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INDIAN RAILWAYMEN

(OFFICIAL ORGAN OF ALL INDIA RAILWAYMEN'S FEDERATION)

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Editor : Shiva Gopal Mishra

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EDITOTRIAL

NEXT BUDGET AND RAIL FINANCES

Nearly for a decade, the rail fare has remained static. Rise in oil prices, fall in rupee value, depreciation of rail assets, changing market forces, and so on. But none of these ever guided or altered the existing rail fare so far. Consequently, the impact has been that the growth-oriented public sector like the Indian Railways could not keep pace with the country's economic match or with other public sector undertakings. Take the petroleum sector, for instance. The constant and frequent upward revision of petrol prices mitigated to some extent the enormous burden on the petrol companies. The burden was, however, passed over to the user, i.e. the people.

In the case of the Indian Railway, the scene is different. The burden fell only on the railway system. While the All Indian Railwaymen's Federation (AIRF) does not wish to aggravate the woes and worries of the common commuter, already writhing and groaning under the skyrocketing prices of essential commodities, it certainly wants wisent solution to the financial problems. One of the solutions can be that the Union Government reimburses the subsidy bills of the Indian Railways, to tide over the immediate crisis.

While operating costs have risen tremendously, rail fares were not revised. The Centre has not reimbursed the amount over 20,000 crore spent by the Railways to meet the 'social burden through lower passenger fares as well as subsidised freight rates. The Minister himself has asked the Government for Rs.10,000 crores grant. With over 200,000 unfilled vacancies, the existing staff, especially the safety staff, are overburdened and this has affected safety.

The Government's promise of filling up vacant posts has not been kept so far. Therefore, unless the Railway Minister assigns homework to concerned officials and himself ponders deeply over the rising financial crisis, it may assume menacing proportions. So act now, before it goes beyond redemption.

Comradely yours,


(Shiva Gopal Mishra)

POINTS TO BE RAISED DURING MEETING WITH THE HIGH LEVEL SAFETY REVIEW COMMITTEE

- Large number of vacancies – more than 1,50,000 safety categories belonging to Running, Operating and Maintenance cadre. Even Leave Reserve, Rest Giver and Trainee Reserves are not available.

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- * Infrastructure is being developed and new trains being introduced, without additional proper manpower.
- * Indiscriminate surrender of posts on thumb-rule principle is counter-productive for an organization like Railways.
- * Inadequacy of funds for replacement/renewal and maintenance of rolling stock, track and signalling.
- * Inadequate facilities of training and that too without motivation to the trainees as well as trainers.
- * New technology is being adopted without any arrangement for proper training of the staff.
- * There are inadequate research facilities.
- * Material/equipment failure is attributed to Human Failure – life cycle principle has not been fixed. The process of procurement being age old and traditional, the material input, even for safety components, is delayed inordinately as also quality of procurement is not maintained because of lowest rate concept of the tenders.
- * Running Staff must be provided with electronic safety backup, so that in case of any failure, trains may stop to avert accidents.
- * Excessive stress on Railway employees on account of overburdening of workload.
- * Long duty hours of the staff, particularly Running Staff, Trains Controllers, S&T staff, Track Maintenance staff, Elect. and Mechanical, Shed and Open Line staff, Traffic and Operation Staff etc.
- * Breach of rest of the Running Staff due to (i) shortage of manpower and (ii) Inadequate Running Rooms facilities.
- * Inadequate blocks for track maintenance due to over capacity utilization of routes.
- * Feurocycosis – Minimum punishment, removal from service, particularly in case of passing signal (SPADE). Pending Discipline & Appeal case also cause stress.
- * Manning of unmanned level crossing.
- * Assault on the Railwaymen, particularly on manned level crossings.
- * Dying of staff on duty, particularly running-over of thousands of Trackmen.
- * Recruitment of wards of the Railwaymen(recommendations of many Safety Committees and Commission's reports).
- * Unauthorized encroachment on railway land near railway tracks.
- * The condition of the Railway quarters and colonies is not conducive for proper rest in case of Running Staff and the staff engaged in maintenance of rolling stock, tracks and signalling.
- * No proper counseling and inspection.

- * Decision making process being extremely slow, sometimes it becomes irrelevant and out of context.
- * Lack of proper mechanism for timely redressing staff grievances even at the lowest level adds to working with strain and stress, particularly by the staff of safety categories.
- * No proper mechanism for motivation of railway staff and inadequate promotional prospects.

REFERENCES FROM AIRF TO RAILWAY BOARD

Sub: Filling-up of vacancies after 31.12.2011

Ref: Board's letter No. E(NG)I-2008/PM1/15 dated 21.11.2011

The Railway Board vide their letter under reference have issued instructions to the General Manager of the Indian Railways and Production Units to fill-up vacancies that may arise up to 31.12.2012 under modified procedure.

