 'passes' for the purpose of leave encashment would include Privilege Passes as well as Privilege Ticket Orders.

This disposes of East Coast Railway's letter No. ECor/Pers/Gaz/Bill/EL/US dated 12.11.2008.

SERIAL CIRCULAR NO. 194 /2008
Pay Commission Circular No. 53
No. P(PC)/487/V/97/PENSION/VOL.II Date:19-12–2008

A copy of Board's letter No.F[E]III/2008/PN1/20 dated 25.11.2008 is published for information, guidance and necessary action. Board's letter dated 08.03.2000 quoted therein was circulated as SC No.67/2000.

Copy of Bd's letter No. F[E]III/2008/PN1/20 dated 25.11.2008 PCVI-53 (RBE No. 189/08)

Sub: Special benefits in cases of death and disability in service – payment of Disability Pension /Family Pension – regarding

….

A copy of Department of Pension & Pensioner's Welfare [DOP&PW]'s O.M. No. 45/3/2008-P&PW[F] dated 18.11.2008 on the above mentioned subject, is forwarded herewith for information and compliance. These instructions shall apply mutatis mutandis on the Railways also. CCS [Extraordinary Pension] Rules corresponds to Railway Services [Extra-ordinary Pension] Rules, 1993 and DOP&PW's O.M. dated 3.2.2000, referred in the enclosed O.M., was circulated vide Board's letter No. F[E]III/2000/PN1/16 dated 8.3.2000.

***

Copy of Department of Pension & Pensioner's Welfare [DOP&PW]'s O.M. No. 45/3/2008-P&PW[F] dated 18.11.2008

Sub: Special benefits in cases of death and disability in service – payment of Disability Pension /Family Pension – regarding

….

The undersigned is directed to say that in implementation of the recommendations of the Sixth Central Pay Commission, orders for revision of pension of pre-2006 pensioners have been issued vide this Department's O.M. No. 38/37/08-P&PW[A] dated 1st September, 2008. These orders are also

applicable to the pre-2006 pensioners in receipt of disability pension / family pension under CCS[EOP] Rules.

2. The disability pension / family pension under CCS[EOP] Rules in respect of the Government servants, who retire/die on or after 1.1.2006 will continue to be regulated in accordance with the CCS[EOP] Rules as amended vide this Department's O.M. No. 45/22/97-P&PW[C] dated 3rd February, 2000 with following modifications:

Para 3.I [1][a] & [b] of O.M. dated 3.2.2000- Family pension for categories 'B' & 'C'

[a] Where the deceased Government servant was not holding a pensionable post:

40% of basic pay*** subject to a minimum of Rs.4550/-**

[b] Where the deceased Government servant was holding a pensionable post:

60% of basic pay*** subject to a minimum of Rs.7000/-**

*The Basic Pay referred to above in the revised pay structure means the pay drawn in the prescribed Pay Band above the applicable Grade Pay.

Para 3.II [2] of O.M. dated 3.2.2000- Family pension for categories 'D' & 'E'

[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.7000/-.**

Para 3.III [2] of O.M. dated 3.2.2000- Disability pension - for cases covered under categories 'B' & 'C'

[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 pay, **subject to a minimum of Rs.7000/-**.

3. All other terms and conditions in the O.M. dated 3rd February, 2000, shall remain unchanged.

4. This issues with the concurrence of the Ministry of Finance, Department of Expenditure U.O. No. 42/30/2008-IC dated 21st October, 2008.

5. Insofar as persons serving in the Indian Audit & Accounts Department, these orders issue after consultation with the Comptroller and Auditor General of India.

SERIAL CIRCULAR NO. 195 /2008

No. P(PC)487/V//97/DA Date: 19 -12–2008

Copy of Board's letter No.PC-V/97/I/7/14 dated 17.11.2008 is published for information, guidance and necessary action. Board's letters dated 16.11.2000 and 19.11.20076 quoted therein were circulated as SC Nos.06/2001 and 174/2007, respectively.

Copy of Bd's letter No. PC-V/97/I/7/14 dated 17.11.2008 PC- V/501 (RBE No. 180/08)

Sub: Rates of Dearness Allowance in respect of Railway employees who have continued to draw their pay/emoluments in the pre-revised scales of pay – effective from 1.1.2008 – regarding.

….

In continuation of Ministry of Railways letter of even number dated 19.11.2007 [SC No. PC-V/493, RBE No. 151/2007] revising the rate of Dearness Allowance w.e.f. 1.1.2007 & 1.7.2007 in respect of Railway servants who continue to draw their pay and emoluments in the pre-revised scale of pay, the revised rate of Dearness Allowance w.e.f. 1.1.2008 would be as follows:

Rate of Dearness Allowance

Date from which payable	Pay up to Rs.3500 p.m.	Pay above Rs.3500 and up to Rs.6000 p.m.	Pay above Rs.6000 p.m.
1.1.2008	390%	293% [Rs.13650]	254% [Rs.17580]

NOTE:- Amounts within brackets represent the minimum amount payable per month as Dearness Allowance to employees in the different pay ranges.

2. All other conditions as laid down in the letter dated 16.11.2000 will continue to apply.

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

SERIAL CIRCULAR NO.196 /2008
Pay Commission Circular No. 48
No. P(PC)487/V//97/DA Date:19-12–2008

Copy of Board's letter No.PC-V/97/1/7/14 dated 17.11.2008 PC-VI/ 48 [RBE No. 179/2008] is published for information, guidance and necessary action. Board's letters dated 19.3.2008 and 9.9.2008 quoted therein were circulated as SC Nos. 32/08 & 111/08, respectively.

Copy of Bd's letter No. PC-V/97/1/7/14 dated 17.11.2008 PC-VI 48 (RBE No.179 /08)

Sub: Rates of Dearness Allowance applicable w.e.f. 1.07.2008 to the Railway employees continuing to draw their pay in the pre-revised scale.

***

A copy of Office Memorandum No. 1[3]/2008-E-II[B] dated 3.10.2008 of Ministry of Finance Department of Expenditure on the above subject is enclosed herewith for your information and necessary action.

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

S.No.	Para No.	Ministry of Finance's Office Memorandum	No& date of Corresponding orders issued by Railway Board
1	1	1[3]/2008-EII[B] dated 29.08.2008	PC-VI/2008/I/7/2/1 dated 9.09.2008 [RBE No. 106/2008, S.No. PC VI/3]
2	2&3	1[1]/2008-EII[B] dated 17.03.2008	PC-V/97/I/7/14 dated 19.03.2008 [RBE No. 41/2008, S.No. PC-V/497]

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

***

Copy of Office Memorandum No. 1[3]/2008-E-II[B] dated 3.10.2008 issued by the Ministry of Finance Department of Expenditure.

Sub: Rates of Dearness Allowance applicable w.e.f. 1.07.2008 to the employees of Central Government and Central Autonomous Bodies continuing to draw their pay in the pre-revised scale.

….

The undersigned is directed to say that this Department had issued orders on revised rates of Dearness Allowance based on AICPI[IW] index 2001 series for Central Government employees based on the revised scales of pay approved by the Government that came into effect from January 1, 2006 on acceptance of the recommendations of the Sixth Central Pay Commission vide O.M. No. 1[3]/2008-E.II[B] dated 29th August, 2008.

2. These rates however, are not applicable to the Central Government employees who had exercised an option to continue in the pre-revised scales of pay based on the 5th CPC's recommendations or to those whose pay and allowance had not been revised, for different reasons in conformity with various Government decisions on the Commission's recommendations. The rates of DA w.e.f. 1.1.2008 for Central Government employees in pre-revised scale of pay were issued vide OM No. 1[1]/2008-E-II[B] dated 17th March, 2008.

3. The rates of DA admissible to above categories of employees of Central Govt. and Central autonomous bodies shall be enhanced from the existing 47% to 54% w.e.f. 1.7.2008. All other terms and conditions contained in OM No. 1[1]/2008-E-II[B] dated 17th March, 2008 shall continue to apply.

4. The contents of this Office Memorandum may also be brought to the notice of the organizations under the administrative control of the Ministries /Departments which have adopted the Central Government scales of pay.

SERIAL CIRCULAR NO. 197 /2008
Pay Commission Circular No.62
No. P(PC)/487/VICPC/Allowance Date:19-12–2008

A copy of Board's letter No.E(P&A)II-2008/HW-2 dt. 16.12.2008 is published for information, guidance and necessary action. Board's letter dated 7.4.2008 and 4.9.2008 quoted therein were circulated as SC Nos. 50/2008 and 108/2008, respectively.

Copy of Bd's letter No. E(P&A)II-2008/HW-2 dt. 16.12.2008, PC-VI/62 (RBE No. 199/08)

Sub: Rates of Night Duty Allowance w.e.f. 1.9.2008.

….

Consequent upon promulgation of Railway Services (Revised Pay) Rules,2008 notified vide G.S.R.No.643-E dated 4.9.2008 and forwarded with Railway Board's endorsement No. PC-VI/2008/1/RSRP/1 dated 4.9.2008 (S.No.PC-VI/1) and the revised rates of Dearness Allowance as incorporated in this office letter No.PC-VI/2008/I/7/2/1 dated 9.9.2008 (S.No.PC-VI/3), the President is pleased to decide that the rates of Night Duty Allowance, as notified vide Annexure 'A' and 'B' of this office letter No.E(P&A)II-2008/HW-1 dated 7.4.2008 stands revised with effect from 1.9.2008 as indicated at Annexure 'A' in respect of 'Continuous', 'Intensive', 'Excluded' categories and workshop employees , and as indicated at Annexure 'B' in respect of 'Essentially Intermittent' categories respectively.

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

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ANNEXURE 'A'				***ANNEXURE 'B'***			
Rates of Night Duty Allowance (NDA) with effect from 1.9.2008 for 'Intensive', 'Continuous' and 'Excluded' categories and Workshop staff				Rates of Night Duty Allowance (NDA) with effect from 1.9.2008 for Essentially Intermittent' categories of staff			
S.No.	Pay Band	Grade Pay	Rate of NDA (Rs)	S.No.	Pay Band	Grade Pay	Rate of NDA (Rs)
1	4440-7440	1300	39.05	1	4440-7440	1300	26.05
2	4440-7440	1400	39.60	2	4440-7440	1400	26.40
3	4440-7440	1600	40.70	3	4440-7440	1600	27.15
4	4440-7440	1650	40.95	4	4440-7440	1650	27.30
5	5200-20200	1800	78.25	5	5200-20200	1800	52.15
6	5200-20200	1900	78.75	6	5200-20200	1900	52.50

7	5200-20200	2000	79.30	7	5200-20200	2000	52.85
8	5200-20200	2400	81.45	8	5200-20200	2400	54.30
9	5200-20200	2800	83.65	9	5200-20200	2800	55.75
10	9300-34800	4200	141.65	10	9300-34800	4200	94.45
11	9300-34800	4600	143.80	11	9300-34800	4600	95.85

SERIAL CIRCULAR NO.198 /2008
Pay Commission Circular No.58
No.P(PC)/487/VI/CPC/Leave Date:19-12–2008

A copy of Board's letter No.E(P&A)I-2008/CPC/LE-8 dated 12.12.2008 is published for information, guidance and necessary action. Board's letter dated 23.10.2008 quoted therein was circulated as SC No.144/2008.

Copy of Bd's letter No. E(P&A)I-2008/CPC/LE-8 dated 12.12.2008,PC-VI/58 (RBE No.195/08)

Sub: Child Care Leave (CCL) in respect of Railway Servants as a result of Sixth Central Pay Commission – clarification regarding.

….

Please refer to Board's letter of even number dated 23.10.2008 wherein Child Care Leave for a period of two years was introduced for female Railway servants. As regards procedure for grant of Child Care Leave (CCL), the following clarifications are issued:-

i) CCL cannot be demanded as a matter of right. Under no circumstances can any employee proceed on CCL without prior proper approval of the leave by the leave sanctioning authority.

ii) The leave is to be treated like the Earned leave and sanctioned as such.

iii) Consequently, Saturdays, Sundays, Gazetted holidays etc. falling during the period of leave would also count for CCL, as in the case of Earned leave.

iv) CCL can be availed only if the employee concerned has no Earned Leave at her credit.

v) CCL sanctioned prior to 18.11.2008 shall be treated as CCL and shall be deducted from the Child Care Leave account of the Railway employee concerned. No adjustment against any other kind of leave shall be made in this regard. The Child Care Leave sanctioned for the period beyond 18.11.2008 shall be regulated as in terms of para (iv) above.

SERIAL CIRCULAR NO.199/2008
Pay Commission circular No.61
No.P(PC)/487/VI/CPC/Stipend Date:22-12–2008

A copy of Board's letter No.PC-V/2008/PS/1(Stipend) dated 15-12-2008 is published for information, guidance and necessary action. Board's letter dated 28.5.98 quoted therein was circulated as SC No.143/98.

Copy of Bd's letter No. PC-V/2008/PS/1(Stipend) dated 15-12-2008, PC-VI/61 (RBE No.198 /08)

Sub: Revision of rates of stipend to apprentices and trainees on Railways.
Ref: Railway Board's letter No.PC-V/97/1/7/18 dated 28.5.98

….

Consequent upon the promulgation of Railway Services (Revised Pay) Rules,2008 on the basis of the recommendations of the Sixth Central Pay Commission, the issue of revision in the rates of stipend to apprentices and trainees (non-gazetted) on Railways was under consideration. Now, the President is pleased to revise the rates of stipend to the apprentices and trainees as per the schedule attached herein.

2. It is likely that some of the existing categories of apprentices on certain Railways may not have designations identical to what appears in the enclosed Schedule. In such cases, the Railway administration, in consultation with FA&CAO should identify the designation/category of the apprentice concerned with similar case appearing in the Schedule and determine the rate of stipend applicable thereto. Wherever such identification is not possible, specific cases may be reported to the Board with verbatim comments of the FA&CAO.

3. In case, the period of training as indicated in these orders is at variance with the actual practice in respect of one or more categories, the matter should be referred to the Railway Board for decision.

4. The apprentices and trainees will draw the revised rates of Dearness Allowance appropriate to the revised rates of stipend.

5. ***The revised rates of stipend will take effect from 1.9.2008.***

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

SCHEDULE

S.No.PC-VI/61 RBE No.198/2008
No.PC-V/2008/PS/1(Stipend) dated 15-12-2008

Sl. No	**Category**	**Training period**	**Revised Pay Band of the post (Rs.)**	**Grade Pay (Rs.)**	**Revised rates of stipend alongwith corresponding grade pay (Rs.)**
S&T Department					
1	Telephone Operator	Less than one year	5200-20200	1900	5830+1900
2	Electrical Signal Maintainer Grade III	One year	5200-20200	1900	5830+1900
3.	Electrical Signal Maintainer Grade II	Eighteen months	5200-20200	2400	5830+1900(+ one increment in the second year
4.	Mechanical Signal Maintainer Grade III	One Year	5200-20200	1900	5830+1900
5.	Telecommunication Maintainer Grade III	One year	5200-20200	1900	5830+1900
6.	Wireless Maintainer Grade III	One year	5200-20200	1900	5830+1900
7.	Jr.Engineer Gr.II (Signal) (Diploma holder)	Eighteen Months	9300-34800	4200	8560+2800 (+ one increment in the second year)
8.	Section Engineer (Signal) (Engg. Degree holder)	25 weeks	9300-34800	4600	12540+4600
9.	Jr.Engineer Gr.II (Telecom) (Diploma holder)	Eighteen Months	9300-34800	4200	8560+2800 (+ one increment in

Sl. No	Category	Training period	Revised Pay Band of the post (Rs.)	Grade Pay (Rs.)	Revised rates of stipend alongwith corresponding grade pay (Rs.)
					the second year)
10.	Section Engineer (Telecom)(Engg.Degree holder)	Upto one year	9300-34800	4600	12540+4600
11.	Jr.Engineer Gr.II (Workshop) (Diploma holder)	Eighteen Months	9300-34800	4200	8560+2800 (+ one increment in the second year)
12.	Section Engineer (Workshop)	Upto one year	9300-34800	4600	12540+4600
Civil Engineering Department					
13	Jr.Engineer Gr.II(Works) (Diploma holder)	One year	9300-34800	4200	9300+4200
14	Section Engineer (Works) (Degree holder)	Upto one year	9300-34800	4600	12540+4600
15	Sr. Permanent Way Supervisor	Upto One year	9300-34800	4200	9300+4200
16.	Jr.Engineer Gr.II (Permanent Way) (Diploma holder)	One year	9300-34800	4200	9300+4200
17.	Section Engineer (Permanent Way) (Degree holder)	Upto one year	9300-34800	4600	12540+4600
18.	Jr.Engineer Grade II (Bridge)	Two years	9300-34800	4200	8560+2800 (+ one increment in the second year)
19.	Section Engineer (Bridge) (Degree holder)	One year	9300-34800	4600	12540+4600
20	Jr.Engineer Grade II (Engg.WS) & TM/TT)	One year	9300-34800	4200	9300+4200
21	Section Engineer (Engg. WS) & TM/TT	One year	9300-34800	4600	12540+4600
22	Design Assistant (Degree holder)	Upto one year	9300-34800	4200	9300+4200
Mechanical & Electrical Departments					
23	Jr.Engineer Gr.II(W.S)	Eighteen months	9300-34800	4200	8560+2800 (+ one increment in the second year)
24	Section Engineer (W.S)	One year	9300-34800	4600	12540+4600
25	Section Engineer (Electrical)	One year	9300-34800	4600	12540+4600
26	Jr.Engineer Gr.II (Electrical)	Eighteen months	9300-34800	4200	8560+2800 (+ one increment in the second year)
27	Section Engineer (Degree holder)	One year	9300-34800	4600	12540+4600
28	Jr.Engineer Gr.II (Diploma holder)	78 weeks	9300-34800	4200	8560+2800 (+ one increment in the second year)
29	Motorman(Diploma holder)	One year	9300-34800	4200	9300+4200
30	First Fireman	Two years	5200-20200	1900	5200+1800 (+ one increment in the second year
31	Electric Assistant	39 weeks	5200-20200	1900	5830+1900
32	Diesel Assitant	39 weeks	5200-20200	1900	5830+1900
Drawing Office					
33	Assistant Draftsman(Civil,	One year	5200-20200	2400	7510+2400

Sl. No	Category	Training period	Revised Pay Band of the post (Rs.)	Grade Pay (Rs.)	Revised rates of stipend alongwith corresponding grade pay (Rs.)
	Mech/Elec. & S&T) Certificate holders of not less than two years duration				
34	Draftsman 'D' in Mech./Elec. and S&T Deptt. (Diploma holders)	Eighteen months	9300-34800	4200	8560+2800 (+ one increment in the second year)
35	Draftsman 'B' in Civil Engg. Deptt. (Diploma holders)	Eighteen months	9300-34800	4200	8560+2800 (+ one increment in the second year)
36	Head Draftsman in Civil, Mech., Elect. and S&T Deptts.(Degree holders)	One year	9300-34800	4200	9300+4200
C.M.T (Mechanical Department)					
37	Jr.Chemical & Metallurgical Assistant (Degree holders in Physics & Chemistry)	One year	9300-34800	4200	9300+4200
38	Chemical & Metallurgical Assistant (Post Graduates/Degree)	One year	9300-34800	4200	9300+4200
Artisans					
39	Technician Gr.III (with Matric Qualification)	Three years	5200-20200	1900	5200 + 1800 (+ one increment in second and third year)
40	Technician Gr.III (with ITI qualification or Apprenticeship qualification in non-Railway Estt.)	Six months	5200-20200	1900	5830 +1900
Stores Department					
41	Jr.Engineer Gr.II (Printing) (Diploma holders)	Eighteen months	9300-34800	4200	8560+2800 (+ one increment in the second year)
42	Section Engineer (Printing)	One year	9300-34800	4600	12540+4600
43	Assistant Stores Keeper (Diploma holders in Engg.)	Six months	9300-34800	4200	9300+4200
Traffic and Commercial Department					
44	Commercial Apprentices	Two years	9300-34800	4200	8560+2800 (+ one increment in the second year)
45	Commercial Clerk	Three to four months	5200-20200	2000	6460+2000
46	Ticket Collectors	36 days	5200-20200	1900	5830+1900
47	Train Clerks	21 days	5200-20200	1900	5830+1900
48	Traffic Signallers	Upto one year	5200-20200	2000	6460+2000
49	Assistant Station Master	9 months	5200-20200	2800	8560 +2800
50	Goods Guards	Less than one year	5200-20200	2800	8560 +2800
51	Traffic Apprentices for absorption in scales as Station masters, Asstt. Yard	Two years	9300-34800	4200	8560 +2800 (+ one increment in the second year)

Sl. No	Category	Training period	Revised Pay Band of the post (Rs.)	Grade Pay (Rs.)	Revised rates of stipend alongwith corresponding grade pay (Rs.)
	Masters, Traffic Inspectors & Section Controllers				
52	Enquiry-cum-Reservation Clerk	Three months	5200-20200	2800	8560+2800
RPF/RPSF					
53	Trainee Sub Inspector	9 months	9300-34800	4200	9300+4200
54	Trainee Constable	9 months	5200-20200	2000	6460+2000

SERIAL CIRCULAR NO. 200 / 2008
Pay Commission Circular No. 59
No.P(PC)/487/VICPC/Allowance Date:23-12–2008

Copy of Board's letter No. F(E)III/2008/LE-1/1 dated 12.12.2008 is published for information, guidance and necessary action. Board's letter dated 29.10.2008 quoted therein was circulated as SC No.153/2008.

