

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

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RBE NO. 102/2012

No. E(NG)II/1998/RC-1/64

New Delhi, dated 14 .09.2012

**The General Manager (P)
All Zonal Railways/Production Units etc.**

Sub: Appointment of Compassionate grounds - clarifications - regarding.

Attention is invited to this Ministry's letters No. E(NG)II/2009/RR-1/10/Pt dated 09.12.2010 and No. E(NG)II/2011/RR-1/11/ dated 09.12.2011 (RBE No.166/2011) regarding educational qualification for recruitment in Pay Band-1 of Rs. 5,200-20,200 having Grade Pay of ₹ 1800/- and No. E(NG)II/2011/RC-1/NE/21 dated 06.02.2012 extending the applicability of (RBE No.166/2011) to widows.

2. In partial supersession of Board's letter dated 06.02.2012 quoted in para 1 above, it has now been decided that in case of appointment of a widow/wife not fulfilling the requirement of prescribed educational qualification, she will be placed in Pay Band-1 (Rs. 5200-20200)+ Grade Pay ₹ 1800/- directly without insisting on fulfillment of educational qualification norms, provided the appointing authority is satisfied that the duties of the post against which she is being appointed can be performed with help of some on job training.

3. In continuation with the above, following points are also clarified:-

- (i) A person appointed as 'Trainee' enjoys the status of a Government servant from initial day and will be allowed all the allowances and benefits allowed to a government servant.
- (ii) A person appointed as a 'Trainee' on compassionate grounds has to acquire minimum educational qualifications in 5 years.
- (iii) The probation period of a person appointed as 'Trainee' on compassionate ground will begin only from the date he/she acquires minimum educational qualification and such person will be on probation for a period specified in the Recruitment Rules of the post/grade against which he/she is being appointed.
- (iv) A 'Trainee' appointed on compassionate ground is entitled to all kinds of leave applicable to a regular Railway servant.
- (v) A person appointed as 'Trainee' shall be allowed Children Education Allowance as per the admissible rates.
- (vi) A person appointed as 'Trainee' on compassionate ground would not be entitled for Overtime Allowance during the period he/she continue as 'Trainee'.
- (vii) A 'Trainee' has the status of Government/Railway Servant from initial day, as such, dependent of a person appointed on compassionate ground as 'Trainee' would be eligible for compassionate appointment in the event of his/her death in harness/medical unfitness.
- (viii) A 'Trainee' appointed on compassionate ground, till he/she acquires minimum educational qualification, would be allowed increment at normal rates in the pay scale of -1S.

- (ix) A person appointed as Trainee on compassionate ground, is eligible to Medical benefits as available to holder of the post in pre-revised Scale of Rs. 4440-7440 without any Grade Pay.

This Issues with the concurrence of Finance Directorate.

Please acknowledge receipt.

(Harsha Dass)

Joint Director Estt. (N)II
Railway Board.

No.E(NG)II/1998/RC-1/64

New Delhi, dated 14.09.2012

Copy to:

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (90 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association (5 spares).
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF Room No.341-C, Railway Board.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The President, Railway Board Class IV Officers' Association.
- (xi) The General Secretary, AIRPF Association.
- (xii) The General Secretary, All India SC& ST Railway Employees Association, Room No-8, Rail Bhawan, New Delhi.
- (xiii) The General Secretary, Retired Railway Employees Welfare Association (Regd.), 490A/16, Gurudwara Road, Gurgaon.
- (xiv) Chief Commissioner of Railway Safety, 16, Ashok Road, Lucknow.


for Secretary, Railway Board

Copy to: Sr.PPS/PPSs/PSs/PAs to: MR, MSR (M) & MSR (B).

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