

SOUTH CENTRAL RAILWAY

Headquarters Office.
Personnel Branch.
Secunderabad.
Date: 16.06.2015

No.P(R)/268/II

ALL CONCERNED

PERSONNEL BRANCH SERIAL CIRCULAR NO. 54/2015

Copy of Board's letter No.E[NG]II/2015/RC-1/Genl./2 dated 23.04.2015 is forwarded for information, guidance and necessary action. Board's letter dated 14.09.2012 quoted therein was circulated under S.C.No.101/2012.

(Handwritten signature)
16/6/15

(P.RADHA KRISHNA)
Secretary to CPO
for Chief Personnel Officer.

Board's letter No. E[NG]II/2015/RC-1/Genl./2 dated 23.04.2015

Sub: Appointment on compassionate grounds – Clarifications-regarding.

Attention is invited to this Ministry's letter of even number dated 14.09.2012 issued under RBE No.102/2012. Some of the Zonal Railways have sought clarification as regards to the allowances and benefits allowed to a trainee under Board's letter dated. 14.09.2012 [RBE No. 102/2012] should be given to a trainee appointed against a working post where it is mandatory for persons being appointed to clear the entire training period before joining a working post.

The matter has been examined in Board's office and it is clarified that in terms of one of the recommendations of the 6th Central Pay Commission, as accepted by the Government of India, candidates not possessing the minimum qualifications of Matric could not be recruited in the Government service. At the same time, Commission also recommended that in exceptional circumstances like appointment on compassionate grounds, Government might need to provide employment opportunities to certain classes of persons not immediately meeting the minimum educational standards and Government could recruit them as 'trainees' who would be given a regular pay band and Grade Pay only on acquiring the minimum qualification prescribed under the Recruitment rules.

Thus, it is amply clear that Board's instructions dated 14.09.2012 applies exclusively in cases, where candidates being considered for appointment on compassionate grounds are not meeting the minimum qualification for entry into the Government service that is, in Grade Pay Rs.1800/- and the word 'Trainees' have been coined only for this limited purpose. It has nothing to do with trainees [who get stipend and not salary] in various posts of Grade Pay Rs.1900 and above, where it is mandatory for persons to complete the training successfully, before joining a working post.

Sd/-
(Lily Pandeya)/Director Estt(N)-II

INDEX No.1022 COMPASSIONATE GROUND APPOINTMENTS	S.C.No.
<u>Appointment on compassionate grounds:</u> Board have clarified that candidates who do not possess the prescribed minimum educational qualification and are considered in exceptional circumstances for appointment as 'trainees' in -1S pay band on compassionate grounds, are to be treated as Railway servant from the date of appointment and allowed all kinds of leave, CEA, increment at normal rate without taking into account the GP, medical benefits etc., without any payment of OTA.	54/2015