Copy of Bd's lt. No. F(E)III/2008/LE-1/1 dtd. 12.12.2008 , PC-VI/59 (RBE No.196 /08)

Sub: Sixth Central Pay Commission – Recommendation relating to encashment of LAP – Acceptance of

….

It has been brought to the notice of the Board that in response to Board's letter of even number dt. 29.10.2008, a large number of applications are being received from the Railway servants for sanction of LAP for the purpose of availing of the benefit of encashment of LAP for 10 days. Acceding to the requests of such a large number of Railway servants for sanction of LAP all together is fraught with the possibility of serious disruption to train operations, which is not in the interest of the nation. Considering the gravity of the situation, it has been decided by the Ministry of Railways that the Railway servants who are directly engaged in running of trains viz. all the running staff including Drivers, Assistant Drivers, Motormen, Shunters, Guards etc. and Station Masters/ Assistant Station Masters should be exempted from the requirement of availing of passes and equal duration of LAP for availing the benefit of encashment of 10 days of LAP. Zonal Railways are, therefore, requested to sanction encashment of LAP upto 10 days to the categories of the Railway servants mentioned above on receipt of requests from them in this regard without insisting on them to avail Railway Passes and apply for LAP of equal duration.

SERIAL CIRCULAR NO. 201/2008
Pay Commission circular No.63
No.P(PC)487VI CPC/Pension Date: 26 -12–2008

Copy of Board's letter No.F(E)III/2008/PN1/13 dated 17.12.2008 is published for information, guidance and necessary action. Board's letters dated 15.9.2008 and 10.10.2008 quoted therein were circulated as SC No.118/2008 and 142/2008, respectively.

Copy of Bd's letter No. F(E)III/2008/PN1/13 dated 17.12.2008 , PC-VI/63 (RBE No. 200/2008)

Sub: Implementation of Government's decision on the recommendation of the Sixth Central Pay Commission.

….

A copy of Department of Pension & Pensioners' Welfare (DOP&PW)'s O.M.No.38/37/08-P&PW(A) dated 11th December,2008 on the above subject, is attached for information and compliance. These instructions shall apply mutatis mutandis on the Railways also. DOP&PW's OMs dated 2.9.2008 and 3.10.2008, referred in the enclosed O.M. were adopted on the Railways vide this office letters of even number dated 15.9.2008 and 10.10.2008 respectively.

…

Copy of DOP&PW's OM F.No.38/37/08- P&PW(A) dated 11th December,2008

Sub: Implementation of Government's decision on the recommendation of the Sixth Central Pay Commission.

…

The undersigned is directed to say that in pursuance of Government's decision on the recommendations of Sixth Central Pay Commission, orders were issued vide this Department's O.M.No.38/37/08-P&PW(A) dated 2.9.2008 for introducing modifications in the rules regulating pension, etc. Clarifications on certain provisions in this O.M. were also issued vide O.M.No.38/37/08-P&PW(A) pt.II dated 3.10.2008. In accordance with the instructions contained in this OM, only the Government servants who retire on or after 2.9.2008 are eligible for calculation of pension at 50% of the emoluments (ie. last pay drawn) or average emoluments whichever is more beneficial to the Government servant.

2. A number of references are being received in this Department in this respect. The matter has been reviewed in consultation with the Ministry of Finance (Department of Expenditure). It has now been decided that the provision for payment of pension at 50% of the emoluments (pay last drawn) or 50% of average emoluments received during the last 10 months, whichever is more beneficial to the retiring employee, shall be applicable to all Government servants retiring on or after 1.1.2006. However, only those Government servants, who retired during 1.1.2006 to 1.9.2006 after completion of 33 years of qualifying service, will be eligible for full pension and the pension of those Government servants, who retired during 1.1.2006 to 1.9.2008 with qualifying service of less than 33 years, will continue to be proportionate to the full pension based on their actual qualifying service.

3. This issues with the concurrence of Ministry of Finance (Department of Expenditure) vide their I.C. U.O.No.4.2/22/2008-IC dated 8.12.2008.

SERIAL CIRCULAR NO. 202/2008
Pay Commission Circular No.65
No.P(PC)487VI CPC/Allowance Date: 31 -12–2008

Copy of Board's letter No. EP&A)II-2005/RS-34 dated 26.12.2008 is published for information, guidance and necessary action. Board's letters dated 25-11-1992 and 11.9.2008 quoted therein were circulated as and 110/2008, respectively.

Copy of Bd's letter No. EP&A)II-2005/RS-34 dated 26.12.2008 , PC-VI/65 (RBE No. 202/2008)

Sub: Pay element in Running Allowance in the Railway Services (Revised Pay) Rules,2008 and revised rates of Kilometreage Allowance and Allowance in lieu of Kilometreage.

…

The new scales of pay of Running staff following Government's decision on the recommendations of the Sixth Central Pay Commission have been notified vide Board's letter No.PC-VI/2008/I/RSRP/1 dated 11.9.2008. The matter of reckoning the pay element in Running Allowance for computation of retirement and other specified benefits of the running staff in the Railway Services (Revised Pay) Rules 2008 has been considered by Railway Board in consultation with the two recognized Federations, viz. All India Railwaymens Federation and National Federation of Indian Railwaymen.

2. The President is pleased to decide that the pay element in Running Allowance for running staff would be 30% of the basic pay under the Railway Services (Revised Pay) Rules,2008 for computation of the specified benefits excluding retirement benefits. For the purpose of computation of retirement benefits of running staff, an additional quantum of 55% of basic pay under the Railway Services (Revised Pay) Rules,2008 would be reckoned.

2.1 In the case of Loco Inspectors governed by the scheme contained in Board's letter No.E(P&A)II/83/RS-10)(iv) dated 25.11.1992, an additional quantum of 30% of basic pay under the Railway Services (Revised Pay) Rules,2008 would be reckoned for the purpose of computation of pensionary benefits only.

3. The President is also pleased to decide that the rates of Kilometreage Allowance and Allowance in lieu of Kilometreage (ALK) at outstation for running staff in the Railway Services (Revised Pay) Rules,2008 shall be as indicated below:-

S.No. (1)	Category (2)	Pay Band plus Grade Pay		Rates of Kilometreage Allowance (per 100 Kms.) in Rs. (5)	Rates of ALK (per 160 Kms.) in Rs. (6)
		Pay Band (3)	Grade Pay (4)		
LOCO RUNNING STAFF					
1	Loco Pilot (Mail)	9300-34800	4200	170.00	272.00
2	Loco Pilot (Passenger)/Motorman	9300-34800	4200	169.00	270.00
3	Loco Pilot (Goods)	9300-34800	4200	168.00	269.00
4	Loco Pilot (Shunting) Gr.I	9300-34800	4200	130.00	208.00
5	Loco Pilot (Shunting) Gr.II	5200-20200	2400	126.00	202.00
6	Sr.FM-1,Sr.Asstt. loco Pilot (Diesel/Elec)	5200-20200	2400	126.00* 81.00 (Shunting)	202.00
7	FM-1, Asstt.Loco Pilot (Diesel/Elec)	5200-20200	1900	121.00 78.00(Shunting)	194.00
8	Sr.Second Fireman	5200-20200	1900	121.00 78.00(Shunting)	194.00
9	Second Fireman	5200-20200	1800	102.00 61.00 (Shunting)	163.00
TRAFFIC RUNNING STAFF:					
1	Mail/Express Guard	9300-34800	4200	154.00	246.00
2	Passenger Guard	9300-34800	4200	153.00	245.00
3	Sr.Goods Guard	9300-34800	4200	152.00	243.00
4	Goods Guard	5200-20200	2800	151.00	242.00
5	Sr.Asstt. Guard/ Sr.Brakesman	5200-20200	2400	90.00	144.00
6	Asstt.Guard/ Brakesman	5200-20200	1900	86.00	138.00

4. The running staff may be granted Kilometreage allowance/ ALK at the above rates w.e.f. 1.9.2008 or from the date they elect to come over to the Railway Services(Revised Pay) Rules,2008, whichever is later. The other terms and conditions for sanction of Kilometreage Allowance/Allowance in lieu of Kilometreage shall remain unchanged.

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

SERIAL CIRCULAR NO. 203 /2008

No.P(R)/96/II Date: 31-12–2008

Copy of Board's letter No.E[MPP]2001/6/7 dated 01.12.2008 is published for information, guidance and necessary action. Board's letters dated 31.12.2002 and 23.07.08 quoted therein were circulated as SC Nos.30/03 and 100/08, respectively.

Copy of Bd's letter No. E[MPP]2001/6/7 dtd. 01.12.2008 (RBE No. 191/08) SC No.19 to M C No. 08 /02

Sub: Apprentices Act, 1961 – Upper age limit for selecting candidates for training.

….

A demand has been raised by AIRF vide item No. 9/2007 for increasing the maximum age limit for engagement of Act Apprentices in view of the minimum essential educational qualification being raised from class 8th pass to class 10th pass.

2. The matter has been considered by the Board and it has been decided that maximum age limit may be raised by 2 years for those trades in which educational qualification has been raised from 8th

pass to 10th pass as per Annexure I attached herewith, with age relaxation as applicable in case of SC/ST candidates.

3. Further, the reservation of 27% was extended to candidates belonging to OBCs vide Board's letter No. E[MPP]2002/6/10 dated 31.12.02 [RBE No. 234/02] with the personal approval of Hon'ble Minister of Railways. Ministry of Labour have also amended the Apprentices Act, 1961 making a provision of reservation of training places for OBCs in designated trades which has been circulated under Board's letter No. E[MPP]2006/6/11 dated 23.7.08 [RBE No.87/08]. In view of this, relaxation in age by three years is also applicable to OBCs.

4. Accordingly, para 8 of Master Circular No. 8/2002 issued under Board's letter of even number dated 22.7.02 may be modified to read as under:

"8. Age for engagement of Act Apprentices for training on Railways:

[i] ITI candidates should have completed 15 years of age and should not have completed 24 years of age.

[ii] Non-ITI candidates should have completed 15 years of age and should not have completed 22 years of age.

[iii] The upper age limit is relaxable by 5 years and 3 years in the cases of SCs/STs and OBCs respectively.

SERIAL CIRCULAR NO. 204 /2008

No.P(R)/268/I Date: 31-12–2008

Copy of Board's letter No.E[NG]II/1999/RC-1/SC/8/Pt. dated 18.12.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[NG]II/1999/RC-1/SC/8/Pt. dated 18.12.2008

Sub: Appointment on Compassionate Grounds – Minimum Educational Qualification regarding.

….

References have been received from a number of Zonal Railways / Production Units seeking clarification regarding minimum educational qualification for recruitment on Compassionate Grounds in Group 'D' posts in light of acceptance of recommendations of 6th Central Pay Commission [6th CPC] inter-alia prescribing that the minimum grade in which all future recruitment will take place will be PB-1 Pay Band of Rs.5200-20200 with grade pay of Rs.1800/- and the minimum educational qualification for this band would be class 10th pass or ITI or equivalent.

The matter has been considered by the Board and it has been decided that till instructions regarding revised qualification for recruitment to PB-1 Pay Band of Rs.5200-20200 with grade pay of Rs.1800/- are notified /issued by this ministry, the existing practice may be continued.

SERIAL CIRCULAR NO. 205 /2008

No.P(R)/563/VIII Date: 31-12–2008

Copy of Board's letter No.E[Sports]2007/Policy/4[Clarifications] dated 19.11.2008 is published for information, guidance and necessary action. Board's letters dated 30.03.2007, 16.11.2007 quoted therein were circulated as SC Nos.55/2007 and 163/2007, respectively.

Copy of Bd's letter No. E[Sports]2007/Policy/4[Clarifications] dated 19.11.2008

Sub: Relaxation to sportspersons for acquiring minimum educational qualification, on out-of-turn promotion – clarification regarding.

Ref: Board's letter Nos. E[Sports]2007/Policy/3 dated 30.03.2007 [RBE No. 48/2007] & E[Sports]2007/Policy /4[Clarifications] dated 16.11.2007 [RBE No. 149/2007].

….

Please refer to Para 9.6[a] & 9.6[b] of Board's letter dt. 30.03.2007 mentioned above, containing a provision for relaxation in the minimum educational qualification to the sportspersons for granting out-of-turn promotion from Group –D to Group –C or within Group-C on sports account; subject to acquiring the same within four years from the date of such promotion.

As per extant policy, if Railway Board grants relaxation to a sportsperson for acquiring the minimum educational qualification or passing the trade test within four years from the date of his/ her out-of-turn promotion and if he/she is unable to acquire the same within the prescribed time limit, sportsperson should be reverted to the original grade immediately after the completion of the prescribed time limit. In exceptional case, where after such promotion sportsperson continues to excel in the National Championships and / or participates in the recognized International Championships; his / her case may be referred to Railway Board, after GM's recommendation, for extension in the time limit for acquiring the minimum educational qualification or for passing the Trade Test, as the case may be; immediately after the completion of the prescribed time limit. GM has no powers to extend the prescribed time limit.

Board have observed that some of the Railways are not following Board's instructions and extended the prescribed time limit without Board's approval. Board desired that Railways should follow the Board's instructions in true spirit and in deserving case proposal should reach to Board's office, immediately after the completion of prescribed time limit. If a sportsperson does not deserve such extension, he/ she should be reverted to the original grade immediately after the completion of the prescribed time limit.

SERIAL CIRCULAR NO. 206/2008

No.P(R)/554/VII Date: 31 -12–2008

Copy of Board's letter No. F(X)I-2002/11/1 dated 22.12.08 is published for information, guidance and necessary action. Board's letter dated 09.03.05 quoted therein was circulated as SC No.47/2005.

Copy of Bd's letter No. F(X)I-2002/11/1 dated 22.12.08

Sub: Revision of flat rate of license fee (Standard Rent) for residential accommodation all over Indian Railways w.e.f. 01.01.2009.

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The flat rates of license fee (Standard Rent) for residential accommodation over the Indian Railways were last revised w.e.f. 1.7.2004 and notified vide Board's letter of even number dated 09.3.2005. Ministry of Railways have decided to revise the license fee (Standard Rent) for residential accommodation over Indian Railways, as shown in the Annexure.

2. The revised rates will be effective from 01.01.2009 and will remain in force till further orders.

3. Orders for revision of rent recoverable in regard to leased accommodation will be issued separately.

4. The revision shall not apply to sub-standard accommodation.

5. Immediate action may please be taken to give effect to these orders and compliance reported.

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Annexure.

STATEMENT SHOWING THE REVISED FLAT RATES OF LICENSE FEE FOR DIFFERENT TYPES OF ACCOMMODATIONS

(Enclosure to letter No.F(X)I-2002/11/1 dated 22.12.2008)

Type	Slab of Plinth Area	Rate of License Fee w.e.f. 01.07.2004	Revised rates of license fee w.e.f. 1.1.2009
		Rupees per month	Rupees per month
I	Upto 25 sq.m. 25- 30 sq.m. 30- 35 sq.m. above 35 sq. m.	43 53 64 70	43 54 65 71

II	Upto 45 sq.m. 45- 50 sq.m. 50- 55 sq.m. above 55 sq.m.	85 98 108 118	86 99 109 119
III	Upto 60 sq.m. 60-65 sq.m. 65-70 sq.m. above 70 sq.m.	150 162 173 187	152 164 175 189
IV	Upto 80 sq.m. 80- 90 sq. m. 90-100 sq.m. 100-120 sq.m. above 120 sq.m.	222 247 274 323 409	224 249 277 326 413
V	Upto 150 sq.m. 150-200 sq.m. 200-250 sq.m. 250-300 sq.m. 300-350 sq.m. above 350 sq.m.	608 762 1076 1230 1522 1825	614 770 1087 1242 1537 1843

Notes:1. There will be no change in the flat rates for servants quarters and garages and the existing rates will continue to be recovered as indicated below:

i) Servant quarters Rs.40
ii) Garages Rs.28

2. Rates of license fee for Type-IV Quarters will also apply to officers' Transit flats.

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SERIAL CIRCULAR NO. 207 /2008
Pay Commission Circular No. 60
No.P(PC)/487/VICPC/Allowance Date:31-12–2008

A copy of Board's letter No.E[W]2008/ED-2/4 dated 18/19.12.2008 is published for information, guidance and necessary action. Board's letter dated 1.10.2008 quoted therein was circulated as SC No.135/2008.