The Railway Board vide para 2.1 of their above cited letter have nullified their instructions, issued under para 2.3 of Railway Board's letter dated 3.9.2009, which will affect promotional prospects of the existing staff due to the following:-

Almost all the categories of apex Group 'C' pay scale Rs.7450-11500 were filled by promotion from the feeder cadre of Rs.6500-10500. The posts in the cadre of Rs.6500-10500 were filled partly by DR Quota and partly by promotion. With the merger of these two grades in the VI CPC, if the existing percentages were taken into consideration, more number of posts are required to be filled by DR Quota and the promotional Quota posts will be reduced. This will be applicable for all the merged scales.

In view of the above, the Board are requested to withdraw para 2.1 of their letter referred to above as it will affect promotional prospects of the existing staff.

(No.AIRF/371 (329) dated 7.12.2011)

Sub: Arbitrary order issued depriving staff from their existing promotional prospect – Raising of Qualification for promotion to the post of Radiographer in Grade Pay Rs. 2800

Ref: Railway Board's letter No. E(NG)I-2003/PM10/4 dated 2.12.2011.

At present 50% posts of Radiographer in Grade Pay Rs. 2800 are being filled up by staff in PB-1 in Grade Pay Rs.1800 working as X-Ray Attendant, possessing the qualification of Matriculation with Physics and Chemistry and others with a minimum of 5 years service. By the order under reference the qualification of the departmental candidates for promotion against the 50% vacancies of Radiographer in Grade Pay Rs. 2800 has been raised to:

- i) 10+2 or equivalent examination, passed with science subjects from a reorganized Board and
- ii) Radiographers/X-Ray Technologist course of minimum one year duration (including in field training in diagnostic radiology) passed from a recognized institution.

This order will deprive the existing X-Ray Attendants from their existing scope of promotion.

After record its strong resentment against this arbitrary order and would request the Railway Board to allow continuance of the existing criteria for promotion against 50% promotion to the post of Radiographers in Grade Pay Rs. 2800.

(No.AIRF/101 (331) dated 9.12.2011)

Sub: Inclusion of the staff working in TRD, Bridge, Stores Depot, Trolleyman of S&T Mechanical and other departments in the list of Safety Categories.

In continuation of my earlier letters dated 12th August, 2011 and 5th October, 2011. I would like to draw your kind attention towards above noted subject, wherein request was made to the Railway Board to include staff of left out safety categories, viz. TRD, Bridge, Stores Depot, Trolleyman of S&T, mechanical and other departments, in the list of Safety Categories.

It is deeply regretted that despite our sustained persuasions and several rounds of discussions at different levels, above-mentioned left out safety categories have not yet been included in the list of Safety Categories.

You are once again requested to take appropriate action in the matter at an earliest since this is creating lots of discontentment among the Railwaymen of these important safety categories, and they are seriously agitating this issue.

(No.AIRF/415(202) dated 22.12.2011)

Sub: Placement of Pharmacists in the Entry GP of Rs. 4200/- (Non-functional Grade) on completion of two years service in GP Rs. 2800/- as well as grant of three MACPs to Pharmacist category on the Indian Railways – Pendency of recovery.

In continuation of my earlier letter dated 11th November, 2011, wherein Railway Board was requested to pend recovery of the amount which has already been paid to the Pharmacists, it would be worthwhile to mention that in the 4th meeting of the National Anomalies Committee, held on 5th January, 2011 in North Block, New Delhi, the Official Side agreed to consider the matter favourably, in the presence of your good-self as well as EDPC-I, Railway Board. Worthwhile.

In view of the above, the Board are requested to advise General Manager of the Indian Railways to maintain status-quo in this regard till the matter is decided.

An early action in the matter shall be highly appreciated.

(No. AIRF/PNM/4/2011 (6) dated 6.1.2012)

Sub: Extension of Second chance in the matter of Aptitude Test under LARSGESS Scheme.
Ref: Railway Board's letters No. E(P&A)-2005/RT-14 dt. 25.7.2006 and E(NG)II/2006/RC-1/Gen/9 dated 14.5.2010 (RBE No.74/2010)

Railway Board vide their letter under reference at S.No.1 have extended second chance in case of the candidate who have failed in first Written Test under safety related voluntary retirement scheme.

In case of appointment on compassionate ground for the post of ASM and ALP, Railway Board have permitted second chance for passing Aptitude Test after a gap of three months on case to case basis vide their letter quoted under reference at S.No.2.

Shri A.K. Shome, Loco Pilot (M&E)/NBQ/N.F. Railway, became a victim of bomb blast on 8.7.2010 while working in 2518(DN) Garib Rath Express between Choutara and Gosaigaon Hat(Assam) in Alipourduar Jn. Division/ N.F. Railway.

Shri Shome is still in sick list because of this accident. His son has passed HSLC plus ITI. He has appeared for appointment against LARSGESS and passed Written Test but could not come out successful in the Aptitude Test at the first instance.

The Board are requested to communicate necessary sanction to the General Managers etc. of the Indian Railways to extend second chance aptitude test in favour of the wards of Loco Pilots to be appointment as Asstt. Loco Pilot under LARSGESS where wards have passed Written Test but could not clear Aptitude Test.