Copy of Bd's letter No. E[W]2008/ED-2/4 dated 18/19.12.2008 (RBE No. 197/08) PCVI-60

Sub: Grant of Children Education Allowance & Hostel Subsidy to Railway employees – clarifications reg.

….

Please refer to Railway Board's letter of even number dated 01.10.2008 circulating therewith Office Memorandum No. 12011/03/2008-Estt.[Allowance] dated 02.09.2008 of the Deptt. of Personnel & Training [DOP&T] containing revised policy instructions on Children Education Allowance and Hostel Subsidy admissible to Government servants based on the recommendations of Sixth Central Pay Commission and conveying Board's decision as regards adoption of said policy mutatis-mutandis for Railway employees.

2. Deptt. of Personnel & Training has now issued certain clarifications vide its Office Memorandum No. 12011/03/2008-Estt.[Allowance] dated 11.11.2008 regarding its revised policy on Children Education Allowance and Hostel Subsidy as contained in O.M. dated 02.09.2008. A copy of the aforesaid O.M. dated 11.11.2008 is circulated herewith for guidance of all concerned.

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Copy of Office Memorandum No. 12011/03/2008-Estt.[Allowance] dated 11.11.2008 issued by the Ministry of Personnel, Public Grievances and Pensions, DOP&T

Sub: Children Education Allowance – Clarification.

…

Subsequent to issue of DOP&T OM No.12011/3/2008-Estt.(Allowance) dated 2nd Sept, 2008 allowing Children Education Allowance/Hostel Subsidy, clarifications on certain points have been sought by Govt. servants/Ministries/Departments. The doubts raised by various authorities are clarified as under:-

(i) What is the definition of 'Year' & 'Hostel Subsidy' as per the OM No.12011/3/2008-Estt(Allowance) dt. 2nd Sept,2008 on the subject Children Education Allowance ?	(i) 'Year' means academic year i.e. twelve months of complete academic session. (ii) Hostel Subsidy means expenses incurred by the Govt. servant if he has to keep his children in the hostel of a residential school away from the station at which he is posted/or is residing. It may include expenses towards boarding, lodging and expenses as detailed in para (e) of the original OM No. 12011/3/2008-Estt. (Allowance) dt. 2nd Sept.2008.
(ii) What is the amount of reimbursement of Children "Education Allowance for the year 2008-09 in the OM No.12011/3/2008-Estt.(AL) dt. 2nd Sept,2008?	It may be calculated on prorate basis @ maximum of Rs.1000/- per month per child w.e.f 1st September,2008.
(iii) Whether DOPT OM No. 12011/3/2008-Estt.(Allowance) dated 2nd September,2008 is admissible for reimbursement of Children Education Allowance for pursuing Diploma Course for the initial years in Polytechnic ?	In cases where minimum qualifications for admission in the two years Diploma course in Polytechnic is 10th Class and the student joins the polytechnic after passing X class, the reimbursement of tuition fees shall also be allowed for the 1st and 2nd year classes of the above course.
(iv) Whether children attending day boarding, whether attached to schools or not are eligible to draw hostel subsidy ?	No. They are not eligible
(v) Whether the restriction of classes Nursery to class Twelfth as applicable for Children Education Allowance is also applicable for drawing hostel subsidy?	Yes.
(vi) Whether Children Education allowance is admissible for more than two children in case the number of children exceeds two as a result of multiple birth ?	Yes, if the number of children exceeds two as a result of second child birth resulting in twins or multiple births.
(vii) Whether Children Education Allowance/Hostel Subsidy will be admissible during suspension or leave ?	The Children Education Allowance or hostel subsidy shall be admissible to a Govt. servant while he/she is on duty or is under suspension or is on leave (including extra ordinary leave). Provided that during any period which is treated as 'dies non' the Govt. servant shall not be eligible for the Allowance/ reimbursement/subsidy for the period.
(viii) Whether reimbursement of Children Education Allowance as per OM No.12011/4/2008-Estt.(AL) dt. 11th Sept, 2008 is admissible for disabled Children of Govt. employees who undergoes non formal Education or Vocational Training or other similar instructions ?	Yes. As long as a physically /mentally handicapped child studies in any institution i.e. aided or approved by the Central/State Govt. or UT Administration or whose fees are approved by any of these authorities, the Children Education Allowance paid by the Govt. servant shall be reimbursed irrespective of whether the institution is 'recognized' or not. In such cases the benefits will be admissible between the age limits 5 to 22 years.

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

SERIAL CIRCULAR NO. 208/2008
Pay Commission No. 64
No.P(PC)487/VICPC/Leave Date: 31-12–2008

A copy of Board's letter No.E[G]2008 LE1/4 dated 26.12.2008 is published for information, guidance and necessary action.

Copy of Bd's letter No. E[G]2008 LE1/4 dated 26.12.2008 (RBE No. 201/08)PCVI No. 64

Sub: Sixth Central Pay Commission Recommendations – Special dispensation in the form of Special Casual Leave to Central Government employees with disabilities.

….

Consequent on the recommendations of the 6th Pay Commission that the number of Casual Leave available for employees with disabilities should be 12 days as against 8 days for other employees, the Ministry of Railways have decided that the additional benefit of 4 days leave should be granted in the form of Special Casual Leave. Sanction of the Ministry of Railways is accordingly conveyed for grant of Special Casual Leave for 4 [four] days in a calendar year to Railway employees with disabilities as defined in the Persons with Disabilities [Equal Opportunities, Protection of Rights and Full Participation] Act, 1995, for specific requirements relating to the disability of the official.

These orders take effect from 1st September, 2008.

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SERIAL CIRCULAR NO. 209 /2008
Pay Commission Circular PCV-502
No.P(PC)487/VICPC/Pension Date: 31-12–2008

A copy of Board's letter No.F[E]III/99/PN1/20 Vol.II dated 24.11.2008 is published for information, guidance and necessary action.

Copy of Bd's ltr. No. F[E]III/99/PN1/20 Vol.II dated 24.11.2008 (RBE No.187 /08)PCV-502

Sub: Allotment of higher pay scales to Railway Accounts Staff – Revision of Pension of Accounts Staff retired during the period of 01.01.1996 to 18.02.2003.

….

In terms of Board's letter No. PC-V/98/1/11/23 dt. 7.03.2003, the Accounts Staff in the Railways were granted higher replacement scales of pay on notional basis with effect from 01.01.1996 and actual payment prospectively from 19.02.2003. The instructions regarding admissibility of pensionary benefits of such of the Accounts staff as had retired during the period from 01.01.1996 to 18.02.2003 were issued vide Board's letter of even number dated 16.06.2004. In terms of these instructions, pension / family pension of all the concerned Accounts staff as had retired during 01.01.1996 to 18.02.2003 was to be revised on the basis of average emoluments notionally drawn during the last ten months of service and actual payment of pension / family pension was to be made from 19.2.2003. It was also provided therein that the revised pension and family pension shall not be less than 50% and 30% respectively of the minimum of the higher replacement scales of pay, subject to fulfillment of the conditions stipulated in para 2 of Board's letter No. F[E] III/98/PN1/29 dt. 15.01.1999. These instructions were based on Department of Pension & Pensioners' Welfare [DOP&PW]'s OM No. 38/86/03-P&PW[A] dated 26.4.2004 and 8.2.2005.

2. Subsequently, in pursuance of Supreme Court's judgement dated 23.11.2006 in Sh. K.S. Krishnamurthy & Ors Vs. UOI, DOP&PW vide OM 38/83/03-P&PW[A] Pt. dated 5.09.2007 amended their earlier instructions dated 26.4.2004 and 8.2.2005 to the extent that:

[i] The benefit of higher pay in the upgraded pay scales for calculating pensionary benefits shall NOT be applicable to pensioners retired during the period from 01.01.1996 to 18.02.2003.

[ii] Revision of pension in these cases shall NOT be done on the average emoluments notionally drawn during the last 10 months of service under Rule 34 of CCS {Pension] Rules, 1972 [Rule 50 of Railway Services {Pension} Rules, 1993].

[iii] In terms of Supreme Court judgement dated 23.11.2006; revision of pension shall be governed by DOP&PW's OM dated 17.12.98 [Board's letter dated 15.11.99] read with OM dated 11.05.2001 [Board's letter dated 20.08.2001] and revision of pension in revised upgraded pay scales shall NOT be admissible /allowed.

[iv] The benefit of fixation of pension with reference to upgraded scales shall NOT be extended to pre-1996 retirees.

These instructions have been adopted on the Railways vide Board's letter of even number dated 27.9.2007 and Zonal Railways etc. advised to revise pension / family pension of Accounts staff retired during the period from 1.1.1996 to 18.02.2003 on the basis of emoluments actually drawn by them immediately before retirement and to pay the revised pension /family pension from 6.3.2007 onwards.

3. In view of the provisions of Rule 33 and 34 of CCS [Pension] Rules, 1972 [Rule 49 and 50 of Railway Services [Pension] Rules, 1993], the employees of Organised Accounts Cadres, who retired during the period from 1.1.1996 to 18.2.2003, could not get the benefit of the upgraded pay scale sin the matter of fixation of their pension; hence DOP&PW has reviewed the matter in consultation with the Ministry of Finance and vide OM No. 38/86/03-P&PW[A] dated 05.11.2008, and issued revised clarifications as under:

[i] The pension of all the pensioners, who had retired from Organised Accounts Cadres during 01.01.1996 to 18.02.2003, would be fixed as per the upgraded scale notionally extended with effect from 01.01.1996 to 18.02.2003 and the pension with reference to the higher revised pay scale shall actually be paid only with effect from 19.02.2003.

[ii] The average emoluments notionally drawn by a pensioner consequent on the above revision of pay scales of Organised Accounts Cadres will also be taken into account for the purpose of computation of pension subject, of course, to the condition that no arrears shall be paid for the period from, 01.01.1996 to 18.02.2003 and the pension with reference to the higher average emoluments shall actually be paid only with effect from 19.02.2003.

[iii] In accordance with the instructions contained in Department of Pension & PW OM No. 45/10/98-P&PW[A] dated 17.12.1998 [Board's letter dated 15.01.1999] and OM No. 45/87/97-P&PW[A][Pt] dated 11.05.2001 [Board's letter dated 20.08.2001] the benefit of revised upgraded scale of pay will not be extended to the pensioners who retired before 01.01.1996, as clarified in this Department's OM of even number dated 05.09.2007 [Board's letter dated 27.9.2007].

4. It has further been clarified by the DOP&PW that the above benefits of notional upgradation of pay with effect from 01.01.1996 has been extended to the pensioners who retired from the Organised Accounts Cadres as a special case considering the hardships caused to them under the circumstances mentioned above and that these instructions will, therefore, not be quoted as a precedent for extension of similar benefits in cases where the pay of a Government servant on the date of retirement is drawn on notional basis.

5. The instructions / clarifications issued vide Board's letter dated 27.09.2007 will stand modified accordingly and other provisions contained in Board's letters of even number dated 16.06.2004 and 27.09.2007 will remain unchanged. Zonal Railways etc. are accordingly advised to revise pension /family pension of Accounts staff retired during the period from 01.01.1996 to 18.02.2003 on the basis of clarification contained in para 3 above at the earliest possible.

SERIAL CIRCULAR NO. 210 /2008

No.P(R)/535/VII Date: 31-12–2008

Copy of Board's letter No.E[GP]99/2/22 dated 26.12.2008 is published for information, guidance and necessary action. Board's letters dated 22.12.92 and 22.7.2004 quoted therein were circulated as SC Nos.8/93 and 152/04, respectively Board's letter dated 10.1.90 was circulated as Gazetted Serial No. 7/90 under letter No. P/Gaz/562/Cl.III to Cl.II /Pt.III dated 2.2.90.

Copy of Bd's letter No. E[GP]99/2/22 dated 26.12.2008 (RBE No. 203/08)

Sub: Promotion from Group 'C' to Group 'B'- Conditions of eligibility for promotion to the post of Assistant Personnel Officer.
Ref: Railway Board's letters No. E[GP]86//2/61 dated 10/11.1.90 and 22.12.92 and letters No. E[GP]99/2/22 dated 22.7.2004 and 18.11.2004

….

1. In terms of instructions contained in Board's letter of even number dated 18.11.2004, Group 'C' employees with 3 years of non-fortuitous service in the Grade of Rs.5500-9000 are eligible for being considered for selection to 70% quota of Group 'B' posts of Assistant Personnel Officers.

2. Consequent upon implementation of the pay scales recommended by the VI Pay Commission, the matter regarding eligibility conditions for promotion to Group 'B' post of Asstt. Personnel Officer has been considered by the Board and it has been decided that employees working in Pay Band PB-2 [Rs.9300-34,800] with Grade Pay of Rs.4200/- and in higher Group 'C' scales will be eligible to appear for Group 'B' Selections for the post of Asstt. Personnel Officer, against 70% quota, provided they have rendered not less than 3 years of non-fortuitous service in the Grade.

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IMPORTANT INSTRUCTIONS ISSUED AS NON SERIAL CIRCULARS DURING THE YEAR 2008

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Letter No.P(R)605/XI Dt. 7-1-2008

Sub: Refusal of promotion in non-selection posts – Reserving a vacancy for the employee.

…

In terms of Para 224 of IREM Vol.I,1989 Edition, the employee refusing promotion expressly or otherwise(i.e., he does not give in writing his refusal but also does not join the post for which he has been kept on select list) should be debarred for future promotion for one year but not be transferred away from that station for one year if unavoidable domestic reasons exists. He should again be debarred for promotion for one year in case he refuses promotion again after the first year of

debarment or refusal of promotion for second time, the Administration can however, transfer him to outstation in the same grade and the employee has again to appear for a suitability test when his turn for promotion comes.

He will rank junior to all promoted during the period he was allowed to refuse promotion irrespective of his relative seniority. He will not however, lose seniority to another employee promoted to the same category during the one year period of penalty as a result of fresh suitability test subsequently held.

Further, it was also advised under this office letter No.P(R)535/VI dated 29-8-2006, that in all promotion orders, it should be clearly indicated that if the employee does not carry out promotion/transfer order within 2 weeks / evades by taking leave, it will be deemed to be a refusal and will be dealt accordingly.

Doubts have been raised by one of the Division as to whether a vacancy for the employee who has refused promotion (non-selection post) is to be reserved for a period of one year or otherwise, in case assessment is made for formation of another select list immediately after a period of six months from the date of formation of the previous select list.

The issue has been examined in detail. As per the extant instructions Non-selection posts are filled by promotion of the seniormost suitable railway servants from the select lists published. If any employee refuses promotion on transfer, he should be debarred for future promotion for a period of one year. Having regard to this, it is decided that if any employee refuses promotion on transfer, a vacancy may be reserved in such a case till the completion of the period of debarment . While assessing vacancies for forming the next select list, the number of posts in the previous select list which were unfilled due to refusal should be excluded from the assessment.

It is also clarified that if any employee refuses promotion/transfer order, the date of refusal in such cases may be taken from the date of refusal given by the employee or 15 days from the date of issue of promotion/transfer orders, whichever is earlier.

This issues with the approval of CPO.

***

Letter No .P(R)/583/Awards Date:31 -01–2008

Sub: Grant of group / individual cash award announced by Hon'ble MR in recognition of outstanding performance of Indian Railways during the year 2006-07

Copy of Board's letter No.E[G]2007/AW1/43 dated 08.11.2007 is published for information, guidance and necessary action. Board's letter dated 01.03.2007 quoted therein was circulated under letter No. P[R]583/Awards dated 06.03.2007.

The payment of the individual cash award of Rs.400/- each, which includes Rs.100/- each credited to Staff Benefit Fund as indicated therein, may be arranged to all the employees who were working in scale Rs.2750-4400/- during the period 2006-07, through the regular salary bills for the month of February, 2008. This award may also be paid before 29.02.08 to the employees who retired / demitted service while working in scale Rs.2750-4400 during the period 2006-07. As indicated in this office letter of even No. dated 23.03.07, the expenditure may be allocated to the financial year 2007-08.

Copy of Bd's letter No. E[G]2007/AW1/43 dated 08.11.2007

Sub: Grant of group / individual cash award announced by Hon'ble MR in recognition of outstanding performance of Indian Railways during the year 2006-07

….

Further to Board's letter of even number dated 01.03. 2007, sanction of the President is hereby conveyed to the grant of individual cash award of Rs.400/- each to all the employees working in scale Rs. 2750-4400/-. The award amount includes Rs.100/- each credited in Staff Benefit Fund vide para 1[iii] of Board's letter of even number dated 01.03.2007.

2. The expenditure on the above award may be met from Railway / Organisation's own funds.

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

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Letter No .P(R)438/CHS/IV Dt. 01 - 02 -2008.

Sub: Termination of services of employees who are declared malingerer in terms of Para 512(2) of IRMM, 2000 Edn.

…

In terms of Board's letter No.E(NG)I-2000/RE-3/5 dt. 31.7.2001, circulated under S.C.No.170/2001, if a person has been declared a malingerer in terms of Note(ii) below para 512(2) of IRMM, he will not be entitled to the benefit of the scheme framed pursuant to Section 47(1) of the Persons with Disabilities(Equal Opportunities, Protection of Rights and Full Participation) Act,1995 for absorption in alternative employment of medically decatetgorised railway servants.

Extract of Note(ii) below Para 512(2) of IRMM,2000 Edition is reproduced below:

(ii) **Malingering**: It may sometime happen that an employee belonging to an un-attractive category like trains clerk may deliberately fail in the colour perception test during medical re-examination in expectation of being absorbed in a more attractive alternate employment like goods clerk/booking clerk etc. It must be remembered that an individual, having a normal colour perception retains such normalcy throughout the life unless he develops some pathological conditions of the optic nerve. In case, therefore a person is found to be colour blind subsequently without having developed, one of these pathological conditions, and where there is also no doubt as to the findings of earlier examination, the person concerned should be declared as a malingerer. Where such malingering is suspected, the Administration should ensure that the person does not get any attractive alternate employment but only an unattractive post like office clerk. Obviously a decision in such cases has to

be taken very judiciously. **If malingering is established, he is psychologically not fit to remain in service and may be declared unfit for all classes**. The medical unfitness papers should carry an endorsement that he has been declared unfit under para 512(2) sub note(ii) of IRMM.