RAILWAYMEN WORK FOR BORDER DEFENCE

Indian Railwaymen rise to face Chinese challenges on the Himalays. Recently the Chinese railways have built long rail route, crossing Tibet, to reach India's north-eastern region and are now readying up to enter the Kashmir Himalays, through Pakistan's collusion.

To face the challenge the Indian Railwaymen have doubled their endeavour to bring Kashmir on India's rail map. The Railway Minister has stepped up Indian Railways construction programme in the valley. Briefly here is the list of historic and current events which outline the Indian Railwaymen's long and arduous work to provide speedy travel to the Indian defence forces and visitors to tourist spots.

It was Dogra ruler Maharaja Pratap Singh who first explored the possibility of a railway line to Kashmir in 1898. Since then, there have been many failed attempts.

- 1902: Britain proposed a rail link between Srinagar and Rawalpindi along the Jhelum.
- 1905: Britain again proposed a link between Srinagar and Rawalpindi. But Maharaja Pratap Singh wanted an electric-powered rail line between Jammu and Srinagar.
- 1947: After Independence, a rail link between Pathankot and Jammu was proposed, to be extended to Srinagar. But it was put on hold due to high cost.
- 1983: Prime Minister Indira Gandhi set aside a budget of Rs.50 crores and a time-frame of five years for a railway project, connecting Udhampur to Jammu. Costing Rs. 515 cr., it was completed after 21 years.
- 1994: Union Railway Minister Jaffer Sharief proposed a rail link connecting Jammu with Baramulla.
- 1996: Prime Minister P.V. Narsimha Rao announced Rs.2,600 cr. For Kashmir rail link.
- March 1997: Prime Minister H.D. Deve Gowda laid the foundation stone of a 290 Ks. Udhampur-Baramulla rail link in Udhampur.
- July 1997: Prime Minister I.K. Gujral laid the foundation stone for the Udhampur-Baramulla railway link in Baramulla.
- 2002: The Vajpayee Government declared a rail link to Kashmir as a national project. The project cost was put at Rs. 6,000 cr. And August 15, 2007 was set as the deadline.
- 2003: Prime Minister A.B. Vajpayee laid the foundation stone of a railway bridge at Udhampur.
- 2005: Prime Minister Manmohan Singh inaugurated the 55 km. Jammu-Udhampur railway stretch after more than two decades of construction.
- April 2008: Railway Minister (Ms. Mamata Banerjee) said would not set a deadline for the Kashmir Rail.

NEWS FROM AFFILIATES

NFRMU

BLOOD DONATION CAMP

N.F. Railway Mazdoor Union organized a Blood Donation Camp at Railway Central Hospital, Maligaon on 4.11.2011 to commemorate the memory of Musical Maestro Dr. Bhupen Hazarika and Jnanpith awardee Dr. Mamoni Raisome Goswami.

At the outset of the programme a floral tribute was offered to the portraits of Dr. Bhupen Hazarika and Dr. Mamoni Raisome Goswami by the Railway Officers, Union leaders, activists and Railway workers. In presence of hundreds of railway workers the camp was inaugurated by Shri Keshav Chandra, General Manager, N.F. Railway. Shri Chandra praised the union for its efforts to bring awareness amongst the railway workers to save the life of people by donating blood. He also mentioned that already he has donated blood in 80 occasions.

Shri Rakhil Das Gupta, General Secretary, mentioned about the contribution of both the dignitaries for the social cause. Shri Das Gupta also mentioned that his union organize this type of blood donation camp every year in different occasions.

A total 30 railway workers donated their blood.

OBSERVED THE WORLD AIDS DAY

The NFRMU observed the World AIDS day in befitting manner on 1.12.2011 different places with different programmes.

At Dibrugarh Town a procession was taken out jointly with the Medical deptt. with playcards painted with different dialogues on AIDS Two street corner meeting was held at Dibrugarh Rly. Station premises and another in front of Electrical Office.

At Badarpur and Katihar seminars were held where Union leaders and Doctors addressed the gathering. The seminar was conducted by Sh. Bhajan Ch. Dey at Badarpur and Sh. Manoj Kr. Singh at Katihar.

DEMONSTRATION IN SUPPORT OF DHARNA BEFORE PARLIAMENT ON 25.11.2011

The NFRMU organized demonstration at the Divisional Headquarters and Zonal Headquarters at Maligaon in support of Dharna against the New Pension Scheme.

At Railway Headquarter, Maligaon Bank employees, Joint Council of Trade Union and Pensioner Association also joined, The gathering was addressed by Shri K.C. Roy Karmakar, K.C. Barman, CSBF representative, Ghana Gohain, Joint Council of Trade Union, Assam State with Shri Ramani Barman in the chair.

MTPRMU

SEMINAR ON NPS

The MTPRMU observed a seminar on 9.12.2011 at Tollygund Conference Room on the Station premises of Mahanayak Uttamkumar Station at Kolkata. The Conference room was packed up with members of the union. The presence of union leadership from all corners and employees appointed after 1.1.2004 were remarkable.

The seminar was presided over by Com. P.K. Rly, Working President of the union, General Secretary Com. Sisir Mazumdar placed a brief note on NPS. While reporting the message from the General Secretary/AIRF Com. Shiva Gopal Mishra was circulated in the seminar which was appreciated by everybody.

ECoRSU

WORLD AIDS DAY

East Coast Railway Shramik Union was observed World AIDS Day on 1.12.2011 at Visakhapatnam.

The Divisional Women Branch conducted signature campaign at Visakhapatnam Railway Station on World AIDS Day with slogan "GETTING TO ZERO" under the leadership of Smt. D. Shaleel, Chairperson- NWC-AIRF. Huge gathering by female safaiwalas, licenced porters, contractor workers and railway employees.

Railway Para-medical staff also participated and explained to break the silence and to challenge stigma & discrimination around HIV AIDS across the world.

ELIMINATION OF VIOLENCE AGAINST WOMEN

A Mass Meeting was conducted in Waltair Division at Gandhi Rail Shramik Bhawan. Large number of women employees participated wearing white ribbon. Smt. D. Shaleel had been invited as Chief Guest. Smt. Shaleel expressed happy at a spontaneous response and more participation of women workers to fight against sexual and other mode of harassment and violence against women. She explained about mind set of women workers to fight against evil acts at their work place.

RAILWAY BOARD'S ORDERS

Sub: Rates of Night Duty Allowance w.e.f. 01.07.2011

Consequent to sanction of an additional installment of Dearness Allowance vide this ministry's letter No.PC-VI/2008/1/7/2/1 dated 05.10.2011, 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-2010/HW-4 dated 16.5.2011 stand revised with effect from 1.7.2011 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.

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

<u>Annexure-A</u>				<u>Annexure-B</u>			
Rates of Night Duty Allowance(NDA) w.e.f. 1.7.2011 for 'Intensive', 'Continuous' and 'Excluded' Categories and Workshop Staff				Rates of Night Duty Allowance(NDA) w.e.f. 1.7.2011 for 'Essential Intermittent Categories Staff			
S. No.	Pay Band	Grade Pay	Rate of NDA (in Rs.)	S. No.	Pay Band	Grade Pay	Rate of NDA (in Rs.)
1.	4440-7440	1300	53.20	1.	4440-7440	1300	35.45
2.	4440-7440	1400	53.95	2.	4440-7440	1400	35.95
3.	4440-7440	1600	55.40	3.	4440-7440	1600	36.95
4.	4440-7440	1650	55.80	4.	4440-7440	1650	37.20
5.	5200-20200	1800	106.55	5.	5200-20200	1800	71.05

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6.	5200-20200	1900	107.30	6.	5200-20200	1900	71.55
7.	5200-20200	2000	108.05	7.	5200-20200	2000	72.05
8.	5200-20200	2400	110.95	8.	5200-20200	2400	73.95
9.	5200-20200	2800	113.90	9.	5200-20200	2800	75.95
10.	9300-34800	4200	192.90	10.	9300-34800	4200	128.60
11.	9300-34800	4600 and above	195.85	11.	9300-34800	4600 and above	130.55

(No. E(P&A)II-2011/HW-2 dated 29.11.2011)

Sub: Modification in qualification to the post of Radiographer in PB-1 Rs.5200-20200 GP Rs.2800 in Medical Deptt. – Amendment to IREM, Vol. I, First Re-print Edition-2009 – reg.

As the Railways are aware, in terms of Para 164(1)(ii) of IRTEM Vol.I, First Re-print Edition-2009, the vacancies in the grade of Radiographers in PB-1 Rs.5200-20200 G.Pay Rs.2800 against 50% promotional quota are filled by selection from amongst staff in PB-1 G.Pay Rs.1800 working as X-Ray Attendant possessing the qualification of Matriculation with Physic and Chemistry; those possessing Diploma in X-Ray Technician's Course from a recognized Institute, should have put in a minimum of two years service and others a minimum of five years Rly. Service to be eligible for promotion. In the event of shortfall against the quota the posts remaining unfilled will not be carried forward and will be filled by direct recruitment.

2. Atomic Energy Regulatory Board(AERB) has laid down minimum educational qualification for X-Ray Technologists, as mentioned below, with stipulation that it is mandatory for all medical X-Ray installation to follow this requirement:-

- i) 10+2 or equivalent examination passed with science subjects from a recognised Board; and
- ii) Radiographers/X-Ray Technologist course of minimum one year duration (including in field training in diagnostic radiology) passed from a recognised institution.

3. In the light of the above developments, the matter has been considered by Ministry of Railways (Railway Board) in consultation with its Health Directorate and it has been decided to adopt the modified educational qualification, as recommended by AERB mentioned above, for implementation on the Railways to fill up the post of Radiographers/X-Ray Technicians in Pay Band-I Rs. 5200-20200 Grade Pay Rs.2800 against 50% promotional quota. Other terms and conditions as laid down for the purpose will remain unaltered.