Rule 501 of IREC envisages that when a person without a lien on a permanent post under Government is appointed to hold a temporary post or to officiate in a permanent post, he is entitled to no notice of the termination of his service if such termination is due to the expiry of the sanction to the post which he holds or the expiry of the officiating vacancy, or to his compulsory retirement due to mental or physical incapacity or to his removal or dismissal as a disciplinary measure after compliance with the provisions of Clause(2) of Article 311 of the Constitution of India. If the termination of his service is due to some other cause, he shall be entitled to one month's notice provided he was engaged on a contract for a definite period and the contract does not provide for any other period of notice; and to a notice of 14 days if he was not engaged on a contract. Temporary railway servants with over three years continuous service, shall, however, be entitled to a month's notice. The periods of notice specified above shall apply on either side, and steps should be taken to bring this condition to the notice of the railway servants concerned.

Note(1) Show cause notice is necessary for the termination of the service of permanent railway servants.

Model show cause notice format to be issued in such cases is enclosed as Annexure-A.

Investigation taken up by the Vigilance Branch on one of the Divisions of this Railway revealed that an employee who was declared unfit for all categories based on PME conducted at RH of the Division and RH/LGD in terms of Para 512(2)(ii) of IRMM was terminated from Railway service without issuing him a show cause notice as required under Rule 301 of IREC Vol.I (which is mandatory before termination). The Hon'ble CAT/HYB had set aside the termination order due this procedural lapse.

In order to avoid recurrence of the cases of similar nature, it is advised that due procedure as indicated in Rule 301 of IREC should be followed before termination of employees declared as malingerer in terms of Note(ii) below Para 512 (2) of IRMM.

This issues with the approval of Competent authority.

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ANNEXURE-A

No. Date

NOTICE

Shri_____, _____(Designation),_____ (Office) is hereby informed that he has been declared medically unfit for all classes based on the Periodical Medical Examination conducted at _____Hospital/Health Unit in terms of Para 512(2)(ii) of the Indian Railway Medical Manual, 2000 Edition.

As per the provisions contained in Para 512(2)(ii) of IRMM,2000 Edn., persons declared as malingerer based on the medical examination conducted by authorized medical officers should be declared unfit for all classes. Since malingering is established in his case, he is not psychologically fit to remain in service and so the undersigned proposes to terminate his services in terms of Para 512(2)(ii) of IRMM, 2000 Edn.

Shri _____, _____(Designation)_____ (Office) is hereby given opportunity of making representation on the proposed action. Such representation, if any, should be made in writing and submitted so as to reach the undersigned not later than 30 days from the date of receipt of this notice by Shri _____. If no representation is received from him within the stipulated time, it will be presumed that he has no representation to make and final decision will be taken ex-parte.

The receipt of this notice should be acknowledged by Shri_____.

Signature

Designation

To

_____

_____

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Letter No.P(R)473/VII Dt: 11-3-2008.

Sub: Issue of First Class passes to running staff.

-*-

The running staff in scale Rs.5000-8000 RS(RP) are entitled to First Class pass in view of the clarification issued by Railway Board vide letter dated 18-6-2003 in response to the Western Railway's letter dated 4-6-2003. Copies of both the letters are enclosed herewith for information and necessary action.

***

Copy of Board's letter No.E(W)2000 PS5-1/10, dated 18-6-2003, addressed to General Manager, Western Railway/Mumbai)

Sub: First Class passes eligibility by adding 30% of basic pay in scale of running staff.
Ref: Western Rly's letter No.E(pass)768/63, Vol.III, dated 4-6-2003.

-*-

Employees with a pay scale the minimum of which is Rs.6500/- or above are eligible for grant of First Class Pass in terms of Board's letter No.E(W)97 PS5-1/62, dated 1-2-1999. There is no maximum limit in this scale. Thus Railway employees, whose minimum pay scale becomes Rs.6500/- after adding 30% running allowance, are eligible for grant of First Class Pass. Reply may be expedited.

Sd/-
(P.N.Kumaran)
Dy.Director Estt.(Welfare)

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(Copy of Western Railway's letter No.E(Pass)768/63 Vol.III, dated 4-6-2003, addressed to the Secretary, Railway Board, New Delhi)

Sub: First Class passes eligibility by adding 30% of basic pay in case of running staff.

Ref: Railway Board's letter No.E(W)2000 PS5-1/10, dated 25-4-2003.

-*-

A copy of reference of AIRF received under Board's letter cited above has been examined and remarks thereon are given below as desired.

In terms of Railway Board's letter No.E(W)87 PS-1/3, dated 29-7-1987, 30% of the basic is added to the minimum/maximum of the pay to determine the eligibility for 1st class pass in cases of running staff. This stipulation of adding 30% of the basic pay to the minimum/maximum has been retained even after implementation of this recommendation of V PC as per the Board's letter No.E(W)97 PS 5-1/62, dated 9-11-99. The same condition is mentioned in Board's letter dated 25-4-2003 under reference.

All the above indicate that even on date the rule regarding adding 30% of the basic pay both at the minimum and maximum exists to determine the eligibility for 1st class pass in case of running staff.

It is true that according to the Board's letter No.E(W)97/PS 5-1/62, dated 1-2-99, employee appointed after 1-2-99 are entitled for 1st class passes provided they are working in pay scale, the minimum of which is Rs.6,500/- or above. This is applicable to the general categories of staff. In the case of Running Staff, there is special provision of adding 30% of the pay. When this is done, it is felt to be in order to follow the said provisions both in letter and in spirit i.e. 30% of the basic pay has to be added in both the minimum and maximum as desired in Board's letter dated 25-4-2003 mentioned above. It cannot be applied on 'Either or OR basis" to the minimum/maximum of the pay scale.

In this Railway, the practice of issuing First Class pass to Running Staff is as under:

e.g. The pay scale of Goods Driver is Rs.5000-8000. According the special provision of adding 30% is applied; this scale will be Rs.6500-10400. As such the Goods Drivers in scale Rs.5000-8000 satisfy the condition of Rs.6500/- at the minimum of the pay scale but do not satisfy at the maximum even after adding 30% at Rs.8000/- the maximum of the pay scale of Goods Drivers.

In view of the above, Board may kindly clarify whether above practice of allowing First Class pass to Running Staff is in order or otherwise.

Sd/-
(S.Kademani)
for General Manager(E)

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Letter No.P(R)/676/II Date: 14-03–2008

Sub: Change of category of Group D staff from technical to non-technical / popular categories.

….

In terms of extant instructions circulated under this office circular No. P[R]676/I dated 29-4-98 [copy enclosed] request transfer from staff working in the technical categories to non- technical popular categories is not to be permitted.

General Manager has further issued instructions that requests for change of category of Group D staff from technical categories to non-technical/ popular categories should also not be entertained. Copy of General Manager's Note No. G.157/Genl./2008 dated 20.02.2008 is enclosed herewith for strict compliance.

Encl:2

Enclosure to circular No. P(R)/676/II Date: 14-03–2008

Copy of General Manger's Note No. G.157/Genl./2008 dated 20.02.2008

Sub: Change of category of Group 'D' staff from Technical to non-technical /popular categories.

***

It is learnt that requests for change of category of Group 'D' staff from technical categories like Trackman, Khalasi etc. to non-technical categories like Office Peon are being entertained by various Departments/ Divisions in violation of Rly. Bd.'s R.B. No. 121/07 [SC No. 134/2007]. Such practice of permitting staff to opt for non-technical categories results in depletion of staff strength in essential technical categories like Trackman, C&W Khalasi etc.

All concerned should be advised not to entertain such requests unless they are warranted on the grounds of medical de-categorisation or staff becoming surplus. Please ensure strict compliance.

Sd/-

[H.K.Padhee]

General Manager

Enclosure to circular No. P(R)/676/II Date: 14-03–2008

Copy of this office circular No. P[R]676/I dated 29-4-98.

Sub: Change of cadre from Technical to popular categories.

****

There is a policy decision that all technical categories including ASM/ SM/ ECRC/ Artisan / Supervisory staff from Electrical, Diesel/ C&W/ Elec[G] Traction Distribution /S&T Deptt. and Workshops should not be permitted to go on request transfer to popular categories such as clerks in all Dept. including Accounts Department.

This position notwithstanding, it has come to the notice of the General Manager that there is a normal tendency of ASMs to seek transfers to posts such as ECRC /Accounts Assistants which are of less strenuous nature.

ASM is a category in which there is a perpetual shortage requiring payment of Overtime Allowance. This is also a safety post which requires extensive attention on the part of incumbents and to ensure that men with good calibre are inducted into this post. Railways have laid down very rigid educational and other qualifications besides stipulation of a pass in Psychological test and undergoing long period of training.

It is not desirable nor justifiable to agree to the request transfers sought by the staff from technical categories to popular categories and the decision already taken may be strictly adhered to

and no such requests for transfers should be entertained. Any deviation from this should be brought to the personal notice of the General Manager.

This issues under the directives of the General Manager.

Lertter No.P(R) 605/XII Dt.27-3-2008

Sub: Guidelines for evaluating officer in departmental selections – Non Gazetted.

…

Guidelines/instructions to be followed by the evaluating officer in departmental selections for Non-Gazetted staff is sent herewith for information, guidance and necessary action.

It has come to the notice of CPO that these guidelines/instructions which are already existing on our Railway are not being followed by many of the evaluating officers.

In order to follow uniform procedure on this Railway, the guidelines/instructions for evaluating officers as at Annexure-A should be followed scrupulously without fail. The Personnel Officer in-charge of the selection should ensure that a copy of the Guidelines/instructions also sent to the evaluating officer, every time, alongwith the coded answer books as soon as the written test for the selection is held.

This issues with the approval of CPO.

Encl : One

ANNEXURE-A

GUIDELINES FOR EVALUATING OFFICER - NON-GAZETTED SELECTIONS

1. On receipt of sealed packets, it should be ensured that

   a) the number of answer books contained in the sealed packets are tallied with the number specified in the covering letter,
   b) the answer sheets shall not have fly leaves containing bio-data particulars of the employees.
   c) the answer sheets contain dummy roll numbers
   d) the answer sheets should not contain any signs, marks, roll number and signature which gives identification of a candidate.

2. Proper and uniform evaluation of the answer sheets especially for narrative type of answers should be ensured. In order to achieve this objective, the officer evaluating the answer sheets before starting the evaluation should keep ready the correct answers for the questions, separately for the objective and narrative type and then evaluate the answer sheets with reference to these answers.
3. It is wrong practice to first assign the marks with a pencil and marking in ink thereafter. Sometimes, the marks given in pencil and in ink differ.
4. The evaluating officer should use pen only for evaluation. There should be absolutely no cutting, erasing, over-writing etc., of the marks once awarded to answers to multiple-choice objective type questions. In cases of questions requiring narrative type of answers also while there should not be any overwriting, erasing, corrections of marks, if genuinely warranted, may be made by striking the marks originally given and entering the fresh marks duly attesting the correction.
5. It is wrong tendency on the part of the evaluating officer to review their own evaluation and to award the marks keeping in mind the percentage of pass marks with a view to increasing the number of candidates getting qualified. The marks have to be awarded strictly based on the correctness and contents of the answers given by the candidates.
6. No negative marks are to be awarded for wrong answers to objective type of questions.
7. If any candidate has attempted more than the required number of questions, answers to the prescribed

number of questions alone should be evaluated in the order they appear on the answer sheets.

8. The evaluating officer should not resort to awarding of any grace marks to individual candidates.

9. After evaluation is over, the evaluating officer should tabulate the marks for each question on the top sheet and do the totalling, This is to ensure that only the required number of questions are answered and evaluated and the totalling of the marks is correct. It has to be ensured by the evaluating officer that there are no erasing, cuttings or over-writings or mistake in totalling the marks granted to the candidates.

10. The evaluating officer should make out a separate statement of marks indicating the dummy roll numbers of the candidates and the total marks obtained on a separate sheet and send it to the Personnel Officer in-charge of the selection.

* * *

Letter No.P(R)8/III Dt.09 -4-2008

Sub: Absorption of Medically decategorised/disabled staff in alternative employment.

…

SCRE Sangh in their agenda to 121st PNM to be held with GM pointed out that disabled/medically decategorised Railway servants belonging to technical categories are being inducted to popular categories depriving the promotional prospects of senior employees in the particular category and requested to absorb the disabled/medically decategorised in posts which the staff can adequately fill and as far as possible should broadly be in allied categories where their background and experience in earlier posts could be utilized.

In terms of Para 1303 of IREM of IREM Vol.I as amended vide ACS No.77 issued under Board's letter No.E(NG)I-96/RE-3/9 dated 29.4.1999 (S.C.No.138/99), if a medically decategorised railway servant cannot be immediately adjusted against or absorbed in any suitable alternative post, he may be kept on a special supernumerary post in the grade in which the concerned employee was working on regular basis before being declared medically unfit, pending location of suitable alternative employment for him with the same pay scale and service benefits. The special supernumerary post so created will stand abolished, as soon as the alternative employment is located.

It was also envisaged in the above circular that the Railway employees who are declared unfit even for lowest medical category are to be absorbed in a post/category identified as suitable for employment of physically handicapped persons.

Para 1304 of IREM stipulates that in the matter of absorption of disabled/medically decategorised staff in alternative posts, Railway administrations should take care to ensure that the alternative employment offered is only in posts which the staff can adequately fill and as far as possible should broadly be in allied categories where their background and experience in earlier posts could be utilized. While finding alternative posts for absorption of disabled/medically decategorised staff, the Railway administration should ensure that the interests of other staff in service are not adversely affected and no revision of any officiating Railway servant is made to absorb the disabled/medically decategorised staff. For this purpose, attempts should be made to absorb the disabled/medically decategorised railway servant not only within the Unit/Division or Department, but in other Unit/Division or Department.

The powers to determine the categories in which the disabled/medically decategorised Railway servant is suitable for absorption are vested with the Committee of officers at Hqrs/Divisional/Unit level keeping in view the provisions contained in Para 1304 of IREM. The decision of the committee is final.

Therefore, the extant provisions contained in para 1303 & 1304 of IREM regarding absorption of disabled/medically decategorised staff in alternative employment are reiterated for strict compliance.

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Letter No.P(R) 605/XI Dt. 12-5-2008.

Sub: Promotion of employees placed in the panel – Treatment of SC/ST candidates selected on their own merit vis-a-vis their juniors promoted/placed against reserved points.

…

In terms of para 219(i) of IREM the names of selected candidates should be arranged in the panel in the order of seniority but those securing a total of 80% or more marks will be classed as outstanding and placed in the panel appropriately in order of their seniority allowing them to supersede not more than 50% of total field of eligibility.

Para 219(j) & Para 219(j)(iv) of IREM envisage that for general posts i.e., those outside the normal channel of promotion for which candidates are called from different categories whether in the same department or from different department, the final panel should be drawn up in order of seniority from amongst those who secure a minimum of 60% in the professional ability and 60% marks in the aggregate, provided that those securing a total of 80% or more marks will be classed as outstanding and placed at the top en-bloc of the panel in order of seniority.

Doubts have been raised by some of the Divisions/Units as to how the promotions of the employees placed in the panel are to be made

1. Whether promotions should be ordered in the order of seniority or as per the Roster points strictly as per the post based roster, and

2. the status of senior reserved community candidates who have found place in the panel as per own merit as UR candidates vis-à-vis their junior reserved community candidates booked against reserved points.

3. Whether the instructions contained in S.C.No.152/2002 and 116/2003 supersede the entire instructions contained in 195/99 in regard to determination of status of SCs/STs who get promoted in selection posts on their own merit.

In this context, it is clarified that

1. Once the panel is finalized, the promotions against 'Unreserved' as well as 'Reserved' points of the roster have to be made in the order of seniority notwithstanding the fact that there is a backlog against the particular reserved community in the roster.

2. The senior reserved community candidates who have found place in the panel as per own merit as 'UR' candidates do not lose their status of belonging to the reserved category and should be promoted against the reserved vacancy with a remark "on own merit" in the appropriate column of the roster against their name. Later on, as and when junior reserved community employee is promoted against unreserved vacancy, "Point utilized by SC/ST as the case may be " is to be indicated against his name in the appropriate column of the roster.

3. The clarification given in S.C.No.152/2002 & 116/2003 is applicable to such of the SC/ST candidates who are selected by applying the general standard and whose names in the panel appear within the number of unreserved vacancies and adjusted against UR points and not to other SC/ST employees who have qualified on their own merit and are not within the seniority of unreserved vacancies.

In order to achieve the percentage of reservation of reserved community candidates, the post based rosters are introduced. The order of points in the post based roster is not to be construed as order of seniority of the employees. Once the promotions of all employees in the panel are ordered, the points in the post based roster book may be adjusted in a suitable manner with proper remark "own merit/point utilized by SC/ST as the case may be in the appropriate column of the post based roster. At no point of time the senior reserved community employee in the panel should be overlooked while ordering the promotions.

This issues with the approval of CPO.

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Letter No.P(R)/69/III Date: 21-05–2008

Copy of Board's letter No.E[P&A]II-2006/RS-16 dated 21.04.2008 is forwarded for information, guidance and necessary action. Board's letters dated 11.03.2004, 12.03.2004 and 30.06.2004 quoted therein were circulated as SC Nos. 36/04, 35/04, and 120/04 respectively.

Copy of Bd's letter No. E[P&A]II-2006/RS-16 dated 21.04.2008 (RBE No. -/08)

Sub: CAT/Chandigarh's judgement dated 11.08.2006 dismissing OA No. 848/PB/04 filed by Bhajnik Singh V/s UOI & Ors.

….

A copy of the judgement dated 11.08.2006 of Central Administrative Tribunal, Chandigarh dismissing OA No. 848/PB/04 filed by Bhajnik Singh seeking modification in Board's letter No. E[P&A}II-2004/RS-13 dated 30.06.2004 regarding computation of Dearness Allowance in respect of the Running staff is attached for information and guidance.

2. It is desired that in respect of similar applications, if any, being contested by your Railway before CATs/HighCourts 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 the aforementioned judgement.

*****

Copy of CAT/Chandigarh Bench's order dated 11.08.2006 in OA No. 848/PB/O4

CORAM: Hon'ble Shri V.K. Majotra, Vice Chairman,
Hon'ble Smt. Shyama Dogra, Judicial Member,

Bhajnik Singh son of Babu Singh, Goods Guard, Northern Railway under Station Superintendent, Ludhiana. ……..Applicant

Versus

1. Union of India through Chairman, Railway Board, Rail Bhawan, New Delhi.
2. General Manager, Northern Railways, Baroda House, New Delhi
3. Divisional Railway Manager, Northern Railway, Ferozepur Cantt.
4. Senior Divisional Personnel Officer, Northern Railway, Ferozepur Cantt. …..Respondents.