4. The Indian Railway Establishment Manual, Vol. I, First Re-print Edition – 2009, may be amended accordingly as per Advance Correction Slip No. 221 enclosed.

Advance Correction Slip No. 221
Chapter-I, Section 'B' Sub Section III- Recruitment and Training

Substitute the following for the existing qualification shown in para 164(1)(ii) :

- i) 10+2 or equivalent examination passed with science subjects from a recognized Board; and
- II) Radiographers/X-Ray Technologist course of minimum one year duration(including in field training in diagnostic radiology) passed from a recognized institution.

(No. E(NG)I-2003/PM10/4 dated 02.12.2011)

Sub: Recruitment of Group 'D' staff having G. Pay Rs. 1800 on Railways – Reg.

Attention is invited to Para No.2 of the enclosure to this Ministry's letter No. E(NG)-II/96/RR-I/62 dated 18.7.2005 regarding periodicity of recruitment to erstwhile Group 'D' posts now in G. Pay Rs. 1800. The issue has been reconsidered by the Board and in modification to provision contained therein, it has been decided to initiate recruitment process annually in G. Pay Rs. 1800 as per the following time schedule.

S. No.	Item	Month
1.	Issue of Notification	July
2.	Last date of receipt of application	30 th Sept.
3.	Scrutiny of application	Jan/Feb.
4.	Issue of call letter for Written Test	March/April
5.	Written Test	May/June
6.	(PET) Physical efficiency Test	Sept./Oct.
7.	Medical Test/Document Verification	Nov./December
8.	Declaration of Final panel	December

This schedule will be effective from July, 2012. Accordingly, the notification to be issued in July, 2012 will take into account the vacancies occurring during the period 1.1.2013 to 31.12.2013. The vacancies occurring up to 31.12.2012 has been accounted for in the ongoing recruitment notification issued in December, 2010/January, 2011.

(No.E(NG)-II/2007/RR-1/58 dated 8.12.2011)

Sub: Recognition of Engineering Diploma/Degrees obtained through Distance Education Mode – Acceptance for purpose of employment on the Railways

Reference have been received from various railway establishments seeking clarification regarding status of diploma/degree in Engineering obtained from various institutions in India through Open & Distance Learning mode. The issue has been examined in consultation with Distance Education Council, New Delhi.

Accordingly, Railway Board have decided not to accept diploma/degree in Engineering obtained through distance mode except AMIETE (recognition for which has been permitted vide RBE No. 230/1990) for the purpose of employment in railways with immediate effect and till further orders.

(No.E(NG)II/2010/RR-1/17 dated 8.12.2011)

Sub: Recruitment/engagement of persons in Pay Band of Rs. 5200-20200 (Grade Pay Rs. 1800) – Minimum educational qualification – reg.

Ref: Board's letter No. E(NG)II/2009/RR-1/10Pt. dated 9.12.2010, E(NG)III/2008/SB/SR/15 dated 17.9.2010 and E(NG)II/2010/RC-5/1 dated 16.07.2010

The issue of minimum educational qualification of candidates belonging to the categories of compassionate appointment, land loser, accident victims, LARSGESS and substitutes in line with recommendations of the sixth Pay Commission as accepted by the Govt. of India has been under consideration for some time.

2. Accordingly, it has now been decided by the Ministry of Railways (Rly. Board) that in exceptional circumstance, wherever grant of appointment is considered to any of those persons in categories mentioned above, not in possession of prescribed educational qualifications for the post, such persons will recruited/engaged as trainees who will be given the regular pay bands and grade pay only on acquiring the minimum educational qualification prescribed under the recruitment rules. The emoluments of these trainees, during the period of their training and before they are absorbed in the Govt. as employees, will be governed by the minimum of the -1S pay band without any grade pay. The period spent in the – 1S pay band by the future recruits will not be counted as

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service for any purpose as their regular service will start only after they are placed in the pay band PB-1 of Rs. 5200-20200 along with grade pay of Rs. 1800.

3. This should be included in the appointment letter being given to the candidate, in case such appointments are made.

4. With the issue of the instructions, letters mentioned in reference above stand suitably modified.

(No. E(NG)III/2011/RR-1/11 dated 09.12.2011)

Sub: Revision of Pension of Pre-2006 Pensioners/Family Pensioners etc. for faculty and other staff in Railway Degree College, Secunderabad, S. C. Railway

In pursuance of Govt.'s decision on the recommendations of Sixth CPC, the Deptt. of Pension & Pensioners' Welfare(DOP&PW), vide their O.M. NO. F. No. 38/37/08-P&PW (A) dated 1.9.2008, has issued instructions for revision of pension of pre-2006 pensioners/family pensioners, which are available on websites(i) india/gov.in and (ii) finmin.nic.in. In terms of para 4.2 of the aforesaid OM, the fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than 50% 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.