For the applicant – Shri V.G. Dogra, Advocate
For the respondents – Shri Yogesh Putney, Advocate

ORDER

Hon'ble Shri V.K. Majotra, VC:

Applicant is employed as Goods Guard in the Northern Railways and is at present working under Station Superintendent, Ludhiana. The category of Guards/Drivers and all other employees, who are working on running trains are known as running staff. Railways have framed Running Allowances Rules, 1981. Rule 25 of these Rules reads as follows:

" 25. Reckoning of Running Allowance as pay

[i] 30% of the basic pay of running staff shall be reckoned as pay for the following purposes:

a. Entitlement of passes and P.T.Os
b. Medical attendance and treatment
c. Educational assistance
d. Fixation of pay in stationary posts
e. Compensatory [City] Allowance
f. House Rent Allowance
g. Entitlement to quarter
h. Recovery of rent for quarters
i. Dearness Allowance/Addl. Dearness Allowance
j. Overtime Allowance
k. Leave Salary
l. Productivity linked bonus
m. Interim Relief.

It is claimed by the applicant that in terms of this Rule, 30% of the basic pay of running staff shall be reckoned as pay among others for the purpose of Dearness Allowance/ Additional Dearness allowance. Applicant is aggrieved by Annexure A-1, dated 30.06.2004 and seeks modification therein to the effect that while calculating 11% House rent, 30% pay element under the Rules be taken on total pay after merger and not pay element as it existed before merger.

It has been stated on behalf of the applicant that vide Railway Board's circular, dated 12.03.2004 [A-3], which was issued on the basis of Govt. of India instructions, dated 1.3.2004 [Annexure A-2], in regard to merger of 50% of dearness allowance/dearness relief with basic pay / pension to Central Govt. employees /Pensioners w.e.f. 1.4.2004, 50% of the DA on the existing basic pay was to be merged with the basic pay and was to be taken into consideration for purposes of determining other allowances. It has been averred that on the basis of these instructions, vide Annexure A-4, dated 28.5.2004, Senior Personnel Officer, Ferozepur has decided that salary to the running staff be made provisionally by giving all benefits on pay + DP till receipt of fresh instructions/clarification from Headquarter, subject to recovery of over-payment.

Respondent No.1 has issued Annexure A-1, dated 30.06.2004 in which 11% dearness allowance has been allowed to be calculated on the amount of 30% after adding merger of 50% of the DA. Only 30% of the original basic pay has been taken into account for the purpose in the given example in Annexure A-1. 11% DA is being counted by adding Rs.1550 only with original basic pay of Rs.5000 plus merger amount of Rs.3250/-, which comes to Rs.1073/-. According to the applicant, 11% of the DA should be calculated by adding 30% of Rs.8250 i.e. the pay after merger of 50% DA and, therefore, 30% pay element should be calculated of the pay after merger i.e. 11% DA to be calculated on Rs.5000/- plus RS.3250/- plus Rs.2475/- i.e. 30% of the pay after merger.

This comes to Rs.1180/-. In other words, according to the applicant, a person getting Rs.5000/- as basic pay is being put to loss by Rs.107/- per month.

Respondents are stated to have issued another letter, dated 11.03.2003, which is a Railway Board's circular issued after recommendation of the 5th Central Pay Commission regarding merger of DA with the existing basic pay. Vide this, decision to merge DA equal to 50% of the existing basic pay with basic pay and shown distinctly as dearness pay [DP] w.e.f. 1.4.2004 was taken. It was to be counted for purposes like payment of allowances, transfer grant, retirement benefits, contribution for CGHS, various advances etc. In case of running staff, 30% of the basic pay is added to pay for certain purposes mentioned in Rule 9.24 of the Indian Railway Establishment Manual, Volume I [Annexure R-2]. Respondents have stated that vide annexure R-3, Railway Board has clarified that the emoluments of the running staff should be calculated as per the illustration given thereunder.

Learned counsel for the respondents, pointed out that para 9.24 of the IREM Vol.I provides for reckoning of allowance of 30% **as part of** pay . After recommendation of 5th Central Pay Commission regarding merger of DA with the existing basic pay, Railway Board issued circular dated 11.3.2004 [R-I] merging Dearness Allowance equal to 50% of existing basic pay with basic pay and shown distinctly as Dearness Pay w.e.f. 1.4.2004. In case of running staff, Running Allowance of 30% of basic pay is added as pay for certain purposes under para 9.24. The difference in calculation of DA in Annexure R-3 and the calculation indicated by the applicant is on account of double addition of running staff @ 30% of the basic pay by the applicant with is impermissible.

We have considered the respective contentions of the parties as also the material on record.

It has been contended on behalf of the applicant that while calculating 11% house rent, 30% pay element be taken on the basis of total pay after merger and not pay element as it existed before merger. The learned counsel for the applicant pointed out that in Annexure A-4, the Senior Personnel Officer had decided that salary of the running staff be paid provisionally by giving benefits on the basis of pay plus DA till receipt of fresh instructions / clarifications. However, the instructions issued by the respondents vide Annexure R-3 i.e Annexure A-1, dated 30.3.2004 have been different in which pay element @ 30% of the DA after adding 50% of DP has not been taken into account for calculating the emoluments of the running staff.

Annexure R-1 are the instructions relating to merger of 50% of Dearness Allowance /Dearness Relief with basic pay/pension to Railway employees / pensioners w.e.f. 1.4.2004. These instructions have been issued on the basis of recommendation of 5th CPC as decided by the President of India w.e.f. 1.4.2004. Paragraph 3 of these instructions reads as follows:

"3. As regards running staff, the recommendations of the Committee on Running Allowances-2002 are expected shortly. Pending receipt of recommendations of the above Committee and Government's decision thereon, it has been decided that Dearness Pay for the purpose of calculation of retirement benefits in the case of running staff, may provisionally be calculated on basic pay + 30% thereof. Accordingly, emoluments for retirement benefits in the case of running staff retiring on or after 1.4.2004 would consist of Basic pay + 55% thereof [as pay element component for retirement benefit] plus Dearness pay at the at the appropriate percentage calculated on Basic pay + 30% thereof. Regarding calculation of Dearness Pay for the specified benefits where 30% pay element is reckoned at present, Dearness pay for these purposes, except those excluded in para 2 above, would also provisionally be calculated on basic pay + 30% thereof. "

Pending receipt of the recommendations of the Committee and Govt. decision thereon, it was decided to implement recommendations of the Central Pay Commission in certain terms. However, final instructions thereon were to follow later on. Annexure R-3, dated 30.6.2004, Annexure A-1 are the instructions issued in respect of calculation of emoluments of the running staff on the basis of the illustration given therein, which is as follows:

"1. Basic pay [BP] = Rs.5000
2. Pay element @30% of BP = Rs.1500
3. Dearness Pay [DP] = Rs.3250 [computed on BP+30% of BP]
4. DA = Rs.1073 [11% of BP + 30% of BP +DP]
5. Total [1+3+4] = Rs.9323/-"

It is relevant to refer to Central Administrative Tribunal Principal Bench, New Delhi, Full Bench decision dated 19.7.2005 in the matter of Sri K. Venkata Rao and others etc. vs. Union of India and others -2005 [3] A.T.J. page 1. The following question was referred for consideration of the Full Bench.

" In the light of the Govt. of India, Department of Personnel and Pensioners Welfare, O.M. dated 10.2.98 as adopted by the Railway Board by their letter dated 10.3.98, for revision of pension of pre-1986 running staff pensioners with effect from 1.1.1996, whether the direction of the

Principal Bench of this Tribunal contained in the order dated 22.1.2002 in O.A. 2425/2000 and M.A. No. 2879/2000 of adding 75% notional pay as on 1.1.86 to the notional pay arrived at as on 01.01.86 is correct law."

In the case of S.R. Dhingra vs. Chairman Railway Board & Others, decided on 22.1.2002, the Principal Bench of the Tribunal had decided as follows:

"10. Having regard to the discussion made above, we find that it is obligatory on the part of the respondents to update the pay of the applicants as if they were in service on 1.1.1986 on a notional basis and then calculate their pension as on 1.1.1986. For this purpose, as per the relevant instructions, they will take into consideration the average emoluments on the basis of their average pay, DA, DP and IR which the applicants were drawing at the time of their retirement and 20% of the basic pay without reckoning the running allowance of 75%. After fixing the notional pay in this manner

as on 1.1.1986, they will add the element of 75% of running allowance. The sum so arrived at shall form the basis for fixing pension as on 1.1.1986, as per relevant rules and instructions. Accordingly we quash and set aside the impugned RBE No. 318/99 dated 29.12.1999 [Annexure R-8] and direct the respondents in terms of the observations made above. The respondents shall also refund the recoveries made, if any, and if due from the pension of the applicants on reduction in their pension. The respondents shall implement these orders within a period of three months from the date of communication."

After discussing various case-law in the matter, the Full Bench approved the decision of the Principal Bench in the matter of S.R. Dhingra [supra] and over-ruled the view of different other Benches to the contrary. Thus was resolved the issue of admissibility of running allowance to the running staff. It was decided that the average emoluments in respect of pre-1986 retirees should be on the basis of pay which they were drawing at the time of retirement and not on notional pay as on 1.1.1986. The contention of the respondents that running allowance has to be added in the pay which the running staff was drawing at the time of retirement pre-1.1.1986 was rejected holding that such dispensation would result in reckoning the benefit twice over and resultant double payment.

The provisional calculation of salary of the running staff in Ferozepur Division [A-4] pending the receipt of fresh instruction/ clarification from the Headquarter is of no consequence as the instructions contained in Annexure R-1, dated 2.5.2004, as interpreted by Annexure R-3/A-1, dated 30.6.2004 have to be the basis for calculation of emoluments of the running staff. Neither side could tell us whether recommendations of the Committee on running allowance have been received by the respondents or not. Be that as it may, presently, the interpretation given by the respondents vide A-1, dated 30.6.2004 to implement the
instructions of merger of 50% of dearness allowance etc. w.e.f. 1-4-2004, has to be taken as correct as this eliminates the possibility of taking into account the element of running allowance twice over for purposes of calculation of HRA, which would be in consonance with the principle laid down by the Full Bench in the matter of "Shri K. Venkata Rao and others" [supra].

In result, OA is dismissed being without merit.

sd/-	sd/-
[Shyama Dogra]	[V.K. Majotra]
Judicial Member	Vice Chairman

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Letter No.P(R)/212 Date:22.05.2008

Sub: Alteration in the recorded date of birth.

…

During the preventive checks conducted by Vigilance Branch in one of the divisions, Date of Birth recorded in the Service Register/Book was altered, particularly in the Engineering department without following the guidelines laid down by the Board from time to time.

In terms of Rule 225 of Indian Railway Establishment Code, Vol.I,1985 Edn. every person, on entering railway service, shall declare his date of birth which shall not differ from any declaration expressed or implied for any public purpose before entering railway service. In the case of literate staff, the date of birth shall be entered in the record of service in the railway servant's own handwriting. In the case of the illiterate staff, the declared date of birth shall be recorded by a senior railway servant and witnessed by another railway servant.

Note below Rule 225(4)(iii) of the IREC, Vol.I, clearly envisages that 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.

In this connection, attention is invited to the instructions in regard to recording date of birth on entering Railway service and its alteration contained in Establishment Serial circulars quoted below:-

	Estt.S.C.No./ Lr.No.	Date
1.	337/71	22.12.1971
2.	205/72	21.08.1972
3.	1/77	12.01.1977
4.	29/79	21.02.1979
5.	P(R) 212	13.10.1981
6.	157/86	12.11.1986
7.	P(R)212	20.09.1993

It may be ensured that at no point of time, the Date of Birth once recorded is altered by any authority without prior sanction of the Chief Personnel Officer.

Further, it is also decided that the date of birth once entered in the record of service in the railway servant's own handwriting with the source/basis on which the same has been recorded in figures and in words, no alteration in the recorded date of birth is to be permitted.

This issues with the approval of CPO.

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Letter No.P(R)621 Dt. 24 -6-2008.

Sub: Maintenance of Service Registers.

…

Instructions have been issued from time to time emphasizing the need for Service Registers being opened for all the Railway employees including Substitutes and updated regularly. Instructions also exist that all events in the career of an employee requiring entry in the Service Register should be posted therein and for this purpose, a copy of all such orders/memoranda should be endorsed to the Service Record Cell. The incoming references pertaining to entries in the Service Register of the employee should be entered in a separate Register by the in-charge of the SR Cell. After the entries have been made in the Service Register of the employee, it should be attested by the Supervisory Official of the SR Cell.

2. In order to keep Service Registers of employees up-to-date, a check list was circulated under this office letter of even No. dated 9.6.2006 covering all the events in the career of an employee, to ensure that all such important events are entered invariably in the Service Register of the employee concerned.

3. You are aware that the assessment of an employee to a selection post is decided upon his performance in the professional ability, Record of service and Seniority .In terms of para 219(g) of IREM Vol. I marks to be awarded by the Selection Board to a selection post under the sub-head Record of Service is 30. Guidelines for allotment of the 30 marks were issued under this office circular No. P[R]605/XI dated 22.08.2007. Out of the 30 marks allotted under sub-head Service Record, 10 marks are to be awarded based on the entries of Awards/punishments in the Service Register and 05 marks based on the entries of academic / technical qualifications possessed / acquired by the candidates. It is, therefore, very important to maintain the Service Registers of the employees up-to-date and to check whether all the entries regarding the basic data concerning the employee under consideration is completely and correctly made before it is submitted to the selection committee.

4. Despite the existence of instructions, members of the Selection Committee in one of the recently held selection have observed that the basic data of some of the employees under consideration have not been entered in the Service Register. The entries regarding community status, academic/technical qualifications, awards received and punishments imposed were not made in the Service Registers of employees who were subjected to selection thereby leading to delay in finalization of the selection process.

5. Besides reiterating instructions that Service registers of all the employees are maintained up-to-date so as to avoid problems in imposition of penalties, settlement of Claims, payment of retirement dues etc., particularly in cases of voluntary retirement and where employees die suddenly while in

service, it is once again emphasized that entries regarding community status, academic/technical qualifications, awards and punishments if any, are invariably posted in favour of all employees especially those under consideration for promotion, to avoid delay in finalization of selections by the Selection Committees.

This issues with the approval of CPO.

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Letter No.P(R)605/XI Date: 14 -07-2008

Sub: Selection to form a panel to fill up the vacancies of Goods Guards in scale Rs.4500-7000 RS[RP]

Ref: DRM[P]/GTL's letter No. G/P.608/Policy/Vol.II dated 25.06.2008

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In terms of Board's letter No. E[NG]I-96/PM2/3 dated 05.06.98 [S.C. No. 169/98] the vacancies of Goods Guards against 60% promotional quota is to be filled by **general selection** from amongst serving regular employees with a minimum of 3 years of regular service working in grade 3050-4590/3200-4900/4000-6000 in the categories of Shunting Masters/Pointsman/Trains Clerks/Sr. Trains Clerks, Commercial Clerks/Sr. Commercial Clerks, Ticket Collectors/Sr. Ticket Collectors, Switchmen, Assistant Guards/Sr. Assistant Guards and Yard Staff.

Inasmuch as volunteers are called for from different categories of different departments for filling up the posts of Goods Guards against 60% general selection, the provisions contained in para 219[j][i] and 219 (j)iv) of IREM, 1989 Edn. [ACS No. 183, circulated under SC No. 38/06] may be followed.

With the issue of Board's instructions supra, local instructions issued by this office under letter No.P(T)608/Goods Guard/LDCE dated 14-7-2000 automatically stand superseded.

This issues with the approval of CPO.

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Letter No.P(R)605/Con/IV Dt. 06-8-2008 addressed to All PHODs /HODs/DRMs/ Sr.DPOs.

Sub: Procedure for conducting written examination as a part of selections from Group 'C' to Group 'B' – Policy.

…

The following guidelines/instructions are issued in supersession of related instructions on the subject issued earlier:-

1. The PHOD/CHOD setting the question paper will bring the required number of copies of the question paper in bilingual form in sealed cover/covers (room-wise) to the examination centre or send the sealed cover/covers through an SG/JAG officer of his department nominated for the purpose. The question paper in the sealed cover/covers are to be handed over to the candidates in the examination hall/halls after obtaining attestation/signatures of two candidates appearing for the examination on each of the sealed cover/covers before opening the sealed cover/covers.

2. The Officer setting the question paper will arrange required number of Invigilators drawn from his department for the conduct of the examination including stand-by.

3. The nominated Invigilators will collect the required number of answer books at the examination centre from the APO/SPO (Gaz) and sign on each page of the answer book before handing over the same to the candidates in the examination hall.

4. The aquittance roll of the candidates appearing in the examination will be taken by the Personnel Branch Staff nominated for the purpose.

5. On completion of the written examination, the Invigilators will collect the answer books from all the candidates and after checking unwritten portion crossed etc., will hand them over to APO/SPO (Gaz) on duty who should in turn hand them over to DyCPO/Gaz or the nominated officer for coding.

6. Coding of answer books –

i) In case of 70% departmental selections coding would be done immediately after the completion of the examination by allotting dummy/code numbers to the answer books in the examination centre itself by Dy.CPO/Gaz. or the Personnel Officer nominated for the purpose and the coded answer books kept in a sealed cover or covers depending on the number of books duly obtaining the attestation/signatures of 2(two) candidates on the sealed cover/covers in token of having sealed in their presence.

(ii) Coded fly leaves separated from the answer books will be kept in a separate cover and sealed mentioning on the cover the date and time of sealing.

(iii) In case of 30% LDCE quota selections since the number of candidates appearing is large and the coding of the answer books will take more time, it is decided to conduct the examination in two spells at the following timings:-

Paper - I from 9.30 hrs to 12.30 hrs
Paper- II from 15.00 hrs to 18.00 hrs

Coding of Answer Books for Paper-I can be completed in the same manner as above in the Two and half hours time interval and Paper-II on completion of the examination.

7. Dy.CPO/Gaz. will send the sealed cover/covers containing the coded answer books to the evaluating officer/officers on the same day or on the following working day. The coded fly leaves will also be kept under the safe custody of the personnel officer who coded. The evaluating officer, after evaluation, should be advised to return the cover/covers containing the signatures of the candidates also in which the coded answer books were sent for evaluation to the Cadre controlling officer i.e. DyCPO/Gaz, for record.

8. On receipt of the evaluated answer books from the evaluating officer, the personnel officer who has coded the answer books will decode with the help of fly leaves kept in his custody and publish the written test results.

Duties of Officer nominated to set the Question Paper and Duties of Officer nominated to evaluate the answer books is furnished in Annexure 'A' and 'B' for information and guidance. The Personnel Officer in-charge of the selection should ensure that a copy of the duties be sent to the paper setting officer and paper evaluating officer, as the case may be.

This issues with the approval of the General Manager.