2. Accordingly, the entitlement of minimum pension for teachers and other academic staff of Rly. Degree College, Secunderabad retired prior to 1.1.2006, i.e. pre-2006 pensioners may be worked out by following the principles laid down in Para 4.2 of the Deptt. of Pension & Pensioners' Welfare's OM No. 38/37/08-P&PW (A) dated 1.9.2008, as clarified vide their OM No.38/37/08-P&PW(A) Pt.-1 dated 3.10.2008. As an illustration, the details of minimum pension entitlement in respect of teachers and other academic staff of Railway Degree College, Secunderabad following the principles laid down in the above OM, are indicated below:

S.No.	Name of the post	Pre-revised pay scale	Approved Revised Pay Band	Grade Pay	Minimum Pension	Minimum family Pension
1	2	3	4	5	6	7
					(50% of sum of min. PB + GP) Rs.	(30% of sum of min. PB + GP) Rs.
1.	Professor	16400-22400	37400-67000	10000	23700	14220
2.	Lecturer (Selec-tion Grade0/ Reader (with 3 or more yrs. of service	12000-18300	37400-67000	9000	23200	13920
3.	Lecturer (Selec-tion Grade)/Rea-der (with 3 or more yrs. of service	12000-18300	15600-39100	8000	11800	7080
4.	Lecturer (Sr. Scale)	10000-15200	15600-39100	7000	11300	67-80
5.	Lecturer	8000-13500	15600-39100	6000	10800	6480

3. If the college has fixed the pension in a manner different from the above formula, the same may be reworked and necessary adjustments may be made. It should also be kept in view that only those pre-2006 pensioners would be eligible for full pension who have rendered not less than 33 years of qualified service.

4. DOP&PW's OM dated 1.9.2008 referred to in para 1 above, has been circulated to the Railways vide Board's letter No.F(E)III/2008/PN 1/12 dated 8.9.2008 and has also been uploaded on Railways website "indianrailways.gov.in at following location:

This issues with the concurrence of the Finance Directorate of the Ministry of Railways.
(No.E(P&A)I-2010/PS-5/PE-2 dated 15.12.2011)

Sub: Safety Related Retirement Scheme covering safety categories with Grade Pay Rs. 1900/-
Ref: Board's letter of even number dated 11.9.2010, 28.6.2011 and 15.7.2011.

The issue of inclusion of some categories, dispensation of Physical Efficiency Test (PET), and relaxation of minimum educational qualification norms for recruitment under the LARSGESS has been under consideration of Railway Board for some time.

2. The matter has been considered by the Board, and in continuation of Board's letters of even number dated 28.6.2011 and 15.7.2011, following decisions are communicated:-

- (i) Trolleyman of Departments other than Civil Engineering may also be included in the list of Safety categories.
- (ii) To dispense with the requirement of PET for recruitment in the relevant categories under LARSGESS.
- (iii) To relax the prescribed minimum educational qualifications for recruitment under the scheme in line with the recommendations of VI CPC and accordingly instructions have already been issued vide Board's letter No.E(NG)II/2011/RR-1/11 dated 9.12.2011 in this regard, giving (-1S) scale to non matriculates and non ITIs.

(No. E(P&A)I-2010/RT-2 dated 3.1.2012)

Sub: Special Allowance to Vigilance Inspectors working in Zonal Railway/Production Units

The subject of granting Special Allowance, so as to attract experienced and talented staff to work as Vigilance Inspectors in Zonal Railways and Production Units has been under the consideration of Board for some time. It has now been decided, as a special case, to grant Special Allowance @ Rs.2500/- per month to the Vigilance Inspectors in Zonal Railways and Production Units.

2. The said Special Allowance shall be admissible prospectively from the month of January, 2012.

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

(No.E(P&A)I-2010/SP-1/Gen-1 dated 3.1.2012)

Sub: Courses for staff other than those involved in train passing/operation duties – Age limit for exemption from undergoing the Refresher Training

Kindly refer to Board's letter No.E(Trg.)-75(30)/10 dated 11.0.75 wherein it had been decided that the staff who are of the age of 55 years and above, who are not employed in training operation/train passing duty should be exempted from undergoing the prescribed Refresher Courses (copy enclosed).

Keeping in vie that the retirement age has been raised from 58 to 60 years, the age limit of 55 years laid down vide Board's letter stated above is increased to 57 years, in respect of staff not employed in train operation/train passing duty.

All other conditions mentioned in the Board's letter dated 11.9.75 remain unchanged.

(Enclosure: Board's letter No.E(Trg)-75(30)/10 dated 11.9.1975)

Sub: Courses for staff other than those involved in train passing/operation duties – Age limit for exemption from undergoing the Refresher Training

The Railway Board have had under consideration the question of whether any age limit should be laid down for booking the staff for undergoing the prescribed Refresher courses. They have now decided that the staff of and above the age of 55 years who are not employed in train operation/train passing duties should be exempted from undergoing the prescribed Refresher Courses, and, therefore, they need not be blocked for these courses.

Sub: Applicability of Railway Services (Revised Pay) Rules, 2008 to persons re-employed in Railway service after retirement and whose pay is debit to Railway Estimates

Reference consolidated instructions issued by the Deptt. of Personnel and Training vide their OM No.3/1/85-Estt.(P.II) dated 31.7.1986 reg. fixation of pay on re-employment of pensioners, which was circulated to the Railways vide Board's letter No. E(G)/86/EM1/8 dated 21/1/1987.

After the introduction of the system of running pay bands and grade pays, the Deptt. of Personnel and Training vide their OM No. 3/19/2009-Estt.(Pay II) dated 5.4.2010 have amended the relevant provisions of orders dated 31.7.86 ibid in the manner indicated therein. A copy of the OM dated 5.4.2010 ibid is enclosed for guidance. DOP&T's OM NO. 3/13/2008-Estt.(Pay II) dated 11.11.2008 mentioned therein has been adopted 7 circulated on the Railways vide Board's letter No.PC-VI/2009//RSRP/2 dated 30.4.2009. The amended provisions as indicated in the enclosed OM will apply mutatis mutandis in the case of fixation of pay of re-employed personnel on Indian Railways.

This issues with the concurrence of the Finance Directorate of the Ministry of Railways (Railway Board).

OFFICE MEMORANDUM DATED 5.4.2010

Sub: Applicability of Railway Services (Revised Pay) Rules, 2008 to persons re-employed in Railway service after retirement and whose pay is debit to Railway Estimates

The undersigned is directed to refer to this Department's OM No. 3/13/2008-Estt. (Pay II) dated 11.11.2008 on the above subject. Certain references have been received seeking clarification regarding the manner of fixation of pay of retired Defence Forces personnel/officers re-employed in Central Govt. Civilian posts, after the implementation of CCS(RP) Rules, 2008. This has been considered in consultation with Deptt. of Expenditure. The pay fixation of re-employed pensioners on re-employment in Central Govt., including that of Defence Forces personnel/officers, is being done in accordance with CCS (fixation of pay of re-employed pensioners) orders, 1986, issued vide this Deptt.'s OM No. 3/1/85-Estt.(Pay II) dated 31.7.1986 (as revised from time to time).

2. After the introduction of the system of running pay bands and grade pays, it has been decided to amend the relevant provisions of CCS (fixation of pay of re-employed pensioners) orders, 1986 in the manner indicated below:-

Existing provision	Proposed revised provision
Para 4(a): Re-employed pensioners shall be allowed to draw pay only in the prescribed scales of pay of the posts in which they are re-employed. No protection of the scales of pay of the posts held by them prior to retirement shall be given.	Para 4(a): Re-employed pensioners shall be allowed to draw pay only in the prescribed pay scale/pay structure of the post in which they are re-employed. No protection of the scales of pay/pay structure of the post held by them prior to retirement shall be given. Note: Under the provisions of CCS(RP) Rules, 2008, revised pay attached to the post and the applicable pay band.

<p>Para 4(b)(i): In all cases where the pension is fully ignored, the initial pay on re-employment shall be fixed at the minimum of the scale of pay of the re-employed post.</p>	<p>Para 4(b)(i): In all cases where the pension is fully ignored, the initial pay on re-employment shall be fixed as per entry pay in the revised pay structure of the re-employed post applicable in the case of direct recruits appointed on or after 1.1.2006 as notified vide Section II Part A of First Schedule to CCS(RP) Rules, 2008.</p>
<p>Para 4(b)(ii): In cases where the entire pension and pensionary benefits are not ignored for pay fixation, the initial pay on re-employment shall be fixed at the same stage as the last pay drawn before retirement. If there is no such stage in the re-employed post, the pay shall be fixed at the stage next above that pay. If the maximum of the pay scale in which a pensioner is re-employed is less than the last pay drawn by him before retirement, his initial pay shall be fixed at the maximum of the scale of pay of the re-employed post. Similarly, if the minimum of the scale of pay in which a pensioner is re-employed is more than the last pay drawn by him before retirement, his initial pay shall be fixed at the minimum of the scale of pay of the re-employed post. However, in all these cases, the non-ignorable part of the pension shall be reduced from the pay so fixed.</p>	<p>Para 4(b)(ii): In cases where the entire pension and pensionary benefits are not ignored for pay fixation, the initial basic pay on re-employment shall be fixed at the same stage as the last basic drawn before retirement. However, he shall be granted the grade pay of the re-employed post. The maximum basic pay cannot exceed the grade pay of the re-employed post plus pay in the pay band of Rs.67000 i.e. the maximum of the pay band PB-4. In all these cases, the non-ignorable part of the pension shall be reduced from the pay so fixed</p> <p>Illustration. A colonel who retired with basic pay of Rs.61700 (grade pay Rs.8700; pay in the pay band Rs.53000) is re-employed as a Dy. Secretary in an organization with grade Pay of Rs.7600. In this case, on re-employment, his basic pay will continue to be Rs.61700. However, his grade pay on re-employment will be Rs.7600 and the pay in the pay band Rs.54100. Thereafter, the non-ignorable part of the pension will be reduced from the pay so fixed.</p> <p>Note: In the revised pay structure, basic pay is pay in the pay band plus the grade pay attached to the post.</p>
<p>Para 4(c): The re-employed pensioner will, in addition to pay as fixed under Para(b) above shall be permitted to draw separately any pension sanctioned to him and to retain any other form of retirement benefits.</p>	<p>Para 4(c) : No change.</p>
<p>Para 4(d): In the case of persons retiring before attaining the age of 55 years and who are re-employed, pension (including PEG and other forms of retirement benefits) shall be ignored for initial pay fixation in the following extent:-</p> <p>(iv) In the case of ex servicemen who held posts below Commissioned officer rank in the Defence Forces and in the case of civilians who held posts below Group 'A' posts at the time of their retirement, the entire pension and pension equivalent of retirement benefits shall be ignored.</p>	<p>Para 4(d): In the case of persons retiring before attaining the age of 55 years and who are re-employed, pension (including PEG and other forms of retirement benefits) shall be ignored for initial pay fixation in the following extent:-</p> <p>(i) No change.</p>
<p>(ii) In the case of service officers belonging to the Defence Forces and Civilian pensioners who held Group 'A' posts at the time of retirement, the first Rs.500/-* of the pension and pension equivalent retirement benefits shall be ignored. (*Already revised to Rs.4000 vide OM No.3/13/2008-Estt.(Pay II) dated 11.11.2008)</p>	<p>(ii) In the case of Commissioned Service officer belonging to the Defence Forces and Civilian pensioners who held Group 'A' posts at the time of their retirement, the first Rs.4000 of the pension and pension equivalent retirement benefits shall be ignored.</p>