Annexure 'A'

[Enclosure to letter No. P[R]605/Con/IV dt.06.08.08]

Duties of the Paper Setting Officer

1. While setting the question paper, following precautions have to be taken:

i) Questions should be based on the subjects included in syllabus. Syllabus which will be part of initial notification will be sent by Personnel Branch along with letter of nomination/intimation to question paper setting officer.

ii) The pattern of question viz. subjective/objective shall be in terms of Board's instructions issued from time to time.

iii) **Allot at least 10% of the total marks for the written test on "Official Language Policy & Rules".** The question on Official Language Policy & Rules is mandatory. This is an optional question.

iv) Indicate the following on the top of the question paper:

a. Total marks for the written examination;
b. The post and the scale for which the selection is held;
c. Date and duration of the examination;
d. The choice allowed and compulsory questions, if any, to be answered;
e. Indicate all other instructions to the candidate like answering the objective type of questions only in the answer books supplied; prohibition of indication of the name or any other identity of the candidate either in the question paper or in the answer book except in the column provided on the fly leaf of the top sheet of the answer sheets; permissibility or otherwise on the use of calculator, logarithmic table etc.; answering questions to particular subject in a separate detachable answer sheet and any other instructions as deemed fit.

v) Marks to be indicated against each question and sub-question also in the question paper.

2. The paper setting officer shall ensure that the sealed cover/covers containing the required number of question papers (as advised by Personnel Branch) in bilingual (Hindi & English) is brought to the examination hall on the day of the examination by self or through a SG/JAG officer nominated by him for conducting the examination.

3. It will be the duty of paper setting officer to make available the question papers in English and in Hindi. Setting of question paper in Hindi is mandatory and sufficient number of Hindi question papers should be made available by the Paper Setting officer.

4. The paper setting officer will be responsible for ensuring confidentiality of the question paper.

5. The paper setting officer would send two copies of the question paper (bilingual) to Dy.CPO/Gaz after the examination is over. One copy of question paper would be retained for official record in the Personnel department and another copy would be sent to the paper evaluating officer/officers.

6. The paper setting officer may please send the key to the question paper in sealed cover to Dy.CPO/Gaz for onward transmission to the paper evaluating officers in the same sealed condition. In the case of 70% selection since only paper is involved, one sealed cover containing the key may be sent. In the case of 30% LDCE selection since two papers (Paper-I & Paper-II) are involved, the key to Paper-I and Paper-II may be sent separately i.e. in two separate sealed covers for onward transmission to the evaluating officers in the same sealed condition.

7. Wherever supplementary examination is conducted, the question paper setting officer should ensure that the over all format, distribution of marks and level of questions are same as that of the main examination.

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Annexure 'B'

[Enclosure to letter No. P[R]605/Con/IV dt. 06.08.08]

Duties of the Evaluating Officer

While evaluating the answer books the following precautions have to be taken:

1. On receipt of the sealed packets, shall open the same and count them to ensure that the answer books are intact.

2. Before starting evaluation, it shall be checked up to see that the candidate has answered the specified number of questions only and marks should not be awarded for additional questions answered.

3. If any candidate has attempted more than the required number of questions, answers to the prescribed number of questions alone should be evaluated in the order they appear on the answer sheets. For example, if the maximum number of questions to be attempted is 4 out of 7 and the candidate has attempted say 6 questions, only the first 4 answers in the order they appear in the answer book, should be evaluated and the remaining answers should be ignored. If a sketch etc., required to be done on a separate page has been attempted, it may be duly referred to in the main body of the answer sheet to indicate after which question it was attempted. When a question consists of sub-questions with a choice, the same principle as indicated above should be followed.

4. The evaluator should use pen only for evaluation. There shall be no erasures, over-writings, additions or alterations in the marks allotted for the answers and in case any such alteration is to be made, the original mark should be cut off so as to retain its legibility and fresh mark allotted and attested.

5. The evaluator shall not evaluate answer books, which do not bear code number and also the answer books, which even remotely indicate the identity of the candidates. In such cases, the evaluator shall send a separate communication to this effect while sending the answer sheets to Dy.CPO/Gaz.

6. Evaluate the answers properly and uniformly, fairly, reasonably, objectively and judiciously. For award of marks uniformly, the total points to be written for maximum marks may be jotted down and for each point the marks to be awarded determined before commencing the evaluation. Also keep ready correct answers for both objective and narrative type questions and only then commence the process of evaluation to the narrative type questions. Award marks strictly based on the correctness and contents of the answers given by the candidates.

7. The evaluating officer after evaluating the answer book should indicate on the top sheet of answer book –

   i. No. of questions actually attempted by the candidate
   ii. Question No., maximum marks allotted and marks awarded
   iii. The total marks obtained should be written in ink circled and attested. This will ensure that the evaluator has not evaluated the answers of more number of questions than required.

8. After completion of evaluation of all the answer books, the evaluating officer should prepare a mark sheet showing marks awarded to each candidate code number wise and send the same along with the evaluated answer books **duly signing the same**. There shall not be any erasures or over-writings in this list. The responsibility for correct evaluation and correct transcribing the marks from the answer books in the marks list shall rest with the evaluating officer.

9. The officer evaluating the answer books shall not give any grace marks under any circumstances. This is strictly prohibited.

10. The marks obtained by the candidates should not be rounded off while totaling the marks. The aggregate also should be left as such without any rounding off.

11. The evaluation of the answer books should be completed with least delay preferably within 45 days (maximum limit).

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No.P(R)605/Con/IV Dt. 8-8-2008 addressed to All PHODs/HODs, DRMs & Sr.DPOs

Sub: Procedure for conducting written examination as a part of selections from Group 'C' to Group 'B' – Policy- Addendum.

…

Attention is invited to this office letter No.P(R)605/Con/IV dated 6.8.2008 wherein the guidelines/ instructions regarding the procedure for conducting written examination as a part of selections from Group 'C' to Group 'B' together with Duties of Paper Setting Officer (Annexure-A) and Duties of the Evaluating Officer (Annexure-B) was communicated.

As per the procedure in vogue, the coding of written examination papers pertaining to selections to Group 'B' posts in Personnel Department viz., APOs (both 70% & 30%) and PS Gr.I is hitherto being done by a JAG/SG officer of Accounts department. Accordingly, the following may be added as sub-para (iv) to Para 6 of the above circular.

(iv) In case of selections of Group B posts of APO (both 70% & 30%) and PS Gr.I, coding/decoding would be done by the SG/JAG officer of the Accounts department nominated by FA&CAO. After the examination, the answer books would be sealed in the examination hall duly taking the signature/attestation of two candidates and forwarded to the nominated Accounts Officer coding/decoding as is being done hitherto.

This has the approval of CPO.

Letter No.P(R)420/VII Dt. 18-11-2008

Sub: Recommendations of the 6th CPC relating to enhancement of quantum of Maternity Leave and introduction of Child Care Leave in respect of Railway Servants.-

…

In terms of instructions contained in Board's letter No.E(P&A)I-2008/CPC/LE-8 dated 23.10.2008, circulated under this office Serial Circular No.144/2008, Women employees having minor children may be granted Child Care Leave (effective from 1.9.2008) by an authority competent to grant leave, for a maximum period of two years (i.e.730 days) during their entire service for taking care of upto two eldest surviving children whether for rearing or to look after any of their needs like examination, sickness etc. Child Care Leave shall not be admissible if the child is eighteen years of age or older. During the period of such leave, the women employees shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. It may be availed of in more than one spell. Child Care Leave shall not be debited against the leave account. Child Care Leave may also be allowed for the third year as leave not due (without production of medical certificate) . It may be combined with leave of the kind due and admissible.

2. The leave account for child care leave shall be maintained in the proforma enclosed, and it shall be kept alongwith the Service Book of the Government Servant concerned.

3. Clarifications are being sought regarding the authority competent to sanction the Child Care leave to women employees. In this connection, the following Guidelines are issued regarding grant of CCL to women employees.

   1. Child Care Leave is to be treated as Recorded leave. The authority competent to grant recorded leave i.e. LAP etc., is competent to sanction the CCL. The leave application together with the sanction memorandum, if any, issued should be forwarded to the SR& Leave section for making necessary entries. The applicants should submit their leave applications together with documentary proof of age of the child. The applications may be got verified from the concerned Pass declaration submitted by the employees before leave is sanctioned.
   2. Leave cannot be claimed as of right and leave of any kind may be refused or revoked by the authority competent to grant such leave. The leave sanctioning authority should

draw a phased programme for the grant of leave to the applicants by turns with due regard to the priority of claims to leave at the same time ensuring adequate presence of staff for the day-to-day working so that no dislocation in the normal working of establishment is caused particularly in respect of essential categories.

3. In case where all applications for leave cannot, in the interest of the public service, be granted, an authority competent to grant should, in deciding which applications should be granted, take into the account the following considerations-

a. The railway servants who can, for the time being best be spared
b. The amount of leave due to the various applicants.
c. The amount and character of the service rendered by each applicant since she last returned from leave.
d. The fact that any such applicant was compulsorily recalled from his/her last leave.
e. The fact that any such applicant has been refused leave in the public interest.

(Authority Rule 512 of IREC Vol.I)

4. Where the leave is sanctioned at a stretch of two years the work is to be distributed among the existing staff without resorting to adhoc promotions or payment of dual charge allowance. Further, the workload of such of those women employees who are granted leave shall not be outsourced under any circumstances. Creation of additional posts to cope with the day to day work is also not permitted. However, adjustments may be made in the cadre with existing staff with a view to avoiding dislocation of day-to-day work.

5. Where CCL granted is in excess of 30 days a sanction memorandum should invariably be issued duly indicating the following points :

[a] Women employees granted CCL more than 30 days will not be eligible for Transport Allowance. When such period of absence falls into two different calendar months (including prefixing and suffixing holidays), reduction in Transport Allowance is to be adjusted on pro-rata basis.

[b] If the employee is in occupation of railway accommodation, she may be advised that retention of railway quarters while on leave is permissible only for period not exceeding 120 days on payment of normal rent , provided the authority sanctioning the leave certifies that the employee concerned is likely to be posted back to old station on expiry of the leave.

6. Where CCL is allowed for the third year as leave not due (without production of medical certificate) the period of one year in excess of CCL, will not qualify for grant of increment and pensionary benefits.

PROFORMA FOR MAINTAINING CHILD CARE LEAVE ACCOUNT

PERIOD OF CHILD CARE LEAVE TAKEN		BALANCE OF CHILD CARE LEAVE		SIGNATURE & DESIGNATION OF THE CERTIFYING OFFICER
From	To	Balance	Date	
[1]	[2]	[3]	[4]	

This issues with the approval of CPO.

***

Letter No.P(R)/227/XV Date: 25-09–2008

Copy of Board's letter No.2008/V-1/CVC/1/7 dated 11.09.2008 is forwarded for information, guidance and necessary action.

Copy of Bd's letter No. 2008/V-1/CVC/1/7 dated 11.09.2008

Sub: Accountability for delay in dealing with Vigilance- related DAR cases.

….

Attention is invited to the Board's letters [i] No.2004/V-1DAR/1/5 dated 03.09.2004 [RBV No. 20/2004] and [ii] No. 2006/V-1/DAR/1/9 dated 06.09.2006, on the above subject, vide which it was advised that undue delays on the part of administrative authorities, in dealing with vigilance related disciplinary cases would be viewed seriously by the CVC who would be constrained to advise penal action against those found responsible for delays.

2. A case has come to the notice of CVC in which the Commission in its Second Stage Advice had advised imposition of a Major Penalty but no action was taken by the Disciplinary Authority for one and a half year.

3. It is reiterated that the respective Disciplinary Authority should invariably pass Speaking Orders on the Departmental Inquiry Report, considering the defence statement of the charged official, within one month of the receipt of the Commission's advice.

All concerned may please note for strict compliance.

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Letter No.P(R)500/XXIII Dt. 16 -10-2008

Sub: Procedure for grant of compassionate allowance on removal/dismissal from service.

***

In terms of Rule 65 of Railway Services (Pension) Rules, 1993, if the case of a removed/dismissed Railway servant is deserving of special consideration, the authority competent to dismiss or remove the Railway servant from service may sanction a compassionate allowance not exceeding two-thirds of pension or gratuity or both, which would have been admissible to him if he had retired on compensation pension.

2. The power to sanction or otherwise compassionate allowance is a discretionary power vested in the authority competent to remove/dismiss the Railway servant, to be exercised by that authority suo-motu, at the time of passing orders of dismissal or removal from service or immediately thereafter, keeping in view the guidelines given in para 310 of the Manual of Railway Pension Rules, 1950. The decision to grant compassionate allowance etc., shall be communicated through a separate order. The decision shall not form part of the order under which the penalty of removal or dismissal is imposed.

3. According to Para 310 of MRPR,1950 each case has to be considered on its merits and a conclusion has to be reached on the question whether there were any such extenuating features in the case as would make the punishment imposed, though it may have been necessary in the interests of Government, unduly hard on the individual. In considering this question it has been the practice to take into account not only the grounds on which the Railway servant was removed or dismissed, but also the kind of service he has rendered. Where it can be legitimately inferred that the railway servant's

service has been dishonest there can seldom be any good case for award of compassionate grants and /or allowances. Poverty is not an essential condition precedent to the award of compassionate grants and/or allowances, but special regard is also occasionally paid to the fact that the Railway servant has a wife and children dependent upon him, though this factor by itself is not, except, perhaps, in the most exceptional circumstances, sufficient for grant of compassionate grant(s) and / or allowances.

4. Compassionate allowance being one of the classes of pensions, and a minimum qualifying service of ten years being prerequisite for sanction of any class of pension, before sanctioning compassionate allowance, it is absolutely necessary for the competent authority intending to sanction compassionate allowance to a person on whom the punishment of removal/dismissal is imposed, to satisfy itself that such a person had rendered not less than 10 years of qualifying service.

3. It was reiterated by Board under their letter No.F(E)III/2003/PN1/5 dated 9.5.2005, (S.C.No.90/2005) and F(E)III/2003/PN1/5 dated 31.7.2008 (S.C.No.96/2008) that the decision for grant of compassionate allowance or gratuity or both or otherwise in terms of Rule 65 of Railway Services (Pension) Rules,1993 should be taken at the time of passing orders of removal/dismissal and in case no mention in this regard is made by the competent authority while passing orders of removal/dismissal, the concerned Head of Office shall resubmit the case file along with relevant information of the case and obtain its decision for or against sanction of compassionate allowance or gratuity or both. The guiding principles and procedure for grant of compassionate allowance or gratuity or both was also reiterated in Bd's letter dated 09.05.2005 [SC No.90/05].

4. It has come to the notice that these instructions are not being scrupulously followed in cases where the penalty of removal/dismissal has been imposed and that the Hon'ble Tribunals/ Courts are taking serious view of consideration not being given in the matter by the Disciplinary Authorities at appropriate stage.

5. ***Therefore, it is once again reiterated that in all cases where the penalty of removal/dismissal from service is imposed, the orders for or against grant of compassionate allowance or gratuity or both should invariably be passed without fail either at the time of imposing the penalty of removal/dismissal or immediately thereafter, without waiting for a representation/application from the delinquent employee, so as to avoid any repercussion at a later stage***.

6. All Sr.DPOs/DPOs,/WPOs/ Officers in-charge of Establishment matters are requested to send a copy of the above instructions to all officers empowered to impose the penalties of removal /dismissal on non-gazetted employees under RS(D&A)Rules and acknowledgement obtained.

This issues with the approval of CPO.

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Letter No.P(R)61/I Dt. 29-10-2008

Sub: Procedure for Drawal of Composite Transfer Grant.

…

A Railway servant will be entitled to a Composite Transfer Grant in all cases of transfers ordered in public interest except transfers ordered on the request of the employee and in cases of temporary transfers in terms of Rule 1643 of IREC Vol.II.

In terms of item 28 of Part F of Schedule of Powers, powers to sanction CTG in respect of employees where the personal effects are moved within 6 months from the date of carrying out transfer are vested with the officers upto the level of Sr. Scale in respect of Gr. 'C' & 'D' employees in Headquarters and field units.

The entitlement of composite transfer grant or otherwise will be decided by the competent authority while ordering transfers and a clause to the effect will be given in the orders of transfer. Rule 1643 [D] [4] envisages that in the absence of any positive mention in the orders of transfer that the transfer is at the request of the employee or that it is for a period less than 180 days, the transfer orders should be deemed to carry the sanction of the competent authority for payment of CTG subject, however, to the prescribed terms and conditions. Further in terms of Rule 1643[D][11] for claiming CTG, a Railway servant is required to submit documentary proof of his having performed the journey etc.

It is clear from the above that a Railway servant is required ***to submit documentary proof of his having performed the journey and has made temporary arrangements for his residence at the new headquarters*** to his cadre controlling officer for communicating sanction in terms of item 28 of Part F of Schedule of Powers [SOP]. Only after the Memorandum of sanction is issued, the Bill drawing authority can process for drawal of CTG in favour of the employee to avoid double claims.

Despite these instructions, it is noticed that the procedure as detailed above is not being followed. No separate Memorandum of sanction is being obtained from the Cadre Section and the claim of an employee is directly allowed. This procedure of drawal of CTG without any proper sanction / check may lead to double claims and invite vigilance cases.

In order to have a proper check / sanction by the Cadre Controlling Officer and also avoid double claims, it is reiterated that claims of Composite Transfer grant may be allowed by the bill drawing officers only after the memorandum of sanction is communicated.

This issues with the approval of CPO and with the concurrence of FA&CAO/SC.

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Letter No.P(PC)/487/VI CPC/Imp Dt. 18 -11-2008

Sub: Placement and fixation of pay of Group 'D' Railway employees(other than RPF/RPSF) in Grade Pay Rs.1800 in Pay Band I (Rs.5200-20200).

…

Attention is invited to Board's Letters No. PC-VI/2008/I3 dated 24.9.2008 (RBE No.117/08, SC No. 130/08) and PC-VI/2008/I/3/1 dated 29.10.2008 (RBE No.160/08, SC No. 155/08) wherein Board have decided that the existing Group 'D' posts in Grade Pay Rs.1300, Rs.1400, Rs.1600 and Rs.1650 in Pay Band -1S (Rs.4440-7440)(corresponding to pre-revised scales Rs.2550-3200, Rs.2610-3540, Rs.2610-4000 and Rs.2650-4000) are placed in Grade Pay Rs.1800 in Pay Band PB-1(Rs.5200-20200)(corresponding to pre-revised Rs.2750-4400) w.e.f 1.1.2006. These posts (as also posts where already existing in pre-revised Rs.2750-4400 in the cadre/category) stand merged along with functions.

2. Reference is also invited to Board's letter dated 24.9.2008 regarding retraining of those existing regular Group 'D' staff who do not possess the revised minimum qualifications of Matric **or** ITI.