3. Apart from the above, it is also clarified as under:-

- (i) Drawal of increments: once the initial pay of the re-employed pensioner has been fixed in the manner indicated above, he will be allowed to draw normal increments as per provisions of Rule 9 and 10 of CCS (RP) Rules, 2008.
- (ii) **Allowances:** The drawal of various allowances and other benefits in the revised pay structure shall be regulated with reference to the grade pay of the re-employed posts or the basic pay, as the case may be.
- (iii) Treatment of military service pay (MSP): MSP is granted to Defence Forces officers/personnel while they are serving in the Defence Forces. Accordingly, on their re-employment in civilian organizations, including secret organizations under the Cabinet Secretariat umbrella, the question of grant of MSP to such officers/personnel does not arise. However, the benefit of MSP given to all retired Defence Forces officers/personnel by reckoning it at the time of calculation of their pension (notionally in the case of pre-1.1.2006 pensioners) should not be withdrawn. Accordingly, while the pension of such re-employed pensioners will include the element of MSP, they will not be granted MSP while working in civilian organizations.
- (iv) Fixation of pay of personnel/officers re-employed prior to 1.1.2006 and who were in employment as on 1.1.2006: in the case of personnel/officers who were re-employed before 1.1.2006 and who were working in the Central Govt. organizations on re-employment basis as on 1.1.2006, their pay will be fixed in accordance with the provisions of DOPT PM no.3.13.2008-Estt. (Pay II) dt. 11.11.2008. This OM stipulates that re-employed persons who become eligible to elect revised pay structure shall exercise option in the manner laid down in Rule 6 of CCS (RP) Rules, 2008 and their pay shall be fixed in accordance with the provisions of Rule 7 of CCS(RP) Rules, 2008. In this context, it is clarified that in accordance with the provisions of Rule 7 of CCS 9Rp) Rules, 2008, Deptt. of Expenditure issued fitment tables corresponding to each pre-revised pay scale vide OM No.1/1/20080IC dated 30.8.2008. In the case of those personnel/officers as well, who were re-employed before 1.1.2006 and who were working in the civilian organizations on re-employment basis as on 1.1.2006, their pay will be fixed with reference to the fitment table of the pre-revised civilian pay scale in which they were re-employed and corresponding to the stage in the pre-revised pay scale as on 1.1.2006.
- (v) Fixation of pay of personnel/officers who retired prior to 1.1.2006 and who have been re-employed after 1.1.2006 : In the case of personnel/officers who had retired prior to 1.1.2006 and who have been re-employed after 1.1.2006, their pay on re-employment will be fixed by notionally arriving at their revised basic pay at the time of retirement as if they had retired under the revised pay structure. This will be done with reference to the fitment table of the defence Service and the stage of basic pay at the time of their retirement. Their basic pay on re-employment will be fixed at the same stage as the notional last basic pay before retirement so arrived at. However, they shall be granted the grade pay of the re-employed post. The maximum basic pay cannot exceed the grade pay of the re-employed post plus pay in the pay band of Rs.67000 i.e. the maximum of the pay band PB-4. In all these cases, the non-ignorable part of the pension shall be reduced from the pay so fixed.

4. The existing instructions on the subject shall be treated as amended to this extent.

5. In so far 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.