3. Placement of the existing regular Group 'D' staff in PB-1 Rs.5200-20200 with Grade pay Rs.1800 may be regulated as under :-

i) Such of those regular Group 'D' as on rolls on 1.1.2006 who already possess the revised minimum qualification of Matric **or** ITI may be placed in PB-1 as per existing seniority and their pay re-fixed w.e.f 1.1.2006 in PB-1 with Grade Pay of Rs.1800/- in accordance with the Fixation Table (Annexure-E) of Board's letter No.PCVI/2008/I/RSRP/1 dt. 11.9.2008(S.C.No. 110/2008).Such of those Group 'D' employees who acquired the qualification of Matric or ITI after their appointment to Railways may be advised to produce the certificates in original. The Personnel / Cadre controlling Officers of the Divisions / Units may verify the genuineness of the certificates and arrange to make an entry in the Service Record duly extending the benefit of fixation in PB-1 with Grade Pay of Rs1800/-.

ii) Identify the existing Group 'D' staff who do not possess the qualification of Matric **or** ITI. The Personnel Officers of the Division/Units shall address letters to the Branch officers duly enclosing the list of existing Group 'D' staff who do not possess the requisite qualification for imparting suitable training with emphasis on multi-skilling in terms of Board's letter dated 24.09.2008.

iii) Such of those Group 'D' employees, who do not possess the prescribed minimum qualification for entry into PB-1 should be re-trained with emphasis on multi-skilling by making necessary arrangements by the concerned Branch officers keeping in view the guidelines circulated under Bd's letter No.E(MPP)2008/3/17 dated 24.9.2008(RBE No.117/2008). After imparting the training a certificate to that effect may be issued by an officer of the Branch not below the rank of an Assistant officer to the concerned Personnel Branch for placement in PB-1 and re-fixing pay in PB-1 w.e.f 1.1.2006. ***The exercise of imparting training and bringing such of those employees into PB-1 with Grade pay Rs.1800/- should be completed by 15-12-2008.***

iv) As far as the Group 'D' employees working in Headquarters and Construction Organisations, concerned HODs may arrange for the training.

v) Payment of arrears, seniority, functions to be performed by such of those employees placed in PB-1 with Grade pay of Rs.1800 , the instructions contained in Board's letter dated 29.10.2008, circulated under Serial circular No.155/2008 may be followed.

This issues with the approval of CPO.

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Letter No.P(R)/500/Ex-gratia/II Date: 31 -12–2008

Copy of Board's letter No. E[W]2008/CP-1/8 dated 03.12.2008 is forwarded for information, guidance and necessary action. Board's letter dated 05.11.99 quoted therein was circulated as SC No.337/99.

Copy of Bd's letter No. E[W]2008/CP-1/8 dated 03.12.2008

Sub: Payment of Ex-gratia lumpsum compensation to the families of Railway servants who die in harness in the performance of their bonafide official duties.

….

References are being received seeking clarification on admissibility of Ex-gratia compensation in various cases in terms of Board's letter No. E[W]99/CP-1/1 dated 5.11.1999.

2. It is advised that vide O.M. No. 45/55/97-P&PW[C] dated 11.9.1998 adopted and circulated vide Board's letter dated 5.11.1999, Department of Pension and Pensioners Welfare has laid down detailed instructions on the subject. Annexure to the DOP&PW's O.M. stipulates conditions governing payment of Ex-gratia lumpsum compensation and guidelines to be observed in the matter which may be consulted for deciding the claims.

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Letter No. P(R)439 /II Dated: 31 /12/2008.

A copy of Railway Board's letter No.99/H/7/1/NR dated 30.5.2003 (S.No.8 of Health/ 2003) is forwarded, together with its enclosures, for information, guidance and necessary action.

Copy of Board's letter No.99/H/7/1/NR dated 30.5.2003 (S.No.8 of Health/2003)

Sub: Deletion of Non-existent staff designations as given in Annexure IV to Para 510 of IRMM – 2000 – Recommendation of CRS/Northern Circle.

<><><>

Chief Commissioner of Railway Safety, vide his note on the report of CRS/Northern Circle on dashing of 3050 Dn ASR-HWH Express against three road vehicles at manned level crossing of Kathghar Station of Moradabad Division of Northern Railway on 30.8.2000, had recommended that the non-existent staff designations, as given in Annexure-IV to Para 510 of Indian Railway Medical Manual 2000, may be reviewed. Based on information received from concerned Directorates in Board's Office, the list of staff designations has been reviewed and the same is enclosed herewith so as to delete the non-existent categories of staff designations from Annexure IV to Para 510 of IRMM 2000.

The above has the approval of Board(MS).

S.No.8 / Health'2003

Advance Correction Slip to Para 510 of IRMM 2000.

Replace the existing Annexure IV to Para 510 of IRMM 2000 with the Annexure IV enclosed herewith.

(Authority Board's letter No.99/H/7/1/ NR dated 30.5.2003)

***

Annexure IV (Para 510)
Category A-1

(1) Foot-plate staff:

1. Driver/ Assistant Driver
2. Electric Train Driver Motorman/ Motor Trolley driver
3. Fireman/Augwala/Trainee Fireman
4. Shunter
5. Staff Instructor
6. Driver Instructor
7. Engine Cleaner

(2) Apprentices

1. Apprentice Motorman/Asst. Apprentice Driver

Category A-2

(1) Transportation/traffic/running staff

1. Guard/Asst.Guard/Pilot Guard

(2) Shunting staff of transportation, Mechanical, Electrical and Stores Department.

1. Shunting jamadar
2. Hookman
3. Shunting Porter
4. Shunt man
5. Shunting master
6. Pointsman
7. Pilot jamadar
8. Engine Pilot man
9. Lever man
10. Shunter
11. Shed pointsman

3) Cabin staff in Operative control of signals:

1. Cabinman and Cabin supervisor
2. Cabin Assistant Station Master
3. Lever man
4. Switchman/Relieving switchman
5. Cabin master/cabin jamadar

4) Station staff in operative control of signals:

1. Station Master/Relieving Station Master/ASM/Relieving ASM
2. Station Superintendent (both supervisory and non-supervisory)
3. Traffic apprentice
4. Points jamadar
5. Shunting jamadar
6. Shunting porter
7. Jamadar
8. Line Jamadar
9. Pointsman
10. Gate signalman
11. Token porter, Safaiwala/Safaiwali
12. Van Goods Porter and Control Porter

Category A-3

1) Loco Inspectoral and Loco Shed supervisory and non-supervisory staff -Running shed:-

1. Loco Inspection Staff
2. Staff Inspector
3. Carriage and wagon inspector
4. Section Engineer (Loco)
5. Section Engineer (Carriage)
6. M.T.driver mechanic
7. Junior Engineer (loco)
8. Loco Foreman/Asst.Loco Foreman
9. Senior Loco Inspector

2) Transportation Inspectoral staff;

1 Chief /Sr./Jr.Transportation Inspector
2 Traffic Inspector/Clerk in-charge of Transportation
3 Skid supervisor/Skid man/Skid porter

3) Signal/Interlocking inspectoral staff;

1. Signal Insp./Asst.Signal Insp/Sub-Signal Insp.(Mech./Elect.)
2. Apprentice signal Inspector
3. Asstt. Block Inspector

4) All staff authorized to work trolleys on open line:-

1. Head trolley man/Trolley man
2. Head/Motor Trolleyman
3. Chief block inspector
4. Tele-com.Inspector (line)
5. Sub-block inspector
6. Head Signal Inspector (Mechanical/Electrical)
7. Head Signal fitter (Mechanical/Electrical)
8. Head signal Maintainer (Mechanical/Electrical)
9. Motor Trolley Mechanics/Fitters
10. Section Engineer Gr.I/Gr.II
11. Overseer/Sub-Overseer
12. Supdt. Creosoting plant

5) Station Yard Supervisory/non-supervisory staff:-

1. Yard Master/Asst.Yard Master/Dy.Yard Master
2. Yard Supervisor/Asst.Yard Supervisor
3. Yard Foreman/Asst.Yard Foreman
4. Trains Clerk/Head Trains Clerk
5. Jamadar
6. Trains clerk in-charge/Relieving trains clerks
7. Running shed supervisors/Loco supervisors

6. Permanent way inspectoral supervisory staff:-

1. Sr.Section Engr./Section Engr/Jr.Engr(Pmt.Way)(all grades)
2. Supervisor plate-laying/plate-laying Inspector

7. Bridge supervisory and open line artisan staff:-

1. Bridge Operator
2. Sr.Section Engineer/Section Engineer (all grades)

3. Junior Engineer (all grades)
4. Overseer bridges/sub-overseer Bridges
5. Master supervisor
6. Bridge mistry
7. Keyman/Bridge chowkidar

8) Electrical traction inspectoral/supervisory staff:-

1. Junior Engineer (TRS)
2. EMU Motormen
3. EMU Instructor
4. EMU Driving inspectors
5. Loco Inspectors (EMU Safety)

9) Gatekeepers at level crossing gates:-

1, Gate man/Gate man (Electric) /Sweeper – Gateman

CATEGORY B-1

1. Station supervisory staff and others not in operational control of signals:-

1. Van goods clerk
2. Porter (Locking, fog, Seal and Van)
3. Box porter
4. Seal man
5. Box Carrier/Boy
6. V.G. and S.Q.T. Porter

2. Yard inspectoral supervisory and other staff not in operational control of points and signals:-

1. Number taker
2. Chowkidar
3. Tallyman
4. Stenciller
5. Cleaner (yard)
6. Junctions Verifier
7. Store Verifier
8. Seal Porter
9. Goods Shed porter
10. Interchange Inspector
11. Neutral Inspector

3) Locomotive Running Shed and C&W repairing staff:-
(Supervisory)

1. Jr.Engineer Gr.I & II
2. Chargeman Boiler Maker
3. Master Craftsman
4. Boiler, Regional Lubricant, District Mechanical Re-packing Inspector
5. Traction power controller

(Non-Supervisory)

6. Fitter, including diesel fitter (mechanical) and electrical fitter in the diesel shed.
7. Engine Examiner
8. Boiler Maker
9. Turner
10. Machinist
11. Coal Issuer
12. Vacuum Testing Plant driver

13. Stationary plant attendant
14. Khalasi
15. Welder
16. Tool checker
17. Mechanic (including diesel mechanic) (Gr.I & II)
18. Out-door fitter
19. Weigh bridge inspector
20. Section Boiler Maker
21. Boilermaker khalasi
22. Key men
23. Special messenger
24. Box porter
25. Chowkidar
26. Blacksmith
27. Moulder
28. Tin smith
29. Call man
30. Pump fitter khalasi
31. Carriage cleaner
32. Carriage khalasi
33. Boiler Maker Khalasi
34. Repacker
35. Stenciler
36. Inspector weighing machines
37. Fitter Khalasi
38. Trimmer
39. Mason
40. Boiler Washer
41. Gunner
42. Copper smith
43. Motor mechanic
44. Fuel issuer

4) <u>Engineering works supervisory staff and permanent way artisans staff etc:-</u>

1. Carpenter/Blacksmith
2. Hammer Man
3. Painter/Fitter/Mason/Mistry
4. Khalasi
5. Valve Operator
6. Pipe Line Fitter
7. Mate; Section, Bridge, Trucking Gang
8. Permanent Way Mate
9. Keyman
10. Gangman/Trackman And Helper/Permanent Way Khalasi
11. Patrolman
12. Mashal Man
13. Signalman
14. Tunnel Jamadar
15. Lineman (Khalasi)
16. Works Mistry
17. Works Supervisor

5) <u>Signal maintenance artisan open line staff and others:-</u>

1. Chargeman
2. Signal maintainer
3. Signal fitter/signal head fitter
4. Basic Maintainer/Maintainer (Mech./Elect)
5. Striker

6. Bellow Boy
7. Pointer
8. Electrical fixer/wire man
9. Point Cleaner
10. Electric overseer
11. Blacksmith/Tinsmith/Carpenter
12. Hammer man
13. Painter
14. Mason
15. Helper
16. Line man
17. Token adjuster
18. Khalasi
19. Interlocking Mistry
20. Interlocking cleaner
21. Signal fitter Khalasi
22. Block fitter/block fitter khalasi
23. Mast fitter

6) Bridge Non-supervisory artisan staff:-

1. Fitter
2. Carpenter/Welder/Blacksmith/Mason
3. Rivetter
4. Painter
5. Mason Mistry
6. Rivet cutter
7. Tester
8. Artisan Khalasi
9. Hammerman
10. Below man
11. Tindal
12. Dollyman
13. Rivet heater

7) All Electrical traction maintenance/artisan staff unless specified in other categories

8) Chemist and Metallurgical supervisory and other staff:-

1. Assistant Chemist/Chemist/Senior Chemist
2. Laboratory Assistant/Laboratory Attendant (other than in Rly.schools)

9) Train examining staff (supervisory and others):-

1. Train Examiner/Head Train Examiner/Jr.Engr.(Gr.I & Gr.II)
2. Technician Gr.I,II & III
3. Section Engr./Sr.Section Engr.
4. Coach Attendant (Air conditioned) Passenger

10) Para Medical Staff:-

1. Laboratory Supdts.(all grades)
2. Radiographers (all grades)
3. X-Ray Technicians/X-Ray attendant
4. Laboratory Assistants/Laboratory Attendant
5. Dialysis Technicians
6. Cath Lab Technicians
7. TMT Technicians
8. Ophthalmic Technicians

9. Electronic Technicians
10. Clinical Psychologists
11. O.T. Technicians
12. Ambulance Driver

11) <u>All inspectoral supervisory and other staff of security forces including fire fighting staff(but excluding band man of the Railway Protection Force):-</u>

1. Inspectors/Sub-inspectors/Asst. Sub-Inspectors
2. Head Constable/Constable (excluding the followers)
3. Head Constable (Fitter)
4. Watermen

12) <u>Motor transport Inspectorial staff and Mechanics:-</u>

1. Foreman
2. Chargeman
3. Mistries
4. Mechanics
5. Motor Mechanics
6. Road Motor Ambulance/Staff Car/Dispatch Motor Lorry Drivers

13) <u>Commercial Department</u>

1. Hamal

14) <u>Engineering Department</u>

1. Reja (female Khalasi)

15) <u>Electrical Department:-</u>

1. All Train lighting group D staff
2. All Air Conditioning group C and group D staff

CATEGORY B-2

1. Steam Crane drivers/Mechanics/and other Crane working staff:-

1. Steam Crane Driver
2. Steam Crane fireman
3. Crane Driver/Mobile Crane Driver
4. Stationary Plant Attendant
5. Black smith
6. Crane khalasi/Crane Mate/Crane Porter/Crane man
7. Shed man
8. Hand Crane Operator
9. Muccadam
10. Foilman
11. Slingers
12. Boiler Washer
13. Gunner/Crane Gunner

2. Mechanical power saw operators (bend saw, circular saw):-

1. Punch and Shear operator
2. Saw sharpener
3. Crane saw operator
4. Machine man
5. Bend Saw Operator
6. Saw Doctor
7. Metal sawyer

3. Traverse Operating staff including Electrical Crane Operating including Group 'C' and Group 'D':-

4. Men employed on Vertical Spindle Wood-moulding Machines:-

1. Machinist
2. Pattern Maker (Operating vertical spindle wood moulding machine)
3. Wood machinist (semi-skilled / skilled)
4. Machine man (semi-skilled / skilled)
5. Driller
6. Tool grinder / Grinder / Welder / Turner

5. Diesel Engines other than loco and Compressor drivers:-

1. Fitter
2. Operator
3. Diesel mechanic (excl. Locomotive Running sheds and C&W Depots).
4. Stationary Plant Operator (Mechanic / Attendant)
5. Operator Filtration Plant
6. Power-house Driver
7. Steam / Diesel Road-roller Driver
8. Air Compressor Operator / Driver
9. Electric / Diesel Engine Driver / Compressor Driver

6. All Inspectoral supervisory and non-supervisory staff employed in blasting and explosive operations:-

7. All Staff employed on Creosoting Plant and Processors:-

1. Pump Room Operator
2. Shunting Porter

8. Electrical Power House Inspectoral / Supervisory / artisan and other Group 'D' staff:-

1. Foreman
2. Charge man
3. Journey-man
4. Switch Board attendant
5. Power-House Steam Engine Driver
6. Boiler Room Attendant
7. Leading-hand
8. Oiler
9. Cleaner
10. Charge hand
11. Mistry
12. Wire-man
13. Fitter
14. Line man
15. Letter Painter
16. Carpenter
17. Crane driver
18. Mason
19. Blacksmith
20. Machinist
21. Fireman
22. Engine Room Driver
23. Coal Man

9. All Station Supervisory and Ticket Checking staff:-

1. Traveling Ticket Examiner / Inspector
2. Ticket Collector / Head Ticket collector
3. Chief Ticket Inspector
4. Chief Inspector Ticket-checking
5. Traveling Ticket Inspector
6. Station Ticket Inspector
7. Train Conductor

10. Mechanical and Electrical Pump House staff:-

1. Pump driver / Hydraulic Pump driver
2. Machine Attendant / Stationary Plant Attendant
3. Khalasi
4. Steam-man

11. Printing Press operative staff

1. Compositor
2. Ticket Counter
3. Printer
4. Proof Reader
5. Binder

12. All Civil Engineering Department/Stores and Engineering Watchmen under P.Way depots/Engg.Works depots:-

13. Auto Truck driver:

1. Battery Truck Driver/Lister Truck Driver

CATEGORY C-1

1. <u>Train Controllers</u>:-

1. Chief Controller/Deputy Controller/Section Controller/Power Controller
2. Wagon Chaser

2. <u>All office supervisory and non-supervisory Group C and group D staff not indicated elsewhere (Staff listed below belong to various departments)</u>

1. Traffic Office Assistant
2. Station Clerk
3. Stenographer, Clerk-cum-Typist
4. Chief Draughtsman/Asst. Chief Draughtsman/Draughtsman
5. Tele Operator
6. Control Tele-operator
7. Controller's Clerk
8. Bridge Clerk
9. Store Issuer
10. Stores Khalasi
11. Supervisor Chart-room
12. Tracer
13. Photographer/Asst.Photographer
14. Record Keeper
15. Dark Room Attendant
16. Special Messenger/Dak Courier
17. Hostel Warden
18. Assistant Lecturer
19. Meter Reader
20. Time Recorder and Store Keeper (MTRA)
21. Technical Assistant
22. Office Assistant
23. Caretaker
24. Accountant
25. Time Keeper
26. Khalasi
27. Book binder
28. Fitter
29. Motor Lorry Cleaner
30. School Teacher
31. Ticket Issuer
32. Machine-man
33. Carpenter
34. Store Chowkidar
35. Dispatcher
36. Machine Operator
37. Painter
38. Cash Porter
39. Reservation Clerk/Enquiry cum Reservation Clerk

3. <u>Luggage and Booking Supervisory staff:-</u>

1. Booking Clerk, Luggage Clerk
2. Head Parcel Clerk/Parcel Clerk
3. Free Service Clerk/Relieving Clerk
4. Chief Goods Clerk/Hd. Goods Clerk/Goods Clerk/Asstt.Goods Clerk
5. Supervisor/Assistant Supervisor in booking offices
6. Head Coaching Clerk/Coaching Clerk

4. <u>Commercial Inspectoral/Supervisory staff</u>

1. Assistant Court case Inspector

2. Assistant Commercial Inspector
3. Rates Inspector/Assistant Rates Inspector
4. Road transport Inspector
5. Commercial Inspector
6. District claims Inspector
7. Demurrage Inspector
8. Supervisor at goods and transshipment sheds
9. Goods Shed Cashier
10. Weighment Inspector
11. Shed Clerk (Commercial Clerk)
12. Head weigh Bridge Clerk/Weigh Bridge Clerk
13. Invoice Typist
14. Returns checker

5. <u>Telegraph and Telephone Supervisory staff clerical and others</u>

1. Telephone Operator
2. Telephone Supervisor
3. Telecommunication Inspector looking after exchanges and control office only
4. Telegraph Inspector
5. Telegraph Master
6. Telegraph Supervisor
7. Signaller/Head Signaller
8. Telegraph Boy Peon
9. Tele. Overseer auto

6. <u>Transportation and Commercial workshop staff</u>

1. Stores Khalasi
2. Tinsmith/Assistant Tinsmith
3. Carpenter
4. Mashal (old and HP)

7. <u>Transportation and commercial group D station staff</u>

1. Station Peon, Farash
2. Sweeper, Bhisty, Waterman
3. Jamadars, Mali
4. Goods Shed Khalasi, Goods shed Peon, weigh bridge peon, Bridge Clearance Peon, Indent Peon.
5. Lamp man/Lamp Jamadar
6. Marker
7. Assistant Porter
8. Station Cleaner
9. Seal man
10. Goods Marker
11. Conservancy Jamadar/Sweeper Jamadar
12. Khalasi
13. Luggage Porter/Jamadar
14. Van Porter/ Jamadar
15. Mark men
16. Platform Jamadar
17. Parcel Porter/Tindal
18. Free service porter
19. T.P.T.Porter
20. Wireless Khalasi

8. <u>Running room, waiting room, retiring room, refreshment room and rest house staff:-</u>

1. All cooks, bearers servers barmen etc. including instructors.
2. Waterman
3. Safaiwala/Wali
4. Waiting room Attendant/ayah
5. Watchman/Rest house chowkidar
6. Rest house butler
7. Kitchen supervisor
8. Supervisor railway hostels
9. Supervisor aerated water factory/ Supervisor of Restaurants and refreshment rooms
10. Assistant Supervisor (Hostels)
11. Depots/tea room/Manager
12. Managers of Restaurant cars/depots/tea rooms etc
13. Store Keeper
14. Barrow man
15. Mate
16. Hawker
17. Care Take
18. Running Room Khalasi

[9] <u>Workshop Staff other than those specified in categories A & B</u>

1. Section Engr.[WS]/Sr. Section Engr [WS]
2. Foreman/Asst. Foreman
3. Chargeman
4. Rate Fixer
5. Saloon caretaker
6. Moulder
7. Fitter engine
8. Furnace man
9. Core Maker
10. Machinist
11. Painter
12. Riggers special Forge Smith
13. Blacksmith
14. Spring Smith /Spring Maker
15. Turner/ Fitter /Welder
16. Gauge Fitter /Gauge turner
17. Precision grinder / Die Sinker/ tool grinder
18. Carpenter

19. Mason
20. Coppersmith
21. Heat treatment man
22. Boiler Maker
23. Riveter
24. Pattern maker
25. Mistri
26. Trimmer
27. Furnaceman ordinary
28. B.T.M.Moulder/core maker
29. B.T.M.Dispatcher
30. Slinger
31. Sand blaster
32. B.T.M.White Metalller
33. Material Dispatcher
34. Hammer man
35. Store man
36. BTM Welder
37. Rigger/Oiler

38. Belt man
39. Tool Issuer
40. BTM Mason/BTM Fitter
41. BTM Heat treatment man
42. Cleaner
43. Progress Inspector
44. Assistant Workshop Inspector
45. Assistant Master
46. Train Examiners Inspector
47. Mistri Instructor
48. Spring Setter
49. Tailor
50. Washerman
51. Motor Driver Khalasi
52. Wood Turner
53. Pattern maker
54. Progress man
55. Assistant Planner and Rate Fixer
56. Cupola man

10. <u>Loco shed and C&W Depot and Stores Depot staff other than specified in categories A and B:-</u>

1. Depot Material Supdt Gr.I, II & III
2. Depot Store Keeper I & II
3. Material Checker
4. Mate- Male and Female
5. Khalasi- Male and Female
6. Time Keeper
7. Safaiwala
8. Store Line Clerk
9. Tinsmith
10. Carpenter
11. Mason
12. Saloon caretaker
13. Special messenger
14. Call boy
15. Basic tradesman
16. Tool room attendant
17. Gate keeper
18. Caner
19. Store delivery van clerk
20. Store delivery clerk
21. Assistant Manager (Ptg & Stationery)
22. Compositor
23. Mechanic
24. Packer
25. Hammer man
26. Boiler maker mistri
27. Turners/Welder/Moulder
28. Boiler Attendant
29. Washout Attendant
30. Steam Raiser
31. Fire Dropper
32. Store Issuer
33. Tool Issuer
34. Assistant Boiler Maker/Chargeman`

11. <u>Engineering workshop supervisory and artisan staff:-</u>

1.Workshop foreman
2.Switch board attendant
3. Assistant foreman (Workshop)
4. Machinery maintenance inspector
5. Head fitter (District)
6. Material inspector
7. Supervisor points and crossings
8. Charge hand
9. Charge man
10. Electrician
11. Machinist
12. Mistry
13. Turner/Fitter
14. Operator
15.Driller
16. Blacksmith/Carpenter
17. Fitter skilled Gr.I, II & III
18. Master Craftsman
19. Fireman/Head Fireman
20. Screw cutter
21. Water works Mistri
22. Stationary engine driver
23.Tinsmith
24. Sweeper mason
25. Pattern maker
26. Chick maker
27. Rigger
28. Oiler
29. Welder
30. Supervising Mistri
31. Pumper
32. Belt man
33. Rough grinder
34. Cobbler
35. Polisher
36. Store man
37. Care man
38. Khalasi
39. Workshop Khalasi
40. Liner

41 Motor mechanic
42 Sr.Section Engr/Section Engr/ Jr.Engr(Works) Gr.I & II
43 Watchman
44 Carpenter Khalasi
45 Stoker
46 Mate
47 Brands man
48 Welder/Riveter
49 Machine operator
50 Rivet heater
51 Cutter
52 Chipper
53 Store munshi
54 Store issuer
55 Jamadar

12) Signal and Tele-communication workshop staff

1. Section Engineer/Jr.Engr.(Signal)(Mechanical/Electrical)
2. Head Signal Fitter/Signal Fitter (Mechanical/Electrical)
3. Electrical Signal Fitter and Cleaner (Sini Model Room)
4. Carpenter
5. Carpenter Wire-man
6. Wire man/Welder
7. Tinsmith
8. Khalasi
9. Driller
10. Painter
11. Mason
12. Turner
13. Instrument Mechanic
14. Motor Mechanic
15. Charge Hand
16. Block Signal Fitter

13) <u>Wireless Staff</u>

- 1. Chief Wireless Inspector/Dy.Chief Wireless Inspector/Wireless inspector.
- 2 Wireless Operator
- 3 Wireless Mechanic
- Teleprinter Operator
- (These are supernumerary posts)

14) <u>Electrical workshop/artisan staff and helpers</u>

1. Sr.Section Engineer/Section Engineer(WS)
2. Journeyman
3. Mistri
4. Apprentices (grade I)
5. Fitter
6. Carpenter
7. Blacksmith
8. Mason
9. Painter
10. Fitter/Wire-man
11. Carpenter Wireman
12. Turner
13. Machine man
14. Winder
15. Instrument Mechanic
16. Electro-plater
17. Electro-plater Mate
18. Lead Burner
19. Sign Writer
20. Cable Jointer
21. Line man
22. Boiler Maker
23. Hammer man
24. Scaler
25. Rigger
26. Refrigerator Mechanic
27. Call man
28. Basic Tradesman
29. Khalasi
30. Meter Repairer

31. Oiler
32. Ramoshies
33. H.S.Fitters
34. Moulder
35. Shop Messenger
36. Armature winder
37. Dynamo fitter
38. Meter repairer
39. Sweeper
40. Jamadar
41. Tester
42. Battery fitter
43. Electric fitter
44. Greaser
45. Batt welder
46. Progress chaser
47. Coal plant attendant
48. Tindal
49. Key man
50. Switch board attendant

15) <u>Press supervisory staff</u>

16) <u>Stores depot and yard supervisory and Artisan staff</u>

1. Depot Store Material Supdt.(Gr.I,II & III)
2. Senior Sec.Engr.(Signal)
3. Head time keeper
4. Head fitter/Fitter
5. Carpenter
6. Painter
7. Blacksmith
8. Tinsmith
9. Machine-man
10. Acetylene Cutter

17) <u>All accounts inspectoral and supervisory staff</u>

1. Finger-print Inspector
2. Inspector of Station Account /Store Account
3. Assistant Inspector of Store (Stock Verifier)
4. Accounts Inspector (test audit inspectory)
5. Inspector of Pay Clerks

18) <u>Personnel inspectors (Welfare, hours of employment and amenity)</u>

1. Labour Welfare Adviser
2. H.O.E.R.Inspector
3. Personnel Inspector
4. Welfare Inspector (Gr.I,II & III)/Chief Welfare Inspector
5. Chief Office Supdt./Office Supdt.(Gr.I,II & III)
6. Head Clerk/Senior Clerk/Junior Clerk

19) <u>All Medical, Nursing, Sanitary, Anti-malarial (Class III and IV) Staff other than specified in class B-1:-</u>

1. Physiotherapist/Occupational – Therapist
2. Health & Malaria Inspector/AHO

3. Cook/Asst.Cook/Bearer/Masalchi
4. Khalasi hamal/Safaiwala/Safaiwali
5. Mali
6. Malaria Khalasi/Malaria Mate
7. Tailor
8. Conservancy Jamadar/ Mocqdam/Mate
9. Waterman/Peon
10. Matron/Nursing sister/Staff Nurse
11. Dresser/Hospital attendant/ayas
12. ECG Technician
13. House keeper

20) Railway protection force:

1. Inspector/Sub.Inspector (Prosecution)
2. Head Constable (Tailor)
3. Constable (Motor Cleaner)

21) All other staff not specified in categories A & B:

1. Land Leasing Inspector
2. License-fee Collector
3. Motor Car Cleaner
4. Ticket Craftman
5. Designer Craftsman
6. Dhobi / Water man
7. Quarry Mistri
8. Brickfield Mistri / Brick Counter
9. Pipe Caulkar
10. Plumber
11. House Inspector / Housing Sub-Inspector
12. Market Superintendent
13. Bazaar Inspector

22) Engineering works supervisory and Artisan Staff not authorized to work trolley and not required to come in contact with signals in actual operation of their duty:

1. Overseer / Sub-overseer
2. Mason / Mistri and their staff

23) Vigilance Organisation:

19. Vigilance Inspector
20. Watcher

24) Traction Organisation:

1. Traction Loco Controller / Asstt. Traction Loco Controller

25) Aerated water factory staff:

1. Charge man
2. Head mechanic

Category C – 2

(1) Commercial:

1. Commercial Superintendent
2. Chief Cash Witness / Cash Witness

3. Clock Inspector / Winder
4. Warden and Instructor of Training Schools
5. Lady Inspector (Refreshment Rooms)
6. Superintendent (Lost Property Office)
7. Inspector of Dispatches
8. Office Clerk/enquiry clerk
9. Packer/Sorter
10. Polisher
11. Syrup Maker
12. Filler
13. Checker
14. Sales man/Sales attendant
15. Water-men/Sweeper
16. Chief Catering Inspector/Catering inspector
17. Weighment Inspector
18. Malalchi/Bearer
19. Sail Maker (otherwise known as Tarpaulin repairer)

2) <u>Engineering</u>

1. Officer Clerk
2. Jamadar Peon/Daftary/Peon/Farash
3. File Lifter/Book Binder
4. Sweeper/Bhisty
5. Office Chowkidar (office waterman/Waterwoman
6. Material Checker (Signal Workshops)
7. Assistant Watch and Ward Inspector
8. Workshop Clerk
9. Workshop Time keeper
10. Office Draftsmen
11. Khalasi other than Shop Khalasi
12. Rest House caretaker

3) <u>Medical</u>

1. Dental assistant
2. Pharmacists of all grades
3. Ministerial staff
4. Dietician

4) <u>Operating</u>

1. Loco Instructor
2. Signaler (except those shown in class A-2)
3. Office Clerk
4. All other office staff not mentioned elsewhere
5. Waterman
6. Running Room staff
7. Box Porter/Call Man/Mesenger/Chowkidar
8. Bhishty (not engaged in watering stock passenger or goods)
9. Bar setter/Telephone Attendant
10. Travelling Porter/Luggage Porter
11. I.C.Van Porter
12. Waiting Room Staff
13. Safaiwala/Safaiwali/Dhoby
14. Saloon Attendant
15. Punkha Khalasi

16. Washout Jamadar
17. Phone Clerk
18. Telegraph Peon

5) Personnel

1. All staff including those working in Statistical Branch
2. School Teacher
3. Translator
4. Laboratory Asstt./Lab.attendant (in Railway Schools)

6) Stores

1. Depot Material Supdt.I,II & III
2. Time keeper
3. Messenger
4. Water man/Khalasi/Safaiwala/Safaiwali
5. Daftry/Jamadar peon
6. Material checker
7. Clerks/Store Clerk
8. Senior S.S.D.C.
9. Machine Operator

7) Mechanical:-

1. Cobbler

8) Accounts:

1. Asstt. Cashier/Cash Receiver/Pay Clerk
2. Assistant Inspector (Grains)

9) All departments:

1. Record Sorters

10) Electrical staff:-

1. Lift Operator/Lift-man in buildings who have not been categorized elsewhere

11) Office staff:

1. Daftry/Peon
2. Jamadar/ Khalasi/ Farash

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12) Railway Protection force:

1. Constable (Cobler/Cook/Cook-mate barber/Dhobie/Kaharr Safaiwala

Note:-

1. This list is not exhaustive enough and wherever there is any doubt, the Medical Officer may ascertain the nature of duties of the person (employee/candidate) and assess his/her suitability accordingly.

2. Apprentices of all departments will be examined in the medical category for the posts in which they are intended to be permanently employed.

3. Loco Instructors (Under Class C2 (4 Operating) must, however, be not lower than A-3 if they have occasion to travel on the foot plate on the open line or the yards.

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APPLICATION FOR ENCASHMENT OF LEAVE ON AVERAGE PAY (LAP)
WHILE IN SERVICE UNDER RULE 540-A OF INDIAN RAILWAY ESTABLISHMENT CODE, VOL.I
(Authority: Ministry of Railway's Lr. No. F(E)III/2008/LE-1/1 dated 29.10.2008
CPO/SC's Establishment Serial Circular No.153/2008)

1. Name of the Employee	
2. P.F/ NPS.No.	
3. Bill Unit No.	
4. Designation and Station	
5. Department	
6. Date of Birth	
7. Date of Appointment	
8. Date of Superannuation	
9. Pay	***Pay in Pay Band*** / ***Grade Pay***
10. No. of days LAP available at credit	LAP: Days OS/SR & Leave
11. No. of days of LAP proposed to encash	
12. No. of days of LAP so far encashed	
13. Date of last encashment of LAP	
14. Type and quantum of leave i.e., LAP/CL/LHAP proposed to avail;	From: To
15. Details of Privilege Pass/PTO* (Xerox copy enclosed)	Pass/PTO No. / Date

I_____ do hereby declare that the particulars furnished above are true.

Date: Signature of the Employee

Forwarded for necessary action please.

Signature of the supervisory official

Signature of Leave sanctioning authority

* Railway servants who are directly engaged in running of trains viz. all the running staff including Drivers, Assistant Drivers, Motormen, Shunters, Guards etc. and Station Masters/ Assistant Station Masters are exempted from the requirement of availing of passes and equal duration of LAP for availing the benefit of encashment of 10 days of LAP.
[Auth.: Board's lt. No. F[E]III/2008/LE-1/1 dated 12.12.08 – RBE No.196/08 – SCR/SC No. 200/08]

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CHILDREN EDUCATION ALLOWANCE SCHEME
APPLICATION FOR REIMBURSEMENT OF TUITION FEE
[Auth.: Bd.'s letter No. E[W]2008/ED-2/4 dt. 01.10.08 –SCR/SC No. 135/2008]

Certified that the child/children mentioned below in respect of whom reimbursement of tuition fee is claimed is/are wholly dependent upon me.

Name of the Child	**Date of Birth**	**School/College in which studying**	**Class in which study-ing**	**Amount actually paid from June to _____ (original receipts enclosed)**		**Amount claimed for reimbur-sement**
				Item	**Amount**	
1.				Tuition Fee		
				Admn. Fee		
				Lab. Fee		
				Spl fee for agriculture		
				Electronics		
2.				Music or any other subject		
				Library fee		
				Games/sports		
				Cost of one set of text/ note books		
				Cost of two sets of uniforms		
				Cost of one set of school shoes		
				Total		

1. Certified that the amount indicated against the child/children had actually been paid by me. (Original receipts enclosed).
2. My wife/husband is not a Central Government servant.
3. My wife/husband is an employee with _____and she/he is not entitled to reimbursement in respect of our child/children.
4. Certified that during the period covered by this claim the child/children attended the school/College(s) regularly and did not absent himself/herself themselves from the school College(s) without proper leave for a period of exceeding one month.
5. Certified that I or my wife/husband have not claimed and will have claim that children's educational allowance scheme in respect of the children mentioned above.
6. In the event of and change in the particulars given above with respect of eligibility for reimbursement of tuition fee I undertake to intimate the same promptly and also to refund excess payment if any made.

[Strike out which is not applicable]

Signature of the Employee:

Date: Name:

Designation/Office/Stn.:

NOTE: 1. Year means academic year i.e. 12 months of complete academic session.

2. Reimbursement of Tuition fee is admissible for the first and second classes of the Diploma courses in Polytechnic where the minimum qualification for admission is 10th class
3. RTF is admissible if the number of children exceeds two as a result of second child birth resulting in twins or multiple births.

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